

ENVIRONMENTAL POLICY

WELLSPIRE HOLDINGS BERHAD

1. Objective and Purpose

- 1.1 This Environmental Policy is intended to outline Wellspire Holdings Berhad (“Wellspire”)’ commitment to minimise its environmental impact and contribute to a sustainable future for Wellspire and its subsidiaries (collectively referred to as the “Group”).
- 1.2 The Policy aims to:
 - a. promote sound environmental practices across the Group;
 - b. protect the environment through efficient use of resources; and
 - c. ensure compliance with applicable environmental laws and regulations.

2. Application and Scope

- 2.1 The Policy is applicable to:
 - a. the Group;
 - b. all members of the Board of Directors of Wellspire (“Directors”);
 - c. all employees within the Group; and
 - d. contractors, suppliers, customers, visitors and other stakeholders who are impacted by the Group’s operations.
- 2.2 If there is any conflict with any local laws and this Policy, the Directors and all other stakeholders referred to in the Policy should comply with those applicable laws.

3. Governance

- 3.1 The Board provides the strategic direction and oversight on Wellspire’s commitment to sustainable practices in particular to the environmental sustainability including climate change.
- 3.2 The *Chief Executive Officer* of Wellspire is responsible to provide the overall direction to establish, implement and periodically review the Policy.

4. Sustainability Commitment

Wellspire is committed to:

- a. minimising the Group’s energy consumption through energy-efficient technologies and practices in their operations. This includes considering renewable energy sources, where feasible, and optimising energy usage to reduce greenhouse gas emissions (“GHG”);
- b. implementing water conservation measures including monitoring and minimising water wastage in the operations and promoting water-saving measures and initiatives;
- c. adopting proper waste management practices including waste segregation and recycling with the aim of reducing waste sent to landfill;
- d. promoting use of environmentally friendly alternatives and encouraging waste reduction to the Group’s employees and other stakeholders;
- e. improving the efficiency of the Group’s businesses and operations to minimise pollution and GHG emissions. The Group will work to assess and mitigate climate-related risks to its operations and supply chain;
- f. reducing environmental impact of its products, if applicable, through responsible packaging practices such as prioritising sustainable materials and minimise packaging waste;
- g. managing and conserve biodiversity for current and future generations;

- h. taking proactive steps to establish environmental management systems aimed at improving the Group's environmental performance and ensuring compliance with relevant legal requirements;
- i. promoting continuous improvement in environmental performance, green technology and automation;
- j. regularly engaging, educating and training employees and other stakeholders on environmental protection and responsibilities across all levels within the Group; and
- k. complying with all applicable environmental laws and regulations where the Group has presence and operations in.

5. Reporting & Disclosures

5.1 Wellspire will continually seek to improve its environmental aspects by setting targets, measuring, monitoring progress, where applicable, and report on the Group's environmental sustainability performance and initiatives in an annual Sustainability Statement.

5.2 Wellspire aims to align its environmental disclosures based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

6. Policy Review

The Policy will be reviewed and updated as and when necessary. If there is any requirement to update, improve, and / or amend this Policy, proposed changes shall be submitted for authorisation and for approval by the *Chief Executive Officer*. Key information on addition of new policy, deletion or variation of existing policy shall be indicated for version control purpose.

7. Communication

This Policy must be communicated to all employees, and their understanding and compliance is vital to its success.