

SUSTAINABILITY STATEMENT

ABOUT THIS REPORT

W T K Holdings Berhad (“WTK” or “the Company”) and its subsidiaries (“the Group”, “we”, “us”, “our” or “ourselves”) value the positive relationships that we have built with our stakeholders over time, and we aim to maintain this bond for many years to come. In doing so, WTK is committed to providing our stakeholders with transparent and concise information, encompassing both the financial and operational performances of the Group.

Sustainability is at the core of everything we do. From reforestation initiatives to waste reduction programmes, along with many other practices, WTK is dedicated to minimising our ecological footprint and contributing positively not only to the well-being of the planet but also to the communities where we operate.

Highlighted in this report:

- i) The Group’s response to sustainability practices throughout the financial year ended 31 December 2023 (“FY2023”);
- ii) Identification and disclosure of material topics with performance targets established to monitor the effective management of key issues. The results are tracked and reported periodically to show our commitment to meeting these goals within set datelines; and
- iii) Where we stand in our Economic, Environmental and Social (“EES”) journey.

Reporting Framework

WTK has prepared this report with reference to the Global Reporting Initiative (“GRI”) Standard. The material topics are identified through the assessment of the most significant impact that the Group’s business activities have on the economy, environment and social sectors. Along the way, we also take into consideration what is of utmost importance to our stakeholders.

Additionally, this report is also guided by the followings:

- Bursa Malaysia Sustainability Reporting Guide; and
- International Financial Reporting Standards.

Reporting Scope and Boundary

This report encompasses the operations of the Group for the reporting period of 1 January 2023 to 31 December 2023.

Unless specifically indicated otherwise, this report covers all business segments of WTK and the Group across Malaysia and Singapore. WTK’s core operations are categorised in the following 4 main business segments:

- 1) Timber;
- 2) Plantation;
- 3) Tapes; and
- 4) Food.

This report details the initiatives spearheaded by WTK throughout the year to push forward the progress of our sustainability practices and the key impact on our stakeholders.

Assurance and Forward-Looking Statement

This report has been prepared by the Group’s sustainability working committee, reviewed, and approved by our Managing Director, and endorsed by the Board of Directors (“the Board”). We have not sought third-party assurance for the information presented in this report, as we believe that the multiple certifications we undergo provide substantial credibility to the performance data we share with our stakeholders. However, we will engage in independent assurance through internal audits in the future, aligning with our commitment to building further trust through transparency.

This report contains forward-looking statements such as targets, prospects, and anticipated future performance that are based on presently available data information as well as current operating environment conditions. It is worth acknowledging that these conditions are subject to change due to a wide range of external developments that are beyond WTK’s control.

SUSTAINABILITY STATEMENT

cont'd

MESSAGE FROM OUR MANAGING DIRECTOR

Dear Stakeholders,

I am delighted to present our annual sustainability statement for the financial year ended 2023. As the Managing Director of W T K Holdings Berhad ("WTK"), it is both a privilege and a responsibility to convey our unwavering commitment to sustainability and corporate responsibility.

In today's ever-evolving business landscape, we understand that success goes beyond financial accomplishments. It is also measured by our impact on the environment, our relationships with communities, and the well-being of our employees. Our sustainability journey remains a central driver of our corporate strategy.

To demonstrate WTK's commitment to joining the rest of you as part of the responsible players in building sustainability together, we have taken the following steps in FY2023:

- WTK's Sustainability Governance Structure has been solidified, with extra new committee members elected;
- The Group's sustainability working committee is actively involving in formulating various sustainability policies, which are later reviewed and approved by the Board. They oversee the integration of sustainable practices into daily operations, keep track, and measure the organisation's performance against the established sustainable goals; and
- Through relevant training courses and seminars, members of the sustainability working committee in this structure continuously strive to equip themselves with the essential knowledge of sustainability, as well as awareness and understanding of the latest rules and guidelines pertaining to the disclosure of the organisation's sustainability practices.

We recognise that our employees are our strongest pillar, and hence, we prioritise in creating a progressive work environment for our 1,723 employees across the nation. We invest in their safety, health, well-being, and professional growth. In FY2023, we provided intensive learning and development opportunities, averaging 3.75 hours of training per employee.

We recognise the urgency of addressing climate change. Our long-term goal is to achieve net-zero carbon emissions by 2050, with various checkpoints set along the journey. We focus on energy-efficient operations and clean energy adoption to minimise residual emissions.

Looking ahead, we are acutely aware of global challenges, from climate change to social inequalities. We are resolute in being part of the solution, continuing to set ambitious sustainability goals, transparently measuring our progress, and collaborating with stakeholders to drive positive change.

I extend my sincere gratitude to our employees, customers, partners, and investors for their unwavering support on this journey. Your engagement is invaluable as we strive to make a meaningful impact in the world. Besides, we welcome any inquiries or suggestions you may have. Your insights will help us refine our approach and drive further progress.

Thank you for your trust in WTK. Together, we are building a more sustainable and responsible future.

Sincerely,

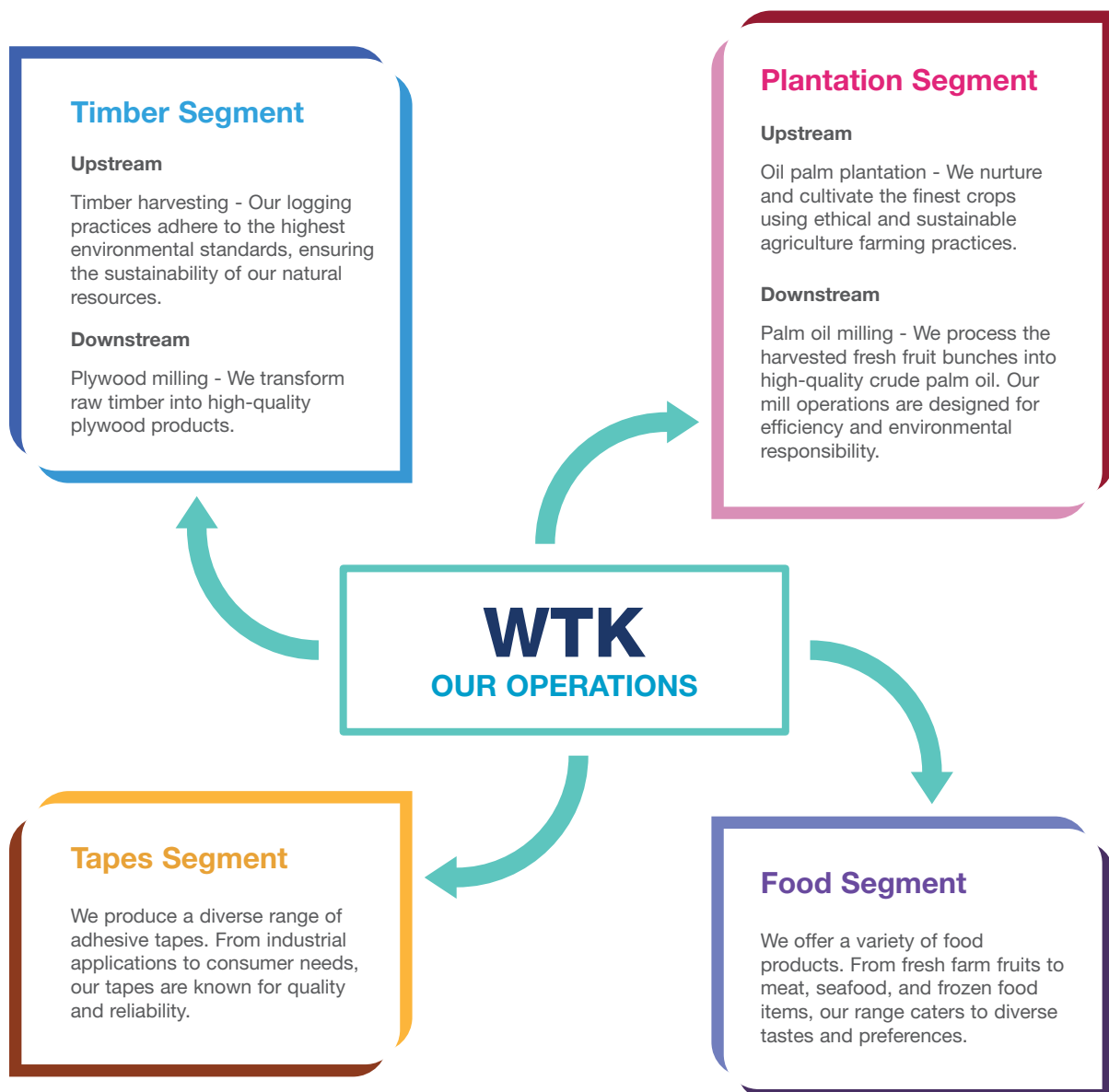
Dato' Sri Patrick Wong Haw Yeong
Managing Director

SUSTAINABILITY STATEMENT

cont'd

ABOUT US

Welcome to W T K Holdings Berhad ("WTK"), a dynamic and sustainable conglomerate operating across the timber, plantation, tapes, and food segments. Since our establishment, we have been dedicated to cultivating growth, creating value for our stakeholders, and pushing the boundaries of all facets of our business. We take pride in our commitment to integrity and delivering superior products and services under the umbrella of responsible business practices.



SUSTAINABILITY STATEMENT

cont'd

WHERE WTK OPERATES

Food



- Total of 5 retail outlets
- 4 cold rooms operations
- Combined cold room capacity of 2,400 tons
- Operations span across 4 major cities in Sarawak

Oil Palm



- 7 Plantations
- 16,430 hectares planted area
- 2 palm oil mills



Tapes



- 1 factory with an annual production capacity of 43 million square metres
- 4 trading offices

Timber



- 8 concession areas covering a total area of 402,000 hectares
- 2 Licenses for Planted Forest totalling 62,000 hectares
- 1 plywood mill

SUSTAINABILITY STATEMENT

cont'd

Performance at a glance

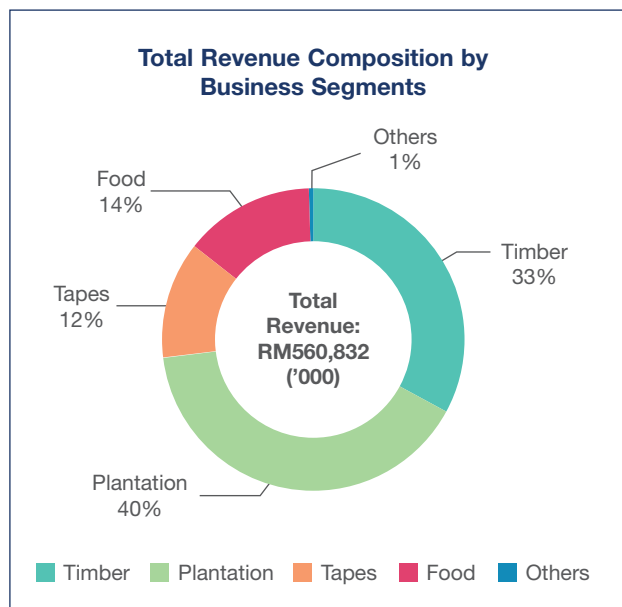


Chart 1-1

Manpower at a glance

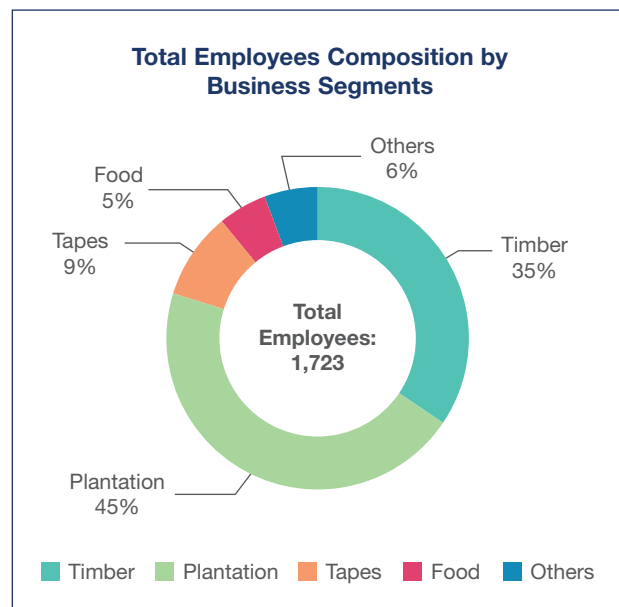


Chart 1-2

Diversity at a glance

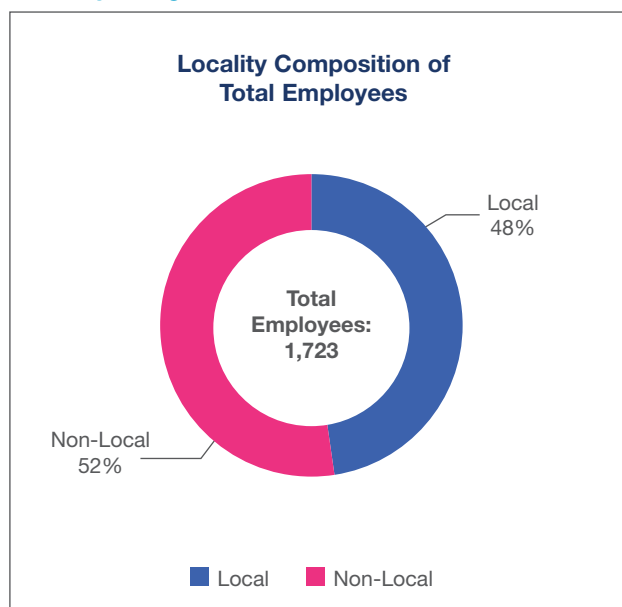


Chart 1-3

Gender at a glance

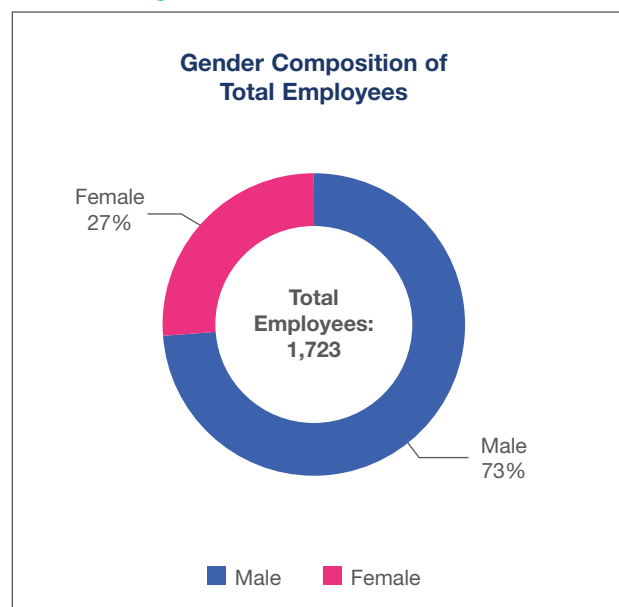


Chart 1-4

GROUP STRUCTURE AND OPERATING ENTITIES

Refer to Corporate Structure at page 12 of this Annual Report.

SUSTAINABILITY STATEMENT

cont'd

GROUP SUSTAINABILITY GOVERNANCE STRUCTURE



Members	Roles and Responsibilities
Board of Directors	- Provide leadership and oversight in the development and implementation of the Group's sustainability strategy. - Approve and endorse sustainability policies. - Engage with key stakeholders on sustainability matters, reflecting their concerns and expectations in decision-making.
Board Risk Management Committee	- Oversee the identification, assessment, and mitigation of sustainability risks, integrating risk management with the organisation's sustainability strategy. - Ensure compliance, monitor effectiveness, and drive continuous improvement on sustainability matters of the Group.
Internal Auditor	- Evaluate the effectiveness of sustainability programmes and initiatives to ensure compliance with policies and regulations. - Verify the accuracy and reliability of sustainability performance data reported and suggest improvements.
Sustainability Working Committee	- Contribute to the development of sustainability policies and programmes. - Implement sustainability initiatives at the operational level. - Monitor and report on the progress of sustainability initiatives, ensuring alignment with set performance targets.
Sustainability Coordinators	- Coordinate the day-to-day implementation of sustainability initiatives across various business segments. - Manage data collection and submission in a timely manner.

SUSTAINABILITY STATEMENT

cont'd

KEY SUSTAINABILITY HIGHLIGHTS IN FY2023



WTK Sustainability Commitment

- ✓ Solidified Sustainability Governance Structure, with 6 members in the sustainability working committee certified as Certified Sustainability Reporting Specialists ("CSRS") by the Institute of Certified Sustainability Practitioners ("ICSP").
- ✓ Various sustainability policies were set and approved by the Board.

Procurement

> **95%** of our total procurement was spent on local suppliers



Anti-Corruption

Maintaining **ZERO** corruption case



Economics



Environmental

Renewable Energy

3 Oil palm plantations are powered by clean energy from Sarawak Energy



↓ **3%**
Waste to Landfill
(vs FY2022)



Commence reporting on **Scope 1, 2 & 3 emissions**



Social



1,723
number of employees

Female Representation
27% of total workforce
41% holds high level position



14

employees obtained certification as Occupational Safety and Health Coordinators.

> **9** Occupational health and safety ("OHS") trainings organised.

> **350** OHS training hours.



RM266,882

Contributions to local communities includes:

Medical equipment to Sibu General Hospital

Donation to Sibu Blind Centre



0 Maintaining Work-Related Fatality



20% Work-related injuries (vs FY2022)



80% Lost time injuries (vs FY2022)

SUSTAINABILITY STATEMENT

cont'd

TARGETS AND PERFORMANCES

This section summarises our FY2023 targets and performances. The Group continuously reviews these targets to ensure that we achieve our goals and are aligned with industry best practices and emerging trends.

Legends

- In the planning stage
- Initiated and in progress
- Targets achieved

ECONOMIC				
No.	Material Topics	Area of Focus	Targets	Current Performance Against Targets
1	Economic Performance	The reporting of the direct economic value generated and distributed from the Group.	Maintain full transparency and integrity of financial information via audited financial statements in every financial year.	●●● Audited financial reports issued by the external auditors are disclosed and published in both WTK's annual report and our official website.
2	Market Presence	The Group's wages impact on economic well-being and inequalities.	Ensure that all employees are subject to Malaysia's minimum wage rule, which is RM1,500 or above per month.	●●● 100% follow minimum wage rule.
		Proportion of senior management hired from the local communities.	Maintain at above 90% with priority given to Malaysian or Malaysian permanent resident ("PR").	●●● 99% Malaysians.
3	Procurement Practices	The amount of procurement spent on local suppliers.	Source for local suppliers on a continuous basis. Maintain a minimum of 90% of products and services locally purchased.	●●● 95.2% of the Group's purchases are via local suppliers.
4	Anti-Corruption	Communication to the employees on the anti-corruption policies and procedures.	All new employees are to be handed with a copy of the Group's Anti-Bribery and Corruption ("ABC") Policy upon the 1st day of reporting duty. New employees to be briefed in detail by the human resources ("HR") department.	●●○ New hires get ABC Policy and HR brief.

SUSTAINABILITY STATEMENT

cont'd

ENVIRONMENT				
No.	Material Topics	Area of Focus	Targets	Current Performance Against Targets
5	Energy	Energy consumption within the Group.	Record the data of energy consumption within the Group and perform year-to-year comparisons, aiming to reduce total energy consumption by 5% by year 2025.	●●○ Commenced recording on the Group's energy consumption from both renewable and non-renewable sources in FY2023 at most of our business segments. The data collected serve as our baseline to track progress towards energy reduction goals.
		Reduction of energy consumption.	Reduce the energy consumption powered by non-renewable energy source such as fossil fuel:	
			i) Apply with Sarawak Energy for direct electricity supply to our oil palm operation sites located in rural areas, thereby reducing diesel usage for genset power.	●●○ B.H.B, Borneo Agro-Industries, and Positive Deal are now powered by renewable energy from Sarawak Energy.
			ii) Install solar-powered lightings in applicable areas.	●●○ Solar-powered lightings are installed at numerous areas in our plantations, such as the nursery, security guard house, office yards, and others.
6	Water and Effluents		iii) Gradually replace all existing lighting with energy-saving light-emitting diode ("LED") types for applicable sites and operational rooms by year 2025.	●○○ Applicable sites to be shortlisted for the switch to LED lighting.
		Water consumption.	Encourage responsible use and preservation of water sources.	●○○ Responsible water consumption has been integrated into the Group's policy to encourage water savings.
			Monitor the Group's water consumption levels.	For the plantation segment, the Group has a water treatment plant with a capacity to produce approximately 10 m ³ of treated water per hour.
		Effluent discharge management.	Ensure that 100% of treated water is discharged in compliance with Department of Environment ("DOE") requirements.	●●● Complying with regulatory standards.

SUSTAINABILITY STATEMENT

cont'd

ENVIRONMENT				
No.	Material Topics	Area of Focus	Targets	Current Performance Against Targets
7	Biodiversity	Protection of flora and fauna.	To identify and maintain	●●●
			i) High Conservation Value (“HCV”) areas.	10,384 ha of HCV area have been identified from timber sites.
			ii) Riparian buffer zones.	Riparian buffer zones of the plantations remain free from exploitation.
			Zero fire incident.	●●●
				0 incident in FY2023.
8	Emissions	Greenhouse gas (“GHG”) emission (Scope 1, 2 and 3).	Reduction in GHG emission from the Group’s operations by 5% by year 2025.	●●○ Commenced data recording on emissions from plantations, timber, and tapes, which will serve as our baseline to track progress towards GHG reduction goals.
9	Waste	Waste generated and treatment.	Reduction in the total amount of waste generated from the Group’s operations by at least 10% compared to FY2022.	●●○ In FY2023, there was a reduction of 10.8% in waste generated from the Group’s operations.
			Reduction in the disposal through landfill by at least 5%.	Domestic waste is handled either by disposal through landfill or through municipal waste management. In FY2023, disposal through landfill amounted to approximately 116 MT (reduced by 3% compared to FY2022), and disposal through municipal waste management amounted to approximately 317 MT (reduced by 13% compared to FY2022).
SOCIAL				
No.	Material Topics	Area of Focus	Targets	Current Performance Against Targets
10	Employment Labour Practices and Standard	Recruitment and employee turnover.	Maintain an employee turnover rate below 10%.	●●● 8.1% employee turnover rate in FY2023.
11	Occupational Health and Safety (“OHS”)	OHS training programmes organised for the employees.	Ensure a minimum of 8 training programmes per annum.	●●● 9 training programmes were organised in FY2023.
		Work-related injury.	Ensure less than 10 incidents starting FY2023.	●●● 2 work-related accidents were reported in FY2023.

SUSTAINABILITY STATEMENT

cont'd

SOCIAL				
No.	Material Topics	Area of Focus	Targets	Current Performance Against Targets
11	Occupational Health and Safety ("OHS") (cont'd)	Lost day injury.	Ensure less than 50 lost days injuries starting FY2023.	●●●● 32 lost day injuries were reported in FY2023.
		Zero fatality.	Improve awareness and maintain zero work-related fatality.	●●●● 0 work-related fatality case was reported in FY2023.
12	Training and Education	Training hours received by employees.	Ensure a minimum of 4 training hours per annum per employee.	●●●○ The completion of 3.75 training hours per employee in FY2023.
13	Diversity and Equal Opportunity	Gender equality.	Minimise gender inequality by maintaining at least a 25% female composition in both high-level positions and the total workforce.	●●●● 41% of high-level positions are held by females. 27% of total workforce is comprised of females.
		Incidents of discrimination.	Ensure that zero incidents of discrimination occur.	●●●● 0 incidents were reported in FY2023.
14	Forced and Compulsory Labour	Incidents of forced labour.	Ensure that zero incidents of forced labour occur.	●●●● 0 incidents were reported in FY2023.
15	Rights of Indigenous People	Incidents of violations involving rights of indigenous peoples.	Ensure that zero incidents of violations involving rights of indigenous peoples occur.	●●●● 0 incidents were reported in FY2023.
16	Local Communities	Local community engagement and Corporate Social Responsibility ("CSR") activities.	Contribute to society by consistently addressing the needs of local communities and making at least 6 contributions annually.	●●●○ Five contributions totalling RM266,882 were made in FY2023. Please refer to page 71 for details.
17	Customer Health and Safety	Incidents concerning the health and safety impacts of products.	Ensure that zero incidents of non-compliance against quality assurance standards occur.	●●●● 0 incidents were reported in FY2023.
18	Customer Data Privacy and Security	Breaches of customer privacy and losses of customer data.	Ensure zero customer complaints.	●●●● 0 complaints were received in FY2023.

SUSTAINABILITY STATEMENT

cont'd

OUR APPROACH TO SUSTAINABILITY

At WTK, sustainability is a guiding principle that shapes our corporate identity and drives our decision-making. We recognise that the success of our business is intertwined with the well-being of the planet and society. Our approach to sustainability is rooted in the following core principles:

1. Solidified Sustainability Governance Structure of the Group

- The commitment to sustainability begins at the highest levels of WTK. Our Board of Directors (“the Board”) and Board Risk Management Committee (“BRMC”) actively champion our sustainability initiatives, ensuring that all sustainability considerations are integrated into our decision-making process;
- Sustainability working committee members are responsible for the day-to-day implementation of the Group’s strategies and coordinating its efforts and performance on sustainability matters; and
- All members of the sustainability working committee continuously equip themselves with the necessary knowledge regarding the management of sustainability by attending periodic training programmes.

2. Identification of Material Topics

- Materiality assessment helps WTK to determine the key economic, environmental, and social issues that have a significant impact on both the Group and our stakeholders.

3. Goal Setting and Performance Measurement

- The identification of material topics guides the setting of specific performance targets. These targets, derived from material issues, become key metrics for measuring our sustainability performance. This targeted approach ensures that our efforts are impactful and directly contribute to addressing the most significant challenges.

4. Reporting Transparency

- Materiality informs the content of our sustainability reporting. When we report on material topics, we provide stakeholders with transparent and relevant information. This transparency builds credibility and helps stakeholders understand the areas where we are making the most significant positive impact or facing challenges.

WTK's Approach to Sustainability



SUSTAINABILITY STATEMENT

cont'd

STAKEHOLDER ENGAGEMENT

Stakeholder groups for WTK include employees, investors, government and regulatory authorities, local communities, customers, suppliers and contractors, all of whom have significant influence and impact on the Group's business. Ongoing engagement with stakeholders allows the Group to understand our concerns and expectations, particularly on sustainability topics, sustainability milestones, and our effectiveness in addressing our key issues.

The Group continues to communicate, consult, and collaborate with key stakeholders in an open, timely, and proactive manner through various channels or platforms to address areas of mutual interest and concern. Summarised below is the Group's engagement approaches towards our stakeholders:

Stakeholder Groups	Engagement Approaches	Areas of Interest	Outcomes
 Employees	- Working environment. - Sports and recreational activities. - Trainings and workshop. - Annual appraisals. - Whistleblowing channels.	- Workplace safety and health. - Training and development. - Employee job advancement and satisfaction. - Job security and safety. - Welfare, remuneration, and benefit.	- Know and understand the Group's policies, direction, cultures, and core values. - Promote teamwork. - Employee development through courses and certification training. - Improve knowledge and job skills. - Enhance employee health and wellbeing.
 Investors	- Annual General Meeting ("AGM"). - Quarterly financial results announcement. - Annual report. - Corporate website. - Bursa announcements.	- Profitability, operational and financial performance. - Business strategy and new opportunities. - Sustainability performance.	- Maintain good relationships with investors. - Better understanding of the Group's direction, business strategic plans, and overall economic performance.
 Government and Regulatory Authorities	- Site visit. - Industry workshop. - Meetings, dialogues, and consultations. - Collaboration and partnership.	- Compliance with laws and regulatory bodies. - Environment management. - Labour practices. - Safety and security management.	- Support, endorse, understand, and comply with regulatory bodies and their latest requirements and directives. - Build environmental protection knowledge.
 Customers	- Formal and informal meetings. - Corporate website. - Phone calls or email. - Site visits. - An electronic platform for clients.	- Product quality and certification. - Product safety. - Customer service. - Meet sustainability standards.	- Increase market share. - Attract new customers and retain existing customers. - Build a good reputation.

SUSTAINABILITY STATEMENT

cont'd

Stakeholder Groups	Engagement Approaches	Areas of Interest	Outcomes
 Local Communities	- Awareness programmes and development programmes. - Participation, meetings, and dialogues - CSR activities. - Whistleblowing channels.	- Financial supports and donations. - Complaints and grievances. - Opportunities of employments.	- Understand and support development and social needs. - Build good relationships with the community. - Recruit qualified locals.
 Suppliers and Contractors	- Formal and informal meeting and briefings. - Tender of service. - Whistleblowing channels.	- Supply commitment. - Pricing and services. - Transparency in the procurement process.	- On-time delivery and work done on time. - Raise awareness of the Group's commitment to sustainability. - Increase awareness and compliance with the Group's policies.

OUR STAKEHOLDERS



SUSTAINABILITY STATEMENT

cont'd

MANAGEMENT APPROACH FOR MATERIAL TOPICS

There are 18 Material Topics that have been identified through our careful assessment, focusing on the impacts that the Group's operations have on society and the environment. It is noteworthy that these material topics are derived with reference to the GRI Standard and align concurrently with both the United Nations Sustainable Development Goals ("UNSDG") and Bursa Malaysia Common Sustainability Matters.

Sectors	WTK's Material Topics	Alignment to	
		UNSDG	Bursa Malaysia Common Sustainability Matter & Reporting Effective Date
 Economic	1. Economic Performance (GRI 201)	  	N/A
	2. Market Presence (GRI 202)		N/A
	3. Procurement practices (GRI 204)		Supply Chain Management ¹
	4. Anti-corruption (GRI 205)		Anti-Corruption ¹
 Environmental	5. Energy (GRI 302)	   	Energy Management ¹
	6. Water and effluents (GRI 303)		Water ¹
	7. Biodiversity (GRI 304)		N/A
	8. Emissions (GRI 305)		Emissions Management ²
	9. Waste (GRI 306)		Waste Management ²
 Social	10. Employment (GRI 401)	   	Labour Practices and Standards ¹
	11. Occupational health and safety (GRI 403)		Health and Safety ¹
	12. Training and education (GRI 404)		Labour Practices and Standards ¹
	13. Diversity and equal opportunity (GRI 405)		Diversity ¹
	14. Forced or compulsory labour (GRI 409)		N/A
	15. Rights of indigenous peoples (GRI 411)		N/A
	16. Local communities (GRI 413)		Community/Society ¹
	17. Customer health and safety (GRI 416)		N/A
	18. Customer Data Privacy and Security (GRI 418)		Data Privacy and Security ¹

Note:

N/A – Not Applicable

¹ - For financial year ended 31 December 2023

² - For financial year ending 31 December 2024

1. ECONOMIC PERFORMANCE (GRI 201)

To maintain and achieve exemplary economic performance, WTK diligently implements our comprehensive business strategy. This strategy encompasses several key initiatives:

- Maintaining a robust balance sheet and strong cash flow to support ongoing operations and future growth;
- Pursuing technological advancements to stay at the forefront of industry innovation;
- Mitigating risks associated with the Group's business activities to ensure stability and security; and
- Expanding into new markets to capitalise on emerging opportunities and diversify revenue streams.

Simultaneously, the Group strives to ensure long-term resilience by leveraging our assets effectively and distributing wealth among stakeholders. Recognising our role in social development, the Group is dedicated to create meaningful employment opportunities and fostering economic growth within local communities.

SUSTAINABILITY STATEMENT

cont'd

The data referenced herein are derived from the Group's audited financial statements. For further details, please refer to the following sections of this Annual Report:

- i) Financial Highlights - page 13
- ii) Statements of Profit or Loss - page 112 to 113
- iii) Notes to the Financial Statement - page 122 to 218

	FY2022 RM'000	FY2023 RM'000
Economic value generated		
Net revenue	473,033	560,832
Economic value distributed		
Operating costs ¹	381,429	462,607
Employee wages and benefits	50,283	56,837
Payment to government ²	3,467	5,178
Community investment	296	267
Economic value retained	37,558	35,943
Defined contribution plan	3,436	3,972
Retirement benefit plan	112	106
Net dividends (sen per share)³	1.50	1.50
Net assets (RM per share)	1.69	1.64

Note:

1. Excluded employees' wages and benefits and included finance costs.
2. Taxes paid to the government, excluding deferred taxes.
3. Payment of dividend to shareholders.

SUSTAINABILITY STATEMENT

cont'd

2. MARKET PRESENCE

(GRI 202)

At WTK, we prioritise our employees as invaluable assets, essential to our success. To attract top talent and maintain market competitiveness, we offer competitive salaries, ensuring entry-level wages meet or exceed Malaysia's minimum wage standards. Recognising the broader impact of wage policies, we actively address inequalities, including gender-based gaps, to promote economic well-being and social responsibility. The Chart 2-1 below shows the average earnings by gender across the respective business segments.

As part of our strategy to cultivate a positive market presence, we are dedicated to appointing local or Malaysian professionals to fill senior management positions. Currently, 99% of our senior management are Malaysian. Data segmented by gender and age can be found on page 67. This deliberate effort enhances the Group's understanding of local needs, reinforcing our connection with the community and contributing to our overall success.

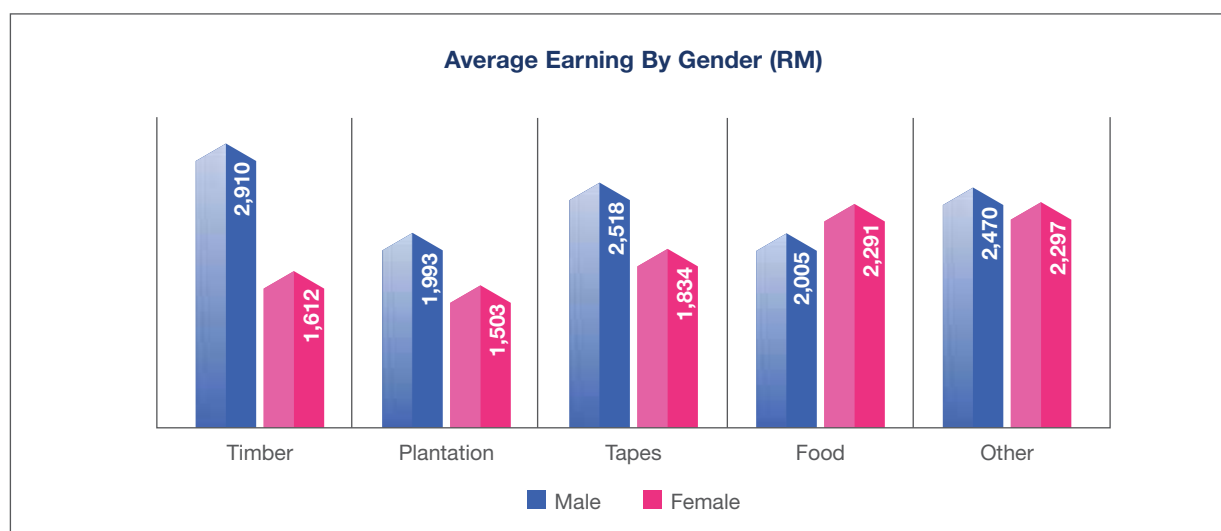


Chart 2-1

3. PROCUREMENT PRACTICES

(GRI 204)

During the reporting period, WTK demonstrated a commitment to responsible procurement practices by prioritising local suppliers. For the purpose of our reporting, 'local' is defined as suppliers located within Malaysia, contributing to the vitality of the local economy.

A significant portion of our procurement, totalling 95.2%, was spent on suppliers located in the local communities where we operate, as depicted in Chart 3-1. This percentage is calculated based on invoices and commitments made during the reporting period, aligning with accrual accounting principles.

By strategically engaging with local suppliers, we not only enhance the resilience of our supply chain but also contribute to the economic development and well-being of the communities we serve.

This approach aligns with our belief that supporting local suppliers fosters community relations, ensures a stable local economy, and indirectly attracts additional investment. Our ongoing commitment to ethical and sustainable procurement practices is integral to our mission of creating positive social and economic impacts throughout our value chain.

SUSTAINABILITY STATEMENT

cont'd

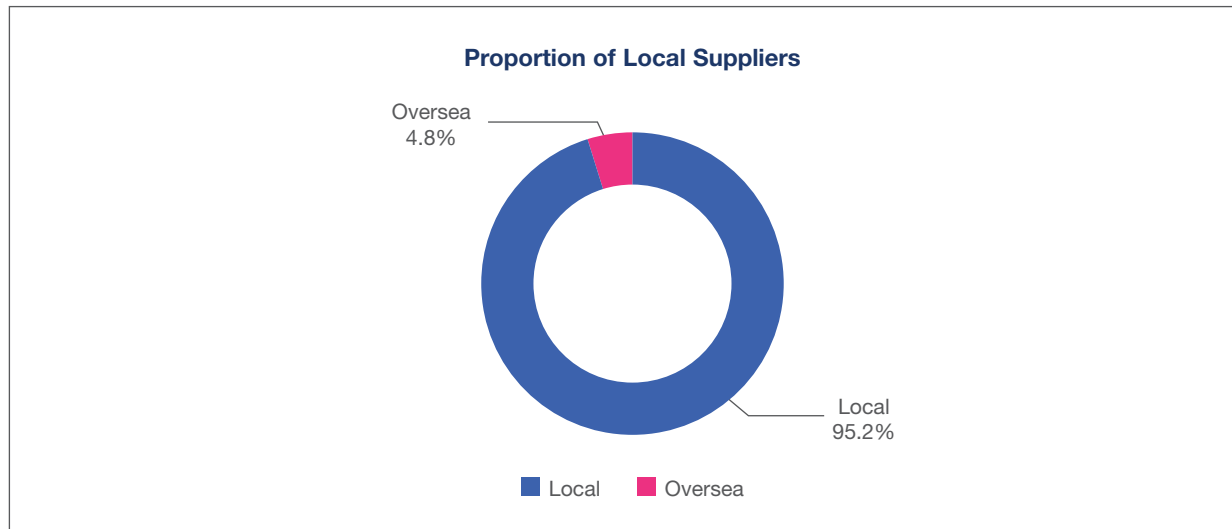


Chart 3-1

4. ANTI-CORRUPTION (GRI 205)

As part of our commitment to combat corruption, WTK ensures widespread awareness through effective communication and training initiatives. The Anti-Bribery and Corruption (“ABC”) Policy have been communicated to 100% of the Board and employees. Each new employee will be handed a copy of the ABC policy and communicated through on their first day of reporting for duty. Additionally, as a constant reminder, the ABC policy will be displayed prominently in all office premises across all business segments starting in year 2024, reinforcing our dedication to building internal and external capacity to prevent corruption.

Transparency is paramount in our commitment to combating corruption. As of 31 December 2023, we recorded zero incidents of corruption across the Group’s business operations.

No. of Confirmed Corruption Incidents	FY2021	FY2022	FY2023
Timber Segment	0	0	0
Plantation Segment	0	0	0
Tapes Segment	0	0	0
Food Segment	0	0	0

5. ENERGY (GRI 302)

At WTK, we recognise the critical role of energy management in our commitment to sustainability. Currently, we are making efforts to reduce our energy consumption and transition towards renewable sources. We will continue to make significant strides in minimising our carbon footprint and mitigating climate impact.

To begin this journey, we are meticulously recording energy consumption data for FY2023. This data will serve as our baseline, guiding our efforts to reduce consumption from non-renewable sources in the years ahead. It is crucial to note that as we expand our operations and add new sites, reducing overall energy consumption becomes challenging. However, we are establishing reasonable unit measurements, such as consumption per hectare or per worker at specific sites, to demonstrate our efforts to adjust our goals proportionately and ensure our sustainability objectives are met.

SUSTAINABILITY STATEMENT

cont'd

We are reporting the consumption of both fuel and electricity within the Group in Gigajoules (GJ). Details are as follows:

Energy consumption within the Group		Consumption in FY2023 (GJ)					Total
		Plantation	Timber	Tapes	Food	Others	
a)	Non-renewable energy fuel consumed	51,559	13,683	1,078	4,078	1,066	71,464
b)	Renewable fuel consumed	-	-	-	-	-	-
c)	Non-renewable electricity purchased for consumption	-	-	7,194	-	-	7,194
d)	Renewable electricity purchased for consumption	1,527	36,702	-	11,992	2,612	52,833
e)	Self-generated electricity, heating, cooling and steam (which are not consumed)	-	-	-	-	-	-
f)	Electricity, heating, cooling and steam sold	-	-	-	-	-	-
g)	Total energy consumption within the Group = a) + b) + c) + d) + e) - f)	53,086	50,385	8,272	16,070	3,678	131,491

Note:

Source of conversion factor:

- 1000 L of fuel = 40.198 GJ (<https://www.unitconverters.net/energy/fuel-oil-equivalent-kiloliter-to-gigajoule.htm>)
- 1000 kWh of electricity = 3.6 GJ (<https://www.unitconverters.net/energy-converter.htm>)
- PK= 20.09 MJ/ kg; Fiber= 18.79 MJ/ kg (Energy Database of the Oil Palm; MPOB Palm Oil Bulletin No. 70)

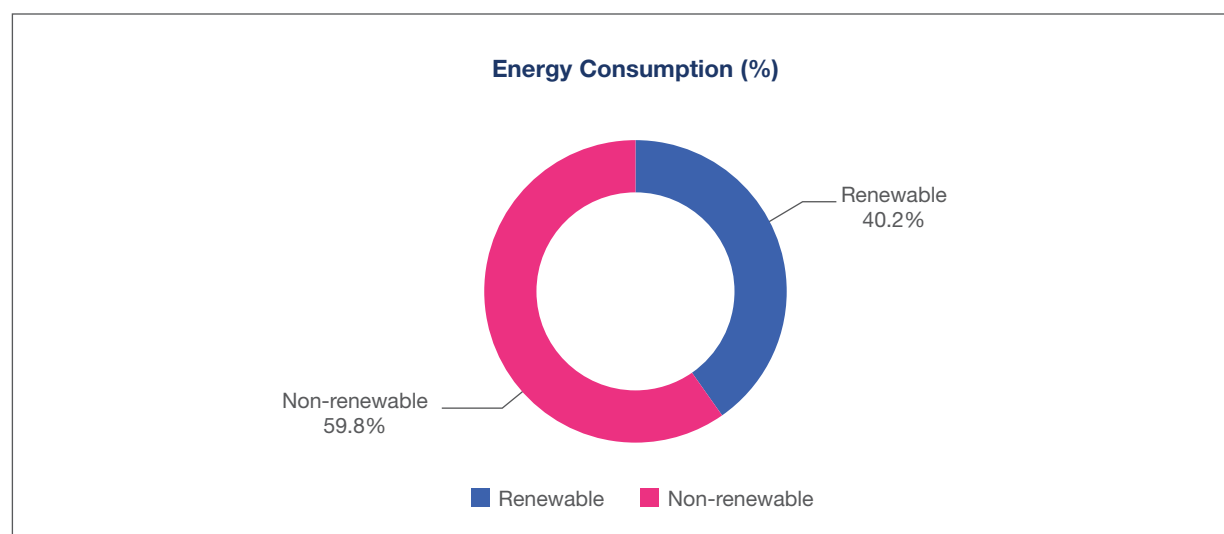


Chart 5-1

In FY2023, as shown in Chart 5-1 above, the Group consumed 131,491 GJ of energy, with 59.8% sourced from non-renewable fuels such as diesel and petrol, and 40.2% from renewable sources, including hydropower from Sarawak Energy. Currently, our operational sites in rural areas heavily rely on fossil fuels to power mechanised equipment, vehicles, and employee housing. However, recognising the urgent need for sustainability, the Group is firmly committed to energy conservation and reducing reliance on non-renewable energy.

SUSTAINABILITY STATEMENT

cont'd

To address this, we are actively exploring opportunities to transition these rural sites to obtain direct electricity supply from Sarawak Energy. This strategic initiative aims to reduce our dependency on diesel generators, promoting a more sustainable energy approach. Already, our plantations – B.H.B, Borneo Agro-Industries, and Positive Deal – have successfully transitioned from diesel generators to power supply by Sarawak Energy.

Furthermore, we have made strides in renewable energy adoption, including the installation of solar panels at various locations such as security posts, production sites, log ponds, stores, and housing areas. Additionally, we have incorporated biomass utilisation in our palm oil mill operations, with palm fibres serving as sustainable energy sources in our boilers to generate steam for electricity production. Continuous machinery upgrades and maintenance practices further enhance efficiency, minimising fuel consumption and reinforcing our commitment to sustainability.

Moreover, we actively promote energy conservation among employees, encouraging them to power off equipment and electrical appliances when not in use, both at home and in offices. Switching lighting to energy-saving LED types will be another strategy and effort towards energy conservation. For applicable sites and operational rooms, we will gradually replace all existing lighting with LEDs by year 2025. Additionally, in our food business, we have installed energy-efficient compressors in Kuching branch's cold room, which are more energy-saving compared to old compressor models. Through the diligent implementation of these initiatives, our reliance on non-renewable energy will decrease, highlighting our dedication to sustainable and responsible energy practices.



Solar panels have been installed at various locations at our plantations



Sarawak Energy transformer at our plantation



Switch off lights in office when not in use

SUSTAINABILITY STATEMENT

cont'd



Using palm fibres as fuel for palm oil mill's boiler to generate steam for electricity

6. WATER AND EFFLUENTS (GRI 303)

At WTK, various business segments engage in different interactions with water, including withdrawal, consumption, utilisation, and discharge. Below are the details of business segments with significant interactions with water:

Business Segments	Interaction with Water	WTK Initiative/Strategy in Reducing Environmental Impact	Status
Timber	- Soil erosion due to logging activities may resulting muddy discharge and logs debris to rivers. - Rivers are one of the main methods of transportation for logs.	- Harvest planning: When entering new concession areas, carefully plan roads, skid trails, and log landings to minimise disturbance to sensitive areas and steep slopes. Utilise existing roads and trails whenever possible. - Buffer zones: Establish buffer zones along streams, lakes, and other riparian areas to protect water quality and trap sediment runoff. - Selective logging: Prioritise selective logging over clear-cutting to maintain forest cover and protect soil stability. - Sustainable harvesting practices: Adhere to sustainable logging practices like low-impact harvesting and reduced impact logging ("RIL") to minimise soil compaction and disturbance. - Reforestation: Replant harvested areas with native tree species as soon as possible to promote rapid vegetation cover and soil stabilisation.	Complied with regulatory standards.

SUSTAINABILITY STATEMENT

cont'd

Business Segments	Interaction with Water	WTK Initiative/Strategy in Reducing Environmental Impact	Status
Plantation (Oil Palm Plantation)	- Irrigation for plantations. - Pesticide and weedicide application. - Domestic use.	- Optimising drainage systems: Improve drainage infrastructure within the plantation to capture and utilise rainwater more effectively. - Rainwater ponds: Construct ponds to store excess rainwater during the wet season for use during dry periods. - Strict compliance in handling and application of pesticides and herbicides to minimise leaching into water sources. - Rainwater harvesting for domestic use. - Water treatment plant: Install a water treatment plant to produce treated water for domestic use. The Group's water treatment plant has a capacity to produce approximately 10 m³ of treated water per hour.	Complied with regulatory standards.
Plantation (Palm Oil Mill)	- FFB processing. - Effluent discharge.	- Processing technologies: Modern mills employing efficient technologies such as using screw presses which generally use less water compared to the older mills that rely on hydraulic presses. - Implement water recycling and reuse systems: Recycle wastewater for various purposes within the mill, such as washing, cleaning, and boiler feed. - Improve water management practices: Optimise water flow within the mill, minimise leaks, and regularly audit water use patterns. - Proper wastewater treatment: Utilise efficient treatment systems to minimise water used for dilution and allow for safe disposal or reuse of treated wastewater. - Anaerobic digestion: This process uses microorganisms to break down organic matter in palm oil mill effluent in the absence of oxygen, producing biogas as a by-product. The biogas can be used for energy generation, while the treated effluent is less polluting.	Complied with regulatory standards.
Plywood	Minor use. Controls are in place to ensure water discharge from these operations meets the parameter limits for discharge into inland watercourse.		
Tapes			
Food			

SUSTAINABILITY STATEMENT

cont'd

Effluents and other by-products

Palm Oil Mill Effluent ("POME") is a by-product of fresh fruit bunches ("FFB") processing, posing environmental challenges due to its high acidity and biochemical oxygen demand ("BOD"). At our palm oil mill, POME undergoes treatment using an anaerobic biogas ponding system (Modified Cover Lagoon), followed by a final polishing stage in an extended aeration ponding system to bring its BOD measurement below regulatory limits. WTK maintain strict processes and internal controls to ensure proper POME treatment and compliance with regulatory standards, primarily through sample testing prior to discharge. In FY2023, we treated approximately 264,757 m³ of POME.

All our operations adhere to the Group's environmental policy regarding the use of fertilisers, herbicides, and pesticides, aiming to reduce chemical usage by replacing harmful substances with organic fertilisers and integrated pest management systems.

Through the Group's sustainable waste management system, waste such as nutrient-rich empty fruit bunches ("EFB") and decanter cakes is recycled as organic fertiliser, enriching the soil and reducing reliance on fossil fuels. This longstanding practice has led to cost savings and a diminished environmental footprint.

Biomass residue production is closely linked to the production of crude palm oil ("CPO") and palm kernel ("PK"). By-products such as fibres and palm kernel shells ("PKS") serve as biomass fuel for energy-efficient boilers, raising steam and hot water to generate electricity for mill and plantation operations. For the FY2023, our mills generated approximately 2,054 megawatt hours ("MWh") of electricity, compared to 1,541 MWh in FY2022.

Types of By-Products & Effluents	FY2022	FY2023	Targets
Empty Fruit Bunches	15,528 MT	36,655 MT	Reapplied for mulching
Decanter Cakes	3,105 MT	4,790 MT	Reapplied for mulching
Fibres	42,701 MT	56,839 MT	100% utilised as biomass fuel
Palm Kernel Shells	1,203 MT	8,770 MT	50% utilised as biomass fuel
Palm Oil Mill Effluent	310,151 m ³	264,757 m ³	-
Electricity Generated from Biomass	1,541 MWh	2,054 MWh	-

Environmental Monitoring Reports ("EMR")

Recognising the importance of clean and quality environment to surrounding communities, the Group continuously analyses and monitors the environmental impact of our timber and plantation operations. One way to achieve this is through EMRs issued by accredited third-party laboratories.

EMR covers the assessment of key environmental issues, including water quality, biodiversity conservation, waste management, socioeconomic aspects, agrochemicals and pest management, public health and safety.

To date, there have been no instances of non-compliance with environmental regulations in the Group's timber, plantation, tapes, and food operations.

7. BIODIVERSITY (GRI 304)

WTK's timber and plantation operations span across biodiverse ecosystems, including forests and freshwater environment that support a wide array of flora and fauna. As a responsible operator, the Group has implemented practices and controls aimed at minimising impacts on the environment and conserving our natural habitats.

SUSTAINABILITY STATEMENT

cont'd

The Group's action towards the conservation of Flora:

- Training for foresters and surveyors on identifying Endangered, Rare and Threatened ("ERT") species, which are then marked on the ground for conservation;
- Conducting floristic inventories, with the data being incorporated into the Forest Management Plan and Environmental Monitoring Plan; and
- Implementing pre-harvesting identification measures, such as the 100% enumeration of tree species, to prevent overharvesting or the harvesting of ERT species.

The Group's action towards conservation of Fauna:

- Enforcing a "No Hunting" policy, applicable to contractors and their workers as well;
- Engaging in long-term or periodic monitoring of the ERT fauna species population; and
- Maintaining a continuous presence of security patrols and periodic monitoring to control illegal hunting.

High Conservation Value ("HCV") Areas

The Group demonstrates our unwavering commitment to environment stewardship through ongoing efforts to protect HCV areas within our operational regions, with the aim of minimising adverse impacts on the environment. These HCV areas include wildlife habitats, rare ecosystems, and cultural sites found primarily within our timber segment operations.

These HCV areas are preserved from development and rehabilitated to serve as the foraging avenue of fauna, thereby contributing to a sustainable food supply chain for their habitats and protecting natural ecosystem. Currently, the Group has allocated 10,384 ha of HCV forests for conservation, where all are located at Kapit, Sarawak. Details are as follows:

Area	Size (ha)					Total
	Certified FMU		FMU with FMC in progress			
	Mengiong- Gaat FMU (T/3401)	Entulu Melatai FMU (T/3476)	Pila- Mujong FMU (T/0518)	Putai FMU (T/3081+T/3080)	Merangau - Melatai FMU (T/3148+T/3132)	
International Buffer Zone	0	3,830	0	0	0	3,830
Stream Buffer Zone	244	326	499	234	127	1,430
Terrain Class IV	134	2,237	195	287	53	2,906
Water Catchment	13	0	34	12	0	59
Salt Lick	14	0	16	16	18	64
Kerangas	61	393	53	158	145	810
High Conservation Value Forest ("HCVF")	66	700	149	45	325	1,285
Total	532	7,486	946	752	668	10,384

SUSTAINABILITY STATEMENT

cont'd

Riparian Buffer Zones

Our management of conservation areas extends to the restoration and maintenance of riparian buffer zones within our plantations. Riparian buffer zones are natural vegetation areas adjacent to streams and rivers that act as buffers against pollutants, such as chemical residues entering the waters. A well-maintained riparian buffer zone helps minimise the impact of plantations on the natural habitats of flora and fauna along the waterways.

The Group implements a strict policy of no clearing and no chemical spraying in riparian buffer zones across all our plantations. Furthermore, we engage independent accredited environmental consultants on a quarterly basis to ensure compliance with parameters set by regulatory authorities.



Riparian Buffer Zones

We strictly prohibit hunting, injuring, possessing, and killing rare and endangered wildlife within our HCV areas and plantations. The Group is committed to conserving ERT species, referencing the threatened species listed under The Malaysian Wildlife Conservation Act 2010, Wildlife Protection Ordinance 1998, and the International Union for Conservation of Nature (“IUCN”) Red List of Threatened Species.

To raise awareness, signboards highlighting HCV areas and “No Hunting” signs are strategically placed throughout the Group’s timber and plantation operations. Additionally, environmental awareness briefings are conducted to educate workers about the importance of biodiversity conservation and the restrictions imposed in HCV areas and plantations.

Sightings of Flora and Fauna in our HCV Areas and Plantations



Tree Frog (Zhangixalus dulitensis)



Giant River Frog (Limnonectes leporinus)

SUSTAINABILITY STATEMENT

cont'd



Rajah Brooke's Birdwing Butterfly (Trogoptera brookiana)



Sambar Deer (Rusa unicolor)



'Kijang' Barking Deer (Muntiacus muntjak)



Short-Tailed Macaque (Macaca fascicularis)



Red Maroon Langur (Presbytis rubicunda)



'Periuk Kera' (Nepenthes spp.)



Orchid spp. (Orchidaceae)



Nesting Tree (Dryobalanops spp.)

SUSTAINABILITY STATEMENT

cont'd



No hunting signage



HCV signboard at strategic point

Peat Land Management

The Group currently operates plantations on 5,765 ha of peat across all operations. To mitigate environmental impact, we have ceased new development on peatlands and now only replant oil palms on peatlands designated by the Malaysian government for agricultural use.

Peatlands have the capacity to store vast amounts of carbon, approximately twice as much as all the world's forests combined. However, due to factors such as overexploitation and drainage damage, there is a risk of significant greenhouse gas emissions, including carbon dioxide, being released into the atmosphere from the carbon stored within peat soils.

To address these challenges, our operating units in peat areas have implemented measures such as installing water bunds along collection drains to maintain optimal water levels. These efforts aim to reduce carbon emissions and enhance yield while preserving the integrity of peatland ecosystems.



Maintaining optimal water level

Free from Wildfire

The Group strictly prohibits open burning on all our plantations, logging camps, and other operational sites. To reinforce awareness of our Group's zero-burning policy among workers and local communities, signage has been installed, and regular reminders are issued. Additionally, we have established a fully equipped firefighting team that continuously monitors for forest and land fires at our operational sites and in surrounding areas. Comprehensive firefighting training is conducted regularly, and sources of water for emergency purposes have been identified at each site. There was no outbreak of fire reported in FY2023.

The use of fire is strictly prohibited across all operating units, including for waste disposal activities. This prohibition is enforced not only as a legal requirement but also as a standard under the Malaysian Sustainable Palm Oil ("MSPO") certification, applicable to all plantation activities, including replanting.

SUSTAINABILITY STATEMENT

cont'd



Firefighting training

Chemical Management

To achieve maximum productivity while safeguarding our crops from pests and diseases, our operations exclusively utilise chemicals approved by government authorities. WTK adheres to appropriate Standard Operating Procedures (“SOPs”) to ensure the safety of our employees and communities, and to minimise environmental exposure to hazardous chemicals. For example, the use of paraquat is strictly prohibited at our operations.

Natural Predator Beneficial Plants

In addition to chemical management, WTK employs natural predator beneficial plants such as *Cassia cobanensis* and *Turnera subulata*. These plants provide shelter and supplementary food, such as nectar, to beneficial insects like *Sycanus*, which prey on leaf-eating caterpillars and bagworms. Surveillance and monitoring of pest outbreaks are crucial to minimise the environmental and financial impact of excessive pesticide use. Pesticides are used only when deemed necessary to control damaging outbreaks.



Turnera subulata



Sycanus

SUSTAINABILITY STATEMENT

cont'd

8. EMISSION

(GRI 305)

WTK has developed and implemented an Energy Policy, along with a carbon footprint data analysis that offers comprehensive coverage across all three scopes. The findings and insights derived from this analysis are instrumental in identifying opportunities for reducing energy consumption and emission. Data for the Group's energy consumption and carbon footprint are as follows:

Plantation (Oil Palm Plantation)

Scope	Description	Unit of Measure ("UOM")	Amount	Emission Factor	CO ₂ Emissions (MtCO ₂ e)
Scope 1 (Direct)	Diesel for Generator & Transport	L	1,900,543	0.00312	5,929.70
	<i>Fertiliser:</i>				
	N	kg	740,431	0.00260	1,925.12
	P ₂ O ₅	kg	984,430	0.00157	1,545.56
	K ₂ O	kg	1,448,833	0.00050	724.42
	MgO	kg	380,676	0.00269	1,024.02
	Pesticides - Active ingredient	L	44,113	0.00541	238.65
Scope 2 (Indirect)	Electricity	kWh	613,537	0.00065	398.80
Scope 3 (Others indirect)	<i>Upstream transportation</i>				
	Fertiliser	km	63,000	0.00031	19.66
	Chemicals	km	9,900	0.00031	3.09
	Diesel	km	25,350	0.00031	7.91
	<i>Downstream transportation</i>				
	FFB	km	676,749	0.00031	211.15
	Waste dispose to landfill	kg	53,750	0.30000	16,125.00
Total FFB Produced		MT	173,613		
Grand Total		MtCO ₂ e	28,153.08		
Total Carbon Intensity		MtCO ₂ e/MT FFB	0.16216		

More than 50% of carbon emission were attributable to waste disposal to landfill. WTK had made a commitment in minimising domestic waste disposal by renewing commitment in reduce, reuse, and recycle waste. The Group has set an annual reduction target of 10% and a recycling volume goal of 1,000 kg.

Scope 1 and 2 reductions are achieved through streamlining operational efficiency by closely monitoring activities contributing to GHG emissions. Among the measures to reduce GHG emissions are:

1. Improving coordination of in-field activities such as harvesting, manuring, maintenance, and transportation to reduce diesel consumption; and
2. Integrating waste from POMs such as EFB and decanter cakes for organic fertiliser application in the field. This can reduce the application of non-organic fertilisers, which account for around 20% of the Group's total GHG emissions.

SUSTAINABILITY STATEMENT

cont'd

Plantation (Palm Oil Mill)

Scope	Description	UOM	Amount	Emission Factor	CO ₂ Emissions (MtCO ₂ e)
Scope 1 (Direct)	Diesel for Generator & Transport	L	497,929	0.00312	1,553.54
Scope 2 (Indirect)	Electricity	kWh	-	0.00065	-
Scope 3 (Others indirect)	<i>Upstream transportation</i>				
	Chemicals	km	16,450	0.00031	5.13
	Diesel	km	10,700	0.00031	3.34
	<i>Downstream transportation</i>				
	CPO	km	250,422	0.00031	78.13
	PK	km	62,660	0.00031	19.55
	<i>Waste</i>				
	EFB	kg	36,655	0.03000	1,099.64
	Decanter Cakes	kg	4,790	0.03000	143.70
Total CPO Produced		MT	44,643		
Grand Total		MtCO₂e	2,903.03		
Total Carbon Intensity		MtCO₂e/MT CPO	0.06503		

The majority of the Group's GHG emissions from palm oil mill ("POMs") were due to waste disposal, such as EFB and decanter cakes. POMs within the group have made a commitment to fully utilise EFB and decanter cakes through in-field application at oil palm plantations, thus minimising the risk of waste dumping and environmental pollution caused by residue leaching into water sources.

Timber (Plywood)

Scope	Description	UOM	Amount	Emission Factor	CO ₂ Emissions (MtCO ₂ e)
Scope 1 (Direct)	Diesel for Generator & Transport	L	153,235	0.00312	478.09
Scope 2 (Indirect)	Electricity	kWh	7,441,975	0.00065	4,837.28
Scope 3 (Others indirect)	<i>Upstream transportation</i>				
	Glue & Raw Materials	km	6,330	0.00031	1.97
	Diesel	km	480	0.00031	0.15
	<i>Downstream transportation</i>				
	Plywood	km	13,290	0.00031	4.15
Total Plywood Produced		m³	23,914		
Grand Total		MtCO₂e	5,321.65		
Total Carbon Intensity		MtCO₂e/m³ Plywood	0.22251		

SUSTAINABILITY STATEMENT

cont'd

Tapes

Scope	Description	UOM	Amount	Emission Factor	CO ₂ Emissions (MtCO ₂ e)
Scope 1 (Direct)	Diesel for Burner & Transport	L	253,020	0.00312	789.42
Scope 2 (Indirect)	Electricity	kWh	1,916,602	0.00065	1,245.79
Scope 3 (Others indirect)	<i>Upstream transportation</i>				
	Resin & Raw Materials	km	1,200	0.00031	0.37
	Diesel	km	1,050	0.00031	0.33
	<i>Downstream transportation</i>				
	Tapes	km	7,800	0.00031	2.43
Total Tape Produced		m²	15,200,000		
Grand Total		MtCO₂e	2,038.34		
Total Carbon Intensity		MtCO₂e/m² Tapes	0.00013		

For the plywood and tapes business segments, GHG emissions primarily stem from electricity consumption. With an energy-saving and conservation policy in place, the business segments are encouraged to implement measures aimed at reducing electricity consumption through process efficiency. Additionally, for our tape's operation, new machinery such as coaters and slitters have been installed to replace aged machinery, thereby enhancing efficiency.

In summary, carbon intensity represents the ratio of carbon dioxide emissions per unit of energy, indicating the amount of carbon dioxide produced per unit of energy used during production processes. Therefore, carbon intensity metrics serve as crucial indicators of environmental performance and production efficiency. Lower carbon intensity values signify improved efficiency and progress towards sustainability objectives. To fulfil our commitment to achieving Net Zero Carbon emissions by year 2050, starting from FY2023, the Group has initiated monitoring and calculation of carbon dioxide emissions across various scopes, encompassing both direct and indirect emissions, to ascertain the total carbon intensity associated with key activities such as oil palm plantation, palm oil milling, and plywood and tape manufacturing. Consequently, the total carbon intensity calculated in FY2023 serves as our baseline for comparison. This practice will persist in subsequent years, leveraging the existing emissions data recorded as a baseline to systematically target reductions over time. By diligently monitoring and striving to decrease carbon intensity, the Group can advance our sustainability goals, mitigate our environmental impact, and contribute to a more sustainable future.

While we are committed to this goal, we recognise the challenges inherent in our diverse business operations to achieve complete net zero emissions. Therefore, when faced with this reality, we will explore the option to purchase carbon credits for offsetting purposes. This balanced approach will allow us to compensate for our residual emissions and ensure our continued commitment to reducing our environmental footprint.

9. WASTE (GRI 306)

WTK places utmost priority on waste management. Recognising that our operations produce both scheduled and non-hazardous waste, our ultimate goal is to minimise waste production through the application of circular economic principles. By identifying opportunities across the value chain to reduce, reuse, and recycle materials, the Group aims to significantly decrease the amount of waste generated.

SUSTAINABILITY STATEMENT

cont'd

Types of Waste	Amount of Waste Generated
Schedule Waste	21,109 kg
Waste Dispose to Landfill / Incinerator	58,165 kg

Effective waste management is crucial, and waste products can produce carbon emissions and, if not properly managed, lead to the pollution of water systems and the environment, as well as land contamination. Such outcomes not only affect society but also biodiversity and ecosystem health.

All waste produced by the Group is managed and disposed of in strict accordance with regulatory requirement set by Department of Environment ("DOE"). Schedule waste is managed and disposed of by DOE licensed third party contractors. In addition to that, the disposal of domestic waste in landfills within our plantations is carefully planned to ensure a sufficient distance from residential areas and prevent water contamination.

In summary, there was a 3% decrease in the amount of waste intended for landfill disposal in FY2023 compared to FY2022. Similarly, a 13% decrease in the amount of waste designated for municipal waste disposal sites in FY2023 compared to FY2022. This indicates a reduction in overall waste generation and disposal efforts between the two years. Details of waste generated as follows:

Business Segments	Waste Disposal Method	Amount of Waste Generated For FY2022	Amount of Waste Generated For FY2023	Changes
Timber	Dispose to landfill	53,000 kg	50,000 kg	- 6%
Plantation	Dispose to landfill	66,591 kg	65,670 kg	- 1%
Tapes	Dispose to municipal waste disposal site	293,331 kg	246,710 kg	- 16%
Food	Dispose to municipal waste disposal site	72,000 kg	70,000 kg	- 3%

10. EMPLOYMENT (GRI 401)

The employees at WTK are our greatest assets and the driving force behind our success. The Group is committed to providing an environment conducive to employee empowerment and motivation, as well as to recruiting, developing, and retaining high performers. To ensure our employees remain competitive, progressive, and future-ready, we invest significantly in development programmes.

All employees of the Group are employed on a full-time basis. WTK continues to conduct performance appraisals for all confirmed employees on an annual basis. This process includes a self-assessment component as well as evaluations from immediate superiors or managers, followed by subsequent evaluations from higher-level superiors across the organisational hierarchy. The Group's appraisals are based on the employees' achievement of individual key performance indicators ("KPIs") and behavioural competencies aligned with our business objectives and goals.

SUSTAINABILITY STATEMENT

cont'd

All the above measures are aimed at attracting the best talents available on the labour market as well as retaining them. The turnover rate for the Group in FY2023 was 8.1%, with the new hires and turnover by age group and by gender shown in Charts 10-1 to 10-4 below:

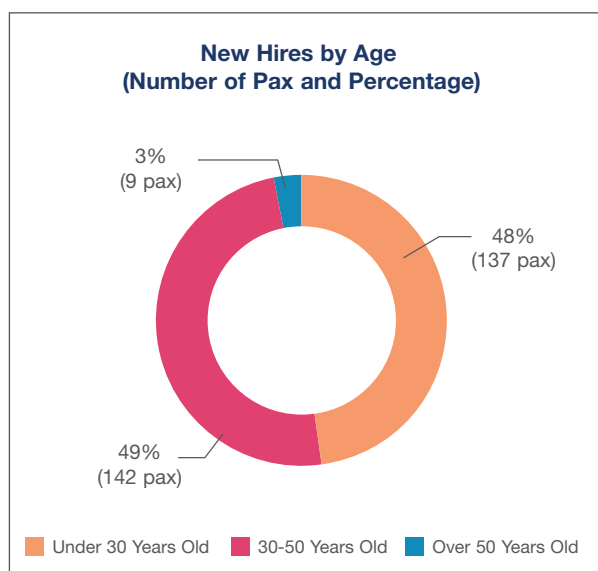


Chart 10-1

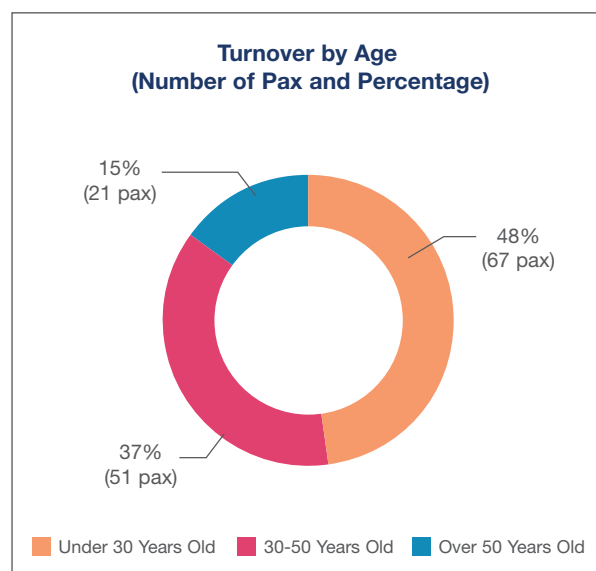


Chart 10-2

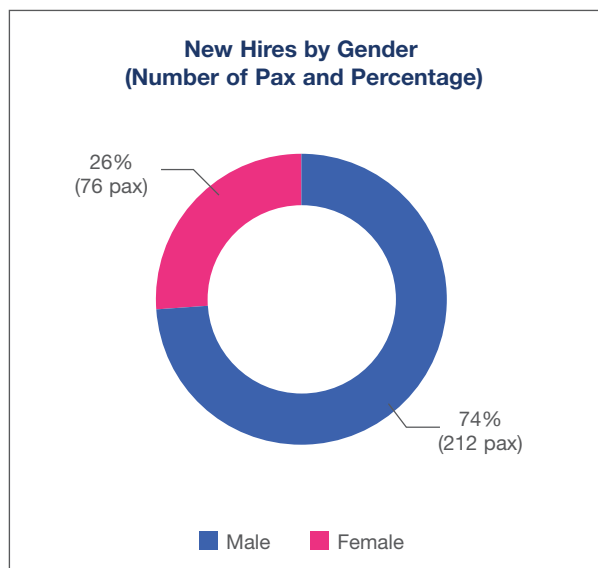


Chart 10-3

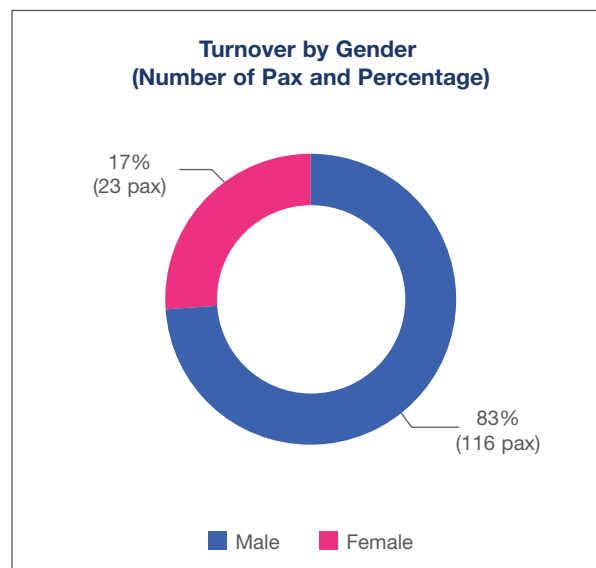


Chart 10-4

11. OCCUPATIONAL HEALTH AND SAFETY (GRI 403)

WTK places the upmost priority on maintaining high occupational health and safety (“OHS”) standards. The Group’s policies and regular training sessions are established to keep abreast of the latest safety standards. Hazard identification, risk assessment, and incident investigations are in place, being carried out on a quarterly basis.

SUSTAINABILITY STATEMENT

cont'd

A single major OHS incident can potentially lead to temporary or permanent disruptions in operation flows, hampering progress while also leading to financial and reputational loss. OHS incidents can result in workers injuries, including fatalities and definitely a tragedy that must be avoided at all cost. Such incidents can also have impacts on society at large. Hence, the Group is deeply concerned about any injury or loss of life.

For FY2023, WTK reported the following incidents:

Subsidiaries	Number of lost work days due to injuries on duty
Borneo Agro-Industries Sdn. Bhd.	30 days
Biofresh Produce Plantations Sdn. Bhd.	2 days

Each incident had been investigated to find out the root caused and updated into hazard and risk assessment to minimise the possibility of relapse. However, no fatalities were reported during FY2023.

In FY2023, there was a significant improvement in workplace safety compared to the previous year, as reflected in the provided data. The number of accident cases decreased substantially from 15 in FY2022 to only 2 in FY2023, representing a notable reduction of 13 cases. Additionally, there was a remarkable decrease in the number of lost days due to accidents, dropping from 158 days in FY2022 to just 32 days in FY2023. This signifies a considerable improvement of 126 lost days. These statistics underscore the effectiveness of the implemented safety measures and initiatives, resulting in a safer and healthier work environment for employees.

In FY2023, 14 employees took part and obtained certification in the Occupational Safety and Health Coordinator ("OSHC") course, aiming to improve their knowledges in OHS, with the goal of ensuring this sector becomes one of the safest. Additionally, 9 OHS training sessions were meticulously organised to ensure that our workforce is equipped with the necessary knowledge and skills to maintain a safe working environment. Moreover, WTK achieved a total of 352.5 OHS-related training hours.

12. TRAINING AND EDUCATION

(GRI 404)

WTK recognises that our future success depends on well-qualified and committed employees. Training and development are pivotal, enhancing workforce skills and knowledge to improve job performance. Employees are given access to a wide range of training programmes, from job-specific competencies to personal development. The Group is aiming to grow our labour pool by attracting, nurturing and providing career-building opportunities for all employees.

To broaden work experience and gain opportunities to communicate with peers in the same industry, the Group encourages and provides our employees with opportunities to participate in exhibitions, seminars, and workshops. Such training initiatives are designed to boost skills, work efficiency, and production line effectiveness.

The Group conducts regular reviews of employee performance and career development, aiming to improve both employee satisfaction and the Group's overall performance.

The average training hours for the Group are as follows:

Employee Category	Total Average Hours of Training
Management	48.50
Executive	8.57
Non-executive	5.46
General Workers	1.46
OVERALL	3.75

SUSTAINABILITY STATEMENT

cont'd

Programmes focusing on skill upgrades enable the Group to align employee capabilities with strategic goals in a dynamic work environment. Key training programmes conducted by the Group for the FY2023 are summarised as below:

No.	Training Programmes/Seminars attended
1.	Fire Drill Training/Fire Extinguisher/Fire Safety
2.	Skill Training
3.	Noise Risk Awareness
4.	Manual Handling and Ergonomic Assessment Training
5.	Occupational Safety and Health Coordinator Course
6.	In-House First Aid Training
7.	Driver Safety and SOP
8.	Spraying Safety and SOP
9.	Manuring Safety and SOP
10.	Safety Procedure for Chemical Handling and Storing
11.	Workshop Safety and Housekeeping SOP
12.	Generator House Safety and SOP Training
13.	Estate Security Controls
14.	Malaysian Sustainable Palm Oil Awareness Briefing
15.	Environmental Awareness Briefing
16.	Safety Emergency Response Plan
17.	Complaint and Grievances Procedure
18.	Sexual Harassment and Violence Prevention Programme
19.	Corona Virus Awareness
20.	Weed Management Procedure
21.	Environmental, Social and Governance ("ESG") Outreach Programme By MITI
22.	Understanding Chemical Health Risk Assessment ("CHRA") Implementation at Workplace
23.	Forest Fire Management Plan ("FFMP")
24.	Sustainable Forest Management ("MC&I SFM")
25.	Briefing on Honorary Wildlife Ranger Appointment
26.	Briefing on the Forests (Trained Workmen) Rules, 2015
27.	Forest Conservation Conference 2023
28.	Forest Management Plan
29.	MEF Perkeso Seminar
30.	Bad Effect from Exposure on High Level of Noise
31.	Endangered Rare and Threatened ("ERT") Training

SUSTAINABILITY STATEMENT

cont'd

No.	Training Programmes/Seminars attended
32.	Identification and Management of High Conservation Value Forest ("HCVF")
33.	Training on Drone Monitoring
34.	Reduced Impact Logging Plan ("RILP")
35.	Directional Tree Felling Technique
36.	Log Extraction / Log Loading-Front End Loader Training
37.	Global Positioning System ("GPS") Training
38.	Briefing on All Related Forest Policies
39.	Briefing on Sarawak Labour Ordinance
40.	Managing Tax for Corporate
41.	Certified Halal Executive Programme
42.	GRI Standards Certified Training
43.	Poster Design for SME Course
44.	Creating A Good Presentation with Microsoft PowerPoint Course
45.	Payroll To Form E Course



Fire drill training



Machinery training for drivers



Chemical handling training



Manuring training

SUSTAINABILITY STATEMENT

cont'd

13. DIVERSITY AND EQUAL OPPORTUNITY

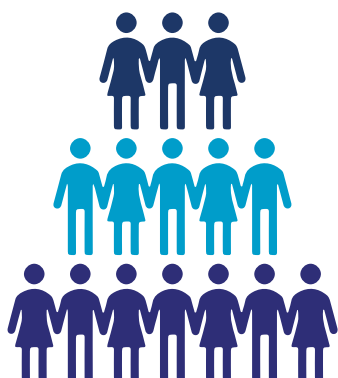
(GRI 405)

WTK recognises the value of diverse perspectives in enhancing decision-making through a broad spectrum of knowledge, ideas, and viewpoints. Therefore, the Group is committed to promoting equal employment opportunities and non-discrimination across all levels of our workforce, actively fostering diversity in gender, race, colour, religion, age, and national origin.

Fair employment practices are one of our highest priorities, with our recruitment process regularly reviewed to ensure equality. All employees and workers are paid equally based on their roles and experience, irrespective of gender. Additionally, the Group adheres to the minimum wage guidelines stipulated by the Malaysian Government.



At WTK, we conduct activities with all our employees, regardless of gender, age, race, colour, religion, or national origin.



Gender Diversity

Employee Category	Male	Female
Board Director	71%	29%
Management	53%	47%
Executive	81%	19%
Non-executive	72%	28%
General Worker	73%	27%
Total	73%	27%

Age Diversity

Employee Category	Under 30 years old	30-50 years old	Above 50 years old
Board Director	0%	0%	100%
Management	0%	7%	93%
Executive	6%	50%	44%
Non-executive	23%	54%	23%
General Worker	32%	57%	11%

We are pleased to report that there were no incidents of discrimination reported within our organisation in FY2023. Looking ahead, we are committed to building upon our progress and continuously striving towards creating an environment free from discrimination and prejudice. WTK will continue to champion diversity and inclusion as core values within our organisation.

SUSTAINABILITY STATEMENT

cont'd

14. FORCED OR COMPULSORY LABOUR

(GRI 409)

WTK is committed to upholding the standards of ethical conduct and human rights within our operations. The eradication of forced labour is one of the fundamental pillars of our sustainability initiatives. The following provides an overview of the measures adopted by the Group in accordance with the International Labour Organisation (“ILO”) forced labour indicators. There were no cases of forced or compulsory labour reported in FY2023.

ILO Forced Labour Indicators	New and Existing Measures Adopted
Abuse of Vulnerability	- Free childcare for worker’s children. - Free access to medical facilities and medical care is provided for all workers, as well as their families and dependents.
Restriction of Movement	- Workers are entitled to medical attention without restriction at any time of the day or night. - Workers are entitled to take leave when they want to, and the type of leave will be based on their entitlement. - Workers have access to transportation for seeking external medical attention when needed.
Excessive Overtime	- No worker can be compelled to work on a rest day. - Workers are aware that overtime work is voluntary and are informed of the applicable overtime wage rate.
Abusive Working Conditions	- Personal protective equipment (“PPE”) is provided to workers handling chemicals and fertilisers. - Hazard Identification, Risk Assessment and Risk Controls (“HIRARC”) training conducted for all relevant management teams and workers to gather information and co-develop the mitigation plans. - Regular training and regular communication to workers on safety and health policies.
Abusive Living Conditions	- Provision of housing and facilities to workers that meet the Minimum Housing Act. - In the event of a water supply interruption, the Group ensures that workers are provided with potable water. - Set up canteens to provide workers with necessary food such as rice, mineral water, cooking oil, and others at reasonable prices. - Provide meal subsidies for employees. - Encourage workers to grow vegetables and fruits in their own housing backyards.
Isolation	- Availability of potable water, electricity and phone connectivity. - Ready access to free transportation to nearby towns upon request.
Withholding of Wages	- No withholding of wages. - Details of earnings and rate clearly stated in the payslip. - Control and monitoring of legal compliance on wage deductions.
Physical & Sexual Violence & Intimidation and Threats	Encourage workers to report concerns and ensure that their interests are safeguarded.

SUSTAINABILITY STATEMENT

cont'd

Our commitment extends to ensuring favourable and dignified working conditions for all employees and workers. The majority of our employees and workers are provided with reasonable accommodation and necessities. The Group will continue to build and upgrade housing facilities to support the evolving needs of employees and workers, promoting their overall well-being.



New housing compound



New labour quarters



TV antenna set-up in labour quarters



New site office



PPE provided to workers



Mart in plantation

SUSTAINABILITY STATEMENT

cont'd

15. RIGHTS OF INDIGENOUS PEOPLES

(GRI 411)

WTK's business operations, particularly in the timber and plantation sectors, are situated in close proximity to the traditional lands of indigenous peoples. Consequently, our business activities exert a direct influence on their livelihoods. It is our steadfast commitment to uphold both the legal and customary rights of indigenous peoples concerning land tenure and ownership. Any utilisation or expansion of our operations on such lands necessitates adherence to the Free, Prior and Informed Consent ("FPIC") procedure, which involves engaging in discussions and negotiations.

The Group is dedicated to fostering collaborative relationships with indigenous communities, striving to develop long-term partnerships founded on trust and mutual benefit. Our overarching goal is to enhance social, economic, and environmental outcomes in conjunction with indigenous peoples.

Notably, in FY2023, no incidents of violations involving the rights of indigenous peoples were reported from any of our sites.



Dialogue with local long house residents as part of the Forest Management Certification ("FMC") application process



Dialogue with local long house residents as part of the Forest Management Certification ("FMC") application process

SUSTAINABILITY STATEMENT

cont'd

16. LOCAL COMMUNITIES

(GRI 413)

As an integral part of our commitment to sustainable business practices, WTK places a strong emphasis on cultivating robust relationships with the local communities where we operate. Our philosophy revolves around actively engaging with and contributing to the well-being of these communities, fostering a symbiotic relationship that extends beyond mere business transactions.

Throughout the reporting period, we have continued our dedication to community-centric initiatives, creating opportunities for our employees to actively participate in various community programs. Our belief in responsible corporate citizenship is reflected in our continuous improvement in CSR activities, which includes supporting local institutions, making meaningful donations, and contributing to community development by enhancing infrastructure.

In the past, our focus on enhancing the quality of life in the regions we serve has translated into tangible actions. The Group has undertaken projects such as upgrading main roads to improve accessibility, providing affordable high-speed Wi-Fi coverage to bridge the digital divide, and creating more employment opportunities within the communities we operate. These efforts are aligned with our core values, reinforcing our commitment to making a positive impact on local economies and contributing to the overall prosperity of the communities we call home.

The table below outlines some of the key contributions and activities carried out by WTK in FY2023, highlighting our dedication to fostering sustainable, mutually beneficial relationships with the local communities. As we look ahead, we remain steadfast in our commitment to being a responsible corporate citizen and actively contributing to the social and economic well-being of the communities we are privileged to be a part of.

No.	Date	Contributions	Amount (RM)	Recipient
1	Mar 2023	Cash Contributions	100,000	Sibu Foochow Association
2	May 2023	Donation of Two Units of Dialysis Machines	90,000	Sibu Hospital
3	Sept 2023	Education Fund	20,000	Wong Nai Siong Secondary School
4	Oct 2023	Cash contribution via Charity Walkathon	10,000	Sarawak Society for The Blind, Sibu Division Branch
5	Nov 2023	Cash contribution via Sibu Blind Centre 45th Annual Open House cum Food and Fun Fair	46,882	Sarawak Society for The Blind, Sibu Division Branch
Total Amount (RM)			266,882	

SUSTAINABILITY STATEMENT

cont'd



Donation of two units of Fresenius Dialysis Machines to Sibu Hospital



Newspaper articles



WTK 9th annual fun run event on 06 May 2023

SUSTAINABILITY STATEMENT

cont'd



Donation to Sarawak Society for The Blind, Sibn Division Branch from WTK Charity Walkathon



Public participation in the WTK Charity Walkathon



Active participation of WTK employees in fund-raising activities

SUSTAINABILITY STATEMENT

cont'd



Sarawak Society for The Blind, Sibü Division Branch 45th Annual Open House and fund-raising activities



Donations to SK Menuang during sport day



Sponsor of drinks to the local communities



Donation to Fire and Rescue Department

SUSTAINABILITY STATEMENT

cont'd

17. CUSTOMER HEALTH AND SAFETY

(GRI 416)

WTK prioritises public health and safety as one of the top goals of the Group. From the production of crude palm oil to food products, the Group ensures that all products and services comply with regulations in their respective sectors. The table below outlines the quality assurance standards or certifications applicable to each business segment within our organisation.

Business Segments	Quality Assurance
Timber	JAS for Plywood Products
Plantation	MSPO and MSPO SCCS certified produce
Tapes	ISO 9001: 2015
Food	Halal and MeSTI

Firstly, in the timber segment, our plywood products are certified with the Japanese Agricultural Standard ("JAS"), which establishes quality standards for plywood products. Adhering to this standard ensures that our plywood meets specific quality requirements accepted in the Japanese market. Secondly, our oil palm plantations are certified with the Malaysian Sustainable Palm Oil ("MSPO") and MSPO Supply Chain Certification Standard ("MSPO SCCS"). MSPO is a certification scheme ensuring that palm oil production meets environmental, social, and economic sustainability criteria, while MSPO SCCS certification ensures that the palm oil supply chain is traceable and meets sustainability standards.

Moreover, our tapes are certified with ISO 9001: 2015. ISO 9001: 2015 is a worldwide standard that sets requirements for a strong Quality Management System, helping WTK ensure that we meet the needs of customers and other stakeholders. Lastly, in the food segment, our food products are sourced from supplier certified with Halal and/or Makanan Selamat Tanggungjawab Industri Certification ("MeSTI"). The Halal certification confirms that our food products comply with Islamic principles, hygiene standards, and halal-specific requirements, while MeSTI certification ensures that our food products meet Malaysian regulatory requirements for hygiene, safety, and quality, such as the Food Hygiene Regulations 2009.

For FY2023, there were no incidents concerning the health and safety impacts of products and services offered by the Group.

18. DATA PRIVACY AND SECURITY

(GRI 418)

In an era driven by technological advancements and data-driven decision-making, the protection of data privacy and security has become increasingly important. To uphold the trust of our stakeholders by safeguarding their data as well as our own, WTK has adopted a Customer Data Privacy and Security Policy. This policy outlines the principles governing data collection, storage, access, and retention. All employees and stakeholders are required to adhere to this policy, ensuring that data is handled ethically and in a manner that precludes discrimination, exploitation, or harm.

Throughout 2023, we received no substantiated complaints concerning breaches of customer privacy or losses of customer data across our operations.

SUSTAINABILITY STATEMENT

cont'd

GRI CONTENT INDEX

Statement of Use	W T K Holdings Berhad ("WTK") and its subsidiaries ("the Group") has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standards		Disclosures	Reference Page / Explanation
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organisational details	2
	2-3	Reporting period, frequency and contact point	31
	2-6	Activities, value chain and other business relationships	33-34
	2-7	Employees	35
	2-9	Governance structure and composition	2
	2-10	Nomination and selection of the highest governance body	84
	2-11	Chair of the highest governance body	2, 84
	2-12	Role of the highest governance body in overseeing the management of impacts	81
	2-13	Delegation of responsibility for managing impacts	82
	2-14	Role of the highest governance body in sustainability reporting	36
	2-15	Conflicts of interest	83-84
	2-17	Collective knowledge of the highest governance body	85-87
	2-18	Evaluation of the performance of the highest governance body	85
	2-19	Remuneration policies	90
	2-20	Process to determine remuneration	90
	2-22	Statement on sustainable development strategy	32
	2-23	Policy commitments	42, 48, 53, 54, 55, 57, 59, 75, 83
	2-24	Embedding policy commitments	42, 48, 53, 54, 55, 57, 59, 75, 83
	2-27	Compliance with laws and regulations	53, 75
	2-29	Approach to stakeholder engagement	43, 44, 91, 92
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	42
	3-2	List of material topics	38-41
Economic Performance			
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	45-46
Market Presence			
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	47
	202-2	Proportion of senior management hired from the local community	47

SUSTAINABILITY STATEMENT

cont'd

GRI Standards		Disclosures	Reference Page / Explanation
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	47-48
Anti-corruption			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	48
	205-2	Communication and training about anti-corruption policies and procedures	48
	205-3	Confirmed incidents of corruption and actions taken	48
Energy			
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	48-51
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	51-52
	303-2	Management of water discharge-related impacts	51-53
	303-4	Water discharge	53
Biodiversity			
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	53-58
Emissions			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	59-61
	305-2	Energy indirect (Scope 2) GHG emissions	59-61
	305-3	Other indirect (Scope 3) GHG emissions	59-61
	305-4	GHG emissions intensity	59-61
Waste			
GRI 306: Waste 2020	306-3	Waste generated	61-62
	306-4	Waste diverted from disposal	62
	306-5	Waste directed to disposal	62
Employment Labour Practices and Standards			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	62-63
Occupational Safety and Health			
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	63-64
	403-5	Worker training on occupational health and safety	64
	403-9	Work-related injuries	64
Training and Education			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	64
	404-2	Programmes for upgrading employee skills and transition assistance programmes	65-66

SUSTAINABILITY STATEMENT

cont'd

GRI Standards		Disclosures	Reference Page / Explanation
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	67
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	67
Forced and Compulsory Labour			
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	68-69
Rights of Indigenous People			
GRI 411: Rights of Indigenous People 2016	411-1	Incidents of violations involving rights of indigenous peoples	70
Local Communities			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	71-74
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	75
Customer Data Privacy and Security			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	75

SUSTAINABILITY STATEMENT

cont'd

PERFORMANCE DATA TABLE

This ESG Performance Data Table was generated from Bursa Malaysia's ESG Reporting Platform. It is included in this Sustainability Statement as mandated by Bursa Malaysia's enhanced Sustainability Reporting Requirements.

Indicator	Measurement Unit	2023
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	0.00
Executive	Percentage	3.00
Non-executive/Technical Staff	Percentage	23.00
General Workers	Percentage	74.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	266,882.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	5
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	6.67
Management Above 50	Percentage	93.33
Executive Under 30	Percentage	6.06
Executive Between 30-50	Percentage	49.50
Executive Above 50	Percentage	44.44
Non-executive/Technical Staff Under 30	Percentage	23.03
Non-executive/Technical Staff Between 30-50	Percentage	54.45
Non-executive/Technical Staff Above 50	Percentage	22.52
General Workers Under 30	Percentage	31.55
General Workers Between 30-50	Percentage	57.40
General Workers Above 50	Percentage	11.05
Gender Group by Employee Category		
Management Male	Percentage	53.00
Management Female	Percentage	47.00
Executive Male	Percentage	81.00
Executive Female	Percentage	19.00
Non-executive/Technical Staff Male	Percentage	72.00
Non-executive/Technical Staff Female	Percentage	28.00
General Workers Male	Percentage	73.00
General Workers Female	Percentage	27.00

SUSTAINABILITY STATEMENT

cont'd

PERFORMANCE DATA TABLE (CONT'D)

Indicator	Measurement Unit	2023
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	71.00
Female	Percentage	29.00
Under 30	Percentage	0.00
Between 30-50	Percentage	0.00
Above 50	Percentage	100.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	36,525,28.00
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	14.36
Bursa C5(c) Number of employees trained on health and safety standards	Number	1,731
Male	Percentage	71.00
Female	Percentage	29.00
Under 30	Percentage	0.00
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	48.50
Executive	Hours	8.57
Non-executive/Technical Staff	Hours	5.46
General Workers	Hours	1.46
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	0
Executive	Number	8
Non-executive/Technical Staff	Number	73
General Workers	Number	58
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	95.20
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	189.887500

Internal assurance

External assurance

No assurance

(*)Restated