

Sustainability Commitment

Our purpose drives us, and our strategy guides us

Everything we do at Pos Malaysia serves one purpose: We are passionate about building trust to connect lives and businesses for a better tomorrow. This commitment guides our efforts and sense of responsibility, and creates long-term value. Fulfilling our purpose requires us to make every dimension of our business sustainable.

With our new Sustainability Roadmap, we build on our past achievements and chart a course for future success. It will guide us in the following key areas:

1. Environment – A clean operation for climate protection

With our goal to achieve net-zero emissions by 2050, we strive for clean operations for climate protection. We are doing this by committing ourselves to a 30% reduction of scope 1 & 2 GHG emissions by 2025, in line with the Paris Agreement through the Science-Based Targets Initiative (SBTi). We will invest fleet technology, redesign our buildings to be carbon neutral, offer a comprehensive suite of green products to our customers and either electrify our fleet or use alternative and ‘clean’ delivery methods.

2. Social – A Great company to work for all

With more than 15,000 employees, we are one of Malaysia’s largest employers. To be a great company to work for all, we take action to provide a safe, inclusive, motivated and engaging environment for our employees. We take steps to attract and retain the best talent, increase the number of women in leadership positions to at least 50% and reduce our Loss Time Injury Frequency Rate (LTIFR) to below 2.86 by 2025. With these key measures and more, we will continue to foster a Safety-First culture and create an environment of genuine diversity and inclusion.

3. Governance – Highly trusted company

As a highly trusted company, we are strengthening our compliance management and ESG governance, continuously focusing on building a sustainable and resilient supplier base. Our values are anchored in our Code of Conduct as underscored by binding policies. We have integrated clearly defined ESG KPIs into our internal and external reporting and management performance measurements.

We plan to achieve the goals and targets specified above by executing on the below:

Minimising environmental impacts and contribution to climate change

- Reduce emissions and pollution by transitioning to cleaner technologies for our fleet and facilities.
- Adopt responsible consumption of valuable resources and materials, and ethical sourcing for our procurement.
- Minimise waste generation by adopting the 7R concept (Rethink, Reduce, Repair, Reuse, Refurbish, Recycle, Recover) and eliminating single-use plastics.

Contributing to the betterment of our employees and the communities

- Ensure a safe working environment by adopting best practices, provide adequate training and protective equipment.
- Provide a diverse, equitable, inclusive, and positive working environment free of discrimination, harassment, and bullying.
- Align our practices with internationally recognised principles on Human Rights (e.g., UDHR), subject to prevailing regulations where we operate.
- Support continuous learning and upskilling opportunities for our employees.
- Support social enterprises and communities by leveraging our distribution and logistics network.

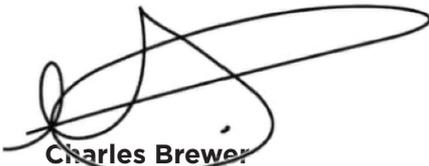
Providing continued value to our customers and stakeholders

- Ensure the continuity of our business by embedding climate adaption strategies and circular economy principles in our services and products.

Instilling good structure and governance

- Uphold the highest standards of ethical conduct, integrity, and accountability following our Anti-Bribery & Anti-Corruption Policy.
- Ensure compliance to prevailing legal requirements where we operate.
- Ensure compliance with legal requirements related to labour standards and minimum wage, and no employment of child labour within our operations, and that of our suppliers.
- Embed sustainability considerations and risks within our corporate strategy, decision-making process and selection of the partners and suppliers we work with.
- Continuously review and improve our sustainability performance and provide transparent reporting.

These commitments are applicable and must be adhered to by employees of Pos Malaysia Berhad, its subsidiaries, and any operations within our management control and are governed by our respective individual policies.



Charles Brewer
Group Chief Executive Officer
9th October 2022