

# SUSTAINABILITY STATEMENT



## OUR SUSTAINABILITY APPROACH

This Sustainability Statement (“Statement”) covers the operations of the EITA Group of Companies (“EITA” or the “Group”) and the active subsidiaries located in Malaysia, Singapore and Indonesia. It encompasses our various business segments namely, Manufacturing, Marketing and Distribution, Services and High Voltage System.

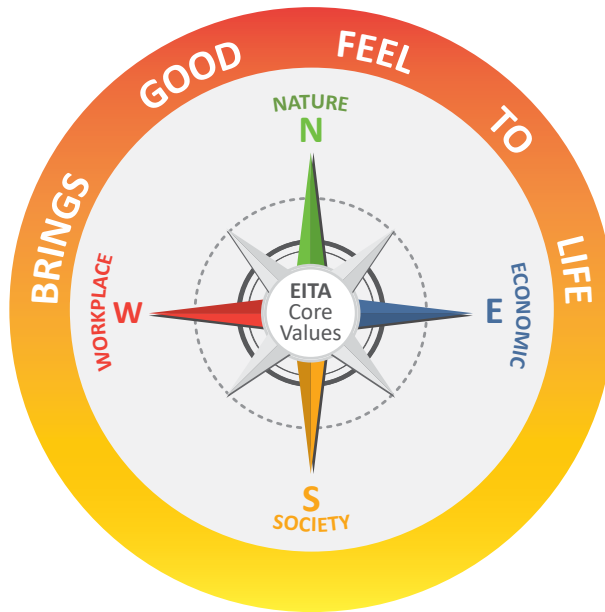
# SUSTAINABILITY STATEMENT

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## EITA Corporate Tagline “Brings Good Feel To Life”

Our corporate tagline “Brings good feel to life” is about bringing shared benefits to all stakeholders. In our mission to strive for long-term business sustainability, EITA embraces its role as a responsible corporate citizen by conducting its business ethically together with social and environmental best practices.

This tagline also acts as the guiding principle as it encompasses our Core Values and Sustainability Compass.



*“Our employees are our EITA “Good Feel” ambassadors. Our actions are purposeful in order to bring about positive outcomes to all stakeholders.” – Lim Joo Swee, Acting Group Managing Director.*

## Our Core Values

The essence of our business sustainability approach lies within our Core Values as reflected in our EITA acronym:

- E – Excellence** : In our quest for excellence, we seek sustained and strategic business growth for the company and its employees, and to optimise shareholders’ returns.
- I – Integrity** : We shall carry out our duties with the utmost integrity, grounded in sound moral and ethical principles.
- T – Trust and Respect** : It is through trust and mutual respect that we build strong working relationships and teamwork.
- A – Accountability** : We shall demonstrate full accountability and be responsible for all our actions, decisions and behavior.

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## Our Sustainability Compass

Our Sustainability Compass with its four (4) cardinal points acts as a shining beacon to EITA's Sustainability Approach; NORTH for NATURE, EAST for ECONOMIC, SOUTH for SOCIETY and WEST for WORKPLACE.

**NATURE**

EITA commits to a sustainable co-existence with Mother Nature for a “greener” environment where we work, live and play. We strive to champion eco-friendly initiatives in our products and processes.

**WORKPLACE**

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.

**ECONOMIC**

EITA pledges a sustainable business model which provides quality products and value-added services, upholds ethical business practices and delivers superior returns to shareholders.

**SOCIETY**

EITA embraces its role as a responsible corporate citizen who will inculcate an attitude of volunteerism amongst its staff. We strive to build meaningful relationships, thus becoming positive contributors to the community.

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## Sustainability Governance

With regards to sustainability governance, the Executive Committee consisting of the Board of Directors and led by our Acting Group Managing Director sets the overall corporate sustainability strategy and provides impact oversight on the Group's sustainability initiatives.

The Sustainability Working Group ("SWG") is helmed by our Executive Director, Mr. Lee Peng Sian. He reviews sustainability implementation and performance indicators and is supported by the Chief Financial Officer ("CFO"). The SWG consists of designated managers and executives from various subsidiaries and departments. They are responsible for materiality assessment, implementation, monitoring and reporting sustainability initiatives.

Ongoing governance processes are periodically reviewed and refined to incorporate sustainability best practices for greater effectiveness and efficiency.



# SUSTAINABILITY STATEMENT

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## STAKEHOLDER ENGAGEMENT

The Group acknowledges the importance of both internal and external stakeholders' contributions to EITA's sustainable growth. We work closely with both our internal and external stakeholders in a timely and open manner to identify and address sustainability. Ultimately, this helps us make informed decisions to achieve our sustainability objectives.

Stakeholders	Mode of Engagement	Sustainability Focus Areas
Shareholders/Investors	<ul style="list-style-type: none"> <li>* Annual General Meeting</li> <li>* Annual Report</li> <li>* Quarterly Results Announcements</li> <li>* Websites</li> <li>* Analyst briefings</li> <li>* Media interviews and releases</li> </ul>	<ul style="list-style-type: none"> <li>* Company performance</li> <li>* Dividend</li> <li>* Business strategy and plans</li> <li>* Corporate governance</li> <li>* Corporate activities</li> </ul>
Customers/Distributors	<ul style="list-style-type: none"> <li>* Direct engagements</li> <li>* On-site meetings</li> <li>* Customer Satisfaction Surveys</li> <li>* Exhibitions</li> <li>* Corporate website</li> </ul>	<ul style="list-style-type: none"> <li>* Relationship management</li> <li>* Supply chain management</li> <li>* Quality of product &amp; services</li> <li>* Project management</li> </ul>
Suppliers/Contractors/ Consultants	<ul style="list-style-type: none"> <li>* Direct engagements</li> <li>* On-site inspections</li> </ul>	<ul style="list-style-type: none"> <li>* Relationship management</li> <li>* Supply chain management</li> <li>* Quality of product &amp; services</li> <li>* Occupational health &amp; safety</li> </ul>
Government/Regulatory authorities	<ul style="list-style-type: none"> <li>* Participation in programmes organised</li> <li>* On-site inspections</li> </ul>	<ul style="list-style-type: none"> <li>* Corporate governance</li> <li>* Regulatory compliance</li> </ul>
Media/Analyst	<ul style="list-style-type: none"> <li>* Media interviews &amp; releases</li> <li>* Analyst briefings</li> <li>* Advertisements</li> </ul>	<ul style="list-style-type: none"> <li>* Timely communications</li> </ul>
Employees	<ul style="list-style-type: none"> <li>* Learning &amp; Development programme</li> <li>* Employee Engagement Survey</li> <li>* Performance Appraisal</li> <li>* Company activities (Sports Club, Annual Dinner, Quarterly Birthdays)</li> </ul>	<ul style="list-style-type: none"> <li>* Career development &amp; advancement</li> <li>* Fair Employment practices</li> <li>* Workplace conduciveness</li> <li>* Safety, health and welfare</li> <li>* Balanced lifestyle</li> </ul>
Local communities	<ul style="list-style-type: none"> <li>* Volunteering programmes</li> <li>* Community engagement programmes</li> </ul>	<ul style="list-style-type: none"> <li>* Good Corporate Citizenship</li> <li>* Safety practices</li> <li>* Environmental practices</li> </ul>

# SUSTAINABILITY STATEMENT

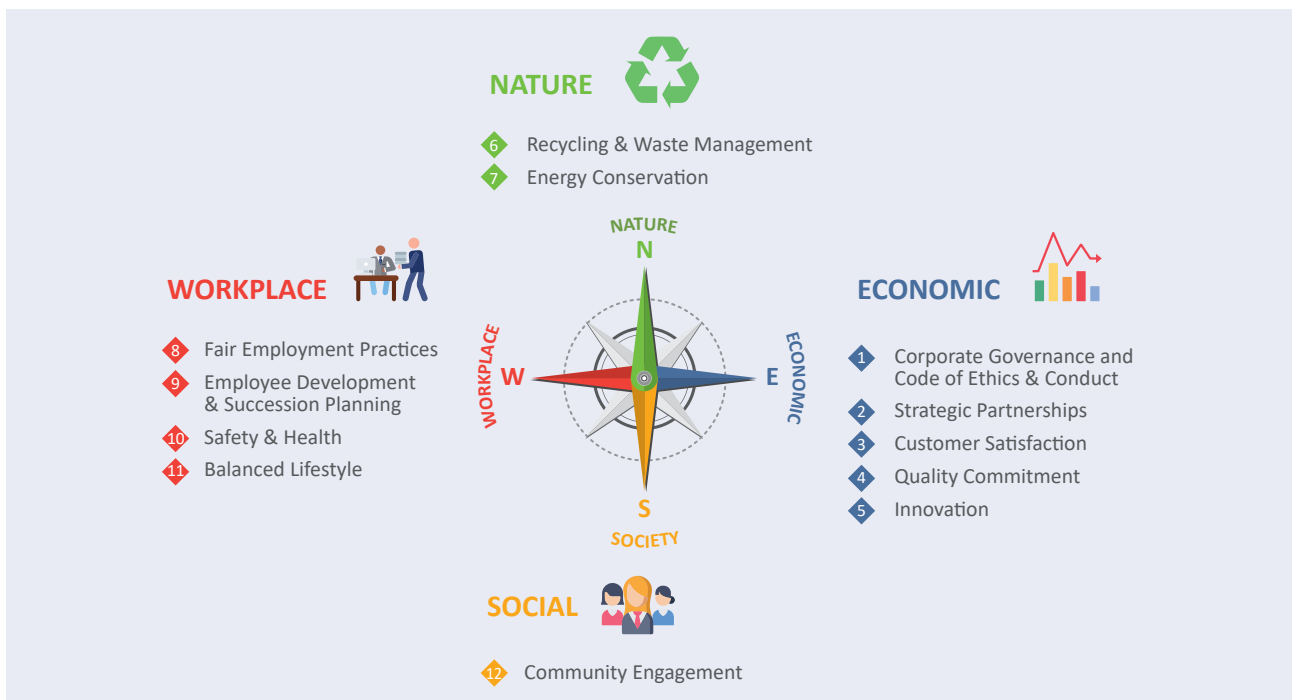
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## MATERIALITY

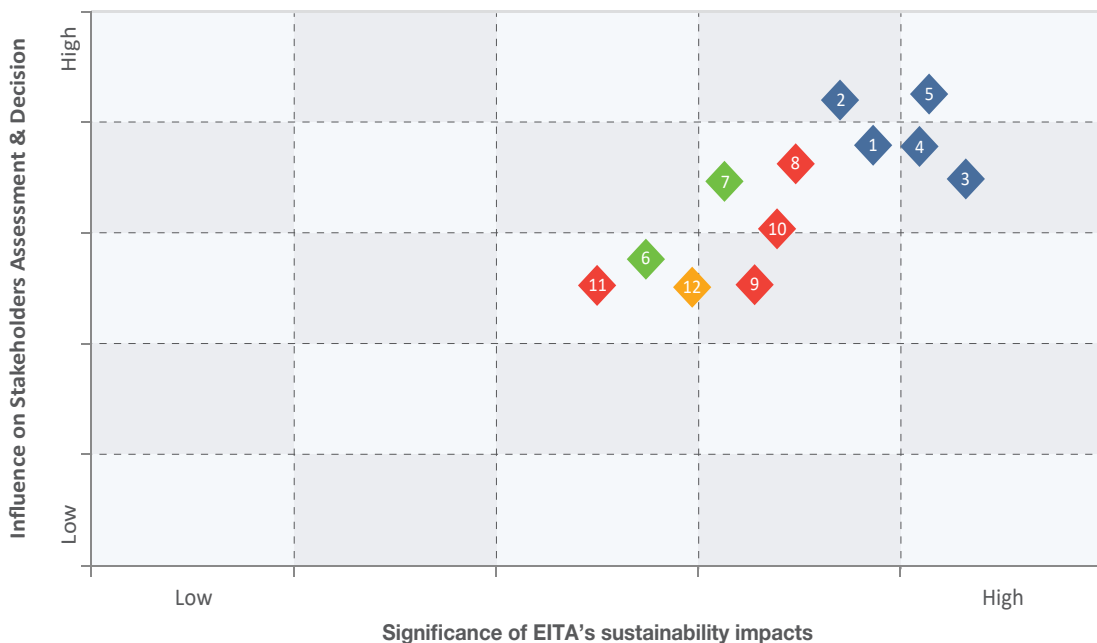
Following Bursa Malaysia’s Sustainability Reporting Guide and Toolkits, EITA has adopted a structured materiality assessment approach in identifying relevant sustainability matters.

Our approach in materiality assessment and development of the Materiality Matrix is to evaluate the significant material sustainability matters that align with the four (4) cardinal points of our Sustainability Compass which are most impactful to our long-term business sustainability and in harmony with our stakeholder interests.

### Materiality Matters



### Materiality Matrix



# SUSTAINABILITY STATEMENT

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Each sustainability matter is mapped against the respective stakeholder group across our business value chain. Concurrently, we also match the impact created against United Nations Sustainable Development Goals (“SDGs”) framework.

Our Stakeholders	Shareholders/ Investors	Customers/ Distributors	Suppliers/ Contractors/ Consultants	Government/ Regulatory Authorities	Media/ Analyst	Employees	Local Communities	Contributions to SDGs
<b>Sustainability Matters</b>								
<b>ECONOMIC</b>								
Corporate Governance and Code of Ethics & Conduct	√	√	√	√	√	√		SDG#16
Strategic Partnerships	√	√	√	√	√	√		SDG#9, #12, #17
Customer Satisfaction	√	√			√	√		SDG#9, #17
Quality Commitment	√	√	√	√	√	√		SDG#9, #17
Innovation	√	√	√	√	√	√		SDG#9
<b>NATURE</b>								
Recycling & Waste Management	√	√		√		√	√	SDG#13
Energy Conservation	√	√		√		√	√	SDG#7, #12
<b>WORKPLACE</b>								
Fair Employment Practices	√			√		√	√	SDG#4, #5, #8
Employee Development & Succession Planning	√					√		SDG#4, #8
Safety & Health	√			√		√	√	SDG#3
Balanced Lifestyle	√					√		SDG#3
<b>SOCIAL</b>								
Community Engagement	√	√				√	√	SDG#10, #13



## SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



# SUSTAINABILITY STATEMENT

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## ECONOMIC SUSTAINABILITY



The EAST cardinal direction of the Sustainability Compass is about ECONOMIC Sustainability in terms of achieving long-term profitability and growth for the Group.

- **Corporate Governance and Code of Ethics & Conduct**

Integrity is one of EITA's core values. We are committed to the principles of sound corporate governance as dictated in the Malaysia Code of Corporate Governance.

We continue our push for zero-tolerance of any form of bribes or corruption. Since 2021, EITA conducts an annual group-wide evaluation exercise to remind and reinforce Anti-Bribery and Corruption guidelines. This online evaluation exercise consists of customised sets of questionnaires targeted at various staff levels, namely, Technician, Non-executive, Executive and Management.

EITA's integrity initiatives are further supported by our Whistle Blowing Policy. For FY2022, there were no reported cases.

- **Strategic Partnerships**

EITA understands that for business sustainability and long-term mutual benefits, it needs to develop strong relationships with business associates, authorities and relevant stakeholders. Through our strategic partnerships, we will be able to synergise our collective strengths and resources to create an even greater impact on our business and the industry.

Collaborations with our partners ranging from project specifications customization to product design with principals and technical know-how transfer to joint Research & Development ("R&D") with a local university. These strategic partnerships have elevated EITA's staff knowledge and expertise; improving our competencies and capabilities to handle even more demanding projects in the future.

Overseas growth is vital for the Group. We will continue to expand our distribution network in ASEAN and Middle-East regions, to seek and cultivate more strategic overseas alliances.



- **Customer Satisfaction**

One of the cornerstones of business sustainability is fostering long-term customer loyalty through satisfying customers' demanding expectations.

EITA continually explores ways to improve customer satisfaction. They include improved product designs, flexibility in customisation, faster deliveries, and also providing an overall better customer experience in sales, marketing support, project management, repairs and maintenance services.

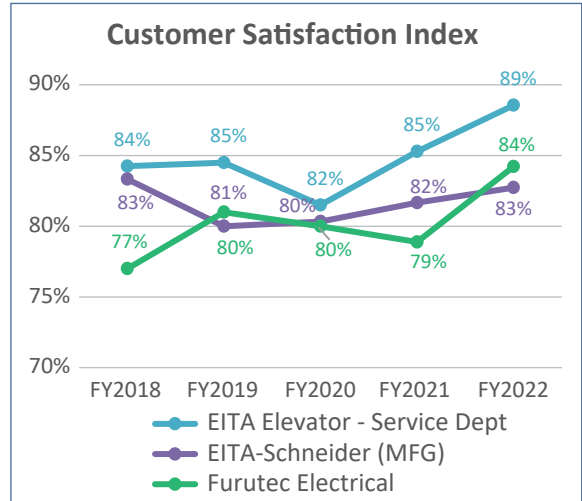
# SUSTAINABILITY STATEMENT

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EITA Elevator (Malaysia) Sdn. Bhd. (“EITA Elevator”), specifically, its Maintenance and Service Department carries out Customer Satisfaction surveys quarterly. The survey tracks criteria, such as promptness of delivery, product quality, communication with customers and price competitiveness. It sets an internal Customer Satisfaction benchmark of 80%. For FY2022, its Customer Satisfaction rating improved to 89% as compared to 85% in FY2021. In line with our push for greater customer satisfaction, numerous technical training courses were conducted to upskill the Service team. We also expanded our pool of elevator Competent Persons to carry out timely safety inspections.

EITA-Schneider (MFG) Sdn. Bhd., our elevator manufacturing subsidiary is responsible for both local and overseas sales. For FY2022, it also improved its Customer Satisfaction index to 83% as compared to 82% in FY2021. With the opening of international borders, the overseas sales team has increased their travel frequency. It now has local sales staff stationed in Jakarta to focus on the Indonesian market. It is presently revamping its website to be more customer-centric.

As for Furutec Electrical Sdn. Bhd. (“Furutec Electrical”) in Penang, its Customer Satisfaction survey metrics focus on product design, quality and technical support with a Customer Satisfaction target of 80%. For FY2022, it scored 84% as compared to 79% in FY2021.



- Marketing and Technical Support**



EITA continues to provide marketing and technical support for its customers and business partners. In 2022, EITA Power System Sdn. Bhd. conducted in-person MMC Certified Installer training for its business partners and also participated in a series of marketing events in Indonesia, Vietnam and The Philippines.

We have local Representative Offices in Indonesia and Vietnam which allows us to have a deeper understanding of the local business climate and to provide direct on-the-ground marketing support for our business associates and customers.



# SUSTAINABILITY STATEMENT

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- **Quality Commitment**

EITA is committed to its quest to deliver high-quality products backed by superior service to support its customers and business associates. This allows EITA to compete effectively against other reputable brands.

Our own brands, EITA-Schneider® Elevator systems, Furutec® Busduct systems, REFAS® Lighting solutions and PYROTEC® Fire-Resistant cables, we assure customers of our quality by complying with the latest international and local standards, such as IEC, BS, CNS, EN81, SIRIM and others.

EITA also adheres to the latest management system standards such as ISO 9001:2015 Quality Management System and ISO 45001:2018 Occupational Health & Safety Management System. We follow a process approach for continual improvement and abide to quality management principles in order to deliver consistent quality products and services with a strong customer focus.



Furutec Electrical invested in a new series of automated machines to improve its busduct production process for shearing, plug-in hole forming, bending, conductor and accessories processing.

- **Innovation & Improvement**

EITA is committed to investing in R&D to drive innovations and improvements to differentiate ourselves and to stay competitive.

Our in-house EITA Research & Development Sdn. Bhd. continues to provide specialised R&D services for EITA's brand of elevator and busduct products. Some R&D highlights:

- New busduct models. Furutec Electrical continues to develop new and improved busduct products. The latest busducts are I-DC DCIB (Data centre intelligent busduct) model and AH ES sandwich-type busduct model.



- Industrial Revolution 4.0 (IR 4.0). Furutec Electrical received a MIDA grant to research and develop an in-house IR 4.0 solution. This IR 4.0 implementation involves developing customised automated processes to record, monitor and provide key analytics to improve productivity and cost-effectiveness. This involved tracing the interconnectivity from sales orders all the way to delivery in the busduct manufacturing life cycle.

- Collaborative Research in Engineering, Science and Technology ("CREST"). This R&D project under the CREST grant involves developing the next generation of busduct by incorporating new composite material to improve energy throughput and material cost savings. This is a collaborative R&D project with a local university and is still ongoing.

- Internet-Of-Things ("IoT"). There are several ongoing IoT initiatives such as a cloud-based monitoring system for our elevator and escalator systems. The objective of this IoT project is to develop a preventive and predictive maintenance solution that would allow the Service Department to anticipate possible equipment failures, thus minimising break-downs and optimising running time.



# SUSTAINABILITY STATEMENT

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- High-speed. EITA Elevator installed its first set of lifts, running at six (6) metres per second, for a major project in Kuala Lumpur city centre.
- Safety improvements. In response to the pandemic, several R&D initiatives to integrate new elevator safety features, such as touchless buttons, UV sanitiser and lift ioniser.
- Certification. Ongoing testing and certification for our elevator and busduct systems to comply with industrial standards.

Our Elevator Test Tower facility is already in full operation. The R&D team is now able to perform in-house R&D more effectively to further improve our elevator systems in terms of speed, safety, ride comfort, enhanced features and much more. In 2022, our Elevator Test Tower was used to conduct its very first TUV testing and certification for our Cargo lifts.



TUV testing & certification at Test Tower

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## NATURE SUSTAINABILITY



The NORTH cardinal direction of the Sustainability Compass concerns NATURE Sustainability, grounded on the importance of co-existing with Mother Nature. At EITA, we are ever mindful of the impact of our business decisions and operations on the environment, likewise the effects of the environment on humankind.

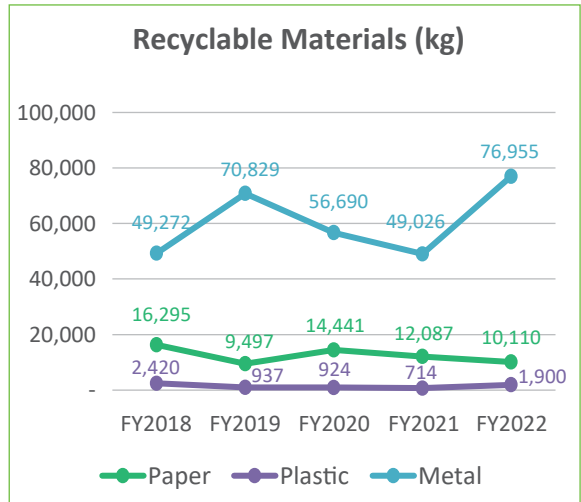
- Recycling and Waste Management**

We all need to play our part to protect the environment. Our group-wide Recycling Campaign started in 2016 and is already well-entrenched within EITA. Our goal is to instill an active recycling mindset within the organization, at home and at the community level.

At EITA Headquarters (Subang), EITA Elevator (Bukit Raja) and Furutec Electrical (Penang), we have dedicated Recycling Centres to collect and store all the sorted recyclables. There are also designated Recycling Teams in charge of managing the recycling activities at their respective sites.

For FY2022, the metal recyclables increased as busduct production picked up due to a corresponding increase in busduct sales in the post-pandemic period. Paper and plastic recyclables are at manageable levels. Meanwhile, we continue to explore ways to improve our waste management processes.

Our recycling initiative also has an extended Corporate Social Responsibility (“CSR”) component. We collaborate with like-minded Non-Governmental Organisations (“NGOs”) such as Tzu Chi Foundation Malaysia. Our recyclables are collected by them and subsequently converted to monetary proceeds which are then used for their own charitable and welfare activities.



“Instilling a recycling mindset to help protect Mother Earth, and eventually helping the needy, it is an admirable initiative that I wholeheartedly support.”, Mr. Lim affirms.

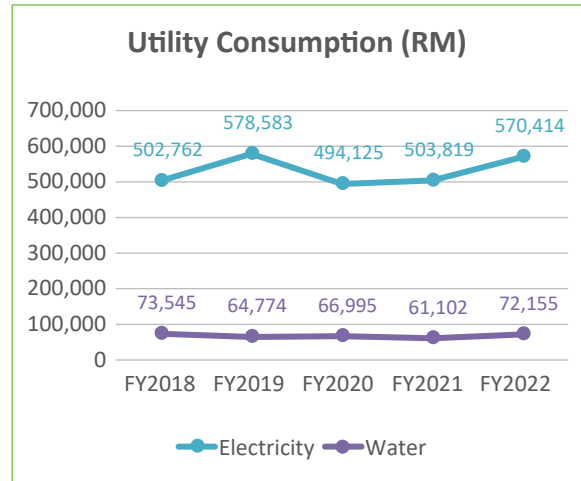
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- Energy Conservation**

Moving towards endemicity, the Group resumed full business operations, as such, the utility consumption reverted to pre-pandemic levels. However, from 2023 onwards, the electricity expense is expected to be reduced once the Solar PV renewable energy system becomes fully operational.

At both locations, EITA Elevator (Bukit Raja) and Furutec Electrical (Penang), they have implemented energy conservation solutions such as natural lighting, LED lights and rainwater harvesting. The rainwater harvesting tank has a 4,000-litre capacity with the water used for watering the plants at the compound, washing the driveway and company vehicles. Staff is encouraged to use the harvested rainwater to wash their cars.



- “Green” Renewable Energy**



Gardening project at Bukit Raja

EITA is committed to adopting ESG principles. The Solar PV installation at Bukit Raja is our first major investment in renewable energy. The Solar PV system has been installed on the rooftop of the warehouse cum factory with an estimated coverage area of 1,800 square metres. It has the capacity to generate 38,000 kWh per month. This translates to about **26 metric ton of reduction in CO<sub>2</sub> emission** or about **676 mature trees** needed to absorb this amount of CO<sub>2</sub>.<sup>1</sup>

This Solar PV System at Bukit Raja received its license under the Net Energy Metering Scheme from Tenaga Nasional Berhad in August 2022. The projected payback period is 3.5 years.

<sup>1</sup> <http://greentechmalaysia.my/carboncalculator/>

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## WORKPLACE SUSTAINABILITY

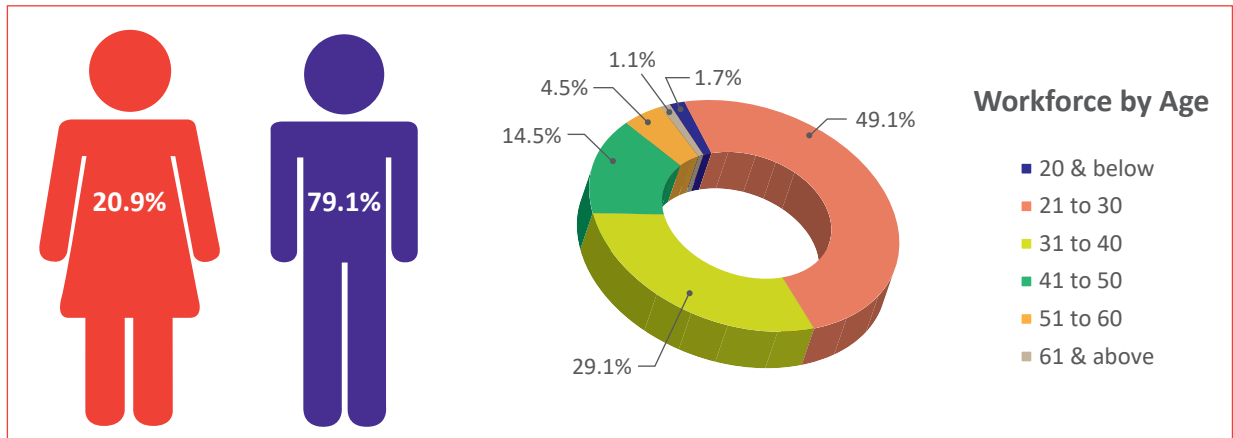


The WEST cardinal direction of the Sustainability Compass relates to WORKPLACE Sustainability. Our Workplace Sustainability efforts are focused on creating conducive work culture for our staff to thrive and perform to the best of their abilities, whilst promoting mutual respect and fostering teamwork. We also aim to provide a rewarding work environment based on meritocracy to attract and retain top talents.

- Our Workforce**

It is our dedicated staff’s collective commitment, knowledge, experiences and diversified skills that will continue to propel EITA to attain sustainable growth.

Our workforce profile:



About 80% of our staff are below 40 years old, indicating a relatively youthful and energetic workforce. This potential talent pool is important for continued business sustainability.

- Employment Practices**

The Group advocates fair employment practices abiding by principles of equal opportunity and non-discrimination.

During our annual EITA Policy Review meeting, the Human Resources Policy is reviewed and benchmarked against the industry. Recommendations are proposed, discussed and where appropriate, they are adopted in order to offer an overall competitive remuneration and benefits package to our staff.

For FY2022, there were 44 Long Service Award recipients, ranging from 5 years to 20 years of service. A virtual appreciation ceremony was held to present Long Service Awards to these deserving staff in recognition of their loyalty, dedication and contributions over the years.

Long Service	No. of employees
25 years	7
20 years	1
15 years	3
10 years	7
5 years	26
<b>Total</b>	<b>44</b>

# SUSTAINABILITY STATEMENT

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- Employee Development & Succession Planning**

The growth and sustained success of any organisation largely depend on training, developing and retaining competent employees. At EITA, we place significant importance on inculcating a learning culture within the organization by equipping our staff with relevant skills, knowledge, and work experiences.

Transitioning into endemicity, at EITA we practice a hybrid training model of having both virtual classes and in-person training.

Training & Development	FY2018	FY2019	FY2020	FY2021	FY2022
Training Expenditure (RM)	140,429	138,530	69,135	51,783	273,128
No. of training courses	79	81	138	234	76
Total training hours	4,698	5,257	5,352	9,632	4,735



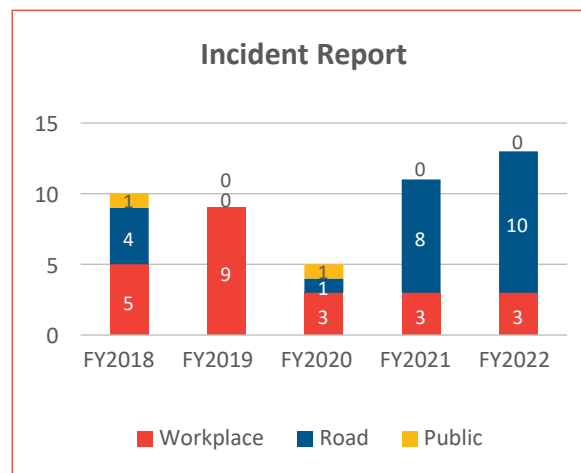
EITA Training Centre Sdn. Bhd. ("ETC") was formed to provide industrial-based training with its training facilities located at Bukit Raja. It is one of several training providers approved by relevant authorities to conduct Lift Competent Person training and certification programmes. ETC is also the approved training provider under the Human Resource Development Corporation and Department of Skills Development (Jabatan Pembangunan Kemahiran) under the Ministry of Human Resources.



- Safety & Health**

The Group recognises the significance of maintaining high standards of occupational safety and health management practices for its employees, customers, the public and the environment.

From the onset of the COVID-19 pandemic in the early 2020, EITA immediately set up a dedicated Safety & Health ("S&H") Task-force to implement safety SOPs. Now in 2022, EITA established a Group Safety Committee to look into group-wide safety and health standards, guidelines and activities. It is headed by our Executive Director, Mr. Lee Peng Sian, supported by Human Resources Department. It also has representatives from each subsidiary consisting of both the management (employer) and workers (employee) side.



The Group Safety Committee's roles include:

- Development of Safety and Health policies (systems and standards) and programmes
- Periodic review and recommendations of Safety and Health policies and programmes
- Record and perform immediate investigations on incident with statistics and analysis
- Organise periodic Safety and Health programmes, such as Fire Drills, training on First-Aid, CPR, AED and ERT, safety briefing for new staff, CIDB training for field staff and others

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- **Weekly S&H group-wide briefing and demonstration**



Employees' safety and well-being are one of our top agendas. EITA has already implemented ISO 45001:2018 Occupational Health & Safety Management System. It also carries out our audit training for new and existing staff prior to the actual audit exercise.

Although in January 2022, the Motorcycle Audit Checks and Ride Safety campaign was organised, the number of road accidents increased. On further analysis, the majority of these incidents were caused by other drivers.

To reinforce greater safety awareness, EITA Elevator continues with its EITA Safety Passport programme. This is a mandatory course for all field staff and sub-contractors to adhere to worksite safety best practices.

- **Balanced lifestyle**

EITA encourages its staff to embrace a balanced lifestyle of work, play and healthy living.



**Fostering a better working relationship.** EITA Sports Club, managed by elected staff, is responsible for organising fun and engaging activities for its members. For 2022, the new committee has been busy organising a host of activities, such as Quarterly Birthday, Menarathon Tower Run 2022, badminton, bowling, yoga and Zumba with more activities in the pipeline.

**Promoting a healthier lifestyle.** Animal farming is one of the major contributors to greenhouse gases that has led to global warming and the devastating effects of climate change.

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Since 2016, in doing our small part to protect the environment and at the same time advocate a healthier lifestyle, the Group has made a deliberate decision to serve vegetarian or “meatless” food for all its events, which include EITA Annual Dinner, in-house functions and training. EITA also continues to sponsor weekly “meatless” luncheons to encourage its staff to consume more vegetables. By reducing just 1 piece of chicken (4 oz) per meal, hence in FY2022, with **5,414 “meatless” meals** served, this is equivalent to **reducing 7,504 kg of CO<sub>2</sub> emission.**<sup>2</sup>



Enjoying delicious “Meatless” feast

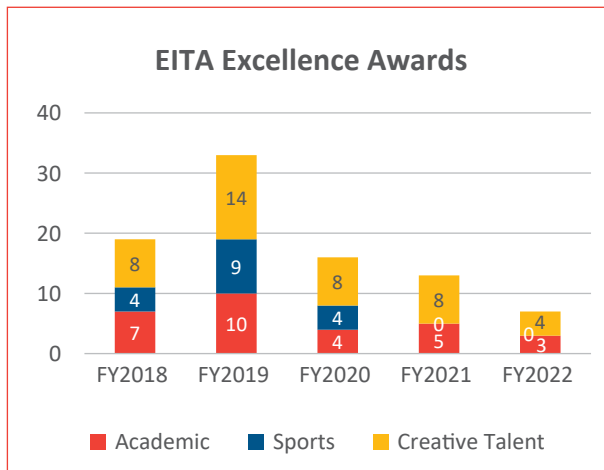
Also, during these luncheons, staff get to enjoy motivational or educational presentations related to healthier living, recycling, protection of the environment and other related topics.

At Bukit Raja, the mini-hydroponic vegetable project is still ongoing. Fruit trees have also been planted around the compound perimeter.



Growing own hydroponic vegetables

**Encouraging well-rounded excellence.** This balanced lifestyle message is also extended to the staff’s children to develop them into well-rounded individuals. At our annual EITA Excellence Award ceremony, the staff’s children are recognized for their achievements in Academic Studies, Sports and Creative Talent pursuits.



EITA Excellence Awards for staff's children

In FY2022, we had 7 recipients and we organized an in-house award ceremony for the parents and their children to celebrate their proud achievements. These high achievers are rewarded with cash incentives to spur them to attain higher goals. The lockdowns caused schools to stop all sporting activities, thus no award was given under the Sports category.

<sup>2</sup> <https://consumerecology.com/chicken-carbon-footprint-environmental-impact/>

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## SOCIAL SUSTAINABILITY

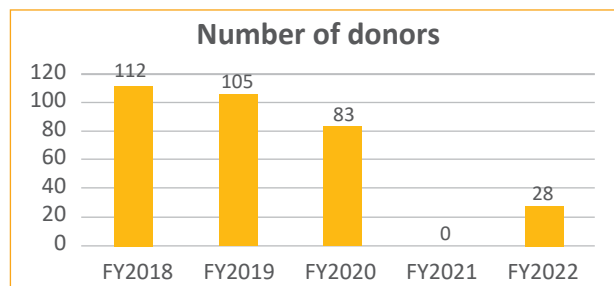
The SOUTH cardinal direction of the Sustainability Compass points to SOCIAL Sustainability. EITA, being a progressive and caring corporate citizen, strives to do its best to build meaningful relationships with the communities.

“To foster a Caring Culture within EITA and reinforce our corporate tagline ‘brings good feel to life’, we continually encourage our staff to serve and to give back to society.”, Mr. Lim shares.

- Community Engagement**

**Saving lives.** Due to the pandemic, the Blood Donation Drive was temporarily stopped in FY2021.

Furutec Electrical restarted its annual Blood Donation Drive for 2022 with 28 donors. EITA Sports Club will also be organising similar Blood Donation Drives at Subang and Bukit Raja.

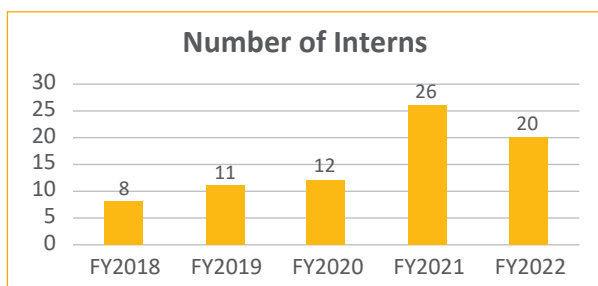


**Supporting education.** The Group believes in developing industry-ready graduates through our internship programme. This would give them a proper head-start in their career and eventually be positive contributors to the industry and society.

Internship (by Function)	Number of interns
Project Dept	2
Finance & Accounts	11
Credit Control	2
Service & Maintenance	1
Purchasing	1
Engineering	3
<b>Total</b>	<b>20</b>

Every year, EITA offers internships to final-year students in various functional disciplines. We mentor these students to best match them to industry needs in preparation for their subsequent employment in the Construction and Manufacturing sectors. For FY2022, we took in 20 interns for various functional roles.

Furutec Electrical in Penang again secured a grant from CREST to conduct collaborative R&D with post-graduate Master’s students from a local university in Penang. These students provide specialised R&D knowledge and assistance for us. At the same time, they can fulfill their project thesis requirements, thus gaining valuable practical hands-on R&D experience and relevant industry know-how.



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**Caring for the community.** EITA endeavours to promote the “spirit of volunteerism” within the organisation. This is to encourage our staff to be more compassionate and contribute back to the community, especially in caring for the less fortunate. To recognise our staff’s volunteerism spirit, in our Annual Performance Appraisal, we have incorporated a Key Performance Indicator that carries a 10% weightage to measure their involvement level in CSR projects and related contributions.



Donations to staff affected by flood



Flood clean-up at staff home

Some notable community activities were assisting with flood relief efforts through Tzu Chi Foundation and on our own in cleaning up staff’s homes affected by the flood. We also collected donations from the company and staff which were then distributed to the affected staff.

In conjunction with Earth Day on April 2022, to heighten awareness to care for Mother Earth, we created a series of activities, such as tree planting, use of harvested rainwater, hydroponic seeding, recycling competition and soft launch of the Solar PV system.

On October 2022, we donated a Disinfection Robot to Tzu Chi Pudu Free Clinic. This clinic provides free medical healthcare to the public, in particular to the refugees. The Disinfectant Robot has been programmed to move in a pre-planned route at night to carry out disinfecting tasks by spraying Ultrasonic Dry mist coupled with 360° sterilization through 4 UV-C lamps to provide a sanitized environment with up to 99.99% effectiveness.



Disinfection Robot for Tzu Chi Free Clinic

Meanwhile, EITA continues to give contributions both in cash and kind to various charitable causes in support of the underprivileged, schools, places of worship and disaster reliefs.