



**AME ELITE CONSORTIUM BERHAD**

**Registration No. 201801030789 (1292815-W)**

**(Incorporated in Malaysia)**

**SUSTAINABILITY POLICY**

## **1. INTRODUCTION & OBJECTIVE**

AME Elite Consortium Berhad (“**AME**” or “**Company**”) and its subsidiaries (collectively referred to as the “**Group**”) are committed towards achieving sustainability through the integration of sustainability principles and considerations into our business strategies, processes and decisions. We seek to maximise our contribution and minimise any potential negative impacts that may arise from our business operations on the economy, community, and the environment where the Group operates, for the benefit of all stakeholders. This Policy acts as the overarching policy framework for AME’s sustainability commitments. The Policy aims to provide guidance and create awareness among the Group’s stakeholder of the Group’s commitment and its strategic direction on sustainability. The AME’s Board of Directors (“**Board**”) has the authority to assess, design and continuously improve on the sustainability strategies as well as the guidelines governing the conduct of the Group. The top management shall ensure that the responsibilities and authorities for relevant roles are assigned, communicated and understood within the Group.

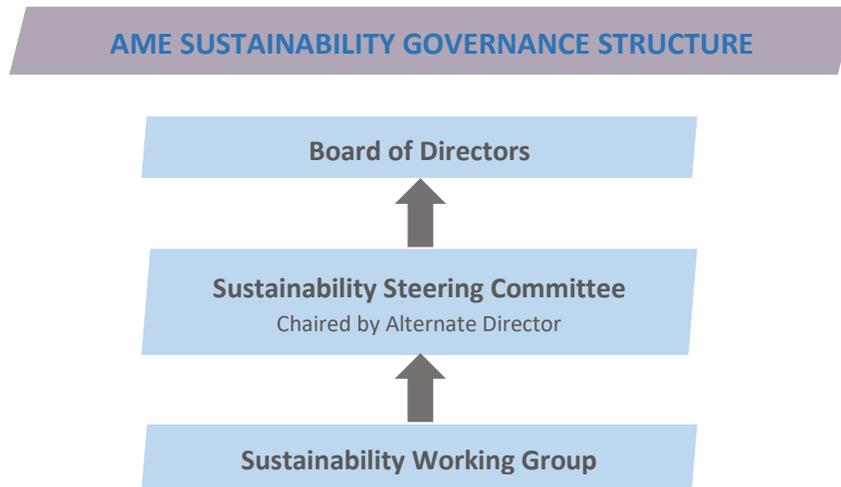
## **2. APPLICABILITY**

This Policy is applicable to all directors and employees (including full time, part time, probationary, contract and temporary staffs) of the Group. Each director or employee has the duty to read and understand the Policy. Any director requires further clarification may direct to the Chairperson of the Sustainability Steering Committee whereas other employees may refer to their immediate superior or head of department.

## **3. COMMUNICATION OF THE FRAMEWORK**

The Policy is published on the Company’s website at [www.ame-elite.com](http://www.ame-elite.com) and is to be disseminated to all directors and employees to ensure awareness and compliance with this Policy. The head of department shall brief the Policy to all relevant stakeholders and new employees shall be briefed during their induction / orientation. The directors and employees will be made aware of any revised version of the Policy should there be any significant changes.

4. SUSTAINABILITY GOVERNANCE STRUCTURE



Board and Committee	Roles and Responsibilities
Board of Directors	<ul style="list-style-type: none"> <li>• Provide a strategic oversight of the Group’s sustainability, climate-related risks and opportunities integration into business strategy, setting targets and performance review</li> <li>• Determine the Group’s strategic direction in sustainability</li> <li>• Regular review of AME Group’s sustainability progress and sets the aspirations on sustainability matters</li> </ul>
Sustainability Steering Committee (“SSC”)	<ul style="list-style-type: none"> <li>• Chaired by an Alternate Director of AME, with members consisting of one key sustainability representative from each business division of AME.</li> <li>• Ensure key decisions on sustainability matters are made and aligned with the Group’s overall business strategies and goals</li> <li>• Ensure adequate resources are made available for the successful implementation of sustainability strategies and initiatives</li> <li>• Review and report sustainability progress to the Board</li> </ul>

<p>Sustainability Working Group</p>	<ul style="list-style-type: none"> <li>• Day-to-day management of sustainability and climate-related matters</li> <li>• Research sustainability initiatives to enhance the Group’s sustainability performance</li> <li>• Implement sustainability strategies and initiatives.</li> <li>• Perform data gathering</li> <li>• Track sustainability progress</li> <li>• Report on sustainability and climate-related progress and performance to the SSC</li> <li>• Manage stakeholder engagement efforts</li> </ul>
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**5. AREAS OF FOCUS**

Economic Sustainability

- Conduct business in an open, transparent, and accountable manner.
- Support and contribute to the development of local economy through sourcing of materials and equipment from local suppliers as far as is practicable.
- Being committed to develop high-quality and sustainable products to ensure continuous commercial success by adhering to Quality Management System to achieve total customer satisfaction.
- Establish and continually improve the effectiveness of our management system in all operations and service delivery according to our customer requirements.
- Engage in continuous, timely, transparent, and meaningful communication with stakeholders to facilitate mutual understanding.

### Environmental Sustainability

- Being committed towards environmental protection and stewardship by minimising risks and impacts to the environment in our day-to-day operations.
- Ensure responsible and efficient use of natural resources during our business operations to reduce carbon footprint.
- Ensure responsible waste management and disposal.
- Comply with all relevant environmental regulatory and legal requirements.
- Incorporate climate-related risk into management processes to support climate adaptation, enhance adaptive capacity and strengthen overall climate resilience.

### Social Sustainability

- Ensure a safe, healthy, and conducive work environment for our employees at all times.
- Cultivate a diverse and inclusive culture that recognises and values individuality.
- Ensure equal access to opportunities regardless of the one's age, gender, ethnicity, religion, national origin, disability, sexual orientation or any other relevant characteristics.
- Eliminate improper conducts and practices, including but not limited to workplace bullying, discrimination against individual differences, discriminatory and sexual harassment, intimidation and victimisation.
- Empower our workforce by supporting their personal and professional growth.
- Respect and uphold the fundamental workers' right through the elimination of child labour and forced labour of all forms.
- Contribute to the wellbeing and development of surrounding community through corporate social responsibility programmes, employee volunteerism, job creation and donation.

### Governance Sustainability

- Maintain the highest standards of business ethics, integrity, and corporate governance practices.
- 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.
- Establish robust policies and procedures to ensure the adequacy and integrity of the Group's internal control system.

## **6. 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 to be undertaken.

The Board adopted this Policy on 24 February 2023. The Board reviewed it on 26 February 2026.