



SUSTAINABILITY POLICY

1. INTRODUCTION

- 1.1 Gallant Venture Ltd. (“**GV or the Company**”) is committed to conducting its business sustainably and responsibly to achieve long-term sustainable growth.
- 1.2 The Company has established a sustainability policy (“**Policy**”) to manage its material environmental, social, and governance (“**ESG**”) matters. The Company’s sustainability approach to addressing and managing material ESG matters is reported in the annual sustainability reports, which are available on the Company’s corporate website, www.gallantventure.com.

2. OBJECTIVE AND SCOPE

- 2.1 The objective of this Policy is to guide how to manage our business sustainably by integrating ESG principles into the governance agenda and framework of the Company to ensure the long-term resilience of our operations.
- 2.2 The Policy covers the sustainability agenda of GV.

3. POLICY STATEMENT

- 3.1 We are committed to conducting and managing our business responsibly to create long-term sustainable value for our stakeholders. We recognise that sustainability is a critical competitive advantage and is becoming increasingly important for success in the global environment.

4. ROLES AND RESPONSIBILITIES

- 4.1 GV has established a sustainability governance structure involving the Board to set the strategic sustainability direction and ESG agenda.
- 4.2 The Board has responsibility and oversight of the sustainability matters of GV as part of its corporate governance and risk management functions. The Board comprises business leaders and professionals with financial, banking, real estate, investment, and accounting backgrounds to lead the Company toward its long-term goals.
- 4.3 The Board has established Board Committees, comprising Audit and Risk Management Committee (“**ARMC**”), Nomination Committee (“**NC**”), and Remuneration Committee (“**RC**”) to assist in carrying out its duties and responsibilities. The Board considers sustainability issues when exercising its duties, including developing and implementing company strategies, business plans, and risk management framework. The Board is assisted by the key management personnel and the SR Committee, chaired by the Executive Director/Chief Financial Officer, in carrying out its sustainability responsibilities.
- 4.4 GV’s sustainability governance structure is shown below:



5. SUSTAINABILITY APPROACH

5.1 The sustainability approach is guided by the Company’s ESG priorities based on 4 sustainability focus areas as below:

Governance	Economic	Environmental	Social
Corporate Governance and Risk Management	Responsible Investing	Climate Change, Energy and Emission Monitoring	Employment Practices
Ethical Business Conduct	Economic Performance	Biodiversity	Occupational Health and Safety
Procurement Practices		Water Management	Diversity and Equal Opportunity
		Waste, Pollution and Materials Consumption	Talent Training and Development
			Community-Based Empowerment

5.1 The key ESG priorities of the 4 focus areas are detailed below:

(a) Governance

Governance is the fundamental driver of transparency and accountability to manage the Company’s risks and ensure operational and business sustainability while achieving continued business performance.

The approach:

- Establish and maintain the sustainability policy, framework, and governance structure and align to the business and operational agenda of GV to guide the management of its ESG material matters.
- Ensure the material ESG matters of GV are up-to-date through materiality assessments to identify and prioritise the most critical issues to the Company and its stakeholders.
- Ensure the stakeholders' expectations, issues, and concerns are considered in formulating the Company's business plans and strategies.
- Formulate appropriate sustainability strategies, initiatives, and targets to address identified ESG gaps.
- Establish, implement, and maintain the Company's corporate governance and internal control measures and ensure adherence.
- Advocate the highest standard of integrity and ethical business conduct in all its business dealings and uphold the principles of fairness, transparency, and responsibility.
- Enforce anti-corruption policy across the Company to prevent unethical corporate behaviour, including bribery, corruption, and fraud.
- Implement controls over the Company's procurement processes to emphasise our commitment to ethical business practices.

(b) Economic

Our long-term success relies heavily on economic performance, so we are committed to generating economic value and ensuring sustained earnings for our shareholders.

The approach:

- Monitor and manage the Company's economic performance and formulate strategies to grow its business.
- Incorporate ESG considerations into business decisions and management to anticipate risks, improve returns, and improve our society and the planet.
- Support the socioeconomic prosperity of the communities where the Company operates.

(c) Environment

We recognise that environmental issues are global in scale. Various initiatives such as creating a low-carbon society that alleviates climate change, preserving biodiversity and the global environment, and using energy, water, and resources sustainability are essential and long-term concerns that all individuals and organisations must address as part of our aspiration to minimise environmental impact and strive to achieve sustainable development for social and economic progress and environmental conservation.

The approach:

- Comply with all applicable environmental laws, regulations, and other relevant requirements.
- Ensure the responsible use of energy and water by adopting energy-efficient technologies and practices.
- Conserve natural resources by reducing waste and reusing and recycling.
- Work with contractors and suppliers who promote sound environmental practices.
- Continue to take steps to improve our environmental performance.
- Take a precautionary approach to environmental risks and seek to reduce potential adverse environmental impacts.
- Foster environmental sustainability awareness among our people, business partners, and suppliers to achieve our environmental goals.
- Supply green energy to our tenants in our industrial parks and resorts and scale up the deployment of renewable energy.

(d) Social

We have many stakeholders that range from our employees, customers, suppliers, business partners, communities in which we operate, and the broader political environment. We must manage our relations with these stakeholders as it has direct impacts on our economic performance and public perception as responsible corporate citizen.

The approach:

- Respect fundamental human and employee rights as enacted in the country's laws.
- Provide fair and market-competitive employee remuneration and benefits.
- Cultivate workplace harmony where people from diverse ethnicities, cultures, religions, and socio-economic standing with multiple talents and differences in skills and abilities, irrespective of age or gender, come together to work successfully as a team.
- Foster equal opportunity, diversity, and inclusivity in the Company.
- Practise merit-based recruitment, retention, and promotion of employees supported by fair performance appraisals.
- Safeguard the safety, health, and well-being of our employees by providing and maintaining a safe and healthy work environment.
- Provide ample resources and training opportunities to support the growth and development of our employees.

- Participate actively in Corporate Social Responsibility (“**CSR**”) programs to create long-lasting social, economic, and environmental benefits for the communities in which we operate.
- Act ethically and with integrity in all our business dealings and relationship with our stakeholders.