

SUSTAINABILITY POLICY STATEMENT

Since its founding, Capital A Berhad (formerly AirAsia Group Berhad) has been at the forefront of innovation in the aviation and travel industries. As we expand into new digital lines of business, we actively acknowledge the importance of building resilience in each area.

We are committed to rebuilding for the future by minimising our environmental footprint, securing the integrity of our systems and serving our communities. 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

- a. Meet and uphold all environmental standards issued by the International Civil Aviation Organization and applicable civil aviation authorities.
- b. Align ourselves with the International Civil Aviation Organization's Long Term Aspirational Goal to reach net zero by 2050.
- c. Invest in the most efficient fleet and continue to innovate operational efficiencies that reduce fuel consumption and CO₂ emissions.
- d. Explore further carbon reduction opportunities - especially through the utilisation of sustainable aviation fuels and carbon offsets.
- e. Conserve natural resources by optimising resource consumption, especially fuel, electricity and water.
- f. Manage waste under the 3R principles to Reduce, Reuse and Recycle.

Social

- a. Continuously improve on our safety practices and provide a safe and healthy work environment for our employees.
- b. Nurture a diverse and inclusive culture that does not discriminate on grounds of gender, race, ethnicity, age, abilities, sexual orientation or any other condition.
- c. Continue to be an industry leader to increase female participation in all roles including Science, Technology, Engineering and Mathematics (STEM).
- d. Maintain an inclusive work environment that emphasises fair working conditions, safety, health and work-life balance.
- e. Ensure the basic human rights of our employees, business partners and other parties are respected, while taking a zero tolerance stance towards exploitation of child labour and forced labour.

- f. Contribute to ASEAN Community-building aspirations by empowering entrepreneurship and building resilience amongst associated communities.
- g. Support the growth of responsible tourism in ASEAN to conserve natural ecosystems and heritage sites.

Governance

- a. Meet our sustainability ambitions as detailed in Capital A's Sustainability Redbook.
- b. Establish a sustainability framework to meet the aspirations of the United Nations Sustainable Development Goals (SDGs).
- c. Conduct our business practices with transparency, integrity and robust corporate governance.
- d. Continuously review and update policies and processes to maintain the highest standards of compliance across all key metrics.
- e. Manage risk and opportunities of each line of business, including Environmental, Social and Governance (ESG) aspects.
- f. Instil a culture of sustainability in our workplace and recognise exemplary conduct.
- g. Communicate our sustainability values, approach and priorities to all stakeholders, including our investors, business partners, suppliers and guests.
- h. Practise responsible sourcing and favour business partners that offer a value proposition that is consistent with our ESG priorities.

This policy is periodically reviewed to ensure its suitability and adequacy.