

Sustainability Statement

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Sustainability Statement

OUR SUSTAINABILITY JOURNEY

At Oriental Interest Berhad (“OIB” or “the Company”) and its subsidiaries (“OIB Group” or “the Group”), our sustainability journey is rooted in the belief that long-term business success goes hand in hand with responsible practices. Guided by this commitment, the Group continues to strengthen its approach to environmental, social and governance (“ESG”) practices across all operations. Sustainability considerations are integrated into our decision-making processes, development activities and stakeholder engagement efforts, ensuring that our subsidiaries operate with accountability, resilience and transparency.



The Board of Directors of OIB (“the Board”) firmly believes that sustainability is not just an ethical responsibility, but a critical driver of long-term business success. By aligning our sustainability objectives with our corporate strategies, we ensure that our efforts remain relevant to market demands, regulatory frameworks and evolving societal expectations.

In the financial year ended 31 August 2025 (“FYE2025”), we continued to advance our sustainability agenda, strengthening the integration of ESG considerations across our operations. This Sustainability Statement (“the Statement”) reflects our ongoing commitment to excellence in delivering sustainable value, responsible urban development and customer satisfaction while adhering to the reporting standards set by the Bursa Malaysia Sustainability Reporting Guide and Toolkits (3rd edition).

Our focus remains on proactively managing our material sustainability matters (“MSMs”), guided by regular stakeholder engagement and data-driven performance monitoring. Looking ahead, we are committed to advancing our Environmental, Economic and Social (“EES”) initiatives with greater accountability and measurable impact, reinforcing our role as a responsible developer shaping sustainable futures.

Reporting Scope and Coverage

We are dedicated to transparent and timely disclosure of our sustainability practices and achievements. The Statement encompasses our performance for FYE2025, covering the period from 1 September 2024 to 31 August 2025.

The scope of this report primarily includes the sustainability management and initiatives related to our property development and construction activities, unless noted otherwise. We are committed to refining our sustainability reporting and welcome your feedback to help us enhance our initiatives and communication. Please direct any comments or suggestions to:



Sustainability Statement (Cont'd)

OUR SUSTAINABILITY GOVERNANCE

The Group recognises that sustainability is more than a goal, it is part of our governance. We believe that strong oversight, defined roles and transparent decision-making form the backbone of our commitment to responsibly delivering value for our stakeholders. Our governance framework ensures our EES ambitions are grounded in accountability and action.

Good governance guides every decision we make and that means integrating sustainability into how we operate, innovate and grow. We engage with our stakeholders, listen, adapt and evolve so that our governance practices remain dynamic, transparent and aligned with the long-term interests of our business and the communities we serve.

Why It Matters

The Group pursues its strategic objectives, we remain mindful of the needs and expectations of stakeholders from investors, employees and customers to communities and regulators. To successfully align our business aims with stakeholder interests, we proactively identify, assess and manage our MSMs.

We hold ourselves to rigorous standards of corporate governance to protect those interests. By being open, responsible and responsive in our business practices, we demonstrate our commitment to sustainable growth, stakeholder trust and integrity.

The Board plays a pivotal role by staying informed about our MSMs, providing direction on how they should be managed and ensuring that our approach is consistent, structured and forward-looking. This ensures we stay on course with our sustainability objectives and deliver meaningful outcomes.

Sustainability Governance Structure

Our approach to sustainability is supported by a clearly defined three-tier governance structure. This structure ensures effective oversight and implementation of our sustainability initiatives.

The Board, at the top of the structure, provides strategic direction and ensures that adequate resources are allocated to achieve our sustainability goals. The Board plays a pivotal role in shaping our sustainability agenda, guiding decision-making and maintaining accountability across the organisation.



The SMC plays an essential role in driving the Group's sustainability agenda, working closely with the Board to ensure the commitment to sustainability is maintained at the highest level. The SMC is comprised of senior management members and is chaired by the Chief Executive Officer. The SMC is responsible for translating our sustainability strategy into practical and measurable actions. The committee oversees the implementation of sustainability initiatives, ensuring alignment with strategic objectives and effective execution throughout the organisation.

The ESG Department provides support to the SMC, overseeing the operational elements of our sustainability initiatives by working closely with the SMC to implement initiatives, track progress and address emerging sustainability matters. By collaborating with departments across the Group, the ESG Department ensures that sustainability is embedded in our daily operations and corporate culture.

Sustainability Statement (Cont'd)

OUR SUSTAINABILITY GOVERNANCE (CONT'D)

Sustainability Governance Structure (Cont'd)

This structured approach enables the Group to manage sustainability in a proactive and coordinated manner, ensuring a clear line of accountability from the Board to operational teams and driving continuous progress in our sustainability journey.

Sustainability Policy

The Group's sustainability policy aims to:

- a Endeavour to integrate the principles of sustainability into the Group's strategies, policies and procedures;
- b Encourage sustainable practices within the Group;
- c Ensure compliance with all applicable legislations, regulations and codes of practice;
- d Ensure that the Board and the management are involved in the implementation of this policy and review the sustainability performance; and
- e Create a culture of sustainability within the Group and the community, with an emphasis on integrating ESG considerations into decision-making and the delivery of outcomes.

OUR STAKEHOLDER ENGAGEMENT

Stakeholders



Sustainability Statement (Cont'd)

OUR STAKEHOLDER ENGAGEMENT (CONT'D)

Stakeholder Engagement

Maintaining strong relationship with our stakeholders is fundamental to the sustainability and success of the Group. We engage with our stakeholders through multiple channels to ensure open dialogue and meaningful participation in shaping our ESG policies. By continuously listening to feedback, we are able to identify opportunities for improvement, enhance our practices and strengthen our accountability. This ongoing dialogue helps us align our sustainability efforts with stakeholder expectations while building trust and confidence in our capacity to manage the impacts of our business.

We are committed to:

Clearly identifying and prioritising our stakeholder groups, recognising those with significant impacts on or from our operations.

Using diverse channels including direct dialogue, surveys, digital platforms and targeted outreach to facilitate two-way communication.

Embedding stakeholder feedback into our decision-making processes so that their insights influence our strategy, operations and reporting.

Continual improvement in our engagement methodology so we remain responsive to emerging trends, risks and opportunities in the business and sustainability landscape.

The table below lists our key stakeholder groups and their respective areas of interest as well as the methods by which they are engaged:

STAKEHOLDER	ENGAGEMENT METHODS	FREQUENCY	ENGAGEMENT AREAS
Board of Directors	• Annual general meeting • Board meetings • Audit and Risk Management Committee meetings • Nominating Committee meetings • Remuneration Committee meetings	• Annually • Quarterly and when required • Quarterly and when required • Annually and when required • Annually and when required	• Corporate strategy and governance • Risk management oversight • Sustainability strategies, risks and opportunities • MSMs
Employees	• Townhalls • Internal communication channels • Department meetings • Employee Handbook • Employee engagement survey • Employee engagement activities • Technical and skills training • Community development programmes	• Biannually • Throughout • Throughout • Throughout • Annually • Throughout • When required • Throughout	• Career development • Fair employment practices • Diversity and inclusion • Employee benefits and welfare • Workplace culture and engagement • Labour and human rights • Opportunities for volunteering

Sustainability Statement (Cont'd)

OUR STAKEHOLDER ENGAGEMENT (CONT'D)

The table below lists our key stakeholder groups and their respective areas of interest as well as the methods by which they are engaged: (cont'd)

STAKEHOLDER	ENGAGEMENT METHODS	FREQUENCY	ENGAGEMENT AREAS
Customers	• Company website • Social media • Sales and customer service channels • Digital advertisements and marketing promotions • Customer satisfaction survey • Marketing events and roadshows	• Throughout • Throughout • Throughout • Throughout • Throughout • Throughout	• Pricing and value • Quality and workmanship • Product features and specifications • Customer service and engagement • Post-handover support and defect management
Shareholders/ Investors	• Annual general meeting • Financial reports • Company website and social media • Annual report • Corporate announcements	• Annually • Quarterly • Throughout • Annually • Throughout	• Financial and operational performance • Return on investments • Good governance
Contractors/ Suppliers/ Vendors	• Contract negotiation • Meetings and discussions • Safety meetings and toolbox briefings	• Throughout • Throughout • Throughout	• Materials and labours • Health and safety • Site progress
Local Communities	• Corporate Social Responsibility ("CSR") programmes • Community development programmes • Collaborations and partnership	• Throughout • Throughout • When required	• Social and community support • Donations and financial aids • Environmental impacts • Community development
Government/ Regulators	• Compliances to laws and regulations • Site inspections and audits	• Throughout • Ad-Hoc	• Laws and regulations • Transparency

OUR MATERIAL SUSTAINABILITY MATTERS

Materiality Assessment

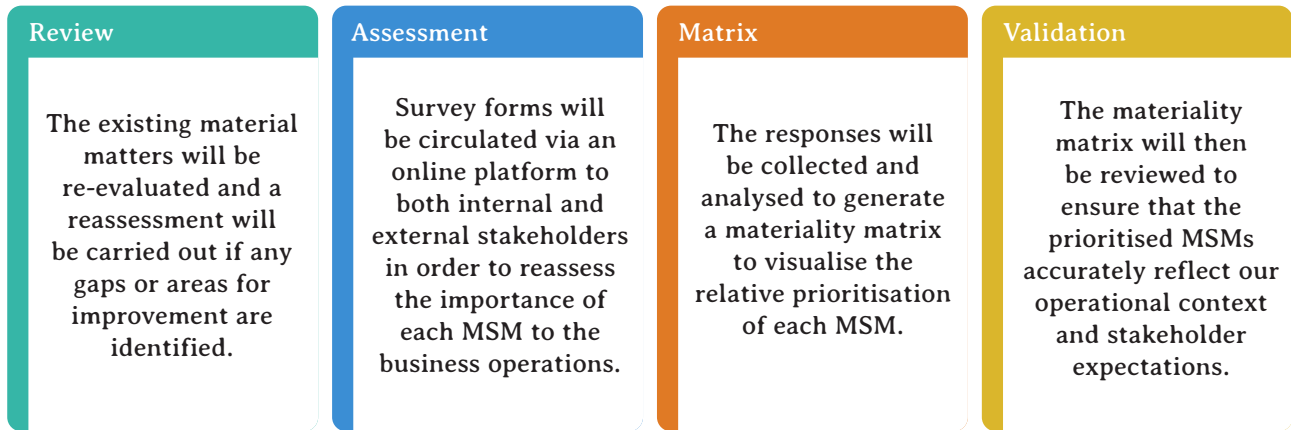
Our materiality assessment provides insights into the key sustainability matters that are most relevant to our stakeholders and business operations. Our MSMs guide our focus areas and ensure that our sustainability initiatives remain aligned with our stakeholder expectations, regulatory requirements and the evolving sustainability landscape.

We continue to uphold the MSMs established in our last financial year, as they remain relevant to our business operations and stakeholder priorities. These MSMs support our efforts in driving long-term value creation across our EES pillars. We remain committed to strengthening our approach by keeping our MSMs aligned with emerging developments, industry trends and stakeholder expectations.

Sustainability Statement (Cont'd)

OUR MATERIAL SUSTAINABILITY MATTERS (CONT'D)

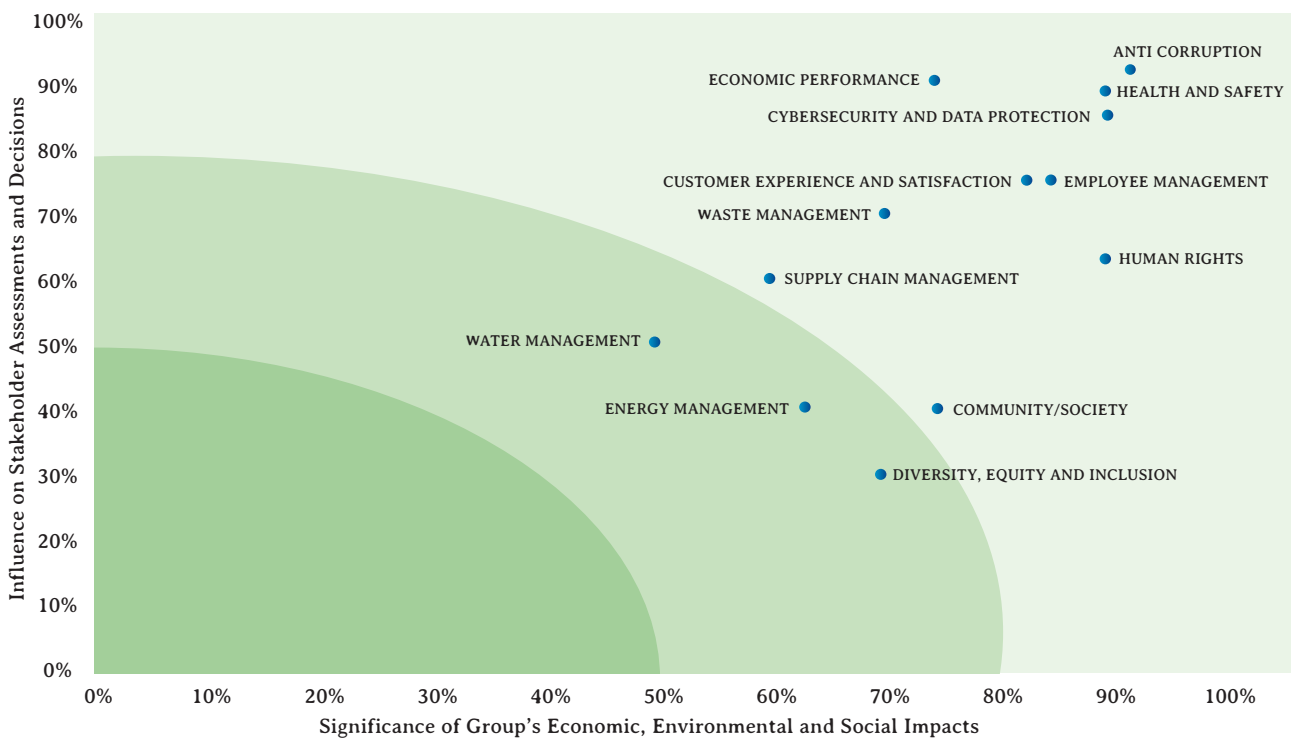
Materiality Assessment Approach



The Materiality Matrix

The materiality matrix provides a visual representation of the findings from our materiality assessment. The material matters are plotted on a materiality matrix to reflect the significance of each sustainability topic to our business and stakeholders. The most significant material matters are located in the top right quadrant of the materiality matrix.

Materiality Matrix



Sustainability Statement (Cont'd)

OUR SUSTAINABILITY GOALS

- 1) Create a balance between economic growth and the development of positive change for the environment and humanity.
- 2) Use environmentally friendly materials in building projects and minimising energy consumption and waste production to reduce environmental impacts.
- 3) Create a healthy working environment for our employees to remain engaged, perform at a high level and experience job satisfaction while improving our relationship with other stakeholders.

Aligning to the National and Global Agenda

The United Nations Sustainable Development Goals (“SDGs”) provide a global framework for addressing critical challenges such as economic inequality, social inclusion and environmental degradation. We recognise the importance of contributing to these global priorities through our business practices and sustainability initiatives.

Our commitment to the SDGs reflects our aspiration to create value beyond financial performance by integrating sustainable considerations into our business strategy, operations and community engagement efforts. Through our focus on responsible development and people-centred initiatives, we aim to contribute towards national and global sustainability objectives.

As we continue to strengthen our sustainability framework, we will identify and prioritise the SDGs most relevant to our business and where the Group can make a meaningful impact across our EES pillars.



Figure 1 Illustration of 17 SDGs

Sustainability Statement (Cont'd)

OUR SUSTAINABILITY GOALS (CONT'D)

Our Core Values

I.G.E.E.F.S.110%



Our Core Values

INNOVATION

EMPATHY

EMPOWERMENT

GROWTH

SPEAK UP

FUN

110%



Sustainability Statement (Cont'd)

ECONOMIC SUSTAINABILITY

We believe that sustainable growth begins with building a resilient, purpose-driven business. Our approach to economic sustainability centres on creating long-term value through innovation, responsible governance and prudent financial management.

We strive to strengthen our business foundation while ensuring that our success contributes meaningfully to the economy and supports our mission to make home ownership journey an easy, exciting and memorable experience for homeowners.

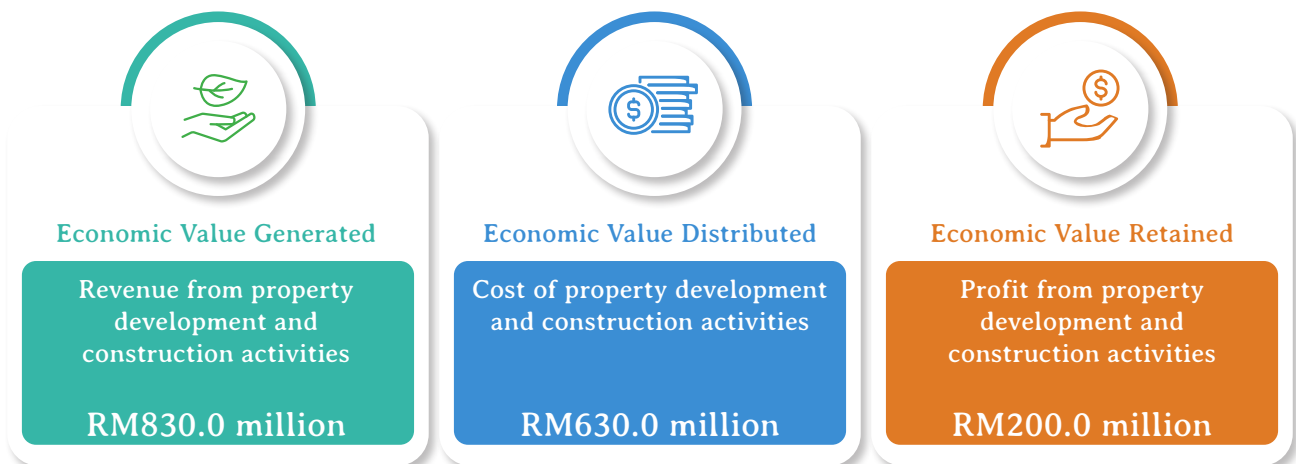


Sustainability Statement (Cont'd)

ECONOMIC PERFORMANCE

Maintaining strong financial performance remains central to the Group's long-term success and resilience. Our economic performance reflects our commitment to achieving consistent growth, strengthening financial stability and contributing to the nation's economic progress.

Ensuring sustainable returns is key to building financial resilience and building a strong foundation for future growth. These returns enable us to reinvest in our business, explore new opportunities and continue to deliver value to our stakeholders. Beyond financial success, they allow us to contribute to community wellbeing and support broader sustainability goals through responsible and inclusive business practices.



Looking ahead, we aim to strengthen our foundation for sustainable growth by fostering innovation, operational excellence and prudent financial management. We will continue to create enduring value by making responsible business decisions that balance profitability with long-term sustainability. By staying responsive to market dynamics and stakeholder expectations, we will continue building a resilient business that supports both organisational progress and broader economic development.

CUSTOMER EXPERIENCE AND SATISFACTION

PRODUCT QUALITY

We believe that product quality is the foundation of trust and the hallmark of a responsible developer. Every home we build demonstrates our commitment to excellence, precision and reliability. We take pride in delivering properties that meet the highest standards of workmanship and design, ensuring lasting value for our customers.

Our commitment to quality is reflected through compliance with the Quality Assessment System in Construction ("QLASSIC") by the Construction Industry Development Board ("CIDB"). This assessment framework enables us to measure and improve construction quality in a structured and transparent manner. Through consistent monitoring and adherence to these standards, we continue to raise the benchmark for quality across our projects.

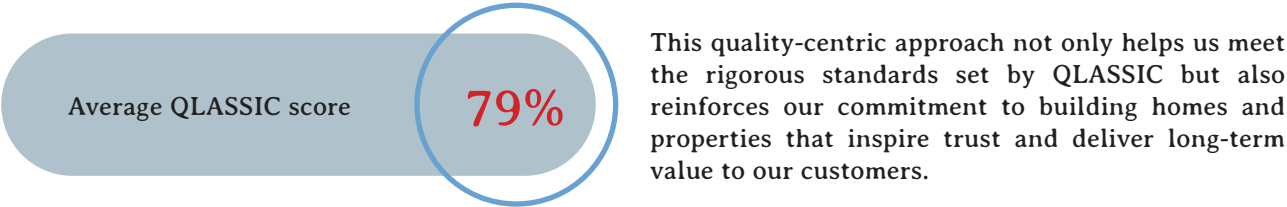


QLASSIC Certificates for Taman Permaipura and Serai Residensi

Sustainability Statement (Cont'd)

CUSTOMER EXPERIENCE AND SATISFACTION (CONT'D)

PRODUCT QUALITY (CONT'D)

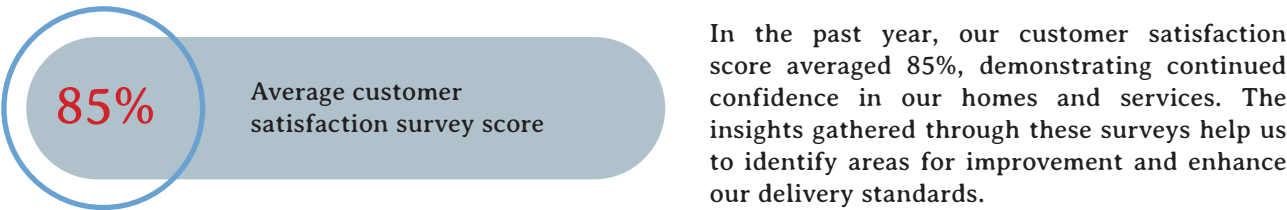


CUSTOMER SATISFACTION SURVEY

Beyond product quality, we recognise that customer experience plays an equally vital role in our success. We continuously engage with our customers to understand their needs and gather feedback that helps us refine our products and services. From the initial design stages to post-handover support, our goal is to create a seamless, satisfying journey that reflects our commitment to care, integrity and excellence.

After the handover, all purchasers are invited to complete a customer satisfaction survey with the help of our dedicated Customer Service representatives. This survey enables us to gather valuable feedback on various aspects, including product quality, responsiveness of the service and the overall experience.

By continuously engaging with our customers and carefully attending to their feedback, we remain committed to strengthening trust and satisfaction at every stage of the homeownership journey.



ANTI-CORRUPTION

We uphold the highest standards of integrity, transparency and accountability in all aspects of our business. We are committed to maintaining a clean record of zero corruption incidents and ethical conduct through robust governance measures. Our Code of Ethics and Conduct (“the Code”) provides clear guidance on corporate governance, anti-corruption practices and whistleblowing procedures. This commitment not only safeguards the interests of our stakeholders but also supports our long-term growth and resilience as a trusted property developer.

Code of Ethics and Conduct

Anti-Bribery and
Anti-Corruption Policy

Fit & Proper Policy

Remuneration Policy

Whistle Blower Policy

Privacy and Personal Data
Protection Policy

Sustainability Statement (Cont'd)

ANTI-CORRUPTION (CONT'D)

The Audit and Risk Management Committee of the Board oversee the implementation and adherence to our governance-related policies, ensuring compliance while managing any reported cases of misconduct or whistleblowing. The Committee also conducts the necessary investigations and takes disciplinary action where required while the Board operates in accordance with the Board Charter, which outlines the roles, responsibilities and remuneration of its members.

Our corporate governance policies are available on our website at www.oibgroup.com. We also communicate the relevant rules, regulations and expectations to our employees, suppliers and other stakeholders to ensure consistent understanding and alignment across all our operations.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Our Anti-Bribery and Anti-Corruption (“ABC”) Policy reaffirms our compliance with local laws and regulations including the Malaysian Anti-Corruption Commission (Amendment) Act 2018 for all our operations. To support this commitment, we uphold a detailed ABC policy that outlines strict guidelines regarding soliciting, accepting or offering gifts or any form of gratification whether monetary or non-monetary. This policy ensures that all employees, business partners and stakeholders adhere to the highest standards of integrity and ethics. The policy specifically addresses:

Gifts, rewards, financial benefits or improper advantages



Facilitation payments



Agreement to give employment or render a service



The Board periodically reviews the ABC Policy and thus the ABC Policy may be revised from time to time when needed to accurately reflect any legislative changes or updates in our governance. Any person or group discovered to have violated the ABC Policy or are involved in other stipulated acts of bribery and corruption, will undergo strict disciplinary procedures which can include suspension of employment or permanent work termination.

ANTI-BRIBERY AND ANTI-CORRUPTION AWARENESS TRAINING AND ASSESSMENT

To safeguard against unethical practices, corruption risk assessment is conducted to identify potential risks and evaluate the adequacy of existing controls. To date, no material risks have been identified. All new employees are introduced to the Group’s ABC Policy during their induction programme to ensure awareness of our zero-tolerance stance on bribery and corruption.

We also conduct an annual ABC Talk for all employees across the Group. This yearly session serves as a refresher on ethical practices, reinforcing our shared responsibility in maintaining a corruption-free workplace.



100% of the Board of Directors and employees have attended ABC training

ABC awareness is reinforced through multiple internal platforms, such as the Company website, intranet and the Employee Handbook. Verbal reminders from peers and department heads further embed these principles within the Group. During the year under review, 100% of the Board and the employees from the Group have received training on ABC. ABC data is internally verified by our Internal Audit Department. There were zero confirmed incidences/cases of corruption or ABC Policy violations in FYE2025.

Sustainability Statement (Cont'd)

ANTI-CORRUPTION (CONT'D)

WHISTLEBLOWING MECHANISM AND POLICY

The Group's whistleblowing mechanism is supported by the Code and corporate governance standards. The Group's Whistle Blower Policy guides the whistleblowing protocols, best practices and guidelines. The whistleblowing mechanism adheres to the Group's policy and is communicated via induction training programmes to all staff periodically. Any employee or relevant stakeholder is encouraged to use the Group's whistleblowing mechanism to report any fraud, misconduct, policy or law breaches, insider trading, abuse of power, bribery and corruption, non-compliance as well as any other unethical workplace behaviours including suspected violations of the Code across the Group. The Group reserves the right to amend the Whistle Blower Policy periodically or when required.



100% of our operations were assessed for corruption related risks



ZERO cases of corruption and bribery



ZERO reported whistleblowing incidents

SUPPLY CHAIN MANAGEMENT

We work with a diverse network of suppliers, consultants, subcontractors, vendors and service providers whose expertise supports and complements our core operations. Many of these partners have worked with us for years, fostering strong and reliable relationships built on mutual trust and shared goals. These collaborations help us to gain a better understanding of customer needs, enabling us to continuously enhance the value we deliver through our products and services.

Partnership with integrity



We value long-term partnerships built on ethical business practices, transparency and mutual respect

Supporting local businesses



We prioritise engaging local suppliers and contractors wherever possible to strengthen the domestic supply chain and stimulate local economic growth

Fair and transparent procurement



We uphold a fair, transparent and consistent procurement process guided by established procedures

RESPONSIBLE AND SUSTAINABLE PROCUREMENT

We continue to integrate sustainability considerations into the materials and products used across our construction and development projects. Recognising the environmental impact of material selection, we prioritise the use of products that are designed to be more resource-efficient, durable and environmentally responsible.

Sustainability Statement (Cont'd)

SUPPLY CHAIN MANAGEMENT (CONT'D)

RESPONSIBLE AND SUSTAINABLE PROCUREMENT (CONT'D)

In our projects, low-carbon concrete is adopted to help reduce embodied carbon in structural works, while sustainably sourced timber is used as part of our commitment to responsible material procurement. We also apply water-based and low-VOC coatings to improve indoor air quality for future homeowners and building occupants. In addition, the inclusion of recycled and composite materials in selected applications supports our efforts to minimise waste generation and extend material life cycles.

Some of the products used in our projects have been recognised by the Malaysian Green Building Council (MGBC) for their environmentally responsible attributes. In addition, several of our key materials are certified under the Green Label Singapore (GLS) and acknowledged as Green Building Materials, further demonstrating their sustainability credentials.

We also prioritise the use of materials certified by SIRIM Eco Label 021:2010 and Green Label Singapore, including cement board, ceiling board and fascia board, which align with our commitment to products that meet stringent environmental standards. Furthermore, the interlocking pavers used in selected developments are certified by the Green Building Index (GBI), MyHijau and GLS, reinforcing our dedication to integrating sustainable solutions in our projects and supporting environmentally conscious urban development.



In addition, we also source materials such as autoclaved aerated concrete and rockwool that are certified with ISO 14001, MGBC and Singapore Green Building Product, aligning with international best practices for environmental management and sustainable resource use.

Through these practices, we aim to enhance the sustainability performance of our products while maintaining the high standards of quality, safety and reliability that define our developments. This approach reflects our continuous effort to balance innovation and environmental stewardship as we create homes and communities that are built for the future.

EMPOWERING THE LOCAL SUPPLY CHAIN

Over the past three years, 100% of our procurement spending has been channelled to local suppliers within the markets where we operate. This approach enables us to strengthen local supply chains, create employment opportunities and contribute to building more resilient and self-sustaining communities.



100%
of our total
procurement spending
was on local suppliers
and contractors

SCREENING SUPPLIERS

We implement a comprehensive vetting process for all building material suppliers including consultants, main contractors, subcontractors, vendors and specialised experts. This process evaluates key factors such as financial viability, past project success and pricing in relation to market standards. Suppliers who meet our criteria are included in our list of approved partners. In addition, we regularly review the performance of our existing suppliers, focusing on service reliability, product excellence and cost efficiency.

We maintain high expectations for ethical conduct from all third-party vendors. Our standards for ethical business practices are clearly outlined to all suppliers and contractors, ensuring that they align with our values and principles.

Sustainability Statement (Cont'd)

ENVIRONMENTAL SUSTAINABILITY

The Group recognises the importance of minimising environmental impact throughout every stage of development. We are committed to building responsibly by integrating sustainability considerations into our planning, design and construction processes. Our goal is to create developments that harmonise with the environment while supporting long-term ecological balance for future generations.



Sustainability Statement (Cont'd)

WASTE MANAGEMENT

We recognise that effective waste management is essential to reducing our environmental footprint and supporting sustainable development. As part of our ongoing commitment to responsible resource use, we are taking proactive steps to strengthen waste management practices across our operations.

WASTE MANAGEMENT PROCESS



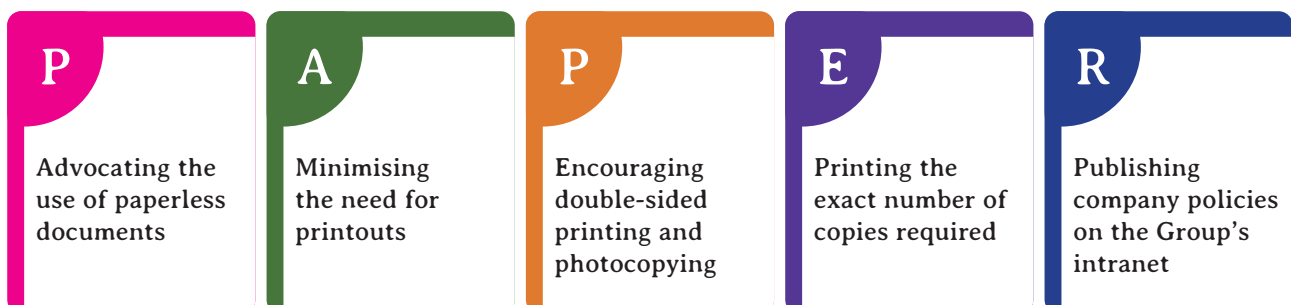
RESOURCE EFFICIENCY

We are committed to reducing waste at its source by embracing smarter, more efficient construction practices. Through the use of Industrialised Building System and modular or prefabricated components, we are able to improve precision, streamline processes and minimise on-site waste generation.

We also prioritise the reuse of construction materials wherever possible. System formwork is repeatedly utilised across different project stages, extending its lifespan and reducing the need for new materials. Meanwhile, our just-in-time delivery approach ensures that materials arrive only when needed, preventing over-ordering, reducing idle inventory and lowering the risk of damage or wastage.

Reduction of Paper Usage

Despite working at site or in office, all our employees are encouraged to practice paper waste reduction habits. As paper is associated with timber production and deforestation, we are implementing paper-saving initiatives to minimise the impacts towards such environmental degradations.



These practices not only enhance the efficiency and cost-effectiveness of our projects but also demonstrate our ongoing commitment to responsible resource use and sustainable construction.

Sustainability Statement (Cont'd)

WASTE MANAGEMENT (CONT'D)

TURNING WASTE INTO VALUE

Beyond reducing and reusing, we are actively cultivating a recycling culture across our offices and construction sites. In our headquarters, recycling continues to be practiced through dedicated collection points for paper, plastics and other recyclables.

This year, we extended our recycling efforts to our construction sites by setting up basic recycling bins made from reused waste materials. This simple yet practical approach reflects our intention to keep sustainability achievable and grounded. We also partnered with E-Idaman to facilitate periodic collection, sorting and recording of recyclables, ensuring proper tracking and responsible disposal.



While the bin design remains modest, it represents the beginning of a broader effort to cultivate a recycling culture across our sites — starting small, using what we have and building toward greater environmental responsibility. Through continuous awareness and encouragement, our site teams are becoming more conscious of waste management and the importance of recycling, contributing to cleaner and more sustainable work environments.



1,000 kg
of waste were
recycled

Moving forward, we aim to expand and refine these initiatives by closely monitoring waste generation and recycling activities to improve efficiency and accountability. Through consistent progress and continuous learning, we strive to reduce the amount of waste sent to landfills, promote material reuse and align our operations with the principles of a circular economy.

WATER MANAGEMENT

We recognise that efficient water management is essential for reducing operational costs, minimising environmental impact and enhancing the sustainability of our developments. By adopting responsible water practices, we aim to build resilient properties that support long-term value creation. We also take proactive measures to prevent water pollution by ensuring that any discharged effluents comply with the permissible limits set by the Department of Environment Malaysia.

Sustainability Statement (Cont'd)

WATER MANAGEMENT (CONT'D)

WATER SAVING PRACTICES

We are committed to implementing water conservation initiatives and raising employee awareness on proper water management across our premises.



Raise internal awareness of the importance of water savings

Reduce water wastage through regular maintenance for leakages while regularly inspecting and servicing water pumps, valves and piping systems.

WATER CONSUMPTION

Through the continued implementation of our water conservation initiatives, we recorded a total water consumption of 382.1 Megalitres ("ML") for FYE2025. Water intensity, calculated based on total water consumed in relation to revenue generated from directly managed operations, stood at 0.5 ML/RM'million. This reflects our ongoing commitment to improving water efficiency and managing resources responsibly across our business activities.

Total Water Consumption (ML)	Revenue (RM'Million)	Water Intensity (ML/RM'Million)
382.1	830.0	0.5

Our business segments currently rely on water supplied by the respective state water departments in our operating regions. At present, we track our water consumption primarily through monthly water bills.

ENERGY MANAGEMENT

ELECTRICITY OPTIMISATION

We continue to prioritise energy efficiency as a key part of our environmental commitment. Building on our previous efforts, we have strengthened our focus on optimising energy use across our offices, construction sites and sales galleries to reduce both operational costs and environmental impact.

We also maintain our emphasis on employee awareness and engagement, encouraging practical energy-saving habits and responsible consumption. Through continuous improvement and collective effort, we aim to make steady progress in lowering our carbon footprint and supporting a more sustainable future.

ELECTRICITY CONSUMPTION

Electricity continues to be mainly consumed across our corporate offices, sales galleries and construction sites. In FYE2025, our total energy consumption stood at 2,536.1 Megawatt-hour ("MWh"), reflecting our ongoing efforts to manage and optimise energy use efficiently. The electricity intensity of our operations for the year was recorded at 3.1 MWh/RM'million, demonstrating our continued focus on improving energy performance and supporting our broader sustainability objectives.

Total Electricity Consumption (MWh)	Revenue (RM'Million)	Electricity Intensity (MWh/RM'Million)
2,536.1	830.0	3.1

Overall, the Group continues to monitor electricity consumption across its operations to better understand usage patterns and identify opportunities for efficiency improvements. These efforts support our ongoing commitment to responsible energy management as the Group grows its business activities.

Sustainability Statement (Cont'd)

SOCIAL SUSTAINABILITY

We recognise that social sustainability forms the foundation of long-term growth and shared success. We remain committed to nurturing a workplace culture that embraces diversity, upholds fair and ethical labour practices and ensures the wellbeing, safety and development of our employees.

Beyond our organisation, we continue to extend our efforts to the communities we serve. Through meaningful initiatives that promote social inclusion, education and community wellbeing, we aim to create a positive and enduring impact that contributes to a more sustainable and resilient society.



Sustainability Statement (Cont'd)

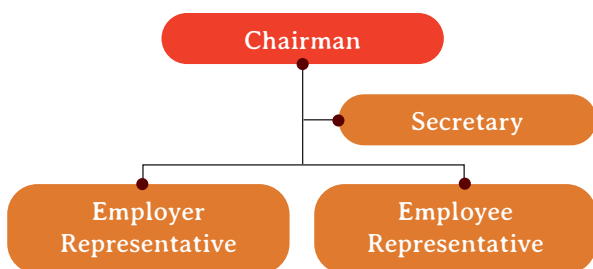
HEALTH AND SAFETY

We recognise that the success of every project depends on the safety and wellbeing of the people who bring it to life. As a responsible developer, we take our health and safety obligations seriously, not only as a compliance requirement but as a moral responsibility. We understand the potential consequences of neglecting safety standards and we remain fully committed to preventing incidents through continuous vigilance, training and improvement.



SAFETY & HEALTH GOVERNANCE

To strengthen governance and coordination, OIB's Occupational Safety and Health ("OSH") Committee chaired by the Chief Executive Officer continues to oversee the Group's overall safety performance and drive the effective implementation of safety practices across all functions and operations of the Group.



OUR MOTTO

"Health, Safety and Environment is Everyone's Responsibility"

At project sites, our OSH Committees continue to include representatives from main contractors and subcontractors. Meetings are chaired by project managers to discuss site-specific safety issues and all outcomes from these discussions are channelled to management for continuous improvement.

In response to the expanded requirements introduced under the Occupational Safety and Health (Amendment) Act 2022 ("OSHA 2022"), which took effect on 1 June 2024, the Group strengthened its safety governance framework by enhancing oversight of workplace safety at office locations through the establishment of OSH Committees. This initiative supports the Act's requirement for employers to appoint safety and health coordinators and to ensure systematic assessment and management of workplace safety and health risks. In addition, an Emergency Response Team ("ERT") was formed to reinforce the Group's emergency preparedness in alignment with OSHA 2022's requirement for employers to develop and maintain clear emergency procedures.



Sustainability Statement (Cont'd)

HEALTH AND SAFETY (CONT'D)

OSH POLICY COMMITMENTS



KEY ASPECTS OF OSH MANAGEMENT

Our OSH framework continues to evolve as we strive for higher safety standards across all project sites. This year, we have refined our monitoring and evaluation approach to ensure more effective safety practices, with the following key components in place:

- Regular inspections by our Health, Safety and Environment (“HSE”) personnel at project sites to identify and mitigate any potential hazards.
- Enhanced Toolbox Meetings aimed at fostering better communication between teams and reinforcing daily safety protocols.
- Third-party inspections, offering an impartial review to ensure our safety standards meet industry best practices.

Regular inspections by HSE personnel continue at all project sites to identify and mitigate potential hazards. Toolbox meetings are held frequently to reinforce daily safety protocols and ensure consistent compliance. All site workers are provided with appropriate Personal Protective Equipment such as helmets, vests, gloves and harnesses based on their work requirements.



HSE PROGRAMMES AND TRAININGS

We believe a continuous learning forms the backbone of our safety culture. We believe that equipping our people with the right knowledge and practical skills is essential to preventing workplace incidents and fostering a safe working environment across all levels of operation.

Sustainability Statement (Cont'd)

HEALTH AND SAFETY (CONT'D)

HSE PROGRAMMES AND TRAININGS (CONT'D)

During the financial year under review, we conducted and participated in various HSE programmes aimed at enhancing awareness, compliance and emergency preparedness among our employees and site personnel. These initiatives included both internal and external training sessions covering topics such as first aid, fire safety, emergency response and regulatory compliance.

HSE trainings, briefings and conferences attended by our staffs

Trainings

- 01 Basic Occupational First Aid Course
- 02 OSH-Coordinator (OSH-C) Training
- 03 ERT and Fire Fighting Training
- 04 First Aid, CPR and AED Training
- 05 Fire Drill

Conferences

- 01 5th International Fire Conference & Exhibition Malaysia 2024
- 02 Safety 360 EHS Conference 2024
- 03 Construction Work (Design and Management) Regulation
- 04 Empowering Construction Work Design and Management (CDM) Regulations 2024
- 05 Compliance Briefing on the Occupational Safety and Health Act 1994 and the CWDM Regulation

ERT and Fire Fighting Training at Balai Bomba dan Penyelamat Amanjaya, Sungai Petani, Kedah



Sustainability Statement (Cont'd)

HEALTH AND SAFETY (CONT'D)

HSE PROGRAMMES AND TRAININGS (CONT'D)

In addition, a Group-wide Safety and Health Awareness Training was organised to strengthen shared understanding and reinforce collective accountability for workplace safety. These programmes not only serve to improve technical competence but also instil a deeper sense of ownership and responsibility towards health and safety among all employees.

Through consistent participation in such initiatives, we continue to nurture a proactive safety culture, one that prioritises prevention, preparedness and continuous improvement.

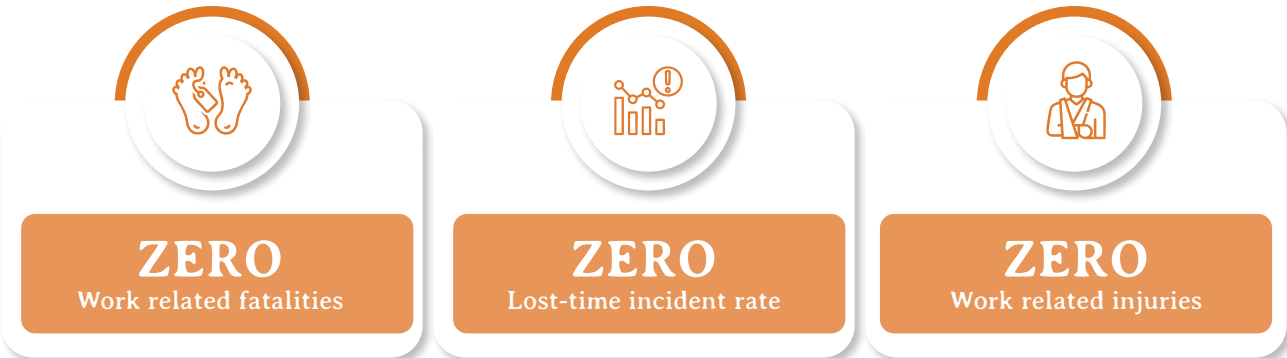
HSE training highlights for FYE2025:



HSE PERFORMANCE

In line with our unwavering commitment to providing a safe and healthy working environment, we are proud to report zero work-related fatalities, zero lost-time incident rate and zero work-related injuries during the financial year.

This achievement reflects the effectiveness of our strengthened health and safety measures, consistent monitoring by our HSE personnel and the continuous cooperation between our management, employees and contractors. We remain committed to upholding this strong safety record through proactive engagement, regular inspections and ongoing safety education across all our operations.



Sustainability Statement (Cont'd)

HUMAN RIGHTS

The Group is committed to upholding and protecting human rights in every aspect of our operations. We recognise that respect for human rights is fundamental to maintaining an ethical, fair and inclusive workplace. Our commitment extends across our workforce, supply chain and the communities we engage with, ensuring that everyone connected to our business is treated with dignity and respect.



LABOUR STANDARDS AND FAIR EMPLOYMENT

We are dedicated to fair employment practices that prohibit forced labour, child labour and discrimination in any form. All recruitment and employment decisions are made based on merit, qualifications and performance, in accordance with local labour regulations.

We also ensure fair wages and benefits for all employees, while requiring our contractors and suppliers to uphold the same ethical labour standards in their own operations.

To support employee development and fair recognition, we conduct performance appraisals twice a year, a mid-year review and an end-of-year review to assess achievements, provide constructive feedback and identify growth opportunities.

WORKPLACE RESPECT AND NON-DISCRIMINATION

We strive to maintain a positive and inclusive work culture where everyone is treated with respect. Harassment, bullying and discrimination are not tolerated.

To encourage open communication, the Human Resources team holds an Open Counter Day every second Friday of the month, providing employees an avenue to raise any workplace-related concerns or seek guidance in a confidential and supportive setting.

Employees are also encouraged to voice concerns through established feedback and reporting channels, supported by our Whistle Blower Policy and internal grievance procedures.

SAFE AND DIGNIFIED WORKING CONDITION

We recognise that safe and healthy working conditions are fundamental to protecting human rights. In line with our Occupational Safety and Health Policy, we ensure that all employees and contractors have access to a safe, conducive and respectful work environment.

In FYE2025, we recorded zero complaints regarding human rights violations and zero non-compliance incidents for labour standards.



ZERO

- Incidents of human rights violations or labour standards violations
- Labour issues encountered is 100% compliant to relevant labour standards and social standards
- Cases of grievances regarding labour practices or human rights

Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT

We recognise that our people are the driving force behind our success. We are committed to fostering a workplace that values engagement, growth and wellbeing. Through continuous learning, fair employment practices and inclusive initiatives, we aim to create an environment where every employee feels empowered to perform at their best and grow together with the Group.

EMPLOYEE ENGAGEMENT ACTIVITIES

We strive to build meaningful connections within our workforce through various engagement activities held throughout the year. From townhalls, team-building events and festive celebrations to departmental bonding sessions and gatherings, these activities strengthen collaboration, boost morale and reinforce our shared culture and values.

Townhalls



Townhall sessions serve as an important platform for open communication between management and employees. Through these sessions, the departments share their updates, celebrate collective achievements and address feedback from employees, fostering transparency and mutual trust.

Games and Tournaments

In the spirit of fostering an active lifestyle, four sports events were held during the year which are Funminton, Pickleball, Futsal and Dodgeball. These friendly competitions encouraged employees to step away from their desks, interact with colleagues from different departments and strengthen team spirit beyond the workplace.

Such activities not only contribute to physical fitness but also reinforce our culture of collaboration, enthusiasm and fun, reflecting our core value of “Fun”.



Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

EMPLOYEE ENGAGEMENT ACTIVITIES (CONT'D)

Games and Tournaments (Cont'd)



Besides our staffs and their families also came together for Myrathon: Paint the Park Pink, a fun-filled outdoor event featuring games, art activities and great food under the sun. The event not only encouraged healthy living but also strengthened bonds among colleagues and their loved ones. Exclusive merchandise and friendly challenges like the Pacer Challenge added an extra spark to the day's excitement. Not forgetting, we also sponsored our staffs to join fun run organised by a nearby mall to encourage everyone to stay fit and healthy.



Annual Dinner 2025



Chinese New Year Celebration



Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

EMPLOYEE ENGAGEMENT ACTIVITIES (CONT'D)

Raya Celebration



Christmas Party



Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

EMPLOYEE ENGAGEMENT ACTIVITIES (CONT'D)

Festives and Celebrations (Cont'd)

Deepavali and Birthday Celebrations



EMPLOYEE BENEFITS

We continue to prioritise the wellbeing and satisfaction of our employees by offering a comprehensive range of benefits designed to support their personal and professional lives. In addition to existing benefits such as various types of leave, FlexiBen, medical care and travel and mobile phone allowances, we have further enhanced our offerings this year to better meet employee needs.

In recognition of the value our people bring to the organisation, a Referral Programme has been launched to reward staff who successfully refer new hires. Additionally, employees purchasing our homes are entitled to special staff rebates, allowing them to enjoy the very homes they help create.

FlexiBen



Referral Programme



Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

EMPLOYEE BENEFITS (CONT'D)



To further promote employee wellbeing, complimentary health screening was also offered to a number of staff. This initiative encouraged employees to take proactive steps in caring for their health and wellbeing.

These initiatives reflect our ongoing commitment to building a supportive and rewarding workplace where our employees feel appreciated, cared for and motivated to grow and contribute meaningfully to the Group's success.

EMPLOYEE ENGAGEMENT SURVEY

We believe that the voices of our employees are integral to our continuous growth and success. Through our Employee Engagement Survey, we actively seek honest feedback on their experiences, satisfaction and sense of belonging within the Group. This initiative enables us to better understand what matters most to our people and identify opportunities to create an even more engaging and supportive work environment.

The survey explores four key dimensions which are job satisfaction, relationships with colleagues, sense of belonging and organisational culture, offering a comprehensive view of our workplace climate.

This year, we are pleased to note a significant improvement in our results, with an Employee Satisfaction Score of 86%. This encouraging outcome reflects the positive impact of our ongoing initiatives to strengthen communication, recognise contributions and promote inclusivity across all levels.

Moving forward, we remain committed to translating employee feedback into meaningful action plans, ensuring that our workplace continues to evolve as a space where every team member feels heard, valued and motivated to perform at their best.



86%

Employee Satisfaction
Survey Score

TRAINING AND DEVELOPMENT

We continue to prioritise the growth and development of our employees, recognising that their skills and knowledge are key drivers of our long-term success. We remain committed to creating learning opportunities that not only enhance technical capabilities but also strengthen leadership, collaboration and innovation across the organisation.

Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

TRAINING AND DEVELOPMENT (CONT'D)

During the financial year under review, we provided a range of training sessions, workshops and external learning programmes designed to help employees stay current with evolving industry standards and practices. These initiatives aim to nurture both professional and personal growth, ensuring that our workforce remains adaptable and future-ready.

Training Categories in FYE2025
• Occupational safety and health trainings
• Technical and industry-related trainings
• Leadership and personal development
• Financial, tax and compliance trainings
• Technology and productivity enhancement
• Governance and ethical practices
• Human resources and statutory compliance



7,949 hours

Total training hours of employees

EMPLOYEE NEW HIRES AND TURNOVERS

We believe that our employees are pillars to the success of our organisation and the Group is always on the lookout to enhance our talent pool. Our hiring efforts are aligned with business needs and expansion plans, with a focus on securing the right talent fit for each role.

Our recruitment process has become increasingly structured and robust, incorporating comprehensive assessments and multiple evaluation stages to identify candidates who not only possess the required skills but also align with our Group's values and culture. This approach ensures that every new hire contributes meaningfully to the Group's growth and long-term success.

The Group also places strong emphasis on retaining talent and fostering a stable, engaged workforce. These efforts are supported through ongoing employee engagement initiatives and the continued strengthening of our organisational structure, enabling us to strengthen operations and evolve in line with the Group's growth.



Sustainability Statement (Cont'd)

EMPLOYEE MANAGEMENT (CONT'D)

OPPORTUNITIES, INTERNSHIPS AND PLACEMENT FOR YOUNG TALENTS

We continue to provide meaningful opportunities for students and young graduates to gain first-hand industry exposure through our internship and placement programmes. These initiatives allow participants to experience the real workings of the construction and property development industry while developing essential skills under the guidance of experienced mentors.

During the financial year under review, 63 students were welcomed as interns across various departments, reflecting our ongoing commitment to talent development and education-industry collaboration. Many of these interns actively contributed to ongoing projects, demonstrating enthusiasm, adaptability and a willingness to learn.

In recognition of exceptional performance, five interns were offered permanent positions within the Group upon completing their internship. This continued retention of high-performing interns reflects the success of our internship programme in identifying and cultivating future professionals who are well-aligned with our values and growth aspirations.



63

Students were given internship offers in OIB

DATA PRIVACY AND SECURITY

We recognise the critical importance of safeguarding the personal data of our customers and stakeholders collected in the course of our business. In line with the Personal Data Protection Act 2010, as amended in 2024, the Group maintains a comprehensive Privacy and Personal Data Protection Policy that governs the sourcing, collection, use, protection, disclosure and retention of personal data.

During the financial year under review, we strengthened our controls by conducting periodic risk assessments, implementing enhanced access management measures, reviewing user permissions regularly and providing refresher training on data privacy and security to all employees, in addition to the compulsory new hire orientation module. Awareness of our policies and procedures is reinforced through the Group website, intranet, employee handbook, teleconferencing sessions and reminders from Heads of Department.

In FYE2025, we are pleased to report zero substantiated complaints regarding breaches of personal data. We remain steadfast in protecting the privacy of our stakeholders and ensuring the security of data across all operational processes.



ZERO

Data breaches or framework non-compliance



100%

Employees attended PDPA training

Additionally, annual training initiative on data privacy and security is provided by the Group for employees. The training is carried out once a year and the video is compulsory to be watched by new hires during their orientation before they commence their duties at work.

Sustainability Statement (Cont'd)

COMMUNITY/SOCIETY

Supporting and uplifting local communities remains a cornerstone of our mission as an organisation. In a time where businesses are expected to create meaningful social value, our dedication to community engagement continues to guide our efforts and shape the way we operate.

Our developments are envisioned not only as homes but as vibrant townships that foster connection, inclusivity and shared growth. By designing spaces that encourage interaction, support local livelihoods and enhance the overall quality of life, we aim to strengthen the social fabric of the communities we serve.

We are committed to maintaining close ties with the communities around our developments, ensuring that our contributions leave a positive, lasting impact and nurture opportunities for the wellbeing and growth of current and future generations.

SUPPORTING AFFORDABLE HOMEOWNERSHIP



As part of our commitment to creating inclusive and accessible communities, we continue to support government-led affordable housing initiatives that provide meaningful homeownership opportunities for low and middle income families. These efforts reflect our purpose of helping everyone own their dream home and demonstrate how our core business contributes to social wellbeing.

In FYE2025, we completed one affordable housing initiative under the Rumah Makmur Kedah scheme, having 155 units of quality homes delivered to purchasers. This development provides families with safe, comfortable and well-planned living environments that support long-term community growth.

PROMOTING COMMUNITY HEALTH AND WELLBEING



RM1,838,659

Invested in community programmes



14,841

Beneficiaries benefited



95

Volunteers participated



294

Hours of community programmes conducted

Sustainability Statement (Cont'd)

COMMUNITY/SOCIETY (CONT'D)

PROMOTING COMMUNITY HEALTH AND WELLBEING (CONT'D)



Our commitment to community health was highlighted this year through our Blood Donation Campaign, held in partnership with Hospital Sultan Abdul Halim and Hospital Sultanah Ahmad Bahiyah. With the blood collected during the campaign, we were able to potentially save approximately 84 lives. In addition, we extended our efforts by collaborating with local clinics to offer free health screenings for the public, helping to raise awareness about preventive care and the importance of maintaining good health. These initiatives continue to engage our employees and community members in contributing to causes that make a tangible difference in people's lives.



Driven by our commitment to community wellbeing, the Group continues to extend its support to non-governmental organisations that dedicate their efforts to helping those in need. Through our contributions, we aim to uplift communities and ensure that essential resources reach individuals and families facing hardship. These organisations play an important role in delivering aid and relief to the public and we are proud to stand alongside them in fostering compassion, solidarity and hope within the community.



Our continued collaboration with charitable organisations reflects our belief that lasting impact is achieved through collective effort. For alone, we can do so little, but together, we can do so much. Through these partnerships, essential aid and daily necessities are extended to those in need, fostering compassion and hope within the community. Together, we strive to build a more caring and resilient society where kindness and collaboration make a meaningful difference in people's lives.

Sustainability Statement (Cont'd)

COMMUNITY/SOCIETY (CONT'D)

NURTURING HOPES THROUGH SOCIAL INITIATIVES



In the spirit of solidarity and compassion, we extended our support to the flood-affected communities in Jitra, Kedah. Our team mobilised both machinery and manpower to assist in the clean-up efforts, helping residents recover and restore their surroundings in the aftermath of the disaster. This initiative reflects our readiness to step forward in times of need and our ongoing commitment to supporting the wellbeing of the communities around us.



During Ramadhan, we came together to bring joy to children through our Hearts to Home initiative. With the generous contributions of our employees, we sponsored 40 children from Pertubuhan Kebajikan Ehsan As Shakur, providing them with new Baju Raya, snacks and toys to brighten their celebrations.

Our team visited the orphanage to deliver the gifts along with other essential items, sharing moments of warmth and happiness with the children. The success of this initiative reflects not only our commitment to giving back but also the collective compassion of our staff who continue to make a difference through their kindness and generosity.

Sustainability Statement (Cont'd)

COMMUNITY/SOCIETY (CONT'D)

NURTURING HOPES THROUGH EDUCATION



During the financial year under review, we also collaborated with the School of Quantitative Sciences at Universiti Utara Malaysia to run a STEM programme for students aged 11 and 12 from SK Sungai Pasir, Sungai Petani. The students were divided into ten groups of ten, with each group guided by our volunteers. On the day of the programme, our team conducted hands-on activities designed to spark curiosity and engagement in science, technology, engineering and mathematics.



As part of our commitment to supporting STEM education, we contributed by building a dedicated “Pondok STEM” on the school grounds. This space provides an interactive outdoor learning environment, allowing students to explore STEM concepts beyond the classroom and encouraging a sustained interest in these fields. Through this initiative, we aim to nurture young minds, inspire creativity and foster a love for learning that will empower the next generation of innovators.

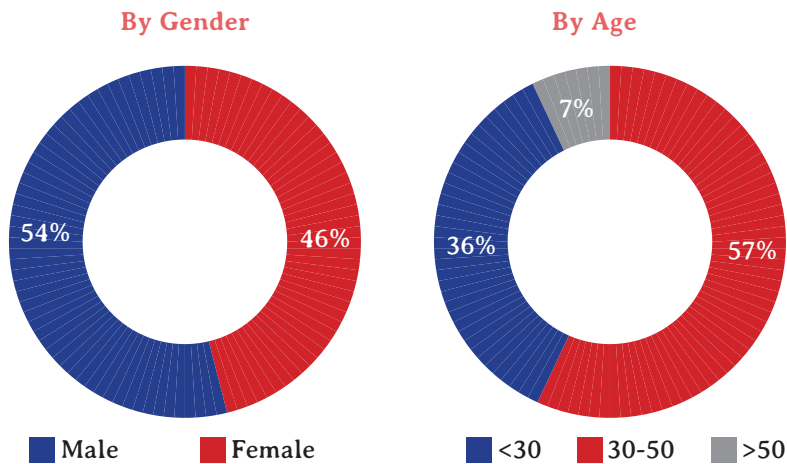
Sustainability Statement (Cont'd)

DIVERSITY, EQUITY AND INCLUSION

We continue to uphold our commitment to cultivating a workplace that values diversity, equity and inclusion. We recognise that our differences in backgrounds, perspectives and experiences are a source of strength that inspires innovation and drives collective success. Our focus remains on fostering collaboration, encouraging open dialogue and celebrating the unique contributions that each person brings to our organisation.

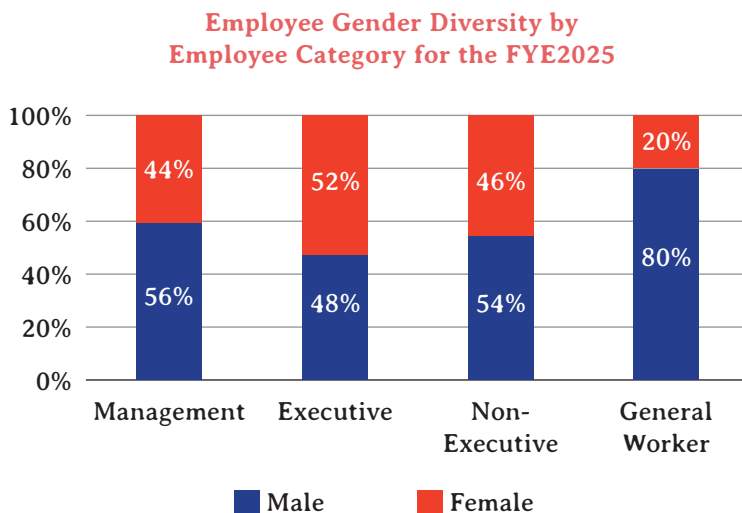
We believe that inclusion is an ongoing journey that requires consistent effort and genuine engagement. Through this commitment, we aim to build a workplace where everyone has the opportunity to thrive and where our shared values continue to shape a more equitable and united organisation.

OVERVIEW OF THE WORKFORCE DIVERSITY



We recorded a total of 686 employees at the end of the reporting period, 54% men and 46% women. 57% of our workforce consists of individuals aged 30 to 50, with those over the age of 50 constituting the minority.

BREAKDOWN OF WORKFORCE DIVERSITY BY EMPLOYEE CATEGORY

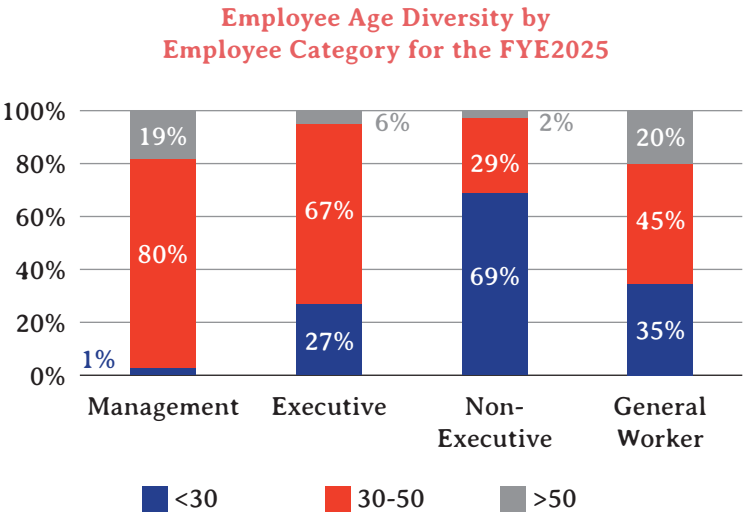


The gender composition of the Group's workforce for FYE2025 demonstrates our continued commitment to fostering diversity and inclusion across all levels of the organisation. Women remain well-represented in management, executive and non-executive positions, reflecting our ongoing efforts to provide equal opportunities for career advancement. Although the general worker category continues to record a higher proportion of male employees, this mirrors the nature of the industry. We remain steadfast in promoting an equitable and inclusive workplace where every individual is valued and supported to reach their full potential.

Sustainability Statement (Cont'd)

DIVERSITY, EQUITY AND INCLUSION (CONT'D)

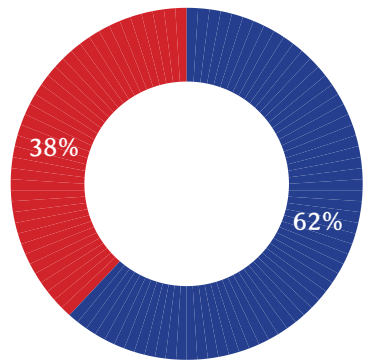
BREAKDOWN OF WORKFORCE DIVERSITY BY EMPLOYEE CATEGORY (CONT'D)



The Group's workforce composition continues to reflect a healthy balance between experience and new talent. Employees aged 30 to 50 form the majority in management and executive positions, bringing valuable expertise and stability to guide the organisation's direction. Meanwhile, younger employees under 30 make up a significant portion of our non-executive workforce, contributing fresh ideas, energy and adaptability. This balanced demographic mix supports our ongoing commitment to growth, empowerment and the cultivation of a vibrant, inclusive workplace culture.

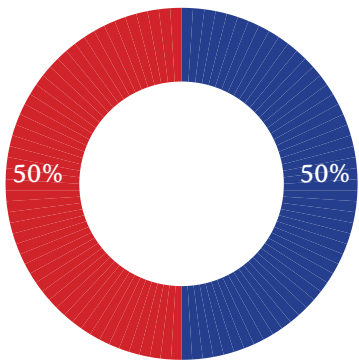
OVERVIEW OF THE BOARD DIVERSITY

Board Diversity by Gender for the FYE2025



Male Female

Board Diversity by Age for the FYE2025



30-50 >50

Our Board maintains a balanced composition that supports effective oversight and strategic leadership. Male directors represent 62% of the Board while female directors make up the remaining 38%, reflecting OIB's commitment to promoting gender representation at the leadership level.

In terms of age diversity, the Board is evenly distributed, with 50% of directors aged between 30 and 50 and the remaining 50% above 50. This blend of perspectives ensures a strong mix of seasoned experience and forward-looking insights, enabling well-rounded and sustainable decision-making for the Group's long-term success.

OUR SUSTAINABILITY EFFORTS MOVING FORWARD

As we move through FYE2025, we remain dedicated to advancing our ESG initiatives with renewed focus and determination. We recognise that meaningful progress is built on consistent effort, innovation, collaboration and we continue to embrace challenges as opportunities to improve. With strengthened strategies and enhanced initiatives across environmental, social and governance areas, we are committed to creating lasting value for our stakeholders and the communities we serve.

Sustainability Statement (Cont'd)

SUSTAINABILITY PERFORMANCE DATA

Indicator	Measurement Unit	2025
Economic performance		
Economic value generated	RM'million	830.0
Economic value distributed	RM'million	630.0
Economic value retained	RM'million	200.0
Customer experience and satisfaction		
Average customer satisfaction survey score	Percentage	85.00
Average QLASSIC score	Percentage	79.00
Anti-corruption		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	100.00
Executive	Percentage	100.00
Non-executive	Percentage	100.00
General Workers	Percentage	100.00
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
Cybersecurity & data protection		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Percentage of employees who have received training on data privacy and security	Percentage	100.00
Supply chain management		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00
Waste management		
Bursa C10(a) Total waste generated	Metric tonnes	1,108.10
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	1.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	1,107.10
Water management		
Bursa C9(a) Total volume of water used	Megalitres	382.100000
Water intensity	megalitres/RM'million	0.5
Energy management		
Bursa C4(a) Total energy consumption	Megawatt	2,536.11
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	No Data Provided
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	No Data Provided
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	No Data Provided
Energy intensity	MWh/RM'million	3.1
Health and safety		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	513
Percentage of total workforce trained on health and safety standards	Percentage	75.00
Percentage of site-based staff trained on health and safety standards	Percentage	100.00
Human rights		
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Employee Management		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	1,791
Executive	Hours	4,844
Non-executive	Hours	1,043
General Workers	Hours	271
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	22

Sustainability Statement (Cont'd)

SUSTAINABILITY PERFORMANCE DATA (CONT'D)

Indicator	Measurement Unit	2025
Executive	Number	76
Non-executive	Number	53
General Workers	Number	10
Employee engagement survey rating	Percentage	86.00
Average training hours per employee	Hours	12
Total new hires	Number	223
New hire rate	Percentage	34.00
Number of interns who became permanent staffs	Number	5
Diversity, equity & inclusion		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	1.00
Management Between 30-50	Percentage	80.00
Management Above 50	Percentage	19.00
Executive Under 30	Percentage	27.00
Executive Between 30-50	Percentage	67.00
Executive Above 50	Percentage	6.00
Non-executive Under 30	Percentage	69.00
Non-executive Between 30-50	Percentage	29.00
Non-executive Above 50	Percentage	2.00
General Workers Under 30	Percentage	35.00
General Workers Between 30-50	Percentage	45.00
General Workers Above 50	Percentage	20.00
Gender Group by Employee Category		
Management Male	Percentage	56.00
Management Female	Percentage	44.00
Executive Male	Percentage	48.00
Executive Female	Percentage	52.00
Non-executive Male	Percentage	54.00
Non-executive Female	Percentage	46.00
General Workers Male	Percentage	80.00
General Workers Female	Percentage	20.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	62.00
Female	Percentage	38.00
Under 30	Percentage	0.00
Between 30-50	Percentage	50.00
Above 50	Percentage	50.00
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	15.16
Community/Society		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,838,659.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	14,841
Total hours spent on community impact programmes	Hours	294
Employee participated in community impact programmes	Number	95

Sustainability Statement (Cont'd)

ASSURANCE STATEMENT

In strengthening the credibility of our reporting, an internal review was performed by the Group's inhouse internal auditor to provide limited assurance on selected material sustainability matters for the FYE2025, as stated herein.

The scope covered by the internal review is limited to the following material sustainability matters and inclusive of its indicators, encompassing all operational locations for all subsidiaries within the property development and general construction segments.

Subject Matter Information		
No.	Sustainability Matters	Sustainability Indicators
1.	Anti-Corruption	Percentage of employees who have received training on anti-corruption
		Percentage of operations assessed for corruption-related risks
		Confirmed incidents of corruption and action taken
2.	Cybersecurity and Data Protection	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data
		Percentage of employees who have received training on data privacy and security
3.	Supply Chain Management	Proportion of spending on local suppliers
4.	Health and Safety	Number of employees trained on health and safety standards
		Percentage of total workforce trained on health and safety standards
		Percentage of site-based staff trained on health and safety standards
5.	Human Rights	Number of substantiated complaints concerning human rights violations
6.	Employee Management	Total hours of training by employee category
		Total number of employee turnover by employee category
		Average training hours per employee
		Number of interns who became permanent staffs
7.	Diversity, Equity and Inclusion	Percentage of employees by gender, age group and employee category
		Percentage of directors by gender and age group
		Percentage of employees that are contractors or temporary staffs
8.	Community/Society	Total amount invested in the community where the target beneficiaries are external to the listed issuer
		Total hours spent on community impact programmes
		Employee participated in community impact programmes

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe the Subject Matter, as presented in the Report, has not been prepared and presented fairly, in all material respects, in accordance with the Group's relevant policies and procedures.