



healthy, friendly & happy ...

S U S T A I N A B I L I T Y
R E P O R T

2024

SCIENTEX BERHAD

196801000264 (7867-P)

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OUR REPORTING APPROACH

INTRODUCTION

Scientex Berhad ("Scientex" and/ or the "Group") is proud to present its fourth Sustainability Report (the "Report"), detailing the commitments, initiatives and actions we have taken to drive sustainability and create sustainable value during the financial year ended 31 July 2024.

This Report has been prepared with reference to the Global Reporting Initiative ("GRI") Standards 2021, in accordance with Bursa Malaysia Securities Berhad's ("Bursa Malaysia") Main Market Listing Requirements and with reference to Bursa Malaysia's Sustainability Reporting Guide (3rd edition).

Read this Report in tandem with the Scientex Integrated Annual Report 2024 ("IAR 2024") for a more comprehensive understanding of how sustainability drives value creation across the Group.

SCOPE AND BOUNDARY

This Report discloses the sustainability initiatives and commitments of Scientex, covering our Malaysian and international subsidiaries across our Packaging and Property divisions. Joint ventures and associates of the Group are excluded from this Report.

REPORTING PRINCIPLES

This Report has been developed in line with the Reporting Principles as defined within the GRI Universal Standards 2021:

- **Accuracy:** Reporting information that is correct and sufficiently detailed to allow for an assessment of our impacts
- **Balance:** Reporting information in an unbiased way that provides a fair representation of our positive and negative impacts
- **Clarity:** Presenting information in an accessible and understandable manner
- **Comparability:** Selecting, compiling and reporting information consistently to enable an analysis of changes in our impacts over time and an analysis of these impacts relative to those of other companies
- **Completeness:** Providing sufficient information to enable an assessment of our impacts during the reporting period
- **Sustainability Context:** Reporting information about our impacts in the wider context of sustainable development
- **Timeliness:** Reporting information on a regular schedule and making it available in time for information users to make informed decisions
- **Verifiability:** Gathering, recording, compiling, and analysing information in a way that allows information to be examined to establish its quality

The sustainability topics presented within this Report are aligned with the United Nations

Sustainable Development Goals ("UN SDGs"). See p. 26 for a detailed disclosure of how we support the UN SDGs we have aligned with.

RESTATEMENTS

Restatements of previously published data have been made in this Report to align with Bursa Malaysia's Enhanced Sustainability Reporting Framework. These revisions include adjustments to past calculations of water consumption (p. 56) and natural gas consumption (p. 60), with metrics now reported in ML and MWh, respectively. Additionally, we have revised the calculation methodology for fatality, injury, and ill-health rates in the safety and health statistics (p. 74).

ASSURANCE

Good governance and internal reporting practices have been applied in the production of this Report. Additionally, the Group's internal audit team has reviewed this Report, with our Board of Directors ("Board") subsequently providing approval. Moving forward, we will continue to explore potential enhancements to our data collection, analysis and reporting processes in order to improve the quality of our disclosures.

REPORTING PERIOD

This Report covers the period of 1 August 2023 to 31 July 2024 ("FY2024") unless specified otherwise. Our previous Sustainability Report was published on 15 November 2023.

FEEDBACK AND CONTACT POINT

This Report is accessible at www.scientex.com.my/investors-relations/financial-reports/. We appreciate your feedback, comments or views, which may be sent to sustainability@scientex.com.my.



Our **Sustainability Report** details our initiatives, actions and performance in relation to Environmental, Social and Governance ("ESG") matters that are material to the Group and our stakeholders.

The Report is prepared with reference to the updated GRI Standards 2021, in accordance with Bursa Malaysia's Main Market Listing Requirements and with reference to Bursa Malaysia's Sustainability Reporting Guide (3rd edition). Topics presented within are aligned with the UN SDGs.



Our **Integrated Annual Report** illustrates how we create value over the short, medium and long term by leveraging our resources, and thus contribute to our vision of Sustainable Growth, Better Tomorrow.

It is prepared in compliance with the International Integrated Reporting Framework, January 2021 ("<IR> Framework") by Value Reporting Foundation, with disclosures adhering to the Malaysian Financial Reporting Standards, the Malaysian Code on Corporate Governance 2021, and the Malaysian Companies Act 2016.



Overview

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Our FY2024 Sustainability Highlights

CREATING SHARED SUSTAINABLE VALUE



RM3.7 billion
in economic value

distributed to shareholders, employees,
suppliers and governments



51 product
innovations

successfully
commercialised



6,017 units

of affordable homes
completed



FTSE4Good

Listed as a constituent
company of the
FTSE4GOOD Bursa
Malaysia ("F4GBM") Index

FOR THE BETTERMENT OF THE ENVIRONMENT



14.4%

reduction
in scheduled waste
generated by the
Packaging Division



8.1%

recycled resin used
in production



11.1%

decrease
in GHG emissions
intensity by the Property
Division



6 manufacturing
plants

received the
ISCC Plus Certification
for post-consumer recycled resin traceability



Advancing our renewable energy journey

across **10** key
manufacturing plants
in Malaysia

OUR PEOPLE, OUR PRIDE



Members of local
communities comprise

75%

of our workforce



4.6%

increase in hours
of occupational safety and health
training was provided

ZERO

on-site fatalities recorded



29,939
training hours

were provided to employees



Our Sustainability Achievements

Every year, our sustainability performance is assessed by various international rating agencies and analysts. These assessments provide our investors and stakeholders with valuable input on the progress we are making and facilitate constructive efforts to further our journey in building a sustainable future and a better tomorrow.

ESG RATINGS

FTSE4GOOD ESG Rating

Assesses a company's exposure to and management of ESG matters across multiple dimensions

- We have been a constituent of the FTSE4GOOD Bursa Malaysia ("F4GBM") Index since FY2022

S&P Global Corporate Sustainability Assessment

Assesses a company's performance across ESG factors that may impact growth, profitability, capital efficiency and risk exposure

- In FY2024, we were ranked in the 86th percentile (top quintile) of the Chemicals Industry category (Score date: 16 August 2024)

Sustainalytics ESG Risk Rating

Measures the degree to which a company's economic value is at risk due to the magnitude of its unmanaged ESG risks

- In February 2024, we achieved an ESG risk rating of 18.4, indicating a low risk of experiencing material financial impacts resulting from ESG factors

MSCI ESG Rating

Assesses a company's exposure to industry-specific, financially material ESG risks, and ability to manage those risks relative to peers

- In FY2024, we received an 'A' rating (on a scale of AAA - CCC) in the MSCI ESG Rating assessment

Notes:

- In no event shall the above ESG ratings be construed as investment advice or expert opinion as defined by the applicable legislation.
- The use by Scientex of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute sponsorship, endorsement, recommendation, or promotion of Scientex by MSCI. MSCI services and data are the property of MSCI or its information providers and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

A Message From Our **Chief Executive Officer**



Dear Stakeholders,

Thank you for taking the time to learn about our commitments and progress in sustainability. At Scientex, sustainable thinking is embedded across our business processes and strategies, enabling us to deliver greater positive impacts for our internal and external stakeholders, and secure the sustainable growth of our business.

On this note, it is with great pleasure that I present our fourth standalone Sustainability Report, covering the period from 1 August 2023 to 31 July 2024 ("FY2024"). This Report highlights our sustainability initiatives, commitments and our growing efforts to create shared value for our stakeholders, communities and the environment during the financial year.

INTEGRATING BUSINESS AND SUSTAINABILITY

At Scientex, our Group Vision—"Sustainable Growth, Better Tomorrow"—reflects our dedication to integrating sustainability into every aspect of our business, from production and operations to supply chain partnerships. By placing sustainability at the core of our approach, we unlock the collective efforts of our workforce in developing products and processes that are inherently sustainable. To learn more about how we achieve this, please refer to the section titled "Embedding Sustainability in Our Business Processes" (p. 19).

On a related note, our ongoing commitment to and efforts in sustainability have once again been acknowledged with our inclusion in the FTSE4Good Bursa Malaysia Index for FY2024, marking our third consecutive year of this achievement. We have also gained recognition from various international rating agencies for our efforts in managing ESG risks and capitalising on opportunities relevant to our business and industry.



CREATING SHARED SUSTAINABLE VALUE

Strong governance underpins our dedication to delivering shared value to all stakeholders. With a well-established sustainability framework guided by robust leadership, we ensure that our business practices remain ethical, responsible and transparent, and equip ourselves to effectively identify, address and manage key sustainability matters impacting our operations.

Across both divisions, we have implemented various Group-wide policies and robust procedures that serve to strengthen our governance practices and elevate sustainability standards. These policies support our goal of nurturing a responsible work culture that prioritises sustainability and upholds ethical business conduct at all levels.

By investing in advanced technologies and research, we enhance our ability to efficiently develop value-added flexible plastic packaging ("FPP") products with a lower carbon footprint, driving sustainability across the value chain and empowering our stakeholders to progress their own sustainability objectives. This robust commitment to innovation was underscored by our allocation of over RM87.3 million for technological advancements in FY2024. To learn more about our focused and integrated approach to innovation, please refer to the 'Product Innovation' section of this Report (p. 38).

The practices and strategies of our Property Division are likewise designed to deliver value that transcends our business operations. Drawing upon our expertise and proven construction methods to provide affordable yet quality homes, we are proud to contribute towards improving the

lives of Malaysians and uplifting local communities. This key objective remains our guiding focus, and we have continued to reinvest our profits to fund new land bank acquisitions, aiming to secure over 10,000 acres by FY2025 to support our ongoing growth.

As a major player in both the FPP industry, where we are one of a few integrated producers, and the affordable housing sector, the value we generate also contributes significantly to economic progress. Our packaging solutions are exported to more than 60 countries, and we have delivered a total of 36,420 affordable homes across Malaysia. Collectively, our activities have injected over RM3.7 billion into the economy, underscoring our role in supporting national growth.

FOR THE BETTERMENT OF THE ENVIRONMENT

Addressing climate change is an increasingly vital priority for businesses worldwide, and we are embedding climate considerations into our decision-making processes by gradually adopting the Task Force on Climate-Related Financial Disclosures ("TCFD") recommendations. Doing so not only helps mitigate climate-related risks to our business but also unlocks potential avenues for growth and innovation.

In line with this, we have placed focus on increasing our use of renewable energy to address Scope 2 emissions, which form the majority of our carbon footprint. Following the success of our pilot rooftop solar project in FY2022, we have commenced the installation of solar photovoltaic ("PV") systems at 10 of our key Malaysian manufacturing plants and at our corporate headquarters, aiming for a combined renewable energy capacity of around 21 MWp.



The signing ceremony between Scientex and Solarvest in May 2024

In addition, we have continued to expand our mangrove planting initiative as part of our Group-wide effort to offset greenhouse gas ("GHG") emissions. Now into its third year, this initiative has seen us successfully plant a total of 1,500 mangroves to date.

In our Packaging Division, we enhance material efficiency by incorporating post-industrial recycled ("PIR") and post-consumer recycled ("PCR") resin into our flexible packaging products. We also continue to innovate downgauged films and packaging solutions that use fewer raw materials while maintaining or improving requisite quality requirements. Similarly, our Property Division utilises industrialised building system ("IBS") construction techniques and standardised home designs to optimise building material use and minimise the incidental waste produced as a byproduct of the construction process.

For a comprehensive overview of our environmental initiatives, please refer to the "For the Betterment of the Environment" section of this Report (p. 47).

OUR PEOPLE, OUR PRIDE

Our people are the cornerstone of our success, embodying the skills, innovation and culture that drive our organisation forward. Recognising their safety and satisfaction as pivotal to our performance, we are dedicated to fostering engaging, safe and empowering work environments that enable them to excel. This is reflected in our performance in employee development, safety and engagement, which includes maintaining our record of zero fatalities during FY2024.

Guided by our vision of "Sustainable Growth, Better Tomorrow", we are equally committed to ensuring our business operations provide lasting benefits to the community at large. Within our Property Division, our affordable housing projects make home ownership

accessible to individuals in the middle-to-lower-income bracket. Additionally, our development of new townships and its accompanying infrastructure encourages economic activity and enhances connectivity, delivering significant advantages to the residents within the township in question as well as those in surrounding communities.

Meanwhile, the advanced FPP solutions produced by our Packaging Division benefit communities by delivering enhanced protection, convenience, hygiene and safety of packaging solutions, thus serving to reduce food wastage. They also empower consumers to contribute towards plastic circularity thanks to the recyclability of the packaging materials we use.

CLOSING REMARKS

Reflecting on FY2024, we are inspired by the strides we've made in our sustainability journey. These achievements are a reflection of the key role that sustainability plays within our business and, on behalf of the Board and Management, I assure all stakeholders that we will continue to seek out ways that we may expand and deepen our positive impact as an organisation.

Together, we will build a future where prosperity, community development and environmental protection go hand in hand – embodying our vision of **"Sustainable Growth, Better Tomorrow"**. Here's to what lies ahead.

LIM PENG JIN

Managing Director/Chief Executive Officer

About Scientex Berhad

OUR BUSINESSES

PACKAGING

PROPERTY

Scientex Berhad is a leading global manufacturer of stretch film and an integrated FPP producer, as well as a prominent developer of affordable homes in Malaysia.

Our journey of growth and value creation began with our establishment in 1968, with a key milestone being our listing on the Main Market of Bursa Malaysia in 1990. Since then, we have steadily expanded our reach across the packaging value chain, offering a wide range of stretch films, base films, printed films, bags and multi-layered solutions for both industrial and consumer packaging.

Through our Property Division, meanwhile, we have continued to meet the demand for affordable housing within local communities. We have established our presence and are steadily expanding our footprint across seven states in Peninsular Malaysia, while exploring expansion opportunities in neighbouring countries such as Indonesia and Thailand.

VISION

Sustainable Growth, Better Tomorrow

PURPOSE

OUR PACKAGING DIVISION STRIVES TO PROVIDE FLEXIBLE PLASTIC PACKAGING SOLUTIONS FOR



Protection



Convenience



Hygiene and Safety



Food Waste Reduction



OUR PROPERTY DIVISION ENDEAVOURS TO SUPPORT LOCAL COMMUNITIES IN OUR LOCATIONS OF OPERATION THROUGH THE PROVISION OF **AFFORDABLE YET QUALITY HOMES**

Our Corporate Philosophy

Our corporate philosophy of '**Management Like Water**' has been the driving force behind our achievements. While our strategies may evolve, this philosophy remains the foundation of our operations. It encompasses six distinct yet interconnected facets, as outlined below:

SCIENTEX[®]

healthy, friendly & happy ...

MANAGEMENT
LIKE
Water

BELIEF

We instil belief that what we produce is as vital and valuable as water, and our output contributes to the betterment of society

NATURE & SCIENCE

We respect the laws of nature and science as we seek solutions and attempt to tackle different challenges

ENERGY

Flowing water gathers momentum and builds up energy that we harness to break barriers, leap forward and surge ahead

MODESTY

We remain humble, like a drop of water in the ocean, yet like the mighty waves, we think big and aim high

FLEXIBILITY

Like the flexibility of water, we always adopt a fluid and adaptable stance in responding to challenges

PURITY

In the face of success or failure, the purity and cleansing properties of water remind us to always stay true to ourselves and move forward with positivity

Our Corporate Tagline



healthy ...

We strongly believe that a healthy culture is important, as this ensures our employees can reap the benefits of a balanced living, and are focused and committed to their work. The positive flow of energy results in a healthy company with strong ethics to guide compliance and encourage transparency in all business dealings.



friendly ...

Being friendly speaks of the way we develop user-friendly products and solutions, and at the same time, extend courtesy, attentiveness and care to suppliers, customers, authorities and society as well as to the global environment.



happy ...

Being happy is an emotional state of mind where people find pleasure, real meaning and fulfilment in family, work and life in an environment where they can realise their full potential and embrace a keen sense of belonging in the Group.

Our Reach and Market Presence

We benefit from a well-established market presence and geographical reach that enables us to maximise value creation and drive our business forward.

Our Packaging Division exports a diverse range of products to more than 60 countries across five continents, supported by strategically located manufacturing plants and sales offices around the world. Meanwhile, our Property Division has built a firm footprint of 35 matured, ongoing and new property developments across Peninsular Malaysia while establishing a regional presence in Indonesia and Thailand. Both divisions are headquartered at our corporate office in Selangor, Malaysia.

OUR PACKAGING PRESENCE



OUR PROPERTY PRESENCE

35

 townships and developments
across Malaysia, Thailand & Indonesia
MALAYSIA

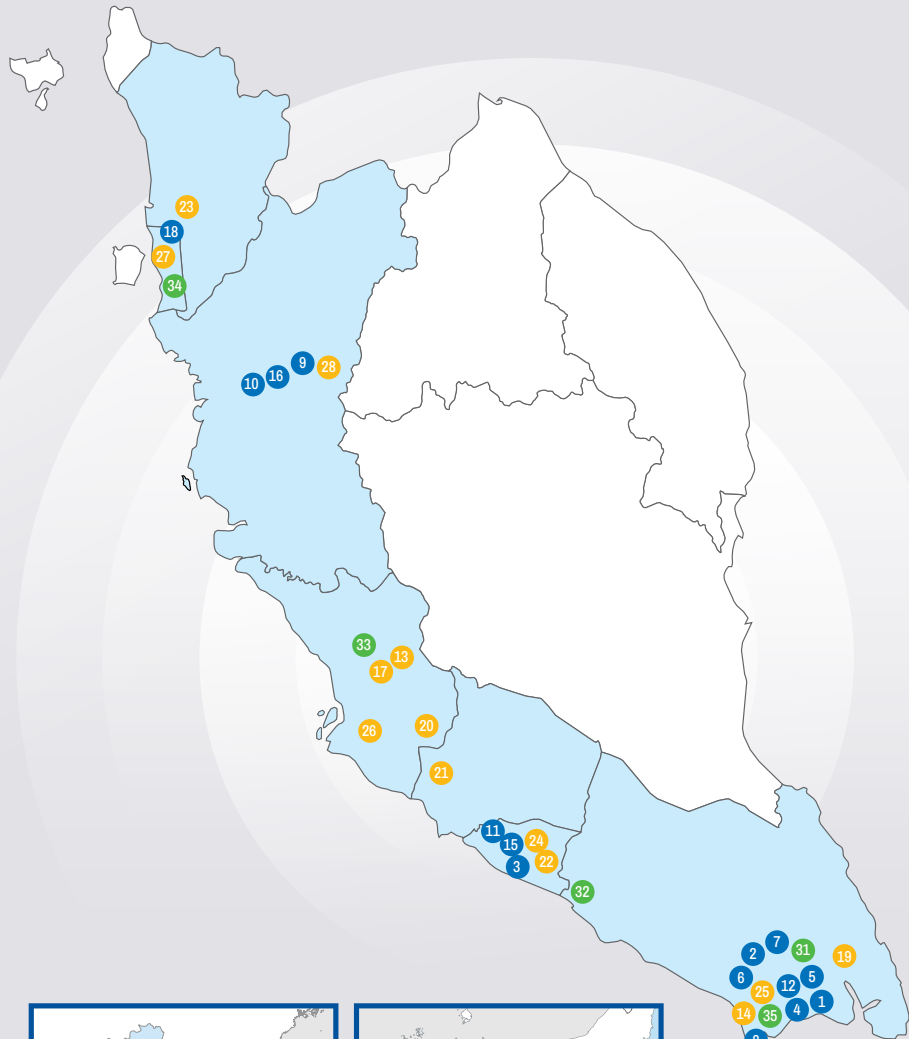
- 1 Scientex Pasir Gudang
- 2 Scientex Kulai
- 3 Scientex Heights
- 4 Scientex Skudai
- 5 Scientex Senai
- 6 Scientex Kulai 2
- 7 Scientex E'Roca Hills
- 8 Scientex Pulau
- 9 Scientex Klebang
- 10 Scientex Meru
- 11 Scientex Durian Tunggal
- 12 Scientex Senai 2
- 13 Scientex Rawang
- 14 Scientex Amber Land
- 15 Scientex Durian Tunggal 2
- 16 Scientex Meru 2 & 3
- 17 Scientex Kundang Jaya
- 18 Scientex Tasek Gelugor
- 19 Scientex Kota Tinggi
- 20 Scientex Cheras
- 21 Scientex Seremban
- 22 Scientex Bandar Jasin
- 23 Scientex Sungai Petani
- 24 Scientex Jasin
- 25 Scientex Pulau 3
- 26 Scientex Jenjarom
- 27 Scientex Sungai Dua
- 28 Scientex Ipoh
- 31 Scientex Bandar Kulai
- 32 Scientex Muar
- 33 Scientex Bestari Jaya
- 34 Scientex Jawi
- 35 Scientex Pulau 4

THAILAND

- 29 Kraf Vibe Bangna

INDONESIA

- 30 Mustika Garden Tamansari



15

 Matured
Developments

15

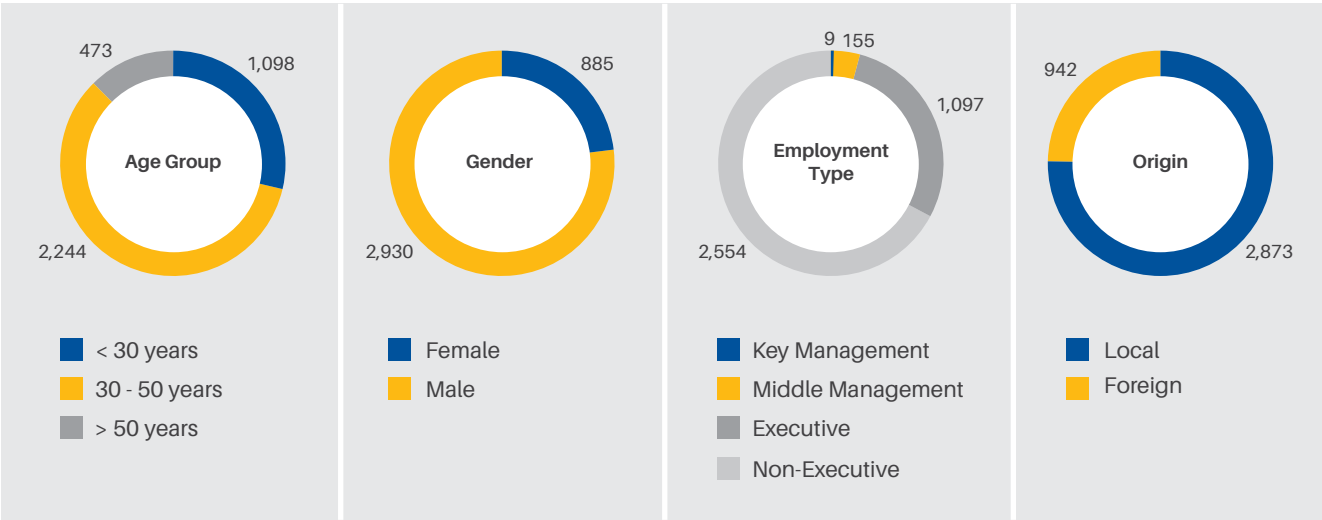
 Ongoing
Developments

05

 New
Developments

Our Workforce and Our Value Chain

Our employees – spanning 3,815 in number as of FY2024 - are the foundation of our business. To bring out the best in them, we strive to instil a culture of innovation and provide opportunities for continuous learning and development, thus driving talent retention and the continuous growth of our human capital.



OUR VALUE CHAIN

Our Suppliers

We work with a wide range of suppliers and service providers, including raw material and machinery suppliers, contractors, logistics providers and other service providers. Each of our suppliers play an important role in helping us to meet our commitment to providing high quality FPP solutions and affordable housing to our customers.

Our supplier interactions are guided by the principle of sustainability, reflecting our commitment to fostering a responsible and resilient supply chain. We engage with suppliers and encourage them to adopt relevant ESG considerations within their operations and their products and services.

Wherever feasible, we prioritise working with local suppliers to promote the circulation of economic value within local business ecosystems. In FY2024, 63% of our suppliers were sourced locally.

Our Customers

Through our Packaging Division, we serve a diverse range of customers, spanning from logistics, industrial end users and brand owners, across different industries and regions. We work collaboratively with our customers to create more innovative and sustainable products, including recyclable FPP solutions that support the circular plastic economy.

Our Property Division, meanwhile, serves customers from the middle-to-lower-income groups, meeting the growing demand for affordable homes. Our goal is to complete 50,000 affordable homes by 2028, thus providing equal opportunities for more people from local communities across the region to realise home ownership.

OUR MEMBERSHIP IN ASSOCIATIONS

We actively participate in various industry associations with the aim of:

- Driving collective action on key matters, including industry-wide sustainability and quality standards and practices
- Building closer ties with regulatory authorities to drive positive change
- Remaining abreast of the latest innovations and trends so that we may develop strategies that generate sustainable, shared value for our stakeholders and communities

The associations we participate in, and our respective roles in each, are detailed below.

Association	Business Division	Our Role
Malaysian Plastics Manufacturers Association ("MPMA")	Packaging	Member and Representative in Central Committee
Malaysian Employers Federation ("MEF")	Packaging	Member
Federation of Malaysian Manufacturers ("FMM")	Packaging	Member
Real Estate and Housing Developers' Association ("REHDA")	Property	Member
Construction Industry Development Board ("CIDB")	Property	Member
Master Builders Association Malaysia ("MBAM")	Property	Member

Our Sustainability Journey

We have progressively strengthened our approach to sustainability since the publishing of our first sustainability statement in 2017, aligning our practices and disclosures with respected international standards while building internal teams to drive our commitments forward. In FY2024, we continued this positive momentum by taking firm strides and achieving key milestones on our sustainability journey.

2017

- Changed our Corporate Responsibility Statement to become our first Sustainability Statement
- Expanded disclosures pertaining to our Economic, Environmental, and Social ("EES") impacts and initiatives

2018

- Developed a structured approach towards strengthening our corporate sustainability approach

2019

- Aligned our initiatives with 4 out of the 17 UN SDGs
- Strengthened our reporting transparency by transitioning from the GRI-G4 Sustainability Reporting Framework to the GRI Standards 2016

2020

- Established a sustainability governance structure, which includes our Sustainability Steering Committee ("SSC") and Sustainability Working Groups

2021

- Published our inaugural standalone Sustainability Report, reflecting our growing commitment and action on sustainability
- Conducted an in-depth materiality exercise, leading to the expansion of our sustainability reporting from 5 to 11 topics

2022

- Expanded our alignment with the UN SDGs, with initiatives matched to 13 of the goals
- Listed as a constituent company of the F4GBM Index
- Expanded our sustainability commitments through the establishment of our Group Sustainability Team

2023

- Transitioned our reporting framework to the latest GRI Universal Standards 2021
- Improved our Sustainalytics ESG Risk Rating score to "low risk" of material financial impacts driven by ESG factors, ranking in the top 3% within our sub-industry group
- Improved our performance in the S&P Global ESG Scores to sit in the 80th percentile (top quintile) of the Chemicals Industry category
- Achieved an 'A' rating in the MSCI ESG Rating assessment

2024

- Further strengthened our approach to sustainability reporting by adopting Bursa Malaysia's Enhanced Sustainability Reporting Framework
- Drove carbon emissions reductions by commencing the installation of solar PV systems across 10 of our manufacturing plants and our Shah Alam headquarters
- Committed to integrating the recommendations Task Force on Climate-Related Financial Disclosures ("TCFD") within our reporting framework by FY2026



Our Sustainability Approach

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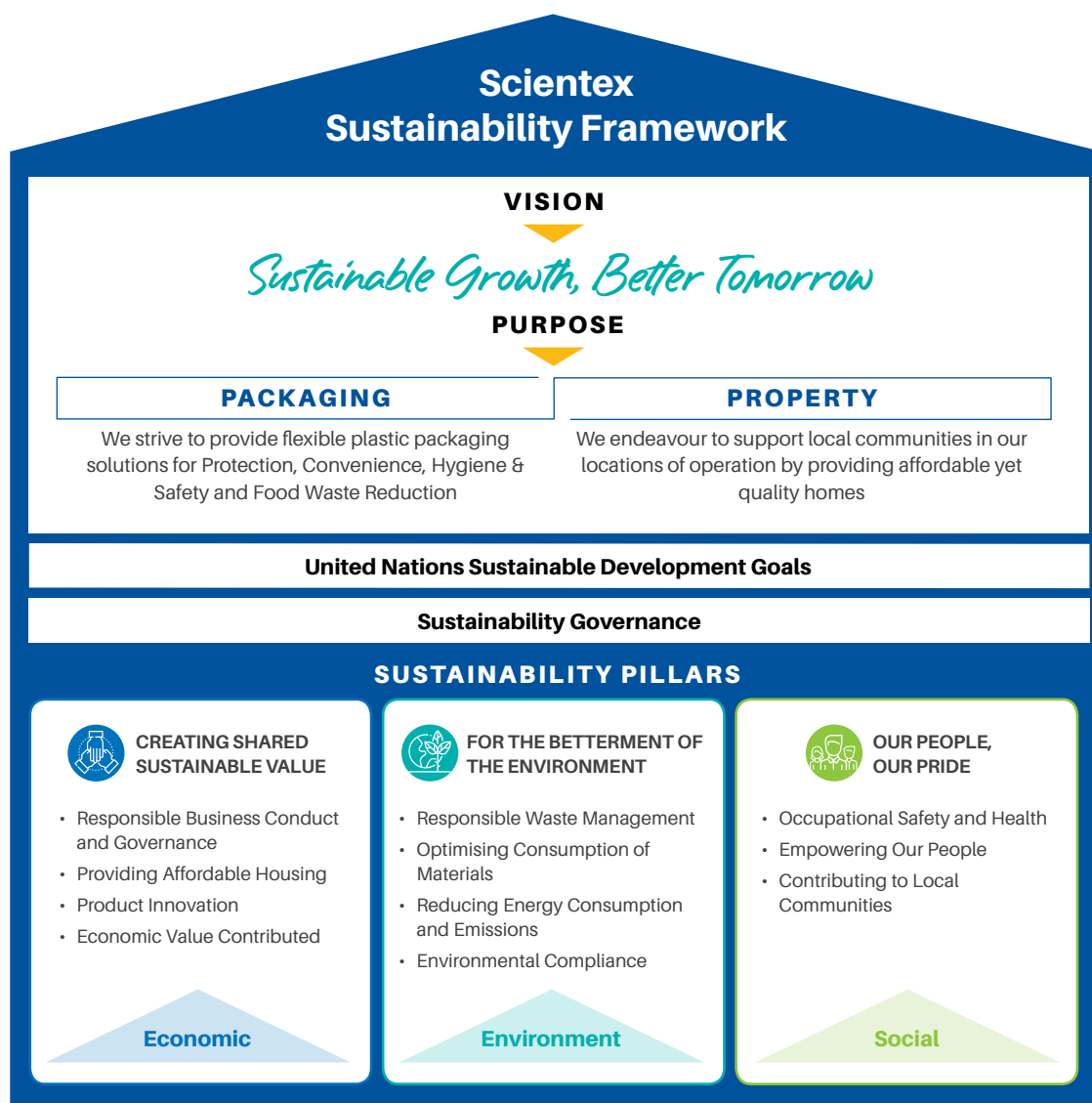
Sustainability Framework

Our Sustainability Framework is the foundation of how we approach sustainability at Scientex, outlining the interconnected roles of our business processes, governance framework and initiatives in driving growth and creating long-term value, in line with our vision of "Sustainable Growth, Better Tomorrow".

At the base of the framework lies our sustainability pillars: "Creating Shared Sustainable Value" (p. 31), "For the Betterment of the Environment" (p. 47) and "Our People, Our Pride" (p. 69). Each of these pillars house sustainability material topics that are determined and refined through ongoing stakeholder engagements (p. 22) and regular materiality assessments (p. 24), enabling us to formulate strategies and initiatives that deliver long-term, shared value.

These strategies and initiatives are, in turn, embedded within the business processes of our dual business divisions - Packaging and Property (p. 19), delivering progress against our corporate Vision and Purpose and supporting the UN SDGs (p. 26) we have identified as relevant to our business.

This framework is underscored by our Sustainability Governance structure (p. 20), which enforces a collaborative, vigilant and informed approach to sustainability. The structure delegates responsibility for strategising, monitoring and assessing our initiatives to different teams within the Group, empowering us to maximise the positive impact of our actions.



Embedding Sustainability in Our Business Processes

To maximise the positive impact of our business, we have embedded sustainability considerations within the processes of both of our divisions, as detailed below.

PACKAGING DIVISION

> DEVELOP

- Research and development ("R&D") of sustainable packaging solutions
- Co-creating products with our customers

> PROCURE

- Centralised procurement of raw materials
- Sourcing of sustainable raw materials

> PRODUCE

- Investing in advanced, energy-efficient production machinery and lighting
- Implementing renewable energy solutions including investing in solar PV systems for our plants
- Efficient production planning
- Upholding best practices in water usage, waste and effluent management

> SELL

- Engaging with customers to understand their long-term sustainability objectives
- Maintaining efficient and time-tested distribution channels and methods

SUSTAINABLE PROCESSES

SUSTAINABLE OUTCOMES

- Recyclable FPP solutions
- Biodegradable and compostable packaging solutions
- Products with reduced material usage
- Increased range of sustainable products innovated

- Reduced emissions from transportation due to centralised procurement
- Increased accessibility of sustainable raw materials

- Reduced material use, energy use and waste generation
- Using recycled resin as a production input
- Recycling plastic waste and converting non-recyclable waste to Processed Engineered Fuel
- Reducing Scope 2 GHG emissions due to lower use of conventional electricity

- Continuous increase in sustainable products sold
- Reduced energy usage and emissions related to product distribution
- Continuous expansion of our market base

PROPERTY DIVISION

> ACQUIRE

- Continuously expanding our presence through land bank acquisitions in Malaysia while venturing into neighbouring countries
- Identifying suitable land banks at competitive prices

> PLAN

- Efficient planning of land use and house designs
- Developing plans that incorporate connectivity and transport infrastructure to larger population hubs and encourage job creation within local communities
- Including green spaces and recreation facilities

> LAUNCH

- Adopting digital channels to promote our developments
- Adopting systematic online procedures for property purchasing
- Installing solar PV systems to power our sales galleries

> BUILD

- Utilising the IBS construction technique
- Adopting good practices in waste and effluent management
- Reusing construction materials across multiple construction sites
- Optimising logistics planning to minimise emissions

SUSTAINABLE PROCESSES

SUSTAINABLE OUTCOMES

- Capacity to grow in the affordable housing market and enable home ownership for more people in the middle-to-lower-income groups
- Cost effective acquisitions of land banks, with savings passed on to home owners

- Creation of townships that cater to holistic economic and social needs
- Improved the quality of life for residents
- North-south building orientations that reduce heat exposure of dwellings

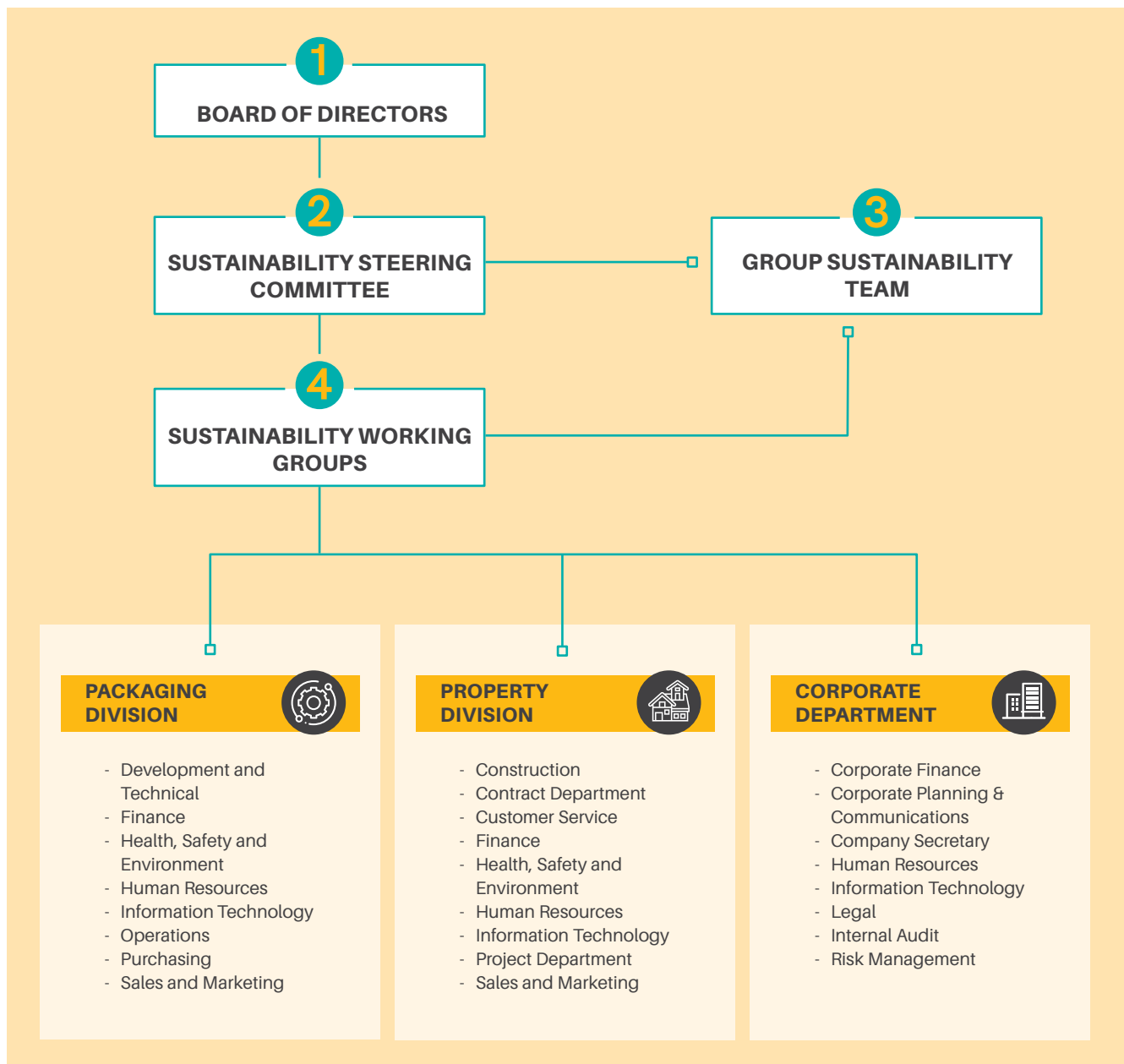
- Providing equal opportunities for affordable home ownership to people in middle-to-lower-income groups
- Enhanced convenience and safety for potential home buyers
- Reduced Scope 2 GHG emissions due to installation of solar PV systems at our sales galleries

- Improved employee safety due to the use of the IBS construction technique
- Reduced waste generation and optimised material usage due to reuse of materials and use of the IBS construction technique

Sustainability Governance

Our robust governance structure ensures that sustainability matters relevant to our business are identified, addressed and managed in an effective manner.

The structure instills responsibility for sustainability at all levels of the Group, from the Board – who bear responsibility for setting our overall agenda – to our workforce at individual departments and across all subsidiaries. It provides trusted avenues for all employees to raise matters relevant to their work and ensures oversight of actions taken to address these matters, with the Sustainability Steering Committee ("SSC") playing a central role in this process.



(Composition of working groups are determined based on the specific needs of sustainability topics and their associated initiatives)

Sustainability Governance

1 Board of Directors ("Board")

- Assumes overall responsibility for and oversight of the Group's sustainability agenda, including identifying sustainability topics, setting objectives, and implementing policies and practices
- Nominated by the Nomination and Remuneration Committee, which further evaluates the Board's performance on sustainability matters through a peer evaluation process
- The Board's sustainability responsibilities are led by our Managing Director/Chief Executive Officer, Mr. Lim Peng Jin

2

Sustainability Steering Committee ("SSC")

- Comprises members of the Scientex Executive Committee ("EXCO") and is led by our Managing Director/Chief Executive Officer, Mr. Lim Peng Jin
- Regularly engages with stakeholders and staff at the departmental or subsidiary level
- Identifies potential sustainability topics based on these engagements, and subsequently presents said topics to the Board for consideration
- Develops comprehensive strategies for identified sustainability topics
- Sets key performance indicators for strategies identified, involving data management systems, reporting processes and internal control mechanisms
- Creates sustainability-related policies which govern sustainability practices across the Group, and tables these policies to the Board for approval

3

Group Sustainability Team

- Provides recommendations to the SSC on potential sustainability topics, and the subsequent development and execution of strategies for identified and approved sustainability topics
- Supports the SSC in the nomination of specific working groups responsible for executing strategies formulated by the SSC
- Implements strategies together with the identified Sustainability Working Groups
- Reports on the outcomes and progress of related strategies during monthly management meetings with the SSC
- Monitors sustainability initiatives, and maintains records for regular reviews of sustainability management procedures and performance
- Takes the lead in preparing and presenting sustainability-related reports, in compliance with applicable reporting requirements

4

Sustainability Working Groups

- Appointed on a topic-by-topic basis depending on the needs of the topic and its initiatives
- May include representatives from the various departments and divisions within the Group
- Works with the Group Sustainability Team to ensure the effective implementation of formulated strategies while following specific management procedures
- Maintains accurate records of actions taken and the results achieved
- Delivers comprehensive reports on related actions taken and their outcomes during monthly management meetings
- Serves as a communication channel between the Group Sustainability Team and individual departments and subsidiaries, providing an opportunity for staff members to highlight and elevate potential sustainability matters for consideration





Engaging Our Stakeholders

We engage with our stakeholders to gain a deeper understanding of our business impact and to guide our sustainability strategies and initiatives. These engagements, which are conducted regularly through mediums appropriate to our relationship with each group, are a key aspect of our materiality determination process, which is explored in greater detail on p. 24.



Our stakeholders are identified based on two factors:

1. Their potential to be affected by or influence the Group's ESG impact, and;
2. Their ability to impact the Group's reputation in the markets we operate in, which can either enhance or diminish our capacity to make a positive ESG impact through our products and services.

The table below details how we engage with each of our stakeholders, how frequently we engage with them and their respective expectations.















Stakeholder Group	Mode of Engagement	Frequency of Engagement	Expectations
 Customers	<ul style="list-style-type: none"> Customer feedback channels Social media channels Scientex corporate website Marketing and promotional events Customer service offices Regular meetings and plant visits Collaborations on product development (Packaging Division) 	RG AWR	<ul style="list-style-type: none"> Meeting product expectations in terms of quality, cost, price and delivery Delivering sustainable and innovative products for increased customer and end-consumer benefit
 Suppliers	<ul style="list-style-type: none"> Regular supplier meetings and progress updates Site visits Exhibitions and trade fairs Technical seminars Our Code of Conduct for Suppliers and ongoing evaluations 	RG PR AWR	<ul style="list-style-type: none"> Maintaining ethical standards in procurement, taking into account environmental and social concerns Setting clear expectations and best practices regarding product quality, product delivery and supplier payment Supporting local suppliers and the local business ecosystem Maintaining stable demand for their service, pillared on a strong, trust-based relationship
 Employees	<ul style="list-style-type: none"> Quarterly Rolling Budget ("QRB") dialogues Employee appraisals Employee engagement events Internal bulletins Progress update meetings Monthly management meetings 	RG PR AWR	<ul style="list-style-type: none"> Providing stable, long-term employment Maintaining a safe and conducive work environment that supports physical, social and mental health Maintaining an inclusive and non-discriminatory work environment and culture Providing training, development and career advancement opportunities
 Investors and Shareholders	<ul style="list-style-type: none"> Annual General Meetings ("AGM") Investor relations engagements Scientex Integrated Annual Reports and Sustainability Reports Scientex corporate website Announcements on Bursa Malaysia 	AN PR AWR	<ul style="list-style-type: none"> Delivering sustainable growth that meets annual and long-term financial targets Delivering consistent returns in the form of dividends and stock price appreciation Upholding the Group's reputation as a socially and environmentally responsible organisation Maintaining best practices in corporate governance Ensuring that information and data concerning the Group's performance, strategies and outlook are provided transparently

Engaging Our Stakeholders

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Expectations
 Governments and Regulators	<ul style="list-style-type: none"> Regular meetings and consultations Seminars, training sessions, dialogues and forums organised by regulatory bodies On-site inspections and audits 	AWR	<ul style="list-style-type: none"> Supporting the Malaysian Government's policies by providing affordable housing to middle-to-lower-income Malaysians Supporting the Ministry of Natural Resources and Environmental Sustainability ("NRES") by developing strategies to achieve the targets of the Malaysia Plastic Sustainability Roadmap ("MPSR") 2021 - 2030 Upholding best practices across the ESG spectrum Maintaining strict compliance on all applicable rules and regulations, including mandatory contributions Participating in the PLCT Programme organised by Bursa Malaysia to enhance the "investability" of listed companies in Malaysia Fulfilling tax obligations and ensuring compliance with tax regulations at all times
 Local Communities	<ul style="list-style-type: none"> Social media channels Scientex corporate website Customer service offices (Property Division) Community events Dialogue sessions 	RG PR AWR	<ul style="list-style-type: none"> Contributing to community initiatives that lead to economic benefits and societal advancement opportunities Developing infrastructure as part of property developments that improve connectivity, widen community services and increase job opportunities Providing employment and career advancement opportunities to members of the community Ensuring that products and services developed across both divisions have minimal negative environmental impacts, in terms of materials used and waste and emissions generated

LEGEND: AN = Annually RG = Regularly PR = Periodically AWR = As and when required

In addition to the modes of engagement listed above, we engage with various stakeholders through the voluntary initiatives that we participate in. These initiatives provide us with updated insights on trends and matters that may impact our industry, business community, society and Malaysia as a whole. For more detailed information, please refer to our top-level disclosures.

Initiative	Nature of Initiative	Stakeholders We Engage
'Cross Border Development Strategy' initiative	Voluntary	   
State level affordable housing initiatives: - Rumah Mampu Milik (Johor) - Rumah Mampu Milik (Melaka) - Rumah Harapan (Selangor) - Rumah Mampu Milik (Pulau Pinang)	Voluntary	  
Participation in environmental initiatives (including talks, discussions and webinars)	Voluntary	   
The Green Truck, 'Back to Earth' Food Composting Programme and our mangrove planting initiative	Voluntary	 
Public Listed Companies Transformation ("PLCT") Programme	Voluntary	

Materiality

OUR MATERIALITY DETERMINATION PROCESS

We identify and prioritise material sustainability matters by engaging with our stakeholders, canvassing the input of our workforce and considering trends relevant to our industry and the sustainability landscape as a whole. This materiality determination process informs the formulation of effective strategies that maximise positive impacts and mitigate areas of negative impact.

OUR MATERIALITY DETERMINATION PROCESS

1

IDENTIFY

Aided by credible internal and external sources, the SSC undertakes a detailed analysis of industry and sustainability trends, reviews the Group's current sustainability topics, and identifies potential new sustainability topics for inclusion.

**2**

SHORTLIST

Potential sustainability topics undergo a thorough assessment, considering factors that include stakeholder needs and concerns, impacts to local communities where we operate, regulatory matters and the topic's significance to business operations.

**3**

PRIORITISE

The shortlist of sustainability topics are then assessed through various consultations with certain stakeholders and heads of departments, providing a gauge on each topic's materiality.

**4**

VALIDATE

A materiality matrix is generated, incorporating the proposed list of sustainability topics and the result of the preceding three steps, and is reviewed by the Managing Director/Chief Executive Officer for validation. The reviewed matrix is then presented to the Board for final approval.



Materiality

MATERIALITY MATRIX

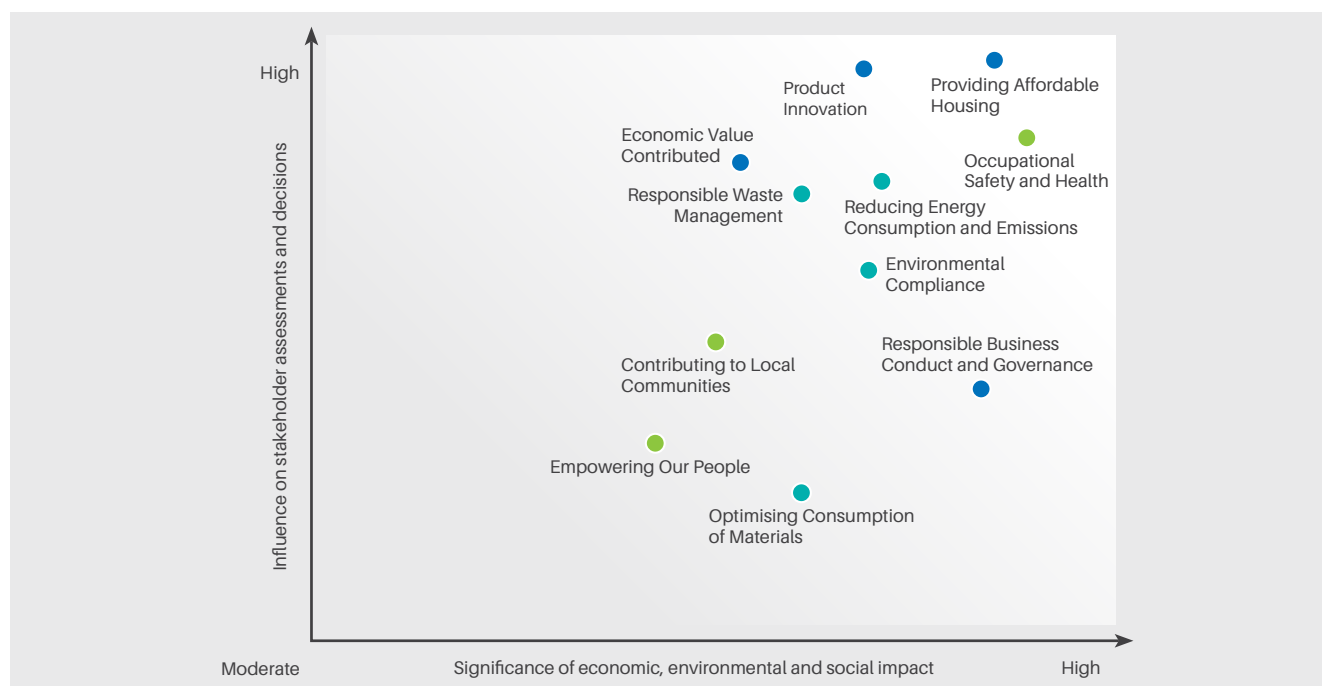
A materiality matrix is generated upon completion of the materiality determination process, plotting the significance of each sustainability material matter to the Group and our stakeholders.

Our sustainability material matters and materiality matrix remained unchanged in FY2024, with four key topics shown to be consistently vital to both our business and the evaluations of our stakeholders. These topics are:

- Providing Affordable Housing – where we aim to complete the construction of 50,000 affordable homes by 2028

- Product Innovation – where we strive to accelerate innovation that is aligned with key environmental objectives and positive outcomes
- Occupational Safety and Health – where we aim to foster a culture of safety that protects and supports our people at all times
- Reducing Energy Consumption and Emissions – where we aim to implement a comprehensive approach to reduce our carbon footprint

The materiality matrix shown below, and our materiality determination process, has been reviewed by our SSC and approved by the Board.



CLASSIFYING OUR SUSTAINABILITY TOPICS

Each of our sustainability topics are classified under one of three pillars: "Creating Shared Sustainable Value", "For the Betterment Of The Environment" and "Our People, Our Pride". These pillars provide clear direction to our efforts, steering us towards maximising value creation.

CREATING SHARED
SUSTAINABLE VALUE

- Responsible Business Conduct and Governance
- Providing Affordable Housing
- Product Innovation
- Economic Value Contributed

FOR THE BETTERMENT OF
THE ENVIRONMENT

- Responsible Waste Management
- Optimising Consumption of Materials
- Reducing Energy Consumption and Emissions
- Environmental Compliance

OUR PEOPLE,
OUR PRIDE

- Occupational Safety and Health
- Empowering Our People
- Contributing to Local Communities





Supporting the United Nations Sustainable Development Goals

We have aligned our sustainability material matters to the UN SDGs, which comprise 17 Global Goals that the United Nations has identified as vital to global sustainable development.

Through our strategies and initiatives, we actively contribute to 13 of the 17 UN SDGs. As our business evolves, we will continue evaluating the goals and adopt additional UN SDGs where relevant.



Supporting the United Nations Sustainable Development Goals

United Nations Sustainable Development Goal ("UN SGD")	Aligned Sustainability Topics	How We Contribute
 <p>NO POVERTY End poverty in all its forms everywhere</p>	<ul style="list-style-type: none"> • Providing Affordable Housing • Empowering Our People • Contributing to Local Communities 	<ul style="list-style-type: none"> • Enabling home ownership for more people in the middle-to-lower-income groups • Providing gainful, long-term employment opportunities to members of local communities, thereby empowering greater income security • Initiating and contributing to meaningful charitable initiatives that improve livelihoods in local communities
 <p>GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages</p>	<ul style="list-style-type: none"> • Product Innovation • Occupational Safety and Health • Contributing to Local Communities 	<ul style="list-style-type: none"> • Innovating packaging solutions with enhanced food hygiene and safety standards, for health and well-being • Upholding best practices in employee safety and health at our workplaces, including by introducing measures to mitigate non-work-related health issues • Promoting physical, social and mental health through employee activities and initiatives • Providing free health screenings and health talks to local communities • Developing townships with facilities that promote a healthy and active lifestyle
 <p>QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> • Empowering Our People • Contributing to Local Communities 	<ul style="list-style-type: none"> • Providing training and development programmes so our employees have avenues for lifelong learning and continuous professional development • Developing school-based programmes that raise awareness of and educate children on the benefits of recycling • Providing valuable industry experience to local students through internships
 <p>AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<ul style="list-style-type: none"> • Reducing Energy Consumption and Emissions 	<ul style="list-style-type: none"> • Adopting energy-efficient production machinery and low-energy lighting solutions in our plants and development sites, while continuously upgrading our production machinery for improved energy efficiency • Actively installing solar PV systems across our production plants and sales galleries to reduce our emissions, with such systems set to be operational across 10 of our plants and headquarters by FY2025

Supporting the United Nations Sustainable Development Goals

United Nations Sustainable Development Goal ("UN SGD")	Aligned Sustainability Topics	How We Contribute
 <p>DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all</p>	<ul style="list-style-type: none"> • Economic Value Contributed • Occupational Safety and Health • Empowering Our People 	<ul style="list-style-type: none"> • Contributing to the Malaysian economy through taxes, capital investments, wages, payments made to suppliers and more • Achieving milestones on our vision, and sharing the benefits of our growth through staff benefits and professional growth opportunities • Ensuring work environments that prioritise the physical safety, security and well-being of our workforce, in line with global standards in occupational safety and health • Supporting the Malaysian government's talent development agenda by providing employment opportunities to local talent, and offering equal pay and fair wages • Adhering to and upholding national labour laws to ensure good labour practices for our employees
 <p>INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation</p>	<ul style="list-style-type: none"> • Providing Affordable Housing • Product Innovation 	<ul style="list-style-type: none"> • Adopting the IBS construction technique to promote efficient construction and material utilisation • Building sustainable infrastructure, including access roads and community services, as a key part of our property developments • Collaborating with customers and industrial partners to develop sustainable material solutions and process innovations in packaging that contribute to the circular plastic economy and promote packaging recycling while enhancing convenience, hygiene and safety • Utilising innovative and resource-efficient machinery, as well as recycling infrastructure, in our operations to achieve more sustainable and efficient industrial processes
 <p>REDUCED INEQUALITIES Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> • Responsible Business Conduct and Governance • Providing Affordable Housing • Empowering Our People 	<ul style="list-style-type: none"> • Enforcing our Code of Conduct for Suppliers and Code of Ethics to strengthen our business practices and mitigate incidents of corruption and discrimination in the workplace • Providing affordable yet quality homes to middle-to-lower-income groups, thereby contributing to an equal opportunity environment for home ownership • Maintaining a fully inclusive and non-discriminatory approach to recruitment, including by providing equal professional development opportunities to all employees

Supporting the United Nations Sustainable Development Goals

United Nations Sustainable Development Goal ("UN SGD")	Aligned Sustainability Topics	How We Contribute
 <p>SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<ul style="list-style-type: none"> • Providing Affordable Housing • Economic Value Contributed • Contributing to Local Communities 	<ul style="list-style-type: none"> • Contributing towards connectivity through the development of access roads, in addition to developing infrastructure such as public parks surrounding our developments • Continuously expanding our affordable housing presence and thereby providing more people with safe and inclusive living environments • Placing increased emphasis on the development of self-sustaining townships that not only provide housing but generate economic benefits for local communities
 <p>RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> • Product Innovation • Responsible Waste Management • Optimising Consumption of Materials • Reducing Energy Consumption and Emissions • Environmental Compliance 	<ul style="list-style-type: none"> • Developing sustainable, recyclable and resource-efficient packaging solutions in our Packaging Division, while introducing efficient construction methods in our Property Division • Introducing and adhering to our waste management framework and waste management hierarchy to reduce and minimise waste and its impacts on the environment • Ramping up recycling efforts across our business divisions, including by reusing construction materials, recycling plastic waste and using recycled resin as an input in packaging production • Investing in efficient machinery and continuously improving our production processes to reduce waste and energy consumption • Prioritising the procurement of materials from environmentally responsible suppliers and encouraging responsible utilisation of materials across our supplier base • Upholding our commitment to all relevant environmental laws and regulations in our countries of operation
 <p>CLIMATE ACTION Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Optimising Consumption of Materials • Reducing Energy Consumption and Emissions • Contributing to Local Communities 	<ul style="list-style-type: none"> • Recycling plastic waste to produce recycled resin for packaging production, thereby reducing material use and carbon footprint • Downgauging films produced in our Packaging Division to reduce their thickness, raw material consumption and carbon footprint related to production • Adopting energy-efficient production machinery and low-energy lighting solutions in our plants and development sites while continuously upgrading production machinery for improved energy efficiency • Installing solar PV systems across our production plants and sales galleries to decrease our Scope 2 emissions

Supporting the United Nations Sustainable Development Goals

United Nations Sustainable Development Goal ("UN SGD")	Aligned Sustainability Topics	How We Contribute
 <p>LIFE BELOW WATER Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<ul style="list-style-type: none"> Responsible Waste Management Environmental Compliance 	<ul style="list-style-type: none"> Considering and addressing indirect emissions that we may generate throughout our supply chain and countering GHG emissions through our corporate activities, such as our mangrove planting initiative Advocating environmental responsibility in our processes and among our suppliers while promoting environmental awareness within local communities via collaborations with the MPMA Committing to integrate the TCFD recommendations within our reporting framework by FY2026
 <p>LIFE ON LAND Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss</p>	<ul style="list-style-type: none"> Environmental Compliance Contributing to Local Communities 	<ul style="list-style-type: none"> Utilising PCR resin, which is derived from ocean-bound plastics, in our packaging solutions Undertaking mangrove planting activities and contributing towards the restoration of a mangrove habitat which was formerly used as a dump site
 <p>PEACE, JUSTICE AND STRONG INSTITUTIONS Promote just, peaceful and inclusive societies</p>	<ul style="list-style-type: none"> Responsible Business Conduct and Governance 	<ul style="list-style-type: none"> Undertaking Environmental Impact Assessments ("EIA") for property developments of 50 hectares or more, focusing on the environmental impact of land use change on local biodiversity and ecosystems Clearing property development sites in phases to encourage gradual fauna migration Planting various species of trees and shrubs, including various vulnerable and endangered species of trees, within our property development sites Restoring mangrove forests while preserving their high biodiversity value through our mangrove planting activity
	<ul style="list-style-type: none"> Responsible Business Conduct and Governance 	<ul style="list-style-type: none"> Promoting ethical business conduct and upholding justice and the rule of law at all levels and in all jurisdictions where we operate Upholding our Anti-Bribery and Anti-Corruption ("ABAC") Policy, which extends to our employees, suppliers and other stakeholders Creating awareness on Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009 and all the practices stipulated therein



Creating Shared Sustainable Value

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Responsible Business Conduct and Governance

35

Providing Affordable Housing

38

Product Innovation

45

Economic Value Contributed



RESPONSIBLE BUSINESS CONDUCT AND GOVERNANCE

Upholding Ethics and Integrity

► WHY IT MATTERS

Our global presence places a significant responsibility on us to uphold high standards of integrity at all times. We have thus made ethics a cornerstone of our business practices, recognising its value in fostering trust and strengthening relationships with our stakeholders.

By building a culture of integrity across the Group, embedding ethical considerations into our decision-making processes and remaining responsive to evolving regulatory expectations and standards, we are better placed to unlock new business opportunities, achieve our growth objectives and preserve our reputation as a responsible and trustworthy organisation.

► OUR APPROACH

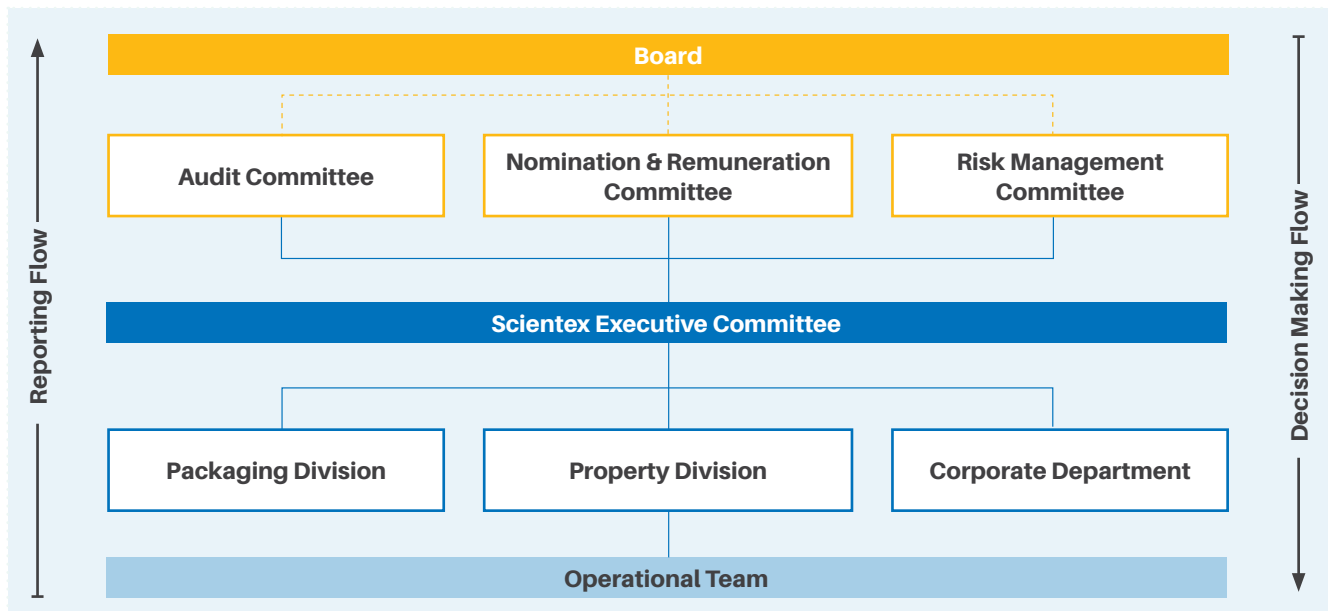
To uphold our standards in business conduct, we have developed a comprehensive range of codes and policies which are informed by relevant local, international and industry-level rules and regulations. This is supported by

a governance structure that involves executive-level staff and top management across our two business divisions, with employees provided with relevant learning modules to ensure their continued awareness of and compliance with evolving regulatory standards.

This comprehensive approach supports a zero-tolerance policy towards all unethical actions that is enforced at all levels of our business.

Our Robust Governance Structure

The structure illustrated below forms the basis for effective governance of business conduct across the Group. Through an established bottom-up reporting flow, our Board maintains keen oversight of all actions taken across our business divisions. This approach facilitates effective decision-making on operational matters, empowering our Board to make well-informed decisions and implement appropriate policies and practices to ensure our continued long-term value creation.



Note: For more details on the respective roles and responsibilities of each party within our governance structure, please refer to p. 89 (Corporate Governance section) of our IAR 2024.

In alignment with our commitment to responsible business practices, we adhere to a policy of rotating our external auditors every seven years, or at the discretion of the Board if deemed necessary, in accordance with the stipulations of the Malaysian Institute of Accountants. Furthermore, our external auditors rotate the engagement quality control partners assigned to the Group every seven years.

In addition to this, we have conducted a corruption risk assessment across various entities within our operations. This assessment has been instrumental in identifying the key areas of vulnerability to potential corruption within our organisation, enabling us to establish and fortify mitigation controls.

Our Suite of Codes and Policies

To ensure clarity on our expectations in business conduct, we have developed a suite of Group-wide codes and policies that are subject to periodic review to maintain effectiveness and compliance with relevant regulations. Our employees and other stakeholders, including third-party vendors, are informed about the policies relevant to their engagement with the Group. They are expected to fully understand and adhere to all rules and regulations while performing their duties.

SCIENTEX GROUP POLICIES



Whistleblowing Policy

Outlines the procedures to be followed by stakeholders when reporting actual or suspected instances of improper business conduct



Code of Ethics

Establishes clear standards for business conduct, encompassing labour standards, anti-bribery and anti-corruption, data confidentiality and security, and conflicts of interest, pillared on the principles of trustworthiness, fairness and objectivity



Anti-Bribery and Anti-Corruption Policy

Sets out our zero-tolerance policy towards bribery and corruption amongst our employees and other relevant stakeholders, and details measures designed to ensure compliance with all applicable laws and regulations



Code of Conduct for Suppliers

Provides our suppliers with detailed guidance on our sustainability principles – including in the areas of ethical business conduct, environmental impact and social impact – to promote the upholding of our standards in their business activities



Safety and Health Policy

Details our commitments to protect safety and health at our worksites, including our governance procedures, the role of the Scientex Occupational Safety and Health Administration ("OSHA") Committee, our approach to prevention, protection and control, our emergency preparedness and response protocols, and the educational programmes we have developed for our staff



Environmental Policy

Details our commitments and the best practices we adhere to across key environmental issues including energy and emissions, waste management, resource utilisation and biodiversity

All our policies and codes are available for download on our corporate website.

Strengthening Our Data Privacy Stance

To ensure an effective data privacy and security posture, clear measures have been established to protect the data entrusted to us and guard against increasingly sophisticated cyber threats.

Our approach is guided by our Data Privacy Policy which, together with our Code of Ethics, details specific practices and standards to guide our employees' management of personal data. The policy was developed in line with the Personal Data Protection Act 2010, reflecting our commitment to remaining in full compliance with all legal requirements pertaining to data privacy.

To support our staff in handling data privacy-related matters correctly, we encourage them to seek guidance from their superiors or department heads and to instantly report any suspicious material or actual cyber threats or incidents to our Corporate IT team. In turn, the Corporate IT team carries out regular health checks and software updates on our IT infrastructure to strengthen protection against unauthorised access, leakage or misuse of personal data.

Meanwhile, all stakeholders are availed of the contact details of relevant personnel to whom they may reach out to lodge any inquiries or concerns relating to their personal data.

Driving Value Creation Ethically

Our commitment to responsible business conduct also involves prioritising sustainability and integrating ESG considerations into our business processes. The success of our ongoing efforts is reflected in an improved FTSE Russell ESG score in FY2024. This improvement validates our approach to embedding transparency, integrity and sustainability across our business practices in order to drive long-term value for our business and stakeholders.

Moving forward, we have taken steps to bolster our efforts in driving value creation responsibly. In FY2024, our EXCO signed a pledge to achieve our business goals in an efficient and sustainable manner. The pledge commits us to embedding sustainability and good corporate governance into our business processes.

Recognising the need for robust and transparent data management to preserve and progress our sustainability performance, we are also poised to introduce sustainability software. With the ability to efficiently analyse larger volumes of data, we will be empowered to undertake proactive management of risks while ensuring greater accountability and traceability of our sustainability data.

Driving Awareness and Adherence

To ensure that standards in business conduct are upheld across the Group, we consistently communicate our codes and policies to our stakeholders and provide relevant employees with training courses and regular review sessions.

All new executive-level employees are required to attend a separate briefing session on our ABAC Policy. Meanwhile, all new suppliers with an annual supply value of more than RM50,000 will receive communication regarding our ABAC Policy and Code of Conduct for Suppliers, driving their alignment with our established practices.

Additionally, training is also provided to our procurement team to ensure they remain well informed and equipped to observe the guidelines stipulated in our Code during the supplier procurement process.

► OUR PERFORMANCE

We remained focused on advancing ethical business conduct and good corporate governance across our operations. As part of this effort, we conducted corruption-related risk assessments for 28% of our business entities in FY2024, and will continue to rotate this assessment across other entities in the future.

Training on Anti-Corruption

The table below details the percentage of employees that received ABAC training.

Employee Category	FY2022	FY2023	FY2024
Key Management	100%	100%	100%
Middle Management	100%	100%	100%
Executive	100%	100%	100%

Compliance

There were zero instances of corruption, bribery, unethical business conduct, data privacy breaches or human rights violations reported or investigated during FY2024. The Group did not make any political contributions during the reporting period.

PROVIDING AFFORDABLE HOUSING



Widening Access to Home Ownership

➤ WHY IT MATTERS

The development of affordable homes is a pivotal aspect of our business and our sustainability agenda alike. Through the homes we build, we not only generate sustainable value for society and local communities but also drive our financial and economic growth as a trusted and reliable player in the property development sector.

Since the founding of our Property Division, our work has been driven by a clear social mission: to meet the specific needs of Malaysians in the middle-to-lower-income groups. By developing quality affordable homes, we strive to uplift their standard of living while developing townships that generate broader economic value.

With home ownership still out of reach for many households, our work has become even more vital to society. Therefore, we have intensified our efforts by expanding our reach across multiple states in Peninsular Malaysia, aligning with government-led home ownership initiatives.

➤ OUR APPROACH

We aim to complete 50,000 affordable homes by 2028, guided by the following three principles:

	Improve Quality and Value	➤ Improve Quality and Value: Leveraging innovative methods to improve the quality and value of our developments without sacrificing their price competitiveness.
	Utilise Efficient Construction Methods	➤ Utilise Efficient Construction Methods: Employing construction methods and techniques that unlock improved time and cost-efficiency
	Maintain Affordable Pricing	➤ Maintain Affordable Pricing: Ensuring that our developments are priced at an accessible level for people in the middle-to-lower-income segment

Driving Construction Efficiency

We utilise several proven methods to maximise time and cost efficiency in the construction of our developments. These include the use of standardised building designs and the IBS construction technique, such as steel and aluminium formwork systems.

By using standardised building designs, each of which promote practical layouts that optimise land usage, we are able to reduce material wastage, minimise time spent on changeovers in construction, equipment and personnel, and shorten the design period. These efficiencies translate into lower construction costs, driving the economies of scale necessary for large-scale townships while maintaining our commitment to delivering value to our customers.

Similarly, our use of the IBS construction technique has enhanced speed and efficiency across our developments. Over time, we have expanded the utilisation of the technique beyond sheer walls to encompass all wall sections of the homes we develop, unlocking greater time savings and optimising material consumption.

In parallel, we are replacing traditional materials such as timber and plywood with steel and aluminium formworks that are highly reusable. These formworks utilise pre-engineered elements, reducing our reliance on foreign labour and accelerating the construction process, thereby driving overall time and cost efficiencies. They also improve the consistency of build quality, enabling us to deliver large-scale projects on time and within budget.



A sample development utilising aluminium formworks

Building a Bigger Footprint

To meet the growing demand for affordable housing, we have steadily expanded our presence from the southern to northern states of Peninsular Malaysia since the founding of our Property Division. These efforts have been guided by our 'Cross Border Development Strategy', whereby we seek out land banks that offer a suitable blend of accessibility, connectivity, cost-efficient land prices, projected cost of construction and high demand for affordable housing – attributes that we have determined to be vital to a development's prospects of success.

Supported by federal and state-level government policies to enhance the supply of affordable housing, our strategic focus on driving home ownership amongst middle-to-lower-income groups has established us as one of the leading names in affordable housing in Malaysia. To date, we have successfully delivered over 36,000 affordable homes, positively impacting more than 100,000 households across Malaysia. This achievement reflects our commitment to improving housing accessibility and empowering individuals and families through home ownership.



An artist's impression of our double-storey terrace house at Scientex Pulai 3 in Johor

Furthering our ambitions, we remain dedicated to expanding our presence in the affordable housing market. To fuel our robust pipeline of projects and continued expansion, we consistently reinvest our profits to acquire new land banks, aiming to secure over 10,000 acres of land by FY2025.

Uplifting Middle-to-Lower-Income Communities

As we expand our presence, we will remain firmly focused on improving the lives of people and communities in the middle-to-lower-income bracket. To date, more than 70% of the homes we have built have been priced below RM300,000, providing an accessible entry point for many Malaysian families to realise home ownership.

Beyond the value of home ownership alone, we contribute to socio-economic advancement by integrating commercial lots within our townships and hiring local vendors wherever possible, creating opportunities for members of local communities. In addition, we invest in building the infrastructure that surrounds our developments, including by improving road access to surrounding population centres and expanding the reach of existing public transportation networks where possible. Throughout, we remain fully guided by environmental and social regulations, striving to minimise any negative impacts.

These efforts benefit not only our home buyers but also the people who live in the vicinity of our developments, creating sustainable value in line with our responsibilities as a progressive and community-centric developer.

► OUR PERFORMANCE

In FY2024, we continued to make strong headway towards our goal of completing 50,000 affordable homes by 2028.

Affordable homes completed (cumulative units)

PRICE RANGE (RM)	FY2022	FY2023	FY2024
<100K	2,639	2,639	3,253
100K-200K	11,650	12,474	13,325
200K-300K	5,006	6,760	9,370
300K-400K	4,958	5,882	6,546
400K-500K	2,447	2,648	3,926
Total	26,700	30,403	36,420

As of FY2024, the total percentage of completed units of affordable homes sold is approximately 99.9%.

STRENGTHENING OUR POSITION IN SELANGOR

Our newest development in Selangor, Scientex Jenjarom, is an example of the positive impact that a well-planned and located township can have, both for its residents and surrounding communities.

Situated on 251 acres of freehold land and located in the heart of Jenjarom town, this development offers excellent accessibility to the Klang Valley and the broader Selangor region, sitting only 2km away from the SKVE highway and boasting further connectivity via Jalan Klang Banting, the ELITE highway, the KESAS highway and, upon completion, the West Coast Expressway. Its prime location also means ease of access to essential amenities and services, including schools, hypermarkets, banks and commercial centres, enhancing everyday convenience for its residents.

We have launched 448 units of double-storey terrace houses, each priced below RM500,000, across two phases since May 2024. These launches received a take-up rate of 88% for the first phase and 44% for the second phase in the first two months alone, indicating that we are meeting strong demand for affordable housing in the area.



An artistic perspective of our development at Scientex Jenjarom



PRODUCT INNOVATION

Innovating to Unlock Sustainable Value

► WHY IT MATTERS

We view innovation as our cornerstone of value creation and a key driver of our business growth (see "Our Drivers of Growth" on p. 36 of our IAR 2024). By implementing advanced technologies and embracing a spirit of innovation, we are able to consistently develop more value-added products and solutions with increased efficiency and capability, bolstering our reputation and presence across the global packaging supply chain.

In addition to being an engine for economic value, innovation is also key to our sustainability efforts. In this, our focus lies in developing recyclable FPP products that support the circular plastic economy, maximising our use of PIR and PCR resin, and downgauging our products to reduce material use. Progress in these areas helps us minimise our impact on the planet, furthering our reputation as an environmentally responsible, future-ready organisation that is worthy of investor and stakeholder trust.

► OUR APPROACH

Leveraging a Strong Foundation for Innovation

Our innovation efforts are powered by our state-of-the-art innovation centres and consistent investments into new machinery, advanced technologies and factory enhancements, which totalled RM87.3 million in FY2024. These resources provide the basis for ongoing research and development activities aimed at developing cutting-edge, environmentally sustainable FPP products and solutions.

We are further supported by our presence as an integrated player in the FPP industry, with expertise spanning from the development of base films to the laminating and converting of films into finished products. This gives us the ability to develop prototypes more affordably and quickly, plus the flexibility to pivot as requirements change. It also means we can work directly with clients in the fast-moving consumer goods ("FMCG"), food and beverage ("F&B") and other consumer sectors to develop, produce and test customised base films and recyclable multi-layered FPP structures from scratch, in line with their specific needs and in tune with evolving market trends.



In FY2024, we invested a total of **RM87.3 million** to drive innovation across the Group

Contributing to the Circular Plastic Economy

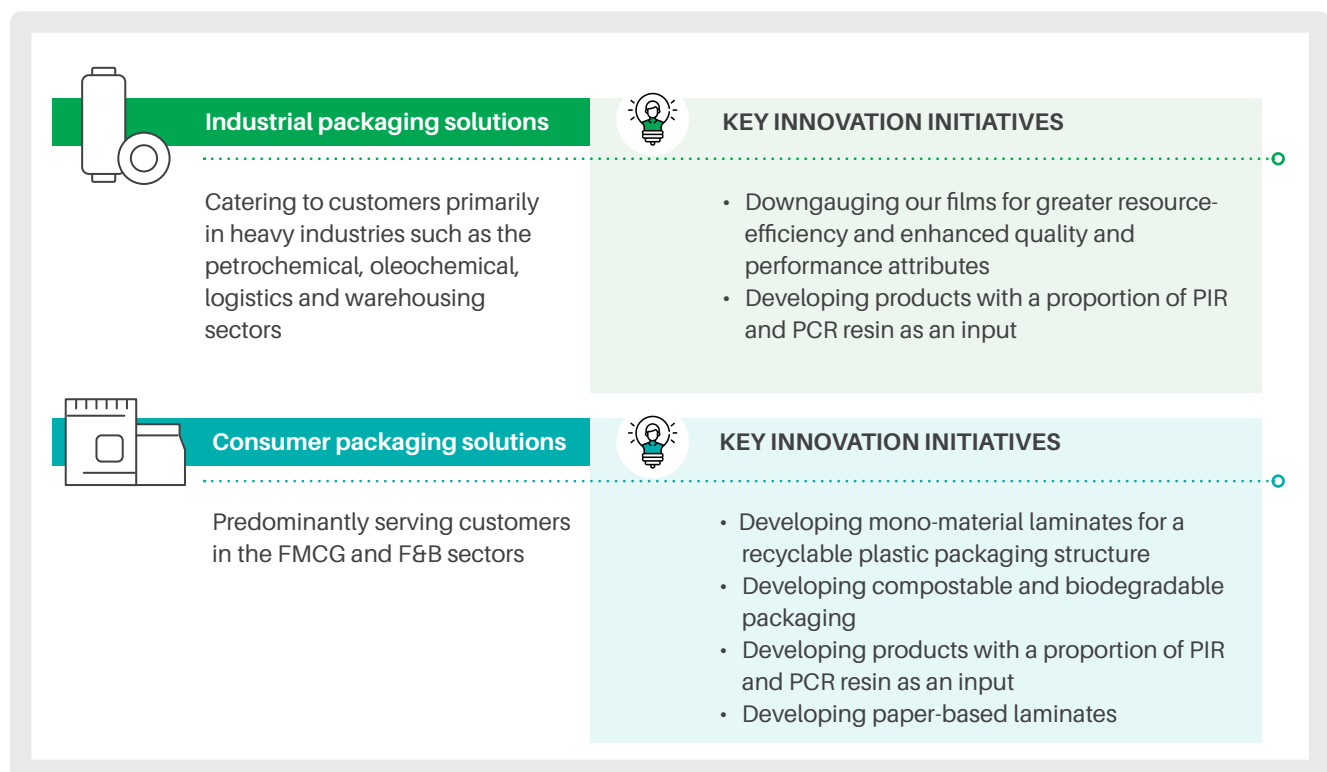
Circularity is the underlying focus of our innovation efforts. Our aim is to develop products and introduce processes that enable positive contributions at each stage of the product lifecycle, as shown below:



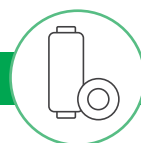
Stages of the circular plastic economy	Description	How we contribute
 INNOVATION	<p>Innovation of recyclable FPP solutions which accelerate the transition to a circular plastic economy</p>	<ul style="list-style-type: none"> • Collaborating with our customers to design recyclable multi-layered FPP structures that can effectively replace existing non-recyclable structures • Continuously investing in the innovation of additional recyclable packaging solutions in order to meet growing market demand • Expanding our range of packaging products with PCR content manufactured at our ISCC PLUS-certified plants
 PRODUCTION	<p>Production of FPP solutions that enable enhanced:</p> <ul style="list-style-type: none"> • Protection of goods during transit • Consumer convenience • Hygiene and safety • Food waste reduction 	<ul style="list-style-type: none"> • Enhancing the energy efficiency of our production processes • Utilising recycled resin wherever practicable to reduce reliance on virgin resin <p>For more information, please refer to the 'Reducing Energy Consumption and Emissions' topic on p. 57.</p>
 CONSUMPTION	<p>Consumption of FPP by manufacturers in various industries as well as end consumers</p>	<ul style="list-style-type: none"> • Collaborating with MPMA to educate consumers and the public on the responsible disposal of packaging waste after use
 WASTE MANAGEMENT	<p>Management of industrial waste (i.e. plastic trimmings) and waste disposed by end users</p>	<ul style="list-style-type: none"> • Collecting and separating recyclable plastic trimmings and other waste materials for recycling <p>For more information, please refer to the 'Responsible Waste Management' topic on p. 48.</p>
 RECYCLING	<p>Recycling of collected waste into PCR resin or PIR resin for reuse in production</p>	<ul style="list-style-type: none"> • Recycling waste collected from our production processes into PIR resin, which is then used as an input in the manufacturing of FPP • Procuring PCR resin from our suppliers as a substitute for virgin resin • Collaborating with a plastic pallet manufacturer to recycle general plastic waste into new pallets for transporting our goods <p>For more information, please refer to the 'Optimising Consumption of Materials' topic on p. 53.</p>

Meeting Industrial and Consumer Needs

By investing consistently in our innovation capabilities, we are able and ready to introduce sustainable solutions across a wider variety of packaging formats and segments, thereby meeting the specific needs of customers in the consumer and industrial sectors.



The following pages provide an overview of our sustainable innovations across the industrial and consumer packaging sectors. For more details on our innovations and R&D activities, please refer to the 'Operational Review - Packaging' section on p. 61 of our IAR 2024.



INDUSTRIAL PACKAGING INNOVATIONS

> Downgauging Our Stretch Films

Through downgauging, we aim to reduce the thickness of our stretch films without sacrificing on their quality and performance, thus lowering our resource use and carbon footprints.

As one of the world's leading manufacturers of stretch films, we have made considerable progress in this area over the past decades. Today, our portfolio includes our Elite Series films, which range in thickness from 8 to 12 microns, our Nano 6 series film, measuring just 6 microns thick, as well as an ultra-thin 4.5-micron film with a reinforced edge – the world's thinnest stretch film produced directly from a cast line machine in a single process.

Leveraging our advanced Nano 67-layer stretch film cast line, we have also introduced the innovative Nano Ultra XE product line designed for high-speed wrapping machines. These films are highly stretchable, enabling us to reduce material usage by 50% while fully complying with the rigidity and load safety standards of EUMOS 40509:2020. In FY2024, we further downgauged this film from 10 to 9 microns to introduce the Nano Ultra XE-9 stretch film, advancing the minimisation of carbon footprints associated with stretch films for high-speed wrapping machines.

> Developing Recyclable Packaging for Powdered Products

Powdered products have highly specific packaging requirements, and we are committed to meeting these needs through high-quality FPP structures that are also recyclable.

Our VentiFlex product range, launched in FY2022, is a recyclable packaging solution for moisture-sensitive and fine powder items which we offer in two variations – VentiFlex FFS for form-fill-seal machines and VentiFlex VS, which contains a self-closing check valve for polyethylene valve bags. Featuring an inserted strip and silt-proof film for de-aeration, it enables air to escape during the high-speed filling process while ensuring the powdered contents within the packaging remain secure. In FY2024, we successfully downgauged our VentiFlex FFS products, further reducing its environmental footprint.

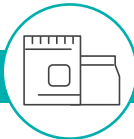
> Integrating Recycled Resin Within Our Products

By developing products that contain PCR or PIR resin, we contribute to the diversion of plastic waste from natural environments while also reducing the impact of our activities on the extraction of virgin resin.

In FY2024, we expanded our efforts in this area by introducing a range of products that include recycled resin. One notable initiative was undertaken in collaboration with a business partner and resulted in a coated PP strapping band made using PIR resin generated from the waste of metallised and printed films produced by our film and converting plants. We also successfully developed a LDPE collation shrink film consisting of 30% PCR content, which is utilised in the packaging of beverages in aluminium cans produced by one of the largest global F&B manufacturers.



LDPE collation shrink film incorporating 30% PCR resin for beverages in aluminum cans



CONSUMER PACKAGING INNOVATIONS



We are continually innovating to develop a wider range of recyclable FPP solutions

> Innovating Recyclable FPP Solutions

Over the years, we have focused a great deal of effort on developing mono-material laminates, which are FPP structures using a single type of resin across the layers of the packaging, making them recyclable.

Since becoming the first industry player in Malaysia to commercialise such a structure, we have continued to enhance the barrier properties and heat-sealing capabilities of these laminates to make them suitable for a wide range of applications and industries, notably within the F&B sector. The increasing versatility of these mono-material laminates empowers more companies to replace their existing non-recyclable structures and make a meaningful contribution to the circular plastic economy. These solutions have been developed in close collaboration with the brand owners in question, leveraging our innovation centres and advantageous presence across the FPP value chain.

During FY2024, we furthered our efforts by developing recyclable mono-material laminates for baby milk powder, cereal, oats and other sachet packaging products, enabling our customers to replace existing packaging that contains PET materials that reduce its recyclability.



A sample of our recyclable packaging solution for baby milk powder

> Manufacturing Sustainable Base Films

Supporting the development of mono-material laminates, we manufacture the specific base films that are needed within such structures, thereby empowering our customers to contribute to the circular plastic economy.

We are known as a pioneer and leading player in the manufacturing of flexo-grade Oriented Polypropylene ("OPP") films within Southeast Asia, with our in-house Biaxially-Oriented Polypropylene ("BOPP") and Metallised OPP ("MOPP") films having gained strong traction amongst consumer market customers. Using these films, we were able to develop a fully recyclable FPP structure for one of the world's largest F&B manufacturers in FY2021, meeting the customer's stringent quality, barrier, and heat-sealing requirements while negating the need for them to import the film from overseas producers, which would have led to higher cost and GHG emissions.

In prior years, we also developed a resilient and high-integrity Retort Cast Polypropylene ("CPP") film which is capable of withstanding the rigorous retort process, making it a practical and cost-effective alternative to cans in food packaging, and a series of recyclable high-barrier MOPP films that deliver improved adhesion and barrier properties compared to conventional foil and metallised polyester.

In future, we will continue to work closely with our customers to develop purpose-fit films that support recyclable FPP structures while concurrently improving the barrier properties of these films – including their aroma, oxygen and moisture – to deliver improved food shelf life and enhance our competitiveness in the F&B industry.

> Utilising Recycled Resin Where Possible

As with our industrial packaging solutions, we are actively developing product formulations that include PCR and PIR resin for our consumer market customers, meeting the growing demand from brand owners. In FY2024, we launched an instant noodle packaging made from 50% PCR resin, an increase from 30% PCR resin in the previous formulation, which was produced within one of our ISCC PLUS-certified plants. Additionally, we commercialised a kitchen towel packaging solution containing 30% PCR resin for a multinational brand, and a coffee stickpack with 50% PCR resin for one of the world's largest F&B conglomerates.

> OUR PERFORMANCE

In FY2024, we initiated a total of 269 research and development projects, leading to the successful commercialisation of 51 innovations across our business.

We remain dedicated to investing in efficiency improvements and innovative production techniques to reduce the environmental impact of our products, thereby bolstering our reputation as a sustainable packaging provider and strengthening our customer relationships.

OUR RANGE OF SUSTAINABLE PACKAGING SOLUTIONS

Over the years, our unwavering commitment to advancing the circular plastic economy through innovative solutions has led us to successfully introduce a wide array of sustainable packaging solutions, serving both industrial and consumer sectors. This remarkable journey has not only enriched our business but has also empowered us to make a positive contribution to our planet.

Resource-Efficient Innovations



Stretch film



Eco-friendly PE valve sacks

Recyclable Mono-Material Laminates



Recyclable Paper-Based Packaging



Packaging with recycled content such as PCR/PIR





ECONOMIC VALUE CONTRIBUTED

Delivering Sustainable Value for Our Business, Stakeholders and Countries of Operation

➤ WHY IT MATTERS

Our business activities within the packaging and property development sectors generate significant economic value every year. As a responsible organisation that is committed to creating sustainable social and economic impact, we must ensure that value contributes to the advancement of our stakeholders and the development agendas of our countries of operation, with a specific focus on our home country of Malaysia.

➤ OUR APPROACH

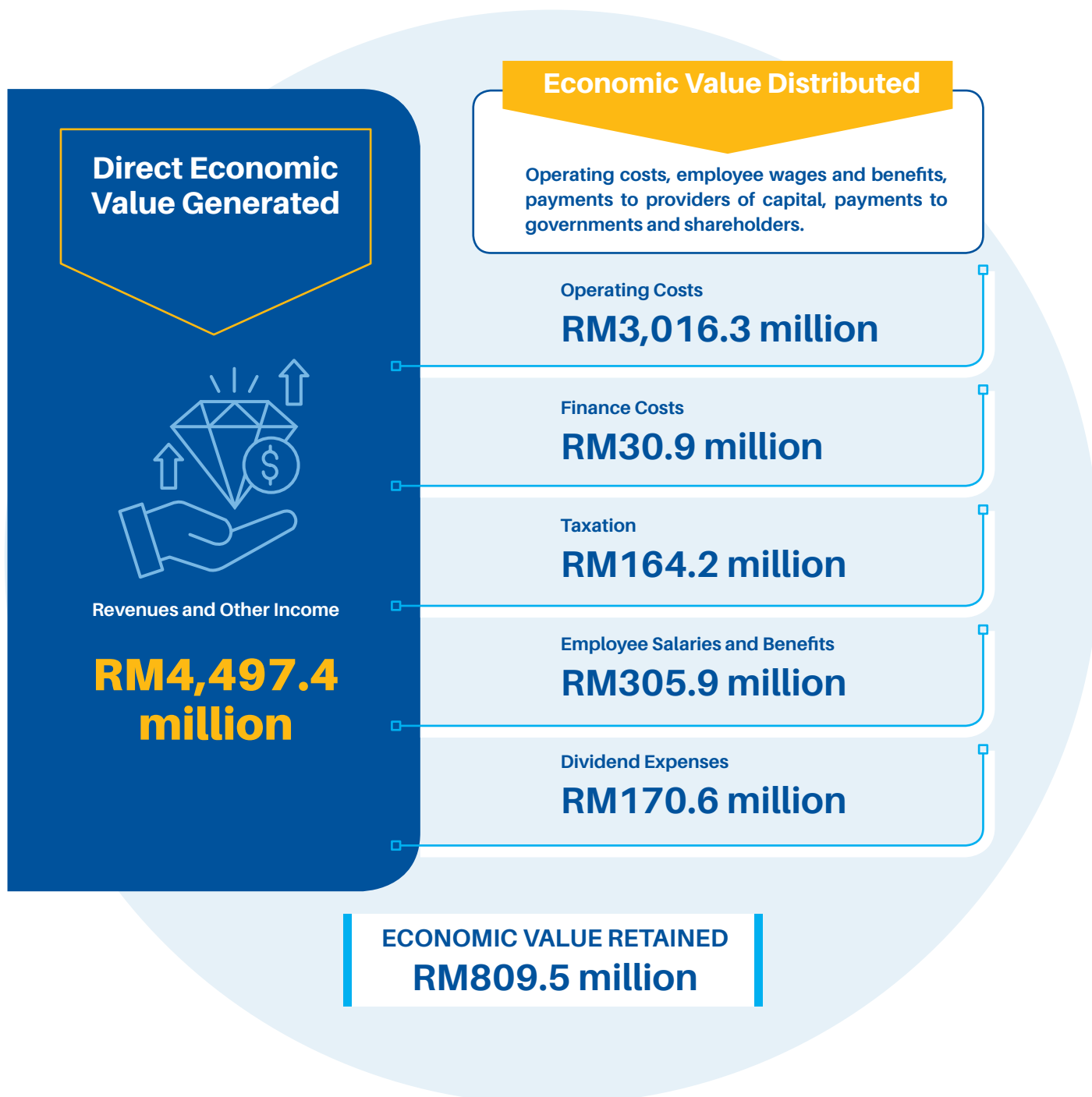
We create value for our stakeholders and countries of operation via the taxes we pay, jobs we create, suppliers we engage and the profits we reinvest into our business and sustainability initiatives. Through these consistent contributions, we play a key role in advancing socio-economic welfare, helping to improve the standard of living of local communities and building more resilient national economies.

In addition to these contributions, we strive to maximise positive impact through strategies and practices that generate shared value for our business and each of our stakeholder groups. These strategies, and the value they generate, are detailed below.

STAKEHOLDERS	THE VALUE WE GENERATE
Customers We place the utmost priority on delivering products and services that meet high standards in quality, reliability, safety and convenience, while continuously innovating our products and processes to meet evolving customer demands and market trends	<ul style="list-style-type: none"> • High quality packaging products that meet the stringent requirements of our customers • Sustainable and recyclable packaging products that use less raw materials and energy, and generate less waste • Affordable housing that improves quality of life and promotes greater fairness and equality in home ownership
Suppliers We support local suppliers and their products wherever practicable, striving to maintain long-term relationships with our supplier base to support their business growth and drive economic value creation	<ul style="list-style-type: none"> • Enhanced ability of long-term suppliers to expand their operations and provide employment opportunities • 100% of materials used in our Property Division are procured from local suppliers
Employees We hire local talent wherever possible, and provide our workforce with an inclusive work environment, fair employment benefits and a range of training and development opportunities to support their professional growth	<ul style="list-style-type: none"> • Wages and benefits paid to members of our workforce • Development of relevant skills and capabilities, and enhanced career advancement opportunities, as a result of training and development initiatives
Governments and Regulators We ensure that our operations are carried out with strict compliance to all applicable rules and regulations, while also fulfilling statutory contributions to governments	<ul style="list-style-type: none"> • Taxes paid to national governments • Associational benefits derived from our adherence to best practices in corporate governance • Continued support of government-led sustainability initiatives, including through our provision of affordable homes for the middle-to-lower-income groups and our innovations that support the circular plastic economy, in line with the MPSR 2021-2030
Investors and Shareholders We commit to best practices in corporate governance and stewardship, supported by our Group-wide policies, to maintain discipline and accountability at all levels of our organisation	<ul style="list-style-type: none"> • Consistent dividends paid to shareholders • Associational benefits derived from our adherence to best practices across the ESG spectrum
Local Communities We undertake community investments and participate in initiatives and projects that bring benefit to local communities, either directly through financial investment or indirectly through the development of skills and capabilities amongst community members	<ul style="list-style-type: none"> • Investments made towards community development programmes • Townships that offer holistic community services and catalyse job opportunities, driving economic empowerment and community enrichment

► OUR PERFORMANCE

Despite operating in a challenging economic environment and facing rising operational costs, we have continued to successfully expand the value delivered to our stakeholders in FY2024. We distributed a total economic contribution of RM3,687.9 million to suppliers, shareholders, employees, the Malaysian government and various other stakeholders, while retaining RM809.5 million to support our long-term business growth ambitions.



An aerial photograph showing a vast industrial complex under a clear blue sky. In the immediate foreground, a large array of dark solar panels is laid out in neat rows on a flat surface. To the left, a large, grey, curved roof structure is visible. In the middle ground, there are several tall, cylindrical industrial tanks and a network of pipes. A line of green trees separates the solar area from the rest of the facility. In the background, more industrial buildings, a tall crane, and distant structures are visible against the horizon.

For the Betterment of the Environment

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53	Optimising Consumption of Materials
57	Reducing Energy Consumption and Emissions
62	Environmental Compliance



RESPONSIBLE WASTE MANAGEMENT

Advocating Responsible and Circular Practices

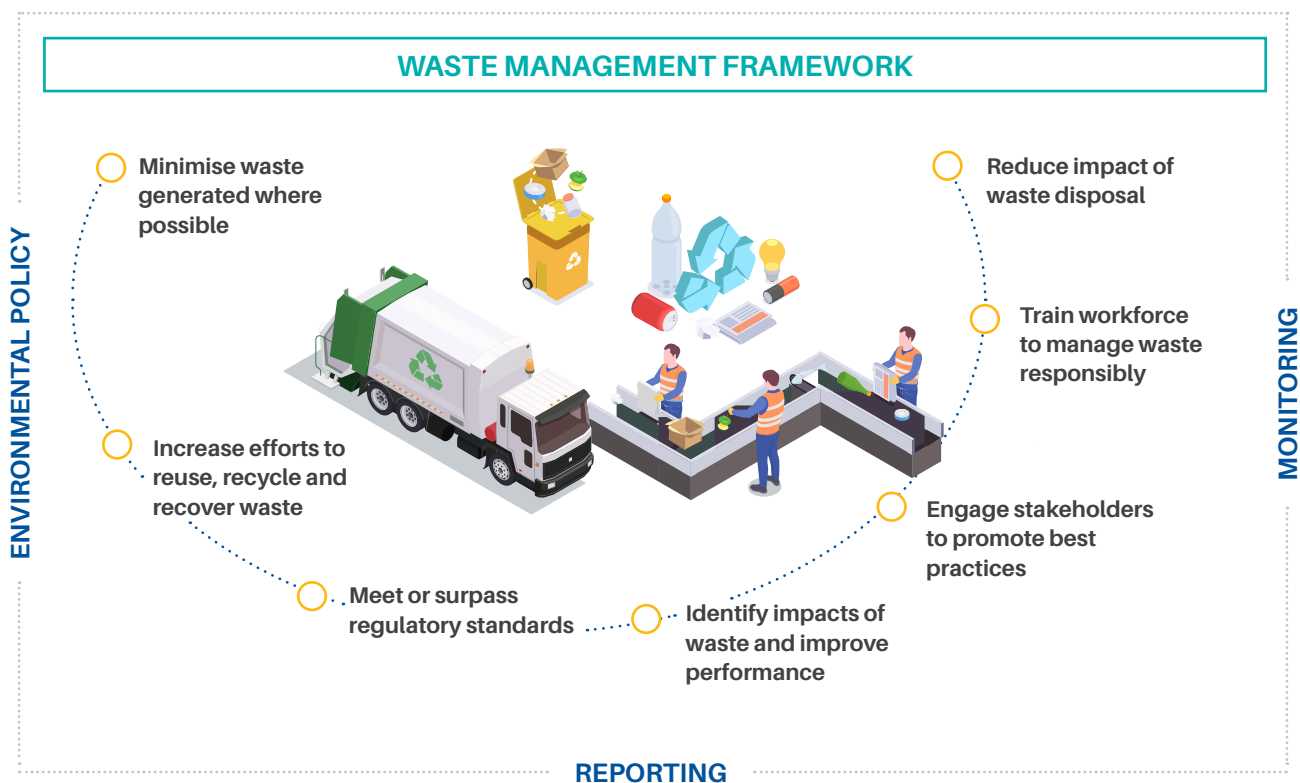
➤ WHY IT MATTERS

We are committed to making a positive contribution to the world's transition to circular economy practices. As a responsible corporation, we embrace our duty to advocate solutions that minimise negative waste impacts, both within our production processes and during the lifecycle of our products.

This imperative is heightened by the changing expectations of our customers and the progressive introduction of more stringent legislation pertaining to plastic circularity around the world, making positive action in waste management critical to our reputation and long-term sustainability as an organisation.

➤ OUR APPROACH

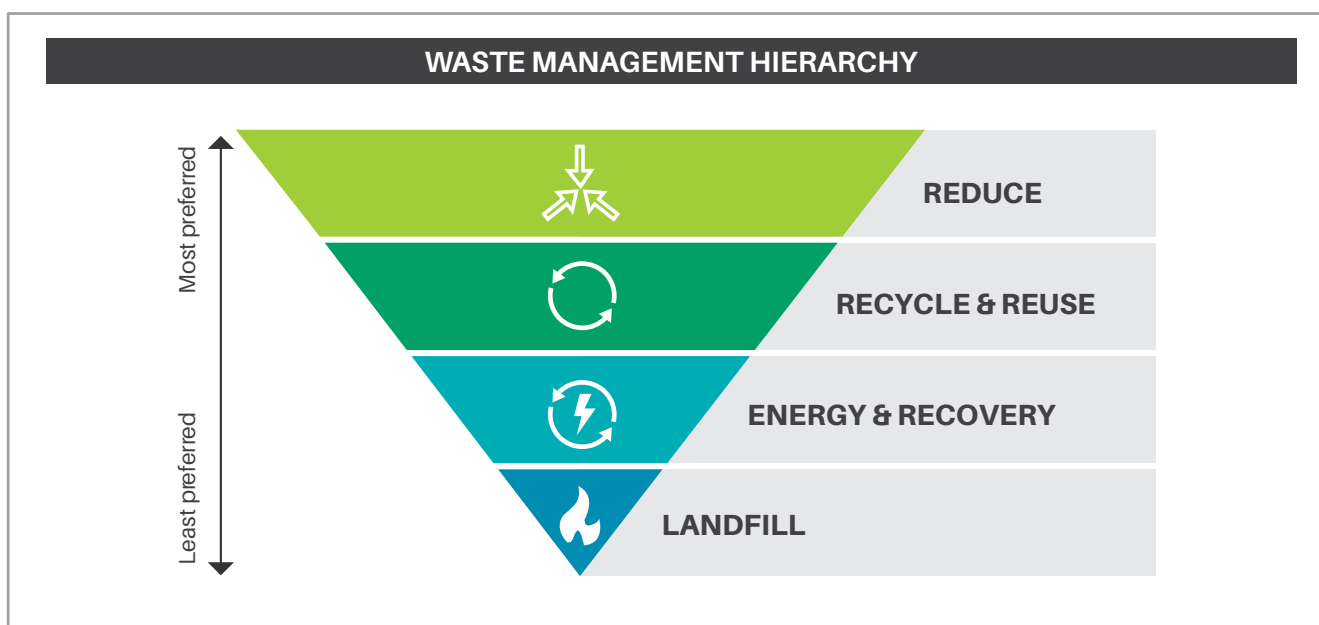
We have adopted a multi-dimensional approach to waste management that encompasses various areas of focus, as illustrated in our Waste Management Framework below:



Guided by our Environmental Policy and with oversight from well-established monitoring and reporting practices, the framework provides us with clear strategies to minimise our waste footprint. These strategies extend from our business processes – where we strive to minimise the amount of waste we generate and minimise disposal to landfill – to our strategic use of materials, through which we aim to increase our production of recyclable mono-material laminates and our use of PCR resin, thus contributing to the circular plastic economy. The framework also promotes wider efforts to advocate improved waste management through ongoing stakeholder engagement, efforts to meet evolving regulatory standards, and staff training and development.

The implementation of the framework is supported by dedicated competent persons or management representatives at each of our business premises. These individuals are responsible for monitoring our waste management practices and ensuring that they are in line with our standards. They also provide performance reports to our management team for discussion at monthly meetings, with the findings and suggestions gleaned from these discussions subsequently presented to the EXCO.

Augmenting the framework, our waste management hierarchy guides teams across the Group in taking the most impactful and environmentally friendly actions when managing waste. It stipulates that priority should be placed on reducing waste generated by developing better processes or products. Should this not be practicable, efforts should be made to recycle or reuse the waste generated or, failing which, undertake energy recovery processes. All waste that cannot be recycled, reused or converted to energy should be disposed of in accordance with all applicable regulations and best practices.



Reducing Waste Through Innovation

Waste reduction is a central focus and objective of our innovation efforts, which are explored in detail on p. 38. Specifically, we make a positive impact by downgauging our films, developing recyclable and compostable FPP solutions and innovating production processes that are more material-efficient and less waste-intensive.

> Downgauging Our Films

We continually seek to downgauge our stretch films and other industrial and consumer products to optimise our use of resin and reduce incidental wastage of raw materials, with these efforts also driving reduced production and transportation costs. Over the years, our work has led to the successful commercialisation of market-leading stretch film products, including an ultra-thin 4.5 micron film with reinforced edge and the 9-micron Nano Ultra XE-9 stretch film for high-speed wrapping machines.

By downgauging our films without compromising quality and performance, our customers can use less material in their applications, leading to further waste reduction at both ends of the value chain and enhancing efficiency and sustainability.

> Developing Recyclable FPP Products

We support the circular plastic economy by developing mono-material laminates, which utilise only one type of plastic resin within its structure, thus enabling recyclability without compromising on performance. Collaborating with our customers, we are progressively developing mono-material laminates catered to the packaging needs of a wider range of industries, empowering more companies to have readily recyclable FPP products.

In complement, we have developed BioPBS™ packaging – compostable solutions that are capable of biodegrading in an industrial composting facility or home composting system.

> Expanding Our Use of Post-Recycled Resin

We are also rapidly expanding our portfolio of products developed from PCR resin. In recent years, we have successfully upgraded existing instant noodle packaging to increase its PCR content from 30% to 50%, and commercialised a coffee stickpack containing 50% PCR resin.

Both packaging solutions mentioned above were produced in one of our ISCC PLUS-certified plants. ISCC PLUS is a globally recognised sustainability certification system that utilises the mass balance approach to trace recycled materials throughout the supply chain. Our accreditation signifies to our customers that we are committed to leading in the circular plastic economy.



A sample of the instant noodle packaging with 50% PCR resin

Further enhancing the accountability of our efforts, we also obtained the Global Recycling Standard ("GRS") certification for one of our plants during the financial year under review. GRS establishes clear criteria for materials to be certified as recycled, including rigorous social and environmental standards, the prohibition of harmful chemicals as an input, and the requirement that certified products must contain at least 20% of recycled material.

> Innovating Our Production Processes

In addition to developing new products, we reduce waste and the use of hazardous materials across our product portfolio by innovating more efficient processes. This approach is illustrated by our introduction of solventless lamination, which eliminates our use and disposal of solvents when laminating our FPP products, and Extended Colour Gamut ("EXG") printing, which has enabled us to reduce our use of solvents and ink during the printing process.

Recycling Waste Wherever Possible

In line with our waste management hierarchy, we strive to reuse or recycle all waste generated by our production processes, wherever possible, thereby contributing to the circular plastic economy. Our efforts here include:

- Recycling leftover metallised film trimmings into high-quality strapping bands

- Using resin recycled from metallised film waste to create side disk protectors (used to guard our film roll ends during transportation)
- Recycling general plastic waste into new plastic pallets (used to transport our goods to customers) in collaboration with our plastic pallet supplier
- Selling excess recycled resin and recyclable waste to third parties (for use in their production processes)

Waste that cannot be recycled is then considered for conversion to Processed Engineered Fuel, with a total of 2,650MT of waste processed by this method in FY2024.

Disposing of Scheduled Waste Responsibly

When handling and disposing of scheduled waste, or hazardous waste, we strictly adhere to the guidelines set out by the Environmental Quality (Scheduled Wastes) Regulations 2005, as issued by Malaysia's Department of Environment ("DOE"). The necessary processes are overseen by competent persons appointed at each of our sites that generate schedule waste, whose responsibilities include:

- Managing and updating the Electronic Scheduled Waste Information System ("eSWIS") as necessary
- Supervising the secure storage of hazardous waste, separate from our production facilities
- Coordinating the proper disposal of all hazardous waste through certified contractors

Our operations also produce a small amount of water effluents. These are disposed of in line with the Environmental Quality (Industrial Effluent) Regulations 2009 (Standard B) and other relevant regulations. To maintain our standards in effluent quality, we periodically conduct assessments at our plants, sending samples to third parties for analysis. Moreover, we carry out frequent inspections of effluent storage and management practices, aimed at preventing accidental leaks into the ground and potential contamination of natural water bodies.

Reducing Our Property Development Waste Footprint

We have adopted a proactive approach to waste management in our Property Division, aimed at minimising unnecessary use and disposal of materials. Our approach is pillared on the following six practices, each of which are in line with the Environmental Quality Act 1974.



These practices are complemented by our expanded use of the IBS construction technique, which allows for more precise use of building materials and minimises wastage across the construction process. In addition, we have adopted the use of steel and aluminium formworks to replace timber or wood formworks, which typically have a shorter life span. This change not only reduces waste by lowering the frequency of disposal but also ensures greater durability and reusability in our construction processes.

Cultivating Responsibility at all Levels

Our commitment to responsible waste management extends to inculcating sustainable practices in our employees' daily lives.

Emphasising personal responsibility in protecting the planet, we have installed bins for recyclable plastic and paper waste under our Reduce, Reuse and Recycle ("3R") initiative. Meanwhile, our Back to Earth programme (see 'Contributing to Local Communities' on p. 82 for more) empowers our staff to participate in food composting, giving them the chance to contribute to the circular economy and see the impact that small lifestyle changes can make.

In addition, FY2024 saw the continuation of our fabric recycling initiative, under which we achieved 450 kg in fabric waste donated and recycled, and thus diverted from landfill sites. This is of vital importance as most of these materials are synthetic and could take many decades to decompose, potentially releasing harmful chemicals and GHG emissions in the process.



Our employees actively participated in the Fabric Recycling Initiative by contributing their fabric waste

In another effort to save resources, our Property Division introduced QR code scanning for sales brochures during FY2024. Making such materials digitally accessible promotes mindful use of printing resources and paper, forming an integral part of our overall strategy to foster a culture of sustainability across our workforce.

► OUR PERFORMANCE

Guided by our waste management framework, we have made progress in reducing our overall waste footprint and minimising disposal to landfill in FY2024. This is reflected in the quantities of scheduled (hazardous) waste and non-hazardous plastic waste produced by our manufacturing facilities, as shown in the table below.

Data on scheduled (hazardous) waste is collected through eSWIS and waste transfer notes.

Type of Waste by Metric Tonne (MT)	FY2022	FY2023	FY2024
Scheduled (Hazardous) Waste	1,327	1,661	1,421
Total Non-Hazardous Plastic Waste	11,329	13,200	11,594
- Recycled	6,926	8,507	7,359
- Recycled (Converted to Energy)	2,478	3,121	2,650
- Non-Recycled (Others)	1,925	1,572	1,585

Waste as a Percentage of Output (%)	FY2022	FY2023	FY2024
Scheduled (Hazardous) Waste	0.5	0.7	0.5
Total Non-Hazardous Plastic Waste	4.2	5.3	4.5
- Recycled	2.6	3.4	2.9
- Recycled (Converted to Energy)	0.9	1.3	1.0
- Non-Recycled (Others)	0.7	0.6	0.6

During FY2024, we decreased the proportion of scheduled waste relative to output to 0.5%, while the proportion of recycled plastic waste in relation to output reached 3.9% for the financial year.

Compliance

During the financial year under review, there were zero instances of non-compliance related to the disposal of scheduled waste.

OPTIMISING CONSUMPTION OF MATERIALS



Using Materials Efficiently and Responsibly

> WHY IT MATTERS

As a producer of FPP and a developer of affordable homes and townships, natural resources form an important input in our production and construction processes. As such, we must adopt a responsible approach to sourcing and using materials in order to minimise negative environmental impacts.

Our approach here is pillared on three key areas of focus: developing less resource-intensive product formulations and business processes, increasing our usage of recycled and recyclable materials, and utilising sustainably sourced materials wherever possible. Through this, we strive to ensure that our continued growth as an organisation does not equate to a greater imprint on our planet's vital natural resources.

> OUR APPROACH

Responsible material consumption is a core pillar of our Group-wide Environmental Policy. In alignment with the directives of industry-specific standards at the national and international level, the policy establishes key practices that steer the approach of our teams across the Group, committing us to:



RESOURCE UTILISATION GUIDELINES IN OUR ENVIRONMENTAL POLICY



These practices underline the importance of adopting a whole-of-lifecycle approach to material use optimisation, extending all the way from the procurement process to the recycling of waste to create resin for reuse in the production process.

Increasing Our Use of PIR Resin

We minimise our need to procure virgin resin – whose extraction has a greater negative impact on the environment – by recycling the incidental waste generated by our manufacturing processes, including plastic trimmings and other recyclable waste, into reusable PIR resin. Doing so also leads to lower GHG emissions and enables us to serve the growing demand amongst global customers for FPP products made from recycled resin.

To scale up our production of PIR resin and expand its use to more FPP solutions, we utilise a number of recycling machines located at our manufacturing plants. Concurrently, we continuously explore means to improve the quality of our PIR resin and our efficiency in producing it, including by relocating our recycling machines and redesigning our processes wherever gaps for improvement are identified.

Achievements in the use of PIR resin include expanding the introduction of our disposable diaper packaging made from 30% PIR resin to a multinational brand. In FY2024, we have also worked with a business partner to co-create a sustainable coated PP strapping band made entirely from PIR resin recycled from excess plastic derived during our manufacturing of metallised and printed films.



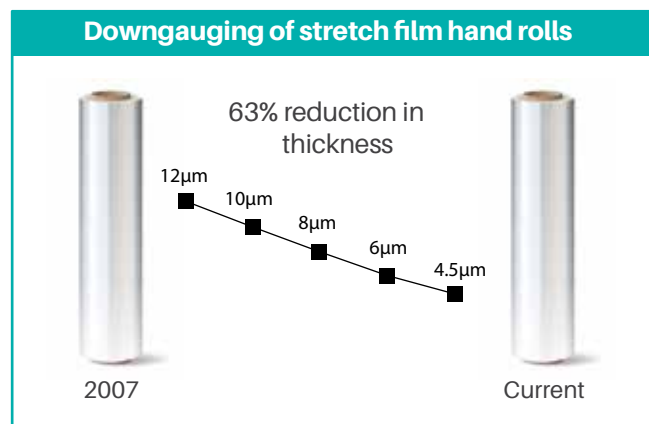
Our sustainable coated PP strapping band made entirely from PIR resin

Developing Resource-Efficient Products

In addition to pivoting away from virgin resin, we invest in research and development efforts towards increasing the resource efficiency of our FPP solutions. In doing so, our aim is to develop formulations that minimise the amount of resin that a product needs without sacrificing on quality and performance or the product's essential properties, such as hygiene or protection.

This is exemplified by our work in downgauging our stretch film and other industrial products, which has resulted in

progressively thinner stretch film varieties over the years. Since 2007, the thickness of our stretch film hand rolls has decreased by 63%, equating to reduced extraction and use of resin as well as lower storage and transportation costs for our business and our customers, thus driving benefits across the value chain.



Building on these achievements, we reached a new milestone in FY2024 by launching a 9-micron variety of our innovative Nano Ultra XE film, which is specifically designed for use in high-speed wrapping machines. Given the volume at which stretch film is used, the new variety will drive material use reductions for our customers, all while upholding the Ultra XE's reputation for offering excellent puncture resistance and clarity.

Leveraging Innovative Technologies to Reduce Resource Use

Advanced tools and technologies play a key role in reducing our resource use footprint and driving efficiency across the processes of our two divisions.

A key example of this is our use of the IBS construction technique within our Property Division, whereby formwork components are manufactured off-site and assembled on-site. This, in combination with the use of standardised home designs, enables us to accurately plan the quantity of specific materials required and ensure efficient resource allocation across the construction process.

The material footprint of our Property Division is further reduced by our use of metal instead of timber and plywood formworks, with steel and aluminium formworks having a longer life span and thus a lower resource imprint. In addition, when constructing high-rise residential complexes, we utilise self-climbing platforms, which move vertically up the building as construction progresses and negates the need to build an entire scaffolding out of steel and other

materials. The platform can also be reused multiple times without incurring significant degradation, in contrast to scaffolding components, which may suffer greater wear and tear over time.

Within our Packaging Division, meanwhile, we continue to reduce our use of inks and solvents – and drive time efficiency in the printing process – by leveraging EXG and Combination Printing. We also reuse materials for the packing, wrapping and bundling of our packaging products wherever possible, while encouraging our staff to reduce printing and their use of paper wherever possible.

Procuring Sustainably Sourced Materials

Responsible material use also means ensuring that the materials we use are sourced in an environmentally sustainable manner, by suppliers who contribute to the long-term health of natural resource stocks and the planet.

In this important area, we commit to taking action wherever feasible to:

- Procuring our paper from suppliers certified by the Forest Stewardship Council ("FSC"), the global standard for paper sourced from responsibly managed forests
- Sourcing our aluminium from suppliers certified by the Aluminium Stewardship Initiative ("ASI"), which sets clear and wide-ranging environmental, social and ethical standards, spanning the aluminium value chain, that suppliers must adhere to

Through these alignments, we minimise our risk of indirectly contributing to any unsustainable resource extraction processes, as well as other negative impacts across the ESG spectrum.

Maintaining a Responsible Approach to Water Consumption

Across our Property and Packaging Divisions, we strive to use water in an efficient and responsible manner, aiming to minimise wastage and reduce our impact on municipal water sources.

We do this through the targeted introduction of water-saving practices such as our closed-loop water cooling system, which recirculates water used in cooling towers within our Packaging Division, thus minimising water evaporation and wastage. In addition, we have installed rainwater harvesting systems at several of our manufacturing plants and property development sites, with the water collected through this process used in our water cooling systems and for general cleaning, toilet flushing and plant watering.

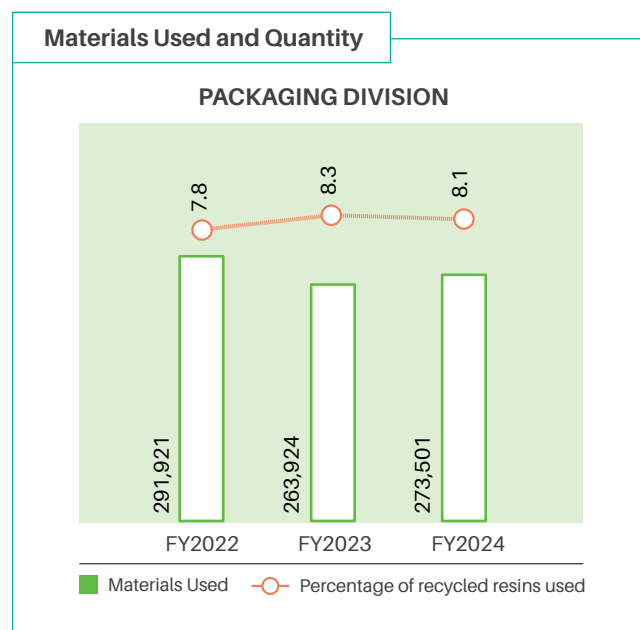
These practices are complemented by continuous monitoring of our water consumption across facilities, which helps us identify opportunities to improve our water use efficiency and troubleshoot any abnormalities in water usage, plus routine maintenance carried out on our plumbing and flushing system to prevent water leakage.

Although water is not a primary input in our processes, these practices are evidence of the concerted efforts we put into managing this vital resource responsibly. This is further supported by our track record of zero incidents of non-compliance with water consumption or quality regulations, which continued during FY2024.

Presently, only one of our 18 plants – our plant in Phoenix, Arizona, USA – is located in a 'water stressed area' as defined by WRI's Aqueduct or WWF's Water Risk Filter.

► OUR PERFORMANCE

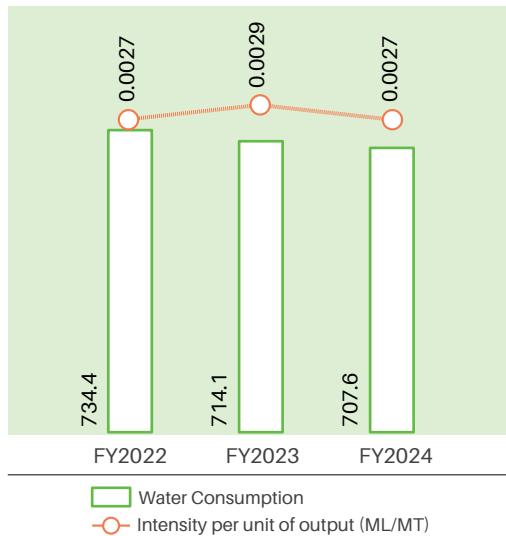
While we recognise that heightened production activities necessitate increased material consumption, we closely monitor the overall use of primary materials within our Packaging Division, including resins, masterbatches and additives, to promote responsible consumption practices. Additionally, we continuously monitor the percentage of recycled resin utilised, striving to maximise its usage whenever feasible.



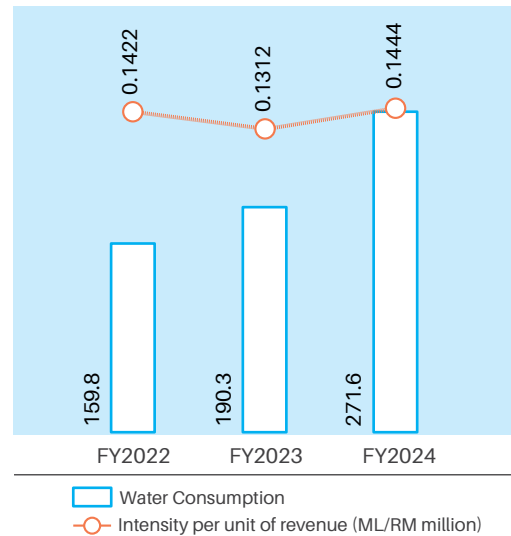
Total Materials Used (MT)			
	FY2022	FY2023	FY2024
Total	291,921	263,924	273,501

Water Consumption and Intensity

PACKAGING DIVISION



PROPERTY DIVISION



Water Consumption (ML)	FY2022	FY2023	FY2024
Total	894.2	904.4	979.2

In FY2024, total water consumption was at 979.2 ML compared to 904.4 ML in FY2023. During the financial year, water consumption intensity of our Packaging Division decreased by 6.9% from 0.0029 ML/MT to 0.0027 ML/MT. Meanwhile, the intensity for our Property Division increased to 0.1444 ML/RM million, with increased construction activity at our property developments primarily contributing to this uptick.

Note: Previous disclosures regarding the water consumption and intensity of our two divisions have been restated due to a change in unit measurement, ensuring our better alignment with Bursa Malaysia's Enhanced Sustainability Reporting Framework..

In our Property Division, the total reported water consumption also includes water sourced from rivers, with further details disclosed separately below:

Water Consumption (ML)			
	FY2022	FY2023	FY2024
Surface water	8.9	59.5	97.3

The increase in water consumption during FY2024 is attributed to increased construction activities at development sites that utilise underground water, namely Scientex Bandar Jasin and Scientex Jasin in Melaka.

In the Packaging Division, the total reported water consumption includes the use of water at our manufacturing facility in Phoenix, Arizona, USA, a region identified as water-stressed. Accordingly, we have provided a separate disclosure detailing our water usage at this location below:

Water Consumption (ML)			
	FY2022	FY2023	FY2024
Phoenix, Arizona	1.1	3.5	1.7

REDUCING ENERGY CONSUMPTION AND EMISSIONS



Enhancing our Climate Action

➤ WHY IT MATTERS

As the world shifts towards greater sustainability and decarbonisation, we share a collective responsibility to adopt less emissions-intensive business practices. This is crucial not only from the ethical standpoint of mitigating potential impacts on the planet's health, but also to ensure our business's resilience amidst the ongoing transition to a low-carbon economy. To achieve this, we are implementing a comprehensive approach to reducing our carbon footprint through both operational and strategic initiatives.

Additionally, we are advancing our adoption of the TCFD recommendations, ensuring compliance and equipping ourselves to manage and mitigate climate-related risks and opportunities in this evolving landscape.

➤ OUR APPROACH

A Holistic Approach to Driving Progress

With most of our emissions stemming from electricity usage, our climate action strategy focuses on improving energy efficiency throughout our organisation to reduce our

reliance on grid electricity. We achieve this by upgrading our machinery and equipment, using eco-friendly materials and adopting efficient production processes that optimise energy use.

Concurrently, we are increasing our use of renewable energy across our operations, taking proactive steps to support the transition to a low-carbon economy. We are also exploring alternative solutions to offset our emissions, such as natural carbon sequestration initiatives.

Our thorough and well-rounded approach underscores our commitment to prioritising emissions reductions, both within our business and across our value chain, ensuring steady progress towards our overall sustainability goals.

Embracing Energy-Efficient Technology

We are consistently seeking opportunities to integrate new technologies into our equipment and machinery to achieve reductions in the energy required for manufacturing and the day-to-day operation of our facilities. Below are some of our key initiatives and their respective benefits:

Initiative	Description	Energy Optimisation Benefits
Utilising energy-efficient extruder screws	Our Nano 67-layer cast stretch film line has been equipped with customised extruder screws that require less heating.	This provides a 15% reduction in electricity consumption per unit of output compared to conventional machines.
Installing compressors with variable speed drive control	New compressors with variable speed drive control have been adopted for manufacturing processes that require generating high-pressure compressed air.	The energy required for producing high-pressure compressed air has been reduced by 30%.
Utilising energy-efficient drying systems	Our converting plants have installed a drying system that adds a heat pump, heat exchanger and condenser to the traditional drying process, enabling the recirculation of hot air while emitting cool air from its exhaust fan.	In addition to reducing the amount of energy required for our printing and lamination processes by more than 50%, the cool exhaust air reduces the energy required for plant air-conditioning.
Fitting energy-efficient lighting	We are progressively upgrading the lighting used in our manufacturing plants to more energy-efficient LED lights, while installing low-energy streetlights across all new property developments.	These efforts reduce the energy consumption required for lighting our plants, as well as enhance the carbon footprint of our property developments.
Transitioning to electric forklifts	We are progressively replacing our fleet of conventional forklifts at our manufacturing plants with energy-efficient electric forklifts.	Electric forklifts reduce the direct carbon emissions we produce compared to conventional forklifts that utilise fossil fuels.

Reducing Our Carbon Footprint via Materials and Processes

Our corporate strategy, which emphasises focusing on our core and strengthening our fundamentals, consistently allows us to achieve greater production and logistical efficiencies, thereby reducing our carbon footprint. This is particularly evident in our adoption of superior materials and processes.

A notable example is our Packaging Division's use of PIR resin, generated from recycling excess plastic from our manufacturing processes. By increasing the use of PIR resin in our packaging products, we lessen our dependence on virgin resin, which typically requires more energy to produce and generates higher emissions during production.

In a similar vein, our adoption of solventless lamination has removed emissions related to the transportation, use and disposal of solvents, while also eliminating the energy needed for the drying process of solvent-based lamination. Additionally, our efforts to consistently downgrade films result in lighter packaging, thereby reducing indirect emissions from fuel used in transportation.

We have also optimised our carbon footprint at the plant level by assigning each plant to focus on specific packaging solutions. This approach has enhanced time and cost efficiencies in production, while also minimising downtime associated with reconfiguring machines for different products, leading to a reduction in electricity consumption. Additionally, routine maintenance activities are conducted to optimise energy efficiency, ensuring that all machines and equipment remain in optimal working condition.

Meanwhile, our Property Division has adopted the use of eco-friendly construction blocks that are lighter in weight, thus minimising emissions during their transportation, while continuing to construct our affordable homes with north-south facing orientations, leveraging this design to deliver homes that require less energy for cooling due to reduced direct sun exposure.

Expanding Our Utilisation of Renewable Energy

Amidst the growing urgency of climate action, we recognise the crucial role renewable energy plays in reducing our operations' carbon footprint. We are therefore committed to steadily expanding our solar power generation to lessen our reliance on conventional electricity from the grid and minimise our Scope 2 GHG emissions.



We are harnessing renewable energy through the installation of rooftop **solar PV systems** at our manufacturing plants, sales galleries and corporate headquarters

Building on the success of our first rooftop solar installation in FY2022 at one of our Ipoh manufacturing plants, we have initiated the installation of rooftop solar PV systems at a further 10 of our key manufacturing plants across Malaysia and our Shah Alam headquarters. Upon completion, these systems will feature a total solar capacity of approximately 21 MWp, bearing the potential to generate enough renewable energy to avoid emissions of approximately 14,000 tonnes of carbon dioxide equivalent ("CO₂e") annually. This will significantly reduce our Scope 2 emissions and help our supply chain lower their Scope 3 emissions.

We are also expanding the use of solar power within our Property Division and have identified the adoption of rooftop solar PV systems at our sales galleries as a key focus area. As of FY2024, we have installed these systems at three of our sales galleries in Malaysia and will continue to assess the feasibility of expanding this initiative to other locations.

Offsetting Our Emissions

In addition to our efforts to directly influence the emissions generated by our operations, our holistic approach includes contributing to the nation's carbon sequestration efforts. FY2024 marks the third year of our ongoing mangrove planting programme, a vital initiative that not only helps to trap atmospheric carbon but also supports local biodiversity and provides coastal defence against extreme weather events.



Our employees joined us in planting mangrove seedlings to make a positive impact on the environment

In FY2024, over 80 Scientex staff from the Packaging, Property and Corporate Divisions participated in this event, assisting in the planting of 750 mangroves at Kampong Sungai Apong in Sabak Bernam, Selangor. Combined with our previous efforts at Teluk Panglima Garang in Selangor, we have planted a total of 1,500 mangroves since FY2022.

Looking ahead, we will continue to leverage this programme to offset our emissions and support the nation's transition to a low-carbon economy, while engaging and mobilising our employees to play their part in ongoing efforts to mitigate climate change.



Since FY2022, we have planted
1,500 mangroves
to aid carbon sequestration



The solar PV system under construction at one of our key manufacturing plants

➤ OUR PERFORMANCE

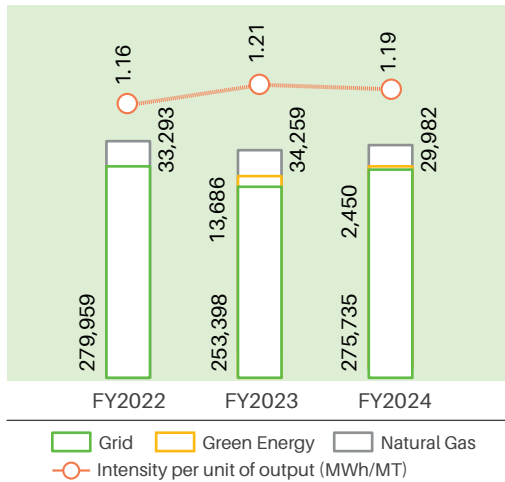
Throughout the financial year under review, we carefully assessed the Group's total energy consumption over the past three years and evaluated its impact on our GHG emissions. To strengthen our efforts in energy use and emissions reduction, we aim to enhance our performance annually across key metrics.

In FY2024, our total energy consumption mainly comprised natural gas and electricity, with green energy contributing to our efforts to lessen reliance on conventional grid electricity. Total energy usage rose by 2.5% from 304,575 MWh to 312,113 MWh, primarily due to an increase in electricity drawn from the grid. However, we are pleased to note a decrease in our electricity consumption intensity across both divisions, with our Packaging Division dropping 1.7% to 1.19 MWh/MT, and the intensity of our Property Division decreasing by 5.0% to 2.10 MWh/ RM million

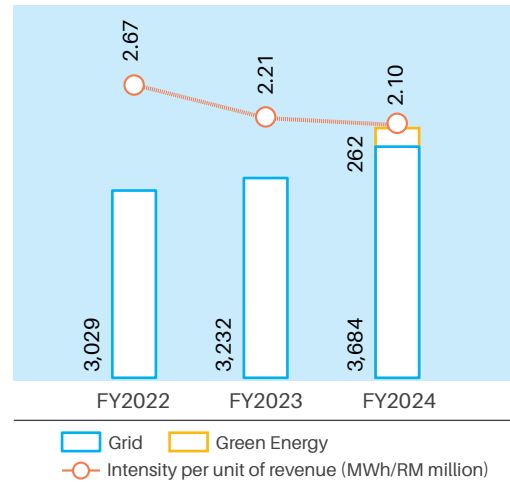
We are actively working to install rooftop solar PV systems across 10 manufacturing plants and our Shah Alam headquarters, which will enhance the share of renewable energy in our energy mix in the future.

Energy Consumption and Intensity

PACKAGING DIVISION



PROPERTY DIVISION

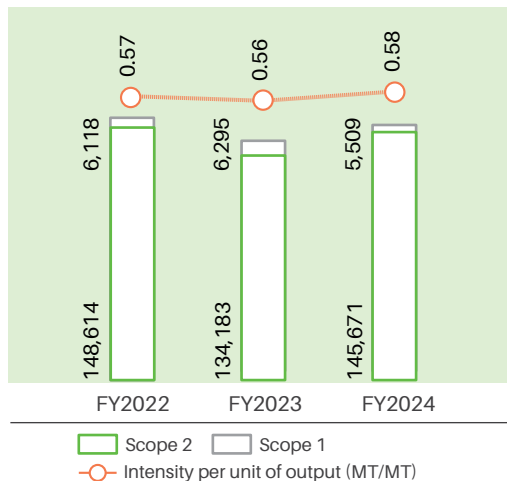


Energy Consumption (MWh)	FY2022	FY2023	FY2024
Grid	282,988	256,630	279,419
Green Energy	-	13,686	2,712
Natural Gas	33,293	34,259	29,982
Total	316,281	304,575	312,113

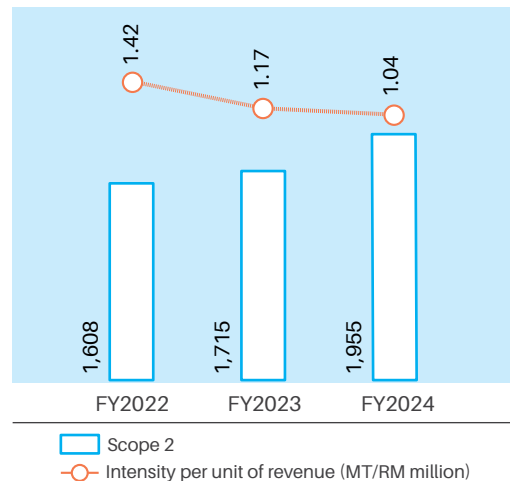
Note: We have consolidated our energy consumption data in FY2024 to include natural gas consumption, enhancing the suitability of our disclosures for analysis and improvement. The unit of measurement for natural gas has also been standardised to MWh in alignment with Bursa Malaysia's Enhanced Sustainability Reporting Framework.

GHG Emissions and Intensity (Scope 1 and 2)

PACKAGING DIVISION



PROPERTY DIVISION



GHG (CO ₂ e) Emissions (MT)	FY2022	FY2023	FY2024
Scope 2	150,222	135,898	147,626
Scope 1	6,118	6,295	5,509
Total	156,340	142,193	153,135

In FY2024, we recorded a total GHG emissions of 153,135 MT of CO₂e, with the 7.7% uptick reflecting the increase in our manufacturing and construction activities. The GHG emissions intensity of our Packaging Division increased marginally to 0.58 MT per MT of output while our Property Division marked a 11.1% decrease in emissions intensity to 1.04 MT/RM million.





Notes:

1. The Scope 1 emission source is natural gas
2. The Scope 2 emission source is purchased electricity from grid
3. Scope 1 emissions are computed based on emission factors published by Intergovernmental Panel on Climate Change ("IPCC") 2007 and IPCC AR5
4. Scope 2 emissions are computed based on emission factors published by the:
 - Institute for Global Environmental Strategies 2024 List of Grid Emissions Factor, for our plants based in Malaysia and Vietnam
 - United Nations Framework Convention on Climate Change ("UNFCCC") Emission Reduction Profile: Myanmar, for our plant based in Myanmar
 - U.S. Environmental Protection Agency Emissions and Generation Resource Integrated Database ("eGRID"), for our plant based in the USA

BOLSTERING OUR TCFD ALIGNMENT

Mindful of evolving stakeholder expectations regarding climate action, we are dedicated to progressively aligning our approach with the recommendations of the TCFD. This alignment enables us to assess and disclose climate-related risks and opportunities, adapt our practices and strategies proactively, and mitigate operational disruptions while embracing emerging opportunities.

Our ongoing progress and plans across the four key TCFD elements — governance, strategy, risk management, and metrics and targets — is detailed below.

 <p>GOVERNANCE</p>	<p>Our sustainability governance is led by the Board and SSC, with support from the Group Sustainability Team and Sustainability Working Groups. Via this cohesive governance structure, we are empowered to consistently oversee, evaluate and monitor the Group's sustainability initiatives, including environmental management and climate change-related concerns. For more details on our sustainability governance, please refer to p. 20.</p>
 <p>STRATEGY</p>	<p>We recognise that adverse and extreme weather events resulting from climate change can pose physical risks to our employees, facilities, and operations. These risks include potential impacts on employee health, delays in construction projects, stranded assets, and damage to manufacturing plants.</p> <p>We are also aware of the transitional risks associated with failing to meet evolving regulations and stakeholder expectations. Therefore, we are taking steps to strategically identify these potential physical and transitional risks while also exploring the opportunities that may arise in this process.</p>
 <p>RISK MANAGEMENT</p>	<p>Building on our awareness of the potential operational risks posed by climate change, we are integrating these considerations into our future strategic planning and formulating adaptation measures to ensure the sustainability of our business.</p> <p>Current initiatives include regularly reviewing and updating our Environmental Policy to incorporate mitigation plans and actions aimed at improving energy efficiency and reducing emissions across our managed properties. Additionally, we are expanding our use of renewable energy by increasing the installation of solar PV systems at operational sites to support our ongoing decarbonisation efforts.</p>
 <p>METRIC AND TARGETS</p>	<p>Through careful analysis of our historical performance and the potential impact of ongoing efforts to reduce our carbon footprint, we will identify key performance metrics to observe and evaluate the success of our decarbonisation initiatives. These climate-related metrics will be closely monitored and disclosed in our annual reports. Additionally, we have set a target to fully adopt TCFD disclosures by FY2026.</p>



ENVIRONMENTAL COMPLIANCE

Upholding Environmental Management Excellence

► WHY IT MATTERS

We acknowledge the extent to which our operational activities may affect natural ecosystems and resources such as land, air, water and soil. Driven by our commitment to being a responsible corporation, we steadfastly adhere to all applicable local and international environmental regulations and take proactive steps to mitigate any potential negative impacts. Our conscientious approach helps safeguard our reputation and ensures the long-term sustainability of our operations as we strive towards our business and growth objectives.

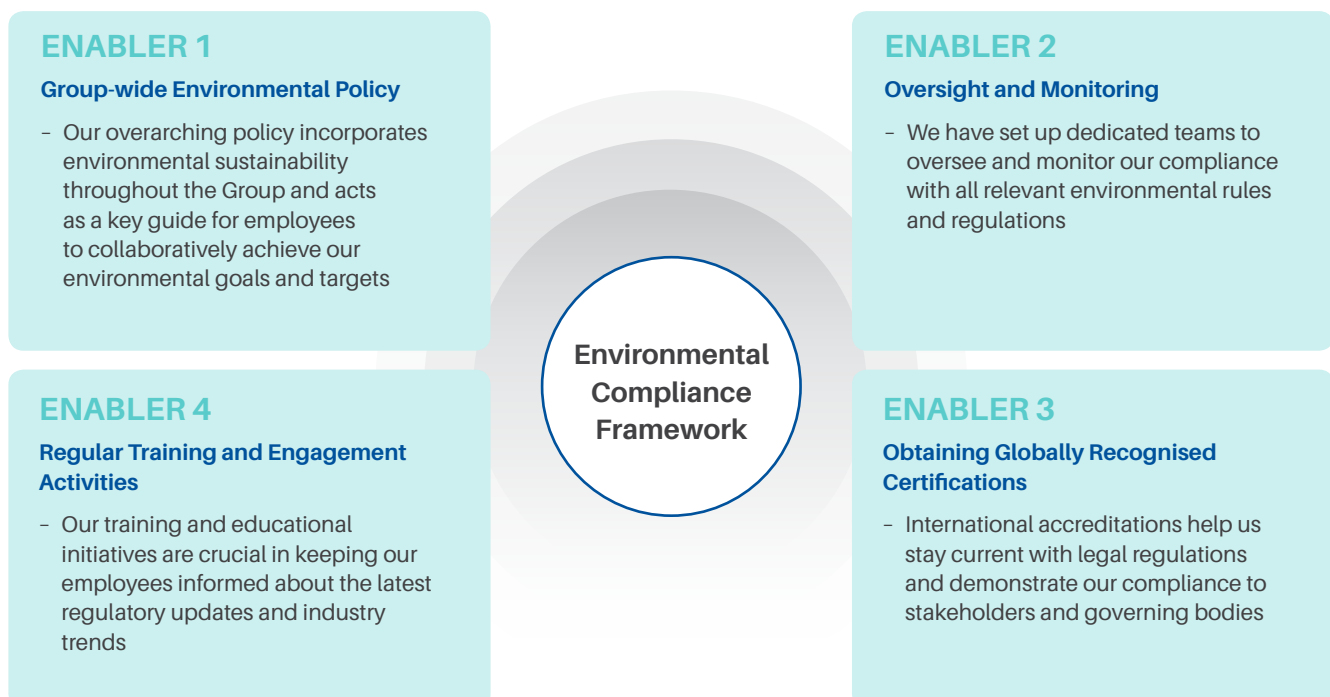
► OUR APPROACH

Guided by a Robust Compliance Framework

At the fundamental level, our efforts to uphold environmental compliance are guided by Malaysia's Environmental Quality Act 1974 and its associated regulations, standards and guidelines, including:

- Environmental Quality (Scheduled Wastes) Regulations 2005
- Environmental Quality (Industrial Effluent) Regulations 2009 (Standard B)
- Environmental Quality (Sewage) Regulations 2009
- Environmental Quality (Clean Air) Regulations 2014
- National Water Quality Standards
- Malaysian Air Quality Guidelines (Ambient Standard)

To ensure our practices remain in accordance with these regulations, we have established a detailed Group-wide Environmental Policy and Environmental Compliance Framework. This framework focuses on four key enablers to foster a robust culture of compliance: policy adherence, global certifications, rigorous oversight and monitoring, and employee training and engagement. We regularly review and update our framework and policies to align with both local and global regulatory developments, ensuring our practices remain current.



Our Group-wide Environmental Policy

Our Group-wide Environmental Policy was established to integrate environmental sustainability into all our operations and promote a culture of proactive environmental stewardship. This policy sets clear standards and expectations for our employees across four key areas: Energy and Emissions, Waste Management, Resource Utilisation, and Biodiversity. By establishing these guidelines, we drive the creation of initiatives that not only adhere to current environmental regulations but also make a positive impact on natural ecosystems and local communities.

KEY PILLARS IN OUR ENVIRONMENTAL POLICY



Energy and Emissions

- Reduce energy consumption where possible
- Integrate energy efficiency into operations
- Develop technology and processes to improve performance
- Comply with legal requirements and best practices
- Consider environmental impacts during procurement processes
- Advocate awareness amongst stakeholders



Waste Management

- Minimise waste generation where possible
- Increase efforts to prevent, reduce, reuse, recycle and recover waste
- Meet or surpass regulatory requirements, while integrating industry best practices
- Identify impacts of waste generated and set targets to continually improve performance
- Engage with stakeholders to promote awareness and good practices



Resource Utilisation

- Practise responsible material utilisation through efficient consumption
- Incorporate environmental impact prevention in procurement processes and encourage the use of recycled or upcycled materials
- Encourage development of sustainable products
- Optimise utilisation and conservation of water
- Engage innovation and collective action to ensure a sustainable supply of water



Biodiversity

- Minimise impacts on biodiversity in areas where we operate
- Integrate the management of natural capital and biodiversity into environmental management plans
- Highlight and raise awareness on the importance of biodiversity protection and conservation through training and education

Stringent Oversight and Monitoring

Our commitment to overseeing and monitoring adherence to environmental practices across the Group is led by our dedicated Health, Safety and Environment ("HSE") Committee, which is tasked with overseeing practices across each of the four pillars within our Environmental Policy.

HSE Officers and representatives have been designated in each subsidiary to support the HSE Committee's mandates, providing localised oversight and on-ground monitoring. Additionally, internal auditors perform regular reviews each reporting period to assess the environmental management performance of our subsidiaries.

Upholding Globally Recognised Accreditations

In a rapidly changing regulatory landscape, securing globally recognised certifications is crucial for maintaining the trust of our customers, investors and government bodies. Our Packaging Division subsidiaries have made great progress in achieving two key global environmental certifications: ISO 14001 and ISCC PLUS.

- ISO 14001 is the internationally recognised standard for environmental management systems, certifying that a company has the necessary resources and processes to manage its environmental responsibilities effectively.
- ISCC PLUS is the leading chain-of-custody accreditation for recycled, renewable, and recycled-renewable plastics. It certifies that a company uses traceable materials across the supply chain and contributes to the circular economy.

To date, eight of our subsidiaries, representing 53% of our active manufacturing plants, have achieved ISO 14001 certification, while six are ISCC PLUS-certified.



Scientex Group entities that have obtained the ISO 14001 certification

Company/Plant Location	Certified Since (Year)
Scientex Packaging (Kajang) Sdn Bhd - Kajang	2000
Scientex Great Wall (Ipoh) Sdn Bhd - Sg Siput	2004
Scientex Great Wall (Ipoh) Sdn Bhd - Chemor	2004
Scientex Packaging Film Sdn Bhd - Pulau Indah	2005
Scientex Great Wall Sdn Bhd - Rawang	2010
Scientex Packaging (Ayer Keroh) Berhad - Melaka	2011
Scientex Great Wall Sdn Bhd - Tg Kling	2018
Scientex Great Wall Sdn Bhd - Pulau Indah	2018



Scientex Group entities that have obtained ISCC PLUS certification

Company/Plant Location	Certified Since (Year)
Scientex Great Wall Sdn Bhd - Pulau Indah	2021
Scientex Great Wall Sdn Bhd - Rawang	2021
Scientex Great Wall Sdn Bhd - Tg Kling	2021
Scientex Packaging (Ayer Keroh) Berhad - Melaka	2021
Scientex Packaging (Teluk Emas) Sdn Bhd - Melaka	2021
Scientex Packaging Film Sdn Bhd - Pulau Indah	2023

As part of our commitment to sustainable manufacturing and the use of recycled materials, we are pleased to announce that Scientex Packaging Film Sdn Bhd - Pulau Indah has achieved GRS certification in FY2024.

The GRS certification establishes rigorous criteria for third-party certification of recycled materials and chain of custody. Products bearing the GRS certification contain at least 20% recycled materials and are free from harmful chemicals, while certified facilities adhere to strict social and environmental standards.

Upholding Competencies Internally and Across Our Supply Chain

We recognise the importance of enhancing the capabilities and expertise of our internal teams to maintain compliance and achieve our sustainability goals. To this end, we regularly conduct training and development programmes focused on environmental sustainability. These programmes equip employees with up-to-date knowledge on regulatory changes and industry practices, which they can apply within our operations.

Courses conducted during FY2024 include:

- ISO14001:2015 Awareness Training
- Environmental Objectives and Planning (Logistic)
- EMS Environmental Aspect & Environmental Laws Training
- Course for Certified Environmental Professional in Schedule Waste Management
- Enhancing Scheduled Wastes Spill Response Management (with spill response exercise)



We also advocate for environmental responsibility across our supply chain, fostering collective efforts for greater positive impact. By collaborating with our customers and suppliers to decarbonise their supply chains, we aim to create a multiplier effect that inspires more companies to advance their transition to a low-carbon economy.

Proactively Mitigating Environmental Impacts

Given that our property development activities involve land clearing, we recognise the potential environmental impacts on surrounding communities and natural ecosystems, including but not limited to factors such as biodiversity, soil erosion, sedimentation, water quality, air quality, and noise and vibrations.

To address our responsibility in managing and mitigating these impacts, we conduct EIA for all developments exceeding 50 hectares. These assessments enable us to identify and quantify potential environmental risks associated with our projects. Importantly, none of our current or completed land banks have been identified as sites of high biodiversity value.

Our EIA concentrates on five key impact areas, with detailed mitigation measures provided in the accompanying table. This includes addressing the social considerations of local communities, where we ensure compliance with all stipulations and recommendations from social impact assessments carried out by relevant authorities.

Environmental Impact Focus Areas	
	
Environmental-Related Matters	Key Mitigation Measures
 <p>Soil Erosion and Sedimentation</p>	<p>To mitigate the risk of soil loss and sedimentation, we implement the following preventive measures:</p> <ul style="list-style-type: none"> Vegetation is cleared only as necessary for each phase of the project. Grass and appropriate cover crops are planted on newly cleared areas to prevent soil erosion. Slopes resulting from earthworks, embankments and other structures are planted with suitable grass to reduce soil collapse. Diversion channels and drainage systems are installed to redirect runoff from impacted areas to sediment basins.

Environmental-Related Matters	Key Mitigation Measures
 <p>Water Quality</p>	<p>To address water quality impacts, we implement the following key actions:</p> <ul style="list-style-type: none"> • Perimeter earth drainage and diversion channels are installed to redirect surface water from the project area to dedicated silt traps for treatment before discharge. • Temporary check dams and silt fences are constructed as sediment control measures. • Regular maintenance of sewerage pipelines, internal drains and monsoon drains is carried out during the construction phase to ensure their proper functioning.
 <p>Air Quality</p>	<p>Air quality issues are managed through the following measures:</p> <ul style="list-style-type: none"> • Hoarding is installed around the project site boundary to contain dust within the work areas. • Speed limits are imposed on vehicles entering the site and along access roads to minimise dust entrainment. • Open burning is strictly prohibited at project sites. • Exposed areas, including access roads and stockpiles of loose construction materials, are dampened with water sprinklers or covered during dry and windy conditions to reduce airborne dust. • Ambient air monitoring is conducted to measure the quantity and type of pollutants in the surrounding air of the project site.
 <p>Noise and Vibration</p>	<p>Noise and vibration from our project sites are managed through the following measures:</p> <ul style="list-style-type: none"> • Hoarding is installed to contain noise generated within the work areas. • Construction activities that produce significant noise are not conducted during nighttime. • Periodic maintenance is performed on machinery and equipment to prevent excessive noise emissions. • In-ground barriers are used to reduce vibrations transmitted through the soil or near the ground surface.
 <p>Social Impact</p>	<p>To manage the impact of our projects on nearby communities, we implement the following measures:</p> <ul style="list-style-type: none"> • Piling works are strictly prohibited during nighttime. • Local residents are given priority for participation and employment. Foreign workers, if employed, are briefed on Malaysian laws, rules, regulations, local customs and social etiquette. • All workers undergo background checks and health screenings before starting employment. • We collaborate with local communities to manage traffic flow, which includes: <ul style="list-style-type: none"> - Providing a traffic management team to oversee traffic during peak hours and when heavy machinery is mobilised; - Installing adequate warning signage on heavy vehicles; - Avoiding vehicular movement for transportation purposes during peak traffic times where possible; and - Regularly educating all project site personnel on road safety and traffic regulations.

Extending Environmental Stewardship Beyond Compliance

Beyond adhering to local and international regulations, we actively engage in community-based environmental efforts, through which our employees are also able to contribute to initiatives aimed at preserving vital ecosystems and protecting biodiversity.

During the financial year, we supported the restoration of the reserved mangrove forest at Kampong Sungai Apong in Sabak Bernam, Selangor. Our efforts helped mitigate soil erosion from past pig farming activities and supported the local government's goal of planting mangrove trees in the region. FY2024 marked our third year of mangrove planting, bringing our total to 1,500 trees and underscoring our commitment to Malaysia's Greening Program, which aims to plant 100 million trees from 2021 to 2025.

We have also integrated greening efforts into our Property Division's operations by planting a diverse range of tree species at our development sites, including species classified as vulnerable on the International Union for Conservation of Nature ("IUCN") Red List of Threatened Species. Among the trees we have planted are *Eucalyptus deglupta*, *Hopea odorata* and *Saraca asoca*, the latter of which is commonly known as the Ashoka tree.

In further bolstering our support for governmental initiatives, we are proud to assist the Ministry of Natural Resources and Environmental Sustainability ("NRES") in advancing discussions on achieving the targets set in the MPSR 2021-2030. In FY2024, NRES established multiple working groups on various topics. Alongside other industry players and NGOs, we participated in the 'Plastic Innovations and Solutions' working group, where we contributed feedback and shared our expertise to improve Malaysia's approach to plastic sustainability in the years ahead.



MPSR 2021 - 2030 discussion working group

OUR PERFORMANCE

We are pleased with the progress made in our environmental compliance efforts during FY2024, which have been driven by our robust compliance framework, improved collaboration with supply chain partners and proactive support for national initiatives and programmes.

Compliance

No infringements related to environmental compliance were recorded during FY2024.

Supply Chain Oversight

We have consistently communicated our Code of Conduct for Suppliers to all vendors with an annual supply value exceeding RM50,000.

LEADING THE WAY IN PLASTIC CIRCULARITY AND TRACEABILITY

In line with our dedication to sustainable practices and increasing the use of PIR and PCR resin, Scientex Packaging Film's Pulau Indah facility has become our first plant to achieve both ISCC PLUS and GRS certifications.

ISCC PLUS certification signifies that a company has met rigorous ecological and social sustainability standards, particularly in reducing GHG emissions and ensuring traceability. This certification reflects our dedication to sustainability, confirming that our sourced materials are both sustainably produced and traceable throughout global supply chains.

Meanwhile, the GRS establishes criteria for the third-party certification of recycled materials and their chain of custody. Products must contain at least 20% recycled material to be certified, and only those with a minimum of 50% recycled content are eligible for specific GRS labelling. Additionally, harmful chemicals are prohibited in GRS-certified products, and GRS sites must adhere to strict social and environmental standards.

Collectively, both certifications ensure the traceability of recycled materials throughout our production process, enhancing transparency and accountability. These certifications reinforce our commitment to improving plastic circularity for future generations, while boosting our brand reputation to attract environmentally conscious customers and partners.

By leveraging these certifications, we are well-positioned to meet the increasing demand for packaging made with recycled resin, thereby enhancing our market competitiveness.



Scientex Packaging Film's Pulau Indah Plant being our first facility to achieve both ISCC PLUS and GRS certifications.



Our People, Our Pride

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Occupational Safety and Health

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Empowering Our People

82

Contributing to Local
Communities



OCCUPATIONAL SAFETY AND HEALTH

Strengthening Employee Safety and Well-being

➤ WHY IT MATTERS

Safeguarding our employees is our responsibility as a caring employer. By putting their welfare and well-being first, we can foster more supportive and resilient workplaces that empower them to perform at their best, promote their satisfaction, and drive loyalty and retention. At the same time, adopting a proactive approach to occupational safety and health minimises the risk of reputational or financial damage as a result of workplace accidents, strengthens our customer relationships, and engenders greater investor and shareholder trust, thereby furthering our sustainability as an organisation.

➤ OUR APPROACH

Establishing Key Commitments and Practices

Given our extensive workforce and range of contractors, maintaining clear standards in safety and health, and oversight of our performance against these standards, is crucial.

We achieve this through our Safety and Health Policy, which outlines standards and best practices that apply to all entities and employees across our business presence. The policy is fully aligned with relevant laws and regulations in our markets of operation and is pillared on the following six key elements:



At a practical level, responsibility for managing safety and health matters is vested in site-specific OSHA Committees, while the Board oversees all pertinent matters and provides overarching guidance to our practices. To ensure understanding and consistent application, we distribute the policy to all our employees and contractors and make it available for download via our corporate website.

The policy is complemented by robust management systems established across all of our manufacturing plants and property development sites. These management systems enable the formulation of appropriate practices that are in line with relevant regulations and international best practices. This includes the Plan, Do, Check, Act ("PDCA") management approach stipulated under the ISO 45001:2018 certification, which guides our employees in continually seeking out and driving improvements to our safety and health practices. At present, two of our plants have received the accreditation, and we are actively working to expand this total in future.

In another mark of our commitment to excellence in safety and health, one of our manufacturing plants in Ipoh was the proud recipient of two accolades awarded by the Department of Safety and Health ("DOSH") for Perak-based companies in FY2023 – the SOHELP DIY Terbaik award for chemical management elements and the SOHELP DIY Terbaik overall award covering noise exposure management, chemical management and ergonomic management.

Managing Occupational Safety and Health Collaboratively

Responsibility for implementing our Safety and Health Policy vests within respective OSHA Committees. Their responsibilities include:

- Developing site-specific safety and health strategies
- Ensuring that safety operating procedures are updated and adhered to by all employees
- Monitoring safety and health practices, and suggesting improvements where necessary
- Ensuring compliance with all relevant laws and regulations
- Overseeing inspections carried out by internal and external parties

Of equal importance, our OSHA Committees, which feature a balance of employer and employee representatives, serve as a platform for discussion, helping to ensure that a range of perspectives and areas of expertise are fairly considered when making decisions on safety and health matters.

Our OSHA Committees are, in turn, supported by safety officers who are located at each worksite and carry out critical monitoring work at the ground level. Through regular spot checks, these officers ensure that safety and health protocols are adhered to, maintenance is undertaken on equipment, and – more generally – that site-specific safety and health practices remain in compliance with the Malaysian Occupational Safety and Health Act 1994 and other laws and regulations at the country-level.

As a whole, this site-specific approach – with OSHA Committees and safety officers focused on individual worksites – promotes a more informed approach to managing safety and health that leverages localised knowledge of workplace hazards, potential safety and health issues, and employee needs. In line with this, we encourage employees at all levels to lodge any concerns they encounter and provide suggestions for improvement, with their input duly considered and potential responses formulated during monthly management meetings.

Identifying and Mitigating Site-Specific Risks

Cognisant of the specific safety and health hazards present at our plants and development sites, we maintain thorough processes to identify and mitigate such risks as they emerge, thus minimising potential impacts on our employees and contractors.

As a basis, we conduct regular inspections of all worksites to identify and assess such hazards and monthly audits to isolate areas for improvement. Our findings are used to benchmark and progressively update our risk controls, while our overall risk assessment process is also reviewed on a regular basis to ensure its continued relevance.

In addition, we also carry out the following practices to minimise the risk of incidents at our workplaces:



Risk Identification and Hazard Management

**Hazard Identification Risk Assessment
Risk Control ("HIRARC")**

Daily Safety Inspections

Job Safety Analysis

Monthly House Audits

Work Site Safety Inspections

Work Permit System

Security Management

In the event that an incident occurs on our premises, appropriate responsive action is taken immediately by our on-site safety officers. The incident is then recorded, and an investigation is initiated to identify the underlying factors that may have contributed to the incident and minimise the potential for reoccurrence. This investigation may involve reviews of existing procedures, equipment used at the worksite in question and the actions of employees at the worksite leading up to the incident.

We also take steps to minimise safety and health risks beyond the bounds of our workplaces. Our actions here include carrying out fogging to prevent mosquito breeding and installing mosquito traps to minimise the risk of dengue outbreaks and other mosquito-related health hazards. Moreover, we conduct safety briefings and have an

ambulance stationed on-site whenever we carry out large-scale outdoor activities, such as our mangrove planting event in Kampong Sungai Apong in FY2024.



Safety practices implemented during our mangrove planting event

Leveraging Technology to Minimise Risk

Wherever possible, we strive to introduce technological solutions that minimise our employees' and contractors' exposure to workplace hazards.

This is illustrated by our Robotic Stretch Film Plant, which is located in Shah Alam, and our installation of an automated bag-making machine at our Melaka plant. In both cases, automation technology minimises interaction between humans and potentially hazardous processes while also freeing up employees to work on tasks where they can add greater value. To further enhance safety at our stretch film plant, we have installed perimeter safety fences around the plant's machines, thus preventing unauthorised access. In addition, we have adopted technologies, including a fully automatic raw material feeding system and lifting manipulators, to assist workers with tedious and potentially hazardous tasks.

In our Property Division, meanwhile, our self-climbing platform delivers enhanced stability and also protects against falling objects with its high tensile steel netting, enhancing safety standards across our development sites.

Continuously Upskilling Our Employees

With new approaches and technologies bringing about new workplace risks amidst a fast-evolving regulatory environment, it is essential that our employees remain well-versed in best practices in the area of occupational safety and health.

During the financial year, we delivered a total of 9,480 hours of safety and health-related training, benefitting 728 employees across our workforce. Programmes offered included:

- a) Handling of Schedule Waste
- b) Quality Environment Safety and Health Policy
- c) Workshop On Good Radiation Safety Practice
- d) Manual Handling, Ergonomic & Working at Height
- e) Basic Fire Fighting & ERP & Preparedness Training
- f) Basic Occupational First Aid (BOFA) & CPR Training
- g) Authorised Entrant & Standby Person for Confined Space
- h) Procedure for Cooling Tower Water Chiller and Chemical Handling
- i) Technicality in an Effective Safety & Health Committee Management
- j) Understanding Chemical Classifications & Requirements as per GHS
- k) Hazard Identification, Risk Assessment, Risk Control & Accident Prevention (HIRARC)
- l) AKKP (Pindaan) 2022 Tugas dan Tanggungjawab Pematuhan KKP Yang Lebih Efektif dan Efisen

Looking After Employee Health and Well-being

Beyond minimising risks to safety, our duty as a responsible employer extends to looking after the health and well-being of our employees.

As a starting point, all employees – whether permanently or contractually employed – are provided with a wide range of healthcare benefits, which are disclosed within the "Empowering Our People" topic of this Report on p. 76. In addition to this, our executive-level staff are provided with an annual health check that covers a wider range of conditions, including cancer, enabling such conditions to be detected even when asymptomatic and addressed at a more treatable stage.

Meanwhile, all of our foreign workers receive screenings for infectious diseases including tuberculosis, hepatitis B, malaria and HIV/AIDS, minimising the risk of such diseases spreading within our worksites.

Our commitment to employee health is epitomised by our annual Safety and Health Week, which aims to educate and empower the health journeys of our staff through the following initiatives and events:

- Basic health screenings – which include cholesterol analysis, glucose level checks, blood pressure measurements and other assessments

- Posture assessments – which evaluate the posture of our employees and provide them with guidance on how they can maintain proper body alignment during their daily activities
- Safety and health talks – which provide updates on safety protocols, information on health management techniques, best practices in workplace safety and more



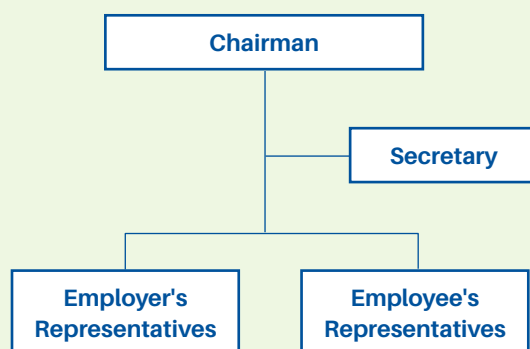
Posture assessments conducted for our employees

Moving forward, we will remain proactive in educating our employees on vital health issues with a view to maintaining a healthy and happy workforce that delivers mutual benefit – for them as individuals and ourselves as an organisation.

➤ OUR PERFORMANCE

Underpinned by the robust framework of our Safety and Health Policy, along with our continual review of current initiatives and the exploration of new opportunities for improvement, we have maintained our focus on prioritising safety and health throughout FY2024.

THE OSHA COMMITTEE STRUCTURE FOR BOTH PROPERTY AND PACKAGING DIVISIONS



PERCENTAGE OF WORKPLACES REPRESENTED BY BOTH EMPLOYER'S AND EMPLOYEES' REPRESENTATIVES

Description	PACKAGING	PROPERTY
The number of total workplaces	16 plants	12 development sites
The number of total workplaces with OSHA Committee	16	12
Percentage of workplaces represented by OSHA Committee	100%	100%

The above table excludes property worksites with no active construction of buildings as yet, as well as packaging plants which are not a subsidiary of the Group.

Report on Safety Incidents

There were zero fatalities reported in FY2024. However, we remain vigilant in monitoring, tracking and enforcing workplace safety to ensure our employees consistently follow safety and health protocols.

Occupational Safety and Health Statistics

PACKAGING DIVISION	FY2022	FY2023	FY2024
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	36	31	26
Major [#] Accident (Number)	29	31	31
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	-	-	-
Major [#] Accident (Number)	-	-	-
PACKAGING DIVISION	FY2022	FY2023	FY2024
Total Lost Time Injuries* (Number)	62	62	55
Total Number of Hours Worked ('000)	8,200	8,942	8,447
Fatality Rate (N1)	-	-	-
Injury Rate (N2)	1.59	1.39	1.35
Ill-health Rate (N3)	-	-	-
Lost Time Incident Rate (N4)	1.51	1.39	1.30
PROPERTY DIVISION	FY2022	FY2023	FY2024
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	54	68	49
Major [#] Accident (Number)	-	-	-
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	-	-	-
Major [#] Accident (Number)	-	-	-
PROPERTY DIVISION	FY2022	FY2023	FY2024
Total Lost Time Injuries* (Number)	-	-	-
Total Number of Hours Worked ('000)	3,729	4,467	7,094
Fatality Rate (N1)	-	-	-
Injury Rate (N2)	2.90	3.04	1.38
Ill-health Rate (N3)	-	-	-
Lost Time Incident Rate (N4)	-	-	-

SCIENTEX GROUP	FY2022	FY2023	FY2024
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	90	99	75
Major [#] Accident (Number)	29	31	31
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	-	-	-
Major [#] Accident (Number)	-	-	-
SCIENTEX GROUP	FY2022	FY2023	FY2024
Total Lost Time Injuries* (Number)	62	62	55
Total Number of Hours Worked ('000)	11,929	13,409	15,541
Fatality Rate (N1)	-	-	-
Injury Rate (N2)	2.00	1.94	1.36
Ill-health Rate (N3)	-	-	-
Lost Time Incident Rate (N4)	1.04	0.92	0.71

Notes:

- Statistics for Property Division includes data on both employees hired by Scientex as well as those appointed by our contractors
- # Minor Injury: Injury which resulted in four days or less lost workdays
Major Injury: Injury which resulted in more than four days lost workdays
- * From FY2024, our disclosures will include Total Lost Time Injuries (Number), reflecting the total count of minor and major accidents that resulted in lost man-days. The modification of this disclosure aims to enhance our alignment with Bursa Malaysia's Enhanced Sustainability Reporting Framework.
- In further alignment with Bursa Malaysia's Enhanced Sustainability Reporting Framework, the following disclosures have been restated in FY2024 to reflect the updated calculation methodology below:
N1 - Total Number of Fatalities/Total Number of Hours Worked x 200,000
N2 - Total Number of Injuries/Total Number of Hours Worked x 200,000
N3 - Total Number of Ill-health/Total Number of Hours Worked x 200,000
N4 - Total Number of Lost Time Injuries/Total Number of Hours Worked x 200,000



EMPOWERING OUR PEOPLE

Creating Environments That Bring Out Our People's Best

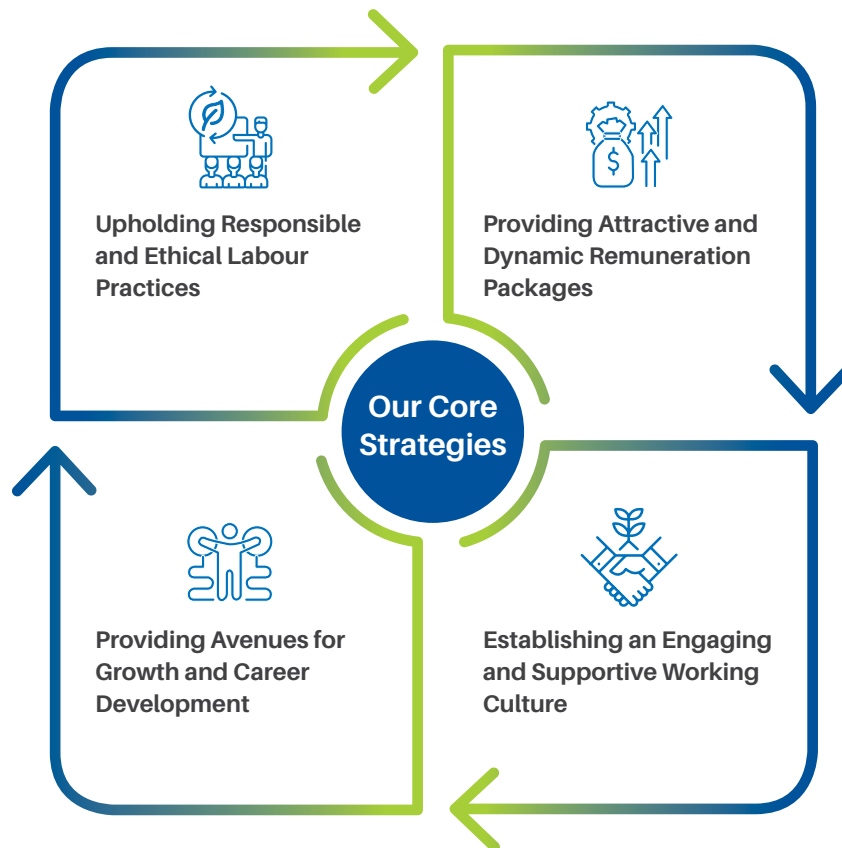
➤ WHY IT MATTERS

People are the central cog of our business. They are the repository of our skills and capabilities, our drivers of innovation, and stewards of the culture we have nurtured over decades. As such, their level of satisfaction and performance directly influences our ability to create value as an organisation.

Cognisant of this, we strive to build engaging and empowering work environments that bring out the best in our people. By doing so, we position ourselves as an employer of choice, driving employee attraction and retention towards achieving our long-term goals.

➤ OUR APPROACH

Our approach to employment and human capital management is anchored on four core strategies:



These strategies reflect what we consider to be the most important considerations for people when choosing an employer. We believe that they seek working environments that provide a sense of excitement and engagement, reward them competitively and give them the opportunity to advance in their careers, fairly and free of discrimination. Therefore, we have developed comprehensive strategies and initiatives under each of these pillars.

Maintaining Fair and Ethical Employment Practices

Our overall approach towards human resource management is primarily guided by a Group-wide Code of Ethics, which is further supported by human resource policies that have been established to meet the specific needs of individual entities within the Group.

Our Group-wide Code of Ethics sets the standard for our employment practices, ensuring that we engage with our employees in ways that uphold internationally recognised human rights (as defined by the International Bill of Human Rights) and the principles of fairness, inclusivity and diversity. Specifically, the code enshrines our stance against:

- The employment of underaged workers
- Forced or unpaid labour
- Coercion to work
- Workplace harassment or bullying
- Workplace discrimination

In addition, we also uphold our employees' right to bargain collectively in a peaceful and lawful manner and strive to minimise restrictions that prevent differently-abled persons from contributing fully as a member of our workforce, such as through the entrance ramps installed at our Shah Alam headquarters.

Further to this, we prioritise ensuring that our practices strictly conform to the specific laws and regulations of each country that we operate in, cognisant of the importance of ongoing compliance to our reputation and competitiveness as a business. Our Human Resource department takes the lead in this area, maintaining rigorous oversight of the evolving regulatory environment and addressing any violations promptly to minimise risks to our employees and business.

We also recognise the importance of driving the correct practices at ground level. To achieve this, we organise

refresher sessions on the code and its supporting policies to relevant employees and require them to fill out questionnaires to reinforce their understanding.

Our responsibility further extends beyond the boundary of our business, as we seek to support ethical practices. Committed to continually enhancing our approach to upholding responsible labour practices, we have secured Supplier Ethical Data Exchange ("SEDEX") membership for five of our plants to date, with an additional plant gaining membership during FY2024. Our membership commits us to transparently sharing data on our labour practices through the SEDEX online platform and undergoing detailed audits annually to ensure the continued upholding of our standards.

Providing Competitive and Dynamic Remuneration and Benefits

We understand the key role that providing strong remuneration and benefits packages plays in attracting and retaining high quality talent.

As the basis of approach here, we maintain stringent compliance with all relevant laws in Malaysia and across our countries of operation concerning minimum wage, overtime pay and all other relevant pay-related matters. We also review our remuneration levels on a regular basis, benchmarking them against industry and country-level guidelines to ensure that they remain competitive, and avail all permanent and contract employees with the following suite of benefits:

OUR SUITE OF EMPLOYEE BENEFITS



Leave Entitlement

- Annual Leave
- Compassionate Leave
- Medical and Sick Leave
- Hospitalisation Leave
- Prolonged Illness Leave
- Paternity and Maternity Leave
- Unpaid Leave



Health and Medical Benefits

- Personal Accident Insurance
- Group Hospitalisation and Surgical Insurance
- Outpatient Medical Claims
- Medical Check-Up Benefits
- Specialist Treatment



Special Benefits

- Company Car
- Fixed Allowance
- Travelling and Handphone Expenses
- Education Assistance
- Retirement and Service Benefits

These benefits go beyond standard offerings in healthcare, parental leave and insurance, encompassing special benefits that support our employees' continued education and incentivise their performance to motivate and recognise exceptional contributions.

In formulating remuneration and benefits packages, our overarching focus is on ensuring growth in rewards in proportion to each employee's increase in contribution to the organisation - gauged through their capabilities, experience, level of accountability and range of responsibilities. Through this, we aim to create a compelling case for our people to continue their career journeys with us over the long term.

Fostering a Supportive and Communicative Culture

We want all our employees to feel valued and supported at work. This means providing them with both formal and informal channels to communicate any concerns with their superiors and being open and transparent in providing them with feedback on their performance.

To inculcate a sense of supportiveness across the Group, all our Heads of Department practice an open-door policy whereby comments, complaints and other matters may be raised by employees and discussed without fear of reprisal. Employees may also lodge a formal grievance via our Whistleblowing Policy, whereby the grievance may be raised to the employee's department head, reported directly to the Human Resource Department or, if necessary, escalated to a higher governing body such as the Audit Committee.

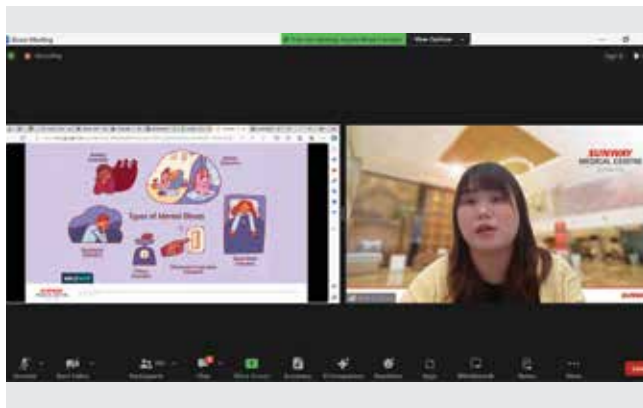
We also strive to keep our employees informed on our business strategies, opportunities and challenges, and the role they can play in creating greater value for the Group. We do this through our QRB dialogues, which feature our Managing Director/ Chief Executive Officer, Chief Operating Officers, Executive Directors, and department heads. Employees are also availed of timely updates through regular news bulletins and media clippings disseminated via notice boards, email blasts and our corporate website.



A group photo taken during one of our QRB dialogues in FY2024

Performance reviews form another vital aspect of employee engagement, providing our team members with actionable feedback on their performance and areas of potential improvement. These reviews, which are conducted in an impartial and systematic way on an annual basis, also enable employees to suggest improvements to our strategies and practices, driving mutually beneficial progress.

Lastly, we support our employees by fostering open dialogue about mental health issues, creating an environment where they feel safe in raising any challenges they have been facing in this area. In FY2024, we organised a mental health awareness talk that focused on strategies to manage stress, with the event attended by over 200 of our employees.



Our mental health awareness talk featured an experienced doctor and interactive discussions



The scam awareness talk educated our employees on fraud and protection

Supporting Continuous Professional Development

By investing in employee training and development, we can improve the human capital at our disposal, drive greater employee satisfaction, and build a pool of talent equipped to take on leadership positions within the Group.

To maximise the development of each employee, training requirements are determined by department heads on a needs basis, taking into account the specific demands of the employee's role. Employees are also encouraged to submit requests for training programmes that may be useful to their work. Supporting this, we have implemented clear guidelines relating to the provision of educational financial assistance within our Human Resource Policy, thus providing our employees with financial support to pursue courses and programmes that may further their development in areas relevant to their current or potential future work assignments.

In addition to the role-specific programmes offered, we also organise talks on critical issues that may impact all members of our team. In FY2024, for instance, we collaborated with a leading international bank to organise a scam awareness talk for our employees. The talk equipped them with the knowledge and tools they need to protect themselves against various types of scams, empowering them both within and outside the bounds of their work with the Group.

To accelerate the development of younger employees, we encourage them to explore different roles beyond their normal scope of work via the facilitation of internal transfers across departments. This approach enables them to widen their knowledge and deepen their understanding of our business, preparing them to assume roles of greater responsibility and aiding our analysis of which employees are best equipped to take on leadership positions in the long term.

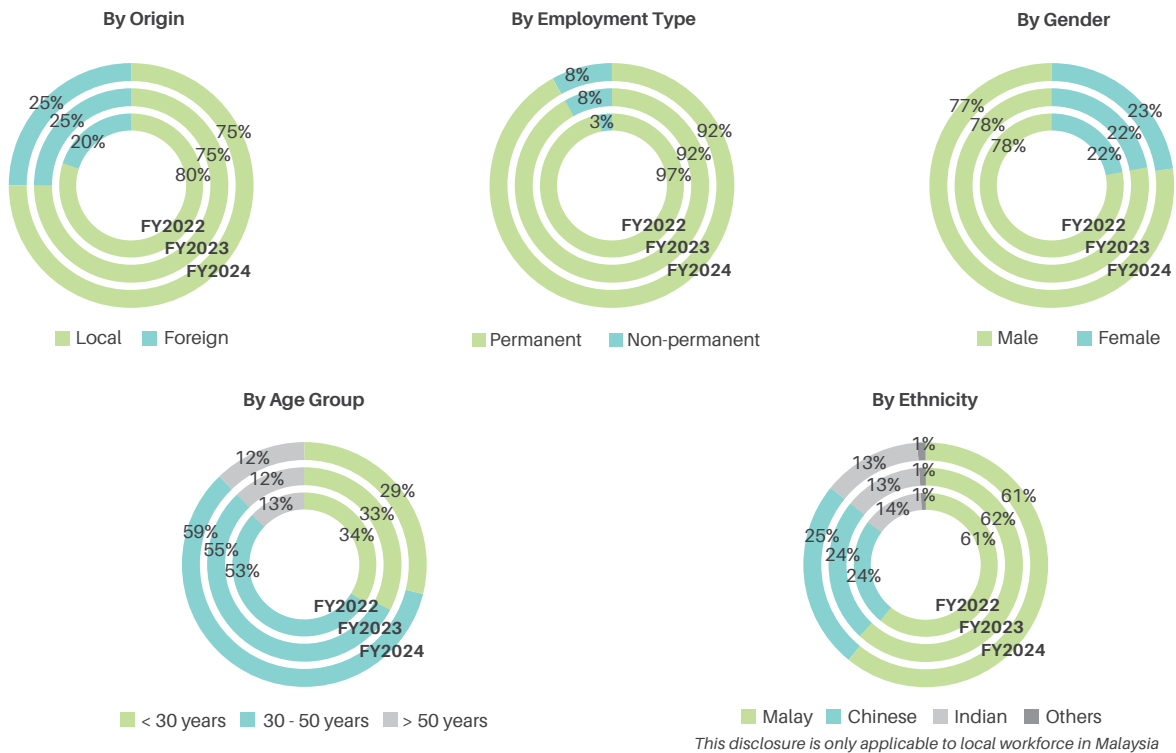
We also maintain an internship programme that provides students with hands-on experience through real-life work scenarios and exposure across different divisions of the Group. In FY2024, we hired a total of 36 interns across our Packaging and Property divisions.

Ultimately, these training and development programmes ensure that our workforce continues to grow and evolve in step with changing industry challenges, thereby future-proofing our business over the long term.

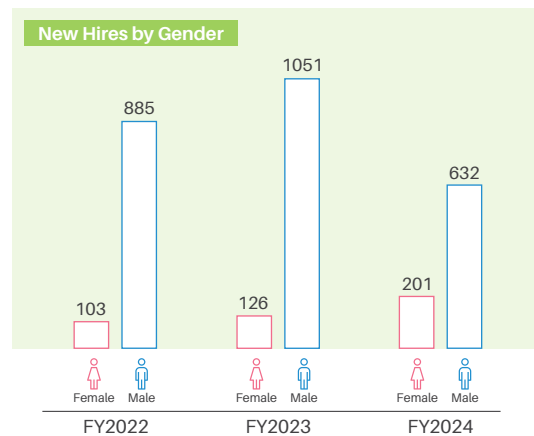
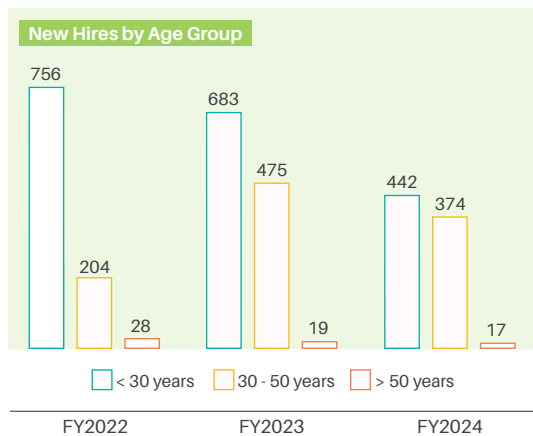
► OUR PERFORMANCE

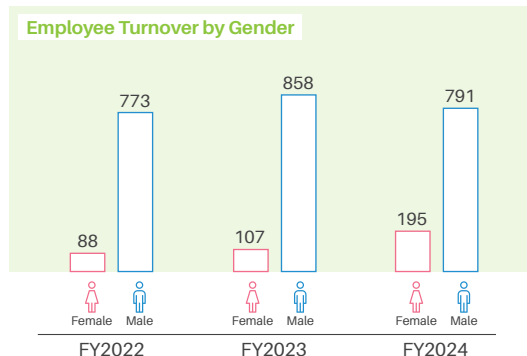
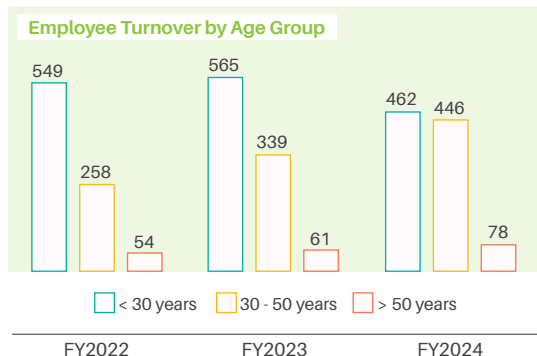
The following charts and visuals provide an impartial review of our annual performance across workplace diversity, employee retention, parental leave and training.

Breakdown of Workforce



Total Number and Rate of New Hires and Employee Turnover





	New Hire Rate			Employee Turnover Rate		
Financial Year	FY2022	FY2023	FY2024	FY2022	FY2023	FY2024
Rate (%)	27.0	30.5	21.3	23.5	25.0	25.3
By Age						
< 30 years	20.6	17.7	11.3	15.0	14.6	11.9
30 to 50 years	5.6	12.3	9.6	7.0	8.8	11.4
> 50 years	0.8	0.5	0.4	1.5	1.6	2.0
By Gender						
Female	2.8	3.2	5.1	2.4	2.8	5.0
Male	24.2	27.3	16.2	21.1	22.2	20.3

Parental Leave

Financial Year	FY2022		FY2023		FY2024	
Gender	Female	Male	Female	Male	Female	Male
	Number of Employees					
Took parental leave	54	67	32	81	24	57
Returned to work in the reporting period after parental leave ended	50	67	32	81	24	57
Returned to work after parental leave ended and still employed 12 months after parental leave	35	55	47	63	23	71
Rate of return for employees who had taken parental leave (%)	93	100	100	100	100	100
Retention rate of employees who had taken parental leave (%)	76	80	94	94	72	88

Training

The following training programmes and initiatives were organised in FY2024:

- Occupational safety and health
- Waste management
- ESG/sustainability-related matters
- Mental and physical health
- Corporate compliance
- Human resource related matters

Total Hours of Training	FY2024
Key Management	78
Middle Management	1,438
Executive	13,920
Non-Executive	14,503
Total	29,939

In FY2024, we delivered a total of 29,939 training hours to our employees, reflecting an average of 7.8 hours of training per employee during the year.

Compliance

The Group has continued to maintain its track record of zero incidents of non-compliance with regard to our employment practices.

CONTRIBUTING TO LOCAL COMMUNITIES



Supporting Sustainable Community Advancement

➤ WHY IT MATTERS

We believe that our growth as an organisation should drive shared value for local communities and the people who call them home.

Guided by our vision of "Sustainable Growth, Better Tomorrow", we support communities in a variety of ways, from enabling home ownership for people in the middle-to-lower-income bracket to educating community members on environmentally sustainable practices. This is in addition to the direct financial assistance we provide to those in need and the economic value we generate through the employees we hire and suppliers we engage.

Through these initiatives and contributions, we further our reputation as a responsible company that cares about the welfare of people, solidifying support for our business as we further our long-term strategic agenda.

➤ OUR APPROACH

We take a long-term approach to community development, seeking to improve individual livelihoods and drive meaningful economic opportunities through sustainable initiatives that we continually improve over time.

Empowering Home Ownership for More People

The work of our Property Division represents our biggest contribution to local communities. Since its founding, we have been specifically focused on building quality affordable homes that meet the budgets of those in the middle-to-lower-income segment, thus promoting greater equality in home ownership across Malaysia's population.

The benefits of our work are multifaceted. At a fundamental level, the price point of our developments enables more Malaysians to enjoy the benefits of home ownership and build a stronger financial legacy for their family. Beyond this, our home owners also take advantage of carefully planned features that improve their quality of life, including outdoor recreation spaces and communal areas, while integrated commercial zones facilitate job opportunities for residents and create a positive economic impact on surrounding communities. In addition, we collaborate with local authorities to extend local transportation infrastructure, making it easy for our homeowners to access key commercial hubs and travel to other parts of the country.

As a whole, our approach to property and township development is designed to drive the following benefits:



Creating Sustainable Economic Opportunities

In addition to the impact of our property developments, we create sustainable economic impact by prioritising the hiring of local employees and suppliers whenever possible. Through this, we circulate economic value within their families, towns and local business communities, creating positive knock-on impacts that help to uplift the lives of more people.

As of FY2024, 75% of our workforce comes from local communities, which is defined as the country where the respective subsidiary is located. These employees, and our entire workforce, are provided with access to a wide range of training and development programmes, enhancing their skillsets and ability to advance their careers within the Group. Read the "Empowering Our People" section on p. 76 of this Report to learn more.

Providing Direct Community Support

We support a diverse range of community-based causes through direct financial contributions. This includes donating cash to schools in the vicinity of our developments to fund the upgrading of facilities and making contributions to support religious organisations, NGOs, organisers of community-based sports events, and more. These contributions served to enhance local facilities, support the development of local prayer halls and cabins, and fund various welfare assistance programmes.

We also deliver direct community support by providing free basic health screenings, organising health talks in local communities, and through our blood donation drive – which addresses shortfalls in blood banks across government hospitals through the contributions of our employees. In addition, 70 of our employees in Melaka participated in the Terry Fox Run Melaka 2024, raising awareness and funds to support cancer research.



The highlights from our recent community-focused events



Strengthening Vital Environmental Ecosystems

While direct financial contributions provide targeted and immediate help to those in need, it is equally important that communities have a sustainable basis upon which to generate economic value over the long term. In this regard, environmental conservation and protection plays a critical role.

Through our mangrove planting programme, which was initiated in FY2022 and has involved the planting of 1,500 seedlings to date, we are working to revitalise mangrove forests across the state of Selangor. These forests are vital habitats to thousands of animal and plant species in the shallow seas' ecosystem, in turn providing economic opportunity to local fishermen and protecting local communities from the impact of extreme weather events brought about by climate change.

Taking these efforts further, our employees participated in the One Million Tree Planting in a Day programme organised by the Penang TYT Charity Foundation during FY2024, contributing to the state's reforestation and carbon sequestration efforts, which creates long-term benefits for its residents.

Instilling Positive Environmental Practices

Adopting a long-term perspective on community development, we strive to be advocates for environmental action and its role in driving economic advancement.

This is epitomised by our Green Truck programme, which we co-developed with MPMA and ExxonMobil Chemical. The programme revolves around a mobile truck that goes to schools, dispensing information on plastic recycling in an engaging and memorable way, and thus fostering students' commitment to supporting the circular plastic economy. In FY2024, the programmes continued to expand its reach to more locations across Peninsular Malaysia.

Our Back To Earth programme is another way that we are creating shared value between the environment and local communities. Under the programme, our employees compost food waste generated at our Shah Alam headquarters, creating an organic fertiliser that functions as a sustainable alternative to the conventional chemical fertilisers that are often used in agriculture. Through the programme, we created over 1,100 kg of compost in FY2024, donating this compost to local farmers to support their adoption of sustainable practices and strengthen our ties with the farming community. One of the recipients is a local farmer with a background in research on sustainable development, with the donation supporting his studies on innovative organic farming techniques.



Over 1,100 kg of food compost was donated to local farmers



Lastly, we expanded our actions on recycling during FY2024 through the Let's Go Green recycling event, which was organised by one of our property sales galleries. The event involved members of the local community, raising their awareness about the importance of recycling and giving them the opportunity to recycle various everyday items such as paper, plastic, metal, e-waste and textiles. Participants enjoyed a buffet lunch, while their children took part in various engaging activities including a DIY workshop to build a non-woven bag.

► OUR PERFORMANCE

In FY2024, we strengthened our community contributions by widening the reach of our existing initiatives and participating in localised initiatives across Malaysia. Our actions totalled to RM412,280 in direct financial donations, benefitting 44 beneficiaries, in addition to a wide range of positive indirect impacts in the form of improved access to essential services, upskilling, youth education and more.



LOOKING FORWARD

Reflecting on the progress we have made in our ESG journey over the years, the true meaning behind our vision – "Sustainable Growth, Better Tomorrow" – comes into sharp focus.

By viewing sustainability not as a series of one-off initiatives but as an enduring commitment, we have been able to make tangible and lasting positive impacts on natural environments, communities and national economies, while simultaneously opening new avenues for our business to grow.

Doing this has meant embedding sustainability deep within our strategies, operational processes and product offerings, and diligently working to achieve – and continually expand – our ESG goals. At the same time, it has required concerted collaboration with our partners across the value chain to align on objectives and create shared value.

Supported by our Group-wide investments in innovation, collaboration will continue to be the cornerstone of our ESG ambitions. By working closely with our partners, communities and stakeholders, we will take actions today that contribute to a more sustainable and resilient tomorrow – furthering a better future for all.

Encouraged by the progress we have made, and the many opportunities that lie ahead, let us continue this journey with determination and optimism, knowing that our collective efforts can transform "**Sustainable Growth, Better Tomorrow**" from vision to reality.

BURSA MALAYSIA SUSTAINABILITY PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2022	2023	2024
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	-	-	63.17
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Key Management	Percentage	100.00	100.00	100.00
Middle Management	Percentage	100.00	100.00	100.00
Executive	Percentage	100.00	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	33.33	31.82	28.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	894.210000	904.370000	979.150000
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	316,281.21	304,574.64	312,113.08
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	1.04	0.92	0.71
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	-	728
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Key Management Under 30	Percentage	-	-	0.00
Key Management Between 30-50	Percentage	-	-	22.22
Key Management Above 50	Percentage	-	-	77.78
Middle Management Under 30	Percentage	-	-	0.65
Middle Management Between 30-50	Percentage	-	-	61.29
Middle Management Above 50	Percentage	-	-	38.06
Executive Under 30	Percentage	-	-	18.50
Executive Between 30-50	Percentage	-	-	64.54
Executive Above 50	Percentage	-	-	16.96
Non-Executive Under 30	Percentage	-	-	35.01
Non-Executive Between 30-50	Percentage	-	-	56.34
Non-Executive Above 50	Percentage	-	-	8.65
Gender Group by Employee Category				
Key Management Male	Percentage	-	-	77.78
Key Management Female	Percentage	-	-	22.22
Middle Management Male	Percentage	-	-	69.03
Middle Management Female	Percentage	-	-	30.97
Executive Male	Percentage	-	-	58.34
Executive Female	Percentage	-	-	41.66
Non-Executive Male	Percentage	-	-	85.20
Non-Executive Female	Percentage	-	-	14.80

Indicator	Measurement Unit	2022	2023	2024
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	-	-	83.33
Female	Percentage	-	-	16.67
Under 30	Percentage	-	-	0.00
Between 30-50	Percentage	-	-	0.00
Above 50	Percentage	-	-	100.00
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Key Management	Hours	-	-	78
Middle Management	Hours	-	-	1,438
Executive	Hours	-	-	13,920
Non-Executive	Hours	-	-	14,503
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	-	-	8.05
Bursa C6(c) Total number of employee turnover by employee category				
Key Management	Number	-	-	1
Middle Management	Number	-	-	9
Executive	Number	-	-	149
Non-Executive	Number	-	-	827
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	-	-	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	-	-	412,280.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-	44

GLOBAL REPORTING INITIATIVE CONTENT INDEX

Scientex Berhad has reported the information cited in this GRI content index for the period 1 August 2023 to 31 July 2024 with reference to the GRI Standards.

GRI Standards	Disclosure Number	Disclosures	Page Reference
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	The organisation and its reporting practices		
	2-1	Organisational details	About This Report, page 2; About Scientex Berhad, page 9 - 13
	2-2	Entities included in the organisation's sustainability reporting	About This Report, page 2
	2-3	Reporting period, frequency and contact point	About This Report, page 2
	2-4	Restatements of information	About This Report, page 2; Optimising Consumption of Materials, page 56; Reducing Energy Consumption and Emissions, page 60; Occupational Safety and Health, page 74 - 75
	2-5	External assurance	About This Report, page 2
	Activities and workers		
	2-6	Activities, value chain and other business relationships	About Scientex Berhad, page 9 - 14
	2-7	Employees	About Scientex Berhad, page 14; Empowering Our People, page 80
	2-8	Workers who are not employees	Empowering Our People, page 80
	Governance		
	2-9	Governance structure and composition	Sustainability Governance, page 20 - 21
	2-10	Nomination and selection of the highest governance body	Sustainability Governance, page 20 - 21; Corporate Governance Overview Statement, IAR 2024 page 93 - 96
	2-11	Chair of the highest governance body	Sustainability Governance, page 20 - 21
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, page 20 - 21
	2-13	Delegation of responsibility for managing impacts	Sustainability Governance, page 20 - 21
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, page 20 - 21
	2-15	Conflicts of interest	Board of Directors, IAR 2024 page 26 - 28 Corporate Governance Overview Statement, IAR 2024, page 92 - 93 Audit Committee Report, IAR 2024, page 103 - 105

GRI Standards	Disclosure Number	Disclosures	Page Reference
	2-16	Communication of critical concerns	Sustainability Governance, page 20 - 21; Empowering Our People, page 78 - 79
	2-17	Collective knowledge of the highest governance body	Sustainability Governance, page 20 - 21; Corporate Governance Overview Statement, IAR 2024, page 93 - 96
	2-18	Evaluation of the performance of the highest governance body	Sustainability Governance, page 20 - 21; Corporate Governance Overview Statement, IAR 2024, page 93 - 96
	2-19	Remuneration policies	Corporate Governance Overview Statement, IAR 2024, page 93 - 97
	2-20	Process to determine remuneration	Corporate Governance Overview Statement, IAR 2024, page 93 - 97
Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	A Message From Our Chief Executive Officer, page 6 - 8
	2-23	Policy commitments	Responsible Business Conduct and Governance, page 32 - 34; Empowering Our People, page 76 - 77
	2-24	Embedding policy commitments	Responsible Business Conduct and Governance, page 32 - 34; Embedding Sustainability in Our Business Processes, page 19
	2-25	Processes to remediate negative impacts	Responsible Business Conduct and Governance, page 33; Empowering Our People, page 78 - 79
	2-26	Mechanisms for seeking advice and raising concerns	Responsible Business Conduct and Governance, page 33; Empowering Our People, page 78 - 79
	2-27	Compliance with laws and regulations	Responsible Business Conduct and Governance, page 34; Responsible Waste Management, page 52; Environmental Compliance, page 67; Empowering Our People, page 81
	2-28	Membership associations	About This Report, page 15

GRI Standards	Disclosure Number	Disclosures	Page Reference
Stakeholder engagement			
	2-29	Approach to stakeholder engagement	Engaging Our Stakeholders, page 22 - 23
	2-30	Collective bargaining agreements	Empowering Our People, page 78 - 79
MATERIAL TOPIC			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality, page 24 - 25
	3-2	List of material topics	Materiality, page 24 - 25
TOPIC-SPECIFIC DISCLOSURES: SUSTAINABILITY TOPICS			
RESPONSIBLE BUSINESS CONDUCT AND GOVERNANCE			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Business Conduct and Governance, page 32 - 34
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Responsible Business Conduct and Governance, page 32 - 34; Key Risks and Mitigation Section, IAR 2024, page 49 - 53
	205-2	Communication and training about anti-corruption policies and procedures	Responsible Business Conduct and Governance, page 34
	205-3	Confirmed incidents of corruption and action taken	Responsible Business Conduct and Governance, page 34
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Business Conduct and Governance, page 34; Environmental Compliance, page 67
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Business Conduct and Governance, page 34; Environmental Compliance, page 67
PROVIDING AFFORDABLE HOUSING			
GRI 3: Material Topics 2021	3-3	Management of material topics	Providing Affordable Housing, page 35 - 37;
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	Providing Affordable Housing, page 35 - 37; Contributing to Local Communities, page 82
PRODUCT INNOVATION			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product Innovation, page 38 - 44
ECONOMIC VALUE CONTRIBUTED			
GRI 3: Material Topics 2021	3-3	Management of material topics	Economic Value Contributed, page 45 - 46
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Value Contributed, page 45 - 46

GRI Standards	Disclosure Number	Disclosures	Page Reference
RESPONSIBLE WASTE MANAGEMENT			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Waste Management, page 48 - 52
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Responsible Waste Management, page 48 - 52
	306-2	Management of significant waste-related impacts	Responsible Waste Management, page 48 - 52
	306-3	Waste generated	Responsible Waste Management, page 52
	306-4	Water diverted from disposal	Responsible Waste Management, page 52
	306-5	Waste directed to disposal	Responsible Waste Management, page 52
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	Responsible Waste Management, page 50
OPTIMISING CONSUMPTION OF MATERIALS			
GRI 3: Material Topics 2021	3-3	Management of material topics	Optimising Consumption of Materials, page 53 - 56
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Optimising Consumption of Materials, page 55
	301-2	Recycled input materials used	Optimising Consumption of Materials, page 55
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared source	Optimising Consumption of Materials, page 55 - 56
	303-3	Water withdrawal	Optimising Consumption of Materials, page 55 - 56
	303-5	Water consumption	Optimising Consumption of Materials, page 55 - 56
REDUCING ENERGY CONSUMPTION AND EMISSIONS			
GRI 3: Material Topics 2021	3-3	Management of material topics	Reducing Energy Consumption and Emissions, page 57 - 61
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Reducing Energy Consumption and Emissions, page 59 - 60
	302-3	Energy Intensity	Reducing Energy Consumption and Emissions, page 50 - 60
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Reducing Energy Consumption and Emissions, page 60 - 61
	305-2	Energy indirect (Scope 2) GHG emissions	Reducing Energy Consumption and Emissions, page 60 - 61
	305-4	GHG emissions intensity	Reducing Energy Consumption and Emissions, page 60 - 61
ENVIRONMENTAL COMPLIANCE			
GRI 3: Material Topics 2021	3-3	Management of material topics	Environmental Compliance, page 62 - 68

GRI Standards	Disclosure Number	Disclosures	Page Reference
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Compliance, page 65 - 66
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Environmental Compliance, page 65 - 66
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Environmental Compliance, page 62 - 64 and 67
OCCUPATIONAL SAFETY AND HEALTH			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Safety and Health, page 70 - 75
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Safety and Health, page 70 - 73
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health, page 70 - 72
	403-3	Occupational health services	Occupational Safety and Health, page 70 - 73
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health, page 70 - 73
	403-5	Worker training on occupational health and safety	Occupational Safety and Health, page 72
	403-6	Promotion of worker health	Occupational Safety and Health, page 72 - 73; Empowering Our People, page 77 - 79
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health, page 70 - 73
	403-9	Work-related injuries	Occupational Safety and Health, page 74 - 75
	403-10	Work-related ill health	Occupational Safety and Health, page 74 - 75
EMPOWERING OUR PEOPLE			
GRI 3: Material Topics 2021	3-3	Management of material topics	Empowering Our People, page 76 - 81
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Empowering Our People, page 80 - 81
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our People, page 77 - 79
	401-3	Parental Leave	Empowering Our People, page 81
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Empowering Our People, page 81
	404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Our People, page 78 - 79
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity of governance bodies and employees	Empowering Our People, page 80

GRI Standards	Disclosure Number	Disclosures	Page Reference
CONTRIBUTING TO LOCAL COMMUNITIES			
GRI 3: Material Topics 2021	3-3	Management of material topics	Contributing to Local Communities, page 82 - 84
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Environmental Compliance, page 65 - 67; Contributing to Local Communities, page 82 - 84

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