



SUSTAINABILITY COMMITTEE

TERMS OF REFERENCE

1. PURPOSE

T7 Global Berhad (“T7 Global” or “the Group”) is committed to fully integrating sustainability throughout its operations and value chain by focusing on risk and opportunity under the environmental, social, and responsible consumption pillars. As part of the process, the Group established a Sustainability Committee (“SC”) to assist the Board in overseeing the management of the Group’s sustainability strategies, policies and targets as well as the credibility of the sustainability reporting and disclosures.

This Terms of Reference (“TOR”) outlines the roles and responsibilities of the Sustainability Committee (“SC” or “the Committee”) in ensuring the effective implementation of these required responsibilities.

2. COMPOSITION

The SC is led by the Sustainability Committee Chairman. The Committee members comprise from various key departments:

1. Corporate Affairs
2. Finance
3. Legal
4. Quality, Health, Safety and Environment
5. Human Resources
6. Operations

3. CHAIRMAN

The Chairman of SC is Tan Kay Zhuin

In the absence of the Chairman, the meeting shall be chaired by any member of the SC who will act as a committee chair and who is deemed best suited to assist, attend and/or advise in addressing and resolving issues raised.

4. MEETINGS

- 4.1. The Committee shall meet at least ~~4 times~~ a year and at such other times as the Chairman of the Committee requires.
- 4.2. The quorum for SC meetings shall consist of at least ~~4 times~~ of the Committee members being present including the Chairman.
- 4.3. Any member of the SC may participate in a meeting by way of telephone and video conferencing or by other modes of communication in which event such member shall be deemed to be present at the meeting.



- 4.4. All SC members and any persons required to attend will receive the notice and agenda of meeting at least ~~7XX~~ days before each meeting.
- 4.5. The minutes shall be distributed to the members of the SC following the Chairman's approval.

5. DUTIES AND RESPONSIBILITIES

T7 Global's SC is supported by the Business Units ("BU").

5.1. Key duties and responsibilities of the Sustainability Committee ("SC")

- i. To ensure that the disclosures in the sustainability report are prepared in accordance with the Bursa Malaysia Securities Berhad Main Market Listing Requirements prior to submitting to the Board for approval;
- ii. To propose and advise the Board on sustainability strategies, initiatives, and targets, and ensure its alignment with the Group's overall business strategies and goals;
- iii. To review and assess the Group's sustainability strategies, policies, ESG framework and material sustainability matters such as regulatory compliance, water stewardship, employee health, safety and well-being, responsible marketing and consumption as well as other pertinent sustainability matters;
- iv. To oversee the implementation of sustainability strategies and initiatives towards the Group's target;
- v. To review and approve material sustainability matters identified by the BU and ensure strategic management and approval of initiatives in relation to the material matters; and
- vi. To assess the Group's ESG-related risks and opportunities including climate-related risks and opportunities.

5.2. Key duties and responsibilities of the Business Units ("BU")

- i. To implement sustainability strategies and initiatives into the day-to-day operations of the Group;
- ii. To engage with stakeholders regularly to understand and respond to their concerns and expectations relating to sustainability including monitoring grievance mechanisms;
- iii. To identify and propose material matters that are significant to T7 Global's business operations and stakeholder groups;
- iv. To compile relevant ESG-related data for sustainability reporting as well as review and approval by SC; and
- v. To report the progress and performance in the implementation of sustainability strategies and initiatives to the SC.

6. REPORTING RESPONSIBILITIES

- i. The Committee shall report to the Board its conclusions and recommendations thereon after each SC meeting.
- ii. Any pertinent issues that are deemed to be of major importance should be forwarded to the Board for its consideration at the discretion of the Chairman and members of the SC.



- iii. The Committee shall ensure that the Group's Sustainability Report is in accordance with the Listing Requirements, the Sustainability Reporting Guide and the Sustainability Toolkit published by Bursa Malaysia Berhad.

7. AUTHORITY

The SC in performing its duties shall:

- i. Investigate any activity and perform its duties within its terms of reference;
- ii. Be entitled to investigate any matter, belonging to the domain entrusted to the Committee; and
- iii. Appoint additional independent professionals as advisers and service providers to assist the committee, as needed.

8. REVIEW OF TERMS OF REFERENCE

The SC shall review this Terms of Reference annual or at such other intervals as it deems necessary and recommend to the Board any changes required for its approval.