

INTRODUCTION

At Ajiya Berhad (“Ajiya” or “The Group”), sustainability is the core principle embedded into the Group’s business activities. We operate our business in a socially responsible and ethical manner whilst creating long-term value for our stakeholders.

SCOPE AND COVERAGE

This Sustainability Statement (“Statement”) for the financial year ended 2021 provides an overview of our sustainability commitment, endeavours and performances as well as the overall impact to the economic, environmental, social and governance.

This Statement is an update of the preceding financial year’s Statement. This Statement covers our operations in Malaysia only (which contributed more than 95% of our revenue) and its reporting framework is prepared with reference to the Sustainability Reporting Guide 2018, 2nd Edition and Toolkits issued by Bursa Malaysia Securities Berhad (“Bursa Malaysia”).

FORWARD-LOOKING STATEMENTS

This Statement contains forward-looking statements related to Ajiya’s goals, objectives, strategies, plans and future initiatives that are associated to the Group’s business, financial and non-financial performance. These statements are commonly identified by words or phrases including but not limited to ‘anticipates’, ‘believes’, ‘estimates’, ‘expects’, ‘intends’, ‘may’, ‘plans’, ‘projects’, ‘should’, ‘would’ and ‘will’.

Such statements should not be construed as a guarantee of future operating or financial results considering the potential risks and uncertainties that can arise from unforeseen circumstances beyond the Group’s control. Factors that could cause actual results to vary from those in the forward-looking statements include global, national and regional economic and social conditions, as well as matters that have not been reviewed or reported on by the Group’s auditors.



SUSTAINABILITY STATEMENT

OUR COMMITMENT TO SUSTAINABLE DEVELOPMENT

Our purpose is to provide trust and commitment together in providing affordable and sustainable integrated building solutions for the community. We strive to achieve and sustain the leading position in bringing innovative and sustainable building solutions to our business partners, clients and end users. We do so by continue to:

- Explore new frontiers in finding innovative environmental friendly and sustainable integrated building solutions to enrich wellbeing for the community.
- Become the business partner of choice to our clients to improve on building efficiency by providing continuous technical supports and value added services.

With our purpose, vision and mission statements, we remained committed to embarking on a journey towards sustainable future while practising strong governance and improving the community's economic, environmental and social well-being.



Our Purpose

To Build Trust & Commitment Together



Our Vision 2040

To Enrich Wellbeing for the Community



Our Mission 2021

Explore New Frontiers

SUSTAINABILITY GOVERNANCE

Successful implementation and effective management of sustainability at a company require committed leadership, clear direction and strategic influence. At Ajiya, we implemented the following governance structure in overseeing and ensuring sustainable practices are being embraced into our business strategies while aligning to the Group's purpose, vision and mission.



BOARD OF DIRECTORS

- Ensures all businesses embrace sustainability with commitments
- Approves sustainability strategy



ON-GROUND MEMBERS

- Supports strategy implementation
- Ensures processes and controls are in place within its departments/ functions
- Reports on performance of processes and controls
- Reports management targets



MANAGEMENT TEAM

- Approves sustainability targets and disclosures
- Oversees implementation of sustainability strategy



SUSTAINABILITY TEAM

- Develops sustainability strategy and recommend revisions to the Management
- Evaluates overall sustainability risks and opportunities
- Oversees departments/functions in ensuring robustness of system of sustainability management
- Considers input of all departments/ functions in sustainability processes
- Develops plan and timeline for disclosure

SUSTAINABILITY STATEMENT

STAKEHOLDER ENGAGEMENT

The Group consistently engages with our stakeholders via various methods and platforms. The table below illustrates our key focus areas and methods of engagement with our stakeholders:

STAKEHOLDERS	KEY FOCUS AREA	METHODS OF ENGAGEMENT
Shareholders	<ul style="list-style-type: none"> • Profitability • Dividend • Shareholders' value/responsibility 	<ul style="list-style-type: none"> • Annual General Meetings • Company website • Annual Reports
Clients/Customers, Suppliers and Industry Partners	<ul style="list-style-type: none"> • Product and service quality • Timely delivery of products/ projects • Payment terms and timeliness • Product innovation 	<ul style="list-style-type: none"> • Customer satisfaction survey and supplier evaluation form • Customer service platforms, including phone calls and emails • Face-to-face meetings • Events and site visits • Company policies compliance declaration
Regulators and Government Authorities	<ul style="list-style-type: none"> • Compliance with laws and regulations • Certifications/awards • Industry best practices and updates 	<ul style="list-style-type: none"> • Compliance and certification exercises • Periodic site visits and audits • Company representation at initiatives/technical working groups • Briefings and training
Employees	<ul style="list-style-type: none"> • Business performance and direction • Career development • Learning and development • Employee welfare and benefits • Employee wellness • Health and safety 	<ul style="list-style-type: none"> • Regular meetings and discussions • Annual performance appraisal • Forums, training, and workshops • Sports clubs, i.e., Y2K and One AJIYA Club • Employee events including festive celebrations and annual gathering • Company policies compliance declaration
Local Community, Industry Associations, Academia and Non-Governmental Organisations ("NGOs")	<ul style="list-style-type: none"> • Company reputation and branding • Corporate social responsibility • Best management practices and industry-related research • Partnerships 	<ul style="list-style-type: none"> • Community outreach and development programs • Public events e.g. forums and symposiums • Annual Report • Educational site visits • Briefings and trainings



SUSTAINABILITY STATEMENT

MATERIALITY ASSESSMENT AND MATRIX

Conducting a thorough analysis assists in identifying issues to be reported and the Group's sustainability directions and focuses. We determine and prioritize sustainability matters on the matrix by considering internal and external stakeholders; factors that may affect our financial stability and economic growth as well as the significance of the environmental, social and governance impacts.

We identified 20 material sustainability matters that are relevant to our businesses based on the economic, environmental, social and governance aspects. We distributed our survey questionnaire among selected stakeholders and conducted a ranking process. Ultimately, we shortlisted the top eight material matters that best represent our priority areas.


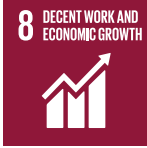







For financial year 2021, we remained the same shortlisted material matters as the preceding financial year, as many of the sustainability efforts undertaken to address such material matters were still relevant and ongoing amid the restricted Movement Control Order in response to the COVID-19 pandemic. These material matters are illustrated in the following matrix:



SUSTAINABILITY STATEMENT



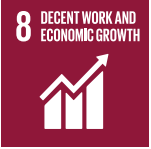




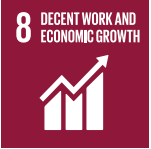



SUPPORTING UNITED NATIONS (“UN”) SUSTAINABLE DEVELOPMENT GOALS (“SDG”)

The Group remained its sustainability efforts by mapping the Group’s initiatives against the 17 SDG by the UN and have identified the goals we are contributing to. The following table summarizes our material sustainability matters and mapped against the UN SDGs:

CATEGORY	MATERIAL MATTER	DESCRIPTION	SDG
 Economic	Quality Products and Services	To deliver quality products and services through quality management practices.	
	Digital Transformation	To embrace technological advancement in all aspects of the business to improve productivity, traceability, and data privacy.	
 Environment	Usage of Renewable Energy	To expand the infrastructure and technology to supply renewable energy for company’s usage by reducing the need for unrenowable energy in daily operations.	 
	Promoting Green Building Solution	To promote the use of green building materials and increase our market presence.	  



SUSTAINABILITY STATEMENT

CATEGORY	MATERIAL MATTER	DESCRIPTION	SDG
 Social	Safety at Workplace	To ensure the safety and health of employees at the workplace.	 3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH
	Community Investment and Development	Community enrichment by investing in community development and nurturing skills from the ground.	 2 ZERO HUNGER  17 PARTNERSHIPS FOR THE GOALS
	Quality Education for a Better Society	To invest in quality education to nurture the talents of next generations.	 4 QUALITY EDUCATION  10 REDUCED INEQUALITIES
	Individual Development Plans for Employees	To increase opportunities for employee's career growth & advancement to broaden their skills and add value to the Group.	 8 DECENT WORK AND ECONOMIC GROWTH
 Governance	Corporate Governance	To ensure that good governance is practiced throughout the Group for business sustainability and also enhancing shareholders value.	 5 GENDER EQUALITY  16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SUSTAINABILITY STATEMENT

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QUALITY PRODUCTS AND SERVICES

In Ajiya, we take pride in manufacturing, delivering and providing quality products and services to our customers. Achieving quality excellence is our priority as it demonstrates our commitment to customer satisfaction.

Our businesses adopted the Management Systems and Product Standards certified by the relevant regulatory bodies, amongst others, as tabled below:

Division	Standards	Description
Metal Products Division	ISO 9001:2015	Quality Management Systems
	MS2500:2012	SIRIM Product Certification (PC) & CIDB Perakuan Pematuhan Standard (PPS) – Steel Roofing Products
	BS 476 PART 6 & 7	SIRIM Fire Listed Product, BOMBA Class 0 (Polyurethane Metal Product)
	Pre-fabricated roll-formed steel roof trusses	JKR Certification (Truss System)
Safety Glass Division	ISO 9001:2015	Quality Management Systems
	MS1498:2017	Certified by SIRIM and Perakuan Pematuhan Standard (PPS) (Tempered and Laminated product)
	MS2666:2016	Insulated Glass Unit Product
	ANSI Z97.1:2009	SIRIM certificate (Tempered Product)
	ASTM C1048	BSI Standard (Tempered Product)
	ASTM C1172	BSI Standard (Laminated Product)
	AS/NAZ2208:2019	BSI Standard (Tempered and Laminated Products)
	BS EN 12150	BSI Standard (Tempered Product)
	BS EN 14179	BSI Standard (Heat Soaked Product)



SUSTAINABILITY STATEMENT

1



QUALITY PRODUCTS AND SERVICES

Notwithstanding the above, the Group's Metal Products Division is adopting but pending the certification for the following standards as we believe in continuous improvements:

No	Standards	Description
1	ISO 14001:2015	Environmental Management System
2	ISO 45001:2018	Occupational Safety and Health Management System
3	CIS 24:2020	Industrialised Building System IMPACT

It is our policy to conduct annual customer satisfaction survey to measure customers' expectation towards our product quality, sales process and services. Information gathered from customer satisfaction survey provides valuable insight for the Group to stay relevant and understand customer needs. This year we have collected a total of 508 customers' feedback as compared to 470 in the preceding year. Below is the result of the overall excellent performance against satisfactory level for financial year 2021:

QUALITY PRODUCT & SERVICES				
Subsidiaries	Asia Roofing Industries	ARI Utara	ARI Timur	Ajiya Safety Glass
Overall Performance FY2020*	74%	85%	77%	78%
Overall Performance FY2021*	86%	88%	77%	78%

* Performance of 75% and above is considered excellent.

SUSTAINABILITY STATEMENT



DIGITAL TRANSFORMATION

2

In the current fast-paced business world where importance is given to be agile, precise, fast and efficient, businesses have to adapt to such requirements to stay relevant. This is evident especially during the COVID-19 pandemic where companies have to accelerate the digitization of customer and supply-chain interactions as well as their internal operations to stay relevant in the new business and economic environment.

At Ajiya, we have embarked on a journey of digital transformation through several initiatives and collaborative projects between our in-house research & development team, external consultants, system integrators and higher learning institutions.

In line with SDG 9 – Industry, Innovation and Infrastructure, our digital transformation initiatives are key drivers of operational efficiency at our offices and factories. These initiatives include but not limited to:

Initiatives	Outcomes and Benefits	Progress
Upgrading of Enterprise Resource Planning (“ERP”) system to Systems, Applications and Products (“SAP”) system	<ul style="list-style-type: none"> Enables quicker financial and operational data processing; and Enables reliable data sharing between branches and departments; and Amplifies the efficiency of the entire administrative processes and big data analytics. 	100% upgraded
Migrating ERP from traditional hosting to SAP secured cloud hosting	<ul style="list-style-type: none"> Enables quick access to virtual work desk by our operation teams whether working in office or from home; Saves cost and eliminates downtime caused by traditional server upgrade and end of life support; and Better data protection with state-of-the-art data security solution, isolated backup and disaster recovery. 	100% migrated
Automating labour intensive manufacturing process	<ul style="list-style-type: none"> The use of robotic arms and automatic stacking machines enables faster production and increased production capacity; Saves cost in the long run and eliminates downtime caused by shortage of workers; and Reduces the risk of injury due to workplace accidents. 	Ongoing
Implementing system integrations for horizontal (factory-to-factory) and vertical (shop floor machines-to-business system) interoperability using Artificial Intelligence (“AI”) and Internet of Things (“IoT”)	<ul style="list-style-type: none"> Enables interoperability among different functional software; Streamlines the administrative and manufacturing data collection and analysis for day-to-day monitoring; and Amplifies administrative and manufacturing efficiency and traceability. 	Ongoing

Apart from the above, we use social media platforms for product marketing and customer interactions; video calls for teleconferencing and reducing reliance on travel and physical meeting; other business software applications in relation to engineering design, business and human resource administration for better traceability and reducing paper waste.



SUSTAINABILITY STATEMENT



SAFETY AT THE WORKPLACE

Our Safety and Health Committee (“OSHA Committee”) continues to play its role in reviewing safety and health issues at work place on a periodical basis including the temporary establishment of a COVID-19 Preparedness and Responsive Team (“CPRT”). We ensure safety and health of our employees by implementing amongst others, the following measures:

- Complying with Malaysian Occupational Safety and Health Act 1994, Factory and Machinery Act 1967 and any other laws and regulations as well as Ajiya’s standard operating policies and procedures.
- Identifying, implementing, monitoring and reinforcing safe behaviours at our workplace to eliminate unsafe acts and practices.
- Periodic meetings as well as 5S and safety awareness messages are regularly enforced and communicated to all employees.
- Proper signage is displayed at each workplace where potential hazard is identified.
- Work instruction and / or operation manual are displayed at each work equipment.



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- Appropriate personal protective equipments (“PPE”) are provided.
- COVID-19 preventive measures:
 - o Guidelines are prepared and risk assessments are conducted to isolate and handle COVID-19 positive case.
 - o Awareness on social distancing, compulsory of wearing face masks at work and daily sanitization around the office and work place.
 - o All employees are required to conduct a bi-weekly RTK test.
 - o Worked with private clinics in providing vaccination to our staff and workers.
- Adopting ISO 45001:2018 Occupational Health and Safety Management System.

Aside from the above mentioned action plans, various safety trainings were arranged for our employees throughout the Group, such as Occupational Hazard Self-Evaluation Module conducted by the UUM lecturer, Occupational Safety and Health updates by Federation of Malaysian Manufactures, Latihan Pengendalian Mesin Yang Selamat, Latihan Penggunaan dan Pengurusan Bahan Kimia, Covid -19 Management Guidelines at Workplace.

We strive to achieveing a zero work-related injury. The decreasing trend in number of work-related injury since 2019 in the table below is evident by our commitment and precautionary measures taken. In line with SDG 8 – Decent Work and Economic Growth, we aim to continuously promote safe and secure working environments for all employees.

Year	No. of Work-Related Injury
2019	19
2020	9
2021	3

SUSTAINABILITY STATEMENT

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COMMUNITY INVESTMENT AND DEVELOPMENT

We recognise that community investment and development are of paramount importance. Done well, community investment can help establish mutually beneficial relationships between a company and its local stakeholders, contribute toward long-term improvements in the quality of life for local communities, and help create an environment conducive to business.

In May 2021, the COVID-19 cases spread rapidly in Malaysia. The Government had to take the initiative to curb it, thus implementing a complete lockdown. Such lockdown has impacted our country's economy, and many among the B40 or with disabilities face difficulties in living due to loss of income and unemployment. As part of our corporate social responsibility ("CSR") initiative and in line with SDG 2 to end hunger, we together with several other business entities have supported a non-profit organisation, namely Malaysian Social Entrepreneur Foundation ("MSEF") on their 'Free Warm Lunchbox' program. We donated RM200,000, which is equivalent to 50,000 food packs, to MSEF and distributed the food packs nationwide through various local restaurants and food stalls. Since the starting of the free meal distribution program until the end of the lockdown, MSEF has distributed more than one million, mainly Halal boxes of free food, to the needy. With the help of about 100 volunteers, the free meals were distributed every day at 130 locations nationwide for lunch and dinner during the lockdown to ensure that the less privileged, home quarantined, and those who lost their jobs would not go hungry. Ajiya employees have volunteered and helped distributing the free meals to those in need.



As part of the preventive action due to COVID-19, we have reduced the number of factory visits, unless necessary with strict SOPs. On the other hand, we continue to host and join webinars to promote our products and interacting with our customers. These webinars were "IGEM – Green Buildings Starts From Green Supply Chains", "IGEM – Data-Driven Sustainable Green Manufacturing Chain Management", "Malaysian Green Building Council – Roofing U-Value and Tempered Safety Glass Workshop" and "AGIBS Lightweight Steel Framing System".

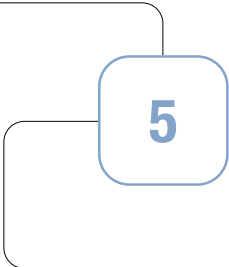
In addition, we have always believed in giving contributions back to the community through various social and community development programs either in monetary or in-kind contributions. This year, our staff under the Group's social clubs such as One Ajiya Club and Y2K Club visited and made donation to the disabled homes in Segamat, Johor. Furthermore, we have contributed to Malaysian Entrepreneurs Compassionate Foundation for financial aid to REACH autism centre, Tung Shin Hospital for medical equipment and Universiti Tunku Abdul Rahman Hospital in Kampar for sponsorship of a bridge construction linking the eastern and western medical buildings as well as many others non-profit organisations.



SUSTAINABILITY STATEMENT



CORPORATE GOVERNANCE



Aside from focusing on improving the Group’s business performance, Ajiya continues to place great importance on integrity, transparency and dedication, which are essential for business sustainability and enhancing shareholders value. The Board and the Management are committed to promote good corporate culture within the Group, in which we reinforce ethical and professional behaviour among our employees.

Further details of the corporate governance practices applied by the Group during the financial year ended 2021 is available in the Corporate Governance Overview Statement of the Annual Report 2021 and the Corporate Governance Report 2021.

The Board has in place policies and procedures to promote good corporate governance. These policies are, among others, the Code of Ethics and Conduct, Corporate Disclosure Policy and Whistleblowing Policy as well as Anti-Bribery and Anti-Corruption Policy.



Below are the list of corporate governance training sessions and seminars attended by the Board or our employees:

PROGRAMMES
SC Guidelines on Conduct of Directors and Implications to Both Directors and Management
The Malaysian Code on Corporate Governance – Updated April 2021
ESG Reporting Health Check
Sustainability Reporting Workshop: Scope & Materiality in Sustainability Reporting.
Corporate Directors Summit 2021: Governance 4.0
Corporate Governance Revisited
SC’s AOB Conversation with Audit Committees

SUSTAINABILITY STATEMENT



QUALITY EDUCATION FOR A BETTER SOCIETY

Quality education is determined when learners have both theoretical frameworks and practical applications and strategies. In Ajiya, we always trust in inclusive and quality education as we believe that it is the foundation of a better society.

As Ajiya believes in fostering a culture of continuous innovation and creative thinking, we collaborated with several universities by providing research opportunities to the students. These students were given opportunities to research a system that enhances the manufacturing process efficiency and productivity as well as the effectiveness in thermal insulation of our roofing. Aside from that, we have hired a total of 9 interns and equipped them with practical knowledge. The industrial trainee program helps the interns to prepare for professional works in their future workplace.

The Group also contributes to improving vocational education through the participation of curriculum advisory panels and public speech on civil engineering program in local polytechnics and universities.

Our Ajiya Green Integrated Building System (“AGiBS”) training centre in Shah Alam is recognised by CIDB as “Pusat Latihan Bertauliah IBS” for IBS Metal Structure Framing System. At the training centre, we train public participants on how to fabricate wall systems using AGiBS through hands-on experience. This value-added activity equips the participants with new skills and knowledge in relation to technical and modern construction project management. However, due to COVID-19, we can only train limited participants in each session due to strict standard operating procedure. For 2021, we managed to host 6 AGiBS training sessions, which were participated by 60 professionals and students from various institutions and entities.

Besides, the Group also uphold the importance of education of our employees’ children. We presented them the award of “Anugerah Pelajar Cemerlang” for students who excel academically. This award is a sign of encouragement and recognition of the children’s efforts, which we hope will inspire them to pursue greater excellence.

These efforts are in line with UN SDG 4 (Quality Education) that aims, by the year 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

Additionally, under the Ajiya scholarship programs that we have sponsored, it benefited 47 students to pursue their higher learning education.

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SUSTAINABILITY STATEMENT



CONSERVATION OF ENERGY AND ENVIRONMENT

A. USAGE OF RENEWABLE ENERGY

Solar energy is one of the most recognised renewable energy available in current time. Ajiya Group has converted most of our energy usage into renewable energy by installing a total of 3.1MWp solar photovoltaic (“PV”) system at the following factories:

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According to NEM calculator by SEDA Malaysia, our installed solar capacity of 4 million KW/h is equivalent to avoiding approximately 2000 tons of carbon dioxide from being emitted into the atmosphere each year which is comparable to approximately 800,000 tree seedling grown for 10 years to absorb the carbon dioxide.



With the installation of SOURCE (an AI and IoT solution), it helps us to monitor the factory energy consumption against the energy maximum demand. This has enabled us to avoid the hefty charges incurred by maximum demand, and hence improve our production efficiency.

In line with SDG 7, target 7A – Promote Access, Technology and Investments in Clean Energy, we also promote to the community on the importance and benefits of green energy for a better environment. During the year, Ajiya had collaborated with our industry stakeholders and solar PV partners in organizing webinars such as “Beyond FMCO: How Solar & Roof Designs Will Reduce Business OPEX” and “CEO TALK: Insights into Solar for C&I Companies.”

SUSTAINABILITY STATEMENT

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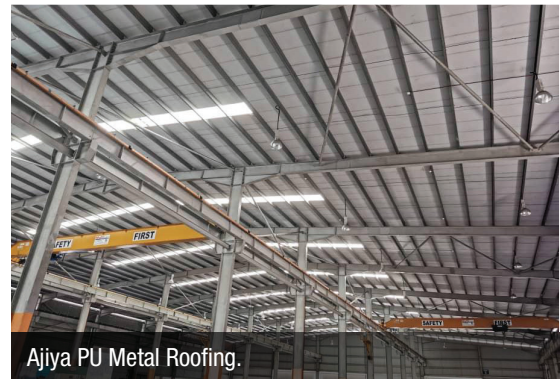
B. PROMOTING GREEN BUILDING SOLUTIONS (SUSTAINABLE ENVIRONMENT)

Our Government places great importance on the development of local affordable and sustainable construction materials. Housing demand these days require fast, efficient, high quality and affordable. While Ajiya continues to promote the usage of our affordable green building materials in modern construction, we are also working towards being a total building solution provider. Currently, one could build a complete house with our AGiBS which comprises 8 series of our highly recyclable metal and energy efficient safety glass products.

Our metal products including metal roofing, lightweight structures, door and window frames, etc. are made up of galvanised steel and / or aluminium coils which are durable, corrosion resistant and highly recyclable. Our metal roofing can be manufactured with polyurethane (“PU”) to provide built-in heat insulation and add structural integrity to the roof for easy installation, maintenance and solar PV system support.

On the other hand, our AGiBS components are prefabricated in factory and delivered to construction site for assembly. While most of the components are prefabricated in the factory, our AGiBS can help contractors minimize the debris at site while maintaining flexibility for impromptu building modification.

Energy efficient safety glass products are typically designed with low emissivity glass coating. Essentially, it works as the heat gets reflected back to the sun and the short wave light passes through the coating to illuminate the building. With insulated glazing, it provides more insulation, keeping the heat out and the refreshing air conditioned air in.



Ajiya PU Metal Roofing.

Energy efficient safety glass products can be used throughout residential and commercial buildings to improve their energy efficiency. Windows, doors, conservatories and roof lights can all benefit from the use of energy-efficient safety glass products to help keep the heat in and save money on energy bills as well as decrease the size of carbon footprint.

In addition, we have been a close industry partner of Malaysian Green Building Council (“MGBC”) since 2009. MGBC is supported by the professional, industrial and government sectors and it is well poised to lead our building industry in embracing responsible measures that would help green buildings and communities available to all Malaysians.



SUSTAINABILITY STATEMENT



INDIVIDUAL DEVELOPMENT PLANS FOR EMPLOYEES

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The success of a company comes from quality employees, as they are the backbone as well as the front-liners of the company. For that reason, at Ajiya, we always place importance on upskilling and improving the knowledge of our employees.

The Group had engaged a sales consultant in 2019 for Ajiya Metal Group's Sales Transformation Journey. Since then, a series of marketing strategies has been implemented, including the establishment of a set of sales training kits for the existing and newly employed employees.

To ensure the career growth of our employees are tracked and gaps are addressed, the Group conducts annual performance appraisal. The work performance of all employees at all levels will be reviewed by their respective managers. Any perceived issues in the career advancement of employees will be addressed in person with the respective supervisors.



Apart from the training programmes detailed earlier in this statement, below are the list of other major training programmes attended by employees throughout the year 2021:

PROGRAMMES

Webinar on SOCSO Penjana Kerjaya 2.0

The Importance of Cyber Security of Industry 4.0

ISO 9001:2015 Quality Management Systems Internal Quality Auditor

Employer's Dilemma and Choices on Employees COVID-19 Vaccination

Guidance Note On Ventilation & Indoor Quality for Public Area During COVID-19 Pandemic