

XOX BHD

Company Registration No. 201001016682 (900384-X)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

1. OBJECTIVES

XOX Bhd (“XOX” or “the Company” or “the Group”) is committed to adhering to all standards of upright business conduct – through integrity and transparency with a constant and growing progression towards excellence in every area of business conduct and striving towards its sustainable goals. The Board of Directors and Senior Management of XOX recognise the importance of prioritising sustainability as part of its overall approach to value creation.

A strategic and concerted approach to address environmental, social and governance (“ESG”) topics based on an inclusive perspective of the Group and its stakeholders mitigate business and operational risks and supports continued financial and non-financial value creation across the short, medium and long-term perspectives.

The Sustainability Policy (“the Policy”) sets the general principles and structures the foundations that govern the sustainability strategy of the Group. To ensure to carry out all its corporate activities and businesses while enhancing the sustainable creation of value for shareholders. And it also taking into account the other stakeholders related to its business activities, natural resources, society and neighbouring communities, promoting the values of sustainability, integration and dynamism, favouring the achievement of its sustainable goals.

2. RESPONSIBILITIES

The Board of Directors fulfils its responsibilities by delegating to Management. Sustainability management comes under the purview of the Senior Management, which comprises representatives from various business units (“Committee”). The Committee is responsible for implementing, overseeing and addressing all sustainability related issues from stakeholders and updating the Board on the Group’s sustainability management performance, key material issues identified by stakeholders, and planned follow-up measures.

3. SCOPE

The Policy applies to the XOX Group, including its subsidiaries. The Company promotes and aligns the Group's sustainability through the representatives of the board of directors of companies that the Group has an interest but does not form a part thereof. Ensure they adhere to the principles and guidelines will be consistent with those established in this Policy covering the environmental, social, corporate governance, and regulatory compliance policies in further development thereof. The Group also committed to cascade its sustainability commitment, practices and culture to its extended business partners, suppliers and contractors.

4. POLICY

XOX adopted a triple bottom line perspective towards value creation. We integrated sustainability considerations into all business decisions, functions and work processes, to create value and contributing to sustainable development.

XOX aims to achieve long term business sustainability and commit to long-term contribution to the environmental, social and economic aspects of our business and of the communities. We strive to:

- i) deliver innovative, high quality and excellent products and services; by continuously engaging with our customers and keeping up with market trends and strategies;
- ii) place integrity first and foremost in everything that we do;
- iii) provide a safe, healthy and empowering workplace as well as professional development to our employees so that they can continuously perform effectively and efficiently while enhancing their skills and future career development;
- iv) operate an intense governance structure, emphasising ethics and transparency in relation to sustainability issues which include but are not limited to corruption and bribery, discrimination, confidentiality of information, conflict of interest, internal control, money laundering, environment, health and safety as well as whistleblowing;
- v) enhanced customer experience, putting customers at the centre of everything we do;
- vi) ensure healthy, safe and environmentally-friendly spaces for communities to thrive by working with our stakeholders to gain feedback and subsequently develop improved action plans;
- vii) comply with all relevant legal requirements, assess the environmental impacts of our operations, continuously seeking to reduce their impacts and improving our resource efficiency by reducing energy, water and waste; and
- viii) nurture employee diversity and equality, pursues an inclusive environment and strives for a fair and equitable treatment of all employees regardless of sex, age, sexual orientation, disability, ethnicity or religion.

5. REVIEW OF THE POLICY

The Company will review and assess the effectiveness of this Policy as and when required and any recommendation for revisions shall be highlighted to the Board for approval.

END.