



SUSTAINABILITY POLICY

Sustainability is integral to our business strategy and guides us toward achieving our vision of Providing Smarter Solutions for a Healthier Life. We are committed to integrating Sustainability into all aspects of our operations by addressing Environmental, Social and Governance (ESG) principles, and deliver long-term shareholder value. This policy applies to Duopharma Biotech Berhad and all its subsidiaries. In the event of any inconsistency with any written local laws, compliance with those laws shall takes precedence.

Three Main ESG Principles:

1. **Planet Performance**

We recognise the importance of a healthy planet and understand that our actions today have an impact on the environmental outcomes tomorrow. This is to be driven by:

- Efficient use of energy, water and materials to reduce our environmental footprint
- Minimising pollution and waste generation through effective systems and controls
- Striving towards carbon neutrality and Net Zero carbon emissions goals by reducing emissions and adopting green technologies
- Protecting biodiversity through responsible management of natural resources and minimise our impact on the ecosystem
- Managing climate-related risks and opportunities, and strengthening resilience across our operations

2. **Our Workforce and Community**

We value our employees and local communities and strive to enhance their well-being through responsible corporate practices. This is to be achieved by:

- Promoting diversity and inclusion to build an equitable workplace
- Upholding labour rights that prohibit forced and child labour, ensuring fair treatment and safety, as well as advocating fundamental liberties among our employees
- Ensuring a safe and healthy work environment reinforced by stringent safety measures
- Continuously enhancing the skills and knowledge of our employees through continuous training and development programs that foster career advancement and innovation
- Enriching communities and improving quality of life through meaningful Corporate Social Responsibility (CSR) programmes

3. **Sustainability-led Business Commitment**

We deliver business excellence by adopting a high-level of business quality, ethics and integrity while adhering to relevant regulations and guidelines. This is to be accomplished by:

- Maintaining the highest ethical standards and upholding anti-bribery and anti-corruption policies to ensure integrity in all our operations
- Delivering products that meet rigorous safety, efficacy and quality standards, ensuring reliability and consumer trust
- Undertaking continuous research and development to foster innovation, improve access to medicines and drive better healthcare outcomes
- Promoting fair and responsible sourcing practices across our supply chain

The Group Sustainability Policy should be read together with our *Sustainability Framework* document available on www.duopharmabiotech.com

Leonard Ariff Abdul Shatar
Group Managing Director

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