

DIALOG'S ESG ROADMAP

DIALOG has developed an ESG Roadmap to accelerate our ESG journey, outlining short to medium-term initiatives. This proactive approach allows our organisation to evolve and allocate resources effectively to achieve our goals.

Phase	Commitment towards ESG	Taking Action in Promoting Sustainability
Timeframe	Short-term (2023-2025)	Medium-term (2026-2030)
 Goal	- All employees are aware and informed of our commitment towards ESG - Clear roles and responsibilities established in governance structure for sustainability related topics - Baseline and Key Performance Index ("KPIs") set for goals	- Sustainability is integrated in each business functions group-wide - All relevant employees managing sustainability topics are equipped with fundamental knowledge and skills to take actions - Goals and KPIs for each material topic are clear and well defined
Focus Area		
 Employee Communication	- Communicate DIALOG's commitment to group-wide entities - Create awareness and build capacity of employees across different functions for ESG/climate-related topics - Collect and establish relevant baseline KPI data for goals	- Continue to upskill employees and enable them to take actions - Continue to communicate the initiatives to group-wide operational entities
 Governance	- Establish clear roles and responsibilities within the governance structure for individuals or functions, who are accountable and responsible for sustainability topics and communicate it through public disclosure(s) - Disclose which functions/positions sit in the SDWC - Specify which positions are responsible to oversee sustainability policies - Disclose board committee responsibilities for ESG/sustainability topics	- Establish and disclose clear process of engagement/reporting within the governance structure for sustainability-related topics - Disclose the established or updated governance structure as recommended - Establish governance structure where responsibility for sustainability is integrated within each of the functions
 Targets	- Understand and comply to local and any other applicable regulations - Collect and establish relevant baseline KPI data for goals - Finalise the goals and KPIs for the material topics	- Establish detailed action plans for each of the target and roll out the initiatives to group-wide operations - Monitor and track progress against the targets set - Review and refine the approach in tracking progress against targets - Review the ambition level and revise/add targets if necessary
 Reporting	- Communicate the commitment and goals publicly - Report in reference to International Standards such as Global Reporting Initiative ("GRI") standards, Task Force on Climate-Related Financial Disclosures ("TCFD") recommendations or others where applicable - Report by taking into consideration ESG ratings as a reference guide for disclosure requirements and evaluation	Further improve sustainability disclosures as below: - Communicate the progress against goals publicly - Report in accordance with International Standards such as GRI standards, TCFD recommendations or others where applicable - Report by taking into consideration ESG ratings as a reference guide for disclosure requirements and evaluation