

# SUSTAINABILITY REPORT 2024



**STEERING TANAH MAKMUR BERHAD  
TOWARDS A SUSTAINABLE HORIZON**

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*We are ready* **2024 Was a Transformative Year.**  
to set a new standard of trust and care.

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# For Today, Tomorrow & *Your Future*



# CEO

## LEADERSHIP INSIGHT

YH Dato' Shahrul Nizam Abdul Aziz  
Group Chief Executive Officer  
Tanah Makmur Berhad



### THE GROUP CHIEF EXECUTIVE OFFICER'S ANNUAL SUSTAINABILITY MESSAGE

#### Dear Valued Stakeholders,

As we reflect on the progress of our sustainability journey, I am honoured to present Tanah Makmur Berhad's 2024 Sustainability Report. This publication marks more than just another milestone, it signifies the evolution of our purpose-driven growth strategy and our unwavering commitment to embedding environmental, social, and governance (ESG) considerations at the heart of everything we do.

At Tanah Makmur Berhad (TMB), sustainability is not a parallel track. It is the main pathway upon which we innovate, operate, and create long-term value. Whether we are building smart and inclusive urban communities or cultivating sustainable agricultural enterprises, our vision remains rooted in the belief that profitability and responsibility must go hand in hand. Our performance in 2024 reflects this belief in action—strategically, operationally, and culturally.

#### Creating the Blueprint for Sustainable Urbanisation

Our flagship township, Kota Sultan Ahmad Shah (KotaSAS) continues to raise the bar for sustainable urban development. With the integration of energy-efficient infrastructure and a significant scale-up of solar installations. We successfully reduced the township's carbon footprint by 24%, while 12% of energy demand is now met by renewable sources. Plans to introduce electric public transport and smart mobility systems further reinforce our commitment to low-carbon urban futures. For our investors, this underscores not only our ability to future-proof our developments but also to align with global green financing trends and ESG investment criteria.

## Driving Agricultural Transformation with Innovation and Inclusion

In our agribusiness portfolio, technological innovation and social responsibility converge to deliver measurable impact. Through precision farming and IoT-enabled water management, we achieved a 52% reduction in water usage and a 38% improvement in fertiliser efficiency resulting in both operational cost savings and environmental gains. LK Durian was recognised for sustainable farming excellence, while Rompin Integrated Pineapple Industries (RIPI) continued its transformative community engagement by empowering the Jakun indigenous group and uplifting 60 households through inclusive economic participation. These initiatives exemplify how TMB leverages ESG to build not just farms, but resilient ecosystems and livelihoods.

## Building Resilience through Governance, Integrity, and Standards

Strong governance is the foundation of sustainable value creation. In 2024, we initiated the implementation of the ISO 37001:2016 Anti-Bribery Management System, reinforcing our commitment to ethical business conduct and compliance excellence. In parallel, we expanded our ESG disclosures, including Scope 3 emissions reporting in alignment with the Task Force on Climate-related Financial Disclosures (TCFD). These measures not only enhance transparency but build investor confidence in our ability to manage risk, seize opportunities, and deliver long-term returns.

Looking forward, we are also pursuing SIRIM 55:2023 ESG Management System certification by 2025, which will further validate our ESG integration and elevate our governance practices to meet rising global benchmarks. These forward-focused efforts reflect our readiness to align with international frameworks, attract sustainability-conscious investors, and secure our position as a trusted high-integrity corporate partner.

## Empowering Our People and Communities for Enduring Impact

At the heart of our progress is our people. With 88% employee retention and 33% gender diversity in management, we are cultivating a workplace defined by inclusion, engagement, and leadership readiness. Our CSR programmes focused on education, environmental stewardship, and income generation positively impacted over 7,586 beneficiaries, reinforcing our role as a responsible corporate citizen and community partner. For stakeholders, these social investments reflect a forward looking workforce strategy essential to long-term business continuity and innovation.

## Looking Ahead: Investing in a Sustainable Future

We are aware that sustainability is a journey, not a destination. Looking ahead, we are setting bolder targets to accelerate our decarbonisation efforts, embedding circular economy principles, and deepening stakeholder engagement across our value chain. For investors, this represents a compelling proposition, an organisation with a strong balance between purpose and performance, ambition and accountability.

To all our employees, partners, regulators, and investors, thank you for your continued confidence and support. As we move forward, we do so with resolve and clarity, to grow not just a business, but a legacy. One that endures through economic cycles, evolves with societal needs, and delivers value that transcends generations.

# STEERING TANAH MAKMUR BERHAD TOWARDS A SUSTAINABLE HORIZON

## A Glimpse into Tanah Makmur Berhad

Tanah Makmur Berhad (“TMB”) continues to exemplify innovation and dedication to sustainable development within Malaysia. Guided by a visionary approach, our three dynamic subsidiaries drive a diversified portfolio, fostering both economic growth and societal progress. Our unwavering commitment underscores the principle that true sustainability stems from balancing economic progress, empowering communities, and embracing technological innovation.

### KotaSAS | Visionary Township

At the heart of TMB’s ambitious vision lies the Kota Sultan Ahmad Shah (“KotaSAS”) township a vibrant, forward-thinking community that redefines urban living. More than just a development, KotaSAS is a blueprint for the future, designed to foster thriving communities rather than just provide residences. With over 7,000 residential units and a projected population of 40,000, this modern township exemplifies the perfect blend of convenience, security, and quality of life. Beyond its stunning architecture, safety is a top priority, with citywide CCTV surveillance and continuous patrols by auxiliary police, ensuring peace of mind for all residents. Lush green spaces, well-maintained parks, and jogging tracks create a healthy, active environment, while a comprehensive range of amenities including schools, supermarkets, healthcare facilities, and a dynamic commercial centre elevate the living experience. The newly developed PPSAS, as the administrative hub of the Pahang state government, plays a pivotal role in the ongoing growth of suburban Kuantan, further supported by the upcoming KotaSAS Central ECRL station and a new State Mosque, which will also serve as a vibrant Islamic Centre. KotaSAS isn’t just a place to live, it’s a place to thrive.



KotaSAS Scenery (Photo by House of Pahang)

## LK Durian | Fruitful Endeavours

In the fertile landscapes of Lembah Klau, Raub, Pahang, LK Durian Sdn Bhd (“LKD”) is revolutionizing the agricultural sector with a perfect fusion of heritage and cutting-edge technology. Our expansive 1,500-hectare Musang King Durian plantation is not just a farm it’s a testament to our unwavering commitment to quality and sustainability. By harnessing the power of IoT monitoring systems and smart irrigation, we ensure that each durian tree thrives in optimal conditions, producing fruit that meets the highest international standards. From farm-to-table traceability to rigorous export compliance, technology empowers every step of our journey, ensuring the finest Musang King durians are cultivated and delivered with unmatched precision and excellence.



## Rompin Integrated Pineapple Industries | Underpinning Sustainability

Rompin Integrated Pineapple Industries Sdn Bhd (“RIPI”) plays a pivotal role in driving socioeconomic growth in the Kuala Rompin region. Recognized as an Anchor Company by the East Coast Economic Region Development Council, RIPI envisions not only a flourishing Malaysian pineapple industry but also the empowerment of the Rompin community. Spanning 1,500 acres of prime agricultural land, our goal is clear to become the largest producer of MD2 pineapples in the region. From pioneering research on saplings to the strategic marketing and distribution of our produce, we lead every aspect of the value chain, championing a comprehensive approach to sustainable agriculture.



Through the synergies of KotaSAS, LK Durian, and RIPI, TMB is crafting a story of progress that transcends business, uplifting communities and transforming landscapes. Our commitment to sustainability and excellence is embedded across our diverse portfolio, as we continue to nurture growth, foster innovation, and support community development. With great pride, we present our inaugural Sustainability Report for the financial year ended 31 December 2024, marking a milestone in our journey of transparent ESG reporting and our dedication to a sustainable future.



## On the Path to ESG Excellence

In this report, TMB takes a deep dive into the three critical pillars of Strong Governance and Value Creation, Environmental Excellence, and Social Stewardship each an essential element of our sustainability strategy. As part of our commitment to the global sustainability movement, TMB has aligned its initiatives with nine United Nations Sustainable Development Goals (UN SDGs), ensuring that our actions resonate with the global vision for a better future. To better understand the ESG factors that matter most to our Group and stakeholders, we conducted our inaugural materiality assessment.

In addressing climate change, we have disclosed our Scope 1, Scope 2, and limited Scope 3 greenhouse gas (GHG) emissions. These disclosures follow the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations, demonstrating our proactive approach to mitigating the impacts of climate change.

The Group is proud to report zero incidents of corruption and non-compliance with industry standards, underscoring our commitment to the highest levels of corporate governance. Additionally, our efforts in community development this year have been impactful, as we continue to contribute to the betterment of society. Looking ahead, our unwavering focus on sustainability positions TMB for international recognition in these key sectors, driving our mission forward with integrity and purpose.

## Reporting Scope and Boundary

This report entails disclosures for the financial year 2024 commencing January 1, 2024 to December 31, 2024 (“FY2024”) and includes TMB’s operations and its main subsidiaries of KotaSAS Sdn Bhd, Rompin Integrated Pineapple Industries Sdn Bhd and LK Durian Sdn Bhd. To indicate annual trends as well as to track our progress, we have provided data for the past two years (2022 and 2023).



## Reporting Frameworks and Standards

To ensure transparent disclosures, we refer to Bursa Malaysia’s Sustainability Reporting Guide (3rd edition) and the recent Illustrative Reporting Guidelines. We align our practices with the Global Reporting Initiative (“GRI”) Standards and the Task Force on Climate-Related Disclosures (“TCFD”) as a measure of compliance. Our sustainability initiatives are guided by the United Nations Sustainable Development Goals (“UN SDGs”) and are in line with the Twelfth Malaysia Plan (RMK-12).



## TMB’s Accreditations

TMB has been accredited by various agencies, attesting to our compliance with national and international regulations in providing quality products with high standards.



## Memberships and Associations

TMB actively collaborates with relevant industry associations to form strategic alliances that enhance our credibility and reputation. These partnerships enable us to foster connectivity, share insights and collectively advance mutual goals.



## Assurance

TMB implemented an internal data monitoring and verification process, collaborating closely with data owners to ensure accurate reporting. We recognise the significance of ensuring the credibility of our reports and in the future, intend to obtain external assurance for upcoming reports.

## Contributing Feedback

We welcome any input that can contribute to the enhancement of future reports for our stakeholders. Any queries on our sustainability initiatives or reporting can be directed to the following point of contact as outlined below.

Email: [csd@tanahmakmurberhad.com](mailto:csd@tanahmakmurberhad.com)  
Contact no.: +609-5751155

# AWARDS AND RECOGNITIONS

We are honored to receive numerous awards and recognitions that showcase our commitment to excellence, sustainability, and ethical business practices. These achievements reaffirm our dedication to delivering high-quality products while integrating strong ESG principles. Spanning property development and community engagement, these accolades highlight our ongoing efforts to create a lasting, positive impact and further our sustainability goals.

We take pride in the numerous awards and recognitions that highlight our pursuit of excellence, sustainability and ethical business practices. These accolades highlight our dedication to delivering high-quality products while prioritising ESG standards. From achievements in property to community development, these awards underscore our ongoing efforts in furthering our sustainability agenda.



## The STAR- Positive Impact Awards 2022

Environment – Water Management & Efficiency

Gold Winner (LK Durian)



## The Edge ILAM Awards 2023

Best Managed & Sustainable Property Award

## AWARDS AND RECOGNITIONS



### HR Asia Awards 2023

Most Caring Company Best Companies to Work for in Asia



### Anugerah Integriti Governans dan Anti Rasuah (“AIGA”) 2023

Bronze award for practicing integrity, good governance and anti-corruption initiatives



### Malaysian Institute of Planners (MP) MyPlace Award 2023

Community and Neighbourhood Park Outdoor Space Placemaking Movement on social media

## AWARDS AND RECOGNITIONS



### StarProperty Real Estate Developer Awards 2023

The Eastern Star Award (Best East Coast Malaysia Development)

The Neighbourhood Award (Best Comprehensive Township (above 2,000 acres))



### National Institute for Occupational Safety and Health

Anugerah Rakan Industri Aktif 2023



### Export Excellence Awards 2023

Agriculture Food and Beverage, Small and Medium Enterprises

## AWARDS AND RECOGNITIONS



### JobStreet by SEEK People and Purpose Award 2024

Gold – Employer of the Year  
Gold – Best Sustainable HR Practices  
Bronze – HR Leader of the Year



### Anugerah Kecemerlangan Industri (AKI) 2024

Awarded by Ministry of Investment, Trade and Industry (MITI)

Inaugural winner of the Anugerah  
Kecemerlangan Industri ESG for year 2024



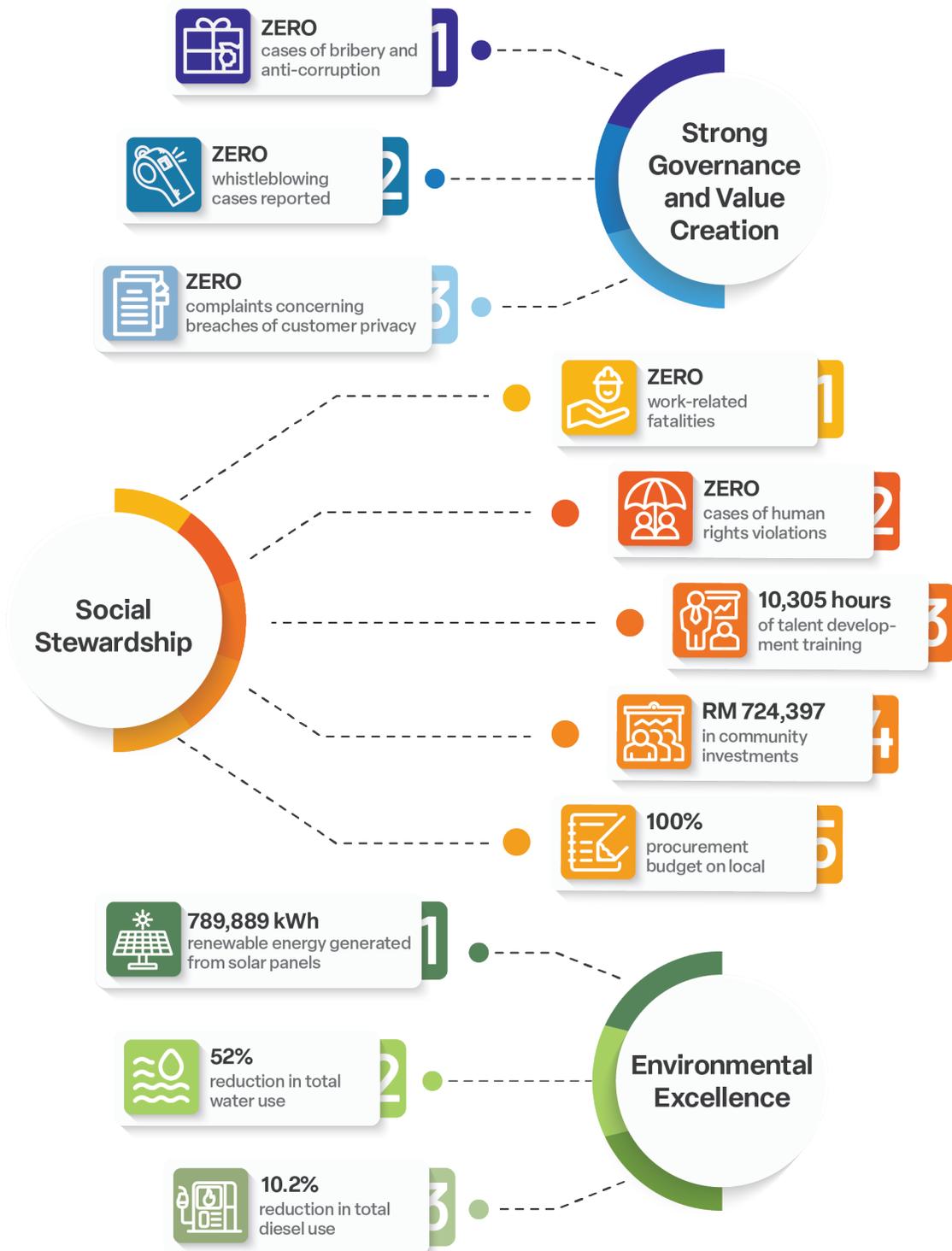
### Anugerah Life at Work Awards (LAWA) 2024

1st Runner Up - Best Organisation  
1st Runner Up - Workplace Excellence  
CHRO Champion  
Promising Young HR

# SUSTAINABILITY ACCOMPLISHMENTS

In FY2024, the Group made remarkable strides towards building a more equitable and sustainable future. With a strong presence in the industry, we seamlessly embedded sustainability principles across every aspect of our operations, ensuring that our actions today contribute to long-term growth.

These milestones not only highlight our current ESG performance but also lay a solid foundation for our ambitious future objectives, reaffirming our commitment to driving meaningful, positive change for both our business and the communities we serve.

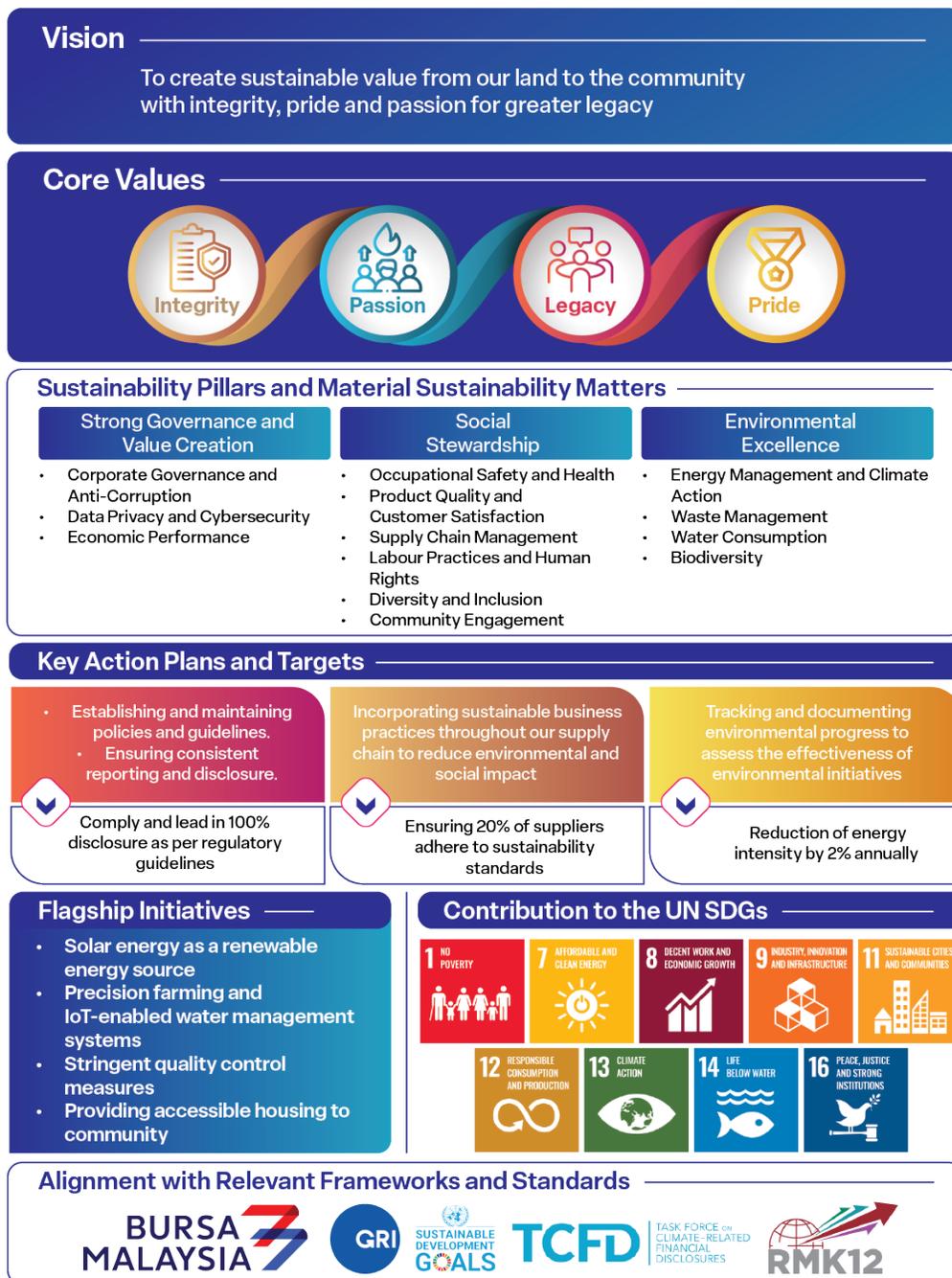


# APPROACHING SUSTAINABILITY

## ESG Framework

Our sustainability framework serves as a strategic blueprint, seamlessly embedding sustainable practices into the very core of our business. Reflecting the key sustainability dimensions critical to our operations and their broader impact, the framework focuses on energy efficiency, low carbon transition, urban biodiversity enhancement, climate-resilient communities, and enriching community experiences.

By integrating corporate sustainability practices into our business processes, we ensure long-term resilience and prosperity. This approach not only positions Tanah Makmur Berhad to thrive but also enables us to act as a catalyst for positive change in the industry, creating lasting value for all stakeholders



# Tanah Makmur Berhad's Sustainability Policy

To strengthen the effectiveness of our sustainability efforts, we established a comprehensive Sustainability Policy that embeds ESG principles across our operations. This policy reinforces our commitment to responsible corporate governance, social inclusion, and reducing our environmental footprint.

## Governance and Integrity

- Cultivate a corporate culture that prioritises integrity, anti-bribery measures and high ethical standards, ensuring strict compliance with all legal requirements.
- Tackle sustainability risks in operations, enhance supply chain traceability and adopt a sustainable business model emphasising quality products, value-added services and ethical practices.
- Establish effective processes within the Whistleblowing Policy framework to handle verifiable complaints, grievances in an open, transparent and consultative manner.

## Social Stewardship

- Uphold a commitment to equality, non-discrimination and fundamental human rights, ensuring zero tolerance for harassment, intimidation or violence in the workplace.
- Prioritise employees' rights in accordance with national laws and international labour standards, providing safe and healthy workplaces through comprehensive occupational health and safety programmes, including regular safety training.
- Promote employee well-being and development through training initiatives, career advancement opportunities along with performance recognition, while strictly prohibiting forced, bonded or child labour.
- Respect the rights of indigenous and local communities, engage in community development initiatives as well as conduct regular assessments to identify and mitigate risks associated with the supply chain, ensuring compliance with responsible sourcing practices.

## Environmental Excellence

- Safeguard biodiversity and ecosystems by enforcing a 'No Deforestation' and 'No New Developments on Peatland' policy, prioritising the protection of High Biodiversity Value (HBV) and High Conservation Value (HCV) areas.
- Implement environmentally responsible practices including a strict 'No Open Burning' policy, efficient use of natural resources, effective water and waste management and addressing climate change by reducing greenhouse gas (GHG) emissions while optimising the use of renewable energy.

# Responding to the Global Call for Action

We are dedicated to creating sustainable, positive impacts across our business, ensuring that every effort is strategically aligned with the UN Sustainable Development Goals (SDGs). By carefully examining the SDGs, targets, and indicators, we have identified 9 key SDGs that are most relevant to our operations, where we can drive the greatest impact. This focused alignment ensures that our initiatives contribute meaningfully to global priorities, reinforcing our commitment to a better future for all.



TMB embraced nine UN SDGs that closely align with our fundamental values, indicating our drive for positive change in both the local and international contexts.



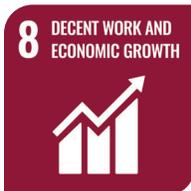
### Target 1.2: Reduce poverty by at least 50%

- RIPI leads the Program Hijrah Asnaf Tanaman Nanas by providing training, resources, and farming space to participants from Asnaf and B40 communities.
- The program helps reduce poverty and increase economic independence without direct financial assistance.



### Target 7.2: Increase the share of renewable energy in the global energy mix

- Incorporated solar photovoltaic (PV) energy systems for TMB's pineapple processing facility and our office in the Kota Sultan Ahmad Shah township (KotaSAS township)
- Developed LED Street lighting for the KotaSAS township



### Target 8.8: Protect labour rights and promote safe and secure working environment

Implemented the following policies and programmes in our operations:

- Human Rights Policy
- Sexual Harassment Policy
- Group Equal Opportunity Policy
- Safety and health training programmes

**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**Target 9.4: Upgrade infrastructure and retrofit industries to make them sustainable.**

- Integrate the construction of the government's administrative building, PPSAS, with specifications based on the GBI's Silver rating standard.
- Adopted the Industrialised Building System (IBS) in newer housing phases to ensure the overall durability and structural integrity of the constructed buildings.

**11** SUSTAINABLE CITIES  
AND COMMUNITIES



**Target 11.1: Ensure access to adequate, safe and affordable housing**

- Through its township development, TMB has made housing accessible for up to 18,630 residents, or roughly 1% of the population of Pahang

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**Target 12.2: Achieve sustainable management and efficient use of natural resources**

- Established a Recycled Waste SOP which guides recycled waste management at RIPI.
- Implemented a Group-wide Supplier Sustainability Guideline.

**13** CLIMATE  
ACTION



**Target 13.1: Strengthen resilience and adaptive capacity to climate-related hazards**

- Inaugural Scope 1 and Scope 2 GHG emissions disclosures.
- 100% compliance with environmental standards and regulations.
- Recorded a reduction of 6.83 % in electricity consumption at our facility.

**14** LIFE  
BELOW WATER



**Target 14.1: Reduce marine pollution**

- TMB participates in plogging at the beach to prevent litter from entering the ocean. The initiative helps reduce marine pollution caused by land-based waste.
- The activity raises awareness about the impact of pollution on marine life.

**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**Target 16.5: Reduce corruption and bribery in all their forms**

- Zero reported incidents of bribery and corruption for 2024
- Implemented Whistle-Blowing Policy
- Revised the Code of Conduct: Business Ethics in FY2023

# Sound Governance and Leadership

TMB’s Sustainability Governance Structure defines distinct roles and responsibilities for formulating sustainable strategies and executing the corresponding procedures. The Board assumes the highest authority, overseeing sustainability strategies, policies, and targets. The ESG Steering Committee, made up of departmental heads, leads the implementation of the sustainability strategy, ensuring alignment with established objectives and timelines. Meanwhile, the ESG Working Committee is responsible for executing sustainability initiatives on a daily basis and reports to Senior Management.



Roles	Responsibilities
<b>Board of Directors</b>	<ul style="list-style-type: none"> <li>Provides strategic oversight over the Group’s overall sustainability agenda, practices, strategies, performance and material sustainability matters.</li> <li>Provides strategic oversight over the integration of ESG-related risks and opportunities within the Group’s strategy and risk management including climate-related risks as well as opportunities.</li> <li>Approves sustainability policies, strategies, material sustainability matters, and the annual Sustainability Statement proposed by the ESG Steering Committee.</li> </ul>
<b>ESG Steering Committee</b>	<ul style="list-style-type: none"> <li>Develops and recommends sustainability strategies, initiatives and targets to the Board.</li> <li>Monitors the implementation of sustainability strategies, policies and initiatives.</li> <li>Assesses and manages the Group’s ESG and climate-related risks and opportunities.</li> <li>Identifies and proposes changes to sustainability policies, standards and procedures to the Board when required.</li> </ul>
<b>ESG Working Committee</b>	<ul style="list-style-type: none"> <li>Implements and monitors sustainability initiatives in day-to-day operations.</li> <li>Identifies and proposes material sustainability matters relevant to the Group to the ESG Steering Committee.</li> <li>Tracks and reports ESG-related data to the ESG Steering Committee on a regular basis.</li> </ul>

# Communicating With Stakeholders

We actively engage with key stakeholder groups, gathering their insights and feedback through diverse engagement platforms. By listening to their perspectives, addressing concerns, and incorporating their suggestions, we foster meaningful dialogue that helps us align with their expectations. This ongoing collaboration drives shared value creation, benefiting both our stakeholders and our business.



## SHAREHOLDERS / INVESTORS

### Why they matter

Shareholders play an active role in pivotal decisions promoting transparent communication with TMB. Their ownership, voting rights, financial contributions and return expectations collectively influence the company's trajectory which allows us to achieve our business objectives.

Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Financial and Operational Performance</li> <li>Corporate Governance</li> <li>TMB's positive image and reputation</li> <li>Business Risk</li> </ul>	<ul style="list-style-type: none"> <li>Adopt integrated reporting for communication of our company goals, strategic direction and governance policies</li> <li>Uphold good governance practices</li> </ul>	<p><b>Annually</b></p> <ul style="list-style-type: none"> <li>Annual General Meeting</li> </ul> <p><b>When required</b></p> <ul style="list-style-type: none"> <li>Corporate Website</li> <li>Direct engagement</li> </ul>



## FINANCIAL INSTITUTIONS

### Why they matter

Financial institutions are crucial stakeholders for TMB as they provide necessary capital, loans and financial support for the company's various business activities. These institutions enhance TMB's economic resilience by providing resources for sustainable practices, innovation and navigating economic challenges.

Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Financial stability and creditworthiness</li> <li>Performance and growth potential in township development and agribusiness</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining transparent financial reporting</li> <li>Implementing sustainable and responsible business practices</li> </ul>	<p><b>Annually</b></p> <ul style="list-style-type: none"> <li>Annual General Meeting</li> </ul> <p><b>When required</b></p> <ul style="list-style-type: none"> <li>Corporate Website</li> <li>Financial disclosures and updates</li> </ul>



## GOVERNMENT AND REGULATORY AUTHORITIES

### Why they matter

Government and regulatory authorities ensure compliance, foster fair business environments as well as uphold ethical standards. Their oversight is integral for our credibility and advancement.

Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Transparency, accountability and reporting</li> <li>Corporate governance practices</li> <li>Food safety, quality and compliance</li> </ul>	<ul style="list-style-type: none"> <li>Adhere to local regulatory bodies</li> <li>Timely response to inquiries and requests for clarification regarding specific matters</li> <li>Timely submission/filling of regulatory reports</li> </ul>	<p><b>When required</b></p> <ul style="list-style-type: none"> <li>On-site inspection</li> <li>Updates and briefing by regulators</li> </ul>



## EMPLOYEES

### Why they matter

Employees are key to TMB's success, driving expertise, dedication and growth. Our employees contribute to the tangible output of goods and also to the intangible aspects of our Group's culture and morale.

Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Occupational safety and health</li> <li>Training and career development opportunities</li> <li>Compensation and benefits</li> </ul>	<ul style="list-style-type: none"> <li>Strict occupational safety and health procedures</li> <li>Salary review and performance review</li> <li>Provide relevant upskilling opportunities, benefits and competitive compensation</li> </ul>	<p><b>Ongoing throughout the year</b></p> <ul style="list-style-type: none"> <li>Team building</li> <li>Training and leadership programmes</li> <li>Annual performance appraisals</li> <li>Townhall meetings</li> </ul>



## CUSTOMERS

### Why they matter

Customers are the heartbeat of TMB. Customers drive the demand for TMB's products or services, influencing our revenue and growth.

Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Product safety and quality</li> <li>Product pricing and timely product deliveries</li> </ul>	<ul style="list-style-type: none"> <li>Compliance with Food Safety certification system</li> <li>Raising feedback for consideration and potential implementation</li> </ul>	<p><b>When Required</b></p> <ul style="list-style-type: none"> <li>Customer satisfaction surveys and engagement</li> <li>Corporate website</li> <li>Marketing materials</li> </ul>



## VENDORS / SUPPLIERS

### Why they matter

Suppliers and vendors are vital business partners for our Group, contributing to various aspects of our supply chain whereby their products and services can influence TMB's product quality and reputation.

Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Regulatory Compliance</li> <li>Fair procurement practice</li> <li>Produce and service quality</li> </ul>	<ul style="list-style-type: none"> <li>Quality, price, delivery and service</li> <li>Compliance with laws and regulations</li> <li>Supplier engagement and assessment</li> <li>Anti-corruption assessments</li> </ul>	<p><b>Annually</b></p> <ul style="list-style-type: none"> <li>Supplier briefings and meetings</li> </ul> <p><b>When required</b></p> <ul style="list-style-type: none"> <li>Product quality feedback</li> </ul>



## COMMUNITIES

### Why they matter

Local communities hold considerable significance for TMB as they constitute the immediate socio-economic environment in which the business functions. The engagement with and contribution to local communities are strategic imperatives for TMB.

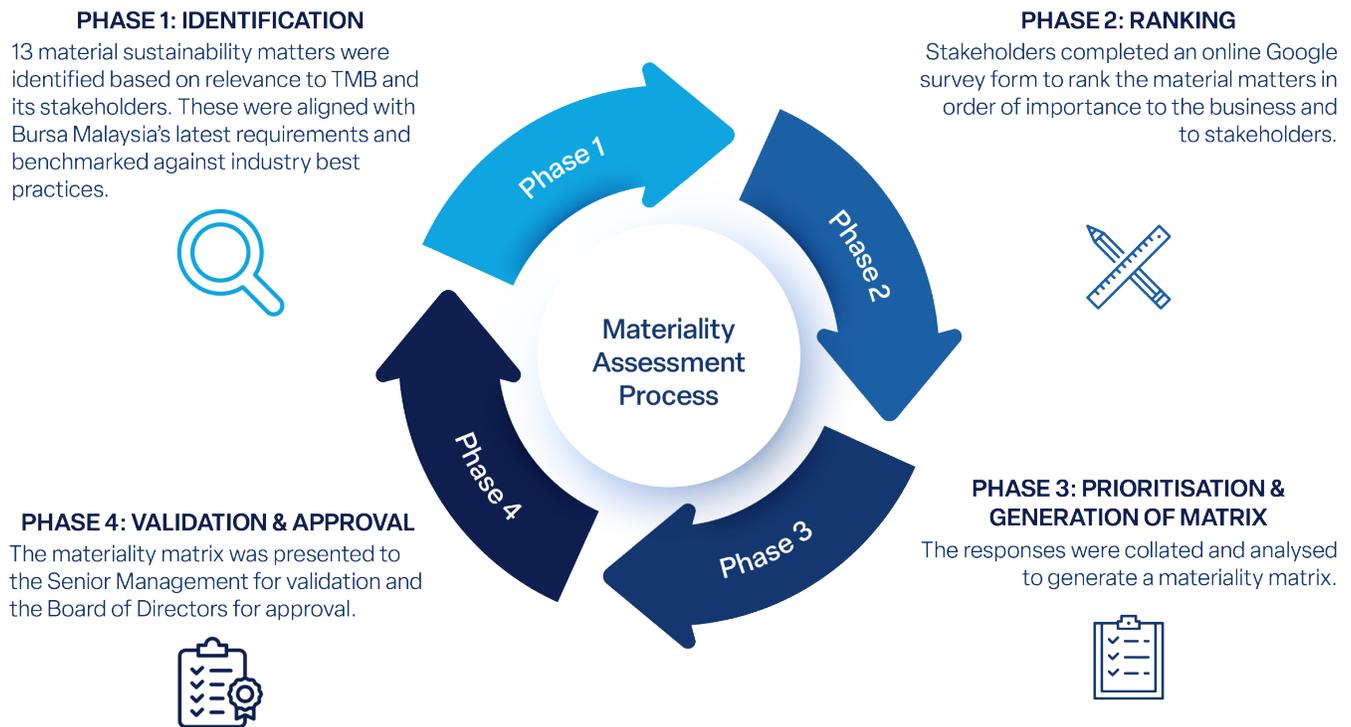
Areas of Interest	Our Response	Method of Engagement
<ul style="list-style-type: none"> <li>Safety and Security</li> <li>Amenities</li> <li>Community events</li> <li>Orang Asli community</li> </ul>	<ul style="list-style-type: none"> <li>Financial supports</li> <li>CSR Programmes</li> <li>Resident associations</li> <li>Community development</li> </ul>	<p><b>Ongoing throughout the year</b></p> <ul style="list-style-type: none"> <li>Corporate website</li> <li>Social media</li> <li>Job opportunities</li> <li>Social community programme</li> </ul>

# TMB'S MATERIAL MATTERS

## Materiality Methodology

We adopted a structured approach to identifying and prioritizing key sustainability issues, ensuring that the most significant topics for both our Group and stakeholders are addressed. This method plays a crucial role in shaping effective management strategies.

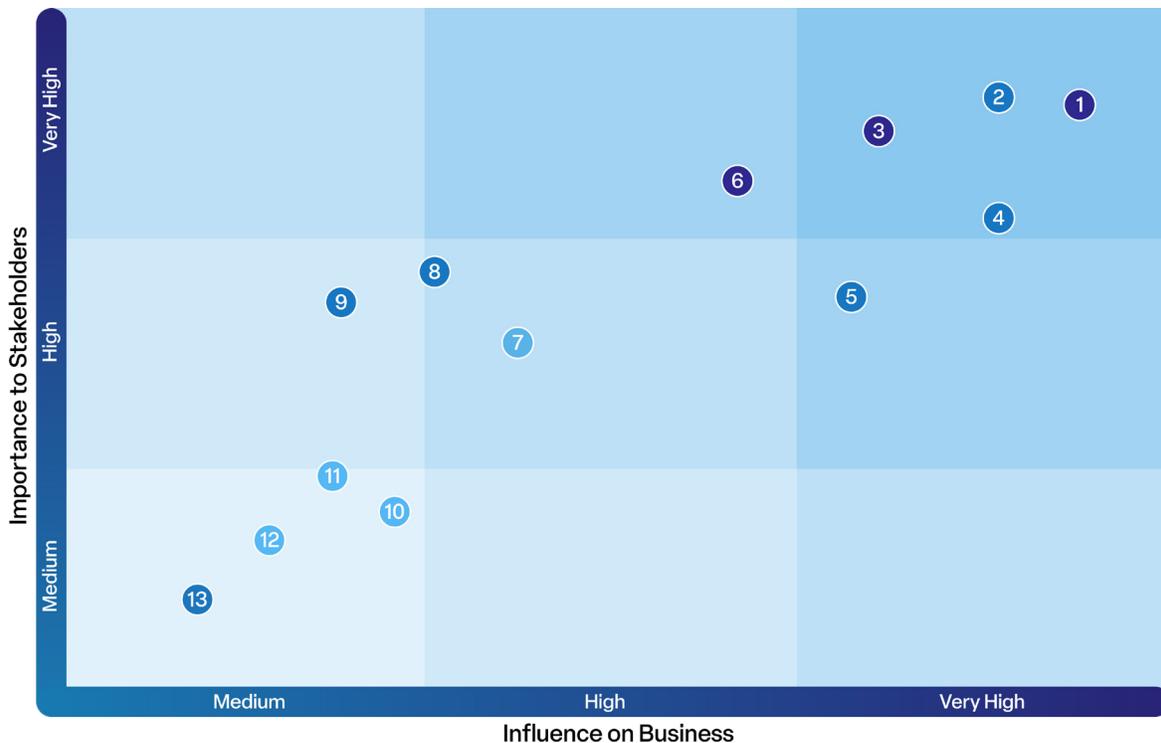
To maintain the relevance of our material matters, we conducted a thorough materiality assessment, aligning with Bursa Malaysia's Latest Enhanced Listing Requirements and benchmarking against industry best practices. For this reporting year, we identified 13 key material matters that guide our strategies and decision-making, focusing on issues that are vital to our operations and stakeholders.



## Visualising Our Material Matters

Based on the outcome of the assessment, we generated a materiality matrix to illustrate the importance of each material matter to stakeholders and their respective influence on our business. The matrix also enables us to develop future ESG goals and actions which shape the overall sustainability agenda.

Among the 13 material matters identified, the top five were **Economic Performance, Occupational Safety and Health, Corporate Governance and Anti-Corruption, Product Quality and Customer Satisfaction and Labour Standards and Human Rights.**



Strong Governance and Value Creation		Social Stewardship		Environmental Excellence	
1	Economic Performance	2	Occupational Safety and Health	7	Energy Management and Climate Action
3	Corporate Governance and Anti-Corruption	4	Product Quality and Customer Satisfaction	10	Water Consumption
6	Data Privacy and Cybersecurity	5	Labour Standards and Human Rights	11	Waste Management
		8	Supply Chain Management	12	Biodiversity
		9	Community Engagement		
		13	Diversity and Inclusion		

# Strategic Mapping of Material Matters

This section highlights the interconnectivity between our pillars, material matters, corresponding stakeholders and the relevant UN SDGs.

## STRONG GOVERNANCE AND VALUE CREATION

Ensures an ethical and responsible business with a compliant culture and resoluteness to high ethical standards, maintaining the integrity of our business practices.



<b>Corporate Governance and Anti-Corruption</b>	Provides direction through a sound governance framework and maintains elevated levels of integrity in our business practices by implementing policies, codes and procedures to ensure that TMB alongside those we engage with operate ethically.	Shareholders & Investors Government & Regulators Customers Employees Suppliers and Vendors
<b>Data Privacy and Cybersecurity</b>	Safeguards our stakeholder's data and privacy from data breaches through our policies and procedures, implementing industry best practices.	Government & Regulators Customers Employees Suppliers and Vendors
<b>Economic performance</b>	Ensures financial stability, growth and the ability to invest in sustainable initiatives, thereby supporting the overall success of the company.	Shareholders & Investors Government & Regulators Customers Employees

## ENVIRONMENTAL EXCELLENCE

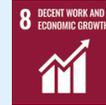
Fosters a culture that promotes a positive impact on the climate, aiming towards a low-carbon economy which reflects our environmental consciousness and dedication to sustainable practices.



<b>Energy Management and Climate Action</b>	Aligns operational processes strategically with sustainable energy practices and environmental initiatives to reduce our carbon footprint.	Shareholders & Investors Government & Regulators Customers Employees Suppliers and Vendors
<b>Waste Management</b>	Implements a comprehensive waste management strategy that integrates effective resource utilisation, recycling methods and planned disposal practices for hazardous waste to reduce its environmental impact.	Government & Regulators Customers Employees Suppliers and Vendors
<b>Water Consumption</b>	Enforces rigorous measures to maximise water efficiency and adopt responsible practices to reduce overall consumption.	Shareholders & Investors Government & Regulators Customers Employees
<b>Biodiversity</b>	Supports sustainable operations by maintaining ecological balance, protect wildlife, ensuring resilient ecosystems and providing essential resources.	Government and Regulators Communities

## SOCIAL STEWARDSHIP

Creates a positive influence in the lives of our employees, customers and communities in need while upholding the highest standards in the quality of products and services.



<p><b>Occupational Safety and Health</b></p>	<p>Demonstrates a dedication to occupational safety and health where we implement stringent protocols, continuous training while prioritising on the well-being of our employees.</p>	<p>Employees Government and Regulators</p>
<p><b>Labour Standards and Human Rights</b></p>	<p>Maintains labour standards and human rights through the implementation of clear policies along with promoting a culture of respect and equality within our operations.</p>	<p>Employees Customers</p>
<p><b>Diversity and Talent Management</b></p>	<p>Ensures equal opportunities for all employees regardless of their background, creating a work environment that respects and values differences.</p>	<p>Shareholders and Investors Customer</p>
<p><b>Product Quality and Customer Satisfaction</b></p>	<p>Prioritises stringent product quality standards, ensuring meticulous stewardship practices that align with customer needs, fostering satisfaction.</p>	<p>Customers Suppliers and Vendors</p>
<p><b>Supply Chain Management</b></p>	<p>Bolsters the local economy by obtaining goods and services from local suppliers whenever feasible through our procurement practices.</p>	<p>Suppliers and Vendors Government &amp; Regulators</p>
<p><b>Community Engagement</b></p>	<p>Partners with local stakeholders to promote sustainable development and create a positive social impact in our community.</p>	<p>Communities Shareholders and Investors</p>

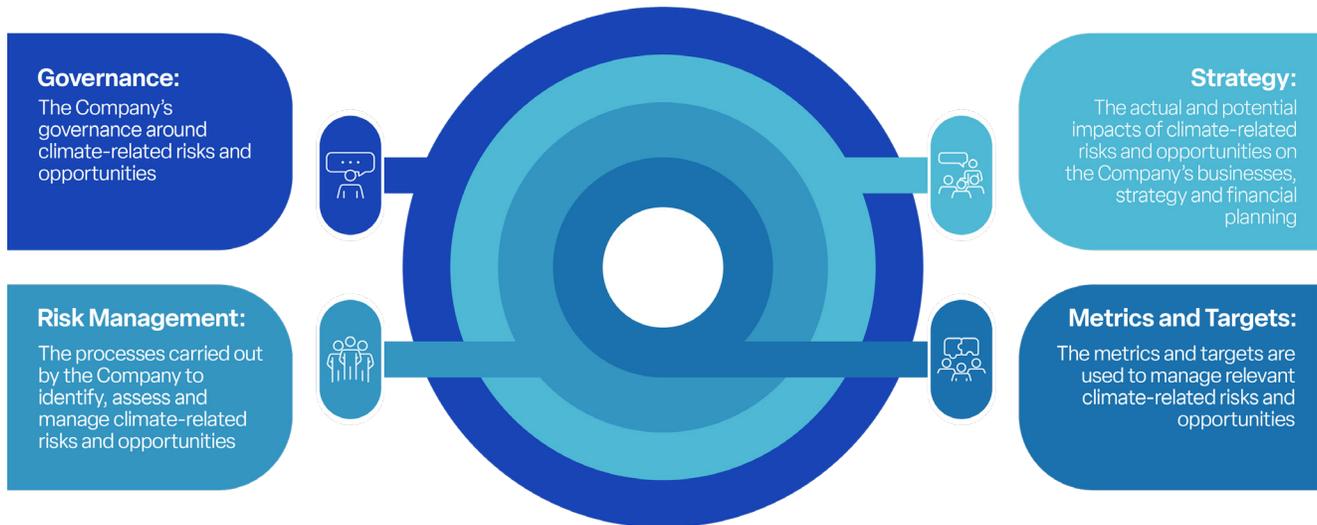
# MEASURING SUSTAINABILITY PERFORMANCE

To assess our progress and measure the impact of our initiatives, we have established a comprehensive set of Sustainability Targets. By systematically tracking these metrics, TMB can make informed, data-driven decisions while maintaining a focused approach to achieving our ESG goals across all areas of operations.

Material Matters	Sustainability Targets	FY2024 Performance
<b>GOOD GOVERNANCE AND VALUE CREATION</b>		
Corporate Governance and Anti-Corruption	Zero reported incidents of bribery and corruption annually	Achieved
	Zero unresolved reported grievances or whistle-blowing complaints to the Group annually	Achieved
Data Privacy and Cybersecurity	Zero customer privacy breaches and data losses annually	Achieved
<b>SOCIAL STEWARDSHIP</b>		
Occupational Safety and Health	Achieve zero fatal accidents and serious injuries	Achieved
Labour Practices and Standards	Achieve zero substantiated complaints of human rights violation	Achieved
	Accumulate a total of 16 training hours per year and 8 engagement hours per year, including human rights related policies	Achieved
Supply Chain Management	Ensure at least 20% of suppliers adhere to sustainability standards	In Progress
	Achieve at least 80% of procurement expenditure spent on local suppliers annually.	Achieved
<b>ENVIRONMENTAL EXCELLENCE</b>		
Energy Management and Climate Action	Reduction of energy intensity by 2% annually	Achieved
	To monitor as well as disclose Scope 1 and Scope 2 GHG emissions annually	Achieved
Water Consumption	Reduction of water intensity by 2% annually	Achieved

# FURTHERING CLIMATE ACTION: INTEGRATING TCFD

Introduced by the Financial Stability Board, the TCFD framework was established to enable companies to evaluate their climate-related risks and opportunities. The framework revolves around four core elements, covering 11 recommended disclosures. The core elements are governance, strategy, risk management as well as metrics and targets.



In the implementation of our ESG efforts, TMB is conscious of increasingly important climate issues within the industry. In FY2023, we embarked on the first steps of our TCFD journey to include climate-related disclosures alongside our ESG disclosures.

## Governance

Recognising the significant impact of climate change on our operations, TMB has integrated climate considerations into our decision-making processes. These efforts are guided by initiatives endorsed and overseen by both the Board of Directors together with the ESG Steering Committee.

Board of Directors	ESG Steering Committee
<ul style="list-style-type: none"> <li>Leads the Group's sustainability governance structure and has strategic oversight over ESG-related matters, including climate-related risk and opportunities.</li> <li>Provides direction for the implementation of sustainability strategies proposed by the ESG Steering Committee.</li> <li>Reviews sustainability policies, initiatives and KPIs annually.</li> <li>Holds Board meetings annually to discuss on matters pertinent to the business including climate-related risks and opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Recommends sustainability strategies and initiatives to the Board, including those that are climate-related.</li> <li>Oversees ESG risks and opportunities, formulating strategies, KPIs and action plans.</li> <li>Ensures cohesion with corporate initiatives while striving to achieve the desired sustainability goals.</li> <li>Remains updated on climate change regulations through regular training and webinars.</li> </ul>



## Strategy

TMB's climate-related risks fall into two main categories: transition risks and physical risks. Transition risks involve challenges associated with the move towards a sustainable, low-carbon economy influenced by regulatory alterations and market changes. Physical risks arise from the direct consequences of climate change, such as extreme weather events and rising temperatures, which significantly impact assets and operations. These effects primarily involve increased costs, fluctuations in revenue, and the potential for damages and disruptions caused by both short-term and long-term climate-related events.

Transition Risks	Potential Impact	Opportunities
<b>Policy and Legal</b>	<ul style="list-style-type: none"> <li>Increasing compliance costs and regulations requiring emissions disclosure.</li> <li>Might require modifications to TMB's business or operational methods.</li> <li>Alterations in laws, regulations or guidance could negatively impact operational strategies.</li> </ul>	Conforming to or exceeding expected environmental regulations allows us to effectively venture into new markets and proactively tackle potential legal challenges.
<b>Technology</b>	<ul style="list-style-type: none"> <li>Incurred upfront costs from investments in new technology and its implementation.</li> <li>Accrued costs resulting from adapting operational processes to adhere to new standards.</li> </ul>	Investing in and embracing innovative technologies that decrease carbon emissions in production processes can position TMB as a pioneer in sustainable business.
<b>Market</b>	<ul style="list-style-type: none"> <li>Managing instances where project costs surpass the budget due to expanding scopes for low-carbon compliance and rising material costs associated with higher carbon consumption.</li> </ul>	Communicating and marketing our dedication to sustainability enables us to distinguish ourselves and appeal to customers who prioritise environmental consciousness.
<b>Supply Chain</b>	<ul style="list-style-type: none"> <li>The shift toward a low-carbon economy may necessitate changes in our supply chain.</li> <li>Suppliers not aligning with sustainability goals or failing to adapt to evolving environmental standards pose risks to our operations.</li> </ul>	Guaranteeing a sustainable and transparent supply chain, from the sourcing of raw materials to the delivery of end products, can attract customers who prioritise sustainability in their value chain.

## Physical Risks

Transition Risks	Potential Impact	Opportunities
<b>Acute</b>	<p>Extreme weather events or natural disasters have the potential to affect the operational continuity of our operations by:</p> <ul style="list-style-type: none"> <li>• interrupting supply chains,</li> <li>• harming infrastructure,</li> <li>• causing safety risks.</li> </ul>	<p>Proactively planning for acute physical risks presents an opportunity to enhance strategic resilience. Thorough risk assessments, emergency response plans and investments in resilient infrastructure can mitigate immediate impacts.</p>
<b>Chronic</b>	<p>Prolonged environmental changes such as increasing temperatures and alterations in precipitation patterns, present ongoing challenges towards:</p> <ul style="list-style-type: none"> <li>• infrastructure</li> <li>• resource availability</li> <li>• worker's health</li> </ul>	<p>Integrating sustainable practices, investing in energy-efficient technologies and adopting climate-resilient infrastructure can mitigate long-term impacts</p>



### Risk Management

TMB has established an on-going process to identify, evaluate and manage significant climate-related risks which involves implementing proactive measures to address these challenges. By integrating climate risk management into the overall risk management framework, the Group strives to enhance resilience and ensure sustainable performance. Regular reviews and adjustments to these processes contribute to adaptive strategies that effectively manage and mitigate climate-related risks.



### Metrics and Targets

The metrics and targets that are central to TMB's strategy and risk management procedures are utilised to evaluate as well as navigate climate-related risks and opportunities. These include the disclosure of GHG emissions and associated risks.

Looking ahead, our Climate Change objectives include:

- Monitoring and disclosing Scope 1, 2, and 3 GHG emissions annually. Our Scope 3 coverage encompasses emissions from business travel and employee commuting.
- Encouraging the use of renewable energy by installing solar panels within our facilities.
- Implementing energy-saving initiatives within our operations.
- Tracking the amount of capital expenditure or investment directed towards climate-related risks and opportunities annually.

# STRONG GOVERNANCE AND VALUE CREATION

For TMB, effective governance ensures a sound organisational structure, ethical conduct and adherence to policies. Economic performance is also crucial for the company's growth, stability and ability to deliver value to stakeholders. The goal of good governance aligns with our strategic approach to optimise economic outcomes, ensuring long-term viability and resilience in a dynamic business environment.

## Material Sustainability Matters:

- Corporate Governance and Anti-Corruption
- Data Privacy and Cybersecurity
- Economic Performance

## Our Key Highlights:

**ZERO**

Cases of bribery and anti-corruption



**ZERO**

whistleblowing cases reported



**ZERO**

complaints concerning breaches of customer privacy



**8** DECENT WORK AND ECONOMIC GROWTH



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



# Corporate Governance and Anti-Corruption

## Why is it important

Strong corporate governance and robust anti-corruption measures are essential for upholding accountability and promoting ethical business conduct within TMB. These principles reinforce the Group's reputation, protect shareholder value, and mitigate risks associated with corruption-related losses or damages.

## TMB's Approach

The dedication to ethical standards across our operations is anchored on our governance policies. These policies collectively establish corruption prevention measures and ensure compliance with local anti-corruption laws addressing fraud, bribery, misconduct as well as unethical practices.

### 01 Whistleblowing Policy and Procedures

TMB's Whistleblowing Policy and Procedures encourage stakeholders to report suspected fraud, misconduct and/or violations of the Company's Code of Conduct and Ethics.

It provides protection to the whistleblower in raising concerns without fear of reprisal and a transparent and confidential process for dealing with concerns pertaining to the Group's interest.

### 03 Anti-corruption and Anti-bribery Policy

The Policy describes TMB's stance on areas relevant to fraud, bribery and corruption where it provides guidance on how employees are expected to conduct themselves in encountering potential acts pertaining to these areas.

### 02 Gift Management Policy

The Gift Management Policy seeks to avoid the perception of impropriety and seeking advantage by giving or accepting any improper gifts, entertainment or payments from any customer, supplier, potential supplier or any person we believe may be seeking to influence our business decisions or transactions.

### 04 Code of Conduct and Business Ethics

This Code sets out the principles to guide standards of behaviour and business conduct when employees deal with a third party. It ensures alignment with our values, principles and standards.

Our Code of Conduct provides guidance on:

- Workplace Culture and Environment
- Company Information, Records and Assets
- Duties of Good Faith, Diligence and Integrity

The adoption of a Corruption-Free Pledge, initiated by the Malaysian Anti-Corruption Commission (MACC) in 2023, further demonstrates our alignment with ethical practices. As such, TMB has designated a Group Integrity Officer with specific responsibilities.



The Anti-Bribery and Anti-Corruption Policy is effectively disseminated to our Senior Management and employees through training sessions, induction programmes and our corporate website. Comprehensive anti-bribery training is provided to employees to ensure a thorough understanding of the topic. We are also pursuing the ISO 37001:2016 certification for Anti-Bribery Management System (ABMS).

## Integrity Day & Launch Gift Management Policy

On December 6, 2024, TMB Group held its Integrity Day Program and Yasin Recitation Ceremony at the Sales Gallery, TMB Building. The event began with the Yasin recitation, followed by an Integrity Day session attended by officers from the Malaysian Anti-Corruption Commission (MACC) Pahang, including KPKPs Tuan Mohamad Bin Hussain.

During the program, TMB Group also launched its Gift Management Policy, reinforcing the company's commitment to ethical practices and integrity.

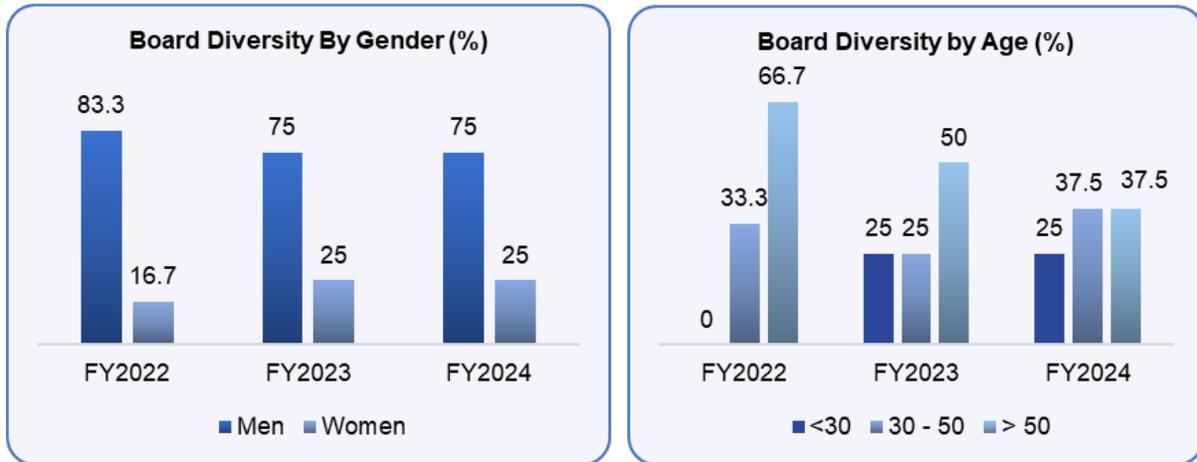
The event was conducted both physically and online, ensuring broad participation.



# TMB's Performance

## Corporate Governance

Across our area of operations, we advocate equitable representation on our Board, accelerating efforts to ensure diversity across gender and various age groups.



## Anti-Corruption

The Whistleblowing Policy, Anti-Bribery and Anti-Corruption Policy as well as the Gift Management Policy are published on TMB's website at [www.tanahmakmurberhad.com](http://www.tanahmakmurberhad.com). In FY2024, a total of 71 staff received anti-corruption training and we are pleased to report zero cases of corruption across all our operations and zero incidents of whistleblowing in FY2024.



**ZERO** incidents of corruption and bribery  
 FY2024 | FY2023 | FY2022

**ZERO** incidents of whistleblowing  
 FY2024 | FY2023 | FY2022

## Awards and Accreditation

Awards and accreditations serve to validate our steadfast commitment to continuous improvement in which we strive to deliver on our vision to create sustainable value from our land for our community.

### Anugerah Integriti Governans dan Anti Rasuah (“AIGA”)

AIGA awards are presented in recognition and appreciation of public and private sector entities that cultivate and practice integrity, good governance and anti-corruption initiatives in their organisations. In 2023, TMB proudly secured the Bronze Award in the AIGA programme, a testament to our commitment to integrity and excellence, as recognised by the Malaysian Institute of Integrity (“IIM”).



### Implementation Evaluation for AIGA

Both TMB and KotaSAS have successfully undergone the Implementation Evaluation for the AIGA Award, showcasing the high level of our integrity, governance and anti-corruption measures.



### Anti-Bribery Management System: A New Journey Towards Better Governance

In 2023, TMB organized a comprehensive training for the implementation of ISO 37001:2016, focusing on anti-bribery management systems. The training aimed not only to meet certification requirements but also to instill a culture of integrity and compliance across the Group.



# Data Privacy and Cybersecurity

## Why is it important

In our data-driven global landscape, the importance of safeguarding data privacy and cybersecurity has risen substantially. To ensure the protection of customer privacy, we have strengthened our cybersecurity measures across the Group. Additionally, a proactive approach is implemented where we aim to reduce the potential risks related to data leaks and breaches of customer confidentiality, fortifying customer privacy and nurturing trust among our valued stakeholders.

## TMB’s Approach

The Personal Data Protection Notice issued by TMB adheres to the guidelines of the Personal Data Protection Act of 2010 (“PDPA”). Through this Notice, the Group ensures data privacy and confidentiality by collecting information with clear stakeholder understanding and consent for specified purposes. We maintain protection of data from third-party involvement, except with explicit consent or when mandated by law or enforcement agencies.

## TMB’s Performance

**Our Achievements**

**ZERO Reported Cases**

- Substantiated Complaints Concerning Breaches of Customer Privacy
- Losses of Customer Data

In FY2024, the Group achieved zero substantiated complaints concerning breaches of customer privacy and zero reported losses of customer data across the Group.

# Economic Performance

## Why is it important

Economic performance ensures financial stability, attracts investors and facilitates access to capital for growth and sustainability initiatives. A strong economic standing enhances TMB's competitiveness in the market, fostering stakeholder trust and a positive reputation. Moreover, it provides the resilience needed to navigate economic challenges.

## TMB's Approach

We value sustainable production practices that prioritise efficiency in material usage for optimal economic output. Amidst market fluctuations, TMB continues to deliver quality products, employing industry-leading practices to ensure consistent and timely production throughout the year. Our operations have impacted the local economy in a multifaceted manner.



# TMB's Performance

In FY2024, the Group experienced a negative economic value retained of RM45.41 million, attributable to increased operational costs and strategic expenditures that are expected to yield long-term benefits.

## Tanah Makmur Berhad's Economic Performance



Total revenue of  
**RM 126.80 million**



Total Operational Costs of  
**RM 54.28 million**



Total Contribution of  
**RM 0.72 million**  
to CSR programmes



Total payments of  
**RM 8.19 million**  
made to government  
(taxes)



Total contributions of  
**RM 16.63 million**  
in employee wages and  
benefits



Total of  
**RM (45.41) million**  
of economic value  
retained Profits / (Loss)

# SOCIAL STEWARDSHIP

At the heart of prosperity for both TMB’s townships and agribusiness activities lie a commitment to social responsibility. Investing strategically in this endeavour enhances the quality of life and propels economic growth. In agribusiness, upholding fair labour conditions contributes to the long-term sustainability of both the industry and the communities we serve. Additionally aligning with global standards also positions townships and agribusiness as integral contributors to positive societal change.

## Material Sustainability Matters:

- Occupational Safety and Health
- Product Quality and Customer Satisfaction
- Supply Chain Management
- Labour Practices and Human Rights
- Diversity and Inclusion
- Community Engagement

## Our Key Highlights:

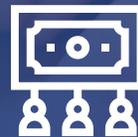
**ZERO**

work-related fatalities



**RM724,397**

in community investments



**ZERO**

cases of human rights violations



**100%**

procurement budget on local suppliers



**10,305 hours**

of talent development training programmes



**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**11** SUSTAINABLE CITIES AND COMMUNITIES



## Product Quality and Customer Satisfaction

### Why is it important

In township development and agribusiness, the quality of our products is essential for building our brand reputation, driving sales and maintaining our competitive edge. We are driven by the importance of delivering exceptional products that adhere to stringent standards and procedures, ensuring top quality. Also central to our operations is meeting our customers' expectations and effectively addressing their evolving needs.

### TMB's Approach

While the Group delegates construction activities to a third-party company, we maintain a heightened awareness of potential impacts and exercise vigilance to ensure the safety and overall quality of buildings. The Group adheres to a Responsible Product and Supply Chain Policy, evident in the ISO 9001:2015 Quality Management System certifications held by both KotaSAS and RIPI.

#### Quality Building Systems in KotaSAS

##### Green Building Index ("GBI")

The GBI is a green rating tool for promoting sustainability in the built environment and it empowers developers to create sustainable buildings, foster energy and water savings, healthier indoor environments, improved public transport connectivity as well as the incorporation of recycling and green practices. KotaSAS has designed Pahang's new administrative centre Pusat Pentadbiran Sultan Ahmad Shah ("PPSAS") in accordance with the GBI Silver rating standards.

##### Industrialised Building System ("IBS")

The adoption of the Industrialised Building System (IBS) in newer housing phases ensures precise and consistent construction by prefabricating components in a controlled environment. This approach reduces the risk of errors while also upholding stringent quality control measures, promoting standardised, high-quality building elements. As a result, IBS contributes to the overall durability and structural integrity of the constructed buildings, making it a comprehensive solution for maintaining quality in construction.

## Certifications for processes and products for our Agribusiness segments

RIPi's processes and products carry certain certifications.

ISO 9001:2015 – Quality Management System certifications

Good Manufacturing Practices (GMP)

ISO 22000:2018 – Food Safety Management System

HALAL certification

Malaysia Good Agricultural Practices (MyGAP)

Kosher certification

GLOBALG.A.P. certification

MeSTI Certification (Makanan Selamat Tanggungjawab Industri)

LKD's processes and products carry certain certifications.

Malaysia Good Agricultural Practices (MyGAP)

## ROMPINE Roadshows

In FY2024, RIPI conducted a comprehensive schedule of roadshows, both domestically and internationally, with the objective of obtaining feedback from our customers regarding ROMPINE products. These roadshows were held at prominent retail outlets namely AEON, Mydin, Giant and Jaya Grocer. Internationally, we participated in prestigious events such as GulFood in Dubai, Thaifex in Thailand, Asia Fruit Logistica in Hong Kong and Anufood in Brazil. The feedback obtained from these roadshows were mostly positive.



# Occupational Safety and Health

## Why is it important

For TMB, safety and health are crucial to maintain a secure work environment, promote employee well-being and bolster operational stability. Our safety measures ensure that employees adhere to safety protocols while reducing workplace accidents and injuries. Prioritising these measures ensures the protection of employees while simultaneously fostering trust among customers and stakeholders.

## TMB’s Approach

We adhere to the Group Occupational Safety and Health Policy, underscoring our dedication to comply with regulatory and legal frameworks while carrying out agricultural and township construction activities. The Group implements workplace safety through employee education, incorporating health and safety guidelines in our Code of Conduct.

Our Occupational Safety and Health (“OSH”) management systems ensure compliance with the Occupational Safety and Health Act (“OSHA”) 1994. We systematically identify and mitigate workplace hazards through the HIRARC assessment, aligning with Department of Occupational Safety and Health guidelines. This approach allows us to plan, implement and monitor preventive measures, ensuring effective control of risks and continuous improvement in our OSH system.

### KotaSAS OSH Management System Elements

The OSH management system incorporates nine vital elements within a comprehensive safety, health and environmental framework.



## RIPi's OSH Management System Elements

The OSH System implemented in RIPi is based on five basic elements:

**Element 1 - Safety Policy**

**Element 4 - HIRARC Risk Management**

**Element 2 - Safety Culture**

**Element 5 - Emergency Action Plan (ERP)**

**Element 3 - Safety Committee**

We conduct comprehensive toolbox talk training programmes, encourage active participation in safety committee meetings and timely implementation of corrective actions. Providing proper Personal Protective Equipment (“PPE”) reinforces our dedication to create a safe work environment.

To keep employees well-informed about safety, health and mental wellness best practices, we foster a culture of continuous learning and awareness through safety and health programmes.

## The Groups's Key Programmes Conducted on Employee Wellbeing

- Safety & Occupational Health Awareness Induction Course
- Effective Workplace Stress Management
- Mental Health and Occupational Health Awareness
- Inclusive Medical Benefits to Staff and Family
- Sustained Wellness Initiatives
- Free Health Check-ups

## Auxiliary Police

The Auxiliary Police team at KotaSAS enhances the security of the area and is trained to respect human dignity and rights. Personnel eligible to serve as auxiliary police are mandated to complete the basic auxiliary police course, known as Kursus Asas Polis Bantuan, held at the Malaysian Police Training Centre (“PULAPOL”) over a period of two months. In FY2024, four individuals from our team successfully completed the Kursus Asas Polis Bantuan at PULAPOL.



## TMB's Performance

With a cumulative work duration of 1,550,172 hours, our lost-time injury rate stands at 0, underscoring our determination to ensure a secure operational environment.

	FY2022	FY2023	FY2024
Total number of hours worked	1,230,444	1,949,616	1,698,972
Number of work-related injuries	0	0	0
Number of fatalities	0	0	0
Lost Time Injury Rate	0	0	0

# Labour Practices and Human Rights

## Why is it important

The Group safeguards the rights of our employees to create a thriving and secure workplace. We advocate the fundamental human rights of all individuals, promoting equality and freedom and maintaining a zero-tolerance policy against child labour and forced labour throughout the Group.

## TMB's Approach

The Group strictly adheres to all pertinent labour laws and requirements as stipulated in the Employment Act 1955. TMB reinforces our commitment to ethical practices through policies such as the Group Community and Human Rights Policy, Group Equal Opportunity Policy and Group Sexual Harassment Policy.

At TMB, we provide a range of inclusive and family-friendly facilities, including a lactation room, dedicated parking for expectant mothers and persons with disabilities, a children's playground for transit use, mobile workstations to support work mobility, high-speed internet access, and comprehensive CCTV monitoring for enhanced security.

Within RIPI, human rights and labour commitments are detailed in the Remediation Procedure for Child Labour and the Social Accountability Policy, ensuring a legal and equitable hiring process. Additionally, RIPI's Migrant-Foreign Worker Policy & Procedure serves as a guiding framework to safeguard the rights of foreign workers. We provide foreign workers with transportation and accommodation, complete with a canteen and surau (prayer hall) facilities for their convenience.

## Employee Development and Benefits

The competence and skills of our team are instrumental in driving our vision, achieving strategic goals along with realising business outcomes. We are dedicated to establishing TMB as an equitable workplace where individuals can acquire the necessary skills and experiences for career progression. Aligning with local legislation, the Group provides an array of financial and non-financial benefits to our employees.

### Employee Benefits

#### Medical

- Inpatient benefits
- Outpatient benefits
- Dental benefits

#### Leave

- Maternity (100days) and Paternity Leave
- Paid Leave
- Annual Leave
- Medical Leave
- Compassionate Leave (Mariage Leave, Disaster Leave, Childcare Leave)
- Hospitalisation Leave

#### Accident Coverage

- Group Personal Accident
- Disability and invalidity coverage (SOSCO)

#### Allowance Claims

- Purchase Assistance (Motorcycle, Computer / Laptop)
- Allowances (Car Allocation (HOD), Mileage claims, Lodging, phone, subsistence, cost of living)
- Scheme (Educational Excellence)

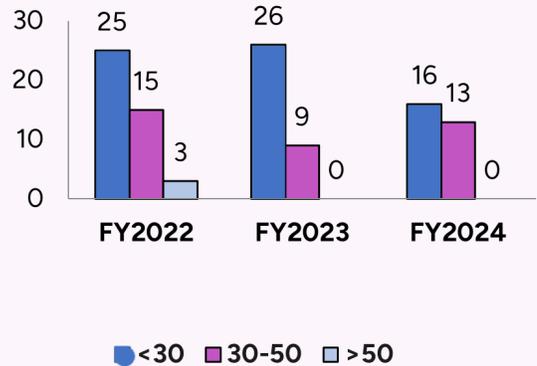
## TMB's Performance

In FY2024, the Group hired 29 new employees, a 17% decrease from the 35 hires in FY2023. During the same period, employee turnover increased by 56%, rising from 25 to 39 employees. The Group remains committed to building a resilient and diverse workforce through targeted hiring and retention strategies, aligning with our long-term goals for sustainable human capital development.

**Number of New Hires in the Group by Gender**



**Number of New Hires in the Group By Age**



**Number of Turnovers in the Group by Gender**



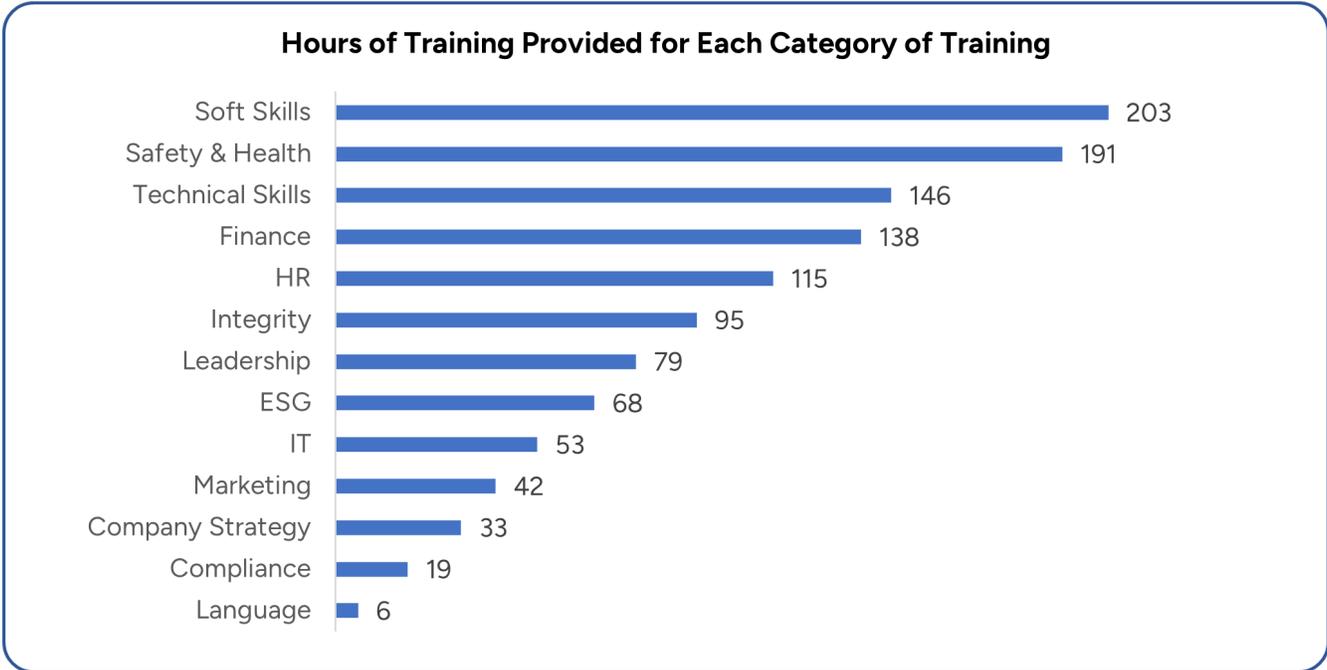
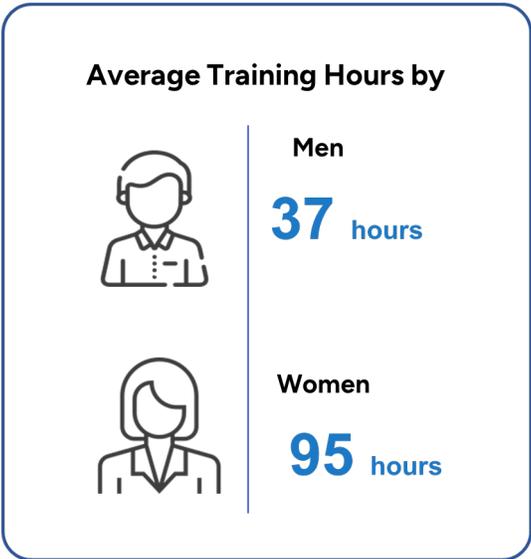
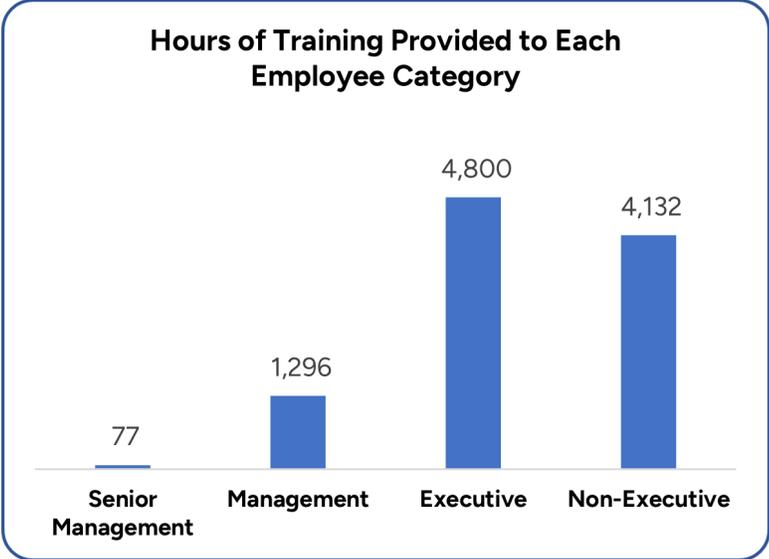
**Number of Turnovers in the Group by Age**



**Number of Turnovers in the Group by Employee Category**



The Group empowers employees by providing valuable learning opportunities and in FY2024, we provided employees with a total of 10,305 hours of training with an average of 27 hours of training per employee. Notably, in FY2024, a total of 203 hours were devoted to enhancing soft skills through comprehensive training initiatives. Over the last three years, there have been zero reported instances of human rights violations.



# Diversity and Inclusion

## Why is it important

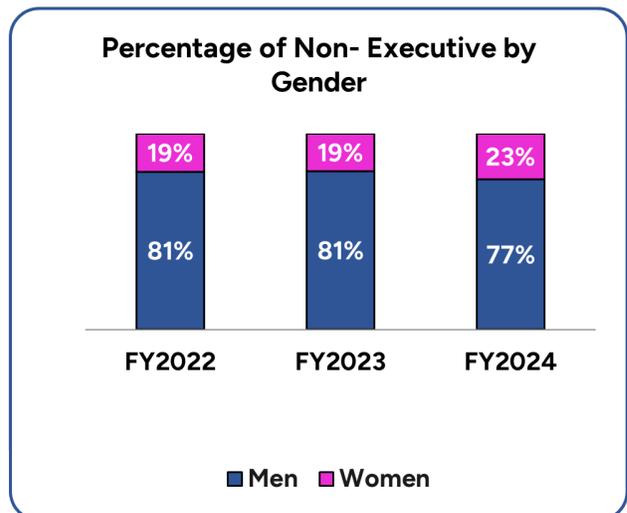
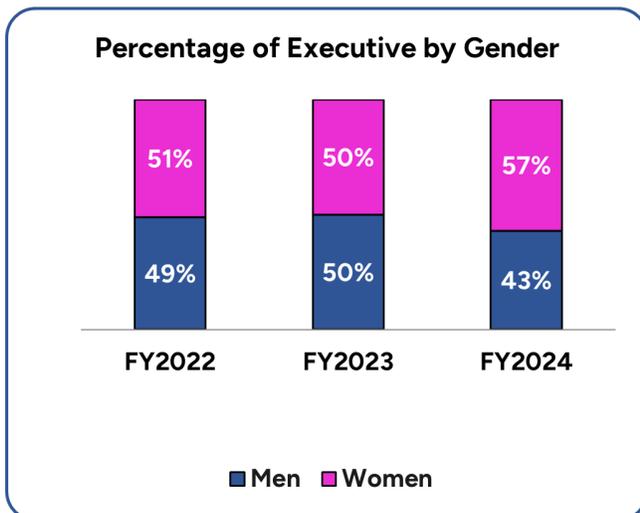
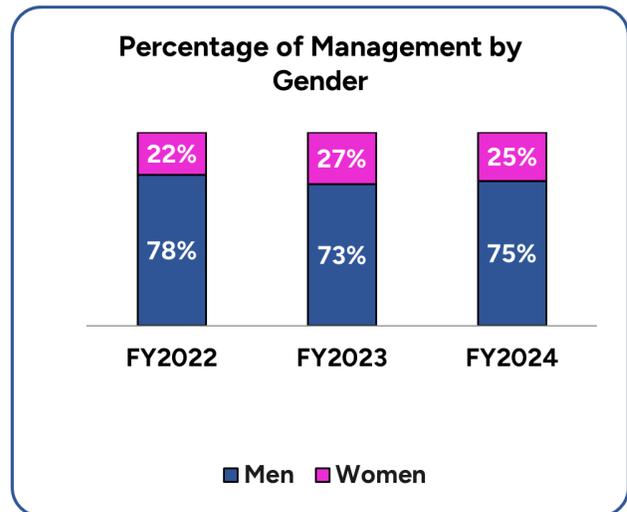
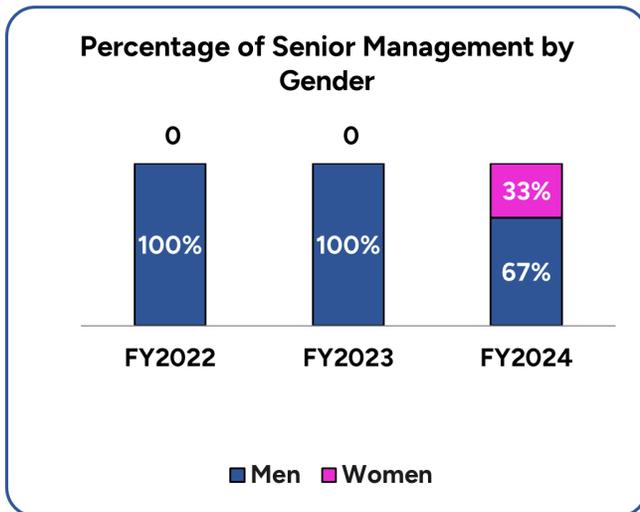
The Group celebrates the diversity of each employee, empowering them to reach their full potential. Embracing differences encourages diverse perspectives and ideas, accelerating problem-solving while promoting talent retention.

## TMB's Approach

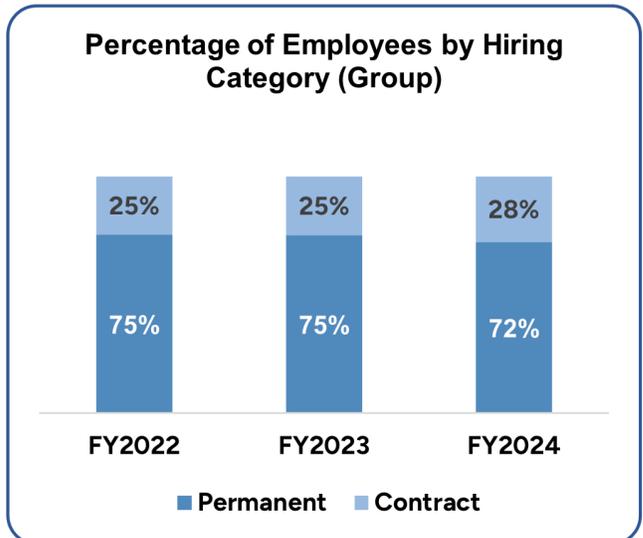
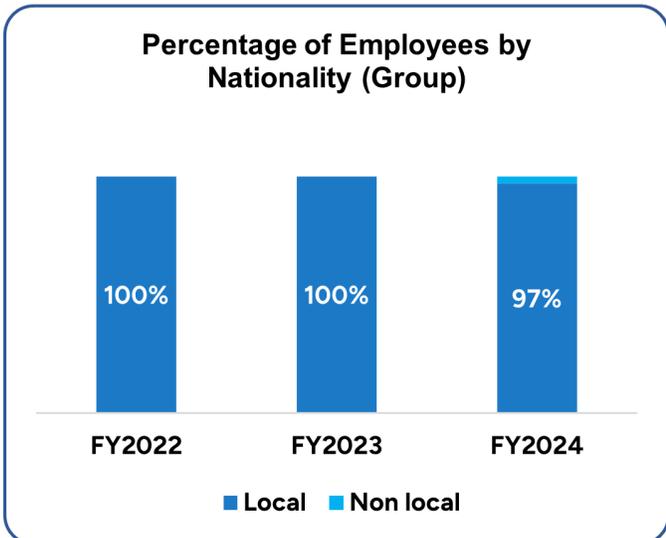
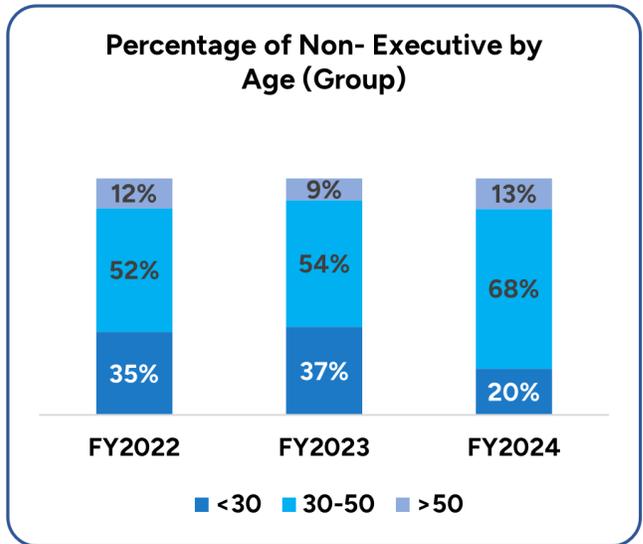
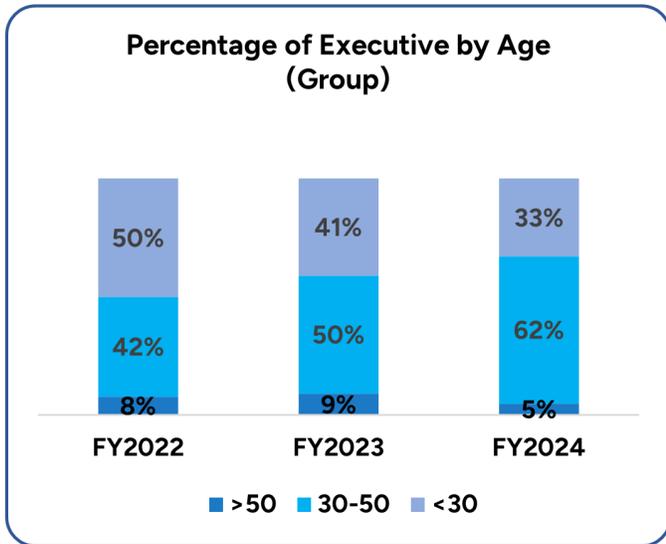
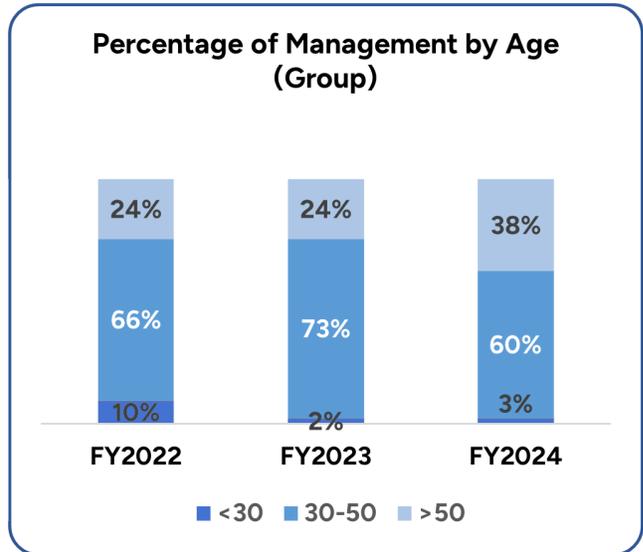
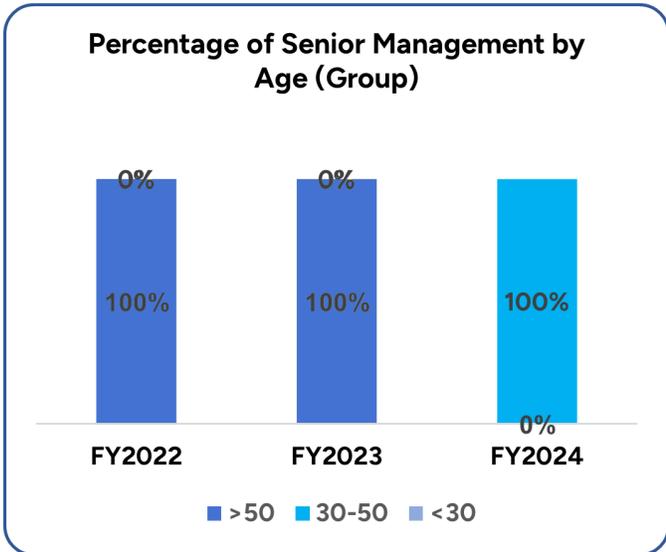
Our efforts to promote an inclusive workplace culture is covered in the Group's Equal Opportunity Policy. We are against discrimination or prejudice related to gender, race, religion, nationality or political affiliation, as explicitly outlined in TMB's Code of Conduct.

## TMB's Performance

In FY2024, the Group's total workforce comprised 267 employees, with 67% male and 33% female representation. While gender balance is evident among executive roles, we recognize the importance of increasing female participation in leadership positions. Enhancing gender diversity at the leadership level is a key priority, as it fosters greater motivation, inclusive decision-making, and stronger teamwork.



In FY2024, 62% of our workforce was aged 30-50, with a rise in younger employees (5%). Permanent employment remained strong at 72%, ensuring job stability. Our workforce, previously 100% local, now includes 3% non-locals, reflecting growing diversity. No discrimination cases were reported in FY2024, reinforcing our commitment to an inclusive workplace.



# Supply Chain Management

## Why is it important

In 2024, the Group continued to prioritise local sourcing as a key element of our sustainable procurement approach. By working closely with local suppliers, we supported community development, strengthened economic resilience, and enhanced supply chain reliability. We remain committed to embedding sustainability across our procurement activities, ensuring our practices contribute positively to both people and the planet.

## TMB's Approach

The Group's commitment to responsible sourcing is anchored in our Responsible Product and Supply Chain Policy, which sets expectations for ethical conduct, environmental stewardship, workplace safety, and fair labour practices across our value chain.

To ensure alignment with these standards, we assess suppliers and contractors using a comprehensive Sustainability Assessment Checklist. We also conduct regular sustainability briefings for suppliers, vendors, and contractors to encourage shared responsibility and strengthen a sustainability minded supply chain.



Stakeholder Engagement Meeting on Dec 6, 2024, with TMB and KotaSAS suppliers and contractors together with our staff



Stakeholder Engagement Meeting on December 18, 2024, uniting LKD suppliers and contractors alongside esteemed government agencies

## TMB's Performance

The Group procures goods and services from local suppliers that fulfil our specific criteria, and we continue to prioritise them in our supply chain management selection practices. In FY2024, 100% of our procurement budget was expended on local suppliers.

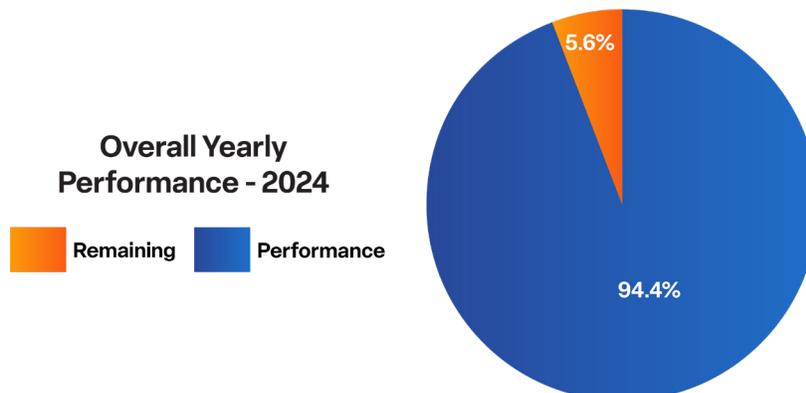


We expanded **100%**

of our procurement budget on local suppliers across the Group

## Customer Satisfaction Index

Tanah Makmur Berhad is committed to delivering excellent customer experiences. Through regular surveys, we measure satisfaction, and we're proud to report a 94.4% satisfaction rate. This strong result reflects our dedication to meeting customer needs and building lasting, positive relationships with the communities we serve.



# Community Engagement

## Why is it important

Tanah Makmur Berhad is committed to supporting local communities through charitable activities and meaningful partnerships. These efforts help us build stronger relationships and demonstrate our role as a responsible corporate citizen, creating a positive impact on society.

## TMB's Approach

We foster a collaborative and inclusive environment by delivering engaging and informative programs designed to meet specific community needs. These initiatives focus on key areas such as crime prevention and safety awareness, encouraging active participation and shared responsibility within the community.

### Overall TMB's CSR in F2024 at a Glance



\*The figures encapsulate community engagement and contributions at TMB HQ, LKD, KotaSAS and RIPI.

## TMB's i-CSR: Supporting Our People in Times of Need

At TMB, we believe that corporate social responsibility goes beyond external initiatives. It starts with taking care of our own. Through our Internal Corporate Social Responsibility (i-CSR) program, we are committed to supporting our employees and their families during critical times.

### TMB's i-CSR in F2024



\*The figures encapsulate contributions to employee at TMB HQ, LKD and KotaSAS.

## i. TMB HQ and KotaSAS

### Focus Area: Celebrating Festivities

#### Distribution of *Bubur Lambuk* during Ramadan

**12<sup>th</sup> March 2024:** The Bubur Lambuk distribution programme engaged the entire workforce of KotaSAS and Tanah Makmur Berhad. A total of 1000 portions of Bubur Lambuk, equivalent to RM5,284 were distributed to the residents of KotaSAS and its surrounding areas by our employees.



#### Donation to *Masjid Imam As Shafie*

**11<sup>th</sup> March 2024:** KotaSAS distributed drinking water to the Imam As Shafie Mosque in support of the daily breaking fast event held during Ramadan. The contribution totalled to RM9,600.



## Breaking Fast with Beloved Orphans

**27<sup>th</sup> March 2024:** TMB Group organised an “iftar” (breaking fast) programme at Grand Darul Makmur Hotel, where they shared the occasion with orphans from SK RTP Bukit Goh and Anak Rentan Kuantan. Alongside this, they distributed “duit raya” to bring festive cheer in preparation for the upcoming Eid Al-Fitr celebration that supporting a total of 55 people. The event was further graced by the presence of YAM Tengku Puteri Seri Lela Manja Tengku Dato’ Sri Hajjah Nong Fatimah Binti Almarhum Sultan Haji Ahmad Shah, Chairman of Tanah Makmur Berhad.



## Eid Al-Fitr celebration

**18<sup>th</sup> April 2024:** We celebrated Hari Raya Aidilfitri with the community. A total of 2,808 people were present, and TMB dedicated an amount of RM 199,040 to enhance the festive experience. The KotaSAS Raya Bersama 2024 Open House was graced by the presence of His Royal Highness the Sultan of Pahang, Al-Sultan Abdullah Ri'ayatuddin Al-Mustafa Billah Shah Ibni Almarhum Sultan Haji Ahmad Shah Al-Musta'in Billah.

His Royal Highness was accompanied by His Royal Highness the Crown Prince of Pahang, Tengku Hassanal Ibrahim Alam Shah; YAM Tengku Panglima Raja Brigadier General Tengku Amir Nasser Ibrahim Shah; YAM Che Puan Panglima Puteri Suraiya Afzan; and YAM Tengku Puteri Seri Lela Manja Pahang, Tengku Dato' Sri Hajjah Nong Fatimah Binti Almarhum Sultan Haji Ahmad Shah Al-Musta'in Billah.

Also in attendance were the Chairman of Tanah Makmur berhad, YAM Tengku Puteri Seri Lela Manja Pahang, Tengku Dato' Sri Hajjah Nong Fatimah Binti Almarhum Sultan Haji Ahmad Shah Al-Musta'in Billah and YH Dato' Shahrul Nizam Bin Abdul Aziz, Group Chief Executive Officer of Tanah Makmur Berhad.



## Focus Area: Empowering Safe Communities

### Crime Prevention Programme with KotaSAS Resident Association (“KSRA”)

**22<sup>nd</sup> December 2024:** TMB organised the Townhall Discussion Programme in collaboration with PDRM, Ministry of National Unity (KPN) dan Majlis Bandaraya Kuantan to heighten awareness and address issues related to crime within the KSRA community. This initiative was crucial to foster a safer environment, promoting community vigilance and collectively working towards the prevention of crime for the well-being of all residents.



## Focus Area: Environmental Conservation

### Plogging 1.0

**23<sup>th</sup> August 2024:** On August 23, 2024, Tanah Makmur Berhad (TMB), in collaboration with the UMPSA Sustainability Development Center (SDC) and the Solid Waste Management and Public Cleansing Corporation (SWCorp) Pahang, organized a beach cleanup and exercise activity (plogging) at Cherok Paloh Beach, Kuantan.

A total of 100 volunteers, including TMB staff, UMPSA staff and students, as well as SWCorp Pahang and Alam Flora employees, successfully collected 338 kilograms of waste within two hours of the plogging activity.



ii. RIPI

Focus Area: Economic Empowerment

Provided annual CSR contribution to Koperasi Orang Asli Kg Tanam Berhad

**1<sup>st</sup> January 2024 - 31 December 2024:** As part of TMB's commitment to social responsibility and community development, we have provided an annual CSR contribution of RM224,200 to Koperasi Orang Asli Kg Tanam Berhad, directly benefiting 76 families within the Orang Asli community.



Program Hijrah Asnaf Tanaman Nanas

**18<sup>th</sup> November 2024:** In cooperation with MUIP, LPNM and Agrobank, RIPI provide free training, guidance, education and skill transfer for the participants.



## Product Sponsorship for Community : A Day for Green deals! Mega Trash to Cash

**26<sup>th</sup> November 2024:** RIPI sponsored 3 cartons of MD2 Fresh Pineapples for Program A Day for Green deals! Mega Trash to Cash organized by Majlis Daerah Rompin.



## Product Sponsorship for Community: Karnival PERKEP Pahang

**14<sup>th</sup> February 2024:** RIPI sponsored 12 cartons of MD2 Fresh Pineapples to IPD Kuala Rompin for Karnival PERKEP & PERKEP Kontinjen Pahang General Meeting.



## Product Sponsorship for Community: Program Karnival Komuniti Muadzam Shah

**22<sup>th</sup> June 2024:** RIPI sponsored 5 cartons of MD2 Fresh Pineapples and 60 bottles of Juice to MDR for Program Karnival Komuniti Muadzam Shah, Tasik Lipur, Kota Muadzam Shah.



## Product Sponsorship for Community: Rompin Fest 2024

**22<sup>th</sup> September 2024:** RIPI sponsored 5 cartons of MD2 Fresh Pineapples for eating competition program within Rompin Fest.



## Focus Area: Empowering Safe Communities

### Fire Safety Programme with Orang Asli Kampung Tanam

**7<sup>th</sup> June 2024:** In collaboration with Bomba Kuala Rompin, Koperasi Orang Asli Kampung Tanam Berhad and JAKOA Kuala Rompin, CSR Committee conducted a program for fire safety briefing, fire drills and demonstrations for Kg Tanam Villagers. At the end of the program, the children were bathed by fireman's water hose. Besides that, RIPI also sponsored 50 pcs of MD2 Fresh Pineapples for the first 50 participants.



## Focus Area: Empowering Education

### Cash Sponsorship for Education

**23<sup>rd</sup> August 2024:** RIPI sponsored RM500 cash to PIBG SK Kedaik K9 to support Program Sukan Tahunan Sekolah Tahun 2024.



### Cash Sponsorship for Education

**11<sup>th</sup> July 2024:** RIPI sponsored RM500 cash to support Lawatan Sambil Belajar, Kelas Pendidikan Khas Pembelajaran (KPKP) SK Kedaik (K9)



## Focus Area: Environmental Conservation

### Hike & Clean Bukit Ridan Challenge

**27<sup>th</sup> September 2024:** CSR Committee provided 3 volunteers to join for hiking and cleaning activities at Bukit Ridan. In addition, our volunteer manages to get the first place of the challenge.



## Focus Area: Community Health

### First Aid Training with Free Health Screening

**23<sup>th</sup> August 2024:** In collaboration with HSE Department and Pejabat Kesihatan Daerah Rompin, CSR Committee conducted a program for First Aid Training with Free Health Screening and Free Health Consultation for local workers and Kg Tanam Villagers



## Sports Day 2024

**23<sup>rd</sup> August 2024:** CSR Committee was so proud to organize Sports Day 2024 involving all workers and Kg Tanam Villagers for the first time in RIPI.



## Focus Area: Community

### Gotong Royong Membersih Surau Pinggir Pelangi

**27<sup>th</sup> September 2024:** CSR Committee provided 4 volunteers as requested for the cleaning activities at Surau Pinggir Pelangi, Muadzam Shah.



### iii. LKD

Organisations	Description	Contributions (RM)	Number of individuals benefitted
Tabika Kemas Krau 1	We became a sponsor for the school's graduation day which aided them in tournaments.	300	17
LKD	Hari Raya Celebration	3150	330

# ENVIRONMENTAL EXCELLENCE

TMB actively engages in tackling the environmental implications of our agribusiness and township activities, involving initiatives to reduce our resource consumption in tandem with enhancing waste management. Environmental management stands as a fundamental pillar of our ESG agenda, allowing us to effectively confront the effects of climate change and contribute to a thriving planet for future generations.

## Material Sustainability Matters:

- Energy Management and Climate Action
- Water Consumption
- Waste Management
- Biodiversity

## Our Key Highlights:

**789,889 kWh**

renewable energy generated from solar panels



**52%%**

reduction in total water use



**10.2%%**

reduction in total diesel use



**7** AFFORDABLE AND CLEAN ENERGY



**13** CLIMATE ACTION



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



# Energy Management and Climate Action

## Why is it important

Efficient energy management improves operational effectiveness while also resulting in significant cost savings. By exploring renewable energy sources, we minimise our environmental footprint and position ourselves as responsible stewards in the face of climate change challenges.

## TMB's Approach

We initiated several measures to reduce our carbon footprint and enhance energy efficiency across all our subsidiaries.

### Embracing Renewable Energy

The main office in the KotaSAS township is equipped with a solar PV energy system aligned with our dedication to harness clean and renewable energy sources.

RIPi's integrated pineapple plantation and processing facility boasts a Collection, Processing and Packaging Centre ("CPPC") featuring a substantial 492 kWp solar PV energy system. This solar infrastructure generates approximately 704 MWh of electricity annually with a reduction of 489 tCO<sub>2</sub>e emissions.

LKD is planning to incorporate solar-based lighting in its future projects, with a particular focus on integrating this technology into the construction of a state-of-the-art CPPC facility at LKD.



**Solar panels installed on the rooftop of our main office in KotaSAS**



**RIPi has installed a solar photovoltaic energy system in the factory at Rompin, Pahang**

## Enhancing Energy Efficiency

TMB's KotaSAS township office is equipped with LED lighting which enhances energy conservation.

At RIPI, we take proactive measures such as turning off empty cold chambers to optimise energy usage and minimise unnecessary energy consumption.

In our KotaSAS township, the Pusat Pentadbiran Sultan Ahmad Shah ("PPSAS") building adheres to GBI Silver rating standards. LED street lighting in KotaSAS ensures safety and also contributes to reduced energy consumption, exemplifying our dedication to sustainable urban development.

## Group-wide GHG Management Plan

In 2024, TMB strengthened our Group-wide GHG Management Plan which focuses on identifying and mitigating GHG sources within our operations.

Our initiatives within the plan:

			
Encourage recycling and proper waste management	Reduce emissions from lorries, tractors and gensets	Strictly no open burning	Reduce excessive use of electricity

## Group-wide Energy Management Plan

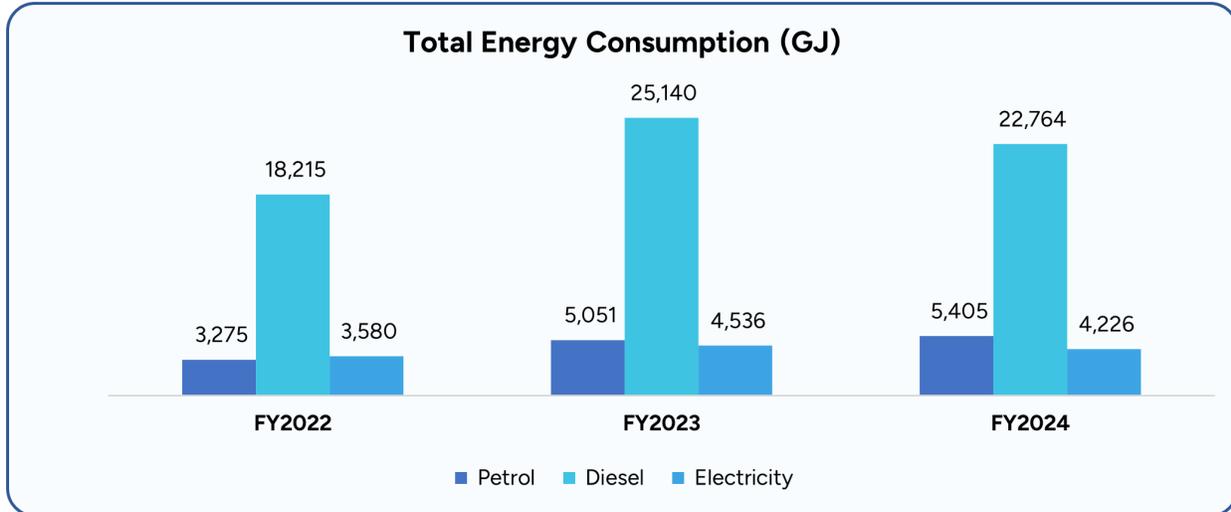
We developed a Group-wide Energy Management Plan, solidifying our stance on efficient and sustainable energy practices. This strategic plan encompasses thorough measures to optimise energy consumption across our operations.

	Encouraging staff to switch off office appliances when not in use		Monitoring of energy usage over time
	Reducing the need to print and transitioning into paperless methods of sharing data and information.		Using electronic appliances that are more energy saving such as energy-efficient lighting and computers.

# TMB's Performance

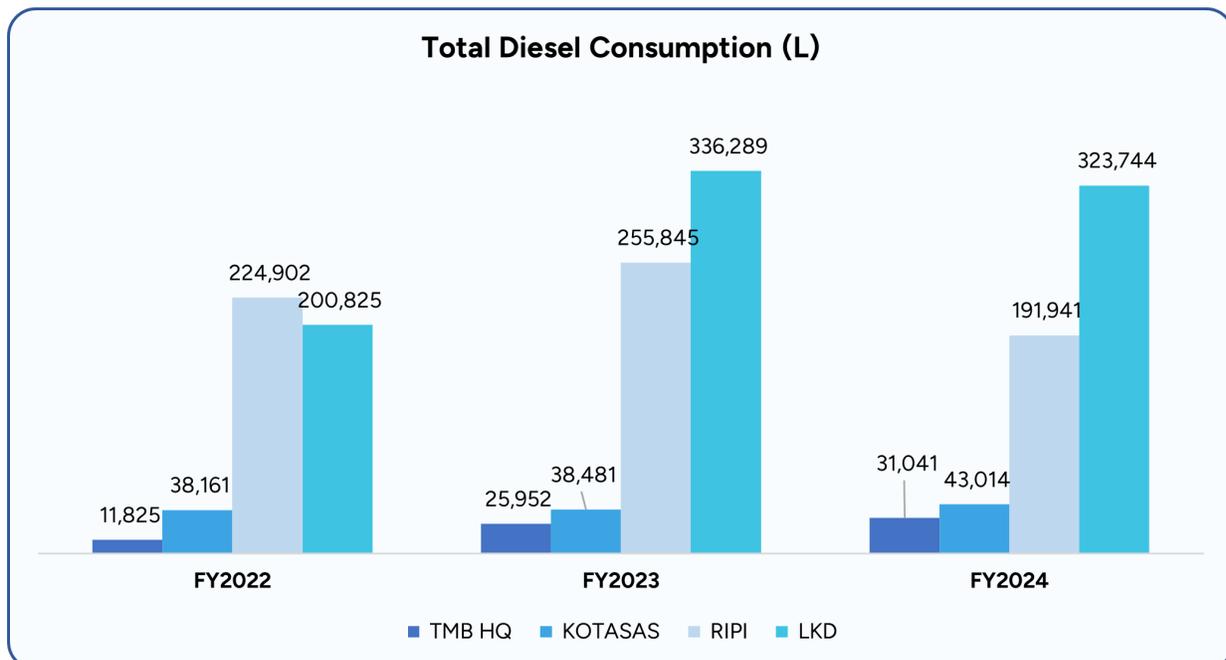
## Energy Consumption

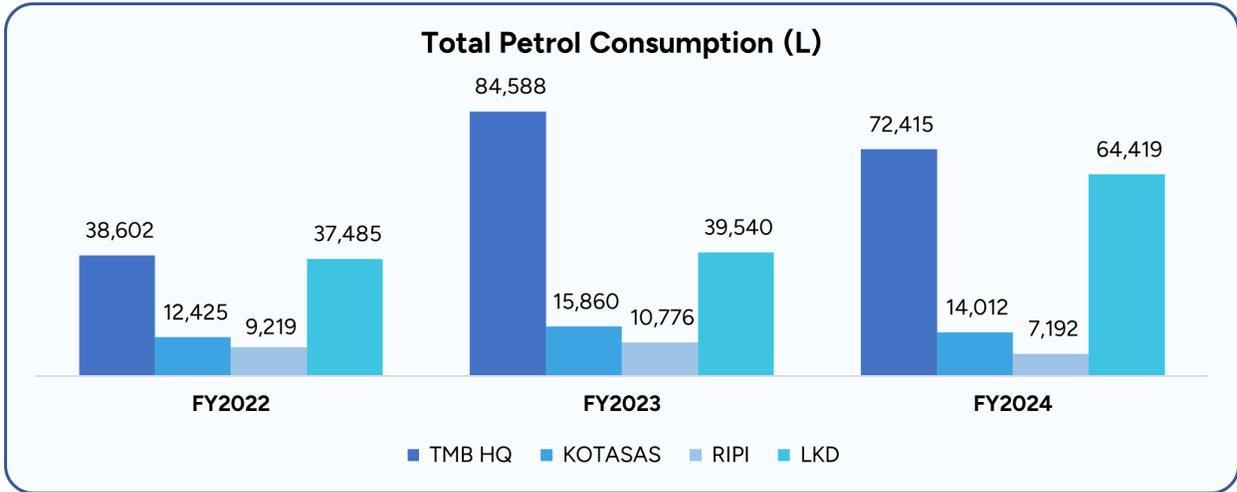
In FY2024, our Group's total energy consumption including petrol, diesel, and electricity amounted to 32,395 GJ reflecting a 6.71% reduction (2,332 GJ) compared to FY2023's total of 34,727 GJ.



## Fuel Consumption

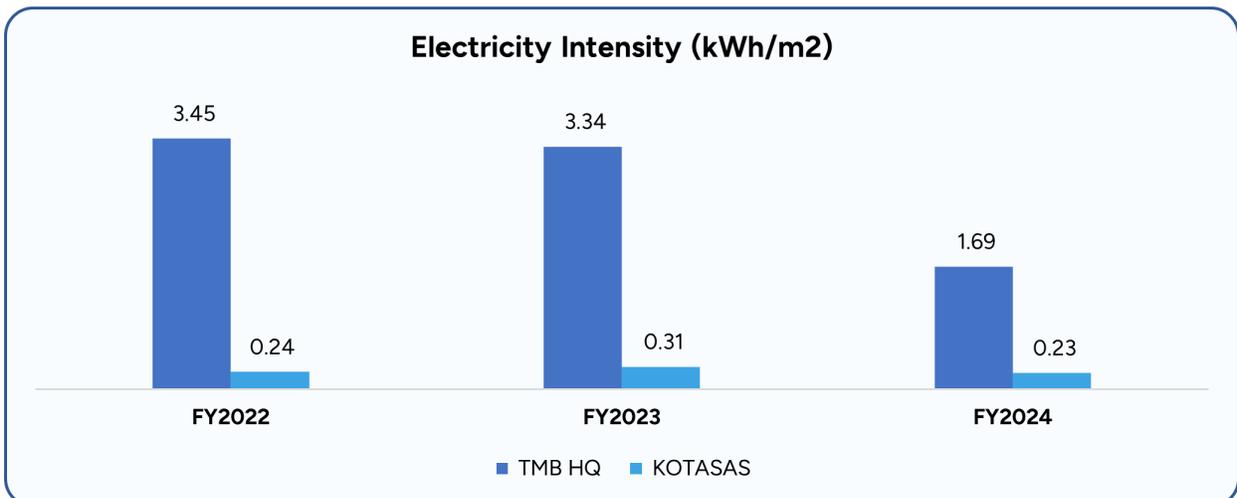
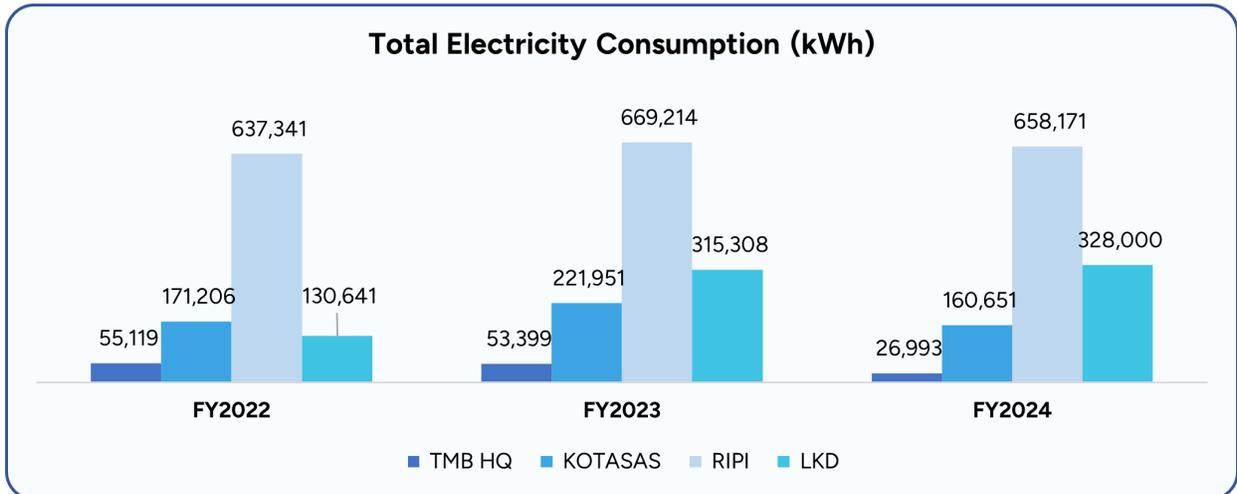
Over the past three years, we have monitored diesel and petrol usage across TMB HQ, KOTASAS, RIPI, and LKD. In FY2024, the Group's total diesel consumption was 589,741 litres, reflecting a 10.18% decrease from the previous year, with LKD recording the highest usage at 323,744 litres, while RIPI demonstrated a notable reduction. Petrol usage across all sites increased to 158,037 litres in FY2024, representing a 4.83% rise from 150,764 litres in FY2023, with TMB HQ and LKD remaining the primary consumers. The overall reduction in total fuel consumption decreased by approximately 7.38% in FY2024 compared to FY2023 was primarily driven by operational efficiency improvements and optimized fleet management, reflecting our continued commitment to sustainability and responsible resource utilization.

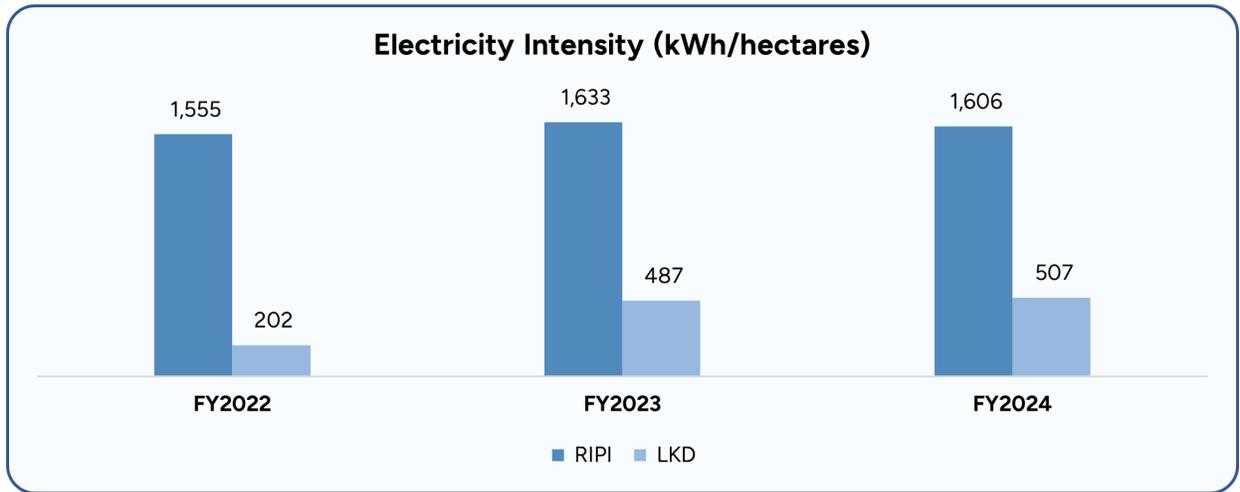




## Electricity Consumption and Intensity

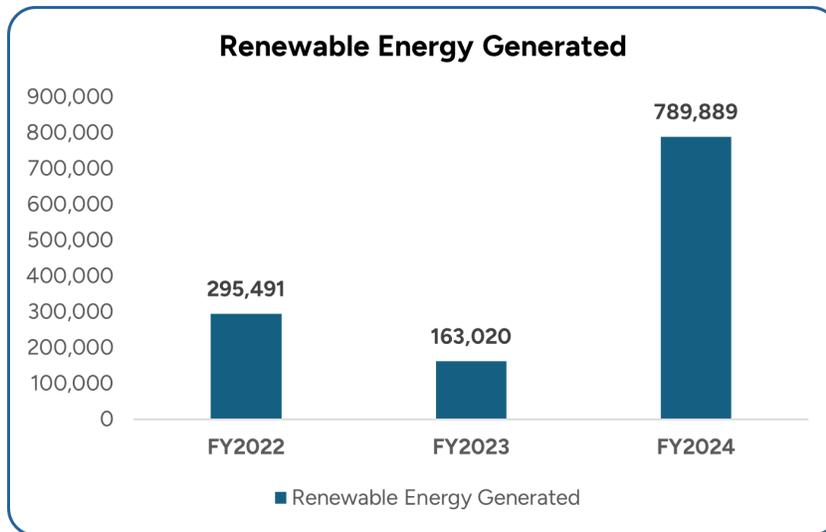
In FY2024, our total electricity consumption was 1,173,815 kWh, a slight decrease of 6.83% from the previous year. RIPI consumed the most at 658,171 kWh, followed by LKD (328,000 kWh), KotaSAS (160,651 kWh), and TMB HQ (26,993 kWh). The reduction was due to improved efficiency and operational adjustments. Electricity intensity remained high at RIPI and LKD due to cold storage needs, while TMB HQ and KotaSAS saw improved efficiency. We remain committed to energy-saving initiatives and exploring renewable energy solutions.





## Renewable Energy

In FY2024, we generated 789,889 kWh of renewable energy, marking a 384.5% increase from 163,020 kWh in FY2023. This remarkable growth also exceeds the 295,491 kWh produced in FY2022, demonstrating the strong results of our continued investments in sustainable energy. The increase highlights our commitment to reducing dependency on purchased electricity, cutting operational costs, and shrinking our carbon footprint. A key factor contributing to this success is the improved maintenance of our solar infrastructure, especially at RIPI, which has optimized solar generation performance. We remain focused on expanding our renewable energy initiatives to deliver lasting environmental and economic benefits.

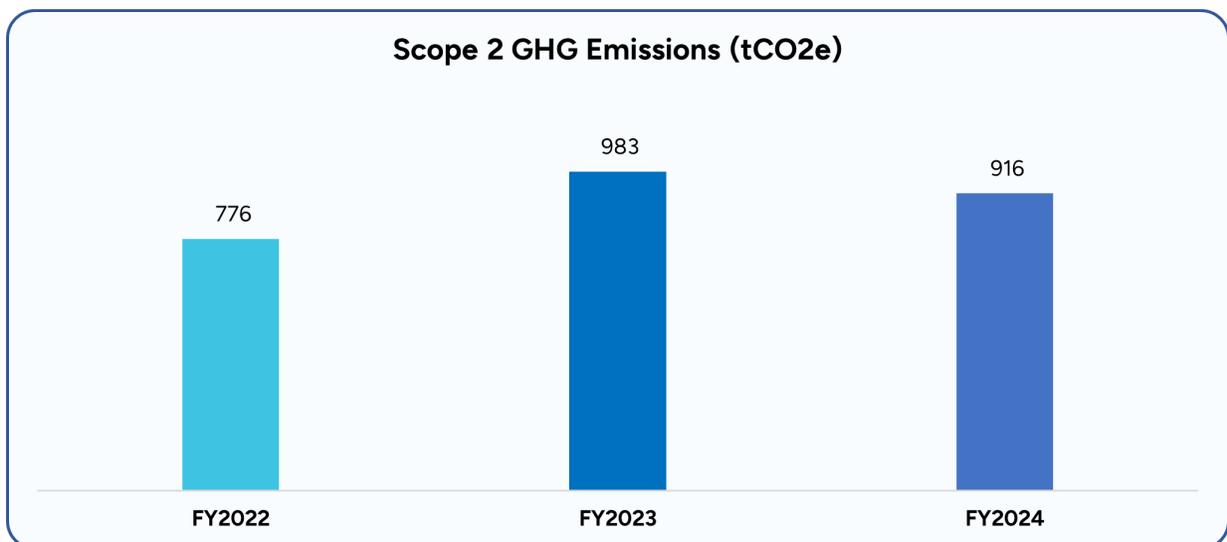
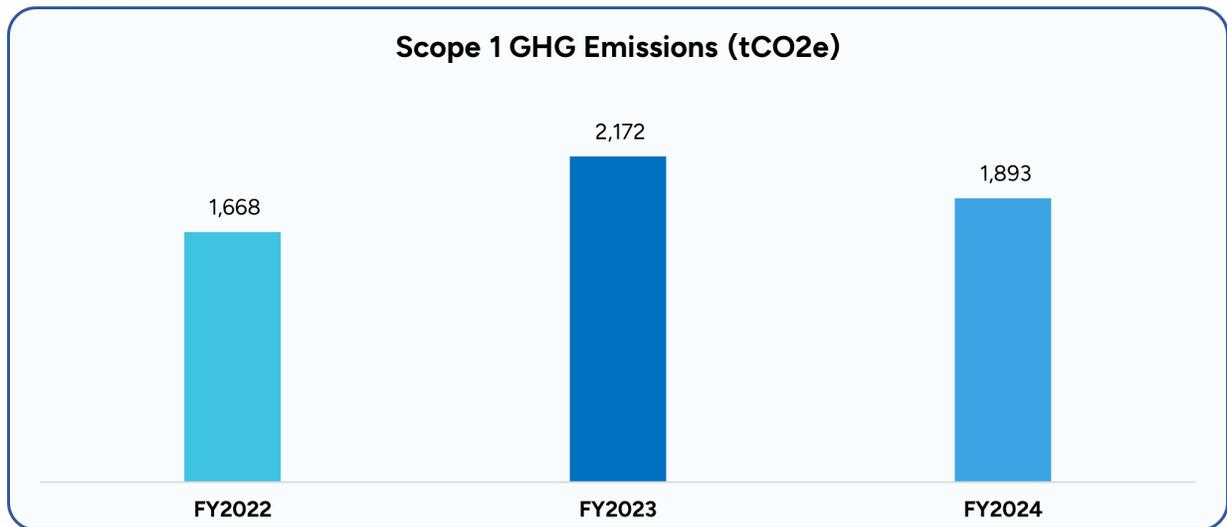


Note: Renewable energy constitutes solar energy generated by solar panels from our operations in TMB HQ, KotaSAS and RIPI.

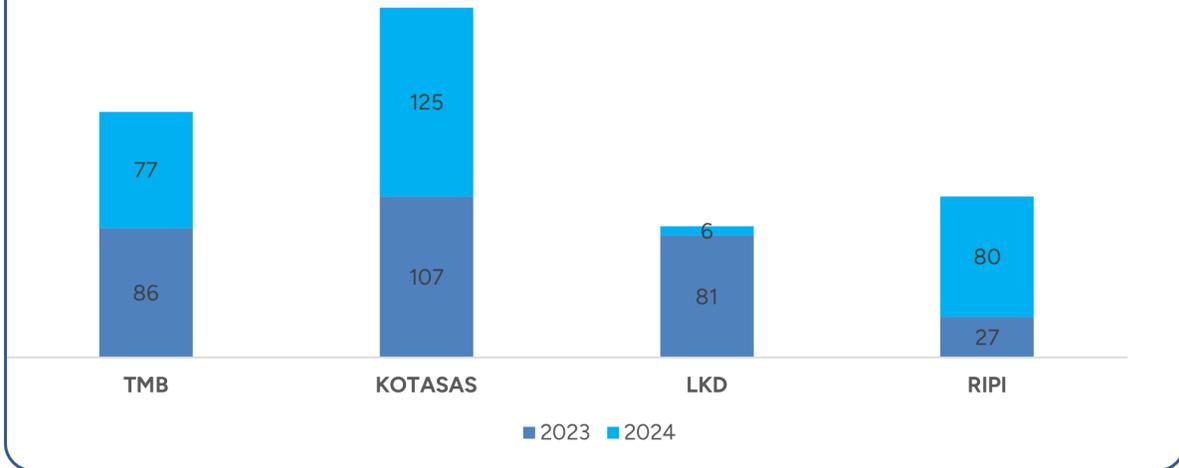
## GHG Emissions

In FY2024, our total GHG emissions decreased to 2,809 tCO<sub>2</sub>e, reflecting a 10.97% reduction from the previous year and demonstrating our ongoing commitment to energy efficiency and sustainability initiatives. This includes 1,893 tCO<sub>2</sub>e under Scope 1 and 916 tCO<sub>2</sub>e under Scope 2. In FY2023, emissions were higher at 3,155 tCO<sub>2</sub>e (2,172 tCO<sub>2</sub>e under Scope 1 and 983 tCO<sub>2</sub>e under Scope 2), primarily due to expanded operational activities. In FY2024, our Scope 3 GHG emissions from business travel and employee commuting totaled 325 tCO<sub>2</sub>e.

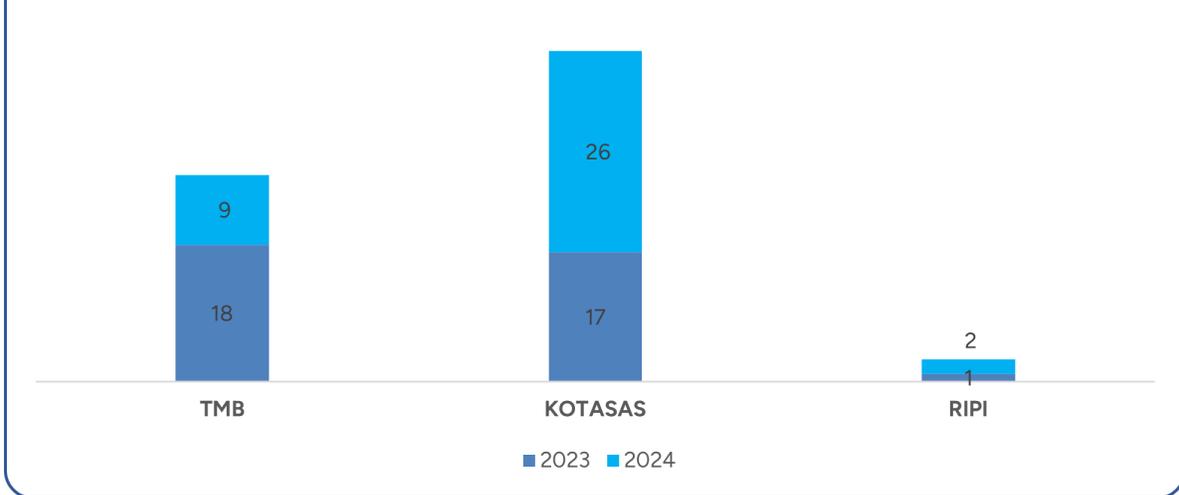
Business travel emissions increased slightly from 36 tCO<sub>2</sub>e in 2023 to 37 tCO<sub>2</sub>e in 2024, while employee commute emissions reduced from 303 tCO<sub>2</sub>e to 288 tCO<sub>2</sub>e. KOTASAS recorded the highest emissions in both categories. This overall reduction highlights the effectiveness of our sustainability strategies, including improved fuel efficiency, energy optimization, and operational enhancements.



### Scope 3 GHG Emissions (tCO2e)- Employee Commute



### Scope 3 GHG Emissions (tCO2e)- Business Travel



Notes:

1. Calculation methodology is based on the GHG Protocol Corporate Accounting and Reporting Standards and IPCC Guidelines for National Greenhouse Inventories.
2. Scope 1 and 3 emissions factors were sourced from the UK Government’s GHG Conversion Factor 2023 and the IPCC Guidelines for National Greenhouse Inventories.
3. Scope 2 emissions factor were sourced from the National Energy Commission: Grid Emissions Factor (GEF) in Malaysia 2021.

# Water Consumption

## Why is it important?

We use water responsibly across our operations. In agriculture, efficient water use is key for irrigation and healthy crop growth. In our township developments, a reliable water supply is important for the daily needs of residents and businesses. Our water practices help ensure our townships remain livable while meeting all regulatory requirements.

## TMB's Approach

Since 2022, TMB established a Water Management Plan which highlights key focus areas to reduce water consumption.



 <p><b>Ensure related equipment is well maintained to prevent leaks</b></p>	 <p><b>Spread conservation awareness among staff</b></p>	 <p><b>Routinely check for leaks and monitor water pressure of piping systems</b></p>
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This plan represents our strategy for water efficiency, involving continuous monitoring of water consumption across all subsidiaries. Through regular analysis and identification of areas for enhancement, we advocate responsible water usage while streamlining processes in our agribusiness and township operations.

## Case Study: LKD Sdn Bhd

LKD prioritises efficient water management strategies, particularly in our durian plantations. The approach involves a precise water irrigation system that delivers an optimal amount of water per tree, preventing over-watering and ensuring the health of the durian plants. Spearheaded by an Agriculture Water Management Specialist, the Group calculates exact irrigation needs. Aside from that, continuous monitoring of the soil moisture is core objective, such as utilise equipment Tensiometer and couple with monthly monitoring water quality due to assure of irrigation process are compliant with requirement standard and free from any pollution.

LKD has outlined a plantation management plan which entails key focus areas for reducing water consumption:

- Provide training for operations staff in proper fertiliser application to avoid contaminating water sources on the plantation
- Rehabilitate natural vegetation within the plantation’s riparian zones in the event of a clearing or natural disaster (i.e., landslides, forest fires)
- Establish water catchment areas, silt pits and other strategic water channels as part of good water harvesting practices.
- Optimise water usage in plantation operations to avoid wastage.

LKD employs drones to map a detailed drainage system, ensuring accurate identification of flat and flood-prone areas. The Plantation Micro Macro Programme (“PMMP”) digitally monitors farming activities, facilitating flood area zoning and enabling necessary interventions like desilting and culvert installation. The irrigation pond supports water needs during the drought season, lasting up to 45 days. Riparian zones are maintained for water quality preservation, featuring the growth of legume cover crops to sustain soil moisture.



## Case Study 2: KotaSAS

In KotaSAS, we implement various water management initiatives to ensure sustainability and address potential challenges.



TASEK Commercial Centre features a Rainwater Collection Utilisation System contributing to water conservation by collecting and reusing rainwater for irrigation purposes.

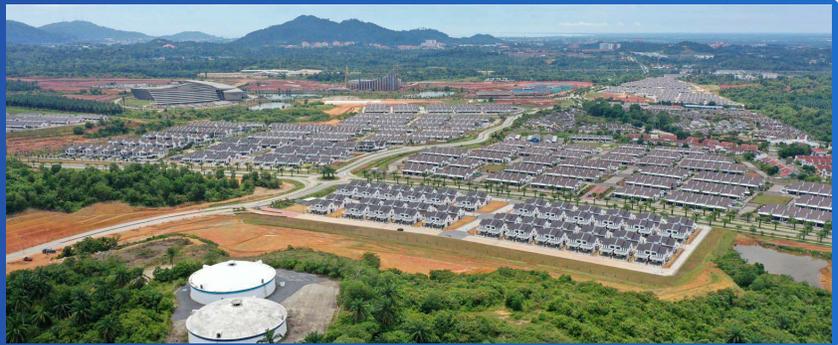


The township's flood mitigation efforts involve upgrading the monsoon drain and conducting regular maintenance on the main perimeter drain.



The town prioritises water security with two existing 1.5 million-gallon reservoirs, and plans are underway to construct another reservoir by 2025.

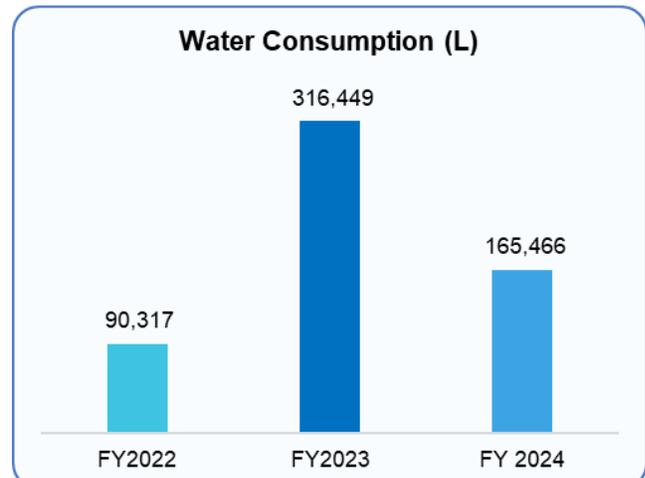
These initiatives help to fortify the town's resilience against water-related concerns.



## TMB's Performance

In FY2024, we achieved a significant reduction in water consumption, using 165,466 liters, showing a significant decrease from the year 2023. This improvement underscores our continued commitment to water efficiency, even as operations expanded in the prior year. Over the past three years, RIPI has consistently registered the highest water usage, primarily due to extensive pineapple processing activities. Our water management initiatives, including optimized post-harvest treatment and process efficiency improvements, have contributed to this reduction

	FY2022	FY2023	FY2024
TMB HQ	413	374	469
KOTASAS	6,313	9,724	10,824
RIPI	77,175	130,112	88,457
LKD	6,416	176,239	65,716
<b>Total</b>	<b>90,317</b>	<b>316,449</b>	<b>165,466</b>



# Waste Management

## Why is it important?

Proper disposal of waste and recycling reduce our ecological footprint contributing to a healthier and cleaner environment for the communities in which we operate. Operational efficiency is also enhanced by optimising resource use and minimising waste-related costs.

## TMB's Approach

The operational waste emitted from our operations encompasses scheduled waste and non-scheduled waste. We ensure that the handling of these wastes complies with the Environmental Quality (Scheduled Waste) Regulations 2005 Amendment 2007 and the Environmental Quality Act 1974 [Act 127]. Wherever feasible, we actively participate in waste recycling. As such, several waste management initiatives are in place, designed to regulate efficient resource use and waste management.

### Zero Waste Programme

RIPi implemented a Zero Waste Programme which highlights the responsible utilisation of rejected fruits and processing by-products for various eco-friendly purposes.



RIPi adopts a meticulous approach to fruit product management by segregating them into different grades: A and B for export and local distribution; C and D for value-added products like juice, dried fruit and fresh cuts.



Rejected fruits and processing by-products such as pineapple skin, core and crown are re-purposed as cow feed or organic compost.

Moving forward, RIPi aims to further reduce waste by exploring collaborations with paper processors to convert fruit waste into paper for industrial use. This initiative involves coordination with government agencies like the Malaysian Pineapple Industries Board.

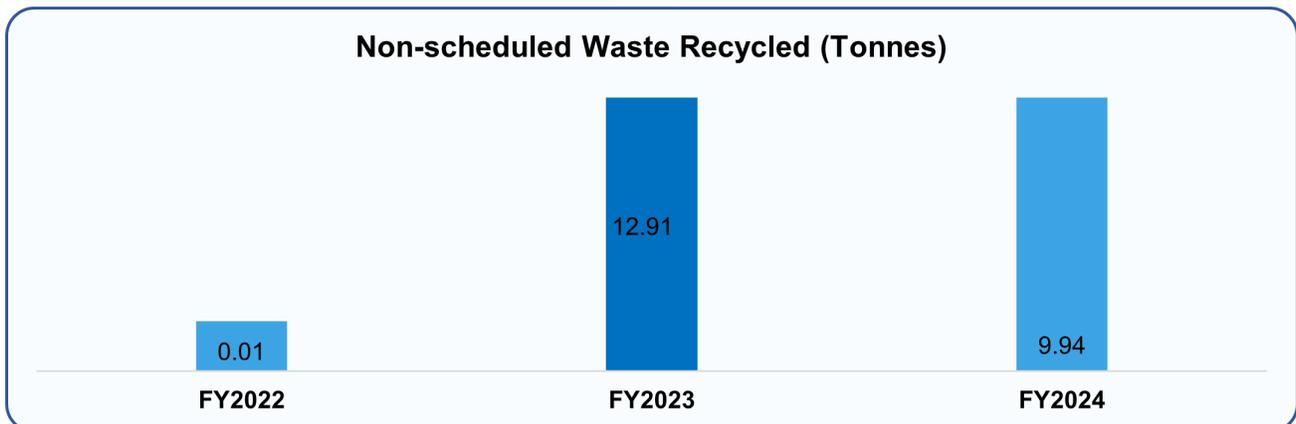
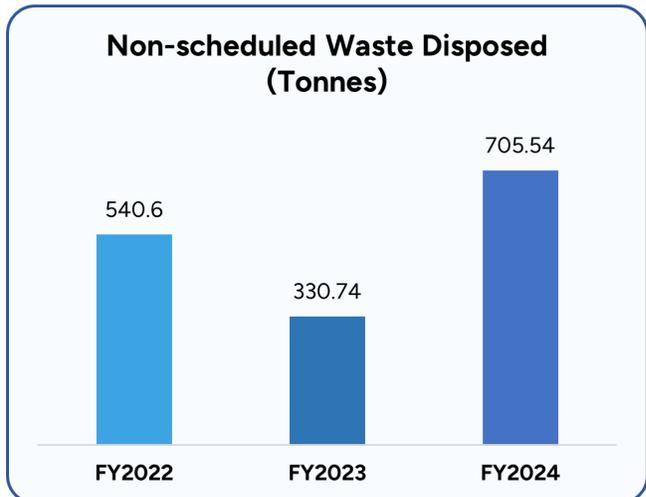
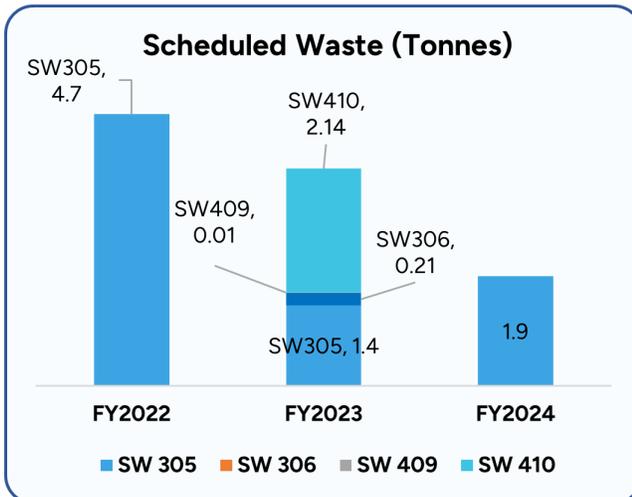
## Precision Farming Technique

RIPi and LKD employ Precision Farming techniques which facilitate the monitoring of all plantation parameters to enable the precise application of fertilisers. LKD follows a well-defined fertiliser regimen, primarily relying on organic fertilisers constituting 80% of the total fertilisers used. The remaining 20% comprises inorganic fertilisers, strategically applied only during the flowering stage to minimise soil health impact and prevent the leaching of harmful chemicals into the soil.



## TMB's Performance

In FY2024, we generated 707.44 tonnes of waste, including 1.9 tonnes of scheduled waste and 705.54 tonnes of non-scheduled waste, with 9.94 tonnes recycled. This is an increase from 332.88 tonnes in FY2023 but shows continued effort in recycling, though slightly lower than the 12.91 tonnes recycled last year. Despite the rise in waste, we remain committed to improving waste management and boosting recycling efforts.

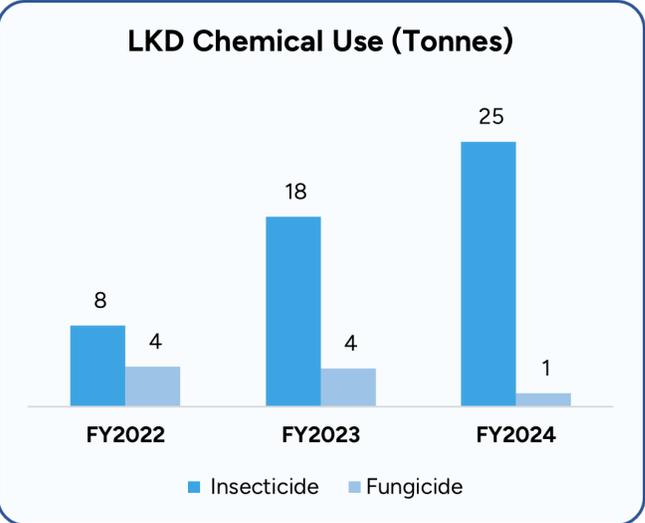
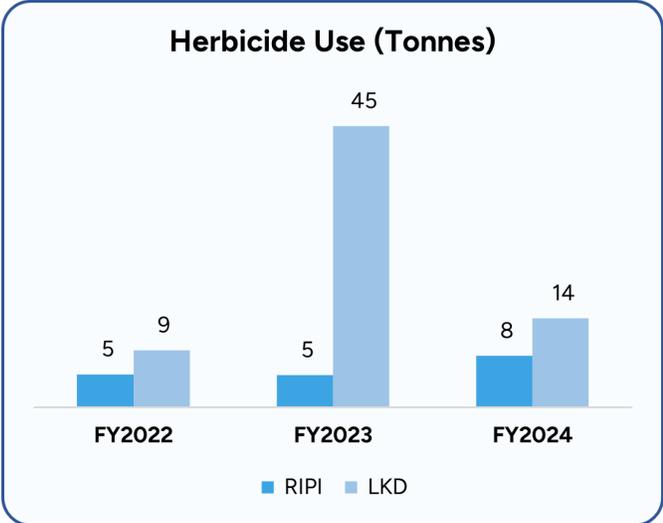
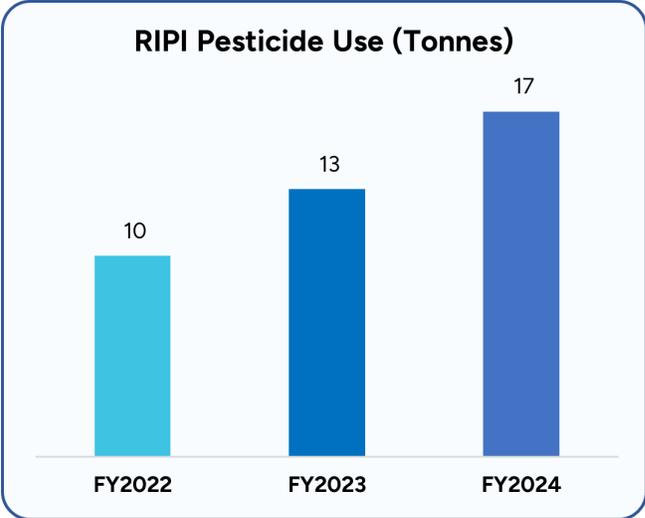
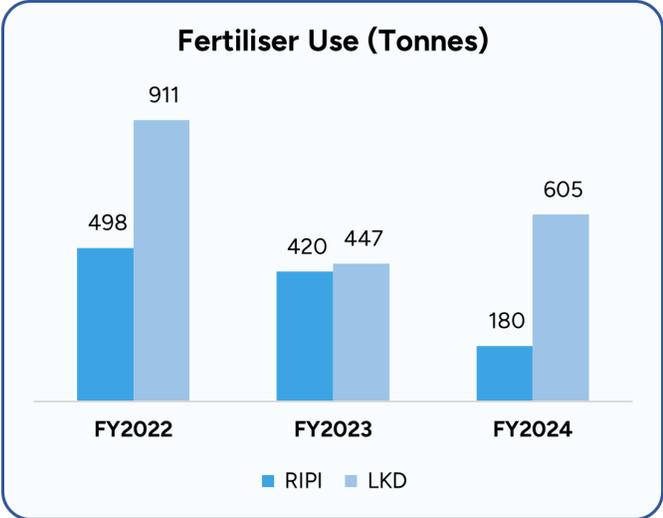


Notes:

1. Waste data encompasses TMB HQ, RIPi, LKD, and KotaSAS. However, data from LKD and KotaSAS is only available from FY2024.

In FY2024, RIPI's fertiliser use saw a significant reduction of 57.1%, dropping from 420 tonnes to 180 tonnes. Fungicide application in LKD also decreased markedly by 69.7%, from 4.29 tonnes to 1.30 tonnes. These reductions reflect our continued efforts to optimise agrochemical inputs and promote more sustainable, responsible farming practices that minimise environmental impact.

Conversely, some inputs increased to support plant recovery and growth as part of our ongoing operations. LKD's fertiliser use rose by 35.4% (from 447 to 605 tonnes) mainly due to the rehabilitation of trees affected by leafhopper damage, which required extra nutrients and biostimulants. We also used plant growth regulators to help stabilise tree development and applied targeted fertilisers to support trees entering key production stages. These steps were taken to strengthen plant health and boost productivity, in line with our commitment to sustainable and responsible farming.



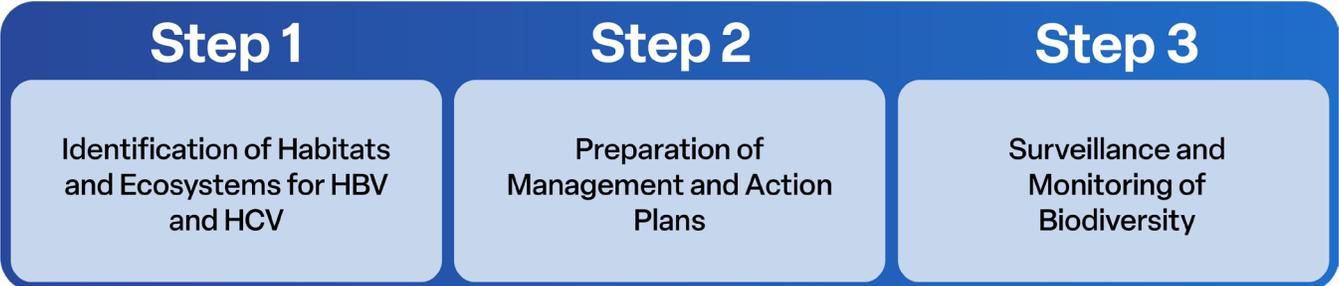
# Biodiversity

## Why is it important?

Conserving biodiversity is crucial for sustaining vital ecosystems as well as agricultural productivity. To minimise adverse effects on the environment, we protect sensitive habitats, mitigate soil erosion and reduce water pollution. Simultaneously, we strive to enhance the quality of life for residents by fostering harmonious and sustainable living spaces.

## TMB's Approach

At TMB, we follow standard operating procedures (“SOPs”) for managing High Biodiversity Value (“HBV”) and High Conservation Value (“HCV”) areas. Prior to initiating any development activities at KotaSAS, we perform an Environmental Impact Assessment (EIA). In addition, we conduct quarterly monitoring of air and water quality. Specifically, RIPI implemented a comprehensive HBV Management Plan for its pineapple plantation while LKD’s Buffer Zone in the durian plantation serves to safeguard HBV and HCV areas. Our SOP guidelines consists of three steps.



Within our grounds, we strictly prohibit wildlife poaching and trapping through visible “No Hunting” and “No Trespassing” signages for contractors and workers. Moving forward, our plantation management plans include the construction of an animal trench to prevent wild boar and elephant encroachments.

## Commitment to Planting Trees

TMB actively contributes to the nationwide initiative of planting 100 million trees in Malaysia. We are specifically involved in the planting of the endangered species *Aquilaria malaccensis* and *Aquilaria crassna* trees. These species, classified as critically endangered due to extensive harvesting for agarwood, are under the protection of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).



## TMB's Performance

Central to our wildlife protection strategy is the monitoring of diverse species residing within our plantations. Through continuous biodiversity tracking, we detect and report on the status of species listed on the globally acknowledged International Union for Conservation of Nature (IUCN) Red List. From 2022 to 2024, the Group conducted comprehensive High Biodiversity Value (HBV) assessments for plantations associated with LKD and RIPI, identifying various flora and fauna species:

IUCN Red List species and National Conservation List species with habitats in areas affected by operations	IUCN Status (CR, EN, VU, NT, LC)
• Long-tailed macaque	Endangered (EN)
• Junglefowl • Watercock bird • Egret • Wild boar • Cobra • Kingfisher • Quail • Skink	Least Concern (LC)



• Long-tailed macaque



• Junglefowl



• Watercock Bird



• Egret



• Wild Boar



• Cobra



• Kingfisher



• Quail



• Skink

# Envisioning a Sustainable Future

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In FY2024, TMB reinforced its commitment to sustainability through meaningful progress in ESG initiatives. As we move forward, we will continue to drive positive change by addressing climate challenges, promoting social inclusion, and upholding strong governance. Our dedication to responsible business practices ensures that we create lasting value for both our communities and the global landscape.

# Performance Data Table

## Governance

Indicator	Unit	FY2022	FY2023	FY2024
<b>Corporate Governance and Anti-Corruption</b>				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category-pledge				
• Senior Management	%		100	100
• Management	%	-	100	88
• Executive	%	-	88	88
• Non-Executive	%	-	48	48
Bursa C1(b) Percentage of operations assessed for corruption related risks	%	-	-	-
Bursa C1(c) Confirmed incidents of corruption and actions taken	Number	0	0	0
<b>Data Privacy and Cybersecurity</b>				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0

## Social

Indicator	Unit	FY2022	FY2023	FY2024
<b>Occupational Safety and Health</b>				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate (“LTIR”)	Rate	0.0	0	0
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	-	-
<b>Labour Practices and Human Rights</b>				
Bursa C6(d) Number of substantiated complaints concerning human rights violation	Number	0	0	0
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	-	108	77
• Management	Hours	-	1,429	1,296
• Executive	Hours	-	2,281	4800
• Non-Executive	Hours	-	1,647	4132
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	0	0	0
Management	Number	6	2	3
Executive	Number	20	8	22
Non-Executive	Number	15	14	14
<b>Diversity &amp; Inclusion</b>				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Men)	%	100	100	67
• Senior Management (Women)	%	0	0	33
• Management (Men)	%	78	73	75
• Management (Women)	%	22	27	25
• Executive (Men)	%	49	50	43
• Executive (Women)	%	51	50	57
• Non-Executive (Men)	%	81	81	77
• Non-Executive (Women)	%	19	19	23

Indicator	Unit	FY2022	FY2023	FY2024
Age group by employee category				
• Senior Management (<30)	%	0	0	0
• Senior Management (30-50)	%	100	100	100
• Senior Management (>50)	%	0	0	0
• Management (<30)	%	10	2	3
• Management (30-50)	%	66	73	60
• Management (>50)	%	24	24	38
• Executive (<30)	%	50	41	33
• Executive (30-50)	%	42	50	62
• Executive (>50)	%	8	9	5
• Non-Executive (<30)	%	35	37	20
• Non-Executive (30-50)	%	52	54	68
• Non-Executive (>50)	%	12	9	13
Bursa C3(b) Percentage of directors by gender and age				
Men	%	83	75	75
Women	%	17	25	25
<30	%	0	25	25
30-50	%	33	25	37.5
>50	%	67	50	37.5
Bursa C6(b) Percentage of employees that are contractors or temporary staff				
• Permanent	%	75	75	72
• Contract	%	25	25	28
<b>Supply Chain Management</b>				
Bursa C7(a) Proportion of spending on local suppliers	%	100	100	100
<b>Community Engagement</b>				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	-	RM460,010	RM724,397.31
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	6,701	7,578

## Environment

Indicator	Unit	FY2022	FY2023	FY2024
<b>Energy, Emissions and Climate Resilience</b>				
Bursa C4(a) Total energy consumption	GJ	25,069	34,727	32,395
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	tCO <sub>2</sub> e	1,668	2,172	1,893
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	tCO <sub>2</sub> e	530	831	916
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (business travel and employee commuting)	tCO <sub>2</sub> e	-	336	325
<b>Waste and Effluent Management</b>				
Bursa C10(a) Total waste generated	Metric tonnes	545	335	717
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	0.01	14	10
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	541	331	706
<b>Water Consumption</b>				
Bursa C9(a) Total volume of water used	L	90,317	168,528	152,036

# GRI Content Index

<b>Statement of use</b>	Tanah Makmur Berhad has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION (PAGE)</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organisational details	4-8
	2-2 Entities included in the organisation's sustainability reporting	9
	2-3 Reporting period, frequency and contact point	9,11
	2-5 External assurance	11
	2-6 Activities, value chain and other business relationships	7-8
	2-7 Employees	48
	2-8 Workers who are not employees	48
	2-9 Governance structure and composition	19
	2-12 Role of the highest governance body in overseeing the management of impacts	19
	2-13 Delegation of responsibility for managing impacts	19
	2-14 Role of the highest governance body in sustainability reporting	19
	2-16 Communication of critical concerns	19
	2-22 Statement on sustainable development strategy	4-6
	2-23 Policy commitments	16
	2-24 Embedding policy commitments	16
	2-25 Processes to remediate negative impacts	31
	2-26 Mechanisms for seeking advice and raising concerns	31
	2-28 Membership associations	11
	2-29 Approach to stakeholder engagement	20-21
	2-30 Collective bargaining agreements	44
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	22
	3-2 List of material topics	23
	3-3 Management of material topics	Throughout the report
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	27-29
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	50
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	33
	205-2 Communication and training about anti-corruption policies and procedures	31-33
	205-3 Confirmed incidents of corruption and actions taken	33
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	58
	302-3 Energy intensity	59
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	62-64
	303-2 Management of water discharge-related impacts	62-64
	303-5 Water consumption	64

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	68
	304-2 Significant impacts of activities, products and services on biodiversity	68-69
	304-3 Habitats protected or restored	69
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	69
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	60
	305-2 Energy indirect (Scope 2) GHG emissions	61
	305-3 Other indirect (Scope 3) GHG emissions	61
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	65
	306-2 Management of significant waste-related impacts	65-66
	306-3 Waste generated	66
	306-4 Waste diverted from disposal	66
	306-5 Waste directed to disposal	66
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	45
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	44
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	41-43
	403-2 Hazard identification, risk assessment, and incident investigation	41-42
	403-3 Occupational health services	42
	403-4 Worker participation, consultation, and communication on occupational health and safety	42
	403-5 Worker training on occupational health and safety	42
	403-6 Promotion of worker health	42
	403-9 Work-related injuries	43
	403-10 Work-related ill health	43
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	46
	404-2 Programmes for upgrading employee skills and transition assistance programmes	46
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	47-48
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	48
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	51-54
	413-2 Operations with significant actual and potential negative impacts on local communities	51-54
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	35

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