

SUSTAINABILITY POLICY

Disclaimer: *This Sustainability Policy serves as a general statement of the Company's sustainability commitments, principles, and practices. The policy is developed based on the Company's current business operations, applicable Malaysian regulatory expectations, Bursa Malaysia sustainability guidelines, and recognised sustainability frameworks.*

The commitments stated in this policy may be reviewed, updated, amended, or enhanced from time to time in line with business developments, stakeholder expectations, regulatory changes, and evolving sustainability practices. This policy does not constitute a legally binding commitment or guarantee of specific sustainability outcomes.

SUSTAINABILITY POLICY

1. Policy Statement

At **Nexxa Corporate Training and Services PLT (“the Company”)**, we are committed to conducting our business responsibly, ethically, and sustainably by integrating Environmental, Social, and Governance (“ESG”) principles into our operations, services, stakeholder engagement, and business strategies.

As a professional training and advisory organisation, the Company believes sustainability is not only about environmental responsibility, but also about ethical leadership, people development, governance excellence, and long-term value creation.

We are committed to supporting sustainable business practices aligned with Bursa Malaysia sustainability requirements, Bursa’s FTSE4Good themes, and recognised Malaysian standards.

2. Scope

This policy applies to all directors, employees, trainers, consultants, vendors, business partners, and stakeholders engaging with the Company.

The Company encourages all parties associated with our operations to uphold responsible and sustainable business practices consistent with this policy.

3. Sustainability Governance & Commitment

The Company is committed to embedding sustainability considerations into business decisions, operations, and stakeholder engagement. Management shall oversee the implementation of sustainability initiatives and continuously improve ESG practices in line with regulatory developments, stakeholder expectations, and business growth.

The Company believes good governance forms the foundation of sustainable business success. As such, integrity, accountability, professionalism, and transparency shall remain key principles guiding the organisation.

4. Environmental Responsibility

The Company recognises the importance of environmental responsibility and supports sustainable operational practices to minimise environmental impact where reasonably practicable.

4.1 Biodiversity

Although the Company operates within the professional services industry, we support environmental conservation and encourage awareness on biodiversity protection, sustainable practices, and responsible environmental stewardship through our training and engagement activities.

4.2 Climate Change

The Company supports climate-conscious practices by encouraging digitalisation, virtual engagements, reduced paper consumption, and awareness on climate-related risks and sustainability matters. The Company also advocates practical ESG adoption to support long-term environmental resilience.

4.3 Pollution & Resources

The Company promotes responsible use of resources including electricity, water, office materials, and operational supplies. Company encourages waste reduction, recycling practices, and responsible consumption to minimise unnecessary environmental impact.

4.4 Water Security

The Company supports responsible water usage and encourages employees, partners, and stakeholders to practise efficient water consumption as part of sustainable workplace behaviour.

4.5 Supply Chain: Environmental & Social

The Company encourages suppliers, vendors, and business partners to uphold responsible environmental and social practices, ethical business conduct, and compliance with applicable laws and standards where reasonably practicable.

The Company recognises the importance of protecting the environment and promoting responsible operational practices. Although the Company operates primarily within the professional services and training industry, we remain committed to minimising our environmental footprint through practical and responsible initiatives.

The Company encourages digitalisation and paperless practices wherever reasonably practicable, including the use of digital training materials, virtual engagements, and electronic documentation.

The Company also promotes responsible consumption of resources such as electricity, water, and office materials while encouraging waste reduction and recycling practices within daily operations.

As part of our sustainability advocacy efforts, the Company also aims to increase awareness and understanding of climate-related matters, sustainability literacy, and responsible business practices among employees, clients, and stakeholders.

5. Social Responsibility

The Company believes people are the foundation of sustainable organisations. The Company is committed to fostering a respectful, inclusive, safe, and growth-oriented environment for employees, stakeholders, and the wider community.

5.1 Labour Standards

The Company promotes fair employment practices, equal opportunities, professionalism, and continuous learning. The Company is committed to creating a positive workplace culture that supports employee growth, engagement, and long-term organisational sustainability.

5.2 Human Rights & Community

The Company respects internationally recognised human rights principles and does not tolerate discrimination, harassment, forced labour, child labour, or unethical treatment. The Company also aims to contribute positively to society through ESG awareness, knowledge-sharing initiatives, and community engagement activities.

5.3 Health & Safety

The Company is committed to maintaining a safe and healthy working environment by promoting workplace well-being, mental wellness awareness, and safe work practices for employees, trainers, participants, and stakeholders.

5.4 Customer Responsibility

The Company is committed to delivering professional, reliable, and impactful training and advisory services. The Company strives to maintain service quality, integrity, continuous improvement, and responsible communication in all client engagements.

6. Governance & Ethical Business Conduct

The Company emphasises strong governance is essential for sustainable business growth, stakeholder confidence, and responsible decision-making.

6.1 Corporate Governance

The Company is committed to maintaining integrity, accountability, transparency, and professionalism in all business dealings. The Company supports good governance practices aligned with Bursa Malaysia sustainability expectations and recognised corporate governance standards.

6.2 Risk Management

The Company recognises the importance of identifying, assessing, and managing operational, financial, sustainability, and reputational risks that may impact business continuity and long-term performance.

6.3 Anti-Bribery & Anti-Corruption

The Company adopts a zero-tolerance approach towards bribery, corruption, fraud, and unethical business conduct. All employees, associates, consultants, and business

partners are expected to conduct business with integrity and professionalism in compliance with applicable anti-corruption laws, including the Malaysian Anti-Corruption Commission Act 2009 (“MACC Act”).

6.4 Tax Transparency

The Company is committed to complying with applicable tax laws, financial regulations, and statutory obligations in Malaysia. The Company supports responsible financial management, proper record-keeping, and ethical business practices.

7. Reporting

The Company acknowledges the importance of sustainability reporting, transparency, and continuous improvement. The Company aims to align its sustainability practices and future reporting approach with recognised frameworks and guidelines including:

- National Sustainability Reporting Framework (“NSRF”)
- Global Reporting Initiative (“GRI”) Standards
- Relevant Malaysian laws and recognised sustainability practices

8. ESG Awareness & Advocacy

As part of The Company’s mission, the Company aims to simplify ESG concepts into practical and impactful business actions that organisations can understand and implement effectively. The Company believes sustainability should not be viewed merely as a reporting requirement, but as a strategic approach towards responsible business growth and long-term value creation.

Through our training, advisory, and engagement initiatives, we aspire to empower people and organisations with meaningful knowledge that supports ethical leadership, sustainable workplace culture, and responsible decision-making.

9. Monitoring & Continuous Improvement

The Company is committed to continuously improving its sustainability practices, initiatives, and performance. The Company may establish sustainability goals, internal initiatives, and performance indicators to monitor progress and strengthen accountability over time.

This policy shall be reviewed periodically to ensure its continued relevance, effectiveness, and industry best practices, and the Company’s evolving business direction.

10. Approval & Review

This Sustainability Policy is approved by the Management of the Company and shall serve as the guiding framework for the Company’s sustainability commitments and responsible business conduct.

Review Frequency: Every Two (2) Years or as required by business or regulatory developments.

11. Copyright & Rights Reserved

No part of this policy may be reproduced, copied, distributed, modified, published, or transmitted in any form without prior written consent from the Company, except for internal reference or non-commercial purposes with proper acknowledgement.

12. Effective Date

This Sustainability Policy shall take effect on **20 May 2026** and shall remain applicable unless amended, updated, or revoked by the Management of the Company.

****End of Policy****



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Page: 7 of 7

Revision History

Date	Version	Description	Approved By
22.05.2026	00	Initial release of Policy	Nicole YL Lee (Director)