Sustainability Policy

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1. INTRODUCTION

TP TEC Holding Berhad (Formerly known as TP TEC Holding Sdn Bhd) and its subsidiaries ("**TP TEC Group**" **or "Group"**) are committed to aligning its corporate values with its Tagline, Vision and Mission Statements as follows:

TAGLINE	Powering Tomorrow's Progress
VISION	To be the leading provider of power solutions for the telecommunications and industrial sectors, powering connectivity and progress across Malaysia and beyond.
MISSION	Advance connectivity, industries and infrastructure with efficient, specialized and reliable power solutions,.

These Statements are TP TEC Group commitment to provide outstanding products and services that deliver premium value to our customers whilst making a positive impact in the integration of sustainability practices and related-goals into the Group's corporate strategy. The Group's sustainability encompasses all aspects of ethical business practices, addressing relevant Economic, Environment and Social ("**EES**") issues responsibly and profitably.

2. PURPOSE

The Group established this policy to inform our stakeholders on the Group's efforts in managing our EES matters.

3. OBJECTIVES

This Policy aims to:

- Sustainable Design and Development. We create innovative products that promote sustainability through the integration of sustainable materials and sustainable product practices.

- Responsible Sourcing and Production. We endeavour to minimise the environmental impact of our business operations by optimising resource use, promoting ethical sourcing practices, and ensuring the health and safety of our employees across our supply chain.

- Vibrant and equitable communities. We develop and promote communities that are lively, prosperous and fair for all individuals.

4. POLICY STATEMENT

The Group is committed to being a responsible corporate citizen by operating in a sustainable manner that will minimise our environmental impact and support and contribute to the communities in which we operate.

5. ENVIRONMENTAL SUSTAINABILITY

The Group is committed to promoting an environmentally conscious working environment while minimising the environmental impact arising from our business operation. The measures to be taken to support this objective include, but not limited to the following:

- To reduce carbon emissions from our business operation;
- To conserve the consumption of electricity and water in the business operation;
- To promote recycling and reducing waste;
- To comply with environmental regulatory and legal requirements;
- To optimise and harness digital technology to boost efficiency;
- To take initiatives to prevent/control pollution from our business operation; and
- To inculcate organisation-wide awareness on environmental responsibility and accountability

Our Sustainability Policy is supported by several policies of the Group relating to Environmental, including:

- Environmental Policy; and
- Waste Management Policy

6. ECONOMIC SUSTAINABILITY

The Group is dedicated to achieving the long-term economic growth by providing professional services to the stakeholders. Therefore, the Group is committed to actively engage with the stakeholders in order to boost the growth of the group. The Group considers the importance of implementing strong governance practices in order to build the company reputation. Several approaches have been implemented to achieving this objective that includes the following:

- Comply with applicable laws and regulations;
- Being committed to develop high quality and sustainable products to ensure continuous commercial success;
- Establish and continually improve the effectiveness of our management system in all operations and service delivery according to our customer requirements; and
- Uphold integrity and transparency in all business practices.

Our Sustainability Policy is further supported by several policies of the Group relating to Economic and Governance, including:

- Code of Conduct and Ethics
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy
- Procurement Management Procedure

7. SOCIAL SUSTAINABILITY

As a responsible employer, the Group is committed to treating our employees fairly, respectfully, and in compliance with laws while also striving to improve the employees' well-being and contribute positively to the communities, where the Group operates. Our approach to achieving the objective includes:

- Comply with the labour standards;
- Foster diversity and equal opportunity in the workplace;
- Encourage workplace harmony by preventing discriminatory or biased behaviour among all employees;
- Ensure the safety, health and well-being of its employees by cultivating a strong occupational health and safety culture across all our operational sites;
- Organise training programmes and relevant job skills training to address workforce competency gap; and

Our Sustainability Policy is further supported by several policies of the Group relating to Social, including:

- Health and Safety Policy
- Employee Handbook
- Sexual Harassment Policy
- Employee Handbook
- Non-Discrimination Policy

8. REPORTS AND DISCLOSURE

The Group will track and measure our sustainability progress by setting specific targets for each Sustainability Key Performance Indicator ("**KPI**") to achieve our sustainability goals. We monitor our KPIs regularly to ensure better transparency of our sustainability efforts. Periodic reporting on the actual performance of each target and sustainability is carried out and disclosed to the public.

9. REVIEW OF THE POLICY

This policy will be reviewed and updated regularly to keep abreast of new development in the ESG, EES or Sustainability landscape