

SUSTAINABILITY POLICY

Objective

PESTECH International Berhad (“Company” or “PESTECH”) is committed to promoting sustainability. Our Sustainability Policy refers to a ‘Statement of Intent’ for the purpose of communicating to employees, customers and other stakeholders our commitment in promoting good sustainability practices.

At PESTECH, we are committed to continually improving the integration of sustainability into our working environment and business processes. We are committed to accountability and transparency in our sustainability performance. Our Sustainability Policy is based upon the following principles:-

- To observe and comply with all relevant legislations, regulations and codes of practice.
- To consider sustainability issues and integrate these considerations into our business decisions.
- To promote and ensure that all employees are aware of, and are committed to, implementing and measuring sustainability activities by considering environmental, social and governance factors.
- To continuously strive to improve our sustainability performance.

Sustainability Position

To operate with sustainability, we focus our activities on the following key impact areas:-

- **Environment**
To identify, manage and minimise the environmental impact of our business operations;
- **Social**
To ensure the safety and health of our employees and communities surrounding our operations; and
- **Governance**
To address the element of governance in our business strategy.

We employ both corporate strategy and feedback from internal and external stakeholders to define the above-mentioned areas of focus.

Measurable Objectives and Reporting

This Policy is embedded into our business practices through a Senior Management Team. This team, led by the Chief Executive Officer, comprises the Heads of Department and it is accountable for the implementation and monitoring of this Policy.

The Senior Management Team will discuss with the Executive Directors, on an annual basis, the measurable objectives and progress to date towards achieving business sustainability for subsequent endorsement by the Board of PESTECH. The Board is at liberty to seek to improve one or more aspects of PESTECH’s sustainability and measure progress accordingly.

Disclosure

Reporting and disclosures of PESTECH’s sustainability policy and implementation towards achieving its objectives will be made in the corporate governance section of the Annual Report of PESTECH.

Policy Governance

This Policy will be held in the custody of and filed by the Department in charge of Occupational Safety and Health, on behalf of the Company. This Policy shall be reviewed periodically in association with the Executive Directors and is shared with stakeholders through our corporate website and other channels as appropriate.

Any amendment(s) to this Policy shall be approved by the Board.

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