

SUSTAINABILITY COMMITTEE - TERMS OF REFERENCE

The Committee shall carry out the following roles and responsibilities on behalf of the Board, within its duties and scope of authority as determined by the Board from time to time:

- Review and ensure alignment of the SBM Group Sustainability Agenda with the SBM Group's broad-based strategic objectives, while ensuring that sustainability is appropriately integrated in the growth agenda and objectives of the organization;
- Ensure that the SBM Group articulates and develops an appropriate sustainability strategy that supports its credentials and positioning as purposeful and responsible;
- Oversee the implementation of the SBM Group's sustainability initiatives across presence countries, while ensuring that they align with earmarked strategic objectives, targets and KPIs along with promoting sustainable practices across the organization;
- Ensure that the SBM Group and its entities have appropriate structures, frameworks, operating models and competent resources to lead/manage sustainability initiatives;
- Oversee the identification and management of relevant sustainability risks and opportunities by the SBM Group, including those pertaining to climate change and the green economy, insofar as they may impact the organisation's operations or reputation, alongside supervising proposed strategic initiatives and mitigation plans;
- Supervise the adherence of the SBM Group's sustainability strategy and initiatives to relevant internal/external standards, stipulations, norms and industry best practices;
- Ensure that the SBM Group monitors and reports its sustainability performance to relevant parties on an ongoing basis, mindful of objectives set for promoting sustainable business, responsible organisation and inclusive communities;
- Ensure that the SBM Group promotes sustainability awareness and education among employees, customers and other stakeholders;
- Review and recommend the Sustainability Report of the Integrated Annual Report of the SBM Group to the Board of SBM Holdings Ltd for approval, after ensuring that it includes comprehensive updates on sustainability initiatives, challenges and performances;
- Ensure that the SBM Group promptly addresses any sustainability issues arising from internal audits and concerns highlighted by regulators and other relevant stakeholders.

Additional Functions

- Perform any other functions and exercise such powers as may be delegated to it from time to time by the Board, with flexibility to adapt the committee's focus in response to evolving sustainability and Diversity Equity & Inclusion ("DEI") standards and business objectives.
- Take note of the Report from the Group Sustainability Forum on a quarterly basis and provide the necessary guidance, as applicable.