



healthy, friendly & happy ...

A yellow, curved line resembling a smile or a checkmark, positioned below the text "happy ...".

SUSTAINABILITY
REPORT

2025

A small teal icon of a leaf with three leaves, enclosed in a circular outline, positioned above the number "5" in "2025".

SCIENTEX BERHAD

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About This Report

INTRODUCTION

Scientex Berhad ("Scientex" and/or the "Group") proudly presents our annual Sustainability Report (the "Report"), showcasing the commitments, initiatives and actions we undertook during the financial year ended 31 July 2025 to advance sustainability and create long-term value.

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

This Report should be read alongside our Integrated Annual Report 2025 ("IAR 2025") for a comprehensive overview of how sustainability underpins our value creation.

Our Reporting Approach

SCOPE AND BOUNDARY

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

REPORTING PERIOD

This Report covers the period from 1 August 2024 to 31 July 2025 ("FY2025"), unless specified otherwise. Our previous edition was published on 19 November 2024.

REPORTING PRINCIPLES

This Report has been developed in line with the Reporting Principles outlined in the GRI Universal Standards 2021, which include:

- **Accuracy:** Reporting information that is correct and sufficiently detailed to allow for an assessment of our impacts
- **Balance:** Reporting information in an unbiased way that provides a fair representation of our positive and negative impacts
- **Clarity:** Presenting information in an accessible and understandable manner
- **Comparability:** Selecting, compiling and reporting information consistently to enable an analysis of changes in our impacts over time and an analysis of these impacts relative to those of other companies
- **Completeness:** Providing sufficient information to enable an assessment of our impacts during the reporting period
- **Sustainability Context:** Reporting information about our impacts in the wider context of sustainable development

- **Timeliness:** Reporting information on a regular schedule and making it available in time for users to make informed decisions
- **Verifiability:** Gathering, recording, compiling, and analysing information in a way that allows information to be examined to establish its quality

Our sustainability topics are also aligned with the United Nations Sustainable Development Goals ("UN SDGs"). Refer to p. 26 for more details on the specific goals and initiatives we support.

RESTATEMENTS

No restatements of previously published data have been made in this Report.

ASSURANCE

Good governance and internal reporting practices have been applied in the production of this Report. This includes a review by our internal audit team and subsequent approval by the Board of Directors ("Board"). Moving forward, we will continue to explore potential enhancements to our data collection, analysis and reporting processes to support more robust and transparent reporting.

FEEDBACK AND CONTACT

This Report is accessible at www.scientex.com.my/investors-relations/financial-reports/. We welcome your feedback and suggestions on this Report, which may be directed to sustainability@scientex.com.my.

Our **Sustainability Report** provides comprehensive disclosures on Environmental, Social and Governance ("ESG") matters that are material to the Group and our stakeholders.

It is prepared with reference to the GRI Universal Standards 2021 and Bursa Malaysia's Sustainability Reporting Guide (3rd edition), and in accordance with Bursa Malaysia's Main Market Listing Requirements. The topics covered are aligned with the UN SDGs.



Our **Integrated Annual Report** highlights how we utilise our resources to create value over the short, medium and long term, supporting our vision of 'Sustainable Growth, Better Tomorrow'.

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





Overview

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Our FY2025 Sustainability Highlights

CREATING SHARED SUSTAINABLE VALUE



RM3.8 billion
in economic value

distributed to shareholders, employees,
suppliers and governments



FTSE4Good

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



54 product
innovations

successfully
commercialised



5,840 units

of affordable homes
completed

FOR THE BETTERMENT OF THE ENVIRONMENT



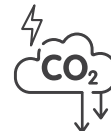
1.0%

reduction in the
proportion of non-
hazardous waste
relative to output



7.9%

recycled resin used
in production



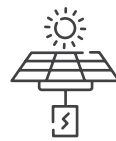
9.3%

decrease
in Group-wide GHG
emissions



8 manufacturing
plants

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



Our total
solar installation
capacity reached

23.9 MWp,

generating 20,549 MWh of renewable energy

OUR PEOPLE, OUR PRIDE



Members of local
communities comprise

76%

of our workforce



8,203

training hours

for occupational safety and health

ZERO

on-site fatalities recorded



31,882
training hours

provided to employees



Our Sustainability Achievements

Every year, our sustainability performance is evaluated by various international rating agencies and analysts. These assessments offer valuable insights to our investors and stakeholders, reflecting the progress we have made and helping to guide our efforts forward as we continue to build a more sustainable future and a better tomorrow.



Notes:

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

A Message From Our

CHIEF EXECUTIVE OFFICER

Dear Stakeholders,

At Scientex, sustainability is not just an aspiration—it is integral to how we operate and grow. Over the years, we have embedded sustainable practices across our businesses, and I am proud of the positive impact these efforts have created for both our internal and external stakeholders.

It is with pleasure that I present our standalone Sustainability Report for FY2025, covering 1 August 2024 to 31 July 2025. This report shares what sustainability means to us, the actions we are taking, and how we are creating shared value for our communities, our stakeholders, and the planet.

ALIGNING OUR BUSINESS AND SUSTAINABILITY OBJECTIVES

Our Group Vision of '**Sustainability Growth, Better Tomorrow**' guides every decision we make. It reflects our commitment to deliver long-term value not only for our shareholders but also for our broader stakeholders, extending across economic, environmental, social, and governance dimensions.

To bring this vision to life, we embed sustainability into every aspect of our two core businesses – Packaging and Property. From operations and production to supply chain partnerships, we actively align our practices with sustainability principles, empowering our people to innovate products, processes and solutions that are sustainable by design. Our efforts in this aspect are further detailed in the section 'Embedding Sustainability in Our Business Processes' (p. 19).

I am also proud that our sustainability performance continues to support our inclusion as a constituent of the F4GBM Index for the fourth consecutive year, alongside recognition from multiple international rating agencies.

CREATING SHARED SUSTAINABLE VALUE

At Scientex, creating long-term value for our stakeholders is underpinned by a comprehensive governance framework, clear reporting structures, and robust decision-making processes. This ensures that key operational and sustainability matters are effectively identified and managed across our businesses.



To support this, we have implemented comprehensive Group-wide policies and procedures across both divisions, fostering ethical, responsible, and sustainability-focused practices. These frameworks not only guide decision-making but also cultivate work cultures and processes that prioritise sustainable outcomes.

In our Packaging Division, we continue to advance our sustainability commitment through the development of environmentally responsible flexible plastic packaging ("FPP") solutions. These efforts contribute to reducing our carbon footprint and creating positive spillover effects across the value chain, while helping our customers achieve their own sustainability goals. In FY2025, we invested over RM113.8 million in machinery and technological enhancements, and successfully commercialised 54 product innovations. For a deeper look into our integrated approach to innovation, please refer to the 'Product Innovation' topic (p. 38).

Meanwhile, our Property Division continues to deliver intrinsic socioeconomic value through quality affordable homes that empower residents and surrounding communities. Leveraging our experience and adopting well-structured township planning, we optimise material use and reduce waste, keeping homes accessible while ensuring dependable quality. In a robust and growing market, we reinvest profits into strategic land acquisitions to maintain momentum. In FY2025 alone, we secured over 3,735 acres, bringing our total land bank to 11,034 acres - ensuring we can continue delivering affordable homes to local communities.

As one of Malaysia's few major integrated players in plastic packaging and a trusted affordable housing developer,

our work makes a meaningful contribution to economic progress. To date, we have exported our packaging solutions to more than 60 countries, completed 42,264 affordable homes across Malaysia, and contributed over RM3.78 billion to the economy as a Group.

FOR THE BETTERMENT OF THE ENVIRONMENT

Climate change remains a pressing global concern, presenting both risks and opportunities. This makes it essential to integrate climate considerations into our business strategies to drive resilience, growth, and innovation.

One of our climate action strategies is reducing Scope 2 greenhouse gas ("GHG") emissions through the adoption of renewable energy across our operations. Building on initiatives launched in FY2024, we completed the installation of rooftop solar photovoltaic ("PV") systems at our headquarters, our property sales gallery, and 10 additional key manufacturing plants across Malaysia, bringing our total installed capacity to 23.9 MWp. In FY2025, these systems collectively generated 20,549 MWh of clean electricity to power our operations, equivalent to avoiding approximately 10,900 MT of carbon dioxide equivalent ("CO₂e") emissions.

Alongside energy initiatives, we actively pursue nature-based solutions to mitigate environmental impact. Our mangrove planting programme, now in its fourth year, has engaged leaders and employees Group-wide, resulting in a total of 2,000 mangroves planted to date - supporting carbon sequestration and coastal ecosystem restoration.

Within the Packaging Division, we continue to enhance our capacity to recycle plastic trimmings and other production waste into recycled resin. We have also improved our

recycling processes to produce higher-quality recycled resin and consistently pursue solutions for downgauging stretch and base films, reducing material use and improving our carbon footprint, while maintaining robust waste management practices.

Meanwhile, the Property Division focuses on sustainable construction methods, expanding the use of Industrialised Building System ("IBS") techniques to optimise material use, transitioning to highly reusable metal formworks, and standardising home designs to minimise waste and resource consumption - ensuring efficient and environmentally responsible homebuilding.

For more details, please refer to the section 'For the Betterment of the Environment' (p. 47-68) in this report.

OUR PEOPLE, OUR PRIDE

Our employees are at the heart of our success. Their creativity, dedication, and expertise fuel our growth, while their safety, well-being, and development remain our top priority. We strive to create a workplace that is not only safe and secure but also inspiring - where employees are empowered to excel.

Across the Group, we maintain rigorous occupational safety and health standards, offer competitive remuneration and benefits, and provide opportunities for professional and career development. Investments in automation and advanced technologies further enhance workplace safety, streamline operations, and free our people to focus on higher-value, impactful work.

These efforts have contributed to our continued zero-fatality record in FY2025 and position Scientex as an employer of choice, enabling us to attract, retain and nurture talent that support our value creation ambitions.

Beyond our workforce, we are committed to generating positive ripple effects in the communities we serve, in line with our vision of 'Sustainability Growth, Better Tomorrow'. In our Property Division, we not only expand access to affordable homes but also develop integrated and connected townships that stimulate local economic growth and extend benefits to surrounding communities.

Meanwhile, in our Packaging Division, our advanced FPP solutions provide benefits to consumers throughout the value chain - enhancing protection, convenience, hygiene, and safety while reducing incidental food waste. The recyclability of our packaging further empowers consumers to make sustainable choices and contribute towards a circular plastic economy.

CLOSING REMARKS

The steps forward we have taken over the past year highlight the unwavering commitment of our people in making sustainability central to everything we do. Their dedication has driven meaningful progress across our operations, communities, and the environment.

On behalf of the Board and Management, I reaffirm our pledge to continue strengthening our efforts and creating lasting value for all stakeholders.

Together, we move forward with confidence, building a future where economic prosperity, community development, and environmental stewardship advance hand in hand - embodying our vision of **'Sustainability Growth, Better Tomorrow'**.

LIM PENG JIN

Managing Director/Chief Executive Officer

About Scientex Berhad

OUR BUSINESSES



PACKAGING



PROPERTY

We are a leading global manufacturer of stretch films, an integrated producer of flexible plastic packaging ("FPP") and a prominent developer of affordable housing in Malaysia. Established in 1968, our growth and value creation journey reached a major milestone with our listing on the Main Market of Bursa Malaysia in 1990.

Over the years, we have steadily expanded our footprint across the packaging value chain, offering a comprehensive portfolio of stretch films, base films, printed films, bags and multi-layered solutions. We continue to strengthen our capabilities to serve both industrial and consumer segments while driving synergistic product offerings and broadening our market reach.

Through our Property Division, we remain committed to addressing the growing demand for affordable housing in local communities. Backed by our reputation as a trusted developer of quality affordable homes, we continue to expand our presence across seven states in Peninsular Malaysia while exploring regional growth opportunities.

VISION

Sustainable Growth, Better Tomorrow

PURPOSE

OUR PACKAGING DIVISION STRIVES TO PROVIDE FLEXIBLE PLASTIC PACKAGING SOLUTIONS FOR



Protection



Convenience



Hygiene and Safety



Food Waste Reduction



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

Our Corporate Philosophy

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

SCIENTEX[®]

healthy, friendly & happy ...

MANAGEMENT
LIKE
Water



BELIEF

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



NATURE & SCIENCE

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



ENERGY

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



MODESTY

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



FLEXIBILITY

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



PURITY

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

Our Corporate Tagline



healthy ...

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



friendly ...

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



happy ...

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

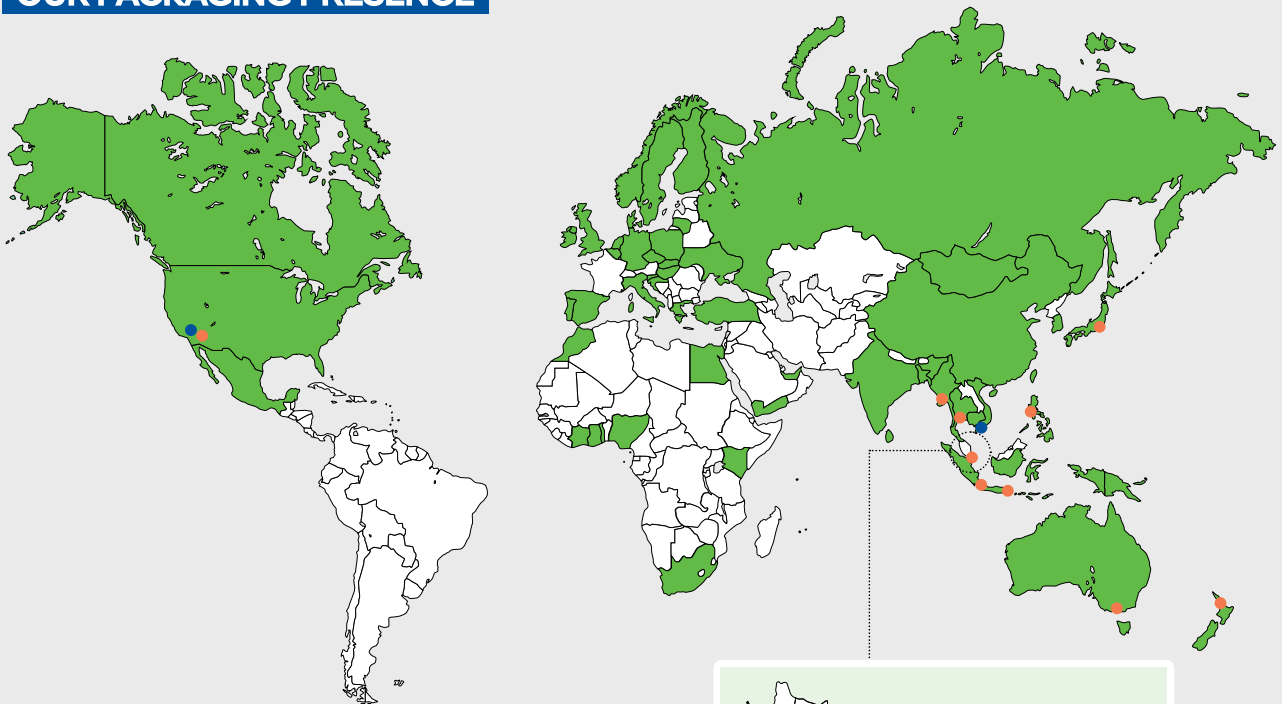
Our Reach and Market Presence

With an established market presence and wide global reach, we are well-positioned to drive growth and create value across our core businesses.

Our Packaging Division exports a broad range of products to over 60 countries across five continents, supported by strategically located manufacturing facilities and sales offices across the globe. Meanwhile, our Property Division has established 37 matured, ongoing and new developments throughout Peninsular Malaysia while exploring regional growth opportunities.

Both divisions operate from our corporate headquarters in Selangor, Malaysia, which is the central hub for our operational and strategic management.

OUR PACKAGING PRESENCE



● MANUFACTURING PLANTS

- Pulau Indah, Selangor (3 plants)
- Shah Alam, Selangor (2 plants)
- Klang, Selangor
- Rawang, Selangor
- Kajang, Selangor
- Sg Siput, Perak
- Chemor, Perak
- Tanjung Kling, Melaka (2 plants)
- Jasin, Melaka
- Bukit Rambai, Melaka
- Ayer Keroh, Melaka
- Teluk Emas, Melaka
- Ho Chi Minh City, Vietnam
- Phoenix, Arizona, USA

● OVERSEAS SALES OFFICES

- Auckland, New Zealand
- Bangkok, Thailand
- Jakarta, Indonesia (2 offices)
- Manila, Philippines
- Melbourne, Australia
- Phoenix, Arizona, USA
- Singapore
- Surabaya, Indonesia
- Tokyo, Japan
- Yangon, Myanmar

● EXPORT COUNTRIES

Exporting to
more than **60** countries

Overseas sales
offices in **9** countries

18 manufacturing
plants worldwide

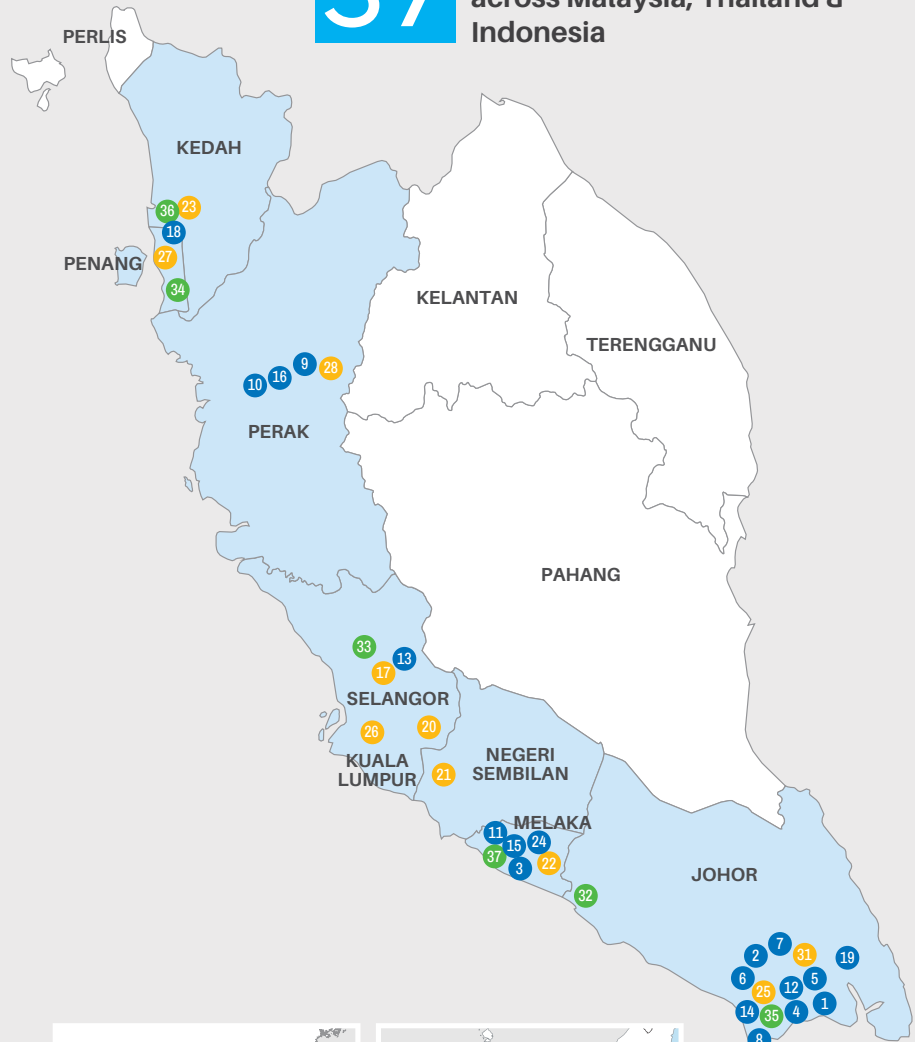
OUR PROPERTY PRESENCE

37

townships and developments
across Malaysia, Thailand & Indonesia

MALAYSIA

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



THAILAND

- 29 Kraf Vibe Bangna

INDONESIA

- 30 Mustika Garden Tamansari



19 Matured Developments

12 Ongoing Developments

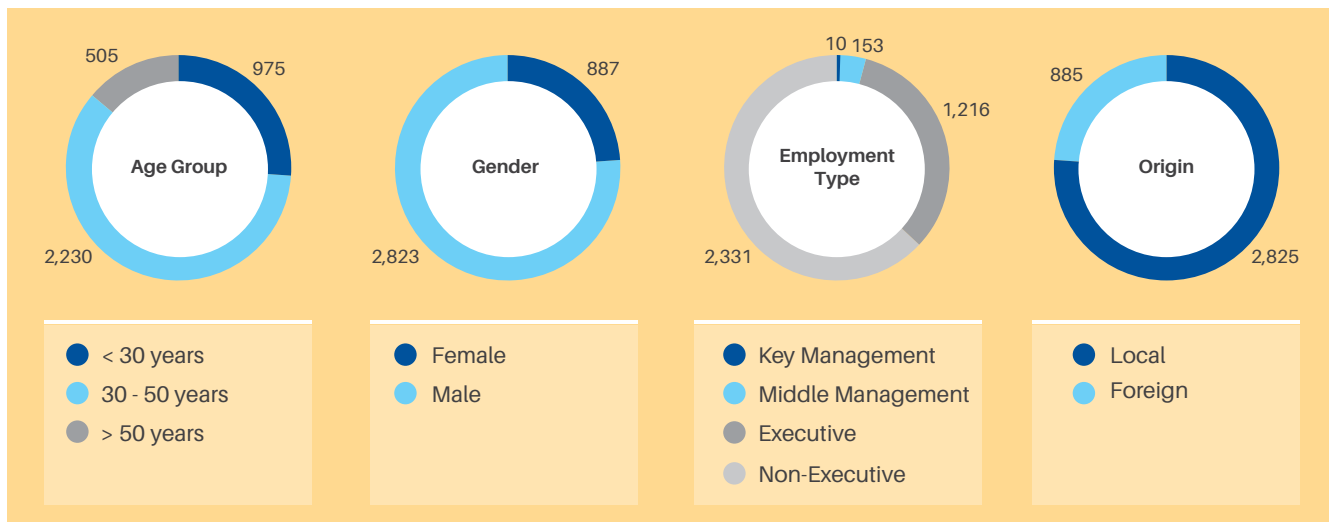
06 New Developments

Our Workforce and Our Value Chain

At Scientex, our sustainability journey is guided by the belief that adapting to global challenges is key to creating lasting, positive change. By empowering our people, partnering with responsible suppliers, and working closely with our customers, we create shared value across the value chain. These efforts strengthen our operations, support long-term growth, foster innovation, and make a meaningful contribution to the communities we serve.

OUR WORKFORCE

Our employees – numbering 3,710 as of FY2025 – are the backbone of our organisation and the key drivers of our long-term success. Beyond the numbers, we are committed to creating an environment where our people can truly thrive. We nurture a culture that values innovation, inclusivity, and continuous learning, empowering employees to share ideas and challenge the status quo. This approach not only drives talent retention but also ensures the sustained growth of our human capital.



OUR VALUE CHAIN

Our Suppliers

We work with a broad range of suppliers and service providers, including those providing raw materials, machinery, contractors, logistics, and other services. Each of our suppliers plays a crucial role in helping us fulfil our commitment to delivering FPP solutions and affordable housing to our customers.

Our interactions with suppliers are driven by the principle of sustainability, underscoring our commitment to building a responsible and resilient supply chain. We view sustainable practices and ethical business standards as value-adding attributes that enhance the overall strength of our partnership. Through ongoing engagement, we encourage suppliers to progressively adopt ESG-aligned strategies that support our shared vision.

Whenever possible, we prioritise working with local suppliers to help circulate economic value within local business ecosystems and reduce the environmental impacts associated with long-distance sourcing. In FY2025, 67% of our suppliers were based locally.

Our Customers

Through our Packaging Division, we serve a wide range of customers, including logistics providers, industrial end users, and brand owners, across various industries and regions. We collaborate closely with our customers to create innovative and sustainable products, including recyclable FPP solutions that contribute to the circular plastic economy.

Meanwhile, our Property Division caters to middle-to-lower-income groups, addressing the growing demand for affordable housing. Our goal is to complete 50,000 affordable homes by 2028, providing equal opportunities for more people from local communities to realise homeownership.

OUR MEMBERSHIP IN ASSOCIATIONS

We actively engage in industry associations to:

- Drive collective action on sustainability, quality and regulatory standards and practices
- Collaborate meaningfully with regulators to drive positive change
- Stay abreast of trends and innovations that we can adopt to create shared value for stakeholders and communities

Below is a summary of the associations we participate in and our respective roles in each of them.

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

Our Sustainability Journey

Since releasing our first Sustainability Statement in 2017, we have consistently strengthened our sustainability agenda - aligning with global standards, enhancing our disclosures and building dedicated internal teams to drive meaningful progress. In FY2025, we advanced further along this trajectory by reaching key milestones and further reinforcing our governance and reporting frameworks.



2017

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



2018

- Developed a structured approach towards strengthening our corporate sustainability approach



2019

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



2020

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



2021

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



2022

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



2023

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



2024

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



2025

- Completed solar PV system installations at 10 key manufacturing plants, our Shah Alam headquarters, and a sales gallery, contributing an additional 22.0 MWp of renewable energy capacity
- Reaffirmed commitment to progressively align our climate-related disclosures with International Financial Reporting Standards ("IFRS") Sustainability Disclosure Standards S2 - Climate-Related Disclosures



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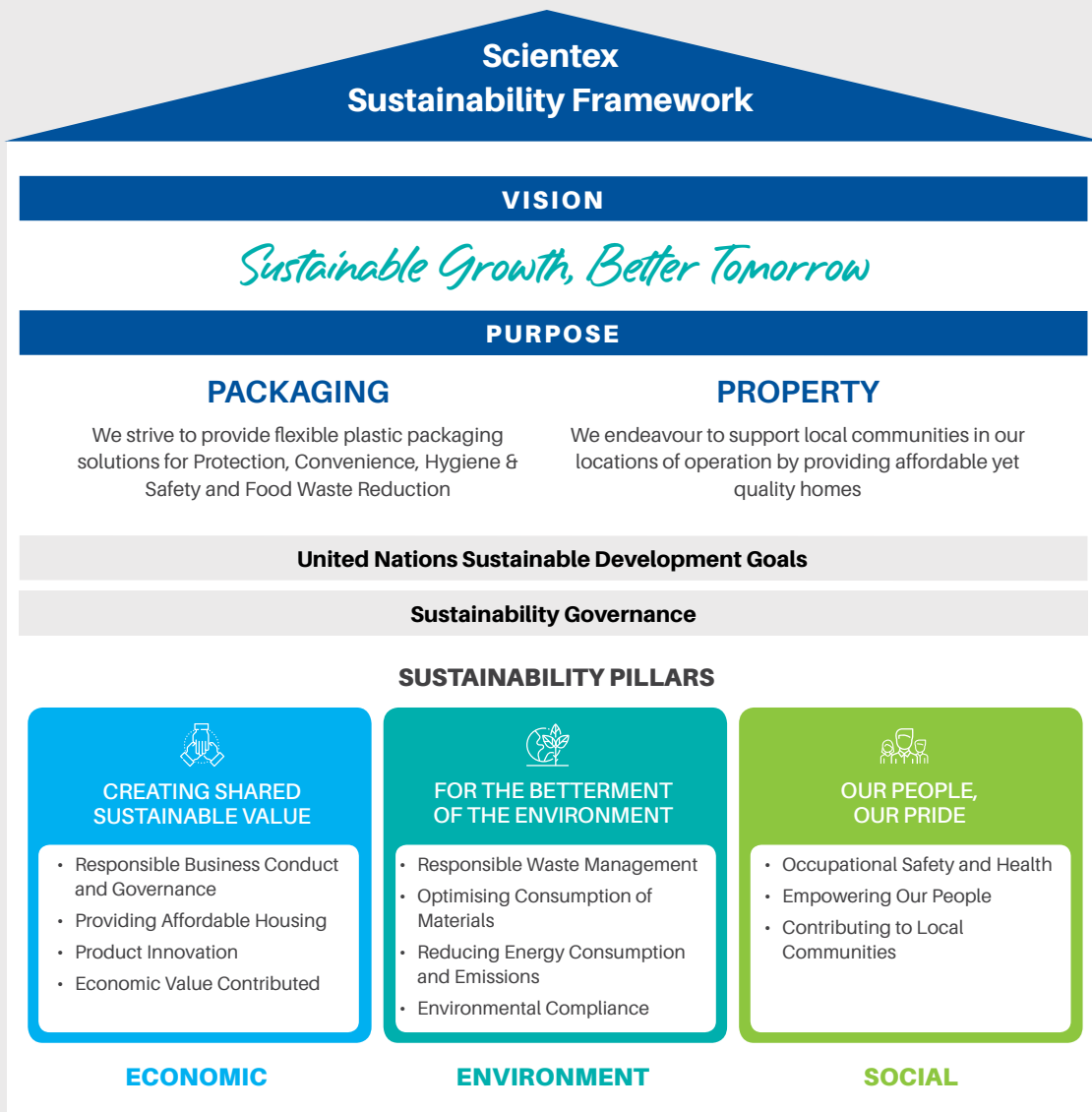
Sustainability Framework

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

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

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

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



Embedding Sustainability in Our Business Processes

Sustainability considerations are seamlessly integrated into the operational processes of both our business divisions, as outlined below, to maximise the overall positive impact of our activities.

PACKAGING DIVISION

> DEVELOP

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

> PROCURE

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

> PRODUCE

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

> SELL

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

SUSTAINABLE PROCESSES

SUSTAINABLE OUTCOMES

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

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

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

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

PROPERTY DIVISION

> ACQUIRE

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

> PLAN

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

> LAUNCH

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

> BUILD

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

SUSTAINABLE PROCESSES

SUSTAINABLE OUTCOMES

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

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

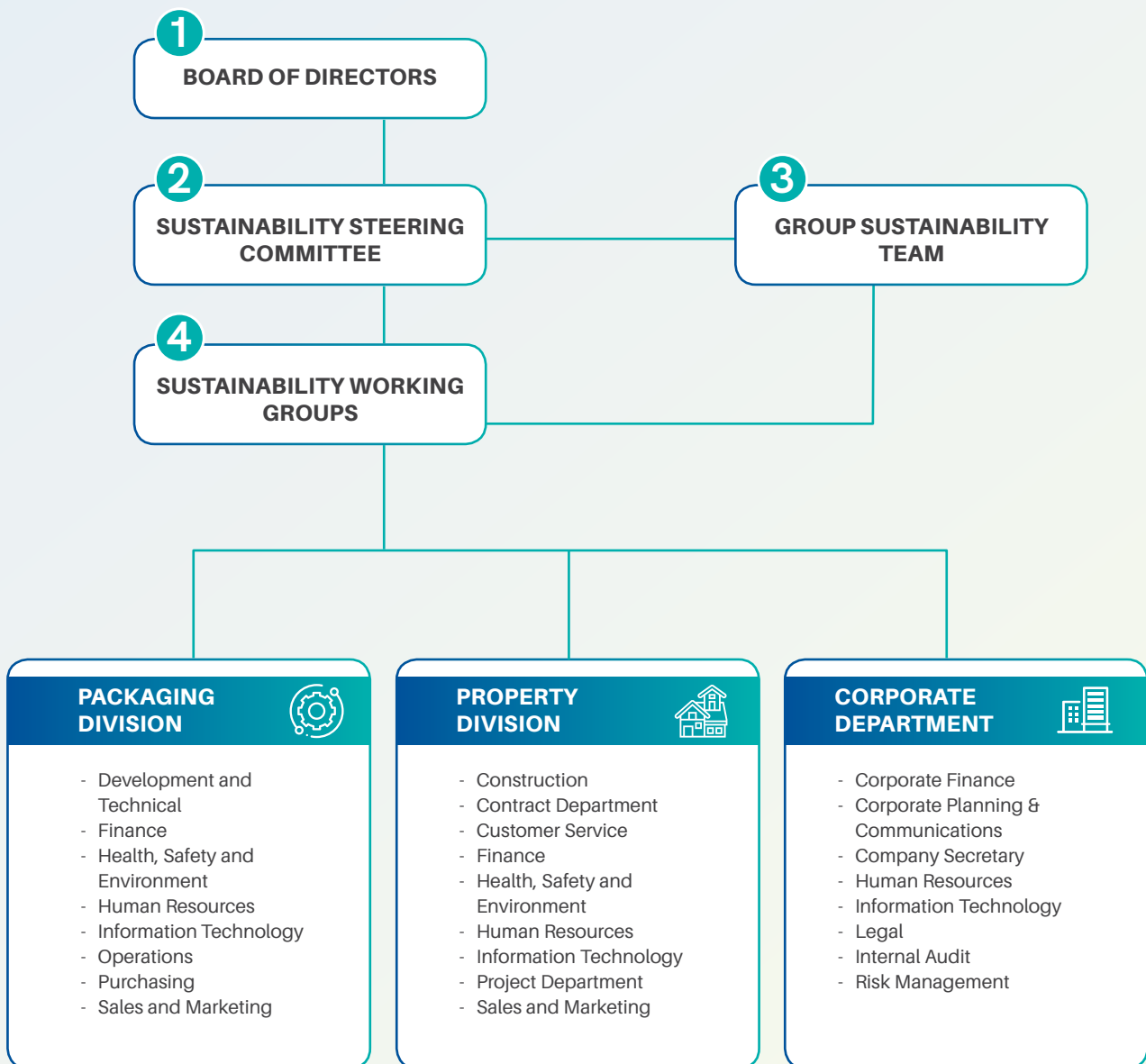
- Providing equal opportunities for affordable homeownership to people in middle-to-lower-income groups
- Enhanced convenience and safety for potential home buyers
- Reduced Scope 2 GHG emissions due to installation of solar PV systems at our sales galleries

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

Sustainability Governance

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

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



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

1

Board of Directors ("Board")

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

2

Sustainability Steering Committee ("SSC")

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

3

Group Sustainability Team

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

4

Sustainability Working Groups

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





Engaging Our Stakeholders

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



Our stakeholders are identified based on two factors:

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

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






Stakeholder Group	Mode of Engagement	Frequency of Engagement	Expectations
 <p>Customers</p>	<ul style="list-style-type: none"> • Customer feedback channels • Social media platforms • The Scientex corporate website • Marketing and promotional events • Customer service offices • Regular meetings and plant visits • Product development collaborations (Packaging Division) 	RG AWR	<ul style="list-style-type: none"> • Fulfilment of product expectations in terms of quality, cost, price and delivery • Delivery of sustainable and innovative products that benefit them and end-consumers • Prompt support in addressing any questions related to the use of our products
 <p>Suppliers</p>	<ul style="list-style-type: none"> • Regular meetings and progress updates • Site visits • Code of Conduct for Suppliers and ongoing evaluations • Participation in exhibitions and trade fairs • Technical seminars 	RG PR AWR	<ul style="list-style-type: none"> • Ethical procurement practices with consideration for environmental and social factors • Clear standards for product quality, delivery and payments • Support for local suppliers and the surrounding business ecosystem • Stable demand and trust-based business relationships
 <p>Employees</p>	<ul style="list-style-type: none"> • Quarterly Rolling Budget ("QRB") dialogues • Employee appraisals • Employee engagement events • Internal bulletins • Progress update meetings • Monthly management meetings 	RG PR AWR	<ul style="list-style-type: none"> • Long-term, stable employment • Safe and supportive working environment addressing physical, social and mental well-being • Inclusive, non-discriminatory work culture • Opportunities for training, development and career progression
 <p>Investors and Shareholders</p>	<ul style="list-style-type: none"> • Annual General Meetings ("AGMs") • Investor relations activities • Scientex Integrated Annual Reports and Sustainability Reports • The Scientex Corporate website • Bursa Malaysia announcements 	AN PR AWR	<ul style="list-style-type: none"> • Sustainable financial performance aligned with annual and long-term targets • Consistent returns through dividends and share value growth • Upholding good corporate governance and ESG practices • Transparent communication of strategy, performance and outlook • Clear and effective responses to economic challenges

Engaging Our Stakeholders

Stakeholder Group	Mode of Engagement	Frequency of Engagement	Expectations
 Governments and Regulators	<ul style="list-style-type: none"> Regular meetings and consultations Seminars, training, dialogues and forums organised by authorities On-site inspections and audits 	AWR	<ul style="list-style-type: none"> Support for national policies, such as affordable housing for middle-to-lower-income Malaysians Contribution to the environmental goals of the Malaysia Plastic Sustainability Roadmap ("MPSR") 2021-2030 established by the Ministry of Natural Resources and Environmental Sustainability ("NRES") Participation in Bursa Malaysia's Public Listed Companies Transformation ("PLCT") Programme Adherence to all applicable laws and regulations, including tax obligations Upholding best practices across the ESG spectrum Compliance with relevant regulatory frameworks, including the latest National Sustainability Reporting Framework ("NSRF") issued by Securities Commission ("SC") Malaysia
 Local Communities	<ul style="list-style-type: none"> Social media platforms The Scientex corporate website Customer service offices (Property Division) Community events Dialogue sessions 	RG PR AWR	<ul style="list-style-type: none"> Contribution to socioeconomic development and community upliftment Development of infrastructure in our property developments to improve connectivity, access to services and employment opportunities Local hiring and career growth opportunities Delivery of environmentally responsible products and services across both business divisions

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

Beyond these engagement methods, stakeholders are also engaged through voluntary initiatives in which we participate. These initiatives provide meaningful insights into emerging trends and matters that may influence the industry, business landscape, society, and the nation as a whole.

Initiative	Nature of Initiative	Stakeholders We Engage
'Cross Border Development Strategy' initiative	Voluntary	
State-level affordable housing initiatives: - Rumah Mampu Milik (Johor) - Rumah Mampu Milik (Melaka) - Rumah Selangorku (Selangor) - Rumah Mutiaraku (Penang)	Voluntary	
Participation in environmental initiatives (including talks, discussions and webinars)	Voluntary	
The Green Truck, 'Back to Earth' food composting programme and our mangrove planting initiative	Voluntary	
PLCT programme	Voluntary	

For further details, please refer to the topic-level disclosures within this Report.

Materiality

OUR MATERIALITY DETERMINATION PROCESS

Our material sustainability matters are identified and prioritised through stakeholder engagement, workforce input and analysis of relevant industry and sustainability trends. This process informs the development of strategies that enhance positive outcomes and minimise negative impacts.

OUR MATERIALITY DETERMINATION PROCESS



1 IDENTIFY

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



2 SHORTLIST

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



3 PRIORITISE

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



4 VALIDATE

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

MATERIALITY MATRIX

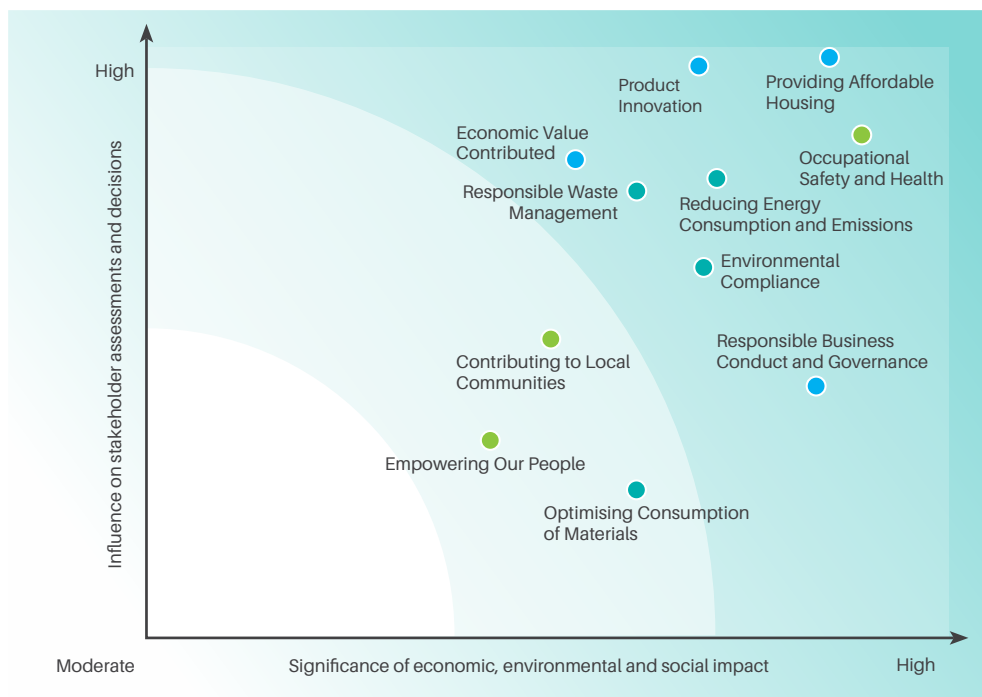
A materiality matrix is generated upon completion of the materiality determination process, plotting the significance of each sustainability material matter to the Group and our stakeholders.

Our sustainability material matters and materiality matrix remained unchanged in FY2025, with four key topics shown to be consistently vital to both our business and the evaluations of our stakeholders. These topics are:

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

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

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



CLASSIFYING OUR SUSTAINABILITY TOPICS

Each of our sustainability topics is classified under one of three pillars, providing clear strategic direction and guiding efforts to maximise value creation.

CREATING SHARED SUSTAINABLE VALUE

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

FOR THE BETTERMENT OF THE ENVIRONMENT

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

OUR PEOPLE, OUR PRIDE

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

Supporting the United Nations Sustainable Development Goals

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

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




Supporting the United Nations Sustainable Development Goals

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




Supporting the United Nations Sustainable Development Goals

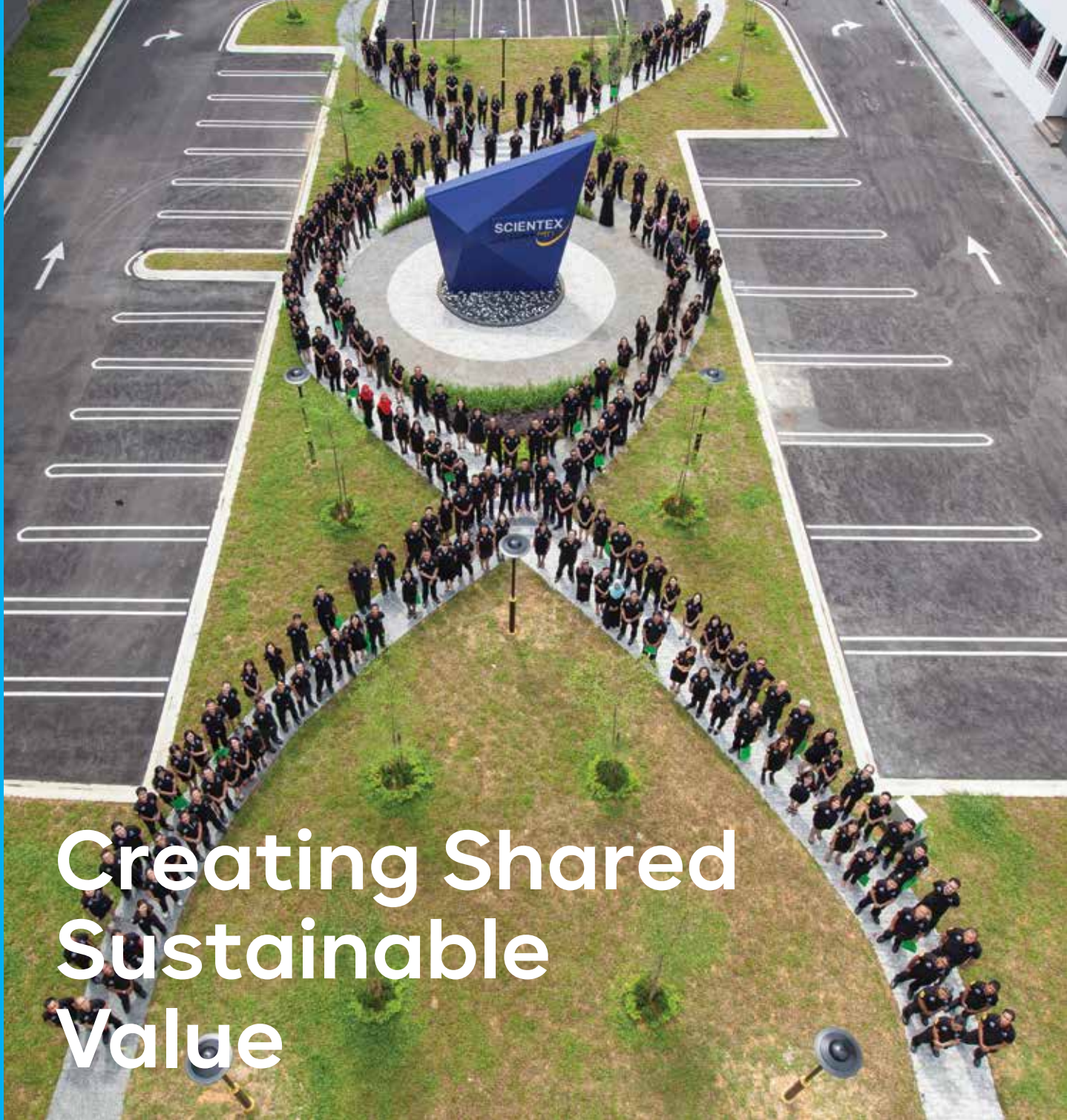
United Nations Sustainable Development Goal ("UN SDG")	Aligned Sustainability Topics	How We Contribute
 <p>DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all</p>	<ul style="list-style-type: none"> • Economic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

Supporting the United Nations Sustainable Development Goals

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

Supporting the United Nations Sustainable Development Goals

United Nations Sustainable Development Goal ("UN SDG")	Aligned Sustainability Topics	How We Contribute
 <p>LIFE BELOW WATER Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<ul style="list-style-type: none"> Responsible Waste Management Environmental Compliance 	<ul style="list-style-type: none"> Considering and addressing indirect emissions that we may generate throughout our supply chain and countering GHG emissions through our corporate activities, such as our mangrove planting initiative Advocating environmental responsibility in our processes and among our suppliers while promoting environmental awareness within local communities via collaborations with the MPMA Strengthening climate accountability by aligning our sustainability reporting with IFRS S2 by FY2026 Utilising post-consumer recycled ("PCR") resin derived from ocean-bound plastics in our packaging solutions Undertaking mangrove planting activities and contributing towards the restoration of a mangrove habitat which was formerly used as a dump site
 <p>LIFE ON LAND Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss</p>	<ul style="list-style-type: none"> Environmental Compliance Contributing to Local Communities 	<ul style="list-style-type: none"> Undertaking Environmental Impact Assessments ("EIA") for property developments of 50 hectares or more, focusing on the environmental impact of land use change on local biodiversity and ecosystems Clearing property development sites in phases to encourage gradual fauna migration Planting various species of trees and shrubs, including various vulnerable and endangered species of trees, within our property development sites Restoring mangrove forests while preserving their high biodiversity value through our mangrove planting activity
 <p>PEACE, JUSTICE AND STRONG INSTITUTIONS Promote just, peaceful and inclusive societies</p>	<ul style="list-style-type: none"> Responsible Business Conduct and Governance 	<ul style="list-style-type: none"> Promoting ethical business conduct and upholding justice and the rule of law at all levels and in all jurisdictions where we operate Upholding our Anti-Bribery and Anti-Corruption ("ABAC") Policy, which extends to our employees, suppliers and other stakeholders Creating awareness on Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009 and all the practices stipulated therein



Creating Shared Sustainable Value

Responsible Business Conduct and Governance	32
Providing Affordable Housing	35
Product Innovation	38
Economic Value Contributed	45

RESPONSIBLE BUSINESS CONDUCT AND GOVERNANCE

Upholding Ethics and Integrity



WHY IT MATTERS

As a global industry player, we acknowledge our responsibility to uphold high standards of ethics and integrity at all times. These principles are central to our business practices, playing a crucial role in fostering trust and strengthening relationships with our stakeholders.

By fostering a culture of integrity that incorporates ethical considerations into decision-making processes and adapting swiftly to evolving regulatory expectations, we reinforce our reputation as an accountable and trustworthy organisation – a key enabler in unlocking new opportunities and driving business growth.

OUR APPROACH

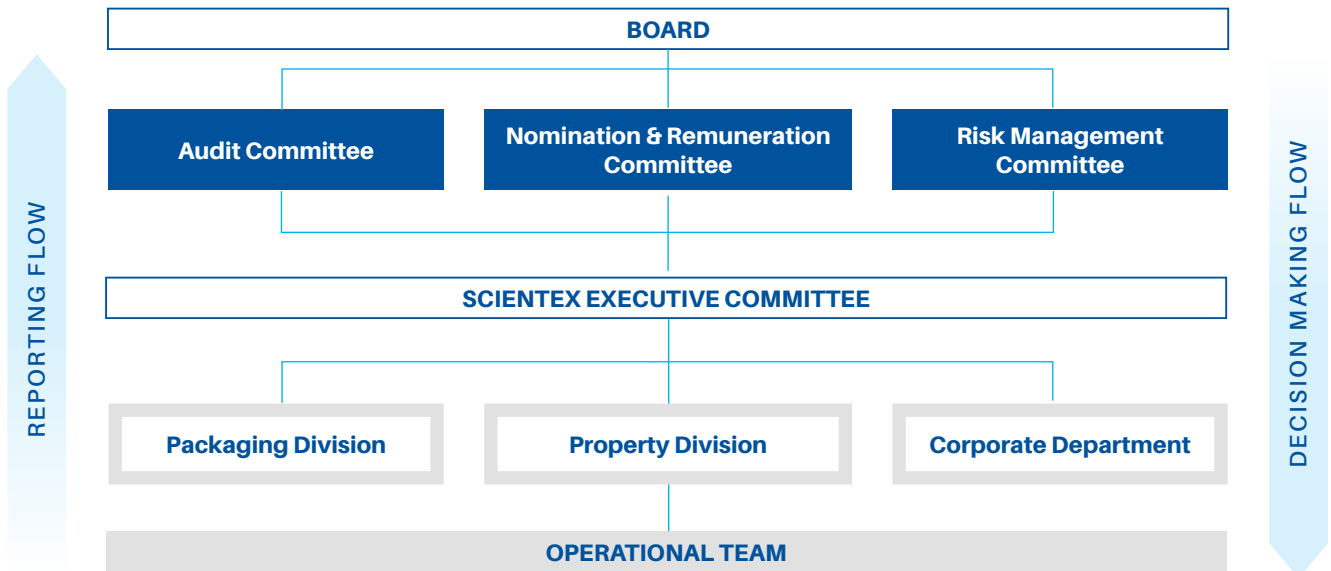
We adopt a zero-tolerance policy on unethical behaviour, with accountability built into every level of the organisation. Our standards are supported through a governance framework that involves executive-level staff and top management across both our business divisions, and

underpinned by a comprehensive range of policies and codes aligned with applicable local, international and industry-specific regulations.

Guided by these standards, employees are provided with relevant learning programmes to ensure awareness of and compliance with evolving regulatory requirements. In parallel, data privacy safeguards and ethical business practices are integrated into our operations to reinforce responsible conduct and preserve long-term resilience.

Our Robust Governance Structure

Our governance framework enables systematic business conduct monitoring and accountability. A bottom-up reporting mechanism ensures that the Board receives timely and reliable updates on operational matters, equipping it to make informed decisions and implement measures that support long-term value creation.



Note: For more details on the respective roles and responsibilities of each party within our governance structure, please refer to the 'Corporate Governance' section (p. 89) of our IAR 2025.







As part of our responsible business practices, we rotate our external auditors every seven years, or earlier if deemed necessary by the Board, in accordance with the stipulations of the Malaysian Institute of Accountants. Similarly, our external auditors rotate the engagement quality control partners assigned to the Group every seven years.

To further safeguard our operations, we conducted a corruption risk assessment covering 100% of our business entities in FY2025 to help identify vulnerabilities and reinforce internal controls.

Our Suite of Codes and Policies

We uphold a clear set of Group-wide codes and policies designed to foster consistent, ethical and lawful behaviour. These frameworks are reviewed periodically to stay aligned with relevant legal standards and organisational needs. Employees and other stakeholders, including third-party vendors, are informed of policies relevant to their engagement with the Group, and are expected to be familiar with and adhere to all rules and regulations when performing their duties.

To ensure accessibility and transparency, these documents are publicly available on our corporate website.

SCIENTEX GROUP POLICIES		
 <p>Whistleblowing Policy</p> <p>Outlines the procedures to be followed by stakeholders when reporting actual or suspected instances of improper business conduct</p>	 <p>Code of Ethics</p> <p>Establishes clear standards for business conduct, encompassing labour standards, anti-bribery and anti-corruption, data confidentiality and security, and conflicts of interest, pillared on the principles of trustworthiness, fairness and objectivity</p>	 <p>Anti-Bribery and Anti-Corruption Policy</p> <p>Sets out our zero-tolerance policy towards bribery and corruption amongst our employees and other relevant stakeholders, and details measures designed to ensure compliance with all applicable laws and regulations</p>
 <p>Code of Conduct for Suppliers</p> <p>Provides our suppliers with detailed guidance on our sustainability principles - including in the areas of ethical business conduct, environmental impact and social impact - to promote the upholding of our standards in their business activities</p>	 <p>Safety and Health Policy</p> <p>Details our commitments to protect safety and health at our worksites, including our governance procedures, the role of the Scientex Occupational Safety and Health Administration ("OSHA") Committee, our approach to prevention, protection and control, our emergency preparedness and response protocols, and the educational programmes we have developed for our staff</p>	 <p>Environmental Policy</p> <p>Details our commitments and the best practices we adhere to across key environmental matters, including energy and emissions, waste management, resource utilisation and biodiversity</p>

Fortifying Our Cyber Resilience

To maintain an effective data privacy and security framework, we have implemented clear measures to protect the data entrusted to us and safeguard against increasingly sophisticated cyber threats.

Our approach is guided by our Data Privacy Policy, which, along with our Code of Ethics, outlines specific practices and standards for managing personal data. Developed in line with the Personal Data Protection Act 2010, the policy reflects our commitment to full compliance with all relevant data privacy regulations.

To support our staff in handling data privacy matters appropriately, we encourage them to seek guidance from their supervisors or department heads, and to promptly report any suspicious activity or actual cyber threats to our Corporate IT team. Meanwhile, the Corporate IT team conducts regular health checks and software updates

on our IT infrastructure to strengthen protection against unauthorised access, leakage, or misuse of personal data.

All stakeholders are provided with contact details and avenues for raising inquiries or concerns regarding their personal data with relevant Scientex personnel.

Driving Ethical Value Creation

We uphold responsible governance by embedding sustainability and ESG considerations into our business strategy. Last year, our EXCO solidified this commitment by signing a pledge to pursue our business goals with efficiency and sustainability at the forefront.

This commitment has become increasingly important in light of rising global and national sustainability expectations. Malaysia has made significant steps forward by introducing the NSRF. The NSRF incorporates the IFRS Sustainability Disclosure Standards, developed by the International

Sustainability Standards Board ("ISSB"), offering organisations a more consistent approach to disclosing sustainability strategies and climate-related information across industries.

We recognise the significance of these changes and are progressively aligning our reporting processes with global standards to enhance how we communicate sustainability-related information to our stakeholders.

In this context, digitalisation and data analytics are key enablers of our sustainability efforts. We are poised to implement sustainability software, which will allow us to manage and analyse large volumes of data efficiently. This digital initiative will not only enhance our ability to manage risks but also ensure greater accountability and traceability in our sustainability data, empowering us to make more informed decisions and drive positive, long-term impact.

Promoting Awareness and Adherence to Ethical Standards

We promote a culture of integrity amongst stakeholders and employees, ensuring our codes and policies are consistently communicated with stakeholders and that relevant employees receive training courses and review sessions.

All newly hired executive-level employees are required to attend a dedicated onboarding briefing session on our ABAC Policy. In FY2025, these efforts were bolstered through an ABAC awareness talk organised for our executive-level employees, which sought to enhance employee mindfulness and understanding of relevant laws and regulations, while reinforcing our Group-wide commitment to integrity, transparency, and ethical business practices.



The ABAC awareness talk organised for our employees

We also recognise the critical importance of equipping our procurement team with the knowledge to engage suppliers responsibly. Training is provided to familiarise our procurement team with the principles of our Code and apply these guidelines during the supplier selection and procurement process.

To ensure our ethical expectations extend throughout the value chain, our ABAC Policy and Code of Conduct for Suppliers are communicated to all new suppliers with annual supply value exceeding RM50,000. These actions help align supplier practices with our ethical and governance standards, reinforcing responsible conduct across all our business relationships.

OUR PERFORMANCE

Corruption Risk Assessments

In FY2025, corruption-related risk assessment were conducted across all our business entities, achieving 100% coverage.

Anti-Corruption Training Coverage

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

Employee Category	FY2023	FY2024	FY2025
Key Management	100%	100%	100%
Middle Management	100%	100%	100%
Executive	100%	100%	100%

Compliance

There were no material cases of bribery, corruption, unethical business conduct, data privacy breaches or human rights violations reported or investigated in FY2025. The Group also did not make any political contributions during the year under review.

PROVIDING AFFORDABLE HOUSING
Widening Access to Homeownership



WHY IT MATTERS

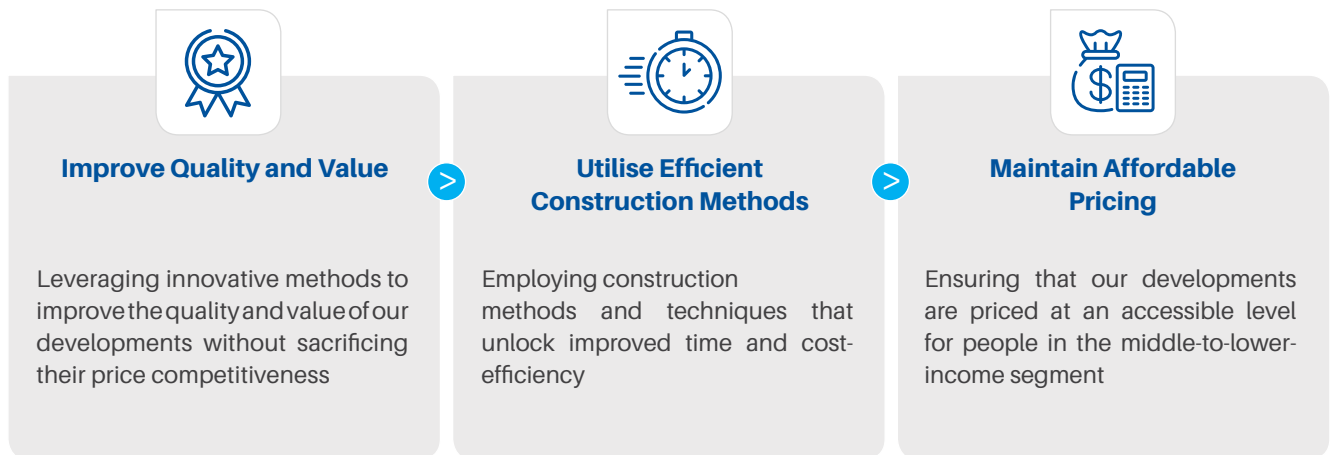
The development of affordable homes is central to both our business strategy and sustainability goals. By delivering quality affordable homes, we not only uplift the standard of living for middle-to-lower-income groups but also foster thriving townships that contribute to wider economic growth in surrounding communities.

At the same time, the alignment of our strategy with the growing demand for affordable homes and national initiatives to improve homeownership accessibility supports the growth, financial resilience, and sustainability of our property business, while further solidifying our reputation as a trusted and reliable developer.

OUR APPROACH

Since the inception of our Property Division, we have remained committed to addressing the housing needs of middle-to-lower-income Malaysians. In response to ongoing affordability challenges, we continue to expand our presence across Peninsular Malaysia, proudly supporting government initiatives aimed at enhancing homeownership opportunities.

Our goal is to complete 50,000 affordable homes by 2028, guided by the following three key principles:



Optimising Construction Efficiency

We employ several proven construction methods to maximise time and cost efficiency across our developments, supported by the deployment of standardised building designs and the increasing adoption of IBS construction techniques.

Standardised designs feature practical layouts that optimise land use, reduce material waste, and minimise downtime from equipment or workforce changeovers. This approach shortens design and construction timelines, resulting in lower costs, and unlocks the economies of scale necessary for developing large-scale townships that deliver competitive prices and strong value to our customers.



A sample of our staircase aluminium formwork

Meanwhile, the broader adoption of IBS has played a critical role in improving both speed and efficiency of our construction. Initially used for sheer walls, our use of IBS has now been expanded to include all wall sections and other areas in our homes, streamlining construction processes and optimising material usage.

At the same time, we are transitioning from conventional materials like timber and plywood in favour of steel and aluminium formworks, which offer significantly longer reusability lifetimes. These pre-engineered systems enable us to accelerate construction, reduce reliance on foreign labour, and improve build consistency, allowing us to complete projects reliably, on time and within budget.

Strengthening Our Presence in Affordable Housing

Since our Property Division's first development in Johor, we have progressively expanded our footprint from the southern to the northern states of Peninsular Malaysia in response to the rising demand for affordable housing. This strategic growth continues to be guided by our 'Cross Border Development Strategy', through which we identify and secure land banks that offer the right balance of accessibility, connectivity, cost efficiency, and market demand. These attributes remain vital to ensuring the long-term viability and success of each development.

To ensure a strong and sustainable projects pipeline, we strategically reinvest our profits to secure cost-effective land banks. In FY2025, we completed the acquisition of six land parcels totalling 3,735 acres. This has expanded our total land bank to 11,034 acres, marking a milestone as we surpassed our initial target of 10,000 acres.

Supported by our core focus on serving the affordable housing market and favourable federal and state housing policies, we have established Scientex as one of the leading players in this sector. To date, we have delivered over 42,000 affordable homes, improving the lives of more than 100,000 households nationwide and contributing to the advancement of various communities and townships across Malaysia.

Uplifting Communities Through Integrated Townships

As we continue to expand, our commitment to improving the lives of middle-to-lower-income communities remains steadfast. To this end, over 71% of the homes we have delivered are priced below RM300,000, offering an accessible path to homeownership for many Malaysian families.



An artist's impression of our double-storey terrace houses at Scientex Bandar Jasin in Melaka

Our impact extends beyond providing housing. By integrating commercial lots into our townships and engaging local vendors, we stimulate local economies and create employment opportunities. We also invest in essential infrastructure, such as improving road access and extending public transport connectivity where possible. Throughout, we remain fully guided by environmental and social regulations, striving to minimise negative impacts.

These efforts benefit not only our homeowners but also the wider community, creating long-term, inclusive value in line with our role as a responsible and community-driven developer.

OUR PERFORMANCE

Our performance in FY2025 reflects strong progress. With 42,264 affordable homes completed, we are on track to achieve our target of completing 50,000 units by 2028.

Affordable Homes Completed (cumulative units)

PRICE RANGE (RM)	FY2023	FY2024	FY2025
<100K	2,639	3,253	3,253
100K-200K	12,474	13,325	14,465
200K-300K	6,760	9,370	12,175
300K-400K	5,882	6,546	7,819
400K-500K	2,648	3,930	4,552
Total	30,403	36,424	42,264

As of FY2025, the total percentage of completed units of affordable homes sold is approximately 99.8%.

ENSURING A QUALITY SUPPLY OF AFFORDABLE HOMES IN JOHOR

Scientex Bandar Kulai, one of our newest developments in Johor, exemplifies our commitment to addressing the state's growing demand for affordable homes.

Spanning 551 acres, this inclusive mixed-development is strategically located just 10 km from the Kulai interchange of the North-South Expressway, offering residents seamless connectivity to key areas. Situated among well-established townships, the development provides easy access to a wide range of amenities, with primary and secondary schools within 3 km and popular shopping destinations within a 6 km radius.

Launched in three phases with a total of 689 double-storey terrace houses, Scientex Bandar Kulai has received strong interest from homebuyers, achieving an average take-up rate of 82%. Priced below RM500,000, these homes demonstrate our commitment to delivering quality, affordable residential options for families while supporting Johor's broader homeownership objectives.



An artist's perspective of our development at Scientex Bandar Kulai

PRODUCT INNOVATION

Unlocking Sustainable Value Through Innovation



WHY IT MATTERS

Innovation remains a fundamental driver of value creation and business growth at Scientex (see 'Our Drivers of Growth' on p. 36 of our IAR 2025). By embracing cutting-edge technologies and a forward-thinking approach, we continually deliver value-added products and solutions with greater efficiency and capability, strengthening our position within the global flexible packaging supply chain.

Innovation also plays a pivotal role in our sustainability strategy. Our emphasis lies in producing recyclable FPP products that contribute to the circular plastic economy, maximising the use of post-industrial recycled ("PIR") and PCR resins, and downgauging our products to reduce material consumption. These initiatives not only mitigate our environmental footprint but also reinforce our reputation as a responsible, future-ready organisation that stakeholders and investors can trust.

OUR APPROACH

Leveraging a Strong Foundation for Innovation

Our innovation initiatives are underpinned by our state-of-the-art innovation centres and ongoing investments in new machinery, advanced technologies, and factory enhancements, which totalled RM113.8 million in FY2025. These resources form the backbone of our R&D efforts, enabling the creation of advanced and environmentally sustainable FPP products and solutions.

Our position as an integrated player in the FPP industry further strengthens our innovation capabilities. With expertise spanning the development of base films to laminating and converting them into finished products, we can develop prototypes efficiently and cost-effectively, while retaining the flexibility to adapt to changing requirements. This integration also allows us to collaborate closely with our clients in the fast-moving consumer goods ("FMCG"), food and beverage ("F&B"), and other consumer sectors to develop, produce, and test customised base films and recyclable multi-layered FPP structures from the ground up, aligned with their specific needs and emerging market trends.




In FY2025, we invested **RM113.8 million** across the Group to drive innovation and continuous improvements

Contributing to the Circular Plastic Economy

Circularity sits at the heart of our innovation journey. By rethinking our products and processes, we aim to generate lasting value and minimise waste across the entire lifecycle of our products.



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

Meeting Industrial and Consumer Needs

Through consistent investment in our innovation capabilities, we are well-positioned to deliver sustainable solutions across diverse packaging formats and segments, meeting the specific needs of both industrial and consumer customers.



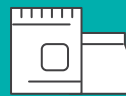
INDUSTRIAL PACKAGING SOLUTIONS

Catering to customers primarily in heavy industries such as the petrochemical, oleochemical, logistics and warehousing sectors



KEY INNOVATION INITIATIVES

- Downgauging our films for greater resource-efficiency and enhanced quality and performance attributes
- Developing products with a proportion of PIR or PCR resin as an input



CONSUMER PACKAGING SOLUTIONS

Predominantly serving customers in the FMCG and F&B sectors



KEY INNOVATION INITIATIVES

- Developing mono-material laminates for recyclable plastic packaging structures
- Developing compostable and biodegradable packaging
- Developing products with a proportion of PIR or PCR resin as an input
- Developing paper-based laminates

The following pages highlight our sustainable innovations across the industrial and consumer packaging sectors. Further insights into our innovation and R&D efforts may be found in the 'Operational Review - Packaging' section on p. 61 of our IAR 2025.



INDUSTRIAL PACKAGING INNOVATIONS

Downgauging our Stretch Films

We are committed to reducing material use and carbon emissions through the downgauging of our stretch films, minimising thickness without compromising quality and performance.

As one of the world's leading stretch film manufacturers, we have achieved significant milestones over the years. Our portfolio today includes the Elite Series films (8 to 12 microns thick), the Nano 6 Series film (6 microns thick), and an ultra-thin 4.5-micron film with reinforced edges - among the thinnest stretch films in the world produced directly from a cast line machine in a single process.

Utilising our advanced Nano 67-layer stretch film cast line, we launched the Nano Ultra XE product line, designed for high-speed wrapping machines. These highly stretchable films can reduce material use by up to 50% while fully meeting the rigidity and load safety requirements of EUMOS 40509:2020. Last year, we further reduced the film thickness from 10 to 9 microns, introducing the Nano Ultra XE-9 stretch film to further lower the carbon footprint of stretch films used in high-speed wrapping machines.

Sustainable Packaging for Powdered Products

Powdered products demand highly specialised packaging, and we are committed to meeting these requirements with high-quality FPP structures that are also recyclable.

To this end, our VentiFlex range offers an innovative recyclable packaging solution for heavy-duty, moisture-sensitive and fine powder products. Available in both VentiFlex Form-Fill-Seal ("FFS") and VentiFlex Valve Sack ("VS") formats, these solutions feature integrated venting systems and sift-proof films that allow excess air to escape during high-speed filling without compromising the integrity of the product inside.



A sample of our VentiFlex FFS packaging

We supply these recyclable packaging solutions to various companies, including one of Malaysia's largest chemical producers and a leading lime producer, helping them advance their sustainability commitments. Strengthening our sustainability efforts further, we have also successfully downgauged our VentiFlex FFS products to reduce their environmental footprint.

Integrating Recycled Resin Within Our Products

We are actively advancing plastic circularity by developing products that incorporate PCR or PIR resin. This approach not only diverts plastic waste from the environment but also lessens our reliance on virgin resin.

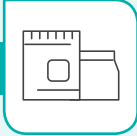
Last year, a milestone was achieved through our collaboration with a business partner to produce coated polypropylene ("PP") strapping bands using PIR resin derived from metallised and printed film waste from our own film and converting plants.



Our sustainable coated PP strapping band made entirely from PIR resin

We have also introduced low-density polyethylene ("LDPE") collation shrink film containing 30% PCR content for aluminiumcanned beverages, supplying sustainable options to one of the world's largest F&B manufacturers. Building on last year's success, in FY2025, we commercialised a plain LDPE collation shrink film containing 30% PIR resin for carbonated beverages, further broadening our sustainable packaging portfolio.

Additionally, we established a closed-loop system with our raw material supplier, where the FFS packaging used to deliver raw materials to us is collected, recycled, and then incorporated into new packaging containing 30% PCR resin. These FFS packaging are supplied back to the supplier for use in their operations, further deepening our partnership and strengthening our shared commitment to sustainability.



CONSUMER PACKAGING INNOVATIONS



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

Innovating Recyclable FPP Solutions

We have long focused on developing mono-material laminates – FPP structures made using a single type of resin across the layers of the packaging, making them recyclable.

As the first company in Malaysia to commercialise such structures, we have continuously enhanced their barrier properties and heat-sealing performance. These improvements broaden their applications across various industries, helping more companies replace non-recyclable packaging and move towards plastic circularity.

Our efforts include partnering with brand owners to convert more of their packaging into mono-material, multi-layered laminated FPP structures, supporting their sustainability ambitions.

In FY2025, we further introduced such recyclable FPP with metallised properties for products such as snacks, cereals, oats, frozen food, powdered drinks, and chocolate bars – eliminating the need for polyethylene terephthalate ("PET") content. These are available in various formats, including gusseted bags, pillow pouches, three-side seal pouches, and cold seal bar wrappers.

While developing this recyclable packaging, we also met specific customer needs. For instance, our chocolate bar

wrapper integrates a cold seal function for pressure sealing heat-sensitive products, enabling easy opening while supporting faster and more efficient packaging processes.



A sample of our recyclable chocolate bar wrapper with cold seal functionality

Manufacturing Sustainable Base Films

To support the development of mono-material laminates, we manufacture specialised base films that serve as one of the key components in recyclable FPP solutions.

We are recognised as a pioneer and leading manufacturer of flexo-grade oriented polypropylene ("OPP") films in Southeast Asia. Our in-house biaxially oriented polypropylene ("BOPP") and metallised OPP ("MOPP") films, in particular, have gained strong traction in the consumer market segment. Utilising these films, we are able to develop a recyclable FPP structure for one of the world's largest F&B manufacturers, meeting the customer's stringent quality, barrier, and heat-sealing requirements while negating the need for them to import the film from overseas producers, which would have led to higher costs and GHG emissions associated with transportation.

We have also created a resilient, high-integrity retort cast polypropylene ("CPP") film as a practical and cost-effective alternative to cans in food packaging, along with a range of recyclable high-barrier MOPP films offering enhanced adhesion and barrier performance compared to conventional foil and metallised polyester.

Leveraging our R&D facilities, we continue to work closely with customers to develop customised film solutions and strengthen the barrier properties of our base films - improving aroma, oxygen, and moisture resistance - to extend the shelf life of food products and advance the competitiveness and sustainability of our Packaging Division.

Our latest innovation, developed in FY2025, is high-impact CPP films, including a low seal initiation temperature ("SIT") variant. The high-impact film enables the production of larger, heavier-load packaging, such as 5kg and 10kg rice packs, thanks to its exceptional puncture resistance and impact durability. The low SIT variant allows sealing at lower temperatures, reducing energy consumption and increasing packaging speed, making it particularly suitable for heat-sensitive products such as 2.5kg pet food packaging. Additionally, the CPP base film supports the production of recyclable packaging that can replace nylon and PET content.

Utilising Recycled Resin Where Possible

In line with our approach for industrial packaging, we continue to provide consumer packaging products that incorporate PCR resin, supporting brand owners in reducing their reliance on virgin plastic resin.

In recent years, we have introduced several packaging solutions containing PCR resin for brand owners, including packaging for instant noodles, coffee stickpacks, and kitchen towels.

Looking ahead, we remain focused on collaborating with customers to develop FPP packaging with PCR resin content across a broader range of products, adapting to evolving market needs.

OUR PERFORMANCE

In FY2025, we embarked on 278 R&D projects across our operations, culminating in the successful commercialisation of 54 innovations across our business.

We remain committed to investing in efficiency improvements and advancing production techniques that reduce the environmental footprint of our products - reinforcing our position as a trusted sustainable packaging provider while deepening relationships with our customers.

OUR RANGE OF SUSTAINABLE PACKAGING SOLUTIONS

Our enduring focus on advancing the circular plastic economy through innovation has enabled us to build a broad range of sustainable packaging solutions for both industrial and consumer markets. This progress has strengthened our business while allowing us to contribute positively to the environment.

Resource-Efficient Innovations



Stretch films



Eco-friendly polyethylene ("PE") valve sacks

Recyclable Mono-Material Laminates



Recyclable Paper-Based Packaging



Packaging with Recycled Content such as PCR/PIR



ECONOMIC VALUE CONTRIBUTED

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



WHY IT MATTERS

Our packaging and property development operations generate significant economic value each year – value that is not an end in itself, but a catalyst for lasting, positive change. By directing this value to our stakeholders and aligning with national priorities, particularly in our home country of Malaysia, we contribute to stronger local economies, improved livelihoods and more resilient communities.

OUR APPROACH

We generate significant value for our stakeholders and

the communities where we operate through the taxes we pay, the employment we create, the suppliers we partner with, and the profits we reinvest into both our business and sustainability initiatives. These contributions are vital in advancing socioeconomic progress, enhancing the standard of life for local communities, and strengthening the resilience of national economies.

Beyond these contributions, we are committed to maximising our positive impact by implementing strategies that create shared value for both our business and our stakeholders. The strategies we adopt and the value they generate are outlined below.

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

OUR PERFORMANCE

We have continued to successfully expand the value delivered to our stakeholders in FY2025. We distributed a total economic contribution of RM3,782.5 million to suppliers, shareholders, employees, the Malaysian government and various other stakeholders, while retaining RM748.9 million to support our long-term business growth ambitions.

Direct Economic Value Generated

REVENUES AND OTHER INCOME

**RM4,531.4
million**

Economic Value Distributed

Includes operating expenses, employee remuneration, capital provider payments, taxes and dividends

Operating Costs

**RM3,014.1
million**

Dividend Expenses

**RM217.1
million**

Finance Costs

**RM60.2
million**

Employee Salaries and Benefits

**RM319.7
million**

Taxation

**RM171.4
million**

**ECONOMIC VALUE RETAINED
RM748.9 million**



For the Betterment of the Environment

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RESPONSIBLE WASTE MANAGEMENT

Advocating Responsible and Circular Practices



WHY IT MATTERS

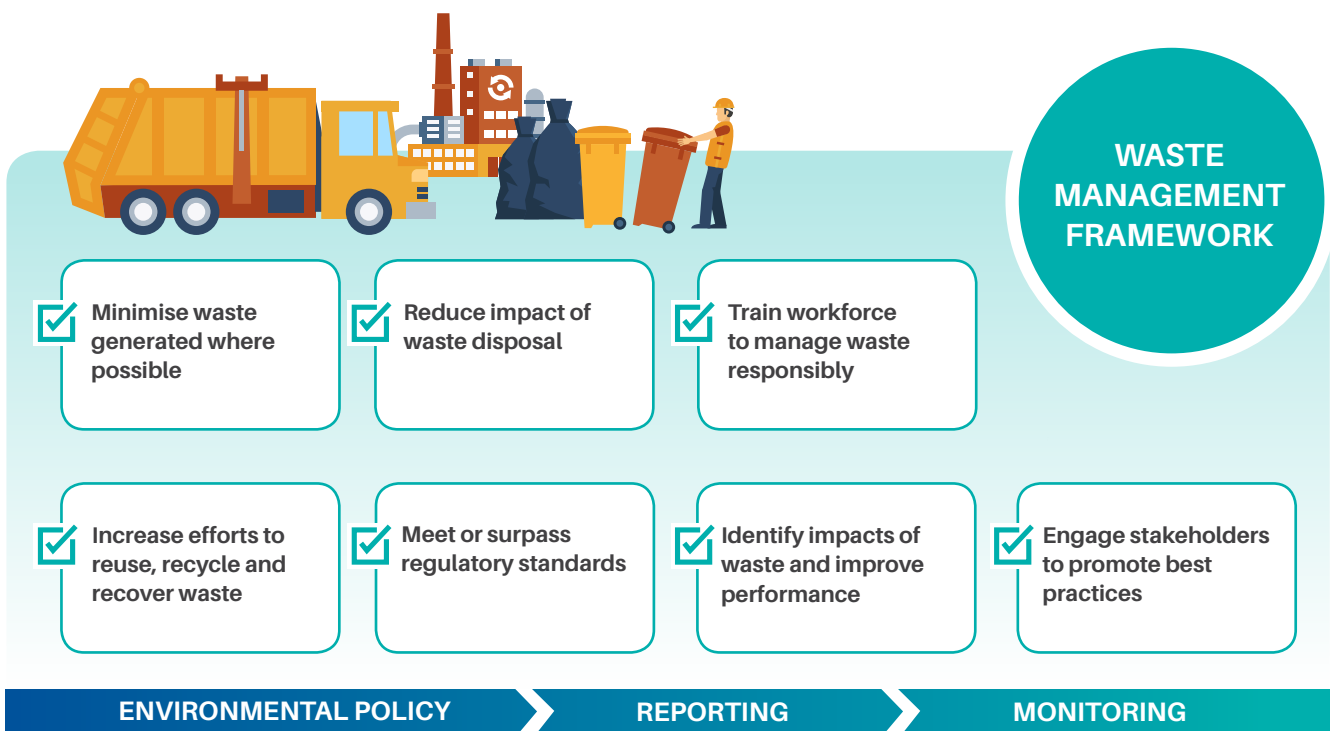
As a responsible corporate citizen, we support the global transition to a circular economy and advocate solutions for minimising negative waste impacts, both within our production processes and across the lifecycle of our products.

This commitment becomes increasingly important as legislation on plastic circularity continues to evolve worldwide and as we respond to market needs, making effective waste management essential to both our reputation and long-term sustainability.

OUR APPROACH

Adhering to our Waste Management Framework

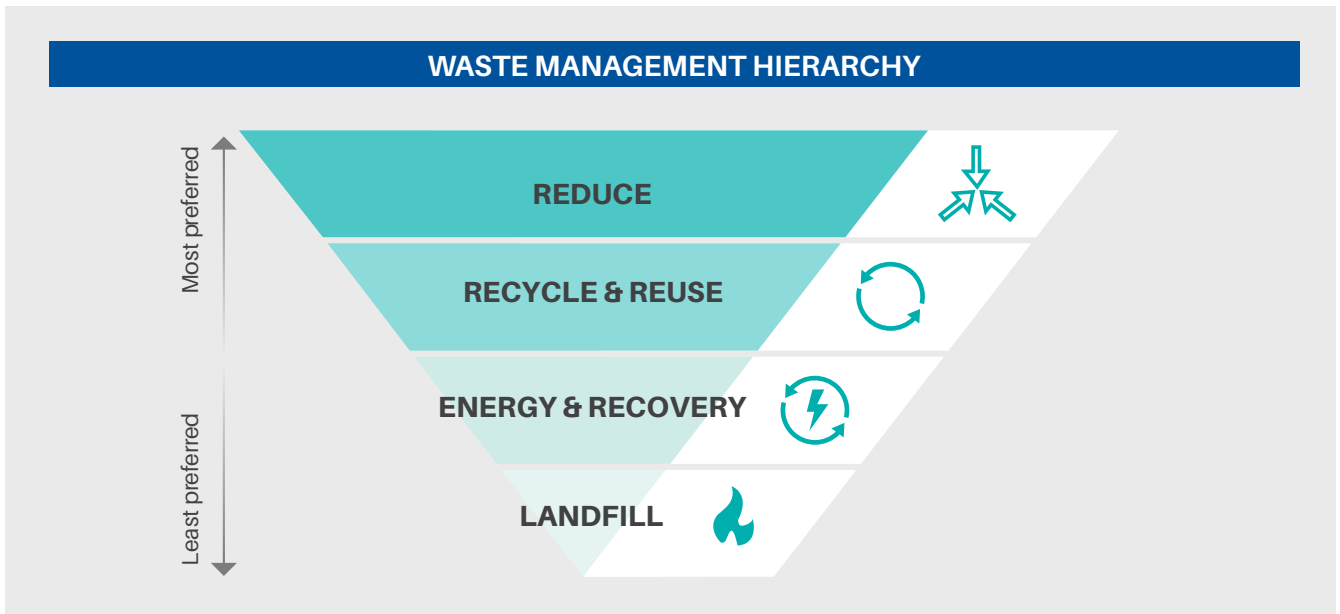
Our multifaceted approach to waste management is guided by a well-defined framework, illustrated below, which ensures our efforts extend across various key areas of focus.



Guided by our Group-wide Environmental Policy and supported by established monitoring and reporting practices, our framework sets out clear strategies to reduce our waste impact, both within our processes and through discerning utilisation of materials. This includes minimising waste generation across our operations and limiting landfill disposal, while continuing to offer recyclable mono-material laminates and incorporating PCR resin to support the circular plastic economy. The framework also fosters broader initiatives, such as engaging stakeholders on better waste management, ensuring compliance with evolving regulations, and providing staff with ongoing training and development.

Competent persons or management representatives at each business premise support the strategic execution of this framework, bearing responsibility for monitoring our waste management practices to ensure alignment with our standards. They regularly report performance to management during monthly meetings, with key findings and recommendations subsequently shared with the EXCO for review and action.

Complementing the framework, our waste management hierarchy directs teams across the Group to prioritise the most impactful and environmentally friendly actions. Reducing waste at the source through improved processes and products remains our priority. Where this is not feasible, waste should be recycled or reused, or converted to energy where possible. Disposal is only considered as a last resort, in full compliance with applicable regulations and best practices.



Reducing Waste Through Innovation

Waste reduction is a key focus of our innovation efforts, detailed further on p. 38. We aim to achieve meaningful impact by downgauging our films, developing recyclable and compostable FPP solutions, and improving our production processes to be more material-efficient and less waste-intensive.

> Downgauging Films

We continue to downgauge our stretch films and other industrial and consumer products to optimise resin usage and reduce incidental raw material waste during production. Our ongoing efforts have led to the successful commercialisation of market-leading stretch films, highlighted by our ultra-thin 4.5-micron film with reinforced edge and 9-micron Nano Ultra XE-9 stretch film designed for high-speed wrapping machines.

By reducing film thickness without compromising quality and performance, our customers use less material in their applications, thereby lowering waste across the value chain, improving efficiency, and supporting sustainability.

> Advancing Sustainable Packaging Solutions

In line with the circular plastic economy, we are rethinking product design and developing recyclable mono-material laminates, which utilise only one type of plastic resin within their structure to support recycling efforts and reduce plastic waste while maintaining quality and functionality. This involves replacing complex multi-material structures, such as those using foil or nylon, with recyclable alternatives.

These innovations are already applied in our everyday consumer products, particularly food packaging, where recyclability reduces end-user waste without compromising barrier performance. Similarly, we have also developed BioPBS™ packaging, offering compostable packaging solutions that can biodegrade in both industrial and home composting environments.

Our sustainable packaging portfolio was further expanded in FY2025 through the increase of our stake in a high-quality disposable food container business. Among its products are trays made from Empty Fruit Bunch ("EFB"), a natural by-product of palm oil processing. These trays are fully biodegradable and compostable, require no chemical treatment, and emit no harmful substances when disposed of through composting or incineration.

> Continuing PCR Utilisation

We continue incorporating the use of PCR resin across our range of products, giving used plastics a second life and diverting consumer waste from landfills and the environment. Recent highlights include upgrading the instant noodle packaging we previously supplied with 30% PCR content to 50% and commercialising a coffee stick pack with 50% PCR resin.

In FY2025, we collaborated with our raw material supplier to recycle the FFS packaging used for delivering goods to us, and jointly developed new FFS packaging containing 30% PCR resin, further strengthening our customer-supplier relationship.

All these products are produced at our ISCC PLUS-certified facilities, which ensure the traceability of recycled materials throughout the supply chain via the mass balance approach.

Advancing Waste-Conscious Production Processes

Complementing our product-centric waste management efforts, we concurrently aim to progressively enhance the efficiency of our processes, focusing on initiatives that reduce waste and minimise the use of hazardous materials. Key initiatives include solventless lamination, which eliminates solvent use and disposal during the lamination of our FPP products, and Extended Colour Gamut ("EXG") printing, which lowers solvent and ink consumption during the printing process.

We have continuously invested in and enhanced our machinery and processes. In FY2025, we reinforced these efforts with a notable development – our internally developed pitch monitoring system, which ensures consistent alignment during the dry lamination process. In addition to improving the consistency of our product quality and minimising material waste, it also enables greater precision in cutting and sealing during our customers' packaging operations. This process enhancement enables reliable performance on customers' high-speed packing lines, supports waste reduction across the value chain, and strengthens confidence and trust in our products amongst customers.

Recycling Waste Wherever Possible

In line with our waste management hierarchy and support for plastic circularity, we strive to reuse or recycle production waste wherever possible. Examples include:

- Recycling leftover metallised film trimmings into high-quality strapping bands
- Using resin recycled from metallised film waste to produce side disk protectors that guard our film roll ends during transportation
- Collaborating with our plastic pallet supplier to recycle general plastic waste into pallets for product delivery
- Selling excess recycled resin and recyclable waste to third parties for use in their production processes

Waste that cannot be recycled is considered for conversion into Processed Engineered Fuel, with 3,053 MT of such fuel processed in FY2025.

Disposing of Scheduled Waste Responsibly

When managing scheduled or hazardous waste, we strictly adhere to the Environmental Quality (Scheduled Wastes) Regulations 2005, as issued by Malaysia's Department of Environment ("DOE"). Competent personnel at each site generating scheduled waste oversee these regulated processes, including:

- Managing and updating the Electronic Scheduled Waste Information System ("eSWIS")
- Ensuring secure storage of hazardous waste, separate from production areas
- Coordinating proper hazardous waste disposal through certified contractors

Our operations also generate a small volume of water effluents, which are disposed of in line with the Environmental Quality (Industrial Effluent) Regulations 2009 (Standard B) and other relevant standards. To ensure effluent quality remains within regulatory limits, we conduct periodic assessments through third-party analyses and carry out regular inspections of storage and management practices to prevent leaks and potential contamination of natural water bodies.

Reducing Waste in Property Development

In our Property Division, we take a proactive approach to waste management, focused on reducing material use and minimising disposal wherever possible. This approach is guided by six key practices, all aligned with the Environmental Quality Act 1974.

WASTE MANAGEMENT INITIATIVES AT PROJECT SITES



These efforts are complemented by our expanded use of the IBS construction technique, which enables more precise use of building materials and minimises waste across the construction process. We are also replacing timber and wood formworks with steel and aluminium formworks, which have a longer lifespan. This reduces the frequency at which we dispose of formworks that are no longer usable, lending greater sustainability to our construction processes.

Cultivating Responsibility at All Levels

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

Through our Back to Earth programme (see 'Contributing to Local Communities' topic on p. 82 for more details), staff are encouraged to participate in food composting, contributing to the circular economy and seeing firsthand how small lifestyle changes can make a tangible difference. Complementing this, our ongoing Reduce, Reuse and Recycle ("3R") initiative provides dedicated bins for recyclable plastics and paper.

In FY2025, we continued our fabric recycling initiative, donating and recycling over 700 kg of fabric waste that would otherwise have ended up in landfills. This is particularly significant as synthetic materials can take decades to decompose, potentially releasing harmful chemicals and GHG emissions. During the year, we also strengthened our waste management practices by introducing a Group-wide E-waste Recycling Drive, which

collected 1,200 kg of e-waste, including obsolete electrical equipment and IT devices. Employees were encouraged to contribute household appliances to this initiative, extending its impact beyond our workplace.



We collected 1,200 kg of e-waste through our Group-wide E-waste Recycling Drive

Meanwhile, our Property Division promotes resource efficiency by utilising QR code access to sales brochures, reducing paper usage and wastage while fostering a culture of sustainability across the organisation.

OUR PERFORMANCE

Guided by our Waste Management Framework, we continued to effectively control our overall waste footprint and limit landfill disposal in FY2025.

Data on scheduled waste is captured through eSWIS and supported by waste transfer notes.

Type of Waste by Metric Tonne (MT)	FY2023	FY2024	FY2025
Scheduled (Hazardous) Waste	1,661	1,421	1,476
Total Non-Hazardous Plastic Waste	13,200	11,594	11,499
- Recycled	8,507	7,359	6,751
- Recycled (Converted to Energy)	3,121	2,650	3,053
- Non-Recycled (Others)	1,572	1,585	1,695

Waste as a Percentage of Output (%)	FY2023	FY2024	FY2025
Scheduled (Hazardous) Waste	0.7	0.5	0.6
Total Non-Hazardous Plastic Waste	5.3	4.5	4.4
- Recycled	3.4	2.9	2.6
- Recycled (Converted to Energy)	1.3	1.0	1.2
- Non-Recycled (Others)	0.6	0.6	0.6

Scheduled (hazardous) waste rose slightly to 1,476 MT (up 3.9% year-on-year, representing 0.6% of output), while total non-hazardous plastic waste decreased to 11,499 MT (4.4% of output), of which 6,751 MT was recycled and 3,053 MT converted to energy.

Compliance

There were no material instances of non-compliance with scheduled waste disposal requirements during the financial year.

OPTIMISING CONSUMPTION OF MATERIALS

Using Materials Efficiently and Responsibly



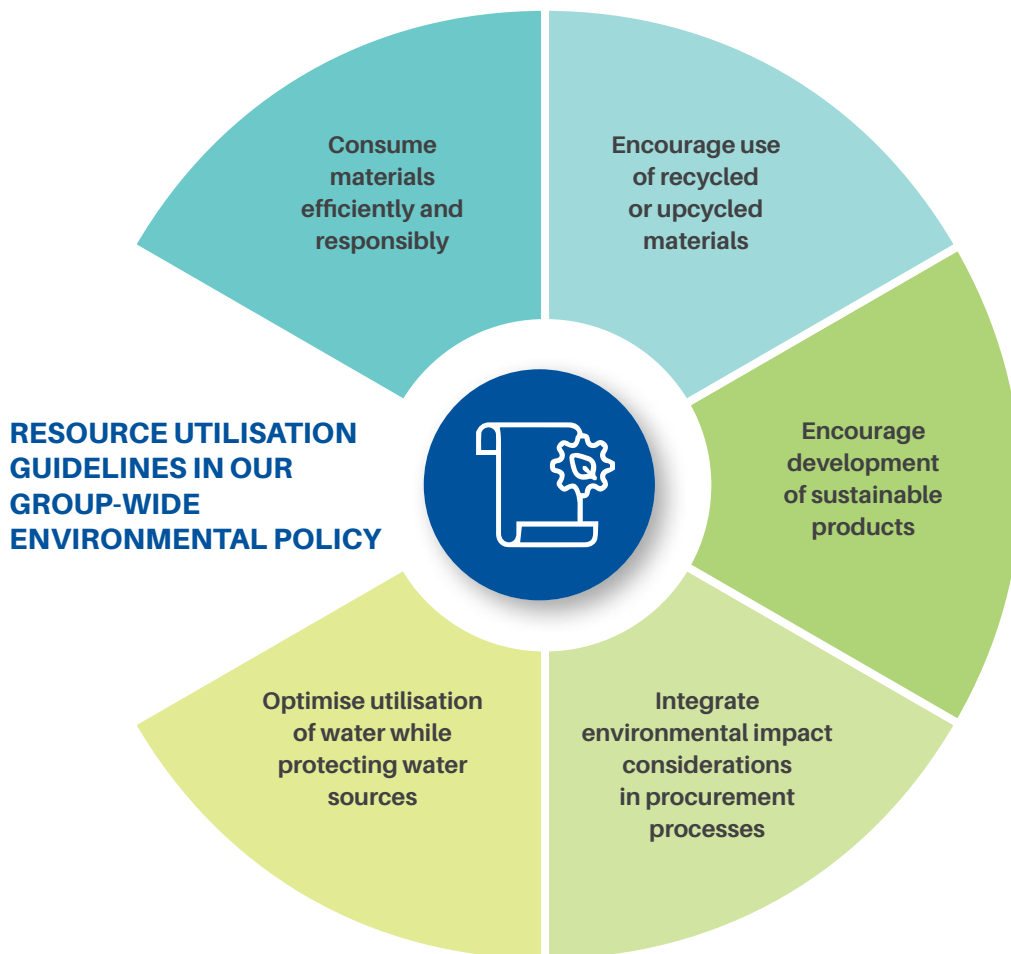
WHY IT MATTERS

Our business activities as a producer of FPP and a developer of affordable homes and townships involve the use of natural resources as key production inputs. As such, we adopt a responsible approach to the sourcing and utilisation of materials to minimise potential negative environmental impacts.

We concentrate on three main areas: creating product formulations and processes that use fewer resources, incorporating more recycled and recyclable materials, and using sustainably sourced materials wherever feasible. In this way, we seek to achieve steady growth without placing undue burden on the planet’s natural resources.

OUR APPROACH

The responsible use of materials has been embedded as a core pillar in our Group-wide Environmental Policy, which is guided by both national and international industry standards. The policy outlines key practices that direct our teams across the Group as follows:



These practices promote a whole-of-lifecycle view of material management, covering everything from procurement to recycling waste into resin that can be reused in production.

Increasing Our Use of PIR Resin

Recycling machines installed across our manufacturing plants enable us to recycle our incidental production waste, including plastic trimmings and other recyclable waste, into reusable PIR resin, thereby helping to minimise virgin resin consumption. In FY2025, we strengthened our in-house recycling capacity by adding 7 recycling machines at our plants, allowing us to expand our PIR resin recycling capacity.

We also continue to undertake consistent efforts to improve the quality of our PIR resin and our efficiency in producing it, including relocating recycling machines and redesigning recycling processes wherever improvement gaps are identified. During FY2025, one of our plants installed an in-line recycling unit to capture trimmings directly during blown film extrusion, allowing same-category trimming waste to be recycled into cleaner, more homogeneous, and higher-grade resins for reuse.



The in-line recycling machine at one of our plants

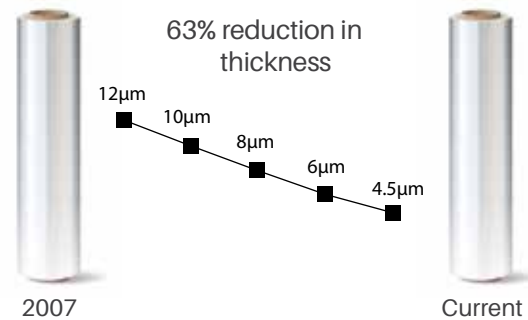
Our PIR resin recycling efforts also support product innovation. A notable achievement was the introduction of a sustainable coated PP strapping band, co-created with a business partner, produced entirely from PIR resin recycled from excess plastic derived during our metallised and printed film production. In FY2025, we additionally developed and commercialised a plain LDPE collation shrink film containing 30% PIR for carbonated beverages for a renowned F&B manufacturer.

Developing Resource-Efficient Products

Our ongoing efforts to downgauge our stretch film and other industrial products contribute meaningfully to minimising the amount of resin required for production, without sacrificing quality, performance and essential properties such as hygiene and protection.

Since 2007, the thickness of our stretch film hand rolls has been cut by 63%. This translates into lower resin usage and reduced extraction of raw materials, as well as lower storage and distribution costs for both us and our customers, creating benefits across the value chain.

Downgauging of stretch film hand rolls



A key milestone in recent years was the launch of the 9-micron variety of our innovative Nano Ultra XE film, specially designed for use in high-speed wrapping machines. Given the volumes at which stretch film is used, this new variety will further reduce material consumption for our customers while maintaining Ultra XE's reputation for excellent puncture resistance and clarity.

Leveraging Innovative Technologies to Optimise Resource Use

Advanced tools and technologies are consistently deployed to optimise our resource footprint and improve resource utilisation efficiency across both our divisions.

In our Property Division, we apply the IBS construction technique, where formwork components are manufactured off-site and then assembled on-site. Combined with standardised home designs, this approach enables more precise planning of material requirements and ensures efficient allocation throughout the construction process.

We have also transitioned from timber and plywood formworks to metal formworks, such as steel and aluminium, which offer greater reusability and reduce reliance on natural wood resources, thereby lowering our resource footprint. For high-rise projects, we deploy self-climbing platforms that move upwards as construction progresses, eliminating the need for full scaffolding structures made from steel and other materials. These platforms can also be reused multiple times without significant degradation, unlike traditional scaffolding.

In the Packaging Division, we reduce our use of inks and solvents - while also improving printing efficiency - through the use of EXG and Combination Printing. Where possible, we reuse materials for packing, wrapping and bundling our packaging products and we also encourage our employees to reduce paper use by limiting unnecessary printing.

Prioritising Sustainably Sourced Materials

Responsible material use extends beyond efficiency - it also means sourcing materials in ways that safeguard natural resources and support the long-term health of the planet.

To achieve this, we prioritise working with suppliers who meet recognised sustainability standards and, wherever feasible, we:

- Procure from suppliers certified by the Forest Stewardship Council ("FSC"), ensuring materials come from responsibly managed forests.
- Source from suppliers certified by the Aluminium Stewardship Initiative ("ASI"), which enforces comprehensive environmental, social, and ethical standards across the aluminium value chain.

By aligning with these standards, we reduce the risk of indirectly contributing to unsustainable resource extraction, while mitigating broader ESG impacts.

Maintaining a Responsible Approach to Water Consumption

Across our operations, we are committed to using water efficiently and responsibly, minimising wastage and reducing pressure on municipal water supplies.

A key initiative in our Packaging Division is the use of a closed-loop cooling system that recirculates water used in cooling towers, reducing both evaporation and waste. In FY2025, we further strengthened this approach by installing a wastewater recycling system at one plant, which treats and redirects water back into the cooling towers. This initiative lowers dependence on freshwater sources and reduces wastewater discharge into the environment.

We have also implemented rainwater harvesting systems at several manufacturing and property development sites, with the collected water used in our water cooling systems, as well as for general cleaning, toilet flushing and plant watering. At the same time, we continuously monitor water usage across our facilities to enhance efficiency and swiftly address any irregularities, complemented by routine maintenance of plumbing and flushing systems to prevent water leakage.

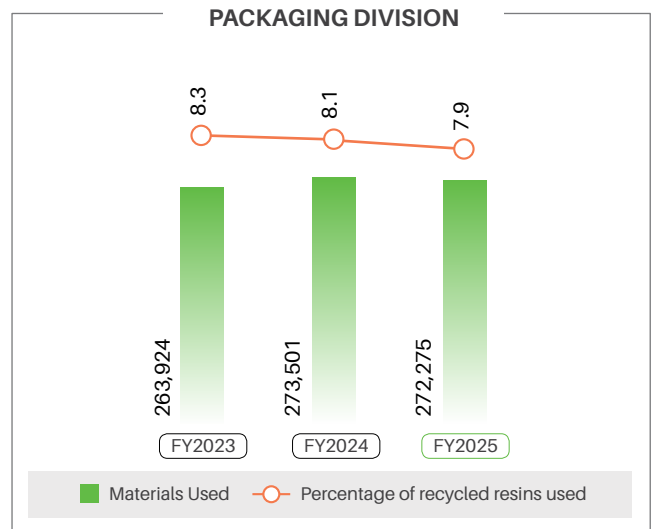
Although water is not a primary input in our processes, these measures reflect our proactive approach to safeguarding this vital resource. Consequently, in FY2025, we continued to record no material incidents of non-compliance with water use or quality regulations.

Currently, only one of our 18 plants - located in Phoenix, Arizona, USA - is in a 'water-stressed area', as identified by the World Resources Institute's ("WRI") Aqueduct and the World Wide Fund for Nature's ("WWF") Water Risk Filter.

OUR PERFORMANCE

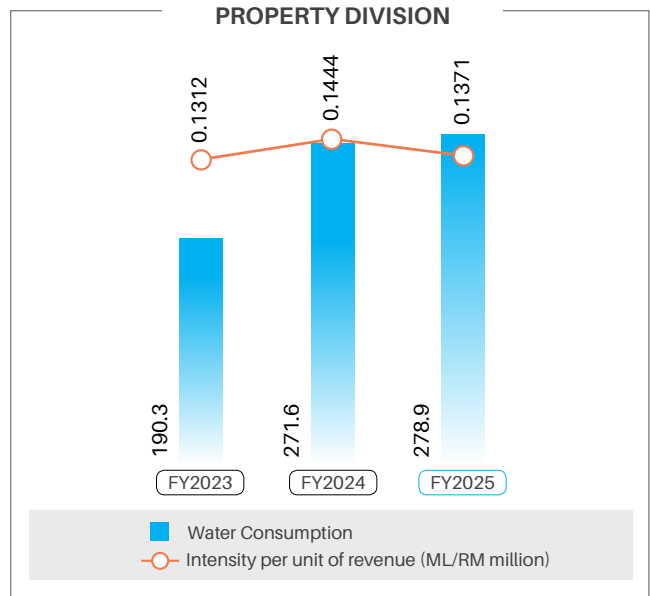
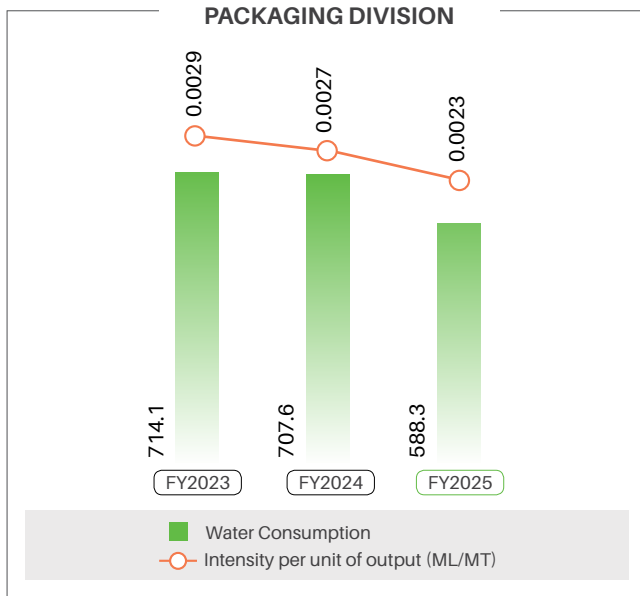
Although higher production naturally leads to greater material use, we track the consumption of key inputs in our Packaging Division, such as resins, masterbatches and additives, to ensure responsible use. We also keep a close watch on the share of recycled resin in our processes and work to increase its application wherever possible.

Materials Used and Quantity



Total Materials Used (MT)			
	FY2023	FY2024	FY2025
Total	263,924	273,501	272,275

Water Consumption and Intensity



Water Consumption (ML)	FY2023	FY2024	FY2025
Total	904.4	979.2	867.2

In FY2025, total water consumption decreased by 11.4% to 867.2 ML. Water consumption intensity in the Packaging Division fell from 0.0027 ML/MT to 0.0023 ML/MT, while in the Property Division, intensity dropped from 0.1444 ML/RM million to 0.1371 ML/RM million.

In the Property Division, total reported water consumption also accounts for water drawn from rivers, with additional details provided separately below:

Water Consumption (ML)			
	FY2023	FY2024	FY2025
Surface water	59.5	97.3	89.9

In the Packaging Division, meanwhile, total reported water consumption includes use at our manufacturing facility in Phoenix, Arizona, which is classified as a water-stressed region. A separate disclosure outlining water usage at this site is provided below:

Water Consumption (ML)			
	FY2023	FY2024	FY2025
Our Phoenix Manufacturing Facility	3.5	1.7	1.8

REDUCING ENERGY CONSUMPTION AND EMISSIONS

Enhancing Our Climate Action



WHY IT MATTERS

As global efforts towards greater sustainability and decarbonisation intensify, we recognise the importance of adopting business practices that reduce our operational emissions. These efforts not only minimise our impact on the environment but also enhance the resilience of our business amidst the transition to a low-carbon economy.

To support this, we are reducing our carbon footprint through operational improvements, strategic initiatives, and strengthened internal capabilities to address evolving climate-related risks and opportunities.

OUR APPROACH

Driving Comprehensive Climate Action

Our climate action strategy prioritises improving energy efficiency and reducing reliance on grid power. This is

achieved through machinery and equipment upgrades, the use of eco-conscious materials and optimised production processes that reduce energy requirements.

Simultaneously, we continue to utilise renewable energy in our operations while exploring other avenues to offset our emissions, such as through natural carbon sequestration initiatives. These efforts underscore our commitment to reducing emissions both within our operations and across the value chain, ensuring steady progress toward our sustainability goals.

Embracing Energy-Efficient Technology

We continuously integrate advanced technologies into our equipment and machinery to reduce energy consumption across manufacturing processes and daily facility operations. Key initiatives and their associated benefits are outlined below:

Initiative	Description	Energy Optimisation Benefits
> Utilising energy-saving extruder screws	Our Nano 67-layer cast stretch film line has been equipped with customised extruder screws that require less heating	Reduces electricity consumption per unit of output by 15% compared with conventional machines
> Installing compressors with variable speed drive control	New compressors with variable speed drive control have been adopted for manufacturing processes that require high-pressure compressed air	Reduces the energy required to produce high-pressure compressed air by 30%
> Utilising efficient drying systems	Drying systems at our converting plants now incorporate a heat pump, heat exchanger and condenser, allowing hot air to be recirculated while emitting cold air from the exhaust fan	Reduces energy used in printing and lamination by more than 50%, while the cool exhaust air lowers the energy needed for plant air-conditioning
> Fitting energy-efficient lighting	We are upgrading lighting in our manufacturing plants with energy-efficient LEDs and timers, and installing low-energy streetlights across all new property developments	Reduces electricity consumption for plant lighting and improves the carbon footprint of property developments
> Transitioning to electric forklifts	Conventional forklifts are being replaced with energy-efficient electric models	Reduces the direct carbon emissions we produce compared with conventional fossil fuel-powered alternatives
> Installing infrared heaters for extruders	Conventional band heaters have been replaced with infrared units that minimise heat loss and reach the required operating temperatures faster	Enhances energy efficiency, reduces overall power consumption and improves process stability
> Utilising in-house oven curing monitoring system	An in-house monitoring system was developed for our lamination curing ovens, equipped with sensors, timers and automated controls to shut off heating once curing is complete	Prevents unnecessary electricity use, avoids over-curing and ensures consistent product quality

Reducing Our Carbon Footprint via Materials and Processes

Our corporate strategy of focusing on our core operations and strengthening our fundamentals drives greater efficiency within production and logistic activities, which in turn helps lower our carbon footprint. This is underscored by our utilisation of superior materials and adoption of improved processes.

In our Packaging Division, we continue to utilise PIR resin, which is produced internally from recycling excess plastic from our manufacturing lines. This reduces our dependence on virgin resin, which generally requires more energy and results in higher emissions.

Similarly, the use of solventless lamination removes emissions associated with solvent transport, use and disposal, while eliminating the energy needed to dry solvent-based laminates. Additionally, film downgauging produces lighter packaging, reducing indirect emissions from transportation.

Carbon efficiency is also enhanced at the plant level by assigning each facility to specialise in specific packaging solutions. This streamlines production, improves time and cost efficiency, minimises machine reconfiguration downtime during product changeovers and reduces electricity use. Our focus on regular maintenance also ensures that our equipment operates at peak efficiency to optimise energy consumption.

Meanwhile, our Property Division has continued to adopt the use of eco-friendly construction blocks, which are lighter and help reduce emissions during transportation. At the same time, our affordable homes are designed with north-south facing orientations, which minimises direct sun exposure to lower energy needs for cooling.

Expanding Our Adoption of Renewable Energy

Building on the success of our first rooftop solar installation in FY2022 at our Ipoh manufacturing plant, we have steadily scaled up renewable energy across our operations. In FY2024, we began installing rooftop solar PV systems at 10 additional manufacturing plants in Malaysia, as well as at our Shah Alam headquarters.

By FY2025, these plants successfully began powering their operations with solar energy, bringing our total solar installation capacity to 23.9 MWp. Consequently, we generated a total of 20,549 MWh of renewable electricity during the year, avoiding approximately 10,900 MT of carbon dioxide equivalent ("CO₂e") emissions. This has further

reduced our Scope 2 GHG emissions while supporting our downstream supply chain in lowering their Scope 3 GHG emissions.



Avoided approximately
10,900 MT of CO₂e in
FY2025 through **23.9 MWp**
of solar capacity, generating
20,549 MWh of renewable
energy

This initiative extends beyond the Packaging Division. Within our Property Division, rooftop solar systems have been installed at four sales galleries in Malaysia, with expansion to additional sites under review.



The rooftop solar PV system installed at our plant in Tanjung Kling

Offsetting Our Emissions

Beyond reducing emissions from our operations, we actively support national carbon sequestration efforts through our mangrove planting programme. In FY2025, the fourth consecutive year of running this programme, nearly 60 employees from the Packaging, Property, and Corporate Divisions participated in the event at Teluk Panglima Garang, Selangor, planting 500 mangroves. This brings the cumulative total since the programme's inception to 2,000.

We also continue to monitor the growth of previously planted mangroves. Of the 1,500 planted over the past three years, survival rates remain encouragingly high, enhancing long-term carbon sequestration potential and underscoring the effectiveness of our nature-based approach to advancing climate resilience.



500 mangroves planted during our fourth Mangrove Planting Programme in FY2025

OUR PERFORMANCE

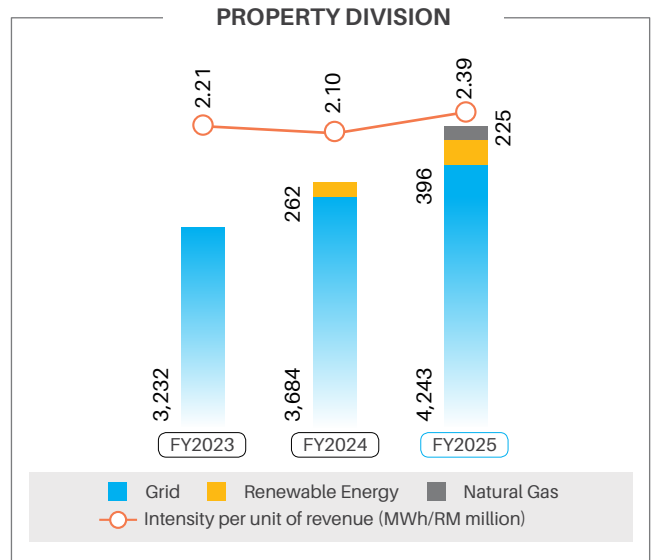
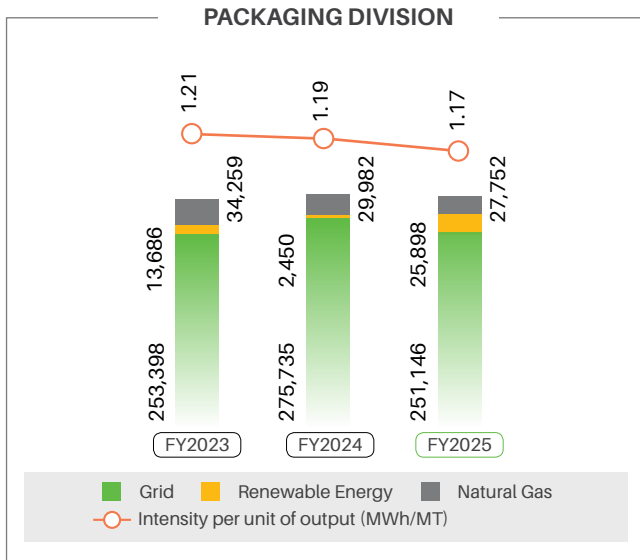
To strengthen our efforts in energy use and emissions reduction, we aim to achieve improvements annually across key metrics.

In FY2025, our total energy consumption consisted primarily of natural gas and electricity, with renewable energy – particularly from rooftop solar PV systems – contributing to a gradual reduction in reliance on conventional grid electricity. Overall, our energy usage decreased marginally by 0.8%, from 312,113 MWh in FY2024 to 309,660 MWh in FY2025.

Our renewable energy consumption rose significantly from 2,712 MWh to 26,294 MWh, largely supported by the completion of our rooftop solar PV system project. This shift contributed to a 8.6% reduction in grid electricity consumption, which declined to 255,389 MWh in FY2025. Our rooftop solar systems alone generated 20,549 MWh of renewable energy, helping to avoid approximately 10,900 MT of CO₂e emissions.

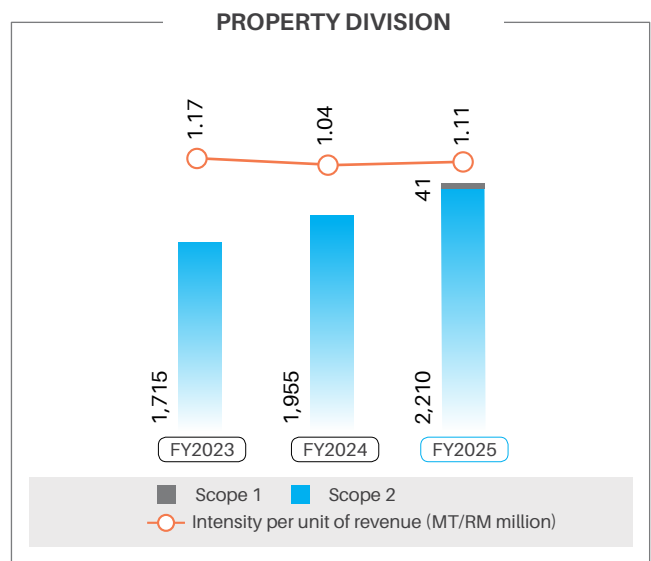
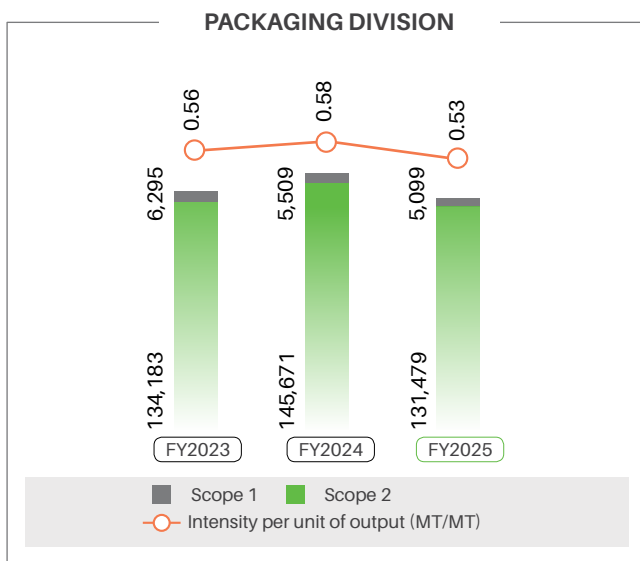
As a result, total GHG emissions fell to 138,829 MT of CO₂e, representing a 9.3% reduction compared to the previous year. In terms of emissions intensity, the Packaging Division improved from 0.58 to 0.53 MT per MT of output, while the Property Division recorded an increase from 1.04 to 1.11 MT/RM million.

Energy Consumption and Intensity



Energy Consumption (MWh)		FY2023	FY2024	FY2025
Grid		256,630	279,419	255,389
Renewable Energy		13,686	2,712	26,294
Natural Gas		34,259	29,982	27,977
Total		304,575	312,113	309,660

GHG Emissions and Intensity (Scope 1 and 2)



GHG (CO ₂ e) Emissions (MT)	FY2023	FY2024	FY2025
Scope 1	6,295	5,509	5,140
Scope 2	135,898	147,626	133,689
Total	142,193	153,135	138,829





Notes:

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

Our Climate-Related Disclosures

In June 2023, the ISSB issued its inaugural disclosure standards, intended to serve as the global baseline for climate and sustainability reporting. With the release of IFRS S2 Climate-related Disclosures, many organisations are shifting their focus from the TCFD Recommendations to the ISSB Standards.

While we have continued to structure our climate-related disclosures with reference to the TCFD framework in FY2025, we remain committed to transitioning towards IFRS S2 in the future. Below is an overview of our progress and plans across the four TCFD elements – governance, strategy, risk management, and metrics and targets.

 <p>GOVERNANCE</p>	<ul style="list-style-type: none"> • Sustainability governance is led by the Board and the SSC, supported by the Group Sustainability Team and Sustainability Working Groups • This cohesive structure enables us to consistently oversee, evaluate and monitor our sustainability initiatives, including environmental management and climate-related matters • Further details on our sustainability governance are provided on p. 20
 <p>STRATEGY</p>	<ul style="list-style-type: none"> • We recognise that climate change presents physical risks to our employees, facilities and operations, as well as transition risks from evolving regulations and stakeholder expectations • To address these challenges, we continue to integrate new technologies to improve our production and construction efficiencies, thereby reducing our carbon footprint • We have also expanded the installation of solar PV systems across our operational sites in Malaysia, increasing our utilisation of renewable energy to support our decarbonisation efforts • In addition, adaptation measures have been implemented to mitigate physical risks, such as enlarging and constructing new drainage systems, and building earth bunds to strengthen our flood resilience
 <p>RISK MANAGEMENT</p>	<ul style="list-style-type: none"> • Building on our understanding of climate change impacts, we routinely identify and assess the potential physical and transition risks to our operations. • Material risks are prioritised, with strategies and adaptation measures formulated to mitigate impacts and safeguard our business continuity
 <p>METRICS AND TARGETS</p>	<ul style="list-style-type: none"> • Through analysis of past performance and ongoing carbon reduction efforts, we will identify key metrics to evaluate the success of our decarbonisation initiatives • These metrics will be monitored and disclosed in our future annual reports • Starting from FY2026, we are set to progressively adopt disclosures in line with IFRS S2

ENVIRONMENTAL COMPLIANCE

Upholding Environmental Management Excellence



WHY IT MATTERS

As our operational activities may affect natural ecosystems and resources such as land, air, water and soil, we recognise our responsibility to comply with all applicable local and international environmental regulations, and take proactive steps to mitigate potential negative impacts.

This conscientious approach safeguards our reputation and supports the long-term sustainability of our operations as we pursue our business and growth objectives.

OUR APPROACH

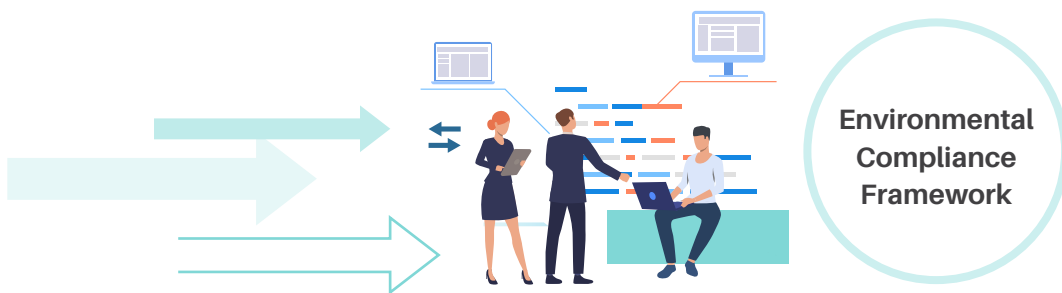
Strengthening Compliance Through a Robust Framework and Policy

To ensure continued compliance, we have established a robust Environmental Compliance Framework and a detailed Group-wide Environmental Policy, which were guided by Malaysia’s Environmental Quality Act 1974 and its related regulations, standards and guidelines. These include the:

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

Our Environmental Compliance Framework

Comprising four key enablers - policy adherence, rigorous oversight and monitoring, global certifications, and employee training and engagement - our Environmental Compliance Framework is reviewed and updated regularly to ensure our practices stay aligned with both local and international regulatory developments.







<p>ENABLER 1</p> <p>Group-wide Environmental Policy</p>	<p>ENABLER 2</p> <p>Oversight and Monitoring</p>	<p>ENABLER 3</p> <p>Obtaining Globally Recognised Certifications</p>	<p>ENABLER 4</p> <p>Regular Training and Engagement Activities</p>
<p>- Our overarching policy embeds environmental sustainability across the Group and provides our employees with clear guidance to collectively achieve our environmental goals and targets</p>	<p>- Dedicated teams have been established to oversee and monitor compliance with all relevant environmental rules and regulations</p>	<p>- International accreditations enable us to keep pace with regulatory requirements while demonstrating compliance to our stakeholders and governing bodies</p>	<p>- Ongoing training and awareness initiatives ensure our employees remain informed about the latest regulatory updates and industry developments</p>

Our Group-wide Environmental Policy

Our Group-wide Environmental Policy was established to integrate environmental sustainability into all operations, supporting our efforts to foster a culture of proactive environmental stewardship and contribute positively to natural ecosystems and local communities. The policy sets clear standards and expectations for our employees across four key areas: Energy and Emissions, Waste Management, Resource Utilisation and Biodiversity.

KEY PILLARS OF OUR GROUP-WIDE ENVIRONMENTAL POLICY

Energy and Emissions 	Waste Management 	Resource Utilisation 	Biodiversity 
<ul style="list-style-type: none"> Reduce energy consumption where possible Integrate energy efficiency into our operations Develop technologies and processes to improve our performance Comply with legal requirements and best practices Consider environmental impacts during our procurement processes Advocate awareness among stakeholders 	<ul style="list-style-type: none"> Minimise waste generation where possible Increase our efforts to prevent, reduce, reuse, recycle and recover waste Meet or surpass regulatory requirements while integrating industry best practices Identify the impacts of our generated waste and set targets for continual improvement Engage our stakeholders to promote awareness and good practices 	<ul style="list-style-type: none"> Practise responsible material use through efficient consumption Incorporate environmental impact prevention in our procurement processes, and encourage material recycling and upcycling Encourage sustainable product development Optimise the use and conservation of water Drive innovation and collective action to ensure a sustainable water supply 	<ul style="list-style-type: none"> Minimise biodiversity impacts in our areas of operation Integrate the management of natural capital and biodiversity into environmental management plans Raise awareness on the importance of biodiversity protection and conservation through training and education

Strengthening Oversight and Monitoring

We have established a dedicated Health, Safety and Environment ("HSE") Committee to lead oversight and monitoring of environmental compliance across the Group's operations, ensuring practices remain aligned with our Group-wide Environmental Policy. To support the HSE Committee's mandate, HSE Officers and representatives have been appointed within each of the Group's subsidiaries to provide localised oversight and on-ground monitoring.



In addition, internal auditors conduct regular reviews during each reporting period to assess the environmental management performance of our subsidiaries.

Upholding Globally Recognised Accreditations

In a rapidly evolving regulatory landscape, obtaining internationally recognised certifications is essential to maintaining the confidence of customers, investors and government bodies. To this end, our Packaging Division subsidiaries continue to uphold two key global environmental certifications: ISO 14001 and ISCC PLUS.

- ISO 14001 is the internationally recognised standard for environmental management systems, certifying that a company has the resources and processes in place to manage its environmental responsibilities effectively
- ISCC PLUS is the leading chain-of-custody accreditation for recycled, renewable and recycled-renewable plastics, certifying the use of traceable materials across the supply chain and supporting the circular plastic economy

To date, eight of our subsidiaries, representing 53% of our active manufacturing plants, are ISO 14001-certified, with an equal number also attaining ISCC PLUS certification, as detailed below.

 <p>Scientex Group entities that have obtained the ISO 14001 certification</p>	Company/Plant Location	Certified Since (Year)
	Scientex Packaging (Kajang) Sdn Bhd - Kajang	2000
	Scientex Great Wall (Ipoh) Sdn Bhd - Sg Siput	2004
	Scientex Great Wall (Ipoh) Sdn Bhd - Chemor	2004
	Scientex Packaging Film Sdn Bhd - Pulau Indah	2005
	Scientex Great Wall Sdn Bhd - Rawang	2010
	Scientex Packaging (Ayer Keroh) Berhad - Melaka	2011
	Scientex Great Wall Sdn Bhd - Tg Kling	2018
	Scientex Packaging (Teluk Emas) Sdn Bhd - Melaka	2025
 <p>Scientex Group entities that have obtained ISCC PLUS certification</p>	Company/Plant Location	Certified Since (Year)
	Scientex Great Wall Sdn Bhd - Pulau Indah	2021
	Scientex Great Wall Sdn Bhd - Rawang	2021
	Scientex Great Wall Sdn Bhd - Tg Kling	2021
	Scientex Packaging (Ayer Keroh) Berhad - Melaka	2021
	Scientex Packaging (Teluk Emas) Sdn Bhd - Melaka	2021
	Scientex Packaging Film Sdn Bhd - Pulau Indah	2023
	Scientex Great Wall (Ipoh) Sdn Bhd - Sg Siput	2025
	Scientex Great Wall (Ipoh) Sdn Bhd - Chemor	2025

Additionally, one of our subsidiaries, Scientex Packaging Film Sdn Bhd - Pulau Indah, attained the Global Recycled Standard ("GRS") certification in the last financial year.

The GRS sets stringent requirements for third-party verification of recycled materials and chains of custody, and this certification reflects our dedication to sustainable manufacturing and transparent use of recycled content. Products carrying the GRS label contain a minimum of 20% recycled material, are free from harmful chemicals, and are produced in facilities that adhere to strict social and environmental standards.

Building Competencies Internally and Across Our Supply Chain

We reinforce our commitment to environmental compliance through regular training and development programmes, ensuring employees are equipped with up-to-date knowledge of regulatory changes, industry practices and the competencies required for application across our operations.

Courses conducted during FY2025 included, but were not limited to:

- a) ISO14001:2015 Awareness Training
- b) ISCC PLUS and GRS Internal Audit Training
- c) Guidance on Environmental Aspects and Impacts & Environmental Audit
- d) Course for Certified Environmental Professional in Schedule Waste Management
- e) Enhancing Scheduled Wastes Spill Response Management (with a spill response exercise)
- f) Seminar on Compliance with the Environmental Quality (Amendment) 2024 and Its Regulations - Scheduled Waste Management
- g) Malaysian Certified Inspector of Sediment and Erosion Control ("MY-CISEC") Training & Certification Examination
- h) Understand the Impacts of Climate Change Amendments to ISO Management System

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

Proactively Mitigating Environmental Impacts


As our property development activities involve land clearing, we remain cognisant of potential environmental impacts on surrounding communities and natural ecosystems, including biodiversity loss, soil erosion, sedimentation, water and air quality, as well as noise and vibration.

To manage and mitigate these impacts, we conduct an EIA for all developments exceeding 50 hectares. These assessments allow us to identify and quantify potential environmental risks associated with our projects. Notably, none of our current or completed land banks have been identified as sites of high biodiversity value.

Our EIA focuses on five key impact areas, with detailed mitigation measures provided in the accompanying table. Social considerations are also addressed, ensuring compliance with all stipulations and recommendations from social impact assessments conducted by relevant authorities.

Environmental Impact Focus Areas



Environmental-Related Matters	Key Mitigation Measures
 <p>Soil Erosion and Sedimentation</p>	<p>To mitigate the risk of soil loss and sedimentation, we implement the following preventive measures:</p> <ul style="list-style-type: none"> • Clearing vegetation only as necessary for each project phase • Planting grass and appropriate cover crops on newly cleared areas to prevent soil erosion • Planting suitable grass on slopes resulting from earthworks, embankments and other structures to reduce the risk of soil collapse • Installing diversion channels and drainage systems to redirect runoffs from impacted areas to sediment basins

**Environmental-Related
Matters****Key Mitigation Measures****Water Quality**

To address water quality impacts, we implement the following key actions:

- Installing perimeter drainage and diversion channels to direct surface water from the project area to silt traps for treatment before discharge
- Constructing temporary check dams and silt fences as sediment control measures
- Conducting regular maintenance of sewerage pipelines, internal drains and monsoon drains during construction to ensure proper functioning

**Air Quality**

Air quality issues are managed through the following measures:

- Installing hoarding around project site boundaries to contain dust
- Imposing vehicle speed limits on site and along access roads to minimise dust entrainment
- Prohibiting open burning at project sites
- Dampening or covering exposed areas, including access roads and stockpiles of loose construction materials, during dry and windy conditions to reduce airborne dust
- Conducting ambient air monitoring to measure the quantity and type of pollutants around the site

**Noise and
Vibration**

Noise and vibration from our project sites are managed through the following measures:

- Installing hoarding to contain noise generated within work areas
- Restricting high-noise construction activities at night
- Performing periodic maintenance on machinery and equipment to prevent excessive noise emissions
- Using in-ground barriers to reduce vibration transmission through soil or near the ground surface

**Social Impact**

To manage the impact of our projects on nearby communities, we implement the following measures:

- Prohibiting piling works at night
- Prioritising local residents for employment and briefing foreign workers on Malaysian laws, regulations, local customs and social etiquette
- Conducting background checks and health screenings for all workers before employment
- Collaborating with communities to manage traffic flow, including:
 - Providing a traffic management team to oversee traffic during peak hours and heavy machinery mobilisation
 - Installing adequate warning signage on heavy vehicles
 - Minimising vehicular movement during peak traffic times where possible
 - Educating site personnel on road safety and traffic regulations

Extending Environmental Stewardship Beyond Compliance

Beyond regulatory requirements, we proactively undertake environmental initiatives that benefit the local communities where we operate. These efforts focus on preserving vital ecosystems, protecting biodiversity, and providing meaningful opportunities for our employees to contribute to environmental stewardship.

In FY2025, we supported the restoration of a reserved mangrove forest at Teluk Panglima Garang, Selangor, helping to rejuvenate the ecosystem and revive habitats essential for shrimp, fish, and other marine species. This initiative strengthens coastal resilience, supports local biodiversity, and underscores our commitment to Malaysia's Greening Programme, which aims to plant 100 million trees between 2021 and 2025.

Within our Property Division, we continued to plant a diverse range of tree species at development sites, including species classified as vulnerable under the International Union for Conservation of Nature ("IUCN") Red List of Threatened Species. Among the species planted were Eucalyptus deglupta, Hopea odorata and Saraca asoca, the latter of which is commonly known as the Ashoka tree.

We also support the Ministry of Natural Resources and Environmental Sustainability ("NRES") in achieving the national targets outlined in the MPSR 2021-2030 by providing feedback and sharing perspectives to advance Malaysia's transition towards more sustainable plastic management practices.

OUR PERFORMANCE

Our progress in environmental compliance during the year reflects our robust compliance framework, strengthened collaboration with supply chain partners and proactive support for national initiatives and programmes.

Compliance

There were no material environmental compliance infringements recorded during FY2025.

Supply Chain Oversight

Our Code of Conduct for Suppliers has been consistently communicated to all vendors with an annual supply value exceeding RM50,000.

EMBEDDING GLOBALLY RECOGNISED STANDARDS ACROSS OUR PACKAGING OPERATIONS

In line with our drive towards sustainable practices and the consistent use of PIR and PCR resin, we have secured GRS and ISCC PLUS certifications at selected manufacturing facilities in Malaysia. These internationally recognised standards mark important milestones in our sustainability journey, embedding credible and verifiable frameworks within our packaging operations.

GRS provides independent assurance that products containing recycled materials meet rigorous requirements for chain-of-custody, chemical content, and environmental and social practices. Under GRS, products must contain at least 20% recycled material to qualify for the certification, while only those with 50% or more recycled content may carry the GRS label. The standard also prohibits harmful substances and requires certified manufacturing facilities to uphold robust environmental and social standards.

ISCC PLUS further validates our compliance with rigorous ecological and social sustainability standards. It emphasises the reduction of GHG emissions, promotes circular plastic economy practices and ensures full supply chain transparency, confirming that the raw materials we use are responsibly sourced and traceable across our operations.

Crucially, these certifications provide our stakeholders with confidence in the integrity of our recycled content. They enhance brand reputation, deepen engagement with environmentally conscious customers and partners, and position us to meet the growing demand for sustainable packaging solutions.

Building on the progress we made last financial year, when Scientex Packaging Film's Pulau Indah facility became our first to obtain both certifications, we expanded our certification footprint in FY2025. Two additional facilities – Scientex Great Wall (Ipoh) plants in Sungai Siput and Chemor – successfully achieved ISCC PLUS certification, further advancing our efforts to embed certified recycled content across operations.

By leveraging these certifications, we are well-placed to capture growth opportunities in the sustainable packaging market while strengthening our long-term competitiveness.



The two facilities in Sungai Siput and Chemor, Ipoh, which obtained ISCC PLUS certification in FY2025



Our People, Our Pride

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OCCUPATIONAL SAFETY AND HEALTH

Strengthening Employee Safety and Well-being**WHY IT MATTERS**

Our employees' safety and well-being form the foundation of a supportive and resilient workplace. Supporting their needs allows them to work effectively, feel valued and remain committed to the organisation.

Taking a preventative approach to occupational safety and health also helps avoid workplace incidents and the associated financial or reputational risks. In doing so, we strengthen relationships and reinforce trust with our customers, investors and shareholders, bolstering the long-term stability and sustainability of our business.

OUR APPROACH**Setting Clear Commitments and Standards**

With a large workforce and numerous contractors across our operations, establishing and enforcing clear safety and health standards is essential. To guide our efforts, we have implemented and adhere to a Safety and Health Policy that applies to all employees and entities across the Group.

The policy is fully aligned with laws and regulations in the countries where we operate and is anchored on the following six key elements:



Individual OSHA Committees at each operational site are responsible for implementing and managing safety and health measures in line with the policy, with the Board providing strategic oversight and guidance on pertinent matters. To ensure awareness and consistency, the policy is communicated to all employees and contractors, and is publicly accessible on our corporate website.

Our Safety and Health Policy is complemented by robust management systems established across our manufacturing plants and property development sites, supporting the development of appropriate practices aligned with relevant regulatory requirements and international standards. This includes the adoption of the Plan-Do-Check-Act ("PDCA") approach stipulated under ISO 45001:2018, which guides employees in the continuous improvement of safety and health practices. Currently, two of our plants hold this accreditation, and we are actively working to expand this number in the future.

Managing Occupational Safety and Health Collaboratively

Responsibility for implementing our Safety and Health Policy rests with site-specific OSHA Committees, whose key duties include:

- Formulating site-specific safety and health strategies
- Ensuring that safety operating procedures are updated and adhered to by all employees
- Monitoring safety and health practices and recommending improvements where necessary
- Ensuring adherence to all relevant legal and regulatory requirements
- Overseeing inspections carried out by internal and external parties

Our OSHA Committees, composed of both employer and employee representatives, serve as a platform for discussion, ensuring diverse perspectives and expertise are fairly considered when making decisions on safety and health matters.

Supporting the OSHA Committees are safety officers stationed at each worksite, who carry out critical on-the-ground monitoring. Through regular spot checks, they monitor adherence to safety and health protocols, oversee proper maintenance of equipment, and ensure that safety and health practices remain in compliance with the Malaysian Occupational Safety and Health Act 1994 and other applicable laws and regulations in the countries where we operate.

This site-specific approach, combining the oversight of OSHA Committees with safety officers focused on individual worksites, enables a more informed and locally grounded management of safety and health. Employees at all levels are encouraged to raise concerns or provide suggestions, with feedback duly considered and potential responses formulated during monthly management meetings.

Identifying and Addressing Site-Specific Risks

Recognising the specific safety and health hazards present at our plants and development sites, we have implemented robust processes to promptly identify and mitigate potential risks as they emerge, thereby minimising potential impacts on our employees and contractors.

To start with, worksites undergo regular inspections to identify hazards and monthly audits to highlight areas for improvement. Findings are used to benchmark and refine our risk controls, while overall risk assessment processes are reviewed periodically to ensure continued relevance.



A safety induction briefing being conducted for new construction workers

In addition, we adopt the following management practices to further minimise and oversee workplace risks:



Risk Identification and Hazard Management

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

Daily Safety Inspections

Job Safety Analysis

Monthly House Audits

Worksite Safety Inspections

Work Permit System

Security Management

Should an incident take place, on-site safety officers respond immediately with appropriate action. The incident is thoroughly documented and investigated to identify contributing factors and minimise the potential for recurrence, which may involve reviewing existing procedures, worksite equipment, or employee actions leading up to the incident.

In FY2025, we implemented additional measures to further enhance workplace safety, including upgrading the quality control room at one of our plants to minimise lift truck and forklift movement during quality inspections to better safeguard employees.

Our focus extends to minimising safety and health risks beyond the workplace as well. Measures such as fogging and installing mosquito traps are carried out to reduce the risk of dengue and other vector-borne diseases. For large-scale outdoor activities, such as our annual mangrove planting, safety briefings are conducted, and an ambulance is stationed on-site.

Leveraging Technology to Minimise Risk

Where feasible, we adopt technological solutions to reduce employee and contractor exposure to workplace hazards. Our efforts in this aspect are exemplified by the features of our Robotic Stretch Film Plant in Shah Alam and the automated bag-making machine at our Melaka plant, both of which focus on reducing human interaction for potentially hazardous processes.

At the Robotic Stretch Film Plant, perimeter safety fences have been installed around machinery to prevent unauthorised access, alongside other technologies such as a fully automatic raw material feeding system and lifting manipulators, which reduce manual handling and minimise exposure to physically demanding or hazardous tasks.

Additional safety enhancements introduced during FY2025 to improve workplace ergonomics and production efficiency include:

- Upgrading and centralising our rubber roller rack to create a safer, more ergonomic setup for loading and unloading
- Developing an in-house mixing system with an auto cut-off for dispensing and a conveyor belt, enabling bulk mixing of raw materials while minimising manual handling

In our Property Division, meanwhile, safety has been enhanced with the use of a self-climbing platform that improves stability and incorporates high tensile steel netting to protect against falling objects.

By continuously adopting these technological safety solutions, we progressively reduce manual and repetitive processes, enhance employee protection, and enable our workforce to focus on higher-value tasks.

Continuously Upskilling Our Employees

As new approaches and technologies bring evolving workplace hazards within a fast-changing regulatory environment, it is critical that our employees remain well-versed in best practices. To that end, we delivered 8,203 hours of safety and health training in FY2025, benefitting 1,243 employees across our workforce.

Programmes conducted include, but are not limited to:

- a) Behaviour Accident Prevention
- b) Basic Occupational Fire Fighting
- c) ISO 45001:2018 Internal Audit Training

- d) Forklift Truck Safety & Certification Training
- e) Emergency Response Plan & Preparedness
- f) Basic Occupational First Aid, CPR and AED
- g) OSH Revolution in Construction
- h) Manual Handling, Ergonomic & Working at Height
- i) Essential Safe Handling & Chemical Management
- j) OSH Train The Trainer Competency Based Programme
- k) New Requirements of OSHA 1994 & Managing Risk OSHoP
- l) Authorised Entrant & Standby Person for Confined Space (Refresher)
- m) The Future of OSH: Trends and Transformation in Occupational Health



Our employees participating in a firefighting training

Looking After Employee Health and Well-being

Our responsibility as an employer extends beyond safety to supporting the health and well-being of our employees.

All employees, whether permanent or contractual, are provided with a wide range of healthcare benefits, as detailed in the 'Empowering Our People' topic of this Report (p. 76). Executive-level staff are encouraged to undergo comprehensive annual health checks, with health check benefits available to support early detection and treatment of a broader range of conditions. In addition, our foreign workers undergo screenings for infectious diseases such as tuberculosis, hepatitis B, malaria and HIV/AIDS, reducing the risk of transmission at worksites.

Our commitment to health was further demonstrated in FY2025 through our annual Safety and Health Week, which provided employees with opportunities to learn about and improve their health via initiatives and activities such as:

- Free basic health screening, including blood pressure, cholesterol analysis and blood glucose

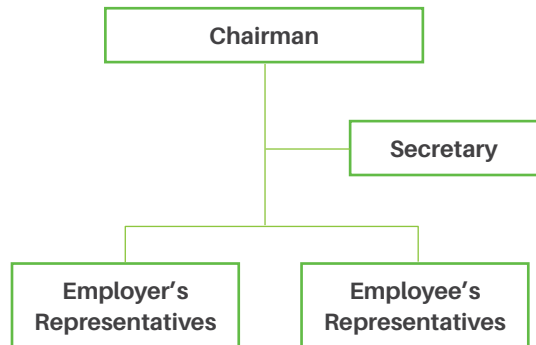
- Specialised health screenings, such as body composition analysis, bone density checking and dental screening
- Safety and health talks, focusing on safety protocols, road safety, health management and workplace safety best practices

Looking ahead, we will continue to proactively raise awareness of key health issues, supporting a healthier and more engaged workforce that benefits both employees and the Group.

OUR PERFORMANCE

Guided by our Safety and Health Policy, and supported by regular reviews of ongoing initiatives and identification of new improvement opportunities, we kept safety and health at the forefront throughout FY2025. Our dedication is reflected in the safety performance across key metrics, as detailed below.

THE OSHA COMMITTEE STRUCTURE FOR BOTH PROPERTY AND PACKAGING DIVISIONS



PERCENTAGE OF WORKPLACES REPRESENTED BY BOTH EMPLOYERS' AND EMPLOYEES' REPRESENTATIVES

Description	PACKAGING	PROPERTY
The number of total workplaces	16 plants	17 development sites
The number of total workplaces with OSHA Committees	16	17
Percentage of workplaces represented by OSHA Committees	100%	100%

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

Report on Safety Incidents

There were zero fatalities reported in FY2025. Even so, we remain vigilant in monitoring, tracking and enforcing workplace safety to ensure our employees consistently follow safety and health protocols.

OCCUPATIONAL SAFETY AND HEALTH STATISTICS

PACKAGING DIVISION	FY2023	FY2024	FY2025
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	31	26	23
Major [#] Accident (Number)	31	31	24
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	-	-	-
Major [#] Accident (Number)	-	-	-
PACKAGING DIVISION	FY2023	FY2024	FY2025
Total Lost Time Injuries (Number)	62	55	46
Total Number of Hours Worked ('000)	8,942	8,447	8,258
Fatality Rate (N1)	-	-	-
Injury Rate (N2)	1.39	1.35	1.14
Ill-health Rate (N3)	-	-	-
Lost Time Incident Rate (N4)	1.39	1.30	1.11
PROPERTY DIVISION	FY2023	FY2024	FY2025
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	68	49	21
Major [#] Accident (Number)	-	-	1
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	-	-	-
Major [#] Accident (Number)	-	-	-
PROPERTY DIVISION	FY2023	FY2024	FY2025
Total Lost Time Injuries (Number)	-	-	1
Total Number of Hours Worked ('000)	4,467	7,094	7,666
Fatality Rate (N1)	-	-	-
Injury Rate (N2)	3.04	1.38	0.57
Ill-health Rate (N3)	-	-	-
Lost Time Incident Rate (N4)	-	-	0.03

SCIENTEX GROUP	FY2023	FY2024	FY2025
WORK RELATED INJURY BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	99	75	44
Major [#] Accident (Number)	31	31	25
WORK RELATED ILL-HEALTH BY CASE			
Fatal Injury (Number)	-	-	-
Minor [#] Accident (Number)	-	-	-
Major [#] Accident (Number)	-	-	-
SCIENTEX GROUP	FY2023	FY2024	FY2025
Total Lost Time Injuries (Number)	62	55	47
Total Number of Hours Worked ('000)	13,409	15,541	15,924
Fatality Rate (N1)	-	-	-
Injury Rate (N2)	1.94	1.36	0.87
Ill-health Rate (N3)	-	-	-
Lost Time Incident Rate (N4)	0.92	0.71	0.59

Notes:

1. Statistics for the Property Division include data on both employees hired by Scientex and those appointed by our contractors
2. # Minor Injury: An injury that resulted in four or fewer lost workdays
Major Injury: An injury that resulted in more than four lost workdays
N1 = Total Number of Fatalities / Total Number of Hours Worked × 200,000
N2 = Total Number of Injuries / Total Number of Hours Worked × 200,000
N3 = Total Number of Ill-healths / Total Number of Hours Worked × 200,000
N4 = Total Number of Lost Time Injuries / Total Number of Hours Worked × 200,000

EMPOWERING OUR PEOPLE

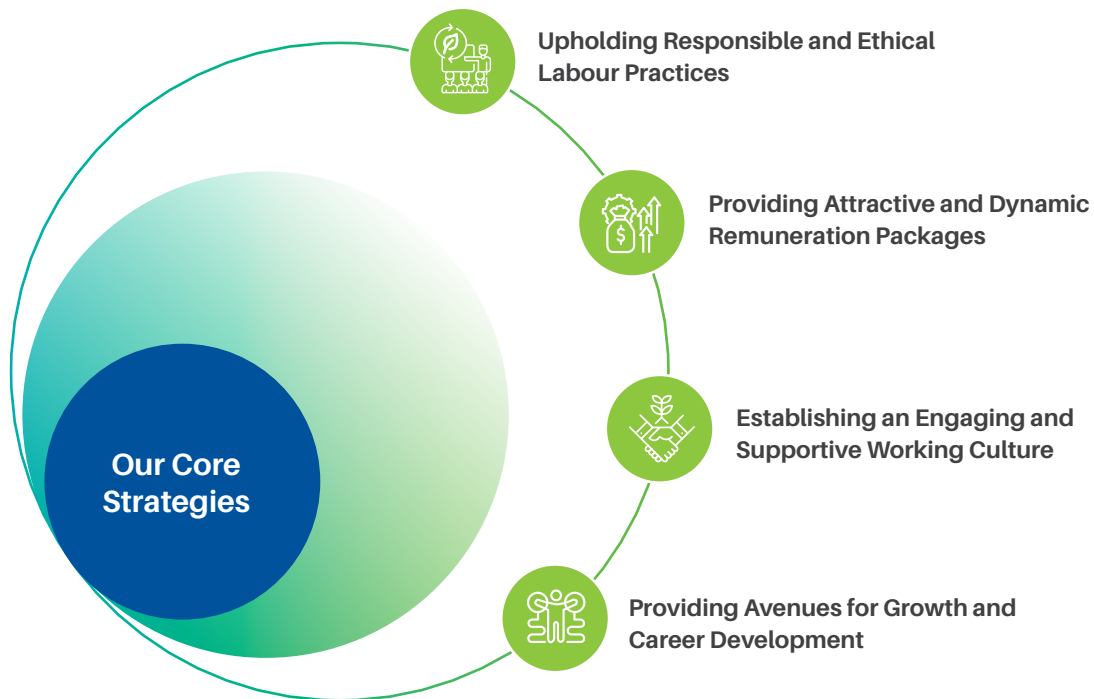
Creating Environments That Bring Out Our People's Best**WHY IT MATTERS**

Our people are at the heart of our business, bringing skills, capabilities and a spirit of innovation, while upholding the culture we have cultivated over decades. Their engagement and performance are key to sustaining our value creation.

With this in mind, we are committed to fostering workplaces that inspire and empower, enabling our people to thrive. In doing so, we reinforce our position as an employer of choice and support long-term talent attraction and retention.

OUR APPROACH

Our approach to employment and human capital management revolves around four core strategies:



These strategies reflect what we believe matters most when people choose an employer – a working environment that provides excitement and engagement, rewards fairly and competitively, offers opportunities for career advancement, and is free from discrimination. Based on this, we have implemented comprehensive plans and initiatives under each pillar.

Maintaining Fair and Ethical Employment Practices

Our overall approach to human resource management is guided by a Group-wide Code of Ethics, supported by a series of supplementary human resource policies designed to meet the specific needs of individual entities within the Group. The Code sets the standard for our employment practices, ensuring that we engage with employees in ways that uphold internationally recognised human rights (as defined in the International Bill of Human Rights) and the principles of fairness, inclusivity, and diversity.

Specifically, the Code of Ethics outlines our stance against:

- Employment of underage workers
- Forced or unpaid labour
- Coercion to work
- Workplace harassment or bullying
- Workplace discrimination

We also uphold our employees' right to bargain collectively peacefully and lawfully, and work to minimise restrictions that prevent differently-abled persons from contributing fully as members of our workforce, such as by installing entrance ramps at our Shah Alam headquarters.

Ensuring proper practices on the ground is equally important. To this end, we hold refresher sessions on the Code and related policies for relevant employees, and require them to complete periodic questionnaires, to reinforce their understanding of our approach to ethical labour.

At the same time, we maintain strict adherence to the laws and regulations of every country in which we operate, recognising that ongoing compliance is essential to our reputation and competitiveness. The Human Resources department oversees this area, monitoring all applicable rules and regulations, and addressing any violations promptly to minimise risks to our employees and business.


Our responsibility also further extends beyond the boundaries of our business. We have secured Supplier Ethical Data Exchange ("SEDEX") membership, committing

us to transparent reporting of our labour practices and annual audits to uphold our standards. This strengthens oversight and safeguards ethical labour practices across our operations. To date, six of our packaging plants have obtained SEDEX membership.

Providing Competitive and Dynamic Remuneration and Benefits

We recognise that competitive remuneration and benefits are key to attracting and retaining high-quality talent. At the core, we ensure full compliance with minimum wage requirements, overtime regulations and other pay-related requirements in Malaysia and across our operating countries. We also review our remuneration levels regularly, benchmarking them against industry and national guidelines to remain competitive.

In addition, all permanent and contract employees receive a comprehensive suite of benefits that go beyond standard healthcare, parental leave, and insurance. These are designed to support continued education, foster loyalty, and reward exceptional performance. Key offerings include:



OUR SUITE OF EMPLOYEE BENEFITS

Leave Entitlements	Health and Medical Benefits	Special Benefits
<ul style="list-style-type: none"> • Annual Leave • Compassionate Leave • Medical and Sick Leave • Hospitalisation Leave • Prolonged Illness Leave • Paternity and Maternity Leave • Unpaid Leave 	<ul style="list-style-type: none"> • Personal Accident Insurance • Group Hospitalisation and Surgical Insurance • Outpatient Medical Claims • Medical Check-Up Benefits • Specialist Treatment 	<ul style="list-style-type: none"> • Company Car • Fixed Allowance • Travelling and Handphone Expenses • Education Assistance • Retirement and Service Benefits

When designing our remuneration and benefits packages, we focus on rewarding growth in line with each employee's increasing contribution to the organisation, measured through capabilities, experience, accountability and range of responsibilities. This approach helps create a compelling reason for our employees to continue their careers with us over the long term.

Fostering a Supportive and Communicative Culture

We aim to create a workplace where all our employees feel valued and supported. This includes providing formal and informal channels for the communication of any concerns and maintaining transparency in performance feedback.

All Heads of Department practice an open-door policy, encouraging employees to raise comments, complaints, or other matters without fear of reprisal. In turn, superiors listen and provide constructive feedback to help address concerns and support improved performance. This supportive environment is further reinforced by our Whistleblowing Policy, which allows employees to raise formal grievances, ensuring their concerns are addressed appropriately.

Annual performance reviews are conducted in a structured and impartial manner, providing actionable feedback while offering employees the opportunity to contribute suggestions for improving our strategies and practices, driving shared progress.

Meanwhile, we prioritise fostering an engaging work culture, keeping employees informed of business developments and the role they can play in contributing positively to the Group through QRB Dialogues with our Managing Director/Chief Executive Officer, Chief Operating Officers, Executive Directors, and department heads. Employees also receive timely updates through regular news bulletins and curated media clippings, shared via notice boards, email blasts, and our corporate website.

In the modern workplace, we recognise the importance of extending mental health support to employees. To destigmatise mental health challenges, we provide a safe environment for open discussions and conduct regular awareness initiatives, equipping our employees with practical strategies to manage stress and maintain a healthy work-life balance.



A group photo from one of our QRB Dialogues held in FY2025

Supporting Continuous Professional Development

We are committed to developing our employees' skills and capabilities, recognising the value of enhancing internal competencies while fostering greater job satisfaction.

Training needs are determined by department heads based on role-specific requirements, while employees are encouraged to propose programmes that could benefit their work. Our Human Resource Policy provides clear guidelines on the provision of educational financial assistance, supporting employees to pursue courses and programmes that enhance their current or potential future roles.

With the introduction of the IFRS Sustainability Disclosure Standards, which are set to reshape global reporting practices, we have proactively prepared our people for the transition. In FY2025, IFRS training was provided to the management team and relevant departments, equipping them with essential knowledge and fostering cross-functional alignment ahead of future adoption.

We also invested in upskilling our Property Division employees through the 'House Talk' training programme, which equipped them with essential knowledge of the Housing Development (Control and Licensing) Act 1966 (Act 118). The course also covered practical aspects of their job functions, such as Housing Integrated Management System ("HIMS") configuration and the complete Electronic Sales Purchase and Agreement ("e-SPA") workflow, strengthening both regulatory understanding and digital competencies amongst employees.

Our professional development extends to site personnel as well. Construction supervisors received refresher training during the year to reinforce standard operating procedures, strengthen competencies, ensure consistent quality, and maintain best practices across projects.



One of the refresher training sessions for construction supervisors

We also actively cultivate a dynamic and diverse workforce by recruiting young talent to complement and learn from experienced colleagues. These employees are encouraged to take on roles beyond their usual scope of work, broadening their knowledge and preparing them for greater responsibilities. This also helps us identify individuals with the potential to assume future leadership roles.

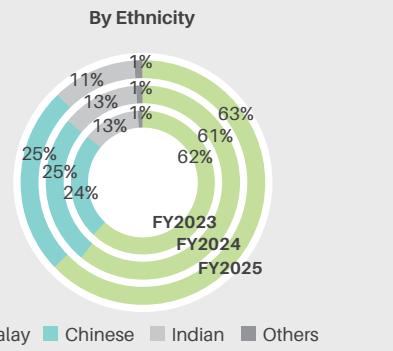
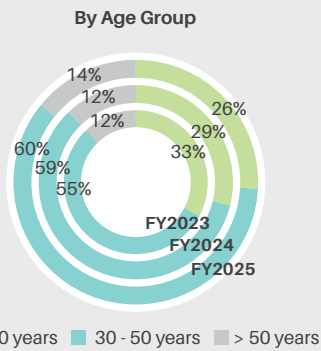
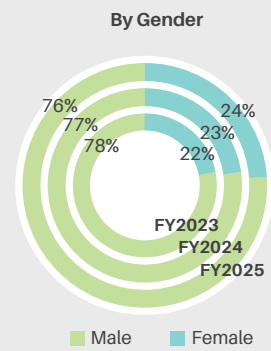
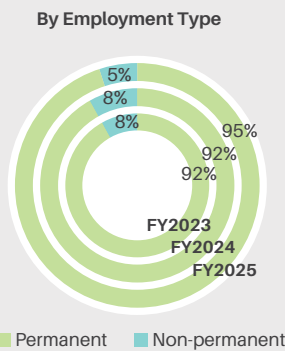
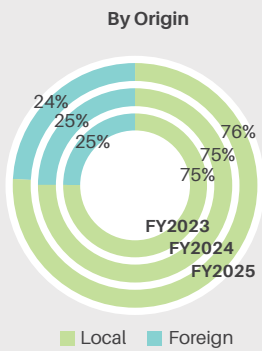
In line with this, FY2025 saw the pilot of our Management Associate Programme, a two-year initiative designed to recruit fresh graduates and professionals with less than two years of experience, preparing them for future leadership roles. The programme offers a structured framework for recruitment, assessment, and training, including multiple check-ins and defined projects. Through departmental rotation, associates gain broad operational exposure and develop a thorough understanding of current processes, allowing them to identify opportunities for improvement within a dynamic business environment.

Accompanying these initiatives, we continue to run an internship programme for local students, offering them hands-on experience through real-life work scenarios that support early-career development and foster stronger engagement with our organisation. In FY2025, we welcomed a total of 24 interns across our Packaging and Property Divisions.

OUR PERFORMANCE

The following charts and visuals present an objective overview of our annual performance across key areas, including workplace diversity, employee retention, parental leave and training.

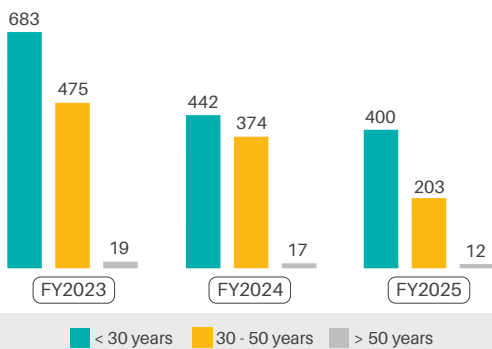
Breakdown of Workforce



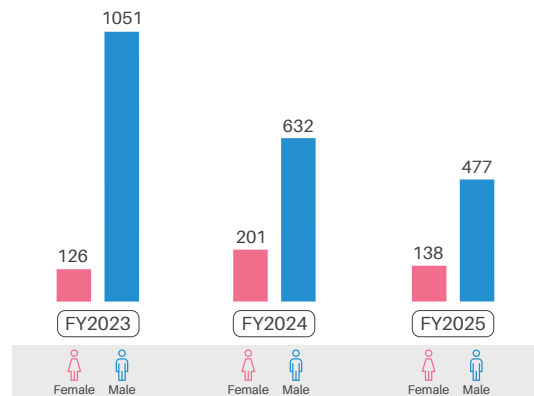
This disclosure is only applicable to the local workforce in Malaysia

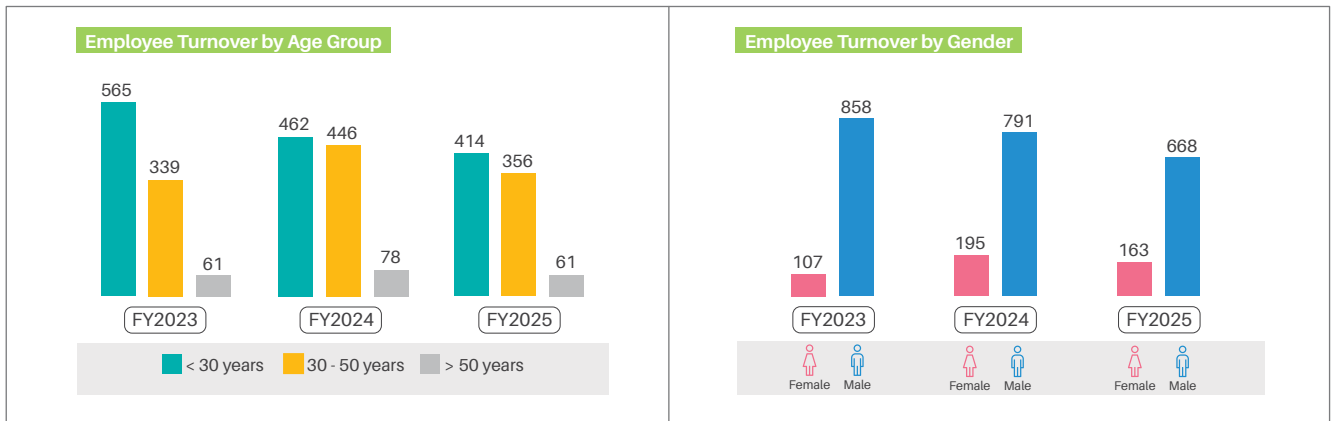
Total Number and Rate of New Hires and Employee Turnover

New Hires by Age Group



New Hires by Gender





Financial Year	New Hire Rate			Employee Turnover Rate		
	FY2023	FY2024	FY2025	FY2023	FY2024	FY2025
Rate (%)	30.5	21.3	16.3	25.0	25.3	22.1
By Age						
< 30 years	17.7	11.3	10.6	14.6	11.9	11.0
30 to 50 years	12.3	9.6	5.4	8.8	11.4	9.5
> 50 years	0.5	0.4	0.3	1.6	2.0	1.6
By Gender						
Female	3.2	5.1	3.7	2.8	5.0	4.3
Male	27.3	16.2	12.7	22.2	20.3	17.8

Parental Leave

Financial Year	FY2023		FY2024		FY2025	
	Female	Male	Female	Male	Female	Male
Number of Employees						
Took parental leave	32	81	24	57	39	66
Returned to work in the reporting period after parental leave ended	32	81	24	57	39	66
Returned to work after parental leave ended and still employed 12 months after parental leave	47	63	23	71	22	51
Rate of return for employees who had taken parental leave (%)	100	100	100	100	100	100
Retention rate of employees who had taken parental leave (%)	94	94	72	88	92	89

Training

In FY2025, we organised training programmes and initiatives on the following topics and themes:

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

Total Hours of Training	FY2025
Key Management	128
Middle Management	1,698
Executive	15,440
Non-Executive	14,616
Total	31,882

In FY2025, we delivered a total of 31,882 training hours to our employees, reflecting an average of 8.6 hours of training per employee.

Compliance

There were no material incidents of non-compliance concerning our employment practices during FY2025.

CONTRIBUTING TO LOCAL COMMUNITIES

Supporting Sustainable Community Advancement



WHY IT MATTERS

We believe our growth should generate shared value for local communities and the people who live in them. Guided by our vision of 'Sustainable Growth, Better Tomorrow', we support communities in various manners, from enabling homeownership for middle-to-lower-income households and promoting environmentally sustainable practices, to providing direct financial assistance and creating economic impact through local employment and supplier engagement.

Through these efforts, we reinforce our reputation as a responsible organisation that values people's welfare and fosters long-term community support, while simultaneously supporting the advancement of our strategic objectives.

OUR APPROACH

We take a long-term view of community development, aiming to improve livelihoods and create meaningful economic opportunities through initiatives that are continually refined.

Empowering Homeownership for More People

Our Property Division makes our most significant impact on local communities. Since its inception, it has focused on delivering quality affordable homes tailored to the budgets of middle-to-lower-income households, helping to promote greater equality in homeownership across Malaysia.

The benefits of our developments are wide-ranging. At a fundamental level, the pricing of our homes enables more Malaysians to enjoy the advantages of homeownership and build a stronger financial legacy for their families. Beyond this, residents benefit from thoughtfully planned features such as outdoor recreation spaces and communal areas.

Meanwhile, integrated commercial zones create local jobs and stimulate economic activity in surrounding communities. We also work with local authorities to extend local transportation infrastructure, improving access to key commercial hubs and other parts of the country.

Overall, our approach to property and township development is designed to deliver substantial benefits across the socioeconomic spectrum, as depicted in the accompanying infographic.

- Meeting residents' recreational needs through communal areas

- Preserving local environmental ecosystems by adhering to responsible development practices

- Boosting the local economy through urbanisation and township creation



- Improving quality of life for residents by providing them with an affordable access point to the benefits of homeownership

- Increasing accessibility by developing roads and infrastructure

- Providing jobs and business opportunities through local sourcing

Creating Sustainable Economic Opportunities

Committed to creating a lasting positive impact wherever we operate, we prioritise hiring local employees and engaging local suppliers wherever possible, leading to benefits that cascade through families, towns and local business communities. As of FY2025, 76% of our workforce is sourced from local communities, defined as the country in which each respective subsidiary operates.

During the financial year, we expanded our support for local youth development by participating in a career fair organised by one of Malaysia's leading higher education institutions. This allowed us to connect with students for our Management Associate Programme and internship placements, reinforcing our commitment to nurturing local talent and creating sustainable career pathways.

Providing Direct Community Support

In supporting communities, we recognise the value of providing direct financial support that can enable organisations to improve their facilities, services and programmes. Our contributions include assisting schools in upgrading their infrastructure, supporting religious organisations in improving temples and mosques, facilitating NGOs to carry out youth programmes, providing flood relief, and backing other welfare initiatives.

We also support local sporting and cultural events, such as tournaments and carnivals, to strengthen community spirit. During the year, we organised several festive community events, which brought local communities together to foster cultural appreciation, social harmony and stronger bonds.



Expanding opportunities for local youth through career fair engagement



Bringing local communities together through a festive celebration at one of our sales galleries

Instilling Positive Environmental Practices

Aligned with our long-term perspective on community development, we actively promote environmental stewardship as a driver of sustainable economic progress.

This commitment is exemplified by our Green Truck programme, co-developed with MPMA and ExxonMobil Chemical, which brings a mobile truck to schools to make learning about plastic recycling both fun and engaging. By expanding its reach across Peninsular Malaysia, the initiative raises environmental awareness among younger generations and encourages active participation in the circular plastic economy.

We have also continued to run our Back To Earth programme, which created over 1,000 kg of compost in FY2025 by converting food waste collected at our Shah Alam headquarters into organic fertiliser. This compost was donated to local farmers, with one recipient using it for sustainable development research on innovative organic farming techniques.

To foster meaningful connections with communities around our property developments, we also host programmes through

our property sales galleries that blend cultural engagement, festive celebrations, and sustainability awareness. In FY2025, these included the Green Up Event and Salam Ramadhan Event, where recycling drives, creative workshops, traditional crafts, and interactive games not only strengthened community ties and cultural appreciation but also encouraged sustainable habits among both adults and children.



Over 1,000 kg of food compost was donated to local farmers



Turning waste into value through our community recycling drive

Strengthening Vital Environmental Ecosystems

Many rural communities rely on natural ecosystems for income and protection against disasters. Recognising this, we have been rehabilitating mangrove forests in Selangor. To date, 2,000 mangrove seedlings have been planted, helping restore the ecosystem and preserve vital habitats for thousands of animal and plant species in the shallow seas. This, in turn, helps to safeguard the livelihoods of local fishermen who depend on healthy mangrove habitats to support their business resilience.

OUR PERFORMANCE

In FY2025, we expanded the reach of our community initiatives and actively participated in local programmes across Malaysia. Our efforts included RM 734,000 in direct financial donations, benefiting 69 recipients, alongside broader indirect impacts such as improved access to essential services, skills development, youth education and other community support activities.



LOOKING FORWARD

True progress is measured not just by what we achieve, but by how we create positive impacts for those around us. At Scientex, our journey has evolved from early commitments to tangible action, and from action to meaningful impact that extends beyond our business.

We continue to believe that sustainability is a shared commitment that guides our decisions and actions. Through this approach, we can deliver meaningful and lasting impact on the environment, communities, and the wider economy, while simultaneously unlocking new pathways for growth and innovation.

To this end, sustainability has been embedded cohesively within our strategies, operations, and product offerings. Collaboration with our partners across the value chain has been integral to this progress, aligning objectives and creating shared value at every step.

Looking ahead, we will continue to build on this momentum. Our ongoing investments in innovation and technology will strengthen collaboration, deepen impact, and position us to take deliberate action today for a more resilient and sustainable tomorrow. Together with our people, partners and communities, we strive to transform 'Sustainable Growth, Better Tomorrow' from a guiding vision into a tangible reality.

BURSA MALAYSIA SUSTAINABILITY PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2023	2024	2025
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	-	63.17	66.63
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Key Management	Percentage	100.00	100.00	100.00
Middle Management	Percentage	100.00	100.00	100.00
Executive	Percentage	100.00	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	31.82	28.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	12,975.45
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	9,803.79
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	3,171.66
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	904.370000	979.150000	867.160000
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	304,574.64	312,113.08	309,659.83
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	-	-	5,140.47
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	-	-	133,688.58
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	No Data Provided
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.92	0.71	0.59
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	728	1,243
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Key Management Under 30	Percentage	-	0.00	0.00
Key Management Between 30-50	Percentage	-	22.22	30.00
Key Management Above 50	Percentage	-	77.78	70.00
Middle Management Under 30	Percentage	-	0.65	0.00
Middle Management Between 30-50	Percentage	-	61.29	59.48
Middle Management Above 50	Percentage	-	38.06	40.52
Executive Under 30	Percentage	-	18.50	18.59
Executive Between 30-50	Percentage	-	64.54	64.88
Executive Above 50	Percentage	-	16.96	16.53
Non-Executive Under 30	Percentage	-	35.01	32.13
Non-Executive Between 30-50	Percentage	-	56.34	57.79
Non-Executive Above 50	Percentage	-	8.65	10.08
Gender Group by Employee Category				
Key Management Male	Percentage	-	77.78	80.00
Key Management Female	Percentage	-	22.22	20.00

Internal assurance

External assurance

No assurance

(*)Restated

Indicator	Measurement Unit	2023	2024	2025
Middle Management Male	Percentage	-	69.03	67.97
Middle Management Female	Percentage	-	30.97	32.03
Executive Male	Percentage	-	58.34	56.00
Executive Female	Percentage	-	41.66	44.00
Non-Executive Male	Percentage	-	85.20	87.09
Non-Executive Female	Percentage	-	14.80	12.91
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	-	83.33	57.14
Female	Percentage	-	16.67	42.86
Under 30	Percentage	-	0.00	0.00
Between 30-50	Percentage	-	0.00	14.29
Above 50	Percentage	-	100.00	85.71
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Key Management	Hours	-	78	128
Middle Management	Hours	-	1,438	1,698
Executive	Hours	-	13,920	15,440
Non-Executive	Hours	-	14,503	14,616
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	-	8.05	5.12
Bursa C6(c) Total number of employee turnover by employee category				
Key Management	Number	-	1	0
Middle Management	Number	-	9	16
Executive	Number	-	149	132
Non-Executive	Number	-	827	683
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	-	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	-	412,280.00	734,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	44	69

Internal assurance External assurance No assurance

(*)Restated

Note:
- At present, the disclosure of Scope 3 emission is not mandatory.

GLOBAL REPORTING INITIATIVE CONTENT INDEX

Scientex Berhad has reported the information cited in this GRI content index for the period 1 August 2024 to 31 July 2025 with reference to the GRI Standards.

GRI Standards	Disclosure Number	Disclosures	Page Reference
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	The organisation and its reporting practices		
	2-1	Organisational details	About This Report, page 2; About Scientex Berhad, page 9 - 13
	2-2	Entities included in the organisation's sustainability reporting	About This Report, page 2
	2-3	Reporting period, frequency and contact point	About This Report, page 2
	2-4	Restatements of information	No restatements of previously published data have been made in this Report
	2-5	External assurance	About This Report, page 2
	Activities and workers		
	2-6	Activities, value chain and other business relationships	About Scientex Berhad, page 9 - 14
	2-7	Employees	About Scientex Berhad, page 14; Empowering Our People, page 80
	2-8	Workers who are not employees	Empowering Our People, page 80
	Governance		
	2-9	Governance structure and composition	Sustainability Governance, page 20 - 21
	2-10	Nomination and selection of the highest governance body	Sustainability Governance, page 20 - 21; Corporate Governance Overview Statement, IAR 2025 page 93 - 96
	2-11	Chair of the highest governance body	Sustainability Governance, page 20 - 21
	2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, page 20 - 21
2-13	Delegation of responsibility for managing impacts	Sustainability Governance, page 20 - 21	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, page 20 - 21	
2-15	Conflicts of interest	Board of Directors, IAR 2025 page 26 - 28 Corporate Governance Overview Statement, IAR 2025 page 92 - 93 Audit Committee Report, IAR 2025 page 103 - 105	

GRI Standards	Disclosure Number	Disclosures	Page Reference
	2-16	Communication of critical concerns	Sustainability Governance, page 20 - 21; Empowering Our People, page 78 - 79
	2-17	Collective knowledge of the highest governance body	Sustainability Governance, page 20 - 21; Corporate Governance Overview Statement, IAR 2025 page 93 - 96
	2-18	Evaluation of the performance of the highest governance body	Sustainability Governance, page 20 - 21; Corporate Governance Overview Statement, IAR 2025 page 93 - 96
	2-19	Remuneration policies	Corporate Governance Overview Statement, IAR 2025 page 93 - 97
	2-20	Process to determine remuneration	Corporate Governance Overview Statement, IAR 2025 page 93 - 97
Strategy, policies and practices			
	2-22	Statement on sustainable development strategy	A Message From Our Chief Executive Officer, page 6 - 8
	2-23	Policy commitments	Responsible Business Conduct and Governance, page 32 - 34; Empowering Our People, page 76 - 77
	2-24	Embedding policy commitments	Responsible Business Conduct and Governance, page 32 - 34; Embedding Sustainability in Our Business Processes, page 19
	2-25	Processes to remediate negative impacts	Responsible Business Conduct and Governance, page 33; Empowering Our People, page 78
	2-26	Mechanisms for seeking advice and raising concerns	Responsible Business Conduct and Governance, page 33; Empowering Our People, page 78
	2-27	Compliance with laws and regulations	Responsible Business Conduct and Governance, page 34; Responsible Waste Management, page 52; Optimising Consumption of Materials, page 55; Environmental Compliance, page 67; Empowering Our People, page 81
	2-28	Membership associations	About This Report, page 15

GRI Standards	Disclosure Number	Disclosures	Page Reference
Stakeholder engagement			
	2-29	Approach to stakeholder engagement	Engaging Our Stakeholders, page 22 -23
	2-30	Collective bargaining agreements	Empowering Our People, page 77 - 78
MATERIAL TOPIC			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality, page 24 - 25
	3-2	List of material topics	Materiality, page 24 - 25
TOPIC-SPECIFIC DISCLOSURES: SUSTAINABILITY TOPICS			
RESPONSIBLE BUSINESS CONDUCT AND GOVERNANCE			
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Business Conduct and Governance, page 32 - 34
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Responsible Business Conduct and Governance, page 32 - 34; Key Risks and Mitigation Section, IAR 2025 page 49 - 53
	205-2	Communication and training about anti-corruption policies and procedures	Responsible Business Conduct and Governance, page 34
	205-3	Confirmed incidents of corruption and action taken	Responsible Business Conduct and Governance, page 34
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Business Conduct and Governance, page 34; Environmental Compliance, page 67
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Business Conduct and Governance, page 34; Environmental Compliance, page 67
PROVIDING AFFORDABLE HOUSING			
GRI 3: Material Topics 2021	3-3	Management of material topics	Providing Affordable Housing, page 35 - 37;
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	Providing Affordable Housing, page 35 - 37; Contributing to Local Communities, page 82
PRODUCT INNOVATION			
GRI 3: Material Topics 2021	3-3	Management of material topics	Product Innovation, page 38 - 44
ECONOMIC VALUE CONTRIBUTED			
GRI 3: Material Topics 2021	3-3	Management of material topics	Economic Value Contributed, page 45 - 46
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Value Contributed, page 45 - 46

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

GRI Standards	Disclosure Number	Disclosures	Page Reference
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	Environmental Compliance, page 65 - 66
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Environmental Compliance, page 65 - 66
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Environmental Compliance, page 62 - 64 and 67
OCCUPATIONAL SAFETY AND HEALTH			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Safety and Health, page 70 - 75
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Safety and Health, page 70 - 73
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Safety and Health, page 70 - 71
	403-3	Occupational health services	Occupational Safety and Health, page 70 - 73
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Safety and Health, page 70 - 73
	403-5	Worker training on occupational health and safety	Occupational Safety and Health, page 72
	403-6	Promotion of worker health	Occupational Safety and Health, page 72 - 73; Empowering Our People, page 77 - 78
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Safety and Health, page 70 - 73
	403-9	Work-related injuries	Occupational Safety and Health, page 74 - 75
	403-10	Work-related ill health	Occupational Safety and Health, page 74 - 75
EMPOWERING OUR PEOPLE			
GRI 3: Material Topics 2021	3-3	Management of material topics	Empowering Our People, page 76 - 81
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Empowering Our People, page 80 - 81
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our People, page 77 - 79
	401-3	Parental Leave	Empowering Our People, page 81
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Empowering Our People, page 81
	404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Our People, page 78 - 79 and 81
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity of governance bodies and employees	Empowering Our People, page 80 Bursa Malaysia Sustainability Performance Data Table, page 87

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

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