RGT BERHAD

Registration No. 198101004909 (71024-T)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

POLICY STATEMENT

RGT Berhad and its subsidiaries is committed to building a sustainable business that delivers value for all stakeholders including employees, business partners and the wider community. In ensuring long-term sustainability of our businesses and the creation of greater public trust in our Company, the Board continually ensures that sound principles of sustainable governance are integrated into our Group's Environment Social Governance Sustainability framework that we take consideration in our business processes.

We are committed to accountability and transparency in our sustainability performance, which is based upon the following principles: -

- To observe and comply with all relevant legislation, regulations and code of practice;
- To consider sustainability issues and integrate these considerations into our business decisions
- To promote and ensure all employees are aware of, and are committed to, implementing and measuring sustainability activities as part of the Group's strategy, taking into consideration environment, social and governance aspects;
- To strive to improve and enhance effective sustainability monitoring performance to meet our KPI and target as set in our ESG Sustainability framework,
- To supports the international goal of limiting global temperature rise to 1.5°C. While we are currently focused on reducing our Scope 2 emissions through energy efficiency and renewable energy initiatives, we will progressively enhance our climate strategy to address other emission scopes in alignment with national and global decarbonisation pathways.
- To disclose our sustainability performance in compliance with Bursa Malaysia Sustainability Guide, the Enhanced Sustainability Reporting requirements, and with reference to Global Reporting Initiative (GRI) standards and Task Force On Climate Disclosure (TCFD).
- Integrate material sustainability considerations — including climate-related risks, opportunities, and governance structures — into our strategies, risk management, and reporting processes, in alignment with IFRS S1 (General Sustainability-related Disclosures) and IFRS S2 (Climate-related Disclosures) issued by the ISSB. We also align our sustainability disclosures with the National Sustainability Reporting Framework (NSRF) Malaysia, to prepare for future assurance requirements and regulatory expectations.

SCOPE OF POLICY

ENVIRONMENT

The Group acknowledges responsibility for care of the environment. The Group considers safety and environmental factors in all operating decisions and explores feasible opportunities to minimize any adverse impact from manufacturing operations, hazardous substances, waste disposal, product design and packaging~~.~~ To ensure best practice at all times. The Group will operate in compliance with all relevant environmental legislation and we will strive to meet our set target in our ESG Sustainability materiality matters for air, water, landfill and climate change by implementing emission management and to achieve net zero carbon by FYE2050.

SOCIAL

The Group clearly set out the organization's value that all employees have a responsibility to treat others with dignity and respects and shall not discriminate equality stands of disability, race, gender, age, religion and individual's background as spelt in our Code of Conduct. The Group also practices zero-tolerance to sexual harassment and harassment at the workplace include universal declaration of human rights. The Group recognises and accepts its responsibilities for providing and maintaining a safe and healthy workplace for all its employees, contractors and visitors by complying to OSHA standards. Cybersecurity and Data Protection in inclusive in our company's policy to curb leak and loss of confidential data with zero grievance complaint.

GOVERNANCE

The Group believes that good governance is more than just a pursuit towards complying with all the prescripts. Good governance practices, translate into better business performance and create a more sustainable value for the Group;

- Adhering to the requirements of all laws and regulatory requirements, standards, and industry's best practices in our business process and products.
- Adopting high ethical values – no discrimination, sexual harassment & harassment and human rights;
- Establishing robust policies and procedures to ensure the adequacy and integrity of the Group's internal control systems.
- Compliance to all legal requirements with zero government penalties.

REVIEW OF POLICY

The Board will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Board will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

This Policy is approved by Board of Director on 15 May 2025 and revised on 24th June 2025.

Date: 24th June 2025 (Rev_2)
Doc. No.: RGTBHD-POL-06

Any translation into other languages will be considered as a reference and the English version will prevail in any case.