



ZANTAT'S BLUEPRINT FOR A

SUSTAINABLE LEGACY



RELIABLE | DETERMINED | RESILIENT

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FOREWORD

"Zantat's listing activity marked a pivotal point in our enduring commitment to sustainability and transparency. This significant milestone is not merely about corporate evolution; it is a testament to our dedication to ethical practices, environmental stewardship, and sustainable growth. Our story is one of resilience, innovation, and an unwavering commitment to the future—a journey that reflects our determination to make a positive impact on the planet and its people.

As we stand at the forefront of the sustainability journey, our mission at Zantat is clear. We are dedicated to fostering a sustainable enterprise, integrating this commitment into our strategic framework and daily operations. This isn't just a goal; it's a continuous practice that shapes the very essence of our business. Our approach is about creating lasting value that transcends financial success, embodying our responsibility to the environment, our people, and future generations."



Ivan Chan
CEO, Zantat Holdings Berhad.

ZANTAT'S LEGACY

REVOLUTIONIZING THE CALCIUM CARBONATE INDUSTRY TERRAIN

THE HUMBLE BEGINNING OF ZANTAT

In the lush landscapes of Malaysia, enriched by abundant natural resources, the foundation of Zantat Holdings Berhad was laid. This story transcends a simple business narrative, embodying a journey of ambition, foresight, and a family's enduring commitment to making a significant mark on the industrial landscape.

The beginning of Zantat is rooted in the entrepreneurial vision of Chan Hup Ooi and his partnership with Teh Soon Tick and Chan Eng Hue. Together, they set the stage for what would become a leading name in innovation and excellence within the calcium carbonate industry. Their collaboration marked the first steps of Zantat's journey, planting the seeds of growth and transformation at the heart of the company's ethos.

Guided by Chan Hup Ooi's visionary leadership, Zantat navigated through the complexities of the market, adhering to principles that would catapult the company to the forefront of its industry. However, his vision would not be realized alone but shared with his descendants, who would continue to steer Zantat towards greater heights.

VISION MEETS ACTION: THE NEXT GENERATION'S DYNAMIC LEADERSHIP TRANSFORMING ZANTAT

Emerging as pivotal figures, Chan Bin Iuan and Chan Jee Chet embraced their father's pioneering spirit with a renewed commitment towards environmental stewardship. As the Managing Director and CEO, Chan Bin Iuan steered Zantat beyond the Malaysian landscape, navigating the intricacies of global markets and diversifying the company's product portfolio. His leadership was characterized not merely by growth but by establishing Zantat as a globally acknowledged leader in the calcium carbonate industry, all while prioritizing sustainable and eco-friendly practices.

Chan Jee Chet, tasked with managing the Perak Plants' operations, seamlessly integrated a commitment to quality, innovation, and environmental sustainability into Zantat's operational blueprint. His relentless pursuit of operational excellence was matched by a deep-rooted commitment to producing high-quality products through environmentally responsible methods. The Chan siblings' joint efforts have significantly advanced Zantat's sustainability agenda, showcasing their dedication to reducing environmental impact and fostering a culture of conservation within the industry.

Woven into the Chan family's story, the succeeding generation has assumed significant roles in the continuous unfolding of Zantat's narrative. Their synthesis of enduring family values with modern business strategies has cultivated a distinct corporate ethos, underscored by resilience, adaptability, and a progressive outlook. The Chan siblings, in particular, have exemplified a leadership style that is not only visionary but also deeply conscious of its environmental responsibilities, thereby ensuring that Zantat's legacy is as much about industrial achievement as it is about contributing positively to the planet's future.



ZANTAT'S JOURNEY

TRANSFORMING LEGACY INTO SUSTAINABILITY LEADERSHIP

NAVIGATING NEW PATHS: FROM TRADITIONAL ROOTS TO SUSTAINABILITY CHAMPIONS

As time passed, Zantat's story evolved from modest beginnings to embody a transformative journey within the business landscape. Initially rooted in the traditional mindset typical of family-run enterprises, the company has navigated through an era of change, embracing a leadership ethos centered around sustainability. This pivotal shift from conventional family business values towards a more inclusive and forward-thinking approach has significantly reshaped Zantat's operational and strategic outlook.

This evolution reflects a deep-seated recognition that longevity and success in today's global market necessitate a departure from purely profit-driven objectives towards a broader vision that incorporates environmental stewardship, social responsibility, and ethical governance. By integrating these principles into the core of its business model, Zantat has not only redefined its own path but also set a new benchmark for what it means to be a modern, sustainable enterprise in the calcium carbonate industry.

ACKNOWLEDGING THE VALUE OF TALENTS IN SHAPING A SUSTAINABLE FUTURE

Recognizing the imperative for fresh perspectives in today's dynamic workforce, leaders at Zantat have prioritized the cultivation of a diverse and cohesive team. This emphasis on team building underscores the critical role that collaborative efforts play in advancing Zantat's sustainability objectives. The company's dedication to sustainability not only attracts professionals who are driven to effect positive change but also ensures that Zantat's impact extends far beyond its immediate sphere.

Under the stewardship of a new generation of leaders, Zantat has redefined its approach, placing a premium on alignment with the values and aspirations of its team members. Sustainability lies at the heart of every endeavor, fostering an environment where all individual's contributions are valued. This cultural transformation within Zantat celebrates creativity, diversity, and the well-being of the community as essential components of its ethos.

THE SUSTAINABLE STRATEGY OF PEOPLE, PLANET, PRODUCT

At the heart of this transformation are the three pillars of sustainability - "People, Planet, Product," which guide Zantat's commitment to building a more sustainable, inclusive, and innovative future. Driven by the belief that better people lead to better teamwork, Zantat is committed to cultivating a work environment where collaboration thrives. This synergy among team members is not only instrumental in providing better products to our customers but also in producing sustainable solutions that safeguard the health of our planet and ensure a better future for generations to come. At Zantat, we understand that by investing in our people and fostering a culture of teamwork, we pave the way for a more sustainable and prosperous tomorrow.



SUSTAINABILITY - THE ONLY WAY WE CAN SUCCEED IN THE FUTURE



"Sustainability isn't just an option; it's our compass for navigating the future. By embracing sustainable practices, we not only ensure our success but also pave the way for a thriving and resilient tomorrow."

At Zantat, we are deeply committed to contributing to the United Nations Sustainable Development Goals (UNSDGs). Sustainability is at the core of everything we do, guiding our actions as we work towards building a better future for generations to come. From empowering our workforce and fostering vibrant communities to preserving the environment and driving innovation, we are dedicated to making a meaningful impact that transcends boundaries and stands the test of time.



PILLAR I

OUR PEOPLE & COMMUNITY

THE 3 PILLARS OF SUSTAINABILITY

PEOPLE, PLANET, PRODUCT





Our employees are the heartbeat of our organization. We prioritize their well-being, growth, and development, recognizing that they are the driving force behind our success. We foster a supportive and inclusive work environment where every team member feels valued, empowered, and inspired to reach their full potential. From comprehensive training programs to opportunities for career advancement, we invest in our employees' professional growth and personal fulfillment. At Zantat, we believe that when our employees thrive, so does our company, and together, we can create a brighter future for all.

"Our team's development mirrors our sustainable vision. Investing in people is investing in a planet that sustains us all."



4 PLANTS
in 2 States in Malaysia



Invested **>RM113k**
into employee
development in FY2023



>200
Employees



17%
of Board of Directors
are women since FY2022



Recorded a **63% REDUCTION**
in total turnovers among the
non-executives in FY2022



Dedicated a total of **6,412 HOURS**
and more towards
employee's training

STRINGENT HEALTH AND SAFETY CONDUCT:

Prioritizing employee safety and health acknowledges them as the organization's most valuable asset. Our commitment to their well-being extends beyond physical safety to encompass their rights and ethical conduct in the workplace. We empower our employees by ensuring they are aware of their rights at work and providing avenues for them to voice concerns or seek assistance if needed.

Additionally, we uphold a zero-tolerance policy towards corruption, fostering a culture of integrity and accountability. Through regular training, risk assessments, and a safety-first culture, we aim to ensure a safe, healthy, and ethical working environment where every employee can thrive.

We are highly committed to complying with the:

- Occupational Safety and Health Act 1994
- ISO 45001:2018 Occupational Health & Safety
- ISO 14001:2015 Environmental Management Systems



ZERO COMPLAINTS
concerning human rights
violations



100% OF OUR OPERATIONS
underwent corruption
risk assessments

SUPPLIERS & CUSTOMERS – OUR EXTENDED COMMUNITY:

At Zantat, we understand the critical role our suppliers and customers play in our journey towards sustainability and success. We carefully choose our suppliers and strongly support local businesses, recognizing their vital contributions to our extended community. Our commitment to fostering robust relationships with our suppliers and customers is at the core of our business ethos. We prioritize transparency, fairness, and open communication in all our interactions, ensuring the highest standards of integrity and trust. By collaborating closely with our suppliers and customers, we strive to create shared value and drive positive impact across our supply chain. Together, we are dedicated to building a sustainable future where everyone can thrive.

OUR CSR – LOCAL COMMUNITY WELFARE AND DEVELOPMENT

Zantat actively participates in and sponsors programmes that significantly impact the local communities around its operations. The company’s community engagement efforts are multifaceted, focusing on education, environmental stewardship, and socio-economic development.

Additionally, Zantat supports various charitable activities, such as annual blood drives, food donations, and visits to old folks’ homes, orphanages, and disability centers, showcasing its commitment to societal impact. Some key highlights of our education CSR programme include:

- Back to School Programme: Zantat demonstrated its dedication to education by donating uniforms and sportswear to students from B40 families, benefiting 22 students from SJK (C) Phui Ying and 18 from Sungai Raia. This initiative helps alleviate the financial burden on families and ensures that children have the necessary resources to attend school.
- GIMI Impact Programme Sponsorship: Zantat sponsored approximately RM 19,994 for Form 6 students of SMK Kampung Pasir Puteh in collaboration with Claurus Consulting Sdn Bhd. This program supports 20 Form 6 pupils from B40 families, aiming to engage, enable, and empower youth for social innovations. The sponsorship reflects Zantat’s commitment to fostering innovation and providing opportunities for the youth to contribute meaningfully to society.



ZERO confirmed incidents of **CORRUPTION RECORDED** throughout our operation



ZERO BREACHES INCIDENTS of customer privacy or losses of customer data



>300 CUSTOMERS from 19 countries



96% SUPPLIERS from local in FY2022



88% of the **PROCUREMENT BUDGET** was spent on local suppliers in FY2022



PILLAR II

OUR PLANET AND
ENVIRONMENTAL
COMMITMENT

THE 3 PILLARS OF SUSTAINABILITY

PEOPLE, **PLANET**, PRODUCT

Our dedication to environmental stewardship is the cornerstone of our visionary journey towards sustainability. At the core of our commitment is a profound responsibility to the planet, manifested through innovative initiatives aimed at enhancing energy efficiency, advancing waste management, championing water conservation, and significantly curtailing greenhouse gas emissions. We embrace a holistic and dynamic approach to sustainability, thoughtfully addressing the urgent challenges of climate change while advocating for renewable energy and responsible resource stewardship.

It's this commitment to "Our Planet and Environmental Commitment" that underscores our ambition not just to achieve operational excellence but to forge a path towards a more sustainable and resilient future. Through our comprehensive strategy, we emerge not just as participants but as leaders in sustainability within the calcium carbonate industry, embodying the vision and drive to redefine industry standards and inspire a global movement towards environmental stewardship. Our actions reflect our belief that with innovation, dedication, and a collective effort, we can contribute to a healthier planet and a more sustainable world for future generations.



UTILIZED
solar power to generate
1,261,363 kWh
of electricity in FY2023



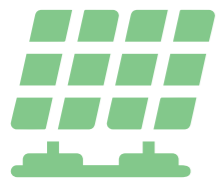
12% REDUCTION
of overall GHG
emissions in FY2022



A total of
33.8 TONNES
OF METAL WASTE
was recycled since FY2020



30.5MT of metal
waste successfully
RECYCLED
in FY2023



INSTALLED 1MWP
SOLAR PV SYSTEM
and going to install 1.3MWP
for phase 2 in FY2024



REDUCED
our non-scheduled
WASTE
generation by 15%
in FY2022

"Every step powered by renewable energy, every waste reduction, and every drop of water conserved leads us closer to a greener, more resilient world."



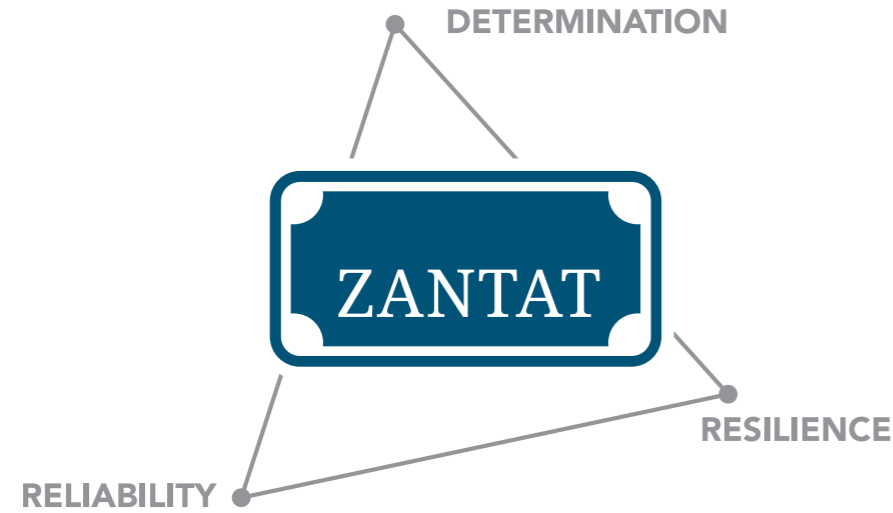
PILLAR III

OUR PRODUCTS
AND INNOVATION

THE 3 PILLARS OF SUSTAINABILITY

PEOPLE, PLANET, **PRODUCT**

Our company core values of Determination, Reliability, and Resilience serve as the compass guiding us towards excellence in quality assurance and product innovation. These values are more than just words; they are the essence of our approach to sustainability, inspiring us to deliver consistent quality, face challenges with courage, and adapt to change. They drive us to make decisions that balance economic growth with environmental stewardship and social responsibility, ensuring that our practices contribute positively to a sustainable future.



DETERMINATION has driven Zantat's growth and innovation, leading to its expansion from a local GCC producer to a significant player in the calcium carbonate industry. This ambition is evident in their continuous product development, R&D innovation and market expansion efforts.

RELIABILITY is central to Zantat's operations, ensuring quality and fostering enduring partnerships across various industries. With decades of experience, Zantat has become a trusted supplier, known for its consistent product quality and customer service.

RESILIENCE allows Zantat to adapt and thrive amidst market changes and industry challenges. Our move into bioplastic compounding and sustainability initiatives showcases their adaptability and commitment to meeting future demands.



QUALITY CONTROL AT ZANTAT

The cornerstone of our quality assurance is our adherence to the **ISO 9001:2015 Quality Management System**, a testament to our systematic approach towards achieving and surpassing industry standards. Additionally, our commitment to responsible sourcing is integral to our operations, ensuring that all materials are procured in an ethical and sustainable manner, further enhancing the trust and reliability our customers place in us.

Our commitment extends beyond mere compliance; it is about forging trust and reliability with our customers. **The HACCP, GMP, and Halal certifications** further exemplify our promise to deliver products that meet stringent health and safety standards, ensuring that even products used in food packaging are produced with the utmost care and responsibility. At Zantat, quality is not just a benchmark; it is our legacy, woven into the fabric of everything we do, ensuring that we continue to be a beacon of trust and excellence in the calcium carbonate industry.



A MORE SUSTAINABLE APPROACH - ZANECO'S BIOPLASTIC COMPOUNDS

We believe innovation is the key to unlocking sustainable solutions that meet the evolving needs of our customers and the planet. Our foray into bioplastic compounding through Zaneco represents a bold step towards sustainability, reflecting our commitment to environmental stewardship. By developing bioplastic compounds, we are not only expanding our product offerings but also empowering our customers to embrace greener alternatives, fostering a shift towards biodegradable plastic products.

Zaneco stands at the forefront of the bioplastic's revolution with its **Earthya™** line, offering a compelling alternative to traditional plastics. Zaneco's Earthya™ bioplastics represent a transformative step forward in waste management and environmental stewardship. Unlike traditional degradable plastics that often break down into harmful microplastics, contributing to pollution and ecological harm, Earthya™ products are designed with sustainability at their core. They boast enhanced durability for practical use while ensuring that they compost fully back into the earth without leaving any toxic or visible residues. This crucial difference not only mitigates the issue of microplastic pollution but also aligns with a broader commitment to reducing environmental impact.

The compostability of Earthya™ bioplastics ensures that, at the end of their lifecycle, they break down into non-toxic substances like water and CO², transforming into valuable compost and soil nutrients. This process significantly reduces waste disposal in landfills and cuts greenhouse gas emissions, promoting a healthier and more sustainable ecosystem. By opting for Earthya™, businesses and consumers contribute to a circular economy that values resource efficiency and environmental health, making Zaneco's bioplastics a superior and more sustainable option for managing waste and safeguarding our planet.



“Innovation is only innovation when it’s sustainable.”
– Donald Clark

THE INNOVATION OF ZANELITE: ULTRAFINE PRECISION, WHERE SUSTAINABILITY MEET PERFORMANCE

Zanelite, a pioneering product from Zantat, represents the cutting edge of calcium carbonate technology and product innovation. As part of Zantat's commitment to advancing the performance and sustainability of its offerings, Zanelite emerges as a groundbreaking ultrafine grade Ground Calcium Carbonate (GCC) powder, meticulously engineered to meet the demanding specifications of various industries.

This superior fineness ensures a higher surface area, offering improved processing characteristics and enhanced end-product performance. Zanelite's particle size distribution is optimized for applications that demand high levels of purity and particle size consistency, such as in the plastics, paints and coatings.

Zanelite is not just about improving product quality; it's also about contributing to Zantat's sustainability goals. By incorporating Zanelite into their products, manufacturers can achieve not only superior performance but also a lower environmental footprint, aligning with global trends towards greener manufacturing practices.



FUTURE-FORWARD

ZANTAT'S INITIATIVES FOR SUSTAINABLE ACTION

As we forge ahead, Zantat's commitment to sustainability is unwavering, driving us to pioneer a future where environmental stewardship, social responsibility, and economic growth go hand in hand. Our blueprint for a greener tomorrow is rooted in actionable strategies and concrete initiatives designed to make a lasting impact.

Here are the future steps we envision to ensure our objectives become a reality:

1. Expanding Renewable Energy Use Across Operations

Building on our initial investments in solar energy, our next steps include expanding renewable energy sources across our facilities. We aim to achieve a significant percentage of our energy consumption from renewables by 2025, reducing our carbon footprint and setting a new standard for energy use in the industry.

2. Developing Next-Generation Bioplastics

Our subsidiary, Zaneco, is at the forefront of developing bioplastic compounds that are not only biodegradable but also feature enhanced performance characteristics. Our R&D team is focused on creating bioplastics that can withstand a wider range of applications, making them suitable for use in even more industries and further reducing the world's reliance on traditional plastics.

3. Launching a Zero-Waste Initiative

Zantat is committed to achieving zero waste in our production processes. This ambitious initiative involves optimizing our manufacturing operations to minimize waste, enhancing our recycling programs, and exploring innovative ways to repurpose by-products. We are also engaging our supply chain partners to adopt sustainable practices, aiming for a holistic approach to waste reduction.

4. Implementing Water Conservation Technologies

Our commitment is to enhance our water management systems, aiming for a more efficient and responsible use of water within our operations. By adopting advanced technologies and practices, we strive to optimize water use and increase recycling rates.

5. Enhancing Biodiversity and Ecosystem Health

Understanding the importance of biodiversity for a healthy planet, Zantat is initiating projects to enhance the ecosystems surrounding our operations in future years. These projects will include planting native vegetation, restoring habitats, and supporting local conservation efforts. By improving biodiversity, we contribute to the overall health of our planet and the well-being of communities around us.

6. Strengthening Community Engagement and Development Programs

We recognize that a sustainable future is built on strong communities. Zantat is planning to expand our community engagement programs to include more educational, health, and welfare initiatives. We're also increasing our support for local businesses and entrepreneurs, fostering economic growth, and promoting sustainability within our community.

7. Advancing Transparency and Stakeholder Collaboration

Transparency is key to our sustainability journey. Zantat plans to enhance our reporting and communication on sustainability efforts, engaging stakeholders through forums, workshops, and partnerships. By fostering a collaborative environment, we can share best practices, learn from others, and drive collective action towards a greener tomorrow.

These concrete steps outline Zantat's commitment to not just envisioning a sustainable future but actively creating it. Through innovation, collaboration, and dedicated action, we are charting a visionary course towards a greener tomorrow, ensuring that our legacy is one of positive impact and enduring sustainability.

STAKEHOLDER ENGAGEMENT

COLLABORATING FOR A GREENER TOMORROW

In the tapestry of Zantat's sustainability journey, stakeholder engagement emerges as a vital thread, intertwining the aspirations, insights, and energies of all involved towards a shared vision of a sustainable future. Our approach to engaging stakeholders — ranging from employees, customers, suppliers, local communities, to regulatory bodies — is rooted in a philosophy of openness, mutual respect, and collaboration.

Here's a deeper dive into how we're going to strengthen these relationships to foster a collective stride towards sustainability in near future:

1. Building Transparent and Open Dialogues

Transparency is the cornerstone of our stakeholder engagement strategy. We're committed to open dialogues that foster trust and mutual understanding. Through regular updates, sustainability reports, and forums, we share our goals, progress, and challenges, inviting feedback and discussions. This two-way communication ensures our strategies remain aligned with stakeholder expectations and enhances our collective ability to address sustainability challenges effectively.

2. Empowering Employees as Sustainability Ambassadors

Our employees are not just our workforce; they are our sustainability ambassadors. We engage our team through sustainability training, workshops, and participatory decision-making processes that allow them to contribute ideas and initiatives. By empowering our employees in this way, we ensure that our sustainability goals are embedded in our corporate culture and reflected in our everyday operations.

3. Collaborating with Customers for Greener Solutions

Understanding that our sustainability efforts extend well beyond our operations, we work closely with our customers to develop products and solutions that not only meet their needs but also contribute to their sustainability goals. Through collaborative R&D efforts, we explore innovations like biodegradable plastics and energy-efficient materials, aiming to reduce the environmental impact across the value chain.

4. Partnering with Suppliers on Sustainability

Our supply chain is an essential component of our sustainability strategy. We engage our suppliers in discussions on sustainable practices, encouraging them to adopt greener methods and materials. By conducting sustainability assessments and providing support for improvements, we aim to foster a supply chain that is not only efficient but also aligned with our environmental and social standards.

5. Engaging Communities for Shared Value Creation

Local communities are integral stakeholders in our journey. We believe in creating shared value that benefits both our business and the communities we operate in. Through community development programs, educational initiatives, and environmental projects, we would like to engage with community members in future to understand their needs and how we can contribute positively. This engagement not only strengthens our social license to operate but also enriches our understanding of sustainability in a broader context.

6. Advocating for Sustainability in Industry and Regulatory Arenas

Moving forward, Zantat plans to deepen its involvement in industry associations and strengthen engagements with regulatory bodies, advocating for enhanced sustainability standards and practices. By sharing our journey and collaborating on policy development, we aim to play a pivotal role in shaping a regulatory environment that champions sustainable development throughout the industry.

7. Fostering Innovation Through Partnerships

Recognizing that no single entity can tackle the sustainability challenges we face alone, we seek out to foster partnerships with academic institutions, NGOs, and other businesses. These collaborations are aimed at pooling resources, knowledge, and expertise to drive innovation in sustainability that benefits everyone involved.



CLOSING REMARKS

A SUSTAINABLE VISION

Our vision for a sustainable future is ambitious and clear. As we continue to integrate sustainable practices into our operations, we remain committed to being a leader in the calcium carbonate industry and beyond. Our journey is about more than just business success; it's about creating a legacy of environmental stewardship, community engagement, and innovation that benefits generations to come.

We understand that sustainability is an ongoing journey, and we are dedicated to exploring new ways to enhance our sustainability impact. Through our continuous efforts, strategic initiatives, and stakeholder engagements, we aim to contribute to a healthier planet, support vibrant communities, and foster innovation that drives positive change. Together, we can build a sustainable future that honors our commitment to the planet, its people, and our shared prosperity.

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