

SUSTAINABILITY STATEMENT



CONTENTS

EITA's Ascent to Sustainable Success	34
Defining the Scope and Boundary	34
Aligning with Reporting Frameworks	35
Valuing Feedback	35
Network of Memberships and Associations	35
Assuring Data Integrity	35
Highlighting Our Successes	36
From Past to Present	37
The Approach to Sustainability	38
The Framework Behind Progress	38
Our Guiding Compass	39
The Policy Shaping Our Efforts	40
Purpose-Driven Governance	41
Contribution to the Global Goals	42
Tracking Sustainable Performance	44
Engaging with Stakeholders	45
Establishing Essential Priorities	47
Mapping the Essential Matters	48
EITA's Decarbonisation Efforts	51
Driving Economic Growth and Ethical Practices	55
Corporate Governance and Anti-Corruption	56
Data Privacy and Cybersecurity	58
Product Quality and Innovation	59
Supply Chain Management	61



Sustaining Nature and Promoting Environmental Responsibility	62
Energy Management	63
Emissions Management	64
Waste Management	66
Water Consumption	69
Fostering a Safe and Engaging Workplace	70
Occupational Health and Safety	71
Labour Practices and Standards	73
Talent Attraction and Development	74
Workforce Diversity and Inclusivity	77
Strengthening Connections and Empowering Communities	80
Community Engagement	81
Elevating Towards a Sustainable Future	82
Performance Data Table	83
GRI Content Index	85

SUSTAINABILITY STATEMENT

Cont'd

EITA's Ascent to Sustainable Success

EITA Resources Berhad ("EITA" or "the Group") is committed to integrating sustainability into our business operations. As a provider of elevators, escalators, busducts, and electrical and electronics ("E&E") solutions, we deliver essential design, manufacturing and servicing solutions for urban infrastructure.

We are pleased to present our Sustainability Statement for the financial year ended 30 September 2024 ("FY2024"), outlining our Environment, Social, and Governance ("ESG") performance and future aspirations. Key achievements this reporting year include the expanded installation of solar energy at our production plant aimed at reducing our carbon footprint while supporting resource conservation in the coming years. In terms of strengthening our internal controls, we conducted a corruption risk assessment across all 13 departments to further reinforce ethical practices.

To strengthen our supply chain resilience, we refined our supplier screening process to more effectively assess ESG performance. By collaborating with suppliers aligned with our sustainability objectives, we foster responsible practices across our supply chain. Through the integration of ESG principles into our operations, EITA is committed to enhancing efficiency and creating meaningful impact to the communities we serve.

Our Philosophy

“ Enhance business value delivery via superior quality of products and services in support of innovative design and manufacturing techniques. ”

Our Purpose

“ Aligned with EITA's corporate tagline **“Brings Good Feel to Life”** - we strive to be a proactive and positive force for a better world. ”

Defining the Scope and Boundary

The report covers the period from 1st October 2023 to 30th September 2024 ("FY2024") and provides an overview of the Group's sustainability performance, along with comparative data from the previous three years. The reporting scope encompasses the following entities:-

- EITA Resources Berhad ("ERB")
- 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 Electrical")
- 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. ("TS")
- ETC Training Sdn. Bhd. ("ETC")

Branco Accessibility Solution (M) Sdn Bhd, acquired by EITA in May 2024, was excluded from this reporting period and will be included in the reporting scope next year.

Additionally, Schneider Research & Development Sdn. Bhd. and EITA Technologies Pte. Ltd. were excluded from the reporting scope as Schneider Research & Development Sdn. Bhd. is currently dormant while EITA Technologies Pte. Ltd. operates autonomously, leveraging its based in Singapore.

SUSTAINABILITY STATEMENT

Cont'd

Aligning with Reporting Frameworks

In preparing this Statement, we complied with the Bursa Malaysia Securities Main Market Listing Requirements ("MMLR") in compliance with the Bursa Malaysia's Sustainability Reporting Guide (3rd edition) and the Illustrative Sustainability Reporting Guide ("ISR"). Our sustainability initiatives are aligned with the Global Reporting Initiative ("GRI") Standards and the targets outlined in the United Nations Sustainable Development Goals ("UN SDGs").

Valuing Feedback

As we strive for continuous improvement, we are focused on refining our sustainability reporting with valuable input from our stakeholders.

EITA Resources Berhad

No. 6, Jalan Astana 1/KU2,
Bandar Bukit Raja, 41050 Klang,
Selangor Darul Ehsan, Malaysia.
Tel : +603-3341 2112
Email : enquiry@eita.com.my

Network of Memberships and Associations

Our engagement with industry associations supports networking and knowledge sharing, ensuring the Group remains informed of evolving trends and regulations.

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")



Collaborative Research in Engineering, Science and Technology ("CREST")



Department of Occupational Safety and Health ("DOSH")



Construction Industry Development Board ("CIDB")



Human Resources Development Fund ("HRDF")



Selangor Human Resource Development Centre ("SHRDC")

Assuring Data Integrity

To ensure the reliability and credibility of the disclosed information, we have conducted an internal verification of the performance data from the relevant business divisions within the Group. Third-party assurance for the Sustainability Statement will be considered in future years.

SUSTAINABILITY STATEMENT

Cont'd

Highlighting Our Successes

EITA's sustainability achievements underscore our ongoing efforts to uphold strong corporate governance, contribute to societal well-being, and support resource conservation. As we reflect on the past year, we are pleased to highlight key accomplishments that demonstrate our sustainability progress across the four ESG pillars.

Driving Economic Growth and Ethical Practices

100%

Employees received training on anti-bribery and corruption

Zero

Incidents of product mislabelling and non-compliances related to product safety

Zero

Substantiated complaints concerning breaches of customer privacy or losses of customer data

100%

Departments/ operations conducted anti-corruption risk assessment

Zero

Confirmed incidents of bribery or corruption

24%

Growth in procurement from local suppliers

Sustaining Nature and Promoting Environmental Responsibility

36%

Consumed electricity is solar-generated

4%

Reduction in energy consumption

22%

Reduction in electricity consumption

4%

Reduction in water consumption

42%

Reduction in Scope 2 GHG Emission compared to FY2021 (baseline year)

Fostering a Safe and Engaging Workplace

71

Sessions conducted for Occupational Health and Safety Trainings

313

Employees Trained on Occupational Health and Safety

Zero

Substantiated complaints concerning human rights violations

6%

Increase in representation of women in managerial positions

35%

Decrease in number of employee turnover

63%

Decrease in lost time incident rate

Strengthening Connections and Empowering Communities

RM 177,904.70

Contributed to community engagement/corporate social responsibility ("CSR") programmes

35

Organisations and children benefitted from community engagement and CSR programmes

19

Interns welcomed and provided with learning and development opportunities

SUSTAINABILITY STATEMENT

Cont'd

From Past to Present

EITA's pathway to sustainability is driven by our efforts to uphold the pillars of ESG. As such, our ESG journey illustrates key milestones and accomplishments in integrating sustainable practices throughout all facets of our operations.

2024

Enhancing Governance and Expanding Sustainability Efforts

In 2024, EITA conducted a corruption risk assessment to identify vulnerabilities and strengthen our governance framework. We also extended our sustainability efforts beyond the company through commencing the first stage of the supply chain evaluation. To gain better insights into our environmental impacts and mitigation strategies, we enhanced our climate-related disclosures which provided us with a clearer understanding of the key factors and enabled us to strengthen our approach to managing climate-related risks and opportunities.

2023

Advancing ESG Practices and Climate Considerations

EITA continued to advance our sustainability journey by aligning with Bursa Malaysia's Sustainability Framework (3rd Edition). We conducted a materiality reassessment, established a Group-wide Sustainability Policy, and developed the Terms of Reference for our Sustainability Governance Structure. Recognising the increasing prominence of climate issues, we have also begun incorporating climate considerations into our business practices.

2019 - 2022

Ongoing Sustainability Initiatives and Adaptations

We implemented various sustainability initiatives throughout 2019 to 2022. These included the establishment of the Anti-Bribery and Anti-Corruption Policy, the installation of solar panels to adopt renewable energy, the setup of training centres for employee career development and the maintenance of a safe and healthy working environment throughout the COVID-19 pandemic.

2018

Improving Sustainability Progresses and Policies

As EITA's sustainability journey progressed, we adopted Bursa Malaysia's Sustainability Framework (2nd Edition) and undertook our first materiality assessment. In the same year, we redefined our ESG Pillars, adopted the UN SDGs and established a comprehensive Sustainability Governance Structure. We further formalised both our Corporate Disclosure and Whistle Blowing Policy.

2017

Foundations of EITA's Sustainability Journey

EITA commenced our sustainability reporting journey in 2017. As an initial step, EITA identified four key sustainability aspects — Marketplace, Environment, Workplace and Community which laid the foundation for our future sustainability strategy.

SUSTAINABILITY STATEMENT

Cont'd



Vision **01**



Mission **02**



Core Values **03**



ESG Pillars **04**



Material Sustainability Matters **05**



Stakeholder Groups **06**



Our Contributions to UN SDGs **07**



The Approach to Sustainability

The Framework Behind Progress

The ESG Framework guides the strategic planning and implementation of ESG practices, cultivating sustainability across our operations. Built upon the four pillars – Economic, Nature, Workplace and Society, this framework directs our path toward sustainability and ensures long-term benefits for our key stakeholders.

Brings Good Feel to Life

To strive for long-term business sustainability through conducting ethical business while embracing social and environmental best practices.

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 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.

Driving Economic Growth and Ethical Practices



1. Corporate Governance & Anti-Corruption
2. Product Quality & Innovation
3. Data Privacy & Cybersecurity
4. Supply Chain Management

Sustaining Nature and Promoting Environmental Responsibility



1. Emissions Management
2. Energy Management
3. Waste Management
4. Water Consumption

Fostering a Safe and Engaging Workplace



1. Occupational Health & Safety
2. Labour Practices & Standards
3. Talent Attraction & Development
4. Workforce Diversity & Inclusivity

Strengthening Connections and Empowering Communities



1. Community Engagement



Shareholders/
Investors



Government/
Regulatory
Bodies



Employees



Suppliers/
Contractors/
Consultants



Customers/
Distributors



Local
Communities



Media/
Analysts

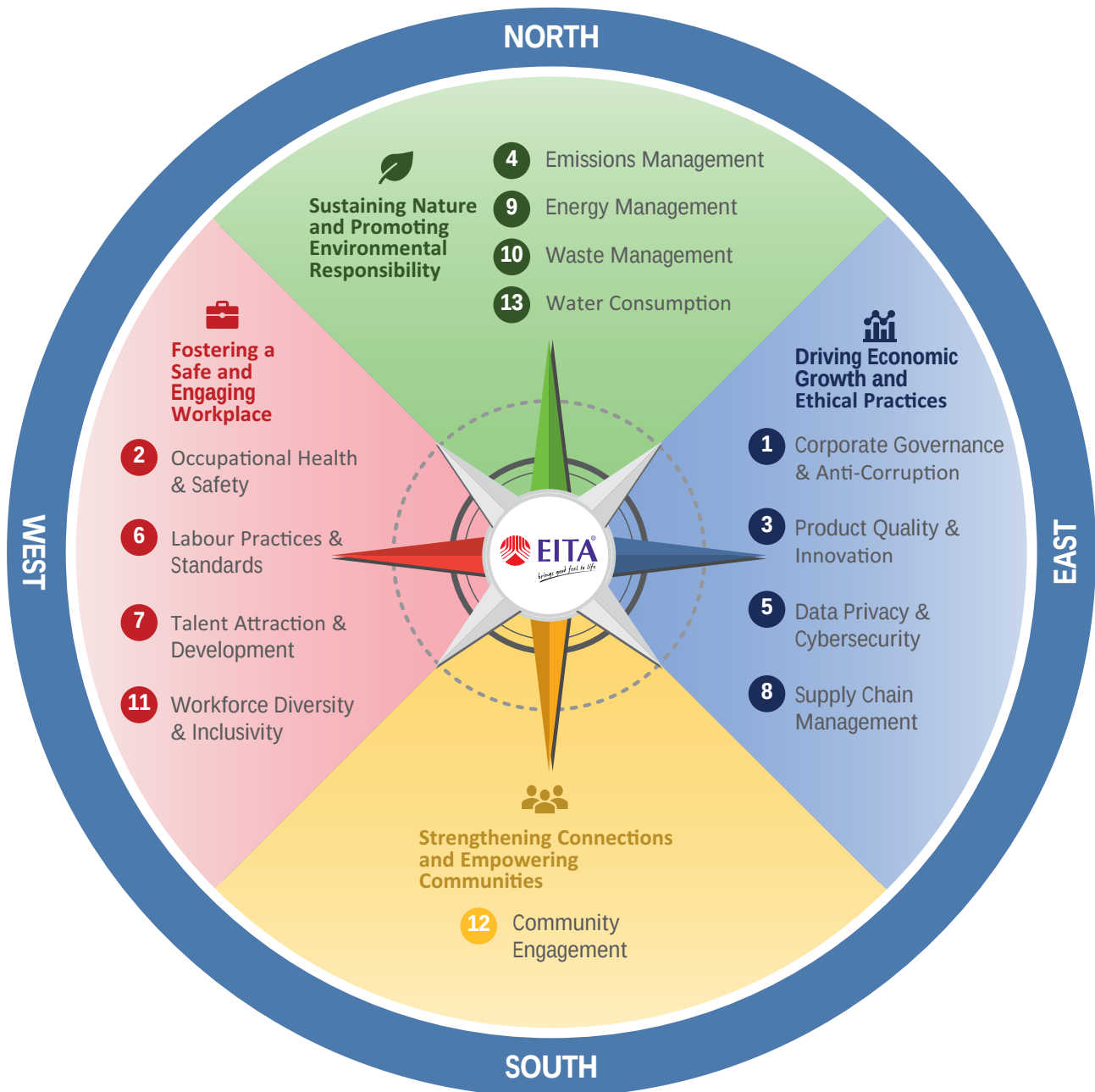


SUSTAINABILITY STATEMENT

Cont'd

Our Guiding Compass

EITA's Sustainability Compass outlines our ESG priorities across four strategic areas: Nature (North), Economic (East), Society (South), and Workplace (West). The Group's integrated approach, directs our efforts towards sustainable business practices, aligning our initiatives with environmental stewardship, economic growth, social impact and workplace excellence.



SUSTAINABILITY STATEMENT

Cont'd

The Policy Shaping Our Efforts

Our Sustainability Policy outlines our commitment to responsible business practices across the four key areas. It guides our strategies and procedures to create a positive impact and is periodically reviewed to ensure alignment with our sustainability goals.

Our Commitments to Sustainability



SUSTAINABILITY STATEMENT

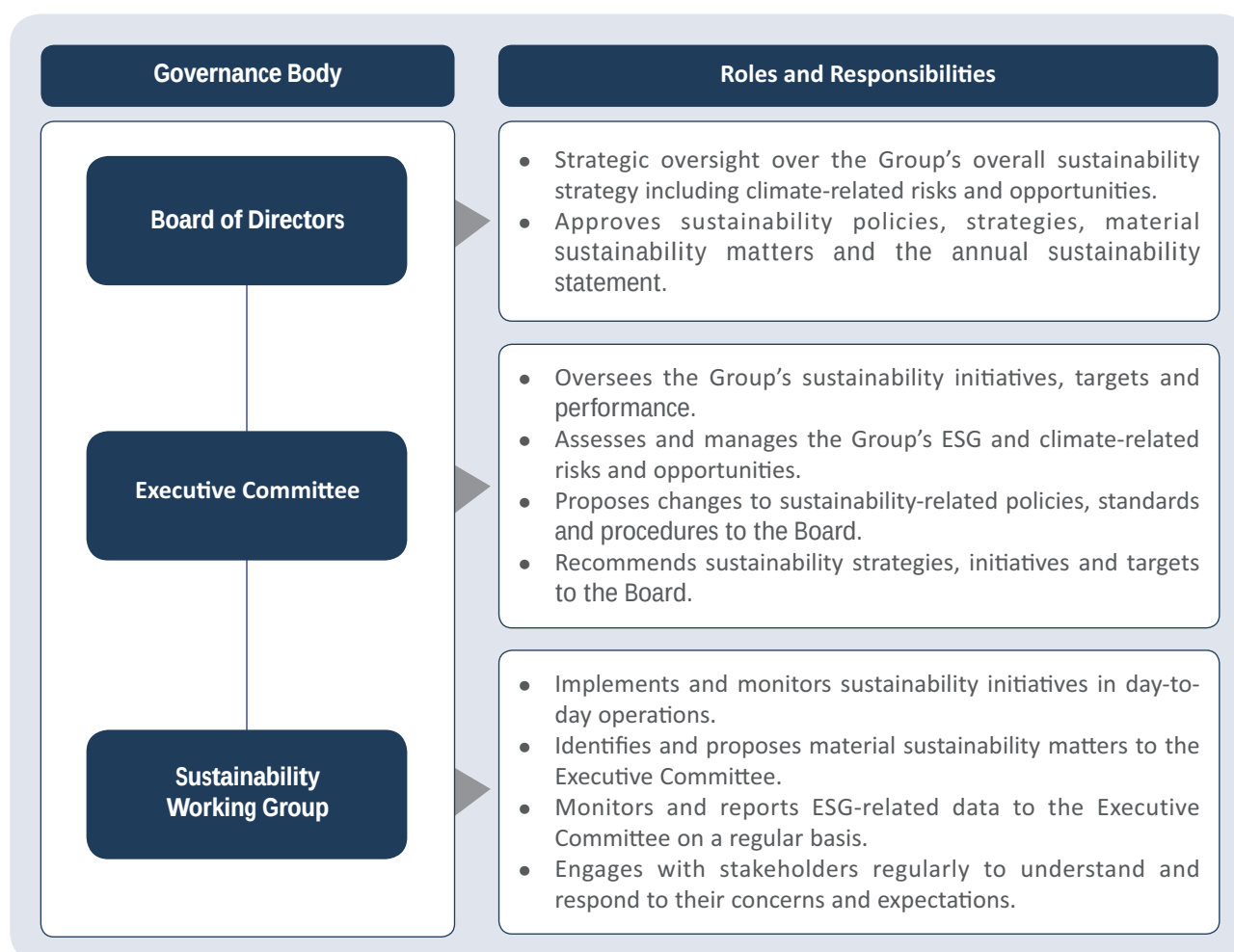
Cont'd

Purpose-Driven Governance

EITA has established a sustainability governance structure designed to integrate ESG principles into every aspect of our operations. This governance structure comprises three distinct levels of oversight and implementation, each with clearly defined roles and responsibilities to drive our sustainability agenda forward.

The Board of Directors, as the highest governing body, has strategic oversight of ESG matters, ensuring that ESG-related risks and opportunities are integrated into the Group's overall strategic direction. The Executive Committee that reports directly to the Board, is responsible for implementing sustainability policies, strategies, and initiatives. At the operational level, the Sustainability Working Group manages the Group's sustainability practices.

EITA's Sustainability Governance Structure



SUSTAINABILITY STATEMENT

Cont'd

Contribution to the Global Goals

EITA actively contributes to the UN SDGs through strategic initiatives. By promoting sustainable practices, we strive to create meaningful contributions that extend beyond our operations, thereby supporting the global effort towards sustainable development.

UN SDG 4: Quality Education



Target

Target 4.7: Promote sustainable development through education

ESG Practices and Performances

- Established the ETC Training Centre, an industry-focused training and certification hub offering a range of programmes covering technical skills, management, safety and soft skills, all tailored to industry standards and professional development needs.

UN SDG 7: Affordable and Clean Energy



Target

Target 7.2: Increase renewable energy use by 2030

ESG Practices and Performances

- Implemented a Solar PV system for electricity generation, generating 433 MWh of renewable energy which accounts for 36% of our overall energy consumption at EITA Elevator and Furutec Electrical manufacturing plants.

UN SDG 8: Decent Work and Economic Growth



Target

Target 8.8: Protect labour rights and promote safe working environment

ESG Practices and Performances

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

UN SDG 9: Industry, Innovation and Infrastructure



Target

Target 9.4: Resource efficiency
Target 9.5: Enhance technological capabilities by 2030

ESG Practices and Performances

- Invested in new technologies to integrate eco-friendly solutions with designs that reduce material usage, incorporate energy-saving features and lower costs.
- Undertook R&D collaboration with a Malaysian university to innovate novel composite materials with improved energy efficiency and cost-effectiveness within our busduct systems which provide an efficient solution for lift movement.

SUSTAINABILITY STATEMENT

Cont'd

UN SDG 10: Reduced Inequalities



Target

Target 10.2: Promote social inclusion by 2030
Target 10.3: Equal opportunities

ESG Practices and Performances

- 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

UN SDG 12: Responsible Consumption and Production



Target

Target 12.2: Sustainable management of natural resources
Target 12.5: Reduce waste generation

ESG Practices and Performances

- Installed a 4,000-litre capacity tank at Bukit Raja and a smaller system at Furutec Electrical 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

UN SDG 13: Climate Action



Target

Target 13.2: Integrate climate change measures and policies

ESG Practices and Performances

- Developed a Group-wide Sustainability Policy which includes climate-related risks
- Utilised natural lighting, Light Emitting Diode ("LED") lighting and Solar PV at EITA Elevator and Furutec Electrical manufacturing plants to reduce Scope 2 emissions

UN SDG 16: Peace, Justice and Strong Institutions



Target

Target 16.5: Reduce corruption and bribery in all forms

ESG Practices and Performances

- Established Anti-Bribery and Corruption Guidelines and Whistle Blowing Policies at Group level
- Zero cases of bribery and corruption reported

UN SDG 17: Partnerships for the Goals



Target

Target 17.16: Enhance global partnerships

ESG Practices and Performances

- Conducted joint R&D with a Malaysian university on a research project in engineering, science and technology, supported by the CREST grant which focuses on high-tech industries such as the E&E industry

SUSTAINABILITY STATEMENT

Cont'd

Tracking Sustainable Performance

Our Sustainability Key Performance Indicators (“KPIs”) are vital metrics that gauge our progress in achieving our ESG goals. Regularly monitored and reported, these KPIs serve as a tangible record of our development and success in advancing sustainability initiatives.

EITA's Key Performance Indicators				
	Our Goals	Material Matters	Our Target	Our Progress in FY2024
Driving Economic Growth and Ethical Practices	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 Electrical.	- EITA Elevator: 90% - EITA-Schneider: 81% - Furutec Electrical: 85%
	Enhance Supply Chain Sustainability	Supply Chain Management 	Increase local procurement to a target of 50% by 2025 .	55% of expenditure allocated to local suppliers.
Fostering a Safe and Engaging Workplace	Foster a Safe and Inclusive Workplace Environment	Occupational Health and Safety 	Achieve zero fatal accidents and serious injuries.	Zero fatal injuries recorded. - Lost Time Incident Rate = 0.68 (↓ 63%)
		Workforce Diversity and Inclusivity 	Achieve a target of 25% in women representation in executive positions.	34% of executive-level positions are held by women.
Strengthening Connections and Empowering Communities	Promote Sustainable Environmental Practices	Emissions Management 	Achieve at least 10% reduction of Scope 2 GHG emissions compared to the baseline year of 2021 (1,008 tCO ₂ e).	42% reduction of Scope 2 GHG emissions compared to baseline.
		Waste Management 	Reduce at least 5% of overall scheduled waste generation at Furutec Electrical from a baseline year of 2022 (400 kg).	7% reduction in scheduled waste generated at Furutec Electrical operations.

SUSTAINABILITY STATEMENT

Cont'd

Engaging with Stakeholders

We maintain ongoing engagements with our valued stakeholders through various communication channels, aiming to address their interests while aligning with our business approach. Gathering diverse perspectives through these engagements strengthens our sustainability strategies and elevates our ESG performance.

Shareholders/Investors

Engagement Channel

- Annual general meeting
- Annual report
- Quarterly results announcements
- Websites
- Analyst briefings
- Media interviews and releases

Areas of Concern

- Company performance
- Dividends
- Business strategies and plans
- Corporate governance
- Corporate activities

EITA's Response

- Reported on economic and financial performance on a quarterly and annual basis
- Timely updates on Group's strategy via investor briefings and announcements
- Implemented Anti-Bribery and Anti-Corruption guidelines
- Established a comprehensive governance structure
- Developed robust corporate governance policies

Government/Regulatory Authorities

Engagement Channel

- Participation in programmes
- On-site inspections

Areas of Concern

- Regulatory compliance
- Corporate governance

EITA's Response

- Conducted external certifications and audits by accredited third parties
- Ensured compliance with relevant laws and regulations:
 - Employment Act 1955
 - Minimum Wages Order 2022
 - Environment Quality Act 1974

Customers/Distributors

Engagement Channel

- Direct engagements
- On-site meetings
- Customer satisfaction surveys
- Exhibitions
- Corporate website

Areas of Concern

- Relationship management
- Quality of product and services
- Supply chain management

EITA's Response

- Conducted periodical surveys on customer satisfaction
- Developed a customer satisfaction index
- Conducted quality assurance evaluation
- Conducted evaluation and screening of suppliers to ensure high-quality standards

Media/Analysts

Engagement Channel

- Media interviews and releases
- Analyst briefings
- Advertisements

Areas of Concern

- Timely communications

EITA's Response

- Provided updates on the latest news and announcements on EITA's Latest Highlights
- Developed communication portal on EITA's corporate website

SUSTAINABILITY STATEMENT

Cont'd

Employees

Engagement Channel

- Training and development programmes
- Employee engagement survey
- Performance appraisal
- Company activities (sports club, annual dinner, birthdays)

Areas of Concern

- Career development and advancement
- Fair employment practices
- Workplace conduciveness
- Safety, health and welfare
- Balanced lifestyle

EITA's Response

- Provided both virtual and physical industrial trainings related to technical, skills and development topics
- Conducted annual review on the Human Resource Policy
- Established a Group Safety Committee
- Implemented ISO 45001:2018 for Occupational Health and Safety Management
- Provided comprehensive benefits to employees
- Established EITA Sports Club to promote balanced lifestyle

Suppliers/Contractors/Consultants

Engagement Channel

- Direct engagements
- On-site inspections

Areas of Concern

- Relationship management
- Supply chain management
- Quality of products and services
- Occupational health and safety

EITA's Response

- Conducted regular communication with partners
- Conducted evaluation and screening of suppliers for quality assurance
- Allocated procurement of raw materials from local suppliers
- Conducted quality assurance evaluation
- Established a Group Safety Committee
- Implemented ISO 45001:2018 for Occupational Health and Safety Management

Local Communities

Engagement Channel

- Volunteering programmes
- Community engagement programmes

Areas of Concern

- Good corporate citizenship
- Environmental practices
- Safety practices

EITA's Response

- Engaged in regular charity activities
- Established long-term collaboration with local charity foundation
- Incorporated KPIs to promote employee volunteerism and involvement in CSR projects
- Established Group-wide Recycling Campaign
- Established a Group Safety Committee
- Implemented ISO 45001:2018 for Occupational Health and Safety Management

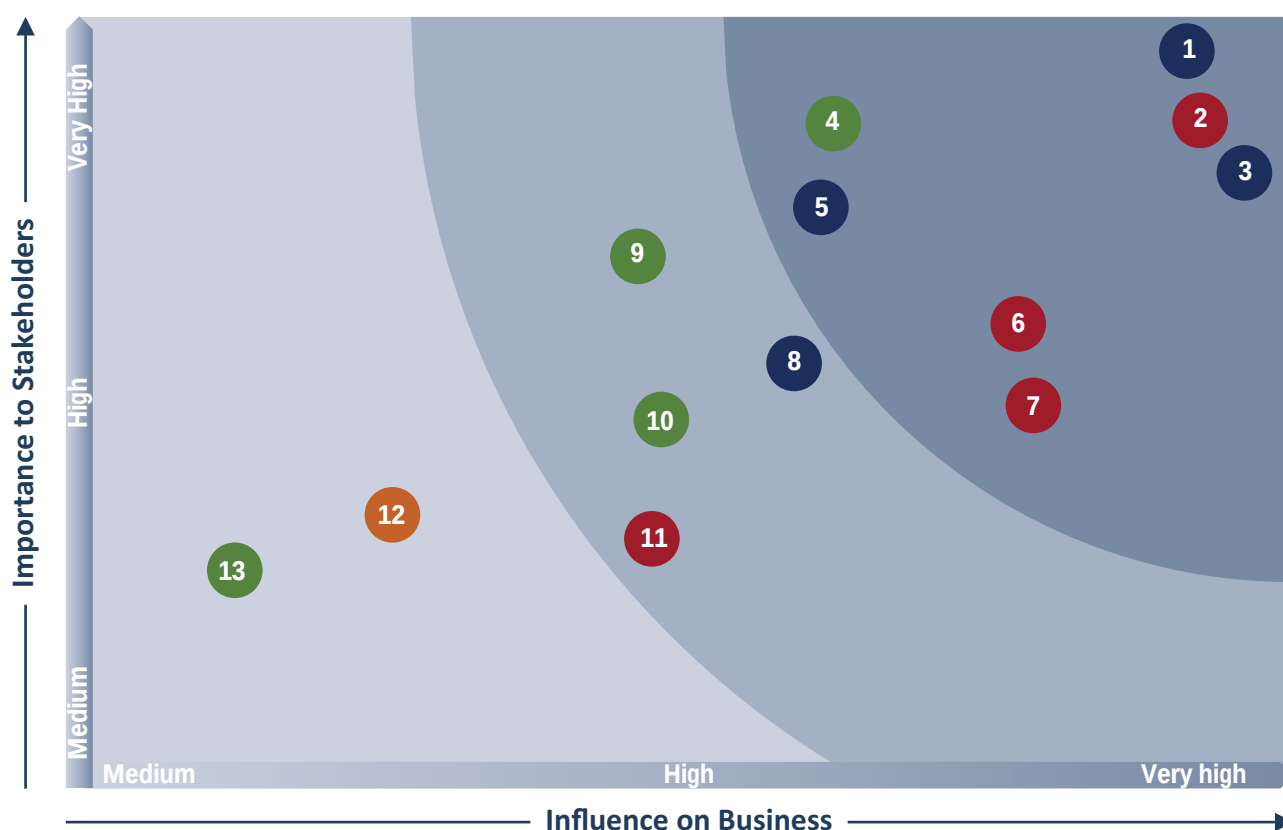
SUSTAINABILITY STATEMENT

Cont'd

Establishing Essential Priorities

Assessing material matters through a structured process is essential to our sustainability strategy, enabling us to identify key issues that impact both stakeholders and business operations. To ensure the continued relevance of these identified issues, we conduct regular reviews and updates to our materiality matrix, allowing us to prioritise our sustainability efforts on the areas that matter most.

For FY2024, EITA retained the 13 material matters identified in FY2023 as they were deemed relevant to the business, with the top five (5) material matters being: Corporate Governance & Anti-Corruption, Occupational Health & Safety, Product Quality & Innovation, Emissions Management and Data Privacy and Cybersecurity.



Driving Economic Growth and Ethical Practices

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

Sustaining Nature and Promoting Environmental Responsibility



- 4 Emissions Management
- 9 Energy Management
- 10 Waste Management
- 13 Water Consumption



Fostering a Safe and Engaging Workplace

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

Strengthening Connections and Empowering Communities



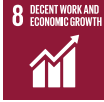
- 12 Community Engagement

SUSTAINABILITY STATEMENT

Cont'd

Mapping the Essential Matters

We have detailed our material concerns to effectively illustrate their interconnections with our key stakeholder groups, the UN SDGs and our sustainability pillars. By understanding these relationships, we adopt an integrated approach and align our efforts with stakeholder objectives and the UN SDGs, enabling us to proactively address emerging challenges and drive sustainable performance.

Driving Economic Growth and Ethical Practices				
Material Matters	GRI Indicators		Our Approach	UN SDGs Stakeholder Groups
Corporate Governance and Anti-Corruption	2: 3: 205:	General Disclosures Material Topics Anti-Corruption	- Implemented a corporate governance framework that includes clear policies on anti-corruption, whistleblowing mechanisms, and regular training for employees and suppliers - Conducted regular audits and assessments to ensure compliance with legal and ethical standards	 
Product Quality and Innovation	3: 416: 417:	Material Topics Customer Health and Safety Marketing and Labelling	- Established a dedicated research and development team to continuously innovate and improve product quality - Implemented a quality management system that includes rigorous testing, customer feedback loops, and continuous improvement initiatives	   
Data Privacy and Cybersecurity	2: 3: 418:	General Disclosures Material Topics Customer Privacy	- Adopted data protection policies and cybersecurity measures, including employee training and the use of advanced encryption technologies - Ensured compliance with relevant data protection regulations and standards	 
Supply Chain Management	2: 3: 204:	General Disclosures Material Topics Procurement Practices	Developed a sustainable supply chain checklist that evaluates suppliers on ESG performance and collaborate with suppliers to improve on sustainability performance	 

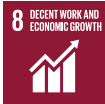
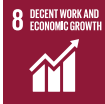
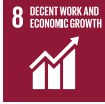
SUSTAINABILITY STATEMENT

Cont'd

Sustaining Nature and Promoting Environmental Responsibility					
Material Matters	GRI Indicators		Our Approach	UN SDGs	Stakeholder Groups
Emissions Management	2: 3: 305:	General Disclosures Material Topics Emissions	- Set targets for reducing GHG emissions through the adoption of renewable energy sources - Monitored and reported GHG emissions regularly to track progress and adjust strategies as needed		
Energy Management	2: 3: 302:	General Disclosures Material Topics Energy	- Utilised natural lighting and installed energy-efficient fixtures such as LED lighting - Set targets for energy reduction and monitor progress		
Waste Management	2: 3: 306:	General Disclosures Material Topics Waste	- Established a waste management strategy that focuses on reducing waste generation and increasing recycling rates - Implemented waste segregation and disposal practices across operations - Set targets for reducing waste generation and monitor progress		
Water Consumption	3: 303:	Material Topics Water and Effluents	Implemented water-saving initiatives such as installing rainwater harvesting systems and recycling water		

SUSTAINABILITY STATEMENT

Cont'd

Fostering a Safe and Engaging Workplace					
Material Matters	GRI Indicators		Our Approach	UN SDGs	Stakeholder Groups
Occupational Health and Safety	2: 3: 403:	General Disclosures Material Topics Occupational Health and Safety	- Developed and maintained a comprehensive occupational health and safety management system that includes regular risk assessments, safety training programmes, and emergency response plans - Monitored and reported incidents and work towards continuous improvement		 
Labour Practices and Standards	2: 3: 408: 409:	General Disclosures Material Topics Child Labour Forced or Compulsory Labour	- Adhered to fair labour practices, including compliance with local labour laws, fair wages and safe working conditions - Implemented policies and practices that promote employee rights, prevent discrimination, and support work-life balance		 
Talent Attraction and Development	2: 3: 401: 409:	General Disclosures Material Topics Employment Training and Education	Adopted an inclusive talent management strategy that includes recruitment, development, retention, and succession planning to build a highly skilled workforce		
Workforce Diversity and Inclusivity	2: 3: 405: 406:	General Disclosures Material Topics Diversity and Equal Opportunities Non-Discrimination	Ensure equal opportunities in our recruitment and hiring processes, regardless of age, gender, ethnicity, nationality, sexual orientation, cultural background, religious belief or socioeconomic status	 	

Strengthening Connections and Empowering Communities					
Material Matters	GRI Indicators		Our Approach	UN SDGs	Stakeholder Groups
Community Engagement	3: 413:	Material Topics Local Communities	Foster a culture of social responsibility among employees and contributing to community well-being, supporting local development and engaging in social responsibility programmes		

SUSTAINABILITY STATEMENT

Cont'd

EITA's Decarbonisation Efforts

EITA acknowledges the risks and challenges posed by climate change which are increasingly affecting the built environment and the global community. As an elevator solutions provider, we embed sustainability into our business operations by integrating climate-related considerations into our decision-making processes. Our goal is to reduce our environmental impact within the Group and support our customers in achieving their sustainability goals.

Governance

Roles and Responsibilities

Board of Directors

The Board of Directors remains informed about sustainability issues, including climate-related risks and opportunities. Their roles and responsibilities include:-

- Providing strategic oversight on sustainability strategies, policies, and performance, encompassing climate-related matters, to ensure the Group's operations consider both climate-related risks and opportunities
- Reviewing and approving ESG KPIs, as well as climate-related indicators

Executive Committee/Management Team

The Executive Committee/Management Team is responsible for assessing and managing these climate-related aspects, including:-

- Ensuring that sustainability factors are integrated into decision-making processes and aligned with the Group's short-, medium-, and long-term strategies
- Recommending sustainability strategies and initiatives to the Board, including climate-related aspects
- Overseeing the implementation of sustainability initiatives and assessing performance, including climate-related considerations

Board Meetings

Climate change is consistently included as a key agenda item in Board meetings. The Board's proactive stance on climate-related issues is demonstrated through the identification of these risks in the risk matrix and their emphasis in Bursa corporate reporting. Each business unit head conducts a monthly assessment of ESG risks, while the Board convenes quarterly to review and discuss these risks.

Training and Development

Board members are informed of Bursa's ESG training programmes, with attendance being on a voluntary basis. The Nomination and Remuneration Committee ("NRC") also assesses Directors' training needs, encouraging them to stay current on climate-related risks and opportunities.

SUSTAINABILITY STATEMENT

Cont'd

Strategy

EITA's climate-related risks are categorised into transition and physical risks. Transition risks focus from the shift to a low-carbon economy, driven by regulatory changes and market shifts. Physical risks develop from direct climate impacts, such as extreme weather and rising temperatures which affect assets and operations.

These risks can lead to increased costs, revenue fluctuations, and potential damages or disruptions from both short-term and long-term climate events.

Transition Risks		
Types of Risk	Potential Impact	Potential Mitigation Actions
 Policy and Legal	Stricter compliance requirements might lead to increased operational costs and the need for significant adjustments in processes and technologies to meet new requirements.	By adapting and staying ahead of regulatory changes, EITA can gain a competitive advantage that enables us to successfully enter new markets and pre-emptively address potential legal challenges.
 Technology	Failure to adopt advancements such as technological innovations that support the transition to a lower-carbon, energy-efficient economy may impact EITA's competitiveness.	Strategic investments in energy-saving technologies such as remote monitoring, predictive maintenance and energy management systems that enhance efficiency, reduce emissions, and improve product quality.
 Market	Increased demand for low-carbon and energy-efficient products may increase operating costs. Increased competition from companies offering green solutions could also impact market share.	By aligning with market trends and developing eco-friendly products with designs that reduce material usage, incorporate energy-saving features and lower costs, EITA can attract environmentally-conscious customers, enhancing brand value and open new revenue streams.
 Supply Chain	Transitioning to low-carbon materials and technologies may lead to increased operating costs.	Engage with suppliers through workshops or seminars to explore opportunities for cost-sharing, technology upgrades or joint research to reduce the financial burden of transitioning to low-carbon solutions.

SUSTAINABILITY STATEMENT

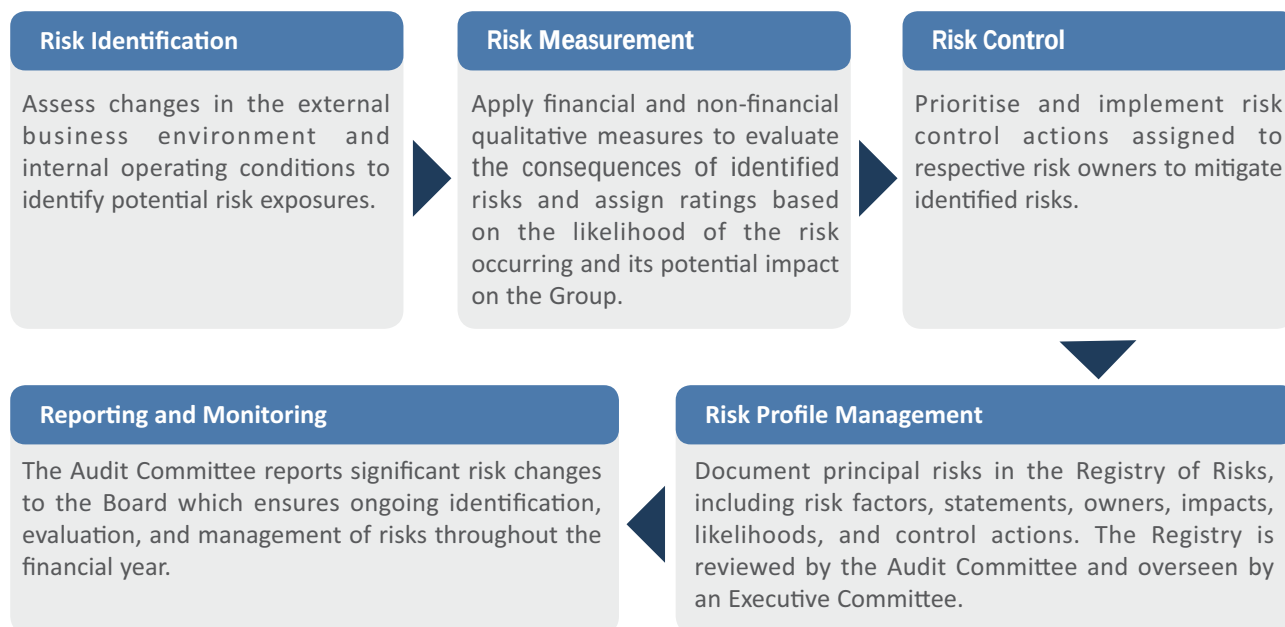
Cont'd

Physical Risks

Types of Risk	Potential Impact	Potential Mitigation Actions
 Acute	Acute events such as flash floods, heat waves and landslides might affect installation, service and maintenance activities and delaying transportation of materials from suppliers.	Diversifying supply chain to reduce reliance on a single supplier or region, ensuring consistent material flow and minimise disruptions.
 Chronic	Chronic events such as high temperature, long-term shift in climate patterns may affect supplier operations, disrupting logistic routes and increasing production costs.	Regular supply chain risk assessments and developing contingency plans can enhance supply chain resilience. Insights from these assessments can be used to forge strategic partnerships with suppliers and logistics providers focused on climate resilience.

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.



Through this framework, the Group makes informed decisions on climate-related mitigation and adaptation in response to foreseeable future events.

SUSTAINABILITY STATEMENT

Cont'd

Metrics and Targets

We identified Energy Management, Emissions Management and Waste Management as the three most material climate-related matters impacting our business. We track and disclose the following metrics to assess our performance in these areas.

Metric	Unit	Description
GHG Emissions	Tonnes of carbon dioxide equivalent ("tCO ₂ e")	Measures total greenhouse gas ("GHG") emissions, including Scope 1, Scope 2, and limited Scope 3 (business travel and employee commute) GHG emissions.
Energy Usage	Gigajoules ("GJ")	Tracks total fuel and electricity consumption.
Fuel Consumption	Litres ("L")	Measures the total amount of fuel used.
Electricity Consumption	Kilowatt-hours ("kWh")	Records the total electricity consumption.
Waste	Metric tonnes ("MT")	Quantifies the total amount of waste generated.
Water Usage	Megalitres ("ML")	Measures total water consumption.

To support our sustainability goals, annual KPIs focusing on efforts to reduce our emissions and waste generation were established to monitor performance in addressing climate-related risks and opportunities, with regular evaluations to ensure the effectiveness and continuous improvement of targets.

Details regarding our management approach and performance data can be found under sections "Energy Management", "Emissions Management" and "Waste Management".

SUSTAINABILITY STATEMENT

Cont'd

Driving Economic Growth and Ethical Practices

EITA is committed to driving sustainable growth through strong governance and sound economic practices. We focus on enhancing economic performance, upholding ethical standards and ensuring alignment with our long-term sustainability objectives, ultimately creating value for our stakeholders and contributing to responsible business practices.

Commitment Statement

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

Material Sustainability Matters

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

Key Stakeholder Groups



Contribution to the UN SDGs



SUSTAINABILITY STATEMENT

Cont'd

Corporate Governance and Anti-Corruption

Achieving the objective of 'Transporting People Safely' is vital for EITA as it drives excellence across all facets of our business, from production and installation to maintenance and service. To ensure safety and reliability in our operations, we uphold high standards of governance, ethics, and integrity through strong internal controls and effective stakeholder engagement.

At EITA, our policies guide our decision-making process, ensuring that we operate with integrity and responsibility. We have developed robust governance structures, including a compliance management system, to support our values-based company culture. The Board Charter incorporates the principles of the Malaysian Code on Corporate Governance ("MCCG"), defining the roles and responsibilities of the Board members. By regularly reviewing our policies, we ensure their continued relevance and applicability.

Our Policies

Anti-Bribery and Anti-Corruption Policy

We adhere to laws against bribery and corruption at EITA and report any non-compliance to Malaysian Anti-Corruption Commission ("MACC").

Whistle Blowing Policy

The Group provides a channel for the public and our employees to report any misconduct, ensuring that concerns are addressed effectively while safeguarding individuals who report in good faith.

Code of Ethics and Conduct

Our Code of Ethics and Conduct is incorporated into our Board Charter, providing clear guidelines for directors and employees. The Board regularly reviews anti-bribery and anti-corruption provisions to ensure their ongoing relevance and effectiveness.

Sustainability Policy

The Group is committed to responsible business practices that drive positive impact through enhanced ESG practices.

Directors' Fit and Proper Policy

We outline a transparent and merit-based process for appointing and re-electing Directors at EITA.

Remuneration Policy

Our transparent and independent processes for determining remuneration for Directors and Senior Management align with the Group's long-term objectives.

Gender Diversity Policy

We support diversity at EITA's Board and Senior Management levels, ensuring suitability based on competency and skills.

Corporate Disclosure Policy

The Group promotes comprehensive, accurate and timely disclosures through various channels, such as reports, announcements and the company's website while maintaining active dialogue and effective communication with shareholders and investors.

SUSTAINABILITY STATEMENT

Cont'd

We maintain a zero-tolerance stance against all kinds of bribery and corruption. Our employees have undergone anti-corruption training via induction programmes and annual refresher training through our online courses.

In FY2024, we conducted a corruption risk assessment across all business units and departments to review operational practices for potential corruption risks within the Group. The assessment concluded that the overall corruption risk across all departments is low. Further to this, we recorded zero whistle-blowing reports and zero confirmed incidents of corruption.

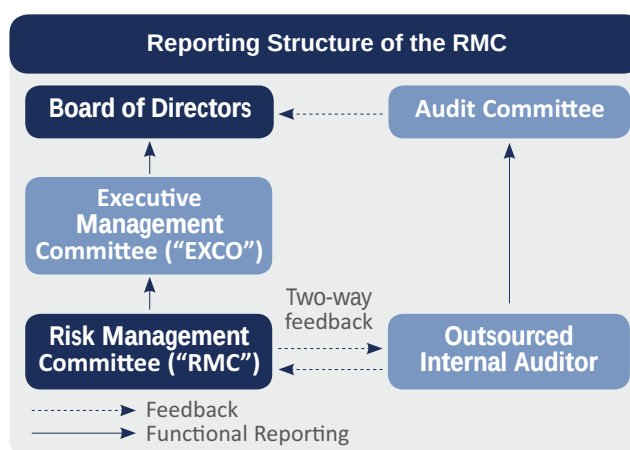
	FY2022	FY2023	FY2024
Percentage of operations assessed for corruption-related risks (%)	n/a	n/a	100
Percentage of employees received training on anti-bribery and anti-corruption training (%)	n/a	100	100
i. Senior Management (%)	n/a	100	100
ii. Management (%)	n/a	100	100
iii. Executive (%)	n/a	100	100
iv. Non-executive (%)	n/a	100	100
Number of confirmed incidents of corruption	0	0	0

Notes: n/a indicates not available

Group Risk Management

We recognise the importance of establishing a robust risk management system to address potential threats in our operations. To this end, we have engaged a third-party internal auditor to assess the effectiveness of our internal controls and utilised the Committee of Sponsoring Organisations of the Treadway Commission ("COSO") Internal Control-Integrated Framework for this assessment.

Further to this, we have established a Risk Management Handbook for the Risk Management Committee ("RMC"), outlining the roles and responsibilities of key positions to align with the framework and to monitor our overall risk management performance.



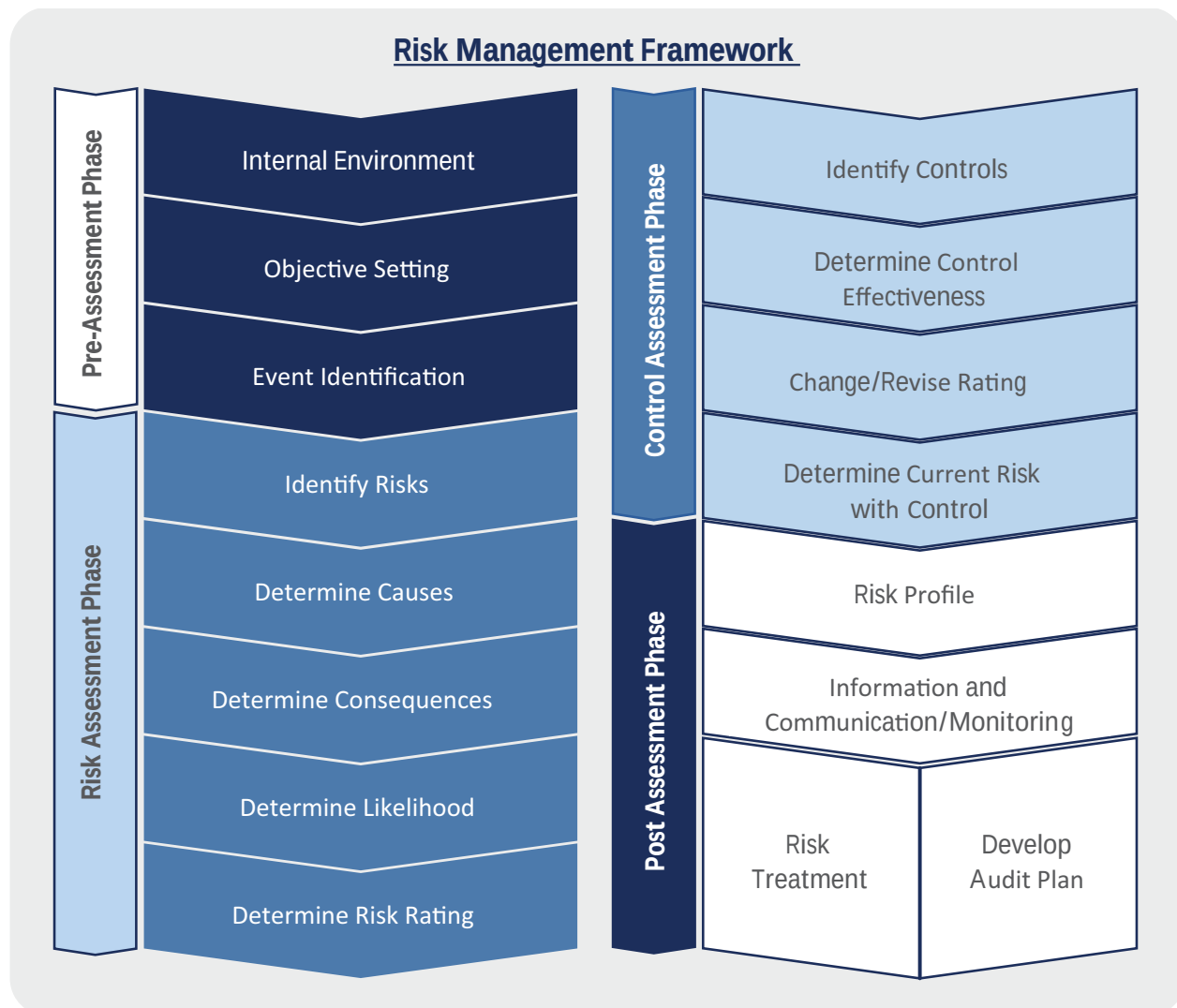
Risk Assessment Framework

Our risk assessment framework consists of four phases:-

- ✓ **Pre-Assessment Phase:** Identify potential events and establish objectives to understand the scope and context of possible risks.
- ✓ **Risk Assessment Phase:** Identify specific risks, analyse the causes and consequences, assess likelihood and assign ratings based on potential impact.
- ✓ **Control Assessment Phase:** Identify existing controls for each risk and evaluate their effectiveness in mitigation.
- ✓ **Post-Assessment Phase:** Determine overall risk profile, communicate the assessment results, and develop an audit plan for addressing identified risks and ensuring ongoing monitoring and improvement.

SUSTAINABILITY STATEMENT

Cont'd



Data Privacy and Cybersecurity

Ensuring the security of customer data is our foremost priority. As such, protecting data ensures customer confidentiality, prevents unauthorised access to sensitive information like usage patterns as well as maintenance schedules, and maintains compliance with regulations. By providing utmost care to our customer's data and privacy, we cultivate an environment of trust for our valued customers.

EITA maintains high standards in data protection and information security which helps to build trust and sustain long-term relationships with our customers, employees, and other partners. We ensure that all data related to our stakeholders—including employees, customers, and third parties—is collected, processed, and stored in compliance with local regulations, such as Malaysia's Personal Data Protection Act 2010 ("PDPA"). We additionally require all employees to sign and comply with our Computer Network Services Policy as well.

Throughout FY2024, we reported zero substantiated complaints regarding breaches of customer privacy or losses of customer data.

	FY2022	FY2023	FY2024
Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	0	0	0

SUSTAINABILITY STATEMENT

Cont'd

Product Quality and Innovation

We distinguish ourselves by delivering innovative and high-quality products that meet changing market demands. As Industry 4.0 reshapes the manufacturing landscape, our focus includes interconnectivity, automation, and real-time data where we invest in technologies like Remote Monitoring, Predictive Maintenance, and Energy Management Systems. Through continuous innovation, we uphold industry standards and ensure the highest product quality for passenger safety and satisfaction.

Product Quality

Our product range, including EITA-Schneider® Elevator systems, Furutec® Busduct systems, REFAS® Lighting solutions, and PYROTEC® Fire-Resistant cables, meets the latest standards set by the International Electrotechnical Commission ("IEC"), British Standards ("BS"), Chinese National Standards ("CNS"), European Lift Standards ("EN81"), and the Standards & Industrial Research Institute of Malaysia ("SIRIM"), Eco-Label, Singapore Green Building Council ("SGBC"). Our production facilities are certified under ISO 9001:2015, ensuring adherence to stringent quality standards.

Throughout FY2024, we recorded zero incidents of product mislabeling and zero cases of non-compliance related to product safety.

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

SUSTAINABILITY STATEMENT

Cont'd

Innovation

Focusing on 'Green Technology,' our Research and Development ("R&D") team consistently innovates eco-friendly solutions with designs that reduce material usage, incorporate energy-saving features, and lower costs. Our energy-efficient elevators, escalators, and travellers meet stringent environmental standards and we adhere to the Restriction of Hazardous Substances ("RoHS") directives which ensures our end-products are safe and sustainable.

EITA delivers comprehensive solar photovoltaic ("PV") solutions to improve energy efficiency. Our in-house team, composed of Institute for Sustainable Power Quality ("ISPQ")-certified experts, provides end-to-end solar PV project support. This includes project design, management, installation, and maintenance while also assisting with Tenaga Nasional Berhad ("TNB") and Sustainable Energy Development Authority ("SEDA").

The Group is pleased to highlight the latest advancements and innovations in our elevator and busduct products which underlines our pursuit for technological excellence and sustainability.

Elevator	Busduct
1 We harness the Internet of Things ("IoT") to adopt predictive and preventive maintenance approaches which significantly boost the reliability and longevity of our elevators.	1 We have developed our new i-DC busduct model to specifically meet the evolving needs of the Data-Centre industry.
2 Our elevators are equipped with touchless technologies and ultraviolet radiation ("UV") sanitisers to minimise cross-contamination, ensuring enhanced safety and hygiene for users.	2 Our integration of IoT technology enables close monitoring of power distribution throughput and temperature within our busduct systems, ensuring optimal performance.
3 Our initiative to redesign elevator controllers has resulted in a more compact and material-efficient design, simplifying both troubleshooting and maintenance.	3 We have redesigned our busduct system to maintain power distribution efficiency while adopting a more compact and sustainable design that optimises material use.
	4 Our busduct division now implements cradle-to-gate monitoring throughout the production lifecycle in alignment with the industry 4.0 shift.

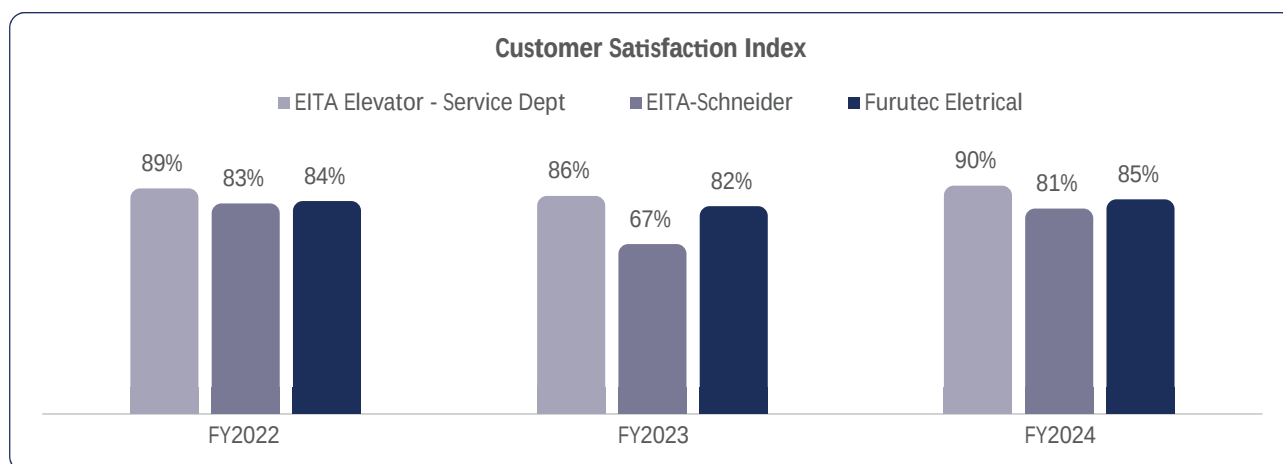
EITA leverages our collective strengths and resources through strategic partnerships that significantly impact our business. These collaborations include customised project specifications, product design partnerships with principals, technical knowledge exchanges, and joint R&D efforts with local universities. These initiatives are crucial in expanding our distribution networks across ASEAN and the Middle East.

SUSTAINABILITY STATEMENT

Cont'd

Customer Satisfaction

We conduct quarterly customer satisfaction surveys through our subsidiaries—EITA Elevator, EITA-Schneider, and Furutec Electrical—assessing delivery timeliness, product quality, client communication, and pricing. EITA-Schneider handles local and international elevator sales, while Furutec Electrical focuses on product design, quality, and technical support. By gathering and analysing feedback, we continuously refine our processes and address any areas for improvement, enhancing overall customer satisfaction and loyalty.



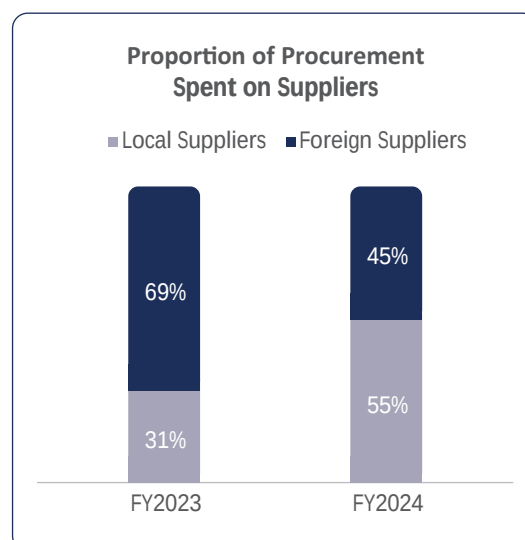
EITA Elevator, EITA-Schneider, and Furutec Electrical demonstrated significant progress in customer satisfaction during FY2024. EITA Elevator achieved a 90% satisfaction score, surpassing the internal target of 80% and marking a 4% increase from FY2023. Meanwhile, EITA-Schneider recorded an impressive 14% improvement, reaching an 81% customer satisfaction rate, while Furutec Electrical achieved an 85% score, representing a 3% increase from FY2023.

Supply Chain Management

Effective supply chain management ensures that all parts and materials are sourced responsibly and meet regulations, while also guaranteeing timely delivery of components to prevent production and installation delays. This is especially crucial in the elevator industry, where tight project timelines and delays can result in substantial costs. By incorporating effective management in the value chain, it contributes to the Group's long-term business success.

In FY2023, we commenced monitoring our procurement budget allocation to prioritise local sourcing wherever feasible, thereby supporting the growth of the local economy. This year, 55% of our procurement budget was allocated to local suppliers, showing a 24% increase compared to FY2023.

EITA's suppliers are assessed in accordance with ISO 9001:2015 Quality Management System standards, with a focus on quality, reliability and traceability. In FY2024, we further strengthened our supplier evaluation process by establishing and incorporating ESG criteria into our assessment form. This updated assessment encompasses aspects such as governance policies, legal compliance, grievance mechanisms for employees and contractors as well as management of resources and waste. In the upcoming years, this evaluation will be extended to both existing and new suppliers, facilitating a more comprehensive understanding of their sustainability performance.



SUSTAINABILITY STATEMENT

Cont'd

Sustaining Nature and Promoting Environmental Responsibility

EITA is focused on reducing environmental impacts across our diverse area of operations. We integrate eco-friendly technologies and environmentally responsible actions to minimise energy consumption, lower emissions, and enhance resource efficiency. This section details our resolve to support responsible resource management and contribute to sustainable urban mobility.

Commitment Statement

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.

Material Sustainability Matters

- Energy Management
- Emissions Management
- Waste Management
- Water Consumption

Key Stakeholder Groups



Contribution to the UN SDGs



SUSTAINABILITY STATEMENT

Cont'd

Energy Management

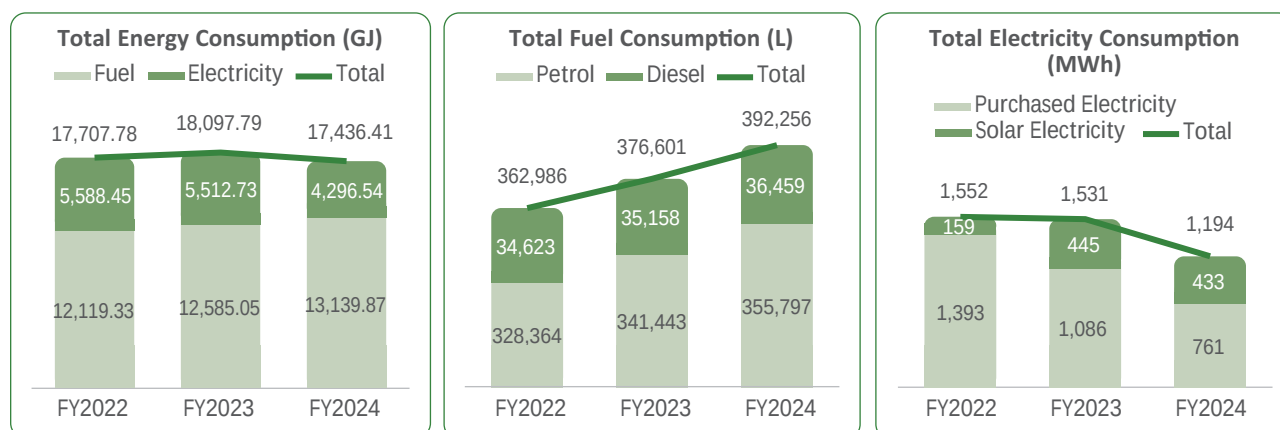
For EITA, enhancing sustainability and optimising operational costs is achieved through strategic energy management. Efficient energy use minimises environmental impact, improves resource utilisation, and supports innovation in technology development. Effective management strategies also mitigate risks associated with energy supply fluctuations and regulatory changes, ensuring long-term viability and competitiveness.

The Group recognises the strategic imperative of effective energy management to both enhance operational efficiency and contribute to environmental sustainability. Our approach centres on optimising energy consumption, leveraging renewable energy sources, and implementing sustainability measures to reduce our carbon footprint.

EITA's total energy consumption comprises purchased electricity, fuel consumption, and self-generated renewable energy. The Group's electricity usage is primarily driven by factory operations, lighting, and air conditioning while fuel consumption is concentrated in transportation activities, including product deliveries and service-related travel.

In FY2024, we recorded a total energy consumption of 17,436 GJ, with 75% derived from fuel and 25% from electricity. This marks a 4% decrease in overall energy consumption compared to the previous year.

Our total fuel consumption was 392,256 litres, with petrol accounting for 91% and diesel for the remaining 9%. This signifies a 4% increase in fuel consumption compared to last year.



We recorded an electricity consumption of 1,194 MWh, of which 36% was solar-generated and the remainder was purchased electricity. This year, we achieved a 22% reduction in electricity consumption.

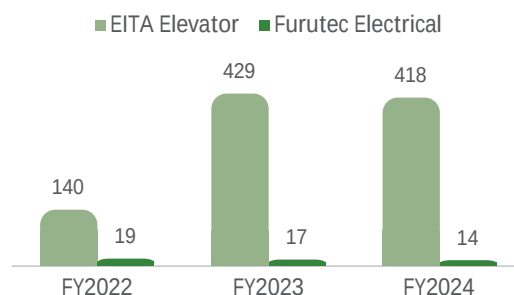
Notes:-

1. Electricity consumption covers usage from the Group except ERD and ETC
2. Fuel consumption covers usage from the Group except ERD, ETC and TS

To reduce our reliance on fossil fuels, we have invested in solar energy infrastructure at key facilities. Solar panels were commissioned at Furutec Electrical in Penang in FY2019, covering 144 m² and at EITA Elevator in Bukit Raja in FY2022, covering 1,667 m².

Complementing our renewable energy initiatives, we have implemented energy-efficient measures across our operations. This includes the adoption of LED lighting and the utilisation of natural daylight in our warehouses. In FY2024, we upgraded the lighting system at our Bukit Raja warehouse to high-bay LED technology to further reduce energy consumption.

Electricity Generated from Solar Panels (MWh)



SUSTAINABILITY STATEMENT

Cont'd

Emissions Management

To protect the environment, maintain compliance and uphold our corporate reputation, EITA prioritises stringent emissions management. Actively reducing emissions minimises our environmental footprint, meets industry standards, and attracts eco-conscious stakeholders which ensures EITA's growth and success.

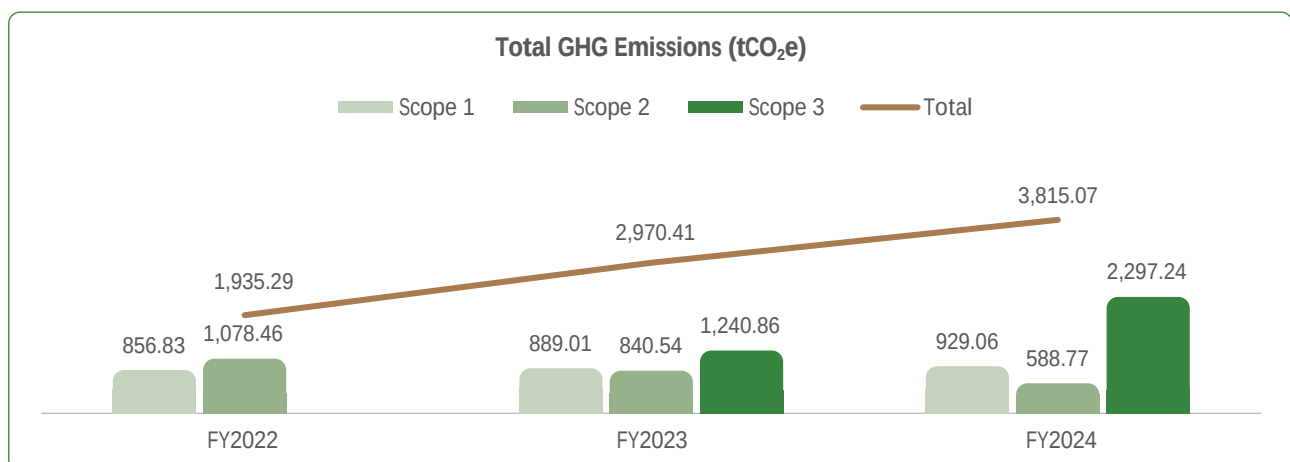
The Group has commenced monitoring and reporting of our Scope 1, 2 and limited Scope 3 GHG emissions (business travel and employee commuting) in FY2023. This data-driven approach enables us to pinpoint opportunities for emissions reduction and allocate resources effectively to mitigate our environmental impact. By understanding our GHG profile and establishing a GHG emissions baseline, we set science-based targets to reduce our carbon footprint and develop strategies for climate change mitigation. These strategies involve installing solar PV systems and LED lighting throughout our factories, warehouses, and office spaces.

Scope 1 GHG emissions include direct emissions from diesel and petrol combustion within our operations. This year, our Scope 1 GHG emissions increased by 4%, from 889 tCO₂e to 929 tCO₂e, due to higher fuel consumption driven by increased production.

Scope 2 GHG emissions encompasses indirect emissions from purchased electricity consumption. In FY2024, we continue to monitor and track our GHG emissions while exploring reduction opportunities across the Group to achieve our target of a minimum 10% reduction in Scope 2 GHG emissions, compared to our FY2021 baseline of 1,008 tCO₂e. We achieved a 30% reduction in Scope 2 GHG emissions, decreasing from 841 tCO₂e in FY2023 to 589 tCO₂e. This was primarily due to the utilisation of electricity generated from solar panels, especially at our Bukit Raja site where shared office spaces with other subsidiaries contributed to a significant reduction in electricity consumption.

Our Scope 3 GHG emissions encompass business air travel, business land travel and employee commuting. In FY2023, a survey was conducted among our employees to collect data regarding their commuting patterns including modes of transportation and total distances travelled. This year, we expanded our disclosures to include emissions from business land travel, which accounted for 95% of our business travel. The increase in Scope 3 GHG emissions was driven by a higher frequency of trips undertaken by our sales and marketing teams following the resumption of activities post-COVID.

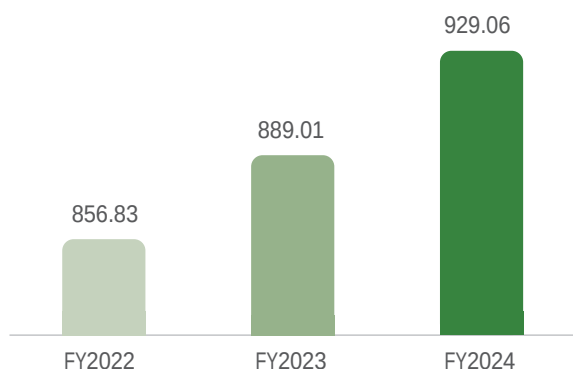
For FY2024, our total recorded GHG emissions amounted to 3,815 tCO₂e, with Scope 1 GHG emissions contributing 929 tCO₂e, Scope 2 GHG emissions contributing 589 tCO₂e, and Scope 3 GHG emissions contributing 2,297 tCO₂e.



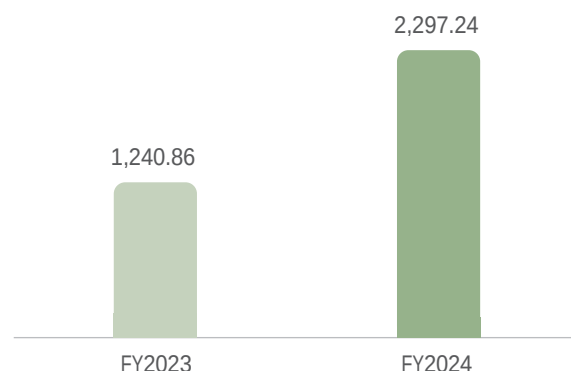
SUSTAINABILITY STATEMENT

Cont'd

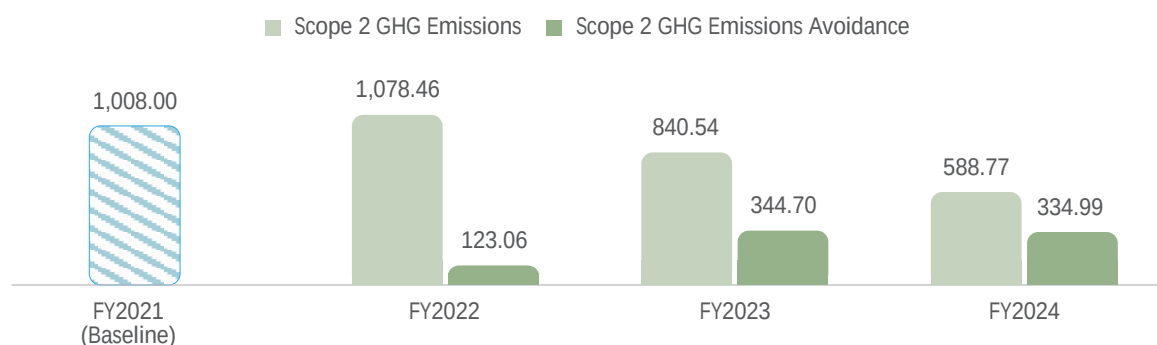
Scope 1 GHG Emissions (tCO₂e)



Scope 3 GHG Emissions (tCO₂e)



Scope 2 GHG Emissions (tCO₂e)



Notes:-

1. Scope 1 GHG emissions data excluded ERD and ETC.
2. Scope 2 GHG emissions data excluded ERD, ETC and TS.
3. Scope 3 GHG emissions data excluded ERD, ETC, TS and EITA Technologies for Business Land Travel, while Business Air Travel only limited to EEM, EE and Futurec Electrical.

GHG Emissions Calculation Methodology:-

1. Scope 1 GHG emissions are calculated following the GHG Protocol Scope 1 Guidance, with emission factors derived from the UK Government's GHG Conversion Factors for FY2022, FY2023 and FY2024.
2. Scope 2 GHG emissions are calculated using the location-based approach, in accordance with the GHG Protocol Scope 2 Guidance. The emission factors are derived from the 2021 Grid Emission Factors provided by Grid Malaysia, specifically for Peninsular Malaysia.
3. Scope 3 GHG emissions for employee commute and business travel are calculated using the average-data method and spend-based method as outlined by the GHG Protocol Scope 3 Guidance, with emission factors derived from the UK Government's GHG Conversion Factors for 2023 and 2024.
4. GHG emissions data have been restated to reflect more accurate GHG emission factor for FY2022, FY2023 and FY2024.

SUSTAINABILITY STATEMENT

Cont'd

Waste Management

Our approach to waste management is designed to meet stringent regulations while minimising our ecological footprint. We diligently manage waste generated from electronic and electrical ("E&E") manufacturing, elevator installation, service and maintenance, as well as modernisation. By adhering to regulations such as the Environmental Quality (Scheduled Wastes) Regulations 2005, we alleviate our impact on the environment and contribute to responsible practices in the elevator industry.

Waste generated from our operations is classified into three categories: municipal waste, scheduled waste and electronic waste ("e-waste").

Our Source of Waste			
Types of Waste		Description	Disposal Method
Municipal Waste	Packaging Wastes 	Packaging materials from incoming components and raw materials such as plastic, cardboard, wooden pallets and drums.	Municipal waste is collected by non-governmental organisations ("NGOs") such as the Tzu Chi Foundation Malaysia for recycling.
	Non-Scheduled Metal Wastes 	Steel and other non-scheduled metal waste generated from the replacement of old lifts.	
Scheduled Waste	Contaminated Materials 	Waste generated during the manufacturing process of busducts such as contaminated cloth resulting from the application of isopropyl alcohol ("IPA").	Scheduled waste is collected by third-party licensed contractors for treatment, recycling, or disposal at authorised facilities.
	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.	
E-Waste	E-Waste 	Electrical and electronic components generated from the replacement of old lifts.	E-waste is collected by licenced waste contractors and disposed of in landfills.

SUSTAINABILITY STATEMENT

Cont'd

Municipal Waste

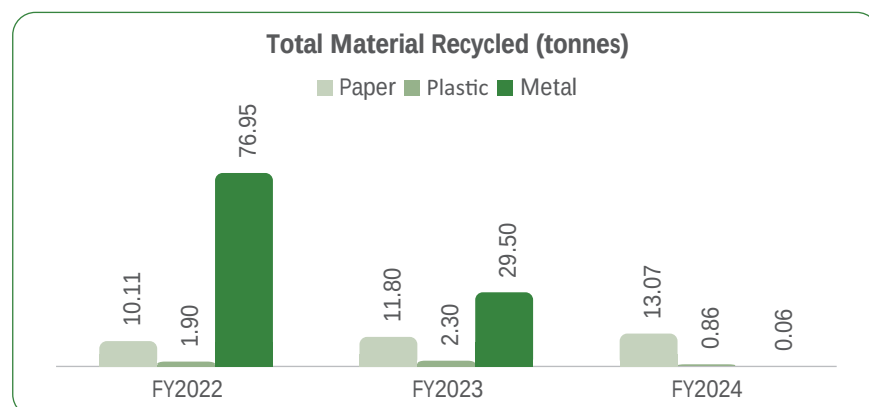
EITA has established a recycling programme as a core component of our sustainability strategy. Initiated in 2016, the Group-wide Recycling Campaign has fostered a culture of waste reduction and resource conservation.

The approach we utilise emphasises on source segregation which diverts waste from landfills and maximises recycling rates. To optimise paper usage, we have implemented password-protected printers and copiers across the Group. These efforts have been recognised by local authorities with the “Green Office” and “AquaSave” certifications.

At our Bukit Raja facility, a dedicated Recycling Committee oversees waste management operations. A centralised recycling system, replacing individual wastebaskets, has been implemented to streamline waste collection and segregation.



EITA has cultivated strategic partnerships with local NGOs, such as the Tzu Chi Foundation Malaysia to enhance our recycling initiatives. Collaborating closely with these organisations, recycling training programmes were being provided for our employees. Over the years, we have entrusted these NGOs with the collection of recyclables, with proceeds from these efforts supporting their charitable endeavours.



A total of 14 tonnes of materials were recycled in FY2024 including 13 tonnes of paper, 0.9 tonnes of plastic and 0.1 tonnes of metal. The lower amount of recycled metal in FY2024 was attributed to Furutec Electrical's practice of accumulating specific quantities of recyclable materials before engaging licensed recyclers, as the process was not conducted on a regular basis.

SUSTAINABILITY STATEMENT

Cont'd

Scheduled Waste

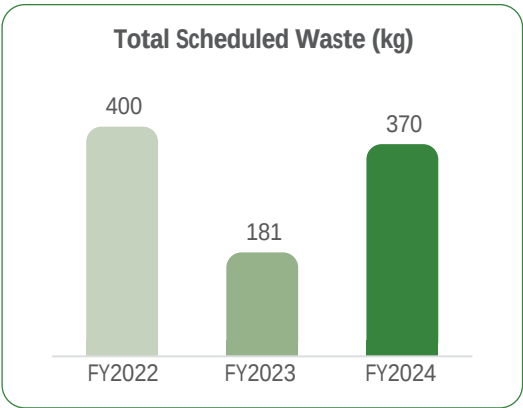
At Furutec Electrical, the Safety & Health Officer is responsible for overseeing scheduled waste management. By implementing the Department of Environment's Electronic Scheduled Waste Information System ("eSWIS"), we have streamlined the disposal process for scheduled waste.

As part of our ongoing efforts to improve waste management, Furutec Electrical has set a target to reduce overall waste generation by at least 5% from the baseline year of 2022 (400 kg). To achieve this, initiatives are in place to minimise the use of isopropyl alcohol ("IPA") chemicals during certain manufacturing processes within our operation.

Our scheduled waste generated from Furutec Electrical operations include spent hydraulic oil, contaminated equipment and contaminated rags. We also disposed of discarded chemicals from our R&D department which generated a total of 370 kg of scheduled waste in FY2024.

Furutec Electrical Scheduled Waste	Unit	FY2022	FY2023	FY2024
SW306 Spent Hydraulic Oil	kg	200.00	0.00	0.00
SW409 Contaminated Equipment	kg	40.50	8.00	102.50
SW410 Contaminated Rags	kg	159.50	173.00	237.00
SW429 Discard Chemical	kg	n/a	n/a	30.00
Total	kg	400.00	181.00	369.50

Notes: n/a indicates not available



E-Waste

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.

Waste Generation

Directed disposal refers to the controlled disposal of waste, while diverted disposal involves redirecting waste from landfills to alternative options such as recycling, reuse, or repurposing. In FY2024, we generated a total of 14 tonnes of waste, with 97% being recycled and 3% sent to landfill.

	Unit	FY2022	FY2023	FY2024
Total Waste Generated	tonnes	89.36	43.78	14.36
Total Waste Diverted from Disposal	tonnes	88.96	43.60	13.99
Total Waste Directed to Disposal	tonnes	0.40	0.18	0.37

SUSTAINABILITY STATEMENT

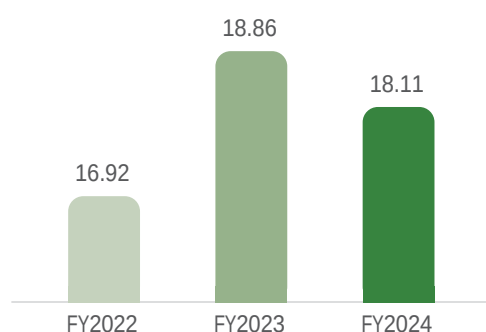
Cont'd

Water Consumption

Effective water management minimises water use, reduces our environmental footprint and conserves this essential resource, thereby contributing to our efforts for responsible environmental stewardship.

With the installation of a 4000-litre capacity rainwater harvesting tank at Bukit Raja and a smaller system at Furutec Electrical at Penang, EITA is able to further optimise water resource use. These systems support daily operations by providing water for plant irrigation, vehicle washing, and cleaning driveways and lavatories. To enhance our ability to monitor and record rainwater harvesting and utilisation, the Group is currently considering the installation of a water gauge.

Total Water Consumption (Megalitres)



Our water usage totalled 18 megalitres for FY2024, indicating a 4% decrease compared to the previous year. In June 2024, our TS office had moved to our headquarters and is now integrated under ERB.

Note: Water consumption data for FY2024 excludes information from ERD and ETC. In June 2024, TS was relocated to the headquarters and integrated into ERB.

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



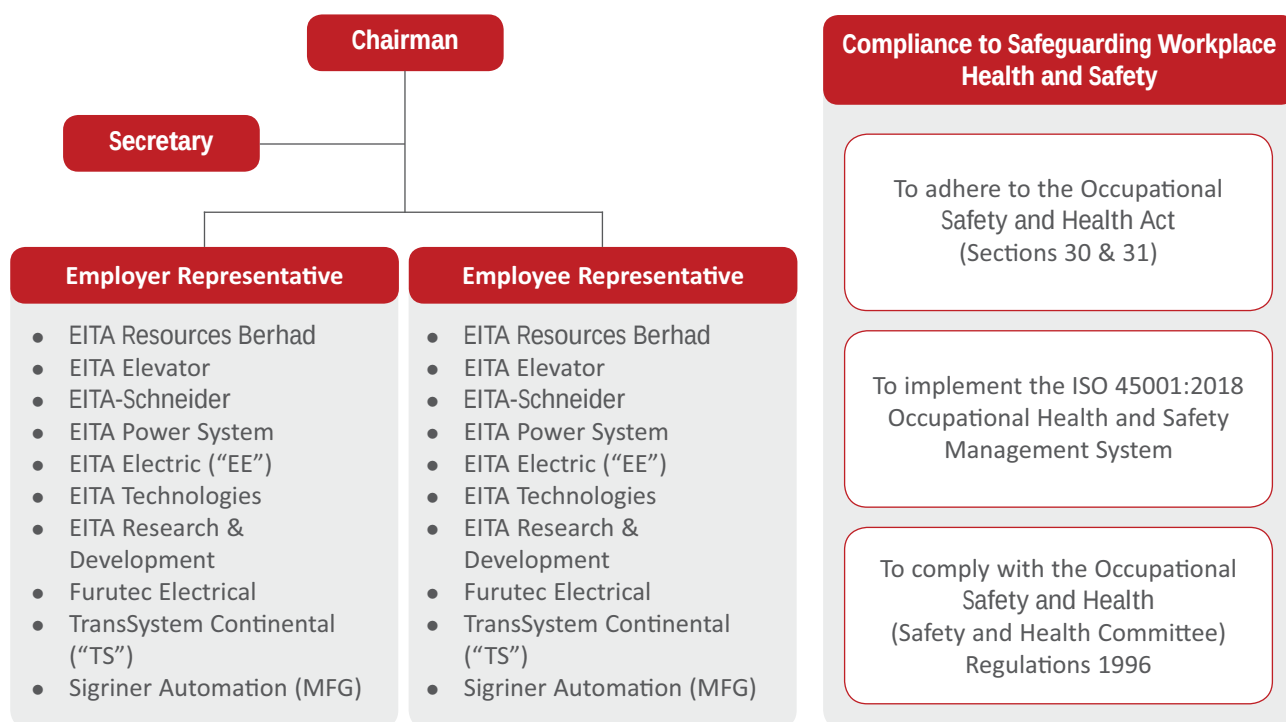
SUSTAINABILITY STATEMENT

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.

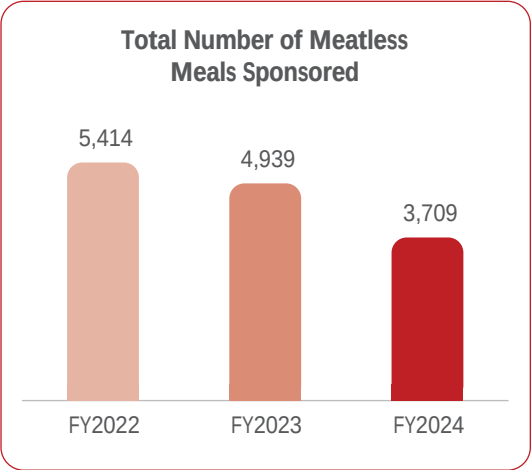


SUSTAINABILITY STATEMENT

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.

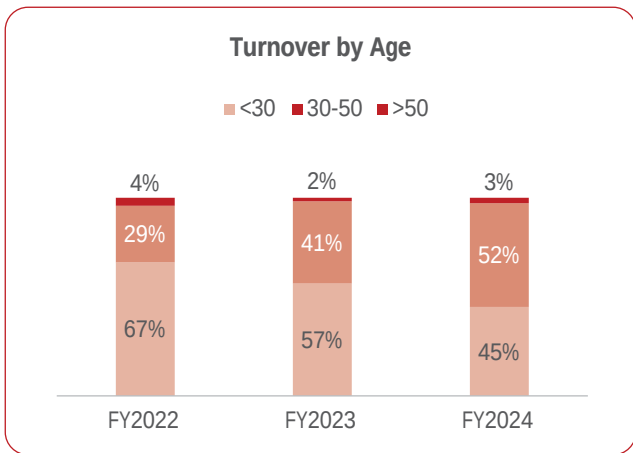
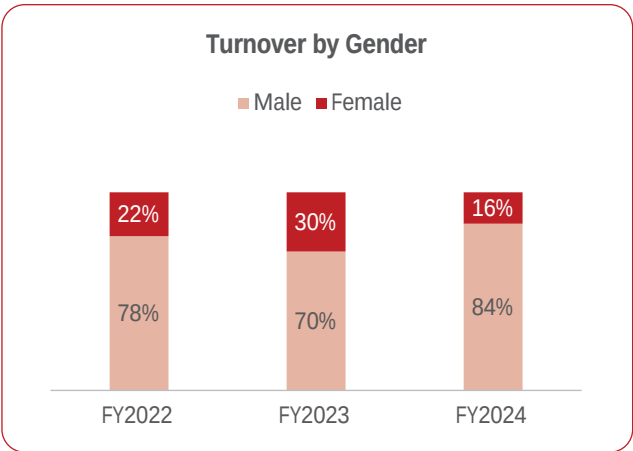
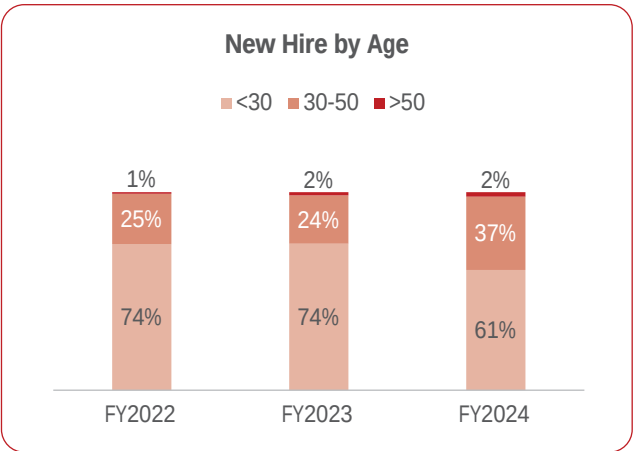
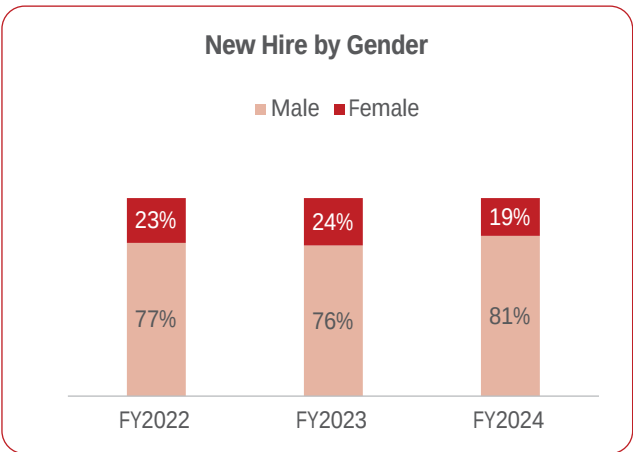
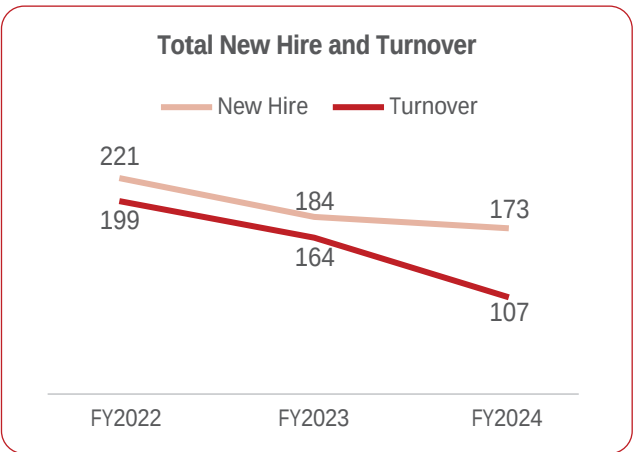
EITA also offers training programmes designed to prioritise employee development through upskilling initiatives. We collaborated with ETC, an approved training provider under the Human Resource Development Corporation ("HRD Corp") and the Department of Skills Development (Jabatan Pembangunan Kemahiran) 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.

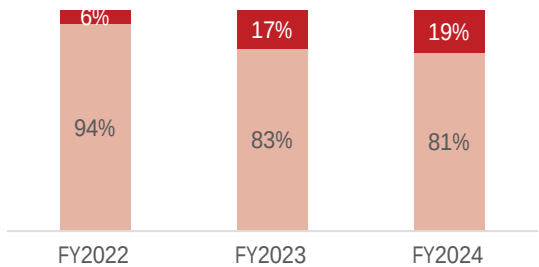
At EITA, we ensure equal opportunities in our recruitment and hiring processes, regardless of age, gender, ethnicity, nationality, sexual orientation, cultural background, religious belief, or socioeconomic status. To maintain fairness and non-discrimination in our workplace, we prioritise experience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

SUSTAINABILITY STATEMENT

Cont'd

Employment Type

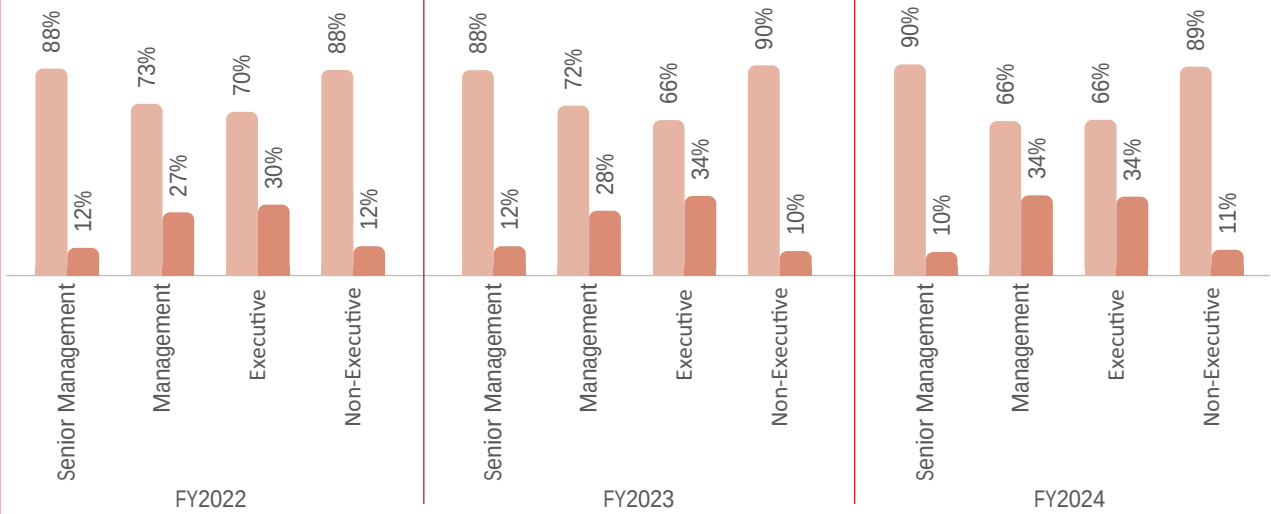
■ Permanent ■ Contract



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

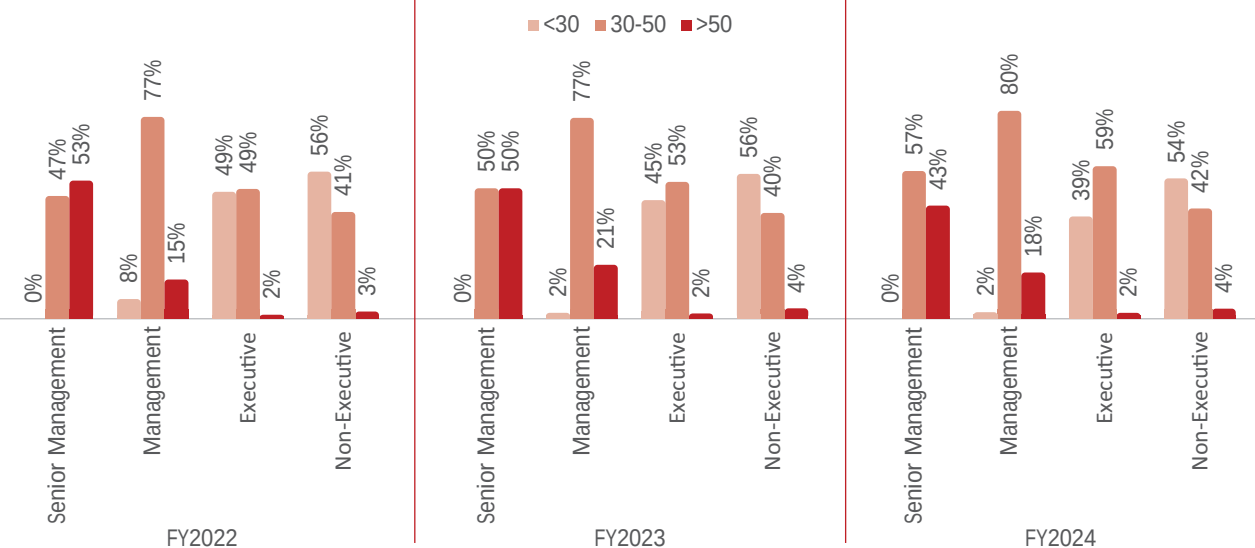
■ Male ■ Female



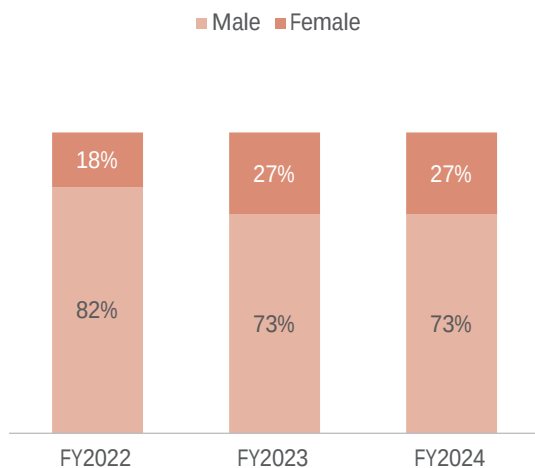
SUSTAINABILITY STATEMENT

Cont'd

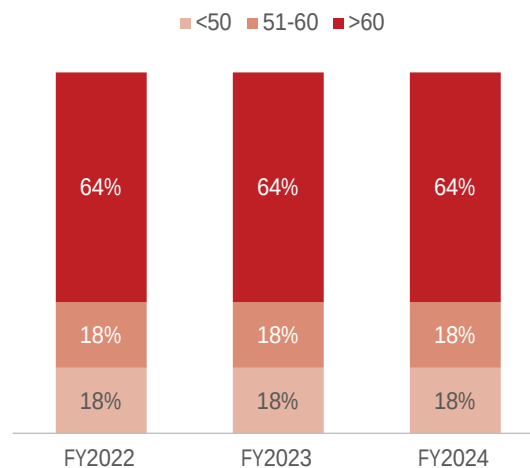
Employee Diversity by Age Group



Board Diversity by Gender



Board Diversity by Age Group



SUSTAINABILITY STATEMENT

Cont'd

Strengthening Connections and Empowering Communities

EITA is dedicated to making a positive impact on society. Our initiatives focus on contributing to community well-being, supporting local development, and engaging in social responsibility programmes. In aligning our business practices with societal needs, we aim to foster meaningful connections and drive positive change in the communities we serve.

Commitment Statement

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.

Material Sustainability Matters

- Community Engagement

Key Stakeholder Groups



Contribution to the UN SDGs



SUSTAINABILITY STATEMENT

Cont'd

Community Engagement

Engaging with local communities plays a key role in EITA's sustainability strategy. Through open dialogue and collaboration with stakeholders, we gather insights and work on initiatives that boost community well-being. Utilising this approach enhances our social impact and builds trust with our communities.

EITA strives to foster a culture of social responsibility among our employees. We have incorporated employee volunteerism as a key performance indicator, constituting 10% of the annual performance appraisal. Encouraging active participation across our community initiatives empowers our employees to create a positive impact beyond their roles and the organisation.

We actively engaged in community initiatives during FY2024, allocating RM 177,904.70 to support 15 organisations and 20 children. These initiatives spanned various sectors including educational programmes, healthcare projects, blood donation campaign, cultural events and animal welfare. Through donations and sponsorships, EITA contributed to the betterment of the community and reinforced our commitment to social responsibility.



On 19 September 2024, the Group held the annual Fu Wing Hoong Excellence Award (formerly known as the EITA Excellence Award) ceremony at our Bukit Raja headquarters. The award was established to recognise and reward the children of EITA staff for their outstanding achievements in academics, creativity, and sports.

This year, eight family groups (comprising ten children) were honoured with the award. The event coincided with the Group's third-quarter birthday celebration, creating a joyful day filled with multiple festivities.

EITA congratulates all families for their dedication, hard work, and mutual support. The Group hopes the award will inspire the recipients to strive for even greater achievements. Special thanks go to the EITA Sports Club committee for organising both events, exemplifying the Group's commitment to corporate social responsibility ("CSR") initiatives that engage employees and the wider community.

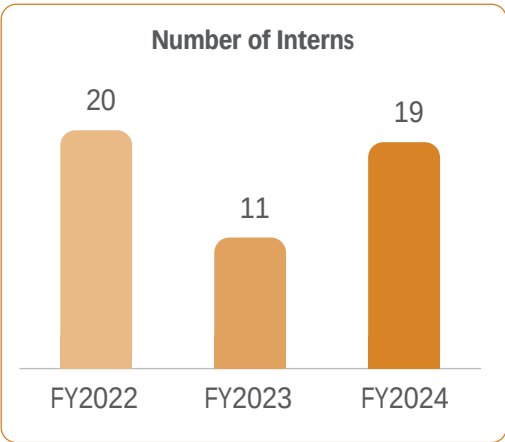


SUSTAINABILITY STATEMENT

Cont'd



Above all, EITA believes in fostering the next generation of industry leaders. Through our internship programme, we offer final-year students from the Construction and Manufacturing sectors the opportunities to gain hands-on experience and develop essential skills. Throughout FY2024, 19 interns joined our team across various functional areas, making a valuable impact on our organisation.



Elevating Towards a Sustainable Future

As we navigate the path towards sustainability, EITA will continue to uphold responsible business practices in the segments of manufacturing, marketing and distribution, services and high voltage systems. We envision a future where our contributions to environmental stewardship, social well-being, and ethical governance continue to thrive. In doing so, we aim to fulfil our responsibilities on this journey towards a sustainable future.

SUSTAINABILITY STATEMENT

Cont'd

Performance Data Table

Indicator	Measurement Unit	2022	2023	2024
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	-	100.00	100.00
Executive	Percentage	-	100.00	100.00
Non-Executive	Percentage	-	100.00	100.00
Senior Management	Percentage	-	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	-	-	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	-	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	-	31.00	55.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	17,707.78	18,097.79	17,436.41
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	16.920176	18.861544	18.113638
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.92	1.84	0.68
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	794	313
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	-	1,573	738
Executive	Hours	-	3,126	2,474
Non-Executive	Hours	-	2,562	1,350
Senior Management	Hours	-	180	33
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	6.00	17.00	19.00
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	11	14	10
Executive	Number	83	66	40
Non-Executive	Number	105	84	56
Senior Management	Number	0	0	1
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0

SUSTAINABILITY STATEMENT

Cont'd

Indicator	Measurement Unit	2022	2023	2024
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	8.00	2.00	2.00
Management Between 30-50	Percentage	77.00	77.00	80.00
Management Above 50	Percentage	15.00	21.00	18.00
Executive Under 30	Percentage	49.00	45.00	39.00
Executive Between 30-50	Percentage	49.00	53.00	59.00
Executive Above 50	Percentage	2.00	2.00	2.00
Non-Executive Under 30	Percentage	56.00	56.00	54.00
Non-Executive Between 30-50	Percentage	41.00	40.00	42.00
Non-Executive Above 50	Percentage	3.00	4.00	4.00
Senior Management Under 30	Percentage	0.00	0.00	0.00
Senior Management Between 30-50	Percentage	47.00	50.00	57.00
Senior Management Above 50	Percentage	53.00	50.00	43.00
Gender Group by Employee Category				
Management Male	Percentage	73.00	73.00	66.00
Management Female	Percentage	27.00	27.00	34.00
Executive Male	Percentage	70.00	66.00	66.00
Executive Female	Percentage	30.00	34.00	34.00
Non-Executive Male	Percentage	88.00	89.00	89.00
Non-Executive Female	Percentage	12.00	11.00	11.00
Senior Management Male	Percentage	88.00	87.00	90.00
Senior Management Female	Percentage	12.00	13.00	10.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	82.00	73.00	73.00
Female	Percentage	18.00	27.00	27.00
Under 50	Percentage	18.00	18.00	18.00
Between 51-60	Percentage	18.00	18.00	18.00
Above 60	Percentage	64.00	64.00	64.00
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	-	-	177,904.70
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-	35

Note:-

The three-year performance table is generated from the custom template of the Bursa ESG reporting platform as at 13 January 2025. No changes were made to the PDF report generated from the system and is attached as it is in this report.

SUSTAINABILITY STATEMENT

Cont'd

GRI Content Index

GRI Standard	Disclosure Title		Page References
GRI 2: General Disclosures 2021	2-1	Organisational details	34-35
	2-2	Entities included in the organisation's sustainability reporting	35
	2-3	Reporting period, frequency and contact point	35
	2-5	External assurance	35
	2-6	Activities, value chain and other business relationships	Throughout
	2-7	Employees	76-77
	2-9	Governance structure and composition	41
	2-10	Nomination and selection of the highest governance body	56-57
	2-11	Chair of the highest governance body	41
	2-12	Role of the highest governance body in overseeing the management of impacts	41, 51, 56-57
	2-13	Delegation of responsibility for managing impacts	41, 56-57
	2-14	Role of the highest governance body in sustainability reporting	41, 51
	2-16	Communication of critical concerns	56-57
	2-18	Evaluation of the performance of the highest governance body	56-57
	2-19	Remuneration policies	56-57
	2-20	Process to determine remuneration	56-57
	2-22	Statement on sustainable development strategy	38-40
	2-23	Policy commitments	40, 56
	2-24	Embedding policy commitments	40
	2-25	Processes to remediate negative impacts	56-58
	2-26	Mechanisms for seeking advice and raising concerns	56-57
	2-27	Compliance with laws and regulations	56-57
	2-28	Membership associations	35
	2-29	Approach to stakeholder engagement	45-46
GRI 3: Material Topics 2021	3-1	Process to determine material topics	47
	3-2	List of material topics	47
	3-3	Management of material topics	Throughout
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	61
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	57
	205-2	Communication and training about anti-corruption policies and procedures	57
	205-3	Confirmed incidents of corruption and actions taken	57
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	63-65
	302-2	Energy consumption outside of the organisation	63-65
	302-4	Reduction of energy consumption	63-65

SUSTAINABILITY STATEMENT

Cont'd

GRI Standard	Disclosure Title		Page References
GRI 303: Water and Effluents 2018	303-5	Water consumption	69
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	65
	305-2	Energy indirect (Scope 2) GHG emissions	65
	305-3	Other indirect (Scope 3) GHG emissions	65
	305-5	Reduction of GHG emissions	65
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	66-68
	306-2	Management of significant waste-related impacts	66-68
	306-3	Waste generated	66-68
	306-4	Waste diverted from disposal	66-68
	306-5	Waste directed to disposal	66-68
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	76
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	75
	401-3	Parental leave	74
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	71-72
	403-2	Hazard identification, risk assessment, and incident investigation	71-72
	403-4	Worker participation, consultation, and communication on occupational health and safety	71-72
	403-5	Worker training on occupational health and safety	71-72
	403-6	Promotion of worker health	73
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	71-72
	403-9	Work-related injuries	72
	403-10	Work-related ill health	72
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	77
	404-2	Programmes for upgrading employee skills and transition assistance programmes	77
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	78-79
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	74
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	81-82
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	58