SUPERCOMNET TECHNOLOGIES BERHAD

(Registration No. 199001005958 (197527-H))

Sustainability Policy

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1. OVERVIEW

This Sustainability Policy ("the Policy") sets out the sustainability core principles and commitments of Supercomnet Technologies Berhad ("STB" or the "Group"). The Policy acts as a guide in embedding sustainable practices throughout our operations and value chain specifically in the areas of Environment, Social and Governance ("ESG") aligning them with the sustainability aspirations of STB.

2. OBJECTIVE

The aim of this Sustainability Policy is to:

- Set the general principles in governing our sustainability strategies and initiatives as well as communicate the Group's commitments in addressing ESG risks and opportunities across our business operations.
- Promote and cultivate integrity, transparency and credibility within our sustainability efforts in improving our business decisions and operations.
- Integrate the Group's strategies and principles with the relevant sustainability frameworks and international standards.

3. APPLICABILITY

The Policy is applicable to all employees within the Group. We strongly encourage all employees to adhere to the Policy and the commitments set out herein.

The Policy aims to guide the Group towards achieving our sustainability goals. It should be read in conjunction with the following policies/statements and any other relevant policies/statements made applicable to the Group from time to time:

- Policy And Procedure on Anti-Corruption
- Whistle Blowing Policy
- Code of Ethics for Company Directors

4. OUR PRINCIPLES

i. <u>Governance:</u>

To fulfil our commitment to the Governance pillar, we pledge to:

- Uphold the highest standards of ethical business conduct and act with integrity in all our operations.
- Prevent all forms of bribery and corruption throughout the Group's value chain.
- Comply with regulatory and legal requirements in the markets where we operate.
- Protect customer data and privacy against unauthorised access and use.

ii. Environmental:

To contribute to the conservation of the environment, we commit to:

- Continuously improve energy efficiency, monitor and reduce our carbon footprint across operations.
- Enhance recycling, waste reduction and responsible disposal methods and contribute towards a circular economy.
- Monitor and reduce water consumption and implement water conservation practices in our facilities.

iii. Social:

In our commitment to social responsibility, we affirm our dedication to:

- Foster a culture of diversity and inclusion by implementing policies and practices that promote equal opportunities and eliminate discrimination.
- Prioritise employee health and safety through comprehensive occupational health and safety programmes and regular safety training.
- Support the well-being and growth of our employees by fostering a workplace culture that encourages their development through training programmes, career advancement opportunities and performance recognition.
- Safeguarding basic human rights for our workforce, those within our supply chain and the communities in which we are active.
- Continuous innovation of sustainable products and services.
- Prioritise suppliers with strong sustainability practices.
- Engage in community development initiatives.

5. REVIEW AND MANAGEMENT

The Sustainability Policy falls under the purview of STB's Board of Directors, which has the strategic oversight over the Group's sustainability practices. The Policy is subject to periodic review and revision by the Sustainability Steering Committee, with approval from the Board as necessary, to reflect any updates and improvements in line with industry and sustainability standards.

The Sustainability Policy was reviewed and approved by the Board of Directors on November 20, 2026.