

# Sustainability Report

## ESG Performance Data

### Environmental Performance

Parameter	Units	2021*	2022	2023
<b>Energy</b>				
<u>Electricity</u>				
Total Electricity Consumption	MWh	14,070	23,861	27,028
Rooftop Solar PV Generation	MWh	0	640	664
Green Electricity Purchased via Green Electricity Tariff	MWh	0	5,000	6,000
<u>Fuel</u>				
Diesel Consumption	Liter	1,258,620	3,604,783	4,225,355
LPG Consumption	m <sup>3</sup>	39,980	143,192	308,875
Petrol/Gasoline Consumption	Liter	51,683	95,112	107,513
<b>Air Emissions</b>				
NOX Emission	kg	30	85	99
SOX Emission	kg	0	0	0
Volatile Organic Compounds (VOC) Emission	kg	0	0	0
<b>Water &amp; Wastewater</b>				
<u>Water Withdrawal</u>				
Municipal potable water	m <sup>3</sup>	151,121	225,916	261,490
Harvested rainwater	m <sup>3</sup>	0	0	7,650
Surface water from rivers, lakes, natural ponds	m <sup>3</sup>	0	0	0
Groundwater from wells, boreholes	m <sup>3</sup>	0	0	2
Used quarry water collected in the quarry	m <sup>3</sup>	0	0	0
External wastewater	m <sup>3</sup>	0	0	0
Sea water, water extracted from the sea or the ocean	m <sup>3</sup>	0	0	0
Total water withdrawal	m <sup>3</sup>	151,121	225,916	258,046
<u>Wastewater/Effluent Discharge</u>				
Discharge to Off-site Water Treatment Plant	m <sup>3</sup>	4,316	10,744	1,310
Discharge to Ocean	m <sup>3</sup>	0	0	0
Discharge as Surface Water	m <sup>3</sup>	0	0	0
Discharge to Subsurface/Well	m <sup>3</sup>	0	0	0
Others	m <sup>3</sup>	0	0	0
Total wastewater/effluent discharge	m <sup>3</sup>	4,316	10,744	1,310
Percentage of WSC sites located in water stressed area	%	0%	6%	5%
Water consumed in water stressed area	m <sup>3</sup>	0	13,859	6,848
Cost associated with water-related risk	RM	0	0	0
Investment in water saving initiative	RM	0	0	0
Number of incidents related to non-compliance with water consumption related to local regulations	No. of Incidents	0	0	0

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Parameter	Units	2021*	2022	2023
<b>Waste</b>				
<u>Waste Generation</u>				
Total waste	tonnes	2,009	3,041	5,373
Hazardous	tonnes	1,387	1,070	549
Non-recycled	tonnes	621	1,876	3,132
Recycled	tonnes	0	951	1,692
<b>Environmental Management &amp; Compliance</b>				
Environmental Fines/Penalties	RM	0	0	0
<b>Greenhouse Gas and Climate Change</b>				
Scope 1	tCO <sub>2</sub> e	4,880	14,217	15,452
Scope 2	tCO <sub>2</sub> e	8,719	11,008	14,060
Internal carbon price	RM/tCO <sub>2</sub> e	Not Used		
Flaring emission from LPG storage tank	tCO <sub>2</sub> e	0	0	0
Methane Emission	tonnes	0	0	1
Emission Intensity	tCO <sub>2</sub> e/1,000 manhours worked	2.29	2.30	1.88

Note: Data for 2022 and 2023 encompasses all entities in Wasco. Data for 2021 were scoped to Wasco's Energy Division only.

## Social Performance

Parameter	Units	2021*	2022	2023
<b>Health and Safety</b>				
Percentage of sites with ISO 45001:2018 certification	%	67%	63%	69%
Percentage of sites with ISO 14001:2015 Environmental Management System certification	%	56%	56%	54%
<u>H&amp;S Training</u>				
Number of staff trained on safety	No. of staff	1025	1702	5352
Lost Time Incident Rate (LTIR), including contractors	per 1,000 hours worked	0	0	0.2
Number of work-related fatalities for staff	No. of staff	0	0	0
Number of work-related fatalities for contractor	No. of contractor	0	0	0
<b>Communities</b>				
Total Amount of donations or community investments	RM	166,500	32,253	875,433

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Parameter	Units	2021*	2022	2023
<b>Labour Standards</b>				
Total number of staff	No. of staff	2312	3865	5,752
Total number of contractors	No. of contractor	866	1722	4,660
Full time staff voluntary turnover rates	%	3.35%	1.73%	11%
Percentage of employees that are contractors or temporary staff	%	27%	31%	81%
Amount of time spent on employee development training to enhance knowledge or individual skills	hours per employee	2	5	14
Percentage of staff with a disability	%	0%	0%	0%
Percentage of women in the workforce (incl. contractors)	%	6%	8%	8%

Note: Data for 2022 and 2023 encompasses all entities in Wasco. Data for 2021 were scoped to Wasco's Energy Division only.

## Governance Performance

Parameter	Units	2021*	2022	2023
<b>Anti-Bribery and Anti-Corruption</b>				
Total amount of political contributions made	RM	0	0	0
Number of staff disciplined or dismissed due to non-compliance related to Anti-Bribery/Anti-Corruption	No. of Staff	0	0	0
Cost of fines, penalties or settlements in relation to corruption	RM	0	0	0
<b>ESG Provisions</b>				
Provisions for fines and settlements specified for ESG issues	RM	0	0	0

Note: Data for 2022 and 2023 encompasses all entities in Wasco. Data for 2021 were scoped to Wasco's Energy Division only.

# Sustainability Report

## Bursa Malaysia Sustainability Reporting Data

Indicator	Measurement Unit	2023
<b>Anti-corruption</b>		
<i>Percentage of employees who have received training on anti-corruption by employee category</i>		
Leadership Team	Percentage	100%
Managers	Percentage	100%
Executives	Percentage	100%
Non-Executives	Percentage	100%
<i>Percentage of operations assessed for corruption-related risks</i>	Percentage	0
<i>Confirmed incidents of corruption and action taken</i>	Number	0
<i>Percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to</i>		
Leadership Team	Percentage	100%
Managers	Percentage	100%
Executives	Percentage	100%
Non-Executives	Percentage	100%
<b>Community/Society</b>		
<i>Total amount invested in the community where the target beneficiaries are external to the listed issuer</i>	RM	875,433
<i>Total number of beneficiaries of the investment in communities</i>	Number	7,759
<b>Diversity</b>		
<i>Percentage of employees by gender and age group, for each employee category</i>		
<i>Age Group by Employee Category</i>		
Leadership Team Under 30	Percentage	0%
Leadership Team Between 30-50	Percentage	38%
Leadership Team Above 50	Percentage	62%
Manager Under 30	Percentage	1%
Manager Between 30-50	Percentage	76%
Manager Above 50	Percentage	24%
Executive Under 30	Percentage	23%
Executive Between 30-50	Percentage	67%
Executive Staff Above 50	Percentage	10%
Non-Executive Under 30	Percentage	26%
Non-Executive Between 30-50	Percentage	68%
Non-Executive Above 50	Percentage	6%

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Indicator	Measurement Unit	2023
<b>Gender Group by Employee Category</b>		
Leadership Team Male	Percentage	85%
Leadership Team Female	Percentage	15%
Manager Male	Percentage	77%
Manager Female	Percentage	23%
Executive Male	Percentage	78%
Executive Female	Percentage	22%
Non-Executive Male	Percentage	97%
Non-ExecutiveFemale	Percentage	3%
<b>Percentage of directors by gender and age group</b>		
Male	Percentage	22%
Female	Percentage	78%
Under 30	Percentage	0%
Between 30-50	Percentage	22%
Above 50	Percentage	78%
<b>Total Employee by category</b>		5,752
Leadership Team	Number	53
Managers	Number	305
Executives	Number	1,138
Non-Executives	Number	4,256
<b>Energy management</b>		
<b>Total energy consumption</b>	Megawatt	26,749
<b>Health and safety</b>		
<b>Number of work-related fatalities</b>	Number	0
<b>Lost time incident rate ("LTIR")</b>	Rate	0
<b>Number of employees trained on health and safety standards</b>	Number	5,352
<b>Labour practices and standards</b>		
<b>Total hours of training by employee category</b>		
Leadership Team	Hours	Information unavailable*
Manager	Hours	Information unavailable*
Executive	Hours	Information unavailable*
Non-Executive	Hours	Information unavailable*
<b>Percentage of employees that are contractors or temporary staff</b>	Percentage	81%

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Indicator	Measurement Unit	2023
<b>Total number of employee turnover by employee category</b>		
Leadership Team	Number	6
Manager	Number	37
Executive	Number	177
Non-Executive	Number	321
<b>Number of substantiated complaints concerning human rights violations</b>	Number	0
<b>Supply chain management</b>		
Proportion of spending on local suppliers	Percentage	62%
<b>Data privacy and security</b>		
<b>Number of substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	Number	0
<b>Water</b>		
Total volume of water used	Megalitres	258

\* In FY2023, training data were tracked without the necessary granularity. However, a plan is now in place to enhance the granularity of this information starting from January 2024. Wasco will identify employees responsible for collecting and managing the required data. Additionally, a standardised reporting template will be established, and regular meetings will be scheduled to review the data.

# Sustainability Report

## Statement of Assurance

In strengthening the credibility of the Sustainability Statement, selected aspects of this Sustainability Statement have been subjected to an internal review by the company's internal auditors and has been approved by Audit Committee of Wasco Berhad.

### Subject Matter

The subject matter covered by the internal review focused on the common material sustainability matters of the selected aspects as below and included the following common indicators:

- a. Business Ethics and Compliance – Anti Bribery and Corruption and Whistleblowing
  - Percentage (%) of employees who have received training on anti-bribery by employee category.
  - Percentage (%) of operations assessed for bribery related risks.
  - Confirmed incidents of corruption and action taken.
- b. Diversity, Equal Opportunity, and Non-Discrimination
  - Percentage (%) of employees by gender and age group, for each employee category.
  - Percentage (%) of directors by gender and age group.
  - Confirmed incidents of inequality in giving opportunities, discrimination and action taken.
- c. Training and Development
  - Total hours of training by employee category.

### Scope

The boundary of the internal audit review are operations of Wasco Berhad in Malaysia, of which comprised four (4) legal entities as stated below:

- Wasco Process Engineering Sdn. Bhd. (formerly known as Jutasama Sdn. Bhd.)
- Wasco Thermal Sdn. Bhd. (formerly known as Mackenzie Industries Sdn. Bhd.)
- Wasco AgroTech Sdn. Bhd. (formerly known as PMT Industries Sdn. Bhd.)
- Wasco Coatings Malaysia Sdn. Bhd.