

NWE RESOURCES GROUP BERHAD

[Registration No.: 202401037003 (1582850-V)]

(Incorporated in Malaysia)

SUSTAINABILITY POLICY

1. INTRODUCTION

NWE Resources Group Berhad ("Company") and its subsidiaries ("Group") are dedicated to integrating sustainable initiatives into our business operations. Our Sustainability Policy ("Policy") serves as a "Statement of Intent", expressing our commitment to promoting sound sustainability practices to our employees, customers, and stakeholders. Sustainability, as defined in our Policy, extends across all facets of ethical business conduct, responsibly and profitably addressing pertinent Environmental, Social, and Governance practices.

2. OBJECTIVES

This Policy aims to:

- 2.1. endeavour to integrate sustainability considerations into the day-to-day operations of the Group and ensure the effective implementation of the Group's sustainability strategies, priorities, and targets;
- 2.2. ensure that the Board of Directors of the Company ("Board") and key senior management of the Company proactively consider sustainability issues when they oversee the planning, performance, and long-term strategy of the Group;
- 2.3. ensure the Group remains resilient and is able to deliver durable and sustainable value while maintaining the confidence of its stakeholders; and
- 2.4. create a culture of sustainability within the Group, and the community, with an emphasising the integration of Environmental, Social and Governance considerations into decision-making and the delivery of outcomes.

3. SUSTAINABILITY POSITION

As a conscientious corporation, our Group consistently upholds the principles of sustainability philosophy in our operations and team management. We are committed to contributing to the sustainable development by directing our efforts toward the essential aspects of the Environment, Social, and Governance.

3.1 Environment

We are dedicated to safeguarding the well-being of our employees and customers, incorporating environmental quality considerations into our day-to-day business operations. We strive to minimise our environmental footprint and promote resource efficiency throughout our operations by:-

- Reducing energy and material consumption through sustainable practices and technology.

- Preventing air, water, and noise pollution, and managing waste safely and responsibly.
- Promoting recycling, reuse, and environmentally friendly procurement.
- Encouraging suppliers to adopt sustainable practices and exploring initiatives to reduce carbon emissions.

3.2 Social

We aim to cultivate an inspiring workplace fostering a diverse workforce that maximizes its potential, while prioritising a safe and healthy working environment for every employee. We value our people and are committed to fostering a safe, inclusive, and supportive workplace by:-

- Ensuring a healthy and secure work environment in compliance with safety standards.
- Promoting diversity, equal opportunity, and respect for all employees.
- Providing continuous learning and career development through in-house and external training.
- Engaging with local communities through CSR programmes and volunteer initiatives.

3.3 Governance

We integrate strong governance practices into our business operations to ensure transparency and accountability by:-

- Complying with all legal, regulatory, and industry requirements.
- Upholding ethical standards through our Code of Ethics and Conduct.
- Maintaining sound internal control and risk management systems.
- Ensuring effective Board oversight and open communication with stakeholders.
- Safeguarding data and confidential information through proper governance and cybersecurity measures.

4. REPORTING

This Policy is embedded into our business practices through our key senior management. As needed, our key senior management will discuss with the Managing Director and/or Executive Director(s) regarding measurable objectives and the progress made to date in achieving business sustainability and for subsequent endorsement by the Board.

5. DISCLOSURE

The reporting and disclosures about the sustainability position of the Group will be included in the sustainability statement of our Company's Annual Report.

6. REVIEW OF THE POLICY

The Board will review this Policy from time to time and make any necessary amendments to ensure it remains consistent with the Group's objectives and responsibilities.

7. BOARD APPROVAL

This Policy (Version No. 1) was reviewed and approved by the Board on 16 March 2026.