

TERMS OF REFERENCE OF SUSTAINABILITY COMMITTEE

1. TERMS OF MEMBERSHIP

- 1.1 The Sustainability Committee shall be appointed by the Board and shall consist of not less than three (3) members, the majority of whom are independent.
- 1.2 In the event of any vacancy in the Sustainability Committee, the Board shall within three (3) months of that event, appoint such new members to make up the minimum number of three (3) members.
- 1.3 No alternate director can be appointed as a new member of the Sustainability Committee.
- 1.4 The term of office and performance of the Sustainability Committee and each of its members shall be reviewed by the Board at least once in every three (3) years.

2. CHAIRMAN

The Chairman shall be elected by the Sustainability Committee from among their members.

3. FUNCTIONS

- 3.1 The Sustainability Committee shall:
 - i. review and assess the Group's sustainability strategies, policies, and standards in relation to environment, social and governance including matters such as safety, health, employment, human rights, community affairs and other pertinent sustainability issues of the Group (collectively referred to as "**Sustainability Matters**");
 - ii. provide oversight and approve strategic initiatives in relation to the Sustainability Matters and report to the Board regularly;
 - iii. review the implementation of the Group's Sustainability Matters;
 - iv. provide insight to management to ensure that the Group's Sustainability Matters are aligned with global direction and stakeholders' expectations;
 - v. review the Company's Sustainability Report and any other specific reports (if any) prior to recommendation to the Board for approval; and
 - vi. review matters relating to sustainability arising from independent audits and assurance reports as well as other relevant matters pertaining to the industry.

4. STRUCTURES AND PROCEDURES

- 4.1 The Sustainability Committee shall meet regularly, with due notice of issues to be discussed and record its conclusion in discharging its duties and responsibilities. The Sustainability Committee

shall disclose the number of Sustainability Committee meetings held in a year and the details of attendance of each individual member in respect of meetings held. The quorum shall be not less than three (3) members, a majority of whom are independent.

4.2 The Company Secretary shall be the secretary of the Sustainability Committee.

5 ACCESS TO ADVICE

In furtherance to their duties as the Sustainability Committee, there shall be an agreed procedure for the members, whether as a full Sustainability Committee or in their individual capacity, to take independent professional advice at the Company's expense, if necessary.
