

SUSTAINABILITY STATEMENT

TOMEI is built upon its corporate vision of emphasising on the sustainability of its products, branding, customers and progressive company. While we drive our business forward in becoming the most efficient jeweler, we never lose sight on what is fundamentally important to all our stakeholders. This is important in order to build a long-lasting relationship which promotes a mutual wining situation. In line with our corporate vision, our commitment has been tailored in meeting and promoting sustainability of various aspects of our business through the Environmental, Social and Governance (“ESG”) practices. It has been ingrained in our policy that all business decisions are evaluated after taking into consideration the interest of all stakeholders in order to promote a conducive and sustainable business environment.

Tomei takes lead to initiate its Sustainability Agenda through the setting up of a Sustainability Steering Committee led by your Board to ensure that its sustainability commitments are properly and effectively carried out. The committee is headed by the Group Managing Director and coordinated by the Head of Departments of the Group.

SUSTAINABILITY GOVERNANCE STRUCTURE



We constantly engage with our stakeholders through various platforms to understand their needs. These engagements are important to ensure that we have a mutual understanding and better respond to each other’s requirements and interest. The followings are the engagement methods with its stakeholders:

Stakeholders	Method of engagement
Employees	<ul style="list-style-type: none"> • Trainings • Recreations • Townhall • Appraisal
Customers	<ul style="list-style-type: none"> • CRM programme • Event invitations • Customer feedback forms • Customer visitations
Suppliers	<ul style="list-style-type: none"> • Discussions • Meetings
Shareholders & Analysts	<ul style="list-style-type: none"> • General meetings • Briefings • Press releases • Bursa Malaysia announcements
Industry Associations	<ul style="list-style-type: none"> • Consultations • Forums • Advisory sessions
Regulators	<ul style="list-style-type: none"> • Regulatory reports • Surveys • Meetings
Communities	<ul style="list-style-type: none"> • Meetings • Feedbacks

SUSTAINABILITY STATEMENT (continued)

Tomei Sustainability framework can be summarised as follows:

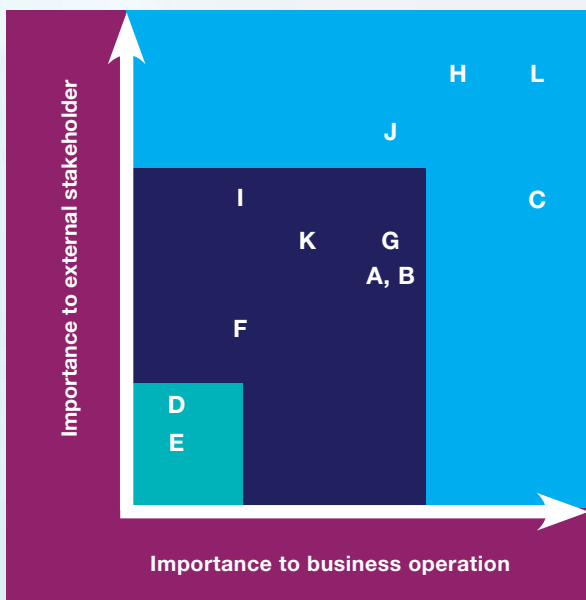


MANAGING AREAS OF SUSTAINABILITY

The reporting of this Sustainability Statement only covers the retail segment of the Group in Malaysia as the manufacturing and wholesale segment’s sustainability reporting is provided directly under the annual report of our subsidiary company, YX Precious Metals Bhd.

A materiality matrix is developed with the objective to identify and assess all areas of sustainability and address their significance both to Tomei’s operation and to the external stakeholders. It provides a clear indication on the importance and priority given by Tomei in addressing all its material sustainability areas.

Materiality assessment



ENVIRONMENTAL	Resources Management	A. Energy Management B. Water Management	
	Circular Economy	C. Sourcing Management	
	Emission and Waste Management	D. Emission Management E. Waste Management	
SOCIAL	Employee	F. Diversity and Equal Opportunity G. Health and Safety H. Labour Practices and Standards	
		Community	I. Community Engagement and Investment
		Supply Chain Management	J. Supply Chain Management
GOVERNANCE	Regulatory Compliance	K. Anti-Corruption and Other Regulatory L. Data Privacy and Security	

SUSTAINABILITY STATEMENT (continued)

ENVIRONMENTAL**1. Resources Management****A. Energy Management**

The operations of Tomei are in line with the goal of reducing its carbon footprint through various initiatives including transitioning to LED lights. Despite that, we see a slight increase in energy consumption due to the additional number of branch upgrades with more technological devices used in the branch, such as installation of digital display screens and more lightings, in line with our rebranding image.

However, the percentage of electricity consumption relative to sales has reduced by 0.02% in year 2024, implying a more efficient energy utilisation and remains within 0.2% targeted electricity consumption compared to sales generated.

	2023	2024
Electricity consumption (Megawatt)	2,201	2,245
Electricity consumption (RM '000)	1,197	1,198
Retail sales (RM '000)	747,742	853,214
% Electricity consumption on sales	0.16%	0.14%

B. Water Management

Our water usage is minimal as the retail industry does not require substantial amount of water in its business operation. Tomei managed to reduce its water usage relative to sales generated by 0.002% in year 2024. Water consumption remained within the targeted limit of 0.01% relative to the sales generated.

	2023	2024
Water consumption (Megalitres)	77	55
Water consumption (RM '000)	54	43
Retail sales (RM '000)	747,742	853,214
% Water consumption on sales	0.007%	0.005%

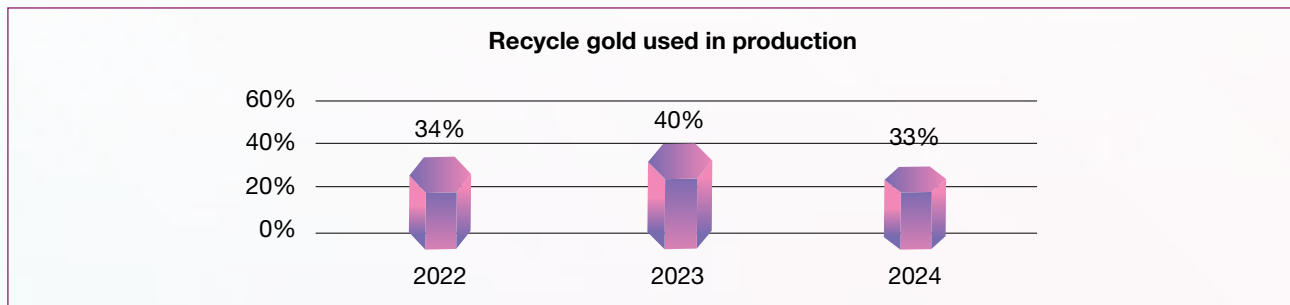
2. Circular Economy**C. Sourcing Management**

The concept of a circular economy is all about creating closed loops, where we minimise waste and reduce the need for new resources. Just like other natural resources, gold is becoming more limited, and the environmental impact of mining is a growing concern. Recognising these challenges and the industry's need for a sustainable gold supply, Tomei has always been a strong advocate for recycling gold.

We give our customers the option to trade in their old jewellery for either brand new pieces or for cash. The gold we collect is then sent for refining, where it is turned into new jewellery while still maintaining the same high-quality standards. This process helps extend the life cycle of the gold, making it a more sustainable way to produce jewelley. It not only protects our planet but also supports ethical business practices.

Looking at our sourcing over the years, we have seen an increasing amount of recycled gold used in our products. In 2024, the used of recycled gold in our production remained stable and within our target of at least 30%. Our commitment on using recycled gold remains strong, and we continue to prioritise sustainable and ethical sourcing across all aspects of our operations.

SUSTAINABILITY STATEMENT (continued)



3. Emission and Waste Management

D. Emission Management

Tomei manages and reports its carbon emission based on Bursa Malaysia Scope 1 and Scope 2 reporting. Scope 1 refers to emission from sources controlled by Tomei such as the use of fuel in Tomei's controlled vehicle. Scope 2 on the other hand refers to emission generated from the purchased electricity by Tomei.

Tomei acknowledges that our energy consumption and GHG emission from company's transportation as well as electricity usage has an impact on climate change. We are committed to reduce our carbon emission while embracing opportunities that may unfold while making the transition to low-carbon economy.

As part of our efforts to mitigate climate change, we mainly focus on managing our emissions through investing in low emissions and green technology. Among the steps taken by Tomei includes transition to hybrid and fully electrified vehicle from the traditional internal combustion engine using fossil fuel. We installed rooftop solar panels at our headquarters as part of our commitment to adopting greener energy solutions in our operations.

Tomei is in the process of setting realistic carbon emission target to align with our sustainability goal. In the meantime, we actively compile data source for our carbon emission.

	2024		
	Scope 1	Scope 2	Scope 3 (Limited)
Carbon (CO ₂) Emission (Metric tonnes)	91.97	1,801.06	-

E. Waste Management

Being in retail operation, Tomei's waste production is minimal. In 2024, Tomei has generated a total of 1.29 metric tonnes of waste diverted from disposal, which either recycled, or repurposed for other beneficial uses.

These waste consist mainly on recycling obsolete and damaged IT equipment, and repurposed of scrap gold into new jewellery.

Various initiatives have been introduced to minimise waste diverted to disposal including minimising paper usage and transitioning to digital files. We encourage employees to use scrap paper such as single sided print-outs, envelopes and other paper product for internal documentation. Tomei has migrated most of its traditional promotional materials such as brochures and pamphlets to online promotion and over the social media, thus reducing the need for printing. Our official online blogs are published on monthly basis bringing latest news on Tomei's collections and industry updates to our readers.

Through employee's education and targeted initiatives for better waste management practices, Tomei is committed to improving its waste management and be a part of the global effort to reduce landfill waste and promote sustainability for future generations.

SUSTAINABILITY STATEMENT (continued)

SOCIAL**4. Employee****F. Diversity and Equal Opportunity**

Tomei subscribes to the idea of promoting gender equality of having at least 30% female participation in workforce as recommended by the Government. Currently, Tomei's Board of Directors consists of 50% female while female employees made up more than 60% of our total workforce, exceeding its target of having 50% of female participation.

CATEGORY	AGE COMPOSITION			
		2022	2023	2024
Director	Between 30-50	12%	10%	-
	Above 50	88%	90%	100%
TOTAL		100%	100%	100%

Management	Under 30	0.12%	0.12%	0.11%
	Between 30-50	2.66%	1.96%	1.76%
	Above 50	0.48%	1.15%	1.10%
Non-Management	Under 30	35.75%	32.33%	33.85%
	Between 30-50	49.88%	50.93%	51.05%
	Above 50	11.11%	13.51%	12.13%
TOTAL		100%	100%	100%

CATEGORY	GENDER COMPOSITION			
		2022	2023	2024
Director	Male	62%	50%	50%
	Female	38%	50%	50%
TOTAL		100%	100%	100%
Management	Male	0.85%	0.92%	0.88%
	Female	2.42%	2.31%	2.09%
Non-Management	Male	29.95%	30.83%	31.20%
	Female	66.78%	65.94%	65.83%
TOTAL		100%	100%	100%

G. Health and Safety

We believe that health, safety and wellbeing of our employees are essential to our success. This focus beneficial to our business, promoting productivity, engagement, and overall satisfaction. We are dedicated to creating a safe working environment culture to promote both physical and emotional wellness for all our employees, which is free from discrimination, harassment, and/or violation.

We are committed to providing a safe work environment for all employees. We have installed CCTV camera in all our business premises with the objective of deterring crime and increasing the safety of both employees and public. Our business premises are also well guarded by qualified security guards to protect business and to ensure customers feel safer and enjoy a more comfortable shopping experience.

SUSTAINABILITY STATEMENT (continued)

Our office premises are equipped with the following security measures:

- Double layer security doors;
- Installation of 24-hour CCTVs to record and monitor all activities on the premises;
- Restricted access of visitors or employees in certain areas of the manufacturing facilities and office; and
- Strong room and safe has been installed in the premise to safeguard our inventories.

We also purchased various insurance coverage, including Jewellers Block policy and Fire policy to protect our assets from any potential loss. Tomei purchases Personal Accident Insurance for employees while the Management staff are given additional cover under Group Hospitalization and Surgery Insurance policy.

In 2024, 60 employees were trained on health and safety, a significant increase compared 2 employees in year 2023. There were no work-related fatalities as well as incident of lost time reported from the year 2022 to 2024.

H. Labour Practices and Standards

Employee's training and education

We believe training and education will help to nurture employees' capability to bring out their best to sustain their overall value to Tomei.

Our Learning & Development Roadmap focuses on the learning journey for both current staff as well as new recruits and is planned and prioritised based on Tomei's human capital needs and development in mind.



Interactive staff trainings

Various training programme's were conducted for employees based on their needs including Retail Customer Service, Selling Techniques, Product Knowledge as well as Leadership Skills to name a few.

In 2024, total training hours attended by staff has increased by 16% compared to previous year, and the average training hours for each employee has increased by 0.8 hour for the same corresponding period. The increase signifies the increasing importance Tomei has put on its employee development.

We have achieved the target of 30% increase in total training hours from the year 2022 baseline.

Training Hours	2022	2023	2024
- Management	142	217	192
- Non-Management	4,805	5,698	6,673
Total training hours	4,947	5,915	6,865
Average training hours per employee	6.0	6.8	7.6

The composition between permanent and contract employment remained stable over the years. During the year, some of the contract employees were absorbed into permanent position as they met Tomei's expectation. Tomei also hires senior citizens as contract employee.

SUSTAINABILITY STATEMENT (continued)

Employment type	2022	2023	2024
Permanent	95%	95%	96%
Contract	5%	5%	4%

Employees' Engagement

In order to maintain and improve the physical health of employees, we provide many workplace wellness program such as the yoga/zumba session and gym room to help employees manage their stress and to reduce the risk of burnout. In addition, we also arrange various indoor workshops and team building activities with the objective to boost employees' morale and well-being. Through these initiatives, we managed to foster a culture of inclusivity and loyalty.



Christmas Celebration



Team Building



Menstrual Poverty Awareness Campaign



'Your Step Their Smile' Charity Run



Yoga Session



Free Health Screening

SUSTAINABILITY STATEMENT (continued)

Fostering Stable Workforce

Employee satisfaction is central to retaining talent. Tomei invests in programs that foster engagement, morale, and a supportive work environment. Employees who feel valued and respected are more likely to stay, thus reducing employee's turnover.

In 2024, our employee's attrition rate remains stable and manageable, and did not exceed the target of 25% maximum attrition rate. We continue to engage with employees regularly to ensure that employee satisfaction remained high and greatly motivated, thus creating more sustainable workforce.

Number of resignations	2022	2023	2024
Management	1	-	2
Non-Management	221	175	204

This reflects our commitment to creating an environment where employees are engaged, satisfied, and motivated to stay. More than 50% of our employees has been with Tomei for more than 5 years. Low attrition rate translates into a better job familiarization and productivity. By prioritizing employee well-being and growth, Tomei has fostered a stable workforce, positioning itself for long-term success.

Employees' tenure with Tomei	2022	2023	2024
Less than 5 years	47%	46%	49%
5 years to 10 years	19%	20%	31%
More than 10 years	34%	34%	20%

Equal Opportunity, Human Rights and Sexual Harassment

At Tomei, we believe that everyone should be treated equally. Tomei provides equal opportunities to all employees regardless of age, gender and ethnicity. Tomei employs more than 800 staff from almost every state in Malaysia consisting of various ethnicity.

Several initiatives were undertaken in 2024 to continue fostering mutual respect among our employees which includes celebrating cultural holidays and religious events. In addition to the initiatives, our commitment to providing a safe and inclusive work environment and free from discrimination based on backgrounds and beliefs further reinforced through our policies such as Human Rights Policy, Staff Code of Conduct as well as grievance mechanism.

These measures reflect our dedication to ensuring that every individual feels respected and protected from any form of harassment. As such, we have zero substantiated complaints concerning human rights and sexual harassment violations.

5. Community

I. Community Engagement and Investment

Over the past years, Tomei has shown a steadfast commitment to contributing to societal well-being and community development, aligning its efforts with its business sustainability goals. Tomei's contributions for the past years are aligning towards supporting education, medical aid, social services, disaster relief response, nature conservation, and industry contribution. These contributions not only improve lives in the present but also help create a sustainable future for both the community and the business itself.

The year 2024 has seen Tomei continued to demonstrate its dedication to a sustainable future with a more diverse allocation of resources. Tomei has donated RM326,339 to various organisation during the year, a significant increase from RM182,017 in 2023.

SUSTAINABILITY STATEMENT (continued)

Total beneficiaries from these engagements and initiatives increases each year, from 6 in 2022 to 9 in 2023 and almost doubled to 17 beneficiaries in 2024.

These contributions align with Tomei's long-term sustainability goals, as each initiative helps build a more educated, healthy, and environmentally conscious society. By balancing its corporate responsibility with business objectives, Tomei ensures its continued success and relevance while creating lasting, positive change for the community. The strategic focus on education, healthcare, and culture reinforces Tomei's role as a responsible corporate entity, dedicated to long-term impact and value creation.



Volunteer at Kechara Soup Kitchen



Donation to Yayasan Sunbeams Home

GOVERNANCE

6. Supply Chain Management

J. Supply Chain Management

At Tomei, we are committed to strengthening a more resilience supply chain by incorporating sustainability practices into our procurement processes. We firmly believe in supporting local businesses and driving economic growth within the communities where we operate. By prioritising local suppliers, we contribute to the vitality of the regional economy and promoting responsible, sustainable business practices.

Our proportion on local spending remained consistently exceed our minimum target of 30%. Approximately half of our purchase are sourced locally, reflecting our continued dedication to local procurement.

We remain committed to prioritising local sourcing whenever possible, understanding that we not only support local economy but also helps reduce our carbon footprint by minimising emission associated with long-distance transportation.

	2022	2023	2024
Proportion of spendings on local suppliers	30%	58%	48%

SUSTAINABILITY STATEMENT (continued)

7. Regulatory Compliance

K. Anti-Corruption and Other Regulatory Compliance

Tomei is dedicated to maintaining the standards of integrity and ethics throughout our business operations. To uphold this commitment, we have implemented an Anti-Corruption Policy that strictly prohibits any form of corrupt practices. With this policy in place, all business dealings are conducted in a professional and ethical manner, promoting transparency and accountability across the organisation.

As part of our efforts to foster a culture of integrity, all new employees are thoroughly briefed on Tomei's Anti-Corruption Policy during their orientation program, ensuring they understand the importance of ethical conduct from the outset. In addition, we conduct regular refresher training sessions for selected group of employees to reinforce the said policy and keep them informed of any updates or best practices in preventing corruption.

Employee Attended Anti-Corruption Training	2022	2023	2024
Management	100%	100%	100%
Non-Management	97%	99%	99%

By consistently educating and reinforcing our commitment to anti-corruption, we create a work environment where ethical behavior is the standard. This approach not only helps mitigate risks but also strengthens the trust of our customers, suppliers, and other stakeholders. Through ongoing training and clear policies, we are determined to ensure that all employees adhere to the highest standards of conduct, supporting our commitment to a corruption-free and transparent workplace. Corruption risks are assessed by the respective Head of Departments.

We have also integrated sustainability into our procurement practices, by requiring all suppliers to sign an Anti-Corruption Declaration Form prior to engaging in any transactions. This measure helps ensure that our dealings remain free from corrupt practices, fostering transparency and integrity throughout our supply chain. By implementing this policy, we build a strong foundation of trust with both our customers and suppliers. It guarantees that every stakeholder in the supply chain is treated fairly, without the concern of being exploited.

We are proud that no incident of corruption have been reported within Tomei for the year 2024.

Tomei also complies with all other regulatory requirements in the environment it operates.

In accordance with the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 and the Policy Document issued by Bank Negara Malaysia, we conduct proper "Know Your Client" procedure before dealing with potential customer. Tomei does not deal with any individual or organisation sanctioned by the United Nation or the Malaysian government.

In the retail business, customer conducting transactions that are paid in the form of cash or precious metals and/or stones equivalent to RM50,000 and above needs to complete Customer Due Diligence Form as required.

Additionally, we perform background screening on all new candidates prior to offering employment at Tomei. We also conduct regular training sessions to keep employees updated on the latest newsletter and regulatory changes. Our appointed Compliance Officer, together with the internal audit function, provides additional assurance to ensure compliance with both the regulation and the Policy Document.

Tomei complied with the Employment Act (Amendment) 2022 that comes into force on 1 January 2023 and Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446). All our commercial vehicles are inspected at Puspakom on annual basis in compliance with the Road Transport Regulation. The layout of our retail showrooms are strictly in compliance with the shopping mall management and certified fit for their intended use by the local authorities.

SUSTAINABILITY STATEMENT (continued)

In the year 2024, there were zero substantiated reports concerning breaches in the concerned/relevant regulations.

Tomei also promotes transparency in its pricing of products. Products displayed are tagged with price and barcode. We adhere strictly to the Competition Act 2010 and therefore do not subscribe to any form of price fixing mechanism. Our gold and silver retail prices are prominently displayed at the shop front to inform customers of the current selling price. Additionally, gold and silver retail prices are available on our website at www.tomei.com.my.

REFERENCE PRICE FOR GOLD & SILVER			TOMEI GOLD JEWELLERY & SILVER COINS PRICE	
Malaysia Ringgit (MYR)	WE BUY	WE SELL	GOLD JEWELLERY	WE SELL
Gold / 1000g 黄金价 (1000克)	424,563.52	445,584.18		MYR / GRAM
Gold / 500g 黄金价 (500克)	212,331.76	222,842.09	999	490.00
Silver / 1000g 白银价 (1000克)	4,878.94	5,704.39	S16	455.00
			750	410.00
			S75	210.00
			9999 Wafer Coin	490.00
			RCM Silver Coin (1 Oz x 10 Pcs)	2,300.00
			(1 Oz x 25 Pcs)	5,700.00

Last updated on 20 Mar 2025 (Thu) 14:37 PM

Last Updated On 20 Mar 2025 (Thu) 09:55 AM

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L. Data Privacy and Security

Tomei continues to strengthen its data privacy and security measures through strict adherence to our Data Privacy Policy which is developed in accordance with the Personal Data Protection Act 2010.

Managing data and security is essential and we take reasonable measures to ensure that all data collected are done through lawful means, and are gathered and used transparently. Most importantly, only authorized personnel are granted access to our centralised Customer Relationship Management (CRM) system.

We are currently working to obtain certification of ISO 27001:2022 – Information Security Management System (ISMS) in 2025.

As at 31 December 2024, there were zero substantiated complaints or reports concerning breaches in customer privacy and data loss.

Statement of Assurance

We are committed to ensuring the integrity and accuracy of our disclosures through a structured assurance process. This report has undergone thorough review conducted by the Group's internal auditors and approved by both the ARMCO and the Board of Directors.

SUSTAINABILITY STATEMENT (continued)

Sustainability Performance Table

Indicator	Measurement Unit	2023	2024
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	182,017.00 *	326,339.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	9 *	17
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Management	Percentage	100.00 *	100.00
Non Management	Percentage	99.00 *	99.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Management Under 30	Percentage	0.12	0.11
Management Between 30-50	Percentage	1.96	1.76
Management Above 50	Percentage	1.15	1.10
Non Management Under 30	Percentage	32.33 *	33.85
Non Management Between 30-50	Percentage	50.93 *	51.05
Non Management Above 50	Percentage	13.51	12.13
Gender Group by Employee Category			
Management Male	Percentage	0.92	0.88
Management Female	Percentage	2.31	2.09
Non Management Male	Percentage	30.83	31.20
Non Management Female	Percentage	65.94	65.83
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	50.00	50.00
Female	Percentage	50.00	50.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	10.00	0.00
Above 50	Percentage	90.00	100.00
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	2,201.00	2,245.00
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	2	60
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Management	Hours	217	192
Non Management	Hours	5,698	6,673
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	5.00 *	4.00
Bursa C6(c) Total number of employee turnover by employee category			
Management	Number	0	2
Non Management	Number	175	204
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			

SUSTAINABILITY STATEMENT (continued)

Indicator	Measurement Unit	2023	2024
Bursa C7(a) Proportion of spending on local suppliers	Percentage	58.00 *	48.00
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	76.000000 *	55.000000
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	-	1.29
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	1.29
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	0.00
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	-	91.97
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	-	1,801.06
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	No Data Provided