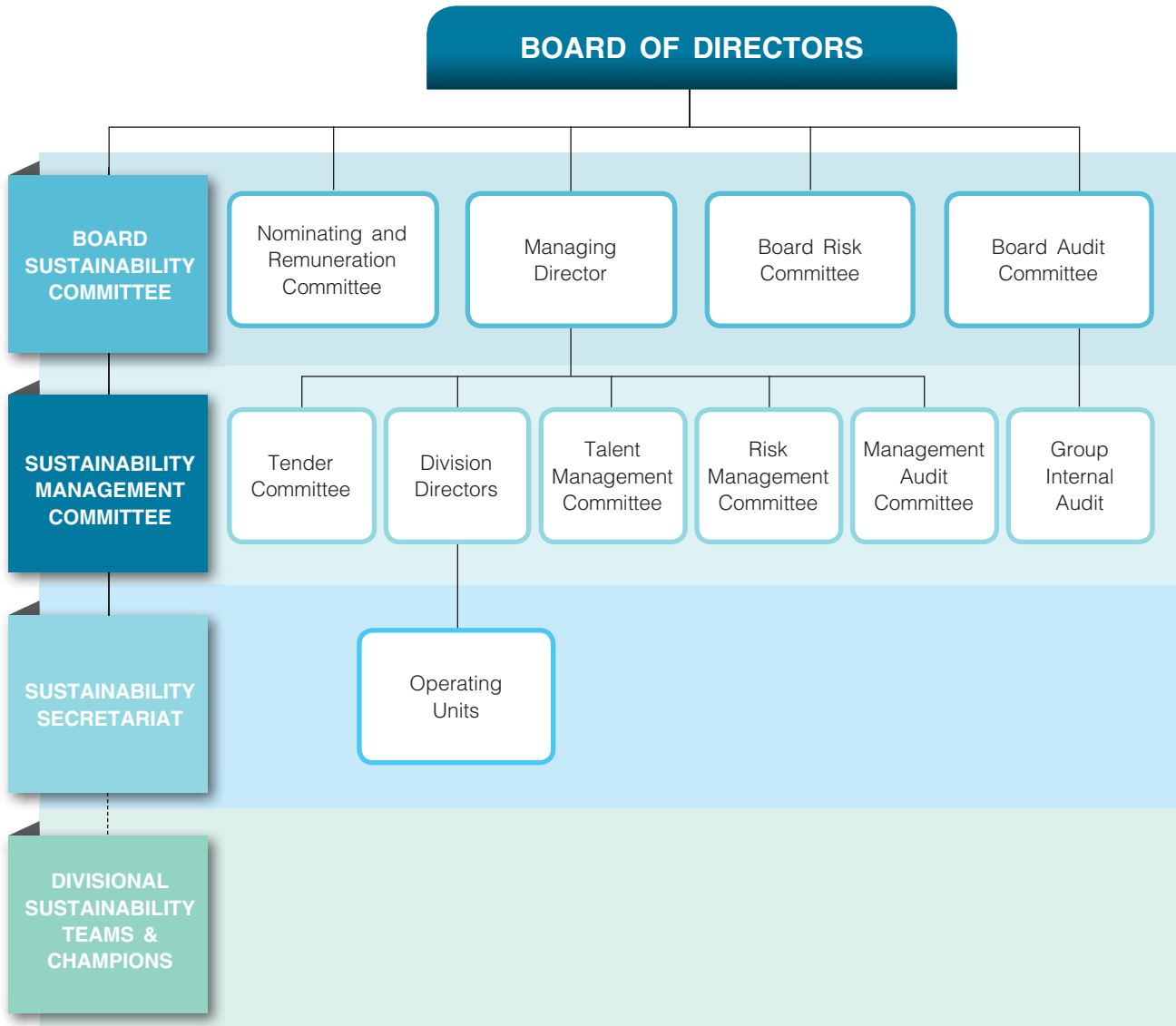


# OUR SUSTAINABILITY APPROACH

## SUSTAINABILITY GOVERNANCE

A clear governance and management structure enables us to deliver on our sustainability mandate.



## Roles & Responsibilities

### Boustead Holdings Berhad Board of Directors

- The Board holds the highest authority and is held responsible for Boustead Holdings Berhad's sustainability strategy and the overall performance of the Group in sustainability matters.

### Board Sustainability Committee

- The Board Sustainability Committee, which was established to aid the Board in discharging its oversight duties pertaining to the Group's sustainability objectives, policies and practices, meets on a half yearly basis at minimum.
- The Group's Board Sustainability Committee underwent a membership change during the year and currently comprises the following members:



#### Chairman:

- ▶ Datuk Zainun Aishah Ahmad



#### Members:

- ▶ Pn Nik Amlizan Mohamed (*until 25 February 2020*)
- ▶ Lt Gen Dato' Fadzil Mokhtar (R)
- ▶ Dato' Nonee Ashirin Dato' Mohd Radzi

- During the year, the Board Sustainability Committee discussed the following key matters:
  - ◆ Sustainability performance updates
  - ◆ Sustainability reporting direction
  - ◆ Linking of sustainability performance to executive remuneration

## Sustainability Management Committee

- The Sustainability Management Committee which meets every quarter, is responsible for supervising the Group's implementation of its sustainability objectives, policies and practices.
- The Committee comprises cross-functional representatives from across the Group, including:



#### Chairman:

- ▶ Chief Operating Officer (COO) of Boustead Holdings Berhad



#### Members:

- ▶ Boustead Plantations Berhad
- ▶ Boustead Heavy Industries Corporation Berhad
- ▶ Boustead Properties Berhad
- ▶ Pharmaniaga Berhad
- ▶ UAC Berhad
- ▶ Boustead Petroleum Marketing Sdn Bhd
- ▶ Boustead Holdings Berhad
  - ◆ Group Internal Audit, Risk Management, and Integrity
  - ◆ Group Human Capital Management
  - ◆ Corporate Planning

- In 2019, the role of Sustainability Secretariat was held by the Corporate Planning department, which works closely with divisional sustainability champions and teams in monitoring and tracking sustainability performance.
- A similar governance structure can be observed in the Group's listed subsidiaries: Pharmaniaga Berhad, Boustead Plantations Berhad and Boustead Heavy Industries Corporation Berhad.