

# Sustainability Governance

By developing a solid governance system, we can implement sustainability initiatives and monitor their success. At the pinnacle of our governance structure, the Board of Directors sets the tone from the top. The Board is supported by its Risk Management Committee (“RMC”), and the Sustainability Management Committee (“SMC”) which is chaired by the Managing Director and Chief Executive Officer (“MD & CEO”). The multi-tiered governance system of IHH ensures the sustainability strategy is aligned with the Group’s overall goal and per the Terms of Reference for each Committee, Sub-Committee, and the Board of Directors.

In addition, the SMC is supported by engagements with CEOs and Sustainability Representatives (“SReps”) from each of our countries of operation.

## IHH’s Sustainability Governance Structure

