

Sustainability Policy

1.0 INTRODUCTION

- 1.1 As a leading property group, community builder and responsible corporate citizen, Tropicana Corporation Berhad ("Tropicana") aims to improve its sustainability practices across its diverse business interests in Property Development & Property Management, Property Investment, Recreation & Resorts, Investment Holdings and more. In light of increasing Environmental, Social and Governance ("ESG") awareness, Tropicana developed this Group Sustainability Policy ("Policy") to underpin its sustainability commitments across its various business interests.
- 1.2 We align our ESG vision and mission into Tropicana's business conduct and operations, to guide and accelerate the organisation towards holistic sustainable development and ESG compliance while achieving long-term value creation for stakeholders.

Our ESG Vision

We aspire to be one of the ESG champions in Malaysia, aligning ourselves with our corporate vision as well as global sustainability standards.

Our ESG Mission

To become a future-ready property group that prioritises the importance of people, planet and partnerships.

2.0 OBJECTIVE & SCOPE

- 2.1 This policy serves as a governing benchmark for managing the Group's ESG risks and opportunities, fostering and facilitating organisational resilience and strategic decision-making, to be implemented alongside the approved ESG Roadmap and Framework, guided by the Group's Business Principles and the ESG Purposes.
- 2.2 This policy applies to the Tropicana Group as a whole, and its subsidiaries in which Tropicana has direct managerial control and applies to all our employees. Contractors, consultants, suppliers, vendors and all other third-party companies including individuals working with them, should adopt responsible practices and at a minimum adhere to this Policy.

3.0 OVERSIGHT OF POLICY

The Tropicana Corporation Berhad's Board of Directors ("The Board") – supported by our Risk Management & Sustainability Steering Committee, Sustainability Management Team and Sustainability Steering Committee – oversee and endorse sustainability-related framework, strategy, policy initiatives and practices that are aligned with our ESG approach.

Roles and Responsibilities	
Board of Directors	<ul style="list-style-type: none">• Responsible for the overall sustainability direction undertaken by the Group• Ensures business strategy includes considerations of the Group's material sustainability matters• Endorses the Group's Sustainability Statement as part of Tropicana's annual reporting initiative
Risk Management and Sustainability Committee ("RMSC")	<ul style="list-style-type: none">• Review and tables the frameworks for the Board of Directors' approval• Ensures that sustainability and risk management frameworks are embedded throughout the Group• Ensures that the sustainability and risk management frameworks are consistently adopted throughout the Group and are within the parameters established by the Board• Provides oversight of sustainability initiatives that are in line with the purpose, values and strategy of the Group• Complies with external requirements such as Bursa Malaysia Securities Berhad's Sustainability Statement and Statement of Internal Control - Guidance for Directors of Public Listed Companies
Sustainability Management Team	<ul style="list-style-type: none">• Develops sustainability strategies and reports to the Board on the Group's overall sustainability progress• Provides leadership to ensure the Group's sustainability agenda is implemented throughout our business strategies• Reviews and approves policies, targets and market disclosures on sustainability matters
Sustainability Steering Committee	<ul style="list-style-type: none">• The Group will appoint an ESG officer to monitor and execute sustainability-related strategies and targets• Ensures sustainable processes and controls are in place within the Group's departments/functions• Reports on the Group's sustainability performance based on the implemented processes and controls via the Sustainability Statement• Collects Group sustainability data to generate a Sustainability Statement for annual disclosure

4.0 OUR ESG COMMITMENTS

4.1 PEOPLE | Supporting Our People and the Community

- To provide a healthy, safe and secure environment and operating practices for stakeholders via compliance with all relevant regulations and practices established by local authorities and government bodies.
- To continue recruiting, developing and retaining employees through the Talent Development Programme as well as welfare benefits.

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- To establish a healthy relationship with local communities while enhancing their socio-economic outlook through community contributions and events under the Tropicana Foundation.

4.2 **PLANET | Creating Positive Impact to the Planet**

- To plan and gradually implement initiatives to monitor and manage environmental parameters such as greenhouse gas ("GHG") emissions, energy & water consumption, waste generation and biodiversity.
- To comply with the Green Building Index ("GBI") or GreenRE guidelines and their requirements.
- To proactively prevent or reduce environmental impact across our operations and sites.
- To continue embedding impactful green features in the development of sustainable townships and communities, such as rainwater harvesting systems, solar panels, energy-efficient fixtures and more.
- Ensuring natural resources are used responsibly & protecting the natural environment through sustainable practices.

4.3 **PARTNERSHIP | Bridging Everyone Towards Common Goal**

- To engrain ESG commitments in our priorities, business principles, values and strategic objectives.
- To inculcate a culture of continuous improvement in sustainability via performance evaluation, productivity and cost optimisation.
- To comply and exceed where practicable, all applicable environmental, health and safety regulations and requirements in the workplace by local authorities and government bodies.
- To maintain quality standards and timeliness for Economic, Environmental and Social disclosure of material matters as shown in Tropicana's Sustainability Report's Materiality Matrix.
- To seek long-term profitability in a lawfully responsible and sustainable manner, with compliance with the Group's Code of Conduct, policies and guidelines.
- To uphold transparent and ethical tender processes with contractors and suppliers that meet Tropicana's quality and sustainability standards.

5.0 **REVIEW AND APPROVAL**

This policy will be reviewed and updated as needed and will be presented to the Risk Management and Sustainability Committee (RMSC). The RMSC will recommend any changes in a manner it deems appropriate. The policy will be assessed, reviewed, and updated when necessary.

FOCUS		KEY MEASURE	OUTCOMES
SOCIAL	PEOPLE Supporting Our People and the Community	<u>Health & Safety</u> To adhere to the Health & Safety processes and policies set by relevant regulatory and legislative guidelines such as the Occupational Safety & Health Act ("OSHA") 1994 as transcribed by the Department of Safety & Health ("DOSH").	Achieved a safe and healthy workplace with a target fatality rate of 0 (zero tolerance) by adopting a set of prevention and mitigation measures. All recorded injuries or near misses were treated with utmost priority.
		<u>Talent Pool</u> To measure performance by scrutinising attrition rates, competitive remuneration and talent development programmes for employees to ensure talent is developed or retained while enriching skills and experience.	Continuous improvement of the Group's talent pool, ensuring business continuity efficiently and productively.
		<u>Local Community</u> Community contributions, events or engagements by the Tropicana Foundation shall be constantly reviewed towards ensuring their alignment with Tropicana's ESG priorities.	Created an all-encompassing Foundation which focuses not only on charitable donations and social outreach programme but also addresses wider ESG goals, such as the UNSDG objectives and targets.
ENVIRONMENT	PLANET Creating Positive Impact to the Planet	All existing and future Tropicana developments will aim to comply with the latest local Green Building Index ("GBI") or GreenRE guidelines and their requirements as transcribed in Malaysia Standard 1525:2019 - Energy Efficiency & Use of Renewable Energy ("MS1525"), the GreenRE tool, GBI tool or equivalent.	Includes but not limited to: Reduction in GHG emissions, energy and water consumption, waste generation and overall carbon footprint. Inclusion of various green features and fixtures in existing and future developments, and relevant operating and maintenance guidelines.
GOVERNANCE	PARTNERSHIPS Bridging Everyone Towards Common Goal	Tropicana shall continue to govern and uphold its business practices and material matters in compliance with relevant regulatory and legislative guidelines, as tabulated below: <ul style="list-style-type: none"> Quality Management System adherence to ISO 9001: 2015 Internal Quality Audit by trained Quality Assurance Team Internal Project Quality Audit and target Quality Assessment System in Construction ("QLASSIC") rating of 75% and above Performance of outsourced service through Evaluation Review feedback ("ERF") and Systematic Quality Benchmark Training ("QBT") Occupational Health & Safety Act 1994 Malaysia Standard 1525: 2019 Energy Efficiency & Use of Renewable Energy ("MS1525") Green Building Assessment, including third-party analysis of carbon footprint, energy & water consumption, GHG emissions, etc. All rules and regulations by local authorities and government bodies 	To uphold good governance and to continuously improve compliance, contribution and disclosure on all applicable environmental, health & safety, quality and sustainable matters across the Group's value chain and business practices.