

SUSTAINABILITY REPORT

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SUSTAINABILITY REPORT (CONT'D)

About This Report

(GRI 2-3, GRI 2-4)

As a top producer of high-quality calcium carbonate powder and calcium carbonate dispersion products, Zantat Holdings Berhad ("Zantat", "ZHB" or "the Company") and its subsidiaries ("the Group") is committed to creating lasting value for our stakeholders. We are pleased to share our first sustainability report, which outlines our efforts to operate responsibly and effectively in environmental, social, and economic aspects.

One of our key initiatives is the establishment of a three-tiered Sustainability Governance system to manage sustainability issues. We also conducted a thorough assessment to identify important sustainability concerns and developed a Sustainability Framework to guide our sustainable development efforts.

Additionally, we are actively working to reduce our carbon footprint and transition to a low-carbon future. We have calculated and disclosed our greenhouse gas emissions, including direct emissions from our operations (Scope 1), indirect emissions from energy consumption (Scope 2), and other indirect emissions (Scope 3) related to our quarrying activities.

Reporting Period

This Report provides a detailed overview of our sustainability initiatives throughout the period from 1 January 2023 to 31 December 2023. To delve deeper into critical aspects such as corporate governance, internal operations, and business activities, we encourage you to explore the corresponding sections in Zantat's Integrated Annual Report and other relevant sources for a more in-depth understanding.

Scope and Boundaries

(GRI 2-2)

This Report serves as our Sustainability Report, in accordance with the definition set forth by Malaysian law. It encompasses an evaluation of our non-financial performance, as well as the opportunities, risks, and outcomes related to key stakeholders who exert a significant influence on our value creation. Unless otherwise specified, our reporting coverage is based on a group-level disclosure. No significant changes have occurred in our structure, ownership, or supply chain during the reporting year. We are committed to continuously enhancing our Group reporting standards to ensure meaningful and measurable disclosure that benefits our stakeholders.

Where applicable, we have included three years of comparative data to highlight annual trends. The data presented originate from Zantat Sdn. Bhd. and its subsidiaries. Throughout this report, disclosures pertaining to Perak Plant 1, Perak Plant 2, and Perak Quarry 1 will collectively be referred to as "Zantat Perak" unless explicitly mentioned otherwise. Disclosures related to the KL Plant will be indicated as "Zantat KL".

Reporting Framework and Standards

This Report has been prepared in compliance with Bursa Malaysia's Listing Requirements, following the guidelines outlined in Bursa Malaysia's Sustainability Reporting Guide (3rd Edition), as well as adhering to the Global Reporting Initiative ("GRI") Standards, and aligned with the chosen Sustainable Development Goals (also known as "SDGs" or "UN SDGs") and Task Force on Climate-related Financial Disclosures ("TCFD") Recommendations.

Assurance Statement

All information presented in this Report has undergone thorough review and approval by senior management within the Group. In an effort to enhance the integrity and precision of our data collection and analysis for future reports, we intend to engage an independent party to verify the accuracy and integrity of our sustainable disclosures, ensuring they adhere to the highest standards of accuracy and honesty.

Feedback and Comments

(GRI 2-3)

We welcome you to explore the digital version of our sustainability report available at <https://www.zantat.com.my/>. Our readers are encouraged to share their perspectives on our sustainability approach and contribute suggestions for advancing our sustainability initiatives and programs. Your feedback is invaluable to us as we persistently strive to enhance our sustainability practices and initiatives.

Sustainability Committee

Zantat Holdings Berhad (202101040483 (1440783-X))
Lot 1013-B, Jalan 2/32A, 6 ½ Miles,
Kepong Industrial Area, Jalan Kepong,
52100 Kuala Lumpur, Malaysia
Tel : +603 6258 5552 / +603 6258 1985
Fax : +603 6251 8766
Email : sustainability@zantat.com.my

SUSTAINABILITY REPORT (CONT'D)

About the Company

Established in 1985 as Zantat Sdn Bhd, our company has evolved into Zantat Holdings Berhad in 2023 and officially publicly listed on 27 March 2024. Zantat is dedicated to conducting business in an environmentally responsible manner. Specializing in the production of calcium carbonate and other mineral products, our operations reflect a commitment to sustainable practices.

Group Operations

ZHB operates four production plants, with three located in Perak and one in Kuala Lumpur. Additionally, we hold two leasehold properties with limestone reserves in Perak. Serving approximately 300 customers across several countries, including India, Malaysia, Thailand, Indonesia, and others, we are dedicated to meeting global demand while maintaining sustainable business practices.

/ Zantat Sdn Bhd - Perak Plants

Operations:

Head office, warehouse and production of GCC

Location:

PT24571 & PT 21289
Kaw. Industri Batu Kapur
Keramat Pulau,
31300 Kampung Kepayang,
Perak.

/ Zantat Sdn Bhd - KL Plant

Operations:

Office, warehouse, production of calcium carbonate and kaolin dispersions, and processing of ultrafine PCC powder

Location:

Lot 1013, Jalan 2/32A,
6 ½ Miles, Kepong Industrial Area,
Jalan Kepong, 52100 Kuala Lumpur.

/ Calrock Sdn Bhd

Operations:

Office, warehouse and production of GCC

Location:

60, Persiaran Portland,
Tasek Industrial Estate,
31300 Ipoh, Perak.

/ Zantat Light C.C. Sdn Bhd

Operations:

Quarrying and crushing of limestone reserves

Location of Perak Quarry 1:

PT 22,
Mukim Sg. Raya,
31300 Keramat Pulau, Perak.

/ Zaneco Sdn Bhd

Operations:

Manufacturer of biodegradable and compostable compounds.

Location:

PT24571 & PT 21289
Kaw. Industri Batu Kapur
Keramat Pulau, 31300 Kampung Kepayang,
Perak.

SUSTAINABILITY REPORT (CONT'D)

Our Environmental Commitment

Since our inception, environmental stewardship has been integral to our operations. Beginning with the production of calcium carbonate in 1986, we have steadily expanded our commitment to sustainability. In 2000, the acquisition of Calrock, a company specializing in eco-friendly calcium carbonate production, further solidified our dedication to environmental responsibility.

Core Business Activities

ZHB's primary focus is on manufacturing calcium carbonate products, including Ground Calcium Carbonate ("GCC") and Calcium Carbonate ("CC") dispersions. GCC production has consistently contributed the majority of our revenue, accounting 82.7% in 2021, and 83.5% in 2022 and 87.4% in 2023. Additionally, we produce CC dispersion and kaolin dispersion, introduced in 2020, which serve as fillers in synthetic rubber glove production.



Image 1 : India Exhibition - Plastindia 2023



Image 2 : Bangkok Exhibition - T-Plas

Beyond our Core Activities

In addition to our primary focus on calcium carbonate products, we engage in processing ultrafine Precipitated Calcium Carbonate or PCC powder, trading other industrial minerals, and supplying limestone quarry products. These minerals cater to various industrial applications, including plastics manufacturing, glove production, paints and coatings, and rubber products. These endeavors align with our commitment to responsible business practices and sustainability.

Group Structure and Operating Entities

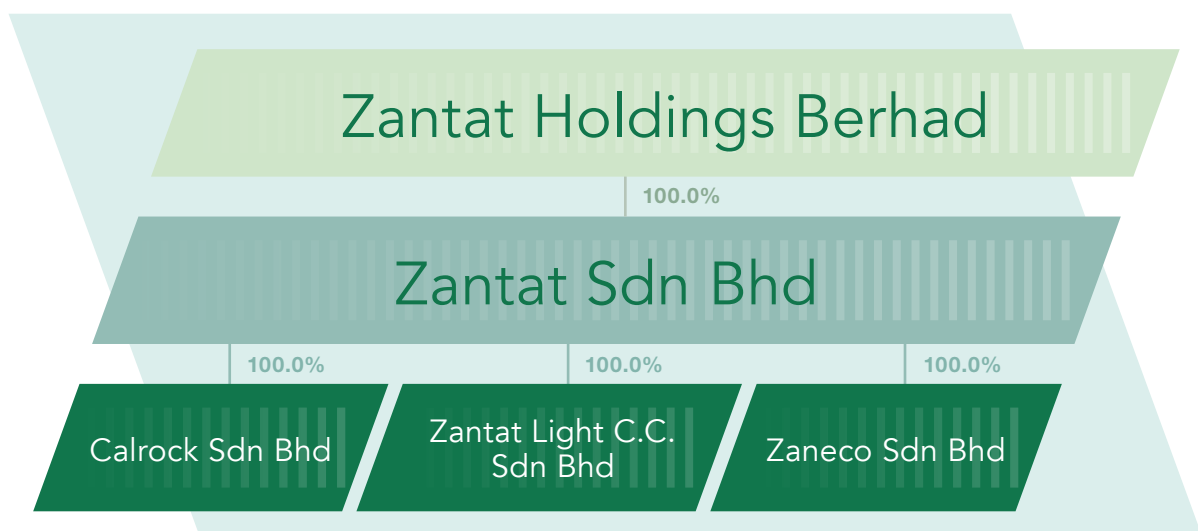


Diagram 1.1: Zantat Holdings Berhad's Journey to Public Listing and Beyond

SUSTAINABILITY REPORT (CONT'D)

Group Structure and Operating Entities (Cont'd)

On 27 March 2024, Zantat Holdings Berhad achieved a significant milestone by transitioning to a publicly listed company, highlighting its dedication to transparency, accountability, and sustainability. Rooted in a legacy dating back to 1985, when Zantat Sdn Bhd was established as a high-grade Calcium Carbonate producer in Malaysia, the company has progressively embraced sustainable growth principles throughout its evolution.

The decision to go public reflects Zantat's strategic commitment to transparency and stakeholder engagement. The prospectus released in February 2024 provides a comprehensive overview of Zantat's sustainable practices, governance structures, and future objectives.

Zantat sustainability report will outline its environmental, social, and governance ("ESG") initiatives, demonstrating efforts to minimize environmental impact, foster social inclusivity, and maintain robust corporate governance standards. These initiatives encompass investments in eco-friendly technologies, community support endeavors, and employee welfare programs.

Integral to Zantat's sustainability journey are key milestones such as the integration of sustainable practices into daily operations and the adoption of green technologies. Additionally, the company's engagement with local communities through educational and social initiatives underscores its commitment to creating positive societal impacts.

The public listing signifies not only a financial milestone but also an opportunity for to enhance its dedication to sustainability. By going public, aims to strengthen its reputation as a responsible corporate citizen, fostering trust among investors, stakeholders, and the wider community.

Our Approach to Sustainability

Sustainability Framework

ZHB has honed its sustainability framework to align seamlessly with our business strategy, guided by the Group's vision and mission. Within this framework, our aim is to address the needs of our stakeholders, minimize our environmental impact, and make positive contributions to the local communities in which we operate. Our focus areas include Delivering Excellence, Responsible Supply Chain, Empowering Our People and the Community, and Caring for the Environment. To achieve our objectives in each area, we address the concerns related to our material matters and set targets for enhanced sustainability performance. We track our progress and ensure continuous improvement through a performance scorecard linked to these targets.



Vision

To establish our presence as a top manufacturer of Calcium Carbonate products and a reliable partner that provides optimum value to customers in diverse industries.



Mission

To deliver on our promise of providing high-quality products and excellent services through strong customer relationships, innovative R&D, and state-of-the-art facilities.



Our Values

D Determination

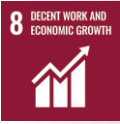



R Reliability

R Resilience

SUSTAINABILITY REPORT (CONT'D)

Our Contribution to the UN SDGs

The Group actively engaged in the assessment and evaluation of our performance with respect to the United Nations Sustainable Development Goals ("SDGs"). Through a meticulous tracking of key indicators, we align our initiatives with the SDGs, striving to make a meaningful impact on social, economic, and environmental challenges. Our commitment extends to continuous monitoring and improvement, as we actively contribute to the realization of the global sustainability agenda.

SDGs	SDG Targets	Zantat Contribution
 <p>SDG 8: Decent Work and Economic Growth</p>	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<ul style="list-style-type: none"> Zero fatalities and occupational injuries occurred in FY2023.
 <p>SDG 12: Responsible Consumption and Production</p>	<p>12.2 By 2030, achieve sustainable management and efficient use of natural resources</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<ul style="list-style-type: none"> A portion of the layer pads used in our packaging were sourced from environmentally friendly components such as recycled stearic acid bags. Recycled wooden pallets were used. Metal waste was recycled. Scheduled waste was collected by licenced scheduled waste collectors. We used recycled Intermediate bulk containers ("BC") tanks to store finished goods.
 <p>SDG 13: Climate Action</p>	<p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p> <p>13.2 Integrate climate change measures into national policies, strategies and planning</p>	<ul style="list-style-type: none"> Carbon footprint for emissions in production operations was measured for the first time to identify suitable pathways to reduce carbon emissions across the organisation in the future.
 <p>SDG 16: Peace, Justice and Strong Institutions</p>	<p>16.5 Substantially reduce corruption and bribery in all their forms.</p>	<ul style="list-style-type: none"> Strengthened our Anti-Bribery & Corruption Policy and Code of Conduct & Ethics.

SUSTAINABILITY REPORT (CONT'D)






Stakeholder Engagement

(GRI 2-29)

At ZHB, we recognize the importance of engaging with a diverse range of stakeholders who play a significant role in, or are impacted by, our operations. Our key stakeholder groups include shareholders, financiers, investors, government agencies, regulators, customers, employees, community members, non-governmental organizations ("NGOs"), suppliers, contractors, and media outlets. We have identified these stakeholders based on their influence on our business and their reliance on our activities.

As a responsible corporate entity, we prioritize maintaining transparent and constructive communication channels with all our key stakeholders. We engage in regular dialogues through both formal and informal platforms, fostering meaningful interactions. These engagements are essential for identifying material issues relevant to stakeholders, gaining insights into emerging opportunities and risks, and enabling us to respond effectively to their needs.




Through ongoing engagement efforts, we strive to build trust, foster collaboration, and ensure that the interests and concerns of all stakeholders are considered in our decision-making processes. Our commitment to stakeholder engagement underscores our dedication to responsible and sustainable business practices.

Key Stakeholder Group	Key Areas of Concern	Methods of Engagement	Frequency of Engagement
 Customers	<ul style="list-style-type: none"> Products and services quality Customer satisfaction On-time delivery Pricing and supplies 	<ul style="list-style-type: none"> Regular feedback and meetings Ad hoc participation in industry networking events 	<ul style="list-style-type: none"> As required As required
 Employees	<ul style="list-style-type: none"> Employee welfare and benefits Training and professional development Occupational health and workplace safety 	<ul style="list-style-type: none"> Employee engagement activities Internal communications Promote safety awareness at the workplace 	<ul style="list-style-type: none"> Ongoing As required Ongoing
 Government/Regulators	<ul style="list-style-type: none"> Regulatory compliance Workplace safety Environmental impact 	<ul style="list-style-type: none"> Periodic meetings On-site inspections Ad-hoc workshops and training 	<ul style="list-style-type: none"> Ongoing Ongoing Ongoing
 Local Communities & Public ("NGO")	<ul style="list-style-type: none"> Job creation Community development and enrichment Environment impact and compliance 	<ul style="list-style-type: none"> Local hiring Community programs 	<ul style="list-style-type: none"> Ongoing As required
 Shareholders and Investors	<ul style="list-style-type: none"> Products and services quality Company financial performance Ethics, integrity & governance 	<ul style="list-style-type: none"> Quarterly and Annual reporting Annual General Meeting / Extraordinary General Meetings Updated policies and compliance trainings 	<ul style="list-style-type: none"> Quarterly/Annually Annually/As required As required

SUSTAINABILITY REPORT (CONT'D)

Stakeholder Engagement (Cont'd)

(GRI 2-29)

Key Stakeholder Group	Key Areas of Concern	Methods of Engagement	Frequency of Engagement
Suppliers 	<ul style="list-style-type: none"> On-time payment Business continuity Procurement ethics Products and services quality 	<ul style="list-style-type: none"> Negotiations with suppliers/ business partners Periodic meetings Performance evaluation 	<ul style="list-style-type: none"> As required As required As required
Financial Institutions 	<ul style="list-style-type: none"> Financial risk management 	<ul style="list-style-type: none"> Effective communications on business and operational updates Annual General Meeting 	<ul style="list-style-type: none"> Ongoing Annually
Media 	<ul style="list-style-type: none"> Prioritize transparent communication about business performance, ESG efforts, and community impact programs 	<ul style="list-style-type: none"> Identify traditional and digital media outlets pertinent to target audience and industry Organize media events such as press conferences or product launches Utilize multimedia content like photos and videos to enrich storytelling Assess the impact of media engagement strategies through analytics Modify approaches based on received feedback and analyzed data 	<ul style="list-style-type: none"> As required As required As required As required Ongoing

Materiality Assessment

(GRI 3-1, GRI 3-2)

As an organization, we recognize that the issues considered most important can significantly impact our capacity to generate enduring value for our stakeholders, both directly and indirectly. In 2023, a comprehensive materiality assessment was undertaken, involving essential internal and external stakeholders, to ensure their interests and concerns are taken into account. These material concerns exert influence over our business strategy and the allocation of resources to address crucial sustainability matters. While our objective is to perform an extensive materiality assessment every three years, we also engage in an annual review to verify the pertinence of previously prioritized economic, environmental, social, and governance impacts stemming from our day-to-day operations.

SUSTAINABILITY REPORT (CONT'D)

Materiality Assessment (Cont'd)

(GRI 3-1, GRI 3-2)



2023

- Undertook a comprehensive materiality assessment involving internal stakeholders, encompassing the Board of Directors and employees, alongside vital external stakeholder segments, which include shareholders and investors, government entities and regulators, customers, communities and NGOs, as well as suppliers.
- Our materiality methodology was aligned with Bursa Malaysia's Sustainability Reporting Guide and the GRI Standards.
- This process yielded the identification of 8 principal stakeholder groups and the prioritization of 13 pertinent material matters
- The conclusions drawn from this process were subsequently scrutinized by our Sustainability Steering Committee and received formal endorsement from the Board.

This year, as part of our limited-scale materiality review, we have determined that the material matters continue to align with ZHB's strategic objectives and stakeholder expectations. These material matters have also been compared against those of our local and regional peers, in addition to considering emerging risks and pertinent frameworks such as Bursa's Sustainability Reporting Guide (3rd Edition), and GRI Standards.

Materiality Assessment Process

Stakeholder Engagement

- Identify and engage key stakeholders to understand their concerns, expectations, and priorities related to sustainability.
- Utilize surveys, interviews, and consultations to gather valuable insights from diverse stakeholder groups.

Identification of Material Topics

- Compile a list of potential sustainability topics, considering industry standards, global frameworks, and emerging trends.
- Evaluate topics based on their relevance to stakeholders, impact on the environment, and alignment with corporate values.

Prioritization and Scoring

- Establish clear criteria for prioritizing sustainability topics, emphasizing factors such as stakeholder significance, environmental impact, and financial implications.
- Score and rank topics based on the established criteria to identify the most material issues.

Integration into Reporting Framework

- Incorporate prioritized sustainability topics into the reporting framework, ensuring transparent communication of the materiality assessment process.
- Clearly present the selected topics in the sustainability report, linking them to corporate goals, strategies, and ongoing initiatives.

SUSTAINABILITY REPORT (CONT'D)

Materiality Matrix

(GRI 3-2)

Similar to the previous year, Product Quality, Occupational Health and Safety, Materials, and Corporate Governance & Transparency continue to maintain their significance as material sustainability matters of very high importance. These vital aspects highlight our unwavering dedication to producing exceptional calcium carbonate powder and dispersion products, all while ensuring responsible sourcing of materials. Moreover, they reaffirm our steadfast commitment to fostering a safe and healthy workplace environment for our employees throughout our quarry and manufacturing facilities. Additionally, these priorities underscore's enduring responsibility to uphold ethical practices for both customers and suppliers, thereby reinforcing trust among all stakeholders.



SUSTAINABILITY REPORT (CONT'D)

Management Approach for Material Matters

A Simple Approach to Economic Success

At Zantat, we keep our economic engine running by following a straightforward strategy. We stay updated on what is happening in the market, make sure our finances are in good shape, focus on using the latest technologies, manage risks carefully, and explore new markets in different place.

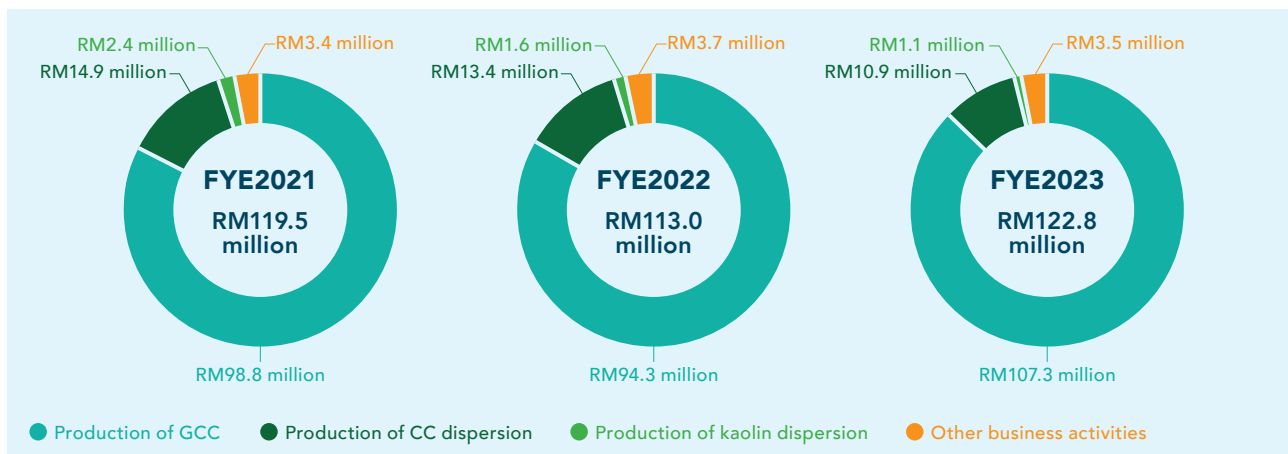
Commitment to Sustainable Financial Performance

(GRI 201-1)

At Zantat, our financial success is crucial for creating lasting value and advancing our sustainability goals. We understand our responsibility to provide good job opportunities and help local communities grow economically. Our main aim is to stay strong in the long run by managing our resources wisely and sharing the wealth we create with everyone involved.

This commitment goes beyond just making money; it includes our promise to support local jobs, boost community growth, and practice sustainability. By using our resources wisely, we not only ensure our own success but also contribute to the well-being of the communities we are part of. Our sustainable financial performance shows our dedication to being responsible and making a positive impact on people and the environment.

The Group's revenue segmentation by business activities are as follows:



The financial outcomes outlined in the table below were extracted from the audited financial statement and our Management Discussion and Analysis. These documents are accessible for review in our Integrated Annual Report for the year 2023.

	2021 RM	2022 RM	2023 RM
Economic value generated (i.e., revenue and other income)	120,627,209	114,730,399	124,074,688
Economic value distributed:			
- Operating costs	95,421,574	87,884,349	100,329,489
- Employee wages and benefits	10,453,150	11,865,612	14,462,421
- Payment to providers of capital. (i.e., dividend and financing cost)	5,114,604	7,567,613	1,247,488
- Payment to government (income tax)	3,133,375	1,970,801	1,232,024
- Community investment	500	22,645	34,303
Total	114,123,203	109,311,020	117,305,725
Economic value retained	6,504,006	5,419,379	6,768,963

Table 1.1: The Group's 3-year financial performance.

SUSTAINABILITY REPORT (CONT'D)

Management Approach for Material Matters (Cont'd)

Local Supplier

(GRI 204-1)

In alignment with our commitment to supporting local economies and reducing environmental impact, we prioritize sourcing materials from local suppliers whenever possible. However, it's noteworthy that certain products, such as Talc Powder, are not locally available, leading us to import them from Hong Kong, China. Additionally, for Freight & Forwarding services, we leverage competitive ocean freight services offered by select liners.

In 2023, our procurement spending had the following breakdown:

- Local transactions amounted to RM81,632,018.94, accounting for 85.09% of total transactions.
- Local transactions involving related parties totalled RM7,425,675.91, representing 7.74% of the total.
- Overseas transactions amounted to RM6,874,045.17, making up 7.17% of the total.

The total spending on local suppliers was RM89,057,694.85, which constitutes 92.83% of total procurement spending.

This breakdown reflects our dedication to fostering socio-economic growth and minimizing greenhouse gas emissions associated with transportation. Notably, some machine parts and spare parts are sourced from China due to specific requirements and availability.

Regarding services, we incur subscription fees for corporate email services from zantat.com.my. While considering that over 60% of our sales occur in India, we designated India sales facilitators to handle customer relations in that country. Moreover, handling charges for certain customers are managed by our Sri Lanka agent for one group of customers.

Furthermore, commissions for one group of customers are managed by our Singapore agent, while customers of another group are handled by our Vietnam agent.

The breakdown of our company's transactions for the reporting period illustrates our significant focus on local operations, with a majority of transactions occurring domestically. While related party transactions are relatively small in percentage, they still represent a notable portion of our local activities. Additionally, our overseas transactions signify our company's international presence and engagement, facilitated by strategic partnerships and agents in various regions.

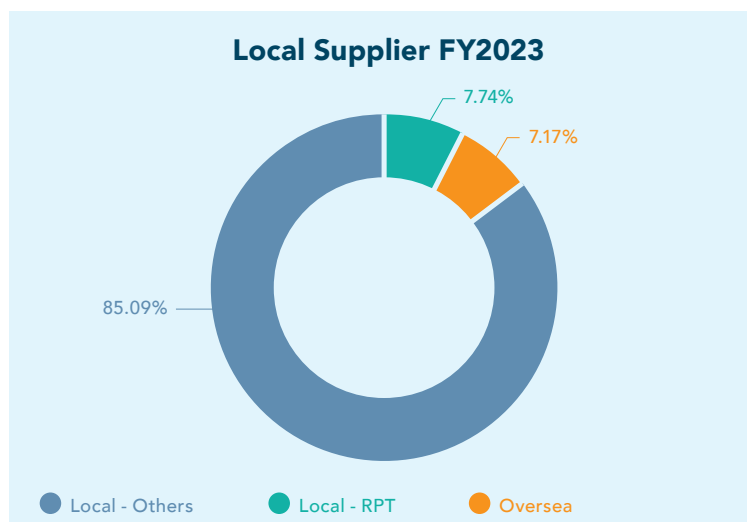


Illustration 1.1: The chart displays restated data on total suppliers contracted in FY2023 by Zantat Perak Plants, Zantat KL Plant, Calrock, Perak Quarry 1, and Zaneco.

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance

Governance Structure

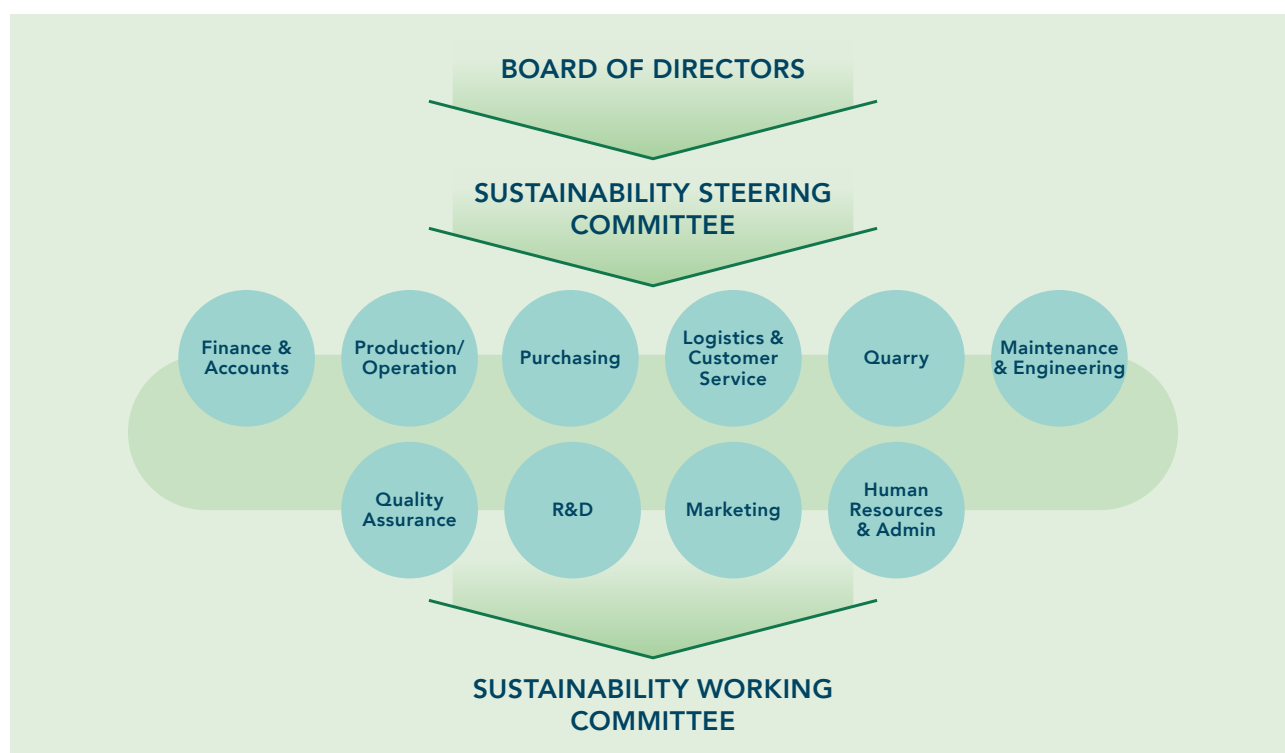
The Group's governance structure prioritizes transparency and accountability, incorporating sustainable practices across its operations. Comprehensive frameworks covering ESG aspects guide the Group's direction, enabling effective integration of sustainability into every facet of its business operations.

Board of Directors

Yap Yoon Kong	Independent Non-Executive Chairman
Chan Hup Ooi	Non-Independent Non-Executive Deputy Chairman
Chan Bin Iuan	Managing Director
Chan Jee Chet	Executive Director
Poo Lap Tuck	Independent Non-Executive Director
Gan Seng Kian	Independent Non-Executive Director
Rima Ramona Binti Muhammad Arif	Independent Non-Executive Director

Key Senior Management

Chan Bin Iuan	Chief Executive Office
Chan Eng Hue	Chief Operating Officer (KL Plant)
Chan Jee Chet	Chief Operating Officer (Perak Plants)
Aw Ee Ling	Chief Financial Officer



SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Roles and Responsibilities



Board of Directors

- Offer strategic guidance for sustainability initiatives.
- Monitor progress and provide oversight on sustainability performance.
- Set long-term sustainability goals and targets.
- Ensure alignment of sustainability practices with the Group's overall strategy.



Sustainability Steering Committee

- Review the sustainability report and ensure that the disclosures align with the Bursa Malaysia Sustainability Reporting Guide before presenting it for Board approval.
- Propose and provide advice to the Board regarding sustainability strategies, policies, and targets that align with the Group's overall business strategy, seeking approval.
- Evaluate and manage material sustainability concerns for the Group, including corporate governance, transparency, climate resilience, energy efficiency, occupational health and safety, and other relevant risks and opportunities.
- Offer oversight and monitor the implementation of approved sustainability initiatives and the progress of sustainability strategies endorsed by the Board.
- Develop communication strategies and mechanisms to engage stakeholders on sustainability matters, periodically conducting materiality assessments to identify stakeholders' priorities.



Sustainability Working Group

- Supports the SSC by facilitating and executing the Group's sustainability strategies and initiatives in day-to-day operations, providing regular progress and performance reports to the SSC.
- Gathers and tracks ESG-related data and information for sustainability reporting, submitting them to the SSC for review and approval.
- Supervises and evaluates sustainability trends, climate-related matters, and significant sustainability risks and opportunities.
- Recognizes ESG risks and opportunities pertinent to business operations, presenting them to the SSC based on stakeholders' expectations.

Risk Management

ZHB adopts the ISO 31000:2018 Risk Management Guidelines to enhance preparedness and resilience by identifying and managing potential risks faced by our organization. Our Enterprise Risk Management ("ERM") framework encompasses sustainability and climate-related risks alongside corporate, financial, and operational risks. Through designated risk owners, the Risk, Integrity, and Compliance department, and the Board Risk and Sustainability Committee, we continually assess and monitor all identified risks to ensure they align with our risk appetite.

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Risk Management (Cont'd)

Material Matters	Risks	Opportunities
Product Quality	The risk of regulatory changes impacting product quality standards can pose challenges, requiring continuous monitoring and adaptation to ensure compliance.	Embracing a circular economy model presents an opportunity to enhance product quality by incorporating sustainable practices, such as recycling and waste reduction, creating a positive environmental impact and meeting growing consumer preferences for eco-friendly products.
Occupational Health & Safety	Workplace accidents and injuries result in productivity loss, legal consequences such as penalties, and reputational harm.	Fostering a strong safety culture and providing a conducive working environment enhances employee well-being, productivity, and upholds ZHB's reputation.
Materials	Not meeting stakeholders' demand for the use of sustainable materials may lead to a loss of market share.	Choosing sustainable materials boosts ZHB's brand image and appeals to a larger audience of environmentally conscious customers and investors.
Corporate Governance & Transparency	The risk of ethical lapses or non-compliance with corporate governance standards may pose reputational and legal challenges, necessitating robust monitoring and enforcement mechanisms.	Transparent Reporting Initiatives: Implementing transparent reporting initiatives, such as regular disclosure of governance practices and adherence to ethical standards, not only mitigates risks but also enhances trust among stakeholders. This commitment to transparency can attract investors and build a positive corporate reputation.
Human Rights & Labour Practices	Violations of human rights practices result in regulatory penalties, affect employee retention and culture, and harm reputation.	Implementing strong human rights practices solidifies ZHB's reputation as a responsible employer.
Talent Management	<p>Employees who are disengaged and lack development opportunities contribute to reduced productivity and performance levels.</p> <p>Offering unattractive benefits and remuneration packages impacts employee motivation.</p>	Implementing effective talent development and upskilling programs, along with attractive benefits packages, allows us to retain and attract top-quality industry talent while fostering a high-performance culture.
Climate Resilience and Energy Efficiency	<p>Failure to comply with current and emerging climate-related regulations results in financial penalties.</p> <p>Insufficient climate adaptation and mitigation measures result in damage to physical assets, financial losses, and business disruptions.</p>	<p>Establishing a strong position in the low-carbon solutions market enables the capitalization on the increasing demand for low-carbon products and services.</p> <p>Implementing an effective mitigation and adaptation strategy guarantees business continuity.</p>

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Risk Management (Cont'd)

Material Matters	Risks	Opportunities
Responsible Supply Chain	The failure of suppliers and contractors to adhere to ethical principles and safety culture poses a risk of operational disruptions to the business.	Effective procurement governance serves as a magnet, drawing in and retaining credible and skilled suppliers and contractors. Regular supplier assessments, including evaluations of environmental and social factors, are conducted to uphold our commitment to sustainability and responsible business practices.
Data Privacy & Cybersecurity	Cyber threats, including customer data breaches, can result in the loss of customer trust and reputational damage.	By implementing robust cybersecurity measures and enhancing data management practices, ZHB ensures the protection of critical customer data, fostering trust in the company.
Water Management	Inadequate water management results in increased costs and potential scarcity of water resources.	Implementing efficient water management practices can lower operational costs and encourage water conservation behaviour.
Diversity & Inclusion	Engaging in discriminatory employment practices harms ZHB's reputation.	Cultivating an inclusive, diverse, and empowering work culture attracts talent and brings diverse viewpoints that enhance the quality of decision-making.
Waste Management	Failure to comply with environmental regulations leads to repercussions from both authorities and activists.	Implementing waste reduction and enhancing resource efficiency can lead to cost savings in operations.
Community Enrichment	Business activities that have adverse effects on communities undermine ZHB's social license to operate.	Engaging in community impact programs on a regular basis strengthens ZHB's relationship with local communities.

Significance of Anti-Bribery and Corruption Initiatives

In our pursuit of sustainable practices, we remain steadfast in upholding strong business ethics and compliance across our operations. This Report outlines our commitment to honesty, integrity, and operational excellence, underscoring our dedication to building trust and confidence among our stakeholders.

Board and Senior Management Commitment to Integrity

(GRI 205-1)

Our leadership team is unwavering in their commitment to upholding ethical standards in every facet of our business. This dedication underscores our firm belief in transparency, integrity, and ethical governance. By prioritizing these principles, we aim to establish a solid foundation of trust in all our operations. This means that our leaders prioritize open and honest communication, maintain the highest levels of integrity in decision-making, and adhere to ethical governance practices. Through these efforts, we seek to build trust not only within our organization but also with our stakeholders and the wider community.

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Significance of Anti-Bribery and Corruption Initiatives (Cont'd)

Code of Conduct and Anti-Bribery Policy Implementation

(GRI 205-2, GRI 205-3)

At Zantat, our approach to ensuring ethical conduct encompasses the practical implementation of two key documents: the Code of Conduct ("CoC") and the Anti-Bribery and Corruption ("ABAC") Policy. These documents serve as foundational frameworks, explicitly outlining crucial principles and guidelines that govern the behavior and responsibilities of all our employees and Directors within the organization.

The Code of Conduct serves as a comprehensive guide, setting forth the fundamental ethical standards expected from everyone associated with Zantat Holdings. It covers a wide spectrum of ethical considerations, providing clear directives on issues ranging from professional conduct to decision-making processes.

Similarly, the Anti-Bribery and Corruption Policy is designed to prevent and combat corrupt practices within our organization. This policy outlines specific guidelines and measures to identify, prevent, and address bribery and corruption. It serves as a robust tool to ensure that our business dealings are conducted with the utmost integrity and in compliance with legal and ethical standards.

By implementing these documents, the Group aims to foster a culture of ethical behaviour and responsibility among all its members. This proactive approach reflects our commitment to not only meet legal requirements but also to uphold a higher standard of ethical conduct that aligns with our values and contributes to the long-term sustainability and success of our business.

Employee Training and Annual Certification

(GRI 404-1)

In our commitment to ethical excellence and responsible business practices, we prioritize the integration of ethical standards into every aspect of our organization. New employees undergo a thorough induction program, which not only familiarizes them with CoC and ABAC Policy, but also provides practical insights into applying these principles in real-world scenarios. This immersive approach instills a deep understanding and commitment to ethical conduct from the onset of their journey with us.

Moreover, our dedication to ethical education extends beyond onboarding. All employees participate in annual training sessions, accompanied by assessments, to continually reinforce our ethical framework. This ongoing commitment ensures that our workforce remains aligned with our ethical principles, fostering a culture of integrity and responsibility throughout our organization.

By embedding ethical education into our processes, we strive to cultivate a workplace culture where ethics are not just policies but fundamental values guiding our operations. This commitment underscores our dedication to upholding ethical excellence and responsible business conduct in everything we do.

Whistleblowing Policy Implementation

(GRI 205-2)

In alignment with our commitment to maintaining the highest standards of integrity and ethical conduct, the company has instituted a specialized channel as part of our Whistleblowing Policy. This channel serves as a dedicated mechanism for reporting any improprieties or ethical concerns within the organization. Its purpose is to provide a confidential and secure avenue for both our employees and external stakeholders to report issues without fear of reprisal.

The establishment of this whistleblowing channel underscores the importance of effective communication and training about anti-corruption policies within our organization. This proactive measure reflects our dedication to fostering a culture of openness, accountability, and ethical responsibility.

Employees and external stakeholders can utilize this channel to bring attention to any conduct that may violate ethical standards, legal regulations, or the principles outlined in our policies. The confidential nature of the reporting process ensures that individuals can express their concerns without fear of retaliation, creating an environment where ethical considerations are prioritized.

Moreover, this whistleblowing channel is not only a reporting mechanism but also a tool for continuous improvement. It enables us to identify and address potential issues promptly, contributing to the ongoing enhancement of our anti-corruption measures. Through effective communication and training initiatives, we aim to reinforce the importance of ethical conduct, encourage reporting, and demonstrate our commitment to maintaining a workplace characterized by integrity and transparency.

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Whistleblowing Policy Implementation (Cont'd)

(GRI 205-2)

This year the Group has undertaken a corruption risk assessment that covers all our operations.

	2021	2022	2023
Percentage of operations that underwent corruption risk assessments.	N/A	N/A	100%

Corruption-Related Training

	Completion rate (%)		
Employee Category	2021	2022	2023
Management	N/A	N/A	100%
Executive	N/A	N/A	100%
Non-executive	N/A	N/A	100%

Corruption Incidents

As of 31st December 2023, we recorded zero incidents of corruption across the organization business operations.

	2021	2022	2023
Number of confirmed corruption incidents	0	0	0

Accessibility of Policies

(GRI 103-1, 103-2)

To enhance transparency and accessibility, the CoC, ABAC Policy, and Whistleblowing Policy can be accessed on our company intranet and in the employee handbook. This underscores our commitment to elucidating key topics, management approaches, and components.

Our dedication to ethical business practices is emphasized in this comprehensive overview, highlighting our commitment to integrity, anti-bribery measures, and effective whistleblowing channels. We consistently endeavour to maintain the utmost standards of ethical conduct throughout our organization by fostering transparent communication and ongoing improvements. Moving forward, the Group is assessing the potential implementation of new ESG policies, along with refining existing ones, to ensure that we align with applicable standards. This effort is aimed at providing comprehensive guidance to the entire group.

Supplier Ethical Conduct and Commitment

(GRI 308-1, 308-2)

The role of our suppliers is fundamental in upholding Zantat's ethical standards. We hold our suppliers to the highest ethical standards, expecting them to deliver quality products and services while adhering to ethical conduct and complying with the Anti-Bribery and Corruption (ABAC) Policy.

In 2023, Zantat did not have a formal Code of Conduct (CoC) in place for suppliers. However, recognizing the importance of ethical supplier practices, the company intends to implement a CoC in the upcoming year. Our commitment to ethical supplier practices aligns with GRI standards 308-1 and 308-2, emphasizing the significance of screening suppliers for ethical practices. This ensures that our supply chain operates with integrity and ethical responsibility, while consistently meeting our quality and reliability standards.

Through the meticulous screening of suppliers using our New Supplier Evaluation Form, we aim to cultivate a network of partners who share our dedication to ethical conduct. This proactive approach mitigates the risk of engaging with entities that may compromise our ethical standards, fostering an ethical business environment across our supply chain.

Ultimately, our expectation for ethical conduct from suppliers is not merely a requirement but a shared commitment to upholding integrity, transparency, and responsible practices throughout the entirety of our supply chain.

Strengthening Sustainable Procurement Practices

(GRI 308-1, GRI 308-2, GRI 308-3)

In 2023, the Group maintained a steadfast commitment to sustainability by integrating rigorous evaluations into our procurement processes. Our dedication to transparency and fairness in procurement practices was evident as we selected suppliers who align with our sustainability ethos. Leveraging our e-procurement system, we streamlined the procurement journey, embedding sustainability considerations at every stage, from initial supplier registration and screening to contract awards and ongoing performance evaluations.

Throughout the year, our criteria remained stringent, encompassing ethical practices, adherence to health and safety standards, effective environmental management, and respect for human rights principles. Annual performance reviews were conducted, categorizing suppliers based on quality, timely delivery, and professional conduct.

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Supplier Ethical Conduct and Commitment (Cont'd)

(GRI 308-1, 308-2)

Strengthening Sustainable Procurement Practices (Cont'd)

(GRI 308-1, GRI 308-2, GRI 308-3)

Recognizing our role in fostering local economic growth and minimizing our carbon footprint, we prioritized sourcing from local suppliers whenever feasible.

In 2023, we successfully expanded our evaluation process to cover a significant proportion of new suppliers. Utilizing a Supplier Evaluation Form, we meticulously assessed both existing and new suppliers, ensuring alignment with our sustainability goals while considering quality, cost, and service range.

Supplier Evaluation Form Criteria

Organization certification
Final product specification
Stock-keeping
Planned Inspection and testing procedures
Product identification and traceability
Standard testing methods
Records maintenance
First in first out principle

Securing Tomorrow: Our Commitment to Cybersecurity and Data Protection

In the face of the swiftly evolving landscape marked by trends such as remote working, e-commerce, and automation, the digital realm has become integral to our operations. However, with this increased reliance on digital technologies comes an elevated risk of cybersecurity threats. ZHB is resolutely dedicated to proactively managing the growing menace of cyber-attacks, with a primary focus on fortifying the security of our customers' sensitive information. Our commitment stands as a safeguard against breaches, threats, or any compromise of customer data.

Enhancing Cybersecurity: Our Ongoing Commitment to Data Protection

At ZHB, we take safeguarding your information seriously. Our commitment to cybersecurity is outlined in our Data Privacy Policy, which aligns with the Personal Data

Protection Act of 2010. We integrate cybersecurity into our daily operations, ensuring we comply with rules in the regions where we work.

In our Enterprise Risk Management framework, managing data securely is a top priority. We regularly review our controls and processes to make sure they work effectively. We collect data legally, and we are transparent about how we gather, use, and protect it. When handling customer data in our centralized system, we get proper permission and limit access to authorized personnel. Regular checks are in place to prevent unauthorized access.

Our data retention policy guides us in keeping data for the right amount of time and securely disposing of it when it's no longer needed. In 2023, we took steps to improve our cybersecurity, including external tests to find and fix any weaknesses. We also educate our employees on data protection through mandatory training and phishing email simulations to enhance their ability to recognize and respond to such emails.

Exemplary Data Protection: A Year of Zero Complaints and Data Loss

(GRI 418-1)

As of 31 December 2023, no verified complaints have been reported regarding breaches in customer privacy or data loss.

	2021	2022	2023
Number of substantiated complaints concerning breaches in customer privacy or data loss	0	0	0

Commitment toward Occupational Health and Safety Management Systems ("OHSMS")

(GRI 403-1)

The Group Health and Safety Policy outlines how we conduct our business operations safely, incorporating various measures and controls for all levels of the workforce. We have set up the OHSMS to align with the Occupational Safety and Health Act 1994 and ISO 45001:2018 Occupational Health and Safety Management System standards.

Health, Safety, and Environment ("HSE") Working Committees

(GRI 403-4)

Each division and location have dedicated HSE Working Committees, which have regular meetings with representatives from the Board to discuss performance and directions at all levels.

SUSTAINABILITY REPORT (CONT'D)

Sustainability Governance (Cont'd)

Commitment toward Occupational Health and Safety Management Systems ("OHSMS") (Cont'd)

(GRI 403-1)

Joint Management-Worker Health and Safety Committees

(GRI 403-5)

At project sites, we create joint management-worker health and safety committees, encouraging participation from workers at all levels in discussing Occupational Safety and Health ("OHS") matters.

These committees focus on identifying hazards, assessing risks, and contributing ideas to manage or minimize risk levels. Throughout each project's life cycle, we use dedicated risk management processes, including during the design and pre-construction stages, to identify hazards, mitigate risks, and enhance health and safety management for all current and future projects.

We regularly review and assess the Hazard Identification, Risk Assessment, and Risk Control ("HIRARC") process to ensure its continued relevance in identifying all potential hazards and implementing effective mitigation measures. At Zantat, we encourage a reporting culture that allows workers to report incidents without fear of reprisal. To make reporting incidents easier, we have set up a dedicated reporting line to communicate information for management's attention.

Environment Sustainability

Embracing Sustainability: Our Climate Action

In acknowledgment of the impact our energy consumption and greenhouse gas emissions can have on climate change, we are committed to reducing our carbon footprint responsibly. This commitment aligns with our overarching goal of ensuring long-term sustainability and delivering value to our business, stakeholders, and communities.

In response to the pressing issue of climate change, the Group has recognized the need for action. As a result, we have developed a detailed plan called the Climate Transition Approach. This approach is designed to help us navigate the challenges posed by climate change while staying true to our environmental values. It is structured around three key pillars, which serve as the foundation for our approach to addressing climate-related issues.

Climate Transition Approach

01

Managing Our Emissions (GRI 305 – Emissions):

- Implementation of stringent measures to monitor, reduce, and offset our carbon emissions.
- Regular assessments and adjustments to ensure continual progress towards emission reduction targets.

02

Investing in Low Emissions and Green Technologies (GRI 307 - Environmental Impact Assessment):

- Strategic allocation of resources towards adopting environmentally friendly technologies and processes.
- Research and development initiatives to explore innovative, sustainable solutions for our operations.

03

Leveraging Partnerships and Collaborations (GRI 203 - Infrastructure Investments):

- Engaging in partnerships with like-minded organizations and stakeholders committed to sustainable practices.

Through these concerted efforts, we are not only minimizing our environmental impact but also actively contributing to the global transition towards a more sustainable and resilient future.

SUSTAINABILITY REPORT (CONT'D)

Environment Sustainability (Cont'd)

Embracing Sustainability: Our Climate Action (Cont'd)

Pillar 1: Emission Stewardship for a Sustainable Tomorrow

Under the first pillar of our Climate Transition Strategy, “Emission Management”, Zantat Holdings Berhad is actively implementing a comprehensive plan to reduce and control our greenhouse gas (“GHG”) emissions.

We are continuously working to improve our energy consumption and efficiency through the following strategy:

Emission Management Strategy	Description
Energy Efficiency Measures	<ul style="list-style-type: none"> Implementing energy-efficient technologies and practices to optimize resource consumption. Upgrading equipment and processes to enhance energy efficiency and reduce emissions.
Transition to Renewable Energy	<ul style="list-style-type: none"> Accelerating the adoption of renewable energy sources such as solar. Investing in renewable energy infrastructure to reduce the supplement conventional energy generation.
Emission Monitoring and Reporting	<ul style="list-style-type: none"> Providing transparent reporting on emissions data, fostering accountability and awareness.
Employee Engagement and Training	<ul style="list-style-type: none"> Engaging employees in emission reduction efforts through awareness campaigns and training. Encouraging a culture of sustainability among the workforce to drive individual and collective actions.

a) Integrating sustainable practices into our developments

At Zantat, our commitment to sustainability is more than just a promise; it's ingrained in our approach to business. We understand the potential impact of our operations on the environment and local communities, and we actively work to incorporate sustainable practices into every facet of our business.

This commitment involves applying eco-friendly principles, adopting resource-efficient methods, and using environmentally responsible processes. From production to distribution, we aim to minimize our ecological footprint and contribute positively to the surrounding ecosystems.

Our dedication to sustainable development extends beyond environmental considerations to encompass social and economic aspects. We strive to ensure that our operations bring lasting benefits to local communities by promoting inclusivity, engaging with stakeholders, and supporting initiatives that enhance overall well-being.

As we integrate sustainable practices into our operations, we not only adhere to industry standards but also seek to set new benchmarks for responsible and environmentally conscious business practices. This aligns with our vision of creating products that not only endure but also contribute to a more sustainable and resilient future.

Pillar 2: Investing in Low Emissions and Green Technologies.

(GRI 302-1)

a) Increasing deployment of renewable energy

As part of our commitment to sustainable practices and reducing our environmental impact, we have embarked on a significant initiative to increase the deployment of renewable energy across our operations. One notable project under this initiative involves the installation of solar panels at one of our key manufacturing plants.

SUSTAINABILITY REPORT (CONT'D)

Environment Sustainability (Cont'd)

Embracing Sustainability: Our Climate Action (Cont'd)

Pillar 2: Investing in Low Emissions and Green Technologies.

(GRI 302-1)

- a) Increasing deployment of renewable energy (Cont'd)
- Harnessing Solar Energy:** The installation of solar panels is a strategic move to harness the abundant and renewable energy resource provided by the sun. By capturing sunlight and converting it into electricity, we aim to reduce our reliance on conventional energy sources, thereby lowering our carbon footprint.
 - Environmental Benefits:** Solar energy is a clean and green alternative to traditional power sources. The use of solar panels helps in mitigating greenhouse gas emissions and contributes to the overall reduction of our environmental impact. This aligns with our broader goal of transitioning towards cleaner and more sustainable energy practices.
 - Operational Resilience:** Embracing renewable energy sources enhances our operational resilience. Solar panels provide a reliable and consistent source of electricity, contributing to a more stable and sustainable energy supply for our manufacturing processes. This not only benefits the environment but also ensures the reliability of our operations.
 - Cost Efficiency:** While there is an initial investment in solar panel installation, the long-term benefits include significant cost savings on energy bills. The shift towards renewable energy reflects our commitment to responsible financial management and optimizing resource use for sustained economic performance.
 - Community Impact:** Beyond our operational considerations, this initiative positively impacts the communities where we operate. It demonstrates our responsibility towards local environments by reducing air pollution and promoting sustainable energy practices. Enabling sustainable transformation through innovative solutions.

By increasing the deployment of renewable energy through initiatives like solar panel installations at Perak Plant 1, the Group is taking concrete steps towards a more sustainable and environmentally conscious future.

Energy Consumption

(GRI 302-1, GRI 302-4)

This year, our total energy consumption amounted to 27,734,748 GJ, reflecting a 24.5% increase compared to 2022, primarily due to the inclusion of Zaneco's data in FY2023.

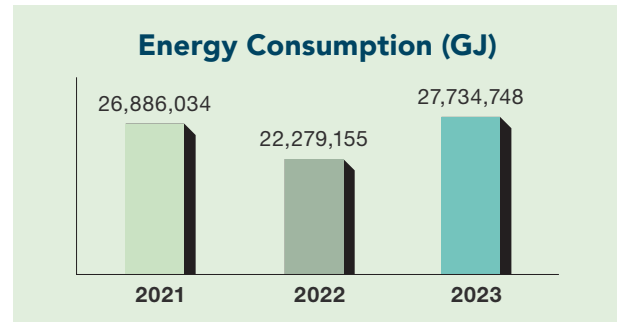


Illustration 1.2: The graph displays data for FY2021 and FY2022 on total energy consumption (GJ) by Zantat Perak Plants, Zantat KL Plant, Calrock, and Perak Quarry 1. For FY2023, the data is restated to include all entities, incorporating Zaneco.

In recent years, we have taken progressive steps to integrate renewable energy into our operations by gradually installing solar panels at Perak Plant 1. This approach is aimed at reducing our reliance on electricity generated from fossil fuels. During 2023, our efforts resulted in the successful generation of 1,261,363 kWh of solar power, marking a significant increase from the previous year's 1,146,150 GJ. This growth can be attributed to the expansion of our existing solar photovoltaic systems.

Total Energy Consumption on Solar Panel (kWh)	
2021	10,307
2022	1,146,150
2023	1,261,363

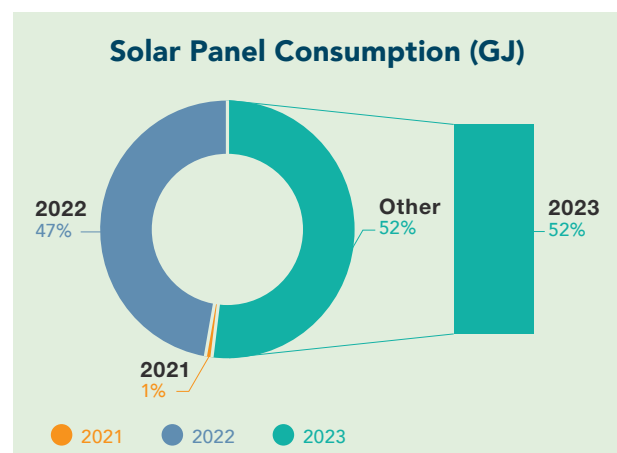


Illustration 1.3: The chart displays total energy consumption on solar panels (kWh) in FY2021 and FY2022 from Zantat Perak Plants, Zantat KL Plant, Calrock, and Perak Quarry 1. For FY2023, the data is restated to include all entities, incorporating Zaneco.

SUSTAINABILITY REPORT (CONT'D)

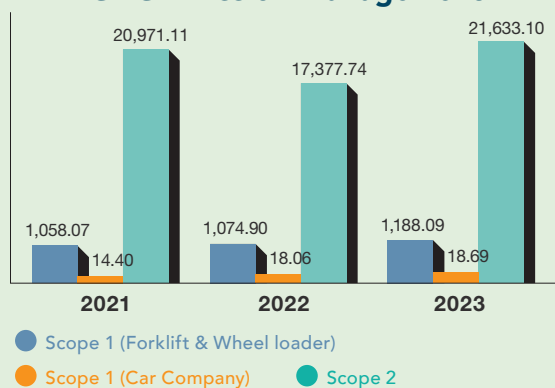
Environment Sustainability (Cont'd)

Carbon Emissions

(GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5)

In our commitment to transparent sustainability reporting, we rely on the emission factors provided by the Department for Environment, Food & Rural Affairs (DEFRA) for our Scope 1, 2, and 3 calculations. In 2023, our total emissions amounted to 1,206.78 tCO₂-e for Scope 1 and 21,633.10 tCO₂-e for Scope 2, indicating an approximately 10.40% increase compared to the previous year. This rise is primarily attributed to the inclusion of Zaneco's data in FY2023.

GHG Emission Management

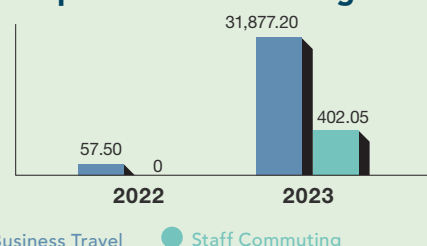


	Scope 1 Forklift, Wheel loader	Scope 1 Company Car	Scope 2 Electricity
2021	1,058.07	14.40	20,971.11
2022	1,074.90	18.06	17,377.74
2023	1,188.09	18.69	21,633.10

Starting in 2023, our dedication to transparent reporting has been fortified. Unlike the previous fiscal year, where Scope 3 emissions only covered business travel, our disclosure has significantly evolved. In FY2023, we have restated the scope of reporting to provide comprehensive insights into both business travel and staff commuting. This enhanced transparency aligns with TCFD guidelines, reflecting our commitment to fostering a more sustainable future.

	Scope 3 Business Travel Emissions (kg CO ₂ e)	Scope 3 Employee Commuting Emissions (kg CO ₂ e)
2022	57.50	N/A
2023	31,877.20	402.05

Scope 3 Emission Management



Water Management

(GRI 303-5)

The Group recognizes the challenges of the global water crisis and the impact of climate change. Despite Malaysia's water abundance, we understand the need for responsible water use in our operations.

In FY2023, we expanded our efforts to monitor water consumption from our headquarters to all production facilities. Our data reveals the use of approximately 25,666 m³ of water across these divisions. Committed to addressing water scarcity, we continue to research and implement sustainable water management practices.

In the same fiscal year, water usage varied across divisions. KL Plant sourced water from a third-party municipal supplier, Perak Plants used groundwater, and Zantat Light extracted water from a nearby river for washing purposes. No chemicals were used in this process. Wastewater was treated in a concrete pond before being returned to the river, and regular cleaning maintained its effectiveness. The material from cleaning was repurposed for quarry access road maintenance.

Water Consumption (m³)

2021	22,185
2022	23,886
2023	25,666

Water Consumption (m³)

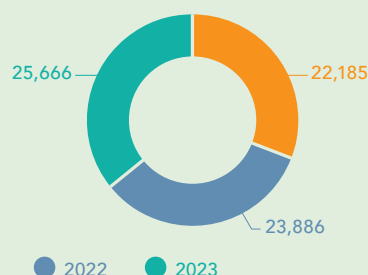


Illustration 1.4: The chart displays total water consumption (m³) in FY2021 and FY2022 from Zantat Perak Plants, Zantat KL Plant, Calrock, and Perak Quarry 1. For FY2023, the data is restated to include all entities, incorporating Zaneco.

SUSTAINABILITY REPORT (CONT'D)

Environment Sustainability (Cont'd)

Sustainable Waste Management in Calcium Carbonate Production

(GRI 306-1)

At Zantat, our primary focus lies in responsible waste management within our calcium carbonate production processes. We are dedicated to minimizing our environmental footprint by efficiently handling both hazardous scheduled waste and non-hazardous waste to safeguard the well-being of our surroundings and communities.

We adopt a comprehensive waste minimization strategy centered on the principles of reduce, reuse, and recycle (3R). Adherence to local environmental regulations and industry standards serves as our guiding principle across all our production facilities spanning Malaysia, Indonesia, and Vietnam, demonstrating our commitment to sustainable practices and environmental stewardship.

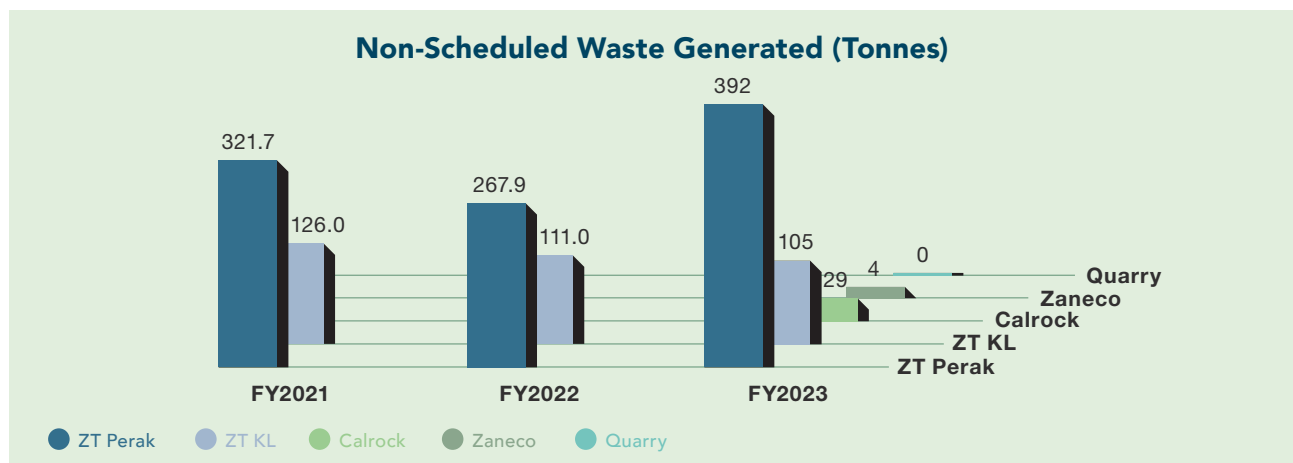
Our meticulous waste separation protocols and rigorous oversight of scheduled waste ensure strict compliance with regulatory standards. We collaborate with licensed contractors to facilitate proper collection and disposal of scheduled waste. Moreover, we actively promote initiatives to reduce office waste through recycling campaigns and digital documentation initiatives.



In 2023, our waste production amounted to 530 metric tons, with 39.9% of this waste successfully reused or recycled. As we look ahead, we are committed to enhancing collaboration among stakeholders and optimizing resource efficiency to further embed sustainable waste management practices across our operations.

	2021		2022		2023				
	Perak	KL	Perak	KL	Perak	KL	Calrock	Zaneco	Quarry
Total non-scheduled waste generated (MT)	321.7	126.0	267.9	111.0	392	105	29	4	0

Table 1.2: For FY2021 and FY2022, data for non-scheduled waste was only generated in Perak and KL. Waste data from KL was estimated based on transportation capacity and trips. For FY2023, the data has been restated to include Calrock, Zaneco, and Quarry.



As in the previous year, scheduled waste was responsibly disposed of through collection by licensed contractors accredited by the Department of Environment ("DOE"). Perak Plant manages SW305 and SW306 wastes whereas KL Plant manages its SW204, SW408, and SW409 waste through third-party scheduled waste contractors, ensuring compliance with contractual and legislative obligations in waste management practices. There were no scheduled wastes recorded at Calrock and Perak Quarry 1 from FY2021 to FY2023.

SUSTAINABILITY REPORT (CONT'D)

Environment Sustainability (Cont'd)

Sustainable Waste Management in Calcium Carbonate Production (Cont'd)

(GRI 306-1)

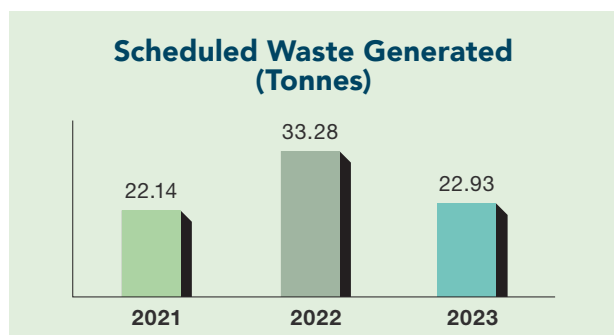


Illustration 1.5: The graph displays scheduled waste generated in FY2021, FY2022 and FY2023 from Zantat Perak Plants, Zantat KL, Calrock, and Perak Quarry 1.

Waste production at KL Plant demonstrated a notable trajectory in recent years. From FY2021 to FY2022, there was a significant increase of approximately 50.27% in waste generation, reflecting the evolving nature of our operations. Subsequently, from FY2022 to FY2023, we observed a decrease of about 31.11%, indicative of our commitment to sustainable waste management practices. This fluctuation underscores our ongoing efforts to optimize processes, minimize environmental impact, and enhance the overall sustainability of our operations.

Social Sustainability

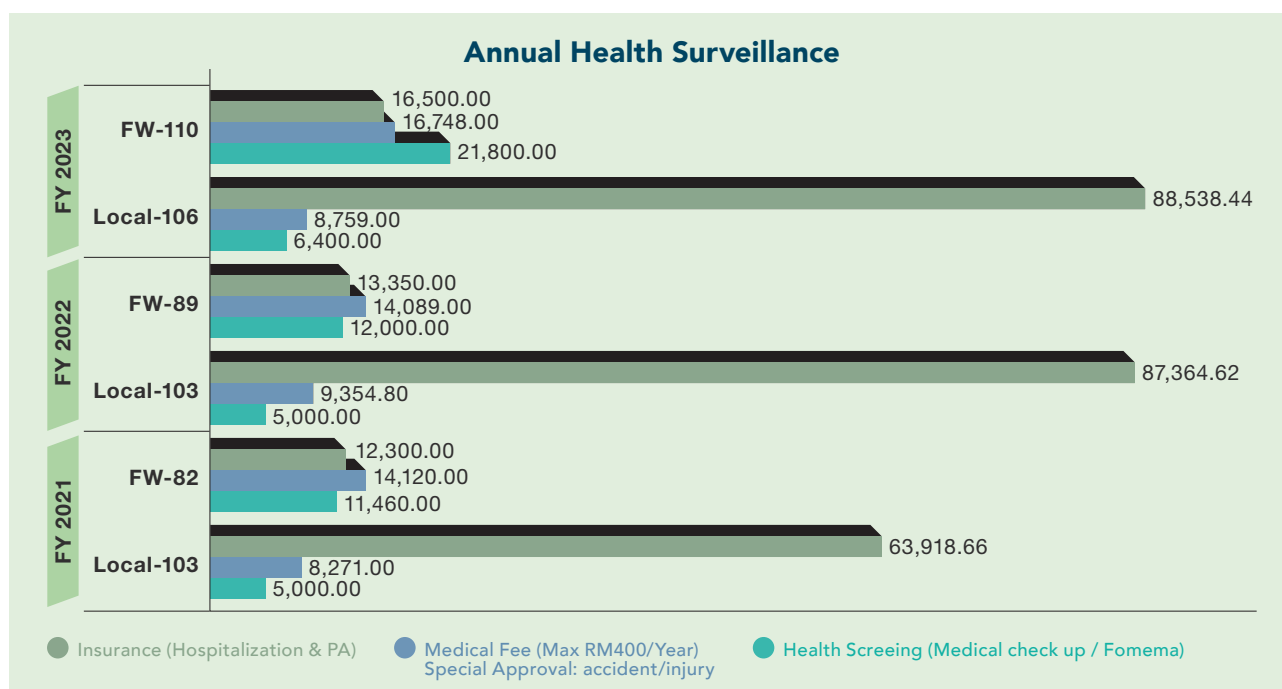
Prioritizing Safety and Well-Being: The Crucial Impact of Robust Occupational Health and Safety Practices

(GRI 403-6)

At Zantat, the health and safety of our employees and contractors come first in all our workplaces. We are committed to creating a work environment that is safe, healthy, and conducive to preventing injuries and illnesses among our workforce, ultimately boosting efficiency and productivity.

Employee Health and Well-Being Programs

We value the health and well-being of our employees. We provide comprehensive medical care, including mandatory health screening and annual health surveillance. To ensure easy access to medical attention, we offer designated medical transport at our construction sites.



SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Health and Safety Training

(GRI 403-5)

Additionally, health and safety training are a crucial part of our approach, with training provided at the point of recruitment, on-the-job, and through regular refresher courses for employees and contractors. These training programs cover topics like emergency response, hazard and risk management, and health awareness. We regularly review these programs to ensure they stay relevant and effective. In 2023, a total of 220 participants were given various trainings on health and safety standards.

	2021	2022	2023
Number of employees and contractors trained on health and safety standard.	187	190	220

Workplace Incidents: Addressing and Mitigating Work-Related Injuries

(GRI 403-9)

ZHB's paramount objective is to ensure the safety of all workers, ensuring they return home safely at the end of each day. To achieve this, we are committed to preventing and minimizing workplace incidents, aiming to maintain zero fatalities annually.

Fortunately, in 2023, we maintained a commendable safety record with zero fatal incidents or accidents. Our commitment to a safe workplace remains unwavering, and we continue to implement stringent safety measures, including the introduction of enhanced safety protocols and comprehensive employee and contractor training. Our proactive approach ensures the continuous improvement of safety standards, safeguarding the well-being of everyone in our operations.

The Group remain committed to continuously strengthen our preventive measures to avoid any recurrence in the future.

	2021	2022	2023
	Employee	Employee	Employee
Total Hours Worked	451,182	518,423	597,663
Number of Fatalities	0	0	0
Number of Lost Time Injuries	0	0	2
Lost Time Incident Rate ("LTIR")	0	0	0.0106

Prioritizing Customer Satisfaction and Loyalty

The Group acknowledges that customer satisfaction and loyalty are essential elements for long-term success and maintaining our standing as a leading player in the material and minerals industries. With this in consideration, we are dedicated to improving customer satisfaction by actively incorporating their feedback and consistently upholding the highest quality standards across all our material and mineral products and services.

We are committed to enhancing our customers' experience through active engagement, including periodic feedback collection and our annual Customer Satisfaction Survey ("CSS"). These efforts provide valuable insights into customer needs and expectations, guiding the improvement of our products and services. The CSS covers various topics such as Product and Services Quality, Timely Delivery, Customer Health and Safety, Responsiveness, and Overall Performance.

As part of our pursuit of excellence, we emphasize quality management and use industry benchmarks. Our Marketing Manager plays a crucial role in managing client relationships and ensuring customer satisfaction, working closely with the project team to understand customer needs. This collaboration enables us to manage feedback effectively, enhance our services, and meet expectations.

We provide customer support platforms like our hotline and email for feedback and complaints. Discussions are held to explore solutions, and internal teams are assigned to address the root causes of dissatisfaction. Notably, most complaints are related to end product.

Customer Satisfaction Survey

We are delighted to announce that our average ESG performance score for 2023 has risen to 90%, showcasing a significant improvement from 80% in 2022. This upward trend reflects our commitment to addressing and resolving complaint cases, with a remarkable decrease of approximately 62.5% from 2021 to 2022, followed by a notable increase of about 183.3% from 2022 to 2023. This progress signifies our commitment to enhancing customer satisfaction and continuously striving for excellence in our products and services.

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Prioritizing Customer Satisfaction and Loyalty (Cont'd)

Customer Satisfaction Survey (Cont'd)



Illustration 1.6: The graph displays data for customer satisfaction in FY2021 and FY2022 from Zantat Perak Plants, Zantat KL Plant, Calrock, and Perak Quarry 1. For FY2023, the data has been restated to include all entities, now incorporating Zaneco.

Employee Development and Well-Being

At Zantat, our employees are central to our success and growth. We consider them our most valuable assets, and their contributions drive our achievements. We are committed to attracting, nurturing, and retaining high-performing individuals by providing a work environment that is both supportive and empowering. Moreover, we make significant investments in development programs to ensure our employees remain competitive, forward-thinking, and well-prepared for the future. This commitment reflects our belief that a skilled and motivated workforce is crucial for the ongoing prosperity of our organization.

Workforce Excellence: Nurturing Talent for Success

In the pursuit of workforce excellence, the organization is committed to upholding the highest standards in our human resources practices and management. Our Group Human Resources department operates under the guiding principles of honesty, integrity, and operational excellence. At the core of our talent management strategy is the ZHB's Talent Management strategy, which focuses on key areas critical for employee development:

- Talent Acquisition and Onboarding
- Performance Management and Compensation
- Upskilling and Reskilling
- Succession Planning

Implemented in 2023, this refreshed strategy underscores our commitment to nurturing talent by recognizing individual achievements, fostering agile leadership, designing targeted training programs, and encouraging continuous performance improvement. Through these efforts, we empower our employees to thrive, unlocking their full potential and contributing significantly to ZHB's ongoing success.

Bringing in New Talent and Welcoming Process

At Zantat, we know how crucial it is to attract and recruit talented individuals for our future growth. We follow strict guidelines and policies in our recruitment process, ensuring that we choose people based on their skills, experience, and suitability for the job, while also making sure they align with our values and vision.

Our commitment to fair and unbiased recruitment not only brings in skilled professionals but also helps build a positive reputation in the job market. This positive image not only attracts top talent but also improves our overall performance and strengthens customer loyalty. Our dedication to excellent recruitment practices positions Zantat as a preferred employer, setting the stage for a successful future.

The Group is strategically planning to bolster its workforce with fresh talent to support operational efficiency, foster company growth, and facilitate expansion following its IPO in March 2024. This initiative aligns with our commitment to sustainable practices by ensuring the cultivation of a diverse and skilled team capable of driving long-term success and positively impacting our environmental, social, and governance objectives.

Developing a Versatile Workforce for Success

(GRI 404-2)

Our aim is to foster a workforce that possesses the skills, adaptability, and agility needed to excel in the continually changing market landscape, encompassing technological advancements and emerging trends. To achieve this goal, we embrace the 70-20-10 learning model. This model emphasizes that 70% of talent development occurs through on-the-job training, 20% through developmental experiences like coaching and mentoring, and the remaining 10% through formal development activities. This holistic approach ensures that our employees receive comprehensive and practical learning experiences, empowering them to thrive in their roles and contribute significantly to the success of our organization.

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Employee Development and Well-Being (Cont'd)

Developing a Versatile Workforce for Success (Cont'd)

(GRI 404-2)

We are dedicated to bridging skill gaps and supporting the career development aspirations of our employees. To achieve this, we regularly assess their training needs through individual training needs analyses and ongoing reviews of the effectiveness of our existing training initiatives. By proactively identifying and addressing these needs, we empower our workforce to enhance their skills and capabilities, fostering both professional and personal growth within our organization.

In 2023, the Group continued to invest in the training and development of its employees. Using a mix of in-person and online methods, our diverse training programs aimed to enhance the skills and knowledge of our workforce:

Welcoming Everyone

New employees, whether in management, executive, or non-executive roles, receive a warm welcome through our corporate induction. This helps them understand their roles better.

Leadership Growth

Middle and senior managers benefit from leadership development programs, shaping them into effective leaders for our organization.

Job-Specific Learning

We offer upskilling programs with a focus on technical courses directly related to employees' job functions. This enhances their expertise in their roles.

Knowledge Webinars

Subject-matter experts and industry leaders lead webinars, providing valuable insights and sharing knowledge with our team.

Specialized Certifications

Our employees could build their capacity through professional certification programs, earning specialized qualifications.

Diverse In-House Programs

In-house programs cover IT, soft skills, and emotional intelligence, nurturing well-rounded competencies in our workforce.

Flexible Learning

Continuous learning opportunities are provided through our on-demand e-learning platform, allowing employees to access educational resources at their convenience.

Performance Management and Compensation

We are committed to our core principles of being focused on results, accountable, collaborative, and dedicated to shared success. These principles contribute to individual and team performance. To create a culture of high performance, we follow a systematic performance review process that includes Key Performance Indicators ("KPIs") for employees.

At the beginning of each year, we have conversations to set expectations and align goals. We also conduct year-end performance reviews, allowing employees to self-assess, provide feedback, discuss competencies, and receive coaching and support. This process ensures that employees can thrive and reach their full potential.

The Group recognize and celebrate exceptional achievements within peer groups. Individuals who show outstanding performance, deliver quality results, and exhibit exemplary behavior are acknowledged through bonuses and promotions. This recognition is our way of appreciating their dedication and contributions to our organization's success.

To create a motivating and supportive environment, we offer competitive benefits and compensation packages to attract and retain top talents. In 2023, we thoroughly reviewed our Group's salary and benefits packages to align them with prevailing market rates, ensuring that we remain a preferred employer of choice.

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Employee Development and Well-Being (Cont'd)

Performance Management and Compensation (Cont'd)

The following are amongst the benefits provided to our employees:

Leaves	Annual leave, sick or hospitalization leave, marriage leave, maternity and paternity leave, compassionate leave, unpaid leave, haji leave, and examination leave.
Medical	Insurance coverage, dental care, health screening, medical coverage, postnatal expenses
Others	Parking allowances, retirement benefits

Employee Engagement Initiatives

In 2023, we initiated several employee engagement initiatives to foster a sense of company and address employee concerns. Some of the engagement activities conducted during this period include:

Annual townhall with the CEO	Festive celebrations throughout the year	Sport activities such as bowling, futsal, and badminton
Company team building	Tree planting activities in collaboration with Majlis Perbandaran Batu Gajah	Recycling activities in collaboration with Buddhist Tzu Chi Merits Society Malaysia



Employee Training Hours

(GRI 404-1)

During 2023, we allocated a total of 5,320 hours towards training, making an investment of RM113,068.00 in both internal and external learning and development programs. The tables below encompass the Group's ABAC and OSH training details. For the specific training information on ABAC and OSH, please refer to the corresponding tables in the sustainability report.

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Employee Development and Well-Being (Cont'd)

Employee Training Hours (Cont'd)

(GRI 404-2)



Employee Category

Management / Senior Management
Executive / Middle Management
General Workers
Total

Total hours of training

2021	2022	2023
63	525	2274
70	518	1954
40	441	1092
173	1484	5320

Employee Category

Management / Senior Management
Executive / Middle Management
Non-executive/ Technical Staff / General Worker

Average training hours per employee

2021	2022	2023
49	67	47
18	68	43
0	28	16

Overall average training hours per employee (hours)

2021	2022	2023
60	118	24

Employee Retention and Erosion

We take pride in our highly engaged workforce, as evident from the long average tenure of our employees, which stands at approximately 8.5 years.

Employee Category

Total

Total number of new hires

2021	2022	2023
5	44	46

Employee Category

Total

Total number of employee turnover

2021	2022	2023
47	16	20

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Employee Development and Well-Being (Cont'd)

Employee Retention and Erosion (Cont'd)

In 2023, ZHB experienced a voluntary turnover rate of approximately 10%.

	2021	2022	2023
New hires rates (%)	2.35%	25.88%	23%
Turnover rates (%)	22.07%	9.41%	10%

Promoting Diversity, Equity, and Inclusion

(GRI 405-1, GRI 405-2)

At Zantat, we recognize that diversity, equity, and inclusion (“DEI”) are fundamental pillars for fostering a thriving workplace environment and driving sustainable business growth. Our commitment to DEI is deeply embedded in our corporate ethos and operational framework, ensuring that every individual, regardless of background or identity, has the opportunity to thrive and contribute to our success.

Equity and Fair Employment Practices

(GRI 401-1, GRI 401-2, GRI 103-1)

We uphold equity through robust policies and actions aimed at fostering fairness and inclusivity across all facets of our operations. Our updated Diversity, Equity, and Inclusion Policy underscores our dedication to cultivating a culture that celebrates diversity, advocates for equality, and supports individual growth and development. We ensure fair employment practices through regular assessments of our recruitment processes, eliminating bias, and promoting equal opportunities for all candidates.

Inclusivity and Accessibility

(GRI 203-2, GRI 405-2, GRI 406-1)

Inclusivity is paramount at Zantat, and we actively strive to create an accessible and supportive environment for employees with disabilities. From designated parking spots to ramps, we provide necessary accommodations to ensure that every member of our workforce can fully participate and contribute. Gender discrimination has no place within our organization, and we are committed to offering competitive wages, equitable career advancement opportunities, and impartial recognition and rewards based on merit.

Gender Equity and Representation

(GRI 405-1, GRI 405-2)

We are committed to fostering gender equity and diversity throughout our organization, beginning with our highest governing body, the Board of Directors. To formalize this commitment, we have established a Board Diversity Policy that outlines our dedication to ensuring equitable representation of women in operational leadership roles. This policy sets a minimum target of 19.64% for female representation on our Board of Directors.

This target reflects our recognition of the importance of diverse perspectives and experiences in driving strategic decision-making processes. By actively seeking to increase the presence of women on our Board, we aim to cultivate an inclusive environment where all voices are heard and valued.

Moreover, our commitment to gender equity extends beyond the Boardroom and permeates every level of our organization. We believe that fostering diversity and inclusion not only enriches our workplace culture but also enhances our ability to innovate, adapt, and thrive in an ever-evolving business landscape.

Through our Board Diversity Policy and ongoing initiatives, we remain steadfast in our efforts to create a more equitable and inclusive environment where everyone has the opportunity to contribute and succeed.

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

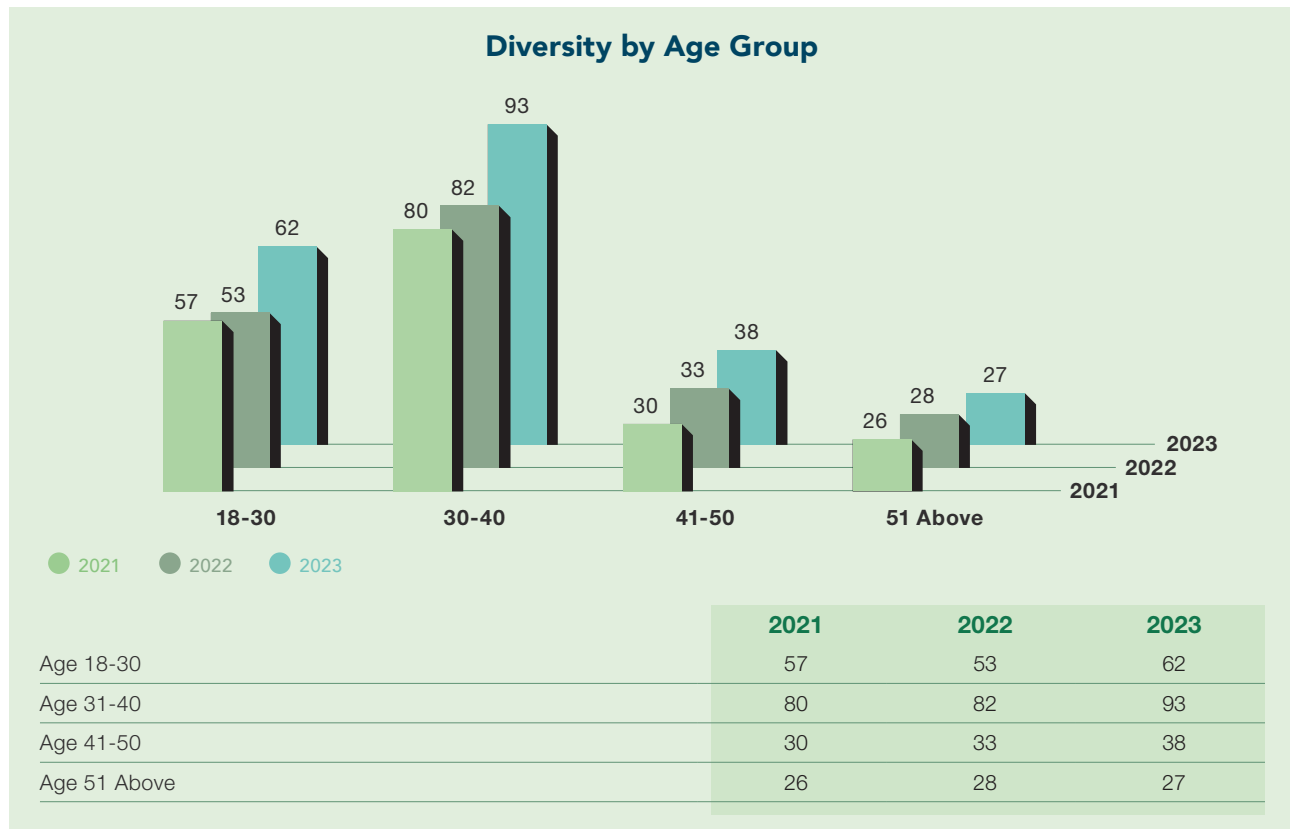
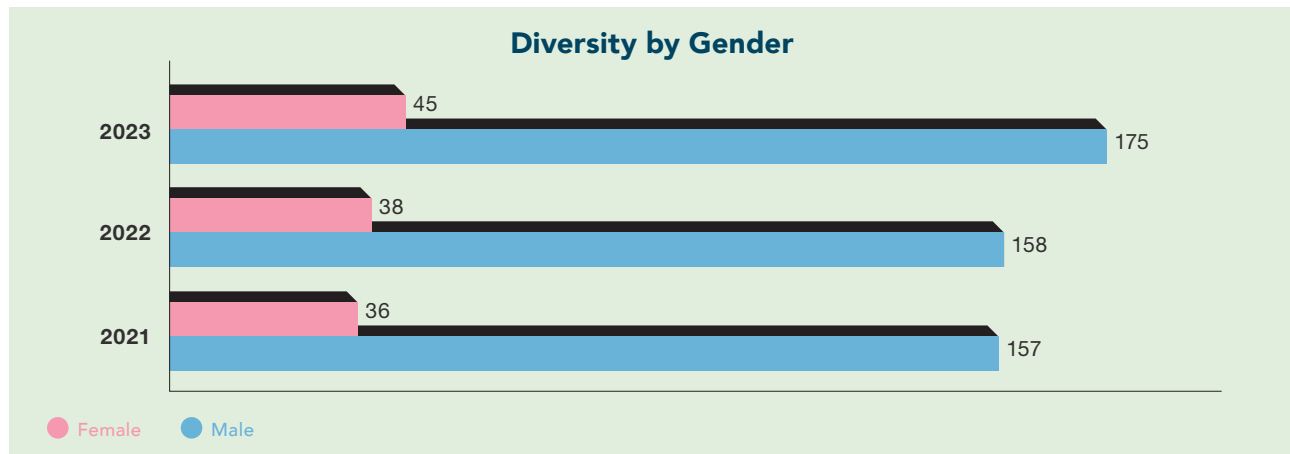
Promoting Diversity, Equity, and Inclusion (Cont'd)

(GRI 405-1, GRI 405-2)

Gender Equity and Representation (Cont'd)

(GRI 405-1, GRI 405-2)

In 2023, the Group implemented various initiatives to promote mutual respect and celebrate cultural diversity inclusive training courses and awareness programs, we strive to foster a workplace culture where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents.



SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

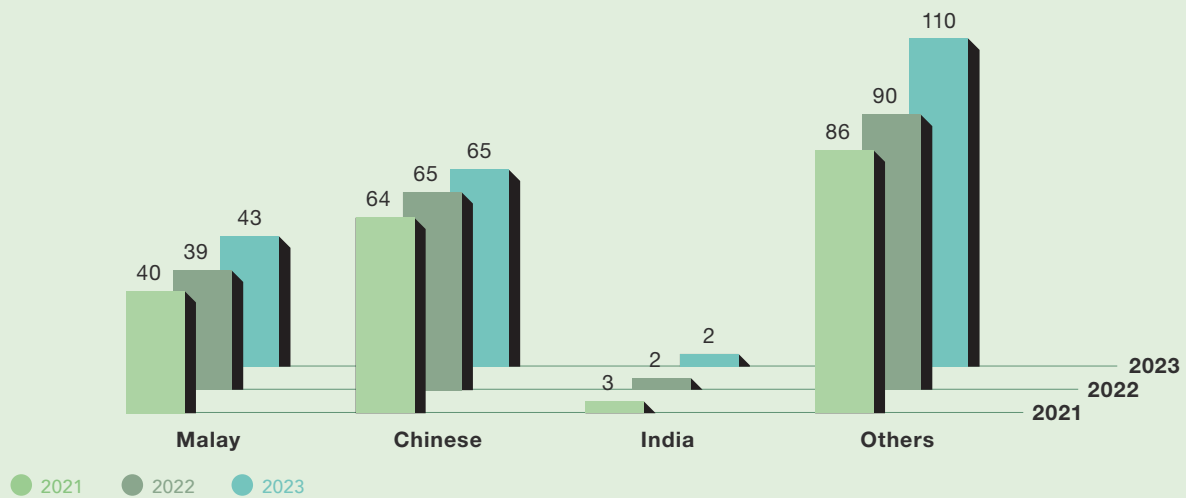
Promoting Diversity, Equity, and Inclusion (Cont'd)

(GRI 405-1, GRI 405-2)

Gender Equity and Representation (Cont'd)

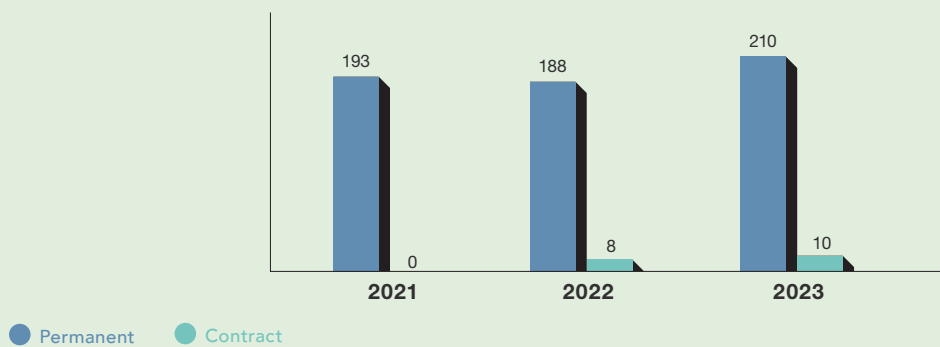
(GRI 405-1, GRI 405-2)

Ethnic Diversity



	2021	2022	2023
Malay	40	39	43
Chinese	64	65	65
Indian	3	2	2
Others	86	90	110

Total Permanent Employees and Fixed-Term Staff



	2021	2022	2023
Full time employee	193	188	210
Contract	0	8	10

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

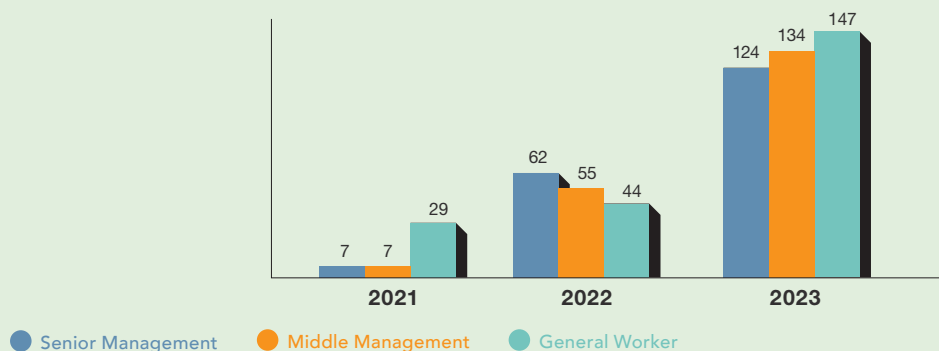
Promoting Diversity, Equity, and Inclusion (Cont'd)

(GRI 405-1, GRI 405-2)

Gender Equity and Representation (Cont'd)

(GRI 405-1, GRI 405-2)

Employee by Category



	2021	2022	2023
Senior Management	7	7	29
Middle Management	62	55	44
General Worker	124	134	147

Community Investment

(GRI 205)

Zantat Sdn Bhd is dedicated to promoting sustainable and positive transformations in the communities where we are active. Our commitment to community investment, with a specific focus on cultural enrichment, reflects our understanding of the crucial role culture plays in building prosperous and harmonious societies.

Our ongoing dedication to supporting organizations that enhance cultural awareness and community engagement aligns with the Group's attitude. The group cares about making communities better in a lasting way. We want to help by adding to the cultural life of the places where we work. We know that when people are involved in their culture, it helps society grow and stay together.

ZSB's initiatives in the cultural sector, including financial support towards cultural community service and enrichment programs, mirror a broader commitment to sustainable practices and social responsibility. By investing in areas that promote cultural understanding and uplift underprivileged sections of society, ZSB aims to contribute to the cultural vibrancy and social cohesion of communities.

This table below summarizes the financial support provided by the company to cultural initiatives and identifies the beneficiaries of these contributions for the financial years 2021, 2022, and 2023:



SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Community Investment (Cont'd)

(GRI 205)

Fostering Community Prosperity: Zantat's Holistic Approach to Social Responsibility

At the core of Zantat's corporate philosophy lies a profound commitment to social responsibility that transcends conventional boundaries. We firmly believe that businesses have a unique responsibility to contribute positively to the communities in which they operate. Zantat's mission goes beyond profitability, emphasizing the creation of a symbiotic relationship between our operations and the well-being of the local communities of which we are an integral part.

Empowering Through Education and Social Welfare: A Vision of Transformation

In our pursuit of social responsibility, Zantat places strategic emphasis on education and social welfare initiatives as catalysts for transformative change. Education, for us, is not merely a conduit for knowledge transfer but a powerful force capable of uplifting individuals and communities. Through substantial investments in educational programs, scholarships, and skill development initiatives, Zantat actively contributes to shaping a high-quality talent pool. This commitment goes beyond immediate corporate gains; it plays a pivotal role in laying the groundwork for the sustainable growth of future generations.

Complementary to our educational endeavors, our social welfare programs reflect a nuanced understanding of critical societal needs. Addressing challenges in healthcare, housing, and community development, Zantat's initiatives are meticulously designed to effect meaningful and sustainable improvements in the lives of those we serve. By investing in these programs, Zantat aims not only to create a positive impact but to leave a lasting legacy on the well-being of individuals and the broader community.

Corporate Social Responsibility ("CSR") 2023

a. Sharing the Load, Easing the Steps

On 13 May 2023, a helping hand was extended to the community by contributing RM1,129.05 towards charitable endeavors. This donation was specifically allocated to provide essential groceries to individuals in need and to support efforts in cleaning up the area around Pusat Jagaan. By engaging in these philanthropic activities, the organization reaffirms its commitment to social responsibility and actively contributes to improving the well-being of the community.



b. Blood Donation Program: In Collaboration with HRPB & Aeon Mall Kinta City

On 3 June 2023, a collaborative effort with HRPB and Aeon Mall Kinta City was conducted to host the Blood Donation Program. This initiative aimed to foster community engagement and emphasize the importance of blood donation. The program received a generous contribution of RM1,592.55, demonstrating the collective commitment to supporting healthcare initiatives. The event provided a platform for individuals to contribute to the welfare of others by donating blood, highlighting the lifesaving impact of this simple act. Additionally, participants who donated blood were rewarded with a bag of goodies, serving as a token of appreciation for their altruism. Through this collaborative effort, the initiative underscores its dedication to social responsibility and encourages active involvement in initiatives that positively impact the community.



SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Community Investment (Cont'd)

(GRI 205)

Corporate Social Responsibility ("CSR") 2023 (Cont'd)

c. Your Love Their Hope Charity Run & Carnival

On the 17th of June 2023, the "Your Love Their Hope Charity Run & Carnival" was sponsored with a generous contribution of RM5,000. This sponsorship reflects a commitment to supporting charitable initiatives aimed at making a positive impact in the community. The event, which combines a charity run and carnival, provides an opportunity for participants to contribute to a noble cause while enjoying fun-filled activities. The sponsorship demonstrates dedication to social responsibility and belief in the importance of giving back to society.



d. Groceries Donation and Clean-Up Drive at Persatuan Bagi Orang Buta Malaysia

On 2 September 2023, a demonstration of commitment to corporate social responsibility was made through a charitable contribution of RM1,174.80. This donation was directed towards providing essential groceries to those in need and assisting in the cleanup efforts at Persatuan Bagi Orang Buta Malaysia. By extending a helping hand to this community organization, the initiative aims to improve the quality of life for individuals in need and contribute to the upkeep of the surrounding environment. This aligns with the core values of compassion and environmental stewardship, showcasing dedication to making a positive impact in the communities served.



e. Contribution and Planting of Flower Trees

On 14 October 2023, a collaborative effort with Majlis Daerah Batu Gajah and the Bandar Pulau Jaya community was conducted to plant eight Bucita Batik trees in Bandar Pulau Jaya. These trees were chosen for their significance, likely related to cultural or environmental preservation. The initiative aimed to enhance the local environment and community spaces through collaboration between the corporate entity, local government, and community members. The program incurred a total cost of RM1,485.90, covering expenses for acquiring trees, preparing planting areas, and labor. Overall, the program demonstrates a commitment to positively impacting the environment and community in Bandar Pulau Jaya, with support from the local government and community participation.



SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Community Investment (Cont'd)

(GRI 205)

Corporate Social Responsibility ("CSR") 2023 (Cont'd)

f. Blood Donation Program 2.0 - In Collaboration with HRPB & Aeon Mall Kinta City

A blood donation program was organized, allowing individuals to contribute to saving lives. In collaboration with HRPB and Aeon Mall Kinta City, we facilitated the initiative. Participants who successfully donated blood were rewarded with a bag of goodies. The event, dated 25 November 2023, indicates a total expenditure of RM754.95, covering the costs associated with executing the program and providing incentives to blood donors.



g. Back-to-School 2.0

A compassionate initiative, the Back-to-School program, continued its commitment to supporting B40 students by providing school uniforms. Conducted on November 30, 2023, for the second consecutive year, the program reached 15 students from SJK (C) Phui Ying and another 15 students from SK Sungai Raia. The total expenditure for this philanthropic effort was RM2,911.40, reflecting the ongoing dedication to enhancing the educational experience for students in need. Beyond addressing practical needs, the program contributes to fostering a positive and inclusive educational environment for all beneficiaries.



Building Resilience Through Collaborative Initiatives: A Shared Journey Toward Prosperity

Zantat acknowledges the intricate interdependence between businesses and communities. Our community investment strategy transcends the conventional philanthropic approach; instead, we focus on initiatives that holistically enhance social well-being, foster economic development, and champion environmental sustainability. These initiatives are not only an expression of our commitment to community welfare but also a strategic move to fortify the foundation upon which both Zantat and the community thrive.

Our collaborative initiatives extend beyond financial contributions. Zantat actively forges partnerships with local organizations, government entities, and community leaders. These partnerships serve as conduits for understanding nuanced local needs and ensuring that our programs are not only well-intentioned but also deeply impactful. This collaborative approach fosters a sense of shared responsibility, propelling a mutual commitment to the prosperity and well-being of all stakeholders involved.

Key Pillars: Education, Social Welfare, Environmental Stewardship - A Triple Bottom Line Commitment

At the heart of Zantat's community prosperity endeavors are three key pillars: education, social welfare, and environmental stewardship. Education is the cornerstone of empowerment, unlocking the potential for individuals to reach their fullest capabilities. Our social welfare initiatives address immediate societal needs, laying a foundation for healthier, happier communities. Environmental stewardship reflects our dedication to sustainable practices, ensuring that our operations align with the principles of ecological responsibility.

SUSTAINABILITY REPORT (CONT'D)

Social Sustainability (Cont'd)

Community Investment (Cont'd)

(GRI 205)

Key Pillars: Education, Social Welfare, Environmental Stewardship - A Triple Bottom Line Commitment (Cont'd)

By strategically investing in these pillars, Zantat aspires to transcend the conventional bounds of corporate social responsibility. It's a genuine commitment to building a stronger, more resilient relationship that not only benefits our business but also contributes significantly to the well-being and prosperity of all stakeholders involved in our shared journey.

Zantat's Sustainability Commitment in a Nutshell

Zantat's sustainability commitment is rooted in fostering positive interactions between the company and the communities it serves. Embracing a holistic approach to social responsibility, Zantat actively engages in education and social welfare initiatives, aiming to empower individuals and uplift local communities. The company strategically invests in these areas, recognizing the interconnectedness of businesses and communities. Zantat's vision extends beyond traditional philanthropy, focusing on building resilience through collaborative initiatives that enhance social well-being, foster economic development, and champion environmental sustainability. The key pillars of education, social welfare, and environmental stewardship underscore Zantat's triple bottom line commitment, reflecting a genuine dedication to creating lasting positive impacts on both the business and the well-being of all stakeholders involved.

