

# Sustainability Statement

Our current stakeholder engagement approach is as follows:

Table 2: SAMEE's Stakeholder Engagement

Stakeholders	Areas of Interest / Concerns	Engagement Channels	Sub-Group	Frequency
<b>Internal Stakeholders</b>				
Employees / Management / Directors	<ul style="list-style-type: none"> <li>Update on the current and future directions of SAMEE</li> <li>Update on the current and projected performance of SAMEE</li> <li>Opportunities for healthy career growth, upskilling, and learning and development</li> <li>Update on the current and future plans for the working environment, especially on job security, health and safety</li> <li>Safeguarding human rights and a humane and respectful workplace environment</li> </ul>	<ul style="list-style-type: none"> <li>Periodic and ad-hoc meetings and interactions</li> <li>Workshop discussions</li> <li>Weekly coordinating meeting and Weekly operation meeting</li> <li>Quarterly employee communication session</li> <li>Quarterly management meeting</li> <li>Annual Management Retreat/ Conference</li> <li>Board and Board Committee meetings</li> <li>Plant/Factory visits</li> <li>Learning and development programmes</li> <li>Value Creation Programme</li> <li>Corporate volunteering programmes</li> <li>Induction training</li> <li>Employee performance appraisal</li> <li>Employee Engagement Surveys</li> <li>SAMEE eHub App on Smartphones</li> <li>HR participates in Career Talks during SAMEE Career Day and career fairs organised by Perkeso and Learning Institutions</li> </ul>	<ul style="list-style-type: none"> <li>Directors</li> <li>Management</li> <li>Permanent staff</li> <li>Contract staff</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Quarterly</li> <li>Monthly</li> <li>Weekly</li> <li>Ongoing</li> </ul>
Shareholders / Investors	<ul style="list-style-type: none"> <li>Current and projected growth opportunities and threats</li> <li>Funding needs</li> <li>Risk management</li> <li>Corporate governance</li> <li>ESG-compliant and initiatives</li> <li>Board representation and diversity</li> </ul>	<ul style="list-style-type: none"> <li>Timeliness and periodic Bursa announcements</li> <li>Analysts/fund managers presentations and briefing</li> <li>Analyst reports on SAMEE</li> <li>Media write-ups on SAMEE</li> <li>Annual General Meeting</li> <li>SAMEE Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Investors</li> <li>Financial Institutions</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Quarterly</li> <li>Ongoing</li> </ul>

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<b>External Stakeholders</b>				
Customers	<ul style="list-style-type: none"> <li>Product and technology development and collaboration</li> <li>Quality and reliability of products and services with assurances</li> <li>Projected orders and commitments</li> <li>Timeline and timeliness in delivery</li> <li>Warranties and claims</li> <li>Customer service</li> <li>Pricing issues and trends</li> <li>International and specific standards and ESG-compliant</li> <li>Human/labour rights and safety</li> <li>Business Continuity Planning on delivery Collection aging/schedule</li> </ul>	<ul style="list-style-type: none"> <li>Periodic and ad-hoc meetings and interactions</li> <li>Periodic and surprise quality control and audit by customers</li> <li>Monthly Operation Review</li> <li>Quarterly Business Review</li> <li>Conduct a Customer Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>Customers representatives</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Quarterly</li> <li>Monthly</li> <li>Weekly</li> <li>Ongoing</li> </ul>
Business Partners / Suppliers / Trade Associations	<ul style="list-style-type: none"> <li>Product and technology development and collaboration</li> <li>Quality and reliability of products and services with assurances</li> <li>Projected orders and commitments</li> <li>Timeline and timeliness in delivery</li> <li>Warranties and claims</li> <li>Customer service</li> <li>Pricing issues and trends</li> <li>International and specific standards and ESG-compliant</li> <li>Human/labour rights and safety</li> <li>Business Continuity Planning on supply</li> <li>Payment aging/schedule</li> </ul>	<ul style="list-style-type: none"> <li>Periodic and ad-hoc meetings and interactions</li> <li>Periodic and surprise quality control and audit on suppliers</li> <li>Monthly Operation Review</li> <li>Quarterly Business Review</li> <li>Participation in suppliers' Customer Satisfaction Survey</li> </ul>	<ul style="list-style-type: none"> <li>Trade associations</li> <li>Roundtables</li> </ul>	<ul style="list-style-type: none"> <li>Annually</li> <li>Quarterly</li> <li>Ongoing</li> </ul>
Community	<ul style="list-style-type: none"> <li>Volunteering projects</li> <li>Donations in kind and monetary</li> <li>Health, safety and environmental initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Initiatives and partnerships with NGOs</li> <li>Institution/ University internship programme</li> <li>Corporate volunteering programmes (blood donation, orphanage visit, cleaning and painting event)</li> </ul>	<ul style="list-style-type: none"> <li>Local surrounding community</li> <li>Local government</li> <li>Local charities</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

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<b>External Stakeholders</b>				
Regulators	<ul style="list-style-type: none"> <li>Meeting of all required operating licenses and regulations</li> <li>Compliance of all requirements from local councils and authorities (e.g., Department of Occupational Safety and Health (“DOSH”) and Department of Environment (“DOE”)</li> <li>Anti-Bribery and Corruption</li> <li>Human rights</li> <li>Ensuring all employees are protected by all relevant labour laws and requirements</li> <li>Hiring of only legitimate foreign workers</li> <li>Fair treatment of all employees</li> <li>Availability of whistleblowing channels and protection for whistleblower</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspection</li> <li>Safekeeping and availability of records for audit</li> <li>Correspondences with regulators</li> <li>Dialogues with regulators</li> <li>Participation of dialogues and forums</li> </ul>	<ul style="list-style-type: none"> <li>Health and Safety Department</li> <li>Department of Environment</li> <li>Labour Relations Department</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>
Media	<ul style="list-style-type: none"> <li>Financial reporting</li> <li>Transparency</li> <li>Business continuity</li> </ul>	<ul style="list-style-type: none"> <li>Media release</li> <li>Media interview</li> <li>Press conference</li> </ul>	<ul style="list-style-type: none"> <li>Social media</li> <li>Newspapers</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> </ul>

We regularly conduct Employee Engagement Surveys to gain deeper insights into our employees’ perspectives on various aspects, including the work environment, compensation, job satisfaction, and supervisor support. These surveys are conducted anonymously, fostering an environment where every employee can openly express their opinions. This exercise provides us with valuable insights that allow us to focus our efforts and allocate resources where they are most needed, benefiting the entire organisation.

## Materiality Assessment (GRI 3-1)

SAMEE performed a materiality assessment during the financial year ended 31 March 2022. The materiality assessment ensures that material matters are relevant and will remain relevant until the next materiality assessment. During this period, material topics were sent to directors and other key stakeholders for review. This approach to managing the sustainability risks and opportunities posed to our business and helps us in ensuring that we prioritise the issues that have the greatest impact on the economy, society and the environment.

In FY2024, SAMEE revisited its previously identified material topics to ensure they remain relevant and reflective of stakeholder concerns through our Sustainability Committee. By periodically refreshing our views on material topics, we enhance our responsiveness to emerging sustainability risks and opportunities. This iterative approach reinforces our commitment to transparency and stakeholder engagement in our sustainability reporting practices.

Step 1: Identify	Step 2: Prioritisation	Step 3: Validation
<p>Identified material topics reflecting their utmost relevance to our business.</p> <p>Surveys were administered to directors, key stakeholders, selected suppliers, and designated employees.</p>	<p>Reviewed and discussed internally through an internal sustainability workshop and focused discussion to determine the material topics aligning SAMEE’s most relevant and impactful issues.</p>	<p>Validation of prioritised material topics with Risk and Sustainability Committee (“RSC”).</p> <p>Prioritised material topics presented to the Board of Directors and sought approval.</p>