



PARAMOUNT CORPORATION BERHAD

(Registration No. 196901000222 (8578-A))

SUSTAINABILITY POLICY

(Adopted: 31 March 2023)

1. Introduction

Paramount Corporation Berhad (Paramount) is guided by the United Nations Sustainable Development Goals in shaping its sustainability priorities, initiatives and targets. The Group's sustainability agenda is anchored in its aspirations of **“Creating Sustainable Value for the Future”**.

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 (Group) for the stewardship of its sustainability agenda
- ii) identify the core pillars upon which Paramount's sustainability strategies shall be anchored
- iii) set out the code of conduct for the execution and reporting of the Group's sustainability strategies and initiatives

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 key senior management of Paramount – namely the Deputy Chairman (who is also the Designated Sustainability Officer), 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 SSC, chaired by the Group CEO, meet at least quarterly on the following:

- 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
- iv) Monitor the progress of those initiatives, and report their effectiveness to the Board

3.3 Sustainability Department

The Sustainability Department develops the overall sustainability strategy in alignment with the Group's core business objectives. This department orchestrates cross-functional collaboration with the Sustainability Working Group to embed sustainable practices across all businesses segments. The Sustainability Department is also responsible for external sustainability reporting and regulatory compliance.

3.4 Sustainability Working Group

The Sustainability Working Group (SWG), which includes senior management personnel in the Group's strategic business units, ensures that Paramount's sustainability strategies are embedded in the day-to-day business activities of the Group .

The key functions of the SWG are as follows:

- i) Identify material sustainability areas, and recommend priorities to the Sustainability Department for the formulation of sustainability strategies
- ii) Conduct feasibility assessment of sustainability initiatives and make recommendations to the Sustainability Department for consideration
- iii) Implement the duly approved sustainability initiatives
- 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 Sustainability Department, where necessary

4. Sustainability Pillars

Paramount's sustainability strategy shall be anchored on the following four 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 Delivering Sustainable Growth

Paramount is committed to delivering long-term economic value through resilient performance and innovation that future-proofs its business.

4.2 Upholding Ethical Excellence

Paramount builds trust by embedding integrity across its operations, ensuring quality, fairness and accountability in every relationship.

4.3 Driving Environmental Action

Paramount takes responsibility for reducing our environmental footprint, advancing climate action and safeguarding natural resources for future generations.

4.4 Enriching People and Communities

Paramount invests in the wellbeing, growth and empowerment of its people and communities, fostering an inclusive and thriving society.

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 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 shall be in line with the requirements and/or recommendations of the relevant governmental or 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 Sustainability Department 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.

8. Contact

If you have any queries regarding this policy or its contents, please contact Sustainability at sustainability@pcb.my.

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| Adopted | 31/3/2023 |
| Revised | 1/4/2026 |
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