

KYM Holdings Bhd [Reg No. 198201004556 (84303-A)] Sustainability Policy	Document No.:	
	Issue No.:	
	Rev. No.:	
	Date:	10 Sept 2026

KYM Holdings Bhd (“KYM”), together with its subsidiaries (“the Group”), is committed to conducting business responsibly and integrating environmental, social and governance considerations into its strategy, decision-making and operations. This Policy establishes the Group's overarching sustainability principles and supports long-term value creation, business resilience and compliance with applicable laws, regulations and internal policies.

This Policy applies across the Group. All subsidiaries shall implement it in a manner appropriate to their respective business activities and operational requirements, supported by relevant policies, procedures and operational frameworks.

Our commitment to sustainability is guided by the following principles:

- **Responsible Fibre Sourcing and Circular Design**

We promote the responsible sourcing of paper and fibre-based materials from legal and responsibly managed sources and encourage the use of certified, recycled and environmentally preferred materials where technically feasible and commercially viable. We collaborate with customers and suppliers to develop high-quality, safe and resource-efficient packaging solutions that support circular economy principles.

- **Climate and Resource Efficiency**

We seek to improve energy and resource efficiency, reduce greenhouse gas emissions and waste, manage water responsibly, prevent pollution and increase the use of renewable energy where feasible. We consider climate-related risks and opportunities in our operations, value chain, risk management and business planning.

- **Safe, Inclusive and Responsible Operations**

We provide a safe, healthy and conducive work environment, respect internationally recognised human rights principles, and comply with applicable labour laws. We prohibit child and forced labour, promote fair treatment, diversity and non-discrimination, support employee and community well-being, and build a highly skilled workforce through continuous employee development.

- **Responsible Supply Chain and Governance**

We integrate environmental, social, ethical and governance considerations into supplier selection and management. We conduct appropriate due diligence, communicate our expectations through relevant policies and codes, and encourage suppliers and business associates to uphold responsible sourcing, fair labour practices, occupational health and safety, environmental responsibility and business integrity.

- **Economic Value Creation and Customer Excellence**

We pursue sustainable growth, innovation and continuous improvement while maintaining product quality and safety. We engage with customers, suppliers, employees and other stakeholders, support local suppliers where appropriate, and seek to contribute positively to the communities in which we operate.

Governance, Implementation and Review

The Board of Directors has overall oversight of the Group's sustainability commitments. Management is responsible for implementing this Policy, monitoring relevant sustainability matters and reporting progress through the Group's established governance processes. This Policy shall be reviewed periodically to ensure its continued suitability, effectiveness and alignment with the Group's business requirements and stakeholder expectations.