



ANCOM NYLEX BERHAD

*[Registration No. 196901000122 (8440-M)]
Incorporated in Malaysia*

SUSTAINABILITY STATEMENT FY2023

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Sustainability Statement

ABOUT THIS SUSTAINABILITY STATEMENT

This Sustainability Statement ("Statement") publicises the Group's environmental, social, economic-financial and organisational profile information for Financial Year ended 31 May 2023 ("FY2023"). This Statement is prepared according to the GRI Universal Standards and includes the requirements of various Environmental, Social and Governance ("ESG") rating agencies, including the FTSE4Good Bursa Malaysia ("F4GBM") Index. This statement also maps ANB's sustainability journey and aspirations against global goals: the United Nations Sustainable Development Goals ("UNSDGs").

This Statement covers operations of ANB's principal business activities in Malaysia and Indonesia, consisting of the following entities:

- Ancom Crop Care Sdn. Bhd. ("ACC")
- Nylex Specialty Chemicals Sdn. Bhd. ("NSC")
- Kumpulan Kesuma Sdn. Bhd. ("Kesuma")
- Fermpro Sdn. Bhd. ("Fermpro")
- Pengangkutan Cogent Sdn. Bhd. ("PCSB")
- PT Nylex Indonesia ("PTNI")
- ALB Marine Sdn. Bhd. ("ALB Marine")

All references to "ANB" or "Company" refer to Ancom Nylex Berhad, while "Group" refers to the Company and its subsidiaries collectively. Where available, data is collected and reported with the help of existing management control and information systems to ensure the reliability of information flows and the accurate monitoring of sustainability performance. ANB will continue monitoring its data collection system to deliver comparable, meaningful, timely information.

There were no significant changes to ANB's leadership, ownership or supply chain during the reporting period. There were minor changes to ANB's environmental and social data due to improved data monitoring processes.

Relevant heads of department and the Sustainability Committee reviewed the content of this Sustainability Statement before approval by the Board of Directors ("Board").

For more information on this Sustainability Statement or to provide your feedback, please contact:

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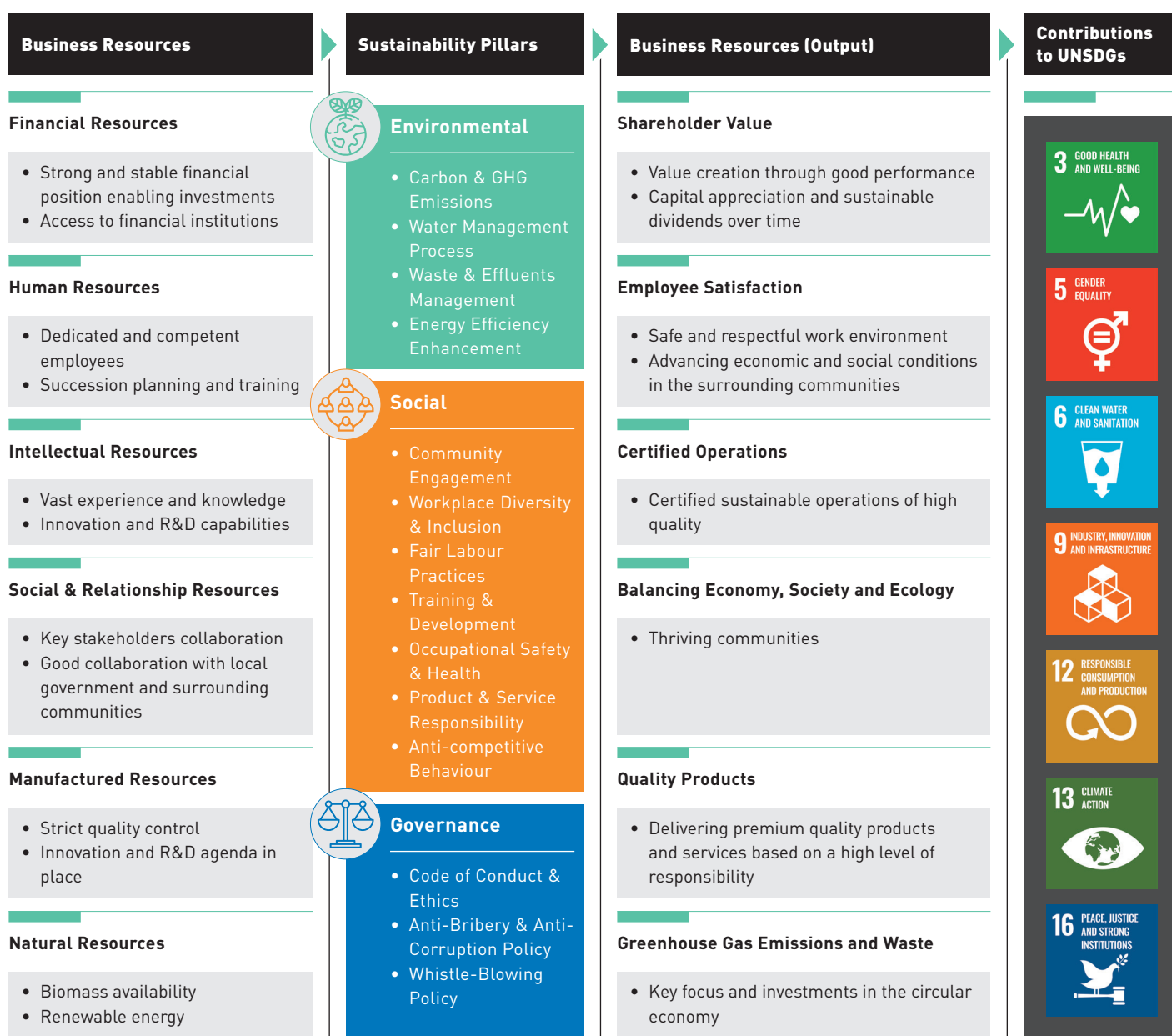
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OUR APPROACH TO SUSTAINABILITY

ANB aspires to be a key player in manufacturing agricultural chemicals and herbicides in Malaysia. Addressing sustainability and the climate crisis are core initiatives the Group embraces as part of its social responsibility.

ANB aims to secure sustainable business growth by pursuing sustainability in key aspects of its businesses. Aligning efforts and strategies to the UNSDGs, prioritising health, safety and environmental protection throughout the Group's value chain helps us accomplish this. As a responsible business, we strive to comply with all relevant laws and regulations and to meet significant industry standards in our operational areas.

ANB SUSTAINABILITY VALUE CREATION MODEL



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ANB SUSTAINABILITY PILLARS



Environmental

- Carbon & GHG Emissions
- Water Management Process
- Waste & Effluents Management
- Energy Efficiency Enhancement



Social

- Community Engagement
- Workplace Diversity & Inclusion
- Fair Labour Practices
- Training & Development
- Occupational Safety & Health
- Product & Service Responsibility
- Anti-competitive Behaviour



Governance

- Code of Conduct & Ethics
- Anti-Bribery & Anti-Corruption Policy
- Whistle-Blowing Policy

The Group also responded to global challenges by contributing to sustainable development through its sustainability practices. A prioritisation exercise identified seven (7) of the seventeen (17) sustainable development goals issued by the United Nations. These goals are areas where we can create the most significant impact as they are relevant to our businesses and the stakeholder universe. This Statement introduces the Group's efforts on each goal.



SUSTAINABILITY GOVERNANCE

The Board oversees and evaluates the effectiveness of the Group's sustainability strategy to ensure it continues to create value and deliver real-life benefits for the business and society.

During FY2023, the Board established the Risk Management Committee ("RMC"), which has been tasked to review the ESG procedures of the Group.

The RMC reviews and guides the management on the Group's sustainability initiatives, including those relating to its environmental and social impact, climate change, community engagement, diversity, equity and inclusion.

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SUSTAINABILITY PRIORITIES AND MATERIALITY

We conducted a sustainability materiality assessment in FY2022 to identify, assess and prioritise sustainability topics most significant to our businesses and stakeholders. This exercise helped us to understand the following:

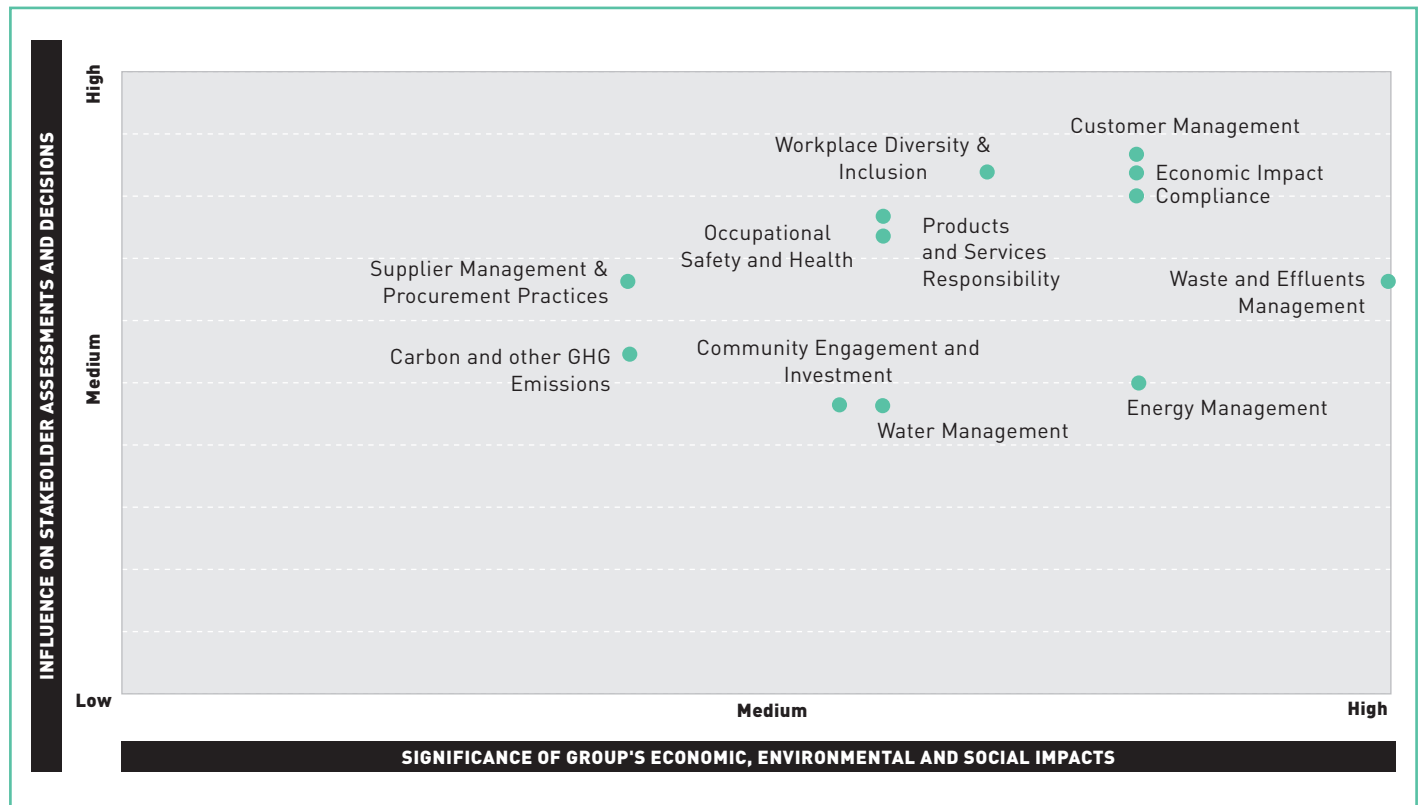
- The ESG impacts, opportunities and risks
- The influence of these on the decisions of stakeholders

The review utilised media research, company benchmarking, surveys and expert evaluation in selecting core issues to actively reflect the opinions of internal and external stakeholders on ANB's sustainability management.







The materiality results comprise several significant issues related to sustainable management activities that guide the reporting approach. They serve as a framework for evaluating and planning our future sustainability goals and objectives. The materiality matrix places the critical topics for our business from an ESG perspective on the right.

This year, the management team reviewed these materiality results and determine if they are still relevant given the similar focus areas. We are committed to assessing the materiality matrix annually to ensure it remains relevant to the Group.

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We have also aligned each material matter against the UNSDGs to understand how our efforts to address each material matter contribute to the success of the global sustainability goals.

Material Topics	Description	UNSDGs Alignment
Customer Management	Managing relationships with existing and potential customers	
Waste and Effluents Management	Managing waste and effluents from their inception to final disposal	 
Economic Impact	Contributing to the advancement of industries and nation to sustain economic growth	  

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Material Topics	Description	UNSDGs Alignment
Compliance	Conforming to all relevant laws and legislation	 
Workplace Diversity & Inclusion	Enforcing non-discrimination and respecting various characters in the workplace	  
Occupational Safety and Health	Preventing workplace injuries and accidents	 
Products and Services Responsibility	Operating responsibly throughout the supply chain, which focuses on efficiency and sustainability	
Energy Management	Adopting an energy management system to achieve efficiency and for continual improvement of the energy consumption performance	
Supplier Management & Procurement Practices	Working closely with supply chain partners to ensure improved quality and reduced costs	 
Carbon and other GHG Emissions	Managing the impacts of climate change through emissions management, adaptation and exploring alternative energy sources	 
Community Engagement and Investment	Aligning our community investment strategy with our business purpose, taking into consideration stakeholders' areas of interests	 
Water Management	Good water management focusing on reducing water usage, wastage and loss	 

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ENGAGING WITH STAKEHOLDERS

Continuous engagement is integral to achieving our higher purpose and is part of the foundation on which we build trust and hold ourselves accountable to all stakeholders. This constant engagement, alongside our materiality assessment, helps us assess and prioritise specific sustainability areas.

Stakeholder Group	Methods of Engagement	Frequency of Engagement
Customers	In writing (letters and emails)	As required
	Social events (product launches, cultural events hosted by ANB and customers' events)	Regularly
	Face-to-face meetings	Regularly
	Conferences and seminars	Regularly
Government & Authorities	In writing (letters and emails)	As required
	Social events (product launches, cultural events hosted by ANB and government & authorities' events)	Regularly
	Face-to-face meetings	Regularly
	Conferences and seminars	Regularly
Shareholders & Investors	Social events (product launches, cultural events hosted by ANB and shareholders & investors' events)	Regularly
	Face-to-face meetings	Regularly
	Annual General Meeting	Annually
	Extraordinary General Meetings	As required
	Annual Report	Annually
	Analyst briefings	Regularly
	Bursa announcements	As required
Community	Social events (product launches, cultural events hosted by ANB and community events)	Regularly
	CSR Programmes	Regularly
Employees	Social events (product launches, cultural events hosted by ANB and employee events)	Regularly
	Internal communication (Townhalls, gatherings, social events & festival celebrations)	Regularly
	Employee commuting survey	Regularly
Suppliers	In writing (letters and emails)	As required
	Social events (product launches, cultural events hosted by ANB and suppliers' events)	Regularly
	Face-to-face meetings	Regularly
Professional and Certification Bodies	In writing (letters and emails)	As required
	Conferences and seminars	Regularly
	Bursa announcements	As required
Non-Governmental Organisations (NGOs)	In writing (letters and emails)	As required
	Social events (product launches, cultural events hosted by ANB and NGOs events)	Regularly
	CSR programmes	Regularly

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ECONOMIC SUSTAINABILITY

Our extensive and expanding range of products contributes to the economic stability of the Group. At each step, from discovery to product development, manufacturing and commercialisation, we address environmental concerns and create a more sustainable, resilient industrial practice.

INNOVATION WITH INDUSTRY ASSOCIATIONS AND ORGANISATIONS

Collaboration and knowledge-sharing help promote innovation within the Group. ANB actively participates in the activities of the following organisations to keep abreast with the latest developments. We continue to foster partnerships and readily engage with thought leaders, industry experts and trade associations to embrace best practices within our industry. These organisations include:

- Chemical Industries Council of Malaysia (CICM)
- Institut Kimia Malaysia
- Federation of Malaysian Manufacturers (FMM) Selangor
- Malaysia Pest Management Association
- Outdoor Advertising Association Malaysia
- Malaysian Society for Occupational Safety and Health (MSOSH)
- International Maritime Organisation (IMO)

BUSINESS ETHICS

ANB is committed to good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness. The comprehensive Code of Conduct and Ethics communicates our fundamental principles and expectations to business partners, including all customers and suppliers.

The Employee Handbook and Code of Conduct and Ethics outline the policies and obligations that govern business conduct. The Board is committed to good business conduct and maintaining a healthy corporate culture that engenders integrity, transparency and fairness. These ethical principles apply to everyone in the Group.

ANB formalised its Anti-Bribery & Anti-Corruption Policy on 30 August 2022, setting out the expected behaviour of all employees, directors, business partners and all third-party affiliates. The Group expressly prohibits any provision or offering or accepting of corruption, bribes or gratification of any variety to any person, whether private or public and prohibits offering or making facilitation payments. Stakeholders must report any suspected bribery or corruption to the Integrity Unit for onward investigation. In addition, ANB forbids employees from accepting any form of corruption and bribery, including fraud, hospitality, gifts, or personal favours that could influence or appear to influence business decisions.

We remind employees of their responsibility towards good business conduct. In FY2023, ANB has conducted training on anti-corruption and anti-bribery to all Directors and employees in relation to Section 17A of the Malaysian Anti-Corruption Commission Act (Amendment) 2018.

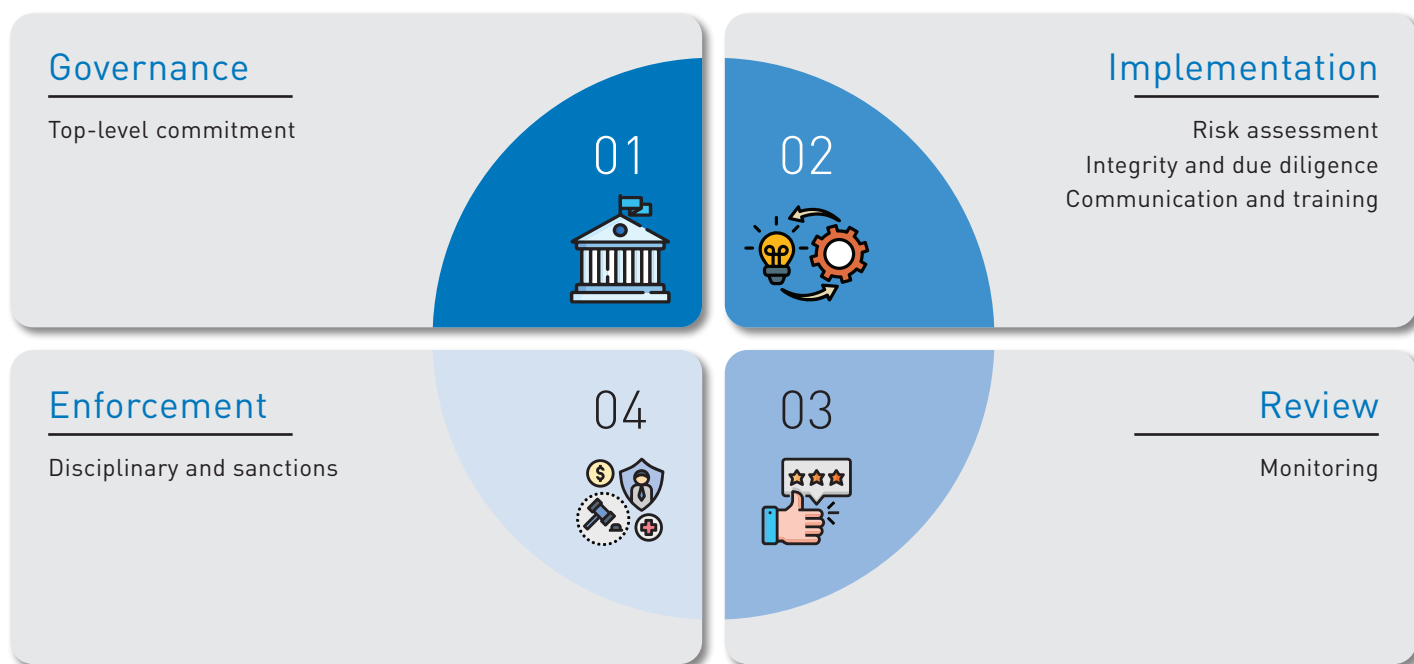
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The Group's Whistle-Blowing Policy encourages reporting suspected fraud, corruption, misconduct or improper conduct of anyone within the Group without fear of retaliation. Reports should be channelled through the company website using the whistleblowing form provided, directed to the Head of Integrity Unit, and copied to the Company Secretary and Chairman of the Audit Committee of the Company. ANB has also trained the management to handle issues of bullying and harassment in addition to integrity issues.

Importantly, ANB's Risk Register includes corruption risks, including bribery. The Group designs mitigation strategies and strategically deploys resources to combat potential bribery, corruption and fraud, which is especially important for high-risk operations.

Ethical conduct, including anti-corruption and anti-bribery, are essential elements of good corporate governance. The Employee Handbook incorporates Ethics and Code of Conduct guidelines for all employees. Some subsidiaries issue this document to new hires, while others have made it available on the Employee Human Resource portal, which all employees can access. ANB instructs new hires to read through and be guided by this document. All employees must sign and submit the Annual Statement of Compliance with the Group's Anti-Bribery & Anti-Corruption Policy. During regular engagement sessions and training programmes, the Group reminds employees of its firm opposition to corruption.

Combating Anti-Corruption



Suppliers, subcontractors, representatives and other contracting parties of the Group:

- Must have ethical standards compatible with our Anti-Bribery & Anti-Corruption Policy
- Confirmation of compliance to this effect for all new contracts and agreements.

There were no disciplinary cases for corrupt practices during the reporting period. ANB received no fines and penalties from the authorities during the reporting period other than for minor traffic offences, demonstrating the effectiveness of ANB's stringent anti-corruption policies and practices.

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VALUE CHAIN MANAGEMENT

Our supply chain partners are an extension of ANB, instrumental in serving our customers' needs and helping us achieve our sustainability goals and objectives. We collaborate with our suppliers and partners to maintain a standard of ethics and integrity throughout the supply chain and to promote environmentally responsible operations.

SUSTAINABLE SUPPLY CHAIN

We are committed to operating the business with a high standard of ethical conduct and expect suppliers, contractors and partners to hold themselves to similarly rigorous standards. We incorporated the principles of our Code of Conduct and Ethics into our contracts and agreements. We expect our suppliers, contractors and partners to have similar ethical conduct before conducting business with us.

We maintain various processes that reinforce transparency and efficiency to manage our extensive network of suppliers effectively. As part of our strategic sourcing and purchasing screening processes, we have begun evaluating every new supplier's environmental performance and inquiring about suppliers' steps to mitigate their environmental footprint and create positive environmental outcomes. Our screening efforts analyse suppliers' quality control and environmental certifications. For example, NSC implemented an inventory management system identifying supply chain waste and environmental impact. This system also helps in logistics planning.

We have improved the accuracy of our supplier network vetting by distributing a supplier questionnaire.

Coverage of Supplier Vetting Questionnaire



In FY2023, Kesuma sought confirmation that suppliers sourced no minerals from conflict-affected or high-risk areas.

We also audit suppliers through on-site and online evaluations. NSC conducts supplier audits, surveys and evaluations against its integrity policy and standards. Fermpro's supplier assessment ensures compliance against local and international standards such as ISO, Kosher, Halal and the British Pharmacopoeia Standards.

Maintaining a supplier reporting and whistleblower programme helps prevent deviations from our expectations and standards.

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ENVIRONMENTAL SUPPLY CHAIN

We are committed to our supplier sourcing assessment processes, including environmental elements such as energy use, climate change impact measurement, greenhouse gas emissions, water use, biodiversity impacts, pollution, waste reduction, resource use, and other environmental issues.

We have integrated environmental policies into the supply chain and communicate our expectations of major suppliers through regular engagement and training relevant supplier staff.

We will continue to mitigate environmental impacts in our supply chain by participating and collaborating in workshops and industry or topic-specific initiatives. Our membership in relevant organisations, such as the Malaysian Plastics Manufacturers Association (MPMA), addresses industry and topic-specific environmental sustainability in supply chain initiatives.

SOCIAL SUPPLY CHAIN

ANB ensures that its major supply chain partners adhere to all social standards stipulated by Malaysian Labour Law and the International Labour Organisation (ILO). The Group has a formal Ethical and Environmental Code of Conduct for suppliers.

Terms of Ethical and Environmental Code of Conduct for Suppliers

Policies

- Preventing child labour: ANB and all suppliers must adhere to the Malaysian Labour Law on the minimum legal working age
- Preventing forced labour: no work shall be performed under the threat of punishment or confiscation of belongings that the worker has not agreed to.
- Providing equal opportunities and non-discrimination in hiring, remuneration or access to training, promotion, overtime, termination or retirement

Safety

- A safety policy, code and practices on providing a safe and healthy workplace

Salary & working hours

- Meeting or exceeding the country's minimum wage
- Eliminating excessive working hours by offering fair overtime pay and limiting working hours; the Employee Handbook clearly states that overtime is voluntary and paid at a premium rate

Representation

- Freedom of association where everyone is respected to have the freedom to belong to any organisation of their choice according to local freedom of association law
- Right to collective bargaining and forming a union, including the right to representation and discussion with the company on employment matters

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ANB's Social Supply Chain Commitment



Social supply chain policy and practices integrated into buyer training, purchasing policy and suppliers' contracts.



Expected social conduct from major suppliers is communicated through purchasing policy, supplier contracts and training.



Major suppliers encouraged to inform workers of social obligations in a language they can understand.



New and existing major suppliers undergo social risk assessment as part of due diligence to ensure they comply with our standards.



Major suppliers, particularly those identified as 'high risk', are assessed both informally and formally and through physical inspection audits if required.



12 suppliers and subcontractors were assessed and audited in FY2023.



ENVIRONMENTAL MANAGEMENT

Conserving and caring for Earth's resources are primary considerations of our environmental pillar. We encourage every business segment to set targets and goals for business operations, including energy and water, and their corresponding outputs: greenhouse gas ("GHG") emissions, waste and wastewater. Maintaining an efficient operational system keeps the Group functioning within planetary boundaries.

Each business segment has departments or managerial functions that are responsible for reviewing and monitoring the Group's activities to ensure compliance with all relevant laws and regulations, especially on pollution prevention and addressing the climate crisis. ANB received no environmental fines and penalties during FY2023.

RESPONSIBLE MATERIALS MANAGEMENT

Our responsible sourcing and procurement practices ensure the safe development of products from the beginning. Kesuma voluntarily omits hazardous materials such as asbestos, lead, tin and toluene. All of our products comply with the Restriction of Hazardous Substances in Electrical and Electronic Equipment ("RoHS"), Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH") and their Substance of Concern ("SOC") list.

ACC's absorption tank uses green materials such as activated carbon, sand and gravel to absorb dimethylamine and other chemicals. This filtration system also reduces the Chemical Oxygen Demand ("COD") content applied in the waste system.

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Group Raw Materials Consumption (tonnes)

Materials	FY2022	FY2023
HCL	5,490	5,548
Caustic	13,757	14,600
MeCL	3,692	4,218
As2O3	12,738	13,427
Yellow Phosphorus	0	230
Polyphosphoric Acid	0	978
Phosphoric Acid	0	10,147
Metal and plastic drums	59	82
Unspecified	3,636	3,782
Nitrogen	60,787	60,462
Total	100,159	113,474

WATER MANAGEMENT

Water Reduction Targets

Target	Progress
To reduce water use by 5% over one (1) year	Ongoing
To collect and reuse vapour from the process over one (1) year	After completing the condenser replacement project, we expect to achieve further water use reduction and are researching installing a rainwater collection system by 2024.
To reduce water use per product by 5% over one (1) year	

ANB has no operations in water-stressed regions. However, we continue to play our role in addressing water scarcity issues by managing this resource efficiently and minimising water use at all sites. We invite other stakeholders to support us in this endeavour.

As the climate crisis intensifies, the impacts on our shared freshwater resources are far-reaching. Safe, accessible water is also essential to the health of our neighbouring communities, critical to ecosystems, and integral to economic growth.

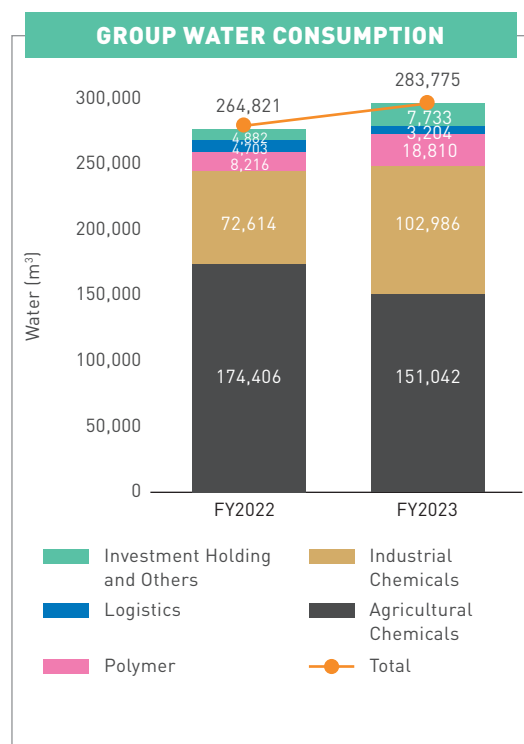
As part of the Group's water management plan, we minimise, monitor and recycle water whenever possible at the company and site levels.



There were no incidents of non-compliance with water quality/quantity permits, standards and regulations in FY2023.



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ANB's Group-Wide Water Reduction Initiatives

Minimising

- Education on water conservation
- Installing sensors and automotive shut-off system on nozzles
- Regulating taps to reduce water consumption
- Controlling steam consumption to reduce boiler water consumption

Monitoring

- Leak detection on all taps and pipes
- Centralised water consumption monitoring system

Recycling

- Installing and maintaining rainwater harvesting systems at plants
- Recycling process distillate water with a vapour condenser (ACC)
- Recycling condensate water from the process back to the boiler water system (ACC)

EFFLUENT AND WASTE

Effluent and Waste Targets

Target	Progress
To collect and compile daily waste generation data for monitoring.	To improve existing processes and comply with the regulation as stated in Environmental Quality Act ("EQA") 1974
To weigh non-hazardous waste generated by type	Ongoing
To understand the solidification process	Achieved
To improve existing processes and comply with the regulation as stated in EQA 1974	Achieved

Despite the agricultural chemicals division efforts to reduce, recycle and reuse waste, its products' manufacturing, formulation and packaging generate non-recoverable waste. We are committed to addressing the issue by maximising resource efficiency while reducing waste and minimising environmental impact.

Hazardous waste primarily comprises:

- Packaging materials
- Product residues from industry production
- Other liquids that ANB cannot dispose of as wastewater
- Residues remaining after production at certain plants

We packed, labelled and stored hazardous wastes in designated areas and appointed licensed contractors to handle and dispose of them following the Department of Environment ("DOE") regulations.

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Breakdown of Scheduled Waste by Type (Tonnes)

Waste Code	Waste Description	FY2022	FY2023
SW101	Waste containing arsenic or its compound	0.00	2.88
SW204	Sludges containing one or several metals including chromium, copper, nickel, zinc, lead, cadmium, aluminium, tin, vanadium and beryllium	657.00	2,278.09
SW303	Adhesive or glue waste containing organic solvents excluding solid polymeric materials	3.70	12.50
SW408	Contaminated soil, debris or matter resulting from cleaning-up of a spill of chemical, mineral oil or scheduled wastes	0.00	24.51
SW409	Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil or scheduled wastes	0.00	1.04
SW410	Rags, plastics, papers or filters contaminated with scheduled wastes	46.30	50.10
SW421	A mixture of scheduled wastes	1.15	0.00
Total		708.15	2,369.12

Non-hazardous waste comprises office waste, uncontaminated packaging material and other industrial waste. The Group aims to reuse and recycle as much of its non-hazardous waste as possible. We work closely with Alam Flora Environmental Solution to understand the proper collection, recovery and treatment of recyclables such as cardboard, paper, plastic and glass. Kesuma donated all its recyclable wastes to specialist collectors as part of its corporate social responsibility initiatives.

We dispose of non-hazardous waste unsuitable for recycling due to local limitations as municipal waste. As an operator of ISO and road tankers, PCSB produces significant metal waste, which it separates before sending to a scrap centre for recycling.

ANB EFFLUENT AND WASTE MINIMISATION INITIATIVES

- Electronic data keeping
- Effluent and water monitoring by a third-party specialist
- Control of effluent pH discharge from plants
- Use of carbon filter to absorb smell and colour of waste
- Oil Discharge Monitoring Equipment ("ODME") for cargo tank washing water (ALB Marine)

EMISSION CONTROL

As a performance metric, the Group operations evaluate GHG emissions in tonnes of CO₂-equivalent (tCO₂e). Non-production sites such as administrative offices, generating a small portion of the company's emissions footprint, also contribute to its commitment to reduce emissions intensity by tracking and assessing their emissions profiles in absolute quantities.

The Group coordinates energy reduction measures with Scope 1 and 2 GHG emissions management, actively mitigating daily energy use by streamlining operations.

We are embarking on renewable energy coverage to reduce the intensity of GHG emissions.

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NSC controls non-GHG emissions by conducting bi-annual stack gas emissions monitoring. The most recent tests show all emissions levels are within limits set by the Malaysian Environmental Quality (Clean Air) Regulation 2014. We also conduct timely maintenance and servicing of the machinery emission control systems.

ENERGY MANAGEMENT

The Group is committed to addressing energy use and efficiency. The Group continued replacing traditional lighting with energy-saving LED and induction lights throughout the year. All new air-conditioning units are at least a three, preferably four-star rating, indicating their power efficiency.

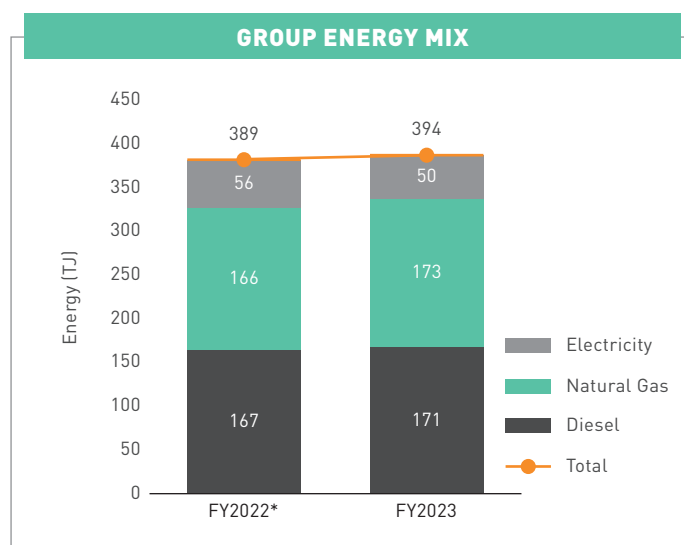
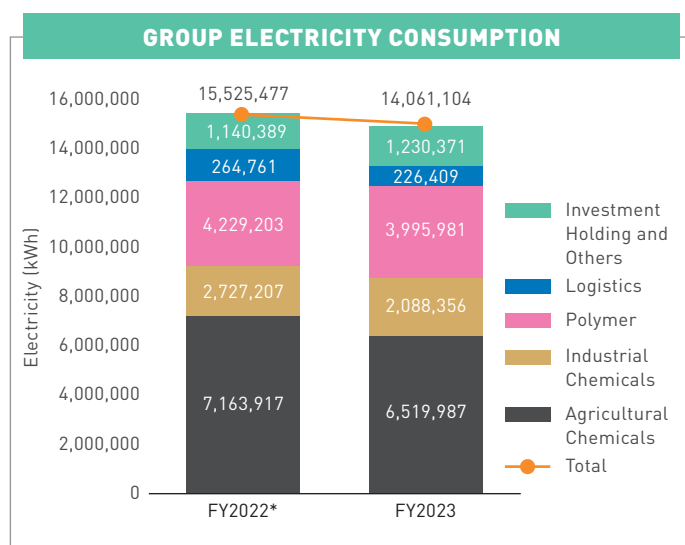
Target	Progress
To reduce electricity intensity by 2-3% by FY2024-2025	Ongoing: 1. LED replacement 50% completed 2. Inverter installation 60% completed 3. The solar project targets completion in 2026

The energy portfolio of the Group includes purchased electricity, natural gas and diesel. All plants are significant energy consumers and are the primary targets for energy savings. Scheduling regular equipment maintenance maximises machine efficiency and minimises energy losses.

ALB Marine optimises the loading plan to reduce engine load and fuel consumption. ALB Marine's NK Class Portal is a management system to measure and determine the Energy Efficiency Operating Indicator ("EEOI").

ALB Marine complies with the Energy Efficiency Existing Ship Index ("EEXI") in support of the International Maritime Organisation's ("IMO") goal of reducing GHG emissions by 40% in 2030 and, subsequently, 50% in 2050. All ships have implemented the Ship Energy Efficiency Management Plan ("SEEMP"), which is part of a safety management system targeting to improve efficiency performance over time.

PCSB continued replacing its older trucks with upgraded alternatives using Euro 4 and Euro 5 energy-efficient fuels.



* Restated due to increased scope.

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PATHWAY TOWARDS ACHIEVING NET ZERO GOAL THROUGH RENEWABLE ENERGY

ANB is evaluating proposals for renewable energy projects. The projects comprise joint investments in several renewable energy projects involving solar and biogas.

The Group will continue to evaluate more renewable energy projects to achieve net zero in the near future.

CLIMATE CHANGE MANAGEMENT

ANB is committed to addressing and mitigating climate change risks by reducing its impact and improving operational efficiency. We recognise climate change's devastating effects and associated short and long-term business risks.

The Group's commitment to addressing this issue includes avoiding climate change's impact by improving operations' efficiency. Our climate change strategy includes working with employees and supply chain partners on energy-saving processes and a complete climate change risk assessment.

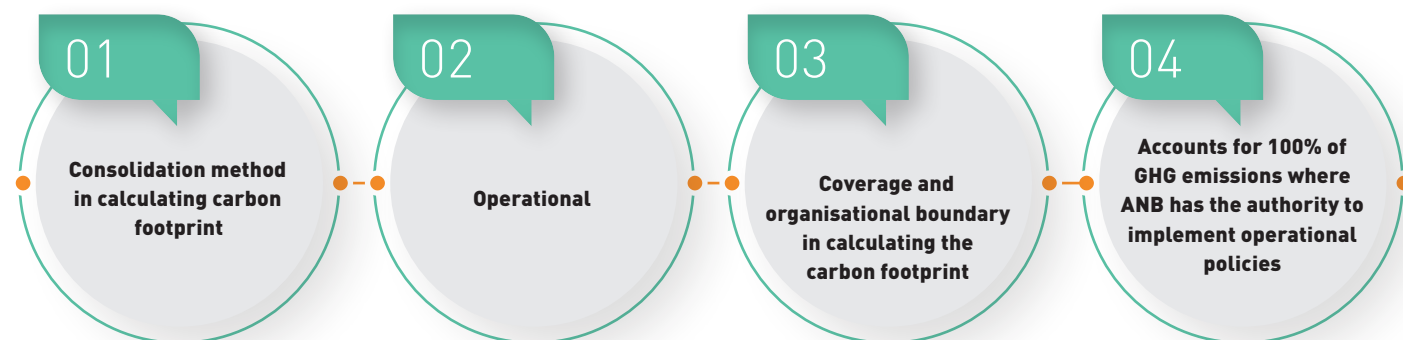
We have integrated climate-related risk management into the Risk Registers of key operating companies. It forms part of the foundation for formulating our business strategy, deciding on future R&D and investments in technology. ANB's climate risk management process includes mitigation efforts to reduce GHG emissions, climate engineering and expanding climate system knowledge.

Inevitably, climate change affects operating costs ("OPEX") and capital expenditure ("CAPEX"). Efficiency, output and performance of assets and equipment can decrease due to changing climate conditions. Additional CAPEX may be required due to asset damage or decreased asset performance. Further, complying with environmental regulations requires additional CAPEX for upgrading facilities or equipment to cope with increased pollution risks.

We are committed to addressing the issue of climate change and improving efficiency through adaptation by adopting new and green technology in development and implementing fuel efficiency measures. Specifically, we have adopted a tracking system for emissions, energy use, water use and waste in our manufacturing.

The Risk Management Working Group, which reports to the RMC, devises strategies to manage and minimise our environmental footprint.

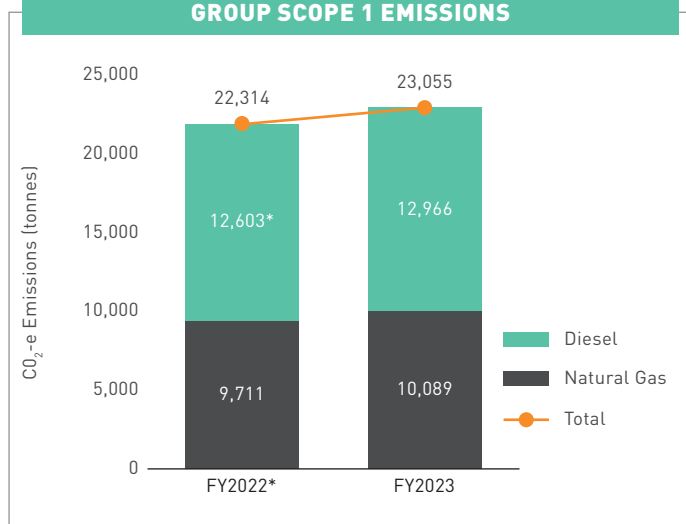
ANB is working to manage and measure its carbon emissions as part of its Carbon Management Plan. Complete energy and carbon footprint data can be found on the performance data on page 62 of this Annual Report. In calculating, ANB uses the internationally recognised GHG Protocol established by the World Business Council for Sustainable Development ("WBCSD") and World Research Institute ("WRI"). Emissions accounting follows the GHG Protocol classification of direct and indirect emissions.



ANB's factories, vessel and fleet of vehicles utilise diesel. PTNI and ACC also consume significant volumes of natural gas. ANB calculated CO₂ emissions from fuel consumption using the IPCC Guidelines for National Greenhouse Gas Inventories.

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GROUP SCOPE 1 EMISSIONS



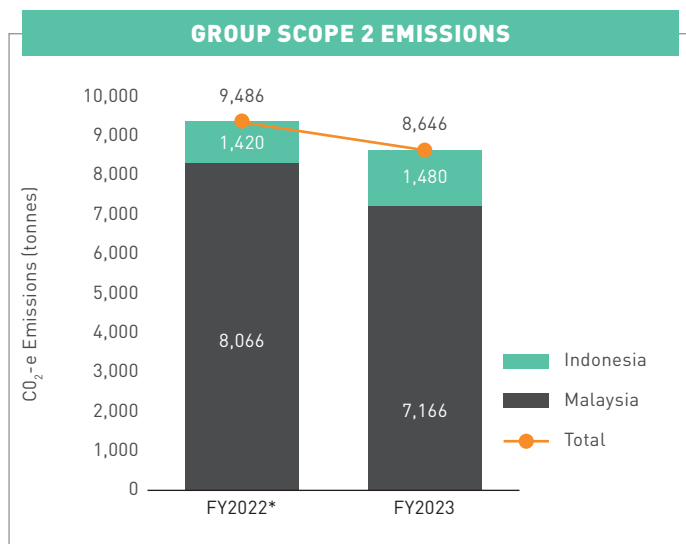
* Restated due to increased scope.

SCOPE 2 EMISSIONS

All operations consume electricity. ANB derives CO₂ emissions from electricity use:

- In Malaysia, published in the 2017 CDM Electricity Baseline for Peninsular Malaysia
- In Indonesia, using the Java-Bali Emission Factor in the Government Electricity Supply Business Plan (RUPTL) 2019

GROUP SCOPE 2 EMISSIONS



* Restated due to increased scope.

SCOPE 3: AIR TRAVEL

ANB calculates GHG emissions from point-to-point air travel, considering the number of onboard employees and distance travelled. Performing separate calculations for business and economy class flights, ANB uses online tools derived from the WRI Greenhouse Gas Protocol to calculate the CO₂ emissions from air travel. In FY2023, air travel resulted in 149 tonnes of CO₂e being released into the atmosphere.

EMPLOYEE COMMUTING

Reporting Scope 3 emissions from employee commuting is vital for comprehensive sustainability disclosure. This data reflects ANB's broader environmental impact, promotes accountability, and informs strategies to reduce carbon footprint. Transparently addressing these indirect emissions contribute to a greener future through informed decision-making and targeted mitigation efforts.

ANB initiated the tracking of employees' commuting patterns to primary offices as part of assessing value-chain emissions. Employee travel to and from work can result in significant carbon and GHG emissions. ANB gathered this data by surveying employees in the final quarter of FY2023 to determine travel methods, daily distances, vehicle specifications and fuel usage.

This online survey, available in English and Bahasa Melayu, was facilitated by an external consultant, garnering substantial employee participation.

ANB employed the Mobile Combustion GHG Emissions Calculation Tool from the GHG Protocol Initiative to compute emissions for each respondent. The Company accurately projected its annual emissions by assuming an average of 246 workdays.

Nine hundred and thirty-eight (938) employees responded to the survey, representing 84% of the workforce.

Sustainability Statement

Method of Transport	Number of Employees in Sample	Estimated Total Number of Employees in ANB	% of Employees
Bicycle	4	5	0.45%
Bus	13	12	1.08%
Company car	19	22	1.99%
Company transport	2	2	0.18%
Company van	10	12	1.08%
e-bike/e-scooter (non-owned)	5	6	0.54%
Own Vehicle	829	982	88.63%
Taxi/E-hailing	5	6	0.54%
Train (LRT/KTM/Monorail/MRT/ERL)	42	50	4.52%
Walking	9	11	0.99%
Total	938	1,108	100.00%

In FY2023, employees travelled an estimated 8,564,268 km to and from work. The total yearly tCO₂e emissions for employees commuting in FY2023 was 2,091 tonnes.

Method of Transport	Total Annual Distance of Respondents (km)	Estimated Total Annual Distance of ANB (km)	Total Annual Emissions (tCO ₂ e) of Respondents	Estimated Total Annual Emissions (tCO ₂ e) of ANB
Bicycle	38,130	45,163	0	0
Bus	115,374	136,653	8	9
Company car*	141,696	167,830	0	0
Company transport*	5,904	6,993	0	0
Company van*	146,124	173,074	0	0
e-bike/e-scooter (non-owned)	8,856	10,489	0	0
Own Vehicle	6,441,756	7,629,841	1,721	2,039
Taxi/E-hailing	19,680	23,310	3	6
Train (LRT/KTM/Monorail/MRT/ERL)	309,714	366,836	31	37
Walking	3,444	4,079	0	0
Total	7,230,678	8,564,268	1,763	2,091

* Emissions from company transportation are accounted for in Scope 1.

Sustainability Statement

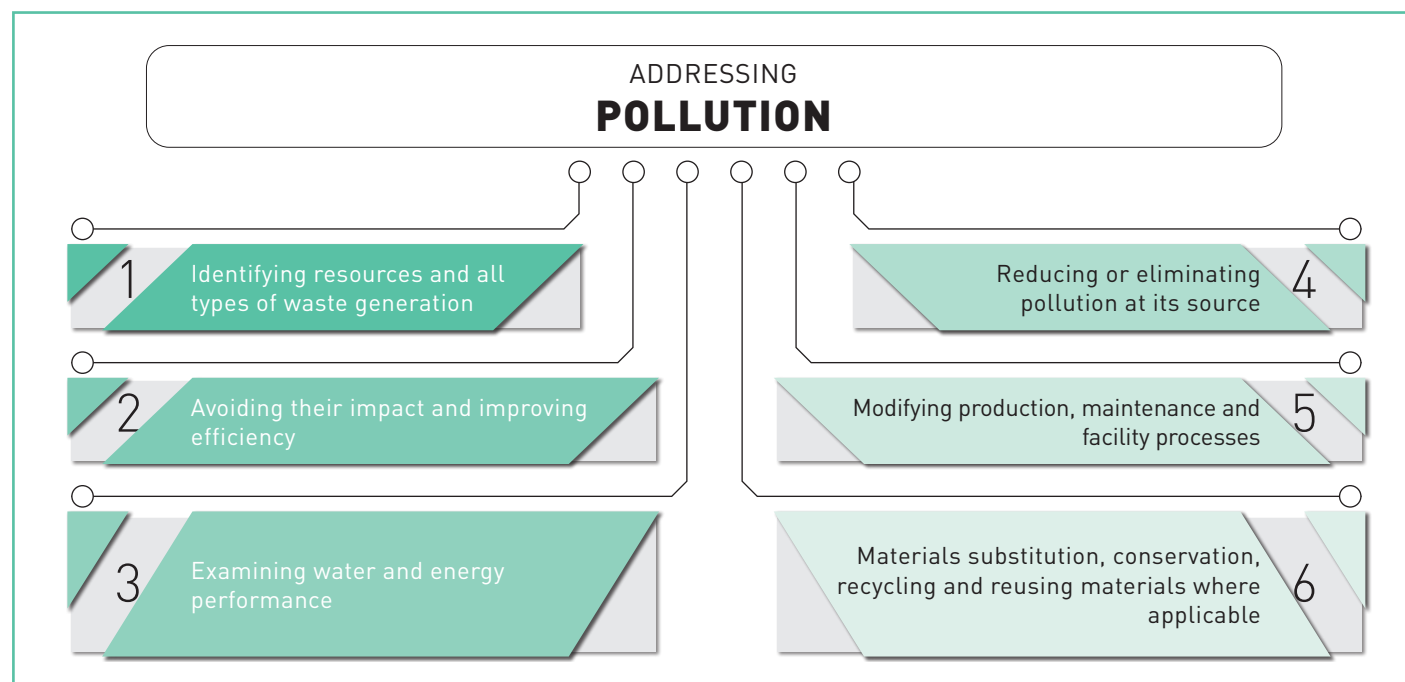
POLLUTION PREVENTION AND MANAGEMENT

Air Pollution Targets

Target	Progress
To maintain 0% of black smoke and Nitrogen Dioxide from Boiler Stack	Achieved
To maintain 0 ppm of CO and all gas stack emissions	Achieved
To achieve fewer than 10 complaints concerning odours from ACC surrounding within two (2) years by FY2024	Ongoing Total complaints are gradually decreasing, with 13 noise complaints received in FY2023. ACC actioned all complaints. Faulty machinery faulty and scrubber performance caused these smells and were identified and addressed.
To reduce natural gas use by 5% within two (2) years by the end of 2025	Ongoing The management is seeking ways to reduce natural gas use, such as through Kaizen studies.
Reduce gas released to 0 ppm through recycling, converting it to nitric acid and increasing nitric recovery to 0.5%	Achieved

Increasingly, pollution is becoming a global issue and is responsible for harming all life. We can reduce resource use and the cost of materials by adopting efficient production and packaging procedures. We address resource use and avoid impact by using resources more efficiently and reducing the quantity and toxicity of waste generated.

ANB's Pollution Reduction Model



Sustainability Statement

ACC Pollution Monitoring (mg/m³)

Pollutant	Boiler 1	Boiler 2	Boiler 3	NMT Scrubber	Diuron Scrubber
Particulate Matter (PM2.5)	1.6	1.7	1.5	1.1	1.4
Particulate Matter (PM10)	1.6	1.7	1.5	1.1	1.4
Sulphur Dioxide (SO ₂)	0.0004	ND	ND	ND	0.0002
Oxides of Nitrogen (NO _x)	ND	ND	ND	ND	ND
Mercury (Hg)	ND	ND	ND	ND	ND
Carbon Monoxide (CO)	0	0	0	0	0
Lead (Pb)	ND	ND	ND	ND	ND

Note:

ND = Non-detected

PTNI Pollution Monitoring (mg/Nm³)

Pollutant	Concentration
SO ₂	21.7
NO _x	17.8
CO	2021.8
Pb	0.00002

BIODIVERSITY, CONSERVATION AND CIRCULAR ECONOMY

ACC's Bipolar Membrane and Electrodialysis system eliminates waste discharged into waterways. The system supports a circular economy by processing this waste into caustic ("NaOH") and hydrochloric acid ("HCL"). Promoting a circular economy minimises raw material costs for herbicides, pesticides, fungicides and insecticides.



SOCIETAL IMPACT

ANB is committed to building a company with a sustainable future for its people, customers and local communities. We support these communities and society as a whole positively.

The Group's philanthropic objective and community investments focus on strengthening communities and enriching society's lives. ANB aligned these investments with the business strategy. During the financial year, we also reached out to disadvantaged communities, including flood victims and orphanage homes. Through these endeavours, our social relationship has contributed to our growth and the well-being of the broader community.

In FY2023, our philanthropy, sponsorship and donation totalled more than RM230,000. These sponsorship and donation initiatives support various critical areas, including sports, education, community advancement, arts and music, and culture and youth development. In these domains, we strive to make a meaningful impact by providing resources and assistance that empower growth, learning, creativity, and the overall well-being of individuals and communities.

Sustainability Statement

As we operate in diverse locations and countries, our various operations customise their community engagement programmes to the local environment. We have situated many sites in industrial zones. However, several are close to residential areas. We work closely with local communities near these sites.

Employee volunteerism contributed to the success of our community programmes. We have embedded it in the individual scorecard. The Group targets and facilitates employee engagement by welcoming employees as part of a community. Employees have the opportunity to share and display their very best work. We also enable channels where each employee can raise issues and give feedback.

ANCOM CROP CARE PENANG SCHOLARSHIP PROGRAMME

ACC launched the Ancom Crop Care Penang Scholarship Programme in April 2023, allocating RM1 million in funding over three (3) years. Successful scholarship applicants will receive a maximum of RM10,000 each for tuition fees throughout their programme.

Students attaining admission to any degree programme except Medicine and Dentistry in any local government or private university may apply for the scholarship.

University students pursuing courses in their second and third years are also eligible for scholarships. Recipients of the scholarship are also offered two-year employment with the Group with the possibility of an extension.

SPORTS

We contribute to advancing national badminton through sponsorship and development support. In FY2023, the Group contributed close to RM150,000 through sponsorship. We aim to elevate the nation's sports and foster excellence.



PEOPLE-ORIENTED

The Group complies with local labour legislation in all countries of operations. The Group communicates its labour standards policy to all employees in English and translates it into the local language in their respective countries. There were no incidents of non-compliance concerning labour standards during this financial year.

Our people and culture are central to the success of our business. In FY2023, we have continued to work towards developing a culturally diverse workforce. The Group adheres to local labour laws during recruitment, favouring hiring locally. However, diverse talent and expertise are essential for a Group with an international customer base. The Group sources talents and expertise internationally if necessary.

DIVERSITY AND INCLUSION

Our work on diversity and inclusion highlights how we contribute to the sustainable growth of our business by developing talent and culture across all regions.

Sustainability Statement

The Board and Management's Approach to Furthering Diversity and Inclusion



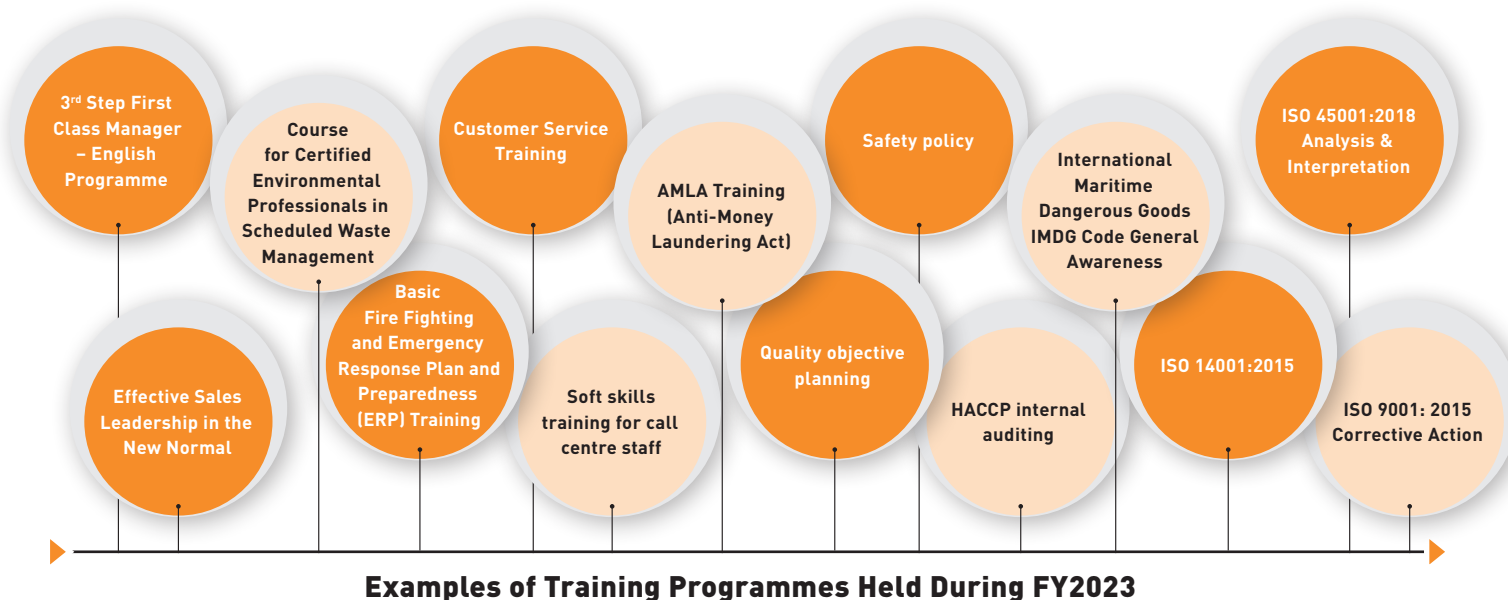
Our Code of Conduct and Ethics makes everyone in the organisation responsible for the following:

- Promoting the values of equal opportunities and non-discrimination
- Notifying the management if there is suspicion or presumption that discriminatory practices have occurred

TRAINING AND CAREER DEVELOPMENT

We invest in employees' professional development from their first day. Our comprehensive employee onboarding programme familiarises new hires with our business, people, values and product portfolio in a way that facilitates their growth and learning within the organisation.

We offer employees professional, technical and professional development training. Each company customises training according to the nature of work.



We also encourage our people to work on their professional development by acquiring certifications and skills training from professional bodies. The Group also offers internship and graduate placement programmes to help curb the issue of youth unemployment in the country.

Sustainability Statement

Performance review is critical for employee retention and development efforts, reflecting our commitment to continuous organisational improvement. This performance review process engages with employees to understand their attitudes and aspirations about working at ANB more clearly. Engaging directly with our people allows us to manage our talent effectively, set organisational goals, and align these with our employee development efforts.

WE PUT SAFETY AND HEALTH FIRST

As our operations involve a degree of safety risk, safety and health is relevant and essential. We are committed to strengthening our Health, Safety and Environment ("HSE") culture through actions, policies implementation, measurements and investigation. These commitments apply to all employees, contractors and other external stakeholders.

ANB has implemented comprehensive systems, training, communication and oversight that reflect the importance of safety and health across all locations. Each employee is responsible for upholding our rigorous standards.

We aim to provide a safe work environment for our team. No incidents during this financial year led to severe injuries or fatalities.

Examples of Key Health and Safety Initiatives Held During the Year

1

ACC

- Emergency Response training
- Forklift training
- First aid training
- Mock evacuation drill
- Safety regulations training, including the OSHA Regulation 1994 and the Factory and Machinery Act 1974

2

NSC

- HSE objective and policy training
- Quarterly safety campaign
- Forklift safety training
- Noise and hearing conservation training
- Fire equipment training
- Self-contained breathing apparatus ("SCBA") training

3

Kesuma

- Fogging
- Pest control
- Drills: fire, flood and spillage
- First aid training
- ISO 14001 awareness
- Fire prevention awareness
- Personal Protective Equipment ("PPE") training
- Chemical hazard management

4

Fermpro

- Chemical handling training
- Forklift handling and safety training
- Competent person training

5

PCSB

- Defensive Driving Training
- Annual medical examinations for all employees and drivers
- Fatigue Training
- Hydrotest and leak test on all ISO tanks

6

PTNI

- Fogging and pest control
- First aid training
- Supervisory and team-building training
- Forklift driving and maintenance training

7

ALB Marine

- Boat drill
- Fire drill
- First Aid Drill
- Security Drill
- Collision Drill
- Man Overboard Drill
- Steering Failure Drill
- Piracy Drill

Sustainability Statement

All visitors and contractors must register upon entering our premises. Visitors and contractors receive the necessary PPE and may be required to attend a safety briefing before entering the premises. ANB conducts health and safety risk assessments on potential new or existing operations or projects. The assessment results are benchmarked against industry standards and previously set safety performance targets.

Forklift accidents are the most common type of accident occurring at our sites. We have taken several approaches to minimise this risk, such as painting the forklift tyres yellow and installing a filter on the exhaust and chain to prevent drivers from taking the wrong exits.

PCSB installed a GPS monitoring system to alert drivers as they enter high-risk areas. The Group also ensures that all product tankers are labelled with "Hazard Chemicals" to alert other road users.

SAFETY GOVERNANCE

ANB's health and safety practices apply to all contractors and other stakeholders on its premises. The management is committed to continuous improvement and compliance with OHSA 1994, FMA 1967, EQA 1974 and other applicable acts, legislation, orders, rules, practices, and other requirements to which the Group subscribes.

The Board and management devise and oversee the implementation of environmental, health and safety programmes and EHS risks, review the effectiveness of safety programmes and ensure compliance with relevant laws.

We present each company's Safety and Health Committee ("Committees") composition in the table below. Employees are represented in the Committee and are actively involved in the Company's health and safety improvements.

Safety and Health Committee Composition

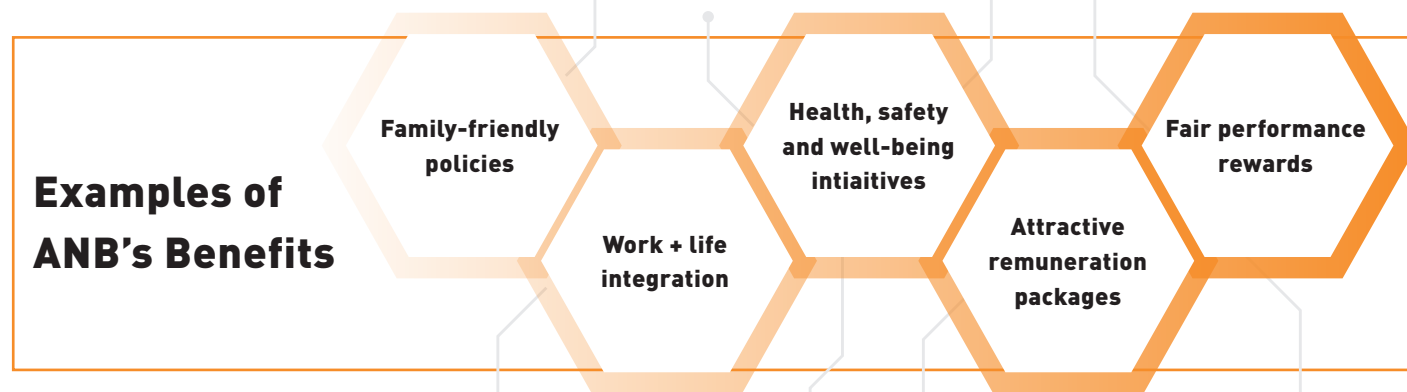
Company	Chairman	Secretary	Employer Representatives	Employee Representatives
ACC	1	1	6	6
NSC	1	1	6	6
Kesuma	1	1	2	2
Fermpro	1	1	6	11
PCSB	1	2	0	8
PTNI	1	1	0	6
ALB Marine	1	1	1	1

Each company's Committee meet at least quarterly to discuss matters raised by the management and unions regarding improving the safety, health and environmental situation of the Group. Relevant subsidiaries, such as ACC, are subject to safety and environment audits every six (6) months.

Sustainability Statement

EMPLOYEES WELLNESS

We surpass regulatory compliance to compensate for employees' contributions. Offering full-time employees comprehensive competitive and relevant benefits to current needs helps improve their performance and motivation.



The Group takes pride in its diverse family. Operating in a multicultural environment, employees enjoy a strong bond by celebrating various annual festivals, such as *Hari Raya*, Deepavali, Chinese New Year and Christmas. We also hold inter-departmental events, gatherings, get-togethers, sports tournaments and birthday celebrations. ALB Marine crew join all happenings on board virtually and attend a dedicated crew welfare webinar each year.

RESPECTING EVERYONE'S RIGHTS

ANB respects people's fundamental dignity and human rights when doing business; commitments anchored in its values, supplier code, code of business conduct, ethics and underlying policies. The Group aligned its human rights practices with the following international standards:

- The International Bill of Human Rights
- The Universal Declaration of Human Rights
- The Declaration on Fundamental Principles and Rights at Work of the International Labour Organisation (ILO)
- The United Nations (UN) Guiding Principles on Business and Human Rights

ANB adheres to all applicable employment and human rights regulations where operations are based. We summarise our human rights practices in the Code of Conduct and Ethics and require suppliers to adhere to these high standards. As part of the risk assessment procedure, we regularly review the labour standards of existing and potential businesses and supply chain partners.

Our Human Rights Standards, Policies, Principles and Commitment Statement

01

Health, safety and well-being

ANB prioritises health and safety first and delivers specific workplace safety programmes for all employees. The Group also established employee healthcare programmes to provide healthcare and well-being assistance to employees and their families.

Sustainability Statement

02

Non-discrimination

ANB respects cultural and individual diversity and promotes inclusiveness. People are treated fairly, based on the principle of non-discrimination, without distinction according to race, colour, gender, sexual orientation, religion, nationality or social origin, age, disability and other defining factors. ANB bases employment, reward and promotion on the principle of equal opportunity.

The Group's employment and hiring practices do not discriminate against individual differences, including those from deprived backgrounds, having poor social status and having no formal qualifications.

03

No harassment and violence

Adequately preventing and addressing harassment and violence, in any form, are vital aspects of safeguarding employees' dignity and equality. ANB does not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse or threats.

04

Child protection

ANB follows the ILO definition of the minimum age for admission to employment. The Group refers to the Children's Rights and Business Principles, the first comprehensive set of principles to guide companies on the full range of actions we can take in the workplace, marketplace and community to respect and support children's rights.

05

Freedom of association and the right to collective bargaining

ANB adheres to the local law on freedom of association and collective bargaining. The Group acknowledges employees' freedom of choice to be legally represented by a labour union without fear of retaliation.

06

Rights of indigenous people

All ANB local and international operations must not violate the human rights of indigenous people.

07

No forced labour

ANB does not tolerate situations that force persons to work through violence, intimidation, or more subtle means, such as retaining identity papers. All employees must work freely, be familiar with the terms and conditions of their work and receive regular and timely salaries as agreed.

Sustainability Statement

08

Fair Pay and Remuneration

ANB adheres to local laws on minimum wage and commits to paying above the minimum living wage. We uphold our stand of 'equal pay for equal work' and comply with all local laws. The principle of equal remuneration for work of equal value must be respected when setting different minimum wages.

09

Rest and Leisure

The Group recognises the right to rest and leisure and will always comply with local laws and regulations on reducing working hours, overtime and ensuring adequate rest.

ANB ANTI-SEXUAL HARASSMENT POLICY

Dewan Negara passed the Anti-Sexual Harassment Act 2022 on 11 August 2022. This positive development in the country strengthens the sexual harassment provisions in the Employment Act.

Following this, the Group introduced an Anti-Sexual Harassment Policy as part of its commitment to providing a workplace free from any form of sexual harassment. Sexual harassment is unwelcome sexual behaviour in circumstances where a reasonable person would anticipate that the person subject to the behaviour would be offended, humiliated or intimidated. We believe in fostering an environment where people are treated with dignity, decency and respect.

**PRODUCT STEWARDSHIP**

Product stewardship brings responsible and ethical management to all business operations. Our sustainability strategy seeks to establish a structured, global product stewardship programme to strengthen our responsibility for our products and services throughout their entire lifecycle.

Our products undergo extensive evaluation and field trials to comply with regulatory requirements. We refine our formulations and use patterns to minimise their environmental impact and educate customers and consumers on their safe use and disposal.

RESEARCH, DEVELOPMENT AND RESPONSIBLE USE

We work to improve the environmental profile of our products through several techniques, such as substituting solvents with either natural materials or ones with a lower ecological toxicity profile. We always opt for safer chemicals which are less hazardous.

We focus on operating our agrichemical active ingredients manufacturing facilities as efficiently as possible. Most environmental impact in our agricultural value chain occurs upstream, beginning on the farms where feedstocks are grown. ACC manufactures, formulates and markets a wide range of herbicides, pesticides, fungicides, insecticides and rodenticides such as MSMA, Diuron, Bromacil, Glyphosate, 2-4D, Glufosinate Ammonium and Brodifacoum. We also manage the impact downstream in our value chains, such as environmental impacts related to product packaging and transportation.

Sustainability Statement

We actively work with customers to educate them on using our products safely and responsibly. All products are labelled to meet regulatory requirements; for example, NSC includes the Poisons Act 1952 and the Control of Industrial Major Accident Hazard ("CIMAHA") Regulation 1996.

Consumers receive detailed information and safety data sheets ("SDS"). For example, safe handling and use, storage and appropriate disposal instructions accompany our industrial chemicals. We also explain the safe use of our products, especially if they are flammable. NSC prioritises implementing safe and sustainable approaches driven by the statutory requirement from production to waste management to control and pollution prevention, ensuring the safety of all personnel, processes and products supplied at the highest standards following customers' requirements.

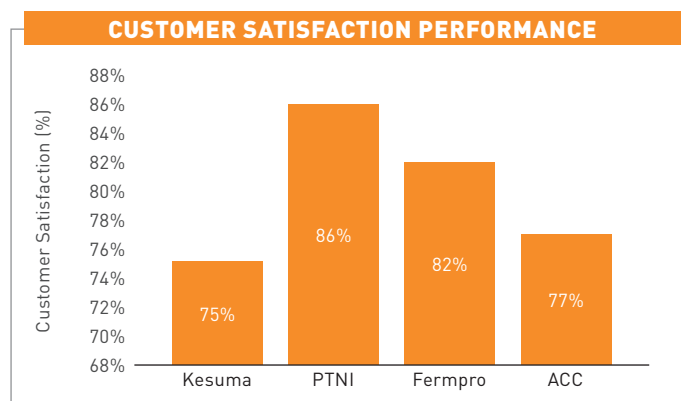
ANB's product responsibility commitment extends to its packaging. For example, Kesuma has replaced carton boxes with returnable plastic alternatives.

QUALITY AND SATISFACTION

ANB Quality Management articulates our dedication to producing reliable products and delivering services of a high standard which are environmentally friendly, socially responsible and safe for use. This policy ensures quality compliance and risk-free usage by customers and end-users.

Our annual customer satisfaction rating scores demonstrate our quality performance. Our customers expressed high satisfaction with our products and services, highlighting their positive experiences.

The table below outlines our guiding quality standards and certifications for meticulous quality monitoring:



Group ISO Standards and Certification

Company	Certification
ACC	<ul style="list-style-type: none"> ISO 9001-2015
NSC	<ul style="list-style-type: none"> ISO 9001-2015 HACCP MS 1480:2019 Makanan Selamat Tanggungjawab Industri (MeSTI) Kosher Certification HALAL Certification
Kesuma	<ul style="list-style-type: none"> ISO14001:2015 ISO 9001 IATF 16949
Fermpro	<ul style="list-style-type: none"> ISO 9001 Kosher Certification
PTNI	<ul style="list-style-type: none"> ISO 9001:2015
ALB Marine*	<ul style="list-style-type: none"> ISO 9001 ISO 14001 ISO 45001

* Ship Manager's company on behalf of ALB Marine.

Sustainability Statement

INFORMATION SECURITY

ANB adopted a comprehensive privacy policy outlining its practices in collecting, processing, using and disclosing personal data and privacy rights. With this legislation, data controllers must comply with certain personal data obligations, including companies and employees.

ANB regularly delivers awareness training to prevent information security breaches to strengthen employees' knowledge of information security-related issues. Control procedure audits avoid information security breaches and monitor the effectiveness of information security control systems.

We protect the right to privacy of our employees, customers, suppliers and business partners in line with the Personal Data Protection Act 2010 (PDPA).

We received no significant reports of data leakage, misuse or other non-compliance during the financial year.

RESPONSIBLE MARKETING AND COMMUNICATIONS

We are committed to maintaining transparent and responsible marketing and communications practices to ensure our compliance, and our customers' compliance, with applicable laws, regulations and industry best practices in all jurisdictions in which we operate.

Compliance with regulatory requirements is the highest priority for all our products. These multilayered regulations touch all steps in product research, development, approval and commercialisation. Typically, regulators require extensive product performance, characterisation, quality control and product safety data.

Our regulatory affairs team is responsible for generating the data necessary to secure product approvals and to oversee product stewardship programs to ensure our products are used safely, effectively and in full compliance with all relevant regulations.

Sustainability Statement

SUSTAINABILITY PERFORMANCE INDICATORS

Indicator	Unit	FY2021	FY2022	FY2023
Economic				
Procurement				
Proportion spent on local suppliers	%	53.35%	52.86%	52.22%
Proportion of local suppliers	%	80.52%	80.57%	79.87%
Suppliers assessed for environmental impacts	%	0.12%	1.74%	1.12%
Suppliers assessed for social impacts	%	0.25%	1.74%	1.12%
Corruption				
Employees receiving anti-corruption and anti-bribery training	Number	314	181	331
Management employees receiving anti-corruption and anti-bribery training	Number	73	27	96
Non-management receiving anti-corruption and anti-bribery training	Number	241	154	235
Operations assessed for corruption-related risks	%	12.50%	12.50%	5.26%
Confirmed incidents of corruption	Number	0	0	0
Employees disciplined or dismissed due to non-compliance with Anti-Bribery & Anti-Corruption Policy	Number	0	0	0
Cost of fines, penalties or settlements in relation to corruption	RM	0	0	0
Total political contributions	RM	0	0	0
Indicator	Unit	FY2022	FY2023	
Environment				
Energy				
Diesel	TJ	167	171	
Natural Gas	TJ	166	173	
Electricity	TJ	56	50	
Total energy consumption	TJ	389	394	
Water				
Municipal water consumption	m ³	257,216	275,800	
Groundwater	m ³	7,605	7,975	
Total water consumption	m ³	264,821	283,775	

Sustainability Statement

Indicator	Unit	FY2022	FY2023
Environment			
Waste and Effluents			
Total solid waste generated	Tonnes	5,574	7,438
Total waste diverted from disposal (recycled or repurposed)	Tonnes	390	583
Total waste directed to disposal (non-recycled)	Tonnes	5,184	6,855
Total scheduled waste	Tonnes	709	2,369
Effluent discharge	m ³	61,605	85,707
Materials			
Total raw materials	Tonnes	100,159	113,474
GHG Emissions			
Scope 1	tCO ₂ e	22,314*	23,055
Scope 2	tCO ₂ e	9,486	8,646
Scope 3: air travel	tCO ₂ e	N/A	149**
Scope 3: employee commuting	tCO ₂ e	N/A	2,091**
* Restated due to increased scope. ** Calculation/Survey conducted in FY2023.			
Conformance and certification			
Total costs of environmental fines and penalties	RM	16,000	12,000

Indicator	Unit	FY2021	FY2022	FY2023
Social				
Diversity				
Total headcount	Number	1,106	1,161	1,111
<u>Employees by gender</u>				
Male	Number (%)	811 (73.33%)	834 (71.83%)	800 (72.01%)
Female	Number (%)	295 (26.67%)	327 (28.17%)	311 (27.99%)
<u>Employees by age</u>				
18-25 years old	Number (%)	131 (11.84%)	159 (13.70%)	121 (10.89%)
26-35 years old	Number (%)	386 (34.90%)	406 (34.97%)	413 (37.17%)
36-45 years old	Number (%)	289 (26.13%)	289 (24.89%)	266 (23.94%)
46-60 years old	Number (%)	261 (23.60%)	258 (22.22%)	262 (23.58%)
60 years old >	Number (%)	39 (3.53%)	49 (4.22%)	49 (4.41%)

Sustainability Statement

Indicator	Unit	FY2021	FY2022	FY2023
Social				
<u>Employees by contract</u>				
Full-time employees	Number (%)	947 (85.62%)	969 (83.46%)	949 (85.42%)
Contractors/Temporary employees	Number (%)	159 (14.38%)	192 (16.54%)	162 (14.58%)
<u>Employees by Ethnicity</u>				
Bumiputera	Number (%)	616 (55.70%)	658 (56.68%)	632 (56.89%)
Chinese	Number (%)	172 (15.55%)	177 (15.25%)	168 (15.12%)
Indian	Number (%)	119 (10.76%)	129 (11.11%)	116 (10.44%)
Foreigners	Number (%)	199 (17.99%)	197 (16.97%)	195 (17.55%)
<u>Employees by Category</u>				
Management	Number (%)	176 (15.91%)	176 (15.16%)	203 (18.27%)
Non-Management	Number (%)	930 (84.09%)	985 (84.84%)	908 (81.73%)
<u>Gender by Employee Category</u>				
Management: Male	Number (%)	101 (57.39%)	97 (55.11%)	115 (56.65%)
Management: Female	Number (%)	75 (42.61%)	79 (44.89%)	88 (43.35%)
Non-Management: Male	Number (%)	710 (76.34%)	737 (74.82%)	685 (75.44%)
Non-Management: Female	Number (%)	220 (23.66%)	248 (25.18%)	223 (24.56%)
<u>Age by Employee Category</u>				
Management: 18-25 years old	Number (%)	4 (2.27%)	1 (0.57%)	1 (0.49%)
Management: 26-35 years old	Number (%)	24 (13.64%)	23 (13.07%)	37 (18.23%)
Management: 36-45 years old	Number (%)	52 (29.55%)	51 (28.98%)	59 (29.06%)
Management: 46-60 years old	Number (%)	77 (43.75%)	77 (43.75%)	81 (39.90%)
Management: 60 years old >	Number (%)	19 (10.80%)	24 (13.64%)	25 (12.32%)
Non-Management: 18-25 years old	Number (%)	127 (13.66%)	158 (16.04%)	120 (13.22%)
Non-Management: 26-35 years old	Number (%)	362 (38.92%)	383 (38.88%)	376 (41.41%)
Non-Management: 36-45 years old	Number (%)	237 (25.48%)	238 (24.16%)	207 (22.80%)
Non-Management: 46-60 years old	Number (%)	184 (19.78%)	181 (18.38%)	181 (19.93%)
Non-Management: 60 years old >	Number (%)	20 (2.15%)	25 (2.54%)	24 (2.64%)
<u>Employees by qualification</u>				
Degree	Number (%)	239 (21.61%)	267 (23.00%)	269 (24.21%)
Diploma	Number (%)	147 (13.29%)	179 (15.42%)	158 (14.22%)
Certificate/Others	Number (%)	720 (65.10%)	715 (61.58%)	684 (61.57%)
<u>Women in leadership</u>				
Women in Management	Number (%)	75 (42.61%)	79 (44.89%)	88 (43.35%)
Women in Senior Management	Number (%)	17 (26.98%)	21 (30.88%)	24 (32.88%)
<u>Disabilities</u>				
Disabled staff	Number (%)	0 (0.00%)	1 (0.09%)	1 (0.09%)

Sustainability Statement

Indicator	Unit	FY2021	FY2022	FY2023
Social				
Board of directors				
Total directors	Number	7	11	8
<u>Directors by gender</u>				
Male	Number (%)	7 (100.00%)	10 (90.91%)	7 (87.50%)
Female	Number (%)	0 (0.00%)	1 (9.09%)	1 (12.50%)
<u>Directors by age</u>				
18-25 years old	Number (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
26-35 years old	Number (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
36-45 years old	Number (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
46-60 years old	Number (%)	0 (0.00%)	2 (18.18%)	2 (25.00%)
60 years old >	Number (%)	7 (100.00%)	9 (81.82%)	6 (75.00%)
Employee turnover				
Total Employee turnover	Number (ratio *)	183 (15.19%)	184 (16.23%)	220 (19.37%)
* Employee turnover / average number of employees x 100				
<u>Employee turnover by gender</u>				
Female	Number	67	74	80
Male	Number	116	110	140
<u>Employee turnover by age</u>				
18-25 years old	Number	71	66	74
26-35 years old	Number	63	74	90
36-45 years old	Number	35	26	37
46-60 years old	Number	14	17	13
60 years old >	Number	0	1	6
<u>Employee turnover by employee category</u>				
Management	Number	8	5	7
Non-Management	Number	175	179	213
<u>Voluntary/involuntary turnover</u>				
Voluntary turnover	Number (%)	179 (97.81%)	176 (95.65%)	213 (96.82%)
Involuntary turnover	Number (%)	4 (2.19%)	8 (4.35%)	7 (3.18%)
<u>Training and Development</u>				
Total training time	Hours	9,069	11,320	14,538
Total training for Management	Hours	747	1,706	4,400
Total training for Non-Management	Hours	5,571	5,149	7,331
Total training for Middle Management	Hours	1,395	2,554	1,549
Total training for Non-Executive	Hours	1,356	1,912	1,258
Total employees trained	Number	485	668	870

Sustainability Statement

Indicator	Unit	FY2021	FY2022	FY2023
Social				
Health and safety				
Fatalities	Number	0	0	0
Employees trained on health and safety standards	Number	201	292	376
Lost time incident rate	Rate *	1.82	1.99	1.38
Subsidiaries with OSHAS 18001/ISO 45001	Company	ALB	ALB	ALB
* Number of lost time injuries in the reporting period / Total number of hours worked in the reporting period * 200,000				
Community				
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	14,800	292,710	238,294
Human rights				
Substantiated complaints concerning human rights violations	Number	0	0	0
Customer Privacy				
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0