



TH PROPERTIES SDN BHD

(Registration No: 198001010120 (63904-D))

SUSTAINABILITY POLICY

VERSION 01/2025

This Policy is applicable to TH Properties Sdn Bhd and Subsidiaries

Approved by Board of Directors on 28th October 2025

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

Document Control Sheet

Document Reference Number	TH PROP/SP
Title	Sustainability Policy
Author	Senior Manager of ESG
Custodian Department	ESG Department
Version	01/2025
Approval Date	28 October 2025
Revision Date	N/A
Approving Body	Board of Directors

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

TABLE OF CONTENT

1. INTRODUCTION----- 1

2. OBJECTIVE ----- 1

3. APPLICATION AND SCOPE ----- 1

4. COMMITMENT TOWARDS SUSTAINABILITY ----- 2

5. SUSTAINABILITY GOVERNANCE STRUCTURE ----- 3

6. IMPLEMENTATION OF SUSTAINABILITY POLICY----- 4

7. SUSTAINABILITY APPROACH----- 4

8. SUSTAINABILITY PILLARS ----- 5-7

9. MATERIAL MATTERS ----- 8-9

10. SUSTAINABILITY GUIDELINES -----9-10

11. ADMINISTRATION OF THE POLICY ----- 10

12. ADHERENCE TO THIS POLICY -----10

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

1. INTRODUCTION

- 1.1. The purpose of this Sustainability Policy ("Policy") is to establish the objectives and guidelines for TH Properties Sdn Bhd ("THP") and its subsidiaries (collectively referred as "THP Group") with regards to its sustainability commitment.
- 1.2. This Policy serves to facilitate THP Group's commitment to conduct its business responsibly through the integration of Environmental, Social and Governance ("ESG") initiatives.
- 1.3. THP Group shall take all possible steps:
- a) To ensure that THP Group's activities create long term values for all its stakeholders via sustainable development practices; and
 - b) To execute THP Group's strategy in a manner that addresses ESG risks and opportunities in achieving business and operational excellence.

2. OBJECTIVE

- 2.1 The objectives of this Policy are:
- a) To set the general principles in governing THP Group's sustainability strategies and initiatives.
 - b) To promote and cultivate integrity, transparency and credibility within THP Group's sustainability efforts in improving the business decisions and operations.
 - c) To create long term value for all its stakeholders via sustainable development practices.
 - d) Reducing negative impact of THP Group's business and operations to the environment.
 - e) Addressing the sustainability related risks and opportunities in achieving business and operational excellence.
 - f) Aligning with the Maqasid Shariah principles embedded within Sustainability Framework of Lembaga Tabung Haji ("LTH"), thereby supporting the broader organisational vision for sustainability and reinforcing THP Group's commitment to ESG principles.

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

3. APPLICATION AND SCOPE

- 3.1 This Policy shall apply to all directors, employees of THP Group and any joint venture (JV) that THP Group is in control.
- 3.2 This Policy makes reference to and shall be read together with other relevant policies including but not limited to THP Group’s Authority Limits, Code of Conduct and Business Ethics, Anti-Bribery and Corruption Policy and any other relevant internal standard operating procedures adopted by THP Group.

4. COMMITMENT TOWARDS SUSTAINABILITY

- 4.1 In upholding THP Group’s commitment to sustainability, THP Group shall strive to:
- a) Develop and implement ESG action plans and initiatives, as well as commitment to monitor the said initiatives.
 - b) Adhere to approved business plans and strategic directions, as well as to all applicable laws, regulations and standards.
 - c) Address environmental challenges and opportunities in THP Group’s business activities.
 - d) Strengthen social well-being and community relationship.
 - e) Provide conducive working environment and operate in a healthy, safe and efficient manner.
 - f) Effective engagement with stakeholders.

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

5. SUSTAINABILITY GOVERNANCE STRUCTURE

THP Group has established a sustainability governance structure (as illustrated below) to integrate ESG initiatives, into THP Group's decision-making process.



	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

6. IMPLEMENTATION OF SUSTAINABILITY POLICY

6.1 The implementation of this Policy will be monitored and reported via:

- a) Audit And Risk Management Committee (“ARMC”)’s reviews the ESG initiatives at least twice yearly.
- b) The preparation of the Sustainability Report, by making reference to:
 - i. United Nations Sustainability Development Goals (“UNSDGs”).
 - ii. Global Reporting Initiative (“GRI”).
 - iii. Sustainability Accounting Standards Board (“SASB”).
 - iv. International Financial Reporting Standards (“IFRS”).
 - v. Materiality Topics from LTH’s Sustainability Framework.
- c) The Sustainability Report will be tabled to the ARMC and subsequently to THP’s Board for approval.

7. SUSTAINABILITY APPROACH

7.1 The sustainability approach is guided by four principles, shaping THP Group strategies to fulfil and address material ESG concerns impacting the stakeholders within its operational scope:

- a) Embed sustainability throughout the business culture and strategy to ensure THP Group remains viable and relevant.
- b) Incorporate innovation and sustainable solutions to minimize impacts.
- c) Generate sustainable value in economic prosperity for all stakeholders without neglecting the aspects of people and the planet.
- d) Monitor and measure deliverables and business performance for continuous improvement and to ensure efficiency.

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

8. SUSTAINABILITY PILLARS

8.1 THP Group’s sustainability efforts are based on three (3) key pillars; Environmental, Social and Governance. In the pursuit of the objectives, THP Group undertakes the following:

No.	Key Pillars	Sustainability Approach
1.	<p>Environment</p> <p>THP Group is determined in combating climate change by adopting sustainable development practices and actively striving to reduce environmental impacts.</p>	<ul style="list-style-type: none"> a) Promote environmental awareness within THP Group and among its employees and stakeholders through this Policy and other initiatives. b) Strive to achieve carbon neutrality by addressing and mitigating THP Group's direct and indirect climate change impacts. c) Ensure responsible management of waste and effluents of THP Group. d) Prevent pollution of resources from the direct business operations of THP Group. e) Promote the adoption of sustainable technology solutions and renewable energy in THP Group. f) Ensure all suppliers, vendors and other business collaborators with THP Group observe responsible environmental management practices. g) Compliance with all environmental guidelines, laws and regulations.



SUSTAINABILITY POLICY

Document No.	TH PROP/SP
Version	01/2025
Effective Date	28 OCT 2025

No.	Key Pillars	Sustainability Approach
2.	<p>Social</p> <p>THP Group is committed to ensuring the wellbeing of the society it serves and to provide a safe, healthy, and conducive working environment.</p>	<p>a) Identify relevant CSR initiatives for THP Group to be engaged with to cultivate stronger community relationship and enhance organisational reputation.</p> <p>b) Provide an open communication channel for the community to connect with THP Group about the Company's CSR and ESG efforts.</p> <p>c) Respect fundamental human rights and employee rights as enshrined in the respective laws of the country and prevent the use of child or forced labour.</p> <p>d) Safeguard the safety, health and wellbeing of its employees through the cultivation of a robust occupational health and safety culture at all its operating sites.</p> <p>e) Plan and organise training programmes and relevant job skills training to address competency gaps in the workforce.</p> <p>f) Maintain high employee morale through feedback gathering and employee engagement activities.</p>
3.	<p>Governance</p> <p>THP Group believes that good governance, robust institutionalization</p>	<p>a) Establish and maintain the sustainability policy, framework and governance structure that are robust and aligned to the business and</p>



SUSTAINABILITY POLICY

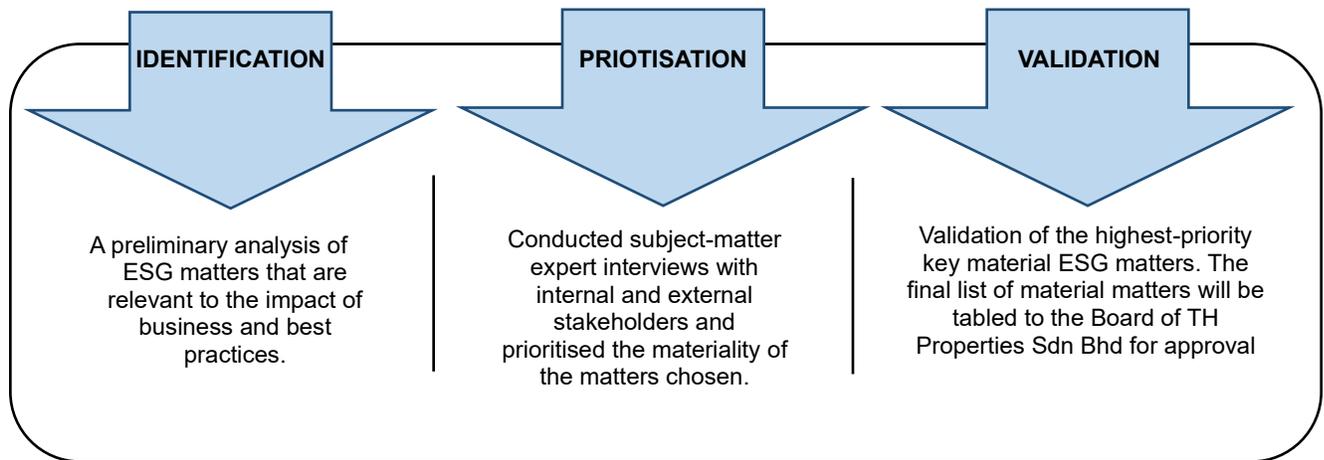
Document No.	TH PROP/SP
Version	01/2025
Effective Date	28 OCT 2025

No.	Key Pillars	Sustainability Approach
	<p>and adherence to high corporate integrity and ethical standards form the basis of mitigating business and operational risks.</p>	<p>operational agenda of THP Group to guide the management of its ESG material matters.</p> <p>b) Ensure the material ESG matters of THP Group are up-to-date through annual materiality assessments to identify and prioritise issues that are most important to THP Group and its stakeholders.</p> <p>c) Formulate appropriate sustainability strategies, initiatives and targets to address any identified ESG gaps.</p> <p>d) Compliance to all applicable laws and regulations.</p> <p>e) Establish, maintain and enhance the THP Group's corporate governance and internal control measures and ensure its adherence.</p> <p>f) Advocate the highest standard of integrity and ethical business conduct in all its financial and non-financial dealings and uphold the principles of fairness, transparency and responsibility.</p> <p>g) Enforce and strengthen the anti-corruption and anti-bribery policy and procedures across THP Group and its stakeholders.</p>

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

9. MATERIAL MATTERS

9.1 THP Group will undertake a materiality study in order to determine the objectives and scope of sustainability reporting.



9.2 In generating the list of material matters, THP Group will assess the operating environment and emerging trends affecting its business sector. ESG Department will then engage with the internal stakeholders, the functional heads to derive and compile sustainability matters.

9.3 As part of the process in conducting the materiality assessment of sustainability matters, the THP Group shall conduct specific engagement process as follows:

- i. To determine the key stakeholders with whom ESG Department should engage, assessments to identify key stakeholders based on each stakeholder's influence and dependence will be carried out.
- ii. To gain an insight into these key stakeholders' concerns, interests and expectations, ESG Department will conduct discussions including on-going sessions throughout the year to gauge stakeholders' concerns pertaining to the list of sustainability matters identified.

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

- iii. Where applicable, ESG Department take into account feedbacks from other stakeholder groups, gathered through various channels and through the on-going engagements during the course of conducting its business operations.

10. SUSTAINABILTY GUIDELINES

10.1 Global Reporting Initiatives (“GRI”) Standards

- i. THP Group recognises the importance of adopting globally recognized sustainability reporting standards and will implement the GRI Standards as its primary reporting framework. The organisation will follow the GRI’s core principles of stakeholder inclusiveness, sustainability context, materiality, and completeness in its reporting approach.
- ii. For materiality assessment, THP Group will conduct comprehensive stakeholder engagement sessions to identify and prioritise material topics that are most relevant to the organisation and its stakeholders. This will include surveys, interviews, and focus group discussions with investors, tenants, employees, regulators, and community representatives. The outcomes will form the basis for determining which GRI disclosures to report on.

10.2 United Nations Sustainable Development Goals (“UNSDG”)

- i. THP Group is committed to aligning its sustainability initiatives with the UNSDGs to contribute to a global agenda for sustainable development. The UNSDGs is a universal blueprint for global development aimed at ending poverty, protecting the planet, and ensuring peace and prosperity. It provides a comprehensive framework for addressing critical global challenges, including environmental preservation, social equity, and economic growth, fostering collective action towards a sustainable future.
- ii. By integrating the UNSDGs into its business operations and strategies, THP Group aims to advance key areas such as climate action, sustainable communities, responsible resource management, and inclusive growth. THP Group will identify relevant goals and measurable targets to ensure that its actions are impactful and contribute meaningfully to local and global development priorities.

	SUSTAINABILITY POLICY	Document No.	TH PROP/SP
		Version	01/2025
		Effective Date	28 OCT 2025

10.3 Other guidelines and sustainability rating methodologies as relevant.

THP Group will also adhere to other relevant guidelines and sustainability rating methodologies to ensure its practices meet evolving industry standards and stakeholder expectations. This includes aligning with globally recognized frameworks and benchmarks to continuously enhance transparency, accountability, and sustainability performance.

11.0 ADMINISTRATION OF THE POLICY

11.1 The Environmental, Social and Governance (“ESG”) Department is the owner of the Policy and is responsible to ensure that the Policy is reviewed, every three (3) years at the latest, to ensure the effectiveness of the management and implementation of this Policy.

11.2 The ESG Department will monitor the progress of THP Group’s sustainability initiatives and provide disclosures through the Sustainability Report annually.

12.0 ADHERENCE TO THIS POLICY

Each business unit is expected to integrate sustainability objectives into its strategies and consistently enhance their performance.