	SUSTAINABILITY POLICY (Revision 3)	
	DOCUMENT OWNER:	STRATEGY & SUSTAINABILITY OFFICE
	DOCUMENT REFERENCE:	PB/SSO/P&P-03
	EFFECTIVE DATE:	1 <sup>st</sup> June 2024

## Introduction

Protasco Berhad including its subsidiaries and related companies (herein referred to as “PB” or “PB Group” or “Group”) are committed in preserving the interests of its stakeholders through sustainability practices. We subscribe to the principles of sustainable development and continuously seek to identify opportunities to maximise positive impacts of our activities to the stakeholders.

The Group endeavours to do business in an environmentally, socially, and economically responsible manner and operates within the right governance. We strive to be innovative within the law and demonstrate our initiatives to meet the requirements of various stakeholders.


To improve further on sustainability related strategy and operation, the Group has made a revision based on the recent requirement by the authorities and other stakeholders’ concerns.

## Policy Statement

PB is constantly striving towards an impactful change through the adoption of various national and international agendas. PB is synonymous with enriching people’s life and uplifting communities through industries we are involved in.

PB is a dynamic integrated engineering and infrastructure provider of diverse services. We are driven by engineering excellence to be an internationally acclaimed specialist solutions provider.

PB believes in continuous building of a better and sustainable future for our stakeholders by developing and contributing towards the people, communities, and nations that we operate from. We continually seek to achieve favourable economic, environmental, and social outcomes, along with good governance across our businesses. We also seek to ensure that strategic initiatives are systematically crafted, with due attention to our stakeholders, to ensure

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that sustainability remains an integral part of every business practice, process and project undertaken.

### **Purpose**

This Policy sets out the operating standards and commitment required to achieve sustainable development of the Group.


Our sustainability policies are:

1. Compliance with relevant environmental laws and regulations.
2. Strive to adopt best operational practices to preserve the environment and ecosystem when conducting our business.
3. Reduce the dependency on natural resources and promote a green environment by practicing recycling and prudent electricity consumption.
4. Attract, retain, and motivate the highest calibre of employees through provision of conducive working environment, performance appraisal and training and development.
5. Maintaining a satisfactory level of safety and health standards at workplace.
6. Giving back to the society through various charitable programs.
7. Promoting good corporate governance.
8. To provide decent work and economic growth that will ensure sustainability in terms of profitability and liquidity

In totality PB commits in contributing towards the achievement of the United Nations Sustainable Development Goals (SDG) which will be reviewed annually.

### **Scope**

All companies under PB Group are covered by this Sustainability Policy and any other policies, standards, guidelines, procedures, and mechanisms related to the sustainability initiatives as prescribed from time to time.

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This Policy focuses on improving sustainability effort across the Group under the umbrella of Environmental, Social and Governance (ESG). However, the corporate will continue to embrace economic perspective within its sustainability efforts. PB sustainability effort will be developed around 5 pillars: “Our Customer”, “Our Community”, “Our People”, “Our Environment” and “Our Organisation. These pillars are aligned with the Group’s mission.

1. “Our Customers”  
To exceed customer expectations by providing quality and sustainable future.
2. “Our Community”  
To build and support sustainable society and being a good neighbour and community, both locally and globally.
3. “Our People”  
To become employer of choice for the right talents for PB Group.
4. “Our Environment”  
To operate by focusing in improving the environment that PB Group serves through operational efficiencies and innovation.
5. “Our Organisation”  
To practise good corporate governance and operational excellence through innovative technologies.

FIVE (5) Sustainability Themes focusing the pillars has been identified. The materiality topics identified for the Group will be focusing on these FIVE (5) themes. The subsidiaries and related companies under the Group should plan initiatives to improvise their sustainability and operational effort towards these themes.

Sustainability Themes:

1. Compliance & Integrity  
Continuously insure businesses within the Group practices institutional & environmental ethics through its core value and governance.

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## 2. Human Capital Development

To constantly improve and nurture the Group's diversified talents with up-to-date skills and provide a healthy and safe work environment.

## 3. Digitalisation




To improve operational efficiency, customer experience and competitive advantage through process innovation and digital Transformation.

## 4. Humanity Care & Support

Continue to provide care and support to the society to sustain and have an excellent quality of life.


## 5. Preservation & Conservation

Support in the development of eco-efficiency community and environment through various initiatives and partnership.

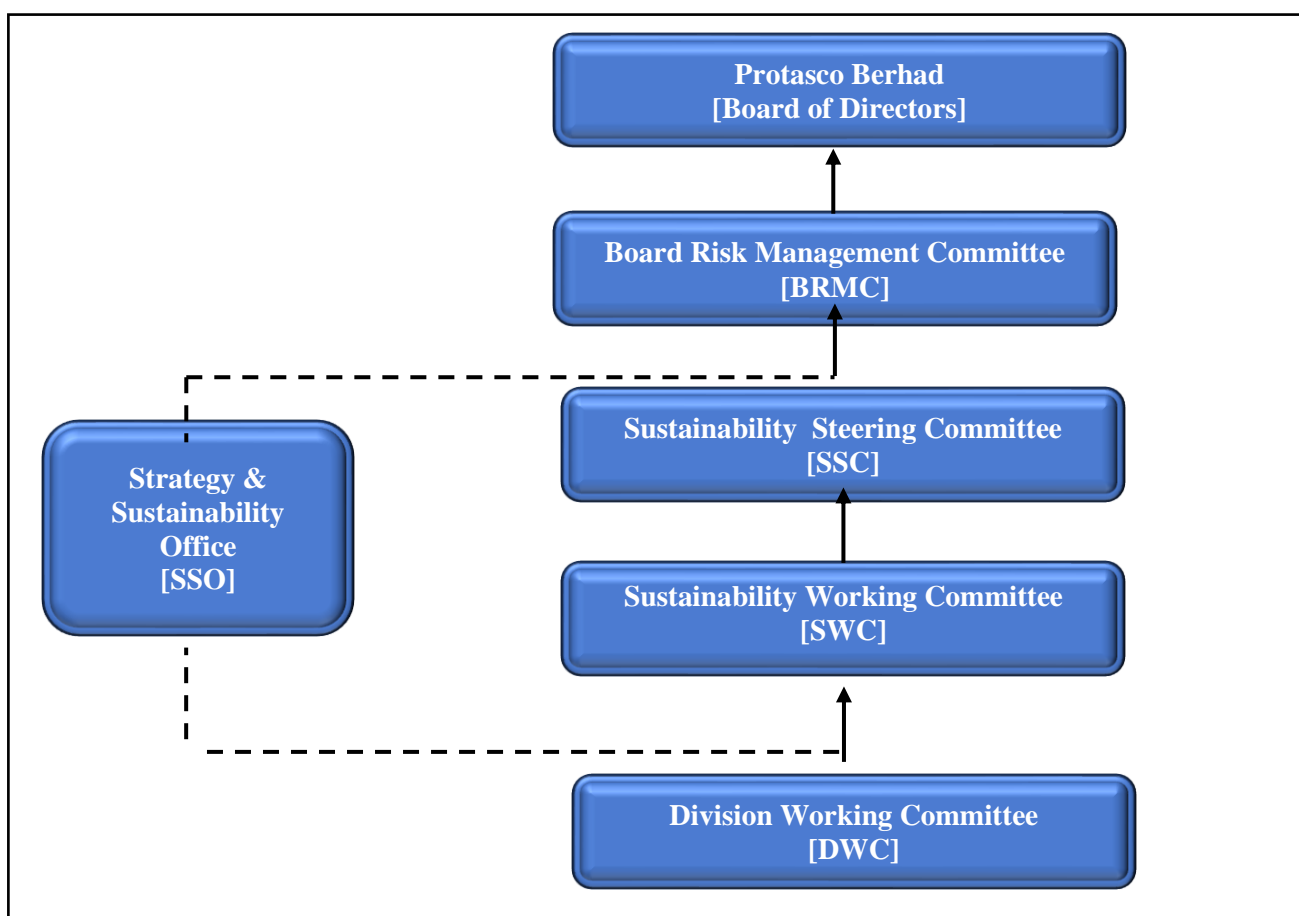
Sustainability Theme	Environment [Including Climate Change]	Social	Governance
<b><u>Compliance &amp; Integrity</u></b> Continuously insure businesses within the Group practices institutional & environmental ethics through its core value and governance.		* Procurement Practices	* Compliance * Anti-Corruption 
<b><u>Human Capital Development</u></b> To constantly improve and nurture the Group's diversified talents with up-to-date skills and provide a healthy and safe work environment.		* Labour Practices (Training & Development) * Labour Practices (Employment) * Diversity * Occupational Safety & Health	
<b><u>Digitalisation</u></b> To improve operational efficiency, customer experience and competitive advantage through process innovation and digital Transformation.		* Product & Service Responsibility (Customer Satisfaction) * Product & Service Responsibility (Data Privacy & Cybersecurity)	
<b><u>Humanity Care &amp; Support</u></b> Continue to provide care and support to the society to sustain and have an excellent quality of life.		* Community Development	
<b><u>Preservation &amp; Conservation</u></b> Support in the development of eco-efficiency community and environment through various initiatives and partnership.	* Energy Management * Water Management * Waste & Effluent Management * Material * GHG Emissions * Biodiversity		

*The Group Sustainability Theme and ESG based Materiality.*

Further, sustainability initiatives aligned to the above will be stipulated in the ESG Framework, an internal document circulated to all BUs via their DWC.

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All sustainability initiatives undertaken by the subsidiaries and related companies under the Group and its performances will be monitored and reviewed half yearly. The outcome will be presented to the Board. The governance framework is presented below.




*Sustainability Governance Framework for the period of 2023 – 2025*

## **Composition and Roles & Responsibilities of the Committee**

### **1. Sustainability Steering Committee (SSC)**

The committee consists of the Senior Management from Clean Energy, Corporate Office, Education, Engineering & Consultancy, Maintenance, Property Development and Trading & Manufacturing. The members are Heads/Executive Directors/Vice Chancellor of the respective Business Units. This committee will be chaired by Group

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Managing Director who is a member of the Board Risk Management Committee (BRMC).


The members are responsible for the endorsement of the Group Materiality, Key Performance Indicators (KPI), and initiate plans with their respective divisions their strategy and operation based on the sustainability themes and materiality agreed.

Chairman: Dato' Ir. Kenny Chong Ther Nen	
Agriventure	Mr. Benny Chong Ther Vern
Clean Energy	Mr. Denny Chong Ther Shern
Corporate Office	Pn. Zarina Binti Daud
Education	Mr. Lenny Chong Ther Zern
	Prof. Dato' Dr. Inayah Binti Ya'akub
Engineering & Consultancy Services	Dato' Ir. Hj. Mohd Taufik Bin Haron
Maintenance	En. Yasir Bin Muhammad Fakhruddin
Property Development & Construction	Ir. Edward Khoo Mong Wei
Trading & Manufacturing	Dato' Ronnie Yap Kee Tian

## 2. *Sustainability Working Committee (SWC)*

This committee will be representative from the various department from the Corporate Office and representatives from the BUs. The representatives from Corporate Office are from Corporate Communication, Corporate Assurance, Human Resource, Infotree, and Group Finance & Treasury. This committee will be chaired by Head of Strategy & Sustainability.

The members of this committee are responsible to look into the data that has been compiled by Strategy & Sustainability Office (SSO) from all the Business Units and propose ideas for improvement (to be proposed to the SSC and DWC). Head of SSO will be responsible to present the final outcome of the sustainability to BRMC.

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### 3. *Division Working Committee (DWC)*

Each Business Unit will have their own DWC. The members are staffs that are selected by their Heads of Departments (HODs) and responsible for the data submitted related to identified materiality agreed by SSC.

The members are responsible to put in the data into the document provided by SSO and ensure all the data are finalised and approved by their HODs. The members are also to plan and initiate projects that concerns to sustainability.

This policy shall be reviewed as and when required. Any revision made to this Policy and materiality matters shall be reviewed and approved by GMD, presented to BRMC for acknowledgement.

**Approved**



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 DATO' Ir. CHONG THER NEN  
 GROUP MANAGING DIRECTOR  
 PROTASCO BERHAD

Date..25th May 2024..

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