

SUSTAINABILITY STATEMENT

At George Kent (“GK”) or (“the Group”), we continually assess and improve our sustainability performance and work closely with all our stakeholders to deliver on our purpose of shaping a better future.

We create value for our stakeholders and aim to:



Produce products and services of the highest quality standards



Encourage and support our people



Protect the environment



Care for the community



Work with integrity and practice good governance



Safeguard the shareholders' interests

In compliance with regulatory requirements and to contribute to the global and national sustainability agenda, we continue to deliver on our commitments, address emerging issues, and continuously improve our processes.

SUSTAINABILITY STATEMENT

(CONT'D)

ABOUT THIS REPORT

This report provides information on our sustainability objectives and strategies. Our stakeholders will learn about the sustainable initiatives we are implementing, their progress and actionable patterns. It elucidates how we mobilise our resources and scale the Group to manufacture and develop products and services to build a more sustainable world.

Scope and Boundary

The disclosures in this report encompass all GK subsidiaries and business operations in Malaysia that are directly controlled by GK, as listed below, unless specified otherwise. The report does not include inactive or dormant subsidiaries. It also does not include Environment, Health and Safety (“EHS”) data from the engineering division, as our new engineering projects were awarded in FYE2025, and the projects have not commenced. This context is important for stakeholders to understand the relevance and applicability of the information provided.

- George Kent (Malaysia) Berhad
- George Kent Metering Sdn. Bhd
- Kent Precision Plastics Sdn. Bhd

Reporting Period

This report covers the Economic, Environmental, Social and Governance (“EESG”) activities from 1 April 2024 to 31 March 2025 (FY2025). Historical data from previous years are also included to illustrate trends, provide a basis for comparison and assess our progress.

Reporting Cycle

Annually, coinciding with our annual reporting.

Reporting Guidelines and Frameworks:

Aligned with the requirements below, we continue our robust reporting process, track our progress, and transparently report details of our sustainability journey to our stakeholders. The performance data enumerates Bursa Malaysia’s common indicator requirements, which are mapped against the GRI and FTSE4Good frameworks’ indicators and recommendations. In addition, looking ahead, in the year under review, we are transitioning our disclosure in compliance with the National Sustainability Reporting Framework (“NSRF”), which is consistent with the International Financial Reporting Standards (“IFRS”), International Sustainability Standards Board (“ISSB”) S1 and S2, Sustainability Accounting Standards Board (“SASB”).

Primary

- Bursa Malaysia Sustainability Reporting Guide (3rd Edition)
- Malaysian Code on Corporate Governance (“MCCG”) 2021

References

- Global Sustainability Reporting Standards (“GRI Standards”) 2021
- United Nations Sustainable Development Goals (“SDGs”)
- Financial Times Stock Exchange (“FTSE4Good”)
- Sustainability Accounting Standards Board (“SASB”)
 - Engineering & Construction Services
 - Industrial Machinery and Goods Industry

Statement of Assurance

The GK Internal Audit Department has reviewed the Sustainability Statement, in compliance with Practice Note 9 published by Bursa Malaysia Berhad, to strengthen the reporting credibility. The material matters and scope covered by the Internal Audit Department for review were as follows:

1. Electricity Consumption for the Metering Division
2. Solar Energy Consumption for the Metering Division
3. Fuel Consumption for all Company Vehicles
4. Gas Consumption for the Metering Division
5. Water Withdrawal & Water Discharge
6. Recycle Input Material (Brass Rod)
7. Total Waste Generated (Hazardous, General, Recycled and Non-Recycled)

The Internal Audit Department has verified the information reported against the supporting documents and confirmed that the information reported is consistent and accurate.

Feedback

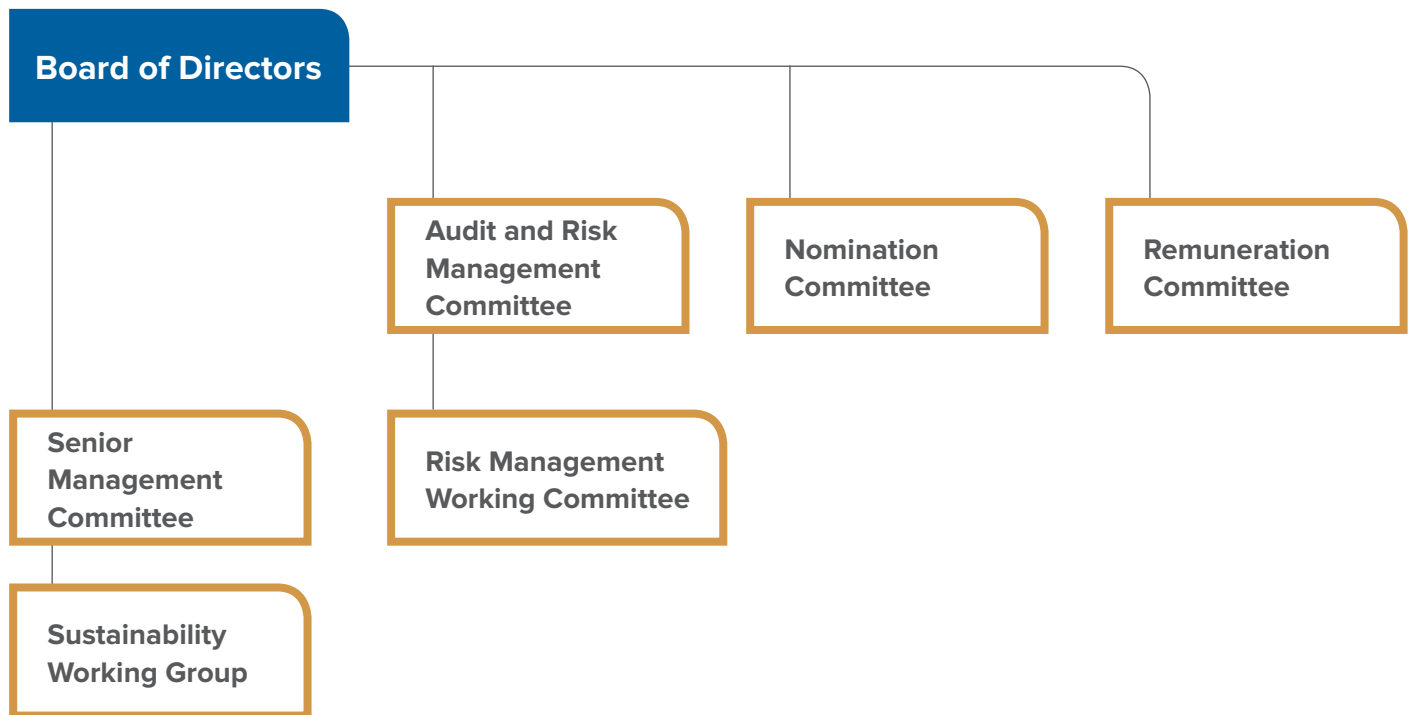
We welcome your feedback. Email us at mkt@georgekent.net.

SUSTAINABILITY STATEMENT (CONT'D)

OUR APPROACH TO SUSTAINABILITY

Our approach to Sustainability is supported and strengthened by our ongoing efforts to enhance accountability, transparency and engagement. Additionally, we leverage our robust sustainability governance structure to foster sound management and a culture of accountability.

SUSTAINABILITY GOVERNANCE



BOARD OF DIRECTORS ("the Board")

Led by the Executive Chairman, the Board is responsible for driving sustainability in the Group. Part of their fiduciary duties is directly overseeing EESG elements, material sustainability matters and sustainability risks and opportunities ("SRO"). The Board approves the targets for attaining cleaner and sustainable growth to align with stakeholders' expectation, whose intensity has grown across various sustainability issues, including health and safety, governance, environmental protection and climate action.

Scope of responsibilities:

- Oversees the conduct of assurance activities pertaining to the Group's sustainability reporting processes.
- Approves sustainability strategy and targets, policies, materiality assessment process and outcome; and sustainability statement.
- Oversees management of material sustainability matters.
- Monitors implementation of sustainability strategies and policies and performance against targets.

SUSTAINABILITY STATEMENT

(CONT'D)

Audit and Risk Management Committee (“ARMC”)

The ARMC is a Board Committee comprised solely of Non-Executive Directors with a majority of Independent Directors. The ARMC reviews the adequacy and integrity of the Group’s internal control systems and processes. The ARMC scrutinizes the links between the sustainability matters and financial performance. The ARMC identifies and reviews relevant material risks including sustainability-related risks and ensures appropriate actions are taken. The ARMC evaluates overall sustainability-related risks and opportunities, including a focus on climate-related and H&S issues. The ARMC ensures the integration of sustainability risks and opportunities within the Risk Management Framework.

Nominating Committee (“NC”)

The NC is a Board Committee comprised solely of Non-Executive Directors with a majority of Independent Directors. The NC ensures the Board has the necessary skills and expertise to make informed decisions on sustainability related matters, including identifying and nominating candidates with relevant experience and expertise. The NC also evaluates the Board’s performance annually, ensuring the Board is effectively addressing sustainability issues.

Remuneration Committee (“RC”)

The RC is a Board Committee primarily responsible for reviewing the remuneration of Directors and Senior Management. The RC reviews the Directors and Senior Management performance including evaluation against agreed sustainability-linked KPIs.

SENIOR MANAGEMENT COMMITTEE (“SMC”)

The Sustainability Steering Committee has been dissolved, and all its scope of responsibilities were assumed by the existing SMC with a Sustainability Working Group to enhance operational efficiency and to support the Board in fulfilling its sustainability obligations. The SMC is chaired by the Chief Operations Officer – Metering & Engineering (“COO”), who in turn is supported by the key members of Senior Management. The SMC convenes monthly meeting to review key issues and business strategies, including sustainability-related matters. It also reviews and evaluates all sustainability commitments to ensure they are aligned with the Group’s Vision, Mission and Values. The SMC is in charge of setting important initiatives and sustainable growth plans and guiding operational functions.

The COO is the designated person to provide dedicated focus to manage sustainability strategically, including the integration of sustainability considerations in the operations of GK group.

Scope of responsibilities:

- Develops sustainability strategy and policies and recommends revisions to the Board.
- Ensures the implementation of sustainability strategy is aligned across GK Group.
- Reviews the materiality assessment process and outcome.
- Reviews the sustainability statement prior to approval by the Board.
- Recommends and develops the sustainability-linked KPIs as part of Board’s and senior management’s performance evaluation scorecard.

SUSTAINABILITY WORKING GROUP (“SWG”)

The SWG consisting of the Head of Departments (“HODs”). The SWG ensures that sustainability efforts are incorporated across the GK group, and all pertinent issues are directly managed by the HODs. The SWG develops plans and execute strategies to accomplish GK EESG responsibilities whilst monitoring the data to guarantee the success of GK sustainability programmes.

Scope of responsibilities:








- Consolidates sustainability report and data.
- Undertake the materiality assessment process.
- Aligns practices on the ground with the organisation-wide sustainability agenda and strategy.
- Executes and monitors sustainability activities and performance against targets.

SUSTAINABILITY STATEMENT (CONT'D)

STAKEHOLDER ENGAGEMENT

The Group maintains constant and transparent communication with our stakeholders to understand their concerns and respond effectively as well as anticipate their needs. Our stakeholder engagement follows a meticulous process. First, we categorise stakeholder groups by priority. Then, we identify areas and opportunities for engagement and communication. Our stakeholder engagement is conducted throughout the year, and the frequency ranges from day-to-day interactions to formal and regular meetings, surveys and ad hoc discussions.

The table below lists our stakeholders, their areas of concern, and the engagement channels and responses we have undertaken to address them.

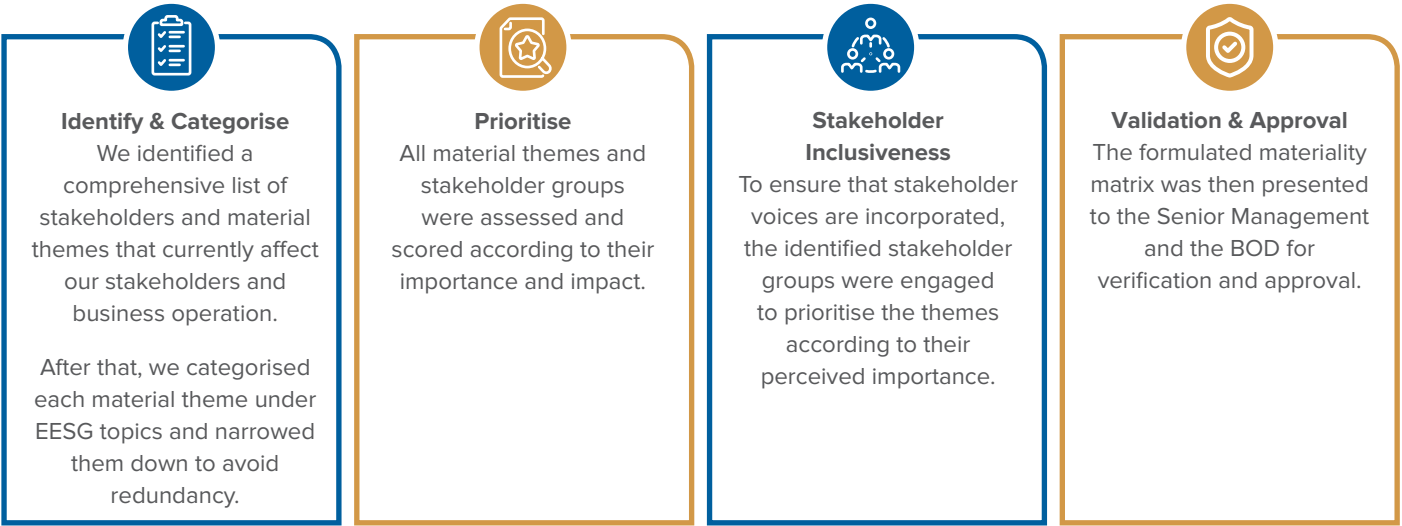
Stakeholder Group	Areas of Concern	Engagement Methods and Responses
Investors 	<ul style="list-style-type: none"> • Profitability & growth • Communication • Reputation 	<ul style="list-style-type: none"> • Good corporate governance and risk management practices • Transparent and timely disclosure of economic and financial information • Analyst briefings on economic strategy • Economic growth • EESG survey response • Media releases on corporate developments
Customers 	<ul style="list-style-type: none"> • High-quality goods and services • Immediate response • Timely delivery • Sustainable products 	<ul style="list-style-type: none"> • ISO 9001 and ISO 4064 certifications • Product warranty and customer discussion • On-Time Delivery ("OTD") Targets • Reputation • Compliance with all competition & antitrust laws
Employees 	<ul style="list-style-type: none"> • Career development • Health & safety • Sports and welfare • Fair remuneration • Communication 	<ul style="list-style-type: none"> • Training and Succession Planning • ISO 45001 certification and health benefits • Salary benchmarking and performance reviews • H&S representation • Collaboration with NGOs and Industry Association • GK Sports Club • GK Newsletter
Communities 	<ul style="list-style-type: none"> • Stakeholder engagements • Community initiatives • Labour practices 	<ul style="list-style-type: none"> • GK Education Programme • 48-hour response to community queries • Safeguarding of the environment and health • NGO and local community engagements
Vendors and Contractors 	<ul style="list-style-type: none"> • Fair & transparent competition • Health & safety 	<ul style="list-style-type: none"> • Procurement Health, Safety & Environment ("HSE") criteria • Health and safety of on-site activities • Fair procurement process and collaborative improvement • Participation in the HSE Committee • Training and performance evaluation • Anti-corruption training and awareness
Regulators 	<ul style="list-style-type: none"> • Regulatory compliance • Meaningful collaboration • Environmental protection 	<ul style="list-style-type: none"> • Compliance training and seminars • Integrity Management Plan • Renewal of license and permits • Collaboration to improve ESG matters • "0" Non-compliance targets • Sustainability targets
Business Partners 	<ul style="list-style-type: none"> • Product portfolio • End-user experience • Quality and certifications • Mutual growth • Sales support 	<ul style="list-style-type: none"> • Regular meetings and engagement to provide updates on market information • Training on product knowledge • Collaborative improvement and growth • Timely correspondence

SUSTAINABILITY STATEMENT

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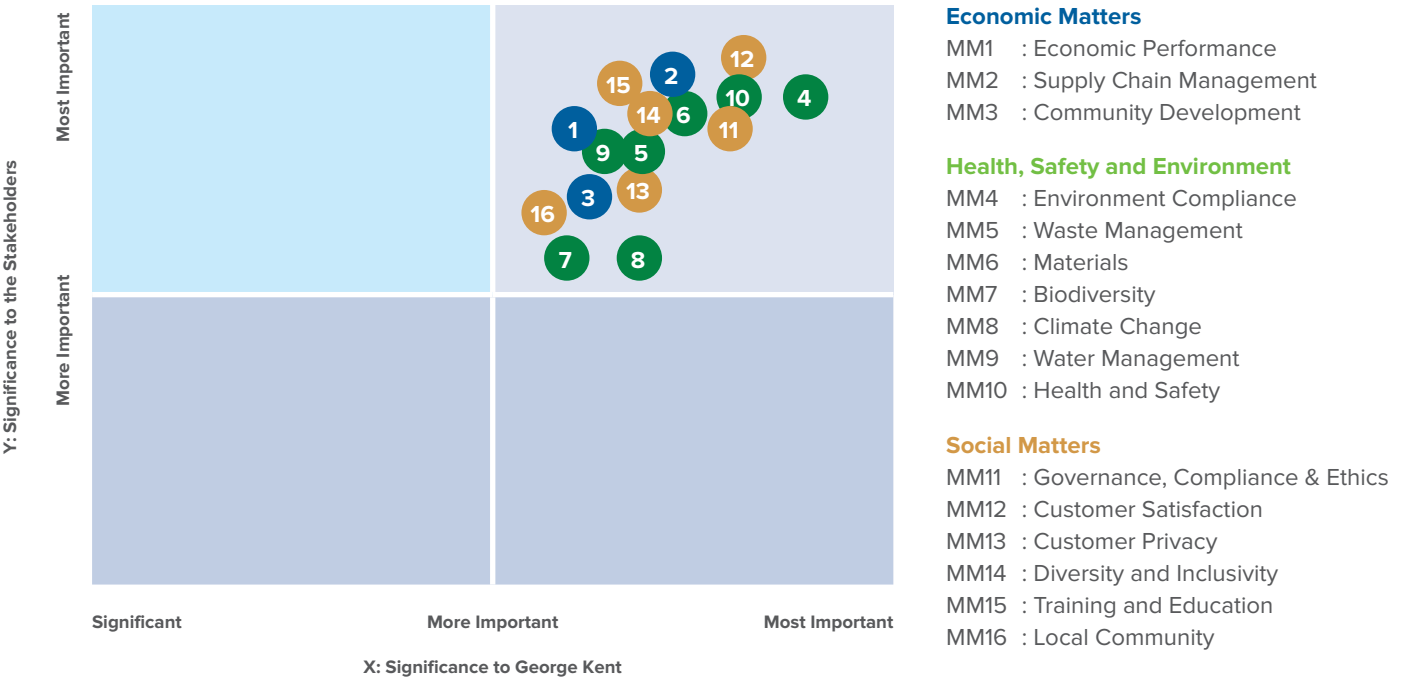
MATERIAL MATTERS (“MMS”)

The Group Materiality Matrix (“MMs”) ensures that recent external and internal developments and changes are incorporated and considered in our sustainability strategies. In the year under review, our previously identified material issues remained consistent with those of FY2025; there were no emerging issues that we could identify with the type of activities we have; hence the MMs remain unchanged. Moreover, our business scope underwent no significant change.



MATERIALITY MATRIX

The sustainability issues mapped on the upper right-hand quadrant of the matrix are the ones deemed most significant by both the Group and our stakeholders. The Group’s top four material issues are: Customer Satisfaction, Health and Safety, Environment Compliance, and Governance, Compliance & Ethics. All of these are closely linked to the core nature of our business.



SUSTAINABILITY STATEMENT (CONT'D)

SUSTAINABILITY RISK MANAGEMENT

The Group's Audit & Risk Management Committee ("ARMC") is a Board Committee delegated to supervise the overall enterprise risk management practices within the Group. It ensures that our business and operations adhere to a robust and sound risk management framework that incorporates the industry's best practices in risk management. Our risk management practices comply with the ISO 31000 risk management standard and the Malaysian Code on Corporate Governance 2021.

We review our regulatory and standards compliance with Quality Management Systems (ISO 9001:2015), Environmental Management Systems (ISO 14001:2015), and Occupational Health and Safety Management Systems (ISO 45001:2018). Additionally, we adhere to Anti-Bribery Management Systems (ISO 37001:2016).

The ARMC engages in quarterly meetings with the Risk Management Working Group. During these reviews, sustainability is assessed through the risk identification, analysis, treatment, and monitoring of EESG and governance risk registers applicable to our business operations. The results of these reviews are presented during the annual management meeting.

SUSTAINABILITY RISKS AND OPPORTUNITIES










The table below outlines the Group's SROs and material matters that consider the interests of the Group's various stakeholders, alongside those that can impact the company's prospects, business model, strategy, and cash flows.

Business Continuity and Crisis Management Plans

Having a Business Continuity Plan ("BCP"), which includes Crisis Management Plans, enables us to respond and recover from disruptive events in a timely manner and continue delivering products and services following a disruptive incident, whether environmental, social or health and safety issues. With our BCP in place, our stakeholders can rest assured that we have pre-designed resiliency and recovery strategies for continuing or restarting critical business services.

Material Matters	Risks	Opportunities
MM1: Economic Performance 	<p>New technologies make our products obsolete and unmarketable.</p> <p>Stiff competition in both domestic and export markets.</p>	<p>Continuous Research & Development ("R&D") to develop products that meet the market expectations.</p> <p>Build a more diverse range of products and provide comprehensive solutions.</p> <p>Diversification into other sectors within the construction industry.</p>
MM2: Supply Chain Management 	<p>Price increase on component purchases.</p>	<p>Localisation of components supplied from overseas.</p>
MM3: Community Development 	<p>Lack of support or engagement from the public, as well as criticism.</p>	<p>Active engagement with the municipal council and authorities.</p> <p>Support for issues affecting the local community, including recycling, health, hygiene, cleanliness, the environment, safety, and crime prevention.</p>
MM4: Environmental Compliance 	<p>Non-compliance with waste regulations can result in penalties and reputational damage.</p>	<p>Establish policies and procedures and ensure effective monitoring of compliance to ensure business continuity and prevent penalties.</p>

SUSTAINABILITY STATEMENT (CONT'D)

Material Matters	Risks	Opportunities
MM5: Waste Management 	Contamination of land with spilt chemicals or oils.	Ensure the competency of employees through advanced training and programs in handling chemicals and oils.
MM6: Materials 	Poor material quality leads to wastage and the production of low-quality products.	Consistent quality inspection and rejection of low-quality materials will improve the overall quality of finished goods, thereby enhancing customer satisfaction and building a strong reputation.
MM7: Biodiversity 	Lack of biodiversity conservation.	Replanting trees in the vicinity can help reduce heat and offset CO ₂ emissions.
MM8: Climate Change 	Usage of fossil fuels and the emission of heat and fumes from production contribute to climate change.	Sustainable energy sources, such as solar, can reduce electricity consumption, costs, and greenhouse gas ("GHG") emissions.
MM9: Water Management 	Water wastage.	<p>A rainwater tank in place helps reduce water usage from the public utility company.</p> <p>Underground water tanks at the factory used for testing are continuously recycled to minimise water usage.</p>
MM10: Health and Safety 	<p>Unsafe action by workers and a hazardous working environment.</p> <p>Penalty/fines imposed and premises sealed by authorities due to H&S issues.</p>	<p>Established Occupational Safety and Health Act ("OSHA") manual/Safety Operating Procedures.</p> <p>Before the start of each subcontractor's work package, hold a kick-off safety meeting to cover the risks and hazards that will be present throughout each stage of construction.</p>
MM11: Governance, Compliance & Ethics 	<p>Poor corporate governance may tarnish reputation and image.</p> <p>Non-compliance with statutory and regulatory requirements causes legal repercussions, penalties, and reputational damage.</p>	<p>Set adequate procedures for implementation in compliance with "Corporate Liability Provisions" section 17a MACC Act 2018 and monitor changes in company, corporate and construction laws/enactment of new laws.</p> <p>Establishing and enforcing sound policies and procedures in line with statutory and regulatory requirements to ensure mitigation.</p>
MM12: Customer Satisfaction 	Poor material quality and customer satisfaction rating.	Audit the supplier which has a quality issue.
MM13: Customer Privacy 	Ransomware or malware attack leading to theft of customer data.	<p>Tighten firewall & network switch configuration policy.</p> <p>Configure antivirus to prevent unauthorised or unrecognised programs from executing on the servers.</p>

SUSTAINABILITY STATEMENT (CONT'D)

Material Matters	Risks	Opportunities
MM14: Diversity and Inclusivity 	Lack of open communication and transparency due to a lack of diversity in organisational culture.	Shape a diverse and inclusive workforce whilst at the same time attracting and retaining talents via regular open communication sessions with the Management and regular group participation or activities such as group meetings, teambuilding activities.
MM15: Training and Education 	Manpower Competency	Development of skills such as leadership skills & managerial traits training.
MM16: Local Community 	Hazards or disasters in the surrounding areas include pollution, floods, fires, accidents, pandemics, and crime.	Active engagement with the municipal council (MPS) and authorities such as BOMBA, DOE, MOH, JTK, PDRM and support issues affecting the local community, such as recycling, health, hygiene, cleanliness, environment, safety, and crime prevention, can improve public image.

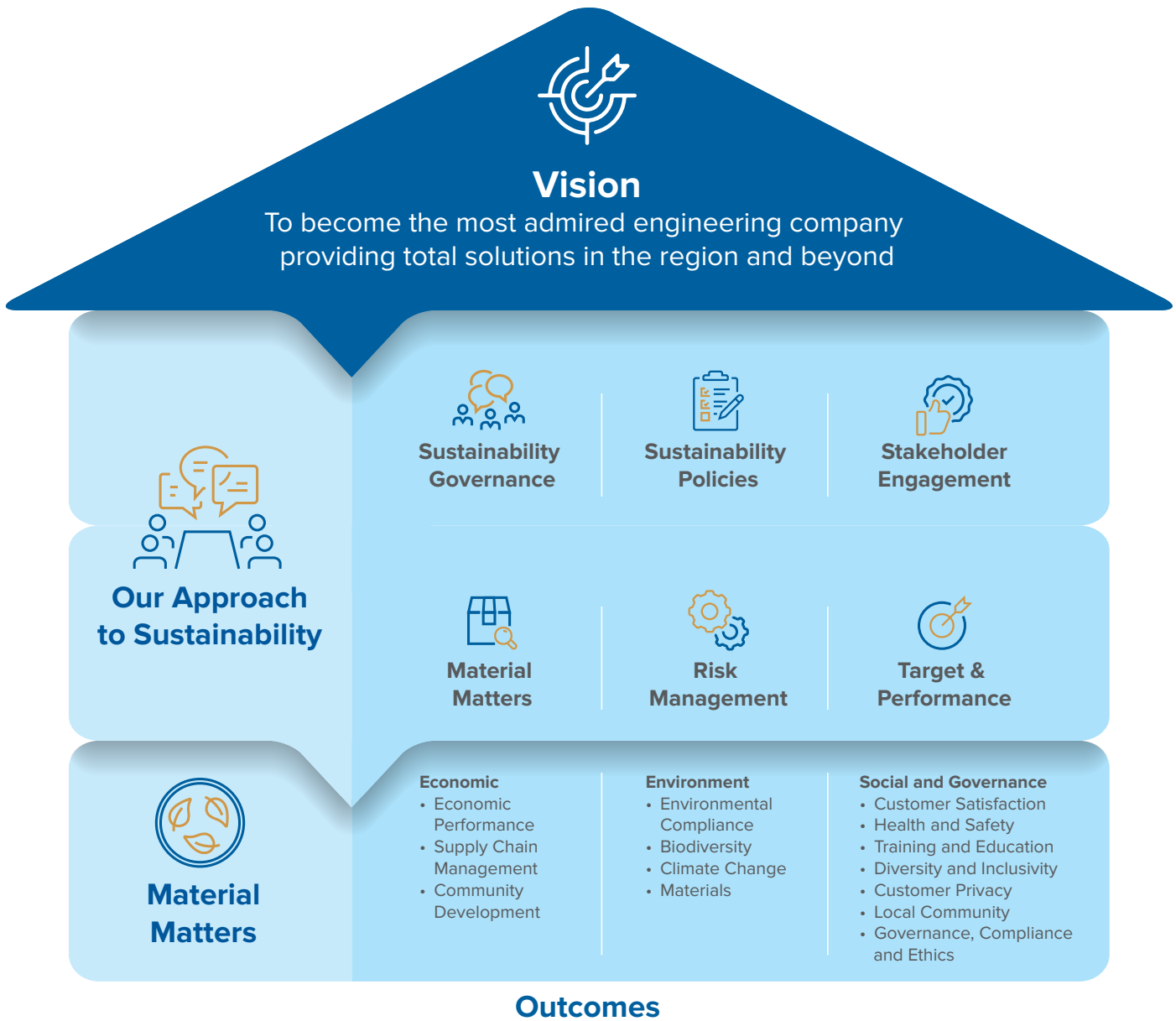


SUSTAINABILITY STATEMENT

(CONT'D)

SUSTAINABILITY FRAMEWORK

We hold ourselves accountable for achieving our commitments. Our framework hinges on our Vision and Sustainability Approach, which drives our EESG performance and engages our internal and external stakeholders.



Outcomes

Achieving National and Global Agenda:

National Contribution to Reduce Climate Change

Sustainable Development Goals



SUSTAINABILITY STATEMENT (CONT'D)

Targets and Performance

At GK, sustainability KPIs are actively governed on projects and contracts, and reported to the Sustainability Committee to safeguard socio-economic issues and sustainable value within the business. Negative impacts of material matters are mitigated within each business and across the supply chain, value chain, and the entire business ecosystem.

Below is a snapshot of our targets and performance; further details are available in the Management Approach of the Material Matters section.

Targets and Performance Indicators		
Sustainability Matters	Targets	Performance
Economy		
Supply Chain Management	80% Annual Local Purchasing	Achieved: 84%
	80% Yearly Assessment Target	Achieved: 91%
	Localisation of components supplied from overseas	Ongoing
Environment, Health and Safety		
Environmental Compliance	Zero environmental fines or penalties from authorities	Achieved: 100%
Waste Management	Reduce product rejects by 3%	Achieved: 100%
Water Management	5% lower water usage by 2025 Base line is 35,082 m ³ .	Achieved: 34,570 m ³ equivalent to 1.5%
Biodiversity	Zero impact on biodiversity	Achieved: 100%
Climate Change	Target 1: 2025 5% reduction in electricity usage by FY2025. Based on FY2020. Applicable for office and Metering Division.	Achieved/GJ 2024: 15,146.3 (-14.6%) 2025: 11,878.8 (10.08%)
	Target 2: 2025 10% GHG intensity emissions reduction by FY2025. Based on FY2020 for Scope 1 & 2. Applicable for the office and Metering Division.	Achieved/tCO ₂ e Scope 1: 221.4 (-478.06%) Scope 2: 165.6 (11.95%)
	Target 3: 2030 10% GHG intensity emissions reduction by FY2030. Based on FY2024 for Scope 1, 2 & 3 (employee commuting and business travel only). Applicable for office and Metering Division.	Achieved: tCO ₂ e FY2022: 34.8 (2.6%) FY2023: 240.6 (18%) FY2024: -25.2 (-1.9%) FY2025: 60.89 (4.6%)
	Net Zero 2050	
Health and Safety	Achieve "0" LTIR Maintain "0" fatalities	FY2023: 0.32 FY2024: 0.78 FY2025: "0" FY2023 – 2025: "0" Fatality
Social and Governance		
Governance, Compliance & Ethics	"0" Incidents of bribery and corruption	Achieved: 100%
Training & Education	20 hours of H&S training/per employee per year	Achieved: 21 hours
Diversity & Inclusivity	30% Female Director representation	Achieved: 40%
Customer Privacy	"0" Breach of Customer Privacy	Achieved: 100%

SUSTAINABILITY STATEMENT

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MANAGEMENT APPROACH FOR MATERIAL MATTERS

The Group continues to structure its sustainability disclosures according to EESG elements. The material matters in this chapter reflect the Group’s risk priorities, strategic positioning, and stakeholder expectations. Each material matter is addressed with a robust governance structure, defined strategies, supporting initiatives, and measurable metrics, targets, and performance.



ECONOMIC MATTERS

Our economic performance is focused on sustaining commercial resilience while advancing local value creation. Anchored by three key areas: business continuity, responsible procurement, and community partnerships, the Group continued to navigate an evolving business environment with a strong emphasis on national development, local supply chain resilience, and stakeholder inclusivity. Addressing these three economic matters will contribute to the SDGs 4, 8, and 11.



4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES

Economic Material Matters	Related SDGs
MM1: Economic Performance	SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
MM2: Supply Chain Management	SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
MM3: Community Development	SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

MM1: ECONOMIC PERFORMANCE



Economic growth and sustainability are interlinked, and although they appear to be competing, with the right strategy and balance, both can be mutually beneficial in contributing to long-term growth and development. Implementing sustainable practices often requires investments, which can yield direct economic benefits reflected in our business activities’ income, profit, taxes, and employment. Since its establishment, GK has consistently manufactured top-quality metering products and delivered quality construction infrastructure projects that bring financial value, create conditions to promote greater opportunity for our stakeholders, and contribute to Malaysia’s Policy of Shared Prosperity Vision 2030.

The following table illustrates the Group’s direct contributions to the national economy and stakeholder value:

FY2025 Direct Economic Impact (RM '000)	
Economic value generated	133,538
Tax income	1,930
Employee wages	19,790
Dividend	7,825
Number of employees	236

SUSTAINABILITY STATEMENT (CONT'D)

MM2: SUPPLY CHAIN MANAGEMENT



GK has aligned with SDG 8, promoting sustainable economic growth in the supply chain. SCM focuses on creating long-term value for the company and our stakeholders by fostering collaboration among supply chain partners. GK vendor localisation supports national supply chain resilience. Where possible, we continue to prioritise local sourcing and are expected to maintain a high proportion of Malaysian vendors, including SMEs.

We have established a Vendor Code of Ethics, upholding the principles of integrity, accountability, and fairness in procurement activities. Our suppliers and vendors are also expected to consistently act in accordance with the principles outlined in the George Kent Sustainability Policy ("GKSP"). These policies are distributed to vendors, suppliers, contractors, and subcontractors and are also posted on the company website. <https://georgekent.net/corporate-governance/>

The table below presents data on our local purchasing over the past three years. In FY2025, the proportion allocated to local suppliers reached 59%, amounting to RM85.067 million out of a total supplier spend of RM143.612 million, reflecting a 25% decrease compared to the previous year. While the proportion decreased, the overall value of local procurement remains substantial, and the Group continues to prioritise Malaysian vendors where feasible. We are also reviewing our procurement structure to strengthen localisation efforts while meeting complex technical and project requirements.

Proportion of spending on local suppliers C7(a)

Period	Total amount of spending on all suppliers (RM'000)	Total amount spent on local suppliers (RM'000)	Proportion of spending on local suppliers
FY2025	143,612	85,067	59%
FY2024	126,591	106,932	84%
FY2023	211,621	145,442	69%

We are also pleased to report that all new suppliers are assessed under the OHSE Management System as part of our vendor screening practices.

The assessment results are presented during the Management Review Meeting every September. The cut-off period is July.

Supplier Assessment Yearly Target: >80%	Performance		
	2024	2023	2022
Criteria:	89%	94%	91%
<ul style="list-style-type: none"> On-time delivery No HSEQ or Non-conformance/ Corrective Action Request issued Continual improvement Overall service & responsiveness 			

SUSTAINABILITY STATEMENT

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MM3: COMMUNITY DEVELOPMENT



Community development and collaboration are intertwined processes in which people and organisations work together to improve a community’s well-being and quality of life and achieve shared goals. To this end, the Group has leveraged its expertise in engineering and water supply infrastructure, contributing to SDGs 4 and 11.

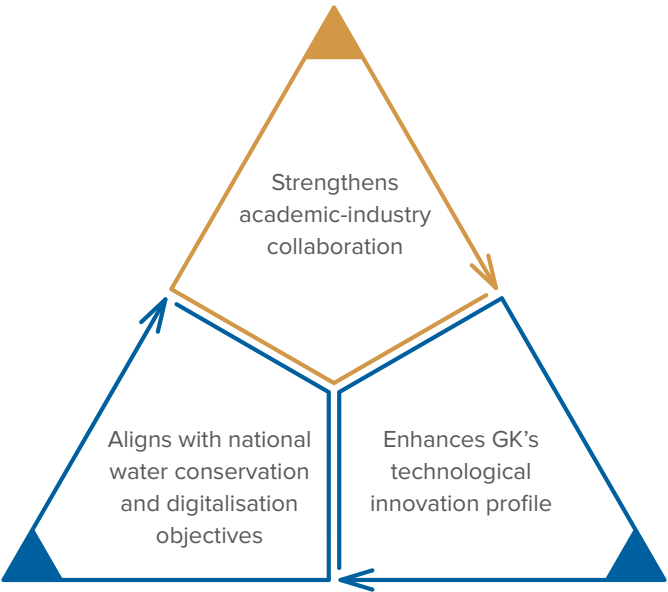
Strategic Partnerships

Academic-Industry Collaboration with University of Technology Sarawak (“UTS”)

The UTS partnership remains active in FY2025. We have successfully installed four smart water meters at the UTS Smart House, and the system has been operational since February 2025. Currently, the university is collecting data for further analysis. UTS will share their findings with us in due course for professional review and input.

In the meantime, Our PE team remains on standby to actively support the university with any professional assistance required in relation to the smart water system, as part of our ongoing collaboration.

Impact Summary:



Sarawak Water Supply Grid – Stressed Area Project

GK secured an RM26.7 million contract to support the Sarawak Water Supply Master Plan, in conjunction with the Sarawak Water Grid System. The plan outlines the state’s water development goals for the short term (up to 2025), medium term (up to 2040), and long term (through 2070). The programme will ensure consistent access to safe and reliable water resources, especially in underserved areas. The infrastructure project will also help improve access to clean water across stressed zones, contributing to better quality of life and improved service reliability.



SUSTAINABILITY STATEMENT (CONT'D)



HEALTH, SAFETY AND ENVIRONMENT

At GK, we recognise that robust Health, Safety, and Environmental (“HSE”) practices are essential to building a responsible and resilient organisation. As we grow and evolve, we continue to strengthen our HSE practices across all operations to safeguard stakeholders, minimise environmental impact, and meet regulatory requirements.

This section outlines our approach to HSE sustainability matters, including the management structure, policies, and initiatives we undertake to help our businesses navigate environmental responsibilities and manage potential risks. We aim to contribute significantly to achieving SDGs 3, 9, 13 and 15, and support the national environmental and health agenda.



Economic Material Matters	Related SDGs
MM4: Environmental Compliance	SDG 3: Ensure healthy lives and promote well-being for all at all ages
MM5: Waste Management	SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation
MM6: Materials	SDG 13: Take urgent action to combat climate change and its impacts
MM7: Biodiversity	SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
MM8: Climate Change	
MM9: Water Management	
MM10: Health & Safety	

HSE Management Systems

We adopt an integrated Group-wide approach to HSE where responsibilities are embedded into the way we operate, guided by clear policies, defined procedures, and a structure that cuts across all levels of the Group. To support our approach, the Group is certified to an IMS that combines multiple management disciplines, including environmental, health, and safety, into a single, unified framework. This integrated approach helps us streamline processes, reduce duplication, and align with a wide range of regulatory standards and stakeholder requirements.

Our IMS is certified to the following HSE-relevant international standards:

ISO 14001:2015

Environmental Management Systems

ISO 45001:2018

Occupational Health and Safety Management System

SUSTAINABILITY STATEMENT (CONT'D)



OSHA Update

The Occupational Safety and Health (Amendment) Act 2022 (OSH Amendment Act) came into effect on 1 June 2024. The OSH Amendment Act expands the applicability of existing safety duties under the Occupational Safety and Health Act 1994 (OSHA) to most workplaces, introducing new safety obligations and increasing penalties for safety violations. In conjunction with this updated regulation, we have conducted awareness training to ensure that employees and contractors are informed of the new obligations.

Aligned with the act, safety obligations are now the key item on the board’s agenda, and their importance is recognised from the top down and across all levels of the organisation, cognisant of the heightened risk of personal liability and increased penalties associated with safety breaches under the amended OSHA.

HSE Policy

The Group HSE is also guided by our Sustainability Policy, which outlines the Group’s overarching commitments to environmental stewardship and occupational health and safety.

The following HSE Commitments, derived from the Policy, outline how we integrate these responsibilities into our day-to-day operations. The full Policy is accessible at: <https://georgekent.net/corporate-governance/>

Health, Safety & Environmental Commitments

- Maintain an effective Management System and implement continuous improvement initiatives.
- Implement a structured H&S management system.
- Set measurable performance targets and review its performance.
- Conduct EHS risk and opportunity assessments.
- Promote efficient use of resources through 3R practices and eco-friendly initiatives.
- Eliminate hazards and reduce workplace risks through proactive practices.
- Support national and international environmental agendas, including climate and biodiversity protection.
- Collaborate with stakeholders through training, consultation, and awareness activities.
- Monitor and improve performance using internal systems and audits.
- Ensure compliance with all applicable HSE regulations.
- Integrate sustainability considerations into planning, operations, and decision-making.

HSE Risk Management

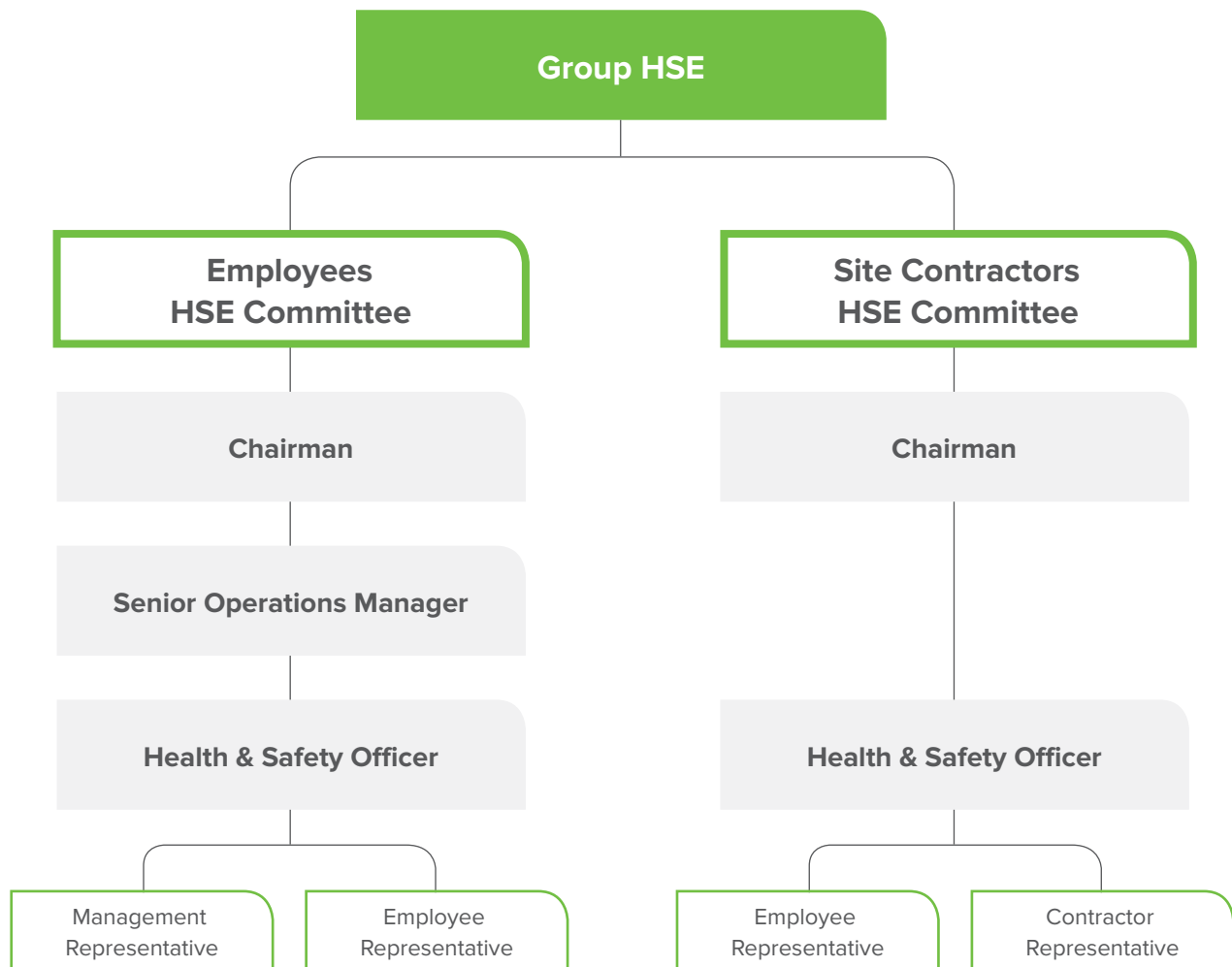
HSE-related risks are identified and assessed through the Group’s enterprise risk management framework, overseen by the Audit and Risk Management Committee (“ARMC”). Key tools include Environmental Aspect & Impact, Risk and Opportunity Assessment (“EAIRO”), and Hazard Identification, Risk & Opportunity Assessment and Determination Control (“HIROADC”). These tools are applied across operations, including activities by business partners and contractors. Risk assessments are also conducted for new or future projects, joint ventures, and any proposed changes in infrastructure, equipment, materials, or workforce capabilities.

SUSTAINABILITY STATEMENT (CONT'D)

HSE Committee

GK's HSE governance structure ensures oversight of environmental, health, and safety risks. Site HSE Committees are established at all locations with participation from internal and external staff representatives. These committees support planning, implementation, and evaluation of HSE measures, ensuring operational changes do not introduce new risks. Committee meetings and walk about are conducted at least quarterly, creating a platform for solving HSE issues, increasing risk awareness, and co-developing a safe work environment.

Site-level observations were recorded daily or weekly and supported by photos and internal audit follow-ups. Any corrective actions required were escalated to the HSE Committee and monitored for closure. The site HSE Chairman reports to the Group HSE Committee, which then reports to the Sustainability Committee.



SUSTAINABILITY STATEMENT

(CONT'D)

Stakeholder Collaborations

HSEQ Month

Aside from the regular stakeholder collaborations, the yearly HSEQ Month, which spans the entire month of October, remained a flagship initiative to promote a groupwide HSE culture that unites our internal and external stakeholders. Throughout the month, we invited various stakeholders to set up booths and conduct talks and training activities to promote awareness of employees’ rights, social security, health benefits, environmental awareness, and local issues.

The following is the list of programmes conducted in FY2025:

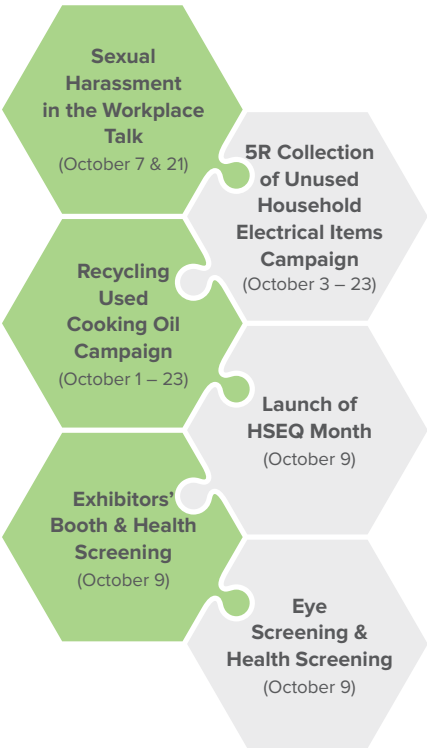
Activity	Stakeholder Partners
Sexual Harassment in the Workplace Talk	HR Department
Malaria Blood Screening	Pejabat Kesihatan Daerah Sepang
5R Collection of Unused Household Electrical Items Campaign	Employees
Recycling Used Cooking Oil Campaign	Canteen Operator
Eye Screening & Health Screening	MSU Eye Centre, Columbia Asia Hospital, Pejabat Kesihatan Daerah Sepang
Blood Donation Drive	National Blood Bank
Free Health and Cancer Screening	Neogenix and SOCSO
Fire Prevention Talk	Pertubuhan Pencegah Kebakaran
Scheduled Waste Workshop	HSE & Production
Fire Escape Route	BOMBA

The 5R Collection of Unused Household Electrical Items Campaign has benefited GK employees, as other employees take these items for reuse. By giving away what is no longer needed rather than discarding, waste is reduced; when others get what they want for free, money is saved. Just as importantly, this “gifting community” activity has provided a space for employees to share resources creatively and contribute to a supportive work environment.

Toolbox Meetings and Induction Training

We disseminate supplemental HSE awareness to our employees, contractors, and vendors during induction briefings for new workers and weekly departmental toolbox meetings. Toolbox meetings are on-site assemblies that are conducted at construction and manufacturing sites, attended by all workers, contractors and subcontractors. These meetings are designed to inculcate the importance of HSE amongst our workers and amplify their awareness about environmental protection, workplace hazards, HSE compliance and regulations.

For this purpose, new employees, contractors and subcontractors undergo induction training. This is particularly helpful for acclimatising on-site employees and business partners by providing them with all the necessary information on HSE practices and the updated OSHA Act.



SUSTAINABILITY STATEMENT (CONT'D)

MM4: ENVIRONMENTAL COMPLIANCE



Environmental compliance is fundamental to GK's ability to operate responsibly and sustainably. Our work in Engineering and Metering involves regulatory exposure to waste generation, emissions, material usage, and effluent management. Ensuring full alignment with environmental regulations supports long-term operational resilience and stakeholder confidence. This Material Matter contributes to SDG 12 and aligns with Malaysia's Environmental Quality Act (1974) and the National Environmental Health Action Plan (NEHAP).

Key Risk and Mitigation

As captured in the Group's Sustainability Risk Profile, non-compliance with environmental regulations poses reputational, operational, and legal risks. This includes the risk of enforcement action, temporary shutdowns, or increased scrutiny by licensing bodies. To mitigate this, we conduct regular assessments under the Environmental Aspect and Impact Risk & Opportunity (EAIRO) framework and engage with regulators to stay informed about any legislative changes.

We have successfully adhered to all pertinent HSE regulations in the year under review and the three years of performance included in this report. We have maintained a zero-non-compliance record and have not been imposed any fines or penalties for any of our operational activities that may exert environmental, health, and safety impacts. Our business divisions fully comply with the Occupational Health and Safety Act 1994, the Factories and Machinery Act 1967, the Prevention of Infectious Disease Act 342 and its related regulations, and the Occupational Health Notification of Accident and Dangerous Occurrence. We also fully abide by the Environmental Quality Act 1974 and all relevant regulations about the prevention, abatement, control of pollution, air and water emission, waste management and enhancement of the environment. We have not exceeded the regulatory emissions from our Manufacturing or Construction divisions and have not negatively impacted biodiversity in all our operations.

Initiatives and Outcomes:

Internal environmental inspections were carried out across Metering operations with zero major non-compliance findings.

A SIRIM surveillance audit conducted in November 2024 reaffirmed our ISO 14001:2015 certification status.

Vendor screening criteria were updated to include enhanced environmental documentation, in line with the IMS audit recommendation.

MM5 AND MM6: WASTE MANAGEMENT AND MATERIALS



The Group waste and material management, respectively MM5 and MM6, are interconnected because efficient material management directly

impacts the amount and type of waste generated, and effective waste management supports the responsible use of materials. Both MM5 and MM6 support SDGs 12 and 15; the former focuses on ensuring sustainable consumption and production patterns, promoting efficiency, and reducing waste, while the latter aims to protect, restore, and promote the sustainable use of ecosystems, including forests and biodiversity.

Managing Waste and Materials

In essence, minimising waste is a core principle of good material management, and sustainable waste practices are crucial for the long-term use of materials and resources. The Environmental Quality Act and the Solid Waste and Public Cleansing Management Act guide the management of waste in our operation. Effective waste management is critical to the Group's compliance with environmental regulations and the broader transition toward sustainable industrial practices. We emphasise segregation at source, responsible disposal of scheduled waste, and efforts to implement the 3R (Reduce, Reuse, Recycle) principles. Dedicated collection areas and vendor disposal tracking are used to ensure compliance with waste regulations and reporting standards.

In the matter of material management, the procurement process is central to GK's operations. Material efficiency not only reduces operational costs and wastage but also reflects responsible stewardship of finite resources. We prioritise the use of certified and environmentally preferable materials wherever feasible. Procurement decisions are guided by quality, lifecycle durability, and compliance with project sustainability requirements. In our Engineering projects, steel, concrete, and piping materials are selected based on both performance and sustainability criteria, including recyclability and low-waste fabrication. Recycled brass continues to be separated and recovered from Metering Division processes to reduce material wastage and offset raw material demand.

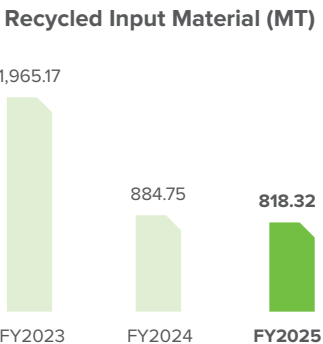


SUSTAINABILITY STATEMENT (CONT'D)

Circular Economy

Recycled Input Materials

At GK, we are committed to reducing our consumption of natural resources, particularly virgin materials, primarily through recycling and reuse. The Metering division uses 100% recycled brass as its main material for producing water meters. Brass cut-offs and rejects from the production line are sent to the material supplier for recycling, and the supplier returns the brass as new input material.



Repurposing Waste

As part of our sustainability efforts, HSE is exploring the creation of interlocking eco-bricks using rejected plastic water meters. These eco-friendly bricks offer a practical solution to plastic waste management by repurposing discarded materials into durable, reusable building blocks. This initiative not only reduces plastic waste but also supports the principles of a circular economy. We are continuing our composting programme using vermicomposting to speed up the biodegradation process. These measures are expected to minimise and avoid food and gardening waste, reducing landfill space. Other recyclable wastes include paper packaging, metals, and plastic. These are segregated and collected by our waste recycling vendor.

Sustainable Materials

In our continuous effort to minimise waste, we are replacing traditional cotton rags with absorbent cloth. This environmentally friendly alternative not only reduces solid waste (SW) disposal but also provides a more sustainable cleaning solution.

Resource Efficiency

The Engineering Division utilises an Industrialised Building System (“IBS”), which refers to the local automation, mechanisation and prefabrication of components for Malaysia’s building industry. The use of IBS at our construction sites has reduced our waste and minimised the use of raw materials, water and energy.

Employee Initiatives

GK’s employee waste and energy management campaign aims to inculcate responsible habits across daily operations to reduce our carbon footprint, especially in waste disposal and recycling. In the year under review, the employees carried out the below initiatives.

GET YOUR HOME E-WASTE RECYCLED AT THESE PLACES

Knowing why you should be managing e-waste properly is one thing, but figuring out where to start is another. We have listed down some e-waste recycling centres/ services in Malaysia you can send your old electronics to (or have them picked up from you) for good use.

1. EARTH
2. Karun Hijau
3. IPC Recycling & Buy-Back Centre
4. Thanam Industry Sdn Bhd
5. CRC (Community Recycle for Charity)
6. Senheng Malaysia E-Waste Recycling Program
7. IKEA

SUSTAINABILITY STATEMENT (CONT'D)

Employee Initiatives



No Plastic and No Polystyrene Campaign

We continued our two waste-reducing initiatives, where bottled water was no longer distributed during meetings, and staff were encouraged to use reusable containers and food packaging to reduce dependency on single-use materials like plastic boxes.



5R Collection of Unused Household Electrical Items Campaign

In 2025, HSEQ month, employees began giving away and collecting unused household electrical items, and this initiative is ongoing. Employees can contribute anything they wish to give away, and other employees may take such items.



Switch off when not in use

Employees were reminded to switch off lights, computers, air-conditioning units, and other electrical appliances when not in use, particularly during lunch breaks, after hours and in vacant common areas. These daily habits help reduce unnecessary electricity usage and support energy conservation efforts.



Go paperless

In addition, staff were also encouraged to adopt energy-efficient work practices such as reducing unnecessary printing, distributing e-copies of reports and meeting minutes, and using digital signatures. These small shifts collectively reduce paper and electricity consumption and promote a more environmentally conscious workplace.

In our quarterly newsletter, we have posted the recycling centres for the employees' reference.

Addressing Risks

Under the Group Sustainability Risk Profile, poor waste handling or non-compliance could lead to legal penalties, environmental damage, or contractor-related liabilities. To mitigate these risks, the Group ensures that all scheduled waste is disposed of through certified vendors and that staff receive ongoing awareness on best practices. Monitoring tools, vendor declarations, and periodic inspections support continuing compliance. Meanwhile, the risk of purchasing substandard materials can lead to high product rejection and wastage and thus, supplier audit and defect monitoring is being implemented to reduce the risks associated with material purchase.

Waste Performance Data

Total Waste Generated (MT) C10(a)						
Period	Hazardous Waste	General Waste	Total Waste	Recycled (diverted from disposal)	Non-recycled (directed to disposal)	% of Recycled waste vs. generated waste
FY2025	10.19	829.59	839.78	563.76	276.02	67.13%
FY2024	10.15	1,066.61	1,076.76	780.75	296.01	72.51%
FY2023	4.84	1,503.26	1,508.10	1,157.62	350.48	76.76%

SUSTAINABILITY STATEMENT (CONT'D)

MM7: BIODIVERSITY

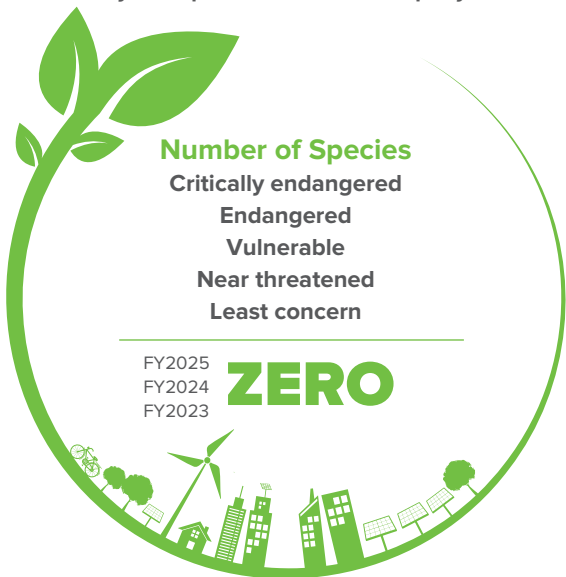


Biodiversity is a crucial component of ecological health and community well-being, particularly in areas surrounding construction and infrastructure sites. This Material Matter contributes to SDG 15 (Life on Land) and aligns with the goals of Malaysia’s National Policy on Biological Diversity.

When new construction projects potentially impact biodiversity, we carry out Environmental Impact Assessments to establish a project biodiversity profile and carry out a risk assessment. Flora and fauna baselines are established, and procedures for monitoring, auditing and mitigation, especially at critical sites, are created. Once the construction project is completed, post-project biodiversity evaluation is performed to identify whether there was biodiversity loss and formulate mitigation or restoration procedures. The biodiversity baseline and mitigation measures are submitted to the DOE.

Our environmental assessment for the year under review and the past three years revealed that our operations have not negatively impacted biodiversity. None of our operational sites, whether owned or leased, are located in or adjacent to protected areas or areas of high biodiversity value. We have engaged an environmental consultant to monitor environmental related compliance to ensure that new waste infrastructure project does not harm biodiversity. The Metering division facilities are not situated near or within biodiversity-protected zones. In line with our biodiversity target, we intend to engage and support the biodiversity schemes of local organisations and NGOs.

Total number of International Union for Conservation of Nature (“IUCN”) Red List of Threatened Species and national conservation list species with habitats in areas affected by the operations of the company



MM8 CLIMATE CHANGE

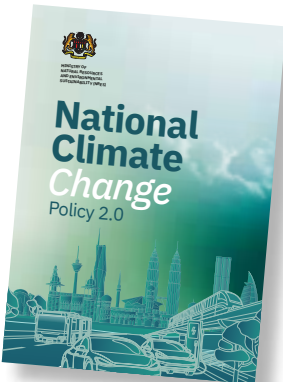


Climate change is one of the most profound global challenges, significantly impacting the Global community, economy, infrastructure, and natural environment. The Intergovernmental Panel on Climate Change (“IPCC”) has sounded a code red for humanity, warning that global temperatures will rise by 2.5 degrees Celsius without significant, scaled-up intervention. The Global response to the rise in temperature, is the Paris Agreement, and the SDGs 13, the former a legally binding international treaty on climate change, adopted in 2015 by 196 parties, aiming to limit global warming to below 2 degrees Celsius above pre-industrial levels and pursue efforts to limit it to 1.5 degrees Celsius.

In alignment with the international community, Malaysia updated its policy by introducing a new framework for Malaysia’s transition towards a low-carbon economy, reaffirming its commitment to achieving the Malaysia enhanced Nationally Determined Contribution (“NDC”) targets to reduce economy-wide emissions intensity of GDP by 45% by 2030 including reaching net-zero GHG emissions by 2050.

At GK, we recognise the impact of climate change and its repercussions, and we remain steadfast with Malaysia in fulfilling our climate pledges and undertaking actions to combat the rise in global temperatures through MM8. As a responsible industry player, we recognise the need to address transitional and physical climate risks, while improving energy efficiency and reducing our overall carbon footprint to support SDG 13, Malaysia’s National Policy on Climate Change and Nationally Determined Contributions (“NDCs”) under the Paris Agreement.

In the year under review, we enhanced our disclosure to transition our report in alignment with NSRF, and IFRS: ISSB S1 and S2.



SUSTAINABILITY STATEMENT (CONT'D)

Climate Governance

Oversight of climate-related risks and opportunities is anchored under the Group's existing governance structures. Led by the GK executive chairman, the Board sustainability committee exercises board-level oversight and accountability. The sustainability steering committee and the working group carry out strategy, monitoring, and operational management. At the board level, the executive chairman oversees the Board's climate change oversight.

For further details, please refer to the sustainability governance structure within this sustainability statement.

Climate Change Strategy

Our strategic foundation is to manage climate change sustainability-related risks and opportunities that could reasonably be expected to affect our prospects and decision making, financial performance and cash flow, and the anticipated effects of those risks on our business model and value chain.

Climate Change Risks, Opportunities and Financial Impacts

At GK, we identify climate-related risks and opportunities by assessing physical and transition risks to provide a comprehensive view of potential impacts across our operations. Conversely, there are opportunities to implement clean energy solutions and improve efficiency to reduce GHG emissions. The risks and opportunities are reviewed during the MRM meetings and incorporated into Board-level risk reviews, which inform strategic planning and investment decisions.


Type of Climate Risk	Description	Potential Financial Impact
Policy & Legal Risk	Stricter emissions reporting requirements and evolving Green Building standards apply to the construction sector.	Increased compliance costs, rework of project specifications, and potential tender disqualification if standards are unmet.
	Introduction of new laws and regulations on climate change.	Changes in Industry standards, policies and sectoral plans may increase capital and operational expenditures.
Technology Risk	High upfront costs of adopting low-emission or energy-efficient technologies across production and infrastructure.	Capital expenditures in R&D and technology upgrades in adapting to low-energy emission products and products that can withstand the increase in water temperature.
	The risk of an increase in water temperature can reduce the performance of the water meters.	
Market Risk	Client and partner preference shifting toward suppliers with low-carbon, climate-aligned credentials.	Revenue loss or missed tenders due to lack of competitive ESG positioning.
Reputational Risk	Stakeholder concern and investor scrutiny if proactive climate action is lacking or not transparently reported.	Erosion of brand value; reduced access to ESG-linked financing.
Physical Risk – Acute	Flooding, storms, or extreme weather events disrupt project execution or site operations.	Project delays, asset damage, or higher insurance premiums.
Physical Risk – Chronic	Long-term temperature or rainfall patterns shifts affect construction windows, resource use, or site conditions.	Higher operational and maintenance costs, and planning delays.
Green Construction & Resource Efficiency	Opportunities to reduce material waste, embed energy savings, and contribute to climate-resilient infrastructure through “green” building practices.	Lower material usage costs; higher appeal in sustainability-oriented tenders and developments.

SUSTAINABILITY STATEMENT (CONT'D)


Type of Climate Risk	Description	Potential Financial Impact
Energy Efficiency	Upgrading to more energy-efficient equipment or processes in Engineering and Metering operations.	Lower energy bills, improved cost control.
Renewable Energy Transition	Adoption of solar or hybrid systems to offset reliance on grid electricity.	Long-term OPEX savings; emissions reduction.
Sustainable Product Offering	Development or adaptation of solutions to meet climate-resilient infrastructure needs.	Competitive advantage in tenders or public sector work.
ESG Disclosure Leadership	Aligning early to frameworks like TCFD and ISSB, with clear emissions reporting and governance.	Enhanced investor confidence; access to green financing.
Regulatory Preparedness	Proactive alignment to anticipated policy shifts (e.g. carbon pricing, mandatory GHG reporting).	Avoidance of penalties; smooth future compliance.

FY2025 Climate Change Initiatives


The climate actions described below empower our stakeholders, use nature-based solutions, advance adaptation and climate resilience.




Energy Efficiency




Solar Energy



Stakeholder Collaboration



Fitch Natural Gas Fuel Reformer Catalyst
In FY2025, GK's Engineering Division piloted the Fitch Natural Gas Fuel Reformer Catalyst to optimise fuel usage. The Catalyst improves combustion, increases energy efficiency and reduces gas emissions.



Solar Energy
GK has reaffirmed our contribution to Malaysia's goal of achieving 70% renewable energy capacity in the national electricity supply mix by 2050 through solar energy – the installation of renewable energy generated 506.13 GJ in FY2024 and 2,634.48 GJ in 2025. To take advantage of the government's incentives to install solar panels, GK is in the process of applying for a Green Investment Tax Allowance ("GITA") Asset for Own Consumption. With the approval of this application, we will get a tax deduction that is worth RM1,342,000.

Stakeholder Collaboration

“...access to

RM1 billion

inclusive financing support for SME business owners.”



The Climate Action Workshop was conducted in collaboration with Alliance Bank and UNGCMYB (United Nation Global Compact Network Malaysia & Brunei). The workshop is designed specifically for GK's suppliers and contractors highlighting the importance of reducing emission and supplier's responsibility to cope with trending ESG practices.

The 40 attendees gained a personalised climate maturity readiness report with tailored action plan. The report enables them to become a climate-ready supplier for local and global markets. The workshop also presents participants the access to RM 1 billion inclusive financing support for SME business owners provided by Alliance for eligible applicants.

Moving forward, we plan to replace diesel forklifts with EVs in the manufacturing division to reduce scope 1 emissions. In the engineering division, we will encourage carpooling for project visits to reduce scope 3 emissions. Additionally, we are considering the localisation of the components to cut down costs and reduce emissions in the supply chain.

Metrics, Performance, and Targets

The following are the metrics and targets for the metering division. The engineering division completed its projects in FY2024 and has yet to commence a new project in FY2025; thus, no targets for this division have been set.

SUSTAINABILITY STATEMENT (CONT'D)

Climate Change Performance Indicators

The disclosures on metrics and targets enable our stakeholders to understand our progress towards any climate-related targets. We also used the SASB: Engineering & Construction Services and Industrial Machinery & Goods, the industry-based metrics associated with GK's particular business models, activities, or other standard features that characterise participation in an industry.

GHG Emissions (tCO ₂ e)				
Period	Scope 1	Scope 2	Scope 3	Total
FY2025	221.4	683.3	193.3	1,098.0
FY2024	165.6	871.2	301.0	1,337.8
FY2023	1,057.4	1,050.2	N/A	2,107.6
GHG Definition				
Scope 1	Direct CO ₂ emissions that are emitted from sources owned or controlled by our organisation			
Scope 2	Indirect CO ₂ emissions that are consumed by our organisation such as purchased electricity for factory use			
Scope 3	Business Travel and Employee Commuting			

GHG Standard: GHG Protocol

Emission Factor: Department for Environment, Food & Rural Affairs (DEFRA) condensed set 2023.

* All engineering projects were completed and handed over in FY2022. The new project only commenced in April 2025. Therefore, there are no recorded GHG emissions for the Engineering division in FY2025.

Period	Total Energy Consumption (GJ) C4 (a)						
	Total Non-Renewable Energy			Total Renewable Energy	Total Energy Input		Total % of Renewable Energy Input
	Electricity	Fuel	Gas	Solar	(GJ)	Megawatts	
FY2025	11,878.8	1,045.07	2,873	2,634.48	18,431.35	5,119.84	14.29%
FY2024	15,146.3	775.3	2,752	506.13	19,179.73	5,327.7	2.64%
FY2023	16,598.8	879.2	4,633	0	22,111.00	6,141.9	0.00%

Targets	Performance
Target1: 2025 5% reduction in electricity usage by FY2025. Based on FY2020. Applicable for office and Metering Division.	Achieved: 2024: 15,146.3 GJ: -14.6% 2025: 11,878.8 GJ: 10.08%
Target 2: 2025 10% GHG intensity emissions reduction by FY2025. Based on FY2020 for Scope 1 & 2. Applicable for office and Metering Division.	Achieved: Scope 1: 221.4 tco ₂ e (-478.06%) Scope 2: 165.6 tco ₂ e (11.95%)
Target 3: 2030 10% GHG intensity emissions reduction by FY2030. Based on FY2024 for Scope 1, 2 & 3 (employee commuting and business travel only). Applicable for office and Metering Division.	Result: FY2022: Reduced 34.8 tCO ₂ e reduced/2.6% FY2023: Reduced 240.6 tCO ₂ e reduced/18% FY2024: Reduced -25.2 tCO ₂ e reduced/-1.9% FY2025: Reduced 60.89 tCO ₂ e reduced/4.6%

SUSTAINABILITY STATEMENT

(CONT'D)

Additional Emissions Monitoring

Beyond GHG, we also track non-GHG emissions such as solid particles, nitrogen oxides (NOx), sulphur oxides (SOx), and carbon monoxide (CO), which are associated with combustion and equipment usage.

Manufacturing (mg/m³)					
Period	Solid Particles	NO ₂	Lead, Pb	SO ₂	VOC
FY2025	49.5	2.62	(<0.02)	(<1.88)	0.715
FY2024	17	3.76	(<0.05)	5.24	0.12
FY2023	0.2	1.88	(<0.05)	20.9	0.08

MM9: Water Management



Water plays an essential role across GK's operations, from production and testing to sanitation and environmental control. Effective management of water use and discharge supports our long-term sustainability goals while ensuring compliance with national regulations. This Material Matter contributes to SDG 6 (Clean Water and Sanitation) and aligns with the Environmental Quality Act 1974 and the National Water Resources Policy 2012.

Managing Water Responsibly

The Group's emphasis is on reducing water usage and improving efficiency.



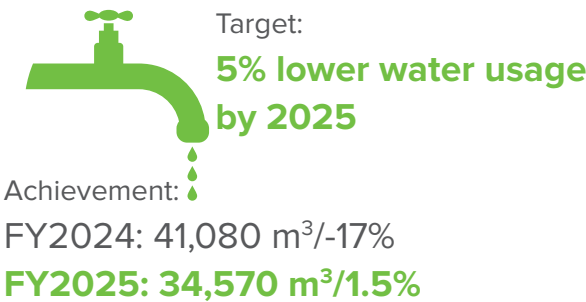
Rainwater Harvesting

At the metering division, we have installed tanks for rainwater harvesting, which is used for non-critical cleaning activities and plant watering. These practices reduce our reliance on treated municipal water, demonstrating practical environmental stewardship at the operational level.



Water Recycling

The test bay of our Metering Division uses a high volume of water to test the integrity of our water meters. To minimise water consumption, we have installed an underground tank that collects the water discharged from tests for reuse in the next test cycle. Additionally, water-saving devices are installed in washrooms to reduce water consumption further.



Water Security

GK participated in the Borneo International Water and Wastewater Exhibition and Conference ("BIWWEC") 2024, which took place from October 23 to 25 in Kuching, Sarawak. This prominent event brought together industry leaders, experts, and innovators to address key challenges in water and wastewater management. Organised in partnership with the Malaysian Water Association ("MWA") Sarawak Branch and the Ministry of Utility and Telecommunications Sarawak ("MUT"), BIWWEC aligned closely with Sarawak's Post COVID-19 Development Strategy ("PCDS") 2030, aimed at sustainable water solutions to meet the region's growing water demands.

Through our participation in BIWWEC, George Kent remains committed to contributing to the sustainable growth and innovation of the water management sector, ensuring a positive impact on communities and ecosystems in Malaysia and beyond.

The GK contract under the Sarawak Water Supply Grid Program's Stressed Area Project marks our first project in the state of Sarawak. Completion scheduled for FY2026. The scope of work includes the supply, delivery, installation, testing, and commissioning of mechanical and electrical systems. This vital infrastructure project aims to enhance water accessibility by providing reliable and sustainable clean water supply to communities in Sarawak's stressed areas, supporting regional development and improving the quality of life for residents.

SUSTAINABILITY STATEMENT (CONT'D)

Addressing Water Usage Risks

Water wastage and non-compliant discharge remain key risks identified in the Group's Sustainability Risk Profile. Mitigation measures include continuous monitoring of facility-wide consumption, preventive maintenance to address leaks, and systems that minimise water usage in water-intensive operations.

Moving forward, the Group plans to upgrade its rainwater harvesting systems to support wider coverage across more operational needs. This initiative is expected to reduce reliance on municipal water and improve resilience during peak demand periods.

Initiatives and Outcomes:

	Rainwater harvesting systems were maintained at selected Engineering Division sites.
	At the Metering Division, recycled water was used to run testing benches, reducing total consumption.
	Contractors engaged in construction projects were required to submit environmental monitoring (air, water, dust and vibration) as part of environmental compliance.

Performance Data

The Group has no water withdrawal or discharge to or from surface, sea, ground, or quarry water, as our sites of operation are not located near these areas. In the year under review and for the past three years, there were no reported incidents of non-compliance with the local government rules and standards, and we have not been issued any penalties, fines or stakeholder complaints relating to water supply and discharge. Additionally, none of the Group's sites is located in a water-stressed area.

Water Withdrawal DATA (Megalitres) C9(a)					N ₂ Average Recycled Water (Megalitres)
Period	Surface. Ground, Sea & Quarry Water	Municipal potable water	N ₁ Harvested rainwater	Total	
FY2025	0	34.57	2.26	36.83	60
FY2024	0	41.08	1.84	42.92	60
FY2023	0	52.18	0	52.18	60

Water Discharge DATA (Megalitres) S8(a); Sector Specific FTSE EWT303				
Period	Surface. Ground, Sea & Quarry Water	N ₃ Sub Surface Discharge	Off-site water treatment discharge (Effluent)	Total
FY2025	0	N/A	0.04	0.04
FY2024	0	N/A	0.03	0.03
FY2023	0	N/A	0.08	0.08

N¹: In the year under review, a water meter was installed to measure the volume of water harvested. During the testing period, 2.37ML was recorded. The supporting data is unavailable; hence the data shall be verified and validated in the next quarter onwards.

N²: The recycled water is an underground tank that collects the water discharged from the tests for reuse in the next test cycle. No meter is attached; only an average annual recycled water can be determined.

N³: The tariff fee for industrial water discharge is not counted by the volume of water consumed. It is based on the (total number of employees X RM2.50). Hence, no data is available in ML.
<https://www.iwk.com.my/customer-charges>.

SUSTAINABILITY STATEMENT

(CONT'D)

M10: HEALTH AND SAFETY



Occupational health and safety remain a top priority across GK’s business activities, creating a safe and healthy workplace not only protects lives but also supports operational continuity, employee well-being, and stakeholder confidence. This Material Matter supports SDG 3: Good Health and Well-being.

H&S Targets and Performance

As in previous years and the year under review, we have achieved “0” fatalities. In 2024, the LTIR has underperformed against our target of “0” due to unfortunate incidents. To prevent the recurrence of similar incidents, we have further inculcated the H&S culture through training and daily and weekly observation, reporting.

H&S Training Programmes

In FY2025, Health and Safety training continued to be delivered across key divisions, as recorded under GK’s HR training categories. These sessions aimed to raise awareness of site risks, emergency protocols, and contractor compliance. Additionally, briefings for high-risk activities were conducted to reinforce safety procedures at the operational level.

Two employees underwent **Certified Scheduled Waste Management (“CePSWaM”)** training, enhancing the company’s ability to manage hazardous waste and comply with environmental as well as health and safety regulations.



FY2025 H&S Types of Training (only external training) C6(a)	No. of Hours	No. of Employees
Air Selangor – National Institute of Occupational Safety & Health (“NIOSH”) Safety Passport	16	2
Kursus Kesedaran Awam (ERT) dan Latihan Kebakaran	480	30
Hearing Conservation Training	104	13
ESG Decoded: Your Questions, Our Insights by FMM	6	3
Certified Environmental Professional in Scheduled Waste Management (“CePSWaM”)	80	2
Waste Management - Industrial Effluent Treatment and Best Practices	16	4
Systematic Occupational Health Enhancement Level Programme (“SOHELP”) DIY Awareness Talk	88	22
Total	790	76

Special Programmes

Aside from operational H&S initiatives and HSEQ month, the HSE Committee also initiates programmes that contribute to the well-being of employees, as well as address global health concerns.



Malaria Prevention

April 25th marks World Malaria Day, a global initiative to raise awareness and fight against malaria. Most malaria resurgences have been linked to the weakening of control programmes. In collaboration with *Pejabat Kesihatan Daerah* (“PKD”) or the National District Health Office, GK’s employees who are most vulnerable to contracting this disease underwent a special blood screening as part of malaria control and prevention efforts.



Road Safety and Comfort

Additional lights were installed in the parking lots to enhance the safety of employees who work overtime.

SUSTAINABILITY STATEMENT (CONT'D)

Health and Safety Performance

Incidents reported will be investigated by an Investigation team consisting of employees, top management, HSE committee members, and safety personnel. Preventive or mitigating actions will be implemented. Data and trends from these incidents will be reviewed critically to enhance existing HSE strategies and procedures.

Our H&S data is submitted to the Department of Occupational Safety and Health. The results of the environmental parameter testing conducted by third parties are submitted to the DOE upon request during their periodical visit. We keep records to monitor the Group's H&S performance. The table below shows the environmental and OSH performance of GK's operations, covering all employees of our business divisions, including contractors and subcontractors. The following disclosure is an Industrial Accidents Statistics record compliant with Regulation 19(2) subclause (c), OSHA 1994 and Reg.10, NADOPD 2004.

Health & Safety: Number of employees trained on health and safety standards C5(c)		
Period	Total No. of Employees	Total no. of Employees Trained on Health and Safety Standards
FY2025	236	148
FY2024	224	200
FY2023	254	215

Employees Health and Safety Indicators C5(b)								
Period	Total no. of hours worked	No. of lost time injuries	No. of workplace illnesses	No. of fatalities	No. of work-related Near Misses	Lost Time Incident Rate ("LTIR") ^{1, 2}	Total Recordable Incident Rate ("TRIR") ³	Near Miss Frequency Rate ("NMFR") ³
Employees								
FY2025	620,766	0	0	0	1	0.00	0.00	0.32
FY2024	515,835	2	2	0	0	0.78	1.55	0.00
FY2023	619,048	1	0	0	0	0.32	0.32	0.00
Contractors & Subcontractors								
FY2025	1,984	0	0	0	0	0.00	0.00	0.00
FY2024	10,984	0	0	0	0	0.00	0.00	0.00
FY2023	2,152	0	0	0	0	0.00	0.00	0.00

Calculation: $LTIR^1 = A/B \times 200,000^2$.

A: Number of lost time injuries in the reporting period.

B: Total number of hours worked in the reporting period.

Note:

¹ LTIR is calculated as a rate, where the number of lost time incidents during the reporting period are expressed per the total number of hours worked as at the end of the reporting period.

² The value of 200,000 represents a standardised value of the total amount of hours that 100 employees work weekly for 40 hours for a duration of 50 weeks ($100 \times 40 \times 50 = 200,000$).

³ TRIR, Fatality Rate and Near Miss Frequency Rate: All disclosed rates shall be calculated as: (statistic count x 200,000) per the total number of hours worked, as at the end of the reporting period.

SUSTAINABILITY STATEMENT

(CONT'D)



SOCIAL AND GOVERNANCE

MMs 11 to 16 are social and governance themes that refer to how we earn the trust and govern relationships with employees, suppliers, customers, and the communities in which we operate, ensuring ethical and responsible practices. We also enhance our societal management by aligning ourselves with the broader human rights framework, promoting societies that respect and uphold individual rights. Against this backdrop is our agenda to fulfil SDGs 4, 5, 10, and 16.

4

QUALITY EDUCATION



5

GENDER EQUALITY



10

REDUCED INEQUALITIES



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



Governance Matters

- MM11: Governance Compliance & Ethics
- MM12: Customer Satisfaction
- MM13: Customer Privacy

Employee Matters

- MM14: Diversity and Inclusivity
- MM15: Training and Education
- MM16: Local Community

SDGs:

- Goal 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- Goal 5:** Achieve gender equality and empower all women and girls.
- Goal 10:** Reduce inequality within and among countries
- Goal 16:** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

MM11: GOVERNANCE COMPLIANCE & ETHICS

The Group’s approach to MM11 upholds legal compliance and fosters a culture of integrity, transparency, and trust within our organisation and external stakeholder groups. GK is ISO 37001:2016 certified, a standard dedicated to establishing, implementing, maintaining, and improving an anti-bribery management system. Together with our stakeholders, we strive to promote peaceful and inclusive societies, provide access to justice for all, and build effective, accountable, inclusive institutions at all levels.

Group Policies

The Group’s Key Policies serve as the overarching guide for our employees and business partners to uphold the highest standards of professional conduct. These policies are reviewed regularly to reflect current risks and opportunities, sustainability trends, and regulatory and societal changes. Our policies are posted on our website, internal channels and disseminated to employees, business partners, agents and related parties.

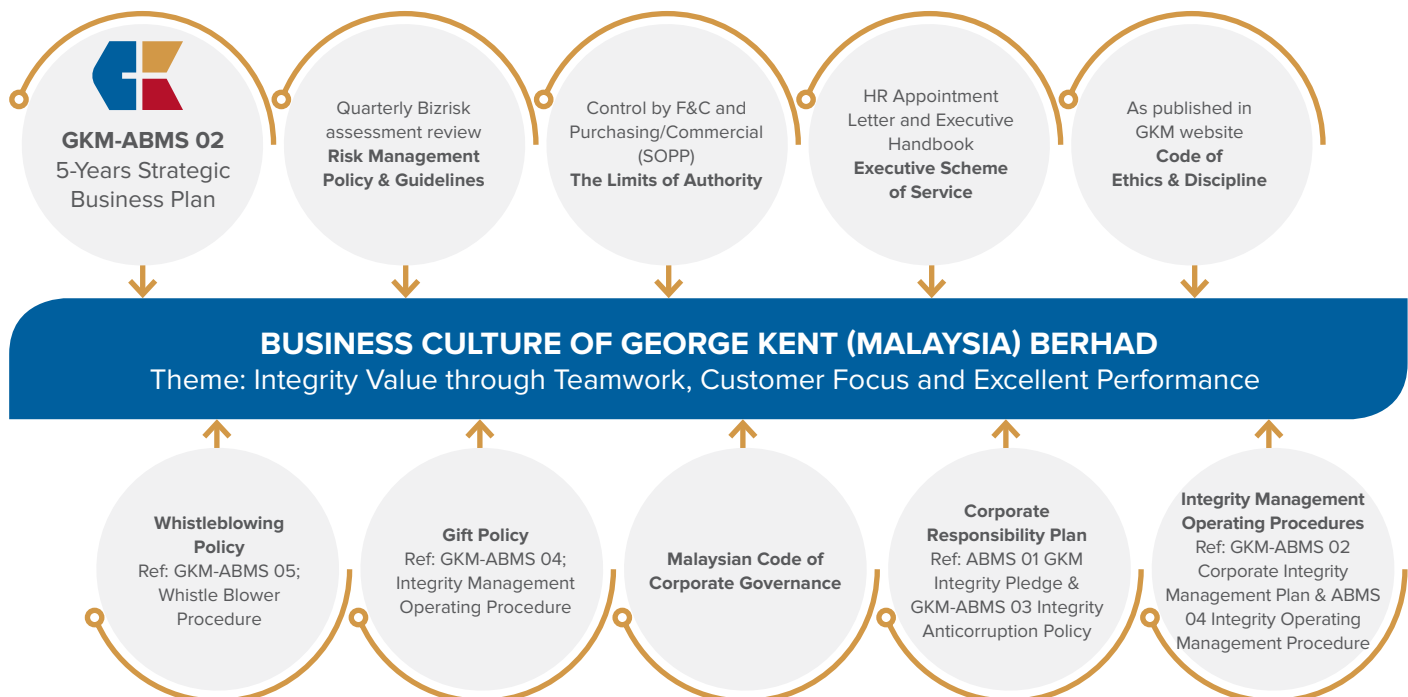
SUSTAINABILITY STATEMENT (CONT'D)



We prescribe the CCE to espouse integrity and respect in our activities. We promote accountability and condemn all acts of bribery and corruption. The Group's ABAC elucidates our position on this matter. Additionally, to embed a culture of sustainability principles across our organisation, all stakeholders, including employees, contractors, subcontractors, and new hires, are inducted into our policies.

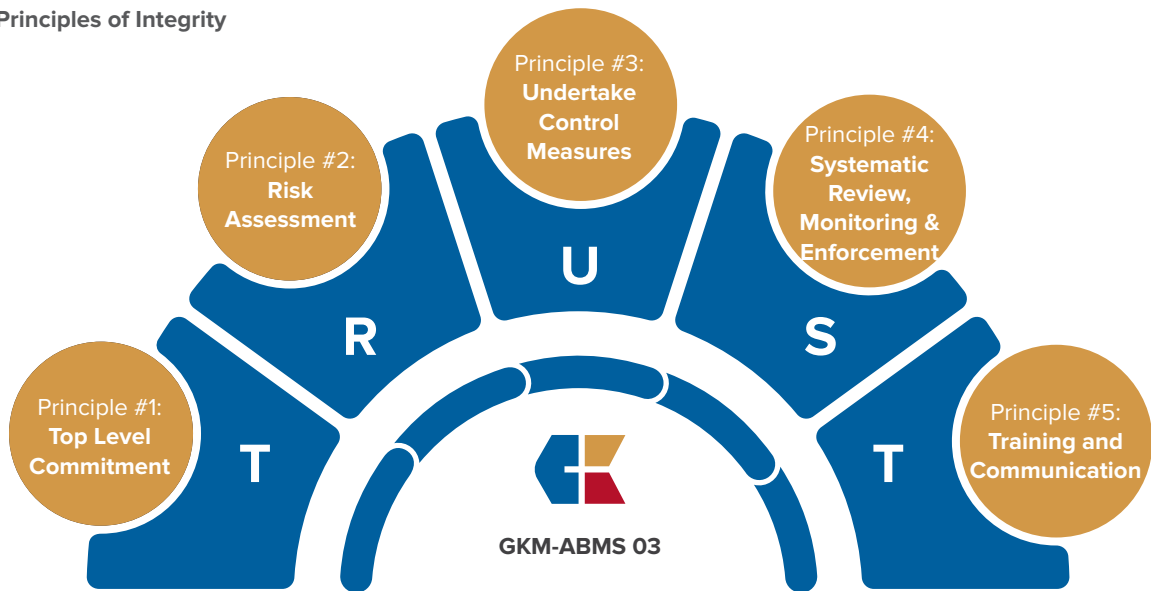
Integrity Management Plan

In compliance with Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009, GK established the Integrity Management Plan to fulfil the requirements of the TRUST principles published by the Malaysian government. The procedures, such as due diligence and assessment, are integrated into our Management Systems. The Plan consists of Policies, Continual improvement, purchasing control and procedures, Vendor selection, and Rating and re-evaluation. Additionally, GK does not contribute to or donate to political parties.



SUSTAINABILITY STATEMENT (CONT'D)

Five Core Principles of Integrity



Compliance

Since the Group was established, there has been no incidence or report of bribery and corruption, sexual harassment, discrimination and other ethical misconduct from our stakeholders. We have maintained a zero-non-compliance record and have not been imposed with fines or penalties in our operational activities relating to employee, child, and community rights, the environment, and health and safety. This holds for the year under review.

We have consistently adhered to all pertinent local and national regulations, particularly those enumerated below:

Employment 1955	Immigration Act 1959/63 (Employment of Foreign Workers)
Occupational Health and Safety Act 1994	Environmental Quality (Industrial Effluent) Regulations 2009
Child Act 2001	Environmental Quality Act 1974
Factories and Machinery Act 1967	Environmental Quality (Clean Air) Regulations 2014
Prevention of Infectious Diseases Act 342	Environmental Quality (Scheduled or Hazardous Waste) Regulations 2014
Fire Services Act 1988	Pesticides Act 1974

Reporting Channel

Audit and Risk Management Committee Chairman

George Kent (Malaysia) Berhad
George Kent Technology Centre
1115 Jalan Puchong, Taman Meranti Jaya
47120 Puchong Selangor Darul Ehsan
Email : whistleblowing@georgekent.net



Reports are to be made to the ARMC, the chief point of contact for the reporting of concerns. The Whistle-blowing Policy provides a platform where our stakeholders can anonymously raise concerns about possible breaches of policies and other questionable practices without fear of reprisal or retaliation.

Governance Performance Indicators

The Group tracks the percentage of employees trained on anti-corruption practices, aligned with its ISO 37001:2016 (Anti-Bribery Management Systems). In FY2025, training coverage improved across all employee categories, particularly in senior and middle management. While previous years recorded limited participation, the current year showed a broader engagement, with over 60% of senior management and a notable increase across other groups. These figures reflect the Group's ongoing efforts to institutionalise ethical practices across its organisational hierarchy.

SUSTAINABILITY STATEMENT (CONT'D)

Key Indicators	FY2025	FY2024	FY2023
Percentage of employees who have received training on anti-corruption by employee category: C1(a)	%	%	%
Senior Management	62	0	0
Middle Management	25	0	17
Executive	10	3	35
Non-Executive/Technical/Others	7	0	4
Percentage of operations assessed for corruption-related risks: C1 (b)	0	0	0
Confirmed incidents of corruption and action taken: C1(c)	0	0	0
Number of whistle-blowing reports or complaints received	0	0	0

MM12: CUSTOMER SATISFACTION

Aligned with SDG 9, we build sustainable infrastructure by increasing resource-use efficiency and promoting the adoption of clean and environmentally sound technologies and industrial processes. We also leverage our international partnerships and R&D to develop environmentally friendly products.

We place our customers in high regard, and our goal is to provide the best products and services for their satisfaction consistently. Attaining this goal is one of our metrics in formulating measures for further improvement. Adherence to strict national and international standards and specifications is crucial in our industry. Thus, we exert great efforts to deliver only the best products and services.

Our engineering and metering solutions are ISO 9001:2015 certified, demonstrating our ability to produce top-of-the-line products and services. We have built a good international reputation for quality and precision in the water meter industry. Our products conform to the international technical requirements of ISO 4064, the British Standards Institution ("BSI") and the Malaysian Standard ("MS"). In addition, our water meters are rated ISO Class 'C', which is the preferred standard locally and internationally. The Group's quality objectives emphasise our core value of customer satisfaction. We always aspire to meet and, if possible, exceed our customers' expectations.



Environmentally Friendly Meters

Water is a vital resource, and conserving it is one of the most effective ways to create a sustainable home. As more homeowners and builders aim to reduce their environmental impact, the focus has shifted towards designing homes that are not only energy-efficient but also water-efficient. To this end, we have designed the smart meters.



**Utilise
information
Technology**



**Monitor
Leaks**



**Energy
Management
System**



**Monitor
Consumption
Patterns**



**Remote
Reading**



**Free of
Heavy Metals**

Our water meters enable the collection of valuable management information, allowing for the analysis of consumption patterns and the early detection of leaks, thereby preventing water wastage. The materials used are free of any heavy metals. We also provide smart meters that utilise information technology to automatically transfer meter reading data to various backhaul communication options, as well as meters suitable for incorporation into the energy management system.

SUSTAINABILITY STATEMENT (CONT'D)

MM13: CUSTOMER PRIVACY

No. of
substantiated
cyber security
complaints C8(a)



FY2025
FY2024
FY2023

ZERO

Unauthorised access can result in data loss or corruption, compromising customer and sensitive business information. The consequences of a data breach can also result in financial losses, reputational damage, and legal repercussions. To prevent breaches and leaks of information, the database and file servers require separate login security passwords. We restrict external access via firewalls and restrict internal access via Active Directory control.

We adhere to the Malaysian Personal Data Protection Act 2010 ("PDPA"), which safeguards the private data of our customers, partners, and other stakeholders. We also strictly uphold the non-disclosure agreements that we sign with our customers. Our goal is to achieve zero breaches of customer privacy. We are proud to report that, as in previous years, there were no reported breaches of cybersecurity or misuse of customer details in the year under review.

EMPLOYEE MATTERS

GK is an inclusive workplace that welcomes talented employees of diverse backgrounds. We align with the broader human rights framework by promoting societies that respect and uphold individual rights. Our policies also advocate equal opportunities in training and education, promotion, remuneration, and hiring. Against this backdrop is our agenda to fulfil SDGs 4, 5, 10, and 16.

In the year under review, we have updated the Group Employee Handbook. The enhanced version includes the GK's policies, procedures, and expectations, serving as a reference for employees to clarify rights, entitlements, and responsibilities while working at the organisation. Moreover, the handbook also explains in detail the types of harassment and forced labour, working hours and wages.

FY2025 Highlights:



George Kent received the Gold Award for Sustainable Shared Prosperity Organisation Assessment ("SSPOA"). The award is recognised by the Ministry of International Trade and Industry ("MITI"), the Ministry of Human Resources ("MOHR") and the Malaysia Productivity Corporation ("MPC") and is awarded to organisations that successfully implement the Productivity-Linked Wage System ("PLWS") and the application of ESG principles, aiming at enhancing organisational sustainability.

The IHI score is based on five critical dimensions that contribute to Industrial Harmony within our organisation:



Nurturing Relationship

Ongoing efforts to build and sustain strong, positive connections within the workplace.



Connectedness

A shared sense of unity and familiarity across the team.



Mutual Cooperation

A shared willingness to coordinate efforts and support each other in achieving our goals.



Mutual Peacemaking

Commitment to prevent and resolve conflicts constructively.



Being Responsible

An organisational sense of duty in honoring commitments and carrying out responsibilities effectively.

We are proud to share that GK has achieved

**a commendable
88% rating (Good)
on the Industrial
Harmony Index ("IHI").**



This score reflects the positive workplace culture we continue to build, marked by strong collaboration and mutual respect.

SUSTAINABILITY STATEMENT (CONT'D)

Employee Engagement

At GK, multiple channels are established to foster internal and external employee engagement. External engagement involves employees in activities and interactions outside their usual workplace. This engagement fosters a sense of connection and purpose that extends beyond the company's walls, benefiting both the employee, the organisation and the external stakeholders.

We have two platforms to reach out to the community and engage our employees, the George Kent Sports Club and the HSEQ Month. The GKSC participates in sports activities organised by stakeholders. The club also hosts tournaments and invites participants from the business community. The other platform is the HSEQ Month, where both external and internal stakeholders meet to promote each other's activities and provide employees with the opportunity to volunteer and become acquainted with community initiatives. Every HSEQ month, the National Blood Bank is invited to set up a booth to encourage employees to participate in the blood donation drive. Aside from sports and community activities, we also hold events such as the annual dinner, traditional, religious and cultural events to represent the racial and ethnic diversity of our employees.

Employee Rights and Compliance

The Group respects the employees' rights to freedom of association and collective bargaining in compliance with the pertinent labour laws and regulations. Given that GK is a unionised company, the management meets with employee representatives to discuss and collaborate on health and safety, career development, working hours, wages, and other important issues. The Group's employee handbook has in-depth explanations of the company policies. The handbook covers the Employment Act 1955, employee rights, entitlements, benefits, opportunities and training, office hours, workplace safety, bullying, harassment and other work-related issues, and detailed reporting procedures and complaint mechanisms. The handbook is downloadable from the company website, and new recruits must acknowledge receipt of a copy. The handbook is updated with amendments to relevant legislation and policies.

The HR General Manager and personnel attend seminars and workshops on human rights and employee wellness conducted by the government, NGOs and employee associations. Information from these meetings is communicated to the management and stakeholders through different physical and online platforms.

MM14: DIVERSITY AND INCLUSIVITY

GK holds three closely linked values: diversity, equity, and inclusion. These values are often grouped because they are interconnected human rights principles, and only through this combination does their true impact become apparent. These policies can be accessed at <https://georgekent.net/corporate-governance/>

Excerpt of GK Human Rights, Inclusion and Diversity Policy

Preventing and disallowing all practices of child labour, forced labour or modern slavery, excessive working hours, bullying or sexual and power harassment.

Not tolerating discrimination and respecting everyone's diversity in race, religion, gender, age, disabilities, nationality and ethnicity.

Supporting freedom of association and the right to collective bargaining.

Support equal opportunity and equal work for equal pay and apply merit-based employment, skills development, promotion and hiring.

Engaging with the stakeholders regarding human rights issues, ensuring their voices are heard and their concerns are addressed.

Inculcating awareness and providing training to employees, business partners and the community.

Establishing risk assessment on human rights impacts on an ongoing basis as part of business processes.

A detailed copy of the policies can be accessed at <https://georgekent.net/corporate-governance/>



Left to Right: Bowling tournaments hosted by the Ministry of Human Resources, friendly hosted by the Federation of Malaysian Manufacturers, GK ping-pong friendly competition.

SUSTAINABILITY STATEMENT
(CONT'D)



Sexual Harassment Training

Sexual Harassment in the workplace can have serious effects on both victims and organisations. It is essential that companies and employees understand sexual harassment as defined by the Employment Act 1955. To this end, for two consecutive years, a sexual harassment training was conducted for GK employees. The key takeaways from the training include identifying the elements of sexual harassment and its impacts, and the responsibilities of the employer in preventing sexual harassment and understanding the importance of empowering the bystanders.

Our Workforce

As of FY2025, the Group’s workforce demonstrates a consistent gender distribution, with 65% male and 35% female representation. Women continue to hold key roles at various levels, comprising 30% of management and 41% of executive positions, reinforcing our commitment to workplace diversity.

A majority of employees fall within the 30 to 50 age group (50%), offering a strong foundation of experience and operational continuity. Meanwhile, 14% of the workforce is under 30, forming a growing talent pipeline for future leadership and innovation. At the other end, 36% of employees are aged above 50, underscoring the Group’s retention of institutional knowledge and leadership stability.

Employee turnover remained concentrated at the non-executive and executive levels, while senior and management-level departures were minimal, indicating continuity in strategic and operational functions. The Group continues to invest in employee engagement, upskilling, and inclusivity to foster long-term retention and development across all levels.

Employment Type: % of employees: C6(b)			
	FY2025	FY2024	FY2023
Contractual	8%	8%	11%
Permanent	92%	92%	89%
Total	100%	100%	100%

Total Number of Employee Turnover: C(6c)			
	FY2025	FY2024	FY2023
Senior Management	3	0	2
Management	7	0	5
Executive	19	5	16
Non-Executive	7	9	12

SUSTAINABILITY STATEMENT (CONT'D)

Total Number of Employee Turnover by Employee Category C6(c)				
		FY2025	FY2024	FY2023
Total new hires	Number	39	10	22
New hire rate	%	16.52%	4.46%	8.66%
Turnover rate	%	15.25%	6.25%	13.78%

% of Director by Gender & Age Group C3(b)				
		FY2025	FY2024	FY2023
% of Directors by Gender				
Male		60%	67%	67%
Female		40%	33%	33%
% of Directors by Age Group				
<30 years		0%	0%	0%
31-40 years		0%	0%	0%
41-50 years		0%	0%	0%
>50 years		100%	100%	100%
% of Directors by Ethnicity				
Malay		20%	33%	33%
Chinese		60%	50%	50%
Indian		0%	0%	0%
Other Ethnic Minorities		0%	0%	0%
Non-Malaysian		20%	17%	17%



SUSTAINABILITY STATEMENT (CONT'D)

% of Employees by Gender & Age Group Category C3(a)					
Employee Category	Gender		Age		
	Male	Female	<30 Years	30-50 Years	>50 Years
FY2025					
Senior Management	82%	18%	0%	35%	65%
Management	70%	30%	0%	60%	40%
Executive	59%	41%	18%	60%	22%
Non-Executive	67%	33%	16%	41%	42%
Total	65%	35%	14%	50%	36%
FY2024					
Senior Management	81%	19%	0%	38%	63%
Management	72%	28%	0%	56%	44%
Executive	65%	35%	11%	66%	23%
Non-Executive	68%	32%	18%	40%	42%
Total	68%	32%	12%	51%	37%
FY2023					
Senior Management	83%	17%	0%	35%	65%
Management	81%	19%	0%	58%	42%
Executive	62%	38%	13%	63%	25%
Non-Executive	61%	39%	20%	37%	43%
Total	65%	35%	13%	50%	37%

Note: The employee data for Age Group by Employee Categories for Senior Management, and Executives figures were rounded up to the nearest unit, resulting in a slight deviation from 100%.

As part of our commitment to inclusive employment practices, the Group monitors and supports the participation of persons with disabilities ("PwDs") within the workforce, in line with applicable diversity disclosure frameworks.

Period	No. of Employees with Disabilities	% of Total Workforce
FY2025	1	0.45
FY2024	1	0.39
FY2023	1	0.27

To further cultivate a more inclusive workplace environment, the Group undertook an initiative to re-label designated parking bays for employees with special needs and expectant mothers. This enhancement reflects the Group's sensitivity to the diverse needs of its workforce and promotes equitable access and comfort. By improving visibility and accessibility, the initiative reinforces GK's commitment to creating a safe and supportive working environment for all.

SUSTAINABILITY STATEMENT (CONT'D)

MM15: TRAINING AND EDUCATION

Career Management

Our employees undergo training courses that are not limited to their current job scopes. We strive to produce well-rounded individuals whose knowledge and capabilities exceed their current responsibilities, allowing them to level up within the Group potentially. The training, seminars, and sponsored courses for career development and advancement programmes are described in detail in the employee handbook. The employees must keep the Company informed at all times of the progress of his or her studies and provide examination results to the Human Resource Department.

Bringing together our senior management team alongside our esteemed Executive Chairman, Tan Sri Dato' Tan Kay Hock, and Non-Independent Non-Executive Director, Puan Sri Tan Swee Bee. The retreat aimed to foster more decisive leadership and strategic alignment across the company. The retreat provided a valuable opportunity for the team to step away from daily operations and engage in strategic discussions, team-building activities, and leadership development sessions.

Training and upskilling initiatives are conducted throughout the year. The programmes are not limited to career advancement but also aim to provide holistic economic, environmental, and social learning experiences.

Target **20 hours**
per employee per year

Performance
21 (20.91) hours

FY2025
Total Training Hours
4904.5



The Group's training and development performance is based on the calendar year (1 January to 31 December). In FY2025, we achieved an average of 21 hours of external training per employee, exceeding our annual target of 20 hours. This marks the third consecutive year of surpassing the benchmark, reflecting our consistent investment in workforce development.

A total of 4,904.5 hours of external training was recorded, with the highest emphasis on operational upskilling and health and safety programmes. Training efforts also spanned human rights, career development, and environmental topics – demonstrating our commitment to providing well-rounded learning experiences that support both professional growth and sustainability awareness.

Total hours of training by employee category (C6a)					
Period	Senior Management	Mid Management	Executive	Non-Executive	Total
FY2025	95.5	185.5	754	3,869.5	4,904.5
FY2024	110	89	976	5,158	6,333
FY2023	78	68	563	6,842	7,551

Note: Figures in the Bursa Performance Data Table are rounded.

FY2025 Types of Training	No. of Hours	No. of Employees
Human Rights	809	201
Health and Safety	937	139
Environmental Training	102	13
Career Development (with certification)	141.5	48
Operational (finance, technical, risk management, IT, others.)	1461	222
Others	1454	780
Total	4904.5	1403

SUSTAINABILITY STATEMENT

(CONT'D)

Succession Planning

We have established a robust Succession Planning Policy to create a leadership pipeline that will enable us to fill key management positions whenever they are vacated. This policy ensures our operational and service continuity. Under this strategy, employees are identified and honed for high-level management positions through mentoring, training and job rotations. Our managers are tasked with recommending potential candidates, and they must ensure that all selected successors possess the required skills to realise the Group’s strategic plan.

In FY2025, several employees were promoted into higher leadership roles across key departments, including human resources, commercial, contracts, and internal audit. These appointments included transitions into general manager, senior manager, and assistant manager positions. The promotions reflect the effectiveness of the Group’s internal succession pipeline and its ongoing investment in developing future-ready leaders from within the organisation.



Foo Chee Sen
Date of Promotion : 1st April 2024
Department : Commercial
Previous Position: Assistant General Manager
– Contracts & Commercial
New Position : General Manager, Contracts & Commercial

Azhani Binti Mat Senin

Date of Promotion: 1st December 2024
Department Human Resources
Previous Position: Assistant General Manager – TMO/HR
New Position: General Manager – TMO/HR



Wong Kah Seng
Date of Promotion: 1st April 2024
Department: Internal Audit
Previous Position: Senior Executive – Internal Audit
New Position : Assistant Manager – Internal Audit

Muhamad Azmi Bin Jusoh

Date of Promotion: 1st December 2024
Department: Commercial
Previous Position: Tender Manager
New Position : Senior Manager, Commercial



REMUNERATION AND BENEFITS

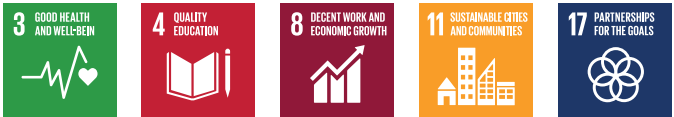
We believe that nurturing the needs and welfare of our employees will improve their overall well-being, raise their work productivity, and lead to a shared commitment to the Group’s success. We support the national minimum wage, and our pay scale exceeds the minimum wage requirement, benchmarked against industry peers. Additionally, we comply with the regulations that uphold equal pay and equal work.

Productivity-Linked Wage System (“PLWS”)

The adoption of the PLWS aligns with GK’s ESG-focused business approach. It is an effective gain-sharing method to create a dynamic shared prosperity towards organisational competitiveness. It also contributes to our equal-opportunity approach.

The PLWS initiative was initially incorporated into the 13th Collective Agreement (“CA”) between GK and the Metal Industry Employees Union and subsequently adopted permanently. The initiative has been recognised by MITI, MOHR and MPC. GK Metal Industry Employees Union signed the 15th CA on FY2023, which incorporates the new provisions under The Employment (Amendment) Act 2022, which officially came into force on 1 January 2023. The 15th CA is still enforced in the year under review.

MM16: LOCAL COMMUNITY



GK recognises that building inclusive, resilient, and empowered communities is foundational to sustainable development. The Group’s approach to community engagement is informed by national priorities under the 12th Malaysia Plan, the MySDG Roadmap (2021 – 2025), and frameworks such as the Smart City Agenda and Construction Industry Transformation Programme (“CITP”) 2016 – 2025. Through these frameworks, GK contributes to advancing SDGs 3, 4, 8, 11 and 17. Community-focused efforts are implemented with due diligence, risk awareness, and sensitivity to the diverse needs of local populations. Programmes are guided by ethical standards and shaped in partnership with education institutions, civil society, local government, and professional bodies.

Internally, GK leverages platforms such as employee volunteerism, HSEQ-linked outreach, and festive giving campaigns to promote participation in socially impactful initiatives. Externally, the Group supports educational advancement, health and welfare access, and youth employability – extending its influence beyond business operations to strengthen the social fabric of the communities in which it operates. Our yearly commitment to actively engaging employees with the community includes distributing *Bubur Lambuk* during the Ramadan season and organising blood donation drives. In 2025, 1500 *Bubur Lambuk* packs were distributed during Ramadan to the Puchong community, such as orphanages, the B40 community, old folks’ homes and Hospital Tanjong Karang’s healthcare staff, the patients at various wards, and the public. The blood donation campaign was in collaboration with the National Blood Bank.

SUSTAINABILITY STATEMENT (CONT'D)

The participation of our staff and employees in these community events is voluntary; 36 employees volunteered to donate blood and 13 employees helped distribute *Bubur Lambuk*.

During GK's Hari Raya Open House this year, we were pleased to share the festive spirit by contributing RM5,000 each to two orphanages – *Pertubuhan Kebajikan dan Bimbingan At-Taqwa* and *Pertubuhan Anak Yatim dan Asnaf An-Naa'fi Selangor*. We hope this gesture brought comfort and cheer to the children under their care. This initiative reflects our ongoing commitment to social responsibility and giving back to the community.

In conjunction with International Women's Day and Mother's Day in 2025, GK partnered with Blood Malaysia to distribute free sanitary pads for all female employees to raise awareness about menstrual hygiene, women's health, period positivity and access to affordable sanitary pads. This initiative was targeted to honor mothers and women in the workplace. More than 140 sanitary pad packs by Blood Malaysia were distributed during the event. Blood Malaysia is a consumer brand for sanitary pads, focusing on product innovation and material design. The first of its kind, Blood Malaysia products features a corn biodegradable top-sheet that is naturally hypoallergenic, free from harsh chemicals and planet-friendly.



COMMUNITY COMMITMENTS

As community partners, we foster meaningful long-term relationships that respect diversity and create lasting benefits through the following:

- Prioritising local sourcing and hiring
- Improving the quality of life of the communities
- Maintaining employee engagement with the communities
- Practising due diligence prior to any programme in a community
- Maintaining an open dialogue

EDUCATION & SKILLS DEVELOPMENT

GK recognises that education is a long-term investment in national resilience and future leadership. As part of its commitment to building a knowledgeable and skilled society, the Group has continued to strengthen its education-related initiatives by supporting Malaysian tertiary institutions.

Internships are provided in partnership with local universities and polytechnics, including UTS. These placements offer students hands-on experience in project-based work, mentoring by professionals, and exposure to industry-standard practices. In FY2025, GK provided internship trainings for 35 Diploma and Degree students from various colleges and universities in Malaysia. GK participated in the MYFutureJobs Career Carnival: Festival of Ideas 2024, receiving over 100 internship and entry-level applications – demonstrating continued interest in the Group as an employer of choice among young talent.

These education and skill-building efforts reflect the Group's commitment to SDG 4: Quality Education, and its role in nurturing a generation of capable, responsible, and empowered individuals.

SPORTS PROGRAMMES

GK promotes wellness and active lifestyles through various sports initiatives, including the George Kent Sports Club Badminton Tournament 2025, internal ping pong competitions, and participation in bowling tournaments organised by *Jabatan Tenaga Kerja Cyberjaya*, Malaysian Society for Occupational Safety and Health ("MSOSH"), Federation of Malaysian Manufacturers ("FMM") and other entities under the Ministry of Human Resources.

COMMUNITY HEALTH, SAFETY & WELFARE

GK acknowledges that construction activities may pose inherent risks to surrounding communities, including dust, noise, waste, traffic congestion, and water-related hazards. To mitigate these impacts, community health and safety assessments are carried out at the start of each project, and appropriate controls are implemented throughout the construction lifecycle. The Group's metering plant, located in a designated industrial zone, adheres strictly to HSE design standards and monitoring requirements.

SUSTAINABILITY STATEMENT (CONT'D)

Community and Society (C2a&b)		
Period	Total amount invested in the community where the target beneficiaries are external to the Group (RM)	Total number of beneficiaries of the investment in communities
FY2025	22,518	1,560
FY2024	25,000	1,623
FY2023	57,881	252

STAKEHOLDER ENGAGEMENT & COLLABORATION

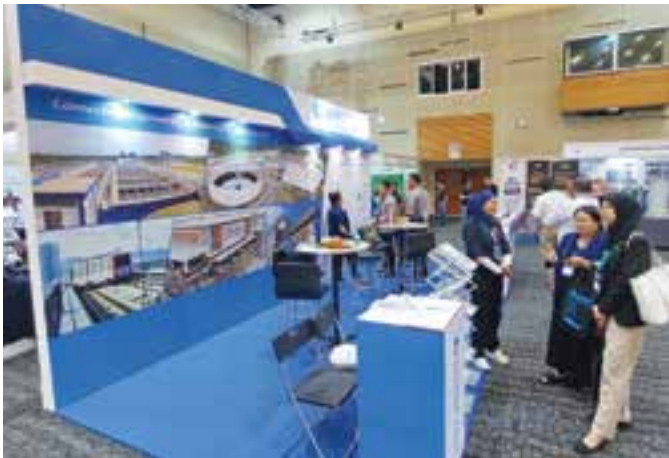
GK maintains active participation in several professional and industry bodies to support community and national development goals:

GK’s collaborations with professional memberships and associations have provided a forum for consultation and discussion among co-members on matters of common interest. These partnerships have resulted in the adoption of sound principles and practices on health and safety, human rights, human resources, industrial skills training, research and information, and other activities.

Master Builders Association Malaysia (“MBAM”)
Malaysian Society for Occupational Safety and Health (“MSOSH”)
Federation of Malaysian Manufacturers (“FMM”)
ESG Association of Malaysia (“ESGAM”)
Malaysian Employers Federation (“MEF”)

In the year under review, the Group continued its participation as a member of the ESGAM, a platform that brings together professionals from business, academic, financial, and legal sectors. Through this membership, the Group remains committed to supporting Malaysia’s sustainability transition and contributing towards the national SDG agenda, particularly in fostering multi-stakeholder partnerships under SDG 17.

GK also proudly participated in the Borneo International Water and Wastewater Exhibition and Conference (“BIWWEC”) 2024. This prominent event brought together industry leaders, experts, and innovators to address key challenges in water and wastewater management. Organised in partnership with the Malaysian Water Association (“MWA”) Sarawak Branch and the Ministry of Utility and Telecommunication Sarawak (“MUT”), BIWWEC aimed at sustainable water solutions to meet the region’s growing water demands.



From top to bottom: Bubur Lambuk distribution, the Borneo International Water & Wastewater Exhibition and Conference 2024, Blood Donation Drive with the National Blood Bank, donation to the two orphanages.

SUSTAINABILITY STATEMENT (CONT'D)

UPHOLDING HUMAN RIGHTS

GK commits to the international and national human rights frameworks, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the International Labour Organisation (“ILO”) Core Conventions, the Children’s Rights and Business Principles and the National Children and Young Persons (Employment) Act 1966. In FY2025, the Group updated its Employee Handbook to introduce the Fair Recruitment Policy and reinforce the Prevention of Forced Labour and child labour. The updated handbook has provided a reporting channel.

Malaysia relies heavily on migrant workers, and concerns about illegal, forced, bonded, excessive working hours, and child labour are risks that companies must address. To mitigate these risks, during discussions with manpower services and suppliers, we remind them of their labour obligations and the Group Policies. GK and its business partners comply with all relevant Malaysian legislation protecting the rights and welfare of migrant workers, including the Employment Act 1955, the Workers’ Minimum Standards of Housing and Amenities Act 1990, the Occupational Safety and Health Act 1994, and the Industrial Relations Act 1967.

Human Rights Training

A total of 201 employees participated in 809 hours of Human Rights training in FY2025. These sessions are integrated into the Group’s ongoing training framework, ensuring a consistent understanding and application of fair labour practices, employee rights, and ethical engagement across its workforce.

Grievance Channel and Resources

The Group’s Whistle-blowing Policy functions as a core grievance mechanism, offering both internal and external stakeholders – such as employees, contract workers, and community members – a safe and confidential platform to report misconduct or concerns. The policy outlines clear procedures for submitting grievances, all of which are publicly accessible on the company website. Reports may be made anonymously and are reviewed by the ARMC to ensure impartial oversight.

To promote awareness and trust in the process, the policy is introduced to all new employees during orientation and reinforced through periodic communications and training. This enables stakeholders to raise concerns related to ethics, human rights, labour practices, and regulatory compliance without fear of retaliation.

Since its establishment, the Group has recorded no incidents or substantiated complaints involving sexual harassment, discrimination, modern slavery, or other human rights violations. It has maintained a zero-non-compliance record and has never been subjected to fines or penalties for breaches relating to the rights of employees, migrant workers, children, or affected communities. This record remains intact for the year under review.



SUSTAINABILITY STATEMENT (CONT'D)

PERFORMANCE DATA TABLE

Bursa Malaysia has required all publicly listed companies to provide mandatory ESG disclosures as part of the Main Market Listing Requirements, in line with the enhanced Sustainability Reporting Guide, 3rd Edition. The following performance data table, downloaded from the ESG Reporting Platform, summarises pertinent indicators against our Material Matters.

Indicator	Measurement Unit	2023	2024	2025
Economic Performance				
Economic value generated (i.e. revenue and other income)	MYR	260,902,000.00	154,097,000.00	133,538,000.00
Tax expenses	MYR	7,037,000.00	160,000.00	0.00
Employee wages	MYR	17,559,000.00	18,455,000.00	19,790,000.00
Dividend	MYR	13,053,000.00	9,131,000.00	7,825,000.00
Tax income	MYR	-	-	1,930,000.00
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Senior Management	Percentage	0.00	0.00	62.00
Management	Percentage	17.00	0.00	25.00
Executive	Percentage	35.00	3.00	10.00
Non-executive/Technical Staff	Percentage	4.00	0.00	7.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	57,881.00	25,000.00	22,518.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	252	1,623	1,560
Employees participated in community impact programmes	Number	-	52	58

SUSTAINABILITY STATEMENT (CONT'D)

Indicator	Measurement Unit	2023	2024	2025
Diversity, Equity & Inclusion				
Gender diversity - Male	Percentage	65.00	68.00	65.00
Gender diversity - Female	Percentage	35.00	32.00	35.00
Age diversity - Under 30	Percentage	13.00	12.00	14.00
Age diversity - Between 30-50	Percentage	50.00	51.00	50.00
Age diversity - Above 50	Percentage	37.00	37.00	36.00
Ethnic diversity - Bumiputra	Percentage	49.00	50.00	50.00
Ethnic diversity - Chinese	Percentage	31.00	32.00	32.00
Ethnic diversity - Indian	Percentage	19.00	17.00	18.00
Ethnic diversity - Others	Percentage	1.00	0.00	0.00
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Under 30	Percentage	0.00	0.00	0.00
Senior Management Between 30-50	Percentage	35.00	38.00	35.00
Senior Management Above 50	Percentage	65.00	63.00	65.00
Management Under 30	Percentage	0.00	0.00	0.00
Management Between 30-50	Percentage	58.00	56.00	60.00
Management Above 50	Percentage	42.00	44.00	40.00
Executive Under 30	Percentage	13.00	11.00	18.00
Executive Between 30-50	Percentage	63.00	66.00	60.00
Executive Above 50	Percentage	25.00	23.00	22.00
Non-executive Under 30	Percentage	20.00	18.00	16.00
Non-executive Between 30-50	Percentage	37.00	40.00	41.00
Non-executive Above 50	Percentage	43.00	42.00	42.00

Internal assurance

External assurance

No assurance

(*)Restated

SUSTAINABILITY STATEMENT (CONT'D)

Indicator	Measurement Unit	2023	2024	2025
Gender Group by Employee Category				
Senior Management Male	Percentage	83.00	81.00	82.00
Senior Management Female	Percentage	17.00	19.00	18.00
Management Male	Percentage	81.00	72.00	70.00
Management Female	Percentage	19.00	28.00	30.00
Executive Male	Percentage	62.00	65.00	59.00
Executive Female	Percentage	38.00	35.00	41.00
Non-executive Male	Percentage	61.00	68.00	67.00
Non-executive Female	Percentage	39.00	32.00	33.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	67.00	67.00	60.00
Female	Percentage	33.00	33.00	40.00
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	0.00	0.00	0.00
Above 50	Percentage	100.00	100.00	100.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	6,141.90	5,327.70 *	5,119.84
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	0.32	0.78	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	215	200	148
Total hours worked	Hours	619,048	515,835	620,766
Number of lost time injuries	Number	1	2	0
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	78	110	96
Management	Hours	68	89	186
Executive	Hours	563	976	754
Non-executive	Hours	6,842	5,158	3,870

Internal assurance

External assurance

No assurance

(*)Restated

SUSTAINABILITY STATEMENT (CONT'D)

Indicator	Measurement Unit	2023	2024	2025
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	11.00	8.00	8.00
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	2	0	3
Management	Number	5	0	7
Executive	Number	16	5	19
Non-executive	Number	12	9	7
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Average training hours per employee	Hours	20	25	21
Total new hires	Number	22	10	39
New hire rate	Percentage	8.66	4.46	16.52
Turnover rate	Percentage	13.78	6.25	15.25
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	69.00	84.00	59.00
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	52.180000	42.920000	36.830000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	1,508.10	1,076.76 *	839.78

SUSTAINABILITY STATEMENT (CONT'D)

Indicator	Measurement Unit	2023	2024	2025
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	1,157.62	780.75 *	563.76
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	350.48	296.02 *	276.02
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	1,057.40	165.60	221.40
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	1,050.20	871.20	683.30
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	301.00	193.30
S1(c) Total number of International Union for Conservation of Nature ("IUCN") Red List of Threatened Species and national conservation list species with habitats in areas affected by the operations of the company				
Critically endangered	Number	0	0	0
Endangered	Number	0	0	0
Vulnerable	Number	0	0	0
Near Threatened	Number	0	0	0
Least concern	Number	0	0	0
Total	Number	0	0	0
Materials				
Recycled materials used in ongoing developments	Metric tonnes	1,965.17	884.75 *	818.32
Effluents				
Bursa S8(a) Total volume of water (effluent) discharged over the reporting period	Megalitres	0.080000	0.030000 *	0.040000

Internal assurance

External assurance

No assurance

(*)Restated

SUSTAINABILITY STATEMENT (CONT'D)

SUSTAINABILITY FRAMEWORKS

The table below describes the interconnectedness of the ESG frameworks that we utilised in this report. These principles-based frameworks are standardised tools that enable us to present information in a structured form and correlate the various indicators to our Goals and regulatory requirements.

Topic	Common Indicators	Sub-Indicators	FTSE Indicator	GRI Indicator
1.	Anti-corruption	% of employees who have received training on anti-corruption by employee category C1(a)	GAC: Anti-Corruption Theme	205-2: Communication and training about anti-corruption policies and procedures
		% of operations assessed for corruption-related risks C1(b)	GAC: Anti-Corruption Theme	GRI 205-1: Operations assessed for risks related to corruption
		Confirmed incidents of corruption & action taken C1(c)	GAC: Anti-Corruption Theme Total Amount of Political Contributions Made: FTSE GAC12 Cost of Fines, Penalties or Settlements in Relation to Corruption (MYR): FTSE GAC14	205-3: Confirmed incidents of corruption and actions taken
2.	Community/Society	Total amount invested in the community C2(a)	SHR: Human Rights & Community Team	201-1: Direct economic value generated and distributed
		Total number of beneficiaries C2(b)		201-1: Direct economic value generated and distributed
		Employees that participated in community impact programmes		
3.	Diversity	% of employees by gender and age group for each employee category C3(a)	SLS: Labour Standards Theme	405-1: Diversity of governance bodies and employees 405-2: Ratio of basic salary and remuneration of women to men
		% of directors by gender and age group C3(b)	SLS: Labour Standards Theme	405-1: Diversity of governance bodies and employees

SUSTAINABILITY STATEMENT (CONT'D)

Topic	Common Indicators	Sub-Indicators	FTSE Indicator	GRI Indicator
4.	Energy Management	Total energy consumption C4(a)	ECC: Climate Change Theme	302-1: Energy consumption within the organisation
5.	Health & Safety	Number of work-related fatalities C5(a)	SHS: Health & Safety Theme	403-9: Work-related injuries
		Lost time incident rate (LTIR) C5(b)	SHS: Health & Safety Theme	403-9: Work-related injuries
		Number of employees trained on health & safety standards (External Training only) C5(c)	SLS: Labour Standards Theme	403-5: Worker training on Occupational Health and Safety 404-1: Average hours of training per employee
6.	Labour practices & Standards	Total hours of training by employee category C6(a)	SLS: Labour Standards Theme	404: Training and Education
		% of employees that are contractors or temporary staff C6(b)	SLS: Labour Standards Theme	401: Employment
		Total number of employee turnover by employee category C6(c)	SLS: Labour Standards Theme	401-1: New Employee hires and employee turnover
		Number of substantiated complaints concerning human rights violations C6(d)	SHR: Human Rights & Community Team	
7	Supply chain	Proportion of spending on local suppliers C7(a)	SHR: Human Rights & Community Team	204-1: Proportion of spending on local suppliers
8	Data privacy/Security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data C8(a)		418-1: Substantiated complaints concerning breaches of customer privacy and loss of customer data
9	Water	Total volume of water used C9(a)	EWT: Water Security Theme	303-3: Water withdrawal 303-4: Water discharge 303-5: Water Consumption



SUSTAINABILITY STATEMENT (CONT'D)

Topic	Common Indicators	Sub-Indicators	FTSE Indicator	GRI Indicator
10	Waste Management	Total waste generated and a breakdown of the following: C10(a)	EPR: Pollution and resources themed	306-3: Waste generated
		Total waste diverted from disposal C10(a)	EPR: Pollution and resources themed	306-4: Waste diverted from disposal
		Total waste directed to disposal C10(a)		306-5: Waste directed to disposal
11	Emissions Management	Scope 1 emissions in tonnes of CO ₂ e C11(a)	ECC: Climate Change Theme	305-1: Direct (Scope 1) GHG Emissions 302-1: Energy Consumption within the organisation
		Scope 2 emissions in tonnes of CO ₂ e C11(b)	ECC: Climate Change Theme	305-2: Energy indirect (Scope 2) GHG Emissions 302-1: Energy Consumption within the organisation
		Scope 3 emissions in tonnes of CO ₂ e Business travel and employee commuting C11(c)	ECC: Climate Change Theme	305-3: Other Indirect (Scope 3) GHG emissions