

Group Sustainability Policy Statement

1. Purpose

This framework serves as a guideline for the Group, ensuring our delivery creates shared value for stakeholders and contributes positively to the environment and society.

2. Scope

This policy applies to all business units, subsidiaries, and associates under Censof Group, covering all operations, employees, suppliers, and key partners.

3. Strategic Sustainability Objectives

a) Economic Resilience

- Embed Digital & Green Innovation by leveraging on digital tools (e.g. AI, RPA, Machine Learning, Chatbots) and by exploring new revenue model like subscription-based services.
- Sustainable Supply Chain Management by partnering with suppliers that adhere to ethical and sustainable practices.
- Adopt green procurement practices including sustainable office supplies and eco-certified service providers.
- Ensure client data protection and cybersecurity through robust compliance and regular audits.

b) Environmental Stewardship

- Minimize carbon footprint by adopting digital-first solutions and energy-efficient infrastructure.
- Commit to annual reporting of GHG emissions and progress towards net-zero targets.
- Enhance resource efficiency and cost effectiveness through prudent usage of energy and water
- Reduce paper usage by promoting e-statements, digital filing, digital onboarding, and workflow automation.

b) Social Responsibility

- Deliver transparent, ethical, and sustainable products/services that meet evolving customer needs.
- Ensure a safe, healthy, and supportive workplace by upholding strong occupational safety standards, promoting preventive health and wellness programs, and fostering a safety-first culture for all employees.
- Foster a supportive workplace culture that upholds employee well-being through flexible work policies and mental health support, while promoting open communication, continuous learning, equitable career growth.
- Promote an inclusive workplace through equitable opportunities, diverse representation, and policies that respect and empower all employees.
- Support community development through donations, education, skill-building, and environmental initiatives, while encouraging employee volunteerism to actively engage with local needs.

c) Governance & Ethics

- Maintain transparency and accountability through published ESG disclosures aligned with Global Reporting Initiative (GRI) and International Sustainability Standard Board (ISSB) frameworks.
- Establish ESG oversight by the Board with dedicated sustainability officers at each company level.
- Uphold integrity and ethical conduct through strict anti-bribery, corruption and whistleblowing policy.

4. Implementation Strategy

a) Governance Framework

- Board-Level Oversight: ESG Steering Committee chaired by an Independent Director.
- ESG Working Group: Cross-functional team to drive initiatives and monitor KPIs.
- Sustainability Champion Network: Employee ambassadors promoting sustainable practices at operational levels.

b) Sustainability Reporting

- Annual Sustainability Report published in line with Bursa Malaysia's Sustainability Reporting Guide and/or global standards.
- Set measurable targets and monitor performance using ESG scorecards.

c) Stakeholder Engagement

- Conduct annual stakeholder dialogues, surveys, and forums to align expectations and integrate feedback into ESG strategy.
- Ensure transparent ESG reporting through sustainability reports, website disclosures, and regular updates for stakeholders.

5. Continuous Improvement

Censof is committed to regularly reviewing this policy, incorporating emerging best practices, and fostering innovation in sustainable finance.

Approved by:

SUSTAINABILITY COMMITTEE

RISK AND SUSTAINABILITY MANAGEMENT POLICY

Date: SEPTEMBER 2025