



Alcom Group Berhad

Infinite Possibilities

SUSTAINABILITY REPORT 2024



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About This Report

We, **Alcom Group Berhad** (collectively referred to as “AGB”, “the Group”, “us”, “we”, or “our”), are pleased to present this comprehensive overview of our commitment to integrating Environmental, Social, and Governance (ESG) principles into our business strategies and policies. This Report highlights our sustainability initiatives, their significance, and the value they create for our diverse stakeholders. To gain a holistic understanding of our impact and strategic direction, we recommend reading this Report in conjunction with our Annual Report 2024.

Purpose and Scope

Alcom Group Berhad is a company listed on the Main Market of Bursa Malaysia Securities Berhad (“Bursa Securities”) with a market capitalization of around RM100 million. This Report presents the material sustainability performance of Alcom Group Berhad encompassing its major subsidiary, Aluminium Company of Malaysia Berhad. It covers entities operating within the Manufacturing, Property Development, and Construction segments of the Group. Specifically, the subsidiaries are Aluminium Company of Malaysia Berhad, Alcom Nikkei Specialty Coatings Sdn. Bhd., AGB Land Sdn. Bhd., EM Hub Sdn. Bhd., AG Avenue Sdn. Bhd., AGB Builders Sdn. Bhd., and Alcom Dach&Wand Sdn. Bhd.

Reporting Standards and Frameworks

This Report has been prepared in accordance with globally recognised sustainability frameworks, ensuring transparency, accountability, and alignment with best practices. Our disclosures adhered to the Global Reporting Initiative (“GRI”) Standards, Bursa Malaysia Main Market Listing Requirements, and the Bursa Malaysia Sustainability Reporting Guide (3rd Edition). Additionally, we incorporated the principles of the United Nations Sustainable Development Goals (“UN SDGs”) and complied with the Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations to enhance climate-related risk and opportunity reporting. The GRI Context Index can be found on pages 179 to 183 for reference.

Reporting Period

The reporting period of this Report covers the Group’s sustainability performance for the Financial Year 2024 (“FY2024”) from 1 January 2024 to 31 December 2024.

This report is produced annually and was last published in April 2024.

To ensure accuracy in our greenhouse gas (“GHG”) emissions reporting, we applied the ISO 14064-1:2018 Greenhouse gases – Part 1: Specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals standard, as well as the GHG Protocol Corporate Standard. Both are internationally recognised methodologies developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). These standards provided a robust framework for measuring, managing, and disclosing our emissions, further reinforcing our commitment to environmental responsibility and climate action.

Statement of Assurance

Bureau Veritas Certification (M) Sdn Bhd was engaged by Alcom Group Berhad to provide reasonable assurance over selected sustainability information for the reporting period from 1 January 2024 to 31 December 2024. The scope of the assurance engagement covered the following areas:

Governance

- Economic Performance
- Market Presence
- Anti-corruption
- Procurement Practice
- Anti-competitive Behaviour

Environment

- GHG Emissions
- Energy Consumption & Intensity
- Effluents & Waste
- Water
- Materials

Social

- Supplier Social Assessment
- Diversity & Equal Opportunity
- Labour / Management Relations
- Forced or Compulsory Labour
- Security Practices
- Training & Education
- Occupational Health & Safety
- Local Communities
- Data & Customer Privacy

This assurance engagement was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements

Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

The objective of the engagement was to provide reasonable assurance as to whether the sustainability information, as defined in the scope above, has been prepared in accordance and alignment with both national and global frameworks.

Details on assurance scope are provided on pages 192 to 198.

Forward-Looking Statements Disclaimer

This Report contains forward-looking statements relating to future performance where such statements are introduced based on current limitations and assumptions, which are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statements. Such risks and uncertainties include, but are not limited to, shifts in economic conditions, changes in the regulatory environment, advancements in technology, and other factors beyond our control. We do not undertake any obligation to update or revise these forward-looking statements, whether due to new information, future events, or otherwise.

The achievement of sustainability goals and targets described in this report depends on various factors, and actual results may differ materially from those anticipated. Investors and other stakeholders are advised to exercise caution and avoid placing undue reliance on these forward-looking statements.



Feedback and Inquiries

Publication Date: 25 April 2025

We value feedback as an essential tool for continuously improving our reporting practices and sustainability initiatives. We welcome our stakeholders to share their insights, comments, or inquiries regarding this report or any aspect of our sustainability performance. Your input helps us refine our approach and better align our efforts with stakeholder expectations.

For any feedback or inquiries, please contact:

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Sustainability Manager

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Foreword:
Statement from the
Chairman



Forward

Dato’ Seri Subahan bin Kamal

Chairman, Alcom Group Berhad

To Our Valued Stakeholders,

AS we enter 2024, the call for sustainable and responsible business practices has never been stronger. At Alcom Group Berhad (AGB), we see sustainability not just as a corporate responsibility but as the foundation of long-term resilience, innovation, and value creation for all stakeholders. The world is evolving rapidly, and so are the expectations placed on businesses to lead in sustainability. AGB embraces this shift, integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations to ensure that our growth is both responsible and future-proof.

Our commitment to sustainability goes beyond regulatory compliance; it is about transformation and collective action. Sustainability is not confined to a single initiative or department—it must be woven into our daily operations, decision-making, and corporate culture. Over the past year, we have reinforced our ESG framework, deepening our dedication to responsible manufacturing, ethical governance, and social impact. From advancing energy-efficient aluminium solutions and promoting responsible urban development to upholding the highest standards of corporate ethics, we are driving meaningful change that extends beyond our business to the wider industry and society.

This progress is a commitment to the shared vision and dedication of our business segments. Aluminium Company of Malaysia Berhad (ALCOM) and Alcom Nikkei Specialty Coatings Sdn. Bhd. (ANSC) continue to pioneer low-carbon aluminium solutions that enhance energy efficiency. Alcom Dach&Wand Sdn. Bhd. (AD&W) is pushing the boundaries of sustainable roofing and facade technologies. AGB Builders Sdn. Bhd. is embedding sustainability into construction practices, ensuring responsible resource management and operational efficiency. Meanwhile, AGB Land Sdn. Bhd., through projects like AG Avenue Sdn. Bhd. and EM Hub Sdn. Bhd., is shaping urban developments that prioritize sustainability, community well-being, and smart infrastructure. These collective efforts reaffirm our belief that sustainability is not a stand-alone initiative but a core principle that defines how we operate and grow.

Dato’ Seri Subahan bin Kamal

Chairman,
Alcom Group Berhad
Sustainability Report 2024

Looking ahead, we recognize that sustainability is a shared responsibility that requires collaboration across industries, governments, supply chains, and communities. Achieving meaningful change demands a collective effort, and by working together, we can accelerate our ESG commitments and contribute to a greener, more resilient economy. Sustainability should not just be a goal—it must become the way we do business.

I extend my sincere gratitude to our leadership team, employees, and all our stakeholders for their unwavering dedication and support. It is through our collective commitment that we will continue to innovate, lead with responsibility, and build a sustainable future for generations to come.

Foreword: Statement from the Group CEO



Forward

Heon Chee Shyong,
President cum Chief Executive Officer, Alcom Group Berhad

To Everyone, Everywhere, who is Driving Sustainability Forward with Us,

Sustainability is the driving force behind our transformation, redefining the way we do business. As we present our 2024 Sustainability Report, we reaffirm our dedication to responsible business practices, operational excellence and ESG-driven innovation. More importantly, we reaffirm our vision—our unwavering commitment to shaping a future where business success and environmental stewardship thrive together.

2024 has been a year of acceleration. We have strengthened our internal ESG efforts and expanded our impact across our value chain. We are adapting to change—and leading it. From pioneering low-carbon aluminium solutions to integrating sustainability into urban development, we are taking decisive steps to transform AGB into a company that mitigates its environmental footprint while delivering a net gain to society and the planet beyond 2035.

A key milestone this year has been our achievement of Product Carbon Footprint certification under ISO 14067:2018 Greenhouse gases – Carbon footprint of products, certified by SIRIM QAS International. This certification reinforces ALCOM's commitment to sustainability and responsible manufacturing, reflecting our dedication to transparency, accountability, and real emission reductions. Rigorous measurement and verification processes are embedded into our operations, ensuring accountability in our emissions data. This approach reinforces the credibility of our sustainability efforts and demonstrates our dedication to meaningful environmental impact.

But our ambitions extend beyond measurement. We are taking bold steps to scale renewable energy adoption, reinforcing our commitment to operational efficiency and aligning with SDG 7: Affordable and Clean Energy. By integrating cleaner energy sources, we are not only reducing reliance on conventional power but also future proofing our business against rising energy challenges.

Technology remains at the heart of our sustainability journey, enabling real, measurable impact that extends beyond our operations. This year, we proudly launched the Seeds of Wonder (SOW) App, a Personal Carbon Emission Tracker developed entirely in-house. More than just an app, SOW represents a movement, giving individuals the tools to track, reduce, and offset their carbon footprint. We believe true change happens when sustainability becomes personal, and through SOW, we are empowering individuals—both within and beyond AGB—to take meaningful climate action.

Heon Chee Shyong
President cum Chief Executive Officer
Alcom Group Berhad
Sustainability Report 2024

Beyond our own operations, we recognize that true sustainability is only possible through deep collaboration. This year, we launched our first Vendor Engagement Conference, bringing together suppliers from across all AGB's subsidiaries to strengthen responsible sourcing and ethical procurement practices. By incorporating sustainability into our supply chain, we are ensuring that every link contributes to building a greener and more responsible economy.

Apart from environmental progress, sustainability is also about people and communities. At AGB, safety is deeply embedded in our work culture and core values. Our workplace safety programmes and community engagement initiatives are designed to ensure that risk awareness and preventive actions become second nature. Equally important is our commitment to biodiversity and conservation, exemplified by our mangrove planting initiative, which saw participation from employees, subsidiaries, suppliers, and our friends from Pertubuhan Arkitek Malaysia (PAM). This initiative showcases the power of collective action—when businesses, employees, and partners unite, the impact multiplies exponentially.

This year, our efforts were honoured at The Star's ESG Positive Impact Awards 2023, where our manufacturing segment received two awards for responsible production, circular economy initiatives, and long-term environmental stewardship. These accolades are more than just recognition—they serve as a reminder of our responsibility to create a sustainable future.

While these achievements mark significant progress, we refuse to rest on our laurels. Our ambition goes beyond aiming for net zero by 2035—we are pushing further, setting our sights on achieving a net gain beyond 2035. This means AGB will neutralise its environmental impact and actively contribute more to society and the planet than it consumes. To achieve this, we will continue scaling renewable energy, deepening stakeholder engagement, and driving radical innovation in sustainable solutions.

None of this would be possible without the dedication of our employees, the commitment of our subsidiaries, the trust of our stakeholders, and the collaboration of our responsible supply chain partners. Sustainability is more than an obligation—it is an opportunity. Together, we wholeheartedly embrace and reshape the future.

Our Sustainability Performance at a Glance




Related
UN SDGs:

FY2024 at a Glance



Driving Environmental Responsibility

- ▶ **969 kW** solar capacity in place; pending 2025 operation due to licensing.
- ▶ GHG Intensity:
 - ALCOM & ANSC: 16.79 tCO₂e/MT
 - AD&W: 0.50 tCO₂e/m²
 - AGB Builders: 168.18 tCO₂e/RM mil
 - AGB Land: 0.04 tCO₂e/m²
- ▶ Water Withdrawal: 107.5 ML (ALCOM & ANSC), AD&W: 0.2 ML, AGB Land: 0.3 ML
- ▶ Waste: 2,605 MT (92% recycled); AGB Builders: 10.325 MT
- ▶ 1,500 seedlings in 2024 (**50% increase**) were carried out in collaboration with PAM



Managing Social Impact

- ▶ **0** employee fatalities (1.15M hours); 1 non-employee fatality (420,595 hours)
- ▶ **Two (2)** major community beneficiaries invested with **RM 715,336**
- ▶ **0** complaints on customer privacy breaches
- ▶ **100%** security staff trained on human rights (Manufacturing segment)



Governance and Economic Impact

- ▶ **0** confirmed incidents of corruption
- ▶ **100%** local supplier spent in AD&W, AGB Builders and AGB Land
- ▶ Began disclosing climate-related risk management costs in FY2024, with **RM60,000** invested in managing climate-related risks and opportunities.



Our Sustainability Framework

Vision

To achieve **Net Zero** by **2035** and attain a sustainable **Net Gain** by **2050**, paving the way for a sustainable future.

Mission

Advocate for responsible corporate practices and teaming up with other businesses to make a positive impact on sustainability.

Our Values

Integrity

By always striving to act in a manner that is fair and honest, we adhere to the highest standards of integrity and professionalism in everything we do.

Commitment

With integrity as our foundation, we are committed in doing whatever it takes to deliver value to all stakeholders by taking responsibility for our own actions and the collective actions.

Passion

We bring a definitive passion to our relentless pursuit of shared goals and objectives, an energetic sense of engagement that is evident in our great enthusiasm for cooperative performance.

Seamlessness

We strive to think and work seamlessly by leveraging the value of our shared beliefs and best practices across functional, business, and geographic boundaries.

Speed

By responding to the needs of our customers and partners with focused urgency, we continuously seek to accelerate performance and shorten delivery timelines for optimum speed and efficiency.

Our ESG Commitments

Driving Environmental Responsibility



"Protecting Resources, Preserving the Future"

Managing Social Impact



"Empowering People, Partners & Communities"

Governance And Economic Impact



"Leading with Integrity, Growing Sustainably"

What Matters To Us

Our ESG Focus Areas

- Emissions
- Energy
- Water and Effluents
- Materials
- Waste
- Biodiversity*

Environmental

- Employment
- Labour/Management Relations
- Occupational Health and Safety
- Training and Education
- Diversity and Equal Opportunity
- Forced or Compulsory Labour
- Security Practices
- Rights of Indigenous People*
- Local Communities
- Supplier Social Assessment
- Customer Privacy

Social Impact

- Economic Performance
- Market Presence
- Indirect Economic Impact
- Procurement Practice
- Anti-corruption
- Anti-competitive Behaviour
- Tax

Governance

*Not applicable to the manufacturing segment

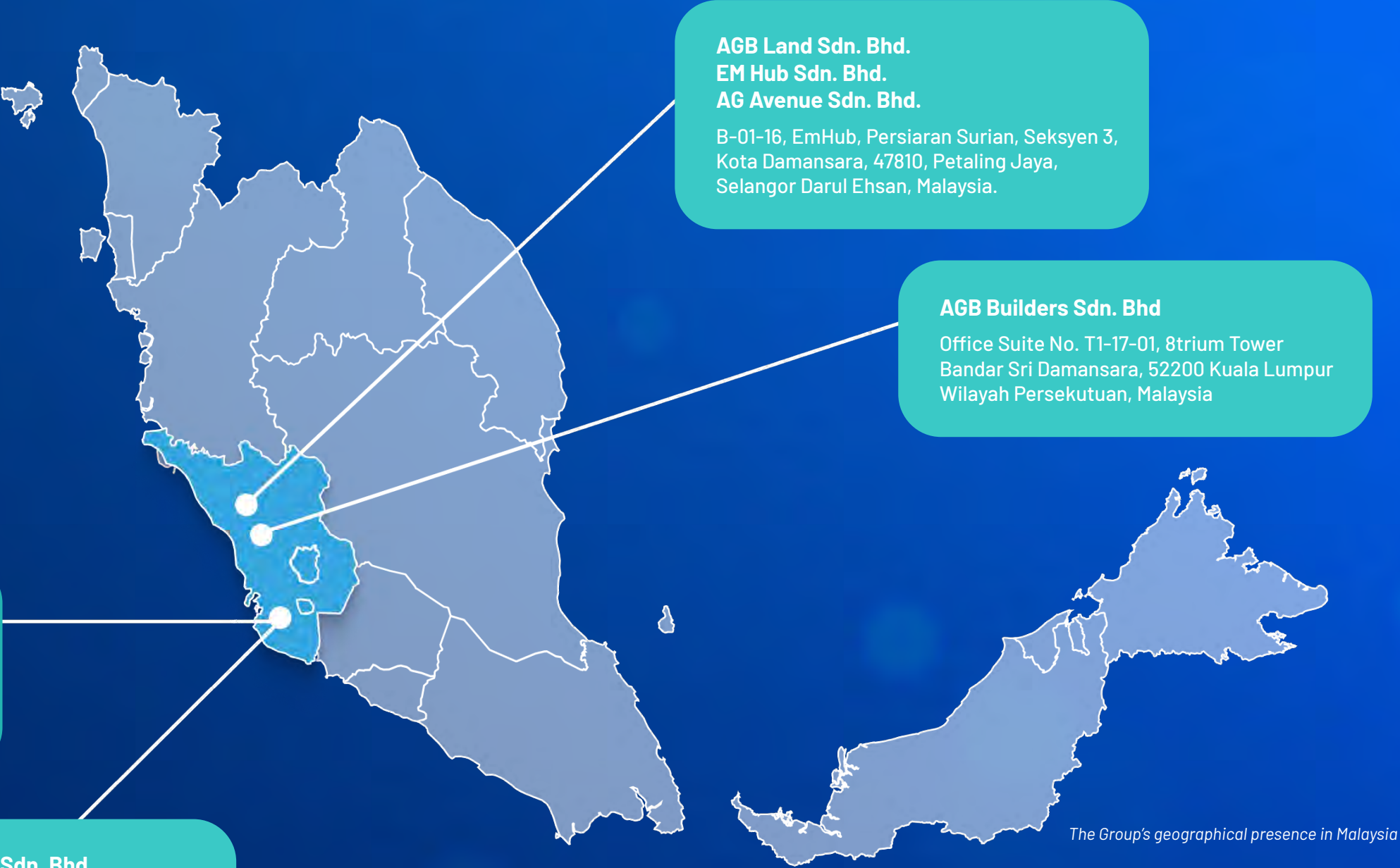
Company Overview



Business Operations and Markets Served

At Alcom Group Berhad (AGB), we are more than just a business entity—we are a driving force for sustainable progress. As a diversified company with three core components: **Manufacturing**, **Property Development**, and **Construction**, where we are committed to creating long-term value, fostering innovation, and championing responsible business practices in Malaysia and beyond.

While our foundation is firmly rooted in Malaysia, our impact extends across Asia, Europe, the Middle East, and the United States, reflecting our commitment to delivering excellence, advancing industry innovation, and embedding sustainability into every aspect of our business. Through strategic investments and operational expansion, we continue to strengthen our presence, ensuring that our solutions contribute meaningfully to local and global markets.



Our Manufacturing segment is led by Aluminium Company of Malaysia Berhad (ALCOM) [Reg. No.: 196001000186] and Alcom Nikkei Specialty Coatings Sdn. Bhd. (ANSC) [Reg. No.: 199001011899]. Headquartered at our state-of-the-art 29.97-acre facility in Bukit Raja Industrial Estate, Klang, Selangor, the Group manufactures finstock, roofing solutions, and heavy-gauge foil, which play a crucial role in energy efficiency, resource optimisation, and sustainable industries. This strategic location offers excellent connectivity and accessibility, making it a convenient workplace for employees. Reduced commuting time and costs contribute to improved work-life balance, lower stress levels, and enhanced productivity. By continuously improving our processes and expanding our product offerings, we reinforce our dedication to responsible manufacturing and environmental stewardship.

Beyond manufacturing, we continue to drive sustainable urban growth through AGB Land Sdn. Bhd. [Reg. No.: 201701040664 (1254837-T)], and its subsidiaries EM Hub Sdn. Bhd. (EMH) [Reg. No.: 201701041565 (1255738-A)] and AG Avenue Sdn. Bhd. [Reg. No.: 202201047420 (1493117-V)]. Since its inception in 2017, EMH has been at the forefront of industrial property development, delivering projects such as EMHub in Kota Damansara, Selangor. The establishment of AG Avenue in 2022 further expands our capabilities in residential and non-residential development, ensuring that sustainability remains at the core of urban planning and infrastructure solutions.

Complementing our business ecosystem, our Construction segment is driven by AGB Builders Sdn. Bhd. [Reg. No.: 201901032053 (1341383-K)] and Alcom Dach&Wand Sdn. Bhd. (AD&W) [Reg. No.: 201901011573 (1320901-M)]. Acquired by ALCOM in October 2019, AD&W strengthens our position in roofing, and facade cladding, allowing us to support green building initiatives and sustainable construction practices. By leveraging our expertise in fabrication, supply, and installation, we contribute to the evolution of responsible, high-performance infrastructure that aligns with our long-term ESG commitments. Our strategic business distribution enables us to enhance operational efficiency, optimise supply chain management, and seamlessly deliver high-quality products and services across diverse markets. While each business unit operates independently within its sector, we are united under a single corporate identity—Alcom Group Berhad [Reg. No.: 201701047083 (12611259-V)]—ensuring seamless coordination, industry leadership, and long-term business resilience.

As AGB expands its footprint, we remain steadfast in our commitment to sustainability, ethical business practices, and forward-thinking innovation. By integrating Environmental, Social, and Governance (ESG) principles into every aspect of our operations, we ensure that our growth is not only economically impactful but also socially and environmentally responsible. With a strong foundation built on excellence, innovation, and sustainability, we are well-positioned to navigate evolving industry landscapes while creating long-term value for our stakeholders.



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Sustainability Highlights



Related
UN SDGs:

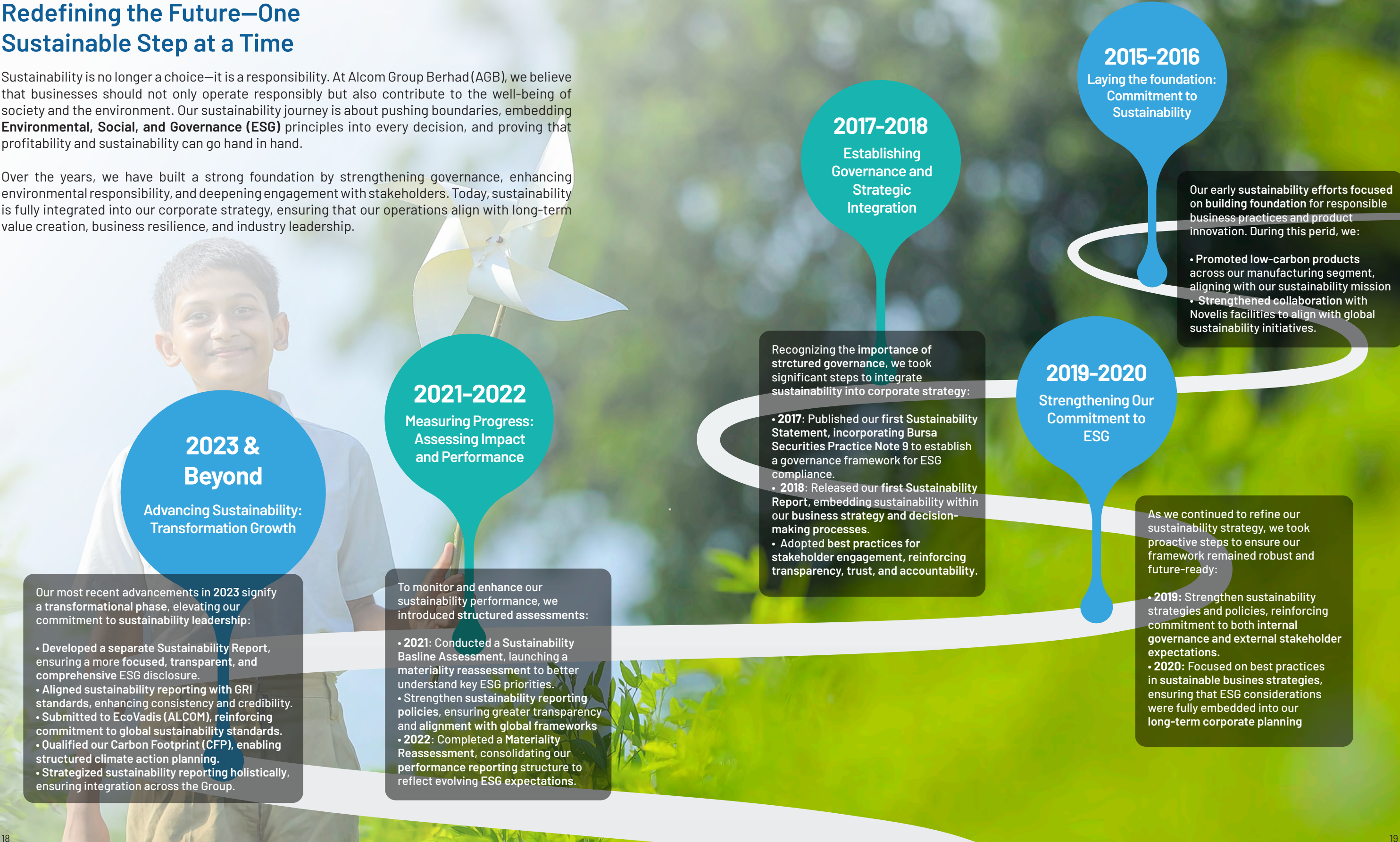


Our Sustainability Milestones

Redefining the Future—One Sustainable Step at a Time

Sustainability is no longer a choice—it is a responsibility. At Alcom Group Berhad (AGB), we believe that businesses should not only operate responsibly but also contribute to the well-being of society and the environment. Our sustainability journey is about pushing boundaries, embedding **Environmental, Social, and Governance (ESG)** principles into every decision, and proving that profitability and sustainability can go hand in hand.

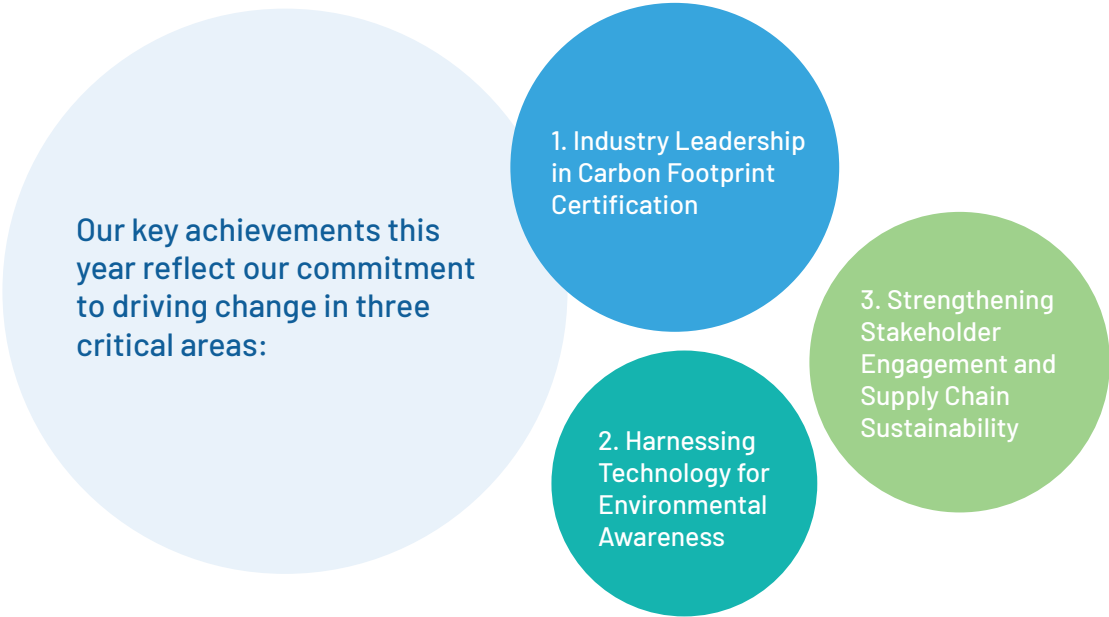
Over the years, we have built a strong foundation by strengthening governance, enhancing environmental responsibility, and deepening engagement with stakeholders. Today, sustainability is fully integrated into our corporate strategy, ensuring that our operations align with long-term value creation, business resilience, and industry leadership.



Key Achievements

A Year of Bold Actions and Breakthroughs

2024 was a defining year for AGB. We did not just refine our sustainability commitments—we took decisive action to lead industry transformation. From pioneering low-carbon manufacturing solutions to launching technological innovations in environmental awareness, our focus has been on measurable impact, transparency, and continuous improvement.



Each of these initiatives represents a step forward in our mission to build a responsible, sustainable future.

Leading the Industry in Carbon Footprint Certification

A key milestone this year has been our achievement of Product Carbon Footprint certification under ISO 14067:2018 Greenhouse gases – Carbon footprint of products, certified by SIRIM QAS International.

This certification covered four key products—ALCOM Foil & Finstock, ALCOM Coil & Sheet, ALCOM Roofing & Cladding Sheet, and ANSC Coated Fin. Each product underwent a comprehensive carbon quantification process, assessed in accordance with ISO 14067:2018 standards.

But achieving certification is not the goal—it is just the beginning. We are now leveraging this data to further optimise our processes, reduce emissions, and create low-carbon alternatives for our customers. By embedding sustainability at the core of our manufacturing segment, we are setting new benchmarks for ESG-driven production, energy efficiency, and supply chain accountability.



The Group's Commitment to Carbon Footprint Transparency and Responsible Production.

Harnessing Technology to Drive Environmental Awareness

Sustainability must be actionable, accessible, and data-driven. This year, we introduced the Seeds of Wonder (SOW) App, an innovative Personal Carbon Emission Tracker designed to help individuals monitor, reduce, and offset their carbon footprint.

Developed entirely by AGB, this app allows users to track emissions from daily activities such as transportation, electricity usage, and travel. More than just a tracking tool, the app is directly linked to AGB's pledge to plant 1,000,000 mangrove trees, ensuring that every action taken translates into real-world climate impact.

The app promotes collective responsibility and engagement, enabling users to participate in carbon reduction challenges, monitor their progress over time, and contribute to tangible environmental initiatives. By integrating gamification, data analytics, and climate action, we are making sustainability a shared experience—one that is measurable, impactful, and engaging.



Key Features of the SOW App:

- Track and reduce personal carbon emissions through an interactive platform.
- Monitor emissions from various activities, including:
 - Fuel consumption (and yes, we support EVs too!)
 - Home electricity usage
 - Flights and travel
 - Other daily carbon-emitting activities
- Offset your carbon footprint by participating in impactful environmental initiatives.
- Engage in carbon reduction challenges with a global community of users.
- Encourage a sustainable lifestyle through gamification, rewards, and leaderboard challenges.

Communication regarding SOW Apps that has been distributed through our social media platforms, such as LinkedIn

Strengthening Stakeholder Engagement and Supply Chain Sustainability

Sustainability is not achieved in isolation. It requires a collective commitment from businesses, suppliers, and stakeholders across the value chain. In 2024, we took our engagement strategy to the next level through the Vendor Engagement Conference, expanding our conversations beyond internal teams to include supply chain partners across all AGB subsidiaries.

This initiative was designed to:

- Align vendors with responsible sourcing and ethical business practices
- Strengthen transparency and accountability across procurement processes
- Enhance collaboration on ESG-driven supply chain management

By engaging vendors from our manufacturing, property development, and construction segments, we are ensuring that sustainability is not just a corporate goal but a shared movement. More details on the outcomes of this conference can be found in the “Responsible Sourcing & Supply Chain Management” section of this report.

Awards and Recognition

Awards and certifications are not just acknowledgements of past efforts—they are a testament to our continuous commitment to sustainability, responsible business practices, and industry leadership. In 2024, we were honoured with several recognitions that reinforce our dedication to embedding Environmental, Social, and Governance (ESG) principles into everything we do.

“Recognition is not the end goal—
it is validation that we are on the
right track.”

Sustainability Awards and Industry Recognitions

EcoVadis Sustainability Rating 2024 – Manufacturing Segment



One of our key achievements this year was securing an EcoVadis Sustainability Rating, where our manufacturing segment achieved a “Committed” status. This recognition affirmed our governance, responsible operations, and ethical business practices, while also highlighting areas for continuous improvement. We took this as an opportunity to further enhance our ESG integration by implementing new capacity-building initiatives, refining sustainability action plans, and strengthening engagement across all business segments.

Following our EcoVadis Sustainability Rating, we took proactive steps to strengthen ESG integration across all levels of our organisation. A key initiative in this effort was the launch of our Sustainability Leadership Programme, designed to empower employees, drive accountability, and embed sustainability into daily business operations.

Led by our Sustainability Manager, the programme brings together representatives from each department to foster cross-functional collaboration and ensure that sustainability is not just a corporate mandate but a collective responsibility. Through this initiative, we have:

- Established Bi-Monthly Strategy Sessions – These dedicated forums enable teams to develop working calendars, refine action plans, and shape policies that enhance sustainability integration across all business segments.
- Implemented Capacity-Building Initiatives – By equipping employees with the necessary ESG knowledge and skills, we are ensuring that sustainability is woven into decision-making processes at every level of the organisation.

These structured efforts have directly impacted our employees, vendors, and supply chain partners, strengthening their understanding of ESG principles and reinforcing AGB’s leadership in sustainability innovation and responsible business practices. By making sustainability an integral part of corporate culture, strategy, and operations, we are building a resilient organisation that is not just meeting compliance requirements but setting new benchmarks for ESG excellence.

The Star’s ESG Positive Impact Award 2024

In addition, our sustainability leadership was recognised at The Star’s ESG Positive Impact Awards 2024. This recognition under the SMEs and Mid-Tier Companies category reflects our substantial improvements, bold sustainability transformations, and commitment to responsible business practices, where we won two categories:



Gold Award – Transformation Category (Others Category): Recognizing our significant internal and external sustainability transformations, including major investments in closed-loop recycling, responsible production, and long-term environmental responsibility.

Silver Award – Responsible Consumption and Production (Environmental Category) : Acknowledging our commitment to resource efficiency, circular economy initiatives, and promoting sustainable material usage.

With nearly 300 public submissions, receiving these awards was a momentous achievement, reinforcing the Group’s role as a leader in ESG integration within Malaysia’s industrial sector.



Product and Operational Certifications

Beyond industry recognitions, we remain committed to upholding the highest standards of quality, environmental responsibility, and workplace safety. Our ISO certifications reaffirm our adherence to global best practices:

ISO Certifications
(Manufacturing Segment – ALCOM & ANSC)

 9001:2015 ISO 9001:2015 Quality Management System, ensuring that our products consistently meet customer and regulatory requirements.	 14001:2015 ISO 14001:2015 Environmental Management System, reinforcing our commitment to environmental stewardship and compliance with sustainability standards.	 45001:2018 ISO 45001:2018 Occupational Health & Safety Management System, prioritizing employee safety, risk management, and a safe working environment.
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These certifications demonstrate our adherence to international best practices and reflect our dedication to continuous improvement and operational excellence.

Product Certifications

 MS 2040:2007 Aluminium and Aluminium Alloys – Sheets and Coiled Sheets – Specification Ensuring that our aluminium products meet Malaysian national standards for safety, quality, and performance.	 Product Carbon Footprint Certifications from SIRIM QAS International A key milestone in 2024, this certification reinforces our commitment to responsible manufacturing by allowing us to accurately measure and manage carbon emissions across our supply chain, develop low-carbon solutions, strengthening our position in sustainable production and set a benchmark for ESG-driven manufacturing in Malaysia’s aluminium and steel industry.
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Looking ahead, we continue to push the boundaries of product sustainability and green compliance. One of our key priorities is obtaining the MyHijau Certification by the Malaysian Green Technology and Climate Change Corporation (MGTC) for our aluminium roofing and cladding products—a certification that validates compliance with national and international green standards.

This certification, expected to be awarded in 2025, will:



- 01** Validate compliance with national and international green standards
- 02** Enhance marketability among environmentally conscious consumers.
- 03** Provide access to Malaysia's green procurement opportunities, where government and private projects prioritize MyHijau-certified products.
- 04** Reinforce ALCOM's leadership in low-carbon and responsible production.

This certification strengthens our position as a trusted supplier of sustainable materials while delivering value across our stakeholder network. For investors and business partners, it showcases our commitment to green compliance and market leadership. For customers, it provides confidence that our products meet global sustainability standards. For government bodies and regulators, it reinforces our role in advancing national sustainability goals, green procurement, and responsible development.

As we move forward, these awards and certifications are more than just milestones—they drive us to keep innovating, keep improving, and keep setting new benchmarks for sustainability excellence.

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Our Commitment to ESG (Corporate Governance & Sustainability Approach)



Driving Progress Through Impactful Leadership and Strategy

Overview of the Board

The Board of Directors (“Board”) of the Group demonstrates dedication to the principles and recommendations outlined in the Malaysian Code on Corporate Governance (MCCG). This commitment ensures that the Group maintains the highest standards of corporate governance, encompassing accountability and transparency. Such adherence is important in adopting long-term financial performance and sustainable growth. Moreover, the Board remains acutely knowing of its fiduciary duty to shareholders and diverse stakeholders, thereby prioritizing their interests in all corporate actions.

The board of exhibits a diverse composition, comprising an Independent Non-Executive Chairman, four Independent Non-Executive Directors, a President cum CEO, two Executive Directors, and an Alternate Director. Notably, the Chairman has no prior executive experience within the Group. Each director brings a wealth of expertise from various fields including accounting, corporate finance, legal, civil engineering, manufacturing, trading, property development, and investment.

In adherence to the Main Market Listing Requirements (“MMLR”) of Bursa Securities, the board ensures that at least two Directors or one-third of its members, whichever is higher, are Independent Non-Executive Directors. With five (5) Independent Non-Executive Directors on board, the company guarantees a balanced representation to thoroughly examine and discuss management proposals, prioritizing the long-term interests of all stakeholders.

Additionally, the Group affirms that none of the Directors on the Board have conflicts of interest with the Board. Furthermore, the Group ensures that no Directors have been convicted of any offences within the past 5 years or faced public sanctions or penalties from relevant regulatory bodies during the financial year 2024. This screening process highlights the Group’s commitment to maintaining integrity and compliance with regulatory standards.

Moreover, the Nomination Committee (“NC”) conducts comprehensive evaluations of each individual Director to assess their suitability for the role. These evaluations encompass various criteria, including the Director’s understanding of the Group’s business requirements, risk management practices, and ability to handle conflict of interest situations. Additionally, the Committee evaluates the Director’s contribution, performance, character, integrity, and professional conduct. It also assesses their capacity to critically challenge and ask significant questions, demonstrate commitment and due diligence, exhibit confidence in expressing opinions, actively participate in meetings, and maintain up-to-date training records.

This evaluation process ensures that Directors possess the necessary competencies to effectively manage conflicts of interest and uphold ethical standards within the organization. By maintaining a Board composed of individuals with impeccable credentials and ethical standards, the Group mitigates the risk of conflicts of interest and raises a culture of transparency and accountability in its governance practices.

Roles and responsibilities of Chairman and President cum CEO



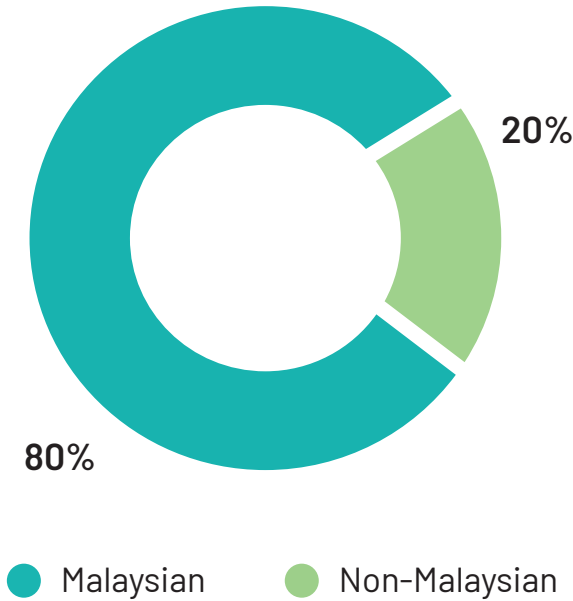
The roles of the Chairman and the President cum Chief Executive Officer (“CEO”) are distinctly defined to ensure a balanced distribution of power, responsibilities, and accountability within the Board. The Chairman’s duties encompass facilitating the smooth functioning of Board activities, promoting active engagement among Board members, and providing sufficient time for discussions on agenda items during meetings. Decision-making within the Board reflects a consensus derived from collective discussions rather than individual or documentary perspectives.

On the contrary, the President cum CEO assumes primary responsibility for the Company’s day-to-day operational management, including the execution of policies and strategies approved by the Board. Additionally, the President cum CEO is tasked with relaying pertinent information regarding financial performance, market dynamics, and other relevant developments to the Board. Their intimate knowledge of the Group’s operations significantly contributes to the achievement of the organization’s overarching goals and objectives.

Elevating Market Presence Through Senior Management Excellence

Supporting the Board’s governance structure, senior management plays a pivotal role in translating the Group’s strategic direction into actionable outcomes. As the primary executors of the Board’s policies, senior management ensures that governance principles are embedded across all operational aspects, aligning business performance with regulatory compliance and sustainability goals.

% of Local Senior Management



Senior Management is responsible for driving key business functions, operational excellence, and risk management. This leadership team operates within a structured governance framework that integrates corporate responsibility, ethical decision-making, and long-term stakeholder value creation. At AGB, Senior Management is defined as individuals holding executive leadership roles, including the Executive Director, President cum CEO, and Departmental Directors excluding Heads of Departments (“HODs”).

To provide stakeholders with a comprehensive understanding of our organisational dynamics, we define key terms that outline our operational landscape. These definitions serve as a foundation for transparency, ensuring clarity in governance, sustainability practices, and strategic decision-making:

‘Senior Management’

Within the framework of our corporate governance, ‘senior management’ aligns with guidelines from the Corporate Governance Guide by Bursa Malaysia. A member of the senior management team denotes an individual with the highest level of management responsibility and decision-making authority within the company. This encompasses, as a rule of thumb, the chief executive officer (who is not a director), other members of the C-suite, or direct reports to the chief executive officer. This definition establishes clarity in identifying key decision-makers within our organisational hierarchy.

Local

This encompasses key geographical areas where each segment of our business conducts its respective activities, including manufacturing, property development, and constructions. This definition enables stakeholders to grasp the strategic positioning of our operations, emphasising the importance of these locales to our organisational activities and objectives.

‘Significant Locations of Operation’

The term ‘local’ in the context of our operations within Malaysia pertains to activities, operations, or entities situated within the boundaries of the country. This includes, but is not limited to, activities at the state level or within federal territories. Clearly defining ‘local’ provides stakeholders with a precise understanding of the geographical scope of our initiatives, emphasising our effort to contributing to the local landscape.

Within our sustainability governance structure, senior management plays a critical role in operationalising strategic sustainability initiatives. While the Audit and Risk Management Working Group comprising members of the Board of Directors oversees and sets the strategic direction, senior management ensures that environmental, social, and governance (ESG) considerations are embedded into risk management, business decisions, and operational excellence with aim at:

Development of Comprehensive Sustainability Policies

Senior management takes the lead in formulating robust sustainability policies, guiding our ethical, environmental, and social practices.

Implementation Oversight

Oversee the effective implementation of sustainability strategies, policies, and initiatives across all operational dimensions, embedding sustainability into our daily activities.

Transparent Reporting

Regular updates to the Board on sustainability plans and progress, presented through comprehensive quarterly reports, ensure transparency and accountability in our sustainability efforts.

Internal Guidelines Approval

Thorough reviews and approval of internal sustainability guidelines guarantee alignment with organisational objectives and industry best practices.

As part of our commitment to upholding corporate governance best practices, the Remuneration Committee (RC) of AGB is responsible for maintaining a fair, transparent, and performance-driven remuneration framework for Directors and Senior Management. The RC comprises exclusively Independent Non-Executive Directors, ensuring an unbiased and independent approach in determining remuneration policies.

To ensure a structured and equitable approach to senior management remuneration, AGB has the Remuneration Policy for Directors and Senior Management which evaluates compensation based on individual contributions, leadership responsibilities, and market competitiveness. This ensures alignment with industry best practices, regulatory expectations, and the Group’s long-term strategic goals.

Performance-Based Evaluation	Competitiveness and Talent Retention
Senior management remuneration reflects their unique expertise, leadership role, and direct impact on business performance. This approach raises accountability and value creation.	Compensation packages are benchmarked against industry standards to attract and retain top leadership talent, ensuring the Group remains competitive and sustainable.

To maintain effective corporate governance, the Remuneration Committee’s key responsibilities include:

- Establishing and periodically review the Group’s remuneration policies to ensure they remain competitive, performance-oriented, and aligned with corporate objectives.
- Recommending the remuneration framework for Non-Executive Directors, ensuring that compensation structures reflect the complexity of responsibilities, skills, and contributions required at the leadership level.
- Implementing a formal and transparent evaluation procedure for Directors’ fees and benefits, with final approval being sought at AGMs, in compliance with the Companies Act 2016 and Bursa Securities’ MMLR.

Building on these commitments, the Group’s Remuneration Policy is guided by the principles of equity, competitiveness, and performance-driven compensation. It is designed to attract, develop, and retain leadership talent while ensuring that remuneration aligns with the strategic direction of AGB. The key components include:

1

Remuneration for Executive Directors and Senior Management:

- Fixed Salary: Determined based on responsibilities, skills, expertise, and strategic contributions.
- Performance-Based Bonus: Designed to reward outstanding achievements, linked to corporate and individual performance metrics.
- Fringe Benefits: May include allowances, fully expensed vehicles, company drivers, and fuel expenses, ensuring competitiveness in attracting executive talent.

2

Remuneration for Non-Executive Directors:

- Annual Directors’ Fees: Determined based on market benchmarking, industry complexity, and level of responsibilities.
- Travel and Meeting Allowances: Reimbursement for overseas travel, attendance at Board and Committee meetings.
- Other Benefits: Including additional allowances, as deemed necessary by the Board.

The Remuneration Committee ensures that the remuneration of Non-Executive Directors is commensurate with their responsibilities and contributions, without being linked to profit or turnover, to maintain independence in governance oversight.

All remuneration recommendations are reviewed and approved by the Board before being presented to shareholders at the AGM. Directors who are also shareholders are required to abstain from voting on matters related to their remuneration, ensuring an independent and transparent approval process.

In FY2024, the remunerations for the senior management personnel are:

Senior Management Personnel*	FY2022	FY2023	FY2024
	Group (RM’000)	Group (RM’000)	Group (RM’000)
Salaries	2,448	2,547	2,544
Allowances	-	-	-
Bonuses	1,037	949	24
Other emoluments	-	-	-
Benefit-in-kind (company motor vehicle, petrol, expenses, insurance, phone bill)	126	120	237

* Remuneration of the top 5 Senior Management personnel of the Group.

To uphold governance best practices, the Remuneration Committee periodically reviews the Group’s remuneration policies, ensuring they remain competitive and aligned with corporate objectives. Any proposed changes or amendments are deliberated by the RC, recommended to the Board, and formally approved before implementation. Beyond governance and remuneration, our commitment extends to a broader sustainability agenda, ensuring that our business operations align with ethical, environmental, and social responsibilities.

Managing the Group’s sustainability impacts

The Board is deeply committed to fostering sustainability in its operations. Generally, this commitment is reflected in initiatives with the aim of:

- Adhering to ethical and responsible practices to fulfill the expectations of our stakeholders.
- Acting as stewards of the environment by actively reducing carbon footprint and energy consumption. Our commitment to environmental issues extends beyond our own facilities to those of our stakeholders.
- Prioritizing the health and safety of our employees, with a primary focus on their well-being. Additionally, our Group invests in the development of our personnel to enhance their skills and expertise.
- Contributing to the communities where we operate, as it is a fundamental principle of our Group to give back to the community.

To effectively oversee the company’s impact and manage associated risks, the Board has instituted a risk management working committee composed entirely of Independent Non-Executive Directors. These committees operate within well-defined terms of reference and may invite management, or third parties as needed. Additionally, special committees are formed for specific purposes, with reports submitted to the board for review.

Nomination and Selection of the Board

The Nomination Committee (NC) of the Group, comprising exclusively of Independent Non-Executive Directors, plays a critical role in ensuring a well-balanced, diverse, and highly competent leadership team that adheres to the highest standards of corporate governance. Tasked with identifying, evaluating, and recommending candidates for Board appointments, the NC considers the Group's strategic direction and sustainability objectives to ensure a leadership composition that is both forward-thinking and effective. When assessing potential directors, the NC evaluates various factors, including the size, balance, composition, skills, experience, and diversity of the Board. This thorough selection process ensures that the Board is well-equipped to oversee the Group's sustainability agenda, risk management, and strategic decision-making processes.

In evaluating candidates, the NC takes into account professional qualifications, expertise, and leadership experience, alongside their core competencies, cultural background, and ability to contribute meaningfully to Board discussions. Gender, age, and independence are also assessed to align with the Group's corporate diversity objectives, while candidates' time commitment and capacity to act in the best interests of the Group and its stakeholders remain key considerations. In line with the Main Market Listing Requirements (MMLR) of Bursa Securities, at least one-third of Board members retire and seek re-election at the Annual General Meeting (AGM). Additionally, any Directors appointed during the financial year hold office until the next AGM, where they are eligible for re-election. The NC also reviews the tenure of Independent Directors who have served for more than nine years to determine whether they should continue in their roles or be re-designated as Non-Independent Directors. This ensures compliance with governance regulations and safeguards the independence and objectivity of the Board.

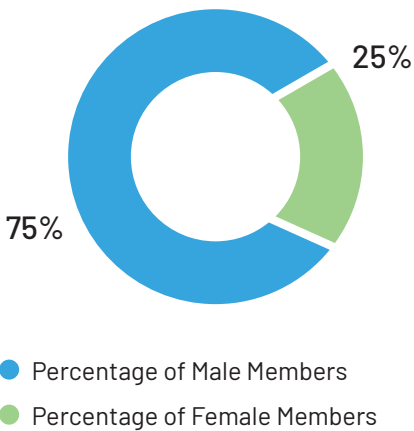
To strengthen the long-term sustainability of Board leadership, the NC proactively develops succession plans for both Board members and senior management, ensuring a seamless leadership transition. It regularly assesses the effectiveness of Board committees to uphold governance integrity and actively recommends training programs for newly appointed Directors to enhance their governance capabilities. Through these ongoing efforts, the NC remains committed to fostering a governance framework that not only meets regulatory requirements but also supports the Group's long-term vision of sustainable growth and leadership excellence.

Despite these efforts, the Board of Directors of Alcom Group Berhad remains committed to upholding the highest standards of corporate governance, ensuring a balanced and diverse leadership team. As part of this commitment, the Group adopted a target of achieving at least 30% female participation on the Board by 2023 as outlined in the Board Diversity Policy. However, as of the latest assessment in 2024, female representation stands at 25%, still falling short of the intended goal.

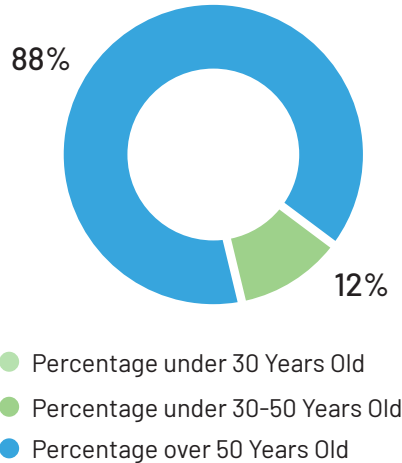
Recognizing the significance of gender diversity in leadership, the NC is undertaking a comprehensive evaluation to identify barriers to female representation, assess recruitment strategies, and expand the pool of qualified candidates. Moving forward, the Board remains dedicated to fostering an inclusive corporate culture by implementing targeted recruitment initiatives and leadership development programs, ensuring that gender diversity efforts are integrated into the Group's long-term governance strategy. In terms of age diversity, the Board's composition reflects a leadership team with extensive experience and strategic insight. As of 2024, 88% of Board members are over 50 years old, while 12% fall within the 30-50 age group. and decision-making capabilities. However, as part of the Board's ongoing succession planning efforts, emphasis is placed on attracting emerging leadership talent to ensure business continuity, fresh perspectives, and future resilience.

Moving forward, the Nomination Committee will oversee structured initiatives aimed at strengthening the Group's diversity profile. This includes regular assessments of Board composition, leadership pipeline development, and engagement with external recruitment channels to attract diverse talent pools. These efforts highlight the Group's broader commitment to corporate governance excellence, stakeholder inclusivity, and sustainability-driven leadership.

Gender Diversity of the Board in 2024 (%)



Age Diversity of the Board in 2024 (%)



Age and Gender Diversity of the Board in 2024

Our Sustainability Approach

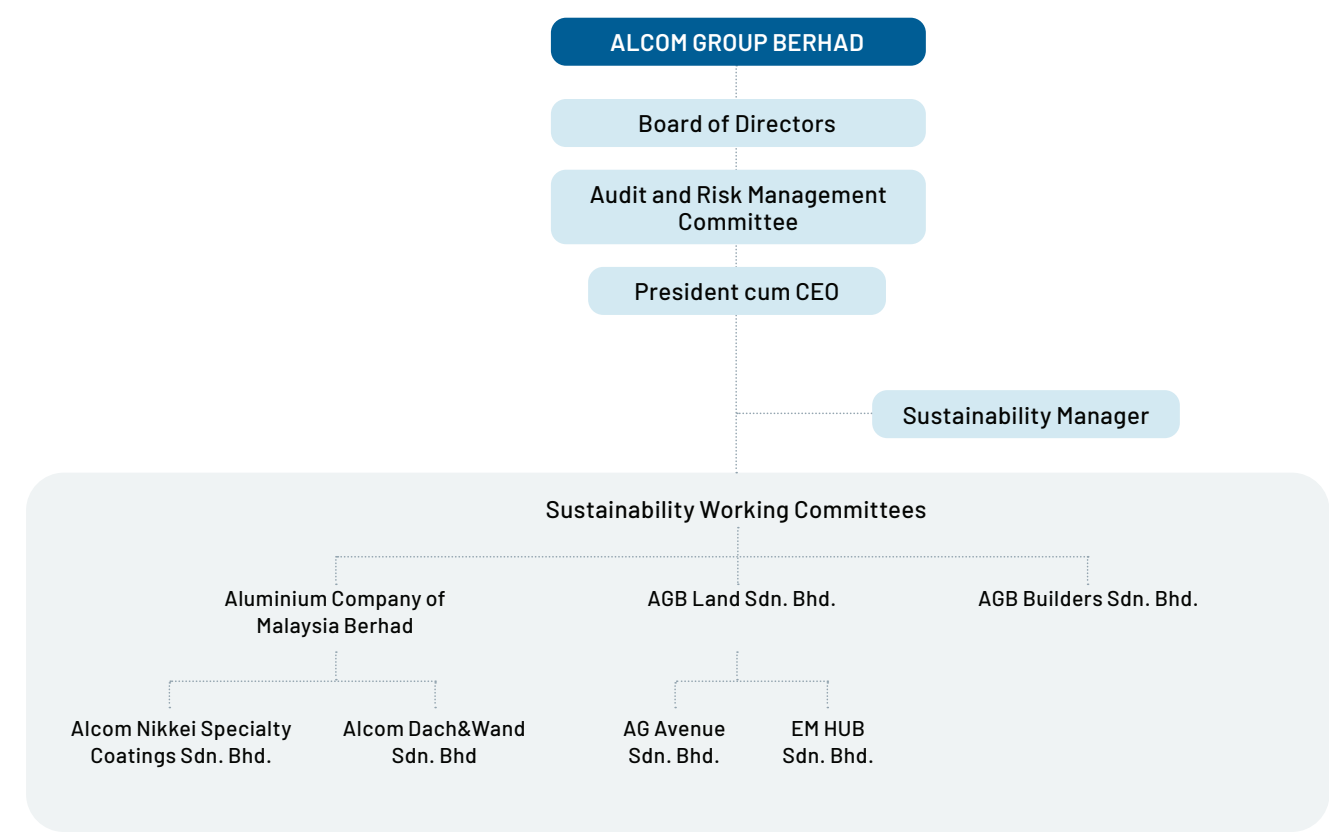
Role of ESG Working Group

At the heart of the Group's commitment to sustainability is the ESG Working Group, a dynamic force to promoting environmental, social, and governance (ESG) principles across the organisation and its stakeholders.

With a focus on responsible corporate, the board actively shapes policies, practices, and strategic decisions that not only mitigate environmental impact but also enhance social well-being and uphold the highest standards of governance.

The ESG Working Group operates as a collaborative and multidisciplinary force, strategically led by key stakeholders at various levels of the organisation. This structured approach ensures a comprehensive and integrated focus on environmental, social, and governance (ESG) principles. The following chart illustrates the hierarchical composition and collaborative efforts of the ESG Working Group, highlighting the diverse expertise and perspectives that contribute to our commitment to sustainability.





ESG Working Group of Alcom Group Berhad

Role and Responsibilities of ESG Working Group of Alcom Group Berhad

Position	Roles and Responsibilities
Board of Directors	<ul style="list-style-type: none">• Manages the sustainability projects for the Group.• Examines and accepts plans and policies for sustainability.• Supports the suggested renewable energy projects.• Covers issues related to material sustainability
Audit and Risk Management Committee (ARMC)	<ul style="list-style-type: none">• Evaluates the Group’s sustainability performance to make sure that compliance and development obligations have been fulfilled.• Examines the draft sustainability report and suggests approval to the board of directors.• Review the strategies, policies, management, initiatives, targets and performance of the Group as a whole, as appropriate, in areas such as Health and Safety, Environment, Community Relations, Security, and Governance to ensure AGB’s business is conducted in a responsible manner.
President Cum CEO	<ul style="list-style-type: none">• Provides strategic oversight and support for the ESG Working Group.• Ensures alignment of sustainability efforts with overall business strategy and objectives.
Sustainability Manager	<ul style="list-style-type: none">• Acts as the central coordinator and leader of the working group.• Oversees sustainability initiatives, collaborates with departmental representatives, and reports to the CEO and senior management.
Sustainability Working Committees	<ul style="list-style-type: none">• Incorporate sustainability strategies and execute sustainability initiatives and programs.• Provide regular updates on the performance of individual subsidiaries to both the Sustainability Officer and the ARM Committee

01 Monitoring and Analysing Sustainability Reporting

Monitors and analyses sustainability reports, ensuring comprehensive insights into the ESG aspects of our operations. This proactive approach enables us to assess our impact, identify areas for improvement, and mark achievements.

02 Leading Formulation of Strategy and Action Plans

At the forefront of our sustainability initiatives, the Working Group leads the formulation of robust strategies and action plans. By aligning these plans with industry best practices and global standards, the Working Group sets the course for the Group’s sustainable growth and resilience.

03 Coordinating Stakeholder and Board Engagement Sessions

These sessions serve as platforms for constructive sharing session, idea exchange, and alignment of sustainability goals. By fostering open communication, the Working Group ensures that diverse perspectives contribute to the evolution of our sustainability practices.

04 Reviewing Data Related to Sustainability Reporting

Thorough in their approach, the ESG Working Board reviews data related to sustainability reports. This includes the materiality matters, stakeholder perspectives indicator and carbon footprint assessment within the Group which ensure the accuracy and transparency of our sustainability disclosures.

05 Engaging with the Board to Review Reports

Engages with the broader organisational board to collaboratively review sustainability reports. This inclusive approach ensures that the entire leadership team is not only informed but actively participates in shaping the strategic direction of our sustainability efforts.

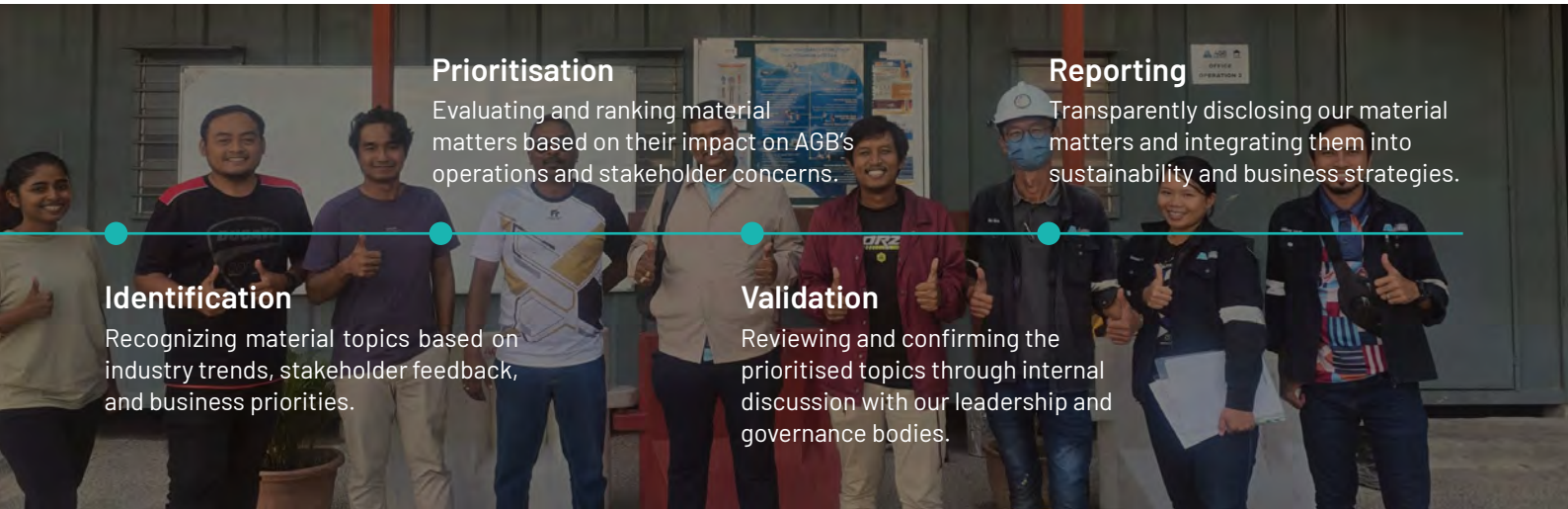
Building on this foundation, our approach to Risk Management plays a fundamental role in safeguarding long-term business resilience. By continuously assessing material risks and opportunities, we ensure that our ESG commitments align with robust risk management processes, strategic engagement, and industry best practices. This section outlines our methodology, engagement strategies, and the rationale behind our risk assessment approach throughout this financial year.

Risk Management

What Matters to Us?

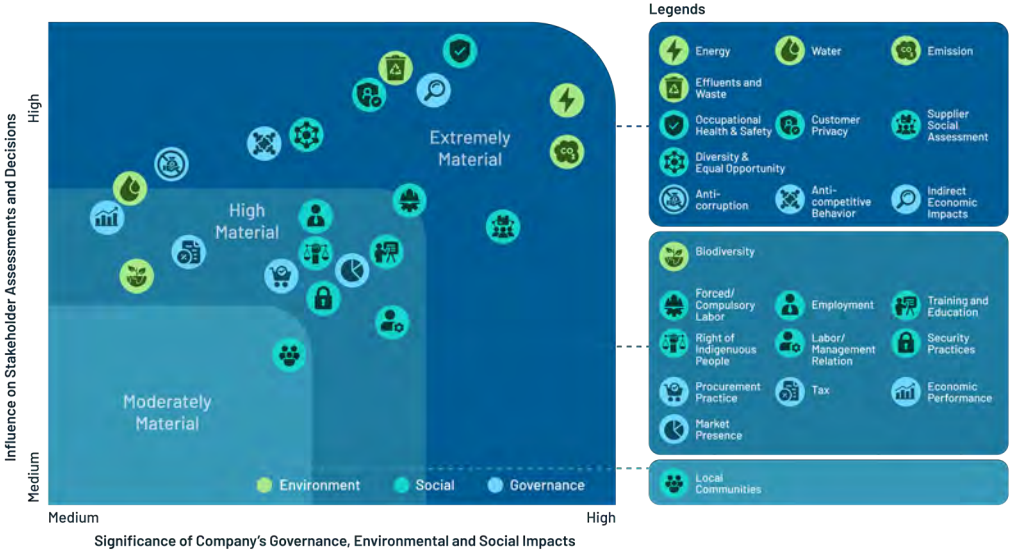
Our risk management framework is closely linked to our materiality assessment, which serves as a strategic tool for identifying opportunities and mitigating risks associated with key sustainability matters. This process enables us to proactively address evolving challenges while ensuring that our decisions align with long-term business resilience. By integrating material matters into our governance structure, we empower our Board, leadership, and entire organization to navigate complexities effectively, making informed decisions that drive sustainable development and future-proof our operations.

To maintain relevance and adaptability, we conduct a comprehensive materiality assessment at least once every three years, complemented by an annual review. This structured approach ensures that our focus remains aligned with our impact on the environment, society, and business growth. In FY2023, we carried out a full-scale materiality assessment, engaging both internal and external stakeholders to reassess the significance of our material matters. Through this engagement, we gathered valuable insights on key ESG topics that hold strategic importance to AGB. The methodology and approach adopted for this assessment are illustrated in the diagram below:



Our material topics have been developed in accordance with the Global Reporting Initiative (GRI) and Bursa Malaysia framework, ensuring a structured and transparent approach to sustainability reporting. We have aligned our material matters, key issues, and associated risks, allowing for a more integrated assessment that strengthens both governance and decision-making processes.

In FY2024, we conducted a comprehensive review of our material matters to refine our focus areas and enhance reporting clarity. As part of this process, Human Rights Assessment and Environmental Compliance were excluded from our materiality matrix, as these areas are now assessed under Disclosure 2-27: Compliance with Laws and Regulations. This refinement ensures that our reporting remains concise, relevant, and aligned with our evolving sustainability commitments.



A key enhancement to our FY2024 materiality assessment is the introduction of “Materials” under the Environmental pillar, highlighting our growing significance in resource efficiency, sustainable sourcing, and circular economy strategies. With this addition, our materiality assessment now encompasses **24 key material topics**, further strengthening our strategic focus on sustainability.

However, for this reporting year, our disclosure for “Materials” will primarily focus on initiatives and performance updates, rather than its full integration into the materiality matrix. While its importance has been acknowledged, “Materials” has yet to be illustrated or quantified within the materiality matrix, as we adopt a phased approach to its incorporation. Moving forward, we plan to systematically embed this topic within our materiality framework, ensuring strong alignment with stakeholder expectations, industry best practices, and our long-term sustainability commitments.

From Framework To Practices: AGB’S Environmental Responsibilities In Action

Material Matters	Why it is important?	UN SDGs Aligned by AGB	More Information
1 Emission	Transitioning to cost-saving and clean energy sources is crucial for the Group to reduce greenhouse gas emissions.	6 CLEAN WATER AND SANITATION	Page 121-124; Page 127-129
2 Energy	Efficient energy consumption is crucial to promote the Group’s environmental stewardship and reduce greenhouse gases emitted by the Group	7 AFFORDABLE AND CLEAN ENERGY	Page 125-126; Page 129
3 Water	Water is an essential resource and its management is crucial for the Group’s operations. Additionally, access to clean water and sanitation is crucial for basic needs of the Group’s employees	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Page 138-141
4 Materials	Efficient material use reduces resource dependency, conserves natural resources, and aligns with the Group’s sustainability goals.	13 CLIMATE ACTION	Page 142-146
5 Effluent and Waste	Improved waste management can lead to cost savings and improved operational efficiency for the Group.	15 LIFE ON LAND	Page 132-137
6 Biodiversity	Preserving the environment and protecting animal rights are crucial for the Group to operate sustainably and responsibly, as the Group’s operations rely on natural resources		-

* We acknowledge it as a material topic that matters to us. However, for this reporting period, there are no operations or projects that directly impact it or pose significant risks to the Environment, Social, or Governance (ESG) aspects. Due to the nature of our operations, this topic is currently not applicable for specific disclosure in this report. Nevertheless, we remain committed to responsible business practices that minimize any potential indirect impacts on this matter, ensuring that our operations align with our sustainability principles.

Managing the Social Impact			
Material Matters	Why it is important?	UN SDGs Aligned by AGB	More Information
7 Employment	Attracting and retaining employees is important to reduce employee turnovers and ensure continuous improvement for business continuity of the Group.		Page 70-74
8 Labour/ Management Relations	Ensure sustainable and responsible operations that could enhance ESG performance and create long-term value for stakeholders.		Page 77-78
9 Occupational Health And Safety	Health and safety are important to the Group to ensure legal compliance and, moral and ethical obligations.		Page 95-100
10 Training And Education	<ul style="list-style-type: none">• Crucial to ensure reduction in employee turnover and increase productivity in the Group.• Encourage career growth to ensure employee retention and increase the Group's productivity.		Page 87-94
11 Diversity And Equal Opportunity	<ul style="list-style-type: none">•Crucial to ensure employee retention and enhance employee engagement and to enhance inclusive decision-making.• Ensuring equal access and opportunities for the Group's employees to create positive impact and increase productivity.		Page 79-81
12 Forced Or Compulsory Labour	Ensuring the Group's employees are compensated fairly and without discrimination.		Page 85
13 Security Practices	Ensure safe business environment in the Group and efficiency in handling security related issues.		Page 86
14 Rights Of Indigenuous People	Indigenous people have the right to self determination, autonomy, and cultural preservation, which are fundamental human rights recognized by international law. Protection of these rights would ensure the Group's operation do not negatively impact their communities.		-
15 Local Communities	Engagement with local communities ensure the Group's operation does not negatively impact communities and ensure sustainable and responsible operations.		Page 101-106
16 Supplier Social Assessment	Allow the Group to assess potential risks and opportunities from the supply chain and ensure their suppliers meet their social and environmental standards.		Page 55-56
17 Customer Privacy	The Group prioritise safeguarding our consumer's and employee's personal information to create trust and reduce potential risks.		Page 107-111

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Governance And Economic Impact			
Material Matters	Why it is important?	UN SDGs Aligned by AGB	More Information
18 Economic Performance	Ensure consumer confidence for the Group and increase the Group's profitability.		Page 43-46
19 Market Presence	Creating market presence helps the Group in customer attraction and the Group's brand visibility.		Page 29-30; Page 82
20 Indirect Economic Impact	For better understanding of economic effects of the Group's operations and help with maximising the Group's economic impact.		Page 49-52
21 Procurement Practice	To ensure strategic management of supply chain and reduce the Group's cost and manage risks.		Page 59
22 Anti-corruption	Adhering to anti-corruption in the Group is important to mitigate potential regulatory risk and promote transparency and accountability for the Group's stakeholders and consumers.		Page 63-68
23 Anti-Competitive Behaviour	Crucial for the Group to reduce potential market power abuse and ensure consumers' choices are not limited.		-
24 Tax	Crucial to ensure the Group's compliance with tax regulations and the Group's contribution to economic development.		Page 46-48

** We acknowledge it as a material topic that matters to us. However, for this reporting period, there are no operations or projects that directly impact it or pose significant risks to the Environment, Social, or Governance (ESG) aspects. Due to the nature of our operations, this topic is currently not applicable for specific disclosure in this report. Nevertheless, we remain committed to responsible business practices that minimize any potential indirect impacts on this matter, ensuring that our operations align with our sustainability principles.*

Our Approach to Stakeholder Engagement

We recognize that meaningful stakeholder engagement is essential to identifying and prioritizing material issues that impact our business and sustainability commitments. By engaging with key stakeholders, we gain valuable insights into emerging risks, opportunities, and expectations, allowing us to refine our strategic approach and drive long-term value creation.

In FY2024, we significantly expanded our engagement efforts compared to FY2023, particularly in encouraging stronger collaboration with our suppliers and vendors. Through structured engagement sessions, supplier audits, and industry conferences, we have deepened our understanding of supply chain sustainability while reinforcing responsible business practices. This proactive approach ensures that all stakeholders ranging from employees to regulatory bodies are actively involved in shaping our material priorities and strategic direction.

Our engagement efforts focused on:

- Enhancing awareness and participation in sustainability initiatives across all stakeholder groups.
- Strengthening governance and compliance through structured training and engagement programs.
- Improving supply chain sustainability by increasing collaboration with vendors and suppliers.
- Expanding community engagement efforts to drive meaningful social impact.

The following table provides a comparative overview of our engagement initiatives across key stakeholder groups:

Stakeholders	Engagement Methods
Employee (non-management, management, senior management)	<ul style="list-style-type: none">• Town Halls• Internal Communications• Sustainability Leadership Program for all departments• Physical and Virtual Training Sessions
Subsidiaries	<ul style="list-style-type: none">• Physical Training Session• Digital Communication
Vendors/Suppliers	<ul style="list-style-type: none">• Conference• Supplier Engagement Sessions• Supplier Audits• Digital Communication
Board of Directors	<ul style="list-style-type: none">• Virtual Training Sessions• Periodic Meetings• Annual General Meeting
Government & Regulators	<ul style="list-style-type: none">• Community Engagement Programs• Regulatory Filings
NGOs & Local Communities	<ul style="list-style-type: none">• Community Engagement Programs• Partnerships• Educational Talks• Visits to Universities/Colleges

Moving forward, we remain committed to expanding engagement opportunities, fostering stronger partnerships, and ensuring that stakeholder insights continue to shape our sustainability and governance strategies. The significant improvements made in FY2024 serve as a foundation for more structured and impactful stakeholder engagement in the coming years.

In the next section, we explore the economic impact of our operations, emphasizing how governance principles guide our financial strategy, investment in sustainability initiatives, and overall economic contributions. This includes an in-depth review of direct economic value generated and distributed, tax contributions, and the allocation of resources to sustainability-driven programs, strengthening our commitment to responsible business practices and long-term financial resilience.

09

Governance and Economic Impact

Economic Performance & Tax



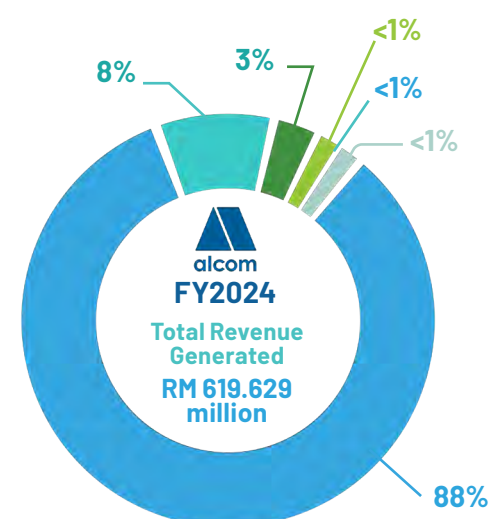
Economic Performance

Why It Matters and How We Manage It

Sustaining long-term economic growth requires more than just financial stability but it demands resilience, adaptability, and a forward-thinking approach that aligns profitability with sustainability. In today's dynamic business environment, market fluctuations, inflationary pressures, and climate-related disruptions pose significant risks to financial performance. As an organization committed to responsible corporate practices, we recognize the need for a strategic approach to economic management that ensures stability while fostering value creation for all stakeholders.

To navigate these challenges, we have developed a robust financial framework that integrates structured resource allocation, risk mitigation, and sustainable investments. Our budgeting processes are designed to optimize cost efficiency while ensuring financial commitments align with our long-term growth objectives. At the same time, we proactively assess climate-related financial implications, ensuring that sustainability considerations are embedded in our decision-making. Additionally, we maintain a responsible approach to managing employee retirement benefits and pension plans, ensuring the financial well-being of our workforce. Through these efforts, we are able to balance economic performance with sustainability imperatives, creating a resilient business that thrives in an evolving economic landscape.

Economic Value, Climate Actions, and Liabilities



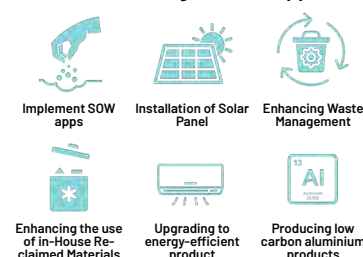
The Group's Value Distributed

Direct economic value generated and distributed


- (RM 495.04 million)
operational cost
- (RM 43.06 million)
to employees in wages and
benefits
- (RM 3.18 million)
paid to government
- (RM 14.88 million)
paid to providers of capital

Financial implication and other risks and opportunities due to climate change

- **RM 60,000**
taken to manage risks & opportunities



Defined benefit plan obligations and other retirement plans

- | | | |
|--|--------------------|------------------------------------|
|  (RM 3.457 million)
liabilities estimated value | 11% | of salary contributed by employee |
| | 13% | of salary contributed by employer* |
| | *Below RM5k Salary | |
| | 12% | of salary contributed by employer* |
| | *Above RM5k Salary | |

Current Initiatives and Progress

Direct Economic Value Generated and Distributed

Ensuring financial stability begins with disciplined revenue distribution and structured planning. Across all subsidiaries, we adopt systematic budgeting that balances operational efficiency, workforce compensation, business growth, and sustainability investments to drive long-term value.

In the manufacturing segment, financial planning begins in September and is finalised by December, enabling strategic allocation toward raw materials, production, logistics, and employee compensation. We also invest in innovation and sustainability. Given aluminium's price volatility—tied to the London Metal Exchange (LME) and Metal Japanese Premium (MJP)—we have implemented cost pass-through mechanisms to customers, effectively mitigating financial risk.

At AGB Builders, financial management is project-based. In 2024, the BREX Project is the sole active initiative, guiding budget allocations across direct costs like materials and subcontractors, and indirect costs such as utilities and administration. Proactive cost management and profitability assessments help safeguard against market volatility and rising expenses.

AGB Land follows the Group's financial framework, maintaining stability through retained profits from previous projects. With no new developments in 2024, a conservative approach has helped minimise financial exposure and sustain a strong economic position amid external uncertainties.

Defined Benefit Plan Obligations and Other Retirement Plans

Employee well-being is central to our economic sustainability strategy. We take pride in providing structured retirement benefits that ensure financial security while supporting long-term workforce stability.

At the manufacturing segment, retirement benefits are anchored in the Employees' Provident Fund (EPF), with employees contributing 11% of their salary and the company contributing 12%–13%. Senior employees receive additional pension packages, and a legacy Gratuity Scheme, discontinued in 2014, remains applicable to those hired before 1 April 2013. Eligible retirees receive 50% of their last drawn monthly base salary per year of service upon reaching the retirement age of fifty-five. These obligations are regularly reviewed to maintain financial sustainability.

AGB Builders and AGB Land follow the same EPF-based structure, with no additional pension or gratuity schemes. By fully meeting our retirement obligations, we uphold a financially responsible and employee-focused approach to workforce management.

Financial Implications and Other Risks and Opportunities Due to Climate Change

Climate change brings both risk and opportunity, compelling us to strengthen our investment strategies and operational resilience. As a leading aluminium manufacturer, we recognise the financial impacts of carbon pricing, regulatory compliance, and climate-related supply chain disruptions across our operations—from raw material sourcing to energy-intensive production.

Understanding the sector's emissions footprint, we have proactively integrated climate risk assessments into our financial planning. This ensures we remain adaptive to regulatory and market shifts while advancing low-carbon aluminium production. By embedding sustainability into our financial strategy, we reinforce long-term resilience and uphold our leadership in responsible, future-ready manufacturing.

For further insights into our climate risk mitigation efforts, refer to our TCFD section in *“From Framework to Practices: AGB’s Environmental Responsibilities in Action.”*

Financial Assistance Received from Government

We uphold a transparent approach to financial assistance, ensuring all support aligns with our sustainability and corporate responsibility commitments.

While no government entity holds equity in AGB and we have not received direct financial aid, we actively pursue relevant tax incentives and sustainability grants, including the Green Income Tax Exemption (GITE) and BREX Project tax relief, to further our environmental and economic goals.

Our Future Outlook

Looking ahead, we are committed to strengthening economic resilience by integrating financial stability with sustainability-led strategies. We will continue refining cost management, diversifying revenue streams, and investing in low-carbon aluminium, sustainable manufacturing, and construction.

Our long-term outlook includes enhancing climate-related financial risk assessments and continuously evaluating our employee benefits to ensure workforce stability. We also aim to leverage emerging sustainability incentives and grants to align our financial performance with national and global goals.

By embedding economic responsibility into strategic planning, we remain focused on creating lasting value for stakeholders and reinforcing our leadership in responsible business.

Tax Contributions



Why It Matters and How We Manage It

At AGB, taxation goes beyond compliance—it reflects our commitment to corporate responsibility, integrity, and national development. We maintain a transparent, well-governed tax strategy that ensures full regulatory compliance while contributing meaningfully to the economies where we operate.

Our approach is guided by fairness, accountability, and ethical conduct, balancing disciplined tax planning with the responsible use of incentives that support sustainability goals. This not only safeguards our financial stability but also reinforces trust with regulators, policymakers, and stakeholders who rely on our contributions to drive social and economic progress.

Current Initiatives and Progress

Approach to Tax

Ethical and responsible tax practices are at the core of our governance strategy. Guided by the Alcom Charter of Corporate Behaviour and Code of Conduct, we uphold transparency, fairness, and full compliance with all relevant tax regulations.

Our robust tax compliance framework covers corporate tax, sales tax, and sustainability-linked incentives, supported by strong internal controls to ensure accuracy. We do not engage in aggressive tax planning or practices that compromise our fiscal responsibility.

To strengthen oversight, we appoint external tax agents for independent reviews and periodic audits, ensuring alignment with national laws and international standards. Our finance team works closely with auditors and regulators to manage tax matters proactively.

Beyond compliance, we align our tax strategy with sustainability goals, leveraging incentives such as the Green Income Tax Exemption (GITE) to support renewable energy, environmental stewardship, and circular economy initiatives—reinforcing our commitment to responsible business leadership.

Tax Governance, Control, and Risk Management

At AGB, tax governance is a core pillar of our commitment to transparency, integrity, and sustainable financial management. Overseen by the Director of Finance, our unified tax strategy ensures consistent compliance across all subsidiaries, supported by strong internal controls and expert collaboration.

Our Finance Department, in partnership with external tax professionals, proactively navigates complex regulations through a system of multilevel oversight, regular audits, and policy updates. We prioritise continuous learning via in-house and external training, active monitoring of tax updates through LHDN and Customs portals, and participation in forums, webinars, and industry engagements. These efforts ensure our team stays ahead in a dynamic regulatory landscape.

We maintain robust transfer pricing controls, applying the arm’s-length principle to ensure fair intercompany transactions. In cases of uncertainty, we engage in Advance Pricing Arrangements (APAs) with tax authorities to prevent disputes and uphold transparency.

Tax compliance for us goes beyond obligation—it reflects our role in nation-building. We ensure full adherence to local and international regulations, responsibly leverage sustainability-linked incentives, and embed accountability across the organisation. By integrating these principles into our governance framework, we mitigate risks, foster trust, and contribute to long-term economic resilience.

Our commitment also extends to active stakeholder engagement, including collaboration with regulators and policymakers, reinforcing our alignment with national priorities and ethical financial conduct. Tax governance is not just part of our operations—it reflects who we are as a responsible business.

By prioritizing continuous learning and professional development, we enhance our tax management capabilities, ensuring that we proactively address compliance challenges and optimize financial strategies. This ongoing commitment to expertise allows us to navigate the complexities of global taxation, ensuring that our financial operations remain both transparent and resilient in an evolving regulatory landscape.



Stakeholder Engagement and Management of Tax Concerns

At AGB, we take pride in maintaining a transparent, responsible, and forward-looking tax strategy that reflects our commitment to integrity, compliance, and national development. We engage proactively with key regulatory bodies—including LHDN, MIDA, and the Royal Malaysian Customs Department—to align our tax contributions with national economic goals and to stay ahead of evolving tax reforms.

Participation in tax incentives such as the Green Income Tax Exemption (GITE) and BREX Project tax relief enables us to channel investments into sustainability, balancing fiscal discipline with environmental responsibility and reinforcing our role in advancing national climate agendas.

We also ensure compliance with international tax frameworks, including European Customer Regulations and UHS trade requirements, and equip our teams with continuous training—particularly in service tax compliance—to navigate complex cross-border regulations with confidence.

Our collaboration with policymakers and industry bodies strengthens our contribution to shaping tax policies that support both business growth and economic sustainability. We recognise that accurate tax estimation and proactive risk management are vital to responsible operations, and we are committed to refining our forecasting and compliance measures.

As we move forward, we remain focused on enhancing compliance, optimising tax incentives, and maintaining a governance framework that supports long-term resilience and national progress. Our tax contributions do more than meet obligations—they fund infrastructure, stimulate development, and advance sustainable growth.

This commitment extends into our broader efforts to generate Indirect Economic Impact, as we continue to invest in infrastructure and partnerships that fuel employment, local economies, and long-term industrial advancement—explored further in the next section.

Our Future Outlook

Moving forward, we will strengthen our tax governance by enhancing transparency, compliance, and strategic financial planning. By leveraging data-driven forecasting, we aim to ensure accurate, timely, and regulation-aligned tax contributions.

We will also deepen engagement with policymakers and industry bodies to stay ahead of regulatory changes. Through these efforts, we reaffirm our commitment to economic development, infrastructure growth, and societal well-being, while upholding the highest standards of integrity and accountability.



Governance and Economic Impact
Indirect Economic Impacts



Indirect Economic Impacts

Why It Matters and How We Manage It

At AGB, we take pride in the role our infrastructure investments play in driving sustainable growth, strengthening economic resilience, and supporting community development. While expanding our core operations, we remain deeply aware of the broader economic value we create—whether through capital expenditure, supply chain engagement, or job creation.

Every investment is strategically managed to align with our business goals and stakeholder expectations. By integrating economic and environmental considerations into each decision, we not only ensure financial stability but also deliver lasting socio-economic impact across our value chain.

Current Initiatives and Progress

Infrastructure Investments and Services Supported

Our flagship infrastructure investment is the RM550 million BREX expansion project under ALCOM, spanning three years from FY2024. This transformative initiative will double production capacity by 2026/2027, cementing ALCOM's leadership in aluminium manufacturing. Beyond boosting operational efficiency, the project contributes meaningfully to local job creation, industry growth, and supply chain development.

While AGB Builders and AGB Land currently focus on core business functions without direct infrastructure investments, they continue to support community development through CSR initiatives, including contributions to Yayasan Canone Kianjoo, which funds education and healthcare.

We are proud of the impact our investments are making and remain open to future infrastructure opportunities that align with our capabilities and economic development priorities.

Significant Indirect Economic Impacts

The BREX expansion project is more than a capacity upgrade—it's a catalyst for broad-based economic and environmental impact. As production scales up, we anticipate increased employment, offering high-skilled job opportunities and professional growth for local communities. This reinforces our commitment to driving meaningful socioeconomic value through strategic investment.

By strengthening domestic supply chains, the BREX expansion enhances support for local suppliers while contributing to lower carbon emissions. Globally, the average carbon footprint of imported aluminium coils is approximately 16 kgCO₂e per unit, whereas locally produced coils in Malaysia average around 10 kgCO₂e, depending on production methods. This difference highlights the environmental benefits of localised production and aligns with our commitment to decarbonisation and national climate action goals.

The project also lays the groundwork for potential diversification, including the production of EV battery components—a move we are carefully evaluating in line with carbon targets and long-term strategy. If pursued, it would drive innovation, support local industries, and attract new investments.

While AGB Land is not currently engaged in large-scale infrastructure projects, their contributions to the construction and property sectors continue to generate indirect economic benefits through employment, materials demand, and urban development.

We are proud of the ripple effects created by our infrastructure investments and remain committed to ensuring their benefits are widely shared. Future projects—whether through CSR, operational growth, or partnerships—will be assessed for their economic and environmental value, aligning with national priorities and positioning AGB as a catalyst for sustainable industrial progress.

This commitment extends into our Responsible Sourcing & Supply Chain Management, where we focus on ethical procurement and supplier collaboration to build a resilient, sustainable supply chain—covered in the next section.



Our Future Outlook

As we advance the BREX expansion, we remain firmly committed to generating sustainable and inclusive economic growth. This flagship project continues to create quality jobs, strengthen local supply chains, and support Malaysia’s broader industrial ecosystem. Looking ahead, we aim to leverage this momentum to explore new market opportunities, including value-added aluminium applications, while staying true to our sustainability goals.

Future infrastructure investments will be carefully assessed to ensure they contribute meaningfully to economic progress and uphold environmental and social responsibility. Through strategic partnerships and industry collaboration, we are proud to position AGB not only as a business leader, but also as a driver of national resilience and industrial advancement.

Governance and Economic Impact

Responsible Sourcing and Supply Chain Management



Related UN SDGs:

Responsible Sourcing and Supply Chain Management

Why It Matters and How We Manage It

A responsible supply chain is essential to upholding ethical business practices, reducing environmental impact, and supporting long-term economic growth. As stakeholder expectations rise, AGB prioritises responsible sourcing to ensure procurement decisions align with ethical labour, environmental stewardship, and regulatory compliance.

Sustainable procurement principles are embedded across all business segments, requiring suppliers and vendors to meet our ESG standards. This focus is driven by two key areas: enhancing supplier selection and engagement practices, and conducting ESG-focused due diligence through supplier social assessments.

By integrating these principles into supplier management, AGB fosters long-term, resilient partnerships that support sustainability and innovation across our operations.

Current Initiatives and Progress

Promoting Sustainable Practices Among Supplier

Building a sustainable supply chain starts with selecting the right partners. In the manufacturing segment, supplier selection is guided by a Standard Operating Procedure (SOP) that evaluates cost, quality, technical expertise, and availability—with sustainability integrated as a core criterion in recent years. In 2024, all new suppliers were required to sign the Supplier Code of Conduct (SCOC) and comply with ISO 14001:2015 Environmental Management Systems, ISO 45001:2018 Occupational health and safety management systems, and ISO 9001:2015 Quality management systems, ensuring environmental, safety, and ethical labour standards.

To strengthen accountability, structured audits are part of the segment's performance monitoring framework. In 2024, 70% of targeted suppliers were audited, exceeding the 60% goal, supporting ESG compliance and continuous improvement.

AGB Builders applies an annual vendor grading system, categorising suppliers from Grade A to C based on service and compliance. Suppliers below Grade B face corrective actions or removal. AGB Land, which works primarily with consultants and professionals, ensures compliance through project-based evaluations despite lacking a formal procurement unit.

Embedding sustainability from the outset ensures alignment with AGB's ESG goals—but maintaining these standards requires ongoing assessment and monitoring throughout the supply chain.



Supplier ESG Assessments and Maturity Evaluation

Assessing ESG maturity is crucial to identifying areas where suppliers can improve their sustainability practices.



In 2024, AGB conducted a Supplier ESG Maturity Assessment, with **52%** of our vendors participating. The results revealed key gaps across three main areas:

Environmental Risks

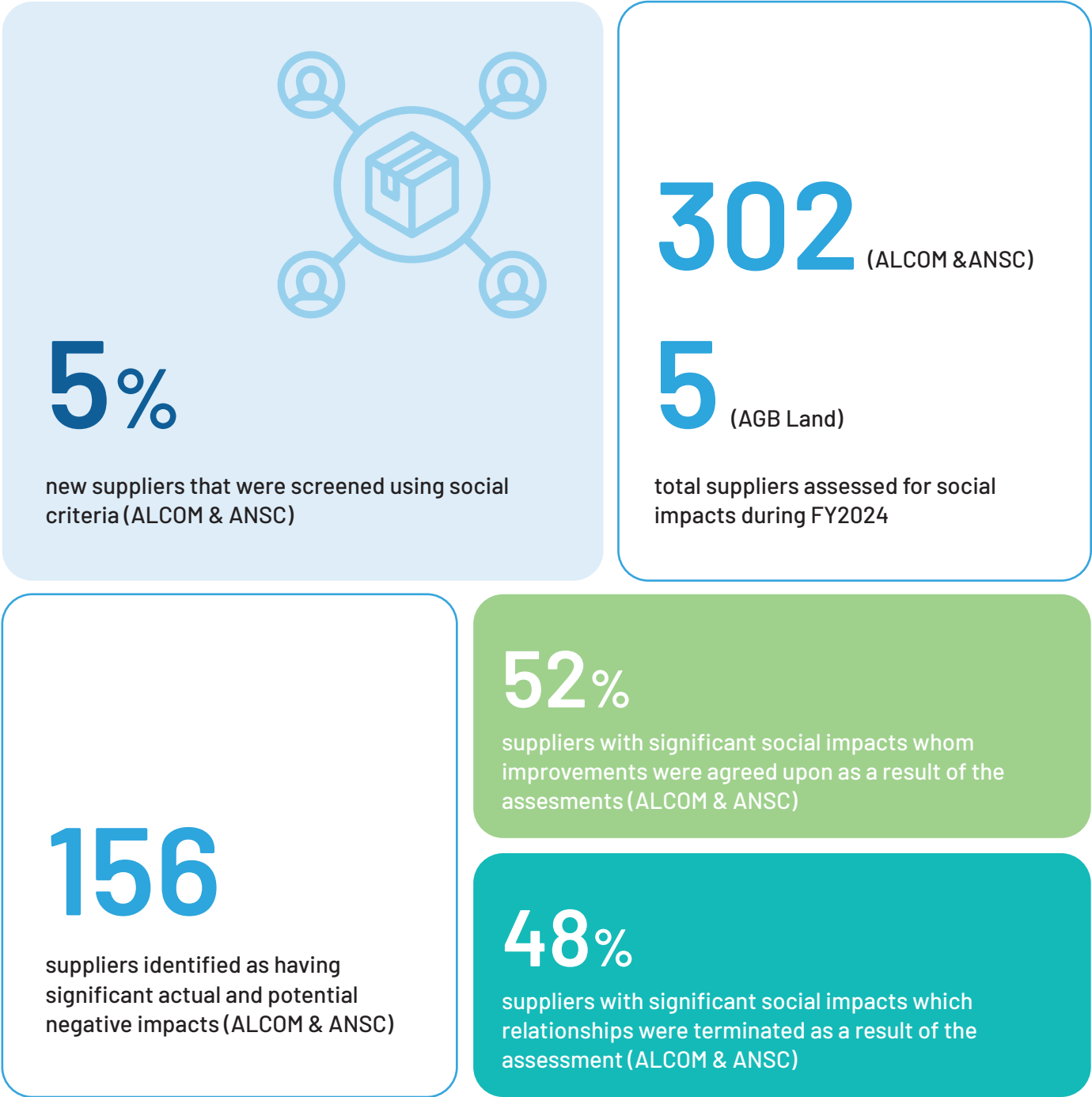
58% of participated suppliers lacked structured ESG practices, with weaknesses in energy management and emissions monitoring.

Social Risks

Weak policies on employee engagement, worker protection, and diversity and inclusion were identified across suppliers.

Governance Risks

Deficiencies in risk management systems and supply chain oversight posed compliance challenges.



To address these gaps, AGB collaborated with an ESG consultant to roll out supplier self-assessment questionnaires, receiving 156 responses. The insights from these assessments helped develop targeted action plans to assist suppliers in progressing toward higher levels of ESG maturity.

While assessments provide valuable insights, true transformation requires action. Suppliers must be equipped with the knowledge, tools, and incentives to enhance their sustainability performance.

Capacity-Building Initiatives and Supplier Engagement

Recognizing that compliance alone is insufficient, AGB actively supports suppliers in integrating sustainability best practices. In 2024, the company launched several initiatives:

ESG Supplier Assessments

Ongoing evaluations to track our suppliers' sustainability progress, ensuring alignment with AGB's expectations.

Capacity-Building Programs

Training sessions, such as the Sustainability Procurement Conference, provided our suppliers with knowledge and tools to embed sustainability into their operations.

Supplier Engagement Activities

Programs like mangrove planting initiatives foster shared environmental responsibility, encouraging our suppliers to actively contribute beyond compliance.

Recognition and Incentives

To further encourage ESG leadership, AGB is developing a Supplier Sustainability Award, set for launch in 2025, to reward outstanding contributions to sustainability.

Through these programs, suppliers not only gain the resources needed to close ESG gaps but are also motivated to pursue continuous improvement. Yet, education and engagement must be reinforced with robust compliance measures to ensure all suppliers uphold our standards.

Accountability and Supplier Compliance

To preserve supply chain integrity, AGB enforces strict compliance measures. Suppliers that fail to meet performance standards are subjected to formal reviews, issued corrective action plans, and, where necessary, removed from AGB’s supplier network.

In 2024, ALCOM & ANSC, representing the manufacturing segment, terminated 48% of suppliers identified as having significant social risks and failing to make the necessary improvements. In contrast, AD&W, AGB Builders, and AGB Land reported no supplier terminations, as ongoing engagement and proactive monitoring proved effective in maintaining compliance standards.

While enforcing compliance is a critical component, AGB’s long-term vision goes beyond enforcement. The Group aims to foster a resilient and responsible supply chain grounded in shared sustainability values, innovation, and continuous improvement.

Performance Highlights and Future Direction

AGB’s structured and comprehensive approach to supplier sustainability has led to notable progress in 2024:

- **50% of supplier contracts now include social and environmental clauses**, exceeding the 40% target.
- **100 suppliers signed the SCOC**, surpassing the goal of 91.
- **Seven buyers** from our procurement team received ESG training, exceeding the target of two.
- Supplier **audits achieved 70% compliance**, surpassing the 60% goal.



Building on this momentum, AGB plans to strengthen supplier performance assessments by integrating advanced ESG criteria and adopting digital tools for real-time monitoring. The introduction of the Supplier Sustainability Award in 2025 will further motivate and recognize suppliers that excel in sustainability.

Through continuous engagement, structured oversight, and a commitment to fostering long-term partnerships, AGB is shaping a supply chain that not only supports its Net Zero by 2035 ambition but also sets new benchmarks for sustainable procurement practices.

In addition to promoting sustainable sourcing, we prioritises local procurement to support domestic economic growth and strengthen supply chain resilience. By sourcing from local vendors, we aim to reduce carbon emissions associated with international logistics while fostering stronger supplier partnerships that contribute to long-term business stability.

For the manufacturing segment, procurement is classified into metal and non-metal categories. While aluminium ingots are produced locally, the majority of metal procurement, particularly aluminium, is still sourced from foreign suppliers due to specific quality, volume, or commercial considerations. As a result, 91% of metal procurement is imported, bringing the overall foreign procurement for the manufacturing segment to 80%, with the remaining 20% sourced from local suppliers. However, in the non-metal category, where local alternatives are more viable, the manufacturing segment has made significant progress, achieving 88% local procurement. This reflects the manufacturing segment’s commitment to maximizing local vendor engagement wherever feasible, while ensuring raw material quality and cost efficiency. A five-year projection aims to sustain this 88% local procurement target for non-metal materials through 2025, reinforcing long-term partnerships with domestic suppliers.

Meanwhile, AGB Builders and AGB Land both procure 100% of their materials and services from local suppliers. AGB Builders’ procurement approach is guided by architectural and construction regulations, which require domestic sourcing for compliance. However, for specialized materials such as sanitary fittings, international sourcing may occasionally be necessary. To mitigate supply chain disruptions, AGB Builders maintains a backup supply plan, ensuring alternative sourcing options for high-demand materials like cement.

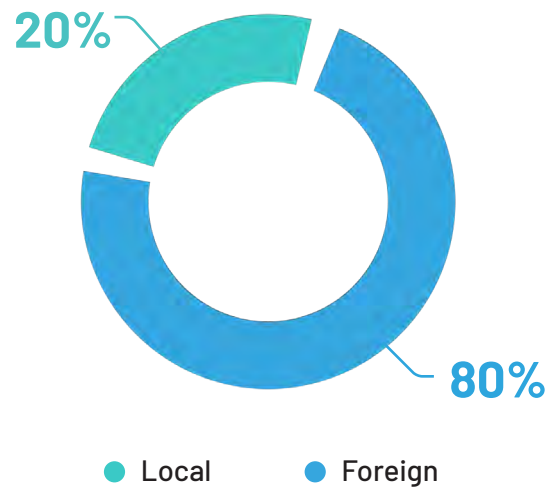
Similarly, AGB Land exclusively engages local suppliers, as its procurement primarily involves technical consultants, including architects, engineers, and quantity surveyors. Given its focus on development projects, procurement decisions are not categorized by local vs. international sourcing but are strictly limited to domestic service providers.

Despite differences in procurement needs across segments, AGB remains committed to fostering local supplier engagement through targeted initiatives, including:

-  Encouraging long-term contracts with local vendors to strengthen domestic economic contributions.
-  Exploring supply chain digitization to streamline vendor selection, tracking, and performance evaluations.
-  Introducing supplier development programs to enhance the capabilities of local vendors in meeting sustainability requirements.

By reinforcing these efforts, AGB continues to support local businesses, ensuring that its supply chain remains adaptable, sustainable, and resilient in an evolving market landscape.

Proportion of spending on local supplies by the manufacturing segment



100%

spent on the local suppliers
(AD&W, AGB Builders, AGB Land)

Our Future Outlook

The table below shows the progress of our 11 action plans, strategized by the manufacturing segment of AGB and planned since 2023. We aim for these plans to be adopted by our respected subsidiaries and stakeholders to ensure sustainable procurement.

Plan		Sustainability Target	Progress (FY2024)
Action Plan 1	Local Supplier Engagement	· Short-term goals (by 2024): Increase local vendor spending to 50%. This applies to all materials and services that are available for offer by local suppliers.	● In Progress
		· Mid-term goals (by 2026): Increase local vendor spending to 75%. · Long-term goals (by 2030): Achieve 100% spending on local vendors.	
Action Plan 2	Vendor Code of Conduct Compliance	· Short-term (by 2024): Achieve 30% vendor adherence to Code of Conduct.	● Completed 33.33% suppliers have signed our Supplier Code of Conduct (SCOC)
		· Mid-term (by 2026): Increase to 50% vendor adherence to Code of Conduct. · Long-term (by 2030): Attain 100% vendor adherence to Code of Conduct.	
Action Plan 3	Grievance Mechanism Enhancement	· Short-term (by 2024): Extend the mechanism to include vendors and refine for user-friendliness.	● In Progress
		· Mid-term (by 2026): Achieve a significant increase in the use of the mechanism by vendors and employees. · Long-term (by 2030): Establish the mechanism as a best-practice model for industry-wide adoption.	
Action Plan 4	Social/Environmental Clauses in Contracts	· Short-term (by 2024): We aim to include relevant social and environmental clauses in at least 75% of all new contracts signed.	● Completed Social and environmental clauses have been implemented in our supplier contracts. Eight (8) targeted suppliers scheduled for renewal in 2024 have signed the revised contract.
		· Mid-term (by 2026): Our goal is to increase this inclusion to 90% of new contracts. · Long-term (by 2030): We aspire to achieve the inclusion of these clauses in 100% of all new contracts.	

Plan		Sustainability Target	Progress (FY2024)
Action Plan 5	Vendor Annual Assessment	· Short-term (by 2024): Our objective is to conduct thorough annual assessments for at least 75% of our vendors, with a focus on high ESG risk categories.	● Not achieved 52% (156 suppliers or vendors) have actively participated in the ESG maturity self-assessment. To strengthen this effort, more vendors will be engaged in 2025, as assessing their ESG maturity is crucial for evaluating sustainability practices in their operations.
		· Mid-term (by 2026): We aim to increase the scope of these assessments to cover 90% of our vendors. · Long-term (by 2030): We aspire to achieve comprehensive annual assessments for 100% of our vendors.	
Action Plan 6	Annual Supplier Audit	· Short-term (by 2024): Our goal is to perform comprehensive annual audits for at least 50% of suppliers with high ESG risk.	● Completed 70% suppliers (7 out of 10 targeted supplier audit) were audited or assessed in 2024.
		· Mid-term (by 2026): We aim to extend these audits to 75% of our suppliers with high ESG risk. · Long-term (by 2030): We aspire to conduct annual audits for 100% of our suppliers with high ESG risk.	
Action Plan 7	ESG Risk Analysis for Vendors	· Short-term (by 2024): Implement an ESG risk analysis process for at least 60% of our vendors, prioritizing those in high-risk categories.	● Not achieved 52% (156 suppliers or vendors) have actively participated in the ESG maturity self-assessment. To strengthen this effort, more vendors will be engaged in 2025, as assessing their ESG maturity is crucial for evaluating sustainability practices in their operations.
		· Mid-term (by 2026): Expand the analysis to cover 80% of our vendors. · Long-term (by 2030): Achieve comprehensive ESG risk analysis for 100% of our vendors.	

Plan	Sustainability Target	Progress (FY2024)
Action Plan 8	Vendor Capacity Building	<ul style="list-style-type: none">● Completed Our Sustainable Procurement Conference, titled 'Transforming Supply Chain for a Sustainable Tomorrow,' was held on September 24, 2024, with an attendance rate of 80% (80 out of 100 suppliers or vendors).
		<ul style="list-style-type: none">· Mid-term (by 2026): Increase the number of programs to two per year, covering a broader range of sustainability topics.· Long-term (by 2030): Establish a comprehensive suite of capacity-building initiatives, regularly attended by all key vendors.
Action Plan 9	Vendor Performance Incentives	<ul style="list-style-type: none">● Completed We have designed the AGB Supplier Awards as a unique incentive plan to recognize suppliers that excel in sustainability within their operations.
		<ul style="list-style-type: none">· Mid-term (by 2026): Expand the program to include a wider range of performance metrics and recognition opportunities.· Long-term (by 2030): Establish a comprehensive, well-recognized incentive program that covers all key vendors and encompasses various aspects of sustainability and ethical performance.
Action Plan 10	Training on Sustainable Procurement	<ul style="list-style-type: none">● Completed Conducted sustainability procurement training for 8 buyers.
		<ul style="list-style-type: none">· Mid-term (by 2026): Introduce bi-annual refresher courses and expand training to include other relevant departments.· Long-term (by 2030): Establish a continuous learning culture in sustainable procurement across the organization, with regular updates to training content.
Action Plan 11	Incorporate Sustainable Procurement in Staff Performance	<ul style="list-style-type: none">● Completed
		<ul style="list-style-type: none">· Mid-term (by 2026): Increase this integration to 75% of relevant staff.· Long-term (by 2030): Achieve full integration of sustainable procurement objectives in the performance evaluations of all relevant staff members

12

Governance and Economic Impact

Strengthening Our Integrity in Combating Corruption



Strengthening Our Integrity in Combating Corruption

Why It Matters and How We Manage It

Corruption poses a significant threat to ethical business, eroding trust, distorting markets, and undermining sustainable growth. At AGB, integrity and transparency are more than corporate values—they form the foundation of our commitment to responsible business. We are dedicated to ensuring that all stakeholders, including employees, suppliers, and partners, operate within a framework grounded in fairness, accountability, and trust.

To address corruption risks, AGB has implemented a comprehensive anti-corruption policy that applies across all business segments. This policy is aligned with legal requirements and international best practices, ensuring that ethical conduct is consistently upheld throughout our operations. By embedding these principles into daily activities, we not only reduce corruption risks but also reinforce stakeholder confidence in our governance and ethical leadership.

AGB’s anti-corruption framework is anchored in three strategic pillars: risk assessments, training and awareness, and compliance monitoring. Through proactive assessments, we identify and mitigate potential corruption vulnerabilities within our operations and supply chains. Our training and awareness programmes provide employees, vendors, and contractors with the knowledge to recognise and prevent unethical behaviour. Ongoing monitoring and incident management ensure that any violations are met with appropriate corrective actions, reinforcing our zero-tolerance approach to corruption.

While robust policies are in place, we recognise that fostering an ethical culture requires more than compliance. Continuous engagement and effective communication are critical to translating commitments into meaningful action. A key priority moving forward is to strengthen how we communicate anti-corruption expectations to external stakeholders, ensuring that our vendors, suppliers, and business partners align with our ethical standards.

To further promote transparency and accessibility, AGB’s Integrity and Anti-Corruption Policy is publicly available on our website, allowing all stakeholders to access and align with our ethical commitments at any time.



A series of anti-corruption roadshows conducted in 2024 by ALCOM’s HR Department, involving all of our subsidiaries.



Current Initiatives and Progress

Combating corruption requires more than compliance—it demands proactive risk management, continuous engagement, and firm enforcement. At AGB, integrity is embedded in our governance framework, ensuring anti-corruption measures are actively reinforced through training, monitoring, and stakeholder collaboration across all subsidiaries.

The manufacturing segment strengthened its framework in 2024 with a series of anti-corruption roadshows. While no formal evaluations were conducted, participant feedback was highly positive, marking a notable advancement from the FY2023 training programme. Additionally, a vendor engagement session held on 24 September 2024 brought together 80 suppliers, vendors, and contractors, reinforcing ethical standards across the supply chain. Internally, Corruption Risk Management (CRM) assessments, led by HR, support the identification and mitigation of corruption risks.

AGB Builders requires all subcontractor companies to sign an anti-corruption agreement before engagement. However, subcontractor employees are not required to attend training, highlighting an area for improvement. Integrity checks during vendor selection and regular documentation reviews serve as key safeguards.

AGB Land aligns with AGB’s corporate anti-corruption policy, requiring all new employees and vendors to review and sign the Integrity & Anti-Corruption Policy. In 2024, most employees completed anti-corruption training, reinforcing compliance. A Group-level whistleblowing mechanism provides a secure, confidential channel for reporting misconduct, further supporting transparency.

AD&W fully adheres to AGB’s anti-corruption policy, ensuring consistent governance across its operations. Vendors, employees, and partners are held to the same ethical standards as other subsidiaries.

By embedding anti-corruption principles into daily operations, AGB upholds integrity at every level. However, maintaining trust requires continuous vigilance and the ongoing identification and mitigation of potential risks.

Significant Risks Related to Corruption and Mitigation Measures

Despite strong preventive measures, corruption risks continue to evolve, requiring constant monitoring and swift intervention. Identifying vulnerabilities early is essential to maintaining an ethical business environment.

In 2024, the manufacturing segment identified a potential corruption case, which was promptly resolved through internal action. While HR-led Corruption Risk Management (CRM) assessments provide critical oversight, the absence of external audits highlights the need to strengthen third-party verification going forward.

AGB Builder, AGB Land, and AD&W reported no significant corruption risks in 2024, reflecting the robustness of our governance framework. At AGB Builder, periodic risk assessments and integrity-based vendor selection help flag risks before contracts are finalised. AGB Land’s zero-case record reinforces the effectiveness of current controls, though continued enhancement of whistleblowing mechanisms remains a priority. AD&W maintains strong policy adherence, supporting a compliance-driven culture throughout its operations.

Through regular audits, structured risk assessments, and strict procurement protocols, AGB continues to improve its capacity to detect and mitigate corruption risks. However, effective prevention also requires ongoing collaboration and transparency across our supply chain and stakeholders.

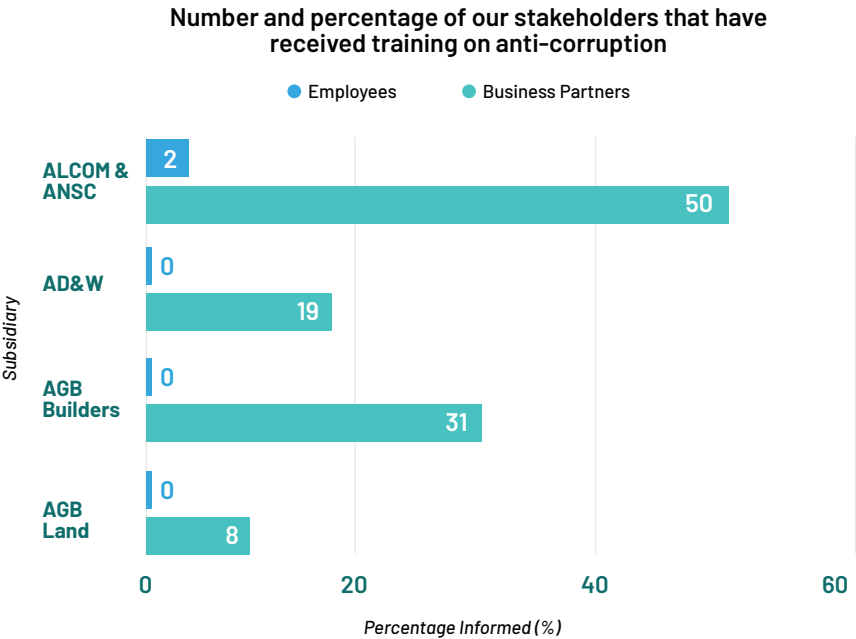
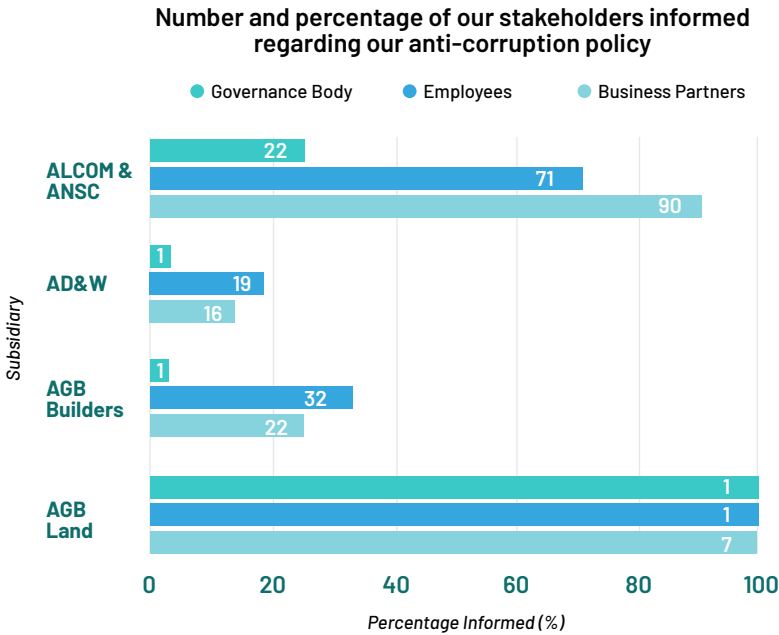


Communication of Anti-Corruption Policies to our Stakeholders

A corruption-free business environment requires collective commitment and not just from our employees but also from our suppliers, vendors, and contractors. AGB actively communicates its anti-corruption policies to our stakeholders, reinforcing ethical expectations across our network.

The manufacturing segment integrates anti-corruption principles into employee onboarding programs, ensuring that all new hires are aware of compliance requirements from the outset. Beyond internal training, suppliers and third-party contractors are contractually bound to adhere to anti-corruption policies, reinforcing ethical obligations throughout the supply chain.

Building on this foundation, AGB Builder enforces company-to-company compliance by requiring subcontractor firms to sign anti-corruption agreements. While this ensures overarching adherence to ethical standards, individual subcontractor employees do not receive direct training is an area identified for future enhancement to strengthen awareness at all levels.

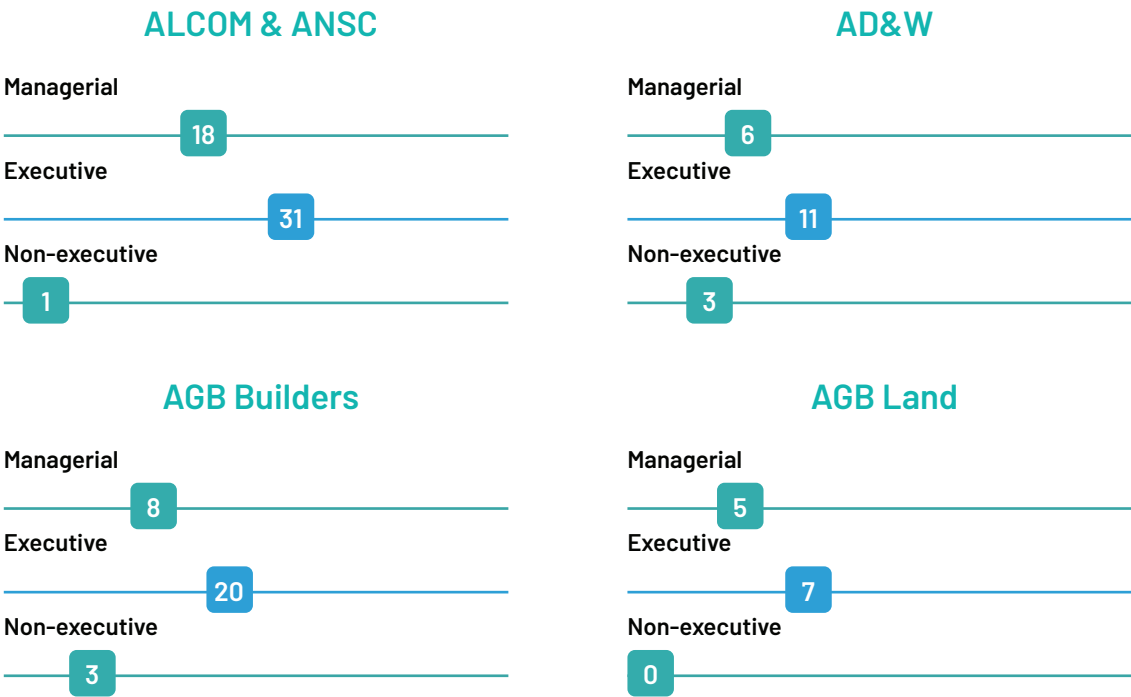


Similarly, AGB Land takes a proactive approach by mandating that new vendors formally acknowledge anti-corruption policies before engaging in business. This commitment is reinforced through policy briefings and acknowledgment forms, embedding responsible business conduct into supplier relationships.

Extending this commitment, AD&W ensures that all vendors, suppliers, and employees receive and acknowledge Alcom Group Berhad’s Integrity & Anti-Corruption Policy. This alignment with the broader corporate governance framework fosters consistency in ethical practices across all subsidiaries.

Strengthening anti-corruption measures across internal and external stakeholders remains a key priority as we continue to enhance compliance mechanisms and deepen awareness at every level of our operations.

Number of Employees Who Have Received Training on Anti-Corruption Employee Category



Our Future Outlook

As we strengthen our governance framework, AGB’s key priorities include expanding external audit mechanisms to better verify corruption risks, increasing anti-corruption training participation among suppliers and contractors, and enhancing whistleblowing protections to support transparent reporting and prevent retaliation.

Integrity is central to our long-term sustainability goals. It not only drives responsible business practices and protects stakeholder trust but also reinforces AGB’s leadership in ethical governance. True ethical conduct must go beyond compliance—it should shape how we engage with our people, support communities, and ensure workplace safety.

This commitment to responsible business leads us to our next focus: managing social impact. At AGB, sustainability means more than reducing environmental footprints and improving governance—it includes creating positive, lasting value for our workforce, communities, and customers through inclusive engagement, continuous learning, and strong community partnerships.

Managing Social Impact:
Engaging Our People



Engaging Our People

Employment

TURNOVER AND RECRUITMENT

Why It Matters and How We Manage It

AGB’s commitment to social sustainability begins with responsible employment practices across manufacturing, construction, and property development. Our workforce is diverse by gender, employment type (full-time, part-time, contract), and region, with hiring practices continuously refined to ensure fairness and equal opportunity.

We conduct turnover analysis to identify trends across job levels, particularly among short-term engineers and blue-collar workers, and adjust our retention strategies accordingly. Factors such as salary competitiveness, job satisfaction, and career growth are central to our approach.

Recruitment policies are structured and documented across the Group. While some subsidiaries have formalised procedures within employee handbooks, others are in the process of standardising policies to ensure consistent workforce management.

AGB upholds ethical labour practices, with a strict stance against forced or compulsory labour. Employees follow a standard 40-hour workweek, and overtime is regulated in line with the Employment Act 1955. Provisions such as Friday prayer allowances for Muslim male employees are embedded into work policies, as outlined in the Staff Handbook.

By adhering to regulatory guidelines and promoting ethical, inclusive practices, we ensure that our employment and retention strategies support sustainable business growth while respecting human rights and dignity.

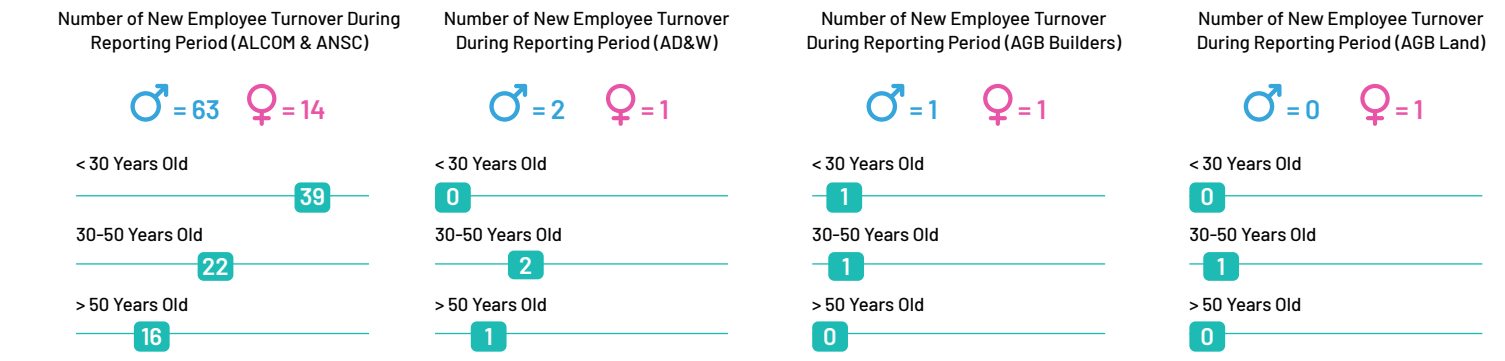
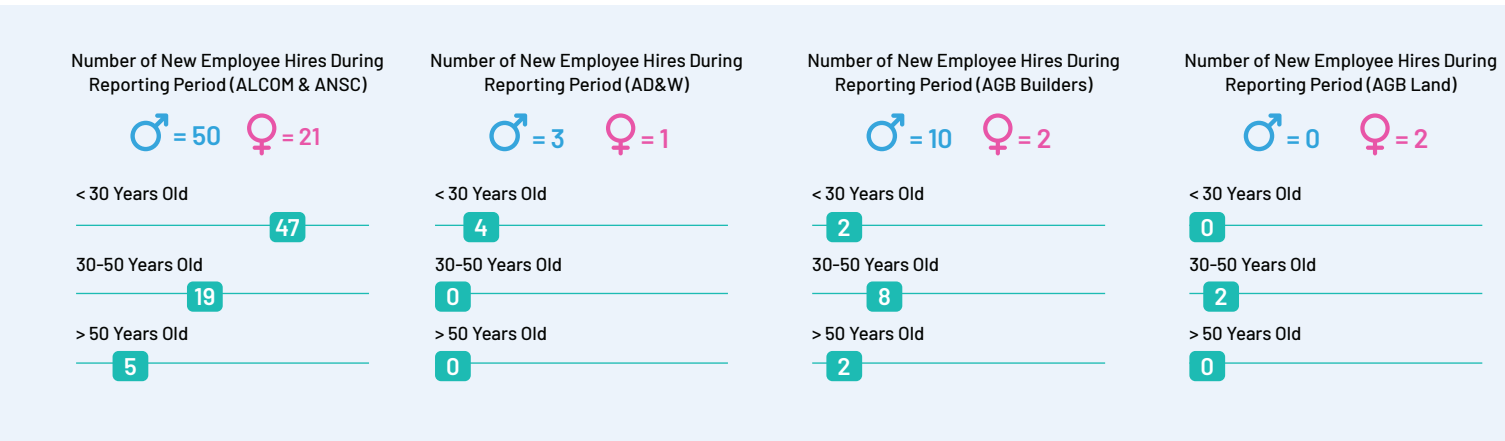
Current Initiatives and Progress

In the manufacturing segment, turnover analysis has been essential in shaping retention strategies. Reviews from 2021 and 2022 identified salary competitiveness as a key factor behind resignations, particularly among short-term engineers. In response, starting salaries for fresh graduates were increased and benchmarked to remain within at least the 65th percentile of market rates, supporting talent retention.

Hiring rates also rose due to the BREX project expansion, reflecting the segment’s commitment to sustainable growth with competitive compensation. Workforce planning is data-driven, incorporating exit interviews and labour market insights such as JobStreet analytics to refine recruitment strategies. These insights inform ongoing policy reviews aimed at strengthening long-term workforce stability.

Between 2023 and 2024, **AGB Builders** maintained a relatively stable turnover rate, though resignations persist. A key challenge is the lack of disclosure during exit interviews, limiting insights into turnover drivers. Salary remains the primary factor for departures, as employees seek better compensation and working conditions.

AGB Land follows a structured, merit-based recruitment process that promotes fairness, inclusivity, and non-discrimination. Hiring standards and procedures are clearly outlined in the Employee Handbook to ensure transparency and equal opportunity. To support retention, newly hired employees receive competitive compensation, with salary structures regularly benchmarked against industry standards.



Number of Employee Turnover (Employee Category)							
ALCOM & ANSC		AD&W		AGB BUILDERS		AGB LAND	
Managerial	6	Managerial	1	Managerial	0	Managerial	0
Executive	16	Executive	2	Executive	2	Executive	1
Non-executive	55	Non-executive	0	Non-executive	0	Non-executive	0

Our Future Outlook

As AGB continues to refine its recruitment and retention strategies, our focus remains on building a resilient, engaged workforce across all segments. Key priorities include strengthening hiring policies, expanding workforce planning tools, and enhancing career development pathways to support long-term retention and employee satisfaction.

In the manufacturing segment, turnover insights will inform strategic planning, ensuring competitive compensation and clear career progression. AGB Builders plans to adopt a more structured hiring framework and improve exit interview processes to better understand attrition trends. AGB Land will continue refining merit-based recruitment practices while aligning with evolving workforce expectations and industry standards.

Through an inclusive, supportive, and competitive work environment, we aim to attract and retain top talent while advancing our business growth and sustainability goals.

TALENT RETENTION AND ATTRACTION

Why It Matters
and How We Manage It

Attracting and retaining skilled employees is a key priority for the Group, as it directly impacts operational efficiency, innovation, and long-term growth. Each subsidiary adopts tailored retention strategies, including performance-based incentives, career development opportunities, and structured rewards systems to improve employee engagement and satisfaction.

Current Initiatives and Progress

To support talent retention, the manufacturing segment offers various incentives and benefits, including production bonuses, the Annual Incentive Plan (AIP), and project-specific rewards tied to key initiatives. These are complemented by career development opportunities that equip employees with the skills to advance within the company.

At AGB Builders, structured retention initiatives include performance-based bonuses and a reward system that recognises individual contributions, promoting a culture of excellence and engagement. Employees are encouraged to voice concerns regarding benefits through direct communication with their Head of Department or via email, reinforcing a transparent and responsive work environment.

In 2024, AGB Land conducted a benefits benchmarking exercise, resulting in enhanced medical entitlements for staff—covering both monthly and annual provisions—to further support well-being and improve job satisfaction.

Our Future Outlook

Through competitive incentives, continuous engagement, and structured development programs, the Group remains committed to building a motivated and resilient workforce, ensuring long-term sustainability in our employment practices.



HR Policy Roadshow, 2024



Caster Trainee, 2024

EMPLOYEE BENEFITS FOR FULL-TIME EMPLOYEES

Why It Matters
and How We Manage It

Comprehensive employee benefits are central to AGB's commitment to workforce well-being, job satisfaction, and retention. Our competitive packages—covering insurance, leave entitlements, financial support, and subsidiary-specific incentives—enhance work-life balance and attract top talent.

We regularly review and benchmark our benefits against market standards to ensure fairness, competitiveness, and alignment with employees' evolving needs.

Current Initiatives and Progress

Manufacturing Segment

Employees receive a 13-month salary structure in lieu of a contractual bonus, offering payroll flexibility and tax efficiency. Benefits include life, medical, hospitalisation, and Group Personal Accident (GPA) insurance, as well as 98 days of maternity leave and 7 days of paternity leave in compliance with Malaysian labour laws. While the gratuity scheme was discontinued pre-2014, educational sponsorships support career development. Additional benefits include car and phone allowances, accommodation for foreign workers, dental coverage, safety glasses subsidies, birthday gifts, and other personal schemes. Future benefit enhancements are under consideration.



Medical Leave Award, 2024

AGB Builders

Employees are covered under medical, life, and hospitalisation insurance, including GPA and General Accident Scheme (GAS) protection. Dental, surgical, and hospitalisation benefits are included, alongside a structured bonus system that separates contractual salary from discretionary bonuses. Leave entitlements comprise 98 days maternity, 7 days paternity, 3 days marriage, and bereavement leave. Foreign workers are housed in JTK-certified Centralised Labour Quarters (CLQ) per CIDB regulations. Medical benefits will be expanded in August 2024 based on employee feedback. Concerns regarding benefits can be addressed directly with Heads of Department or via email.

AGB Land

A 2024 benchmarking exercise led to enhanced medical and financial benefits. Employees receive life and medical insurance, hospitalisation leave, and parental leave exceeding statutory requirements. Additional leave includes marriage and compassionate leave. New benefits introduced in 2024 include a RM300 marriage benefit, RM500 compassionate support, and a baby hamper for new parents. AGB Land follows a biennial review cycle to ensure benefits remain competitive and relevant.

Parental Leave	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Total number of employees that were entitled to parental leave	326	17	22	11
Total number of employees that took parental leave	21	0	2	0
Total number of employees that returned to work in the reporting period after parental leave ended	21	0	2	N/A

Our Future Outlook

Through continuous improvements, structured rewards, and financial incentives, the Group remains committed to fostering a supportive and rewarding work environment, ensuring that employees across all subsidiaries receive equitable and sustainable benefits.



Cybersecurity Awareness, 2024



Chinese New Year Celebration, 2024



Women Empowerment and Career Talk, 2024



Blood Donation, 2024



Deepavali Celebration, 2024



Powering ESG, 2024



Agenda 2040 Strategic Roadmap, 2024



Explorace Pertubuhan PDK Rumah Sayangku, 2024



Aidilfitri Celebration 2024 within the manufacturing segment

Labour Management Relations

Why It Matters and How We Manage It

Positive labour-management relations are essential to maintaining a stable and engaged workforce. AGB maintains a Collective Agreement with the Metal Industry Employees’ Union (MIEU), providing a structured framework for negotiating wages, benefits, and working conditions. Regular communication between union representatives and management ensures employee perspectives are reflected in decision-making.

A minimum four-week notice period is observed for significant operational changes, with one-week notice applied in emergencies to enable timely action. Quarterly Town Hall meetings further promote transparency and provide a forum for employee feedback.

Notice periods and communication methods may vary across subsidiaries, reflecting operational needs and workforce dynamics. A minimum four-week notice period is observed for significant operational changes, with one-week notice applied in emergencies to enable timely action. Quarterly Town Hall meetings further promote transparency and provide a forum for employee feedback.

Notice periods and communication methods may vary across subsidiaries, reflecting operational needs and workforce dynamics.

Current Initiatives and Progress

AGB recognises the importance of clear and timely communication in managing labour relations. Across subsidiaries, notice periods and communication methods are tailored based on the nature and urgency of operational changes, with a Group-wide minimum notice period of four weeks for significant changes. In emergencies, this may be reduced to one week to enable rapid response.

Manufacturing Segment

A structured approach is followed, with a 14-day minimum notice period, extended to two months for major changes. During ad-hoc events like the COVID-19 pandemic, changes were implemented immediately. Employees are informed through email, notice boards, and verbal briefings. To mitigate the risk of missed communications, verbal reinforcement complements written notifications.

Minimum number of weeks’ notice typically provided to employees and their representatives

2 (ALCOM & ANSC)

1 (AD&W)

4 (AGB BUILDERS)

N/A (AGB LAND)

AGB Builder

There is no fixed notice period; communication is flexible and based on the scale of change. Major operational shifts, such as project transfers, typically involve a six-month notice, while minor changes may be communicated within a month. Verbal communication is the norm, as no formal written policy exists. Employees reassigned to outstation projects may receive additional allowances (e.g., child-rearing support). Despite these efforts, the absence of formalised policies can occasionally create uncertainty.

AGB Land

No formal minimum notice period was recorded for FY2024, as reflected by the “N/A” designation. While the company communicates organisational changes as needed, such practices are currently managed on an ad hoc basis without a standardized policy. The notice period may vary depending on the nature and impact of the change, with internal assessments guiding the communication timeline.

Group-Wide Communication

All subsidiaries participate in quarterly Town Hall meetings, providing a platform for employee feedback and updates. Through a combination of structured and flexible approaches, AGB ensures that labour-management relations remain transparent, consistent, and employee-centred.

Our Future Outlook

As we continue strengthening labour-management relations, our focus will be on enhancing communication strategies and formalizing structured notice periods across all subsidiaries. Moving forward, we aim to establish clearer written policies that provide consistency in operational change notifications while maintaining the flexibility required for business continuity.

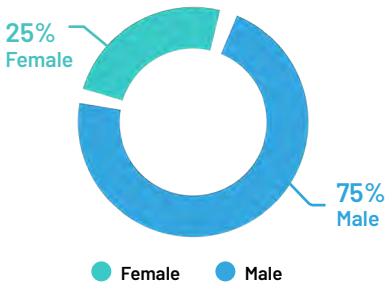
Diversity and Equal Opportunity

Why It Matters and How We Manage It

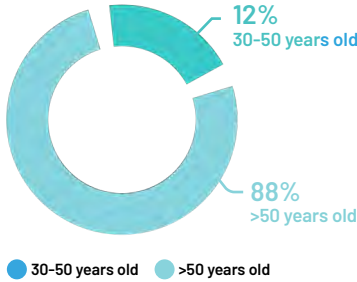
AGB is committed to fostering a diverse, inclusive, and equitable workplace that offers equal opportunities to all employees, regardless of gender, background, or role. We recognise that workforce and leadership diversity enhances innovation, decision-making, and business sustainability.

While some subsidiaries are still formalising their Diversity, Equity, and Inclusion (DEI) policies, fairness in hiring, representation, and governance is practised across the Group. Efforts are ongoing to improve transparency through regular assessments and enhanced reporting on gender and diversity metrics.

Overall Diversity in Board



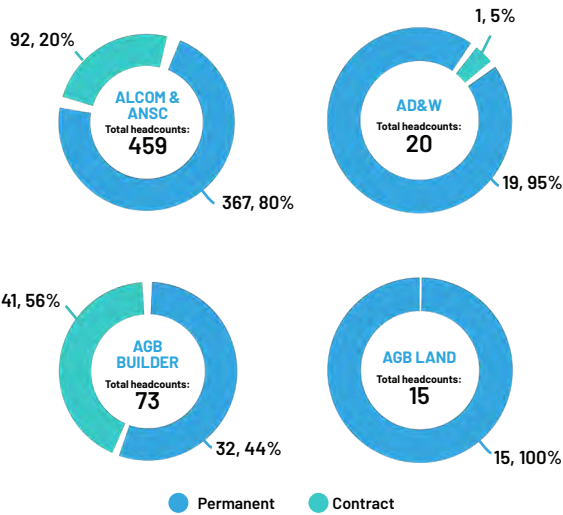
Overall Diversity in Board



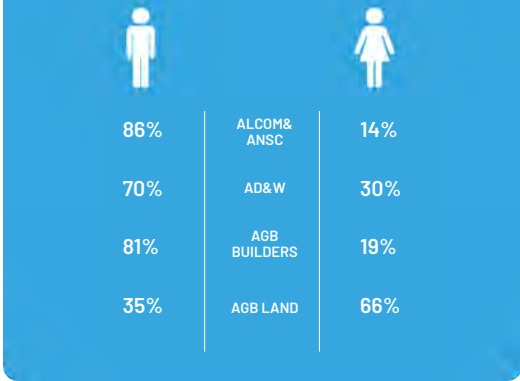
Current Initiatives and Progress

The manufacturing segment enforces a non-discrimination policy in hiring, ensuring equal opportunities for all genders. Currently, 30% of the workforce is female, though representation remains lower in operator roles. While women are not restricted from applying, industry norms contribute to this imbalance. At the board level, female representation stands at 25% (2 out of 8 members), slightly below the 30% target. The HR department acknowledges this gap but notes that board appointments fall outside its direct control.

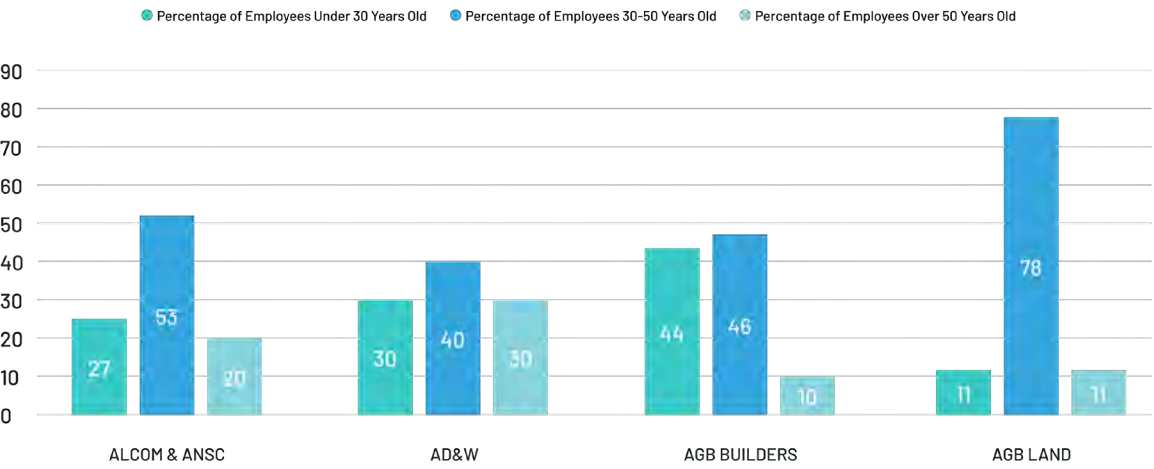
AGB Builders, operating in a traditionally male-dominated industry, does not have a formal DEI policy but upholds fairness in hiring and promotions. Gender imbalance is attributed to industry dynamics rather than internal bias. While no formal action plan exists, the company is committed to transparent reporting and exploring ways to improve representation in leadership and technical roles.



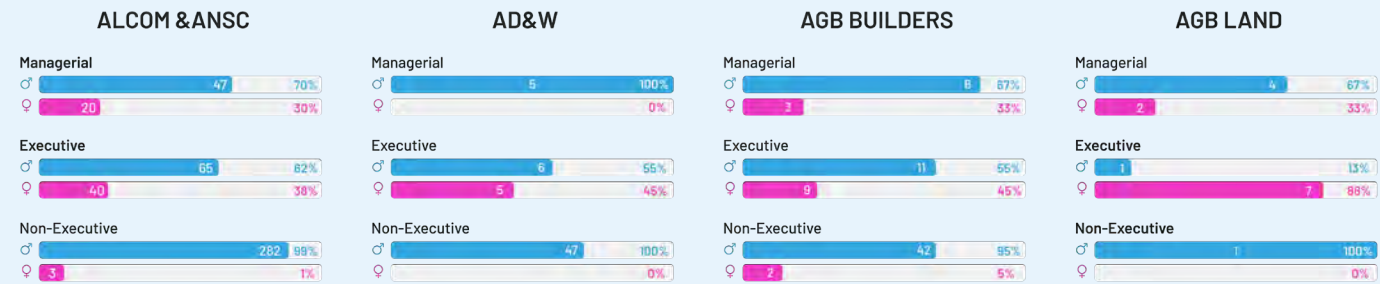
Diversity Among Employees by Gender in FY2024



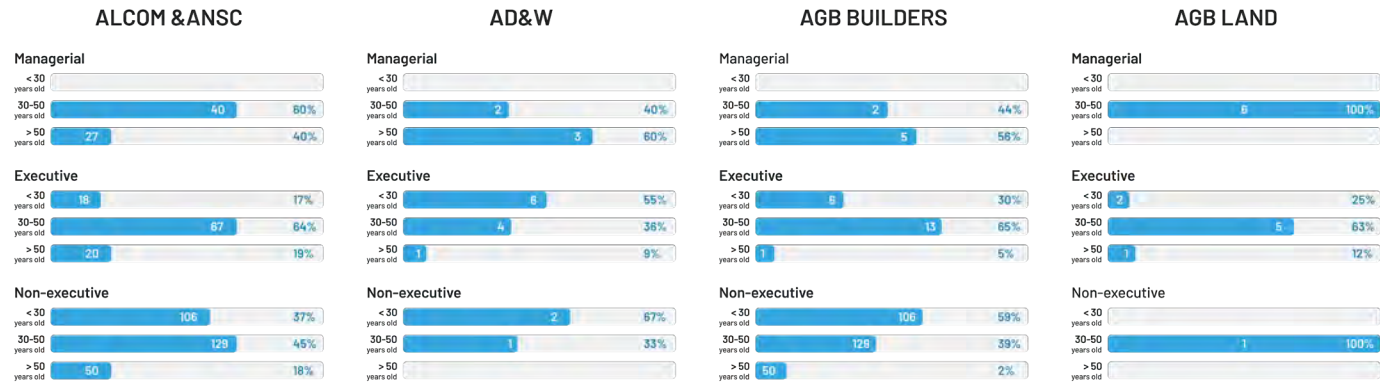
Diversity Among Employees by Age Group FY2024



Diversity of Employee Category (Gender)



Diversity of Employee Category (Age Group)



Our Future Outlook

AGB is committed to advancing workforce diversity and equal opportunity across all subsidiaries. The manufacturing segment continues to address gender imbalances in both workforce and board representation, while AGB Builders prioritises fair employment despite not having a formal DEI policy. AGB Land is refining its hiring and promotion strategies to strengthen gender representation at all levels.

Ongoing assessments, improved reporting, and policy refinement reinforce our commitment to fostering diversity, equity, and inclusion Group-wide.

Salary and Remuneration

Why It Matters and How We Manage It

Fair and competitive remuneration is central to AGB's commitment to employee well-being, satisfaction, and retention. We recognize that a transparent and equitable compensation framework builds trust and supports our long-term workforce strategy. AGB maintains performance-based salary structures aligned with industry benchmarks while continuously refining our internal policies to promote fairness and consistency across all roles and subsidiaries.

Beyond base pay, we are enhancing our methodologies for gender pay gap analysis and salary reporting to ensure alignment with global best practices and evolving disclosure expectations. Equal pay for work of equal value remains a foundational principle, and our hiring, promotion, and reward processes are guided by merit, experience, and qualifications, regardless of gender or background.

Current Initiatives and Progress

Ratio of Basic Salary and Renumeration of Women to Men

The manufacturing segment has identified salary and remuneration gaps across employment levels, often linked to productivity and performance-based appraisals. While some higher wages for female employees are performance-driven, these variations may lead to misinterpretation in reporting. Salaries are determined based on experience, qualifications, and position—not gender—ensuring alignment with equal pay principles.

To maintain competitiveness and fairness, compensation structures are regularly reviewed against industry benchmarks. Formal Recruitment and DEI policies support equitable hiring, though wage variations persist due to market conditions.

In line with AGB's commitment to local employment, all subsidiaries except ALCOM & ANSC reported 100% of senior management hires being sourced locally in FY2024. This includes AD&W, AGB Builders, and AGB Land. ALCOM & ANSC recorded 80% local senior management, reflecting continued progress in aligning leadership appointments with the Group's localization goals. Senior management is defined in accordance with Bursa Malaysia's guidelines as individuals reporting directly to the CEO, excluding department heads.

The segment has also established grievance mechanisms for wage-related concerns, allowing employees to seek clarification on pay and benefits. Compliance is ensured through regular internal audits, covering salary structures and wage practices.

Ratio of Basic Salary and Renumeration of Women to Men

Executive-Technical		Executive-Non-Technical		Non-Executive-Technical		Non-Executive-Non-Technical	
ALCOM & ANSC	0.69:1	ALCOM & ANSC	0.45:1	ALCOM & ANSC	N/A	ALCOM & ANSC	0.78:1
AD&W	0.64:1	AD&W	0.34:1	AD&W	N/A	AD&W	N/A
AGB BUILDERS	0.47:1	AGB BUILDERS	1.47:1	AGB BUILDERS	N/A	AGB BUILDERS	N/A
AGB LAND	N/A	AGB LAND	0.9:1	AGB LAND	N/A	AGB LAND	N/A

AGB Builders does not have a formal salary parity policy but follows fairness principles in remuneration decisions. Salaries are based on market rates, experience, qualifications, and performance, with no gender-based premium differences for equivalent roles. While there are no specific initiatives to address salary gaps, remuneration trends are reviewed to ensure competitiveness and internal equity.

Although there are no structured tools or formal monitoring systems for wage-related risks or employee feedback, no complaints have been recorded regarding wage fairness. Entry-level salary expectations are considered during hiring, though not always fully met.

Bonuses and salary increments are applied fairly, but the absence of formal tracking mechanisms or certifications highlights an area for improvement, particularly in reporting clarity and managing potential data misinterpretation.

Ratio of the Entry Level Wage by Gender to the Minimum Wage

In FY2024, the entry-level wage across AGB subsidiaries remained compliant with Malaysia's national minimum wage requirements. The ratios of standard entry-level wage to the minimum wage by gender are shown in the table below. All reported values are based on actual hires made within the reporting period:

Ratio of the entry level wage by gender to the minimum wage (Female)		Ratio of the entry level wage by gender to the minimum wage (Male)	
ALCOM & ANSC	N/A	ALCOM & ANSC	1:1
AD&W	N/A	AD&W	1:1
AGB BUILDERS	1:1	AGB BUILDERS	1:1
AGB LAND	N/A	AGB LAND	1.5:1

The entry-level wage ratios across AGB subsidiaries reflect the Group's adherence to fair compensation practices, with some variations observed due to hiring patterns and role types. The designation "N/A" signifies that no new hires were made for the respective gender category at certain subsidiaries during the reporting period, which accounts for the absence of comparative data. At AGB Builders, both male and female hires received equal starting wages, resulting in a 1:1 ratio that highlights the Group's commitment to pay equity and consistent internal wage structures.

In contrast, AGB Land reported a higher entry-level wage ratio of 1.5:1 for male hires, primarily driven by the recruitment of males into more technical and higher-skilled roles with elevated starting salaries. Meanwhile, no female hires were recorded at AGB Land, ALCOM & ANSC, or AD&W, contributing to the lack of gender-based wage ratio comparisons in these entities for the reporting year. While DEI policies were not explicitly cited in hiring decisions, no risks related to wage disparity were reported.

AGB is committed to fair and equitable compensation practices regardless of gender. While base salaries for equivalent roles are consistent across all genders, variations in wage ratio may arise due to role type and seniority of hires. The Group continues to promote gender inclusivity across all functions and levels of employment.

Living Wage

As part of our commitment to fair remuneration and continuous improvement in wage equity in FY2024, ALCOM and ANSC completed a comprehensive Living Wage Analysis for the period spanning from September 2023 to August 2024, using benchmarks provided by Fair-wage.com for the Klang area. This study applied an individual-based benchmark methodology, comparing each employee's annual gross salary plus benefits against tailored living wage thresholds, which account for household size and composition (e.g., single, married, married with children).

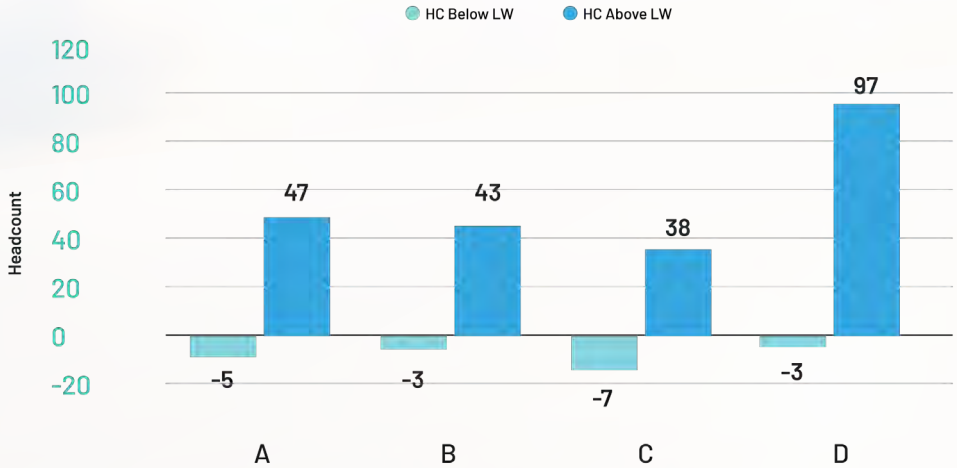
Government studying living wage proposal by BNM

A 2017 report by the central bank had proposed a living wage of RM2,700 for single persons living in urban areas, RM4,500 for couples without children, and RM6,500 for couples with two children.

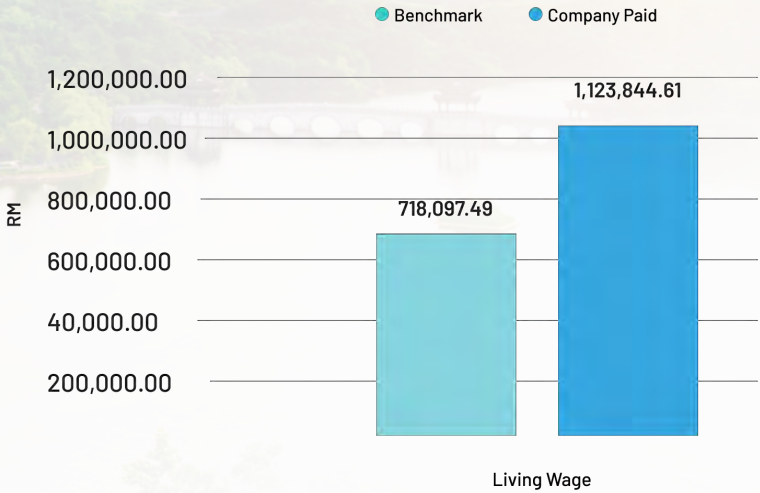
<https://www.freemalaysiatoday.com/category/nation/2023/03/02/govt-studying-living-wage-proposal-by-bnm/>

This assessment focused on shop floor employees, who make up 54% of the total workforce across both entities. A total of 243 shop floor workers were reviewed, 175 from ALCOM and 68 from ANSC. Results showed that 93% of these employees earn above the living wage, with only 7% (18 employees) falling below the benchmark. Notably, ALCOM paid **57% above the benchmark value**, amounting to a total of RM1.12 million, exceeding the living wage threshold by over RM405,000.

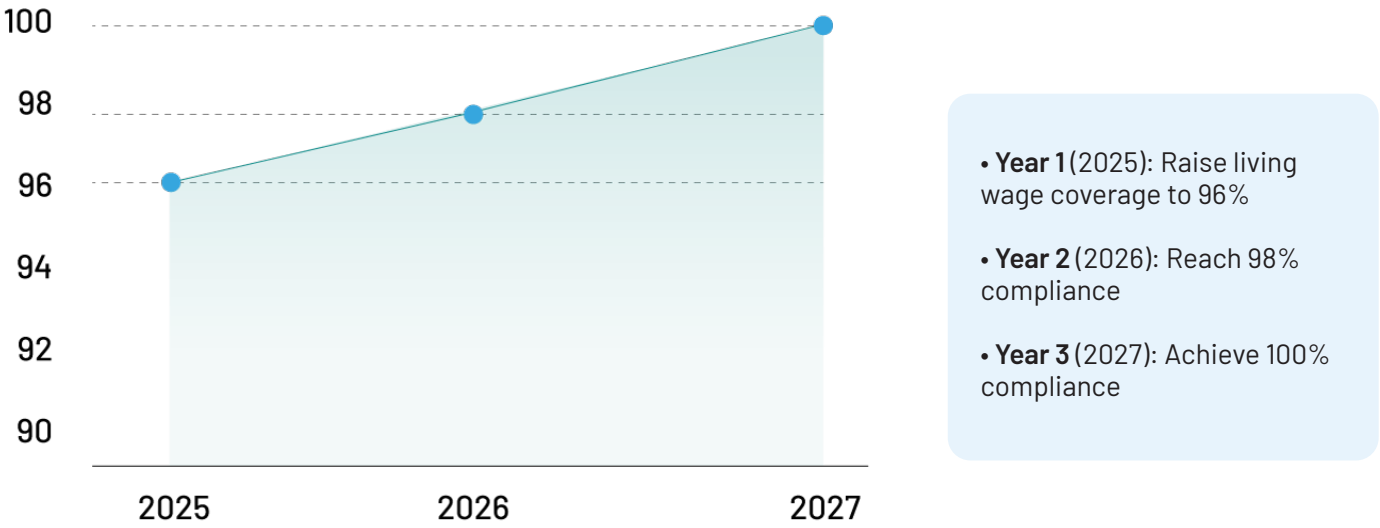
Above LW Living Wage Report (Head Count by Grade)



Living Wage Overall Report (RM)



Despite this positive outcome, ALCOM and ANSC are not complacent. A gap analysis revealed that the 7% (18 shop floors) below-living-wage segment represents a 1.32% total wage shortfall, valued at RM9,453.54. To address this, a structured Wage Improvement Progression Plan has been established, setting clear milestones over three years:



Strategies to reach these targets include annual salary increment exercises, targeted market-based adjustments, and exceptional increments based on skills and inflation. The plan also emphasizes upskilling, collaboration with training institutions, and monitoring via employee feedback and wage data tracking.

This initiative emphasizes ALCOM and ANSC’s broader commitment to wage fairness and social sustainability, reinforcing their role as responsible employers who strive to meet and exceed wage adequacy standards while building a resilient and inclusive workforce.

Our Future Outlook

AGB is committed to fair and equitable remuneration across all subsidiaries. The manufacturing segment upholds performance-based pay with annual appraisals to ensure wage fairness. AGB Builders follows general fairness principles but recognises the need for clearer gender pay reporting. AGB Land is refining its salary reporting to ensure accurate comparisons and fair representation.

Through ongoing policy reviews, improved transparency, and efforts to address reporting gaps, the Group aims to maintain a fair, competitive, and performance-driven remuneration framework aligned with industry standards and employee expectations.

Forced or Compulsory Labour and Supplier Risks

Why It Matters and How We Manage It

AGB is committed to upholding human rights and fair labour practices, as outlined in our Human Rights, Diversity and Inclusion Policy. Forced or compulsory labour is strictly prohibited across all operations and supply chains. We ensure that all employment is voluntary and conducted under fair conditions.

To mitigate risks, we conduct regular audits and assessments of working conditions, employment agreements, and supplier compliance. Recognising the importance of supply chain oversight, the Group is strengthening compliance mechanisms and monitoring practices to prevent labour exploitation both internally and externally.

Current Initiatives and Progress

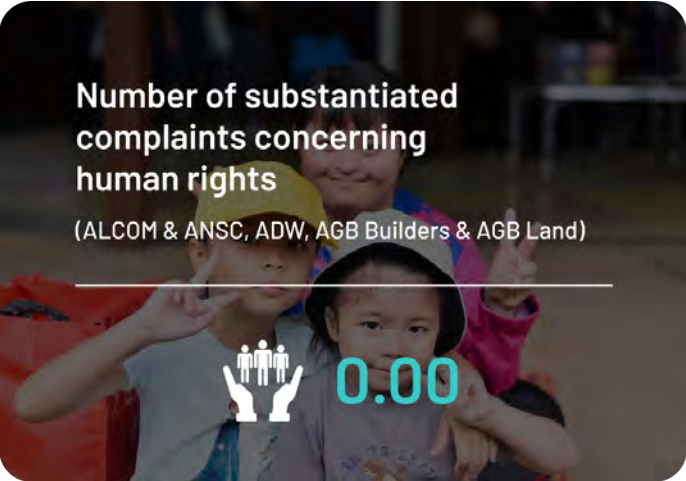
AGB upholds a zero-tolerance policy on forced or compulsory labour, ensuring all work is voluntary and conducted under fair conditions across internal operations and supply chains.

In the manufacturing segment, no incidents of forced labour or excessive working hours have been reported. However, supplier oversight remains a gap, as there are currently no direct audits or compliance tracking mechanisms in place to monitor vendors’ adherence to human rights standards.

AGB Builders has not identified internal forced labour issues. The workforce, mainly comprising foreign workers from Bangladesh and Nepal, operates within legal working hours. Although passport retention was previously practised, it is believed to have ceased—though further clarification is needed. While human rights clauses are included in subcontractor agreements and assessed during tenders, formal enforcement and monitoring mechanisms are lacking, presenting potential risks due to reliance on foreign labour.

AGB Land adheres to the Group’s human rights policy and reported no cases of forced labour or violations in 2024. Employees have access to a direct grievance channel, and no suppliers or subcontractors have been flagged for labour rights concerns.

Although internal operations across all segments show no reported violations, enhancing supply chain due diligence remains a priority to close monitoring gaps and uphold the Group’s commitment to ethical labour practices.



Our Future Outlook

Eliminating forced labour remains a core priority for AGB. To strengthen our human rights commitments, we will enhance supplier oversight through formal monitoring frameworks, including due diligence assessments, self-disclosures, and periodic audits to verify compliance.

Security Practices

Why It Matters and How We Manage It

Security practices are essential to maintaining a safe workplace and upholding human rights across all subsidiaries. AGB outsources security services to third-party providers, who are required to comply with policies on human rights, ethics, and anti-corruption.

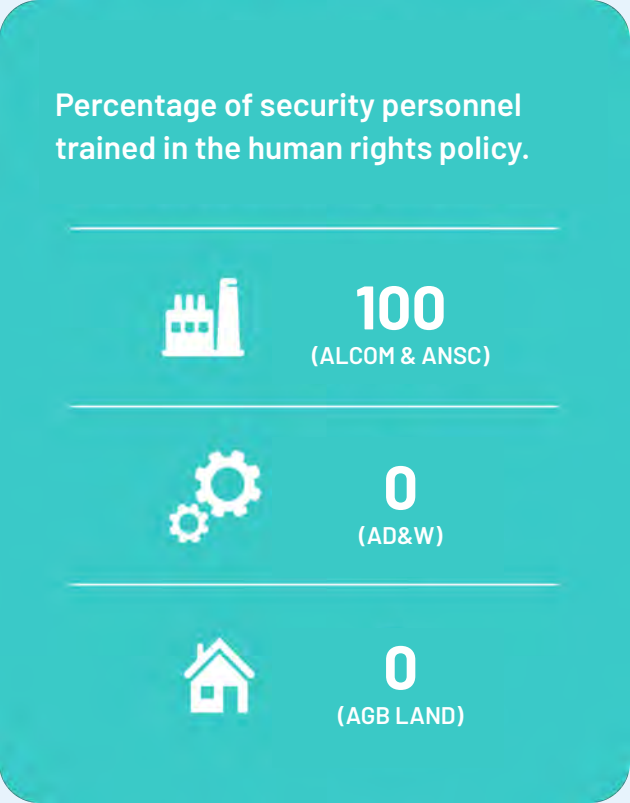
Although no security-related human rights issues were reported in 2024, oversight of third-party providers remains an area for improvement. The Group aims to strengthen compliance mechanisms to ensure all security personnel uphold human rights standards.

Current Initiatives and Progress

The manufacturing segment requires third-party security providers to comply with its human rights policy, though no structured monitoring or audit processes are in place. Security personnel receive a standing order outlining responsibilities and consequences for non-compliance, but it lacks explicit human rights provisions. Compliance oversight is vendor-driven, and no security-related human rights issues were reported in 2024.

AGB Builders employs a two-level security system across its sites but lacks a formal human rights policy for security providers. While no compliance issues were reported, the absence of clear monitoring mechanisms presents a gap in ensuring ethical and rights-based security practices.

AGB Land outsources security services, requiring providers to comply with company policies, including human rights and anti-corruption. No violations were reported in 2024. Nonetheless, enhancing oversight remains a focus to ensure continued ethical compliance.



Our Future Outlook

The Group aims to strengthen oversight, improve compliance, and ensure that all security service providers uphold ethical labour and human rights standards across our operations.

Managing Social Impact:
Sharpening the Future
Through Continuous
Learning



Sharpening the Future Through Continuous Learning

Why It Matters and How We Manage It

Developing and strengthening employee capabilities is essential to enhancing productivity, fostering innovation, and supporting career advancement. At AGB, we recognise that a skilled workforce underpins our success in sustainable manufacturing, construction, and property development. By continually equipping our people with relevant expertise, we ensure each business segment remains competitive, resilient, and ready for future industry shifts.

Our approach to training and education is guided by a structured framework built on annual Training Needs Assessments (TNA), performance appraisals, and skills-gap analyses. This allows us to tailor development programmes that align individual aspirations with organisational goals. Beyond regulatory compliance, our training spans technical knowledge, leadership, sustainability, and digital innovation. For example, manufacturing employees are trained in advanced production and automation, construction teams strengthen their expertise in sustainable building practices, and property development staff focus on green urban planning and resource efficiency.

Regular performance evaluations complement training efforts by tracking progress and providing feedback. These reviews also inform promotions, leadership development, and succession planning. While we have yet to implement a formal career transition programme, employees currently benefit from on-the-job learning, peer collaboration, and exposure to leadership roles.

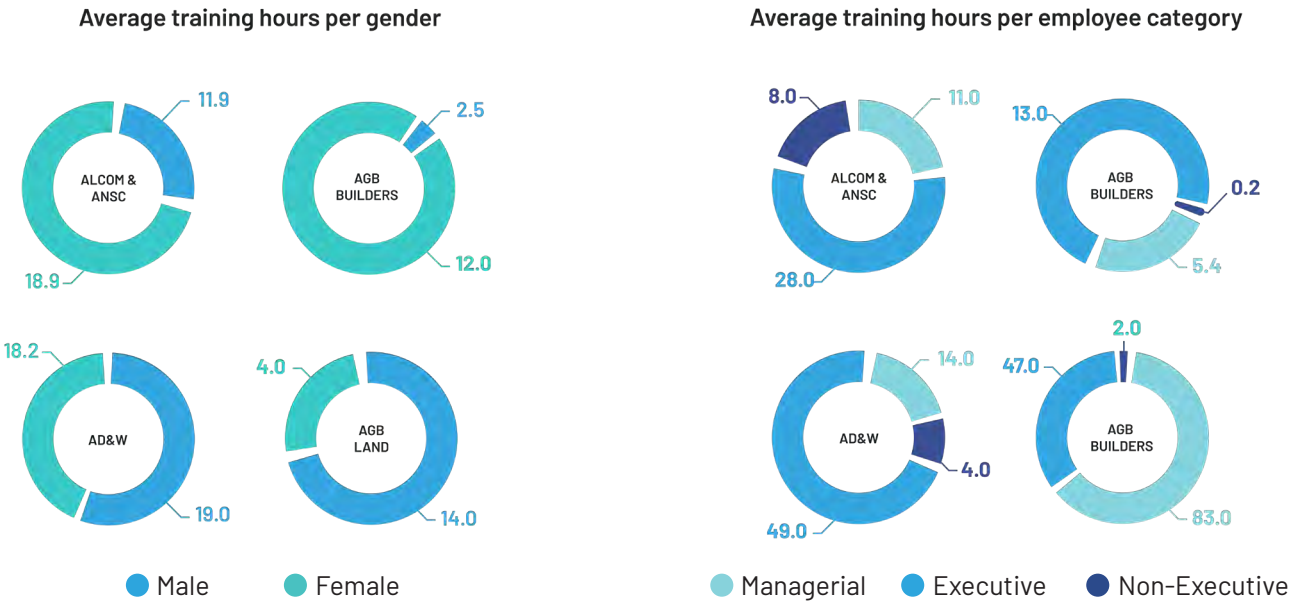
To address potential capability gaps, AGB invests proactively in upskilling initiatives, digital learning platforms, and informal transition support for retiring employees. We assess training effectiveness through post-training feedback, employee engagement surveys, and performance outcomes, ensuring learning translates into measurable impact.

Our commitment to structured learning and continuous development empowers employees to contribute meaningfully to business growth while reinforcing AGB's reputation as a responsible, future-ready organisation. Looking ahead, we aim to formalise career transition support through mentorship, structured leadership pathways, and succession planning to further strengthen long-term talent development and retention.

Current Initiatives and Progress

Training and Education Programs

Alcom Group Berhad actively assesses, implements, and monitors training programmes across its business segments to ensure employees are equipped with the necessary skills and knowledge to perform effectively. Each segment's training approach is tailored to meet its unique operational and industry-specific requirements.





Department-specific sustainability training programs involving the EHS and HR departments of each subsidiary, as well as the CEO of ALCOM.



Trainings conducted at AGB Builder's facility



ANSC strengthening R&D efforts



Caster Trainee 2024 at the manufacturing site

Performance Evaluation and Career Development

In addition to training, structured performance evaluations are a key component of AGB's talent management strategy. Regular appraisals and career development reviews provide employees with valuable insights into their progress, strengths, and areas for improvement.

Within the manufacturing segment, performance appraisals are conducted annually in Q4, serving as a structured evaluation process to assess individual contributions and determine eligibility for promotions, merit increments, and career advancement opportunities. The appraisal process begins with a personal evaluation, where employees reflect on their achievements, strengths, and areas for improvement. This is followed by a peer-to-peer review within the department, fostering a 360-degree feedback mechanism that ensures a well-rounded assessment of teamwork, collaboration, and leadership potential. The final evaluation is conducted by the Head of Department (HOD), who provides a comprehensive review of the employee's overall performance, aligning it with company objectives and growth strategies.

A significant 10% safety component is integrated into the appraisal exercise, reinforcing our commitment to employee well-being and workplace safety. This metric ensures that Environmental, Health, and Safety (EHS) standards remain a top priority across all operations. Employees who demonstrate exceptional performance in these areas are recognized and rewarded, further motivating them to maintain high standards of excellence.

Our commitment to career development extends beyond internal appraisals, with a strong focus on mentorship, leadership training, and succession planning. High-performing employees are provided with specialized development programs to prepare them for future leadership roles, ensuring that AGB remains a talent-driven organization with a strong pipeline of skilled professionals.

At AGB Builders, the performance review process follows a structured evaluation system that ensures fair and transparent assessment of employee contributions. The review begins with self-evaluation, where employees complete a formal assessment of their own performance, reflecting on their strengths, challenges, and areas for improvement. This allows employees to take ownership of their career development and actively participate in their performance discussions.

Following the self-evaluation, the process moves to a supervisor evaluation, where direct managers assess employee performance based on key performance indicators (KPIs), project contributions, and overall job responsibilities. Supervisors provide constructive feedback, identifying areas where additional support, training, or guidance may be needed. This two-step process ensures that employees are not only assessed based on predefined expectations but also have the opportunity to voice their own perspectives on their professional growth and challenges.

AGB Land follows a structured KPI-based evaluation system, where employees undergo annual appraisals to assess performance against defined targets. Performance reviews take place in November each year, with employees receiving feedback on their achievements and areas for growth. While manual appraisal forms are still in use for some roles, an online evaluation system has been introduced for staff-level employees, streamlining the process and improving efficiency.

Percentage of employees receiving regular performance and clear development reviews per gender



Percentage of employees receiving regular performance and clear development reviews per employee category



● Male ● Female ● Managerial ● Executive ● Non-Executive

Enhancing Learning Beyond the Workplace

Beyond internal training, Alcom Group Berhad actively promotes industry-wide knowledge sharing and academic collaboration, reinforcing our position as a leader in sustainable business practices.

In July 2024, AGB hosted the Journey Towards ESG and Carbon Neutral seminar in partnership with PAM Northern Chapter and PAM Sarawak. The event brought together industry professionals, architects, and sustainability leaders to explore green building materials, AI applications in architecture, and practical ESG integration, empowering stakeholders to embed sustainability in their work.

Our commitment to education extends to future professionals through outreach initiatives. In 2023 and 2024, we conducted technical workshops at Taylor's University and Tunku Abdul Rahman University of Management and Technology, introducing students to aluminium roofing solutions, its recyclability, and its role in sustainable construction. These engagements aim to inspire environmentally responsible design thinking among the next generation.

Our internship programme has hosted 39 students over the past three years, offering practical experience in areas such as Environmental, Health, and Safety (EHS). Several interns have transitioned into full-time roles within the manufacturing segment, reflecting our investment in nurturing sustainability-minded talent.

Through these initiatives, AGB strengthens internal capabilities, advances industry dialogue, and fosters a culture of learning that drives sustainable progress across sectors. Our ongoing investment in education ensures we remain at the forefront of innovation, empowering individuals and communities toward a more resilient future.



Host the Seminar – Journey Towards ESG and Carbon Neutral in northern region organized by PAM.



Host the Seminar – Journey towards a Sustainable Carbon Neutral partnered with PAM Sarawak



Technical workshop conducted for Taylor University's students



Seminar conducted at Taylor's University School of Architecture, Building and Design



Technical workshop conducted at Tunku Abdul Rahman University of Management and Technology



Our manufacturing segment participated in Materials Product Pitching & Exhibition (MaPPEX) 2024 at Universiti Teknologi MARA, Puncak Alam in sharing Aluminium as a sustainable building material and provide valuable insights to the future architects.

Transition Assistance and Career Progression

Career development at Alcom Group Berhad extends beyond training to include structured support for role transitions, promotions, and retirement planning. Our performance appraisal system plays a key role in identifying high-performing employees for leadership development and succession opportunities.



Appreciation Service Award presented to En. Zuraini bin Mohamad Ishak, one of our employees from the manufacturing segment.

For employees nearing retirement, the manufacturing segment follows the guidelines set out in the Staff Handbook to ensure a transparent and supportive transition. Financial literacy programmes and informal planning support are available to encourage early preparation. While formal retirement transition programmes remain an area for future enhancement, we continue to explore ways to provide structured, end-of-career support.

Preparing a future-ready workforce also means addressing potential capability gaps amid evolving technologies, sustainability requirements, and regulatory shifts. AGB mitigates these risks through targeted upskilling initiatives, knowledge transfer support for retiring employees, and partnerships with academic institutions to align graduate skills with industry needs. Clear career progression pathways are in place to reduce talent stagnation and support long-term retention.

By investing in learning, career development, and cross-sector collaboration, we equip our people to drive personal growth and organisational success. This commitment reinforces AGB's role as an employer of choice and a sustainability leader, dedicated to building a workforce that is both resilient and future-ready.

Our Future Outlook

As AGB strengthens its learning and development framework, we remain committed to improving the accessibility and impact of our training programmes. In the manufacturing segment, we will maintain our structured approach with 16 to 32 training hours per employee annually, covering technical, compliance, leadership, and sustainability topics. AGB Builder will continue enhancing its five-hour training target, focusing on specialised certifications and on-the-job learning tailored to industry needs.

We also plan to expand digital learning platforms to enhance flexibility and engagement, while exploring structured career transition pathways such as mentorship and leadership development programmes to support long-term growth across the Group.

Managing the Social Impact:
Ensuring Workplace
Safety for Our People
and Productivity



Related UN SDGs:

Occupational Safety And Health (OSH)

Commitment to Workplace Safety and Regulatory Compliance

At AGB, the safety and well-being of our employees, contractors, and stakeholders is a top priority. Operating across diverse industries, we recognise that a strong Occupational Safety and Health (OSH) framework is essential for maintaining productivity, regulatory compliance, and a hazard-free workplace.

Our OSH management system complies with ISO 45001:2018 and The Occupational Safety and Health Act 1994 (Act 514), covering hazard identification, risk assessment, and safety protocols. We also align with sector-specific regulations such as the Factories and Machinery Act 1967 and the Environmental Quality Act 1974 to manage occupational and environmental health risks.

As a Malaysian-based company, we comply with all relevant environmental regulations enforced by the Department of Environment (DOE) and local authorities including Selangor Water Management Authority (LUAS), Klang Royal City Council (MBDK), Petaling Jaya City Council (MBPJ), Alam Flora Sdn Bhd, and Selangor Department Of Irrigation and Drainage Selangor (JPS Selangor). In FY2024, we achieved 100% compliance with key environmental laws, including the Environmental Quality (Scheduled Waste) Regulations 2005 and Environmental Quality (Industrial Effluent) Regulations 2009, reinforcing our commitment to safe and responsible operations.

Hazard Identification, Risk Assessment, and Incident Investigation

AGB adopts a proactive, risk-based approach to Occupational Safety and Health (OSH), with regular assessments identifying hazards across operations—from mechanical risks in manufacturing to ergonomic and environmental exposures in administrative and construction settings. Our structured framework, comprising Job Hazard Analysis (JHA) and Risk Control Measures (RCM), ensures timely implementation of preventive and corrective actions.

Incident investigations are integral to our safety strategy. All incidents, including near misses, undergo root cause analysis, with findings reported to management and integrated into updated safety procedures, reinforcing our commitment to continuous improvement.



Occupational Health Services and Worker Well-being

AGB provides a range of occupational health services to ensure employees’ well-being, including:

- Annual health screenings for early detection of occupational diseases.
- Ergonomic assessments to minimize work-related musculoskeletal disorders.
- Personal protective equipment (PPE) distribution tailored to operational requirements.
- Mental health awareness programs to promote psychological well-being in the workplace.

Additionally, AGB has established emergency medical response teams across its facilities, equipped with trained personnel and first-aid stations to handle medical emergencies effectively.

Worker Participation, Consultation, and Training

Employee engagement plays a crucial role in AGB’s OSH management. We encourage active participation in safety committees, where workers provide feedback on workplace conditions, report hazards, and propose safety improvements. These platforms strengthen communication between employees and management, fostering a collaborative approach to workplace safety.

Training is a cornerstone of our OSH strategy, ensuring that employees at all levels are equipped with the necessary knowledge and skills to maintain a safe work environment. Training sessions cover:

Fire Safety Training

First Aid and CPR Certification

Hazard Identification and Risk Assessment (HIRA)

Chemical Spill Response Training

Emergency Evacuation Drill

Workplace Ergonomics Awareness

Machine Safety and Lockout/Tagout (LOTO)

Personal Protective Equipment (PPE) Awareness

ISO 45001 Occupational Health and Safety Management System Training

Noise and Hearing Conservation Training

Construction Site Safety Training

Scaffolding and Fall Protection Awareness

Confined Space Entry Training

Chemical Handling and Safety Measures

Safe Use of Heavy Machinery

Electrical Safety Awareness

Workplace Hazard Communication

Manual Handling and Lifting Techniques

The manufacturing segment and AGB Land have fully disclosed their OSH training programs, outlining structured safety courses tailored to their respective operational needs. The training modules focus on equipping employees with industry-specific safety competencies, ensuring adherence to both internal policies and regulatory requirements.

OSH System Coverage and Workplace Safety Performance

AGB ensures full Occupational Safety and Health (OSH) coverage across its workforce, with data based on the total headcount as of December 2024. The manufacturing segment is externally certified, reflecting compliance with recognised safety standards through third-party validation. AGB Builders, while not externally certified, maintains 100% OSH coverage through structured internal audits. Despite differing certification approaches, both subsidiaries uphold comprehensive safety practices, demonstrating AGB’s consistent commitment to workplace safety and regulatory compliance.

Subsidiary	Total Employees Covered	Internally Audited	Certified by External Auditor
ALCOM & ANSC	1,370	1,370	1,370
AGB Builders	73	57	-

Occupational Safety and Health (OSH) Management System Coverage Across the manufacturing segment and AGB Builders in 2024

Work-Related Injuries and Ill Health

AGB remains committed to achieving an incident-free workplace. In 2024, there were zero recorded work-related injuries or occupational diseases among direct employees across all subsidiaries, reflecting the effectiveness of our preventive measures and safety training programmes.

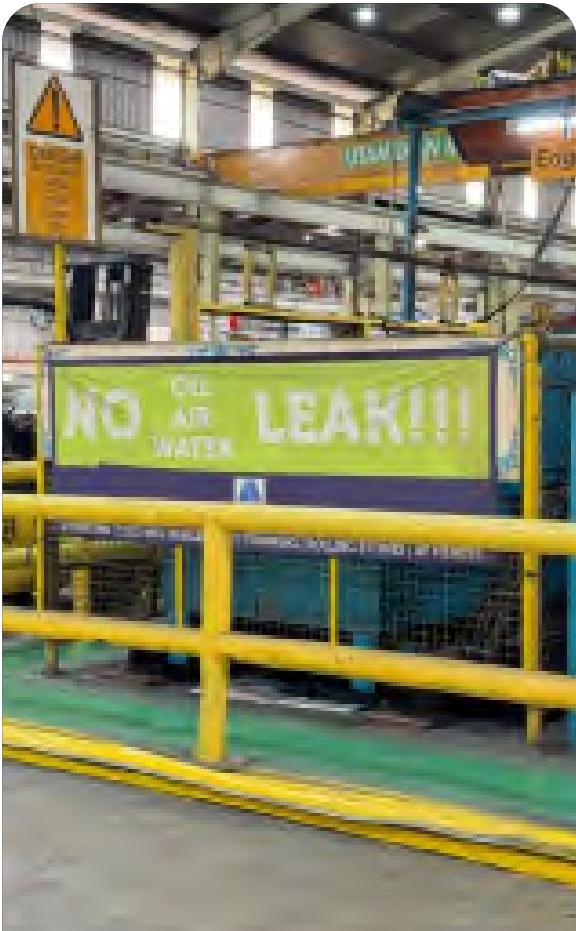
However, a contractor fatality occurred at ALCOM’s facility during a solar panel installation. Although the individual was not a direct employee, AGB took full accountability, launching an immediate investigation and implementing enhanced risk assessments and contractor safety protocols. This incident underscores our commitment to protecting everyone on-site, including external contractors.

Strengthening OSH in Business Operations

AGB extends its OSH commitment beyond direct employees by enforcing strict safety standards among contractors, suppliers, and business partners. Compliance is governed through our Supplier Code of Conduct and monitored via regular audits. These efforts promote a culture of safety across our value chain, reinforcing our dedication to workplace well-being and operational excellence.



Enhancing First Aider Visibility for Quick Emergency Assistance Project by Finance & EHS Department of the manufacturing segment



Our environmental communication at our plant facility within the manufacturing segment emphasizes the prevention of oil, air, and water leaks to enhance resource efficiency, workplace safety, and environmental sustainability.



Safety initiatives at the site by AGB Builders

Managing the Social Impact: Creating Shared Value with Local Communities



Creating Shared Value with Local Communities

At Alcom Group Berhad (AGB), we are committed to building a positive and lasting impact in the communities where we operate. We believe that creating shared value is essential for long-term sustainable growth, enhancing societal well-being while reinforcing our social license to operate.

We acknowledge that our presence influences communities economically, socially, and environmentally. As such, our approach to community investment is guided by our **Human Rights, Diversity and Inclusion Policy**, and aligns with **GRI 413: Local Communities** and Bursa Malaysia’s **Common Sustainability Indicators** under “Local Community Engagement.”

AGB’s commitment to responsible community engagement includes:

- **Stakeholder Collaboration:** Working with local organisations, government bodies, and NGOs.
- **Social Investment:** Supporting programmes in education, healthcare, environmental conservation, and capacity building.
- **Local Economic Development:** Creating job opportunities and encouraging procurement from local suppliers.



We monitor key indicators to assess our impact:

- Total monetary and in-kind community investment
- Number of direct beneficiaries
- Extent of local stakeholder engagement and participation

In 2024, we invested a total of





RM715,366 in community-based initiatives.

Current Initiatives and Progress

1. Mangrove Planting Campaign: CSR Mangrove 2024

Our flagship environmental CSR programme, the **CSR Mangrove 2024** initiative, was held on **28 September 2024** at **Bagan Pair, Tanjong Karang, Kuala Selangor**. With an estimated cost of **more than RM17,000**, the initiative aimed to restore 0.15 hectares of coastal mangrove habitat.

Key Highlights:

 1,500 Bakau Kurap (Rhizophora mucronata) saplings were planted.	 A total of 80 volunteers participated: 47 from ALCOM, 11 from AGB Land, 10 each from AGB Builders and PAM (Pertubuhan Akitek Malaysia), and 2 from supplier representatives.
 Organised in collaboration with Selangor Forestry Department and PAM.	 Safety briefing delivered by Forestry Officer En. Abd Halim bin Md Yassin.

This programme builds upon AGB’s longstanding collaboration with the Selangor Forestry Department since 2014. In 2023, we planted **1,000 mangroves** with 51 volunteers. Our 2024 campaign expanded both in participation and ecological impact.

Feedback from subsidiaries such as AGB Land and AGB Builders is actively being reviewed to improve future programmes. Our efforts support the environmental sustainability vision of **His Royal Highness, the Sultan of Selangor**.



Safety Briefing before Mangrove Planting activity



Mangrove planting 2024



Representatives from AGB Land



Representatives from Pertubuhan Akitik Malaysia (PAM)



Our CEO of ALCOM participated in planting the mangrove.



Hands in the mud, hearts in the mission – cooperation at our best!

2. Blood Donation Drive: “Jom Derma Darah” Campaign

On 8 August 2024, AGB’s manufacturing division hosted a blood donation drive at Infinite Café, in collaboration with HTAR Blood Bank Department under the “Jom Derma Darah” campaign.



Key Outcomes:



69 individuals registered, with 49 successful donors.



Event supported the national health system and helped sustain blood supply levels.



Reinforced employee volunteerism and social participation.




Blood Donation Drive 2024

Moving forward, we aim to broaden participation to include external community members.


3. RSK Explorace 2024: Supporting Underprivileged Children

AGB participated in RSK Explorace 2024, a social engagement initiative hosted by Pertubuhan PDK Rumah SayangKu at Taman Botani Negara, Shah Alam. Over 50 underprivileged children and their family members attended.


Key Highlights:



Organised team-building activities and interactive challenges



Strengthened employee-community bonds



Promoted inclusion, empathy, and social awareness



The event was supported by Jabatan Kebajikan Masyarakat Negeri Selangor and reflects AGB’s corporate values of inclusivity and contribution.



RSK Explorace 2024

4. Financial Contribution to Yayasan Canone Kianjoo

In FY2024, AGB contributed a total of **RM697,366** to **Yayasan Canone Kianjoo**, supporting initiatives related to **education, healthcare, and social welfare**.



Breakdown of Contributions:

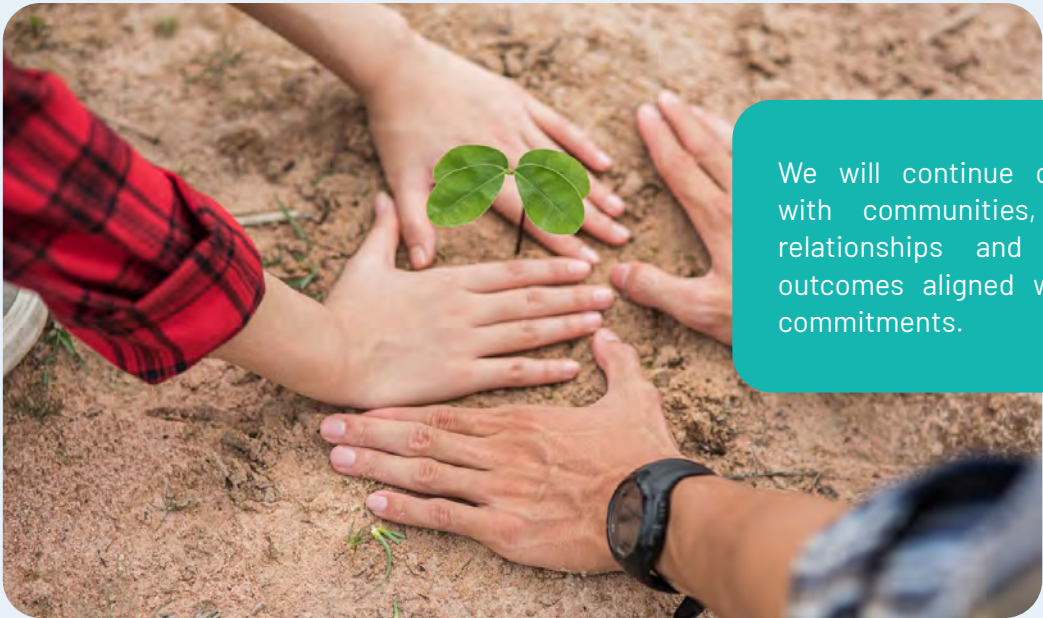
ALCOM & ANSC	RM 27,366	AGB Land	RM 670,000
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These funds were channelled into community development programmes, scholarships, and health support initiatives.

Our Future Outlook

AGB is committed to enhancing the quality, transparency, and reach of our community engagement initiatives. Moving forward, we aim to:

- Strengthen our **impact assessment framework**, tracking beneficiary numbers and community outcomes
- Expand participation across more subsidiaries and local partners
- Increase focus on **education, environmental restoration, and inclusive development**



We will continue creating shared value with communities, fostering long-term relationships and measurable positive outcomes aligned with our sustainability commitments.

Managing the Social Impact:
Safeguarding Customer Data for Trust and Security



Safeguarding Customer Data for Trust and Security

Why It Matters to Us and Managing the Impacts

At Alcom Group Berhad (AGB), safeguarding customer data is central to building and maintaining trust with our stakeholders. As our operations become increasingly digitised, we recognise that the confidentiality, integrity, and availability of customer information are critical to our reputation and sustainability performance.

We align our practices with the **Personal Data Protection Act (PDPA) 2010** and follow the expectations of **GRI 418: Customer Privacy** and Bursa Malaysia’s Common Materiality Matters under “**Data Privacy and Security.**”

To manage these risks and impacts, AGB has implemented the following core policies:

P-001 IT Policy	Governs IT security across AGB, covering password protection, user authentication, and network security protocols.
ITP-005 Third-Party Policy	Outlines standards for external parties accessing our IT systems, including authentication and restricted access.
Personal Data Protection and Privacy Policy (PDP Policy)	Establishes procedures for the collection, processing, retention, and disposal of personal data.
AGB Code of Conduct	Mandates employee compliance with all cybersecurity guidelines.

We conduct **periodic IT strategy meetings** involving senior management and IT leadership to review cybersecurity frameworks, identify potential vulnerabilities, and allocate resources for continued investment in IT infrastructure.

To manage the risks and impacts effectively, we:

- Implement **Standard Operating Procedures (SOPs)** for managing data privacy complaints.
- Partner with a **cybersecurity firm** for proactive threat detection and incident response.
- Enforce **data protection standards** for both employees and vendors.

Current Initiatives and Progress

1. Cybersecurity Awareness and Training

To build a cyber-aware culture, we conduct annual cybersecurity training. In 2024, the manufacturing segment organised the “**ALCOM Berhad Security Awareness 2024**” programme on **11 June 2024**, which included:

- Recognising phishing emails and social engineering tactics.
- Best practices for handling customer data securely.
- Employee roles in preventing cyber breaches.



Cybersecurity awareness session conducted at the manufacturing facility on 11 June 2024.

2. Incident Management and Risk Assessment

Employees are trained to report suspicious emails and IT incidents through an internal ticketing system, which the IT team investigates and escalates as needed.

- **Monthly cybersecurity reviews** are held with our cybersecurity partner.
- AGB continues to invest in **firewalls, malware detection tools, and enhanced password security protocols.**

3. Third-Party Security Compliance

Under the **ITP-005 Third-Party Policy**, AGB enforces strict controls on vendors:

- All vendors must pass security vetting.
- Unique user logins and secure authentication are mandatory.
- Remote access is only allowed for approved purposes with specific safeguards.

4. Data Protection and Governance

AGB applies structured governance to protect personal data:

- A **Generic Information Risk Assessment Questionnaire** is used to assess departmental risks.
- The **PDP Risk Assessment Manual for Assessors** guides system implementation reviews, data handling changes, and incident evaluations.
- **Secure data disposal** protocols include:
 - Encryption of digital records
 - Shredding of printed documents

5. Enhancing IT Security Infrastructure

AGB maintains consistent investment in IT infrastructure across all subsidiaries. For instance:

- **AGB Land and AGB Builders** partner with third-party IT service providers for robust network security and encrypted storage.
- All subsidiaries comply with **industry-leading cybersecurity protocols** and are periodically assessed.

Our commitments include:

- Allocating **dedicated cybersecurity budgets**
- Continuously **upgrading systems** in line with global standards
- Ensuring alignment with **PDPA** and Bursa Malaysia guidelines

Our Future Outlook

AGB is committed to futureproofing our data privacy practices. As digital threats become more sophisticated, our next steps include:

1

Implementing advanced encryption tools

2

Strengthening access control frameworks

3

Deploying real-time monitoring and detection systems

We will continue reinforcing our governance, infrastructure, and employee training to stay ahead of evolving cyber risks—ensuring that stakeholder trust in AGB remains strong and secure.

Driving Environmental Responsibility

Climate Governance and TCFD

Driving Environmental Responsibility – Climate Governance and TCFD

Governance

At AGB, we recognize that climate-related risks and opportunities are integral to our long-term sustainability and financial resilience. Climate considerations are embedded into our corporate oversight, strategy development, and risk management processes, ensuring we navigate evolving regulatory landscapes and align with global decarbonisation goals.

Board Oversight on Climate-Related Risks and Opportunities

Our Board of Directors holds the highest level of responsibility for overseeing climate-related risks and opportunities, ensuring they are fully integrated into AGB's corporate strategy. The Board actively reviews climate-related policies, risk assessments, and emissions reduction initiatives, driving informed decision-making aligned with national and international climate objectives.

The Sustainability Committee, a sub-committee of the Board, provides strategic oversight of AGB's sustainability performance, focusing on climate-related disclosures, emissions reduction efforts, and regulatory compliance. Meeting quarterly, the committee reviews climate performance data, mitigation strategies, and progress toward our **Net Zero Target by 2035**. Key areas of focus include:

- Reviewing climate-related risks and opportunities affecting AGB's financial and operational performance.
- Ensuring compliance with Bursa Malaysia's Sustainability Reporting Framework, the GHG Protocol, and ISO 14064-1:2018 (Greenhouse gases—Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals).
- Evaluating the effectiveness of climate risk mitigation strategies, including renewable energy integration and circular economy initiatives.
- Setting and revising sustainability targets for energy efficiency, emissions reduction, and waste management.

The Board ensures that climate risks are factored into long-term business planning, investment decisions, and capital allocation, promoting cross-departmental collaboration to embed climate-related considerations across all operational divisions.

Related UN SDGs:



Management’s Role in Assessing and Managing Climate-Related Risks

While the Board provides strategic oversight, climate-related strategies are implemented by senior management and key operational teams. AGB has established a multi-level governance structure to ensure climate risks and opportunities are effectively managed at all levels of the organisation.

Key Governance Roles and Responsibilities:

Position	Roles and Responsibilities
Sustainability Committee	Develops climate strategies and action plans, tracks emissions performance, ensures regulatory compliance, conducts climate risk assessments, and collaborates with external sustainability experts.
Risk Management Committee	Oversees climate risk integration within AGB's Enterprise Risk Management (ERM) system, identifies and monitors transition and physical risks, and ensures alignment with climate scenario analyses and regulatory changes.
Sustainability and Environmental Team	Executes climate-related initiatives, monitors compliance with ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health & Safety), and collects and reports Scope 1, 2, and 3 emissions data.

Integration of Climate Considerations into Corporate Decision-Making

To ensure climate-related considerations are embedded in corporate decision-making, AGB has adopted the following mechanisms:

Key Mechanism	Description
Enterprise Risk Management (ERM) Integration	Climate risks are assessed alongside financial and operational risks for a holistic risk management approach.
Climate-Related KPIs for Senior Management	Performance-based incentives are linked to sustainability targets, ensuring leadership commitment to emissions reduction and energy efficiency.
Strategic Investment in Low-Carbon Initiatives	AGB prioritizes investments in renewable energy, energy-efficient technologies, and circular economy practices as part of our Net Zero 2035 roadmap .
Regular Climate Performance Reporting	Climate-related performance updates are included in Board and management reports, ensuring data-driven insights for strategic decision-making.

Stakeholder Engagement on Climate-Related Matters

AGB actively engages with stakeholders to enhance climate governance, align sustainability initiatives with industry best practices, and ensure compliance with evolving regulatory expectations.

Stakeholder	Engagement Approach
Regulatory Bodies	Collaborates with government agencies, environmental regulators, and industry associations to ensure compliance with climate policies, carbon reporting requirements, and regulatory frameworks.
Investors & Financial Institutions	Provides transparent climate disclosures to strengthen investor confidence in AGB's sustainability targets and decarbonization strategies.
Suppliers & Value Chain Partners	Works with suppliers and business partners to promote low-carbon procurement and integrate sustainable supply chain practices.
Employees & Internal Stakeholders	Conducts climate-focused training and awareness programs to foster a company-wide commitment to sustainability and emissions reduction.

With a robust climate governance framework in place, AGB ensures that climate-related risks and opportunities are effectively managed across all levels of the organisation. Our governance approach supports sustainable growth, regulatory compliance, and a successful transition toward a low-carbon economy.

Strategy

Climate-related risks and opportunities shape AGB's business strategy, operations, and financial planning. We adopt a proactive approach by integrating the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) into our corporate planning framework.

Climate risks are categorized as:

- 1. **Transition Risks** – Risks arising from policy changes, regulatory requirements, market shifts, and evolving low-carbon technologies.
- 2. **Physical Risks** – Risks stemming from extreme weather events (acute risks) and long-term climate shifts (chronic risks) impacting operations and supply chains.

To mitigate these risks, AGB has identified key climate-related risks, business impacts, and opportunities, which are classified into transition risks (policy, technology, market) and physical risks (acute, chronic). These factors influence our **short-, medium-, and long-term business strategy**.

Climate-Related Risks, Impacts, and Opportunities

The table below outlines the climate-related risks, their business impacts, and the opportunities that arise from addressing these risks. These risks are classified into transition risks (policy, technology, market) and physical risks (acute, chronic) and are further categorised based on their short-, medium-, and long-term impacts.

Category	Identified Risk	Risk Term (Short, Medium, Long)	Impact on Business, Strategy & Financial Planning	Opportunities
Policy & Legal	Introduction of Carbon Tax / Emission Trading Scheme (ETS)	Short-Medium	<ul style="list-style-type: none">Increased operational costs due to carbon pricing on Scope 1 & 2 emissionsFinancial burden on high-energy consumption processes	<ul style="list-style-type: none">Improve operational efficiency to reduce tax burdenExplore carbon credit generation and trading
	Stricter Environmental Regulations on Industrial Waste Management	Medium	<ul style="list-style-type: none">Higher compliance costs and potential penalties for non-complianceMay require capital investment in new waste treatment technologies	<ul style="list-style-type: none">Invest in circular economy models and waste valorisationStrengthen compliance and eco-certifications to access global markets
	Mandatory Renewable Energy Adoption for Energy-Intensive Industries	Medium-Long	<ul style="list-style-type: none">Increased CAPEX investment required to shift towards renewable energyPotential risk of higher energy tariffs for non-compliant businesses	<ul style="list-style-type: none">Transition to on-site solar PV or purchase green energy certificatesReduce dependency on fossil-based energy, lowering long-term costs
Technology	High Cost of Adopting Low-Carbon Technologies (e.g., CCS, Hydrogen, Energy Storage)	Medium-Long	<ul style="list-style-type: none">Large capital expenditure (CAPEX) required for clean technology upgradesUncertainty over return on investment (ROI) due to evolving technology costs	<ul style="list-style-type: none">Seek government incentives and green financing for transition projectsPartner with tech innovators for cost-effective solutions
	Lack of Advanced Waste Management Technologies	Medium	<ul style="list-style-type: none">Inefficient waste management leading to higher disposal costsMarket pressure to improve recyclability and waste reduction initiatives	<ul style="list-style-type: none">Collaborate with waste-to-energy initiatives and industry recyclersDevelop closed-loop material recovery systems
Market	Changing Customer Preferences Towards Low-Carbon, Sustainable Materials	Short-Medium	<ul style="list-style-type: none">Loss of market share if products do not meet low-carbon material demandNeed for rebranding and product differentiation to remain competitive	<ul style="list-style-type: none">Strengthen branding as a low-carbon aluminium producerInvest in product innovation using sustainable raw materials
	Investor Shift Towards ESG-Compliant Businesses	Short-Medium	<ul style="list-style-type: none">Reduced access to green financing and sustainable investment funds if ESG goals are not metHigher expectations for transparent climate disclosure	<ul style="list-style-type: none">Improve sustainability reporting and disclosures to attract investorsLeverage sustainability-linked financing (green bonds, ESG loans)

Scenario Analysis: Assessing AGB’s Future Climate Pathways

AGB conducts qualitative scenario analyses to assess risks and opportunities under different climate pathways. These include:

1. Internation Energy Agency (IEA) Net Zero 2050 Scenario (1.5°C Pathway)

- Represents an accelerated global transition to a low-carbon economy.
- Assumes stringent policies, widespread renewable energy adoption, and carbon neutrality by 2050.
- Key Impacts for AGB:
 - Higher regulatory compliance requirements (e.g., carbon taxes, stricter emission limits).
 - Opportunities in renewable energy investment and energy efficiency adoption.
 - Increased demand for low-carbon materials, aligning with AGB’s sustainability strategy.

2. Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) 4.5 (Moderate Transition, 2°C Pathway)

- Represents a balanced transition scenario, where climate policies strengthen over time, but some reliance on fossil fuels remains.
- Key Impacts for AGB:
 - Gradual increase in carbon pricing and regulatory requirements.
 - Moderate shifts in customer preferences towards sustainable products.
 - Resilience-building needed for physical risks, such as extreme weather events impacting supply chains.

3. Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) 8.5 (High Emission, 4°C Pathway)

- Represents a business-as-usual scenario with minimal global policy action and continued reliance on fossil fuels.
- Key Impacts for AGB:
 - Significant physical climate risks, including higher frequency of extreme weather events impacting production sites.
 - Increased operational disruptions, supply chain risks, and infrastructure damage.
 - Rising insurance and adaptation costs due to climate-induced uncertainties.

The table below outlines the key considerations for each climate pathway and its projected impact on AGB's operations.

Scenario	IEA Net Zero 2050 (1.5°C Pathway)	IPCC RCP 4.5 (Moderate Transition, 2°C Pathway)	IPCC RCP 8.5 (High Emission, 4°C Pathway)
Short-Term (2024 – 2030)	<ul style="list-style-type: none">• Regulatory Risks: Increased policy pressure, potential introduction of carbon pricing mechanisms in Malaysia.• Opportunities: Competitive advantage through early decarbonization investments, including solar energy expansion and low-carbon material sourcing.• Operational Impact: Initial CAPEX increases for energy efficiency improvements and hydrogen adoption pilot programs.	<ul style="list-style-type: none">• Regulatory Risks: Gradual tightening of environmental and carbon reporting regulations, but with transition support mechanisms such as green tax incentives.• Opportunities: Growth in circular economy adoption, increased demand for sustainable aluminium products.• Operational Impact: Continued focus on waste reduction initiatives, increased investments in renewable energy.	<ul style="list-style-type: none">• Physical Risks: Higher risk of heatwaves, increasing energy demand for cooling in manufacturing.• Operational Impact: Higher electricity costs, disruptions from extreme weather events affecting logistics and supply chain stability.
Medium-Term (2031 – 2040)	<ul style="list-style-type: none">• Regulatory Risks: Full implementation of carbon pricing, with mandatory Scope 3 emission reporting.• Market Shifts: Increased pressure from investors and customers to adopt net-zero-aligned products.• Opportunities: Higher market demand for low-carbon aluminium and construction materials, expansion into green hydrogen usage.	<ul style="list-style-type: none">• Regulatory Risks: Stronger ESG disclosure mandates, gradual increase in carbon pricing mechanisms.• Opportunities: Government incentives for clean energy projects, expansion of circular economy frameworks.• Operational Impact: Higher R&D investments into advanced recycling technologies.	<ul style="list-style-type: none">• Physical Risks: Increased frequency of floods, impacting facility operations and supply chain logistics.• Operational Impact: Higher costs for infrastructure adaptation (e.g., flood barriers, enhanced cooling systems).
Long-Term (2041 – 2050)	<ul style="list-style-type: none">• Market Transformation: AGB's full transition to net-zero, leveraging solar power, energy-efficient manufacturing, and carbon-neutral supply chains.• Opportunities: Strong positioning in green markets, premium pricing for sustainable aluminium.• Operational Impact: Full-scale adoption of hydrogen-based energy systems, industry-leading net-zero compliance.	<ul style="list-style-type: none">• Regulatory Risks: Final phase of global carbon pricing enforcement, but delayed net-zero alignment.• Opportunities: Demand for low-carbon products, though competition remains high.• Operational Impact: Need for final-phase decarbonization investments.	<ul style="list-style-type: none">• Physical Risks: Severe supply chain disruptions, requiring resilient infrastructure adaptation.• Operational Impact: Increased operational costs due to higher raw material prices, water scarcity, and extreme weather events.

Integrating Scenario Analysis into Business Strategy

By integrating scenario analysis into business strategy, AGB strengthens its resilience to climate uncertainties and aligns future investments with sustainability goals.

Risk Management

AGB's Climate Risk Management Framework integrates risk identification, assessment, mitigation, and monitoring within our **Enterprise Risk Management (ERM) system**.

- **Risk Identification & Assessment:** We conduct scenario analyses, materiality assessments, and stakeholder engagement to evaluate climate risks.
- **Risk Mitigation Strategies:** Includes regulatory compliance, operational resilience, energy transition planning, supply chain risk management, and financial risk mitigation.
- **Risk Integration in ERM:** Climate risks are prioritized based on likelihood and impact, ensuring effective mitigation planning and annual reviews.

Metrics and Targets

AGB tracks key environmental performance indicators to assess climate-related risks and opportunities. Our targets align with TCFD recommendations and regulatory requirements.

Metrics Used to Assess Climate-Related Risks and Opportunities

AGB monitors a range of key environmental performance indicators to assess climate-related risks and opportunities across our operations. These metrics allow us to evaluate progress toward our decarbonization goals and enhance climate resilience strategies.

The following table outlines the primary climate-related metrics used to assess AGB's environmental impact:

Metric	Measurement Unit	Scope of Monitoring
Total GHG Emissions	tCO ₂ e	Scope 1, Scope 2, and Scope 3
GHG Emission Intensity	tCO ₂ e per metric tonne	ALCOM manufacturing segment
Energy Consumption	GJ	Fuel and electricity consumption
Energy Intensity	GJ per metric tonne	ALCOM manufacturing segment
Renewable Energy Utilization	% of total energy use	Share of solar energy adoption
Water Usage	Megalitres (ML)	Total water consumption across all subsidiaries
Waste Management Performance	Metric tonnes	Hazardous and non-hazardous waste management

These metrics are reviewed annually, ensuring that AGB remains on track toward achieving its sustainability commitments.

GHG Emissions Performance

AGB tracks its GHG emissions across Scope 1, Scope 2, and Scope 3, as per the GHG Protocol. The breakdown of emissions performance is presented in the following table:

GHG Emission Category	2022 (tCO _{2e})	2023 (tCO _{2e})	2024 (tCO _{2e})
Scope 1 (Direct Emissions)	19,994	21,114	18,059
Scope 2 (Indirect Emissions from Electricity)	24,373	25,056	25,858
Scope 3 (Value Chain Emissions)	1,911	516,969	543,419
Total Emissions	46,278	563,139	587,336

Our emissions data indicates fluctuations in overall carbon footprint, primarily driven by procurement structures, operational changes, and energy consumption patterns. Despite an increase in Scope 3 emissions in 2024, AGB remains committed to enhancing supply chain sustainability and reducing emissions across our value chain.

Emission Reduction Targets and Net Zero Commitment

Our commitment to Net Zero by 2035 drives our strategic initiatives, ensuring continuous improvements in emissions reduction, energy efficiency, and sustainable business practices. We have set to achieve this through the following strategic initiatives:

- Expansion of solar energy capacity and integration of hydrogen energy.
- Implementation of energy efficiency measures and low-carbon technologies.
- Reduction of Scope 3 emissions through sustainable procurement and circular economy principles.
- Strengthening waste management practices to minimize landfill disposal.

The Net Zero Transformation Plan provides a structured roadmap for gradual emissions reduction, with key milestones up to 2050.

Driving Environmental Responsibility

Emissions and Climate Action



Related UN SDGs:

Driving Environmental Responsibility: Emissions and Climate Action

GHG Emissions: Managing Our Carbon Footprint

At AGB, we acknowledge that reducing greenhouse gas (GHG) emissions is central to our long-term resilience and commitment to a low-carbon future. By systematically tracking and managing our emissions, we ensure that we remain aligned with international climate goals while enhancing operational efficiency.

Our GHG inventory is prepared in accordance with the **GHG Protocol, ISO 14064-1:2018 Greenhouse gases: Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, and Bursa Securities’ Sustainability Reporting Guide (3rd Edition)**, ensuring accuracy, consistency, and transparency. Emissions are categorised into three scopes:

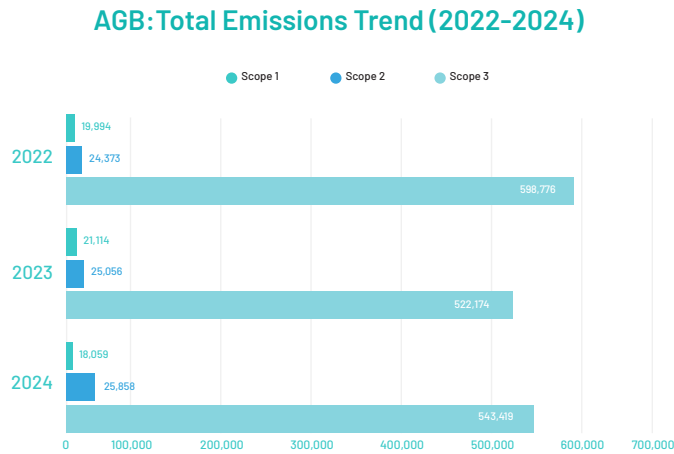
- **Scope 1 (Direct Emissions):** Emissions from fuel consumption, including diesel, petrol, and natural gas used across our operations.
- **Scope 2 (Indirect Emissions):** Emissions from purchased electricity that powers our facilities.
- **Scope 3 (Other Indirect Emissions):** Emissions from activities beyond direct operations, including purchased goods and services, business travel, employee commuting, transportation, and waste generation.

Through a structured emissions inventory, we strengthen energy efficiency measures, integrate low-carbon solutions, and work towards decarbonising our value chain.

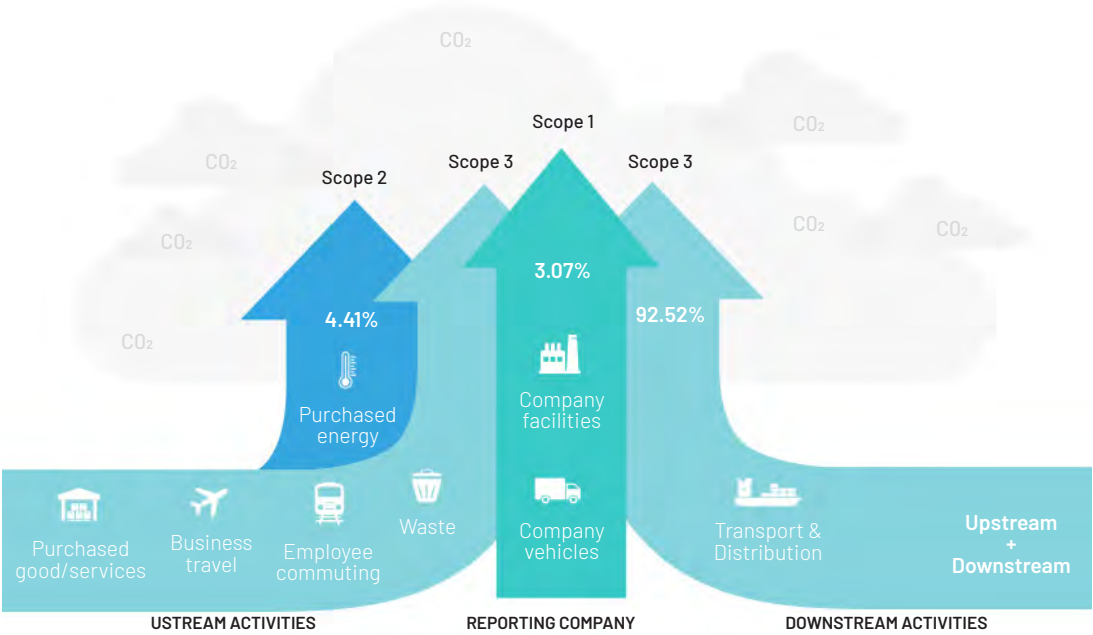
Our Performance

Overview of Group Emissions (2022 – 2024)

AGB’s total GHG emissions have fluctuated over the past three years due to changes in operational efficiency, supply chain adjustments, and energy consumption patterns.

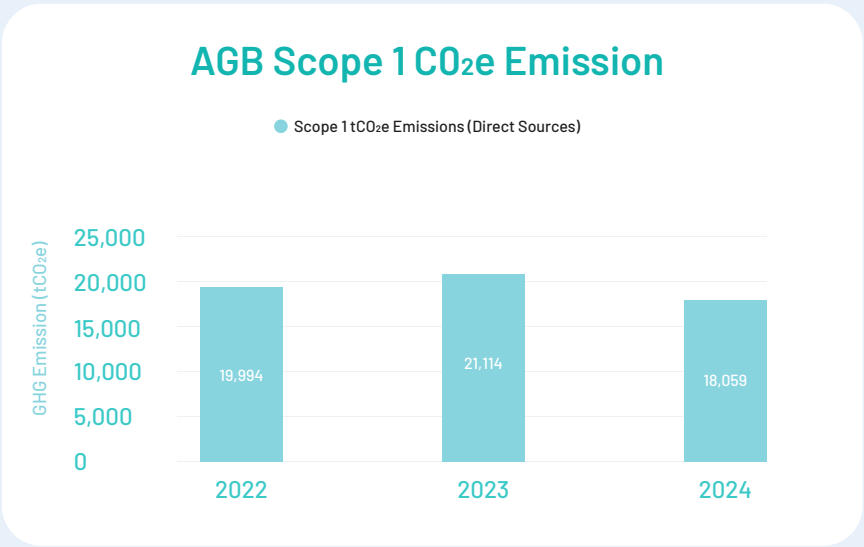


For 2024, Scope 3 emissions accounted for 92.5% of our total footprint, underscoring the significance of value chain impacts. In contrast, Scope 1 and Scope 2 emissions together comprised only 7.5% of total emissions. These figures highlight the importance of engaging suppliers, logistics partners, and customers in our broader decarbonisation strategy.



Scope 1: Direct Emissions

Scope 1 emissions originate from direct fuel combustion in our operations. In 2022, these emissions stood at **19,994 tCO₂e**, increasing to **21,114 tCO₂e** in 2023, before declining to **18,059 tCO₂e** in 2024. This reduction reflects our fuel efficiency initiatives, including process optimisation and the transition to lower-carbon fuel sources.



For mobile combustion under Scope 1, fuel consumption data recorded through monetary transactions using card statements. As direct volume data (in litres) was not available, the fuel volume was estimated by dividing the expenditure by the average retail fuel price. The calculated volume was then multiplied by the appropriate Department for Environment, Food and Rural Affairs (DEFRA) 2024 emission factors (kg CO₂e/litre) to estimate emissions. This approach aligns with activity-based methods and ensures accurate quantification despite the initial data being in monetary terms.

Scope 2: Indirect Emissions from Purchased Electricity

Scope 2 emissions result from purchased electricity use showed a consistent upward trend. In 2022, these emissions were **24,373 tCO₂e**, rising slightly to **25,056 tCO₂e** in 2023, and further increasing to **25,858 tCO₂e** in 2024.

Scope 3: Indirect Emissions from the Value Chain

Scope 3 emissions remain the largest contributor to AGB's carbon footprint, with **543,419 tCO₂e** recorded in 2024. The most significant source was purchased goods and services (**538,001 tCO₂e**), followed by emissions from downstream transportation, waste, business travel, and employee commuting.

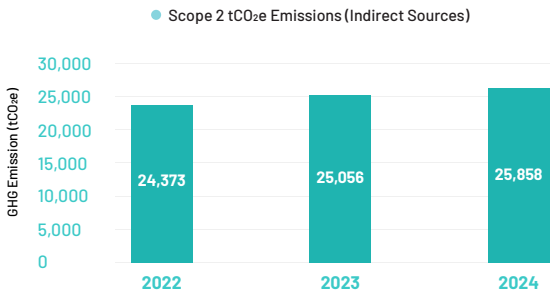
To ensure accurate quantification, AGB applies internationally recognised methodologies, using **DEFRA 2024** and industry-specific emission factors. This allows us to precisely calculate emissions from raw materials, packaging, waste, transportation, and employee commuting.

In estimating Scope 3 emissions, several assumptions were made to address data limitations and improve accuracy. For business travel, a combination of estimation methods was applied based on data availability.

- Air travel emissions were calculated using the spend-based method, as only monetary values were available. Emission estimates were derived by converting average airfare into distance travelled and applying DEFRA-based sector-adjusted emission factors.
- For land travel, some provided data in monetary form. Similar to Scope 1, the expenditure was used to estimate fuel consumption or distance travelled, which was then converted into emissions using DEFRA 2024 activity-based emission factors, rather than applying a direct spend-based method.

For employee commuting, data was collected via a Google Form, with a response rate of 69%. To estimate emissions for all employees, the average emission per respondent was extrapolated across the full employee base for each subsidiary. This assumption was necessary to account for unreported commuting patterns while maintaining consistency in emission reporting.

AGB Scope 2 CO₂e Emission



AGB Scope 3 CO₂e Emission



Energy Consumption and Efficiency

Managing energy use is a key pillar of our emissions reduction strategy. By optimising energy consumption, adopting renewables, and implementing efficiency measures, we ensure that our business growth is aligned with decarbonisation ambitions. Beyond operational improvements, we actively promote energy awareness campaigns across the organisation—not only within production environments but also in administrative functions. While the impact of actions like switching off lights or idle equipment may be small in isolation, cultivating a culture of energy consciousness among employees drives more meaningful, collective behavioural change. These efforts reinforce that energy efficiency is not just a technical responsibility but a shared value across all levels of our workforce.



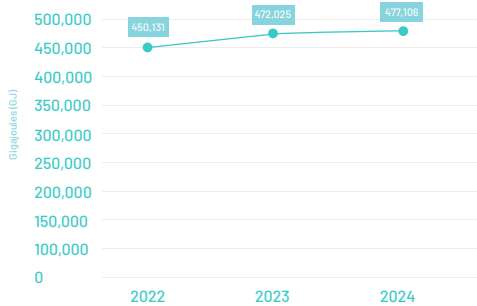
Our initiative encourages simple yet impactful actions—turning off unused lights, optimizing air conditioning, and shutting down computers—to reduce energy consumption and support sustainability. Every effort counts!

Our Performance

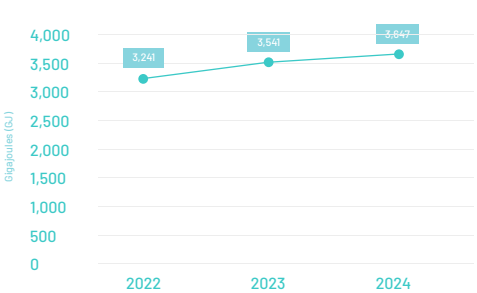
Total Energy Consumption (2022 – 2024)

AGB's energy consumption trends reflect our continuous efforts to enhance efficiency. In 2022, total energy use stood at **450,131 GJ**, increasing to **472,025 GJ** in 2023 before further rise to **477,106 GJ** in 2024.

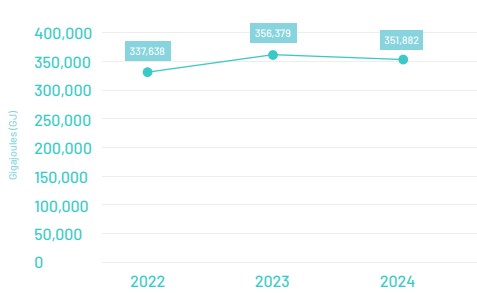
AGB's Total Energy Consumption



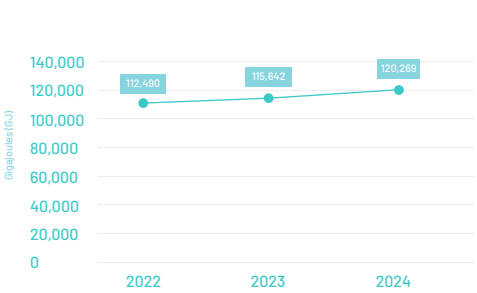
AGB's Total Diesel Consumption



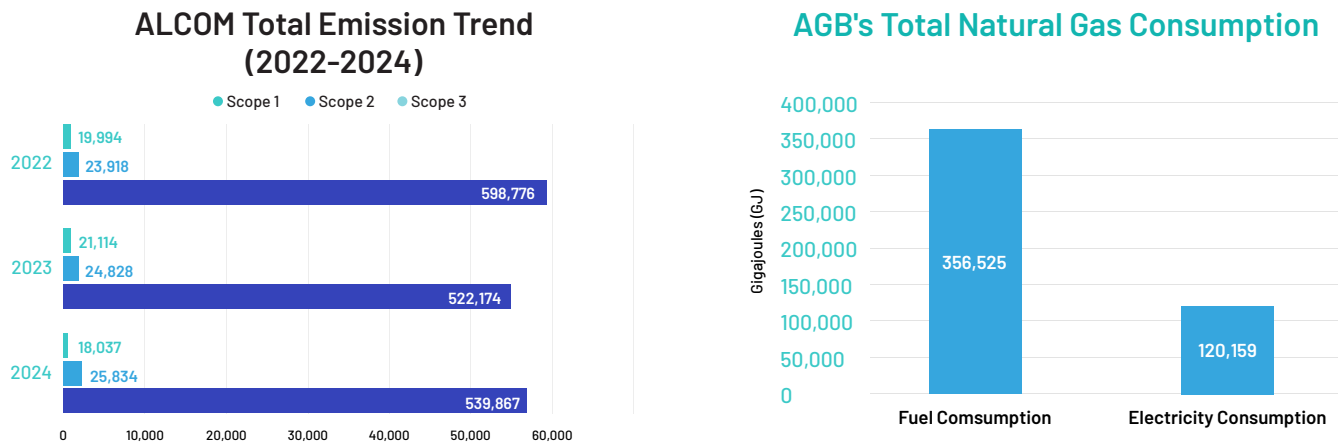
AGB's Total Natural Gas Consumption



AGB's Total Electricity Consumption



GHG and Energy Intensity in Manufacturing



Renewable Energy Initiatives

The first phase of our solar project is already operational, supplying renewable energy to support AGB's manufacturing activities. The next phase, with an **installed capacity of 3.5 MW**, was scheduled for **completion in 2025**. Once fully commissioned, this expansion will significantly advance our transition to renewables and reinforce our commitment to decarbonisation.



Solar panel installation at ALCOM's manufacturing facility, enhancing renewable energy adoption and reducing carbon footprint.

GHG Reduction Initiatives

To drive meaningful emissions reductions, AGB has implemented targeted initiatives focusing on operational improvements, energy-efficient technologies, and circular economy principles.

Process Optimisation and Energy Efficiency

- Upgrading machinery to reduce energy consumption without compromising output.
- Smart energy management systems, enabling real-time monitoring and automatic efficiency adjustments.
- Scheduling production during off-peak energy demand periods to enhance efficiency.

Circular Economy and Material Recovery

- Buy-Back Guarantee Programme: Allows customers to return used aluminium products for recycling, reducing Scope 3 emissions.
- Aluminium Scrap Reuse: Up to 60% of aluminium scrap is reintegrated into production, minimising reliance on virgin materials.

AGB Buy-Back Guarantee Programme



Nature-Based Solutions: Mangrove Reforestation

Beyond direct emissions reduction, AGB integrates **nature-based solutions** into our sustainability strategy. Since 2014, we have collaborated with the **Selangor Forestry Department** to restore coastal ecosystems through mangrove planting.

In 2023, we planted 1,000 mangroves, followed by 1,500 additional trees in 2024 in partnership with Pertubuhan Akitek Malaysia (PAM). While carbon sequestration data is being assessed, these efforts contribute to biodiversity restoration and climate resilience .



AGB's commitment to climate action extends to mangrove restoration, a vital step in coastal ecosystem protection and carbon capture.

Future Outlook: AGB's Net Zero Transformation Plan

Our Net Zero Transformation Plan by 2035 outlines a structured roadmap to systematically reduce emissions.

Key milestones include:

2026	Achieve further emissions reduction through expanded solar energy and process efficiency improvements.
2030	Advance hydrogen energy adoption, replacing 50% of natural gas in industrial applications.
2040	Achieve near full-transition to renewable and alternative energy sources.
2050	Attain net-negative carbon status through full hydrogen integration and expanded carbon offset strategies.

Alcom Net Zero Transformation by 2035

By embedding sustainability into every facet of our operations, AGB remains committed to reducing emissions, enhancing energy efficiency, and leading in industrial decarbonisation efforts.



*VPPA: Virtual Power Purchase Agreements
*CCU: Carbon Capture & Utilisation

Driving Environmental Responsibility: Effluents and Wastes

Sustainable Wastes Management and Circularity

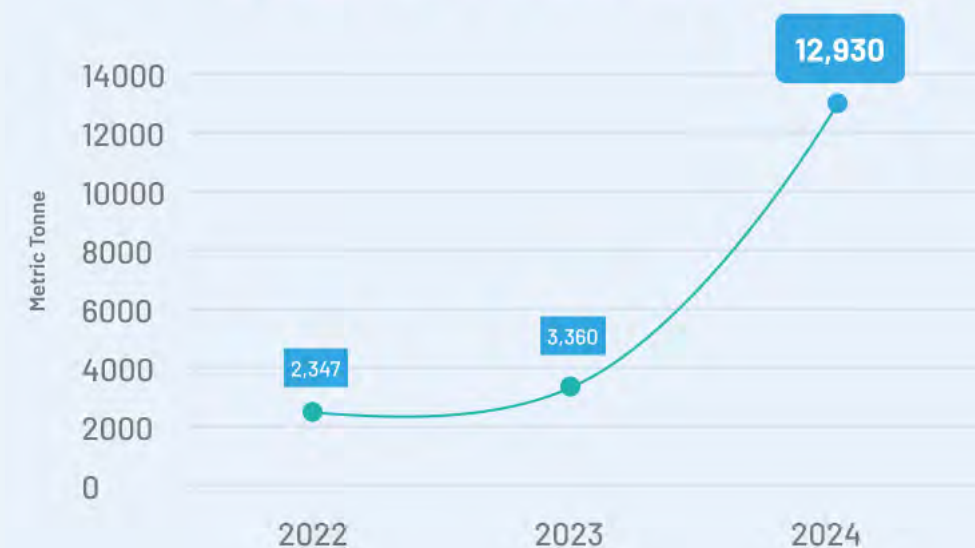
At AGB, we believe that responsible waste management is fundamental to reducing our environmental impact and supporting circular economy principles. Our waste management strategy focuses on **minimising waste generation, enhancing resource recovery, and ensuring regulatory compliance** across all our operations.

AGB adheres to the **Environmental Quality (Scheduled Wastes) Regulations 2005** and the **Solid Wastes and Public Cleansing Management Act 2007**, ensuring that all hazardous and non-hazardous waste is managed responsibly. By improving waste transparency and expanding our recycling initiatives, we are committed to driving sustainable resource utilisation and reducing landfill dependency.

Waste Performance and Trends

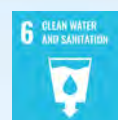
In 2024, AGB reported a total waste generation of **12,929.7 metric tonnes**, significantly higher than previous years due to improved reporting coverage. This expansion includes waste data from AGB Builder, our subsidiary in the property development sector, providing a more comprehensive view of our environmental footprint.

Total AGB's Waste Generated



While this increase reflects enhanced data transparency rather than higher waste production, it reinforces our commitment to full disclosure and continuous improvement in waste management practices.

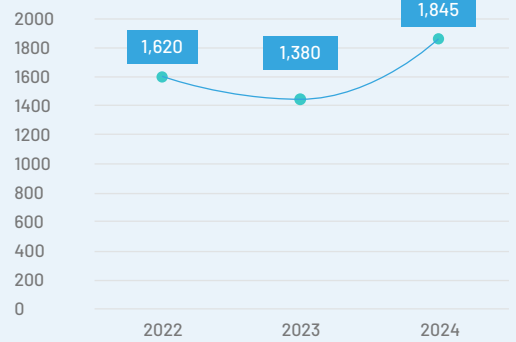
Related UN SDGs:



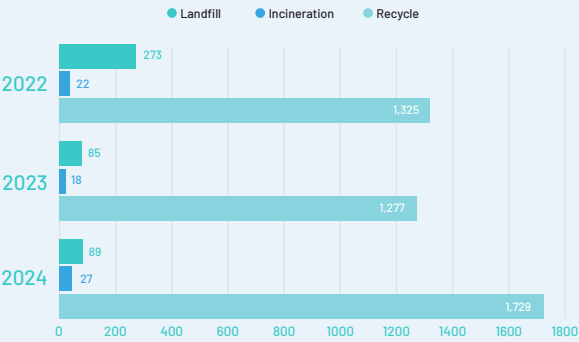
Hazardous Waste Management

AGB ensures that all hazardous waste is managed in compliance with environmental regulations, prioritising safe disposal and resource recovery. In 2024, total hazardous waste generated was **1,845 metric tonnes**, with **1,729 metric tonnes** successfully recycled—demonstrating a strong shift toward sustainable waste recovery.

AGB: Total Hazardous Waste Generated



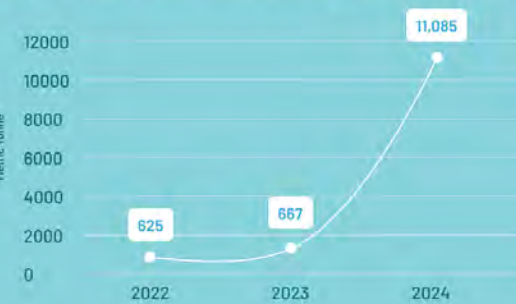
AGB: End Of Life for Hazardous Waste



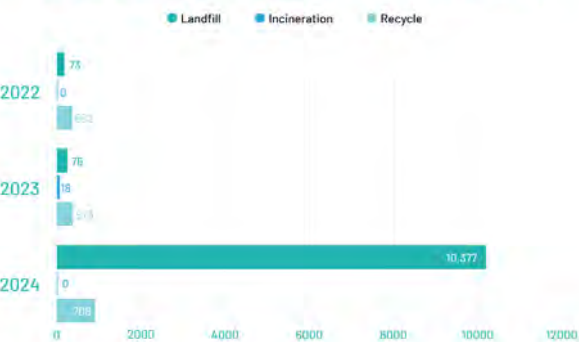
Non-Hazardous Waste Management

Non-hazardous waste saw a sharp increase in reported figures due to broader reporting coverage. In 2024, total non-hazardous waste reached **11,085 metric tonnes**, with **10,377 metric tonnes sent to landfill** and **709 metric tonnes recycled**. While landfill disposal remains a challenge, AGB is actively working on waste diversion strategies to improve recycling rates.

AGB: Total Non-Hazardous Waste Generated



AGB: End Of Life for Non-Hazardous Waste



Enhancing Waste Circularity

To strengthen circular economy practices, AGB has significantly increased the use of recycled aluminium in manufacturing processes. By integrating recycled materials into our supply chain, we actively reduce reliance on virgin raw materials, lower industrial waste, and promote sustainable production cycles.



Buy-Back Guarantee Programme

A key initiative within our circularity strategy is the Buy-Back Guarantee Programme, which enables customers to return used aluminium products for recycling and reintegration into production. This initiative offers up to 60% buy-back value for returned aluminium scrap, reinforcing our commitment to a closed-loop recycling system.



By fostering industry-wide recycling efforts, AGB not only reduces waste generation but also lowers overall emissions linked to raw material extraction and processing.

Targeted Waste Reduction Strategies

To further drive waste reduction and enhance sustainability, AGB has implemented a series of targeted initiatives:

- 

Optimising Waste Segregation and Disposal

Introducing comprehensive sorting programmes at source to improve recycling efficiency
- 

Reducing Waste Generation Through Operational Efficiency

Implementing process improvements to minimise industrial waste.
- 

Expanding Recycling Partnerships

Collaborating with certified waste management facilities to increase recycling rates and promote responsible disposal.

Target, objectives and action plans for waste generation

Objective	Target	Action Plan	2022	2023	2024
To minimize total landfilled waste generation (kg/MT)	1% (3 years average)	Implement waste segregation program	2.54	3.41	3.17
			5.01	2.28	2.23

Indicators:

Target Set

Target Achieved

Target Not Achieved

These actions align with AGB’s three-year waste reduction target of minimising total landfilled waste by 1%, with ongoing efforts to further reduce waste intensity across all subsidiaries.

Future Outlook: Strengthening Resource Efficiency

AGB remains committed to enhancing recycling efforts, reducing landfill dependency, and integrating circular economy principles across all operations. Key focus areas moving forward include:



Driving Environmental Responsibility

Water Usage and Conservation



Related UN SDGs:

Water Usage And Conservation

Sustainable Water Management at AGB

Water is a critical resource for AGB, playing a vital role in both **manufacturing operations and general facility use** across our subsidiaries. Our water conservation strategy prioritises **responsible usage, efficient monitoring, and regulatory compliance**, ensuring that we reduce consumption while maintaining operational efficiency.

AGB sources water from two primary channels:

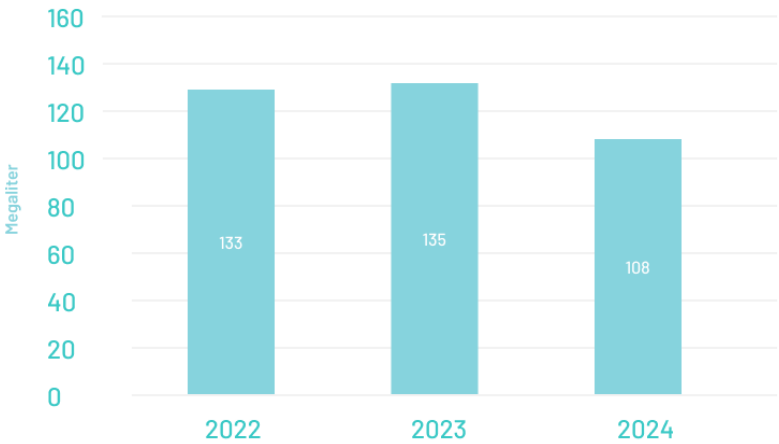
- **Municipal Water:** Supplied by **Air Selangor**, used primarily for non-operational activities such as sanitation, cleaning, and general facility maintenance.
- **Groundwater:** Utilised predominantly by **ALCOM’s manufacturing facilities**, supporting cooling, coating, and production processes.

Our water management approach ensures compliance with **Standard B of the Environmental Quality (Industrial Effluent) Regulations 2009** and the **Selangor Water Management Authority Enactment 1999 (LUAS)**, governing wastewater discharge limits and water efficiency practices. Through advanced monitoring systems, we continuously track water usage trends, detect inefficiencies, and implement conservation initiatives to optimise resource utilisation.

Water Consumption Performance and Trends

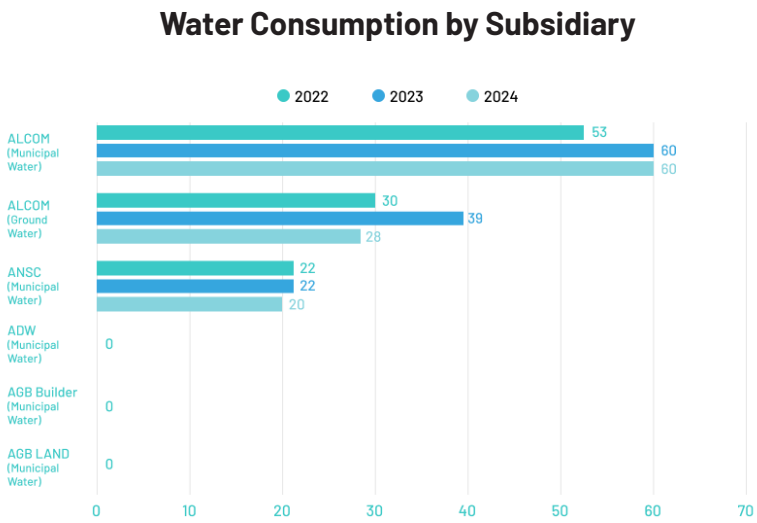
In 2024, AGB recorded a total water consumption of **108 megalitres**, marking a significant reduction from **135 megalitres in 2023** and **133 megalitres in 2022**. This **20% decrease** reflects the effectiveness of our conservation strategies and operational optimisations.

AGB’s Total Water Consumption (2022-2024)



Water Consumption by Subsidiary

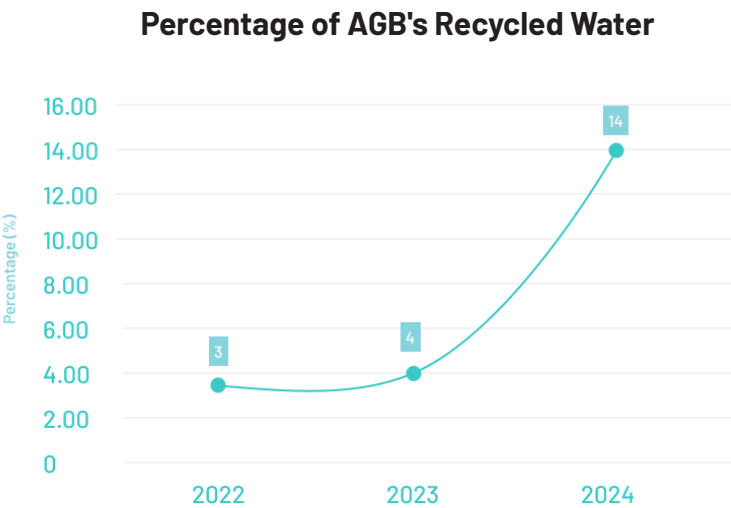
Water usage varies across AGB’s subsidiaries due to their operational demands. **ALCOM (Municipal Water)** remains the largest consumer, accounting for **60 megalitres in 2024**, followed by **ALCOM (Groundwater)** at **28 megalitres** and **ANSC (Municipal Water)** at **20 megalitres**. Other subsidiaries, such as **AD&W**, **AGB Builders**, and **AGB Land**, recorded comparatively lower consumption, primarily for non-operational purposes.



Enhancing Water Efficiency and Recycling

Recycled Water in Manufacturing

A key focus of our water conservation strategy is the **reuse of process water** in our industrial activities. In 2024, **14% of AGB’s total water usage was sourced from recycled water**, a substantial improvement from **4% in 2023** and **3% in 2022**.



This significant progress is attributed to **enhanced water treatment systems** that allow for the reintegration of processed water into cooling and coating applications, reducing our dependency on freshwater sources.

Strategic Water Conservation Initiatives

To further strengthen our water sustainability efforts, AGB has implemented the following initiatives:

- **Leak Detection and Infrastructure Maintenance:** Regular inspections and proactive maintenance of water piping systems to **prevent losses** from leaks.
- **Water-Efficient Fixtures:** Installation of **low-flow taps**, **high-efficiency cooling systems**, and **water-saving production equipment** to minimise consumption.
- **Expansion of Water Recycling Programmes:** Scaling up water treatment capacity to **increase process water reuse**, particularly in **manufacturing operations**.

Through these targeted measures, AGB has successfully **reduced water consumption intensity** from **1.51 m³/MT in 2022** to **1.34 m³/MT in 2024**, achieving our **three-year reduction target** ahead of schedule.

Future Outlook:
Strengthening Water Stewardship

As we continue to prioritise sustainable water management, AGB aims to:

Expand water recycling programmes to further reduce freshwater dependency.

Introduce smart water metering to enhance real-time monitoring and efficiency tracking.

Engage suppliers and stakeholders in collaborative water conservation efforts.

By embedding **water stewardship** into our sustainability strategy, AGB remains committed to reducing our environmental impact while ensuring long-term resource security for our operations and stakeholders.

1222

Driving Environmental Responsibility Materials



Sustainable Material Management

Strategic Approach to Sustainable Materials

At AGB, we recognise that sustainable material management is essential to reducing our environmental footprint and advancing circular economy principles. Our strategy prioritises **reducing dependency on virgin resources, increasing recycled content, and integrating responsible sourcing** across both our **manufacturing and construction segments**.

For our manufacturing subsidiaries, **ALCOM and ANSC**, material sustainability is a key driver in **reducing raw material extraction, energy consumption, and waste generation**. We actively prioritise the use of **recycled aluminium** while ensuring the highest quality and

performance in our products.

In the construction sector, **AGB Builder** emphasises **efficient material use, waste minimisation, and sustainable procurement**. By incorporating alternative building materials and innovative reuse strategies, we support **green building practices and sustainable construction**.

AGB remains committed to enhancing material efficiency by implementing **material recovery strategies** and expanding **recycling and buy-back initiatives** that extend product life cycles.

Material Consumption Trends and Performance



Our material usage varies across subsidiaries due to different operational demands.

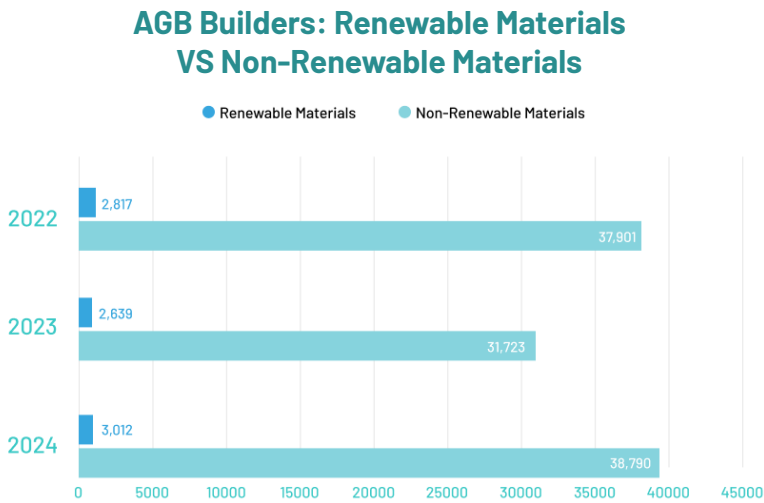
In **2024**, our material consumption data reflects continued reliance on non-renewable resources, though we are actively working to increase the share of renewable materials.

Related UN SDGs:



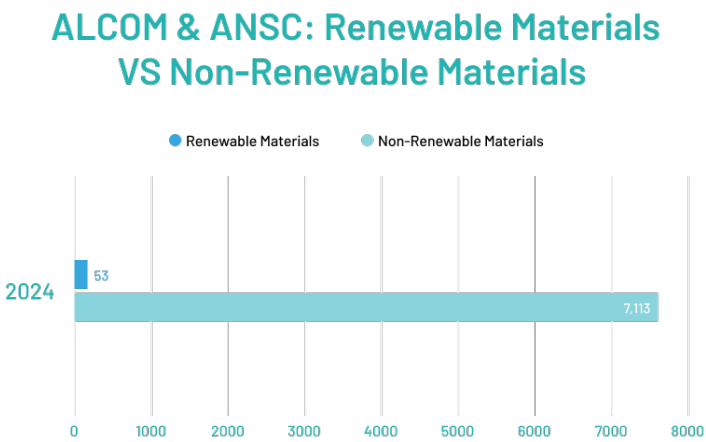
Manufacturing Segment: ALCOM & ANSC

- In 2024, ALCOM and ANSC consumed **38,790 metric tonnes** of **non-renewable materials**, marking a **22% increase** from **31,723 metric tonnes** in 2023.
- Renewable material usage increased to **3,012 metric tonnes**, up from **2,639 metric tonnes** in 2023.
- While renewable materials account for **less than 10%** of total consumption, we are expanding their application through **enhanced recycling initiatives**.



Construction Segment: AGB Builder

- In 2024, AGB Builder used **7,113 metric tonnes** of **non-renewable materials**, while renewable material use remained low at **53.4 metric tonnes**.
- The limited proportion of renewable materials reflects industry-wide constraints, but we are actively **exploring alternative sustainable construction materials** to reduce reliance on virgin resources.



Advancing Circular Economy Through Recycled Materials

Recycling plays a pivotal role in our sustainability strategy. By increasing the use of **recycled aluminium**, we not only lower our environmental impact but also contribute to **Scope 3 emissions reductions** through responsible material sourcing.

- In **2024**, **recycled aluminium** accounted for **15.69%** of total aluminium consumption across ALCOM and ANSC.
- This reinforces our commitment to minimising virgin material extraction and strengthening material circularity.

Our manufacturing segment integrates recycled materials into production, reducing waste and promoting circular economy.



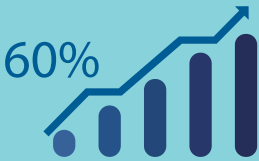
Buy-Back Guarantee Programme

A key initiative in promoting closed-loop recycling is the **Buy-Back Guarantee Programme**, which allows customers to return used aluminium products for **recycling and reintegration into our manufacturing process**.



Buy-Back Guarantee program by the manufacturing segment

Customers receive up to **60% buy-back value** for returned aluminium scrap, incentivising sustainable disposal practices.



This initiative reduces landfill waste, optimises resource efficiency, and strengthens **AGB's circular economy model**.



Through this programme, AGB fosters a recycling-centric culture, ensuring that our sustainability initiatives extend beyond internal operations to industry-wide participation.

Future Outlook: Scaling Up Sustainable Material Practices

Moving forward, AGB is committed to **expanding recycling programmes, increasing the use of sustainable materials, and fostering innovation in material efficiency**. Our next steps include:

1



Further increasing recycled aluminium content in our production processes.

2



Exploring bio-based and low-carbon alternatives in construction materials.

3



Strengthening supplier engagement to promote responsible procurement and material efficiency.



By embedding **sustainability into material management**, AGB is driving the transition towards a **low-carbon, resource-efficient future**, ensuring long-term environmental and business resilience.



Bursa Performance Data Index



Related UN SDGs:

Bursa Securities' Common Indicators

As part of the Main Market Listing Requirements, we have disclosed our ESG information in accordance with Bursa Securities' Sustainability Reporting Guide, 3rd Edition.

Indicator	Measurement Unit	2022	2023	2024
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Managerial	Percentage	0	1	43
Executives	Percentage	0	1	48
Non-executives	Percentage	0	0	2
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100	100	100
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Community/Society)				
Bursa C2 (a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	0	2,019,990	715,366
Bursa C2 (b) Total number of beneficiaries of the investment in communities	Number	0	2*	2
Bursa (Diversity)				
Bursa C3 (a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Managerial Below 30 years old	Percentage	2	0	0
Managerial Between 30 to 50 years old	Percentage	59	68	59
Managerial More than 50 years old	Percentage	39	32	41
Executives Below 30 years old	Percentage	24	23	22
Executives Between 30 to 50 years old	Percentage	49	55	62
Executives More than 50 years old	Percentage	27	22	16
Non-executives Below 30 years old	Percentage	36	39	37
Non-executives Between 30 to 50 years old	Percentage	43	43	45
Non-executives More than 50 years old	Percentage	21	18	18

Indicator	Measurement Unit	2022	2023	2024
Gender Group by Employee Category				
Managerial Male	Percentage	75	69	71
Managerial Female	Percentage	25	31	29
Executives Male	Percentage	75	60	58
Executives Female	Percentage	25	40	42
Non-executives Male	Percentage	100	99	98
Non-executives Female	Percentage	0	1	2
Bursa C3 (b) Percentage of directors by gender and age group				
Male	Percentage	75	75	75
Female	Percentage	25	25	25
Below 30 years old	Percentage	0	0	0
Between 30 to 50 years old	Percentage	25	25	12
More than 50 years old	Percentage	75	75	88
Bursa (Energy Management)				
Bursa C4 (a) Total energy consumption	GJ	450,131	472,025	477,106
Bursa (Health and Safety)				
Bursa C5 (a) Number of work-related fatalities	Number	0	0	1
Bursa C5 (b) Lost time incident rate ("LTIR")	Rate	0	0.31	0.21
Bursa C5 (c) Number of employees trained on health and safety standards	Number	219	265	92
Bursa (Labour Practices and Standards)				
Bursa C6 (a) Total hours of training by employee category				
Managerial	Hours	767	2,429	113
Executives	Hours	1,569	3,833	92
Non-executives	Hours	4,548	7,385	4
Bursa C6 (b) Percentage of employees that are contractors or temporary staff	Percentage	-	4	24

Indicator	Measurement Unit	2022	2023	2024
Bursa C6 (c) Total number of employee turnover by employee category				
Managerial	Number	-	1	7
Executives	Number	-	23	21
Non-executives	Number	-	21	55
Bursa C6 (d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Supply Chain Management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	15	36	80
Bursa (Data Privacy and security)				
Bursa C8 (a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9 (a) Total volume of water used	Megalitres	133	135	108
Bursa (Waste Management)				
Bursa C10 (a) Total waste generated	Metric tonnes	2,347	3,360	12,930
Bursa C10 (a)(i) Total waste diverted from disposal	Metric tonnes	1,877	1,850	2,437
Bursa C10 (a)(ii) Total waste directed to disposal	Metric tonnes	470	1,509.7	10,493
Bursa (Emissions Management)				
Bursa C11 (a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	19,994	21,114	18,059
Bursa C11 (b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	24,373	25,056	25,858
Bursa C11 (c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	1,911	516,969	543,420
Category 1: Purchased goods and services	tonnes CO ₂ e	-	513,004	538,001
Category 5: Waste generated in operations	tonnes CO ₂ e	-	-	1,119
Category 6: Business Travel	tonnes CO ₂ e	-	767	880
Category 7: Employee commuting	tonnes CO ₂ e	-	229	820
Category 9: Downstream transportation and distribution	tonnes CO ₂ e	1,911	2,969	2,600



Our Key Performance Index

Economic Performance	2022				2023				2024				
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	Group	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Direct economic value generate and distributed													
Revenues (RM)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				619,629,325	587,872,185	14,584,347	19,621,804	19,561,280
Operating Cost (RM)									(495,037,940)	(477,292,507)	(13,659,405)	(17,615,820)	(9,532,226)
Employee Wages and Benefits (RM)									(43,051,581)	(35,665,536)	(1,544,915)	(1,731,998)	(3,554,093)
Payment to providers of capital (RM)									(14,878,015)	(10,808,611)	(307,681)	(11,327)	(4,104,229)
Payment to government by Country (RM)									(3,181,991)	(1,173,644)	(70,259)	(453,958)	(1,468,180)
Economic Value Retained (RM)									128,031,456	112,011,760	11,874,671	4,190,505	2,498,104
Financial implications and other risks and opportunities due to climate change													
Costs of action taken to manage the risk or opportunity (RM)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				60,000#	0	0	0	0
Defined benefit plan obligations and other retirement plans													
Liabilities Estimated Value (RM)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				(4,738,301)	(4,375,634)	(25,241)	(204,287)	(133,140)
Percentage of salary contributed by employee (%)									11%				
Percentage of salary contributed by employer (Below RM 5K Salary)(%)									13%*				
Percentage of salary contributed by employer (Above RM 5K Salary)(%)									12%*				

Note (s):

1.

Consolidation of Group Accounts under MFRS 10

The totals for individual subsidiaries may not add up to the Group total due to the application of **Malaysian Financial Reporting Standard (MFRS) 10: Consolidated Financial Statements**. MFRS 10 requires the elimination of all intercompany transactions and balances during consolidation to present the financial position and performance of the Group as a single economic entity. This includes the elimination of intercompany revenues, expenses, receivables, and payables to avoid duplication and ensure accurate representation of the Group's economic value.

2.

Accounting for Property Rental under MFRS 16

Property rental expenses are not presented as part of operating costs. Instead, in accordance with **MFRS 16: Leases**, lease contracts with a minimum duration of 12 months are accounted for under the lessee model. This requires recognition of:

- **A Right-of-Use (ROU) Asset** representing the right to use the leased asset, and
- **A Lease Liability** representing the obligation to make lease payments.

As a result, rental-related costs are reflected as **depreciation** of the ROU asset and **interest expense** on the lease liability, replacing the previous straight-line rental expenses under MFRS 117.

3.

Payments to Government – Included in Value Provided

This item represents **corporate income tax paid**, net of any tax refunds received during the reporting period.

4.

Payments to Government – Excluded from Value Provided

The following are excluded from the reported values:

- **Withholding Tax:** A tax withheld by the payer on specific payments made to residents or non-residents, as per Malaysian tax laws. These include service contract payments, royalty payments, and interest, among others, which are remitted directly to the Inland Revenue Board of Malaysia (IRBM).
- **Imported Service Tax:** Effective 1 January 2019, imported taxable services are subject to service tax under the Service Tax Act 2018. This includes services acquired from foreign service providers. Both SST-registered and non-SST-registered businesses must declare and remit the tax accordingly. Certain exemptions apply, including intra-group services and services related to foreign goods or land.

5.

Financial Assistance Received from Government

- **Included:** Financial assistance such as wage subsidies received under **PENJANA** or **PERKESO** initiatives.
- **Excluded:** Indirect benefits such as **customs duty** or **SST exemptions** obtained through the Licensed Manufacturing Warehouse (LMW) scheme.

6.

Costs of Action to Manage Climate Risks or Opportunities (refer #)

The disclosed figure represents investments made under the Group's investment arm that contribute to managing climate-related risks or seizing related opportunities.

7.

Employer Contributions to Retirement Plans (refer *)

For employees who have served the company for more than two years, the **employer's contribution increases to 15%** of the employee's salary.

8.

AGB Land includes EM Hub Sdn. Bhd. and AG Avenue Sdn. Bhd.

Governance and Economic Impact

Market Presence	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Ratio of the entry level wage to the minimum wage (Female)	Data started being disclosed in FY2023				Data started being disclosed in FY2024				N/A	N/A	1 : 1	N/A
Ratio of the entry level wage to the minimum wage (Male)									1 : 1	1 : 1	1 : 1	1 : 5 : 1
Percentage of local senior management (%)					100%				80%	100%	100%	100%
Strengthening Our Integrity in Combating Corruption (Anti-corruption)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Operation assessed for risks related to corruption												
Operations assessed for corruption-related risks (%)	100%				100%				100%	100%	100%	100%
Communication and training about anti-corruption policies and procedures												
Total governance body members informed about anti-corruption policies (Number %)	0 0%				1 1.35%				22 100%	1 100%	1 100%	1 100%
Total employees informed about anti-corruption policies (Number %)	0 0%				3 0.56%				71 100%	19 100%	32 44%	1 100%
Total business partners informed about anti-corruption policies (Number %)	-				-				90 100%	16 100%	22 100%	7 100%
Total governance body member that have received training on anti-corruption (Number %)	0 0%				1 1.35%				2 9%	0 0%	0 0%	0 0%
Total employees that have received training on anti-corruption (Number %)	0 0%				3 0.56%				50 10%	19 100%	31 42%	8 80%
Number of employees who have received training on anti-corruption by employee category												
Managerial (Number)	Data started being disclosed in FY2024				13				18	6	8	5
Executive (Number)					33				31	11	20	7
Non-executive (Number)					0				1	3	3	0
Confirmed incidents of corruption and actions taken												
Confirmed incidents of corruption and action taken (Number)	0				0				0	0	0	0

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Governance and Economic Impact

Responsible Sourcing & Supply Chain Management (Procurement Practice & Supplier Social Assessment)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Procurement Practice												
Proportion of spending on local suppliers (%)	15%				36%				20%	100%	100%	100%
Supplier Social Assessment												
New suppliers that were screened using social criteria (%)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				5%	0%	N/A	N/A
Total suppliers assessed for social impacts during the reporting period (Number)									302	0	0	5
Suppliers identified as having significant actual and potential negative social impacts (Number)									156	0	0	0
Suppliers with significant social impacts with whom improvements were agreed upon as a result of the assessments (%)									52	0%	0%	0%
Suppliers with significant social impacts with which relationships were terminated as a result of the assessments (%)									48%	0%	0%	0%
Anti-Competitive Behaviour	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				0	0	0	0

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Our Key Performance Index

Engaging Our People	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Board Diversity												
Gender												
Male (Number %)	6 75%				6 75%				7 75%			
Female (Number %)	2 25%				2 25%				2 25%			
Age Group												
Below 30 years old (Number %)	0 0%				0 0%				0 0%			
Between 30 to 50 years old (Number %)	2 25%				2 25%				1 12%			
More than 50 years old (Number %)	6 75%				6 75%				8 88%			
Employee Diversity												
Gender												
Male (%)	89%				84%				86%	70%	81%	35%
Female (%)	11%				16%				14%	30%	19%	66%
Age Group												
Below 30 years old (%)	27%				29%				27%	30%	44%	11%
Between 30 to 50 years old (%)	*				*				53%	40%	46%	78%
More than 50 years old (%)									20%	30%	10%	11%
Minority Group												
Employees are from minority groups (%)	-				-				0%	0%	0%	0%
Vulnerable Group												
Employees are from vulnerable groups (%)	-				-				0%	0%	0%	0%

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Managing Social Impact

Engaging Our People	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Gender (Employee Category)												
Managerial (Number %)												
Male	52 75%				51 69%				47 70%	5 100%	6 67%	4 67%
Female	17 25%				23 31%				20 30%	0 0%	3 33%	2 33%
Executives (Number %)												
Male	80 75%				89 60%				65 62%	6 55%	11 55%	1 13%
Female	27 25%				59 40%				40 38%	5 45%	9 45%	7 88%
Non-Executives (Number %)												
Male	225 100%				306 99%				289 99%	3 100%	42 95%	1 100%
Female	-				1 1%				3 1%	0 0%	2 5%	0 0%
Age Group (Employee Category)												
Managerial (Number %)												
Below 30 years old	1 2%				0 0%				0 0%	0 0%	0 0%	0 0%
Between 30 to 50 years old	*				*				40 60%	2 40%	4 44%	6 100%
More than 50 years old									27 40%	3 60%	5 56%	0 0%
Executive (Number %)												
Below 30 years old	26 24%				34 23%				18 17%	6 55%	6 30%	2 25%
Between 30 to 50 years old	*				*				67 64%	4 36%	13 65%	5 63%
More than 50 years old									20 19%	1 9%	1 5%	1 12%
Non-Executive (Number %)												
Below 30 years old	81 36%				120 39%				106 37%	2 67%	26 59%	0 0%
Between 30 to 50 years old	*				*				129 45%	1 33%	17 39%	1 100%
More than 50 years old									50 18%	0 0%	1 2%	0 0%

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Managing Social Impact

Engaging Our People	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
New Hire												
Gender												
Male (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				50	3	10	0
Female (Number)									21	1	2	2
Age Group												
Below 30 years old (Number %)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				47	4	2	0
Between 30 to 50 years old (Number %)									19	0	8	2
More than 50 years old (Number %)									5	0	2	0
Employee Turnover												
Gender												
Male	Data started being disclosed in FY2024				Data started being disclosed in FY2024				63	2	1	0
Female									14	1	1	1
Age Group												
Below 30 years old (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				39	0	1	0
Between 30 to 50 years old (Number)									22	2	1	1
More than 50 years old (Number)									16	1	0	0
Employee Category												
Managerial (Number)	Data started being disclosed in FY2024				1				6	1	0	0
Executive (Number)					23				16	2	2	1
Non-Executive (Number)					21				55	0	0	0
Employee Status												
Permanent (Number %)	Data started being disclosed in FY2024				512 96%				367 80%	19 95%	32 44%	15 100%
Contract (Number %)					19 4%				92 20%	1 5%	41 56%	0 0%

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Managing Social Impact

Engaging Our People	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Ratio of Basic Salary and Renumeration of Women to Men												
Average basic salary and renumeration of Executive-Technical	Data started being disclosed in FY2024				Data started being disclosed in FY2024				0.69 : 1	0.64 : 1	0.47 : 1	N/A
Average basic salary and renumeration of Executive-Non Technical									0.45 : 1	0.34 : 1	1.41 : 1	0.9 : 1
Average basic salary and renumeration of Non-executive-Technical									N/A	N/A	N/A	N/A
Average basic salary and renumeration of Non-executive-Non-Technical									0.78 : 1	N/A	N/A	N/A
Parental Leaves												
Employees that were entitled to parental leave (<i>Number</i>)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				326	17	22	11
Employees that took parental leave (<i>Number</i>)									21	0	2	0
Employees that returned to work in the reporting period after parental leave ended (<i>Number</i>)									21	0	2	N/A
Labour/Management Relations												
Minimum number of weeks ’ notice typically provided to employees and their representatives prior to the implementation of significant operational changes (<i>Number</i>)	Data started being disclosed in FY2024				4				2	1	4	N/A
Forced or Compulsory Labour												
Number of substantiated complaints concerning human rights violations (<i>Number</i>)	0				0				0	0	0	0
Security Practices												
Security personnel trained in the organization’s human rights policies and specific procedure related to security (%)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				100%	0%	N/A	0%

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Managing Social Impact

Sharpening the Future through Continuous Learning (Training and Education)												
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Average Training Hours												
Gender												
Male (Hour(s))	18.3				33.2				11.9	19	2.5	14
Female (Hour(s))	9.8				39.7				18.9	18.2	12	4
Employee Category												
Managerial (Hour(s))	11.1				32.8				11	14	5.4	83
Executive (Hour(s))	14.7				25.9				28	4	13	47
Non-executive (Hour(s))	20.2				23.9				8	49	0.2	2
Performance Review												
Gender												
Male (%)	100%				100%				95%	100%	100%	100%
Female (%)	100%				100%				88%	100%	100%	89%
Employee Category												
Managerial (%)	100%				100%				80%	100%	100%	83%
Executive (%)	100%				100%				98%	100%	100%	100%
Non-executive (%)	100%				100%				86%	100%	100%	100%
Workplace Safety for Our People and Productivity (Occupational Health and Safety)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Work-related Injuries												
Employees												
Hours worked (Number)	834,939	-	-	-	902,917	-	-	-	972,269	35,200	116,032	23,952
Fatalities (Number)	0				0				0	0	0	0
High-consequences work-related injuries (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				0	0	0	0

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Managing Social Impact

Workplace Safety for Our People and Productivity (Occupational Health and Safety)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Work-related Injuries												
Employees												
Lost time injury (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				1	-	0	0
Recordable work-related injuries (Number)									0	0	0	0
Lost Time Incident Rate (LTIR)(rate)	0				0.31				0.21	-	0	0
Non-employees												
Hours worked (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				272,440	81,388	58,912	7,855
Fatalities (Number)									1	0	0	0
High-consequences work-related injuries (Number)									0	0	0	0
Lost time injury (Number)									-	-	0	0
Recordable work-related injuries (Number)									0	0	0	0
Lost Time Incident Rate (LTIR)(rate)									-	-	0	0
Work-related Ill Health												
Employees												
Number of fatalities (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				0	0	0	0
Number of recordable work-related ill health (Number)									0	0	0	0
Non-employees												
Number of fatalities (Number)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				0	0	0	0
Number of recordable work-related ill health (Number)									0	0	0	0
Training and Certifications												
Employees trained on health and safety standards (Hour(s))	4,552				8,057				3,265	-	119	0

Note (s):

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3. In FY2022 and FY2023, most data were reported at the Group level. Beginning in FY2024, we enhanced the transparency of our reporting by disclosing at the entity level across all subsidiaries within the Group. This improvement aligns with our commitment to greater accountability and enables more granular analysis of each entity’s contribution to the Group’s overall performance.

Managing Social Impact

Workplace Safety for Our People and Productivity (Occupational Health and Safety)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Worker Covered by an Occupational Health and Safety Management System												
Employees and workers that is controlled by the organization and covered by an occupational health and safety management system (Number %)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				1,370 100%	0 0%	73 100%	0 0%
All employees and workers covered by an occupational health and safety management system that has been internally audited . (Number %)									1,370 100%	0 0%	57 100%	0 0%
All employees and workers covered by an occupational health and safety management system that has been audited or certified by an external party . (Number %)									1,370 100%	0 0%	0 0%	0 0%
Shared Value with Local Communities (Local Communities)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Community Investment												
Amount invested in the community where the target beneficiaries are external to the listed issuer (RM)	Data started being disclosed in FY2023				2,019,999				45,336	-	0	670,000
Total number of beneficiaries of the investment in communities (Number)					2*				2*			
* Beneficiaries refer to direct recipient entities from AGB. For instance, a nursing home is counted as one beneficiary, irrespective of the number of residents.												
Safeguarding Customer Data for Trust and Security (Customer Privacy)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Data Privacy												
Number of substantiated complaints concerning breaches of customer privacy or losses of customer (Number)	0				0				0	0	0	0

Note (s):

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3. In FY2022 and FY2023, most data were reported at the Group level. Beginning in FY2024, we enhanced the transparency of our reporting by disclosing at the entity level across all subsidiaries within the Group. This improvement aligns with our commitment to greater accountability and enables more granular analysis of each entity’s contribution to the Group’s overall performance.

Our Key Performance Index

Driving Environment Responsibility

Emissions and Climate Action (Emissions and Energy)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Emissions												
Scope 1												
Gross direct (Scope 1) GHG Emissions (Metric tons CO ₂ e)	19,994				21,114				18,037	N/A	8.7	13.76
Scope 2												
Gross location-based energy indirect (Scope 2) GHG Emissions (Metric tons CO ₂ e)	24,373				25,056				25,834	17.2	6.4	0
Scope 3												
Category 1: Purchased goods and services (tonnes CO ₂ e)	-				513,004	-			535,540	0.1	2,461	0.17
Category 5: Waste generated in operations (tonnes CO ₂ e)	-				-			282	-	837	NR	
Category 6: Business Travel (tonnes CO ₂ e)	-				767	-			770	110	-	NR
Category 7: Employee commuting (tonnes CO ₂ e)	-				229	-			675	51	70	24
Category 9: Downstream transportation and distribution (tonnes CO ₂ e)	1,911				2,969	-			2,600	-	-	N/A
GHG Emissions Intensity												
GHG emissions intensity ratio	Data started being disclosed in FY2024				Data started being disclosed in FY2024				16.8	0.5	168	0.04
Unit									Metric tons CO ₂ e of production MT	Metric tons CO ₂ e of floor space m ²	Metric tons CO ₂ e Mil revenue	Metric tons CO ₂ e of floor space m ²
Other Significant Air Emissions												
Particulate matter (PM)(mg/m ³)	Data started being disclosed in FY2024				*				42.8	N/A	N/A	N/A

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4. In FY2022 and FY2023, most data were reported at the Group level. Beginning in FY2024, we enhanced the transparency of our reporting by disclosing at the entity level across all subsidiaries within the Group. This improvement aligns with our commitment to greater accountability and enables more granular analysis of each entity’s contribution to the Group’s overall performance.

Driving Environment Responsibility

Emissions and Climate Action (Emissions and Energy)												
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Energy												
Energy Consumption within the Organization												
Total fuel consumption within the organization from non-renewable sources (GJ)	340,879				359,920				356,525	N/A	117	195
Total fuel consumption within the organization from renewable sources (GJ)	-				-				0	0	0	0
Total electricity consumption (GJ)	112,490				115,642				120,159	80	30	0.02
Energy Intensity												
Energy intensity ratio for the organization	-				-				13.7	0.2	7.3	0.2
Unit	-				-				GJ of production	GJ of floor space	GJ of Mil revenue	GJ of floor space
Effluents and Waste	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Waste Generated												
Total weight waste and breakdown of this total (Metric tons)	2,347				3,360				2,605	N/A	10,325	N/A
Waste Diverted From Disposal												
Total weight waste and breakdown of this total (Metric tons)	1,877		-		1,850		-		2,404	N/A	32.7	N/A
Total weight hazardous waste and breakdown by recovery operation (Metric tons)	1,325		-		1,277		-		1,729	N/A	0	N/A
Total weight non-hazardous waste and breakdown by recovery operation (Metric tons)	552		-		573		-		675	N/A	32.7	N/A

Note (s):

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4. In FY2022 and FY2023, most data were reported at the Group level. Beginning in FY2024, we enhanced the transparency of our reporting by disclosing at the entity level across all subsidiaries within the Group. This improvement aligns with our commitment to greater accountability and enables more granular analysis of each entity’s contribution to the Group’s overall performance.

Driving Environment Responsibility

Effluents and Waste	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Waste Directed to Disposal												
Total weight waste and breakdown of this total (<i>Metric tons</i>)	338		-		163		-		201	N/A	10,292	N/A
Total weight hazardous waste and breakdown by incineration (without energy recovery) operation (<i>Metric tons</i>)	22		-		18		-		27.3	N/A	0	N/A
Total weight hazardous waste and breakdown by landfilling operation (<i>Metric tons</i>)	273		-		81		-		88.5	N/A	0	N/A
Total weight non-hazardous waste and breakdown by landfilling operation (<i>Metric tons</i>)	43		-		64		-		84.7	N/A	10,292	N/A
Water Usage and Conservation (Water)	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Total Water Withdrawal												
Groundwater (<i>megaliters</i>)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				27.9	N/A	N/A	N/A
Third-party water (<i>megaliters</i>)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				79.6	0.2	N/A	0.3
Water Discharge												
Third-party water (<i>megaliters</i>)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				7.9	N/A	N/A	N/A
Water Consumption												
Total water consumption from all areas (<i>megaliters</i>)	133.40				134.60				107.6	0.2	N/A	0.3
Materials	2022				2023				2024			
	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND	ALCOM & ANSC	AD&W	AGB BUILDER	AGB LAND
Materials Used by Weight or Volume												
Total weight or volume of non-renewable materials used to produce/package primary product (<i>tonnes</i>)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				33,207	N/A	7,113	N/A
Total weight or volume of renewable materials used to produce/package primary product (<i>tonnes</i>)	Data started being disclosed in FY2024				Data started being disclosed in FY2024				30,373	N/A	53	N/A

Note (s):

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3. In FY2023, particulate matter (PM) emissions (refer *) were reported using a different unit of measurement. Starting from FY2024, the data is disclosed in mg/m³ following internal standardisation efforts to ensure greater consistency, comparability, and alignment with industry norms.
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GRI Context Index



Related UN SDGs:



GRI Context Index

Statement of use	Alcom Group Berhad (AGB) has reported in accordance with the GRI Standards for the period 01 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable

GRI Standard	Disclosure	Description	Page Number(s)	Omissions and Explanations
GRI 2:General Disclosures 2021	2-1	Organizational details	14-16	
	2-2	Entities included in the organisation’s sustainability reporting	2-3 ; 14-16	
	2-3	Reporting period, frequency and contact point	2-3	
	2-4	Restatements of information	158-165	
	2-5	External assurance	2-3 ; 192-198	
	2-6	Activities, value chain and other business relationships	2-3 ; 54-52	
	2-7	Employees	79-80; 158-163	
	2-8	Workers who are not employees	79-80; 162-163	
	2-9	Governance structure and composition	28-37	
	2-10	Nomination and selection of the highest governance body	34-45	
	2-11	Chair of the highest governance body	35-36	
	2-12	Role of the highest governance body in overseeing the management of impacts	28-29; 33-37	
	2-13	Delegation of responsibility for managing impacts	35-37	
	2-14	Role of the highest governance body in sustainability reporting	36-37	
	2-15	Conflicts of interest	28	
	2-16	Communication of critical concerns	28-37	
	2-17	Collective knowledge of the highest governance body	34-35	
	2-18	Evaluation of the performance of the highest governance body	34-35	
	2-19	Remuneration policies	31-33	
	2-20	Process to determine remuneration	31-33	
	2-21	Annual total compensation ratio	-	Confidentiality Constraints
	2-22	Statement on sustainable development strategy	8-12	

GRI Standard	Disclosure	Description	Page Number(s)	Omissions and Explanations
GRI 2:General Disclosures 2021	2-23	Policy commitments	31-32 ; 64-68 ; 70-86 ; 96 ; 108 ; 139	
	2-24	Embedding policy commitments	31-32 ; 64-68 ; 70-86 ; 96 ; 108 ; 139	
	2-25	Processes to remediate negative impacts	2-3; 66	
	2-26	Mechanisms for seeking advice and raising concerns	66	
	2-27	Compliance with laws and regulations	95-100	
	2-28	Membership associations	-	Not applicable
	2-29	Approach to stakeholder engagement	38-42	
	2-30	Collective bargaining agreements	77-78	
GRI 3: Material Topics 2021	3-1	Process to determine material topics	38-39	
	3-2	List of materials topics	12; 39-41	
GRI 201: Economic Performance 2016	3-3	Management approach	44	
	201-1	Direct economic value generated and distributed	45; 152-153	
	201-2	Financial implications and other risks and opportunities due to climate change	44-45; 112-119; 152-153	
	201-3	Defined benefit plan obligations and other retirement plans	45; 152-153	
	201-4	Financial assistance received from government	46	
GRI 202: Market Presence 2016	3-3	Management approach	29-30	
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	82; 154-155	
	202-2	Proportion of senior management hired from the local community	29; 154-155	
GRI 203: Indirect Economic Impact 2016	3-3	Management approach	50	
	203-1	Infrastructure investments and services supported	50	
	203-2	Significant indirect economic impacts	51-52	
GRI 204: Procurement Practice 2016	3-3	Management approach	54	
	204-1	Proportion of spending on local suppliers	59; 156-157	
GRI 205: Anti-Corruption 2016	3-3	Management approach	64	
	205-1	Operations assessed for risks related to corruption	65-66; 154-155	
	205-2	Communication and training about anti-corruption policies and procedures	67-68; 154-155	
	205-3	Confirmed incidents of corruption and actions taken	66; 154-155	

GRI Standard	Disclosure	Description	Page Number(s)	Omissions and Explanations
GRI 206: Anti-Competitive Behavior 2016	3-3	Management approach	-	Information unavailable
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	156-157	
GRI 207: Tax 2019	3-3	Management approach	46	
	207-1	Approach to tax	47	
	207-2	Tax governance, control, and risk management	47	
	207-3	Stakeholder engagement and management of concerns related to tax	48	
	207-4	Country-by-country reporting	-	Not applicable
GRI 301: Materials 2016	3-3	Management approach	143	
	301-1	Materials used by weight or volume	144	
	301-2	Recycled input materials used	145	
	301-3	Reclaimed products and their packaging materials	-	Information unavailable
GRI 302: Energy 2016	3-3	Management approach	125	
	302-1	Energy consumption within the organization	125	
	302-2	Energy consumption outside of the organization	-	Not applicable
	302-3	Energy intensity	126	
	302-4	Reduction of energy consumption	126	
	302-5	Reductions in energy requirements of products and services	126	
GRI 303: Water and Effluents 2018	3-3	Management approach	139	
	303-1	Interactions with water as a shared resources	139	
	303-2	Management of water discharge-related impacts	-	Information unavailable
	303-3	Water withdrawal	139	
	303-4	Water discharge	-	Information unavailable
	303-5	Water consumption	139	
GRI 101: Biodiversity 2024	3-3	Management approach	-	Not applicable
	101-1	Policies to halt and reverse biodiversity loss	-	Not applicable
	101-2	Management of biodiversity impacts	-	Not applicable
	101-3	Access and benefit-sharing	-	Not applicable
	101-4	Identification of biodiversity impacts	-	Not applicable
	101-5	Locations with biodiversity impacts	-	Not applicable
	101-6	Direct drivers of biodiversity loss	-	Not applicable

GRI Standard	Disclosure	Description	Page Number(s)	Omissions and Explanations
	101-7	Changes to the state of biodiversity	-	Not applicable
	101-8	Ecosystem services	-	Not applicable
GRI 305: Emissions 2016	3-3	Management approach	122	
	305-1	Direct (Scope 1) GHG emissions	123	
	305-2	Energy indirect (Scope 2) GHG emissions	124	
	305-3	Other indirect (Scope 3) GHG emissions	125	
	305-4	GHG emissions intensity	126	
	305-5	Reduction of GHG emissions	127	
	305-6	Emissions of ozone-depleting substances (ODS)	-	Not applicable
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	Not applicable
GRI 306: Waste 2020	3-3	Management approach	133	
	306-1	Waste generation and significant waste-related impacts	133	
	306-2	Management of significant waste related impacts	133	
	306-3	Waste generated	133	
	306-4	Waste diverted from disposal	134	
	306-5	Waste directed to disposal	134	
GRI 401: Employment 2016	3-3	Management approach	70	
	401-1	New employee hires and employee turnover	70-71; 162-163	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	72-74	
	401-3	Parental leave	74; 164-165	
GRI 402: Labor/ Management Relations 2016	3-3	Management approach	77	
	402-1	Minimum notice periods regarding operational changes	77-78; 164-165	
GRI 403: Occupational Health & Safety 2018	3-3	Management approach	96	
	403-1	Occupational health and safety management system	96	
	403-2	Hazard identification, risk assessment, and incident investigation	96	
	403-3	Occupational health services	97	
	403-4	Worker participation, consultation, and communication on occupational health and safety	97	
	403-5	Worker training on occupational health and safety	97	
	403-6	Promotion of worker health	97	

GRI Standard	Disclosure	Description	Page Number(s)	Omissions and Explanations
GRI 403: Occupational Health & Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	Not applicable
	403-8	Workers covered by an occupational health and safety management system	98	
	403-9	Work-related injuries	98	
	403-10	Work-related ill health	98	
GRI 404: Training and Education 2016	3-3	Management approach	88	
	404-1	Average hours of training per year per employee	89; 166-167	
	404-2	Programs for upgrading employee skills and transition assistance programs	94	
	404-3	Percentage of employees receiving regular performance and career development reviews	91; 166-167	
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management approach	79	
	405-1	Diversity of governance bodies and employees	79-80; 158-161	
	405-2	Ratio of basic salary and remuneration of women to men	81; 164-165	
GRI 409: Forced or Compulsory Labor 2016	3-3	Management approach	85	
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	85; 164-165	
GRI 410: Security Practices 2016	3-3	Management approach	86	
	410-1	Security personnel trained in human rights policies or procedures	86; 164-165	
GRI 411: Rights of Indigenous Peoples 2016	3-3	Management approach	-	Not applicable
	411-1	Incidents of violations involving rights of indigenous peoples	-	Not applicable
GRI 413: Local Communities 2016	3-3	Management approach	102	
	413-1	Operations with local community engagement, impact assessments, and development programs	-	Information unavailable
	413-2	Operations with significant actual and potential negative impacts on local communities	-	Information unavailable
GRI 414: Supplier Social Assessment	3-3	Management approach	54	
	414-1	New suppliers that were screened using social criteria	55-56 ; 156-157	
	414-2	Negative social impacts in the supply chain and actions taken	54-58	
GRI 418: Customer Privacy 2016	3-3	Management approach	108	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	170-171	



TCFD Index

TCFD Index

TCFD Pillars	Recommended Disclosures	Page Reference
Governance Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	113
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	114
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	116
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	116-117
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios.	117
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	119
	b) Describe the organization's processes for managing climate-related risks.	119
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	119
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities.	119
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	120
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	120

Index on COP for UNGC

Statement of Continued Support for the UN Global Compact

As a participant of the United Nations Global Compact (UNGC), Aluminium Company of Malaysia Berhad (Alcom) reaffirms its unwavering commitment to the Ten Principles of the UNGC in the areas of human rights, labour, environment, and anti-corruption. We are dedicated to embedding these principles into our strategies, operations, and corporate culture, ensuring they guide our journey toward responsible business practices and sustainable value creation. This index serves as our Communication on Progress (COP) and provides a cross-reference between our disclosures and the 73 UNGC CoP Commitments.

UNGC Communication on Progress (CoP) Index Table

CoP No.	UNGC Principle	Commitment / Topic	Disclosure or Response in SR	Page Number
G1	Governance	Board/ senior management engagement	Board and Sustainability Committee oversee climate and ESG matters.	36
G2	Governance	Publicly stated commitment	AGB affirms commitment to UNGC principles and sustainability in foreword and ESG framework.	6-8
G3	Governance	Code of Conduent	Code of Conduct applies to all employees; Supplier Code of Conduct governs external parties.	54
G4	Governance	Individual/group responsible	ESG oversight is led by the Sustainability Committee and Group Sustainability Officer.	35-36
G5	Governance	Formal structure	Sustainability governance includes working groups and designated ESG leads.	35-36
G6	Governance	Risk assessment processes	ESG and climate-related risks are integrated into Enterprise Risk Management (ERM).	38-40
G6.1	Governance	Risk assessment detail	Materiality matrix and climate scenario analysis inform risk prioritization.	39
G7	Governance	Due diligence	Due diligence applies to human rights, supply chain, and ESG audits.	38-40
G7.1	Governance	Due diligence detail	Includes risk mapping, third-party assessments, and supply chain screening.	54-58
G8	Governance	Raising concerns about conduct	Whistleblowing policy and grievance mechanisms are in place across the Group.	66
G8.1	Governance	Grievance mechanism detail	Channels include formal whistleblower email, audit committee reporting.	66
G9	Governance	Conflict of interest process	Conflict of interest declarations required from staff and board.	28
G10	Governance	Supply chain ESG oversight	Audit Committee and Sustainability Committee oversee supply chain compliance.	36



CoP No.	UNGC Principle	Commitment / Topic	Disclosure or Response in SR	Page Number
G11	Governance	Ethics oversight officer	Sustainability Officer and Board committees lead ethics governance.	36
G12	Governance	Sustainability integration	ESG goals embedded into corporate strategy and investment decisions.	31
G13	Governance	Public policy engagement	AGB does not engage in lobbying; engages regulators for compliance dialogue.	96, 139
HR1	Human Rights	Human rights commitment	Human Rights Policy integrated into ESG and supply chain assessments.	38
HR2	Human Rights	Human rights risk identification	Risk analysis includes human rights as part of ESG materiality.	85
HR2.1	Human Rights	Indigenous rights	No operations in areas affecting Indigenous communities; acknowledged in ESG review.	-
HR3	Human Rights	Due diligence process	Supplier Code and audit process includes human rights clauses.	54
HR4	Human Rights	Remediation	Grievance mechanisms and whistleblower policy support remedy channels.	60
HR5	Human Rights	Non-discrimination	Diversity, pay equity, and anti-discrimination tracked; DEI initiatives in place.	79
HR6	Human Rights	Child labour	Zero tolerance policy; minimum working age enforced.	85
HR7	Human Rights	Forced labour	Forced labour risks addressed in Supplier Code; internal policies compliant.	85
HR8	Human Rights	Security practices	Third-party security service compliance required; human rights embedded in contracts.	86
L1	Labour	Freedom of association	MIEU recognition, collective agreement, and Town Halls in place.	77
L1.2	Labour	Notice periods	Structured 4-week notice protocol across group; managed transitions.	77
L2	Labour	Employment practices	Non-discriminatory hiring, fair compensation, statutory compliance.	78-79
L3	Labour	Occupational health & safety	ISO 45001 certification; site inspections and training implemented.	96-98
L4	Labour	Training and development	Skills matrix, TNAs, and upskilling initiatives rolled out annually.	88-89
L5	Labour	Diversity and inclusion	Gender, age, and role diversity tracked; DEI framework evolving.	70
L6	Labour	Equal remuneration	Pay parity monitored; no wage gaps identified across similar roles.	79

CoP No.	UNGC Principle	Commitment / Topic	Disclosure or Response in SR	Page Number
L7	Labour	Supplier labour practices	Vendors adhere to labour clauses; audit plans in pipeline.	81
L8	Labour	Social dialogue	Staff surveys, dialogue platforms, and internal grievance channels active.	54
L9	Labour	Working hours and rest	Complies with Malaysian Employment Act; site-level monitoring practiced.	77
L10	Labour	Parental leave	Maternity and paternity leave exceed statutory standards.	70
L11	Labour	Employee benefits	Medical, insurance, bonus, and training schemes apply group-wide.	73
L12	Labour	Labour policy governance	Policies regularly reviewed; aligned with GRI and Bursa guidelines.	73
E10	Environment	Air emissions (non-GHG)	Monitored under incineration and waste emissions controls.	173
E11	Labour	Transport emissions	Scope 3 includes employee commuting and logistics.	124
E12	Environment	Waste discharge	12,929 tonnes tracked in 2024; breakdown by type and destination included.	134
E13	Labour	Environmental fines	No fines reported; ISO 14001 compliance maintained.	96
E14	Labour	Waste generation	Reduction targets in place; intensity tracked in kg/MT.	133
E15	Environment	Circular economy	Closed-loop recycling and buy-back programmes across aluminium segments.	145
E16	Labour	Water discharge volume	Tracked per LUAS and EQ regulations; reductions targeted.	139
E17	Labour	Water reuse	14.29% reused in 2024; water savings initiatives implemented.	140
E18	Environment	Water discharge compliance	Compliant with Standard B of EQ Regulations 2009.	139
E19	Labour	Wastewater treatment	Water recovery systems installed; in-house monitoring ongoing.	141
E20	Labour	Water conservation	Low-flow fixtures, leak detection, and metering in place.	139
E21	Environment	Biodiversity impact	Reviewed as part of risk screening; mangrove projects included.	-
E22	Labour	Biodiversity restoration	Since 2014, 2,500+ mangroves planted with NGOs and PAM.	127

CoP No.	UNGC Principle	Commitment / Topic	Disclosure or Response in SR	Page Number
AC1	Anti-Corruption	Anti-corruption policy	MACC Act-aligned policy enforced Group-wide.	64-66
AC1.1	Anti-Corruption	Zero-tolerance statement	Zero-tolerance confirmed in Anti-Bribery & Corruption Policy.	55-56,64-66
AC2	Anti-Corruption	Corruption risk assessment	Integrated in ERM; focus on procurement and finance units.	65-66
AC3	Anti-Corruption	Employee training	Annual anti-bribery training included in compliance briefings.	65
AC3.1	Anti-Corruption	High-risk role training	Targeted training extended to procurement and vendors.	55-58
AC4	Anti-Corruption	Whistleblower protection	Whistleblower Policy safeguards anonymity and protects from retaliation.	66
AC5	Anti-Corruption	Internal controls	SOPs, internal audits, segregation of duties enforced.	54-58
AC6	Anti-Corruption	Supplier compliance	Supplier Code includes anti-bribery and conflict of interest clauses.	56-58
AC6.1	Anti-Corruption	Third-party due diligence	ITP-005 and integrity checks part of onboarding protocol.	56-58
AC7	Anti-Corruption	Anti-competitive behaviou	SOPs prohibit collusion, bid-rigging; vendor evaluations reviewed.	-
AC8	Anti-Corruption	Public policy contributions	No political contributions made; collaborative forums attended.	34

Assurance Statement from Bureau Veritas





INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of ALCOM GROUP BERHAD

Introduction and objectives of work

ALCOM Group Berhad (“ALCOM” or “the Group”) reaffirms its unwavering dedication to upholding the highest standards of transparency, accountability and excellence in its environmental, social, and governance (ESG) disclosures. In alignment with its strategic imperative to advance sustainable development and foster stakeholder trust, ALCOM has appointed Bureau Veritas Certification (M) Sdn. Bhd. (“Bureau Veritas”) to conduct an independent, reasonable assurance engagement on the sustainability information disclosed within its 2024 Sustainability Report (“the Disclosure”).

This assurance engagement encompasses ALCOM and its subsidiaries—Aluminium Company of Malaysia Berhad, Alcom Nikkei Specialty Coatings Sdn. Bhd., Alcom Dach & Wand Sdn. Bhd., AGB Builders Sdn. Bhd., and AGB Land Sdn. Bhd.—collectively representing the Group’s integrated value chain and operational footprint. The scope of assurance is designed to evaluate the adherence of disclosed information to internationally recognized frameworks, including but not limited to the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and Bursa Malaysia’s Sustainability Reporting Requirements within the scope of work described below for the period from 1 January 2024 to 31 December 2024.

Responsibilities

The preparation and presentation of the Sustainability Report is the sole responsibility of the management of ALCOM and its subsidiaries. Bureau Veritas was not involved in the preparation of the Disclosure. Our responsibilities were to:

- Perform reasonable assurance reviews to determine whether the selected information has been prepared accurately and appropriately;
- Establish an independent conclusion based on the evidence gathered and the assurance procedures that were conducted; and
- Communicate our findings to the management of ALCOM and its subsidiaries.

Scope of work

The scope of this assurance engagement covered the following sustainability indicators disclosed in ALCOM’s 2024 Sustainability Report:

- Governance:



- **Economic Performance:** This encompasses the direct economic value generated and distributed, financial implications and other risks and opportunities, and defined benefit plan obligations and other retirement plans during the reporting period.
- **Market Presence:** The ratio of entry level wage to the minimum wage for male and female employees during the reporting period.
- **Anti-corruption:** The total number of ALCOM employees receiving training on anti-corruption across different employee categories (Managerial, Executives, Non-executives) during the reporting period.
- **Procurement Practice:** The total amount of spending on local suppliers during the reporting period.
- **Anti-competitive Behaviour:** The total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices during the reporting period.
- Social:
 - **Supplier Social Assessment:** The total number of suppliers undergoing social assessments during the reporting period.
 - **Diversity & Equal Opportunity:** The total number of employees across different employee categories (diversity groups, turnover rates, employment status) during the reporting period.
 - **Labour / Management Relations:** The total number of weeks’ notice provided to employees prior to the implementation of significant operational changes during the reporting period.
 - **Forced or Compulsory Labour:** The total number of substantiated complaints concerning human rights violations during the reporting period.
 - **Security Practices:** The proportion of security personnel trained in the organization’s human rights policies and specific procedure related to security during the reporting period.
 - **Training & Education:** The average number of training hours and amount of performance reviews provided to ALCOM employees across gender and employee categories (Managerial, Executive, Non-executive) during the reporting period.
 - **Occupational Health & Safety:** The total number of work-related fatalities, lost time injury (LTI), training hours, and total number of workers covered by an Occupational Health and Safety Management System for ALCOM employees and non-employees during the reporting period.



- **Local Communities:** The amount of community investment where the target beneficiaries are external to the listed issuer during the reporting period.
- **Data & Customer Privacy:** The total number of substantiated complaints concerning breaches of customer privacy or losses of customer during the reporting period.
- Environmental:
 - **Greenhouse Gas (GHG) Emissions:** This encompasses Scopes 1, 2, and 3 emissions. Scope 1 includes direct GHG emissions, Scope 2 involves location-based energy indirect emissions, and Scope 3 covers purchased goods and services, waste generated in operations, business travel, employee commuting, and downstream transportation and distribution. ALCOM's GHG emissions intensity and other significant air emissions were also verified in this engagement.
 - **Energy Consumption & Intensity:** The total amount of fuel consumed within the organization, total electricity consumption, the ratio of energy intensity for the organization during the reporting period.
 - **Effluents & Waste:** The total amount of weight waste and breakdown of waste generated, waste diverted from disposal, and waste directed to disposal during the reporting period.
 - **Water:** The total amount of water withdrawal, water discharge, and water consumption during the reporting period.
 - **Materials:** The total amount of materials used by weight or volume during the reporting period.

Assessment Standard

This assurance engagement was conducted in accordance with the following standards:

- **ISAE 3000 (Revised):** Assurance Engagements Other Than Audits or Reviews of Historical Financial Information. This standard was applied for the assurance of the listed scopes sans GHG emissions.
- **ISO 14064-3:2019:** Greenhouse gases — Part 3: Specification with guidance for the verification and validation of greenhouse gas statements. This standard was applied for the assurance of GHG emissions (Scope 1, 2, and 3).
- **GHG Protocol:** A Corporate Accounting and Reporting Standard. This protocol provided the framework for the quantification and reporting of GHG emissions.
- **GRI Standards:** This standard was applied for the assurance of all the listed scopes.



Methodology

Bureau Veritas assurance procedures for the selected Disclosure included the following:

- Developed an assurance plan that outlined the scope, objectives, and criteria for the engagement. This included identifying key risks of material misstatement and determining the nature, timing, and boundaries of the procedures.
- Reviewed relevant documentation provided by ALCOM and its subsidiaries, including data collection methodologies, internal policies and procedures, and supporting evidence for the reported data. The data management systems used to capture and compile the reported metrics were also investigated.
- Performed procedures to verify the accuracy and completeness of the reported data. This included:
 - **Governance:**
 - **Economic Performance:** Examined supporting documentation such as financial statements of direct economic value generated and distributed and defined benefit plan obligations and other retirement plans. Evaluated the data collection and aggregation methods used and performed sample testing of retirement data to verify the accuracy of the underlying retirement benefits information.
 - **Market Presence:** Reviewed the methodology used to calculate the gender pay ratio of the entry level wage to the minimum wage, including the definition of each employee category. Performed sample testing of payroll data to verify the accuracy of the underlying salary information.
 - **Anti-corruption:** Examined supporting documentation such as anti-corruption training records across different categories of employees. Evaluated the aggregation of training hours to ensure accuracy.
 - **Procurement Practice:** Evaluated the data on responsible sourcing and supply chain management for local suppliers, including the strategic management of the supply chain.
 - **Anti-competitive Behaviour:** Reviewed the legal actions for anti-competitive behaviour, anti-trust, and monopoly practices. Evaluated the legal evidence and data collection methods used to verify the validity of the information.
 - **Social:**
 - **Supplier Social Assessment:** Analysed the resultant social impacts for suppliers and performed sample tests of social impact data to verify the accuracy of the social criteria information.



- **Diversity & Equal Opportunity:** Reviewed the methodology used to calculate the number of employees across different categories. Performed sample testing of the employee data to verify the accuracy of the underlying diversity information.
- **Labour / Management Relations:** Examined the number of weeks' notice data provided to employees and representatives. Performed a randomly aggregated methodology to verify the accuracy of the information.
- **Forced or Compulsory Labour:** Evaluated supporting documentation of the treatment of substantiated complaints concerning human rights violations. Performed sample testing of provided data to verify the accuracy of the information.
- **Security Practices:** Analysed supporting documentation as policy framework and training records across security personnel. Tested the aggregation of training hours to ensure accuracy.
- **Training & Education:** Reviewed supporting documentation such as training records across different categories of employees. Evaluated the aggregation of training hours to ensure accuracy.
- **Occupational Health & Safety:** Examined OSH policies and procedural framework for data collection of number of work-related injuries, lost-time injury, and training records including number of employees trained. Performed sample testing of provided data to verify the accuracy of the information.
- **Local Communities:** Analysed the community investment data including the total number of beneficiaries of the investment in communities. Performed a random assessment of the data presented to ensure accuracy.
- **Data & Customer Privacy:** Examined the data privacy and security protocol including the total number of substantiated complaints concerning breaches of customer privacy. Analysed the customer data presented to ensure accuracy.
- **Environmental:**



- **GHG Emissions:** Reviewed the GHG emissions inventory, emission factors, activity data, and methodologies for collecting, maintaining and calculating data. Emphasised on the Scope 3 emission sources and the robustness of the data collection methodologies employed including estimations and assumptions. Challenged assumptions used and sought corroborating evidence where possible. Verified the accuracy of reported energy consumption and evaluated energy efficiency initiatives undertaken by ALCOM and its subsidiaries.
- **Energy Consumption & Intensity:** Randomly examined the fuel and electricity consumption data as the sources of the Disclosure. Evaluated the data collection and aggregation methods used.
- **Effluents & Waste:** Reviewed the methodology used to calculate the amount of waste and generated waste breakdown. Performed sample testing of waste data to verify the accuracy of the total waste breakdown.
- **Water:** Analysed the water bills and discharge meter readings as the sources of the Disclosure. Evaluated the data collection and aggregation methods used.
- **Materials:** Evaluated the data for materials used as the only source for the Disclosure. Evaluated the data collection and aggregation methods used.
- Interviews were conducted with management and relevant personnel (data owner) in charge of collecting, processing, and reporting of the selected sustainability disclosures.
- Performed analytical procedures to identify any unusual trends or discrepancies in the reported data. This included comparing the reported data to prior periods and industry benchmarks, where available.

Limitations & Exclusions

This assurance engagement is subject to certain limitations:

- The accuracy and completeness of the reported data depend on the quality of the underlying data management systems and internal controls implemented by ALCOM and its subsidiaries. Our assurance does not extend to the design or effectiveness of these systems and controls, though we may offer observations where weaknesses are noted.
- The quantification of some sustainability indicators, particularly Scope 3 GHG emissions, involves estimations and judgments.
- Our assurance is designed to detect material misstatements. A misstatement is considered material if it could reasonably influence the decisions of a user of the Disclosure. The determination of materiality involves professional judgment.



- For GHG, the verification was designed to provide a reasonable assurance whether the GHG emissions are presented fairly, in all material aspects, and in accordance with the reporting criteria. It was not intended to provide assurance of ALCOM's and its subsidiaries' ability to achieve climate-related targets, expectations, or ambitions.

Conclusion

Bureau Veritas Malaysia concludes that ALCOM's and its subsidiaries' 2024 sustainability disclosures are **fairly stated** and **materially accurate** within the scope of this engagement.

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 200 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest. No member of the assurance team has a business relationship with ALCOM Group Berhad and its subsidiaries, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years of combined experience in this field and an excellent understanding of The Bureau Veritas Group standard methodology for the verification/assurance of sustainability report and greenhouse gas emissions data.

For and on behalf of Bureau Veritas Certification (M) Sdn. Bhd, Kuala Lumpur, Malaysia
Issue Date: 14 April 2025

Ng Sheng Wa
Regional Certification & Sustainability Manager





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