

**CAPE EMS BERHAD**  
*(Formerly known as Cape EMS Manufacturing (M) Berhad)*  
**[Registration No. 199901026859 (501759-M)]**  
**(Incorporated in Malaysia)**

**SUSTAINABILITY POLICY**

| <b>Sustainability Policy</b> |                       |                      |                       |
|------------------------------|-----------------------|----------------------|-----------------------|
| <b>Board's Approval Date</b> | <b>Effective Date</b> | <b>Revision Date</b> | <b>Version Number</b> |
| <b>1 April 2022</b>          | <b>1 April 2022</b>   |                      | <b>01</b>             |

| <b>Version</b> | <b>Date</b> | <b>Summary of Changes</b>                          |
|----------------|-------------|--|
| 01             |             | 1. To amend Paragraph 3<br>2. To amend Paragraph 4 |

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**1. INTRODUCTION**

This Sustainability Policy (“Policy”) is intended to address Cape EMS Berhad (“Company”) and its group of companies (“CAPE” or the “Group”).

Sustainability encompasses all aspects of ethical business practices, addressing relevant Environment, Social, and Governance (“ESG”) issues responsibly and profitably.

**2. OBJECTIVES**

This Policy aims to:

- Endeavour to integrate the principles of sustainability into the Group’s strategies, policies, and procedures;
- Promote sustainable practices;
- Ensure that the board of directors of the Company (the “Board”) and senior management are involved in the implementation of this Policy and review the sustainability performance of the Group; and
- Create a culture of sustainability within the Group and the community, with an emphasis on integrating the environmental, social, and governance considerations into decision making and the delivery of outcomes.

**3. SOCIAL RESPONSIBILITY**

Social sustainability is focused on the development of programs and processes that promote social interaction and cultural enrichment. The Group has many stakeholders that range from our shareholders, employees and persons the Group regulate to our customers, suppliers, and the communities the Group support. It emphasises protecting the vulnerable, respecting social diversity, and ensuring that the Group puts a priority on social capital.

To uphold its social responsibility, apart from complying with human rights and labour, legal and regulatory requirement, the Group is committed to:

- Act ethically and with integrity in all our business dealings and relationships with our stakeholders.
- Provide an environment free of discrimination and harassment for our employees, where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities.
- Respect human rights as relevant to our business and operations and continuing to uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Provide and maintain a safe and healthy work environment for our employees. The Group will not tolerate any threats or acts of violence towards any of our employees, whether it is from another employee, customer, regulated person or any other person.
- To use training and development as a strategic investment and a way of shaping culture and behaviour in the Group;

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- To be recognised as a good corporate citizen;
- To align our charitable giving with the Group's business activities;
- To engage positively with communities and stakeholders where we operate;
- To respond in a professional and timely manner to public enquiries;
- To continue to improve public perception and experience of the Group;
- Nurture a sustainable organisation, which embraces the Group's values.
- Develop our employees and provide an environment for them to be more innovative and able to realise their full potential. To have a systematic appraisal system where employees are assessed based on their respective skillset and capabilities.
- Develop deep sustainability know-how and competency across the organisation to expedite our progress and strengthen our processes and practices as well as our sustainability reporting journey.
- Implement policies and programmes to attract and retain talent.
- Promote integrity and the protection of human rights across the supply chain.
- Support and practice workplace equal opportunity, fair treatment, and gender and cultural diversity for both local and foreign employees.
- Promote education for communities, especially the underserved, to improve their livelihoods.

**4. ENVIRONMENTAL SUSTAINABILITY**

The Group is committed to identify, manage and minimise the environmental impact of its business operations.

To do this, apart from complying with environmental legal and regulatory requirements, the Group is committed:

- To minimise the level of pollutants entering into the air and water from daily business operations;
- To create an ever-increasing awareness of this Policy within the Group and stakeholders; and
- To consider sustainability risks and opportunities, including climate-related risks and opportunities as part of our governance, risk management and strategic and financial planning framework.
- Integrate practices that embrace responsible energy and resource management in daily operations, including prioritising the use of green technologies, adopting carbon reduction strategies and promoting good environmental practices across the supply chain, where practicable.
- Inculcate behaviour that supports the building of environmentally sustainable practices among our employees.
- Promote the adoption of good environmental practices.

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**5. GOVERNANCE SUSTAINABILITY**

Governance sustainability is becoming more essential in gaining the confidence of investors, other stakeholders, and the public. The Group recognises the importance of governance sustainability and incorporates it into all its functions and processes which includes strategic planning, accountability, sustainable planning, and development.

The Group is committed:

- To ensure sustainability forms an integral part of the strategic planning;
- To enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- To establish and continue to improve appropriate governance structures and processes;
- To assess the impacts and outcomes of sustainability;
- To plan for long-term resources including human and financial; and
- To promote good corporate governance culture within the Company which reinforces ethical, prudent and professional behaviour.

**6. REVIEW**

The Board will review this Policy to take account of evolving policies, standards, best practices, and technology. Directors, employees and business associates of the Group, as well as members of the public, are welcomed to provide feedback on aspects of this Policy to the following contact: -

**Corporate Matters**

Josephine Lim  
Executive Director  
Email: [josephine.lim@cape-group.com.my](mailto:josephine.lim@cape-group.com.my)

**Corporate Affairs**

Salehaldin (Azhar) bin Nasron  
Vice President, Corporate Affairs  
Email: [salehaldin.n@cape-group.com.my](mailto:salehaldin.n@cape-group.com.my)

Such feedback shall be compiled by the Corporate Affairs Department and presented to the Board for deliberation on an annual basis, or as and when necessary.

**7. REPORTS AND DISCLOSURE**

The Company will disclose its Sustainability Statement in its annual reports in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

**8. REVISION OF THIS POLICY**

The provisions of this Policy can be amended and supplemented from time to time by a resolution of the Board.