

# SUSTAINABILITY STATEMENT

## INTRODUCTION

Our world faces unprecedented challenges, and every choice we make has a profound impact on the planet and its people. Sustainability is the guiding principle for a future where we can thrive while protecting our environment. At Ajiya Berhad (“Ajiya” or “the Group”) and its subsidiaries, we understand that business success must go hand-in-hand with environmental stewardship and social responsibility.

Sustainability is deeply ingrained in our company culture. We integrate it into every aspect of our operations, from high-level strategic planning to the daily work on the factory floor. We strive to understand and address the economic, environmental, social, and governance (“EESG”) impacts of our activities. This holistic approach ensures that we are constantly working towards our sustainability goals, creating a more resilient, responsible, and prosperous future for all.

The Board of Directors of Ajiya (“the Board”) are pleased to present this Sustainability Statement (“Statement” or “SS2024”) for the financial period ended 31 December 2024 (“FPE2024”). This statement outlines our progress and strategic approach to addressing both the challenges and opportunities related to sustainability. It underscores our unwavering commitment to creating a positive and lasting impact across all aspects within the EESG landscape.



ECONOMIC • ENVIRONMENTAL • SOCIAL • GOVERNANCE





#### OUR PURPOSE

To Build Trust & Commitment Together



#### OUR VISION

To Enrich Wellbeing for the Community



#### OUR MISSION

Explore New Frontiers

### REPORTING SCOPE AND BOUNDARIES

This Statement provides an annual overview of Ajiya and its subsidiaries' sustainability strategies, practices, and performance. It covers the period from December 1, 2023, to December 31, 2024, unless otherwise noted. The performance data included in this Statement is sourced from all operating entities within Malaysia under full operational control by Ajiya.

#### Metal Base Division ("AMG")

Asia Roofing Industries Sdn Bhd  
Ari Utara Sdn Bhd  
Ari Timur (KB) Sdn Bhd

#### Glass Base Division ("AGG")

Ajiya Safety Glass Sdn Bhd

The preparation of this Statement was guided by a robust scoping methodology. We conducted a comprehensive double materiality assessment to identify the most significant issues relevant to our business and stakeholders. This assessment involved internal analysis, external benchmarking, and stakeholder engagement. The resulting materiality matrix informed the selection of our key performance indicators and the scope of our reporting.

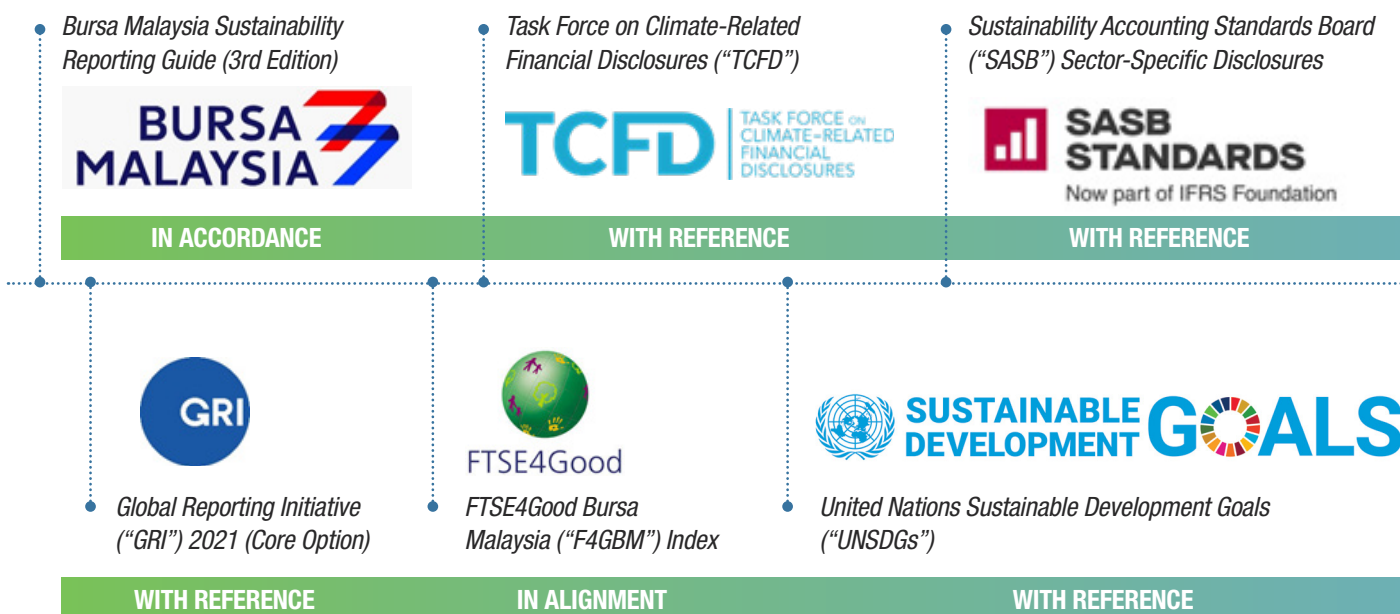
### STATEMENT OF ASSURANCE

This Sustainability Statement presents data sourced internally from within the Group, which is compiled and measured against industry standards, aligning with our sustainability targets. While the Statement has not been subjected to an assurance process, the information and data disclosed have been reviewed by the data owners of respective business divisions to ensure the Statement provides a fair and accurate account of Ajiya's sustainability efforts and outcomes.



Our Management diligently verifies the results, followed by a review conducted by the Sustainability Management Committee (“SMC”) before presentation to the Board. To continually improve our reporting, the Group is actively working to enhance data collection processes, address any reporting gaps, and expand the assurance provided for the disclosures made in this report.

This Statement was prepared based on all available internal information in accordance with Paragraph 29, Part A of Appendix 9C and Practice Note 9 of Bursa Malaysia Securities Berhad’s (“Bursa Securities”) Main Market Listing Requirements (“MMLR”) relating to sustainability statement and its Sustainability Reporting Guide 3rd Edition, and other international sustainability frameworks or standards as follows: -





## SUSTAINABILITY STATEMENT

### MEMBERSHIPS OF ASSOCIATIONS

We actively support the mission to promote the sustainable development of the steel and glass industry, contributing to industry standards, best practices, and advancements in construction technology. This is achieved through our steadfast membership and association with the following industry bodies:

- Construction Industry Development Board (“CIDB”)
- Malaysia Green Building Council (“malaysiaGBC”)
- Malaysia Facade Industry Association (“PIFM”)
- Malaysian Iron and Steel Industry Federation (“MISIF”)
- Federation of Malaysian Manufacturers (“FMM”)
- Malaysia Glass Association (“MGA”)
- Safety Glass Processors Association of Malaysia (“SGPAM”)
- Malaysian Interior Industry Partners Association (“MIIPA”)

### EXCLUSIONS, LIMITATIONS, AND DISCLAIMERS

The Group acknowledges ongoing challenges in collecting data for certain indicators. Ajiya is actively working to improve its data tracking and collection systems to enhance future reporting accuracy.

This report includes forward-looking statements regarding targets, future plans, and the Group’s performance – which are based on current business trends and reasonable assumptions. As Ajiya’s business is subject to inherent risks and unforeseen events, readers are cautioned against undue reliance on these statements as actual results may differ.

### REPORT AVAILABILITY AND FEEDBACK

Readers can download SS2024 from the Ajiya corporate website at [www.ajiya.com](http://www.ajiya.com) as well as on the Bursa Malaysia Securities Berhad website. The Group welcomes any feedback, inquiries, suggestions and concerns to facilitate continuous improvement, where all comments or inquiries can be directed to:

#### Sustainability Management Committee

Email: [enquiry@ajiya.com](mailto:enquiry@ajiya.com)





## SUSTAINABILITY STATEMENT

## MESSAGE FROM THE MANAGING DIRECTOR

DEAR STAKEHOLDERS,

At Ajiya Berhad, we recognise that sustainability is not merely a corporate responsibility, but a fundamental pillar of our long-term success. As a leading manufacturer of building materials, we are committed to operating in a manner that minimises our environmental impact, fosters social equity, and ensures good governance throughout our value chain.

FPE2024 marked a pivotal year in our journey towards a more sustainable future. We embarked on and reached significant milestones, including our inaugural double materiality assessment, a rigorous climate risk assessment aligned with the TCFD and IFRS S2 frameworks, and the setting of ambitious targets. These initiatives reflect our commitment to creating lasting stakeholder value and solidifying Ajiya's position as a leader in ESG practices.

Guided by our core purpose of building trust and commitment together, our sustainability objectives drive us towards delivering sustainable growth and pioneering innovative solutions. In FPE2024, we enhanced our reporting framework and strengthened data collection processes, enabling us to closely monitor key performance indicators such as resource and material consumption, and employee diversity and development. We are especially proud to have established our GHG inventory, encompassing Scope 1-3 in the past year. This increased transparency and accountability allows us to effectively integrate sustainability principles across all our operations.

As we strive to actively catalyse and champion environmentally and socially responsible practices, we recognise the importance of close collaboration with our key stakeholders. Together, we can lead with a difference, creating meaningful, positive, and impactful changes across our operational regions to build a brighter future for all.

Sincerely,

**Chiau Haw Choon**  
Managing Director



IN FPE2024, WE ENHANCED OUR REPORTING FRAMEWORK AND STRENGTHENED DATA COLLECTION PROCESSES, ENABLING US TO CLOSELY MONITOR KEY PERFORMANCE INDICATORS SUCH AS RESOURCE AND MATERIAL CONSUMPTION, AND EMPLOYEE DIVERSITY AND DEVELOPMENT.



## SUSTAINABILITY STATEMENT

# AJIYA'S SUSTAINABILITY



**RM 381.4 M**  
of economic value generated



**ZERO**  
recalls issued and total units recalled for  
health and safety reasons



**79.12 %**  
of the total procurement budget  
spent on local suppliers



**GHG  
Inventory**  
encompassing Scopes 1 – 3 established



**18.96%**  
of women representation in a  
total workforce of 786  
employees



**23 KPIs and  
Targets**  
established



## SUSTAINABILITY STATEMENT

# HIGHLIGHTS

**25.85%**

of total energy use supplied by  
renewable energy

**69.39%**

of total waste generated at **3,333  
tonnes** diverted from disposal

**4,640 hours**

of training provided to employees

**ZERO**

confirmed incidents of human rights  
violations

**ZERO**

confirmed incidents of corruption

**ZERO**

confirmed incidents of whistleblowing  
cases



## SUSTAINABILITY STATEMENT



## SUSTAINABILITY GOVERNANCE STRUCTURE

An impactful sustainability framework hinges on robust governance, effective implementation, and continuous monitoring. To foster effective collaboration between the Board, Management, and the workforce, Ajiya has implemented the following multi-tiered governance hierarchy to make significant strides towards our sustainability goals while continually providing value to our stakeholders:

Body	Role
<b>Board</b>	<ul style="list-style-type: none"> <li>- Review and approve the Group's overall strategic direction to ensure sustainable performance</li> <li>- Ensures that strategic plans embed sustainability considerations to support long term value creation</li> <li>- Promotes lasting governance culture within the Group</li> <li>- Oversees and evaluates the conduct of the Group's business</li> <li>- Ensures sustainability risks and opportunities are considered in setting strategic direction of the Group</li> </ul>
<b>Management Team</b>	<ul style="list-style-type: none"> <li>- Approves sustainability targets and disclosures</li> <li>- Strategic management of material sustainability matters</li> <li>- Assists the Board in overseeing implementation and effective management of the Group's strategies and initiatives</li> <li>- Embeds sustainable practices within Ajiya's business strategy and decisions</li> <li>- Ensures adequate processes and frameworks are in place to maintain the Group's resilience and sustainable performance</li> </ul> <p><b>Members:</b> Managing Director is supported by Key Senior Management and the Sustainability Management Committee ("SMC")</p>
<b>Sustainability Management Committee ("SMC")</b>	<ul style="list-style-type: none"> <li>- Ensures effective and practical implementation of sustainable strategies and initiatives across the Group</li> <li>- Evaluates overall sustainability risks and opportunities</li> <li>- Oversees departments/functions and recommends revisions to sustainable strategy to Management Team</li> </ul> <p><b>Members:</b> Business Divisions CEO, Heads of Departments ("HODs"), with additional support from an independent consultant in sustainable development matters</p>
<b>On-Ground Members</b>	<ul style="list-style-type: none"> <li>- Ensure processes and controls are in place within departments/functions</li> <li>- Report on process/control performance and management targets</li> <li>- Support sustainable strategy implementation</li> </ul>



## SUSTAINABILITY STATEMENT

### STAKEHOLDERS ENGAGEMENT

In our sustainability management efforts, we prioritise continuous engagement with our stakeholders to better understand their concerns and expectations. This enables us to develop our sustainability strategies and priorities effectively. In FPE2024, we have identified five key stakeholder groups and have engaged with them using a variety of engagement approaches, as detailed below: -

Stakeholders	Areas of Concern	Engagement Approaches	Material Topics
<b>Shareholders, Financiers, and Investors</b>	<ul style="list-style-type: none"> <li>Profitability</li> <li>Dividend</li> <li>Shareholder value/responsibility</li> </ul>	<ul style="list-style-type: none"> <li>General Meetings</li> <li>Company Website</li> <li>Annual Reports</li> </ul>	<ul style="list-style-type: none"> <li>Economic Value Generated</li> <li>Corporate Governance &amp; Ethical Business</li> <li>Regulatory Compliance</li> <li>Market Presence</li> </ul>
<b>Clients/Customers, Suppliers, and Industry Partners</b>	<ul style="list-style-type: none"> <li>Product and service quality</li> <li>Timely delivery of products/projects</li> <li>Payment terms and timeliness</li> <li>Product innovation</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction surveys and supplier evaluation form</li> <li>Customer service platforms, including phone calls and emails</li> <li>Face-to-face meetings</li> <li>Events and site visits</li> <li>Company policies compliance declarations</li> <li>Social media platforms</li> <li>Exhibitions</li> </ul>	<ul style="list-style-type: none"> <li>Quality Assurance</li> <li>Customer Satisfaction</li> <li>Supply Chain Management</li> <li>Innovation and Technology</li> <li>Market Presence</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>Business performance and direction</li> <li>Career development</li> <li>Learning and development</li> <li>Employee welfare and benefits</li> <li>Employee wellness</li> <li>Health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Regular meetings and discussions</li> <li>Townhall meetings</li> <li>Annual performance appraisal</li> <li>Forums, trainings, and workshops</li> <li>Sports clubs</li> <li>Employee events including festive celebrations and annual gathering)</li> <li>Company policies compliance declarations</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Safety &amp; Health</li> <li>Human Rights &amp; Labour Practices</li> <li>Talent Management &amp; Development</li> <li>Diversity, Equality &amp; Inclusion</li> <li>Community Development</li> </ul>
<b>Local Communities, Industry Associations, Academia and Non-Governmental Organisations (“NGOs”)</b>	<ul style="list-style-type: none"> <li>Company reputation and branding</li> <li>Corporate social responsibility</li> <li>Best management practices and industry-related research</li> <li>Partnerships</li> <li>Research and collaborations with the industry and academic institutions</li> </ul>	<ul style="list-style-type: none"> <li>Community outreach and development programs</li> <li>Annual Reports</li> <li>Educational factory visits</li> <li>Briefings and trainings</li> </ul>	<ul style="list-style-type: none"> <li>Community Development</li> <li>Environmental Management</li> <li>Human Rights &amp; Labour Practices</li> <li>Diversity, Equality &amp; Inclusion</li> </ul>
<b>Regulators and Government Authorities</b>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Certifications/awards</li> <li>Industry best practices and updates</li> </ul>	<ul style="list-style-type: none"> <li>Compliance and certification exercises</li> <li>Periodic site visits and audits</li> <li>Company representation at initiatives/technical working groups</li> <li>Briefings and trainings</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Occupational Safety &amp; Health</li> <li>Environmental Management</li> <li>Anti-Corruption</li> </ul>

## SUSTAINABILITY STATEMENT

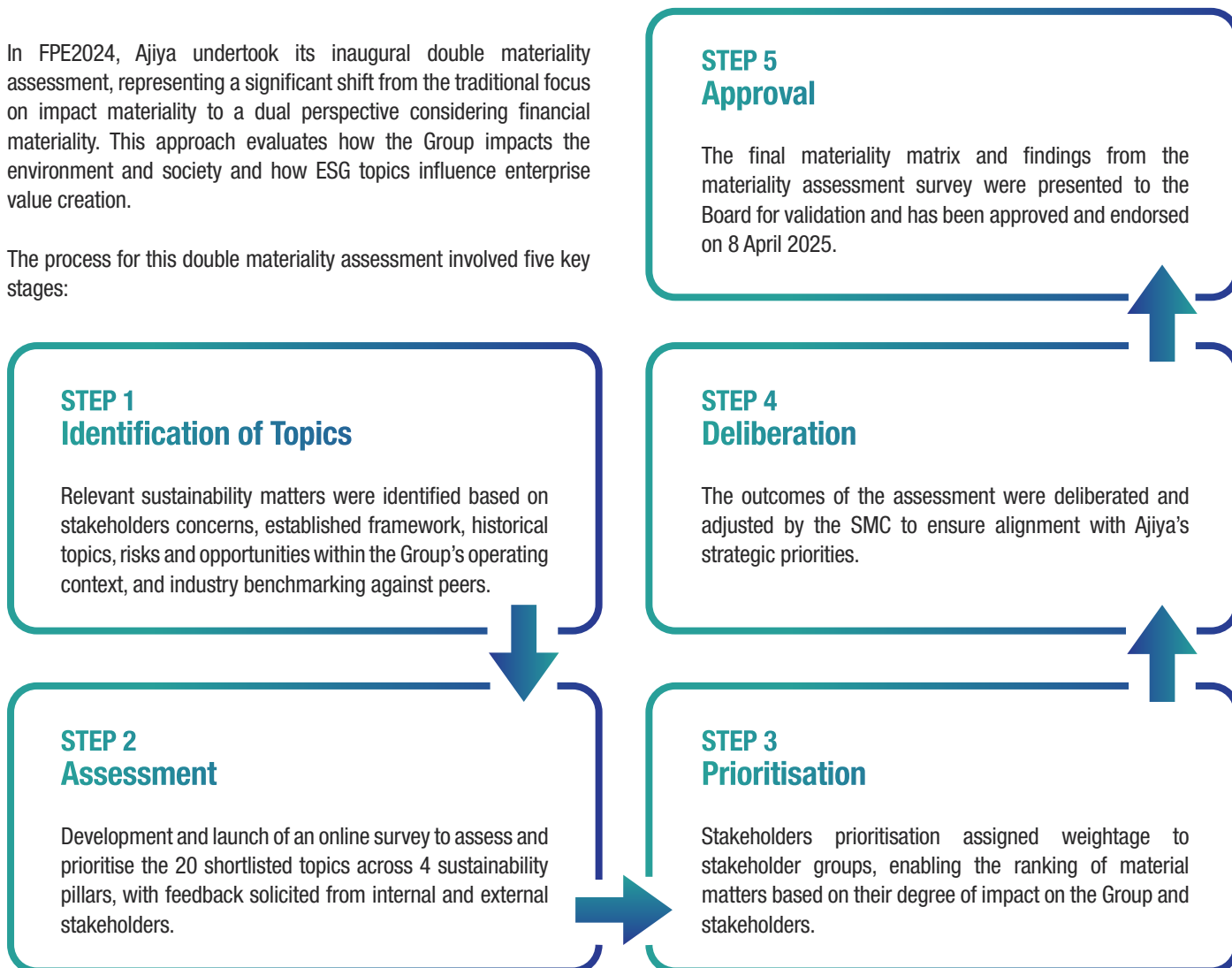
### MATERIALITY ASSESSMENT

#### Materiality Assessment Process

At Ajiya, the Board recognises materiality assessment as a critical process for identifying, evaluating, and prioritising key sustainability risks and opportunities that are most relevant to the Group and its stakeholders.

In FPE2024, Ajiya undertook its inaugural double materiality assessment, representing a significant shift from the traditional focus on impact materiality to a dual perspective considering financial materiality. This approach evaluates how the Group impacts the environment and society and how ESG topics influence enterprise value creation.

The process for this double materiality assessment involved five key stages:



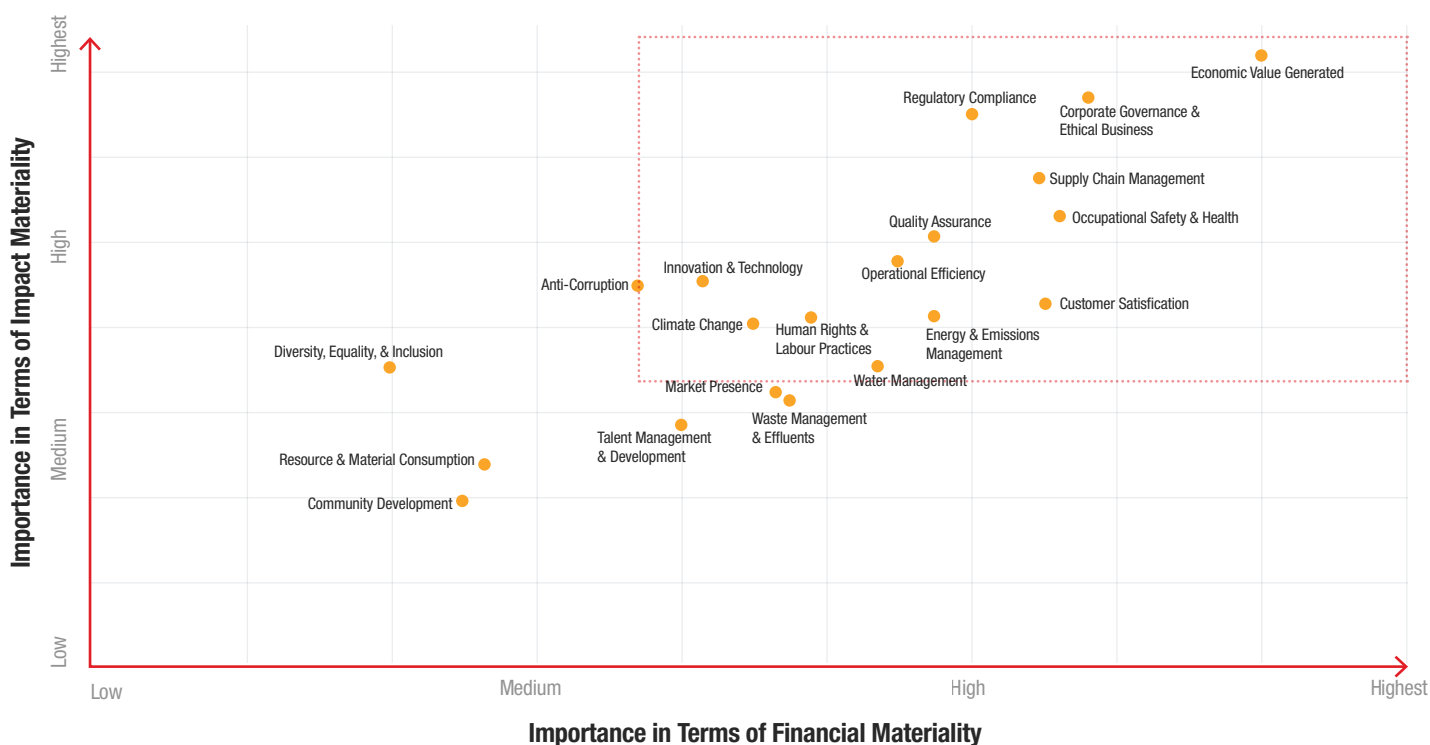
This robust process ensures that our materiality assessment aligns our sustainability strategies with the expectations of our stakeholders, while effectively managing risks and capitalising on opportunities that are crucial to the Group's long-term success. Twenty (20) sustainability matters were identified and selected for their relevance to our business operations.



## SUSTAINABILITY STATEMENT

### MATERIALITY MATRIX

The Materiality Matrix visually represents the relative importance of each identified matter. This matrix serves as a strategic tool to assess the significance of sustainability issues.



#### ECONOMIC

- Economic Value Generated
- Quality Assurance
- Innovation & Technology
- Customer Satisfaction

#### ENVIRONMENTAL

- Operational Efficiency
- Energy & Emissions Management
- Climate Change
- Water Management
- Waste Management & Effluents
- Resource & Material Consumption

#### SOCIAL

- Occupational Safety & Health
- Market Presence
- Talent Management & Development
- Human Rights & Labour Practices
- Diversity, Equality, & Inclusion
- Community Development

#### GOVERNANCE

- Corporate Governance & Ethical Business
- Supply Chain Management
- Regulatory Compliance
- Anti-Corruption

## SUSTAINABILITY STATEMENT

### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Cognisant of the UNSDGs as a framework for a sustainable and equitable future, we have identified the SDGs most relevant to our operations. Ajiya is committed to supporting and advancing the SDGs that are most pertinent to our business.

UNSDGs	Material Topics
<b>Economic</b>	
    	<ul style="list-style-type: none"> <li>Economic Value Generated</li> <li>Quality Assurance</li> <li>Innovation &amp; Technology</li> <li>Customer Satisfaction</li> </ul>
<b>Environmental</b>	
     	<ul style="list-style-type: none"> <li>Operational Efficiency</li> <li>Energy &amp; Emissions Management</li> <li>Climate Change</li> <li>Water Management</li> <li>Waste Management &amp; Effluents</li> <li>Resource &amp; Material Consumption</li> </ul>
<b>Social</b>	
     	<ul style="list-style-type: none"> <li>Occupational Safety &amp; Health</li> <li>Market Presence</li> <li>Talent Management &amp; Development</li> <li>Human Rights &amp; Labour Practices</li> <li>Diversity, Equality, &amp; Inclusion</li> <li>Community Development</li> </ul>
<b>Governance</b>	
    	<ul style="list-style-type: none"> <li>Corporate Governance &amp; Ethical Business</li> <li>Supply Chain Management</li> <li>Regulatory Compliance</li> <li>Anti-Corruption</li> </ul>


















**SUSTAINABLE DEVELOPMENT GOALS**



## SUSTAINABILITY STATEMENT

### KPIS AND TARGETS

By continuing to integrate measurable and actionable KPIs into all aspects of our operations, we enhance our decision-making, optimise resource allocation, and drive impactful outcomes. This approach reinforces a culture of accountability at every level, ensuring our actions are aligned with our sustainability commitments.

	KPIs	Refined Targets	Current Progress
ECONOMIC	Average customer satisfaction score	Maintain a CSI of at least 75% (rated good and above)	
	Percentage of complaints resolved	Resolve 90% of customer complaints within 14 working days, measured from the issuance of the Customer Complaint Form by Marketing/CSD personnel until a formal resolution action is issued.	
	Supplier evaluation	Ensure 80% of key raw material suppliers achieve at least 80% in the supplier evaluation by FY2027	
	Percentage of suppliers assessed on environmental criteria	Establish baseline on percentage of raw material suppliers assessed on environmental criteria by FY2025	
	Percentage of annual procurement spend directed towards local suppliers	Allocate at least 70% of procurement spending to local raw material suppliers annually	
ENVIRONMENTAL	Baseline measurement of Scope 1, Scope 2, and, where feasible, Scope 3 GHG emissions	To complete a GHG emissions baseline assessment and set reduction targets for Scope 1 and Scope 2 emissions by FY2025, with annual progress reporting	
	Percentage of forklifts converted to electric models	Glass Division: Convert 20% of forklifts to electric models by FY2027, achieving at least a 20% reduction in diesel consumption	
	ISO 14001 certification	To obtain certification of ISO 14001 for AMG Factory by FY2025, and AGG Factory by FY2026	
	Total volume of cullet waste sent for recycling	Divert 100% of cullet waste to recycling facility by FY2025	
	Percentage of scheduled waste recycled	100% of scheduled waste (glass sludge) directed to certified waste treatment facility for recycling (Kualiti Alam) by FY2026	
GOVERNANCE	Number of whistleblowing cases	Maintain zero reported justified whistleblowing cases annually	
	Incidents of corruptions, non-compliance or unethical conduct	Maintain zero reported incidents of corruption within the Company	
	Percentage of employees receiving anti-corruption training	100% of employees receiving anti-corruption awareness briefing	
	Percentage of employees/suppliers/vendors who sign off on Code of Ethics	100% of employees to sign off on Code of Ethics	
	Percentage of suppliers to sign-off on ABAC policy	100% raw material suppliers and transporters to be informed or notified about our ABAC policy	

## SUSTAINABILITY STATEMENT

### KPIS AND TARGETS (CONT'D)

By continuing to integrate measurable and actionable KPIs into all aspects of our operations, we enhance our decision-making, optimise resource allocation, and drive impactful outcomes. This approach reinforces a culture of accountability at every level, ensuring our actions are aligned with our sustainability commitments.

	KPIs	Refined Targets	Current Progress
	Percentage of operations assessed for corruption risks	Once a year for at least two departments annually	<div></div>
	Customer data	Maintain zero incidents of customer data leaks	<div></div>
SOCIAL	Number of employee training hours	Conduct a minimum of 8 hours of training annually for 65% of employees at the executive level and above	<div></div>
	Number of human rights violations	Zero incidents of human rights violations and complaints	<div></div>
	Percentage of female employees in Senior Management positions	Achieve at least 20% female representation in Senior Management positions by FY2025	<div></div>
	Number of workplace fatalities	Maintain zero workplace fatalities	<div></div>
	Lost Incident Time Rate	Maintain zero LTIR annually	<div></div>
	Number of safety training	Conduct at least 2 safety trainings per year, starting in FY2025	<div></div>

#### Legends:

Achieved       To be Implemented       Not Achieved





## SUSTAINABILITY STATEMENT

### PILLAR 1: ECONOMIC PERFORMANCE



#### ECONOMIC IMPACTS

Ajiya views economic and ESG considerations as interconnected and mutually reinforcing. We believe that generating sustainable economic value is essential for achieving our environmental and social goals. By prioritising both financial and non-financial performance, we can create a thriving business that benefits all stakeholders.

Ajiya has the potential to capitalise on the burgeoning market for green products. By focusing on energy-saving solutions and sustainable practices, Ajiya can contribute to both environmental sustainability and economic growth. A key policy objective is to strike a balance between financial performance, environmental responsibility, and social well-being while aligning with evolving market expectations for ESG performance.

To achieve these goals, Ajiya will implement specific, measurable, achievable, relevant, and time-bound (“SMART”) Key Performance Indicators (“KPIs”). Furthermore, Ajiya will set measurable ESG-related financial goals, such as increasing revenue from sustainable products and reducing costs through operational efficiencies like solar panel installation.

Economic value creation is deeply intertwined with our daily operations, and in FPE2024 we set our baseline for relevant, economic quantitative data to showcase our commitment to business transparency. We generate revenue and profits, support local employment, and contribute to the national economy through tax payments. Our approach focuses on investments that stimulate local economies, create jobs, and enhance community services. Simultaneously, we invest in our stakeholders and communities by prioritising ethical and sustainable practices within our supply chain. This interconnected approach enhances the quality of life for surrounding communities and strengthens our role as a responsible corporate entity.

Group	FY2022 RM'000	FY2023 RM'000	FPE2024 RM'000
<b>Economic Value Generated</b>	294,049	304,812	381,428
<b>Economic Value Distributed</b>			
i. Total Procurement Spend*	222,282	203,914	267,395
ii. Staff Costs	35,151	40,938	41,645
iii. Income Tax Expenses	5,689	3,269	8,947
iv. Repayments To Financiers	0.00	0.00	0.00
<b>Economic Value Retained</b>	30,927	56,691	63,441

Note:

\* Total procurement spend in this table encompasses all types of procurement, whereas in the Local Procurement section below, only raw materials and sub-raw material spending is covered.

## SUSTAINABILITY STATEMENT



**THE GROUP ACHIEVED REMARKABLE RESULTS IN FPE2024, INCREASING OUR PRODUCTION LEVELS AND GENERATING ECONOMIC VALUE OF OVER RM381.4 MILLION.**

The Group achieved remarkable results in FPE2024, increasing our production levels and generating economic value of over RM381.4 million. This success underscores the effectiveness of our strategic initiatives to improve operational efficiency. We believe that our continued focus on ESG practices will further enhance our financial performance and drive sustainable value creation for Ajiya in the years to come.

### INFRASTRUCTURAL INVESTMENT

Investing in employee well-being is a key priority for our company. Ajiya offers comprehensive health insurance schemes to support the physical and mental health of our workforce. Furthermore, we actively promote a “Know Your Wellness Goal” program to encourage employees to prioritise their health and well-being. By supporting community health programs, sponsoring educational workshops, and contributing to local infrastructure improvements, we strive to enhance the overall quality of life for our employees. This focus on employee well-being fosters a positive work environment, improves work-life balance, and ultimately contributes to increased efficiency, job performance, and employee satisfaction.

Ajiya's commitment to sustainability includes a focus on environmental responsibility. We directly reduce our carbon footprint through the installation of solar panels and the use of “green” building materials. These initiatives also contribute to the creation of local job opportunities. However, it is crucial to acknowledge that unchecked economic growth can lead to the depletion of natural resources. We are committed to finding a balance between our economic progress and environmental sustainability.



**TO ADDRESS THESE CONSIDERATIONS, THE GROUP HAS IMPLEMENTED SEVERAL KEY POLICIES. THESE INCLUDE STRICT ADHERENCE TO CUSTOMER AND REGULATORY REQUIREMENTS, A COMMITMENT TO CONTINUOUS IMPROVEMENT OF THE QUALITY MANAGEMENT SYSTEM (“QMS”), ENSURING ON-TIME AND ACCURATE DELIVERY TO CUSTOMERS, AND MAINTAINING FAIR AND COMPETITIVE PRICING.**

### QUALITY & SATISFACTION

Quality and customer satisfaction exert a profound influence on economic, environmental, and societal spheres.

- Economically, while quality initiatives can drive growth and foster a competitive edge, they can also increase costs and hinder market entry for new players.
- Environmentally, while promoting sustainability and resource efficiency, quality efforts can also be resource-intensive and strain natural resources.
- Socially, while enhancing consumer well-being and boosting employee morale, quality improvements can also increase pressure on the workforce and lead to consumer waste and unrealistic expectations.

To address these considerations, the Group has implemented several key policies. These include strict adherence to customer and regulatory requirements, a commitment to continuous improvement of the Quality Management System (“QMS”), ensuring on-time and accurate delivery to customers, and maintaining fair and competitive pricing.

Quality assurance (“QA”) and customer satisfaction are overseen by distinct departments within Ajiya – the QA/Quality Control (“QC”) Department and the Customer Service (“CS”) Department. These departments collaborate closely to ensure high product or service quality and customer satisfaction. While the QA/QC Department focuses on preventing defects and improving processes before products or services reach the customer, ensuring adherence to quality standards throughout the production cycle, the CS Department directly engages with customers, addressing their needs and concerns.

To measure progress, Ajiya utilises KPIs such as customer satisfaction scores to track and evaluate performance. Furthermore, significant organisational resources are allocated to quality initiatives, including budgets for testing costs and continuous employee training programs.



## SUSTAINABILITY STATEMENT

Metal Division	FY2022	FY2023	FPE2024
Customer Satisfaction Scores (%)	81.0	84.0	92.1
Customer complaints received	182	228	233
Customer complaints resolved	182	228	233

Glass Division	FY2022	FY2023	FPE2024
Customer Satisfaction Scores (%)	85.0	78.3	66.4
Customer complaints received	209	275	444
Customer complaints resolved	209	275	444

Customer grievances are identified through various mechanisms, including annual customer satisfaction surveys, formal customer complaints, and informal verbal feedback. In FPE2024, an increase in customer grievances was observed, attributed to several factors. Production growth has likely increased the risk of defects or service lapses. Simultaneously, rising customer expectations can lead to dissatisfaction, even over minor issues.

Quality Data	FY2022	FY2023	FPE2024
Complaints from regulatory bodies	0	0	0
Substantiated complaints concerning breaches of customer privacy and customer data loss	0	0	0
Recalls issued and total units recalled for health and safety reasons	0	0	0

Ajiya has implemented a range of strategies to enhance quality and customer satisfaction. These include the implementation and adherence to robust QMS programs and standards, comprehensive employee training programs, proactive customer feedback collection and analysis, comprehensive after-sales service, transparent communication channels, and the adoption of advanced technologies.



## LOCAL PROCUREMENT

Ajiya deeply values the interconnectedness between our business and the communities we serve. We believe that sustainable success is intrinsically linked to the well-being of the regions where we operate. Recognising the vital role local businesses play in driving economic growth and fostering community resilience, we prioritise local procurement as a cornerstone of our responsible business practices. This commitment extends beyond simply sourcing goods and services; it reflects our belief in building strong, mutually beneficial relationships with local suppliers and contributing to a thriving regional ecosystem.

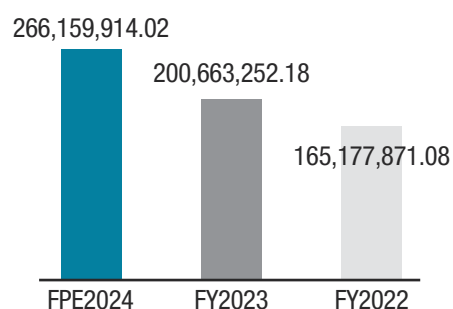
In FPE2024, our total local procurement spend (raw and sub-raw material) amounted to RM266,159,914. Our key local suppliers provide various materials, used for different product manufacturing applications. In FY2025, we remain committed to allocating at least 70% of our procurement spending to local suppliers annually.

By prioritising local suppliers, particularly small and medium enterprises (“SMEs”), we strengthen regional supply chains, stimulate economic activity, and create a positive ripple effect within our communities. This approach not only contributes to job creation and economic growth but also enhances environmental sustainability by minimising transportation distances and supporting local businesses with strong environmental practices.

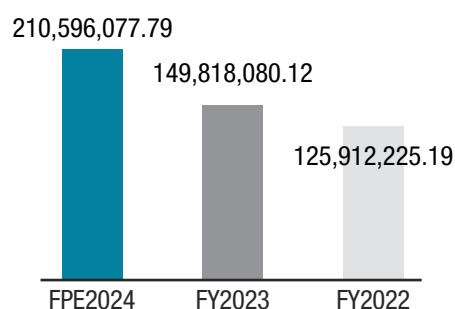
## SUSTAINABILITY STATEMENT

Ajiya aims to achieve at least 70% of its annual spending on raw materials from local suppliers. Supplier selection is evaluated based on various factors, including warranty entitlement, delivery lead time, quality assurance, terms of payment, and risk mitigation measures.

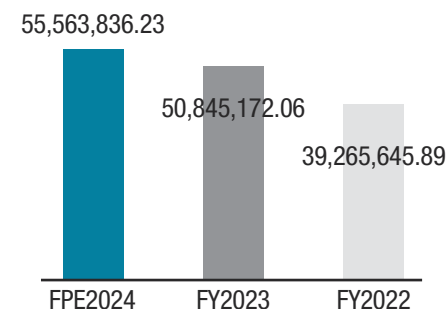
### Total Procurement Spending (RM)



### Total Local Procurement Spending (RM)



### Total Foreign Procurement Spending (RM)



Group	FY2022	FY2023	FPE2024
Total Procurement Spending (RM)	165,177,871.08	200,663,252.18	266,159,914.02
Total Local Procurement Spending (RM)	125,912,225.19	149,818,080.12	210,596,077.79
Total Foreign Procurement Spending (RM)	39,265,645.89	50,845,172.06	55,563,836.23
Percentage of Local Spending (%)	76.23%	74.66%	79.12%

Metal Division	FY2022	FY2023	FPE2024
Total Procurement Spending (RM)	152,033,063.07	182,052,475.55	233,241,089.19
Total Local Procurement Spending (RM)	115,676,225.19	137,578,080.12	194,000,115.79
Total Foreign Procurement Spending (RM)	36,356,837.88	44,474,395.43	39,240,973.40
Percentage of Local Spending (%)	76.09%	75.57%	83.18%

Glass Division	FY2022	FY2023	FPE2024
Total Procurement Spending (RM)	13,144,808.01	18,610,776.63	32,918,824.83
Total Local Procurement Spending (RM)	10,236,000	12,240,000	16,595,962
Total Foreign Procurement Spending (RM)	2,908,808.01	6,370,776.63	16,322,862.83
Percentage of Local Spending (%)	77.87%	65.77%	50.41%



## SUSTAINABILITY STATEMENT

For FPE2024, the Group achieved a local procurement spend of 79.12%, encompassing both raw and sub-raw materials. This successful performance is attributed to several factors, including proactive measures to reduce the risk of non-receipt of goods, swift action on quality issues, favourable payment terms, shorter lead times for replenishing common stock, and effective inventory level monitoring.

Metal Division	FY2022	FY2023	FPE2024
Total Number of Suppliers	25	25	27
Total Number of Local Suppliers	20	20	22
Total Number of Foreign Suppliers	5	5	5
Percentage of Local Suppliers (%)	80.00	80.00	81.48

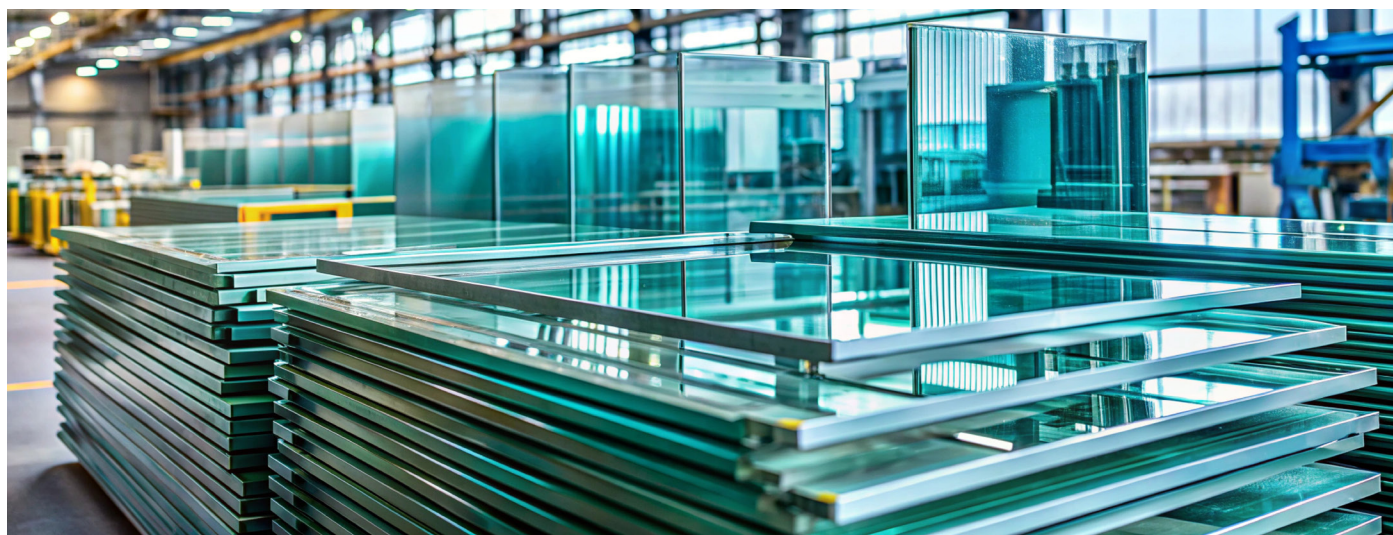
Glass Division	FY2022	FY2023	FPE2024
Total Number of Suppliers	102	99	101
Total Number of Local Suppliers	73	68	68
Total Number of Foreign Suppliers	29	31	33
Percentage of Local Suppliers (%)	71.57	68.69	67.33

With continued business growth in FPE2024, Ajiya maintained a diversified supplier base, marking a marginal increase to reach a total of 128 suppliers, comprising 90 local and 38 international partners.

With the proportion of local suppliers remaining above 70% in FPE2024, this reflects Ajiya's commitment to a diversified and competitive supply chain. The inclusion of international suppliers was necessary in certain areas to fulfil specific requirements and address market gaps, while ensuring cost-efficiency and long-term business growth.

Robust monitoring of our top local suppliers' ESG performance for AGG was also continued within our operations, as shown below.

Glass Division	FY2022	FY2023	FPE2024
Number of suppliers assessed for environmental impacts	102	99	101
Number of suppliers assessed for social impacts	102	99	101



## SUSTAINABILITY STATEMENT

### PILLAR 2: PROTECTING THE ENVIRONMENT



At Ajiya, environmental stewardship is not merely a corporate initiative but a fundamental tenet of our business ethos. We are acutely aware of our responsibility to harmonise operational excellence with environmental preservation, ensuring that sustainability is intricately woven into the fabric of our processes—from the ethical procurement of raw materials to the implementation of cutting-edge, energy-efficient manufacturing practices.

Our comprehensive environmental strategy is anchored in addressing pivotal material topics, including energy and emissions reduction, water management, waste reduction, sustainable material utilisation, in adherence to the environmental regulations. These focal areas underscore our unwavering commitment to mitigating ecological degradation, conserving finite resources, and fostering environmental resilience.

Through the strategic integration of renewable energy, energy efficiency measures, and environmental monitoring systems, we endeavour to minimise our environmental footprint. By championing sustainable practices and embedding environmental accountability throughout our value chain, we aspire to lead by example, contributing meaningfully to a sustainable, low-carbon future for generations to come.

### CLIMATE CHANGE

Ajiya recognises the significant magnitude of addressing climate change, particularly given its implications for industries like ours. Rising global temperatures, extreme weather events, and resource scarcity present significant challenges that directly impact our operations, supply chain, and stakeholders. For Ajiya, tackling climate change is an environmental obligation and a strategic priority to mitigate risks, comply with evolving regulations, and drive innovation toward sustainable growth.

Our long-term aspiration and climate strategy remains guided by the Malaysian government's 12th Malaysia Plan and global frameworks such as the Paris Agreement by leveraging renewable energy adoption, energy efficiency optimisation, and technological advancements. As an advocate of Malaysia's National Energy Policy 2022–2040 and the National Energy Transition Roadmap ("NETR"), we have made substantial investments in renewable energy projects, energy-efficient technologies, and other low-carbon initiatives, including the installation of solar photovoltaic systems across most of our factories in Malaysia.

Combining the key strengths of our Metal Division and Glass Division, we offer integrated and sustainable construction solutions through the development of Ajiya Green Integrated Building Solutions ("AGiBS"). As a modern method of construction aligned with CIDB's initiatives, AGiBS enhances productivity and quality at construction sites while promoting green building practices. This aligns with our broader vision to drive innovation that supports the transition to a low-carbon economy and sustainable urbanisation.

Moreover, Ajiya's leadership extends beyond operational practices, as demonstrated by our founding membership in the Malaysia Green Building Council, reflecting our dedication to promoting green building solutions and fostering sustainable communities. The Group has also been recognised by the Ministry of Environment and Water for its role in phasing out ozone-depleting substances under the Montreal Protocol. These efforts underscore Ajiya's resolve to integrate climate action into every facet of its operations, recognising that tackling climate change is not only a moral imperative but also a strategic stipulation for long-term resilience and sustainable growth within our sector.



## SUSTAINABILITY STATEMENT

### Climate-Related Strategic Disclosures

Recognising the accelerating climate crisis, the Group has incorporated the Taskforce on Climate-Related Financial Disclosures ("TCFD") recommendations in transition to adopting IFRS S2, to enhance climate change mitigation and adaptation efforts. This includes aligning with relevant metrics and targets to ensure a structured and transparent approach to climate-related risks.

In December 2024, the Group conducted a Climate Risk Assessment to evaluate its exposure to climate-related risks and their potential impacts. This assessment involved representatives from all facets of the Group's operations, providing operational insights in collaboration with external expertise. This approach strengthens the Group's climate resilience and ensures that strategic decisions are informed by comprehensive risk analysis.



### GOVERNANCE

#### **Recommended Disclosure a**

*Describe the board's oversight of climate-related risks and opportunities.*

#### **Recommended Disclosure b**

*Describe management's role in assessing and managing climate-related risks and opportunities.*

Ajiya Berhad has established a governance framework to oversee sustainability matters, including climate change-related risks and opportunities. The Board of Directors is responsible for setting the Group's strategic direction to ensure long-term value creation and sustainable performance. This includes embedding sustainability considerations within the corporate strategy, risk management, and operational decision-making.

The Board receives periodic updates on sustainability matters, including climate-related issues, and ensures that key risks and opportunities are adequately addressed within the Group's overall business strategy. Climate-related considerations are incorporated into strategic discussions, investment decisions, and the review of major business initiatives. The Board also oversees the effectiveness of sustainability governance, ensuring alignment with regulatory expectations and industry's best practices.

The Board has delegated the implementation and management of sustainability strategies to the Management Team, which plays a key role in embedding sustainability practices across the organisation. The Management Team, led by the Managing Director and supported by Key Senior Management and the Sustainability Management Committee ("SMC"), is responsible for assessing sustainability-related risks, setting sustainability targets, and monitoring progress against these objectives.

The SMC ensures the effective implementation of sustainability strategies and initiatives across the Group. This includes evaluating sustainability-related risks and opportunities, monitoring regulatory developments, and recommending revisions to the Group's sustainability strategy.

At the operational level, on-ground teams ensure that sustainability processes and controls are in place within respective departments, providing performance updates and supporting the execution of sustainability initiatives. These structured governance mechanisms enable Ajiya to proactively manage sustainability-related risks, including climate change, while ensuring long-term resilience and business continuity.

## SUSTAINABILITY STATEMENT



### STRATEGY

#### **Recommended Disclosure a**

*Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.*

#### **Recommended Disclosure b**

*Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.*

#### **Recommended Disclosure c**

*Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*

Ajiya recognises sustainability, including climate change, as a relevant risk and opportunity to our business. We have identified relevant climate risks, categorised into physical and transition risks by short, medium, and long-term time horizons, considering the useful life of our assets and infrastructure, as well as the manifestation periods of climate-related issues.

The identified climate-related risks could potentially affect various aspects of business operations including existing operations, physical assets, access to financing and markets as well as the availability and costs of necessary inputs for the business model.

The Group's climate risk assessment integrates internationally recognised scenarios, including SSP2-4.5 and NGFS Net Zero 2050, to model potential climate trajectories and their implications on business operations.

For instance, under the SSP2-4.5 scenario, annual precipitation is expected to intensify, coupled with the increase of heavy rainfall days, amplifying the risk of flash floods over the medium to long term. Ajiya anticipates an increased risk rating from Low (Short Term) to Moderate (Long Term), reflecting the potential for more severe climate impacts over this extended timeframe. Emerging risks may necessitate enhanced measures such as strengthened flood prevention infrastructure, advanced monitoring systems, or revised SOPs to address increasingly unpredictable weather patterns. These adaptations could involve higher upfront investment costs if climate conditions become more extreme. Ongoing reviews and adaptive responses will be critical in ensuring mitigation measures evolve in alignment with climate projections and regulatory expectations.

Conversely, in a NGFS Net Zero 2050 scenario—where stringent climate policies drive global warming mitigation—transition risks are heightened, necessitating proactive regulatory compliance and market adaptation strategies. For instance, over the medium-long term, the cumulative effect of regulatory developments—particularly carbon taxes—may begin to materialise, resulting in heightened operational expenditures. The financial impact will largely depend on the initial carbon tax rate and Ajiya's carbon footprint at that time. These transitional developments are expected to evolve further, requiring Ajiya to consistently adapt to changing policies and environmental standards. Although the intensity of new regulations may moderate over time, ongoing investments in sustainable practices, equipment upgrades, and compliance systems will be necessary to uphold operational resilience and regulatory conformity.

*Additional information on the climate mitigation and adaptation measures that are currently being implemented across our operations can be found in the following subsections (page 98-103).*



## SUSTAINABILITY STATEMENT

### RISKS

#### Extreme Rainfall Pattern

Intensifying rainfall and flash floods present challenges such as site shutdowns, damage to inventory and potential supply chain disruptions. These weather events can halt production and delay deliveries, negatively impacting financial performance and customer relations.

S M L

#### Droughts/Water Scarcity

This may result in operational delays due to water supply cuts. Given the higher reliance on water consumption, the Glass Division may be more susceptible to the risk, as extended periods of drought may disrupt production timelines, in turn leading to decreased operational efficiency.

M L

#### Compliance and Legal Risks

Non-compliance risks may see gaining traction as more transitional shifts in response to climate change are introduced. For instance, increased environmental disclosure requirements demands additional administrative resources, translating into increased operational expenses.

S M L

#### Market and Reputation

The financial sector's growing emphasis on ESG performance influences capital availability and financing strategies.

S M L

#### Rising Temperature

Higher temperatures affect worker health and productivity, while also affecting manufacturing processes that require precise parameter control. If these parameters are not properly adjusted, it may result in inconsistent product quality and defects. Additionally, higher cooling demands contribute to increased operational costs.

S M L

#### Environmental and Energy Policy Shifts

Escalated demands for the use of green-certified materials or green-certified suppliers may result in higher procurement costs, with potential disruptions in existing supply chain relations – driving up production costs. Policy shifts, such as carbon taxes and increased energy tariffs entail operational complexities and increase expenditures.

S M L

#### Transition to Low-Carbon

Investments in decarbonisation initiatives may require the Group to balance resource allocation between sustainability efforts and other strategic priorities, such as production expansion, innovation, and acquisitions. While these initiatives support long-term environmental and regulatory goals, they also call for a measured approach to ensure financial sustainability and business growth remain on track.

S M L

### OPPORTUNITIES

#### Renewable Energy Adoption

Long-term investments in renewable energy infrastructure offer substantial cost savings, reduce carbon footprint, and enhance its market positioning.

S M L

#### Carbon Credits Purchase

Given the inherent challenges of achieving net-zero emissions or carbon neutrality solely through internal initiatives, Ajiya acknowledges the strategic value of carbon credits to address residual emissions. While purchasing carbon credits entails higher upfront costs and may increase compliance expenses in the short term, these costs could be partially offset by potential tax benefits or environmental incentives. In the long run, Ajiya would be well-positioned to mitigate potential financial risks associated with carbon taxation policies that may emerge in the future. Reducing the Group's effective carbon footprint through credits could stabilise production costs and support competitive pricing in a low-carbon economy.

M L

#### Diversification of Business Activities/Access to New Markets

Diversification efforts focus on developing innovative, sustainable building materials that align with green construction standard to create additional sources of revenue as it enhances competitiveness but also aligns with shifting regulatory trends and consumer preferences toward low-carbon products.

S M L

S refers to short-term (0-2 years).

M refers to medium-term (2-10 years).

L refers to long-term (>10 years).

## SUSTAINABILITY STATEMENT



### RISK MANAGEMENT

**Recommended Disclosure a**

*Describe the organisation's processes for identifying and assessing climate-related risks.*

**Recommended Disclosure b**

*Describe the organisation's processes for managing climate-related risks.*

**Recommended Disclosure c**

*Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.*

In FPE2024, Ajiya has undertaken a climate change workshop facilitated by the Group's appointed external ESG consultant to guide our Management and the heads of the Group's various operations in identifying the Group's climate change risks and opportunities.

With the collective input of this cross functional workshop, the Group has assessed the potential impacts of various physical and transitional risks and mapped the impact timeframes of these risks on the Group's business and formulated the appropriate mitigation measures. Opportunities arising from climate change has also been similarly identified. Based on climate scenarios like the NGFS Net Zero and SSP2-4.5, Ajiya has also developed adaptation, and mitigation plans to address the various potential business and operational challenges arising from these scenarios.

Under its ISO 31000:2018-aligned Enterprise Risk Management ("ERM") framework, the Risk Management Committee ("RMC") conducts regular reviews and oversees an ongoing risk management process. With the identification of climate-related risks across short-, medium-, and long-term horizons, the Group remains proactive and is currently exploring the integration of climate-related risks into its Risk Register. This initiation aims to strengthen the Group's approach to addressing climate-related risks and leveraging emerging opportunities by adapting operations, enhancing infrastructure, and reinforcing supply chain resilience. The criteria for identifying and prioritising climate risks are based on their severity, likelihood, and potential impact on business objectives. Once integrated, these risks and their corresponding mitigation strategies will be continually assessed to ensure sustained relevance and organisational resilience.

Additionally, the Group undertakes a comprehensive materiality assessment at least once every three years to identify and prioritise Ajiya's material sustainability matters, including climate change, taking into consideration the feedback from all internal and stakeholders. The most recent materiality assessment was carried out in FPE2024. The materiality assessment findings have been tabled to the Board in FPE2024.

All sustainability, including climate-related risks undergo continuous monitoring and review by the RMC, ensuring proactive identification, assessment, and management in harmony with our broader risk management strategy.



## SUSTAINABILITY STATEMENT



### METRICS AND TARGETS

#### **Recommended Disclosure a**

*Disclose the metrics used by the organisation to assess climate related risks and opportunities in line with its strategy and risk management process.*

#### **Recommended Disclosure b**

*Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.*

#### **Recommended Disclosure c**

*Describe the targets used by the organisation to manage climate related risks and opportunities and performance against targets.*

In FPE2024, Ajiya enhanced its emissions management approach by undertaking a comprehensive greenhouse gas (“GHG”) inventory that encompasses Scope 1, Scope 2, and selected Scope 3 emissions. Scope 1 covers direct emissions from sources owned or controlled by the Group, primarily arising from fuel consumption in operational activities. Scope 2 reflects indirect emissions from the generation of purchased electricity used across Ajiya’s facilities. Meanwhile, Scope 3 includes emissions from employee commuting and business travel, allowing the Group to better understand and manage its broader value chain footprint.

To better quantify emissions in relation to business performance, Ajiya refined its carbon intensity metric in FPE2024 by introducing revenue as a benchmark parameter. This enhancement enables a more accurate reflection of the relationship between operational growth and energy efficiency, offering deeper insights into the Group’s environmental impact relative to its economic expansion.

For a more in-depth understanding of our energy and emissions management practices, please refer to the Energy and Emissions Management sections (pages 98-103) of this report.

The emission factor and Global Warming Potential (GWP) values for Scope 1 emission calculations are retrieved from the Intergovernmental Panel on Climate Change (IPCC) database. The emission factor used for grid electricity is based on the United Nations Framework Convention on Climate Change (UNFCCC) Harmonised Grid Factors 2021. Past year data on Scope 2 emissions have been restated due to the restatements of electricity consumption attributed to the enhancement in data collection and emission calculation processes.

In FPE2024, our CO<sub>2</sub>e emissions across Scope 1, 2 and 3 are as below:

- Scope 1 = 206.23 tCO<sub>2</sub>e
- Scope 2 = 5,515.61 tCO<sub>2</sub>e
- Scope 3 = 857.75 tCO<sub>2</sub>e
- Total Emissions = 6,579.59tCO<sub>2</sub>e

More information is provided in Emissions Management (page 98-103).

Ajiya has set clear targets to manage climate-related risks and opportunities which is to complete a GHG emissions baseline assessment and set reduction targets for Scope 1 and Scope 2 emissions by FY2025, with annual progress reporting.

Other relevant targets can be found in ESG KPIs and Targets (page 85-86), with detailed progress available in the respective sections.

## SUSTAINABILITY STATEMENT

### ENERGY AND EMISSIONS MANAGEMENT

Energy efficiency and emissions reduction form the foundations of Ajiya's sustainability strategy, underlining our commitment to advancing a low-carbon economy while enhancing operational efficiency.

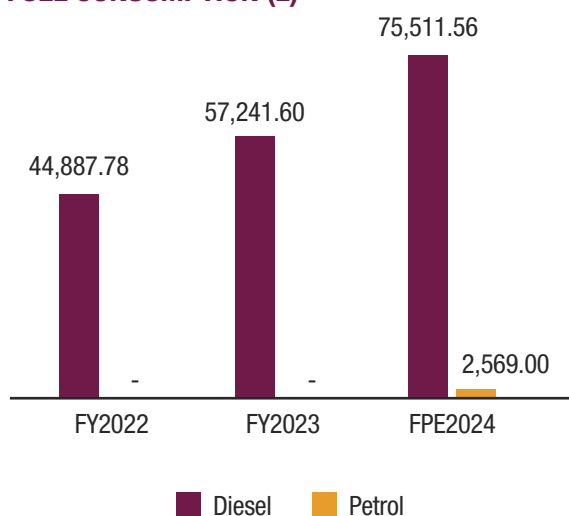
Since 2019, we have progressively integrated solar energy solutions across our manufacturing facilities. To date, we have installed 3.1 megawatts peak (MWp) of solar PV capacity on our factory rooftops, while our forthcoming new factory is also planned to incorporate solar power generation. To optimise energy efficiency, we employ real-time energy monitoring systems to track and assess solar power output, ensuring reliable and efficient energy management.

The Group's energy consumption profile primarily constitutes diesel and petrol usage for fleet movements and industrial machinery, alongside electricity purchased from the national grid, supplemented by on-site solar generation. While the Metal Division's energy demand for operational activities is comparatively lower, the Glass Division's manufacturing processes, particularly for tempered and laminated glass, are inherently energy-intensive, requiring substantial power consumption to sustain high-temperature production processes.

To enhance energy efficiency, mitigate grid dependency, and optimise resource utilisation, we have implemented several energy efficiency measures. Looking ahead, we aim to expand energy-efficient investments, including inverters for air compressors and high-efficiency automation lines, to curb avoidable energy consumption.

In FPE2024, Ajiya recorded a 31.9% increase in diesel consumption, totalling 75,511.56 L, compared to 57,241.60 L in FY2023. The increase was largely attributed to a higher order amount. Additionally, in FPE2024, we initiated petrol consumption tracking, which was used for company fleet and forklifts, marking a step towards comprehensive fuel usage monitoring to support efficiency improvements and emissions reduction initiatives.

#### FUEL CONSUMPTION (L)



Expanding solar PV installations to supplement energy demand and reduce reliance on grid electricity.



Installing inverters for high-power motors.



Implementing machine scheduling strategies to manage high-power demand and reduce peak load.



Deploying real-time monitoring solutions to track energy consumption patterns.



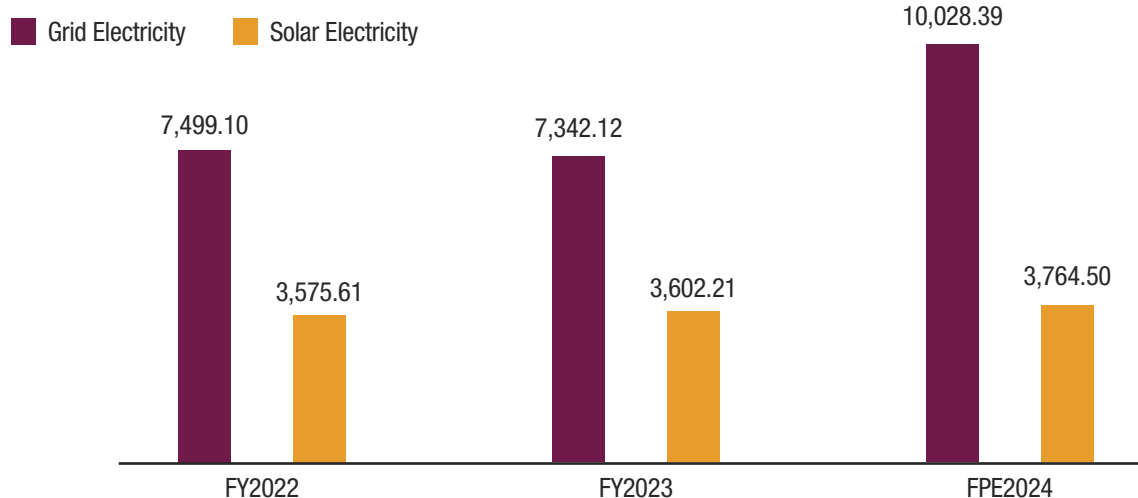
Engaging qualified electrical consultants for routine assessment of power supply and solar systems.



## SUSTAINABILITY STATEMENT

Meanwhile, total electricity consumption reached 13,792.89 MWh in FPE2024. Notably, 27.29% of this consumption was met through renewable sources, specifically solar energy with total generation reaching 3,764.50 MWh. This transition to clean energy contributed to an estimated avoidance of 2,070.47 tCO<sub>2</sub>e, reinforcing our commitment to mitigating greenhouse gas emissions and accelerating the integration of sustainable energy solutions across our operations.

### ELECTRICITY CONSUMPTION



*Note: The figures of electricity consumption presented in the above charts differ from those of the previous year due to enhanced data collection processes that is incorporated in the current report.*

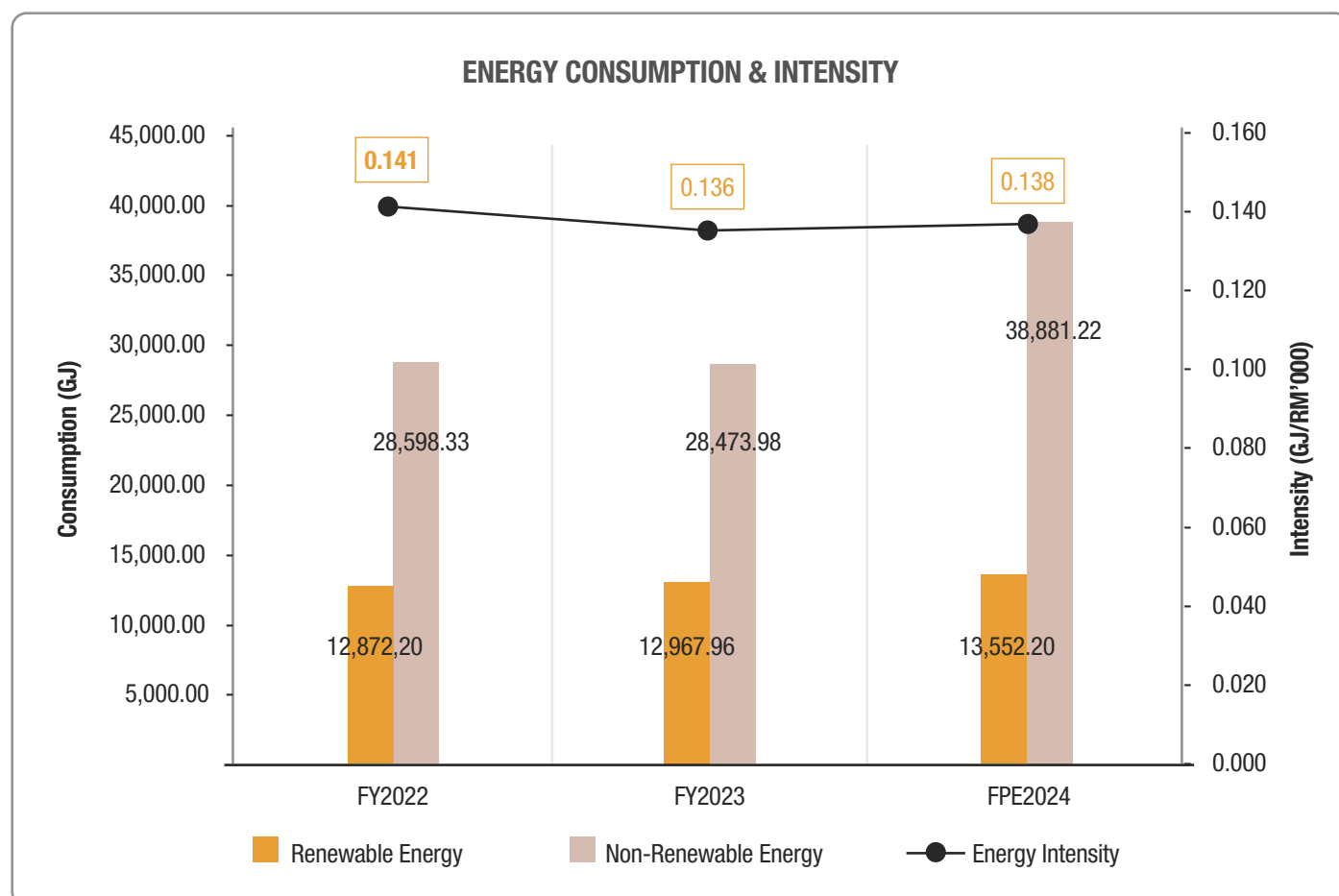
Electricity Consumption (kWh)		FY2022	FY2023	FPE2024
Grid Electricity	Metal Division	504,992.00	686,626.60	854,572.00
	Glass Division	6,994,106.00	6,655,490.00	9,173,814.00
Solar Electricity	Metal Division	496,960.80	544,667.90	583,380.60
	Glass Division	3,078,651.00	3,057,544.00	3,181,119.00

Compared to FY2023, the consumption of renewable energy has increased by 4.51%, generating a total of 13,552.20 GJ, with consistent progress across both divisions in FPE2024. The incorporation of renewable energy sources has yielded tangible results, achieving a sustainable energy mix, with solar energy supplementing 25.85% of total energy demand. This indicates a substantial reduction in reliance on conventional power sources, reinforcing our role as a staunch advocate of renewable energy adoption.

		FY2022	FY2023	FPE2024
Renewable Energy (GJ)	Metal Division	1,789.06	1,960.80	2,100.17
	Glass Division	11,083.14	11,007.16	11,452.03
Non-renewable Energy (GJ)	Metal Division	2,810.32	3,692.59	4,869.71
	Glass Division	25,788.01	24,781.39	34,011.51
Total Energy Consumption (GJ)		41,470.54	41,441.94	52,433.42

## SUSTAINABILITY STATEMENT

Total energy consumption rose to 52,433.42 GJ, a notable increase from 41,441.94 GJ in FY2023. This rise was mainly attributed to higher electricity and fuel usage due to increased operational demands tied to business growth, leading to a marginal increase in its energy intensity. Ajiya remains steadfast in maintaining operational efficiency amid business expansion. Through ongoing process improvements, enhanced data tracking, and investments in energy-efficient technology, we continue to drive long-term sustainability while reducing our carbon footprint.



- Note:**
1. The conversion factor used to convert litres consumption to energy value is based on Malaysia Energy Statistic Handbook 2020.
  2. Past year data on energy consumption and intensity have been restated due to the new inclusion of fuel consumption and restated electricity consumption attributable to the enhancement in data collection process in FPE2024.

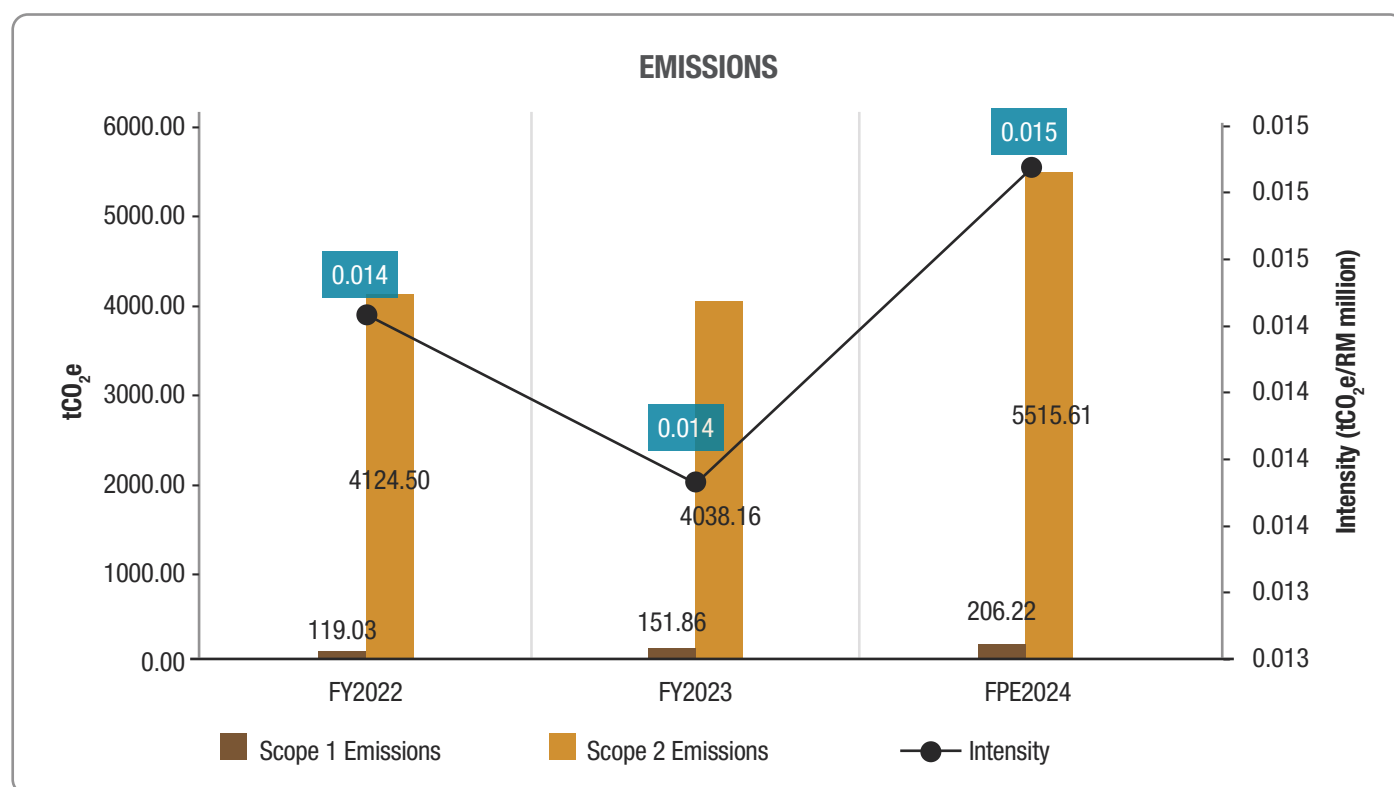
In FPE2024, Ajiya strengthened its emissions management strategy by initiating a comprehensive greenhouse gas (“GHG”) inventory covering Scope 1, Scope 2, and Scope 3 emissions. This structured approach enables systematic tracking, measurement, and management of our carbon footprint while identifying opportunities for emissions reduction across our value chain. Our emissions reporting aligns with the GHG Protocol, ensuring comprehensiveness, accuracy, and transparency.

Scope 1 emissions comprise direct emissions from sources that are owned or controlled by Ajiya, primarily stemming from the fuel consumption used for operational processes. Scope 2 accounts for indirect emissions associated with the generation of purchased electricity consumed by the Group’s operations.



## SUSTAINABILITY STATEMENT

Operational Emissions (tCO <sub>2</sub> e)		FY2022	FY2023	FPE2024
Metal Division	Scope 1	73.78	90.77	132.93
	Scope 2	277.75	377.64	470.01
	<b>Total emissions</b>	<b>351.53</b>	<b>468.41</b>	<b>602.94</b>
Glass Division	Scope 1	45.30	61.09	73.30
	Scope 2	3,846.76	3,660.52	5,045.60
	<b>Total emissions</b>	<b>3,892.06</b>	<b>3,721.61</b>	<b>5,118.89</b>



**Note:**

1. The emission factor and Global Warming Potential (GWP) values for Scope 1 emission calculations are retrieved from the Intergovernmental Panel on Climate Change (IPCC) database.
2. The emission factor used for grid electricity is based on the United Nations Framework Convention on Climate Change (UNFCCC) Harmonised Grid Factors 2021.
3. Past year data on Scope 2 emissions have been restated due to the restatements of electricity consumption attributed to the enhancement in data collection and emission calculation processes.

During the year, total Scope 1 and 2 emissions increased by 36.56% to 5,721.83 tCO<sub>2</sub>e, primarily driven by higher fuel and electricity consumption resulting from expanded operational activities and higher energy demand linked to increased production levels.

## SUSTAINABILITY STATEMENT



To quantitatively evaluate emissions in relation to business activities, Ajiya refined its carbon intensity metric in FPE2024 by incorporating revenue as a measurement parameter. This revision effectively captures the interplay between business expansion and energy efficiency, providing insights into the Group's environmental impact relative to its economic growth. With 25.13% of revenue growth in FPE2024 and a corresponding increase in energy consumption, Ajiya subsequently observed an emission intensity of 0.015 tCO<sub>2</sub>e/RM'000, an 9.18% increase compared to FY2023, highlighting the need for continuous optimisation of energy consumption amidst strong business growth.

Aligned with our commitment to robust emissions management, we expanded our GHG inventory to include Scope 3 emissions covering employee commuting and business travel categories, enabling us to quantify and manage indirect emissions across the value chain.

Metal Division		FY2022	FY2023	FPE2024
Employee Commuting	Bus	0.04	0.38	0.36
	Motorbike	189.84	182.70	181.61
	Passenger Car	261.90	249.87	277.80
Business Travel	Motorbike	0.13	0.09	0.33
	Passenger Car	96.56	95.31	82.93
Total Scope 3 emissions (tCO <sub>2</sub> e)		548.47	528.34	543.02

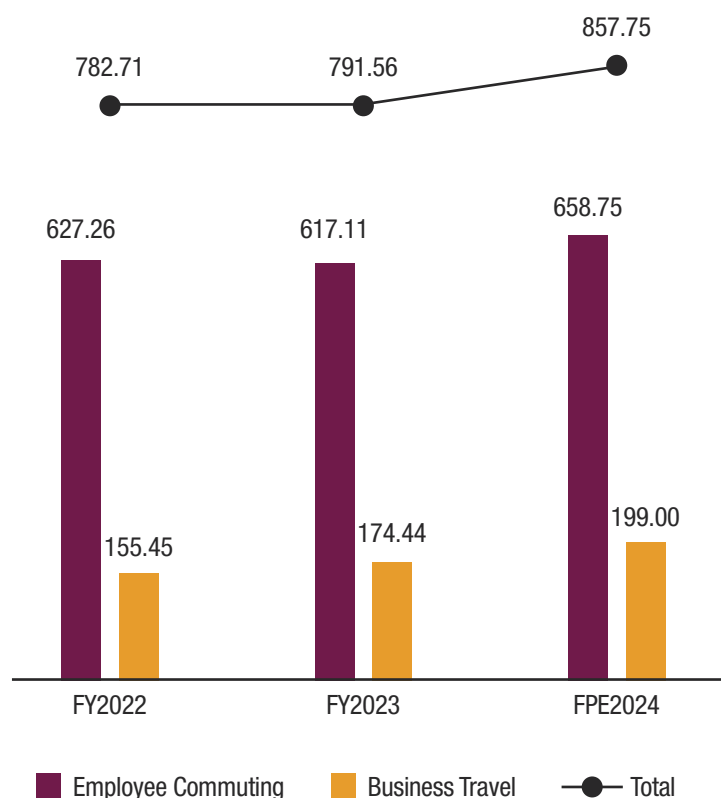
Glass Division		FY2022	FY2023	FPE2024
Employee Commuting	Bus	0.18	0.18	0.18
	Motorbike	89.27	91.16	96.87
	Passenger Car	86.03	92.84	101.94
Business Travel	Passenger Car	58.76	79.05	115.75
Total Scope 3 emissions (tCO <sub>2</sub> e)		234.24	263.22	314.74

## SUSTAINABILITY STATEMENT



As we continue to expand our renewable energy capacity and refine emissions management strategies, we are poised to achieve greater energy and emission efficiency, driving meaningful contributions to national and global climate objectives. These efforts reflect our commitment to embedding sustainability into every aspect of our operations and championing environmental stewardship within our industry, ensuring a greener, more resilient future.

### TOTAL SCOPE 3 EMISSIONS (tCO<sub>2</sub>e)



## WATER MANAGEMENT

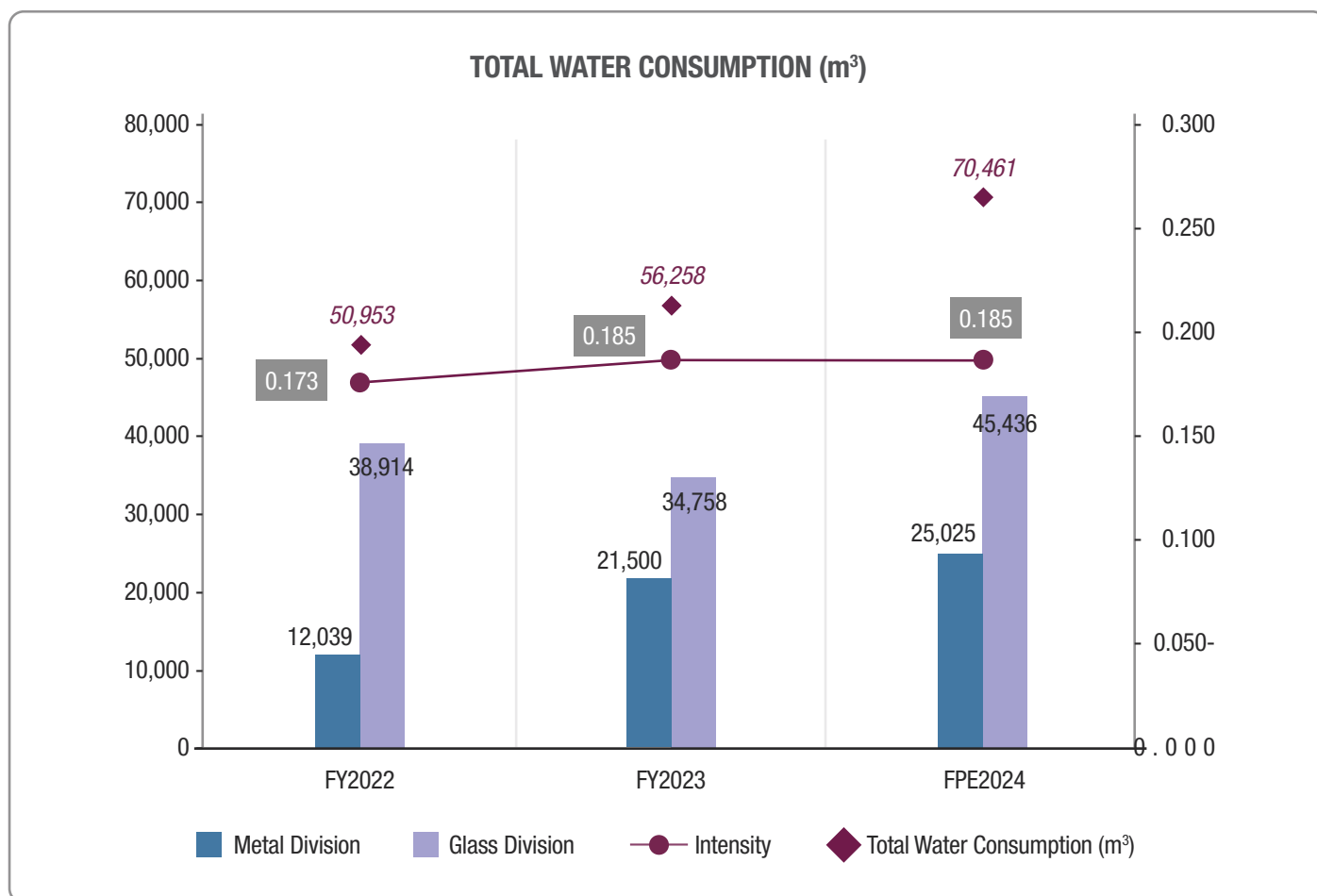
Water is a finite and shared resource, and at Ajiya, we recognise the importance of preserving water across our operational processes. While water consumption in the Metal Division remains minimal and does not present a high-risk factor, it is a critical resource in the Glass Division, particularly for glass grinding and washing activities. Whilst water savings initiatives are not outlined in a formal management policy, the culture of water conservation is integrated in Ajiya's operations through the following measures: -

- Closed-loop water systems – Water used in machinery processes is effectively managed through continuous filtration and recirculation, minimising water consumption while ensuring optimal performance and environmental responsibility. Currently, the practice of replacing water daily helps maintain cleanliness and product quality.
- Water monitoring systems – Flow meters are deployed at incoming water supply points and the internal reverse osmosis water system in the Glass Division for production processing use to optimise water usage efficiency.

Ajiya primarily relies on the municipal water supply to support its operations. In FPE2024, the Group recorded a total water withdrawal of 70,461 m<sup>3</sup>, reflecting a 25.25% increase compared to 56,258 m<sup>3</sup> in FY2023. The surge in water withdrawal remains associated with the increase in business orders. To assess water efficiency, Ajiya calculates water intensity as the ratio of total water consumption—including both operational processes and daily facility usage—to annual revenue from directly managed operations, at 0.185 m<sup>3</sup>/RM'000 in FPE2024.



## SUSTAINABILITY STATEMENT



*Note: Water consumption data for FY2022 and FY2023 has been restated to rectify previously reported data discrepancies.*

Moving forward, Ajiya remains resolute in its commitment to enhancing water conservation through continuous improvements and innovative solutions. By integrating more efficient technologies and refining our water management practices, we aim to reduce consumption, optimise usage, and minimise environmental impact.



SUSTAINABILITY STATEMENT

WASTE MANAGEMENT AND EFFLUENTS

At Ajiya, we recognise the importance of responsible waste management in mitigating environmental impacts and fostering sustainable practices. Our waste management approach is anchored in minimising waste generation, maximising recycling, and ensuring proper disposal. These efforts align with our overarching goal to divert waste from landfills and champion a circular economy.



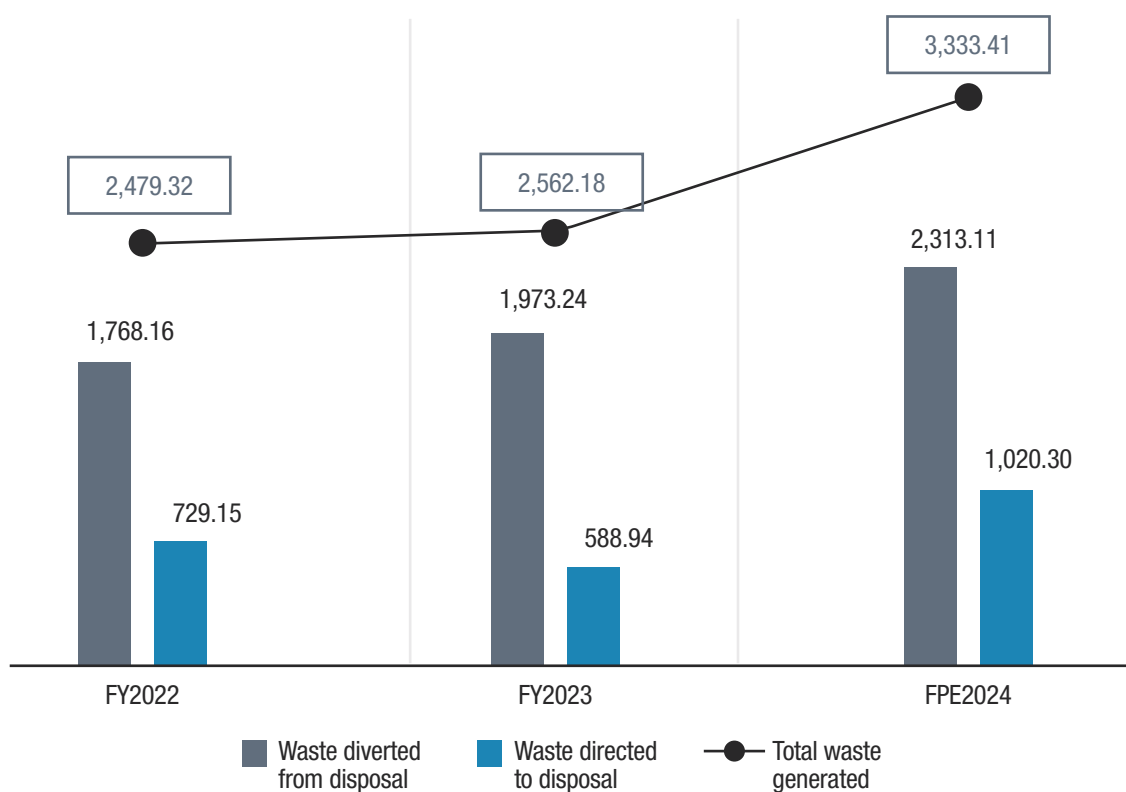
<b>Segregation of Production Waste</b>
Segregation of production waste, such as wood and steel/metal, at the point of generation, facilitates effective reuse on ensures proper disposal through authorised channels.
<b>Scheduled Waste Management</b>
Managed with strict adherence to regulatory requirements.
This includes systematic on-site monitoring, detailed data recording, and secure storage.
All scheduled waste is safety handled and transported by licensed contractors to disposal facilities.
<b>Sustainable Procurement</b>
Strategic sourcing of critical materials (e.g., metals, glass) through long-term supplier relationships and inventory management to minimise material wastage.

The Group generates both hazardous waste (scheduled waste) and non-hazardous waste, including domestic waste, production by-products, and recyclable materials. Mismanagement of waste can result in air and water quality degradation, soil contamination, and hazardous material exposure risks to both employees and nearby communities. Acknowledging these risks, we are steadfast in ensuring that all waste is responsibly handled in compliance with regulatory standards and in alignment with our environmental stewardship principles.

While we observed an 30.10% increase in waste generation, amounting to 3,333.41 tonnes in FPE2024, we have also seen an improvement in our waste management performance, marked by a notable increase of 17.22% in waste diverted from disposal. With minimal waste ending up in disposal facilities, substantial proportions of 74.64% and 67.88% of waste generated from the Metal and Glass divisions, respectively, comprising mainly of production offcuts and scraps were diverted from disposal through certified recycling facilities.

## SUSTAINABILITY STATEMENT

WASTE GENERATION (tonnes)



Note: Waste-related data for FY2022 and FY2023 has been restated as a result of enhanced data collection processes.

		FY2022	FY2023	FPE2024
Metal Division	Hazardous waste	29.77	36.78	57.42
	Recycled waste	426.24	502.55	557.86
	Non-recycled waste	111.59	165.68	132.15
Total Waste Generated (tonnes)		567.60	705.01	747.43

		FY2022	FY2023	FPE2024
Glass Division	Hazardous waste	0.5	1.1	0.66
	Recycled waste	1,341.92	1,470.69	1,755.25
	Non-recycled waste	587.29	385.38	830.08
Total Waste Generated (tonnes)		1,929.71	1,857.17	2,585.99

By embedding robust waste management practices across our value chain, Ajiya strives to minimise its environmental footprint while contributing to the broader objectives of sustainable development.



## SUSTAINABILITY STATEMENT

### RESOURCE AND MATERIAL CONSUMPTION

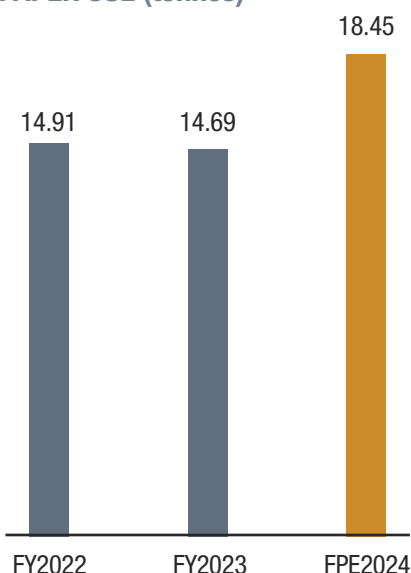
Ajiya places significant emphasis on sustainable manufacturing by prioritising the use of eco-friendly materials and adopting circular practices across operations. By integrating recycled materials into our processes, reusing reclaimed materials where possible, and recycling packaging materials (timber, plastic wrapping, and cardboard) for an extended lifecycle, we actively reduce our environmental footprint while aligning with the Group's sustainability objectives.






Across both divisions, reclaimed materials are either remanufactured into final products or repurposed into components integrated within them, reinforcing resource circularity without compromising product quality. While exact reuse quantities of reclaimed materials are not currently tracked, they collectively reflect our ongoing commitment to efficient and responsible production practices.

Beyond environmental considerations, we acknowledge the financial implications associated with resource consumption. These include direct procurement costs, transportation expenses, and disposal fees, as well as the shadow costs of environmental impacts. To optimise material efficiency, we adopt strategic sourcing practices, establish long-term supplier relationships, and maintain inventory buffers, specifically for key materials such as metals and glass.

In FPE2024, Ajiya strengthened its material management approach by implementing systematic monitoring and reporting of key materials consumed within both divisions. This includes critical production inputs such as metal sheets and glass, and packaging materials. While our digitalisation efforts are not yet formalised across all divisions, the tracking of paper consumption in offices serves as a foundational step in reducing paper dependency, streamlining digital workflows, and promoting responsible paper use.

PAPER USE (tonnes)



Division	Materials	FY2022	FY2023	FPE2024
Metal Division	 Metal sheets	30,784.75	35,186.78	38,885.13
	 Packaging materials	595.90	726.10	758.00
Glass Division	 Glass	31,003.63	12,713.37	11,226.91
	 Process materials	345.96	250.82	211.51
	 Packaging materials	33.15	38.40	49.18
Total weight of materials for production and packaging (tonnes)		62,763.39	48,915.47	51,130.73

Moving forward, we remain committed to scaling these initiatives across all operational segments, reinforcing our approach to resource efficiency and sustainable material management. By maximising material usability and minimising waste generation, the Group aims to mitigate environmental impacts, reduce our carbon footprint, and strengthen long-term operational resilience.

## SUSTAINABILITY STATEMENT

### ENVIRONMENTAL MONITORING AND COMPLIANCE

Ajiya remains steadfast in its commitment to conducting business in an environmentally responsible manner, balancing economic growth with ecological preservation. Guided by the Malaysian Environmental Quality Act 1974, we consistently strive to uphold environmental regulations and integrate sustainable practices across our operations.

Recognising the importance of monitoring environmental impacts, Ajiya is progressively enhancing its capabilities in areas, such as air emissions, effluent discharge, and other potential pollutants. While structured environmental monitoring initiatives for these aspects are yet to be fully implemented, Ajiya has embarked on an essential initiative by pursuing the certification of ISO 14001:2015 Environmental Management System (“EMS”) for the main factories of both divisions in FPE2024.

In parallel, we are actively enhancing environmental management capabilities through the following initiatives:



#### PROCESS IMPROVEMENT

Within the Metal Division, we are transitioning from a paint spraying process to a paint dipping process, reducing airborne emissions and minimising environmental impact.



#### LOCAL EXHAUST VENTILATION (“LEV”) IMPLEMENTATION

We have installed LEV system at key production sites to direct air emissions for proper dispersion, ensuring compliance with safety and environmental regulations.



#### INVESTMENT IN NEW MACHINERY

We are investing in advanced machinery to enhance production efficiency while reducing environmental impact.

By fostering a culture of continuous improvement, Ajiya ensures that its policies and practices are aligned with both regulatory requirements and international best practices. Our focus on expanding these efforts accentuates our commitment to responsible environmental management, contributing positively to sustainability and reinforcing our responsibilities as corporate citizens.

## BIODIVERSITY

Ajiya recognises the importance of biodiversity conservation in maintaining ecological balance and ecosystem resilience. While our business operations are not located within or adjacent to biodiverse habitats, we remain committed to minimising our environmental footprint through responsible resource management. Our existing sustainability initiatives, such as waste reduction, emissions control, and responsible material sourcing, indirectly contribute to biodiversity conservation by reducing pollution, limiting habitat degradation, and promoting circular economy practices.

As we advance our environmental efforts, we continue to explore opportunities to align our operations with broader conservation objectives, reinforcing our commitment to sustainable growth.

## SUSTAINABILITY STATEMENT

### PILLAR 3: SOCIAL IMPACT



A truly successful business is built on an empowered workforce and a deep-rooted dedication to ethical and responsible practices. At Ajiya, social responsibility is a central principle that shapes the way we carry out operations.

Our social responsibility strategy centres on key material topics such as individual development plans for employees, fair labour practices and human rights, gender diversity, equity and inclusion, occupational safety and health (“OSH”), and responsible local procurement. By focusing on these areas, Ajiya aims to create a workplace that is inclusive, ethical, and supportive while strengthening our supply chain and contributing to sustainable economic growth.

From empowering our workforce to strengthening communities, social responsibility is constructed into every aspect of our business. Through purposeful action and firm commitment, we endeavour to leave a legacy that benefits our employees, society, and future generations.

### GENDER DIVERSITY, EQUITY AND INCLUSION

At Ajiya Berhad, we recognise that diversity, equity, and inclusion are fundamental to our growth and success. Our workforce is built on mutual respect, where every individual—regardless of gender, background, or nationality—is valued for their contributions. We believe that cultivating an inclusive environment enhances collaboration and innovation, enabling us to serve our diverse customer base more effectively.

We are committed to fair and merit-based employment practices, ensuring equal opportunities for growth and development for all employees. Our focus on diversity includes initiatives that promote inclusive leadership, equitable hiring practices, and a workplace culture that removes barriers to advancement. Ajiya has set clear KPIs to drive gender diversity, aiming to achieve at least 20% female representation in Senior Management positions by FY2025.

From recruitment to career progression, we uphold a workplace free from discrimination, guided by policies that align with legal requirements and our organisational values. Beyond compliance, we cultivate a culture of belonging through inclusive hiring, employee-led initiatives, and cross-cultural engagement. This commitment is reinforced by our Diversity Policy, first established on April 27, 2018, and last revised on October 28, 2022, which ensures equal opportunities and a supportive environment for all employees across the organisation. Guiding ethical behaviour across the organisation, our Code of Ethics and Conduct, adopted on July 24, 2013, and most recently updated on October 19, 2023, sets clear expectations for integrity, professionalism, and respect in the workplace.

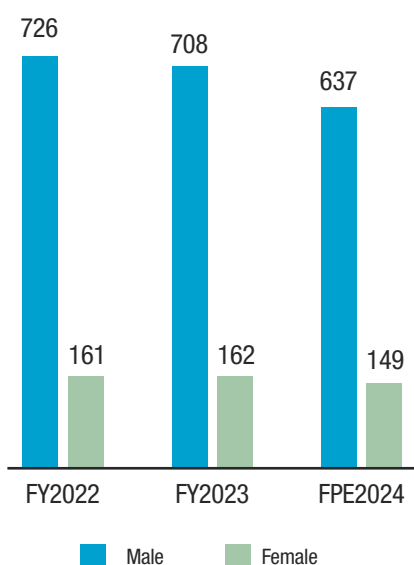
At every level, from our leadership to our teams, we champion diversity as a driver of progress. By investing in skill development and creating equal opportunities, we empower all employees, including those from underprivileged communities, to thrive. We uphold our commitment to build a workplace where everyone feels supported, heard, and empowered to reach their full potential.



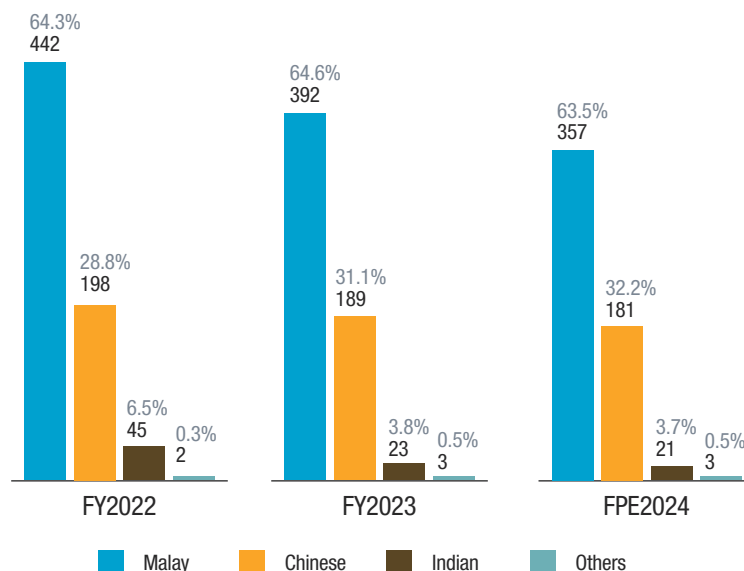
## SUSTAINABILITY STATEMENT

As of 31 December 2024, our workforce consists of 786 employees from various backgrounds, broken down as follows:

### WORKFORCE BY GENDER

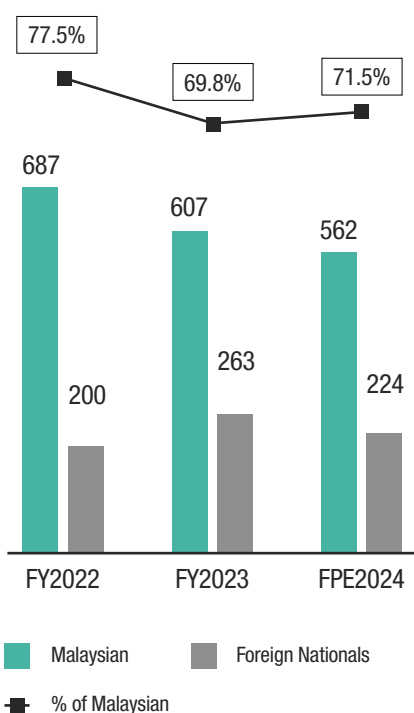


### LOCAL WORKFORCE BY ETHNICITY



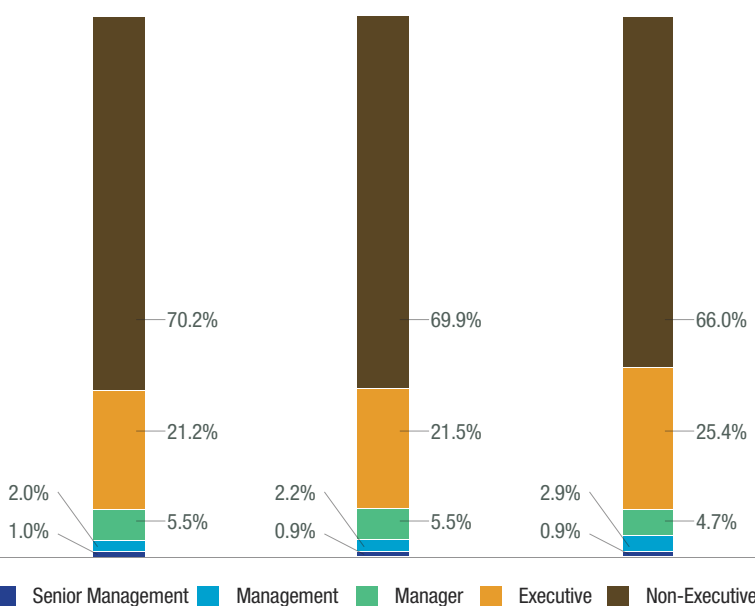
*Note: In this graph, the term 'local' refers to Malaysian citizens. The ethnicities represented are those of the main Malaysian ethnic groups. Data for FY2022 and FY2023 has been restated due to rectified data discrepancies in the previous report.*

### WORKFORCE BY NATIONALITY



*Note: Data for FY2022 and FY2023 has been restated due to rectified data discrepancies in the previous report.*

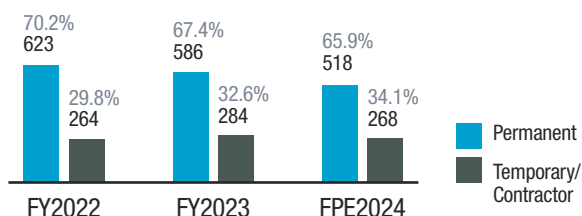
### WORKFORCE BY EMPLOYEE CATEGORY



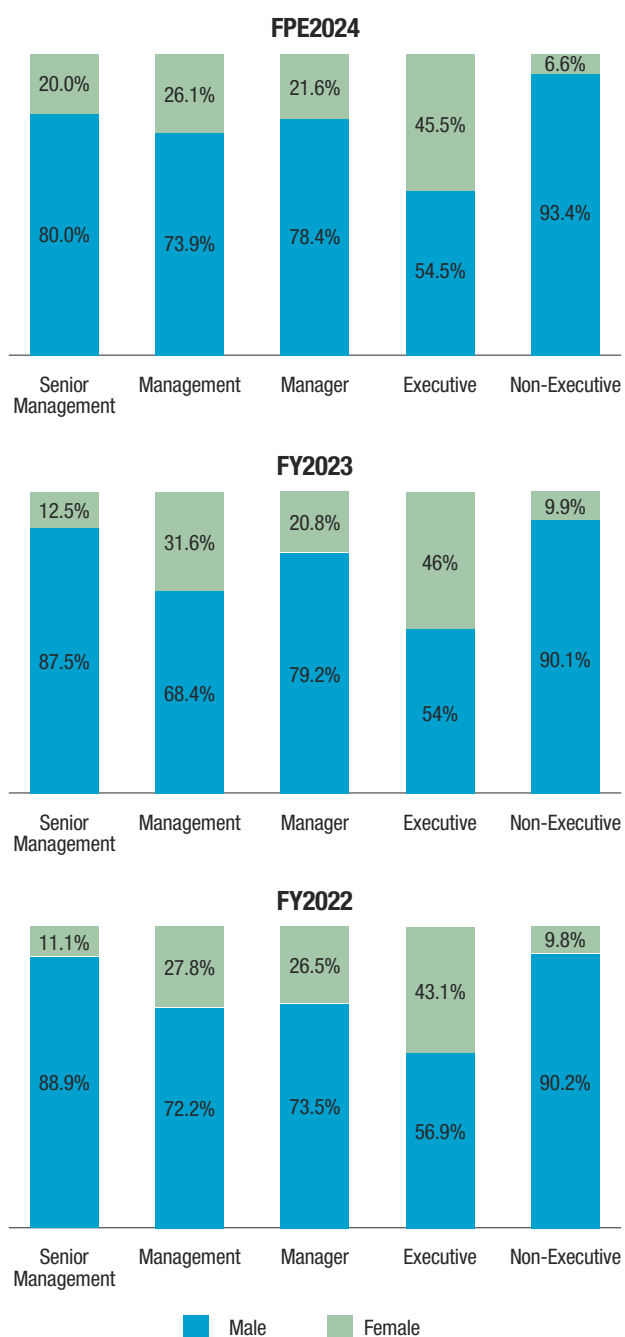
*Note: Workforce data by employee category has been expanded; figures for FY2022 and FY2023 may differ from those in previous reports.*

## SUSTAINABILITY STATEMENT

### WORKFORCE BY EMPLOYMENT TYPE



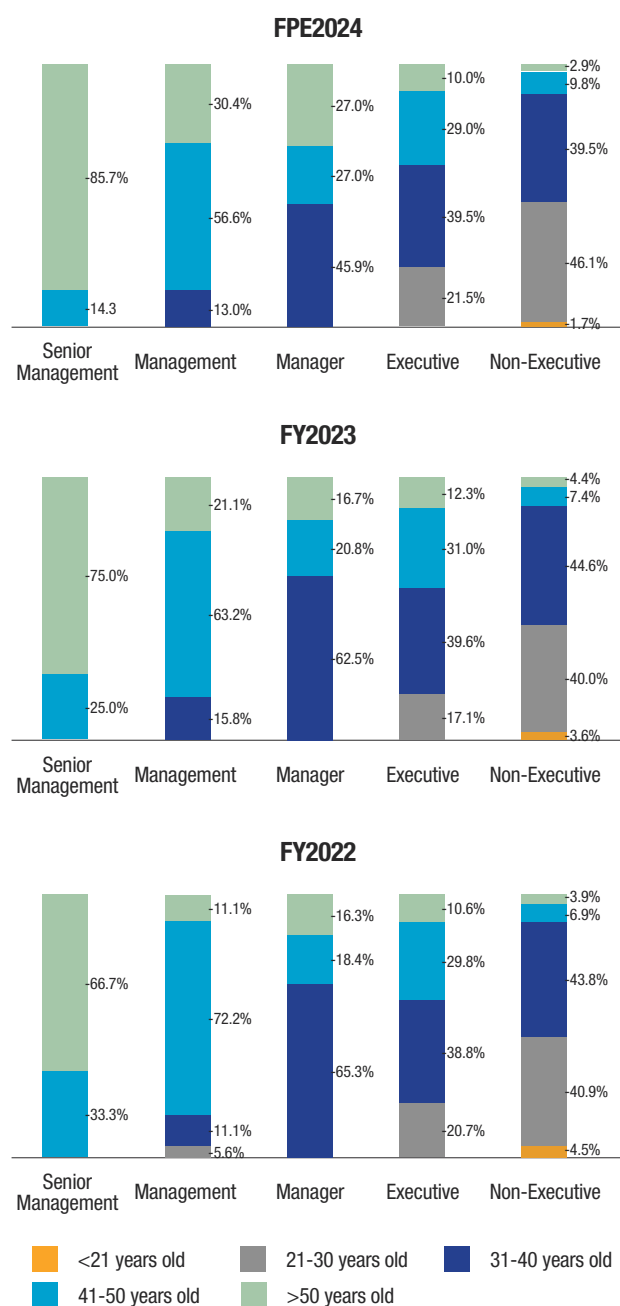
### GENDER BREAKDOWN BY EMPLOYEE CATEGORY



### Employees with Disabilities

Year	FY2022	FY2023	FPE2024
Percentage (%)	0.11	0	0

### AGE BREAKDOWN BY EMPLOYEE CATEGORY



*Note: Gender and age breakdown by employee category has been expanded; figures for FY2022 and FY2023 may differ from those in previous reports.*

## SUSTAINABILITY STATEMENT

### EMPLOYEE DEVELOPMENT

At Ajiya Berhad, employee development is rooted in our operational strategies as the growth of our employees are directly related to the future of our organisation. We are committed in nurturing the skills and potential of every individual and provide support in realising their ambitions in alignment with the company's goals. By creating an environment that prioritises professional growth, we build pathways for employees to enhance their expertise and advance their careers, delivering a sense of personal career achievement. With this, we provide resources and opportunities needed to support their career progression

### TRAINING AND DEVELOPMENT

Ajiya recognises that continuous learning is essential for both individual and organisational success. To ensure that our employees remain equipped with the necessary skills and knowledge, we continuously introduce a variety of targeted learning programs. These initiatives are designed to support both existing employees and new hires, ensuring that everyone has the opportunity to enhance their capabilities and stay ahead in their respective roles. Our approach includes a mix of technical, leadership, and sustainability-focused training to align with our corporate goals and broader industry trends, fostering a workforce capable of driving positive change.



In addition to structured learning programs, we place a strong emphasis on regular performance appraisals as a means of tracking career progression and identifying areas for further development. These annual reviews offer employees valuable feedback on their strengths and areas for improvement, allowing us to tailor development plans that support their professional growth. By addressing any skill gaps that may arise, we ensure that our workforce remains agile and well-prepared for the evolving demands of the business. This holistic approach to training and development underpins our broader sustainability goals, as we build a team that is not only knowledgeable but also empowered to contribute to our long-term objectives.

From FY2025 onwards, the Group aims to conduct a minimum of 8 hours of training annually for 65% of employees at the executive levels and above.

In FPE 2024, we ran a diverse mix of training programmes aimed at keeping our teams sharp, informed, and future ready. A strong focus was placed on staying ahead of regulatory changes and digital transformation, particularly around tax updates, e-invoicing, and compliance matters. At the same time, we continued to build awareness around environmental and occupational health and safety standards, reinforcing our ongoing commitment to responsible business practices.

We also invested in growing our people which included developing leadership capabilities, improving communication, and supporting personal effectiveness at work. Programmes ranged from strategic thinking and emotional intelligence to sales coaching and workplace performance. On the technical side, employees had the chance to strengthen their digital and software skills, while gaining exposure to emerging areas like climate risk and renewable energy. All in all, these learning experiences were designed to build resilience and deepen expertise that will contribute to the success of Ajiya.



## SUSTAINABILITY STATEMENT

### FPE2024

	FY2022	FY2023	FPE2024
Total training hours as a company	4,315	4,394.5	4,640.5
Average Training Hours Per Employee	4.86	5.05	5.90
Average Training Days Per Employee	0.61	0.63	0.74

	FY2022	FY2023	FPE2024
Total training spend as a company (RM)	117,533.89	180,645.6	190,126.73
Average Training Spend Per Employee (RM)	1,323.51	207.64	241.89

	FY2022	FY2023	FPE2024
Total Employees Attended Training			
Male	247	188	192
Female	134	121	144
Average Training Hours by Gender - Metal			
Male	6.20	6.71	6.42
Female	8.97	9.98	13.71
Average Training Hours by Gender - Glass			
Male	14.7	16.7	17.0
Female	17.5	15.2	15.0

	FY2022	FY2023	FPE2024
Average Training Hours			
Senior Management	2.33	6.50	14.79
Management	19.36	18.18	21.52
Manager	8.17	9.33	13.26
Executive	11.49	12.83	10.15
Non-Executive	2.22	1.89	2.93
Total Training Hours			
Senior Management	21.0	52.0	103.5
Management	348.5	345.5	495.0
Manager	400.5	448.0	490.5
Executive	2,159.5	2,398.5	2,029.5
Non-Executive	1,385.5	1,150.5	1,522.0

Note: Training data for FY2022 and FY2023 has been restated due to rectified discrepancies in the previous reports.

## SUSTAINABILITY STATEMENT

### HIRING AND ATTRITION

Ajiya prioritises local talent by recruiting across various roles, strengthening our workforce and supporting local employment and economic growth. We also ensure our suppliers meet high standards, reflecting our commitment to quality and community development in both recruitment and sourcing practices. To further enhance employee retention and well-being, we have introduced several initiatives, including service awards, career development training, and improved benefits aligned with Ajiya's holding company, Chin Hin Group Berhad. Beginning in FPE2024, we have increased medical benefits, and from FY2025, we will enhance annual leave, marriage leave, and compassionate leave, while also introducing special leave categories such as natural disaster, caregiver, and graduation/exam/study leave. These efforts reflect our ongoing commitment to creating a supportive and rewarding work environment.

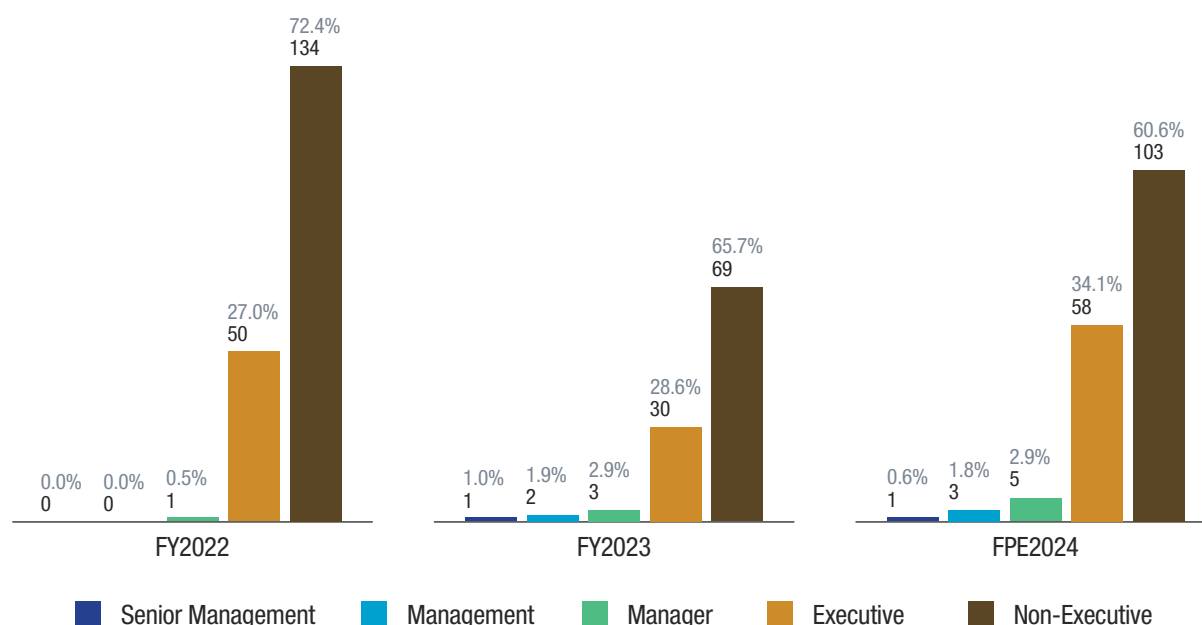
NEW HIRES			
Year	FY2022	FY2023	FPE2024
Total New Hires	270	170	95
Gender			
Male	233	136	71
Female	37	34	24
Age			
< 21 years old	25	17	6
21-30 years old	121	76	50
31-40 years old	117	69	22
41-50 years old	5	7	16
> 50 years old	2	1	1

EMPLOYEE TURNOVER BY GENDER AND AGE			
Year	FY2022	FY2023	FPE2024
Total Turnover	185	105	170
Full-Time Staff Voluntary Turnover Rate (%)	20.9%	12.1%	21.6%
Gender			
Male	157	71	138
Female	28	34	32
Age			
< 21 years old	3	2	3
21-30 years old	104	45	94
31-40 years old	73	47	30
41-50 years old	3	7	32
> 50 years old	2	4	11

Note: Employee turnover for FY2022 and FY2023 has been restated due to rectified data discrepancies in previous reports.

## SUSTAINABILITY STATEMENT

TURNOVER BY EMPLOYEE CATEGORY



## EMPLOYEE BENEFITS AND ENGAGEMENT

The Group understands that employee engagement and satisfaction are pivotal, which is why we place a strong emphasis on the health and well-being of our team. Our comprehensive remuneration and benefits package is carefully tailored to reflect individual roles, experience, qualifications, performance, and tenure. This approach ensures fairness and transparency while adhering to national regulations. To stay competitive and aligned with industry standards, we consistently review and benchmark our benefits against the best practices in the market.

### Salary and Remuneration

Year	FY2022	FY2023	FPE2024
Total payments made to employees in terms of salaries, bonuses and benefits	32,072,430	37,336,472	37,733,495
Total statutory payments made for employees' retirement benefits ("EPF")	2,654,263	3,012,829	3,184,613
Total payments in medical insurance ("SOCSO") for employees	424,112	436,626	534,614

### Parental Leave

Ajiya recognises the significance of helping employees manage their work and family responsibilities, which is why we offer parental leave for both male and female staff.

Metal Division	FY2022	FY2023	FPE2024
Number of employees entitled to Parental Leave	271	278	276
Number of employees who utilised Paternity Leave	0	11	9
Number of employees who utilised Maternity Leave	5	5	4



## SUSTAINABILITY STATEMENT

Glass Division	FY2022	FY2023	FPE2024
Number of employees entitled to Parental Leave	226	197	152
Number of employees who utilised Paternity Leave	0	3	2
Number of employees who utilised Maternity Leave	0	3	0

### Post-Parental Leave

Metal Division	FY2022	FY2023	FPE2024
<b>Return To Work Rates</b>			
Male	0.00	100.00	100.00
Female	100.00	100.00	100.00
<b>Retention Rates</b>			
Male	0.00	90.91	87.50
Female	100.00	80.00	75.00

Glass Division	FY2022	FY2023	FPE2024
<b>Return To Work Rates</b>			
Male	0.00	100.00	100.00
Female	0.00	100.00	100.00
<b>Retention Rates</b>			
Male	100.00	100.00	100.00
Female	100.00	80.00	100.00

## EMPLOYEE ENGAGEMENT

Ajiya acknowledges the significance of focusing on employee well-being by fostering a work environment that supports both professional development and personal satisfaction. In FPE2024, we have organised a range of activities across our operating companies to enhance team unity and inspire active participation.

### Employee Engagement Activities

- Long Service Awards
- Innovation Idea Award
- Anugerah Pelajar Cemerlang (Employee's Children Academic Award)
- Hero In Me (Award to blood donor)
- CNY Celebration
- Hari Raya Celebration
- Deepavali Celebration
- 6-month Physical Wellbeing Challenge
- Reset Health Management-Roczen
- Work-Life Integration
- Stress Management
- Positive Communication at the Workplace
- Health Talk - Metabolic Syndrome
- Virtual Townhall - Senior Management engagement with employees, sharing on company strategy, performance and outlook

## SUSTAINABILITY STATEMENT

### FAIR LABOUR PRACTICES AND HUMAN RIGHTS

At Ajiya Berhad, we are committed to upholding fundamental human rights and fair labour practices in all aspects of our operations. We fully comply with Malaysian labour laws, including the Employment Act 2022, which covers key areas such as minimum wage, working hours, maternity and paternity leave, and more. We also align with the national minimum wage policy.

Our policies are designed to foster an inclusive, equitable workplace where every employee is given equal opportunities, irrespective of gender, ethnicity, or religion. We maintain a zero-tolerance approach to harassment, discrimination, and exploitation, including child labour and forced labour, across all operations. We strive to exceed minimum wage standards and are dedicated to ensuring fair compensation that meets living wage requirements. Our HR department, supported by management, plays a vital role in communicating and upholding these policies.

In FPE2024, we are proud to report zero complaints related to human rights violations, achieving our KPI and target. Our grievance procedure ensures that any employee dissatisfaction or complaints are addressed in a fair, confidential, and timely manner, contributing to a positive work environment where employees feel heard and valued.

In FPE 2024, we reported zero incidents of workplace discrimination and are committed to strengthening our processes and strategies to maintain ethical and responsible practices.

#### NUMBER OF SUBSTANTIATED COMPLAINTS CONCERNING HUMAN RIGHTS VIOLATIONS

FPE2024 : 0  
FY2023 : 0  
FY2022 : 0

#### NUMBER OF LABOUR RIGHTS VIOLATIONS

FPE2024 : 0  
FY2023 : 0  
FY2022 : 0

### OCCUPATIONAL SAFETY AND HEALTH (OSH)

Ajiya prioritises the safety and well-being of our employees by upholding Occupational Safety and Health (“OSH”) standards across the Group. We closely monitor key OSH performance indicators, including Lost Time Incident Rate (“LTIR”), safety training initiatives, and workplace enhancements, to ensure a culture of safety and accountability at all levels. To reinforce our commitment, we have set a target to maintain a zero LTIR annually and conduct at least two safety training sessions per year starting in FY2025. We continuously invest in safety training, equipment, and structured safety programmes to not only maintain regulatory compliance but also foster a proactive and resilient safety culture.

#### Occupational Safety and Health Management

To strengthen our OSH framework, we have established dedicated Occupational Safety and Health (“OSHA”) Committee and an Emergency Response Team (“ERT”). Our OSH policies, aligned with ISO 45001 standards, apply to all employees, contractors, and external stakeholders. These policies ensure a systematic approach to managing workplace safety risks and are communicated through job training sessions and induction programs. The key objectives include:

- Compliance with relevant laws, regulations, and company policies.
- Implementation of Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) to address potential risks.
- Reinforcement of safe behaviours through regular safety meetings and awareness campaigns.

Ajiya adheres to a strict incident reporting and investigation protocol. Any reported incidents undergo thorough investigation, with corrective actions promptly implemented.

To prevent or mitigate occupational health and safety risks related to our operations, products, or services, we conduct rigorous risk assessments and implement robust control measures. In FPE2024, no instances of non-compliance were identified, and no corrective actions were required.

## SUSTAINABILITY STATEMENT

### OSH Training and Performance

We recognise that fostering a strong safety culture begins with education and training. Our OSHA Committee actively reviews workplace safety and health issues while ensuring the effective implementation of OSH practices. Employees receive comprehensive safety training, including emergency response, basic occupational first aid, machine handling, and fire safety. Regular updates and reminders on safety procedures keep employees informed and vigilant.

By equipping our workforce with essential knowledge and skills, we empower them to identify and mitigate workplace hazards, reinforcing our commitment to achieving zero work-related fatalities. This dedication is reflected in our track record—work-related fatalities have remained at zero since the reporting year, a testament to our stringent precautionary measures.

Various health and safety training programs that were conducted within the Group includes:

#### FY2022

- Bengkel OSH Coordinator (OSH-C)
- Basic Occupational First Aid, CPR & AED Training
- First Aid Training (Basic Occupational First Aid, CPR & AED)
- Safe Handling of Forklift Truck Training
- Overhead Crane Safety and Proficiency Course In-House Program
- Hazard Identification, Risk Assessment and Risk Control (HIRARC)
- Safe Chemical Handling and Spill Control
- Basic Occupational First Aid, CPR & AED Training
- Safe Handling of Forklift Truck
- Safe in Operating Overhead Crane
- Induksi Keselamatan & Kesihatan Pekerjaan Binaan
- Safe Handling of Forklift Truck Training Programme
- Safe in Operating Overhead Crane

#### FY2023

- OSH Coordinator
- Kursus Asas Keselamatan Kebakaran
- Occupational Safety & Health Coordinator
- OSH Coordinator
- Quality, Safety and Health Management System in Construction Industry
- Basic First Aid & CPR
- Understand of Safety and Health Committee
- Bengkel Stepwise OSH Level Verification and Enhancement for Small and Medium Enterprise SOLVE 4 SME Tahun 2023 (Bengkel1 & 2)
- Pengenalan kepada Akta Keselamatan dan Kesihatan Pekerjaan
- Program Keselamatan (Pergi dan balik kerja) 2023 Strategik 7 Program3
- Kursus Penyelaras Keselamatan dan Kesihatan Pekerjaan (OSH Coordinator)
- Pertolongan Cemas Asas & Pemulihan Kardio-Pulmonari (CPR)
- Ceramah dan Demonstrasi Latihan ERT

#### FPE2024

- Safety in Workplace - Engineering & Technology Aspects
- Latihan Organisasi Keselamatan Kebakaran
- Kursus Pasukan Keselamatan Kebakaran
- ERT, Fire Drill, Evacuation Training
- Training on Chemical Handling & Spillage
- Safe Handling of Forklift Truck Training
- Hearing Conversation Program With Industry Code of Practice (ICOP) for Noise Exposure 2019
- Safety in Operating Overhead Crane
- Induksi Keselamatan & Kesihatan Pekerjaan Binaan - Green Card
- Overhead Crane Safety Operation Training
- Forklift Safety Operation Training
- Seminar Hebahan Akta Keselamatan dan Kesihatan Pekerjaan (Pindaan) 2022 dan Akta Kilang dan Jentera (Pemansuhan) 2022 Peringkat Zon Pantai Timur
- Employee Health Awareness Training
- Bengkel Keselamatan dan Kesihatan Pekerjaan Sektor Informal



## SUSTAINABILITY STATEMENT

	DIVISION	FY2022	FY2023	FPE2024
Number of Employees Trained on Health and Safety Standards	Metal Division	142	119	162
	Glass Division	51	14	11
	Total	193	133	173
Total Training Hours	Metal Division	133	156	112
	Glass Division	76	40	8
	Total	209	196	120

OSH PERFORMANCE DATA		FY2022	FY2023	FPE2024
Metal Division	Total Manhours (Hours)	725,332	826,723	918,104
	Number of work-related fatalities	0	0	0
	Number of recordable work-related injuries	11	11	6
	Fatality rate	0	0	0
	Injury rate	3.03	2.66	1.31
	Lost-time Injury Rate ("LTIR")	334.19	85.4	33.32
Glass Division	Total Manhours (Hours)	1,123,360	1,074,400	837,760
	Number of work-related fatalities	0	0	0
	Number of recordable work-related injuries	24	27	34
	Fatality rate	0	0	0
	Injury rate	4.27	5.03	8.12
	Lost-time Injury Rate ("LTIR")	0	7.45	14.56

Year	Total manhours worked	Number of work-related fatalities	No. of recordable work-related injuries	Fatality rate	Injury rate	LTIR
FY2022	1,848,692	0	35	0	3.79	131.12
FY2023	1,901,123	0	38	0	4.00	41.34
FPE2024	1,755,864	0	40	0	4.56	24.38

Note: Data for FY2022 and FY2023 has been restated due to rectified data discrepancies in previous reports.

SUSTAINABILITY STATEMENT

COMMUNITY OUTREACH

At Ajiya, we are committed to making a meaningful impact on the communities where we operate. Our outreach initiatives focus on education, skills development, and infrastructure support, empowering individuals and fostering long-term community growth.

Beneficiaries in FPE2024

- Pertubuhan Membantu Pesakit Parah Miskin Malaysia
- Persatuan Kebajikan Kasih Segamat
- The Segamat Buddhist Society
- SJK(C) Jagoh
- Tunku Abdul Rahman University of Management and Technology (TAR UMT)
- Persatuan Penganut Tiong Hua Hian Tuar Keong Kelantan
- Kelantan Kwang Tung Association
- Pertubuhan Mempertinggi Akhlak Chen Chong Khor (CCKMU) Melaka
- Universiti Malaya
- ADGO Design Foundation

Compiled Group data	FY2022	FY2023	FPE2024
Total Amount Invested in the Community (RM)	133,845	84,330	27,602
Number of Beneficiaries from the Community	264	787	392

PILLAR 4:  
SUSTAINABILITY GOVERNANCE



At Ajiya, we prioritise the highest standards of governance to ensure ethical business practices across our entire operations. We strictly adhere to all applicable laws and regulations in every region we operate in. Our commitment to ethical conduct is further strengthened by extensive policies, diligent enforcement, and comprehensive risk management strategies. We expect our partners to uphold these same high standards, ensuring integrity and alignment throughout our value chain.

To maintain transparency and accountability, we actively engage with internal and external stakeholders, fostering a culture of integrity, responsibility, and ethical decision-making. Our comprehensive governance framework provides strategic oversight, supports informed decision-making, and enables effective risk management.

By integrating these principles into our operations, we build a strong foundation for governance, advance our sustainability goals, achieve long-term business objectives, and deliver lasting value to all our stakeholders.

## SUSTAINABILITY STATEMENT

### ANTI-BRIBERY AND ANTI-CORRUPTION

Ajiya maintains a strong commitment to ethical business practices, with a focus on preventing bribery and corruption. The Audit Committee (“AC”) and the Board of Directors (“BOD”) oversee the implementation of anti-bribery and anti-corruption measures. Ajiya participated in the Malaysian Anti-Corruption Commission’s (“MACC”) Corruption Free Pledge in 2018, publicly demonstrating its commitment to ethical conduct.

In June 2020, the Group formally adopted an Anti-Bribery and Anti-Corruption Policy. Management personnel have received training to ensure a thorough understanding of the policy requirements, particularly those outlined in Section 17A of the Malaysian Anti-Corruption Commission Act 2009 and its subsequent amendments. In November 2024, the Group conducted in-house training sessions on anti-bribery and corruption for all employees.

	FY2022	FY2023	FPE2024
<b>Total number of directors received training on anti-corruption (%)</b>	0/7 (0.00%)	1/7 (14.30%)	2/7 (28.57%)
<b>Number of hours directors received training on anti-corruption</b>	0	2	6
Group	FY2022	FY2023	FPE2024
<b>Percentage of employees received training on anti-corruption</b>			
- Senior Management	100.00%	100.00%	100.00%
- Management	100.00%	100.00%	100.00%
- Manager	100.00%	100.00%	100.00%
- Executive	100.00%	100.00%	100.00%
- Non-Executive	46.98%	48.31%	52.60%
<b>Training Hours for Anti-corruption</b>			
- Senior Management	13	11	9
- Management	30	29	28
- Manager	45	45	49
- Executive	238	233	243
- Non-Executive	288	285	273
<b>Total Training Hours</b>	<b>614</b>	<b>603</b>	<b>602</b>

Ajiya emphasises employee awareness and adherence to the anti-bribery and corruption policy. All new employees are required to acknowledge their understanding and commitment to the policy during the recruitment process, while existing employees are informed about the policy through various channels, including posters, training sessions, and the company handbook.

The Board of Directors has established a Directors’ Fit and Proper Policy to ensure the highest standards of integrity and ethical conduct among its members. This policy outlines the criteria for the appointment and re-appointment of directors, emphasising the importance of character, integrity, competence, and commitment to fulfilling their roles effectively.

External parties engaged in business dealings with Ajiya are required to signify their agreement to adhere to the relevant aspects of the Group’s anti-bribery and corruption policy. The Group also communicates its commitment to ethical business practices to external stakeholders through website.



## SUSTAINABILITY STATEMENT



A Whistleblowing Policy was implemented on July 24, 2013, and last revised on April 8, 2025, to provide a confidential channel for reporting any suspected wrongdoing. To date, no reports have been received through this channel. Investigations related to any potential misconduct are managed by the Governance, Risk and Compliance (“GRC”) department and reported quarterly to the Audit Committee.

Incidents of Anti-Corruption	FY2022	FY2023	FPE2024
<b>Total number of confirmed incidents of corruption</b>	0	0	0
<b>Nature of confirmed incidents of corruption</b>	N/A	N/A	N/A
<b>Total number of confirmed incidents in which employees were dismissed or disciplined for corruption</b>	0	0	0
<b>Total number of confirmed incidents when contracts with suppliers &amp; contractors were terminated or not renewed due to violations related to corruption</b>	0	0	0
<b>Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases</b>	0	0	0
<b>Actions taken to on dealing with confirmed incidence(s) of corruption in the company, if any.</b>	0	0	0

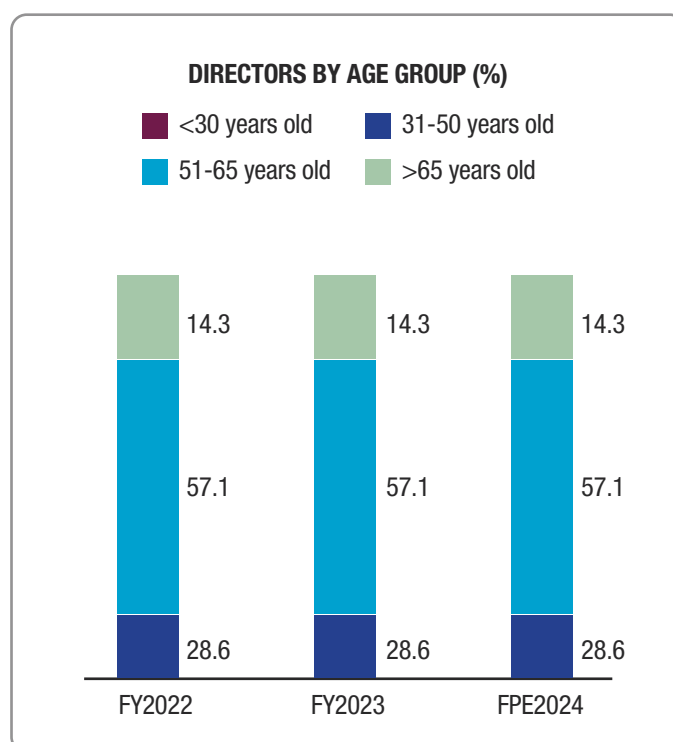
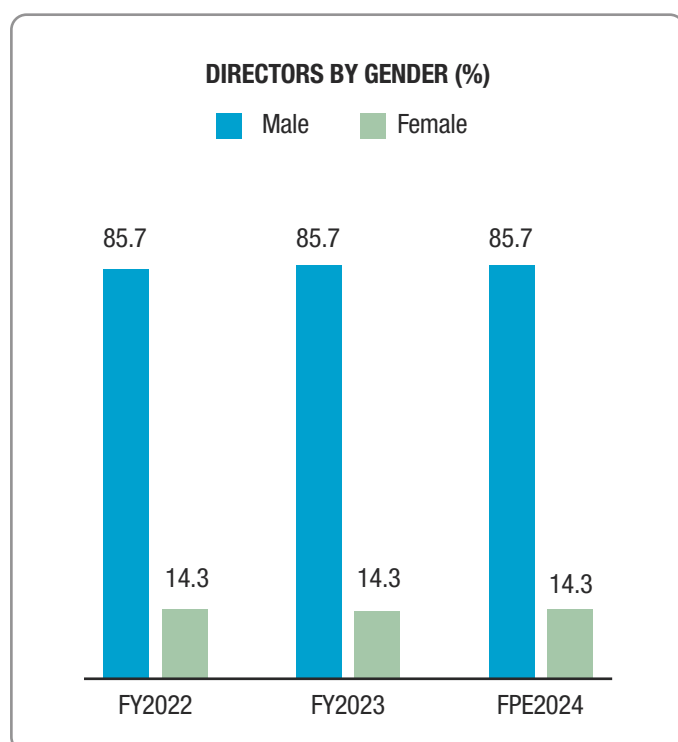
## SUSTAINABILITY STATEMENT

### CORPORATE GOVERNANCE

Ajiya has established a comprehensive regulatory compliance framework that is embedded within both Board-level policies and operational policies and procedures. The AC and the BOD are responsible for overseeing the implementation and effectiveness of these policies. Regular training sessions are conducted to ensure that all relevant personnel are familiar with the latest governance best practices. The Group has established and maintains several key policies, including Board Charter, Diversity Policy, Directors' Fit and Proper Policy, External Auditors' Policy, Nomination Policy and Remuneration Policy. To ensure their continued relevance and effectiveness, these policies are reviewed and updated regularly.

The Nomination Policy emphasises diversity on the Board. The Board strives to achieve at least 20% female representation in Senior Management by FY2025 and constantly ensures at least one female director on the Board. At the Board level, our demographic analysis for FPE2024 includes a total of 7 Directors, as outlined in the following charts.

	FY2022	FY2023	FPE2024
<b>Number of Board of Directors</b>	7	7	7
<b>Number of Independent Directors on the Board</b>	4	4	4
<b>Number of women on the Board</b>	1	1	1



The Board is led by Datuk Seri Chiau Beng Teik, JP, who assumed the position of Executive Director on 6 May 2022. Subsequently, he was redesignated as the Non-Independent Executive Chairman on 1 July 2022. The roles of Chairman and Managing Director are held by distinct individuals. The expertise and qualifications of the directors remain consistent with those outlined in our previous annual report. Despite the Chairman holding the position of an Executive Director, the Board is of the view that the power and authority are balanced by the presence of a majority of Independent Non-Executive Directors on the Board. This, in turn, ensures an adequate element of independence. To further uphold the principles of good governance, the Chairman is not a member of any Board Committee, thereby maintaining a clear separation of responsibilities.

## SUSTAINABILITY STATEMENT

The Board holds a minimum of five scheduled meetings annually, with additional meetings convened as necessary. The Board addresses conflicts of interest and related party transactions on a quarterly basis. An annual Board evaluation is conducted in accordance with the Board Evaluation Policy.

Directors	Number of Meetings Attended in FPE2024						
	Board	AC	NC	RC	RMC	AGM	EGM
<b>Datuk Seri Chiau Beng Teik, JP</b>	4/5	-	-	-	-	0/1	1/1
<b>Mr. Chiau Haw Choon</b>	5/5	-	-	-	-	1/1	1/1
<b>Mr. Yeo Ann Seck</b>	5/5	-	-	-	-	1/1	0/1
<b>Datuk Haji Mohd Yusri Bin MD Yusof</b>	5/5	6/6	1/1	1/1	1/1	1/1	1/1
<b>Dato' Boey Chin Gan</b>	5/5	6/6	1/1	1/1	1/1	1/1	1/1
<b>Mr. Teh Boon Beng</b>	5/5	-	-	1/1	1/1	1/1	1/1
<b>Ms. Er Kian Hong</b>	5/5	6/6	1/1	-	-	1/1	1/1

The AC comprises entirely of three independent non-executive directors, including at least one member with financial expertise. The Risk Management Committee ("RMC") also consists entirely of independent non-executive directors.

The total remuneration for Key Senior Management is disclosed in our CG Report 2024 but not on a named basis, considering market competitiveness for executive talent.

## REGULATORY COMPLIANCE

Regulatory compliance is a core component of Ajiya's governance framework, with policies integrated at both the Board and operational levels to ensure the highest standards of regulatory compliance throughout our business.

By rigorously following all applicable laws and industry regulations, we not only build stakeholder trust and maintain stringent safety protocols but also guarantee ethical business practices and effectively manage potential risks. Our compliance extends to all relevant local and international regulations, including Health, Safety, and Environment ("HSE"), human and labour rights, and industry-specific standards. Our corporate governance framework, detailed at <https://ajiya.com/corporate-sustainability/>, provides clear guidelines for legal and ethical behaviour, embedding accountability across Ajiya.

## RISK MANAGEMENT

Aligned with ISO 31000:2018, Ajiya has implemented a robust Risk Management Framework. This proactive framework incorporates a defined risk philosophy, appetite, and governance structure to identify, evaluate, monitor, report, and manage all significant business risks, including those related to ESG factors.

The Board, through the RMC, oversees the development and maintenance of the Risk Management Framework. Designed to support the Group's strategic objectives, this framework addresses a broad spectrum of risks, including financial, non-financial, and ESG factors. This comprehensive approach enables the Group to mitigate potential threats and capitalise on emerging opportunities.

The RMC is supported by the Risk Management Steering Committee ("RMSC"), an operational management committee. The RMSC collaborates with operational department heads to identify, evaluate, and manage significant risks impacting the business.

In FY2023, a risk awareness training program was implemented at the operational level to enhance employees' understanding of risk management best practices, principles, and standards.



## SUSTAINABILITY STATEMENT

### SASB DISCLOSURE INDEX

#### Industrial Machinery & Goods

Topic	Code	Metric	Disclosure / Page Reference
Energy Management	RT-IG-130a.1	Total energy consumed	52,433.42 GJ
		Percentage grid electricity	68.85 %
		Percentage renewable	25.85 %
Workforce Health & Safety	RT-IG-320a.1	Total recordable incident rate (TRIR)	4.56
		Fatality Rate	0
		Near miss frequency rate for direct employees	0
		Near miss frequency rate for contract employees	0
Fuel Economy & Emissions in Use-phase	RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	N/A
	RT-IG-410a.2	Sales-weighted fuel efficiency for nonroad equipment	N/A
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	N/A
	RT-IG-410a.4	Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines	N/A
Materials Sourcing	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	Page 107
Remanufacturing Design & Services	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	RM 0
Activity Metrics	RT-IG-000.A	Number of units produced by product category	3,618,269 units
	RT-IG-000.B	Number of employees	786

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

**Statement of Use:** Ajiya Berhad has reported the information cited in this GRI content index for the period 1 December 2023 – 31 December 2024 with reference to the GRI Standards.

**GRI 1 Used:** GRI 1: Foundation 2021

								PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE				
GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT					
GRI 2: General Disclosures 2021	2-1	Organizational details	-					About This Report (page 73 – 76)				
	2-2	Entities included in the organization's sustainability reporting	Scope and Basis of Scope						-	-	-	-
	2-3	Reporting period, frequency and contact point										
	2-4	Restatements of information						Electricity Consumption (page 99); Emissions (page 101); Water Consumption (page 104); Waste Management (page 106); Hiring and Attrition (page 114); Training and Development (page 113); Gender Diversity, Equity and Inclusion (page 110 – 111); OSH Training and Performance (page 119)				
	2-5	External assurance	Assurance					Statement of Assurance (page 74)				
	2-6	Activities, value chain and other business relationships	-	About This Report (page 73 – 76) Stakeholder Engagement (page 81)								
	2-7	Employees	Labour Practices & Standards C6(b)	Labour Standards	SDG5, 8	Principle 6	Gender Diversity, Equity and Inclusion (page 109 – 111)					
	2-8	Workers who are not employees										

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
	2-9	Governance structure and composition	Sustainability Governance	Corporate Governance		SDG16, 17	Principle 10	Sustainability Governance Structure (page 80)
	2-10	Nomination and selection of the highest governance body						
	2-11	Chair of the highest governance body						
	2-12	Role of the highest governance body in overseeing the management of impacts						
	2-13	Delegation of responsibility for managing impacts						
	2-14	Role of the highest governance body in sustainability reporting						
	2-15	Conflicts of interest						Profile of Directors (page 14 – 21)
	2-16	Communication of critical concerns						Fair Labour Practices and Human Rights (page 117)
	2-17	Collective knowledge of the highest governance body						Profile of Directors (page 14 – 21)
	2-18	Evaluation of the performance of the highest governance body						Corporate Governance Overview Statement (page 42 – 64)
	2-19	Remuneration policies			-			
	2-20	Process to determine remuneration						
	2-21	Annual total compensation ratio						

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

								PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	
	2-22	Statement on sustainable development strategy		Risk Management; Human Rights & Community			Principle 1, 2, 3, 7, 10	Message from the Managing Director (page 77); UNSDGs (page 84)
	2-23	Policy commitments						Fair Labour Practices and Human Rights (page 117)
	2-24	Embedding policy commitments						
	2-25	Processes to remediate negative impacts						
	2-26	Mechanisms for seeking advice and raising concerns						
	2-27	Compliance with laws and regulations						Regulatory Compliance (page 123)
	2-28	Membership associations						Membership of Associations (page 76)
	2-29	Approach to stakeholder engagement						Stakeholder Engagement (page 81)
	2-30	Collective bargaining agreements		Labour Standards				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment	-	-	-	-	Materiality Assessment (page 82 – 83)
	3-2	List of material topics						
	3-3	Management of material topics	Management Approach					
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	-	-	RT-IG-000.A	SDG1, 8, 10, 13	-	Economic Impacts (page 87 – 88)
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Aligned Disclosure		-			Climate-related Strategic Disclosures (page 93 – 97)
	201-3	Defined benefit plan obligations and other retirement plans	-					N/A
	201-4	Financial assistance received from government	-					



## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

								PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	Human Rights & Community	-	SDG5, 8, 10	Principle 6	N/A
	202-2	Proportion of senior management hired from the local community						Gender Diversity, Equity and Inclusion (page 109 - 111)
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	-	Human Rights & Community	-	SDG9, 11	-	Infrastructural Investment (page 88)
	203-2	Significant indirect economic impacts						
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management C7(a)	Human Rights & Community	-	SDG8 SDG17	-	Local Procurement (page 89 – 90)
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Corruption C1(a) C1(b) C1(c)	Anti-Corruption	-	SDG4 SDG16	Principle 10	Anti-Bribery and Anti-Corruption (page 120 – 121)
	205-2	Communication and training about anti-corruption policies and procedures						
	205-3	Confirmed incidents of corruption and actions taken						
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-	-	SDG8, 10, 16	Principle 10	N/A
GRI 207: Tax 2019	207-1	Approach to tax	-	Tax Transparency	-	SDG10, 16, 17	-	
	207-2	Tax governance, control, and risk management						
	207-3	Stakeholder engagement and management of concerns related to tax						
	207-4	Country-by-country reporting						

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

								PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials S5(a)	Pollution & Resources	RT-IG-440a.1; RT-IG-440b.1	SDG7, 12, 13	Principle 7, 8, 9	Resource and Material Consumption (page 107)
	301-2	Recycled input materials used						
	301-3	Reclaimed products and their packaging materials						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management C4(a)	Climate Change	RT-IG-130a.1	SDG7, 12, 13	Principle 7, 8, 9	Energy and Emissions Management (page 98 – 102)
	302-2	Energy consumption outside of the organization						
	302-3	Energy intensity			-			N/A
	302-4	Reduction of energy consumption						
	302-5	Reductions in energy requirements of products and services						
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water C9(a)  Effluents S8(a)	Water Use  Pollution & Resources	-	SDG6, 12	Principle 7, 8, 9	Water Management (page 103 – 104)
	303-2	Management of water discharge-related impacts						N/A
	303-3	Water withdrawal						Water Management (page 103 – 104)
	303-4	Water discharge						N/A
	303-5	Water consumption						Water Management (page 103 – 104)

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

								PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity S1(a) S1(b) S1(c)	Biodiversity	-	SDG14, 15	Principle 7, 8, 9	Biodiversity (page 108)
	304-2	Significant impacts of activities, products and services on biodiversity						N/A
	304-3	Habitats protected or restored						
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Management C11(a) C11(b) C11(c)	Climate Change	-	SDG7, 12, 13	Principle 7, 8, 9	Energy and Emissions Management (page 98 – 102)
	305-2	Energy indirect (Scope 2) GHG emissions						
	305-3	Other indirect (Scope 3) GHG emissions						
	305-4	GHG emissions intensity						
	305-5	Reduction of GHG emissions						
	305-6	Emissions of ozone-depleting substances (ODS)	Emissions - Air Quality/ Pollution S4(a)	Pollution & Resources				N/A
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions						

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	Waste Management C10(a) C10(a)(i) C10(a)(ii)	Pollution & Resources	-	SDG6, 12	Principle 7, 8, 9	Waste Management and Effluents (page 105 – 106)
	306-2	Management of significant waste-related impacts						
	306-3	Waste generated						
	306-4	Waste diverted from disposal						
	306-5	Waste directed to disposal						
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	Supply Chain (Env) S6(a) S6(b)	Supply Chain (Environment)	-	SDG8, 11, 12, 16	Principle 7, 8	Local Procurement (page 89 – 91)
	308-2	Negative environmental impacts in the supply chain and actions taken						
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	Labour Practices and Standards C6(c)	Labour Standards	RT-IG-000.B	SDG5, 8	Principle 6	Employee Development (page 112 – 114)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees						
	401-3	Parental leave						
<b>GRI 402: Labor/ Management Relations 2016</b>	402-1	Minimum notice periods regarding operational changes	-	-	-	SDG8	-	



## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	Health and Safety C5(a) C5(b) C5(c)	Health & Safety	RT-IG-320a.1	SDG3, 4, 8	-	Occupational Safety and Health (page 117 – 119)
	403-2	Hazard identification, risk assessment, and incident investigation						
	403-3	Occupational health services						
	403-4	Worker participation, consultation, and communication on occupational health and safety						
	403-5	Worker training on occupational health and safety						
	403-6	Promotion of worker health						
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships						
	403-8	Workers covered by an occupational health and safety management system						
	403-9	Work-related injuries						
	403-10	Work-related ill health						
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	Labour Practices and Standards C6(a)	Labour Standards	-	SDG4, 5, 8	-	Employee Development (page 112 – 114)
	404-2	Programs for upgrading employee skills and transition assistance programs						
	404-3	Percentage of employees receiving regular performance and career development reviews						

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	Diversity C3(a) C3(b)	Labour Standards	-	SDG5, 8, 10	Principle 6	Profile of Directors (page 14 – 21); Gender Diversity, Equity and Inclusion (page 109 – 111)
	405-2	Ratio of basic salary and remuneration of women to men						N/A
<b>GRI 406: Non-discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	-	Labour Standards	-	SDG5, 8, 10, 16	Principle 6	Gender Diversity, Equity and Inclusion (page 109 – 111)
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Labour Standards	-	SDG5, 8, 10, 16	Principle 1, 2, 3	Fair Labour Practices and Human Rights (page 117)
<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	-	Labour Standards	-	SDG8, 10, 16	Principle 1, 2, 5	Fair Labour Practices and Human Rights (page 117)
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Labour Standards	-	SDG8, 10, 16	Principle 1, 2, 4	
<b>GRI 410: Security Practices 2016</b>	410-1	Security personnel trained in human rights policies or procedures	-	-	-	SDG4, 16	Principle 1, 2	N/A
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1	Incidents of violations involving rights of indigenous peoples	-	Human Rights & Community	-	SDG10, 16	Principle 1, 2	Fair Labour Practices and Human Rights (page 117)
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Community/ Society C2(a) C2(b)	Human Rights & Community	-	SDG11, 16, 17	-	Community Outreach (page 119)
	413-2	Operations with significant actual and potential negative impacts on local communities						

## SUSTAINABILITY STATEMENT

### GRI CONTENT INDEX

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	Supply Chain (Social) S7(a) S7(b)	Supply Chain (Social)	-	SDG8, 10, 11, 16	Principle 1, 2	Local Procurement (page 89 - 91)
	414-2	Negative social impacts in the supply chain and actions taken						
<b>GRI 415: Public Policy 2016</b>	415-1	Political contributions	-	Anti-Corruption	-	SDG16	Principle 10	N/A
<b>GRI 416: Customer Health and Safety 2016</b>	416-1	Assessment of the health and safety impacts of product and service categories	Customer Health & Safety/ Product Responsibility S3(a) S3(b) S3(c)	Customer Responsibility	-	SDG3, 16	-	Quality & Satisfaction (page 88 – 89)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services						
<b>GRI 417: Marketing and Labeling 2016</b>	417-1	Requirements for product and service information and labeling	-	Customer Responsibility	-	SDG16	-	N/A
	417-2	Incidents of non-compliance concerning product and service information and labeling						
	417-3	Incidents of non-compliance concerning marketing communications						
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security C8(a)	Human Rights & Community	-	SDG16	-	Quality & Satisfaction (page 88 – 89)

## SUSTAINABILITY STATEMENT

### SUSTAINABILITY PERFORMANCE DATA TABLE

INDICATOR	MEASUREMENT UNIT	FPE2024
<b>BURSA (ANTI-CORRUPTION)</b>		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Senior Management	Percentage	100
Management	Percentage	100
Manager	Percentage	100
Executive	Percentage	100
Non-executive	Percentage	52.60
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
<b>BURSA (COMMUNITY/SOCIETY)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	27,602.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	392
<b>BURSA (DIVERSITY)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
<b>Age Group by Employee Category</b>		
Senior Management < 21 years old	Percentage	0.00
Senior Management 21-30 years old	Percentage	0.00
Senior Management 31-40 years old	Percentage	0.00
Senior Management 41-50 years old	Percentage	14.30
Senior Management > 50 years old	Percentage	85.70
Management < 21 years old	Percentage	0.00
Management 21-30 years old	Percentage	0.00
Management 31-40 years old	Percentage	13.00
Management 41-50 years old	Percentage	56.50
Management > 50 years old	Percentage	30.40
Manager < 21 years old	Percentage	0.00
Manager 21-30 years old	Percentage	0.00
Manager 31-40 years old	Percentage	46.00
Manager 41-50 years old	Percentage	27.00
Manager > 50 years old	Percentage	27.00
Executive < 21 years old	Percentage	0.00
Executive 21-30 years old	Percentage	21.50
Executive 31-40 years old	Percentage	39.50
Executive 41-50 years old	Percentage	29.00
Executive >50 years old	Percentage	10.00



## SUSTAINABILITY STATEMENT

### SUSTAINABILITY PERFORMANCE DATA TABLE

INDICATOR	MEASUREMENT UNIT	FPE2024
<b>BURSA (DIVERSITY)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
<b>Age Group by Employee Category</b>		
Non-Executive < 21 years old	Percentage	1.70
Non-Executive 21-30 years old	Percentage	46.10
Non-Executive 31-40 years old	Percentage	39.50
Non-Executive 41-50 years old	Percentage	9.80
Non-Executive >50 years old	Percentage	2.90
<b>Gender Group by Employee Category</b>		
Senior Management Male	Percentage	80.00
Senior Management Female	Percentage	20.00
Management Male	Percentage	73.90
Management Female	Percentage	26.10
Manager Male	Percentage	78.40
Manager Female	Percentage	21.60
Executive Male	Percentage	54.50
Executive Female	Percentage	45.50
Non-executive Male	Percentage	93.40
Non-executive Female	Percentage	6.60
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	85.71
Female	Percentage	14.29
< 21 years old	Percentage	0.00
21-30 years old	Percentage	0.00
31-40 years old	Percentage	28.60
41-50 years old	Percentage	57.10
>50 years old	Percentage	14.30
<b>BURSA (ENERGY MANAGEMENT)</b>		
Bursa C4(a) Total energy consumption	Megawatt	14,564.84
<b>BURSA (HEALTH AND SAFETY)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	24.38
Bursa C5(c) Number of employees trained on health and safety standards	Number	173

## SUSTAINABILITY STATEMENT

### SUSTAINABILITY PERFORMANCE DATA TABLE

INDICATOR	MEASUREMENT UNIT	FPE2024
<b>BURSA (LABOUR PRACTICES AND STANDARDS)</b>		
Bursa C6(a) Total hours of training by employee category		
Senior Management	Hours	104
Management	Hours	495
Manager	Hours	491
Executive	Hours	2,030
Non-executive	Hours	1,522
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	34.10
Bursa C6(c) Total number of employee turnover by employee category		
Senior Management	Number	1
Management	Number	3
Manager	Number	5
Executive	Number	58
Non-executive	Number	103
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>BURSA (SUPPLY CHAIN MANAGEMENT)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	79.12
<b>BURSA (DATA PRIVACY AND SECURITY)</b>		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
<b>BURSA (WATER)</b>		
Bursa C9(a) Total volume of water used	Megalitres	70.461000
<b>BURSA (WASTE MANAGEMENT)</b>		
Bursa C10(a) Total waste generated	Metric tonnes	3,333.41
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	2,313.11
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	1,020.30
<b>BURSA (EMISSIONS MANAGEMENT)</b>		
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	206.22
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	5,515.61
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	857.75