MANFORCE GROUP BERHAD

SUSTAINABILITY POLICY

1. INTRODUCTION & OBJECTIVE

Manforce Group Berhad ("**Manforce**" or "**Company**") and its subsidiaries ("collectively the "**Group**") are committed to achieving sustainability by integrating sustainability principles into our business strategies, processes and decisions. We aim to contribute and minimise negative impacts from our operations on the economy, community, and environment in which we operate, for the benefit of all stakeholders.

The Sustainability Policy ("**Policy**") is the overarching framework for Manforce's sustainability commitments. It provides guidance and raises awareness among stakeholders of the Group's commitment and strategic direction on sustainability.

The Board of Directors ("**Board**") is responsible for overseeing and continuously improving the Group's sustainability strategies and guidelines. Top management ensures that responsibilities and authorities for relevant roles are assigned, communicated and understood within the Group.

2. APPLICABILITY

This Policy applies to all Directors and employees (including full-time, part-time, probationary, contract and temporary staffs) of the Group. Each director or employee has a duty to read and understand this Policy.

Directors who require clarification may contact the Chairperson of the Sustainability Oversignt Unit ("SOU"). Other employees may refer to their immediate superior or Head of Department.

3. COMMUNICATION OF THE POLICY

The Policy is published on the Company's website and disseminated to all Directors and employees. The Head of Department briefs relevant stakeholders and new employees are briefed during induction / orientation. Directors and employees will be informed of any significant revision to this Policy.

4. SUSTAINABILITY GOVERNANCE STRUCTURE

The Group views the sustainability management as part of the business management, monitoring and managing sustainability matters together with daily operations. The sustainability governance structure is as follows:



BOARD AND COMMITTEE	ROLES AND RESPONSIBILITIES
BOARD OF DIRECTORS	▪ Provide general oversight of the Company's sustainability performance. ▪ Determine the Company's strategic direction in sustainability management. ▪ Ensure adequate resources are available for successful implementation of sustainability strategies and initiatives. ▪ Review and approve the annual Sustainability Statement.
AUDIT AND RISK MANAGEMENT COMMITTEE ("**ARMC**")	▪ Ensure key sustainability decisions are aligned with the Company's overall business strategies and goals. ▪ Ensure adequate resources are available for successful implementation of sustainability strategies and initiatives. ▪ Review and report periodic sustainability progress to the Board.
SUSTAINABILITY OVERSIGHT UNIT ("**SOU**")	▪ Report material sustainability matters and progress to the ARMC periodically. ▪ Manage sustainability matters on a daily basis throughout the Company. ▪ Research and implement sustainability initiatives. ▪ Perform data gathering and track sustainability progress. ▪ Regularly review and update sustainability goals to ensure continuous improvement.

5. SUSTAINABILITY AREAS OF FOCUS

Economic Sustainability

- Conduct business in an open, transparent, and accountable manner.
- Support the local economy by sourcing materials and equipment from local suppliers where practicable.
- Consider long-term sustainability impacts in financial planning and investments decisions.

- Maintain an effective management system that meets customer requirements.
- Communicate with stakeholders in a timely, transparent and meaningful way.

Environmental Sustainability

- Minimise risks and impacts to the environment in day-to-day operations.
- Use resources responsibly and efficiently to reduce our carbon footprint.
- Ensure responsible waste management and disposal.
- Comply with all relevant environmental laws and regulatory requirements.

Social Sustainability

- Ensure a safe, healthy and conducive working environment for employees.
- Cultivate a diverse and inclusive culture that values individuality.
- Ensure equal access to opportunities regardless of age, gender, ethnicity, religion, national origin, disability, sexual orientation or other relevant characteristics.
- Eliminate improper conducts and practices, including workplace bullying, discrimination, harassment, intimidation and victimisation.
- Support the personal and professional growth of our workforce.
- Uphold the fundamental workers' rights and eliminate child labour and forced labour.
- Contribute to the wellbeing of surrounding communities through corporate social responsibility programmes and employee volunteerism.

Governance Sustainability

- Maintain the highest standards of business ethics, integrity, and corporate governance.
- Establish and continually improve appropriate governance structures and processes.
- Comply with all applicable laws and regulations.
- Resolve verifiable complaints, grievances and conflicts through an open, transparent and consultative process.
- Maintain robust policies and procedures to ensure the adequacy and integrity of the Group's internal control system.

Supply Chain Sustainability

- Work closely with suppliers and partners to encourage sustainability practices across the supply chain.
- Periodic assess and monitor supplier performance against sustainability criteria.
- Foster long-term relationships with supplier that demonstrate commitment to sustainable and ethical practices.

Innovation and Technology Sustainability

- Explore and adopt innovative technologies and practices that improve operational efficiency and reduce environmental impact.

- Encourage research and development into new sustainable products and working methods.

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6. EDUCATION AND AWARENESS

The Company will ensure employees, suppliers and customers are aware of its sustainability practices through:

- Regular training and communication.
- Participation in industry forums, conferences and events.
- Collaboration with government, industry bodies and non-governmental organisations.

7. REPORTS AND DISCLOSURE

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

8. REVIEW OF THE POLICY

This Policy shall be reviewed by the Board as and when required, or when internal or external events warrant a more frequent review. It will be updated periodically to reflect changes in business practices, industry standards and regulatory requirements.

This Policy was reviewed & updated on **27th October 2026**.