

YEAR-ON-YEAR PERFORMANCE TABLE

GOOD GOVERNANCE

Compliance Online Training Module Summary						
	Number of Employees Who Participated			Total Training Hours Recorded		
	2023	2024	2025	2022	2023	2024
Anti-Bribery and Corruption	1,160	1,150	1,145	496.5	379.2	2,016.3
AML/ CFT/ TFS	1,160	1,150	1,145	2,994.8	3,048.8	379.2
Anti-Fraud	1,160	1,150	1,145	5,523.2	1,970	496.5

ARS Assessment	2023	2024	2025
Number of Employees Participated	1,160	1,150	1,145
Number of Employees Who Scored 80% and Above	1,152	1,076	1,072

SUSTAINABLE ECONOMIC GROUP

Supporting Our Local Suppliers	2023	2024	2025
Total Procurement Spent on Local Businesses (RM)	81.5 mil	112.1 mil	114.8 mil
Total Procurement Spent on Local Businesses (%)	82%	83%	85%

ENVIRONMENTAL STEWARDSHIP

Managing Our Climate Impact	2023	2024	2025
Total Fuel Consumption & Scope 1 - Direct GHG Emissions			
Total Fuel Consumption (litres)	18,209.1	17,382.0	16,411.8
Total Energy Consumption - Fuel Consumption (GJ)	610.0	587.9	555.0
Scope 1 Direct GHG Emissions (tCO ₂ e)	43.4	42.0	39.6

Total Purchased Electricity & Scope 2 - Indirect GHG Emissions			
Total Purchased Electricity Consumption - KT (kWh)	2,902,979	3,083,435	3,394,597.0
Total Purchased Electricity Consumption - Branches (kWh)	2,313,653	2,090,249	1,953,788.5
Total Energy Consumption - Purchased Electricity (GJ)	18,779.9	18,625.3	19,254.2
Scope 2 Indirect GHG Emissions - KT (tCO ₂ e)	2,200.5	912.5	257.1
Scope 2 Indirect GHG Emissions - Branches (tCO ₂ e)	1,395.6	1,313.7	1,205.3
Total Scope 2 Indirect GHG Emissions - KT and Branches (tCO ₂ e)	3,596.1	2,226.2	1,462.5

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Managing Our Climate Impact	2023	2024	2025
Scope 3 - Other Indirect GHG Emissions			
Category 6 – Business Travel (tCO ₂ e)	444.8	532.7	488.3
Category 7 – Employee Commuting (tCO ₂ e)*	4,320.4	3,841.0	3,924.4
Category 15 – Investments			
Portfolio Emission (tCO ₂ e)**	375,127.6	243,736.4	-
Financed Emission (tCO ₂ e)**	114,068.4	27,045.6	-
Facilitated Emission (tCO ₂ e)**	23,555.0	79,071.8	-

* Collection of data began in FY2023

** Collection of data began in FY2024

Consumption and Waste Management	2023	2024	2025
Paper Consumption (kg)	17,339	16,190	15,802
Total Waste Generated (kg)	32,876	36,244	61,621
Total Waste Generated (tonnes)	32.9	36.2	61.6

Water Consumption	2022	2023	2024
Kenanga Tower (m ³)	33,307.0	33,019.0	43,706.5
Kenanga Branch Offices (m ³)	8,901.1	7,558.3	36,977.0
Total Water Consumption (m ³)	42,208.1	40,577.3	6,729.5

EMPOWERING PEOPLE AND COMMUNITIES

Our Workforce Profile	2023	2024	2025
Total Number of Employees	1,358	1,334	1,320
Breakdown by Gender			
Male	670 49%	644 48%	640 48%
Female	688 51%	690 52%	680 52%

YEAR-ON-YEAR PERFORMANCE TABLE

Our Workforce Profile	2023	2024	2025
Breakdown by Employee Category			
Key Management	18	19	19
Male	66.7%	63.2%	68.4%
Female	33.3%	36.8%	31.6%
Senior Management	42	43	43
Male	59.5%	62.8%	62.8%
Female	40.5%	37.2%	37.2%
Middle Management	500	500	520
Male	46.6%	45.6%	46.9%
Female	53.4%	54.4%	53.1%
Junior Management	691	673	642
Male	47.0%	45.8%	45.2%
Female	53.0%	54.2%	54.8%
Non-Executive	107	99	96
Male	70.1%	69.7%	68.8%
Female	29.9%	30.3%	31.3%
Breakdown by Ethnic Composition			
Malay and Other Bumiputera	550	570	578
	40.5%	42.7%	43.8%
Chinese	734	696	674
	54.0%	52.2%	51.1%
Indian	68	63	63
	5.0%	4.7%	4.8%
Others	6	5	5
	0.4%	0.4%	0.4%
Breakdown by Age Groups			
<30	228	290	260
	21.2%	21.8%	19.7%
30-39	375	364	380
	27.6%	27.3%	28.8%
40-50	402	382	372
	29.6%	28.6%	28.2%
>50	293	298	308
	21.6%	22.3%	23.3%

YEAR-ON-YEAR PERFORMANCE TABLE

Our Workforce Profile	2023	2024	2025
By Employee Category and Age Group			
Key Management			
<30	0 0%	0 0%	0 0%
30-39	0 0%	0 0%	0 0%
40-50	5 27.8%	5 26.3%	5 26.3%
>50	13 72.2%	14 73.7%	14 73.7%
Senior Management			
<30	0 0%	0 0%	0 0%
30-39	2 4.8%	2 4.7%	1 2.3%
40-50	21 50.0%	21 48.8%	21 48.8%
>50	19 45.2%	20 46.5%	21 48.8%
Middle Management			
<30	3 0.6%	4 0.8%	5 1.0%
30-39	156 31.2%	155 31.0%	165 31.7%
40-50	195 39.0%	203 40.6%	212 40.8%
>50	146 29.2%	138 27.6%	138 26.5%

YEAR-ON-YEAR PERFORMANCE TABLE

Our Workforce Profile	2023	2024	2025
By Employee Category and Age Group			
Junior Management			
<30	279 40.4%	280 41.6%	249 38.8%
30-39	197 28.5%	188 27.9%	199 31.0%
40-50	138 20.0%	124 18.4%	103 16.0%
>50	77 11.1%	81 12.0%	91 14.2%
Non-Executive			
<30	6 5.6%	6 6.1%	6 6.3%
30-39	20 18.7%	19 19.2%	15 15.6%
40-50	43 40.2%	29 29.3%	31 32.3%
>50	38 35.5%	45 45.5%	44 45.8%
New Hires			
Total Number of New Hires	208	200	176
New Hires Rate (%)	15.3	15.0	13.3
Total Number of Employee	1,358	1,334	1,320
Breakdown by Gender			
Male	105	98	92
Female	103	102	84
Breakdown by Age Groups			
<30	113	117	82
30-39	52	54	59
40-50	25	19	26
>50	18	10	9

YEAR-ON-YEAR PERFORMANCE TABLE

Employee Turnover	2023	2024	2025
Total Number of Employee Turnover	208	223	191
Total Employee Turnover Rate (%)	15.3	16.6	14.5
Breakdown by Gender			
Male	104	125	96
Female	104	98	95
Breakdown by Age Groups			
<30	95	68	66
30-39	49	74	68
40-50	24	40	27
>50	40	41	30
Breakdown by Employee Category			
Key Management	1	0	1
Senior Management	3	1	0
Middle Management	61	66	46
Junior Management	129	74	84
Non-Executive	14	1	3
Total Number of Voluntary Attritions	137	142	134
Total Voluntary Attritions Rate (%)	10.1	10.6	10.1
Parental Leave			
Total Number of Eligible Employees	787	756	747
Breakdown by Gender			
Male	242	403	402
Female	545	353	345
Total Number of Employees That Took Parental Leave			
Male	24	9	8
Female	14	11	12
Total Number of Employees That Returned to Work After Parental Leave Ended			
Male	24	9	8
Female	14	11	12
Return to Work Rate	100%	100%	100%

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Training and Development	2023	2024	2025
Total Expenses on Training and Development (RM)	1.9mil	2.6mil	5.3mil
Overall Training Hours	40,067.9	42,294	49,901
Average Training Hours per Employee	44.9	31.7	37.8
Average Training Days per Employee	4.3	4.0	4.7
Average Training Hours per Employee by Gender			
Male	22.9	13.5	33.6
Female	21.9	12.0	41.8
Breakdown by Employee Category			
Key Management	70.9	77.7	80.6
Senior Management	35.7	49.9	60.9
Middle/ Junior Management	62.0	32.1	38.1
Non-Executive/ General Employees	9.3	10.2	16.0
Community Investment			
Total Amount of Community Investment (RM)	636,809.93	648,226.00	576,957.72
Financial Literacy			
Number of Forums Conducted	119	164	181
Number of Participations	7,877	14,106	5,607