

SUSTAINABILITY REPORT

Kerjaya Prospek Property Berhad (“**KPPROP**” or the “**Company**”) and its subsidiaries’ (“**KPPROP Group**” or the “**Group**”) present this annual Sustainability Report (“**Report**”) to highlight the Group’s sustainability efforts and disclose the Group’s economic, environmental, social, and governance (“**EESG**”) performance for the financial year under review. This Report presents the sustainability initiatives implemented across all our business operations to address the key sustainability risks and opportunities. The outcomes of these initiatives and overall sustainability performance are reported to and reviewed by the Group’s Board of Directors (“**Board**”).

In KPPROP’s pursuit of its long-term business objectives, we continue to integrate sustainability into our core decision-making and practices. We believe that long-term business sustainability, including fostering mutually beneficial relationships with our stakeholders, is essential to building a strong foundation for the Group’s continued growth and vision.

REPORTING SCOPE AND REVIEW

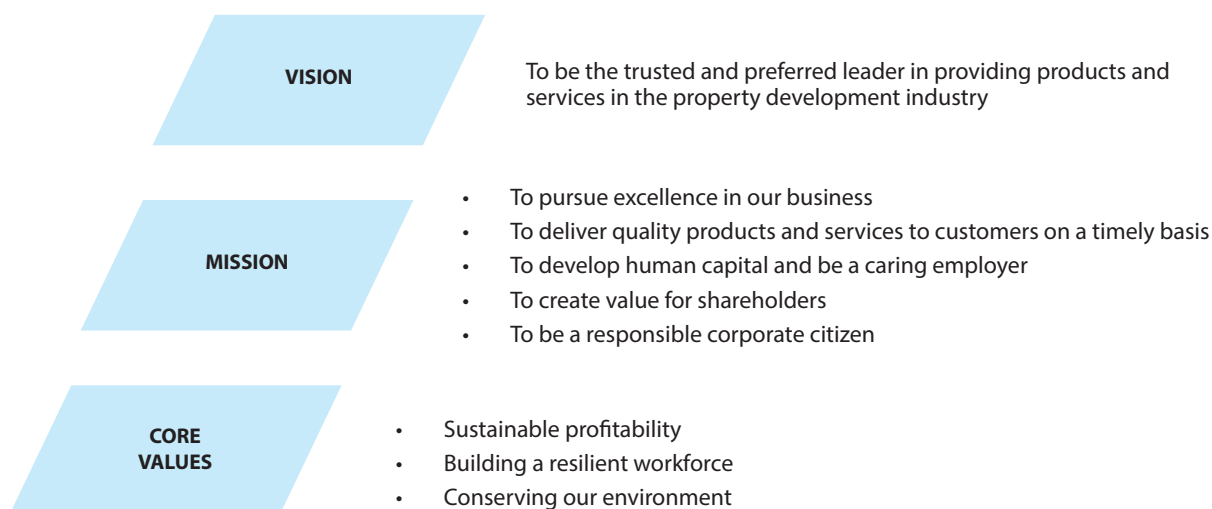
This Report covers the Group’s three core businesses, namely Property Development, Hospitality and Retail and Leasing, for the reporting period from 1 April 2024 to 31 March 2025 (“**FY2025**”), unless stated otherwise. All data and information in this Report are disclosed at the Group level unless stated otherwise.

This Report is prepared in accordance with the Main Market Listing Requirements (“**MMLR**”) of Bursa Malaysia Securities Berhad (“**Bursa**”) and has considered elements of the Sustainability Reporting Guide – 3rd Edition and its accompanying Toolkits.

This Report has not undergone specific internal reviews by the internal auditors or external assurance. However, the management of KPPROP has exercised the necessary care and diligence to ensure the accuracy and reliability of the data presented based on the available data and information. KPPROP remains committed to continuously enhancing its data collection and reporting process.

SUSTAINABILITY IN KERJAYA PROSPEK PROPERTY GROUP

The Group’s business strategies and objectives are guided by its Vision, Mission, and Core Values, which reflect KPPROP’s envisaged position in the industry and its commitment to creating value for a diverse range of stakeholders.



Further supporting the Group’s Vision, Mission, and Core Values is the Group’s established set of policies on sustainability, which outline the KPPROP Group’s key sustainability priorities and serve as a guiding framework for the effective implementation of its sustainability initiatives.

SUSTAINABILITY REPORT (CONT'D)

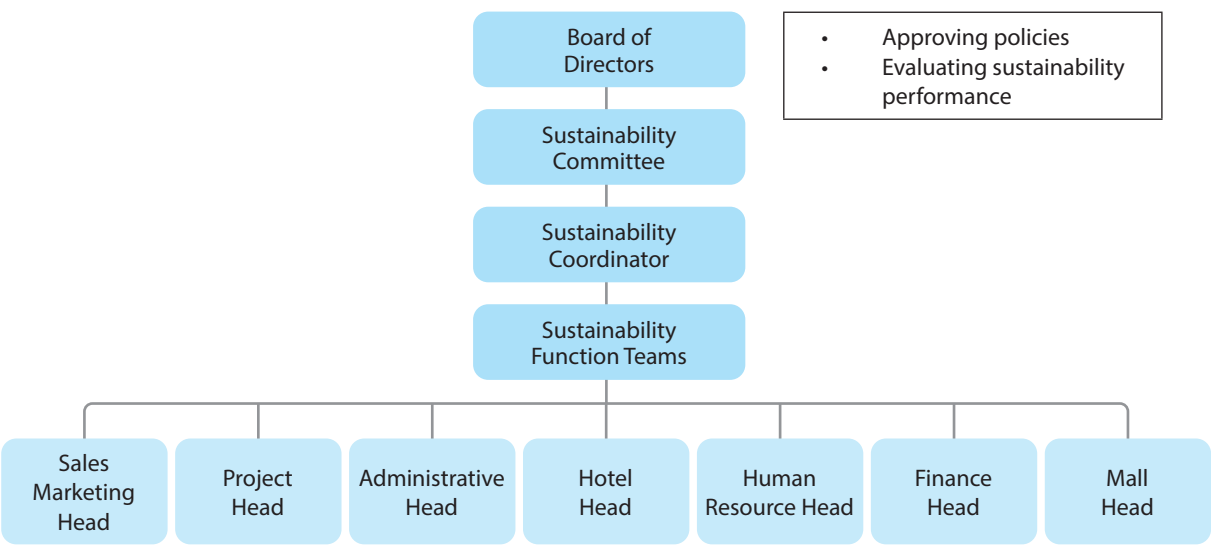


As a responsible corporate citizen, KPPROP is committed to adopting sustainable and responsible practices that support long-term business sustainability while promoting environmental stewardship and social responsibility. We strive to deliver sustainable value to our various stakeholders, taking into consideration our legal obligations and social responsibilities.

FY2025 Highlight

In FY2025, the Group's Property Development segment continued to focus on our key residential projects, including VOX Residence and Viera 15. On the other hand, our Hospitality segment comprises premier shopping, curated dining experiences, and quality accommodations delivered through our flagship properties, including Courtyard by Marriott Kuala Lumpur South, Swiss-Garden Hotel Melaka and The Shore Hotel & Residences. During the year, the Group has introduced a new Retail and Leasing segment, with the opening of Bloomsvale Shopping Gallery and Bloomsvale Office Tower, it has begun to attract a steady stream of tenants and visitors and is expected to contribute positively to the Group's recurring revenue.

GOVERNANCE STRUCTURE



SUSTAINABILITY REPORT (CONT'D)

KPPROP Group's initiatives toward long-term business sustainability are led by strong top-level leadership. The Board plays a crucial role in guiding and overseeing the Group's sustainability efforts and performance, setting the Group's short, medium, and long-term sustainability strategies that also reflect stakeholder interests. The Board is also responsible for regularly reviewing the Group's sustainability strategies, initiatives, progress, targets, and overall performance to ensure continued alignment with its objectives.

The Board acknowledges the critical role of risk management and internal control in effectively managing sustainability-related risks and opportunities. The Board is also tasked with establishing a sound risk management framework and internal control system, ensuring their adequacy and effectiveness, including in relation to sustainability matters. The Audit and Risk Management Committee supports the Board in assessing the adequacy and effectiveness of these frameworks.

As at the date of this Statement, the Group has established a Sustainability Committee, which is a Board-level committee chaired by the Executive Chairperson and comprises a majority of Independent Directors. The Sustainability Committee supports the Board in the review of sustainability matters, particularly in relation to their strategic management and incorporation in business strategies. The Sustainability Committee also reviews the Group's overall sustainability progress and performance.

The Sustainability Committee is assisted by the Sustainability Coordinator, who coordinates communication and reporting between the Management and the Sustainability Committee, including data collection and consolidation and reporting of progress and performance.

The day-to-day operations and management of Material Sustainability Matters ("**MSMs**") are primarily driven by the Sustainability Function Team, which consists of the head of key departments and functions. The members of the Sustainability Function Team are responsible for driving sustainability progress and performance within their respective roles and departments, in alignment with the Group's sustainability policy and direction. The team reports regularly to the Sustainability Coordinator on their progress, performance, and outcomes in managing the MSMs.

The Sustainability Function Team is also responsible for conducting materiality assessments to identify the sustainability matters most relevant to the Group, enabling the prioritisation of resources toward addressing these MSMs.

The effectiveness of the Group's sustainability governance is further reinforced by its overall corporate governance practices, which include ensuring that Directors are equipped with up-to-date information on global and local development of sustainability topics that are material and relevant to the Group's business.

The responsibilities of the various governance bodies are summarised as follows.

Board of Directors	- Responsible for the Group's business sustainability; - Ensures the Group's short, medium, and long-term business strategies incorporate relevant sustainability considerations; - Reviews the Group's overall sustainability strategies, initiatives, progress, and performance; and - Responsible for ensuring effective stakeholder engagement processes.
Sustainability Committee	- Reviews sustainability strategies and their incorporation in business strategies; and - Reviews the implementation and performance of sustainability strategies and initiatives of the Management.
Sustainability Coordinator	Coordinates communication and reporting between the Management and the Sustainability Committee.
Sustainability Function Teams	- Developing and implementing sustainability strategy, policies, and goals, considering the Group's MSMs; - Driving, reviewing, and monitoring sustainability performance; and - Conducting materiality assessment to identify MSMs of the Group.

SUSTAINABILITY REPORT (CONT'D)

STAKEHOLDER ENGAGEMENT AND COMMUNICATION

KPPROP Group has established a Stakeholders Communication Policy aimed at fostering effective communication with the Group's diverse stakeholder groups. Each stakeholder engagement channel serves different purposes, including gathering feedback and comments from stakeholders, communicating policies or updates to stakeholders, and serving as a platform for bi-directional discussions between the Group and its stakeholders. In addition, the stakeholder engagement processes also enable the collection of valuable input from stakeholders, which is considered in the Group's materiality assessment process, helping to identify stakeholder concerns and the issues that influence their perceptions and decision-making.

A summary of the key stakeholder groups, their engagement approaches, and areas of engagement is provided below.

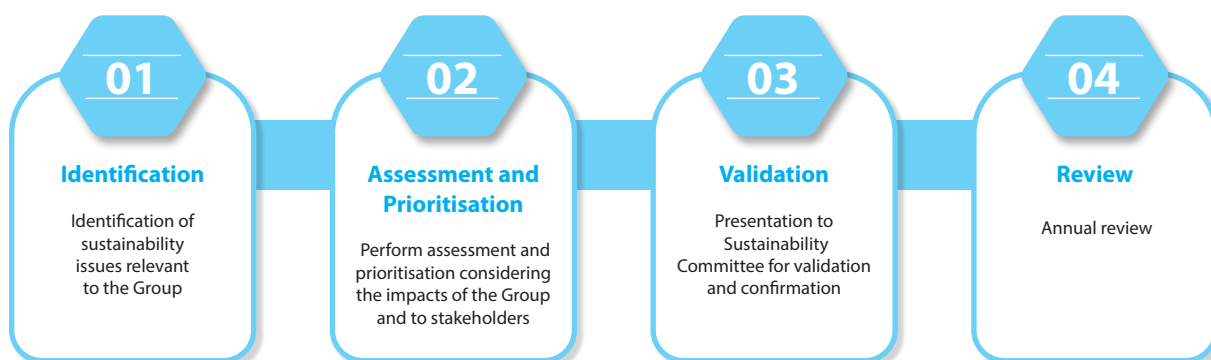
Stakeholders	Engagement Methods	Engagement Areas
Shareholders	- Annual & Extraordinary General Meetings - Press releases - Bursa announcements - Quarterly report - Annual report - Timely update on corporate website	- Financial and operational performance - Return on investments
Government	Compliance to laws and regulations	- Operations-related regulations - Bursa listing requirements - Companies Act - Labour law - Taxations - Department of Environment - Occupational Safety and Health Act
Board of Directors	Board meetings	- Corporate strategy - Corporate governance
Employees	- Technical and skills training - Performance review - Department meetings - In-house newsletters / communications	- Occupational safety and health - Remuneration policy - Career development - Performance review - Fair employment practices
Financial Institutions	- Bursa announcements - Quarterly report - Annual report - Timely update on corporate website	- Financial and operational performance - Funding requirement
Customers	- Customer Relationship Management - Facilities management review - Marketing events, social media, roadshows and sales galleries	- Customer satisfaction - After-sales services - Quality assurance
Suppliers & Contractors	- New Supplier Form - Regular meetings - Quality audit on services and products - Contract negotiation	- Services and products' quality - Legal compliances
Communities	Charity and welfare programs	- Social contribution - Job opportunities - Donation and financial aid

SUSTAINABILITY REPORT (CONT'D)

Stakeholders	Engagement Methods	Engagement Areas
Analyst/ Media	- Annual & Extraordinary General Meetings - Investor briefings - Media release	- Financial and operational performance - General announcements

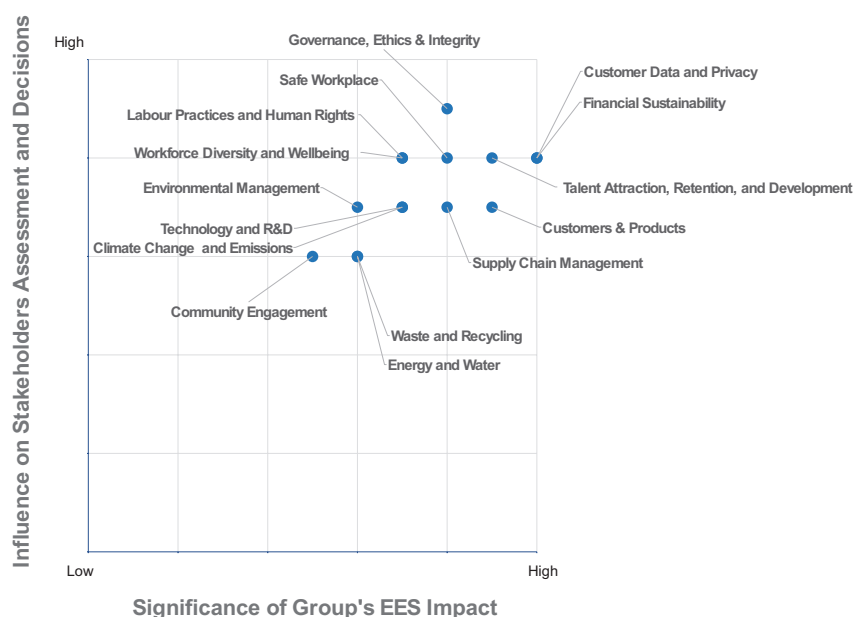
MATERIALITY ASSESSMENT

KPPROP identifies and prioritises its sustainability matters via a materiality assessment process. This process helps determine which matters have the most significant impact on the Group and require focused resources and attention. A MSM is one that reflects the Group's significant economic, environmental, and social impacts or is most likely to influence stakeholder decisions or assessments. The materiality assessment is carried out by the Sustainability Function Team, and the outcome is presented in a materiality matrix to guide the Group's focus and allocation of resources.



KPPROP's Sustainability Function Team carried out a materiality assessment and confirmed that the sustainability matters remain relevant and unchanged in the FY2025 materiality matrix.

The Group's FY2025 materiality matrix is presented as follows.



SUSTAINABILITY REPORT (CONT'D)

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS ("SDGS")

In September 2015, 193 member states of the United Nations collectively adopted "Agenda 2030", a comprehensive plan designed to address the world's most urgent economic, environmental, and social challenges. This agenda consists of 17 goals and 169 targets, addressing issues such as economic inclusion, geopolitical stability, depleting natural resources, environmental degradation, and climate change. Malaysia has demonstrated its commitment to "Agenda 2030" by implementing its own SDG Roadmap.

While all SDGs may be relevant to our operations to varying extents, we focus on those SDGs that are most relevant to our industry and where we can make contributions.



SUSTAINABILITY REPORT (CONT'D)

The following are the SDGs that are identified as most relevant to our MSMs.

Material Sustainability Matters	SDGs
Governance, Ethics, and Integrity	
Customer Data and Privacy	
Financial Sustainability	
Talent Attraction, Retention, and Development	   
Safe Workplace	 
Customers & Products	 
Labour Practices and Human Rights	
Workforce Diversity and Wellbeing	
Supply Chain Management	
Technology and R&D	
Climate Change and Emissions	
Environmental Management	 
Energy and Water	  
Waste and Recycling	 
Community Engagement	 

SUSTAINABILITY REPORT (CONT'D)

ECONOMIC

Financial Sustainability

The Group's business mindset is guided by the belief that long-term profitability and stakeholder value can be achieved by addressing the interests of a diverse range of stakeholders, including employees, suppliers, other business partners, and the communities in which we operate.

Financial sustainability is a critical foundation for ensuring the continuity of our operations over the short, medium, and long term. It enables us to maintain adequate financial resources to support day-to-day operations, implement business strategies, and carry out other key activities. Moreover, a strong financial position builds trust and confidence among shareholders and investors.

During the financial year under review, KPPROP Group recorded a profit before tax of RM15.4 million. Total equity stood at RM413.4 million as at 31 March 2025. At the end of the financial year, the Group has RM56.2 million in cash and bank balances.

For details about the financial performance and position of the Group, please refer to the **Management Discussion and Analysis** section.

We uphold accountability and transparency in our engagement with shareholders, placing emphasis on providing timely and accurate information about the Group's financial performance and position. In addition to facilitating meaningful interactions among Directors, shareholders, and the Company during the Annual General Meeting, we also maintain a corporate website (www.kpproperty.com.my) that serves as a key platform for publishing essential information. This includes quarterly results, announcements, and circulars/ statements required by the MMLR. We ensure that these documents are uploaded promptly to provide shareholders with easy and reliable access, reinforcing our objective of open and trustworthy communication.

Customers & Products

We create and deliver value to our customers via our quality products and services. By choosing KPPROP Group, our customers demonstrate their confidence in the quality of our products and services, and we reciprocate their trust through our ongoing commitment to meeting their needs and expectations with high-quality products. We continuously strive to enhance and exceed customer expectations, not only to satisfy but to delight our customers. Our ultimate goal is to build long-lasting relationships by prioritising customer needs and maintaining a strong customer-centric approach in everything we do.

CUSTOMERS' SATISFACTION

Internationally recognised best practices and international quality and safety accreditation

Experienced workforce that equipped with professional knowledge and comprehensive training

Prompt delivery and reliable customer service

Efficient after-sales service, create an integrated and resilient workforce

We are committed to maintaining the unwavering quality in our products by diligently selecting contractors accredited with ISO 9001:2015 - Quality Management Systems. This certification assures compliance with stringent quality and safety requirements, strengthening our credibility and reinforcing our standards within the property development industry. Besides, the Group also strictly adheres to all relevant laws and regulations related to safety and quality, further demonstrating our dedication to customer satisfaction and trust.

SUSTAINABILITY REPORT (CONT'D)

Before handing over properties to our customers, we conduct thorough internal assessments to ensure functionality and quality of the finishes. This detailed process includes scrutinising aspects such as tiling, internal paint, electrical functionality, plumbing functionality, and more. Any defects identified during the assessment are promptly addressed through corrective actions to ensure the property meets our quality standards and delivers the best possible experience to our customers.

KPPROP Group is committed to embracing digital transformation to enhance our customer experience, including the development of virtual sales galleries designed to meet evolving customer needs. These digital platforms allow us to integrate technology into our sales and customer engagement processes, enabling buyers to explore and choose their preferred properties, view detailed site plans and specifications, and access other relevant information. In addition, we have expanded our branding and marketing efforts via a variety of online and social media channels, increasing our visibility and engaging with a broader audience across different age groups.

KPPROP Group views customers not just as consumers, but as essential partners in innovation. We recognise that their feedback and ratings are invaluable in driving our continuous improvement. To stay competitive, we focus on aligning our product and service development with their evolving expectations. We actively collect feedback from our customers through multiple channels, including social media platforms, our website, hotlines, and direct interactions with frontline staff. By actively listening to their needs and suggestions, we gain meaningful insights that guide future enhancements and innovation. This customer-centric approach not only enhances the overall experience and satisfaction of our customers but also strengthens our position as a forward-thinking industry leader.

In a highly competitive market, KPPROP Group places strong emphasis on building and maintaining trust-based relationships with our customers. Our charter highlights the importance of customers' well-being, safety, and satisfaction, serving as the core principles that underpin our approach to product responsibility. We uphold these principles consistently throughout the entire lifecycle of our products and services.

Sustainable Design and Living

We strive to embed sustainability principles into our master plans, such as incorporating lush greenery and thoughtfully designed landscaping. For KPPROP, sustainable living means living harmoniously with the natural environment and seamlessly blending with local elements and ecosystems. Our project designs emphasise the use of local site features such as natural lighting and ventilation to their fullest potential. These design strategies not only reduce dependency on excessive electricity for lighting and air-conditioning but also enhance cross-ventilation systems for optimal temperature regulation, fostering healthier living spaces for our residents. By embracing these strategies, we aim to support more responsible living that enhances and optimises energy efficiency, conserves energy, minimises water usage, and reduces carbon emissions.

Bloomsvale's residential components have been awarded a Platinum Provisional rating under the Green RE certification program, whereas the commercial components received a Gold Provisional rating. These recognitions serve as an acknowledgement of our integration of sustainable living in our project designs and execution.

Supply Chain Management

The effectiveness of our supply chain plays a crucial role in the KPPROP Group's ability to create value, particularly as property development projects require close collaboration among various players in the industry. In selecting suppliers or business partners, we place strong emphasis on alignment with our core principles, especially integrity and the ability to deliver results reliably.

When selecting suppliers for a new project, the ability to deliver high-quality products and services is a key criterion in our assessment process during tender or bid calls. The assessment of suppliers also includes an evaluation of our suppliers' compatibility with the Group's operational, environmental, and social objectives. The information and details of the newly selected suppliers are recorded and documented in the New Supplier Form.

SUSTAINABILITY REPORT (CONT'D)

We conduct regular assessments to ensure that the quality of products and services consistently meets our internally set standards and requirements. Annual audits are also carried out for existing suppliers and contractors to identify and address any operational issues. Suppliers with unsatisfactory performance may receive warnings or face contract termination; while continued engagement or contract renewal is contingent upon satisfactory performance or the implementation of corrective measures for minor deficiencies.

We remain committed to continuously improving our processes and building strong relationships with our suppliers. Through proactive engagement, we work together to identify and mitigate risks, enhance productivity, and drive efficiency throughout the supply chain. Our approach is guided by transparency and integrity. We believe in creating value by seeking opportunities to collaborate and share best practices with our suppliers to fortify a robust supply chain that is reliable and of high quality.

Environmental and Social Sustainability in the Supply Chain

KPPROP Group is committed to minimising the environmental and social impacts of our business activities, both internally and throughout our supply chain. We believe that adopting sustainable practices is vital to the long-term success of our business and our continued ability to meet customer needs. This commitment is reflected in our ethical business conduct and the integration of responsible practices across critical areas of our value chain, with particular emphasis on our supply chain.

We actively encourage responsible and sustainable practices among our suppliers by addressing a broad range of environmental and social considerations. These expectations are embedded within our supplier engagement process. In selecting new suppliers, we place priority on those who demonstrate a commitment to compliance, environmental protection, conservation of endangered species, labour rights and welfare, and equal opportunities. We also assess any existing environmental or integrity concerns, including issues related to anti-corruption and anti-bribery, when determining who we choose to work with. By incorporating these considerations into our supplier relationships, we aim to shape a supply chain that aligns with the Group's values and way of doing business.

We are committed to upholding the fundamental human rights of our employees and ensuring a conducive working environment. This commitment also extends to our appointed contractors, who are required to strictly comply with the Workers' Minimum Standards of Housing and Amenities (Amendment) Act 2019 (Act 446). This regulation ensures that the accommodation provided to workers involved in our projects meets acceptable living standards and complies with all regulatory requirements.

KPPROP Group is pleased to report that no fines and settlements related to ESG issues were incurred for FY2025.

Local Procurement

The Group aims to support the local economy and local businesses by prioritising local procurement wherever possible. We actively encourage the sourcing of materials and goods from local suppliers and associates. In our engagement with contractors and suppliers, we aim to understand the origin of materials used in our construction projects and hotels, and promote the use of locally sourced materials and services while maintaining quality standards and cost-effectiveness of the procured materials or services. Procuring locally not only strengthens the local economy and businesses but also helps reduce delivery times and enhances overall supply chain efficiency.

In FY2025, approximately 99% of KPPROP Group's procurement of products and services was attributable to local suppliers and contractors.

Group	FY2023	FY2024	FY2025
Proportion of spending on local suppliers (including contractors) (%)	>95 %	>99 %	>99 %

SUSTAINABILITY REPORT (CONT'D)

Technology and R&D

Technology and research and development ("R&D") are key focus areas for KPPROP Group, as they play a vital role in driving efficiency and fostering innovation across both our Property Development segment and Hospitality segment.

In our Property Development segment, we explore and adopt technologies that allow us to improve project efficiency, enhance quality, environmental protection, and strengthen the safety and health of our employees and workers where possible. Furthermore, we also consider investments in cutting-edge technology and green resources that enable our products and properties to offer better design, sustainability, and functionality in our property development.

In our Hospitality segment, we strive to elevate the guest experience in our hospitality ventures by embracing the latest technological advancements and investing in ongoing research and development approaches. From implementing seamless booking systems to capturing and responding to guest preferences, we focus on tailoring every aspect of the stay to meet guest needs. Staying ahead of technological trends also allows us to improve operational efficiency, streamline processes, and consistently deliver exceptional service. To support this, we conduct regular reviews of our key equipment, such as air conditioners and information systems, and upgrade them where required.

SOCIAL

Workforce Diversity and Wellbeing

KPPROP Group upholds fair and equitable recruitment practices that promote diversity and inclusivity across our workforce. The Group is committed to practising equal employment opportunities in our employment practices, regardless of gender, age, race or ethnicity, colour, religion, disability, nationality, or sexual orientation. This includes processes from recruitment, remuneration, performance reviews, promotion, and disciplinary actions.

Any form of workplace discrimination is a breach of our Group's Code of Ethics and must be reported through the internally established mechanisms accordingly.

At the Board level, we have adopted a Gender Diversity Policy and Target, with our Directors remaining mindful of efforts to enhance female representation on the board as and when appropriate opportunities arise.

Our Board and workforce as a whole boasts a balanced mix of genders, age groups, and ethnicities, bringing various benefits to the Group. This diversity enriches the Group by encouraging open-minded dialogues, expanding positive impact, bridging differences, and fostering innovative perspectives and strategies.

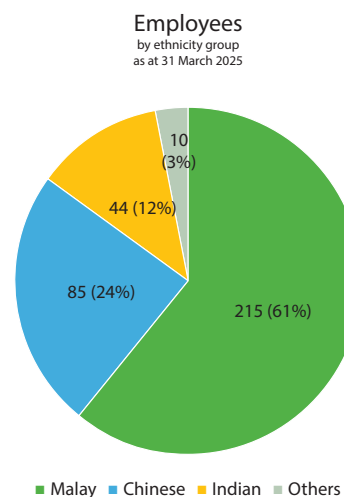
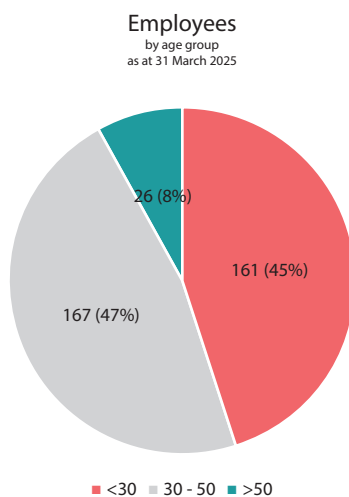
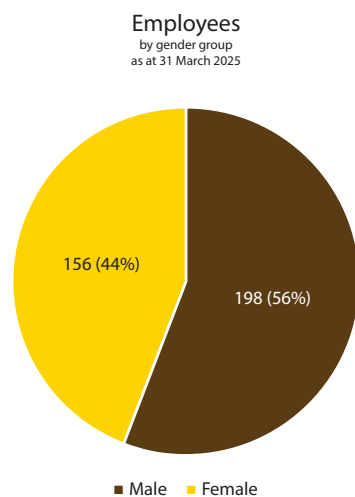
We emphasise merit-based hiring and recruitment processes to ensure fair and unbiased selection and decisions. As human capital is our most valuable asset, we consistently invest in talent development. We recognise that the commitment and productivity of our employees are essential to sustaining the Group's success and overall performance.

Our employees

As at 31 March 2025, the Group employed a total of 354 employees across our business operations, a significant increase compared to 2024 due to the hiring of new employees for our newly launched Courtyard by Marriott Kuala Lumpur South Hotel. We continue to maintain a balanced and diverse workforce, with our employment demographics summarised as follows.

SUSTAINABILITY REPORT (CONT'D)

KPPROP Group	31 Mar 2023	31 Mar 2024	31 Mar 2025
Employees by gender (number)			
Male	80	107	198
Female	74	95	156
Employees by age (number)			
Below 30	62	77	161
30 - 50	74	96	167
Above 50	18	29	26
Employees by ethnicity (number)			
Malay	92	131	215
Chinese	50	60	85
Indian	5	7	44
Others	7	4	10
Total	154	202	354



SUSTAINABILITY REPORT (CONT'D)

KPPROP Group	31 Mar 2025				
	Gender		Age		
	Male	Female	<30	30 - 50	>50
Board of Directors	4 (80%)	1 (20%)	0 (0%)	2 (40%)	3 (60%)
Employee category					
Management	22 (50%)	22 (50%)	4 (9%)	31 (71%)	9 (20%)
Executives	78 (52%)	71 (48%)	55 (37%)	85 (57%)	9 (6%)
Non-Executives	98 (61%)	63 (39%)	102 (63%)	51 (32%)	8 (5%)
Total	198 (56%)	156 (44%)	161 (45%)	167 (47%)	26 (8%)

Note: FY2023 and FY2024 Employee statistics by gender and age group are summarised in Appendix A.

Due to the different nature of the Group's businesses and functions, we employ a mix of full-time permanent and full-time and part-time contract employees, as follows. Generally, the Group's workforce is mainly comprised of full-time permanent employees.

All employees are fairly compensated and provided with benefits designed to support, motivate, and reward their performance and contributions.

KPPROP Group	31 Mar 2023	31 Mar 2024	31 Mar 2025
Employment types			
Full-time permanent employees	144 (94%)	180 (89%)	338 (96%)
Part-time permanent employees	–	–	–
Full-time contract employees	10 (6%)	19 (10%)	12 (3%)
Part-time contract employees	–	3 (1%)	4 (1%)
Total	154	202	354

Labour Practices and Human Rights

The Group remains steadfast in its commitment to upholding and respecting the fundamental human rights of our people and fostering a work environment that is free from discrimination and harassment. We prioritise the safety, health, and ethical treatment of all employees. In alignment with local laws and practices, we promote an environment where employees can exercise their right to unionise and freely associate. KPPROP also takes proactive steps to promote a culture of inclusivity, respect, and fairness for all.

At KPPROP Group, we strictly comply with all statutory requirements and regulations related to compensation and benefits, including minimum wage orders, legal working hour limits, and mandatory contributions to the Employee Provident Fund and obligations to the Social Security Organisation.

We are also committed to maintaining a safe and respectful workplace environment and have a zero-tolerance policy towards all forms of sexual harassment, including but not limited to verbal, non-verbal, psychological, or physical sexual harassment within our premises.

SUSTAINABILITY REPORT (CONT'D)

The Group strictly opposes all forms of child labour and forced labour, and we expect our contractors and service providers to uphold the same ethical standards. We respect the statutory entitlements of our employees in accordance with applicable laws and regulations.

We respect employees' freedom of association and rights to collective bargaining in accordance with the provisions of applicable laws and regulations, and we do not prohibit employees from exercising such rights.

In addition, we also undertake initiatives to enhance employee welfare by providing various additional benefits, including dental allowances, travel allowances, group insurance, and the provision of uniforms.

The Group's policies on labour practices and human rights are also incorporated in the Group's Employee Handbook, which is shared and communicated to all employees.

Employees are encouraged to raise any employment-related concerns, including human rights matters, through established communication channels managed by the Human Resources ("HR") Department. In cases of serious human rights violations, reports can also be made through the Group's Whistleblowing Policy.

During the financial year under review, there were zero substantiated complaints concerning human rights violations, reflecting the Group's goal of upholding a zero-tolerance policy on sexual harassment.

KPPROP Group	FY2023	FY2024	FY2025
Substantiated complaints concerning human rights violations (number of cases)	0	0	0

Talent Attraction, Retention & Development

Employee Engagement

The Group views employee engagement as a fundamental driver of performance and alignment between organisational goals and employee interests. We believe that an engaged workforce is key to creating long-term value, as our employees are our most important asset. To foster stronger connections and engagement, management regularly engages employees through various initiatives, including annual dinners, festive celebrations, employee surveys, team-building activities, and more.

Our performance review and management process also plays an important role in aligning employees' performance outcomes and achievements with development needs and appropriate rewards.

As at 31 March 2025, the turnover numbers are presented as follows:

KPPROP Group	31 Mar 2023	31 Mar 2024		31 Mar 2025	
Employee turnover by employee category ¹	Number/ Rate	Number	Rate	Number	Rate
Management	Not available	1	0.03	8	0.18
Executives	Not available	16	0.24	55	0.37
Non-Executives	Not available	1	0.01	37	0.23
Total	Not available	18	0.09	100	0.28

¹ KPPROP began to collect data for turnover number and rate by employee category as at 31 March 2024.

SUSTAINABILITY REPORT (CONT'D)

Learning and Development

KPPROP Group recognises that a strong team is essential to driving business growth and success. To support this, we prioritise employee development through various initiatives, including promoting job and personal development opportunities, conducting training programs, fostering a diverse and inclusive workforce, providing employee benefits and welfare, and actively promoting employee engagement.

To ensure long-term performance and sustainability, KPPROP Group places strong emphasis on succession planning, particularly for key and leadership roles. The HR Department oversees the reviews of the Group's human resources plan, which includes the succession management framework and its related activities. This process incorporates various HR activities, such as job and salary reviews, as well as the annual manpower budget. Succession planning is implemented across the Group, with a focus on developing tailored training programs to meet the growth and development requirements of management staff.

The Group acknowledges the significance of a fast-changing business environment driven by technology, which demands continuous upskilling and reskilling efforts to maintain relevance and enhance productivity. We actively encourage employee participation in both internal and external training programs, fostering opportunities to support their professional development. These initiatives aim to strengthen the knowledge and skills of our employees across areas such as career enhancement, personal growth, human resource management, technical expertise, and more.

The development of training topics is also supported by the Group's annual performance appraisal, which is conducted for all employees. These sessions help us to identify areas where employees, as well as the business, can improve to further personal and professional advancement.

Training is tailored to align with employees' specific roles and responsibilities and is extended to a wide range of participants, including subsidiaries, staff groups, and third parties. Training sessions are carried out regularly, following a structured approach to ensure that employees at all levels, from entry-level recruits to frontline staff, supervisors, and top-level management, receive the necessary training. In FY2025, the training topics attended by our employees included the following:

- Anti-bribery and corruption;
- Sustainability reporting requirements;
- Health and safety in the workplace environment;
- Taxation;
- E-invoicing; and
- Sales and service tax.

Guided by the principles of equal opportunity, the Group is committed to empowering every employee to continuously enhance their skills and capabilities, ensuring that no one is left behind in the journey of professional and personal development. We believe that accessible and inclusive training opportunities are essential to building a resilient and future-ready workforce.

In FY2025, the Group recorded a total of 2,961 hours of training, reflecting an increase compared to FY2024. This increase was primarily driven by the onboarding and operational training programmes provided to newly hired employees for our newly launched Courtyard by Marriott Kuala Lumpur South, which began operations during the year. These sessions were essential in equipping the hotel team with the service, compliance, and brand standards required to deliver a high-quality guest experience in line with Marriott International's global expectations.

SUSTAINABILITY REPORT (CONT'D)

KPPROP Group	FY2023	FY2024		FY2025	
Training hours by employee category ²	Total	Total	Average training hours per employee	Total	Average training hours per employee
Management	Not available	233	7.52	354	8.05
Executives	Not available	193	2.88	1,650	11.07
Non-Executives	Not available	425	4.09	957	5.94
Total and average training hours	551	851	4.21	2,961	8.36

² KPPROP began to collect data for the total training hours by employee category and the average training hours per employee by employee category in FY2024.

Safe Workplace

KPPROP Group focuses on the safety and health of its employees across all areas of its business operations. We aim to foster a secure and healthy working environment by consistently upholding effective safety measures. To support this objective, the Group has implemented a policy on the Group's commitment to occupational safety and health, summarised as follows.

- ensuring compliance with laws and regulations in relation to occupational safety and health;
- setting targets and measures to oversee occupational safety and health performance across the organisation; and
- promoting a culture where all employees share the commitment to prevent harm or injury to the safety and health of our employees, contractors, and the general public.

The Group ensures continuous communication of occupational health and safety procedures to our employees through manuals, work instructions, and various communication channels, keeping them informed of essential safety measures and controls. New employees are required to attend induction sessions that include safety and health training, enabling them to recognise and manage potential workplace risks effectively.

KPPROP Group also ensures that employees receive relevant training to perform their duties safely and in accordance with established safety procedures. In FY2025, 354 employees participated in training related to health and safety standards.

KPPROP Group	FY2023	FY2024	FY2025
Employees trained on health and safety standards (including general health and safety training) (number of employees) ⁴	Not available	202	354

⁴ KPPROP began to collect data for the number of employees trained on health and safety standards in FY2024.

Safety and Health for Contractors

We work with various contractors for our Property Development projects. When selecting contractors, their safety and health policies, procedures, and track record form part of our consideration. Contractors at each project site are also required to provide safety briefings for all workers at the site and provide monthly safety reports, which help us monitor site safety and ongoing safety enhancements.

SUSTAINABILITY REPORT (CONT'D)

Safety and Health at our Hotels	At our Hospitality operations, dedicated Safety Officers are appointed to oversee hotel activities and mitigate health and safety risks during daily operations. Provisions for cleanliness, safety, and health preservation within our hotels are integral components of our SOPs, promoting a safe work environment for employees and a comfortable experience for our guests. Safety Officers conduct regular checks to ensure compliance with these SOPs. Furthermore, we conduct annual internal audits to ensure the effective execution and maintenance of our health and safety management systems. To uphold the highest standards of safety and security for all guests, employees, and visitors, our security teams are on duty 24/7. Routine audits are conducted to ensure the reliability and effectiveness of our security systems, assessing various elements like the efficacy of CCTV recordings and the preparedness of security staff in emergency response in diverse scenarios. These audits support continuous improvement efforts, allowing us to enhance and reinforce our security measures, thereby prioritising the safety and well-being of our guests and employees.
Food Safety	At our Hospitality operations, our commitment to food safety standards is reflected in our operational procedures and stringent requirements for our suppliers of food, beverages, and related services. These suppliers are required to comply with stringent criteria that align with internationally recognised food safety certifications or are subject to third-party audits. For smaller-scale suppliers, our hotels carry out hygiene audits to ensure alignment with our food safety standards.

We are pleased to report that, during the financial year under review, KPPROP Group and its contractors for KPPROP's projects maintained the same outcome as in FY2024, with zero work-related fatalities recorded. Additionally, the Group also maintained a lost-time incident rate of zero throughout the year.

KPPROP Group	FY2023	FY2024	FY2025
Work-related fatalities (number)	0	0	0
Lost time incident rate (employees)	0.0	0.0	0.0
Lost time incident rate (employees and contractors) ⁵	Not available	Not available	0.0

KPPROP Group			
Contractors in relation to KPPROP's projects	FY2023	FY2024	FY2025
Work-related fatalities (number)	0	0	0

⁵ KPPROP began to collect data for the lost time incident rate for employees and contractors in FY2025.

Community Engagement

As we are deeply rooted in the communities where we operate, the Group actively participates in community outreach programs and initiatives. We take pride in having the opportunity to serve and bolster various community sectors, working towards social empowerment and making a positive impact across diverse backgrounds. In FY2025, KPPROP Group contributed RM20,290 towards a diverse range of CSR initiatives, including community infrastructure support, educational sponsorships, welfare aid for special needs and children's homes, as well as festive contributions to underprivileged groups.

KPPROP Group	FY2023	FY2024	FY2025
Total amount invested in the community ⁶ (RM)	Not available	13,175	20,290
Beneficiaries ⁷ of the investment in communities (estimated number) ⁸	Not available	630	754

⁶ KPPROP began to collect data for the amount invested in the community in FY2024.

⁷ Beneficiaries that are external to the company.

⁸ KPPROP began to collect data for the number of beneficiaries of the investment in communities in FY2024.

SUSTAINABILITY REPORT (CONT'D)

CSR activities conducted in FY2025



Cash donation to
Persatuan Insan Istimewa Cheras



Cash and food aid to
Rumah Victory Children Home



Cash and food aid to
Rumah Charis Old Folks Home

ENVIRONMENT

Environmental Management

KPPROP Group is cognisant of the tender balance between the built and natural environments, which is fundamental to the Group's business. We also recognise our role in protecting and preserving the environment and are committed to complying with all applicable environmental laws and regulations. In addition, we also actively seek to minimise our negative environmental impact, including undertaking serious efforts to prevent any incidents of pollution across our business and operations.

Environmental compliance is integrated into our operational procedures and forms key criteria in our relationship with business partners, including contractors and service providers involved in our projects.

KPPROP Group is pleased to report that no fines or penalties related to non-compliance with environmental laws and regulations were imposed on KPPROP during FY2025.

Environmental protection and preservation are integral to our operations. This includes implementing energy and resource efficiency initiatives across our hotels and incorporating environmentally sustainable design features, such as natural lighting and natural ventilation, into our projects from the earliest conceptual stage.

Climate Change and Emissions

KPPROP Group acknowledges that climate change is a widespread challenge that may pose both risks and opportunities to our business operations in the long term. In response, we express our support for the Paris Agreement. Recognising the urgent need for collective global action on climate change, we have initiated efforts to measure and analyse the Group's greenhouse gas ("GHG") emissions resulting from energy use.

As part of our strategic approach to sustainability, we are gradually incorporating climate-related risks into our business assessments and decision-making process. We believe that long-term business resilience depends on proactive planning across the short, medium, and long-term, especially in the face of climate change, which is one of the most significant global challenges for businesses today. In line with this, KPPROP Group is also aware of the updated MMLR relating to IFRS S2 Climate-related Disclosures and is looking into these requirements for integration into our sustainability practices.

This year, we conducted further assessment and are reporting the Group's Scope 1 and Scope 2 emissions to obtain a better understanding of our carbon impact.

SUSTAINABILITY REPORT (CONT'D)

Energy & Water

Energy

Electricity usage across our offices, hotels, and sales galleries represents the Group's primary source of direct energy consumption, all of which is sourced from purchased electricity. In addition, another direct energy source is the use of fuel for the vehicles of the Group.

To manage our electricity consumption, we continue to promote electricity efficiency and implement energy-saving initiatives, including but not limited to:

- switching off lights and air-conditioners in offices and meeting rooms when not in use;
- setting computers and photocopiers to "sleeping mode" or switching them off when not in use;
- using LED lighting, which is more energy-efficient in general; and
- encourage maintaining the air conditioning temperature at approximately 23°C – 24°C in the office.

In FY2025, the Group's total energy consumption comprised approximately 60 MWh from non-renewable fuel consumption and 17,222 MWh from electricity consumption. The total energy consumption in FY2025 recorded a significant increase compared to FY2024. This was mainly attributed to the commencement of the Courtyard by Marriott Kuala Lumpur South Hotel under the Hospitality segment, which required electricity usage for its daily operations. Electricity consumption contributed to more than 99% of the Group's total energy consumption, as illustrated below.

KPPROP Group	FY2023	FY2024	FY2025
Non-renewable fuel sources (MWh) ⁹	Not available	67	60
Purchased electricity (MWh) ¹⁰	Not available	7,313	17,222
Total energy consumption of the Group (MWh)	Not available	7,380	17,282

For the Group's Hospitality segment, we measure energy efficiency by calculating electricity cost over the segment's revenue. This metric enables us to monitor the electricity expense margin.

Hospitality segment	FY2023	FY2024	FY2025
Electricity cost as a percentage of revenue			
Electricity cost (RM'000)	3,347	3,970	7,050
% of electricity cost over hospitality revenue (%)	8	9	10
Energy efficiency			
Energy consumption ¹¹ (MWh)	Not available	7,227	12,995
Energy efficiency (energy consumption per RM'000 revenue) ¹²	Not available	0.16	0.19

⁹ KPPROP began to collect data for non-renewable fuel sources in FY2024.

¹⁰ KPPROP began to collect data for purchased electricity in FY2024.

¹¹ Hospitality segment began to collect data for energy consumption in FY2024.

¹² Hospitality segment began to collect data for energy efficiency in FY2024.

The increase in electricity cost during the year was primarily attributed to the addition of Courtyard by Marriott Kuala Lumpur South, a new hospitality asset that became operational during the year. While this contributed positively to the Group's revenue growth, the corresponding increase in electricity usage, particularly during the ramp-up period of hotel operations, resulted in a temporary rise in the energy intensity metric. The Group remains committed to improving energy efficiency within the Hospitality segment through ongoing optimisation efforts, including equipment upgrades, staff training, and the adoption of energy-efficient technologies.

SUSTAINABILITY REPORT (CONT'D)

With the introduction of the Retail and Leasing segment during the financial year, the Group has begun tracking energy efficiency relative to segmental revenue to better reflect the operational energy intensity of this business division, as follows:

Retail and Leasing segment	FY2023	FY2024	FY2025
Energy efficiency			
Energy consumption ¹³ (MWh)	Not available	Not available	4,213
Energy efficiency (energy consumption per RM'000 revenue) ¹⁴	Not available	Not available	0.31

The Group continues to monitor energy efficiency within the Property Development segment by benchmarking electricity consumption against segmental revenue. The reported energy usage primarily originates from our corporate offices and sales galleries, as follows.

Property Development segment	FY2023	FY2024	FY2025
Energy efficiency			
Energy consumption ¹⁵ (MWh)	Not available	36	14
Energy efficiency (energy consumption per RM'000 revenue) ¹⁶	Not available	0.0001	0.0001

¹³ Retail and Leasing segment began to collect data for energy consumption in FY2024.

¹⁴ Retail and Leasing segment began to collect data for energy efficiency in FY2024.

¹⁵ Property Development segment began to collect data for energy consumption in FY2024.

¹⁶ Property Development segment began to collect data for energy efficiency in FY2024.

Emissions

KPPROP Group remains committed to managing and reducing emissions arising from our business operations. As a property developer, our primary sources of emissions are energy consumption within our offices, construction sites, and completed developments. While our overall emissions footprint remains modest, we recognise the importance of environmental stewardship and continue to take proactive steps to monitor and improve our performance.

During FY2025, we focused on enhancing energy efficiency, encouraging responsible electricity usage across our projects, and engaging with contractors on the use of low-carbon building materials and practices. As part of our broader ESG commitment, we are in the process of establishing baseline data for greenhouse gas (GHG) emissions to support future tracking and goal-setting.

We remain aligned with national and global climate goals, and will continue to explore opportunities to reduce emissions intensity across our value chain as we scale.

KPPROP Group	FY2023	FY2024	FY2025
Scope 1 emissions (tCO ₂ e) ¹⁷	Not available	Not available	14.93
Scope 2 emissions (tCO ₂ e) ¹⁸	Not available	Not available	13,329.39

¹⁷ KPPROP began to report Scope 1 emissions in FY2025.

¹⁸ KPPROP began to report Scope 2 emissions in FY2025.

Water

KPPROP Group generally does not operate in water-stressed areas, and we also place strong emphasis on responsible water use and avoiding unnecessary wastage. We remained committed to promoting water conservation and implementing water-saving measures across our business operations.

SUSTAINABILITY REPORT (CONT'D)

In FY2025, the Group's total water consumption amounted to 225,218 m³, primarily driven by usage in the Hospitality segment and other premises, including the headquarters. The Property Development segment recorded minimal direct water consumption.

KPPROP Group	FY2023	FY2024	FY2025
Water used ¹⁹ from municipal potable water (m ³)	Not available	94,509	225,218

¹⁹ KPPROP began to collect data for water used in FY2024.

KPPROP Group by properties (m ³)	FY2023	FY2024	FY2025
Hospitality segment - water used from municipal potable water	Not available	90,940	137,787
Property Development segment - water used from municipal potable water	Not available	3,569	2,860
Retail and Leasing segment - water used from municipal potable water	Not available	0	84,571

Water plays a vital role in our Hospitality segment, supporting activities such as drinking, cooking, cleaning, leisure facilities, and irrigation in our hotels. To ensure efficient water use, we have implemented various measures, including the installation of water-saving flush systems and devices in washrooms and bathrooms. Furthermore, we promote environmentally friendly practices by encouraging guests to reuse towels and linen.

During the financial year under review, water cost amounted to approximately 0.5% of the revenue of the Hospitality.

Hospitality segment	FY2023	FY2024	FY2025
Water cost (RM'000)	235	247	386
% of water cost over hospitality revenue (%)	0.5	0.5	0.5

Waste and Recycling

We are committed to adhering to applicable waste management practices and fulfilling our environmental responsibilities. The handling of scheduled waste, governed by the Department of Environment and relevant regulations, is carried out in compliance with regulatory requirements. Licensed contractors are engaged to transport the waste to approved treatment facilities for proper disposal. Internally, established processes and SOPs are in place to guide employees in adopting appropriate waste management practices.

In our Property Development segment, the majority of waste is generated by our project contractors and service providers at project sites. We work closely with these business partners to ensure that waste management practices are both compliant and environmentally responsible, aiming to prevent pollution and promote resource efficiency. Building materials, including steel bars, timber, concrete, aluminium, plastic, and glass, are recognised for their potential value and are often recyclable and reusable. To support this, we implement waste segregation practices that facilitate efficient collection and enable subsequent recycling or reuse.

We continue to implement resource-saving and recycling initiatives across our premises, including offices and sales galleries. To minimise paper usage, we actively promote the use of electronic communication through the Group's secured network system, while encouraging double-sided printing when hard copies are required. In our showrooms, high-quality materials that we use for the furniture and fittings can also be recycled or reused, instead of being discarded once the showroom is closed. In the Hospitality segment, common waste types include paper, plastic materials, and food waste. To support our recycling and reuse efforts, waste segregation practices are in place at our hotels, improving the overall effectiveness of our recycling and reuse initiatives.

A similar initiative has been implemented in Bloomsdale Shopping Gallery, where a recycling station has been introduced to segregate different types of waste, such as paper, plastic, metal and glass.

SUSTAINABILITY REPORT (CONT'D)

GOVERNANCE

Governance, Ethics, and Integrity

The Group adheres to all applicable regulatory requirements pertaining to corporate governance and adopts relevant, applicable practices of the Malaysian Code on Corporate Governance (“**MCCG**”). We are also upholding a high standard of ethics, which are expected to be reflected in the conduct of our employees and throughout our operations. Our business operations are carried out in compliance with applicable laws and regulations and are guided by ethical principles.

Corporate Governance

Corporate governance is fundamental to the Group's long-term leadership and effective stewardship. It supports the efficient functioning of all aspects of our organisation and reinforces our commitment to accountability towards stakeholders. The Board holds ultimate responsibility for overseeing the Group's overall corporate governance. Further details of the Group's corporate governance practices are reported in KPPROP's **Corporate Governance Overview Statement** and **Corporate Governance Report**.

Ethics & Integrity

Ethics and integrity form the foundation of KPPROP's business and stakeholder relationships. The Group's people, business, and operations are governed by our Corporate Code of Conduct and Code of Ethics (“**Codes**”), which sets out the principles and standards for ethics and integrity amongst others. The Codes cover a range of topics, including conflict of interest, anti-corruption, no-gift policy, compliance, data protection and confidentiality, insider dealings, human rights, and others.

Anti-Bribery and Corruption Policy

The Group has established an Anti-Bribery and Corruption Policy & Guidelines (“**ABC Policy**”) that sets out its zero-tolerance stance on bribery and corruption. The ABC Policy is applicable to the Board, all employees, and third-party business associates. It provides a comprehensive framework to prevent bribery and corruption practices within the organisation, associated relationships, and across the Group's businesses. In line with this ABC Policy, KPPROP Group observes a strict “No Gift Policy”.

The Group also adopts a risk-based approach to managing corruption risk by identifying and assessing the level of risk across various business functions and activities to establish appropriate risk priorities. Relevant measures are implemented to address these risks, with particular attention to high-corruption risk areas. The corruption risk management process is also integrated into the Group's overall risk management process, ensuring that corruption risk assessments are reviewed on an annual basis. All of the Group's operations have been assessed for corruption-related risks in FY2025.

KPPROP Group	FY2023	FY2024	FY2025
Operations assessed for corruption-related risk (%)	100	100	100

All new employees are introduced to the Group's ABC Policy and the Codes as part of their orientation programme. Any updates or revisions to these policies or codes are communicated to employees through the internal network to ensure they remain informed about the Group's latest anti-corruption policies and relevant controls. Moreover, all employees are required to sign acknowledgements confirming their understanding and commitment to the Group's policies on confidentiality, conflict of interest, integrity, and prevention of staff fraud, following internal briefings conducted by the Group.

The Group also provides anti-corruption training to employees, particularly those whose roles or functions expose them to a higher risk of corruption. This training is designed to enhance awareness, promote ethical conduct, and ensure employees are well-equipped to prevent and respond to potential corruption-related issues. In FY2025, the following table provides a summary of employees who have received anti-corruption training.

SUSTAINABILITY REPORT (CONT'D)

KPPROP Group	FY2024 ²⁰		FY2025	
Number of employees (and percentage)	Communicated on anti-corruption	Received training on anti-corruption	Communicated on anti-corruption	Received training on anti-corruption
Management	31 out of 31 (100%)	31 out of 31 (100%)	44 out of 44 (100%)	44 out of 44 (100%)
Executives	67 out of 67 (100%)	67 out of 67 (100%)	149 out of 149 (100%)	149 out of 149 (100%)
Non-Executives	104 out of 104 (100%)	104 out of 104 (100%)	161 out of 161 (100%)	161 out of 161 (100%)

²⁰ KPPROP began to collect data for employees who have been communicated and received training on anti-corruption by employee category in FY2024.

Whistleblowing Policy

KPPROP Group's whistleblowing policy provides a secure and confidential channel for stakeholders, including employees and others, to report any concerns or suspicions of wrongful or serious misconduct without fear of victimisation or reprisal. The whistleblowing policy also serves as an important mechanism to support the implementation of the Group's policies and codes relating to ethics and integrity.

Directors, employees, and other external parties can access the Group's whistleblowing mechanism via the Group's website at www.kpproperty.com.my to submit genuine reports on issues covered under the policy. Anonymous reporting is permitted, allowing individuals to raise concerns without disclosing their identity. To uphold independence and ensure proper checks and balances, the policy also provides a channel for whistleblowers to directly contact a designated Independent Director.

All reported concerns are subject to thorough investigation, with appropriate actions taken to ensure effective resolution and to reinforce the Group's commitment to ethics and integrity across our business operations.

During the financial year under review, there were no confirmed incidents of corruption, nor were there any known significant breaches related to ethics or integrity involving the Group's overall management.

KPPROP Group	FY2023	FY2024	FY2025
Confirmed incidents of corruption (number of cases) ²¹	Not available	0	0

²¹ KPPROP began to collect data for confirmed incidents of corruption in FY2024.

Customer Data and Privacy

KPPROP Group strives to protect business and stakeholder information by implementing appropriate controls to strengthen cyber resilience and uphold the integrity of the Group's IT systems. To maintain strong cybersecurity practices, the Group ensures that its IT systems are protected with anti-virus software and are routinely maintained and updated as necessary.

In line with our commitment to data privacy, we strictly comply with the Personal Data Protection Act 2010 ("PDPA"). Besides, we are also committed to processing and using customer information only for the purpose intended and consented to by customers.

SUSTAINABILITY REPORT (CONT'D)

The Group also places importance on ensuring that employees have a certain level of cybersecurity awareness and understanding how to handle data responsibly and operate the Group's IT systems without compromising system security or exposing sensitive information to risk. To support this, policies and procedures are established to clearly outline the appropriate practices for managing sensitive and confidential information and data.

The Group's IT officer conducts regular IT audits to monitor and assess the health and security of the Group's IT system, covering areas such as system integrity, access controls, and cybersecurity measures, amongst others.

In FY2025, the Group is pleased to report that there were no substantiated complaints concerning breaches of customer privacy and losses of customer data. Additionally, there were no significant incidents of successful breaches or cyberattacks on its database.

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

Appendix A – FY2023 and FY2024 Employee Statistics

	31 Mar 2023				
	Gender		Age		
Group	Male	Female	<30	30 – 50	>50
Board of Directors	4 (80%)	1 (20%)	0 (0%)	2 (40%)	3 (60%)
Employee Category					
Management	14 (47%)	16 (53%)	2 (7%)	17 (57%)	11 (37%)
Executives	17 (34%)	33 (66%)	21 (42%)	26 (52%)	3 (6%)
Non-Executives	49 (66%)	25 (34%)	39 (53%)	31 (42%)	4 (5%)
Total	80 (52%)	74 (48%)	62 (40%)	74 (48%)	18 (12%)

	31 Mar 2024				
	Gender		Age		
Group	Male	Female	<30	30 – 50	>50
Board of Directors	4 (80%)	1 (20%)	0 (0%)	2 (40%)	3 (60%)
Employee Category					
Management	16 (52%)	15 (48%)	0 (0%)	20 (65%)	11 (35%)
Executives	26 (39%)	41 (61%)	19 (28%)	40 (60%)	8 (12%)
Non-Executives	65 (62%)	39 (38%)	58 (55%)	36 (35%)	10 (10%)
Total	107 (53%)	95 (47%)	77 (38%)	96 (48%)	29 (14%)

SUSTAINABILITY REPORT (CONT'D)

Indicator	Measurement Unit	2024	2025
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	99.00	99.00
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Management Under 30	Percentage	0.00	9.00
Management Between 30-50	Percentage	65.00	71.00
Management Above 50	Percentage	35.00	20.00
Executive Under 30	Percentage	28.00	37.00
Executive Between 30-50	Percentage	60.00	57.00
Executive Above 50	Percentage	12.00	6.00
Non-executive/Technical Staff Under 30	Percentage	55.00	63.00
Non-executive/Technical Staff Between 30-50	Percentage	35.00	32.00
Non-executive/Technical Staff Above 50	Percentage	10.00	5.00
Gender Group by Employee Category			
Management Male	Percentage	52.00	50.00
Management Female	Percentage	48.00	50.00
Executive Male	Percentage	39.00	52.00
Executive Female	Percentage	61.00	48.00
Non-executive/Technical Staff Male	Percentage	62.00	61.00
Non-executive/Technical Staff Female	Percentage	38.00	39.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	80.00	80.00
Female	Percentage	20.00	20.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	40.00	40.00
Above 50	Percentage	60.00	60.00
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Management	Hours	233	354
Executive	Hours	193	1,650
Non-executive/Technical Staff	Hours	425	957
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	11.00	4.00
Bursa C6(c) Total number of employee turnover by employee category			
Management	Number	1	8
Executive	Number	16	55
Non-executive/Technical Staff	Number	1	37
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0

Internal assurance

External assurance

No assurance

(*)Restated

SUSTAINABILITY REPORT (CONT'D)

Indicator	Measurement Unit	2024	2025
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	202	354
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	13,175.00	20,290.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	630	754
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	7,380.00 *	17,282.00
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	14.93
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	-	13,329.39
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	No Data Provided
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	94.509000	225.218000
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Management	Percentage	100.00	100.00
Executive	Percentage	100.00	100.00
Non-executive/Technical Staff	Percentage	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	-	No Data Provided
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	No Data Provided
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	No Data Provided

Internal assurance External assurance No assurance

(*)Restated