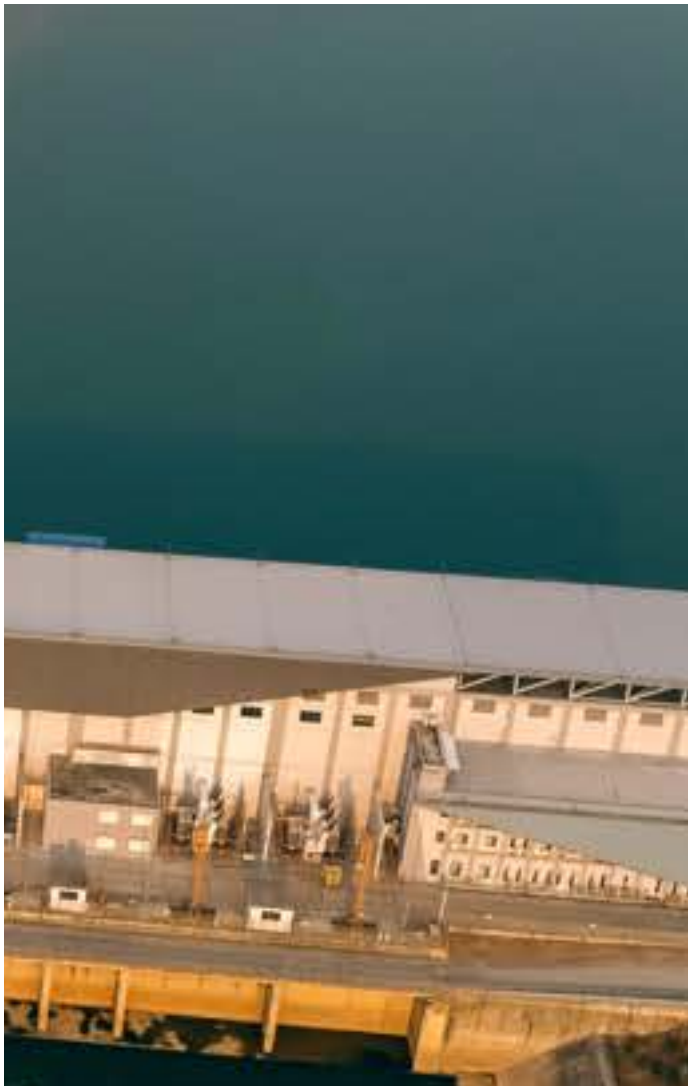




MFCB

MEGA FIRST CORPORATION BERHAD
Reg. No. 196601000210 (6682-V)



SUSTAINABILITY REPORT 2024



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OUR VISION

To be a leading Malaysian company with a strong commitment to sustainable development in all our businesses and to achieve long term value creation to the benefit of all our stakeholders.

OUR MISSION

To implement sustainable initiatives across our entire organisation with an emphasis on sustainable production, social accountability and sound environmental management practices.

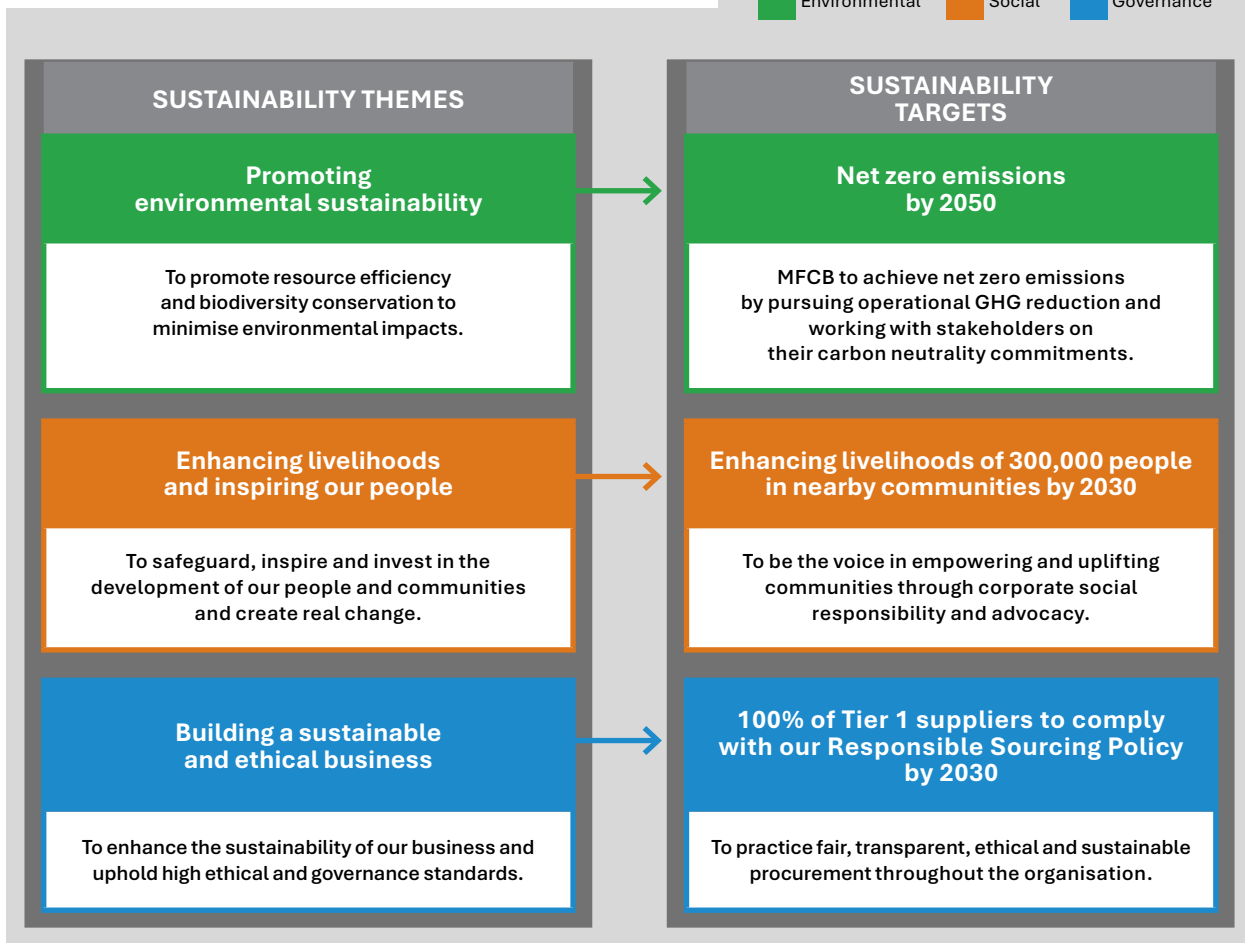
SUSTAINABILITY AT MFCB

Sustainability is embedded in the core of our business, focusing on three key sustainability themes: Promoting Environmental Sustainability, Enhancing Livelihoods and Inspiring Our People and Building a Sustainable and Ethical Business. These themes are rooted in the fundamental pillars of Environment, Social and Governance (ESG). Through these efforts we aspire to create long-term value for our stakeholders while fostering positive impacts on the environment and society.

Our sustainability strategy outlines the overarching direction for our Group's sustainability efforts.

Legend

Environmental Social Governance



In 2024, we enhanced our reporting coverage to include all Divisions under MFCB Group, namely Renewable Energy, Resources, Packaging, Food Security, Automotive Components and Property. Showcasing the strength of the Group carrying diverse business segments, we decided to report at the Group level starting in 2024, in comparison with our divisional reporting style in the previous years.

This year, we built upon our 2023 efforts to enhance employee awareness and knowledge of sustainability by conducting Sustainability 101 Training. Throughout the year, Management-level representatives from our remaining Divisions completed the training. We continue to regularly review the evolving sustainability and climate landscape to ensure our workforce is well-informed and equipped with the appropriate skills and competencies to address emerging challenges.

To foster internal motivation and alignment with the Group's overall targets, we introduced Divisional targets, where each Division is required to set interdependent goals under the Environmental and Social pillars of ESG. All of our Divisions have demonstrated strong commitment by proposing their own targets and initiatives to contribute toward achieving these goals.

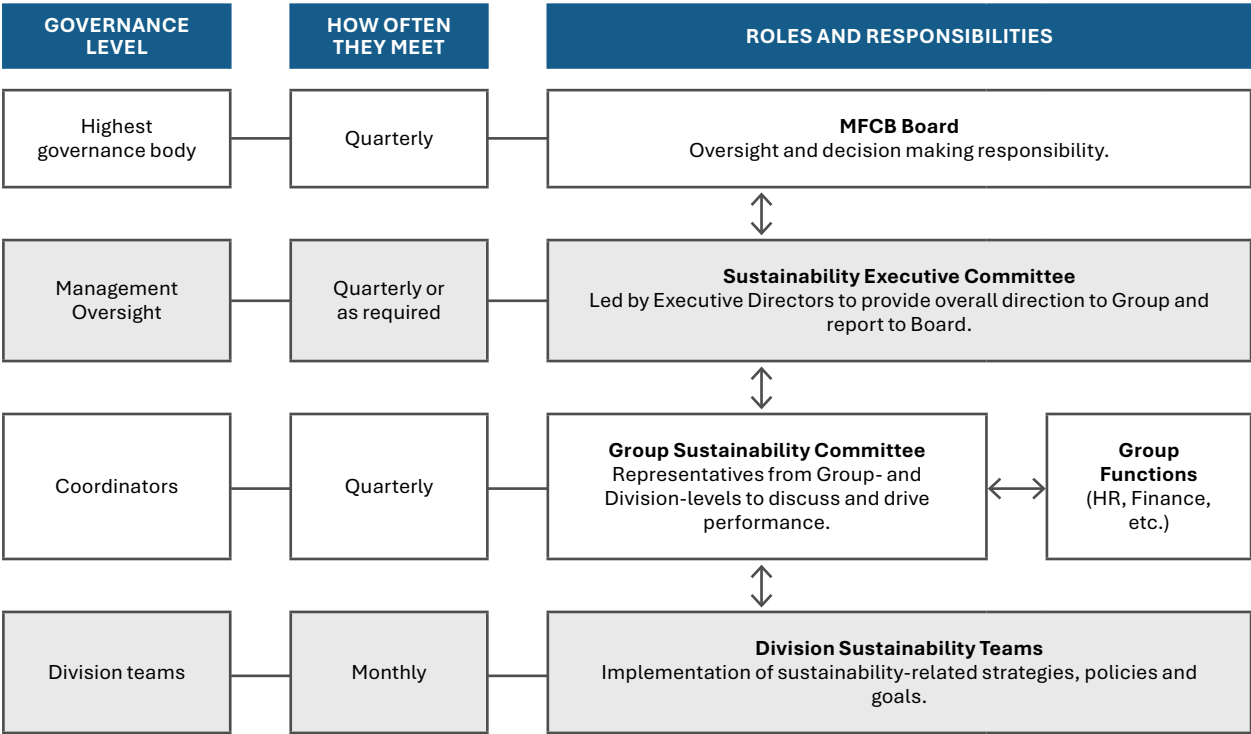
In December 2024, FTSE Russell confirmed that MFCB has been independently assessed according to the FTSE4Good criteria and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. This achievement reflects our dedication to aligning our business with and achieving global best practices and standards.

SUSTAINABILITY GOVERNANCE

MFCB’s sustainability governance prioritises the values of transparency and accountability, ensuring that all our actions align with our commitment to responsible ESG practices. By fostering open communication and maintaining high standards of ethical behaviour, we aim to create a sustainable business model that balances profitability with positive impacts on the planet and society. This approach allows us to build trust with our stakeholders and drive meaningful progress towards our sustainability goals.

Our governance structure is led by the Board of Directors, who have overall responsibility for our sustainability performance. The Board provides leadership from the top and has oversight over a range of sustainability topics including overall sustainability risks and the material topics identified through our materiality assessment. The Board reviews the Group’s sustainability matters and performance on a quarterly basis, ensuring that the Group is on track to meet its sustainability targets.

At Group level, the day-to-day management of sustainability-related issues and concerns are delegated to the Group Sustainability Executive with support from the respective representatives in each Division. Our Sustainability Committee, which meets quarterly, is responsible for maintaining regular communications on sustainability performance and actions to help achieve the Group’s overall ESG goals. The meetings also foster transparency and interaction between the Divisions, encouraging cross-functional collaboration and the sharing of best practices.



PROMOTING ENVIRONMENTAL SUSTAINABILITY

We prioritise environmental conservation across our operations and look to minimise our impacts where possible.

OUR APPROACH

We are committed to our goals to reach carbon neutrality by 2035 and net zero emissions by 2050. The Group is guided by our relevant policies, including our Group Sustainability Policy, Waste Policy, Water Management Policy and Biodiversity Policy. These policies set out our commitment to reduce and minimise our environmental impacts and improve resource efficiency.

OUR MILESTONES



Conduct a group-wide GHG Inventory by 2025.

02

Reduce waste to landfill by 50% by 2030.

03

By 2035, achieve carbon neutrality and commence transition towards Net Zero.

04

Reduce GHG emissions in the supply chain by 50% by 2035.

ENVIRONMENTAL MANAGEMENT

Across the Group, the management of environmental performance is spearheaded by specific roles within each Division, including the Manager of Operation & Maintenance, Manager of Environmental & Social Programs, and Environmental, Health and Safety Officer. Each role is responsible for managing the potential environmental impacts of its Division through regular monitoring to ensure compliance with relevant laws and regulations.

In Malaysia, the Resources and Packaging Divisions each have an Environmental Regulatory Compliance Monitoring Committee (ERCMC) and Environmental Performance Monitoring Committee (EPMC). These committees are tasked with overseeing and managing environmental performance within their respective Divisions. By actively promoting a culture of sustainability, these committees help drive the Group's overarching sustainability goals and support our long-term vision of environmental stewardship.

During the year, four environmental compliance audits were completed. These audits are typically conducted by independent third-party auditors on a three-year cycle to ensure that our operations comply with the standards set by government and regulatory agencies across the jurisdictions where we operate.

43% OF SITES
ISO 14001 CERTIFIED

ISO 14001:2015 Certification

- **Renewable Energy:** MFPI
- **Resources:** RCI
- **Packaging:** Stenta, Hexachase Flexipack and Labels
- **Automotive Components:** Bloxwich (Malaysia)

DIVISION HIGHLIGHT

Integrated Management System (IMS) Implementation



In August this year, RCI successfully integrated its Quality, Environmental and OHS Management Systems into a unified Integrated Management System (IMS). This integration was validated by SIRIM QAS International Sdn. Bhd. through a successful recertification audit, covering three standards: QMS ISO 9001:2015, EMS ISO 14001:2015 and OHSMS ISO 45001:2018. This significant milestone marks a step forward in enhancing RCI's operational productivity and efficiency while ensuring adherence to the highest standards and best practices.



OUR ROAD TO NET ZERO

Our journey toward net-zero emissions is driven by a strong sense of purpose and responsibility. At MFCB, we believe in creating meaningful change and having a lasting positive impact on the environment. To reflect our shared responsibility in safeguarding the planet for future generations, we are determined to reduce our carbon footprint to its lowest possible level and embrace efforts such as transitioning to renewable energy sources, practicing responsible resource consumption, efficient management of water and waste and conserving biodiversity. We emphasise the importance of cross-Division collaboration and in 2024, we have encouraged each Division to establish its own environmental targets, fostering a sense of accountability that supports the Group's overall goals.

GHG EMISSIONS AND CLIMATE CHANGE

As the world shifts toward a low-carbon economy, we recognise the urgent need to further mitigate our impact on climate change. To advance our GHG emissions reduction strategies, we formally engaged an external consultant to assist in the development of a group-wide GHG inventory. Establishing a solid foundation to drive our other environmental goals, this initiative provided us with a holistic view of our environmental impact and helped identify the most significant emission sources. It also verified the previously implemented methodology and ensured completeness, which is essential for capturing all relevant emissions.

The inventory adopts an operational control approach, accounting for 100% of emissions from subsidiaries or operations that we have operational control over. This includes Divisions in Malaysia, Lao PDR and Cambodia.

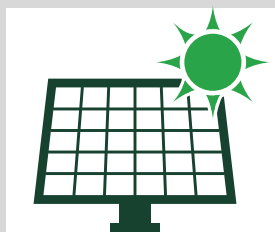
Additionally, we expanded our emissions boundary scopes to include the following Scope 3 categories: Category 1 (Purchased Goods and Services), Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations) and Category 9 (Downstream Transportation and Distribution) across all Divisions. We also gathered data from previous years to gain a comprehensive view of our historical performance.

The inventory also helped us gain critical insights into our carbon footprint, enabling us to set more precise and impactful reduction targets. Moving forward, we will continue refining our methodology, integrating best practices, and leveraging technology to enhance the accuracy and efficiency of our emissions tracking. These efforts will reinforce our commitment to sustainability and ensure we are well-positioned to contribute meaningfully to global decarbonisation goals.

Our key initiatives that were integral to the emissions reduction in 2024 are as follows:



Group-wide
GHG inventory
development



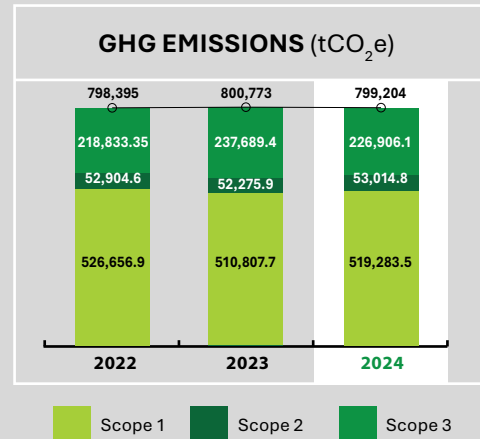
Transition to **renewable electricity** at our operations through the installation of **Solar PV** systems and hydropower



Implementation of various **energy efficiency initiatives** in production processes



Efforts in **reducing waste** across our operations



Notes:

1. The GHG inventory for 2022 and 2023 was developed by an external consultant, establishing 2022 as the baseline year.
2. Scope 3 emissions data for 2024 does not include the Food Security Division.

In 2024, we achieved a notable reduction of 23% in our GHG emissions intensity compared to 2022. This improvement was driven by a decrease in non-mechanical emissions, which includes process emissions from the lime production and the use of CO₂ gas in the automotive components manufacturing.

As a diverse group of businesses which also operates in the resources industry, we acknowledge that process emissions from our lime production are the primary contributor to the Group's total emissions. In 2024, 67% of our total Scope 1 emissions stemmed from this process. The calcination or heating of limestone, at very high temperatures to produce quicklime is an emissions-intensive process that releases CO₂.

While this process releases significant amounts of carbon, it remains essential to quicklime production. The quicklime industry plays a crucial role in the global economy and society by supporting a wide range of sectors. In the steel industry, quicklime is essential for removing impurities during production, while in the paper and pulp sector, it is a critical component of the chemical recovery process. In agriculture, it improves soil quality and aids in disinfection practices.

Quicklime also contributes to environmental management through wastewater treatment, flue gas desulfurisation and sludge sanitation. These applications make quicklime vital for industrial processes, environmental protection, food production and infrastructure development.

ENERGY CONSUMPTION

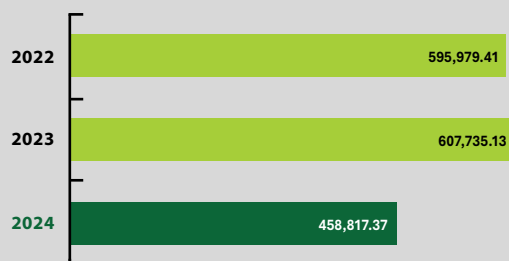
Acknowledging that energy consumption is a significant contributor to our GHG emissions, the majority of our Divisions have implemented solar PV installation systems to help reduce dependency on the grid.

In 2024, DSPC successfully built a 1.0MW solar system on-site for use by the powerhouse and permanent operator village (POV). At the moment, the DSHP site is utilising 100% renewable energy for its electricity consumption. The solar consumption of our other Divisions is also expected to increase in 2025, with the completion of Project Solar Tronoh. The 51MW project is the Group's first large-scale solar and will supply green electricity to our Divisions through the Corporate Green Power Agreement (CGPA).

Additionally, our Packaging Division in Malacca embarked on an energy audit initiative in August. Taking advantage of the Energy Audit Conditional Grant (EACG 2.0) Programme led by the Ministry of Energy Transition and Water Transformation (PETRA) Malaysia, the audit is expected to be completed in the second quarter of 2025. Upon completion, we will be able to review the energy efficiency of our operation lines and determine additional potential energy savings opportunities. If successful, we will be extending this initiative across the other Divisions to support our net zero goals.

We also continued our energy reduction efforts at RCI by replacing the conventional starter with a Variable Speed Drive (VSD) for the induction motor at one of our roller mills. The roller mill was previously using a Star-Delta starter, with limited flexibility and high energy consumption and maintenance. The VSD, on the other hand, is able to adjust the motor speed based on real-time needs, matching output to the load demand. This upgrade is expected to improve RCI's operation performance by lowering its energy consumption by 5% and reducing mechanical stress through the soft-start capability, preventing power spikes during start-up. RCI is committed to continuing this initiative along with its equipment motors upgrade (implemented in 2022), to ensure improved energy efficiency and alignment with our carbon neutral goals.

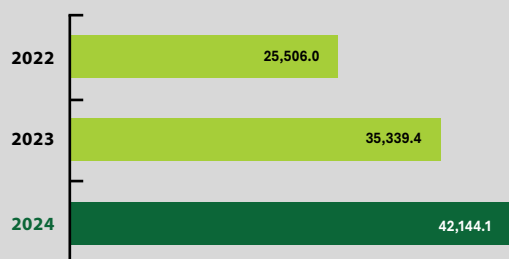
GHG EMISSIONS INTENSITY (tCO₂e/RM billion)



Notes:

1. The GHG emissions intensity per revenue data for 2024 excludes Scope 3 emissions from the Food Security Division, with the exception of Category 6 (Business Travel) and Category 7 (Employee Commuting).

RENEWABLE ENERGY CONSUMPTION (Gigajoules)



RENEWABLE ENERGY GENERATION

Our Renewable Energy operations drive the shift to a low-carbon future. In July 2024, DSPC successfully completed the installation and operation of its fifth 65MW turbine, bringing the total installed capacity of DSHP to 325MW. Currently, the plant is generating approximately 20% more hydropower energy during rainy season, with an annual generation of 2,300 GWh. The renewable power generated here resulted in the avoidance of 527,789 tCO₂e. We also generated more than two million Renewable Energy Certificates (RECs) this year from DSHP, with more than 48,000 RECs sold to corporate consumers.

During the year, we completed four rooftop solar projects in Malaysia, bringing the total installed capacity to 31.3MW. Additionally, our 46.5MW Corporate Green Power Programme (CGPP) project, which was secured in August 2023, was revised to 51MW this year. Overall, our solar operations produced 34,322MWh of solar energy in 2024, from 10 operations in Malaysia and one in Cambodia.

We recognise the challenges we face in advancing environmental sustainability while growing our business. This year, our 11.4MW Maldives project, which was initially scheduled to become operational, experienced unforeseen delays. As of 31 December 2024, construction is on-going at all nine sites across the Maldives Islands, with five sites (6.0MW) to be completed in the second quarter of 2025. Once operational, this project will contribute 18% of the total grid demand across these islands, making it the largest ground-mounted solar installation in the area.

FROM THE NEWSLETTER

Five-Year Concession Extension
For The Don Sahong Hydropower Project



DSPC has signed a Supplemental Concession Agreement with the Government of Lao PDR and a Supplemental Power Purchase Agreement with Electricité Du Laos (EDL) on December 10, 2024. These agreements formalised the revised commercial terms following the addition of a new 65MW turbine generator, increasing the project's total capacity to 325MW and its annual energy output to approximately 2,300GWh. The revised commercial operation date is set for 1 January 2025, with a concession period of 25 years starting from this date.

OUR ACHIEVEMENT SINCE DECEMBER 2019

356 MW
TOTAL COMPLETED
CAPACITY

**2.55 MIL.
TONNES**
TOTAL CO₂E
AVOIDANCE

10,679 GWH
TOTAL RENEWABLE
ENERGY GENERATED

63 MW
SECURED CAPACITY/
UNDER CONSTRUCTION

AIR QUALITY

We assess and monitor our operations' emissions as well as the surrounding air quality especially at our Resources and Packaging Divisions. During the year, we implemented Stack Emission Monitoring for all chimneys in our operation facilities. The report was submitted to the Department of Environment (DOE) to prove that measured parameters align with the limits specified in the Malaysian Clean Air Regulations 2014-Second Schedule (1.2).

Zero incidents of non-compliance were reported for air quality in 2024.



Filter Bag System Upgrade

RCI has successfully upgraded and replaced its aging air pollution control system by redesigning, re-engineering, fabricating and installing a new bag filter system for our hydration silos. This initiative enhances our ability to control and manage airborne particulate matter (fugitive dust) generated during the transfer of hydrated lime into the hydration silos and other activities at the silo top.

Ambient Air Monitoring

Building on the monitoring efforts conducted in 2023, RCI continued with the Quarterly Ambient Air Monitoring in 2024, measuring key parameters such as Total Suspended Particulates (TSP), Particulate Matter (PM10 and PM2.5), Sulphur Dioxide (SO₂) and Nitrogen Dioxide (NO₂), in alignment with the New Malaysian Ambient Air Quality Standards 2020. This monitoring aims to provide comprehensive insights into the air quality within our premises while evaluating the potential impact of our operations on nearby communities. The results of these assessments confirmed that the surrounding air quality was within the compliant standards.

NOISE EXPOSURE

Recognising the impact of noise pollution from quarry operations, our Resources Division maintained its quarterly monitoring of boundary noise level to ensure compliance with permissible levels. In our Packaging Division, Stenta completed a noise reduction initiative at Metallizer areas to reduce the excessive noise level to below 82.0 dB. The initiative introduced fiberglass and rockwool barriers around the equipments to absorb and block sound transmissions.

This year, we recorded full compliance with the boundary noise level standards established by the DOE.



WATER MANAGEMENT

In 2024, all our operations are located in areas free from water stress, with most relying on municipal water supplies.

For our hydropower operation nestled along one of the world's major rivers, the Mekong River, we are committed to preserving the natural ecosystems and livelihoods that depend on it. As we grow as a company, adopting innovative water management strategies is essential to building a resilient and water-secure future. During the year, we continued to undertake the following:

1. Regular water quality monitoring

Water quality is analysed regularly at various locations along the Mekong River to ensure adherence to the Lao PDR standards and to monitor any impacts resulting from DSHP.

2. Daily monitoring of river water levels

We conduct daily monitoring of river water levels at seven strategic locations upstream and downstream of DSHP. This ongoing effort ensures adequate water flow through fish passage channels and supports any necessary adjustments to the plant's operations. The daily water level reports from the Pakse gauging station also assist in effectively planning our day-to-day operations.

Our other Divisions continued their regular water management initiatives including rainwater harvesting for internal consumption, installing sensor-based faucets to conserve water and conducting regular water quality monitoring efforts. Throughout the year, we ensured full compliance with all water-related regulations and standards.



CIRCULAR ECONOMY

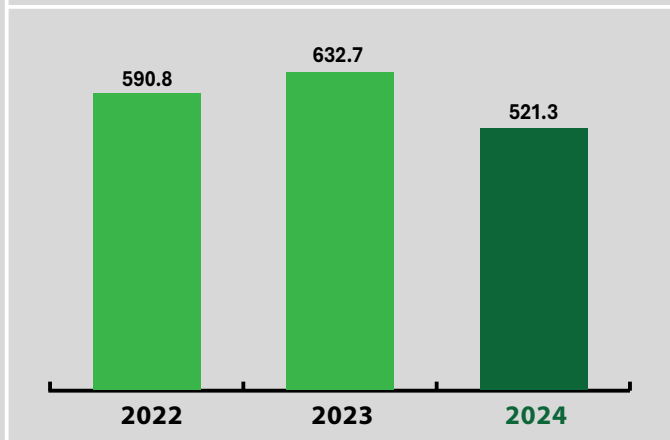
As a packaging manufacturer, ensuring the quality and safety of our products is essential to our business. Despite the importance it holds in meeting our customer expectations, we acknowledge the growing concern surrounding plastic waste and its impacts on the environment, which compels us to seek more sustainable alternatives and practices in our operations.

In 2024, we diverted 7,334 tonnes of waste from landfill, representing a 10% increase compared to 2023. Of the total waste diverted, 65% was clean films prepared for reuse. Additionally, our waste to landfill intensity has shown a declining trend over the past three years, as illustrated in the diagram below.

50%
WASTE TO LANDFILL
BY 2030

7,334
TONNES OF WASTE
DIVERTED FROM LANDFILL

WASTE TO LANDFILL INTENSITY (tonnes/RM billion)



Note: Waste to landfill data in 2024 does not include the Food Security Division.

We also sold 2,388 tonnes of biodegradable Biaxially-Oriented Polypropylene (BOPP) films this year (about 10% of the total BOPP films sold). This packaging solution reduces the environmental impact of plastic waste as it breaks down more quickly than traditional plastic packaging, helping to reduce landfill accumulation.

Additionally, we strive to adopt the best practices in resource management throughout our operations. Wherever possible, all recyclable materials generated from our processes, or from the packaging of purchased items such as paper and plastic are recycled through a third-party waste management vendor. Currently, we embrace at least 6Rs of the 10Rs waste management framework – **rethink, reduce, reuse, remanufacture, repurpose and recycle.**



During the year, Hexachase Flexipack obtained its International Sustainability & Carbon (ISCC) PLUS Certification. This is the second ISCC PLUS certification in our Packaging Division – the first was awarded to Stenta in 2023. This voluntary certification is a globally recognised standard for supporting sustainable, fully traceable, deforestation-free and climate-friendly supply chains. It ensures that our flexible packaging products are sourced from sustainably certified organisations, reinforcing stakeholder confidence through the consistent application of our best sustainability practices across our operations.



BIODIVERSITY CONSERVATION

Protecting our planet's natural resources is essential to preserving the delicate balance of ecosystems and securing lasting benefits for future generations. The location of DSHP on an anabranch of the Mekong River presents a unique opportunity for us to contribute to the conservation of this biologically diverse habitat. The Mekong River system sustains approximately 900 fish species, including 220 endemic and numerous endangered species. Moreover, it serves as a lifeline for local communities, offering a vital source of income and sustenance for millions across the region.



MFCB'S BIODIVERSITY CONSERVATION STRATEGY

GOAL TO 2050:

To have a net positive impact on biodiversity and maintain, enhance or restore the integrity of the ecosystem within and around our project area for the benefit of biodiversity and local communities.

THEMES

Conservation and Rehabilitation

We will implement conservation measures to conserve existing populations of endangered species and rehabilitate important habitats.

Awareness and Capacity Building

We will engage with local communities and relevant stakeholders to enhance awareness on the importance of biodiversity.

Scientific Research

We will support the scientific community in understanding the unique ecosystems in which we operate.

GOALS BY 2030

We will implement two major conservation projects with measured outcomes.

We will significantly increase the awareness among communities about the importance of biodiversity.

We will publish at least two scientific studies in the area we operate.

This year, we continued implementing our Biodiversity Conservation Strategy which we detailed in our 2023 Sustainability Report. The strategy outlines our goals for 2030 and 2050, aligning with the Kunming-Montreal Global Biodiversity Framework (GBF) and Lao PDR's National Biodiversity Strategy and Action Plan 2016–2025. Among the 23 targets established in the GBF, we are focused on making a meaningful contribution to targets 2, 3, 4 and 10.

Centred around the themes of Conservation and Rehabilitation, Awareness and Capacity Building and Scientific Research, we have already been conducting initiatives in each of these areas since the development of our hydropower project in 2015. As one of the few companies in the region to set clear goals and targets for preserving biodiversity, we understand the challenges that lie ahead. The complex and dynamic nature of the Mekong River basin, combined with numerous external factors, adds layers of difficulty to achieving our objectives. Despite these challenges, we remain committed to focusing on actionable solutions and will continue to collaborate with the Mekong River Commission and other stakeholders to support shared conservation goals.

Our long-term aspiration is to achieve a net positive impact on biodiversity by maintaining and restoring the integrity of ecosystems within and around our project areas. Currently, this focus is anchored on our operations in Lao PDR.

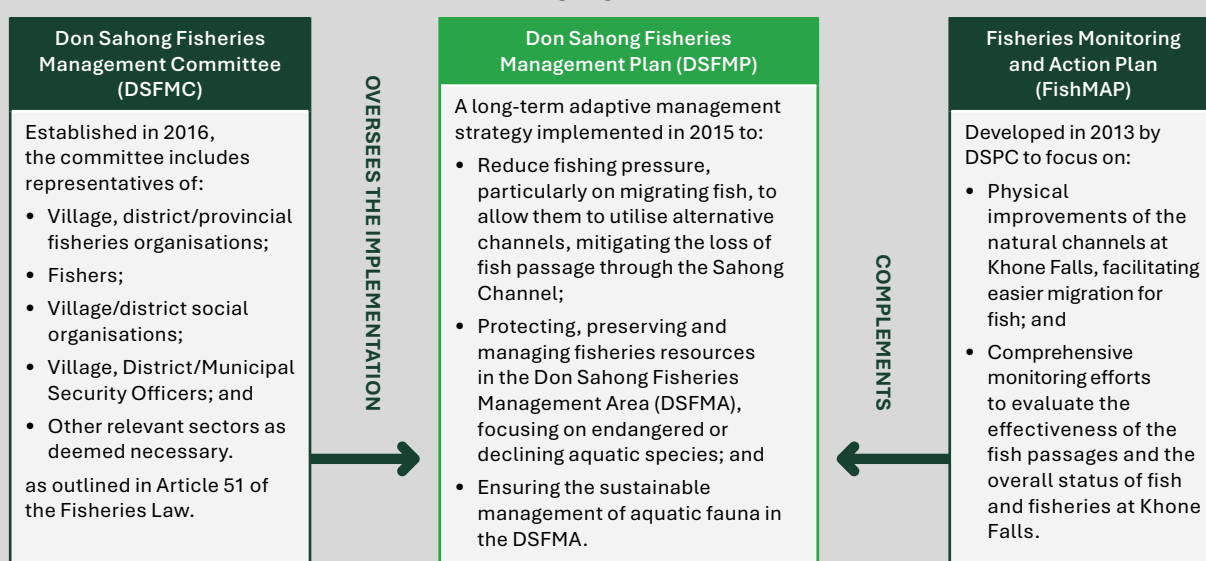
CONSERVATION AND REHABILITATION

The Khone Falls-Siphandone region, where the project is located, boasts an exceptionally rich diversity of fish species due to its ideal natural habitat, hydrological conditions and abundant food supply. This area contributes significantly to aquatic biodiversity and productivity, hosting approximately 25% of all fish species found in the Mekong River basin, including locally endemic species such as *Aptosyax grypus* (pa sanak nyai), *Mekongina erythrospila* (pa sa-ee), *Labeo erythropterus* (pa va souang) and *Gyrinocheilus pennocki* (pa ko).

7,650
TREE SEEDLINGS
HAVE BEEN PLANTED SINCE 2016

Since the project's inception in 2008, DPSC has carried out extensive monitoring initiatives to assess its impacts on the surrounding environment and communities. In tandem, it has implemented a variety of mitigation and management measures in collaboration with the Don Sahong Fisheries Management Committee (DSFMC). These efforts are further strengthened by the adoption of the Don Sahong Fisheries Management Plan (DSFMP) and the implementation of the Fisheries Monitoring and Action Plan (FishMAP), both of which are supported by DPSC through the DSFMC.

Outlined below is the detailed breakdown of our ongoing efforts:



DSFMC Activities

As part of our ongoing efforts to maintain the diversity and population of key fish species, DSFMC released 40,000 indigenous fish to the head pond of the Don Sahong dam including the Yellow-Eyed Silver Barb (*Hypsibarbus peirrei*), Notched Mud Carp (*Henicorhynchus entmema*), Siamese Mud Carp (*Henicorhynchus siamensis*), Thin-Lips Barb (*Labiobarbus leptocheilus*) and Pa khao na (*Sikukia gudgeri*). These fish are particularly important for the ecosystem in this section of the Mekong River and were bred at the Ban Hatchery Station.

Our efforts are also supported by ongoing enforcement measures which include inspecting locations across the seven main channels which are at high risk of illegal fishing and removing big gears from the channels. In 2024, 16 locations were inspected and 72 big gears were removed. The two main fish markets – Veunkham and Nakasang – are also monitored regularly and traders who support illegal fishing (such as by electrofishers and “Lee” traps) are reported to authorities.

200
INDIGENOUS TREES
(SINDORA SIAMENSIS)
PLANTED AT NEW CONSERVATION
AREA IN KHONG DISTRICT IN 2024

Ongoing activities of the DSFMC

- Registration of fishers and fishery organisations
- Communicating permitted activities for fishers and traders
- Rehabilitation of important habitats
- Rehabilitation of indigenous fish
- Enforcement

FishMAP Activities

Under the FishMAP, DSPC conducts weekly monitoring of fish population levels. Household catch from 60 households surrounding the project area are tracked, and local fishermen are hired to conduct fish catches every five days using standard fishing gears. Fish are caught at 11 locations – 7 upstream locations and 4 downstream locations – and are counted, weighed and measured in length. Detailed records have been kept since 2014, providing the company consistent insight as to the status of the fish populations in the area.

In 2024, DSPC carried out fish passage works in two channels – Xang Pheuak and Somphamit. The work that was carried out included removing some vegetation and fish traps to maintain minimum flows during the dry season that will enable fish to pass. This work is crucial in ensuring that fish have a number of different channels to move through at all times.

AWARENESS AND CAPACITY BUILDING

The DSPC team works closely with local communities and government departments to raise awareness and understanding of various fisheries-related issues, aiming to maintain healthy fish populations for the benefit of all.



RAISING AWARENESS

In 2024, DSFMC educated more than 100 local students about the health risks of eating raw fish, and the ecological impacts of using illegal and destructive fishing gears in the Mekong River. The students attend four schools in the project area - Hang Sadam, Hua Sadam and Don Sahong primary schools, as well as Don Sadam secondary school. They also met with representatives from the six project-area villages to discuss and explain the Fisheries Law regulations, which include prohibition of capture of endangered species, controls on fishing gears and methods and management of conservation zones.

TECHNICAL TRAINING AND WORKSHOPS

A workshop was conducted for three village patrol teams to train them on the Fisheries Law in March 2024 and to understand the rules and regulations in the law. In February 2024, DSFMC organised an educational visit to the Nam Theun I and II dams to observe and learn about the implementation of fisheries management practices in their projects. Twenty-four representatives, including village chiefs and community heads, from the DSPC area participated in the three-day trip where they learned about the fishery management practices of the Nam Theun hydropower project and visited a conservation zone, fish processing community and fish market.



SCIENTIFIC RESEARCH

DSPC is expected to finalise its fish abundance monitoring database for Khone Falls in the first quarter of 2025, spanning from 2009 to 2023. The team has been tracking daily catches from 80 households and fish traders under the FishMAP. The findings, which include the status and trends of fish and fisheries, were documented to evaluate the effectiveness of fish passages, fisheries management and the impact of other factors, such as interannual hydrological variation. This comprehensive and high-quality dataset is a valuable and unique resource for the Mekong region, significantly contributing to the scientific understanding of fish and fisheries.

The DSFMC has been collaborating with relevant stakeholders and authorities to identify Fish Conservation Zones (FCZs) in the Siphandone area, contributing to broader efforts by WWF-Laos aimed at conserving fish populations. The resulting map will outline protected areas within the Khong District and detail the specific regulations for each designated FCZ.

ENHANCING LIVELIHOODS AND INSPIRING OUR PEOPLE

We safeguard, inspire and invest in the development of our people and communities and create real change.

OUR APPROACH

MFCB is driven by a goal to uplift and enhance the livelihoods of 300,000 people surrounding our operational areas by 2030. This commitment signifies our responsibility to our employees, stakeholders and the communities we serve. We deeply value the power of investing in people and believe that meaningful change begins with their development. Our corporate social responsibility initiatives pave the way for advancing the communities around us and we are committed to building partnerships that promote lasting relationships and sustainable growth.

Our pursuit of creating real change is rooted in our corporate people policies. Led by our Employee Code of Conduct and Discipline, we extend our values and expectations with the Diversity and Inclusion Policy and Human Rights Policy. Available on our corporate website, these policies define our standards and responsibilities in human capital management.

During the year, all our divisions are aligned with our Code of Conduct and have systems in place to identify any non-compliance with the Code. In addition, we regularly review the effectiveness of our Code of Conduct and make adjustments where required.

PRIORITISING OUR PEOPLE

DIVERSITY AND EQUAL OPPORTUNITY

We place a strong emphasis on fostering an inclusive organisational culture that values and supports employees of all genders, ages, cultural backgrounds, experiences and perspectives. Our Diversity and Inclusion Policy highlights our commitment to workforce diversity and providing equal opportunities. We pride ourselves to be an Equal Opportunity Employer that does not discriminate against any employee or job applicant because of race, religion, nationality, gender, disability, sexual orientation or age.

We aim to periodically review our business activities to ensure that we continue to be a well-balanced, diverse and multicultural organisation where people are always treated with respect and valued for their contributions without bias. This approach has enhanced workplace productivity and collaboration, which we deeply value as a Group. Our dedication to equal opportunity spans all areas of employment, including recruitment, professional growth, promotions and leadership opportunities. We foster an inclusive environment where every individual is valued and respected for their unique contributions.

1. Increase Female Leadership in Management Roles

In 2024, 36.5% of our leadership roles were held by women, reflecting a slight increase from the previous year at 35.7%. This is particularly evident in our Automotive Components Division, where women held 60% of managerial roles, a notable achievement in an industry that is traditionally male-dominated. We will continue to empower more women to embrace leadership opportunities in the years ahead.

2. Empowering Diversity in Our Workforce

To embrace diversity and foster a more inclusive workplace, we have introduced tailored facilities and policies to support and empower employees to perform at their best. Across our Divisions, we provide amenities such as prayer rooms and nursing rooms, along with special leave days like maternity, paternity and study leave, to support both personal and professional growth. These efforts reflect our commitment to valuing the unique skills and talents of every employee. Looking ahead, we will continue implementing inclusive practices and creating an environment where everyone can thrive.

OUR MILESTONES



Establish a Community Investment Guideline to create a positive societal impact by 2023.



Set up a Scholarship and Management Trainee Programme by 2024.

03

Conduct social impact assessments for 100% of community initiatives by 2025.

1,664
TOTAL WORKFORCE



TRAINING AND DEVELOPMENT

Across the Group, we believe that nurturing our people through professional and personal growth will foster greater success for all. During the year, a total of 17,244 hours of training was completed by employees.

Key training programmes conducted in 2024 are outlined in the table below.

Sustainability 101 Training	<p>An essential training programme across the Group designed to:</p> <ul style="list-style-type: none"> • Communicate our sustainability strategy and goals • Provide an overview of sustainability and its importance to our business and employees • Enhance awareness and knowledge about sustainability among our employees • Equip employees with tools and resources to support sustainability initiatives
Upskilling and Reskilling Programmes	<ul style="list-style-type: none"> • Stenta conducted training on emerging skills such as data analytics and Artificial Intelligence (AI). Reskilling programmes also were introduced for employees transitioning into new roles or functions within the Division. • RCI also conducted eight training sessions during the year on skills and competency development.
Social Compliance Training	<ul style="list-style-type: none"> • Training on workplace standards, ethical practices and compliance with the labour laws.
Knowledge Enhancement Training	<ul style="list-style-type: none"> • RCI showed strong focus in knowledge enhancement this year, particularly in Occupational Health, Safety and Environment, IMS awareness and internal audit with more than 20 courses provided to employees.

During the year, we formalised our existing scholarship and education initiatives by establishing a Group Internship, Management Trainee and Scholarship Guideline to provide a clear framework for the Group's approach to these programmes. This effort also strengthens our second sub-target under the social pillar (establishing a scholarship and management trainee programme) by creating a solid foundation for implementing such initiatives across the Group. Through these programmes, we aim to nurture future talent, build a robust pipeline of skilled professionals and contribute to the personal and professional development of young individuals.



244

**EMPLOYEES HAVE
SERVED FOR MORE
THAN 10 YEARS**

EMPLOYEE WELLNESS AND ENGAGEMENT

At MFCB, we believe in fostering a positive work environment that supports both employee wellness and productivity. By offering fair compensation and comprehensive benefits, we aim to meet evolving employee expectations while staying aligned with industry benchmarks.

We provide benefits to full-time employees including annual performance bonus, medical insurance coverage and personal accident insurance coverage.

We also recognise that employee engagement is an integral component in our overall success. Across the Group, we value effective engagement with our employees to empower them to make a positive impact both within the organisation and beyond. This year, we introduced a quarterly corporate newsletter to keep employees informed about the latest sustainability updates across our Divisions. In addition to fostering engagement, the newsletter promotes transparency and reinforces our company culture. It delivers regular updates on our goals, achievements and key initiatives, ensuring employees stay informed and connected. To celebrate individual contributions, we include an 'Employee Spotlight' section, highlighting accomplishments and nurturing a sense of belonging and motivation within the team.

To further support this, each Division implements tailored employee engagement initiatives to ensure our workforce remains connected and supported. Key programmes that we have conducted during the year include:

EMPLOYEE WELLNESS

1. Health Talks and Preventive Screening

During the year, our headquarters, Stenta from our Packaging Division and Bloxwich from our Automotive Components Division organised health talks and preventive screenings for employees. The initiatives aimed to provide employees with valuable insights into their personal health, empowering employees to address potential health concerns proactively. Through these efforts, we successfully raised health awareness and encouraged healthier lifestyle choices among 314 employees.

In addition, Stenta, in collaboration with the Government Anti-Drug Agency, conducted a Drug-Free Workplace Talk, aimed at raising awareness about the dangers of drug abuse. Meanwhile, Bloxwich also extended the focus on employee well-being by organising a "R U Okay?" Talk, which centred on mental health awareness. The session emphasised the importance of mental wellness and highlighted the vital role each team member plays in cultivating a supportive and empathetic work environment.



4. Blood Donation Drive

This year, Bloxwich and Stenta organised blood donation campaigns at their respective Divisions to support local healthcare efforts, foster community engagement and encourage employees to participate in meaningful initiatives. Together, the drives successfully collected a total of 35 bags of blood, demonstrating the dedication and generosity of participants across both divisions.

2. Wellness Challenge

Bloxwich organised "The Biggest Gain & Loss Challenge" to inspire employees to prioritise their personal health and wellness goals. The challenge fostered a sense of camaraderie and motivation, as participants showcased impressive dedication in reaching their fitness targets. This initiative added a dynamic and engaging element to Bloxwich's wellness activities, further strengthening the company's commitment to employee well-being.

3. Game Nights

RCI organises regular game nights to boost team morale and foster a positive work environment. The weekly events provide a platform for employees to unwind, bond and engage in friendly competition outside of the professional realm. Whether it was badminton, futsal or bowling, game nights at RCI always encourage teamwork, communication and a sense of camaraderie.



EMPLOYEE ENGAGEMENT

1. Lunch sessions

To enhance employee engagement, our headquarters office organised regular lunch sessions throughout 2024, providing an opportunity for employees to connect. Offering nutritious and well-balanced meals, the gatherings helped build relationships across departments and teams. It fosters stronger connections within the workplace and promotes a culture of work-life balance.

2. Festive Celebrations

Across the Group, we celebrated various festive occasions with enthusiasm and unity, embracing the diverse cultural heritage of Malaysia. Throughout the year, we organised inclusive celebrations for key festivals such as Chinese New Year, Hari Raya, National Day, Deepavali and also Christmas. These events were not only a chance to honour special occasions and traditions, but



also an opportunity to bring employees together, fostering a sense of community and belonging. Special gatherings and festive meals were organised across the Divisions, strengthening relationships and boosting morale.

3. Toolbox Briefing Programme

Building on the success of our previous Toolbox Briefing Programme at RCI, we expanded our efforts this year by delivering 338 toolbox briefing sessions on 27 different topics aimed at enhancing communication, raising awareness and reinforcing RCI's organisational culture. The programme covered key areas such as environmental awareness, occupational health and safety, and productivity and efficiency. This initiative ensures comprehensive and consistent communication across all departments, successfully reaching 100% of RCI's employees.

This programme has become something I look forward to every week at RCI. It effectively enhances awareness and promotes communication among employees, as the toolbox sessions are conducted in multiple languages. They cover a wide range of topics, including productivity, efficiency, safety, environment and ESG.

Mohamad Asraf
Senior Quarry Engineer at RCI

FROM THE NEWSLETTER

RCI Heritage Night



RCI hosted a Heritage Night on December 6, 2024, to celebrate its rich cultural diversity and honor the company's heritage. The evening commenced with an inspiring speech by Mr. John Chu, Head of the Resources Division, who emphasised the value of embracing diversity and reflecting on the company's journey. The event featured engaging activities, Best Dressed Awards and culminated with an exciting lucky draw offering a grand prize of RM3,888. Aligned with RCI's sustainability goals, attendees received eco-friendly door gifts, including reusable tote bags, cutlery sets and bowls.

4. Beach Clean up

In December 2024, Hexachase Flexipack organised its first voluntary beach clean-up programme at Klebang Beach, Malacca. This initiative aims to foster a culture of volunteerism, empowering employees to make a positive impact through hands-on participation. A total of 20 employees, accompanied by their family members, dedicated their time and effort to uplifting the community. The clean-up resulted in the collection of 136.35 kg of waste, which was subsequently managed by SWM Environment, the designated concessionaire for solid waste management and public cleansing in Malacca. Through this effort, we emphasised the importance of civic responsibility in preserving natural ecosystems and instilled a mindset of responsible waste management.



FAIR LABOUR AND HUMAN RIGHTS

Across the Group, respect for people and human rights are highly prioritised. We are steadfast in our commitment to maintaining a zero-tolerance policy against any form of unlawful and unethical human rights violations and discrimination. Our Human Rights Policy is aligned with the UN Guiding Principles on Business and Human Rights. This policy covers a wide range of critical topics including the protection of children's rights, the prohibition of forced labour and the safeguarding of freedoms such as movement, expression and association. It also ensures equal employment opportunities for all, reinforcing our dedication to fostering a fair and inclusive workplace for everyone. The policy is communicated to all employees on an annual basis and is made available on our website. The policy also applies to the security guards that we have on-site, who help ensure the safety and security of our people and operations. We always work closely with them to ensure they are aware of the boundaries concerning security provision and human rights. The company proactively assesses its human rights impacts on an on-going basis and have put in place a number of actions to avoid, prevent and mitigate any potential human rights issues.

0 REPORTED INCIDENTS OF HUMAN RIGHTS VIOLATIONS

Provisions and commitments to workforce for foreign workers:

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Accommodation | <input checked="" type="checkbox"/> Keep own possessions including passport | <input checked="" type="checkbox"/> No discrimination |
| <input checked="" type="checkbox"/> Insurance cover | <input checked="" type="checkbox"/> Freedom of movement | <input checked="" type="checkbox"/> Grievance mechanism |
| <input checked="" type="checkbox"/> Social security | | |

DIVISION HIGHLIGHT

Stenta's Family Friendly Programme

Stenta has increased its allocation for family medical outpatient expenses and provides a zero-interest loan facility for employees for purposes such as purchasing vehicles, buying, renovating, or repairing a house and education.

FOREIGN WORKERS

The Group takes a proactive approach in assessing our human rights impacts as part of our commitment to ensuring compliance with relevant laws and regulations. As part of this, we strictly prohibit any recruitment fee practices for hiring foreign workers at any stage of the recruitment process across all our operations. This policy aims to promote fairness and eliminate the risk of exploiting foreign workers. We expect our employees, business partners and suppliers to adhere to this policy, underscoring the importance of respecting boundaries related to security and human rights. Our policy is publicly available on our website, allowing stakeholders to understand and align with our expectations.

WORKING HOURS

We prioritise the well-being of our employees by fostering a balanced approach to work-life integration. Across the Group, we are committed to eliminating excessive working hours to promote employee well-being, productivity and compliance with labour standards. Our approach includes implementing reasonable work shift schedules that promote manageable working hours, encouraging regular breaks and discouraging the abuse of overtime.

During the year, Stenta introduced a Flexible Work Arrangement (FWA) to provide employees with greater flexibility in their work schedules while fostering a progressive and productive work environment. Through FWA, employees have the option to adjust their working hours, working days and even select their place of work.

FAIR WAGE

We have consistently offered fair compensation that exceeds the minimum wage across all employment levels within the Group. This ensures that all employees can earn a reasonable living wage in the locations where we operate. In our Packaging and Resources Divisions, employees are free to join the established workers' union and elect representatives for collective bargaining. In 2024, 16.6% of our employees (compared to 19.9% in 2023) were covered by collective agreements. This reduction is due to an increase in the number of company hires who are not part of a union. Additionally, some employees may choose not to join a union, as the company's existing practices are already on par with current industry standards. Regardless, we remain committed to ensuring fair and equitable working conditions for all employees, irrespective of their union membership status.

INDIGENOUS RIGHTS

Across the Divisions, we recognise and respect the rights of indigenous communities. As such, we do not operate on any indigenous lands. If there arise any situations of potential future undertakings on indigenous lands, we are committed to respecting indigenous rights by engaging in consultations with traditional landowners to obtain their free and prior informed consent.

OCCUPATIONAL HEALTH AND SAFETY

Demonstrating our commitment to workplace safety, we consistently apply best practices across our operations, adhering to the Occupational Health and Safety Act, our Group's Occupational Health and Safety Policy and Occupational Health and Safety Management System. These measures ensure a safe and healthy work environment for all employees, driving us closer to our goal of zero work-related injuries and illnesses.

Our main Divisions have its own dedicated OHS Committees and Standard Operating Procedures (SOPs) for addressing and reporting work-related hazards. These committees, which include both management and employee representatives, convene bi-monthly to discuss safety improvements, welcoming input from all members. New employees receive comprehensive OHS training, while those working in production and quarrying areas participate in weekly OHS briefings to reinforce safety protocols and highlight potential risks.

To systematically identify workplace hazards, our Divisions employ the Hazard Identification, Risk Assessment and Risk Control (HIRARC) process. We ensure that relevant employees are thoroughly trained to conduct HIRARC assessments effectively. The findings from these assessments are reviewed during OHS Committee meetings, where actionable measures are determined to address identified hazards. Employees are encouraged to report safety concerns directly to their managers or through an anonymous grievance mechanism, fostering a culture of openness without fear of reprisal. Managers are specifically trained to handle these reports with care and professionalism.

In the event of an incident, a stringent reporting protocol is followed. Incidents must be reported within 24 hours to the relevant managers or departments, followed by the submission of an Incident Investigation Report. Serious accidents leading to lost time are promptly reported to the Department of Occupational Safety and Health (DOSH) via an online system. Each incident undergoes a thorough investigation within a defined timeframe to determine root causes and implement corrective actions, which may include additional training or physical improvements to mitigate future risks. This process is typically completed within a month of the incident.

Our commitment to safety extends to the continuous monitoring of corrective measures to evaluate their effectiveness. If a similar issue arises, a subsequent investigation is conducted to identify further improvements and prevent recurrence. Through these proactive and comprehensive measures, we maintain a steadfast focus on creating a safe and secure work environment for all employees.

During the year, we recorded 1.01 work-related injury rate for every 200,000 man-hours worked with zero work-related fatalities across the Group. The incidents involved 13 recordable work-related injuries to hands and legs. We unfortunately recorded a workplace incident that resulted in the fatality of a third-party contractor at one of our projects in the Klang valley. The safety and well-being of everyone working at, or associated with, our operations are of the utmost importance to us. Following the incident, we conducted a thorough investigation to identify the root cause and implemented enhanced safety measures to prevent similar occurrences in the future. This includes reinforcing safety protocols, providing targeted training and increasing on-site supervision to ensure compliance with our safety standards. We remain fully committed to strengthening our protocols where necessary to safeguard the health and safety of all personnel across our operations.



29% OF SITES
ISO 45001 CERTIFIED

ISO 45001:2018 Certification

- Renewable Energy: MFPI
- Resources: RCI
- Packaging: Stenta
- Automotive Components: Bloxwich (Malaysia)

523 EMPLOYEES
TRAINED ON HEALTH
& SAFETY STANDARDS

STANDARD OHS TRAINING

- ☒ Fire-fighting and prevention courses
- ☒ First-aid
- ☒ Emergency preparedness and response procedures
- ☒ Control of health status and disease procedures
- ☒ Personal hygiene
- ☒ Confined spaces
- ☒ Chemical handling
- ☒ Forklift driving and overhead crane operation
- ☒ Waste handling

1.01
LOST TIME
INCIDENT RATE

Key OHS programmes implemented by our Divisions throughout the year include:

OCCUPATIONAL HEALTH & SAFETY HAZARDS	ASSESSMENT PROGRAM	DIVISION	INITIATIVES/ACTIVITIES IN 2024
Noise	Noise Risk Assessment ("NRA")	<ul style="list-style-type: none"> • Packaging • Resources (RCI) 	<ul style="list-style-type: none"> • Conduct Annual Audiometric Testing. • Maintain Annual Hearing Conservation Training.
		<ul style="list-style-type: none"> • Packaging (Stenta) 	<ul style="list-style-type: none"> • Completed ISO 45001:2018 SV1 audit by third party certification body with zero non-compliance observed. • Completed noise reduction project using isolation control at Metallizer area to reduce excessive noise level to below 82dB.
		<ul style="list-style-type: none"> • Resources (RCI) 	<ul style="list-style-type: none"> • Install "Hearing Protection Zone" signage at work area exceeding NEL 85 dB(A). • Maintain approved Personal Hearing Protection (PHP) with Noise Reduction Rating (NRR) of 25 dB or higher to workers.
Chemicals	Chemical Health Risk Assessment ("CHRA")	<ul style="list-style-type: none"> • Packaging (Stenta) • Resources (RCI) 	<ul style="list-style-type: none"> • Inspection, examination and testing of Local Exhaust Ventilation (LEV). • Conduct Chemical Exposure Monitoring (CEM) and CHRA for identified additional parameter.
Plant & Machineries	Inspection on hoisting machinery and unfired pressure vessel	<ul style="list-style-type: none"> • Resources (RCI) 	<ul style="list-style-type: none"> • Completed Non-Destructive Testing (NDT) using Ultrasonic Thickness Gauging (UTC) to assess safety and integrity of air receiver tanks. • 14 units of PMT (air receiver tank and air compressor) and three units of PMA (electric chain hoist) were inspected by the authority, DOSH officer to ensure these PMTs and PMAs are in good condition and fit to use. Certificate of Fitness with validity of 15 months have been issued by DOSH.
Safety Procedures	Emergency facilities update	<ul style="list-style-type: none"> • Resources (RCI) 	<ul style="list-style-type: none"> • A new emergency shower and two eye wash units were installed to handle chemical spill emergencies and chemical splash incidents.

Stenta also hosted local university students to conduct an industrial hygiene assessment, including noise assessment, indoor air quality evaluation, heat stress analysis, chemical exposure monitoring and chemical health risk assessments. This has helped students have a better understanding of industrial hygiene practices.

EMPOWERING COMMUNITIES

At MFCB, we believe that our responsibilities extend beyond achieving business success. We recognise that true progress lies from improving the collective well-being of the communities we serve. Our community investments are also strategically aligned with our business objectives, ensuring that our contributions create meaningful, sustainable impact while supporting our long-term growth and values. In December 2024, we advanced our commitment to education and community development by establishing a comprehensive Group Internship, Management Trainee and Scholarship Guideline. These guidelines provide clear processes for selecting, managing and supporting the students, as well as for outreach, application and reporting requirements for the Divisions implementing these programmes. By formalising our existing education initiatives, this framework ensures that future efforts will have a greater impact, creating meaningful opportunities and enhancing the quality of life for deserving students.

This year, all our Divisions actively implemented community development programs, investing a total of RM542,526 to benefit the communities we serve. We also encourage our employees to participate in volunteer work, contributing to various community events and supporting our outreach initiatives.

186,340
BENEFICIARIES
FROM COMMUNITY INVESTMENTS



RM164,258

Ensure all children have access to education to support continuous community development.

EDUCATION

Across our Divisions, youth education is a key focus of our efforts. We have provided scholarships, internships, graduate placements and contributed to youth unemployment initiatives. At DSPC, school-aged children in the surrounding communities face both physical and financial barriers to accessing school and higher education. Since the start of our operations, DSPC has been providing financial aid as well as transportation services to students to enable them to go to school. In 2024, four new full scholarships were awarded to underprivileged students to attend university, bringing the total number of scholarships awarded since 2016 to 16. DSPC also funds a

small bus that enables 28 students to attend high school that is more than 60km away from their village as well as the fuel for a boat to bring 18 students from Don Phapheng to Thakho to attend primary school.

To nurture future generations entering the workforce, Stenta provides opportunities for local university students to undertake internships, enabling them to learn more about the industry. In 2024, Stenta hosted 23 internship students. They also opened up their operations to 15 other students to conduct industrial visits and research projects.

In addition to these, our other Divisions, Hexachase and RCI, are focused on encouraging youth participation in sports and ensuring schools have the necessary resources to support students. Together they have contributed RM130,980 to local schools for sports events, school activities and infrastructure improvements.



RCI's Partnership with AIESEC from Universiti Tunku Abdul Rahman (Kampar Campus)



ECHO 2.0 Project

The ECHO 2.0 Project is a continuation of the 2023 ECHO 1.0, a Malaysian Youth Volunteer programme aimed at empowering young people to take ownership of climate change impacts through SDG-aligned projects, specifically on SDG 13: Climate Action.

Ninety-two students from SMK Methodist ACS Kampar participated in various hands-on activities such as the Eco-Soap Workshop and Eco-Waste Workshop, aimed at fostering awareness on sustainable lifestyles and develop action plan to address environmental issues. The activities encouraged teamwork and critical thinking, allowing students to collaborate on innovative solutions for waste reduction and sustainable living. Many participants expressed their enthusiasm about applying what they learned at home and within their communities, reinforcing the long-term impact of the programme. The event also served as a platform for educators and facilitators to engage with students on real-world sustainability challenges, inspiring them to become proactive environmental advocates.



SPEAK-UP 11.0 Project

The SPEAK-UP 11.0 Project focuses on SDG 4: Quality Education. It empowers Malaysian youth to acquire critical technical, vocational and personal development skills to prepare for employment opportunities. The project also provides underprivileged students (B40 Group) with STEAM education – Science, Technology, Engineering and Mathematics.

A total of 82 students from SMK Sentosa participated in the workshops designed to equip them with valuable skills for improved job prospects and entrepreneurship opportunities. These workshops covered essential topics such as website design and communication, providing students with both technical expertise and soft skills crucial for the modern workforce. Many students found the experience inspiring, as it opened their eyes to new career possibilities and the importance of continuous learning. The programme also fostered collaboration among peers, allowing them to share ideas, work on projects and develop interpersonal skills that will benefit them in their future endeavors.



RM236,998

Spent on improving the infrastructure of rural communities to boost connectivity and quality of life

**21 km
ACCESS ROADS**
BUILT/UPGRADED SINCE 2016

**23
COMMUNITY BUILDINGS**
CONSTRUCTED / RENOVATED
SINCE 2016

INFRASTRUCTURE

DSPC continues to improve the livelihoods of surrounding communities by upgrading the basic infrastructure in the area. In 2024, we completed the construction of 92 toilets for families who currently do not have access to one. For the Don Sahong, Hang Sadam and Hua Sadam villages, DSPC is currently constructing two water supply systems that will provide treated water directly to around 290 households as well as constructing a 30 km concrete road. Both projects are currently underway with expected completion in 2025. This will benefit over 1,671 people who use these roads daily and potentially improve tourism in the area.

In Perak, Malaysia, RCI supplied 110.2 tonnes of crusher run to improve around 1km of access roads in the nearby communities. This has helped reduce potential accidents caused by poor road conditions. They also helped a local school, SK Gunung Panjang, construct concrete floors in stagnant water areas, where the school then setup a reading corner and a garden for students and teachers to enjoy.

INFRASTRUCTURE INITIATIVE HIGHLIGHT

Flood Prevention Initiative for Champasak Province



DSPC contributed two water pump systems for Champasak Province, a region prone to flooding during the rainy season (typically from May to October). The handover event, attended by 17 people, took place at the Administration Office of Champasak Province in Pakse. The pump systems were operational as of October 2024, helping to mitigate flooding risks for 80,944 residents in the province. The initiative is part of the Community Development Fund (CDF) and cost RM129,858 (LAK 614,180,000) to install.

Sanitation Amenities For Local Communities At DSPC



DSPC continued its community works by developing two water treatment systems and 92 sanitation amenities for the six villages it serves in the Don Sahong area. At the time of the report, 18 sanitation amenities have been fully constructed and handed to the villagers of Hua Sadam. These facilities are expected to provide continuous clean water to the local communities while improving hygiene as the basic human need for health and well-being. This initiative is in line with SDG 6: Clean Water and Sanitation.



RM89,196

Provided for financial or physical assistance aimed at economic empowerment

**638 TONNES
DRY-SEASON RICE
PRODUCED SINCE 2016**



LIVELIHOOD SUPPORT

The local communities around DSPC are mostly dependent on the fishing industry as well as farming. DSPC is aware of the annual trends in fish catch due to varying water levels between the dry season and monsoon season and has continued to engage closely with the communities on alternative income streams. Some of the ongoing initiatives in place include providing technical advice and financial assistance for agricultural production which has helped farmers grow rice, other vegetables and livestock during dry season. In 2024, the team has focused on helping communities establish small cooperatives for fish processing, sugar processing and noodle products. Over RM83,990 was provided to purchase equipment, enabling 114 families to establish their own operations in their villages.

DSPC has also established a Revolving Fund Program since 2015, which has successfully helped families save money and raise funds to support their livelihoods. We also continue to support the running of the Health Centre that was built in 2020 by paying the electricity bills. Without this Health Centre, local villagers had to travel more than 37km to seek professional medical treatment. Since being built, the centre has treated more than 3,580 patients and saved 21 lives.

In Perak, Malaysia, both Bloxwich and RCI provided financial support for less fortunate communities. Bloxwich contributed RM2,400 to the Handicap Welfare Home in Batu Gajah, Perak to help support their operations for the disabled community. RCI participated in an initiative organised by the Kampar District Police to support NGOs and contributed RM1,500 to 10 underprivileged families and 30 children and orphans in conjunction with the Eid celebration. They also contributed RM1,208 to Persatuan Pusat Jagaan Kasih Sayang Kampar to support the care for 20 children.

BUILDING A SUSTAINABLE AND ETHICAL BUSINESS

We enhance the sustainability of our business and uphold high ethical and governance standards.

OUR APPROACH

We are committed to having 100% of our Tier 1 suppliers comply with our Responsible Sourcing Policy by 2030. This goal aligns with our commitment to build a sustainable business, a resilient supply chain and fostering ethical business practices.

Across the Group, we uphold the highest level of corporate governance and ethics standards. We strongly believe that ethical practices shape a sustainable business and create a positive and healthy work environment that drives growth. We strive to create a reputable workplace where employees feel secured and motivated to excel. This is underpinned by our dedication to integrity and the implementation of effective procedures and policies.

OUR MILESTONES



Develop a Responsible Sourcing Policy by 2022.



Implement mandatory supplier ESG training by 2023.

03

Conduct internal audits of all higher-risk suppliers by 2025.

OUR GROUP CORPORATE POLICIES

LIST OF POLICIES	AIM OF POLICIES
Anti-Bribery and Corruption Policy	To provide guidance on addressing bribery and corruption issues that may arise during business operations and to clarify employees' responsibilities in preventing and managing such matters.
Anti-Money Laundering Policy	To prevent and combat money laundering as well as possible terrorism financing.
Biodiversity Policy	To preserve and protect biodiversity while ensuring the sustainable use of biodiversity resources.
Board Composition Policy	To outline the Board's approach to determining the composition of the Board of Directors of Mega First Corporation Berhad.
Conflict of Interest Policy	To provide guidance on how to deal with conflict of interest or potential conflict of interest situations as they arise and protect the interest of the Group.
Directors Fit and Proper Policy	To act as a guide to the Nomination Committee (NC) and the Board in their review and assessment of candidates that are to be appointed onto the Board as well as Directors who are seeking for election or re-election.
Diversity and Inclusion Policy	To promote a fair, inclusive and respectful workplace that values diversity and prevents discrimination or harassment.
Group Sustainability Policy	To align with the UN Sustainable Development Goals (SDGs) by promoting ethical business practices, fostering social responsibility and minimising environmental impact.
Human Rights Policy	To uphold and respect human rights in all areas of our operations as well as ensuring compliance with globally recognised labour standards.
Occupational Health and Safety Policy	To reinforce our commitment to health and safety excellence.
Policy on Nomination & Assessment Process of Board Members	To describe the process of MFCB's NC and Board in discharging their responsibilities for the nomination, assessment and re-election of Board members in compliance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad and Malaysian Code on Corporate Governance (MCCG).

OUR GROUP CORPORATE POLICIES (CONT'D)

LIST OF POLICIES	AIM OF POLICIES
Remuneration Policy and Procedures for Directors and Senior Management	To ensure that appropriate level of remuneration for directors and senior management is aligned with the Company's strategic goals and corporate value.
Responsible Sourcing Policy	To promote sustainable, ethical and responsible sourcing guidelines to suppliers and ensure our suppliers are aligned and committed to helping MFCB achieve our goals.
Rights of Shareholders	To outline and protect the rights of shareholders, ensuring they have access to important company information, can participate in decision-making and receive fair treatment in accordance with the law.
Waste Management Policy	To promote responsible resource consumption, minimise waste generation through reduction, recycling and reuse, and ensure safe and efficient disposal of waste in compliance with local regulations.
Water Management Policy	To promote the responsible use and conservation of water, ensure compliance with local regulations, minimise pollution and contribute to water security for current and future generations.
Whistle-Blowing Policy	To provide an avenue for stakeholders to disclose any improper conduct in accordance with the procedures, ensuring whistleblowers are protected from any retaliation.


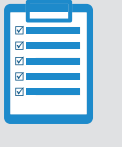
All Group corporate policies are available on MFCB's corporate website at <http://www.mega-first.com/corporate-governance>

SUSTAINABLE PROCUREMENT

In line with our commitment to sustainability, our procurement practices are instrumental in fostering a responsible and conscientious business model. By prioritising suppliers who adopt sustainable practices and ensuring compliance across the supply chain, we go beyond simple transactions to embrace a comprehensive and forward-thinking approach.

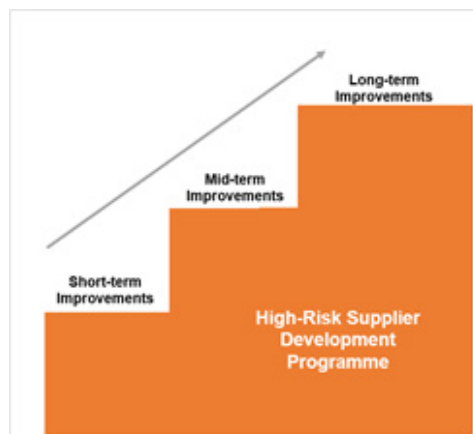
80%
TIER 1
SUPPLIERS **SIGNED**
RESPONSIBLE
SOURCING
POLICY

This year, we took a step further in our effort to ensure that our suppliers aligned with our sustainability goals. Throughout April to September 2024, we rolled out two initiatives:

INITIATIVE	OBJECTIVES	PERFORMANCE
 Responsible Sourcing Policy Acknowledgement	To ensure that our Tier 1 suppliers are fully aware and committed to complying with our policies and standards. This initiative also fosters accountability and minimises risks related to non-compliance or misconduct within the supply chain.	80% of our Tier 1 suppliers signed the Responsible Sourcing Policy acknowledgement form.
 Sustainability Risk Assessment	To evaluate suppliers' practices and their alignment with our ESG standards, helping us identify high-risk suppliers and those that meet current industry practices.	81% of our Tier 1 suppliers completed the sustainability risk assessment and seven out of 48 suppliers have been identified as high-risk suppliers.

HIGH-RISK SUPPLIER DEVELOPMENT PROGRAMME

In 2024, an assessment was distributed to all Tier 1 suppliers identified in the previous year across our three main Divisions – Renewable Energy, Packaging and Resources. Of the 48 suppliers who responded, seven were classified as high-risk due to poor sustainability management and limited oversight of ESG progress. To address these challenges, we have developed a High-Risk Supplier Development Programme designed to help suppliers eliminate non-compliance practices and enhance their overall ESG performance within three defined timelines. Through tailored action plans that will require more detailed reporting on progress and impact reduction, we will be working closely with these suppliers to address their shortcomings. By fostering stronger partnerships and building capacity, we aim to not only mitigate risks but also drive meaningful progress towards a more resilient and responsible supply chain.



Our Packaging Division partakes in regular customer audits using the Suppliers Ethical Data Exchange (SEDEX) guidelines and the Sedex Members Ethical Trade Audit (SMETA) methodology. During these audits, social practices are evaluated to verify that the company adheres to rigorous standards related to labour, health and safety, environmental and business integrity. This year, we recorded zero non-compliance under the guidelines. Hexachase Packaging has also during the year upgraded to SEDEX SMETA 4-Pillar certification, which covers the four key areas of labour standards, health and safety, environmental management and business ethics. This certification reflects our commitment to continuously improving our practices and fostering a responsible and ethical business environment.

In February 2025, Stenta obtained a "B" for CDP's 2024 Climate assessment, which is an improvement from their 2023 score of "C". This progress reflects our commitment to reducing our impact and aligning with global best practices in climate action. To support the livelihoods of local communities and advance sustainable procurement, 60.9% of our spending in 2024 was directed toward local suppliers. This figure reflects an increase from the 49.8% recorded in 2023 due to our internal push to procure more materials locally. We firmly believe that prioritising locally sourced products and services, helps stimulate the local economy while fostering a low-carbon supply chain.

INNOVATING FOR A MORE SUSTAINABLE FUTURE

At MFCB, we are committed to driving innovation that fosters a more sustainable future. By continually exploring new technologies and practices, we strive to minimise our environmental impact while maximising efficiency. Our focus on sustainable solutions spans across all aspects of our operations, from the development of eco-friendly products to the implementation of energy-efficient processes. These efforts in innovation are integral to ensuring that our business remains adaptable and responsible in an ever-changing world.

In this aspect, our Packaging Division is leading through its innovative use of recyclable and environmentally-friendly packaging materials. Stenta is actively focused on creating packaging solutions that will have a significant positive impact on the environment by conserving precious resources, minimising food waste and reducing landfill waste. Some of the solutions developed so far include:



EKOLENE

Biodegradable under ASTM D5511 testing conditions, without the need for additional heat, light, or pressure to break down the film.



STARLENE

Innovative Biaxially-Oriented Polypropylene (BOPP) film to address demands for a circular economy.



Smilene

Linear Low Density Polyethylene (LLDPE) film that provide sealing against contaminants.



PROTECTA

A high barrier film that offers exceptional oxygen and water vapour barrier extending the shelf life of food therefore reducing food waste.

RCI implemented a significant technology enhancement in 2024 to ensure it operates in a comprehensive digital ecosystem. During the year, backup infrastructure for digital assets was established, based on a backup policy to safeguard critical data. These initiatives enhance data security and improve operational efficiency at RCI. Concurrently, efforts were also made to upgrade digital hardware, empowering employees to leverage emerging trends such as artificial intelligence, while also tackling sustainability goals by reducing paper waste.

AN ETHICALLY RESPONSIBLE BUSINESS

Across the Group, we remain committed to combating corruption and bribery, implementing robust measures to ensure compliance with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018. Our Anti-Bribery and Corruption (ABC) Policy is aligned with the ISO 37001:2016 Anti-Bribery Management Systems (ABMS) standard, and extends to all employees, regardless of their roles, as well as third-party individuals and organisations such as customers and suppliers. The Policy also provides clear guidance to stakeholders on our internal limits and processes. Notably, RCI, under our Resources Division has achieved ISO37001:2016 certification and successfully completed its recertification for the next three-year cycle during the year.

As part of the Group's Risk Management Framework, we regularly evaluate corruption risks within our operations to ensure ethical and responsible business practices. With a zero-tolerance approach to corruption and bribery, we remain steadfast in our commitment to integrity in all business activities. During the year, a formal risk assessment was conducted for the majority of our operating units, including a specific focus on corruption risks. The findings indicated a low overall corruption risk level, reflecting the robustness of our risk management protocols and the dedication of our team to maintaining high standards of integrity and compliance throughout our operations.

In 2024, we recorded zero incidents of corruption. There were also no significant instances of non-compliance with laws and regulations (i.e. fines exceeding RM100,000 or restrictions imposed). Additionally, we did not make any political contributions in any of the countries where we operate, which is aligned with our Group policy to maintain a strictly apolitical stance.

ANTI-DISCRIMINATION

We are committed to fostering a workplace that is free from discrimination and harassment, ensuring fair and respectful treatment for all individuals regardless of background, gender, race, religion, age, sexual orientation, physical attributes, disabilities, or nationality. At MFCB, we maintain a zero-tolerance approach to direct or indirect discrimination, bullying, or harassment and this commitment extends to our business partners and suppliers. This year, we reported zero incidents of discrimination, reflecting our commitment to fostering an inclusive and respectful workplace environment.

GRIEVANCE MECHANISMS AND REMEDIATION

We provide secure, confidential and accessible channels for both internal and external stakeholders across our value chain, including employees, suppliers, investors and members of the public. All parties are open to raise concerns about non-compliance, suspected violations of our Code of Conduct and corporate policies, human rights issues, or any misconduct. These channels, governed by our Whistleblowing Policy and overseen by the Audit Committee (AC), ensure strict confidentiality and protection for whistleblowers, safeguarding them from any form of retaliation. This protection remains in place even if investigations reveal misunderstandings regarding the facts or procedures involved. All reports are thoroughly reviewed, with appropriate corrective actions taken to uphold ethical standards and accountability, ensuring transparency for both internal and external stakeholders.

During the year, no incidents of non-compliance or violations were reported.

DIVISION HIGHLIGHT

Quarry SDG Rating

In 2024, the Mineral and Geoscience Department in Perak employed the Sustainable Development Indicator Programme to rigorously supervise and manage quarry operations in the region. This comprehensive programme meticulously evaluates key dimensions, including environmental, safety, social and operational aspects, by assigning judicious ratings on a scale of 1 to 5 stars. This year, two quarries within the Resources Division were assessed and both received 4 out of 5 stars. A third-party consultant was also involved in assessing RCI Lime on top of the assessment by the Mineral and Geoscience Department in Perak.

- a) RCI Lime Sdn. Bhd. : ★ ★ ★ ★
(Assessment by Mineral & Geoscience Department)
- b) Mesrasasi Sdn. Bhd. : ★ ★ ★ ★
(Assessment by Mineral & Geoscience Department)

Some of the criteria evaluated:

- Regulatory compliances
- Best practices
- Green practices
- Socio-economic impact on the society
- Corporate and social responsibility
- Aesthetic values to improve public acceptance

Since its inception in 2021, this programme has been pivotal in championing sustainable and responsible quarry practices. Receiving the 4-star sustainability rating from authorities indicates that all our quarries are making commendable progress toward accountability and sustainability in our quarrying operations.

OTHER INFORMATION

INDUSTRY AND MEMBERSHIP ASSOCIATIONS

No.	Organisation
1.	Lao Association of Dams (LAD)
2.	Malaysia External Trade Development Corporation (MATRADE)
3.	Sustainable Energy Development Authority (SEDA)
4.	Registered Solar PV Investor (RPVI)
5.	Malaysian Photovoltaic Industry Association (MPIA)
6.	Malaysian International Chamber of Commerce & Industry (MICCI)
7.	Malaysian Employers Federation (MEF)
8.	Perak Quarry Association
9.	Federation of Malaysian Manufacturers
10.	Malaysian Plastic Manufacturer Association (MPMA)
11.	Bangi Industry Administrative Association (BIAA)
12.	Perodua Suppliers Association (P2SA)
13.	Proton Malaysia Vendors Association (PVA)
14.	Toyota Suppliers Club, Malaysia
15.	Honda Malaysia Suppliers Club (HMSC)
16.	Malaysian Automotive Component Parts Manufacturers (MACPMA)
17.	Real Estate Housing and Development Association (REHDA)

GROUP PERFORMANCE DATA

ENVIRONMENTAL¹

	Unit	2022	2023	2024
Energy²				
Total energy consumption	GJ	2,007,525.29	1,963,640.81	2,049,150.77
- Non-Renewable Energy Consumption	GJ	1,982,019.29	1,928,301.40	2,007,006.63
- Renewable Energy Consumption	GJ	25,506.00	35,339.42	42,144.14
Emissions³				
Scope 1	tCO ₂ e	526,656.91	510,807.72	519,283.45
Scope 2	tCO ₂ e	52,904.62	52,275.94	53,014.78
Scope 3	tCO ₂ e	218,833.35	237,689.42	226,906.12
Total Absolute Emissions	tCO ₂ e	798,394.87	800,773.08	799,204.35
Revenue	RM bil.	1.34	1.32	1.74
Emissions Intensity	tCO ₂ e/RM bil.	595,979.41	607,735.13	458,817.37
Air Quality⁴				
Average Total Suspended Particles (TSP)	mg/m ³	28.25	28.70	25.10
Average NOx emissions per kiln	mg/m ³	125.00	118.40	145.20
Average SOx emissions per kiln	mg/m ³	34.57	4.40	1.30
Water and effluents⁵				
Surface water	megalitres	-	1.20	8,118.17
Third-party water	megalitres	184.11	177.18	188.79
Waste⁶				
Waste diverted from disposal				
Hazardous				
Preparation for reuse	tonnes	-	-	-
Recycling	tonnes	703.00	-	11.68
Other recovery operations	tonnes	25.89	308.92	389.51
Non-hazardous				
Preparation for reuse	tonnes	9,215.05	4,244.67	4,796.30
Recycling	tonnes	1,707.26	2,133.55	2,136.19
Others	tonnes	-	5.42	-
Waste directed to disposal⁷				
Hazardous				
Landfill	tonnes	-	-	-
Non-hazardous				
Landfill	tonnes	791.44	833.65	908.04
Waste to landfill Intensity	tonnes/RM bil.	590.79	632.69	521.30

1. Environmental data in 2024 covers six Divisions and headquarters office of MFCB Group, except CSC under the Food Security Division.
2. Energy data in 2022 and 2023 have been restated to include data from six Divisions and headquarters office of MFCB Group, except CSC under the Food Security Division.
3.
 - Emissions data in 2022 and 2023 have been restated to include data from six Divisions and headquarters office of MFCB Group, except CSC under the Food Security Division.
 - Scope 3 emissions data in 2024 for Food Security Division only covers Category 6 (Business Travels) and 7 (Employee Commuting).
4. Air quality data covers RCI only under the Resources Division.
5.
 - Water and effluents data in 2022 covers the three main Divisions; Renewable Energy, Resources (RCI) and Packaging.
 - Water and effluents data in 2023 covers the three main Divisions; Renewable Energy, Resources and Packaging and headquarters office.
 - Water and effluents data in 2024 does not include Food Security Division and had a significant increase due to inclusion of estimated surface water used at DSPC site in Lao PDR.
6.
 - Waste data in 2022 covers the three main Divisions; Renewable Energy, Resources (RCI) and Packaging.
 - Waste data in 2023 covers the three main Divisions; Renewable Energy, Resources and Packaging and headquarters office.
 - Waste data in 2024 does not include Food Security Division.
7.
 - Waste directed to disposal data is estimated for all Divisions, except for Hexachase Flexible and Labels under the Packaging Division and the Resources Divisions.
 - Waste directed to disposal data in 2022 and 2023 have been restated due to miscalculations in the previous years.

SOCIAL

Note: Our social data in 2024 includes six Divisions of MFCB Group except Work-Related Injuries, Work-Related Ill-Health and Community Investment.

WORKFORCE DATA	2022		2023		2024	
	No.	%	No.	%	No.	%
Total workforce	1108	100.0	1268	100.0	1664	100
Male	851	76.8	976	77.0	1267	76.1
Female	257	23.2	292	23.0	397	23.9
Malaysia	1026	92.6	1172	92.4	1539	92.5
Lao PDR	25	2.3	25	2.0	27	1.6
Cambodia	57	5.1	71	5.6	98	5.9
Permanent full-time	1106	99.8	1268	100.0	1663	99.9
Male	850	76.7	976	77.0	1266	76.1
Female	256	23.1	292	23.0	397	23.8
Malaysia	1024	92.4	1172	92.4	1538	92.5
Lao PDR	25	2.3	25	2.0	27	1.6
Cambodia	57	5.1	71	5.6	98	5.9
Permanent part-time	2	0.2	0	0.0	1	0.1
Male	1	0.1	0	0.0	1	0.1
Female	1	0.1	0	0.0	0	0.0
Malaysia	2	0.2	0	0.0	1	0.1
Lao PDR	0	0.0	0	0.0	0	0.0
Cambodia	0	0.0	0	0.0	0	0.0
Temporary	0	0.0	0	0.0	0	0.0
Male	0	0.0	0	0.0	0	0.0
Female	0	0.0	0	0.0	0	0.0
Malaysia	0	0.0	0	0.0	0	0.0
Lao PDR	0	0.0	0	0.0	0	0.0
Cambodia	0	0.0	0	0.0	0	0.0

WORKERS WHO ARE NOT EMPLOYEES	2022	2023	2024
Direct engagement	71	110	119
Indirect engagement	126	687	518
Total	197	797	637

GOVERNANCE BODIES AND EMPLOYEE DIVERSITY DATA	2022		2023		2024	
	No.	%	No.	%	No.	%
Board members	11	100.0	12	100.0	12	100.0
Male	9	81.8	9	75.0	9	75.0
Female	2	18.2	3	25.0	3	25.0
Aged <30 years	0	0	0	0.0	0	0.0
Aged 30-50 years	1	9.1	1	8.3	1	8.3
Aged >50 years	10	90.9	11	91.7	11	91.7
Senior Management	16	100.0	15	100.0	18	100.0
Male	15	93.7	14	93.3	17	94.4
Female	1	6.3	1	6.7	1	5.6
Aged <30 years	2	12.5	0	0.0	0	0.0
Aged 30-50 years	3	18.8	3	20.0	3	16.7
Aged >50 years	11	68.7	12	80.0	15	83.3
Chinese	16	100.0	15	100	18	100
Malay	0	0	0	0	0	0
Indian	0	0	0	0	0	0
Others	0	0	0	0	0	0
Management	104	100.0	115	100.0	137	100.0
Male	68	65.4	74	64.3	87	63.5
Female	36	34.6	41	35.7	50	36.5
Aged <30 years	6	5.8	7	6.1	4	2.9
Aged 30-50 years	66	63.5	72	62.6	92	67.2
Aged >50 years	32	30.7	36	31.3	41	29.9
Chinese	73	70.2	76	66.1	96	70.1
Malay	17	16.3	24	20.9	27	19.7
Indian	8	7.7	8	7.0	8	5.8
Others	6	5.8	7	6.1	6	4.4
Executive	197	100.0	207	100.0	269	100.0
Male	119	60.4	118	57.0	147	54.6
Female	78	39.6	89	43.0	122	45.4
Aged <30 years	69	35.0	64	30.9	96	35.7
Aged 30-50 years	108	54.8	119	57.5	143	53.2
Aged >50 years	20	10.2	24	11.6	30	11.2
Chinese	83	42.1	85	41.1	121	45.0
Malay	90	45.7	99	47.8	125	46.5
Indian	11	5.6	11	5.3	9	3.3
Others	13	6.6	12	5.8	14	5.2
Non-Executive	791	100.0	931	100.0	1240	100.0
Male	649	82.0	770	82.7	1016	81.9
Female	142	18.0	161	17.3	224	18.1
Aged <30 years	421	53.2	484	52.0	584	47.1
Aged 30-50 years	328	41.5	402	43.2	565	45.6
Aged >50 years	42	5.3	45	4.8	91	7.3
Chinese	39	4.9	37	4.0	64	5.2
Malay	348	44.0	392	42.1	478	38.5
Indian	38	4.8	31	3.3	50	4.0
Others	366	46.3	471	50.6	648	52.3
GROUP TOTAL	1108	100.0	1268	100.0	1664	100.0

RATIO OF AVERAGE TOTAL REMUNERATION OF MEN TO WOMEN	2022	2023	2024
	Ratio	Ratio	Ratio
Senior Management			
Malaysia	0.94:1	0.92:1	0.85:1
Lao PDR	N/A	N/A	N/A
Cambodia	N/A	N/A	N/A
Management			
Malaysia	1.16:1	1.39:1	1.30:1
Lao PDR	2.69:1	2.64:1	2.72:1
Cambodia	N/A	N/A	N/A
Executive			
Malaysia	1.43:1	1.33:1	1.35:1
Lao PDR	1.38:1	1.31:1	1.54:1
Cambodia	N/A	N/A	N/A
Non-Executive			
Malaysia	1.22:1	1.27:1	1.23:1
Lao PDR	1.83:1	2.43:1	1.92:1
Cambodia	N/A	N/A	0.82:1

NEW EMPLOYEE HIRES	2022		2023		2024	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Gender						
Male	210	27.2	256	30.1	198	15.8
Female	56	25.9	69	26.8	80	22.0
Age Group						
Aged <30 years	178	40.2	218	43.8	179	26.9
Aged 30-50 years	82	18.3	101	20.0	90	11.6
Aged >50 years	6	6.1	6	5.7	9	5.2
Region						
Malaysia	246	24.9	293	26.4	239	14.8
Lao PDR	2	0.2	1	0.1	2	0.1
Cambodia	18	1.8	31	2.8	37	2.3
TOTAL	266		325		278	

EMPLOYEE TURNOVER	2022		2023		2024	
	Number	Rate (%)	Number	Rate (%)	Number	Rate (%)
Gender						
Male	122	15.8	111	13.0	218	17.4
Female	27	12.5	32	12.5	53	14.6
Age Group						
Aged <30 years	78	17.6	81	16.3	100	15.0
Aged 30-50 years	59	13.2	48	9.5	157	20.2
Aged >50 years	12	12.1	14	13.3	14	8.1
Region						
Malaysia	140	14.2	125	11.3	261	16.2
Lao PDR	0	0.0	1	0.1	0	0.0
Cambodia	9	0.9	17	1.5	10	0.6
TOTAL	149		143		271	

*Rate of turnover by category is calculated by dividing the turnover by the total number of employees at the beginning of the year.

BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES	Full-time	Temporary/ Part-time
Healthcare / Medical Benefit	✓	✗
Group Personal Accident Insurance	✓	✗
Hospitalisation and Surgical Insurance	✓	✗
Parental Leave	✓	✗

PARENTAL LEAVE	2023						2024					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Number of employees entitled to parental leave	976	77.0	292	23.0	1268	100.0	1267	76.1	397	23.9	1664	100.0
Number of employees who took parental leave	1	0.1	9	3.1	10	0.8	38	3.0	25	6.3	63	3.8
Number of employees who returned to work after parental leave ended	1	100.0	7	77.8	8	80.0	38	100.0	22	88.0	60	95.2
Number of employees who returned to work after parental leave ended and were still employees 12 months after their return to work	1	100.0	0	0.0	1	12.5	36	94.7	11	44.0	47	78.3

*The number of employees who returned to work after parental leave ended and were still employees 12 months after their return to work may extend into the subsequent reporting year.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS	2022	2023	2024
Gender			
Male	100%	100%	100%
Female	100%	100%	100%
Employment Category			
Senior management	100%	100%	100%
Management	100%	100%	100%
Executive	100%	100%	100%
Non-Executive	100%	100%	100%

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER AND EMPLOYMENT CATEGORY	2022	2023	2024
Gender			
Male	7.4	9.8	9.2
Female	8.3	15.9	14.2
Employment category			
Senior management	0.1	3.1	0.4
Management	15.1	21.4	23.6
Executive	13.7	24.6	25.8
Non-Executive	5.3	6.6	5.7

TOTAL HOURS OF TRAINING PER YEAR BY EMPLOYMENT CATEGORY	2022	2023	2024
Employment category			
Senior management	1.0	48.0	7.0
Management	1,567.2	3,010.5	3,235.0
Executive	2,693.3	5,074.6	6,953.5
Non-Executive	4,179.0	6,116.1	7,048.5
TOTAL	8,440.5	14,249.2	17,244.0

NUMBER OF EMPLOYEES TRAINED ON HEALTH AND SAFETY STANDARDS	2022	2023	2024
Number of employees trained on health and safety standards	488	520	523

WORK-RELATED INJURIES	2022	2023	2024
All Employees			
Fatalities as a result of work-related injury			
Number	0	0	0
Rate	0	0	0
High-consequence work-related injuries			
Number	0	0	0
Rate	0	0	0
Recordable work-related injuries			
Number	8	12	13
Rate	0.75	0.98	1.01
Lost Time Incident Rate	1.33	0.98	1.01
Number of hours worked	2,125,365	2,444,122	2,572,509
Workers who are not employees but whose work and /or workplace is controlled by the organisation			
Fatalities as a result of work-related injury			
Number	0	0	0
Rate	0	0	0
High-consequence work-related injuries			
Number	0	0	0
Rate	0	0	0
Recordable work-related injuries			
Number	0	0	0
Rate	0	0	0

*All injury rates calculated based on 200,000 hours worked

WORK-RELATED ILL HEALTH	2022	2023	2024
All Employees			
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	3	4	0
Main types of work-related ill health	Hearing impairment	Hearing impairment	-
Workers who are not employees but whose work and /or workplace is controlled by the organisation			
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	0	0	0

COMMUNITY INVESTMENT	2022	2023	2024
Amount invested in community projects (RM)	1,266,000	1,802,638	542,526
Total number of beneficiaries of the investment in communities	17,383	8,742	186,340

SUPPLY CHAIN MANAGEMENT	2022	2023	2024
Proportion of spending on local suppliers (%)	56.9	49.8	60.9

GOVERNANCE

Note: Our governance data does not include Batam as under the Resources Division and Food Security Division in Malaysia as well as in Cambodia.

OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION	2022	2023	2024
Percentage of operations assessed for risks related to corruption (%)	18	27	21

- * - The percentages of operations assessed for risks related to corruption in 2022 and 2023 have been restated to reflect the correct number of entities across the three main Divisions.
- The percentage of operations assessed for risks related to corruption in 2024 decreased due to the expanded coverage to include all six Divisions under the MFCB Group.

COMMUNICATION ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES	2022		2023		2024	
	No.	%	No.	%	No.	%
Board Members	-	-	-	-	-	-
Senior management	1	14.3	1	14.3	1	6.7
Management	27	35.1	44	53.7	43	35.5
Executive	69	44.2	116	70.7	105	49.5
Non-Executive	165	30.2	353	49.7	378	43.3
Number of Employees communicated	282	33.1	514	53.4	527	43.2
Total Number of Employees	852	100.0	963	100.0	1220	100.0
Business Partner	358	99.2	442	89.0	460	100.0

- * - The numbers of non-executives in 2022 and business partners in 2023 who received communication about anti-corruption policies and procedures have been restated due to typographical error. This correction is also reflected in the respective percentages.
- Only Stenta communicated about anti-corruption policies and procedures to its business partners in 2024.
- Total number of employees only include for the three main Divisions and headquarters office.

**TRAINING ABOUT ANTI-CORRUPTION
POLICIES AND PROCEDURES**

	2022		2023		2024	
	No.	%	No.	%	No.	%
Board Members	-	-	-	-	-	-
Senior management	0	0.0	1	14.3	0	0.0
Management	14	18.2	29	35.4	24	19.8
Executive	32	20.5	40	24.4	22	10.4
Non-Executive	112	18.3	127	17.9	16	1.8
Number of Employees	158	18.5	197	20.5	62	32.0
Total Number of Employees	852	100.0	963	100.0	1220	100.00
Business Partner	-	-	-	-	-	-

*Total number of employees only include for the three main Divisions and the headquarters office.

**INCIDENTS, COMPLAINTS
AND NON-COMPLIANCE**

	2022	2023	2024
Confirmed incidents of corruption and action taken	0	0	0
Confirmed incidents of non-compliance with laws and regulations	0	0	0
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	0	0	0
Total number of substantiated complaints received concerning breaches of customer privacy categorised by:	0	0	0
<ul style="list-style-type: none"> complaints received from outside parties and substantiated by the organisation; complaints from regulatory bodies. 			
Total number of identified leaks, thefts, or losses of customer data	0	0	0
Total number of substantiated complaints concerning human rights violations	0	0	0

PERFORMANCE DATA TABLE FROM BURSA MALAYSIA ESG REPORTING PLATFORM

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	16.70	33.70	17.60
Executive	Percentage	20.50	24.40	10.40
Non-executive/Technical Staff	Percentage	18.30	17.90	1.80
General Workers	Percentage	0.00	0.00	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	18.00	27.00*	21.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
BURSA (COMMUNITY/SOCIETY)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	126,600.00	1,802,638.00	542,526.42
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	17,383	8,742	186,340
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	6.70	5.40	2.60
Management Between 30-50	Percentage	57.50	57.70	61.30
Management Above 50	Percentage	35.80	36.90	36.10
Executive Under 30	Percentage	35.00	30.90	35.70
Executive Between 30-50	Percentage	54.80	57.50	53.20
Executive Above 50	Percentage	10.20	11.60	11.20
Non-executive/Technical Staff Under 30	Percentage	53.20	52.00	47.10
Non-executive/Technical Staff Between 30-50	Percentage	41.50	43.20	45.60
Non-executive/Technical Staff Above 50	Percentage	5.30	4.80	7.30
General Workers Under 30	Percentage	0.00	0.00	0.00
General Workers Between 30-50	Percentage	0.00	0.00	0.00
General Workers Above 50	Percentage	0.00	0.00	0.00
Gender Group by Employee Category				
Management Male	Percentage	69.20	67.70	67.10
Management Female	Percentage	30.80	32.30	32.90
Executive Male	Percentage	60.40	57.00	54.60
Executive Female	Percentage	39.60	43.00	45.40
Non-executive/Technical Staff Male	Percentage	82.00	82.70	81.90
Non-executive/Technical Staff Female	Percentage	18.00	17.30	18.10
General Workers Male	Percentage	0.00	0.00	0.00
General Workers Female	Percentage	0.00	0.00	0.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	81.80	75.00	75.00
Female	Percentage	18.20	25.00	25.00
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	9.10	8.30	8.30
Above 50	Percentage	90.90	91.70	91.70
BURSA (ENERGY MANAGEMENT)				
Bursa C4(a) Total energy consumption	Megawatt	63.66	62.27*	64.80

Legend

Internal assurance External assurance No assurance (*) Restated

INDICATOR	MEASUREMENT UNIT	2022	2023	2024
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	1.33	0.98	1.01
Bursa C5(c) Number of employees trained on health and safety standards	Number	488	520	523
BURSA (LABOUR PRACTICES AND STANDARDS)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	1,568	3,059	3,242
Executive	Hours	2,693	5,075	6,954
Non-executive/Technical Staff	Hours	4,179	6,116	7,049
General Workers	Hours	0	0	0
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00	0.00	0.00
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	9	9	5
Executive	Number	32	29	47
Non-executive/Technical Staff	Number	109	105	219
General Workers	Number	0	0	0
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
BURSA (SUPPLY CHAIN MANAGEMENT)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	56.90	49.80	60.90
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	0
BURSA (WATER)				
Bursa C9(a) Total volume of water used	Megalitres	184.11	178.38	8,306.96
BURSA (WASTE MANAGEMENT)				
Bursa C10(a) Total waste generated	Metric tonnes	12,442.64	7,526.21*	8,241.72
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	11,651.20	6,692.56*	7,333.68
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	791.44	833.65*	908.04
BURSA (DATA PRIVACY AND SECURITY)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	526,656.91	510,807.72*	519,283.45
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	52,904.62	52,275.94*	53,014.78
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	218,833.35	237,689.42*	226,906.12

Notes:

1. Internal assurance has been provided for the Renewable Energy, Packaging and Resources Divisions starting from 2024.

Legend

Internal assurance	External assurance	No assurance	(*) Restated
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GRI INDEX

DISCLOSURE	DESCRIPTION	WHERE IT CAN BE FOUND	PAGE	OMISSIONS
GRI 2: GENERAL DISCLOSURES				
2-1	Organisational Details	Please refer to our 2024 Integrated Annual Report – Who We Are/ What We Do	2-5	
2-2	Entities included in the organisation's sustainability reporting	Please refer to our 2024 Integrated Annual Report – Basis of This Report	1	
2-3	Reporting period, frequency and contact point	Please refer to our 2024 Integrated Annual Report – Basis of This Report	1	
2-4	Restatements of information	Please refer to our 2024 Integrated Annual Report – Basis of This Report	1	
2-5	External assurance	Please refer to our 2024 Integrated Annual Report – Basis of This Report	1	
2-6	Activities, value chain and other business relationships	Please refer to our 2024 Integrated Annual Report – Who We Are/ What We Do	2-5	
2-7	Employees	Group Performance Data	30-37	
2-8	Workers who are not employees	Group Performance Data	30-37	
GOVERNANCE				
2-9	Governance structure and composition	Please refer to our 2024 Integrated Annual Report – Corporate Governance Overview Statement	80-86	
2-10	Nomination and selection of the highest governance body	Please refer to our Policy on Nomination and Assessment of Board Members (http://www.mega-first.com/corporate-governance)		
2-11	Chair of the highest governance body	Please refer to our 2024 Integrated Annual Report – Corporate Governance Overview Statement	80-86	
2-12	Role of the highest governance body in overseeing the management of impacts	Please refer to our 2024 Integrated Annual Report – Corporate Governance Overview Statement	80-86	
2-13	Delegation of responsibility for managing impacts	Sustainability Governance	4	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	4	
2-15	Conflicts of interest	Please refer to our 2024 Integrated Annual Report – Corporate Governance Overview Statement	80-86	
2-16	Communication of critical concerns	Sustainability Governance	4	b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.
2-17	Collective knowledge of the highest governance body	Please refer to our 2024 Integrated Annual Report – Corporate Governance Overview Statement	80-86	
2-18	Evaluation of the performance of the highest governance body	Please refer to our 2024 Integrated Annual Report – Corporate Governance Overview Statement	80-86	
2-19	Remuneration policies	Please refer to our Remuneration Policy and Procedures for Directors and Senior Management (http://www.mega-first.com/corporate-governance)		
2-20	Process to determine remuneration			
2-21	Annual total compensation ratio	Not reported		

DISCLOSURE	DESCRIPTION	WHERE IT CAN BE FOUND	PAGE	OMISSIONS
STRATEGY, POLICIES AND PRACTICES				
2-22	Statement on sustainable development strategy	Please refer to our 2024 Integrated Annual Report – Executive Chairman Statement	6-7	
2-23	Policy commitments	Building a sustainable and ethical business	25-28	
2-24	Embedding policy commitments	Building a sustainable and ethical business	25-28	
2-25	Processes to remediate negative impacts	Enhancing livelihoods and inspiring our people; Building a sustainable and ethical business	15-28	
2-26	Mechanisms for seeking advice and raising concerns	Enhancing livelihoods and inspiring our people; Building a sustainable and ethical business	15-28	
2-27	Compliance with laws and regulations	Promoting environmental sustainability, Enhancing livelihoods and inspiring our people, Building a sustainable and ethical business, Group performance data	3-28, 37	
2-28	Membership associations	Industry and Memberships Associations	29	
STAKEHOLDER ENGAGEMENT				
2-29	Approach to stakeholder engagement	Please refer to our 2024 Integrated Annual Report – How We Create Value	8-19	
2-30	Collective bargaining agreements	Enhancing livelihoods and inspiring our people	15-24	
GRI 3: MATERIAL TOPICS				
3-1	Process to determine material topics	Please refer to our 2024 Integrated Annual Report – How We Create Value	8-19	
3-2	List of material topics	Please refer to our 2024 Integrated Annual Report – How We Create Value	8-19	
3-3	Management of material topics	Sustainability at MFCB; Promoting environmental sustainability; Enhancing livelihoods and inspiring our people; Building a sustainable and ethical business	3-28	
TOPIC MANAGEMENT DISCLOSURES				
GRI 201: ECONOMIC PERFORMANCE				
201-1	Direct economic value generated and distributed	Please refer to our 2024 Integrated Annual Report – Executive Chairman Statement	6-7	
GRI 203: INDIRECT ECONOMIC PERFORMANCE				
203-1	Infrastructure investments and services supported	Enhancing livelihoods and inspiring our people	15-24	
203-2	Significant indirect economic impacts	Enhancing livelihoods and inspiring our people	15-24	
GRI 204: PROCUREMENT PRACTICES				
204-1	Proportion of spending on local suppliers	Building a sustainable and ethical business	25-28	
GRI 205: ANTI-CORRUPTION				
205-1	Operations assessed for risks related to corruption	Group Performance Data	30-37	
205-2	Communication and training about anti-corruption policies and procedures	Group Performance Data	30-37	
205-3	Confirmed incidents of corruption and action taken	Group Performance Data	30-37	
GRI 302: ENERGY				
302-1	Energy consumption within the organisation	Group Performance Data	30-37	
302-4	Reduction of energy consumption	Promoting environmental sustainability	5-14	
GRI 303: WATER AND EFFLUENTS (2018)				
303-3	Water withdrawal	Group Performance Data	30-37	Groundwater; Seawater; Produced water
GRI 304: BIODIVERSITY				
304-2	Significant impacts of activities, products and services on biodiversity	Promoting environmental sustainability	5-14	
304-3	Habitats protected or restored	Promoting environmental sustainability	5-14	

DISCLOSURE	DESCRIPTION	WHERE IT CAN BE FOUND	PAGE	OMISSIONS
GRI 305: EMISSIONS				
305-1	Direct (Scope 1) GHG emissions	Group Performance Data	30-37	
305-2	Energy indirect (Scope 2) GHG emissions	Group Performance Data	30-37	
305-3	Other indirect (Scope 3) GHG emissions	Group Performance Data	30-37	
GRI 306: WASTE (2020)				
306-3	Waste generated	Group Performance Data	30-37	
306-4	Waste diverted from disposal	Group Performance Data	30-37	
306-5	Waste directed to disposal	Group Performance Data	30-37	
GRI 401: EMPLOYMENT				
401-1	New employee hires and employee turnover	Group Performance Data	30-37	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Group Performance Data	30-37	
401-3	Parental leave	Group Performance Data	30-37	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)				
403-1	Occupational health and safety management system	Enhancing livelihoods and inspiring our people	15-24	
403-2	Hazard identification, risk assessment, and incident investigation	Enhancing livelihoods and inspiring our people	15-24	
403-3	Occupational health services	Enhancing livelihoods and inspiring our people	15-24	
403-4	Worker participation, consultation, and communication on occupational health and safety	Enhancing livelihoods and inspiring our people	15-24	
403-5	Worker training on occupational health and safety	Enhancing livelihoods and inspiring our people	15-24	
403-6	Promotion of worker health	Enhancing livelihoods and inspiring our people	15-24	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Enhancing livelihoods and inspiring our people	15-24	
403-9	Work-related injuries	Group Performance Data	30-37	
403-10	Work-related ill health	Group Performance Data	30-37	
GRI 404: TRAINING AND EDUCATION				
404-1	Average hours of training per year per employee	Group Performance Data	30-37	
404-3	Percentage of employees receiving regular performance and career development reviews	Group Performance Data	30-37	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY				
405-1	Diversity of governance bodies and employees	Group Performance Data	30-37	
405-2	Ratio of basic salary and remuneration of women to men	Group Performance Data	30-37	
GRI 406: NON-DISCRIMINATION				
406-1	Incidents of discrimination and corrective actions taken	Building a sustainable and ethical business	25-28	
GRI 413: LOCAL COMMUNITIES				
413-1	Operations with local community engagement, impact assessments and development programs	Enhancing livelihoods and inspiring our people	15-24	

STATEMENT OF ASSURANCE

BY INTERNAL AUDIT FUNCTION

ASSURANCE UNDERTAKEN

In strengthening the credibility of the Sustainability Report 2024, selected common sustainability matters of this Report have been subjected to an internal review by the Group's Internal Audit function and has been approved by the Audit Committee.

We have conducted a limited assurance engagement on the sustainability information relating to certain selected common sustainability matters and indicators. Based on the procedures performed, nothing has come to our attention that causes us to believe that the reviewed common indicators are not fairly stated, in all material respects.

SUBJECT MATTER

The data collection processes, record management and accuracy have been internally reviewed for the following common sustainability matters and indicators:

NO.	COMMON SUSTAINABILITY MATTERS	COMMON INDICATORS	MEASUREMENT UNIT	BURSA REF
1.	Anti-corruption	• Anti-corruption training for employees	% of employees	C1 (a)
		• Assessment for corruption-related risks	% of operations	C1 (b)
		• Incidents of corruption and action taken	No. of incidents	C1 (c)
2.	Community/ Society	• Investment in the community	MYR	C2 (a)
		• Beneficiaries of the investment in communities	No. of beneficiaries	C2 (b)
3.	Health and Safety	• Work-related fatalities	No. of fatalities	C5 (a)
		• Lost time incident	Rate	C5 (b)
		• Employees health and safety training	No. of employees	C5 (c)
4.	Supply Chain Management	• Spending on local suppliers	% of spending	C7 (a)
5.	Data Privacy and Security	• Complaints concerning breaches of customer privacy and losses of customer data	No. of complaints	C8 (a)
6.	Water	• Water consumption	Megaliters	C9 (a)

SCOPE

The internal limited review includes the operations of the three core divisions, namely Renewable Energy, Resources and Packaging divisions, for the period from 1 January 2024 to 31 December 2024.