

Sustainability Statement

CAB Cakaran Corporation Berhad (“CAB” or “the Company”) is pleased to present this Sustainability Statement (this “Statement”) that reports the efforts, progress, and performance of the management of the sustainability matters of the CAB and its group of subsidiaries (“CAB Group” or “the Group”) for the financial year ended 30 September 2025 (“FY2025”). This Statement has been reviewed by the Board of Directors (“Board”) of CAB.

Scope And Reporting Framework

This Statement covers the Group’s integrated poultry business segment, the fast-food business segment, and the retailing segment. The operations of these segments in Malaysia and Singapore are included in the scope of this reporting. These operations contributed to 99.98% of the Group’s FY2025 revenue.

The scope of this Report does not include the operations of CAB Feed Sdn Bhd (formerly known as Cargill Feed Sdn Bhd), which was acquired by the Group in November 2025 to support the Group’s expansion into feed manufacturing operations. The Group will consider including the feed manufacturing operations in its reporting scope after successful implementation of the management transition and when the data collection process is developed to facilitate reporting.

This Statement is prepared in accordance with the sustainability disclosure requirements of the Main Market Listing Requirements (“MMLR”) of Bursa Malaysia Securities Berhad (“Bursa”), and the Group has also taken into consideration the Sustainability Reporting Guide – 3rd Edition and its accompanying Toolkits published by Bursa.

The Group acknowledges the introduction of IFRS S1 – General Requirements for Disclosure of Sustainability-related Financial Information (“IFRS S1”) and IFRS S2 – Climate-related Disclosures (“IFRS S2”) as part of MMLR’s future reporting requirements. We have begun to undertake initiatives to prepare the Group to comply with these requirements when they come into effect in the future.

Assurance

This Statement has not been reviewed by the Internal Auditors of CAB Group, nor has external assurance been obtained. The Internal Auditors may review relevant sustainability processes in the future as part of the assurance activities.

This Sustainability Statement was approved by the Board on 22 December 2025.

Aligning Sustainability with CAB Group’s Vision, Mission, and Core Values

CAB Group’s sustainability strategies and approaches are guided by and are intended to support our Group’s Mission, Vision Statements, and Core Values, which are illustrated as follows:



OUR VISION

To be a respectful leader in the regional food industry with strict adherence to high quality and safety standards for food production



OUR MISSION

To manage and conduct all business dealings with integrity and innovation to supply a wide range of high quality and safe food products to our customers



OUR CORE VALUES

- To always ensure premium quality and food safety standards are adhered to
- To actively participate in activities related to raising the standards of the food industry
- To form strategic long-term partnerships with our employees, customers and suppliers
- To optimise profit through efficient utilisation of resources
- To constantly invest in new facilities and research and development in order to produce a continuous stream of quality and safe food products

The management of sustainability matters is integrated into the Group’s business management processes, and the management of sustainability risks is also incorporated into the Group’s risk management system. In prioritising the sustainability matters which are important to focus resources on, we adopt materiality assessment to determine the material sustainability matters (“MSMs”).

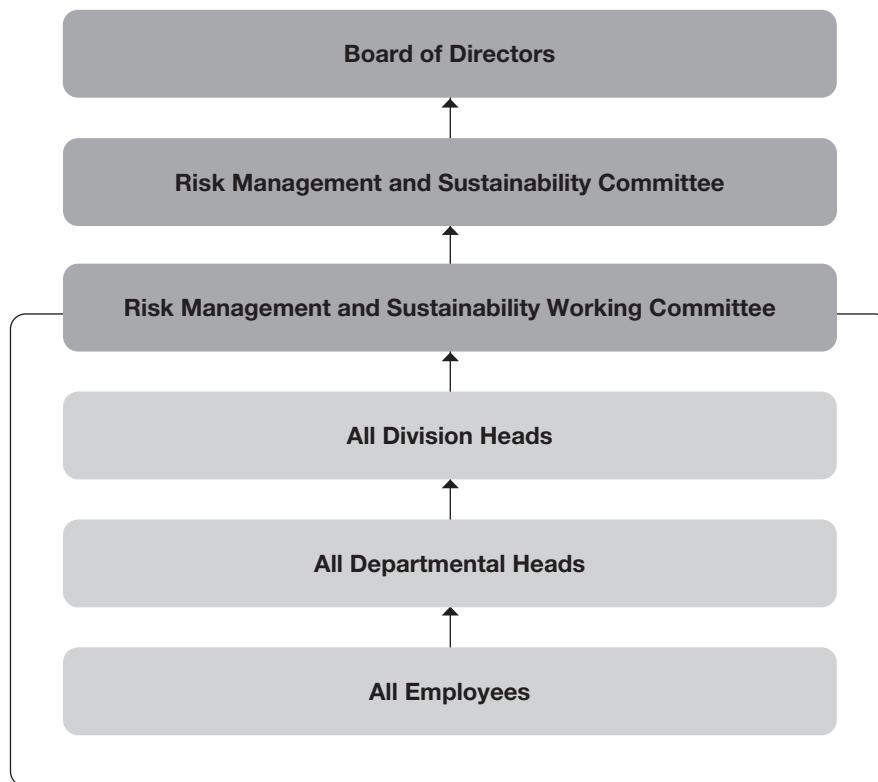
Sustainability Statement (Cont'd)

Sustainability Governance

Sustainability is incorporated in CAB Group's corporate governance structure, where the Board holds ultimate responsibility for ensuring that sustainability is considered in the Group's corporate strategies in the long term. During the financial year, the Board has also reviewed and updated the Board Charter and relevant Board Committees' Terms of Reference to reflect the emphasis on climate-related considerations in the Group's governance.

CAB Group's governance framework is established to specify the roles and responsibilities of respective personnel in relation to sustainability initiatives and performance, in addition to day-to-day sustainability management, such as compliance with environmental and social laws and regulations. The governance framework is also aligned with the promulgations of the Malaysian Code of Corporate Governance ("MCCG").

CAB Group's governance structure for sustainability is illustrated as follows:



The Board is responsible for ensuring that sustainability matters, including environmental, social, and climate-related aspects, are considered adequately and are able to support long-term value creation. The Management, led by the Group Managing Director ("GMD"), is responsible for developing strategies, proposing them for the Board's approval, and implementing relevant initiatives towards realising the Board-approved strategies.

In carrying out its oversight role, the Board is supported by the Risk Management and Sustainability Committee ("RMSC"), whose role is to oversee and monitor the effective implementation of the Group's sustainability framework and performance. The Group's key sustainability strategies, priorities, targets, and performance are also reviewed by the RMSC before they are reported to the Board.

At the management level, the GMD leads the Management, including the Risk Management and Sustainability Working Committee ("RMSWC"), to develop implementation plans and drive sustainability strategies. The RMSWC's members include key management personnel of respective functions and operations. The achievement of sustainability targets, which are developed to measure performance against sustainability priorities and key performance indicators ("KPIs"), is the responsibility of the respective key management personnel, including ensuring sustainability-related activities are carried out effectively.

Sustainability Statement (Cont'd)

Sustainability Governance (Cont'd)

The management and performance of the Group's sustainability are also an integral part of the Group's risk management system, where matters in relation to sustainability are treated as part of the key discussion topics during the quarterly management meetings.

The Board is also responsible for ensuring key sustainability strategies, priorities, targets, as well as performance, are communicated with the CAB Group's internal and external stakeholders, as appropriate. Amongst others, the Group's key communication and engagement with stakeholders include the annual publication of the Annual Report (including the Sustainability Report), the corporate website, corporate announcements via the Bursa's portal, and the annual general meeting.

Stakeholder Engagement

In ensuring our business strategies and sustainability strategies are aligned with the broad interests of our stakeholders and shareholders, the opinions and feedback of our stakeholders are important to the Group as they help to ensure the success of the sustainability journey throughout its course.

In CAB Group, we actively engage and communicate with our relevant stakeholders via various channels in order to better understand the stakeholders' concerns and needs. Through our stakeholder engagement activities, we are able to identify issues deemed important to our stakeholders and address their interests, expectations, and concerns.

Our stakeholder engagement processes and the outcomes arising from such processes also enable CAB Group to determine its MSMs to understand which sustainability matters are more significant to the Group's value creation for stakeholders.

The following table summarises our key stakeholders, engagement methods, and key focus areas during FY2025.

Key Stakeholders	Engagement Methods	Frequency of Engagement	Key Focus Areas
Shareholders/investors	Annual general meeting	Annually	<ul style="list-style-type: none">• Economic performance• Corporate governance compliance with all relevant laws and regulations• Anti-corruption and bribery measures
	Annual report and audited financial statements	Annually	
	Quarterly financial report	Quarterly	
	Extraordinary general meeting	As and when needed	
	Announcement to Bursa and Corporate Website	As and when needed	
Employees	Departmental and management meetings	Ongoing	<ul style="list-style-type: none">• Occupational health and safety working environment• Employee, engagement and development• Work-life balance and employee welfare• Competitive compensation and benefits and remuneration packages
	Annual performance appraisal	Annually	
	Events and festive celebrations	Periodically	
	Briefing and training	As and when needed	
Customers and consumers	Feedback channels such as emails, phone calls, and walk-in	As and when needed	<ul style="list-style-type: none">• Product safety and quality• Pricing competitiveness• Variety of products• Product availability• Marketing and labelling
	Customer services	Ongoing	
	Website and social media platforms	As and when needed	
	Service satisfaction	Regular	

Sustainability Statement (Cont'd)

Stakeholder Engagement (Cont'd)

Key Stakeholders	Engagement Methods	Frequency of Engagement	Key Focus Areas
Suppliers and contract farmers	Collaboration contracts	As need arises	<ul style="list-style-type: none"> Continuous supply of key products Product quality Compliance with the supplier's code of conduct Similar good practices in the supply chain
	Sites visits	As and when needed	
	Suppliers' selection and evaluation (via audit)	Regular	
	Business meetings	Regular	
Government bodies/ regulators	Meetings and discussions with authorities	As and when needed	<ul style="list-style-type: none"> Health and safety matters Product certification Environmental and social compliance Tax and pricing issues Labour practice Transparency and accountability
	Compliance activities	Ongoing	
	Timely reporting	As prescribed by law/ regulation	
Community	Corporate social responsibility activities	Regular	<ul style="list-style-type: none"> Waste and effluent management Community development Social impact Community living, care, and development
	Local representative	Regular	
	Charitable contributions	As and when needed	
	Internship programmes and charity events	As and when needed	

Materiality Assessment

The Group's management of sustainability considers the materiality of sustainability matters to the Group, which is assessed and determined via a materiality assessment process. The materiality assessment takes into consideration Management's assessment of the sustainability matters as well as the views of stakeholders.

During the assessment process, the Management also obtained the input of relevant personnel who have a clear understanding of the Group's stakeholders. The MSMs are reviewed every year to ensure the MSMs remain relevant and material to the Group.

A sustainability matter is considered material if it:

- reflects the Group's significant sustainability impacts; or
- substantively influence the assessments and decisions of key stakeholders.

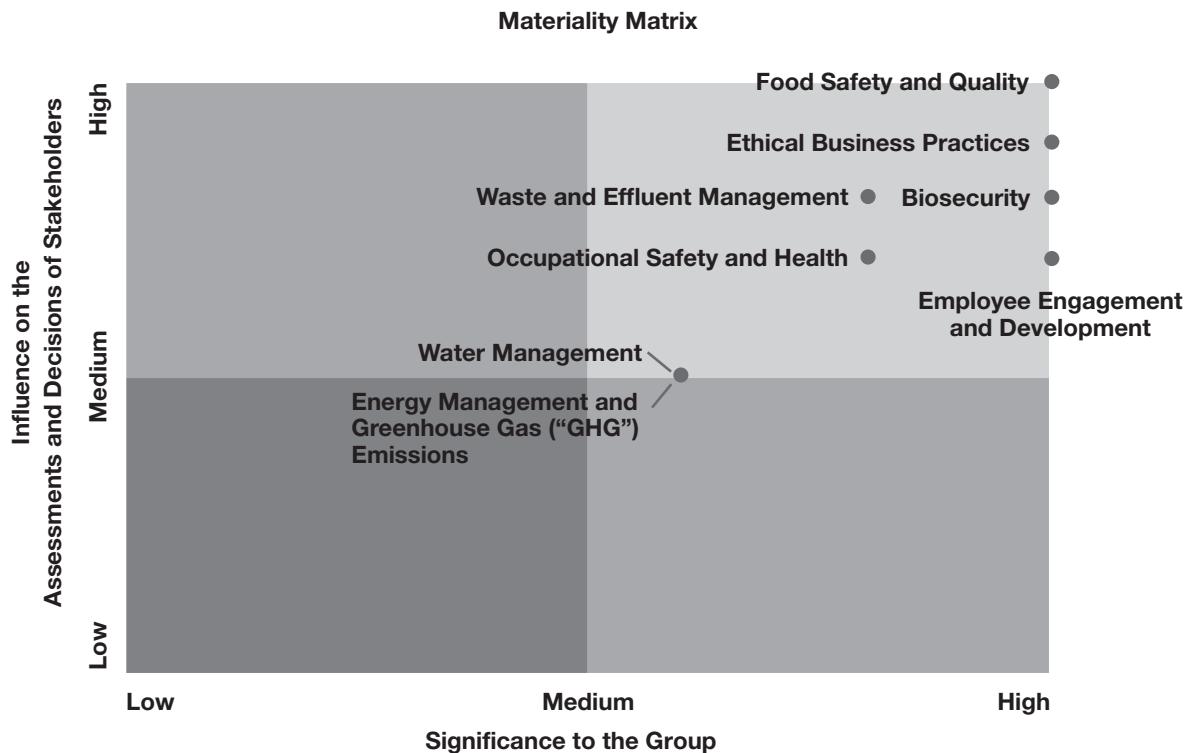
The Group performed a review of its materiality assessment in FY2025, participated in by Senior Management personnel, including the GMD, Division Heads, Heads of Department, and personnel who understand the views and concerns of the Group's key stakeholders.

The Group's materiality matrix for FY2025 remained unchanged from the previous year. The business priorities and stakeholders' expectations reflected in the materiality matrix continued to remain relevant and representative of the current business environment.

Sustainability Statement (Cont'd)

Materiality Assessment (Cont'd)

The Group's MSMs for FY2025 are illustrated in a materiality matrix, as follows.



Food Safety and Quality

Food safety and quality are paramount to CAB Group and are enshrined in the Group's Vision, Mission, and Core Values. We comply with the stringent standards for food quality and safety, in addition to compliance with laws and regulations, across our food products from farm practices to food processing to packaging.

CAB Group has a Food Safety Policy to guide our processing and manufacturing processes and practices. The Food Safety Policy is incorporated as part of our Quality Assurance Program. Ongoing improvement processes, including feedback and complaints mechanisms and recall procedures, are also in place.

The Group's operations and processes are certified and recognised with national or international guidelines or food safety standards, as applicable, as follows:

- Malaysian Good Agriculture Practices ("MyGAP") certification for its breeder and grand-parent stock farms;
- Sirim QAS International Quality Management System requirements ISO 9001:2015 for Farm's Best Food Industries Sdn. Bhd. and Jimat Jaya Sdn. Bhd.;
- Veterinary Health Mark ("VHM") and HALAL certification by Jabatan Kemajuan Islam Malaysia ("JAKIM") for its chilled/ frozen chicken and further processed products;
- Good Manufacturing Practice ("GMP") and Hazard Analysis and Critical Control Point ("HACCP") certification for the chicken processing and further processed product manufacturing facilities in Kuala Lumpur and Malacca;
- Food Safety System Certification ("FSSC") 22000 for its slaughtering facility in Kedah and further processed product factory in Kuala Lumpur; and
- Certification from the Singapore Food Agency ("SFA") for certain broiler farms in Johor and processing and manufacturing facility in Malacca, which enables the Group to export broilers, frozen dressed birds and parts, as well as further processed products to Singapore.

Sustainability Statement (Cont'd)

Food Safety and Quality (Cont'd)

CAB Group's processing and manufacturing lines have incorporated controls that ensure the preservation and maintenance of optimum food safety and quality, including metal detectors, temperature controls, and the implementation of automation technology to minimise manual handling.

In some operations, we apply bar-coding technology, which helps to enable effective storage and logistics planning and management, as well as enable our employees to trace batches, quickly react to any issues arising, identify root causes, and carry out remedial actions.

To prevent cross-contamination, we ensure proper segregation and compartmentalisation of processing areas between raw, semi-processed, and processed items. We also ensure sanitation procedures and hygiene practices are implemented and managed consistently.

In relation to antibiotic safety, the Group's broiler farms also have food safety and quality practices that observe a withdrawal period to maintain the antibiotic level in chicken meat within the regulated levels.

Food Safety and Quality Awareness and Training

To ensure our employees are equipped with the relevant knowledge to safeguard food safety and quality in our operations, regular education and training on standard operating procedures ("SOPs") are provided. The awareness training includes, but is not limited to, identifying and overseeing the issues in the processing or manufacturing processes, maintaining proper hygiene at all times, and ensuring the correct handling and storage of materials and products. In addition, we also provide our employees with training specific to their respective scopes of work to ensure they are able to perform assigned specialised tasks effectively, including managing matters associated with food safety and quality.

Training relevant to food quality and safety provided to our employees during the financial year under review is summarised as follows:

- Food Handling Training;
- Understanding, Developing & Implementation of FSSC 22000 V6;
- FSSC 22000 V6 Internal Audit Training;
- ISO 9001:2015 Lead Assessor/Auditor;
- 5S, Safety, GMP & Halal Awareness;
- Pest Control;
- ISO 9001:2015 Internal Quality Audit Course;
- ISO 9001:2015 Awareness;
- Understanding And Implementing SIRIM 64:2023 Guidelines On Shelf-Life Determination of Food Products;
- GMP Awareness;
- HACCP MS 1480:2019 Awareness;
- Training on Understanding The ISO Standard Requirements And Interpretation;
- Unlocks The Secrets Of Allergen Management;
- GMP Training Including CCP, OPRP, Allergen;
- Food Allergen Management;
- ISO 22000:2018 Awareness;
- Root Cause Analysis For Deviation In Food Safety System;
- Management Review Meeting For Food Safety Management;
- 5S of Kaizen Workplace Management;
- Food Safety Course Level 1;
- Sale of Food Act; and
- Food Safety and Hygiene Level 1.

Sustainability Statement (Cont'd)

Food Safety and Quality (Cont'd)

Quality Assurance, Quality Control, and Audits

Process and product quality at the business units are safeguarded by the relevant Quality Assurance and Quality Control Departments, which conduct regular internal reviews of the Group's operations, including compliance with food safety and quality, where applicable. Our facilities are also periodically audited by regulators and customers who apply stringent food quality and safety standards.

As part of the Group's Quality Assurance Policy and programme, we have an in-house laboratory to monitor the quality of incoming raw materials to factories as well as the quality of finished products before delivery to customers. Our qualified Quality Assurance staff are also tasked to highlight any quality and safety issues that need to be improved, as well as carry out review activities to ensure compliance with ISO audits.

We are pleased to report that there were no cases of product recall or major issues reported on food safety and quality matters throughout the year.

CAB Group	FY2023	FY2024	FY2025
Recall product cases (number)	0	0	0
Major food safety and quality issues (number)	0	0	0

Ethical Business Practices

The Group commits to upholding integrity and ethics in its business and operations, which are aligned with the core principles and the Vision, Mission, and Core Values of the Group.

The Group has established a Code of Ethics and Conduct ("Code"), applicable to the Group's Directors and employees, which sets their expectation to display the highest levels of professionalism in all aspects of their work and dealings with internal and external stakeholders. The Group's Code communicates the Group's commitment to practising business ethically towards its stakeholders, including its employees, customers, suppliers, the environment, and the community. The Group's commitment is to deal fairly and ethically in the market, with its customers, suppliers, competitors, and business partners, to promote a healthy, competitive, and economically efficient marketplace.

Data Privacy and Confidentiality

The Code requires our employees to safeguard confidential information and data, including data relevant to customers and other personal data. CAB Group is committed to complying with the requirements of applicable laws related to the protection of personal data.

In June 2025, the Group reported a cyberattack on the accounting system of one of its subsidiaries, Farm's Best Food Industries Sdn. Bhd., which prevented the Group's access to the accounting system and its data. Immediate response measures were carried out to assess the impact, and the findings indicated that there was no external access to internal data and no material impact on the operational or financial performance for the subsidiary or the Group. Restoration efforts, supported by internal IT personnel and external cybersecurity consultants, successfully recovered the affected database, with data almost fully restored. In addition, enhancements to cybersecurity have also been planned and implemented on an ongoing basis.

There were no substantiated complaints concerning breaches of customer privacy and losses of customer data in FY2025.

CAB Group	FY2023	FY2024	FY2025
Substantiated complaints concerning breaches of customer privacy and losses of customer data (number)	0	0	0

Sustainability Statement (Cont'd)

Ethical Business Practices (Cont'd)

Anti-Bribery and Corruption

The Group has an Anti-Bribery and Corruption Policy ("ABC Policy") that communicates the Group's zero-tolerance approach towards bribery and corrupt practices in all its operations. The ABC Policy is applicable to all the Group's business dealings and transactions in all the countries in which they operate and is available in three (3) languages, i.e. English, Malay, and Chinese. The ABC Policy addresses various forms of corruption and high-risk transactions such as gifts and hospitality, facilitation payments to an officer of public body, third parties and agencies, political contributions, and charitable contributions.

The ABC Policy in all three languages are available on CAB's corporate website. We adopt a risk-based approach towards managing corruption, and corruption risk assessment and management are incorporated in the CAB Group's annual risk management process. The corruption risk assessment covers all operations of the Group. The corruption risk assessment helps us to focus our efforts and resources on addressing areas with higher corruption risks.

CAB Group	FY2023	FY2024	FY2025
Operations assessed for corruption-related risks (percentage)	100%	100%	100%

The ABC Policy is regularly communicated to internal and external stakeholders through various methods, including the company website, internal communications, and other appropriate means. We proactively communicate policies and procedures related to bribery and corruption to employees from time to time to raise employee awareness and ensure that the Group's anti-corruption stance is upheld in operations. We also obtain written acknowledgement of the ABC Policy from employees, and training is provided to Directors and employees from time to time.

CAB Group (percentage)	FY2023		FY2024		FY2025	
	Communication	Training	Communication	Training	Communication	Training
Directors	100%	0%	100%	33%	100%	100%
Director-level positions ("EDs") and Key Senior Management	100%	0%	100%	81%	100%	73%
Managerial	100%	0%	15%	17%	100%	37%
Executive & Supervisory	100%	0%	6%	8%	100%	6%
Non-Executive	100%	0%	1%	<1%	100%	0%

Whistle-blowing

A whistle-blowing channel, which is formalised via the Group's Whistle-blowing Policy, has also been established to allow internal and external stakeholders to report genuine concerns about unethical behaviour, malpractices, illegal acts, or failure to comply with regulatory requirements, without fear of reprisal. Serious violations of the Group's Code or ABC Policy can also be reported via the whistle-blowing channel.

The whistle-blowing mechanism provides protection with regard to the whistle-blower's identity, safeguards against any adverse or detrimental actions taken in response to a report made in good faith and ensures that genuine whistle-blowers are not subjected to harassment or retaliation.

During the financial year under review, there were zero whistle-blowing cases reported and zero confirmed incidents of corruption. In addition, CAB Group also did not receive any cases in relation to discrimination or child labour.

CAB Group	FY2023	FY2024	FY2025
Whistle-blowing cases (number)	0	0	0
Confirmed incidents of corruption (number)	0	0	0
Substantiated complaints concerning human rights violations (number)	0	0	0

Sustainability Statement (Cont'd)

Biosecurity

Biosecurity is closely tied to food safety, especially in our integrated poultry business. The management of CAB's biosecurity risks is guided by our Biosecurity Policy. Biosecurity control measures are in place in hatcheries and farms to minimise, prevent, confine, and control potential diseases and infection risks.

CAB Group's biosecurity-related controls are summarised as follows:

- CAB farms are managed in accordance with the Group's Farm Management Policy and SOPs. All hatcheries and farms had applied Flock Health Monitoring with due consideration given to excellent bird health and welfare.
- CAB's poultry farms are distanced from each other, spreading across the entire Peninsular Malaysia, to minimise and avoid the impact of cross-infection in the case of a disease outbreak. Employees and/or visitors who have been to poultry farms are forbidden from entering the Group's hatcheries within a specified period to prevent infection of day-old chicks.
- The physical movements of persons in and out of the operating premises are monitored and controlled, and persons entering the premises are required to wear disinfected apparel and gear. Entry to the farm is only allowed for those who are wearing the designated farm uniform, and who have undertaken the required shower, hand washing, and disinfectant boot-dipping procedures.
- Livestock quality control plays a crucial part throughout the entire production chain, starting from grandparent stock down to parent stock and broiler. To keep good disease prevention and control, ongoing practices of stringent biosecurity and farm isolation are undertaken. CAB is moving forward with having all its farms, especially broiler farms, certified by the Department of Veterinary Services ("DVS") as MyGAP.
- Vehicle shower and wheel-dip are required for all authorised vehicles before entering farms and hatcheries, whilst external vehicles are forbidden from entering the production and clean areas to minimise the risk of bringing disease-carrying microorganisms into farms.
- Good practices on a range of matters important to hygiene and disease control, such as rodent, insect and wild bird control, and waste management for farms and hatcheries, are adopted by the Group to monitor the internal conditions of its operations premises.
- The Group has employed qualified veterinarians who are responsible for poultry health monitoring and disease control. Ongoing monitoring of flock health is conducted across all CAB's farms, and veterinarians will visit CAB's farms regularly.
- Evaporative Tunnel Ventilated Closed House System is adopted by the Group to regulate and enhance consistency of air quality and house temperature to avoid unnecessary stress on poultry in order to deliver excellent performance and also to minimise biosecurity risks. To improve the effectiveness of the Group's effort in managing biosecurity risks, the Group is gradually adopting the conversion of all its open-house farms to closed houses.

There were no major disease outbreaks in CAB's poultry farms for the financial year under review.

CAB Group	FY2023	FY2024	FY2025
Major disease outbreaks in CAB's poultry farms (number)	0	0	0

Waste and Effluent Management

Waste and effluent management is a crucial topic for CAB's farms and processing plants as we strive to avoid environmental contamination from production waste and effluent. This includes responsibly managing production wastewater from processing plants, which comprises a mixture of, amongst others, blood, fat, feathers, skins, etc.

Our operations maintain systematic waste management systems in accordance with established SOPs and regularly maintained waste management facilities. The controls and processes practised include proper waste segregation and handling, such as having licensed waste contractors to manage and dispose of scheduled waste, having designated processes to manage food and organic waste, and segregation of waste which can be sold or recycled.

Sustainability Statement (Cont'd)

Waste and Effluent Management (Cont'd)

Wastewater and Treatment Systems

Generally, wastewater is treated and monitored through wastewater treatment systems, which may apply two (2) types of treatments, i.e. Biological Process and Physical Chemical Process, or a combination of both in some plants.

The purpose of the processes is to remove the contents, such as suspended solids, grease and fat, and harmful substances, which are then processed into sludge cake for disposal in accordance with environmental laws and regulations, while the treated effluent can be discharged safely into the public water system.

In order to ensure the quality of treated effluent is retained within the regulated levels, treated effluent is sampled and tested at least every week to assess and determine its acidity, biochemical oxygen demand ("BOD") level, chemical oxygen demand ("COD"), etc.

From time to time, training on the maintenance and management of the wastewater treatment system is provided to our Group's technical officers who are certified by the Department of Environment ("DOE") to ensure that they are well-trained and updated with the Group's latest processes and facilities.

The Group's overall treated effluent discharge is mainly from our chicken slaughtering plants and is summarised as follows.

CAB Group	FY2024	FY2025
Effluent discharged (megalitres)	762	800

During the reporting year, CAB Group recorded a minor penalty issued by the Department of Environment ("DOE") related to effluent non-compliance at one of our sites. The matter was promptly addressed, and comprehensive corrective and preventive actions were implemented to prevent the recurrence of similar cases.

We are pleased to report that all other sites remained fully compliant, with no other significant penalties or fines recorded in relation to wastewater treatment during FY2025. This reflects our ongoing commitment to high environmental standards and continuous improvement.

Waste Management

We ensure that scheduled waste is managed in accordance with the applicable laws and regulations. On the other hand, non-scheduled waste generated by the Group's operations may have various other uses, and the Group donates or sells the waste where possible.

Poultry wastes, consisting of offal, feathers, manure, and eggshells, are amongst some of the more significant wastes from our slaughtering operations, which are not for human consumption. Whilst not commercially viable for us to process such wastes into other products, they contain nutritional values and may be used for other purposes such as animal feed, composting, or others.

We continue to carry out gradual conversion of all the Group's farms, of which a majority are open house system, into closed house systems, which will help to manage the problem of odour and flies relating to poultry manure. We also adopt the use of microorganism sprays on poultry manure, which helps to accelerate decomposition and reduce odour.

We have a collaborative relationship with licensed contractors where they help to manage and measure the poultry manure generated from our operations, while we provide the poultry manure to them without charge.

Sustainability Statement (Cont'd)

Waste and Effluent Management (Cont'd)

Waste Management (Cont'd)

The following table summarises the generation and management of the Group's more significant waste.

CAB Group	FY2024 ¹			FY2025		
	Generated (tonnes)	Diverted from Disposal (tonnes)	Directed to Disposal (tonnes)	Generated (tonnes)	Diverted from Disposal (tonnes)	Directed to Disposal (tonnes)
Scheduled Waste (Hazardous Waste)						
SW110 - Electronic Waste ²	81.91	0.01	81.90	0.02	0.02	0.00
SW 204 - IETS Wastewater Treatment (Sludge) ³	Not available	Not available	Not available	1,300.47	0.00	1,300.47
SW305 - Lubricating oil	5.29	0.00	5.29	4.10	0.00	4.10
SW 409 Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes ⁴	Not available	Not available	Not available	0.68	0.00	0.68
SW410 - Rags, plastics, papers and filters waste	0.15	0.00	0.15	1.12	0.00	1.12
Non-Hazardous Waste						
Poultry waste	19,405.20	15,803.70	3,601.50	18,265.84	14,223.39	4,042.45
Used oil	9.50	9.50	0.00	13.17	13.17	0.00
Organic and perishable waste	503.61	180.00	323.61	1,900.12	1,858.30	41.82
Plastic and packaging waste	437.03	437.03	0.00	582.51	455.35	127.16
Metal and scrap waste	54.74	54.74	0.00	83.05	83.01	0.04
General and mixed solid waste	1,063.88	61.55	1,002.33	1,286.21	0.00	1,286.21
Total	21,561.31	16,546.53	5,014.78	23,437.29	16,633.24	6,804.05

¹ CAB Group began to collect waste data in FY2024.

² E-waste has been reclassified under SW110 – electronic waste.

³ CAB Group began to collect SW 204 waste data in FY2025.

⁴ CAB Group began to collect SW 409 waste data in FY2025.

Water Management

Water is a significant and important input in the CAB Group's operations, including in our integrated poultry operations and food processing operations. While the majority of the water we use is sourced from the municipal water supply, we also draw underground water in some operations.

Generally, our operations are not located in water-stressed areas. Nonetheless, the Group undertakes approaches and initiatives to ensure we use water effectively and do not waste water at all our business units. Our water management practices are highlighted as follows:

- rainwater harvesting system or water retention ponds in farms to enable the collection and reuse of rainwater; and
- maximising water efficiency in accordance with the 3Rs principle: reduce, reuse, and recycle.

During the financial year under review, a total of 1,436 megalitres of water was withdrawn for our business operations.

CAB Group (megalitres)	FY2024	FY2025
Municipal water supply	1,365	1,392
Underground water	57	44
Total water withdrawal	1,422	1,436

Sustainability Statement (Cont'd)

Energy Management and Greenhouse Gas (“GHG”) Emissions

The Group undertakes energy management to optimise its use of resources and operational efficiency. Electricity is crucial, especially for farm and production operations, while diesel and petrol are used in company vehicles, for the transportation of goods, as well as in equipment used in production and operations.

Renewable Energy – Solar Power

In recent years, the Group has initiated investments in solar power generation systems (or “PV Systems”) to enhance its use of renewable energy across various operational sites. In addition to generating our own energy to supplement operational energy demand, these investments also help us reduce our reliance on fossil fuel-based purchased electricity while reducing our carbon footprint. The energy generated from the installed PV Systems is used entirely for the Group’s own operations.

During the financial year under review, the Group completed the installation of PV systems at 14 locations, bringing the total number of operating sites installed with PV systems to 16, including 9 farms and 7 production facilities, as follows:

- CAB Corporate Office in Seberang Jaya, Penang;
- Hatchery centre in Simpang Ampat, Penang;
- Slaughtering and processing factory in Malacca;
- Hatchery centre in Sungai Petani, Kedah;
- Poultry farms in Pendang, Kedah;
- Poultry Farm in Juru, Penang;
- Processing factory in Segambut, Kuala Lumpur; and
- Hatchery centre in Pontian, Johor.

The Group continues to assess the viability of installing PV systems at other operating sites to optimise the Group’s cost, energy, and emissions efficiency. As a result, the electricity purchased from TNB in FY2025 is lower compared to the previous year, as part of the Group’s electricity demand was offset by renewable energy generated from the installed solar panel systems.

Energy Consumption

During the financial year under review, CAB Group consumed approximately 131,101 MWh of energy within the business operations.

CAB Group (MWh)	FY2024⁵	FY2025
Petrol and diesel	58,474.69	56,738.47
Purchased electricity	72,048.97	70,338.00
Self-generated solar energy consumed	2,107.66	4,024.84
Total energy consumption	132,631.32	131,101.31

⁵ CAB Group began to collect energy consumption data in FY2024.

Sustainability Statement (Cont'd)

Energy Management and Greenhouse Gas (“GHG”) Emissions (Cont'd)

Energy Consumption (Cont'd)

We continue to carry out regular monitoring and management of our energy use, striving to utilise energy efficiently, control expenses, and reduce our carbon footprint. These initiatives include:

- corrective actions are taken to reduce abnormal power consumption and minimise energy waste during idle production time;
- continue to oversee and monitor energy consumption via supervisory control;
- utilising and prioritising energy-efficient equipment and electrical appliances across the operations, such as installing energy-efficient chiller systems, LED lighting, condensers, and cooling tower fans;
- installation of stabilisers on air compressors, temperature control on relevant processes to reduce electrical usage whenever appropriate; and
- applying environmentally friendly designs and materials in our products.

GHG Emissions

The Group continues to report its Scope 1 and Scope 2 emissions, which are derived from the Group's direct use of fossil-based fuels and purchased electricity, respectively.

CAB Group (tCO ₂ e)	FY2024 ⁶	FY2025
Scope 1 (Direct) ⁷	14,446.96	14,018.81
Scope 2 (Indirect) ⁸	54,479.48	53,163.37
Scope 1 and Scope 2	68,926.44	67,182.18

⁶ CAB Group began to collect Scope 1 and Scope 2 GHG emissions data in FY2024.

⁷ The conversion factor for petrol and diesel has been restated using the latest figure from the GHG Protocol – GHG Emissions from Transport or Mobile Sources. Reference: <https://ghgprotocol.org/calculation-tools-and-guidance>.

⁸ The conversion factor for electricity purchased in Singapore has been restated using the latest figure, which is based on Singapore's Grid Emission Factor of 0.402 kg CO₂e/kWh for FY2024. Reference: <https://www.ema.gov.sg/resources/singapore-energy-statistics/chapter2>.

Supported by the installed PV systems, which supplied clean energy to the Group's operations, our FY2025 Scope 2 emissions reduced by about 2% to 53,163.37 tCO₂e from the previous financial year. The Group avoided an estimated 3,115.22 tCO₂e of GHG emissions by utilising energy generated from its PV systems.

On the other hand, we continue to develop internal processes to gather Scope 3 GHG emissions, focusing on Category 6 – Business Travel and Category 7 – Employee Commuting.

Climate-related Financial Disclosures

The Group acknowledges that climate change may potentially affect business and the business environment. The Group also acknowledges the gradual adoption of IFRS S1 and IFRS S2 in the MMLR reporting requirements in the coming years and has begun to undertake initiatives to align its practices and processes with the IFRS S2.

During the financial year under review, the Group reviewed and updated its governance structure to reflect climate-related considerations in the responsibilities of the Board and relevant Board Committees.

The Group has also conducted a simple scenario analysis to assist in the identification of climate-related risks and opportunities. We selected 3 scenarios, including a scenario that reflects the current trajectory, a scenario with higher transition risks, and a scenario with higher physical risks, to assess the possible climate-related risks and opportunities in the different climate scenarios. Selected climate-related risks and opportunities will be further assessed to evaluate their impacts, including financial effects as applicable, as part of the Group's approach to prioritise the management of more material risks and opportunities.

Sustainability Statement (Cont'd)

Energy Management and Greenhouse Gas (“GHG”) Emissions (Cont'd)

Climate-related Financial Disclosures (Cont'd)

We will continue to develop relevant processes, conduct assessments, and implement controls to manage material climate-related risks or opportunities identified. Where relevant, the Group will also consider material climate-related risks and opportunities in its business strategies and plans in the short and long term. We will disclose climate-related financial disclosures in alignment with IFRS S2 in our future reports in compliance with the MMLR.

Employment

Workforce Diversity

CAB Group is steadfast in its commitment to fostering and maintaining a diverse and inclusive workforce, where every employee is treated fairly and equitably, without discrimination. As an equal-opportunity employer, we are dedicated to developing a workplace culture that embraces individuals with different backgrounds, genders, ages, creeds, ethnicities, and cultural affiliations and provides equal opportunities for career development and advancement.

The Group has implemented a Gender Diversity Policy for Directors and Senior Management to promote gender diversity at leadership levels. The primary focus remains on ensuring that recruitment and selection processes prioritise a strong combination of competencies, skills, extensive industry experience, knowledge, and the suitability of the candidate to the particular role being filled.

The table below summarises the total number of Board members and employees, categorised by gender and age group.

30 Sep 2025 ⁹					
Number (%) of the CAB Group's Board	Gender		Age		
	Male	Female	< 30	30 - 50	> 50
Board of Directors	5 (83%)	1 (17%)	0 (0%)	1 (17%)	5 (83%)
Employees By Employee Category for Malaysia					
Director-level positions (“EDs”) and Key Senior Management	17 (85%)	3 (15%)	0 (0%)	9 (45%)	11 (55%)
Managerial positions	158 (72%)	62 (28%)	3 (1%)	125 (57%)	92 (42%)
Executive and Supervisor	380 (56%)	301 (44%)	181 (27%)	374 (55%)	126 (18%)
Non-Executives	2,825 (81%)	648 (19%)	1,697 (49%)	1,560 (45%)	216 (6%)
Total	3,380 (77%)	1,014 (23%)	1,881 (43%)	2,068 (47%)	445 (10%)
Employees By Employee Category for Singapore					
Director-level positions (“EDs”) and Key Senior Management	6 (100%)	0 (0%)	0 (0%)	1 (17%)	5 (83%)
Managerial positions	25 (74%)	9 (26%)	1 (3%)	6 (18%)	27 (79%)
Executive and Supervisor	24 (71%)	10 (29%)	2 (6%)	18 (53%)	14 (41%)
Non-Executives	140 (66%)	72 (34%)	46 (22%)	100 (47%)	66 (31%)
Total	195 (68%)	91 (32%)	49 (17%)	125 (44%)	112 (39%)

Number (%) of employees by nationality	30 Sep 2023	30 Sep 2024	30 Sep 2025	
Malaysia	Local	1,809 (51%)	2,462 (57%)	2,655 (60%)
	Foreign	1,759 (49%)	1,865 (43%)	1,739 (40%)
Singapore ¹⁰	Local	Not available	132 (46%)	134 (47%)
	Foreign	Not available	152 (54%)	152 (53%)

⁹ Refer to Appendix A for FY2024 employee data by gender and age group.

¹⁰ CAB Group began to collect number of employees in Singapore by nationality in FY2024.

Sustainability Statement (Cont'd)

Employment (Cont'd)

Workforce Diversity (Cont'd)

In FY2025, the Group employed a total of 4,680 employees, with approximately 54% being permanent employees and 46% hired on a contract basis. There were also 45 non-contract-of-service workers involved in our business operations, such as contractors, security guards, and cleaners.

Number (%) of employees by employment contract		30 Sep 2024 ¹¹	30 Sep 2025
Malaysia	Full-time permanent employees	2,059 (48%)	2,325 (53%)
	Part-time permanent employees	0 (0%)	0 (0%)
	Full-time contract employees	2,268 (52%)	2,069 (47%)
	Part-time contract employees	0 (0%)	0 (0%)
Singapore	Full-time permanent employees	216 (76%)	223 (78%)
	Part-time permanent employees	0 (0%)	0 (0%)
	Full-time contract employees	17 (6%)	19 (7%)
	Part-time contract employees	51 (18%)	44 (15%)

¹¹ CAB Group began to collect employee by employment contract in FY2024.

Human Rights and Labour Standards

The Group is committed to promoting equal employment opportunities and preventing discrimination in the workplace, striving to ensure that employment practices fairly reflect diversity in terms of gender, ethnicity, and age.

Moreover, CAB Group is also committed to complying with all applicable and relevant laws and regulations in the regions where we operate, particularly those related to human rights and labour standards. This includes adhering to legal requirements such as the prohibition of child and forced labour, minimum wage requirements, maximum working hours, minimum rest periods, and ensuring the health and safety of our employees.

In addition, the Group ensures that all necessary documentation and legal permits are properly obtained and maintained, particularly for foreign employees, alongside their employment contracts.

Employee Engagement and Development

The Group is committed to fostering a culture of open and transparent communication to strengthen employee engagement across all levels. Employees are encouraged to speak, discuss, and share their ideas and suggestions for business improvements, as it enables them to contribute to the company's growth while recognising their own personal potential. Additionally, managers are encouraged to engage continuously with their team members, including workers, to better understand and address the challenges and issues employees encounter in the workplace.

Training and Development

Talents and skills are essential for business success. CAB Group's priorities are focused on continuous skill development and knowledge improvement through employee training and development program aimed at supporting employees to enhance their skills and knowledge, including at a personal level. In addition to developing employees to enhance their performance and delivery of responsibilities in relation to their roles, the Group's training and development program also provides employees opportunities to advance their careers, as well as allowing the Group to identify and assess the individuals with high potential that can be considered in its succession planning.

The training provided to our employees and workers is based on training need analyses conducted during employee and worker engagement activities, such as annual performance evaluations and appraisal sessions. This approach ensures that the training is relevant and aligned with both employee's and company's goals and objectives. To enhance and upskill the knowledge, skills, and experiences of our employees, training is provided for various levels, including the executive team, management personnel, and employees.

Sustainability Statement (Cont'd)

Employee Engagement and Development (Cont'd)

Training and Development (Cont'd)

During the financial year under review, training topics attended by our employees are summarised as follows:

- Safety & Health & Environment (refer to Health and Safety Awareness and Training section for details);
- Quality Management & Food Safety (refer to Food Safety and Quality Awareness and Training section for details);
- Halal;
- Finance;
- Human Resources Management;
- Management Skill;
- Technical Skill;
- Communication Skill;
- Managerial (Leadership);
- Veterinary;
- Sales;
- Logistic;
- Information Technology;
- Anti-Bribery; and
- Sustainability.

The total hours of training attended by our employees in FY2025, categorised by employee category, are included in the following table:

Number of training hours by employee category	FY2024 ¹²	FY2025
Malaysia		
Director-level positions ("EDs") and Key Senior Management	162	270
Managerial positions	1,587	3,274
Executive and Supervisor	4,839	7,468
Non-Executives	2,489	3,842
Total hours of training	9,077	14,854
Average hours of training per employee	2.10	3.38
Singapore¹³		
Director-level positions ("EDs") and Key Senior Management	10	27
Managerial positions	49	119
Executive and Supervisor	94	209
Non-Executives	247	664
Total hours of training	400	1,019
Average hours of training per employee	1.41	3.56

¹² CAB Group began to collect and report the total number of training hours by employee category in FY2024.

¹³ CAB Group began to collect the training hours of employees in Singapore in FY2024.

Employee Welfare

Employees are crucial to our operations as they drive business growth and ensure the quality and safety of our products. To attract and retain talent while recognising their contributions, we provide a range of employee welfare initiatives.

The Group implements a fair and substantive employee reward system that connects rewards to individual contribution and performance, reflecting its adoption of the merit-based principle in its employment. Annual performance assessments are conducted to evaluate and assess employees and determine appropriate rewards, which may include bonuses, salary adjustments, and promotions. This employee reward system is participated in by the employee under assessment, the employee's superior, and the Group HR Department, which serves as a verifier to ensure transparency and appropriate checks and balances in the rewarding process.

Sustainability Statement (Cont'd)

Employee Engagement and Development (Cont'd)

Employee Welfare (Cont'd)

The benefits we provide to our employees are summarised as follows:

- healthcare benefits;
- compassionate leave;
- various insurance plans such as Group hospitalisation and Surgical and Group Personal Accident; and
- minimum benefits in accordance with local laws and regulations.

Employee Retention

The Group's FY2025 employee turnover and new hire numbers are included as follows:

CAB Group	30 Sep 2024 ¹⁴		30 Sep 2025	
	Turnover number	New hires number	Turnover number	New hires number
Malaysia				
Director-level positions ("EDs") and Key Senior Management	5	2	2	3
Managerial positions	36	42	32	30
Executive and Supervisor	125	117	121	135
Non-Executives	589	580	647	633
Total	755	741	802	801
Singapore				
Director-level positions ("EDs") and Key Senior Management	0	0	1	0
Managerial positions	1	1	1	1
Executive and Supervisor	3	2	4	6
Non-Executives	36	40	29	29
Total	40	43	35	36

¹⁴ CAB Group began to collect turnover and new hires number in FY2024.

Occupational Safety and Health

We are committed to providing a safe, secure, and conducive working environment for our employees and workers.

Employees working on farms may be exposed to a range of occupational safety and health risks, including but not limited to industrial accidents, occupational poisoning (such as from chemical gases, ammonia, pesticides, etc), occupational diseases (such as musculoskeletal disorders and biological hazards), whereas employees that are working in a manufacturing and processing factory is exposed to physical harms due to activities like using with sharp tools, machinery, high temperature, etc.

The Group has a Group Safety and Health Policy to govern workplace safety and health. The Safety and Health Policy reflect the Group's commitment to safety and health, and it also serves as a communication tool to internal and external stakeholders. The Safety and Health Policy is updated when necessary to ensure effectiveness and compliance with relevant laws and regulations.

Sustainability Statement (Cont'd)

Occupational Safety and Health (Cont'd)

Health and Safety Management Governance and Processes

The Group has a registered competent Safety and Health Officer to manage and ensure matters in relation to the Group's overall occupational safety and health are kept in check.

The Group has established Safety and Health Committees at all six of its slaughtering and processing facilities. Each committee comprises management representatives as well as employee representatives, who provide valuable input on operational challenges and day-to-day safety concerns. This structure ensures effective two-way communication, promotes active employee participation, and strengthens our overall safety governance across all sites.

Occupational safety and health are managed via a risk-based approach. Risk assessment processes, such as Hazard Identification, Risk Assessment and Risk Control ("HIRARC"), Chemical Health Risk Assessment ("CHRA"), and assessment on Noise Monitoring, are undertaken to assess workplace hazards and risks.

Controls to manage the identified risks are established and incorporated into SOPs to ensure the controls are implemented consistently. These controls or initiatives include, amongst others, the provision of suitable and adequate personal protective equipment ("PPE"), training, safe work instructions, and the use of equipment with enhanced safety features. We also perform regular checks on the equipment and machinery to ensure they are in safe working condition.

We conduct regular safety training and safety audits or reviews at the Group's farms, hatcheries, processing plants, and production sites to ensure controls are implemented and effective. In addition, these activities also aim to maintain and heighten awareness of our employees, workers, and contractors in relation to safety and health at our operations. Safety information, improvement opportunities, and non-compliance are communicated and reported via Notice Boards and regular management briefings.

It is the responsibility of all employees, suppliers, contractors, and consultants who perform their duties at our premises to comply with the safety and health work practices and guidelines. Safety campaigns are also held to remind workers and employees of safety awareness and related issues to reduce injury, safety and health hazards. We ensure that every worker and employee understands that safety is their responsibility.

Health and Safety Awareness and Training

Safety and health-related training is provided to our workers and employees to develop strong safety awareness and develop safety and health management skills across the operations. During the financial year under review, training provided to employees and workers includes, but is not limited to, the following subjects:

- International Fire Conference & Exhibition Malaysia;
- Fire Conference And Exhibition Malaysia 2024;
- Hazard Identification, Risk Assessment & Risk Control;
- Understanding Occupational Health And Safety Management Systems ISO 45001:2018;
- Emergency Response Plan For Truck Drivers;
- First Aid & CPR;
- First Aid, CPR & AED Training;
- Safe Handling Forklift Training;
- Basic Ergonomic;
- Chemical Handling;
- Noise Hearing Conservation;
- Forklift Operators & Safety Training - Battery Operated;
- Fire Safety Course And ERT Team;
- Chemical Application And Safety Handling;
- Bengkel Sptewise OSH Level Verification And Enhancement 4 SME;
- Fire Warden Course;
- Occupational First Aid Course; and
- Forklift Operator Refresher Training.

Sustainability Statement (Cont'd)

Occupational Safety and Health (Cont'd)

Health and Safety Awareness and Training (Cont'd)

A total of 467 employees received training on health and safety standards in FY2025.

CAB Group	FY2024 ¹⁵	FY2025
Employees in Malaysia trained on health and safety standards (number)	256	434
Employees in Singapore trained on health and safety standards (number)	16	33

¹⁵ CAB Group began to collect the number of employees trained on health and safety standards in FY2024.

Safety Performance

During the financial year under review, there were no major accidents reported in all our operations, and this is aligned with the Group's target of maintaining zero accidents throughout our operations.

Most of the work-related injuries recorded during the financial year were attributed to common workplace hazards such as cuts from sharp objects and slips or falls. In line with our commitment to strengthening workplace safety, several corrective and preventive actions were implemented to address these risks and prevent recurrence.

Key actions included the development and reinforcement of Safe Work Practices ("SWP"), a comprehensive review and revision of our HIRARC, and the delivery of refresher training programmes to enhance employees' safety awareness. In addition, improvements were made to work areas to eliminate potential hazards, and a joint program was conducted with the Department of Occupational Safety and Health ("DOSH") focusing on hand-injury prevention and compliance enhancement.

These collective measures reflect our ongoing commitment to cultivating a safer working environment and continuously enhancing our safety performance across all operations.

CAB Group ¹⁶	FY2023	FY2024	FY2025
Total hours worked (hours)	7,345,104	11,029,512	11,117,304
Work-related fatalities (cases)	0	0	0
Total accidents reported/resulted in lost workdays (cases)	30	117	98
Lost time injury frequency rate/lost time incident rate (per million hours) ¹⁷	4.08	10.60	8.82
Lost day rate ¹⁸	11.76	20.13	15.11

¹⁶ The data for FY2024 increased as we have updated our definition of accidents to cases with medical leave of one day and more. Prior to FY2024, accidents were defined as cases required to be reported to DOSH, i.e. accidents reported with medical leaves of 4 days or more.

¹⁷ Lost time injury frequency rate/lost time incident rate = (number of accident in the reporting period x 1,000,000)/total hours worked in the reporting period

¹⁸ Lost day rate = (total number of workdays lost x 200,000)/total hours worked in the reporting period

Corporate Social Responsibility

In FY2025, the Group supported the society and community through various channels, including government departments or agencies, religious organisations, charitable organisations, schools, and other organisations in the form of monetary donations and/or sponsorship, chicken meat supply, and others.

CAB Group	FY2024 ¹⁹	FY2025
Total amount invested in the community (RM)	121,439	142,731
Total number of beneficiaries of the investment in communities (estimated), including individuals and institutions	1,495	452

¹⁹ CAB Group began to collect total amount invested and estimated number of beneficiaries of the investment in FY2024.

Sustainability Statement (Cont'd)

Corporate Social Responsibility (Cont'd)

The Group's contributions supported approximately 452 individuals and institutions, including students, special children, local communities, schizophrenia welfare associations, temples, etc. The Group also believes that the Group's business and operations help to support and contribute to the economy, especially the local economy, through its purchases, employment, and products and services.

Approximately 97% of the Group's trading goods and raw materials were obtained locally.

CAB Group	FY2024 ²⁰	FY2025
Proportion of spending on local suppliers	95.7%	96.6%

²⁰ CAB Group began to collect local procurement in FY2024.

Appendix A

30 Sep 2024 ²¹					
Number (%) of the CAB Group's Board	Gender		Age		
	Male	Female	< 30	30 - 50	> 50
Board of Directors	5 (83%)	1 (17%)	0 (0%)	2 (33%)	4 (67%)
Employees By Employee Category for Malaysia					
Director-level positions ("EDs") and Key Senior Management	17 (81%)	4 (19%)	0 (0%)	13 (62%)	8 (38%)
Managerial positions	162 (74%)	57 (26%)	4 (2%)	109 (50%)	106 (48%)
Executive and Supervisor	371 (57%)	282 (43%)	164 (25%)	352 (54%)	137 (21%)
Non-Executives	2,788 (81%)	646 (19%)	1,756 (51%)	1,444 (42%)	234 (7%)
Total	3,338 (77%)	989 (23%)	1,924 (45%)	1,918 (44%)	485 (11%)
Employees By Employee Category for Singapore					
Director-level positions ("EDs") and Key Senior Management	6 (100%)	0 (0%)	0 (0%)	1 (17%)	5 (83%)
Managerial positions	26 (74%)	9 (26%)	1 (3%)	5 (14%)	29 (83%)
Executive and Supervisor	25 (68%)	12 (32%)	6 (16%)	18 (49%)	13 (35%)
Non-Executives	137 (67%)	69 (33%)	42 (20%)	99 (48%)	65 (32%)
Total	194 (68%)	90 (32%)	49 (17%)	123 (43%)	112 (40%)

²¹ CAB Group began to collect and report the number of Board and employees (operations in Malaysia and Singapore) by gender and age group, for each employee category in FY2024.

CAB CAKARAN CORPORATION BERHAD

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Sustainability Statement (Cont'd)

Performance Data

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
1. Anti-corruption	1.(a) 1. Percentage of employees who have received training on anti-corruption by employee category - Director-level positions and Key Senior Management	Percentage	73	—	(No assurance)
1. Anti-corruption	1.(a) 2. Percentage of employees who have received training on anti-corruption by employee category - Managerial positions	Percentage	37	—	(No assurance)
1. Anti-corruption	1.(a) 3. Percentage of employees who have received training on anti-corruption by employee category - Executives and Supervisors	Percentage	6	—	(No assurance)
1. Anti-corruption	1.(a) 4. Percentage of employees who have received training on anti-corruption by employee category - Non-Executives	Percentage	0	—	(No assurance)
1. Anti-corruption	1.(b) Percentage of operations assessed for corruption-related risks	Percentage	100	—	(No assurance)
1. Anti-corruption	1.(c) Confirmed incidents of corruption and action taken	Number	0	—	(No assurance)
2. Community / Society	2.(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	142731	—	(No assurance)
2. Community / Society	2.(b) Total number of beneficiaries of the investment in communities	Number	452	—	(No assurance)

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Sustainability Statement (Cont'd)

Performance Data (Cont'd)

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
3. Diversity	3. (a) 1. Percentage of employees by gender and age group, for each employee category - Age Group (Director-level positions and Key Senior Management Under 30)	Percentage	0	—	(No assurance)
3. Diversity	3. (a) 2. Percentage of employees by gender and age group, for each employee category - Age Group (Director-level positions and Key Senior Management Between 30-50)	Percentage	38	—	(No assurance)
3. Diversity	3. (a) 3. Percentage of employees by gender and age group, for each employee category - Age Group (Director-level positions and Key Senior Management Above 50)	Percentage	62	—	(No assurance)
3. Diversity	3. (a) 4. Percentage of employees by gender and age group, for each employee category - Age Group (Managerial positions Under 30)	Percentage	1	—	(No assurance)
3. Diversity	3. (a) 5. Percentage of employees by gender and age group, for each employee category - Age Group (Managerial positions Between 30-50)	Percentage	52	—	(No assurance)
3. Diversity	3. (a) 6. Percentage of employees by gender and age group, for each employee category - Age Group (Managerial positions Above 50)	Percentage	47	—	(No assurance)
3. Diversity	3. (a) 7. Percentage of employees by gender and age group, for each employee category - Age Group (Executive and Supervisors Under 30)	Percentage	25	—	(No assurance)

Sustainability Statement (Cont'd)

Performance Data (Cont'd)

Sustainability Matter		Metric	Measurement Unit	2025	Target	Assurance
3. Diversity	3. (a) 8. Percentage of employees by gender and age group, for each employee category - Age Group (Executive and Supervisors Between 30-50)	Percentage		55	—	(No assurance)
3. Diversity	3. (a) 9. Percentage of employees by gender and age group, for employee category - Age Group (Executive and Supervisors Above 50)	Percentage		20	—	(No assurance)
3. Diversity	3. (a) 10. Percentage of employees by gender and age group, for each employee category - Age Group (Non-Executives Under 30)	Percentage		47	—	(No assurance)

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Sustainability Statement (Cont'd)

Performance Data (Cont'd)

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
3. Diversity	3. (a) 11. Percentage of employees by gender and age group, for each employee category - Age Group (Non-Executives Between 30-50)	Percentage	45	—	(No assurance)
3. Diversity	3. (a) 12. Percentage of employees by gender and age group, for each employee category - Age Group (Non-Executives Above 50)	Percentage	8	—	(No assurance)
3. Diversity	3. (a) 13. Percentage of employees by gender and age group, for each employee category - Gender Group (Director level positions and Key Senior Management Male)	Percentage	88	—	(No assurance)
3. Diversity	3. (a) 14. Percentage of employees by gender and age group, for each employee category - Gender Group (Director level positions and Key Senior Management Female)	Percentage	12	—	(No assurance)
3. Diversity	3. (a) 15. Percentage of employees by gender and group, for each employee category - Gender Group (Managerial positions Male)	Percentage	72	—	(No assurance)
3. Diversity	3. (a) 16. Percentage of employees by gender and age group, for each employee category - Gender Group (Managerial positions Female)	Percentage	28	—	(No assurance)
3. Diversity	3. (a) 17. Percentage of employees by gender and age group, for each employee category - Gender Group (Executive and Supervisors Male)	Percentage	57	—	(No assurance)
3. Diversity	3. (a) 18. Percentage of employees by gender and age group, for each employee category - Gender Group (Executive and Supervisors Female)	Percentage	43	—	(No assurance)

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Sustainability Statement (Cont'd)

Performance Data (Cont'd)

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
3. Diversity	3. (a) 19. Percentage of employees by gender and age group, for each employee category - Gender Group (Non-Executives Male)	Percentage	80	—	(No assurance)
3. Diversity	3. (a) 20. Percentage of employees by gender and age group, for each employee category - Gender Group (Non-Executives Female)	Percentage	20	—	(No assurance)
3. Diversity	3. (b) 1. Percentage of directors by gender and age group - Gender Group (Male)	Percentage	83	—	(No assurance)
3. Diversity	3. (b) 2. Percentage of directors by gender and age group - Gender Group (Female)	Percentage	17	—	(No assurance)
3. Diversity	3. (b) 3. Percentage of directors by gender and age group - Age Group (Under 30)	Percentage	0	—	(No assurance)
3. Diversity	3. (b) 4. Percentage of directors by gender and age group - Age Group (Between 30-50)	Percentage	17	—	(No assurance)
3. Diversity	3. (b) 5. Percentage of directors by gender and age group - Age Group (Above 50)	Percentage	83	—	(No assurance)
4. Energy Management	4. Total energy consumption	Megawatt	1311013	—	(No assurance)
5. Health and Safety	5. (a) Number of work-related fatalities	Number	0	—	(No assurance)
5. Health and Safety	5. (b) Lost time incident rate ("LTIR")	Rate	8.82	—	(No assurance)

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Sustainability Statement (Cont'd)

Performance Data (Cont'd)

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
5. Health and Safety	5. (c) Number of employees trained on health and safety standards	Number	467	—	(No assurance)
6. Labour practices and standards	6. (a) 1. Total hours of training by employee category - Director level positions and Key Senior Management	Hours	296.5	—	(No assurance)
6. Labour practices and standards	6. (a) 2. Total hours of training by employee category - Managerial positions	Hours	3393	—	(No assurance)
6. Labour practices and standards	6. (a) 3. Total hours of training by employee category - Executive and Supervisors	Hours	7676	—	(No assurance)
6. Labour practices and standards	6. (a) 4. Total hours of training by employee category - Non-Executives	Hours	4505.5	—	(No assurance)
6. Labour practices and standards	6. (b) Percentage of employees that are contractors or temporary staff	Percentage	46	—	(No assurance)
6. Labour practices and standards	6. (c) 1. Total number of employee turnover by employee category - Director level positions and Key Senior Management	Number	3	—	(No assurance)
6. Labour practices and standards	6. (c) 2. Total number of employee turnover by employee category - Managerial positions	Number	33	—	(No assurance)
6. Labour practices and standards	6. (c) 3. Total number of employee turnover by employee category - Executive and Supervisors	Number	125	—	(No assurance)
6. Labour practices and standards	6. (c) 4. Total number of employee turnover by employee category - Non-Executives	Number	676	—	(No assurance)

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Sustainability Statement (Cont'd)

Performance Data (Cont'd)

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
6. Labour practices and standards	6. (d) Number of substantiated complaints concerning human rights violations	Number	0	—	No assurance
7. Supply Chain Management	7. (a) Proportion of spending on local suppliers	Percentage	96.6	—	No assurance
8. Data Privacy and Security	8. (a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	—	No assurance
9. Water	9. (a) Total volume of water used	Megalitres	1436	—	No assurance