



# SUSTAINABILITY REPORT 2025

The **CANs** Company

**CAN-ONE BERHAD**

Registration No. 200401000396 (638899-K)





# SUSTAINABILITY REPORT

## MESSAGE FROM GROUP MANAGING DIRECTOR

Dear Stakeholders,

I am pleased to present the Group's ninth Sustainability Report for the financial year ended 31 December 2025. This report highlights the progress we have made in embedding sustainability across our operations, as well as the strengthening of capabilities required to support long-term value creation.

The Group continues to advance steadily towards our Net Zero by 2050 ambition. In the year under review, a 16% reduction in combined Scope 1 and Scope 2 greenhouse gas emissions intensity was achieved, resulting in a cumulative reduction of 65% and keeping us on track towards our interim target of a 70% reduction by 2030.

Energy management remains a core pillar of our climate strategy. To date, the Group has invested approximately RM20 million in rooftop solar systems. During the year, three additional subsidiaries were equipped with on-site solar power, increasing our total installed renewable capacity to 7,853 kWp, with an estimated annual emissions avoidance of approximately 6,100 tCO<sub>2</sub>e. In parallel, our Malaysia-based plants continued to procure green electricity under Tenaga Nasional Berhad's Green Electricity Tariff programme. We also strengthened our energy governance and performance management, with another company achieving ISO 50001 certification, bringing the total to two, while a third remains in progress.

Beyond operations, we continue to integrate sustainability considerations into our products. During the year, we achieved ISO 14067 Product Carbon Footprint certification for our two-piece aluminium can products. This provides a strong foundation to advance sustainable product development and support our customers' decarbonisation efforts. We plan to extend this certification to other key product lines over time.

Ahead of its mandatory requirement, the Group adopted Malaysia's National Sustainability Reporting Framework, reflecting our commitment to advance reporting in line with emerging requirements. We were rewarded for our philosophy of pursuing continuous improvement. In December 2025, the Group's ESG rating rose from 3 stars to 4 stars in Bursa Malaysia's PLC ESG Ratings assessment by FTSE Russell. This recognition places the Group among the top tier of ESG performers and highlights measurable progress across governance, environmental performance, and social practices.

Our people remain central to the Group's success. I would like to thank our employees for their dedication, as well as our customers and suppliers for their continued trust and collaboration. Looking ahead, we remain focused on strengthening execution, scaling proven initiatives, and delivering sustainable value to all stakeholders.

Thank you for your continued support.

**Marc Francis Yeoh Min Chang**  
Group Managing Director

# SUSTAINABILITY REPORT

## ABOUT THIS REPORT

This Sustainability Report outlines the sustainability-related risks, opportunities, commitments, actions, and performance of Can-One Berhad (“Can-One” or “the Company”) and its subsidiaries (collectively, “the Group” or “Can-One Group”).

It provides a balanced view of how the Group identifies, manages, and monitors material sustainability-related risks and opportunities that may affect its long-term enterprise value. It also communicates the Group’s ongoing sustainability commitments, initiatives, and progress in delivering positive impacts for stakeholders and the environment.

## REPORTING FRAMEWORKS

This report has been prepared in accordance with Bursa Securities Berhad (“Bursa Securities”) Main Market Listing Requirements on Sustainability Reporting, aligned with the National Sustainability Reporting Framework, and with reference to the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB) and the Global Reporting Initiative (GRI) Standards.

## REPORTING PERIOD AND BOUNDARY

This Sustainability Report covers the period from 1 January 2025 to 31 December (“FYE 2025”), in alignment with the Group’s financial year. The reporting boundary encompasses all entities included in the Group’s consolidated financial statements.

### Exclusions:

- Aluminium can plant in the United States of America (“USA”). The plant, which commenced operations in December 2023 has yet to achieve operational maturity. Data collection and reporting frameworks are being established, and the operation will be incorporated into future reporting once maturity is attained, expected within the next two years.
- High-density polyethylene (HDPE) jerry can plant in Indonesia. Its operational scale (below 1% of Group revenue in FYE 2025) and associated emissions are not material to the Group’s overall sustainability performance.
- Supporting Activities. Activities such as trading, property development, and investment holding are considered immaterial (below 1% of Group revenue in FYE 2025), and they do not contribute significantly to the Group’s sustainability-related risks, opportunities, or enterprise value.

While excluded from reporting, the USA and Indonesia operations, together with supporting activities, are captured within the Group’s value chain mapping to provide stakeholders with a comprehensive understanding of impacts across the lifecycle of the Group’s products and operations.

This Report is published on an annual basis. The previous Sustainability Report, covering the period from 1 January 2024 to 31 December 2024, was published in April 2025.

## SUSTAINABILITY REPORT

### GHG EMISSIONS BOUNDARY

Greenhouse gas (“GHG”) emissions are reported in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. The Group applies the operational control approach to determine its organisational boundary, which includes all entities where Can-One has full operational control over activities and policies. The Group has no associates, joint ventures, or unconsolidated subsidiaries. All reported Scope 1 and Scope 2 emissions represent the consolidated Group, and no further disaggregation is required.

The Group recognises that Scope 3 emissions from its upstream and downstream value chain constitute a significant portion of its total emissions. Robust data collection systems and quantification methodologies are being established. Material Scope 3 categories will be progressively incorporated into our disclosures over the next two years.

### PRESENTATION CURRENCY

All monetary values in this report are presented in Ringgit Malaysia (“RM”), consistent with the Group’s financial statements. Unless specified otherwise, all amounts are rounded to the nearest million.

### TIME HORIZONS

Sustainability-related risks and opportunities are assessed across defined time horizons: Short term: within 12 months; Medium term: 1–5 years; Long term: more than 5 years.

### REPORTING PRINCIPLES

The report applies the principles of materiality, completeness, comparability, and accuracy. Where data is unavailable or considered immaterial, this is disclosed together with management’s rationale and planned actions for future reporting.

### RESTATEMENTS

Where applicable, the Group has restated some of the comparative data to reflect improvements in data accuracy or changes in methodology. The nature and reasons for any restatements are explained in the relevant sections of this report.

### JUDGEMENTS, ESTIMATES, AND FORWARD-LOOKING STATEMENTS

In preparing this report, the Group has applied certain judgements, estimates, and assumptions in determining material sustainability matters and measurement approaches. Some disclosures include forward-looking statements relating to future plans, targets, and expectations, which are based on information available at the reporting date. Actual outcomes may differ due to uncertainties inherent in sustainability-related risks and opportunities, changes in operating conditions, or external factors beyond the Group’s control.

## SUSTAINABILITY REPORT

### LINK TO ANNUAL REPORT

This Sustainability Report should be read together with the Annual Report 2025, which presents the Group's audited financial statements and statutory disclosures. Together, these documents provide a comprehensive view of the Group's financial and sustainability performance.

### STATEMENT OF ASSURANCE

To enhance the credibility of this report, the Board of Directors ("the Board") approved the engagement of Intertek Certification International Sdn. Bhd., with the assurance engagement conducted by Intertek Deutschland GmbH to perform limited assurance on selected sustainability indicators, including Scope 1 and Scope 2 GHG emissions, water usage, and waste management, in accordance with applicable international assurance standards.

The subject matter(s) covered, scope and conclusion (where applicable) are provided below:

Type of Assurance	Material Matters	Subject Matter	Scope	Conclusion
Independent Assurance	Climate Change	<b>Scope 1</b> greenhouse gas ("GHG") emissions in tonnes of carbon dioxide equivalent ("tCO <sub>2</sub> e")	Operations assessed: 1. Malaysia 2. Vietnam 3. Myanmar	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 <i>GHG Protocol – A Corporate Accounting and Reporting Standard</i> and GRI Standards.
		<b>Scope 2</b> GHG emissions in tonnes of ("tCO <sub>2</sub> e")		
		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 complete limited assurance report is on page 83.

### FEEDBACK

We welcome and encourage feedback on this Sustainability Report to help us continuously improve our disclosures and performance. Stakeholders may share their views, questions, or suggestions with us at [sustainability@canone.com.my](mailto:sustainability@canone.com.my).

# SUSTAINABILITY REPORT

## FYE 2025 HIGHLIGHTS

 	 	 
<p><b>16%*</b> Reduction in Scope 1 &amp; 2 GHG emissions intensity (year)</p> <p><b>65%*</b> (cumulative)</p>	<p><b>ZERO</b> Employee and contractor fatality</p>	<p><b>ZERO</b> Complaints on customers' data breaches</p>
<p><b>7,853 kWp</b> Total solar capacity installed to date</p>	<p><b>48%</b> Management staff are women</p>	<p><b>78%</b> Suppliers screened on social compliance<sup>^</sup></p>
<p><b>4,968 MT</b> CO<sub>2</sub>e per year avoided from solar usage</p>	<p><b>1.96</b> Lost Time Incident rate</p>	<p><b>ZERO</b> Human rights violation</p>
<p><b>98,545 MWh</b> Green Electricity<sup>@</sup></p>	<p><b>84%</b> Workforce from local communities</p>	<p><b>50%</b> Procurement spent on local suppliers</p>
<p><b>24%</b> Reduction in water consumption intensity<sup>#</sup></p>	<p><b>25 Hours (Management)</b> Training invested per employee</p>	<p><b>3.7</b> ESG Rating assessed by FTSE Russell<sup>+</sup></p> <p>★★★★</p>
<p><b>98%</b> Waste diverted from disposal</p>	<p><b>14 Hours (Non-Management)</b></p>	

**Note**

- \* Market-based approach in accordance with the GHG Protocol Standard and against FYE 2020 baseline.
- # Measured against FYE 2024. This represents 36% if measured against FYE 2023, the year where data collection for water usage and discharge started.
- ^ Utilising 3rd party (Sedex) risk assessment tool.
- + ESG Ratings of Main Market PLCs assessed by FTSE Russell published by Bursa Securities in December 2025.
- @ Green Electricity refers to electricity generated by solar power plants under the Large-Scale Solar, hydropower stations or other renewable energy plants and supplied through the national power grid.

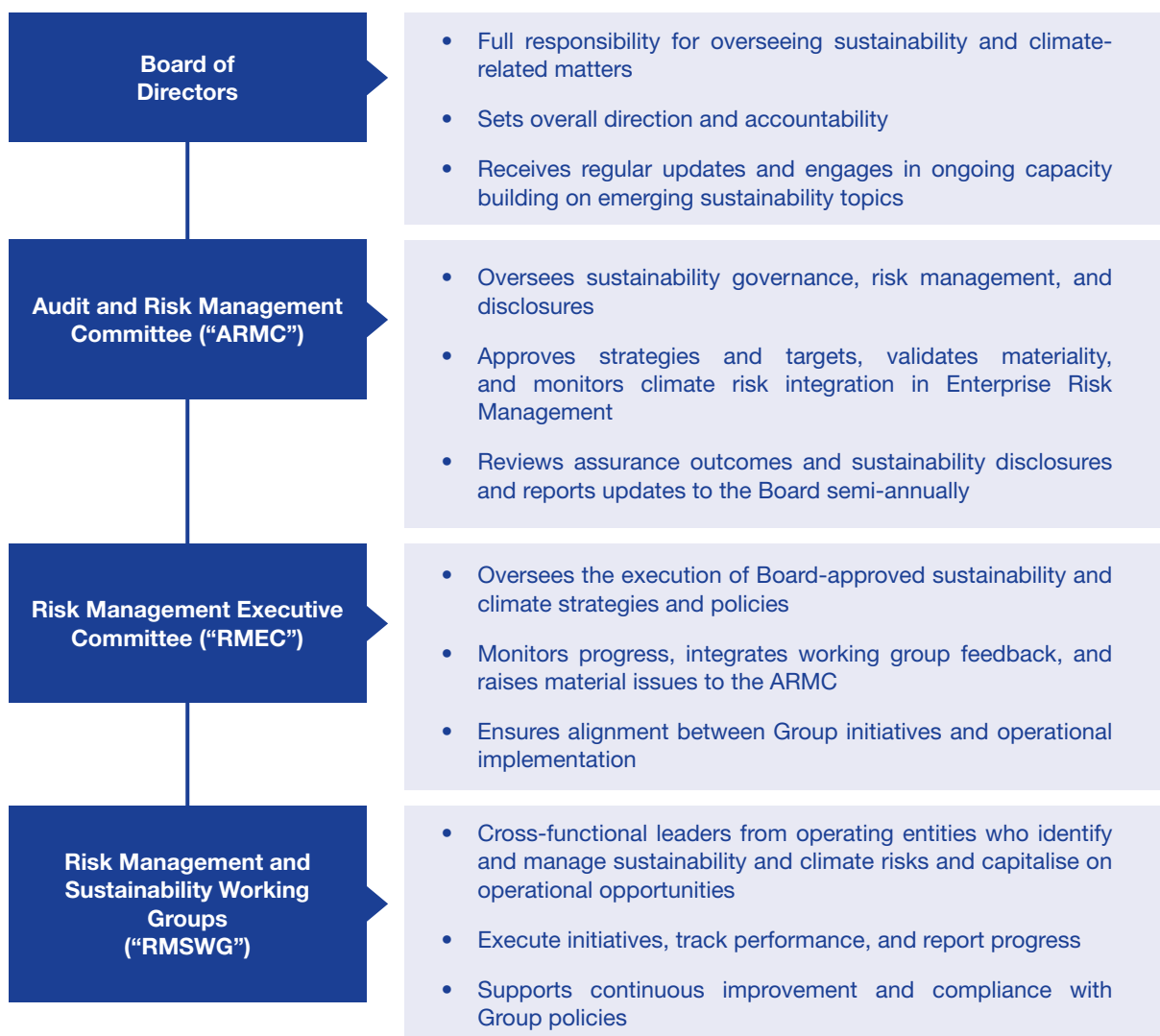
# SUSTAINABILITY REPORT

## GOVERNANCE

The Board has ultimate responsibility for overseeing the Group’s risk management and sustainability agenda, including climate-related risks and opportunities. This oversight is supported by a governance framework that embeds sustainability and climate considerations across Board committees, management, and working groups. This ensures that sustainability matters are aligned with overall strategy, enterprise risk management, and stakeholder expectations.

Sustainability and climate-related matters reviewed by the Board and its committees inform strategic direction, capital prioritisation, and risk appetite setting, supporting alignment between sustainability objectives and long-term enterprise value.

## GOVERNANCE STRUCTURE



# SUSTAINABILITY REPORT

## ACCOUNTABILITY AND INCENTIVES

Sustainability and climate-related Key Performance Indicators (“KPIs”) are embedded in the Group’s management performance evaluation framework to ensure accountability for sustainability outcomes. Operating units are assessed on measures such as emissions reduction, waste minimisation, governance and ethics, health and safety, and employee development. Heads of companies have these KPIs incorporated into their performance evaluations, contributing up to 30% of their overall assessment.

## OUR BUSINESS

The Group manufactures aluminium cans, tin cans, carton boxes, jerry cans and provides contract manufacturing services for beverage products. Headquartered in Malaysia, the Group operates manufacturing plants in Malaysia, Vietnam, Myanmar, Indonesia, and USA, serving both domestic and international markets.

Refer to Management Discussion and Analysis section of the Annual Report 2025 (Pages 22-31) for further details on the Group’s business activities, strategy, and financial performance.

## OUR VALUE CHAIN

The Group’s value chain is centred on packaging production, which forms our core business, supported by non-core activities such as trading, investment holding, and limited property development. Mapping the value chain enables the Group to identify where sustainability and climate-related risks, opportunities, and impacts arise across the lifecycle of our products and operations. It also clarifies our dependencies on key capitals, including natural resources, people, and stakeholder relationships, which underpin long-term value creation and business resilience. Insights from this mapping help integrate material sustainability and climate-related topics into strategic planning and risk management processes.

Given the Group’s operations across multiple geographies, close collaboration with suppliers, contractors, and customers is essential to maintaining supply chain resilience, ensuring operational continuity, and driving shared progress on sustainability objectives.

### Core Operations

#### Upstream: Raw Materials Suppliers and Transporters

- Inputs: tin plates, aluminium coils, paper rolls, High-Density Polyethylene (HDPE) resins, lacquers, inks, adhesives, starch, sweeteners, concentrates, biomass, and chemicals.
- Geographies: sourced primarily from Malaysia, Vietnam, Indonesia, China, USA, and other regional markets.
- Sustainability Topics: responsible sourcing, supplier engagement, human rights, labour practices, supply chain resilience, product carbon footprint, biodiversity protection, and safe chemical management.
- Climate Topics: exposure to physical risks affecting upstream production and logistics, impacting raw material availability and operational continuity; and transition risks from carbon pricing and energy-intensive supply chains.

## SUSTAINABILITY REPORT

### OUR VALUE CHAIN *(continued)*

#### Core Operations *(continued)*

##### Manufacturing

- Businesses: aluminium cans, tin cans, carton boxes, jerry cans, and contract manufacturing of beverage products.
  - o Malaysia (manufacturing plants)
  - o Vietnam (manufacturing plants)
  - o USA (manufacturing plant)
  - o Myanmar (manufacturing plants)
  - o Indonesia (manufacturing plant)
- Sustainability Topics: operational efficiency, energy and emissions reduction, water use and discharge, responsible waste management, workplace health and safety, labour practices and standards, workforce upskilling for low-carbon transition, and product innovation.
- Climate Topics: managing energy transition risks, physical climate risks affecting plant operations, and opportunities in energy efficiency and low-carbon technologies.

##### Downstream: Distribution and Customers

- Industries served: food & beverages, fast-moving consumer goods, edible oils, industrial products, confectionery, footwear, furniture, electrical products, and others.
- Geographies: Malaysia, ASEAN, USA, and other export markets.
- Sustainability Topics: logistics efficiency, customer satisfaction, sustainable packaging solutions, and Scope 3 emissions from product distribution and use.
- Climate Topics: opportunities from growing customer demand for low-carbon and recyclable packaging, and risks from changing trade and emissions regulations.

##### End-of-Life: Recycling and Circularity

- Materials: Aluminium, tin, paperboard, and HDPE are inherently recyclable, as classified by international material standards. Actual recycling rates and closed-loop circularity are constrained by external infrastructure and the availability of reliable post-consumer data.
- Sustainability Topics: packaging recyclability, circular economy partnerships, and initiatives to improve recycling systems and facilitate closed-loop material flows.
- Climate Topics: supporting emission reductions through material recovery and reuse, and contributing to a circular, low-carbon economy.

#### Non-core: Supporting Activities

- Trading division: facilitates procurement and sales across the Group; not operated as a standalone business.
  - Sustainability Topics: responsible procurement practices, supply chain ethics, and customer engagement.
  - Climate Topics: low-carbon sourcing criteria and logistics efficiency.
- Property development and investment holding: Comprises entities primarily focused on property rentals, investment in subsidiaries, and investment in properties held for development, not a core business area.
  - Sustainability Topics: governance, responsible management, and economic contribution.

The above topics are closely linked to the matters identified in our materiality assessment (refer to page 41).

## SUSTAINABILITY REPORT

### STAKEHOLDER ENGAGEMENT

The Group engages regularly with stakeholders to identify issues that are important to them and relevant to our long-term business performance. As sustainability considerations become increasingly linked to enterprise value, resilience, and risk management, these interactions guide our materiality assessment and strategic priorities.

Stakeholder	Engagement Method	Frequency	Key Topics Raised	Our Response / Outcome
<b>Employees</b>	Townhalls, surveys, training, employee appraisals, grievance channels	A, P, AWR	Workplace safety, career development, fair wages	Enhanced training and upskilling initiatives, strengthen health and safety management, competitive remuneration
<b>Customers</b>	Satisfaction surveys, meetings, customer audits and visits	R, AWR	Product quality, sustainable packaging, compliance	Product innovation, quality assurance, ISO certifications, carbon footprint certifications, ESG ratings
<b>Suppliers</b>	Supplier code of conduct, audits, site visits, evaluations	R, P, AWR	Ethical sourcing, quality, pricing and delivery, capacity building	Supplier ethical screening, transparent procurement policy, supply stability
<b>Investors and Shareholders</b>	Annual General Meetings, Annual Reports, Sustainability reporting	A, P, AWR	Climate-related risks, sustainability performance, financial returns	Climate transition plan, International reporting framework alignment and deliver sustained shareholder value
<b>Regulators and Government Agencies</b>	Regulatory submissions, compliance audits, industry consultations	A, P, AWR	Compliance, environmental standards, labour practices	Full compliance, participation in policy dialogues
<b>Communities</b>	CSR programmes, partnerships, grievance mechanisms	P, AWR	Local employment, environmental impacts, community investment	Local hiring and training, community outreach, environmental monitoring
<b>Financial Institutions</b>	ESG ratings and assessments, sustainability-linked loan review	P, AWR	Materiality of ESG risks, GHG targets, climate strategy	Transparent GHG emissions data, climate-related risk integrated in financial planning

A – Annually, P – Periodically, R – Regularly, AWR – As and When Required

# SUSTAINABILITY REPORT

## MATERIALITY ASSESSMENT

To understand stakeholder expectations across our value chain, the Group conducted a comprehensive materiality assessment in 2024 through a broad-based stakeholder survey. Responses were analysed, weighted, ranked, and consolidated into a materiality matrix that mapped both the importance of issues to stakeholders and their significance to the Group.

### 2024 Materiality Assessment Framework

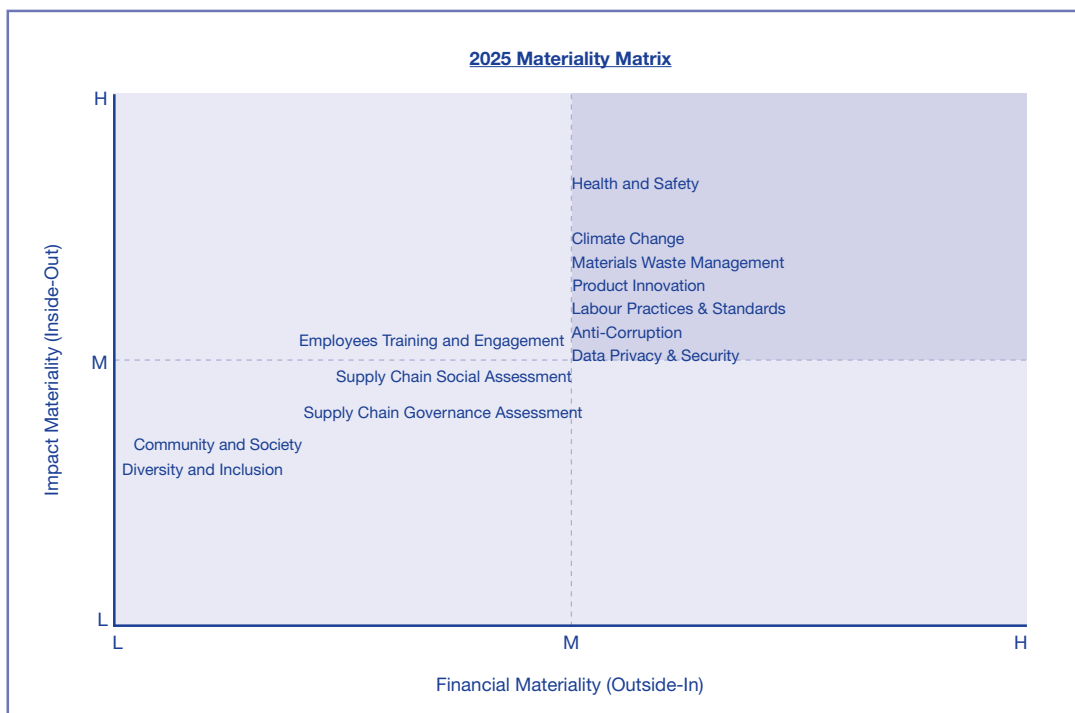
**Identify** – Develop a list of sustainability topics using industry benchmarks, peer practices, and global standards, then gather input from key stakeholders.

**Prioritise** – Rank and map topics based on significance to stakeholders and the Group, with results visualised in a materiality matrix.

**Validate** – Reviewed by RMEC and endorsed by the Board. A full reassessment is conducted at least once every three years, supported by interim reviews to ensure continued relevance.

For 2025, the Group reviewed the 2024 materiality matrix and confirmed the continued relevance of the identified topics. In addition, in line with the IFRS disclosure framework, a financial materiality perspective was incorporated to assess the potential impact of each topic on enterprise value. The updated 2025 matrix below highlights issues that are significant to both stakeholders and business performance. It was reviewed by the RMEC and endorsed by the Board. It underpins our sustainability strategy, reporting, and integrated risks and opportunities analysis (see page 42).

## MATERIALITY MATRIX - 2025



Note:  
 Climate Change encompasses Emissions, Energy Management, and Water.  
 Waste Management encompasses Effluents and Waste Management.

## SUSTAINABILITY REPORT

### MATERIALITY MATRIX - 2025 (continued)

The table below outlines key risks, opportunities, and related financial and management considerations for each material matter.

Topic	Key Risks	Likelihood	Inside-Out	Outside-In	Time Horizon	Key Opportunities	Financial Implications	What We Are Doing
<b>Product Innovation</b>	Weak pipeline; failure to meet customer needs	P	M	M	MT	Differentiate via sustainable products. Carbon footprint certification	Lost revenue if demand unmet; margin growth	Invest in Research and Development. Product innovation, page 58
<b>Governance and Ethics</b>	Non-compliance; weak controls	P	M	M	Ongoing	Strong governance builds trust	Fines and compliance costs. Reputational damage leading to customer orders reduction	Training and strengthening compliance. Governance and Ethics, page 61
<b>Data Privacy and Security</b>	Cyberattacks; regulatory breaches	L	M	H	Ongoing	Certifications (ISO 27001) enhance trust	Business disruption costs	Upgrading IT security. Data Privacy and Security, page 60
<b>Materials</b>	Unsustainable sourcing	L	M	M	MT-LT	Responsible sourcing strengthens reputation	Risk of customer loss; potential price premiums	Supplier due diligence. Materials, page 54
<b>Responsible Waste Management</b>	Poor handling; fines	P	M	M	ST-MT	Cost savings from reduction	Avoid penalties; lower operating costs	Recycling and waste segregation. Responsible Waste Management, page 55
<b>Climate Change</b>	Physical and transition costs; water scarcity; regulatory exposure	L	M	M	MT-LT	Energy efficiency; renewable energy adoption	Higher energy/carbon costs; long-term savings from renewable energy	Solar rollout, energy audits, and water management. Climate Change, page 47
<b>Health and Safety</b>	Accidents; reputational loss	P	H	M	Ongoing	Strong safety culture	Productivity loss, legal claims; reduced absenteeism	Safety training, audits, and ISO certifications. Health and Safety, page 63
<b>Diversity, Labour Practices and Standards</b>	Stakeholders' expectations and reputation; poor retention	P	M	M	Ongoing	Inclusive culture enhances engagement and talent attraction	Penalties avoided; lower turnover costs	Workforce engagement. Diversity, Labour Practices and Standards, page 66

Note: HL – Highly Likely; L – Likely; P – Probable; U – Unlikely; HU – Highly Unlikely  
 L – Low; M- Medium; MH – Medium-High; H – High  
 ST – Short Term (< 12 months); MT – Medium Term (1-5 years); LT - Long Term (> 5 years); Ongoing – continuous relevance.

## SUSTAINABILITY REPORT

### RISK MANAGEMENT

The Group's Enterprise Risk Management framework integrates sustainability and climate-related risks with corporate, financial, and operational risks. These risks are evaluated for potential financial, operational, and reputational impacts across short-, medium-, and long-term horizons, with long-term exposures reviewed at the strategic level. Risk owners and the RMSWG conduct regular reviews, and consolidated reports are submitted bi-annually to the RMEC and ARMC. This ensures that material sustainability risks, including transition and physical risks, are effectively managed within the Group's defined risk appetite. Sustainability- and climate-related risks are prioritised as material where they are assessed to have the potential to significantly affect the Group's financial performance, financial position, cash flows, or long-term business continuity.

Refer to the Statement of Risk Management and Internal Control section on pages 106 to 110 for further details.

### CLIMATE STRATEGY AND SCENARIO ANALYSIS

In 2024, the Group conducted a climate-related scenario analysis, evaluating both a 1.5°C transition pathway aligned with global net zero ambitions and a business-as-usual trajectory using Intergovernmental Panel on Climate Change ("IPCC") AR6 references. The assessment considered key transition risks, including carbon pricing, regulatory changes, and market demand shifts, as well as physical risks such as flooding, heat stress, and water scarcity. It also identified opportunities in energy efficiency, renewable energy adoption, and product innovation. These insights contributed to the foundation for the Group's Net Zero by 2050 Roadmap ("Roadmap"), which was introduced in our previous year's report.

For 2025, the Group reviewed the underlying 2024 assumptions and confirmed their continued validity. In addition, the Group enhanced the Roadmap with a Climate Transition and Adaptation Plan to provide a more comprehensive framework to guide strategy, manage risks, and capitalise on opportunities on the path to achieving the Group's net zero target. Based on the scenarios assessed, the Group considers its strategy under the Climate Transition and Adaptation Plan resilient under both transition-focused and business-as-usual pathways.

A full scenario analysis is planned for 2027 to ensure the plan remains aligned with evolving risks and opportunities.

### CLIMATE TRANSITION AND ADAPTATION PLAN ("CTAP")

Our CTAP, targeting net zero emissions by 2050, is in line with the Paris Agreement and national commitments. The plan comprises four strategic pillars:

- Decarbonising operations. Expand renewable energy adoption (solar, green electricity purchases, biomethane, and biomass) and improve energy efficiency across all plants in the countries where the Group operates through process optimisation, equipment upgrades, and digital monitoring systems.
- Advancing circularity. Integrate circular principles by sourcing higher-recycled, lower-emission raw materials, and minimising waste through increased recycling in our operations.
- Developing recyclable, lightweight, and lower-carbon packaging solutions that help brand owners reduce lifecycle emissions and meet their sustainability commitments.
- Resilience and resource management. Strengthen water efficiency, climate resilience by climate-proofing facilities, securing alternative water sources, and ensuring business continuity under extreme weather events.

The Group will also evaluate the potential application of carbon capture, utilisation, and storage (CCUS) and other emerging abatement technologies to address hard-to-abate residual emissions. Any remaining emissions will be neutralised using high-quality carbon credits from projects verified under internationally recognised standards.

## SUSTAINABILITY REPORT

### CLIMATE TRANSITION AND ADAPTATION PLAN (“CTAP”) (continued)

#### Interim Targets and Scope 3 Development

To measure and monitor progress, the Group has set interim targets for 2030, which apply to all sites within the Group’s reporting boundary:

- A 70% reduction in Scope 1 and 2 GHG emissions intensity, with a 50% reduction by 2026, measured against a 2020 baseline of 68.37 tCO<sub>2</sub>e per RM million, using the market-based method for Scope 2 emissions.
- Zero landfill waste through recycling and recovery.
- 10% reduction in water withdrawal intensity vs 2020 baseline of 0.57 megalitres per RM million.

The Group’s immediate focus remains on direct emissions (Scope 1 and 2). Scope 3 emissions have not been included yet as the Group is still establishing the necessary data collection systems, supplier engagement processes, and quantification methodologies. The Group aims to finalise the methodology and progressively incorporate Scope 3 emissions into the transition plan over the next two years. This phased approach will enable us to build robust data quality and internal capacity for credible and transparent reporting.

#### Supply Chain Engagement and Upstream Emissions

The Group recognises that most lifecycle emissions arise from upstream materials suppliers such as aluminium coils, tin plates, and paper rolls. Pending the finalisation of its Scope 3 development, the Group will work with these suppliers to improve disclosure of their carbon footprints, promote increased use of recycled materials, pursue lower-carbon production methods, and collaborate on logistics efficiency, including exploring lower-carbon transport options.

#### Regulatory Outlook on Carbon Pricing

The Group monitors evolving carbon and climate policies across its operating jurisdictions. In Malaysia, the proposed Climate Change Bill (RUUPIN) is expected to establish a national framework for carbon pricing and related regulatory instruments from 2026. In Vietnam, a pilot emissions trading scheme was launched in 2025, with full implementation expected by 2029. Initial coverage in both countries is expected to focus on high-emission sectors such as power generation, steel, and cement, with potential expansion to other industries over time.

#### Carbon Pricing Exposure

To assess potential carbon pricing exposure, the Group use Singapore’s carbon tax, the only implemented carbon pricing mechanism in Southeast Asia, as a proxy. At an initial reference rate of S\$5 per tonne (approximately RM15), the Group’s FYE 2025 consolidated Scope 1 emissions of 36,400 tCO<sub>2</sub>e would result in an estimated cost of RM0.5 million, rising to RM3.6 million at an indicative rate of RM100 per tonne. In practice, exposure is expected to be lower, as carbon taxes are typically levied at the entity level, and differences in national implementation timelines are likely to see a phased exposure.

Indirect carbon-related costs may arise if electricity producers pass on their carbon pricing impacts via higher tariffs. The Group, however, is in a position to mitigate these potential impacts and preserve financial resilience through the measures outlined in the CTAP.

#### Internal Carbon Pricing

The Group does not currently apply an internal carbon price in planning or investment decisions. As regional policies evolve and external carbon price signals become clearer, the Group will continue to monitor developments and assess whether adopting an internal carbon price could enhance capital planning.

## SUSTAINABILITY REPORT

### CLIMATE TRANSITION AND ADAPTATION PLAN (“CTAP”) (continued)

#### Resources Commitments

Achieving the targets will require sustained investment and capacity-building over the medium to long term, including:

- Financial resources. Future capital investment in decarbonisation technologies and sustainable packaging initiatives.
- Human resources. Training, upskilling, and re-skilling employees to develop sustainability expertise across functions and support the Group’s transition to lower-carbon operations.
- Supply chain collaboration. Engagement programmes to build joint capacity and extend impact beyond our operations.

#### Performance Measurement

Performance against sustainability and climate-related metrics and targets is monitored by management to track progress, identify necessary corrective actions, and support decision-making on operational improvements and investment priorities. Key indicators monitored include absolute and intensity-based GHG emissions, the proportion of waste diverted from disposal, water withdrawal intensity, and the share of renewable energy in the total energy mix. Performance is reported to the ARMC and Board twice a year.

#### Key Assumptions

The CTAP is based on several forward-looking assumptions.

- Carbon pricing is expected to be gradually introduced across our operating geographies. For planning purposes, the Group assumes a carbon price of RM15 per tCO<sub>2</sub>e initially, rising to RM100 per tCO<sub>2</sub>e by 2035.
- Renewable energy supply (such as green electricity, and biomethane) will become increasingly available and cost-competitive as national utilities providers decarbonise.
- Governments across our operating geographies will continue to strengthen climate and waste-related regulations in line with their Paris Agreement commitments.
- Key customers will increasingly prefer packaging solutions with lower carbon footprints and higher recyclability, supporting demand for our sustainable packaging offerings.
- Energy efficiency gains of 1–2% per year are achievable through process optimisation, equipment upgrades, and digital monitoring systems.
- Aluminium and tinplate producers are expected to progressively reduce their embedded carbon footprint by increasing recycled content and adopting lower-carbon production methods in their production.
- Advanced abatement technologies, such as carbon capture and hydrogen, are expected to become commercially viable, offering long-term options for hard-to-abate emissions.
- Local waste management and recycling infrastructure will continue to expand in our operating countries, supporting our zero-landfill waste ambition.
- Logistics optimisation and adoption of lower-carbon transport modes will deliver measurable reductions in transport-related emissions by 2030.

## SUSTAINABILITY REPORT

### INDUSTRY ASSOCIATIONS AND MEMBERSHIPS

Can-One Group participates in industry associations to remain informed on emerging trends and developments, as well as to benchmark against peers, align with industry standards, and contribute to shaping resilient strategies to address opportunities and challenges.

The Group is a member of the following associations:

Association / Organisation	Purpose / Focus Area	Level of Involvement	Contribution / Benefit
<b>Federation of Malaysian Manufacturing (FMM)</b>	Advocacy on manufacturing policies and trade facilitation.	Member	Stay updated on regulatory changes, benchmark with peers, and industry voice.
<b>Malaysian Employers Federation (MEF)</b>	Labour standards, employment law, and human resource development.	Member	Guidance on fair labour practices, compliance, and employee welfare.
<b>Malaysian Recycling Alliance (MAREA)</b>	Promote circular economy, packaging recovery, and recycling collaboration.	Member	Advance sustainable packaging solutions and contribute to national recycling agenda.
<b>Sedex (Supplier Ethical Data Exchange)</b>	Global platform for transparent supply chain and ethical sourcing.	Member	Strengthen responsible sourcing and share performance with customers.

### BIODIVERSITY

The Group's biodiversity-related risks arise primarily from upstream raw material sourcing rather than direct operations. All our manufacturing plants are in industrial zones, which minimises direct impacts on natural habitats and ecosystems. We manage biodiversity risks through responsible sourcing practices, a preference for certified and recycled materials, supplier environmental requirements, and robust environmental management systems at operational sites. For further details, refer to the following sections of this report: Climate Change, Product Innovation, Governance and Ethics, Materials, and Responsible Waste Management.

### SUSTAINABILITY FRAMEWORK

Our sustainability framework continued to be anchored on four key pillars: Caring for the Environment, Delivering Excellence, Responsible Supply Chain, and Empowering our People.

# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT

### CLIMATE CHANGE

#### Why it matters

Climate change presents financial and operational risks, including potential costs from carbon pricing, stricter regulatory requirements, and physical impacts such as flooding and extreme weather events. At the same time, the transition to a low-carbon economy offers opportunities to strengthen resilience, improve resource efficiency, and create value for stakeholders.

#### Management approach

Guided by the Group Sustainability Policy and Environmental Policy, climate risks and opportunities are integrated into our business strategy. Our approach is underpinned by the CTAP, which translates climate scenario insights into actionable mitigation and adaptation initiatives (refer to page 43 for further details).

#### Air Quality

Combustion processes in our boiler systems and industrial ovens produce trace emissions of nitrogen dioxide (NO<sub>2</sub>), carbon monoxide (CO), carbon dioxide (CO<sub>2</sub>), sulfur dioxide (SO<sub>2</sub>), volatile organic compounds (VOCs), and particulate matter (PM). All plants conduct regular stack emissions monitoring to ensure compliance with local environmental laws.

#### Energy and Carbon Emissions

Electricity from the national grid is the main source of energy powering our machinery and equipment across manufacturing plants. As packaging production is inherently energy-intensive, we continue to focus on optimising energy use and implementing efficiency measures to reduce emissions and operating costs.

Heat and steam required for production are generated through boiler systems and ovens that utilise different fuels depending on availability and infrastructure:

- o Malaysia: Boilers and ovens are fuelled by natural gas.
- o Vietnam: Boilers use biomass, while the oven uses liquefied petroleum gas (LPG).
- o Myanmar: Both the boilers and the oven operate on LPG.

All plants have standby diesel generators to maintain operations during power disruptions. While usage is limited, they are included in energy monitoring and reporting.

Energy and carbon impacts are managed by identifying significant uses, implementing process and technological improvements, expanding renewable and lower-carbon energy options where feasible, and strengthening monitoring. The Group will implement ISO 50001 Energy Management Systems at its high energy-consuming sites, targeting initial coverage of at least 60% of total consumption (FYE 2024).

#### Water Consumption

Water is essential for steam generation, can and tin washing, contract filling, glue production, machinery cooling, and facility cleaning. Guided by our Environmental Policy, the Group focuses on efficiency, recycling, and responsible water use.



## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### CLIMATE CHANGE *(continued)*

##### Management approach *(continued)*

##### Water Consumption *(continued)*

Our plants are situated in areas of varying water stress, according to the Aqueduct Water Risk Atlas. Malaysian plants are in low-risk areas, Ho Chi Minh City plants are in low-to-medium-risk areas, and Myanmar plants are in medium-to-high-risk areas.

Plants located in medium-to-high water-stress areas are prioritised for water-management measures. Key actions include leak-loss control, installation of water-saving fixtures, and employee awareness programmes. Our carton segment plants in Myanmar, Vietnam, and Malaysia also recycle wastewater from equipment cleaning and machinery cooling for re-use in glue production. This initiative reduces freshwater consumption and improves water efficiency across our operations. To strengthen operational resilience, the Myanmar plants supplement their water supply with rainwater harvesting systems.

Water-use performance is monitored using intensity metrics at both corporate and facility levels.

#### Our Performance

##### Energy Consumption

In GJ	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025
Grid Electricity (Non-Renewable)	517,400	481,500	332,100	258,300
Grid Electricity (Renewable via I-RECs)	–	135,500	305,800	331,600
Solar onsite generation (Self-consumed)	–	–	2,400	23,200
Solar onsite generation (Not consumed) <sup>6</sup>	–	–	–	0
Natural Gas	446,900	476,800	512,100	462,900
Coal	118,300	20,900	–	–
Biomass	–	131,300	159,800	154,300
Petrol, Diesel and LPG	NA	NA	124,400	132,600
<b>Total</b>	<b>1,082,600</b>	<b>1,246,000</b>	<b>1,436,600</b>	<b>1,362,900</b>
Intensity (GJ/RM million)	474.42	373.19	410.45	396.61

##### Note:

- Figures are rounded to the nearest hundred. Group's revenue (inclusive of inter-company sales) is used in calculation of intensity GJ/RM million.
- Myanmar operations have been included from FYE 2022, with data collection starting in that year. As a result, the FYE 2020 baseline does not include data from Myanmar.
- Petrol, diesel, and LPG data collection started from FYE 2024. As a result, the FYE 2020 baseline does not include the data.
- Covers operations in Malaysia, Vietnam, and Myanmar. USA, Indonesia and supporting activities operations are outside the current reporting boundary. Refer to Reporting Period and Boundary section for details.
- NA – Not Available.
- Amount generated and not consumed in FYE 2025 was below 20GJ.

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### CLIMATE CHANGE *(continued)*

##### Our Performance *(continued)*

##### Energy Consumption *(continued)*

- Overall energy consumption declined by 5.1%, with a corresponding 3.4% reduction in energy intensity compared to the previous year.
- Energy consumption in FYE 2025 was affected by exceptional operational events. An earthquake in Myanmar disrupted grid power, requiring extended use of diesel generators at our Myanmar plants, while a burst gas pipeline in Putra Heights, Selangor, temporarily interrupted natural gas supply to our plants in Batu Caves, necessitating diesel and LPG use for its boiler and oven. The use of generators for an extended period shifted some energy that would otherwise be reported under Scope 2 into Scope 1 while the switch to diesel and LPG, which has a higher emission factor than natural gas, increased Scope 1 emissions.
- In 2025, the Group expanded its on-site renewable-energy portfolio with the installation of new rooftop solar photovoltaic systems at three manufacturing sites in Malaysia, increasing total installed solar capacity to 7,853 kWp (5 sites). Based on the expected annual generation, the Group's entire system is now projected to avoid approximately 6,100 tCO<sub>2</sub>e of Scope 2 emissions per year.
- Plants in Malaysia continued to participate in Tenaga Nasional Berhad's Green Electricity Tariff (GET) programme with supply contracts covering approximately 84,600 MWh of renewable-attributed electricity annually, which is estimated to avoid 65,480 tCO<sub>2</sub>e of market-based Scope 2 emissions per year.
- Natural gas remains a key fuel for Malaysian operations. Renewable gas alternative such as biomethane is available in the market, although supply remains limited and prices are at a premium. The Group will monitor market developments and assess transition opportunities as availability and cost competitiveness improve.
- The majority of LPG consumption arises from operations in Vietnam and Myanmar, where natural gas infrastructure is not readily available within the respective industrial estates. The Group will continue to monitor market developments and evaluate opportunities to transition to lower-carbon energy sources as availability improves and costs become commercially competitive.
- Coal has been completely phased out from the Group's energy mix and replaced with purchased waste-wood biomass pellets at our Vietnam plants.
- As reported last year, KJM Aluminium Can Sdn. Bhd. ("KJM"), Nilai plant, and Kian Joo Can Factory Berhad ("KJCF") began implementing the ISO 50001 Energy Management System. In 2025, KJM successfully obtained ISO 50001 certification, while KJCF completed its Stage 1 audit, with the final certification audit scheduled for Q1 2026. The ISO 50001 Energy Management System now covers facilities accounting for approximately 51%\* of the Group's total energy consumption. The Group expects to achieve its 60%\* rollout target by FYE 2026.

\* Based on FYE 2024 total energy consumption

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### CLIMATE CHANGE *(continued)*

#### Our Performance *(continued)*

##### Water Consumption

In megalitres	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025	Target
<b>Water Withdrawal</b>					
Municipal Water	1,300	1,770	1,730	1,650	
Harvested Rainwater	NA	20	40	20	
Total (A)	1,300	1,790	1,770	1,670	
Intensity (megalitres/RM million)	0.57	0.54	0.50	0.49	0.51 By 2030
<b>Water Discharged (Released)</b>					
Treated Water (B)	NA	940	1,030	1,130	
<b>Net Consumption (A-B)</b>	1,300	850	740	540	
Intensity (megalitres/RM million)	0.57	0.25	0.21	0.16	

##### Note:

- Figures are rounded to the nearest ten. Group's revenue (inclusive of inter-company sales) is used in calculation of intensity megalitres/RM million.
- Treated water data collection started from FYE 2023. As a result, the FYE 2020 baseline does not include the data.
- Covers operations in Malaysia, Vietnam, and Myanmar. USA, Indonesia and supporting activities operations are outside the current reporting boundary. Refer to Reporting Period and Boundary section for details.
- NA – Not Available.

- Wastewater recycled by carton segment plants for re-use in glue production in FYE 2025 was 5 megalitres. The majority of this volume was attributed to the Vietnam plant.
- In September 2025, the carton segment plant in Vietnam installed a rainwater harvesting system as part of ongoing efforts to reduce reliance on municipal water supply while strengthening operational resilience.
- Water withdrawal intensity remained broadly stable at 0.50 megalitres per RM million revenue (FYE 2024: 0.50). Municipal water remains our primary source of water, supplemented by limited volumes of harvested rainwater.
- At plants located in medium-to-high water-stress areas, water-use intensity at our Myanmar plants improved from 0.20 megalitres per RM million in FYE 2023 to 0.16 in FYE 2025.

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### CLIMATE CHANGE *(continued)*

##### Our Performance *(continued)*

##### Our GHG Inventory

Emissions (tCO <sub>2</sub> e)	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025	Target
Direct GHG Emissions – Scope 1 <sup>2,3</sup>	37,100	30,100	38,200	36,400	
Indirect GHG Emissions – Scope 2 <sup>4,5</sup> (Market-based)	118,900	96,500	63,400	47,000	
<b>Total Scope 1 and 2</b>	<b>156,000</b>	<b>126,600</b>	<b>101,600</b>	<b>83,400</b>	
Intensity (tCO <sub>2</sub> e/RM million)	68.37	37.92	29.03	24.27	20.5 By 2030
Indirect GHG Emissions – Scope 3					
Category 2: Capital goods <sup>9</sup>	NA	NA	NA	3,800	
Category 3: Fuel and energy- related activities <sup>6,7</sup>	NA	NA	NA	15,900	
Category 5: Waste generated in operations <sup>6</sup>	NA	NA	NA	500	
Category 6: Business travel <sup>8</sup>	NA	NA	100	200	
Category 7: Employee commuting <sup>8</sup>	NA	NA	5,400	5,300	
<b>Total Scope 1, 2, and 3</b>	<b>156,000</b>	<b>126,600</b>	<b>107,100</b>	<b>109,100</b>	
Intensity (tCO <sub>2</sub> e/RM million)	68.37	37.92	30.61	31.75	

##### Note:

- Figures are rounded to the nearest hundred. Group's revenue (inclusive of inter-company sales) is used in calculation of intensity tCO<sub>2</sub>e/RM million.
- Scope 1: Emission sources include natural gas, biomass, petrol, diesel, LPG, and refrigerants. Prior to FYE 2024, this comprised natural gas, biomass, and coal only.
- Scope 1 emissions are calculated based on emission factors published by IPCC Guidelines for National Greenhouse Gas Inventories, GHG Protocol: Emission Factors from Cross-Sector Tools (April 2014) and GHG Protocol: Global Warming Potential Values (IPCC Sixth Assessment Report 2020 (AR6)).
- Scope 2: Emission source is purchased electricity from the national grid.
- 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.
- Scope 3: Calculated using the average-data method, applying emission factors from the UK Government GHG Conversion Factors for Company Reporting 2025, published by the Department for Energy Security and Net Zero (UK).
- Electricity transmission and distribution loss factors are sourced from Tenaga Nasional Berhad's 2024 Annual Report, Vietnam Electricity Corporation and Ministry of Electric Power, Myanmar.
- Business travel covers air travel only and uses a distance-based method. Employee commuting is based on estimated travel distances.
- Spend-based method, applying emission factors from US EEE10 EPA Supply Chain GHG Emission Factors V1.3 by North America Industry Classification System (NAICS)-6.
- Covers operations in Malaysia, Vietnam, and Myanmar. USA, Indonesia and supporting activities operations are outside the current reporting boundary. Refer to Reporting Period and Boundary section for details.  
NA – Not Available

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### CLIMATE CHANGE *(continued)*

##### Our Performance *(continued)*

##### Our GHG Inventory *(continued)*

- FYE 2025 Scope 1 and 2 achieved an 18% reduction in absolute emissions and a 16% improvement in emission intensity compared to the previous year.
- Total Scope 1 and 2 GHG emissions decreased by 47%, from 156,000 tCO<sub>2</sub>e in FYE 2020 (baseline) to 83,400 tCO<sub>2</sub>e in FYE 2025, with intensity improving by 64%, from 68.4 to 24.3 tCO<sub>2</sub>e per RM million. These reductions reflect the impact of ongoing decarbonisation initiatives, including energy-efficiency improvements, investment in energy-efficient machinery, and the transition to lower-carbon energy sources.
- KJM Nilai and KJM Batu Caves plants obtained ISO 14067 Product Carbon Footprint certification for their two-piece aluminium can products in 2025. The certification provides verified insights into product-level GHG emissions, enabling the identification of reduction opportunities to support the Group's broader emissions roadmap. The Group plans to extend similar assessments to other major manufacturing sites over the next two years to further integrate product-level carbon management across its operations.
- Scope 2 emissions are reported using both market-based and location-based approaches in line with GHG Protocol guidance. Location-based Scope 2 emissions intensity decreased from 52.12 tCO<sub>2</sub>e/RM million in FYE 2020 (baseline) to 34.06 tCO<sub>2</sub>e/RM million in FYE 2025, primarily due to the installation of rooftop solar photovoltaic systems that displaced grid electricity, as well as the use of more energy-efficient machinery and the implementation of ongoing energy management and efficiency measures.

Indirect GHG Emissions – Scope 2 (Location-based)	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025
Emissions (tCO <sub>2</sub> e)	118,900	124,400	127,700	117,000
Intensity (tCO <sub>2</sub> e/RM million)	52.12	37.25	36.49	34.06

Note: Figures are rounded to the nearest hundred. Group's revenue (inclusive of inter-company sales) is used in calculation of intensity tCO<sub>2</sub>e/RM million.

- Scope 3 emissions were first measured in FYE 2024, covering business travel and employee commuting. In FYE 2025, reporting was expanded to include additional material categories: capital goods, fuel and energy-related activities, and operational waste.
- Biogenic CO<sub>2</sub> emissions arise from the use of biomass as a renewable energy source at our Vietnam plant. The increase from 14,700 tCO<sub>2</sub> in FYE 2023 to 17,900 tCO<sub>2</sub> in FYE 2024 reflects the phasing out of coal and phasing in of biomass until the switch was completed. These emissions are reported separately as biomass is considered carbon-neutral over its lifecycle.

Biogenic Emission (tCO <sub>2</sub> )	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025
Biomass	–	14,700	17,900	17,300

Note: Emission is calculated based on emission factors from the IPCC 2006 Guidelines for National Greenhouse Gas Inventories. Figures are rounded to the nearest hundred.

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### CLIMATE CHANGE *(continued)*

##### Our Performance *(continued)*

##### Air Emissions

- In 2025, the Group initiated a pilot exercise at KJM Nilai plant on the methodology to quantify key air emissions (NO<sub>2</sub>, SO<sub>2</sub>, VOCs, and PM). Once data integrity and calculation assumptions are validated, the Group intends to roll out the methodology across other plants, with reporting readiness targeted by the next reporting cycle.
- There were no air emissions violations or penalties recorded during the year. All sites complied with applicable environmental regulations.

New rooftop solar photovoltaic systems installed and commissioned in 2025.



2,137 kWp solar system at KJCF plant  
in Batu Caves



1,264 kWp solar system at KJ Can (Selangor)  
Sdn. Bhd. - Plant 1



623 kWp solar system at Aik Joo Can Factory Sdn.  
Berhad Lot 2244



456 kWp solar system at Aik Joo Can Factory Sdn.  
Berhad Lot 2211

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT (*continued*)



#### MATERIALS

##### Why it matters

Responsible use of renewable materials and recycled materials reduces resource depletion, minimises waste, and lowers the carbon footprint of our products. As a manufacturer of packaging products, sustainable material sourcing is central to our ability to deliver long-term value, strengthen supply chain resilience, and meet evolving customer expectations.

##### Management approach

###### Primary Materials

The Group sources key materials responsibly to promote sustainability across the value chain. For aluminium used in metal packaging, all coils are procured from suppliers that hold leading industry certifications for responsible production. These include certifications for site-level environmental and social performance, as well as supply chain traceability (chain of custody). These certifications provide recognised environmental, social, and governance standards for responsible aluminium production and supply chain practices.

Recognising that aluminium, tin, and steel are inherently recyclable, the Group also works with its suppliers to progressively increase the recycled content in the coils and plates used in our production.

The Group's carton plants adhere to responsible sourcing standards that ensure material traceability. In paper roll procurement, preference is given to suppliers certified under recognised chain-of-custody programmes. All paper rolls used in production contain recycled pulp, with certain grades blended with responsibly sourced virgin pulp to meet strength requirements.

To support circularity, the Group ensures that its metal and paper production scrap is reintegrated into the material cycle. Refer to the Responsible Waste Management section for further details on recyclable production waste.

###### Lightweighting

We collaborate with customers to design lighter cans and carton boxes without compromising strength or performance. Lightweighting reduces material consumption, logistics requirements, and the associated energy use and emissions. Refer to the Product Innovation section for further details on lightweighting.

###### Zero Waste to Landfill

The Group has set a target to achieve zero waste to landfill by 2030. This commitment ensures that all production by-products, scrap, and waste are either recycled or repurposed. Waste is segregated at the source, and recyclable materials are sent to licensed collectors for recovery, reducing reliance on landfills and supporting circularity across the value chain. Refer to the Responsible Waste Management section for further details.

###### Employee Training and Awareness

Employees across all levels are trained in sustainability practices, including waste segregation, energy efficiency, and recycling. Campaigns and workshops are conducted periodically to raise awareness.

#### Our Performance

- In FYE 2025, all aluminium coils were sourced from suppliers with recognised responsible-production certifications and approximately 80% of paper rolls (by volume) were procured from vendors certified under recognised chain of custody programmes.
- Refer to the Product Innovation and Responsible Waste Management sections for further details on the lightweighting and zero-waste-to-landfill initiatives undertaken in FYE 2025.

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### RESPONSIBLE WASTE MANAGEMENT



##### Why it matters

Waste generated from packaging production must be responsibly managed to reduce environmental impacts, safeguard community health, and ensure compliance with regulatory standards. Effective waste management also supports resource efficiency and contributes to the Group's sustainability goals.

##### Management approach

###### Policies and Governance

- Our Environmental and Sustainability Policies set expectations for responsible waste management across all operations.
- Safety, Health, and Environment (“SHE”) Committees at each plant meet regularly to review waste handling, disposal practices, and legal compliance, supported by SHE Officers at the operational level.
- Internal audits and periodic independent certification assessments reinforce compliance and continual improvement.

###### Certifications

- 56% of plants are certified under the ISO 14001:2015 Environmental Management System (“EMS”) framework, assuring alignment with global environmental management standards.
  - o KJM Aluminium Can Sdn. Bhd.
  - o Kian Joo Can Factory Berhad
  - o Kian Joo Canpack Sdn. Bhd.
  - o Kianjoo Can (Myanmar) Company Limited
  - o Box-Pak (Malaysia) Bhd.
  - o Box-Pak (Vietnam) Co., Ltd.
  - o BP MPak Sdn. Bhd.
  - o Boxpak (Myanmar) Company Limited
- These certified plants serve as benchmarks for best practices in responsible waste management, providing a foundation for scaling similar initiatives across the Group.
- Through the implementation of this EMS, the Group demonstrates its commitment to identifying, controlling and preventing pollution, reducing waste generation, conserving both renewable, and non-renewable resources, and protecting the environment through reduce, reuse, and recycle approach.

###### Types of Waste and Management

- **Recyclable production waste (non-hazardous):** Paper, aluminium, and tin scraps generated during manufacturing are segregated at source and collected by licensed third-party recyclers. Given their high quality and inherent material value, these materials are sold to downstream mills, which often offer premium pricing, providing an incentive for recyclers to reintegrate the materials into the supply chain.
- **General solid waste (non-hazardous):** Office waste, packaging, and canteen waste are segregated and disposed of in compliance with local requirements. Canteen waste from our Batu Caves plant in Malaysia is consolidated at Kian Joo Can Factory Berhad, where it is composted on-site into organic fertiliser as part of a small-scale pilot circularity initiative.
- **Scheduled waste (hazardous):** Includes ink sludge, metal-bearing sludge, spent oil-water emulsions, waste ink, and adhesives. These are securely stored, properly documented, and transferred only to licensed service providers for treatment, recovery, or final disposal in accordance with local regulatory requirements.
- **Wastewater:** Some plants generate wastewater containing traces of metals and chemicals as part of the production process. This wastewater is treated at our in-house wastewater treatment plants and tested for key parameters such as pH, Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), and Ammoniacal Nitrogen prior to discharge.

## SUSTAINABILITY REPORT

### CARING FOR THE ENVIRONMENT *(continued)*

#### RESPONSIBLE WASTE MANAGEMENT *(continued)*

##### Management approach *(continued)*

##### Types of Waste and Management *(continued)*

Our wastewater management practices comply with local regulatory requirements and industry standards. In Malaysia, manufacturing wastewater undergoes primary and secondary treatment on-site before discharge as surface water to designated drains, in line with Standard B limits set by the Department of Environment. In Vietnam and Myanmar, wastewater is similarly treated on-site before being sent to sewerage pipelines managed by industrial park authorities for further third-party treatment and final disposal. These measures help minimise environmental impact across all operations.

Waste handling and disposal across the Group is conducted responsibly, supported by internal monitoring and periodic reporting to ensure ongoing compliance.

##### Classification

- Wastes that are reused, recycled, or recovered (both non-hazardous and hazardous) are classified as **diverted from disposal**. Wastes with no feasible recovery route, sent to landfill, or incinerated without energy recovery, are classified as **directed to disposal**.

##### Regulatory Reporting

- In Malaysia, all scheduled waste is tracked through the Department of Environment's e-SWIS system, providing traceability and regulatory oversight. In Vietnam, scheduled waste reporting is handled through a comparable system managed by the Ministry of Natural Resources and Environment. In Myanmar, where formal regulatory reporting systems are less developed, the Group applies the Malaysian framework to manage waste, including recording, tracking, storing, and reporting, to ensure accountability and control.

### Our Performance

Waste generated (MT)	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025	Target
Total Solid waste (non-hazardous)	58,600	58,300	61,200	59,020	
Total Scheduled waste (hazardous)	3,900	5,000	5,200	4,940	
<b>Waste diverted from disposal</b>					By 2030 Zero landfill
Solid waste (non-hazardous)	58,600	58,300	60,500	58,970	
Scheduled waste (hazardous)	–	–	3,700	3,520	
<b>Total</b>	<b>58,600</b>	<b>58,300</b>	<b>64,200</b>	<b>62,490</b>	
As a % of total waste	94	92	97	98	

# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT *(continued)*

### RESPONSIBLE WASTE MANAGEMENT *(continued)*

#### Our Performance *(continued)*

	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025	Target
<b>Waste directed to disposal</b>					
Solid Waste (non-hazardous)	–	–	700	50	By 2030 Zero landfill
Scheduled Waste (hazardous)	3,900	5,000	1,500	1,420	
<b>Total</b>	<b>3,900</b>	<b>5,000</b>	<b>2,200</b>	<b>1,470</b>	

Note:

- Covers operations in Malaysia, Vietnam, and Myanmar. USA, Indonesia and supporting activities operations are outside the current reporting boundary. Refer to Reporting Period and Boundary section for details.
- Figures are rounded to the nearest hundred except for FYE 2025 where figures are rounded to the nearest ten.

- 98% of total waste generated in FYE 2025 was diverted from landfill through recycling and recovery, achieving our milestone towards the zero-landfill target by 2030.
- There were no environmental non-compliance incidents related to waste management, including effluent discharge, during the year, and all sites remained in full compliance with applicable waste management regulations.
- In FYE 2025, 4.6 tonnes of food waste from all our plants in Batu Caves were composted, producing 1 tonne of fertiliser. This initiative supports landfill diversion and demonstrates the Group’s commitment to circular resource management, with potential for expansion to other sites.



Organic fertiliser from food waste



Food waste composting machine

# SUSTAINABILITY REPORT

## DELIVERING EXCELLENCE



### PRODUCT INNOVATION

#### Why it matters

Innovation strengthens our competitive edge by meeting evolving customer needs, ensuring relevance in the marketplace, and enhancing long-term financial performance. At the same time, robust quality and safety standards build customer trust and retention.

#### Management approach

##### Quality and Safety Management

All manufacturing plants within the Group are certified under the ISO 9001:2015 Quality Management System framework, ensuring consistent delivery of products that meet both customer and regulatory requirements.

In addition, the following plants involved in the production of primary packaging for the food and beverage industry are certified under the FSSC 22000 Food Safety Management System framework:

- o KJM Aluminium Can Sdn. Bhd.
- o Kian Joo Can Factory Berhad
- o KJ Can (Selangor) Sdn. Bhd.
- o Federal Metal Printing Factory, Sdn. Berhad
- o Kian Joo Canpack Sdn. Bhd.
- o KJ Can (Johore) Sdn. Bhd.
- o Kian Joo Can (Vietnam) Co., Ltd.
- o AJ Can Sdn. Bhd.

The use of Material Safety Data Sheets (MSDS) enables systematic assessment of potential hazards prior to production, underpinning product safety and compliance. Compliance is monitored by the Internal Audit Department and verified through independent third-party assessments during certification and recertification processes.

Group-wide policies and procedures are embedded across all plants to uphold quality standards as part of the ISO framework.

##### Innovation and Lightweighting

The Group works with customers to co-develop packaging solutions that maintain required performance while reducing environmental impact. Key initiatives include:

- Lightweighting cans without compromising functional or mechanical performance.
- Optimising carton designs by reducing material use and adopting lower-grammage paperboards.

These measures contribute to reduced raw material consumption, improved energy efficiency during production, and lower GHG emissions across the value chain.

To support ongoing product innovation and market responsiveness, the Group participates in regional packaging forums, technical seminars, and industry conferences to track developments relevant to product design, materials, technologies, and automation.

## SUSTAINABILITY REPORT

### DELIVERING EXCELLENCE *(continued)*

#### PRODUCT INNOVATION *(continued)*

##### Our Performance

- Our carton plant in Batu Caves continued with the lightweighting project launched last year. Additional orders processed during the year resulted in a savings of 22 metric tons of paper or 4.9%, bringing the cumulative total to 42 metric tons to date.
- The lightweighting project at our aluminium can plant in Nilai, which started last year achieved a 2% material savings to date compared to a projected 5%.
- In FYE 2025, there were zero incidents of non-compliance with regulations relating to the health and safety impacts of our products.
- No product recalls were recorded in FYE 2025, in line with our zero-recall target.
- Participated in Asia Cantech Conference, Foodtech Packtech, SaudiFood Expo, Pack Print International 2025, WePack South East Asia 2025, ProPak Asia Expo, and Gulfood Manufacturing Expo.



Foodtech Packtech 2025



Asia Cantech Conference 2025

# SUSTAINABILITY REPORT

DELIVERING EXCELLENCE (*continued*)



## DATA PRIVACY AND SECURITY

### Why it matters

Safeguarding data privacy and security is essential to maintaining customer trust, protecting stakeholder information, and minimising operational and reputational risks. As cyber threats become more frequent and sophisticated, ensuring the confidentiality, integrity, and availability of sensitive data is both a regulatory requirement and a critical factor in sustaining business continuity.

### Management approach

#### Policy and Governance

The Group's Personal Data Protection Policy sets out how personal information is collected, stored, and processed in compliance with data protection laws in all countries where we operate. The policy is reviewed periodically to ensure continued alignment with evolving legal and regulatory requirements, as well as best practices.

#### System Safeguards

We adopt a layered defence approach, including firewalls, encryption, intrusion detection, and continuous monitoring. Access controls, such as role-based permissions, strong password protocols, and account lockouts are enforced to minimise the risk of unauthorised access.

#### Incident Response and Testing

The Group maintains an internal incident response plan to address data breaches or disruptions swiftly. Third-party experts are periodically engaged to conduct penetration testing and security audits, helping us identify vulnerabilities and strengthen controls.

#### Employee Training

Employees participate in regular training and awareness programmes covering cybersecurity risks, phishing prevention, and responsible data handling. Updates on emerging threats and precautionary measures are communicated through periodic alerts and reminders.

#### ISO 27001 Standard Alignment

As part of our continuous improvement journey, the Group aims to align its data security framework with the ISO 27001 Information Security Management System standard.

### Our Performance

- There were no breaches or losses of personal or customer data during the reporting period, in line with our zero-breach target.
- KJCF completed its ISO 27001 Stage 1 audit in December 2025, with Stage 2 certification scheduled for Q1 2026. The Group plans to extend ISO 27001 to other subsidiaries, prioritising larger operations to ensure a consistent and structured implementation across the Group.

## SUSTAINABILITY REPORT

### DELIVERING EXCELLENCE RESPONSIBLE SUPPLY CHAIN

#### GOVERNANCE AND ETHICS



#### Why it matters

Ethical, transparent, and responsible governance underpins our sustainability performance and builds long-term stakeholder trust. Strong governance practices safeguard the Group against compliance risks, corruption, and reputational damage, while also supporting sustainable growth across our value chain.

#### Management approach

##### Anti-Corruption Policy (“AC Policy”)

Aligned with the Malaysian Anti-Corruption Commission (Amendment) Act 2018, the Group’s AC Policy establishes a common framework for preventing bribery and corruption across all operations. While based on Malaysian legislation, the Policy has been adopted group-wide and adapted where necessary to reflect local regulatory requirements and operating contexts. All directors, officers, and employees are required to comply with applicable anti-corruption laws in every country where we operate. In addition, all managerial and key employees sign an Annual Statement of Compliance affirming their independence and commitment to ethical and anti-corruption conduct.

##### Whistle-blowing Policy (“WB Policy”)

The Group maintains a formal whistle-blowing mechanism to uphold integrity and accountability across its operations. The WB Policy provides employees and external stakeholders with a secure and confidential channel to report suspected unethical or improper conduct directly to the Group Managing Director through dedicated email, phone, or mailing options. All reports are handled in accordance with established procedures and are investigated objectively, with whistle-blowers protected from any form of retaliation. The WB Policy, together with the reporting procedures and contact details, are publicly available on the Group’s corporate website to promote transparency.

##### Employee Code of Conduct (“ECoC”)

The ECoC sets standards for ethical behaviour, including respect for human rights, non-discrimination, and workplace safety. All new employees undergo mandatory induction programmes covering the ECoC, AC Policy, and WB Policy.

##### Supplier Code of Conduct (“SCC”)

The SCC requires suppliers to adhere to standards aligned with the United Nations (“UN”) Guiding Principles, International Labour Organisation (“ILO”) Conventions, and the 10 Principles of the UN Global Compact. Key focus areas include:

- Labour practices: working hours, child and forced labour, and non-discrimination
- Health & safety: workplace safety, compliance with regulations, and decent housing
- Environmental practices: permits, hazardous materials, and pollution management
- Business integrity: anti-bribery, grievance channels, fair competition, conflict minerals, and intellectual property

## SUSTAINABILITY REPORT

### DELIVERING EXCELLENCE RESPONSIBLE SUPPLY CHAIN *(continued)*

#### GOVERNANCE AND ETHICS *(continued)*

##### Management approach *(continued)*

##### Supplier Code of Conduct ("SCC") *(continued)*

All new and existing suppliers are required to sign the SCC. New suppliers also undergo screening before approval, and the procurement team conducts periodic site audits to verify compliance.

All our Policies and Code of Conducts are reviewed periodically and updated to ensure continued relevance.

##### Sedex (Supplier Ethical Data Exchange)

In FYE 2024, the Group joined Sedex to strengthen responsible sourcing and manage supply chain risks. Sedex assessments evaluate suppliers' social, ethical, and environmental practices, including human rights, labour standards, health and safety, and business ethics. All new significant suppliers are screened as part of this process. Over the medium term, the Group aims for at least 80% of suppliers, by spend value, to be evaluated under the Sedex framework to improve transparency and accountability across the supply chain.

#### Our Performance

- Whistle-blowing

Financial Year	Cases Reported	Substantiated	Unsubstantiated	Resolved by Year End
2023	1	1	0	1
2024	5	5	0	5
2025	8	5	3	8

Corrective actions for substantiated cases include employee counselling, disciplinary measures, process improvements, and staff training, where appropriate, have been taken.

- No corruption cases were reported in FYE 2025, in line with our zero-incident target.
- In FYE 2025, 402 new suppliers signed the SCC, while the Group conducted 29 on-site supplier audit visits to validate compliance with the SCC as part of its supplier performance review and monitoring programme. Audit findings are tracked and, where necessary, corrective actions are required to address identified gaps to support continuous improvement across the supply chain.
- No significant actual or potential negative social impacts were identified within our supply chain in FYE 2025.
- Progress of suppliers by spend value (based on FYE 2023 spending) assessed under Sedex evaluation framework:

Percentage covered as at	Overall
FYE 2024	58%
FYE 2025	78%

The Group continues to enhance responsible supply chain management, with suppliers evaluated under the Sedex framework increasing to 78% as at end of 2025. This is an ongoing engagement with key suppliers and our commitment to promote ethical, environmental, and social practices across our supply chain.

# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE

### HEALTH AND SAFETY

#### Why it matters

Safeguarding the health, safety, and well-being of our employees and everyone on-site is fundamental to our operations. A robust safety culture protects people, sustains productivity, and supports business continuity, while also helping us manage compliance risks and attract skilled talent.

#### Management approach

##### Policy and Governance

- The Group's Safety and Health Policy applies to all employees, contractors, and site visitors, setting expectations for safe conduct across all plants.
- SHE Committees at each plant, comprising management and employee representatives, including worker representatives, meet quarterly to review safety issues, report hazards, and recommend improvements. We maintain a 'No-Blame' culture where employees are encouraged to report hazards and are strictly protected against any form of reprisal.
- Safety Officers at each plant oversee the implementation of safety procedures, hazard identification, compliance with regulations, and incident follow-up.
- Oversight of health and safety matters rests with the Group Managing Director, who is also a member of the Board, ensuring board-level accountability for the Group's health and safety performance.
- The Group identifies and manages occupational health and safety risks as part of its ongoing assessment of potential human rights impacts on employees, with mitigation measures incorporated into daily operations and governance processes.

##### Preventive and Protective Measures

Initiatives implemented to reduce risks and protect employees at our sites include:

- Provision of Personal Protective Equipment and training on safe handling of hazardous chemicals.
- Audiometric testing for employees exposed to noise, supported by regular noise monitoring at plants.
- Access to healthcare services through public and private clinics.
- Installation of safety guards on high-risk machinery.
- Installation of handrails at staircases.
- Inspection and maintenance of firefighting systems and equipment, with regular fire drills to ensure emergency readiness.

These measures are implemented across all operational sites and are regularly reviewed to ensure effectiveness, reinforcing our commitment to a safe and resilient workplace.

##### Certifications

- 50% of the Group's plants are certified under the ISO 45001:2018 Occupational Health and Safety Management System framework, reflecting alignment with international best practices. For plants without the accreditation, the Group mandates full alignment with the ISO framework to ensure a standardised safety culture across its operations.



## SUSTAINABILITY REPORT

### EMPOWERING OUR PEOPLE *(continued)*

#### HEALTH AND SAFETY *(continued)*

##### Management approach *(continued)*

##### Certifications *(continued)*

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

##### Monitoring

- Regular safety audits and inspections are conducted in line with regulatory requirements in Malaysia, Vietnam, and Myanmar.
- The Group requires all incidents to be reported, reviewed, and investigated under its ISO management framework, with corrective actions implemented to prevent recurrence. Non-ISO-certified plants are required to follow equivalent monitoring and reporting procedures in line with the Group's policy.

##### Competency, Awareness and Training

- The Group provides occupational health and safety training to relevant employee groups, including health and safety personnel and operational staff. Training covers hazard identification, safe-work procedures, emergency response, chemical safety, machine safety protocols, and incident reporting.
- Employees in higher-risk operations receive additional job-specific training and refresher programmes based on risk exposure and legal requirements.
- Contractors working on-site are required to complete a safety induction briefing prior to commencing work.
- Training attendance and competency assessments are recorded to ensure compliance and traceability across all operating entities.

### Our Performance

	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025
<b>Work-Related Injury by Case</b>				
- Minor injury	139	94	123	115
- Major injury	65	72	62	63
- Fatality	-	-	-	-
Lost time injury (Days)	1,924	1,626	1,731	1,732
<b>Work-Related Ill-health by Case</b>				
No of cases	-	-	-	-

# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE *(continued)*

### HEALTH AND SAFETY *(continued)*

#### Our Performance *(continued)*

	FYE 2023	FYE 2024	FYE 2025	
<b>Audiometric test conducted</b>				
Targeted			3,559	
Attended			3,343	
Group headcount			6,128	
% employees covered			55%	
				<b>Target</b>
<b>Lost Time Incident Rate ("LTIR")</b>	1.69	1.96	1.96	< 2.0

Note: Covers operations in Malaysia, Vietnam, and Myanmar. USA, Indonesia and supporting activities operations are outside the current reporting boundary. Refer to Reporting Period and Boundary section for details.

- The LTIR, although within our target, highlights ongoing operational safety challenges, particularly in high-risk manufacturing environments. The rate has remained within a relatively narrow range over the past four years, indicating stable safety performance across the Group.
- FYE 2025 recorded zero employee and contractor fatalities, in line with our target.
- Total health and safety training hours delivered: 31,518 hours (FYE 2024: 45,781 hours). Operations workforce trained: 52%.
- Average OHS training per employee: 9.8 hours/employee (FYE 2024: 13 hours/employee).
- The Group conducted health and safety programmes across all sites, with 3,217 employees and contractors participating in first aid and CPR training, health talks, audiometric tests, fire drills, and contractor safety briefings. These activities reinforce the Group's focus on workforce safety, risk mitigation, and compliance with occupational health standards.



Industrial First Aid and CPR training – Federal Metal Printing Factory, Sdn. Berhad



Health talk – Aik Joo Can Factory Berhad



Audiometric Occupation Health Doctors Examination presentation – Kian Joo Canpack Sdn. Bhd.



Safety Briefing for contractors – Kianjoo Can (Myanmar) Company Limited

## SUSTAINABILITY REPORT

### EMPOWERING OUR PEOPLE (*continued*)

#### DIVERSITY, LABOUR PRACTICES AND STANDARDS



#### Why it matters

Our people are central to our success. By fostering diversity, inclusivity, and fair labour standards, we create a safe, equitable, and supportive workplace where employees are engaged and empowered to grow. Respecting labour rights and building a motivated workforce drives productivity, innovation, and long-term business resilience.

#### Management approach

##### Commitments and Governance

Our approach to people management is underpinned by policies and ethical standards that guide both employees and the supply chain.

- Employee Code of Conduct

Sets out expected behaviour, grievance mechanisms, and fair labour practices. In addition, it prohibits underage or forced labour and discriminatory practices, ensures fair wages and working hours, and upholds freedom of association, in alignment with ILO conventions and the UN Guiding Principles on Business and Human Rights. Oversight of labour and human rights matters rests with the Group Human Resources Head, with periodic reporting to senior management to ensure alignment with labour regulations, ethical standards, and Group policies.

- Supplier Code of Conduct

Extends our human rights and fair labour commitments to our supply chain. (Refer to Governance and Ethics section on page 61 for further details).

##### Workplace Practices

- Diversity and Equal Opportunity

We promote an inclusive culture where recruitment, selection, promotion, and career development are based on merit, capability, and performance. We maintain policies prohibiting discrimination in employment on the basis of gender, age, ethnicity, nationality, or religion.

- Fair Labour Practices and Worker Rights

**Malaysia:** Our plants employ both local and migrant workers. Migrant workers are recruited directly, and the Group conducts thorough due diligence on recruitment agents prior to engagement to ensure compliance with ethical standards. Agents are required to sign agreements prohibiting charging recruitment fees to workers, and this requirement is reinforced through periodic due diligence and compliance checks. Employment contracts are explained in workers' native language before signing. All employment terms comply with the Minimum Wages Order 2022 and Employment Act 1955 (as amended). Housing provided for migrant workers meets the Employees' Minimum Standards of Housing, Accommodations and Amenities (Amendment) Act 2020 (Act 446).

**Vietnam and Myanmar:** All employees are hired in accordance with applicable national labour laws, with recruitment and employment practices designed to comply with legal requirements on fair treatment and non-discrimination.

## SUSTAINABILITY REPORT

### EMPOWERING OUR PEOPLE *(continued)*

#### **DIVERSITY, LABOUR PRACTICES AND STANDARDS** *(continued)*

##### **Management approach** *(continued)*

###### Fair and Competitive Compensation

The Group regularly reviews remuneration to ensure it is fair, competitive, and based on experience and role rather than gender or other discriminatory factors. All employees are treated equitably, reflecting our commitment to decent work, diversity, and non-discrimination. To further strengthen social responsibility, the Group will conduct a Group-wide living wage assessment in 2026.

###### Employee Engagement and Well-being

Open communication, regular townhalls, and employee surveys support a culture of transparency and continuous improvement. A group-wide employee survey is conducted every two years, with the next survey scheduled for 2026. In 2024, the survey recorded an overall satisfaction rate of 78%. Feedback from these engagement channels is reviewed by management to identify areas for improvement and strengthen workplace practices. Social initiatives such as cultural events, volunteer programmes, and community engagement strengthen social cohesion and a sense of belonging, supporting employees' overall well-being and reinforcing engagement across the Group.

###### Training and Talent Development

We invest in upskilling, reskilling, and broader capability building initiatives to ensure the continued employability and relevance of our workforce amid evolving operational and technological demands. Cross-functional, technical, and leadership programmes are implemented to strengthen workforce competencies and operational effectiveness. Educational assistance is provided to employees pursuing further studies to support their professional growth.

Some of the Group's plants in Malaysia collaborate with technical institutes under the country's Technical and Vocational Education and Training (TVET) programmes to develop industry-relevant skills and create employment pathways for graduates. The Group also hosts internship programmes for students from technical institutes and universities, supporting the pipeline of future talent.

###### Monitoring and Continuous Improvement

Oversight of adherence to labour standards is conducted by the Internal Audit Department. All companies in the Group are members of Sedex, which enables independent reviews of workplace conditions and supports continuous improvement.

###### Stakeholder Communication and Engagement

The Group uses its official LinkedIn platform as a communication channel to share corporate updates, including awards, operational milestones, and employee as well as community initiatives. Content published on the platform recognises employee contributions, and reinforces consistent engagement with customers, partners, and the wider community.

## SUSTAINABILITY REPORT

### EMPOWERING OUR PEOPLE *(continued)*

#### DIVERSITY, LABOUR PRACTICES AND STANDARDS *(continued)*

##### Our Performance

Employees by Age Group	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025
<b>&lt; 30 years</b>				
Management	137	126	127	120
Non-Management	2,237	2,341	2,128	1,911
<b>Total</b>	<b>2,374</b>	<b>2,467</b>	<b>2,255</b>	<b>2,031</b>
<b>30 – 50 years</b>				
Management	494	541	567	545
Non-Management	2,803	3,067	3,064	2,875
<b>Total</b>	<b>3,297</b>	<b>3,608</b>	<b>3,631</b>	<b>3,420</b>
<b>&gt; 50 years</b>				
Management	115	142	146	161
Non-Management	420	480	501	516
<b>Total</b>	<b>535</b>	<b>622</b>	<b>647</b>	<b>677</b>
<b>Grand Total</b>	<b>6,206</b>	<b>6,697</b>	<b>6,533</b>	<b>6,128</b>

Employees by Gender	FYE 2020 Baseline	FYE 2023	FYE 2024	FYE 2025	Target
<b>Male</b>					
Management	405	439	438	431	
Non-Management	4,149	4,544	4,359	4,090	
<b>Total</b>	<b>4,554</b>	<b>4,983</b>	<b>4,797</b>	<b>4,521</b>	
<b>Female</b>					
Management	341	370	402	395	
Non-Management	1,311	1,344	1,334	1,212	
<b>Total</b>	<b>1,652</b>	<b>1,714</b>	<b>1,736</b>	<b>1,607</b>	
<b>Grand Total</b>	<b>6,206</b>	<b>6,697</b>	<b>6,533</b>	<b>6,128</b>	

% female in total workforce	27%	26%	27%	26%	
% female at Management level	46%	46%	48%	48%	By 2026 50%
<b>Staff turnover rate</b>		3.14%	1.98%	2.26%	

<b>Total training (hours)</b>				
Management		17,441	27,933	19,999
Average per employee		26.87	37.54	25.16
Non-Management		73,715	87,588	59,573
Average per employee		21.09	19.60	13.55

# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE *(continued)*

### DIVERSITY, LABOUR PRACTICES AND STANDARDS *(continued)*

#### Our Performance *(continued)*

Workforce mix	Malaysia	Vietnam	Myanmar	Group
Local	76%	100%	97%	84%
Non local	24%	–	3%	16%

Note: Covers operations in Malaysia, Vietnam, and Myanmar. USA, Indonesia and supporting activities operations are outside the current reporting boundary. Refer to Reporting Period and Boundary section for details.

- Our three-year average staff turnover rate of under 3% is well below industry averages. This stability underscores a resilient corporate culture and strong employee engagement.
- Female representation at management level has remained stable over the past three years. While the 50% target for 2026 remains challenging due to the specialised skills required, the Group continues to support initiatives that advance gender diversity and develop future female leaders.
- The Group facilitates employee participation in community and charitable initiatives through union engagement and site-level coordination.

The Group continued the practice of organising multi-cultural festive gatherings and celebrations, including Chinese New Year, Hari Raya, Deepavali, Women’s Day, and staff appreciation dinners, fostering inclusivity, employee engagement, and a sense of community across the workforce.



Staff Appreciation Dinner – KianJoo Can (Myanmar) Company Limited



Deepavali Celebration at Batu Caves



Buka Puasa at Batu Caves



Celebrating Women’s Day at Vietnam plant.

## SUSTAINABILITY REPORT

### EMPOWERING OUR PEOPLE *(continued)*

#### DIVERSITY, LABOUR PRACTICES AND STANDARDS *(continued)*

##### Our Performance *(continued)*

Our carton plant in Ho Chi Minh City held its 8<sup>th</sup> annual meeting with union members to review performance and share expectations. Scholarships were awarded to children of union members who excelled academically, and financial support was provided to employees with disabilities.



Box-Pak (Vietnam) Co., Ltd. Annual meeting with union members

For the third consecutive year, the Group supported employee participation in environmental and community volunteer activities aligned with its operational footprint. Given the Group's reliance on water and energy, initiatives focused on protecting local waterways and strengthening surrounding ecosystems near our manufacturing sites:

- o Beach and river clean-up initiatives contributing to reduced pollution in shared waterways and improved environmental conditions for local communities.
- o Tree planting activities at forest reserves and mangrove sites, contributing to supporting ecosystem protection, shoreline resilience, aquatic biodiversity, and long-term carbon sequestration.



3<sup>rd</sup> tributary cleaning at Taman Desa Ria, Negeri Sembilan participated by 47 volunteers with 480kg rubbish collected.



Beach cleanup at Bagan Lalang, Selangor participated by 70 volunteers. 90kg rubbish collected.

## SUSTAINABILITY REPORT

### EMPOWERING OUR PEOPLE *(continued)*

#### DIVERSITY, LABOUR PRACTICES AND STANDARDS *(continued)*

##### Our Performance *(continued)*



Mangrove sapling planting at Taman Rekreasi Paya Bakau, Kampung Sijangkang, Selangor. 60 saplings planted and participated by 36 volunteers.



Sapling planting at Sungai Menyala Forest Reserve, Port Dickson, Negeri Sembilan. 250 saplings planted with 67 volunteers.

The Group signed an additional memorandum of understanding (“MOU”) with a technical institute under the TVET programme in 2025, bringing the total to four MOUs with institutes across four states in Peninsular Malaysia. Through these partnerships, students in relevant technical courses gain practical exposure at the Group’s plants, supporting skills development, enhancing employability, and contributing to Malaysia’s future workforce.



MOU signing ceremony with Institut Kemahiran Tinggi Belia Negara (IKTBN), Sepang

- The Group channels its community investment through Yayasan Canone Kianjoo (“YCK”). In FYE 2025, YCK contributed RM4.0 million (FYE 2024: RM2.1 million) to initiatives supporting education, healthcare, and social welfare:
  - o Scholarships and education support: RM435,000 (13 beneficiaries)
  - o Schools and institutes: RM922,000 (12 beneficiaries)
  - o Healthcare and medical support: RM640,000 (15 beneficiaries)
  - o Underprivileged and welfare homes: RM943,000 (20 beneficiaries)
  - o Non-Governmental Organisations and other initiatives: RM1,070,000 (27 beneficiaries)

## SUSTAINABILITY REPORT

Date & Time: 2026-04-21\_15:37:11  
FYE 31/12/2025

CAN-ONE BERHAD  
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Anti-Corruption	Confirmed incidents of corruption and action taken	Number	0	0	No assurance	Our target is zero cases Internal documentation
Supply Chain Management	Proportion of spending on local suppliers	Percentage	50	-	No assurance	Internal documentation
Waste Management	Total waste generated	Metric tonnes	63960	-	External (Limited)	
Waste Management	Total waste diverted from disposal	Metric tonnes	62490	-	External (Limited)	
Waste Management	Total scheduled (hazardous) waste generated	Metric tonnes	4940	-	External (Limited)	
Waste Management	Percentage of scheduled (hazardous) waste diverted from disposal (recycled)	Percentage	71	-	External (Limited)	Ratio of externally assured scheduled waste diverted from disposal to externally assured total scheduled waste generated.
Waste Management	Percentage of total waste diverted from disposal	Percentage	98	Zero landfill by 2030	External (Limited)	Ratio of externally assured total waste (scheduled and solid) diverted from disposal to externally assured total waste (scheduled and solid) generated.
Energy Management	Total energy consumption	Gigajoules	1362900	-	External (Limited)	Assured as it is part of Scope 1 and Scope 2 emissions subjected to external assurance (limited).
Energy Management	Percentage of grid electricity	Percentage	18.95	-	External (Limited)	Assured as it is part of Scope 1 and Scope 2 emissions subjected to external assurance (limited). Ratio of grid electricity & total energy.

**SUSTAINABILITY REPORT**

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Energy Management	Percentage renewable electricity	Percentage	24.33	-	External (Limited)	RECs retired in the company's name. Assured as it is part of Scope 1 and Scope 2 emissions subjected to external assurance (limited). Ratio of renewable electricity & total energy.
Energy Management	Percentage self-generated electricity	Percentage	1.70	-	External (Limited)	Assured as it is part of Scope 1 and Scope 2 emissions subjected to external assurance (limited). Ratio of self-generated electricity & total energy.
Water Management	Total water withdrawn (gross consumption)	Megalitres	1670	-	External (Limited)	
Water Management	Total water consumed (withdrawn less discharged)	Megalitres	540	-	External (Limited)	
Water Management	Gross water consumption intensity	Megalitres per RM million	0.49	0.51 by year 2030	External (Limited)	Ratio of externally assured water withdrawal and revenue from internal financial records.
Health and Safety	Number of work-related fatalities	Number	0	0	Internal	Zero employee and contractor fatalities. Internal documentation.
Health and Safety	Lost time incident rate	Rate	1.96	below 2.0	Internal	Internal documentation
Health and Safety	Employees trained on health and safety standards	Number	3277	-	Internal	Internal documentation
Diversity	Percentage of Management staff - Female	Percentage	48	50 by 2026	No assurance	Internal documentation
Diversity	Percentage of total workforce - Female	Percentage	26	-	No assurance	Internal documentation

# SUSTAINABILITY REPORT

Date & Time: 2026-04-21\_15:37:11  
FYE 31/12/2025

CAN-ONE BERHAD  
BMLR Transition Period

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
Diversity	Percentage of directors - Female	Percentage	11	-	No assurance	Internal documentation
Labour Practices and Standards	Total training hours (Management)	Hours	19989	-	Internal	Internal documentation
Labour Practices and Standards	Total training hours (Non-Management)	Hours	59573	-	Internal	Internal documentation
Labour Practices and Standards	Employees who are contractors or temporary staff	Percentage	2.85	-	Internal	Internal documentation
Labour Practices and Standards	Overall employee turnover	Percentage	2.26	-	Internal	Internal documentation
Labour Practices and Standards	Substantiated complaints on human rights violations	Number	0	-	Internal	Internal documentation
Data Privacy and Security	Substantiated complaints on breaches of customer privacy and losses of customer data	Number	0	0	No assurance	Internal documentation
Product Safety and Innovation	Product recall from packaging material defects	Number of cases	0	0	No assurance	Internal documentation
GHG Emissions	Scope 1	Metric tonnes of carbon dioxide equivalents ("tCO2e")	36400	-	External (Limited)	
GHG Emissions	Scope 2 (Market-based)	tCO2e	47000	-	External (Limited)	RECs retired in the company's name per GHG Protocol Scope 2 market-based method.
GHG Emissions	Scope 2 (Location-based)	tCO2e	117000	-	External (Limited)	
GHG Emissions	Scope 1 and Scope 2 (market-based) intensity	tCO2e per RM million	24.27	20.5 by year 2030	External (Limited)	Ratio of externally assured Scope 1 and Scope 2 emissions and revenue from internal financial records.
GHG Emissions	Scope 3 Cat.2: Capital goods	tCO2e	3800	-	No assurance	Spend-based method. Refer to Climate Change section of report.

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance	Remarks
GHG Emissions	Scope 3 Cat.3: Fuel-and-energy-related activities (not included in Scope 1 and 2)	tCO2e	15900	-	No assurance	Average-data method. Refer to Climate Change section of report.
GHG Emissions	Scope 3 Cat.5: Waste generated in operations	tCO2e	500	-	No assurance	Average-data method. Refer to Climate Change section of report.
GHG Emissions	Scope 3 Cat.6: Business travel	tCO2e	200	-	No assurance	Distance-based method. Covers air travel only. Refer to Climate Change section of report.
GHG Emissions	Scope 3 Cat.7: Employee commuting	tCO2e	5300	-	No assurance	Based on estimated travel distances. Refer to Climate Change section of report.

# SUSTAINABILITY REPORT

## GRI CONTENT INDEX

GRI Standard	Disclosure	Page	Brief Information on Disclosures
<b>GRI 2: General Disclosures 2021</b>			
2-1	Organisational details	38, 22-31	Can-One Berhad is a Bursa Securities-listed company. Refer to Our Business, Our Value Chain. Refer to Corporate Information and Management Discussion and Analysis in AR 2025.
2-2	Entities included in the organisation's sustainability reporting	33	Refer to Reporting Period and Boundary
2-3	Reporting period, frequency, and contact point	33,35	About this report
2-4	Restatements of information	34	Refer to Restatements
2-5	External assurance	35,83	Refer to Statement of Assurance
2-6	Activities, value chain, and other business relationships	38	Refer to Our Business and Our Value Chain
2-7	Employees	68	Refer to the Diversity, Labour Practices and Standards section
2-8	Workers who are not employees	–	180 workers (2.85%) 2024: 342 (4.97%)
2-9	Governance structure and composition	37,91	Refer to the Governance Structure section and Corporate Governance Overview Statement under Nomination Committee in AR 2025
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	103	Refer to the Audit and Risk Management Committee Report
2-16	Communication of critical concerns	103	
2-17	Collective knowledge of the highest governance body	88	Refer to Corporate Governance Overview Statement under Remuneration Committee
2-18	Evaluation of the performance of the highest governance body	88	Refer to Corporate Governance Overview Statement under Remuneration Committee and Nomination Committee in AR 2025
2-19	Remuneration policies	88,91	
2-20	Process to determine remuneration	88,91	
2-22	Statement of sustainability development strategy	32	Refer to the Group Managing Director's message
2-23	Policy commitments	61	Refer to the Governance and Ethics section
2-24	Embedding policies commitments	37,61	Refer to Governance section and Governance and Ethics section

## SUSTAINABILITY REPORT

### GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																												
<b>GRI 2: General Disclosures 2021 (continued)</b>																															
2-25	Processes to remediate negative impacts	103, 106	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	61	Refer to the Governance and Ethics section																												
2-27	Compliance with laws and regulations	61,55, 47	Governance and Ethics section. Responsible Waste Management section Climate Change section																												
2-28	Membership associations	46	Refer to Memberships and Association section																												
2-29	Approach to stakeholder engagement	40	Refer to the Stakeholders Engagement section																												
2-30	Collective bargaining agreements	–	578 employees (14%) in Malaysia Plants and 1,413 employees (97%) in Vietnam Plants are covered by the Collective Agreement																												
3-1	The process of determining material topics	41	Refer to the Materiality Assessment section																												
3-2	List of material topics	41	Refer to the Materiality Matrix section																												
<b>GRI 201: Economic Performance 2016</b>																															
3-3	Management of material topics	58	Refer to Management Approach in the Product Innovation section																												
201-1	Direct economic value generated and distributed	–	<table border="1"> <thead> <tr> <th>RM million</th> <th>FYE 2023</th> <th>FYE 2024</th> <th>FYE 2025</th> </tr> </thead> <tbody> <tr> <td>Revenue</td> <td>3,054</td> <td>3,193</td> <td>3,191</td> </tr> <tr> <td>Operating Cost</td> <td>2,412</td> <td>2,469</td> <td>2,456</td> </tr> <tr> <td>Payment to Capital Provider</td> <td>72</td> <td>94</td> <td>100</td> </tr> <tr> <td>Employee Wages and Benefits</td> <td>407</td> <td>401</td> <td>424</td> </tr> <tr> <td>Payment to Governments</td> <td>29</td> <td>47</td> <td>53</td> </tr> <tr> <td>Payment to Shareholders</td> <td>7.7</td> <td>7.7</td> <td>7.7</td> </tr> </tbody> </table>	RM million	FYE 2023	FYE 2024	FYE 2025	Revenue	3,054	3,193	3,191	Operating Cost	2,412	2,469	2,456	Payment to Capital Provider	72	94	100	Employee Wages and Benefits	407	401	424	Payment to Governments	29	47	53	Payment to Shareholders	7.7	7.7	7.7
RM million	FYE 2023	FYE 2024	FYE 2025																												
Revenue	3,054	3,193	3,191																												
Operating Cost	2,412	2,469	2,456																												
Payment to Capital Provider	72	94	100																												
Employee Wages and Benefits	407	401	424																												
Payment to Governments	29	47	53																												
Payment to Shareholders	7.7	7.7	7.7																												
201-2	Financial implications and other risks and opportunities due to climate change	42	Refer to table on key risks, opportunities, and related financial and management considerations																												
201-3	Defined benefit plan obligations and other retirement plans	152, 179	Refer to Note 2(r)(iii) and Note 18 of Financial Statements																												
201-4	Financial assistance received from government	171	Tax incentives such as reinvestment allowance and income exemption for value of increase of exports. Refer to Note 8 of Financial Statements																												
<b>GRI 204: Procurement practices 2016</b>																															
3-3	Management of material topics	61,54	Refer to Governance and Ethics and Materials section																												
204-1	Proportion of spending on local suppliers	–	50% (RM950 mil) 2024: 50% (RM961 mil)																												

## SUSTAINABILITY REPORT

### GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
<b>GRI 205: Anti-Corruption 2016</b>			
3-3	Management of material topics	61	Refer to Management Approach in the Governance and Ethics section
205-1	Operations assessed for risks related to corruption	103,61	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	61	Refer to the Governance and Ethics section 65% management staff and 43% non-management staff attended anti-corruption training in FYE 2025
205-3	Confirmed incidents of corruption and actions taken	61	Refer to Our Performance under the Governance and Ethics section
<b>GRI 301: Materials 2016</b>			
3-3	Management of material topics	54	Refer to Materials section
301-1	Materials used by weight or volume		
301-2	Recycled input materials used		
301-3	Reclaimed products and their packaging materials		
<b>GRI 302: Energy 2016</b>			
3-3	Management of material topics	47	Refer to Management Approach in Climate Change section
302-1	Energy consumption within the organisation	48	Refer to the Climate Change section
302-3	Energy intensity	48	
302-4	Reduction of energy consumption	49	
302-5	Reduction in energy requirements of products and services	49	
<b>GRI 303: Water and Effluent 2018</b>			
3-3	Management of material topics	47	Refer to Management Approach in Climate Change section
303-1	Interactions with water as a shared resource	47	
303-2	Management of water discharge-related impacts	47,55	Refer to Management Approach in the Responsible Waste Management section and Climate Change section
303-3	Water withdrawal	50	Refer to Water Consumption in Climate Change section
303-4	Water discharge	50	
303-5	Water Consumption	50	

## SUSTAINABILITY REPORT

### GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																																								
<b>GRI 305: Emissions 2016</b>																																											
3-3	Management of material topics	47	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	52																																									
305-7	Nitrogen oxides (NOx), Sulphur oxides (SOx), and other significant air emissions	53																																									
<b>GRI 306: Waste 2020</b>																																											
3-3	Management of material topics	55	Refer to Management Approach in the Responsible Waste Management section																																								
306-1	Waste generation and significant waste-related impacts	55	Refer to Responsible waste Management section																																								
306-2	Management of significant waste-related impacts	55																																									
306-3	Waste generated	56																																									
306-4	Waste diverted from disposal	56																																									
306-5	Waste directed to disposal	57																																									
<b>GRI 401: Employment 2016</b>																																											
3-3	Management of material topics	66	Refer to Management Approach in the Diversity, Labour Practices and Standards section																																								
401-1	New employee hires and employee turnover	–	<p>Malaysia plants new hire as at year end: -</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>&lt; 30</td> <td>245</td> <td>56</td> <td>301</td> </tr> <tr> <td>30 – 50</td> <td>79</td> <td>32</td> <td>111</td> </tr> <tr> <td>&gt; 50</td> <td>19</td> <td>9</td> <td>28</td> </tr> <tr> <td>Total</td> <td>343</td> <td>97</td> <td>440</td> </tr> </tbody> </table> <p>Vietnam plants new hire as at year end: -</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>&lt; 30</td> <td>83</td> <td>31</td> <td>114</td> </tr> <tr> <td>30 – 50</td> <td>78</td> <td>44</td> <td>122</td> </tr> <tr> <td>&gt; 50</td> <td>14</td> <td>2</td> <td>16</td> </tr> <tr> <td>Total</td> <td>175</td> <td>77</td> <td>252</td> </tr> </tbody> </table>	Age Group	Male	Female	Total	< 30	245	56	301	30 – 50	79	32	111	> 50	19	9	28	Total	343	97	440	Age Group	Male	Female	Total	< 30	83	31	114	30 – 50	78	44	122	> 50	14	2	16	Total	175	77	252
Age Group	Male	Female	Total																																								
< 30	245	56	301																																								
30 – 50	79	32	111																																								
> 50	19	9	28																																								
Total	343	97	440																																								
Age Group	Male	Female	Total																																								
< 30	83	31	114																																								
30 – 50	78	44	122																																								
> 50	14	2	16																																								
Total	175	77	252																																								

## SUSTAINABILITY REPORT

### GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																				
<b>GRI 401: Employment 2016 (continued)</b>																							
401-1	New employee hires and employee turnover (continued)	–	<p>Myanmar plant new hire as at year end: -</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>&lt; 30</td> <td>69</td> <td>15</td> <td>84</td> </tr> <tr> <td>30 – 50</td> <td>9</td> <td>1</td> <td>10</td> </tr> <tr> <td>&gt; 50</td> <td>–</td> <td>–</td> <td>–</td> </tr> <tr> <td>Total</td> <td>78</td> <td>16</td> <td>94</td> </tr> </tbody> </table> <p>Employee turnover for the Group was 2.26%.</p>	Age Group	Male	Female	Total	< 30	69	15	84	30 – 50	9	1	10	> 50	–	–	–	Total	78	16	94
Age Group	Male	Female	Total																				
< 30	69	15	84																				
30 – 50	9	1	10																				
> 50	–	–	–																				
Total	78	16	94																				
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	–	<table border="1"> <thead> <tr> <th>Country</th> <th>Entitled</th> <th>Taken</th> <th>% returned to work #</th> </tr> </thead> <tbody> <tr> <td>Malaysia</td> <td>2,691</td> <td>132</td> <td>92</td> </tr> <tr> <td>Vietnam</td> <td>118</td> <td>23</td> <td>70</td> </tr> <tr> <td>Myanmar</td> <td>344</td> <td>18</td> <td>100</td> </tr> <tr> <td>Total</td> <td>3,153</td> <td>173</td> <td>90</td> </tr> </tbody> </table> <p># As at end of reporting period</p>	Country	Entitled	Taken	% returned to work #	Malaysia	2,691	132	92	Vietnam	118	23	70	Myanmar	344	18	100	Total	3,153	173	90
Country	Entitled	Taken	% returned to work #																				
Malaysia	2,691	132	92																				
Vietnam	118	23	70																				
Myanmar	344	18	100																				
Total	3,153	173	90																				
<b>GRI 403: Occupational Health and Safety 2018</b>																							
3-3	Management of material topics	63	Refer to Management Approach in the Health and Safety section																				
403-1	Occupational health and safety management system	63	Policies, Preventive measures , certifications, monitoring, awareness, and trainings are in place. Refer to the Health and Safety section																				
403-2	Hazard identification, risk assessment and incident investigation	63																					
403-3	Occupational health services	63	Audiometric tests, health talks, medical and hospitalisation insurance. Refer to the Health and Safety section																				
403-4	Worker participation, consultation, and communication on occupational health and safety	63	Through Safety Committee of the respective plants. Refer to the Health and Safety section																				
403-5	Worker training on occupational health and safety	64	Role based and structured training. 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. Health talks.																				

## SUSTAINABILITY REPORT

### GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
<b>GRI 403: Occupational Health and Safety 2018 (continued)</b>			
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 65% of employees, are certified under ISO45001; Occupational Health and Safety Management system
403-9	Work-related injuries	64	Refer to the Health and Safety section
403-10	Work-related ill health	64	
<b>GRI 404: Training and Education 2016</b>			
3-3	Management of material topics	66	Refer to Management Approach and Performance in the Diversity, Labour Practices and Standards section
404-1	Average hours of training per year per employee	68	
404-2	Programs for upgrading employees' skills and transition assistance programs	67	Refer to Training and development under Diversity, Labour Practices and Standards 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
<b>GRI 405: Diversity &amp; Equal Opportunity 2016</b>			
3-3	Management of material topics	66	Refer to Management Approach in Diversity, Labour Practices and Standards section
405-1	Diversity of governance bodies and employees	66,94	Refer to the Diversity, Labour Practices and Standards section and Corporate Governance Overview Statement
<b>GRI 406: Non-discrimination 2016</b>			
3-3	Management of material topics	66	Refer to Management Approach in the Diversity, Labour Practices and Standards section
406-1	Incidents of discrimination and corrective actions taken	–	No incidence of discrimination was received or reported
<b>GRI 407: Freedom of Association and collective bargaining 2016</b>			
3-3	Management of material topics	61,66	Refer to Governance and Ethics and Diversity, Labour Practices and Standards section
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	The rights of employees to freedom of association and collective bargaining is stated in our Code of Conduct. During the year, no operations or major suppliers were identified as having risk of violations.

## SUSTAINABILITY REPORT

### GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
<b>GRI 408: Child Labour 2016</b>			
3-3	Management of material topics	66	Refer to Management Approach in the Diversity, Labour Practices and Standards section
408-1	Operations and suppliers at significant risk for incidents of child labour	–	During the year, no operations or major suppliers were identified as having risk of violations. Signed compliance with Employees' Code of Conduct and Suppliers' Code of Conduct
<b>GRI 409: Forced or Compulsory Labour 2016</b>			
3-3	Management of material topics	66	Refer to Diversity, Labour Practices and Standards 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
<b>GRI 410: Security Practices 2016</b>			
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 in FYE 2024. Follow up is conducted annually.
<b>GRI 414: Supplier Social Assessment 2016</b>			
3-3	Management of material topics	61	Refer to Management Approach in the Governance and Ethics section
414-1	New suppliers that were screened using social criteria	61	All significant new suppliers are screened through Sedex assessment tools. Refer to Governance and ethics section
414-2	Negative social impacts in the supply chain and action taken	61	In FYE 2025, on-site audits conducted did not reveal any. Refer to the Governance and Ethics section
<b>GRI 416: Customer Health and Safety 2016</b>			
3-3	Management of material topics	58	Refer to Product Innovation section
416-1	Assessment of the health and safety impacts of products and services	–	All plants are accredited with ISO 9001 and have an In-house Quality Control laboratory at the site. Refer to the Product Innovation section.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	59	There were no incidents of non-compliance for the year. Refer to the Product Innovation section.
<b>GRI 418: Customer Privacy 2016</b>			
3-3	Management of material topics	60	Refer to Governance and Ethics section
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	There were no substantiated complaints received in FYE 2025

# SUSTAINABILITY REPORT



## Independent Limited Assurance Opinion to Can-One Berhad on Scope 1 and 2 Greenhouse Gas Emissions, Water and Waste Data for Calendar Year 2025

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") and Water as well as Waste data (inclusive of scheduled waste and solid waste), for calendar year 2025 (i.e. from 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025). 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 2025, 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 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025.

Verification covered 95% of total Scope 1 and 2 GHG emissions in 2025, 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 2025 comprised:

- Water consumed
- Water discharged

Verification for Waste data in 2025 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 standards:

- 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 were:

- 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 2025. 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 December 2025 to February 2026. 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 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 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.

## SUSTAINABILITY REPORT

### 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 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 1<sup>st</sup> January 2025 to 31<sup>st</sup> December 2025 (2025) 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 2025 are equal to:

Scope	GHG Emissions (tonnes CO <sub>2</sub> e) <sup>1</sup>
Scope 1	36,404
Scope 2 (Location-based)	117,048
Scope 2 (Market-based)	46,993
<b>Total (Location-based)</b>	<b>153,452</b>
<b>Total (Market-based)</b>	<b>83,396</b>
Biogenic Carbon Emissions	17,281

The reported Water data for 2025 are equal to:

Water Data	Total (megaliters)
Water consumed	1,674
Water discharged	1,125

The reported Waste data for 2025 are equal to:

Waste Data	Total (metric tonnes)
Scheduled waste:	
• Waste generated	4,944
• Waste diverted from disposal	3,523
• Waste directed to disposal	1,421
Solid waste:	
• Waste generated	59,020
• Waste diverted from disposal	58,971
• Waste directed to disposal	49

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

<sup>1</sup> Discrepancy in total emissions are due to rounding

## SUSTAINABILITY REPORT

### **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. 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**



**Kin Seng Wong**  
Sustainability Consultant – Climate Change & Sustainability  
Intertek Assuris



**Ridzwan Nazimuddin**  
Senior Consultant – Climate Change & Sustainability  
Intertek Assuris



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

*3<sup>rd</sup> March 2026*