

SUSTAINABILITY STATEMENT (Cont'd)

Through proactive stakeholder engagement, we identify areas where we can make the most significant impact and uncover opportunities for improvement. This ongoing interaction ensures that our sustainability initiatives are aligned with stakeholder expectations and contribute to our overarching goal of sustainable growth and operational excellence.

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

SUSTAINABILITY STATEMENT (Cont'd)

Sub-Group	Engagement Channels	Level of Engagement	Area of Interest/Concern	Frequency
Customers				
<ul style="list-style-type: none"> Customers representatives 	<ul style="list-style-type: none"> Periodic and ad-hoc meetings and interactions Periodic and surprise quality control and audit by customers Monthly Operation Review Quarterly Business Review Customer Satisfaction Survey 	Collaborate / Empower	<ul style="list-style-type: none"> Product and technology development and collaboration Quality and reliability of products and services with assurances Projected orders and commitments Timeline and timeliness in delivery Warranties and claims Customer service Pricing issues and trends International and specific standards and sustainability compliant practices Human/labour rights and safety Business Continuity Planning on delivery Collection aging/schedule 	<ul style="list-style-type: none"> Annually Quarterly Monthly Weekly Ongoing
Business Partners / Suppliers / Trade Associations				
<ul style="list-style-type: none"> Trade associations Roundtables 	<ul style="list-style-type: none"> Periodic and ad-hoc meetings and interactions Periodic and surprise quality control and audit on suppliers Quarterly Business Review Participation in suppliers' Customer Satisfaction Survey Trade association participations and meetings 	Collaborate / Empower	<ul style="list-style-type: none"> Product and technology development and collaboration Quality and reliability of products and services with assurances Projected orders and commitments Timeline and timeliness in delivery Warranties and claims Customer service support Pricing issues and trends International and specific standards and sustainability compliant Human/labour rights and safety Business Continuity Planning on supply Payment aging/schedule 	<ul style="list-style-type: none"> Annually Quarterly Ongoing

SUSTAINABILITY STATEMENT (Cont'd)

Sub-Group	Engagement Channels	Level of Engagement	Area of Interest/Concern	Frequency
Regulators				
<ul style="list-style-type: none"> Health and Safety Department Department of Environment Labour Relations Department Bursa Malaysia Securities Commission 	<ul style="list-style-type: none"> On-site inspection Safekeeping and availability of records for audit Correspondences with regulators Dialogues with regulators Participation of dialogues and forums 	Collaborate / Empower	<ul style="list-style-type: none"> Meeting of all required operating licenses and regulations Compliance of all requirements from local councils and authorities (e.g., Department of Occupational Safety and Health ("DOSH") and Department of Environment ("DOE")) Anti-Bribery and Corruption Human rights Ensuring all employees are protected by all relevant labour laws and requirements Hiring of only legitimate foreign workers Fair treatment of all employees Availability of whistleblowing channels and protection for whistleblower 	<ul style="list-style-type: none"> Ongoing
Community				
<ul style="list-style-type: none"> Local surrounding community Local government Local charities 	<ul style="list-style-type: none"> Initiatives and partnerships with NGOs Institution/University internship programme Corporate volunteering programmes (blood donation, orphanage visit, cleaning and painting event) 	Collaborate / Empower	<ul style="list-style-type: none"> Volunteering projects Donations in kind and monetary Health, safety and environmental initiatives 	<ul style="list-style-type: none"> Ongoing
Media				
<ul style="list-style-type: none"> Social media Newspapers 	<ul style="list-style-type: none"> Media release Media interview Press conference 	Inform / Engage	<ul style="list-style-type: none"> Financial reporting Transparency Business continuity 	<ul style="list-style-type: none"> Ongoing

Materiality Assessment

In FY2025, SAMEE conducted a comprehensive materiality assessment exercise to ensure the continued relevance of our material sustainability matters. The assessment involved engaging internal and external stakeholders through an online survey to evaluate the priorities and impacts of each material topic. This exercise aimed to reaffirm that the existing 14 material matters remain aligned with SAMEE Group's strategic priorities and stakeholders' expectations. The outcomes of this process are presented in the following materiality matrix, categorising each topic based on our level of significance and influence.