

# SUSTAINABILITY STATEMENT 2024

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## ABOUT THIS REPORT

At Epicon Berhad (“Epicon” or “the Group”), sustainability remains an important aspect of our business approach, ensuring that economic growth is pursued alongside environmental responsibility and social well-being. We recognise the importance of integrating sustainability considerations into our strategic planning and daily operations, allowing us to effectively manage the economic, environmental, social, and governance (“EESG”) aspects of our business.

The Board of Directors (the “Board”) and Group’s Management Team are pleased to present this Sustainability Statement (“SS2024”) for the financial year ending December 31, 2024 (“FYE2024”). This report highlights our progress in managing sustainability risks and opportunities while outlining key strategies to enhance our long-term resilience and responsible business practices.

### Reporting Scope and Boundary

This SS2024 details Epicon’s sustainability strategies, practices, and performance from January 1, 2024, to December 31, 2024, unless otherwise noted. The scope covers all active entities under Epicon’s managerial control in Malaysia. Entities that are dormant or no longer operational are excluded, as they do not contribute relevant financial or operational data for FYE2024.

### Basis, Guideline and Reference

This SS2024 was prepared based on all available internal information in accordance with Paragraph 29, Part A of Appendix 9C and Practice Note 9 of Bursa Malaysia Securities Berhad’s (“Bursa Malaysia”) Main Market Listing Requirements (“MMLR”) relating to sustainability statement and its Sustainability Reporting Guide 3rd Edition, and other international sustainability frameworks or standards as follows: -



Bursa Malaysia  
Sustainability Reporting  
Guide (3<sup>rd</sup> Edition)

IN ACCORDANCE



Global Reporting Initiative  
 (“GRI”) 2021  
 (Core Option)

WITH REFERENCE



FTSE4Good

FTSE4Good Bursa  
Malaysia (“F4GBM”)  
Index

IN ALIGNMENT



Task Force on  
Climate-Related Financial  
Disclosures (“TCFD”)

IN ALIGNMENT



SASB  
STANDARDS

Sustainability Accounting  
Standards Board (“SASB”)  
Sector-Specific Disclosures

IN ALIGNMENT



SUSTAINABLE  
DEVELOPMENT GOALS

United Nations Sustainable  
Development Goals  
 (“UNSDGs”)

WITH REFERENCE



Suruhanjaya Sekuriti  
Securities Commission  
Malaysia

Malaysian Code on Corporate  
Governance (“MCCG”)  
2021

WITH REFERENCE



International Financial  
Reporting Standards  
S1 & S2

IN ALIGNMENT



GREENHOUSE  
GAS PROTOCOL

Greenhouse Gas Protocol  
Corporate Accounting and  
Reporting Standard

WITH REFERENCE

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## Member of Associations

Epicon is a member of the following associations/professional bodies:

- Construction Industry Development Board ("CIDB")
- Human Resource Development Corporation ("HRDC")

## Exclusions, Limitations and Disclaimers

This SS2024 generally excludes outsourced activities and operations. However, we recognise the potential sustainability impact of our value chain and will continue working with our business partners to encourage sustainable practices.

This SS2024 includes forward-looking information, especially in disclosures relating to key performance indicators ("KPIs"), targets, plans, focus areas, and strategic priorities. Such statements are made based on reasonable assumptions under currently available information at the time of reporting. These projections are subject to change, potentially significantly, due to internal and external factors.

## Data Quality and Assurance

Epicon has undertaken independent auditing for the financial data presented, with the figure cross-referenced against the Financial Statement. Our internal data collection processes have provided a foundation for the non-financial data in this SS2024 but have not received independent assurance performed in accordance with recognised assurance standards. However, we move forward with our goal of achieving recognised independent assurance in future reports, reinforcing our dedication to transparency.

Reported performance data has been sourced internally from relevant business divisions and data owners. To enhance credibility, we are continuously refining our data collection process for improved monitoring and reporting. Looking ahead, the Group may consider obtaining external assurance for all or part of our upcoming Sustainability Statements.

## Report Availability and Feedback

A digital version of SS2024 and previous statements can be accessed at <https://epicon.com.my/> as well as on Bursa Malaysia's website. We highly value feedback from all stakeholders, and all comments or inquiries are welcome and can be directed to:

### Epicon Berhad

Unit 7-02, Level 7, Menara Lagenda,  
No. 3, SS20/27,  
47400 Petaling Jaya,  
Selangor Darul Ehsan.

Tel : +603-7890 0922



Email : [enquiry@epicon.com.my](mailto:enquiry@epicon.com.my)

# SUSTAINABILITY STATEMENT 2024

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## SUSTAINABILITY FRAMEWORK AT A GLANCE

Guided by the Group's vision, mission and core values, we have developed a sustainability framework, covering our sustainability objectives, sustainability agenda and the identified key stakeholder groups relevant to us as follows: -

VISION & MISSION	To excel in the integration of evolving technologies while upholding a commitment to environmental stewardship, thereby establishing enduring benchmarks for construction excellence.			
CORE VALUES	Good Corporate Governance	Environmentally Friendly	Customer Satisfaction	
	Social Responsibility	Shareholders Value Creation	Human Resources / Employee Welfare	
	Supplier Relationship			
SUSTAINABILITY OBJECTIVES	<ul style="list-style-type: none"><li>• We believe in having an independent and diverse board of directors, a well-defined code of conduct, transparent reporting mechanisms, effective risk management, stakeholder engagement, and compliance with laws and regulations</li><li>• We incorporate sustainable practices in all our projects, reducing our environmental footprint and creating healthier, greener spaces for future generations</li><li>• We believe in providing customers with quality products and excellent customer service to ensure their satisfaction</li><li>• We commit to being responsible corporate citizens through contributions that benefit communities</li><li>• We meet shareholders’ expectations by delivering good returns for their investment</li><li>• We believe effective human resource management and employee welfare programs are essential in a construction company to attract, retain, and develop a skilled and motivated workforce</li><li>• We value the importance of mutual progression and treat our suppliers as valuable business partners</li></ul>			
SUSTAINABILITY AGENDA				
	Economic	Environment	Social	Governance
STAKEHOLDERS				
	Investors / Shareholders	Customers	Suppliers / Contractors	
				
	Local Communities	Government / Authorities	Employees	

# SUSTAINABILITY STATEMENT 2024

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## MESSAGE FROM GROUP CHIEF EXECUTIVE OFFICER

### DEAR STAKEHOLDERS,

Epicon believes that sustainability is an ongoing journey of growth, reflection, and progress. Our commitment to integrating Environmental, Economic, Social, and Governance (“EESG”) principles underscores our ambition to lead by example in the construction industry. Since our strategic diversification into this sector, FYE2024 has been a transformative year, marked by significant milestones, including the setting of quantifiable KPIs and targets to pinpoint areas of improvement and propel continuous advancement across all facets of the business.

*Guided by our core values and our vision to excel in integrating evolving technologies while upholding environmental stewardship, we continue to embed sustainability into our operations, shaping both our decision-making processes and long-term strategy.*

Building upon the progress made in FYE2023, we have expanded our reporting framework and strengthened data collection processes, enhancing the robustness of our monitoring mechanisms. This has enabled us to track key metrics, such as Scope 1 and 2 emissions from fuel and electricity consumption, waste generation data, and baseline data for water consumption. These efforts ensure greater transparency and accountability across all pillars.

Our pursuit of continuous improvement has also led to a significant milestone—Epicon’s attainment and implementation of the ISO 9001 certification. This internationally recognised standard reflects our dedication to quality management, operational efficiency, and customer satisfaction. By implementing structured quality control processes and streamlining workflows, we are reinforcing our ability to deliver projects with greater precision, reliability, and sustainability, realising enhanced management systems, operational efficiency, and quality excellence.

Looking ahead, we remain steadfast in fostering a sustainability-driven culture, empowering employees through continuous learning and development, and leveraging technology to drive innovation. Our focus remains on creating lasting value for our customers, employees, shareholders, and the communities we serve.

Epicon expresses gratitude for your continued trust and support and welcomes all our stakeholders to join in building a future of resilience, responsibility, and shared prosperity.

Sincerely,

**Clement Valentine Toh Shu Yen**

Group Chief Executive Officer, Epicon Berhad

# SUSTAINABILITY STATEMENT 2024

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## SUSTAINABILITY HIGHLIGHTS FYE2024



**RM185.3 M**  
of economic value  
generated



**100%**  
of the total  
procurement budget  
spent on local  
suppliers



**ISO 9001**  
certification and  
compliance across our  
operations



**GHG  
Inventory**  
of Scopes 1, 2 and 3  
established



**IBS  
Utilisation**  
in Epicon's projects



Established  
**Water  
Baseline**  
consumption at  
**23,014 m<sup>3</sup>**



**546 hours**  
of training provided to  
**55 employees,**  
for **RM43,361**



**51.8%**  
permanent employee in  
a total workforce of  
**85**



**RM6,678,099**  
total payout to Epicon  
and TBSB employees  
(salaries and bonuses)



**ZERO**  
number of  
non-compliances with  
environmental laws



**ZERO**  
confirmed incidents of  
corruption



**ZERO**  
substantiated  
complaints concerning  
breaches of customer  
privacy and losses of  
customer data

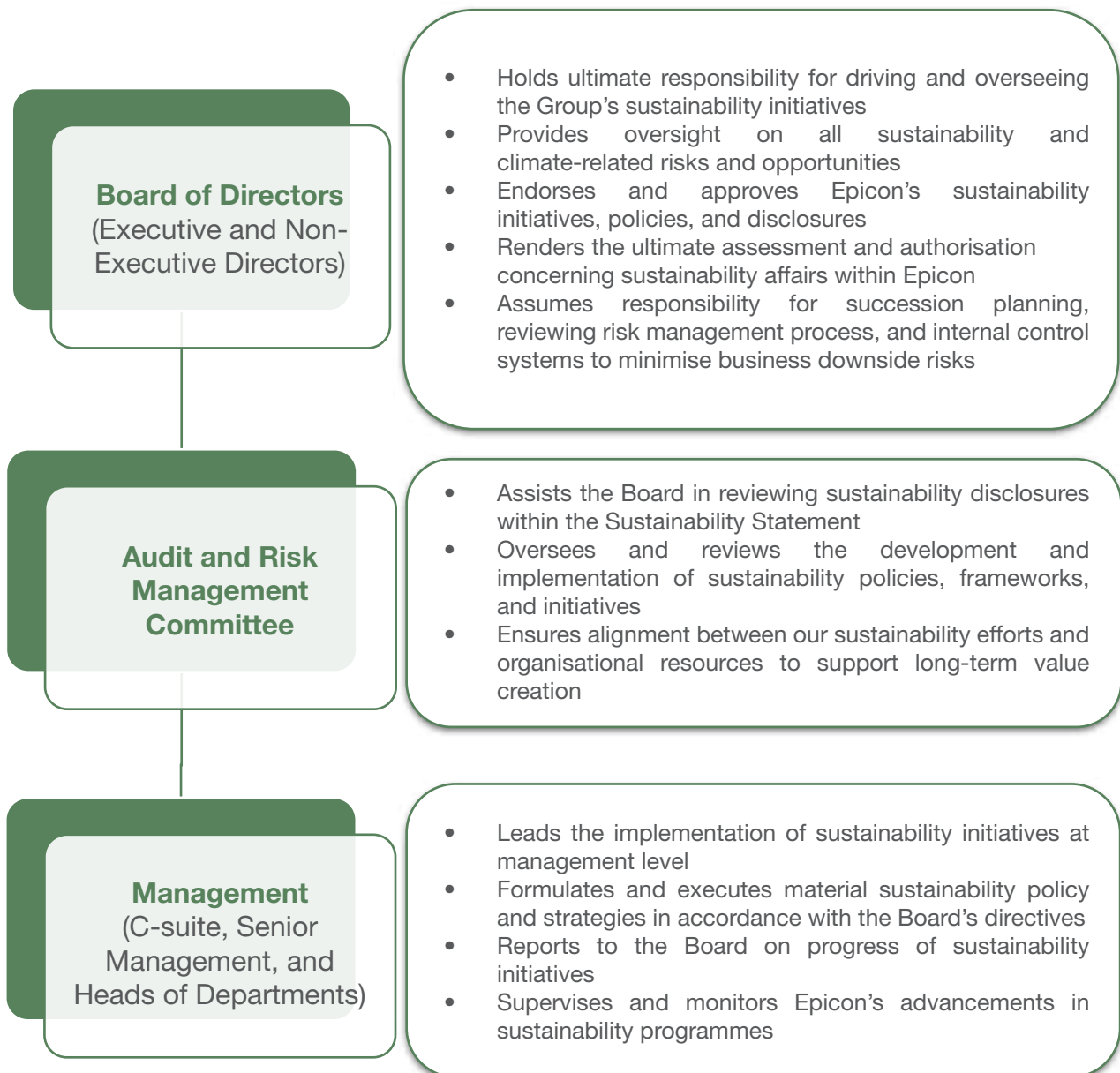
# SUSTAINABILITY STATEMENT 2024

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## SUSTAINABILITY GOVERNANCE

A sound sustainability framework hinges on robust governance, effective implementation, and continuous monitoring. Our existing multi-tiered structure ensures that sustainability is integrated into our business strategy and daily operations.

As part of our ongoing efforts to enhance governance, the Group is currently in the process of establishing a Sustainability Working Group and a Sustainability Committee, which will operate independently from the Audit and Risk Management Committee. This restructuring is expected to improve coordination, strengthen strategic decision-making, and drive meaningful progress toward our sustainability commitments.





# SUSTAINABILITY STATEMENT 2024

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## STAKEHOLDER ENGAGEMENT

In our sustainability management efforts, we prioritise continuous engagement with our stakeholders to better understand their concerns and expectations. This enables us to develop our sustainability strategies and priorities effectively. In FYE2024, we have identified six key stakeholder groups and have engaged with them using a variety of engagement approaches, as detailed below: -

Stakeholders	Areas of Concern	Engagement Approaches	Material Topics
 <b>Investors/Shareholders</b>	<ul style="list-style-type: none"> <li>Business prospects, strategy, and performance</li> <li>Sustainable financial return on investment</li> <li>Share price performance</li> </ul>	<ul style="list-style-type: none"> <li>Annual General Meetings</li> <li>Quarterly financial reports</li> <li>Annual reports</li> <li>Company website and social media platforms</li> </ul>	<ul style="list-style-type: none"> <li>Economic Value Generated</li> </ul>
 <b>Customers</b>	<ul style="list-style-type: none"> <li>Customer service quality and experience</li> <li>Timely project delivery</li> </ul>	<ul style="list-style-type: none"> <li>Customer feedback surveys</li> <li>After-sales services</li> </ul>	<ul style="list-style-type: none"> <li>Quality Assurance</li> <li>Customer Satisfaction</li> </ul>
 <b>Suppliers/Contractors</b>	<ul style="list-style-type: none"> <li>Procurement policy and procedures</li> <li>Prompt payments within credit period</li> <li>Business prospects and financial stability</li> </ul>	<ul style="list-style-type: none"> <li>Transparent procurement policy and procedures</li> <li>Assessment, screening of vendor suitability</li> </ul>	<ul style="list-style-type: none"> <li>Supply Chain Management</li> <li>Resource &amp; Material Consumption</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>Career development and advancement</li> <li>Competitive remuneration and benefits</li> <li>Employee welfare and work-life balance</li> <li>Training and development</li> <li>Employee engagement</li> </ul>	<ul style="list-style-type: none"> <li>Employee handbook</li> <li>Internal training</li> <li>Engagement with employees</li> <li>Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Human Rights &amp; Labour Practices</li> <li>Talent Management &amp; Development</li> <li>Diversity, Equality &amp; Inclusivity</li> </ul>
 <b>Local Communities</b>	<ul style="list-style-type: none"> <li>Corporate social responsibility</li> <li>Domestic job opportunities</li> <li>Environmental impact from business operations</li> </ul>	<ul style="list-style-type: none"> <li>Providing job opportunities</li> <li>Environmental monitoring (emissions, effluents)</li> </ul>	<ul style="list-style-type: none"> <li>Community Development</li> <li>Emissions Management</li> <li>Waste Management &amp; Effluents</li> </ul>
 <b>Government/Authorities</b>	<ul style="list-style-type: none"> <li>Regulatory compliance</li> <li>Corporate governance</li> <li>Labour practices</li> <li>Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Meetings at government departments and working levels</li> <li>Discussions on service requirements, rules, and regulations</li> <li>Consultation with regulatory authorities</li> <li>Participation in government and regulatory events</li> </ul>	<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Data Privacy &amp; Security</li> <li>Anti-Corruption</li> </ul>



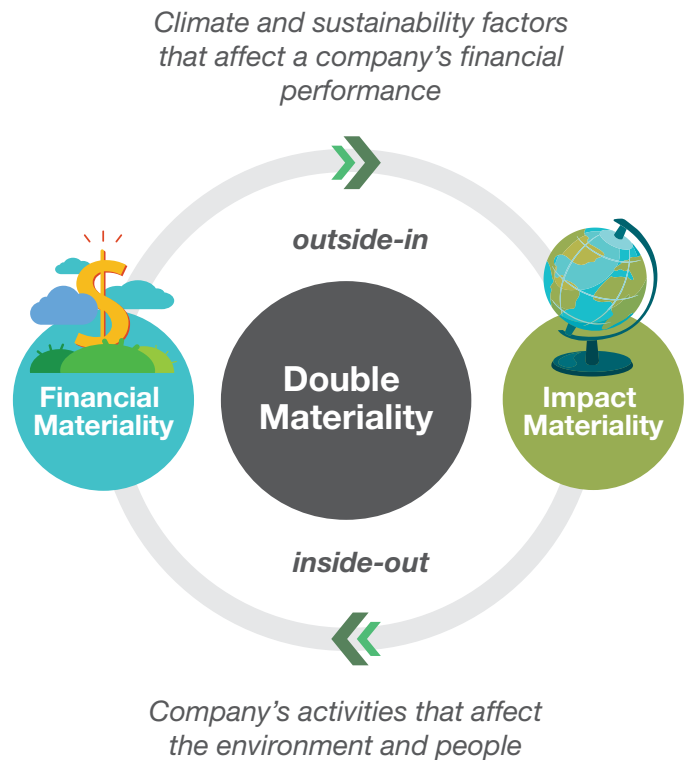
# SUSTAINABILITY STATEMENT 2024

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## MATERIALITY ASSESSMENT AND MATRIX

### Materiality Assessment Process

At Epicon, the Board recognises materiality assessment as a critical process for identifying, evaluating, and prioritising key sustainability risks and opportunities that are most relevant to the Group and its stakeholders. The materiality assessment exercise ("MAE") conducted in FYE2023, adopted a double materiality approach, marking a significant shift from the traditional focus on impact materiality to a dual perspective that also considers financial materiality. This approach enables us to assess not only how the Group impacts the environment and society but also how ESG topics influence our enterprise value creation.



The MAE aimed to identify our significant material topics, ensuring alignment with Bursa Malaysia's requirements and key sustainability standards and frameworks, including GRI, the FTSE4Good Index, and IFRS. The process for the MAE involved three key stages:

### Identification

The MAE began through identifying relevant sustainability issues and stakeholders, guided by Bursa Malaysia's Sustainability Reporting Guide 3rd Edition, GRI Standards, internal and external stakeholders insights, and other relevant global and sector-specific sustainability trends.

### Prioritisation

A materiality assessment survey was used to prioritise the identified sustainability issues based on their importance to both Epicon and our stakeholders.

### Validation

The results of the materiality survey were used to create a materiality matrix, which was then reviewed and refined by management.

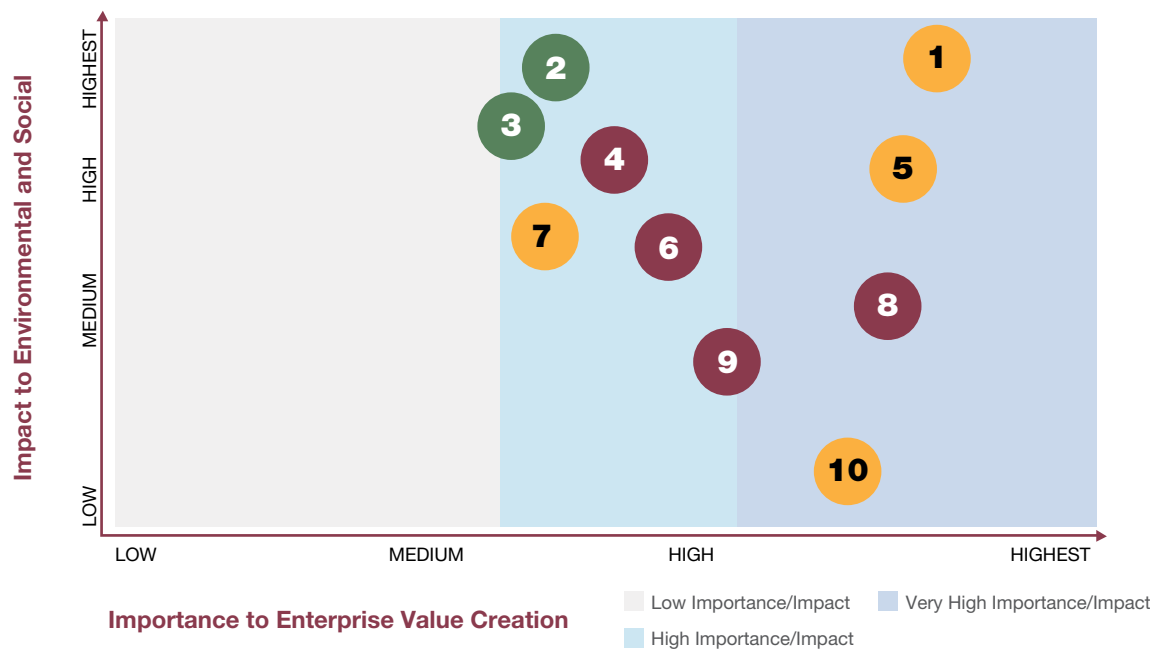
# SUSTAINABILITY STATEMENT 2024

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In FYE2024, we reviewed our material topics and reaffirmed their continued relevance to our operations and sustainability focus. With no significant changes to our business scope, the material topics identified in FYE2023 remain applicable, ensuring a consistent approach in this reporting cycle.

## Materiality Matrix

The Materiality Matrix visually represents the relative importance of each identified matter. This matrix serves as a strategic tool to assess the significance of sustainability issues.



ENVIRONMENT		SOCIAL		GOVERNANCE	
2	Environmental and Social Compliance	1	Health and Safety	4	Risk Management
3	Resource and Material Use	5	Site Management	6	Corporate Governance and Anti-Corruption
		7	Training and Career Development	8	Quality Control and Customer Satisfaction
		10	Digitalisation and Technology	9	Procurement and Supply Chain

# SUSTAINABILITY STATEMENT 2024

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## Mapping of UNSDGs

Epicon considers the United Nations Sustainable Development Goals (“UNSDGs”) as a reference in guiding our sustainability efforts, relevant to our identified material topics. Our approach focuses on incorporating these goals where applicable, ensuring alignment with our business activities and sustainability initiatives.

Material Topics		UNSDGs	
Environmental and Social Compliance	Environmental Compliance	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION
	Energy and Emissions Management		
	Water Management		
	Biodiversity Management	5 GENDER EQUALITY	
Resource and Material Use	Waste Management		
	Materials and Resource Management		
Health and Safety	Occupational Health and Safety	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY
Site Management	Labour and Human Rights		
Training and Career Development	Employee Training and Education		
	Diversity and Equal Opportunities	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Talent Management		
	Community Engagement and Development		
Digitalisation and Technology	Data Privacy and Security	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION
Risk Management	Risk Management		
Corporate Governance and Anti-Corruption	Anti-Bribery and Anti-Corruption	14 LIFE BELOW WATER	15 LIFE ON LAND
	Regulatory Compliance		
Quality Control and Customer Satisfaction	Economic Impacts		
	Product Quality and Customer Satisfaction	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Procurement and Supply Chain	Supply Chain Management		

## ESTABLISHMENT OF KPIs AND TARGETS

FYE2024 marks a significant milestone in Epicon’s sustainability journey as we introduce defined Key Performance Indicators (“KPIs”) and targets that align with our material priorities. These metrics not only provide a framework for monitoring our progress but also set a clear direction for achieving our long-term sustainability objectives.

By embedding measurable and actionable KPIs across our operations, we enhance decision-making processes, optimise resource allocation, and ensure a sharper focus on delivering impactful outcomes. This approach reinforces a culture of accountability at every level of the organisation, aligning our actions with our overarching sustainability commitments.

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	KPIs	Targets	Progress
<b>Economic</b>	Procurement procedures and criteria	Establish a baseline and reduce supplier quality incidents by 50% and increase suppliers with green certification in the approved suppliers list by 10% annually	In progress
<b>Environmental</b>	Usage of IBS on Conventional Brick Wall or RC Structural Wall (eg. Aluminium formwork, Precast Wall Panel)	To maintain above 80% IBS for all construction projects	Ongoing
<b>Social</b>	Zero human rights violations (no child / forced labour)	Zero incidents of regulatory non-compliance based on local legislation pertaining to human and labour rights per annum	Zero incidents reported
	Number of work-related fatalities	Zero cases of fatalities per annum	Zero work-related fatalities
	Lost time injury (LTI) per annum	Zero LTI per annum	Zero LTI
<b>Governance</b>	Incidents of corruption, non-compliance, or unethical conduct	Zero reported incidents of corruption, non-compliance, or unethical conduct within the Company annually	Zero incidents of corruption or non-compliance
	Full compliance with environmental laws and regulations	Zero fines, warnings, compounds, or stop-work orders for non-compliance with environmental, social, or economic laws annually	Zero incidents of non-compliance
	Operations assessed for corruption risks	2 times a year for all departments annually	All departments assessed biannually

## ECONOMIC TOPICS



Epicon's management of sustainable value creation involves the assessment of economic materiality. The identification of key economic impacts guides resource allocation towards areas with potential long-term stakeholder value. These areas include operational efficiency, customer relationships, workforce engagement, and financial management. Addressing these material economic factors is expected to contribute to Epicon's competitive advantage, reputation, and the economic prosperity of our operating communities.

### Economic Impacts

Our approach to economic sustainability includes leadership involvement, and we work towards sustainable financial growth while acknowledging stakeholder financial pressures. This would involve compliance initiatives and cost-saving strategies designed to have positive economic and environmental effects. These strategies may require initial investments, with the expectation of generating long-term value. By implementing these economic measures, Epicon anticipates developing a capacity to contribute to local and regional economic development.

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RM '000	FYE2022	FYE2023	FYE2024
<b>Direct Economic Value Generated</b>	<b>99,113</b>	<b>243,834</b>	<b>188,872</b>
i. Revenue from sales of goods	96,069	171,932	185,300
ii. Revenue from financial investments	312	460	657
iii. Other operating income	2,732	71,442	2,915
<b>Economic Value Distributed</b>	<b>31,603</b>	<b>61,199</b>	<b>42,484</b>
i. Operating expenses	5,496	5,942	6,925
ii. Wages and other payments to employees	16,337	16,041	8,737
iii. Payments to providers of capital	-	-	-
iv. Payment to financial institutions	323	385	1,276
v. Payment to shareholders	-	-	-
vi. Payment to creditors	6,116	34,514	20,868
vii. Payment to Government including income tax expenses	3,331	4,317	4,678
viii. Community investment	-	-	-
<b>Economic Value Retained</b>	<b>67,510</b>	<b>182,635</b>	<b>146,388</b>

## Supply Chain Management

Epicon evaluates new suppliers using a New Supplier Evaluation Form, which includes environmental criteria such as whether the supplier has certified management systems (e.g., ISO 9001, 14001, 45001) and whether their products/materials contain banned, polluting, or toxic substances. The same form also assesses social criteria, including certified management systems and possession of necessary certificates, permits, or licenses.

Our Employee Code of Conduct Policy, available on Epicon's website, mandates compliance with all laws, including those related to child labour prevention, forced labour prevention, non-discrimination and equal opportunities, freedom of association and collective bargaining rights, elimination of excessive working hours, and minimum or living wage requirements. We continue to work to ensure similar policies are upheld throughout our supply chain. In FYE2024, one incident involving supplier item quality was reported, and subsequent corrective action was taken.

Moving forward, Epicon strives to strengthen supply chain resilience by assessing 50% of existing suppliers by the end of FYE2025 and completing the remaining assessments in FY2026 while ensuring that 100% of new suppliers undergo screening in FYE2025. Concurrently, we aim to establish baseline data to track and reduce supplier quality incidents by 50%, as well as increase the number of approved suppliers with green certifications by 10% annually.

## Local Procurement

Epicon is cognisant of local procurement as a key driver of economic vitality, regional resilience, and sustainability. Sourcing our goods and services from regional suppliers, especially small and medium enterprises ("SMEs"), strengthens local supply chains, stimulates economic activity, and creates positive impacts for communities and ecosystems. This inclusion in our approach balances quality and cost-efficiency with broader socioeconomic goals.

Regional sourcing not only boosts local economies but also reduces transportation emissions, supporting Epicon's sustainability targets. This multi-faceted approach delivers economic, environmental, and social value while building valuable partnerships with regional businesses.

We support local growth and operational efficiency through various initiatives, including stock movement controls to minimise waste and consolidated bulk material purchases for cost optimisation.

In FYE2024, our support of local businesses is demonstrated by a 100% local sourcing record, with a total local procurement spend of RM 156.67 million as shown in the table below.

	FYE2023	FYE2024
Total Number of Suppliers	176	179
Total Number of Local Suppliers	176	179
Total Number of Foreign Suppliers	0	0
Percentage of Local Suppliers (%)	100	100
Percentage of Spending on Local Suppliers (%)	100	100

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	FYE2024
Total Procurement Spending (RM '000)	156,673
Total Local Procurement Spending (RM '000)	156,673
Total Foreign Procurement Spending (RM '000)	0

## Product Quality and Customer Satisfaction

Epicon's Board and Executive Management are directly responsible for reviewing and ensuring the achievement of product quality and customer satisfaction KPIs and targets, with these metrics tied to their remuneration. Customer grievance mechanisms are contract-dependent, varying based on specific agreements between Epicon and its customers.

Regarding customer and product safety, Epicon reports no substantiated complaints regarding breaches of customer privacy, loss of customer data, or regulatory body complaints. Furthermore, there have been no incidents of non-compliance with regulations or voluntary codes related to the health and safety impacts of products and services, and no recalls have been issued for health and safety reasons.

## ENVIRONMENTAL TOPICS



Epicon recognises the significance of advocating environmental stewardship and integrating sustainable practices into all our operations. We minimise our environmental impact where feasible, through considerations for responsible waste management, pollution control, resource conservation, and biodiversity protection. Facilitating continuous improvement of our environmental performance by adopting eco-friendly materials and technologies, fostering employee awareness, and engaging stakeholders aligns with our core values. Epicon believes sustainable growth and environmental responsibility are intrinsically linked, and we contribute where possible to building a better future through our project development and execution.

As the climate change issue continues to gain prominence, Epicon has initiated to incorporate the Task Force on Climate-related Financial Disclosures ("TCFD") recommendations to enhance its approach to climate-related risks. While these risks, where financially significant, are managed alongside other business risks, we recognise the increasing need to integrate them into our Risk Register and ensure diligent monitoring in line with our Risk Management Policy.

## Taskforce on Climate-related Financial Disclosures

### Governance

#### Recommended Disclosure a)

*Describe the board's oversight of climate-related risks and opportunities.*

#### Recommended Disclosure b)

*Describe management's role in assessing and managing climate-related risks and opportunities.*

The Board of Directors has ultimate responsibility for the governance of all sustainability matters, including climate-related risks and opportunities. The Board is supported by Management and the relevant Heads of Departments. The Board is chaired by the Chairman and serves as an advisory and governing body, overseeing and approving our overall sustainability strategy.

Management works to identify risks, including climate-related risks, and develop appropriate sustainability strategies. Quarterly meetings ensure that Management remains informed of all relevant sustainability matters, including emerging sustainability risks, including climate-related risks, evolving regulatory requirements, and opportunities for innovation.

For further details on the governance structure, please refer to page 28.

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cont'd

<p><b>Strategy</b></p> <p><i>Recommended Disclosure a)</i></p> <p><i>Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.</i></p> <p><i>Recommended Disclosure b)</i></p> <p><i>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.</i></p>	<p>Climate-related risks and opportunities are a key consideration for Epicon's business, strategy, and financial planning, spanning short, medium, and long-term horizons. These risks include transition risks (e.g., regulatory changes, market shifts) and physical risks (e.g., extreme weather, rising temperatures).</p> <p>Epicon anticipates a range of climate-related impacts across different time horizons. In the short term (0-2 years), increasing regulatory requirements and reporting obligations will be addressed through improved operational efficiency and enhanced sustainable practices, strengthening resilience and ensuring leadership in sustainability reporting. The medium term (2-10 years) may bring stricter standards, carbon pricing mechanisms, and heightened stakeholder scrutiny, alongside physical risks like flash floods impacting supply chains. The long term (&gt;10 years) is expected to see intensified physical risks, including more frequent and severe weather events, potentially causing operational delays. Opportunities in this period include aligning with decarbonisation targets, leveraging renewable energy, and forging strategic partnerships for large-scale sustainability initiatives.</p> <p>By continuously assessing and responding to these risks and opportunities, we remain well-positioned to adapt our business model and build long-term resilience in a changing climate.</p>
<p><b>Risk management</b></p> <p><i>Recommended Disclosure a)</i></p> <p><i>Describe the organisation's processes for identifying and assessing climate-related risks.</i></p> <p><i>Recommended Disclosure b)</i></p> <p><i>Describe the organisation's processes for managing climate-related risks.</i></p> <p><i>Recommended Disclosure c)</i></p> <p><i>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.</i></p>	<p>The Group's approach to risk management is defined by a comprehensive Risk Management Policy, which covers the identification, assessment, and management of all risks, including those related to sustainability and climate change. This policy establishes a structured process for integrating sustainability risks into the overall risk assessment and undergoes an annual review to ensure continued relevance.</p> <p>The risk identification and evaluation process involve several key elements. Materiality assessments are conducted to determine the significance of various risks. Regular management meetings provide a forum for discussing emerging risks and trends. Input is gathered from across different departments to ensure a comprehensive understanding of potential risks. These processes take into account changes in the business environment, regulatory developments, and emerging sustainability issues.</p> <p>A detailed risk register is maintained and updated biannually to reflect the current risk landscape. This register serves as a central tool for prioritising identified risks and tracking the implementation of appropriate mitigation actions. Management plays a crucial role in assisting the Board with implementing these mitigation measures and monitoring significant risks, including those related to climate change.</p> <p>To ensure accountability and transparency, risk assessment templates are used to document incidents, impacts, and corresponding mitigation actions. Regular reports, which include updates on new sustainability initiatives and risk management procedures, are presented to the Board for review and oversight. This integrated approach ensures that sustainability considerations are factored into both strategic planning and operational decision-making.</p> <p>For further details, please refer to the Sustainability Governance page 28 section.</p>



# SUSTAINABILITY STATEMENT 2024

cont'd

## Metrics and Targets

### Recommended Disclosure a)

Disclose the metrics used by the organisation to assess climate related risks and opportunities in line with its strategy and risk management process.

### Recommended Disclosure b)

Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Epicon's GHG emissions reporting covers Scope 1, Scope 2, and selected Scope 3 categories. Scope 1 emissions from fuel use are measured in tonnes of CO<sub>2</sub>e per litre. Scope 2 emissions from purchased electricity are measured in tonnes of CO<sub>2</sub>e per kWh. Scope 3 emissions from employee commuting and business travel are quantified as tonnes of CO<sub>2</sub>e per passenger kilometre, with consideration given to various modes of transport.

Epicon calculates its emissions in line with the GHG Protocol Corporate Accounting and Reporting Standard ("GHG Protocol"), using the emission factors from the 2006 Intergovernmental Panel on Climate Change ("IPCC") Guidelines for National Greenhouse Gas Inventories and US Environmental Protection Agency Climate Leaders. The global warming potential ("GWP") factors for all greenhouse gases are consistent with the IPCC Sixth Assessment Report, 2023 (AR6) based on a 100-year timeframe.

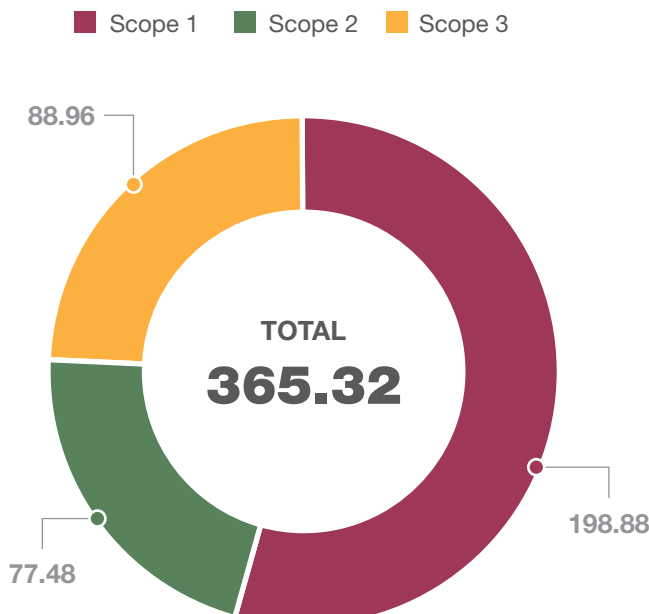
Refer to Energy and Emissions Management at page 37 - 39 for more information on climate-related metrics.

## Energy and Emissions Management

Epicon recognises that our business activities contribute to greenhouse gas ("GHG") emissions, acknowledging the construction industry's significant contribution to climate change. While not as intensive as some sectors like manufacturing or energy production, we still generate a substantial carbon footprint through our operational activities. We remain dedicated to understanding and mitigating our environmental impact in this context where reasonable.

In FYE2024, Epicon has taken a significant step towards transparency by undertaking our inaugural disclosure of Scope 1, 2, and 3 GHG emissions, where we intend to establish a baseline by FYE2025. Our comprehensive reporting provides a detailed breakdown of Epicon's direct and indirect emissions, enabling a more accurate assessment of our environmental footprint and informing future sustainability initiatives. In FYE2024, Epicon's GHG inventory is categorised according to the Greenhouse Gas Protocol, which divides our emissions into three distinct scopes.

## EMISSION PROFILE (tCO<sub>2</sub>e) FY2024



- Scope 1 encompasses direct emissions from sources that are owned or controlled by the Group, including the consumption of diesel and petrol by company vehicles.
- Scope 1 calculations for FYE2024 account for company vehicle mileage multiplied by their respective engine carbon emissions (g/km) based on technical specifications provided by the respective vehicle manufacturers. Moving forward, fuel consumption data will be collected to illustrate a more accurate representation of our Scope 1 emissions.
- Scope 2 accounts for indirect emissions from the generation of purchased electricity consumed by the Group's operations. These emissions result from activities outside our direct control but are a consequence of energy use.
- Scope 3 covers other indirect emissions not included in Scope 2, representing emissions across the value chain, such as employee commuting and business. Although these emissions are a step removed from our direct operational control, they are an essential part of our overall emissions profile and present additional opportunities for reduction.
- Scope 3 calculations were derived via a distance-based method.

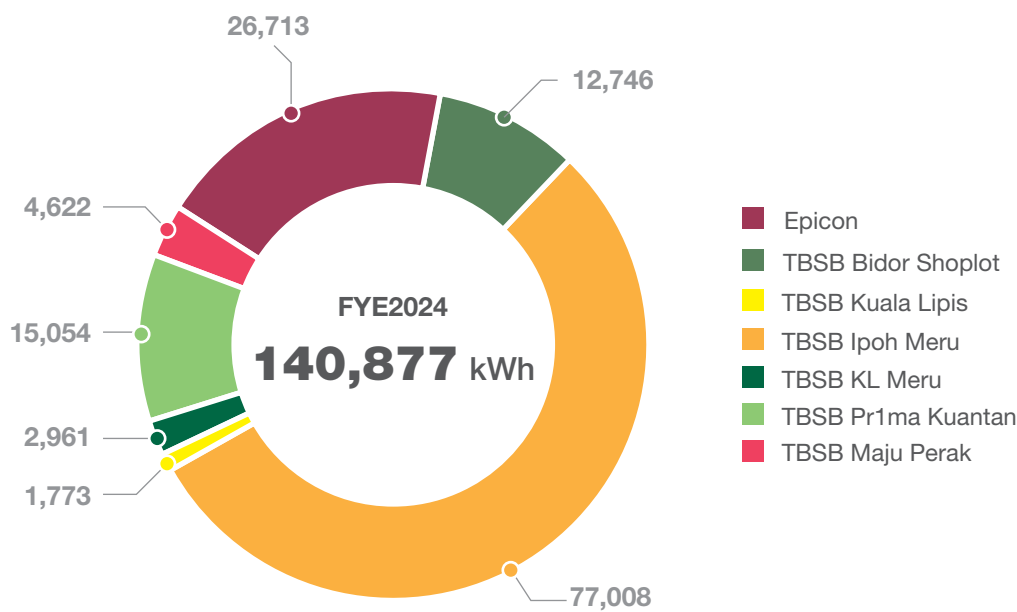
# SUSTAINABILITY STATEMENT 2024

cont'd

For Epicon Berhad, a significant portion of our carbon emissions originates from energy consumption. This includes direct emissions (Scope 1) from the combustion of fossil fuels like petroleum or diesel in our company vehicles, indirect emissions (Scope 2) from purchased electricity powering our operations, as well as indirect emissions (Scope 3) from the combustion of fossil fuels used in employee commuting and business travel.

For FYE2024, Scope 3 emissions include only employee commute and business travel emissions, as we continue to expand our reporting scope guided by the relevant requirements. Activities such as site preparation, material handling, construction processes, and transportation are identified as particularly energy-intensive and therefore present the greatest opportunities for efficiency improvements and emissions reductions.

## GRID ELECTRICITY CONSUMPTION



Scope 2 Electricity Consumption		FYE2024
Grid Electricity Consumption (kWh)		140,877.00
Total Scope 2 emissions (tCO <sub>2</sub> e)		77.48

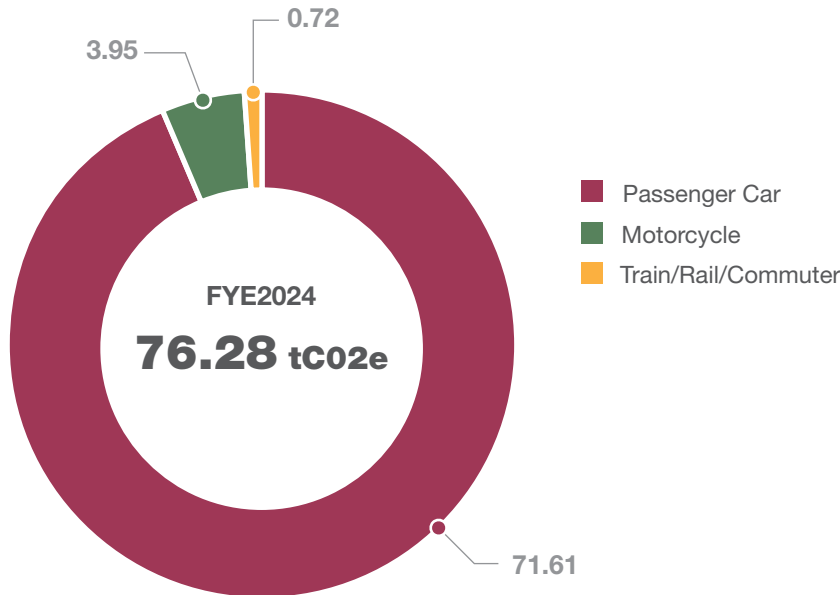
Note: The emission factor used in Scope 2 emission is based on UNFCCC Harmonised Grid Factors 2021.

		FYE2024
Total operational emissions (tCO <sub>2</sub> e)		276.36
Group carbon intensity (tCO <sub>2</sub> e / RM '000)		0.0015

# SUSTAINABILITY STATEMENT 2024

cont'd

## EMPLOYEE COMMUTING (tCO<sub>2</sub>e)



Employee  
Commuting  
**76.28**

Business Travel  
**12.68**

Total Scope 3  
**88.96 tCO<sub>2</sub>e**

Energy consumption is a significant factor in the construction industry, and at Epicon, we meticulously monitor our energy sources. To minimise our environmental impact, we have made headway in identifying green initiatives for adoption by FYE2025 to optimise our energy consumption.

	Energy Consumption (GJ)
Diesel Consumption (Company Vehicles)	2211.26
Petrol Consumption (Company Vehicles)	447.44
Grid electricity consumption	507.16

Epicon is currently exploring renewable energy adoption as one of our strategies to combat climate change and reduce our Scope 2 emissions, with our first step taken through utilising solar-powered spotlights in one of our construction sites in Perak. By beginning our conversion to renewable energy, we can generate our own clean electricity, reducing our reliance on fossil fuel-based grid electricity. This progress not only decreases our carbon emissions but also offers financial benefits through lower energy costs and increased energy independence.

## Waste Management

Waste generation is inherent in industrial activities, particularly within the construction sector due to its high consumption of raw materials. Epicon has implemented responsible waste management procedures and takes precautions to prevent pollution of nearby water sources. In FYE2024, no pollution incidents resulting from our operations were reported.

We believe in the power of responsible waste management. To achieve this, our waste management KPI is to collect data and define a baseline by FYE2025. Development of this baseline will be supported by our continuous improvements to our data collection processes. These efforts have begun in FYE2024, with records of waste generation for our project sites in Ipoh Meru (for FYE2024) and Pr1ma Kuantan (for December FYE2024 only) – respectively generating 130 tonnes and 2.12 tonnes of non-hazardous waste that was directed to landfills. Moving forward, it is our intention to expand the data collection scope to eventually include all project sites.

# SUSTAINABILITY STATEMENT 2024

cont'd

At Epicon, we prioritise minimising, controlling, and recycling our construction waste, where feasible. Our efforts to reduce waste generation are guided by our optimised material usage, improved waste segregation, and increased recycling rates. Furthermore, we are dedicated to eliminating single-use plastics at our head offices by FYE2025, working towards a zero single-use plastic environment. This initiative reflects our broader objective to implement sustainable practices and responsible resource management where practical. Additionally, Epicon acknowledges that addressing waste management issues necessitates collaborative efforts and cooperation among individuals, businesses and government agencies.

## Water Management

Although not as water intensive as other sectors, water remains essential to Epicon’s operations. We aim to minimise our water footprint through careful monitoring of water usage and implementing effective conservation measures. Starting in FYE2024, we measure and report our water consumption and intensity, fostering a culture of water conservation across Epicon’s operations. This data collection will inform the establishment of a baseline by FYE2025, enabling us to track progress and further reduce our reliance on this valuable resource.

Epicon primarily relies on the municipal water supply to support operational activities as well as for building daily use but has begun exploring areas where reliance on the municipal water supply can be reduced through collecting rainwater (currently for on-site toilet water). Emphasis is placed on ensuring that our water is not sourced from water-stressed areas.

	FYE2024
Total water consumption (m³)	23,014
Group water intensity (m³ / RM '000)	0.124

Water intensity is determined by assessing the ratio of total water consumed (encompassing operational activities and building daily usage) to the annual revenue generated from directly managed operations. For FYE2024, the water intensity was measured at 0.124 m³ / RM '000.

## Materials and Resource Management

Our construction practices include the use of eco-friendly materials and sustainable methods. These conscious choices have been observed to reduce environmental impact and contribute to healthier environments, which aligns with Epicon’s overarching core values.

Understanding the importance of monitoring our materials and resource utilisation, Epicon will continue working towards collecting the necessary data on our on-site raw material usage in order to develop a working baseline.

Notable sustainable materials used in our operations, with their benefits, are listed below:

Material	Sustainable Benefits
Industrialised Building System (“IBS”) wall panels	Used for non-load-bearing walls, these panels are fully recyclable, pre-cut to size (reducing construction time and labour costs), more energy-efficient than clay bricks, and require less cement (a carbon-intensive material).
Aluminium framework	Highly durable and reusable across multiple projects, this formwork is 100% recyclable with high scrap value at end-of-life, eliminating the need for timber or plywood.
Fibreglass bars	Used for concrete reinforcement, these bars require less concrete than steel alternatives, reducing CO <sub>2</sub> emissions by up to 70%, lowering concrete and water usage, and are both reusable and recyclable.

# SUSTAINABILITY STATEMENT 2024

cont'd

Our projects currently utilise aluminium formwork for all structural walls, surpassing our target of 80% usage (with the exception of carparks making up over 20% of the site's structural walls). We replace conventional brick or reinforced concrete ("RC") structural walls with alternatives like aluminium formwork to enable precise and efficient concrete wall construction, or precast IBS wall panels to accelerate the building process. Additionally, we integrate fibreglass reinforcing bars to enhance durability and reduce maintenance. This strategic shift aligns with our sustainability goals while contributing to enhancing our overall business efficiency, fostering a more resilient building environment.

## Biodiversity Management

Epicon acknowledges our role in environmental stewardship and recognises the importance of preserving the natural world for future generations. While we haven't explicitly addressed biodiversity, we integrate sustainable practices into our on-site operations where practical, aiming to minimise our environmental footprint and promote ecological balance. This sentiment is reflected in Epicon's exploration of environmentally friendly solutions and our progress in responsible resource management.

Epicon also prioritises the well-being of local communities and acknowledges their connection to the surrounding environment. We strive to engage with these communities, understand their needs and concerns, and incorporate them into our sustainability initiatives. By fostering collaborative relationships and promoting environmental awareness, we aim to play a reasonable part in preserving the long-term health of both the environment and the communities we operate within.

## Environmental Compliance

Epicon is aware of the importance of conducting business in an environmentally responsible manner. By adhering to environmental regulations and implementing sustainable practices, we aim to strike a balance between economic growth and ecological preservation. Our role to sustainability is not just a corporate goal but a fundamental principle that aligns with our core values.

Epicon maintains strict environmental oversight across all operations, complying with Department of Environment ("DOE") regulations. We regularly monitor our environmental performance, including targeted pollution monitoring when necessary, to ensure adherence to established standards. We also plan to extend this commitment to our supply chain through a future supplier screening process.

On our construction sites, dedicated environmental officers manage noise levels, implementing reduction strategies and strictly adhering to permissible high-noise hours set by local authorities. Epicon's operations avoid excessive noise pollution, especially during restricted hours.

Our commitment to ensuring environmental compliance was indicated in our FYE2024 operations with zero censures or fines for non-compliance with environmental-related regulations. Frequent revision of Epicon's policies to maintain this zero-incident target reflects our proactive approach to meeting and exceeding environmental standards and regulations.

## SOCIAL TOPICS



Epicon recognises the importance of a strong and engaged workforce in driving business success. Guided by this belief, we are committed to cultivating a safe, healthy, and inclusive work environment that empowers employees to thrive both professionally and personally.

Our key focus areas in social responsibility include upholding human rights and labour standards, promoting talent management, ensuring diversity and equal opportunity, and prioritising occupational health and safety. By nurturing a stable and motivated workforce, we enhance not only our operational resilience but also the broader sustainability of our business. Beyond our internal commitments, we extend our responsibility to the wider community through various engagement initiatives. By actively contributing to social well-being, Epicon seeks to create a positive and lasting impact on the communities in which we operate.

# SUSTAINABILITY STATEMENT 2024

cont'd

## Diversity and Equal Opportunities

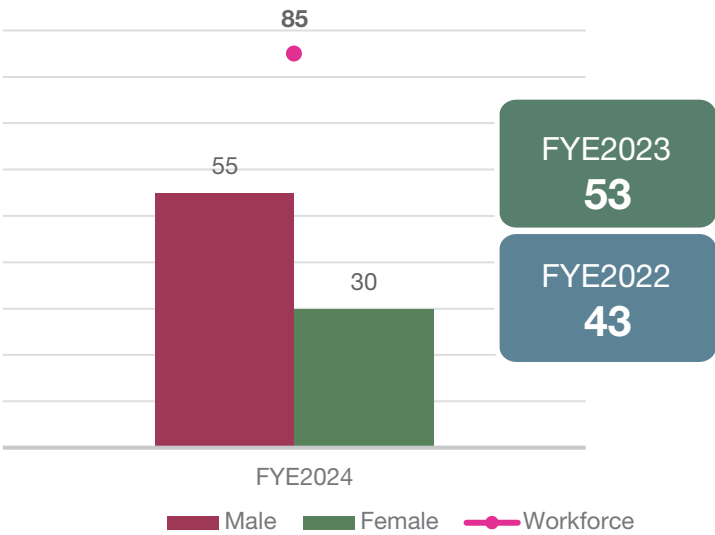
Reflecting the multicultural and multi-ethnic fabric of the society in which we operate, Epicon places importance on fostering a workplace where diversity and equality are embedded in our talent management approach. We uphold a zero-tolerance policy on discrimination, ensuring that all employees are evaluated solely based on their professional qualifications, experience, and competence. We categorically oppose any form of discrimination based on gender, age, race, religion, background, sexual orientation, or disability.

We believe that our strength lies in the diversity of our workforce, with each unique perspective contributing to our continued growth and success. In FYE2024, we recorded zero incidents of discrimination, reaffirming our dedication to an inclusive and respectful workplace. To further uphold these principles, a grievance mechanism is currently in development and formalisation, which is set to be established by FYE2025. This mechanism will provide employees with a structured channel to voice concerns and seek redress, ensuring transparency and accountability in addressing workplace issues.

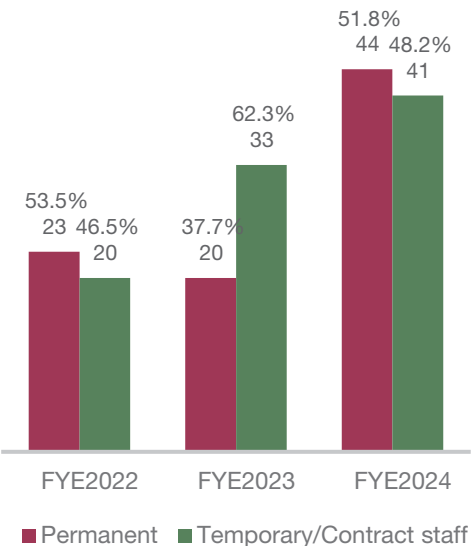
	FYE2022	FYE2023	FYE2024
Incidents of discrimination	0	0	0

In FYE2024, Epicon’s workforce comprises 85 employees, with 35.3% female representation across the organisation, reflecting our ongoing efforts to maintain gender balance. Epicon also remains committed to fostering a well-balanced representation of talent across various ethnicities and demographics, ensuring equal opportunities for all. Additionally, we take pride in prioritising local hiring across our operational locations, which not only stimulates the local economy but also reduces environmental impacts associated with long commuting distances. For three consecutive years, 100% of our workforce has been hired locally, underscoring our dedication to sustainable employment practices.

TOTAL WORKFORCE



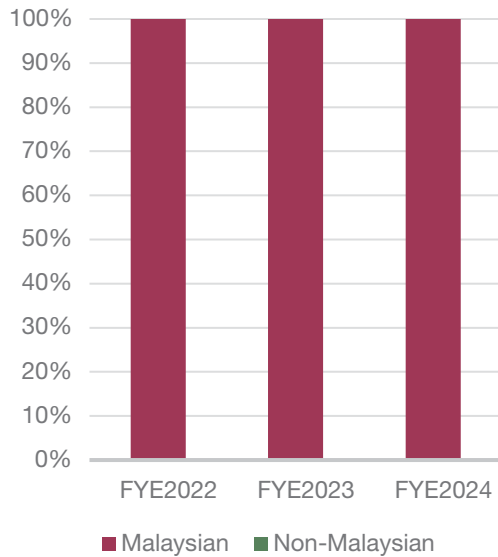
EMPLOYEE TYPE



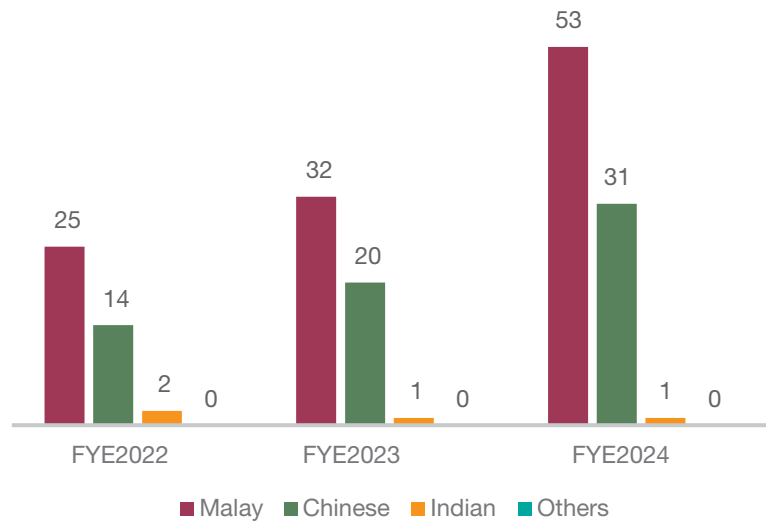
# SUSTAINABILITY STATEMENT 2024

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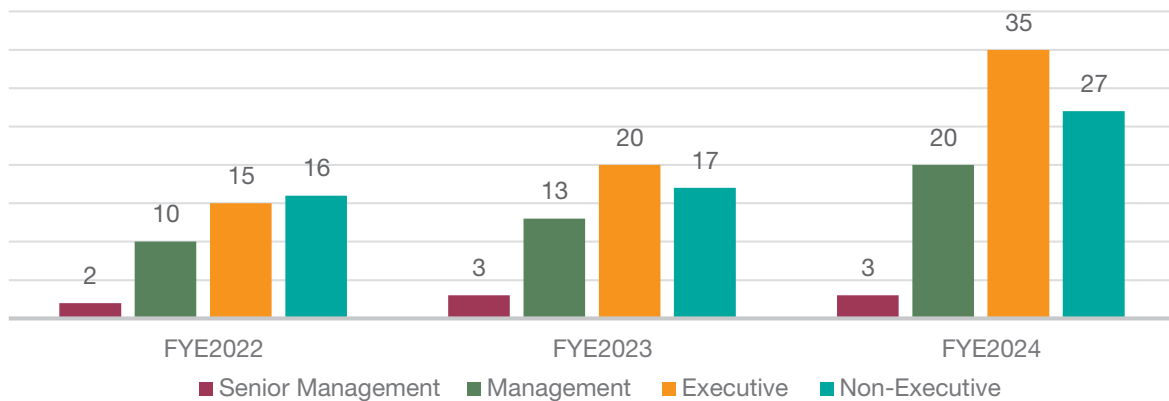
## NATIONALITY



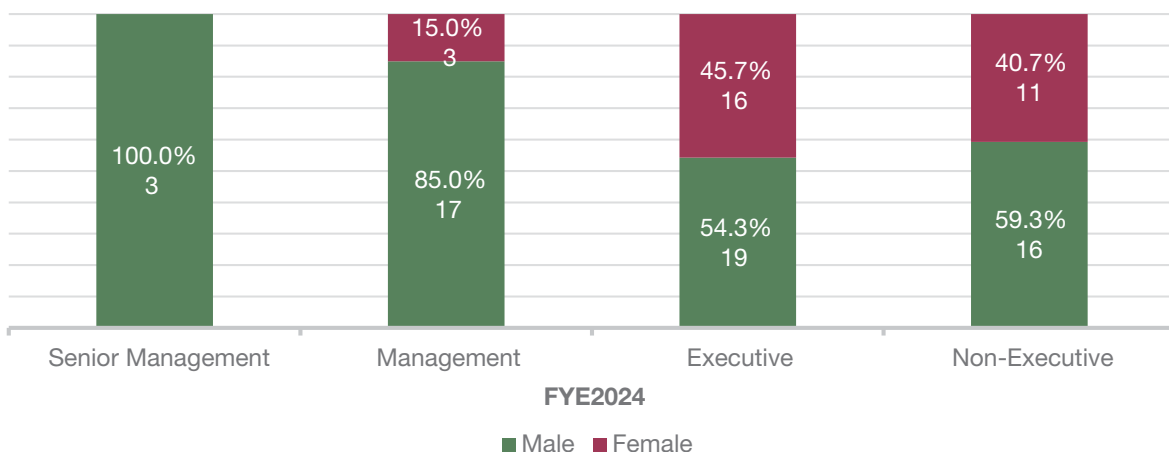
## EMPLOYEE BY ETHNICITY



## EMPLOYEE CATEGORY



## GENDER BY EMPLOYEE CATEGORY

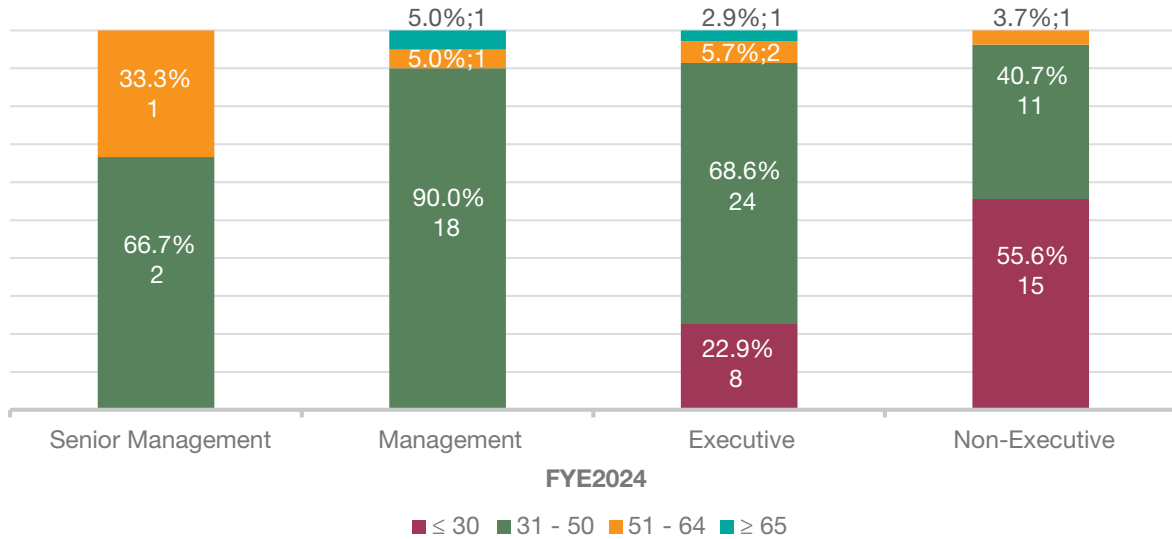




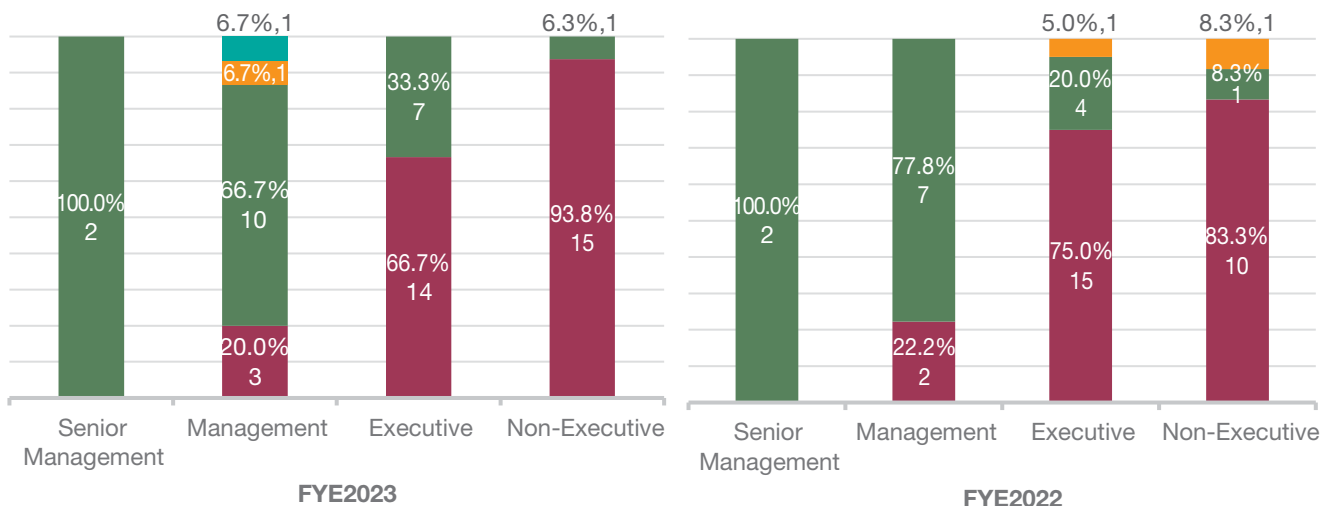
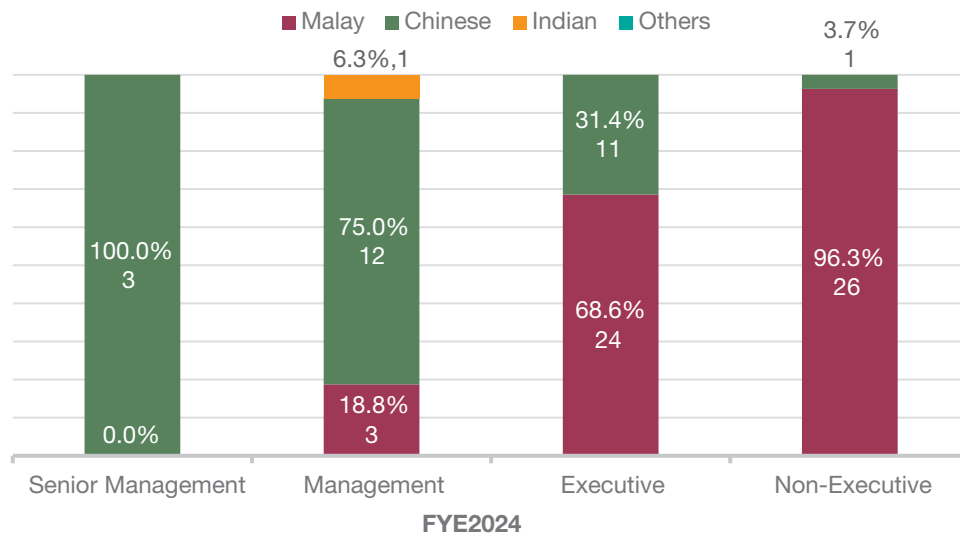
## SUSTAINABILITY STATEMENT 2024

cont'd

### AGE GROUP BY EMPLOYEE CATEGORY



### ETHNICITY BY EMPLOYEE CATEGORY



# SUSTAINABILITY STATEMENT 2024

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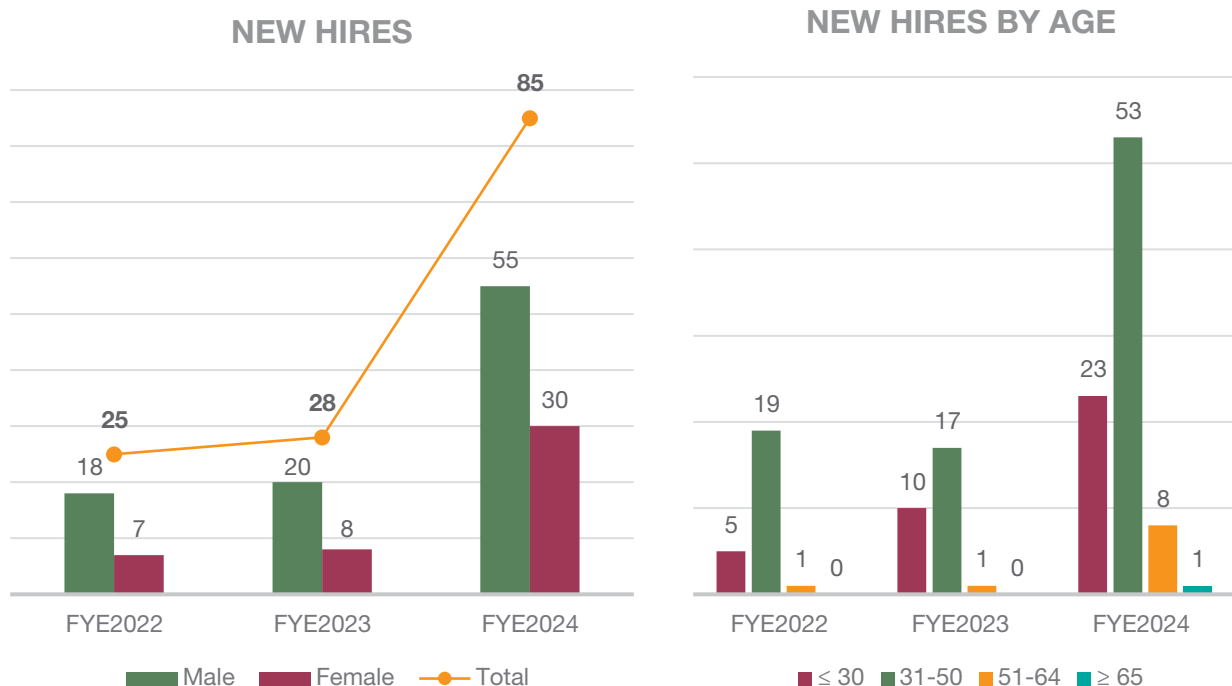
## Talent Management

At Epicon, we recognise that effective talent management is key to driving our long-term success. We are dedicated to fostering a workplace culture that nurtures growth, promotes inclusivity, and upholds professional excellence. Our comprehensive approach ensures employees have access to clear guidelines and structured policies that support both their career development and overall well-being. As part of our strategy, performance appraisals are also conducted on an annual basis to assess individual progress, identify development needs, and ensure alignment with the Group's overarching objectives. A key step in enhancing engagement and satisfaction across the organisation, the Group is also currently formalising its inaugural employee satisfaction survey, in time for its roll-out and reporting in the upcoming reporting period.

In line with our commitment to transparency and consistency in workforce management, we have developed a comprehensive Employee Handbook that outlines all HR policies, workplace expectations, and employee rights. Our Employee Code of Conduct further ensures a framework of ethical behaviour, guiding employees to uphold the highest standards of integrity in both internal interactions and dealings with external stakeholders such as customers, suppliers, and service providers.

## Hiring and Retention

Although there were no new hires from underprivileged groups or individuals with disabilities in FYE2024, Epicon continues to advance its diversity, equity, and inclusion initiatives to broaden access to employment opportunities across all segments of society. To attract top talent, we have implemented a structured recruitment process that ensures the identification and onboarding of skilled professionals who align with our business objectives.



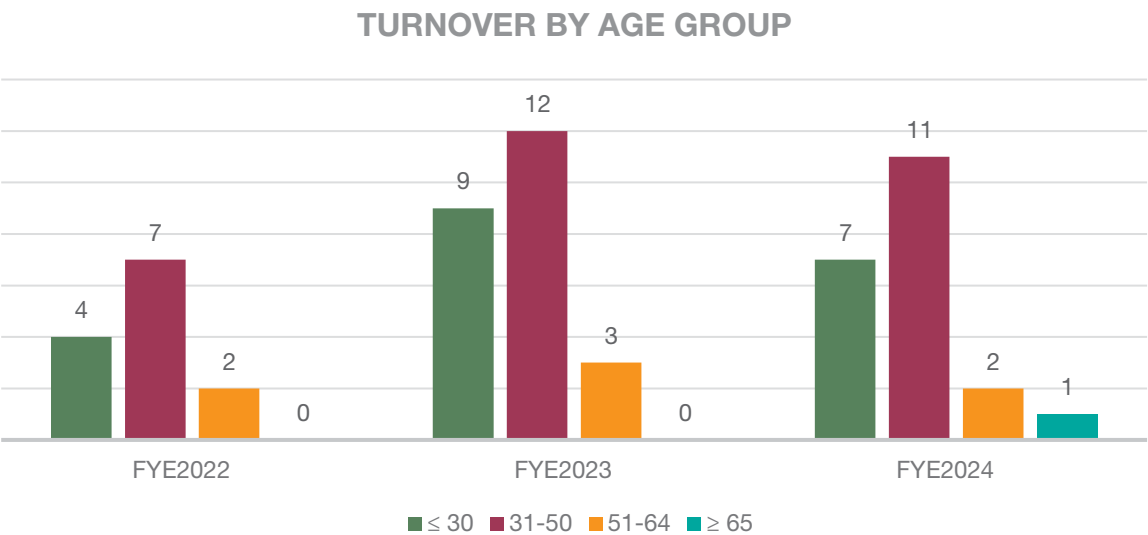
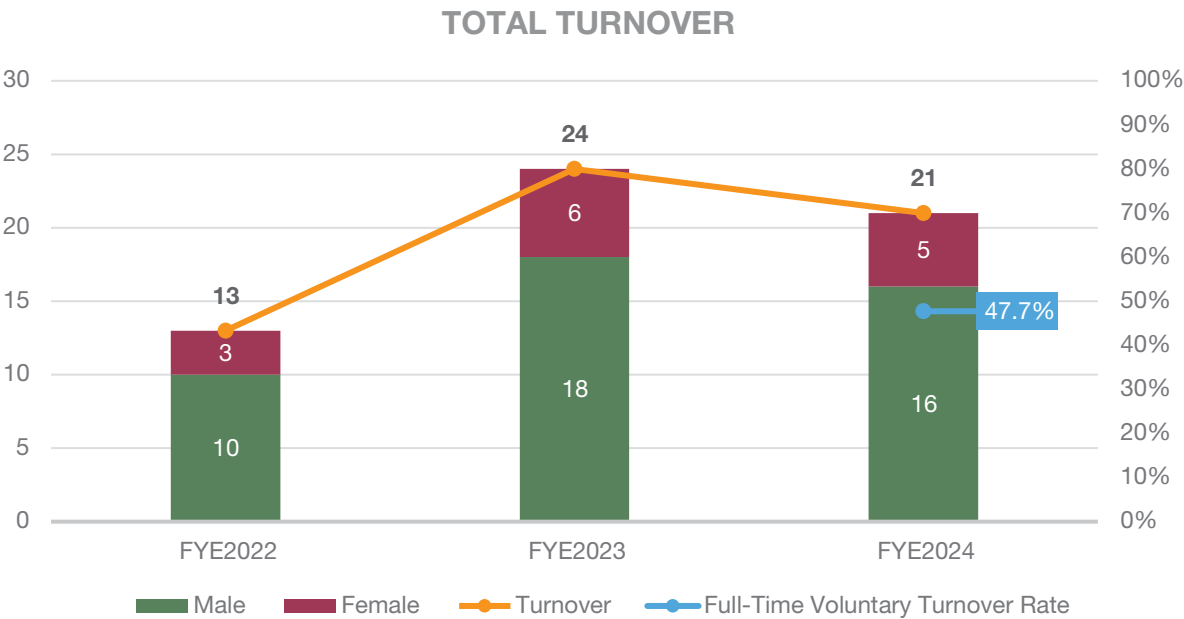
In FYE2024, Epicon welcomed a total of 85 new hires, reflecting a significant increase compared to total new hires in FYE2023. This surge in new talent is primarily attributed to the Group's strategic expansion efforts, as we sought to strengthen our workforce in response to growing business opportunities. With new projects and operational scaling, additional skilled professionals were required to ensure the continued success and execution of our objectives.

Beyond recruitment, we place strong emphasis on employee retention and career development, ensuring that high-potential employees are given opportunities to progress into leadership roles. Our approach prioritises internal promotions over external hires, fostering a sense of loyalty and long-term growth within the organisation.

# SUSTAINABILITY STATEMENT 2024

cont'd

In FYE2024, Epicon recorded 21 employee exits, with 47.7% of full-time employees leaving voluntarily based on a full-time workforce of 44 employees. This represents a marginal decrease in overall turnover compared to the previous year, reflecting ongoing workforce mobility and transitions. As part of our commitment to talent retention, we continue to refine our engagement strategies to enhance job satisfaction and strengthen employee commitment.



# SUSTAINABILITY STATEMENT 2024

cont'd

## TURNOVER BY EMPLOYEE CATEGORY



### Employee Benefits and Well-Being

Epicon strives to maintain a supportive work environment that values employee well-being. We acknowledge the importance of providing fair and competitive remuneration to attract and retain talent. Our benefits package is designed to align with industry standards, ensuring employees are compensated appropriately for their contributions.

	FYE2022	FYE2023	FYE2024
Total payments made to employees in terms of salaries and bonuses	1,844,147	3,243,331	6,678,099
Total statutory payments made for employees' retirement benefits (EPF) (RM)	224,834	406,519	734,079
Total payments in medical insurance (SOCSSO) for employees (RM)	22,363	42,927	339,077

### Parental Leave

Beyond monetary metrics, we are dedicated to promoting work-life balance through policies that support employees in managing their professional and personal commitments. Our parental leave policy, which is structured in accordance with the Employment Act 1955, underscores our commitment to gender inclusivity and provides essential support for working parents. Additionally, flexible working arrangements are available, subject to managerial approval, to accommodate employees' needs where feasible.

		FYE2024
Employees Entitled to Maternity and Paternity Leave		75
Employees Who Took Paternity Leave		0
Employees Who Took Maternity Leave		1
Return to Work Rate*	Male	-
	Female	100%
Retention Rate**	Male	-
	Female	100%

\* Return-to-work rate: Percentage of employees returning to work after parental leave out of the total employees scheduled to return after parental leave.

\*\* Retention rate: Percentage of employees retained 12 months after returning to work post-parental leave out of the total employees returning from parental leave in the previous reporting period.

# SUSTAINABILITY STATEMENT 2024

cont'd

## Employee Training and Education

Epicon supports the continuous growth and development of its workforce through structured training and development initiatives. Guided by a standard operating procedure, our training framework ensures employees have access to resources that enhance their skills and competencies, contributing to improved operational efficiency, productivity, and workplace safety. Employee training needs are identified through our performance management plan, which aligns individual goals with departmental and organisational priorities.

Our Human Resources (“HR”) Department plays a central role in overseeing the implementation of talent development programmes. To maintain structured growth, employees are required to seek approval from their Head of Department before attending any training session. Once approved, HR handles the registration process, including securing relevant funding through the Human Resource Development Corporation and managing payment arrangements.

After each training session, an evaluation is conducted to assess the effectiveness and impact of the programme, ensuring that the learning initiatives directly contribute to both individual growth and the broader organisational goals.

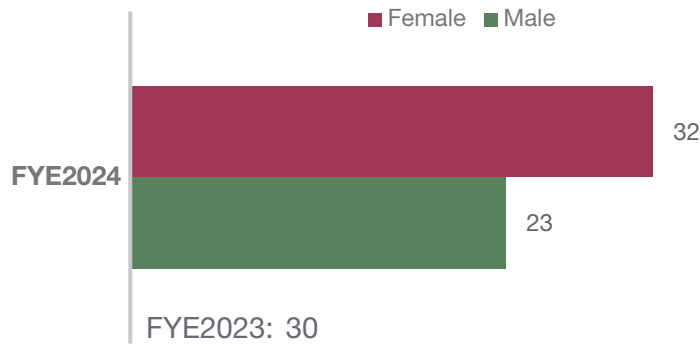
In FYE2024, Epicon completed a total of 546 hours of training, engaging 55 employees across various development programmes. Looking ahead, Epicon remains committed to continuous improvement for all employees, ensuring they are equipped with the tools and knowledge necessary to thrive in an ever-evolving business landscape.



# SUSTAINABILITY STATEMENT 2024

cont'd

## TOTAL EMPLOYEES ATTENDED TRAINING



## TOTAL TRAINING HOURS

**FYE2024**  
**546.0**

FYE2023: 164.0

## TOTAL TRAINING SPEND

**RM 43,361.00 (RM 510.13 per employee)**

Total training hours by employee category	FYE2024
Senior Management	68.0
Management	200.0
Executive	258.0
Non-Executive	20.0

Average training hours by employee category	FYE2024
Senior Management	22.7
Management	10.0
Executive	7.4
Non-Executive	0.7

Epicon also recognises the value of nurturing emerging talent and, where feasible, provides internship opportunities for undergraduate students. By offering such opportunities, Epicon contributes to talent development, equipping students with relevant industry insights and skills that support their professional growth.

## Labour and Human Rights

At Epicon, we believe that businesses have a fundamental responsibility to uphold human dignity and fair labour practices. As we grow, we remain committed to ensuring that every individual within our operations and supply chain is treated with respect, fairness, and equality. Our approach is aligned with the United Nations Guiding Principles on Business and Human Rights and Malaysia's Children and Young Persons (Employment) Act 1966, reinforcing our adherence to ethical employment standards.

We take a firm stance and maintain a zero-tolerance policy towards all forms of modern slavery, including child labour, forced labour, and human trafficking—and impose the same high standards on our suppliers. Through robust due diligence and compliance measures, we work to safeguard ethical labour practices at every level of our business.

# SUSTAINABILITY STATEMENT 2024

cont'd

## Human Rights

- Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights
- Principle 2 - Make sure that they are no complicity in human rights abuses

## Labour Rights

- Principle 3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4 - The elimination of all forms of forced and compulsory labour
- Principle 5 - The effective abolition of child labour
- Principle 6 - The elimination of discrimination in respect of employment and occupation

To further embed accountability and governance, we are developing a formal Human Rights Policy to establish clear, group-wide standards for all subsidiaries. As part of this policy, a structured grievance mechanism is being formalised to provide employees and external stakeholders with a confidential and anonymous channel to raise concerns without fear of retaliation. In the interim, we continue to monitor our operations proactively to prevent any potential violations.

Our obligation to transparency and continuous improvement is reflected in our performance. In FYE2024, Epicon recorded zero reported cases of human rights or labour violations, underscoring our strong compliance culture and ethical workplace environment. Moving forward, we will continue strengthening safeguards, fostering fair working conditions, and integrating human rights considerations into our corporate responsibility efforts.

	FYE2022	FYE2023	FYE2024
Number of substantiated complaints concerning human rights violations	0	0	0

## Occupational Safety and Health (“OSH”)

The safety and well-being of our employees, contractors, and stakeholders remain a top priority. Our Health, Safety, and Environment (“HSE”) programmes are spearheaded by a team of trained professionals with expertise spanning occupational health, engineering, safety, materials management, and energy efficiency. By integrating HSE considerations into all aspects of our business, we aim to:

- Protect our people and the environment
- Achieve sustainable growth and accelerated productivity
- Drive compliance with all applicable regulations
- Develop technologies that expand the sustainable capacity of our operations

We have also remained fully committed to complying with all relevant laws and regulations governing our operations, including the Occupational Safety and Health Act 1994 (“OSHA 1994”), Environmental Quality Act 1974 (“EQA 1974”), and Fire Services Act 1988 (“FSA 1988”). Our adherence to relevant laws and regulations is deeply embedded within our Safety and Health Policy, which serves as the foundation of our commitment to occupational safety. This policy ensures that stringent HSE standards are consistently upheld while fostering a culture of compliance, proactive risk mitigation, and continuous improvement across all operations.



# SUSTAINABILITY STATEMENT 2024

cont'd

Prevent injuries to all employees and promote work-life balance to maintain employees' wellbeing

Ensure compliance with laws and regulations in relation to occupational health and safety

Require contractors to meet the Group's HSE standards across all operations

Instill a culture where all employees share the commitment to prevent harm to the safety and health of our employees, contractors, and the general public

Our commitment to safety excellence is further demonstrated by our CIDB Grade G7 registration, which enables us to bid for and undertake construction projects without any contract value limit. To uphold the highest safety standards, our dedicated safety and health officers and site safety supervisors provide expert guidance on workplace safety, conduct regular compliance assessments, and implement corrective actions where necessary.

Across all operating locations, Epicon adopts a proactive hazard assessment process, ensuring that risks to employees, contractors, and visitors are systematically identified and mitigated. Through continuous monitoring and stringent risk controls, we strive to maintain a secure and incident-free work environment.

In FYE2024, Epicon recorded zero work-related fatalities, underscoring the effectiveness of our occupational safety initiatives. However, one work-related injury was reported, resulting in an injury rate of 0.30. Moving forward, we remain committed to enhancing safety protocols, expanding employee training, and fostering a culture of accountability to safeguard the well-being of all personnel.

Total manhours worked	No. of work-related fatalities		No. of recordable work-related injuries	No of lost time injuries	Injury Rate (including fatalities)	Fatality Rate	Lost Time Incident Rate
	Employee	Contractor					
656,231.00	0	0	1.00	0	0.30	0	0

To further strengthen our safety culture, we continue to invest in HSE training to equip employees with essential safety knowledge and skills. In FYE2024, a total of 7 HSE employees participated in relevant training programmes as part of maintaining their certifications.

## Community Engagement and Development

At Epicon, we recognise that sustainable growth extends beyond business operations to include meaningful contributions to society. Our approach to community engagement is rooted in the belief that collective efforts can drive positive change, fostering a more sustainable and inclusive environment. Through outreach initiatives, we aim to create shared value while instilling a culture of volunteerism among our employees.

## SUSTAINABILITY STATEMENT 2024

cont'd



*Beach clean-up at Morib Beach*

In November 2024, 21 Epicon employees participated in a beach clean-up initiative at Morib Beach, Selangor, dedicating 3 volunteer hours to environmental preservation. This initiative, funded by an investment of RM1,203.70, contributed to reducing coastal pollution and promoting greater environmental awareness. By maintaining cleaner public spaces, such efforts help enhance overall environmental well-being and support broader community sustainability.

Moving forward, we remain committed to expanding our outreach efforts, ensuring that our initiatives continue to drive meaningful and lasting impact.

# SUSTAINABILITY STATEMENT 2024

cont'd

## GOVERNANCE TOPICS



Sound governance is a cornerstone of our operations, ensuring that we uphold the highest standards of accountability, transparency, and ethical conduct. We maintain a robust governance framework that supports effective decision-making, risk management, and regulatory compliance. By fostering a culture of integrity and responsibility, we strive to create long-term value for our stakeholders while ensuring our business practices align with industry standards.

### Anti-Bribery and Anti-Corruption

Epicon recognises the critical importance of transparency and has implemented an anti-bribery and corruption framework. This includes a zero-tolerance policy, a comprehensive Anti-Bribery and Corruption Policy overseen by the Board, and a dedicated Control & Compliance Department. Our policy covers all business operations, including tendering and relationships with suppliers and subcontractors. Epicon's commitment is further reinforced by a target of zero corruption incidents annually, mandatory employee training, and an Ethics and Compliance Whistleblowing Policy. To strengthen oversight, our procedures outline regular compliance assessments with a focus on high-risk areas such as procurement and contracts. In alignment with our broader governance objectives, we are progressively working toward achieving biannual assessments across all departments to enhance risk mitigation.

We are currently enhancing our compliance framework by developing due diligence processes for both new business partners and suppliers. This initiative aims to mitigate risks associated with third-party relationships. A key component of this framework is the established whistleblowing channel, detailed in the Ethics and Compliance Whistleblowing Policy and Procedures, which allows for confidential reporting of suspected corruption or bribery incidents.

Annual Anti-Bribery & Corruption refresher training is conducted by the Control & Compliance Department. All new employees who participated in anti-corruption training as part of the induction process, were informed of their responsibilities outlined in the Employee Handbook, and provided formal acknowledgment of their understanding through the Induction Form. Reported incidents are investigated by our Whistleblowing Committee, with established protocols for investigation and action outlined in the policy. To ensure transparency and oversight, the Committee submits monthly tracking reports, including investigation findings, to our Board of Directors.

Percentage of employees who have received training on anti-corruption by employee category	FYE2022	FYE2023	FYE2024
Senior Management	-	100%	100%
Management	-	100%	100%
Executive	-	100%	86%
Non-Executive	-	100%	57%

	FYE2022	FYE2023	FYE2024
Total number of confirmed incidents of corruption	0	0	0
Percentage of operations assessed for corruption risks	0	0	0

\* The percentage of employees trained in anti-corruption, as shown by employee category above, applies solely to Epicon Berhad and excludes its subsidiaries.

# SUSTAINABILITY STATEMENT 2024

cont'd

## Regulatory Compliance

At Epicon, we prioritise regulatory compliance, maintaining a dedicated team that monitors, assesses, and responds to regulatory changes. This team conducts regular compliance reviews of processes and provides training to all employees. Our continuous progress is reflected in our KPI, targeting zero fines, warnings, compounds, or stop-work orders related to environmental, social, or economic non-compliance annually. Both our Board of Directors and Senior Management oversee regulatory compliance to ensure all requirements are met.

The Control & Compliance Department plays a crucial role in this effort, tracking regulations, training staff, and conducting regular compliance reviews across projects. Their processes include scheduled compliance assessments to manage obligations and mandatory training for all employees. Furthermore, Epicon’s strategy involves engaging external advisors for periodic reviews of compliance processes to identify gaps and implement improvements, demonstrating a commitment to continuous improvement.

	FYE2022	FYE2023	FYE2024
Total number of incidents of non-compliance with environmental, social, or economic laws	0	0	0

Epicon maintains our license to operate by strictly adhering to all applicable legal, regulatory, and industry standards within the Malaysian construction sector. This commitment includes compliance with a range of key legislation and standards, encompassing environmental regulations (Environmental Quality Act 1974 and related regulations), employment and safety standards (Employment Act 1955 and Occupational Safety and Health Act 1994), construction industry regulations (Construction Industry Development Board Act 1994), corporate governance (Companies Act 2016 and Bursa Main Market Listing Requirements), anti-corruption measures (Malaysian Anti-Corruption Commission Act 2009), data protection (Personal Data Protection Act 2010), financial reporting standards (“IFRS”), and quality management systems (ISO 9001:2015). Oversight of this comprehensive compliance framework rests with our Control & Compliance Department.

## Corporate Governance

Epicon’s emphasis on robust corporate governance forms the bedrock of our operations, impacting everything from daily processes to long-term strategy. This translates into transparent and accountable decision-making, regularly reviewed to ensure alignment with evolving stakeholder expectations. The Board of Directors takes ultimate responsibility for corporate governance, demonstrating this through dedicated resources allocated to board meetings, comprehensive management reviews, and engagement with external advisory services. This active oversight ensures that governance principles are not merely stated but are actively integrated into the company’s DNA.

This focus on governance permeates our operational processes, evidenced by the implementation and certification of ISO 9001 procedures. These procedures ensure transparency and accountability at all employee levels, creating a culture where ethical conduct is expected and reinforced. Looking towards the future, Epicon is developing a structured succession planning process. This proactive approach to leadership continuity minimises potential disruptions and ensures that we remain resilient and adaptable. Furthermore, a key strategic priority is embedding integrity into the very fabric of the organisation. This starts with senior management demonstrating unwavering commitment to ethical governance, setting the tone for all employees.

We are also strategically integrating sustainability into our governance framework. The upcoming appointment of a Sustainability champion from our Board, with the governance structure pending board approval, signifies our growing emphasis on environmental, social, and governance factors. This aligns with a broader trend of businesses recognising the importance of long-term value creation and stakeholder engagement. Our existing gender diversity policy for our Board further underscores Epicon’s commitment to inclusivity and diverse perspectives at the highest level. Annual governance performance assessments, conducted through audit committee meetings, provide a formal mechanism for evaluating effectiveness and identifying areas for improvement.

# SUSTAINABILITY STATEMENT 2024

cont'd

## Board of Directors

**Koong Wai Seng**  
*Executive Chairman*

**Dato' Doh Tee Leong**  
*Executive Director*

**Ahmed Azhar bin Abdullah**  
*Independent Non-Executive Director*

**Loh Pek Mee**  
*Independent Non-Executive Director*

**Fahariah binti Abdul Wahab**  
*Independent Non-Executive Director*

	FYE2022	FYE2023	FYE2024
Number of Board of Directors	5	5	5
Number of Independent Directors on the Board	4	4	3
Number of women on the Board	0	2	2
% of women on the Board	0	40	40

Board Diversity			
Board Age Group Breakdown (%)			
- 31-50 years old	20	20	20
- > 50 years old	80	80	80
Board Ethnicity Breakdown (%)			
- Bumiputera	60	40	40
- Chinese	40	60	60

With our Executive Chairman leading the Board, we maintain a governance framework that upholds oversight and accountability. The Nomination Committee's annual evaluation of board member contributions ensures that the Board remains effective and engaged. Finally, the annual review of all corporate governance policies demonstrates our efforts to continuous improvement and responsiveness to our evolving best practices.

While long-term incentives for board members are not currently in place, Epicon's ongoing review of governance practices suggests a willingness to adapt and refine our approach as needed. The composition of our audit committee, with our independent non-executive directors and financial expertise, reinforces Epicon's commitment to strong financial oversight. In essence, Epicon's multi-faceted approach to corporate governance, connecting operational processes, strategic planning, and board oversight, creates a framework for sustainable and ethical growth.

# SUSTAINABILITY STATEMENT 2024

cont'd

## Data Privacy

Our data handling practices are informed by principles of privacy and data protection, treating data as confidential and disclosing it to third parties only with consent or legal obligation. Additionally, Epicon collects all data with stakeholder consent and full disclosure of specified purposes.

In FYE2024, we are pleased to report zero incidents of data breaches, breaches of customer privacy, or loss of customer data.

	FYE2022	FYE2023	FYE2024
Substantiated complaints concerning breaches of customer privacy and loss of customer data	0	0	0

## Risk Management

Epicon maintains a Risk Management Policy and a comprehensive framework to identify, assess, and mitigate risks, ensuring business continuity. Our Risk Management Executive Committee (“RMEC”), comprised of key senior management personnel, oversees this framework. Heads of Departments are primarily responsible for risk reporting, utilising a risk registry and reporting to the RMEC, which includes our Group Chief Executive Officer, Chief Financial Officer, and Senior Project Director. The Board of Directors also oversees EESG risks, along with our Employee Code of Conduct and related policies. The Risk Management Policy specifically identifies various risks, including Acts of God, environmental, socio-political, management, safety and health, economic, and financial risks, among others.

Audit and  
Risk  
Management  
Committee

Ahmed Azhar bin Abdullah  
Loh Pek Mee  
Fahariah binti Abdul Wahab

We are proud to employ a corporate-wide approach to address non-compliance. Primarily, non-compliance is identified through periodic internal compliance assessments conducted across all departments. When gaps are found, our Control & Compliance Department collaborates with the relevant departments to implement corrective actions and close those gaps, ensuring a systematic approach to compliance management. Our Control & Compliance Department also schedules regular compliance assessments to track and manage obligations, provides mandatory compliance training to all employees, and engages external advisors for periodic reviews of compliance processes to identify areas for improvement.

# SUSTAINABILITY STATEMENT 2024

cont'd

## BURSA ESG PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2024
<b>Bursa (Supply chain management)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00
<b>Bursa (Emissions management)</b>		
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	198.88
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	77.48
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	88.96
<b>Bursa (Energy management)</b>		
Bursa C4(a) Total energy consumption	Megawatt	879.41 *
<b>Bursa (Waste management)</b>		
Bursa C10(a) Total waste generated	Metric tonnes	132.12 *
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	0.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	132.12 *
<b>Bursa (Water)</b>		
Bursa C9(a) Total volume of water used	Megalitres	23.014000
<b>Bursa (Diversity)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Senior Management Under 30	Percentage	0.00
Senior Management Between 31-50	Percentage	66.70
Senior Management Between 51-64	Percentage	33.30
Senior Management Above 65	Percentage	0.00
Management Under 30	Percentage	0.00
Management Between 31-50	Percentage	90.00
Management Between 51-64	Percentage	5.00
Management Above 65	Percentage	5.00
Executive Under 30	Percentage	22.86
Executive Between 31-50	Percentage	68.57
Executive Between 51-64	Percentage	5.71
Executive Above 65	Percentage	2.86
Non-executive Under 30	Percentage	55.60
Non-executive Between 31-50	Percentage	40.70
Non-executive Between 51-64	Percentage	3.70
Non-executive Above 65	Percentage	0.00
Gender Group by Employee Category		
Senior Management Male	Percentage	100.00
Senior Management Female	Percentage	0.00
Management Male	Percentage	85.00
Management Female	Percentage	15.00
Executive Male	Percentage	54.30
Executive Female	Percentage	45.70
Non-executive Male	Percentage	59.30
Non-executive Female	Percentage	40.70



# SUSTAINABILITY STATEMENT 2024

cont'd

Indicator	Measurement Unit	2024
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	60.00
Female	Percentage	40.00
Under 30	Percentage	0.00
Between 31-50	Percentage	20.00
Above 50	Percentage	80.00
<b>Bursa (Labour practices and standards)</b>		
Bursa C6(a) Total hours of training by employee category		
Senior Management	Hours	68
Management	Hours	200
Executive	Hours	258
Non-executive	Hours	20
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	48.20
Bursa C6(c) Total number of employee turnover by employee category		
Senior Management	Number	0
Management	Number	6
Executive	Number	7
Non-executive	Number	8
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>Bursa (Health and safety)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	7
<b>Bursa (Community/Society)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,203.70
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	21
<b>Bursa (Anti-corruption)</b>		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Senior Management	Percentage	100.00
Management	Percentage	100.00
Executive	Percentage	86.00
Non-executive	Percentage	57.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
<b>Bursa (Data privacy and security)</b>		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0

Internal assurance

External assurance

No assurance

(\*)Restated

# SUSTAINABILITY STATEMENT 2024

cont'd

## GRI CONTENT INDEX

### STATEMENT OF USE:

Epicon Berhad has reported the information cited in this GRI content index for the period 1 January 2024 - 31 December 2024 with reference to the GRI Standards.

### GRI 1 USED:

GRI 1: Foundation 2021

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE		
GRI 2: General Disclosures 2021	2-1	Organizational details	-	-	Activity Metrics IF-EN-000.A	-	-	About This Report (page 23 - 24)		
	2-2	Entities included in the organization's sustainability reporting	Scope and Basis of Scope		-			-	-	
	2-3	Reporting period, frequency and contact point								
	2-4	Restatements of information								
	2-5	External assurance	Assurance							External assurance was not sought for SS2024 data.
	2-6	Activities, value chain and other business relationships	-							Stakeholder Engagement (page 29)
	2-7	Employees	Labour Practices & Standards C6(b)	Labour Standards	-	SDG5, 8	Principle 6	Diversity and Equal Opportunities (page 42 - 43)		
	2-8	Workers who are not employees								
	2-9	Governance structure and composition	Sustainability Governance	Corporate Governance	-	SDG16, 17	Principle 10	Sustainability Governance (page 28)		
	2-10	Nomination and selection of the highest governance body						Board of Directors' Profile (page 5-9)  Key Senior Management's Profile (page 10-11)		
	2-11	Chair of the highest governance body								
	2-12	Role of the highest governance body in overseeing the management of impacts								
	2-13	Delegation of responsibility for managing impacts								
	2-14	Role of the highest governance body in sustainability reporting								
	2-15	Conflicts of interest								
	2-16	Communication of critical concerns						Report Availability and Feedback (page 24)		

# SUSTAINABILITY STATEMENT 2024

cont'd

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE	
	2-17	Collective knowledge of the highest governance body	-	-	-	-	-	Board of Directors' Profile (page 5-9)	
	2-18	Evaluation of the performance of the highest governance body						Corporate Governance Overview Statement (page 68-81)	
	2-19	Remuneration policies							
	2-20	Process to determine remuneration							
	2-21	Annual total compensation ratio							
	2-22	Statement on sustainable development strategy		Risk Management; Human Rights & Community	-		Principle 1, 2, 3, 7, 10	Message from Group Chief Executive Officer (page 26); Mapping of UNSDGs (page 32)	
	2-23	Policy commitments						Labour and Human Rights (page 49 - 50)	
	2-24	Embedding policy commitments							
	2-25	Processes to remediate negative impacts						Regulatory Compliance (page 54)	
	2-26	Mechanisms for seeking advice and raising concerns							
	2-27	Compliance with laws and regulations			Environmental Impacts of Project Development IF-EN-160a.1			Member of Associations (page 24)	
	2-28	Membership associations			-				Stakeholder Engagement (page 29)
	2-29	Approach to stakeholder engagement							
	2-30	Collective bargaining agreements		Labour Standards					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment	-	-	-	-	Materiality Assessment and Matrix (page 30 -31)	
	3-2	List of material topics							
	3-3	Management of material topics							Management Approach
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	-	-	-	SDG1, 8, 10, 13	-	Economic Impacts (page 34)	
	201-2	Financial implications and other risks and opportunities due to climate change	TCFD Aligned Disclosure					Taskforce on Climate-related Financial Disclosures (page 36)	
	201-3	Defined benefit plan obligations and other retirement plans	-					-	
	201-4	Financial assistance received from government	-					-	

# SUSTAINABILITY STATEMENT 2024

cont'd

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	Human Rights & Community	-	SDG5, 8, 10	Principle 6	-
	202-2	Proportion of senior management hired from the local community						-
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	-	Human Rights & Community	-	SDG9 SDG11	-	-
	203-2	Significant indirect economic impacts						-
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Supply Chain Management C7(a)	Human Rights & Community	-	SDG8 SDG17	-	Local Procurement (page 34)
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Corruption C1(a) C1(b) C1(c)	Anti-Corruption	Business Ethics IF-EN-510a.3	SDG4 SDG16	Principle 10	Anti-Bribery and Anti-Corruption (page 53)
	205-2	Communication and training about anti-corruption policies and procedures						
	205-3	Confirmed incidents of corruption and actions taken						
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	-	Business Ethics IF-EN-510a.2	SDG8, 10, 16	Principle 10	-
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials S5(a)	Pollution & Resources	-	SDG12	Principle 7, 8, 9	Data is not available – Data collection on raw material usage currently in progress.
	301-2	Recycled input materials used						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Management C4(a)	Climate Change	Lifecycle Impacts of Buildings & Infrastructure IF-EN-410a.2	SDG7, 12, 13	Principle 7, 8, 9	Energy and Emissions Management (page 37-39)
	302-3	Energy intensity						
	302-4	Reduction of energy consumption						
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water C9(a)	Water Use	-	SDG6, 12	Principle 7, 8, 9	-
	303-2	Management of water discharge-related impacts						-
	303-3	Water withdrawal	Effluents S8(a)	Pollution & Resources				-
	303-5	Water consumption						Water Management (page 40)

# SUSTAINABILITY STATEMENT 2024

cont'd

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity S1(a) S1(b)	Biodiversity	-	SDG14, 15	Principle 7, 8, 9	-
	304-2	Significant impacts of activities, products and services on biodiversity				-		-
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Emissions Management C11(a) C11(b) C11(c)	Climate Change	-	SDG7, 12, 13	Principle 7, 8, 9	Energy and Emissions Management (page 37-39)
	305-2	Energy indirect (Scope 2) GHG emissions						
	305-3	Other indirect (Scope 3) GHG emissions						
	305-4	GHG emissions intensity						
	305-5	Reduction of GHG emissions						
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management C10(a) C10(a)(i) C10(a)(ii)	Pollution & Resources	-	SDG6, 12	Principle 7, 8, 9	Waste Management (page 39-40)
	306-2	Management of significant waste-related impacts						Collection of waste-related data is currently underway.
	306-3	Waste generated						
	306-4	Waste diverted from disposal						
	306-5	Waste directed to disposal						
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain (Env) S6(a) S6(b)	Supply Chain (Environment)	-	SDG8, 11, 12, 16	Principle 7, 8	-
	308-2	Negative environmental impacts in the supply chain and actions taken						-
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Labour Practices and Standards C6(c)	Labour Standards	-	SDG5, 8	Principle 6	Hiring and Retention (page 45-47)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees						Parental Leave (page 47)
	401-3	Parental leave						
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	-	-	-	SDG8	-	-

# SUSTAINABILITY STATEMENT 2024

cont'd

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health and Safety C5(a) C5(b) C5(c)	Health & Safety	-	SDG3, 4, 8	-	Occupational Safety and Health (page 50-51)
	403-2	Hazard identification, risk assessment, and incident investigation						
	403-3	Occupational health services						
	403-4	Worker participation, consultation, and communication on occupational health and safety						
	403-5	Worker training on occupational health and safety						
	403-6	Promotion of worker health						
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships						
	403-8	Workers covered by an occupational health and safety management system						
	403-9	Work-related injuries			Workforce Health & Safety IF-EN-320a.1			
	403-10	Work-related ill health			-			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Labour Practices and Standards C6(a)	Labour Standards	-	SDG4, 5, 8	-	Employee Training and Education (page 48-49)
	404-2	Programs for upgrading employee skills and transition assistance programs						-
	404-3	Percentage of employees receiving regular performance and career development reviews						
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity C3(a) C3(b)	Labour Standards	-	SDG5, 8, 10	Principle 6	Diversity and Equal Opportunities (page 42-44)

# SUSTAINABILITY STATEMENT 2024

cont'd

GRI STANDARD	GRI CODE	GRI DISCLOSURE	BURSA SRG3 ALIGNMENT	F4GBM ALIGNMENT	SASB ALIGNMENT	UNSDG ALIGNMENT	UNGC ALIGNMENT	PAGE REFERENCE AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	-	Labour Standards	-	SDG5, 8, 10, 16	Principle 6	Diversity and Equal Opportunities (page 42-44)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Labour Standards	-	SDG8, 10, 16	Principle 1, 2, 3	Supply Chain Management (page 34) Labour and Human Rights (page 50)
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	-	Labour Standards	-	SDG8, 10, 16	Principle 1, 2, 5	Labour and Human Rights (page 50)
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Labour Standards	-	SDG8, 10, 16	Principle 1, 2, 4	Supply Chain Management (page 34) Labour and Human Rights (page 50)
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community/ Society C2(a) C2(b)	Human Rights & Community	-	SDG11, 16, 17	-	-
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain (Social) S7(a) S7(b)	Supply Chain (Social)	-	SDG8, 10, 11, 16	Principle 1, 2	-
	414-2	Negative social impacts in the supply chain and actions taken						-
GRI 415: Public Policy 2016	415-1	Political contributions	-	Anti-Corruption	-	SDG16	Principle 10	-
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security C8(a)	Human Rights & Community	-	SDG16	-	Data Privacy (page 56)

## ASSURANCE STATEMENT

The SS2024 has not been subjected to an assurance process. Nevertheless, the information and data disclosed have been reviewed by the data owners and respective business divisions to ensure the SS2024 provides a fair and accurate account of Epicon's sustainability efforts and outcomes.

The SS2024 has been approved by the Board on 25 April 2025.