

# 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 which is headed by the Group Managing Director and coordinated by a Sustainability Steering Committee comprises Head of Departments of the Group.

## SUSTAINABILITY GOVERNANCE STRUCTURE



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

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

# SUSTAINABILITY STATEMENT

(continued)

Tomei Sustainability framework can be summarised as follows:

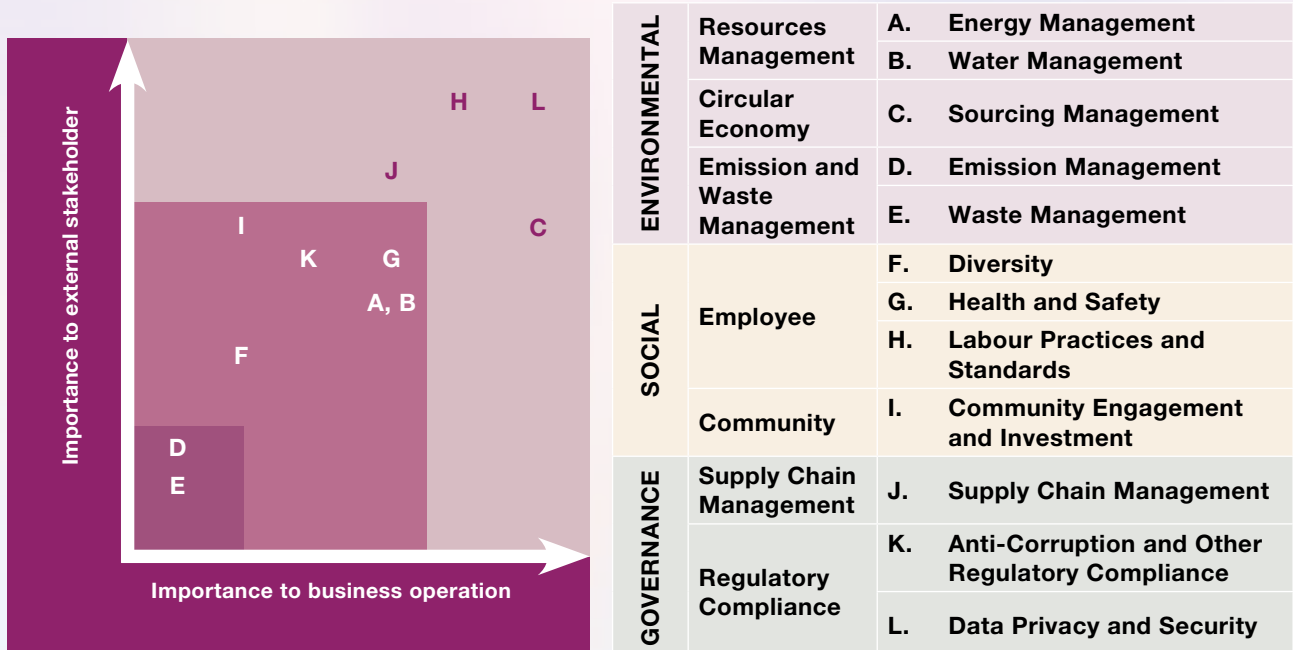


## MANAGING AREAS OF SUSTAINABILITY

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 matrix assessment



# SUSTAINABILITY STATEMENT

(continued)

## ENVIRONMENTAL

### 1. Resource Management

#### A. Energy Management

Tomei remains committed to improving energy efficiency while supporting business growth. In 2025, total electricity consumption increased to 2,350 MWh, mainly driven by branch upgrades and refurbishment initiatives aligned with the Group's rebranding strategy. These enhancements included the installation of additional digital display systems and improved lighting, contributing to higher operational energy demand.

Despite the increase in absolute energy consumption, the Group achieved improved energy efficiency relative to revenue growth. Retail sales rose significantly to RM1.079 billion in 2025, while electricity intensity decreased from 0.263 MWh per RM100,000 sales in 2024 to 0.218 MWh per RM100,000 sales in 2025, representing an improvement of approximately 17.1%.

The consistent reduction in energy consumption over the three-year period reflects Tomei's ongoing efforts to optimise energy usage through operational efficiencies and the adoption of more energy-efficient technologies.

	2023	2024	2025
Electricity consumption (MWh)	2,201	2,245	2,350
Retail sales (RM)	747,742,000	853,214,000	1,079,200,000
<b>Energy consumption on every RM100,000 sales (MWh / RM100,000)</b>	<b>0.294</b>	<b>0.263</b>	<b>0.218</b>

#### B. Water Management

Water consumption across Tomei's operations remains low, in line with the nature of the retail industry, which does not require significant water usage. In 2025, total water consumption decreased substantially to 10 ML, despite the addition of three new branches during the year.

This reduction was primarily due to the closure of a branch that utilised a Chilled Water Fan Coil Unit (FCU) air-conditioning system, which had comparatively high water consumption. The removal of this system contributed significantly to the overall decline in water usage.

In tandem with strong revenue growth, water efficiency improved remarkably. Retail sales increased to RM1.079 billion in 2025, while water intensity declined from 0.006 ML per RM100,000 sales in 2024 to 0.001 ML per RM100,000 sales in 2025, representing a significant reduction of approximately 83.3%.

The downward trend in water consumption over the three-year period demonstrates Tomei's effective management of water resources. Moving forward, the Group will continue to monitor consumption levels and identify opportunities to further improve water efficiency through operational enhancements and sustainable practices.

	2023	2024	2025
Water consumption (ML)	77	55	10
Retail sales (RM)	747,742,000	853,214,000	1,079,200,000
<b>Water consumption on every RM100,000 sales (ML / RM100,000)</b>	<b>0.010</b>	<b>0.006</b>	<b>0.001</b>

# SUSTAINABILITY STATEMENT

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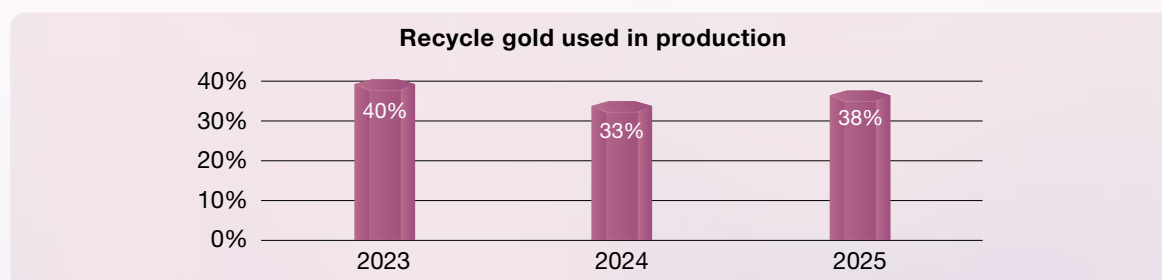
## 2. Circular Economy

### 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 jewelry for either brand new pieces or cash. The gold we collect is then sent for refining, where it is turned into new jewelry 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 jewelry. 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. The use of recycled gold in our production remained stable and within our target of at least 30% usage of recycled gold in production. Our commitment on using recycled gold remains strong, and we continue to prioritise sustainable and ethical sourcing in everything we do. This is reflected with an increase to 38% of recycled gold in 2025.



## 3. Emission and Waste Management

### D. Emission Management

Tomei manages and reports its greenhouse gas (“GHG”) emissions in accordance with Bursa Malaysia’s Sustainability Reporting Guidelines, covering Scope 1, Scope 2, and selected Scope 3 emissions.

- Scope 1 emissions refer to direct emissions from sources owned or controlled by the Group, primarily arising from fuel consumption in company-owned vehicles.
- Scope 2 emissions represent indirect emissions from the generation of purchased electricity consumed in the Group’s operations.
- Beginning 2025, Tomei expanded its disclosures to include selected Scope 3 emissions, specifically business travel (Scope 3.6) and employee commuting (Scope 3.7), enhancing transparency and completeness of its carbon reporting.

Tomei recognises that its operational activities, particularly electricity consumption and transportation-related emissions, contribute to climate change. As such, the Group is committed to progressively reducing its carbon footprint while supporting the transition towards a low-carbon economy.

As part of its mitigation efforts, Tomei focuses on both emission management and the adoption of lower-carbon solutions. Key initiatives include the gradual transition from conventional internal combustion engine vehicles to hybrid and fully electric vehicles, as well as the installation of solar panels at its Corporate Office, with phased utilisation commencing in March 2025 to support the use of renewable energy.

## SUSTAINABILITY STATEMENT

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Carbon Emission (tCO <sub>2</sub> e)			
	Scope 1	Scope 2	Scope 3 (Limited)
2024	91.97	1,801.06	-
2025	101.53	1,819.21	1,168.55
		2024	2025
Scope 1 + Scope 2 + Scope 3 (tCO <sub>2</sub> e)		1,893.03	3,089.29
Retail sales (RM)		853,214,000	1,079,200,000
<b>Emissions intensity (tCO<sub>2</sub>e / RM100,000)</b>		<b>0.222</b>	<b>0.286</b>

In 2025, total Scope 1, Scope 2 and Scope 3 emissions increased to 3,089.29 tCO<sub>2</sub>e. The increase was primarily attributable to the inclusion of Scope 3 emissions in 2025, covering business travel and employee commuting, as well as overall operational expansion during the year.

In line with this, emissions intensity increased from 0.222 tCO<sub>2</sub>e per RM100,000 sales in 2024 to 0.286 tCO<sub>2</sub>e per RM100,000 sales in 2025, representing an increase of approximately 28.8%. This reflects the broader emissions boundary and enhanced disclosure scope, rather than a deterioration in operational efficiency.

The inclusion of Scope 3 emissions marks a significant step forward in Tomei's sustainability reporting, providing a more comprehensive view of the Group's carbon footprint. This enhancement demonstrates Tomei's commitment to improving transparency and aligning with evolving ESG reporting expectations, including Bursa Malaysia guidelines and IFRS S2 Climate-related Disclosures.

Moving forward, the Group will continue to strengthen its emissions management approach by improving data coverage, monitoring emissions intensity, and identifying opportunities to reduce emissions across both operational and value chain activities.

### E. Waste Management

As a retail operator, Tomei generates relatively low volumes of waste in the course of its operations. In 2025, the Group recorded a total waste generation of 26.97 metric tonnes, of which 2.08 metric tonnes were successfully diverted from disposal through recycling and other recovery initiatives.

The remaining 24.89 metric tonnes of waste were directed to disposal. This primarily comprised bulky waste such as damaged furniture arising from branch upgrades and closures, as well as packaging materials and end-of-life electronic equipment. The significant increase in waste reported in 2025 compared to 2024 was mainly due to the expanded scope and improved tracking of waste data, which was not comprehensively captured in the previous year.

To minimise waste generation and reduce reliance on landfill disposal, Tomei continues to implement various waste management initiatives. These include reducing paper consumption through the transition to digital documentation and internal processes. Employees are also encouraged to reuse materials such as single-sided printouts, envelopes, and other paper products for internal communications and administrative purposes.

In addition, the Group has progressively shifted from traditional printed promotional materials, such as brochures and pamphlets, to digital and social media platforms, significantly reducing paper usage. Tomei also maintains active online engagement through its official blog, which is updated monthly to share product information and industry insights with stakeholders.

Through ongoing employee awareness programmes and targeted waste reduction initiatives, Tomei remains committed to improving its waste diversion rate and minimising its environmental footprint. The Group will continue to enhance its waste management practices as part of its broader contribution to reducing landfill waste and supporting environmental sustainability.

# SUSTAINABILITY STATEMENT

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	2024	2025
Waste Diverted from Disposal (metric tonnes)	0.75	2.08
Waste Directed to Disposal (metric tonnes)	0.54	24.89
<b>Total Waste</b>	<b>1.29</b>	<b>26.97</b>

## SOCIAL

### 4. Employee

#### F. Diversity

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 40% female while female employees made up more than 60% of our total workforce.

Category	Age Composition			
		2023	2024	2025
Director	Under 50	10%	-	-
	Above 50	90%	100%	100%
<b>Total</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

Management	Under 30	0.12%	0.11%	0.10%
	Between 30-50	1.96%	1.76%	1.66%
	Above 50	1.15%	1.10%	1.14%
Non-Management	Under 30	32.33%	33.85%	33.58%
	Between 30-50	50.92%	51.05%	50.67%
	Above 50	13.52%	12.13%	12.85%
<b>Total</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

Category	Gender Composition			
		2023	2024	2025
Director	Male	50%	50%	60%
	Female	50%	50%	40%
<b>Total</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

Management	Male	0.92%	0.88%	0.83%
	Female	2.31%	2.09%	2.07%
Non-Management	Male	30.83%	31.20%	31.61%
	Female	65.94%	65.83%	65.49%
<b>Total</b>		<b>100%</b>	<b>100%</b>	<b>100%</b>

#### G. Health and Safety

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

# SUSTAINABILITY STATEMENT

(continued)

We 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 employees and public safety. Our business premises are also well guarded by qualified security guards to protect business and to ensure customers feel safer and more comfortable shopping experience.

Our office premises are equipped with the following security measures:

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

We also purchased various insurance coverage, including jewellers block cover 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 2025, number of employees who were trained on health and safety was 33 employees.

There were no work-related fatalities as well as incident for the past 3 years.

## Employees Trained in Safety and Health Standards

	2023	2024	2025
Employees Trained in Safety and Health Standards	2	60	33

## 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.

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 2025, total training hours attended by staff has increased by 35% when compared to previous year, and the average training hours for each employee has increased by 2 hours for the same corresponding period. The increase signifies the increasing importance Tomei has put on its employee development.

Training Hours	2023	2024	2025
- Management	217	192	161
- Non-Management	5,698	6,673	9,081
<b>Total training hours</b>	<b>5,915</b>	<b>6,865</b>	<b>9,242</b>
<b>Average training hours per employee</b>	<b>6.8</b>	<b>7.6</b>	<b>9.6</b>

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	2023	2024	2025
Permanent	95%	96%	95%
Contract	5%	4%	5%

## Employees' Engagement

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 the staff engagement initiatives, we managed to foster a culture of inclusivity and loyalty. As a result, employees' career fulfillment with Tomei remained encouraging with around 50% of total employees serving for more than 5 years.



Health Screening



Team Building



Raya Celebration



Movie Day



National Day Celebration



Bowling Tournament

# 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 2025, our employee's attrition rate remains stable and manageable, although the number slightly increased due to end of service and retirement. The 2025 rate is still lower than 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.

<b>Number of resignations</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Management	-	2	-
Non-Management	175	204	221

This reflects our commitment to creating an environment where employees are engaged, satisfied, and motivated to stay. By prioritising employee well-being and growth, Tomei has fostered a stable workforce, positioning itself for long-term success.

<b>Employees' tenure with Tomei</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Less than 5 years	46%	49%	53%
5 years to 10 years	20%	31%	16%
More than 10 years	34%	20%	31%

## ***Equal Opportunity, Human Rights and Sexual Harassment***

At Tomei, we believe that everyone should be treated equally. Tomei has provided equal opportunities to all employees regardless of age, gender and ethnicity. Tomei employs more than 900 staff from almost every state in Malaysia consisting of various ethnicity.

Tomei 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, free from discrimination based on backgrounds and beliefs further reinforced through our policies, including Human Rights Policy and 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 for the past 3 years.

## **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 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 2025 has seen Tomei continued to demonstrate its dedication to a sustainable future with total of RM287,200 donations to 6 organisations/beneficiaries. This year, Tomei focuses on the impact of the donations towards community especially in education as well as health.

# SUSTAINABILITY STATEMENT

(continued)

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 sustainability in nature and culture reinforces Tomei's role as a responsible corporate entity, dedicated to long-term impact and value creation.

## Community/Society Investment

	2023	2024	2025
Amount in Community/Society Investment (RM)	182,017	326,339	287,200
Number of Beneficiaries	9	17	6

## GOVERNANCE

### 6. Supply Chain Management

#### J. Supply Chain Management

Tomei is committed to strengthening our supply chain resilience 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 while promoting responsible and sustainable business practices.

Our proportion on local spending remained high with approximately half of our purchase is sourced locally. In year 2025, our local spendings increased to 51% compared to 48% last year reflecting our commitment in prioritising and continue to support local suppliers. This is in line with our target to achieve minimum of 30% in local suppliers' spending.

We remain committed to prioritising local sourcing as much as possible, as we understand that by doing so, we not only support the local economy but also reduce our carbon footprint, as sourcing locally minimises the environmental impact associated with long-distance transportation.

	2023	2024	2025
Proportion of spending on local suppliers	58%	48%	51%

By prioritising local sourcing, we aim to create a positive impact that extends beyond our business operations, benefiting the wider community and contributing to a more sustainable future.

### 7. Regulatory Compliance

#### K. Anti-Corruption and Other Regulatory Compliance

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

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. This ensures that every team member understands the importance of ethical conduct from the outset. In addition, we conduct regular refresher training sessions for selected staff to reinforce the said policy and keep employees informed of any updates or best practices in preventing corruption.

## SUSTAINABILITY STATEMENT

(continued)

Employee Attended Anti-Corruption Training	2023	2024	2025
Management	100%	100%	100%
Non-Management	99%	99%	100%

By consistently educating and reinforcing our commitment to anti-corruption, we create a work environment where ethical behavior is the norm. This approach not only helps mitigate risks but also strengthens the trust our customers, suppliers, and other stakeholders in Tomei. 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 in Tomei.

	2023	2024	2025
Operations assessed for corruption-related risks	100%	100%	100%
Confirmed incidents of corruption and action taken	-	-	-

We have also integrated sustainability into our procurement practices, whereby all suppliers are required to sign an Anti-Corruption Declaration Form prior to engaging in any transactions. This ensures that no corrupt practices are involved in our dealings, 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 to report that no incidents of corruption have been reported within Tomei for the past 3 years.

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

As required by the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001, we conduct proper “Know Your Client” procedure before dealing with potential customer. Tomei does not deal with any individual or organization sanctioned by the United Nation or the Malaysian government. We also screen the background of new candidates before they are offered employment in Tomei.

In the retail business, customer conducting transactions 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 in the Policy Document issued by Bank Negara Malaysia (“BNM”).

In order to ensure compliance with the Policy Document, we hold regular training to update employees on the latest development/changes to the requirement. The appointed Compliance Officer and our internal audit function serves as additional assurance to ensure the compliance with 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.

As at 31 December 2025, there were zero substantiated reports concerning breaches in the concerned/relevant regulations.

Tomei also promotes transparency in the 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](http://www.tomei.com.my).

# SUSTAINABILITY STATEMENT

(continued)

REFERENCE PRICE FOR GOLD & SILVER		
Malaysia Ringgit (MYR)	WE BUY	WE SELL
Gold / 1000g 黄金价 (1000克)	424,663.62	445,684.18
Gold / 500g 黄金价 (500克)	212,331.76	222,842.09
Silver / 1000g 白银价 (1000克)	4,878.94	5,704.39

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

TOMEI GOLD JEWELLERY & SILVER COINS PRICE	
GOLD JEWELLERY	WE SELL
	MYR / GRAM
999	490.00
916	455.00
750	410.00
375	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) 09:56 AM

Information is provided 'as is' and solely for informational purposes, not for trading purposes or advice. Updated automatically every 5 minutes. [🔄](#)

## 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. The Company also has appointed a Data Protection Officer in compliance with the application of the law.

Managing data and security is essential and we take reasonable measures to ensure we collect data by lawful means, and that we are transparent about how data is gathered, used and secured. Most importantly, only authorised personnel are granted access to our centralised Customer Relationship Management (CRM) system.

In 2025, we have set another milestone by obtaining certification of ISO 27001:2022 – Information Security Management System (ISMS). This step further demonstrates and strengthening our commitment in ensuring data security.

As at 31 December 2025, 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 Matter	Metric	Measurement Unit	2025	Target	Assurance
Energy Management	Total energy consumption	Megawatt	2,350	—	Internal
Water	Total volume of water used	Megalitres	10	—	Internal
Waste Management	Total waste Diverted from disposal	Metric tonnes	2.08	—	Internal
Waste Management	Total waste directed to disposal	Metric tonnes	24.89	—	Internal
Diversity	Percentage of employees by age group, for each employee category	Percentage	Management under 30: 0.10 Management between 30-50: 1.66 Management above 50: 1.14 Non-management under 30: 33.58 Non-management between 30-50: 50.67 Non-management above 50: 12.85	—	Internal
Diversity	Percentage of employees by gender group, for each employee category	Percentage	Management male: 0.83 Management female: 2.07 Non-management male: 31.61 Non-management female: 65.49	—	Internal
Diversity	Percentage3 of directors by gender and age group	Percentage	Male: 60 Female: 40 Under 30: 0 Between 30-50: 0 Above 50: 100	—	Internal
Health and Safety	Number of work related fatalities	Number	0	—	Internal
Health and Safety	Lost time incident rate	Rate	0.00	—	Internal
Health and Safety	Number of employees trained on health and safety standards	Number	33	—	Internal
Labour Practices and Standards	Total hours of training by employee category	Hours	Management: 161 Non-Management: 9,081	—	Internal
Labour Practices and Standards	Percentage of employees that are contractors or temporary staff	Percentage	5	—	Internal

# Tomei Consolidated Berhad

BMLR Transition Period

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FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Labour Practices and Standards	Total number of employee turnover by employee category	Number	Management: 0 Non-management: 221	—	Internal
Labour Practices and Standards	Number of substantiated complaints concerning human rights violations	Number	0	—	Internal
Community/Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	287,200	—	Internal
Community/Society	Total number of beneficiaries of the investment in communities	Number	6	—	Internal
Supply Chain Management	Proportion of spending on local suppliers	Percentage	51	—	Internal
Anti-Corruption	Percentage of employees who have received training on anti-corruption by employee category	Percentage	Management: 100 Non-Management: 100	—	Internal
Anti-Corruption	Percentage of operations assessed for corruption-related risks	Percentage	100	—	Internal
Anti-Corruption	Confirmed incidents of corruption and action taken	Number	0	—	Internal

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Emission Management	Scope 1 Emissions	Metric Tonnes of CO2e	101.53	—	Internal
Emission Management	Scope 2 Emissions	Metric Tonnes of CO2e	1,819.21	—	Internal
Emission Management	Scope 3 Emissions (for the category of business travel and employee commuting)	Metric Tonnes of CO2e	1,168.55	—	Internal