



Registration No. 201001016854 (900557-M)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

TERMS	DEFINITIONS
“BAuto” or “Company”	Bermaz Auto Berhad
“BAuto Group” or “Group”	BAuto and its subsidiaries
“Board”	Board of Directors of BAuto
“Sustainability Committee” or “Committee”	Sustainability Committee of BAuto
“Policy”	Sustainability Policy

1.0 INTRODUCTION

BAuto's mission is to be the **“Automotive & Mobility Distributor of Choice by Managing Customer’s Ownership Experience”**. The Company firmly believes there is no rewarding experience without sustainability and has weaved this philosophy into the fabric of its sustainability management, aligning everything from governance structure and risk management to compliance and information security management with its goal to increase business sustainability.

BAuto has defined its sustainability directions into four main pillars namely Economic, Environmental, Social and Governance (“EESG”) as the Group progress towards a lower-carbon and circular development.

2.0 OBJECTIVES

The purpose of this Policy is:

- a) To outline BAuto's principles and approach to materiality matters that are important to the Group and its stakeholders relating to sustainability.
- b) To align the Group's conduct, practices, and performance with the principles, approach, and commitment towards sustainability as set out in this Policy.

3.0 REFERENCES

This Policy forms an essential part of the Group governance framework. It refers to and should be read together with the Bursa Malaysia Securities Berhad Sustainability Reporting Framework, including its enhanced criteria, guidance on climate change-related information disclosure from the Task Force on Climate-Related Financial Disclosures (“TCFD”), and other relevant industry-recognized regulatory laws, reporting standards, and codes (where applicable).

This Policy shall be supplemented by other relevant policies adopted by the Company of the Group to govern, manage, and regulate the industry-specific sustainability matters from EESG perspective such as the following:

- a) Malaysian Code of Corporate Governance
- b) Code of Conduct and Business Ethics
- c) Code of Ethics for Directors
- d) Board Charter
- e) Whistleblowing Policy and Procedures
- f) Anti-bribery and Corruption Policy
- g) Conflict of Interest Policy
- h) Fit and Proper Policy
- i) Remuneration Policy

4.0 SUSTAINABILITY MISSION, VISION AND CORE VALUES

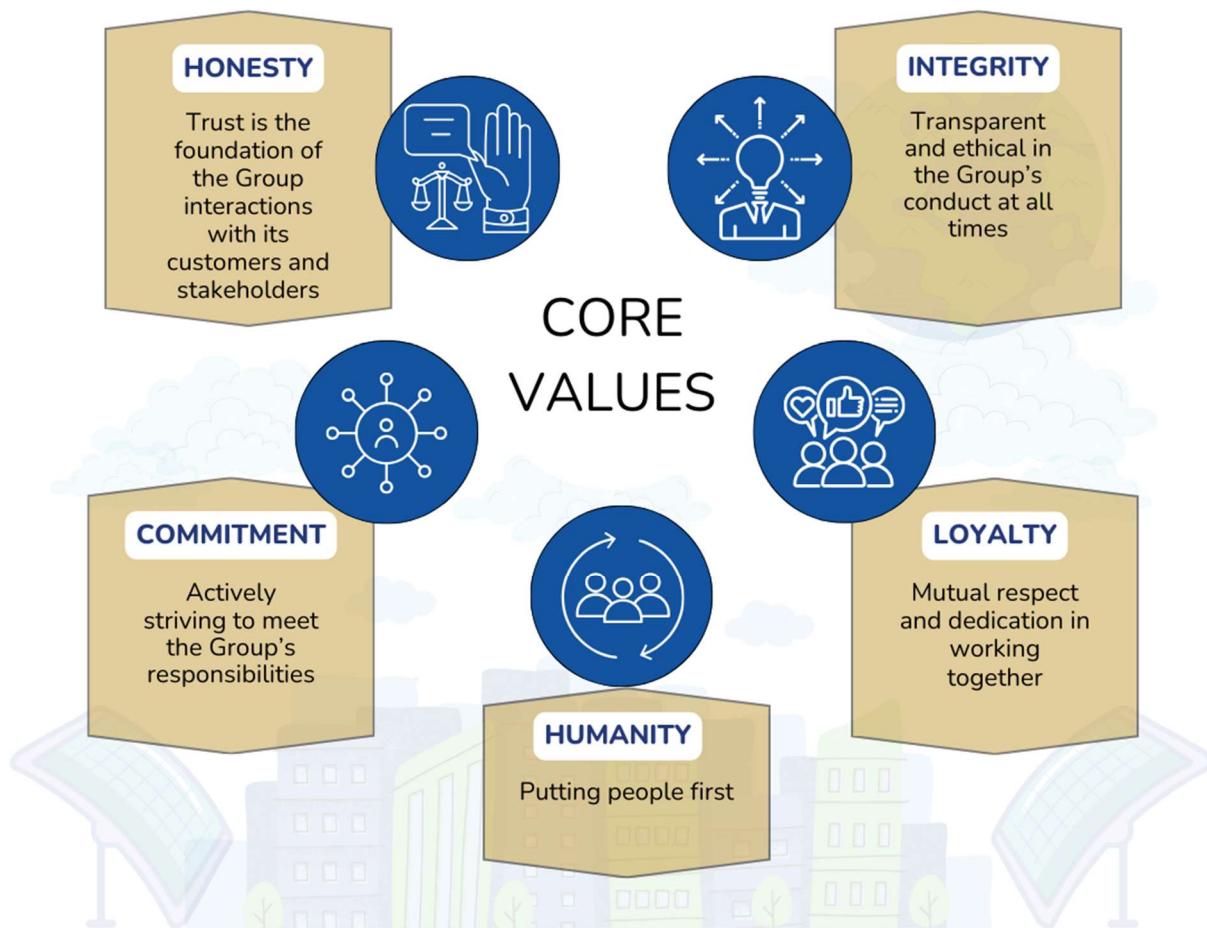


SUSTAINABILITY MISSION

- 1 Integrating sustainable values and principles in the strategic execution and operational decision-making processes
- 2 Safeguarding and protecting operations by ensuring a healthy, safe and secure work environment while remaining efficient and effective
- 3 Supporting the professional, developmental and personal growth of employees
- 4 Developing an environmental agenda and plans and integrating them into business operations
- 5 Formalizing the sustainability management system, including measures to monitor material sustainability matters
- 6 Instituting sustainability initiatives through effective leadership and proper stakeholder engagement
- 7 Promoting the use of locally sourced and sustainable products, services and other resources

SUSTAINABILITY VISION

To gear up the Group's sustainability initiatives to be more holistically for the future of the automotive industry and the following generations



5.0 INTEGRATION OF EESG INTO THE GROUP'S OPERATION

In its pursuit towards sustainable development, EESG is integrated into the Group as follows:

5.1 ECONOMIC



The Group aim to:

01

Addressing the nation's and industry demand for competitive, clean, efficient, safe and reliable products

02

Strengthening brand position and expanding sales dealership network

03

Encouraging the Group value chain partners to embrace sustainable practices

04

Committing to ensure full compliance to maintain accreditation

05

Providing highest standards of customer service

5.2 ENVIRONMENTAL



The Group aim to:

01

Focus on environmentally-conscious manufacturing and assembly processes by the principal manufacturers

02

Supports green supply chain, recyclable packaging, environmental protection and proper waste management

03

Promote energy efficiency across the Group's operations and optimize renewable energy where possible

04

Comply with environmental laws and regulations

05

Reduce or minimize greenhouse gas emissions (GHG)

5.3 SOCIAL



The Group aim to:

01

Fulfill its responsibilities as a good corporate citizen

02

Reduce health and safety impacts at its operations

03

Source for materials from local suppliers

04

Provide support for literacy and education, eg. Technical and Vocational Education and Training (TVET)

05

Adheres to all relevant laws & legislations pertaining employment and employees' welfare

5.4 GOVERNANCE



BAUTO'S BOARD

SUSTAINABILITY COMMITTEE MEMBERS

SENIOR MANAGEMENT TEAM

MANAGER

KEY RESPONSIBILITIES

- Ultimately responsible for the Group's overall sustainability direction and performance

- Determines the strategic directions of the Group
- Ensures sustainability practices and policies are at the forefront of daily operations

- Responsible for managing sustainability matters
- Implementing appropriate measures and actions and progress of non-financial KPIs

- Executing and regular monitoring of sustainability risks and issues
- Compliance with relevant sustainability related policies
- Reporting of non-financial risk issues to respective departmental heads

SET TARGETS, REVIEWS AND ALIGNMENT

6.0 IMPLEMENTATION PROCEDURES

The following procedures are conducted to ensure the Group's strategic directions are carried out effectively:

- a) Conduct awareness and training programmes
- b) Regular monitoring and assessment
- c) Accurate and timely reporting

7.0 REVIEW OF THIS POLICY

This Policy may be amended and modified from time to time to be in line with any changes in relevant legislation, codes, or regulations (in so far as they are applicable to this Policy and are mandatory), and all such amendments and modifications shall be deemed incorporated without the requirement for further approvals from the Committee and the Board. The Committee and the Board shall thereafter be duly informed of such amendments and modifications. Following approval from the Board, a copy of this Policy shall be made available on the Company's website at www.bauto.com.my.

Reviewed and approved by the Board on 10 December 2025.