

SUSTAINABILITY STATEMENT

Cont'd

Fostering a Safe and Engaging Workplace

Fostering a safe and inclusive workplace focuses on enhancing employee well-being, providing professional development opportunities, and promoting a culture of mutual respect. Ensuring a supportive and thriving work environment is a key priority in driving EITA's overall success.

Commitment Statement

EITA endeavours to create a conducive workplace where its employees are able to thrive and perform to the best of their abilities, thereby delivering sustained high performance.

Material Sustainability Matters

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

Key Stakeholder Groups



Contribution to the UN SDGs



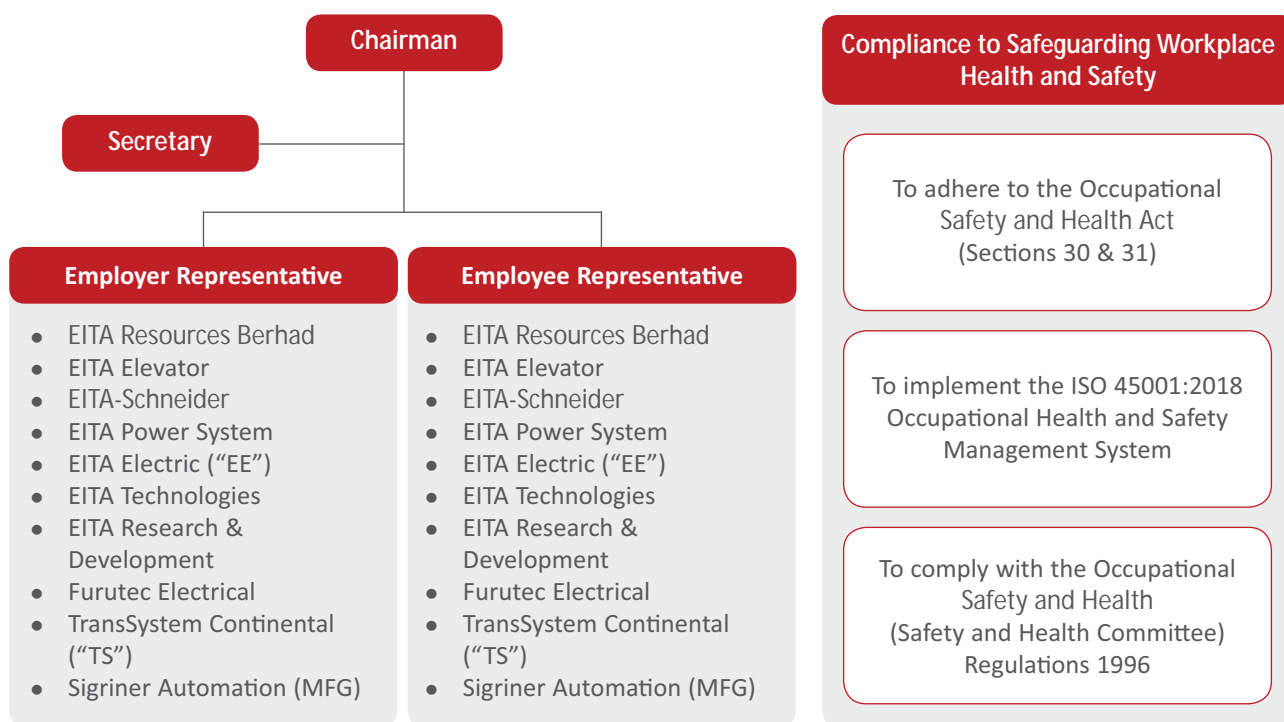
SUSTAINABILITY STATEMENT

Cont'd

Occupational Health and Safety

Occupational Health and Safety ("OHS") remains a fundamental aspect at EITA as it safeguards the well-being of employees, while reducing accidents and injuries. Prioritising safety boosts operational efficiency, ensures regulatory compliance, and supports our health and safety initiatives.

Our safety approach prioritises the health and safety of our employees, aiming to create a healthy workplace by preventing accidents and managing occupational hazards to the best of our ability. EITA's Chairman leads our Group Safety and Health Committee ("SHC"), supported by representatives from all subsidiaries, including both management and employees at various levels of the Group. The SHC regularly reviews the Safety and Health Policy, identifies areas for improvement, and helps establish Group-wide health and safety standards, guidelines, and activities. Each subsidiary maintains its own OHS organisation.



The Group has established systems to identify hazards, evaluate risks, and investigate incidents throughout its operations, ensuring alignment with relevant national standards. Accident cases are also thoroughly investigated with the Hazard Identification, Risk Assessment, and Risk Control ("HIRARC") being periodically reviewed to implement measures that prevent recurrence. To further bolster safety, we regularly engage with employees to identify potential risks. Quarterly meetings further provide an opportunity for employees to discuss safety and health matters, while routine inspections and audits are conducted to spot potential hazards.

We offer a range of training programmes designed to enhance the knowledge of health and safety among our employees and contractors, supporting EITA's shared vision of achieving "ZERO ACCIDENTS" in the workplace. Details of the various programmes conducted in FY2024 are outlined below.

The programmes conducted in FY2024 covered a range of topics, including mental health awareness, fire drills, Automated External Defibrillator ("AED") training, forklift and overhead crane safety, Personal Protective Equipment ("PPE") and hearing conservation as well as HIRARC review and training on developing HIRARC in the workplace.

SUSTAINABILITY STATEMENT

Cont'd

71

Sessions conducted for Safety and Health Trainings

313

Participants Attended Safety and Health Trainings



We are pleased to report zero fatalities across the Group, including EE, Furutec Electrical and TS. In FY2024, a total of three injury cases were recorded, resulting in an LTIR of 0.68.

OSH Performance	FY2022	FY2023	FY2024
Total work-hours recorded	833,976	867,416	880,802
Total number of work-related fatalities	0	0	0
Total number of recordable work-related injuries	8	8	3
Total number of recordable work-related ill health	0	0	0
Total number of lost work-hours ¹	224	388	399
Lost time incident rate ("LTIR") ²	1.92	1.84	0.68

¹ Total number of lost work hours = medical leave days * number of working hours per day

² LTIR for FY2022, FY2023 and FY2024 have been calculated and restated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked

SUSTAINABILITY STATEMENT

Cont'd

Labour Practices and Standards

At EITA, we uphold labour rights to ensure compliance with legal standards and foster a fair environment that contributes to workplace stability. We advocate for fair compensation and safe workplaces which empowers our team to excel. This emphasis on labour rights further enhances morale and drives operational excellence across our various areas of operation.

Our employees are crucial to EITA's success, and we are committed to providing them with safe working conditions, fair wages, and equal opportunities. To support these objectives, the Group has developed a detailed employee handbook. This handbook outlines the terms and conditions of employment which aligns with International Labour Organisation ("ILO") standards.

Our handbook also includes grievance procedures and is provided to all employees during their induction. EITA fosters open communication by encouraging staff to raise concerns with their immediate supervisors or the Human Resources Department without fear of retaliation. Such practices enable us to address critical issues effectively within the Group. To date, no grievances or violations have been reported.

Our Commitments to Safeguard Labour Rights

To ensure compliance with all applicable labour laws and regulations.

To maintain zero tolerance for any form of discrimination and harassment.

To ensure fair and equitable compensation based on qualifications, experience, merit, and work performance.

To prohibit child labour, forced labour, bonded labour, debt bondage and any form of human trafficking.

Balanced Lifestyle/Employee Engagement

Achieving a work-life balance is essential for employee productivity and well-being. To support this, we have established the EITA Sports Club which promotes a healthier lifestyle through activities such as bowling and badminton tournaments. We also engage with our employees by organising annual trips, movie days and baking class, with a total of 368 employees participating.

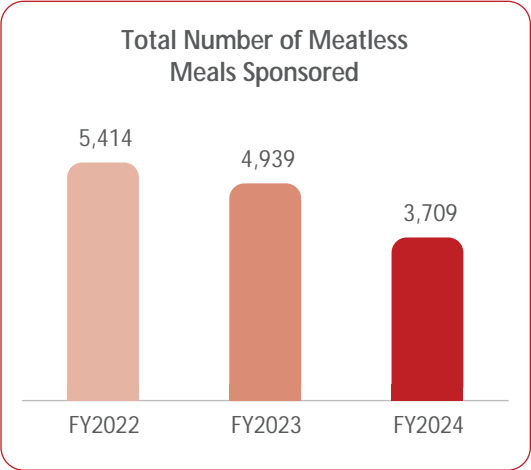


SUSTAINABILITY STATEMENT

Cont'd

Additionally, EITA actively promote environmentally-friendly practices among our employees by organising weekly meatless luncheons and offering educational presentations on healthy living, recycling, and environmental protection. Across FY2024, we sponsored a total of 3,709 meatless meals for our valued employees.

Building on our focus on work-life balance, we provided parental leave benefits to 25 employees in FY2024. Of these, 22 successfully returned to work within 12 months, illustrating the positive impact of our supportive environment and the effectiveness of our reintegration programmes. The successful reintegration of these employees is a testament to our focus towards fostering a workplace that values and supports diverse personal needs, ensuring long-term employee satisfaction and retention.



Parental Leave	Gender	FY2022	FY2023	FY2024
No. of Employees that took Parental Leave	Men	26	27	17
	Women	7	5	8
No. of Employees that returned after Parental Leave	Men	26	27	17
	Women	7	5	8
No. of Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Men	25	24	16
	Women	6	5	6

At the same time, our emphasis on a culture of respect and ethical conduct was reflected throughout the year. In FY2024, there were zero substantiated complaints of harassment, non-compliance, human rights violations, discrimination, child labour, forced labour or other non-compliance issues, reinforcing the integrity of our workplace. This outcome highlights the ethical foundation of our organisation and our ongoing efforts to cultivate a respectful, positive working environment.

Human Rights	FY2022	FY2023	FY2024
Number of substantiated complaints concerning human rights violations	0	0	0

Talent Attraction and Development

Talent retention and attraction hold significant value to us as it ensures the continuity of expertise and fosters a stable work environment. Hence, we focus on offering competitive compensation, ample career development opportunities, and a supportive workplace culture. Implementing these strategies fosters employee loyalty while also strengthens our reputation as a top employer in the sector.

We adopt an inclusive talent management strategy that includes recruitment, development, retention, and succession planning to build a highly skilled workforce.

SUSTAINABILITY STATEMENT

Cont'd

In our recruitment efforts, we emphasise hiring local talent to positively impact the socioeconomic conditions of the communities where we operate. To attract and retain top talent, we ensure equal pay for equal work in accordance with the Employment Act 1955, Malaysia Minimum Wages Order 2022 and offer a wide range of additional benefits.

Employee Benefits	Description
Employees Provident Fund ("EPF")	Additional contributions based on service durations for 5 years, 10 years, and 15 years and above.
Social Security Organisation ("SOCSO")	We provide social security protection through contributions to SOCSO, ensuring a safety net in case of unforeseen circumstances.
Leave Benefits	Our leave policy covers 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	We cover medical expenses up to a specified limit per visit and include specialist consultations with referral letter.
Insurance Benefits	We offer group personal accident coverage, Group Term Life Insurance, and Critical Illness Insurance, depending on the duration of service.
Other Benefits	To promote employee well-being, we offer participation in the Sports Club and provide health screening subsidies.
Allowances	We offer a car allowance, petrol subsidy, subsistence allowance, hotel and lodging allowance, as well as a handphone subsidy and replacements, all based on job requirements.

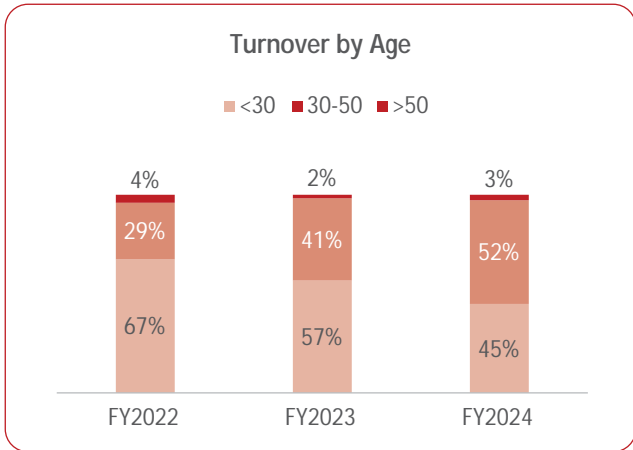
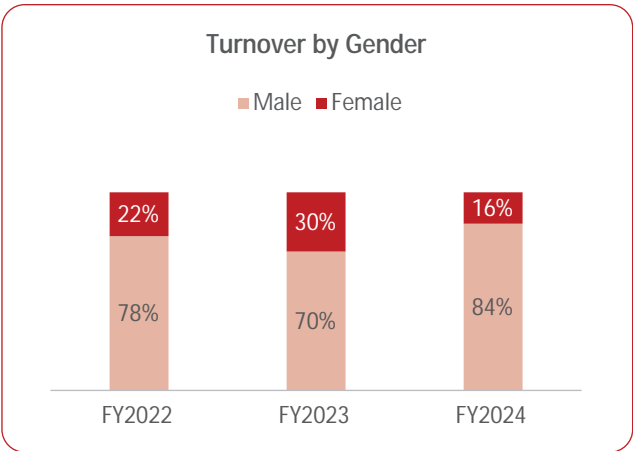
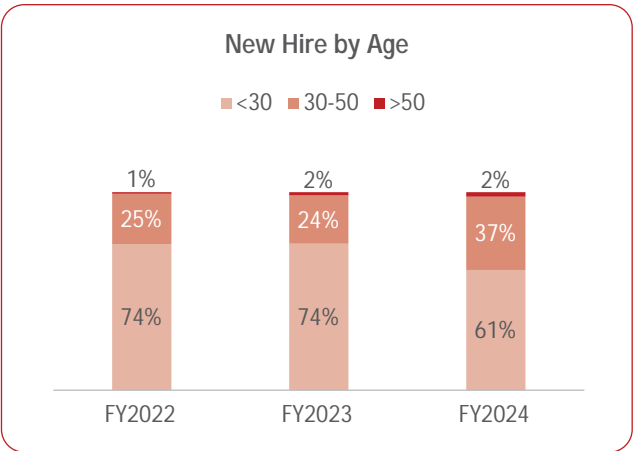
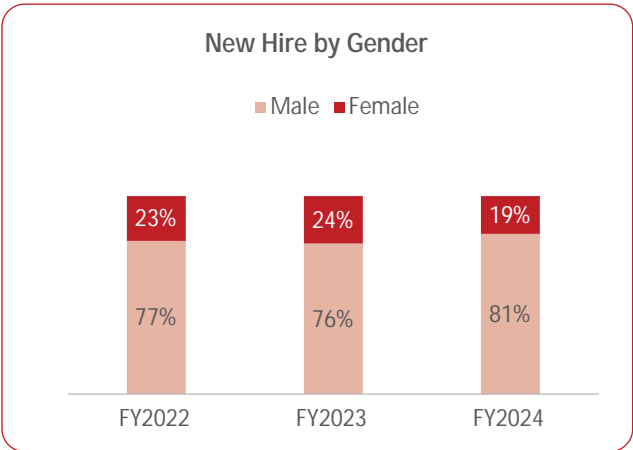
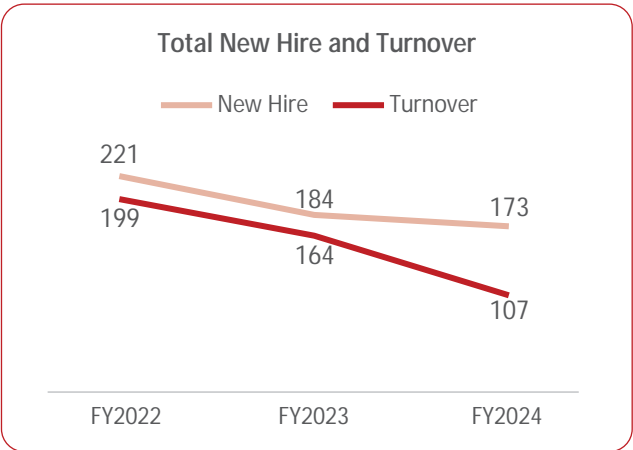
EITA also offers training programmes designed to prioritise employee development through upskilling initiatives. We collaborated with ETC, an approved training provider under the Human Resource Development Corporation ("HRD Corp") and the Department of Skills Development (Jabatan Pembangunan Kemahiran) within the Ministry of Human Resources. These training programmes include specialised certification and professional development for our employees. ETC specialises in providing technical, industry-specific training tailored to the elevator sector, as well as management and soft skills development programmes.

SUSTAINABILITY STATEMENT

Cont'd

Employee New Hire and Turnover

In FY2024, the Group recorded a total of 173 new hires (17.2%), with 81% being male and 61% under the age of 30. For employee turnover, a total of 107 employees (11%) left the Group, with 52% from non-executive positions.



Turnover by Employee Category	FY2022	FY2023	FY2024
Senior Management	0	0	1
Management	11	14	10
Executive	83	66	40
Non-Executive	105	84	56

SUSTAINABILITY STATEMENT

Cont'd

Long Service Award

Since FY2024, we have organised a special ceremony to honour our employees in recognition of their loyalty and valuable contributions. During the event, a total of 78 employees were acknowledged for their years of service.

Years of Service	FY2023	FY2024
25 years	5	2
20 years	0	6
15 years	2	16
10 years	8	17
5 years	28	37

Training and Development

In FY2024, we provided a range of training programmes covering a variety of topics, from technical and management skills to safety and soft skills. Our holistic approach ensures that our workforce possesses the relevant skill sets necessary to excel in the various aspects of their duties. As part of our holistic approach, we have ensured that employees receive relevant training, resulting in an average of 10 training hours per employee in FY2024.

Total Training Hours by Employee Category

Employee Category	FY2022	FY2023	FY2024
Senior Management	n/a	180	33
Management	n/a	1,573	738
Executive	n/a	3,126	2,474
Non-Executive	n/a	2,562	1,350
Contract Staff	n/a	265	n/a

Notes: n/a indicates not available

Workforce Diversity and Inclusivity

Embracing a varied workforce introduces diverse perspectives and innovative ideas, boosting creativity that drives our organisation forward. As we cultivate an environment where every employee feels valued and respected, we enhance collaboration and satisfaction which ultimately supports business growth.

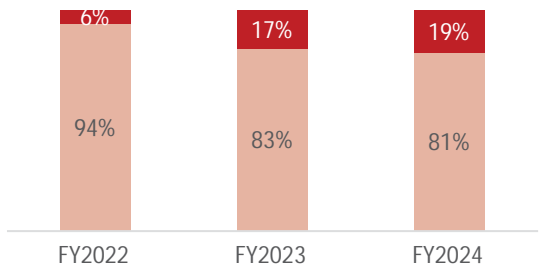
At EITA, we ensure equal opportunities in our recruitment and hiring processes, regardless of age, gender, ethnicity, nationality, sexual orientation, cultural background, religious belief, or socioeconomic status. To maintain fairness and non-discrimination in our workplace, we prioritise experience and professional qualifications when recruiting and managing employee-related matters such as training, performance evaluations, remuneration, and promotions.

SUSTAINABILITY STATEMENT

Cont'd

Employment Type

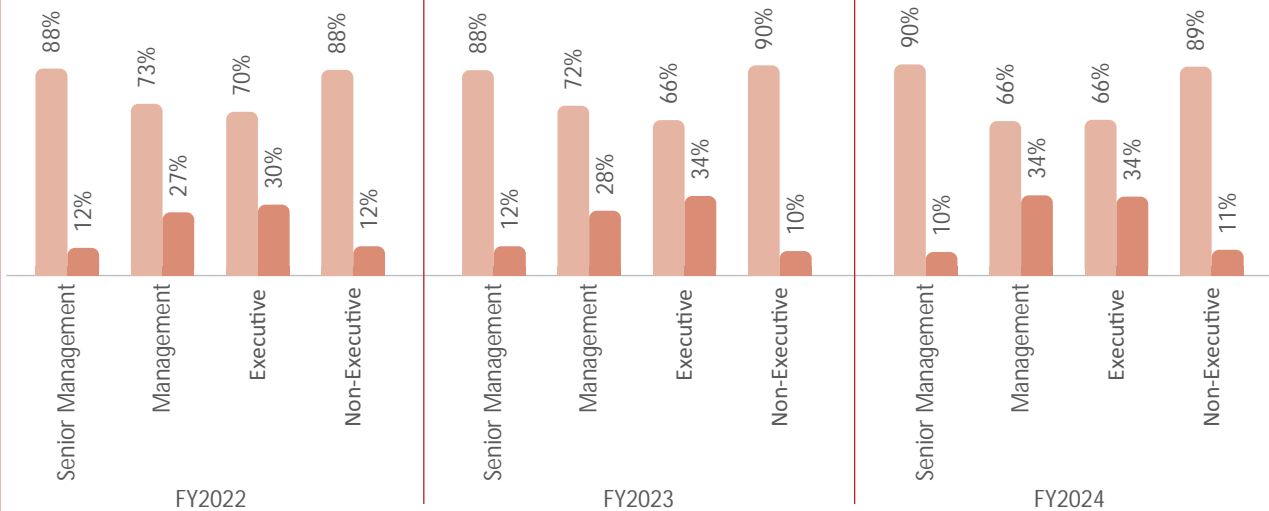
■ Permanent ■ Contract



Our workforce consisted of a total of 709 employees for FY2024, indicating an 8% increase from the previous year, with the gender distribution comprising of 80% male and 20% female. The majority of our workforce (52%) was aged between 30 and 50 years, while 41% were 30 years old or younger. In terms of employment status, 81% of our employees are permanent staff.

Employee Diversity by Gender

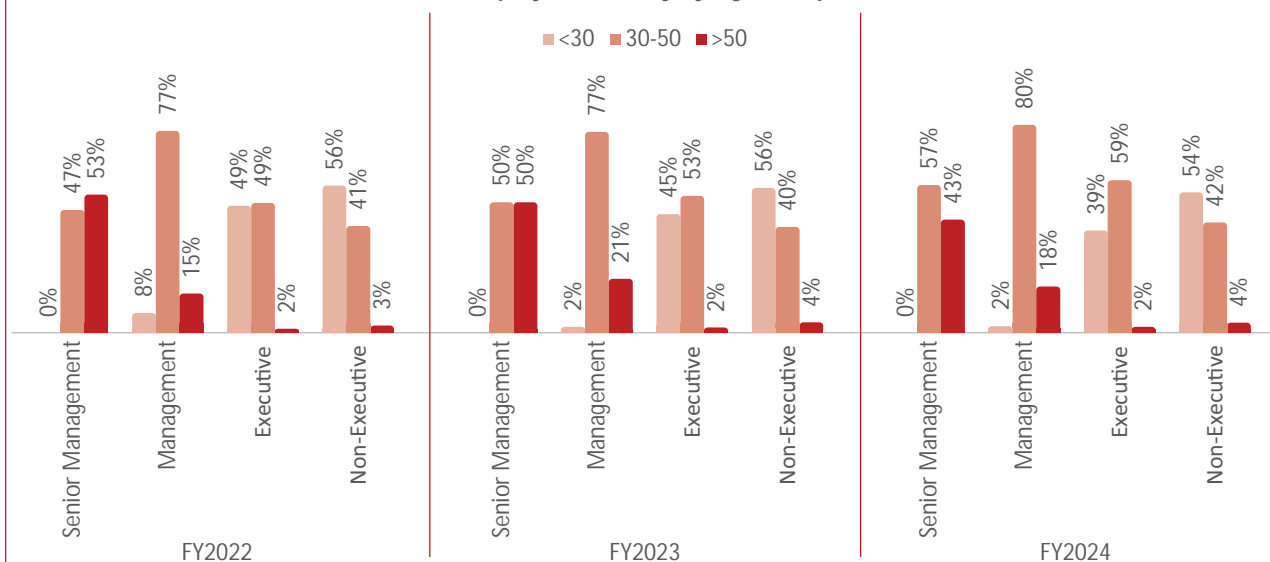
■ Male ■ Female



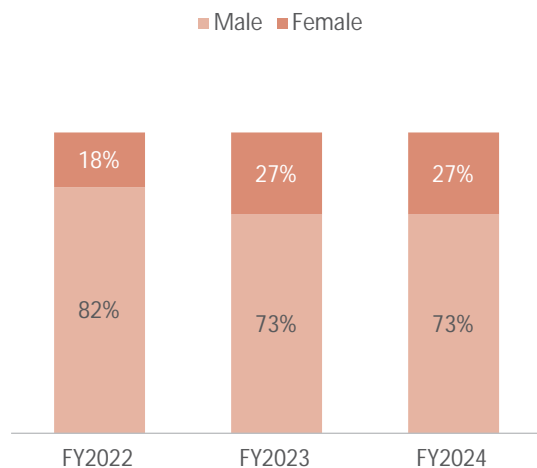
SUSTAINABILITY STATEMENT

Cont'd

Employee Diversity by Age Group



Board Diversity by Gender



Board Diversity by Age Group

