



XL HOLDINGS BERHAD

(199801012014(468142-U))
(Formally known as Xian Leng Holdings Berhad)

SUSTAINABILITY POLICY

XL Holdings Berhad (“XLHB”) committed to building a sustainable organization that transforms the lives of our community and brings positive impacts to society. This sustainability policy outlines XLHB’s dedication to environmental stewardship, social responsibility, and economic viability in all aspects of our operations.

Vision	Build a sustainable organization by transforming life of the community and bring the impact to the society
Mision	Provide high-quality agriculture and aquaculture products to customer while adding value to stakeholders

Our Focus Areas			
ECONOMIC SUSTAINABILITY	SOCIAL SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	GOVERNANCE SUSTAINABILITY
<ul style="list-style-type: none">• Economic Performance• Customer Satisfaction• Anti-Corruption• Cybersecurity & Data Protection• Supply Chain Management	<ul style="list-style-type: none">• Human Right• Health & Safety• Employee Management• Diversity, Equity & Inclusion• Community Investment	<ul style="list-style-type: none">• Climate Change• Water Management• Waste Management	<ul style="list-style-type: none">• Policy & Regulatory Compliance

Purpose

The purpose of this policy is to establish the objectives and guidelines for XLHB with regards to sustainability matters.

Scope

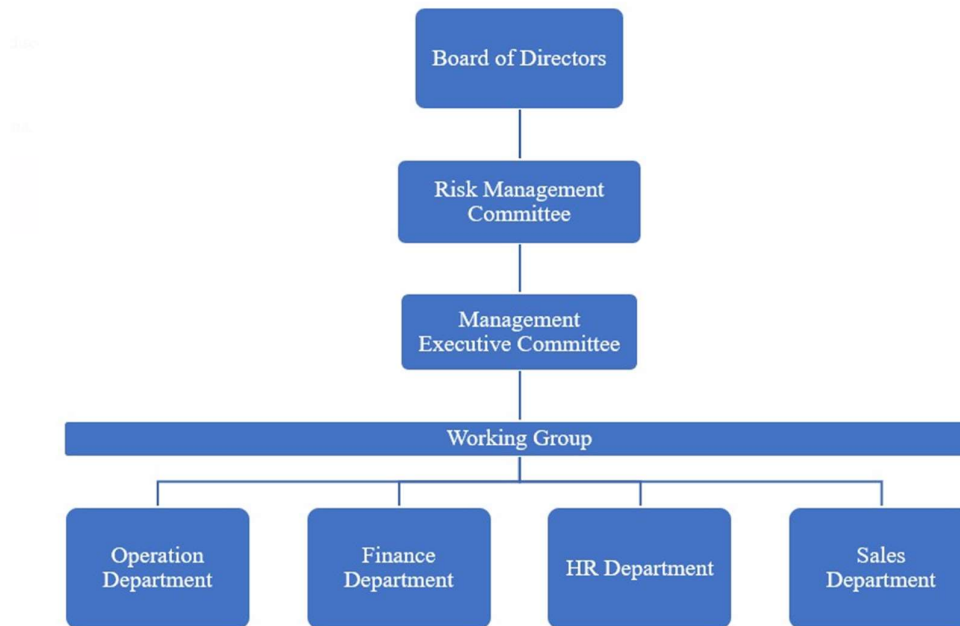
This policy applies to all employees, contractors, and stakeholders involved in our operations. It encompasses all aspects of our business, including farming practices, resource management, community engagement, and business operations.



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Sustainability Governance Structure



Roles and Responsibilities

1. Board of Director

- Ensure the company's sustainability strategies, priorities and targets as well as performance against these targets are communicated to its internal and external stakeholders
- Stay abreast with and understand the sustainability

2. Risk Management Committee

- Oversea the development and implementation of sustainability initiatives
- Monitor and report on sustainability performance to Board of Directors

3. Management Executive Committee

- Lead the sustainability effort within the Company
- Develop and implement sustainability strategies, policies and programs
- Report on sustainability performance to the sustainability committee and the Board

4. Working Group

- Understand and adhere to the Sustainability Policy.
- Participate in sustainability initiatives and contribute to achieving sustainability objectives.



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OUR FOCUS AREAS

(i) Economical Sustainability

XLHB recognize that economic sustainability is crucial for the long-term success of our organization and the communities the company serve. The Company committed to economic sustainability includes the following actions:

- Balance the increase in economic value generated with effective and fair distribution lead to positive impacts on stakeholder
- To enhance customer satisfaction by actively considering their feedback and ensuring that high-quality standards are consistently met across all our products and services.
- To conduct business activities with integrity and to ensure transparency and accountability in our operation
- Support and contribute to the development of local economy through sourcing of materials and equipment from local suppliers as far as is practicable

(ii) Social Sustainability

XLHB acknowledge the role of the company as a good corporate citizen is to be responsible towards the communities. The Company committed to social sustainability includes the following actions:

- To promote equal opportunities and prohibit discrimination
- To maintain a safe and healthy workforce;
- Provide continues learning and development opportunity for employee



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OUR FOCUS AREAS (CONT'D)

(iii) Environmental Sustainability

XLHB are dedicated to reducing our environmental impact through proactive measures and sustainable practices in order to ensuring a healthier planet for future generations. The Company committed to environmental sustainability includes the following actions:

- Minimize our carbon footprint and improving energy efficiency
- Implement water conservation initiatives and raising employees' awareness on proper water management at all premises and sites
- Implement recycling program and waste segregation to promote environmental awareness

(iv) Governance Sustainability

Governance sustainability is becoming more essential in gaining the confidence of investors, other stakeholders and the public. The Company committed to maintain highest standards of governance to ensure transparency, accountability and ethical decision making across the organization.

- Proactively adhering to all applicable laws, regulations, and industry standards.
- To enhance sustainability through regular updates of strategies, policies and procedures

REVIEW AND DISCLOSURE

This policy shall be reviewed annually by the Company and approved by the Board.

Approved at Board of Director meeting held on 16 August 2024