

I SUSTAINABILITY STATEMENT

AME Elite Consortium Berhad (“**AME**” or “**Group**”) is pleased to present its Sustainability Statement 2024 (“**Statement**”) for the financial year ended 31 March 2024 (“**FY2024**”). The Statement highlights AME’s sustainability efforts and discloses the Group’s Economic, Environmental, Social and Governance (“**EESG**”) performance.

As sustainability is a core value of AME, its sustainability journey is backed by a sustainability framework that instils sustainable principles across all business divisions and operations, generating positive impacts for the environment and society while creating long-term value.

By placing sustainability at the heart of its business, AME is dedicated to promoting sustainable growth and improving its EESG performance. The Group will continue to enhance its sustainability framework, establish clear sustainability goals, consistently track and report progress, capture opportunities and mitigate risks. AME believes that integrating sustainable practices into daily operations can create sustainable businesses and communities.



■ SUSTAINABILITY STATEMENT



SUSTAINABILITY AT AME

Reporting Approach

AME's Sustainability Statement 2024 ("**Statement**") focuses on AME's management and current performance of its EESG risks and opportunities. This Statement has been prepared in accordance with Bursa Malaysia Securities Berhad ("**Bursa Malaysia**") Main Market Listing Requirements ("**MMLR**") related to Sustainability Statements in Annual Reports and is guided by the Global Reporting Initiative ("**GRI**") Standards and the United Nations Sustainable Development Goals ("**UN SDGs**"). AME has also started to enhance its 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 Directors ("**Board**") of AME.

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. The scope is consistent with the Sustainability Statement FY2023.

Reporting Period

The Statement covers the financial year from 1 April 2023 to 31 March 2024, unless otherwise stated.

Independent Assurance

All data contained within this Sustainability Statement has been sourced internally, verified by the respective departments or key data owners, and subjected to independent limited review by Sterling Business Alignment Consulting Sdn Bhd.

Feedback






Stakeholders' feedback on AME's disclosures and sustainability practices is of great importance to the Company for its continuous improvement. AME welcomes any feedback, comments, and suggestions from its valued stakeholders on AME's sustainability initiatives and practices. Please contact AME at sustainability@ame-elite.com.

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STAKEHOLDER ENGAGEMENT

AME is dedicated to prioritising the interests of its stakeholders, which is demonstrated by its commitment to generating a sustainable revenue stream through the delivery of quality projects and the creation of employment opportunities with an emphasis on sustainability.

AME believes that active engagement with stakeholders helps identify improvement areas and set sustainability expectations. AME has consistently developed and maintained valuable relationships with stakeholders through multiple communication channels. An overview of the specific engagement mechanism employed by AME for each stakeholder group can be found in the accompanying table.

Stakeholder	Engagement	Frequency of Engagement	Key Topics Raised/Areas of Interest/Expectations in FY2024
Employees 	<ul style="list-style-type: none"> ● Performance reviews ● Safety inspections ● Training programmes ● Surveys ● Code of Conduct and Ethics ("CoC") ● Community development programmes ● Conferences/Seminars/Workshops ● Interviews ● Face-to-face meetings ● Newsletters 	<ul style="list-style-type: none"> ● Annually ● Monthly ● As needed 	<ul style="list-style-type: none"> ● Career development ● Equal opportunity ● Occupational health and safety ● Fair and competitive remuneration benefits ● Employee wellbeing and conducive work environment ● Employee engagement ● Knowledge and skill enhancement ● Job security
Customers 	<ul style="list-style-type: none"> ● Customer satisfaction survey ● Suggestion box ● Social media ● Newsletters ● Face-to-face meetings 	<ul style="list-style-type: none"> ● As needed 	<ul style="list-style-type: none"> ● Pricing ● Quality products and services ● Timely project delivery ● Customer service and experience ● Occupational health, safety and environment ("OHSE") practices ● Green and sustainable products ● Property design ● Defect rectification
Vendors/Suppliers 	<ul style="list-style-type: none"> ● Supplier assessment ● Surveys ● Face-to-face meetings ● Conferences 	<ul style="list-style-type: none"> ● As needed 	<ul style="list-style-type: none"> ● Supply chain management ● OHSE practices ● Legal compliance and contractual commitments ● Product and service quality and delivery ● Cost-effectiveness ● Payment schedule ● Fair and transparent procurement process
Certification Bodies 	<ul style="list-style-type: none"> ● Presentations ● Site visit 	<ul style="list-style-type: none"> ● As needed 	<ul style="list-style-type: none"> ● Corporate governance ● Regulatory compliance ● Certifications ● Environmental management and compliance
Local Communities 	<ul style="list-style-type: none"> ● Community development programmes ● Community charity events ● Internships ● Press releases ● Social media 	<ul style="list-style-type: none"> ● As needed 	<ul style="list-style-type: none"> ● Community investment and community engagement ● Job creation and internship opportunities ● Local welfare

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Stakeholder	Engagement	Frequency of Engagement	Key Topics Raised/Areas of Interest/Expectations in FY2024
Shareholders 	<ul style="list-style-type: none"> Annual report 	Annually	<ul style="list-style-type: none"> Corporate developments Financial performance Growth plans EESG practices Risk management Corporate governance Transparent disclosure
	<ul style="list-style-type: none"> Annual general meeting Quarterly financial report Fund/analyst briefing 	Annually Quarterly Quarterly/ As needed	
Media 	<ul style="list-style-type: none"> Investor relations website Extraordinary general meeting(s) Press releases Face-to-face meetings Site visits Surveys 	As needed	<ul style="list-style-type: none"> Brand image Reputation Corporate news Industry outlook
	<ul style="list-style-type: none"> Interviews Press releases Advertising 	As needed	

MATERIALITY

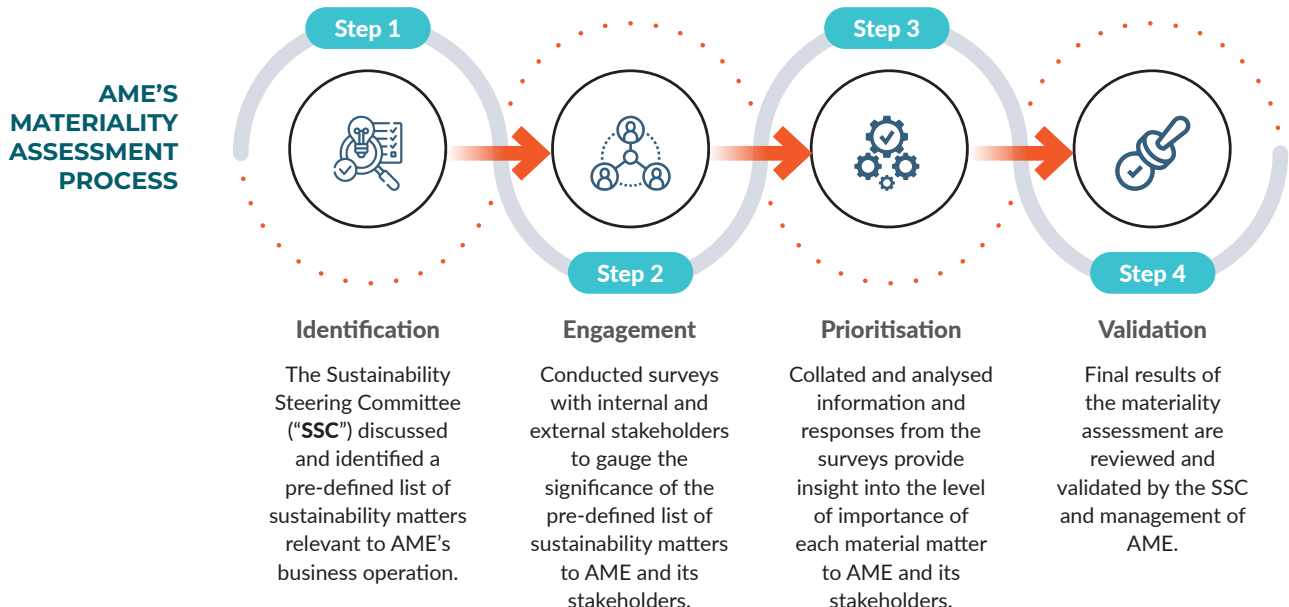
AME recognises the instrumental role played by materiality assessment in bolstering its sustainability efforts. To achieve this, AME performed an in-depth materiality assessment in March 2023 based on a four-step process.

The materiality assessment conducted in March 2023 provides a better understanding of the diverse interests of stakeholders and analyses the internal and external factors impacting the company’s operations. This assessment process highlights the company’s commitment to effectively address sustainability challenges.

AME’s materiality assessment process considers the perspectives of diverse stakeholders, including clients, employees, partners and suppliers with whom the Company works. By considering a wide range of voices, the Company ensures that its sustainability initiatives align with stakeholder expectations and contribute positively to the wellbeing of the broader community.

Furthermore, the assessment examines a broad spectrum of EESG factors that directly or indirectly impact on the Company’s performance and sustainability. By analysing these factors comprehensively, the Company gains a deeper understanding of the risks and opportunities associated with its operations, allowing it to make informed decisions and take proactive measures to enhance sustainability performance.

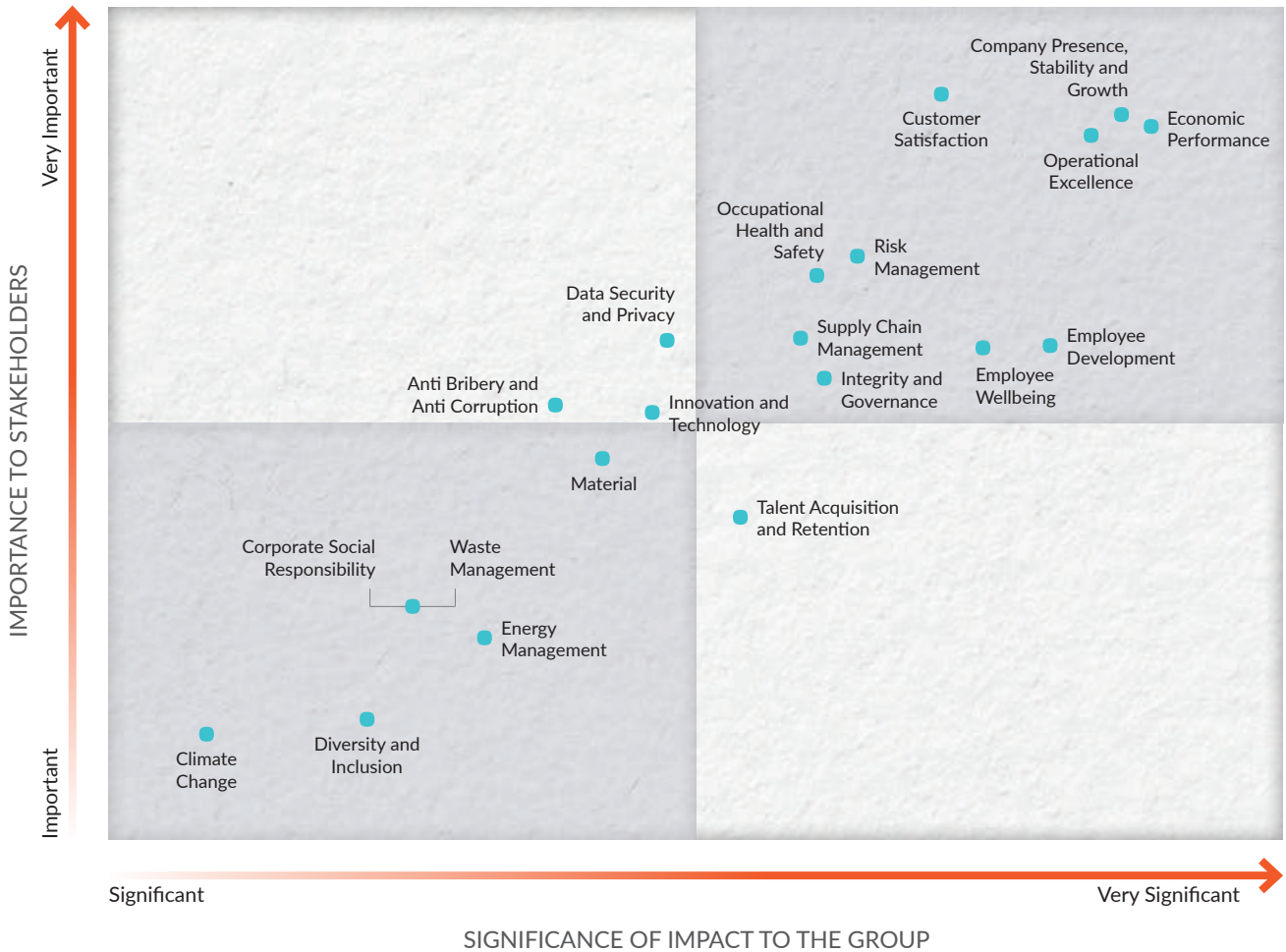
The materiality assessment for AME is anchored in a four-step process:



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After conducting its comprehensive materiality assessment process, AME has identified and prioritised the top 10 material matters that are significant to its stakeholders and have the potential to impact the Company's business and sustainability. These matters serve as guiding pillars for the Company's ongoing sustainability efforts, driving strategic decision-making and shaping its approach to sustainable growth.

MATERIALITY MATRIX






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KEY MATERIAL TOPICS AT AME

Material Matters	Description	SDG
Economic Performance	Value creation, financial performance and growth	
Company Presence, Stability and Growth	Company reputation, market share, sustainable revenue and income growth	
Operational Excellence	Efficient processes, quality output, and continuous improvement, leading to enhanced customer satisfaction and competitive advantage	
Customer Satisfaction	Ensuring customer satisfaction, quality products and services, and timely delivery of products/services	 
Employee Development	Training, education and career development	 
Risk Management	Management of business risks, minimising downside risks and capturing opportunities facing the company.	
Employee Wellbeing	Promoting a positive work environment, enhancing productivity, and fostering employee engagement and satisfaction	 
Occupational Health and Safety	Health, safety and environmental management	
Supply Chain Management	Robust procurement capabilities and reliable supply chain, contribution to the development of the local economy (local procurement)	  
Integrity and Governance	Conducting business dealings with integrity, ethical decision-making, transparent rules and controls	

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 FY2024, AME has strengthened its reporting against the UN SDGs by identifying key contributions in line with the specific targets of the SDG relevant to the nature of its businesses and supports those goals through:

SDG	Targets	Our Contributions in FY2024
	Target 1.5: By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	RM106,853.85 contributed to the communities affected by disasters and the poor who are in need.
	Target 2.1: By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.	Donated to Social Hero Foundation (SHF) to benefit the needy, children and poor families who suffer hardship.
	Target 3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing.	Employees have access to fitness facilities and complimentary fitness classes at i-Privilege Club and i-Park's recreational park. The Company has taken a proactive step by hosting PERKESO's Health Screening Program (HSP) for AME's eligible employees.

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SDG	Targets	Our Contributions in FY2024
	Target 4.4: 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	<p>10.82 hours average training hours per employee (excluding foreign workers).</p> <p>RM141,467.58 was invested in general and specialised training courses.</p> <p>In FY2024, a total of 29 interns were trained under the guidance of experienced employees at AME.</p>
	Target 5.C: Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels	Adopted a Diversity and Inclusion Policy which outlined the Company's commitment to ensuring everyone in the Company is treated fairly and has equal access to opportunities.
	Target 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	<p>Solar panels installed at AME's headquarters generated 316,659.18 kWh, equivalent to approximately RM145,728.20 in electricity cost savings.</p> <p>AME provides renewable energy services to its clients.</p>
	Target 8.8: Protect labour rights and promote safe and secure working environments for all workers.	<p>1,886 hours of OHSE-related training including risk and hazard identification.</p> <p>Achieved Zero (0) fatalities across all divisions.</p>
	Target 9.1: Develop quality, reliable, sustainable and resilient infrastructure to support economic development and human wellbeing.	Obtained Green Building Index (GBI) Silver Rating for AME's Corporate Office HQ and i-Park Experience Centre.
	Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.	<p>Practices a merit-based compensation and advancement system with no discrimination on race, religion, age, disability, nationality, or other demographic criteria. Achieved Zero (0) incidents of human rights violation at workplace(s).</p> <p>Strictly adhere to Malaysia's Employment Act 1955 and promote human rights in the Sustainability Policy.</p>
	Target 11.1: Ensure access to adequate, safe and affordable housing and basic services.	<p>i-Stay workers' dormitories uphold high living standards for the workers' better quality of living, and health and safety.</p> <p>The workers' dormitories under AME REIT's portfolio are in compliance with the Workers' Minimum Standards of Housing and Amenities Act 1990 (Act 446) and other relevant laws and regulations, ensuring workers have suitable, safe and affordable accommodation.</p>
	Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	<p>Promote recycling awareness among its employees and conducted recycling programme and activities.</p> <p>Recycled 613.14 tonnes of scrap metal from construction site.</p> <p>i-Stay dormitories recycled 2,598kg of cardboard and paper, 1,121 kg of plastics, 8kg of aluminium, 3,185kg of metal, 1,555 pieces of mattresses and 480 pieces of pillows.</p> <p>AME's employees contributed 2,570.35kg of paper, 250.40kg of plastics, 75.60kg of aluminium, 471.10kg of metal, 419.50kg of electronic waste, 295.95kg of glass and 228.30kg of textile during the Clean Recycling Programme.</p>
	Target 16.5: Substantially reduce corruption and bribery in all their forms	100% of our new employees were trained/briefed on our Anti-Bribery and Anti-Corruption Policy with Zero (0) cases of non-compliance.

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MEMBERSHIP ASSOCIATIONS

Division	Membership Associations
Property Development	<ul style="list-style-type: none"> Real Estate & Housing Developers' Association Malaysia Federation of Malaysian Manufacturers FIABCI-Malaysia International Real Estate Federation
Engineering	<ul style="list-style-type: none"> Federation of Malaysian Manufacturers Construction Industry Development Board G7
Construction	<ul style="list-style-type: none"> Master Builders Association Malaysia Construction Industry Development Board G7 Malaysian International Chambers of Commerce & Industry Johor Bahru Chinese Chamber of Commerce and Industry Johor Master Builders Association
Property Investment & Management Services	<ul style="list-style-type: none"> Federation of Malaysian Manufacturers Malaysian REIT Managers Association (MRMA) Johor Bahru Chinese Chamber of Commerce and Industry

AWARDS AND ACCOLADES

FIABCI World Prix d'Excellence Awards 2023

World Gold Winner Industrial Category I-Park @ Senai Airport City – Phase 1 & 2

i-Park @ Senai Airport City – Phase 1 & 2 has been honoured as the World Gold Winner in the Industrial Category at the prestigious FIABCI World Prix d' Excellence Awards. The FIABCI World Prix d' Excellence Awards recognises projects that best embodies excellence in all real estate disciplines involved in its creation, illustrating concretely the FIABCI ideal of 'providing society with the optimal solution to its property needs'. This accolade underscores our commitment to thoughtful design, product quality of the highest standard and sustainability, and highlights i-Park @ Senai Airport City as a global leader in sustainable industrial development that sets a benchmark in the industry.



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PAST SUSTAINABILITY-RELATED ACCOLADES



The Iskandar Malaysia Accolades (TIMA) 2016/2017 – Platinum Winner “Most Conducive Workplace” for i-Park@Indahpura



Starproperty.my Jewels of Johor Awards 2018 Best Sustainable Development “Honours” for i-Park@Indahpura



EdgeProp Malaysia's Responsible Developer Building Sustainable Development Award 2018 for AME Development Sdn. Bhd.



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



Winner of Industrial Category for Malaysia Property Award 2022 – i-Park @ Senai Airport City



A CULTURE OF GOOD GOVERNANCE



As an integrated and comprehensive industrial space solutions provider, AME is committed to upholding the highest standards of corporate governance and sustainability, recognising the pivotal role they play in the long-term success and viability of the Company. Building upon the foundation established in previous years, AME prioritises good governance, integrity, and ethical business practices across all facets of its operations.



SUSTAINABILITY FRAMEWORK

Within the context of an evolving global economy, it is imperative for organisations to strategically align their operations with sustainable practices. The Sustainability Framework, established in FY2023, provides detailed guidelines, targets and strategies to drive sustainable growth across AME. The Sustainability Framework addresses various key sustainability areas such as environmental conservation, energy efficiency, waste management, community development and employee wellbeing, highlighting AME's commitment to embedding sustainability into its core operations.

The Sustainability Framework development process, initiated in FY2023, involved a rigorous step-wise approach which ensures alignment to AME's organisational context, industry's best practices and reporting standards (such as Bursa Malaysia's Sustainability Reporting Guide, GRI Sustainability Reporting Standards and indicators in FTSE Russell's ESG Ratings).

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The steps taken to develop the Sustainability Framework were as follows:

Step 1 Materiality Mapping

Clustering and prioritising AME's different material sustainability topics that were previously identified into several focus areas. The material topics are sustainability matters that are significant to both AME's internal and external stakeholders and reflect AME's business operations.

Step 2 Alignment to AME's Vision and Mission

The Sustainability Framework was developed with close reference to AME's vision and mission statements to ensure alignment with the overarching strategy.

Step 3 Benchmarking and Gap Analysis

Thorough study of relevant reporting standards and regulatory requirements to ensure alignment of the Framework. To validate the relevance of the Framework, targeted industry benchmarking was also conducted.

Step 4 Value Chain Thinking

Considering the full chain of AME's business activities in creating value, the Framework can strategically address various sustainability pain points throughout the operations.

Step 5 Stakeholder Listening

The key personnel from different divisions have taken part in co-developing the Framework ensued through several engagement sessions to provide inputs.

As an outcome of the development processes, the Sustainability Framework, pillared by environmental, economic, social and governance themes was developed. The Sustainability Framework shall act as a guide in enhancing AME's sustainability-related disclosure and tie into AME's strategy in embedding sustainability, as it drills down into sustainability topics that are material to AME, highlights pertinent quantitative and qualitative data to track, manage and improve, and provides guiding strategies towards implementing targeted sustainability initiatives.



The adoption of this Sustainability Framework does not mark the end of AME's sustainability journey, but rather a new chapter in its ongoing commitment to sustainable business practices. The Sustainability Framework offers a roadmap for future initiatives, with clear benchmark for progress.

For more details on AME's Sustainability Framework, please refer to the following link

<https://ame-elite.investor.net.my/wp-content/uploads/2023/03/AME-Sustainability-Framework.pdf>

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SUSTAINABILITY POLICY

AME formally adopted its Sustainability Policy in February 2022. The Sustainability Policy serves as the foundation for AME's sustainability commitment, guiding its business strategies, processes, and decisions across four key focus areas: (1) Economic, (2) Environment, (3) Social and (4) Governance. AME believes that the Sustainability Policy reflects its initiative to maintain transparency, accountability, safety, ethics and integrity as core values of its 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 AME's business operations. AME is continuously looking to improve its efforts and the Company is confident that this Sustainability Policy will provide guidance and create awareness amongst employees on the Company's strategic direction on sustainability in the years to come.

For more details on AME's Sustainability Policy, please refer to the following link
<https://ame-elite.com/wp-content/uploads/2022/03/Sustainability-Policy.pdf>

DIVERSITY AND INCLUSION POLICY

AME is dedicated to fostering a diverse and inclusive work environment that celebrates the uniqueness of every individual. In line with this commitment, AME adopted a Diversity and Inclusion Policy ("D&I Policy") on 25 July 2022 that guides the Company's practices and decisions. The D&I Policy reflects AME's core values of respect, fairness, and equal opportunities for all.

AME's D&I Policy promotes a workplace that values and leverages the diverse backgrounds, experiences, perspectives, and talents of its employees. AME firmly believes that embracing diversity and fostering an inclusive culture not only enhances employee engagement and wellbeing, but also drives innovation and enables us to better serve AME's customers and stakeholders.

AME acknowledges that diversity and inclusion are integral to its long-term sustainability and success. AME will continue to champion these principles throughout the Company and actively monitor its progress towards achieving its diversity and inclusion objectives.

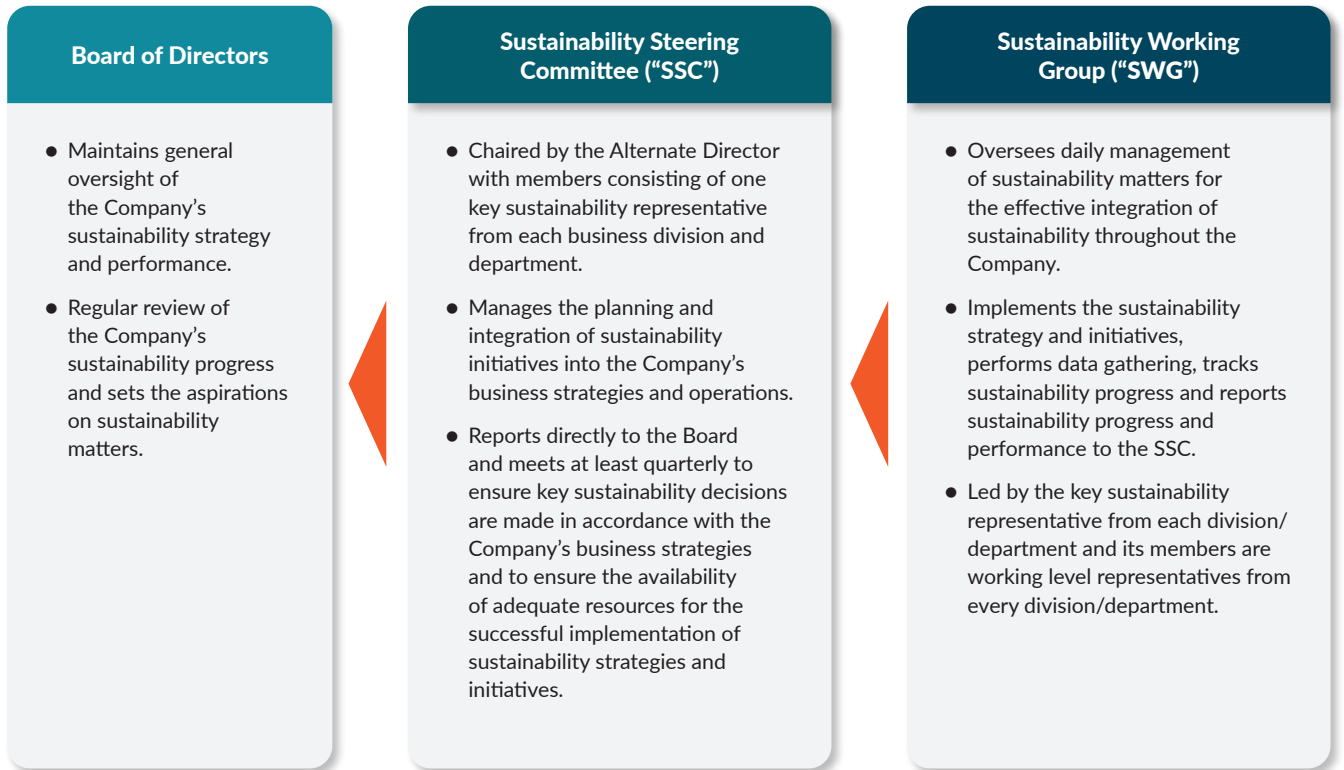
For more details on AME's D&I Policy, please refer to the following link
<https://ame-elite.investor.net.my/wp-content/uploads/2022/07/AME-Diversity-and-Inclusion-Policy.pdf>

SUSTAINABILITY GOVERNANCE

AME firmly believes that a strong and effective sustainability governance structure serves as the cornerstone of AME's journey towards a more sustainable future. By integrating clear definitions of accountability, roles and responsibilities, AME ensures that its sustainability efforts are guided by a well-structured and transparent governance structure. This sustainability governance structure facilitates the implementation of AME's Sustainability Framework and Sustainability Policy, allowing the Company to make tangible progress towards its sustainability goals.



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To reinforce AME's commitment to sustainability, the Company has enhanced its sustainability governance structure within the latest financial year. AME meticulously re-evaluated and refined the sustainability governance structure to ensure that it aligns with AME's expanding business operations, evolving sustainability landscape and industry best practices. In line with the latest business structure of AME, key representatives from the Health, Safety and Environment ("HSE") department were added to the SSC in FY2024.

In addition, as part of AME's ongoing effort to improve its sustainability performance, a dedicated sustainability professional was hired to drive sustainability initiatives across AME's business operations.

AME remains dedicated to continuous improvement and will continually refine its governance structure to adapt to the evolving sustainability priorities. By fostering a culture of sustainability and integrating it into every aspect of AME's operations, the Company strives to make a lasting positive impact on the environment, society and the long-term success of AME's business.

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UPHOLDING INTEGRITY AND BUSINESS ETHICS

AME holds itself to the highest ethical standards, ensuring that all business operations align with relevant laws, regulations and guidelines. AME believes that fostering a culture of accountability among employees and stakeholders is pivotal in reinforcing AME's dedication to conducting businesses with integrity and ethical practices at its core. The fundamental principle is effectively conveyed through AME's comprehensive set of company codes and policies.



Code of Conduct and Ethics

AME's CoC establishes the tone and expectations for ethical behaviour, and guides AME's operations to guarantee compliance with all applicable laws, rules, and regulations. The CoC is communicated to all AME's workers through AME's 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.

In FY2024: 100% of AME's employees were informed on the CoC with Zero (0) cases of breach of the CoC.



Anti-Bribery and Anti-Corruption Policy

The Anti-Bribery and Anti-Corruption ("ABAC") 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 ("MACC") Act 2009. The ABAC Policy has been made compulsory to all AME's employees where existing and new staff are given a briefing on the ABAC Policy upon employment. Employees will be met with disciplinary action, including termination, if they do not comply with the ABAC Policy.

In FY2024: 100% of AME's new employees were informed on the ABAC Policy with Zero (0) cases of non-compliance.



Whistleblowing Policy

The Whistleblowing Policy outlines the procedures which enable anyone who has a working relationship with the Company to anonymously raise their concerns on possible non-compliance or concerns that violate the CoC and ABAC Policy within the Company in an appropriate manner. It is the responsibility of the Whistleblowing Officer to take necessary action to deal with any concerns raised, as well as to report to the Audit and Risk Management Committee on a quarterly basis.

Employees and parties who have dealings with AME who suspect incidents of corporate wrongdoing can report through a dedicated form or email address:

✉ whistleblow@ame-elite.com



<https://ame-elite.investor.net.my/wp-content/uploads/2023/03/AME-Whistleblowing-Form-v.1.1.pdf>

In FY2024: Zero (0) cases of non-compliance were reported through the whistleblowing platforms.

As part of AME's ongoing initiative to further enhance its corporate governance, AME has adopted a Conflict of Interest ("COI") Policy in FY2024. The main objective of the COI Policy is to set out the principles and procedures for ensuring actual or potential conflicts of interest are identified and managed effectively. Directors and employees of AME are expected to conduct themselves with integrity, impartiality and professionalism at all times, and avoid any conflict of interest that may arise during the performance of their duties.

A Non-Audit Services Policy was also adopted in FY2024 as part of its commitment to ensuring the suitability, objectivity and independence of its external auditors. The Non-Audit Services Policy sets out the principles and procedures for the ARMC to assess and monitor the provision of non-audit services by the external auditors and/or firm(s) or corporation(s) affiliated to the external auditors' firm.

Further information on AME's codes and policies can be accessed on AME's website <https://ame-elite.com/>.

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RISK MANAGEMENT

Risk management remains a fundamental part of AME's business operations. AME adopted a Risk Management Framework ("RMF") developed based on the principles and guidelines of internationally recognised standards such as the ISO 31000 Risk Management and the Committee of Sponsoring Organisations Enterprise Risk Management 2017. The resilient RMF allows AME to identify, evaluate, and address crucial risks, thereby safeguarding the interests of stakeholders and shareholders.

AME places great emphasis on EESG risks, acknowledging their importance in achieving sustainable operations and long-term value creation. Given the ever-evolving global landscape and the increasing importance of EESG issues, AME has focused on identifying the most pertinent and current EESG risks to manage and mitigate them effectively with adequate systems and actions. These include risks associated with climate change, environmental pollution, waste management, human capital management and governance.

The key to AME's success in meeting the needs of its shareholders and investors is to maintain financial growth and increase economic productivity while assuring long-term value creation. 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.

Further information on AME's risk management is detailed in the Statement on Risk Management and Internal Control section in this Annual Report.

DATA SECURITY AND PRIVACY

In today's progressively digital and interconnected landscape, advanced IT solutions augment business efficiency, facilitate hybrid work models, and safeguard data security against growing cyber threats. AME, recognising the transformative potential of IT, strategically capitalises on these technologies to optimise its operations.

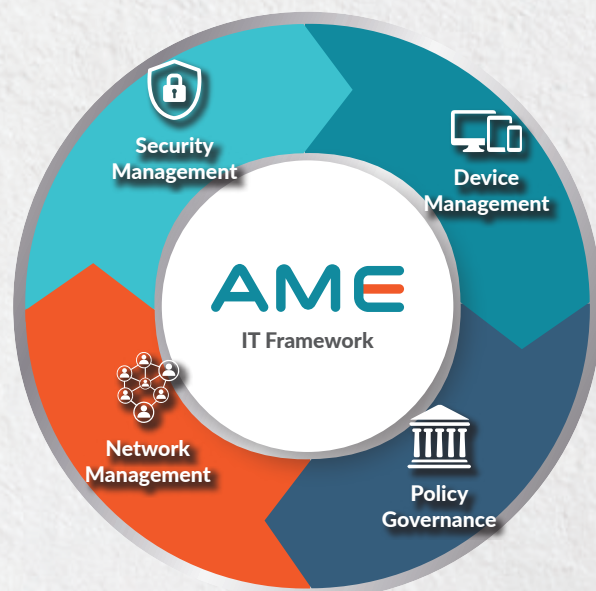
AME has proactively incorporated advanced collaboration tools in response to the ever-changing working environment, evolving work patterns and the emergence of hybrid work models. These tools have significantly boosted AME's business efficiency and employee productivity. From improved communication to streamlined workflows, they have enabled employees to operate more efficiently and provided the flexibility to work seamlessly from remote locations. This flexibility fosters a conducive work environment and attracts top-tier talent.

Moreover, AME is steadfast in its digital transformation journey, demonstrating this commitment through adopting automation solutions. They can swiftly adapt to ever-changing market conditions or novel business requirements by digitising manual processes and physical documentation. This reduction in reliance on physical documentation aligns with AME's environmental sustainability goals by minimising paper usage and wastage.

Beyond operational efficiency and work flexibility, AME is acutely cognisant of the escalating cyber threats in today's digital landscape. AME has prioritised the implementation of cybersecurity measures to ensure data security and privacy of AME. The centralised management system deployed by AME combines various essential IT and cybersecurity functions into a unified platform, allowing AME to effectively monitor and optimise its IT infrastructure and services. This system is designed to mitigate potential damage and reduce the risk of data breaches. Recognising the criticality of email communication in daily operations, AME prioritised enhancing email protocol security by implementing additional layers of protection. These measures aim to safeguard sensitive information and reduce the likelihood of successful phishing attacks, malware infections, and other email-based threats that could compromise AME's system and data.

To fortify its cybersecurity posture, AME has enhanced its comprehensive set of IT policies and procedures. These guidelines cover various topics, such as access control, incident response, employee training, data protection, disaster recovery and network security. By strictly adhering to these policies, AME can consistently maintain a security framework, protecting AME from potential business risk.

AME's IT framework encompasses four main digital protection measures to properly handle information and personal data.

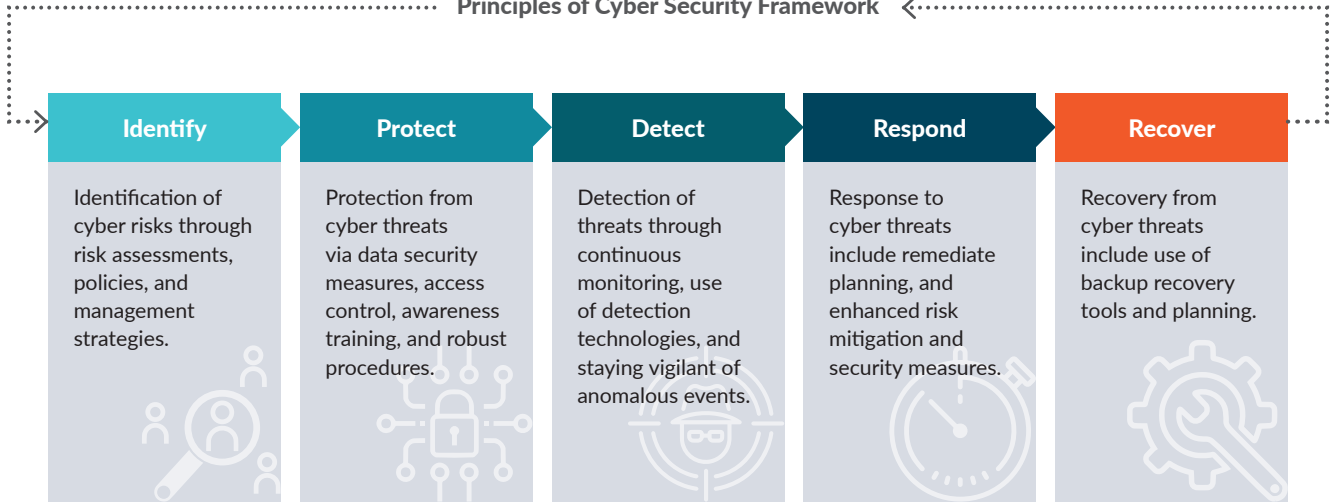


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As a guiding framework, AME follows five principles in its practice of cybersecurity in the workplace:



Principles of Cyber Security Framework



In FY2024, AME recorded **Zero (0) cases** concerning breaches of customer and employee privacy or data loss.

Transition on Corporate Communication Platforms

In FY2024, AME transitioned to Microsoft Teams as its primary corporate communication platform, replacing Kaizala. This move enhances communication efficiency, collaboration, and security, offering seamless integration with Microsoft 365 applications, robust chat and channel functionalities, and advanced meeting tools. Microsoft Teams provides superior security with features like multi-factor authentication and data encryption, ensuring compliance with regulatory standards. The platform also supports real-time collaboration on documents, scalable growth, and cross-platform accessibility, enhancing productivity from anywhere. Its user-friendly interface and continuous updates ensure a smooth transition and keep the platform at the forefront of technological advancements. To facilitate this transition, the IT Department provided comprehensive training sessions to help employees become familiar with the platform.

AME Online Cybersecurity Awareness Course

In FY2024, AME's Information Technology ("IT") Department launched an online cybersecurity awareness course which aims to bolster the knowledge and skills of AME's employees, ensuring robust protection against cyberattacks for both the Company and its staff. The course provides a comprehensive suite of resources, including engaging video tutorials and interactive exercises, to facilitate effective learning. Participation in the cybersecurity awareness course is mandatory for all employees, reinforcing AME's commitment to cybersecurity. Additionally, as an incentive, the first 20 employees to complete the course will receive a special reward from the Company, further encouraging proactive engagement in this critical area.



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DELIVERING WITH QUALITY AND PURPOSE



AME prides itself on exceeding customers' expectations by providing professional services and quality products. AME's commitment to delivering with quality and purpose is driven by the core values of teamwork and professionalism. Its collective efforts prioritise customers' satisfaction, ensuring that their needs are met with the standards of service. By embracing efficiency and productivity through seamless collaboration, AME has streamlined its operations to achieve remarkable outcomes.

AME's steadfast dedication to integrity and trust has fortified its relationship with stakeholders, fostering a culture of transparency and accountability. Furthermore, AME digitalisation journey has enhanced productivity, allowing the company to innovate and adapt in an ever-evolving landscape, ensuring sustained excellence and growth. AME also prioritises regulatory compliance, adhering to industry-specific guidelines and best practices to maintain the highest level of integrity and trust with AME's stakeholders.

Additionally, AME is committed to contributing to the growth of local economy through its products and services. In FY2024, a total economic value of RM716.88 million was generated, RM677.52 million was distributed via operational costs, employees' wages and benefits, payments to providers of capital, payment to government and community investment.



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SUPPORTING COMPANY GROWTH VIA OPERATIONAL EXCELLENCE

The success of AME can be attributed to stewardship of processes at every level of AME’s integrated business model encompassing industrial property development, construction and engineering services, as well as property investment and rental and management of workers’ dormitories. To ensure operational excellence and service quality, several industry-specific regulations, guidelines and frameworks were adhered to and adopted across the divisions.

REGULATORY AND QUALITY MANAGEMENT SYSTEMS AT AME

UPSTREAM➔ DOWNSTREAM

Property Development	Construction	Engineering	Property Investment & Management Services
ISO 9001 : 2015 Quality Management System			
<ul style="list-style-type: none"> Uniform Building By Law 1984 Town and Country Planning Act 1976 	<p style="text-align: center;">Construction Industry Development Board (“CIDB”) Act 1994</p> <ul style="list-style-type: none"> Malaysian Construction Industry Standards (“CIS”) ISO 45001:2018 Occupational Health and Safety Management System 	<ul style="list-style-type: none"> Uniform Building By Laws 1984 Electricity Supply Act 1990 (Act 447) Environmental Quality Act 1974 Occupational Safety and Health Act 1994 MS 1837:2018 Installation of Grid Connected Photovoltaic MS IEC 60364-7-712:2017 Requirements for Special installations or locations - Solar photovoltaic (PV)power supply system MS2692:2020 Testing and Commissioning of Grid Connected Photovoltaic System 	<ul style="list-style-type: none"> Workers’ Minimum Standards of Housing and Amenities Act 1990 (Act 446) Department of Labour Requirements Responsible Business Alliance Requirements

The ISO 9001:2015 Quality Management System certification serves as a guiding framework that AME strictly adheres to across its value chain encompassing the property development, construction, and engineering divisions. AME’s ISO 9001:2015 standards have been certified by SIRIM QAS International, affirming AME’s commitment to maintaining quality throughout its business operations. Furthermore, ensuring workmanship for AME’s projects remains a top priority, as the Company adheres to the CIS set by CIDB to ensure construction quality.

AME implemented an end-to-end quality assurance process that encompasses material inspection, client particulars, project performance evaluation, and quality assurance procedures from project commencement to completion.

In AME’s construction division, a Quality Control Plan (“QCP”) was adopted to ensure that each projects’ requirements were fulfilled in accordance with the designated plans and specifications. The development division follows a Project Quality Plan (“PQP”) that serves as a comprehensive guideline, ensuring the project is delivered with quality and fulfils the requirements of the approved plan. Regular monitoring, inspection, and effective communication with consultants are conducted throughout the project to maintain alignment with established guidelines and fulfil individual project needs.

As part of its commitment to service excellence, AME’s construction division provides dedicated assistance during the Defects Liability Period (“DLP”) through digital channels, enabling clients to raise concerns and seek resolution. Any concerns raised by clients during the DLP are aimed to be resolved and rectified within 14 days and a Certificate of Making Good Defects will be issued once all issues have been resolved.

As a trusted provider of engineering expertise in the steel structure and precast concrete industry, AME’s engineering division holds great importance in ensuring the highest quality in their projects from business development, procurement, fabrication, and testing to inspection activities. To ensure successful delivery of a project, a well-defined and efficient standard of procedures that integrate value engineering and a project quality report is generated to evaluate the quality of projects.

AME’s property investment and management division comprises AME’s leasing assets, i-Stay workers’ dormitories and I REIT Managers Sdn Bhd, the management company of AME REIT. AME strives to uphold the best quality of leasing and management services to meet the needs of clients and tenants.

SUSTAINABILITY STATEMENT

Creating Comfortable Living Environments

i-Stay dormitories prioritise fair and equal treatment towards tenants and employees, ensuring their health and safety while fostering a comfortable living environment, in line with AME's Sustainability Policy. AME goes above and beyond local regulatory compliance with the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446) and meet the requirements of the Department of Labour and Responsible Business Alliance ("RBA").

Facilities and Services Provided by i-Stay Dormitories to Enhance Living Environment

Community Mart and Canteen

Tenants can enjoy a diverse selection of products and delicacies from various countries, catering to their cultural preferences and culinary needs from the community mart and canteen. The upgraded community mart aims to offer a premium shopping experience at an affordable pricing.



Community Mart

Free Wi-Fi and Astro TV

Common areas are equipped with free Wi-Fi access and Astro TV programmes, providing tenants with entertainment options and connectivity.



Canteen

Doctors' Consultation

Scheduled periods are designated for doctors' consultations, providing tenants with access to medical professionals for any health concerns or check-ups.

Laundry Corner

A 24-hour self-service laundry is available, allowing tenants to conveniently take care of their laundry needs at any time.



Laundry Corner

Health and Safety Measures

Regular measures such as quarterly drinking water testing, monthly pest control, and fortnightly fogging are conducted to ensure a clean and safe environment for the tenants' wellbeing.

Treatment room

Treatment room is conveniently located near the living areas, ensuring quick access to medical assistance. Certified First Aiders from the i-Stay team are readily available to respond to any emergencies.



Treatment Room

Badminton Court

i-Stay's new dormitory in Indahpura features badminton court, providing tenants with the opportunity to engage in physical activities and recreation.



Badminton court

SUSTAINABILITY STATEMENT

DIGITAL SOLUTIONS FOR BUILDING BETTER FUTURES

AME adopted digital solutions to enhance operational efficiency, enable effective resource management, address societal challenges, and promote overall wellbeing. AME is on a transformative journey to create a more sustainable future where technology and environmental stewardship work harmoniously. By adopting technology and embracing digitalisation, AME accelerates progress towards a more efficient, equitable, and sustainable planet, ultimately improving the quality of life for individuals and communities alike.

To enhance operational resilience and business growth, AME’s construction division has embraced new digital-based solutions to optimise overall planning and execution processes, resulting in cost savings, improved efficiency and waste reduction.

Industrialised Building System (“IBS”)

AME strives to reduce wastage by adopting sustainability practices and leveraging technology such as the IBS. This system enables AME to prefabricate steel and precast concrete in a controlled facilities environment, allowing for continuous monitoring of progress and product quality. By manufacturing and assembling structures with greater precision, AME reduces material wastage and optimizes material usage.

This system has improved operational efficiency by reducing construction labour, increasing productivity and enhancing product quality. It also enables better process control, waste reduction and decreased construction costs and time.



Building Information Modelling (“BIM”)

BIM facilitates the digital and 3D development of a virtual model of a building on a shared platform, improving collaboration between multi stakeholders and construction professionals, better coordination among architectural, mechanical & electrical and other trade of services.

The 3D models generate precise drawings and create an accurate material list for procurement, enabling early decision making that prevents costly changes and delays.

4D BIM technology is also used for constructability studies, construction sequencing, and reporting. To improve project performance and reduce time and cost, AME adopted 5D BIM software to cover the scheduling of material delivery and implementation, labour requirements, task and project phasing. These BIM deliverables serve as valuable references for multi stakeholders to facilitate streamlined communication, minimise errors and discrepancies, and enhance time and cost management, resulting in more efficient project completion.



In addition to IBS and BIM tools, AME’s construction division utilises Enterprise Resource Planning (“ERP”) to manage various aspects of daily business operations within a single system, enabling comprehensive control over the entire construction project life cycle. This includes precise cost management and contract quoting and resource allocation, thereby providing full visibility into project management. By using ERP, AME optimises processes, streamlines collaboration with suppliers and contractors, and accelerates company growth.

Project personnel use an adaptable application to update progress regularly, supported by software that enables real-time monitoring of project information. AME creates accurate models to ensure safety, code compliance while project-related information such as equipment functionality, machinery performance, workforce allocation, testing inspections and external conditions is monitored and well-arranged. This proactive approach helps prevent unnecessary delays and disruptions, keeping the project on track and within the planned timeline.

SUSTAINABILITY STATEMENT

i-Stay dormitories also make use of various digital solutions to enhance the safety, security and convenience of its tenants in the dormitories.

Biometric Security System

The biometric turnstile access control system provides a higher level of security for i-Stay's tenants, ensuring only registered tenants can access the dormitory blocks. To maintain a harmonious living environment and safety of its tenant, individuals who are found to be intoxicated are prohibited from entering the dormitory premises, thus preventing social issues. Incidents of this nature are recorded and documented in the system for reference and monitoring purposes.



Cashless Vending Machine

i-Stay introduced cashless vending machines, conveniently located in the common area of the dormitories, providing tenants easy access to various food and drink options. These vending machines are equipped with cashless payment systems, ensuring a seamless and hassle-free experience for their tenants, eliminating the need for physical cash transactions.

Hostel Management System

i-Stay utilises a hostel management system to digitalise recording its tenants' personal information including details such as work permit expiry and passport identification.

The system sends a reminder to i-Stay's staff when the workers' documentation is expiring. Upon receiving the alert, i-Stay's staff informs and requests that the clients update the workers' permits and/or passports.



i-Kiosk

i-Stay deployed an information kiosk to enable effective two-way communication with tenants. The kiosk enables tenants to send feedback, make defect reports, schedule appointments for parcel collection, book facilities and receive announcements on upcoming events and activities.

With the availability of this system, i-Stay management is able to contact the dedicated respondent, to easily contact the dedicated respondent, and the response actions will be recorded in the system.

The system is available in multiple languages, enabling tenants of different nationalities to understand and access the system conveniently.

■ SUSTAINABILITY STATEMENT

MEETING CUSTOMER EXPECTATIONS

AME acknowledges that meeting customers' expectations is a crucial element of corporate responsibility and competitive advantage. AME strives to build lasting relationships, promote loyalty and contribute to a sustainable future with its customers. To better understand customers' needs and expectations, AME actively seeks customers' feedback and engages in continuous improvement initiatives to enhance its products, services and processes. Digital channels have been introduced to improve communication across AME's project. These channels allow customers to provide feedback after project completion and handover. AME values customers' opinions on various aspects, including the quality of workmanship, timeliness of defect rectification, professionalism and responsiveness to their inquiries. Any concerns raised by customers are addressed, and necessary improvements are made to elevate overall service delivery. These digital channels serve as a platform for open communication, allowing AME to strengthen its commitment to customer satisfaction and align the customer experience with its highest standards. Feedback is compiled and presented to Senior Management on an annual basis for further improvement.

For AME's construction division, the Quality Assessment System in Construction ("QLASSIC") remains a key industry standard for evaluating the quality of construction in Malaysia. This assessment is carried out by the CIDB by measuring and evaluating the workmanship quality of completed construction work. It is based on CIS 7:2021 Quality Assessment System for Building Construction Works. The quality of the product and workmanship of completed construction projects will be assessed and final scores will be provided.

AME leverages QLASSIC standards to establish performance benchmarks for its construction projects, ensuring that the quality requirements are consistently met and maintained. Each project undergoes internal assessment by AMEC's QAQC personnel who have received training from the QLASSIC Academy, in accordance with QLASSIC's standard scoring requirements. QLASSIC provides a consistent framework for quality assessment, ensuring that all projects are evaluated using the same criteria. To further enhance project quality and promote a culture of quality, briefings, quality control trainings, and quality awareness programmes are conducted to

develop workers' competency. Frequent mock-up sessions, briefings and project coordination meetings are also held to familiarise the team with project requirements, understand desired outcomes, and address any doubts or concerns.

AME's engineering division operates as an individual and integrated service, similar to the construction division. The division serves two customer segments, comprising internal AME divisions and contracts from external parties. Customer satisfaction surveys are conducted on a project basis, where the evaluation criteria include quality, cost-effectiveness, timeliness, and safety of the projects.

i-Stay is dedicated to creating a respectful and comfortable environment for clients and tenants. By maintaining transparency and common trust with its clients and demonstrating genuine care for workers residing in its dormitories, i-Stay has established designated group chats that allow them to receive feedback and complaints. To better service the tenants, i-Stay implemented a system to manage facilities and services. Additionally, several kiosks equipped with the system have been installed in the common areas for tenants to have easy access. This kiosk enables tenants to book facilities, schedule parcel collection, report defects, and provide feedback. Dedicated representatives will respond to these inputs and take appropriate actions to resolve any issues. All actions and updates made through this system are recorded.

Furthermore, i-Stay uses these kiosks to share information about upcoming events and relevant news, with the option for the tenant to change the display language according to their nationality.

Considering the diverse group of tenants from various nationalities and races, i-Stay places great emphasis on providing a welcoming and inclusive atmosphere at the dormitories, fostering a sense of belonging and comfort in their new home. To achieve this, i-Stay has taken the initiative to produce an introductory video, and post notices on the information board using its tenants' national languages. This proactive approach is perfectly aligned with the Company's commitment to promoting a diverse and inclusive culture, as outlined in the Sustainability Policy.

Furthermore, i-Stay appoints tenant representatives, known as nationality leaders, through an election process to foster effective communication with tenants. These leaders act as intermediaries between the tenants and i-Stay, gathering feedback and comments to be considered for continuous service improvement. Additionally, i-Stay organises cultural programs during national festivals to foster a sense of community among tenants, allowing them to come together and celebrate the festivities collectively.



SUSTAINABILITY STATEMENT



The construction division's QAQC Department conducted its first QCLASSIC Brainstorming session with project personnel and management in August 2023. This event provided project personnel with an opportunity to exchange their experiences and insights on implementing QAQC practices across projects. During the brainstorming session, project personnel raised out the challenges faced and identified potential problems arising from materials used, execution methods, communication practices and other factors that could impact the outcome and quality of the projects. To resolve the identified issues, there was a rich exchange of knowledge among project, QAQC and Quantity Surveyor/Contracts personnel and management. This collaborative environment cultivates a culture of innovation and continuous improvement to deliver QCLASSIC compliant projects.

In September 2023, Construction division's QAQC Department along with Safety Department, organised a AME-CIDB Engagement Day, featuring a series of informative briefing sessions facilitated by CIDB professionals. Suppliers and subcontractors were invited to participate in this special program, which included sharing information on Certificate of Standard Compliance for Construction Materials

(Perakuan Pematuhan Standard, PPS) requirements, Worker Accreditation Requirements and Construction Project Declaration Requirements.

The briefings emphasised the importance of obtaining certification to demonstrate compliance with established standards and guidelines. These briefing created awareness among suppliers and subcontractors about applying for dedicated certification for material used and labour employed. This strategic direction fosters continuous improvement in operations, boost employee engagement, and strengthens the company's credibility and reputation among stakeholders.



SUSTAINABILITY STATEMENT

AME ensures that the quality of the project goes beyond mere regulatory compliance, recognising that customer satisfaction and wellbeing are integral to achieving business success. Customer satisfaction, a key metric for measuring the quality of products and services has also been associated with factors such as cost, performance and project duration. AME is dedicated to enhancing the Company’s reputation, maintaining strong customer relationships, and making meaningful contributions to a more sustainable and equitable world. Customer satisfaction forms are sent out to customers after project completion, and customers’ feedback will be taken into account for future improvement.



SUPPLY CHAIN MANAGEMENT

At AME, responsible supply chain management plays a critical role in sustaining a long-term partnership, promoting the growth of the local economy and achieving sustainability goals. AME is firmly dedicated to collaborating with suppliers who align with the Company’s values and principles, particularly upholding ethical standards and embracing environmentally sustainable practices. AME’s focus lies in establishing a resilient and transparent supply chain that ensures the delivery of quality products and minimises the Company’s carbon footprint.

AME’s supply operating procedures 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. Additionally, AME has adopted a Sustainability Framework incorporating EESG criteria into the new supplier screening process for all divisions.

When selecting contractors for tenders, AME places significant emphasis on meticulous evaluation to ensure they meet the Company’s expectations and standards. This includes stringent safety obligations and requirements, and the implementation of good practices to uphold human rights. AME has a zero-tolerance policy towards exploitative practices such as child labour, forced labour, and any form of exploitation within its business operations. The Company is unwavering in its commitment to upholding ethical and responsible practices throughout its supply chain, safeguarding the wellbeing and dignity of all individuals involved.

Furthermore, AME prioritises the local supply chain during procurement and continually improves its supplier screening process to reduce potential disruptions. By supporting local suppliers, AME accelerates the growth and progress of the local manufacturing industry, contributing to the creation of modern industrial spaces. This approach also effectively reduces the Company’s carbon footprint as the need for transportation is significantly minimised. This dual approach drives the local economy and aligns with its commitment to environmental sustainability.

AME promotes local suppliers and economic development, aiming to create better value and generate more positive impacts for the local community. This approach not only reduces the adverse social and environmental impacts in the supply chain but also helps reduce Scope 3 GHG emissions.

In FY2024, AME spent 98.95% of procurement on local suppliers and contractors for all business divisions’ operations.

	FY2022	FY2023	FY2024
Proportion of expenditure on local suppliers and contractors (%)	98.60	98.97	98.95

Selection	Evaluation	Monitoring
New suppliers are evaluated on criteria such as EESG-related criteria, quality, health and safety, partners and cost. Those who are successfully selected will be registered on the approved supplier list.	Suppliers and contractors are evaluated against non-conformities such as quality, safety, cost and service.	An assessment of supplier and contractor performance is conducted annually. In the event of non-conformance, corrective action will be given to the respective suppliers through a supplier improvement plan where the suppliers/contractors are given 14 days to rectify and verify the non-conformities.

SUSTAINABILITY STATEMENT

INVESTING IN PEOPLE AND EMPOWERING COMMUNITIES

AME recognises the importance of establishing and maintaining trust with both internal and external stakeholders to generate sustainable value. AME is dedicated to fostering lasting relationships with its workforce, local communities, customers, business partners, and investors.

In conducting its business, AME places the workforce at the heart of its operations, viewing it as its most valuable asset. As a testament to this, the Company emphasises equal opportunities and cultivates a dynamic talent pipeline backed by its D&I Policy. AME strives to ensure fair compensation, and a secure, safe and inclusive working environment, which the Company believes is essential for enabling employees to thrive and contribute effectively.

OHSE is another area where AME demonstrates its commitment. AME implements rigorous safety measures and promotes wellness initiatives aimed at safeguarding employee health and wellbeing.

Moreover, AME places considerable emphasis on community development. Understanding the impact a business can have on the communities it operates in, the Company is engaged in various initiatives that contribute to the social and economic development of these communities. By integrating such a focus into its business model, AME strengthens its relationships with local communities and contributes to the broader sustainability goals.

Human Rights

As highlighted in AME's Sustainability Policy, the Company recognises its responsibility to respect human rights across its business operations. The Company does not tolerate child labour and any form of forced labour or exploitation in its operations. AME strictly adheres to Malaysia's Employment Act 1955 and as a result of AME's strong stance on respecting human rights, AME successfully achieved zero incident of human rights violations in all the locations AME operated in FY2024.

OCCUPATIONAL HEALTH, SAFETY AND ENVIRONMENT

OHSE is a matter of high significance at AME. AME is acutely aware of potential hazards and risks inherent to the jobs of its employees, particularly those working at project sites. To prioritise their safety and wellbeing, AME maintains a vigilant approach, implementing many practices and initiatives to promote safety and health in the workplace.

This focus on OHSE extends beyond the direct employees of AME. The Company recognises the importance of safety and is dedicated to ensuring the wellbeing of all individuals involved in our operations, particularly at the construction sites. AME's holistic consideration of safety encompasses everyone, from its employees to contractors, suppliers, clients and visitors, thereby solidifying its commitment to maintaining a safe and secure operational environment.

Health and Safety Management

AME believes that good governance and effective management of health, safety, and welfare are crucial for safeguarding our workforce's wellbeing and enhancing AME's brand value and reputation.

Given the critical need for comprehensive health and safety measures in our construction and engineering division, the Company has established a Health, Safety, and Environment (HSE) Management System that covers all employees in these divisions. Additionally, AME is guided by a HSE governance framework at its project sites, in line with its commitment to prioritise employee health and safety.

In every project or site AME is responsible for, AME establishes a HSE Committee that is responsible for a range of HSE-related duties, but chief among 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, trainings etc.
- Carry out regular site inspections to detect any unsafe conditions or unsafe practices

Additionally, the construction and engineering divisions are ISO 45001:2018 Occupational Health and Safety Management System certified and have implemented stringent internal Key Performance Indicators to achieve zero occurrences on project sites. To this end, AME ensures that a monthly management review of HSE performance is conducted in line with initiatives to put forward proposals for improvement through an HSE monthly report prepared by the Safety Officer and the Safety Supervisor and endorsed by the Project Manager.

EHS TARGETS

ZERO
Occupational
Health Incident

ZERO
Fatality

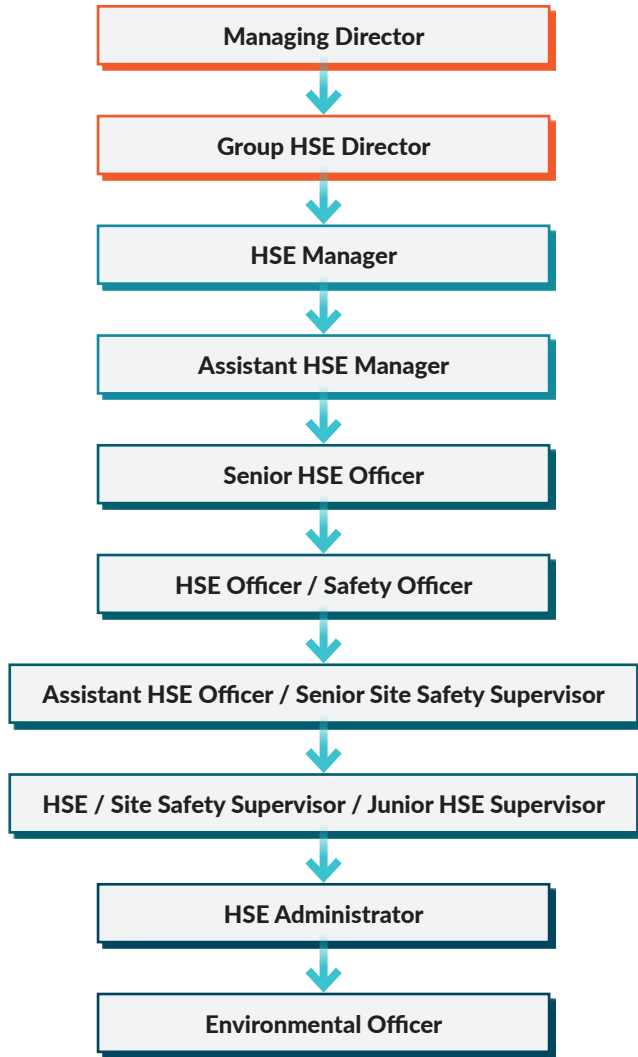
ZERO
Environmental
Incident

ZERO
Fine/Penalty

SUSTAINABILITY STATEMENT

HSE GOVERNANCE

Division Level HSE Governance



Safety Toolbox Meeting

A Weekly Safety Toolbox Meeting is conducted at each project site, gathering all individuals including the project management team, site engineers, other on-site employees, and general workers. This meeting serves as a platform to emphasise, discuss, and clarify safety requirements while addressing unsafe acts. During these sessions, the team actively highlights important safety measures, engages in open discussions, and provides necessary clarifications to ensure a comprehensive understanding of safety protocols.



Hazard Identification, Risk Assessment and Risk Control (HIRARC)

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

The approach aims to provide a systematic and objective approach to assessing hazards and their associated risks. It will provide an objective measure of an identified hazard and a method to control the risk.

This is in line with the Occupational Safety and Health Act 1994 (Act 514) which requires employers to provide a safe workplace for their employees and related persons.



OHSE-related Training

OHSE-related training and development programmes are essential for equipping AME's workforce with the necessary knowledge to complete their activities safely while staying updated with current regulatory standards. In FY 2024, AME provided 1,886 hours of OHSE training to AME's employees, contract workers and contractor personnel.



Number of OHSE-related training programmes:

943 programmes



Number of participants:

2,819 people



Total OHSE-related Training Hours:

1,886 hours

SUSTAINABILITY STATEMENT

Basic Occupational First Aid & CPR

AME has prioritised employee safety and wellbeing by organising briefing and training program. On 12 and 13 May 2023, a training session was conducted by certified first aid and CPR instructors to equip employees with the skills and knowledge respond to medical emergencies, reducing the risk of injury and ensuring prompt care. Besides that, this session increased the awareness about the importance of first aid and CPR in daily life, both within and outside the workplace.

Office Safety Programme

By continuing to invest in safety training, AME reaffirms its commitment to creating a safer and healthier workplace with employees. Employees participated in an office Safety Program facilitated by professional trainers on 6 and 7 July 2023. This training enabled employees to identify and manage the occupational safety and health hazards within the office environment and be responsible for leading safety in the workplace.



OHSE Feedback Mechanisms

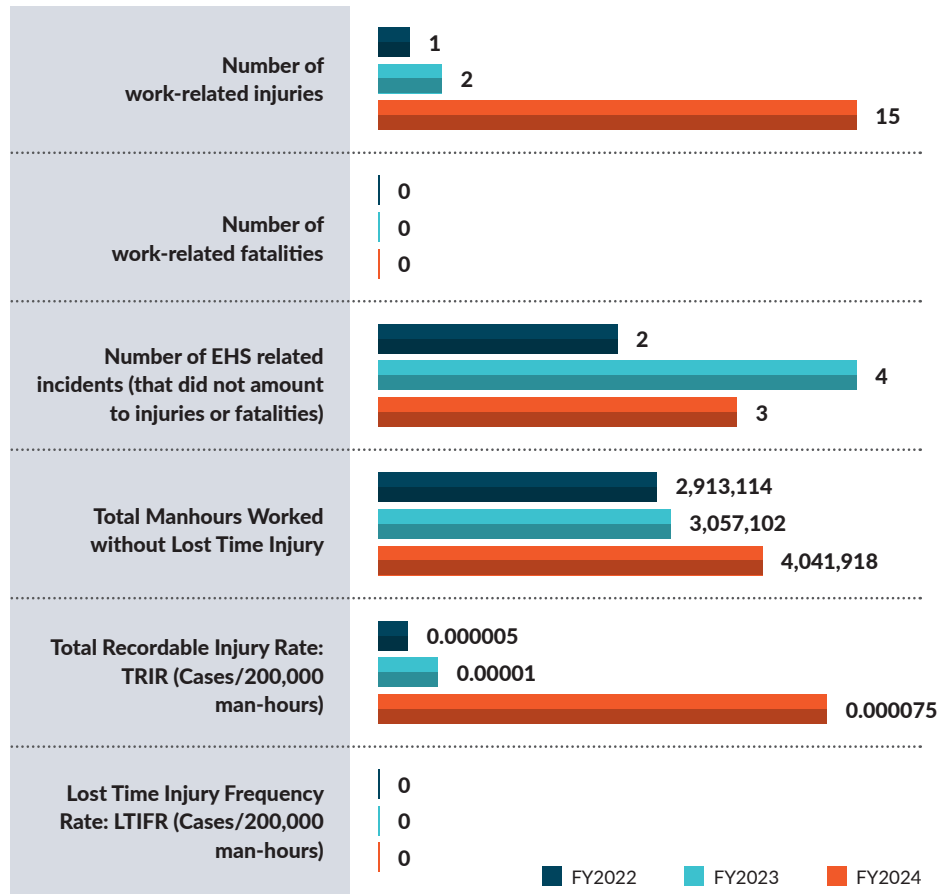
AME strives to ensure zero accidents by encouraging the reporting of health and safety-related incidents, complaints, and non-compliance through AME's dedicated anonymous OHSE-incident reporting channel. AME's You See You Response (UCUR) programme is a proactive process that allows employees to report potential workplace hazards. UCUR acts as a platform to identify/point out the near-miss incidents which may lead to accidents at construction sites by any individuals. This reporting channel allows employees to provide input without fear of reprisal and drives safety enhancement in line with continually improving workplace health and safety performance. 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.

AME is also engaged in constant communication about health and safety issues through email, digital channels, videos and has notices posted strategically locations across AME's project sites. AME disseminates this information in English and Bahasa Malaysia. To be more inclusive, AME is mindful of the diverse languages spoken by foreign workers at its construction sites and takes meaningful considerations when engaging with them. To ensure what is communicated is done so effectively, critical information (such as health and safety updates) is communicated in the native language of its foreign workers and subcontractors.

SUSTAINABILITY STATEMENT

OHSE Performance

AME maintains rigorous oversight of safety and health conditions through regular HSE Committee meetings, ensuring proactive monitoring of our work sites. Through comprehensive safety training, awareness programs, adherence to safety standards, and thorough risk assessments, AME achieved 4,041,918 man-hours worked without Lost-Time Injury (LTI) incidents and maintained compliance with environmental regulations without any instances of non-compliance in FY2024. This accomplishment underscores AME's commitment to preventive measures and preparedness in safeguarding the wellbeing of AME's workforce and the environment.



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. AME constantly reminds its employees to prioritise their safety at work sites and encourages reporting of unsafe working conditions to their representatives or to the HSE department directly as an action towards solving the issue.



SUSTAINABILITY STATEMENT



WORKFORCE

Its workforce’s talent lies at the heart of AME’s mission and purpose. Recognising this, AME focuses on the essential areas of talent development, retention and attraction, underscoring its long-term vision of productivity and success. Through a competitive employee benefits package, comprehensive professional development programs, a strategic focus on employee wellbeing, an inclusive work environment and employee engagement, AME fosters a culture that values, nurtures, and challenges its employees.

The concerted effort to develop, retain and attract talent is a testament to AME’s commitment to social sustainability, paving the way for a mutually beneficial future for its workforce, the Company, and the broader communities it serves.

AME AT A GLANCE



SUSTAINABILITY STATEMENT

Developing Talent

AME encourages a proactive spirit among its employees, understanding that their individual development enriches their career trajectories and equips the Company with the talent necessary to thrive in a competitive business landscape.

In FY2024, AME's investment in training and development initiatives amounted to RM141,467. This heightened commitment to learning led to 4,297 training hours, averaging 10.82 hours per employee (excluding foreign workers). Spanning a diverse array of topics, these training programs, both internal and external, are delivered via physical and virtual workshops, focusing on equipping employees with the skills and knowledge needed to stay relevant and contribute meaningfully to the Company's success.

Recognising that talent development is more than just training, AME employs a performance evaluation system. AME's systematic approach to performance reviews encourages open communication between employees and supervisors, fostering a culture of feedback and improvement. These annual reviews allow employees to engage in self-assessment while their direct superior evaluates performance against key indicators, skills, abilities, interests, and personality traits. This system also aids AME in identifying potential leaders within its ranks, who are then provided with additional resources and opportunities to hone their leadership skills.

In line with AME's dedication to continuous learning, AME also facilitates a knowledge-sharing environment. Newer employees are paired with seasoned professionals, enhancing the transfer of industry knowledge, fostering collegial relationships, and facilitating professional development. At AME, the development of its workforce is in a symbiotic relationship - the simultaneous growth of the Company and the improvement of its employees are inextricably linked. It is this mutual growth that aligns perfectly with AME's vision and mission and reaffirms AME's commitment to social sustainability.



Total Learning Hours:
4,297 hours



Average Learning Hours Data:
10.82 hours per employee
(excluding foreign workers)



Total Investment in Employee Learning and Development Data:
RM141,467



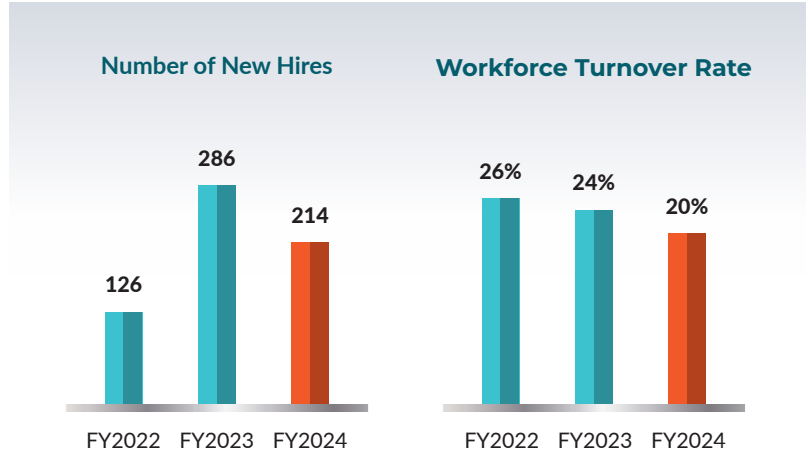
SUSTAINABILITY STATEMENT

Retaining Talent & Attracting Talent

Talent retention is seen as a strategic necessity within AME. It contributes to a stable workforce, mitigates recruitment and onboarding costs, and retains invaluable expertise within the Company. Equally, the Company acknowledges the importance of attracting new talent to ensure competitiveness and infuse the team with novel perspectives.

To create an environment that both nurtures current employees and attracts prospective ones, AME focuses on four main strategic area:

1. Provision of Competitive Employee Benefits
2. Promotion of Employee Wellbeing
3. Advocacy for Diversity, Equity and Inclusion in the Workplace
4. Promotion of Employee Engagement



Employee Benefits

AME is firmly committed to cultivating a supportive work environment where employees feel valued and respected. Integral to this commitment is a comprehensive and competitive benefits package that acknowledges the loyalty, capability, and unity of its workforce and helps attract and retain top talent.

Understanding the importance of staying competitive and meeting the changing needs of its employees, the Company regularly reviews and adjusts its benefits package. This dynamic approach aligns with its corporate vision and values, ensuring the Company remains an employer of choice within the industry.

Benefits	Details
Leave	Annual Leave, No Pay Leave, Sick or Hospitalisation Leave, Marriage Leave, Maternity Leave, Compassionate Leave, Replacement Leave, Paternity 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 Expense Reimbursement, Professional Membership Subsidy, CIDB Green Card Renewal Fee
Insurance	Personal Accident Insurance, Surgical and Hospitalisation Insurance
Flexi-Work Arrangement	Time-Off Benefits
Others	Recreational Park Facility (Fitness Facilities and Clubhouse), Employee Share Option Scheme

■ SUSTAINABILITY STATEMENT



i-Park, an Industrial Resort

AME holds a forward-thinking philosophy in its industrial park design, with an emphasis on fostering a balanced work-life dynamic and a community-centric environment. This approach, evident in their i-Park industrial parks, also termed as 'industrial resorts', marks a significant shift from the conventional industrial park concept that prioritise work and productivity above all else.

Instead of purely functional spaces, i-Park incorporate expansive green spaces and amenities designed to promote a harmonious 'work and play' lifestyle. The thoughtfully designed facilities serve as inviting communal spaces where operators and employees can engage, form deeper relationships, and bond with the broader local community.

Adding to the unique appeal of i-Park is the i-Privilege Club, a clubhouse brimming with amenities to enhance work-life balance. From a saltwater swimming pool to a fully equipped gym, these amenities are currently open to operators of i-Park and AME's employees.

In essence, AME's industrial park design philosophy embraces a more holistic approach, viewing industrial parks not just as places of work, but as vibrant, inclusive communities. By promoting social cohesion and employee wellbeing, AME's innovative approach is redefining what industrial parks can be.



SUSTAINABILITY STATEMENT



To effectively communicate with all operating within i-Park, AME has developed an i-Park community app that provides access for employees of operators and subcontractors to the industrial park. To safeguard security within i-Park, all operators must register for i-Park access through the application.

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

Community App



It is also a key objective of the i-Park's management team to proactively bring surrounding communities together and strengthen neighbourhood bonds. AME organised annual and festive celebrations such as Chinese New Year and Ramadan, and other community events like seminars and gotong-royong with i-Park operators. AME believes that these activities encourage genuine rapport between the management and operators and contribute to improved productivity, wellness and appreciation for the natural environment.

■ SUSTAINABILITY STATEMENT



Employee Wellbeing

AME understands the profound impact of a conducive work environment on employee productivity, talent retention, and attraction. To that end, AME's HQ has been strategically placed within easy reach of the recreational park in i-Park @ Senai Airport City and i-Privilege Club, with employees actively encouraged to use these facilities.

i-Privilege Club plays a significant role in this strategy. It provides many amenities and complimentary classes, enabling employees to enhance their fitness levels, maintain a healthy lifestyle, and ultimately bolster their overall wellbeing and productivity. Moreover, these amenities allow employees to socialise and form connections outside the traditional office setting. Group classes, such as Pilates, Zumba, and Circuit Training, provide a relaxed and enjoyable

platform for team interaction, fostering a sense of community and promoting positive workplace relationships. Such interactions nurture a healthy and supportive work culture.

Complementing i-Privilege Club is the community recreational park, an oasis for employees to engage in physical activities or unwind during breaks or after work. Access to outdoor parks and fitness equipment encourages employees to break away from their work routines and immerse themselves in nature, thus contributing positively to their mental and physical health.

By promoting a healthy, balanced lifestyle, AME effectively enhances employee productivity and job satisfaction. This multifaceted approach to employee wellbeing indicates AME's commitment to creating an environment where employees work, grow and thrive.



SUSTAINABILITY STATEMENT

PERKESO Health Screening & Consultation Program

In line with AME's commitment to prioritising employee wellbeing and ensuring their overall health, the Company has taken a proactive step by hosting PERKESO's Health Screening Program (HSP) for eligible employees. This program, which is a free health screening initiative offered by PERKESO, aims to identify individuals at high risk for Non-Communicable Diseases (NCDs) among eligible SOCSO Insured Persons.

In recent years, there has been a concerning rise in the number of workers who cannot perform their duties due to lifestyle-related illnesses. By providing access to the health screening program, AME enables employees to identify any potential health risks they may face. This early detection allows individuals to seek proper treatment, take preventive measures, and make necessary lifestyle changes to avoid sickness and complications. By encouraging regular health screenings and supporting employees in managing their health, AME can retain experienced workers and enhance productivity.

Typically, SOCSO Insured Persons would need to make their own appointments for health screenings with available panel clinics. However, recognising the value of convenience and prioritising the health of AME's employees, the Company has taken the initiative to host the health screening program at i-Privilege Club.



By providing an accessible and convenient location for the health screenings, AME aims to facilitate participation and ensure the wellbeing of its employees.

The company prioritises employee's health. Follow-up sessions were organised for employees to consult the doctors from SOCSO individually on their health screening results. During these sessions, doctors will provide professional advice based on each employee's condition, enabling employees to better understand their health condition and take necessary precautions.

Diversity and Equality

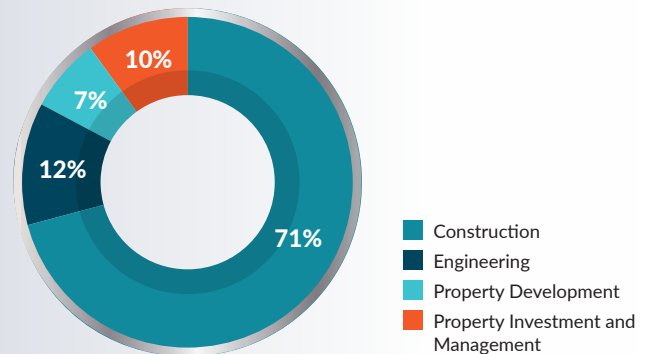
AME firmly believes in upholding diversity, inclusion and equality in the workplace. The Company practices a merit-based compensation and advancement system, with no discrimination based on race, religion, age, disability, nationality, or other demographic criteria. AME has also taken an extra step towards inclusivity by adopting a D&I Policy. This policy reaffirms AME's pledge to foster a work environment of mutual respect and appreciation, accentuating the vibrant and diverse culture that resides at the heart of AME.

In FY2024, there were no reports of workplace discrimination at AME.

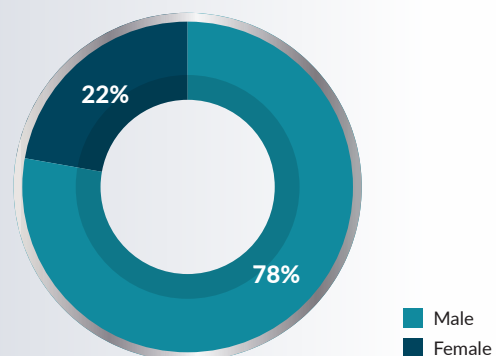
AME has a total workforce of 658 employees, of which 78% are male and 22% are female. The relatively lower percentage of female employees as compared to male employees is mainly attributable to the male-dominated nature of the construction industry.

With regards to Board diversity, there is currently 22.22% women representation at the Board level. It is important to AME that its leadership consists of directors who provide a wide range of perspectives that can help AME in its decision-making process and achieve its strategic objectives. To increase diversity at the top, AME strives to achieve a representation of at least 30% of women at the Board level.

Breakdown of Workforce by Division in FY2024 (%)

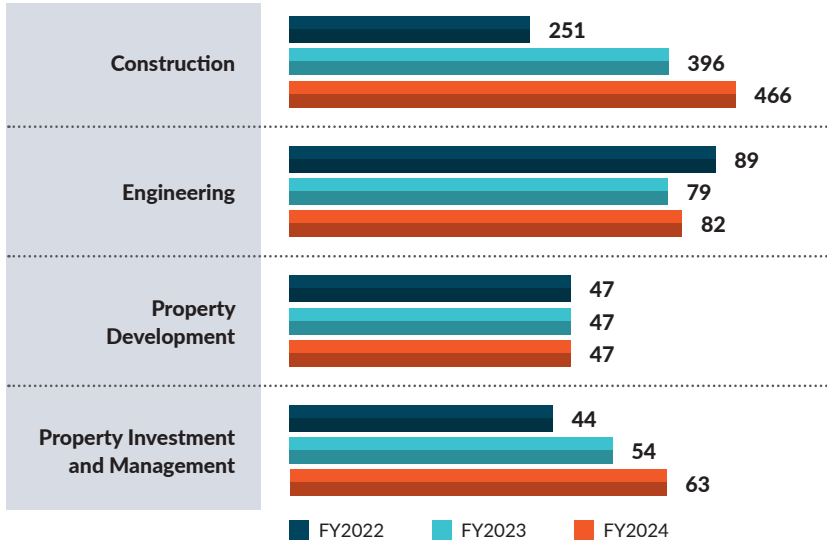


Breakdown of Workforce by Gender in FY2024 (%)

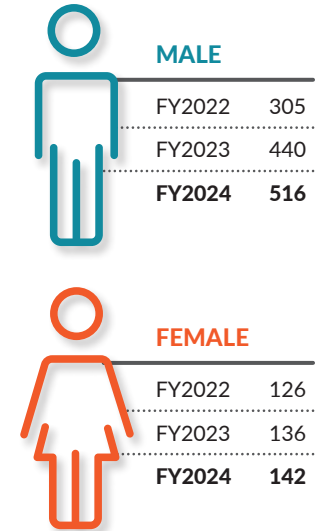


SUSTAINABILITY STATEMENT

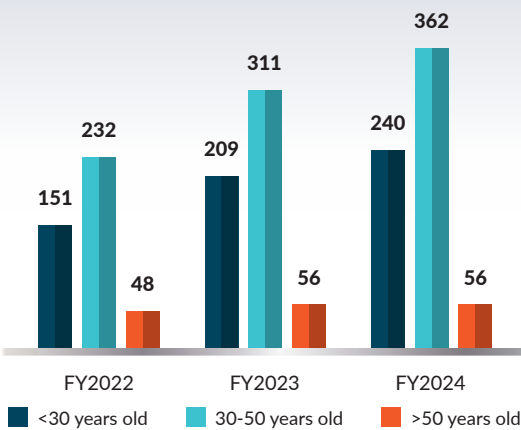
Breakdown of Workforce by Division



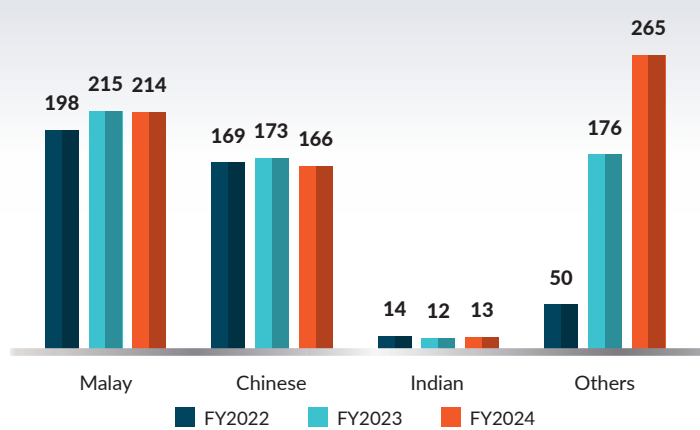
Employees by Gender



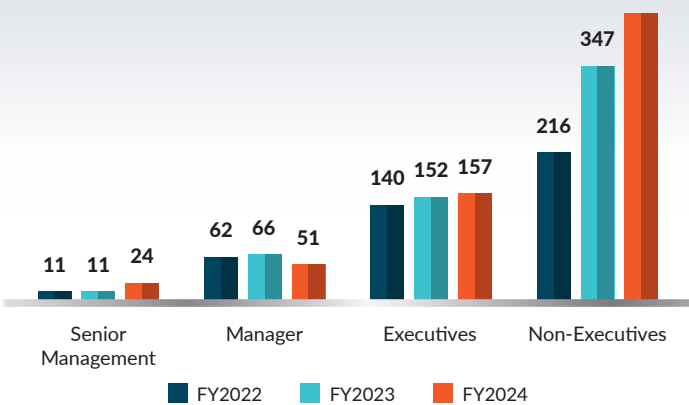
Employee by Age Group



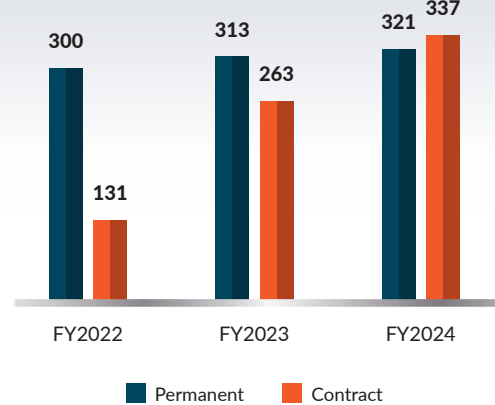
Employee by Ethnicity



Employee by Category



Employee by Contract Type



Across FY2024, **29 students** joined AME in an internship to gain practical work experience in their respective fields of study they are undertaking.

SUSTAINABILITY STATEMENT

Employee Engagement

AME places great emphasis on creating a vibrant and engaging workplace. Through carefully designed employee engagement initiatives, AME strives to provide its staff with opportunities to unwind, socialise and build meaningful relationships. This deep sense of engagement empowers AME's employees to take ownership of their roles and align themselves with the Company's mission, resulting in an even greater collective impact.

During Chinese New Year, AME visited i-Park's operators' and tenants' factories and offices to extend warm wishes for a prosperous year. These visits allowed employees to personally connect with operators and tenants, fostering unity and understanding. The celebrations were made even more special with dragon and lion dance performances, bringing tradition and luck.



As part of the Chinese New Year celebration, a dragon and lion dance performance took place at AME's HQ. The performance was the highlight of festivities, with firecrackers and traditional music adding to the joyful atmosphere. By incorporating cultural traditions into workplace celebrations, AME aims to foster a sense of belonging and inclusivity within its diverse team.

AME's Ramadhan Dinner was organised to honour and celebrate AME's Muslim colleagues. Held at a local hotel, the event featured a delectable spread of food and drinks, creating a warm and inclusive atmosphere where colleagues could come together to break fast and share the blessings of the holy month of Ramadan.

■ SUSTAINABILITY STATEMENT

In February 2024, AME organized a “lou sang” prosperity toss ceremony to celebrate Ren Ri (the common person’s birthday). Employees gathered around a platter filled with auspicious ingredients, participating in the symbolic act of tossing and sending blessings of abundance and success for the year ahead. These celebrations honoured the rich heritage of Chinese culture and allowed AME Group’s diverse workforce to come together in unity and celebration.

To show appreciation for AME’s hardworking employees, a Durian party was held at the i-Privilege Club, featuring over 200kg of durian. This event allowed employees to connect and bond over their shared love for durian.



I REIT Managers Sdn Bhd, the Manager of AME REIT launched a three-month Health Awareness Programme to promote healthy dietary habits and regular physical activity among employees. The goal is for employees to achieve at least 35,000 steps or engage in at least 3 hours of exercises weekly. They are also encouraged to practice healthy eating concepts at least once a week. During the programme, the Manager’s employees accumulated 215 hours of exercise and embraced the healthy plate concept over the course of three months.

During Mooncake Festival, also known as the Mid-Autumn Festival, AME organized a Mid-Autumn Celebration in October 2023 and carried out various activities such as mooncake tasting, riddle quizzes and mini games. These activities promote inclusivity, teamwork and mutual respect among staff members.

SUSTAINABILITY STATEMENT

EMPOWERING COMMUNITIES

AME is dedicated to improving the lives of the communities surrounding its operations as part of its commitment to sustainable development. The Company recognises that lasting progress can only be achieved when outcomes benefit all parties involved. With this in mind, AME actively engages with local communities to gather feedback and create opportunities to enhance their living conditions and overall wellbeing.

One of the ways in which AME makes a positive impact on the local community is by contributing to its socioeconomic growth. The Company achieves this by providing job opportunities, supporting the local supply chain, and generating tax revenues for state and federal government. AME's modern industrial spaces act as catalysts for the local manufacturing industry, stimulating economic growth and development. Moreover, i-Stay's high-quality and respectable living spaces can house over 6,000 occupants, ensuring that residents from the local community are treated with equal respect and dignity.

AME also invests in community projects that foster social and economic development. AME's initiatives focus on culture, communities, education and sports. Before implementing these programs, AME carefully assesses the needs and priorities of the local community. By working closely with governments and non-governmental organisations, AME ensures that the supported initiatives bring maximum benefits to those who need them the most.

In the past year, AME contributed RM430,992.07 to various community initiatives. These contributions encompass a wide range of programs, such as sports tournaments sponsorships, donation to primary and secondary schools, donation to Social Hero Foundation ("SHF"), blood donation campaigns and donation to 2024 World Dragon Dance Championship and 2024 Chingay Parade Johor Bahru and donation to the underprivileged.

Through these collaborative efforts and contributions, AME strives to empower communities, foster social and economic progress, and improve the overall wellbeing of the local populations.

School and Education

In FY2024, AME has donated RM110,000 to SJK (C) Johor Jaya, SRJK (C) Saleng, SJK (C) Pei Cheng and Kluang Chong Hwa High School. These contributions reflect AME's continuous support for education to foster the growth and development of young minds in our community.

These donations aim to enhance the educational experience for the students by providing essential resources and improving school facilities, thereby empowering the students to achieve their full potential. AME believes that education is a cornerstone of personal and community development and AME's contribution is a testament to its commitment to this cause.



Sports

In FY2024, AME provided sponsorship to various sports tournaments, such as the Horizon Hills Golf & Country Club Tournament, Iskandar Futsal Challenge 2023, Program Kayuhan Cabaran Tasik Machap, JGA Johor Junior & Senior Open, AME 2nd Johor Junior Mix Championship. These sponsorships highlight AME's dedication to promote healthy lifestyles, fostering community engagement and supporting youth development. Additionally, AME's support for these events which caters to different age groups reflect our commitment to inclusivity and the wellbeing of all individuals. A total of RM63,919 sponsorship was made to various sports tournaments.

SUSTAINABILITY STATEMENT

Social and Communities

Social Hero Foundation (SHF)

AME provided a donation of RM10,000 to the SHF to support the Social Hero Foundation Walk for Health & Environment which was held in December 2023 in the Johor Bahru city centre, in conjunction with Majlis Bandaraya Johor Bahru's Car Free morning initiative. The main objectives of the walk are to promote public awareness for health, personal and family wellbeing and the environment. Part of AME's donation will go towards the collaboration with SHF for three social and environmental impact projects, which will be initiated in FY2025. The first project is feeding the homeless and needy in Johor Bahru, single mothers will be engaged to cook well-balanced meals to distribute to the targeted homeless and needy for 12 months, thereby helping both single mothers in the B40 segments and the homeless and needy groups. The second project is tree plantings and flood preparation workshops in 3 Johor flood prone districts. The third project is a coral restoration project in Mersing, coral help clean pollution from the sea and promote growth of the fish population which will help local fishermen's livelihoods and ensure future food security.



AME Blood Donation Campaign

Donation extend beyond monetary gifts. In January 2024, AME organised a blood donation campaign in collaboration with Jabatan Perubatan Transfusi Hospital Sultan Aminah Johor Bahru. AME's employees participated in this life-saving endeavour either as volunteers at event or blood donors, making a tangible difference in saving lives of countless individuals. Additionally, this initiative was extended to include operators of i-Park @ Senai Airport City. A total of 59 successful donors were recorded during the event, showcasing the capacity for compassion and altruism within individuals, making collective impact to make a positive difference in the world.

Cultural

2024 World Dragon Dance Championship

In celebration of the rich cultural heritage and artistry of dragon dance, a sponsorship of RM50,000 was made to Persekutuan Tiong-Hua Johor Baru for the 2024 World Dragon Dance Championship in FY2024. The dragon dance is a captivating and centuries-old tradition deeply rooted in Chinese culture, which serves as a powerful cultural symbol of unity, strength and resilience. This sponsorship supports talented performers from around the globe, facilitating cultural exchange and fostering unity among Chinese communities worldwide.



Sponsorship to 2024 Chingay Parade in Johor Bahru

As part of AME's commitment to cultural heritage and community events, the Company has provided a RM28,477 sponsorship to the Johor Bahru Chingay Parade in 2024. The Company's sponsorship included funding for the big flag, dragon and jerseys. The Johor Bahru Chingay Parade is a historic event that celebrates Chinese deities with colourful floats, lion and dragon dances, drawing thousands of spectators each year, promoting unity and inclusivity. This sponsorship strengthens our ties with the local community and shows the Company's dedication to preserving cultural traditions.



SUSTAINABILITY STATEMENT



MANAGING OUR ENVIRONMENTAL FOOTPRINT

AME remains committed to managing and mitigating the environmental impacts of business operations and activities while acknowledging the vital role of responsible environmental stewardship in ensuring the long-term success and resilience of the business. AME is dedicated to incorporating sustainable practices across its operations, from sourcing raw materials to manufacturing processes, distribution, and waste management. Through adopting innovative technologies and implementing green initiatives, AME strives to minimise its carbon footprint, conserve precious natural resources, and preserve biodiversity. This commitment to environmental impact management is evident in its

day-to-day business activities, as AME collaborates with suppliers, customers, and stakeholders who share the goal of driving positive change and building a sustainable future for generations.

Furthermore, AME focuses on implementing sustainability practices and prioritises performance data and reporting disclosure. This transparent approach enables stakeholders to better understand AME's efforts to manage environmental impacts. AME is committed to strengthening its ESG efforts and adhering to AME's Sustainability Framework to progress towards achieving sustainable development.



■ SUSTAINABILITY STATEMENT

WASTE & MATERIALS MANAGEMENT

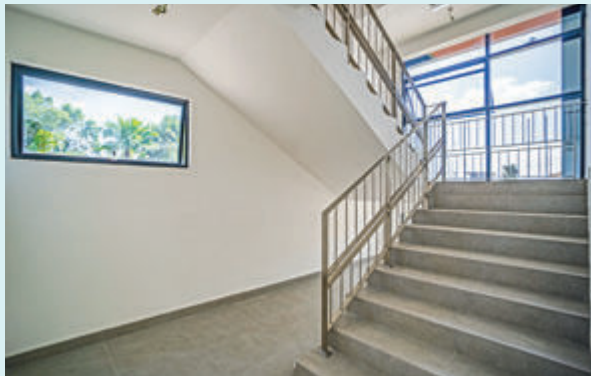
AME is dedicated to driving a sustainable future by transitioning from using conventional resources to more sustainable resources with the aim of reducing carbon footprint. The construction of industrial properties in AME's industrial park focuses on fully and efficiently utilising all its components to minimise material consumption and avoid unnecessary wastage. Additionally, AME's sustainable raw material sourcing process ensures materials are produced from reliable vendors which adhere to proper requirements and reduce the volume of waste.

AME highly encourages the use of sustainable construction materials by optimising resource usage throughout their lifecycle, from production to consumption and disposal. By embracing these practices, AME aims to contribute to a greener and more sustainable future.



Sustainable Construction Materials

Materials such as steel structure High Tensile Deformed (HTD) steel bars, plasterboard, mineral wool insulation, aluminium louvres and precast concrete (among others) are carefully 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 effectively reducing the carbon footprint.



Environmentally Friendly Materials

AME prioritises the use of green label products that contain eco-friendly ingredients. Specifically, products with low volatile organic compounds (VOCs) are favoured to minimise the release of harmful emissions. Furthermore, for AME's landscaping efforts, environmentally friendly fertilisers are preferred. These fertilisers effectively nurture plants and support the wellbeing of pondwater living organisms, all while ensuring the protection of the environment.

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 the usage of natural resources.

SUSTAINABILITY STATEMENT

AME recognises the importance of responsible waste management, including maximising the efficiency of raw materials and resources, and properly disposing of waste to minimise negative environmental impacts. Moving forward, AME aspires to improve data tracking and monitoring efforts within its operations and actively educates its workforce on the importance of managing waste and ensuring that waste disposals are properly handled. The construction division complies with all applicable laws and guidelines, such as the Environmental Quality (Scheduled Waste) Regulation 2005, and industry certifications like the Green Building Index (for selected projects). These practices align with AME's Sustainability Policy, which emphasises responsible waste management and adherence to applicable environmental regulations.

The total waste generated in FY2024 was 7,125.05 tonnes. The waste included domestic waste and construction waste generated from the project sites.

AME is highly aware of the consequences of improper waste disposal, emissions and discharges which can result in legal penalties and environmental pollution. In FY2024, there were no compounds and fines from authorities on environmental issues.



Materials used in FY2024
Construction Division

Reinforced Bar	Roofing	Concrete	Steel Structure
3,074 tonnes	122,026.01 m²	293,864.40 tonnes	8,714.69 tonnes



Total Waste Directed to Landfill:
6,505.00 tonnes



Total Waste Diverted from Landfill:
620.05 tonnes



Total Waste Generated:
7,125.05 tonnes

Commitment to Reduce, Reuse, Recycle (3R)

AME continuously practices effective waste management to avoid waste generation and reduce waste sent to landfills. Waste that can be diverted is sent for recycling, minimising the reliance on virgin resources for future application. Licensed contractors responsibly dispose of waste that cannot be recycled or reused at designated waste collection points.

REDUCE



AME seeks to reduce paper usage by encouraging the use of electronic copies of documents and avoiding unnecessary printing. AME also minimises the usage of single-use items by using refillable amenities, such as hand soap gel, at i-Privilege Club. AME has also reduced paper towel usage in its HQ and i-Privilege Club by installing hand dryers in the common toilets. Building material wastage is minimised at the construction project sites by utilising applications such as Industrialised Building System (IBS) and Building Information Modelling (BIM) to improve project efficiency and cost saving.

REUSE



AME promotes reuse practices across all divisions to fully maximise the utilisation of waste material and give functional materials a second life.

At AME's construction project sites, the formwork is reused at least 3 times to minimise material wastage. Concrete waste is repurposed as crusher run for access roads and to cover potholes within project sites. Unusable concrete waste will be sent to a licensed landfill for disposal. Timber waste is predominantly reused for signage, storage facilities and other on-site facilities to prolong the material's life cycle.

In addition, natural waste such as trimmed branches and dry leaves are collected by AME's landscape maintenance team to be used as organic fertiliser for landscaping.

RECYCLE



Recycling is an essential practice that promotes sustainable living and is crucial in reducing waste and preserving the environment. To cultivate recycling awareness among AME's employees and customers, the Company organised various events and provided recycling bins within AME's offices and properties. AME's comprehensive waste management program involves on-site waste separation and collection. By categorising waste into recyclable and non-recyclable materials, the Company can divert recyclables from ending up in landfills.

Through its effort, AME has successfully recycled 613.14 tonnes of scrap metal from construction sites, contributing to reducing waste in these areas. Furthermore, for i-Stay dormitories, they have successfully diverted 2,598kg of cardboard and paper, 1,121kg of plastic, 8kg of aluminium, 3,185kg of metal, 1,555 pieces of mattresses and 480 pieces of pillows from landfills.

SUSTAINABILITY STATEMENT

Barter Market

In conjunction with Earth Day, a barter market was launched at i-Privilege Club in April 2023, providing a platform for employees to exchange their pre-loved items that are still in good condition. This event serves as an opportunity for participants to adopt and exchange items with the other participants, giving a second life to these belongings. Employees contributed various items to the barter market, including books, electronic appliances, homeware, accessories, and other pre-loved items. This barter market inspired employees to embrace a more mindful consumption habits and promoted a sense of responsibility towards environmental stewardship among employees.



Clean Recycling Programme

To promote clean recycling habits for effective waste management and environmental conservation, a six-month Clean Recycling Programme was organised through a joint effort by AME, United Park and Kawan Guni from June to November 2023. Employees were required to clean the recyclables before depositing them into designated recycle bins. Employees were also invited to take part in recycling challenges, with dedicated environmental practitioners and volunteers available to offer guidance and share relevant knowledge. A total of 4311.20 kg of recyclable items was contributed during the programme. By engaging employees through hands-on experiences, and educational workshops, the programme facilitated behaviour change by promoting sustainable habits and reinforcing the value of recycling in every day.



ENERGY MANAGEMENT

Carbon emissions resulting from the burning of fossil fuels, which are commonly used for energy generation, are widely acknowledged as one of the major contributors to climate change and global warming, posing significant threats to biodiversity and the overall health of the planet. Effective energy management is a cornerstone of its commitment to sustainability. AME recognises the importance of managing its environmental impact by monitoring and reducing energy consumption. By tracking and recording energy usage, the Company can identify areas where efficiency can be improved, and energy waste minimised.





Diesel Fuel Consumption ⁽¹⁾

Total Diesel Consumption in FY 2023:
approx. 794,513.49 litres

Total Diesel Consumption in FY 2024:
approx. 782,229.25 litres

Purchased Electricity Consumption ⁽²⁾

	FY2023	FY2024
 Electricity Consumption from Construction Site	approx. 848,915.84 kWh	approx. 973,808.76 kWh
 Electricity Consumption from Corporate Offices, Sales Galleries and i-Privilege Club	approx. 973,808.76 kWh ⁽³⁾	approx. 825,290.28 kWh
Total Purchased Electricity Consumption	approx. 1,715,244.31 kWh	approx. 1,799,099.04 kWh

Note:

- (1) Estimation of diesel consumption in litres derived with reference to accounting data on volume of diesel purchased and weekly diesel prices specific to the operating locations.
- (2) Purchased electricity consumption in kWh from TNB bill in FY2024.
- (3) Increase in electricity consumption from corporate offices, sales galleries and i-Privilege Club due to new facilities added: laundry, canteen and community mart at i-Stay.

SUSTAINABILITY STATEMENT

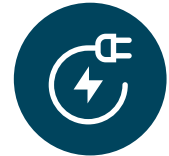


AME recognised that efficient energy use is crucial for reducing its environmental footprint and promoting sustainable development. To better monitor consumption, AME started recording the energy intensity for setting future benchmarks.



Towards Green Energy

In tandem with its effort to reduce energy consumption, AME has employed the strategy of investing in renewable energy sources to generate clean and sustainable energy, reducing reliance on traditional energy sources. Aside from installing solar panels to generate solar power on-site at selected buildings, AME is also utilising solar-powered lighting at its construction sites for activities that need to run at night. Besides, I REIT Managers Sdn Bhd and Quantum Renewable Energy Sdn Bhd also proactively promotes renewable energy by introducing the installation of solar panels to clients and raising awareness on carbon footprint reduction.



Electricity Intensity

Electricity Intensity of Corporate Offices, Sales Galleries and i-Privilege Club:
approx. 57.64 kWh/sqft/year

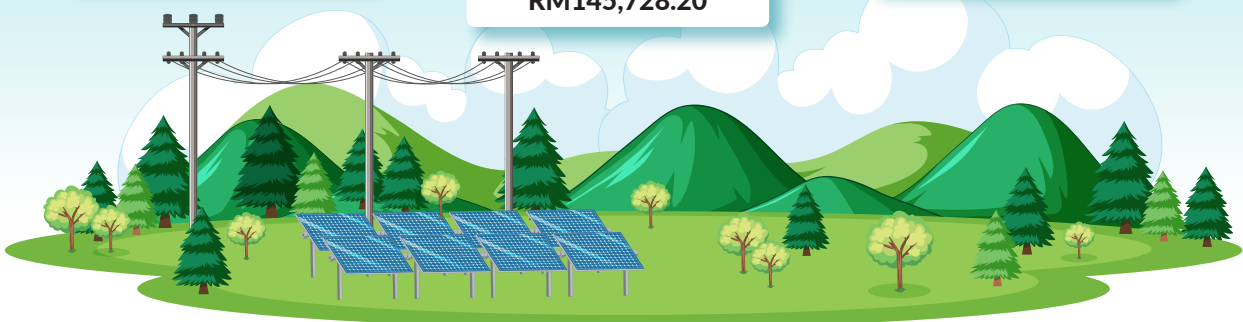
Electricity Intensity of Construction Site:
approx. 3.52 kWh/RM'000/year

Solar Energy Generation at Corporate HQ and i-Privilege Club

Solar energy generation =
316,659.18kWh

Saving from Solar Energy =
RM145,728.20

CO2 saved =
14 tonnes



■ SUSTAINABILITY STATEMENT

ENERGY SAVING INITIATIVES



Efficient Lighting Design

- 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

Efficient Thermal Design

- 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 fixture devices that reduce direct sun glaze and unnecessary heating
- Utilising Zinalume metal with thick fibreglass in roofing for efficient thermal insulation
- Using thicker and laminated glass for windows and doors to reduce thermal transfer into the building

Energy Saving Initiatives and Features at AME's HQ and i-Privilege Club



Efficient hot water system at i-Privilege Club's changing rooms, which saves up to three times more energy compared to a conventional electrical resistance water heater.



Individual zone lighting at HQ, i-Privilege Club and i-Stay dormitories, all zones and enclosed spaces are individually switched and lit separately.



Variable refrigerant flow (VRF) air conditioning mechanical ventilation system at AME's HQ provides better energy efficiency, zoned cooling and less downtime.



Centralised air conditioning and lighting at AME's HQ are set with a timer to switch off the system at the off-peak times to reduce energy wastage

SUSTAINABILITY STATEMENT

WATER MANAGEMENT



Water is widely consumed in various applications at construction sites including dust suppression, road cleaning, personal hygiene, concrete curing, brickwork and cement rendering works. AME primarily relies on municipal potable water for its water consumption needs. However, the Company is committed to reducing reliance on municipal sources and increasing the use of recycled water, particularly for non-potable applications. To achieve this, AME implemented rainwater harvesting systems to collect and utilise precipitation water for general cleaning purposes.

Water usage data from municipal potable water is recorded and monitored based on the monthly water bills, allowing AME to track its consumption patterns and identify areas for improvement.

In addition to water consumption, AME greatly emphasises managing wastewater effluent responsibly. Regular water quality inspections are conducted to ensure compliance with the standards set forth by the Environment Quality (Industrial Effluent) Regulations 2009, as guided by the Urban Stormwater Management Manual (MSMA). Before discharging wastewater into designated drainage locations and local waterways, AME ensures that the effluent meets the necessary requirements for environmental protection.



Water consumption data

	FY2023	FY2024
 Water Consumption from Construction Sites	approx. 86,968,64 m ³	approx. 97,645.00 m ³
 Water Consumption from Corporate Offices, Sales Galleries and i-Privilege Club	approx. 7,365.13 m ³	approx. 9,743.57 m ³ ⁽¹⁾
Total Water Consumption	approx. 94,333.76 m³	approx. 107,388.57 m³

Note:

(1) Increase in electricity consumption from corporate offices, sales galleries and i-Privilege Club is mainly due to the addition of new facilities such as laundry, canteen and community mart at i-Stay.

SUSTAINABILITY STATEMENT

Water Saving Initiatives

AME is committed to reducing water consumption and preventing water pollution. Therefore, various water saving initiatives were made available at its corporate offices, sales galleries, development, and active construction sites.



Water Use Intensity

Corporate Offices, Sales Galleries and i-Privilege Club:

approx. 0.49m³/sqft/year

Construction Sites:

approx. 0.35m³/RM'000/year

Rainwater Harvesting System

The industrial buildings within i-Park have been equipped with a rainwater harvesting system with a capacity of 1000 litres. By capitalizing on Malaysia's substantial annual rainfall, rainwater is collected, filtered, stored and recycled for various non-potable purposes such as watering gardens, flushing of toilets and other similar activities.

Drought-tolerant Native Vegetation

Special considerations were taken during the selection of trees and shrubs for landscaping AME's industrial park and properties. Drought-tolerant plants and vegetation that require minimal irrigation are favoured, thereby minimising the requirement for extensive irrigation.

Low Water Consumption Fixtures

The corporate offices, sales galleries and industrial buildings within i-Park have been fitted with low-water consumption fixtures to minimise water consumption.

Dust Suppression and Road Cleaning

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

Reusing and Recycling Water

i-Park's landscape maintenance reuses non-potable water from the wetland pond to irrigate the landscapes. Furthermore, water from testing and commissioning of pump flow system is reused and recycled for essential non-potable consumption activities.

Other Water-Saving Practices

Water saving awareness has been promoted among employees, encouraging them to adopt various water-saving practices to reduce water consumption, such as:

- (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

Climate change refers to long-term shifts in global or regional weather patterns, primarily attributed to human activities, particularly the emission of greenhouse gases into the atmosphere. Climate change has far-reaching effects on ecosystems, biodiversity, weather patterns, sea levels, and human societies. AME places great importance on monitoring its carbon footprint and addressing climate change issues. The Company is committed to regulatory compliance and adopts the best management practices to reduce its carbon footprint and impacts towards climate change.

Addressing climate change is a complex and multifaceted challenge that requires action at local, national, and international action. By taking proactive approach, AME can contribute to mitigating the effects of climate change and creating a more sustainable future for future generations. One important component of this effort is tracking and disclosing greenhouse gas (“GHG”) emissions. This helps measure the environmental impact and set up a baseline for further improvement efforts. AME recognises its role in mitigating the impacts of climate change and puts significant effort into managing energy use and efficiency as a call to action in reducing GHG emission.



GHG emission in FY2024⁽¹⁾

Scope 1 GHG Emission ⁽²⁾

approx. 1,808.28 tCO₂eq

Scope 2 GHG Emission ⁽³⁾

approx. 1,053.02 tCO₂eq

Scope 3 GHG Emission ⁽⁴⁾

approx. 1,524.48 tCO₂eq

**Total GHG emission
in FY2024
approx.
4,385.78 tCO₂eq**

Note:

1. The carbon emissions are calculated in accordance with the United States Environmental Protection Agency (US EPA).
2. Scope 1 covers emissions from sources that an organisation owns or controls directly
3. Scope 2 are emissions that a company causes indirectly and come from where the energy it purchases and uses is produced.
4. Scope 3 encompasses emissions that are not produced by the company itself and are not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for up and down its value chain. Carbon emission generated from business travel was disclosed in FY2024.

Green Initiatives

As a leading integrated industrial park developer, AME is dedicated to customising its services to meet clients’ specific needs while championing sustainable solutions for their projects. Recognising the importance of environmental responsibility, AME actively assists customers in minimizing their carbon footprints. By prioritising green building development, AME aligns its sustainability goals with customer demands.

Several of AME’s development projects have obtained the Green Building Index (“GBI”) Design Assessment certification to further support its commitment to sustainability. This accreditation is an important marker of sustainability and indicates that the buildings

have met environmental standards and criteria. By obtaining GBI certification, AME fulfils its operators’/tenants’ needs for a GBI (or similar) accredited building. It assures them that their work environment is designed with sustainability in mind.

Furthermore, AME prioritises its employees’ working environment and visitors’ experience. This is evident in the construction of its Corporate HQ and i-Park Experience Centre, which were awarded the GBI Silver Rating for their adherence to green building principles.



SUSTAINABILITY STATEMENT



Building Green Spaces

i-Park incorporates ESG aspects in its planning, development and management. At least 20% of its development is designated as green spaces to create nature-oriented working and living environments for operators/tenants, and preserve the flora species native to the development location. This emphasis on green spaces enhances the aesthetic appeal and contributes to environmental conservation.

AME's HQ has also conserved about 1 acre, accounting for approximately 26% of the overall development, as green open spaces. These areas serve as valuable green lungs within the property.

To further support its sustainability efforts, AME maintains a nursery in i-Park where various trees and plants are cultivated to produce seedlings for the landscaping of these green spaces. This approach avoids unnecessary transportation-based emission associated with procuring seedlings from external sources.

<p>Flora Highlights at i-Park @ Senai Airport City</p>	<p>32 species of shrubs & low plants</p>	<p>32 species of trees and palm</p>	<p>81,927 of plants</p>
<p>Flora Highlights at AME's HQ</p>	<p>92 species of shrubs & low plants</p>	<p>105 species of trees and palm</p>	<p>76,016 of plants</p>

Encouraging Green Transportation

The daily movement of people for work, recreation and general commuting contributes significantly to carbon emission. Recognising this, AME strongly emphasises promoting green transportation during the design and development stages of its development, including the encouragement of low-carbon mobility options.

i-Park provided designated parking areas for green vehicles to actively support the reduction of carbon footprints. These initiatives encourage business operators and their employees to choose eco-friendly transportation. Additionally, i-Park @ Senai Airport City properties are equipped with EV charging power points,

which facilitate the future installation of charging station by tenants. This initiative promotes the use of electric vehicles as a sustainable transportation option.

Cycling is another mode of transportation strongly encouraged within i-Park. To facilitate this, relevant infrastructure, such as a dedicated cycling path, has been provided, enabling convenient and safe cycling within i-Park.

The i-Stay worker's dormitories have been strategically located within walking distance of the workplace in i-Park, reducing the need for transportation. This proximity allows workers to easily commute by foot, significantly reducing carbon emissions associated with transportation. In support of this

initiative, a sheltered pedestrian walkway between the i-Stay worker's dormitories and i-Park, has been provided, further encouraging workers staying in the dormitories to walk to their workplace in i-Park.



SUSTAINABILITY STATEMENT



Multipurpose Detention Pond at i-Park @ Indahpura

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 transformed into a recreational park for communities to enjoy. Considerable efforts have been implemented to beautify the detention pond, which is the centrepiece of the park and is open to all.

The pond serves its functional role and provides a habitat for various freshwater fish. A diverse array of trees has been planted surrounding the pond, creating natural shading and further enhancing the park's beauty. To ensure the cleanliness and preservation of the park, i-Stay Management organises occasional Gotong-Royong events and invites its tenants to participate. During these events, participants join forces to pick up waste along the park and segregate it for recycling, fostering community engagement and environmental responsibility.

Tree Planting on Earth Day

Tree planting activities, part of our environmental sustainability program, play a vital role in mitigating climate change, enhancing biodiversity and improving air quality. Recognising the significance of these efforts, AME takes part in tree planting activities to contribute to carbon sequestration. This helps to mitigate greenhouse effect, restore ecosystems and promote a more vibrant, resilient, and harmonious relationship with nature. In conjunction of Earth Day, AME initiates tree planting activities that aim to create a positive impact on the environment, promote ecological health and raise awareness about the importance of preserving natural surroundings.



Environmental Compliance

Given that AME is engaged in construction, engineering, property development and property investment activities, AME must prioritise strict adherence to environmental laws and regulations. This commitment is essential in effectively managing risks and ensuring environmental sustainability. AME's dedication to this principle aligns with the guidelines outlined in its Sustainability Policy, which underscores the importance of environmental responsibility.

To uphold these commitments, AME implements suitable management practices that significantly reduce the likelihood of non-compliance issues stemming from its operations.

Whenever necessary, an Environmental Impact Assessment (EIA) is undertaken before property development to assess the possible environmental implications of the proposed development and to identify solutions to manage better and minimise environmental harm. AME recognises that environmental non-compliance cases such as improper waste disposal or chemical leakages can cause long term environmental damage and pose a risk to the Company's reputation. Therefore, AME strives to prevent such occurrences at its project sites.

Environmental Management Plan (EMP)

At i-Park, an environmental monitoring report is prepared monthly according to the status inspection of river water quality, quarterly sampling of ambient air and boundary noise monitoring. The environmental monitoring report complements AME's monitoring and audit program, which evaluates the efficacy of existing mitigating measures and identifies opportunities to implement further measures to ensure full compliance 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

SUSTAINABILITY STATEMENT

Yearly Environmental Compliance Audit Plan

The Environmental Compliance Audit (ECA) is an independent third-party audit that investigates an organisation's level of compliance with environmental statutes, regulations, local laws and other criteria. I-Park conducts 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 AME. The audit report also outlines best management practices for specific environmental aspects where opportunities for improvement are identified.



Indicator	Unit of measurement	FY2023	FY2024
Bursa (Anti-corruption)			
Percentage of employees who have received training on anti-corruption by employee category			
Senior Management	%	NA	20.83
Manager	%	16.67	37.25
Executive	%	40.79	42.68
Non-Executive	%	60.81	8.45
Percentage of operations assessed for corruption-related risks	%	100.00	100.00
Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Community/ society)			
Total amount invested in the community where the target beneficiaries are external to the listed issuer			
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	343,951.00	430,992.07
Total number of beneficiaries of the investment in communities	Number	28	40

SUSTAINABILITY STATEMENT

Indicator		Unit of measurement	FY2023	FY2024
Bursa (Diversity)				
Percentage of employees by gender and age group, for each employee category				
Gender - Senior Management	Male	%	1.74	3.04
	Female	%	0.17	0.61
Gender - Manager	Male	%	9.03	6.69
	Female	%	2.43	1.06
Gender - Executive	Male	%	12.50	13.68
	Female	%	13.89	10.18
Gender - Non-executive	Male	%	53.12	58.05
	Female	%	7.12	6.69
Age - Senior Management	Under 30	%	0.00	0.15
	Between 30-50	%	0.87	1.82
	Above 50	%	1.04	1.67
Age - Manager	Under 30	%	1.04	1.52
	Between 30-50	%	8.68	5.78
	Above 50	%	1.74	1.06
Age - Executive	Under 30	%	14.41	10.94
	Between 30-50	%	11.46	11.25
	Above 50	%	0.52	0.61
Age - non-executive	Under 30	%	24.48	27.96
	Between 30-50	%	29.51	32.07
	Above 50	%	6.25	5.17
Percentage of directors by gender and age group				
Gender	Male	%	75.00	77.78
	Female	%	25.00	22.22
Age	40 -49	%	25.00	33.33
	50-59	%	50.00	44.45
	Above 59	%	25.00	22.22
Bursa (Energy Management)				
Total energy consumption		kWh	1,715,244.31	1,799,099.04

SUSTAINABILITY STATEMENT

Indicator	Unit of measurement	FY2023	FY2024
Bursa (Health and safety)			
Number of work-related fatalities	Number	0	0
Lost time incident rate	Rate	0	0
Number of employees trained on health and safety standards	Number	232	73
Bursa (Labour practices and standards)			
Total hours of training by employee category			
Senior Management	Hours	278.50	299.40
Manager	Hours	741.50	711.75
Executive	Hours	2,627.50	1,972.15
Non-executive	Hours	1,496.00	1,314.00
Percentage of employees that are contractors or temporary staff			
	%	45.66	51.22
Total number of employee turnover by employee category			
	Number	119	125
Gender of employee turnover			
Male	Number	95	91
Female	Number	24	34
Age group of employee turnover			
Below 30	Number	55	57
Between 30-50	Number	56	60
Over 50	Number	8	8
Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			
Proportion of spending on local suppliers	%	98.97	98.95
Bursa (Data privacy and security)			
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Total volume of water used	m ³	94,333.76	107,388.57

SUSTAINABILITY STATEMENT

Indicator	Unit of measurement	FY2023	FY2024
Bursa (Waste management)			
Total waste generated, and a breakdown of the following			
Total waste diverted from disposal	tonnes	698.00	620.05
Total waste directed to disposal	tonnes	4,595.00	6,505.50
Bursa (Emission management)			
Scope 1 emissions in tonnes of CO ₂ e	tonnes CO ₂ e	1,610.06	1,808.28
Scope 2 emissions in tonnes of CO ₂ e	tonnes CO ₂ e	1,003.42	1,053.02
Scope 3 emissions in tonnes of CO ₂ e			
Category 3 (Fuel-and-energy-related activities)	tonnes CO ₂ e	976.85	764.39
Category 6 (Business travel)	tonnes CO ₂ e	NA	11.74
Category 7 (Employee commuting)	tonnes CO ₂ e	NA	748.35
Sector Specific Indicators			
Percentage of new suppliers that were screened using environmental criteria	%	NA	100.00
Number of suppliers assessed for environmental impacts	Number	NA	10