

SUSTAINABILITY POLICY STATEMENT

Since its founding, Capital A Berhad and its entities have been at the forefront of innovation in the aviation and travel industries. We are committed to building for the future by minimising our environmental footprint, safeguarding biodiversity, serving our communities, and securing the integrity of our systems. We shall also strive to continue investing in our talent and creating the best conditions for them to thrive.

To deliver on our pledges, we will:

Environment

- Uphold all environmental standards issued by civil aviation authorities and the International Civil Aviation Organization (ICAO), while aligning with the ICAO's Long Term Aspirational Goal to reach net zero by 2050.
- Invest in the most efficient fleet and continue to innovate operational efficiencies that reduce fuel consumption and carbon emissions.
- Explore low carbon solutions through research and development, strategic partnerships, and cross-sector collaborations including the utilisation of sustainable aviation fuels and carbon credits.
- Commit to the protection of the environment by avoiding, preventing and reducing pollution, while continuously improving the efficiency of our resource use (including materials, energy and water), in line with regulatory requirements, international standards, and industry best practices.
- Prioritise waste avoidance and reduction at the source, maximise the reuse and recycling of materials, explore recovery options and ensure responsible disposal in compliance with all relevant regulations.
- Promote responsible and regenerative tourism models that safeguard cultural heritage, conserve natural ecosystems and empower local communities across both urban and rural destinations.

Social

- Respect the fundamental human rights of all individuals across our operations and value chain, while maintaining a zero tolerance policy against all forms of abuse, discrimination, harassment, violence, child labour, forced labour, and any other exploitation.
- Nurture a diverse and inclusive culture that does not discriminate on grounds of gender, race, ethnicity, age, abilities, sexual orientation or any other condition.
- Uphold fair labour practices by ensuring compliance with local labour laws, including the provision of fair minimum wages, ethical working conditions, and respect all workers' rights across our operations and supply chain.
- Continuously improve on our safety practices and provide a safe and healthy environment for our employees and customers.
- Promote an empowering work values that emphasises respect, fair working conditions, employee well-being and work-life balance for all Allstars.
- Continue to be an industry leader to increase female participation in all roles including

Science, Technology, Engineering and Mathematics (STEM).

- Cultivate a future talent pipeline and educate on industry opportunities through a youth outreach programme to schools and institutions.
- Empower ASEAN Community-building aspirations by supporting entrepreneurship, upskilling programmes, and inclusive economic opportunities that strengthen local livelihoods and resilience.

Governance

- Conduct our business practices with transparency, integrity and robust corporate governance.
- Manage sustainability-related risks and opportunities, including climate-related risks and opportunities to which the Group and the line of business are exposed.
- Strengthen our economic performance by ensuring business strategies deliver sustainable and long-term value for shareholders and stakeholders. This includes prudent financial management and operational efficiency to support resilience, growth, and the achievement of our sustainability goals.
- Ensure timely and accurate disclosure of relevant sustainability information. This includes meeting all requirements from local statutory and regulatory bodies, and aligning with leading global disclosure frameworks and aspirations such as the United Nations Sustainable Development Goals (SDGs).
- Continuously review and update policies and processes to maintain the highest standards of compliance across all key metrics.
- Instil a strong culture of sustainability in our workplace and recognise exemplary conduct.
- Communicate our sustainability values, approach and priorities to all stakeholders, including our investors, business partners, suppliers and guests.
- Commit to responsible sourcing and favour business partners that offer a value proposition that is consistent with our ESG priorities.
- Practice responsible marketing by ensuring that all communications are transparent and not misleading, avoiding greenwashing, and upholding ethical standards in the promotion of our products, services, and sustainability efforts.

This policy is periodically reviewed to ensure its continued adequacy and alignment with the needs of the Group and regulatory changes that may have an impact on the Policy.