



9R LIMITED
(Company Registration No.: 199307300M)

9R LIMITED SUSTAINABILITY POLICY

Version Update: May 2023

SUSTAINABILITY POLICY (“Policy”)

1.0 Objective

- 1.1 9R Limited (“**Company**”) and its subsidiaries (“**Group**” or “**our**” or “**we**”) endeavours to conduct its businesses in a sustainable and responsible matter.

2.0 Scope

- 2.1 This Policy informs our stakeholders on how we consider ESG matters in our product and service offerings and is implemented following consultation with ESG professionals.
- 2.2 This Policy shall apply to the Group and is communicated to all employees of the Group through any practical means and available at <https://www.9rlimited.com/>.

3.0 Board Oversight

- 3.1 Reflecting the central importance of sustainability, the Board of Directors of the Company (“**Board**”) oversees the implementation sustainability efforts and is updated by management of the Group from time to time.
- 3.2 As the Group grows over time, the we endeavour such growth is reflected in our sustainability practices as well given the regulatory push for sustainability.

4.0 The Group’s Sustainability – Environmental Efforts

- 4.1 We encourage digitalization in our record-keeping and administrative processes.
- 4.2 Printing paper is generally double sided in black and white.
- 4.3 Unused electrical appliances are to be switched off in our places of operations.
- 4.4 Setting air-conditioners’ temperature at an energy efficient level will be explored.
- 4.5 Earth hour may be practiced.
- 4.6 We place waste segregation baskets in our places of operations.
- 4.7 Where possible, waste generated from our value chain are sent for recycling.

5.0 The Group's Sustainability – Social Efforts

- 5.1 We exhibit notices to raise awareness against sexual harassment.
- 5.2 We do not condone any discrimination for race, colour, religion, sex, gender identity, sexual orientation, national origin, age or disability.
- 5.3 Our employees are sent for external training in fields relating to their job scope.
- 5.4 Our offices are cleaned regularly to promote a hygiene workplace.

6.0 The Group's Sustainability – Governance Efforts

- 6.1 We have policies for whistleblowing and anti-bribery to promote transparency.
- 6.2 We obtain an individual's consent before collecting their personal data in respect of our service and product offerings.
- 6.3 We aim to conduct training to raise awareness and educate our employees on various matters.
- 6.4 Our businesses have the requisite licences to operate and aim to renew the same timely.

Recommended for adoption by the Audit and Risk Committee of the Company on : **12.5.2023**
Approved by the Board of the Company on : **12.5.2023**