



# **NORTHERN SOLAR HOLDINGS BERHAD**

Registration No. 202401001236 (1547087-X)  
(Incorporated in Malaysia)

## **SUSTAINABILITY POLICY**

## 1.0 POLICY STATEMENT

At **NORTHERN SOLAR HOLDINGS BERHAD** (“**NS**” or the “**Company**”) we believe that at the heart of responsible business practices is creating a better world. Our commitment to sustainability goes beyond profits as we take responsibility for the triple bottom line: people, planet and profit. This Sustainability Policy serves as our blueprint for embedding Environmental, Social and Governance (ESG) principles in all facets of our operations.

## 2.0 ENVIRONMENTAL STEWARDSHIP

- 2.1 Carbon Footprint Reduction:** We will continuously work towards reducing our greenhouse gas emissions, energy consumption and waste generation through the adoption of energy- efficient technologies and sustainable practices.
- 2.2 Resource Conservation:** We are committed to conserving natural resources such as water, raw materials and biodiversity through efficient use, recycling and responsible sourcing.
- 2.3 Pollution Prevention:** We strive to minimise pollution through the implementation of pollution control measures, the practice of lean operations and responsible waste management.

## 3.0 SOCIAL RESPONSIBILITY

- 3.1 Employee Well-being and Development:** We will continuously provide a safe and healthy work environment that fosters personal and professional growth for all employees. This includes fair wages, access to training and development opportunities and promoting work- life balance.
- 3.2 Diversity, Equity, and Inclusion:** We are committed to fostering a diverse and inclusive workplace where all employees are treated with dignity and respect, regardless of their race, gender, religion, sexual orientation, age, nationality or disability.
- 3.3 Community Engagement:** We aim to actively engage with and support the communities in which we operate.

## 4.0 GOVERNANCE AND ETHICAL CONDUCT

- 4.1 Ethical Business Practices:** We are committed to conducting our business with the highest level of integrity and in full compliance with all applicable laws and regulations.
- 4.2 Compliance with Laws and Standards:** We will monitor and measure our progress in achieving sustainability goals while ensuring compliance with all relevant environmental, social and governance laws, regulations and industry standards.

- 5.0** This Sustainability Policy will be communicated to all employees, stakeholders and made available to the public. It will be reviewed annually to ensure its effectiveness and relevance to the evolving sustainability landscape.

This Sustainability Policy was approved by the Board of Directors on 26 December 2024.