

SUSTAINABILITY STATEMENT

Introduction

BWYS Group Berhad (“BWYS” or the “Company”) and its subsidiaries (collectively the “Group” or “BWYS Group”) are proud to present our second Sustainability Statement (“Statement”) for the financial year ended 31 December 2025 (“FYE 2025”). This Statement provides a comprehensive overview of our commitment to sustainability, highlighting our performance and key achievements in relation to sustainability. It serves as a reflection of our ongoing efforts to integrate sustainability into our operations and demonstrates the strides we have made in advancing sustainable practices across the Group.



We have prepared this Statement in compliance with the ACE Market issued by the Bursa Malaysia Securities Berhad (“Bursa Securities”) and referred to the Bursa Securities Sustainability Reporting Guide 3rd Edition and Toolkits.

This Statement should also be read alongside other sections in this Annual Report namely Management Discussion and Analysis, Corporate Governance Overview Statement, Statement on Risk Management and Internal Control, and our Corporate Governance Report, as sustainability efforts may be better contextualised and narrated in the respective sections.

Reporting period

This Statement covers the financial reporting period from January 2025 to December 2025. Where possible, we also include information from previous years to provide comparable data.

Scope and basis of scope

This Statement provides information on the sustainability performance of our key operations including all subsidiaries unless otherwise stated.

Assurance

The Statement has not been subjected to an assurance process. Nevertheless, the performance data published in this Statement has been reviewed by the internal operations and management team.

Availability

This Statement is made available on our Company’s website at <https://www.bwysgroup.com/>.

Point of contact

We welcome and encourage our stakeholders to provide feedback pertaining to this Statement. Comments and questions can be directed to our designated email address at corporate@bwysgroup.com.

Sustainability Governance

BWYS Group is committed to conducting business responsibly through the integration of Economic, Environmental, Social and Governance (“EESG”) considerations in addition to the existing governance system and our business processes to create value for long-term resilience and sustainable performance for our shareholders and stakeholders.

We have established a Sustainability Policy which is underpinned by our core values, vision and mission and reinforces our commitments to improve environmental, social and corporate governance performance and disclosure and pursue long-term sustainability. Our Sustainability Policy is available on our Company’s website at <https://www.bwysgroup.com/>. The Sustainability Policy is approved by the Board of Directors (the “Board”) and is subject to annual review.

It is our commitment to take possible steps to ensure the following:

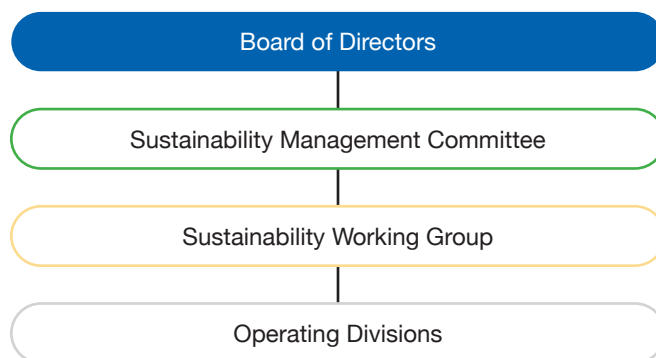
- a) Ensure that the Group’s activities create trust and long-term value for the Shareholders and Stakeholders.
- b) Execute the Group’s strategy in a manner that addresses the EESG risks and opportunities effectively.
- c) Ensure compliance with the laws and regulations within the jurisdictions where our Group operates.

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Sustainability Governance (Cont'd)

To ensure effective delivery of our sustainability efforts, the Board has established a governance structure, ensuring effective management of EESG risks and opportunities. Sustainability is a key factor in Board discussions and decision-making, integrated into our overall business strategy. The Board holds ultimate responsibility for managing sustainability matters and is supported by the Sustainability Management Committee and the Sustainability Working Group, followed by the Operating Divisions. The Sustainability Management Committee reports to the Board, coordinates the team’s duties, and oversees sustainability-related responsibilities. Meanwhile, the Sustainability Working Group focuses on managing and implementing sustainability initiatives across the organisation.

The reporting structure and the roles and responsibilities are illustrated in the diagram below:



Governance Structure	Roles and Responsibilities
Board of Directors	<ul style="list-style-type: none"> • Provide general leadership, direction and oversight of the Group’s overall Sustainability Framework. • Provide advice and approve sustainability strategy (review periodically) and ensure all business strategies and major business operations are embedded with sustainability considerations. • Conduct periodic reviews of the material sustainability matters (at least once a year) and approve material sustainability matters, indicators and targets, performance and annual sustainability disclosures. • Attend the Sustainability-related training as part of the training under the Mandatory Accreditation Programme.
Sustainability Management Committee	<ul style="list-style-type: none"> • Responsible for the overall governance of our sustainability strategies and performance. • Facilitate the sustainability strategy (review periodically) and ensure all business strategies and major business operations are embedded with sustainability considerations. • Ensure key decisions on sustainability matters are made and aligned with our Group’s overall business strategies and goals. • Determine the adequacy of the response and the current standing and performance of the material sustainability matters of the Group. • Review all sustainability-related policies and initiatives, key sustainability risks and opportunities for sustainability practices across all business operations. • Review and ensure adequate resources are made available for the successful implementation of sustainability strategies and initiatives. • Review and report sustainability progress and performance to our Board.
Sustainability Working Group	<ul style="list-style-type: none"> • Prepare the reports for material sustainability matters, sustainability progress, performance indicators and targets, and performance and annual sustainability disclosures. • Implement the integration of sustainability management into our Group’s business strategy and goals. • Implement sustainability strategies, sustainability-related policies, initiatives, sustainability risks and opportunities for sustainability practices across all business operations. • Set sustainability performance indicators and perform data gathering, compiling and reporting. • Track the targets of sustainability indicators and progress performance indicators.
Operating Divisions	<ul style="list-style-type: none"> • Implement daily management of sustainability matters. • Implement stakeholder engagement efforts.

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Materiality Assessment

Our materiality assessment encompasses three (3) key steps as outlined below:

Step 1: Identification of sustainability matters

- Understand the Group’s distinctive operating context to a gain broad knowledge of relevant sustainability matters/issues (both internal and external) that could affect its ability to achieve intended business goals and outcomes.
- Identify, engage and understand key stakeholders needs and expectations pertaining to sustainability-related impacts.
- Derived a preliminary list of sustainability matters.

Step 2: Prioritisation of materiality assessment matters

- Determine the relative importance or materiality of sustainability matters by applying the materiality concept of significance/magnitude of their respective impacts (be it economic, environmental and/or social) and their respective influence on the assessments and decisions of stakeholders.
- Disclose prioritised material sustainability matters in a manner that illustrates the relative importance of each material sustainability matter.

Step 3: Review and validation of process and outcome

- Subject the outcome of materiality assessment for validation and approval.
- Establish a review process for the materiality assessment process.
- Determine the frequency of undertaking the materiality assessment on sustainability matters at least on an annual basis.

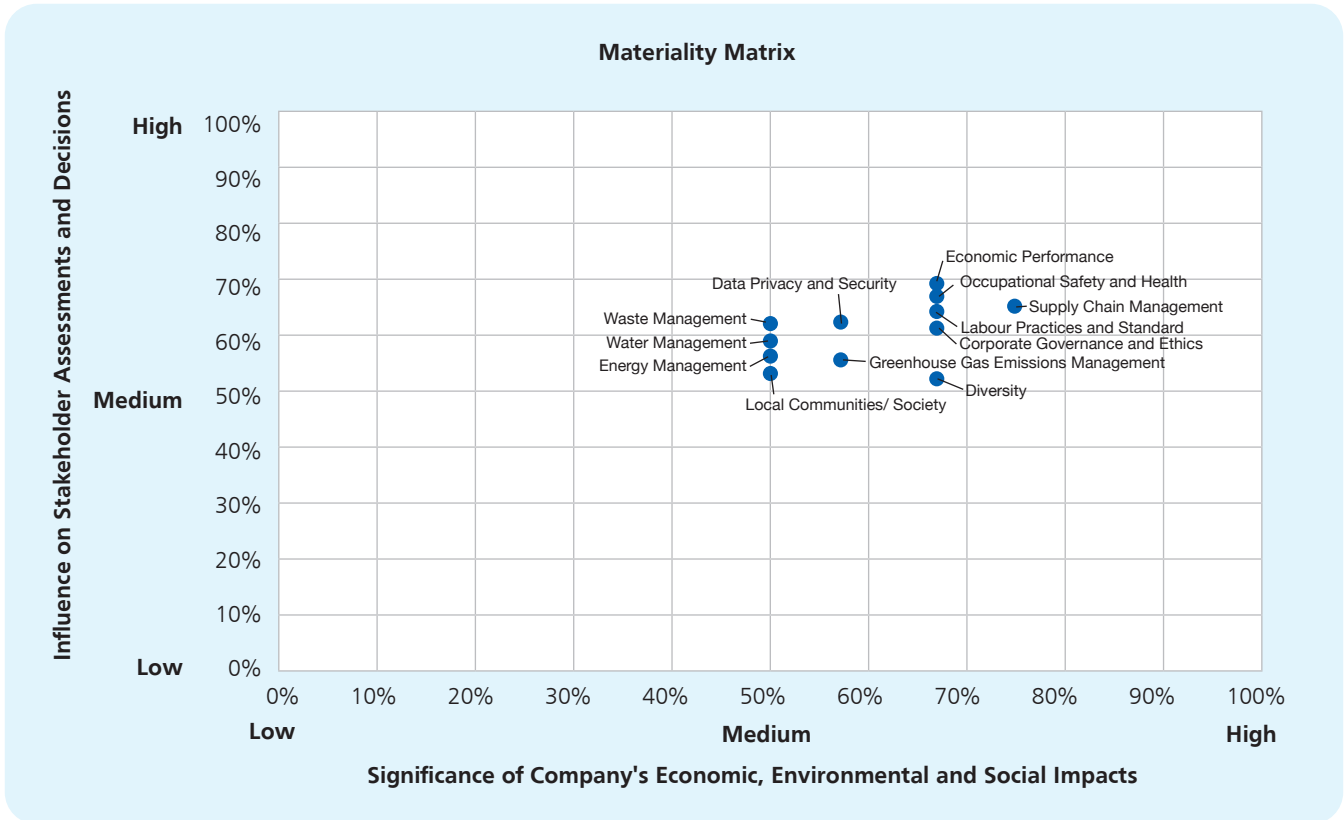
As an organisation, we understand that our material issues can greatly impact our ability to create long-term value for our stakeholders, both directly and indirectly. Recognising the importance of this, we conducted a comprehensive materiality assessment during FYE2024 to identify and understand the sustainability-related needs and expectations of our stakeholders. This process involved gathering input from internal and external stakeholders, including employees, investors, customers, suppliers, and government entities.

Through this assessment, we identified twelve (12) key sustainability matters, which stakeholders rated via a detailed survey. The data was analysed and plotted on a materiality matrix to highlight the relative importance of each issue based on its significance to both the Group and our stakeholders. The results, including the materiality matrix, were reviewed by the Management and approved by the Board, ensuring alignment with our strategic priorities. In FYE2025, we have performed internal review and concluded that the materiality assessment performed in FYE2024 remains valid and relevant for us to manage.

Economic	Environmental	Social	Governance
<ul style="list-style-type: none"> • Economic Performance • Supply Chain Management 	<ul style="list-style-type: none"> • Greenhouse Gas Emissions • Energy Management • Waste Management • Water Management 	<ul style="list-style-type: none"> • Diversity • Occupational Safety and Health • Labour Practices and Standards • Local Community/ Society 	<ul style="list-style-type: none"> • Corporate Governance and Ethics • Data Privacy and Security

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Materiality Matrix



Stakeholder Engagement

A stakeholder is an individual or group that influences or is impacted by our Group and its activities. We actively engage with our stakeholders through various methods and channels to understand and address their concerns and expectations. This helps align their priorities with our business strategies. Through stakeholder engagement, we identify emerging market trends, anticipate challenges, and ensure our sustainability strategies and business activities align with the broader interests of the economy, society, and environment. The following summarises our stakeholders, their needs and expectations, how we engage with them and the frequency of engagement:

Stakeholder Group	Material Sustainability Matters	Engagement Approaches	Frequency
Shareholders/ Investors	<ul style="list-style-type: none"> Sustainable growth Business and financial performance Shareholder value (dividend and capital gain) 	<ul style="list-style-type: none"> General meetings Annual Report Quarterly Financial Reports Bursa Announcements Public and Media Announcements Company website 	<ul style="list-style-type: none"> Annually Quarterly Ongoing
Clients	<ul style="list-style-type: none"> Product / Services quality Timely project delivery Regulatory compliance 	<ul style="list-style-type: none"> Progress report meetings Company website 	<ul style="list-style-type: none"> Monthly Ongoing

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Stakeholder Engagement (Cont'd)

Stakeholder Group	Material Sustainability Matters	Engagement Approaches	Frequency
Employees	<ul style="list-style-type: none"> Occupational health, safety and well-being Competitive remuneration Career development and training opportunities 	<ul style="list-style-type: none"> Open face-to-face communication Company events Internal communication (emails, dialogue with Managing Director) Biannual performance appraisal 	<ul style="list-style-type: none"> Biannually Ongoing
Board	<ul style="list-style-type: none"> Company direction and strategies Risk management Regulatory compliance 	<ul style="list-style-type: none"> Board meetings and discussions Company events 	<ul style="list-style-type: none"> Annually Quarterly Ongoing
Subcontractors and Suppliers	<ul style="list-style-type: none"> Fair and transparent procurement procedures Quality works and ethical practices Timely payment and business continuity 	<ul style="list-style-type: none"> Progress report meetings Performance feedback and annual evaluation Company website 	<ul style="list-style-type: none"> Annually Monthly Ongoing
Regulatory authorities	<ul style="list-style-type: none"> Regulatory compliance Occupational safety and health 	<ul style="list-style-type: none"> Site inspections Statutory reporting Compliance audit 	<ul style="list-style-type: none"> Annually Ad hoc
Community	<ul style="list-style-type: none"> Create employment Health and safety ESG awareness and initiatives 	<ul style="list-style-type: none"> Corporate Social Responsibility (“CSR”) programmes Company website 	<ul style="list-style-type: none"> Annually Ongoing

Sustainability Targets and Data

Sustainability Pillars and Matters	Targets and Goals	FYE 2025 Performance
Economic		
<ul style="list-style-type: none"> Economic Performance Supply Chain Management 	<ul style="list-style-type: none"> Deliver financial values to shareholders, such as growth in revenue and earnings and dividend payout Promote purchases from local suppliers 	<ul style="list-style-type: none"> Demonstrated strong financial resilience with a 17% year-on-year increase in revenue. Driven by robust earnings growth, the Group successfully delivered on its commitment to shareholders by declaring a first interim single-tier dividend of 0.05 sen per ordinary share, reflecting our focus on consistent value distribution 49% spending with local suppliers
Environmental		
<ul style="list-style-type: none"> Greenhouse Gas (“GHG”) Emissions Management Energy Management Waste Management Water Management 	<ul style="list-style-type: none"> Effective in energy, climate change, water and waste management 	<ul style="list-style-type: none"> 1,843 tCO₂e of Scope 1; 2,111 tCO₂e of Scope 2 and 255 tCO₂e of Scope 3 GHG emissions 48,554 m³ of water consumed 1,374 metric tonnes of waste generated

SUSTAINABILITY STATEMENT

Sustainability Targets and Data (Cont'd)

Sustainability Pillars and Matters	Targets and Goals	FYE 2025 Performance
Social		
<ul style="list-style-type: none"> Diversity Occupational Safety and Health Labour Practices and Standards Local Community/ Society 	<ul style="list-style-type: none"> Promote diversity and inclusivity in the workplace Zero cases of work-related fatalities and 90% of the workforce to be trained on health and safety standards Zero substantiated complaints concerning human rights violations Contribute to the well-being and living standard of the local community 	<ul style="list-style-type: none"> 50% of the Board is represented by females Zero cases of work-related fatalities and 95% of the workforce trained on health and safety standards Zero substantiated complaints concerning human rights violations Contributed a total of RM110,826 in CSR program
Governance		
<ul style="list-style-type: none"> Corporate Governance and Ethics Data Privacy and Security 	<ul style="list-style-type: none"> Zero confirmed incidents of corruption Zero substantiated complaints concerning breaches of customer privacy and losses of customer data 	<ul style="list-style-type: none"> Zero confirmed incidents of corruption Zero substantiated complaints concerning breaches of customer privacy and losses of customer data

ECONOMIC

Economic Performance

In managing economic sustainability, BWYS Group prioritise several key areas to ensure long-term success. We conduct our business openly, transparently, and with accountability to build trust. We strive for continued commercial success to ensure total customer satisfaction. To support informed decisions, we enhance the availability of EESG information. We promote sustainable products by encouraging responsible resource consumption and usage in our operations. Additionally, we continuously improve our management systems to enhance efficiency across all operations and service delivery. Finally, we maintain regular, timely, and meaningful communication with our shareholders and stakeholders to foster collaboration and transparency.

Customer satisfaction & product quality

We understand that customer satisfaction is a cornerstone of our Group's long-term sustainability and success. To meet our customers' expectations, we are committed to delivering high-quality products and services. To ensure we consistently align with our customers' evolving needs, we actively engage with them through regular visits, meetings, and customer satisfaction surveys. These interactions allow us to accurately assess their satisfaction levels, gather insightful feedback, and identify opportunities for continuous improvement. By staying connected and responsive, we can refine our products, services, and approach, ensuring we consistently exceed customer expectations. Our target customer satisfaction score is 90%. In 2025, we surpassed this target with an overall performance score of 90.8%, supported by strong customer satisfaction results, effective complaint management, and controlled product return rates. This achievement reflects our continued commitment to quality, responsiveness, and continuous improvement in meeting customer expectations

In addition, we became a member of the Malaysia Steel and Metal Distributors' Association. This membership provides us with access to latest insights and developments, enabling us to better serve our customers and remain responsive to evolving market needs.

We provide exceptional customer service and ensure the quality of our sheet metal products. While we strive for excellence in every order, we recognise that unforeseen circumstances during transportation or transit may occasionally affect the condition of our products. As part of our commitment to customer satisfaction, we offer a seven (7) day return or replacement policy for any defective or damaged items related to other sheet metal products. This policy reflects our ongoing efforts to support our customers and provide them with the best possible experience. Over the years, we have received numerous accreditations and certifications for our products, reflecting our commitment to excellence and adherence to the highest industry standards. For a detailed list of these accreditations and certifications, please refer to Page 6 of our Annual Report.

We received Top Customer Awards from Federation of Malaysian Manufacturing (FMM) on 29 August 2025.



SUSTAINABILITY STATEMENT

ECONOMIC (CONT'D)

Economic Performance (Cont'd)

Innovation and adaptation

BWYS Group recognises the importance of staying aligned with the economic market. To achieve this, we focus on technological advancements by continuously improving and developing innovative manufacturing processes that reduce environmental impact. We also prioritise product innovation, such as designing more durable pipes that use fewer materials and are easier to install, dismantle, and reuse. These efforts support our commitment to sustainability and operational efficiency.

Business expansion

Construction of the new Penang factory is progressing well and is scheduled to commence operations in the second quarter of 2026. The facility is expected to enhance production capacity, improve operational efficiency and turnaround time, and support a broader portfolio of higher-value products. It will also strengthen our ability to support customers more effectively, further enhancing overall customer satisfaction.



Implementation of new system

System	Functions
ERP System	We will be replacing the existing system to integrate our business processes across key departments including accounting, order entry and processing, purchasing and inventory and warehouse management.

Supply Chain Management

We are dedicated to reducing our environmental impact by working closely with suppliers to adopt more sustainable practices. This involves promoting local procurement to support local economies and cut down on transportation emissions.

We have a Procurement Policy to guide best practices for purchasing goods and services. This policy ensures clear procedures are followed, guaranteeing that products meet requirements and purchases are properly authorised. It also involves evaluating and selecting vendors based on their ability to meet our needs, along with regular performance reviews to maintain high standards. The policy applies to all activities related to purchasing direct materials and subcontractor work that impacts product quality.

In addition, we use a Vendor Performance Evaluation to rate and monitor our suppliers' performance. This helps ensure that our suppliers meet our standards. In 2025, we evaluated 286 suppliers across quality, delivery, service, and technical support, achieving an average score of 92%.

The proportion of spending on local suppliers is as below:

	Unit	FYE 2023	FYE 2024	FYE 2025
Local supplier	%	41	42	49
Foreign supplier	%	59	58	51
Total	%	100	100	100

SUSTAINABILITY STATEMENT

ENVIRONMENTAL

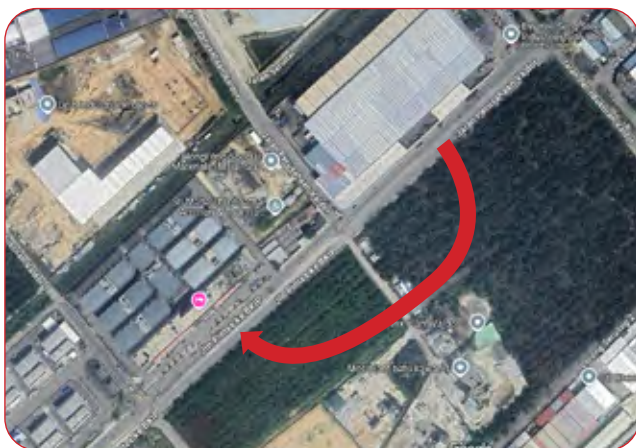
BWYS Group understands the importance of environmental protection and is committed to environmental sustainability. We prioritise environmental sustainability by minimising waste in production processes, reducing environmental risks, and ensuring proper management of waste. Our operations adhere to all relevant environmental regulations, and we actively promote responsible energy and resource management throughout our business. Additionally, we foster a culture of sustainability among our workforce, encouraging employees to adopt eco-friendly practices in their daily work. This holistic approach enables us to reduce our environmental impact while contributing to a more sustainable future.

We strictly complied with the Environmental Quality Act 1974 (“EQA”) and aim to prevent, reduce, and control pollution while improving the environment. The act specifically regulates the disposal of certain types of waste, as outlined in the Environmental Quality (Scheduled Wastes) Regulations 2005, and controls air pollutant emissions from industrial plants, as detailed in the Environmental Quality (Clean Air) Regulations 2014. These rules are designed to protect the environment and address issues connected to pollution. In addition to these regulations, we have implemented a range of ‘Go Green’ initiatives aimed at reducing environmental impact and promoting sustainability across all levels of our operations. Our goal is to contribute to a healthier planet by encouraging individuals, businesses, and communities to adopt environmentally responsible practices, fostering a culture of sustainability and environmental stewardship.

Greenhouse Gas Emissions Management

In the Global Risk Report 2026, the World Economic Forum highlighted three major climate-related challenges as top global risks, calling for urgent action to address them. These include extreme weather events, biodiversity loss and critical changes to Earth’s systems, which are identified as the most critical threats over the next decade.

We recognise that managing greenhouse gas emissions is essential for combating climate change and protecting the environment. To minimise our environmental impact, we have implemented a series of strategic actions aimed at reducing emissions and contributing to global sustainability efforts.



Foreign Workers Commuting

The accommodation for our foreign workers is located within walking distance of the factory. The hostel is located 350 meters from the factory, with a walking duration of less than 5 minutes. This approach promotes a very low carbon footprint and is eco-friendly.

SUSTAINABILITY STATEMENT

ENVIRONMENTAL (CONT'D)

Greenhouse Gas Emissions Management (Cont'd)



Green Plants in Office Environment

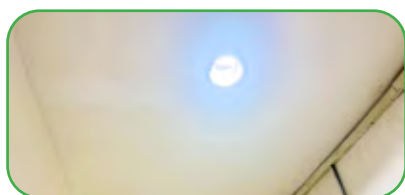
Adding green plants to office space, such as the office lobby, can uplift the office environment and productivity. Using plants as living walls and in lobby areas can remove stale office air and improve oxygen levels. Plants can neutralise the toxins used in office furnishing by filtering out the air and supplying fresh air. The incorporation of greenery plants into the company logo and lobby decoration supports ESG objectives by improving indoor environmental quality, enhancing employee well-being, and reinforcing the company’s commitment to sustainable and responsible corporate practices.



Use of Lithium Forklift

We are transitioning to the use of lithium-powered forklifts in our operations, replacing diesel forklifts, to not only promote cost savings but also significantly reduce our environmental impact. The emissions from a 3.5-tonne diesel forklift amount to 234.8kg of CO₂ per month, whereas the emissions from a battery-powered forklift are only 67.9kg of CO₂ per month, representing a substantial reduction in greenhouse gas emissions.

We are adding 3 lithium-powered forklifts in our operations in 2nd quarter of 2026, replacing diesel forklifts, to not only promote cost savings but also significantly reduce our environment impact.



Motion Sensor Lights

Motion sensor lights have been installed in selected areas to improve energy efficiency by reducing unnecessary electricity consumption. This initiative contributes to lower CO₂ emissions and supports our commitment to environmental sustainability.

The Greenhouse Gas Emission data is summarised as follows:

	Unit	FYE 2023	FYE 2024	FYE 2025
Scope 1	tCO ₂ e	2,061	1,757	1,843
Scope 2	tCO ₂ e	2,078	1,895	2,111
Scope 3	tCO ₂ e	319	339	255
Total emissions – Scope 1,2,3	tCO ₂ e	4,458	3,991	4,209

Notes:

1. Scope 1 GHG emissions are calculated according to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories for Stationary and Mobile Combustion.
2. Scope 2 GHG emissions are calculated according to the 2019 Peninsular Malaysia’s Grid Emission Factor of 0.78 kgCO₂e/kWh.
3. Scope 3 GHG emissions (covering business travel and employee commuting only) are calculated according to the GHG Protocol’s Calculation Tools and Guidance.

SUSTAINABILITY STATEMENT

ENVIRONMENTAL (CONT'D)

Energy Management

We recognise that effective energy management is crucial for protecting the environment as it reduces energy consumption, minimises greenhouse gas emissions, and lessens our reliance on non-renewable resources such as fossil fuels. By improving energy efficiency and transitioning to renewable energy sources, we can contribute to the fight against climate change, reduce pollution, and safeguard ecosystems. In support of these objectives, we have implemented a range of energy-saving initiatives, including the adoption of energy-efficient manufacturing processes and advanced equipment designed to reduce energy consumption. These efforts not only help us reduce our environmental footprint but also promote long-term sustainability across our operations.

Polycarbonate Transparent Root Sheet for Natural Light

The use of polycarbonate transparent roof sheets allows natural light to enter the premises, significantly reducing the need for artificial lighting during daylight hours. This not only cuts energy consumption but also creates a brighter and more pleasant working environment.



Automated Machinery in Production

Where possible, we use automated machines, such as auto-welding machines and auto-packing machines, to reduce energy consumption. These machines help reduce energy consumption by optimising operational processes, while also minimise the occurrence of accidents, injuries, and occupational hazards.



Optimising Air Conditioning Systems

We have transformed from centralised air conditioner into split-type air conditioning which is more cost-effective and energy-efficient.

Installation of Giant Ceiling Fan

We have installed four ceiling fans in production to replace industrial fans.



The total energy consumption is summarised below:

	Unit	FYE 2023	FYE 2024	FYE 2025
Petrol	Litre	2551	2,119	1,409
Diesel	Litre	570,535	474,454	487,597
Electricity	kWh	2,664,106	2,429,905	2,707,024

SUSTAINABILITY STATEMENT

ENVIRONMENTAL (CONT'D)

Waste Management

We are committed to handling waste in full compliance with regulations, focusing on practices that reduce environmental impact and support nearby communities. To support this goal, we have introduced a complete 3R programme—Reduce, Reuse, and Recycle and a No Plastic Bag Campaign to promote sustainability and improve resource efficiency in our operations. We aim to reduce the use of single-use plastic bags, which are a major source of plastic waste and environmental pollution. This initiative helps cut down waste while encouraging responsible consumption and better waste management practices across the organisation. Our initiatives focus on sustainability through various actions: reusing single-sided printed paper, recycling used paper and carton boxes, repurposing used coffee grounds as plant fertiliser, and using polycarbonate transparent roof sheets to maximise natural light.

3R Program (Reduce, Reuse & Recycle)

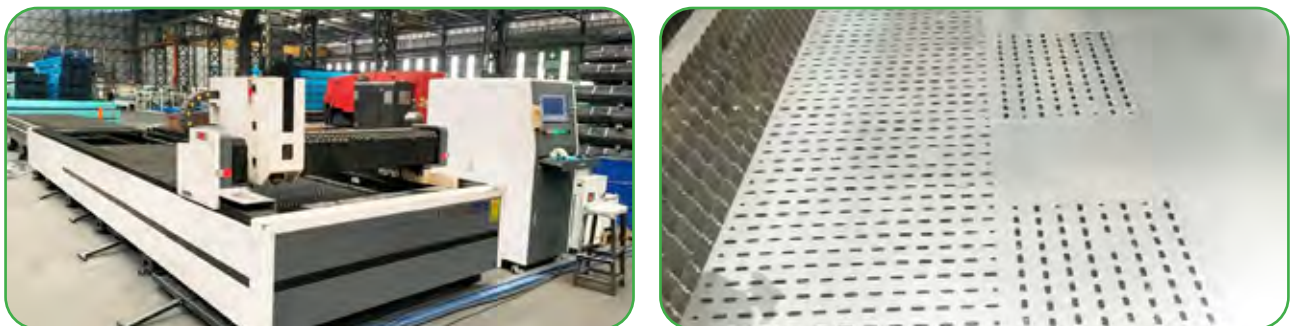
Employees actively support our 3R (Reduce, Reuse and Recycle) initiative by contributing new or pre-owned food containers, drinking bottles, and reusable bags. These items are placed in the canteen’s common area for redistribution, encouraging a culture of reuse and responsible consumption.

In addition, used carton boxes are collected and channelled for recycling, further supporting our waste reduction efforts.



Laser Cut Machine

The adoption of laser cutting technology strengthens our waste management efforts by enabling highly precise cuts that minimise material offcuts and reduce overall production of waste. This enhanced efficiency supports optimal resource utilisation and lowers energy consumption, contributing to a more sustainable and environmentally responsible manufacturing process.



SUSTAINABILITY STATEMENT

ENVIRONMENTAL (CONT'D)

Waste Management (Cont'd)

GO GREEN



SAY NO TO PLASTIC BAGS
KATAKAN TIDAK KEPADA BEG PLASTIK
我们不欢迎塑料袋,我们要保护环境。
പ്ലാസ്റ്റിക് ബാഗ് ഉപയോഗം കുറയ്ക്കുക
प्लास्टिक ना बनूँ
प्लास्टिकलाई होइन भन्नुहोस्



BWYS Group, Safety & Health Dept

No single-use plastic bag campaign effective September 2024



Reuse of single-sided printed papers



Recycling of used papers and carton boxes



Used coffee grounds as plant fertiliser

	Unit	FYE 2023	FYE 2024	FYE 2025
Waste generated	Metric tonnes	1,437	1,140	1,374
Waste diverted from disposal	Metric tonnes	1,138	700	1,094
Waste directed to disposal	Metric tonnes	299	440	280
Output	Metric tonnes	*40,075	*34,639	38,057
Disposal yield	%	*3.59	*3.29	3.61

Note:

1. Disposal yield= Waste generated/Output.

* Figures for FYE 2023 and FYE 2024 have been restated to reflect the inclusion of the Banting operations, which were previously omitted.

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ENVIRONMENTAL (CONT'D)

Water Management

We understand that water management is crucial for the environment because it ensures sustainable use and conservation of water resources. Proper management helps prevent water scarcity, protects ecosystems, and reduces pollution by controlling wastewater and runoff. To conserve water, we have adopted water-saving measures to reduce usage in our operations, promoting responsible management of natural resources. We source our water from reputable supply companies with reliable distribution systems. Currently, our operations are not located in water-stressed areas. However, we understand the importance of effective water management and remain committed to responsible water use. We actively monitor our water consumption and look for ways to improve efficiency, ensuring we use this vital resource wisely, no matter where we operate.

Effluent treatment is practiced treating water from the rinsing tank of the powder coating line. The effluent undergoes physical-chemical treatment processes before being discharged into the drain, in compliance with the Environmental Quality (Industrial Effluent) Regulations 2009, Fifth and Seventh Schedules, Standard B. This supports pollution prevention and aligns with Sustainable Development Goal (SDG) 14: Life Below Water by minimizing impacts on aquatic ecosystems.

The total volume of water used is as below:

	Unit	FYE 2023	FYE 2024	FYE 2025
Water	m ³	34,389	39,560	48,554

SOCIAL

At BWYS Group, we believe that a dedicated and motivated workforce is key to our success. We value and support our employees, as their engagement and commitment are essential for achieving excellence. In managing social sustainability, BWYS Group prioritises creating a safe, ethical, and inclusive workplace for all employees.

Beyond supporting our workforce, we are committed to enhancing the well-being of the broader community through various CSR initiatives, employee volunteerism, job creation, and blood donation activities.

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Diversity

We recognise that a diverse workforce and an inclusive environment are key strengths to drive innovation and success. We are committed to fostering a diverse culture that values individuality and ensures equal opportunities regardless of age, gender, ethnicity, or other characteristics. Our commitment to diversity and inclusion ensures that individuals from all backgrounds are valued, respected, and empowered to contribute meaningfully to our workplace. We cultivate a diverse and inclusive culture that recognises and values individuality. In FYE 2025, we recorded a total headcount of 447 pax. The details of our employee profile are presented below:

	FYE 2023		FYE 2024		FYE 2025	
	Number	%	Number	%	Number	%
By Gender						
Male	362	77	377	75	332	74
Female	109	23	127	25	115	26
By Age						
Below 30	192	41	191	38	156	35
30-50	242	51	267	53	248	55
Above 50	37	8	46	9	43	10
By Employee Category						
Executive	75	16	80	16	80	18
Non-Executive	351	75	377	75	322	72
Managers and above	45	10	47	9	45	10
Gender by Employee Category						
Executive – Male	37	49	36	45	36	45
Executive – Female	38	51	44	55	44	55
Non-Executive – Male	298	85	315	84	271	84
Non-Executive – Female	53	15	62	16	51	16
Managers and above – Male	27	60	26	55	25	56
Managers and above – Female	18	40	21	45	20	44
Age by Employee Category						
Executive – Below 30	33	44	27	34	28	35
Executive – 30-50	38	51	48	60	46	58
Executive – Above 50	4	5	5	6	6	8
Non-Executive – Below 30	155	44	160	42	128	40
Non-Executive – 30-50	179	51	194	52	172	53
Non-Executive – Above 50	17	5	23	6	22	7
Managers and above – Below 30	4	9	4	9	0	0
Managers and above – 30-50	25	56	25	53	30	67
Managers and above – Above 50	16	36	18	38	15	33
Employment Type						
Permanent employees	*289	61	*305	61	297	66
Contractors or temporary employees	182	39	199	39	150	34

Note:

* Figures for Permanent Employees in FYE2023 and FYE2024 have been restated following a review of employment type classifications. These restatement underscores our commitment to data transparency and the continuous improvement of our ESG disclosure.

In line with Practice 5.9 of the Malaysian Code on Corporate Governance, the Board ensures at least 30% of its members are women. When appointing new Directors, factors like ethnicity and age are considered to maintain a balanced and diverse Board. We believe diversity in thought, perspective, skills, experience, background, age, ethnicity, race, and gender strengthens leadership and decision-making. To support this, we established the Fit and Proper Policy to guide the Nomination Committee and the Board in evaluating candidates for appointment or re-election, ensuring assessments are based on specific criteria and reviewed both individually and collectively.

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Diversity (Cont'd)

In FYE 2025, 50% of our Board members were women, with 3 out of 6 Directors being women. The percentage of directors by gender and age group is summarised below:

	FYE 2024		FYE 2025	
	Number	%	Number	%
By Gender				
Male	3	50	3	50
Female	3	50	3	50
By Age				
Below 50	1	17	1	17
50 and above	5	83	5	83

Occupational Safety and Health

At BWYS Group, employee health and safety are top priorities. We ensure worker safety through comprehensive training programmes, strict safety protocols, and regular equipment upgrades. To achieve this, we comply with the Occupational Safety and Health Act 1994 (“OSHA”) and Occupational Safety and Health (Amendment) Act 2022 (“OSHA 2022”), which focuses on securing the safety, health, and welfare of workers, protecting others from workplace risks, and promoting a work environment that meets employees' physical and psychological needs.

We remain committed to upholding the highest standards of Environmental, Health and Safety (“EHS”). In accordance with the Occupational Safety and Health (Safety and Health Officer) Regulations 1997, a competent, DOSH-registered Green Book Holder has been appointed as our Safety and Health Officer (“SHO”) to oversee EHS performance and ensure regulatory compliance.

We have established a Safety, Health, and Environment Policy, reflecting our commitment as an employer to provide a safe and healthy workplace for our employees, visitors, and the public affected by our operations. To further support this, we provide Group Standard Operating Procedures (“SOP”) as guidelines for employees. These SOPs cover areas such as Accidents and Incidents, New Machinery Addition, Chemical Management and Spill Control, Forklift Operations, Industrial Effluent Treatment, Personal Protective Equipment, and Scheduled Waste Management. These procedures ensure a structured and secure working environment, helping employees operate machinery and handle materials safely while maintaining smooth and efficient business operations.

We have established a dedicated Occupational Safety and Health (“OSH”) Committee. The hierarchy and functional oversight of this committee are illustrated in the following organisational chart:

Our manufacturing facilities in Penang, Selangor, and Kelantan, where we use machinery for forming, welding, and cutting, as well as our trading and warehousing activities involving lifting equipment like cranes and forklifts, are subject to relevant Health, Safety, and Environment laws and regulations. These laws are designed to protect the occupational health and safety of our employees and contract workers while minimising the environmental impact of our activities. Regular safety training, strict safety protocols, and continuous equipment upgrades further ensure that we maintain the highest standards of worker safety.

In 2025, a total of 425 employees, representing 95% of our workforce, were trained on health and safety standards. This initiative underscores our commitment to ensuring a safe and compliant workplace for all. Moving forward, our goal is to ensure that at least 90% of our employees are trained in health and safety standards. This commitment will strengthen our efforts to provide comprehensive health and safety training and maintain the well-being of every member of our team. The number of employees trained on health and safety standards is as follows:

	Unit	FYE 2023	FYE 2024	FYE 2025
Employees trained on health and safety standards	Number	357	476	425

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Occupational Safety and Health (Cont'd)



SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Occupational Safety and Health (Cont'd)



3M Respiratory Protection Training



Safety and Health Induction Course for Construction Worker

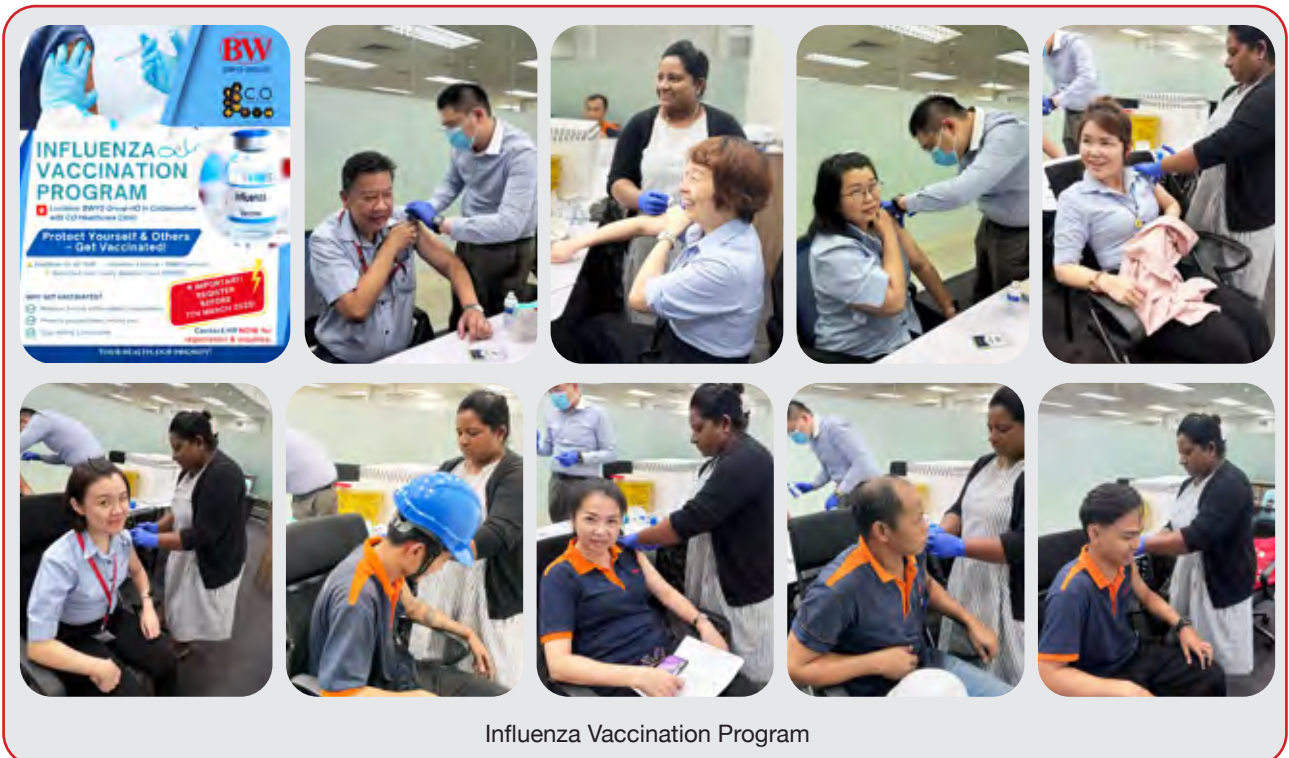
To evaluate the effectiveness of the controls implemented to manage occupational safety and health, we monitor key indicators such as work-related fatalities and the Lost Time Injury Rate (“LTIR”). All reportable work-related accidents are investigated and duly notified to the Department of Occupational Safety and Health in compliance with regulatory requirements. The summary below presents the performance of these key metrics, with no work-related fatalities recorded over the past three years.

	Unit	FYE 2023	FYE 2024	FYE 2025
Work-related fatalities	Number	0	0	0
Lost time incident rate	Rate	0.17	0.17	1.34

Note:

1. LTIR= Total number of lost time injuries/ Total number of hours worked *200,000.

During the financial year, an influenza vaccination programme was organised for employees, reflecting our continued commitment to safeguarding employee health and fostering a healthy workplace.



Influenza Vaccination Program

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Labour Practices and Standards

Commitment to Compliance and Employee Well-being

We are committed to fully complying with labour laws and regulations, ensuring that our policies align with both national and international standards. As part of this commitment, we uphold fundamental human rights by eliminating all forms of child and forced labour. We also prioritise creating a safe and supportive workplace, offering reasonable working hours, and providing fair employee benefits. Furthermore, we adhere to the Employees' Minimum Standards of Housing, Accommodations, and Amenities Act 1990, which ensures that employees in centralised accommodation benefit from improved living conditions while prioritising their health, safety, and overall well-being.

We also prioritise work-life balance by limiting overtime to essential situations and ensuring employees have time for their families and personal interests. To support this, we provide various benefits and welfare programs to promote well-being, foster a positive work environment, and support a healthy work-life balance.

Below are some key employment benefits and welfare initiatives we offer:

Statutory Benefits	Leave Provision	Employment Benefits & Welfare	Facilities
<ul style="list-style-type: none"> Adhere to Minimum Wages Annual Salary Increment Extended Hours Allowance Merit Salary Increment National and State Public Holidays Overtime Payments Performance Bonus Promotion Rest Day Statutory Contributions (EPF, SOCSO, EIS and Income Tax) 	<ul style="list-style-type: none"> Annual Leave Compassionate & Calamity Leave Emergency Leave Examination Leave and Study Leave Half-Day Annual Leave & Time Off Marriage Leave Maternity Leave Paternity Leave Sick Leave & Hospitalisation Leave Unpaid Leave 	<ul style="list-style-type: none"> Annual Health Screening Attendance Incentives Full Attendance & Zero Outpatient Medical Claim Recognition Award Get-Well Expression Group Hospitalisation & Surgical Scheme Group Personal Accident Scheme Long Service Recognition Award Outpatient Medical Consultation Outstation Allowance and Travelling Claims Professional Memberships Specialist Treatment Spectacles Subsidy Sports memberships Staff Purchase 	<ul style="list-style-type: none"> Car Park Meeting Rooms Pantry Prayer Rooms Training Rooms

Throughout the year, we conducted a range of employee engagement initiatives, including the festive celebrations, while recognising exceptional contributions through the Best Performance Employee Award. These efforts promote an inclusive workplace, enhance morale, and demonstrate our commitment to valuing and rewarding talent.

As part of our commitment to employee wellbeing, we developed a new rest area furnished with appropriate lighting, nap chairs, and tables, providing employees with a space to rest and recharge during work breaks.



SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Labour Practices and Standards (Cont'd)

Commitment to Compliance and Employee Well-being (Cont'd)



Hari Raya Aidilfitri Celebration



SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Labour Practices and Standards (Cont'd)

Employee Training and Development

We prioritise the training and development of our employees, understanding that a skilled and empowered team is essential for our success. By offering continuous learning opportunities, we ensure our workforce has the knowledge and skills to excel in their roles and drive our growth. We believe investing in employee development is key to attracting and retaining top talent. Through diverse learning experiences, we aim to help our employees achieve excellence in their fields, which in turn boosts productivity and efficiency. In FYE 2025, we conducted a total of 1,617 hours of training.

The details categorised by employee are outlined below:

	Unit	FYE 2023	FYE 2024	FYE 2025
Executive	Hour	384	515	597
Non-Executive	Hour	344	136	695
Managers and above	Hour	40	152	325
Total	Hour	768	803	1,617

We have our Sustainability Reporting training conducted by YNC Business Consulting Sdn. Bhd., to deepen our understanding of sustainability and to equip our team with the knowledge for preparing the sustainability reports. This training emphasised the importance of sustainability in our operations, helping us to identify and manage key sustainability matters. It reinforced our commitment to transparent and responsible reporting practices, ensuring that we address critical economic, environmental, social and governance issues.



Sustainability Reporting Training by YNC Business Consulting Sdn. Bhd.



Calibration of Specific Dimensional Instrument & Measurement Uncertainty to ISO 17025 & ISO GUM 100



BDO Seminar on Broadening the Base: Practical Approaches to the SST Expansion



CyberSecurity Training (In House)

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Labour Practices and Standards (Cont'd)

Employee Training and Development (Cont'd)



OSHCON: Accident Prevention



ISO9001:2015 Awareness & Internal Audit



Root Cause Analysis Problem Solving and Decision Making



Seminar Badan Peneraju Industri (ILB) Bidang Kebommbaan



Kursus Pemasangan Structur Keluli KK-T-008

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Labour Practices and Standards (Cont'd)

Grievance Mechanism

We maintain a zero-tolerance policy toward workplace misconduct, including bullying, discrimination, harassment, and intimidation, while promoting a supportive environment for personal and professional growth. Employees are encouraged to raise their concerns related to human rights violations through our whistleblowing channel provided. The details of Whistleblowing Policy is made available on our company's website. There have been no substantiated complaints regarding human rights violations over the past three years.

	Unit	FYE 2023	FYE 2024	FYE 2025
Substantiated complaints concerning human rights violations	Number	0	0	0

Employee Turnover

We are committed to retaining our employees and thus monitoring our employee turnover rate. In FYE 2025, our total employee turnover was 128. We are pleased to report that employee turnover has remained relatively stable over the past three (3) years, reflecting the effectiveness of our employee engagement and retention strategies. Below is the breakdown of employee turnover by employee category:

	Unit	FYE 2023	FYE 2024	FYE 2025
Executive	Number	24	45	50
Non-Executive	Number	79	76	70
Managers and above	Number	14	8	8
Total	Number	117	129	128

Local Community/ Society

We recognise the importance of giving back to the communities where we operate. As part of our commitment to corporate social responsibility, we focus on addressing the specific needs of these communities through targeted initiatives designed to support and enhance their well-being. By fostering meaningful relationships and investing in local development, we aim to make a positive, lasting impact and contribute to the growth and prosperity of the communities that support our operations.

Below is a summary of our contributions this year through our CSR activities:

	Unit	FYE 2023	FYE 2024	FYE 2025
Amount invested in the CSR programme	RM	106,050	218,360	110,826
Beneficiaries of the investment in the CSR programme	Number	776	1,878	598



Education Fund for Persatuan Kebajikan 88 Kapten Pulau Pinang

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Local Community/ Society (Cont'd)



148th Anniversary Dinner of Penang Master Builders



86th Annual Dinner of Perak Chinese Hardware Dealers' Association



BWYS Football Club Participant in Batu Kawan Factory League 2025



Donations to SJK Chung Hwa Perai at the 46th Annual Dinner

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Local Community/ Society (Cont'd)



Donation to Hidayah Centre Foundation



65th Anniversary of Han Chiang Ex-Pupils Association Penang

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Local Community/ Society (Cont'd)



Contribution Smart Teaching Board for School and Digital Libraries to Persatuan Kebajikan 88 Kapten Pulau PinangKK-T-008



Charity Dinner for Pertubuhan Kebajikan Da Zhi Jiang Tang



SJK(C) Boon Beng Donation for 100 years Anniversary Dinner for Additional of Classrooms



Dinner for Pertubuhan Penganut Dewa Nato Hijau 1298



Donation to Yayasan Jantung Malaysia



Malaysian Iron & Steel Industry Federation's 2025 Steel Industry Annual Dinner

SUSTAINABILITY STATEMENT

SOCIAL (CONT'D)

Local Community/ Society (Cont'd)



Donation PIBG SRJK(C) Hwa Min's Fun Walk 2025



Donation to 25th Anniversary of School Relocation for Sekolah Menengah Kai Dee

GOVERNANCE

Corporate Governance and Ethics

In managing governance sustainability matters, BWYS Group is committed to maintaining high standards of business ethics, integrity, and corporate governance by continuously improving our governance structures and processes. ensure compliance with all applicable laws and regulations while fostering transparency through open and consultative resolution of complaints, grievances, and conflicts. Additionally, we establish policies and procedures to uphold the adequacy and integrity of our internal control system.

Code of Conduct and Ethics

BWYS Group is committed to the highest standard of conduct in all its business dealings and its relationships with its employees, customers, shareholders, stakeholders, regulators and the public, based on the core principles of sincerity, integrity, transparency and accountability. We do not tolerate any approach towards fraud, bribery, corruption or any form of dishonesty in our business dealings.

In alignment with these principles, we have established a comprehensive Code of Conduct and Ethics, which is available on the website at <https://www.bwysgroup.com/>, that outlines the essential guiding standards for all directors and employees. This code is based on the highest professional and ethical practices, fostering an environment that emphasises discipline, good conduct, professionalism, loyalty, integrity, and teamwork. These values serve as the foundation for the Company's ongoing success and the well-being of all its stakeholders.

In FYE 2025, there were no non-compliance cases or breaches of the Code of Business Conduct & Ethics.

Whistleblowing Policy

BWYS Group is deeply committed to conducting our business and operations in accordance with the highest professional standards of integrity. In pursuit of this commitment, the Board has developed a Whistleblowing Policy, which was approved on 21 August 2023 and will undergo periodic reviews to ensure its continued relevance and effectiveness.

The objectives of the Whistleblowing Policy:

- Support BWYS's Code of Conduct, policies, and procedures, emphasising integrity and accountability;
- Provide a safe channel for employees and stakeholders to report illegal or improper conduct without fear of retaliation;
- Clarify what constitutes illegal activity or improper conduct;
- Outline the process for reporting concerns within BWYS; and
- Provide guidelines for handling, investigating, and resolving reported issues.

SUSTAINABILITY STATEMENT

GOVERNANCE (Cont'd)

Corporate Governance and Ethics (Cont'd)

Whistleblowing Policy (Cont'd)

Through this Whistleblowing Policy, we actively encourage all employees, as well as any external parties—including, but not limited to, business partners, agents acting on behalf of BWYS, and members of the public—to report any genuine concerns regarding violations of BWYS's Code of Conduct, financial improprieties, legal or policy non-compliance, and any other form of misconduct. Any improper conduct that, if proven, constitutes a disciplinary or criminal offence, including but not limited to the following:

- Criminal offence or unlawful act such as fraud, corruption/bribery, theft, embezzlement and blackmail;
- Forgery or alteration of any document or account belonging to companies within BWYS;
- Forgery or alteration of a cheque, bank draft, or any other financial document;
- Misappropriation of BWYS's funds, securities, supplies, or other assets;
- Impropriety in the handling or reporting of money or financial transactions;
- Profiteering because of insider knowledge of BWYS's activities;
- Any conduct which is an offence or a breach of law;
- Financial malpractice;
- Breach of the BWYS's code of conduct, policies and guidelines;
- Improprieties of tender and procurement activities;
- Abuse of power and position for personal gain;
- Any act that poses a danger to health and safety;
- Any act that causes damage to the environment;
- Concealment of any of the above; and
- Any misconduct as stated in any of the BWYS's established policies and manuals.

Whistleblowers are encouraged to submit a written disclosure using the Whistleblower Form available on the website at <https://www.bwysgroup.com/>. The form should be completed with relevant information and any supporting documents and sent via email to the Chairperson of the ARMC at whistleblowing@bwysgroup.com. Upon receipt of a whistleblowing report, investigations will be performed and subject to legal constraints, the whistleblower and the alleged wrongdoer will be notified of the outcome of the investigation.

To ensure the safety and security of those who report concerns, all submissions are treated with the utmost confidentiality. We are fully committed to protecting whistleblowers from retaliation, reprisals, or any form of disciplinary action as a result of their reports. This policy reflects our unwavering dedication to maintaining a transparent, ethical, and accountable workplace.

In FYE 2025, no whistleblowing reports were reported.

Anti-Bribery & Anti-Corruption ("ABC") Policy

The Board and the ARMC are responsible for overseeing the management of anti-briber and anti-corruption. BWYS Group has a zero-tolerance policy for bribery and corruption. We are dedicated to conducting all business dealings and relationships with professionalism, fairness, and integrity. We are also committed to implementing and enforcing systems that prevent corruption and bribery. The offering, promising, or giving of bribes to gain or retain business or provide an advantage to the company is strictly prohibited, including in personal situations. To address this, we have established an Anti-Bribery & Anti-Corruption ("ABC") Policy.

The policy reinforces the BWYS Group's Code of Conduct & Business Ethics, applicable across all entities within the BWYS Group. This policy aims to ensure that all employees understand their responsibilities in compliance with BWYS Group's zero-tolerance stance on bribery and corruption, whether occurring directly or indirectly within any entity of the organisation.

SUSTAINABILITY STATEMENT

GOVERNANCE (Cont'd)

Corporate Governance and Ethics (Cont'd)

Anti-Bribery & Anti-Corruption (“ABC”) Policy (Cont'd)

This ABC Policy applies to all directors, managers, and employees of BWYS Group when interacting with external parties in a business context. We ensure that employees who report genuine violations of the ABC Policy will not face retaliation or consequences. These reports will be kept confidential and shared only with those who need to know, to protect the company’s interests and maintain the integrity of the investigation.

To ensure the effective implementation of the ABC Policy, we provide training to all employees. Employees are responsible for completing the training modules related to the ABC Policy and staying up to date with the latest policies and procedures. They must maintain the highest standards of compliance. Additionally, employees are required to perform due diligence on third parties contracted or hired to carry out functions on behalf of BWYS Group.

The percentage of employees who have received training on anti-corruption by employee category is summarised as follows:

	Unit	FYE 2023	FYE 2024	FYE 2025
Executive	%	100	100	100
Non-Executive	%	97	100	100
Managers and above	%	100	100	100

The percentage of operations assessed for corruption-related risks is summarised as follows:

	Unit	FYE 2023	FYE 2024	FYE 2025
Operations assessed for corruption-related risks	%	0	0	0

There have been no confirmed incidents of corruption over the past three years.

	Unit	FYE 2023	FYE 2024	FYE 2025
Confirmed incidents of corruption	Number	0	0	0

Data Privacy and Security

BWYS Group is simply committed to protecting our employees, partners and the company from illegal or damaging actions by individuals, either knowingly or unknowingly. Regarding this, we established an Information Technology Policy.

The purpose of this policy is to outline the acceptable use of computer systems at BWYS Group. These rules are in place to protect the users and BWYS Group. Inappropriate use exposes BWYS Group to risks that include virus attacks, compromise of network systems and services, and legal issues. The policy guides the users, including users’ responsibilities, and employees’ dos and don’ts, covering both software and hardware.

This policy applies to employees, contractors, consultants, temporaries, and other workers at BWYS Group, including all personnel affiliated with third parties. This policy applies to all systems that are owned or leased by BWYS Group. The key elements of this policy include:

- User Responsibilities and Notices
- Security and Proprietary Information
- System Changes
- Account and Password Control Policy
- Prohibited Activities

There have been no substantiated complaints concerning breaches of customer privacy and losses of customer data over the past three years.

	Unit	FYE 2023	FYE 2024	FYE 2025
Substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0

SUSTAINABILITY STATEMENT

Prescribed Table

BWYS Group Berhad BMLR Transition Period		Date & Time: 2026-04-27 17:06:48 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Anti-corruption	Employees who have received training on anti-corruption by employee category - Executive	Percentage	100%	—	No assurance
Anti-corruption	Employees who have received training on anti-corruption by employee category - Non-Executive	Percentage	100%	—	No assurance
Anti-corruption	Employees who have received training on anti-corruption by employee category - Manager and above	Percentage	100%	—	No assurance
Anti-corruption	Operations assessed for corruption-related risks	Percentage	0%	—	No assurance
Anti-corruption	Confirmed incidents of corruption and action taken	Number	0	—	No assurance
Community/Society	Total amount invested in the community	RM	110,826	—	No assurance
Community/Society	Total number of beneficiaries of the investment in communities	Number	598	—	No assurance
Diversity	Gender group by employee category (Executive-Male)	Percentage	45%	—	No assurance
Diversity	Gender group by employee category (Executive-Female)	Percentage	55%	—	No assurance
Diversity	Gender group by employee category (Non-Executive-Male)	Percentage	84%	—	No assurance
Diversity	Gender group by employee category (Non-Executive-Female)	Percentage	16%	—	No assurance
Diversity	Gender group by employee category (Manager and above-Male)	Percentage	56%	—	No assurance

SUSTAINABILITY STATEMENT

Prescribed Table (Cont'd)

BWYS Group Berhad BMLR Transition Period		Date & Time: 2026-04-27 17:06:48 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Gender group by employee category (Manager and above-Female)	Percentage	44%	—	No assurance
Diversity	Age group by employee category (Executive-Below 30)	Percentage	35%	—	No assurance
Diversity	Age group by employee category (Executive-30 to 50)	Percentage	58%	—	No assurance
Diversity	Age group by employee category (Executive-Above 50)	Percentage	8%	—	No assurance
Diversity	Age group by employee category (Non-Executive-Below 30)	Percentage	40%	—	No assurance
Diversity	Age group by employee category (Non-Executive-30 to 50)	Percentage	53%	—	No assurance
Diversity	Age group by employee category (Non-Executive-Above 50)	Percentage	7%	—	No assurance
Diversity	Age group by employee category (Manager and above-Below 30)	Percentage	0%	—	No assurance
Diversity	Age group by employee category (Manager and above-30 to 50)	Percentage	67%	—	No assurance
Diversity	Age group by employee category (Manager and above-Above 50)	Percentage	33%	—	No assurance
Diversity	Gender group by directors - Male	Percentage	50%	—	No assurance
Diversity	Gender group by directors - Female	Percentage	50%	—	No assurance
Diversity	Age group by directors - Below 50	Percentage	17%	—	No assurance
Diversity	Age group by directors - 50 and Above	Percentage	83%	—	No assurance
Energy Management	Total electricity consumption	kWh	2,707,024	—	No assurance

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SUSTAINABILITY STATEMENT

Prescribed Table (Cont'd)

Sustainability Matter		Metric	Measurement Unit	2025	Target	Assurance
Energy Management	Total petrol consumption	litre	1,409	—	No assurance	
Energy Management	Total diesel consumption	litre	487,597	—	No assurance	
Health and Safety	Work-related fatalities	Number	0	—	No assurance	
Health and Safety	Lost time incident rate (LTIR) per 200,000 man-hours worked	Rate	1.34	—	No assurance	
Health and Safety	Employees trained on health and safety standards	Number	425	—	No assurance	
Labour Practices and Standards	Total hours of training by employee category - Executive	Hours	597	—	No assurance	
Labour Practices and Standards	Total hours of training by employee category - Non-Executive	Hours	695	—	No assurance	
Labour Practices and Standards	Total hours of training by employee category - Manager and above	Hours	325	—	No assurance	
Labour Practices and Standards	Employees that are contractors or temporary staff	Percentage	34%	—	No assurance	
Labour Practices and Standards	Employees that are permanent employees	Percentage	66%	—	No assurance	
Labour Practices and Standards	Employee Turnover by employee category - Executive	Number	50	—	No assurance	
Labour Practices and Standards	Employee Turnover by employee category - Non-Executive	Number	70	—	No assurance	
Labour Practices and Standards	Employee Turnover by employee category - Manager and above	Number	8	—	No assurance	
Labour Practices and Standards	Substantiated complaints concerning human rights violations	Number	0	—	No assurance	
Supply Chain Management	Proportion of spending on local suppliers	Percentage	49%	—	No assurance	

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FYE 31/12/2025

BWYS Group Berhad
BMLR Transition Period

SUSTAINABILITY STATEMENT

Prescribed Table (Cont'd)

BWYS Group Berhad BMLR Transition Period		Date & Time: 2026-04-27 17:06:48 FYE 31/12/2025			
Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Data Privacy and Security	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	—	No assurance
Water Management	Total volume of water used	m3	48,554	—	No assurance
Waste Management	Total waste generated	MT	1,374	—	No assurance
Waste Management	Total waste diverted from disposal	MT	1,094	—	No assurance
Waste Management	Total waste directed to disposal	MT	280	—	No assurance
Emissions Management	Scope 1	Metric tonnes of carbon dioxide equivalents (tCO2e)	1,843	—	No assurance
Emissions Management	Scope 2	Metric tonnes of carbon dioxide equivalents (tCO2e)	2,711	—	No assurance
Emissions Management	Scope 3	Metric tonnes of carbon dioxide equivalents (tCO2e)	255	—	No assurance