

ESG PERFORMANCE SCORECARD

Environmental

Materiality Matters	Key Performance Indicators (KPI)	
	Target	Actual
Biodiversity	Implement at least 1 biodiversity-positive project compared to the previous year.	There has been 3 projects undertaken under the Group by various BUs compared to previous year.
GHG Emissions [Scope 2]	Achieve a reduction of 1% in Scope 2 carbon emissions compared to the previous year.	FY2023 the carbon footprint was 2,215 tCO ₂ e and FY2024 is 2,983 tCO ₂ e. It is an increase of 34.6%.
Energy Management	Reduce electricity consumption by 1% per square meter compared to the previous year.	Reduction of 0.55% electricity consumption per square meter.
Materials	Minimum 3 environmentally friendly, or recyclable materials used for projects within the Group.	5 environmentally friendly, or recyclable materials used for projects within the Group.
Waste Management	Achieve a 3% annual increase in the rate of waste recycled, treated, or diverted from landfill, based on the total waste generated from the company's activities.	35% of waste recycled, treated, or diverted from landfill from the total waste generated.
Water Management	Reduce water consumption by 1% per square meter of building space compared to the previous year.	An increase of 9.3% was recorded (FY2023 was 0.43sq m ² and in FY2024 is 0.47sq m ²).

Social

Materiality Matters	Key Performance Indicators (KPI)	
	Target	Actual
Community Development	Commit a minimum annual investment of RM200,000 in community initiatives, benefiting at least 5 community groups each year.	A total of RM2,006,061 was invested into community development benefiting a group of 6 external beneficiaries.
Customer satisfaction	To maintain 70% Customer Satisfaction.	The Group has recorded on an average 88% score on its customer satisfaction.
Data privacy and cybersecurity	To achieve 50% employee participation on cybersecurity awareness programme annually.	38% participated in the cybersecurity awareness programme.
	Maintain a data loss rate of zero incidents concerning stakeholders annually.	1 data loss related incident has been recorded within the Group classified as low impact.
Diversity	Maintain a minimum of 5% representation of women in managerial roles across the Group.	35% representation of women in managerial roles across the Group.
Labour Practices	Ensure that at least 80% of the Group's employees are permanent or contract staff receiving full benefits.	As of FY2024, there are 97% of the Group's employees as permanent and contract workers receiving full benefits.
	Ensure that at least 50% of the Group's employees receive awareness training on human rights violations.	14% staffs received awareness training on human rights violations.
	Achieve a minimum of 70% of Group's employees attending at least one (1) skills development training session.	84% of Group's employees attending at least one (1) skills development training session during FY2024.

Social

Materiality Matters	Key Performance Indicators (KPI)	
	Target	Actual
Occupational Safety & Health	Reduce the number of workplace fatalities to zero or as low as reasonably achievable (ALARA).	1 workplace fatalities has been reported.
	To ensure Group's Lost Time Incident Rate (LTIR) is less than 1.	Despite the high LTWR due to the fatality, the Lost Time Incident Rate (LTIR) remains low at approximately 0.97.
	Achieve a minimum of 60% of Group employees attending at least one (1) workplace safety and health awareness training session.	48% employees have been reported to attend safety and health training and awareness programme.
Procurement Practices	Achieve at least 70% of total supplier spending with local suppliers.	97.62% of the Group's total supplier spending is with local suppliers.
	Achieve a 100% evaluation rate of all current suppliers' ESG performance.	Less than 50% evaluation are done on supplier's ESG performance.

Governance

Materiality Matters	Key Performance Indicators (KPI)	
	Target	Actual
Anti-corruption	Achieve zero reported incidents of corruption.	There has been ZERO case incidents reported on anti-corruption within the Group.
	Assess at least 10% of significant operations for anti-corruption risks.	28% anti-corruption risks are being assessed.
	Ensure that at least 50% employees should receive training/awareness on anti-corruption policies and procedures annually.	41% staff attended anti-corruption training.
Compliance	Ensure zero instances of non-compliance, business ethics cases, or penalties imposed by authorities.	5 non-compliances has been recorded across the Group.

Legend: progress tracking

On track to meeting set targets

Falling short on meeting target for 1 year, review current practices

Falling short on meeting target for more than 2 years, review and revise targets (if necessary)