# SUSTAINABILITY STATEMENT

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# SUSTAINABILITY STATEMENT
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## Elevating EITA towards Excellence in Sustainable Innovation

EITA Resources Berhad ("EITA" or the "Group") stands at the forefront of sustainable innovation, epitomising a steadfast commitment to building a better, greener future. In tandem with our business diversification progress, we have made significant advancements in response to the growing global focus on sustainability and climate change. We are therefore pleased to present our Sustainability Statement for the financial year ended 30th September 2023 ("FY2023") which articulates our current Environmental, Social and Governance ("ESG") performance and our aspirations for the future.

Sustainability is integral to our business and defines how we operate. This is exemplified in EITA's corporate slogan, "Brings Good Feel to Life" which is also about bringing value to our stakeholders. Our adoption of 9 United Nations Sustainable Development Goals ("UN SDGs") demonstrates our commitment to the global sustainable agenda.

This year, we started tracking our procurement budget to local suppliers as part of our move towards supporting the local economy. We also reported zero cases of bribery, corruption and whistle blowing and zero cases of breaches in customer privacy and loss of customer data for FY2023. We are pleased to report that we sponsored 4,939 "meatless meals" advocating healthy lifestyle choices for our employees.

We embraced decarbonisation as a central tenet of our sustainability agenda by reporting our Scope 1, Scope 2, and Scope 3 greenhouse gas ("GHG") emissions. In our on-going efforts to address climate change, we also included the early phase elements of the Task Force on Climate-Related Financial Disclosures ("TCFD") recommendations in this year's statement.

From utilising skylights for natural lighting, energy-efficient LED lighting, installation of solar panels to rainwater harvesting and a dedicated recycling centre, EITA leads by example in minimising its ecological impact.

By aligning our operations with ESG principles, EITA strives to create a lasting positive impact on society while ensuring a prosperous and resilient economy for future generations.

## Reporting Scope and Boundary

EITA's Sustainability Statement covers the Group's sustainability performance from 1st October 2022 to 30th September 2023 ("FY2023") and includes a minimum of three years data, where applicable.
The disclosures within this statement encompass the following entities:

- EITA Resources Berhad
- EITA Elevator (Malaysia) Sdn. Bhd. ("EITA Elevator")
- EITA-Schneider (MFG) Sdn. Bhd. ("EITA-Schneider")
- EITA Electric Sdn. Bhd. ("EITA Electric")
- Furutec Electrical Sdn. Bhd. ("Furutec")
- EITA Power System Sdn. Bhd. ("EITA Power System")
- EITA Technologies (Malaysia) Sdn. Bhd. ("EITA Technologies")
- EITA Research and Development Sdn. Bhd. ("ERD")
- TransSystem Continental Sdn. Bhd. ("TSC")
- ETC Training Sdn. Bhd. ("ETC")

# SUSTAINABILITY STATEMENT
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## Reporting Approach

The Group's Sustainability Statement was prepared with reference to Bursa Malaysia Securities Berhad Main Market Listing Requirements ("MMLR") and the Sustainability Reporting Guide (3rd edition) issued by Bursa Malaysia Securities Berhad. Our statement references the Global Reporting Initiative ("GRI") Standards, the UN SDGs and the TCFD recommendations. These guidelines ensure transparent and reliable reporting regarding our sustainability performance and goals.

## Assurance Statement

The accuracy of the data provided in our FY2023 Sustainability Statement has been verified internally by the relevant business divisions within the Group. We uphold the integrity and reliability of the information disclosed, ensuring its adherence to the highest standards of transparency and accountability.

## Feedback

As part of our commitment to continuous improvement, we strive to enhance our sustainability reporting progressively. We value the input of our stakeholders and welcome any questions, feedback or suggestions. Please feel free to contact:

**EITA Resources Berhad**
Lot 4, Block A, Jalan SS 13/7, Subang Jaya Industrial Estate,
47500 Subang Jaya, Selangor, Malaysia.
Tel No: +603-5637 8099
Email: enquiry@eita.com.my

# SUSTAINABILITY STATEMENT
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## Memberships and Associations

EITA stays up-to-date with industry best practices through active participation in the relevant industry associations. This support helps us stay informed and at the forefront of our field.

### EITA's Memberships and Associations

| | | | |
|---|---|---|---|
|  | The Malaysian Lift and Escalator Association ("MALEA") |  | The Electrical and Electronics Association of Malaysia ("TEEAM") |
|  | Penang Electrical Merchants Association ("PEMA") |  | Department of Occupational Safety and Health ("DOSH") |
|  | Construction Industry Development Board ("CIDB") |  | Collaborative Research in Engineering, Science and Technology ("CREST") |
|  | Human Resources Development Fund ("HRDF") |  | Selangor Human Resource Development Centre ("SHRDC") |

# SUSTAINABILITY STATEMENT
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## Our Sustainability Accomplishments

FY2023 was a year marked by numerous highlights for EITA. Our comprehensive approach to enhancing our ESG performance is evident in our achievements and our pursuit of sustainable development. As we progress, we aim to strengthen our sustainable practices across our business operations.

**CORRUPTION, BRIBERY & WHISTLE BLOWING**

**0** CASES

**BREACHES OF CUSTOMER PRIVACY & LOSSES OF CUSTOMER DATA**

**0** CASES

**ALLOCATION OF PROCUREMENT BUDGET FOR LOCAL SUPPLIERS**

**31** %

**AVERAGE CUSTOMER SATISFACTION INDEX**

**78** %

**REDUCTION IN ELECTRICITY CONSUMPTION**

**22** %

**COMMENCED MONITORING ON**

**SCOPE 1, 2 & 3 GHG EMISSIONS**

**HARASSMENT, NON-COMPLIANCE, DISCRIMINATION, CHILD OR FORCED LABOUR & HUMAN RIGHTS VIOLATIONS**

**0** CASES

**TOTAL TRAINING HOURS**

**7,706** HOURS

**NUMBER OF MEATLESS MEALS SPONSORED**

**4,939** MEALS

**WORKPLACE FATALITIES**

**0** CASES

Economic          Nature          Workplace

# SUSTAINABILITY STATEMENT
*cont'd*

## EITA's Sustainability Journey at a Glance

Since our first Sustainability Statement in 2017, our sustainability journey has been marked by numerous noteworthy milestones. In FY2023, we established a Sustainability Policy and adopted the early phase TCFD recommendations signifying our commitment to achieving net zero and decarbonisation across our value chain.

## 2023

- Adopted Bursa Malaysia's Sustainability Framework (3rd edition)
- Maintained 4 Pillars: Economy, Nature, Workplace, Society
- Re-assessed and adopted 9 UN SDGs
- Established **Terms of Reference** for Sustainability Committee
- Established **Sustainability Policy**
- Adopted Phase 1 **TCFD Recommendations**
- Maintained 7 Stakeholder Groups
- Conducted Materiality Reassessment
- Incorporated **13 Materiality Matters** in total

## 2019-2022

- Maintained 4 Pillars: Economy, Nature, Workplace, Society
- Maintained 11 UN SDGs
- Maintained 7 Stakeholder Groups
- Maintained 12 Materiality Matters
- Implemented **Anti-Bribery & Anti-Corruption Policy**

## 2018

- Adopted Bursa Malaysia's Sustainability Framework (2nd edition)
- Established **4 Pillars: Economy, Nature, Workplace, Society**
- Adopted **11 UN SDGs**
- Established **Sustainability Governance Structure**
- Identified **7 Stakeholder Groups & included Stakeholder Engagement Table**
- Identified **12 Materiality Matters** & conducted **1st Materiality Assessment**
- Formalised Corporate **Disclosure & Whistle Blowing Policy**

## 2017

- Reported **1st Sustainability Statement**
- General statement on 4 aspects: **Marketplace, Environmental, Workplace & Community**

# SUSTAINABILITY STATEMENT
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## How We Approach Sustainability

### ESG Framework

EITA's ESG framework is the foundation of our sustainability initiatives, guiding us in furthering our sustainability agenda. The framework inextricably links our overall vision and mission with our four ESG pillars, our material sustainability matters and our contribution to the UN SDGs.

| | | |
|---|---|---|
| **Vision** 01 | Brings Good Feel to Life | |
| **Mission** 02 | To strive for long-term business sustainability through conducting ethical business while embracing social and environmental best practices. | |

**Core Values** 03

**E - Excellence**
Pursuing excellence drives our endeavour to achieve consistent and strategic business growth, empowering both the company and its employees, while also maximising returns for our shareholders.

**I - Integrity**
Guided by unwavering moral and ethical principles, we commit to upholding integrity in every aspect of our duties and operations.

**T - Trust and Respect**
Building strong working relationships and fostering teamwork are the outcomes of nurturing an environment based on trust and mutual respect.

**A - Accountability**
We take pride in demonstrating complete accountability, assuming responsibility for all our actions, decisions and conduct.

**ESG Pillars** 04

| Economic | Nature | Workplace | Society |
|---|---|---|---|
| 1. Corporate Governance & Anti-Corruption 2. Product Quality & Innovation 3. Data Privacy & Cybersecurity 4. Supply Chain Management | 1. Emissions Management 2. Energy Management 3. Waste Management 4. Water Consumption | 1. Occupational Health & Safety 2. Labour Practices & Standards 3. Talent Attraction & Development 4. Workforce Diversity & Inclusivity | 1. Community Engagement |

**Material Sustainability Matters** 05

**Stakeholder Groups** 06

Shareholders/ Investors · Government/ Regulatory Bodies · Employees · Suppliers/ Contractors/ Consultants · Customers/ Distributors · Local Communities · Media/ Analysts

**Our Contributions to UN SDGs** 07

8 DECENT WORK AND ECONOMIC GROWTH · 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS · 17 PARTNERSHIPS FOR THE GOALS · 7 AFFORDABLE AND CLEAN ENERGY · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION · 8 DECENT WORK AND ECONOMIC GROWTH · 10 REDUCED INEQUALITIES · 4 QUALITY EDUCATION

**Our Alignments** 08

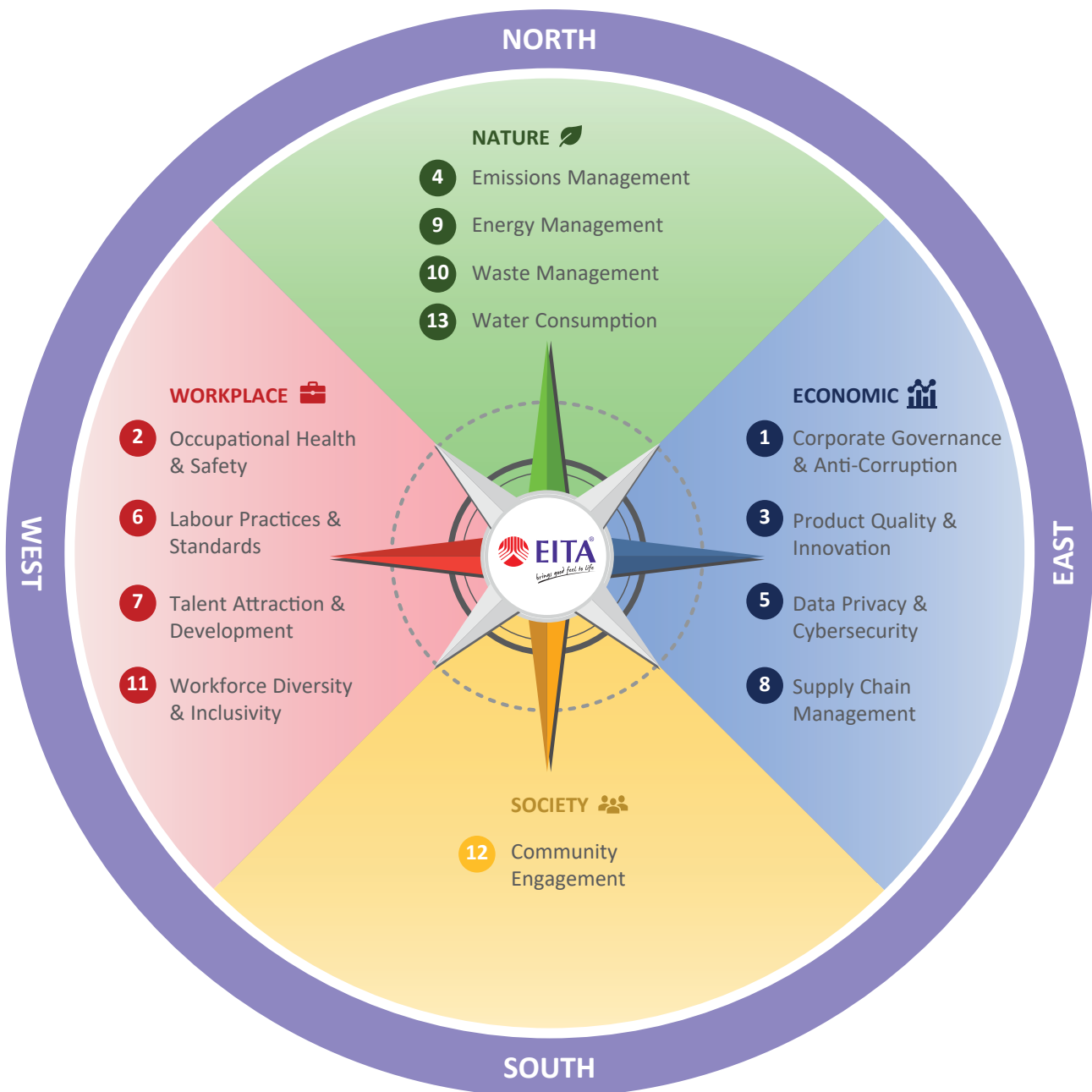BURSA MALAYSIA · TCFD · GRI · SUSTAINABLE DEVELOPMENT GOALS

# SUSTAINABILITY STATEMENT
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## Our Guiding Compass

EITA's Sustainability Compass depicts our ESG direction and focus areas via four strategic points: North for Nature, East for Economic, South for Society and West for Workplace. This comprehensive approach enables us to steer ourselves in the direction of sustainable development.



**NORTH**

**NATURE** 🍃
- 4 Emissions Management
- 9 Energy Management
- 10 Waste Management
- 13 Water Consumption

**WORKPLACE** 💼
- 2 Occupational Health & Safety
- 6 Labour Practices & Standards
- 7 Talent Attraction & Development
- 11 Workforce Diversity & Inclusivity

**ECONOMIC** 📊
- 1 Corporate Governance & Anti-Corruption
- 3 Product Quality & Innovation
- 5 Data Privacy & Cybersecurity
- 8 Supply Chain Management

**SOCIETY** 👥
- 12 Community Engagement

**WEST**

**EAST**

**SOUTH**

# SUSTAINABILITY STATEMENT
*cont'd*

## Sustainability Policy

Our Sustainability Policy embodies our core principles, reflects our ESG aspirations, guides our initiatives and strategies, and drives us towards a more sustainable future. The Sustainability Policy has been approved by the Board and communicated across the Group.

### Our Commitments to Sustainability

#### Economic

- Adopt a sustainable business model that emphasises quality products, value-added services and ethical practices.
- Actively seek strategic partnerships to enhance our capabilities and create shared value.
- Continuous innovation of sustainable products and services.
- Prioritise suppliers with strong sustainability practices.
- Conduct regular assessments to identify and mitigate any potential risks with our supply chain, ensuring compliance with ethical and responsible sourcing practices.
- Prioritise delivering superior returns to our shareholders while considering the long-term impacts of our actions.

#### Nature

- Continuously improve energy efficiency, monitor and reduce our carbon footprint across operations.
- Enhance recycling, waste reduction and responsible disposal methods and contribute towards a circular economy.
- Monitor and reduce water consumption and implement water conservation practices in our facilities.

#### Workplace

- Foster a culture of diversity and inclusion by implementing policies and practices that promote equal opportunities and eliminate discrimination.
- Prioritise employee health and safety through comprehensive occupational health and safety programmes and regular safety training.
- Support the well-being and growth of our employees by fostering a workplace culture that encourages their development.
- Encourage employee development and growth through training programmes, career advancement opportunities and performance recognition.

#### Society

- Engage in community development initiatives.
- Promote volunteerism among employees by recognising and providing benefits for volunteer activities.
- Provide internship and mentorship programmes to support the development of local talents.
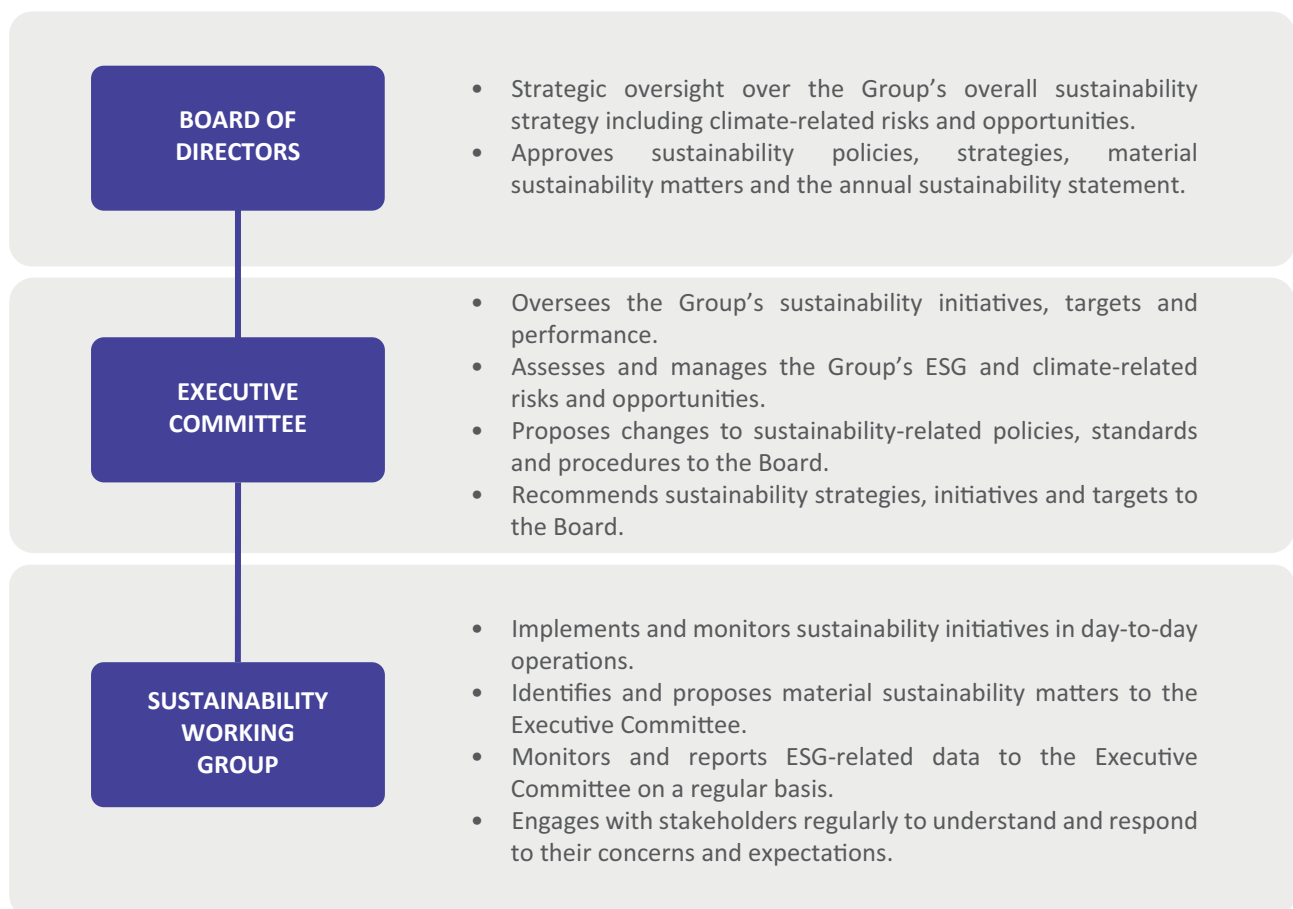
# SUSTAINABILITY STATEMENT
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## How We are Governed

EITA has established a comprehensive and effective sustainability governance structure that positions our management philosophy at the heart of our operations and guides our approach, addressing risks and opportunities. We define the policies, roles and responsibilities at each level within this structure to control and assure the Group's sustainability across our business activities.
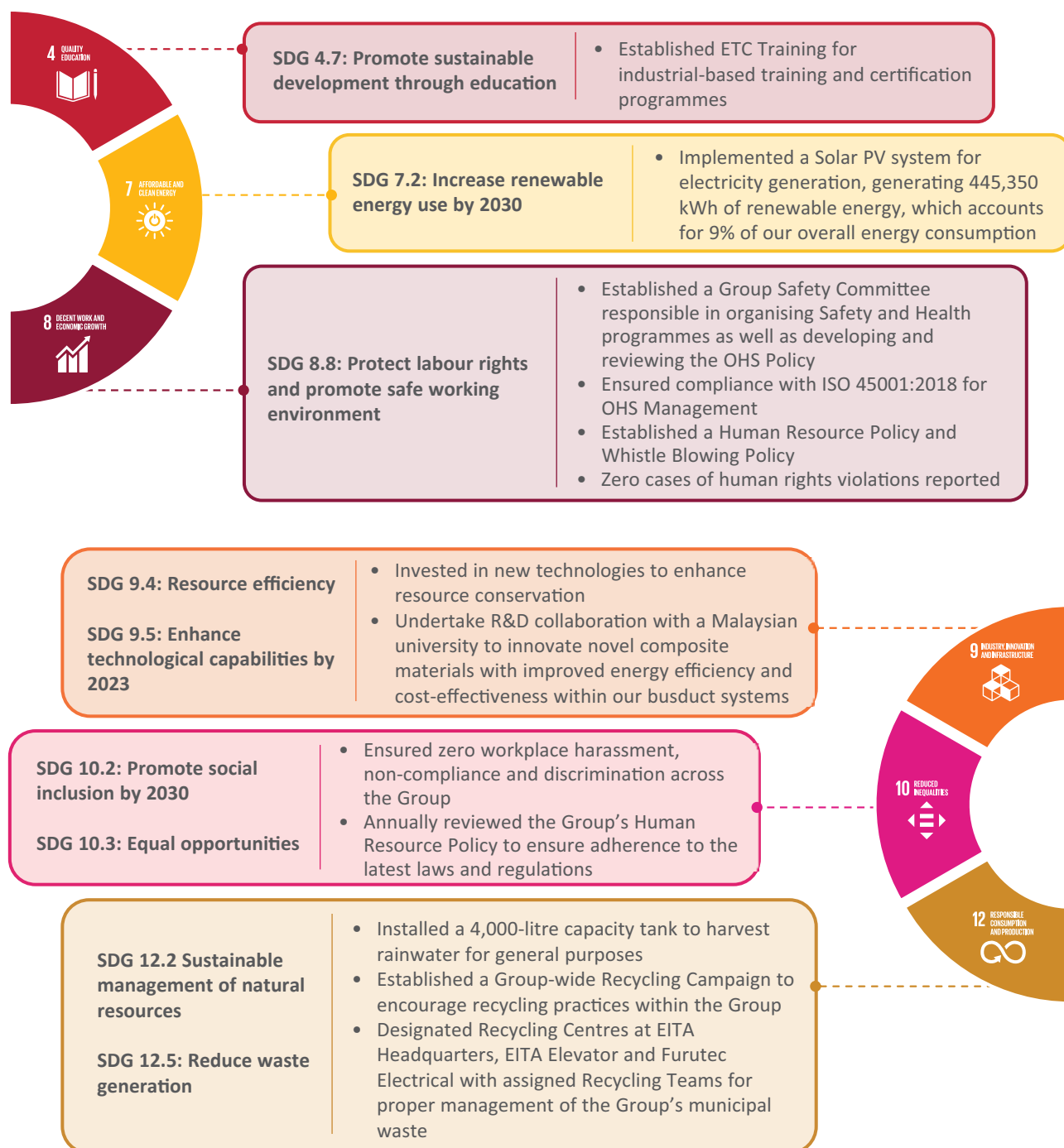
### EITA's Sustainability Governance Structure

**BOARD OF DIRECTORS**
- Strategic oversight over the Group's overall sustainability strategy including climate-related risks and opportunities.
- Approves sustainability policies, strategies, material sustainability matters and the annual sustainability statement.

**EXECUTIVE COMMITTEE**
- Oversees the Group's sustainability initiatives, targets and performance.
- Assesses and manages the Group's ESG and climate-related risks and opportunities.
- Proposes changes to sustainability-related policies, standards and procedures to the Board.
- Recommends sustainability strategies, initiatives and targets to the Board.

**SUSTAINABILITY WORKING GROUP**
- Implements and monitors sustainability initiatives in day-to-day operations.
- Identifies and proposes material sustainability matters to the Executive Committee.
- Monitors and reports ESG-related data to the Executive Committee on a regular basis.
- Engages with stakeholders regularly to understand and respond to their concerns and expectations.
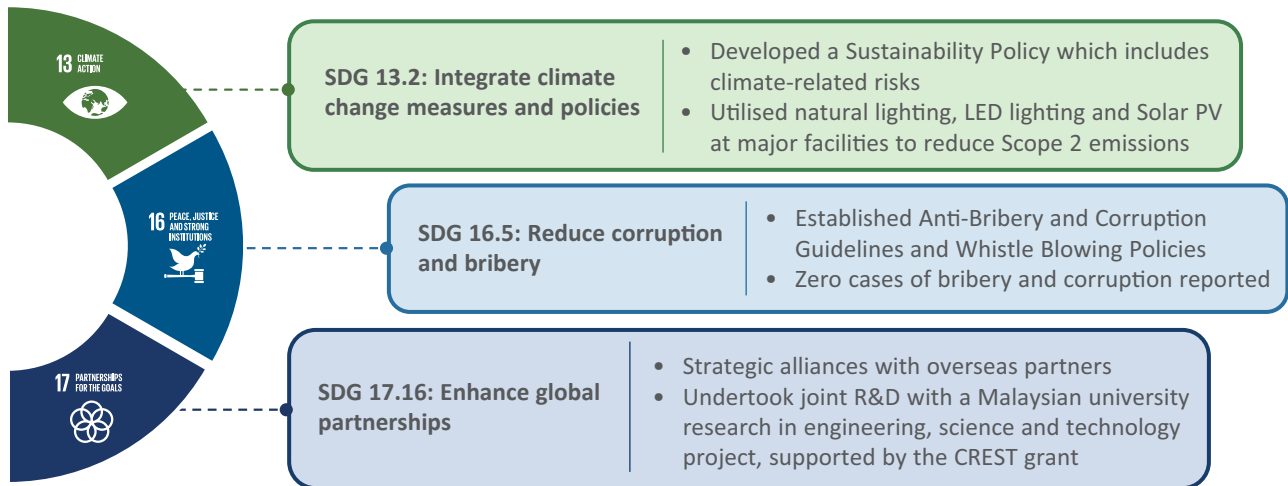
# SUSTAINABILITY STATEMENT
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## Our UN SDG Contributions

In line with the 2030 Agenda for Sustainable Development, EITA has adopted 9 UN SDGs and specific targets that are most relevant to our business and where we can make the greatest impact. Through this, we affirm our commitment to the global agenda of promoting peace and prosperity for people as well as the planet.

**4 QUALITY EDUCATION**

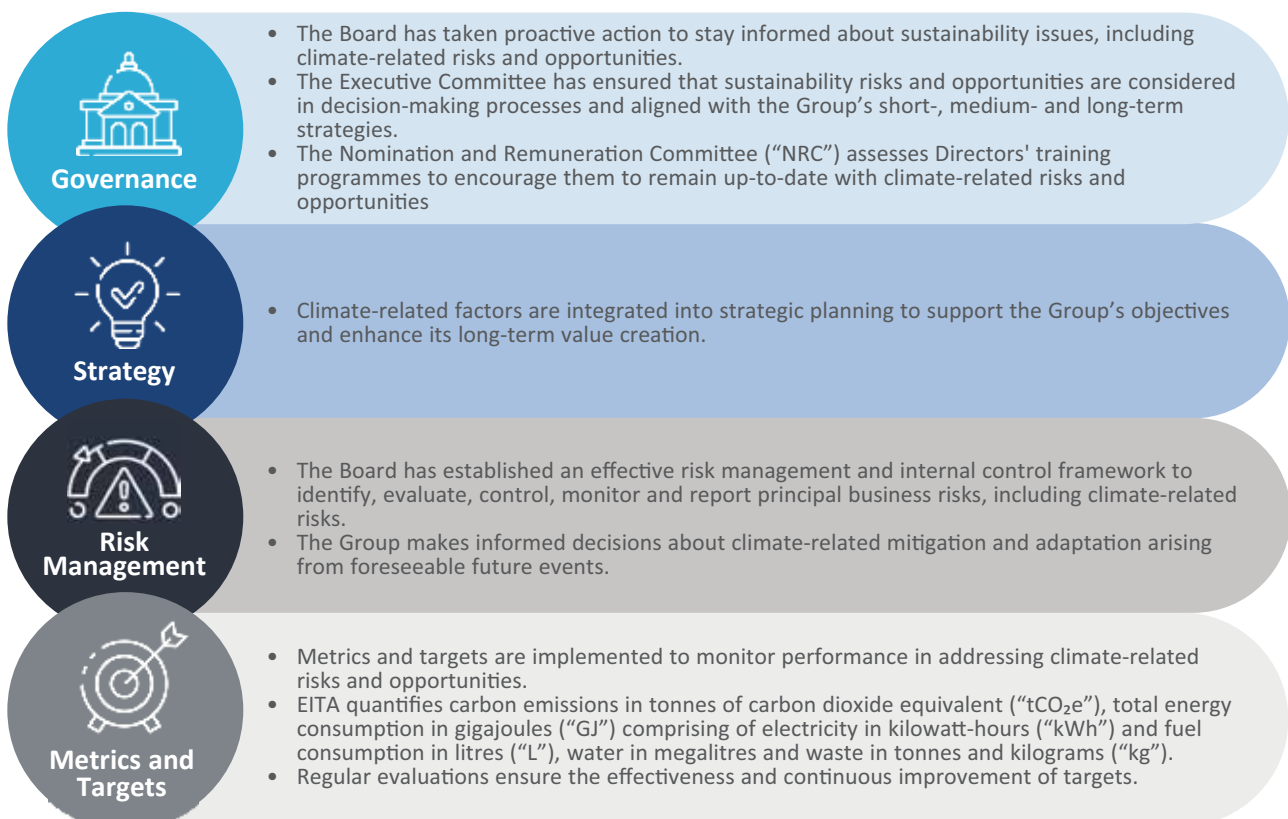**SDG 4.7: Promote sustainable development through education**

- Established ETC Training for industrial-based training and certification programmes

**7 AFFORDABLE AND CLEAN ENERGY**

**SDG 7.2: Increase renewable energy use by 2030**

- Implemented a Solar PV system for electricity generation, generating 445,350 kWh of renewable energy, which accounts for 9% of our overall energy consumption

**8 DECENT WORK AND ECONOMIC GROWTH**

**SDG 8.8: Protect labour rights and promote safe working environment**

- Established a Group Safety Committee responsible in organising Safety and Health programmes as well as developing and reviewing the OHS Policy
- Ensured compliance with ISO 45001:2018 for OHS Management
- Established a Human Resource Policy and Whistle Blowing Policy
- Zero cases of human rights violations reported

**SDG 9.4: Resource efficiency**

**SDG 9.5: Enhance technological capabilities by 2023**

- Invested in new technologies to enhance resource conservation
- Undertake R&D collaboration with a Malaysian university to innovate novel composite materials with improved energy efficiency and cost-effectiveness within our busduct systems

**9 INDUSTRY INNOVATION AND INFRASTRUCTURE**

**SDG 10.2: Promote social inclusion by 2030**

**SDG 10.3: Equal opportunities**

- Ensured zero workplace harassment, non-compliance and discrimination across the Group
- Annually reviewed the Group's Human Resource Policy to ensure adherence to the latest laws and regulations

**10 REDUCED INEQUALITIES**

**SDG 12.2 Sustainable management of natural resources**

**SDG 12.5: Reduce waste generation**

- Installed a 4,000-litre capacity tank to harvest rainwater for general purposes
- Established a Group-wide Recycling Campaign to encourage recycling practices within the Group
- Designated Recycling Centres at EITA Headquarters, EITA Elevator and Furutec Electrical with assigned Recycling Teams for proper management of the Group's municipal waste

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

# SUSTAINABILITY STATEMENT
*cont'd*

**SDG 13.2: Integrate climate change measures and policies**
- Developed a Sustainability Policy which includes climate-related risks
- Utilised natural lighting, LED lighting and Solar PV at major facilities to reduce Scope 2 emissions

**SDG 16.5: Reduce corruption and bribery**
- Established Anti-Bribery and Corruption Guidelines and Whistle Blowing Policies
- Zero cases of bribery and corruption reported

**SDG 17.16: Enhance global partnerships**
- Strategic alliances with overseas partners
- Undertook joint R&D with a Malaysian university research in engineering, science and technology project, supported by the CREST grant

## Our Path to Decarbonisation: Embracing Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations for Climate Action

Through the implementation of the TCFD recommendations, EITA fortifies its risk management practices and bolsters its capacity to tackle climate-related challenges. EITA's climate action plan is aligned with the four core elements of governance, strategy, risk management, metrics and targets.

### EITA's Alignment to the Four Pillars of TCFD Recommendations

**Governance**
- The Board has taken proactive action to stay informed about sustainability issues, including climate-related risks and opportunities.
- The Executive Committee has ensured that sustainability risks and opportunities are considered in decision-making processes and aligned with the Group's short-, medium- and long-term strategies.
- The Nomination and Remuneration Committee ("NRC") assesses Directors' training programmes to encourage them to remain up-to-date with climate-related risks and opportunities

**Strategy**
- Climate-related factors are integrated into strategic planning to support the Group's objectives and enhance its long-term value creation.

**Risk Management**
- The Board has established an effective risk management and internal control framework to identify, evaluate, control, monitor and report principal business risks, including climate-related risks.
- The Group makes informed decisions about climate-related mitigation and adaptation arising from foreseeable future events.

**Metrics and Targets**
- Metrics and targets are implemented to monitor performance in addressing climate-related risks and opportunities.
- EITA quantifies carbon emissions in tonnes of carbon dioxide equivalent ("$tCO_2e$"), total energy consumption in gigajoules ("GJ") comprising of electricity in kilowatt-hours ("kWh") and fuel consumption in litres ("L"), water in megalitres and waste in tonnes and kilograms ("kg").
- Regular evaluations ensure the effectiveness and continuous improvement of targets.

# SUSTAINABILITY STATEMENT
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## Key Performance Indicators

EITA's Sustainability KPIs have been established to provide clear, specific and measurable goals that track our ESG performance, aiming for continuous improvement and achieving tangible outcomes.

| Our Goals | Material Matters | Key Performance Indicators | Our Progress as of FYE2023 |
|---|---|---|---|
| **Promote Sustainable Environmental Practices** | Emissions Management | Achieve at least **10%** reduction of Scope 2 emissions compared to baseline year of **2021** (1,008 tCO₂e). | • **16%** reduction of Scope 2 GHG emissions compared to baseline. |
| | Waste Management | Reduce at least **5%** of overall scheduled waste generation at Furutec with a baseline year of **2022** (400 kg) | • **55%** reduction in scheduled waste generated at Furutec operations. |
| **Deliver Excellence in Product Quality and Services** | Product Quality and Innovation | Attain Internal Customer Satisfaction of above **80%** for EITA Elevator, EITA-Schneider and Furutec. | • EITA Elevator: **86%**<br>• EITA-Schneider: **67%**<br>• Furutec: **82%** |
| **Enhance Supply Chain Sustainability** | Supply Chain Management | Increase local procurement to a target of **50%** by **2025**. | • **31%** expenditure allocated to local suppliers. |
| **Foster a Safe and Inclusive Workplace Environment** | Occupational Health and Safety | Achieve **zero** fatal accidents and serious injuries. | • **Zero** fatal injuries recorded.<br>• Lost Time Injury Rate = **123.4** at EITA Elevator and **14.8** at Furutec |
| | Workforce Diversity and Inclusivity | Achieve a target of **25%** in women representation in executive positions. | • **34%** of executive-level positions are held by women. |

# SUSTAINABILITY STATEMENT
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## Engaging with Our Stakeholders

Our stakeholders' feedback is valuable in shaping EITA's corporate strategies, business operations, and ESG practices. We ensure that their concerns are addressed by engaging with them on a continuous basis through various communication methods.

| Stakeholder Groups | Mode of Engagement | Areas of Concern | EITA's Response |
|---|---|---|---|
| **Shareholders / Investors** | • Annual general meeting<br>• Annual report<br>• Quarterly results announcements<br>• Websites<br>• Analyst briefings<br>• Media interviews and releases | • Company performance<br>• Dividends<br>• Business strategies and plans<br>• Corporate governance<br>• Corporate activities | • Reported on economic and financial performance on a quarterly and annual basis<br>• Timely updates on Group's strategy via investor briefings and announcements<br>• Implemented Anti-Bribery and Anti-Corruption guidelines<br>• Established a comprehensive governance structure<br>• Developed robust corporate governance policies |
| **Government/ Regulatory Authorities** | • Participation in programmes<br>• On-site inspections | • Regulatory compliance<br>• Corporate governance | • Conducted external certifications and audits by accredited third parties<br>• Ensured compliance with relevant laws and regulations: Employment Act 1995, Minimum Wages Act 2018, Environment Quality Act 1974 |
| **Customers/ Distributors** | • Direct engagements<br>• On-site meetings<br>• Customer satisfaction surveys<br>• Exhibitions<br>• Corporate website | • Relationship management<br>• Quality of product and services<br>• Supply chain management | • Conducted periodically survey on customer satisfaction<br>• Developed a customer satisfaction index<br>• Conducted quality assurance evaluation<br>• Conducted evaluation and screening of suppliers to ensure high-quality standards |

# SUSTAINABILITY STATEMENT
*cont'd*

| Stakeholder Groups | Mode of Engagement | Areas of Concern | EITA's Response |
|---|---|---|---|
| **Employees** | • Training and development programmes<br>• Employee engagement survey<br>• Performance appraisal<br>• Company activities (sports club, annual dinner, birthdays) | • Career development and advancement | • Provided both virtual and physical industrial trainings related to technical, skills and development topics |
| | | • Fair employment practices<br>• Workplace conduciveness | • Conducted annual review on the Human Resource Policy |
| | | • Safety, health and welfare | • Established a Group Safety Committee<br>• Implemented ISO 45001:2018 for Occupational Health and Safety Management<br>• Provided comprehensive benefits to employees |
| | | • Balanced lifestyle | • Established EITA Sports Club to promote balanced lifestyle |
| **Suppliers/ Contractors/ Consultants** | • Direct engagements<br>• On-site inspections | • Relationship management<br>• Supply chain management | • Conducted regular communication with partners<br>• Conducted evaluation and screening of suppliers for quality assurance<br>• Allocated procurement of raw materials from local suppliers |
| | | • Quality of products and services | • Conducted quality assurance evaluation |
| | | • Occupational health and safety | • Established a Group Safety Committee<br>• Implemented ISO 45001:2018 for Occupational Health and Safety Management |

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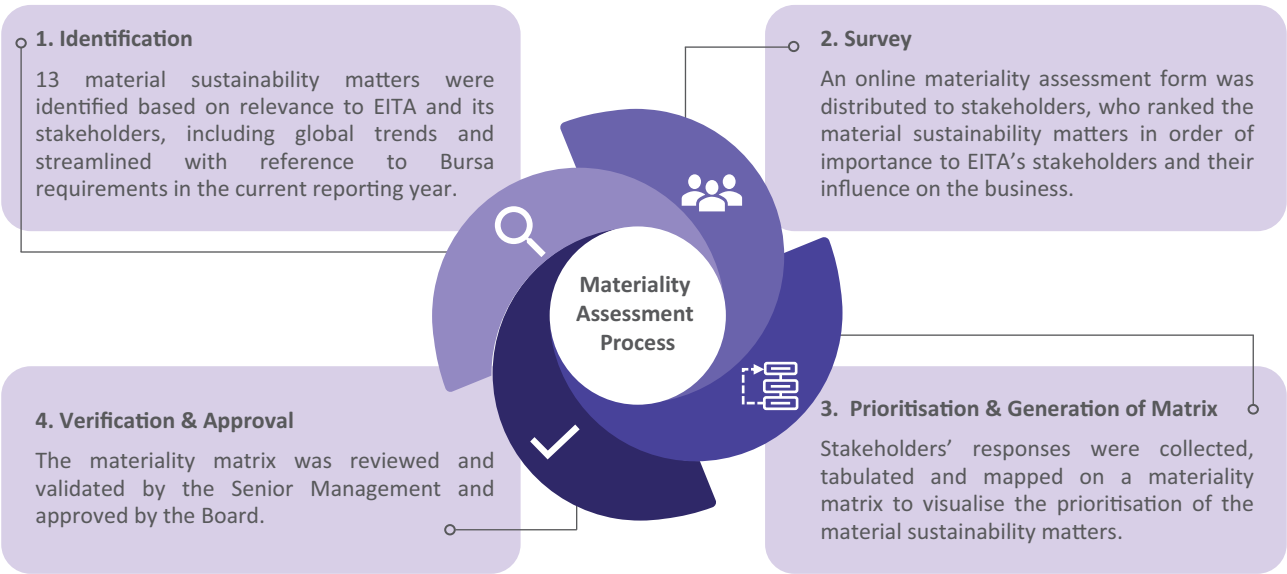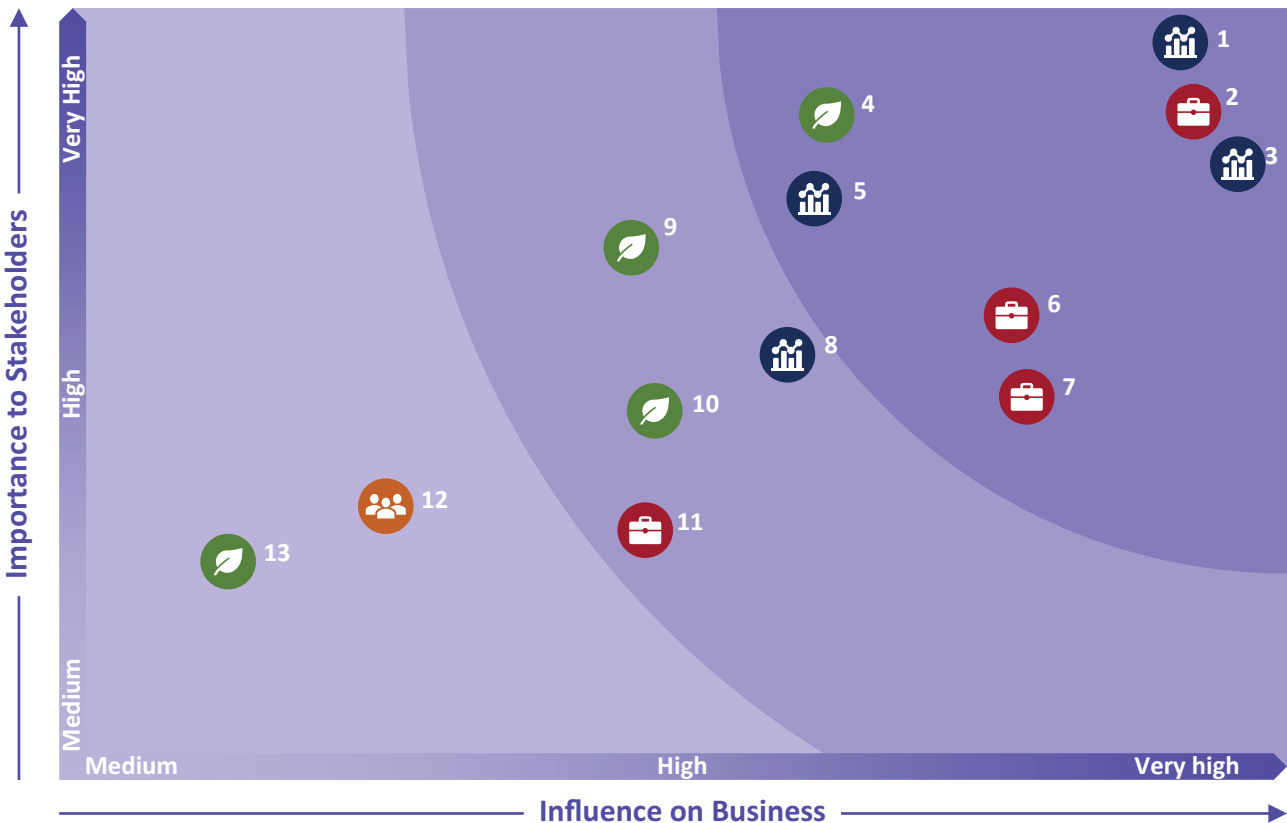| Stakeholder Groups | Mode of Engagement | Areas of Concern | EITA's Response |
|---|---|---|---|
| **Local Communities** | • Volunteering programmes<br>• Community engagement programmes | • Good corporate citizenship | • Engaged in regular charity activities<br>• Established long-term collaboration with local charity foundation<br>• Incorporated KPIs to promote employee volunteerism and involvement in CSR projects |
| | | • Environmental practices<br>• Safety practices | • Established Group-wide Recycling Campaign<br>• Established a Group Safety Committee<br>• Implemented ISO 45001:2018 for Occupational Health and Safety Management |
| **Media/Analysts** | • Media interviews and releases<br>• Analyst briefings<br>• Advertisements | • Timely communications | • Provided updates on the latest news and announcements on EITA's Latest Highlights<br>• Developed communication portal on EITA's corporate website |

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## Our Materiality Matters

In FY2023, we conducted a materiality reassessment to identify, assess and prioritise our latest material sustainability matters in alignment with the latest Bursa Listing Requirements. This enables us to make strategic decisions regarding the most significant ESG issues for the Group and our stakeholders.
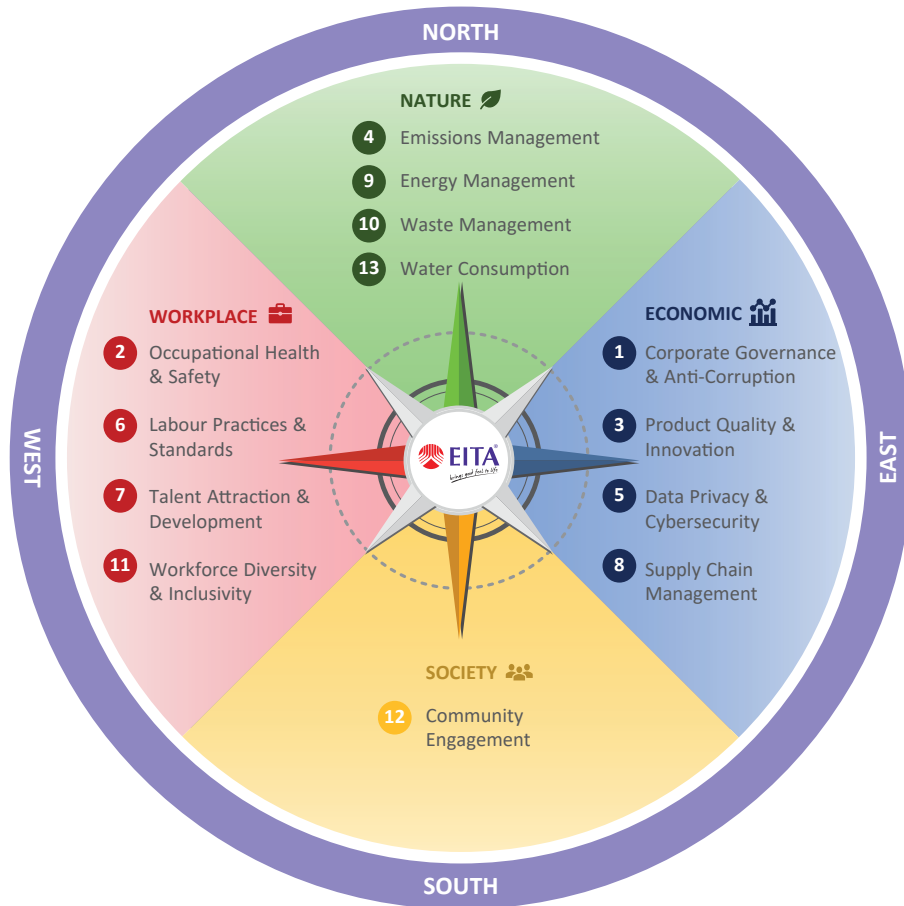
**1. Identification**

13 material sustainability matters were identified based on relevance to EITA and its stakeholders, including global trends and streamlined with reference to Bursa requirements in the current reporting year.

**2. Survey**

An online materiality assessment form was distributed to stakeholders, who ranked the material sustainability matters in order of importance to EITA's stakeholders and their influence on the business.

**Materiality Assessment Process**

**4. Verification & Approval**

The materiality matrix was reviewed and validated by the Senior Management and approved by the Board.

**3. Prioritisation & Generation of Matrix**

Stakeholders' responses were collected, tabulated and mapped on a materiality matrix to visualise the prioritisation of the material sustainability matters.

## Materiality Matrix

# SUSTAINABILITY STATEMENT
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The findings of the assessment revealed stakeholder perceptions regarding the relative importance and influence of these issues on EITA as well as EITA's impact on these issues. Based on this analysis, Corporate Governance & Anti-Corruption, Occupational Health & Safety, Product Quality & Innovation, Emissions Management, and Data Privacy & Cybersecurity were the top five material sustainability matters for FY2023.

# SUSTAINABILITY STATEMENT
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## Mapping of Our Material Matters
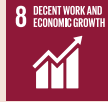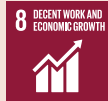
The Group's material sustainability matters are linked with global initiatives such as the UN SDGs and GRI Indicators. We have carefully aligned each material matter with the concerns and interests of the relevant stakeholder groups. This ensures that the Group's sustainability efforts address specific areas of importance for our stakeholders while contributing to the global sustainability landscape.

| ECONOMIC | | | |
|---|---|---|---|
| **Material Matter** | **GRI Indicators** | **UN SDGs** | **Stakeholder Groups** |
| Corporate Governance and Anti-Corruption | 2: General Disclosures<br>3: Material Topics<br>205: Anti-Corruption | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | • Shareholders/Investors<br>• Government/Regulatory Authorities<br>• Customers/Distributors<br>• Employees<br>• Suppliers/Contractors/Consultants |
| Product Quality and Innovation | 3: Material Topics<br>416: Customer Health and Safety<br>417: Marketing and Labelling | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE<br>8 DECENT WORK AND ECONOMIC GROWTH<br>17 PARTNERSHIPS FOR THE GOALS | • Shareholders/Investors<br>• Customers/Distributors |
| Data Privacy and Cybersecurity | 2: General Disclosures<br>3: Material Topics<br>418: Customer Privacy | 8 DECENT WORK AND ECONOMIC GROWTH | • Customers/Distributors<br>• Employees |
| Supply Chain Management | 2: General Disclosures<br>3: Material Topics<br>204: Procurement Practices | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | • Customers/Distributors<br>• Suppliers/Contractors/Consultants |

| NATURE | | | |
|---|---|---|---|
| **Material Matter** | **GRI Indicators** | **UN SDGs** | **Stakeholder Groups** |
| Emissions Management | 2: General Disclosures<br>3: Material Topics<br>305: Emissions | 13 CLIMATE ACTION | • Shareholders/Investors<br>• Government/Regulatory Authorities<br>• Media/Analysts<br>• Local Communities |
| Energy Management | 2: General Disclosures<br>3: Material Topics<br>302: Energy | 7 AFFORDABLE AND CLEAN ENERGY | • Shareholders/Investors<br>• Government/Regulatory Authorities<br>• Media/Analysts<br>• Local Communities |
| Waste Management | 2: General Disclosures<br>3: Material Topics<br>306: Waste | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | • Shareholders/Investors<br>• Government/Regulatory Authorities<br>• Media/Analysts<br>• Local Communities |
| Water Consumption | 3: Material Topics<br>303: Water and Effluents | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | • Shareholders/Investors<br>• Government/Regulatory Authorities<br>• Media/Analysts<br>• Local Communities |

## SUSTAINABILITY STATEMENT
*cont'd*

| WORKPLACE | | | |
|---|---|---|---|
| **Material Matter** | **GRI Indicators** | **UN SDGs** | **Stakeholder Groups** |
| Occupational Health and Safety | 2: General Disclosures<br>3: Material Topics<br>403: Occupational Health and Safety | 8 DECENT WORK AND ECONOMIC GROWTH | • Government/Regulatory Authorities<br>• Employees |
| Labour Practices and Standards | 2: General Disclosures<br>3: Material Topics<br>408: Child Labour<br>409: Forced or Compulsory Labour | 8 DECENT WORK AND ECONOMIC GROWTH | • Government/Regulatory Authorities<br>• Employees |
| Talent Attraction and Development | 2: General Disclosures<br>3: Material Topics<br>401: Employment<br>404: Training and Education | 8 DECENT WORK AND ECONOMIC GROWTH | • Employees |
| Workforce Diversity and Inclusivity | 2: General Disclosures<br>3: Material Topics<br>405: Diversity and Equal Opportunities<br>406: Non-discrimination | 8 DECENT WORK AND ECONOMIC GROWTH   10 REDUCED INEQUALITIES | • Employees |

| SOCIAL | | | |
|---|---|---|---|
| **Material Matter** | **GRI Indicators** | **UN SDGs** | **Stakeholder Groups** |
| Community Engagement | 3: Material Topics<br>413: Local Communities | 4 QUALITY EDUCATION | • Media/Analysts<br>• Local Communities |

# SUSTAINABILITY STATEMENT
*cont'd*

## Economic

| Corporate Governance and Anti-Corruption |
| Product Quality and Innovation |
| Data Privacy and Cybersecurity |
| Supply Chain Management |



We strive to uphold a sustainable business model that offers quality products and value-added services, embraces ethical business practices and delivers superior returns to our shareholders.

## Corporate Governance and Anti-Corruption

The EITA Board steers the Group towards ensuring accountability and transparency throughout our value chain via the implementation of best-practice internal mechanisms and procedures, where policies and practices are in place to uphold the most stringent ethical standards. The Board Charter incorporates the principles of the Malaysian Code on Corporate Governance ("MCCG") and defines the Board members' roles and responsibilities.

| EITA Policies and Practices | Description |
| --- | --- |
| Anti-Bribery and Anti-Corruption Policy | EITA upholds laws against bribery and corruption, and report non-compliance to the Malaysian Anti-Corruption Commission ("MACC"). |
| Whistle Blowing Policy | Provides a channel for employees and the public to report misconduct, aiming to address concerns effectively while protecting individuals who report in good faith. |
| Code of Ethics and Conduct | Incorporated in the Board Charter, this Code guides the behaviour of Directors and employees, including anti-bribery and anti-corruption provisions. The Board regularly reviews and updates the Code. |
| Sustainability Policy | Sets out EITA's commitment to responsible business practices, driving positive impact through enhanced ESG practices. |
| Directors' Fit and Proper Policy | Outlines the transparent and merit-based process of appointing and re-electing Directors. |
| Remuneration Policy | Transparent and independent processes determine remuneration for Directors and Senior Management, aligning with the Group's long-term objectives. |
| Gender Diversity Policy | Supports diversity at the Board and Senior Management levels, ensuring suitability based on competency, skills and character. |
| Corporate Disclosure Policy | Promotes comprehensive, accurate and timely disclosure through various channels, such as reports, announcements and the company's website. Active dialogue and effective communication with shareholders and investors are maintained. |

The policies are reviewed periodically to ensure their relevance and applicability.

## ZERO
reported cases of
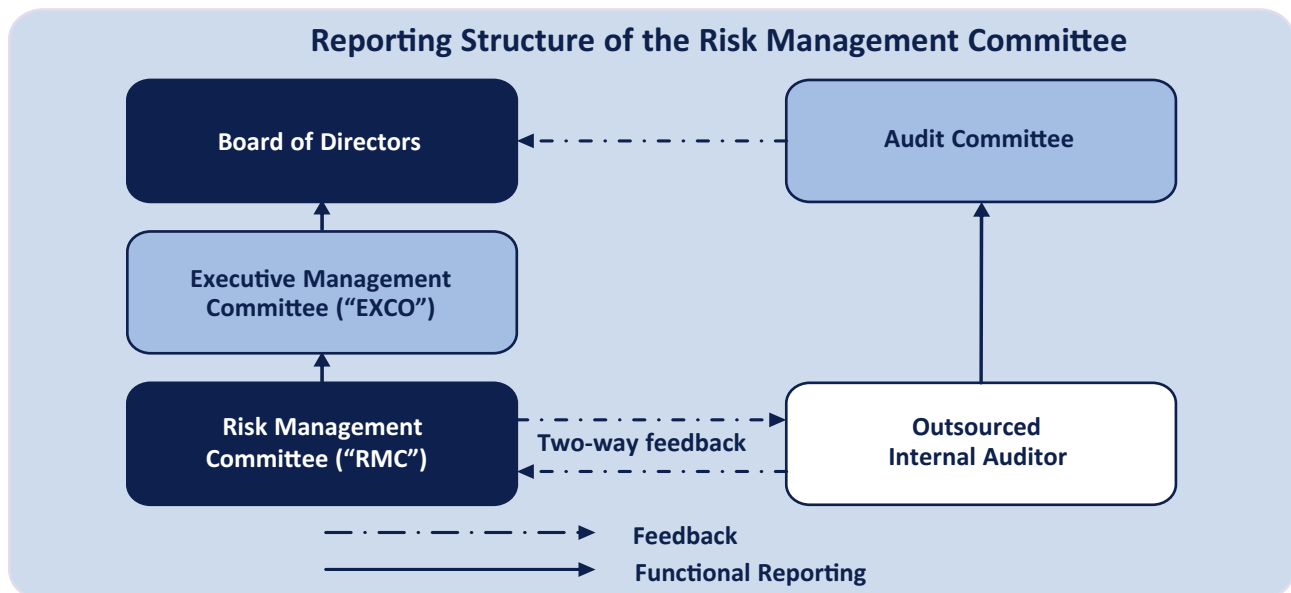
- **Corruption**
- **Bribery**
- **Whistleblowing**

100% of our employees underwent anti-corruption training through induction programmes and online courses. We are proud to report that in FY2023, there were zero reported cases of corruption and bribery, as well as zero reported cases of whistleblowing.

Group Risk Management

The Group employs a third-party internal auditor ("IA") to assess the effectiveness of our internal controls, a key part of our risk management system. The IA utilises the Committee of Sponsoring Organisations of the Treadway Commission ("COSO") Internal Control-Integrated Framework as a foundation for this assessment.

Additionally, our Risk Management Handbook establishes a clear reporting structure for the Risk Management Committee, delineating the roles and responsibilities of key positions within this framework.
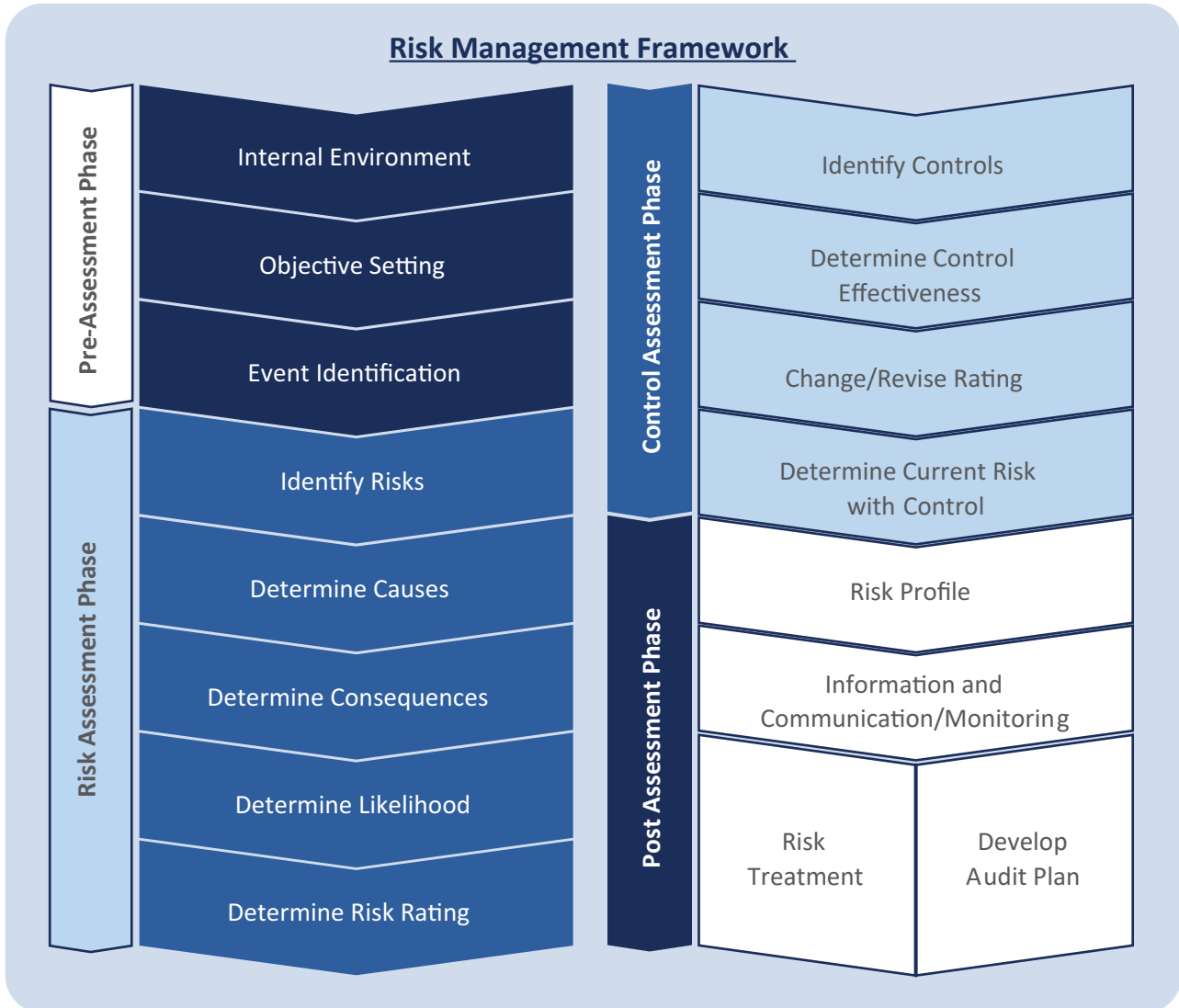
**Reporting Structure of the Risk Management Committee**

| Board of Directors | ← - ← - ← | Audit Committee |

Executive Management Committee ("EXCO")

Risk Management Committee ("RMC") ← - - Two-way feedback - - → Outsourced Internal Auditor

- - ← - - → Feedback
────→ Functional Reporting

# SUSTAINABILITY STATEMENT
*cont'd*

| Position | Roles and Responsibilities |
|---|---|
| **Board of Directors** | • Align and approve corporate objectives and policies.<br>• Review the adequacy and integrity of the Group's internal control system, risk management and management information systems.<br>• Identify principal risks and ensure the implementation of appropriate systems to manage and monitor significant financial and non-financial risks. |
| **Executive Management Committee ("EXCO")** | • Make decisions and review proposals on policies, procedures and strategic direction.<br>• Delegate authority in accordance with the policies.<br>• Review and approve corporate objectives and operational policies, annual budget, corporation plan and capital expenditure.<br>• Identify, assess, and review significant risks. |
| **Risk Management Committee ("RMC")** | • Implement Risk Management Control framework and measurements.<br>• Continuously review and assess risks.<br>• Report to the EXCO on any material changes to the risk profile of the Group.<br>• Highlight significant risks to EXCO. |
| **Audit Committee (Independent)** | • Review the adequacy of the scope, functions, competency, and resources of internal audit functions.<br>• Review and assess the performance of internal audit functions.<br>• Review the adequacy and effectiveness of the Group's internal control system, risk management, administrative, operating and accounting policies.<br>• Provide feedback on significant risks reported to the Board of Directors, if necessary.<br>• Review any related-party transactions and conflicts-of-interest situations. |
| **Internal Audit (Outsourced)** | • Assist the Audit Committee in discharging the required Internal Control and Risk Management Functions.<br>• Review the risk profile and report to the Audit Committee on the effectiveness of the risk management system.<br>• Highlight significant risks to the Audit Committee.<br>• Provide feedback on significant risks identified during internal audit reviews to the RMC.<br>• Develop a Risk-Based Internal Audit Plan for internal audit reviews. |

# SUSTAINABILITY STATEMENT
*cont'd*

Additionally, through our comprehensive risk management framework, we appropriately manage our risks and monitor our overall risk management performance.

## Risk Management Framework

| Pre-Assessment Phase | | Control Assessment Phase | |
|---|---|---|---|
| | Internal Environment | | Identify Controls |
| | Objective Setting | | Determine Control Effectiveness |
| | Event Identification | | Change/Revise Rating |
| **Risk Assessment Phase** | Identify Risks | | Determine Current Risk with Control |
| | Determine Causes | **Post Assessment Phase** | Risk Profile |
| | Determine Consequences | | Information and Communication/Monitoring |
| | Determine Likelihood | | Risk Treatment / Develop Audit Plan |
| | Determine Risk Rating | | |

# SUSTAINABILITY STATEMENT
*cont'd*

## Product Quality and Innovation

### Quality Commitment

EITA consistently delivers high-quality products and superior services, solidifying our position in the industry. Our brands, including EITA-Schneider® Elevator systems, Furutec® Busduct systems, REFAS® Lighting solutions and PYROTEC® Fire-Resistant cables adhere to the latest international and local standards such as the International Electrotechnical Commission ("IEC"), British Standards ("BS"), Chinese National Standards ("CNS"), European Lift Standards ("EN81"), Standards & Industrial Research Institute of Malaysia ("SIRIM") and others. EITA also complies with the ISO 9001:2015 Quality Management System.

## Furutec Busduct System



**HP-ES BUSDUCT**

- Compliant with IEC 61439-6 and UL857
- Compact Sandwich Type
- Electro-Galvanised Steel Housing
- Corrosion Resistant
- Double-Bolt Joint Design
- Seismic Zone 4 Protection
- IK10 Mechanical Impact
- Complete IP65



**AH BUSDUCT**

- Compliant with IEC 61439-6 and UL857
- Compact Sandwich Type
- Extruded Aluminium Alloy Housing
- Excellent Heat Dissipation
- Corrosion Resistant
- 100% Integral Ground System
- Seismic Zone 4 Protection
- IK10 Mechanical Impact
- Complete IP65



**CR BUSDUCT**

- Compliant with IEC 61439-6
- Cast Resin Type
- Excellent Heat Dissipation
- Resistant to Fire, Corrosion and Chemical
- Robust and Heavy Duty
- Seismic Zone 4 Protection
- IK10 Mechanical Impact
- Complete IP68



**i-DC Busduct**

- Modular and Compact Design for Lesser Space Utilisation
- Foolproof Design for Product Safety
- Turn & Lock TOU Installation
- Flexibility for Future Expansion
- Fast Installation and Lower Installation Cost
- Maintenance-free
- Reusable and Environmentally Friendly
- Ready for Intelligent Monitoring System

**ZERO**
reported cases of

- **Product mislabelling**
- **Product non-compliance**

In FY2023, we recorded zero incidents of product mislabelling and zero non-compliances concerning the safety of our products.

<u>Innovation and Advancement</u>

We are proud to share the latest advancements and innovations in our elevator and busduct products, underlining our pursuit of technological excellence and sustainability.

### Elevator
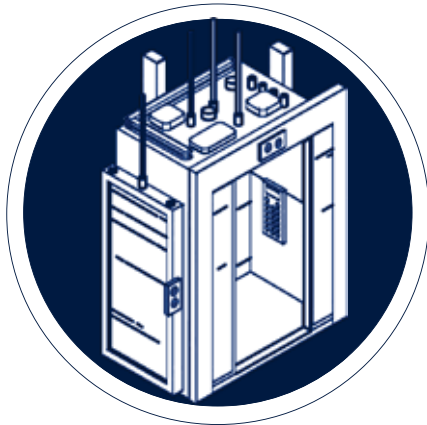
**1** Leveraging the power of the Internet of Things ("IoT"), we have implemented predictive and preventive maintenance strategies, enhancing the reliability and longevity of our elevators.

**2** To address COVID-19 challenges, we have integrated touchless solutions and UV sanitizers in our elevators, actively reducing cross-contamination and enhancing passenger safety and hygiene.

**3** Our controller re-design initiative has yielded a more compact design that utilises fewer materials, streamlining troubleshooting and maintenance processes.

### Busduct
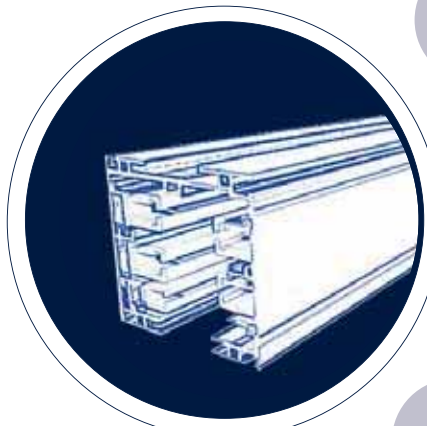
**1** Our new i-DC busduct model is tailor-made to cater specifically to the dynamic demands of the Data-Centre industry.

**2** The incorporation of IoT technology allows us to closely monitor power distribution throughput and temperature rise within our busduct systems, ensuring optimal performance of our system.

**3** Our re-designed busduct system maintains power distribution efficiency, while simultaneously embracing a more compact and sustainable design that optimises material usage.

**4** In line with the paradigm shift of Industry 4.0, our busduct division now employs cradle-to-gate monitoring of the production life-cycle.'

# SUSTAINABILITY STATEMENT
*cont'd*

<u>Sustainability in Design</u>

One of our standout achievements in the realm of sustainability is our research and development ("R&D") in the field of 'Green Technology.' We are continuously innovating a comprehensive range of energy-saving elevators, escalators and travellators contributing to energy efficiency. EITA's adherence to the Restriction of Hazardous Substances Directives ("RoHS") for raw materials also ensures that our products meet rigorous environmental standards, resulting in safer and more eco-friendly end-products.
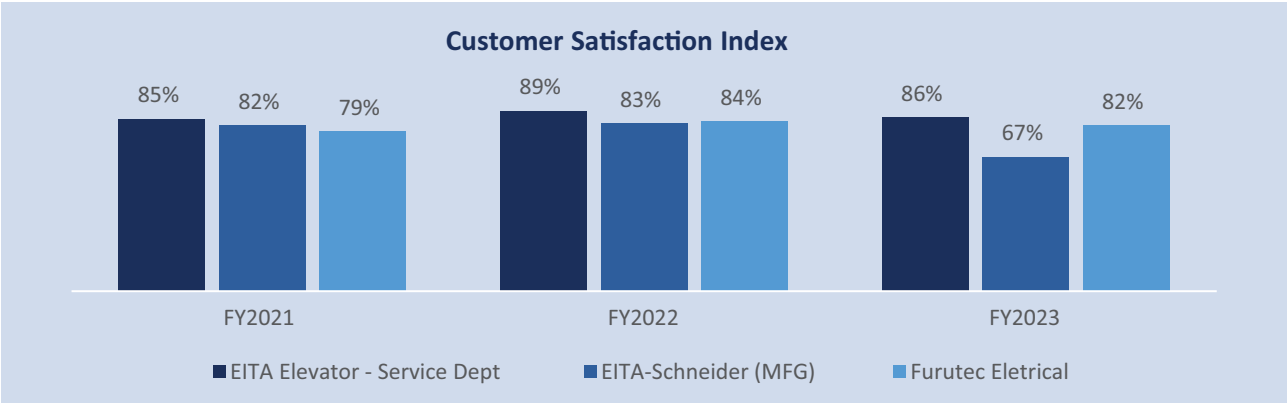
The Group's efforts to improve energy efficiency extend to solar photovoltaic ("PV") solutions. With our in-house team of Institute for Sustainable Power Quality ("ISPQ")-certified professionals, EITA is a reliable partner throughout the solar PV project integration process. Our services encompass project design, management, system installation and maintenance, while also assisting with Tenaga Nasional Berhad ("TNB") and Sustainable Energy Development Authority ("SEDA").

<u>Customer Satisfaction</u>

EITA Elevator consistently gauges customer satisfaction through quarterly surveys, assessing aspects such as delivery promptness, product quality, customer communication and price competitiveness. Our internal benchmark for customer satisfaction is set at 80% and in FY2023, we surpassed this target with an achievement of 86%.

Meanwhile, our elevator manufacturing subsidiary for local and overseas sales, EITA-Schneider, attained a 67% customer satisfaction index in the same fiscal year. This decrease was attributed to challenges related to cost/pricing competitiveness and extended delivery lead times, which we have taken corrective measures to rectify.

Furutec, specialising in product design, quality and technical support, exceeded expectations with a score of 82% in FY2023 against an 80% satisfaction target.



**Customer Satisfaction Index**

| | FY2021 | FY2022 | FY2023 |
|---|---|---|---|
| EITA Elevator - Service Dept | 85% | 89% | 86% |
| EITA-Schneider (MFG) | 82% | 83% | 67% |
| Furutec Eletrical | 79% | 84% | 82% |

<u>Strategic Partnership for Innovation</u>

Through strategic partnerships, EITA synergises our collective strengths and resources to make a significant impact on our business and the industry. These partnerships involve customised project specification, product design collaborations with principals, technical knowledge transfer and joint R&D initiatives with local universities. Expanding our distribution network in ASEAN and the Middle East remains crucial for our business growth as we actively seek strategic alliances in these locations.

# SUSTAINABILITY STATEMENT
*cont'd*

## Data Privacy and Cybersecurity

Digitalisation plays a crucial role in improving operational processes and expediting the shift towards a low-carbon economy. To safeguard against cybersecurity hazards, we strictly comply with Malaysia's Personal Data Protection Act 2010 ("PDPA") to ensure the secure storage of all relevant information. In line with our data protection measures, all employees are required to sign and adhere to our Computer Network Services Policy. During the fiscal year 2023, we maintained a record free of customer privacy breaches and customer data loss.

### ZERO
reported cases of
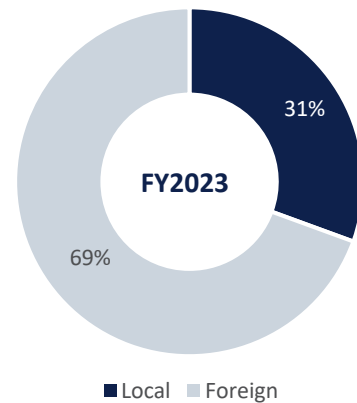
- **Customer privacy breaches**
- **Customer data loss**

## Supply Chain Management

We are dedicated to responsible sourcing practices that contribute to sustainable supply chains. Since Q3 FY2023, EITA began tracking our procurement budget allocation and we are proud to report that 31% of our procurement budget was directed towards local suppliers. We have a clear objective of further elevating this percentage to support the growth of our local economy. Additionally, we acknowledge that this effort will not only reduce transportation emissions but also contribute to the decarbonisation of our entire value chain.

We assess our suppliers in line with the ISO 9001 (Quality Management System) standards for quality, reliability and traceability. Our New Vendor Evaluation Form provides us with background information on the prospective supplier or vendor before engaging with them. Moving forward, we aim to enhance our assessment processes by integrating ESG criteria into our evaluation forms.

**Allocation of Procurement Budget**

31%

**FY2023**

69%

■ Local  ■ Foreign

# SUSTAINABILITY STATEMENT
*cont'd*

## Nature

| |
|---|
| **Energy Management** |
| **Emissions Management** |
| **Waste Management** |
| **Water Consumption** |

We strive to conserve the planet and promote a greener environment in which we operate. Consequently, in response to the global drive for environmental sustainability, we champion eco-friendly initiatives in our products and processes.

## Energy Management

The Group acknowledges that effective energy management is not only crucial for reducing operational costs but also plays a pivotal role in mitigating climate change. We actively contribute to a low-carbon future by optimising our energy consumption, employing renewable energy sources and implementing sustainable practices.
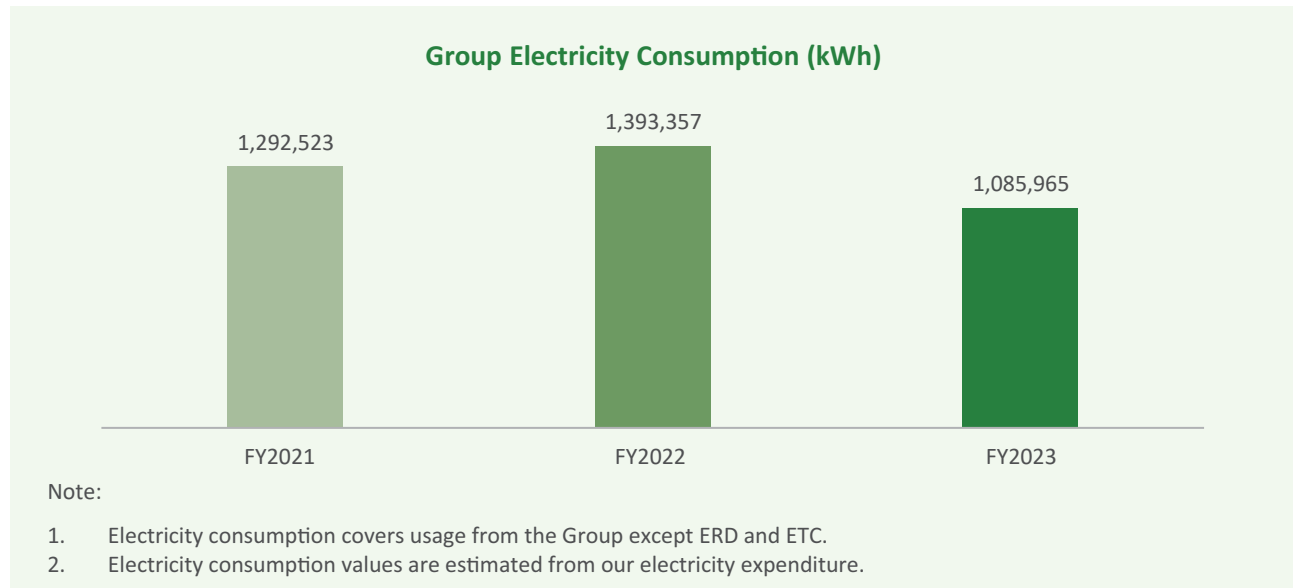
### Group Total Energy Consumption (GJ)

| FY2021 | FY2022 | FY2023 |
|--------|--------|--------|
| 12,919 | 17,916 | 18,299 |
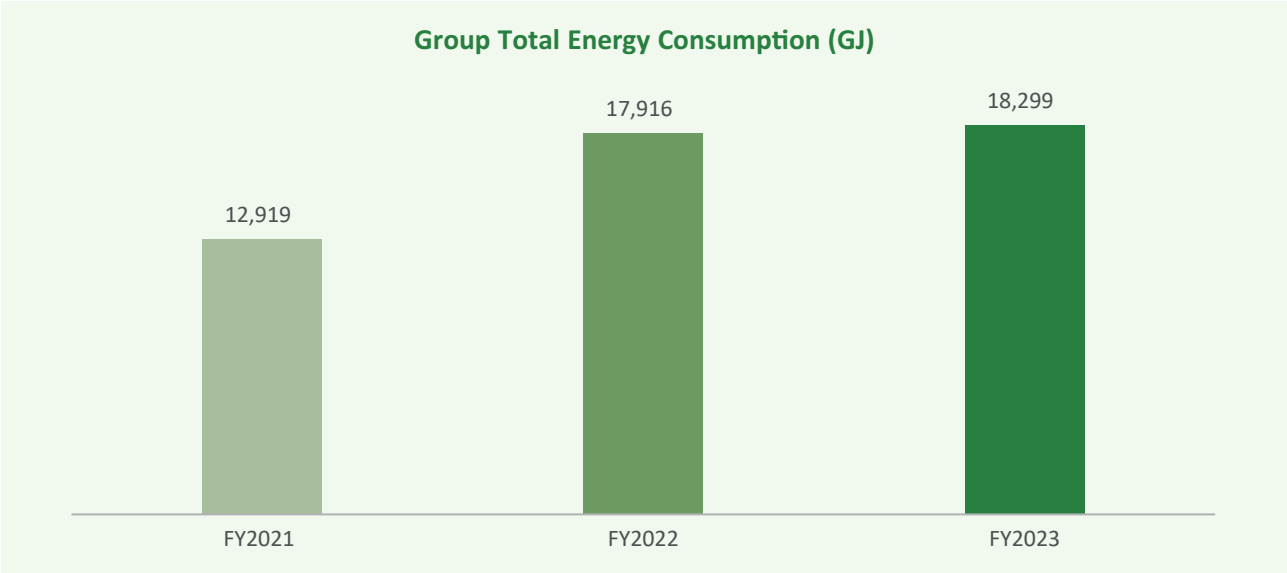
The Group's total energy consumption encompasses purchased electricity, fuel consumption and self-generated electricity from renewable energy. In FY2023, the total energy consumption recorded was 18,299 GJ. In our drive to reduce our reliance on fossil fuels, we invested in the installation of solar panels which are currently in full operation at two of our key facilities: Furutec in Penang since FY2019 and EITA Elevator in Bukit Raja since FY2022. In FY2023, solar power accounted for 9% of our Group's total energy consumption.
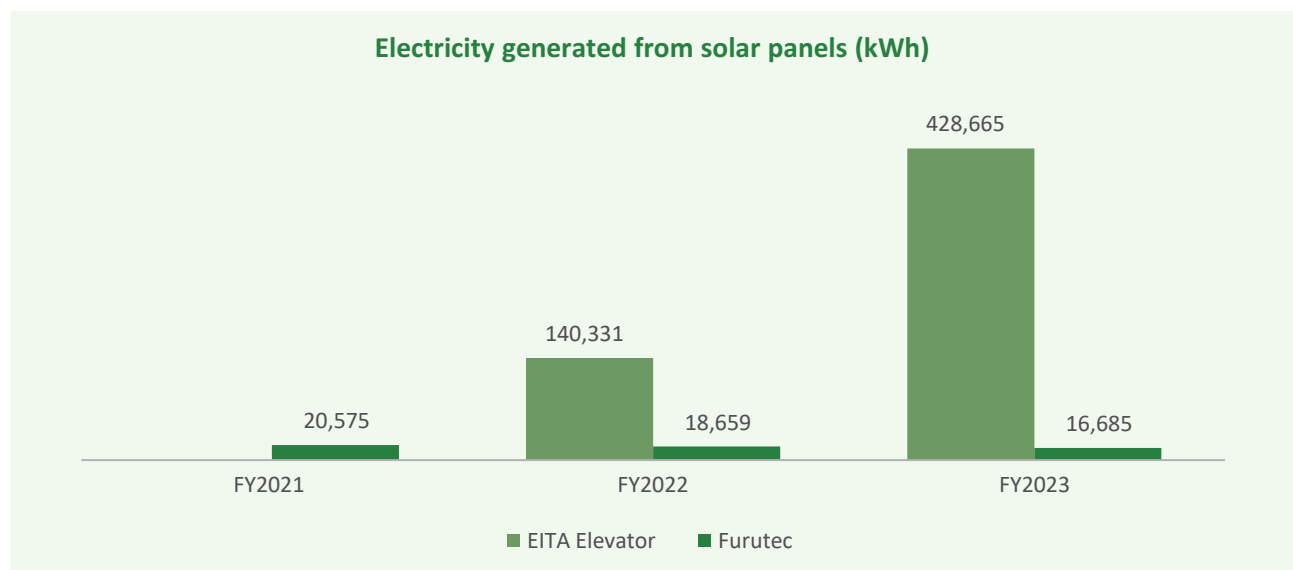
# SUSTAINABILITY STATEMENT
*cont'd*

Electricity Consumption

The Group's electricity consumption is primarily attributable to factory production, office lighting, and air conditioning.

**Group Electricity Consumption (kWh)**

| | | |
|---|---|---|
| 1,292,523 | 1,393,357 | 1,085,965 |
| FY2021 | FY2022 | FY2023 |

Note:

1.    Electricity consumption covers usage from the Group except ERD and ETC.
2.    Electricity consumption values are estimated from our electricity expenditure.

During this fiscal year, our electricity consumption amounted to 1,085,965 kWh, a 22% reduction compared to the previous year. Simultaneously, our utilisation of solar power surged, experiencing a remarkable 180% increase during the same period.

**Electricity generated from solar panels (kWh)**

| | FY2021 | FY2022 | FY2023 |
|---|---|---|---|
| EITA Elevator | | 140,331 | 428,665 |
| Furutec | 20,575 | 18,659 | 16,685 |

■ EITA Elevator    ■ Furutec

At Bukit Raja, our solar panels have the capacity to generate an average of 38,000 kWh per month, which reduces our monthly electricity costs by approximately RM15,000 to RM16,000. In FY2023, our Bukit Raja solar panels generated a total of 428,665 kWh and 16,685 kWh at Furutec Penang.

Our offices are also fitted with energy-efficient LED lighting, and our warehouse utilises natural skylights which further reduces our energy consumption.

# SUSTAINABILITY STATEMENT
*cont'd*

Fuel Consumption

Transportation-related activities, specifically the use of company vehicles for product deliveries and service-related travel, are the primary contributors to EITA's fuel consumption.

**Group Fuel Consumption (L)**



Note:

1.    Fuel consumption covers usage from the Group except TSC and ETC.
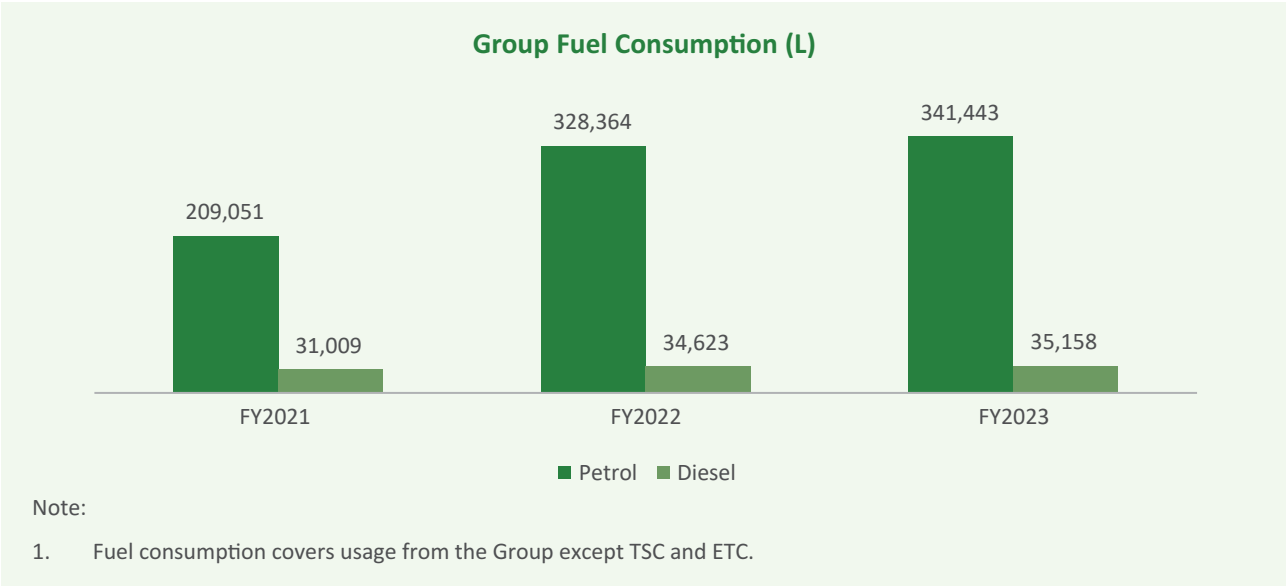
Our Group primarily relies on petrol to power our fleet of 39 vehicles. In FY2023, a total of 341,443 litres of petrol was consumed, representing a 4% increase compared to previous years. Additionally, our lorries contributed to our diesel consumption, amounting to 35,158 litres in FY2023.

## Emissions Management

We conducted a comprehensive assessment of our Scope 1, Scope 2 and Scope 3 GHG emissions in FY2023. This information enabled us to identify areas where emissions can be reduced and allocate our efforts effectively to mitigate our environmental impact. Our endeavours in energy management are in line with global climate action objectives such as UN SDG 13 (Climate Action).
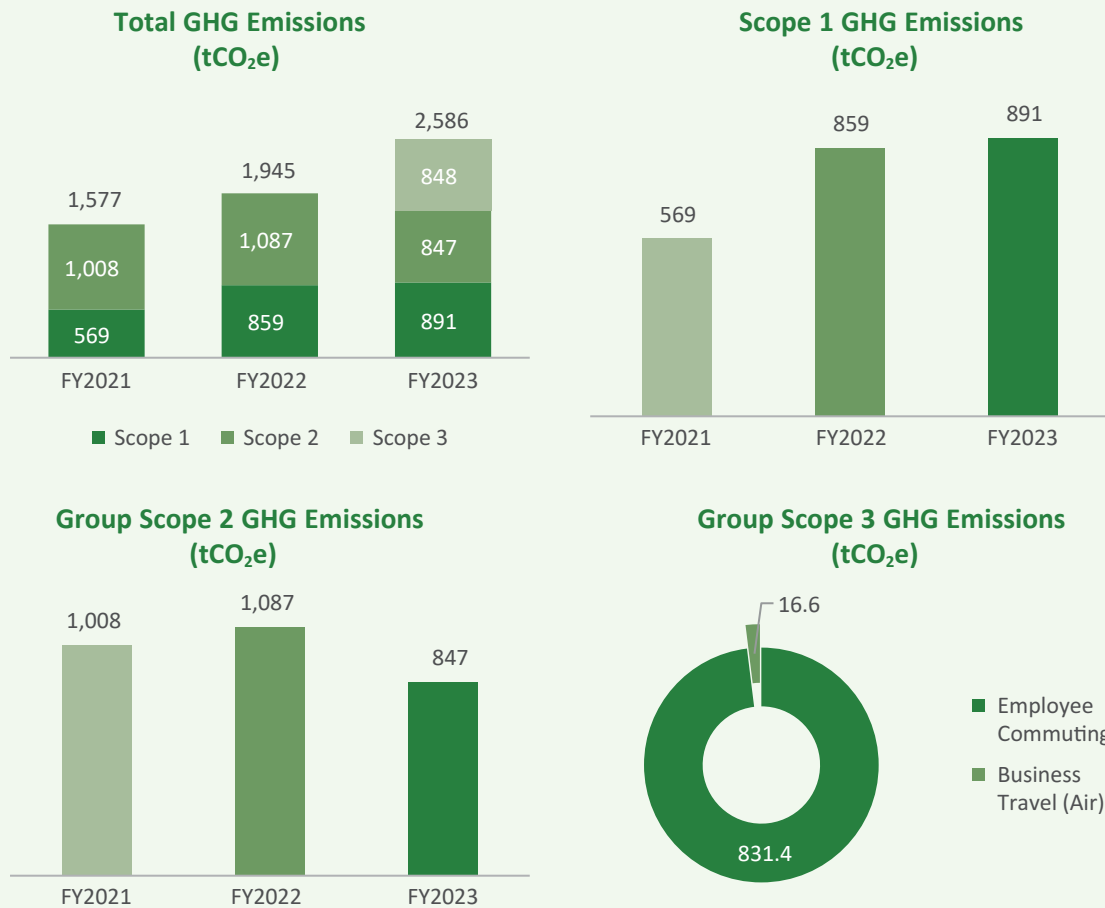
Greenhouse Gas ("GHG") Emissions

By tracking our GHG emissions, we can set science-based reduction targets to progress towards net zero. This data also serves as a basis for developing robust strategies to address climate change systematically.

Our Scope 1 GHG emissions include direct emissions from diesel and petrol combustion within our operations, while Scope 2 accounts for indirect emissions from purchased electricity consumption. In FY2023, we expanded our tracking efforts to partial Scope 3 emissions, addressing sources related to our activities but not directly owned by us, such as business air travel and employee commuting.

# SUSTAINABILITY STATEMENT
*cont'd*

## Total GHG Emissions (tCO$_2$e)

| Year | Scope 1 | Scope 2 | Scope 3 | Total |
|------|---------|---------|---------|-------|
| FY2021 | 569 | 1,008 | | 1,577 |
| FY2022 | 859 | 1,087 | | 1,945 |
| FY2023 | 891 | 847 | 848 | 2,586 |

■ Scope 1   ■ Scope 2   ■ Scope 3

## Scope 1 GHG Emissions (tCO$_2$e)

| Year | Value |
|------|-------|
| FY2021 | 569 |
| FY2022 | 859 |
| FY2023 | 891 |

## Group Scope 2 GHG Emissions (tCO$_2$e)

| Year | Value |
|------|-------|
| FY2021 | 1,008 |
| FY2022 | 1,087 |
| FY2023 | 847 |

## Group Scope 3 GHG Emissions (tCO$_2$e)

- Employee Commuting: 831.4
- Business Travel (Air): 16.6

Notes:

1. Our calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standard.
2. Scope 1 and 3 emission factors were sourced from the UK Government's GHG Conversion Factor 2023.
3. Scope 2 emission factors for Peninsular Malaysia were sourced from the National Energy Commission: Grid Emission Factor (GEF) in Malaysia 2019.

When excluding Scope 3 emissions from our overall total, our GHG emissions demonstrated a noteworthy reduction of 10.6% compared to the figures recorded in FY2022. This is attributable to the 22% reduction in Scope 2 emissions due to the increased utilisation of solar power and reduction in purchased electricity.

# SUSTAINABILITY STATEMENT
*cont'd*

## Waste Management

As an electronic and electrical ("E&E") manufacturer, waste generated from our operations can be broadly classified into three categories: municipal waste, scheduled waste and electronic waste ("e-waste").

Municipal Waste

**Our Sources of Municipal Waste**

**Packaging Wastes**
Packaging materials from incoming components and raw materials such as plastic, cardboard, wooden pallets and drums.

**Non-Scheduled Metal Wastes**
Steel and other non-scheduled metal waste generated from the replacement of old lifts.

EITA launched a Group-wide Recycling Campaign in 2016, and this practice has since become deeply ingrained in our company culture. Across the Group, we practise recycling by sorting at the source, making it easier to divert waste from landfills.

We have also begun providing staff members with password-protected photocopiers and printers, enabling them to effectively monitor and manage paper usage. Local authorities have awarded us the "Green Office" and "AquaSave" certificates in recognition of our efforts.

**EITA Elevator (Bukit Raja)'s Recycling Committee**

President
→
Vice President
→
Team Leader
→
Data Collector | Event/Campaign Manager | Recycling Awareness Officer
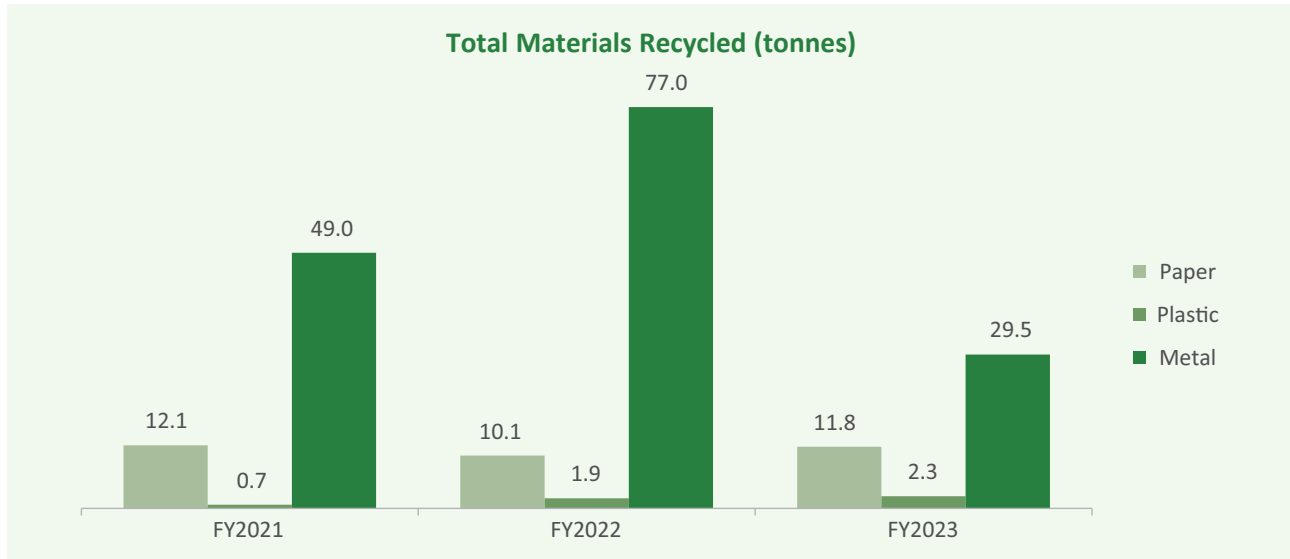
# SUSTAINABILITY STATEMENT

*cont'd*

Our Recycling Committee oversees waste recycling at EITA Elevator's Bukit Raja facility. In place of individual wastebaskets at workstations, each floor now has three recycling bins for paper, plastic and metal waste.

## Our Waste Management Process Flow

Staff dispose municipal waste in allocated bins/boxes → Periodic waste collection to EITA Recycling Centre → Waste segregation → Collection of waste by NGOs

EITA has forged enduring partnerships with local non-governmental organisations ("NGOs") that share our vision of effective waste management. One notable example is our partnership with the Tzu Chi Foundation Malaysia. Over the years, we have entrusted them with the collection of recyclables, which they convert into monetary proceeds for their charitable and welfare activities.

Our Waste Recycling Performance in FY2023

**Total Materials Recycled (tonnes)**

| | Paper | Plastic | Metal |
|---|---|---|---|
| FY2021 | 12.1 | 0.7 | 49.0 |
| FY2022 | 10.1 | 1.9 | 77.0 |
| FY2023 | 11.8 | 2.3 | 29.5 |

In FY2023, we are pleased to report that we collected a total of 43.6 tonnes of recycled material. This demonstrates the effectiveness of our waste management efforts and propels our Group towards a greener future by diverting a significant amount of waste from landfills.

# SUSTAINABILITY STATEMENT
*cont'd*

Scheduled Waste



**Our Sources of Scheduled Waste**

**Contaminated Materials**
Waste generated during the manufacturing process of busducts such as contaminated cloth resulting from the application of isopropyl alcohol ("IPA").

**Waste Hydraulic Oil**
Used hydraulic oil removed from machines as well as materials used for oil clean-up.

**Chemical Waste**
Disposal of discarded chemical containers and drums.

At Furutec, the Safety & Health Officer oversees scheduled waste. Additionally, by implementing the Department of Environment's Electronic Scheduled Waste Information System ("eSWIS"), we streamline the disposal of scheduled waste.

In our continuous efforts to improve waste management, we have set specific targets to reduce waste generation. Furutec aims to reduce its overall waste generation by at least 5%. Initiatives are in place to reduce the application of IPA chemical during certain manufacturing processes. In FY2023, Furutec reduced its scheduled waste generation by 55%.

| Furutec Scheduled Waste | Unit | FY2021 | FY2022 | FY2023 |
|---|---|---|---|---|
| SW 306 Spent Hydraulic Oil | kg | 0.0 | 200.0 | 0.0 |
| SW 409 Contaminated equipment | kg | 15.1 | 40.5 | 8.0 |
| SW 410 Contaminated rags | kg | 212.6 | 159.5 | 173.0 |
| **Total** | **kg** | **227.7** | **400.0** | **181.0** |

E-Waste



**Our Source of E-Waste**

**E-Waste**
Electrical and electronic components generated from the replacement of old lifts.

While upgrading our lifts enhances energy efficiency and safety, we remain committed to the responsible disposal of e-waste generated during the replacement of old lift components.
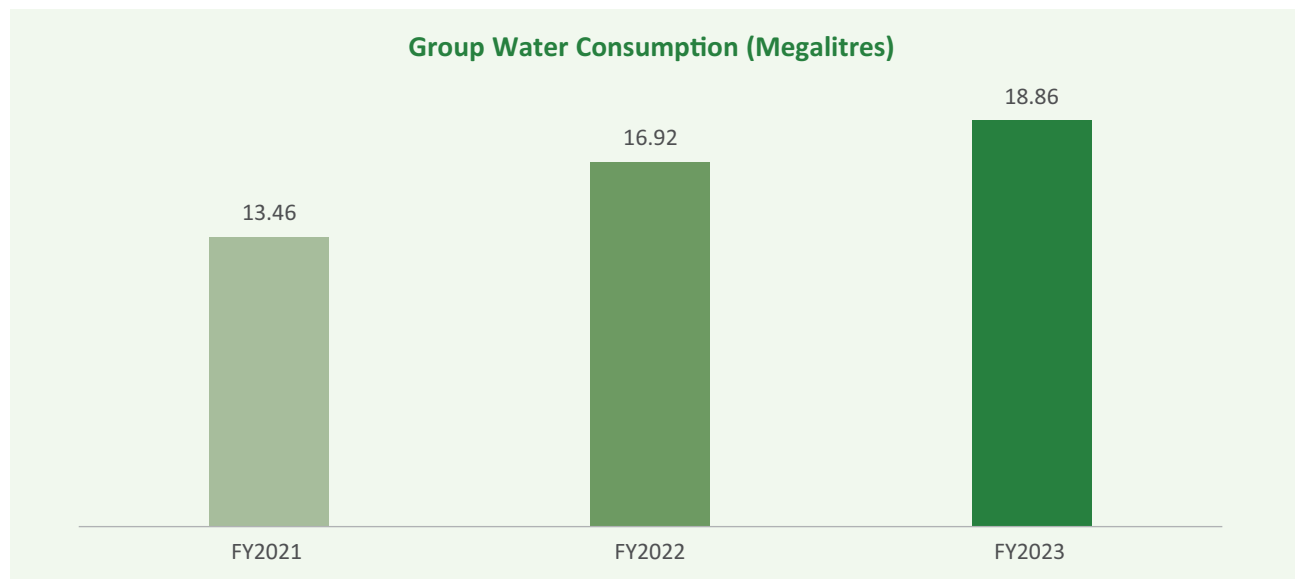
## Water Consumption

We actively implement measures to minimise water consumption. The installation of a 4,000-litre capacity rainwater harvesting tank at Bukit Raja and a smaller system at Furutec Penang proved beneficial for our daily operations including watering plants, washing vehicles, cleaning driveways and lavatories. To further enhance our water management practices, we plan to track the amount of rainwater we harvest and utilise.

In FY2023, EITA's operational water usage reached 18.86 megalitres, reflecting an 11% increase compared to the previous year. This increase is attributed to the phased return of the workforce to full operations post-pandemic.

**Group Water Consumption (Megalitres)**

| FY2021 | FY2022 | FY2023 |
|--------|--------|--------|
| 13.46  | 16.92  | 18.86  |

# SUSTAINABILITY STATEMENT
*cont'd*

## Workplace

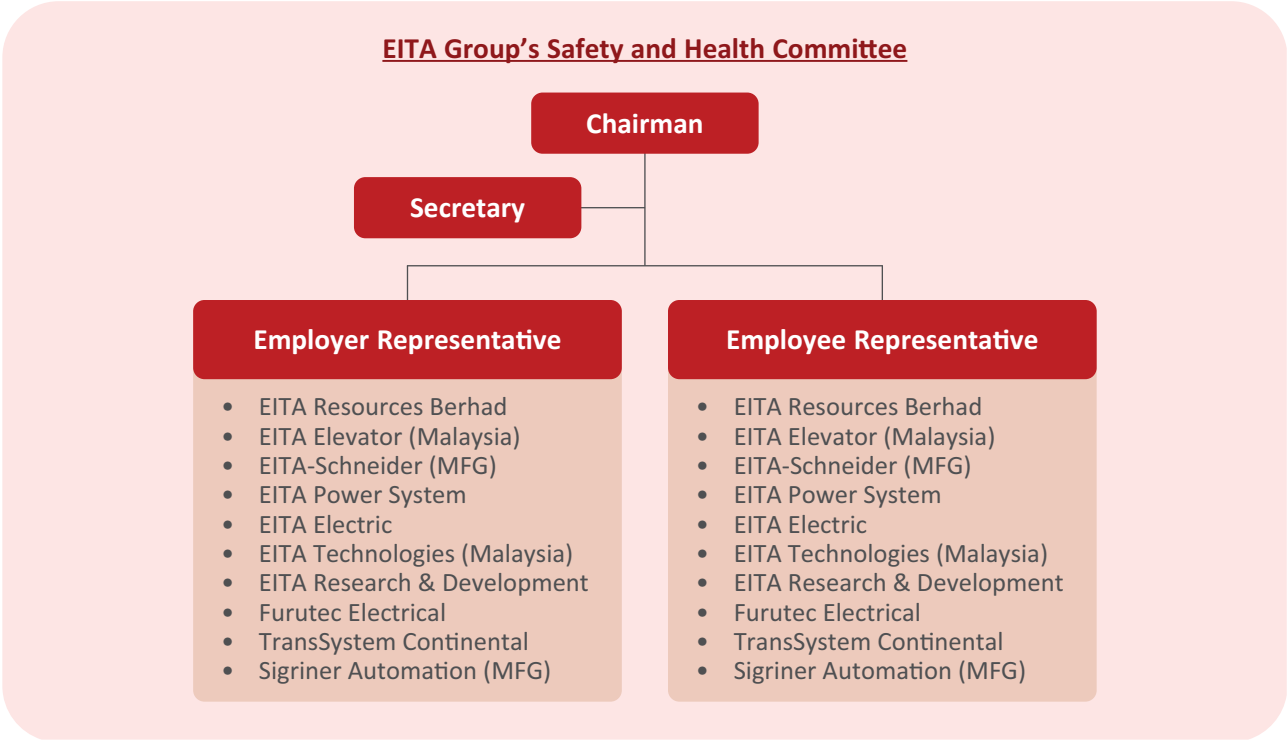| Occupational Health and Safety |
| Labour Practices and Standards |
| Talent Attraction and Development |
| Workforce Diversity and Inclusivity |

**8 DECENT WORK AND ECONOMIC GROWTH**

**10 REDUCED INEQUALITIES**

We strive to create a conducive workplace where our employees can perform to their fullest potential, resulting in high performance and productivity.

## Occupational Health and Safety

At EITA, the health and safety of our employees is one of our most important concerns. In FY2022, we formed the Group Safety and Health Committee, a designated body responsible for establishing Group-wide health and safety standards, guidelines and activities. The Committee comprises representatives from all subsidiaries, including management and employees at other levels of the Group.

### EITA Group's Safety and Health Committee

**Chairman**

**Secretary**

| Employer Representative | Employee Representative |
|---|---|
| • EITA Resources Berhad | • EITA Resources Berhad |
| • EITA Elevator (Malaysia) | • EITA Elevator (Malaysia) |
| • EITA-Schneider (MFG) | • EITA-Schneider (MFG) |
| • EITA Power System | • EITA Power System |
| • EITA Electric | • EITA Electric |
| • EITA Technologies (Malaysia) | • EITA Technologies (Malaysia) |
| • EITA Research & Development | • EITA Research & Development |
| • Furutec Electrical | • Furutec Electrical |
| • TransSystem Continental | • TransSystem Continental |
| • Sigriner Automation (MFG) | • Sigriner Automation (MFG) |

The Safety and Health Committee is responsible for the development and periodic review of our Safety and Health Policy. Additionally, our Environmental, Health and Safety ("EHS") practices reflect our mission to foster a healthy workplace, preventing accidents and occupational ailments to the best of our capacity.

# SUSTAINABILITY STATEMENT
*cont'd*

## Our Commitments to Safeguarding Workplace Health and Safety



**1** Adherence to the Occupational Safety and Health Act (Section 30 & 31)

**2** Implementation of the ISO 45001:2018 Occupational Health and Safety Management System

**3** Compliance with the Occupational Safety and Health (Safety and Health Committee) Regulations 1996

We regularly organise safety and health initiatives including fire drills, first-aid, cardiopulmonary resuscitation ("CPR"), automated external defibrillator ("AED") and emergency response team ("ERT") training as well as safety briefings for new staff. This supports our shared vision of achieving 'ZERO ACCIDENTS' at our workplaces.

Health and Safety Training at EITA Elevator

| | | |
|---|---|---|
| **Accident Prevention Awareness Training for Lift Industries** |  | Equipping staff with skills to prevent accidents during lift operations.<br><br>No. of attendees: 150 |
| **Tools Safety Briefing and Audit** |  | Annual audit to ensure tool safety compliance and briefing on proper usage.<br><br>No. of attendees: 150 |
| **Essential First Aid, CPR and AED Training** |  | A comprehensive refresher course covering First Aid, CPR and AED procedures.<br><br>No. of attendees: 25 |
| **Crane Inspection Awareness Training** |  | Training staff with knowledge of proper crane inspection procedures.<br><br>No. of attendees: 10 |

# SUSTAINABILITY STATEMENT
*cont'd*

| | | |
|---|---|---|
| **OSH Explorace and HIRARC Workshop by DOSH Selangor** |  | Training staff in Hazard Identification, Risk Assessment, and Risk Control ("HIRARC")<br><br>No. of attendees: 5 |

Health and Safety training at Furutec

| | | |
|---|---|---|
| **First Aid at Workplace** |  | Training and certification for workplace emergency medical response.<br><br>No. of attendees: 3 |
| **Emergency Response Team** |  | Competency training by Fire and Rescue Department of Malaysia Headquarters, Kuala Lumpur for ERT members.<br><br>No. of attendees: 4 |
| **Safe Handling of MHE Trucks (Forklift)** |  | Ensuring safe forklift operation through proper training.<br><br>No. of attendees: 20 |
| **Forklift Safety Briefing** |  | Briefing on essential forklift safety guidelines and maintenance.<br><br>No. of attendees: 11 |
| **PPE Awareness & Hearing Conservation Programme** |  | Promoting awareness of PPE and hearing protection.<br><br>No. of attendees: 75 |
| **STOP 5 Awareness** |  | Raising awareness about electrical safety.<br><br>No. of attendees: 14 |

# SUSTAINABILITY STATEMENT
*cont'd*

| | | |
|---|---|---|
| **STOP 8 Awareness** |  | Creating awareness about chemical management.<br><br>No. of attendees: 9 |
| **Fire Drill** |  | Evacuation preparedness during emergencies.<br><br>No. of attendees: 110 |
| **Management of Sharps at Work** |  | Safe handling and disposal of sharps in the workplace.<br><br>No. of attendees: 68 |
| **Workplace Related Road Safety for Motorcyclists** |  | Road safety training for workplace motorcyclists by the Modenas Safety Riding Academy.<br><br>No. of attendees: 20 |
| **Dangers of Horseplay while Working** |  | Highlighting the risks of improper workplace behaviour during operations.<br><br>No. of attendees: 76 |
| **General Health Talk** |  | Informative talk on general health and well-being.<br><br>No. of attendees: 25 |
| **Healthy Diet for Quality Life** |  | Promoting a healthy diet for an improved quality of life.<br><br>No. of attendees: 19 |

# SUSTAINABILITY STATEMENT
*cont'd*

<u>Our Health and Safety Performance</u>

| | EITA Elevator | | | Furutec | | |
|---|---|---|---|---|---|---|
| | **FY2021** | **FY2022** | **FY2023** | **FY2021** | **FY2022** | **FY2023** |
| Total work-hours recorded | 597,088 | 587,912 | 596,600 | 251,680 | 246,064 | 270,816 |
| Total no. of work-related fatalities | 0 | 0 | 0 | 0 | 0 | 0 |
| Total no. of recordable work-related injuries | 2 | 5 | 2 | 0 | 3 | 6 |
| Total no. of recordable work-related ill health | 0 | 0 | 0 | 0 | 0 | 0 |
| Total no. of lost time injuries | 968 | 184 | 368 | 0 | 40 | 20 |
| Lost time incident rate* ("LTIR") | 324.2 | 62.6 | 123.4 | 0 | 32.5 | 14.8 |

\*      LTIR was calculated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked.

## ZERO
reported cases of

- **Workplace fatalities**
- **Workplace accidents**

For this reporting year, we are pleased to report zero fatalities and accidents across the Group. With a cumulative work duration of 867,416 hours, our lost-time incident rate stands at 123.4 at EITA Elevator and 14.8 at Furutec, underscoring our determination to ensure a secure operational environment.

## Labour Practices and Standards

At EITA, we maintain exemplary labour practices and adhere to stringent standards. Our dedication to ethical employment extends to equitable wages, safe working conditions and equal opportunities for our workforce. We are motivated by our belief in creating a workplace that promotes respect and dignity for all.

EITA has crafted an all-encompassing employee handbook that outlines the terms and conditions of employment which is subjected to regular reviews. Our periodic assessments are conducted in alignment with International Labour Organisation ("ILO") indicators to systematically evaluate various aspects of labour practices, working conditions and employment standards.

### Our Commitments to Safeguarding Labour Rights

**1** Ensuring compliance with all applicable labour laws and regulations.

**2** Maintaining zero tolerance for any form of discrimination and harassment of any kind.

**3** Ensuring fair and equitable compensation based on qualifications, experience, merit and work performance.

**4** Prohibiting child labour, forced labour, bonded labour, debt bondage and any manifestation of human trafficking.

# SUSTAINABILITY STATEMENT
*cont'd*

**ZERO**

reported cases of

- **Harassment**
- **Non-compliance**
- **Discrimination**
- **Human rights violation**
- **Child/forced labour**

In the event of a grievance, EITA practises open communication where employees can raise their concerns with either their immediate superiors or the Human Resource Department. Our handbook outlines a well-defined grievance procedure to ensure a supportive and transparent environment for addressing any important issue.

In FY2023, there were zero reported cases involving harassment, non-compliance, whistle blowing, discrimination, human rights violations, child labour, or forced labour.

Employee Benefits

Beyond our adherence to labour laws and regulations, our dedication to employee well-being is evident through the extensive array of benefits we offer:

| Employee Benefits | Description |
|---|---|
| **Employees Provident Fund ("EPF")** | Additional contributions are based on service duration: 5 years, 10 years and 15 years and above. |
| **Social Security Organisation ("SOCSO")** | We ensure social security protection through contributions to SOCSO, providing a safety net in the event of unexpected situations. |
| **Leave Benefits** | Our leave policy includes annual leave, public holidays, maternity leave (after 90 days of service), sick leave, hospitalisation sick leave, marriage leave, compassionate leave and study and exam leave. |
| **Medical Benefits** | Coverage for medical expenses is up to a defined limit per visit and specialist consultations with a referral letter. |
| **Insurance Benefits** | We offer group personal accident coverage, Group Term Life insurance and Critical Illness Insurance based on service duration. |
| **Other Benefits** | Participation in the Sports Club and health screening subsidies to promote employee well-being. |
| **Allowances** | Car allowance, petrol subsidy, subsistence allowance, hotel & lodging allowance, handphone subsidy and replacements based on job requirements |

# SUSTAINABILITY STATEMENT
*cont'd*

In FY2023, the utilisation of our parental leave options by 32 parents serves as an indicator of our family-friendly workplace culture.

| | Gender | FY2021 | FY2022 | FY2023 |
|---|---|---|---|---|
| No. of Employees that took Parental Leave | Men | 25 | 26 | 27 |
| | Women | 6 | 7 | 5 |
| No. of Employees that returned after Parental Leave | Men | 25 | 26 | 27 |
| | Women | 6 | 7 | 5 |
| No. of Employees that returned to work after parental leave ended that were still employed 12 months after their return to work | Men | 21 | 25 | 24 |
| | Women | 5 | 6 | 5 |

**Permanent vs Contract**
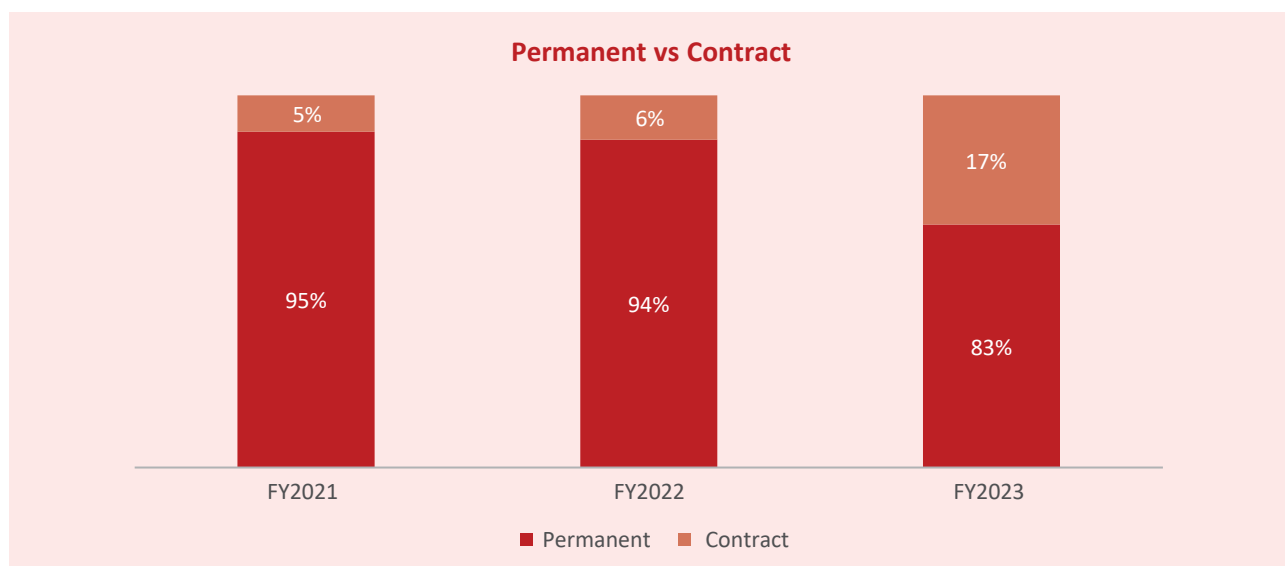


At EITA, we provide flexibility in employment opportunities, allowing individuals to join our workforce either as permanent staff or on a contract basis. As of FY2023, 83% of our team holds permanent roles, while 17% contribute through contract engagements. The rise in contract workers compared to previous years is attributed to an influx of foreign labour joining EITA Elevator after the lifting of the COVID-19 Movement Control Order ("MCO").
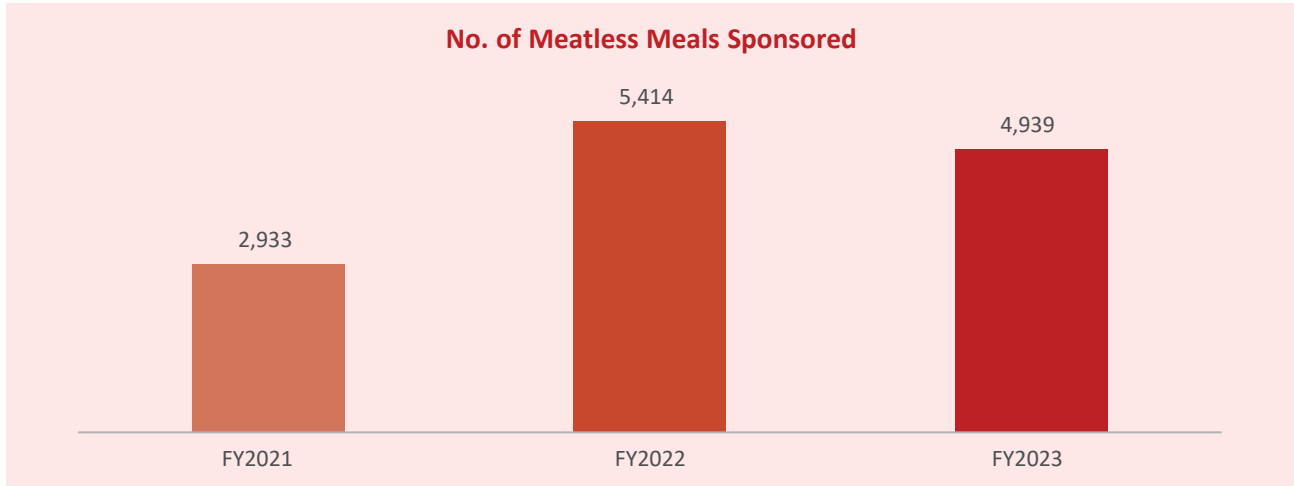
<u>Balanced Lifestyle/Employee Engagement</u>

To promote a balanced lifestyle, we established the EITA Sports Club aimed at encouraging a healthier lifestyle among our employees. Throughout FY2023, we orchestrated a series of events including quarterly birthday parties, our annual dinner, bowling tournaments, movie days, and long service award celebrations.

At EITA, we constantly engage in environmentally-friendly initiatives that inspire our employees to do their part. We sponsor weekly meatless luncheons and deliver educational presentations on topics such as healthy living, recycling and environmental protection. In FY2023, we sponsored a total of 4,939 meatless meals for our valued employees.
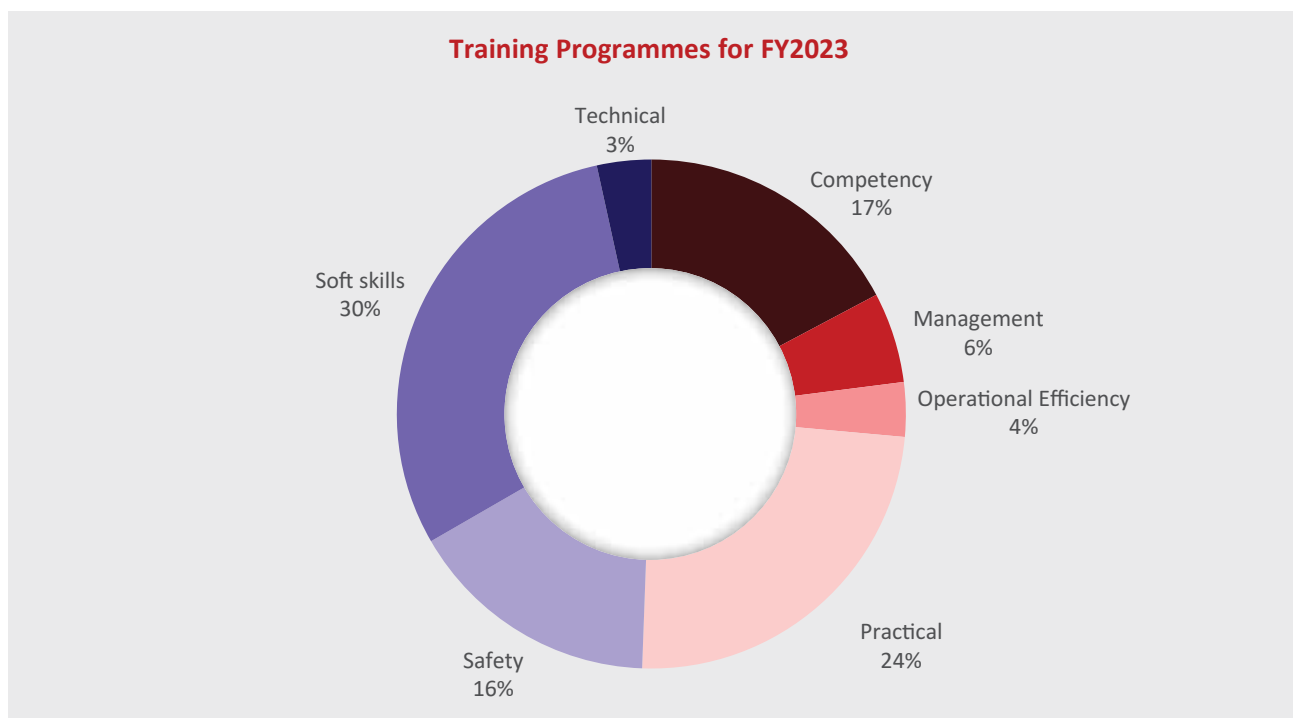
<div align="right">

# SUSTAINABILITY STATEMENT
*cont'd*

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## No. of Meatless Meals Sponsored

Bar chart showing:
- FY2021: 2,933
- FY2022: 5,414
- FY2023: 4,939

## Talent Attraction and Development

EITA cultivates a culture of continuous learning by equipping our workforce with relevant skills, knowledge and practical experience. ETC specialises in delivering technical industrial-based training tailored to the elevator industry, complemented by management and soft skill development programmes.

ETC is an approved training provider under the Human Resource Development Corporation ("HRD Corp") and the Department of Skills Development (Jabatan Pembangunan Kemahiran) within the Ministry of Human Resources. This recognition qualifies ETC to deliver Lift Competent Person training and certification programmes, alongside a range of HRDF-claimable training courses.

## Training Programmes for FY2023

Donut chart showing:
- Technical 3%
- Competency 17%
- Management 6%
- Operational Efficiency 4%
- Practical 24%
- Safety 16%
- Soft skills 30%

# SUSTAINABILITY STATEMENT
*cont'd*

In FY2023, we offered a comprehensive range of 95 training programmes covering a variety of topics including technical, management, safety, and soft skills. Our holistic approach ensures that our workforce possesses the relevant skill sets necessary to excel in various aspects of their duties.

**Total Training Hours**
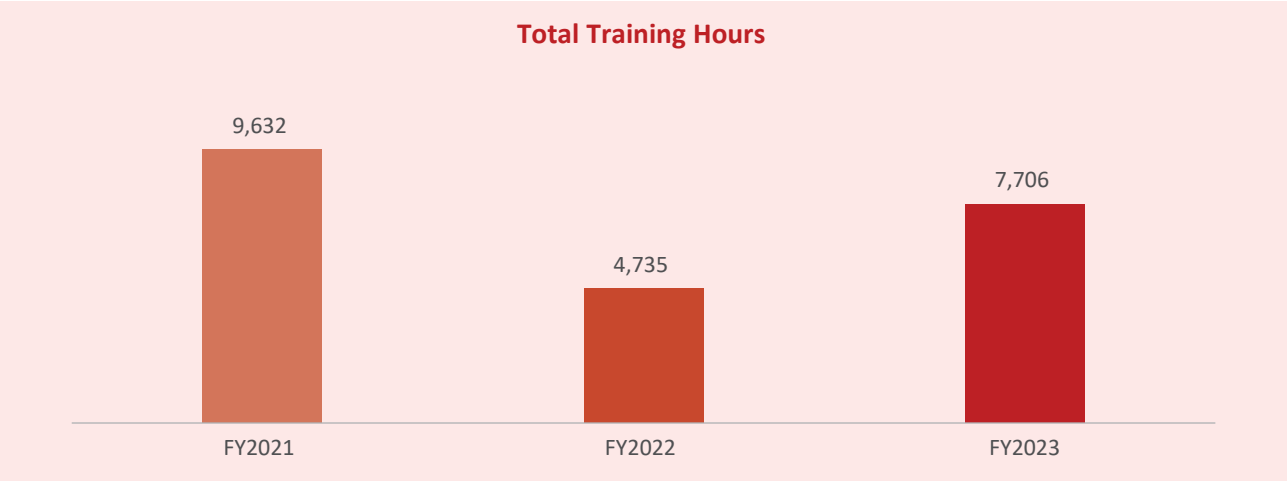


In FY2023, the Group's total training hours surged to 7,706 hours, marking a significant 63% increase from the previous year. This notable rise is credited to ETC's intensified in-house training initiatives aimed at enhancing the skills of both new and existing service technicians, thereby contributing to the continuous improvement of our service delivery.

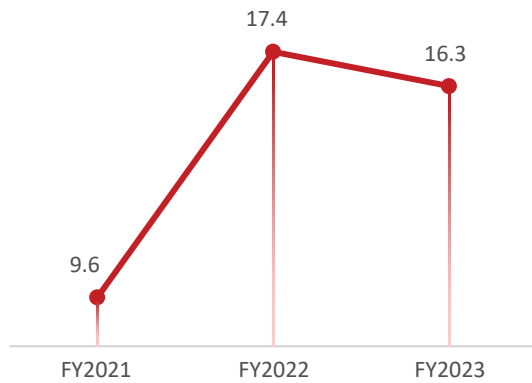**Total Training Hours by Employee Category (FY2023)**
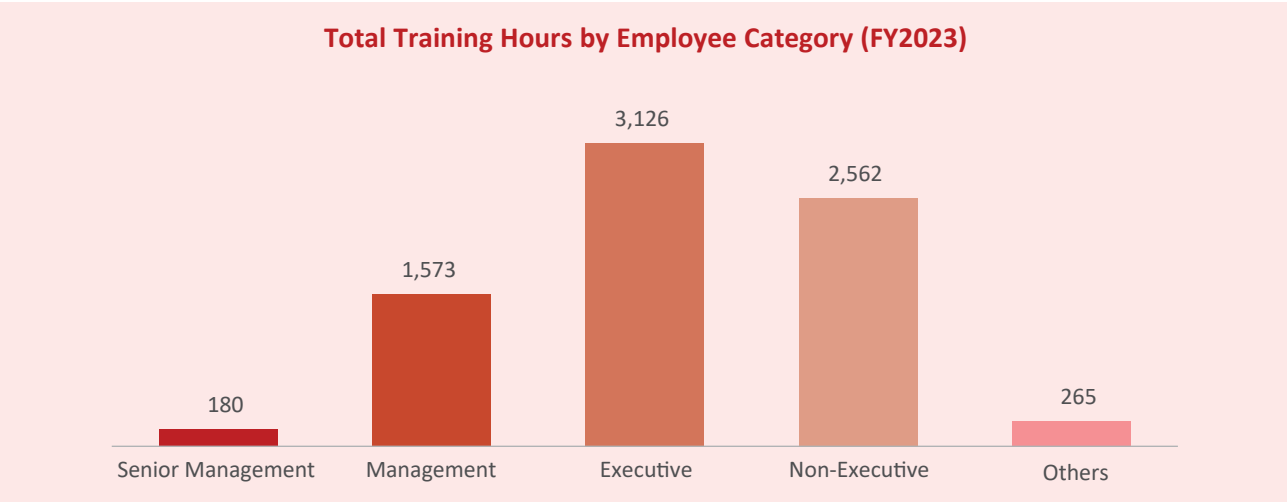


In FY2023, the distribution of training hours was as follows: non-executive employees received 2,562 hours, executives received 3,126 hours, management personnel received 1,573 hours, senior management received 180 hours and others received 265 hours. This distribution demonstrates our progressive approach to skill management across various employee categories.
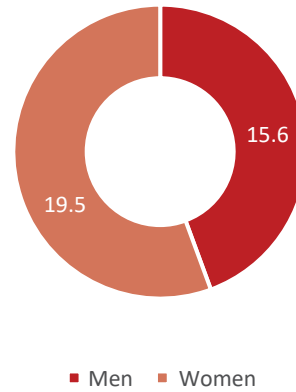
# SUSTAINABILITY STATEMENT
*cont'd*

## Average Training Hours per Employee



17.4

16.3

9.6

FY2021    FY2022    FY2023

## Average Training Hours by Gender



15.6

19.5

■ Men   ■ Women

## Average Training Hours by Employee Category



| | Senior Management | Management | Executive | Non-Executive | Others |
|---|---|---|---|---|---|
| Men | 13.7 | 22.8 | 21.8 | 11.3 | 21.0 |
| Women | 28.5 | 17.9 | 20.3 | 18.5 | 19.5 |

■ Men   ■ Women
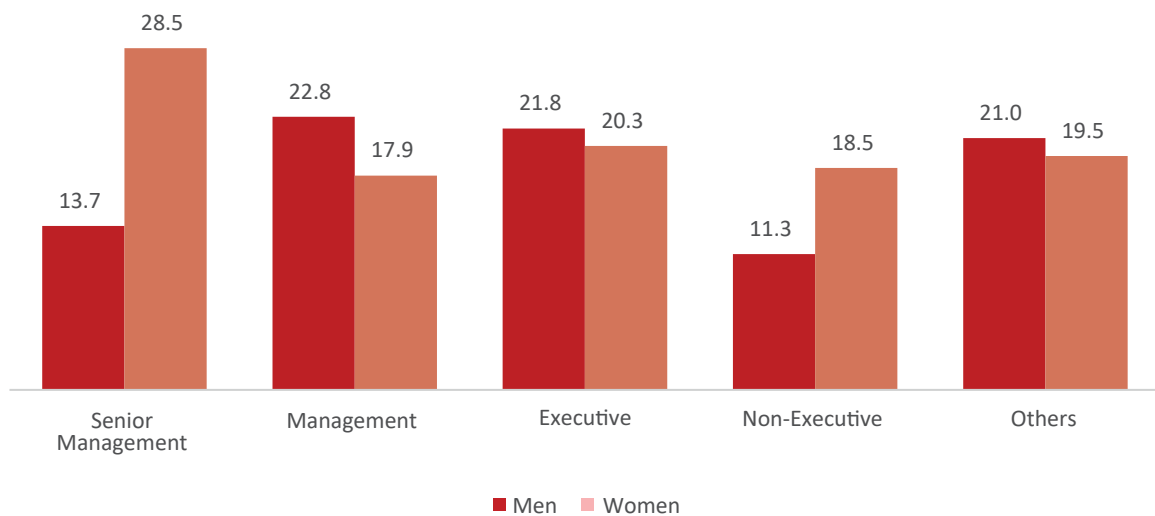
In FY2023, each employee who attended training received an average of 16.3 hours of training. This underscores our commitment to equitable growth and professional development in an environment where employees have access to opportunities for advancement and skill enrichment.

# SUSTAINABILITY STATEMENT
*cont'd*

Employee New Hire and Turnover

### Group New Hires vs Turnover



| | FY2021 | FY2022 | FY2023 |
| New Hires | 162 | 221 | 184 |
| Turnover | 155 | 199 | 164 |

### New Hires by Gender



| | FY2021 | FY2022 | FY2023 |
| Women | 37 | 50 | 44 |
| Men | 125 | 171 | 140 |

### Turnover by Gender



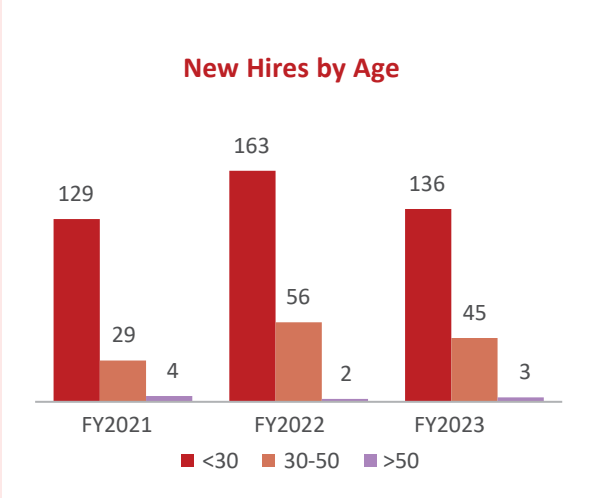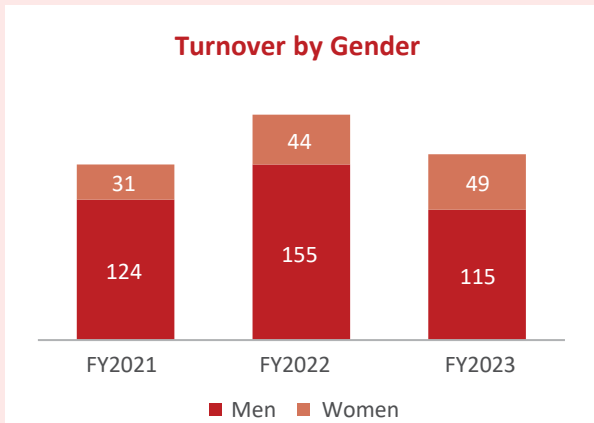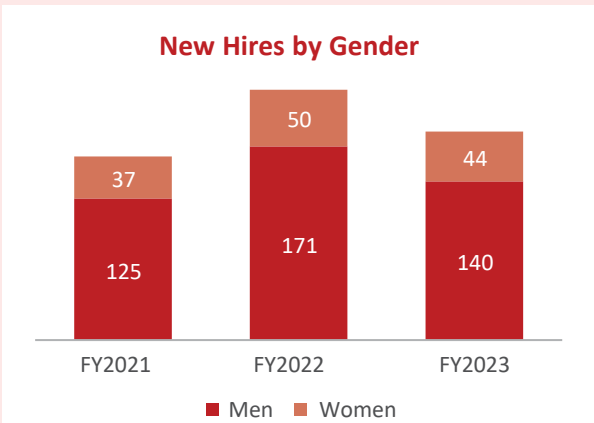| | FY2021 | FY2022 | FY2023 |
| Women | 31 | 44 | 49 |
| Men | 124 | 155 | 115 |

### New Hires by Age



| | FY2021 | FY2022 | FY2023 |
| <30 | 129 | 163 | 136 |
| 30-50 | 29 | 56 | 45 |
| >50 | 4 | 2 | 3 |

### Turnover by Age
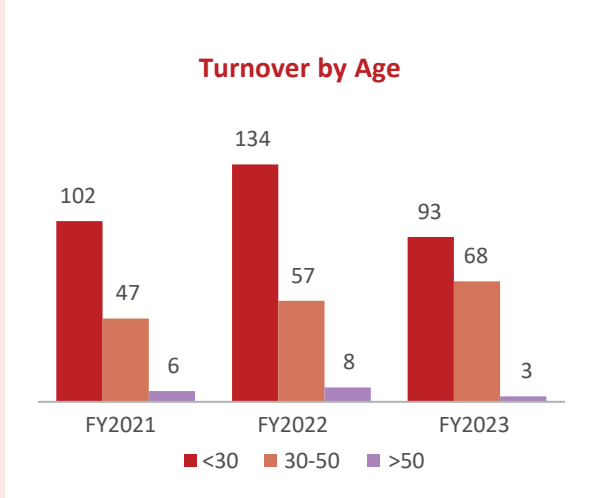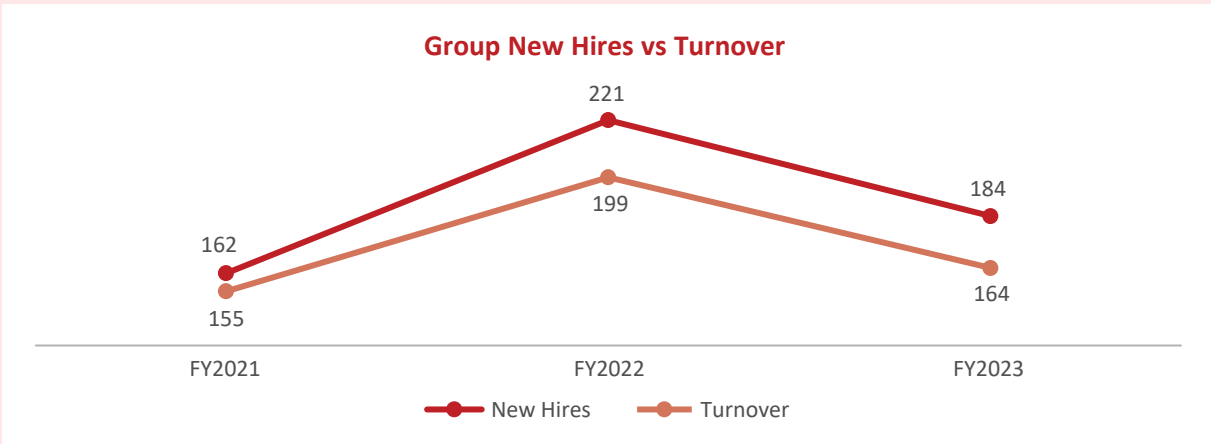


| | FY2021 | FY2022 | FY2023 |
| <30 | 102 | 134 | 93 |
| 30-50 | 47 | 57 | 68 |
| >50 | 6 | 8 | 3 |

| Turnover by Employee Category | FY2021 | FY2022 | FY2023 |
| --- | --- | --- | --- |
| Senior Management | 1 | 0 | 0 |
| Management | 9 | 11 | 14 |
| Executive | 57 | 83 | 66 |
| Non-Executive | 88 | 105 | 84 |

| Long Service | No. of Employees |
|---|---|
| 25 Years | 5 |
| 20 Years | 0 |
| 15 Years | 2 |
| 10 Years | 8 |
| 5 Years | 28 |
| **Total** | **43** |

In FY2023, a total of 43 individuals received Long Service Awards, spanning from 5 to 20 years of dedicated service. A special ceremony was organised to honour these employees, acknowledging their loyalty and valuable contributions throughout the years.
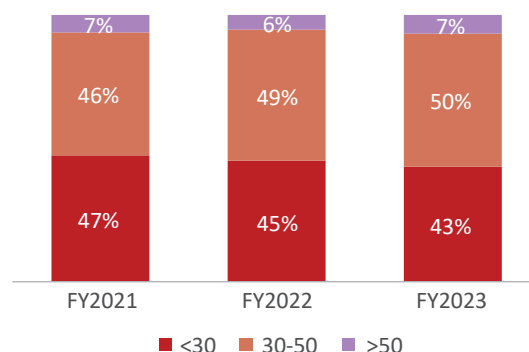
## Workforce Diversity and Inclusivity

Gender diversity is an important factor across our organisational levels, with varying representations of men and women in senior management, management, executive, and non-executive roles. This diversity enriches our workforce, bringing a wide range of perspectives and experiences to contribute to our collective growth and success.

### Gender Diversity in Workplace

| | FY2021 | FY2022 | FY2023 |
|---|---|---|---|
| Women | 20% | 20% | 20% |
| Men | 80% | 80% | 80% |

■ Men  ■ Women

### Age Diversity in Workplace

| | FY2021 | FY2022 | FY2023 |
|---|---|---|---|
| >50 | 7% | 6% | 7% |
| 30-50 | 46% | 49% | 50% |
| <30 | 47% | 45% | 43% |

■ <30  ■ 30-50  ■ >50
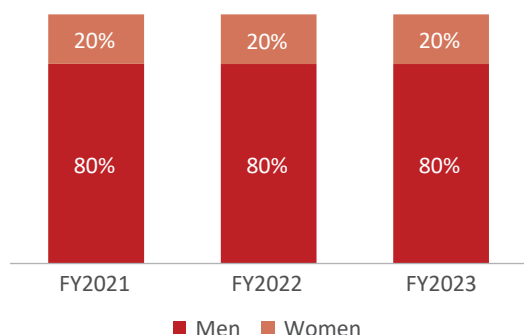
### Gender Diversity by Employee Category

| | Senior Management | | Management | | Executive | | Non-Executive | |
|---|---|---|---|---|---|---|---|---|
| | Men | Women | Men | Women | Men | Women | Men | Women |
| FY2023 | 14 | 2 | 63 | 23 | 132 | 68 | 316 | 38 |
| FY2022 | 15 | 2 | 68 | 25 | 136 | 59 | 289 | 41 |
| FY2021 | 13 | 2 | 61 | 23 | 142 | 59 | 274 | 38 |

Our Group's workforce composition has demonstrated consistent patterns over the past three years. Across this span, men have constituted 80% of our workforce, while women have accounted for the remaining 20%. In FY2023, the trend in age distribution was also similar to the past two years, with 43% of employees falling under the age of 30, 50% between 30 and 50 years old and 7% aged 50 and above.

# SUSTAINABILITY STATEMENT
*cont'd*

## Social

### Community Engagement

EITA embraces its role as a responsible corporate citizen by promoting a culture of volunteerism among its staff. We strive to build meaningful relationships and become positive contributors to the community.

### Community Engagement

We believe that sustainability goes beyond technology and extends into every aspect of the communities we serve. Our contribution to society is reflected not only in our innovative elevator designs but also in our continuous efforts to engage and uplift the communities within which we operate.

Corporate Social Responsibility ("CSR") Highlights

### EITA Charity Fund Raising for Türkiye Earthquake

23rd February 2023

In response to the recent devastating earthquake in Türkiye, EITA orchestrated a donation drive in collaboration with the Tzu Chi Foundation Malaysia to support the earthquake victims.

### Blood Donation Campaign 2023

23rd February 2023

The Blood Donation Campaign stands as a pivotal component of EITA's CSR initiative. After a three-year hiatus, we are delighted to announce the successful relaunch of this CSR effort on 23 February 2023. The EITA Sports Club, in collaboration with Hospital Tengku Ampuan Rahimah and the Ministry of Health Malaysia, took charge of organising and hosting the blood donation event at EITA Bukit Raja.

We are pleased to report that a total of 49 participants generously donated their blood for this noble cause.

# SUSTAINABILITY STATEMENT
*cont'd*

## Junior Elevator Ambassador Programme

23rd September 2023

EITA took pride in orchestrating the "Junior Elevator Ambassador Programme," a notable initiative within our CSR safety campaign. This programme was designed to impart essential knowledge to children and families, emphasising the importance of safety when using lifts and escalators.



For detailed insights into our CSR initiatives, including upcoming and past events, kindly explore the "Events" page on our corporate website: http://www.eita.com.my/html/events.aspx?ID=8&PID=71

### Fostering Corporate Social Responsibility through Employee Volunteerism

At EITA, we believe in embedding sustainability into every level of our operations. In light of this, we have incorporated a new criterion in our annual performance appraisal focused on employee volunteerism. This criterion holds a weightage of 10% in the employees' overall performance. Through this inclusion, we encourage taking responsibility towards sustainability beyond the organisational level. This also extends to shared values and tangible impact, illustrating that sustainability is not only a corporate endeavour but a collaborative journey.

### Providing Quality Education

EITA believes in developing industry-ready graduates through our internship programme, offering them a head-start in their careers and a chance to positively impact society. The Group annually provides internships to final-year students across the Construction and Manufacturing sectors. In FY2023, 11 interns joined our team in diverse functional capacities.

**No. of Interns**

| FY2021 | FY2022 | FY2023 |
|--------|--------|--------|
| 26 | 20 | 11 |
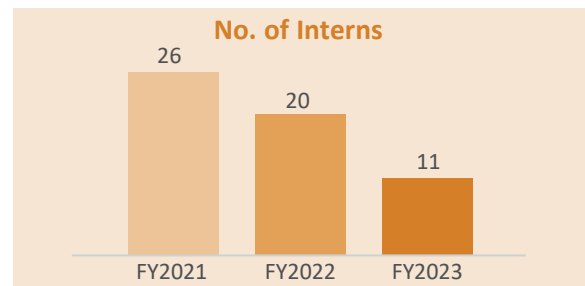
## Closing Statement

At EITA, our eco-friendly practices extend from the drawing board to the manufacturing floor, ensuring that every product we create leaves a lighter footprint on our planet. Additionally, our commitment to environmental stewardship and societal well-being remains constant throughout the years. Through our vision, mission and core values, we endeavour to face today's challenges resiliently while laying the foundation for a more sustainable and brighter tomorrow.

## SUSTAINABILITY STATEMENT
*cont'd*

### Performance Data Table

**Economic**

| Indicator | Unit | FY2021 | FY2022 | FY2023 |
|---|---|---|---|---|
| **Corporate Governance and Anti-Corruption** | | | | |
| Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category | | | | |
| • Senior Management | % | - | - | 100 |
| • Management | % | - | - | 100 |
| • Executive | % | - | - | 100 |
| • Non-Executive | % | - | - | 100 |
| Bursa C1(b) Percentage of operations assessed for corruption related risks | % | - | - | - |
| Bursa C1(c) Confirmed incidents of corruption and actions taken | Number | 0 | 0 | 0 |
| **Data Privacy and Cybersecurity** | | | | |
| Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data | Number | 0 | 0 | 0 |
| **Supply Chain Management** | | | | |
| Bursa C7(a) Proportion of spending on local suppliers | % | - | - | 31 (Tracking started from Q3 FY2023) |

**Nature**

| Indicator | Unit | FY2021 | FY2022 | FY2023 |
|---|---|---|---|---|
| **Energy Management** | | | | |
| Bursa C4(a) Total energy consumption | GJ | 12,919 | 17,916 | 18,299 |
| Bursa C11(a) Scope 1 emissions in tonnes of CO2e | tCO2e | 569 | 859 | 891 |
| Bursa C11(b) Scope 2 emissions in tonnes of CO2e | tCO2e | 1,008 | 1,087 | 847 |
| Bursa C11(c) Scope 3 emissions in tonnes of CO2e (business travel and employee commuting) | tCO2e | - | - | 848 |
| **Waste Management** | | | | |
| Bursa C10(a) Total waste generated | Metric tonnes | 62.0 | 89.4 | 43.8 |
| Bursa C10(a)(i) Total waste diverted from disposal | Metric tonnes | 61.8 | 89.0 | 43.6 |
| Bursa C10(a)(ii) Total waste directed to disposal | Metric tonnes | 0.2 | 0.4 | 0.2 |
| **Water Consumption** | | | | |
| Bursa C9(a) Total volume of water used | Mega-litres | 13.46 | 16.92 | 18.86 |

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# SUSTAINABILITY STATEMENT
*cont'd*

</div>

**Workplace**

| Indicator | Unit | FY2021 | FY2022 | FY2023 |
|---|---|---:|---:|---:|
| **Occupational Health and Safety** | | | | |
| Bursa C5(a) Number of work-related fatalities | Number | 0 | 0 | 0 |
| Bursa C5(b) Lost time incident rate ("LTIR") | | | | |
| • EITA Elevator | Rate | 324.2 | 62.6 | 123.4 |
| • Furutec | Rate | 0 | 32.5 | 14.8 |
| Bursa C5(c) Number of employees trained on health and safety standards | Number | - | - | 794 |
| **Labour Practices and Standards** | | | | |
| Bursa C6(d) Number of substantiated complaints concerning human rights violation | Number | 0 | 0 | 0 |
| **Talent Attraction and Development** | | | | |
| Bursa C6(a) Total hours of training by employee category | | | | |
| • Senior Management | Hours | - | - | 180 |
| • Management | Hours | - | - | 1,573 |
| • Executive | Hours | - | - | 3,126 |
| • Non-Executive | Hours | - | - | 2,562 |
| • Others | Hours | - | - | 265 |
| Bursa C6(c) Total number of employee turnover by employee category | | | | |
| • Senior Management | Number | 1 | 0 | 0 |
| • Management | Number | 9 | 11 | 14 |
| • Executive | Number | 57 | 83 | 66 |
| • Non-Executive | Number | 88 | 105 | 84 |
| **Diversity and Inclusion** | | | | |
| Bursa C3(a) Percentage of employees by gender and age group, for each employee category | | | | |
| Gender group by employee category | | | | |
| • Senior Management (Male) | % | 87 | 88 | 87 |
| • Senior Management (Female) | % | 13 | 12 | 13 |
| • Management (Male) | % | 73 | 73 | 73 |
| • Management (Female) | % | 27 | 27 | 27 |
| • Executive (Male) | % | 71 | 70 | 66 |
| • Executive (Female) | % | 29 | 30 | 34 |
| • Non-Executive (Male) | % | 88 | 88 | 89 |
| • Non-Executive (Female) | % | 12 | 12 | 11 |

# SUSTAINABILITY STATEMENT
*cont'd*

## Workplace  (cont'd)

| Indicator | Unit | FY2021 | FY2022 | FY2023 |
|---|---|---|---|---|
| **Diversity and Inclusion  (cont'd)** | | | | |
| Bursa C3(b) Percentage of directors by gender and age | | | | |
| Male | % | 90 | 82 | 73 |
| Female | % | 10 | 18 | 27 |
| <30 | % | 0 | 0 | 0 |
| 30-50 | % | 0 | 18 | 18 |
| >50 | % | 100 | 82 | 82 |
| Bursa C6(b) Percentage of employees that are contractors or temporary staff | | | | |
| ● Permanent | % | 95 | 94 | 83 |
| ● Contract | % | 5 | 6 | 17 |

## Social

| Indicator | Unit | FY2021 | FY2022 | FY2023 |
|---|---|---|---|---|
| **Community Engagement** | | | | |
| Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer | RM | - | - | - |
| Bursa C2(b) Total number of beneficiaries of the investment in communities | Number | - | - | - |

<p style="text-align:right"><strong>SUSTAINABILITY STATEMENT</strong><br><em>cont'd</em></p>

## GRI Content Index

| GRI Standard | Disclosure Title | | Page References |
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