

Climate, Nature and Biodiversity Policy

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Public

1. Purpose

At DFI Retail Group, we are committed to integrating environmental sustainability into our operations and decision-making by focusing on climate change, nature conservation and biodiversity protection. This Climate, Nature and Biodiversity Policy ("Policy") provides the requirements, guidance and framework for managing the interrelated impacts of emissions, ecosystems and natural resources across our operations and value chain.

2. Definitions

In this Policy, the following definitions apply:

"Business Partners" has the meaning given to it in Section 3.2 below.

"DFI" means DFI Retail Group Holdings Limited.

"DFI Retail Group" means DFI and its majority owned or controlled subsidiaries, affiliates and businesses.

"Sustainability Committee" has the meaning given to it in Section 5.1 below.

"Senior Management" has the meaning given to it in Section 5.2 below.

"Team Members" has the meaning given to it in Section 3.1 below.

3. Who does this Policy apply to?

- 3.1 This Policy applies to all DFI Retail Group employees, including full-time, part-time, contract and temporary employees of all levels, and any person who acts on DFI Retail Group's instructions ("**Team Members**"). Our different markets may provide further addenda to refine the local application of this Policy and/or provide supplemental guidance in light of the applicable local legal framework.
- 3.2 In addition, we expect DFI Retail Group's contractors, consultants, suppliers, and other business partners including but not limited to franchisees ("**Business Partners**") to follow the principles in this Policy in relation to their dealings with us and for this purpose, DFI Retail Group has introduced a separate Supplier Code of Conduct.
- 3.3 DFI Retail Group's direct and indirect associated companies and joint venture partners are also encouraged to adopt the Policy or incorporate its principles in their own policies.

4. Commitments

- 4.1 DFI Retail Group commits to:
 - monitor and comply with all applicable public and local laws and regulations related to climate and environmental protection, including those addressing climate change, nature and biodiversity conservation, in the countries and regions where we operate. Where this Policy sets a more stringent requirement than applicable law, this Policy shall prevail. If local law prohibits full application of this Policy, DFI Retail Group will comply with the law while seeking to meet the intent of this Policy to the maximum extent possible;
 - assess and manage our priorities, including practices that support pollution prevention, emission reduction, sustainable resource use and circularity, climate change mitigation and adaptation, traceability enhancement and management of biodiversity impacts, on an ongoing and continuous improvement basis;
 - establish relevant objectives and targets, implement processes to support their achievement, and measure performance on an ongoing basis;

- seek opportunities to collaborate with relevant Business Partners (i.e., value chain suppliers) to improve sustainable procurement practices; and
- take steps to execute this Policy in line with DFI Retail Group's Sustainability Framework and guiding principles, to help ensure it is relevant to DFI Retail Group's operating context. (Please refer to Appendix: Implementation Guidance for more detailed consideration of material issues).

5. Governance, Roles and Responsibilities

5.1 A sub-committee from the Management Committee shall be established (the “**Sustainability Committee**”), supported by the Group Sustainability team, and will provide overall direction and governance in relation to climate, nature and biodiversity matters. The Sustainability Committee is responsible for:

1. leading the strategic direction on sustainability topics and establishing DFI Retail Group's climate, nature and biodiversity objectives and targets;
2. providing governance and oversight to ensure alignment of relevant sustainability initiatives with business priorities; and
3. monitoring and reviewing progress towards relevant Group sustainability targets, programmes, initiatives and risks.

5.2 The senior management (“**Senior Management**”) of the business units within DFI Retail Group shall be responsible for implementing this Policy within their respective scope of operations and areas of responsibility, helping to ensure alignment with DFI Retail Group's climate, nature and biodiversity objectives. In particular, Senior Management is responsible for:

- setting relevant sustainability targets for their business units that align with DFI Retail Group's targets and integrate them into business planning and performance metrics;
- identifying, assessing and managing relevant physical and transition risks and opportunities on climate and nature for their business units and value chain;
- allocating adequate resources and budget to support sustainability initiatives;
- providing appropriate training for relevant Team Members and reviewing competency needs periodically;
- ensuring transparency and accurate representation when reporting performance and progress; and
- driving collaboration, innovation and continuous improvement.

5.3 In observing this Policy, all Team Members:

- shall comply with applicable laws, this Policy and internal procedures related to climate and environmental protection;
- should support the achievement of relevant objectives and targets through their roles and responsibilities;
- should minimise environmental impacts through responsible operations and practices;
- should participate in relevant training on climate change, energy conservation, resource and waste management, biodiversity management and other relevant topics;

- are encouraged to engage in collaboration, innovation and continuous improvement efforts;
- should contribute to transparent reporting and data collection efforts;
- should communicate and collaborate, where appropriate, with relevant Business Partners, including but not limited to suppliers of products and services and contractors, to incorporate the principles and objectives of this Policy; and
- should adopt sustainable procurement practices and cascade these principles and guidelines to Business Partners through the Supplier Code of Conduct.

6. Data Management and Reporting

6.1 DFI Retail Group shall establish and maintain appropriate processes and controls for the management, reporting and disclosure of climate, nature and biodiversity-related data and information. DFI Retail Group shall:

- apply recognised standards and methodologies and maintain controls for data quality (completeness, accuracy, timeliness, consistency);
- disclose performance and progress publicly on an annual basis in line with applicable regulatory requirements; and
- maintain and test procedures to respond to any environmental incidents, including notification, containment, corrective action and learning capture.

7. Reporting Violations

7.1 Team Members are encouraged to report any actual or suspected breach of this Policy through available channels, including their line managers or Sustainability team. Line managers are expected to direct and report any such incidents they become aware of to ensure timely review and investigation.

8. Policy Update and Interpretation

8.1 This Policy may be updated by the Policy Owner from time to time. Any questions related to this Policy shall be referred to the Policy Owner or the Legal Head of your business or function.

8.2 In case of any discrepancy, the English version shall prevail.

Related policies: Sustainable Procurement Policy