



**99 Speed Mart Retail Holdings Berhad
(formerly known as 99 Speed Mart Holdings Sdn Bhd)**

202301017784 (1511706-T)

Environment, Social and Governance ("ESG") Policy

Last updated on: 2nd September 2024

1. INTRODUCTION

At 99 Speed Mart Retail Holdings Berhad and its subsidiaries (“99 Speed Mart” or “the Group”) we envision a future where business success and sustainability go hand in hand.

We are committed to aligning our corporate values with our vision of “Near n’ Save”, to build on sustainably achieving that purpose with a holistic view of all aspects of long-term value creation. By placing a strong emphasis on sustainability, we aim to advance the goals of the United Nations Sustainable Development Goals (“UN SDGs”) further along with the growth of our business.

This commitment extends to integrating sustainable business policies and project management directives into our business strategy to optimise costs., whilst considering external aspects of stakeholders and the environment.

2. PURPOSE & OBJECTIVES

This Policy expresses the Group's commitment to sustainability and provides a framework for ESG integration. It guides alignment with strategic objectives, enforces accountability and compliance, promotes transparency and supports long-term viability, risk management, stakeholder engagement, competitive advantage and brand image.

This policy focuses on four key areas of sustainability:

- **Environmental sustainability:** We are committed to reducing our environmental impact through sustainable practices across our business, including energy, waste management, responsible sourcing and supply chain practices.
- **Economic sustainability:** We adhere to principles that bring along responsible business growth with positive impacts to our community and the environment.
- **Social sustainability:** We support anti-discriminative policies and seek to empower underprivileged or people with special needs as our commitment to the national community.
- **Governance Sustainability:** Our commitment to governance sustainability is characterised by transparency, accountability and compliance, ensuring responsible and ethical business practices.

The key areas above serve as a blueprint for 99 Speed Mart for the establishment and/or the implementation of sustainability initiatives.

3. ENVIRONMENTAL SUSTAINABILITY

We are committed to support the national goal of achieving net-zero earliest by 2050. In our plans, we will weigh the environmental impacts arising from our business operations. To achieve this, we will:

- **Carbon Emission Reduction:** To monitor, manage, and reduce our carbon footprint across our business operations, towards achieving local, and global climate objectives.
- **Efficient Resource Utilisation:** To optimise resource utilisation across our operations which includes the efficient consumption of electricity and water.
- **Waste Minimisation and Recycling:** To implement strategies to reduce waste, promote reuse and foster culture of recycling programs.
- **Sustainable Sourcing and Logistics:** To source products responsibly and adopt efficient transportation practices to reduce the environmental impact of our supply chain.

The Group will remain updated on emerging policies and/or technologies to progressively work towards decarbonisation and waste minimisation.

4. ECONOMIC SUSTAINABILITY

Our commitment to economic sustainability aims to promote responsible business practices that drive growth and benefit the economy, society and stakeholders. Key approaches include the following:

- **Building Competitiveness:** To continuously build on our products and services and to ensure the resilience of our supply chain by forging reciprocal relationships with our suppliers.
- **Local Partnerships for Economic Development:** To support and encourage products produced by local suppliers and prioritise the employment of locals as staffs.
- **Customer-Centric Approach:** Ensure that employees of the Group accept constructive feedback, and endeavour to improve and satisfy customer experiences.
- **Innovation for Sustainability:** To encourage the continuous exploration of sustainable retail practices, embrace technology adoption, and encourage goods with eco-certified labels.

5. SOCIAL SUSTAINABILITY

We prioritise social sustainability and aim to have a positive impact on our employees, customers, communities and society at large. Our approach to achieving the above includes:

- **Health and Safety:** To maintain a safe working environment and promote best practices in health and safety across all our operations, encouraging safe operations and low injury rates.
- **Diversity and Inclusion:** To embrace diversity and cultivate an inclusive culture that values differences in gender, age, physical ability, ethnicity and background by practicing non-discriminatory employment.
- **Human Rights and Fair Labor Practices:** To align and apply ethical standards in our operations and treat all individuals with respect, dignity, and fairness.
- **Community Engagement:** To support our local community with various initiatives, ensuring a strong relationship with the communities we serve.
- **Training and Workforce Development:** To embrace the value of continuous learning and growth, ensuring that our employees are equipped with the necessary skills to build on personal development and building fresh talents.

6. GOVERNANCE SUSTAINABILITY

The Group recognises the importance of aligning the organisation's governance processes with longterm sustainability goals in order to make a positive contribution to society and the environment. Our approach to achieving the objective includes:

- **Strong Governance Practices:** To strengthen governance practices within our Board to ensuring effective oversight, strategic decision-making, and long-term sustainability of the company.
- **Compliance with Laws and Regulations:** To ensure strict adherence with all applicable laws, regulations, and industry standards, demonstrating our commitment to responsible business practices.
- **Ethical Business Practices and Financial Integrity:** To uphold the highest standards of ethical conduct, transparency, and honesty in our operations, reflecting our values and commitments.
- **Stakeholder Engagement and Communication:** To foster open and effective communication with all stakeholders, including employees, customers, suppliers, and communities, to build trust and strengthen relationships.

7. REPORTS & DISCLOSURE

We track and measure our sustainability progress by setting specific targets for each Key Performance Indicator (KPI) to achieve our sustainability goals. Regular monitoring of the KPIs enhances transparency, and report our actual performance to the public in accordance with Bursa Malaysia's Main Market Listing Requirements ("MMLR").

We will also ensure that the company's operations and communications meet the minimum standards and requirements of the Malaysian Code on Corporate Governance ("MCCG").

8. REVIEW OF THE POLICY

This Policy will be reviewed and updated regularly, or when necessary to keep abreast of new developments in the ESG landscape.