

SUSTAINABILITY REPORT

ESG Performance Data Table

ENVIRONMENTAL				
Total Energy Consumption	Unit	FY2025	FY2024	FY2023
Electricity consumption				
Total electricity consumption	MWh	17,328	17,428	12,642
Fuel consumption				
Diesel/Petrol	MWh	334	216	202
Natural Gas	MWh	723	-	-
Total fuel consumption	MWh	1,057	216	202
Total energy consumption	MWh	18,385	17,644	12,844
Total energy consumption	GJ	66,186	63,519	46,238
Revenue	RM' million	771	752	659
Energy intensity ratio	MWh / Revenue	23.85	23.46	19.49
Renewable Energy ("RE")				
RE consumption (direct, self-generated)	MWh	1,337	1,472	477
RE sold	MWh	271	295	103
RE generation	MWh	1,608	1,767	580
RE certificates ("RECs")	MWh	502	-	-
Total RE generated (including RECs)	MWh	2,110	1,767	580
Total RE consumed (including RECs)	MWh	1,839	1,472	477
% of RE generation (including RECs) over total consumption	MWh	11.5%	10.0%	4.5%
% of RE consumed (including RECs)	MWh	10.0%	8.3%	3.7%
GHG Emissions				
Direct Emissions (Scope 1)	tCO ₂	233	59	55
Indirect Emissions (Scope 2)	tCO ₂	11,962	12,445	9,861
Total Scope 1 & 2 Emissions	tCO ₂	12,195	12,504	9,916
Business Air Travel (Scope 3)	tCO ₂	1,135	1,106	901
Employee Commuting (Scope 3)	tCO ₂	3,850	3,703	-
Total Scope 3 Emissions	tCO ₂	4,985	4,809	901
GHG Emissions Intensity Ratio				
Revenue	RM' million	771	752	659
Scope 1	tCO ₂ / Revenue	0.30	0.08	0.08
Scope 2	tCO ₂ / Revenue	15.51	16.55	14.97
Scope 3	tCO ₂ / Revenue	6.47	6.39	1.37
Water				
Number of water stress/water scarce locations which we operate in:		0	0	0

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ESG Performance Data Table (Cont'd)

ENVIRONMENTAL (Cont'd)				
Water (Cont'd)	Unit	FY2025	FY2024	FY2023
Total Water Withdrawal, by Source:				
Municipal Potable Water Supply	m ³	48,061	45,791	34,551
Harvested rainwater	m ³	61	68	49
Surface water from rivers, lakes and natural ponds	m ³	0	0	0
Groundwater from wells, boreholes	m ³	0	0	0
Used quarry water collected in the quarry	m ³	0	0	0
External wastewater	m ³	0	0	0
Sea water, water extracted from the sea or the ocean	m ³	0	0	0
Total Water withdrawal or used	m ³	48,122	45,859	34,600
	ML	48.1	45.9	34.6
Total water discharged to offsite water treatment	m ³	48,122	45,859	34,600
Revenue	RM' million	771	752	659
Water Use Intensity Ratio	m ³ / Revenue	62.42	60.98	52.50

Waste Management

Waste directed to disposal:				
Hazardous Waste	tonnes	99	121	93
Non-Hazardous Waste		376	259	105
Waste diverted from disposal		171	173	126
Total Waste Generated		646	553	324
Hazardous Waste Management				
SW Code				
SW422	tonnes	53	78	68
SW307		19	21	15
Others		27	22	10
Total		99	121	93
Scheduled Waste Intensity Ratio				
Revenue	RM' million	771	752	659
As a % of revenue (total tonnes/total revenue):				
- SW422	tonnes / Revenue	6.9%	10.4%	10.3%
- SW307		2.5%	2.8%	2.3%
- Others		3.5%	2.9%	1.5%

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ESG Performance Data Table (Cont'd)

ENVIRONMENTAL (Cont'd)				
Waste Management (Cont'd)	Unit	FY2025	FY2024	FY2023
Waste Diverted from Disposal				
Recycled Waste Category				
Carton Box	tonnes	38	32	5
Plastic		2	<1	<1
Metal Scrap		109	124	98
Aluminium		14	9	11
Stainless Steel		6	8	9
Electrical Item		0	0	3
Copper Wire		1	0	0
Other batteries and accumulators		1	0	0
Total		171	173	126

PEOPLE									
Employee Category by Age	Age Group (Years)								
	FY2025			FY2024			FY2023		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Senior Management	0%	0%	100%	0%	0%	100%	0%	33%	67%
Middle Management	1%	82%	17%	2%	88%	10%	2%	91%	7%
Executive	62%	36%	2%	72%	27%	1%	74%	25%	1%
Non-Executive	56%	39%	5%	67%	32%	1%	72%	27%	1%
Overall Composition	56%	40%	4%	68%	31%	1%	70%	29%	1%

Employee Category by Gender	FY2025		FY2024		FY2023	
	Male	Female	Male	Female	Male	Female
Senior Management	50%	50%	67%	33%	67%	33%
Middle Management	76%	24%	73%	27%	77%	23%
Executive	78%	22%	80%	20%	80%	20%
Non-Executive	93%	7%	94%	6%	94%	6%
Overall Composition	84%	16%	85%	15%	86%	14%

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ESG Performance Data Table (Cont'd)

PEOPLE (Cont'd)						
Employee Category by Nationality	Nationality					
	FY2025		FY2024		FY2023	
	Local	Foreign	Local	Foreign	Local	Foreign
Senior Management	2	0	3	0	3	0
Middle Management	77	14	66	1	55	1
Executive	895	103	894	1	780	1
Non-Executive	530	142	522	45	560	45
Grand Total	1,504	259	1,485	47	1,398	47
Percentage (%)	85%	15%	97%	3%	97%	3%

Board Diversity			
Director Breakdown by Gender	FY2025	FY2024	FY2023
Female	29%	29%	29%
Male	71%	71%	71%

Director Breakdown by Age				
<30			0	0
30-50			0	0
>50			100%	100%
Number of substantiated complaints concerning discrimination or harassment in the workplace received in FY2023, 2024 and 2025:				None Reported
Contracted/Temporary Staff			0.1%	0.1%

Hiring, Diversity and Talent Development

New Hires breakdown by Gender, Age Group, and Nationality

New Hires	FY2025		FY2024		FY2023	
	Count	%	Count	%	Count	%
Male	192	56%	249	79%	302	82%
Female	153	44%	67	21%	66	18%
Total (By Gender)	345	100%	316	100%	368	100%

SUSTAINABILITY REPORT

ESG Performance Data Table (Cont'd)

PEOPLE (Cont'd)						
New Hires	FY2025		FY2024		FY2023	
By Age Group	Count	%	Count	%	Count	%
<30	239	69%	241	76%	276	75%
30-50	95	28%	73	23%	86	23%
>50	11	3%	2	1%	6	2%
Total (By Age Group)	345	100%	316	100%	368	100%

By Nationality						
Local	304	88%	315	100%	339	92%
Foreign	41	12%	1	0%	29	8%
Total (By Nationality)	345	100%	316	100%	368	100%

Parental Leave and Employment Continuity

Number of employees who:	FY2025		FY2024		FY2023	
	Male	Female	Male	Female	Male	Female
are entitled to parental leave	736	441	516	94	398	65
took parental leave	78	24	67	11	59	12
are still taking parental leave as at 31 December	0	12	2	2	0	3
are due to return to work after taking parental leave as at 31 December	78	12	65	9	59	9
resigned after parental leave ended	0	0	0	0	0	0
returned to work in the reporting period after parental leave ended	78	12	65	9	59	9
returned to work after parental leave ended who were still employed 12 months after their return to work	52	10	54	11	31	2
Return to work rate (%)	100%	100%	100%	100%	100%	100%
Retention Rate (%)	78%	91%	92%	92%	94%	100%

	FY2025
Eligible employee for performance reviews	100%

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ESG Performance Data Table (Cont'd)

PEOPLE (Cont'd)						
Employee Turnover	FY2025		FY2024		FY2023	
By Gender	Count	%	Count	%	Count	%
Male	339	81%	187	82%	147	84%
Female	81	19%	42	18%	29	16%
By Age Group						
<30	240	57%	170	74%	122	69%
30-50	145	35%	56	25%	47	27%
>50	35	8%	3	1%	7	4%
By Nationality						
Local	291	69%	228	100%	167	95%
Foreign	129	31%	1	0%	9	5%
By Employee Category						
Senior Management	1	0%	0	0%	0	0%
Middle Management	13	3%	11	5%	7	4%
Executive	232	55%	123	54%	102	58%
Non-Executive	174	42%	95	41%	67	38%
Overall	420	100%	229	100%	176	100%
			FY2025	FY2024	FY2023	
% of Participation in Human Rights Training			100%	100%	100%	
Number of substantiated complaints human rights violation* received in FY2023, 2024 and 2025:					None Reported	
Number of total and average training hours/days participated by employees			FY2025	FY2024	FY2023	
Total training hours			67,099	75,928	68,331	
Total training hours by employee category:						
Senior Management	89		113	94		
Middle Management	4,923		3,628	1,993		
Executive	47,584		53,059	58,104		
Non-Executive	14,503		19,128	8,140		
Average training hours per employee:			38	50	47	

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ESG Performance Data Table (Cont'd)

Total training hours by gender:	FY2025	FY2024	FY2023
Male	57,550	66,564	57,571
Female	9,549	9,364	10,760

Average training hours by employee category:

Senior Management	44	38	31
Middle Management	54	54	36
Executive	48	59	74
Non-Executive	22	34	13

Health, Safety and Wellbeing

	FY2025	FY2024	FY2023
Number of employees who are trained in health and safety standards	1,763 (100%)	1,532 (100%)	1,445 (100%)

Occupational Safety Performance

	FY2025	FY2024	FY2023
No. of Work-Related Fatalities	0	0	0

Injury Rates and Severity

LTIR – Employees	Quarterly	1.8	1.5	2.2
SR – Employees	Quarterly	25.1	3.8	44.3

Community Engagement and Social Investment

Total community investment (RM million)	3.01	3.02	1.97
Estimated number of beneficiaries	74,221	34,468	47,554

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ESG Performance Data Table (Cont'd)

ECONOMIC			
RM' million	FY2025	FY2024	FY2023
Economic Value Generated	771.48	752.37	658.75
Economic Value Distributed, which consists of:	500.36	495.93	422.92
• Procurement Spending	292.27	339.92	296.3
• Employee wages and benefits	189.15	133.74	115.85
• Payment to capital providers	1.81	0.64	0.60
• Tax payments	15.12	19.91	9.10
• Community contributions and donations	2.01	1.72	1.07
Economic Value Retained	271.12	256.44	235.83

Product Safety

Number of major incidents or breaches of safety and quality standards reported	0	0	0
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Anti-Bribery and Anti-Corruption

% of operations assessed for corruption related risks	100%	100%	100%
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Percentage of employee who received anti-corruption training, by employee category

	FY2025	FY2024	FY2023
Board of Directors	100%	100%	100%
Senior Management	100%	100%	100%
Managers – Major Subsidiaries	100%	100%	100%
Managers – Other Subsidiaries	100%	Not in scope	Not in scope
Employees – Major Subsidiaries	100%	100%	100%
Employees – Other Subsidiaries	Not yet covered	Not in scope	Not in scope

Number of confirmed incidents of corruption for FY2023, 2024 and 2025

	None Reported
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Supporting Local Economy and Job Creation

Total amount of spending on local suppliers (RM' million)	185.57	188.92	162.21
Total amount of spending on all suppliers (RM' million)	292.27	339.92	296.3
% of spending on local suppliers	63.50%	55.60%	54.80%

Number of identified or reports of any potential violations by suppliers on the Supplier Code with respect to social and environmental standards for FY2023, 2024 and 2025:

	None Reported
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