

**POLICY ON
ENVIRONMENTAL, SOCIAL
AND GOVERNANCE
SUSTAINABILITY**



ON'ALLY HOLDINGS PLC

**POLICY ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE
SUSTAINABILITY**

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<u>Approved By</u>	<u>M.H. Jamaldeen – Managing Director</u>
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Preamble

On'ally Holdings PLC (the “Company”) is committed to integrating Environmental, Social, and Governance (ESG) principles into its business practices, recognizing that long-term sustainability is critical to the Company’s success and its impact on society and the environment. This ESG Sustainability Policy reflects the Company’s dedication to minimizing its environmental footprint, promoting social responsibility, and upholding the highest standards of corporate governance. Through responsible management of resources, engagement with stakeholders, and ethical leadership, On'ally Holdings PLC aims to foster sustainable growth while contributing positively to the communities in which it operates. By embedding ESG considerations into decision-making and operations, the Company seeks to create long-term value for its shareholders, employees, customers, and society at large, while ensuring compliance with all relevant regulations and industry standards.

Definition

SEC : Shall all time mean and include the Securities Exchange Commission of Sri Lanka

CSE: Shall all time mean and include the Colombo Stock Exchange of Sri Lanka

Objective

The Environmental, Social, and Governance Sustainability Policy of the Company is designed to achieve among other things the following objectives;

1. To minimize the Company’s environmental impact by adopting sustainable practices, reducing resource consumption, and lowering carbon emissions, while promoting the responsible use of natural resources.
2. To foster positive social impact by promoting fair labor practices, ensuring workplace safety, supporting community development, and respecting human rights across the Company’s operations and supply chain.
3. To ensure the Company adheres to the highest standards of corporate governance by maintaining transparency, ethical business conduct, and accountability in all decision-making processes.

4. To embed Environmental, Social, and Governance considerations into the Company's strategic planning, risk management, and operations, ensuring that sustainability is a core element of long-term business growth and success.
5. To actively engage with stakeholders, including shareholders, employees, customers, and communities, ensuring that their interests and concerns are considered in the Company's sustainability efforts.
6. To comply with all relevant Environmental, Social, and Governance regulations, while ensuring timely and accurate reporting of the Company's Environmental, Social, and Governance performance to stakeholders.
7. To continually assess and improve the Company's Environmental, Social, and Governance practices, setting measurable goals and tracking progress to ensure alignment with industry best practices and global sustainability standards.

By adhering to these objectives, the Company aims to contribute to a more sustainable future while creating long-term value for all its stakeholders.

Applicability

The policy applies to all employees of the Company, and other individuals performing functions in relation to the Company including staff on contract basis, interned and outsourced staff.

Policy on Environmental Sustainability

On'ally Holdings, as a key player in the real estate sector, recognizes its responsibility to minimize its environmental impact while providing sustainable retail office spaces. Environmental responsibility in the context of letting these spaces involves adopting eco-friendly practices that reduce carbon footprints, conserve natural resources, and promote energy efficiency for both tenants and the company.

Policy on Social Sustainability

On'ally Holdings acknowledges the importance of social responsibility in its business practices, particularly in the letting of retail office spaces. Social responsibility goes beyond just financial performance, encompassing the company's commitment to positively impacting its tenants, employees, and the surrounding communities. In the context of retail office spaces, On'ally

Holdings aims to create an inclusive, safe, and supportive environment that benefits both its tenants and the broader society.

Governance Sustainability

Governance sustainability at On'ally Holdings revolves around maintaining transparent, ethical, and accountable business practices in the management and leasing of retail office spaces. This ensures that all operations are conducted with integrity, and that there is an emphasis on long-term value creation for tenants, investors, and other stakeholders. By embedding strong governance principles, On'ally Holdings aims to foster trust, mitigate risks, and promote responsible business conduct.

Publication

The Company's website will disclose the existence of the Policy on Environmental , Social and Governance Sustainability and a summary may be shared with the shareholders of the Company upon request made to the Company Secretary.

Review and Update

This policy shall be reviewed and updated at least once every two (2) years by 30th September. The required updates and modifications shall be recommended to the Chairman of the Board for approval.

On'ally Holdings PLC reserves the right to modify and amend the policy at any time.

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M.H. Jamaldeen
Managing Director