

# SUSTAINABILITY STATEMENT

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AME Elite Consortium Berhad (“**AME**” or the “**Group**”) is pleased to present our Sustainability Statement for the financial year ended 31 March 2022 (“**FY2022**”), which outlines the framework set in place to instil sustainable principles across our operations.





# SUSTAINABILITY AT AME

AME strives to deliver services that are crucial to the growth of our local economy and contribute to the nation building efforts via catalysing the modern industrial park space and through sustained activities in construction, engineering, solar energy solution and by providing dormitory services. As we are on a journey to ingrain sustainability into the Group, this Sustainability Statement focuses on laying the foundations to improve our sustainability performance through setting up systems and enhancing the monitoring and tracking of key disclosures. We also have ambitions to progress our sustainability efforts strategically and have begun the process of engaging with an external consultant to assess our economic, environmental, and social (“EES”) risks and opportunities, and develop a guiding framework. This will enhance our ability to make a meaningful impact through our initiatives and efforts, and to create sustainable value for shared success.

### Reporting Approach

AME Elite Consortium Berhad (“AME” or the “Group”) Sustainability Statement 2022 (“Statement”) focuses on the Group’s management and current performance of its EES risks and opportunities. This Statement has been prepared in accordance with Bursa Malaysia Securities Berhad Main Market Listing Requirements (“Bursa Malaysia”) related to Sustainability Statements in Annual Reports and is guided by the Global Reporting Initiative (“GRI”) Standards and the United Nations Sustainable Development Goals (“SDGs”). We have also started to enhance our climate-related disclosure transparency by aligning with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”). The Statement has been reviewed internally by

the management and approved by the Board of AME for accuracy and credibility.

### Scope and Boundary

The Statement encompasses all business operations of AME and its subsidiaries within the geographic scope of Malaysia. The divisions covered are Property Development, Property Investment and Management Services, Construction and Engineering, unless otherwise stated.


### Reporting Period

The Statement covers the financial year period from 1 April 2021 to 31 March 2022 (“FY2022”), unless otherwise stated.







## STAKEHOLDER ENGAGEMENT

At AME, we aim to maintain our stakeholder’s interests as our highest priority. Our effort to generate sustainable revenue is implemented through the quality projects we deliver whilst creating opportunities for rewarding and meaningful employment. Some of our approaches to creating value for our businesses and stakeholders are working with local suppliers, contractors and vendors, providing financial aid along with volunteering to support communities.

Engagement with key stakeholders plays a vital role in our sustainability journey. We believe that stakeholder engagement is crucial in identifying room for improvement and setting our sustainability expectations. We continue to form, strengthen and maintain valuable connections with stakeholders through various engagement channels. Our engagement mechanisms for each stakeholder group are summarised in the table below.

Stakeholder	Engagement	Frequency of Engagement	Key Topics Raised/Areas of Interest/ Expectations in FY2022
 Employees	• Training programmes	Monthly/As needed	<ul style="list-style-type: none"> <li>• Career development</li> <li>• Equal opportunity</li> <li>• Occupational health and safety</li> <li>• Fair and competitive remuneration benefit</li> <li>• Employee wellbeing and conducive work environment</li> <li>• Employee engagement</li> <li>• Knowledge and skill enhancement</li> <li>• Job security</li> </ul>
	• Educational programmes	Monthly/As needed	
	• Safety inspections	Monthly/As needed	
	• Performance reviews	Annual	
	• Surveys	As needed	
	• Code of ethics		
	• Community development programmes		
• Conferences/Seminars/ Workshops			
• Interviews			
• Face-to-face meetings			
• Newsletters			

## SUSTAINABILITY STATEMENT

Stakeholder	Engagement	Frequency of Engagement	Key Topics Raised/Areas of Interest/Expectations in FY2022
 Customers	<ul style="list-style-type: none"> <li>Customer satisfaction survey</li> <li>Suggestion box</li> <li>Social media</li> <li>Newsletters</li> </ul>	Quarterly/As needed  As needed	<ul style="list-style-type: none"> <li>Pricing</li> <li>Quality products and services</li> <li>Timely project delivery</li> <li>Customer service and experience</li> <li>Health, safety and environment (HSE) practices</li> <li>Green and sustainable products</li> <li>Property design</li> <li>Defect rectification</li> </ul>
 Vendors/Suppliers	<ul style="list-style-type: none"> <li>Supplier assessment</li> <li>Surveys</li> <li>Face-to-face meetings</li> <li>Conferences</li> </ul>	As needed	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>HSE practices</li> <li>Legal compliance and contractual commitments</li> <li>Product and service quality and delivery</li> <li>Cost effectiveness</li> <li>Payment schedule</li> <li>Fair and transparent procurement process</li> </ul>
 Regulators/ Certification Bodies	<ul style="list-style-type: none"> <li>Audit</li> <li>Presentations</li> <li>Site visit</li> </ul>	Quarterly  As needed	<ul style="list-style-type: none"> <li>Corporate governance</li> <li>Regulatory compliance</li> <li>Certifications</li> <li>Environmental management and compliance</li> </ul>
 Local Communities	<ul style="list-style-type: none"> <li>Community charity events</li> <li>Internships</li> <li>Press releases</li> <li>Social media</li> </ul>	As needed	<ul style="list-style-type: none"> <li>Community investment and community engagement</li> <li>Job creation and internship opportunities</li> <li>Local welfare</li> </ul>
 Shareholders	<ul style="list-style-type: none"> <li>Annual report</li> <li>Annual General Meeting</li> <li>Fund/analyst briefing</li> <li>Investor relations website</li> <li>Press releases</li> <li>Face-to-face meetings</li> <li>Site visits</li> <li>Surveys</li> </ul>	Annual  Annual  Quarterly/As needed  As needed	<ul style="list-style-type: none"> <li>Corporate developments</li> <li>Financial performance</li> <li>Growth plans</li> <li>ESG practices</li> <li>Risk management</li> <li>Corporate governance</li> <li>Transparent disclosure</li> </ul>
 Media	<ul style="list-style-type: none"> <li>Interviews</li> <li>Press releases</li> <li>Advertising</li> </ul>	As needed	<ul style="list-style-type: none"> <li>Brand image</li> <li>Reputation</li> <li>Corporate news</li> <li>Industry outlook</li> </ul>

**MATERIALITY**

The materiality assessment is utilised as a key component in enhancing sustainability at AME. In order to gain a deeper understanding of the various interests of stakeholders as well as internal and external factors that affect our businesses, we have conducted an in-depth materiality assessment exercise in FY2021. Our materiality assessment process is set out in four steps below:

**Our Materiality Assessment Process**



The global health crisis brought upon by COVID-19 has impacted businesses in every aspect even as business resilience remains central to the agenda for business continuity during this challenging time. Despite this, the material topics identified through FY2021's materiality assessment continue to be in practice throughout FY2022 as they are still reflective of our business operations even during this challenging time. Moving forward, we aim to conduct a refreshed materiality assessment in FY2023.

**Our Materiality Matrix**



**SUSTAINABILITY STATEMENT**

**Key Material Topics at AME**

Material Matters	Description	SDG
<b>Economic Performance</b>	Value creation, financial performance and growth	
<b>Risk Management</b>	Management of business risks, minimising downside risks and capturing opportunities facing the company	
<b>Customer Satisfaction</b>	Ensuring customer satisfaction, quality product and services, and timely delivery of products/services	 
<b>Anti-Bribery and Anti-Corruption</b>	Conducting business dealings with integrity, avoiding practices of bribery and corruption of all forms in the daily operations of the business	
<b>Supply Chain Management</b>	Robust procurement capabilities and reliable supply chain, contribution to the development of the local economy (local procurement)	 
<b>Employee Development</b>	Training, education and career development	 
<b>Occupational Health and Safety</b>	Health, safety and environmental management	
<b>Energy Management</b>	Efficient use and consumption of energy	 
<b>Water Management</b>	Efficient use of and consumption of water	 
<b>Emissions</b>	Managing Greenhouse Gases (GHG) emissions	 

## SUSTAINABILITY STATEMENT

## SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations' Sustainable Development Goals ("UN SDGs") call for action on sustainable development by encouraging businesses to take meaningful actions for positive contributions to the protection of the planet and peace of the people by 2030. Along with world leaders across the globe, Malaysia adopted this global commitment in September 2015. In FY2022, AME has strengthened our reporting against the UN SDGs by identifying key contributions in line with the specific targets of the SDGs relevant to the nature of our businesses and supports those goals as outlined below:

SDG	Targets	Our Contributions in FY2022
	<b>Target 3.3:</b> By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	More than RM10,000 invested in COVID-19 survival boxes for communities affected 2,913,114 man hours worked without lost time injury
	<b>Target 4.4:</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	Average 4.03 training hours per employee RM67,368 invested in general and specialised training courses In FY2022, a total of 31 interns were trained under the guidance of experienced employees at AME
	<b>Target 8.8:</b> Protect labour rights and promote safe and secure working environments for all workers	Providing employment to 126 new recruits 508 hours of EHS-related training including risk and hazard identification Achieved zero fatalities across all divisions
	<b>Target 7.2:</b> By 2030, increase substantially the share of renewable energy in the global energy mix	Expected to generate an estimated 346,000 kWh from the solar panels installed at our corporate office HQ, which will be equivalent to approximately savings of RM 156,800
	<b>Target 9.1:</b> Develop quality, reliable, sustainable and resilient infrastructure to support economic development and human well-being	We are working towards the Green Building Index (GBI) Certification for our corporate office HQ and i-Park Experience Centre
	<b>Target 11.1:</b> Ensure access to adequate, safe and affordable housing and basic services	Our i-Stay workers dormitories uphold high living standards for the workers' better quality of living, and health and safety
	<b>Target 16.5:</b> Substantially reduce corruption and bribery in all forms	100% of our employees were trained/briefed on our Anti-Bribery and Anti-Corruption Policy with zero cases of non-compliance

## MEMBERSHIP ASSOCIATIONS

Division	Membership Associations
Corporate	<ul style="list-style-type: none"> <li>Malaysian Investor Relations Association (MIRA)</li> </ul>
Property Development	<ul style="list-style-type: none"> <li>Real Estate &amp; Housing Developers' Association Malaysia</li> <li>Federation of Malaysian Manufacturers</li> <li>Johor Bahru Chinese Chamber of Commerce and Industry</li> <li>Singapore Precision Engineering and Technology Association</li> <li>FIABCI-Malaysia International Real Estate Federation</li> </ul>
Engineering	<ul style="list-style-type: none"> <li>Malaysian Photovoltaic Industry Association</li> <li>Malaysian Fire Protection Association</li> <li>Construction Industry Development Board G7</li> </ul>
Construction	<ul style="list-style-type: none"> <li>Master Builders Association Malaysia</li> <li>Construction Industry Development Board G7</li> <li>Malaysian International Chambers of Commerce &amp; Industry</li> </ul>
Property Investment & Management Services	<ul style="list-style-type: none"> <li>Federation of Malaysian Manufacturers</li> <li>Malaysian REIT Managers Association (MRMA)</li> </ul>

# SUSTAINABILITY STATEMENT

## AWARDS AND ACCOLADES

### Honorary Mention award for The Edge Malaysia PAM Green Excellence Award 2021 – i-Park@Senai Airport City

In FY2022, our i-Park@Senai Airport City received the Honorary Mention award from The Edge Malaysia PAM Green Excellence Award 2021. The award recognises property developments that demonstrate innovation beyond industry standards and outstanding sustainable design that make a positive impact on communities. i-Park@Senai Airport City features a large green lung area in its development, and practical integration of sustainable and green design considerations in its building design. We promote work-life balance at our industrial park with purpose-built recreational facilities such as a gymnasium, swimming pool, multipurpose hall, pedestrian walkway, and others. AME is humbled to have been recognised for our efforts and received this honorary mention.



### Past Sustainability Accolades

EdgeProp Malaysia's Responsible Developer

**Building Sustainable Development Award 2018 for AME Development Sdn. Bhd.**



Starproperty.my Jewels of Johor Awards 2018

**Best Sustainable Development "Honours" for i-Park@Indahpura**



The Iskandar Malaysia Accolades (TIMA) 2016/2017 – Platinum Winner

**"Most Conducive Workplace" for i-Park@Indahpura**





# A CULTURE OF GOOD GOVERNANCE

At AME, we strive to ensure that good governance and integrity are at the core of our business practices for our long-term viability. As an integrated and comprehensive industrial space solutions provider, we focus on maintaining our credibility and stability by placing “Integrity and Governance” as one of our key material considerations.

## OUR SUSTAINABILITY POLICY

This year, we achieved a milestone through the formal adoption of our Sustainability Policy in February 2022. The policy serves as the framework for AME’s sustainability commitments on integrating sustainability into the Group’s business strategies, processes and decisions. It details commitments in four focus areas: (1) Economic, (2) Environment, (3) Social, and (4) Governance. We believe that the policy reflects our initiative to maintain transparency, accountability, safety, ethics and integrity as core values of our business practices. This is in an effort to be a responsible and accountable business that contributes towards the global sustainability agenda whilst minimising negative impacts that may arise from our business operations.

We are continuously looking to improve our efforts and we are confident that this policy will provide guidance and create awareness amongst employees on the Group’s strategic direction on sustainability in the years to come. As such, we will start our journey in developing a Sustainability Framework soon which will serve as a compass to embed and operationalise sustainability within AME.



*Scan here for more information on our Sustainability Policy*








## SUSTAINABILITY STATEMENT

### SUSTAINABILITY GOVERNANCE

The importance of foundational and effective sustainability governance, including clear definitions of accountability, roles, and responsibilities, is important to AME to ensure that progress is made in line with our sustainability goal and in accordance with our Sustainability Policy. Our sustainability governance structure is summarised as follows:

Role	Responsibilities
 <p><b>Board of Directors</b></p>	<ul style="list-style-type: none"> <li>• Maintains general oversight of the Group's sustainability strategy and performance</li> <li>• Regular reviews the Group's sustainability progress and sets the aspirations on sustainability matters</li> </ul>
 <p><b>Sustainability Steering Committee ("SSC")</b></p>	<ul style="list-style-type: none"> <li>• Chaired by the Alternate Director to the Group Managing Director with members consisting of one key sustainability representative from each business division</li> <li>• Manages the planning and integration of sustainability initiatives into the Group's business strategies and operations</li> <li>• Reports directly to the Board and meets at least quarterly to ensure key sustainability decisions are made in accordance with the Group's business strategies and to ensure the availability of adequate resources for the successful implementation of sustainability strategies and initiatives</li> </ul>
 <p><b>Sustainability Working Group ("SWG")</b></p>	<ul style="list-style-type: none"> <li>• Oversees daily management of sustainability matters for the effective integration of sustainability throughout the Group</li> <li>• Implements the sustainability strategy and initiatives, performs data gathering, tracks sustainability progress and reports sustainability progress and performance to the SSC</li> <li>• Led by the key sustainability representative from each division and its members are working-level representatives from every department</li> </ul>

With regards to Board diversity, our Sustainability Policy outlines our commitments to cultivate a diverse and inclusive culture within the workplace. This also extends to the Board level where there is currently 25% of women representation at Board level. It is important to us that our leadership consists of directors that provide a wide range of perspectives that can help AME in its decision-making process and achieve its strategic objectives. In an effort to increase diversity at the top, we strive to achieve a representation of at least 30% of women at the Board level.

**UPHOLDING INTEGRITY AND BUSINESS ETHICS**

We hold ourselves to the highest ethical standards and aim to run our business operations in accordance with all applicable laws, rules, and regulations. We truly believe that building a culture of accountability among employees and stakeholders that we work with will consolidate our commitment to upholding integrity and business ethics as the core of our business practices. This is communicated in our company's codes and policies:

<p><b>Code of Conduct and Ethics</b> </p>	<p><b>Anti-Bribery and Anti-Corruption Policy</b> </p>	<p><b>Whistleblowing Policy</b> </p>
<p>The AME Code of Conduct and Ethics (“<b>CoC</b>”) establishes the tone and expectations for ethical behaviour, as well as guiding our operations to guarantee compliance with all applicable laws, rules, and regulations. The CoC is communicated to all of our workers through our website and upon employment, and they are expected to follow it. Disciplinary action, including termination of employment, may be taken in response to any violations or non-compliance.</p>	<p>The Anti-Bribery and Anti-Corruption (“<b>ABAC</b>”) Policy outlines AME’s commitment towards zero-tolerance against all forms of bribery and corruption and is in adherence to Section 17A of the Malaysian Anti-Corruption Commission (“<b>MACC</b>”) Act 2009. The ABAC Policy has been made compulsory to all our employees where existing and new staff are given a briefing on the ABAC Policy upon employment. Employees will be met with disciplinary action, including the potential of termination, if they do not comply with the ABAC Policy.</p>	<p>The Whistleblowing Policy outlines the procedures which enables anyone who have a working relationship with the Group to anonymously raise their concerns on possible non-compliance or concerns on improper conduct within the Group in an appropriate manner. It is the responsibility of the Whistleblowing Officer to take necessary actions to deal with the concerns raised, as well as to report to the Audit and Risk Management Committee on a quarterly basis.</p> <p>Employees and parties who have dealings with AME who suspect incidents of corporate wrongdoing can report through a dedicated form or email address:</p> <p> <a href="mailto:whistleblow@ame-elite.com">whistleblow@ame-elite.com</a></p> <p> <a href="http://www.ame-elite.com">www.ame-elite.com</a></p>
<p><b>In FY2022:</b> 100% of our employees are informed on the CoC with zero cases of breach of the CoC.</p>	<p><b>In FY2022:</b> 100% of new employees were informed on the ABAC Policy with zero cases of non-compliance.</p>	<p><b>In FY2022:</b> Zero cases of non-compliance were reported through the whistleblowing platforms.</p>

**MORE** Further information on our codes and policies can be accessed on our website [www.ame-elite.com](http://www.ame-elite.com)

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### RISK MANAGEMENT

At AME, risk management is a crucial element of our operations. Our resilient risk management framework includes policies and procedures for identifying, evaluating, and managing key risks, as well as safeguarding the interests of our stakeholders and shareholders. We have adopted a Risk Management Framework that is developed based on the principles and guidelines of internationally recognised standards such as the ISO 31000 Risk Management and the Committee of Sponsoring Organisations (“**COSO**”) Enterprise Risk Management (“**ERM**”) 2017.

We recognise that our ability to operate sustainably and generate long-term value for business success is driven by economic, environmental, and social (“**EES**”) risks. As we are highly aware of the potential losses that will affect the business due to failure in appropriately addressing EES issues, we are actively working towards identifying our EES risks to effectively manage and mitigate them with adequate systems and actions. In this report, we have outlined key risks and opportunities based on global and industry-specific trends, and mapped our actions and responses in proactively managing and mitigating these risks.

#### EES Risks

The key to AME's success in meeting the needs of our shareholders and investors is to maintain financial growth and increase economic productivity while assuring long-term value creation. With economic performance, we face risks such as financial loss, changing customer demands and needs, competition, changing regulatory requirements and political landscape. There are also opportunities for new projects, contribution to nation building, and economic growth.

To protect our employees, contractors, communities, and other stakeholders, AME places great focus on maintaining strong safety and health standards. This is especially crucial in our construction and engineering divisions, where workers are exposed to dangerous and hazardous situations. Additionally, the global importance of workplace health and safety has been heightened by the advent of the COVID-19 pandemic. This

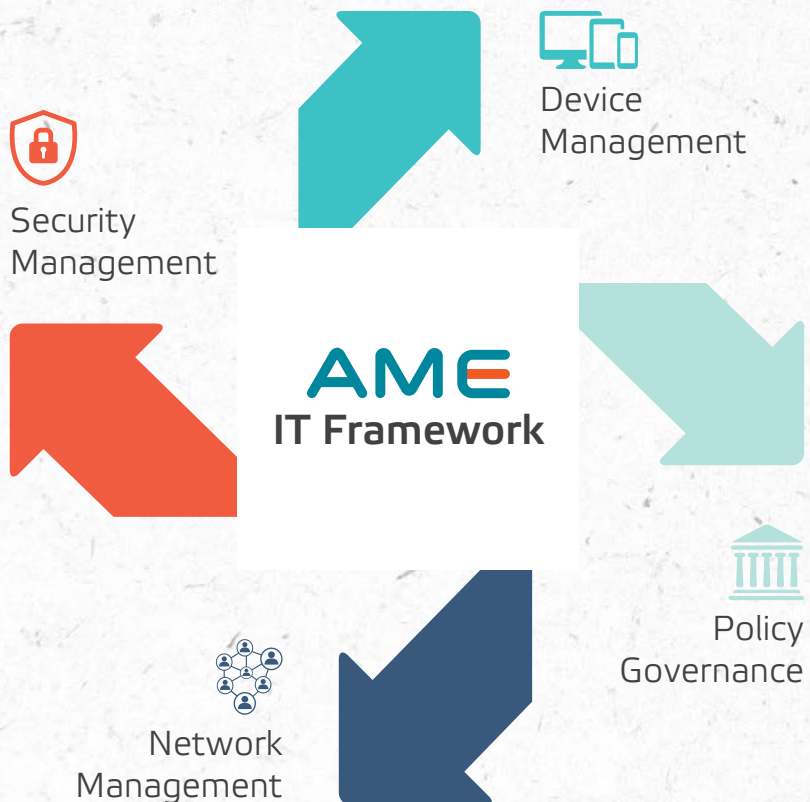
can lead to the risks of increased medical expenses, poor wellbeing and productivity, reputational risks and regulatory fines. This gives us the opportunity to foster a culture of safety through employee engagement and robust management systems, and focus on training for specialised skills.

At AME, we are always looking to adopt the best digital solutions and technologies that enhance our operational efficiency and productivity for growth. The recent acceleration on the transition to the digital space, especially catalysed by the COVID-19 pandemic – exposes businesses to more complex cyberthreats. This poses risks such as disruptions of business and operations due to competition from fast moving competitors, replacement of jobs with digital solutions, new skills demand, and data theft. We take the responsibility of ensuring stringent measures for data privacy and security seriously through robust management systems and engagement with our employees to safeguard our customers’ and workers’ data and information. There is the opportunity here to adopt automation to streamline operations, use data analytics to increase efficiencies, and build a future ready workforce through skill set enhancements.

**MORE** Further information on our risk management is detailed in the Statement on Risk Management and Internal Control section in this Annual Report.

### DATA SECURITY AND PRIVACY

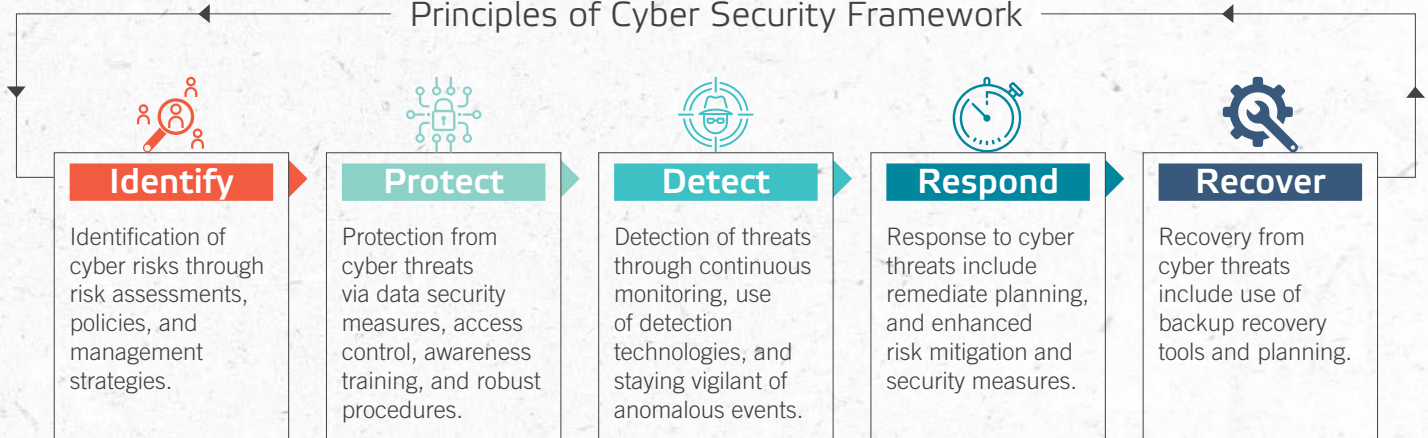
The COVID-19 pandemic has led to an inevitable rise in the use of digital technologies and the demands placed on the digital infrastructure have skyrocketed. Although the digital transformation era encourages innovation, there are also concerns of cybersecurity threats which could significantly affect AME's business operations. We strive to ensure that transparency, accountability and mutual trust with our customers and workers form the basis of our operations, and thus we aim to protect their privacy by maintaining the security of their personal information in compliance with the Personal Data Protection Act 2010. Our IT framework encompasses four main digital protection measures to ensure proper handling of information and personal data:



The Board has oversight of the Group’s cyber preparedness, strategy, and legal implications of cyber risks. As a guiding framework, we follow five principles to practise robust cybersecurity in the workplace:



Principles of Cyber Security Framework



In FY2022, we recorded **zero cases** concerning breaches of customer and employee privacy or loss of data.

AME continuously enhances cybersecurity measures by investing in IT solutions such as firewall tools and ransomware protection software. In FY2022 we invested in upgrading our network infrastructure, installation of WiFi to improve connectivity for guests, and use of cloud storage system for convenient accessibility of files and documents. We continue to increase our efforts to safeguard the privacy and data protection of our employees and customers, we proactively invest in initiatives such as server virtualisation, workstation management, and VPN access through multi-factor authentication that are currently in development and will be implemented in the near future.

It is our utmost priority that our employees are vigilant of cyber risks and aware of effective measures for cybersecurity protection. As a way of strengthening our cybersecurity governance, we conduct security awareness campaigns on a regular basis and frequently communicate cybersecurity-related information via email to our employees. This educates our employees on phishing prevention, email safety best practices, and cyber threat risks identification.



AME IT Training

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# DELIVERING WITH QUALITY AND PURPOSE

AME’s vision is to be a leading industrial space solutions provider in the region that offers a complete suite of capabilities. We strive to provide the finest products and services which will improve customer experience and satisfaction, contribute towards boosting our reputation, and increase our market value. In conjunction, we also work towards mitigating risks in project delivery to achieve excellence across our business divisions and value chain.

Our modern industrial spaces catalyse the local manufacturing industry and provide key opportunities for the growth of the economy. We are cognisant of the impact we create on the socio-economic landscape in Malaysia via our business growth. In FY2022, we generated an economic value of RM398.4 million, where RM373.0 million (93.6%) was distributed via operational costs, employees' wages and benefits, payments to providers of capital, payments to governments and community investment.

We recognise the importance of operational excellence towards the growth of our company and our ability to create long-term value. Quality assurance, internal mechanisms and regulatory compliance across our business divisions are fundamental to our operational successes. We have also adopted industry-relevant technologies and digitalisation efforts to elevate and optimise our operations to create further value for our customers through our services.

## SUPPORTING COMPANY GROWTH VIA OPERATIONAL EXCELLENCE

The successes of our award-winning industrial parks are driven through stewardship of our processes at every level – from land acquisition and development to sales and marketing. To ensure operational excellence and service quality, we adopt and adhere to several industry-specific regulations, guidelines and frameworks across our divisions.

### Regulatory and Quality Management Systems at AME

Upstream <span style="float: right;">→</span> Downstream			
Property Development	Construction	Engineering	Property Investment & Management Services
ISO 9001:2015 Quality Management System			
<ul style="list-style-type: none"> <li>Uniform Building By-Laws 1984</li> <li>Town and Country Planning Act 1976</li> </ul>	<p>Construction Industry Development Board (“CIDB”) Act 1994</p> <ul style="list-style-type: none"> <li>Malaysian Construction Industry Standards (“CIS”)</li> <li>ISO 45001:2018 Occupational Health and Safety Management System</li> </ul>	<ul style="list-style-type: none"> <li>Uniform Building By-Laws 1984</li> <li>Electricity Supply Act 1990 (Act 447)</li> <li>Environmental Quality Act 1974</li> <li>Occupational Safety and Health Act 1994</li> <li>MS 1837:2018 Installation of Grid-Connected Photovoltaic</li> <li>MS IEC 60364-7-712:2017 Requirements for special installations or locations – Solar photovoltaic (PV) power supply system</li> <li>IEC 61724: Photovoltaic system performance monitoring – Guidelines for measurement, data exchange and analysis</li> </ul>	<ul style="list-style-type: none"> <li>Workers' Minimum Standards of Housing and Amenities Act 1990 (Act 446)</li> <li>Department of Labour Requirements</li> <li>Responsible Business Alliance Requirements</li> </ul>

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We adhere to the ISO 9001:2015 Quality Management System certification throughout our business divisions across our value chain starting from our Property Development division. Our ISO 9001:2015 standards have been certified by SIRIM QAS International.

At our Construction division, quality assurance is an end-to-end process involving material inspection, client particulars, project performance evaluation, and quality assurance procedures from project commencement to the Defects Liability Period (“DLP”), as guided by our Quality Control Plan (“QCP”).

Under the QCP, there are processes that guide AME to ensure that the individual needs of each project are met according to the plans and specifications through regular evaluation of work progress. As part of our services, we offer assistance during the DLP, with the target of resolving and rectifying concerns within 14 days. The superintendent officer will issue the Certificate of Making Good Defects once all issues have been resolved.

How we ensure project quality excellence



As a trusted provider of engineering expertise in the steel structure and precast concrete industry, our Engineering division holds great importance in ensuring the highest quality in their projects from business development, procurement, fabrication, testing to inspection activities. We have clear and effective standards of procedures that embed value engineering and outline the end-to-end processes involved in ensuring the delivery of our projects as well as project quality reports to evaluate the quality of the projects.

Our Property Investment and Management division comprises AME Group’s leasing assets as well as i-Stay workers’ dormitories. We strive to uphold the best quality of leasing and management services to meet the needs of our clients and tenants.

Creating Comfortable Living Environments

We pride ourselves on upholding fair and equal treatment towards our tenants and employees at our i-Stay dormitories by safeguarding their health and safety, and creating a comfortable living environment for all tenants in line with our Sustainability Policy. We strictly adhere to the Employees’ Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446) and meet the requirements of the Department of Labour. Going above and beyond, we are also guided by the requirements of the international industry coalition, Responsible Business Alliance (“RBA”).



Human Rights

As highlighted in our Sustainability Policy, we recognise our responsibility to respect human rights across our business operations. We do not tolerate child labour and any form of forced labour or exploitation in our operations. We strictly adhere to Malaysia’s Employment Act 1955 and as a result of our strong stance on respecting human rights, **we successfully achieved zero incidents of human rights violations in all the places we operated in FY2022.**

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### DIGITAL SOLUTIONS FOR BUILDING BETTER FUTURES


Aside from the rapid transition in the adoption of innovative technologies and digital solutions sparked by COVID-19, in Malaysia, we also observe a push towards investing in digital technologies to meet the current and future needs through the introduction of the National Fourth Industrial Revolution (“4IR”) Policy and Malaysia Digital Economy Blueprint.

#### Technology For A Greener Future

Quantum Renewable Energy Sdn. Bhd. (“QRE”) is a joint venture between AME’s subsidiary Symphony Square Sdn. Bhd. (“SS”) and Baozhou New Energy Technology Sdn. Bhd. (“BNET”) with the objective to provide a solar turnkey engineering, procurement, construction and commissioning (“EPCC”) service for commercial and industrial buildings, tailored to customers’ needs. The activities of QRE also include solar panel installation and connectivity to the Net Energy Metering grid, solar tracking systems, and distribution of solar panels.

To harness the technologies of today, QRE utilises a photovoltaic simulation software that has features for 3D design and modelling as well as precise estimates for energy production that allows us to produce preliminary solar proposals for customers. Through utilising this software, we are able to improve the efficiency of the project process by avoiding serious near-shading effects, optimising system performance ratio, and reducing design errors, which results in cost and time savings.

To improve operational resilience and business growth, we hone on existing digital technology within the industry and embraced new digital-based solutions. Our Engineering and Construction divisions use a variety of digital solutions to optimise overall planning and execution processes, resulting in many benefits such as cost savings, time savings, and waste reduction.

Utilising Industry-Specific Digital Solutions	
Industrialised Building System (“IBS”)	Building Information Modelling (“BIM”)
	
<p>Our IBS specialises in steel fabrication and precast concrete facilities. The highly mechanised technology in a controlled environment enhances our capabilities to achieve better design flexibility, efficiency, and quality control. It allows us to reduce construction time and costs, improve the quality of buildings, enhance the safety of workers by reducing time spent at site, and reduce waste produced.</p>	<p>BIM allows for the digital and 3D development of a virtual model of a building on a shared platform, allowing for accurate planning, scheduling, and cost estimation. This is limited to the steel structure aspect of the engineering division where 3D modelling is utilised. This allows us to improve productivity at the design stage, reduce errors in the construction phase, minimise the need for modifications, and ensure timely delivery of projects.</p>

In addition to our IBS and BIM tools, the Construction division uses Enterprise Resource Planning (“ERP”) to manage key aspects of day-to-day business operations on one system where it is able to handle the full life cycle of construction activities. This includes accurate cost management and quoting of contracts to resource management, which allows for complete project management visibility. By utilising ERP, we are able to optimise processes, simplify collaboration with suppliers and contractors as well as accelerate company growth. We are constantly looking for ways to improve our operations and are currently trialling a digital solution to help us customise and create our own digital reporting and record-keeping system on daily progress and defects tracking.

SUSTAINABILITY STATEMENT

We also harness digital solutions within our Property Investment and Management division to ensure the safety, security and convenient access of services to tenants in our i-Stay dormitory:



**Biometric Security System**

Our biometric turnstile access control system ensures the safety and security of our tenants where only registered tenants are allowed to enter and exit the dormitory blocks. We are currently developing an application (“app”) for maintenance and security.



**Defects Reporting**

To digitise the defects complaint and reporting system, we have introduced an e-form where tenants can submit their complaints and reports of defects in the dormitories from the convenience of their mobile devices instead of manually filling in a physical form. This allows us to reduce paper usage as well as increase response and rectification time.



**COVID-19 Monitoring and Updates**

i-Stay employees record their COVID-19 test results through a mobile app for management to keep track of their health status. They are also provided updates on COVID-19 within the i-Stay dormitories through the app.



**Parcel Distribution**

To improve the efficiency and convenience of parcel distribution within i-Stay, we invested in a mobile app where tenants are notified when their parcels have been delivered so that they can set an appointment for collection at their convenience.




**Digital ATMs via SOCASH**

For the convenience of our tenants, we utilise the SOCASH app to make it easy for tenants to withdraw cash at the i-Stay office instead of finding an ATM machine. This method of digital cash withdrawal makes withdrawing money accessible and close to the proximity of the dormitories.



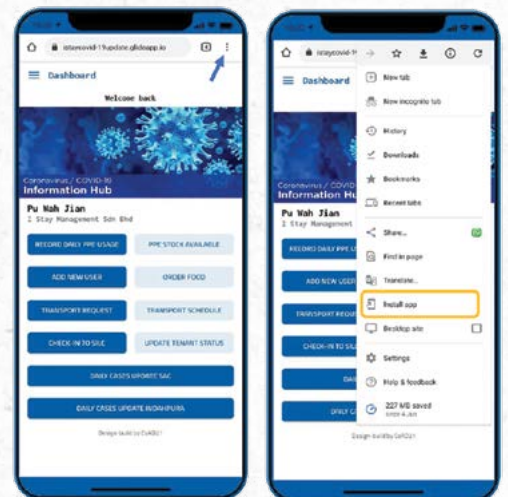
**Hostel Management System**

We utilise a hostel management system to digitise the process of recording our tenants’ personal information such as work permit expiry and passport identification. The system will send a reminder that alerts our i-Stay staff once the workers’ documentations are close to expiration. The i-Stay staff will then inform and request the clients to update the workers’ permits and/or passports.



**Withdraw cash at I-Stay Office.**

**SIMPLE. SECURE. SMART.**





## SUSTAINABILITY STATEMENT

### MEETING CUSTOMER EXPECTATIONS

At AME, we prioritise customer experience and we are determined to understand customer expectations which would enable us to deliver excellence. As a step towards that, we have established digital channels in our Property Development division to receive feedback after project completion and handover on the quality and workmanship, timeliness of defect rectification, professionalism and responsiveness to enquiries. Through these methods, we also keep the relevant parties up to date on the status and progress of defect rectification.

Senior management is made aware of the concerns raised by customers, we compile and present the main concerns and recurring issues raised through the feedback platforms on an annual basis. In FY2022, we received a customer satisfaction score of 89% for the four units that were handed over in the year.

For our Construction division, the Quality Assessment System in Construction (“**QLASSIC**”) remains a key industry standard for evaluating the quality of construction in Malaysia, as carried out by the Construction Industry Development Board (“**CIDB**”). The assessment is conducted in accordance with quality standards stipulated in the Malaysian Construction Industry Standard (“**CIS**”) CIS 7:2021 Quality Assessment System for Building Construction Works and results in a final score that identifies the quality of product and workmanship of completed construction projects. In FY2022, the offices and clubhouse at our corporate headquarters received a score of 74% to 82% respectively.

Our Engineering division operates as an individual and integrated service, similar to the Construction division. We have two customer segments comprising internal AME divisions as well as contracts from external parties. We conduct customer satisfaction surveys on a project basis where they evaluate the quality, cost-effectiveness, timeliness, and safety of the projects.

As the provider of housing to our client’s workers, we are determined to ensure transparency and mutual trust between AME and our clients to care for their workers in the dormitories. In progressing towards that, we have created a designated group chat with our i-Stay management representatives where our clients can submit their feedback and complaints. We strive to address and respond to their feedback as soon as possible. Additionally, our tenants are able to convey their complaints about defects through a dedicated e-form.

We place emphasis on creating a welcoming environment for all tenants at our i-Stay dormitories. With a diverse group of tenants that have been with us over the years, we took the initiative to produce an introductory video tailored to the new tenant’s national language, which is in alignment with supporting a diverse and inclusive culture as highlighted in our Sustainability Policy. This was done to make the new tenants feel welcomed and comfortable in their new home and integrate smoothly into the dormitory environment.

### BUSINESS RESILIENCE BEYOND THE PANDEMIC

Globally, the COVID-19 pandemic has set the precedent for stronger EES practices to be embedded into business as usual to remain resilient. As we progressively recover from the impacts of the pandemic, AME has remained operationally resilient by leveraging on opportunities in engaging customers via alternative channels as well as utilising internal protocols to enable the safety of our stakeholders.

As a response to the prolonged COVID-19 pandemic and movement control order (MCO) restrictions, our property development team adapted and employed new methods and technologies to continue meaningful engagement with our customers. This provides our customers various channels of opportunities to learn about our projects, particularly the i-Park@Senai Airport City projects, through an immersive experience from the safety and comfort of their homes.

#### Virtual Engagements

##### Virtual Exhibitions



This year we participated in the Taiwan-Malaysia Industrial Collaboration Summit, EdgeProp Malaysia Virtual Property Expo 2021, and Federation of Malaysian Manufacturers Virtual Pavilion where we showcased our ongoing projects.

##### Video Showcases



To allow customers to view our in-progress and completed i-Park units, we produced informational videos that were shared on social media platforms to allow customers to view the units at their own pace.

##### 3D animation and Virtual Reality Walk Throughs



For a more interactive and immersive experience, we also invested in virtual reality (VR) and three-dimensional (3D) tools that allow customers to feel as though they are physically at the site.

### Combatting COVID-19 at i-Stay

During the surge of COVID-19 cases across Malaysia, our management team at i-Stay proactively set up quarantine centres to isolate tenants who tested positive to prevent the spread of the virus amongst other tenants. We enforced robust management systems and preventative measures to combat the virus such as daily disinfection, COVID-19 prevention education resources, introduction of the mobile app to record the COVID-19 tests and receive regular updates on the news in the dormitories, as well as social distancing measures.



As we experience an increased emphasis on sustainability – profitability and EES practices are no longer mutually exclusive. With the rise of responsible investing and funds that support sustainable development, we are cognisant of the opportunities that arise from operating sustainably. To this extent, we seek to resiliently move forward into the future and leverage these opportunities by progressively embedding sustainability into everything that we do at AME.



*i-Stay@Senai Airport City*

## SUSTAINABILITY STATEMENT

### SUPPLY CHAIN MANAGEMENT

AME's operations count on a dependable and sustainable supply chain in order to maintain and deliver high-quality products and services. We believe this provides us with an opportunity to establish long-term partnerships and contribute to the growth of the local economy. We are committed to ensuring all our contractors, sub-contractors, suppliers and vendors implement ethical and responsible business practices up to the standards that AME maintains to minimise potential risks by incorporating sustainability across our supply chain.

Our supply chain operating procedures that are guided by the ISO 9001:2015 Quality Management Systems and ISO 45001:2018 Occupational Health and Safety Management Systems are the foundations that encompass structured processes and criteria that ensure the selection of suppliers meets AME's expectations.

Our newly adopted Sustainability Policy outlines AME's commitment to respect and uphold workers' fundamental rights by eliminating all forms of child labour and forced labour. Furthermore, the Policy outlines AME's commitment to eliminating inappropriate conducts and practises, such as workplace bullying, discrimination, sexual harassment, intimidation, and victimisation.

AME awards contracts to contractors who meet the expectations and standards of our thorough and extensive tender selection that involves financial and non-financial performance evaluation, including safety obligations and requirements on good practices of human rights. Our property development division has also incorporated environmental, social, and governance ("ESG") evaluation criteria into the screening process. In FY2022, the division assessed 11 new suppliers with the ESG criteria. We are working towards ensuring more in-depth ESG criteria during new suppliers' evaluation are incorporated across all divisions.

#### Selection

New suppliers are evaluated on criteria such as quality delivery, health and safety, partners, and cost. Those who are successfully selected will be registered on the approved supplier list.

#### Evaluation

Evaluating suppliers and contractors against non-conformities such as quality, safety, cost and service.

#### Monitoring

Annual assessment of supplier and contractor performance. In the event of non-conformance, corrective action will be given to the respective suppliers through a supplier improvement plan where they are given 14 days to rectify and verify the non-conformities.

AME promotes local suppliers and economic development by engaging local businesses in order to have a deeper and more significant impact on the areas in which we operate.

**98.6<sup>1</sup>%**  
of the procurement budget was spent on local suppliers and contractors in FY2022

	FY2020	FY2021	FY2022
Proportion of expenditure on local suppliers and contractors (%)	99.5 <sup>1</sup>	98.3 <sup>1</sup>	98.6 <sup>1</sup>
Proportion of local suppliers and contractors (%)	99.2 <sup>1</sup>	98.9 <sup>1</sup>	98.7 <sup>1</sup>

Note:

<sup>1</sup> Only including suppliers and contractors from the construction and engineering divisions.

# INVESTING IN OUR PEOPLE AND EMPOWERING COMMUNITIES

At AME, we understand that in order to create long-term value, we must establish and maintain trust with both our internal and external stakeholders. Therefore, we work diligently to create lasting relationships with our workforce, communities, customers, business partners and investors.

In our business activities, we recognise that our workforce is our most valuable resource. Therefore, we prioritise equal opportunity and ensure that our workplace fosters a strong talent pipeline through meritocracy. We also work hard to ensure that our employees are fairly compensated, and are able to thrive by creating a secure, safe and inclusive working environment.

## OCCUPATIONAL HEALTH AND SAFETY

Health and safety is a matter of high significance here at AME. We are mindful of the hazards and risks that our employees face because of the nature of their jobs. To safeguard the well-being of our workers at project sites, we have implemented a range of practices and initiatives to guide us towards ensuring safety and health at the workplace.

Beyond caring for just our direct employees, we also recognise the importance of and are committed to keeping our people and all else involved on our construction sites safe in all day-to-day operations.

### Robust Health and Safety Management

We believe that inculcating good governance and management of health, safety and welfare will most importantly safeguard the health and well-being of our workforce and be a pivotal element towards strengthening our brand value and reputation.

As our Engineering and Construction division has the most urgent need for comprehensive health and safety measures – the HSE Management system covers all employees in this division. Additionally, we are guided by a HSE governance framework at our project sites, in line with our commitment to prioritise employee health and safety.

### EHS Targets



### HSE Governance

#### Division Level HSE Governance



## SUSTAINABILITY STATEMENT

In every project or site we are responsible for, we establish a HSE Committee that is responsible for a range of HSE-related duties, but chief amongst them are to:

- Review HSE statistics and performance and recent incidents/accidents in the project and ensure the dissemination of lessons learned
- Provide management feedback and discussion forum on relevant HSE issues, procedures, and policy matters
- Promote safety awareness through safety talks, safety publications, etc.
- Carry out regular site inspection to detect any unsafe conditions or unsafe practices

Additionally, the Engineering and Construction division is ISO 45001: 2018 Occupational Health and Safety Management System certified, and has implemented stringent internal Key Performance Indicators to achieve zero occurrences on project sites. To this end, we ensure that a management review of HSE performance is conducted monthly in line with initiatives to put forward proposals for improvement through a HSE Monthly report that was prepared by Safety Officer and Safety Supervisor, and is endorsed by Project Manager.

### Safety Toolbox Meeting

The weekly Safety Toolbox Meeting at the project site with all involved in a project, ranging from the project management team, site engineers, other employees on site and general workers during which safety requirements and unsafe acts are being highlighted, discussed and clarified.



### Hazard Identification, Risk Assessment and Risk Control (HIRARC)

Before starting a new development or construction project/activities, AME ensures that all locations are properly risk assessed using a standardised Hazard Identification, Risk Assessment, and Risk Control (HIRARC) approach.

The purpose of this approach is to provide a systematic and objective approach to assessing hazards and their associated risks that will provide an objective measure of an identified hazard as well as provide a method to control the risk.

This is in line with the Occupational Safety and Health Act 1994 (Act 514) whereby an employer is tasked with providing a safe workplace to their employees and other related persons.

### EHS-related training

EHS-related training and development programmes are essential for equipping our workforce with the necessary knowledge they need to complete their activities safely while also staying up to date on current regulatory standards. In FY2022, we provided 508 hours of EHS training to our employees, contract workers and contractor personnel.

Number of EHS-related Training Programmes

65 programmes



Number of Participants

80 people



Total EHS-related Training Hours

508 hours



SUSTAINABILITY STATEMENT

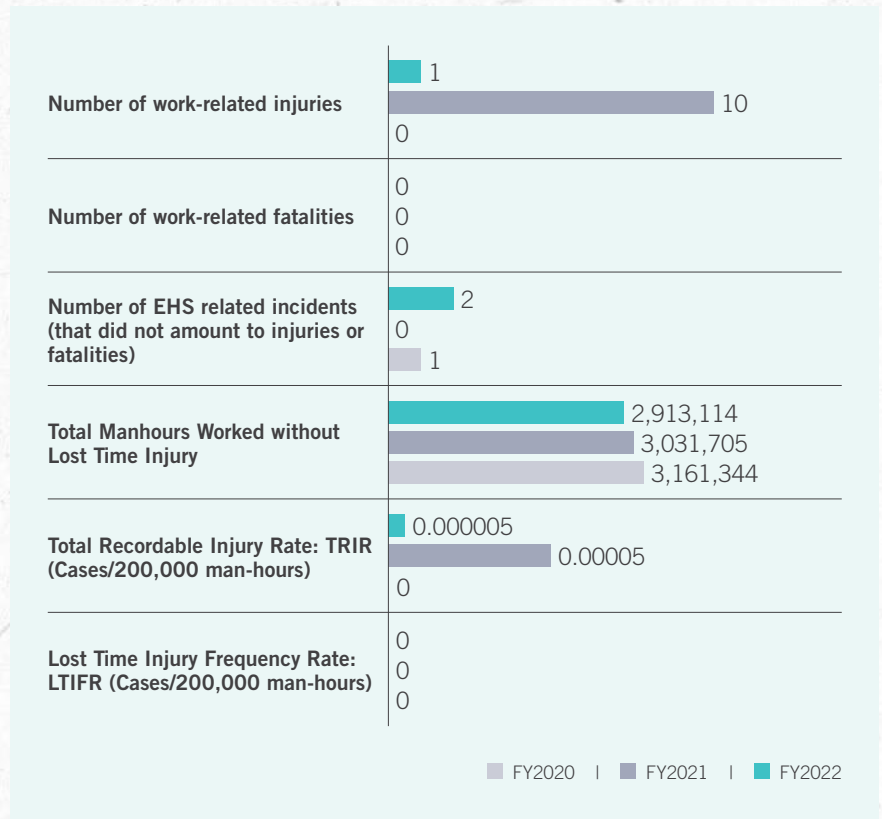
**EHS feedback mechanisms**

We strive to ensure zero accidents by encouraging the reporting of health and safety-related incidents, complaints, and non-compliance through our dedicated anonymous EHS-incident reporting channel. Our You See You Response (UCUR) programme is a proactive process that allows employees to report potential workplace hazards. This reporting channel allows employees to provide input without fear of reprisal and drives safety enhancements in line with continually improving our health and safety performance in the workplace. Any incidents reported will start an investigation to determine the root cause of the incident and identify corrective and preventive actions to ensure a similar incident does not happen again.

We also were engaged in constant communication about health and safety issues through email, videos, and have notices posted in strategic locations across our project sites. We disseminate this information in English and Bahasa Malaysia. In a bid to be more inclusive, we are mindful of the diverse languages spoken by foreign workers at our construction sites and take meaningful considerations when engaging with them. To ensure what is communicated is done so effectively, critical information (such as that on health and safety updates) is communicated in the native language of our foreign workers and subcontractors.

**OSH Performance**

We conduct EHS Committee meetings regularly as a way to monitor the overall safety and health conditions at our work sites. Due to our proactive and frequent safety training, awareness programmes, safety standards, and risk assessments – AME accomplished 2,913,114 hours without LTI (Lost-Time Injury) and was not affected by any incidences of non-compliance with environmental rules due to effective preventive and preparedness in FY2022.



AME responds to health and safety incidents with rapid investigations and reporting procedures to uncover the root cause of the occurrence and to develop corrective and preventive actions. We constantly remind our employees to prioritise their safety at work sites and encourage reporting of any unsafe working conditions to their representative or to the EHS department directly as an action towards solving the issue.

**COVID-19 Safety Measures**



**Quarantine Centre**

In line with ensuring the health, safety and well-being of our workforce, our quarantine centre was built to cumulatively house 56 workers in 13 different rooms and was established in accordance with guidelines from the Malaysian Ministry of Health (MoH).

It was set up to serve as facilities to quarantine Patients Under Investigation (PUIs) while they wait for confirmation on their COVID-19 status.

<b>Temperature Screening</b>	<b>Social Distancing</b>	<b>Work From Home Arrangements</b>
<b>Provisions of Face Masks</b>	<b>Regular Testing</b>	<b>Workplace COVID-19 prevention guidelines</b>

## SUSTAINABILITY STATEMENT

### OUR WORKFORCE

As the talent of our workforce is at the heart of our group's ability to create value, encouraging employee engagement and development is one of the top focuses at AME. We are committed to driving productivity, boosting employee satisfaction, and bolstering talent retention through a three-pronged approach of developing, retaining, and attracting talent.

In FY2022, AME grew our workforce to 431 employees by welcoming 126 new employees over our four divisions. The biggest employer is our construction division which collectively employs 58% of the total workforce. Permanent full-time employees make up 70% of the total AME workforce while contract full-time employees make up the remaining 30%. In FY2022, 46% of AME total workforce were Malay, 39% Chinese, 3% Indian and 12% of other ethnicities.

#### AME At a Glance

#### Total Workforce

**431 employees**



Permanent Employees  
**70%**



Contract Employees  
**30%**

#### Ethnicity



Malay  
**46%**



Chinese  
**39%**



Indian  
**3%**



Others  
**12%**

### Developing Talent

We support our employees' proactive spirit in seeking out opportunities to develop which allows them to continue to learn, progress in their roles, and get to where they want to be. At AME, we continue to invest in the training and upskilling of our employees in order to provide them with relevant skills necessary for future work. We do this by continuously developing talent that is critical to our business and providing our employees with relevant professional training and certifications in order to ensure that their skillset remains relevant, add value to our organisation and are able to advance in their respective careers.

We invested nearly twice as much for training and development in FY2022 as compared to FY2021, a significant increase in our efforts to revert to pre-pandemic levels of employee training and development. These were conducted through various trainings internally and externally which were delivered through physical and virtual workshops that covered a broad range of topics. This resulted in 1,738 total training hours, averaging 4.03 hours per employee.

### Performance Reviews

We conduct performance reviews annually for our employees in order to inform our talent retention and succession planning activities. These reviews are conducted in a structured manner that includes self-assessment followed by an evaluation from an immediate superior within the organisational hierarchy.

We evaluate our employees based on their performance against individual key performance indicators and other behavioural characteristics that are aligned to AME's business objectives and goals.

### Retaining Talent & Attracting Talent

We recognise the importance of obtaining and maintaining an exceptional, professional talent pool is vital in ensuring the overall success of our operations. Our people are the source of new approaches, ideas, and innovation and as a result, maintaining and attracting a high-calibre, professional talent pool is critical to our goal of being a leader in the engineering, construction, and property development industries.

### Employee Well-being

Our employees' well-being is undoubtedly influenced by their working environment. Therefore, AME is committed to helping employees to establish lifelong healthy habits that promote their well-being and productivity through our range of well-being initiatives.

Throughout FY2022, we sent regular wellness-related focused communications encouraging employees to check their emotional and physical well-being. These messages are supported by a variety of resources, information, and tools available, such as help understanding COVID-19 related health advice, assisting colleagues and loved ones in managing their mental health at home, advice on ergonomics, and mental resilience. Additionally, in a bid to promote good physical health – we aim to provide access to our clubhouse when it is ready and properly equipped with fitness equipment and related facilities for the usage of our employees.

SUSTAINABILITY STATEMENT

Employee Benefits

Our employees are one of our most valuable assets, but also because of their loyalty, capability, and unity while adhering to our corporate vision and fundamental values. We believe in providing a fair salary and a thoughtful benefits package in order to retain our people and remain competitive in the business.

Benefits	Detail
Leave	Annual Leave, No Pay Leave, Sick or Hospitalisation Leave, Marriage Leave, Maternity leave, Compassionate Leave, Convocation Leave, Replacement Leave
Flexi-Wellness	Pre-employment Medical Check-up
Allowance and Subsidy	Transport Allowance, Car Allowance, Motor Allowance, Car Maintenance Allowance, Outstation Allowance, Meal Allowance, Handphone Allowance, Medical Reimbursement, Business Travel Expenses Reimbursement, Professional Membership Subsidy, CIDB Green Card Renewal Fee
Insurance	Personal Accident Insurance, Surgical and Hospitalisation Insurance
Flexi-Work Arrangement	Time-Off Benefit
Retirement	Memento for Long Services Employees
Others	Recreational Park Facility (Fitness Facilities and Clubhouse), Employee Share Option Scheme



Long Service Award

AME values the loyalty and dedication our employees give us in their work. We celebrate those who have been working with us for over ten years by presenting to them the long service award to commemorate their achievements and to thank them for their commitment to the growth of the Group.

1. Mr Teo Kian Jin, Project Director and Head of Project Department, has been with AME for 14 years.
2. En Abu Bin Naip, Assistant HSE Manager, has been with AME for 13 years.
3. En Yahya Bin Embok Bulong, HSE Supervisor, has been with AME for 12 years.

i-Park, an Industrial Resort

At AME, we prioritise maintaining a healthy work-life balance among all of our employees. We also believe in providing a conducive environment for our people to thrive and cultivating a sense of community. In an effort to materialise this, our i-Park industrial parks, which are also referred to as *industrial resorts*, are built with the aim to promote social cohesion. Our emphasis on this is a deviation from the traditional association that industrial parks are all about work and productivity with minimal lifestyle elements. Our *industrial resorts* contain large green spaces along with amenities that we believe would encourage a healthy ‘work and play’ lifestyle. These spaces are available for operators and employees to get together and foster more meaningful relationships while also bonding with the local community. In addition to that, we have a clubhouse, the i-Privilege Club with amenities ranging from a salted swimming pool to a fully equipped gym. It is currently open for access for operators while employees of AME will be able to enjoy access to the clubhouse facilities in the near future.








SUSTAINABILITY STATEMENT

Facilities at i-Park@Senai Airport City






Clubhouse Amenities and Facilities

 Salted Swimming Pool	 Gym	 Studio	 Multisport Court
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Classes and Programmes at i-Privilege Club

 Pilates	 Circuit Training	 Kickboxing
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i-Park's Community Recreational Park

 830m walking and jogging track	 Outdoor Amphitheatre	 Outdoor Fitness Equipment	 Sitting Benches	 Cycling Lane
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To effectively communicate with all operating within i-Park, we have developed an i-Park community app which functions to provide access for employees of operators and subcontractors to the industrial park. To safeguard security within i-Park, all of our operators have to register for i-Park access through the application.

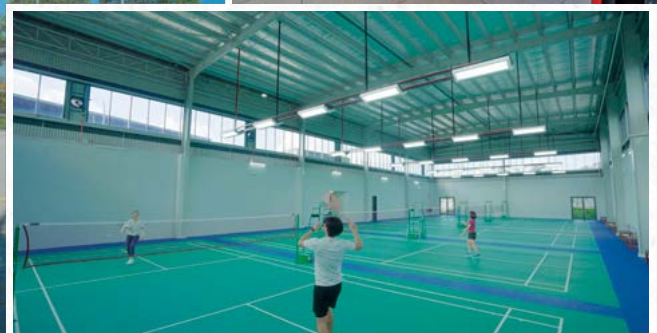
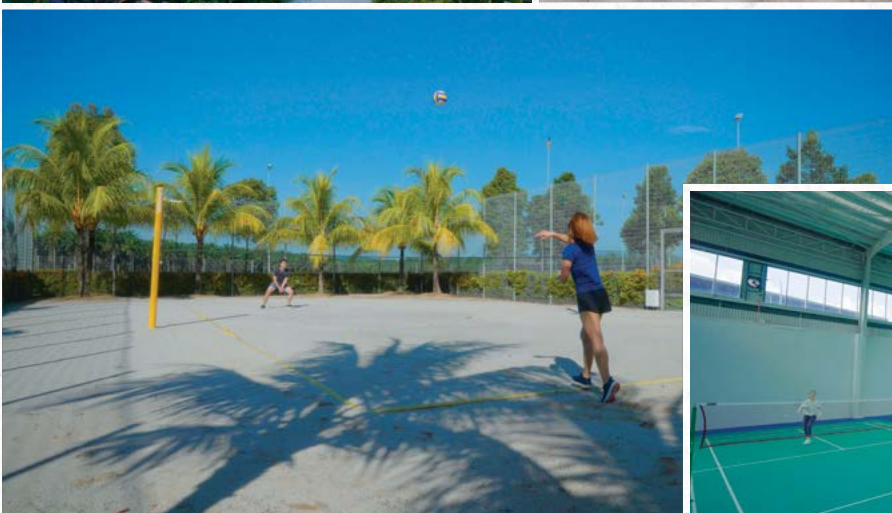
The app also serves as a platform for employees of operators to provide their feedback, complaints and enquiries to us and assists in the booking of various facilities and amenities provided. We also utilise the app to notify all working within i-Park regarding upcoming holidays, parking availability and provide a platform for the small businesses within i-Park to promote their stores and highlight any sales they are offering.

Community App

 Visitor Management System and includes an integrated Smart Lock	 Effective Feedback Mechanism	 Facilities Booking System	 Announcements on events and happenings within the community
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It is also a key objective of the i-Park management team to proactively bring surrounding communities together and strengthen neighbourhood bonds. We organise annual and festive celebrations such as Christmas, Ramadan and Deepavali along with other community events like seminars and a *gotong-royong* with i-Park operators. We believe these activities encourage genuine rapport between the management and operators and contribute to improved productivity, wellness and appreciation for our natural environment.

SUSTAINABILITY STATEMENT



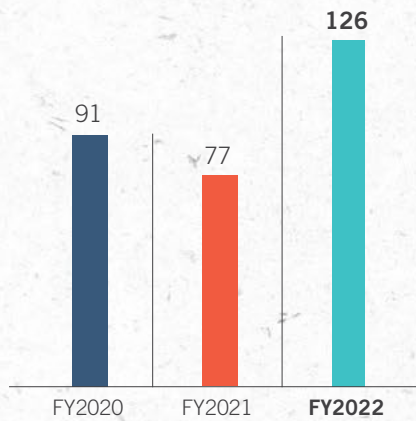
## SUSTAINABILITY STATEMENT

### Recruitment

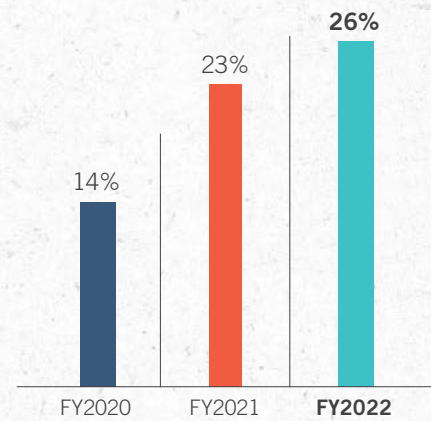
We are determined to ensure our recruitment and selection processes are fair and non-discriminatory. In the current competitive job market, we aim to attract and include high-potential talents as part of our succession planning process. We continuously explore and scout for talents with a range of experience and competence, and endeavour to hire local talent whenever possible.

In FY2022, we recorded 126 new hires, the highest in the last 3 years in line with our growing ambitions as a company. However, our workforce turnover rate has also increased in part due to a restructuring exercise within our engineering and construction divisions.

Number of new hires



Workforce turnover rate (%)



At AME, we actively engage with regional universities in an attempt to foster the engineering spirit in students, build their capabilities and facilitate research in key areas that are mutually beneficial.

### University Engagements

#### University Talks and Seminars

In FY2022, 20 students from the University of Reading Malaysia visited our i-Park site to learn about the industrial real estate industry, the types of buyers and occupants at typical industrial properties, the types of building specification requests, and how the pandemic shaped the growth of this industry.



#### Internship

Across FY2022, a total of 31 students joined AME in an internship to gain practical work experience in the respective fields of study they are undertaking.

SUSTAINABILITY STATEMENT

Diversity and Equality

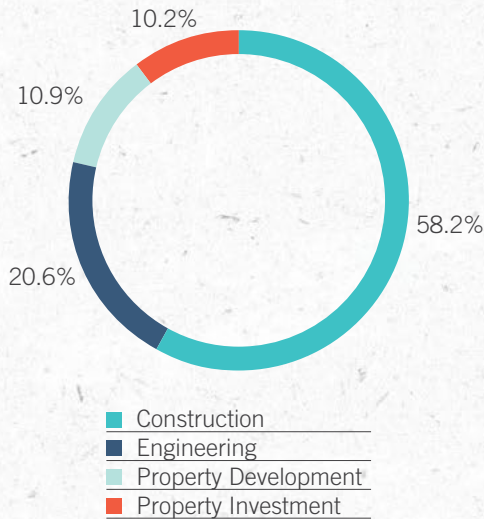
At AME, we firmly believe in upholding diversity, inclusion and equality in the workplace. We practice a merit-based compensation and advancement system, with no discrimination based on race, religion, age, disability, nationality, or other demographic criteria. **In FY2022, there were no reports of workplace discrimination at AME.**

We have a total workforce of 431 employees, of which 71% are male and 29% are female. The relatively lower percentage of female employees as compared to the male employees is mainly attributable to the male-dominated nature of the construction industry.

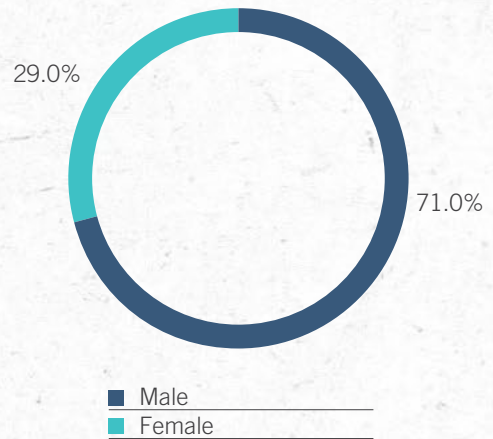
Workforce Data

Total Workforce : **431 Employees**

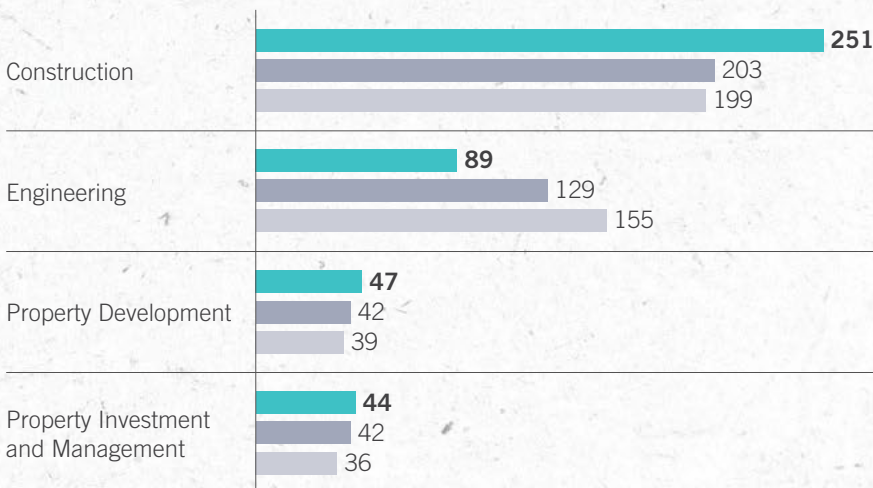
Breakdown of Workforce by Division in FY2022 (%)



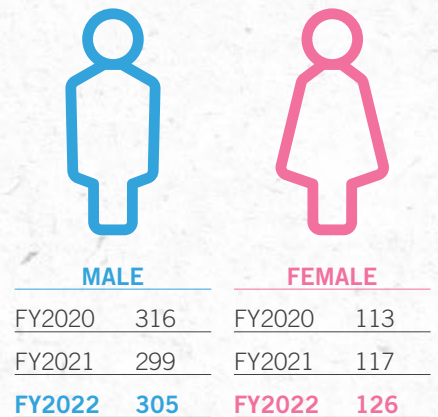
Breakdown of Workforce Gender in FY2022 (%)



Number of employees



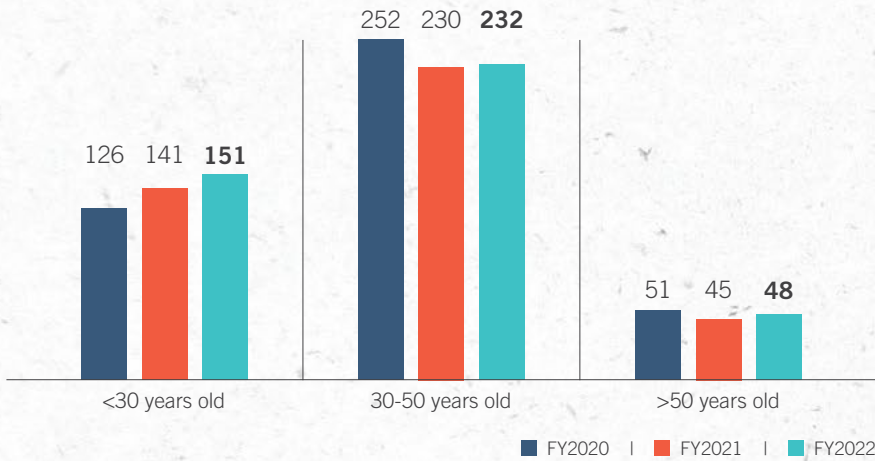
Employees by gender



■ FY2020 | ■ FY2021 | ■ FY2022

## SUSTAINABILITY STATEMENT

### Employees by age group



### Employees by contract type

Permanent FY2022  
**300**



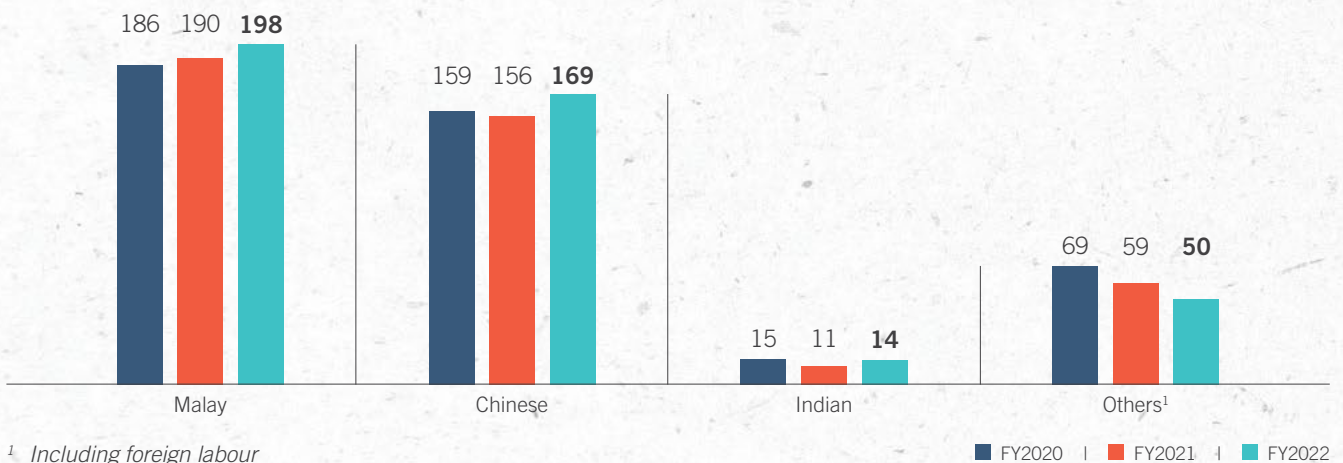
FY2021 : 293  
FY2020 : 305

Contract FY2022  
**131**



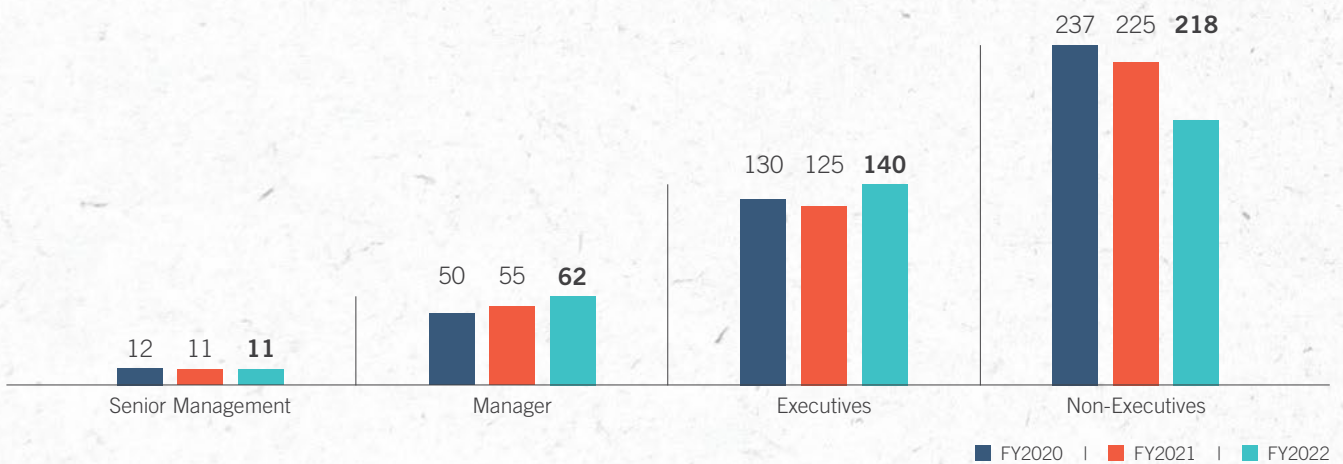
FY2021 : 123  
FY2020 : 124

### Employees by ethnicity



<sup>1</sup> Including foreign labour

### Number of employees by category



**EMPOWERING COMMUNITIES**

AME seeks to better the lives of the communities around us in the quest of sustainable development as we believe that long-term, sustainable progress is only possible when there are mutually beneficial outcomes. We actively engage with local communities to obtain feedback and to create opportunities to improve their living conditions and contribute to community enrichment.

We create a positive impact on the local community by enriching the local socio-economic condition by providing job opportunities, supporting the local supply chain and contributing to the state and federal governments via tax revenues.

Our modern industrial spaces catalyse the local manufacturing industry and provide key opportunities for the growth of the economy. Additionally, we provide high-quality and respectable living spaces through our i-Stay dormitories which can accommodate over 4,000 occupants, ensuring the residents of the local community are treated with equal respect and dignity as anyone else.

We also invest in community projects – contributing to their social and economic development. Our programmes are focused on the areas of disaster relief, community development, volunteering

and other charity works. After accessing and considering the local community's needs and priorities, we work closely with governments and non-governmental organisations to ensure that the programmes we support are beneficial to the people that need them the most. We contributed RM258,947 to the community for various initiatives which also included offerings in kind. These contributions included RM10,000 to a local foodbank programme, RM34,500 in financial assistance to support 23 families, RM100,000 contributed to the Southern University College Fund.



Survival Box Distribution

SUSTAINABILITY STATEMENT

COVID-19 RELIEF



COVID-19 Survival Box Distribution Programme

The COVID-19 Survival Box Distribution Programme is a pilot project undertaken by AME to directly assist families in need. Up to 100 boxes of essential household items worth RM10,232 were distributed to affected families by 6 teams involving 33 employees. The teams were briefed on how to effectively coordinate and deliver these supplies with minimal physical contact to minimise the risk of contracting and spreading COVID-19.

Each Survival Box contained 13 essential household staples which included rice, eggs, noodles, oil, and sugar (among others) that were estimated to be sufficient for one month's consumption in an average household of 3 to 4 persons.

To ensure the aid was distributed equally within the community, the selection of the affected families for the Survival Box distribution are determined through the engagement with various NGOs and organisation such as Jabatan Kebajikan Masyarakat (JKM), Kulai; Pertubuhan IKRAM, Pertubuhan Saudara Kita and a few others.



COVID-19 Prevention at i-Stay

To protect the welfare of those staying within the i-Stay dormitories from contracting COVID-19 within our premises, we have implemented the following initiatives:

Dedicated Quarantine locations	Frequent Sanitisation (5 times daily in high traffic location)	Designated Areas for COVID-19 testing
Temperature Screenings		Sharing of Key COVID-19-related updates

COMMUNITY CONTRIBUTIONS



**Contribution to Izzu's Nose Cancer Surgery**

Izzu Islam, who turned 7 in 2021, was confirmed to have nasal cancer and needed immediate medical intervention. However, the cost of an estimated RM40,000 for the surgery and treatment was beyond the means of his family, who are in the bottom 40% bracket of the average Malaysian household income (B40). Izzu's mother and siblings also suffer from various health ailments such as first stage lymphoma, stage 4 eczema, kidney issues and are also required to undergo multiple surgeries and treatments, further exacerbating their financial situation.

After hearing about this family's struggle, AME contributed a total of RM10,000 in kind to cover some of the medical expenses to be borne by Izzu's family.



**AME's Response to Flooding**

AME's Flood Response Team, consisting of 27 employees, workers and subcontractors, provided clean-up assistance to the flood-impacted houses and mosque at Taman Sri Muda, Shah Alam. Other than assisting in the removal of debris and general clean-up, aid was provided to Puan Sharifah and Puan Wani by our team who leveraged their construction expertise and provided help in rebuilding structural elements in their houses along with repairing fixtures and rewiring works. In addition to this, essential home appliances such as (but not limited to) microwaves, fans, toasters and blenders were also donated.



**RM10,000 in Support of a Local Food Bank**

AME, in collaboration with Waz Lian Foundation and Hotel Sentral Group launched a Food Bank programme to help feed individuals who are in need and struggling to make ends meet, particularly during these challenging times.

The loss of income due to challenges arising from COVID-19 resulted in many people living from hand to mouth with some low-income families unable to even afford basic food necessities like rice, cooking oil and vegetables.

Recognising the plight of the underprivileged, AME contributed RM10,000 in support of this program to provide essential food relief regardless of their backgrounds.



**Targeted Financial Aid for the Local Community**

Senai, the district in Johor where AME is headquartered, unfortunately has incidences of financial hardships within the local community. The office of the Senai state parliamentarian (Pejabat Ahli Dewan Undangan Negeri (ADUN) Johor Kawasan Senai) identified 23 different families who were in crucial need of financial aid. AME, recognising the importance of helping the communities whereby we operate within, AME contributed RM34,500 to ADUN Senai to help these selected families with their monthly expenditures.



## SUSTAINABILITY STATEMENT



# MANAGING OUR ENVIRONMENTAL FOOTPRINT

At AME, we are aware of the need to handle environmental challenges that we face and aim to play our part in reducing negative environmental impacts by adopting and implementing best practice standards, processes and business strategies.

In FY2022, we started to accelerate our journey to further embed sustainability within our business activities. In line with that, we have now begun disclosing more environmental performance data within our sustainability disclosure. With this added level of depth in reporting, we aim to better communicate our progress in managing our environmental impacts to our stakeholders.

Moving forward, we aspire to enhance our data tracking and monitoring efforts within our operations and plan to engage more closely with all teams across our divisions to foster active engagement and educate our workforce on the importance of managing our environmental impact.

### WASTE & MATERIALS MANAGEMENT

Materials such as cement, concrete, sand, steel, and timber constitute the main components of our raw materials mix and are essential inputs to the construction of the industrial parks that we build. We strive to make the most efficient use of these materials and remain committed to sourcing raw materials that are produced from reliable vendors.

We also endeavour to use sustainable construction materials wherever possible to minimise our material consumption at construction sites, ultimately lowering our environmental footprint. By including these practices as part of our construction activities, we also are able to build our competitive advantage within the industry.

#### Sustainable Construction Materials

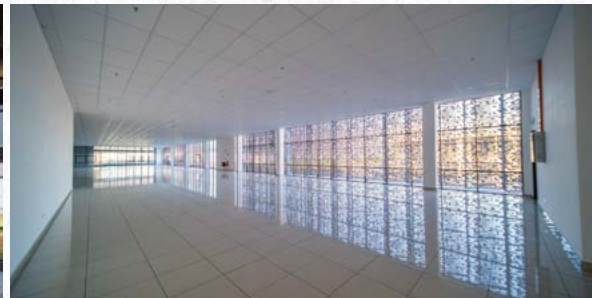


##### Utilising Recyclable and Reusable Materials

Materials such as steel structure High Tensile Deformed (HTD) steel bars, plasterboard, mineral wool insulation, aluminium louvres and precast concrete (among others) are selected over more conventional materials without any compromise on quality. These reusable and recyclable materials help prevent wastage which will in turn reduce the consumption of raw materials, thereby reducing our carbon footprint.

##### Environmentally Friendly Materials

Green label products with eco-friendly ingredients are favoured. For example, low volatile organic compound (VOC) products are used wherever possible to minimise the release of harmful emissions while environmentally friendly fertilisers are used in our landscaping to nurture plants and pond-water living organisms without compromising environmental well-being.



##### High Life Cycle Building Materials

Low maintenance and durable materials that require less maintenance such as IBS design system precast concrete wall and steel structure frame, galvanised wire mesh fencing and fibreglass insulation (among others) are selected over more conventional materials. This maximises the use of raw materials and reduces usage of natural resources.

**SUSTAINABILITY STATEMENT**

We aim to do our part in responsibly minimising our environmental impact by managing waste efficiently and seeking to reduce, reuse, and recycle our waste wherever feasible. To reduce waste, we strive to improve process efficiencies by identifying the source of waste generation during the planning stage and exploring means to reduce the waste before it is generated. This is in line with the waste management hierarchy whereby we focus on reducing waste at the source before considering reusing and recycling.

Most waste generated from our business operations is from our construction activities. Our construction division manages its wastes according to the requirements set by the law and industry certifications such as Environmental Quality (Scheduled Wastes) Regulations 2005 and the Green Building Index (for select projects) – this is in line with our Sustainability Policy that implores us to responsibly manage our waste and comply with relevant environmental regulatory and legal requirements. Hazardous waste which constitutes the scheduled waste we generate is properly

stored and labelled at our project sites and disposed of responsibly when it reaches a certain quantity or duration. We conduct detailed reviews of potential waste management partners and appoint contractors who are licensed by the Department of Environment (DOE) to collect and transport the scheduled waste for treatment prior to disposal.

We are cognisant of the importance of tracking waste related data and aspire to disclose on relevant waste related indicators in the future.

**Commitment to Reduce, Reuse and Recycle (3R)**

We strive to increase our efforts in diverting our waste from landfills through our 3R initiatives. Wherever possible, the diverted waste is sent for recycling to reduce the use of virgin resources for future applications. For waste that cannot be recycled or reused, it is disposed of responsibly at a designated waste collection point by licensed contractors.

**Reduce**



Reducing paper usage by encouraging the use of electronic copies of documents and only printing physical copies only when necessary.

Various engagements with our employees, subcontractors and the tenants of i-Stay to educate them on the importance of waste reduction.

**Reuse**



The formwork is reused at least 3 times by our construction team as a step towards enabling product reuse and minimising wastage of materials.

Reusing concrete waste as crusher runs for access roads and to cover potholes within project sites. Concrete waste that is not suitable for reuse is sent to a licensed landfill for disposal. Additionally, steel is recycled as new building materials.

Timber waste is mainly reused for signage, storage facilities and other site facilities as a way of prolonging the life cycle of the material.

Use of natural waste such as trimmed branches as organic fertiliser for landscaping by our landscape maintenance team.

**Recycle**



We have made recycling bins available throughout our corporate offices, sales galleries, every factory unit in i-Park and in the dormitories that are operating under i-Stay.

To facilitate waste reduction at construction sites, we ensure there are always two large dump truck bins – one for recyclable waste and the other for biodegradable waste.

**Cloud Based Waste and Recycling**



We are currently planning and developing stages of implementing a cloud-based waste and recycling management system which will facilitate data collection and offer trend analysis of our output that can be used to improve process efficiencies.

SUSTAINABILITY STATEMENT

**ENERGY MANAGEMENT**

AME is committed to monitoring energy consumption towards becoming more efficient and thus reducing our impact on the environment. We track energy consumption in our construction sites, corporate offices, and sales galleries with our staff monitoring these readings monthly to track our usage and identify any irregular readings and keep note of consumption efficiency.

**Estimated<sup>1</sup> Energy Consumption**



**Diesel<sup>2</sup> Consumption from Construction Sites in FY2022**

**455,598.21 litre**



**Estimated<sup>1</sup> Electricity Consumption from Construction Sites in FY2022**

**436,876.89 kWh**



**Estimated<sup>1</sup> Electricity Consumption from Corporate Offices, Sales Galleries and i-Privilege Club in FY2022**

**707,472.66 kWh**

**Total Estimated<sup>1</sup> Purchased Electricity Consumption**

**1,144,349.55 kWh**

<sup>1</sup> Estimations for electricity consumption in kWh derived with reference to accounting data on electricity costs and tariffs specific to the operating locations

<sup>2</sup> Estimation for diesel consumption in liters derived with reference to accounting data on volume of diesel purchased and weekly diesel prices specific to the operating locations

**Towards Green Energy**

In tandem with our efforts to reduce energy consumption, AME is committed to the adoption of renewable energy in the design and construction of our projects. Aside from installing solar panels to generate solar power on-site at selected buildings, we are also utilising solar-powered lighting at our construction sites for activities that have to run at night.

**Solar Energy Generation at our Corporate HQ and i-Privilege Club in Senai, Johor**

**271.4 kWp**

**Estimated First Year Solar Energy Generation**

**49%**

**of total energy consumption in our in our corporate offices, sales galleries and i-Privilege Club**

**RM156,848**

**Estimated Saving from Using Solar Energy**

**257.26 tonnes**

**of CO<sub>2</sub> saved**

**(which is equivalent to 3,873 trees planted)**

- In December 2021, we moved into our new corporate HQ in Senai, Johor. The total energy consumption was 274,897 kWh for both our old and new corporate HQs in FY2022.
- Our new corporate HQ has solar panels rated at 271.4 kWp and is estimated to generate 346,713 kWh in its 1<sup>st</sup> year and would constitute approximately 49% of our total energy consumption in our corporate offices, sales galleries and i-Privilege Club. This was determined (based on energy consumption in FY2022) in our corporate offices, sales galleries and i-Privilege Club.
- The calculation of annual CO<sub>2</sub> avoidance is based on guidance provided by US Environmental Protection Agency Standard.



**Energy Saving Initiatives**

Aside from obtaining resource and operational savings through energy saving initiatives, we are committed to improving energy efficiency in our building designs as one of the key ways we reduce our energy consumption.



**Energy Saving Initiative**

**Energy Efficient Industrial Building Design in i-Park**

 <p><b>Efficient Lighting Design</b></p>	Encouraging natural daylight in buildings by incorporating translucent sheetings
	Incorporating high ceilings, an up-lift jack roof system and low window height designs for optimised natural lighting
	Utilising energy saving LED lighting where feasible
 <p><b>Efficient Thermal Design</b></p>	Low window height design to minimise the overall thermal transfer into the building
	Using reflective glaze and high solar reflectance roofing to minimise thermal transfer into the building
	Ensuring correct building orientation and sun shading fixtures devices that reduce direct sun glaze and unnecessary heating
	Utilising Zinalume metal with thick fibreglass in roofing for efficient thermal insulation

**Efficient Hot Water System at i-Privilege Club**

A heat pump water heater is used for i-Privilege Club's changing rooms which is able to save up to three times more energy compared to a conventional electrical resistance water heater.

**Individual Zone Lighting and Energy Efficient Air Conditioning Mechanical Ventilation System (ACMV)**

At AME's corporate HQ and i-Privilege Club, all zones and enclosed spaces are individually switched and lit separately. Additionally, AME also installed a variable refrigerant flow (VRF) ACMV which provides better energy efficiency, zoned cooling and with less downtime. Our centralised air conditioning is set with a timer to switch off the system at off peak times to reduce energy wastage.

**Plan to Implement Smart Building Management System for i-Privilege Club**

AME is laying the groundwork for implementing a Smart Building Management System for i-Privilege Club which allows for the utilisation of technology to enable efficient and economical use of resources. Internet of Things (IoT) sensors, building management systems, artificial intelligence (AI), and augmented reality are amongst some of the mechanisms that may be used to control and optimise the performance of the building.

## SUSTAINABILITY STATEMENT

### WATER MANAGEMENT

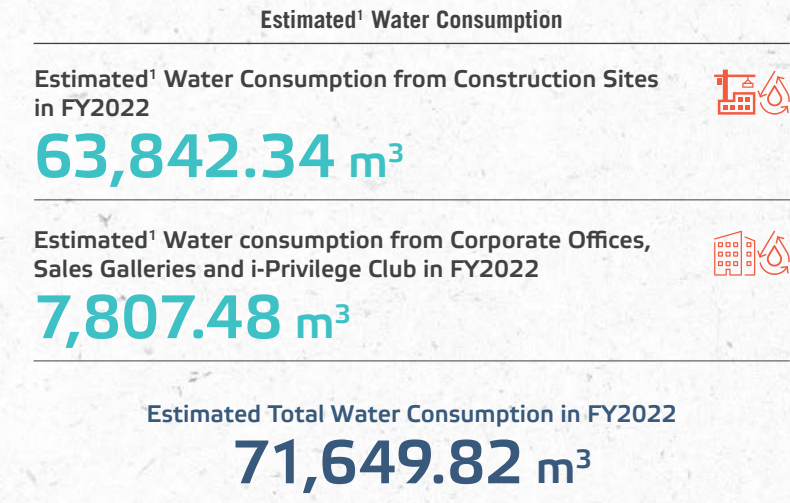
Water consumption from a typical construction project includes dust suppression, road-cleaning works, personal hygiene purposes, concrete curing, brickwork and cement rednering works. Our water is sourced from municipal potable water, which we monitor and record based on our monthly water bills. Additionally, the group's water is also supplemented from rainwater recycling system that is used for general cleaning purpose.

In FY2022, the Group's operating properties' estimated total water consumption was approximately 71,649.82 m<sup>3</sup>.

With regards to wastewater, AME ensures that the effluent is managed to an acceptable standard by conducting regular water quality inspections. This is done as required by the Environmental Quality (Industrial Effluent) Regulations 2009, as guided by the Urban Stormwater Management Manual (MSMA), before discharging into designated drainage locations and local waterways.

#### Water Saving Initiatives

We are committed to reducing water consumption and preventing water pollution. Therefore, various water saving initiatives have been instituted in our corporate office, sales galleries, developments and active construction sites. We believe that these initiatives will lower operating costs along with our impact on the environment.



<sup>1</sup> Estimations for water consumption in m<sup>3</sup> derived with reference to accounting data on water usage and tariffs specific to the operating locations

#### Water Saving Initiatives

##### Rainwater Harvesting System

Industrial buildings in i-Park are fitted with a rainwater harvesting system with a capacity of 1000 litres. In taking advantage of Malaysia's high annual rainfall – rainwater is collected, filtered, stored, and recycled to be re-used for watering gardens, flushing of toilets and other activities that require non-potable water.



SUSTAINABILITY STATEMENT

**Low Water Consumption Fixtures**

Our corporate offices, sales galleries and the industrial buildings in i-Park are fitted with low water consumption fixtures to reduce water consumption.

**Drought-tolerant Native Vegetation**

Special considerations were taken during the selection of trees and shrubs in the landscaping of our properties. We emphasise drought-tolerant plants and vegetations that have lower water requirements and only require minimal irrigation.

**Dust Suppression and Road Cleaning**

Recycled water collected from our rainwater recycling system and silt traps are used for dust suppression and general cleaning purpose.

**Reusing and Recycling Water**

i-Park’s landscape maintenance team reuses non-potable water from the wetland pond to irrigate landscapes. Additionally, water from testing and commissioning of pump flow systems is reused and recycled in key non-potable consumption activities.

**Other Water Saving Practices**

Employees are encouraged to practice various water saving practices to reduce water consumptions. Some examples include:

- (i) Turning off water tap when not in use
- (ii) Avoid repeated toilet flushing
- (iii) Conduct regular check for water leakages
- (iv) Reporting of water leakages to facilities management team




## SUSTAINABILITY STATEMENT

### ADDRESSING CLIMATE CHANGE

As Malaysia’s leading integrated industrial park developer, we are committed to reducing our carbon footprint as well as our impact on climate change. We are working towards regulatory compliance by adopting best management practices in a bid to prevent uncontrolled environmental pollution and begin our journey in managing our environmental footprint. These ambitions enable us to contribute to the development of industrial parks and positive indirect economic impact while also protecting the environment.

#### Climate-related Disclosures

As we progressively embed sustainability within our operations, we have taken a step forward by aligning our disclosures with the recommendations by TCFD to increase our transparency on climate-related disclosures.

<p><b>Governance</b></p>	<p>AME’s Board of Directors (“<b>Board</b>”) has the authority to assess, design and continuously improve on the sustainability strategies as well as the guidelines governing the conduct of the Group. The board is also involved in determining the Group’s strategic direction with regard to sustainability including matters related to climate change. The Board is supported by the SSC and the SWG who take charge of the planning and integration of sustainability initiatives and implement the sustainability strategy respectively.</p> <p>Additionally, in order to make more informed and effective decisions, the management and the Board are supported by external climate change consultants that impart knowledge and advisory to improve climate change resiliency within the group.</p> <p> <i>For more information, please refer to the sustainability governance section of this Sustainability Statement on page 28.</i></p>
<p><b>Strategy</b></p>	<p>Climate change is a key material topic for AME and is a matter of significance to our stakeholders. Therefore, we are committed to minimising the environmental impacts of and enhancing resource efficiency across our operations. We strive to be informed of future trends and potential business opportunities that may be contributed by the transition to good ESG governance.</p> <p>Moving forward, we are currently working on developing our Sustainability Framework which will incorporate aspects designed to better strengthen our sustainability oversight through enhanced governance and improved strategy towards climate-related matters.</p>
<p><b>Risk Management</b></p>	<p>The Risk Management Working Group (RMWG) and the Audit and Risk Management Committee (ARMC) along with the Board actively participate in the Group’s risk management process in managing risk to an acceptable level and achieving business objectives.</p> <p>Our materiality assessment complements our ERM framework in identifying and assessing our material ESG risks and opportunities.</p> <p>Moving forward, we aim to incorporate more climate and environmental-related considerations (in addition to the general Health, Safety and Environment risk) in our risk assessment processes.</p>
<p><b>Metrics and Targets</b></p>	<p>AME currently measures energy and water consumption for certain divisions and project activities. In the short term, we are committed to improving the Group-wide tracking of our environmental impact to be robust and aim to reduce these impacts by improving process efficiencies.</p> <p>We also aim to set up a GHG emission tracking system once an environmental data tracking system has been established.</p> <p>Additionally, we are committed to reducing direct and indirect corporate GHG emissions and will establish tactical targets that address this in the upcoming years.</p>






We have adopted TCFD as a step towards understanding and recognising our performance and progress with regards to climate change against a recognised framework. We believe this will further fortify our approach and strategies in dealing with the environmental and social impacts of climate change. We aim to improve these disclosures moving forward in future iterations of these reports as we progress further in our sustainability ambitions.

**Green Initiatives**

We are committed to mitigating our impacts on climate change to the best of our abilities. This includes supporting our customers in their own ambitions of reducing their carbon footprint (in parallel with our own). We are proactive in fulfilling our customers’ needs in fulfilling their requests to develop green buildings as a part of their sustainability initiatives.

**Green Buildings**

The demand for sustainable and more efficient buildings has been increasing over recent years. This has resulted in the growing importance of green building ratings such as the Green Building Index (“**GBI**”) which a number of our projects have obtained. In response to this demand, we are committed to supporting any of our customers’ ambitions for a GBI accredited (or similar) building.

Site	Certification	
	<p>Plot 1-3, Detached Factory District 6 @ SiLC</p>	 <p>GBI Design Assessment Certification<sup>1</sup></p>
	<p>Plot 56-69, Detached Factory i-Park@Indahpura – Phase 2</p>	 <p>GBI Design Assessment Certification<sup>1</sup></p>
	<p>i-Park@Senai Airport City – Phase 1&amp;2 Detached Factory: Plot 1-31, Plot 1B1, 1B2, Semi-Detached Factory: D1-D12</p>	 <p>GBI Design Assessment Certification<sup>1</sup></p>
	<p>AME Corporate Offices HQ and i-Park Experience Centre</p>	 <p>GBI Silver<sup>2</sup></p>

<sup>1</sup> The final GBI award will be issued upon completion of this Completion and Verification Assessment (CVA) assessment. This is to be done within 12 months after the completion of the building or when the building becomes 50 percent occupied, whichever is earlier. The responsibility to obtain the final GBI award lies with the tenant/occupier of the building as the final assessment also includes criteria with respect to the operations of the new tenants/occupier. Due to this requirements, AME does not proceed with subsequent stages of completing the certification process. Additionally, buildings are to be re-assessed every three years in order to maintain their GBI rating to ensure that the buildings are well-maintained.

<sup>2</sup> Expected to receive certification in second half FY2022.



## SUSTAINABILITY STATEMENT

### Green Initiatives

#### Building Green Spaces

Approximately 20% of i-Park is designated as green areas in a bid to promote a nature-oriented working and living environment for our clients and to protect flora species that are local to the project location.

Similarly, our HQ has designated approximately 1 acre (which is up to 26% of the development) for green open spaces.

To feed the landscaping of these green spaces we maintain a nursery of various trees and plants. This allows us to cultivate these on-site and reduce any unnecessary transportation-based emissions.

#### Flora Highlights at our HQ



approximately

**137**

different species of shrubs



approximately

**46**

different species of local indigenous trees



approximately

**15**

different species of ferns

#### Encouraging Green Transportation

AME supports and encourages business operators and their employees to reduce their personal emissions and carbon footprint by prioritising green vehicles through the provision of dedicated parking areas for green vehicles in i-Park, thereby encouraging the usage of green vehicles within the development.

Cycling is also strongly encouraged as a means to travel within i-Park through the provisions of relevant infrastructure such as dedicated cycling paths.

Additionally, i-Stay worker's dormitories are also located within walkable distance to their workplace in i-Park. These places are connected by a covered pedestrian walkway to provide a safe, comfortable and encouraging mode of transport for these workers that effectively reduces the need for vehicular transportation for them.

#### Multipurpose Detention Pond at i-Park@Indahpura

In a bid to move away from traditional rainwater management systems, AME is utilising a multipurpose detention pond as a more sustainable method of collecting the rainwater and releasing it at a rate that prevents flooding or erosion. When not being utilised for flood prevention purposes, the area surrounding the detention pond is utilised as a recreational park. Considerable efforts have been taken to beautify the detention pond which is the centrepiece of the park and is open to all.

The pond is also home to a variety of freshwater fish and is lined by an assortment of trees that provide natural shading.



**ENVIRONMENTAL COMPLIANCE**

As an organisation that has business activities in construction, engineering, property development and property investment, it is crucial for AME to ensure strict compliance to environmental laws and regulations to manage risks. This is in line with commitments stated in our Sustainability Policy and is accomplished by implementing best management practices that lower the likelihood of non-compliance from our business activities.

Whenever necessary, we undertake an Environmental Impact Assessment (EIA) prior to property development to assess the possible environmental implications of our proposed development and to identify solutions to better manage and minimise environmental harm. We acknowledge that environmental non-compliance cases such as improper waste disposal or chemical leakages can cause long term environmental damage and also has the potential to harm the Groups reputation. Therefore, we strive to ensure zero such incidents occur at our project sites.

**Environmental Management Plan (EMP)**

At our i-Park industrial parks, an environmental monitoring report is prepared monthly based on status inspection of river water quality, and quarterly sampling of ambient air and boundary noise monitoring. This complements our monitoring and audit program which checks the effectiveness of the mitigating measures we have in place and/or to implement additional measures to comply with environmental requirements.

**Environmental Monitoring Components**

Component	Frequency	Parameters
Project site discharge and River water quality	Monthly	National Water Quality Standard Class IIA/IIB pH, COD, BOD5, AN, E-Coli, O&G, TSS & DO
Ambient Air Quality	Monthly	PM10, PM2.5, NO2 SO2
Noise Level	Monthly	LReqR, LR90R, LR10R, LRmaxR, LRmin

**Yearly Environmental Compliance Audit Plan**

This Environmental Compliance Audit (ECA) is an independent third party audit, which investigates an organisation's level of compliance with environmental statutes, regulations, local laws and other identified criteria. I-Park conducted environmental compliance audit plan yearly to demonstrate due diligence, to serve as an early warning of any potential environmental problems, and prioritise their environmental upgrades.

The reports will detail the audit scope and the extent of the investigation program. Data collected during the audit will be compared to the audit criteria to determine the level of compliance with applicable environmental legislation and any unsatisfied criteria will be reported to us. The audit report also outline best management practices for specific environmental aspects where opportunities for improvement are identified.

