




3REN BERHAD

Registration No. 202101012445 (1412744-K)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

	3REN BERHAD Registration No. 202101012445 (1412744-K)	Doc. No:	3R-POL-009
		Rev. No:	00
	SUSTAINABILITY POLICY	Eff. Date:	22 March 2024
		Page No:	Page 2 of 4

1. Introduction

This policy is intended to address sustainability policy and practices for 3REN Berhad (“3REN” or “the Company”) and all its subsidiary companies within the Group, hereinafter refer to as (“3REN Group”) or “the Group”).

Sustainability forms the vision and core value of the Group and it encompasses all aspects of ethical business practices of the Company, addressing relevant Environment, Social and Governance (“ESG”) issues responsibly and profitably.

2. Objectives

This Policy aims to:


- 2.1 Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures;
- 2.2 Promote sustainable practices;
- 2.3 Ensure that the Board of Directors of 3REN (“Board”) and key senior management (“KSM”) are involved in implementation of this policy and review the sustainability performance; and
- 2.4 Create a culture of sustainability within the Group, with an emphasis on integrating the environmental, social and governance considerations into decision making and the delivery of outcomes.

For the purpose of this policy, KSM refers to a person, who in the opinion of 3REN, is one who generally holds highest level of management responsibility and decision-making authority within the Group and must include a person who is primarily responsible for the business operations of the Company’s core business and principal subsidiaries. Essentially, KSM is a member of the C-Suite or persons as identified as KSM.

3. Environmental Sustainability

The Group is committed to identify, manage and minimize the environmental impact of business operations.

- 3.1 To reduce wastage of material and water consumption;
- 3.2 To pursue and encourage recycling;
- 3.3 To minimize the level of pollutants entering into the air and water from daily business operations;
- 3.4 To comply with environmental regulatory and legal requirements; and
- 3.5 To create an ever-increasing awareness of this policy within the Group and stakeholders.

	<p style="text-align: center;">3REN BERHAD Registration No. 202101012445 (1412744-K)</p>	Doc. No:	3R-POL-009
		Rev. No:	00
	<p style="text-align: center;">SUSTAINABILITY POLICY</p>	Eff. Date:	22 March 2024
		Page No:	Page 3 of 4

4. Social Sustainability


Social sustainability is focused on the development of programs and processes that promote social interaction and cultural enrichment. It emphasizes protecting the vulnerable, respecting social diversity and ensuring that the Group put priority on social capital.

- 4.1 To maintain a safe and healthy workforce;
- 4.2 To recruit and retain high potential and high performing employees;
- 4.3 To use training and development as a strategic investment and a way of shaping culture and behavior in the Group;
- 4.4 To enable employees to further develop their professional and personal skills;
- 4.5 To promote racial harmony and prevent racial discrimination;
- 4.6 To prevent sexual harassment and other forms of violence against women;
- 4.7 To be recognized as a good corporate citizen;
- 4.8 To align the Company's charitable giving with the Group's activities; and
- 4.9 To actively encourage the Company's people to get involved in the charity work;
- 4.10 To respond in a professional and timely manner to public enquiries;
- 4.11 To continue improving public perception and experience of the Group; and
- 4.12 To support and encourage community development.

5. Governance Sustainability

Governance sustainability is becoming more essential in gaining the confidence of investors, other stakeholders and the public. The Group recognizes the importance of governance sustainability and incorporating it into all functions and processes which include strategic planning, accountability, sustainable planning and development.

- 5.1 To ensure sustainability forms an integral part of the strategic planning;
- 5.2 To enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- 5.3 To establish and continue to improve appropriate governance structures and processes;
- 5.4 To assess the impacts and outcomes of sustainability; and
- 5.5 To plan for long-term resources including human and financial.

	<p style="text-align: center;">3REN BERHAD Registration No. 202101012445 (1412744-K)</p>	Doc. No:	3R-POL-009
		Rev. No:	00
	<p style="text-align: center;">SUSTAINABILITY POLICY</p>	Eff. Date:	22 March 2024
		Page No:	Page 4 of 4

6. Reports and Disclosures

The Board shall set long-term and short-term targets for its sustainability efforts. The targets would be along with metrics for measurement, tracking and reporting. The Board shall integrate the metrics into the Group's performance management as part of the sustainability strategy.

The management shall compile reports on sustainability performance on a periodic basis for reporting to the Board and eventual disclosure in the Sustainability Statement in accordance with prescribe condition by Bursa Malaysia Securities Berhad.

7. Periodic Review

This policy shall be reviewed from time to time by the Board when deem necessary.

8. Effective Date

This Policy is effective on 22 March 2024.