

**MSB GLOBAL GROUP BERHAD [Registration
No. 202101037864 (1438164-U)]
(Incorporated in Malaysia)**

**MSB GLOBAL GROUP BERHAD OF COMPANIES
SUSTAINABILITY POLICY**

Objective

MSB Global Group Berhad is committed to building sustainable businesses that create long-term shareholder value while upholding our responsibilities as a corporate citizen. Sustainability is a core component of our strategy, driving performance through the integration of environmental, social, and economic considerations.

Scope & governance

This policy applies to all Directors, management personnel, employees, and stakeholders across the Group. We are committed to fostering a corporate culture where sustainability principles are ingrained in all business practices and operational processes. Governance of this policy is overseen by the Group's leadership team to ensure alignment with our vision and values.

3. Key Focus Areas

(I) Workplace

We are committed to creating a supportive, inclusive, and fair workplace environment by:

- Recruiting, developing, and retaining talent through merit-based practices.
- Ensuring workplace safety, health, and well-being as a top priority.
- Promoting diversity across gender, ethnicity, religion, and age at all levels of the organization.
- Fostering a performance-driven culture aligned with the Group's strategic goals.

(II) Marketplace

We engage proactively with our stakeholders—shareholders, customers, vendors, and suppliers—to promote sustainable practices throughout our value chain. Our commitment includes:

- Integrating sustainability into supply chain management.
- Ensuring ethical, transparent, and compliant operations.
- Advocating for responsible branding, marketing, and customer relationship management.
- Practicing sound corporate governance to uphold integrity and strengthen our corporate reputation.

(III) Environment

We actively support environmental stewardship by adopting the 3R principles: **Reduce, Reuse, and Recycle**. Our environmental initiatives include:

- Minimizing waste and resource usage across operations.
- Supporting the use of sustainable materials and eco-friendly packaging.
- Promoting environmentally responsible practices among employees and partners.

(IV) Community

We strive to make a positive impact on the communities where we operate by:

- Supporting charitable initiatives and cultural activities.
- Contributing in educational and community development initiatives.
- Encouraging employee participation in social responsibility efforts.