SUSTAINABILITY REPORT

MESSAGE FROM GROUP MANAGING DIRECTOR

Dear Stakeholders,

I am pleased to present the 8th edition of our Sustainability Report, marking another significant milestone in our ongoing commitment to a sustainable future. To date, we have reduced our combined Scope 1 and Scope 2 GHG emissions intensity by 58%, putting us on track to achieve our ambitious target of a 70% reduction by 2030.

Building on feedback from our February 2024 stakeholder engagement survey, we have updated our material topics and refined our strategies. We have also set new targets, including reducing water withdrawal and achieving zero landfill waste by 2030, to further strengthen our focus on addressing climate change.

To reduce our Scope 2 emissions, we have committed to installing rooftop solar systems at two Klang Valley- based plants, with a combined capacity of 3,437 kWp, scheduled to be operational between Q2 and Q3 of 2025. The systems are expected to avoid 2,660 metric tons of CO_2 annually and will contribute to our broader efforts to reduce our carbon footprint. Additionally, our Malaysia-based plants of Kian Joo Group have committed to sourcing an average of 65% of their projected energy requirements in 2025 from Tenaga Nasional Berhad's green electricity.

To deepen our sustainability efforts, we will start to quantify our product carbon footprint in accordance with the ISO 14067: 2018 standard in 2025. This will help us better understand the environmental impact of our products and identify areas for improvement, starting with the aluminium can segment and later extending to other product lines.

In fostering a socially responsible supply chain, 58% of our suppliers by spend have undergone screening as of the end of 2024. The screening process focuses on environmental impact, labour practices and ethical sourcing, ensuring that our supply chain upholds the same high standards of sustainability and social responsibility. We are on track to meet our target of screening 80% by the end of 2025.

To enhance our reporting and disclosures, we have also further aligned with international standards by adopting climate-related disclosures based on IFRS S2 and TCFD framework. This alignment ensures that our progress is transparent and consistent with global best practices.

Our commitment to sustainability has been recognised in the December 2024 Bursa FTSE4Good ESG Rating, where we received a 3-star rating with a score of 3.0. This achievement acknowledges our progress and motivates us to continue pushing forward in our efforts to create a positive impact on the environment and society.

As we continue this journey, we would like to express our gratitude to our employees, suppliers, and partners. Their dedication and hard work are instrumental in helping us achieve our sustainability goals. Their ongoing engagement and support ensure that we can make meaningful strides toward a more sustainable world. Thank you for your continued trust and support.

Marc Francis Yeoh Min Chang
Group Managing Director

SUSTAINABILITY REPORT

ABOUT THIS REPORT

This report outlines Can-One Berhad ("Can-One" or "the Company") and its subsidiaries' ("the Group" or "Can- One Group") sustainability commitments, initiatives, actions, and performance for the financial year ended 31 December 2024 ("FYE 2024").

It has been prepared with reference to the International Financial Reporting Standards ("IFRS") S1 and S2 standards, the Global Reporting Initiative ("GRI") Universal Standards 2021 and in accordance with Bursa Malaysia Securities Berhad ("Bursa Securities") Main Market Listing Requirements.

For a more comprehensive view of Can-One Group's financial and non-financial performance, this report should be read alongside the Company's Annual Report 2024 ("AR 2024").

REPORTING SCOPE AND BOUNDARY

We report our sustainability initiatives and performance annually. The last Sustainability Report was published in April 2024. Our report covers the Group's subsidiaries with significant operations in Malaysia, Vietnam, and Myanmar, namely:

General cans segment	Aluminium cans segment
• Aik Joo Can Factory Sdn. Berhad	• KJM Aluminium Can Sdn. Bhd.
• AJCan Sdn. Bhd.	• Kianjoo Can (Myanmar) Company Limited
• Canzo Sdn. Bhd.	**Carton segment**
• Kian Joo Can Factory Berhad	• Box-Pak (Malaysia) Bhd.
• KJ Can (Selangor) Sdn. Bhd.	• Box-Pak (Vietnam) Co., Ltd.
• KJ Can (Johore) Sdn. Bhd.	• BP MPak Sdn. Bhd.
• Kian Joo Can (Vietnam) Co., Ltd.	• Box-Pak (Hanoi) Co., Ltd.
• Federal Metal Printing Factory Sdn. Berhad	• Boxpak (Myanmar) Company Limited
Contract manufacturing division	
• Kian Joo Canpack Sdn. Bhd.	

Can-One (USA), Inc. is not included, as it has yet to become a significant operation in FYE 2024. We will re-assess the materiality of its operation in our next report.

REPORTING PRINCIPLES

The following principles which are in line with IFRS S1 Fair Presentation Foundation and the GRI 1 Foundation 2021 have been adopted:

Accuracy: Ensuring the information is correct and detailed for assessing the organisation's impacts.

Balance: Presenting information fairly, reflecting both positive and negative impacts.

Clarity: Making information clear and accessible to all stakeholders.

Comparability: Reporting consistently to allow analysis of changes over time and across companies.

SUSTAINABILITY REPORT

REPORTING PRINCIPLES (continued)

Completeness: Providing enough information for a full impact assessment during the period.

Timeliness: Ensuring regular and timely reporting for informed decision-making.

Verifiability: Ensuring the information can be examined for quality and reliability.

RESTATEMENTS

We have restated some comparative data to improve clarity and reflect the availability of updated emission factors. Restated data, along with its impact are indicated in pages 51 and 52 of this report.

STATEMENT OF ASSURANCE

In strengthening the credibility of our reporting, selected parts of this Sustainability Report have been subjected to an internal review by the Company's internal auditors and independent assurance in accordance with recognised assurance standards for selected indicators and has been approved by the Board of Directors ("Board").

The Subject Matters(s) covered, Scope, and Conclusion (where applicable) are provided below:

Type of Assurance	Material Matters	Subject Matter	Scope	Conclusion
Internal Review	Anti-Corruption	Percentage of operations assessed for corruption-related risk	Operations assessed: Vietnam	Not applicable
Independent Assurance	Climate Change	**Scope 1** greenhouse gas ("GHG") emissions in tonnes of carbon dioxide equivalent ("tCO₂e")	Operations assessed: 1. Malaysia	Based on the data and information provided by Can-One, Intertek concludes with
		Scope 2 GHG emissions in tonnes of ("tCO₂e")	2. Vietnam 3. Myanmar	limited assurance that there is no evidence that the GHG Statement, Water and Waste data are not materially correct, are not a fair representation of the Scope 1 and 2 GHG emissions, Water and Waste data and information, as well as are not prepared in accordance with the WRI *GHG Protocol – A Corporate Accounting and Reporting Standard and GRI Standards.*
		Total volume of water consumed and discharged in Megalitres		
	Responsible Waste Management	Total waste diverted from disposal (tonnes) Total waste directed to disposal (tonnes)		

* Note: In preparing the Subject Matter mentioned above, Can-One Berhad applied the following criteria: (1) GRI Standards and (2) Can-One Berhad's relevant policies and procedures.

The Company appointed Intertek Deutschland GmbH to perform verification work in accordance with the requirements of limited assurance. For the limited assurance report, please refer to page 81.

FEEDBACK

We invite and encourage our stakeholders to share their feedback on this report by reaching out to us at sustainability@canone.com.my.

SUSTAINABILITY REPORT

FY 2024 HIGHLIGHTS

E

58% *	Reduction in Scope 1 & 2 GHG emissions intensity #
3,373 kWp	Total solar capacity installed to-date
506 MT	CO_2e / year avoided from solar usage
72,346 MWh	Green Electricity @
12% #	Reduction in water withdrawal intensity
97%	Waste diverted from disposal

S

ZERO	Employee and contractor fatality
48%	Management staff are women
1.96	Lost Time Incident rate
RM2.1 mil	In community contributions
82%	Workforce from local communities
38 Hours (Management) / 20 Hours (Non-management)	Training invested per employee

G

ZERO	Complaints on customers' data breaches
58%	Suppliers screened on social compliance^
ZERO	Human rights violation
50%	Procurement spent on local suppliers
3.0 ★★★	FTSE Russell ESG Score +

Note

* Market-based.

@ Green Electricity Tariff is a program under Tenaga Nasional Berhad where electricity is generated by solar power plants under the Large-Scale Solar, hydropower stations or other renewable energy plant and supplied through the national power grid.

Base year FYE 2020.

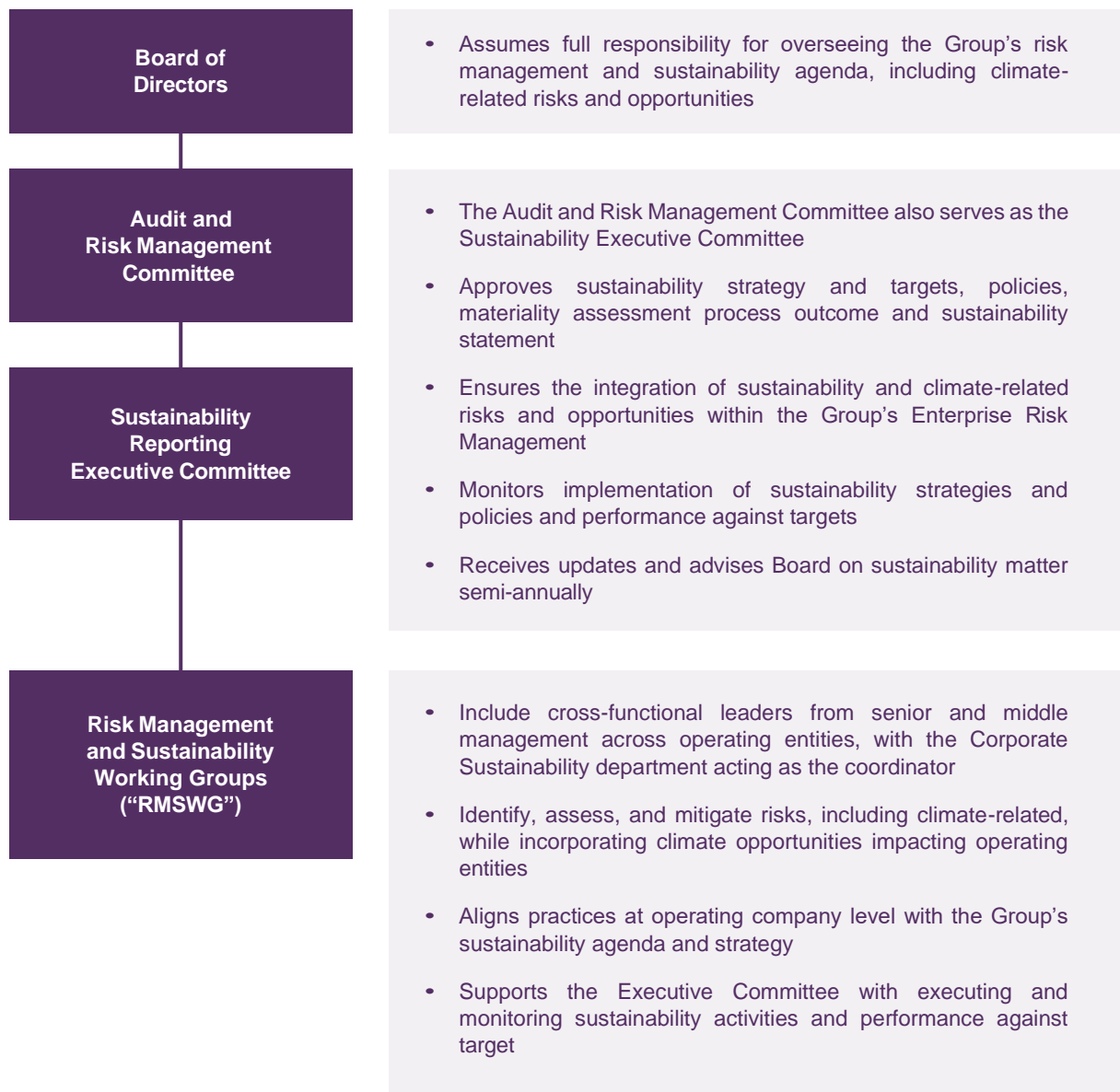^ Utilising 3rd party (Sedex) risk assessment tool.

+ Based on our FYE 2023 report published by FTSE Russell in December 2024.

SUSTAINABILITY REPORT

OUR APPROACH TO SUSTAINABILITY

The Group's sustainability governance is integrated into its corporate framework. The Board, supported by its committees, is responsible for the Group's strategic direction on sustainability, with specific functions outlined in their terms of reference.

GOVERNANCE STRUCTURE

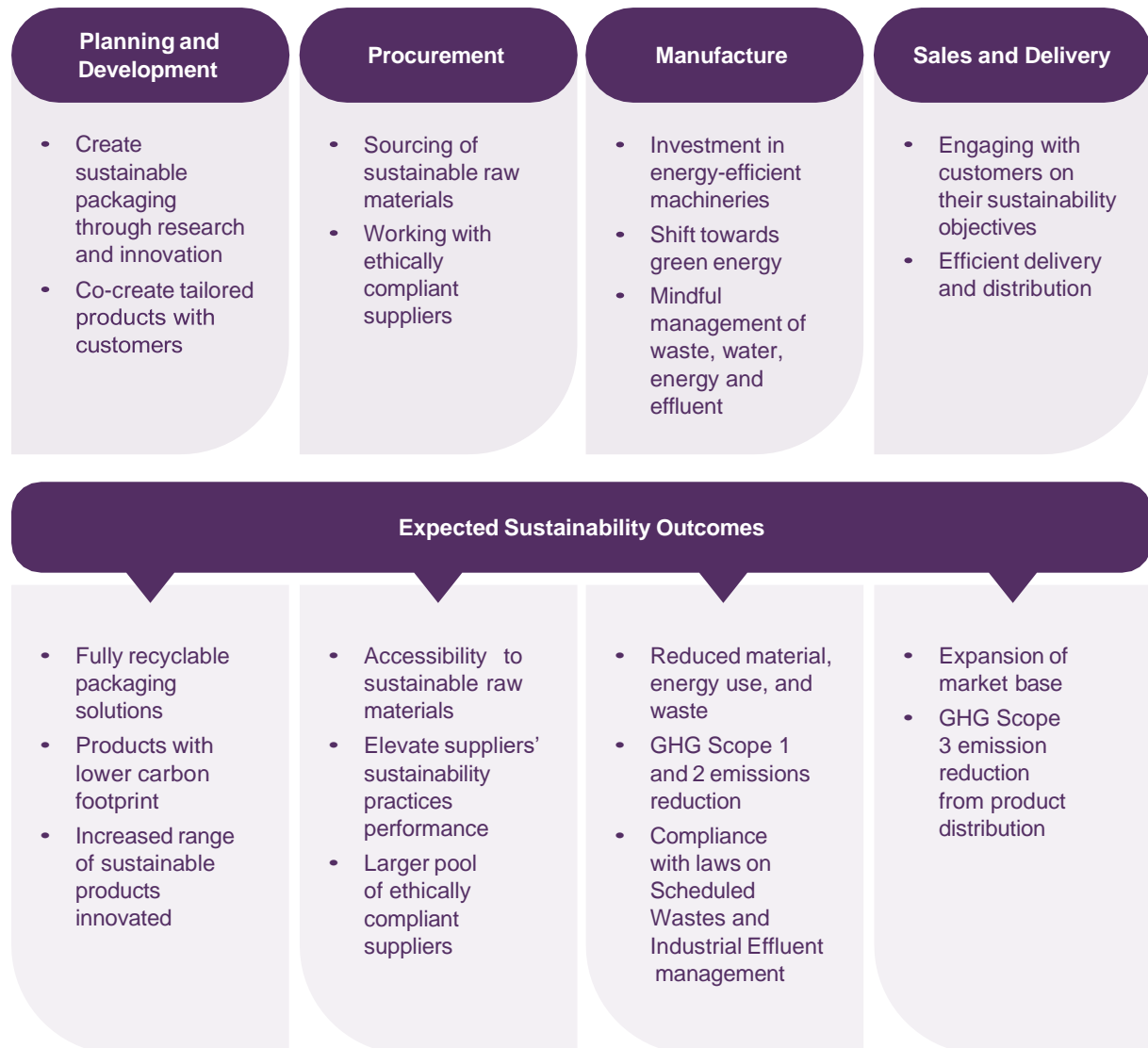|	
Board of Directors	• Assumes full responsibility for overseeing the Group's risk management and sustainability agenda, including climate-related risks and opportunities
Audit and Risk Management Committee **Sustainability Reporting Executive Committee**	• The Audit and Risk Management Committee also serves as the Sustainability Executive Committee • Approves sustainability strategy and targets, policies, materiality assessment process outcome and sustainability statement • Ensures the integration of sustainability and climate-related risks and opportunities within the Group's Enterprise Risk Management • Monitors implementation of sustainability strategies and policies and performance against targets • Receives updates and advises Board on sustainability matter semi-annually
Risk Management and Sustainability Working Groups ("RMSWG")	• Include cross-functional leaders from senior and middle management across operating entities, with the Corporate Sustainability department acting as the coordinator • Identify, assess, and mitigate risks, including climate-related, while incorporating climate opportunities impacting operating entities • Aligns practices at operating company level with the Group's sustainability agenda and strategy • Supports the Executive Committee with executing and monitoring sustainability activities and performance against target

Note: The Terms of Reference for the Board, Committee, and Working Groups were updated during FYE 2024 to include climate-related risks and opportunities considerations.

SUSTAINABILITY REPORT

SUSTAINABILITY IN OUR BUSINESS PROCESSES

Sustainability is incorporated in every aspect of our business, aiming to reduce our carbon footprint, enhance resource conservation, and create a positive environmental impact, while delivering long-term value for our stakeholders and communities.

Planning and Development	Procurement	Manufacture	Sales and Delivery
• Create sustainable packaging through research and innovation • Co-create tailored products with customers	• Sourcing of sustainable raw materials • Working with ethically compliant suppliers	• Investment in energy-efficient machineries • Shift towards green energy • Mindful management of waste, water, energy and effluent	• Engaging with customers on their sustainability objectives • Efficient delivery and distribution

Expected Sustainability Outcomes

• Fully recyclable packaging solutions • Products with lower carbon footprint • Increased range of sustainable products innovated	• Accessibility to sustainable raw materials • Elevate suppliers' sustainability practices performance • Larger pool of ethically compliant suppliers	• Reduced material, energy use, and waste • GHG Scope 1 and 2 emissions reduction • Compliance with laws on Scheduled Wastes and Industrial Effluent management	• Expansion of market base • GHG Scope 3 emission reduction from product distribution

SUSTAINABILITY REPORT

STAKEHOLDERS ENGAGEMENT

Our stakeholder groups include those who impact or are affected by our activities. We engage with them regularly to understand their expectations, identify material issues, and respond to emerging risks and opportunities. Our stakeholder engagement method, frequency, and their expectations are as follows:

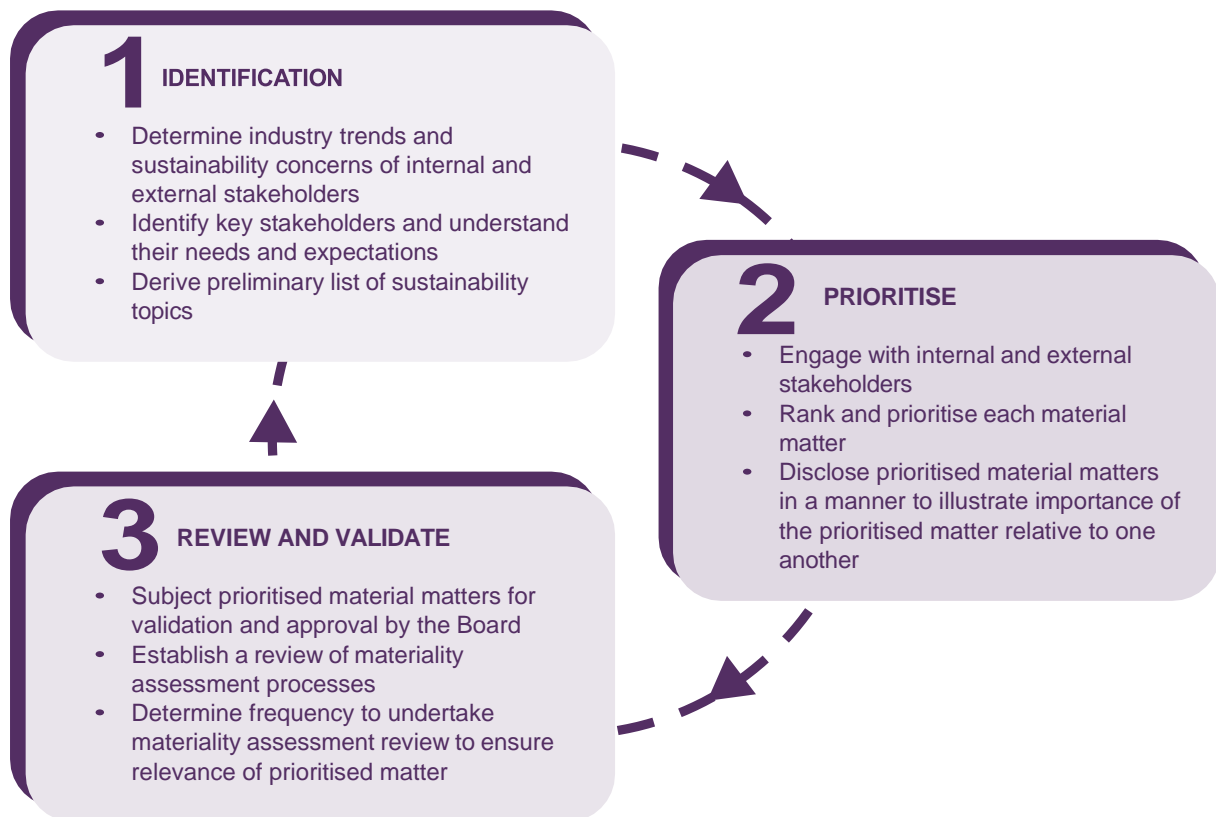| Stakeholder	Method Of Engagement	Frequency	Expectations
Shareholders and Investors	• Annual General Meeting • Annual Report • Announcements on Bursa Malaysia	A, P, AWR	• Business strategy and plan • Overall group performance • Dividend distribution • Corporate governance • Climate change mitigation and adaptation
Employees	• Town Hall Meetings • Employee appraisals • Employee Engagement events • Training • 'Open door' feedback	A, P, AWR	• Workplace safety • Career development and upskilling • Fair pay and benefits • Inclusive workplace • Work-life balance
Customers	• Customer Satisfaction Survey • Customers audit and visits • Customer support channels • Face to face meetings	R, AWR	• Product quality, price and delivery • Sustainable and innovative product • Ethical labour practices • Customer data privacy
Suppliers	• Supplier meetings • Site visits and audits • Suppliers' evaluations	R, P, AWR	• Competitive price, quality, services, and delivery • Transparency in procurement processes • Capacity building for suppliers
Government Agencies and Regulators	• Government and regulatory events • Seminars and trainings • On-site inspections	AWR	• Compliance with laws and regulations • Corporate governance and compliances
Community	• Community events • Dialogue sessions • Corporate Social Responsibilities events	P, AWR	• Employment opportunities • Contributing to community initiatives • Business minimise wastes and emissions

A – Annually, P – Periodically, R – Regularly, AWR – As and when required

SUSTAINABILITY REPORT

MATERIALITY ASSESSMENT PROCESS

Our materiality assessment involves evaluating the significance of each sustainability issue based on its impact and influence on the Group. By incorporating input from our stakeholders, our materiality determination process aims to identify and prioritise key issues, which then serve as the foundation for our sustainability efforts.

We review our material topics annually to ensure their continued relevance, with a comprehensive assessment conducted every three years. The previous assessment was conducted in the fourth quarter of FYE 2020.

1 IDENTIFICATION

- Determine industry trends and sustainability concerns of internal and external stakeholders
- Identify key stakeholders and understand their needs and expectations
- Derive preliminary list of sustainability topics

2 PRIORITISE

- Engage with internal and external stakeholders
- Rank and prioritise each material matter
- Disclose prioritised material matters in a manner to illustrate importance of the prioritised matter relative to one another

3 REVIEW AND VALIDATE

- Subject prioritised material matters for validation and approval by the Board
- Establish a review of materiality assessment processes
- Determine frequency to undertake materiality assessment review to ensure relevance of prioritised matter
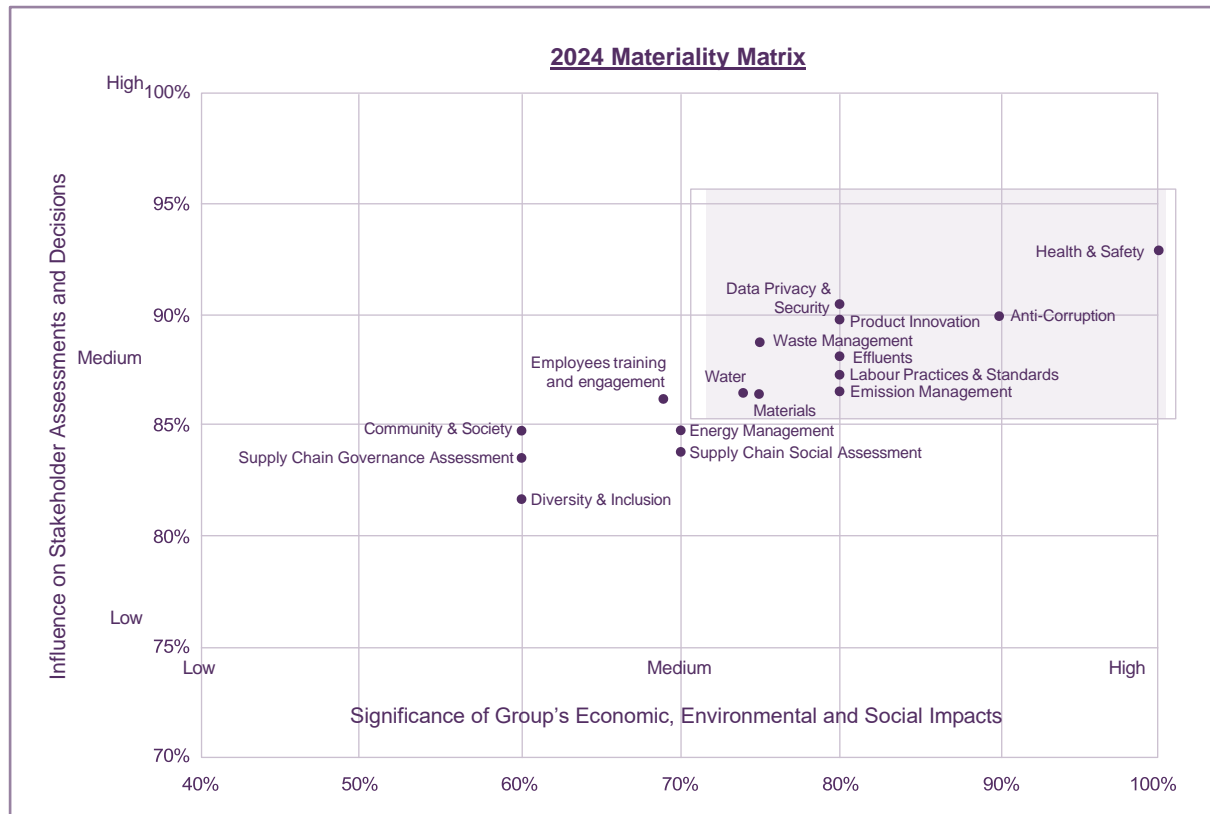
In February 2024, we conducted a comprehensive materiality assessment in accordance with the Bursa Securities Sustainability Reporting Guide and Toolkit. This assessment engaged both internal stakeholders, including Board members and employees, as well as external stakeholders such as customers, suppliers, financial institutions, government agencies, regulators, trade associations, local communities, and Non-Governmental Organisations ("NGOs") across Malaysia, Vietnam, and Myanmar.

A total of 2,051 stakeholders were invited to participate through an online survey, from which we received 1,089 responses which were then weighted, ranked, and prioritised using the Stakeholder Prioritisation Toolkit from Bursa Securities, as part of our materiality assessment process. The results were then presented in the form of a materiality matrix to highlight the relative importance of various topics to both the Group and its stakeholders.

SUSTAINABILITY REPORT

MATERIALITY MATRIX

2024 Materiality Matrix

High priority

Sustainability Matter	Description
Health and Safety	A healthy, safe and conducive working environment for employees and contractors
Anti-Corruption	Promote ethical business practices through awareness, training, and accessible whistleblowing channels
Data Privacy and Security	Protecting customers' sensitive information from data breaches
Product Innovation	Products remained relevant and meet quality & safety standards
Effluents	Discharging of wastewater from operations
Labour Practices and Standards	Practices in compliance with the law, protection of human rights, and skill development
Emission Management	Emissions of GHG from operations
Waste Management	Efforts to reduce, reuse, recycle and responsible disposal of waste
Materials	Usage of recycled/renewable materials and resource conservation
Water	Efficient use of water and conservation of water resources

SUSTAINABILITY REPORT

MATERIALITY MATRIX (continued)

Compared to our 2023 materiality matrix, two new material topics—Data Privacy and Security, and Materials—emerged in our 2024 matrix, reflecting growing stakeholder interest in how we manage these areas. On the other hand, Diversity and Inclusion, as well as Employee Training and Engagement, have been moved to a lower-priority quadrant.

To maintain consistency with our existing reporting, we have grouped Anti-Corruption under Governance and Ethics, Waste Management and Effluents under Responsible Waste Management and Emission and Water Management under Climate Change.

We continue to prioritise matters that have the greatest impact on the Group's long-term success and stakeholder value for efficient resource allocation.

The 2024 Materiality Matrix has been reviewed by the Audit and Risk Management Committee ("ARMC") and approved by the Board.

RISK MANAGEMENT

Our Enterprise Risk Management ("ERM") framework integrates the identification, evaluation, and management of sustainability and climate-related risks alongside our corporate, financial, and operational risks, ensuring alignment with the Group's strategic objectives. The Group actively monitors and manages all identified risks to ensure they remain within its defined risk appetite. This is achieved through regular reviews by designated risk owners and RMSWG. Final review and approval are carried out by the Risk Management Executive Committee and the ARMC.

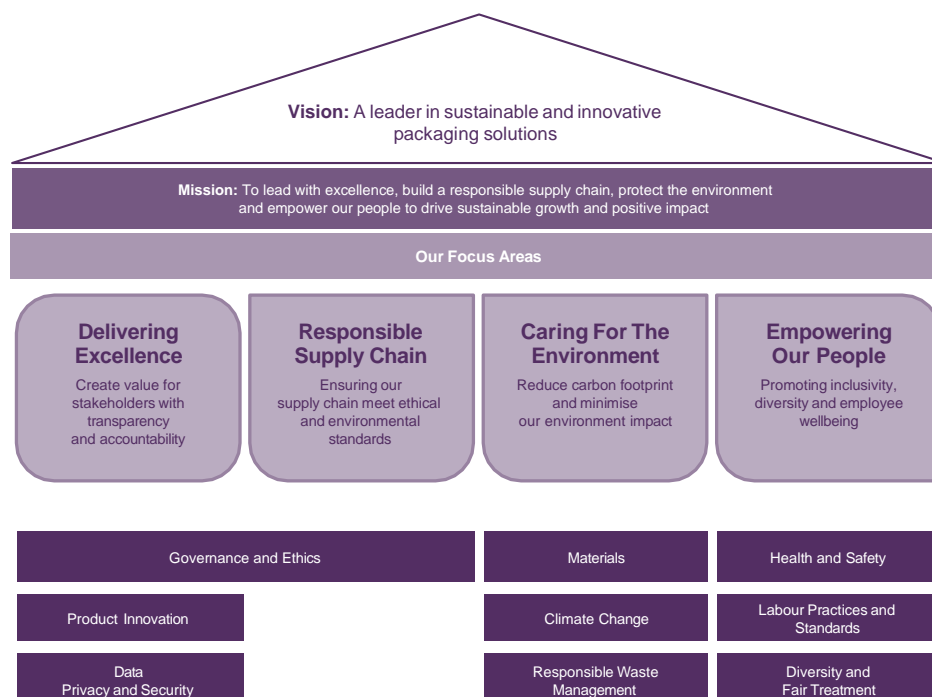| Material Matters	Risk	Opportunities
Product Innovation	• Reputation and product excellence promise to customers • Poor financial performance threatens continuity	• Strengthen reputation through product excellence • Expand market share with innovative offerings
Governance and Ethics	• Poor governance practices tarnish reputation and trust • Increasing regulatory scrutiny due to evolving standards	• Strong governance enhances reputation and stakeholder confidence • Transparency enhances credibility
Data Privacy and Security	• Exposure to cyberattacks • Operational disruption from security breaches • Reputation damage and fine from non-compliance with Personal Data Protection Act	• Investing in cybersecurity enhances operational resilience • ISO 27001 certification builds stakeholder trust
Materials	• Not meeting stakeholders' demand for sustainable materials could lead to a decline in market competitiveness	• Utilising sustainable materials strengthen the Group's brand image and appeals to environmentally conscious stakeholders
Responsible Waste Management	• Non-compliance with regulations leads to fines and reputational harm • Poor waste handling could result in long term liabilities	• Waste reduction improves cost efficiency • Strengthen community support through responsible practices
Climate Change	• Poor water management increases cost and risks scarcity • Non-compliance with climate-related regulations leads to fines and reputational harm • Stricter climate-related regulations may increase operational costs	• Efficient water management promotes conservation and cost savings • Low-carbon operations meet rising demand for sustainable products • Renewable energy investments reduce carbon footprint

SUSTAINABILITY REPORT

RISK MANAGEMENT (continued)

Material Matters	Risk	Opportunities
Health and Safety	• Accidents and injuries at the workplace lead to productivity loss, potential legal action and reputational damage	• A good safety culture offers a conducive work environment and improves employees' well-being and productivity
Diversity and Fair Treatment	• Discriminatory practices harm reputation and hinder talent retention	• Inclusive culture attracts top talent and enhances decision-making • Recognition for diversity boosts the Group's reputation
Employee Engagement	• Disengaged employees reduce productivity • Lack of adaptation to workforce expectations can lead to talent loss	• Effective talent development fosters a high-performance culture • Personalised learning and development enhance engagement

SUSTAINABILITY FRAMEWORK

Our sustainability framework has been refined to incorporate the results of the latest material topics assessment. It is built around four key areas: Delivering Excellence, Responsible Supply Chain, Caring for the Environment, and Empowering Our People.

In each area, we focus on addressing the concerns highlighted by our material matters and set targets to guide our efforts. To track our progress, we use a performance scorecard that allows us to monitor our sustainability performance and drive continuous improvement.

Vision: A leader in sustainable and innovative packaging solutions

Mission: To lead with excellence, build a responsible supply chain, protect the environment and empower our people to drive sustainable growth and positive impact

Our Focus Areas

Delivering Excellence	Responsible Supply Chain	Caring For The Environment	Empowering Our People
Create value for stakeholders with transparency and accountability	Ensuring our supply chain meet ethical and environmental standards	Reduce carbon footprint and minimise our environment impact	Promoting inclusivity, diversity and employee wellbeing

Governance and Ethics	Materials	Health and Safety
Product Innovation	Climate Change	Labour Practices and Standards
Data Privacy and Security	Responsible Waste Management	Diversity and Fair Treatment

Alignment with the following United Nations Sustainable Development Goals adopted by the Group
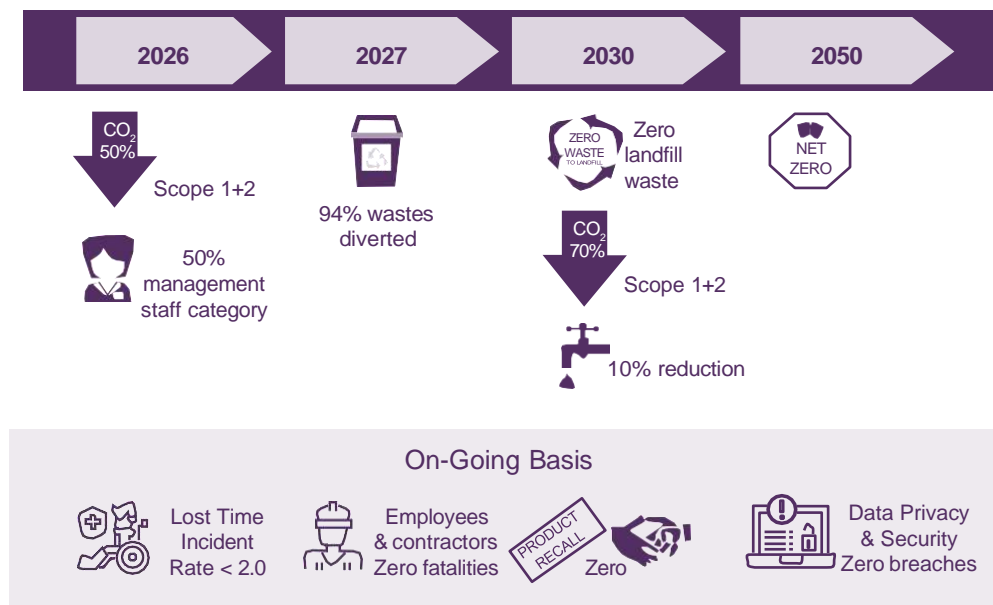
SUSTAINABILITY REPORT

TARGETS AND ROADMAP

We have realigned some of our targets and adopted additional ones to reflect our new topics and further strengthen our sustainability efforts. These have been reviewed by the ARMC and approved by the Board.
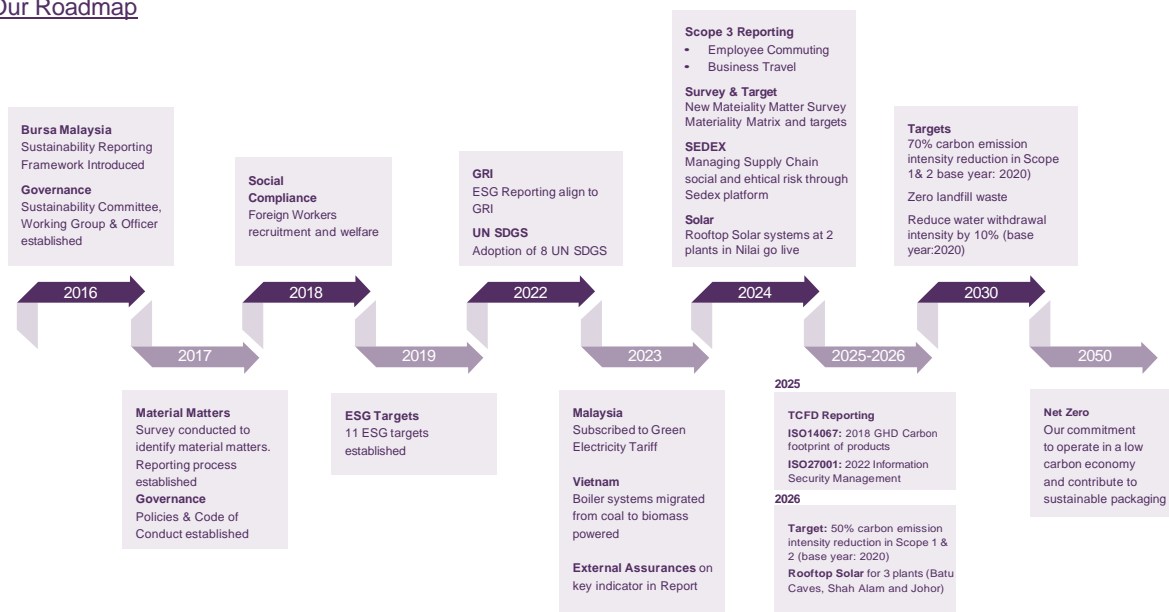
Our roadmap outlines an actionable plan to reduce GHG emissions to net-zero by 2050, demonstrating our commitment to addressing climate change and ensuring long-term resilience. It provides guidance to operating companies across the Group, prioritising climate action and setting specific targets for emissions management.

To align management with company goals, the incentives of certain key staff are tied to sustainability targets.

Our Targets

2026
- CO_2 50% Scope 1+2
- 50% management staff category

2027
- 94% wastes diverted

2030
- Zero landfill waste
- CO_2 70% Scope 1+2
- 10% reduction

2050
- NET ZERO

On-Going Basis
- Lost Time Incident Rate < 2.0
- Employees & contractors Zero fatalities
- Product Recall Zero
- Data Privacy & Security Zero breaches

Our Roadmap

2016
- **Bursa Malaysia** Sustainability Reporting Framework Introduced
- **Governance** Sustainability Committee, Working Group & Officer established

2017
- **Material Matters** Survey conducted to identify material matters. Reporting process established
- **Governance** Policies & Code of Conduct established

2018
- **Social Compliance** Foreign Workers recruitment and welfare

2019
- **ESG Targets** 11 ESG targets established

2022
- **GRI** ESG Reporting align to GRI
- **UN SDGS** Adoption of 8 UN SDGS

2023
- **Malaysia** Subscribed to Green Electricity Tariff
- **Vietnam** Boiler systems migrated from coal to biomass powered
- **External Assurances** on key indicator in Report

2024
- **Scope 3 Reporting**
  - Employee Commuting
  - Business Travel
- **Survey & Target** New Mateiality Matter Survey Materiality Matrix and targets
- **SEDEX** Managing Supply Chain social and ethical risk through Sedex platform
- **Solar** Rooftop Solar systems at 2 plants in Nilai go live

2025-2026
- **2025**
- **TCFD Reporting**
- **ISO14067:** 2018 GHD Carbon footprint of products
- **ISO27001:** 2022 Information Security Management
- **2026**
- **Target:** 50% carbon emission intensity reduction in Scope 1 & 2 (base year: 2020)
- **Rooftop Solar** for 3 plants (Batu Caves, Shah Alam and Johor)

2030
- **Targets** 70% carbon emission intensity reduction in Scope 1& 2 base year: 2020)
- Zero landfill waste
- Reduce water withdrawal intensity by 10% (base year:2020)

2050
- **Net Zero** Our commitment to operate in a low carbon economy and contribute to sustainable packaging

SUSTAINABILITY REPORT

MEMBERSHIPS AND ASSOCIATION

Can-One Group actively participate in industry associations to stay informed on emerging trends and developments. This allows the Group to align itself against peers and industry standards, helping us develop resilient strategies to address opportunities and challenges, including those related to climate change.

The Group is a member of the following associations:

PERFORMANCE SCORECARD

Our key targets and progress to-date:

Material Matters	Targets	Current progress against targets
Product Innovation	Zero product recall from packaging material defects	• No product recall cases reported or received for the FYE 2024
Governance and Ethics	Zero bribery and corruption cases	• 5 whistleblowing reports received. These cases were investigated by the relevant parties authorised by the Group Managing Director and have been addressed and closed
	Zero breaches of customer privacy and data	• There were no substantiated complaints concerning cyber security or customer privacy in 2024
Responsible Waste Management	94% waste generated are diverted from landfill by 2027	• 97% of waste is recyclable
	Zero landfill waste by 2030	• In Progress
Climate Change	50% reduction in Scope 1 & Scope 2 emission intensity by 2026	• Scope 1+2 emission intensity reduced by 58% (Market-based with FYE 2020 as base year)
	70% reduction in Scope 1 & Scope 2 emission intensity by 2030	
	Net zero by year 2050	• In Progress
	10% reduction in water withdrawal intensity by 2030	• Achieved 6% reduction in FYE 2024 for a cumulative 12% water withdrawal intensity (FYE 2020 as base year)
Health and Safety	Zero employee and contractor fatality	• No fatalities were recorded for employees and contractors in FYE 2024
	Lost Time Incident Rate (LTIR) below 2.0	• LTIR 1.96
Diversity & Fair Treatment	50% female participation at management staff category by 2026	• Achieved 48% for FYE 2024

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE

PRODUCT INNOVATION

Why it matters

Innovation gives a competitive edge by meeting evolving customer needs and staying relevant while quality and safety standards are important for customer retention and sustainable financial success.

Management approach

The Group's commitment to consistently deliver products and services that meet both customer and regulatory requirements is upheld by the ISO 9001:2015 Quality Management System accreditation across all its manufacturing plants.

Products meeting safety and quality standards are managed using Material Safety Data Sheets (MSDS) at the plants to identify potential hazards—including health, combustion, reactivity, and environmental risks—before approval for production use.

Our following plants involved in primary packaging are FSSC 22000 food safety certified:-

- KJM Aluminium Can Sdn. Bhd.
- Kian Joo Can Factory Berhad
- KJ Can (Selangor) Sdn. Bhd.
- Kianjoo Can (Myanmar) Company Limited
- Kain Joo Can (Vietnam) Co., Ltd.
- Kian Joo Canpack Sdn. Bhd.

Compliance with established policies and processes is monitored by the Internal Audit department. Additionally, independent certification bodies are periodically engaged to assess ISO compliance and facilitate re-certification.

We collaborate closely with our customers to understand their challenges and product requirements, enabling us to develop innovative, customised packaging solutions. In our can production, we create the lightest possible cans that meet our customers' performance needs. At our carton plants, we optimise packaging by using lighter paper materials and eliminating unnecessary components while maintaining functionality and performance. These lightweighting initiatives provide significant environmental benefits by reducing material usage, lowering energy consumption, and lowering emissions.

Our Performance

- Our aluminium can plant in Nilai successfully carried out a lightweighting project during the year, resulting in up to 5% material savings for a customer. We started with a small production volume, and if the volume increases by the next reporting cycle, we will provide an update on the savings achieved.

- Our carton plant in Batu Caves also completed a lightweighting project with a customer, resulting in a 3.3% yield improvement and a saving of 20 Metric Ton ("MT") of paper.

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE (continued)

DATA PRIVACY AND SECURITY

Why it matters

Complying with data privacy and security laws and standards is important to safeguard customer trust, minimise operational disruptions, and protect the Group from potential reputational damage. As data breaches become more frequent and sophisticated, ensuring the confidentiality, integrity, and protection of sensitive data is essential not only for regulatory compliance but also for maintaining the confidence of our stakeholders.

Management approach

Our Personal Data Protection Policy outlines how personal information is collected, stored, and processed to comply with data protection laws in the countries where we operate. This policy is regularly reviewed and updated to reflect changes in both legislation and emerging best practices in data privacy and security.

To safeguard our IT systems, we have implemented a range of security measures, including encryption and firewalls, to prevent unauthorised access and data breaches. Threat detection program is used to monitor our network and system continuously for signs of suspicious activity and address potential vulnerabilities.

We ensure the integrity and validity of user accounts are maintained through regular access reviews and strict user management practices, such as role-based access control, strong password protocols, and account lockouts to mitigate the risk of unauthorised access.

Regular training on data security and privacy best practices is part of employee education. Employees also receive regular emails on emerging cyber threats and reminders about precautionary measures to safeguard both personal and organisational data.

An internal incident response plan is in place to address potential breaches. Periodically we engage a third party to conduct penetration testing and review the adequacy of our security systems. These external audits help us identify areas of improvement and ensure we remain ahead of evolving cyber threats.

The Group intends to align its data security and management framework with ISO 27001 standards in the coming year as part of our ongoing commitment to continuous improvement and to enhance our ability to manage and protect sensitive data.

Our Performance

• In December 2024, a cybersecurity incident at a server managed by a Group subsidiary in Batu Caves disrupted operations of several Malaysia-based subsidiaries within the Group. However, there was no breach or data loss. The issue has since been resolved, and additional security measures have been implemented to prevent similar incidents in the future.

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE (continued)

RESPONSIBLE SUPPLY CHAIN

GOVERNANCE AND ETHICS

Why it matters

Ethical, transparent, and responsible governance forms the foundation of sustainability and enhances market reputation.

Management approach

To foster a culture of integrity and uphold high ethical standards across our Group and value chain, we have implemented the following:

- Anti-Corruption Policy ("AC Policy")

  Aligned with the Malaysian Anti-Corruption Commission (Amendment) Act 2018, this policy ensures compliance with anti-corruption laws in all countries where we operate and requires our organisation, directors, officers, and employees to adhere to these standards.

- Whistle-blowing Policy ("WB Policy")

  This policy provides a confidential, anonymous channel for reporting actual or suspected unethical conduct, allowing individuals to report malpractices directly to the Group Managing Director while ensuring whistleblower protection. Our WB Policy allows employees and external stakeholders to report unethical behaviour confidentially via email, phone, or mail.

- Employees Code of Conduct ("ECoC")

  The ECoC sets expectations for employees' work ethics, non-discriminatory behaviour, respect for human rights, and promotion of a safe, healthy work environment.

- Suppliers Code of Conduct ("SCC")

  The SCC requires our vendors to adhere to standards aligned with the United Nations ("UN") Guiding Principles, the International Labour Organisation, and the 10 Principles of the UN Global Compact. It covers key areas on labour practices (including freedom of association, working hours, child labour, forced labour, fair treatment and non-discrimination), safety and health (focusing on workplace environment, compliance with safety and health regulations and decent housing conditions), environmental practices (including permits, hazardous materials, and air, noise and water pollution), and business integrity (encompassing anti-bribery, grievance channels, fair competition, conflict minerals, and intellectual property).

  All suppliers, both new and existing, are required to sign the SCC as a confirmation of their commitment to these standards while conducting business with us.

All managerial and key employees are required to sign an Annual Statement of Compliance on Independence and Anti-Corruption Behaviour. General Managers and Heads of Departments are also required to confirm they are unaware of any fraud or bribery within their business units.

To promote transparency and outline the business norms when interacting with the Group, our policies are available on our website *https://www.canone.com.my/codeofconduct*.

New employees are required to complete an induction program to familiarise themselves with the Group's ECoC, AC Policy, WB Policy, and other relevant policies.

Our procurement team conducts regular field audits to ensure supplier compliance with our SCC.

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE (continued)

RESPONSIBLE SUPPLY CHAIN (continued)

GOVERNANCE AND ETHICS (continued)

Management approach (continued)

As part of our commitment to enhance the management of supply chain risks, the Group became a member of Sedex (Supplier Ethical Data Exchange) in FYE 2024. Sedex's assessment tools cover an extensive area, including labour rights, child and young worker protection, wages, health and safety, working hours, discrimination, business ethics, biodiversity, energy and emissions, waste, water, and the environment. These tools enable us to assess, monitor, and address critical issues within our supply chain, helping to drive improvements in ethical and sustainable practices. We plan to have at least 80% of our suppliers by spending value undergo this assessment, ensuring that a significant portion of our supply chain aligns with our ethical and sustainability principles.

Our Performance

Whistle-blowing	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Number of whistle-blowing reports received	0	4	1	5

The 5 whistle-blowing cases were investigated by relevant parties authorised by the Group Managing Director and have been addressed and closed as at year end.

	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Percentage of operations assessed for corruption-related risks	0%	19%	69%	81%

- Annually, employees are required to attend refresher training on anti-corruption and whistle-blowing policies and procedures. During the year, 35% of employees attended the refresher training.

- 106 suppliers went through our self-assessment questionnaire on ethical business practices In FYE 2024.

- During the year, Sedex's assessment tool was used to review 52 key suppliers, representing 58% of our total spending. Of these, 13 suppliers were initially classified as 'high risk.' However, following an assurance review, 8 were re-rated to 'medium risk,' leaving 5 suppliers as a primary focus for further engagement. This targeted approach allows us to efficiently manage and mitigate potential risks.

- The Sedex assessment tool also rated our group of companies as exhibiting 'good to best practices' in management controls, highlighting our effective approach to risk management, which exceeds minimum standards.

- Spending on local suppliers in FYE 2024 for the Group was RM961 million (50% of total spending). There are no local suppliers available with similar quality and specification for some of the prime materials sourced by the Group.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT

MATERIALS

Why it matters

The use of renewable and/or recycled materials is a key aspect of sustainability as it minimises resource depletion, reduces waste, and lowers the carbon footprint of production processes.

Management approach

Prime Materials

All our aluminium coils are procured from ASI-certified suppliers, ensuring compliance with international environmental, social, and governance standards. Given that aluminium, tin, and steel are highly recyclable and retain their quality across multiple uses, we work closely with our suppliers to identify opportunities to increase the recycled content in the coils and plates they supply for our can and tin production.

All our carton plants are FSC-CoC certified, and the majority of the paper rolls used are sourced from FSC-CoC certified suppliers, ensuring that the entire supply chain meets global sustainability standards. Additionally, a large portion of the carton boxes produced by our plants is made from recycled paper pulp.

Lightweighting

We work with our customers to explore opportunities for reducing the weight of cans or carton boxes without compromising product strength or performance. This helps to reduce material consumption and transportation costs.

Zero Waste to Landfill

A Zero Landfill Waste By 2030 goal has been established to ensure that all production by-products, scrap, and waste materials are either recycled or repurposed.

Employee Training and Awareness

Employees at all levels of the organisation receive training on sustainability practices, including reducing energy consumption, improving recycling efforts and embracing environmentally friendly methods.

Our Performance

- 97% of waste produced are diverted from disposal/landfill.

- Please refer to Product Innovation and Responsible Waste Management sections on pages 42 and 47 respectively, for additional information.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT *(continued)*

RESPONSIBLE WASTE MANAGEMENT

Why it matters

As a responsible Group, we acknowledge the waste generated by our operations and are committed to sustainable waste management practices to protect the environment and communities.

Management approach

Our Environmental Policy guides employees on their environmental responsibilities, while governance procedures ensure compliance with all relevant regulations in our operating countries.

Each plant's Safety, Health, and Environment ("SHE") Committee holds regular meetings to discuss environmental matters such as waste handling, disposal, and legal compliance, alongside safety and health issues, with management. The Committee is supported by a SHE Officer, who oversees implementation and follow-up at the operational level.

Internal Auditors conduct periodic compliance reviews, and independent certification bodies are engaged periodically to assess and re-certify our ISO compliance.

56% of the plants in the Group hold ISO 14001:2015 Environmental Management System certification, assuring that majority of the Group's processes are aligned with global best practices. They are:

- KJM Aluminium Can Sdn. Bhd.
- Kian Joo Can Factory Berhad
- Kian Joo Canpack Sdn. Bhd.
- Kianjoo Can (Myanmar) Company Limited

- Box-Pak (Vietnam) Co., Ltd.
- Box-Pak (Hanoi) Co., Ltd.
- Boxpak (Myanmar) Company Limited
- Box-Pak (Malaysia) Bhd.
- BP MPak Sdn. Bhd.

The Group generates significant solid waste as part of its manufacturing process, including paper, aluminium, and tin scraps, which are collected by licensed waste collectors and fully recycled. Being fully recyclable, they are classified as waste **diverted from disposal**.

Other types of solid waste include office waste, general packaging waste, and canteen waste. Scheduled waste, such as ink sludge, metal sludge, spent mineral oil-water emulsion, waste ink, and waste glue, is collected and stored in accordance with local regulations. It is then sent to licensed waste management companies for treatment, recovery, or disposal, as required by the applicable regulations. In previous reports, we classified these wastes as **directed to disposal**, regardless of the potential for recovery or recycling. This year, following site visits and discussions with our service providers, we have improved our disclosure by reporting the amount that is recyclable or recoverable.

Some plants generate wastewater containing traces of metals, chemicals, and other compounds as part of the production process. This wastewater is treated at the wastewater treatment plant ("WWTP") and tested to ensure it meets environmental discharge standards (pH value, Biochemical Oxygen Demand, Chemical Oxygen Demand and Ammoniacal Nitrogen level) before it can be released into the waterway.

All our WWTP operate strictly in compliance with the environmental regulations applicable in the jurisdictions where we operate.

All scheduled waste is reported to the relevant environmental authorities. In Malaysia, reporting and monitoring are conducted through the Department of Environment's e-SWIS system.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT (continued)

RESPONSIBLE WASTE MANAGEMENT (continued)

Our Performance

Waste diverted from disposal (MT)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Solid waste	58,600	56,600	58,300	60,500
Scheduled waste	–	–	–	3,700
Total	58,600	56,600	58,300	64,200
As a % of total waste	94	91	92	97

Waste directed to disposal (MT)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Solid waste	–	–	–	700
Scheduled waste	3,900	5,300	5,000	1,500
Total	3,900	5,300	5,000	2,200

Note:
Waste diverted from disposal and waste directed to disposal figures are rounded to the nearest hundred.
Myanmar operations have been included from FYE 2022, with data collection starting in that year.

Visit to scheduled waste management plant - Kian Joo Can Factory Berhad

Visit to scheduled waste management plant - KJM Aluminium Can Sdn. Bhd. (Batu Caves plant)

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT (continued)

CLIMATE CHANGE

Why it matters

We recognise our responsibility to reduce our carbon footprint and contribute to environmental protection, while also seizing opportunities in the transition to a low-carbon economy.

Management approach

We are committed to reducing our environmental carbon footprint and enhancing operational resilience to create long-term value for both our business and stakeholders. Our Environmental Policy provides a framework for managing and minimising our environmental impact.

Our Roadmap outlines the key strategies, actions, and milestones required to reach our long-term goal of achieving net zero emissions by 2050. To ensure we stay on track, we have established intermediate targets to measure and monitor our progress.

Air Quality

The combustion processes in our boiler systems and industrial ovens produce trace amounts of nitrogen dioxide (NO_2), carbon monoxide (CO), carbon dioxide (CO_2), sulfur dioxide (SO_2), volatile organic compounds (VOCs), and particulate matter (PM). We plan to quantify and disclose these emissions within the next 2 years.

In compliance with legal requirements, all our plants conduct regular stack emissions monitoring to ensure that emissions remain within the limits set by the authorities. Our emission levels consistently stay well within the limits established by the authorities in the countries where we operate.

Energy and Carbon Emissions

Electricity from the grid powers machinery in our manufacturing operations, while boiler systems provide hot water, steam, and heating, and ovens supply heat for drying.

In Malaysia, our boiler systems and ovens are powered by natural gas, while in Vietnam and Myanmar, respectively, biomass (waste wood) and liquefied petroleum gas ("LPG") are used.

We are committed to responsibly managing our energy needs by exploring new technologies, leveraging renewable energy sources, and adopting best practices to enhance energy efficiency and reduce consumption. To support this commitment, the Group will initially implement the ISO 50001 energy management system at its larger plants, with plans to gradually extend its adoption to other facilities in the future.

Water Consumption

Guided by our Environmental Policy, we focus on improving water efficiency and promoting conservation. Water usage in our operations primarily supports steam generation, can/tin washing, contract filling, glue production, machinery cooling, and facility cleaning.

We are committed to water conservation and continuously exploring opportunities to recycle our wastewater for non-potable use across our operations. At the same time, we work to raise employee awareness of responsible water management through water-saving campaigns and regular leak checks in restrooms, canteens, and pantries to minimise waste.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT (continued)

CLIMATE CHANGE (continued)

Management approach (continued)

Water Consumption (continued)

The Aqueduct Water Risk Atlas indicates that our Malaysian plants are in low water stress areas, while the Ho Chi Minh City plant falls in a low-to-medium risk area. However, the Hanoi and Myanmar plants are situated in medium-to-high risk regions. The management of the Vietnam-Singapore Industrial Park (VSIP) in Hanoi has assured us that the park's infrastructure is designed to provide a stable and adequate water supply year-round. We have not encountered any water supply issues thus far and will continue to monitor the site as part of our ongoing risk management plan. To address potential periods of low water availability in Myanmar, both of our plants are equipped with rainwater harvesting systems.

Our Performance

- Our Malaysia-based plants are 51% powered by the Green Electricity Tariff (GET) program under Tenaga Nasional Berhad where electricity is generated from renewable energy sources such as solar, hydro, and biomass and supplied through the national grid. This is expected to increase to 50% to 60% in FYE 2025.

- A 3,373 kWp rooftop solar system at our Nilai plants supplies 8% of the plant's energy, with the remaining 92% sourced from GET. Commissioned in May/June 2024, the solar system contributed to a CO_2 avoidance of 498 MT in FYE 2024.

- 2 major plants in Malaysia, namely KJM Aluminium Can Sdn. Bhd., Nilai plant and Kian Joo Can Factory Berhad, have started their ISO 50001 Energy Management System journey, with a target to be certified before the end of FYE 2025.

- Following the full operation of biomass-powered boiler systems at both carton segment plants in Vietnam throughout FYE 2024, Scope 1 emissions at these plants decreased by 96%.

- We are committed to exploring sustainable energy alternatives to replace our use of natural gas and LPG, with the goal of transitioning to greener energy sources as they become commercially viable.

Energy Consumption (GJ)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Electricity	517,400	567,000	617,000	640,300
Natural Gas	446,900	442,900	476,800	512,100
Coal	118,300	83,100	20,900	–
Biomass	–	64,300	131,300	159,800
Petrol, Diesel and LPG	–	–	–	124,400
Total	1,082,600	1,157,300	1,246,000	1,436,600
Intensity (GJ/RM 'mil)	474.42	340.13	373.19	410.45

Note:
1. Figures are rounded to the nearest hundred.
2. Myanmar operations have been included from FYE 2022, with data collection starting in that year.
3. Prior to FYE 2024, our energy sources included electricity, natural gas, biomass, and coal. Starting from FYE 2024, we added petrol, diesel, and LPG, with data collection for these sources beginning that year. As a result of incorporating these additional energy sources, our total energy consumption increased by 124,400 GJ (9.5%), and energy intensity rose by 36 (9.6%).

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT (continued)

CLIMATE CHANGE (continued)

Our Performance (continued)

Water Consumption (Megalitres)

Water Withdrawal		FYE 2020	FYE 2022	FYE 2023	FYE 2024
Municipal water		1,300	1,460	1,770	1,730
Harvested rainwater		–	40	20	40
Total	(A)	1,300	1,500	1,790	1,770
Intensity (Megalitres/RM 'mil)		0.57	0.44	0.54	0.50
Less:					
Water Discharged					
Treated wastewater	(B)	–	–	940	1,030
Net Water Consumption	(A-B)	1,300	1,500	850	740

Note: Data collection and disclosure of treated wastewater released to local waterway started in FYE 2023. Figures are rounded to the nearest ten.

• Water consumption at plants located in medium-to-high risk region is 61 Megalitres. The usage intensity at these locations is 0.15.

Our GHG Inventory

Emissions (tCO$_2$e)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Direct GHG Emissions – Scope 1 [2,3]	37,100	33,900	30,100	38,200
Indirect GHG Emissions – Scope 2 [4,6] (Market-based)	118,900	109,100[5]	96,500[5]	63,400
Indirect GHG Emissions – Scope 3 [7]				
Category 6: Business Travel	–	–	–	100
Category 7: Employee Commuting	–	–	–	5,400
Total	156,000	143,000	126,600	107,100
Intensity (tCO$_2$e/RM 'mil)	68.37	42.03	37.92	30.61

Note:
1. Figures are rounded to the nearest hundred. Group's revenue (inclusive of inter-company sales) is used as the denominator for the calculation of intensity tCO$_2$e/RM'mil.
2. Scope 1 emissions come from the Group's owned stationary combustion sources, such as boiler and oven systems using natural gas, biomass and coal. For FYE 2024, we have included emissions from other mobile and stationary sources such as petrol, diesel, LPG and refrigerant (R22, R32, R404, R410A and R407C) . Data collection for these sources started in the same year. As a result, emissions increased by 9,100 tCO$_2$e (31%), and intensity rose by 2.6 tCO$_2$e/RM mil for FYE 2024.
3. Scope 1 emissions are calculated based on emission factors published by the Intergovernmental Panel on Climate Change ("IPCC") Guidelines for National Greenhouse Gas Inventories, GHG Protocol: Emission Factors from Cross-Sector Tools and GHG Protocol: Global Warming Potential Values (IPCC Fifth Assessment Report, 2014 (AR5).
4. Scope 2 emission source is purchased electricity from the national grid.
5. Scope 2 has been restated to reflect updated emission factors available for Malaysia and Vietnam. Impact of the restatement: emissions increased by 0.1% and 0.6% and intensity increased by 0.3% and 0.7% for FYE 2022 and FYE 2023 respectively.
6. Scope 2 emissions are calculated based on emission factors published by Energy Commission for Peninsular Malaysia electricity grid 2022, Department of Climate Change on research and develop emission factors for Vietnam's electricity grid 2023 and Myanmar Japan Thilawa Development Ltd for Thilawa Special Economic Zone electricity grid.
7. Data for Scope 3 other indirect emissions calculations is limited to business travel and employee commuting. Business travel covers air travel only and uses a distance-based method. Employee commuting is based on estimated travel distances.
8. Myanmar operations have been included from FYE 2022, with data collection starting in that year.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT (continued)

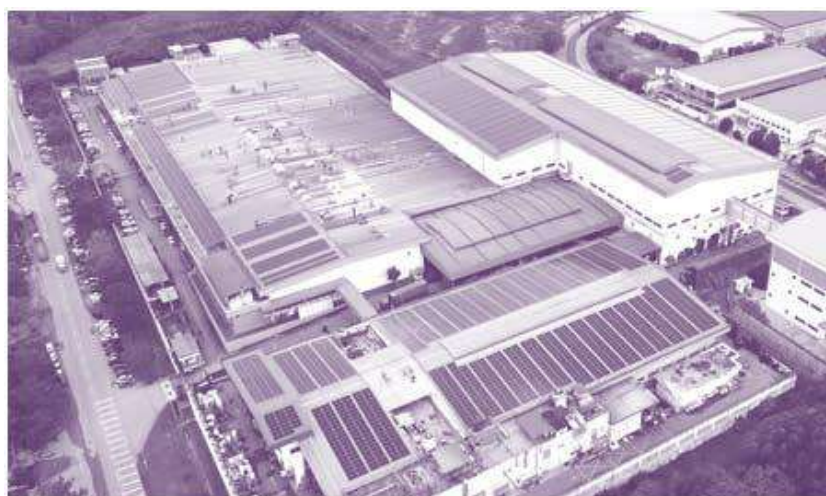**CLIMATE CHANGE** (continued)

Our Performance (continued)

Biogenic Emissions	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Biomass (tCO$_2$)	–	7,200	14,700	17,900

Indirect GHG Emissions – Scope 2 (Location- based)	FYE 2020	FYE 2022 [2]	FYE 2023 [2]	FYE 2024
Emissions (tCO$_2$e)	118,900	113,900	124,400	127,700
Intensity (tCO$_2$e/RM 'mil)	52.12	33.46	37.25	36.49

Note:
1. Figures are rounded to the nearest hundred.
2. The emissions data has been restated to reflect updated emission factors for Malaysia and Vietnam. As a result of this restatement, emissions were reduced by 0.6% and 0.4%, and emissions intensity decreased by 0.7% and 0.4% for FYE 2022 and FYE 2023, respectively.

2,494kWp and 832.88kWp rooftop solar system at our plants in Nilai, Negeri Sembilan

Air Emission inspection – Kian Joo Can (Vietnam) Co., Ltd.

Rainwater harvesting system – Kianjoo Can (Myanmar) Company Limited

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE

HEALTH AND SAFETY

Why it matters

We are committed to safeguarding the health, safety, and well-being of our employees, as well as everyone on-site at our premises. We maintain a supportive work environment that prevents injuries and illnesses, thereby enhancing productivity and efficiency.

Management approach

The Group's Safety and Health Policy guides employees, contractors and visitors in adhering to safety precautions at our plants.

The SHE Committees at each plant, made up of representatives from various departments, ensure a balanced participation and consultation on safety and health matters. These committees provide a formal platform for employees to meet quarterly, review concerns, and report on any work-related hazards or hazardous situations. They are supported by safety officers who ensure compliance with regulations.

To ensure the safety and well-being of our employees, the Group implements a range of preventive and protective measures, including:

• Provision of Personal Protective Equipment for all workers.
• Annual audiometric testing for employees.
• Access to healthcare services through a network of public and private clinics.
• Periodic monitoring of noise levels at plants.
• Routine inspection of firefighting systems and equipment to ensure they remain fully operational and compliant with safety standards.
• Regular fire drills at plants to ensure preparedness in case of an emergency.
• Installation of safety guards on machinery that poses a high risk of injury.
• Training on the identification and handling of hazardous chemicals.

50% of the Group's plants are certified under the ISO 45001:2018 Occupational Health and Safety Management System Standard, an assurance that a sizeable portion of the operations have global best practices in place. Companies with ISO 45001 certification comprise:

• KJM Aluminium Can Sdn. Bhd.
• Box-Pak (Vietnam) Co., Ltd.
• Kian Joo Canpack Sdn. Bhd.
• Boxpak (Myanmar) Company Limited
• Kianjoo Can (Myanmar) Company Limited
• Box-Pak (Malaysia) Bhd.
• Kian Joo Can Factory Berhad
• BP MPak Sdn. Bhd.

As part of the ISO and risk management framework, regular safety audits and inspections to identify potential hazards at workplace are carried out at our plants. All work-related incidents are reported, reviewed and investigated by the safety officer, and corrective actions taken to prevent recurrence.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

HEALTH AND SAFETY (continued)

Our Performance

- Total training hours invested on health and safety courses in FYE 2024 was 45,781 hours and attended by 3,516 employees.

	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Work-Related Injury by Case				
- Minor injury	139	142	94	123
- Major injury	65	41	72	62
- Fatality	–	–	–	–
Lost time injury (Days)	1,924	1,735	1,626	1,731
Work-Related Ill-health by Case				
No of cases	–	–	–	–

Note: Myanmar operations have been included from FYE 2022, with data collection starting in that year

- Lost Time Incident Rate (LTIR) for FYE 2024 is 1.96 (FYE 2023: 1.69).

- Health and Safety training courses attended by our employees across operating entities: -

  - Electrical safety
  - ISO 45001 training
  - Ergonomic Risk Assessment
  - MSDS Training for Cleaning Chemicals
  - Hot Work Awareness

  - Chemical Safe Handling and HAZMAT
  - Working at Heights
  - Defensive Driving for Commercial Vehicles
  - Industrial First Aid and CPR
  - Machinery Safety

Audiometric test – KJM Aluminium Can Sdn. Bhd.

Forklift safety briefing – KJ Can (Selangor) Sdn. Bhd.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

HEALTH AND SAFETY (continued)

Our Performance (continued)

Fire drill – KJM Aluminium Can Sdn. Bhd.

Chemical spillage training – KJ Can (Johore) Sdn. Bhd.

Safety Valve calibration – KJM Aluminium Can Sdn. Bhd.

Workers' hostel evacuation drill – KJ Can (Johore) Sdn. Bhd.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

HEALTH AND SAFETY (continued)

Our Performance (continued)

Workers safety briefing – KJ Can (Selangor) Sdn. Bhd.

Safety inspection – Kianjoo Can (Myanmar) Company Limited

LPG Station safety check – Kian Joo Can (Vietnam) Co., Ltd.

Audiometric test – Federal Metal Printing Factory, Sdn. Berhad

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

DIVERSITY AND FAIR TREATMENT

Why it matters

Diversity and inclusivity give us a competitive edge by bringing a wide range of knowledge, perspectives, and ideas. We are committed to equal employment opportunities and preventing discrimination by actively promoting diversity in gender, race, religion, age, and nationality.

Management approach

Our ECoC establishes the ethical standards and policies that all employees are required to adhere to. It outlines expectations for ethical behaviour, provides grievance channels, and ensures fair labour practices. The ECoC explicitly prohibits underage labour, harassment, bullying, and discrimination based on gender, ethnicity, nationality, cultural background, marital status, disability, or age, as well as forced labour. It also guarantees fair wages, reasonable working hours, and the right to freedom of association.

We offer competitive remuneration, and our employee benefits include provisions that foster a supportive work environment, such as occasional time off, parental leave, compassionate leave, and examination leave.

We are committed to equal opportunities in recruitment and career advancement. Our job postings are on platforms which are accessible to a wide range of candidates from diverse backgrounds. Career progression opportunities are determined based on merit. Employees who demonstrate exceptional performance and capability would be promoted, regardless of their tenure, gender, race, nationality, disability, or religion. Promotions are earned through excellence in work instead of seniority or hierarchy.

Local employees are engaged at our plants in Vietnam and Myanmar. In Malaysia, the Group partners with recruitment agents to hire migrant workers. Agents engaged by the Group are required to sign an agreement confirming that they will not charge fees to workers and must provide clear explanations of employment terms in the workers' native language prior to contract signing. All migrant workers are employed with valid work permits, and the retention of workers' documents is strictly prohibited.

Migrant workers at our Malaysia plants are provided with accommodation with free accessibility that comply with the Minimum Wages Order 2022, the Employment Act 1955 (as amended), and the Employees' Minimum Standards of Housing, Accomodations and Amenities (Amendment) Act 2020 (Act 446).

Periodic audits are conducted by our Internal Audit department to ensure compliance.

All our plants are members of Sedex, a global organisation committed to improving ethical and responsible labour practices.

Our Performance

- 6,533 employees in the Group (FYE 2020: 6,206 employees).

- 73% local employees in Malaysia, 97% local employees in Myanmar and 99% local employees in Vietnam plants.

- 27% of the workforce are female vs 27% in FYE 2020. 48% of management staff are women (FYE 2020: 46%).

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

DIVERSITY AND FAIR TREATMENT (continued)

Our Performance (continued)

Employees by Age Group	FYE 2020	FYE 2022	FYE 2023	FYE 2024
< 30 years				
Management	137	130	126	127
Non-Management	2,237	2,218	2,341	2,128
Total	**2,374**	**2,348**	**2,467**	**2,255**
30 – 50 years				
Management	494	524	541	567
Non-Management	2,803	2,862	3,067	3,064
Total	**3,297**	**3,386**	**3,608**	**3,631**
> 50 years				
Management	115	128	142	146
Non-Management	420	442	480	501
Total	**535**	**570**	**622**	**647**
Grand Total	**6,206**	**6,304**	**6,697**	**6,533**

Employees by Gender	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Male				
Management	405	421	439	438
Non-Management	4,149	4,139	4,544	4,359
Total	**4,554**	**4,560**	**4,983**	**4,797**
Female				
Management	341	361	370	402
Non-Management	1,311	1,383	1,344	1,334
Total	**1,652**	**1,744**	**1,714**	**1,736**
Grand Total	**6,206**	**6,304**	**6,697**	**6,533**

Note: Myanmar operations have been included from FYE 2022 with data collection starting in that year.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

EMPLOYEE ENGAGEMENT

Why it matters

Our employees are essential to our success. By fostering trust and listening to their feedback, we create a positive work environment. Through continuous education, training, and development, we empower them to improve skills and deliver better results.

Management approach

We are committed to building a work environment and culture that fosters an engaged, skilled, and motivated workforce, driving sustainable growth.

Employee Engagement

Employee engagement goes beyond job satisfaction; it's about helping employees feel connected to their work and the company's mission and values. Engaged employees are often more productive, contribute creative ideas, and are more likely to stay with the organisation.

The Group promotes open communication, with senior management being approachable and accessible. Periodic town halls are held to update employees on the Group's sustainability practices and other developments and news is regularly shared through the Group's intranet news portal.

An employee survey is conducted every two years to understand their satisfaction and areas of concern. The feedback provides valuable insights that help us adjust and improve policies, programs, and work conditions.

The last survey was conducted in September 2021 with a satisfaction score of 74%.

Training and Development

A workforce that continuously grows in terms of skill and knowledge is better equipped to meet the challenges of an ever-changing market hence investing in employee development helps organisations stay competitive and adaptive to industry changes.

We continuously assess and update our training programs to address skill gaps and support career development. Our initiatives include cross-functional training, technical training, leadership development, soft skills enhancement, online courses, certifications, workshops, and in-house seminars.

We foster lifelong learning by offering opportunities such as fee reimbursement, access to professional certifications, and flexible work schedules to support employees in pursuing further education. We also collaborate with local universities, technical institutes, and other educational institutions to offer internships for graduate programs, contributing to the growth of the next generation of talent.

Last year, our subsidiary, Kian Joo Group, began collaborating with local institutes under the Malaysian government's Skim Latihan Dual Nasional (SLDN) program to develop a skilled workforce. This year, we've expanded the collaboration to include institutes in other states in Malaysia, making it more accessible and reaching a broader community interested in industrial training, particularly in Printing & Electrical Technology and Flexo-printing courses.

Social Relations

The Group hosts a variety of social gatherings and events throughout the year, creating opportunities for employees to connect and build relationships outside of their regular work. These events, such as cultural festival get-together, 'gotong-royong' (community work), and sporting activities, foster a sense of community and camaraderie among our diverse workforce.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE *(continued)*

EMPLOYEE ENGAGEMENT (continued)

Management approach (continued)

Social Relations (continued)

We also actively encourage employees to participate in volunteer programs, corporate social responsibility ("CSR") projects, and community outreach initiatives, such as charity drives for food, clothing, or school supplies, environmental clean-up efforts, and supporting local shelters or senior citizen homes through donations or volunteer services. These programs provide employees with the opportunity to contribute meaningfully to causes they care about while making a tangible difference in the community.

Our group's social and CSR activities throughout the year are regularly shared and broadcast on our LinkedIn page: *https://www.linkedin.com/company/kian-joo-can-factory-berhad/posts/.*

Our Performance

- Employee satisfaction survey conducted in the first quarter of FYE 2024 gathered responses from 2,500 employees across the Group and produced a satisfaction score of 78%.
- Staff turnover rate for FYE 2024 was 1.98% (FYE 2020: 2.96%).
- Total training hours by:
  o Management: 27,933 hours (average of 37.54 hours per employee)
  o Non-management: 87,588 hours (average of 19.60 hours per employee)

- In FYE 2024, Yayasan Canone Kianjoo contributed RM2,124,000 (FYE 2023: RM464,000) to various causes as follows:
  o Scholarships and education support RM430,000 (number of beneficiaries:18)
  o Schools and Institutes RM463,000 (number of beneficiaries: 8)
  o Healthcare and medical support RM246,000 (number of beneficiaries: 13)
  o Underprivileged and welfare homes RM648,000 (number of beneficiaries: 15)
  o NGOs and others RM337,000 (number of beneficiaries: 17)

Visit to disabled kids centre in Johor – KJ Can (Johore) Sdn. Bhd.

Volunteers at Melon farm – KJ Can (Selangor) Sdn. Bhd.

Mangrove tree planting at Taman Rekreasi Paya Bakau Sijangkang – Federal Printing Factory Sdn. Berhad, KJ Can (Selangor) Sdn. Bhd. and KJM Aluminium Can Sdn. Bhd.

Kota Tinggi beach clean-up – KJ (Can) Johore Sdn. Bhd.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (continued)

EMPLOYEE ENGAGEMENT (continued)

Our Performance (continued)

Contribution to St Mary Girl Orphanage Kyauk Tan, Myanmar – KianJoo Can (Myanmar) Company Limited

Townhall meeting – Kian Joo Can (Vietnam) Co., Ltd.

Signing of MOU for industrial training program, ILP – KJ Can (Johore) Sdn. Bhd.

Industry Sports, Negeri Sembilan – KJM Aluminium Can Sdn. Bhd.

Gotong-royong at Templers Park, Selangor – KJM Aluminium Sdn. Bhd. (Batu Caves)

Wellness Day blood donation – Aik Joo Can Factory Sdn. Berhad

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES

We are committed to addressing climate change, reduce our environmental footprint, and enhance operational resilience as part of our broader strategy for long-term sustainability. Our climate-related disclosures are guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the IFRS S2 Climate-related Disclosures framework.

Governance

During the year, climate-related considerations were incorporated into the Board's Terms of Reference to enhance its oversight, reflecting the growing importance of the topic within the Group's governance framework. The Terms of Reference for the Audit and Risk Management Committee, as well as the SREC, were also updated to strengthen their roles in supporting the Board on climate-related matters and ensuring these topics are effectively integrated into the enterprise risk management framework.

At the management level, the RMSWG supports the Board and its sub-committees in advancing climate-related initiatives. Comprising senior and middle management representatives from across the Group's operating companies, with the Corporate Sustainability department acting as coordinator, the RMSWG drives execution, monitors activities, and tracks performance against targets. The RMSWG meets quarterly to review initiatives, assess progress, and address any emerging issues to ensure that objectives are being met. Updates are provided to the Board twice a year. This collaborative structure ensures seamless alignment between strategic oversight and operational execution.

Strategy

A scenario analysis was conducted to gain a deeper understanding of climate-related risks and opportunities, along with their potential financial and non-financial impacts on the Group. This analysis enables us to formulate effective strategies for mitigation, adaptation and ensuring the Group's long-term resilience.

For a comprehensive assessment, we explored two distinct climate futures. The Shared Socioeconomic Pathways ("SSPs") and Representative Concentration Pathways ("RCPs") models developed by the IPCC were used as they allow us to assess scenarios based on varying levels of GHG emissions and socioeconomic developments. The two climate futures explored:

- SSP1-RCP1.9: A rapid global decarbonisation through stringent climate policies, technological innovation, and widespread adoption of sustainable practices. This scenario aims to limit global warming to 1.5°C, in line with the targets set by the Paris Agreement.

- SSP5-RCP8.5: A business-as-usual scenario, where there is rapid economic growth, increased energy demand, and a heavy reliance on fossil fuels. There is limited climate policies or technological advancements to mitigate emissions which will result in a significant rise in greenhouse gas concentrations leading to a global warming of more than 4°C.

Aqueduct Tools from the World Resources Institute (WRI) were also utilised to provide additional insights.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (continued)

Strategy (Continued)

Climate-related risks and opportunities the Group may face under the two climate futures, along with their potential financial and non-financial impacts and the associated time horizons, are summarised below.

Scenario: SSP1-RCP1.9

Physical Risks

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Physical	Acute	Floods disrupt transportation, supply chain and production. Heatwaves cause frequent power failure, operation efficiency and higher operational cost	* Direct operations * Upstream	Reduced revenue / decreased production (supply chain disruption) Increased operating cost and capital cost Plant in Shah Alam, Teluk Panglima Garang and Butterworth could be impacted by flood				Medium
		Chronic	Rising sea and riverine level. Infrastructure damage, higher insurance premium and operational downtime. Water stress: Operation disruption and higher operational cost	* Direct operations * Upstream					Medium

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (continued)

Scenario: SSP1-RCP1.9 (continued)

Transition Risks

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Transition	Regulatory	Carbon taxes, tighter regulations and compliance cost. Increased input/ operating costs for high carbon activities and threats to securing license to operate for high carbon activities	* Direct operations * Upstream	Higher cost to comply with regulations. Investment in green energy Increased cost from upstream inefficient suppliers				Medium
		Technology	Transition to lower emissions technology. New technologies that disrupt market	* Direct operations * Upstream * Downstream	Increased expenses and investment in energy efficient machinery Pressure to decarbonise upstream suppliers could disrupt availability				High
		Market	Changing consumer behaviour. Reduced demand for high-carbon products	* Direct operations * Upstream * Downstream	Increased product development cost in terms of design and material selection				Low
		Reputation	Risk of loss of trust and confidence in management	* Direct operations	Low due to mitigation control plan and strategies in place to comply with regulations				Low

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (continued)

Scenario: SSP5-RCP8.5

Physical Risks

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Physical	Acute	Increased frequency and severity causing more widespread disruptions to transportation, supply chain and production	* Direct operations * Upstream	Reduced revenue / decreased production (supply chain disruption)				High
		Chronic	Rising sea and riverine level. Vietnam (Red river and Mekong river) and Myanmar (Irrawaddy river) would impact supply chain and operational downtime. Water stress: Hanoi plant could be exposed to higher operational cost in securing water supply	* Direct operations * Upstream	Increased operating cost and capital cost Shah Alam, Teluk Panglima Garang and Butterworth plants in Malaysia, Ho Chi Minh City and Hanoi plants in Vietnam and plants in Myanmar could face high insurance premium or reduced availability				High

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (continued)

Scenario: SSP5-RCP8.5 (continued)

Transition Risks

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Transition	Regulatory	Slow transition to a low carbon economy with regulators adopting a lenient approach and less urgency to introduce policies	* Direct operations * Upstream	Low cost to comply with regulations				Low
		Technology	Slow adoption of lower emissions technology as regulators not pushing to achieve carbon neutrality target	* Direct operations * Upstream * Downstream	Low expenses and low investment on low-carbon technologies				Low
		Market	Low demand for low-carbon products due to slow development of climate-change regulations	* Direct operations * Upstream * Downstream	Minimal impact on our aluminium, tin and metal cans and carton boxes products				Low
		Reputation	Risk of loss of trust and confidence in management	* Direct operations	Low due to low compliance requirements				Low

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (continued)

Climate-related Opportunities Identified

	Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
					S	M	L	
Opportunities	Resource Efficiency	Use of more efficient production and distribution processes. More efficient use of water resources	* Direct operations * Upstream	Reduced operating cost through efficiency gains and cost reductions				Low
	Energy Source	Renewable energy adoption	* Direct operations * Upstream	Reduced exposure to future fossil-based fuel price increases				Medium
	Technology	Access to government green grants, subsidies and incentives	* Direct operations	Reduced capital investment and/ or operational cost				Medium
	Products & Services	Development and expansion of new products through R&D and innovation	* Direct operations * Upstream * Downstream	Increased revenue				Medium
	Resilience	Resources substitution and diversification	* Direct operations * Upstream * Downstream	Ability to remain resilient under low-emission environment				Medium

Our strategies, priorities, and milestones to mitigate and adapt to the above climate-related risks and enhance our resilience are outlined in our Roadmap on page 40.

Risk Management

Risks identified through the scenario analysis are evaluated based on their likelihood and potential financial impact. Likelihood is rated on a scale from highly unlikely to highly likely, considering factors such as historical data and emerging trends, while potential financial impact is assessed from very low to very high, depending on its impact to revenue, costs, asset values, and liabilities.

In our ERM framework, we prioritise highly likely and very high impact risks for action, while low-likelihood and low-impact risks are monitored to ensure they remain within the Group's defined risk appetite.

Refer also to the statement on Risk Manangement and Internal Control on page 105.

Our climate related risks are managed under Responsible Waste Management and Climate Change on pages 47 and 49 respectively.

SUSTAINABILITY REPORT

CLIMATE-RELATED DISCLOSURES (continued)

Metrics and Targets

Quantitative and qualitative climate-related targets are established to monitor our progress. These targets apply to all entities within the Group. The metrics used to track our performance include GHG intensity, water withdrawal intensity, and solid waste management. For more details, please refer to our Targets and Roadmap on page 40, Performance Scorecard, Responsible Waste Management and Climate Change on pages 41, 47 and 49 respectively.

Metrics are monitored, and progress toward targets is reported and discussed quarterly at the RMSWG meeting. Bi-annually, the progress report is presented to the Board. A qualified Independent third party validates our annual data on GHG emissions, waste, and water consumption, to provide assurance of our metrics accuracy and credibility.

Some GHG emissions metrics are also linked to key management compensation to align incentives with sustainability goals and ensure accountability for meeting emissions targets.

Limitations and Assumptions in Climate Projections

Making future projections involves navigating various uncertainties and unforeseen circumstances, which present significant challenges. The assumptions underlying these projections are subject to change, influenced by evolving external factors, market dynamics, and uncertainties related to climate risks. It is important to consider these limitations when interpreting these climate futures projections.

PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM

Can-One Berhad as a Listed Issuer is required to provide mandatory ESG disclosures as part of the Main Market Listing Requirements. This aligns with the updated Sustainability Reporting Guide, 3rd Edition. The table below presents performance data that is relevant to our significant concerns. These figures have been verified both internally and externally, as indicated for each indicator:

Indicator	Measurement Unit	2023	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Overall	Percentage	21.00	35.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	69.00	81.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	58.00	50.00
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	63,300.00	66,400.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	58,300.00	64,200.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	5,000.00	2,200.00
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	346,111.00	399,056.00
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	850.000000 *1	740.000000
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO_2e	Metric tonnes	30,100.00	38,200.00
Bursa C11(b) Scope 2 emissions in tonnes of CO_2e	Metric tonnes	96,500.00 *2	63,400.00
Bursa C11(c) Scope 3 emissions in tonnes of CO_2e (at least for the categories of business travel and employee commuting)	Metric tonnes	No Data Provided	5,500.00
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.69	1.96

Internal assurance   External assurance   No assurance   (*)Restated

Notes:

1 Net water consumption. Refer to page 51 of Annual Report.
2 Restated to reflect updated emission factor. Refer to page 51 of Annual Report.

PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM *(continued)*

Indicator	Measurement Unit	2023	2024
Bursa C5(c) Number of employees trained on health and safety standards	Number	3,268	3,516
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Management Under 30	Percentage	16.00	15.00
Management Between 30-50	Percentage	67.00	68.00
Management Above 50	Percentage	17.00	17.00
Non-Management Under 30	Percentage	40.00	37.00
Non-Management Between 30-50	Percentage	52.00	54.00
Non-Management Above 50	Percentage	8.00	9.00
Gender Group by Employee Category			
Management Male	Percentage	54.00	52.00
Management Female	Percentage	46.00	48.00
Non-Management Male	Percentage	77.00	77.00
Non-Management Female	Percentage	23.00	23.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	89.00	89.00
Female	Percentage	11.00	11.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	22.00	22.00
Above 50	Percentage	78.00	78.00
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			

Internal assurance	External assurance	No assurance	(*)Restated

PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM *(continued)*

Indicator	Measurement Unit	2023	2024
Management	Hours	17,441	27,933
Non-Management	Hours	73,715	87,588
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	3.58	4.97
Bursa C6(c) Total number of employee turnover by employee category			
Management	Number	132	82
Non-Management	Number	2,384	1,485
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	464,000.00	2,124,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	30	71
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0

Internal assurance   External assurance   No assurance   (*)Restated

SUSTAINABILITY REPORT

GRI CONTENT INDEX

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 2: General Disclosures 2021			
2-1	Organisational details	30 19-28	Can-One Berhad is a Bursa-listed company. Refer to About This Report. Refer to Corporate Information and Management Discussion and Analysis ("MDA") in AR 2024.
2-2	Entities included in the organisation's sustainability reporting	30	Scope & Boundary
2-3	Reporting period, frequency, and contact point	30	About this report
2-4	Restatements of information	31	Certain data have been restated. Refer to Restatements
2-5	External assurance	31	Refer to Statement of Assurance
2-6	Activities, value chain, and other business relationships	19-28	Refer to MDA
2-7	Employees	57-58	Refer to the Diversity and Fair Treatment section
2-8	Workers who are not employees	–	342 workers (4.97%)
2-9	Governance structure and composition	33 89-90	Refer to the Governance Structure section and Corporate Governance Overview Statement under Nomination Committee in AR 2024
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing the management of impacts		
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting		
2-15	Conflicts of interest	102	Refer to the Audit and Risk Management Committee Report
2-16	Communication of critical concerns	102	
2-17	Collective knowledge of the highest governance body	86-88	Refer to Corporate Governance Overview Statement under Remuneration Committee
2-18	Evaluation of the performance of the highest governance body	89-90	Refer to Corporate Governance Overview Statement under Remuneration Committee and Nomination Committee in AR 2024
2-19	Remuneration policies	86-88	
2-20	Process to determine remuneration	86-88	

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 2: General Disclosures 2021 *(continued)*			
2-22	Statement of sustainability development strategy	29	Refer to the Group Managing Director's message
2-23	Policy commitments	44	Refer to the Governance and Ethics section
2-24	Embedding policies commitments	34, 44	Refer to Sustainability in Our Business Processes section and Governance and Ethics section
2-25	Processes to remediate negative impacts	102 105	Refer to Audit and Risk Management Committee Report and Statement of Risk Management and Internal Control
2-26	Mechanisms for seeking advice and raising concerns	44	Refer to the Governance and Ethics section
2-27	Compliance with laws and regulations	44 47 49	Governance and Ethics section. Responsible Waste Management section Climate Change section
2-28	Membership associations	41	Refer to Memberships and Association section
2-29	Approach to stakeholder engagement	35	Refer to the Stakeholders Engagement section
2-30	Collective bargaining agreements	–	698 employees (16%) in Malaysia Plants and 1,668 employees (97%) in Vietnam Plants are covered by the Collective Agreement
3-1	The process of determining material topics	36	Refer to the Materiality Assessment Process section
3-2	List of material topics	37	Refer to the Materiality Matrix section
GRI 201: Economic Performance 2016			
3-3	Management of material topics	42	Refer to Management Approach in the Product Innovation section
201-1	Direct economic value generated and distributed	–	*see table below*
201-2	Financial implications and other risks and opportunities due to climate change	62-68	Refer to Climate-related Disclosure section
201-3	Defined benefit plan obligations and other retirement plans	152	Refer to Note 2(r)(iii) and Note 18 of Financial Statements
201-4	Financial assistance received from government	172	Tax incentives such as reinvestment allowance and income exemption for value of increase of exports. Refer to Note 8 of Financial Statements

Brief Information on Disclosures table for 201-1:

RM ' million	FYE2022	FYE2023	FYE2024
Revenue	3,167	3,054	3,193
Operating Cost	2,489	2,412	2,468
Payment to capital provider	58	72	94
Employee wages and benefits	351	407	401
Payment to Governments	47	29	47
Payment to Shareholders	7.7	7.7	7.7

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 204: Procurement practices 2016			
3-3	Management of material topics	44,46	Refer to Governance and Ethics and Materials section
204-1	Proportion of spending on local suppliers	–	50% (RM961mil)
GRI 301: Materials 2016			
3-3	Management of material topics	46	Refer to Materials section
301-1	Materials used by weight or volume	46	
301-2	Recycled input materials used	46	
301-3	Reclaimed products and their packaging materials	–	
GRI 205: Anti-Corruption 2016			
3-3	Management of material topics	44	Refer to Management Approach in the Governance and Ethics section
205-1	Operations assessed for risks related to corruption	102, 45	Refer to the Audit and Risk Management Committee Report and Governance and Ethics section
205-2	Communication and training about anti-corruption policies and procedures	44	Refer to the Governance and Ethics section
205-3	Confirmed incidents of corruption and actions taken	45	Refer to Our Performance under the Governance and Ethics section
GRI 302: Energy 2016			
3-3	Management of material topics	49	Refer to Management Approach in Climate Change section
302-1	Energy consumption within the organisation	50	Refer to the Climate Change section
302-3	Energy intensity	50	Refer to the Climate Change section
302-4	Reduction of energy consumption	50	
302-5	Reduction in energy requirements of products and services	50	

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 303: Water and Effluent 2018			
3-3	Management of material topics	49	Refer to Management Approach in Climate Change section
303-1	Interactions with water as a shared resource	51	
303-2	Management of water discharge-related impacts	47, 51	Refer to Management Approach in the Responsible Waste Management section and Climate Change section
303-3	Water withdrawal	51	Refer to Water Consumption in Climate Change section
303-4	Water discharge	51	Refer to the Responsible Waste Management section
303-5	Water Consumption	51	Refer to the Climate Change section
GRI 305: Emissions 2016			
3-3	Management of material topics	49	Refer to Management Approach in Climate Change section
305-1	Direct (Scope 1) GHG emissions	51	Refer to the Climate Change section
305-2	Energy indirect (Scope 2) GHG emissions	51	
305-3	Other indirect (Scope 3) GHG emissions	51	
305-4	GHG emissions intensity	51	
305-5	Reduction of GHG Emissions	50-51	
305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	49	

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 306: Waste 2020			
3-3	Management of material topics	47	Refer to Management Approach in the Responsible Waste Management section
306-1	Waste generation and significant waste-related impacts	48	Refer to the Responsible Waste Management section
306-2	Management of significant waste-related impacts.	47	Refer to the Responsible Waste Management section
306-3	Waste generated	48	Refer to the Responsible Waste Management section
306-4	Waste diverted from disposal	48	
306-5	Waste directed to disposal	48	
GRI 401: Employment 2016			
3-3	Management of material topics	59	Refer to Management Approach in the Employee Engagement section
401-1	New employee hires and employee turnover	–	Malaysia plants new hire as at year end: -

Malaysia plants new hire as at year end: -

Age Group	Male	Female	Total
< 30	218	75	293
30 – 50	87	39	126
>50	14	5	19
Total	319	119	438

Vietnam plants new hire as at year end: -

Age Group	Male	Female	Total
< 30	109	45	154
30 – 50	98	54	152
>50	5	1	6
Total	212	100	312

Myanmar plant new hire as at year end: -

Age Group	Male	Female	Total
< 30	60	38	98
30 – 50	20	6	26
>50	0	0	0
Total	80	44	124

Employee turnover for the Group was 1.98%.

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 401: Employment 2016 *(continued)*			
401-2	Benefits provided to full-time employees that are not provided to temp/part-time employees	–	All categories are entitled to medical coverage, life insurance, social security contributions, parental leave, and paid annual leave.
401-3	Parental leave	–	(see table below)
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	53	Refer to Management Approach in the Health and Safety section
403-1	Occupational health and safety management system	53	Refer to the Health and Safety section
403-2	Hazard identification, risk assessment, and incident investigation	53	Refer to the Health and Safety section
403-3	Occupational health services	53	Audiometric tests are conducted on-site annually
403-4	Worker participation, consultation, and communication on occupational health and safety	53	Refer to the Health and Safety section
403-5	Worker training on occupational health and safety	54	Refer to the Health and Safety section
403-6	Promotion of worker health	–	Access to company panel of clinics. Annual audiometric test for workers. Periodic factory noise monitoring as required by the respective jurisdiction
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	–	Supplier Code of Conduct in place and audits are carried out to ensure compliance
403-8	Workers covered by an occupational health and safety management system	–	50% of the Group's operations covering 63% of employees are certified under ISO45001; Occupational Health and Safety Management system

Table for 401-3 Parental leave:

Country	Entitled	Taken	% returned to work #
Malaysia	2,381	74	81%
Vietnam	389	87	92%
Myanmar	457	25	100%
Total	3,227	186	89%

As at end of reporting period

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 403: Occupational Health and Safety 2018 *(continued)*			
403-9	Work-related injuries	54	Refer to the Health and Safety section
403-10	Work-related ill health	54	Refer to the Health and Safety section
GRI 404: Training and Education 2016			
3-3	Management of material topics	59	Refer to Management Approach in the Employee Engagement section
404-1	Average hours of training per year per employee	60	Refer to the Employee Engagement section
404-2	Programs for upgrading employees' skills and transition assistance programs	59	Refer to the Employee Engagement section
404-3	Percentage of employees receiving regular performance and career development reviews	–	All staff undergo annual staff appraisals. Ad-hoc reviews are also carried out
GRI 405: Diversity & Equal Opportunity 2016			
3-3	Management of material topics	57	Refer to Management Approach in the Diversity and Fair Treatment section
405-1	Diversity of governance bodies and employees	57-58	Refer to the Diversity and Fair Treatment section and Corporate Governance Overview Statement
GRI 406: Non-discrimination 2016			
3-3	Management of material topics	57	Refer to Management Approach in the Diversity and Fair Treatment section
406-1	Incidents of discrimination and corrective actions taken	–	No incidence of discrimination was received or reported
GRI 407: Freedom of Association and collective bargaining 2016			
3-3	Management of material topics	44,57	Refer to Governance and Ethics and Diversity and Fair Treatment section
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	None.

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 408: Child Labour 2016			
3-3	Management of material topics	57	Refer to Management Approach in the Diversity and Fair Treatment section
408-1	Operations and suppliers at significant risk for incidents of child labour	–	None Employees' Code of Conduct and Suppliers' Code of Conduct
GRI 409: Forced or Compulsory Labour 2016			
3-3	Management of material topics	57	Refer to Management Approach in the Diversity and Fair Treatment section
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	–	None Employees' Code of Conduct and Suppliers' Code of Conduct
GRI 410: Security Practices 2016			
3-3	Management of material topics	–	All service providers are required to sign off and comply with our Suppliers Code of Conduct. The Internal Audit department conducts periodic audit
410-1	Security personnel trained in human rights policies or procedures	–	Our Group head of security has briefed and trained our security service provider personnel during FYE 2024
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	44	Refer to Management Approach in the Governance and Ethics section
414-1	New suppliers that were screened using social criteria	45	Refer to Governance and ethics section
414-2	Negative social impacts in the supply chain and action taken	45	Refer to the Governance and Ethics section
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	42	Refer to Management Approach in the Product Innovation section
416-1	Assessment of the health and safety impacts of products and services	42	Refer to the Product Innovation section. All plants are ISO 9001 accredited and have an In-house Quality Control laboratory at the site.

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 416: Customer Health and Safety 2016 *(continued)*			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	42	Refer to the Product Innovation section. There were no incidents of non-compliance for the year
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	43	Refer to Management Approach in the Governance and Ethics section
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	43	There were no substantiated complaints received in FYE 2024

SUSTAINABILITY REPORT

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Science Based Assurance in
Quality, Safety & Sustainability.

Independent Limited Assurance Opinion to Can-One Berhad on Scope 1 and 2 Greenhouse Gas Emissions, Water and Waste Data for Calendar Year 2024

To the Management of Can-One Berhad,

Introduction

Intertek Deutschland GmbH (hereinafter referred to as "Intertek"), represented in this project by the sustainability team, was commissioned by Can-One Berhad (hereafter referred to as "Can-One") for independent third-party verification of their Scope 1 and 2 Greenhouse Gas (GHG) Emissions (the "GHG Statement"), Water, as well as Waste data (inclusive of scheduled waste and solid waste), for calendar year 2024 (i.e. from 1st January 2024 to 31st December 2024). The verification was performed in accordance with ISO 14064-3 *'Specification with guidance for the verification and validation of greenhouse gas statements'* and ISAE 3000 (revised) for *'Assurance Engagements other than Audits or Reviews of Historical Financial Information'*.

Objective

The objective of this limited assurance review was to confirm whether any objective evidence existed to suggest that Can-One's GHG Statement, as well as Water and Waste data for 2024, were not accurate, complete, consistent, transparent, or suggested material errors or omissions.

Intended Users

The intended users of this assurance statement are Can-One's management and stakeholders. Intertek's responsibility in performing this task was limited to the verification of the GHG Statement, Water and Waste data, in accordance with the agreed scope of work. This assurance engagement was based on the assumption that the data and information provided to us is authentic and complete.

Responsibilities

Can-One's Management was solely responsible for defining the goal and scope, the organisation's GHG emissions, water and waste information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation and determination of GHG emissions, Water and Waste data for the organisation.

As agreed with Can-One's Management, Intertek's responsibility was to provide assurance and express an independent limited assurance opinion on Can-One's GHG Statement, Water and Waste data based on verification following the assurance scope and criteria stated below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organisation. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope

The organisational boundary followed the operational control approach. The verification covered GHG emissions activities, water and waste data from all locations under Can-One's operational control for the period of 1st January 2024 to 31st December 2024.

Verification covered 95% of total Scope 1 and 2 GHG emissions in 2024, which included the following activities:
- Scope 1: Direct GHG Emissions
- Scope 2: Purchased Electricity (including renewable energy) – Location- and Market-based

The GHG Statement follows the criteria of the World Resources Institute's (WRI) *Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard* (hereafter referred to as the '*GHG Protocol Standard*').

SUSTAINABILITY REPORT

Verification for Water data in 2024 comprised:
- Water consumed
- Water discharged

Verification for Waste data in 2024 comprised:
- Scheduled waste:
  - Waste generated
  - Waste diverted from disposal
  - Waste directed to disposal
- Solid waste:
  - Waste generated
  - Waste diverted from disposal
  - Waste directed to disposal

Assurance Criteria

Intertek conducted the verification work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:
- ISO 14064-3 *'Specification with guidance for the verification and validation of greenhouse gas statements';* *and*
- ISAE 3000 (revised) for *'Assurance Engagements other than Audits or Reviews of Historical Financial Information'*

The criteria in which the GHG Statement was compared against was:
- WRI *GHG Protocol – A Corporate Accounting and Reporting Standard*
- *GRI Standards – GRI 303: Water and Effluents 2018; GRI 306: Waste 2020*

A limited assurance engagement involved performing procedures to obtain evidence about the quantification of emissions and related information in the GHG Statement, as well as quantification and related information for Water and Waste data. Source data verification was undertaken during the assurance process, where available.

A materiality level of 5% was applied.

Methodology

Intertek performed verification work using risk-based approach to obtain the information, explanations and evidence that were considered necessary to provide a limited level of assurance. The verification was conducted by desktop review regarding Can-One's GHG Statement, Water and Waste data and supporting records for 2024. Data and information supporting Can-One's GHG Statement, Water and Waste data were historical in nature and proven by evidence. Our assurance task was planned and carried out from March 2025 to April 2025. The verification included the following:
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted a virtual interview with data managers.
- Assessment of the appropriateness of various emission factors and conversion factors used by Can-One.
- Review of input data on sample basis for the duration of 1st January 2024 to 31st December 2024 through Can-One's GHG calculation spreadsheet and raw data files.
- Recalculation of GHG emissions based on the data provided.
- Appropriate documentary evidence was obtained to support our conclusions on the GHG Statement, Water and Waste data.

Findings

Intertek found that sufficient and appropriate evidence was provided to support material GHG emissions, Water and Waste data. The criteria were applied appropriately for material Scope 1 and 2 GHG emissions, Water and Waste data. Can-One was informed of Intertek's findings and have subsequently taken corrective actions to the identified

SUSTAINABILITY REPORT

errors. Intertek has verified that all errors and corrective actions identified during the verification process have been duly corrected.

Conclusion and Assurance Opinion

Intertek reviewed selected Scope 1 and 2 GHG emissions, Water and Waste data of Can-One Berhad ("Can-One") for the reporting period of 1st January 2024 to 31st December 2024 (2024) to a limited level of assurance. The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Based on the data and information provided by Can-One, Intertek concludes with limited assurance that there is no evidence that the GHG Statement, Water and Waste data are not materially correct, are not a fair representation of the Scope 1 and 2 GHG emissions, Water and Waste data and information, as well as are not prepared in accordance with the WRI *GHG Protocol – A Corporate Accounting and Reporting Standard* and *GRI Standards*.

The reported GHG emissions for 2024 are equal to:

Scope	GHG Emissions (tonnes CO$_2$e)
Scope 1	38,206
Scope 2 (Location-based)	127,706
Scope 2 (Market-based)	63,413
Total (Location-based)	**165,912**
Total (Market-based)	**101,619**
Biogenic Carbon Emissions	17,893

The reported Water data for 2024 are equal to:

Water Data	Total (megaliters)
Water consumed	1,767
Water discharged	1,033

The reported Waste data for 2024 are equal to:

Waste Data	Total (metric tonnes)
Scheduled waste:	
• Waste generated	5,204
• Waste diverted from disposal	3,734
• Waste directed to disposal	1,470
Solid waste:	
• Waste generated	61,125
• Waste diverted from disposal	60,449
• Waste directed to disposal	676

This opinion shall be interpreted with the GHG Statement, and Water and Waste data of Can-One as a whole.

Intertek's Competence and Independence

Intertek ensures the selection of appropriately qualified and impartial individuals as the verifiers. The selected verifiers have over 10 years of experience working on GHG accounting and verification projects. They were not involved in the preparation of Can-One's GHG Statement, Water and Waste data.

Intertek adheres to the requirements of ISO 14064-3 and ISAE 3000 in its verification works. The verification was internally reviewed to ensure that the approach applied was rigorous and transparent. The verification team was not involved in any other Intertek projects with Can-One.

No member of the verification team has a business relationship with Can-One, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering.

SUSTAINABILITY REPORT

If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

On behalf of Intertek

Dr. Lara Dresser
Sustainability Consultant
Intertek Assuris

Ridzwan Nazimuddin
Senior Consultant – Climate Change & Sustainability
Intertek Assuris

Kiran Shinde
Senior Executive – Sustainability
Intertek Assuris

Yi Hang Yu
Senior Manager – Climate Change & Sustainability
Intertek Assuris

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