



MAX MYANMAR GROUP

SUSTAINABILITY JOURNEY 2025-26

PEOPLE TODAY
A BRIGHTER TOMORROW

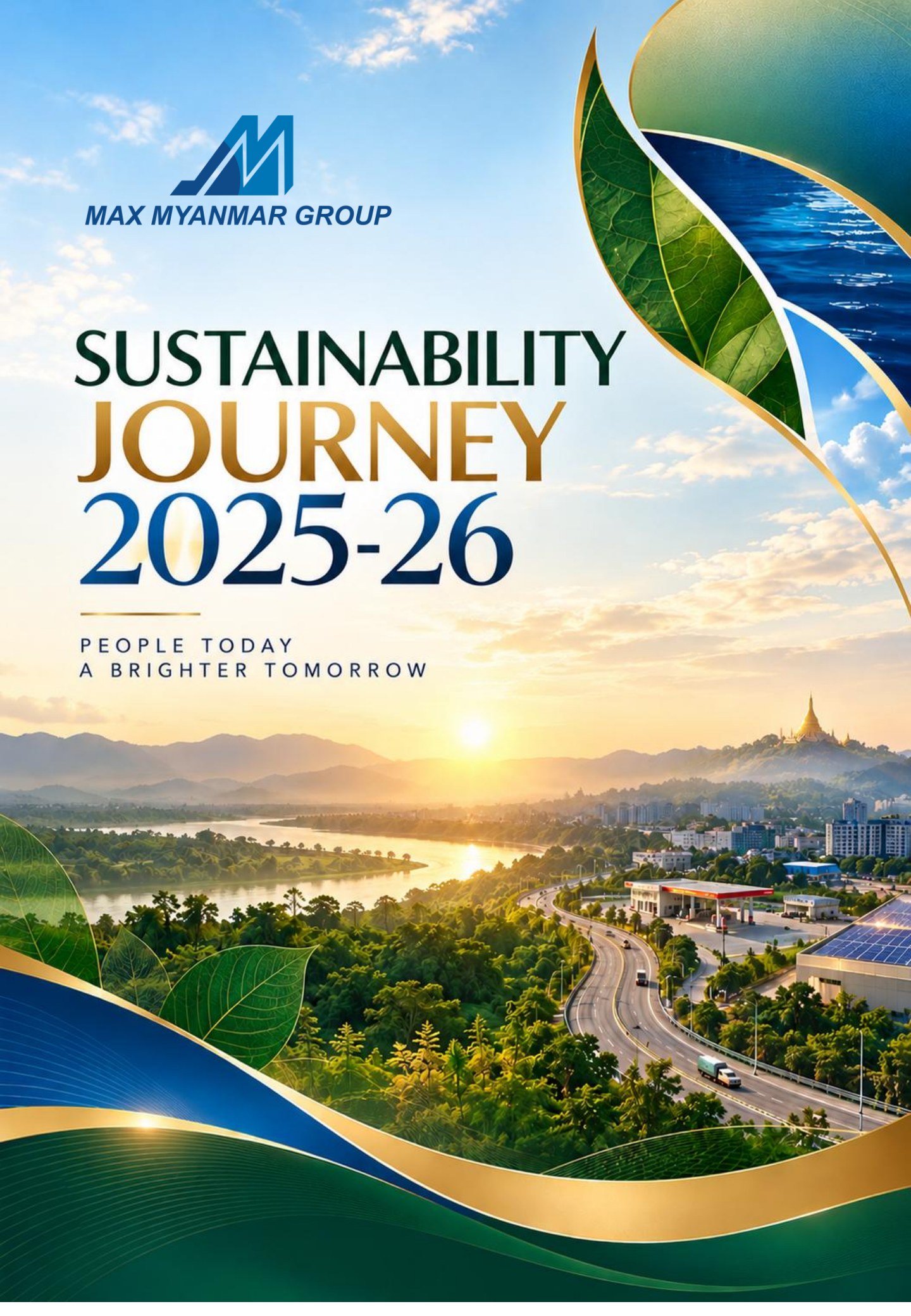


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1. MESSAGE FROM CHAIRMAN

Dear Stakeholders,

It gives me great pleasure to present to you our Corporate Responsibility Report for the past year. As we reflect on our journey, it's clear that our commitment to responsible business practices remains steadfast, even in the face of unprecedented challenges.

At Max Myanmar Group, we understand that our actions have far-reaching implications beyond our bottom line. We recognize our responsibility to contribute positively to the communities and environments in which we operate, and this report encapsulates our efforts to do just that.

Throughout the past year, we have continued to prioritize sustainability, diversity and inclusion, ethical governance, and community engagement. From reducing our carbon footprint to implementing initiatives that promote diversity in our workforce, we have made significant strides towards our goals.

However, we also acknowledge that there is still much work to be done. As we move forward, we are committed to building upon our progress and identifying new opportunities to make a meaningful impact. We understand that true sustainability is a journey, not a destination, and we are dedicated to continuously improving our practices.

I would like to express my sincere gratitude to all of our stakeholders for their ongoing support and collaboration. It is through our collective efforts that we are able to drive positive change and create a brighter future for generations to come.

Thank you for your continued commitment to our shared values and vision.

U OHN KYAW

CHAIRMAN

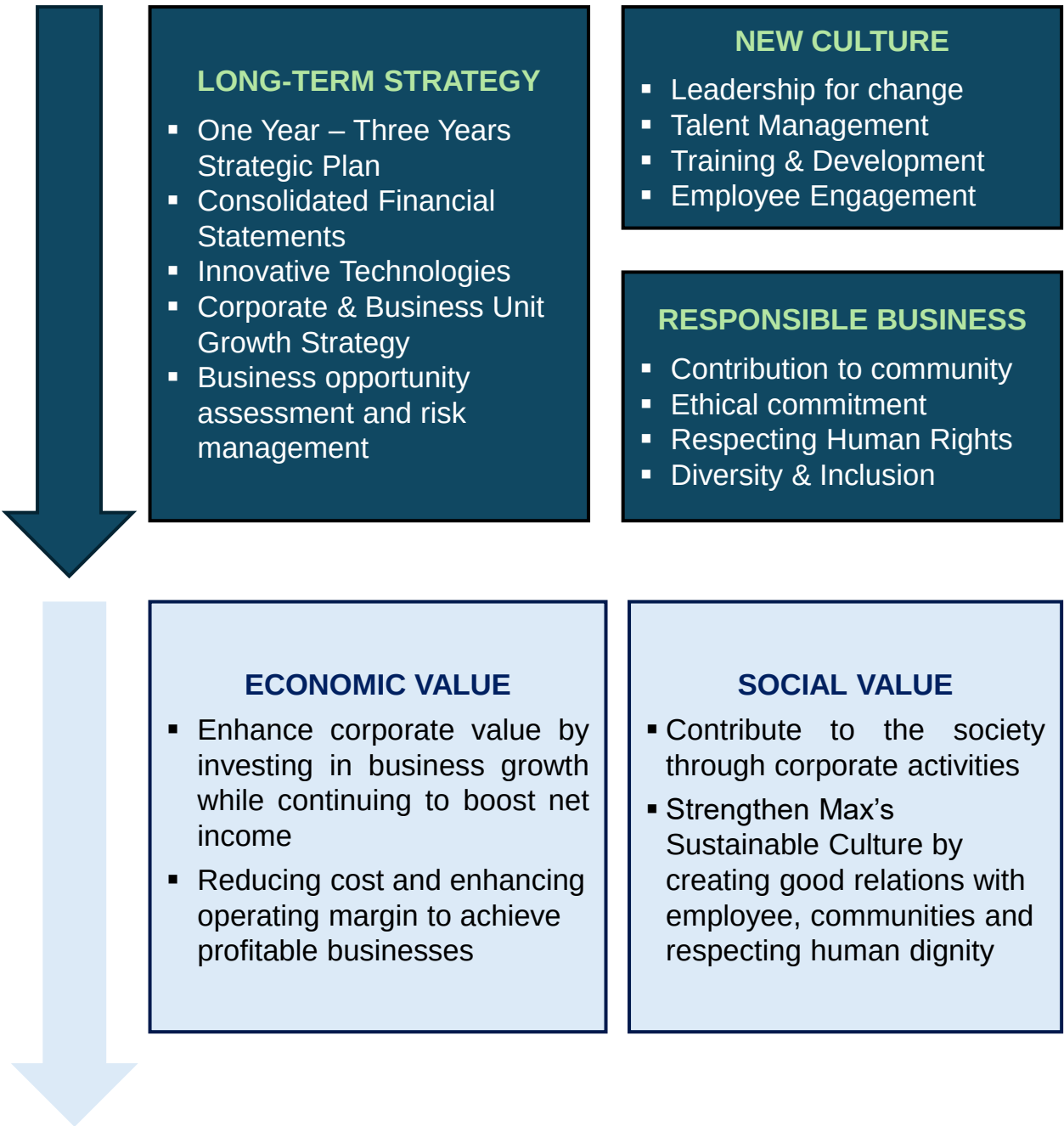
Max Myanmar Group

2. SUSTAINABILITY STRATEGY OVERVIEW



2.1 SUSTAINABILITY STRATEGY

VALUE CREATION FOR BUSINESS



SUSTAINABILITY INDEX



2.2 STRATEGY OVERVIEW

At Max Myanmar Group, sustainability is a core value that guides everything we do. We recognize that our business operations have an impact on the environment, society and economy and we are committed to minimizing that impact while maximizing positive outcomes.

Our sustainability strategy is built upon a vision of a world where business thrives in harmony with the planet and its people. To realize this vision, we have set ambitious goals across key areas.

Social Responsibility

We prioritize the well-being of our employees, communities, and supply chain partners. We strive to foster a diverse and inclusive workplace, uphold labor rights, and support local communities through philanthropic initiatives and volunteering.

Ethical Governance

Integrity and transparency are the cornerstones of our governance framework. We adhere to the highest ethical standards in our decision-making processes, ensuring accountability and trust among our stakeholders..

Environmental Stewardship

We aim to reduce our carbon footprint, minimize waste generation, and conserve natural resources. Our goal is to achieve carbon neutrality by 2030 and transition to nearly 100% renewable energy for our operations..

Innovation and Collaboration

We believe that innovation is key to driving sustainable growth. We invest in research and development to develop eco-friendly products and services, and we collaborate with industry partners or organizations to address global challenges.

We believe that sustainability is not just a responsibility, it's an opportunity to create long-term value for our business and society as a whole. By embracing sustainability principles in everything we do, we are not only mitigating risks and reducing costs but also driving innovation, enhancing brand reputation and building a better world for future generations,

3. STAKEHOLDER ENGAGEMENT



3.1 STAKEHOLDER ENGAGEMENT

We believe that continuously monitoring stakeholder demands and crafting suitable responsiveness strategies must therefore be a focus of successful business strategies. Max Group is engaging and communicating more with its stakeholders through social media and in-person meetings. It has participated in a variety of local and international fora focused on responsible business in Myanmar, both with NGOs and industry groups.

STAKEHOLDER	FY 23 INTERACTIONS
Board of Directors	<p>Our Board engaged with related committees which oversees corporate responsibility matters to :</p> <ul style="list-style-type: none">- Provide an update on corporate responsibility strategy, guidelines and initiatives.- Collect feedback related to corporate responsibility issues that impact the company as part of our annual assessment <p>During 2025-26, our Board reviewed Group’s corporate values and principles for environmental sustainability and reforestation as well as Group’s diversity and inclusion.</p>

STAKEHOLDER	FY 23 INTERACTIONS
<p>Communities</p>	<p>With the mission of “Sharing with and Contributing to our Community”, we commit to community development in areas of financial, educational, charitable, cultural, communal, and environmental causes in our country.</p> <p>We actively participate in the prevention, reconstruction, and rehabilitation of the community with regards to the impact of natural disasters.</p> <p>We always encourage open, honest and continual dialogue with local communities to achieve mutual understanding and cooperation.</p> <p>We invite local communities to participate in some of our training programs, such as firefighting and workplace health and safety.</p>
<p>Customers</p>	<p>Max Myanmar Group strongly recognizes the importance of appropriate safeguarding of such personal information of clients or customers.</p> <p>In order for the company to accomplish our work in accordance with our social and legal obligations, we reviewed Policy for Managing Customer’s Personal Information* to appropriately hold and safeguard personal information and maintain a robust and suitable management of such information used in our business and operations.</p> <p><i>*See the Policy on Group’s website.</i></p>

STAKEHOLDER	FY 23 INTERACTIONS
Employee Engagement	<p>We developed several Covid-19 programs related to employee safety and mental health.</p> <p>We delivered surveys to measure sentiment around topics such as meaningful work, diversity, inclusion and belonging.</p> <p>We followed BCGE guidelines to help our businesses go beyond fundamental responsibilities and increase support of respecting and ensuring the human rights of workers and their families.</p>
Suppliers Engagement	<p>We reviewed our Supply Chain Management Guidelines to uphold the standards of our suppliers Code of Conduct, based on worker input, local laws and core values.</p>

4. EMPLOYEMENT ENGAGEMENT



4.1 INCLUSIVE WORKFORCE

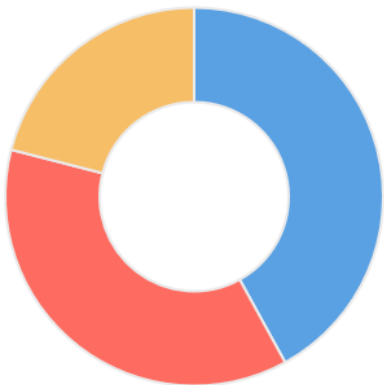
To thrive in today’s competitive business environment and over the long term, Max Myanmar Group believes that to attract and retain a workforce with diverse backgrounds, experiences and perspectives are key values and integral to a successful business.

At Max Myanmar Group, we believe that building the diversity and inclusive workforce improves operational performance, influences innovative business strategies and drives positive results by advancing our workforce, cultivating an inclusive workplace and advancing our reputation in the marketplace.

Our commitment to diversity and inclusion is reflected in the way we engage our people, our customers and our external partnerships through our innovative programs, sponsorships and engagement.



Diversity, Equity & Inclusion



42 %	men
37 %	women
21 %	contract-based

In Max Myanmar, we ensure all our employees can benefit freedom of religion and we make sure no discrimination and getting equal working environment in align with UDHR.

Awareness trainings of Human Rights and Whistle Blowing policies were conducted among employee by the management.

Suggestion boxes were placed all over our business areas and in additions to providing phones numbers, suggestion emails and social media sites were publicized to all our stakeholders.

Our whistle blowing committee closely paid attention to all the feedbacks of our stakeholders through various communication channels.

Orientation trainings were conducted in regular basis not only to welcome the new employee and make them aware of their rights and responsibilities..

We provide educational stipends to support our employee' children education, ranging from kindergarten, primary school, middle school, high school, university to master's degree students.

We also provide health care program for our employee and annual regular medical check-ups are conducted for all employee.

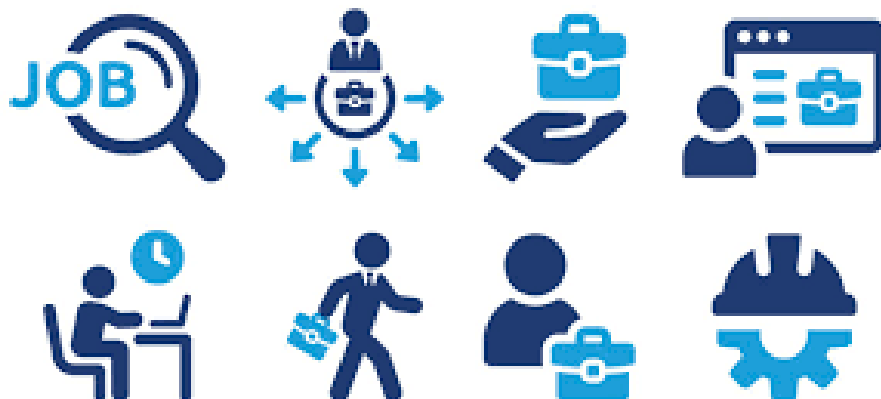


4.2 OPPORTUNITIES FOR YOUNG PEOPLE

We also support young generation by initiating student part-time-job-opportunity program which will be expanded more widely all over the country in near future.

As of now, almost 10% of our total full-time employee has been appointed in our program and we plan to expend more percentage in future.

In this program, we provide proper trainings which support the safety and security of the students and Max Myanmar will also fully support their career development by prioritizing to consider them if they are willing to become full-time employee.



4.3 EDGE CERTIFIED WORKPLACE

As one of the Leader members of BCGE, Max Myanmar Group has been working to integrate gender equality initiatives in our organization to help build a more gender-equal workplace.

EDGE is global certification system and label to engage corporations across the world in fostering equal career opportunities for women and men in the workplace.



4.4 CAREER DEVELOPMENT 2025-26

Career development by Max Myanmar Group involves initiatives and strategies to help employees grow professionally within the organization.

36 Training and Development Programs
(Online)

31 Mentorship and
Coaching

1 Leadership
Development Program

1 Annual
Performance Appraisals



5. SOCIETAL RESPONSIBILITY

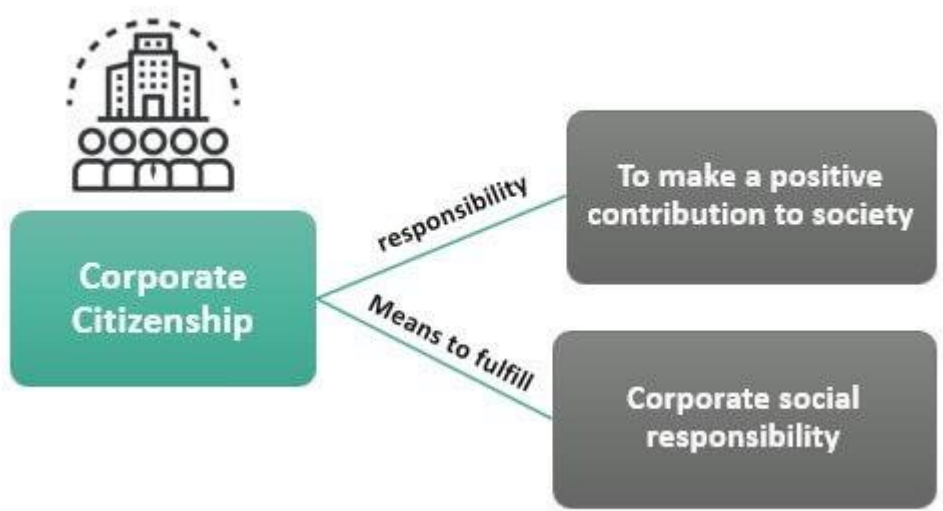


5.1 CORPORATE CITIZENSHIP

Max Myanmar has a long-standing, reputation as a responsible corporate citizen. To be responsible business entity, we strive to achieve business success in ways that reveal respect for people and planet and uphold the values and high standards of ethics.

We demonstrate respect for people and planet that considering long-term and short-term impacts to the environment and community when we make business decisions.

We are committed to the principle of UDHR and United Nations Global Compact, the world’s largest corporate citizenship initiative.



5.2 RESPECT FOR HUMAN RIGHTS

We always respect and honor the human rights of people involved in our business and, in particular, do not use or tolerate any form of harassment, bullying and violence. Max Myanmar Holdings and its subsidiaries expect to be held to a higher standard in what we do. We strive to be a responsible leader in our industry, a model-class operator for other business in Southeast Asia, a good corporate citizen and a great employer.

We acknowledge and respects the principles contained in the International Bill of Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at work. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights, and we actively participate in the United Nations Global Compact.

Our Human Rights Policy reflects the Holdings commitment to conduct its business in a manner consistent with these principles and to protect and promote human rights within the company's sphere of influence.

always
respect
and honor / **respect
for
human rights**

5.3 OCCUPATIONAL HEALTH & SAFETY

Max Group is developing a culture of safety by making OHS part of daily work routines, particularly for those companies where it is needed most because of the type of operations (e.g. construction). It has also created a monthly accident report which is published online.

In addition, Max Group has started to map its risks across four areas: economic, people, environment, and community, to help determine where additional gaps in practice exist. Max Myanmar always care for customers' health and safety.

We strongly believe that excellent health and safety standards of our employees directly contribute to the success of the company and as such committed to ensure a safe working environment to enhance company's health and safety climate.

We encourage that all of our employees must coordinate and comply with policies and procedures of health and safety environment.



6. ENVIRONMENTAL INITIATIVES



6.1 CONSERVATION OF RESOURCES

Protecting the environment is ingrained in the group's corporate values and principles. Therefore, Max Myanmar strictly adheres to all relevant environmental laws and regulations. The company also actively seeks to partake in environment engagement and reforestation initiatives.

Max Myanmar plans to adopt the ISO 14001:2004 Environmental Management System based on a solid sustainability framework in the near future in order to secure the future growth of both the corporation and the communities it operates in.

Max Myanmar Group has started focusing more on environmental matters as well by carrying out ESIA's (and publishing them on Group website) for four different site areas.

Max Myanmar Group adopts a policy on land grabs and increase awareness among its staff around the importance of environmental sustainability.

Max's environmental management includes understanding and assessing environmental impacts, reducing environmental impacts (e.g. waste, water and air emissions, biodiversity, etc), and ensuring transparency of actions taken and impact.

We believe that appropriate environmental management will be of particular importance for land restoration efforts. Nearly 50 Solar panels have been installed at Max Highway Co., Ltd Aung Lan Toll Gate to demonstrate group commitment to environmental sustainability.

We always focus on actions taken to improve resource efficiency and reduce emissions will improve both economic and environmental performance.

We always seek to use technological advances and innovative solutions to minimize the negative impact of our operations on the environment. At the same time, economical use of the most valuable and costly raw materials helps us to ensure the competitiveness sustainably.



6.2 WASTE MANAGEMENT PLAN

We believe that our corporate responsibility goes beyond our proprietary borders and therefore every effort will be made to conserve resources throughout our operations. We are doing our best to recycle or salvage for reuse of the waste generated on-site.

Waste reduction will be achieved through building design, and reuse and recycling efforts will be maintained throughout the construction process.

Mandatory recyclables include:

- Newspaper
- Corrugated cardboard
- White and colored office paper
- Glass bottles and jars
- Metal cans



6.3 AYA FORESTATION

Building upon corporate and social partnerships, AYA Forestation Campaign has been created between Max Myanmar Group together with Ayeyarwady Foundation in order to create an awareness in the public about the importance to take action for the planet.

With the slogan of “Where there is TREES, there is Future”, the campaign is to raise awareness of the importance of forests, plant the trees and their preservation for the coming generations.



“ Where there is TREES, there is Future ”





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