

SUSTAINABILITY STATEMENT

CAB Cakaran Corporation Berhad (“CAB” or “the Company”) is pleased to present this Sustainability Statement (this “Statement”) that reports the efforts, progress, and performance of the management of the sustainability matters of the CAB and its group of subsidiaries (“CAB Group” or “the Group”) for the financial year ended 30 September 2024 (“FY2024”). This Statement has been reviewed by the Board of Directors (“Board”) of CAB.

Scope And Reporting Framework

This Statement primarily covers the Group’s integrated poultry business segment, which is also the key revenue segment of the Group, the fast food business segment, and the retail segment. These include our operations in Malaysia and poultry operations in Singapore.

This Statement is prepared in accordance with the sustainability disclosure requirements of the Main Market Listing Requirements (“MMLR”) of Bursa Malaysia Securities Berhad (“Bursa”) and the Group has also taken into consideration the Sustainability Reporting Guide – 3rd Edition and its accompanying Toolkits published by Bursa.

Assurance

This Statement has been reviewed by the Internal Auditors of CAB Group, covering the following:

- reviewing that the control measures disclosed in this Statement reflect the actual practices;
- reviewing selected data, which is disclosed in accordance with the Listing Requirements, to ascertain that they can be substantiated or have been prudently estimated.

This Sustainability Statement was approved by the Board on 18 December 2024.

Aligning Sustainability with CAB Group’s Vision, Mission, and Core Values

CAB Group’s sustainability strategies and approaches are guided by and are intended to support our Group’s Mission, Vision Statements, and Core Values which are illustrated as follows:



OUR VISION

To be a respectful leader in the regional food industry with strict adherence to high quality and safety standards for food production



OUR MISSION

To manage and conduct all business dealings with integrity and innovation to supply a wide range of high quality and safe food products to our customers



OUR CORE VALUES

- To always ensure premium quality and food safety standards are adhered to
- To actively participate in activities related to raising the standards of the food industry
- To form strategic long-term partnerships with our employees, customers and suppliers
- To optimise profit through efficient utilisation of resources
- To constantly invest in new facilities and research and development in order to produce a continuous stream of quality and safe food products

The management of sustainability matters is integrated into the Group’s business management processes, and the management of sustainability risks is also incorporated into the Group’s risk management system. In prioritising the sustainability matters which are important to focus resources on, we adopt materiality assessment to determine the material sustainability matters (“MSMs”).

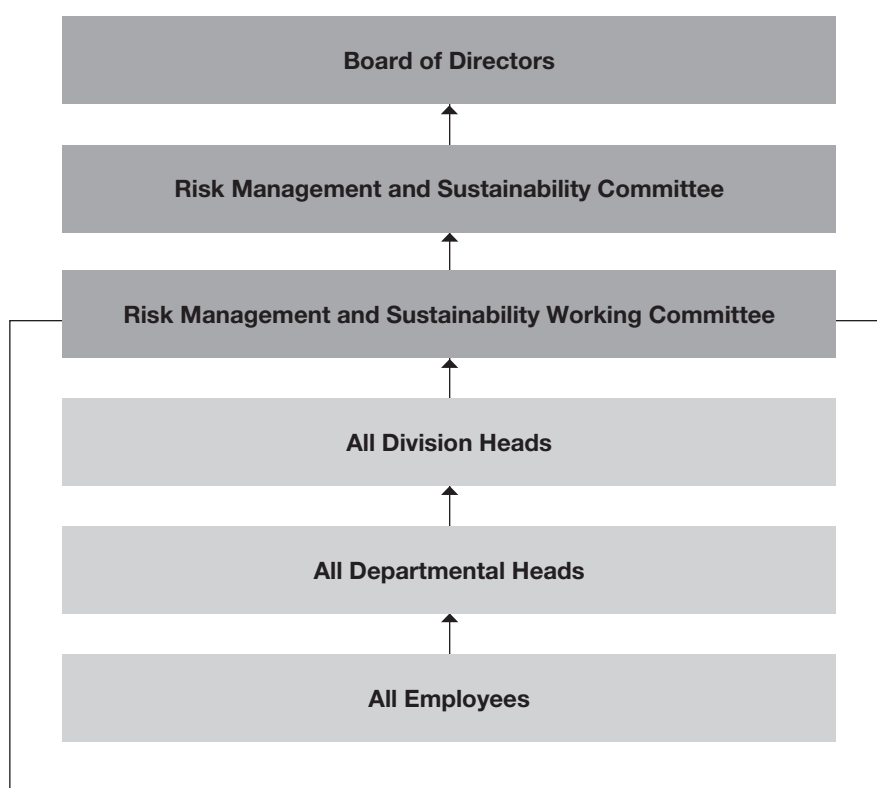
SUSTAINABILITY STATEMENT (CONT'D)

Sustainability Governance

In order to instil strong sustainability stewardship and a clear tone at the top, sustainability is also incorporated in CAB Group's corporate governance structure where the Board holds ultimate responsibility in ensuring sustainability is considered in the Group's corporate strategies in the long term.

CAB Group's governance framework is established to specify the roles and responsibilities of respective personnel in relation to sustainability initiatives and performance, in addition to day-to-day sustainability management such as compliance with environmental and social laws and regulations. This is also aligned with the promulgations of the Malaysian Code of Corporate Governance ("MCCG").

CAB Group's governance structure for sustainability is illustrated as follows:



The Board is responsible for ensuring sustainability aspects, including the economic, environmental, and social ("EES" or the "sustainability") aspects, are considered adequately and are able to support long-term value creation. The Management, led by the Group Managing Director, is responsible for developing strategies, proposing them for the Board's approval, and implementing relevant initiatives towards realising the Board-approved strategies.

In carrying out its oversight role, the Board is supported by the Risk Management and Sustainability Committee ("RMSC"), whose role is to oversee and monitor the effective implementation of the Group's sustainability framework and performance. The Group's key sustainability strategies, priorities, and targets are also reviewed by the RMSC before they are reported to the Board.

SUSTAINABILITY STATEMENT (CONT'D)

Sustainability Governance (Cont'd)

At the management level, the Group Managing Director leads the Management, including the Risk Management and Sustainability Working Committee ("RMSWC"), to develop implementation plans and drive sustainability strategies. The RMSWC's members include key management personnel of functions and operations. The achievement of sustainability targets which are developed to measure performance against sustainability priorities and key performance indicators ("KPIs") is the responsibility of the respective key management personnel, including ensuring sustainability-related activities are carried out effectively.

The management and performance of the Group's sustainability are also an integral part of the Group's risk management system where matters in relation to sustainability are treated as part of the key discussion topics during the quarterly management meetings.

This year, the Group appointed a dedicated Compliance Executive to monitor the Group's sustainability practices and performance, coordinating the efforts and performance reporting by the Group's various functions and departments. The Compliance Executive is part of the RMSWC, and he is also responsible for presenting the Group's sustainability progress and performance to the RMSC.

The Board is also responsible for ensuring key sustainability strategies, priorities, targets, as well as performance, are communicated with CAB Group's internal and external stakeholders, as appropriate. Amongst others, the Group's key communication and engagement with stakeholders include the annual publication of the Annual Report (including the Sustainability Report), the corporate website, corporate announcements via the Bursa's portal, and the annual general meeting.

Stakeholder Engagement

In ensuring our business strategies and sustainability strategies are aligned with the broad interest of our stakeholders and shareholders, the opinions and feedback of our stakeholders are important to the Group as they help to ensure the success of the sustainability journey throughout its course.

In CAB Group, we actively engage and communicate with our relevant stakeholders via various channels in order to better understand the stakeholders' concerns and needs. Through our stakeholder engagement activities, we are able to identify issues deemed important to our stakeholders and address their interests, expectations, and concerns.

Our stakeholder engagement processes and the outcomes arising from such processes also enable CAB Group to determine its MSMs to understand which sustainability matters are more significant to the Group's value creation for stakeholders.

SUSTAINABILITY STATEMENT (CONT'D)

Stakeholder Engagement (Cont'd)

The following table summarises our key stakeholders, engagement methods, and key focus areas during FY2024.

Key Stakeholders	Engagement Methods	Frequency of Engagement	Key Focus Areas
Shareholders/ investors	Annual general meeting	Annually	<ul style="list-style-type: none"> Economic performance Corporate governance compliance with all relevant laws and regulations Anti-corruption and bribery measures
	Annual report and audited Financial statement	Annually	
	Quarterly financial report	Quarterly	
	Extraordinary general meeting	As and when needed	
	Announcement to bursa and corporate website	As and when needed	
Employees	Departmental and management meetings	Ongoing	<ul style="list-style-type: none"> Occupational health and safety working environment Employee, engagement and development Work-life balance and employee welfare Competitive compensation and benefit and remuneration packages
	Annual performance appraisal	Annually	
	Events and festive celebrations	Periodically	
	Briefing and training	As and when needed	
Customers and consumers	Feedback channels such as emails, phone calls, and walk-in	As and when needed	<ul style="list-style-type: none"> Product safety and quality Pricing competitiveness Variety of products Product availability Marketing and labelling
	Customer services	Ongoing	
	Website and social media platforms	As and when needed	
	Service satisfaction	Regular	
Suppliers and contract farmers	Collaboration contracts	As need arises	<ul style="list-style-type: none"> Continuous supply of key products Product quality Compliance with the supplier's code of conduct Similar good practices in the supply chain
	Sites visits	As and when needed	
	Suppliers selection and evaluation (via audit)	Regular	
	Business meetings	Regular	
Government bodies/ regulators	Meetings and discussions with authorities	As and when needed	<ul style="list-style-type: none"> Health and safety matters Product certification Environmental and social compliance Tax and pricing issues Labour practice Transparency and accountability
	Compliance activities	Ongoing	
	Timely reporting	As prescribed by law/ regulation	
Community	Corporate social responsibility activities	Regular	<ul style="list-style-type: none"> Waste and effluent management Community development Social impact Community living, care and development
	Local representative	Regular	
	Charitable contributions	As and when needed	
	Internship programmes and charity events	As and when needed	

SUSTAINABILITY STATEMENT (CONT'D)

Materiality Assessment

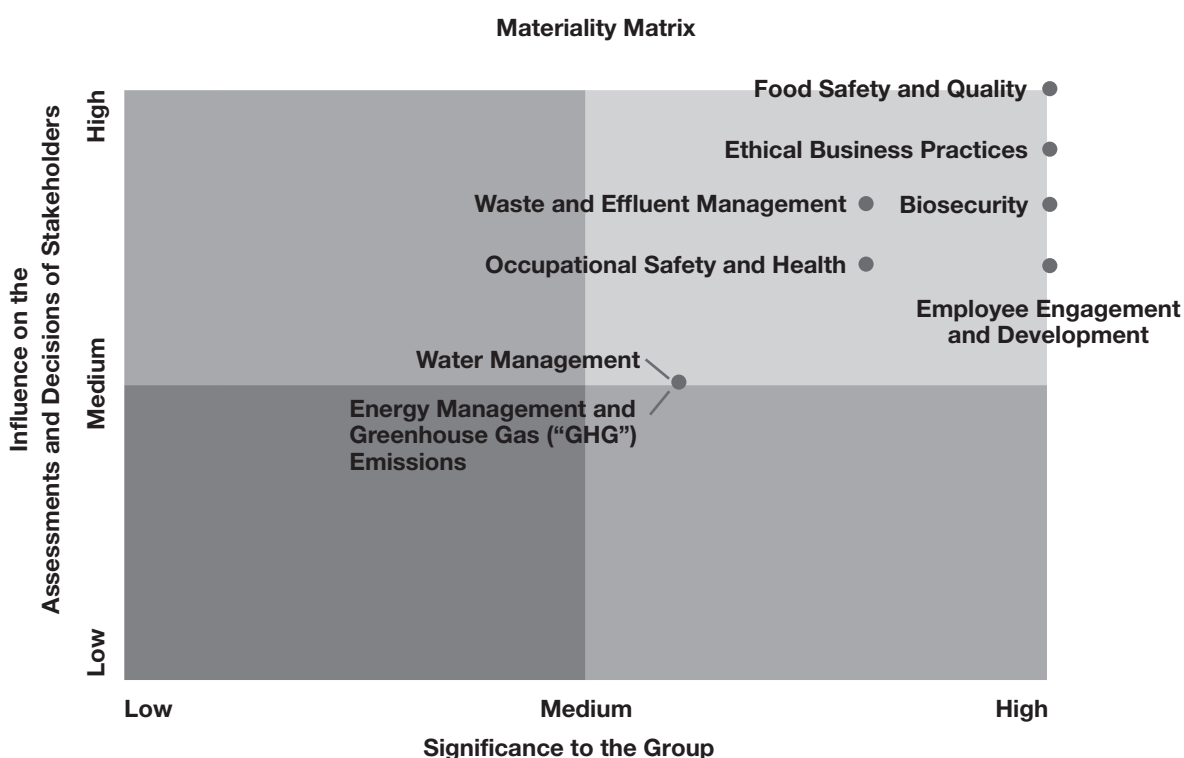
CAB Group assesses and determines its MSMs via a materiality assessment process, which takes into consideration Management’s assessment of the sustainability matters as well as the views of stakeholders. During the assessment process, the Management also obtained the input of relevant personnel who have a clear understanding of the Group’s stakeholders. The MSMs are reviewed every year to ensure the MSMs remain relevant and material to the Group.

A sustainability matter is considered material if it:

- reflects the Group’s significant sustainability impacts; or
- substantively influence the assessments and decisions of key stakeholders; and
- falls under the common material sustainability matters prescribed by the Bursa.

The Group performed a review of its materiality assessment in FY2024, participated by Senior Management personnel including the Group Managing Director, Division Heads, Heads of Department, and personnel who understand the views and concerns of the Group’s key stakeholders. Through materiality assessment review, CAB Group revealed that the materiality matrix for FY2024 remained unchanged from the previous year, as it continued to accurately represent the Group’s significant MSMs and align with both business priorities and stakeholder expectations.

The Group’s MSMs for FY2024 are illustrated in a materiality matrix, as follows.



SUSTAINABILITY STATEMENT (CONT'D)

Food Safety and Quality

Food safety and quality are considered the most important MSM to CAB Group and this principle is incorporated in the Group's Vision, Mission, and Core Values. We comply with the most stringent standards for food quality and safety, in addition to compliance with laws and regulations, across our food products from food processing to packaging.

CAB Group has a Food Safety Policy to guide our processing and manufacturing processes and practices. The Food Safety Policy is incorporated as part of our Quality Assurance Program. Ongoing improvement processes, including feedback and complaints mechanisms and recall procedures are also in place.

The Group's operations and processes are certified and recognised with national or international guidelines or food safety standards, as applicable, as follows:

- Malaysian Good Agriculture Practices ("MyGAP") certification for its breeder and grand-parent stock farms;
- Sirim QAS International Quality Management System requirements ISO 9001:2015 for Farm's Best Food Industries Sdn. Bhd. and Jimat Jaya Sdn. Bhd.;
- Veterinary Health Mark ("VHM") and HALAL certification by Jabatan Kemajuan Islam Malaysia ("JAKIM") for its chilled/ frozen chicken and further processed products;
- Good Manufacturing Practice ("GMP") and Hazard Analysis and Critical Control Point ("HACCP") certification for the chicken processing and further processed product manufacturing facilities in Kuala Lumpur and Malacca;
- Food Safety System Certification ("FSSC") 22000 for its slaughtering facility in Kedah and further processed product factory in Kuala Lumpur; and
- Certification from the Singapore Food Agency ("SFA") for certain broiler farms in Johor and processing and manufacturing facility in Malacca which enables the Group to export broilers, frozen dressed birds and parts, as well as further processed products to Singapore.

CAB Group's processing and manufacturing lines have incorporated controls that ensure the preservation and maintenance of optimum food safety and quality, including metal detectors, temperature controls, and the implementation of automation technology to minimise manual handling.

In some operations, we apply bar-coding technology which helps to enable effective storage and logistics planning and management, as well as enable our employees to trace batches, quickly react to any issues arising, identify root causes, and carry out remedial actions.

To prevent cross-contamination, we ensure proper segregation and compartmentalisation of processing areas between raw, semi-processed, and processed items. We also ensure sanitation procedures and hygiene practices are implemented and managed consistently.

In relation to antibiotic safety, the Group's broiler farms also have food safety and quality practices that observe a withdrawal period to maintain the antibiotic level in chicken meats within the regulated levels.

SUSTAINABILITY STATEMENT (CONT'D)

Food Safety and Quality (Cont'd)

Food Safety and Quality Awareness and Training

To ensure our employees are equipped with the relevant knowledge to safeguard food safety and quality in our operations, we provide them with regular education and training on standard operating procedures (“SOPs”), including but not limited to, identifying and overseeing the issues in the processing or manufacturing process, maintaining hygiene at all times, proper handling and storage of materials and products, etc. In addition, we also provide our employees with training specific to their scopes of work to ensure they carry out assigned, specialised tasks effectively, including managing associated food safety and quality matters.

Training relevant to food quality and safety provided to our employees during the financial year under review are summarised as follows:

- Food Handling Training;
- Food Safety Management System Awareness;
- FSSC 22000 Awareness & Effective Implementation Training;
- Critical Control Point Training;
- Cleaning and Sanitation Training;
- Root Cause Analysis (RCA) For Deviations in Food Safety Systems;
- Food Safety Standard and Course;
- Understanding The ISO Implementation Requirement;
- Allergen Management;
- Food Labelling Requirements;
- Understanding Measurement & Calibration System;
- Competency of Temperature Sensors Calibration Workshop;
- Hygiene Awareness Training (Pest Control);
- HACCP & The Science of Metal Detection in Food Production;
- Smokehouse Settings Training; and
- Integrating Climate Change into ISO 9001:2015.

Quality Assurance, Quality Control, and Audits

The Quality Assurance Department and Quality Control Department of the relevant business units conduct regular internal reviews of the Group’s operations, including food safety and quality compliance. Our facilities are also periodically audited by regulators and customers who apply stringent food quality and safety requirements.

As part of the Group’s Quality Assurance Policy and programme, we have an in-house laboratory to monitor the quality of incoming raw materials to factories and finished products before delivery to customers. Our qualified Quality Assurance staffs are also tasked to highlight any quality and safety issues that need to be improved as well as carry out review activities to ensure compliance with ISO audits.

SUSTAINABILITY STATEMENT (CONT'D)

Food Safety and Quality (Cont'd)

Quality Assurance, Quality Control, and Audits (Cont'd)

We are pleased to report that there were no cases of product recall or major issues reported on food safety and quality matters in FY2024.

CAB Group	FY2022	FY2023	FY2024
Recall product cases (number)	0	0	0
Major food safety and quality issues (number)	0	0	0

Ethical Business Practices

Business ethics and integrity is one of the core principles in how we do business, and the Group commits to upholding integrity and ethics in its business and operations. This commitment is also aligned with our Vision, Mission, and Core Values.

The Group has established a Code of Ethics and Conduct (“Code”), applicable to the Group’s Directors and employees, which set their expectation to display the highest levels of professionalism in all aspects of their work and dealings with internal and external stakeholders. The Group’s Code communicates the Group’s commitment to practising business ethically towards its stakeholders, including its employees, customers, suppliers, the environment, and the community. The Group’s commitment is to deal fairly and ethically in the market, with its customers, suppliers, competitors, and business partners to promote a healthy, competitive, and economically efficient marketplace.

Data Privacy and Confidentiality

The Code also requires our employees to safeguard confidential information and data including data relevant to customers and other personal data. CAB Group is committed to compliance with the requirements of applicable laws related to the protection of personal data.

We are pleased to report that there were no substantiated complaints concerning breaches of customer privacy and losses of customer data in FY2024.

CAB Group	FY2022	FY2023	FY2024
Substantiated complaints concerning breaches of customer privacy and losses of customer data (number)	0	0	0

Anti-Bribery and Corruption

The Group has also established an Anti-Bribery and Corruption Policy (“ABC Policy”). CAB Group adopts a zero-tolerance approach towards bribery and corrupt practices in all its operations. ABC Policy is applicable to all the Group’s business dealings and transactions in all the countries in which they operate and is available in three (3) versions, i.e. English, Malay, and Chinese. The forms of bribery and corruption covered in the ABC Policy include gifts and hospitality, facilitation payments to an officer of public body, third parties and agencies, political contributions as well as charitable contribution.

The ABC Policy is available on CAB’s corporate website at <http://www.cab.com.my>.

SUSTAINABILITY STATEMENT (CONT'D)

Ethical Business Practices (Cont'd)

Anti-Bribery and Corruption (Cont'd)

We adopt a risk-based approach towards managing corruption and corruption risk assessment and management is incorporated in CAB Group's annual risk management process. The corruption risk assessment covers all operations of the Group. The corruption risk assessment helps us to focus our efforts and resources on addressing areas with higher corruption risks.

CAB Group	FY2022	FY2023	FY2024
Operations assessed for corruption-related risks (percentage)	100%	100%	100%

The ABC Policy is also regularly communicated with the internal and external stakeholders through various methods, including the company website, the company's internal communication and others. We communicate policies and procedures related to bribery and corruption to employees from time to time to raise employee awareness. We also obtain written acknowledgement of the ABC Policy from employees, and training will also be provided to Directors and employees from time to time.

CAB Group (percentage)	FY2022		FY2023		FY2024	
	Communication	Training	Communication	Training	Communication	Training
Directors	100%	100%	100%	0%	100%	33%
Director-level positions ("EDs") and Key Senior Management	100%	100%	100%	0%	100%	81%
Managerial	100%	0%	100%	0%	15%	17%
Executive & Supervisory	100%	0%	100%	0%	6%	8%
Non-Executive	100%	0%	100%	0%	1%	<1%

Whistle-blowing

A whistle-blowing channel, which is formalised via the Group's Whistle-blowing Policy, has also been established to allow internal and external stakeholders report genuine concerns, about unethical behaviour, malpractices, illegal acts, or failure to comply with regulatory requirements, without fear of reprisal. Serious violations of the Group's Code or ABC Policy can also be reported via the whistle-blowing channel.

During the financial year under review, there were zero whistle-blowing cases reported and zero confirmed incidents of corruption. CAB Group also did not receive any cases in relation to discrimination, child labour, or workplace harassment.

CAB Group	FY2022	FY2023	FY2024
Whistle-blowing cases (number)	0	0	0
Confirmed incidents of corruption (number)	0	0	0
Substantiated complaints concerning human rights violations (number)	0	0	0

Biosecurity

Biosecurity is another element closely tied to food safety especially in our integrated poultry business. The management of CAB's biosecurity risks is guided by our Biosecurity Policy. Biosecurity control measures are in place in hatcheries and farms to minimise, prevent, confine, and control potential diseases and infection risks.

SUSTAINABILITY STATEMENT (CONT'D)

Biosecurity (Cont'd)

CAB Group's biosecurity-related controls are summarised as follows:

- CAB farms are managed in accordance with the Group's Farm Management Policy and SOPs. All hatcheries and farms had applied Flock Health Monitoring with due consideration given to excellent bird health and welfare.
- CAB's poultry farms are distanced from each other, spreading across the entire Peninsular Malaysia, covering Kedah, Malacca, Negeri Sembilan, Johor, Pahang, and Kelantan to minimise and avoid the impact of cross-infection in the case of a disease outbreak. Employees and/ or visitors who have been to poultry farms are forbidden from entering the Group's hatcheries within a specified period to prevent infection of day-old chicks.
- The physical movements of persons in and out of the operating premises are monitored and controlled, and persons entering the premises are required to wear disinfected apparel and gear. Entry to the farm is only allowed for those who are wearing the designated farm uniform, and who have undertaken the required shower, hand washing, and disinfectant boot-dipping procedures.
- Livestock quality control plays a crucial part throughout the entire production chain starting from grandparent stock down to parent stock and broiler. To keep good disease prevention and control, ongoing practices of stringent biosecurity and farm isolation are undertaken. CAB is moving forward with having all its farms, especially broiler farms, certified by the Department of Veterinary Services ("DVS") as MyGAP.
- Vehicle shower and wheel-dip are required for all authorised vehicles before entering farms and hatcheries whilst external vehicles are forbidden from entering the production and clean areas to minimise the risk of bringing disease-carrying microorganisms into farms.
- Good practices on a range of matters important to hygiene and disease control, such as rodent, insect and wild bird control, and waste management for farms and hatcheries, are adopted by the Group to monitor the internal conditions of its operations premises.
- The Group has employed qualified veterinarians who are responsible for poultry health monitoring and disease control. Ongoing monitoring of flock health is conducted across all CAB's farms and veterinarians will visit CAB's farms regularly.
- Evaporative Tunnel Ventilated Closed House System is adopted by the Group to regulate and enhance consistency of air quality and house temperature to avoid unnecessary stress on poultry in order to deliver excellent performance and also to minimise biosecurity risks. To improve the effectiveness of the Group's effort in managing biosecurity risks, the Group is gradually adopting the conversion of all its open-house farms to closed house farms.

There were no major disease outbreaks in CAB's poultry farms for the financial year under review.

CAB Group	FY2022	FY2023	FY2024
Major disease outbreaks in CAB's poultry farms (number)	0	0	0

Waste and Effluent Management

Environmental management is amongst some of the most important impacts that CAB Group manages. At CAB's farms and processing plants, we implement environmentally-conscious practices to reduce and mitigate the impact on the environment, as well as avoid environmental contamination from production waste and effluents. For example, the wastewater from our processing plant includes a mixture of, amongst others, blood, fat, feathers, skins, etc.

Our operations maintain systematic waste management systems in accordance with established SOPs. This includes proper waste segregation and handling, such as having licensed waste contractors to manage and dispose of scheduled waste, having designated processes to manage food and organic waste, and segregation of waste which can be sold or recycled.

SUSTAINABILITY STATEMENT (CONT'D)

Waste and Effluent Management (Cont'd)

Wastewater and Treatment Systems

Generally, wastewater is treated and monitored through wastewater treatment systems which may apply two (2) types of treatments, i.e. Biological Process and Physical Chemical Process, or a combination of both in some plants.

The purpose of the processes is to remove the contents such as suspended solids, grease and fat, and harmful substances which are then processed into sludge cake for disposal in accordance with environmental laws and regulations, while the treated effluent can be discharged safely into the public water system.

In order to ensure the quality of treated effluent is retained within the regulated levels, treated effluent is sampled and tested at least every week, to assess and determine its acidity, biochemical oxygen demand ("BOD") level, chemical oxygen demand ("COD"), etc.

From time to time, training on the maintenance and management of the wastewater treatment system is provided to our Group's technical officers to ensure that they are well-trained while certified by the Department of Environment ("DOE").

The Group's overall treated effluent discharge is mainly from our chicken slaughtering and processing plants.

CAB Group	FY2024
Effluent discharged (megalitres)	762

We are also pleased to report that there were no non-compliance cases that resulted in significant penalties or fines in relation to wastewater treatment in FY2024.

Waste Management

We ensure that scheduled waste is managed in accordance with the applicable laws and regulations. On the other hand, non-scheduled waste generated by the Group's operations may have various other uses, and the Group donates or sells the waste where possible.

Poultry wastes, consisting of offal, feathers, manure, and eggshells, are amongst some of the more significant wastes from our slaughtering operations, which are not for human consumption. Whilst not commercially viable for us to process such wastes into another product, they contain nutritional values and may be used for other purposes such as animal feed, composting, or others.

We continue to carry out gradual conversion of all the Group's farms into closed house, which help to manage the problem of odour and flies relating to poultry manure. We also adopt the use of microorganism sprays on poultry manure which helps to accelerate decomposition and reduce odour.

We have a collaborative relationship with licensed contractors where they help to manage and measure the poultry manure generated from our operations, while we provide the poultry manure to them without charge.

SUSTAINABILITY STATEMENT (CONT'D)

Waste and Effluent Management (Cont'd)

Waste Management (Cont'd)

The following table summarises the generation and management of the Group's more significant waste for the FY2024:-

CAB Group	FY2024 ¹		
	Generated (tonnes)	Diverted from Disposal (tonnes)	Directed to Disposal (tonnes)
Scheduled Waste (Hazardous Waste)			
SW110 - Electronic Waste	81.90	0.00	81.90
SW410 - Rags, plastics, papers and filters waste	0.15	0.00	0.15
SW305 - Lubricating oil	5.29	0.00	5.29
Non-Hazardous Waste			
Poultry waste	19,405.20	15,803.70	3,601.50
Used oil	9.50	9.50	0.00
Organic and perishable waste	503.61	180.00	323.61
Plastic and packaging waste	437.03	437.03	0.00
Metal and scrap waste	54.74	54.74	0.00
E-waste	0.01	0.01	0.00
General and mixed solid waste	1,063.88	61.55	1,002.33
Total	21,561.31	16,546.53	5,014.78

¹ CAB Group began to collect waste data in FY2024.

Water Management

Water is a significant input in CAB Group's operations, including in our integrated poultry operations and food processing operations. While the majority of the water we use is sourced from the municipal water supply, we also draw underground water in some operations.

Generally, our operations are not located in water-stressed areas. Nonetheless, the Group undertakes approaches and initiatives to ensure we use water effectively and do not waste water at all our business units. Our water management practices are highlighted as follows:

- rainwater harvesting system or water retention ponds in farms to enable the collection and reuse of collected rainwater; and
- maximising water efficiency in accordance with the 3Rs principle: reduce, reuse, and recycle.

CAB Group (megalitres)	FY2024
Municipal water supply	1,365
Underground water	57
Total water withdrawal	1,422

Energy Management and Greenhouse Gas ("GHG") Emissions

In addition to electricity consumption, the Group also reports on its energy consumption from the use of diesel and petrol in this Statement. Diesel and petrol are used in company vehicles, for the transportation of goods, as well as in equipment used in production and operations. The energy generated from the installed solar power generation systems is used entirely for the Group's own operations. This initiative not only reduces reliance on electricity purchased from Tenaga Nasional Berhad ("TNB") but also helps the Group lower its overall carbon footprint and operational costs.

SUSTAINABILITY STATEMENT (CONT'D)

Energy Management and Greenhouse Gas (“GHG”) Emissions (Cont'd)

During the financial under review, CAB Group has consumed 132,631 MWh of energy within the business operations.

CAB Group (MWh)	FY2024 ²
Petrol and diesel	58,474.69
Purchased electricity	72,048.97
Self-generated solar energy consumed	2,107.66
Total energy consumption	132,631.32

² CAB Group began to collect energy consumption data in FY2024

We continue to carry out regular monitoring and management of our energy use, striving to utilise energy efficiently, controlling expenses, and reducing our carbon footprint. These initiatives include:

- corrective actions are taken to reduce abnormal power consumption and minimise energy waste during idle production time;
- continue to oversee and monitor energy consumption via supervisory control;
- utilising and prioritising energy-efficient equipment and electrical appliances across the operations such as installing of energy efficient chiller systems, LED lighting, condensers, and cooling tower fans;
- installation of stabilizers on air compressors, temperature control on relevant processes to reduce electrical usage whenever appropriate; and
- applying environmentally friendly designs and materials in our products.

Renewable Energy – Solar

In addition to the solar power generation systems, i.e. Photovoltaic (“PV”) Systems, previously installed at CAB’s Corporate Office in Seberang Jaya Penang and Chicken Processing Factory in Malacca, we have expanded our renewable energy efforts in 2024 by adding two (2) new PV Systems at CAB’s Sungai Petani Hatchery Center and poultry farms in Pendang, Kedah. These new installations were completed and commissioned in February and August 2024, respectively.

Furthermore, installation of PV Systems continues to be carried out in a few other sites, with completion targeted by FY2025. These developments are some of the key measures for the Group to increase its proportion of clean energy and to reduce reliance on purchased electricity, which is currently mainly fossil-fuel derived.

In FY2024, the Group avoided an estimated 1,631 tCO₂e of GHG emissions by utilising energy generated from solar power generation systems.

GHG Emissions

Following our enhanced scope of data reported for energy consumption, we are reporting our Scope 1 and Scope 2 GHG emissions this year. On the other hand, we continue to develop internal processes to gather Scope 3 GHG emissions, focusing on Category 6 – Business Travel and Category 7 – Employee Commuting.

CAB Group (tCO ₂ e)	FY2024 ³
Scope 1 (Direct)	14,691.21
Scope 2 (Indirect)	54,514.06
Scope 1 and Scope 2	69,205.27

³ CAB Group began to collect Scope 1 and Scope 2 GHG emissions data in FY2024.

SUSTAINABILITY STATEMENT (CONT'D)

Employment

Workforce Diversity

CAB Group is committed to fostering and maintaining a diverse and inclusive workforce, ensuring that every employee is treated fairly and equitably. As an equal-opportunity employer, we are also committed to developing an excellent workplace culture where employees of various backgrounds, gender, age, creed, ethnicity, and cultural affiliations are provided with equal opportunities for career development and advancement.

The Group has implemented a Gender Diversity Policy for the Directors and Senior Management to promote gender diversity at leadership levels. The primary focus remains on ensuring that recruitment and selection processes prioritise a strong combination of competencies, skills, extensive industry experience, knowledge, and the suitability of the candidate to the particular role being filled.

The table below summarises the total number of Board members and employees, categorised by gender and age group for the FY2024:

30 Sep 2024 ⁴					
Number (%) of CAB Group's Board	Gender		Age		
	Male	Female	< 30	30 - 50	> 50
Board of Directors	5 (83%)	1 (17%)	0 (0%)	2 (33%)	4 (67%)
Employees By Employee Category for Malaysia					
Director-level positions ("EDs") and Key Senior Management	17 (81%)	4 (19%)	0 (0%)	13 (62%)	8 (38%)
Managerial positions	162 (74%)	57 (26%)	4 (2%)	109 (50%)	106 (48%)
Executive and Supervisor	371 (57%)	282 (43%)	164 (25%)	352 (54%)	137 (21%)
Non-Executives	2,788 (81%)	646 (19%)	1,756 (51%)	1,444 (42%)	234 (7%)
Total	3,338 (77%)	989 (23%)	1,924 (45%)	1,918 (44%)	485 (11%)
Employees By Employee Category for Singapore					
Director-level positions ("EDs") and Key Senior Management	6 (100%)	0 (0%)	0 (0%)	1 (17%)	5 (83%)
Managerial positions	26 (74%)	9 (26%)	1 (3%)	5 (14%)	29 (83%)
Executive and Supervisor	25 (68%)	12 (32%)	6 (16%)	18 (49%)	13 (35%)
Non-Executives	137 (67%)	69 (33%)	42 (20%)	99 (48%)	65 (32%)
Total	194 (68%)	90 (32%)	49 (17%)	123 (43%)	112 (40%)

Number (%) of employees by nationality		30 Sep 2022	30 Sep 2023	30 Sep 2024
Malaysia	Local	2,152 (68%)	1,809 (51%)	2,462 (57%)
	Foreign	1,008 (32%)	1,759 (49%)	1,865 (43%)
Singapore ⁵	Local	-	-	132 (46%)
	Foreign	-	-	152 (54%)

⁴ CAB Group began to collect and report the number of Board and employees (operations in Malaysia and Singapore) by gender and age group, for each employee category in FY2024.

⁵ CAB Group began to collect number of employees in Singapore by nationality in FY2024.

SUSTAINABILITY STATEMENT (CONT'D)

Employment (Cont'd)

Workforce Diversity (Cont'd)

In FY2024, the Group employed a total of 4,611 employees, with approximately 49% being permanent employees and 51% hired on a contract basis. There were also 23 non-contact-of-service workers involved in our business operations such as contractors, security guards, and cleaners.

Number (%) of employees by employment contract		30 Sep 2024 ⁶
Malaysia	Full-time permanent employees	2,059 (48%)
	Part-time permanent employees	0 (0%)
	Full-time contract employees	2,268 (52%)
	Part-time contract employees	0 (0%)
Singapore	Full-time permanent employees	216 (76%)
	Part-time permanent employees	0 (0%)
	Full-time contract employees	17 (6%)
	Part-time contract employees	51 (18%)

⁶ CAB Group began to collect employee by employment contract in FY2024.

Human Rights and Labour Standards

The Group is committed to promoting equal employment opportunities and preventing discrimination in the workplace, striving to ensure that employment practices fairly reflect diversity in terms of gender, ethnicity, and age.

Moreover, CAB Group is also committed to complying with all applicable and relevant laws and regulations in the regions where we operate, particularly those related to human rights and labour standards. This includes adhering to legal requirements such as the prohibition of child and forced labour, minimum wage requirements, maximum working hours, minimum rest periods, and ensuring the health and safety of our employees.

Recognition from KWSP (Employee Provident Fund)

We are happy to report that our Farm's Best Food Industries Sdn Bhd has received recognition from KWSP Malacca for being a responsible employer and maintaining good collaboration with KWSP.

Employee Engagement and Development

The Group fosters open and transparent communication with all our employees to maintain and improve engagement with the employees. Employees are encouraged to speak, discuss, and share their ideas and suggestions for business improvements, as it enables them to contribute to the company's growth while recognising their own personal potential. Additionally, managers are encouraged to engage continuously with their team members, including workers, to better understand and address the challenges and issues employees encounter in the workplace.

Training and Development

Continuous skill development and knowledge improvement are among the Group's top priorities, as talented and skilled individuals are essential assets that drive business success. Therefore, the Group has established employee training and development program aimed at helping employees enhance their personal skills and knowledge. This program not only helps to provide employees with opportunities for career development but also allows the Group to identify and assess the individuals with high potential that can be considered in its succession planning.

The training provided to our employees and workers is based on training need analyses conducted during employee and worker engagement activities, such as annual performance evaluation and appraisal sessions. This approach ensures that the training is relevant and aligned with both employee's and company's goals and objectives. To enhance and upskill the knowledge, skills, and experiences of our employees, training is provided for various levels, including executive team, management personnel, and employees.

SUSTAINABILITY STATEMENT (CONT'D)

Employee Engagement and Development (Cont'd)

Training and Development (Cont'd)

During the financial year under review, training topics attended by our employees are summarised as follows:

- Safety & Health & Environment (refer to Health and Safety Awareness and Training section for details);
- Quality Management and Food Safety (refer to Food Safety and Quality Awareness and Training section for details);
- Halal;
- Finance;
- Human Resources Management;
- Management Skill;
- Technical Skill;
- Work Ethics;
- Veterinary;
- Logistic;
- Anti-Bribery; and
- Sustainability.

In FY2024, the total hours of training attended by our employees are categorised by employee category and illustrated as follows:

Number of training hours by employee category	FY2024 ⁷
Malaysia	
Director-level positions ("EDs") and Key Senior Management	162
Managerial positions	1,587
Executive and Supervisor	4,839
Non-Executives	2,489
Total hours of training	9,077
Average hours of training per employee	2.10
Singapore ⁸	
Director-level positions ("EDs") and Key Senior Management	10
Managerial positions	49
Executive and Supervisor	94
Non-Executives	247
Total hours of training	400
Average hours of training per employee	1.41

⁷ CAB Group began to collect and report the total number of training hours by employee category in FY2024.

⁸ CAB Group began to collect the training hours of employees in Singapore in FY2024.

Employee Welfare

Employees are crucial to our operations as they drive business growth and ensure the quality and safety of our products. To attract and retain talent while recognising their contributions, we provide a range of employee welfare initiatives.

The Group has implemented a fair and substantive employee reward system that connects rewards to individual contribution and performance, reflecting its adoption of the merits-based principle in its employment. Annual performance assessments are conducted to evaluate and assess employees and determine appropriate rewards, which may include bonuses, salary adjustments, and promotions, to be given to our employees. This employee reward system is participated by the employee under assessment, the employee's superior, and the Group HR Department, which serves as a verifier to ensure transparency and appropriate checks and balances in the rewarding process.

SUSTAINABILITY STATEMENT (CONT'D)

Employee Engagement and Development (Cont'd)

Employee Welfare (Cont'd)

The benefits we provide to our employees are summarised as follows:

- healthcare benefits;
- compassionate leave;
- various insurance plans such as Group hospitalisation and Surgical and Group Personal Accident; and
- minimum benefits in accordance with local laws and regulations.

Apart from that, the Group ensures that all necessary documentation and legal permits are properly obtained and maintained, particularly for foreign employees, alongside their employment contracts.

Employee Retention

The Group's efforts in identifying training needs and enhancing employee welfare are key to improving our employee retention rate.

CAB Group	30 Sep 2024 ⁹	
	Turnover number	New hires number
Malaysia		
Director-level positions ("EDs") and Key Senior Management	5	2
Managerial positions	36	42
Executive and Supervisor	125	117
Non-Executives	589	580
Total	755	741
Singapore		
Director-level positions ("EDs") and Key Senior Management	0	0
Managerial positions	1	1
Executive and Supervisor	3	2
Non-Executives	36	40
Total	40	43

⁹ CAB Group began to collect turnover and new hires number in FY2024.

Occupational Safety and Health

We are committed to providing a safe, secure, and conducive working environment for our employees and workers.

Employees working on farms may be exposed to a range of occupational safety and health risks, including but not limited to industrial accidents, occupational poisoning (such as from chemical gases, ammonia, pesticides, etc), occupational diseases (such as musculoskeletal disorders and biological hazards), whereas employees that are working in a manufacturing and processing factory is exposed to physical harms due to activities like using with sharp tools, machinery, high temperature, etc.

The safety and health of the workplace are governed by the Group Safety and Health Policy which formalises our commitment. The Group Safety and Health Policy also serves as a communication tool to internal and external stakeholders. It is reviewed at least annually and updated when necessary to ensure effectiveness and compliance with relevant laws and regulations.

SUSTAINABILITY STATEMENT (CONT'D)

Occupational Safety and Health (Cont'd)

Health and Safety Management Governance and Processes

The Group has a registered competent Safety and Health Officer to manage and ensure matters in relation to the Group's overall occupational safety and health are kept in check.

Occupational safety and health are managed via a risk-based approach. Risk assessment processes, such as Hazard Identification, Risk Assessment and Risk Control ("HIRARC"), Chemical Health Risk Assessment ("CHRA") and assessment on Noise Monitoring, are undertaken to assess workplace hazards and risks.

Controls to manage the identified risks are established and incorporated into SOPs to ensure the controls are implemented consistently. These controls or initiatives include, amongst others, the provision of suitable and adequate personal protective equipment ("PPE"), training, safe work instructions, and the use of equipment with enhanced safety features. We also perform regular checks on the equipment and machinery to ensure they are in safe working condition.

Regular safety training and safety audits or reviews at the Group's farms, hatcheries, processing plants, and production sites are also conducted to increase the safety and health awareness of our employees, workers and contractors. Safety information, improvement opportunities, and non-compliance are communicated and reported via Notice Boards and regular management briefings.

It is the responsibility of all employees, suppliers, contractors, and consultants who perform their duties at our premises to comply with the safety and health work practices and guidelines. Safety campaigns are held to remind workers and employees of safety awareness and related issues to reduce injury, safety and health hazards. We ensure that every worker and employee understands that safety is their responsibility.

Health and Safety Awareness and Training

Safety and health-related training is provided to our workers and employees to develop strong safety awareness and develop safety and health management skills across the operations. During the financial year under review, training provided to employees and workers includes, but is not limited to the following subjects:

- Occupational First Aid Course;
- Forklift Safety and Technical Training and Driving Awareness;
- Hearing Conservation Training;
- OSH Principle of Prevention on Mental Health At Workplace;
- Emergency Response Plan and Preparedness;
- Basic Occupational First Aid, CPR and AED Training;
- Occupational Safety and Health Coordinator;
- Fire Drill Training;
- Understanding The Implementation of The Amendment of Occupational and Safety Health Act 1994 and Regulation;
- Safe Handling Gas Nitrogen & Basic VIE Operation;
- First Aid & CPR For Lorry Driver; and
- Chemical Application & Safety Handling.

In FY2024, there are 272 employees receiving training on health and safety standards.

CAB Group	FY2024 ¹⁰
Employees in Malaysia trained on health and safety standards (number)	256
Employees in Singapore trained on health and safety standards (number)	16

¹⁰ CAB Group began to collect the number of employees trained on health and safety standards in FY2024

SUSTAINABILITY STATEMENT (CONT'D)

Occupational Safety and Health (Cont'd)

During the financial year under review, there were no major accidents reported in all our operations, and this is aligned with the Group's target of maintaining zero major accidents throughout our operations. Most of the work-related injuries during the financial year were due to reasons such as being cut or stabbed by sharp objects or falling or slipping. Processes for enquiries and investigations are in place to assess and identify the causes of accidents or incidents to address control weaknesses and avoid recurrence in the future.

CAB Group ¹¹	FY2022	FY2023	FY2024
Total hours worked (hours)	7,292,656	7,345,104	11,029,512
Work-related fatalities (cases)	0	0	0
Total accidents reported/ resulted in lost workdays (cases)	17	30	117
Lost time injury frequency rate/ lost time incident rate ¹² (per million hours)	2.33	4.08	10.60
Lost day rate ¹³	6.03	11.76	20.13

¹¹ The data for FY2024 increased as we have updated our definition of accidents to cases with medical leave of one day and more. Prior to FY2024, accidents were defined as cases required to be reported to DOSH, i.e. accidents reported with medical leaves of four days or more.

¹² Lost time injury frequency rate/ lost time incident rate = (number of accident in the reporting period x 1,000,000) / total hours worked in the reporting period.

¹³ Lost day rate = (total number of workdays lost x 200,000) / total hours worked in the reporting period.

Corporate Social Responsibility

This year, we continued to support the society and community, focusing our efforts on those in need. We contributed to the community through various channels including government departments or agencies, religious organisations, charitable organisations, schools, orphanages, and other organisations in the form of monetary donations and/ or sponsorship, chicken meat supply, and others.

CAB Group	FY2024 ¹⁴
Total amount invested in the community where the target beneficiaries are external to CAB Group (RM)	121,439
Total number of beneficiaries of the investment in communities (estimated), including individuals and institutions	1,495

¹⁴ CAB Group began to collect total amount invested and estimated number of beneficiaries of the investment in FY2024.

The Group's contributions were intended to support the benefits of more than 1,430 individuals and 65 institutions including students, orphans, local communities, animals, mental health support organisations and religious organisations.

The Group also believes that the Group's business and operations help to support and contribute to the economy, especially the local economy, through its purchases, employment, and products and services. Approximately 95.7% of the Group's trading goods and raw materials was obtained locally.

CAB Group	FY2024 ¹⁵
Proportion of spending on local suppliers	95.7%

¹⁵ CAB Group began to collect local procurement in FY2024.

SUSTAINABILITY STATEMENT (CONT'D)

Sustainability Performance Data

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Director & Key Senior Management	Percentage	81.00
Management	Percentage	17.00
Executive	Percentage	8.00
Non-executive/Technical Staff	Percentage	1.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	121,439.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1,495
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Director & Key Senior Management Under 30	Percentage	0.00
Director & Key Senior Management Between 30-50	Percentage	51.85
Director & Key Senior Management Above 50	Percentage	48.15
Management Under 30	Percentage	1.97
Management Between 30-50	Percentage	44.88
Management Above 50	Percentage	53.15
Executive Under 30	Percentage	24.64
Executive Between 30-50	Percentage	53.62
Executive Above 50	Percentage	21.74
Non-executive/Technical Staff Under 30	Percentage	49.40
Non-executive/Technical Staff Between 30-50	Percentage	42.39
Non-executive/Technical Staff Above 50	Percentage	8.21
Gender Group by Employee Category		
Director & Key Senior Management Male	Percentage	85.19
Director & Key Senior Management Female	Percentage	14.81
Management Male	Percentage	74.02
Management Female	Percentage	25.98
Executive Male	Percentage	57.39
Executive Female	Percentage	42.61
Non-executive/Technical Staff Male	Percentage	80.36
Non-executive/Technical Staff Female	Percentage	19.64
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	83.00
Female	Percentage	17.00
Under 30	Percentage	0.00
Between 30-50	Percentage	33.00
Above 50	Percentage	67.00

SUSTAINABILITY STATEMENT (CONT'D)

Sustainability Performance Data (Cont'd)

Indicator	Measurement Unit	2024
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	132,631.32
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	10.60
Bursa C5(c) Number of employees trained on health and safety standards	Number	272
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Director & Key Senior Management	Hours	172
Management	Hours	1,636
Executive	Hours	4,933
Non-executive/Technical Staff	Hours	2,736
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	51.00
Bursa C6(c) Total number of employee turnover by employee category		
Director & Key Senior Management	Number	5
Management	Number	37
Executive	Number	128
Non-executive/Technical Staff	Number	625
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	95.70
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	1,422.000000