



DELEUM

SUSTAINABILITY POLICY

DELEUM BERHAD and its subsidiaries (“DELEUM”) are fully committed to conduct business in a sustainable manner that meets our own needs without compromising the needs of future generations, aligning with our Mission, Vision and Core Values.

Our business practices are designed to provide sustainable growth and value creation in the short-, medium- and long-term, by making decisions that balance Economic, Environmental, Social, and Governance (“EESG”) considerations.

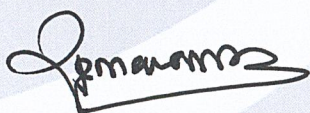
In support of United Nations Sustainable Development Goals, Bursa Malaysia’s sustainability requirements and National Sustainability Reporting Framework, we are committed to internalise the sustainability strategies including climate change into our business strategies and operationalise them through the following principles:

Catalysing Prosperity <i>Economic</i>	Ensuring equitable economic interests of stakeholders. • Enhancing sustainable and responsible corporate performance to create long-term value for stakeholders • Ensuring customer satisfaction and driving continuous quality improvement through adherence to established standards • Pursuing technological advancement and innovative strategies to support growth and expansion
Protecting and Preserving Environment <i>Environmental</i>	Safeguarding environmental wellbeing through climate action and responsible resource management. • Preserving and protecting the environment for present and future generations through climate action and resource efficiency • Empowering internal stakeholders with knowledge and expertise in climate and sustainability-related matters • Integrating physical and transition risks, as well as opportunities, that impact the business model, operations, and financial planning • Conserving biodiversity and restoring ecosystems through sustainable practices and strategic initiatives

Helping People <i>Social</i>	Respecting, supporting and upholding fundamental human rights of people in the areas where the Group operates. • Striving to enhance workers' health, safety, and wellbeing • Upholding human rights and fair labour practices by implementing policies and programmes that ensure zero violations across Deleum and its value chain • Employment and job creation to promote economic and financial sustainability • Fostering growth, training, and the development of human capital • Implementing diversity and inclusion programmes within Deleum • Ensuring diverse voices are heard and valued • Supporting local communities through social, cultural and educational initiatives
Embracing Good Governance <i>Governance</i>	Upholding ethical business practices and high standards of ethics, integrity, and compliance. • Strengthening governance practices across the sustainability spectrum • Respecting the law and actively preventing corruption across Deleum's operations • Maintaining robust Anti-Bribery Management System in alignment with international best practices • Maintaining a resilient, secure and adaptable cyber and information security framework, aligned with industry best practices • Building a responsible and sustainable supply chain through long-term relationships built on integrity, transparency, and respect

This policy should be read together with Climate Change Policy and other EESG-linked policies and procedures, relevant laws and regulations.

Deleum is committed to this Sustainability Policy, which is endorsed by Deleum's Board of Directors. Responsibility for the successful implementation of this programme belongs to every DELEUM employee at each level and function in the organisation.



RAMANRAO BIN ABDULLAH
 GROUP CHIEF EXECUTIVE OFFICER

1 OCTOBER 2026

Revision 2.0

Approved by the Board of Directors on 26 August 2026