



PARAMOUNT CORPORATION BERHAD

(Registration No. 196901000222 (8578-A))

SUSTAINABILITY POLICY

(Adopted: 31 March 2023)

1. INTRODUCTION

Paramount Corporation Berhad (**Paramount**) supports the United Nations Sustainability Development Goals and the global transition to a net zero economy. It is committed to driving its sustainability agenda based on the aspiration of -

“Building a Legacy for Tomorrow”.

2. OBJECTIVE

The objective of this Sustainability Policy is to:

- i) set out the roles and responsibilities of the various stakeholders within Paramount and its subsidiaries (**Paramount Group** or **the Group**) for the stewardship of its sustainability agenda;
- ii) identify the core pillars upon which Paramount’s sustainability strategies shall be anchored; and
- iii) set out the code of conduct for the execution and reporting of the Group’s sustainability strategies/plans, initiatives and projects.

3. ROLES AND RESPONSIBILITIES

3.1 The Board

The Board of Directors (**Board**) of Paramount is the governing body to provide effective leadership in requiring the integration of sustainability considerations into the business strategies, business plans and decision-making process of the Group.

To this end, the Board sets key performance indicator (**KPI**) targets for the Company’s Executive Directors (**EDs**) in meeting the Group’s sustainability goals, and conducts yearly assessment of the EDs’ performance in meeting those KPIs.

3.2 Sustainability Steering Committee

The Sustainability Steering Committee (**SSC**), comprising the key senior management of Paramount, namely the Group Chief Executive Officer (**CEO**), Deputy Group CEO, Chief Financial Officer, Group Human Resource Director and CEO of the Property Division, is the driving force to ensure that appropriate sustainability considerations are embedded in the long-term strategic plans and mid to immediate term business plans of the Group.

The key functions of the SSC, led by the Group CEO, are as follows:

- i) Evaluate the Group’s sustainability risks and opportunities.
- ii) Formulate sustainability strategies, identify sustainability priorities and commitments, and set sustainability goals and/or targets for the Group.
- iii) Allocate resources for the execution of sustainability strategies and implementation of sustainability initiatives/projects.
- iv) Monitor the progress of those initiatives/projects, and report their effectiveness to the Board.

3.3 Designated Sustainability Officer & Sustainability Working Group

The Deputy Group CEO is the Designated Sustainability Officer (**DSO**) to provide dedicated leadership to the Sustainability Working Group (**SWG**), which comprises the DSO and C-Suite officers in the Group's strategic business units (**SBU**s), to execute the sustainability strategies/plans, and to ensure that sustainability considerations are embedded in the day-to-day business activities of the Group .

The key functions of the SWG, led by the DSO, are as follows:

- i) Identify material sustainability areas, and recommend priorities to the SSC for the formulation of sustainability strategies.
- ii) Conduct feasibility assessment of sustainability initiatives/projects, and make recommendations to the SSC for consideration.
- iii) Implement the duly approved sustainability initiatives/projects.
- iv) Maintain regular communication with external and internal stakeholders to update the Group's sustainability strategies, priorities and targets, where necessary.
- v) Compile all relevant data for reporting to the authorities and governing bodies, where necessary.

4. SUSTAINABILITY PILLARS

Paramount's sustainability efforts shall be anchored on the following three Sustainability Pillars, and all sustainability commitments and materiality matters, which are subject to review from time to time, shall be framed within these pillars:

4.1 Environment

Paramount is committed to reducing the impact of its business operations on the environment through ethical management of resources, adherence to the relevant environmental laws, regulations and standards, and the promotion of innovative products and responsible behaviour that contribute to the reduction of greenhouse gas emission.

4.2 Social

Paramount is committed to providing an inspiring workplace for its employees, and adopts a culture of care for the well-being, safety and health of all those who serve as employees or as contract workers at the Group's business premises.

Further, Paramount is committed to the cause of nation building and to making a positive social impact to the community at large, particularly those in need of aid and assistance.

4.3 Governance

Paramount is committed to upholding its high standards of governance as a law-abiding corporate citizen with an ethical management culture that is underpinned by sound internal controls and robust risk management.

5. CODE OF CONDUCT

- 5.1 Paramount's TRIBE (Trust, Respect, Integrity, Bravery and Energy) core values shall, at all times, remain as the cornerstone of the Group's sustainability agenda, and all sustainability

initiatives/projects shall be implemented with adherence to the relevant internal control policies and governance best practices of the Group.

- 5.2 Reporting on the progress and outcome of the Group's sustainability initiatives/projects shall be in line with the requirements and/or recommendations of the relevant governmental/regulatory authorities and sustainability reporting standards, where applicable.

6. PUBLICATION

This policy will be published on the Company's official website at www.pcb.my.

7. REVIEW

The Board shall review and assess the effectiveness of this policy once in every three (3) years or as and when the need arises based on the recommendation of the SSC.
