

Jawala Inc.

(Company Registration on No.: LL13922)

(Incorporated in Labuan on 8 August 2017)

(the “Company”)

SUSTAINABILITY POLICY

1. Introduction

This policy is intended to address Jawala Inc (“Jawala” or “the Company”) and all subsidiary companies within the Jawala Inc Group, hereinafter refer to as the Group.

Sustainability involves the comprehensive integration of ethical business practices, responsibly and profitably addressing pertinent Environmental, Social, and Governance (ESG) concerns.

2. Objectives

This policy aims to:

- 2.1. Strive to incorporate sustainability principles into the Group's strategies, policies, and procedures;
- 2.2. Advocate for the adoption of sustainable practices;
- 2.3. Ensure that the Board and senior management are involved in implementation of this policy and review the sustainability performance; and
- 2.4. Foster a sustainability culture within both the Group and the community, with a strong focus on incorporating environmental, social, and governance factors into decision-making processes and the achievement of results.

3. Environmental Sustainability

The Group is committed to identify, manage and minimize the environmental impact of business operations, including climate-related disclosures consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) in the sustainability report.

- 3.1. To implement energy-efficient practices and technologies to reduce overall carbon emissions;
- 3.2. To reduce carbon emission from forest operations;
- 3.3. To decrease the use of non-renewable and non-recycled materials;
- 3.4. To limit the release of pollutants into the air and water resulting from daily business activities;
- 3.5. To promote responsible use of water and disposable items through efficient use and recycling initiatives;
- 3.6. To adhere to environmental regulatory and legal requirements; and
- 3.7. To create an ever-increasing awareness of this policy within the Group and stakeholders.

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4. Social Sustainability

Social sustainability centers on creating initiatives and systems that encourage social engagement and cultural enhancement. It underscores the safeguarding of marginalized populations, the recognition of social diversity, and the Group's commitment to emphasizing social capital.

- 4.1. To ensure the wellbeing and health of our workforce;
- 4.2. To attract and retain talented and high performing employees;
- 4.3. To use training and development as a strategic investment to shape the Group's culture and behavior;
- 4.4. To empower employees to enhance their professional and personal skills;
- 4.5. To promote racial and religious harmony and prevent racial discrimination;
- 4.6. To prevent sexual harassment and other forms of violence across all genders;
- 4.7. To be recognized as a responsible employee;
- 4.8. To take part in Corporate Social Responsibility (CRS) projects for the surrounding communities ;
- 4.9. To actively encourage our people to get involved in charity work;
- 4.10. To provide professional and timely responses to public enquiries;
- 4.11. To continue to improve public perception and image of the Group;
- 4.12. To engage relevant stakeholders in the Group's business activities; and
- 4.13. To promote gender equality within the organization.

5. Governance Sustainability

The significance of governance sustainability is growing as it plays a vital role in earning the trust of investors, stakeholders, and the general public. The Group acknowledges the crucial role of governance sustainability and its integration across all functions and processes, encompassing strategic planning, accountability, and sustainable planning and development.

- 5.1. To integrate sustainability seamlessly into the Strategic Planning process;
- 5.2. To strengthen sustainability by consistently updating strategies, policies and procedures;

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- 5.3. To institute and continuously refine suitable governance frameworks and procedures;
- 5.4. To evaluate the effects and results of sustainability efforts; and
- 5.5. To prepare for long-term resource considerations, encompassing human and financial resources.

6. Material Sustainability Matters

The Group’s material ESG factors relevant to Jawala’s business are identified and assessed based on their materiality to the Group’s value creation, considering the business objectives, strategies, and business model.

The 10 ESG factors identified by the Group are:

Environment:

- Compliance with SFMLA
- Environmental Impact Assessment and Mitigation
- Research and Development
- GHG Emissions
- Climate change risk

Social:

- Training and Staff Development
- Health and Safety
- Workforce Diversity
- Community Development

Governance:

- Legal Compliance and Corporate Governance

The identified material factors are reviewed from time to time based on the current global, local trends and emerging regulatory development.

7. Reports and Disclosures

The Company will disclose its sustainability compliance in the annual report.