

# COUNTRY VIEW BERHAD

Registration No. 198101012190 (78320-K)

*(Incorporated in Malaysia)*

## **Sustainability Policy**

Country View Berhad (“CVB”) recognises that it has a crucial role in meeting sustainability goals by ensuring that its activities and business operations are balanced by incorporating sustainable practices and aligning them to the Group’s corporate vision and mission. Whilst striving for growth and profitability, CVB is committed to improve the social, environmental and economic impact for all stakeholders including our employees and the communities that we operate in.

This Group Sustainability Policy (“Policy”) applies to CVB and all its subsidiaries (“the Group”) and is aligned to the Group’s vision and mission. The Group’s Policy aims to focus on sustainability objectives over the following identified areas to demonstrate the Group’s commitment to address sustainability challenges.

### Economic

To pursue sustainable long-term economic performance which will in turn generate attractive returns on investment to shareholders

- To plan and target its business ventures and endeavours will remain profitable
- To support responsible stewardship of resources, products and services
- To actively engage with business partners, suppliers and customers

### Environmental

Support actions to reduce pollution and ensure reduced impact to environmental degradation in its business operations

### Social

Meeting expectations of local communities, empowering employees, developing a safe and harmonious workplace, and supporting social and community events

- To create long-term value for stakeholders and improve the quality of life for our local communities
- To provide training and personal development to employees, in order to become more proactive and knowledgeable in their related fields of work
- To promote gender diversity and provide equal opportunity and remuneration for both men and women
- To provide equal opportunity to all eligible employees
- To ensure fair remuneration strictly based on performance
- To strengthen and continuously review the health, safety and well being of its employees and business partners
- To support social community events in order to promote a healthy lifestyle

## Governance

To comply with all applicable laws, regulations and rules while conducting business in accordance with established best practices

- To undertake sustainability initiatives to promote integrity, ethical business practices and implement adequate measures against bribery and corruption
- To maintain accountability and transparency in our sustainability management system
- To ascertain that all projects and plans are in line with the relevant laws and regulations and guidelines of all relevant authorities

This policy will be reviewed periodically by the Board to ascertain that CVB's sustainability practices is in line with the Group's vision and mission and complies with best practices prescribed.

This policy was adopted by the Board on 21 January 2020.