



**ANCOM NYLEX BERHAD**

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

**Annual Report  
2025**

**TOGETHER**

**WE CAN MAKE A DIFFERENCE**



# Sustainability Statement

## ABOUT THIS STATEMENT

### A Shared Journey Towards a Sustainable Future

This year marks a meaningful milestone for Ancom Nylex Berhad ("ANB") and its subsidiaries ("Group") as we proudly present our fourth comprehensive Sustainability Report. This publication reflects our unwavering commitment to transparency, highlighting the collective efforts of our people across the Group who champion sustainability from within and shape a more responsible future.

A key highlight of this report is its demonstration of our proactive approach to align with the International Sustainability Standards Board ("ISSB")'s IFRS Sustainability Disclosure Standards ("IFRS S1 and IFRS S2"), ahead of the mandatory implementation in Malaysia next year. It represents an evolution in our sustainability disclosures by strengthening climate-related transparency, ESG governance, and materiality alignment across our operating companies in Malaysia, Singapore, Indonesia, and Vietnam.

Through these disclosures, we aim to address the diverse needs of our stakeholders:

- Investors - looking for insight into ESG integration, risk mitigation, and long-term value creation;
- Regulators - expecting disclosures that align with both local and international frameworks; and
- Employees - whose commitment helps to build a more sustainable and resilient ANB.

More than a compliance document, this report reflects our shared mission: to drive progress responsibly, foster inclusivity, and uphold integrity across all dimensions of our operations. It is also an opportunity to honour the people powering our ESG journey, from those behind our energy-saving initiatives, biodiversity efforts, employee wellness programmes, and many more.



**The people behind the progress: ANB's sustainability journey is made possible by passionate individuals across all subsidiaries.**

# Sustainability Statement

## FRAMEWORKS APPLIED

The Sustainability Statement ("SS2025") has been prepared in accordance with established sustainability reporting frameworks and guidelines. These standards provide a robust foundation for ensuring transparency, comparability, and accountability, while demonstrating the Group's continued commitment to responsible business practices and sustainable development.

- Bursa Malaysia's Sustainability Reporting Guide (Third Edition)
- Global Reporting Initiative ("GRI") Standards: Core Option
- FTSE4Good Bursa Malaysia Index ("F4GBM")
- Task Force on Climate-Related Financial Disclosures ("TCFD")
- Sustainability Accounting Standards Board ("SASB")
- United Nations Sustainable Development Goals ("UNSDGs")
- Greenhouse Gas ("GHG") Protocol
- International Financial Reporting Standards ("IFRS S1 and IFRS S2")

## REPORTING SCOPE AND BOUNDARY

This SS2025 document shall highlight key ESG activities of the Company and selected subsidiaries in Malaysia, Indonesia, Singapore, and Vietnam ("Operating Company(ies)") as listed below:

No.	Division	Operating Company
1.	Agricultural Chemicals ("AA")	Ancom Crop Care Sdn. Bhd. ("ACC")
2.		Common Feed Sdn. Bhd. ("CFSB")
3.		Entopest Environmental Services Sdn. Bhd.
4.		Shennong Animal Health (Malaysia) Sdn. Bhd. ("Shennong")
5.		Vemedim Sdn. Bhd. ("Vmd")
6.		Airefresh Marketing Sdn. Bhd.
7.		H.J. Unkel Chemicals Sdn. Bhd.
8.	Industrial Chemicals ("IA")	CKG Chemicals Pte Ltd
9.		Dynamic Chemical Pte Ltd
10.		Fermpro Sdn. Bhd. ("Fermpro")
11.		Kumpulan Kesuma Sdn. Bhd. ("Kesuma")
12.		Nylex Specialty Chemicals Sdn. Bhd. ("NSC")
13.		Perusahaan Kimia Gemilang Sdn. Bhd.
14.		PT PKG Lautan Indonesia
15.		Perusahaan Kimia Gemilang (Vietnam) Company Ltd. ("PKGVI")
16.	Polymers ("POLY")	Nylex Holdings Sdn. Bhd. ("NHSB")
17.		PT Nylex Indonesia ("PTNI")
18.	Logistics ("LOG")	ALB Marine Sdn. Bhd. ("ALB Marine")
19.		Ancom Nylex Terminals Sdn. Bhd. ("ANT")
20.		Pengangkutan Cogent Sdn. Bhd. ("Cogent")
21.		One Chem Terminal Sdn. Bhd.

## Sustainability Statement

No.	Division	Operating Company
22.	Investment Holdings & Others ("INV")	ANB
23.		Ancom Management Services Sdn. Bhd. ("AMS")
24.		Ancom Logistics Berhad ("ALB")
25.		ATG Avionix Sdn. Bhd.
26.		ATG Nexus Sdn. Bhd.
27.		Ancom Components Sdn. Bhd. ("Components")
28.		Redberry Sdn. Bhd. (and its subsidiaries)
29.		Twinstar Synergy Sdn. Bhd.
30.		Wheel Sport Management Sdn. Bhd.
31.		Ancom Energy & Services Sdn. Bhd. ("AES")

Unless otherwise stated, this SS2025 covers the financial period from 1 June 2024 to 31 May 2025 ("FY2025"). Where relevant, we present three-years performance data (FY2023-FY2025), allowing for the depiction of trendlines that reflect overall performance for key material topics.

### INFORMATION ON CHANGES IN REPORTING

Numbers reported for FY2023 and FY2024 in this SS2025 may differ from those in Sustainability Statement ("SS2024"), as we have reconducted our internal baseline study to comply with Bursa Malaysia's Sustainability Reporting requirements.

### LIMITATIONS AND DISCLAIMERS

All data and information disclosed in this SS2025 have been collected from existing management control and official information systems. The Group aims to provide meaningful and accurate disclosures, maintaining the same standards for relevant data from our supply chain.

While we aim for comprehensive data coverage, we acknowledge that gaps may exist in data availability for specific indicators. The Group remains committed to monitor our data tracking and collection mechanisms to address and resolve these issues in future reporting.

Content within the SS2025 may include forward-looking statements, such as targets, plans, operations, and forecasts. These are based on reasonable assumptions from our current business trajectory. However, as the Group is subject to unforeseen risks, readers must exercise their own due diligence when evaluating these statements.

### DATA QUALITY AND ASSURANCE

The data and disclosures presented in this SS2025 have been reviewed and verified internally by the respective data owners and the Group's Board of Directors.

As an additional verification measure, all SS2025 indicators underwent an independent review by Sterling Business Alignment Consulting Sdn. Bhd. as an independent assurance partner. For more details on this, please refer to the Group's Statement of Assurance on page 111.

This SS2025 is made following the Board's approval on 22 September 2025.

### DISTRIBUTION AND FEEDBACK

The SS2025 can be downloaded from the Company's website at [www.ancomnylex.com](http://www.ancomnylex.com).

At the same time, any feedback or queries can be sent to:  
No. 2A, Jalan 13/2, Seksyen 13  
46200 Petaling Jaya  
Selangor Darul Ehsan  
Malaysia

Office: 603-7495 5000  
Fax: 603-7495 5088  
Email: [kathleen@ancomnylex.com](mailto:kathleen@ancomnylex.com)  
Contact person: Kathleen Teh – Senior Manager, ESG (ANB)

## Sustainability Statement

### GROUP CEO STATEMENT

As we close FY2025, ANB and our subsidiaries stand at a defining moment, where sustainability has evolved from a standalone initiative into a core commitment shaping how we innovate, operate, and grow — driven by a shared purpose that has unified our people and delivered measurable change.

– **Datuk Lee Cheun Wei** Managing Director/Group CEO



This year marked several firsts in our ESG journey. We launched the Group's inaugural Weight Loss Challenge, bringing employees together to embrace healthier lifestyles and stronger workplace bonds. On the environmental front, our first beach clean-up at Pantai Kelanang removed 268 kilograms of waste, while a mangrove planting programme at Kampung Sijangkang reinforced our commitment to biodiversity and climate resilience. On the social front, we expanded our outreach to children's homes, supporting orphans and children with disabilities through donation drives, educational initiatives, and volunteer visits.

We are equally proud of our commitment to education and equity. In FY2025, our subsidiary ACC awarded scholarships to 27 students from B40 families in Penang, nearly doubling the 14 beneficiaries from the previous year, FY2024. Since its inception in 2024, the programme has supported 41 students, easing financial burdens and opening opportunities for brighter futures.

We remain mindful of our environmental footprint and are taking steps to mitigate it. In FY2025, we launched a conservation initiative, planting 333 trees. Specifically, 133 mangrove saplings were planted to restore coastal ecosystems, and 200 Pandanus Veitchii were planted to enrich biodiversity. We also advanced energy efficiency by adopting cleaner technologies and smarter infrastructure to cut consumption. Group GHG emissions totalled 35,992 tCO<sub>2</sub>e, with FY2025 serving as our baseline year to accelerate reductions through renewable energy, cleaner logistics, and greater efficiency.

In terms of governance, we strengthened accountability by aligning our materiality approach with global standards, such as the ISSB's IFRS S1 and IFRS S2, ensuring readiness for the upcoming National Sustainability Reporting Framework ("NSRF") in FY2026. ESG and climate risks are now embedded in Board and Committee oversight, with stronger risk registers across subsidiaries. We also advanced our ethical culture through anti-bribery training, maintaining zero cases of corruption, human rights violations, and data breaches, and enhancing whistle-blowing channels. In addition, we formalised our Supply Chain Policy and strengthened ESG data assurance to ensure trust in our disclosures.

Looking ahead, we are advancing toward carbon neutrality by scaling clean energy and efficiency, building on our biogas acquisition and further developing renewable energy sources, as well as enhancing our responsible supply chain and logistics improvements. We will also sharpen our people agenda: deepening learning (10,176 training hours collectively delivered in FY2025), broadening access to education through our scholarship programme (41 students supported since inception), and advancing diversity, with women now holding 22.2% of senior leadership roles.

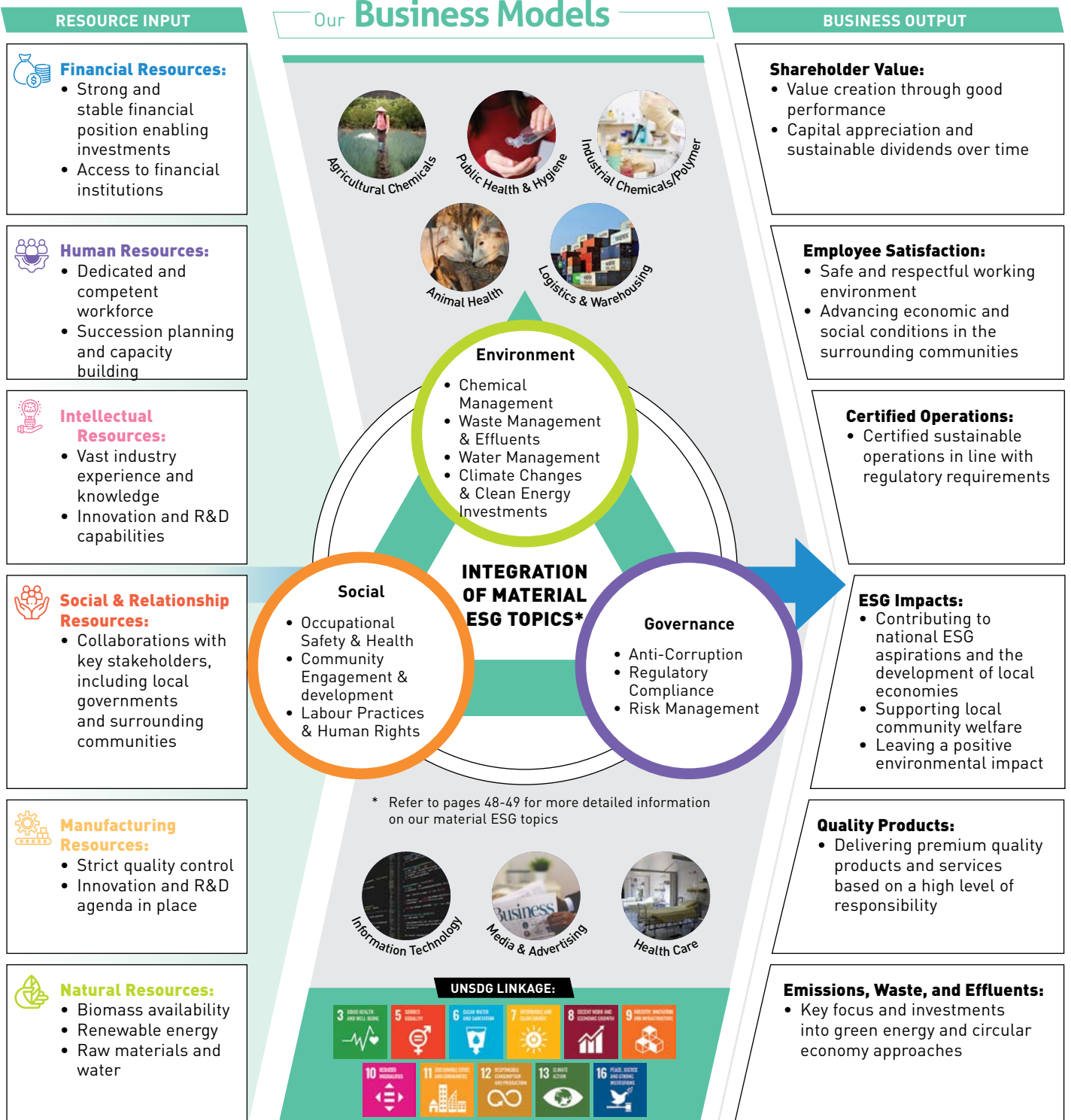
Our sustainability journey is one of continuous learning and shared purpose. Each initiative reflects the dedication of our employees, ESG Champions, and partners. Together, we are building not just compliance, but a culture of responsibility, innovation, and empathy. Guided by our tagline "*Embracing Chemicals for a Sustainable Tomorrow*," we remain committed in creating lasting value for our stakeholders, communities, and the environment.



# Sustainability Statement

## SUSTAINABILITY OVERVIEW

### OUR APPROACH TO SUSTAINABILITY



# Sustainability Statement

## SUSTAINABILITY HIGHLIGHTS

### Environmental Stewardship



#### CONSERVATION

**333** TREE PLANTING

133 Mangrove saplings and 200 Pandanus Veitchii Initiative started in 2025

**268** KGs

Waste Collected from Beach Cleaning Initiative started in 2025

#### EMISSIONS

**35,992** tCO<sub>2</sub>e

GHG Emissions  
2024: 35,361 tCO<sub>2</sub>e

#### ENERGY

**403** TJ

Energy consumed  
2024: 360 TJ

#### WATER

**406,109** m<sup>3</sup>

Water consumption  
2024: 463,160 m<sup>3</sup>

#### WASTE

**122,801** tonnes

Total waste generated  
2024: 113,701 tonnes

### Social Development



#### SOCIAL INITIATIVES

**27** STUDENTS

Scholarship Programme  
2024: 14 students  
Note: A total of 41 students

**RM824,433**

Spent on community investment  
2024: RM549,476

**1,140**

Volunteer Hours  
Initiative started in 2025

**10,176**

Total training Hours  
2024: 7,875

#### DIVERSITY

**22.2%**

Women in Senior Leadership  
2024: 21.4%

### Good Governance



#### GOVERNANCE

**ZERO**

Incidence of Corruption  
2025: Zero  
2024: Zero

**Incidence of Customer Data Breaches**

2025: Zero  
2024: Zero

**Human Rights Violation**

2025: Zero  
2024: Zero

**2**

Incidents Of Regulatory Non-Compliance  
2024: Zero

#### SAFETY PERFORMANCE

**ZERO**

Incidents of Fatality and Cases HSE Non-Compliance  
2024: Zero

**0.70**

Lost Time Injury (LTI)  
2024: 0.02

# Sustainability Statement

## ESG ROADMAP

ANB's Vision Heading Towards FY2027

## Embracing Chemicals for a Sustainable Tomorrow



### INNOVATING FOR A GREENER FUTURE

- Environment Stewardship
- Water Management
- Chemical Management
- Responsible Supply Chain Management



### FOSTERING COMMUNITY WITH CHEMISTRY

- Health & Safety
- Community Development & Access to Education
- Human Rights & Labour Practices
- Stakeholder Engagement



### CHEMICAL STEWARDS FOR GOOD GOVERNANCE

- Corporate Governance
- Anti-Bribery & Anti-Corruption
- Risk Management

## MEMBERSHIPS IN ASSOCIATION

The Operating Companies maintain active memberships in various professional bodies and industry associations. We value these affiliations as they keep us informed about the latest industry trends and developments, while also allowing us to connect with our peers and exchange valuable best practices. This involvement not only enhances our expertise but also supports our commitment to sustainable and responsible business practices.

ASSOCIATION	DIVISION
Toyota Supplier Club	IA
Chemical Industries Council of Malaysia ("CICM")	IA
Institut Kimia Malaysia ("IKM")	IA, POLY
Federation of Malaysian Manufacturers ("FMM") Selangor	IA, POLY
Malaysian Society for Occupational Safety and Health ("MSOSH")	IA
Malaysian Plastic Manufacturers Association ("MPMA")	POLY
Malaysia Shipowners' Association ("MASA")	LOG
Johor Freight Forwarders Association ("JOFFA")	LOG



## Sustainability Statement

### AWARDS & CERTIFICATIONS

#### AWARDS & ACCOLADES

#### ANB SUSTAINS FTSE ESG RATING IN 2025

In June 2025, ANB was once again recognised by FTSE Russell under the FTSE4Good Bursa Malaysia with a three-star ESG rating—affirming our continued progress and dedication to sustainability. This recognition is more than just a rating; it is a reflection of our ongoing journey to embed ESG values at the heart of our business.

This milestone strengthens our resolve to lead by example, evolve with purpose, and create long-term value for all stakeholders. It affirms our position as a forward-looking organisation that balances business success with the responsibility of shaping a more sustainable future.

#### CERTIFICATIONS

DIVISION	OPERATING COMPANY	CERTIFICATION
AA	ACC	<ul style="list-style-type: none"> <li>Environmental Management System ISO 14001: 2015</li> <li>Quality Management System ISO 9001: 2015</li> <li>Laboratory Accreditation MS ISO/IEC 17025</li> </ul>
IA	NSC	<ul style="list-style-type: none"> <li>Quality Management System ISO 9001: 2015</li> <li>HACCP MS 1480: 2019</li> <li>Makanan Selamat Tanggungjawab Industri ("MeSTI")</li> <li>Kosher Certification</li> <li>Certification of Authentication (HALAL)</li> </ul>
	Kesuma	<ul style="list-style-type: none"> <li>Environmental Management System ISO 14001: 2015</li> <li>Quality Management System ISO 9001: 2015</li> <li>IATF 16949: 2016</li> </ul>
	Fermpro	<ul style="list-style-type: none"> <li>Quality Management System ISO 9001: 2015</li> <li>Kosher Certification</li> <li>Certification of Authentication (HALAL)</li> </ul>
		<ul style="list-style-type: none"> <li>IATF 16949: 2016</li> </ul>
POLY	NHSB	<ul style="list-style-type: none"> <li>Quality Management System ISO 9001: 2015</li> </ul>
	PTNI	<ul style="list-style-type: none"> <li>Quality Management System ISO 9001: 2015</li> </ul>
LOG	ALB Marine*	<ul style="list-style-type: none"> <li>Quality Management System ISO 9001: 2015</li> <li>Environmental Management System ISO 14001: 2015</li> <li>Occupational Health and Safety ISO 45001: 2018</li> </ul>
	ANT	<ul style="list-style-type: none"> <li>Chemical Health Risk</li> <li>Control of Industrial Major Accident Hazards</li> </ul>
	Cogent	<ul style="list-style-type: none"> <li>Kosher Certification</li> </ul>
INV	Components	<ul style="list-style-type: none"> <li>IEC System For Mutual Recognition Of Test Certificates For Electrical Equipment ("IECEE") Cb Scheme -varies</li> <li>MS IEC 60898-1: 2003</li> <li>MS IEC 61008-2-1: 2003</li> <li>MS IEC 61008-1: 2003</li> </ul>

\* The Ship Manager, on behalf of ALB Marine.

# Sustainability Statement

## ASSESSING MATERIALITY

### MATERIALITY ASSESSMENT PROCESS

Our most recent Materiality Assessment in FY2024 provided a strong foundation for identifying ESG priorities across the Group. While we did not conduct a new assessment in FY2025, the insights from FY2024 continue to guide our focus, and we remain committed to refresh the process in line with evolving ISSB and NSRF requirements. These perspectives enable us to evaluate both the impact of our business operations on the environment and surrounding communities, as well as the significance of these impacts on our financial value creation.

A key improvement in the FY2024 Materiality Assessment was the inclusion of a broader range of participants, extending beyond our internal workforce to involve external stakeholders. This diverse engagement provided a more holistic understanding of material topics impacting our business and stakeholders, and the insights continue to guide our priorities in FY2025.

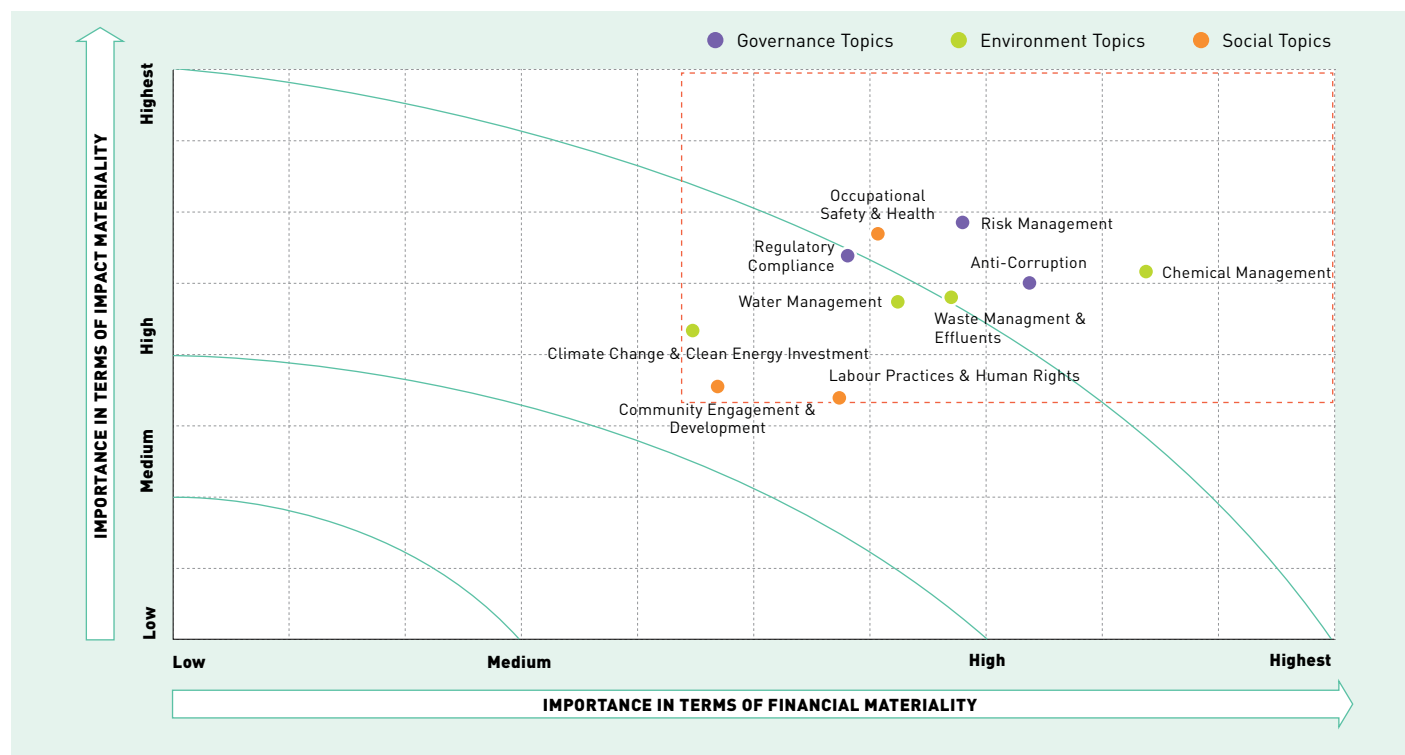
ANB’s comprehensive materiality assessment was conducted as follows:



# Sustainability Statement

## PRIORITISATION OF MATERIAL TOPICS

The FY2024 MAE resulted in the following Materiality Matrix, which continues to serve as a reference point in guiding our ESG focus areas in FY2025:



All the material topics identified are important to ANB, as they collectively contribute to the Group's business performance and overall financial stability. However, the Materiality Matrix allows us to focus our efforts and resources on topics that have the most immediate impacts as identified by our stakeholders.

The MAE provided valuable insights into which material topics are most critical to the Group's operations. The top topics from this were then evaluated internally based on their potential to generate financial value by improving operational efficiencies or reducing costs. At the same time, we also looked at the value they can bring to other stakeholders, particularly in terms of our environmental impacts and our relationships with local communities and other stakeholders.

ANB's initiatives in managing and mitigating these material sustainability matters are presented in detail on pages 48 and 49 of this report. Additional contexts on the relevance of these matters to the Group, including the rationale for it, are provided in the table on the subsequent page.

# Sustainability Statement



## ENVIRONMENT



### Value Creation

Material Topics	<b>Chemical Management</b>	<p><b>Value to ANB:</b> Effective chemical management can lower costs associated with resource procurement and enhance operational efficiency. It also minimises the risks of non-compliance or the potential need for remediation in case of spills.</p> <p><b>Value to Others:</b> Proper management of chemicals can protect ecosystems and public health, leading to stronger community relations and a positive environmental impact.</p>
	<b>Waste Management &amp; Effluents</b>	<p><b>Value to ANB:</b> Efficient waste management can lead to cost savings through recirculation and reduction of waste. It also provides opportunities for the Group to improve operational efficiency.</p> <p><b>Value to Others:</b> Effective waste management practices directly reduce the risk of pollution resulting from ANB's operations, which protects the well-being of local communities and ecosystems.</p>
	<b>Water Management</b>	<p><b>Value to ANB:</b> Responsible water management can reduce costs associated with sourcing while ensuring a stable water supply for operations.</p> <p><b>Value to Others:</b> Sustainable water management protects local water resources from overuse. At the same time, management of our discharge ensures nearby water sources are kept clean from pollution.</p>
	<b>Climate Change &amp; Clean Energy Investment</b>	<p><b>Value to ANB:</b> Investing in clean energy and climate resilience can reduce long-term operational costs and mitigate potential climate-related risks.</p> <p><b>Value to Others:</b> Proactive climate management and clean energy investments can contribute to environmental protection and support the national agenda towards Net Zero Carbon by 2050.</p>



## SOCIAL



### Value Creation

Material Topics	<b>Occupational Safety &amp; Health ("OSH")</b>	<p><b>Value to ANB:</b> Prioritising OSH can reduce costs associated with accidents, such as insurance premiums and legal liabilities, while enhancing productivity through improved employee well-being and morale.</p> <p><b>Value to Others:</b> Strong OSH practices can foster trust within the workforce by demonstrating a commitment to employee safety, which can lead to better relationships and a positive public image.</p>
	<b>Community Engagement &amp; Development</b>	<p><b>Value to ANB:</b> Positive community engagements give ANB the license to operate and prevent conflicts with surrounding communities. This leads to smoother and more cost-effective operations.</p> <p><b>Value to Others:</b> Strong community relationships can lead to improved social cohesion and support for local development and welfare.</p>
	<b>Labour Practices &amp; Human Rights</b>	<p><b>Value to ANB:</b> Upholding strong labour practices can reduce employee turnover. This, in turn, allows the Group to retain talented employees and protect ourselves against legal penalties.</p> <p><b>Value to Others:</b> Respecting labour and human rights strengthens our workforce and supply chain. It also allows ANB to function as a benchmark within the industry, leading to better practices throughout the sector.</p>

# Sustainability Statement



## GOVERNANCE



### Value Creation

#### Material Topics

#### Risk Management

**Value to ANB:** Effective risk management can prevent financial losses by identifying and mitigating potential threats to the Group's operations. These include risks associated with sustainability and climate change.

**Value to Others:** Robust risk management practices allow ANB to proactively identify parts of our operations that carry environmental and social risks. By managing these risks, we indirectly prevent undue harm to the environment and surrounding communities.

#### Regulatory Compliance

**Value to ANB:** Ensuring regulatory compliance can help ANB avoid fines and legal expenses while also creating a more stable operating environment by reducing the risk of business interruptions.

**Value to Others:** Compliance with regulations can protect the environment and public health.

#### Anti-Corruption

**Value to ANB:** A strong anti-corruption approach reduces the risk of legal penalties and operational inefficiencies while also enhancing ANB's ability to maintain market access.

**Value to Others:** A firm stance against corruption strengthens governance systems, promotes fairness, and enhances the Group's reputation for integrity. This fosters trust among external stakeholders.

Through this identification of value-creation opportunities and analysis of the matrix, the Group has been able to prioritise the following topics as our top material topics:





# Sustainability Statement

## STAKEHOLDER ENGAGEMENT

### Board

ANB's Board provides crucial strategic direction and oversight of the Group's sustainability and operational goals.

#### Risks:

Governance, decision-making, and leadership effectiveness

#### Opportunities:

Can ensure long-term stability and strategic growth through strong leadership and sound governance

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Anti-Corruption</li> </ul>	<ul style="list-style-type: none"> <li>Provide comprehensive and timely information for decision-making</li> <li>Ensure effective corporate governance and risk management practices</li> </ul>	Direct Communication	As Needed
		Board Meetings	Quarterly
		Committee Meetings	
		Annual General Meeting ("AGM")	Annually

### Workforce (including Management)

Employees are key to executing our business strategies and driving operational performance.

#### Risks:

Talent retention, productivity, and labour disputes

#### Opportunities:

Offer chances for innovation, improved performance, and a strong organised culture

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>OSH</li> <li>Labour Practices &amp; Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>Offer competitive benefits and remuneration</li> <li>Provide opportunities for professional development and training</li> <li>Foster a positive work environment</li> <li>Maintain feedback through grievance channels and employee engagement surveys</li> </ul>	Social Events	Regularly
		Internal Communication	
		Training Programmes	
		Employee Commuting Survey	

### Shareholders & Investors

Shareholders and investors are important for providing the capital we need for growth and business expansion.

#### Risks:

Financial performance and market volatility

#### Opportunities:

Funding, strategic guidance, and increased market credibility

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Anti-Corruption</li> </ul>	<ul style="list-style-type: none"> <li>Provide transparent and regular financial reporting</li> <li>Implement robust corporate governance practices to safeguard investments</li> </ul>	Extraordinary General Meeting	As Needed
		Bursa Announcements	
		Social Events	Regularly
		Meetings	
		Analyst Briefings	
		AGM	Annually
		Annual Report	

## Sustainability Statement

### Government & Regulatory Officials

These officials are crucial in ensuring the Group's compliance with laws and regulations.

**Risks:**

Regulatory changes and non-compliance penalties

**Opportunities:**

Influence policy development and provide favourable operating conditions

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>OSH</li> <li>Regulatory Compliance</li> <li>Anti-Corruption</li> <li>Climate Change &amp; Green Energy Investment</li> <li>Labour Practices &amp; Human Rights</li> </ul>	<ul style="list-style-type: none"> <li>Ensure compliance with all relevant laws and regulations</li> <li>Participate in government events and policy development discussions</li> <li>Adopting stringent corporate governance and ethical practices throughout operations</li> </ul>	In Writing	As Needed
		Social Events	Regularly
		Regulatory Meetings	
		Conferences and Seminars	
		Audits and Inspections	

### Customers

Customers are vital to the Group's business as they drive demand for our products and services.

**Risks:**

Changing preferences and expectations

**Opportunities:**

Present opportunities for growth and innovation through constructive feedback and loyalty

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Chemical Management</li> <li>Anti-Corruption</li> </ul>	<ul style="list-style-type: none"> <li>Timely product and service delivery within the expected quality</li> <li>Engage customers for feedback through customer satisfaction surveys</li> <li>Strengthen internal cybersecurity to protect confidential customer data</li> </ul>	In Writing	As Needed
		Social Events	Regularly
		Meetings	
		Conferences and Seminars	

### Bankers & Financial Institutions

Similar to investors, bankers and financial institutions provide an alternative source of financial capital needed for our operations and growth.

**Risks:**

Credit availability and financial terms

**Opportunities:**

Favourable financing, strategic advice, and financial stability

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Anti-Corruption</li> </ul>	<ul style="list-style-type: none"> <li>Maintain open and transparent financial communications</li> <li>Meet all financial obligations on time</li> <li>Regularly review and manage financial risks</li> </ul>	Meetings and Financial Briefings	As Needed
		Credit Assessments	Regularly
		Quarterly Financial Reports	
		Annual Report	Annually

# Sustainability Statement

## Media

The media plays a significant role in shaping public perception and awareness of the Group.

### Risks:

Negative publicity and misinformation

### Opportunities:

Positive exposure, brand building, and effective communication of our achievements and initiatives

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Anti-Corruption</li> <li>Community Engagement &amp; Development</li> </ul>	<ul style="list-style-type: none"> <li>Maintain open lines of communication with media representatives</li> <li>Provide accurate and timely information</li> <li>Engage in proactive media relations to build a positive public image</li> </ul>	Press Releases	As Needed
		Media Briefings	
		Company Website	

## Suppliers

These stakeholders are critical for maintaining our supply chain and ensuring the quality of our products and services.

### Risks:

Supply chain disruptions and quality issues

### Opportunities:

Cost optimisation, innovation, and strong partnerships

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Chemical Management</li> <li>Anti-Corruption</li> </ul>	<ul style="list-style-type: none"> <li>Develop long-term, mutually beneficial relationships</li> <li>Provide clear and consistent communication regarding quality expectations</li> <li>Procure from responsible and ethical suppliers</li> </ul>	In Writing	As Needed
		Social Events	Regularly
		Meetings	

## Local Community Members & General Public

They form the social environment in which we exist and provide the Group with the licence to operate without disruption.

### Risks:

Social unrest or negative public opinion

### Opportunities:

Provide opportunities for building positive reputation and achieving social license to operate through community engagement and support

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Waste Management &amp; Effluents</li> <li>Community Engagement &amp; Development</li> </ul>	<ul style="list-style-type: none"> <li>Support local community initiatives through Corporate Social Responsibility ("CSR") programmes</li> <li>Engage in regular dialogues to understand their needs and concerns</li> <li>Minimising potential impacts through responsible and sustainable business practices</li> </ul>	Social Events	Regularly
		CSR	

## Sustainability Statement

### Non-Governmental Organisation (“NGO”) Representatives

NGOs advocate for social, environmental, and economic issues that impact the Group’s operations and other stakeholders.

#### Risks:

Activism and campaigns that can affect ANB’s reputation and operations

#### Opportunities:

Collaboration on sustainability initiatives which can enhance our CSR efforts and build trust with other stakeholders

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<ul style="list-style-type: none"><li>Regulatory Compliance</li><li>Anti-Corruption</li><li>Waste Management &amp; Effluents</li><li>Climate Change &amp; Clean Energy Investment</li><li>Labour Practices &amp; Human Rights</li></ul>	<ul style="list-style-type: none"><li>Collaborate on CSR programmes</li><li>Participate in periodic meetings and discussions to understand their concerns</li><li>Share information and reports transparently to build trust</li></ul>	In Writing	As Needed
		Social Events	Regularly
		CSR	

## SUSTAINABILITY GOVERNANCE



At ANB, sustainability is not merely a strategic objective but a core value that permeates every aspect of our operations and future planning. As a leading player in the chemical industry, we are deeply committed to ESG principles, ensuring our long-term success while safeguarding the environment and supporting the communities we serve.

We take pride in leading by example among our industry peers. Through our unwavering dedication to ESG excellence, we continuously strive to enhance our performance by setting ambitious targets, measuring our progress, and transparently reporting our achievements.

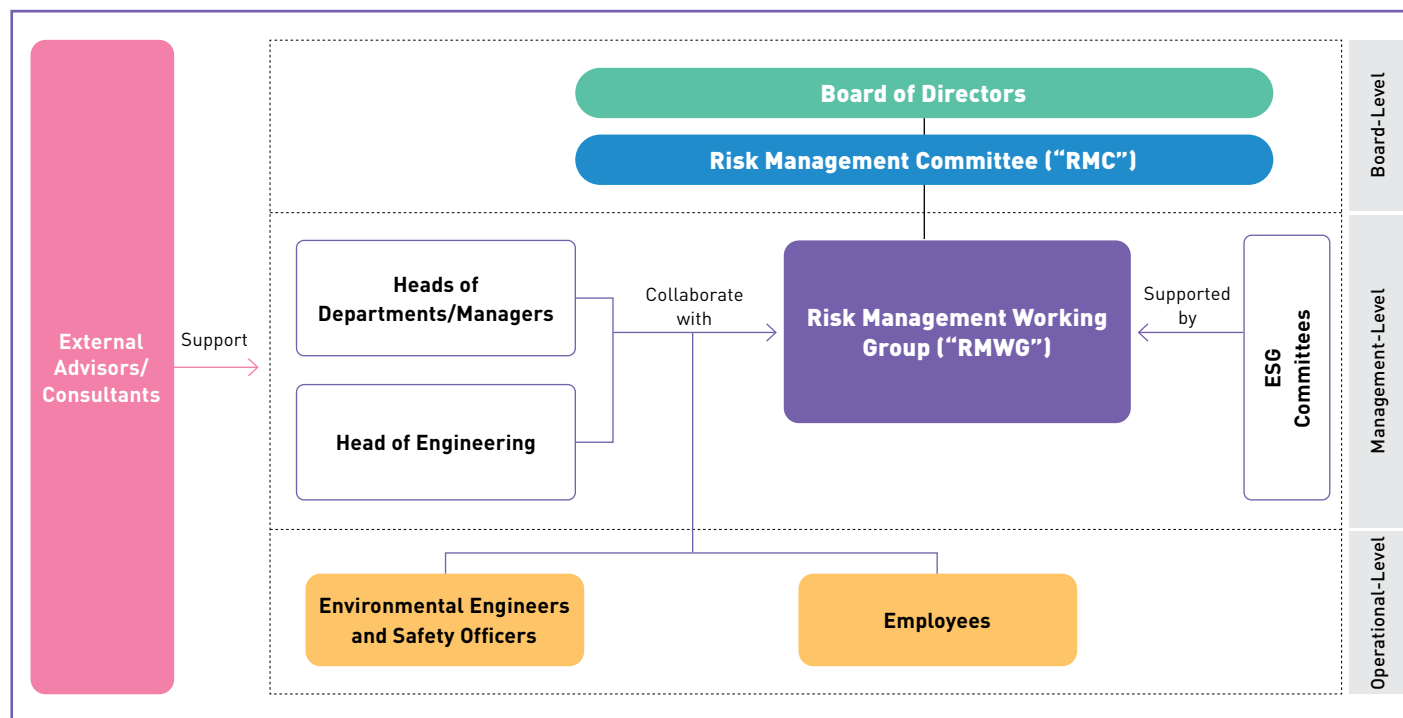
We believe that integrating ESG considerations into our business strategy is essential for creating value for our stakeholders and ensuring a sustainable future.

In this regard, the Group upholds the highest standards of corporate governance, ensuring transparency, accountability, and integrity in all our business dealings. Our governance framework is designed to promote ethical leadership and sound decision-making, reinforcing our commitment to responsible business practices.

A key priority in embedding ethical governance into our operations is building a responsible and sustainable supply chain. In FY2025, we launched our Supply Chain Policy to strengthen this commitment, setting clear expectations for our partners. By working closely with suppliers to uphold regulatory and environmental standards, we foster long-term partnerships built on trust and mutual respect, while creating a resilient supply chain that supports our sustainability goals.

# Sustainability Statement

## SUSTAINABILITY GOVERNANCE STRUCTURE



Sustainability at ANB is directly overseen by the Board through the RMC. This is a key Board-level committee that provides top-down guidance on all risk-related issues, including those involving sustainability and climate change. The RMC ensures all decisions related to sustainability are aligned with the Group's general goals and ambitions.

At the Management level, the RMC is supported by the RMWG, with sustainability matters under the purview of the ESG Committee. The Committee began in FY2023 with voluntary members, reflecting the early passion of employees who stepped forward to champion ESG. Building on this foundation, in FY2024 we appointed a dedicated ESG Senior Manager together with four committee members, giving the function stronger leadership and clearer direction. Today, the ESG Committee serves as ANB's central team for driving sustainability initiatives across the Group, acting as the focal point for coordination and leading the development and execution of the RMC's strategies.

The RMWG and ESG Committee work closely with various Heads of Departments ("HODs"), managers, and the Head of Engineering to play the critical role of translating the Board's

decisions into actionable strategies and goals that align with the Group's overall corporate objectives. Additionally, the ESG Committee is supported by various other management committees, each contributing uniquely to ANB's sustainability efforts.

At the operational level, ANB's broader sustainability ambitions are translated into specific goals and objectives, which are then implemented by dedicated teams within each Operating Company. These teams are responsible for integrating the Group's sustainability and climate change initiatives into their daily operations.

Progress is also consistently reported directly to the Board through the ESG Committee. This ensures seamless alignment between the Group's sustainability goals and the operational activities of each Operating Company. This structured approach also enables us to consolidate the diverse risk profiles of our various Operating Companies into a unified register that is monitored by a centralised RMC and RMWG. This facilitates holistic decision-making and effective management of ESG and climate change-related risks.



# Sustainability Statement

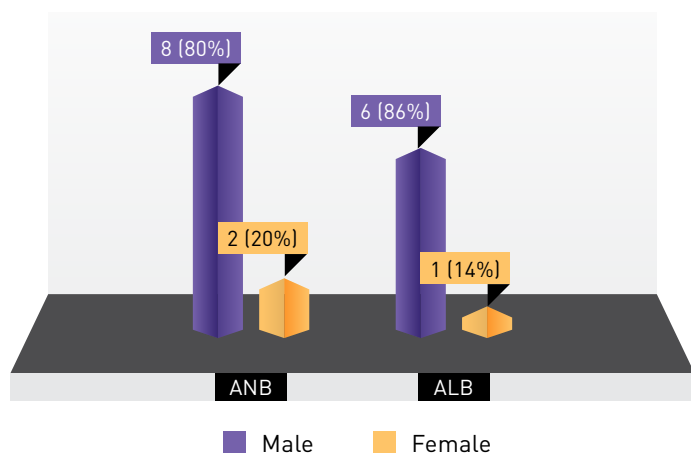
## BOARD COMPOSITION

ANB's Board comprises a capable and diverse team of individuals with extensive experience across multiple industries, reflecting our position as a Main Market-listed company on Bursa Malaysia. Our subsidiary, Ancom Logistics Berhad ("ALB"), which is listed on the ACE Market of Bursa Malaysia, maintains its own Board to provide focused oversight of its operations and publishes a separate Annual Report in compliance with Bursa Malaysia's Listing Requirements.

The Board diversity of ANB and ALB are as following:

During the FY2025, the ANB Board comprised of ten (10) Directors with one (1) Executive Vice Chairman, one (1) Managing Director/Group Chief Executive Officer, one (1) Independent Non-Executive Chairman, five (5) Independent Non-Executive Directors and two (2) Non-Independent Non-Executive Directors. There are two (2) female and eight (8) male directors. The racial composition of the Board is 50% Malay, 40% Chinese and 10% Others. 30% of Directors are between the ages of 46 and 60, with the remaining 70% being above 60 years.

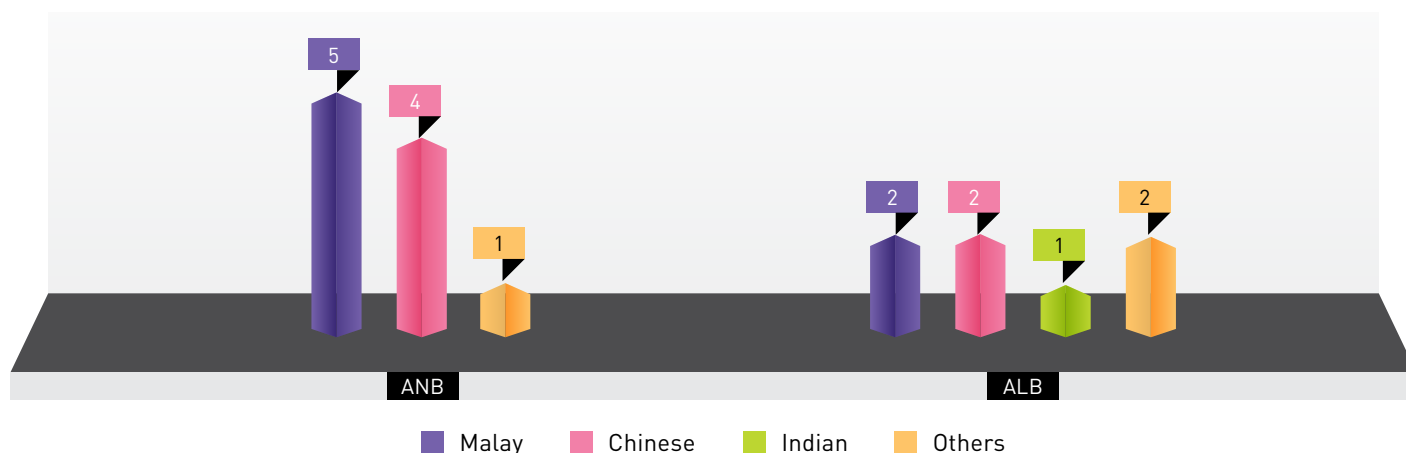
### Board Diversity By Gender



### Board Diversity By Age Group



### Board Diversity By Race



The full profile of ANB's Board are disclosed in Board of Directors of this Annual Report.

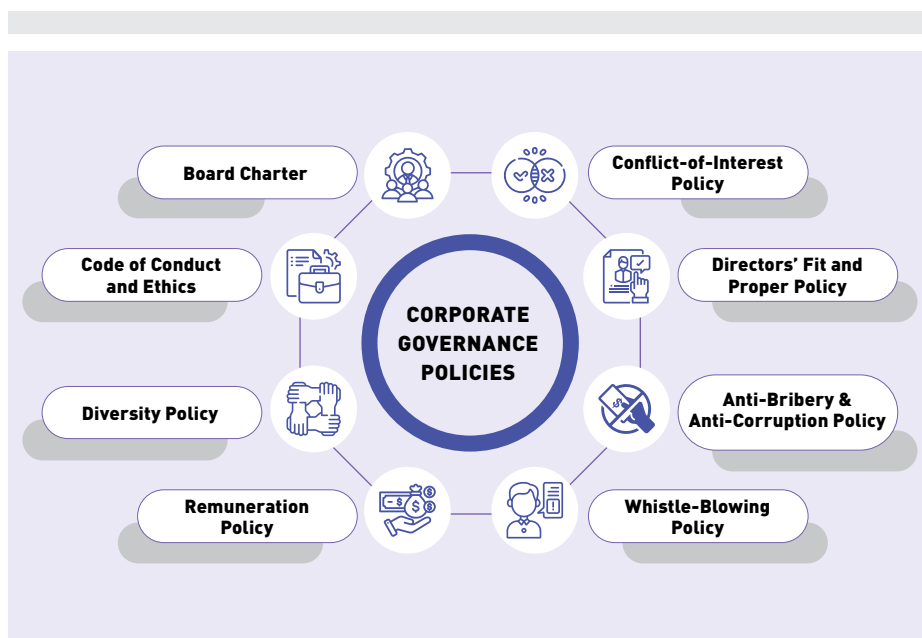
# Sustainability Statement

## CORPORATE GOVERNANCE POLICIES

Strong corporate values are essential for any organisation. At ANB, we ensure that our business practices remain ethical by implementing a range of robust policies. These policies are applied Group-wide, fostering a shared commitment among all our subsidiaries to the value ANB places on good corporate behaviour. At the same time, relevant policies are also extended to our suppliers and business partners, promoting integrity throughout the supply chain.

The following diagram highlights the main policies implemented by the Group:

More information on these and other Group policies can be found on the Company's website at [www.ancomnylex.com](http://www.ancomnylex.com).



## ANTI-CORRUPTION

ANB is committed in conducting our business with fairness, honesty, and transparency. As such, we maintain a strict zero-tolerance policy against any form of bribery or corruption in all interactions involving the Group.

Our Anti-Bribery & Anti-Corruption ("ABAC") Policy clearly prohibits all employees, including management and the Board Directors, from accepting or giving any gifts or personal favors that could be misconstrued as bribery. Any suspected violations of this rule will be reported to the Chief Integrity Officer ("CIO") for further investigation. This could be followed by disciplinary actions or even termination.

The ABAC Policy is not limited to our immediate workforce but also extends to our supply chain and business partners. This ensures that the Group remains free from any corruption risks throughout our operations.

To ensure all levels of the Group are reminded of our ABAC Policy and the Group's stance on this issue, we conduct regular training for all employees, including the Board.

Anti-Corruption Training	FY2024	FY2025
Board	5	10
Management	65	175
Non-Management	240	449
<b>Total training attendees</b>	<b>310*</b>	<b>634</b>

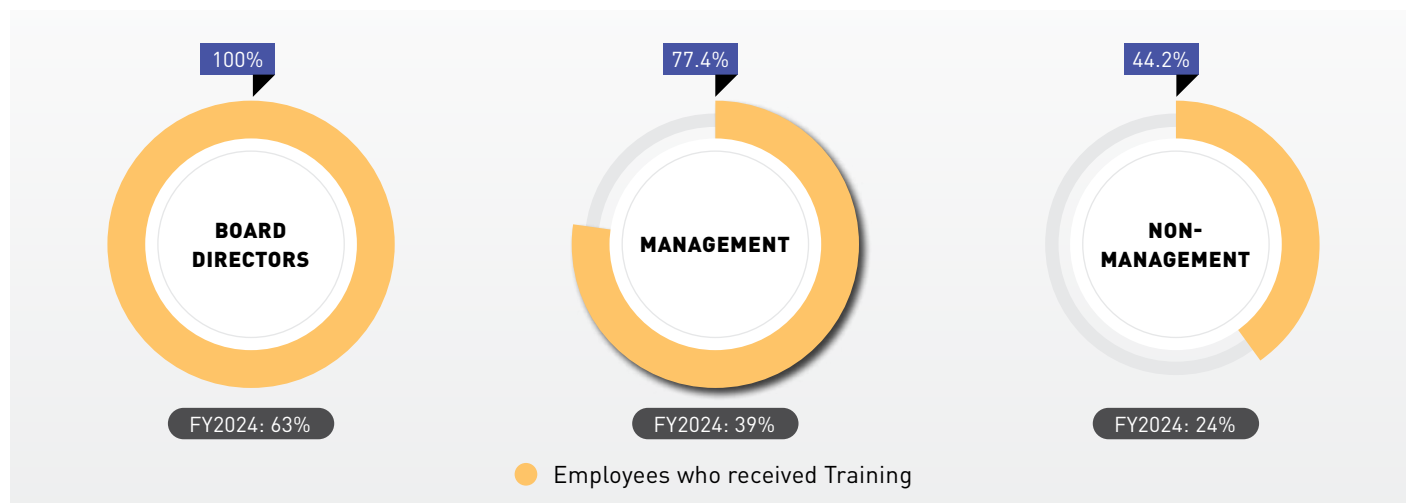
\* FY2024 data restated.

### STRENGTHENING ETHICAL CULTURE: ANTI-CORRUPTION TRAINING

ANB rolled out Group-wide anti-corruption training to reinforce integrity and ethical conduct. The training included interactive sessions and quizzes designed to engage employees and test their understanding of bribery risks and ethical decision-making. These efforts empower our people to act with integrity and support our ongoing commitment to a transparent and corruption-free workplace.

## Sustainability Statement

### Percentage of Employees Who Received Anti-Corruption Training in FY2025



#### ANTI-BRIBERY AND ANTI-CORRUPTION TRAINING: IN-HOUSE TRAINING

As part of our ongoing commitment to integrity, ANB places strong emphasis on ensuring every employee understands their role in upholding transparency and accountability. To complement the Group-wide ABAC quiz, a dedicated in-house training session was conducted by Mr. Phillip Karuppiah, Group CIO. This session served as a follow-up for employees who benefitted from additional guidance, offering them the chance to strengthen their knowledge and apply the principles of ethical conduct more confidently in their daily work.

In FY2025, we also broadened ABAC awareness across all Operating Companies, reinforcing understanding of Section 17A of the MACC Act and embedding the T.R.U.S.T principles into our work culture. All subsidiaries were assessed for corruption risk during the year, and no cases of corruption were reported across the Group.

#### CODE OF ETHICS AND WHISTLE-BLOWING

Aside from addressing corruption, ANB also emphasises the importance of ethical business conduct through the Group's comprehensive Code of Conduct and Ethics. This document, along with the Employee Handbook, is made available to all employees, including new hires, to ensure they understand the Group's expectations for professional behaviour in the workplace.

To further promote a culture of accountability, the Group has established a grievance channel and a Whistle-blowing Policy to facilitate anonymous reporting of any policy breaches. This includes instances of corruption, fraud, harassment, or other improper workplace conduct.

These whistle-blowing reports can be made via the Group's Whistle-Blowing Form on ANB's website at [www.ancomnylex.com](http://www.ancomnylex.com). Such reports are directly channelled to the CIO and copied to the Company Secretary and Chairman of the Audit Committee. Upon receiving a report, the CIO conducts an investigation to resolve the issue. Throughout the process, the Integrity Unit will keep the Chairman of the Audit Committee informed of the investigation's progress. Once an outcome is reached, it shall be reported to the Board for deliberation on further actions to be taken. If necessary, the relevant authorities may be involved during this stage. Depending on legal limitations, the whistle-blower will be kept informed of the outcomes as well.

In FY2025, no such reports were received by the Integrity Unit.

# Sustainability Statement

## SUPPLY CHAIN MANAGEMENT

ANB's commitment to sustainability extends beyond our internal operations to include our supply chain, as well as ensuring that all goods and services we procure adhere to the highest standards. To achieve this, the Group adopts a responsible supply chain approach by extending key policies, such as the ABAC policy, to our suppliers. At the same time, ANB incorporates our Code of Conduct and Ethics into all contracts and agreements with third-party suppliers, contractors, and business partners. This is a crucial step in establishing an Ethical and Environmental Code of Conduct for suppliers, ensuring that our good corporate governance practices are implemented throughout all aspects of our business, including the supply chain.

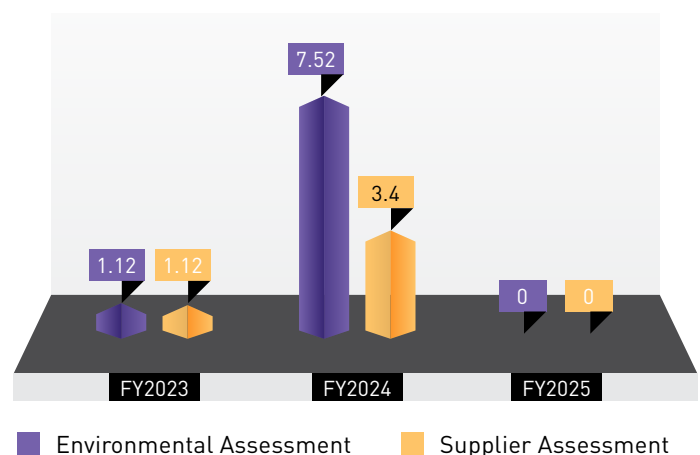
Apart from ethical governance, we have also begun examining the environmental and social impacts of our supply chain, particularly in terms of labour and human rights. All members of our supply chain are expected to fully comply with the Malaysian Employment Act 1955 and other relevant national and international labour laws. ANB's expectations of our suppliers on this matter, in line with our supplier's Ethical and Environmental Code of Conduct, including:



ANB has strengthened its commitment to ethical sourcing and sustainability by establishing a Group-wide Supply Chain Policy. This policy serves as a central framework that outlines clear environmental, social, and governance ("ESG") expectations for all our suppliers and vendors, ensuring that our procurement practices are aligned with responsible business conduct.

In recent years, there has been a steady increase in the number of suppliers evaluated for ESG performance across our Group. These assessments help us manage upstream risks while supporting the resilience and long-term sustainability of our supply chain. We are committed in enhancing our supplier engagement efforts and expanding the coverage of ESG assessments as part of our continuous improvement strategy. In the current reporting period, the Group focused in strengthening the foundational elements of responsible sourcing, including formalising our Supply Chain Policy and enhancing internal procurement processes. Although comprehensive environmental and social supplier assessments were not conducted this year, these efforts represent a crucial step toward integrating ESG risk management into our supply chain. In the coming year, we are developing a centrally coordinated supplier assessment framework to evaluate suppliers on relevant ESG criteria and intend to implement a phased rollout beginning with high-risk categories.

**Average Group-level Supplier Assessment (%)**



## Sustainability Statement

Over the next phase, we aim to strengthen our responsible supply chain practices by enhancing supplier engagement through regular dialogues, targeted feedback sessions, and structured capacity-building programmes. We plan to support our suppliers in aligning with our ESG principles by providing clearer guidance, training, and tools to facilitate their sustainability journey. Moving forward, we will also consider implementing more robust follow-up assessments and targeted audits for selected high-risk vendors to ensure continuous improvement and accountability within our supply chain. ANB believes that building a responsible supply chain is not only essential for minimising reputational and operational risks, but also for creating positive social and environmental impacts beyond our own operations.

### DATA PRIVACY AND CYBERSECURITY

ANB is committed to ensure the privacy and security of confidential data, including the personal information of our customers, workforce, suppliers, and business partners. Our practices are guided by the requirements of the Personal Data Protection Act ("PDPA") 2010, ensuring that all data collection is carried out with the explicit consent of data owners and used solely for internal purposes.

We do not disclose personal data to any third party except when required by law enforcement authorities. In parallel, we continuously monitor and enhances its security measures to minimise phishing and data breaches.

During FY2025, no data breaches or leaks were reported across the Group.



*In FY2025, members of the Board, key senior management, and relevant personnel attended cybersecurity and data protection training sessions designed to strengthen awareness, prevent information security breaches, and maintain alignment with best practices.*



# Sustainability Statement

## ECONOMIC



As a commercial entity, economic performance is a key indicator of ANB's success and our ability to continue operating. However, we recognise that focusing only on generating financial value is not conducive in building a sustainable business. True value creation occurs when both financial and non-financial considerations are integrated into our business ventures and operations.

These two aspects are deeply interlinked. The various ESG and sustainability initiatives undertaken by the Group over the years would not have been possible without financial capital. Greater fiscal returns enable us to distribute more wealth to our stakeholders and support additional sustainability and community-based initiatives. In turn, these initiatives drive improvements and innovation within the Group, ultimately leading to enhanced economic value creation.

### VALUE CREATION

#### DIRECT ECONOMIC VALUES

As a commercial entity, strong financial performance, such as revenue and earnings, is crucial for the long-term sustainability of ANB. It not only ensures our business continuity but ultimately enables the Group to support our environmental and social goals. Solid financial returns are essential for the Group to invest in initiatives that enhance our ESG performance.

For example, transitioning to renewable energy sources, such as solar power, requires a significant upfront investment. This can only be achieved if the Group records stable finances. The same applies to social initiatives, such as offering better employee benefits or providing ongoing support for community activities.

With that, some of the key financial performance of the Group is highlighted below. For a more detailed breakdown, please refer to the Financial Statements section of this Annual Report.

DIRECT ECONOMIC VALUES	FY2023 (RM'000)	FY2024 (RM'000)	FY2025 (RM'000)
Revenue	2,043,253	1,996,536	<b>1,874,640</b>
Profit Before Tax	95,810	110,479	<b>99,123</b>

#### INDIRECT ECONOMIC VALUES

Our business model extends beyond measurable direct economic benefits. As a major player in the chemical industry, ANB's operations generate spillover effects that drive indirect economic growth. This is achieved through job creation, support for local supply chains, and investment in local communities, among other initiatives.

Some of these significant quantifiable indirect economic values generated by the Group are highlighted below. For more detailed information, please refer to the Financial Statements section of this Annual Report.

INDIRECT ECONOMIC VALUES	FY2023 (RM'000)	FY2024 (RM'000)	FY2025 (RM'000)
Total Payout to Employees in Salaries & Benefits	103,420	105,984	<b>113,560</b>
Corporate Tax Paid to Government	27,416	21,110	<b>27,887</b>
Dividend Returned to Shareholders	NIL	17,097	<b>58,371</b>

## Sustainability Statement

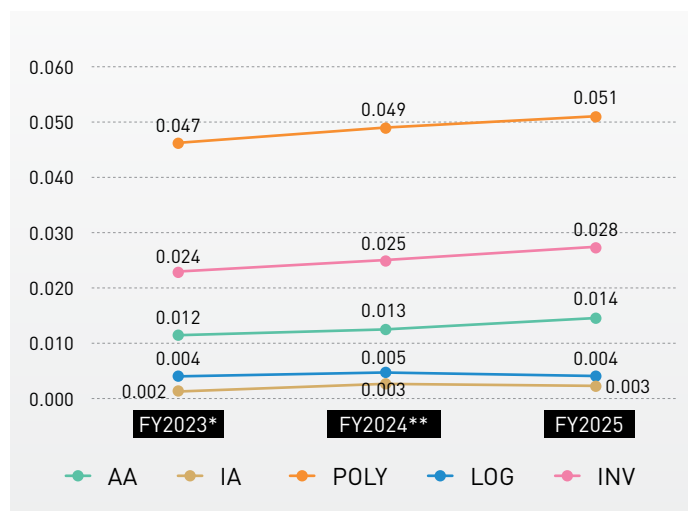
### ENVIRONMENTAL FOOTPRINT

To better quantify the environmental impacts of our operations, since last year ANB has begun evaluating the footprint of each business division in relation to operational performance. This involves measuring key metrics such as carbon emissions, electricity consumption, and water usage against the revenue generated by each division. By calculating environmental intensity in this way, we can gain deeper insights into the impact generated per RM of revenue and assess the efficiency of our resource use.

Building on this, in FY2025, we established a new baseline for electricity and water consumption, aligned with our Group-wide GHG baseline, to ensure greater accuracy and comparability. This baseline will guide us in tracking performance trends over a three-year horizon using both absolute and intensity metrics. Looking ahead, we are committed to achieve measurable reductions in resource intensity by FY2027, supported by the adoption of renewable energy, efficiency initiatives, and strengthened governance under the ESG Committee.

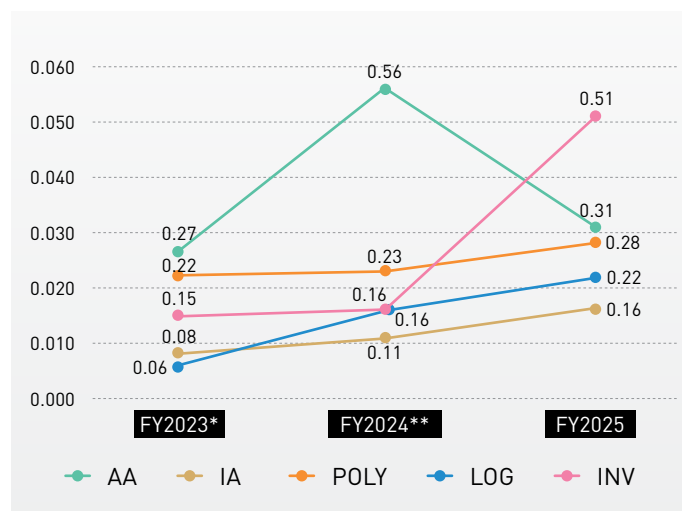
Using this new baseline, our analysis indicates that electricity intensity has remained relatively stable, whereas water intensity exhibits an upward trend. This is consistent with the overall industry, as operations began ramping up in FY2022 following the pandemic. The resulting increase in operational activity across the Group has naturally led to higher resource consumption, reinforcing the importance of ongoing efficiency measures and conservation efforts.

**Electricity Consumption over Revenue  
(kWh/RM' revenue)**



\* FY2023 only includes those of seven (7) Operating Companies.

**Water Consumption over Revenue  
(Litre/RM' revenue)**



\*\* FY2024 data restated following an updated baseline study.

Since FY2024, the reporting scope for carbon emissions was expanded to encompass a broader range of operations across the Group. To date, this enhancement has strengthened the robustness of our carbon intensity calculations, providing a more accurate basis for monitoring our decarbonization trajectory.

	CARBON EMISSION INTENSITY (tCO <sub>2</sub> e/RM million)				
	AA	IA	POLY	LOG	INV
FY2024*	20.38	4.51	61.32	87.34	16.38
FY2025	<b>21.39</b>	<b>9.04</b>	<b>68.3</b>	<b>75.31</b>	<b>17.90</b>

\* FY2024 data restated following an updated baseline study.

# Sustainability Statement

It is essential to note that the current year’s increase in emissions intensity does not necessarily indicate a decline in environmental performance. Rather, it is a combined factor driven by a reduction in Group revenue, which affects intensity calculations that are revenue-based. Acknowledging the sensitivity of such metrics to market fluctuations, ANB is exploring alternative or complementary indicators such as GHG emissions per tonne of product or a blended metric to provide a more consistent and meaningful reflection of emissions performance over time, particularly in the context of the chemical manufacturing sector.

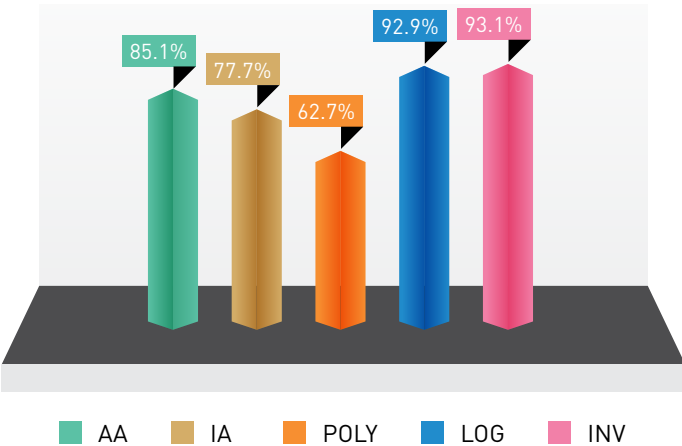
Additional details on our specific environmental performance can be found in the Environmental Disclosures section on pages 64 to 79.

## LOCAL PROCUREMENT

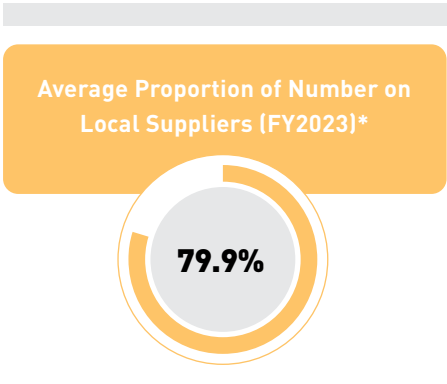
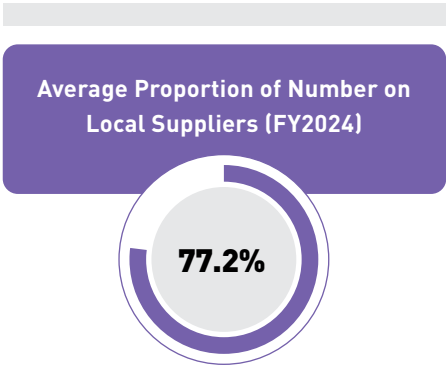
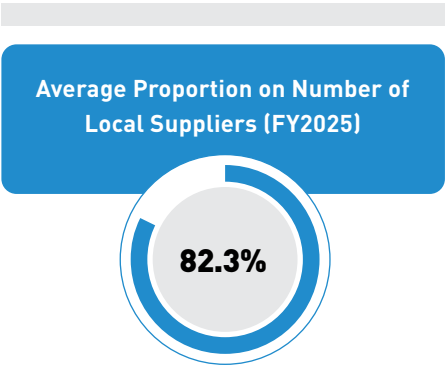
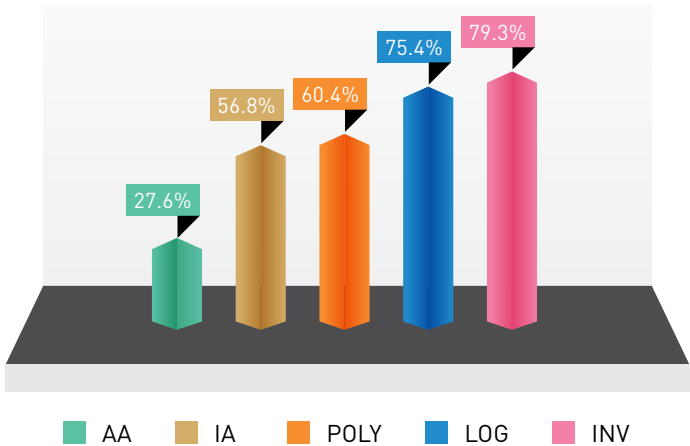
ANB recognises the importance of supporting local suppliers for both economic growth and environmental sustainability. For the Group, this means sourcing products and services from local businesses that are located in the vicinity of each Operating Company.

Beyond directly benefiting these local communities, local procurement offers added economic and environmental advantages. Locally sourced products typically require less transportation, reducing costs and waiting times for the Group. At the same time, it decreases emissions and the risk of pollution.

Divisional Average Proportion of Number of Local Suppliers in FY2025



Divisional Proportion of Spending on Local Suppliers in FY2025



\* Data in FY2023 only includes those of seven (7) Operating Companies.

## Sustainability Statement

### PRODUCT/SERVICE QUALITY AND RESPONSIBILITY

The Company's product and service quality is more than a benchmark; it is a reflection of our values and a cornerstone of customer trust. Our pursuit of excellence drives us to deliver products that are not only high-performing and reliable but also safe, sustainable, and aligned with regulatory standards. Across our business segments, quality assurance is embedded throughout the value chain from research and development to delivery and post-sales support.

This commitment translated into consistently strong customer satisfaction ratings. Through structured surveys and direct feedback channels, our Operating Companies captured valuable insights from clients, reinforcing our reputation for dependable service, product reliability, and timely support. These interactions do more than affirm performance; they provide actionable input that informs continuous improvement and innovation. For example, customer feedback has helped shape enhancements to existing offerings and inspired new product ideas tailored to evolving market needs.

Product safety remains a top priority. All our solutions undergo rigorous internal assessments, including field trials and technical evaluations, to ensure they perform safely and effectively. We also adhere to best practices in chemical safety management. Each product is accompanied by clear labelling and Safety Data Sheets ("SDS") that provide guidance on responsible use, storage, and disposal, reducing risk to both end-users and the environment.

In our effort to minimise ecological impact, ANB continues to assess opportunities to improve sustainability within our product formulation and packaging processes. Meanwhile, Kesuma, one of our subsidiaries, has introduced returnable, recyclable plastic packaging in place of single-use cartons, an initiative that supports waste reduction while maintaining product integrity during transportation.

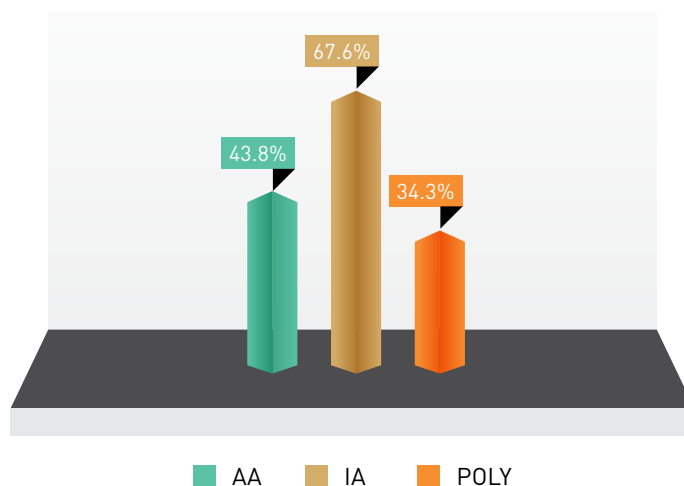
### QUALITY AND SATISFACTION

Throughout the year, Operating Companies actively monitored customer satisfaction via structured surveys and feedback mechanisms. Our annual customer satisfaction surveys reported consistently strong ratings, with the majority of respondents expressing positive experiences in areas such as product reliability, technical support, and delivery timelines.

The reported percentages IA at 67.6%, AA at 43.8%, and POLY at 34.3% represent the proportion of survey respondents within each segment relative to the total number of customers surveyed in that segment. This approach ensures transparency in survey coverage and response levels, providing a meaningful indicator of engagement and satisfaction trends. These results underscore the Group's focus on continuous improvement, responsive service, and strong client relationships.

Moving forward, ANB will continue to incorporate customer insights into our quality improvement efforts to ensure we meet evolving expectations while supporting broader ESG priorities such as responsible production and stakeholder trust.

#### Customer Satisfaction Performance



Note: Customer Satisfaction % = (Number of companies that responded to the survey) ÷ (Total number of companies the survey was sent to) × 100

# Sustainability Statement



## ENVIRONMENTAL

At ANB, we recognise that preserving and nurturing Earth's resources is fundamental to our environmental stewardship. We acknowledge that our operations consume natural resources, including energy, water, and raw materials, and produce emissions, waste products, and pollutants. As a responsible corporate entity, we deem these impacts to be material to our business and stakeholders.

Each of our business segments is encouraged to set ambitious targets for operational efficiency, including energy and water usage, as well as their corresponding outputs: GHG emissions, waste, and wastewater. By maintaining an efficient operational system, we not only reduce our environmental footprint but also achieve significant cost savings.

Every business segment within ANB has dedicated departments or managerial functions responsible for reviewing and monitoring the Group's activities. This oversight ensures compliance with all relevant laws and regulations, with a particular focus on pollution prevention and addressing the climate crisis.

In FY2025, ANB received a regulatory penalty of RM100,000 from the Department of Environment in relation to industrial effluent discharge parameters. The Group takes this matter seriously and has used it as an opportunity to further strengthen our environmental governance. Immediate corrective actions were undertaken at Fine Specialty Biochemicals ("FSB"), including the fine-tuning of dosing rates at the treatment plant and process optimisation to improve treated effluent quality. These measures have been implemented to support adherence to Standard B of the Environmental Quality (Industrial Effluent) Regulations. ANB remains committed to continuous improvement, ensuring all facilities operate in accordance with applicable environmental laws and best practices.

## PERFORMANCE MEASUREMENT

In line with Bursa Malaysia's Sustainability Reporting Guide, ANB recognises the importance of adopting and disclosing both absolute and intensity indicators to ensure stakeholders can assess our progress, efficiency, and effectiveness in addressing material sustainability matters across the Group. ANB's approach includes:

- **Absolute Indicators:** These are used for Group-wide metrics such as Scope 1 and Scope 2 GHG emissions (in tonnes of CO<sub>2</sub>e), total water withdrawal (in m<sup>3</sup>), energy consumption (in GJ), and total waste generated (in tonnes). These reflect the overall environmental footprint of our operations.
- **Intensity Indicators:** To provide operational context, we also report intensity-based indicators such as water consumption per RM million revenue. This allows stakeholders to understand performance in relation to business growth over consumption.

## ENERGY MANAGEMENT

### Powering Progress Through Smarter Energy Use

At ANB, energy efficiency is not just a goal; it is a continuous journey toward operational excellence and environmental responsibility. Electricity intensity across ANB's divisions showed mixed performance between FY2023 and FY2025, influenced largely by production demands and revenue fluctuations. The AA division recorded a slight increase from 0.012 in FY2023 to 0.014 in FY2025, reflecting higher consumption alongside expanded output. In contrast, the IA division maintained steady performance at 0.003, and the LOG division remained stable at 0.004, demonstrating consistent energy management practices.

DIVISION	ELECTRICITY CONSUMPTION (kWh)		
	FY2023*	FY2024	FY2025
AA	6,519,987	6,677,517	<b>7,726,473</b>
IA	2,088,356	3,556,623	<b>3,331,663</b>
POLY	3,995,981	3,805,601	<b>3,778,929</b>
LOG	226,409	250,471	<b>231,613</b>
INV	1,230,371	1,403,123	<b>1,309,428</b>
<b>Total</b>	<b>14,061,104</b>	<b>15,693,335</b>	<b>16,378,106</b>

\* FY2023 only includes those of seven (7) Operating Companies.

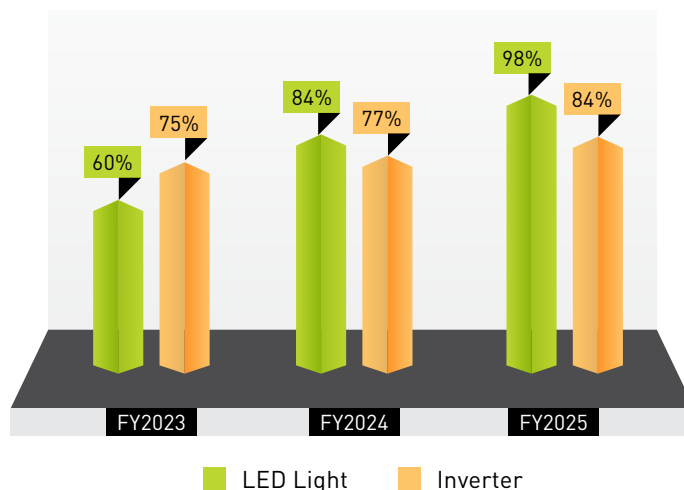


## Sustainability Statement

With FY2025 established as the Group's new baseline year, these figures provide a clearer foundation for monitoring energy efficiency going forward. While some divisions experienced marginal increases, the overall trend underscores the importance of striking a balance between operational growth and energy efficiency.

Our investments in energy-efficient infrastructure have been critical in this regard — LED lighting installations reached 98% completion in FY2025 (up from 84% in FY2024 and just 60% in FY2023), and inverter air-conditioning systems were deployed across ACC plants, achieving 84% completion. These upgrades, combined with ongoing process optimisation and technology improvements, underscore ANB's focus on energy-smart operations and its commitment to progressively reducing electricity intensity and strengthening long-term Environmental performance.

### LED and Inverter Installation Progress



### ENERGY SMART UPGRADES AT ANCOM CROP CARE (ACC)



As part of ANB's commitment to operational efficiency and environmental stewardship, our Agricultural Chemicals Complex in ACC has implemented LED lighting and variable speed drives ("VSDs") across its facilities.

These initiatives help reduce electricity consumption, lower emissions, and contribute meaningfully to ANB's broader goal of advancing sustainable growth while minimising our environmental impact.

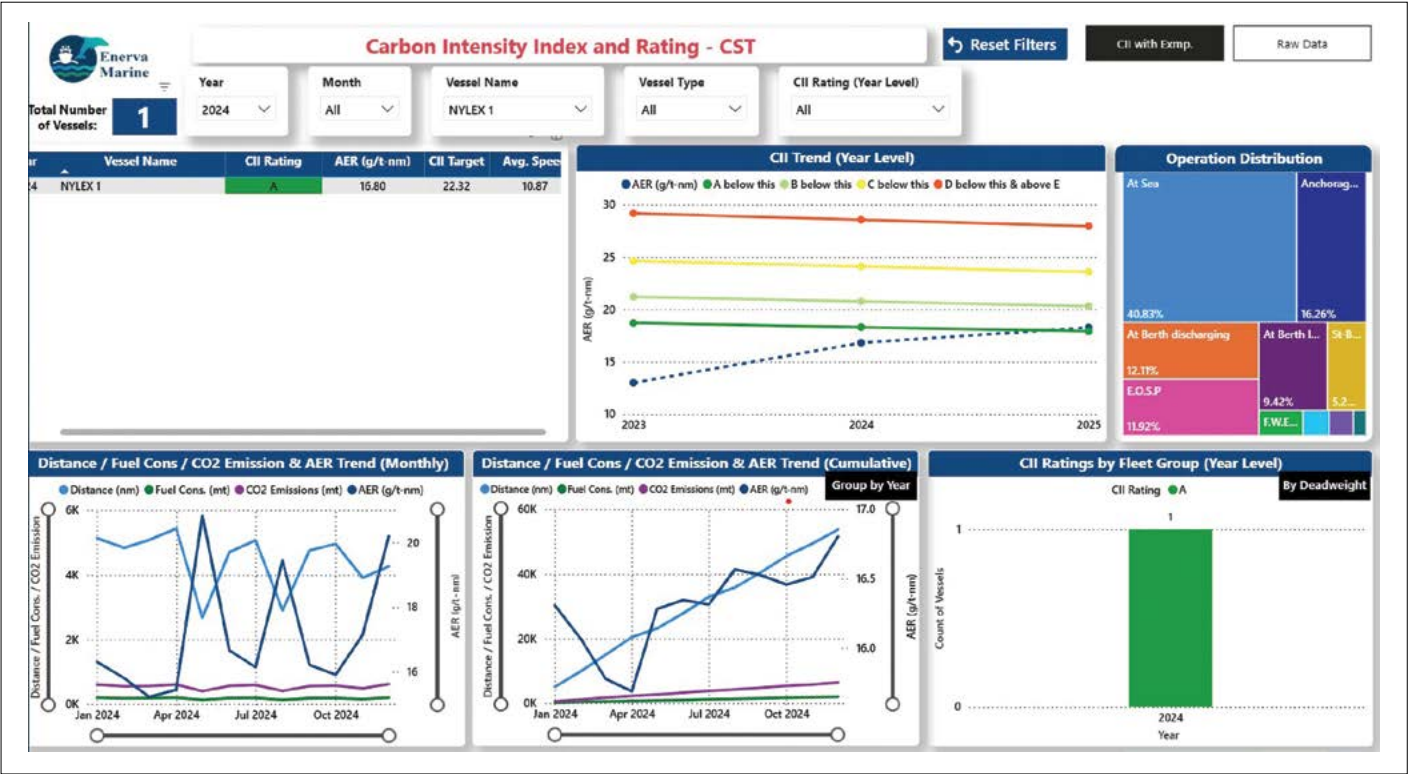
### Charting a Sustainable Course at Sea

Beyond our manufacturing operations, ALB Marine continues to lead our maritime energy transition. In line with the International Maritime Organisation's ("IMO") Energy Efficiency Existing Ship Index ("EEXI") and long-term decarbonisation targets, ALB Marine has embraced innovative technologies to boost fuel efficiency and reduce emissions.

Since FY2024, our fleet has transitioned from the NK Class Portal to the Enerva portal a robust platform that supports more precise monitoring of the Energy Efficiency Operating Indicator ("EEOI") and facilitates real-time tracking of carbon emissions. This shift has significantly enhanced our ability to manage vessel performance and has now integrated Enerva portal into our safety and energy management systems.

# Sustainability Statement

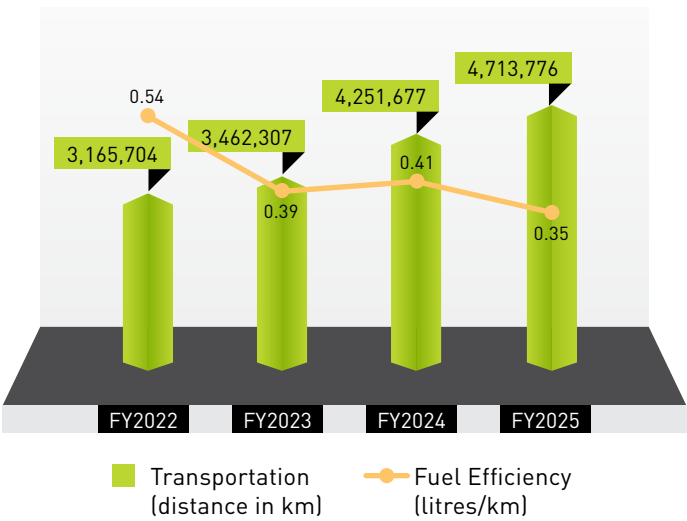
In recognition of these efforts, ALB Marine’s vessel was awarded the International Energy Efficiency Certificate (“IEE”) by Bureau Veritas Marine and Offshore. In FY2025, the tanker recorded an impressive Annual Efficiency Ratio (“AER”) of 17.45 and earned a top-tier CII Rating of ‘A’. These results speak to our ongoing commitment to maritime sustainability and support the global call for carbon neutrality by 2050.



## Greener Roads Ahead

Meanwhile, our transportation arm, Cogent, has been steadily modernising its vehicle fleet. By replacing older trucks with Euro 5-compliant, fuel-efficient models, the division has achieved notable reductions in diesel intensity. Over the past four (4) financial years, diesel consumption per kilometre travelled dropped from 0.54 L/km in FY2022 to 0.35 L/km in FY2025, a 35% improvement in fuel efficiency. A higher distance and lower fuel consumption value indicate higher fuel efficiency.

Year	Fuel Efficiency (L/km)
FY2022	0.54
FY2023	0.39
FY2024	0.41
FY2025	0.35



This transition reflects ANB’s broader pledge to support Malaysia’s low-carbon mobility vision and to lead by example in minimising environmental impacts across all aspects of the supply chain. Together, these achievements and forward actions reinforce ANB’s dedication to build an energy-conscious future, one that balances productivity with sustainability, innovation with responsibility, and progress with planetary care.

## Sustainability Statement

### PENGANGKUTAN COGENT FLEET MODERNISATION FOR LOW-CARBON MOBILITY



To support Malaysia's sustainable transport goals, Cogent, our logistics arm, has undertaken a strategic upgrade of its fleet. By replacing older vehicles with Euro 5-compliant, energy-efficient trucks, Cogent has achieved a 35% reduction in diesel consumption per kilometre over four years.

This proactive shift not only reduces fuel costs and emissions, but also sets a strong example for sustainable logistics within our value chain.

Our energy sources comprise a mix of purchased electricity, natural gas, diesel fuel, and a wide variety of biodiesels, including B7, B10, and B20. These biodiesel fuels will be categorised under 'Diesel' in our upcoming 'Group Energy Mix (TJ)' table. Our manufacturing facilities, being major energy consumers, are the primary focus of our conservation efforts. We have implemented a rigorous equipment maintenance schedule to maximise operational efficiency and minimise energy waste.

ENERGY TYPE	GROUP ENERGY MIX (TJ)		
	FY2023**	FY2024***	FY2025
Diesel	171	132	<b>172</b>
Natural Gas	173	168	<b>167</b>
Electricity	50	56	<b>59</b>
Others*	N/A	4	<b>5</b>
<b>Total</b>	<b>394</b>	<b>360</b>	<b>403</b>

\* Refers to a mixture of heavy fuel oil, marine oil, petrol and liquified petroleum gas ("LPG").

\*\* Data in FY2023 only include those of seven (7) Operating Companies.

\*\*\* FY2024 data restated following an updated baseline study.

# Sustainability Statement

## CLIMATE CHANGE MANAGEMENT

ANB remains committed to address and mitigate climate change risks by reducing our impact and improving operational efficiency. We recognise the devastating effects of climate change and the associated short and long-term business risks. In line with this commitment, ANB fully supports Malaysia’s goal of achieving net zero carbon emissions by 2050 (“NZCE 2050”).

Our climate change strategy includes:

				
Collaborating with staff and supply chain partners on energy-efficient practices.	Performing thorough evaluations of climate change risks.	Incorporating climate-related risk management into the Risk Registers of major operating companies.	Developing business strategies that take into account climate risks and opportunities.	Allocating funds towards research and development as well as technologies that combat climate change.

Climate change considerations have been fully integrated into our risk management processes. This integration ensures that climate-related risks and opportunities are systematically identified, assessed, and managed across all our operations. Our RMWG, reporting to the RMC, is tasked with devising strategies to manage and minimise our environmental footprint in light of these climate-related risks.

Furthermore, we recognise the significant financial implications of climate change on our business operations. Climate change directly affects our operating costs (“OPEX”) and capital expenditure (“CAPEX”) in several ways. Changing climate conditions can decrease the efficiency, output, and performance of our assets and equipment, potentially leading to increased operational costs.

We may need to allocate additional CAPEX due to asset damage or decreased asset performance resulting from climate-related events or gradual environmental changes. Complying with evolving environmental regulations often necessitates additional CAPEX for upgrading facilities or equipment to combat increased pollution risks and stricter emissions standards. We also anticipate the need for ongoing investments in climate-resilient infrastructure and technologies to maintain operational stability in the face of changing environmental conditions.

Looking ahead, ANB will conduct a Group-wide climate risk assessment within FY2026, in line with the ISSB IFRS S2 requirements. This assessment will enhance our understanding of both physical and transition risks, improve alignment with TCFD disclosures, and strengthen our ability to set reduction targets. We will continue to advance transparency and comparability in our climate-related disclosures, supported by strong governance and Board-level oversight.

## Sustainability Statement

### Emission Control

At ANB, addressing climate risks begins with a clear understanding of our emissions footprint. We are committed in reducing GHG emissions across our operations, starting with tracking of both direct emissions (Scope 1) and those linked to purchased energy (Scope 2) in tonnes of CO<sub>2</sub>-equivalent ("tCO<sub>2</sub>e") as a key performance metric. As we continue to strengthen our climate strategy, we are also laying the groundwork to gradually increase relevant Scope 3 emissions, ensuring a more complete picture of our environmental impact.

This monitoring extends beyond our manufacturing sites to include non-production locations such as administrative offices, reinforcing our commitment to a group-wide emissions reduction strategy. Despite their smaller footprint, these sites contribute to our overall carbon intensity and are integral to our decarbonisation goals.

To minimise operational emissions and comply with the Environmental Quality (Amendment) Bill 2023, the Group integrates emissions control with energy efficiency initiatives. Emission prevention measures are prioritized at the source through optimized production processes and the deployment of tailored pollution control technologies.

Key emission control systems in place include:

- a. Wet Scrubber Systems (Fermpro): Designed to neutralise acidic gases and capture fine particulates by chemically treating exhaust gases with a scrubbing liquid.
- b. Water Scrubber & Demister Units (ACC and NHSB): These multi-stage systems effectively remove particulates, moisture, and entrained liquid droplets from flue gases, improving air quality at the point of release.

All systems are maintained under the supervision of certified competent personnel and are subject to scheduled servicing to ensure optimal performance. To validate compliance and assess effectiveness, ANB conducts annual stack emission monitoring across key facilities, including ACC, Fermpro, and NHSB. The test results are submitted to the Department of Environment ("DOE") and have consistently demonstrated that emissions remain well within the permissible limits set out in the Malaysian Environmental Quality (Clean Air) Regulations 2014. Similar to PTNI, it has its own testing in compliance with the Indonesian authority.

In the coming year, the adoption of enhanced emissions monitoring tools is being explored to improve data accuracy and align with evolving sustainability disclosure standards, such as those outlined in the ISSB's IFRS S2. These improvements aim to support more informed decision-making in advancing climate-related strategies.

### ENABLING LOW CARBON MOBILITY THROUGH ANCOM ENERGY & SERVICES SDN. BHD. (AES)



**AES, a wholly owned subsidiary of the Group, serves as a certified charger installer for Tesla and other leading brands in Malaysia, playing an instrumental role in promoting sustainable, low-emission transportation.**

**Through its certified installation and maintenance of EV charging stations, the subsidiary helps reduce carbon emissions across communities while supporting equitable access to clean mobility solutions for individuals and businesses.**



# Sustainability Statement

## Strategic Acquisition

The Company and its subsidiary, ALB, entered into a Heads of Agreements with Greenheart Sdn. Bhd., Choong Wee Keong and How Yoon for the proposed acquisition by ALB of the entire share capital of Green Lagoon Technology Sdn. Bhd. ("GLTSB") ("Proposed GLTSB Acquisition"). GLTSB is a company specialising in engineering design and technology for palm oil mill effluent ("POME") anaerobic lagoon biogas-to-power projects. Upon completion of the Proposed GLTSB Acquisition, the Group expects carbon emissions to be significantly reduced.

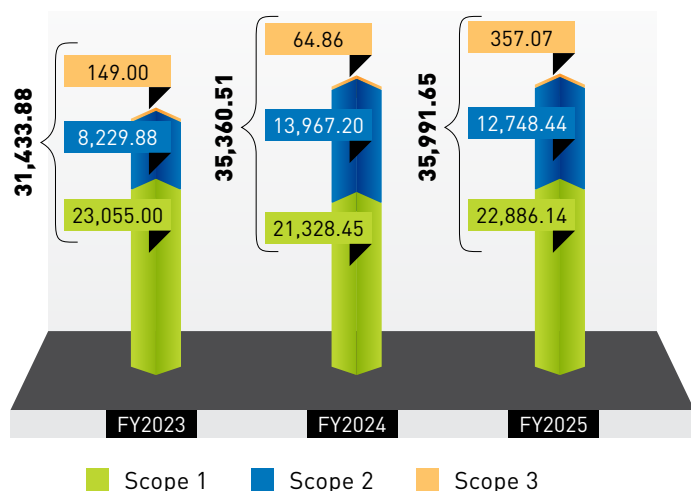
Additional details can be found on Corporate Exercised and Developments section on page 32.

## Carbon Emissions

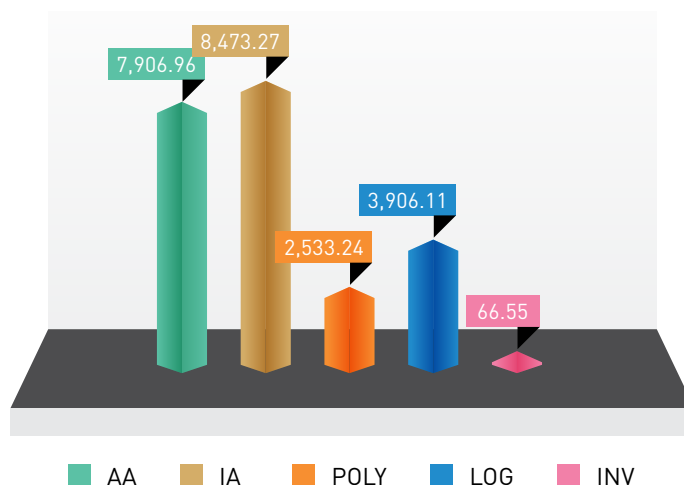
ANB continues to manage and measure its carbon emissions as part of its Carbon Management Plan, which is integral to our broader climate change management strategy. We use the internationally recognised GHG Protocol, established by the World Business Council for Sustainable Development ("WBCSD") and the World Resources Institute ("WRI"), for our emissions accounting.

In a significant expansion of our environmental monitoring efforts, ANB has broadened its scope to thirty-one (31) Operating Companies in its carbon emissions assessment. This marks a substantial increase from previous years, FY2023 only encompassed seven (7) and FY2024 twenty-five (25) Operating Companies.

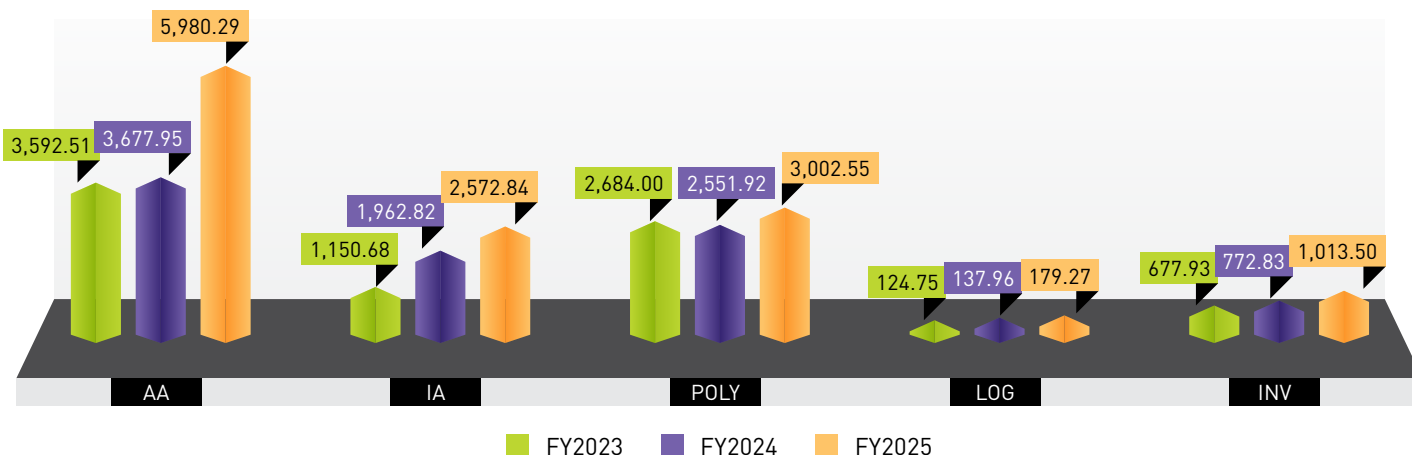
**Total Emissions (tCO<sub>2</sub>e)**



**Divisional Scope One Emissions for FY2025 (tCO<sub>2</sub>e)**



**Divisional Scope Two Emissions for FY2025 (tCO<sub>2</sub>e)**



Note: Emission factors sourced from UNFCCC (Malaysia), RUPTL 2019 (Indonesia), Department of Climate Change (Vietnam), and Energy Market Authority (Singapore).

Note: FY2023 and FY2024 data have been refined using a more accurate methodology.

Note: FY2023 data only includes those of seven (7) Operating Companies.

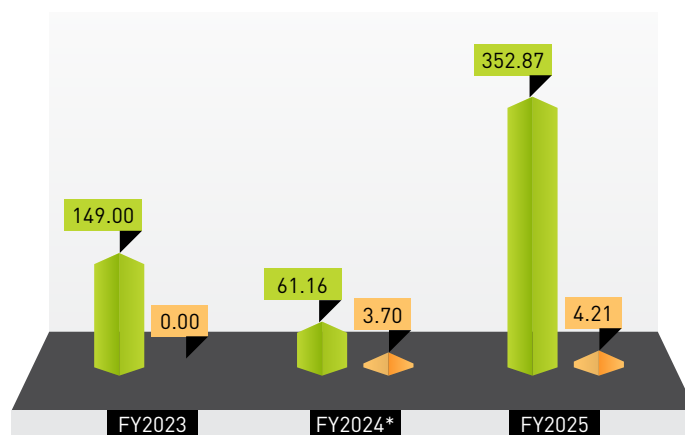


## Sustainability Statement

### Divisional Scope Three Emissions for FY2025 (tCO<sub>2</sub>e)

DIVISION	CATEGORY 6 (BUSINESS TRAVEL)			CATEGORY 13 (LEASED ASSETS)
	CAR	TRAIN	FLIGHT	
AA	15.37	-	129.03	-
IA	57.24	0.02	69.25	-
POLY	2.07	0.02	17.92	-
LOG	0.37		1.37	4.21
INV	12.95		47.26	-
<b>Total</b>	<b>88.00</b>	<b>0.04</b>	<b>264.83</b>	<b>4.21</b>
<b>Grand Total</b>	<b>357.08</b>			

### Total Scope Three Emissions (tCO<sub>2</sub>e)



■ Category 6: Business Travel    ■ Category 13: Leased Assets

\* FY2024 data restated following an updated baseline study.

### WATER MANAGEMENT

At ANB, we recognise the critical importance of water resources in the face of intensifying climate change. While we do not operate in water-stressed regions, the Group is committed to address water scarcity issues by efficiently managing this resource and optimising water use across all our sites. We encourage all stakeholders to join us in this crucial endeavour.

ANB's Group-Wide Water Reduction Initiatives:



#### Minimising

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



#### Monitoring

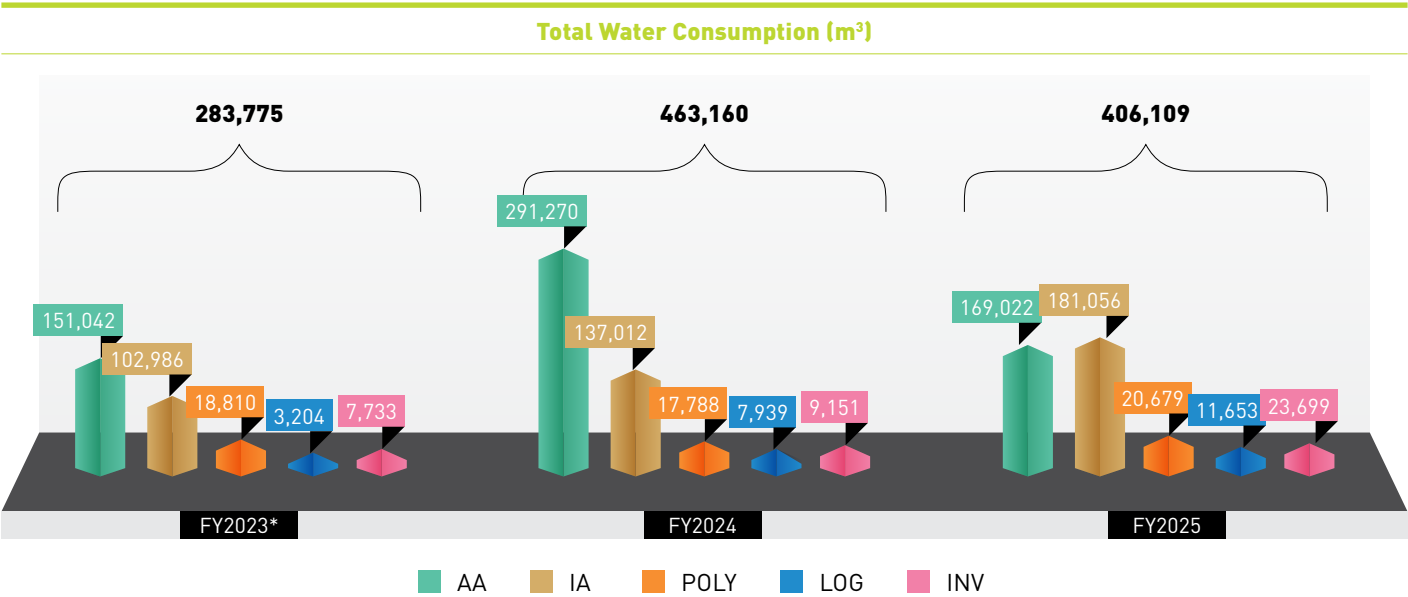
- Leak detection on all taps and pipes
- Centralised water consumption monitoring system



#### Recycling

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

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\* Data in FY2023 only include those of seven (7) Operating Companies.

Water Consumption Performance

In FY2025, the Group recorded a total water consumption of 406,109 m³, marking a notable decline from 463,160 m³ in FY2024. This 12.3% reduction underscores our progress in implementing Group-wide water efficiency measures despite maintaining stable production activity across most operating units.

The decline is particularly evident in the AA division, which saw a 42% decrease following operational adjustments and targeted water-saving initiatives. Conversely, the IA division experienced an increase in consumption due to expanded manufacturing activities, now accounting for 44.6% of the Group’s total usage up from 29.6% in the previous year.

These shifts reflect the dynamic nature of our operations, where each business unit adapts its sustainability approach in response to operational demands and local water availability. Across the Group, initiatives such as scheduled maintenance of flow meters and cleaning cycle optimisation.

The data coverage in FY2025 encompasses a comprehensive set of operating companies, in contrast to the more limited scope in FY2023. This enhanced visibility enables more accurate tracking of performance trends and resource utilisation.

Looking ahead, we will continue to advance our commitment to responsible water stewardship through the introduction of rainwater harvesting and reuse systems, as well as a targeted water intensity reduction goal by FY2030. These efforts are consistent with our ESG roadmap and support our contribution to SDG 6: Clean Water and Sanitation.

## Sustainability Statement

### POLLUTION PREVENTION

At ANB, we recognise the environmental challenges inherent in our operations, particularly in the AA, IA, and LOG divisions. Our manufacturing, formulation, and packaging processes generate non-recoverable waste despite our ongoing efforts to reduce, recycle, and reuse. We recognise the significant impact that pollution can have on human health and the environment, and we are committed to address these issues proactively.

We are committed to environmental stewardship through our comprehensive Environmental Management System ("EMS"). Our EMS is designed to systematically address environmental impacts, ensure compliance with regulations, and drive continuous improvement in our environmental performance.

Key components of our EMS include:

1. ISO 14001:2015 Certification: Our EMS is implemented in accordance with international standards.
2. Regular Audits and Assessments: We conduct internal environmental audits on a consistent basis. These audits help us assess our compliance with regulatory requirements and evaluate the effectiveness of our environmental performance initiatives.
3. Employee Training and Awareness: We prioritise educating our workforce on pollution prevention and control best practices. This ongoing training ensures that environmental considerations are integrated into our daily operations at all levels of the organisation.

**Total Manufacturing Operating Companies Reported:**  
**13**

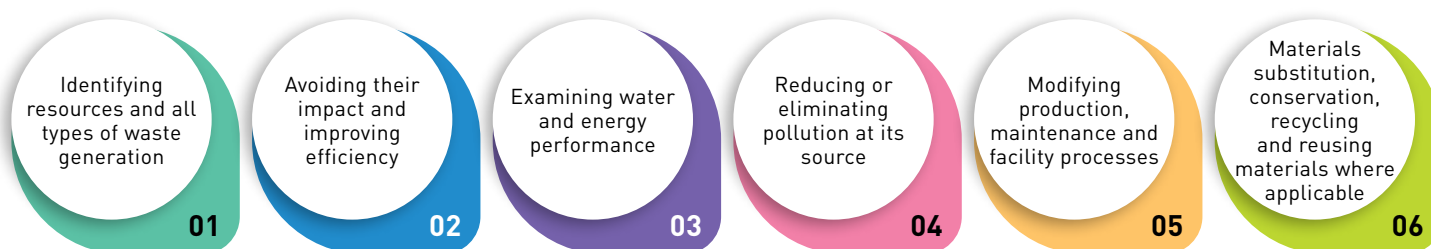
**ISO 14001 Certified Sites:**  
**3**

**Coverage:**  
**23.1%**  
of reported sites

Division	Operating Company	ISO 14001:2015 Certified
AA	ACC	Yes
IA	Kesuma	Yes
LOG	ALB Marine	Yes

Central to our environmental strategy is ANB's Pollution Reduction Model, which outlines a six-step approach to address pollution:

### Addressing pollution



## Sustainability Statement

### Effluent and Waste Targets:

Target	FY2025 progress	Progress
To collect and compile daily waste generation data for monitoring	To improve existing processes and comply with the regulation as stated in the Environmental Quality (Amendment) Bill 2023	<b>Achieved</b>
To weigh non-hazardous waste generated by type	Complete	<b>Achieved</b>

### Air Pollution Management

Pollutant	List of subsidiaries	ACC	ACC	ACC, Fermpro, NHSB
	Parameter	FY2023	FY2024	FY2025
Total Particulate Matter	mg/m3	14.60	37.40	<b>48.75</b>
Nitrogen Dioxide ("NO <sub>x</sub> ")	mg/m3	N/D	N/D	<b>222.34</b>
Sulphur Dioxide ("SO <sub>x</sub> ")	mg/m3	0.0006	N/D	<b>0.0007</b>
Carbon Monoxide ("CO")	ppm	0.00	0.00	<b>75.73</b>
Volatile Organic Compound ("VOC")	mg/m3	Nil	Nil	<b>154.51</b>
Hydrochloric Acid ("HCl")	mg/m3	Nil	Nil	<b>N/D</b>
Lead ("Pb")	ft/min	N/D	N/D	<b>Nil</b>
Mercury ("Hg")	mg/m3	Nil	N/D	<b>Nil</b>
Arsenic	mg/m3	Nil	Nil	<b>N/D</b>

#### Notes:

1. All above measurements comply with the Environmental Quality (Clean Air) Regulations 2014.
2. FY2023 and FY2024 data restated following an updated baseline study.
3. N/D = Non-detected

Pollutant	List of subsidiaries	PTNI		
	Parameter	FY2023	FY2024	FY2025
Total Particulate Matter	mg/m3	Nil	2.87	<b>56.46</b>
Sulphur Dioxide ("SO <sub>2</sub> ")	mg/m3	21.70	<21.70	<b>&lt;31.40</b>
Nitrogen Dioxide ("NO <sub>2</sub> ")	mg/m3	17.80	15.80	<b>9.70</b>
Carbon Monoxide ("CO")	mg/m3	2,021.80	2,799.40	<b>1,186</b>
Lead (Pb)	mg/m3	0.00002	0.0083	<b>0.0121</b>

#### Notes:

1. All above measurements comply with Government Regulation No. 22/2021 (PP 22/2021)-Environmental Protection & Management.
2. FY2023 and FY2024 data restated following an updated baseline study.

## Sustainability Statement

### Solid Waste Management

ANB recognises the importance of responsible hazardous waste management in its operations. The Group hazardous waste stream primarily consists of four (4) main categories: packaging materials from various processes, product residues generated during industrial production, liquids that cannot be safely disposed of through standard wastewater systems, and residual materials left over after production in specific plant facilities. To ensure compliance with environmental regulations and minimise potential risks, the Group has implemented a rigorous hazardous waste handling protocol. All hazardous materials are carefully packaged, clearly labelled, and securely stored in designated areas within our facilities. This systematic approach not only helps prevent accidental exposure but also facilitates efficient waste tracking and management.

For the final disposal of hazardous waste, ANB partners with licensed contractors who specialise in this field. These contractors are selected based on their expertise and ability to comply with the stringent regulations set forth by the DOE. By outsourcing this critical task to qualified professionals, the Group ensures that all hazardous waste is transported, treated, and disposed of in full, in accordance with legal requirements and best environmental practices.

The breakdown of scheduled waste produced by the Group is as follows:

WASTE TYPE	TOTAL WASTE (Tonnes)		
	FY2023	FY2024	FY2025
<b>SW101</b>			
Waste containing arsenic or its compounds	2.88	0.57	<b>1.48</b>
<b>SW202</b>			
Waste catalysts	-	0.38	-
<b>SW204</b>			
Sludges containing one or several metals, including chromium, copper, nickel, zinc, lead, cadmium, aluminium, tin, vanadium, and beryllium	2,278.09	265.32	<b>550.40</b>
<b>SW303</b>			
Adhesive or glue waste containing organic solvents, excluding solid polymeric materials	12.50	5.87	<b>3.56</b>
<b>SW408</b>			
Contaminated soil, debris, or matter resulting from the cleaning up of a spill of chemical, mineral oil, or scheduled wastes	24.51	-	-
<b>SW409</b>			
Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil, or scheduled wastes	1.04	10.73	<b>169.88</b>
<b>SW410</b>			
Rags, plastics, papers, or filters contaminated with scheduled wastes	50.10	75.70	<b>82.99</b>
<b>SW417</b>			
Waste of inks, paints, pigments, lacquer dye, or varnish	-	0.02	<b>0.002</b>
<b>SW421</b>			
A mixture of scheduled wastes	-	-	-
<b>SW426</b>			
Off-specification products from the production, formulation, trade, or use of pesticides, herbicides, or biocides	-	0.13	-
<b>SW429</b>			
Chemicals that are discarded or off-specification	-	0.11	-
<b>LB3</b>			
The Indonesian code for Toxic Hazardous Waste	-	39.56	<b>17.69</b>
<b>Total</b>	<b>2,369.12</b>	<b>398.39</b>	<b>826.002</b>

## Sustainability Statement

### Non-hazardous waste management

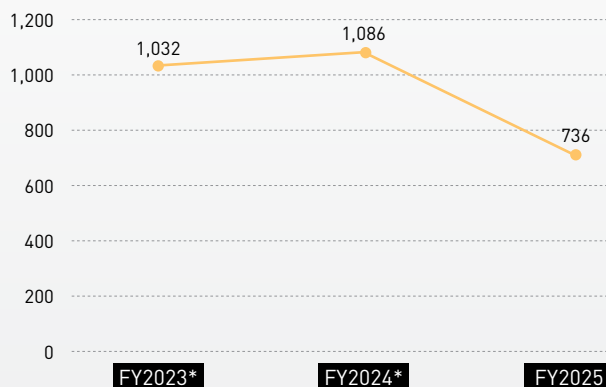
We remain committed in reducing non-hazardous waste directed to landfill by maximising reuse, recovery, and recycling. Through our continued collaboration with KDEB Waste Management, we ensure the proper collection and segregation of recyclable materials, including cardboard, paper, plastic, and glass. At Kesuma, all recyclable waste is donated to specialist collectors as part of its corporate social responsibility efforts, reinforcing our support for circular economy practices.

To further strengthen waste control across our operations, several new initiatives were implemented during FY2025. These include the adoption of electronic waste tracking systems, third-party effluent monitoring, pH discharge control systems at plant outlets, carbon filters to reduce odour and improve effluent quality, and the use of Oil Discharge Monitoring Equipment ("ODME") by ALB Marine to monitor cargo tank washings in accordance with Maritime Regulations.

As a result, total waste directed to disposal decreased by 32%, primarily due to lower production volumes across IA and POLY divisions. Enhanced process controls also contributed to the improvement.

Looking ahead, the Group will explore setting internal waste intensity baselines to monitor progress against operational scale. We are also reviewing the feasibility of expanding certified environmental management systems (e.g., ISO 14001) to more sites and formalising recycling partnerships across our supply chain to advance recycling initiatives.

#### Total Waste Directed to Disposal (Tonnes)



\* FY2023 and FY2024 data restated following an updated baseline study.

	FY2023*	FY2024		FY2025
Chipboard Pallet (pieces)	2,954	3,211	Chipboard Pallet (kg)	<b>3,713</b>
IBC: Intermediate Bulk Container (pieces)	341	441	IBC: Intermediate Bulk Container (kg)	<b>128</b>
Scrap iron (MT)	500	595	Scrap iron (MT)	<b>7,284</b>
Carboy (pieces)	30,090	34,662	Carboy (kg)	<b>6,628</b>
HDPE Drum: High-Density Polyethylene Drum (kg)	667	400	HDPE Drum: High-Density Polyethylene Drum (kg)	<b>8,196</b>
Metal Drum (L)	10,360	8,664	Metal Drum (L)	<b>8,104</b>
Wooden Pallet (kg)	4,097	5,112	Wooden Pallet (kg)	<b>6,654</b>
	<b>49,009</b>	<b>53,085</b>		<b>40,707</b>

Note:

1. Measurement units by material include pieces, kilograms (kg), litres (L) and metric tonnes (MT).
2. Starting from FY2025, the Group has adopted standardised metric reporting for all waste materials, in line with Bursa Malaysia's Sustainability Reporting Guidelines.
3. FY2023 only include those of seven (7) Operating Companies.



## Sustainability Statement

### ALB MARINE PLASTIC-BOTTLE FREE INITIATIVE

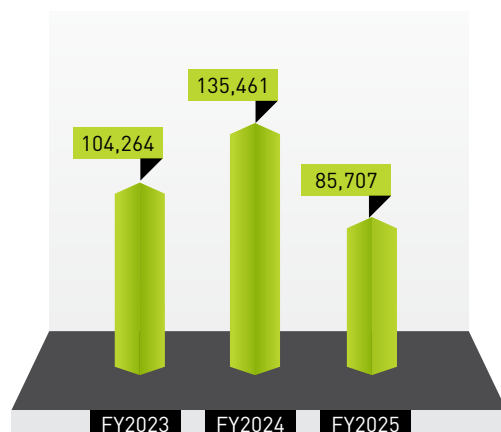


ALB Marine has installed permanent drinking water facilities on their vessels, eliminating the need for plastic bottles. This initiative reduces plastic waste onboard, promotes sustainability, and ensures crew members have ready access to clean water throughout their voyage.

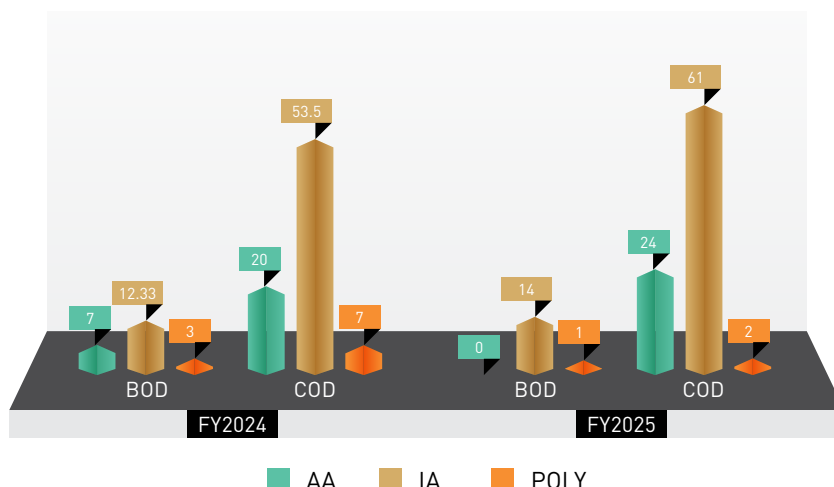
### Water Pollution Management

ANB recognises the potential environmental impact of effluents from its manufacturing operations and has implemented robust water pollution management practices. The Group's wastewater management system ensures environmental protection and compliance with relevant regulations. On-site drainage from operations is channelled to the Wastewater Treatment Plant ("WWTP"), preventing spillage, leaks, or contaminated washing water from entering external drains. The WWTP treats wastewater before discharge, adhering to standards set by the Environmental Quality (Amendment) Bill 2023. Certified Competent Persons oversee this process, monitoring and maintaining treatment operations to ensure consistent compliance. As part of this, key effluent parameters, Biochemical Oxygen Demand ("BOD") and Chemical Oxygen Demand ("COD") are routinely monitored.

\*Total Water Discharged (m<sup>3</sup>)



\*\*Water Effluent Quality Tested Before Discharged(mg/L)



\* Total Water Discharged: FY2023 and FY2024 data restated following an updated baseline study.

\*\* Water Effluent Quality: Data for FY2023 is not available as water effluent quality monitoring commenced in FY2024. Figures reported are based on laboratory testing prior to discharge, in compliance with regulatory requirements.

## Sustainability Statement

### FERMPRO UPGRADED INDUSTRIAL EFFLUENT TREATMENT SYSTEM ("IETS")



Fermpro has built an upgraded IETS to ensure that the final discharge channelled out of their facilities into the public drains complies with Standard B of the Environmental Quality Act 1974. The enhanced IETS has upgraded the type of chemical used and its dosing system to minimise resource consumption and save operational costs.

### RESOURCE CONSUMPTION

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

A similar approach is applied at ACC, where innovation in chemical management is a central component of operations. ACC's absorption tank utilises eco-friendly materials, including activated carbon, sand, and gravel to filter dimethylamine and other chemicals. This advanced system effectively reduces COD levels in wastewater treatment, helping to safeguard the environment while ensuring compliance with regulatory requirements.

Together, these initiatives demonstrate how our subsidiaries are integrating sustainability into their daily operations, reinforcing ANB's broader commitment to responsible production and environmental stewardship.

MATERIALS	FY2023*	FY2024	FY2025
Hydrochloric Acid ("HCl")	5,548	5,621	<b>5,401</b>
Caustic	14,600	14,800	<b>14,929</b>
Chloromethane ("MeCl")	4,218	4,559	<b>4,494</b>
Arsenic Trioxide ("As2O3")	13,427	13,912	<b>16,069</b>
Dimethylacetamide ("DMA")	742	1,002	<b>716</b>
Dichlorophenyl ("DCPI")	1,792	1,990	<b>1,740</b>
Yellow Phosphorus	230	230	<b>364</b>
Polyphosphoric Acid ("PPA")	978	978	<b>98</b>
Phosphoric Acid	10,147	10,147	<b>9,546</b>
Metal and Plastic Drums	982	-	<b>-</b>
Unspecified	3,782	-	<b>-</b>
Nitrogen	60,462	60,462	<b>69,444</b>
<b>Total</b>	<b>116,908</b>	<b>113,701</b>	<b>122,801</b>

\* FY2023 data restated following an updated baseline study.

## Sustainability Statement

### BIODIVERSITY

The Group recognises the importance of protecting biodiversity and minimising our ecological footprint, especially as a chemical manufacturer handling potentially hazardous material. We implement stringent safety protocols to manage, store, and dispose of chemicals responsibly, ensuring full compliance with environmental regulations and avoiding adverse impacts on surrounding ecosystems. Products such as herbicides and pesticides are distributed with Safety Data Sheets ("SDS"), and logistics partners are thoroughly briefed to prevent leakage and environmental harm during transport.

#### Strengthening Biodiversity Through Community Action

In FY2025, ANB organised three (3) key environmental volunteer programmes that engaged employees from across our subsidiaries:

- Mangrove Tree Planting at Kampung Sijangkang: 79 volunteers planted 133 mangrove saplings to restore coastal ecosystems and enhance biodiversity.
- Tree Planting at Taman Botani Negara Shah Alam ("TBNSA"): 40 volunteers planted 200 native tree species to support urban greening and carbon sequestration.
- Beach Cleaning at Pantai Kelanang: 47 volunteers removed accumulated litter and marine debris, contributing to cleaner coastal habitats.

Across these initiatives, a total of 166 volunteer participations were recorded, reflecting our commitment to environmental stewardship and employee engagement. These efforts were made possible through strong employee participation, collaboration with local councils, and partnerships with environmental NGOs.



Mangrove tree planting at Kampung Sijangkang



Beach cleaning at Pantai Kelanang



Tree Planting in TBNSA by ACC

Our nature-positive actions contribute directly to SDG 14 (Life Below Water) and SDG 15 (Life on Land), while advancing FTSE4Good's Environmental Pillar in terms of biodiversity performance. These initiatives also align with our climate resilience strategy and future reporting roadmap, as outlined under the ISSB. They complement our broader climate risk approach, reinforcing efforts under the ISSB-aligned materiality roadmap we are currently developing.

Looking ahead, we plan to scale our efforts further. We aim to plant more mangrove trees in FY2026 and expand our coastal restoration initiatives to other locations. These actions will be guided by an integrated ESG governance approach that considers both climate and nature-related risks.

With continued stakeholder support, we are committed to build a sustainable future grounded in environmental responsibility, collaboration, and positive community impact.

# Sustainability Statement

## SOCIAL



### HUMAN AND LABOUR RIGHTS

At ANB, we are deeply committed to upholding and promoting human and labour rights across all our operations. Our approach is guided by internationally recognised standards and our own ethical principles.

While our Code of Conduct and Ethics currently guides internal operations, ANB's supplier governance approach focuses on assessing third-party suppliers, contractors, and business partners for alignment with our standards on quality, safety, and ethical conduct. As part of our ongoing improvement efforts, we will enhance our supplier assessment process in FY2026 by incorporating questions on compliance with our Code of Conduct and Ethics into our supplier evaluation criteria.

Our Human Rights Standards, Policies, Principles, and Commitment Statement encompass several key areas:

01

#### Health, Safety, and Well-being:

We prioritise workplace safety and provide healthcare programs for employees and their families.

02

#### Non-discrimination:

We promote inclusiveness and treat people fairly, without distinction based on race, gender, sexual orientation, religion, nationality, age, disability, or other defining factors.

03

#### No Harassment and Violence:

We do not tolerate any form of physical, verbal, sexual, or psychological harassment, bullying, abuse, or threats.

04

#### Child Protection:

We follow the International Labour Organisation ("ILO") definition of minimum age for employment and adhere to the Children's Rights and Business Principles.

05

#### Freedom of Association:

We respect employees' right to be legally represented by a labour union without fear of retaliation.

06

#### Rights of Indigenous People:

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

07

#### No Forced Labour:

We ensure all employees work freely, are familiar with their terms and conditions, and receive regular and timely salaries as agreed.

08

#### Fair Pay and Remuneration:

We commit to paying above the minimum living wage and uphold the principle of 'equal pay for equal work'.

09

#### Rest and Leisure:

We recognise the right to rest and leisure, complying with local laws on working hours, overtime, and adequate rest periods.

## Sustainability Statement

We commit to the anti-sexual harassment policy, reinforcing our commitment in providing a workplace free from any form of sexual harassment. This policy aligns with the Anti-sexual Harassment Act 2022, passed by the Dewan Negara on 11 August 2022.

To ensure transparency and accountability, we have established robust procedures for whistle-blowing and grievance handling. These mechanisms allow employees and other stakeholders to report any violations of our human rights policies or labour standards without fear of retaliation. All reports are treated confidentially and investigated thoroughly.

As we move forward, we remain committed to continuously improving our human rights practices, regularly assessing our performance, and addressing any gaps or challenges that may arise.

### EMPLOYEE MANAGEMENT

ANB holds a deep respect for the fundamental dignity and human rights of all individuals in our business operations. Our practices are carefully aligned with renowned international standards, including the International Bill of Human Rights, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. As we move into FY2026, we are committed to continually reviewing and updating our policies and practices to ensure they remain at the forefront of human rights protection in the workplace.

### HIRING & ATTRITION

Our approach to hiring and retention is guided by our comprehensive Diversity Policy. The Diversity Policy emphasises equal opportunity for all, regardless of age, ethnicity, or gender. We recognise that a diverse workforce offers greater depth and breadth of perspectives, knowledge, and experiences, which contribute to our competitive advantage.

Our Diversity Policy is built on three (3) core pillars:

#### Equal Opportunity

A fair workplace culture that prioritises merit and levels the playing field.

#### Workforce Quality

Harnessing multiple viewpoints, backgrounds, and skill sets to improve overall capability

#### Inclusive Culture

Promoting awareness of rights and responsibilities while fostering a sense of belonging.

How our Diversity Policy shapes hiring and development:

#### Inclusive Recruitment

Vacancies, including Senior Management roles, are filled from diverse sources, such as recruiters, public advertisements, professional bodies, and internal recommendations.

#### Fair Succession Planning

Regularly reviewed and updated to ensure all candidates are given equal consideration.

#### Talent Development

Skilling initiatives such as workplace development, mentoring, and targeted training to expand the pool of capable candidates.

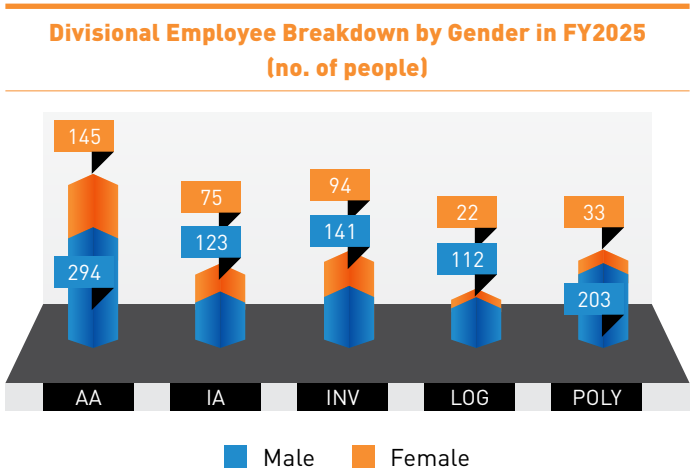
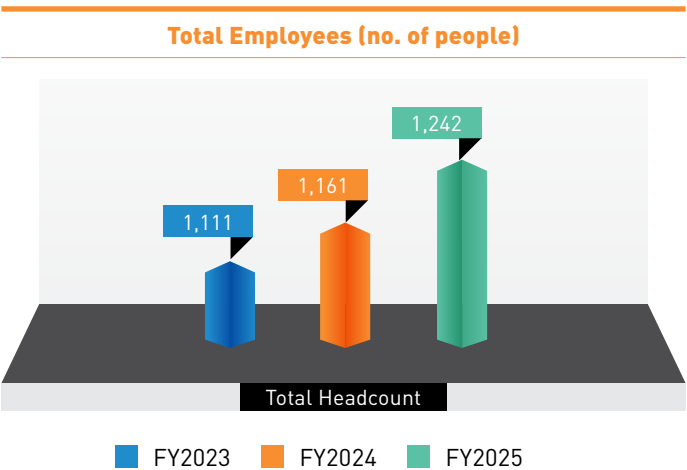
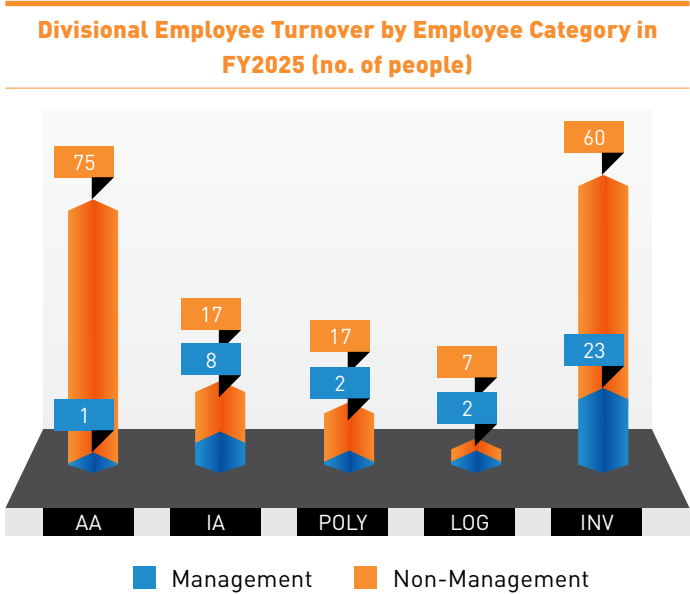
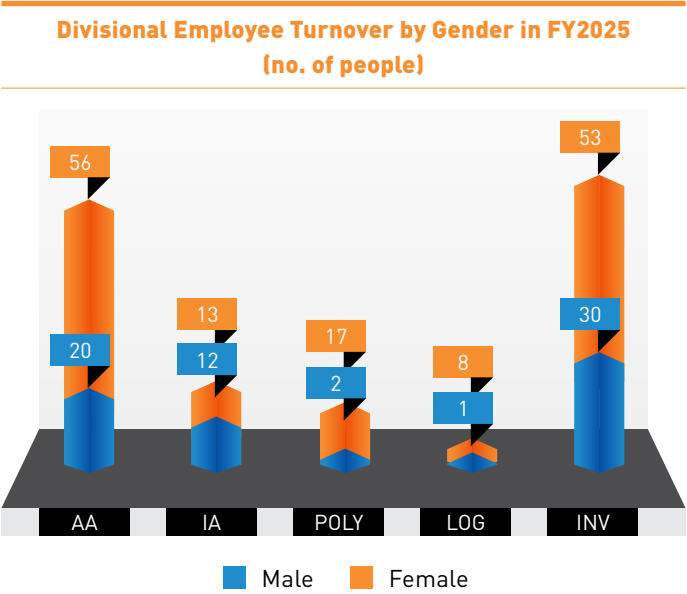


Sustainability  
Statement

While we strive for diversity, the foremost considerations in selecting candidates remain knowledge, character, experience, integrity, competence, and the ability to carry out responsibilities effectively.

Employee Turnover	FY2023	FY2024	FY2025
Total Turnover	220	139	212
Turnover Rate	19.80%*	11.97%	17.07%
Turnover by Gender:			
Male	140	99	65
Female	80	40	147
Turnover by Employee Category:			
Management	7	13	36
Non-Management	213	126	176

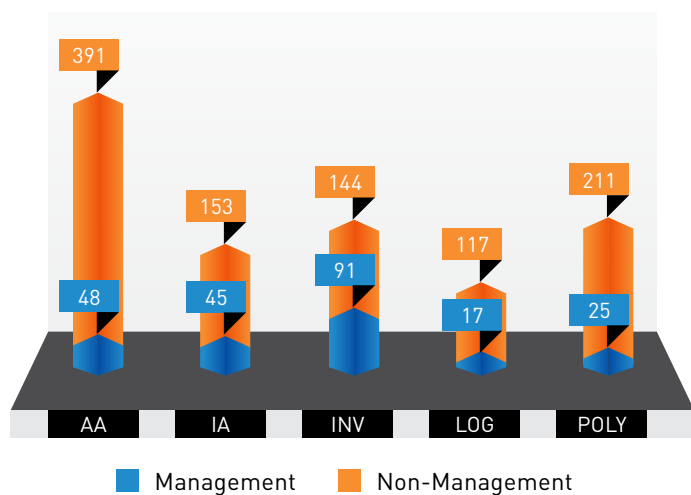
\* FY2023 only includes those of seven (7) Operating Companies.



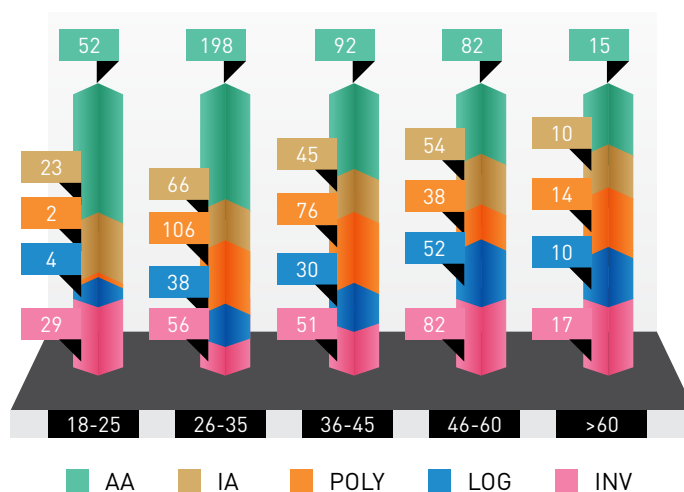


# Sustainability Statement

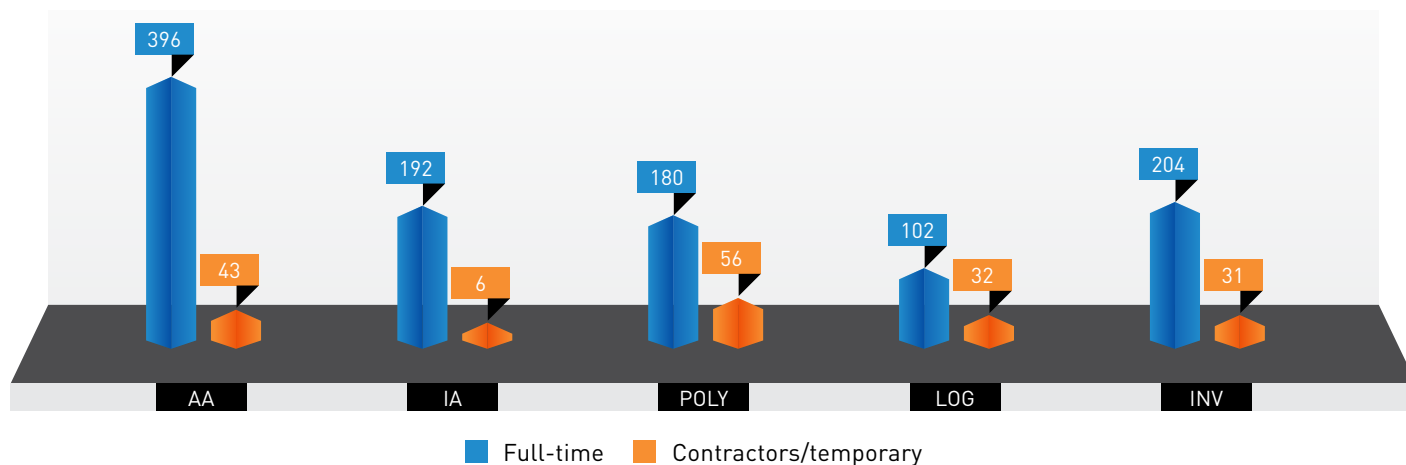
**Divisional Employee Breakdown by Employment Category in FY2025 (no. of people)**



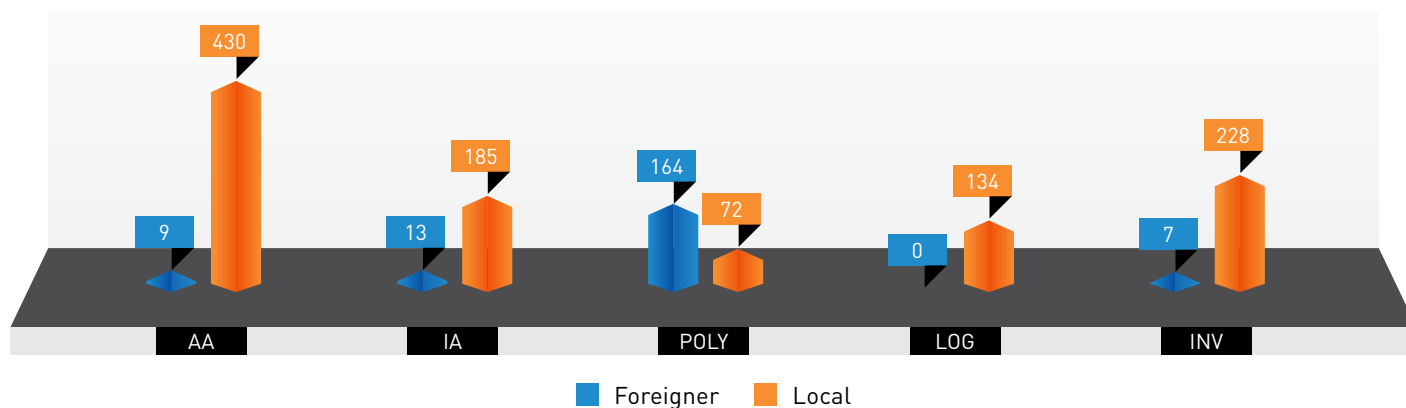
**Divisional Employee Breakdown by Age Group in FY2025 (no. of people)**



**Divisional Employee Breakdown by Contract in FY2025 (no. of people)**



**Divisional Employee Breakdown by Nationality in FY2025 (no. of people)**



## Sustainability Statement

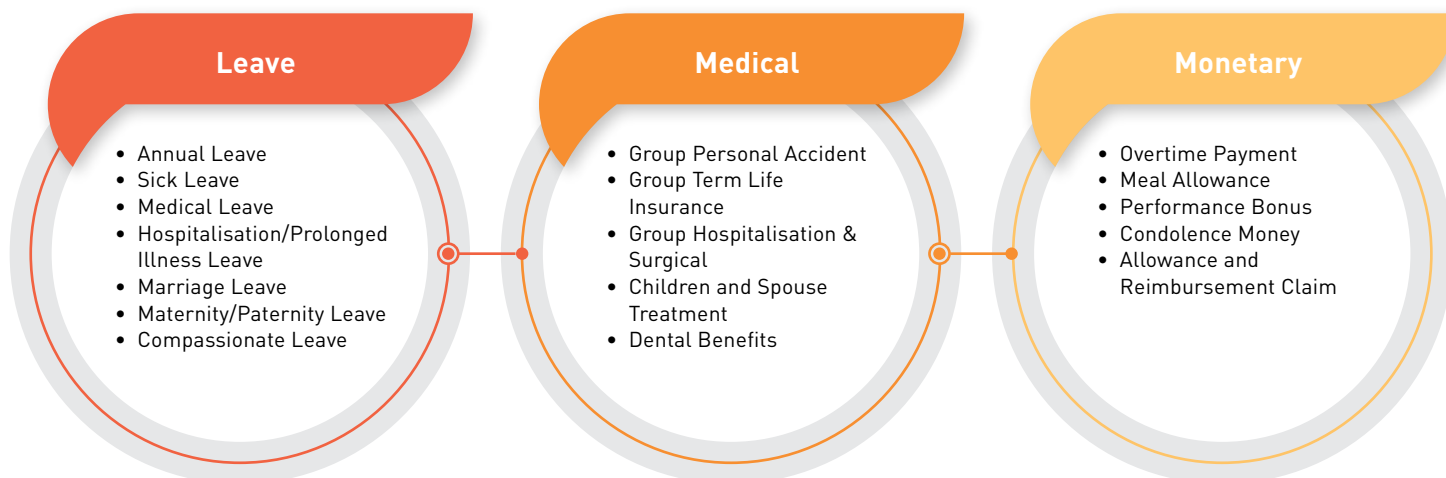
### EMPLOYEE BENEFITS & ENGAGEMENT

ANB offers fair and competitive remuneration to all employees, enabling us to attract and retain essential talent that drives the Group's productivity. Our remuneration package comprises both financial and non-financial benefits, including salaries and other perks benchmarked against current market standards. In addition to their basic salaries, employees who perform well are also rewarded with performance bonuses and salary increments to incentivise them to achieve their full potential.

As part of ANB's statutory requirements, the Group ensures that all employees receive the benefits mandated by the governments in the countries where we operate. In Malaysia, Operating Companies have contributed over RM7.5 million to the Employee Provident Fund ("EPF") and RM621,096 for the Social Security Organisation ("SOCSO") and the Social Security Employment Insurance ("EIS") in FY2025. Similarly, all Indonesian employees benefit from the Badan Penyelenggara Jaminan Sosial ("BJPS") Kesehatan retirement fund and medical insurance, with the Group making monthly contributions of over IDR 923 million (approximately RM240,569) and over IDR 500 million (approximately RM 130,513) respectively.

In Vietnam, PKGV adheres to regulations by making both compulsory and voluntary contributions toward employee benefits. For FY2025, a total of over 387 million VND (around RM65,755) was allocated for social insurance, health insurance, and unemployment insurance. This was in addition to a voluntary contribution of over 25 million VND (around RM4,384) for 24/24 accident insurance.

Other benefits provided by the Group include:



### ESG Engagements That Go Beyond Business

The Group continued to strengthen its ESG journey through a diverse range of activities aimed at environmental protection, social well-being, and employee engagement. Our initiatives spanned awareness campaigns, wellness programs, community outreach, and environmental conservation efforts, reflecting the collective commitment across our subsidiaries to act responsibly and inclusively. Whether through volunteering, charitable contributions, educational initiatives, or environmental restoration, these programmes were designed to create a positive impact beyond our business operations.

The year's engagements fostered stronger stakeholder relationships, empowered employees to be agents of change, and reinforced the Group's commitment in integrating sustainability into everyday practices. These actions are a testament to our belief that long-term value is built through purposeful collaboration and shared responsibility.

## Sustainability Statement

The list of engagement activities the Group and our Operating Companies conducted throughout FY2025 are:

### INTRODUCING THE ENHANCED ESG FRAMEWORK ON WORLD ENVIRONMENT DAY 2024



ANB proudly relaunched its ESG framework in conjunction with World Environment Day, underscoring the Company's commitment to sustainability. This revamped framework emphasizes proactive steps to align its business practices with global environmental standards, while addressing social and governance issues that impact communities and stakeholders. The initiative reflects the company's focus on creating long-term value through responsible growth and environmental stewardship, further strengthening its role as a leader in sustainable chemical industrial practices.

### ENCOURAGING HEALTHY LIFESTYLES THROUGH THE WEIGHT LOSS CHALLENGE



The Weight Loss Challenge was launched as part of our ESG efforts to promote healthier lifestyles among employees, aligning personal wellness with our broader sustainability goals. Running from 22 July to 30 August, this initiative saw 54 participants collectively lose 41.9% body fat and an impressive 127.8 kg in weight. The challenge not only aimed to improve health but also fostered a sense of responsibility towards healthier lifestyles and stronger communities.

### EMPOWERING OUR TEAM: ANB'S COMMITMENT TO MENTAL HEALTH AND WELL-BEING



In conjunction with World Mental Health Day 2024, AMS colleagues participated in a mental health training session on 28 October 2024, led by the esteemed Associate Professor Dr. Kamal Kenny, a dedicated consultant and social psychologist. The session focused on nurturing resilience, managing stress, and enhancing overall well-being an essential area that helps our colleagues thrive both personally and professionally. Dr. Kamal shared valuable strategies for self-care and mental health awareness, emphasizing the importance of prioritising mental well-being amid daily pressures.

## Sustainability Statement

### Community Development

#### COMMUNITY OUTREACH: SUPPORTING CHILDREN WITH SPECIAL NEEDS



In FY2025, the Group strengthened its commitment to community well-being through a charity initiative for Persatuan Kebajikan Kanak-Kanak Istimewa Insan ("PKKII"). Organised by the ESG Committee, the effort united employees from the Group in contributing essential goods and monetary donations.

On 16 November 2024, employees also visited the home, engaging in meaningful activities that brought joy and comfort to the children. The drive successfully fulfilled around 90% of the identified needs, totaling RM11,438 in contributions.

#### COMMUNITY ENGAGEMENT AT THE HOME OF PEACE



On 20 December 2024, the ESG team visited Pertubuhan Rumah Kebajikan Kanak-Kanak Home of Peace to celebrate Christmas and bring joy to its young residents. The Home provides a safe haven for 10 children, aged between 11 months and to 18 years, who are cared for by four (4) dedicated caretakers. Many of the children come from underprivileged backgrounds, yet they continue to inspire resilience and hope.

In the spirit of giving, the team fulfilled the children's wish lists, which ranged from toys and books to clothing and daily essentials. The initiative brightened the festive season for the children and reinforced ANB's commitment in supporting vulnerable communities while fostering compassion within our ESG efforts.

#### SUPPORTING CHILDREN AT NUR KASIH ORPHANAGE



ACC staff visited Nur Kasih Orphanage in Klang for a special breakfast ceremony filled with warmth and compassion. Held at the orphanage's home, the morning began with shared meals and joyful interactions between employees and children. Simple conversations and heartfelt moments created a deep sense of connection. This meaningful visit not only brightened the children's day but also reinforced ACC's dedication to give back and foster kindness within the community.



## Sustainability Statement

### PROMOTING ANIMAL WELFARE AS PART OF OUR SOCIAL RESPONSIBILITY



At ANB, our sustainability approach extends beyond compliance, encompassing care for all living beings. Animal welfare is a relevant ESG topic across our group, particularly through subsidiaries, CFSB, Shennong, and Vmd, which are actively involved in animal health, nutrition, and veterinary solutions.

Reflecting this value at the workplace level, our head office launched an initiative to care for stray cats that have taken shelter on-site. Through collaboration with local veterinarians and support from staff volunteers, we ensure these animals are fed, vaccinated, and cared for, while upholding workplace hygiene and safety standards.

### CELEBRATING UNITY AT FERMPRO RAYA OPEN HOUSE



The Hari Raya Open House at Fermpro brought colleagues together in a celebration that highlighted cultural traditions, festive cheer, and camaraderie. Staff enjoyed a spread of Raya favourites and shared meaningful moments that fostered connection and appreciation across teams. More than just a festive occasion, the event reinforced Fermpro's inclusive workplace culture and the spirit of unity that continues to strengthen employee bonds.

## Environmental Stewardship

### BERGOTONG-ROYONG WITH COGENT



At Cogent, employees take part in a monthly gotong-royong to maintain a clean and organised workplace. In just thirty minutes, teams come together to tidy desks, clear bins, and refresh shared spaces. Beyond housekeeping, the activity promotes teamwork, strengthens workplace culture, and reinforces the notion that sustainability starts with shared responsibility.

### TREE PLANTING WITH ACC



On 24 August 2024, a tree planting initiative was successfully held at Taman Botani Shah Alam, bringing together 40 staff members from ACC and members of Kelab Sukan Ancom ("KESRA") as part of a collaborative effort to promote environmental sustainability.

The event took about 3 and half hours, beginning with a briefing on the importance of trees and proper planting techniques. Participants then worked together to plant 200 Pandanus Veitchii trees, reinforcing the collective commitment to environmental conservation.

## Sustainability Statement

### BEACH CLEAN-UP AT PANTAI KELANANG



On 12 October 2024, ANB and its subsidiaries came together for the first-ever environmental initiative, a beach cleanup at Pantai Kelanang, removing 268 kg of waste in just one hour. This event, part of our broader ESG efforts, showcased our commitment to environmental stewardship and the power of collective action in addressing coastal pollution. With 47 dedicated volunteers, the clean-up not only improved the beach's condition but also highlighted the group's dedication to driving real change for a sustainable future through meaningful, eco-conscious efforts.

### RESTORING NATURE THROUGH MANGROVE TREE PLANTING



The Group reaffirmed its environmental commitment through two (2) separate mangrove planting events at Taman Rekreasi Paya Bakau, Kampung Sijangkang. The first was organised by NSC on 7 December 2024, followed by a Group-level ESG initiative on 15 February 2025. Together, these events brought 79 volunteers who planted a total of 133 mangrove saplings to restore coastal ecosystems, enhance biodiversity, and contribute to carbon absorption.

Beyond being a sustainability milestone, these initiatives demonstrated ANB's collective effort to safeguard natural ecosystems while strengthening environmental stewardship for future generations.



## Sustainability Statement

### Health and Well-being

#### SUPPORTING UNDERPRIVILEGED HEART PATIENTS WITH IJN FOUNDATION



ANB reaffirmed its commitment to community well-being by supporting the 9th IJN Foundation Charity Golf Challenge, an event held at Kota Permai Golf & Country Club on 24 August 2024. The initiative raised funds to provide life-saving treatments and surgeries for underprivileged heart patients at the National Heart Institute ("IJN").

Through this sponsorship, ANB contributed in improving healthcare access for vulnerable groups, demonstrating its ongoing commitment to uplifting communities and alleviating the burdens of families facing financial and medical challenges.

#### SUPPORTING THE PETRONITA ORCHID RUN & RIDE 2024



On 20 October 2024, ANB supported the PETRONITA Orchid Run & Ride 2024 in Kuala Lumpur as a proud sponsor. The event attracted thousands of participants in support of charitable causes, with 10 colleagues from ANB joining the run as part of our commitment to promoting health, fitness, and community engagement.

Through this initiative, ANB reinforced its role in supporting meaningful community programmes while encouraging employee participation in activities that foster well-being and social responsibility.

#### CLAP CHARITY RUN 2025 (CLEFT LIP & PALATE AWARENESS)



ANB participated as an event sponsor of the CLAP Charity Run 2025, a community initiative that raises awareness of cleft lip and palate and mobilises funds for patient care and family support. Our contribution has helped the organiser broaden outreach and channel resources toward treatment subsidies and post-operative support, reflecting ANB's emphasis on practical, needs-driven community investment.



## Sustainability Statement

### YOUTH DEVELOPMENT THROUGH SPORTS ENGAGEMENT



As part of our ongoing commitment to youth development and promoting healthy living, ANB partnered with HELM and two-time World Champion, Viktor Axelsen to host a special badminton sparring session for children in May 2025.

The session offered aspiring young athletes a rare opportunity to play under the guidance of a global icon, providing valuable insights into discipline, teamwork, and perseverance. Beyond enhancing their badminton skills, participants were inspired to embrace active lifestyles that foster personal growth and long-term well-being.

Through initiatives like this, ANB continues to inspire the next generation, nurturing potential while reinforcing the values of sportsmanship and healthy living in the communities we serve.

## Sustainability Statement

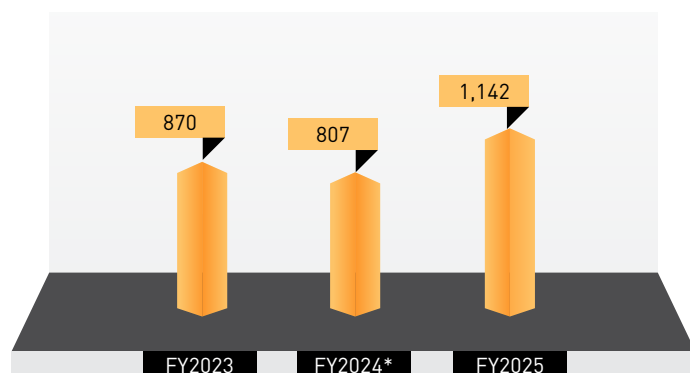
### TRAINING AND CAREER DEVELOPMENT

The professional growth and development of our employees are important to the Group's success. We understand that their continuous learning is a vital investment in sustaining ANB's competitive advantage. Empowering the workforce with the right skills and knowledge not only enhances their performance but also drives the overall productivity and success of our organisation.

As such, the Group is committed to foster an environment where continuous training and development are prioritised. This support begins on day one, with a comprehensive onboarding programme that ensures all new employees have the tools and knowledge to succeed in their roles. Throughout their careers, employees have access to a wide range of professional, technical, and developmental training opportunities tailored to the specific needs and nature of work within the Group.

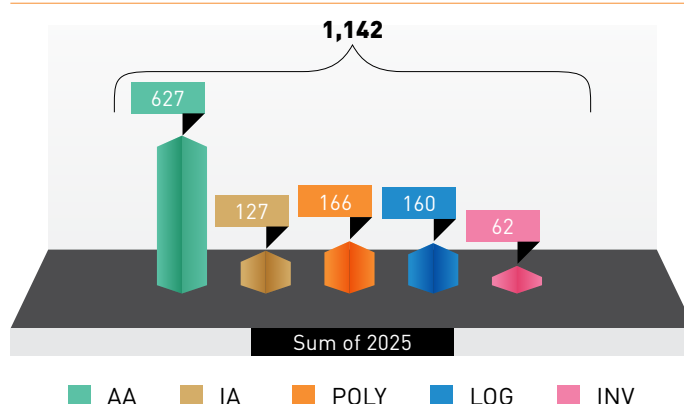
In FY2025, we continued to expand our training offerings, including programs on emergency response and first aid, sales training, technical skill building, and more. These initiatives are designed to equip our employees with the necessary skills and expertise to perform at their best, ensuring both their personal growth and the sustained performance of the Group.

**Number of Employees Trained in FY2025 (no. of People)**



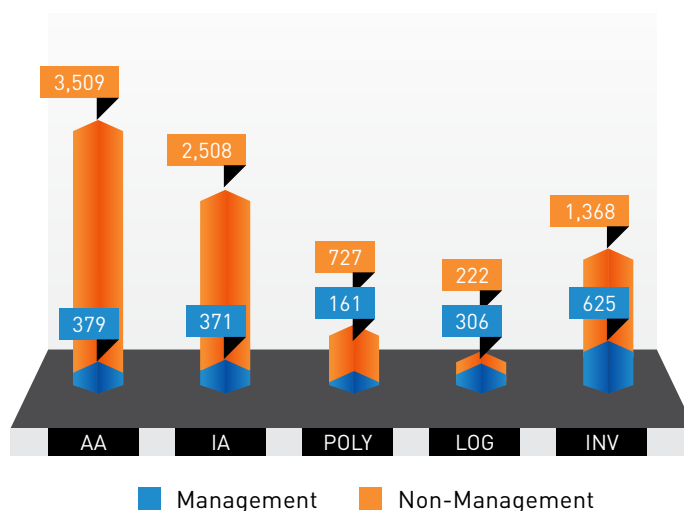
\* FY2024 data restated following an updated baseline study.

**Divisional Number of Employees Trained in FY2025 (no. of People)**



Total Training Hours	FY2023	FY2024	FY2025
<b>Total Training Hours:</b>	14,538	7,875	<b>10,176</b>
Management	5,949	3,855	<b>1,841</b>
Non-Management	8,589	4,020	<b>8,335</b>
<b>Total employees trained</b>	870	807	<b>1,142</b>

**Number of Training Hours by Division in FY2025**



## Sustainability Statement

Some of the training programmes conducted in FY2025 include the following:

### AA

- Analysis and Interpretation Training: ISO 45001:2018
- Application of Microsoft Excel for Data Analysis in Analytical Chemistry
- Authorised Entrant and Standby Person for Confined Space
- Basic Laboratory Skills and Techniques
- Business Psychology for Sales Professional
- Centrifugal Pumps: Problem Identification and Problem Solving
- CePSWAM Field Training Report Preparation Workshop
- Comprehensive Scheduled Waste Management Training

### IA

- Defensive Riding Course for Motorcycle Rider
- HACCP MS1480:2019 Awareness (training)
- Halal Competency Training
- IMDG Code "General Awareness" Training
- ISO 9001:2015 Internal Auditing Training
- Kursus Kesedaran Awam – Organisasi Keselamatan Kebakaran (OKK)
- Noise Hazard: Hearing Conservation Program (HCP)
- Pengendalian Bahan Kimia dengan Selamat dan Pengurusan Tumpahan dan Kebocoran
- Practical Chemical Spillage / Leakage (Drum)
- Refresher for GMP, Personal Hygiene, 5S & CCP

### LOG

- 3M Hearing Protection Training
- Authorised Entrant & Standby Person for Confined Space (AESP)
- Authorised Entrant & Standby Person for Confined Space – Refresher (AESPR)
- Authorised Gas Tester & Entry Supervisor for Confined Space (AGTES)
- Basic Practical Welding – SMAW/MMA
- Oil Spill Response Training (OSRT) – Supervisor Level
- Safety Handling of Liquid Nitrogen
- Defensive driver training

### INV

- Kursus Penyelaras Keselamatan & Kesihatan Pekerjaan (OSH-Coordinator)
- Web offset printing training

## LEADERSHIP ENGAGEMENT ON ESG TRENDS AND STRATEGIC INTEGRATION



The Group brought together its key leadership team to explore emerging ESG trends, upcoming regulatory changes, and forward-looking strategies to embed sustainability into core business practices. The session encouraged strategic dialogue and reinforced the importance of ESG integration at the leadership level, ensuring alignment with evolving stakeholder expectations and industry standards.



## Sustainability Statement

### OCCUPATIONAL SAFETY & HEALTH

#### OSH GOVERNANCE & MANAGEMENT

As part of our commitment to a unified and proactive approach to workplace safety, the Group has established Safety and Health Committees (“SHCs”) across all relevant Operating Companies. These committees, comprising both management and employee representatives, play a vital role in fostering a safe and healthy workplace by promoting inclusive decision-making on safety matters and ensuring alignment with the Group’s overarching OSH objectives.

#### ANCOM MANAGEMENT SERVICES



#### SAFETY & HEALTH COMMITTEE

To maintain consistent safety performance, each SHC convenes at least quarterly to address OSH-related concerns raised by both management and unions. Outcomes and updates from these meetings, including changes to OSH procedures, are communicated across the workforce via internal notices and email blasts. The SHC structure also facilitates continuous engagement between employees and leadership at both subsidiary and Group levels, ensuring that workplace health and safety remain as top priority.

ANB’s health and safety practices extend beyond employees to include contractors, visitors, and other stakeholders present at our sites. All operating activities are required to comply with relevant regulatory requirements, including the Occupational Safety and Health Act (“OSHA”) 1994, Factories and Machinery Act (“FMA”) 1967, Environmental Quality Act (“EQA”) 1974, and other applicable legislation in the jurisdictions where we operate.

At the governance level, the Board and Senior Management of ANB provide top-down oversight and take an active role in managing OSH risks. They are accountable for developing, implementing, and reviewing the effectiveness of Group-wide OSH initiatives, while also ensuring that all Operating Companies uphold legal and regulatory compliance.

To reinforce this commitment, relevant Operating Companies undergo regular biannual safety and environmental audits to assess the adequacy and effectiveness of safety protocols and ensure adherence to high operating standards.

## Sustainability Statement

### OSH TRAINING

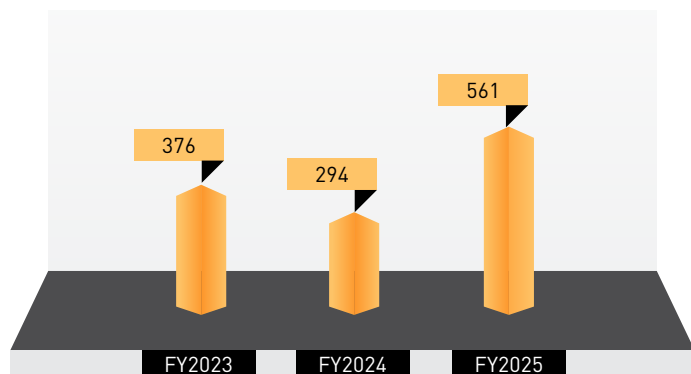
In addition to regular training programmes for career development, each Operating Company also conducts various training sessions focused on workplace safety procedures and emergency preparedness. These sessions are designed to equip the workforce with the knowledge and skills to proactively identify and minimise potential OSH risks and to swiftly respond to any incidents, thereby minimising harm.

OSH training sessions are either conducted directly by each Operating Company's management or facilitated through the SHC. All employees are encouraged to participate in these programmes to ensure a well-informed and prepared workforce.



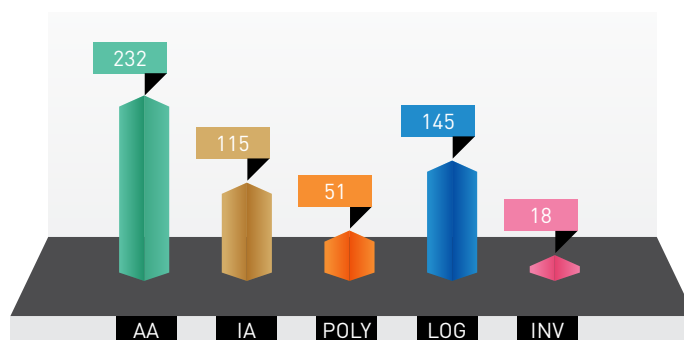
ANT colleagues in action during a safety training session.

#### Total Employees Trained on OSH (no. of people)



\* Data for FY2023 only include seven (7) Operating Companies.

#### Total Employees Trained on OSH by Division in FY2025 (no. of people)



### OSH PERFORMANCE

The Group's OSH performance in FY2025 is as below:

OSH PERFORMANCE	FY2023*	FY2024	FY2025
Number of Fatalities	-	-	-
Lost-Time Injury ("LTI")	-	5	9
Lost-Time Injury Rate ("LTIR")**	1.38	0.02	0.70

\* Data for FY2023 only include seven (7) Operating Companies.

\*\* LTIR is calculated using (Number of LTI in the reporting period/ Total number of working hours in the reporting period) X 200,000.

## Sustainability Statement

The rise in LTIR from 0.02 in FY2024 to 0.70 in FY2025 does not indicate a decline in safety performance but reflects the Group's move towards a more consistent reporting methodology across all operating companies. This refinement ensures better accuracy, transparency, and comparability of our safety disclosures.

During FY2025, one (1) Restricted Work Case was recorded at the IA division, involving occupational pesticide exposure. The case was identified through routine medical surveillance and traced back to the incorrect use of personal protective equipment ("PPE") during equipment cleaning. The employee was promptly reassigned to non-chemical duties during the recovery period. In response, the Group implemented corrective measures, including PPE refresher training and closer supervision, to strengthen safety practices and prevent recurrence.

### COMMUNITY DEVELOPMENT

In FY2025, the Group reinforced its commitment to responsible corporate citizenship by expanding charitable and ESG-focused efforts across all subsidiaries. A total of 27 impactful initiatives were carried out, involving more than 279 participants and contributing close to RM824,433 towards environmental, social, and educational causes.

#### Empowering Communities Through Education, Culture, and Unity

One of ANB's core community initiatives is supporting education through scholarships. Recognising its transformative impact, the Group provides financial aid to deserving students, especially those facing economic challenges. A key example is ACC's Penang Scholarship Programme, which enables access to higher education. In FY2025, a total of 27 students received scholarships amounting to RM138,000, helping to ease their financial burden and support their academic aspirations.



Beyond education, ANB also invests in broader community initiatives that strengthen social well-being and national identity. Support for youth development, cultural preservation, and national unity was extended through sponsorships of sporting tournaments, charity golf events, and national festivals. These initiatives enhanced the Group's engagement with civic, educational, and sporting institutions, contributing to Malaysia's broader social development goals.

Collectively, these efforts nurtured a strong culture of shared responsibility, encouraged volunteerism, and fostered collaboration across the Group. Sustainability is increasingly becoming part of the organisational DNA shaping not only how we contribute to communities but also how we grow as a unified enterprise.



## Sustainability Statement

Key programmes and corresponding beneficiaries are outlined below:

Date	Beneficiary & Programme
<b>GREEN INITIATIVES</b>	
24 August 2024	Taman Botani Negara Shah Alam - Tree Planting
12 October 2024	My Clean Beach - Beach Cleaning in Pantai Kelanang, Kuala Langat
7 December 2024 and 15 February 2025	Taman Rekreasi Paya Bakau - Mangrove Tree Planting Kampung Sijangkang, Telok Panglima Garang
<b>COMMUNITY DEVELOPMENT/ WELFARE PROGRAMMES</b>	
26 November 2024	Malaysian Aids Foundation - Sponsorship for Red Ribbon Gala
3 December 2024	Pusat Kreatif Kanak-Kanak Tuanku Bainun - 3yrs Sponsorship
10 June 2024 – 27 May 2025	ACC Penang Scholarship – sponsorship of 14 tertiary education students
20 December 2024	Home of Peace - Orphanage
7 January 2025	University Malaya - Persatuan Tarian Singa Universiti Malaya (Lion Dance Troupe)
24 March 2025	NUR KASIH Orphanage, Klang: Hosted a Sahur ceremony with over 60 orphans.
<b>SPORTS &amp; WELLNESS</b>	
14 July 2024	Yayasan Tan Sri Prof Ahmad Ibrahim - Charity Golf
19 July 2024	IJN Foundation - Charity Golf Challenge 2024
15 September 2024	Petronita Orchid Run & Ride – Charity Run
12 November 2024	Bendahari Negeri Selangor:Golf - Selangor Crown Prince Charity Cup 2024
26 November 2024	National Press Club Malaysia - Charity Golf
10 April 2025	Persatuan Bola Tampar Amatur Negeri Johor: Sponsorship For 2nd Johor U21 Volleyball Championship 2025
9 July 2024 – 7 April 2025	Badminton Players – Sponsorship of eight badminton players
20 May 2025	Cleft Lip and Palate Association of Malaysia - Charity Run 2025
21 May 2025	Elora Global Sdn Bhd - World Corporate Golf Challenge Malaysia 2025
<b>OTHER AGENCY INITIATIVES</b>	
9 July 2024	The Federation of Chinese Associations Sarawak - Sponsorship For The 39th National Chinese Cultural Festival
7 September 2024	Cobra Rugby Club: Classic Table -Night of Stars Celebrating Past Presidents
30 May 2025	Makiplago Sdn Bhd - MIHAS EXPO Pavillion booth

Through these diverse initiatives, ANB continues to strengthen its role as a responsible corporate citizen, contributing to education, cultural preservation, community well-being, and environmental stewardship. By fostering partnerships and encouraging employee participation, the Group ensures that sustainability is embedded not only in our operations but also in the communities we serve.

Moving forward, we remain committed in creating shared value and lasting positive impact, in line with our vision of building a sustainable future for people and the planet.



# Sustainability Statement

## SUSTAINABILITY PERFORMANCE INDICATORS

Indicator	Unit	FY2023	FY2024	FY2025
<b>Economic</b>				
<b>Procurement</b>				
Average Proportion spent on local suppliers	%	52.22	58.07	<b>58.19</b>
Average Proportion of local suppliers	%	79.87	77.22	<b>82.31</b>
Suppliers assessed for environmental impacts	%	1.12	7.52	<b>0.00</b>
Suppliers assessed for social impacts	%	1.12	3.40	<b>0.00</b>
<b>Carbon Emission Intensity</b>				
Division				
Agricultural Chemicals	tCO <sub>2</sub> e/RM mil		20.38	<b>21.39</b>
Industrial Chemicals	tCO <sub>2</sub> e/RM mil	Not available (N/A) as reporting began in FY 2024.	4.51	<b>9.04</b>
Polymers	tCO <sub>2</sub> e/RM mil		61.32	<b>68.30</b>
Logistics	tCO <sub>2</sub> e/RM mil		87.34	<b>75.31</b>
Investment Holdings & Others	tCO <sub>2</sub> e/RM mil		16.38	<b>17.90</b>
<b>Total Carbon Emission</b>	tCO <sub>2</sub> e/RM mil	N/A	189.93	<b>191.94</b>
<b>Corruption</b>				
Employees receiving anti-corruption and anti-bribery training	Number	331	310	<b>634</b>
Board of Directors receiving anti-corruption and anti-bribery training	Number	N/A	5	<b>10</b>
Management employees receiving anti-corruption and anti-bribery training	Number	96	65	<b>175</b>
Non-management receiving anti-corruption and anti-bribery training	Number	235	240	<b>449</b>
Operations assessed for corruption-related risks	%	5.26	8.33	<b>55.56</b>
Confirmed incidents of corruption	Number	0	0	<b>0</b>
Employees disciplined or dismissed due to non-compliance with Anti-Bribery & Anti-Corruption Policy	Number	0	0	<b>0</b>
Cost of fines, penalties or settlements in relation to corruption	RM	0	0	<b>0</b>
Total political contributions	RM	0	0	<b>0</b>

# Sustainability Statement

Indicator	Unit	FY2023	FY2024	FY2025
<b>Environment</b>				
<b>Energy</b>				
Diesel	TJ	171	132	<b>172</b>
Natural Gas	TJ	173	168	<b>167</b>
Electricity	TJ	50	56	<b>59</b>
Others*	TJ	N/A	4**	<b>5</b>
<b>Total energy consumption</b>	TJ	394	360	<b>403</b>
* Refers to a mixture of heavy fuel oil, marine oil, petrol and liquified petroleum gas ("LPG"). ** Data in FY2023 only include those of seven (7) Operating Companies. *** FY2024 data restated following an updated baseline study.				
<b>Water</b>				
Municipal water consumption	m <sup>3</sup>	283,775	463,160	<b>406,109</b>
The reported water consumption excludes activities carried out by third-party lessees who maintain operational control over the assets during the lease period.				
<b>Waste and Effluents</b>				
Total waste generated	Tonnes	113,474	113,701	<b>122,801</b>
Total waste diverted from disposal (recycled or repurposed)	Tonnes	2,369	398	<b>854</b>
Total waste directed to disposal (non-recycled)	Tonnes	6,855	N/A	<b>7,309</b>
Total scheduled waste	Tonnes	2,369	398	<b>854</b>
Effluent discharge	m <sup>3</sup>	85,707	135,461*	<b>104,264</b>
* FY2024 data restated following an updated baseline study.				
<b>GHG Emissions</b>				
Scope 1	tCO <sub>2</sub> e	23,055.00	21,328.45	<b>22,886.14</b>
Scope 2	tCO <sub>2</sub> e	8,229.88	13,967.20	<b>12,748.44</b>
Scope 3: Category 6 - Business Travel	tCO <sub>2</sub> e	149	61.16	<b>352.86</b>
Scope 3: Category 13- Leased Assets	tCO <sub>2</sub> e	N/A	3.7	<b>4.21</b>
<b>Total</b>	tCO <sub>2</sub> e	31,433.88	35,360.51	<b>35,991.65</b>
<b>Electricity Consumption over Revenue</b>				
Division				
Agricultural Chemicals	kWh/RM' mil	0.012	0.013	<b>0.014</b>
Industrial Chemicals	kWh/RM' mil	0.002	0.003	<b>0.003</b>
Polymers	kWh/RM' mil	0.047	0.049	<b>0.051</b>
Logistics	kWh/RM' mil	0.004	0.005	<b>0.004</b>
Investment Holdings & Others	kWh/RM' mil	0.024	0.025	<b>0.028</b>
<b>Total</b>	kWh/RM' mil	0.089	0.095	<b>0.100</b>

# Sustainability Statement

Indicator	Unit	FY2023	FY2024	FY2025
<b>Environment</b>				
<b>Water Consumption over Revenue</b>				
Division				
Agricultural Chemicals	kWh/RM' mil	0.27	0.56	<b>0.31</b>
Industrial Chemicals	kWh/RM' mil	0.08	0.11	<b>0.16</b>
Polymers	kWh/RM' mil	0.22	0.23	<b>0.28</b>
Logistics	kWh/RM' mil	0.06	0.16	<b>0.22</b>
Investment Holdings & Others	kWh/RM' mil	0.15	0.16	<b>0.51</b>
<b>Total</b>	kWh/RM' mil	<b>0.78</b>	<b>1.22</b>	<b>1.48</b>
<b>Conformance</b>				
Total costs of environmental fines and penalties	RM	12,000	200,000	<b>100,000</b>
<b>Social</b>				
<b>Diversity</b>				
Total headcount	Number	1,111	1,161	<b>1,242</b>
<u>Employees by gender</u>				
Male	Number (%)	800 (72.01)	835 (71.92)	<b>871 (70.13)</b>
Female	Number (%)	311 (27.99)	326 (28.08)	<b>371 (29.87)</b>
<u>Employees by age</u>				
18-25 years old	Number (%)	121 (10.89)	126 (10.85)	<b>117 (9.42)</b>
26-35 years old	Number (%)	413 (37.17)	441 (37.98)	<b>456 (36.71)</b>
36-45 years old	Number (%)	266 (23.94)	260 (22.39)	<b>295 (23.75)</b>
46-60 years old	Number (%)	262 (23.58)	284 (24.46)	<b>306 (24.64)</b>
60 years old >	Number (%)	49 (4.41)	50 (4.31)	<b>68 (5.48)</b>
<u>Employees by contract</u>				
Full-time employees	Number (%)	949 (85.42)	1079 (92.94)	<b>1074 (86.47)</b>
Contractors/Temporary employees	Number (%)	162 (14.58)	82 (7.06)	<b>168 (13.53)</b>
<u>Employees by Ethnicity</u>				
Bumiputera	Number (%)	632 (56.89)	631 (54.35)	<b>687 (55.31)</b>
Chinese	Number (%)	168 (15.12)	206 (17.74)	<b>240 (19.32)</b>
Indian	Number (%)	116 (10.44)	117 (10.08)	<b>122 (9.82)</b>
Foreigners	Number (%)	195 (17.55)	207 (17.83)	<b>193 (15.54)</b>
<u>Employees by Category</u>				
Management	Number (%)	203 (18.27)	168 (14.47)	<b>226 (18.20)</b>
Non-Management	Number (%)	908 (81.73)	993 (85.53)	<b>1016 (81.80)</b>
<u>Gender by Employee Category</u>				
Management: Male	Number (%)	115 (10.35)	103 (8.87)	<b>137 (11.03)</b>
Management: Female	Number (%)	88 (7.92)	65 (5.60)	<b>89 (7.17)</b>
Non-Management: Male	Number (%)	685 (61.66)	734 (63.22)	<b>736 (59.26)</b>
Non-Management: Female	Number (%)	223 (20.07)	259 (22.31)	<b>280 (22.54)</b>

# Sustainability Statement

Indicator	Unit	FY2023	FY2024	FY2025
<b>Social</b>				
<u>Age by Employee Category</u>				
Management: 18-25 years old	Number (%)	1 (0.09)	2 (0.17)	<b>0 (0.00)</b>
Management: 26-35 years old	Number (%)	37 (3.33)	17 (1.46)	<b>34 (2.74)</b>
Management: 36-45 years old	Number (%)	59 (5.31)	40 (3.45)	<b>50 (4.03)</b>
Management: 46-60 years old	Number (%)	81 (7.29)	80 (6.89)	<b>107 (8.62)</b>
Management: 60 years old >	Number (%)	25 (2.25)	29 (2.50)	<b>35 (2.82)</b>
Non-Management: 18-25 years old	Number (%)	120 (10.80)	124 (10.68)	<b>110 (8.86)</b>
Non-Management: 26-35 years old	Number (%)	376 (33.84)	424 (36.52)	<b>430 (34.62)</b>
Non-Management: 36-45 years old	Number (%)	207 (18.63)	215 (18.52)	<b>244 (19.65)</b>
Non-Management: 46-60 years old	Number (%)	181 (16.29)	209 (18.00)	<b>201 (16.18)</b>
Non-Management: 60 years old >	Number (%)	24 (2.16)	21 (1.81)	<b>31 (2.50)</b>
<u>Employees by qualification</u>				
Degree	Number (%)	269 (24.21)	267 (23.00)	<b>404 (32.53)</b>
Diploma	Number (%)	158 (14.22)	179 (15.42)	<b>160 (12.88)</b>
Certificate/Others	Number (%)	684 (61.57)	626 (53.92)	<b>681 (54.83)</b>
<u>Disabilities</u>				
Disabled staff	Number (%)	1 (0.09)	2 (0.17)	<b>2 (0.16)</b>
<b>Board of directors</b>				
Total directors	Number	8	8	<b>10</b>
<u>Directors by gender</u>				
Male	Number (%)	7 (87.50)	7 (87.50)	<b>8 (80.00)</b>
Female	Number (%)	1 (12.50)	1 (12.50)	<b>2 (20.00)</b>
<u>Directors by age</u>				
18-25 years old	Number (%)	0	0	<b>0</b>
26-35 years old	Number (%)	0	0	<b>0</b>
36-45 years old	Number (%)	0	0	<b>0</b>
46-60 years old	Number (%)	2 (25.00)	1 (12.50)	<b>3 (30.00)</b>
60 years old >	Number (%)	6 (75.00)	7 (87.50)	<b>7 (70.00)</b>
<b>Employee turnover</b>				
Total Employee turnover (ratio*)	Number (%)	220 (19.80)	139 (11.97)	<b>212 (17.07)</b>
* Employee turnover / average number of employees x 100				
<u>Employee turnover by gender</u>				
Female	Number (%)	80 (7.20)	40 (3.45)	<b>65 (5.23)</b>
Male	Number (%)	140 (12.60)	99 (8.53)	<b>147 (11.84)</b>
<u>Employee turnover by age</u>				
18-25 years old	Number (%)	74 (6.66)	22 (1.89)	<b>36 (2.90)</b>
26-35 years old	Number (%)	90 (8.10)	65 (5.60)	<b>88 (7.09)</b>
36-45 years old	Number (%)	37 (3.33)	29 (2.50)	<b>52 (4.19)</b>
46-60 years old	Number (%)	13 (1.17)	13 (1.12)	<b>27 (2.17)</b>
60 years old >	Number (%)	6 (0.54)	10 (0.86)	<b>9 (0.72)</b>

## Sustainability Statement

Indicator	Unit	FY2023	FY2024	FY2025
<b>Social</b>				
<u>Employee turnover by employee category</u>				
Management	Number (%)	7 (0.63)	13 (1.12)	<b>36 (2.90)</b>
Non-Management	Number (%)	213 (19.17)	126 (10.85)	<b>176 (14.17)</b>
<u>Voluntary/involuntary turnover</u>				
Voluntary turnover	Number (%)	213 (19.17)	138 (11.89)	<b>188 (15.14)</b>
Involuntary turnover	Number (%)	7 (0.63)	1 (0.09)	<b>24 (1.93)</b>
<u>Training and Development</u>				
Total training time	Hours	14,538	7,875	<b>10,176</b>
Total training for Management	Hours	5,949	3,855	<b>1,841</b>
Total training for Non-Management	Hours	8,589	4,020	<b>8,335</b>
Total employees trained	Number	870	807	<b>1,142</b>
<b>Health and safety</b>				
Fatalities	Number	0	0	<b>0</b>
Employees trained on health and safety standards	Number	376	294	<b>561</b>
Lost time incident rate	Rate *	1.38	0.02	<b>0.70</b>
Subsidiaries with OSHAS 18001/ISO 45001	Company	ALB	ALB	<b>ALB</b>
* Number of lost time injuries in the reporting period / Total number of hours worked in the reporting period * 200,000				
<b>Community</b>				
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	238,294	549,476	<b>824,433</b>
<b>Human rights</b>				
Substantiated complaints concerning human rights violations	Number	0	0	<b>0</b>
<b>Customer Privacy</b>				
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	<b>0</b>

# Sustainability Statement

## BURSA SUSTAINABILITY DISCLOSURE INDEX

Indicator	Measurement Unit	2025
<b>Bursa (Anti-corruption)</b>		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Board Directors	Percentage	100.00
Management	Percentage	77.43
Non-Management	Percentage	44.19
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	55.56
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
<b>Bursa (Community/Society)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	824,433.22
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	27
<b>Bursa (Diversity)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Board Directors 18 - 25	Percentage	0.00
Board Directors Between 26 - 35	Percentage	0.00
Board Directors 36 - 45	Percentage	0.00
Board Directors 46-60	Percentage	30.00
Board Directors > 60	Percentage	70.00
Management 18 - 25	Percentage	0.00
Management Between 26 - 35	Percentage	15.04
Management 36 - 45	Percentage	22.12
Management 46-60	Percentage	47.35
Management > 60	Percentage	15.49
Non-Management 18 - 25	Percentage	10.83
Non-Management Between 26 - 35	Percentage	42.32
Non-Management 36 - 45	Percentage	24.02
Non-Management 46-60	Percentage	19.78
Non-Management > 60	Percentage	3.05
Gender Group by Employee Category		
Board Directors Male	Percentage	80.00
Board Directors Female	Percentage	20.00
Management Male	Percentage	60.62
Management Female	Percentage	39.38
Non-Management Male	Percentage	72.44
Non-Management Female	Percentage	27.56
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	80.00
Female	Percentage	20.00
Between 46-60	Percentage	30.00
> 60	Percentage	70.00



# Sustainability Statement

Indicator	Measurement Unit	2025
<b>Bursa (Energy management)</b>		
Bursa C4(a) Total energy consumption	Megawatt	16,378.00
<b>Bursa (Health and safety)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.70
Bursa C5(c) Number of employees trained on health and safety standards	Number	561
<b>Bursa (Labour practices and standards)</b>		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	1,841
Non-Management	Hours	8,335
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	13.53
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	36
Non - Management	Number	176
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>Bursa (Supply chain management)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	58.19
<b>Bursa (Data privacy and security)</b>		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
<b>Bursa (Water)</b>		
Bursa C9(a) Total volume of water used	Megalitres	406.110000
<b>Bursa (Waste management)</b>		
Bursa C10(a) Total waste generated	Metric tonnes	122,800.87
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	7,309.14
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	736
<b>Bursa (Emissions management)</b>		
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	22,886.14
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	12,748.44
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	357.07





# Sustainability Statement

## GLOBAL REPORTING INITIATIVES (GRI) INDEX



**STATEMENT OF USE** : Ancom Nylex Berhad has reported the information cited in this GRI content index for the period 1<sup>st</sup> June 2023 to 31<sup>st</sup> May 2024 with reference to the GRI Standards.

**GRI 1 USED** : GRI 1: Foundation 2021















**SASB STANDARDS USED** : Chemicals

Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Organisational Overview	<b>GRI 2: General Disclosures 2021</b>			
	2-1 Organisational details			39-40
	2-2 Entities included in the organisation's sustainability reporting			
	2-3 Reporting period, frequency, and contact point			40
	2-4 Restatements of information			40
	2-5 External Assurance			NA
	2-6 Activities, value chain, and other business relationships			39-40
	2-7 Employees		 	69-70
Sustainability Governance	2-8 Workers who are not employees			
	2-9 Governance structure and composition		 	82-83
	2-10 Nomination and selection of the highest governance body			Refer to Annual Report FY2025
	2-11 Chair of the highest governance body			
	2-12 Role of the highest governance body in overseeing the management of impacts			54
	2-13 Delegation of responsibility for managing impacts			
	2-14 Role of the highest governance body in sustainability reporting			Refer to Annual Report FY2025
	2-15 Conflicts of interest			










# Sustainability Statement

Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Sustainability Governance	GRI 2: General Disclosures 2021			
	2-16 Communication of critical concerns		 	54-55
	2-17 Collective knowledge of the highest governance body			Refer to Annual Report FY2025
	2-18 Evaluation of the performance of the highest governance body			
	2-19 Remuneration policies			
	2-20 Process to determine remuneration			
	2-21 Annual total compensation ratio			
	2-22 Statement on sustainable development strategy			42
	2-23 Policy commitments			53-55
	2-24 Embedding policy commitments			
	2-25 Processes to remediate negative impacts			
	2-26 Mechanisms for seeking advice and raising concerns			58
	2-27 Compliance with laws and regulations			53-55
Stakeholder	2-28 Membership associations			44
	2-29 Approach to stakeholder engagement		50-53	
	2-30 Collective bargaining agreements		58; 80	
Materiality	GRI 3: Material Topics 2021			
	3-1 Process to determine material topics			46
	3-2 List of material topics			47; 49
	3-3 Management of material topics			48-49






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Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Economic	<b>GRI 201: Economic Performance 2016</b>			
	201-1 Direct economic value generated and distributed		 	60
	201-3 Defined benefit plan obligations and other retirement plans		 	84
	<b>GRI 203: Indirect Economic Impacts 2016</b>			
	203-1 Infrastructure investments and services supported		 	76-77
	203-2 Significant indirect economic impacts			60
	<b>GRI 204: Procurement Practices 2016</b>			
Governance	GRI 205: Anti-Corruption 2016		 	95-96
	<b>GRI 205: Anti-Corruption 2016</b>			
	205-1 Operations assessed for risks related to corruption		 	56-57
	205-2 Communication and training about anti-corruption policies and procedures			
Environmental	205-3 Confirmed incidents of corruption and actions taken			
	<b>GRI 301: Materials 2016</b>			
	301-1 Materials used by weight or volume			78
	<b>GRI 302: Energy 2016</b>			
	302-1 Energy consumption within the organisation	RT-CH-130a.1	 	64-67
	302-3 Energy intensity			61
	302-4 Reduction of energy consumption			64, 65

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Pillar		GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Environmental	GRI 303: Water and Effluents 2018				
	303-1 Interactions with water as a shared resource		 	72	
	303-2 Management of water discharge-related impacts	RT-CH-140a.3		77	
	303-3 Water withdrawal	RT-CH-140a.1		72	
	303-4 Water discharge			77	
	303-5 Water consumption	RT-CH-140a.1		72	
	GRI 101: Biodiversity 2024				
	101-2 Management of biodiversity impacts		 	79	
	101-4 Identification of biodiversity impacts				
	GRI 305: Emissions 2016				
	305-1 Direct (Scope 1) GHG emissions	RT-CH-110a.1	  	70	
	305-2 Energy indirect (Scope 2) GHG emissions			70	
	305-3 Other indirect (Scope 3) GHG emissions			71	
	305-4 GHG emissions intensity			64-69	
	305-5 Reduction of GHG emissions			74	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	RT-CH-120a.1			
	GRI 306: Waste 2020				
	306-1 Waste generation and significant waste-related impacts		 	75-77	
	306-2 Management of significant waste-related impacts				
	306-3 Waste generated	RT-CH-150a.1			
	306-4 Waste diverted from disposal				
	306-5 Waste directed to disposal				

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Pillar		GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Social	GRI 401: Employment 2016				
	401-1	New employee hires and employee turnover		 	81-82
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			84
	401-3	Parental leave			
	GRI 403: Occupational Health and Safety 2018				
	403-1	Occupational health and safety management system	RT-CH-320a.2	  	93-94
	403-2	Hazard identification, risk assessment, and incident investigation			
	403-3	Occupational health services			
	403-4	Worker participation, consultation, and communication on occupational health and safety			
	403-5	Worker training on occupational health and safety			94
	403-6	Promotion of worker health			94
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			
	403-8	Workers covered by an occupational health and safety management system			
	403-9	Work-related injuries	RT-CH-320a.1		
	403-10	Work-related ill health			



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Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Social	<b>GRI 404: Training and Education 2016</b>			
	404-1 Average hours of training per year per employee		 	91
	404-2 Programmes for upgrading employee skills and transition assistance programmes			92
	<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
	405-1 Diversity of governance bodies and employees		  	55; 82-83
	<b>GRI 406: Non-discrimination 2016</b>			
	406-1 Incidents of discrimination and corrective actions taken		  	57
	<b>GRI 413: Local Communities 2016</b>			
	413-1 Operations with local community engagement, impact assessments, and development programmes	RT-CH-210a.1	 	95-96
	413-2 Operations with significant actual and potential negative impacts on local communities			
	<b>GRI 417: Marketing and Labelling 2016</b>			
	417-1 Requirements for product and service information and labelling			63
	<b>GRI 418: Customer Privacy 2016</b>			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			59

# Sustainability Statement

## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Recommended Disclosures	Location/ Explanation
<b>Governance</b> Disclose the company's governance around climate-related risks and opportunities	
a) Describe the Board's oversight of climate-related risks and opportunities.	
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Refer to pages 54 and 55
<b>Strategy</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material	
a) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Refer to page 68
<b>Risk Management</b> Disclose how the organisation identifies, assesses, and manages climate-related risks	
a) Describe the organisation's processes for identifying and assessing climate-related risks.	
b) Describe the organisation's processes for managing climate-related risks.	Refer to page 68
<b>Metrics and Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	Refer to pages 70-72
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Refer to pages 61 and 69

# Sustainability Statement

## STATEMENT OF ASSURANCE



### STERLING BUSINESS ALIGNMENT CONSULTING SDN BHD

Reg. No. 200401015607 (654110-P)

Unit C3A02, Level 3A, Lobby 1, Block C, Damansara Intan, No. 1, Jalan SS20/27, 47400 Petaling Jaya, Selangor

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Date: 2 September 2025

The Board of Directors  
Ancom Nylex Berhad  
Lot 2A, Jalan 13/2, Section 13,  
46200 Petaling Jaya, Selangor

Dear Members of the Board,

#### Re: Statement of Assurance

In strengthening the credibility of the Sustainability Statement, the Sustainability Statement included in the Annual Report for the financial year ended 31 May 2025 has been subjected to an independent limited review by Sterling Business Alignment Consulting Sdn Bhd.

The subject matter covers the Sustainability Statement which describes the sustainability practices across Ancom Nylex Berhad's financial control. The boundary of the independent review includes mainly the quantitative and qualitative narratives to a certain extent in the said Sustainability Statement. We conducted our review of the Sustainability Statement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information in accordance with the International Standard on Assurance Engagement (ISAE) 3000 and the Principles to Sustainability Reporting COSO ICIF-2013.

A copy of the independent Sustainability Statement Review Report is appended for the Board's information.

Thank you.

Yours faithfully,

Dr. So Hsien Ying  
Principal Consultant

[www.ancomnylex.com](http://www.ancomnylex.com)