



TERMS OF REFERENCE OF PUNCAK NIAGA'S ENVIRONMENTAL SOCIAL GOVERNANCE ("ESG") SUSTAINABILITY COMMITTEE

1.0 Purpose of the ESG Sustainability Committee

Puncak Niaga's Environmental Social Governance ("ESG") Sustainability Committee ("ESG Sustainability Committee") is established to support the Board's leadership and oversight on the integration of sustainability considerations in the Company's corporate strategy, governance and decision making processes as sustainability and its underlying ESG issues become increasingly material to the Company's ability to create durable and sustainable value and maintain confidence of its stakeholders.

The ESG Sustainability Committee is a cross-functional management committee led by the Managing Director of the Company and is an integral component of Puncak Niaga's ESG and sustainability processes.

2.0 Composition of the ESG Sustainability Committee

Puncak Niaga's ESG Sustainability Committee shall comprise the following members:

Chairman - The Managing Director of Puncak Niaga

Members - The Managing Directors/Acting Managing Directors of Puncak Niaga's subsidiaries, Executive Directors and such other members as decided by the Managing Director of Puncak Niaga from time to time

Secretariat - Sustainability Officer of the Company

The ESG Sustainability Committee shall be assisted by the Sustainability Officer of the Company.

3.0 Duties and Responsibilities of the ESG Sustainability Committee

Puncak Niaga's ESG Sustainability Committee is entrusted to discharge the following duties and responsibilities:

- Ensure that the Board's directives on material ESG matters and sustainability strategy are integrated and aligned to the Company's overall corporate strategy, vision, mission and goals.



- Assist and support the Board to develop a culture within the Company and Puncak Niaga Group on its ESG sustainability agenda, promote and oversee internal and external communications on the Company's approach, policies, practices and disclosures on ESG sustainability matters including to adjust or address current trends or significant stakeholder concerns on material ESG matters.
- Assist and support the Board on the integration of ESG risks and opportunities factors in the Board's investment decision-making process and together with the Board, be accountable for the management and oversight on ESG sustainability matters including setting the targets, formulating the action plans to achieve the targets or to address any gaps within reasonable timelines, disseminate, educate and promote employee awareness and understanding on the Company's approach to ESG sustainability within Puncak Niaga Group and to ensure continuous employee engagement on the Company's ESG sustainability journey.
- Ensure that continuing ESG awareness education is provided to the employees within Puncak Niaga Group to ensure continuous employee engagement to support the Company's ESG sustainability journey.
- Ensure that adequate support and resources are made available within the Company and Puncak Niaga Group in order for the Company to achieve and monitor the progress of the pre-determined ESG sustainability strategies, plans and goals set by the Board of Puncak Niaga and to identify and address material ESG sustainability risks and opportunities of the Company and Puncak Niaga Group.
- Ensure that all Departments/Divisions/subsidiaries within Puncak Niaga Group fully support the Company's ESG sustainability journey, report and deliver on the pre-determined targets, initiatives and tasks in the action plans within the stipulated time lines set by the Board of Puncak Niaga.

4.0 Reporting Obligations of the ESG Sustainability Committee

- Puncak Niaga's ESG Sustainability Committee shall submit its Report to the Board of Puncak Niaga at every Board Meeting on the Company's ESG sustainability matters including the progress of the pre-determined ESG sustainability strategies, plans and



goals and material ESG sustainability risks and opportunities of the Company and Puncak Niaga Group.

- The ESG Sustainability Committee shall assist the Board in the Company's reporting and disclosures on ESG sustainability in the Company's annual report and/or reporting to the regulatory authorities, as and when directed by the relevant regulatory authorities from time to time.

5.0 Frequency of the ESG Sustainability Committee's Meetings

In the initial stage of the Company's ESG sustainability journey, the ESG Sustainability Committee shall meet once every month to monitor the progress of the Company's ESG sustainability journey for onwards reporting to the Board at the Company's Board Meetings. The frequency of the ESG Sustainable Committee's Meetings may be revised from time to time, as appropriate.