



**I REIT MANAGERS SDN. BHD.**

Registration No. 202101014501 (1414801X)

**SUSTAINABILITY POLICY**

## 1. INTRODUCTION AND OBJECTIVE

I REIT Managers Sdn Bhd (“I REIT” or “**Manager**”), the management company of AME Real Estate Investment Trust (“**AME REIT**”) is committed towards achieving sustainability through the integration of sustainability principles and considerations into our business strategies, processes and decisions. We seek to maximise our contribution and minimise any potential negative impacts that may arise from AME REIT’s business operations on the community, and the environment where AME REIT operates, for the benefit of all stakeholders.

This Policy acts as the overarching policy framework for the AME REIT’s sustainability commitments. The Policy aims to provide guidance and create awareness among AME REIT’s stakeholder of its commitment and strategic direction on sustainability.

The Manager’s Board of Directors (“**Board**”) has the authority to assess, design and continuously improve on the sustainability strategies as well as the guidelines governing the conduct of the Manager. The top management shall ensure that the responsibilities and authorities for relevant roles are assigned, communicated and understood within the Manager.

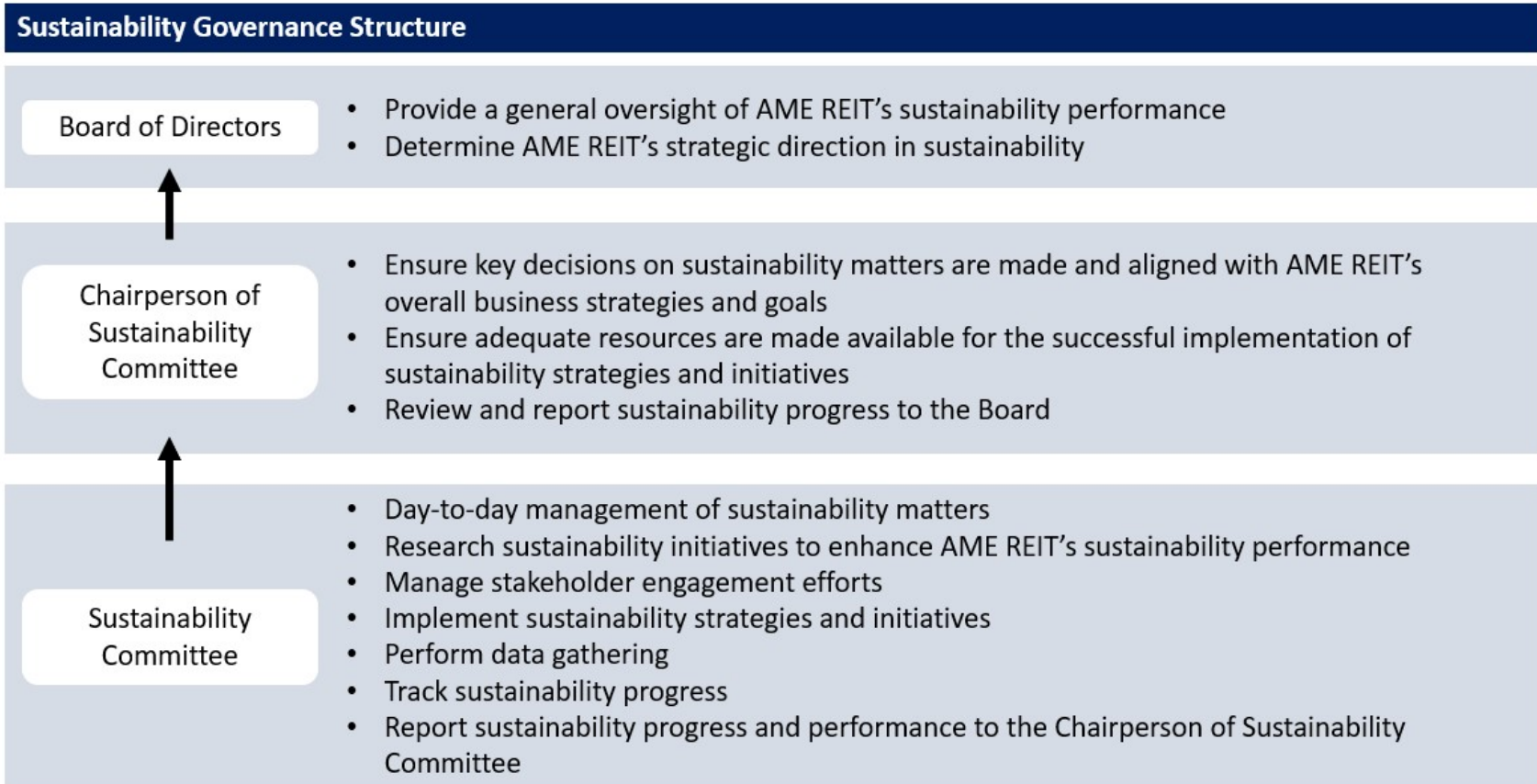
## 2. APPLICABILITY

This Policy is applicable to all directors and employees (including full time, part time, probationary, contract and temporary staffs) of the Manager. Each director or employee has the duty to read and understand the Policy. Any director requires further clarification may direct to the Chairperson of Sustainability Committee, whereas other employees may refer to their immediate superior or head of department.

## 3. COMMUNICATION OF THE POLICY

The Policy is published on the AME REIT’s website at [www.amereit.com.my](http://www.amereit.com.my) and is to be disseminated to all directors and employees to ensure awareness and compliance with this Policy. The head of department shall brief the Policy to all relevant stakeholders and new employees shall be briefed during their induction / orientation. The directors and employees will be made aware of any revised version of the Policy should there be any significant changes.

#### 4. SUSTAINABILITY GOVERNANCE STRUCTURE



## **5. AREAS OF FOCUS**

### Environmental Sustainability

- Committed towards environmental protection and stewardship by minimising risks and impacts to the environment.
- Ensure responsible and efficient use of natural resources to reduce carbon footprint.
- Comply with relevant environmental regulatory and legal requirements.

### Social Sustainability

- Contribute to the wellbeing and development of surrounding community through corporate social responsibility programmes, employee volunteerism, job creation and donation.
- Ensure a safe, healthy, and conducive work environment for our employees.
- Cultivate a diverse and inclusive culture that recognises and values individuality.
- Ensure equal access to opportunities regardless of the one's age, gender, ethnicity, religion, national origin, disability, sexual orientation or any other relevant characteristics.
- Eliminate improper conducts and practices in the workplace, including but not limited to workplace bullying, discrimination against individual differences, discriminatory and sexual harassment, intimidation and victimisation.
- Empower our workforce by supporting their personal and professional growth.

### Governance Sustainability

- Maintain the highest standards of business ethics, integrity, and corporate governance practices.
- Establish and continually improve appropriate governance structures and processes.
- Comply with applicable laws and regulations.
- Resolve verifiable complaints, grievances and conflicts through an open, transparent and consultative process.
- Establish robust policies and procedures to ensure the adequacy and integrity of the AME REIT's internal control system.
- Conduct business in an open, transparent, and accountable manner.
- Engage in continuous, timely, transparent, and meaningful communication with stakeholders to facilitate mutual understanding.

## **6. REVIEW OF THE POLICY**

This Policy shall be reviewed by the Board as and when required, or when internal or external events warrant a more frequent review to be undertaken.

This policy was adopted on 12 April 2022.