



ANCOM NYLEX BERHAD

[Registration No. 196901000122 (8440-M)]
Incorporated in Malaysia

SUSTAINABILITY STATEMENT **FY2024**



TABLE OF CONTENTS

ABOUT THIS REPORT	01
GROUP CEO STATEMENT	03
OUR APPROACH TO SUSTAINABILITY	04
ESG ROADMAP	05
SUSTAINABILITY HIGHLIGHTS	05
MEMBERSHIPS IN ASSOCIATION	05
AWARDS & CERTIFICATIONS	06
MATERIALITY ASSESSMENT	06
PRIORITISATION OF MATERIAL TOPICS	08
ENGAGING WITH STAKEHOLDERS	11
SUSTAINABILITY GOVERNANCE	14
SUSTAINABILITY GOVERNANCE STRUCTURE	15
BOARD COMPOSITION	16
CORPORATE GOVERNANCE POLICIES	16
ANTI-CORRUPTION	17
CODE OF ETHICS AND WHISTLEBLOWING	18
SUPPLY CHAIN MANAGEMENT	18
DATA PRIVACY AND CYBERSECURITY	19
ECONOMIC	20
VALUE CREATION	20
DIRECT ECONOMIC VALUES	20
INDIRECT ECONOMIC VALUES	21
ENVIRONMENTAL FOOTPRINT	21
LOCAL PROCUREMENT	22
PRODUCT/SERVICE QUALITY AND RESPONSIBILITY	23
ENVIRONMENTAL	23
ENERGY MANAGEMENT	24
CLIMATE CHANGE MANAGEMENT	25
Emission Control	26
Strategic Acquisition	26

Carbon Emissions	27
Scope 1	27
Scope 2	27
Scope 3	27
WATER MANAGEMENT	28
POLLUTION PREVENTION	29
Air Pollution Management	30
Solid Waste Management	30
Non-hazardous waste management	31
Water Pollution Management	32
RESOURCE CONSUMPTION	33
BIODIVERSITY	33
SOCIAL	34
HUMAN AND LABOUR RIGHTS	34
EMPLOYEE MANAGEMENT	35
HIRING & ATTRITION	35
EMPLOYEE BENEFITS & ENGAGEMENT	37
Compilation of Engagement Activities	38
TRAINING AND CAREER DEVELOPMENT	40
OCCUPATIONAL SAFETY & HEALTH (OSH)	42
OSH GOVERNANCE & MANAGEMENT	42
OSH TRAINING	42
OSH PERFORMANCE	43
COMMUNITY DEVELOPMENT	43
CSR Sponsorship and Beneficiaries	44
SUSTAINABILITY PERFORMANCE INDICATORS	45
BURSA SUSTAINABILITY DISCLOSURE INDEX	46
GLOBAL REPORTING INITIATIVES (GRI) INDEX	48
TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)	54

SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

INTRODUCTION

Ancom Nylex Berhad (“ANB” or “Company”) and its subsidiaries (“Group”) is pleased to present key updates to our Environmental, Social, and Governance (“ESG”) efforts and our impact on economic value creation for the financial year ended May 2024 (“FY2024”) in this Sustainability Statement (“SS2024”).

The SS2024 has been prepared in accordance with Bursa Malaysia’s Sustainability Reporting Guide (3rd Edition) and the following additional frameworks and guidelines:

- Global Reporting Initiative (“GRI”) Standards
- FTSE4Good Bursa Malaysia Index
- Task Force on Climate-Related Financial Disclosures (“TCFD”)
- Sustainability Accounting Standards Board (“SASB”)
- United Nations Sustainable Development Goals (“UNSDGs”)

REPORTING SCOPE AND BOUNDARY

This SS2024 document shall highlight key ESG activities of the Company and selected subsidiaries in Malaysia, Indonesia, Singapore, and Vietnam (“Operating Company(ies)”) as listed below:

No.	Division	Operating Company
1.	Agricultural Chemicals (“AA”)	Ancom Crop Care Sdn. Bhd. (“ACC”)
2.		Common Feed Sdn. Bhd.
3.		Entopest Environmental Services Sdn. Bhd.
4.		Shennong Animal Health (Malaysia) Sdn. Bhd.
5.	Industrial Chemicals (“IA”)	CKG Chemicals Pte. Ltd.
6.		Dynamic Chemical Pte. Ltd.
7.		Fermpro Sdn. Bhd. (“Fermpro”)
8.		Kumpulan Kesuma Sdn. Bhd. (“Kesuma”)
9.		Nylex Specialty Chemicals Sdn. Bhd. (“NSC”)
10.		Perusahaan Kimia Gemilang Sdn. Bhd.
11.		PT PKG Lautan Indonesia
12.		Perusahaan Kimia Gemilang (Vietnam) Company Ltd. (“PKGVI”)
13.	Polymers (“POLY”)	Nylex Holdings Sdn. Bhd.
14.		PT Nylex Indonesia (“PTNI”)
15.	Logistics (“LOG”)	ALB Marine Sdn. Bhd. (“ALB Marine”)
16.		Ancom Nylex Terminals Sdn. Bhd.
17.		One Chem Terminal Sdn. Bhd.
18.		Pengangkutan Cogent Sdn. Bhd. (“Cogent”)
19.	Investment Holdings & Others (“INV”)	ANB
20.		Ancom Management Services Sdn. Bhd. (“AMS”)
21.		ATG Avionix Sdn. Bhd. (formerly known as Redberry Ambient Sdn. Bhd.)
22.		ATG Nexus Sdn. Bhd. (formerly known as iEnterprise Online Sdn. Bhd.)
23.		Ancom Components Sdn. Bhd.
24.		Redberry Advertising Sdn. Bhd.
25.		Twinstar Synergy Sdn. Bhd.

SUSTAINABILITY STATEMENT

Unless otherwise stated, all information disclosed within the SS2024 covers the financial period from 1 June 2023 to 31 May 2024. We have included performance data spanning three (3) financial years (FY2022-FY2024) where relevant, allowing for the depiction of trendlines that reflect overall performance for key material topics.

LIMITATIONS AND DISCLAIMERS

All data and information disclosed in this SS2024 have been collected from existing management control and official information systems. The Group aims to provide meaningful and accurate disclosures, maintaining the same standards for relevant data from our supply chain.

While we aim for comprehensive data coverage, we acknowledge that there may be gaps in data availability for certain indicators. The Group remains committed to monitoring our data tracking and collection mechanisms to address and resolve these issues in future reporting.

Content within the SS2024 may include forward-looking statements, such as targets, plants, operations, and forecasts. These are based on reasonable assumptions from our current business trajectory. However, as the Group is subject to unforeseen risks, readers must exercise their own due diligence when evaluating these statements.

DATA QUALITY AND ASSURANCE

The data and disclosures presented in this SS2024 have been reviewed and verified internally by the respective data owners and the Group's Board of Directors ("Board").

SS2024 has been developed in accordance with a resolution of the Board dated 23 September 2024. The resolution is part of our ongoing efforts to ensure Board involvement and oversight in the Group's sustainability agenda including sustainability reporting. This practice is in line with promoting high level ownership and strategic focus on ESG and is consistent with the best practices of GRI, Bursa Malaysia and Malaysian Code on Corporate Governance (updated on 28 April 2021). This practice also correlates and is verifiable against Board resolution meeting minutes.

DISTRIBUTION AND FEEDBACK

The SS2024 can be downloaded from the Company's website at www.ancomnylex.com.

At the same time, any feedback or queries can be sent to:

No. 2A, Jalan 13/2, Seksyen 13
46200 Petaling Jaya
Selangor Darul Ehsan
Malaysia

Office: 603-7495 5000

Fax: 603-7495 5088

Email: kathleen@ancomnylex.com

Contact person: Kathleen Teh – Senior Manager, ESG (ANB)

SUSTAINABILITY STATEMENT

GROUP CEO STATEMENT

OUR JOURNEY TOWARDS ENHANCING ESG IS NOT JUST ABOUT REGULATORY COMPLIANCE, IT IS ABOUT OUR RESPONSIBILITY AND WILLINGNESS TO CREATE A BETTER AND MORE SUSTAINABLE WORLD FOR OURSELVES AND FUTURE GENERATIONS.



I am proud to share the remarkable strides Ancom Nylex Berhad has made in our sustainability journey over the past year. We started our ESG reporting with a basic framework, and in last year's annual report, we significantly expanded our coverage of ESG matters.

This growth underscores our strengthened dedication to these initiatives. Our sustainability efforts have always been voluntary, exceeding Bursa's basic reporting requirements. For us, embracing ESG is not merely about compliance; it is about creating long-term value for our stakeholders and safeguarding the well-being of future generations.

This year, many of us participated in our surveys and helped choose our new theme: "Embracing Chemicals for a Sustainable Tomorrow." Chemicals are integral to our daily lives, and Ancom Nylex Group is dedicated to continuing our leadership in the chemical industry sustainably.

I am also thrilled to announce that we are in the midst of acquiring a clean energy company specialising in biogas, which will significantly reduce carbon emissions. Once this acquisition is complete, we anticipate ourselves to be carbon neutral, effectively absorbing more carbon than we emit.

In the coming years, we will introduce an enhanced ESG framework featuring engaging activities both within our workplace and the broader community. To achieve our ESG commitments, we will focus on several key areas: environmental sustainability, social impact, and governance excellence. We are committed to reducing our carbon footprint, promoting resource efficiency, and mitigating climate-related risks through the adoption of renewable energy sources and minimising waste generation while implementing sustainable supply chain practices.

Socially, we aim to foster an inclusive and diverse workplace culture that respects and empowers all employees. We will invest in education, health, and community development programs to create positive social impacts beyond our organisation. In terms of governance, we uphold the highest standards of corporate governance, integrity, and ethical conduct by enhancing transparency, accountability, and risk management practices.

Last but not least, I would like to extend my heartfelt thanks to the ESG Committee members for their unwavering dedication and hard work. I would like to stress again that as we advance our ESG efforts, our focus extends beyond mere regulatory compliance. It reflects our corporate responsibility and unwavering commitment to fostering a more sustainable future for both current and future generations.

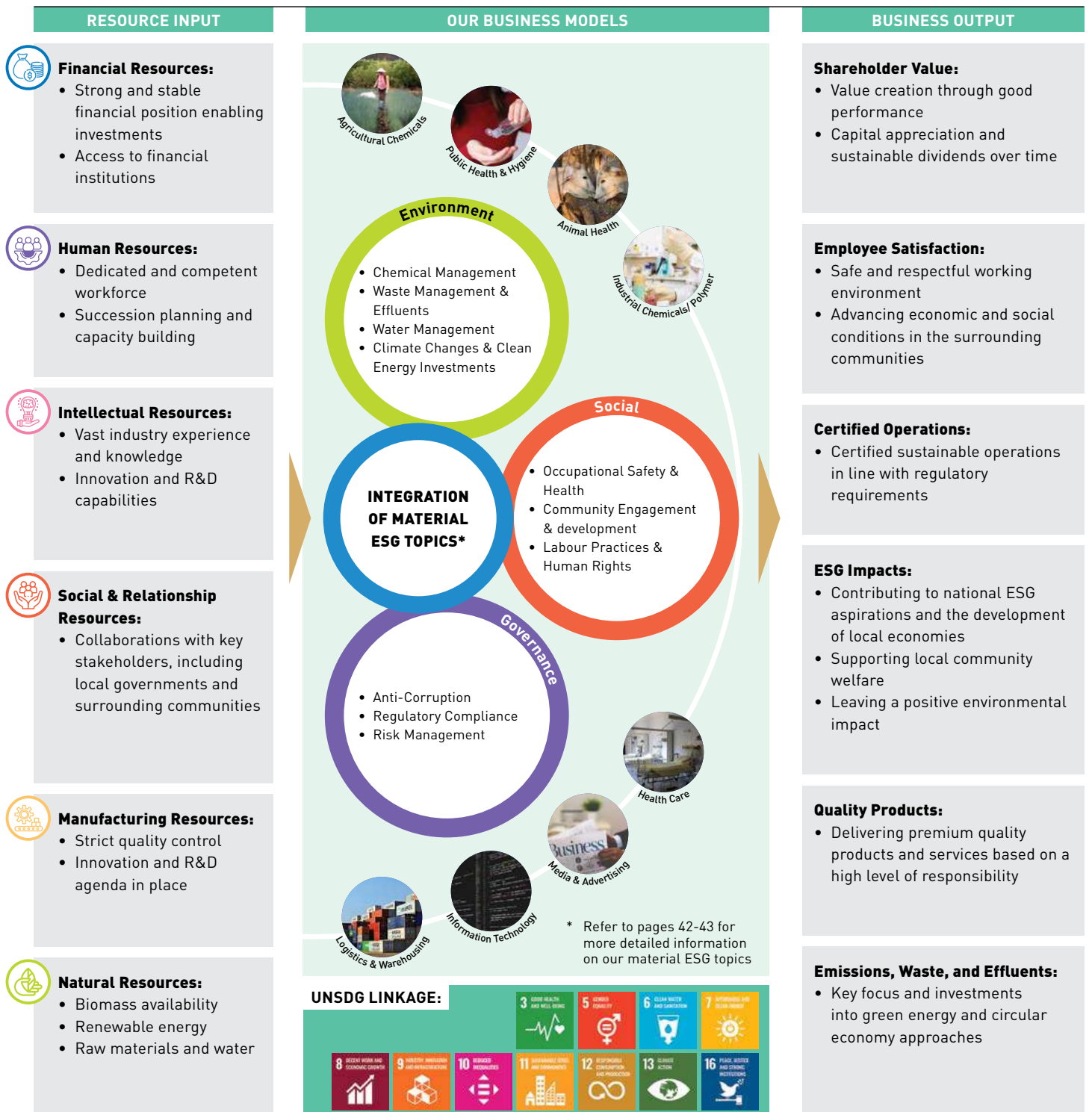
Thank you for your continued support.

Datuk Lee Cheun Wei
Managing Director/Group CEO

SUSTAINABILITY STATEMENT

SUSTAINABILITY OVERVIEW

APPROACH TO SUSTAINABILITY



UNSDG LINKAGE:



SUSTAINABILITY STATEMENT

ESG ROADMAP



SUSTAINABILITY HIGHLIGHTS

Zero

Incidence of Customer Data Breaches

RM549,476

Spent on community investment

Zero

Incidence of Corruption

Zero

Incidents of Fatality and HSE Non-Compliance Cases

Expansion

of Carbon Reporting Scope and Establishment of Carbon Intensity Baseline

7,875

Total Training Hours

MEMBERSHIPS IN ASSOCIATION

The Operating Companies maintain active memberships in various professional bodies and industry associations. We value these affiliations as they keep us updated on the latest industry trends and developments while allowing us to connect with our peers and exchange valuable best practices. This involvement not only enhances our expertise but also supports our commitment to sustainable and responsible business practices.

ASSOCIATION	DIVISION
Chemical Industries Council of Malaysia ("CICM")	AA, IA, POLY
Institut Kimia Malaysia	AA, IA, POLY
Federation of Malaysian Manufacturers ("FMM") Selangor	AA, IA, POLY
Malaysia Pest Management Association	AA
Outdoor Advertising Association Malaysia	INV
Malaysian Society for Occupational Safety and Health ("MSOSH")	All Divisions
International Maritime Organisation ("IMO")	LOG

SUSTAINABILITY STATEMENT

AWARDS & CERTIFICATIONS

AWARDS & ACCOLADES

ANB IS HONOURED TO ANNOUNCE THAT OUR OPERATIONS HAVE BEEN ASSESSED BY FTSE IN JUNE 2024 AND RECEIVED A THREE-STAR ESG RATING. THIS IS A TESTAMENT TO OUR ONGOING AND UNWAVERING DEDICATION TO SUSTAINABILITY. THIS RECOGNITION HIGHLIGHTS OUR COMMITMENT TO ADVANCING GOOD ESG PRACTICES THAT REFLECT OUR PROACTIVE STANCE IN FOSTERING RESPONSIBLE BUSINESS OPERATIONS AND MAKING A MEANINGFUL CONTRIBUTION TO GLOBAL SUSTAINABILITY GOALS.

CERTIFICATIONS

DIVISION	OPERATING COMPANY	CERTIFICATION
AA	ACC	<ul style="list-style-type: none"> ISO 9001:2015
IA	NSC	<ul style="list-style-type: none"> ISO 9001:2015 HACCP MS 1480: 2019 Makanan Selamat Tanggungjawab Industri ("MeSTI") Kosher Certification Certificate of Authentication (HALAL)
		<ul style="list-style-type: none"> ISO 14001: 2015 ISO 9001:2015 IATF 16949
		<ul style="list-style-type: none"> ISO 9001:2015 Kosher Certification Certificate of Authentication (HALAL)
POLY	PTNI	<ul style="list-style-type: none"> ISO 9001:2015
LOG	ALB Marine*	<ul style="list-style-type: none"> ISO 9001:2015 ISO 14001:2015 ISO 45001:2018

* The Ship Manager, on behalf of ALB Marine.

ASSESSING MATERIALITY

MATERIALITY ASSESSMENT PROCESS

In FY2024, ANB conducted our second comprehensive Materiality Assessment Exercise ("MAE") to identify the key ESG and economic topics significant to the Group and all our reported Operating Companies. This MAE enhances our previous assessment in FY2021 by further incorporating double materiality perspectives in line with the latest industry trends and regulatory requirements. These perspectives enable us to evaluate both the impact of our business operations on the environment and surrounding communities and the significance of these impacts on our financial value creation.

SUSTAINABILITY STATEMENT

A key improvement in this financial year's MAE was the inclusion of a broader range of participants, extending beyond our internal workforce to involve external stakeholders. This diverse participation ensures a more holistic understanding of the material topics that impact our businesses and stakeholders.

ANB's comprehensive materiality assessment was conducted as follows:

STEP

01



IDENTIFICATION

ANB identified a list of sustainability topics based on the relevant reporting frameworks, previously identified material topics, and prevalent industry themes.

We also identified key stakeholder groups to engage in this assessment, prioritising their perspectives and interests. These included external stakeholders, such as customers, financiers, and media members among others.

STEP

02



PRIORITISATION

The MAE was conducted through an online survey distributed to the selected stakeholders. Respondents were asked to rank each identified sustainability topic based on its priority to ANB's operational performance and the potential ESG significance.

At the same time, respondents were asked to rank the Group's various key stakeholders based on their influence on ANB and the extent to which they would be impacted by our operations.

STEP

03



VALIDATION

Following the prioritisation and ranking of sustainability topics, a Materiality Matrix was generated that highlighted the top material topics deemed significant to the Group. These topics were compared against our existing strategies and sustainability targets, validating them against the Group's larger sustainability goals.

STEP

04



THIRD-PARTY REVIEW

As an added layer of assurance that the selected topics are in line with current business and regulatory needs, the final matrix has been independently reviewed. This not only ensures that our topics are relevant but also that the methodology we have used to select these key ESG topics is sound.

STEP

05



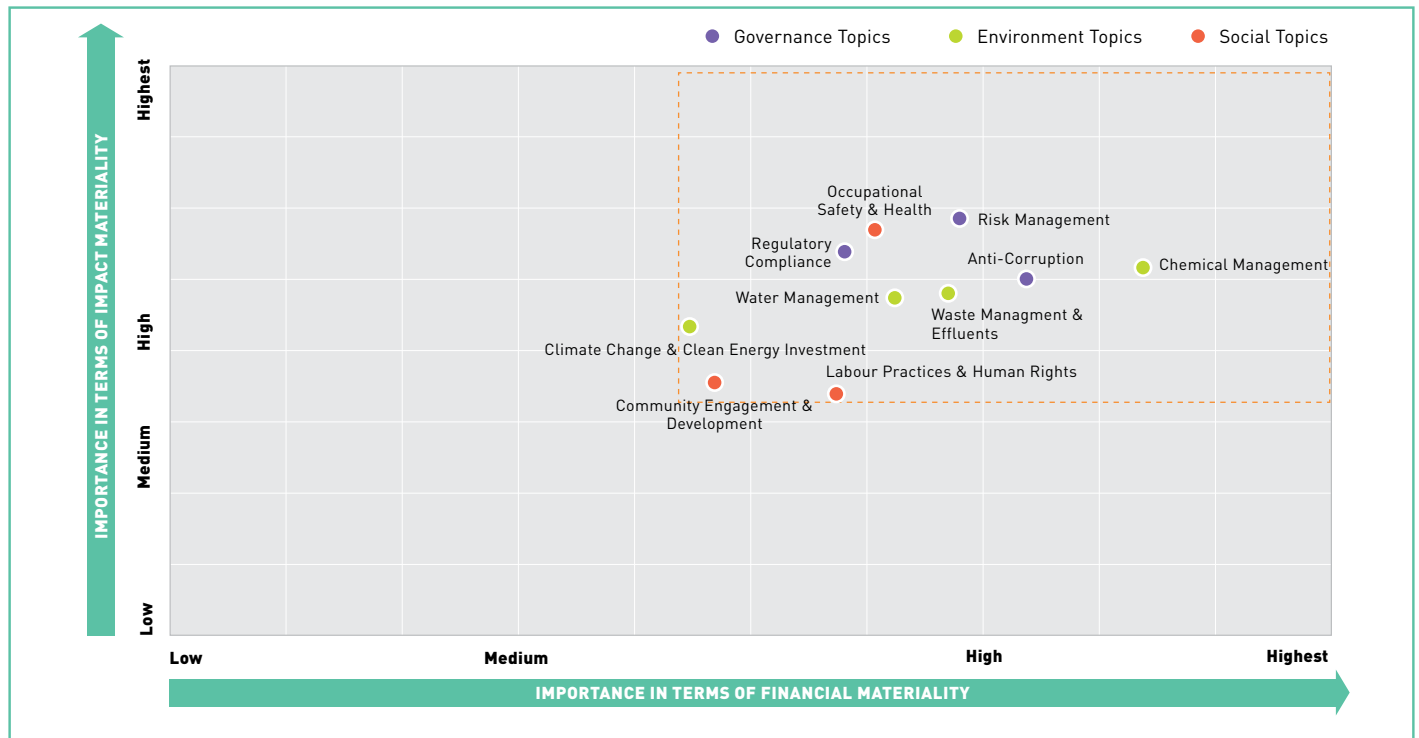
REVIEW AND APPROVAL

After developing the list of prioritised material topics and finalising the materiality matrix, these were submitted to the ANB's Management for their review and approval. This step ensures continuous high-level alignment on ANB's sustainability approaches and guarantees consistency across all our Operating Companies.

SUSTAINABILITY STATEMENT

PRIORITISATION OF MATERIAL TOPICS

Following the MAE, the following Materiality Matrix was obtained:



All the material topics identified are important to ANB, as they collectively contribute to the Group’s business performance and overall financial stability. However, the Materiality Matrix allows us to focus our efforts and resources on topics that have the most immediate impacts as identified by our stakeholders.

The MAE provided valuable insights into which material topics are most critical to the Group’s operations. The top topics from this were then evaluated internally based on their potential to generate financial value by improving operational efficiencies or reducing costs. At the same time, we also looked at the value they can bring to other stakeholders, particularly in terms of our environmental impacts and our relationships with local communities and other stakeholders.

SUSTAINABILITY STATEMENT

MATERIAL TOPICS

VALUE CREATION

ENVIRONMENT



Chemical Management

Value to ANB:	Effective chemical management can lower costs associated with resource procurement and enhance operational efficiency. It also minimises the risks of non-compliance or the potential need for remediation in case of spills.
Value to Others:	Proper management of chemicals can protect ecosystems and public health, leading to stronger community relations and a positive environmental impact.

Waste Management & Effluents

Value to ANB:	Efficient waste management can lead to cost savings through recirculation and reduction of waste. It also provides opportunities for the Group to improve operational efficiency.
Value to Others:	Effective waste management practices directly reduce the risk of pollution resulting from ANB's operations, which protects the well-being of local communities and ecosystems.

Water Management

Value to ANB:	Responsible water management can reduce costs associated with sourcing while ensuring a stable water supply for operations.
Value to Others:	Sustainable water management protects local water resources from overuse. At the same time, management of our discharge ensures nearby water sources are kept clean from pollution.

Climate Change & Clean Energy Investment

Value to ANB:	Investing in clean energy and climate resilience can reduce long-term operational costs and mitigate potential climate-related risks.
Value to Others:	Proactive climate management and clean energy investments can contribute to environmental protection and support the national agenda towards Net Zero Carbon by 2050.

SOCIAL



Occupational Safety & Health ("OSH")

Value to ANB:	Prioritising OSH can reduce costs associated with accidents, such as insurance premiums and legal liabilities, while enhancing productivity through improved employee well-being and morale.
Value to Others:	Strong OSH practices can foster trust within the workforce by demonstrating a commitment to employee safety, which can lead to better relationships and a positive public image.

Community Engagement & Development

Value to ANB:	Positive community engagements give ANB the license to operate and prevent conflicts with surrounding communities. This leads to smoother and more cost-effective operations.
Value to Others:	Strong community relationships can lead to improved social cohesion and support for local development and welfare.

Labour Practices & Human Rights

Value to ANB:	Upholding strong labour practices can reduce employee turnover. This, in turn, allows the Group to retain talented employees and protect ourselves against legal penalties.
Value to Others:	Respecting labour and human rights strengthens our workforce and supply chain. It also allows ANB to function as a benchmark within the industry, leading to better practices throughout the sector.

SUSTAINABILITY STATEMENT

MATERIAL TOPICS

VALUE CREATION

GOVERNANCE		9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
			
Risk Management	Value to ANB:	Effective risk management can prevent financial losses by identifying and mitigating potential threats to the Group's operations. These include risks associated with sustainability and climate change.	
	Value to Others:	Robust risk management practices allow ANB to proactively identify parts of our operations that carry environmental and social risks. By managing these risks, we indirectly prevent undue harm to the environment and surrounding communities.	
Regulatory Compliance	Value to ANB:	Ensuring regulatory compliance can help ANB avoid fines and legal expenses while also creating a more stable operating environment by reducing the risk of business interruptions.	
	Value to Others:	Compliance with regulations can protect the environment and public health.	
Anti-Corruption	Value to ANB:	A strong anti-corruption approach reduces the risk of legal penalties and operational inefficiencies while also enhancing ANB's ability to maintain market access.	
	Value to Others:	A firm stance against corruption strengthens governance systems, promotes fairness, and enhances the Group's reputation for integrity. This fosters trust among external stakeholders.	

Through this identification of value-creation opportunities and analysis of the matrix, the Group has been able to prioritise the following topics as our top material topics:

- 1 Risk Management
- 6 Waste Management & Effluents
- 2 OSH
- 7 Water Management
- 3 Regulatory Compliance
- 8 Climate Change & Clean Energy Investments
- 4 Chemical Management
- 9 Community Engagement & Development
- 5 Anti-Corruption
- 10 Labour Practices & Human Rights

SUSTAINABILITY STATEMENT

STAKEHOLDER ENGAGEMENT

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<p>Board ANB's Board provides crucial strategic direction and oversight of the Group's sustainability and operational goals.</p>			
<p>Risks: Governance, decision-making, and leadership effectiveness</p>		<p>Opportunities: Can ensure long-term stability and strategic growth through strong leadership and sound governance</p>	
<ul style="list-style-type: none"> Regulatory Compliance Anti-Corruption 	<ul style="list-style-type: none"> Provide comprehensive and timely information for decision-making Ensure effective corporate governance and risk management practices 	<ul style="list-style-type: none"> Direct Communication Board Meetings Committee Meetings Annual General Meeting ("AGM") 	<ul style="list-style-type: none"> As Needed Quarterly Annually
<p>Workforce (including Management) Employees are key to executing our business strategies and driving operational performance.</p>			
<p>Risks: Talent retention, productivity, and labour disputes</p>		<p>Opportunities: Offer chances for innovation, improved performance, and a strong organised culture</p>	
<ul style="list-style-type: none"> OSH Labour Practices & Human Rights 	<ul style="list-style-type: none"> Offer competitive benefits and remuneration Provide opportunities for professional development and training Foster a positive work environment Maintain feedback through grievance channels and employee engagement surveys 	<ul style="list-style-type: none"> Social Events Internal Communication Training Programmes Employee Commuting Survey 	<ul style="list-style-type: none"> Regularly
<p>Shareholders & Investors Shareholders and investors are important for providing the capital we need for growth and business expansion.</p>			
<p>Risks: Financial performance and market volatility</p>		<p>Opportunities: Funding, strategic guidance, and increased market credibility</p>	
<ul style="list-style-type: none"> Regulatory Compliance Anti-Corruption 	<ul style="list-style-type: none"> Provide transparent and regular financial reporting Implement robust corporate governance practices to safeguard investments 	<ul style="list-style-type: none"> Extraordinary General Meeting Bursa Announcements Social Events Meetings Analyst Briefings AGM Annual Report 	<ul style="list-style-type: none"> As Needed Regularly Annually

SUSTAINABILITY STATEMENT

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
Government & Regulatory Officials			
These officials are crucial in ensuring the Group's compliance with laws and regulations.			
Risks: Regulatory changes and non-compliance penalties		Opportunities: Influence policy development and provide favourable operating conditions	
<ul style="list-style-type: none"> • OSH • Regulatory Compliance • Anti-Corruption • Climate Change & Green Energy Investment • Labour Practices & Human Rights 	<ul style="list-style-type: none"> • Ensure compliance with all relevant laws and regulations • Participate in government events and policy development discussions • Adopting stringent corporate governance and ethical practices throughout operations 	<ul style="list-style-type: none"> • In Writing • Social Events • Regulatory Meetings • Conferences and Seminars • Audits and Inspections 	<ul style="list-style-type: none"> • As Needed • Regularly
Customers			
Customers are vital to the Group's business as they drive demand for our products and services.			
Risks: Changing preferences and expectations		Opportunities: Present opportunities for growth and innovation through constructive feedback and loyalty	
<ul style="list-style-type: none"> • Regulatory Compliance • Chemical Management • Anti-Corruption 	<ul style="list-style-type: none"> • Timely product and service delivery within the expected quality • Engage customers for feedback through customer satisfaction surveys • Strengthen internal cybersecurity to protect confidential customer data 	<ul style="list-style-type: none"> • In Writing • Social Events • Meetings • Conferences and Seminars 	<ul style="list-style-type: none"> • As Needed • Regularly
Bankers & Financial Institutions			
Similar to investors, bankers and financial institutions provide an alternative source of financial capital needed for our operations and growth.			
Risks: Credit availability and financial terms		Opportunities: Favourable financing, strategic advice, and financial stability	
<ul style="list-style-type: none"> • Regulatory Compliance • Anti-Corruption 	<ul style="list-style-type: none"> • Maintain open and transparent financial communications • Meet all financial obligations on time • Regularly review and manage financial risks 	<ul style="list-style-type: none"> • Meetings and Financial Briefings • Credit Assessments • Quarterly Financial Reports • Annual Report 	<ul style="list-style-type: none"> • As Needed • Regularly • Annually

SUSTAINABILITY STATEMENT

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<p>Media The media plays a significant role in shaping public perception and awareness of the Group.</p>			
<p>Risks: Negative publicity and misinformation</p>		<p>Opportunities: Positive exposure, brand building, and effective communication of our achievements and initiatives</p>	
<ul style="list-style-type: none"> Regulatory Compliance Anti-Corruption Community Engagement & Development 	<ul style="list-style-type: none"> Maintain open lines of communication with media representatives Provide accurate and timely information Engage in proactive media relations to build a positive public image 	<p>Press Releases</p> <p>Media Briefings</p> <p>Company Website</p>	<p>As Needed</p>
<p>Suppliers These stakeholders are critical for maintaining our supply chain and ensuring the quality of our products and services.</p>			
<p>Risks: Supply chain disruptions and quality issues</p>		<p>Opportunities: Cost optimisation, innovation, and strong partnerships</p>	
<ul style="list-style-type: none"> Regulatory Compliance Chemical Management Anti-Corruption 	<ul style="list-style-type: none"> Develop long-term, mutually beneficial relationships Provide clear and consistent communication regarding quality expectations Procure from responsible and ethical suppliers 	<p>In Writing</p> <p>Social Events</p> <p>Meetings</p>	<p>As Needed</p> <p>Regularly</p>
<p>Local Community Members & General Public They form the social environment in which we exist and provide the Group with the licence to operate without disruption.</p>			
<p>Risks: Social unrest or negative public opinion</p>		<p>Opportunities: Provide opportunities for building positive reputation and achieving social license to operate through community engagement and support</p>	
<ul style="list-style-type: none"> Regulatory Compliance Waste Management & Effluents Community Engagement & Development 	<ul style="list-style-type: none"> Support local community initiatives through Corporate Social Responsibility ("CSR") programmes Engage in regular dialogues to understand their needs and concerns Minimising potential impacts through responsible and sustainable business practices 	<p>Social Events</p> <p>CSR</p>	<p>Regularly</p>

SUSTAINABILITY STATEMENT

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
Non-Governmental Organisation (“NGO”) Representatives			
NGOs advocate for social, environmental, and economic issues that impact the Group’s operations and other stakeholders.			
Risks:	Activism and campaigns that can affect ANB’s reputation and operations	Opportunities:	Collaboration on sustainability initiatives which can enhance our CSR efforts and build trust with other stakeholders
<ul style="list-style-type: none"> • Regulatory Compliance • Anti-Corruption • Waste Management & Effluents • Climate Change & Clean Energy Investment • Labour Practices & Human Rights 	<ul style="list-style-type: none"> • Collaborate on CSR programmes • Participate in periodic meetings and discussions to understand their concerns • Share information and reports transparently to build trust 	In Writing	As Needed
		Social Events	
		CSR	Regularly



SUSTAINABILITY GOVERNANCE



At ANB, sustainability is not merely a strategic objective but a core value that permeates every aspect of our operations and future planning. As a leading player in the chemical industry, we are deeply committed to ESG principles, ensuring our long-term success while safeguarding the environment and supporting the communities we serve.

We take pride in leading by example among our industry peers. Through our unwavering dedication to ESG excellence, we continuously strive to enhance our performance by setting ambitious targets, measuring our progress,

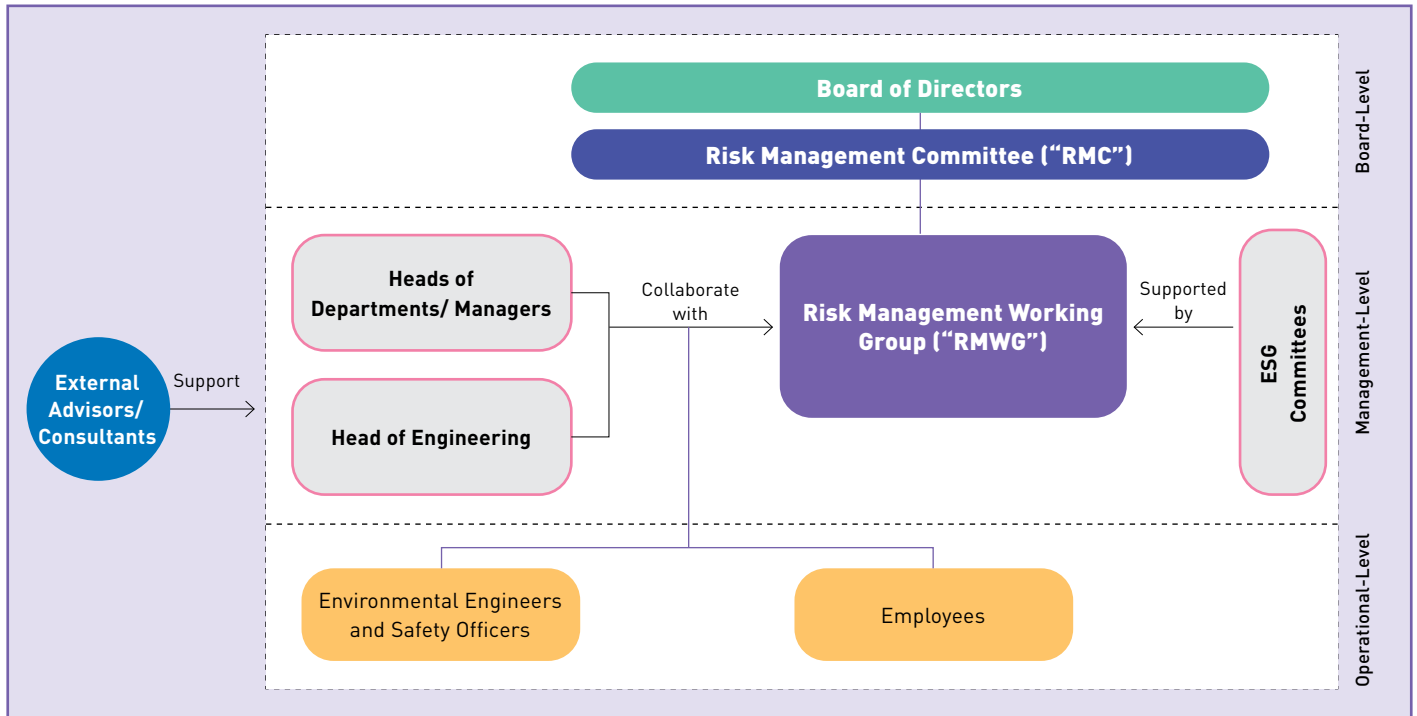
and transparently reporting our achievements. We believe that integrating ESG considerations into our business strategy is essential for creating value for our stakeholders and ensuring a sustainable future.

In this regard, the Group upholds the highest standards of corporate governance, ensuring transparency, accountability, and integrity in all our business dealings. Our governance framework is designed to promote ethical leadership and sound decision-making, reinforcing our commitment to responsible business practices.

A key priority in embedding ethical governance into our operations is building a responsible and sustainable supply chain. We work closely with our suppliers to ensure they adhere to regulatory and environmental standards, fostering long-term partnerships based on trust and mutual respect. This approach helps us create a resilient supply chain that aligns with our sustainability goals.

SUSTAINABILITY STATEMENT

SUSTAINABILITY GOVERNANCE STRUCTURE



Sustainability at ANB is directly overseen by the Board through the RMC. This is a key Board-level committee that provides top-down guidance on all risk-related issues, including those involving sustainability and climate change. The RMC ensures all decisions related to sustainability are aligned with the Group’s general goals and ambitions.

At the Management level, the RMC is supported by the RMWG, with sustainability matters coming under the specific purview of the ESG Committee. The ESG Committee was established in FY2023 to ensure that all ESG and climate change matters receive focused attention. They also serve as the ANB’s dedicated team for driving sustainability initiatives across the Group, acting as the central point of contact, and leading the development and execution of the RMC’s strategies.

The RMWG and ESG Committee work closely with the various Heads of Departments (“HODs”), managers, and the Head of Engineering to play the critical role of translating the Board’s decisions into actionable strategies and goals that align with the Group’s overall corporate objectives. Additionally, the ESG Committee is supported by various other management committees, each contributing uniquely to ANB’s sustainability efforts.

At the operational level, ANB’s broader sustainability ambitions are translated into specific goals and objectives, which are then implemented by dedicated teams within each Operating Company. These teams are responsible for integrating the Group’s sustainability and climate change initiatives into their daily operations.

Progress is also consistently reported directly to the Board through the ESG Committee. This ensures seamless alignment between the Group’s sustainability goals and the operational activities of each Operating Company. This structured approach also enables us to consolidate the diverse risk profiles of our various Operating Companies into a unified register that is monitored by a centralised RMC and RMWG. This facilitates holistic decision-making and effective management of ESG and climate change-related risks.

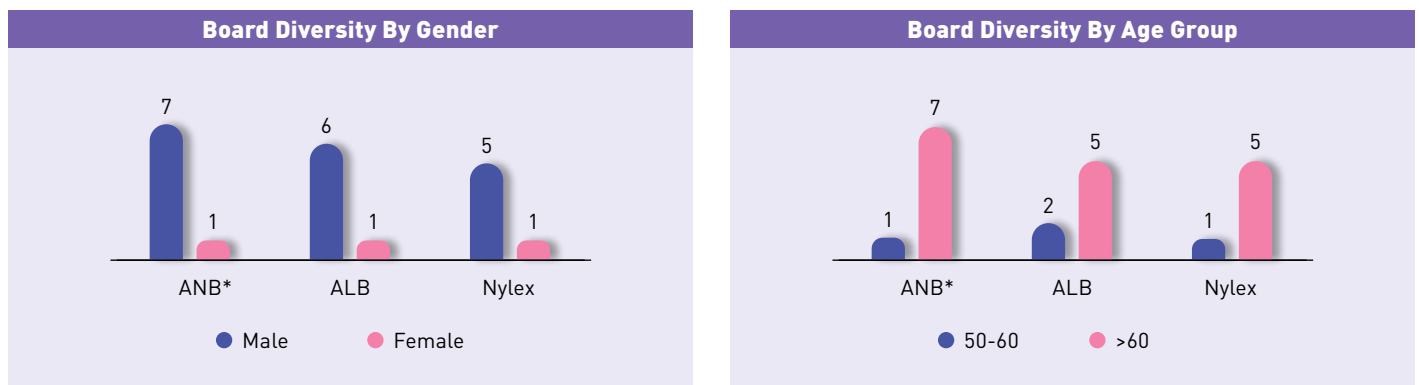
SUSTAINABILITY STATEMENT

BOARD COMPOSITION

ANB’s Board is made up of a capable and diverse team of individuals with extensive experience across multiple industries. Meanwhile, Ancom Logistics Berhad (“ALB”) and Nylex (Malaysia) Berhad (“Nylex”), both of which are subsidiaries of the Company and are listed on Bursa Malaysia Securities Berhad have maintain their distinct Board.

During the FY2024, the Board comprised of eight (8) Directors with one (1) Independent Non-Executive Chairman, one (1) Executive Chairman, one (1) Managing Director/Group Chief Executive Officer and five (5) Independent Non-Executive Directors.

The Board diversity of ANB, ALB and Nylex are as follows:

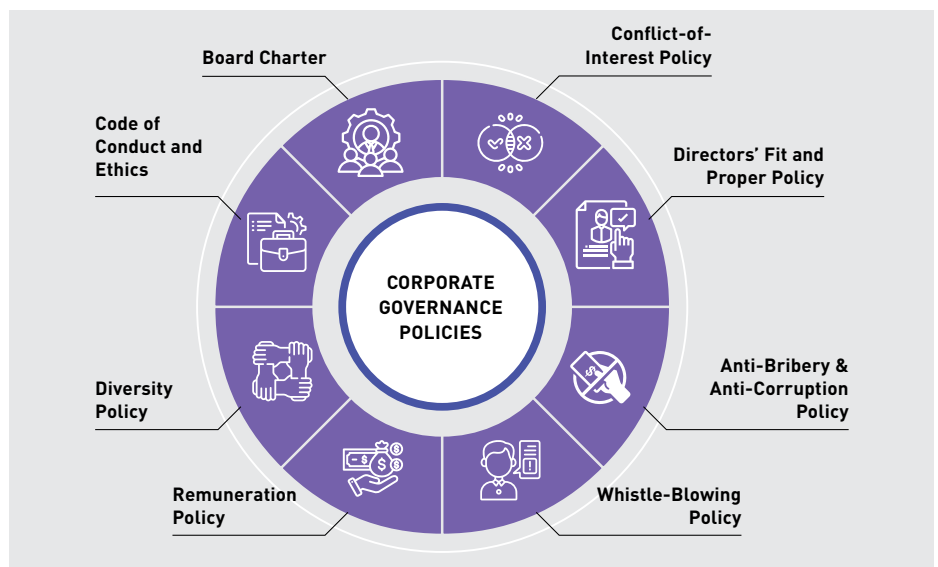


The full profile of ANB’s Board are disclosed in Board of Directors of this Annual Report.

CORPORATE GOVERNANCE POLICIES

Strong corporate values are essential for any organisation. At ANB, we ensure that our business practices remain ethical by implementing several robust policies. These policies are applied Group-wide, fostering a shared commitment among all our subsidiaries to the value ANB places on good corporate behaviour. At the same time, relevant policies are also extended to our suppliers and business partners, promoting integrity throughout the supply chain.

The following are some of the main policies that the Group has implemented:



More information on these and other Group policies can be found on the Company’s website at www.ancomnylex.com.

SUSTAINABILITY STATEMENT

ANTI-CORRUPTION

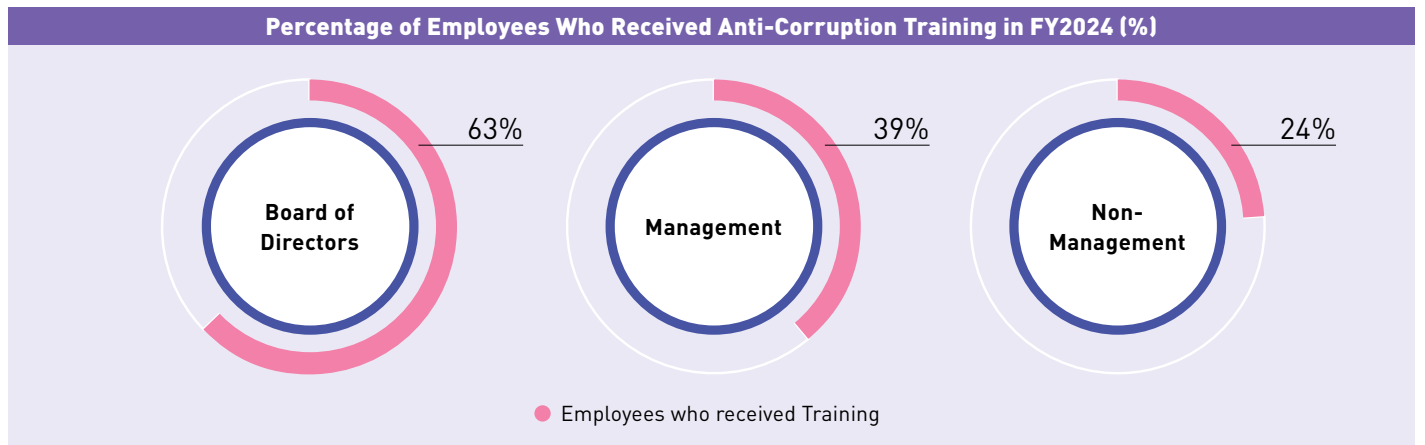
ANB is committed to conducting our business with fairness, honesty, and transparency. As such, we maintain a strict zero-tolerance policy against any form of bribery or corruption in all interactions involving the Group.

Our Anti-Bribery & Anti-Corruption (“ABAC”) Policy clearly prohibits all employees, including the management and Board, from accepting or giving any gifts or personal favours that could be misconstrued as bribery. Any suspected violations of this rule will be reported to Chief Integrity Officer (“CIO”) for further investigation. This could be followed by disciplinary actions or even termination.

The ABAC Policy is not limited to our immediate workforce but also extends to our supply chain and business partners. This ensures that the Group remains free from any corruption risks throughout our operations.

To ensure all levels of the Group are reminded of our ABAC Policy and the Group’s stance on this issue, we conduct regular training for all employees, including the Board.

Anti-Corruption Training	FY2024
Board	5
Management	65
Non-Management	240
Total training attendees	311



ANTI-BRIBERY AND CORRUPTION TRAINING

ANB employees participated in an in-house anti-bribery and anti-corruption training session conducted online by Mr. Phillip Karuppiah, the Group HR Director and Lim Chang Meng, the Chief Financial Officer. This training session focused on fostering ethical conduct and compliance.

It reinforced our commitment to integrity and equipped participants with crucial skills to uphold transparency and accountability within their workplace.

In FY2024, the Operating Companies were assessed for corruption risk and there were no cases of corruption throughout the Group.

SUSTAINABILITY STATEMENT

CODE OF ETHICS AND WHISTLEBLOWING

Aside from addressing corruption, ANB also emphasises the importance of ethical business conduct through the Group's comprehensive Code of Conduct and Ethics. This document, along with the Employee Handbook, is made available to all employees, including new hires, to ensure they understand the Group's expectations for professional behaviour in the workplace.

To further promote a culture of accountability, the Group has put in place a grievance channel and Whistle-Blowing Policy to allow for anonymous reports of any policy breaches. This includes instances of corruption, fraud, harassment, or other improper workplace conduct.





These whistle-blowing reports can be made via the Group's Whistle-Blowing Form on ANB's website at www.ancomnylex.com. Such reports are directly channelled to the CIO and copied to the Company Secretary and Chairman of the Audit Committee. Upon receiving a report, the CIO conducts an investigation to resolve the issue. Throughout the process, the Integrity Unit will keep the Chairman of the Audit Committee informed of the investigation's progress. Once an outcome is reached, it shall be reported to the Board for deliberation on further actions to be taken. If necessary, the relevant authorities may be involved during this stage. Depending on legal limitations, the whistle-blower will be kept informed of the outcomes as well.

In FY2024, no such reports were received by the Integrity Unit.

SUPPLY CHAIN MANAGEMENT

ANB's commitment to sustainability extends beyond our internal operations to include our supply chain, as well as ensuring that all goods and services we procure adhere to the highest standards. To achieve this, the Group adopts a responsible supply chain approach by extending key policies, such as the ABAC policy, to our suppliers. At the same time, ANB incorporates our Code of Conduct and Ethics into all contracts and agreements with third-party suppliers, contractors, and business partners. This is a crucial step in establishing an Ethical and Environmental Code of Conduct for suppliers that ensure our good corporate governance practices are spread throughout all aspects of our business, including the supply chain.

Apart from ethical governance, we have also begun looking into the environmental and social impacts of our supply chain, particularly in terms of labour and human rights. All members of our supply chain are expected to fully comply with the Malaysian Employment Act 1955 and other relevant national and international labour laws. ANB's expectations of our suppliers on this matter, in line with our supplier's Ethical and Environmental Code of Conduct, include:

<p>01 </p> <p>Non-Exploitative/ Discriminatory Workplace</p> <p>Adherence to relevant laws that prohibit child labour, forced labour, or discrimination in the workplace.</p>	<p>02 </p> <p>Prioritising a Safe and Healthy Work Environment</p> <p>Establishing relevant health and safety policies and procedures to safeguard employee well-being.</p>	<p>03 </p> <p>Fair Remuneration Policies</p> <p>Fair remuneration according to local wage requirements, with no forced or uncompensated overtime.</p>	<p>04 </p> <p>Right to Freedom of Association and Collective Bargaining</p> <p>The supplier does not actively prohibit their employee's freedom of association and collective bargaining rights.</p>
---	---	---	--

SUSTAINABILITY STATEMENT

Our commitment to fostering a sustainable and ethical supply chain begins with a social risk assessment for new and existing major suppliers. This is part of our initial due diligence that ensures all suppliers comply with the Group’s standards. Those identified as ‘high risk’ during this process would then be continuously monitored, either formally or informally. If the need arises, physical inspection audits will also be conducted.

As part of the Group’s strategic sourcing and procurement processes, our Operating Companies now include environmental and social assessments as part of the supplier questionnaire. These allow us to evaluate the potential impacts of our supply chain and the steps our suppliers take to mitigate them. We integrate environmental and social-related policies during training for buyers, purchasing policies, and supplier contracts, forming the foundation for ethical and environmentally responsible conduct among all ANB suppliers. Clear expectations are communicated to these suppliers through regular engagement and training sessions.

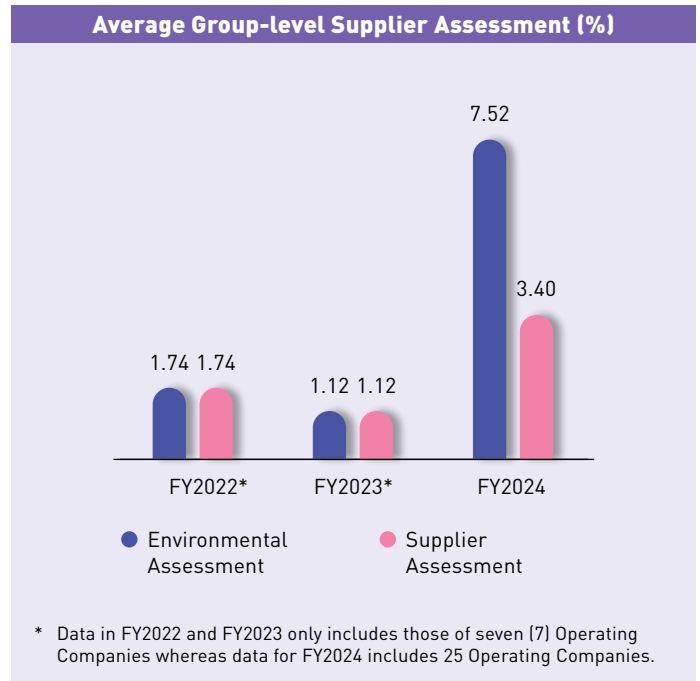
Apart from topics related to employee health and safety as well as compliance with relevant environmental, labour, and safety regulations, the Group’s supplier questionnaire also covers other requirements they are expected to have, such as quality control, certifications, and operating permits. Over the years, all our Operating Companies have steadily increased the number of suppliers assessed for environmental and social impacts.

DATA PRIVACY AND CYBERSECURITY

ANB is committed to ensuring the privacy and security of confidential data, including the personal data of our customers, workforce, suppliers, and business partners. This commitment is upheld through the Group’s comprehensive policy, which details our practices during the collection and use of data in line with the Personal Data Protection Act (“PDPA”) 2010. Under this policy, all data collection is conducted with the explicit consent of data owners and used exclusively for internal purposes only. The Group does not disclose this data to any third party except as required by law enforcement authorities.

To safeguard confidential data, the Group employs the latest security measures and protocols. Additionally, all personnel undergo regular training to prevent information security breaches, ensuring they remain up to date with the best practices. The Group also conducts routine internal audits of our control procedures, providing an additional layer of security by continuously monitoring the effectiveness of our internal control systems.

Thanks to these robust data security measures, ANB experienced zero cases of data breaches or leaks in FY2024.



SUSTAINABILITY STATEMENT



ECONOMIC

As a commercial entity, economic performance is a key indicator of ANB's success and our ability to continue operating. However, we recognise that focusing only on generating financial value is not conducive to building a sustainable business. True value creation occurs when both financial and non-financial considerations are integrated into our business ventures and operations.

These two aspects are deeply interlinked. The various ESG and sustainability initiatives the Group has undertaken over the years would not be possible without financial capital. Greater fiscal returns enable us to distribute more wealth to our stakeholders and support additional sustainability and community-based initiatives. In turn, these initiatives drive improvements and innovation within the Group, ultimately leading to enhanced economic value creation.

VALUE CREATION

DIRECT ECONOMIC VALUES

As a commercial entity, strong financial performance, such as revenue and earnings, is crucial for the long-term sustainability of ANB. It not only ensures our business continuity but, ultimately, enables the Group to support our environmental and social goals. Solid financial returns are essential for the Group to invest in initiatives that enhance our ESG performance.

For example, transitioning to renewable energy sources, like solar power, requires significant upfront investment. This can only be achieved if the Group records stable finances. The same applies to social initiatives, such as offering better employee benefits or providing ongoing support for community activities.

With that, some of the key financial performance of the Group are highlighted below. For a more detailed breakdown, please refer to the Financial Statement section of this Annual Report.

DIRECT ECONOMIC VALUES	FY2022 (RM'000)	FY2023 (RM'000)	FY2024 (RM'000)
Revenue	2,013,103	2,043,253	1,996,536
Profit Before Tax	78,193	95,810	110,479
Net Profit Attributable to Owners of the Parent	68,178	75,127	81,474
Share Capital	377,892	397,624	408,707
Retained Earnings	24,392	89,150	154,805
Total Tangible Assets	1,046,688	1,114,208	1,136,614
Basic Earnings per Share (sen)	8.98	8.43	8.58
Total Borrowings	411,414	383,910	347,612

SUSTAINABILITY STATEMENT

INDIRECT ECONOMIC VALUES

Our business model extends beyond measurable direct economic benefits. As a major industry player, ANB's operations generate spillover effects that drive indirect economic growth. This is accomplished through job creation, support for local supply chains, and investment in local communities, among others.

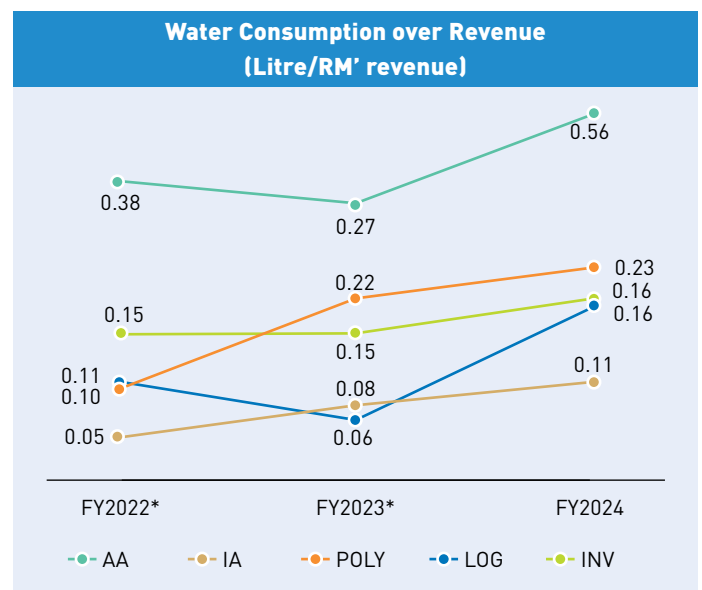
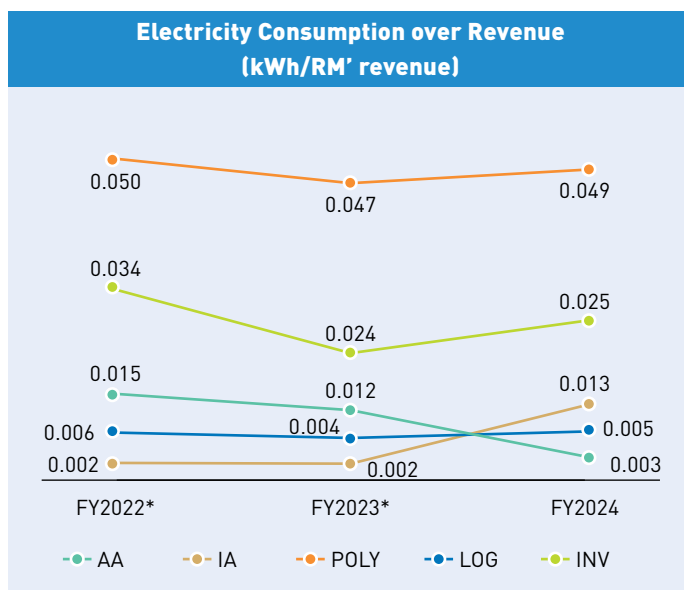
Some of these significant quantifiable indirect economic values generated by the Group are highlighted below. For more detailed information, please refer to the Financial Statement section of this Annual Report.

INDIRECT ECONOMIC VALUES	FY2022 (RM'000)	FY2023 (RM'000)	FY2024 (RM'000)
Total Payout to Employees in Salaries & Benefits	114,954	103,420	105,984
Corporate Tax Paid to Government	34,518	27,416	21,110
Dividend Returned to Shareholders	1,951	NIL	17,097

ENVIRONMENTAL FOOTPRINT

To better quantify the environmental impacts of our operations, ANB has begun evaluating the environment footprint of our various business divisions in relation to their operational performance. This involves measuring key metrics, such as carbon emissions, electricity consumption, and water usage, against the revenue generated by each division. By calculating our environmental intensity in this way, the Group can gain insights into the amount of environmental impact generated per RM in revenue. This approach then allows us to assess the efficiency of our operations concerning resource use and environmental impact.

These figures also provide a comprehensive view of our operational performance over time. For electricity and water consumption, we have used our FY2022 data as a baseline to monitor our progress. This analysis reveals that while electricity intensity has remained relatively stable over the past three (3) financial years, the Group's water intensity has increased across all divisions.



* Data in FY2022 and FY2023 only includes those of seven (7) Operating Companies.

SUSTAINABILITY STATEMENT

This trend is consistent with the overall industry, as operations began ramping in FY2022 following the pandemic. The resulting increase in operational activity across the Group has naturally led to higher resource consumption, including water.

Regarding carbon emissions, we have expanded our reporting scope in FY2024. Consequently, the emissions intensity calculations for this year will serve as a baseline for future reporting periods, enabling us to track our progress in terms of decarbonisation.

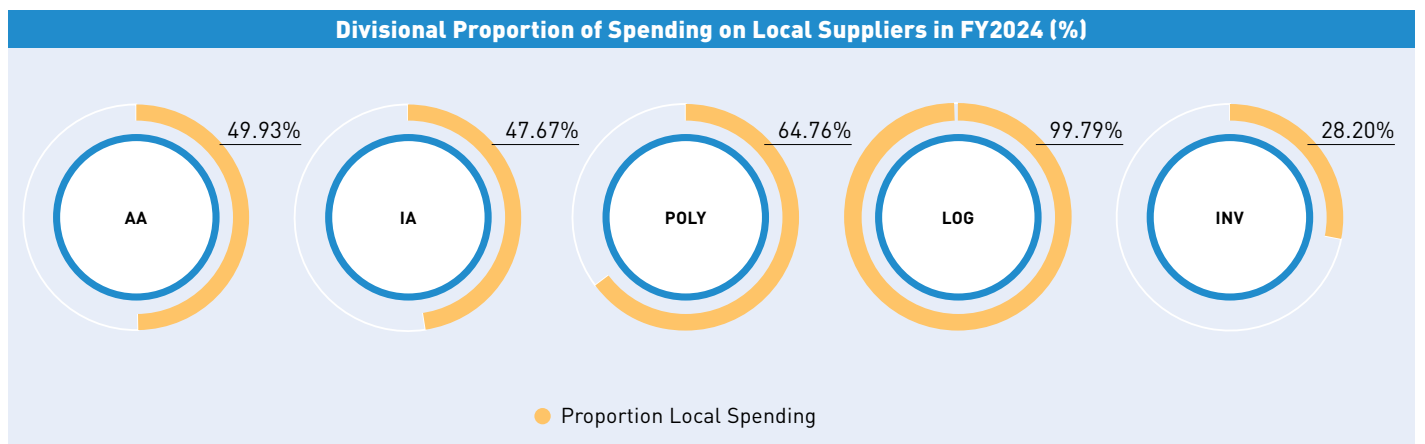
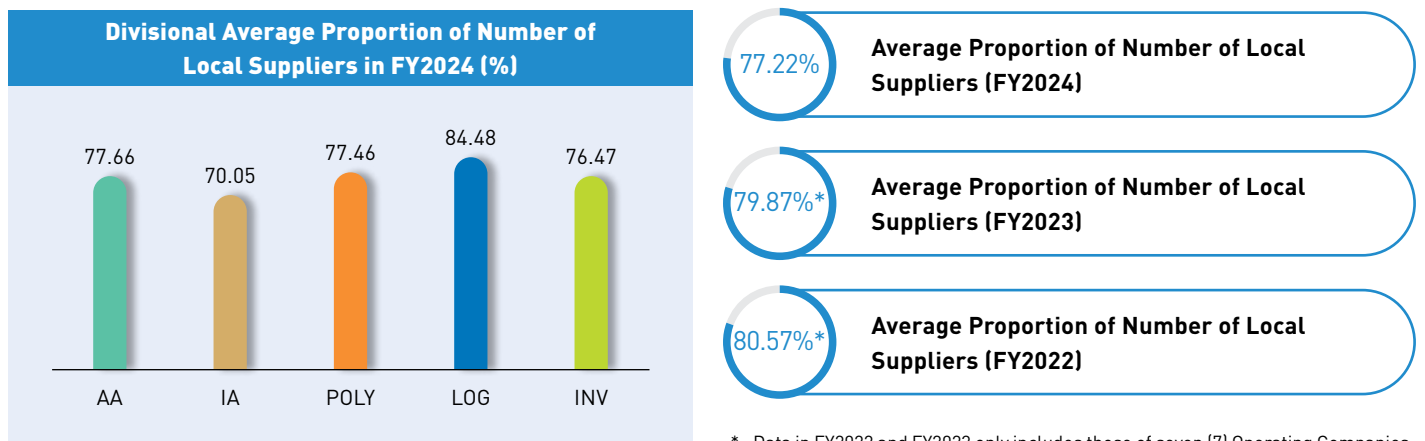
CARBON EMISSION INTENSITY (tCO ₂ e/RM million)				
AA	IA	POLY	LOG	INV
24.73	11.02	69.65	531.06	14.59

Additional details on our specific environmental performance can be found in the Environmental Disclosures section from pages 56-67.

LOCAL PROCUREMENT

ANB recognises the importance of supporting local suppliers for both economic growth and environmental sustainability. For the Group, this means sourcing products and services from local businesses to where each Operating Company is located.

Beyond directly benefiting these local communities, local procurement offers added economic and environmental advantages. Locally sourced products typically require less transportation, reducing costs and waiting times for the Group. At the same time, it decreases emissions and the risk of pollution.



SUSTAINABILITY STATEMENT

PRODUCT/ SERVICE QUALITY AND RESPONSIBILITY

The Group is committed to ensuring superior product and service quality, which directly influences customer satisfaction. This commitment translates into higher economic returns, increased repeat customers, and an enhanced industry reputation.

To maintain high product and service quality, our Operating Companies involved in sales regularly monitor customer satisfaction through annual surveys. These surveys provide honest and open feedback, allowing us to identify areas for improvement. They also help generate ideas for new product or service innovations to address customer needs.

Throughout FY2024, we have consistently maintained a high customer satisfaction score with minimal comments. This demonstrates the success of ANB's Quality Management approach in producing reliable products and delivering high-standard services.

As responsible business operators, we prioritise the safety of our products for both consumers and the environment. To this end, all of the Group's products undergo extensive evaluation and field trials to ensure they meet customer needs while complying with regulatory standards. Our Operating Companies are certified and adhere to relevant ISO standards, as highlighted in the Awards and Certifications section on page 39. These certifications guide operations to be safe for consumers and minimise environmental harm.

Our efforts to achieve this include replacing certain solvents with suitable natural materials or using those with a lower ecological toxicology profile instead. We also prevent environmental pollution and safety risks by including detailed information and safety data sheets ("SDS") with all our products. These contain information that provides safe handling, storage, and disposal instructions. All products are labelled to meet regulatory requirements, explaining the potential harm if used or disposed of incorrectly.

The Group's commitment to product responsibility also extends to our packaging. Whenever possible, we use sustainable packaging methods. For example, one of our Operating Company, Kesuma, has replaced carton boxes with recyclable plastic alternatives that can be returned by the consumer.



ENVIRONMENTAL

At ANB, we recognise that preserving and nurturing Earth's resources is fundamental to our environmental stewardship. We acknowledge that our operations consume natural resources, including energy, water, and raw materials, and produce emissions, waste products, and pollutants. As a responsible corporate entity, we deem these impacts to be material to our business and stakeholders.

Each of our business segments is encouraged to set ambitious targets for operational efficiency, including energy and water usage, as well as their corresponding outputs: greenhouse gas ("GHG") emissions, waste, and wastewater. By maintaining an efficient operational system, we not only reduce our environmental footprint but also achieve significant cost savings.

Every business segment within ANB has dedicated departments or managerial functions responsible for reviewing and monitoring the Group's activities. This oversight ensures compliance with all relevant laws and regulations, with a particular focus on pollution prevention and addressing the climate crisis.

In FY2024, ANB incurred a fine of RM200,000 related to environmental compliance issues. We take this matter seriously and have implemented robust countermeasures to prevent such occurrences in the future. These include (i) the installation of Industrial Effluent Treatment Systems ("IETS") to ensure compliant discharge; and (ii) partnering with contractors licensed by the Department of Environment ("DOE") for scheduled waste disposal.

SUSTAINABILITY STATEMENT

ENERGY MANAGEMENT

The Group is dedicated to optimising energy consumption and boosting efficiency. Throughout the year, we have been systematically upgrading our lighting systems, replacing conventional fixtures with energy-conserving LED and induction alternatives. Additionally, we are ensuring that all newly installed air-conditioning systems meet or exceed a three-star energy efficiency rating, with a preference for four-star rated units.

Target	FY2023 Progress	Current progress
To reduce electricity intensity by 2-3% by FY2024-2025	6.88 KWh/Rm'000 1) LED replacement 50% completed 2) Inverter installation 60% completed	6.61 KWh/Rm'000 1) LED replacement 98% completed 2) Inverter installation 76% completed

Our energy sources comprise a mix of purchased electricity, natural gas, diesel fuel, and a wide variety of biodiesel, including B7, B10, and B20. These biodiesel fuels will be categorised under 'Diesel' in our upcoming 'Group Energy Mix (TJ)' table. Our manufacturing facilities, being major energy consumers, are the primary focus of our conservation efforts. We have implemented a rigorous equipment maintenance schedule to maximise operational efficiency and minimise energy waste.

ALB Marine continues to refine its energy management strategies, adhering to the Energy Efficiency Existing Ship Index ("EEXI") standards set by the International Maritime Organisation ("IMO"). These standards align with IMO's ambitious targets of reducing CO₂ emissions per transport work by at least 40% by 2030, pursuing efforts towards 70% by 2050, compared to 2008 levels. The IMO also aims to cut total annual GHG emissions from international shipping by at least 50% by 2050 compared to 2008.

In FY2024, we transitioned from the NK Class Portal to the Enerva portal, a more comprehensive system specialising in vessel performance and energy efficiency solutions. This change has enhanced our ability to calculate and monitor the Energy Efficiency Operating Indicator ("EEOI") with greater precision. Additionally, we have enrolled our vessels for CO₂ emission monitoring in the Enerva portal.

All vessels in our fleet have adopted Enerva as a component of our comprehensive safety management framework, which has been designed to enhance efficiency metrics over time. As a result of our ongoing efforts to improve energy efficiency, ALB Marine's tanker has been awarded the International Energy Efficiency Certificate ("IEE") by Bureau Veritas Marine and Offshore.

These efforts align with the broader UN carbon emission goals, which call for emissions to be reduced by 45% by 2030 and reach net zero by 2050. ALB Marine remains dedicated to continually improving our energy efficiency and reducing our environmental impact in maritime operations, supporting global efforts to combat climate change.

In our transportation sector, Cogent is progressively updating its fleet, replacing older vehicles with more eco-friendly models that utilise Euro 5-compliant, energy-efficient fuel systems.

DIVISION	ELECTRICITY CONSUMPTION (kWh)		
	FY2022*	FY2023*	FY2024
AA	7,163,917	6,519,987	6,677,517
IA	2,727,207	2,088,356	3,556,623
POLY	4,229,203	3,995,981	3,805,601
LOG	264,761	226,409	250,471
INV	1,140,389	1,230,371	1,403,123
Total	15,525,477	14,061,104	15,693,335

* Data in FY2022 and FY2023 only include those of seven (7) Operating Companies.

SUSTAINABILITY STATEMENT

ENERGY TYPE	GROUP ENERGY MIX (TJ)		
	FY2022*	FY2023*	FY2024
Electricity	56	50	56
Natural Gas	166	173	162
Diesel	167	171	126
Others**	-	-	90
Total	389	394	434

* Data in FY2022 and FY2023 only include those of seven (7) Operating Companies.
 ** Refers to a mixture of heavy fuel oil, marine oil, petrol and liquified petroleum gas ("LPG").

CLIMATE CHANGE MANAGEMENT

ANB remains committed to addressing and mitigating climate change risks by reducing our impact and improving operational efficiency. We recognise the devastating effects of climate change and the associated short and long-term business risks. In line with this commitment, ANB fully supports Malaysia’s goal of achieving net zero carbon emissions by 2050 ("NZCE 2050").

Our climate change strategy includes:

				
<p>Collaborating with staff and supply chain partners on energy-efficient practices.</p>	<p>Performing thorough evaluations of climate change risks.</p>	<p>Incorporating climate-related risk management into the Risk Registers of major operating companies.</p>	<p>Developing business strategies that take into account climate risks and opportunities.</p>	<p>Allocating funds towards research and development as well as technologies that combat climate change.</p>

Climate change considerations have been fully integrated into our risk management processes. This integration ensures that climate-related risks and opportunities are systematically identified, assessed, and managed across all our operations. Our RMWG, reporting to the RMC, is tasked with devising strategies to manage and minimise our environmental footprint in light of these climate-related risks.

Furthermore, we recognise the significant financial implications of climate change on our business operations. Climate change directly affects our operating costs ("OPEX") and capital expenditure ("CAPEX") in several ways. Changing climate conditions can decrease the efficiency, output, and performance of our assets and equipment, potentially leading to increased operational costs.

We may need to allocate additional CAPEX due to asset damage or decreased asset performance resulting from climate-related events or gradual environmental changes. Complying with evolving environmental regulations often necessitates additional CAPEX for upgrading facilities or equipment to combat increased pollution risks and stricter emissions standards. We also anticipate the need for ongoing investments in climate-resilient infrastructure and technologies to maintain operational stability in the face of changing environmental conditions.

SUSTAINABILITY STATEMENT

Emission Control

As part of our climate change management efforts, we maintain a strong focus on emission control across all our operations. We evaluate GHG emissions in tonnes of CO₂-equivalent ("tCO₂e") as a key performance metric. This evaluation extends to all Operating Companies operations, including non-production sites such as administrative offices, which, despite generating a smaller portion of the Operating Companies' emissions footprint, contribute to our commitment to reduce emissions intensity.

The Group coordinates energy reduction measures with Scope One and Scope Two GHG emissions management, actively mitigating daily energy use by streamlining operations. ANB implements emission control practices in compliance with the Environmental Quality (Amendment) Bill 2023. Our approach focuses on preventing pollutants and gaseous products from being released into the environment by plant operations.

We use two (2) main types of emission control systems:

1. Packed Bed Scrubbers: These devices remove particles and gases from industrial exhaust streams.
2. Dust Collectors: These systems capture dust and other particulates from the air or gas in our industrial processes.

These systems, supervised by Certified Competent Persons, are complemented by annual stack emission monitoring. The results are submitted to the DOE, ensuring regulatory compliance and helping the Group manage our environmental impact effectively. We also continue to control non-GHG emissions through bi-annual stack gas emissions monitoring at NSC. Our most recent tests confirm that all emissions levels remain within the limits set by the Malaysian Environmental Quality (Clean Air) Regulation 2014. We also conduct timely maintenance and servicing of machinery emission control systems.

Each Operating Company also conducts its own initiatives that cater to its specific operations. For instance, NSC continues to control non-GHG emissions through bi-annual stack gas emissions monitoring.



Ancom Energy EV Charging Stations

Ancom Energy & Services Sdn. Bhd., a wholly-owned subsidiary of the Group, as a Tesla Malaysia-certified EV Charging Installer, supports ESG and green energy integration by promoting sustainable transportation that reduces carbon emissions through the widespread adoption of electric vehicles.

Their efforts also enhance social equity by providing accessible, clean energy solutions and creating jobs that contribute to economic growth and community development.

Strategic Acquisition

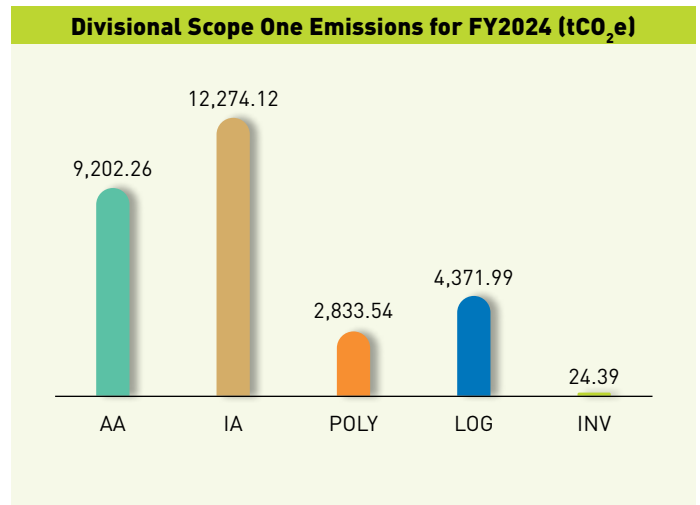
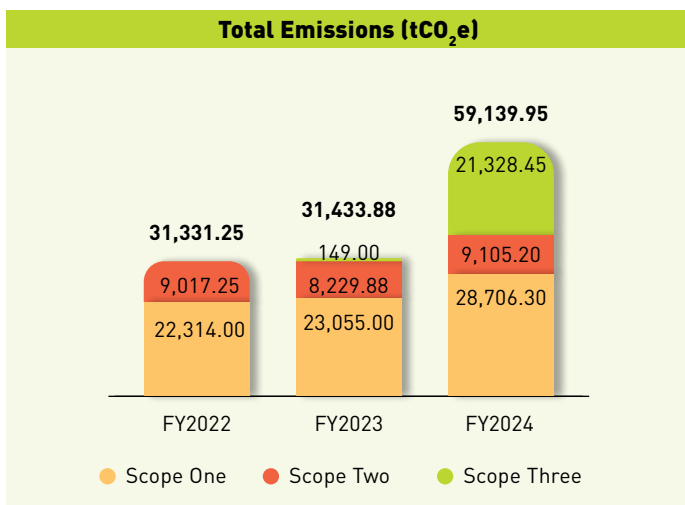
The Company and its subsidiary, ALB, entered into a Heads of Agreements with Greenheart Sdn. Bhd., Choong Wee Keong and How Yoon For for the proposed acquisition by ALB of the entire share capital of Green Lagoon Technology Sdn. Bhd. ("GLT") ("Proposed GLT Acquisition"). GLT is a company specialising in palm oil mill effluent ("POME") anaerobic lagoon biogas-to-power projects. Upon completion of the Proposed GLT Acquisition, the Group expects the carbon emissions will be reduce significantly.

SUSTAINABILITY STATEMENT

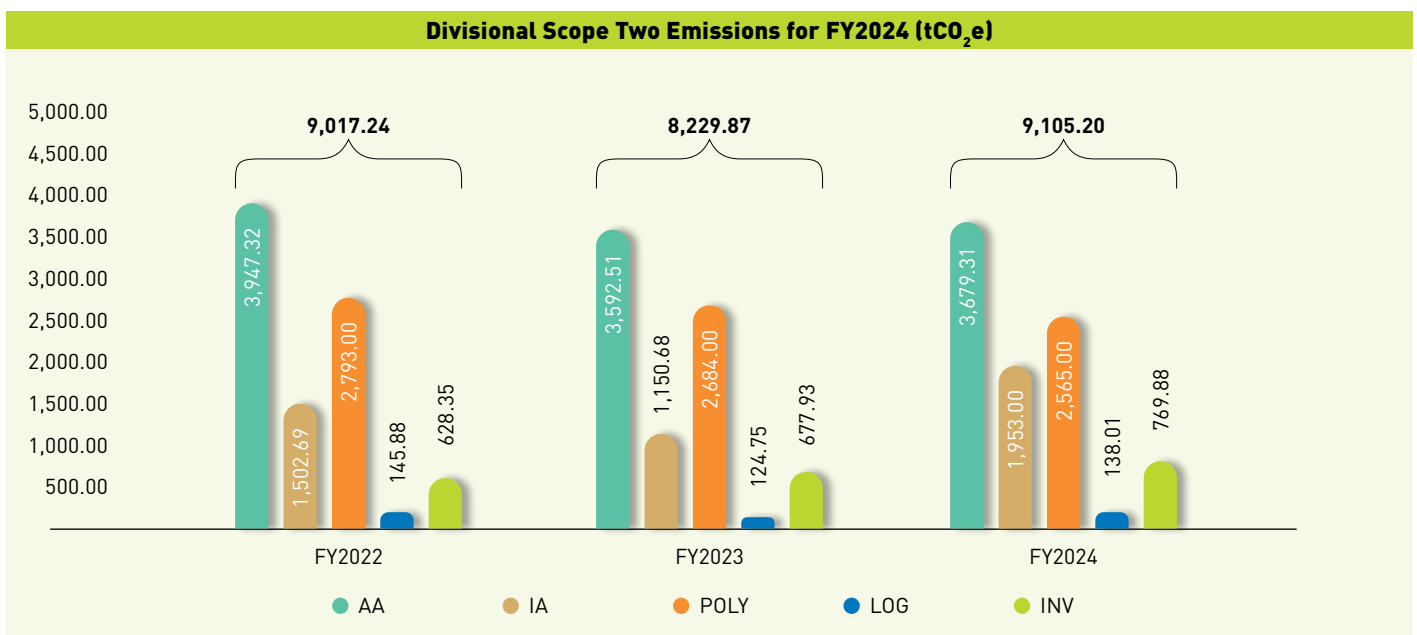
Carbon Emissions

ANB continues to manage and measure its carbon emissions as part of its Carbon Management Plan, which is integral to our broader climate change management strategy. We use the internationally recognised GHG Protocol established by the World Business Council for Sustainable Development (“WBCSD”) and the World Research Institute (“WRI”) for our emissions accounting.

In a significant expansion of our environmental monitoring efforts, ANB has broadened its scope to twenty-five (25) Operating Companies in its carbon emissions assessment. This marks a substantial increase from previous financial years, as both FY2022 and FY2023 only encompassed seven (7) Operating Companies.



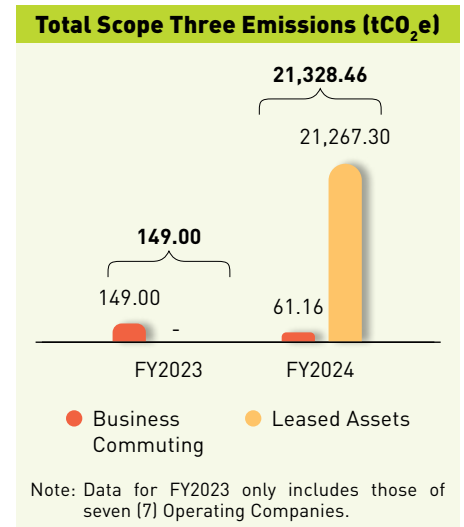
Note: Data for FY2022 and FY2023 only includes those of seven (7) Operating Companies.
 Note: Scope Two data for FY2022 and FY2023 have been refined using a more accurate methodology based on specific emission factors.



Note: Emission factors sourced from UNFCCC (Malaysia), RUPTL 2019 (Indonesia), Department of Climate Change (Vietnam), and Energy Market Authority (Singapore).
 Note: FY2022 and FY2023 data have been refined using a more accurate methodology based on specific emission factors.
 Note: FY2022 and FY2023 data only includes those of seven (7) Operating Companies.

SUSTAINABILITY STATEMENT

Divisional Scope Three Emissions for FY2024 (tCO ₂ e)				
DIVISION	CATEGORY 6 (BUSINESS TRAVEL)			CATEGORY 13 (LEASED ASSETS)
	CAR	TRAIN	FLIGHT	
AA	6.37	-	0.71	-
IA	2.10	-	6.37	-
POLY	0.86	0.01	7.55	-
LOG	1.14	-	0.10	21,267.30
INV	20.56	0.01	15.37	-
Total	31.03	0.02	30.11	21,267.30
Grand Total				21,328.46



WATER MANAGEMENT

At ANB, we recognise the critical importance of water resources in the face of intensifying climate change. While we do not operate in water-stressed regions, the Group is committed to addressing water scarcity issues by efficiently managing this resource and optimising water use across all our sites. We encourage all stakeholders to join us in this crucial endeavour.

ANB's Group-Wide Water Reduction Initiatives:

Minimising

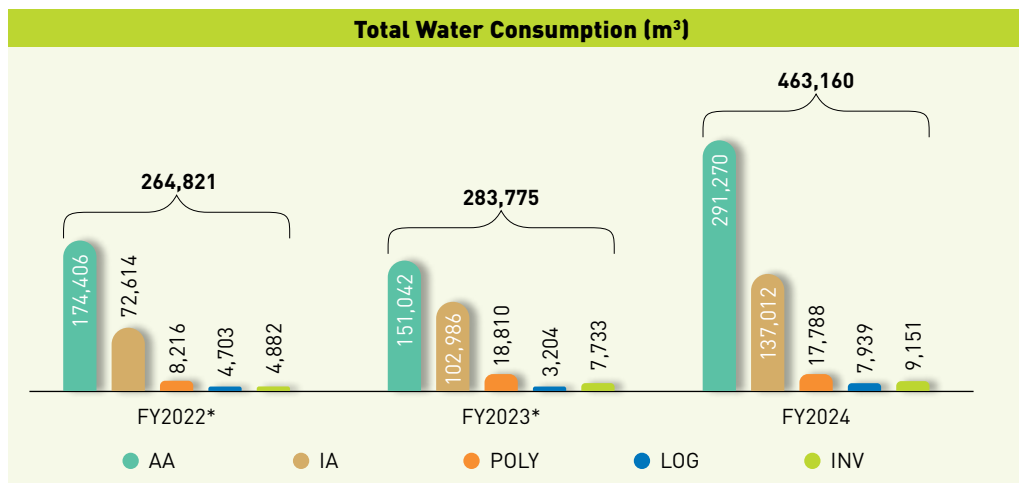
- Education on water conservation
- Installing sensors and automatic shut-off systems on nozzles
- Regulating taps to reduce water consumption
- Controlling steam consumption to reduce boiler water consumption

Monitoring

- Leak detection on all taps and pipes
- Centralised water consumption monitoring system

Recycling

- Installing and maintaining rainwater harvesting systems at plants
- Recycling process distillate water with a vapour condenser
- Recycling condensate water from the process back to the boiler water system



In FY2024, we have observed an increase in water consumption compared to FY2023. This rise is directly correlated with our increased production volume, which is reflected in our higher revenue figures. While we continue to prioritise water efficiency in our operations, the growth in our production output has necessitated greater water usage to maintain our quality standards and meet the rising demand for our products.

* Data in FY2022 and FY2023 only include those of seven (7) Operating Companies.

SUSTAINABILITY STATEMENT

POLLUTION PREVENTION

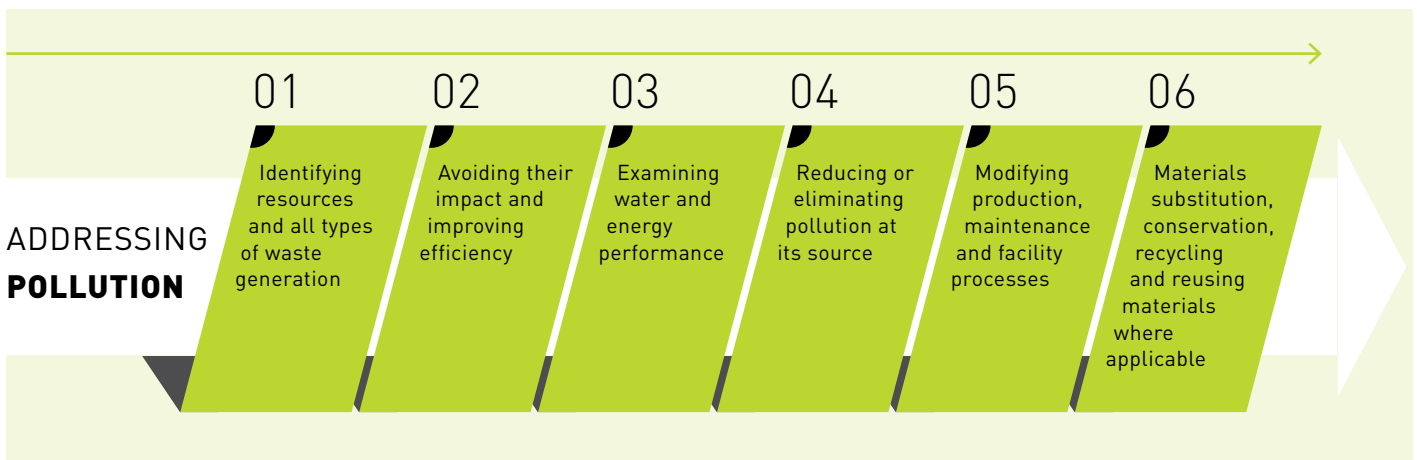
At ANB, we recognise the environmental challenges inherent in our operations, particularly in AA division. Our manufacturing, formulation, and packaging processes generate non-recoverable waste despite our ongoing efforts to reduce, recycle, and reuse. We understand the significant effects pollution can have on human health and the environment, and we are committed to addressing these issues proactively.

We are committed to environmental stewardship through our comprehensive Environmental Management System (“EMS”). Our EMS is designed to systematically address environmental impacts, ensure compliance with regulations, and drive continuous improvement in our environmental performance.

Key components of our EMS include:

1. ISO 14001:2015 Certification: Our EMS is implemented in accordance with international standards.
2. Regular Audits and Assessments: We conduct internal environmental audits on a consistent basis. These audits help us assess our compliance with regulatory requirements and evaluate the effectiveness of our environmental performance initiatives.
3. Employee Training and Awareness: We prioritise educating our workforce on pollution prevention and control best practices. This ongoing training ensures that environmental considerations are integrated into our daily operations at all levels of the organisation.

Central to our environmental strategy is ANB’s Pollution Reduction Model, which outlines a six-step approach to addressing pollution:



Effluent and Waste Targets:

Target	FY 2023 progress	Current progress
To collect and compile daily waste generation data for monitoring	To improve existing processes and comply with the regulation as stated in the Environmental Quality (Amendment) Bill 2023	Achieved
To weigh non-hazardous waste generated by type	Ongoing	Achieved

SUSTAINABILITY STATEMENT

Air Pollution Management

ACC air emissions of pollutants and particulate matter (mg/m³)

Pollutant	Boiler 1	Boiler 2	Boiler 3	NMT Scrubber	Diuron Scrubber
Particulate Matter ("PM2.5")	1.7	1.8	1.6	7.5	8.9
Particulate Matter ("PM10")	1.7	1.7	1.4	7.7	3.4
Sulphur Dioxide ("SO ₂ ")	ND	ND	ND	ND	ND
Nitrous Oxides ("NOx")	ND	ND	ND	ND	ND
Mercury ("Hg")	ND	ND	ND	NA	NA
Carbon Monoxide ("CO")	0	0	0	0	0
Lead ("Pb")	ND	ND	ND	NA	NA

Note:

ND= Non-detected

NA= Not available

Solid Waste Management

ANB recognises the importance of responsible hazardous waste management in its operations. The Group hazardous waste stream primarily consists of four main categories: packaging materials from various processes, product residues generated during industrial production, liquids that cannot be safely disposed of through standard wastewater systems, and residual materials left over after production in specific plant facilities.

To ensure compliance with environmental regulations and minimise potential risks, the Group has implemented a rigorous hazardous waste handling protocol. All hazardous materials are carefully packaged, clearly labelled, and securely stored in designated areas within our facilities. This systematic approach not only helps prevent accidental exposure but also facilitates efficient waste tracking and management.

For the final disposal of hazardous waste, ANB partners with licensed contractors who specialise in this field. These contractors are selected based on their expertise and ability to comply with the stringent regulations set forth by the DOE. By outsourcing this critical task to qualified professionals, the Group ensures that all hazardous waste is transported, treated, and disposed of in full accordance with legal requirements and best environmental practices.

The breakdown of scheduled waste produced by the Group is as follows:

WASTE TYPE	TOTAL WASTE (Tonnes)		
	FY2022	FY2023	FY2024
SW101			
Waste containing arsenic or its compounds	-	2.88	0.57
SW202			
Waste catalysts	-	-	0.38
SW204			
Sludges containing one or several metals including chromium, copper, nickel, zinc, lead, cadmium, aluminium, tin, vanadium, and beryllium	657.00	2,278.09	265.32
SW303			
Adhesive or glue waste containing organic solvents, excluding solid polymeric materials	3.70	12.50	5.87
SW408			
Contaminated soil, debris, or matter resulting from cleaning-up of a spill of chemical, mineral oil, or scheduled wastes	-	24.51	-
SW409			
Disposed containers, bags or equipment contaminated with chemicals, pesticides, mineral oil, or scheduled wastes	-	1.04	10.73
SW410			
Rags, plastics, papers, or filters contaminated with scheduled wastes	46.30	50.10	75.70
SW417			
Waste of inks, paints, pigments, lacquer dye, or varnish	-	-	0.02
SW421			
A mixture of scheduled wastes	1.15	-	-
SW426			
Off-specification products from the production, formulation, trade, or use of pesticides, herbicides, or biocides	-	-	0.13
SW429			
Chemicals that are discarded or off-specification	-	-	0.11
LB3			
The Indonesian code for Toxic Hazardous Waste	-	-	39.56
Total	708.15	2,369.12	398.39

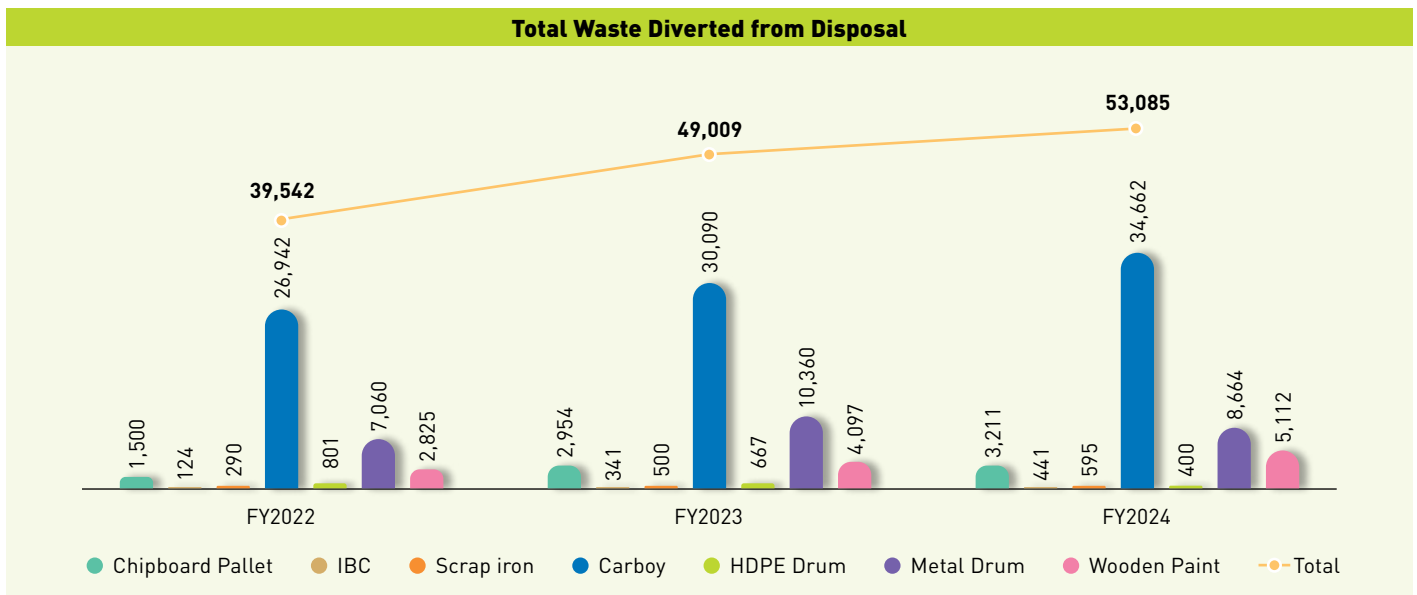
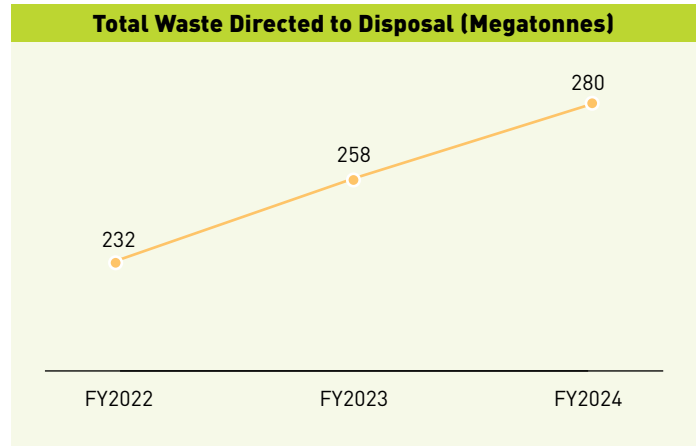
SUSTAINABILITY STATEMENT

Non-hazardous waste management

We aim to reuse and recycle as much of our non-hazardous waste as possible. We continue our collaboration with Alam Flora Environmental Solution to ensure proper collection, recovery, and treatment of recyclables such as cardboard, paper, plastic, and glass. Kesuma maintains its corporate social responsibility initiative of donating all recyclable wastes to specialist collectors.

In FY2024, we implemented the following new initiatives to improve our waste management. These include:

- Electronic data keeping
- Effluent and water monitoring by third-party specialists
- Control of effluent pH discharge from plants
- Use of carbon filters to absorb the smell and colour of waste
- Oil Discharge Monitoring Equipment ("ODME") for cargo tank washing water by ALB Marine



Note: Scrap iron quantities are reported in metric tonnes. Other material quantities are reported in pieces.



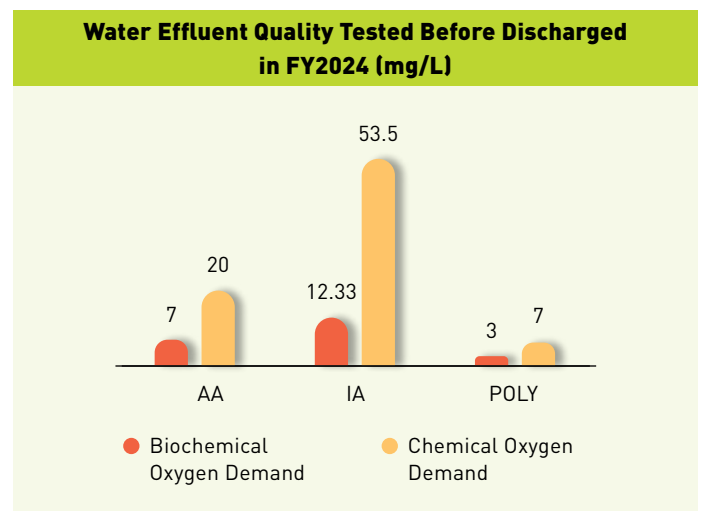
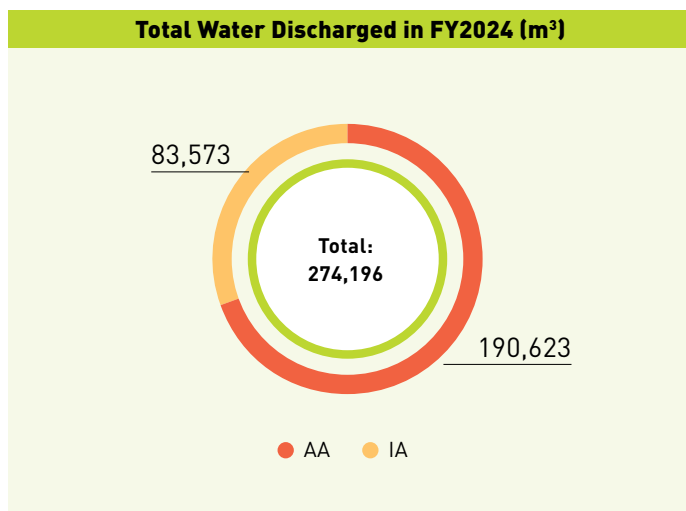
ALB Marine Plastic-Bottle Free Initiative

ALB Marine has installed permanent drinking water facilities on their vessels, eliminating the need for plastic bottles. This initiative reduces plastic waste onboard, promotes sustainability, and ensures crew members have ready access to clean water throughout their voyage.

SUSTAINABILITY STATEMENT

Water Pollution Management

ANB recognises the potential environmental impact of effluents from its manufacturing operations and has implemented robust water pollution management practices. The Group’s wastewater management system ensures environmental protection and regulatory compliance. Internal drainage from plants is routed to a Wastewater Treatment Plant (“WWTP”), preventing spillage, leaks, or contaminated washing water from entering external drains. The WWTP treats wastewater before discharge, adhering to standards set by the Environmental Quality (Amendment) Bill 2023. Certified Competent Persons oversee this process, monitoring and maintaining treatment operations to ensure consistent compliance.



Fermpro Upgraded Industrial Effluent Treatment System (“IETS”)

Fermpro has built an upgraded IETS to ensure that the final discharge channelled out of their facilities into the public drains complies with Standard B of the Environmental Quality Act 1974. The enhanced IETS has upgraded the type of chemical used and its dosing system to minimise resource consumption and save operational costs.

SUSTAINABILITY STATEMENT

RESOURCE CONSUMPTION

Our commitment to responsible sourcing and procurement practices ensures the safe development of products from inception. Kesuma continues its voluntary omission of hazardous materials such as asbestos, lead, tin, and toluene. All our products maintain compliance with the Restriction of Hazardous Substances in Electrical and Electronic Equipment ("RoHS"), Registration, Evaluation, Authorisation and Restriction of Chemicals ("REACH"), and their Substance of Concern ("SOC") list.

ACC's absorption tank utilises eco-friendly materials including activated carbon, sand, and gravel to absorb dimethylamine and other chemicals. This advanced filtration system effectively reduces the Chemical Oxygen Demand ("COD") content applied in the waste system.

MATERIALS	RESOURCE CONSUMPTION (Tonnes)		
	FY2022*	FY2023*	FY2024
Hydrochloric Acid ("HCl")	5,490	5,548	5,621
Caustic	13,757	14,600	14,800
Chloromethane ("MeCl")	3,692	4,218	4,559
Arsenic Trioxide ("As ₂ O ₃ ")	12,738	13,427	13,912
Dimethylacetamide ("DMA")	978	742	1,002
Dichlorophenyl ("DCPI")	2,214	1,792	1,990
Yellow Phosphorus	0	230	230
Polyphosphoric Acid ("PPA")	0	978	978
Phosphoric Acid	0	10,147	10,147
Metal and Plastic Drums	5	982	-
Unspecified	3,636	3,782	-
Nitrogen	60,787	60,462	60,462
Total	103,292	116,908	113,701

* Data in FY2022 and FY2023 only includes those of seven (7) Operating Companies.

BIODIVERSITY

The Group recognises the importance of biodiversity and the need to protect natural ecosystems from adverse harm. As a chemical manufacturer, many of our products and production processes involve ecologically toxic substances that can pose significant risks if accidentally released into the environment. As such, Operating Companies take extensive measures to ensure that all chemicals used in our facilities, especially hazardous chemicals, are safely contained.

Disposal is conducted according to stringent procedures based on regulatory standards to prevent accidental leakages. Additionally, our products, including herbicides and pesticides, are sold with detailed Safety Data Sheet that guide end consumers on their proper handling, storage, and disposal. The same precautions are communicated with our logistics partners to prevent environmental spillage during transport. Additionally, ANB does not operate near any protected habitats, further minimising potential impacts on sensitive ecosystems.

Beyond our chemical manufacturing segment, biodiversity conservation is also a priority for ALB Marine. A major concern here is the threat of invasive organisms spread by ship ballast water. Ballast water transfer is an important process for vessels to stabilise themselves and maintain balance at sea. However, it can accidentally introduce harmful organisms to new areas where there are no natural predators or limiting factors, leading to the newcomers outcompeting native species and disrupting local ecosystems.

SUSTAINABILITY STATEMENT

ALB Marine has mitigated this risk by installing a ballast water treatment system. This system screens and removes organisms, including microns, from ballast water, ensuring that all discharged ballast water is free from foreign organisms.



ALB Marine's ballast water treatment system



SOCIAL

HUMAN AND LABOUR RIGHTS

At ANB, we are deeply committed to upholding and promoting human and labour rights across all our operations. Our approach is guided by internationally recognised standards and our own ethical principles.

We adhere to all applicable employment and human rights regulations in the countries where we operate. Our human rights practices are summarised in our Code of Conduct and Ethics, which also extends to our suppliers, ensuring high standards throughout our supply chain. As part of our risk assessment procedure, we regularly review the labour standards of existing and potential businesses and supply chain partners.

Our Human Rights Standards, Policies, Principles, and Commitment Statement encompasses several key areas:

- 1

Health, Safety, and Well-being:
We prioritise workplace safety and provide healthcare programs for employees and their families.
- 2

Non-discrimination:
We promote inclusiveness and treat people fairly, without distinction based on race, gender, sexual orientation, religion, nationality, age, disability, or other defining factors.
- 3

No Harassment and Violence:
We do not tolerate any form of physical, verbal, sexual, or psychological harassment, bullying, abuse, or threats.
- 4

Child Protection:
We follow the ILO definition of minimum age for employment and adhere to the Children's Rights and Business Principles.
- 5

Freedom of Association:
We respect employees' right to be legally represented by a labour union without fear of retaliation.
- 6

Rights of Indigenous People:
All our operations, local and international, must not violate the human rights of indigenous people.
- 7

No Forced Labour:
We ensure all employees work freely, are familiar with their terms and conditions, and receive regular and timely salaries as agreed.
- 8

Fair Pay and Remuneration:
We commit to paying above the minimum living wage and uphold the principle of 'equal pay for equal work'.
- 9

Rest and Leisure:
We recognise the right to rest and leisure, complying with local laws on working hours, overtime, and adequate rest periods.

WE COMMIT TO THE ANTI-SEXUAL HARASSMENT POLICY, REINFORCING OUR COMMITMENT TO PROVIDING A WORKPLACE FREE FROM ANY FORM OF SEXUAL HARASSMENT. THIS POLICY ALIGNS WITH THE ANTI-SEXUAL HARASSMENT ACT 2022, PASSED BY THE DEWAN NEGARA ON 11 AUGUST 2022.

SUSTAINABILITY STATEMENT

To ensure transparency and accountability, we have established robust whistle-blowing and grievance procedures. These mechanisms allow employees and other stakeholders to report any violations of our human rights policies or labour standards without fear of retaliation. All reports are treated confidentially and investigated thoroughly.

As we move forward, we remain committed to continuously improving our human rights practices, regularly assessing our performance, and addressing any gaps or challenges that may arise.

EMPLOYEE MANAGEMENT

ANB holds a deep respect for the fundamental dignity and human rights of all individuals in our business operations. Our practices are carefully aligned with renowned international standards, including The International Bill of Human Rights, The Universal Declaration of Human Rights, The ILO Declaration on Fundamental Principles and Rights at Work, and The UN Guiding Principles on Business and Human Rights. As we move into FY2025, we are committed to continually reviewing and updating our policies and practices to ensure they remain at the forefront of human rights protection in the workplace.

HIRING & ATTRITION

Our approach to hiring and retention is guided by our comprehensive Diversity Policy. The Diversity Policy emphasises equal opportunity for all, regardless of age, ethnicity, or gender. We recognise that a diverse workforce offers greater depth and breadth of perspectives, knowledge, and experiences, which contributes to our competitive advantage.

Our Diversity Policy sets out a framework aimed at:

1. Building a workplace culture that provides an equal playing ground for all, prioritising individual merit.
2. Improving workforce quality by leveraging multiple viewpoints and skill sets.
3. Encouraging an inclusive culture and raising awareness of diversity rights and responsibilities.

In practice, this Diversity Policy influences our hiring processes in several ways:

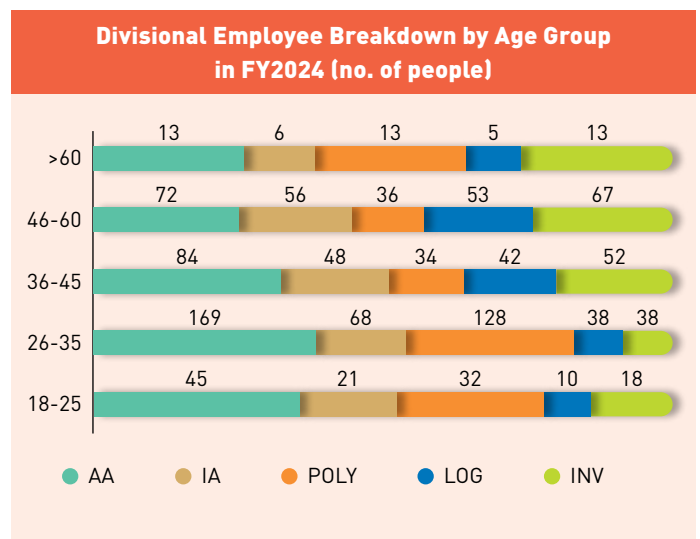
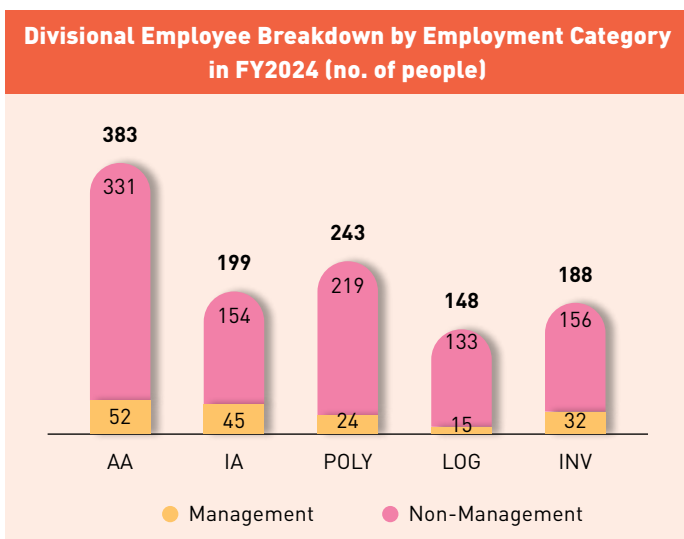
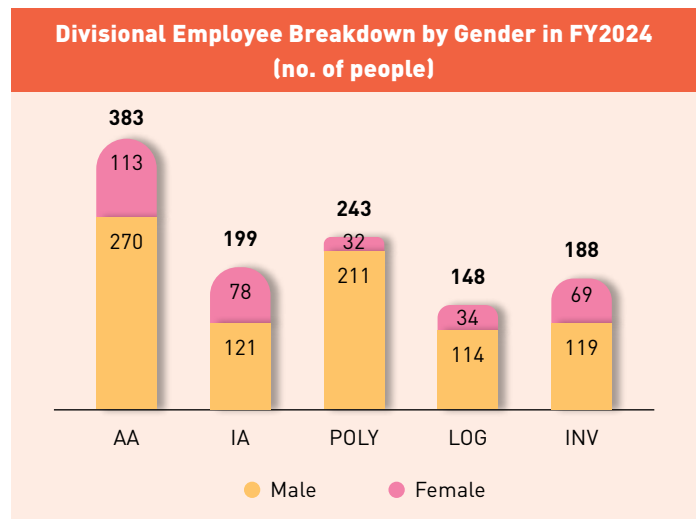
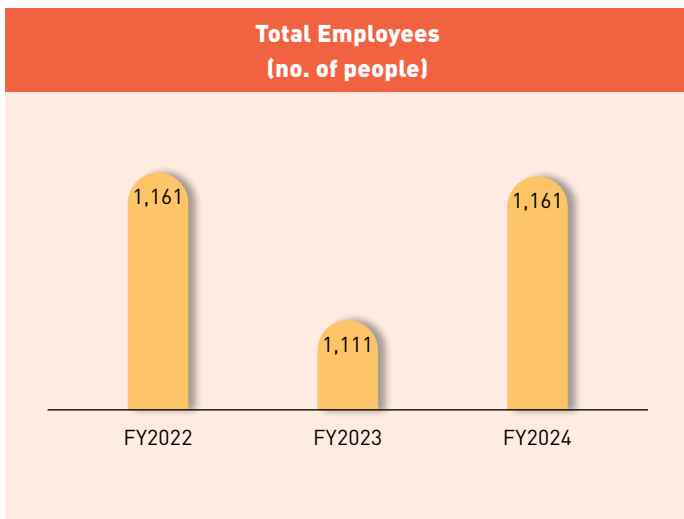
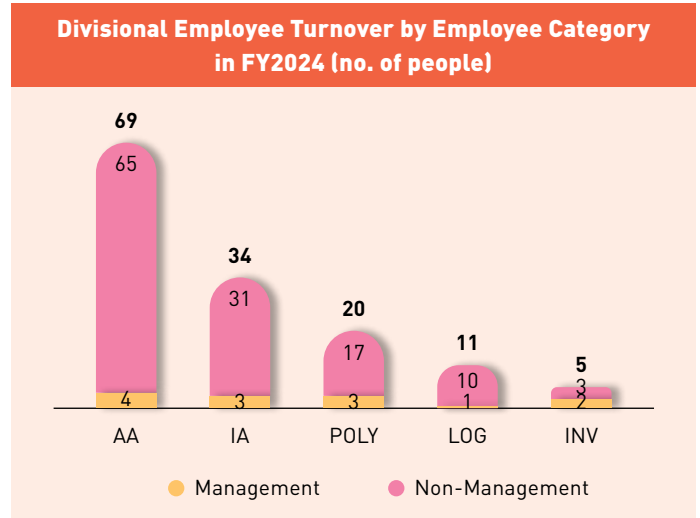
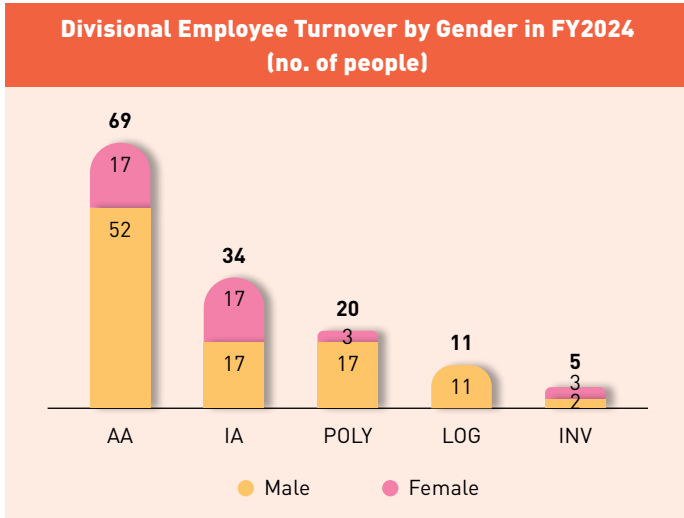
- When filling vacancies, including at Senior Management levels, we draw from various sources, including independent recruiters, public advertisements, professional bodies, and internal recommendations.
- We regularly review and update succession plans to ensure fair consideration of all candidates.
- We develop programs to broaden the pool of skilled candidates, including workplace development, mentoring, and targeted training initiatives.

While we strive for diversity, the foremost considerations in selecting candidates remain knowledge, character, experience, integrity, competence, and the ability to carry out responsibilities effectively.

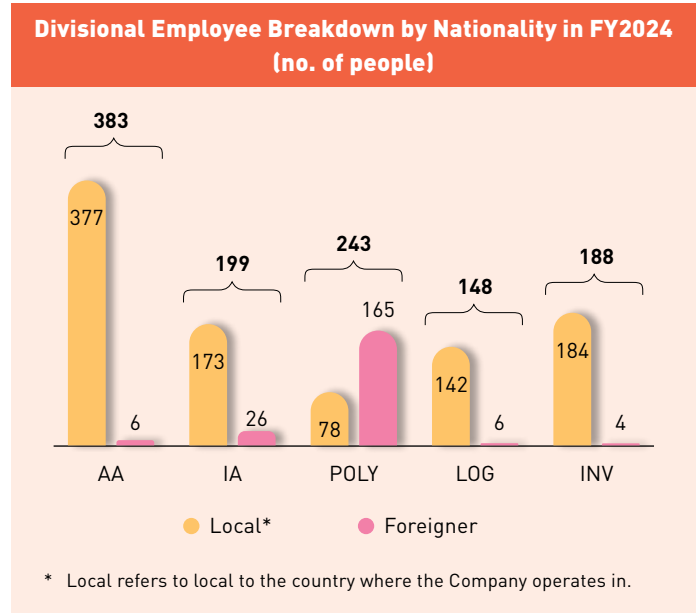
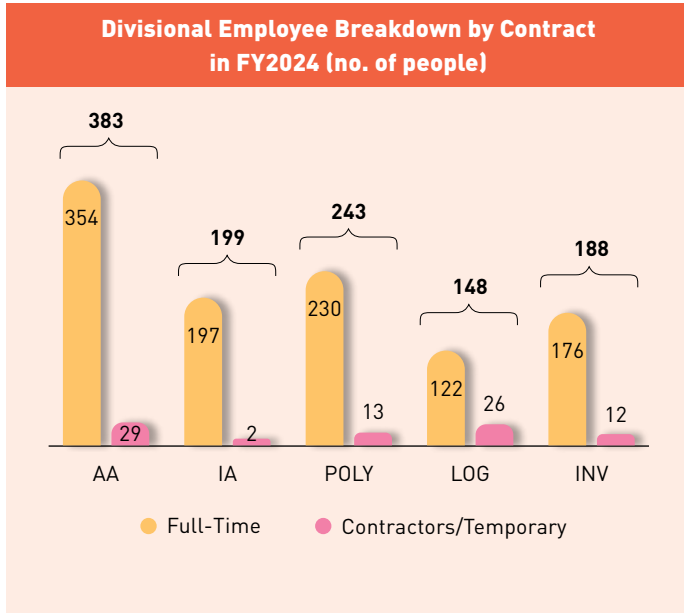
Employee Turnover	FY2022	FY2023	FY2024
Total Turnover	184	220	139
Turnover Rate	15.85%**	19.80%**	11.97%
Turnover by Gender:			
Male	110	140	99
Female	74	80	40
Turnover by Employee Category:			
Management	5	7	13
Non-Management	179	213	126

** Restated due to updated calculation methodology.

SUSTAINABILITY STATEMENT



SUSTAINABILITY STATEMENT



EMPLOYEE BENEFITS & ENGAGEMENT

ANB offers fair and competitive remuneration to all employees, enabling us to attract and retain essential talent that drives the Group’s productivity. Our remuneration package includes both financial and non-financial compensation, such as salaries and other benefits benchmarked against current market standards. In addition to their basic salaries, employees who perform well are also rewarded with performance bonuses and salary increments to incentivise them to achieve their full potential.

As part of ANB’s statutory requirements, the Group ensures that all employees receive the benefits mandated by the governments in the different countries we operate in. In Malaysia, Operating Companies have contributed over RM7 million to the Employee Provident Fund (“EPF”) and RM740,000 for the Social Security Organisation (“SOCSO”) and the Social Security Employment Insurance (“EIS”) in FY2024. Similarly, all Indonesian employees benefit from the *Badan Penyelenggara Jaminan Sosial* (“BJPS”) Kesehatan retirement fund and medical insurance, with the Group making monthly contributions of over IDR 65 million (approximately RM18,350) and over IDR 36 million (approximately RM10,160) respectively.

In Vietnam, PKGV adheres to regulations by making both compulsory and voluntary contributions toward employee benefits. For FY2024, a total of over 200 million VND (around RM35,670) was allocated for social insurance, health insurance, and unemployment insurance. This was in addition to a voluntary contribution of over 4.5 million VND (around RM800) for 24/24 accident insurance.

Other benefits provided by the Group include:

Leave	Medical	Monetary
<ul style="list-style-type: none"> Annual Leave Sick Leave Medical Leave Hospitalisation/Prolonged Illness Leave Marriage Leave Maternity/ Paternity Leave Compassionate Leave 	<ul style="list-style-type: none"> Group Personal Accident Group Term Life Insurance Group Hospitalisation & Surgical Children and Spouse Treatment Dental Benefits 	<ul style="list-style-type: none"> Overtime Payment Meal Allowance Performance Bonus Condolence Money Allowance and Reimbursement Claim

SUSTAINABILITY STATEMENT

ANB also acknowledges the crucial role of employee engagement in cultivating a positive workplace and achieving organisational success. Our engagement activities are designed to create a sense of community and belonging across the workforce. Employees who are unable to join physically, such as our marine crews, are always invited to participate virtually, maintaining their connection with the broader ANB family.

Throughout FY2024, our employees participated in various such activities that were essential for fostering a culture of sustainability and ensuring long-term organisational growth. These included social and networking events, virtual workshops and webinars, celebrations of annual festivals, interdepartmental events, sports tournaments, and birthday celebrations.

The list of engagement activities the Group and our Operating Companies conducted throughout FY2024 are:



CORPORATE SOCIAL EVENTS

Each year, ANB host a themed dinner to celebrate and recognise the exceptional efforts of their employees. These events are designed to foster appreciation, provide an opportunity for networking, and enjoy a night of entertainment and camaraderie.



CHINESE NEW YEAR CELEBRATION

The Group celebrated the festive season with vibrant greetings from a Chinese lion dance troupe, marking the start of the Year of the Dragon. This event warmly welcomed our colleagues back to the office while fostering a spirit of unity and renewal.



RAYA OPEN HOUSE

Our workforce celebrated Hari Raya with a delightful buffet. All employees dressed beautifully in their traditional garments to honour the festive occasion. This event fostered a shared sense of community and joy as everyone came together to share delicious food and festive cheer.



SUSTAINABILITY STATEMENT



PTNI FUN WALK

PTNI organised a fun walk for its employees and their families in conjunction with Indonesia's Independence Day. The event, with over 200 participants, promoted community health by encouraging physical activity. It highlights the Operating Company's commitment to ESG principles and the well-being of its workforce.



ACC ZUMBA

ACC employees enthusiastically joined the Senamrobik (Zumba) activity conducted at Dewan Futsal, Stadium Matsushita, Seksyen 21, Shah Alam. This event promoted social and health engagement through energetic exercise. It also highlighted the benefits of Zumba while enhancing physical fitness and fostering camaraderie in a fun, vibrant setting.



ACC BOWLING TOURNAMENT

ACC organised a friendly bowling match at Bowling di Alam Lanes in AEON Mall, Seksyen 13, Shah Alam. This event fostered teamwork and social connections among the workforce while strengthening friendships and promoting physical activity.



ANCOM TRUELIFE HEALTHY NATION

Ancom Truelife Sdn. Bhd., a subsidiary of the Company, unveiled its latest healthcare solutions to the entire Group on the 5th of March 2024. It was centred around the theme 'Differentiating Tomorrow's Healthcare'. The event integrated ESG principles by highlighting sustainable product features and promoting employee health and wellness.



AMS SPORTS CLUB COMMITTEE

AMS Sports Club Committee held its Annual General Meeting ("AGM") to appoint a new president and committee members, following the tradition of a two-year rotation. We extend our gratitude to Ms. Edlyn Cheah for her leadership and welcome Tengku Iskandar as the newly appointed Club President along with his new committee. We look forward to their focus on sports and fun team-building outings.

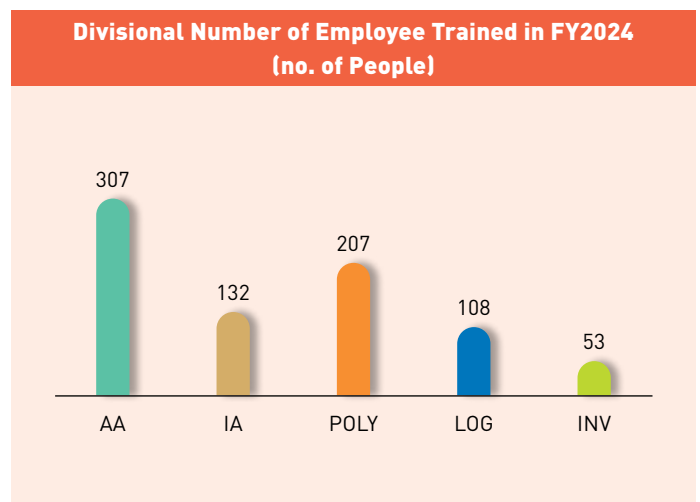
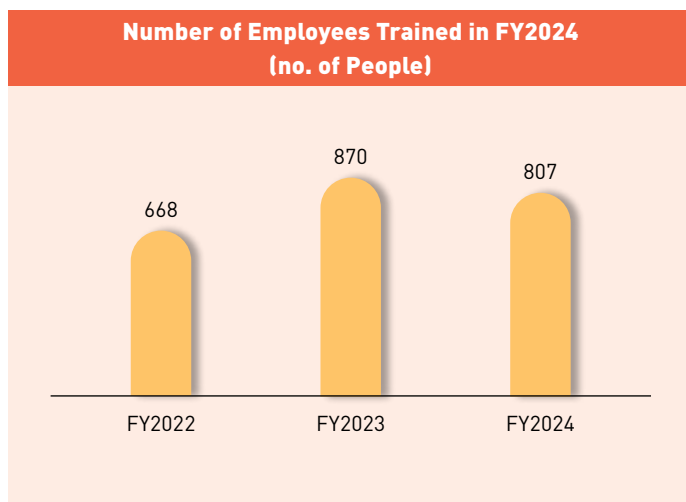
SUSTAINABILITY STATEMENT

TRAINING AND CAREER DEVELOPMENT

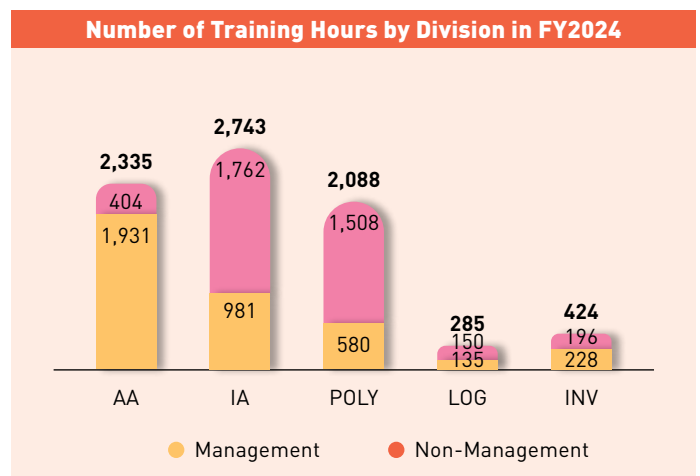
The professional growth and development of our employees are important to the Group’s success. We understand that their continuous learning is a vital investment in sustaining ANB’s competitive advantage. Empowering the workforce with the right skills and knowledge not only enhances their performance but also drives the overall productivity and success of our organisation.

As such, the Group are committed to fostering an environment where continuous training and development are prioritised. This support begins during day one itself, with a comprehensive onboarding programme that ensures all new employees have the tools and knowledge to succeed in their roles. Throughout their careers, employees have access to a wide range of professional, technical, and developmental training opportunities tailored to the specific needs and nature of work within the Group.

In FY2024, we continued expanding our training offerings, including programmes on emergency response and first aid, sales training, technical skill building, and more. These initiatives are designed to equip our employees with the necessary skills and expertise to perform at their best, ensuring both their personal growth and the sustained performance of the Group.



Total Training Hours	FY2022	FY2023	FY2024
Total Training Hours:	11,320	14,538	7,875
Management	4,260	5,949	3,855
Non-Management	7,060	8,589	4,020



SUSTAINABILITY STATEMENT

Some of the training programmes conducted in FY2024 include the following:

AA	IA	LOG	INV
<ul style="list-style-type: none"> • Authorised Entrant & Standby Person ("AESP") Training • Awareness of Ergonomics • First Aid Training • Chemical Handling • Working at Height • Scheduled Waste Management • Safe Handling of Forklift 	<ul style="list-style-type: none"> • Fire Prevention Awareness • Handling of Fire Extinguisher • First Aid Training • International Automotive Task Force ("IATF") 16949 Training • 5 Core Quality Tools Training • Caustic Leakage Emergency Drill • Halal Awareness • Conquering Diabetes, Hypertension, and Hyperlipidaemia • Workplace Accident & Injury Reduction • ISO 9001:2015 Internal Auditing • International Commercial Term ("INCOTERMS") 2020 New Update 	<ul style="list-style-type: none"> • International Ship & Port Facility ("ISPS") Internal Audit Training • Stakeholder Management • Media Handling Awareness • Top Executive Workplace Safety & Health ("WSH") Programme • Safety & Maintenance Training • Emergency Response Plan ("ERP") • Defensive Driving • Occupational Safety and Hazard Awareness at the Workplace • ESG Data Reporting 	<ul style="list-style-type: none"> • Fire Awareness Training • Environment, Safety, & Health ("ESH") Training • Power Skill • Digital Marketing • Roles & Responsibilities of Company Secretaries • Company Act 2016: Dealing with Common Issues • HR Math & Domestic Inquiry • IFRS Sustainability Disclosure Standards

Given the Group's increased focus on ESG, we have also conducted several talks and training sessions on the topic. These include:



Inhouse Online ESG Training with all Operating Companies

In FY2024, ANB successfully conducted our inaugural ESG training involving all the Operating Companies. The session was led by our ESG Senior Manager and aimed to spread awareness of the Group's ESG goals and the importance of sustainability within the business operations of the Operating Companies. It was a highly effective and well-received session, marking a significant milestone in our commitment to sustainability and governance.

SUSTAINABILITY STATEMENT



Talks on Engaging with Emerging Trends: ESG Insight for Business Improvement

This event was a half-day ESG talk held to discuss the latest developments and trends in the broader industry. Three (3) members of the Group's workforce participated in the event, engaging in discussions on a range of topics, including emerging trends, upcoming regulatory changes, and innovative strategies for integrating ESG principles into business operations.

OCCUPATIONAL SAFETY & HEALTH

OSH GOVERNANCE & MANAGEMENT

ANB's health and safety practices extend to all of its subsidiaries, including their contractors, visitors, or any other stakeholders on their premises. To maintain a safe workplace for everyone on site, the Group ensure that all operating practices comply with the relevant regulatory requirements. These include the Occupational Safety and Health Act ("OSHA") 1994, the Factories and Machinery Act ("FMA") 1967, the Environmental Quality Act ("EQA") 1974, and any other applicable laws and legislation that the Group adheres to.

In terms of governance, the Board and Senior Management of ANB take a proactive role in driving topdown oversight of all OSH initiatives. They are not only responsible for assessing and managing OSH-related risks but also for developing and implementing OSH initiatives and reviewing the effectiveness of these programmes. At the same time, they ensure that all Operating Companies remain compliant with the relevant laws and regulations of the various countries in which we operate.

To further drive OSH governance at the operational level and maintain consistent performance across the Group, Safety and Health Committees ("SHCs") have been established at each relevant Operating Company. These committees include representatives from both the management and employees and play a crucial role in promoting and maintaining a safe working environment. This structure ensures that diverse perspectives are considered in safety matters while aligning initiatives and performance targets with the Group's overarching vision. The SHC structure also facilitates effective ongoing communication between management and employees, both at the Operating Company and Group level, on critical OSH issues, ensuring that workplace health and safety remain top priorities.

Each SHC meets at least quarterly to discuss and address OSH concerns. During these meetings, matters raised by both the management and unions are reviewed, with a focus on enhancing the Group's overall OSH performance. The outcomes of these meetings are communicated to the workforce through updates, notices, or internal email blasts, especially if they concern changes to existing OSH procedures.

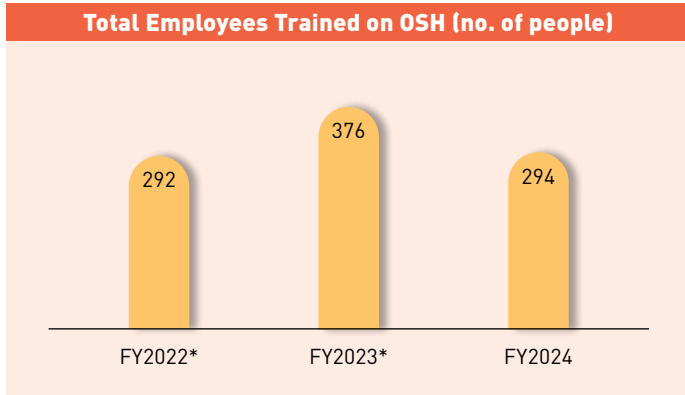
As an added level of scrutiny, relevant Operating Companies also undergo regular biannual safety and environmental audits. This ensures that all procedures effectively promote safe workplace practices and maintain high operating standards in compliance with environmental and safety regulations.

OSH TRAINING

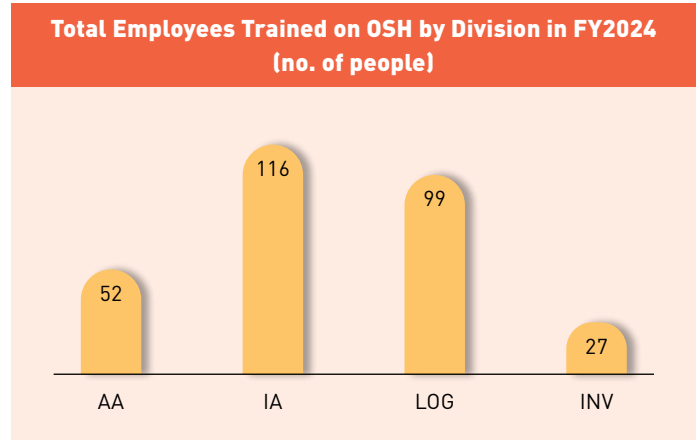
In addition to regular training programmes for career development, each Operating Company also conducts various training sessions focused on workplace safety procedures and emergency preparedness. These sessions are designed to equip the workforce with the knowledge and skills to proactively identify and minimise potential OSH risks and to swiftly respond to any incidents, minimising harm.

OSH training sessions are either conducted directly by each Operating Company's management or facilitated through the SHC. All employees are encouraged to participate in these programmes to ensure a well-informed and prepared workforce.

SUSTAINABILITY STATEMENT



* Data for FY2022 and FY2023 only includes seven (7) Operating Companies.



OSH PERFORMANCE

The Group’s OSH performance in FY2024 is as below:

OSH PERFORMANCE	FY2022*	FY2023*	FY2024
Lost-Time Injury (“LTI”) (including fatalities)	0	0	5
Lost-Time Injury Rate (“LTIR”)**	1.99	1.38	0.02

* Data for FY2022 and FY2023 only include seven (7) Operating Companies.

** LTIR is calculated using (Number of LTI in the reporting period/ Total number of working hours in the reporting period) X 200,000.

COMMUNITY DEVELOPMENT

The Group views our Corporate Social Responsibility (“CSR”) initiatives as the main approach towards contributing to the welfare and development of the communities around us. By reinvesting in these communities, we aim to enhance their overall well-being while supporting their aspirations and growth.

One of ANB’s main approaches to empowering communities is through supporting their education needs. We recognise the transformative impact educational opportunities can have, particularly for those who may not have the means to afford them. As such, one of the key CSR initiatives the Group has undertaken is our scholarship programmes, with a notable example being ACC’s Penang Scholarship. This programme is designed to provide financial assistance to students pursuing higher education, helping them to alleviate some of the financial burdens they may face. In FY2024, a total of fourteen (14) students were awarded scholarships worth a total of RM140,000.

In addition to scholarships, ANB also provides financial support to various agencies and organisations, including welfare programmes conducted in partnership with charitable organisations. We have made significant contributions in this regard, especially in supporting sports programmes. In fact, the Group has supported national sports ambitions by sponsoring our national badminton player, Cheam June Wei.

SUSTAINABILITY STATEMENT

Overall, the Group has allocated RM549,476 to sponsor CSR and community development initiatives in FY2024. Highlighted programmes and our beneficiaries can be referred to below:

DATE	BENEFICIARY & PROGRAMME
COMMUNITY DEVELOPMENT/ WELFARE PROGRAMMES	
25 July 2023	<ul style="list-style-type: none"> • UITM – <i>Kempen Kesedaran Autisme 2023</i>
30 August 2023	<ul style="list-style-type: none"> • Wesley Methodist School KL – Charity Night 2023
15 November 2023	<ul style="list-style-type: none"> • Yayasan Chow Kit – Donation • Pusat Kreatif Kanak-Kanak Tuanku Bainun – Artspire Programme
21 November 2023	<ul style="list-style-type: none"> • Pusat Kreatif Kanak-Kanak Tuanku Bainun – 3-year media support sponsorship
8 December 2023 – 15 April 2024	<ul style="list-style-type: none"> • ACC Penang Scholarship – sponsorship of 14 tertiary education students
8 January 2024	<ul style="list-style-type: none"> • University Malaya Lion Dance Troupe – Troupe uniform sponsorship
30 May 2024	<ul style="list-style-type: none"> • Rumah St Vincent de Paul Lourdes Conference Klang – Fundraising event and donation
SPORTS & WELLNESS	
30 June 2023 – 19 December 2023	<ul style="list-style-type: none"> • Majlis Sukan Negara – Sponsorship of national badminton player, Cheam June Wei
25 October 2023	<ul style="list-style-type: none"> • MMOA Sponsorship for <i>Piala WIDAD Cup 2023</i>
3 November 2023	<ul style="list-style-type: none"> • Chemical Industries Council of Malaysia (“CICM”) – CICM Responsible Care Run 2023
6 November 2023	<ul style="list-style-type: none"> • Bendahari Negeri Selangor – Green Selangor Crown Golf Prince Charity Cup 2023
30 November 2023	<ul style="list-style-type: none"> • The Federation of Chinese Associations Malaysia (Huazong) – Huazong Education Fund Charity Golf
19 January 2024	<ul style="list-style-type: none"> • Badminton Players – Sponsorship of eight badminton players
21 March – 5 July 2024	<ul style="list-style-type: none"> • Rumah St Vincent de Paul Lourdes Conference Klang – Fundraising event and donation
OTHER AGENCY INITIATIVES	
21 July 2023	<ul style="list-style-type: none"> • CICM – CICM dinner
11 August 2023	<ul style="list-style-type: none"> • Persatuan Kayan Sarawak – <i>Persembahan Tarian dan Musik Borneo</i>
30 August 2023	<ul style="list-style-type: none"> • Malaysian Consortium of Mid-Tier Companies – Event sponsorship
15 September 2023	<ul style="list-style-type: none"> • DKPC Global Sdn. Bhd. – Multinational Corp. Leadership Summit (Obor Gala Dinner)
14 March 2024	<ul style="list-style-type: none"> • Persatuan Kebangsaan Pekebun-Pekebun Kecil Malaysia – Agriculture Expo 2024

SUSTAINABILITY STATEMENT

SUSTAINABILITY PERFORMANCE INDICATORS

Indicator	Unit	FY2022	FY2023	FY2024
ECONOMIC				
Procurement				
Proportion of local suppliers	%	80.57	79.87	77.22
Suppliers assessed for environmental impacts	%	1.74	1.12	9.47
Suppliers assessed for social impacts	%	1.74	1.12	1.89
Corruption				
Employees disciplined or dismissed due to non-compliance with Anti-Bribery & Anti-Corruption Policy	No.	0	0	0
Costs of fines, penalties, or settlements in relation to corruption	RM	0	0	0
Political contributions	RM	0	0	0
ENVIRONMENT				
Waste and Effluents				
Total scheduled waste	Tonnes	708.15	2,369.12	398.39
Total effluent discharge	m ³	61,605	85,707	274,196
Materials				
Total raw materials	Tonnes	100,159	113,474	113,692
Conformance and Certification				
Total costs of environmental fines and penalties	RM	16,000	12,000	200,000
SOCIAL				
Diversity				
Total headcount	No.	1,161	1,111	1,161
<u>Employees by Contract</u>				
Full-time employees	No.	969	949	1,079
Contractors/Temporary Employees	No.	192	162	82
<u>Employees by Nationality</u>				
Local (relative to the location where the Operating Company operates)	No.	962	914	956
Foreigner	No.	199	197	205
Employee Turnover				
Total turnover	No.	184	220	139
<u>Turnover by Gender</u>				
Male	No.	110	140	99
Female	No.	74	80	40
<u>Turnover by Employee Category</u>				
Management	No.	5	7	13
Non-Management	No.	179	213	126

SUSTAINABILITY
STATEMENT

BURSA SUSTAINABILITY DISCLOSURE INDEX

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Board Directors	Percentage	62.50 *
Management	Percentage	38.69 *
Non-Management	Percentage	24.17 *
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	22.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	549,476.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	44 *
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Board Directors 18 - 25	Percentage	0.00
Board Directors Between 26 - 35	Percentage	0.00
Board Directors 36 - 45	Percentage	0.00
Board Directors 46-60	Percentage	12.50 *
Board Directors > 60	Percentage	87.50 *
Management 18 - 25	Percentage	1.19
Management Between 26 - 35	Percentage	10.12
Management 36 - 45	Percentage	23.81
Management 46-60	Percentage	47.62 *
Management > 60	Percentage	17.26
Non-Management 18 - 25	Percentage	12.49
Non-Management Between 26 - 35	Percentage	42.70
Non-Management 36 - 45	Percentage	22.16 *
Non-Management 46-60	Percentage	20.54 *
Non-Management > 60	Percentage	2.11
Gender Group by Employee Category		
Board Directors Male	Percentage	85.71 *
Board Directors Female	Percentage	14.29 *
Management Male	Percentage	61.31
Management Female	Percentage	38.69
Non-Management Male	Percentage	73.92
Non-Management Female	Percentage	26.08
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	87.50 *
Female	Percentage	12.50 *
Between 46-60	Percentage	12.50 *
> 60	Percentage	87.50 *

SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	2024
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	15,693.00
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	5
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.02
Bursa C5(c) Number of employees trained on health and safety standards	Number	294
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	3,855 *
Non-Management	Hours	4,020 *
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	7.06
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	13 *
Non - Management	Number	126 *
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	58.07 *
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	463.160000
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	113,701.00 *
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	53,085.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	280,000.00
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	28,706.30 *
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	9,105.20
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	21,328.45 *

Note: * Bursa C10(a)(i) Total waste diverted from disposal: 53,085 pieces





SUSTAINABILITY STATEMENT

GLOBAL REPORTING INITIATIVES (GRI) INDEX



STATEMENT OF USE : Ancom Nylex Berhad has reported the information cited in this GRI content index for the period 1st June 2023 to 31st May 2024 with reference to the GRI Standards.

GRI 1 USED : GRI 1: Foundation 2021















SASB STANDARDS USED : Chemicals

	Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)	
Organisational Overview	GRI 2: General Disclosures 2021					
		2-1 Organisational details			34	
		2-2 Entities included in the organisation's sustainability reporting				
		2-3 Reporting period, frequency, and contact point			35	
		2-4 Restatements of information			68	
		2-5 External Assurance			NA	
		2-6 Activities, value chain, and other business relationships			34	
		2-7 Employees		 	69-70	
		2-8 Workers who are not employees				
Sustainability Governance		2-9 Governance structure and composition		 	48-49	
		2-10 Nomination and selection of the highest governance body			Refer to Annual Report FY2024	
		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				48-49
		2-14 Role of the highest governance body in sustainability reporting				
		2-15 Conflicts of interest				Refer to Annual Report FY2024










SUSTAINABILITY STATEMENT

	Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
GRI 2: General Disclosures 2021					
Sustainability Governance		2-16 Communication of critical concerns		 	48-49
		2-17 Collective knowledge of the highest governance body			Refer to Annual Report FY2024
		2-18 Evaluation of the performance of the highest governance body			
		2-19 Remuneration policies			
		2-20 Process to determine remuneration			
		2-21 Annual total compensation ratio			
		2-22 Statement on sustainable development strategy			
		2-23 Policy commitments			49-52
		2-24 Embedding policy commitments			
		2-25 Processes to remediate negative impacts			
		2-26 Mechanisms for seeking advice and raising concerns			52
		2-27 Compliance with laws and regulations			49-53
Stakeholder		2-28 Membership associations		38	
		2-29 Approach to stakeholder engagement		44-47	
		2-30 Collective bargaining agreements		52; 67	
GRI 3: Material Topics 2021					
Materiality		3-1 Process to determine material topics			40
		3-2 List of material topics			41; 43
		3-3 Management of material topics			42-43






SUSTAINABILITY STATEMENT

	Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Economic	GRI 201: Economic Performance 2016				
		201-1 Direct economic value generated and distributed		 	53-54
		201-3 Defined benefit plan obligations and other retirement plans		 	70
	GRI 203: Indirect Economic Impacts 2016				
		203-1 Infrastructure investments and services supported		 	76-77
		203-2 Significant indirect economic impacts			54
	GRI 204: Procurement Practices 2016				
	GRI 205: Anti-Corruption 2016		 	51-52	
Governance	GRI 205: Anti-Corruption 2016				
		205-1 Operations assessed for risks related to corruption			50
		205-2 Communication and training about anti-corruption policies and procedures		 	
	205-3 Confirmed incidents of corruption and actions taken				
Environmental	GRI 301: Materials 2016				
		301-1 Materials used by weight or volume			66
	GRI 302: Energy 2016				
		302-1 Energy consumption within the organisation	RT-CH-130a.1	 	57-58
	302-3 Energy intensity			54	
	302-4 Reduction of energy consumption			57-58	







SUSTAINABILITY STATEMENT

Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Environmental	GRI 303: Water and Effluents 2018			
	303-1 Interactions with water as a shared resource			61
	303-2 Management of water discharge-related impacts	RT-CH-140a.3		65
	303-3 Water withdrawal	RT-CH-140a.1	 	61-62
	303-4 Water discharge			65
	303-5 Water consumption	RT-CH-140a.1		61-62
	GRI 101: Biodiversity 2024			
	101-2 Management of biodiversity impacts		 	66-67
	101-4 Identification of biodiversity impacts			
	GRI 305: Emissions 2016			
	305-1 Direct (Scope 1) GHG emissions	RT-CH-110a.1		60
	305-2 Energy indirect (Scope 2) GHG emissions		 	
	305-3 Other indirect (Scope 3) GHG emissions			61
	305-4 GHG emissions intensity			55
	305-5 Reduction of GHG emissions			58-60
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	RT-CH-120a.1		63
	GRI 306: Waste 2020			
	306-1 Waste generation and significant waste-related impacts			64-65
	306-2 Management of significant waste-related impacts		 	
	306-3 Waste generated	RT-CH-150a.1		
	306-4 Waste diverted from disposal			
	306-5 Waste directed to disposal			

SUSTAINABILITY STATEMENT

Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)	
Social	GRI 401: Employment 2016				
	401-1 New employee hires and employee turnover		 	68	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			70	
	401-3 Parental leave				
	GRI 403: Occupational Health and Safety 2018				
	403-1 Occupational health and safety management system	RT-CH-320a.2	  	75	
	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			75-76	
	403-6 Promotion of worker health				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			75	
	403-8 Workers covered by an occupational health and safety management system				
	403-9 Work-related injuries	RT-CH-320a.1			76
	403-10 Work-related ill health				

SUSTAINABILITY STATEMENT

Pillar	GRI Disclosure	SASB Alignment	UNSDG Alignment	Page Reference & Reasons for Omission (if applicable)
Social	GRI 404: Training and Education 2016			
	404-1		 	73
	404-2			74
	GRI 405: Diversity and Equal Opportunity 2016			
	405-1		  	49; 69-70
	GRI 406: Non-discrimination 2016			
	406-1		  	51
	GRI 413: Local Communities 2016			
	413-1	RT-CH-210a.1	 	76-77
	413-2			
	GRI 417: Marketing and Labelling 2016			
	417-1			56
GRI 418: Customer Privacy 2016				
418-1			52	

SUSTAINABILITY STATEMENT

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Recommended Disclosures	Location/ Explanation
Governance Disclose the company's governance around climate-related risks and opportunities	
a) Describe the Board's oversight of climate-related risks and opportunities.	
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Refer to pages 48-49
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material	
a) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Refer to page 58
Risk Management Disclose how the organisation identifies, assesses, and manages climate-related risks	
a) Describe the organisation's processes for identifying and assessing climate-related risks.	Refer to page 58
b) Describe the organisation's processes for managing climate-related risks.	
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Refer to pages 59-61
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Refer to pages 55 and 59