

SUSTAINABILITY STATEMENT

ABOUT THIS SUSTAINABILITY STATEMENT

Welcome to another year of sustainability disclosure, a milestone celebrating VS' significant progress towards sustainability excellence. This statement underscores an unwavering commitment to environmental stewardship, social responsibility and economic growth. We detail our progress and strategies for climate action, community empowerment and sustainable development. This statement highlights our role as a leading Electronics Manufacturing Services (EMS) provider by showcasing our initiatives to build resilient communities. It reaffirms our commitment to Economic, Environmental, Social, and Governance (EESG) principles.

Reporting Scope, Reference and Boundary	This statement covers the operations of V.S. Industry Berhad ("VS") and its Malaysian subsidiaries, collectively referred to as "the Group" in this Statement.
Reporting Cycle	Annually
Reporting Period	1 August 2023 to 31 July 2024 ("FY2024")
Reporting Guidelines and Principles	Principle Guideline: Global Reporting Initiative (GRI) Universal Standards Additional Guidelines: • Bursa Malaysia's Sustainability Reporting Guide • FTSE4Good Bursa Malaysia ESG Index • United Nations Sustainable Development Goals (UNSDGs) • International Organization for Standardisation (ISO) 26000:2010 Guidance on Social Responsibility • Sustainalytics ESG Risk Rating Methodology
Reporting Approach	Our comprehensive reporting approach focuses on clarity, transparency, and thoroughness when viewing sustainability efforts. Engaging with stakeholders and conducting annual materiality exercises ensures disclosure is relevant and impactful. We maintain a leadership position in the industry, as demonstrated by our top-ranking scores on various ESG indices. Committed to value-driven reporting, VS continuously enhances its database and impact disclosures. Our content aligns with broader global goals, connecting our efforts and contributions to significant global initiatives to address pressing issues.
Reliability of Information Disclosed	The content of the Sustainability Statement has undergone the following verification processes: • Reviewed by the Sustainability Committee • Audited by EnviroSolutions & Consulting Sdn. Bhd. (ESC), with the audit scope and details on pages 78 to 85 of this statement • Approved by the Board of Directors
Feedback	We actively encourage and highly value feedback on our sustainability reporting and performance. Your insights are vital for guiding our continuous improvement efforts. Please direct any comments or inquiries to our Sustainability Management Team (Ms. Chelynn Lim) through our website's 'Contact Us' section (http://www.vs-i.com).

SUSTAINABILITY STATEMENT

(Cont'd)

DRIVING SUSTAINABLE SOLUTIONS

Sustainability is a fundamental expectation from our customers. Given that our products and solutions serve diverse stakeholders with varying sustainability requirements, we adopt a holistic approach by:

- Integrating comprehensive sustainability practices that address the unique needs and concerns of each stakeholder
- Ensuring that our products meet functional demands while aligning with the broader environmental and social values of our customers and partners

Relentless innovation and collaboration have made sustainability a defining element of VS, shaping operations and guiding growth. Rising customer and regulatory expectations drive this evolution, pushing us to improve our sustainability efforts. Demands from extended supply chain partners intensify this focus, requiring us to uphold higher standards and maintain transparency throughout our operations.

VS' Sustainability Policy

Our business practices are designed to create value in both the short and long term, maximising positive impacts and minimising eventual negative impacts on society and the environment throughout our value chain through ethical and transparent conduct.

We aim to satisfy the growing demand for transformation in the electronic manufacturing services field by optimising our contribution to sustainable development.

VS Sustainability Policy covers the following commitments:

- Ensuring suppliers' compliance with the highest ethical standards
- Complying to regulations with regards to the environment, occupational, safety and health
- Practicing green procurement and manufacturing
- Responsible waste management and disposal
- Maintaining a safe and healthy working environment at all times
- Fair treatment of employees
- Contributing to local authorities and communities
- Upholding business excellence and continuity
- Continual research and development efforts to achieve product innovations
- Developing long-term partnerships with clients
- Complying with recommended practices under the Malaysian Code of Corporate Governance

SUSTAINABILITY-DRIVEN VALUE CREATION MODEL

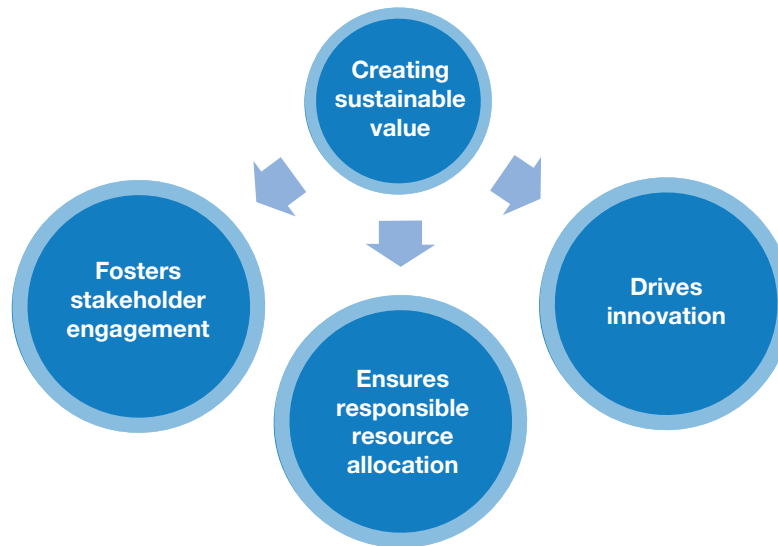
As a forward-thinking electronics manufacturer, VS is committed to driving innovation, sustainability, and operational excellence by leveraging the six capitals framework to create a sustainable and resilient value chain that delivers long-term value for stakeholders while addressing evolving market demands and global sustainability challenges.

Effectively managing inputs and outputs, the company delivers outcomes that drive financial success and foster long-term sustainability, innovation, and positive societal impact.

SUSTAINABILITY STATEMENT

(Cont'd)

VS' Holistic Approach to Value Creation



VS balances the inputs, outputs and value created across these capitals by harmonising economic success with social and environmental well-being. This comprehensive understanding of the entire cycle—investment, impact, and contribution—empowers VS to achieve its sustainability goals while positively impacting stakeholders and contributing to broader global objectives.

	Input	Output	Outcome	UNSDGs
Financial Capital 	- Shareholders' Equity - Revenue - Investments in technology and automation - RM 2.29 billion net assets 56.26% equity ratio - RM4.08 billion total assets	- Profitable returns to shareholders - Financial stability - Allocation of resources for R&D and innovation - Customer base expansion	- Sustained earnings growth - Enhanced shareholder value and dividends - Ability to reinvest in capacity expansion and technological upgrades - Customers' loyalty	  
Manufactured Capital 	12 sites - Machinery and assembly lines - Supply chain infrastructure	- High-quality products which meet customer specifications - Increased production capacity and efficiency - Shorter lead times	- Improved operational efficiency and productivity - Enhanced product quality and reliability - Stronger customer satisfaction and repeat business	  

SUSTAINABILITY STATEMENT

(Cont'd)

	Input	Output	Outcome	UNSDGs
Intellectual Capital 	- Proprietary technologies and innovation - Product design and development expertise - Industry certifications and patents - Presence in four countries and expanding	- Cutting-edge product solutions for customers - Intellectual property protection and product differentiation - Compliance with international standards and regulations	- Competitive advantage in the market - Higher customer trust and loyalty - Ability to expand into new markets and sectors	  
Human Capital 	- Workforce of 10,489 highly-skilled employees - Employee training and development programmes - Safety and wellness initiatives	- High productivity and innovation - Employee retention and engagement - Safe, healthy working conditions	- Improved workforce skills and competencies - Lower employee turnover and high morale - Attractiveness as an employer of choice	   
Social and Relationship Capital 	- Long-term customer relationships - Supplier partnerships and collaborations - Corporate Social Responsibility (CSR), philanthropy, sponsorship and donation	- Strong customer loyalty - Efficient and resilient supply chain - Positive social impact through community initiatives	- Enhanced business reputation and trust - Mutually beneficial partnerships with customers and suppliers - Contribution to local community development	   
Natural Capital 	- Energy, water and raw materials - Renewable energy sources - Waste reduction initiatives	- Efficient resource consumption in manufacturing processes - Reduced carbon footprint - Sustainable waste management	- Improved environmental sustainability performance - Lower environmental impact - Positive contributions to global sustainability goals	   

SUSTAINABILITY STATEMENT

(Cont'd)

Supported by VS' Focus Areas



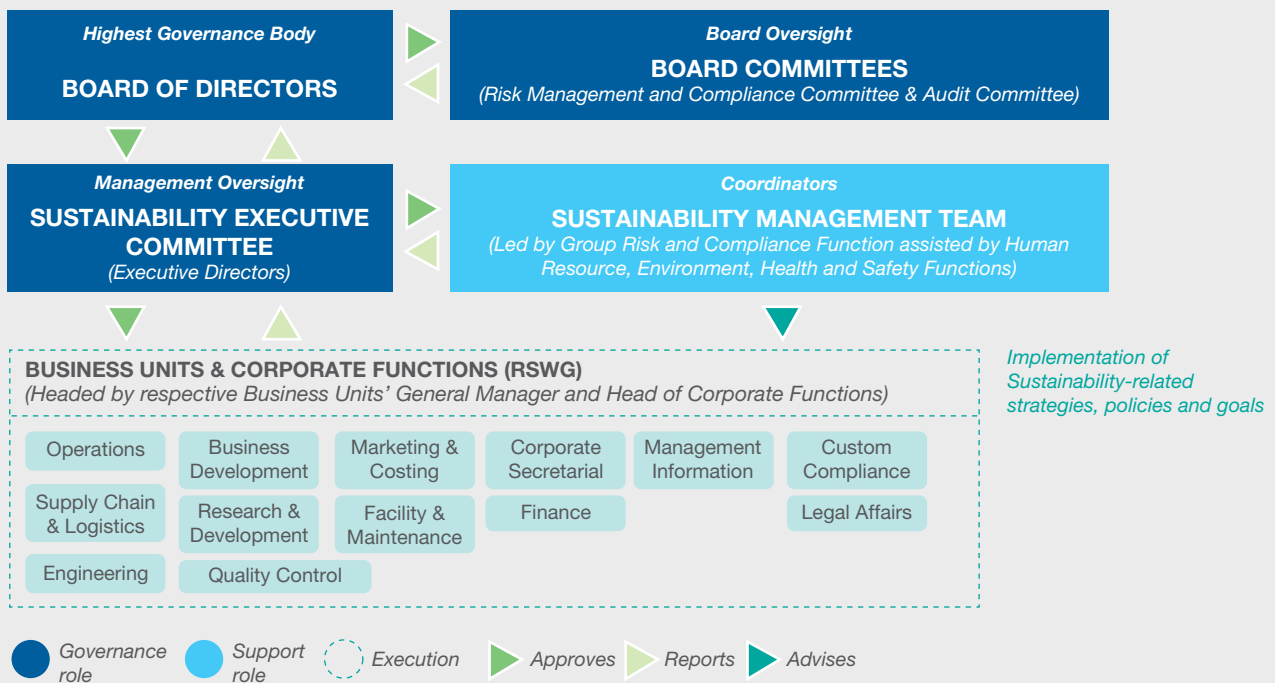
VS' SUSTAINABILITY GOVERNANCE FRAMEWORK

The Board of Directors leads sustainability governance, ensuring high-level oversight and strategic direction. Specialised Board Committees and the Sustainability Executive Committee support the Board by providing guidance and reviewing progress on sustainability initiatives.

The Sustainability Management Team coordinates the implementation of sustainability strategies across the organisation. This team integrates sustainability objectives into daily operations and corporate functions.

Business units and corporate departments are responsible for executing sustainability initiatives, aligning their efforts with the company's overarching goals and contributing to the broader sustainability mission. This structured approach ensures that sustainability is embedded throughout VS' operations, driving meaningful impact across all levels of the organisation.

VS' SUSTAINABILITY GOVERNANCE STRUCTURE



SUSTAINABILITY STATEMENT

(Cont'd)

Roles	Governing Body	Roles and Responsibilities
Governance	Board of Directors (Board)	Responsible for setting the strategic direction for sustainability, including overseeing and having the overall responsibility of sustainability management and reporting. The responsibilities of the Board for sustainable development include: • Overall responsibility for the management of risks and opportunities concerning climate change and sustainability matters • Approving significant sustainability initiatives, including projects and participating in sustainability-related disclosures and initiatives • Approving the Group Climate-related targets and monitoring progress against the targets • Approving annual sustainability statement
Governance	Risk Management and Compliance Committee (RMCC)	Responsible for supporting the Board in setting and overseeing the risk management and sustainability frameworks, which include: • Assisting the Board in fulfilling its oversight responsibilities for the Group's sustainability strategy and initiatives comprising economic, environmental and social matters • Evaluating and advising the Board on significant strategic activities and policies regarding sustainability practices and initiatives • Ensuring the adequacy of resources and systems for risk, sustainability and compliance management • Assessing the effectiveness of the Group Risk and Compliance function in carrying out the duties and responsibilities to assist the RMCC
Governance	Audit Committee (AC)	Responsible for overseeing management's process for determining ESG disclosures that are consistent and comply with recognised standards and frameworks
	Sustainability Executive Committee (SEC)	Responsible for implementing sustainability programmes, including: • Assessing material sustainability topics • Approving sustainability-related policies • Monitoring progress against sustainability targets at an operational level • Sustainable solutions in the value chain • Reporting operational risks to the Board, including climate-related risks
Support	Sustainability Management Team	Responsible for assisting the governance bodies (Board, RMCC, AC, and SEC) in developing the risk management and sustainability framework and the sustainability initiatives and targets. The team is also responsible for: • Recommending the sustainability approach • Delivering company-wide sustainability programmes • Guiding and supporting Business Units and Corporate functions to embed sustainability • Monitoring and reporting on the progress of sustainability programmes, initiatives, and targets
Execution	Business Units and Corporate Functions (RSWG)	Responsible for conducting business aligned with the company's approach to sustainability, including executing sustainability strategy and delivering work programmes to meet corporate ESG commitments and embedding sustainability in day-to-day operations.

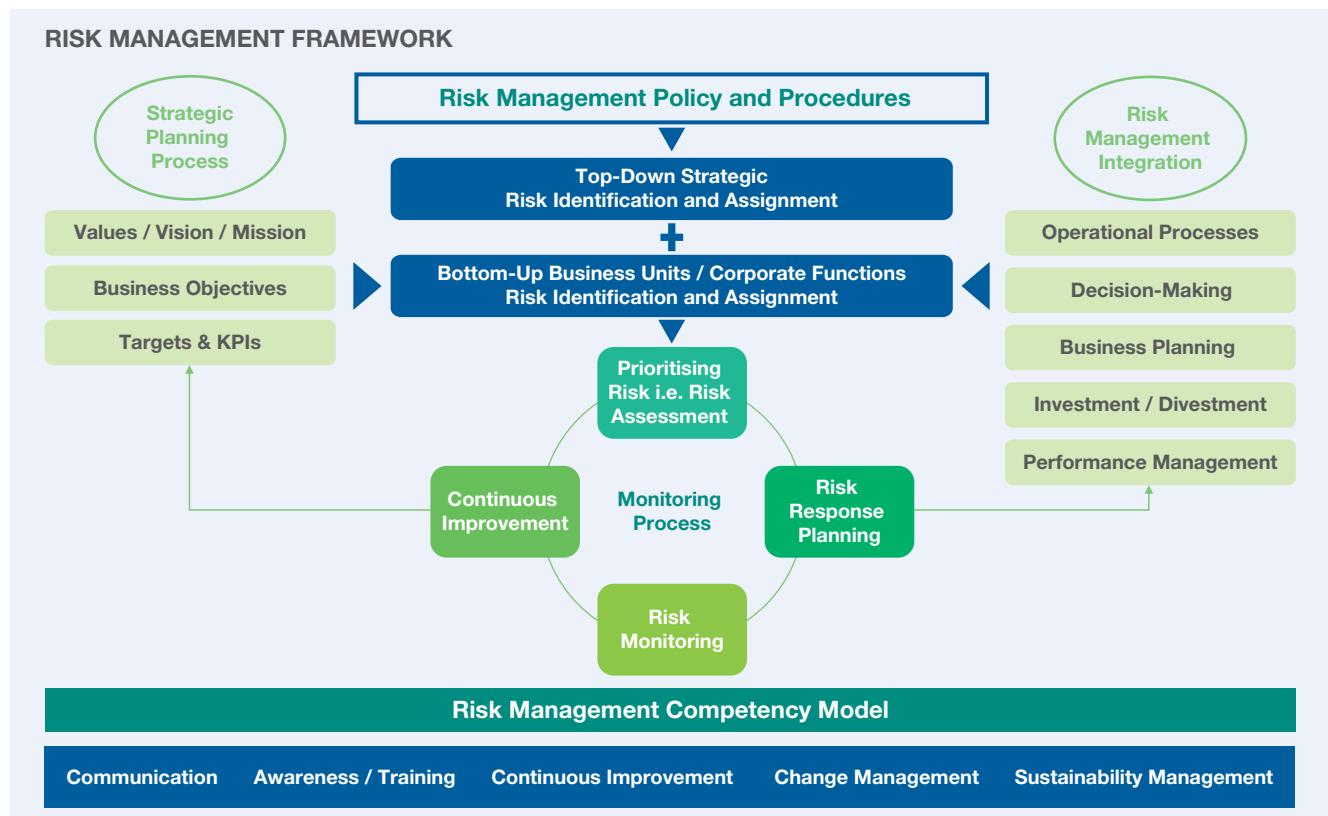
SUSTAINABILITY STATEMENT

(Cont'd)

ENHANCING SUSTAINABILITY THROUGH EFFECTIVE RISK MANAGEMENT

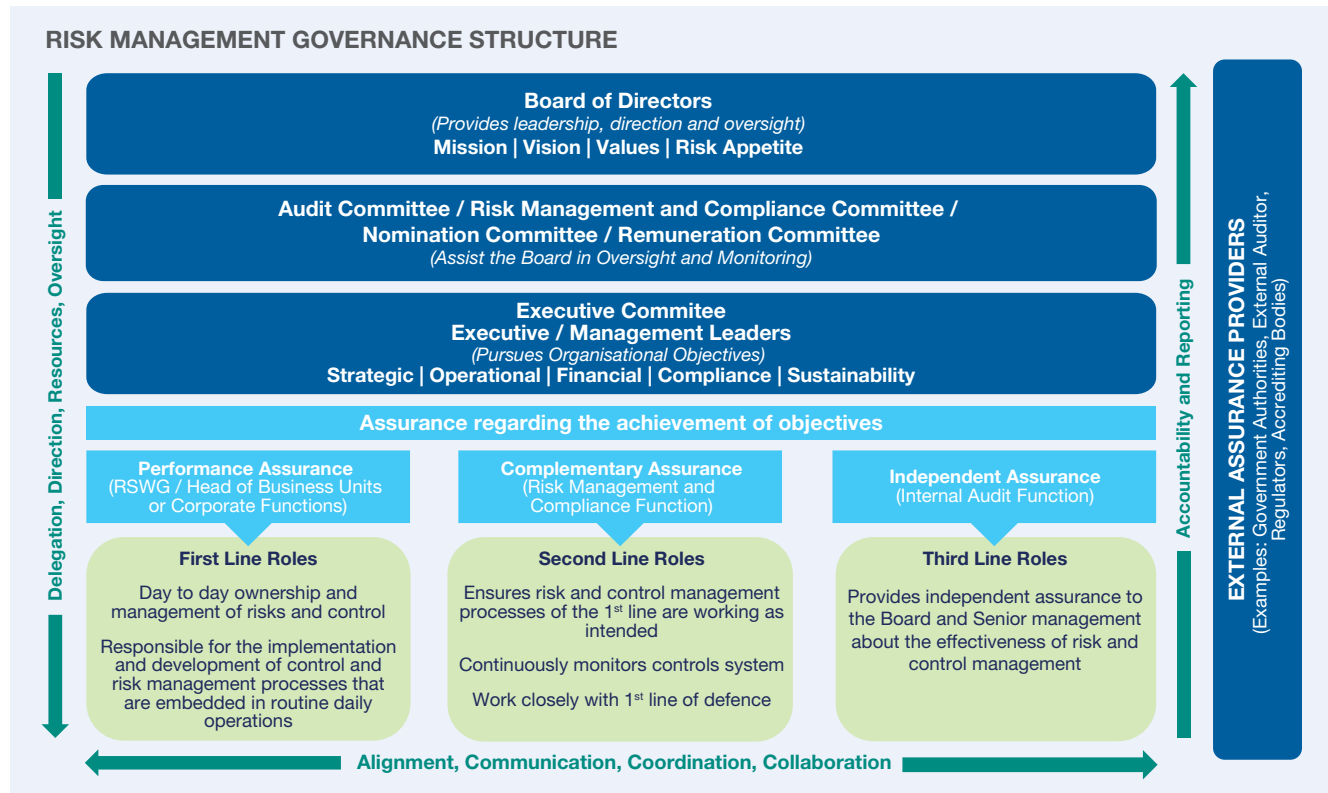
VS integrates sustainability-related risks and opportunities into its comprehensive risk management framework, aligned with ISO 31000:2018 standards. This approach ensures that environmental, social, and governance factors are central to our risk assessment and management processes. Systematically identifying and evaluating sustainability risks and opportunities helps develop targeted strategies to mitigate potential impacts and capitalise on emerging trends. This integration allows us to make informed decisions, supports long-term resilience and aligns our operations with our sustainability goals, ultimately driving value creation and strengthening our competitive position.

Sustainability-related risks and opportunities are seamlessly integrated into VS' comprehensive risk management framework, following ISO 31000:2018 International Risk Management Standards. All employees are responsible for effective risk management, fostering a culture of risk awareness throughout the organisation. Our Risk Management Framework employs a top-down and bottom-up approach.



SUSTAINABILITY STATEMENT

(Cont'd)



ENGAGING WITH OUR STAKEHOLDERS UNIVERSE

Stakeholder engagement is central to VS' sustainability strategy. We recognise stakeholders' diverse interests and perspectives and strive to understand their expectations and concerns through open and transparent dialogue. Our engagement approach includes regular communication channels, consultations, feedback mechanisms and collaborative initiatives. Involving stakeholders in decision-making ensures our efforts positively impact, build trust and contribute to a more sustainable and resilient future.

We adhere to the AA1000 Stakeholder Engagement Standard, focusing on Inclusivity, Materiality, Responsiveness, and Impact to identify stakeholders and tailor our interactions. This approach addresses their needs effectively and aligns our sustainability practices with broader objectives.

Stakeholders	Engagement Channels	Areas of Interest	Concerned Material Issues
Board of Directors 	- Board meetings - Annual General Meetings - Company-organised events	- Corporate governance - Company direction and strategy	Regulatory Compliance
Major Shareholders 	- Annual General Meetings - Investor presentations and meetings - Media releases - Corporate website	- Dividends - Return on Investment - Financial performance - Share price performance	- Regulatory Compliance - Sustainable Design & Manufacturing

SUSTAINABILITY STATEMENT

(Cont'd)

Stakeholders	Engagement Channels	Areas of Interest	Concerned Material Issues
Employees 	• Induction training • Learning and development programmes • Employee performance appraisals • Corporate-organised events	• Occupational safety and health • Fair remuneration • Fair employment practices • Career development opportunities	• Safety & Health • Human Rights • Training & Development • Data Privacy & Security • Employee Engagement
Customers 	• Face-to-face interactions • Manufacturing collaborations • Feedback surveys • Customer audits	• Manufacturing quality • Manufacturing capacity • Research & development • Equitable business operations	• Quality & Satisfaction • Data Privacy & Security
Suppliers 	• Interviews • Evaluations and re-evaluations • Face-to-face interactions	• Agreeable contracts • Terms of payment • Maintaining partnerships	• Safety & Health • Training & Development • Sustainable Supply Chain Management • Data Privacy & Security
Local Communities 	• Online platforms (e.g. corporate website and online job applications) • Corporate volunteering programmes (e.g. community events, knowledge-sharing initiatives & partnerships with non-governmental organisations)	• Support for community development • Job creation for local communities • Undertaking business in a responsible manner	• Human Rights • Energy, Climate Change and Pollution Control • Community Contribution
Analysts/Media 	• Press conferences and events • Media releases • Media Interviews • Analyst briefings	• Company performance • Responsible business practices • Corporate governance	• Industrial Advancement & Nation Building • Regulatory Compliance
Industry Peers 	• Annual reports • Industry collaborative programmes • Industry organisations	• Manufacturing practices • Industry outlook • Collaborations	• Industrial Advancement & Nation Building • Regulatory Compliance • Sustainable Design & Manufacturing
Non-Governmental Organisations 	• Public events • Face-to-face interactions	• Working conditions • Labour rights	• Safety & Health • Human Rights • Energy, Climate Change and Pollution Control • Efficient Resource Use & Minimising Waste

SUSTAINABILITY STATEMENT

(Cont'd)

PRIORITISING WHAT MATTERS MOST

Each year, VS reviews its material topics to ensure alignment with evolving expectations and changing social and environmental conditions. In the last quarter of FY2024, we appointed an external consultant to conduct a materiality assessment, evaluating critical topics based on internal and external stakeholder input, sustainability references, current trends and global challenges.

The assessment involved rating the importance of 20 economic, environmental, and social issues from 'very unimportant' (1) to 'very important' (5). Due to varying response rates from different stakeholder groups, we calculated average scores separately for each group and then determined an overall average from all eight stakeholder groups.

Stakeholders Engaged in the Materiality Exercise



Seven Board members completed a similar survey to reflect the views of VS' leadership.

Indicators Covered in Materiality Assessment

Indicator	Description
 Economic	Regulatory Compliance
	Preventing anti-competitive behaviour and corruption while complying with all other economic, environmental and social legislation
	Sustainable Supply Chain Management
	Integrating environmentally and socially viable practices into the complete supply chain lifecycle
	Industrial Advancement & Nation Building
	Advancing the industry by delivering innovative one-stop manufacturing solutions to world-renowned customers
Industry Disruption & Competition	Gaining competitive advantage by disrupting competition through innovation
Regulatory Changes	Keeping up-to-date with regulator changes to mitigate risk, improve ESG disclosure and gain a competitive advantage
Ethics, Values and Governance	Introducing the highest standards of ethics, values and governance to increase stakeholder confidence

SUSTAINABILITY STATEMENT

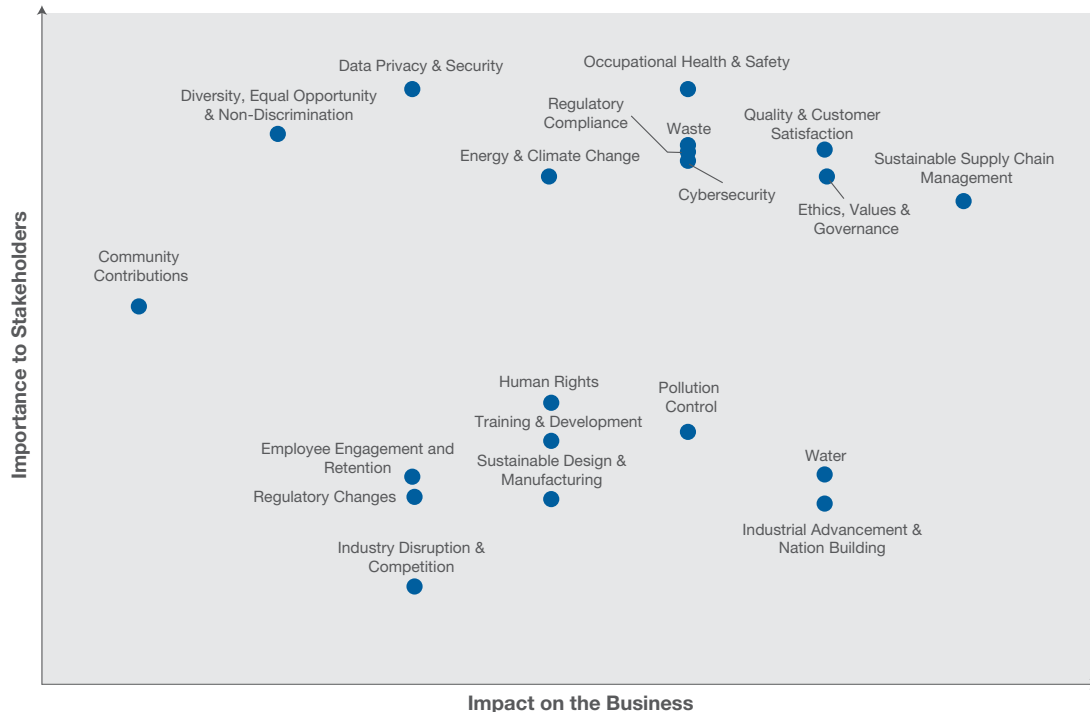
(Cont'd)

Indicator	Description
 Environment	
Energy & Climate Change	Managing energy and greenhouse gases effectively to reduce them whenever possible
Pollution Control	Minimising all forms of pollution, including air emissions and noise
Waste	Minimising all types of waste and recycling whenever possible
Water	Using water efficiently
 Social	
Diversity, Equal Opportunity & Non-Discrimination	Promoting diversity and equal opportunities and eliminating all forms of discrimination in the workplace
Community Contributions	Having a positive influence on local communities through charitable contributions and Corporate Social Responsibility initiatives
Human Rights	Protecting all aspects of human rights, including protecting the indigenous population, staff welfare and security and ensuring there is no child or forced labour
Employee Engagement and Retention	Respecting employees' rights to joint representation and consultative practices
Training and Development	Retaining employees by offering training and education to employees to expand their knowledge base for career development
Occupational Health & Safety	Keeping all workers safe and free from injury and both non-communicable and infectious diseases
Quality & Customer Satisfaction	Promoting quality throughout all aspects of operations to ensure high levels of customer satisfaction
Data Privacy & Security	Protecting all information, including confidential business data, employee information and customers' data privacy
Sustainable Design & Manufacturing	Considering sustainability throughout the entire design and manufacturing processes
CyberSecurity	Mitigating corporate risk and protecting data through stringent cybersecurity systems

SUSTAINABILITY STATEMENT

(Cont'd)

The materiality matrix outlines our sustainability priorities by ranking key ESG factors based on their significance to the business and stakeholders. This exercise offers valuable insights that will shape and guide our strategic direction. This statement discusses each area, and VS is committed to making progress in delivering meaningful impact across these priorities.



ECONOMIC

VS drives economic, industry and national growth while creating value for its stakeholders. Striving to become a vertically integrated electronic manufacturer allows us to offer comprehensive manufacturing solutions, optimise resource utilisation and reduce unnecessary costs. In our pursuit of excellence, we continuously invest in research and emerging technologies, broadening our service offerings and maintaining our position at the forefront of industry advancements.

17 PARTNERSHIPS FOR THE GOALS



Rationale

The economic facet of sustainability encompasses optimal asset utilisation for long-term profitability (performance) and adheres to ethical business conduct, transparency, and regulatory adherence (governance). Within this pillar, VS Industry prioritises its contribution to SDG 17 by ensuring business continuity, aligned with a commitment to staying relevant and creating value through strong business partnerships.

Focused Target

17.16. Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology, and financial resources, to support the achievement of the UNSDGs in all countries, particularly developing countries

Key Material Topics

- Sustainable Supply Chain Management
- Sustainable Design & Manufacturing
- Quality & Customer Satisfaction
- Industry Disruption & Competition
- Regulatory Changes

SUSTAINABILITY STATEMENT

(Cont'd)

UNFOLDING HORIZONS FOR STRATEGIC GROWTH

Our customer diversification strategy, which is increasingly gaining momentum, underscores our commitment to growth.

Targeted expansion into a new region is a crucial aspect of our strategy, essential for broadening our customer base and increasing market share. This move concerns entering a new market and strategically positioning ourselves to capitalise on emerging opportunities.

STREAMLINING PROCEDURES FOR ENHANCED ECONOMIC EFFICIENCY

The recent ERP upgrade at our Malaysian facilities is a key driver of improved service and operational excellence. By integrating various business functions into a unified platform, this upgrade streamlines workflows and automates routine tasks, significantly enhancing data accuracy and minimising manual errors. This increased integration enables more efficient resource management, smoother operations, and cost reductions. The system also provides real-time insights, allowing us to make informed decisions quickly and continuously optimise our processes.

The company is developing its ERP System blueprint document and expects Phase 1 to go live in FY2026.

CREATING JOBS AND OPPORTUNITIES FOR LOCAL ECONOMIC GROWTH

Our approach to local employment and sourcing bolsters the local economy by prioritising local hires. We strictly adhere to local labour laws and actively seek to employ individuals from the communities surrounding our plants. Focusing on local recruitment boosts economic growth in these areas, creating job opportunities and fostering local development.

However, as our international customer base grows and the demand for diverse talent and specialised expertise increases, we extend our search beyond local boundaries. When the specific skills and expertise required are unavailable locally, we look globally to find the best candidates. This global approach ensures that we can meet the evolving needs of our business while still supporting and enhancing our local economies.

In all hiring practices, we uphold a strict non-discrimination policy, ensuring equal opportunities for all candidates regardless of background.

SUPPLY CHAIN SUSTAINABILITY

Our supply chain is inherently diverse, covering everything from component parts to finished products. This complexity stems from the need to meet specific product requirements and adhere to fixed specifications. Our supply chain also involves intricate interactions with customers and suppliers to align with these precise standards.

VS' Sustainable Supply Chain strategy is comprehensive, going beyond procurement to promote responsibility at every stage. Considering environmental, social, and economic factors minimises impact through optimised resource usage, waste reduction and lower carbon emissions. Prioritising ethical labour practices and community engagement also enhances our positive social footprint. By embedding these principles throughout our diverse supply chain, we are committed to supporting sustainability while upholding high standards of quality and responsibility.

VS drives continuous improvement through strategic initiatives and fosters mutual relationships with all suppliers. Performance monitoring ensures that suppliers meet our high standards. We engage continuously with them to address any issues and explore opportunities for collaboration. Our commitment to supplier recognition and support includes acknowledging outstanding contributions and providing assistance to enhance their capabilities. Our preferred supplier programme strengthens partnerships and secures reliable supply sources. Establishing long-term mutual agreements ensures stability and alignment with our strategic goals.

SUSTAINABILITY STATEMENT

(Cont'd)



VS has set a target to enhance supplier awareness and training, driving continuous improvement and staying on track to achieve this goal. Employees participate in “Train the Trainer” programmes, ensuring knowledge is effectively shared. We conducted awareness sessions during site audits and planned comprehensive training programmes throughout the year to equip suppliers with essential insights and expertise. This targeted approach strengthens partnerships and fosters ongoing enhancement across the supply chain.

THE MULTIPLIER EFFECT

VS not only enforces sustainability in its supply chain but also assists suppliers in obtaining certification, adding value to suppliers, enhancing operational standards and fostering a more sustainable ecosystem. This partnership strengthens supply chain integrity and promotes shared sustainability goals, benefiting all stakeholders.

FUELLING REGIONAL GROWTH BY EMPOWERING LOCAL SUPPLIERS

VS empowers communities around its operations to grow alongside and contribute to nearby stakeholders. Partnering with local suppliers to drive national economic and regional growth fosters job creation and community development and also benefits customers by enhancing supply chain efficiency and agility. While some specialised components may need to be sourced internationally due to their unique requirements, we remain dedicated to favouring local suppliers whenever possible to strengthen domestic industries.

SUSTAINABILITY STATEMENT

(Cont'd)

RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN PRACTICES

As a Group that firmly upholds ethics and sustainability, we have clear expectations for our supply chain partners and are committed to working together to fulfil our shared responsibilities.

VS is fully committed to supporting global principles and guidelines that align with its core beliefs, including the ten principles of the UN Global Compact, which cover key areas such as human rights, labour conditions, environmental impact and anti-corruption, particularly in relationships with external service providers. The Group's Business Code of Conduct and Ethics is the foundation for our supply chain practices.

The Responsible Business Alliance (RBA) is the largest global industry coalition dedicated to corporate social responsibility within supply chains worldwide. VS has been an active member of the RBA since 2018. The RBA Code of Conduct promotes an ethical supply chain by advocating for equitable working conditions, robust labour protections and environmentally responsible manufacturing practices within the electronics industry.

RBA Code of Conduct

A. LABOUR

- A. 1 Prohibition of Forced Labour
- A. 2 Young Workers
- A. 3 Working Hours
- A. 4 Wages and Benefits
- A. 5 Non-Discrimination/Non Harassment/Humane Treatment
- A. 6 Freedom of Association and Collective Bargaining

B. HEALTH AND SAFETY

- B. 1 Occupational Health and Safety
- B. 2 Emergency Preparedness
- B. 3 Occupational Injury and Illness
- B. 4 Industrial Hygiene
- B. 5 Physically Demanding Work
- B. 6 Machine Safeguarding
- B. 7 Sanitation, Food, and Housing
- B. 8 Health and Safety Communication

E. MANAGEMENT SYSTEMS

- E. 1 Company Commitment
- E. 2 Management Accountability and Responsibility
- E. 3 Legal and Customer Requirements
- E. 4 Risk Assessment and Risk Management
- E. 5 Improvement Objectives
- E. 6 Training
- E. 7 Communication
- E. 8 Worker/Stakeholder Engagement and Access To Remedy
- E. 9 Audits and Assessments
- E. 10 Corrective Action Process
- E. 11 Documentation and Records
- E. 12 Supplier Responsibility

- D. 1 Business Integrity
- D. 2 No Improper Advantage
- D. 3 Disclosure of information
- D. 4 Intellectual Property
- D. 5 Fair Business, Advertising and Competition
- D. 6 Protection of Identity and Non-Retaliation
- D. 7 Responsible Sourcing of Minerals
- D. 8 Privacy

D. ETHICS

- C. 1 Environmental Permits and Reporting
- C. 2 Pollution Prevention and Resource Conservation
- C. 3 Hazardous Substances
- C. 4 Solid Waste
- C. 5 Air Emissions
- C. 6 Materials Restrictions
- C. 7 Water Management
- C. 8 Energy Consumption and Greenhouse Gas Emissions

C. ENVIRONMENTAL

SUSTAINABILITY STATEMENT

(Cont'd)

Our supply chain partners must fully understand our commitment to ethical standards. Major suppliers receive VS' Business Code of Conduct and Ethics during onboarding as a contractual requirement. Adherence to these codes, along with our Anti-Corruption Policy, is mandatory. Failure to comply may result in the termination of our business relationship.

ENVIRONMENTAL SUPPLY CHAIN

Our supplier sourcing assessment processes rigorously evaluate social and environmental factors, including energy use, greenhouse gas (GHG) emissions, water consumption, biodiversity impacts, environmental issues, pollution, waste reduction and resource management.

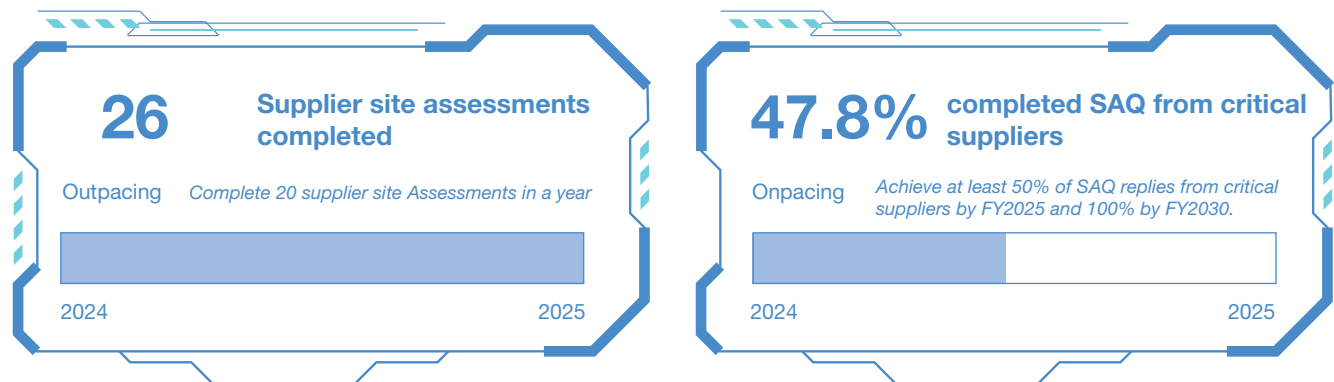
We have deeply embedded environmental policies in supply chain operations. We consistently communicate our expectations to major suppliers through regular updates, engagement and training.

Risk assessments for existing suppliers focus on environmental issues, particularly those identified as 'high risk.' We plan to implement a similar risk assessment for new and prospective suppliers, especially those flagged as high-risk, as a critical component of our due diligence process.

We are committed to mitigating environmental impacts in our supply chain by participating in and collaborating on workshops and industry-specific initiatives. Our membership in organisations such as the Malaysian Plastics Manufacturers Association (MPMA) supports our efforts to address environmental sustainability through targeted, industry-focused strategies.

MONITORING SUPPLIER PERFORMANCE

VS collaborates exclusively with sustainable suppliers to maintain operational continuity and reduce reputational risks. We thoroughly evaluate major suppliers to verify their adherence to local laws, industry standards and customer requirements. As part of this process, suppliers must complete Self-Assessment Questionnaires before a site assessment.



Existing suppliers undergo an ESG assessment, which includes a self-assessment questionnaire and physical inspections. This due diligence process for potential, new, and current suppliers examines their economic, environmental, social and governance risks and opportunities. We exceeded our annual target of conducting supplier site assessments for 20 suppliers by completing assessments for 26 suppliers. Additionally, 47.8% of suppliers completed self-assessment questionnaires in FY2024, keeping us on track to meet our goal of at least 50% by FY2025 and 100% by FY2030. After the assessment stage, corrective action plans are established, and prompt follow-ups ensure non-compliant suppliers adhere to our code of conduct and regulatory requirements. We invite suppliers to join us in our sustainability journey, encouraging them to monitor, record and report their environmental performance and impact reductions.

VS helps suppliers improve their sustainability performance through dedicated learning about sustainability risk. We have established a supplier matrix to evaluate suppliers in various segments.

SUSTAINABILITY STATEMENT

(Cont'd)

We also conduct process compliance audits on suppliers, which inspect their adoption of industry regulation practices. We evaluated 330 suppliers during our QC audits in FY2024, recording 86% compliance and no instances of non-compliance.

The compliance audit encompasses various aspects, including Quality Management Systems (QMS), document control, receiving and inspection processes, process control, outgoing and non-conforming materials management, material handling and storage, measurement and analysis, quality system management, inspection and testing procedures, corrective and preventive actions, housekeeping, change control, identification and traceability, non-conforming material control, 6S practices, procurement systems, and statistical process control. Additionally, we also monitored supplier compliance with these standards.

Key Business Performance Areas Audited



SOCIAL SUPPLY CHAIN

VS Industry communicates its Social Supply Chain Commitment to all suppliers. We ensure that our major supply chain partners comply with social standards set by Malaysian Labour Law and the International Labour Organisation (ILO). VS Business Code of Conduct and Ethics for suppliers includes the following terms:

- Policies on preventing child labour: VS and all suppliers must:
 - o Adhere to the Malaysian Labour Law on the minimum legal working age
 - o Obtain copies of legal documentation providing the age of all workers and conduct background checks to support documentation if necessary
- Policies on the prevention of forced labour, which state:
 - o Work must not be performed under the threat of punishment or confiscation of belongings that the worker has not agreed to
 - o Employment should be freely chosen
 - o VS will never force its workers to lodge deposits or identity papers with the Company
- Policies on providing equal opportunities and applying non-discrimination in hiring, remuneration or access to training, promotion, overtime, termination or retirement
- Freedom of association where everyone is respected to have the freedom to belong to any organisation of their choice, following local freedom of association law
- Right to collective bargaining and forming a union, including the right to representation and discussion with the company on employment matters
- Eliminating excessive working hours by complying with local law on working hours and overtime, addressing maximum working hours and reducing working hours:
 - o VS Business Code of Conduct and Ethics states that overtime is voluntary and paid at a premium rate. Working hours are monitored weekly to ensure compliance with the RBA Code and local law.
 - o VS adopts the RBA Code by practising 60 hours of work per week, including overtime, except in cases of emergency or unusual situations.
- Meeting or exceeding Malaysia's minimum living wage
- A safety policy, code and practices for providing a safe and healthy workplace according to local laws

SUSTAINABILITY STATEMENT

(Cont'd)



VS collaborates closely with its suppliers to tackle critical social issues in the electronics manufacturing industry. Through regular engagement, including best-practice sharing sessions, training, and mentoring, we provide a platform for discussing and addressing challenges within the social supply chain.

SALIENT HUMAN RIGHTS ISSUES

VS assessed potential adverse human rights impacts and assessed salient human rights issues.

• Right to:

- ☒ Life
- ☒ Freedom of movement
- ☒ Work
- ☒ Enjoy just and favourable conditions of work
- ☒ An adequate standard of living
- ☒ Health
- ☒ Participate to public life
- ☒ Social security including social insurance

VS supports the amendments to the Workers' Minimum Standards of Housing and Amenities Act 1990 and encourages all contractors on our projects to provide facilities that comply with ILO guidelines.

In addition to ensuring that all workers' accommodations comply with the Workers' Minimum Standards of Housing and Amenities Act 1990, our hostels offer a range of features designed to enhance the well-being of our employees. Each hostel is thoughtfully furnished with medical facilities to address health concerns promptly and sports amenities that encourage physical activity and foster team spirit. Additionally, on-site grocery options provide convenient access to essential items, making it easier for workers to maintain a balanced lifestyle.

SUSTAINABILITY STATEMENT

(Cont'd)

RESPONSIBLE SOURCING OF MATERIALS AND LABOUR

VS' Business Code of Conduct and Ethics states that all suppliers must ensure:

- Sourced materials and minerals are produced or mined in an environmentally responsible manner
- Working conditions are safe
- Workers can choose to work freely
- Minerals sourcing abides by local, national and international laws

We also ensure suppliers' compliance with legislation, including conflict materials; Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH); and the Restriction of Hazardous Substances (RoHS). VS also submits an annual declaration on conflict minerals.

CONFLICT MINERALS

As a dedicated RBA member, VS uses top industry practices to ensure responsible sourcing and avoid conflict minerals across our global supply chain. We comply with all legal requirements and have a rigorous due diligence process to ensure that our Group and its suppliers adhere to legal obligations and corporate values. Our Responsible Sourcing Programme aligns with legal standards and industry best practices, including the OECD Due Diligence Guidance. Carefully monitoring the source and chain of custody of conflict minerals and collaborating with suppliers and RBA members drives industry-wide improvements and supports credible certification programmes.

AUTOMATION: PAVING THE WAY AHEAD

VS is embarking on a journey toward automation to enhance competitiveness. By leveraging technology, mainly through process automation, we aim to optimise core processes, ensure economic sustainability, and achieve improved operational outcomes. In FY2024, the Group invested RM1.25 million in Automated Guided Vehicles (AGVs) for material handling in the warehouse and production areas.



ENVIRONMENTAL

VS' environmental commitment is extensive and integrated across all operations. We uphold the highest standards through rigorous environmental audits, with our management and board closely monitoring performance.

Internal checks ensure regulatory compliance, promptly implement corrective actions and drive continuous improvement. We invite employees and stakeholders to engage in our environmental preservation initiatives.

Our proactive approach includes open communication, both internally and externally. Ongoing training and awareness programmes equip stakeholders with the knowledge needed to support our environmental objectives.

To foster continuous improvement, we set and monitor measurable objectives and targets aligned with our sustainability commitments. Our progress towards these targets is detailed in this section.

SUSTAINABILITY STATEMENT

(Cont'd)

VS' ENVIRONMENTAL POLICY

Nurture our desire to make V.S. Industry Berhad a world-class environmental responsible business partner.

Adhere to the applicable environmental legal and other requirements.

Train and communicate with our employees on the environmental policy and the Environmental Management System requirements.

Utilise our affordable resources in the prevention of pollution.

Revise our environmental objectives and targets strategically for continual improvement.

Ensure that our environmental policy is made available to the public at all time.

	Rationale	Focused Target	Key Material Topics
 	Responsible consumption and production and climate action are pertinent to electronic manufacturing, fostering eco-friendly production, efficient resource use, and reduced carbon footprint, aligning with sustainability goals. Reducing negative impacts on SDG12 and SDG13 involves enhancing operational and process efficiencies, minimising waste and adopting sustainable supply chain practices to mitigate environmental impact and lower costs throughout the value chain.	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse 13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries 13.2: Integrate climate change measures into national policies, strategies, and planning 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	• Energy and Climate Change • Pollution Control • Waste Management • Water Management

91.7% of facilities are accredited with ISO 14001:2015

Onpacing All facilities will be accredited with ISO 14001:2015 by 2025



2021 **** FY2021 is the baseline measurement year** 2025

91.7% of VS facilities have achieved ISO 14001:2005 accreditation and maintain their standards through initiatives such as monthly EHS inspections and routine air emissions testing. We are committed to advancing our accreditation and ensuring environmental laws and regulations compliance.

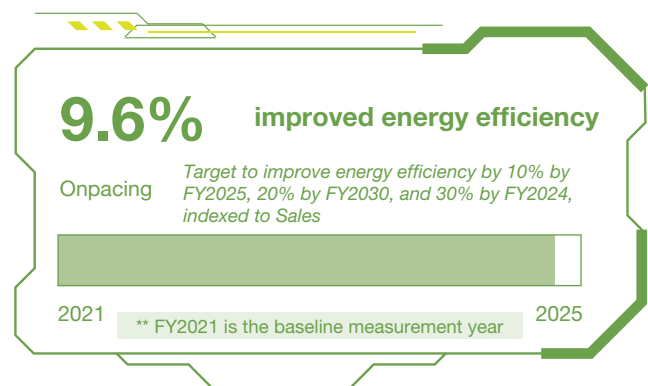
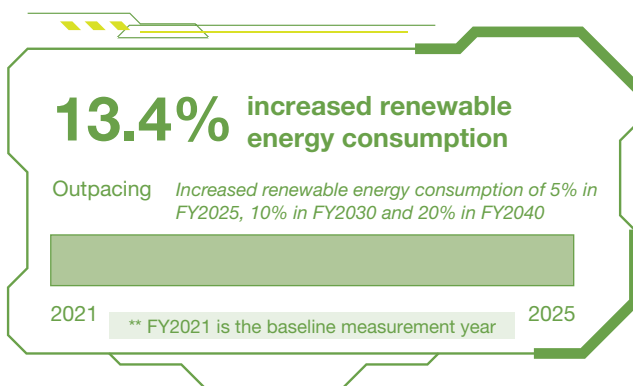
Energy efficiency efforts enhance performance through operational optimisation, adopting energy-saving technologies and exploring alternative energy options. We address energy use by integrating renewable sources to meet our long-term goals while improving efficiency to ensure that our plant equipment operates safely, effectively and fully complies with environmental regulations.

SUSTAINABILITY STATEMENT

(Cont'd)

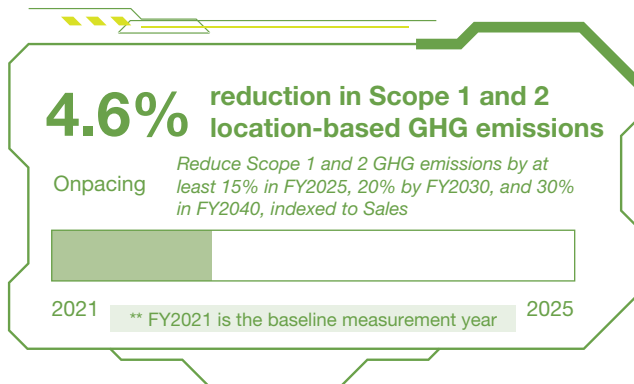
Optimised Air Conditioning:	Maintain room temperatures between 24-26°C
Efficient Lighting:	Use energy-saving light bulbs, especially LEDs, and switch off unnecessary lights
Equipment Shutdown:	Power down unused devices such as computers, laptops, fans, and photocopy machines
Awareness Programmes:	Conduct regular briefings for workers to enhance energy-saving awareness and place "Switch Off" and "3R" notices to encourage users to turn off lights and appliances when not in use
Automated Control Systems:	Use auto timers for air conditioners in the canteen and production areas
Sensor-Based Lighting:	Install motion sensor lighting in corridors and toilets to reduce wasted energy
Solar-Powered Outdoor Lighting:	Install solar LED lights for outdoor spaces to harness renewable energy
Solar Panels Installation:	Ongoing installation of rooftop solar panels to generate renewable energy

The Sustainability Committee is responsible for setting and overseeing energy targets. Under the Committee, a specialised, dedicated team analyses energy consumption and maximises efficiency. The VS Facility Team utilises an electricity dashboard, a comprehensive tool for analysing energy use and identifying potential savings across the Group. This team generates regular reports on electrical consumption for each factory, facilitating continuous monitoring of power usage. Leveraging insights from these reports and the dashboard ensures a systematic approach to managing energy resources and uncovering opportunities for further efficiency improvements. The team also analyses resource consumption and recommends energy-saving measures. The operations team regularly inspects each plant's energy use and adjusts facility outputs, such as lighting and ventilation.



SUSTAINABILITY STATEMENT

(Cont'd)



VS submits a biannual Energy Compliance Report to the Malaysian Government to confirm our ongoing adherence to the Malaysian Energy Management Regulations. This report details our energy usage, compliance with regulatory requirements, and the measures implemented to improve energy efficiency, ensuring transparency and accountability in our energy management practices.

SCALING UP RENEWABLE ENERGY

As part of our ongoing commitment to sustainability and reducing its carbon footprint, VS is progressively expanding its use of renewable energy in phases. We understand the role of renewable energy in combating climate change and promoting long-term sustainability, making solar power a key focus of our efforts.

The Group has invested RM 20 million in installing solar systems at an additional four facilities during FY2024. These strategic investments reflect our dedication to a greener, more environmentally responsible future, and we remain committed to further expanding our renewable energy initiatives.

CLIMATE CHANGE MANAGEMENT

Climate change poses a significant threat to humanity and directly affects business operations. We understand the critical importance of addressing climate risks and have developed a comprehensive climate change response strategy. This strategy focuses on increasing renewable energy usage, reducing greenhouse gases in manufacturing, and improving energy efficiency throughout our operations.

VS fully recognises the short- and long-term risks and opportunities posed by climate change and is committed to mitigating its effects by enhancing operational efficiency. Our strategy involves collaboration with employees and supply chain partners to implement energy-saving measures and thoroughly assess climate-related risks. In addition to conducting environmental, health, and safety evaluations, we have implemented environmental policies and management systems to address climate challenges. We actively engage with regulators, consulting regularly on ways to address climate change through public policy implementation.

As a Responsible Business Alliance (RBA) member, we participate in discussions on environmental sustainability, including climate change and related issues. Our involvement with RBA ensures that we stay informed about evolving climate risks and their implications for the electronics industry. The RBA also supports international efforts to enhance regulators' understanding of climate impacts on the electronic sector.

VS has integrated climate-related risk management into its company-wide risk scorecard, which forms the basis of our business strategy and future R&D and technology investments. Our climate risk management process includes mitigation efforts to reduce emissions, expand climate knowledge and incorporate climate risks and opportunities into our new processes, R&D, and sourcing strategies.

Climate change also affects operational costs (OPEX) and capital expenditures (CAPEX). Changes in climate conditions can reduce the efficiency, output, and performance of our assets and equipment, potentially leading to additional CAPEX for asset repair or performance enhancement. Furthermore, meeting environmental expectations may necessitate additional investments to upgrade facilities and equipment, implement strategic frameworks to manage heightened

SUSTAINABILITY STATEMENT

(Cont'd)

climate risks and drive decarbonisation efforts toward achieving net zero.

We are committed to addressing climate change through adaptation, adopting new green technologies and implementing fuel efficiency measures. We introduced a monitoring system to track emissions, energy consumption, water usage and waste generation in manufacturing. Our Climate Change Policy, established in June 2022, targets efficient emissions reductions. We ensure that our climate change policy aligns with our role as active members of climate advocacy groups such as RBA. In cases where conflicts arise, we take prompt action to address them.

We track and report Scope 1 and 2 emissions and use a phased solar panel installation to harness renewable energy.

Our management team, led by Operations Director Mr. Ng Yong Kang, who also serves on the Board, is responsible for devising strategies to reduce our environmental impact. Progress reports and proposals on energy management, climate change and pollution reduction are regularly presented to the Board, supported by financial indicators and Return on Investment (ROI) calculations.

TRACKING AND REPORTING OUR GHG

VS diligently monitors GHG emissions across all our business locations, with each site required to input energy consumption data into our EHS system. Each year, we expand the tracking scope of our operations to include the entire supply chain for a more comprehensive and impactful approach to reducing emissions.

Consolidation method in calculating our carbon footprint	Operational
Coverage and organisational boundary in calculating the carbon footprint	Accounts for 100% of GHG emissions where VS has the authority to implement operational policies
Independent verification of operational GHG data	The biennial RBA audit follows internationally recognised standards and management systems, including ISO 14001 and the Eco-Management and Audit Scheme (EMAS). VS' thorough evaluation covered environmental permits and reporting, pollution prevention, resource conservation, hazardous materials management, solid waste disposal, air emissions, water management, energy consumption and greenhouse gas emissions.

SCOPE 1

VS runs its machinery on diesel and its road vehicles on petrol and diesel. VS derived its CO₂ emissions from fuel consumption using the Stationary Combustion Emission Factors from the Greenhouse Gas Protocol - Cross Sector Tools.

SCOPE 2

VS derived its CO₂ emissions from electricity use using the emission factor published by the Energy Commission for the Peninsular Grid 2021.

SCOPE 3

VS calculated the GHG emissions from business air travel, from point to point, including the number of employees on board and the distance travelled. VS performed separate calculations for domestic, short and long-haul flights using the Business Travel emission factors published by the United States Environmental Protection Agency. The vast majority of these emissions resulted from the recruitment and repatriation of foreign workers.

VS fully discloses its carbon footprint in the performance data table at the end of this statement.

SUSTAINABILITY STATEMENT

(Cont'd)

EMPLOYEES' DAILY COMMUTE TO WORK

Employees' commuting contributes significantly to CO₂ emissions. In FY2024, we calculated the total yearly emissions generated by the daily commutes of our entire Group. VS remains dedicated to monitoring and reporting these emissions annually.

METHODOLOGY

In the final quarter of FY2024, VS' HR department gathered information to ascertain:

- The primary mode of transportation used by employees.
- The approximate daily round-trip commuting distance.
- Specific vehicle details, including type, age, engine size, and fuel type if employees utilised personal vehicles.

One thousand five hundred and eighty-eight employees information were gathered.

As staff travelled to work on company transportation, we captured these emissions in our Scope 1. We employed the emission factors from the UK Government GHG Conversion Factors for Company Reporting to compute emissions for each survey respondent. With an average annual work commitment of approximately 242 days per employee, this information was instrumental in estimating VS' yearly emissions.

RESULTS

Mode of Transport	% of Employees	Total Annual Distance Sample (km)	tCO ₂	tCO ₂ e (CH ₄)	tCO ₂ e (N ₂ O)	Total tCO ₂ e
Bus	1.07%	443,947	49	0.004	0.342	49
Car	58.44%	50,374,578	7,112	15.941	14.990	7,143
Company Vehicle	16.81%	-	-	-	-	-
Motorcycle	21.54%	17,378,359	1,661	25.047	7.488	1,694
Taxi	0.12%	-	-	-	-	-
Walking	2.02%	-	-	-	-	-
Total	100.00%	68,196,884	8,822	40.992	22.820	8,886

In FY2024, VS employees travelled an estimated 68,196,884 km to and from work. The total yearly CO₂ emissions for employees commuting in FY2024 was 8,886 tonnes.

INCREASED SCOPE 3 DISCLOSURE

We are committed to enhancing our carbon disclosure and have expanded our Scope 3 reporting to include two new categories: Fuel- and Energy-Related Activities and Waste Generated in Operations. Adding these categories strengthens our understanding of the emissions generated throughout our value chain, allowing us to identify further opportunities for reduction.

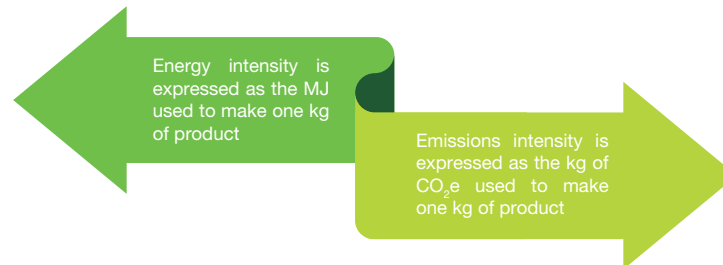
Broadening our Scope 3 reporting underscores our commitment to transparency, responsible environmental management, and continuous improvement in reducing our overall carbon footprint. This expanded disclosure supports our efforts to address climate change and achieve sustainability goals.

SUSTAINABILITY STATEMENT

(Cont'd)

ENERGY AND EMISSIONS INTENSITY

As production output rises, energy consumption and the corresponding carbon emissions typically increase. Focusing on energy intensity and emissions intensity assesses the emissions efficiency of our manufacturing plants more accurately. VS uses operational energy data and the resulting emissions for these calculations.



Emissions and Energy Intensity

Indicator	FY2021	FY2022	FY2023	FY2024
Energy Intensity (MJ/kg of product)	0.44	0.66	0.69	0.75
Emissions Intensity (kgCO ₂ e/kg of product)	0.09	0.14	0.15	0.15

TCFD

VS adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework to assess climate change risks across all new operational assets and upstream and downstream activities. We closely monitor and track climate-related factors that may impact corporate risk levels. Our Climate Management Plan integrates mitigation and adaptation strategies to address climate vulnerabilities and manage associated risks.

Establishing long-term response measures mitigates emissions in line with the Paris Agreement, Intergovernmental Panel on Climate Change (IPCC) emissions scenarios, and the International Energy Agency's (IEA) Energy Technology Perspectives.

VS has engaged a TCFD consultant to assess climate risks and develop comprehensive climate and energy strategies with both short- and long-term goals. This collaboration aims to enhance the accuracy of our carbon data, with the TCFD report expected to be completed by FY2025.

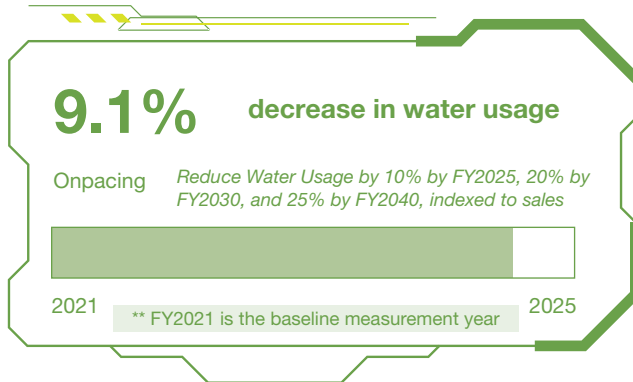
In response to the heightened sustainability reporting regulations introduced by Bursa Malaysia, VS has expanded its measurement and reporting of Scope 3 emissions.

Scope 3 emissions encompass a broader spectrum of indirect emissions across a company's value chain, surpassing the scope of Scope 1 and 2. Recognising the complexity of addressing Scope 3 emissions, VS adopts a gradual approach. Last year, we expanded our Scope 3 emissions reporting by measuring employee commuting and business travel emissions. In FY2024, we increased this disclosure to include Fuel- and Energy-Related Activities and Waste Generated in Operations, with plans to expand to cover transportation and distribution emissions gradually. This incremental strategy reflects our commitment to comprehensive sustainability reporting and reducing our environmental footprint.

SUSTAINABILITY STATEMENT

(Cont'd)

WATER



Although VS does not operate in water-stressed regions, we are committed to reducing water consumption through several key initiatives. We raise awareness and behavioural changes by posting reminders such as “Turn off taps when not in use” and promoting conservation through 3R (Reduce, Reuse, Recycle) awareness posters. Water-saving mechanisms, such as dual-flush systems, optimise usage. We also reuse water from tanks with portable filtration systems. Regular maintenance, including detecting and repairing leaks in pipes, fixtures, and equipment, further enhances overall efficiency.

Initially implemented at workers’ hostels with an 8-tonne capacity, VS expanded its rainwater harvesting systems to its manufacturing facilities. The rainwater harvesting tank at VS88 has a storage capacity of 300 gallons (1.14 m³), while the tank at the VS18 facility holds the same 300 gallons (1.14 m³). Collected rainwater provides an alternative supply for cooling tower operations, reducing reliance on municipal water. A water meter and valve track regulate the harvested water, ensuring efficient use.

Sustainability

- Our rainwater harvesting systems use naturally collected rainwater to reduce the strain on local water resources, fully supporting our environmental sustainability objectives.

Resource Efficiency

- Utilising rainwater for essential operations, such as cooling towers, reduces reliance on external water sources and lowers costs.

Supply Resilience

- In the event of a supply disruption from SAJ (local water provider), the stored rainwater acts as a backup water source, ensuring the continuity of essential operations.

POLLUTION PREVENTION AND CONTROL

VS minimises pollution by focusing on impact reduction and operational efficiency, prioritising eliminating pollution at its source by refining production, maintenance and facility processes. Engaging specialised contractors to collect air emission samples for volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting substances, and combustion by-products maximises air quality. VS monitors, controls and treats these emissions as necessary before release.

VS regularly assesses the performance of its air emission control systems to ensure optimal efficiency. This year, air emission monitoring at one of our plants confirmed compliance with the Environmental Quality (Clean Air) Regulations of 1978 and 2014. All monitored parameters were well below the regulatory limits, demonstrating our commitment to maintaining a clean and safe environment. The tested parameters included ammonia, antimony, arsenic, cadmium, chlorine, chromium, cobalt, copper, hydrogen sulfide, lead, manganese, mercury, nickel, nitrogen dioxide, non-methane volatile organic compounds, sulphur dioxide, tin, total particulate matter, vanadium and zinc.

SUSTAINABILITY STATEMENT

(Cont'd)

RESOURCE USE AND WASTE

VS' resource use and waste policy and practices underscore its commitment to reducing environmental impact through enhanced efficiency. While prioritising client specifications and quality, we focus on designing resource-efficient products and continuously refining our manufacturing processes to minimise waste generation.

Annual RBA audits focus on waste management, ensuring compliance and effectiveness in our waste-handling practices. We also carry out monthly internal audits to closely monitor and manage waste.

Time-specific target to reduce waste



The table below outlines VS' responsible approaches to managing different types of waste.

Scheduled Waste	VS is dedicated to managing scheduled waste in compliance with the Environmental Quality (Scheduled Wastes) Regulations 2005 and other relevant environmental legislation under the Environmental Quality Act 1974 (EQA 1974). Our approach includes the following essential practices: Container Use and Labelling: VS uses appropriate containers to collect scheduled waste temporarily and clearly labels the contents according to the Third Schedule (Regulation 10) of the Environmental Quality (Scheduled Wastes) Regulations 2005. Scheduled waste is not kept for over six months or in quantities exceeding 20 metric tonnes. Only licensed scheduled waste collectors dispose of this waste. Hazardous Waste Handling: VS manages all hazardous wastes in accordance with the Environmental Quality (Scheduled Wastes) Regulations 2005 and other relevant legislation. Licensed collectors appointed by the local authority collect and dispose of solid and general wastes. We strive to reduce waste and, where possible, practice reuse and recycling before disposal. Scheduled Waste Contractor Compliance: We utilise a Scheduled Waste Contractor Compliance Checklist to ensure that our waste contractors meet all regulatory requirements and adhere to best practices in waste management. Waste Reduction Initiatives: - Control of SW410 (Used Rags & Gloves): Implement measures to control and minimise the use of these items. - Replacement of Spray Paints: Switch from spray paints to brush paints to reduce toxic emissions and use toxic containers (SW409). - Audits and Training: Monthly RBA Audit: Conduct regular audits to ensure compliance and effectiveness of waste management practices. - Scheduled Waste Training: Provide ongoing training to staff to maintain high standards in handling and managing scheduled waste.
------------------------	--

SUSTAINABILITY STATEMENT

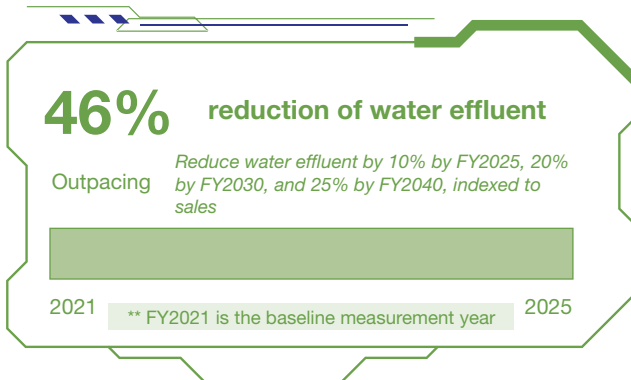
(Cont'd)

General waste	General waste consists of materials from business activities that cannot be recycled, including non-recyclable plastics, polythene, certain packaging and scraps. • Labelling and Storage: General waste is labelled appropriately and regularly transferred to designated general waste bays. • Collection and Disposal: General waste is collected and disposed of by external waste collectors appointed by the local authority.
Recyclable Waste	Recyclable waste refers to materials that can be reused after processing. VS manages recyclable waste through dedicated channels to ensure effective recycling: • Collection and Processing: Recyclable waste, such as plastic parts and runners, is collected and sent to the crushing area for re-palletising or sold as recycled material. • Waste Reduction Strategies: VS considers the following approaches to minimise scheduled waste generation: ➢ Process Modifications: Adjust processes to reduce by-products and waste. ➢ Recycle By-products: Implement recycling for by-products and waste materials. ➢ Promote Environmental Awareness: Foster a culture of waste reduction and environmental responsibility. • Paper Waste Reduction: VS minimises paper waste to achieve a 20% reduction in paper consumption. We aim to limit paper waste to less than 0.138 kg per unit produced annually to reach this target by December 2024. Transitioning from paper records to digital formats supports this initiative. This shift involves focusing on workflow automation to decrease paper usage and streamline operations. Moving to electronic documentation reduces reliance on paper and enhances efficiency. Additionally, we are implementing electronic forms and an Enterprise Content Management (ECM) system. These technologies will help digitise documents and automate document-driven processes, reducing our paper footprint and improving overall process efficiency.

RECYCLING DAY

On 21 May and 13 June 2024, VSI organised a waste collection event at the Staff Car Park, where employees brought waste from home. 2,143.55 kg of collected waste included paper, plastic, aluminium, metal and electronic wastes.

WATER EFFLUENT



VS is committed to effective water effluent management across its facilities. Equipping many of our sites with Industrial Effluent Treatment Systems (IETS) allows us to achieve 100% water recycling and prevent any treated water from entering the drainage system. Monthly laboratory tests check the quality of the recycled water.

We annually test water discharge from our plants into the drainage system to meet the Department of Environment (DOE) requirements. We meticulously monitor stormwater discharge in facilities without IETS to comply with the Environmental Quality Act (EQA) effluent regulations.

SUSTAINABILITY STATEMENT

(Cont'd)

Our water discharge management includes handling effluent from oil traps, main drains and sewage systems. We supervise water discharge from processes such as oil filtering systems used in moulding, waste collection systems (3PB), and canteen operations, adhering to Standard A regulations for all to ensure environmental compliance.

Water samples are sent for annual laboratory analysis, and the results for FY2024 were found to be within the Standard A limits set by the Malaysian Environmental Quality Act 1974 and the Environmental Quality (Industrial Effluent) Regulations 2009.

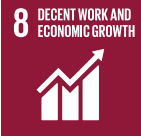


TOGETHER WITH OUR PEOPLE, FOR THE SOCIETY

VS began as a modest venture in 1979 when founder Datuk Beh Kim Ling (now Group Executive Chairman) started a plastic injection business producing cassette and video tape components. These humble beginnings fostered a strong connection with society.

Although we have grown significantly, our mission remains unchanged: to serve the community with strength and purpose. With over 12,000 employees across facilities in Malaysia, China, Indonesia and Vietnam, we proudly serve renowned clients from Europe, Japan and the USA.

Social sustainability is central to our overall strategy, focusing on the well-being and prosperity of communities. Our commitment to our people centres on promoting fair labour practices, fostering inclusive workplaces and maintaining strict safety and welfare standards.

 8 DECENT WORK AND ECONOMIC GROWTH	Rationale	Focused Target	Key Material Topics
	VS promotes decent work and contributes to economic growth in alignment with UN SDG8. VS aims to support these objectives through responsible employment practices, community engagement, and social responsibility, positively impacting its workforce and the broader economy.	8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and the use of child soldiers and end child labour in all its forms by 2025 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women and those in precarious employment	• Diversity, Equal Opportunity & Non-discrimination • Occupational Health & Safety • Training & Development • Human Rights • Employee Engagement and retention • Community Contribution

SUSTAINABILITY STATEMENT

(Cont'd)

VS LABOUR CODE: EMPOWERING FAIRNESS AND INTEGRITY

VS ensures that all employment terms and conditions comply with local, national, and international labour laws and regulations. We align our labour standards with recognised global frameworks, such as the RBA Code of Conduct and the International Labour Organization's (ILO) fundamental conventions. Our Code of Conduct outlines strict but fair employment and labour standards. This document is communicated primarily in English and is translated into other languages when necessary to ensure global accessibility for all employees.

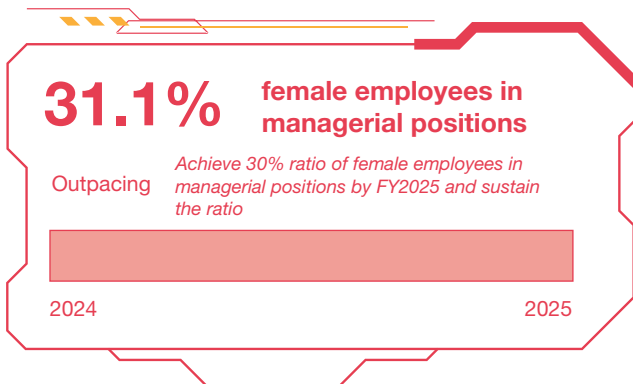
Beyond operations, we ensure that our business partners adhere to the same high standards through several measures, including:

- Conducting due diligence on recruitment agencies to ensure compliance with VS' Zero Recruitment Fees policy
- Communicating company policies and procedures to all employees and business partners clearly to ensure complete understanding and adherence
- Scheduling annual internal audits, such as self-assessments, to identify and address deficiencies or inefficiencies in our practices
- Conducting ESG-related training programmes for all employees, totalling 1,400 hours of training in FY2024

This ongoing commitment highlights our dedication to maintaining high-quality, legal, and ethical standards. VS also works closely with customers, the RBA, and non-governmental organisations (NGOs) to share insights and expertise, jointly addressing social and business needs. The Group periodically participates in workshops and collaboration projects that provide industry-wide solutions to improve labour standards in Malaysia.

As part of our risk assessment process, we regularly review the labour practices of existing and potential business and supply chain partners. We ensure that all parties are familiar with our Code of Conduct. We did not record any non-compliance with labour standards during this reporting period.

EMBRACING DIVERSE INCLUSION



Diversity and inclusion are fundamental principles for serving a global customer base. Our diverse workforce strengthens our ability to meet various needs and perspectives. We are committed to providing equal opportunities and fostering a diverse workforce through a multifaceted approach.

Our commitment to diversity starts at the top, with both managerial and board levels directly responsible for driving these initiatives. We ensure strategic focus and accountability by offering training and guidance on promoting diversity and inclusivity.

We honour and celebrate all festivities, including traditional ones cherished by various races, even if they represent a minority within our workforce. We treat foreign workers as valued team members, with respect for their culture and a commitment to equality throughout all operations. This year, we celebrated Songkran with vibrant festivities, immersing ourselves in the joyous traditions of this Thai water festival. Employees enjoyed playful water fights, cultural performances and delicious traditional cuisine, fostering camaraderie and creating unforgettable memories. The celebration highlighted our commitment to inclusivity and brought fun and unity to our workplace.

SUSTAINABILITY STATEMENT

(Cont'd)

VS' Promises to Diversity, Equality and Inclusion

Equal Opportunity Employment	Equal Pay for Equal Work	Empowering Female Leadership	Career Development
All job descriptions offer equal opportunities, prohibit discrimination based on gender identity, ethnicity, or sexual orientation and provide accessible opportunities for candidates with disabilities. We practise our stand on equal opportunity in all recruitment efforts to hire diverse talent.	We have issued a formal principle and code that ensures fair wages, regardless of gender and provides equal compensation for equivalent roles and experience.	We promote gender equality in succession planning, recognising and supporting female leadership.	We provide equal opportunities for career growth through on-the-job learning, in-house certification programmes and external qualification opportunities.

VS is committed to welcoming disabled employees, provided that facilities and roles are safe and do not pose any risks based on their disability. We create an accessible and secure work environment for all employees, making necessary accommodations to support their needs effectively. Despite these efforts, as of the end of FY2024, our workforce includes 0% disabled employees. We are actively working to enhance representation and foster a more inclusive environment for individuals with diverse abilities.

Our inclusive hiring policy goes beyond non-discrimination; it aims to provide equal employment opportunities to underprivileged groups, including those from disadvantaged and socially marginalised backgrounds. Our recruitment strategy actively addresses youth unemployment by offering internships and graduate placements.

A COMMITMENT TO EMPLOYEES' GROWTH AND SUCCESS

VS prioritises employee growth, focusing on continuous training and development programmes that align with industry needs and job expectations. As we deliver manufacturing solutions to world-renowned customers, our employees must stay ahead of rapidly evolving demands and specialised requirements. Our targeted training programmes equip the workforce with the niche skills and latest expertise to meet these expectations, ensuring we consistently deliver the quality and precision our global customers depend upon.

We continuously assess industry trends, job requirements, and emerging skill sets to tailor our initiatives. Our training framework combines internal and external programmes, offering opportunities for employees to attend seminars and expert-led sessions that support their career growth and development.

Talent development programmes enhance personal development skills such as communication, time management, leadership and adaptability. This comprehensive approach equips our team with the knowledge and expertise to excel in their roles while fostering personal and professional growth.

SUSTAINABILITY STATEMENT

(Cont'd)

Examples of Training Programmes Held or Attended During The Year

Chemicals and Chemical Waste Handling, Storage and Disposal	Design for Manufacturing and Assembly	Risk Management	Working at Height
Six Sigma Green Belt	Data Management	Practicing Integrity and Health and Safety at Workplace	Certified Environmental Professionals in the Operation of Industrial Effluent Treatment Systems
Inventory Reduction Strategies	Sustainability and RBA Code of Conduct	Electrical Safety for Electrical and Non-electrical Practitioners	Awareness, Understanding, Documenting & Implementation of ISO 9001
E-Invoicing		IATF 16949:2016 Awareness and Implementation	

Some examples of professional training programmes offered to employees during the year include professional work habits, self-motivation at work and time and stress management.

VS EDUCATION ASSISTANCE PROGRAMME

VS is committed to continuous learning as a critical driver of employee growth and development. We actively support team members in pursuing further education, particularly when it aligns with their career goals and the company's business needs. Through our Education Assistance Programme, we help employees enhance their skills and qualifications. We offer support across various study areas, including social sciences, business, law, mathematics, computing, engineering, manufacturing, construction and services.

In the third quarter of each year, department heads collaborate with the HR department to review staffing needs and assess the availability of Study Assistance Pool Funds. Together, they nominate employees who would benefit from further education, ensuring we have the right talent and skills to tackle current and future business challenges.

Four employees benefited from this programme this year. We nurture the potential of our employees, supporting their learning journeys and helping them grow alongside the company.

SUSTAINABILITY STATEMENT

(Cont'd)

SAFEGUARDING TOTAL WELL-BEING: A COMMITMENT TO HEALTH AND WELLNESS

OCCUPATIONAL SAFETY AND HEALTH POLICY

V.S. Group of Companies are committed to achieving the highest performance in occupational safety and health with the aim of creating and maintaining a safe and healthy working environment throughout its businesses.

Consistent with this, the company will:

- Seek continuous improvement in its occupational safety and health performance taking into account evolving community expectations and management practices;
- Comply with all applicable laws, regulations and standards and where adequate laws do not exist, adopt and apply standards that reflect the Company's commitment to health and safety;
- Train and hold individual employees accountable for their area of responsibility;
- Manage risk by implementing management systems to identify, assess, monitor and control hazards and by reviewing performance;
- Communicate openly with employees, government and the community on occupational health and safety issues; and contribute to the development of relevant occupational health and safety policy, legislation and regulations;
- Periodically reviewed occupational safety and health policy to ensure its effectiveness and suitability to nature of work.

VS regards its commitment to health and safety as relevant and essential. Our safety policy applies to all employees, contractors and stakeholders. Pursuing rigorous certifications and adhering to global best practices helps us maintain the highest safety and health standards. We reduce health and safety impacts through continuous improvement.

The Group is working towards ISO 45001:2018 Occupational Health and Safety Management Systems certification by February 2025. We continuously strive for improvement and ensure strict compliance with relevant legislation, including OSHA 1994, FMA 1967, EQA 1974, and other applicable regulations.

The Group adheres to the RBA Code, integrating it into its Environmental Health and Safety (EHS) Management System. This comprehensive approach ensures robust protection across VS manufacturing facilities. Annual internal audits evaluate our performance in emergency preparedness, chemical and electrical safety, occupational injury and illness, storage safety, food hygiene, sanitation, housekeeping and ergonomics. NCR reports thoroughly document findings and corrective actions. All employees receive annual training to reinforce safety practices and ensure compliance with our standards.

Tracking and monitoring overtime hours ensures compliance with statutory regulations and RBA requirements. In FY2024, the Group reduced the average weekly overtime per employee from 15 to 11 hours.

	FY2022	FY2023	FY2024
Average Weekly Overtime Hours Per Employee	18	15	11

VS conducts health and safety risk assessments for potential new projects and ongoing operations as part of its due diligence. Benchmarking these assessments against industry standards and previously established safety performance targets ensures compliance and fosters continuous improvement.

SUSTAINABILITY STATEMENT

(Cont'd)

Comprehensive internal and external audits assess the effectiveness of VS' Environmental, Health, and Safety (EHS) programmes to improve safety further through:

- Internal audits, led by dedicated teams, focus on maintaining compliance and identifying areas for improvement
- External audits performed by third-party auditors provide independent evaluations of the Company's safety practices and adherence to industry regulations.

Insights gained from these audits drive ongoing improvements, ensuring that VS consistently meets and exceeds safety and health standards, protecting employees and minimising operational risks.

SAFETY TRAINING

Ongoing training is essential for ensuring a safe work environment. We align our customised safety training with each employee's specific manufacturing processes and activities, acknowledging that different processes present unique safety challenges and risks. However, there are fundamental safety requirements that apply universally. All employees and contractors must cover these essential topics during their safety training to ensure comprehensive protection across all aspects of our operations.

Safety Standards	Safety Work Processes	Personal Protective Equipment (PPE)	Unsafe Habits
• Educate employees on the latest safety standards and regulations, including compliance requirements and best practices.	• Training includes detailed instructions on safe work protocols to prevent accidents and injuries.	• Emphasise the importance of appropriate PPE, including its correct use, maintenance and storage.	• Address everyday unsafe habits and behaviours that can cause accidents or health issues.

MITIGATING NOISE HAZARDS

Managing noise is critical to our safety and health protocols as an electronic manufacturer. Regular and thorough noise inspections include Noise Risk Assessments and Environmental Noise Monitoring. We perform these assessments periodically or whenever significant changes occur to address potential noise issues. Our evaluations adhere to the OSH (Noise Exposure) Regulation 2019 and Section 23 of the Environmental Quality Act (Guidelines for Environmental Noise Limits and Control, Third Edition, 2019, Second Schedule).

Boundary noise monitoring ensures compliance with The Environmental Quality Act 1974. This process compares boundary noise levels against the limits in the Planning Guidelines for Environmental Noise Limits and Control. Measurements taken for one hour during the day and night consistently show that average sound levels at all points remain below permissible limits for both periods.

Silencers and mufflers at air gun nozzles and regular servicing and maintenance of tools and machinery minimise noise generation.

A SUPPORTIVE ENVIRONMENT FOR MENTAL WELL-BEING

VS supports the holistic well-being of our employees, extending care beyond physical health to include mental well-being. We established a comprehensive health awareness programme featuring regular health talks that cover a range of essential topics, including work-related stress, mental health, musculoskeletal disorders, stroke, heart attacks, high blood pressure, and nutrition management. Tailored health talks address the unique challenges of being away from home, support our foreign workers and facilitate their adjustment.

SUSTAINABILITY STATEMENT

(Cont'd)

Our commitment to fostering a healthy mind goes beyond education. We actively promote fitness and a balanced lifestyle through a Sports Day, fitness sessions and departmental tournaments. These initiatives encourage employees to engage in physical activities and adopt healthier lifestyles, reinforcing our dedication to overall well-being.

SAFETY AND HEALTH GOVERNANCE

Safety governance is directed from the top and overseen by the Board of Directors. The Safety and Health Committees, led by the Operation Director, Mr. Ng Yong Kang, who also serves on the Board, are responsible for devising and overseeing the implementation of Environmental, Health, and Safety (EHS) programmes and managing EHS risks. Primarily, the committees:

- Promote best practices in safety and health
- Investigate incidents and accidents
- Recommend corrective and preventive measures

These committees ensure that management effectively addresses all safety and health matters.

Composition of Safety and Health Committees

Property	Chairman	Advisors	Secretary	Employer Representatives	Employee Representative
VSI18 & VSI20	1	3	2	5	5 normal shifts and 3 rotated shifts
VSI78	2 (1 chairman + 1 vice chairman)		1	6	6
VSI88	1		2	13	13
VSI98	2 (1 chairman + 1 vice chairman)		1	8	8
VSP28	1		1	5	5
VSP39	1		1	10	10
VSP89	1	2	1	6	6
VSP129	1		1	6	6
SF46	1		2	10	8
VSE	1		1	10	10
VST	1		2	5	5
VST92 & VST93	1		2	4	4

EMERGENCY PREPAREDNESS AND RESPONSE

The Facility General Manager leads VS' Emergency Response Team (ERT), collaborating with Heads of Departments to assess potential accidents and emergencies. Different departments face unique risks depending on their work, so the ERT formulates detailed response plans to minimise harm. The team is organised into specialised units, focusing on firefighting, evacuation, first aid and chemical spills. Each unit is specifically trained to handle emergencies based on the risks associated with their roles, ensuring a swift and effective response in any situation.

ADDRESSING GLOBAL HEALTH ISSUES

A comprehensive approach tackles global health issues such as COVID-19, HIV, tuberculosis, malaria, and dengue. Through programmes, awareness, education, active community and employee engagement, we implement impactful initiatives such as sanitation drives, regular testing, vaccinations, and fogging to prevent and control the spread of these diseases.

SUSTAINABILITY STATEMENT

(Cont'd)

UPHOLDING HUMAN RIGHTS WITH INTEGRITY

VS upholds the highest standards of conduct in all business dealings, aligning with International Human Rights Law. We recognise the inherent worth of every individual and are mindful of the potential risks faced by vulnerable groups, including foreign workers, minorities, women and indigenous peoples.

HUMAN RIGHTS GOVERNANCE

Operations Director and Board member Mr Ng Yong Kang oversees human rights compliance with designated roles and is responsible for monitoring and ensuring adherence on a day-to-day basis.

The Code of Conduct outlines our Human Rights Policy; all team members undergo annual training to raise awareness of these guidelines. While materials are currently available in English, we are exploring the possibility of translating them into other languages to meet broader needs.

The Referenced International Human Rights Guidelines	Our Action
- United Nations' Universal Declaration of Human Rights - Two International Covenants that make up the International Bill of Human Rights - United Nations Guiding Principles on Business and Human Rights - International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work - OECD Guidelines for Multinational Enterprises - Ten Principles of the United Nations Global Compact - Guidance provided by ISO 26000	- Integrated a Human Rights Policy and Management into management practices - Enforced a Zero Recruitment Fees policy to prevent employees from being burdened by recruitment-related costs - Introduced a Robust Grievance Mechanism to identify, prevent, mitigate and address human rights risks and issues - Delivered ongoing human rights training programmes to raise employee awareness and deepen internal understanding - Engaged actively in dialogue with experts, third parties such as NGOs, and all stakeholders across the value chain to collaboratively address identified risks and devise broad and equitable solutions - Assessed suppliers regularly to ensure compliance with human rights principles and prevent violations within our business partnerships

HUMAN RIGHTS ACCOUNTABILITY IN THE SUPPLY CHAIN

Comprehensive procedures screen, train and monitor human rights practices within internal operations and supply chain. Suppliers must uphold these standards and, at a minimum, adhere to our Principles on Labour Practices and Human Rights.

These expectations are communicated to all stakeholders, including business partners, and reinforced through regular training sessions for employees and supply chain workers. The Responsible Business Alliance (RBA) Code of Conduct guides our commitment to managing human rights and labour practices, which aligns with local regulations, international norms and industry standards. This Code prohibits forced labour, child labour and unsafe working conditions, underscoring dedication to upholding these fundamental principles.

As an RBA member, we strictly follow its guidelines, employing due diligence processes to assess our social performance and identify any risks associated with human rights. We utilise the RBA Self-Assessment Questionnaire (SAQ) and Risk Assessment Tool to evaluate and report our progress. Our facilities and operations are subject to regular third-party audits to validate compliance with the RBA Code, including human rights and labour management requirements.

SUSTAINABILITY STATEMENT

(Cont'd)

VS Principles, Codes and Actions with Regards to Human Rights and Labour

Freely Chosen Employment		We comply with local laws on zero tolerance for forced, involuntary or exploitative prison, indentured, bonded (including debt bondage), trafficked or slave labour. We do not practise the retention of the identities of our foreign workers.	
Prevention of Child Labour		We have a zero-tolerance policy for child labour, strictly adhering to local laws regarding the legal minimum age of employment. We conduct thorough identity checks on all applicants.	
Working Hours		We comply with local working hours and overtime laws and reduce excessive overtime. The maximum working hours, including overtime, allowed for each employee is 60 per week.	
Wages and Benefits		Our worker compensation complies with all applicable wage laws, and we exceed the legally mandated minimum wages, benefits, and overtime pay. In FY2024, we enhanced our benefits package by increasing annual leave.	
Humane Treatment		We treat workers humanely and protect them from actual or threatened sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.	
Notice Period		We ensure that our notice period aligns with the scale of operational changes, providing employees with sufficient time to adjust and prepare. This approach respects their needs and supports a smoother transition during changes, reinforcing our commitment to fair and responsible communication.	
Equality and Non-discrimination		Our recruitment and employment practices equality and safeguard against discrimination based on race, colour, religion, age, gender, sexual orientation, gender identity and expression, ethnicity or nationality, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status.	
		The Company has taken action to improve workforce diversity and equal opportunities and reduce discrimination, including those based on the following:	
		Race and Traits	Recruitment forms do not request information regarding an individual's race and background, including sexual orientation and nationality.
		Religion	Designated prayer rooms at the workplace accommodate various religious practices.
		Gender	A breastfeeding room in the workplace supports nursing mothers.
		Age	We offer equal training, promotion and appraisal opportunities for employees regardless of age.
		Disabilities	We eliminate discrimination in disability hiring and provide feasible assistance and an inclusive work environment.
Freedom of Association and Collective Bargaining		We fully comply with local laws regarding freedom of association and collective bargaining. We maintain an open-door policy encouraging workers to express their ideas and concerns about working conditions and management practices without fear of intimidation or retaliation. We respect the rights of all employees to engage in collective bargaining, including the freedom to form or join trade unions, participate in peaceful assembly, or choose not to engage in these activities.	

SUSTAINABILITY STATEMENT

(Cont'd)

Health and Safety		We have an established Health and Safety management system and comply with the RBA Code of Conduct, which reflects ILO Guidelines on Occupational Safety and Health.
Welfare Arrangements		We provide quality accommodation for our workers, including access to toilets, sanitary facilities, potable water, and designated areas for food preparation, storage and dining. Our quarters exceed the requirements of the Workers' Minimum Standards of Housing and Amenities Act, 1990 (Act 446). In FY2024, we refurbished our hostels to enhance comfort and living standards. Upgrades include a new gym, promoting employees' health and well-being.
Talent Development		We provide workers opportunities to grow, acquire new skills and advance their development.
Open and Transparent Communication		VS has established a formal mechanism for internal and external stakeholders, including individuals and communities affected by our business activities, to engage with company management and raise grievances related to human rights. Our whistleblowing channel ensures anonymity and is accessible to all stakeholders. We are committed to a remediation process to address any adverse human rights impacts that we have caused or contributed to



OPERATING RESPONSIBLY

Committed to operating responsibly, VS prioritises sustainable practices, ethical standards and continuous innovation to meet its customers' evolving needs. High-quality and efficient production adheres to global standards and satisfies the stringent requirements of our international clients.

Our commitment extends beyond exceptional product delivery to positively impacting the communities and environments where we operate. ISO 9001:2015, ISO 14001:2015, and ISO 22301:2015 certifications reflect dedication to quality management, environmental responsibility and business continuity.

Conducting annual internal audits, documenting findings and corrective actions in Non-Conformance Reports (NCR), and summary audits helps maintain these standards. Annual employee training reinforces our commitment to these standards and fosters continuous improvement.



STRENGTHENING COMMUNITY BONDS

Our commitment extends beyond business operations, focusing on improving the communities' well-being. We prioritise maintaining solid connections with the families of our employees, regardless of distance, while fostering partnerships with individuals of diverse abilities. We also support non-profit organisations and educational institutions. These initiatives make a meaningful and positive impact, contributing to developing a more inclusive, resilient and sustainable society.

VS' community investment aligns with our corporate strategy, focusing on nurturing thriving local communities and providing social support. We adhere to the Children's Rights and Business Principles framework, ensuring respect for children's rights. In FY2024, VS invested over RM 3 million in non-profits, schools, and local communities to advance neighbourhood development and support residents' welfare.

SUSTAINABILITY STATEMENT

(Cont'd)

We promote children's right to education by encouraging employees' children who achieve outstanding academic results to apply for the Achievers Reward offered by the Malaysia Plastic Manufacturers Association. As a member of this association, employees' children are eligible for this reward, further reinforcing a solid commitment to education and community development.

INSPIRING ACTION: CULTIVATING A SPIRIT OF VOLUNTEERISM AMONG OUR TEAM

VS has established a comprehensive framework to boost employee engagement and cultivate a strong culture of volunteerism. Regular communication channels, inclusive team-building events, and opportunities for involvement in decision-making encourage employees to participate actively in and contribute to the organisation's initiatives.

VS supports and recognises employee volunteerism by offering dedicated volunteer leave, making financial contributions to volunteer activities and organising group volunteering opportunities. This approach strengthens employee connections and fosters a sense of social responsibility and community involvement. This commitment aligns with VS' goal of making a positive impact beyond the workplace.

HOME AWAY FROM HOME: HEARTFELT VISITS TO EMPLOYEES' FAMILIES

We sincerely appreciate foreign workers travelling from afar to join the team. We honour their dedication by ensuring their well-being while they are with us in Malaysia and extending our support to their families back home.

As part of this commitment, we visit our international employees' families, visiting five families of employees in FY2024 to:

- Reassure families about the well-being of their loved ones
- Strengthen those essential connections
- Gain insight into employees' families' living conditions
- Offer additional support

By understanding foreign workers' and their families' challenges, such as difficulties in sending money home, we explore the underlying reasons and assist where possible. This initiative fosters a sense of belonging and security within our global VS community. We gave each household RM500 as a token of appreciation to acknowledge their support.

Establishing close relationships with our foreign workers' families helps improve VS' hiring strategy and implement its "zero recruitment fees" policy. Monitoring the recruitment process ensures alignment with ethical standards and the RBA code.

FOSTERING COMMUNITY WELL-BEING AND EMPOWERING FUTURE GENERATIONS

We are expanding our charitable efforts by providing enduring financial support to Non-Profit Organisations dedicated to assisting patients with chronic illnesses. Subsidising polytechnic schools to upskill and reskill younger generations also creates valuable employment opportunities. This dual approach reflects our dedication to:

- Social well-being and economic empowerment
- The long-term betterment of our communities
- A brighter future for individuals facing health challenges and those seeking to enhance their skills and career prospects

SUSTAINABILITY STATEMENT

(Cont'd)

NEXT-LEVEL DIGITAL SECURITY

Maintaining robust cybersecurity protects data, ensures business continuity and upholds stakeholder trust. Over the past year, we have significantly strengthened our cybersecurity measures by establishing a dedicated team and making strategic investments.

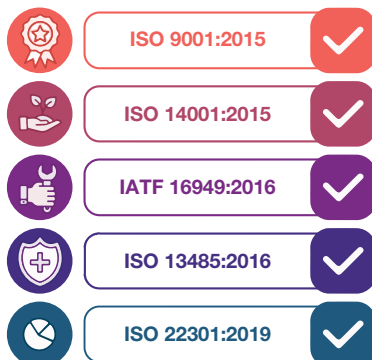
Key Enhancements	Cybersecurity Measures
- Next Generation Anti-Virus (NGAV) and Endpoint Detection and Response (EDR): Upgraded to advanced solutions for enhanced threat protection - Multi-Factor Authentication (MFA): Implemented for external-facing applications, including email, file transfers, remote desktop, SSL VPN, and firewall access - Firmware and Patch Updates: Applied the latest updates to external-facing servers and applications to address potential vulnerabilities - Automated Password Management: Improved systems to automatically reset passwords for departing employees and randomly generate local administrator passwords	- Cybersecurity Team: Established to oversee and manage all security protocols - Renewals: Renewed firewall, email spam filtering software, data backup and recovery systems (with encrypted backups), and secure file transfer systems - Vulnerability Assessments: Engaged a third-party provider for vulnerability scans and conducted internal phishing campaigns and awareness training - Incident Response: Followed our Cyber Security Incident Response Plan and introduced a Cyber Security Helpline for reporting issues - Training and Awareness: Provided email phishing awareness training to new staff and sent regular cybersecurity awareness updates to all employees

Given the increasing prevalence of phishing attacks, the company has prioritised strengthening its employees' cybersecurity awareness. As part of this initiative, an annual Learning and Assessment Test programme on phishing emails helps employees recognise and respond to phishing attempts, ultimately reducing the risk of cyber threats. In FY2024, 1,684 employees participated in the phishing assessment. This programme increases employees' understanding of phishing tactics and evaluates their ability to identify suspicious emails and take appropriate action.

PRECISION AND PURPOSE-BUILT FOR YOU

Quality management is critical for producing reliable, high-performance electronic components and devices. Our commitment to quality permeates every aspect of operations, from design and material sourcing to assembly and testing. Integrating stringent quality control measures, including Six Sigma methodologies and ISO standards, ensures precision and consistency across all processes. We invest in advanced testing equipment and leverage the expertise of our skilled technicians to validate product specifications. Continuous improvement initiatives further improve efficiency and reduce defects, solidifying VS' reputation for delivering innovative electronic solutions that meet the highest industry standards.

Comprehensive ISO Certifications Achieved by Our Factories



As of FY2024, 91.7% of our facilities have achieved ISO 14001 certification. To enhance organisational efficiency, minimise redundancies, and optimise resource use, we align multiple management processes by integrating the ISO 9001, ISO 14001, ISO 45001, and ISO 22301 systems across our Malaysia-based facilities under a unified Group certification. This integration and certification are targeted for completion by February 2025.

SUSTAINABILITY STATEMENT

(Cont'd)

Factory	ISO Standard	Factory	ISO Standard
VSE 47	ISO 9001:2015 ISO 13485:2016 IATF 16949: 2016 ISO 14001:2015	SF 46	ISO 9001:2015
VSI 18 & 20	ISO 9001:2015 ISO 14001:2015 ISO 22301:2019	VSP 28	ISO 9001:2015 ISO 14001:2015
VSP 39	ISO 9001:2015 ISO 14001:2015 IATF 16949: 2016	VST 7	ISO 9001:2015 ISO 14001:2015
VSP 89	ISO 9001:2015 ISO 14001:2015	VSI 78	ISO 14001:2015 ISO 9001:2015
VSI 88	ISO 14001:2015 ISO 9001:2015	VSI 98	ISO 14001:2015 ISO 9001:2015
VSP 129	ISO 9001:2015 ISO 14001:2015		

We conduct annual customer satisfaction surveys to maintain and continuously improve the quality of our products and services. These surveys provide invaluable insights into our customers' experiences, allowing us to gather direct feedback on product performance, reliability and overall satisfaction. Listening to customers helps identify areas for improvement and align operations more closely with their expectations. There were no incidents of non-compliance concerning the health and safety impacts of products and services reported during this reporting period.



GUIDED BY PRINCIPLES OF GOOD GOVERNANCE

VS creates shared value by upholding a steadfast dedication to integrity, ethics, and transparency. These principles are guiding values and fundamental pillars of how we operate, ensuring that our actions benefit all stakeholders—customers, employees, suppliers, and the wider community.

VS ETHICAL GOVERNANCE BLUEPRINT

VS Industry operates within a meticulously structured framework of policies and procedures, underscoring dedication to integrity and ethical conduct. Comprehensive policies, including the Business Code of Conduct and Ethics, clearly outline our vision, rules, values and ethical principles. These documents are essential for guiding all employees, regardless of their position, and ensuring their behaviour and decision-making align with our high standards.

The Business Code of Conduct and Ethics extends beyond our internal operations to include our suppliers, mandating that they adhere to the same values and principles. This approach universally applies our ethical standards throughout our entire supply chain.

Establishing a robust management system that actively drives, monitors and reports sustainability risks and opportunities supports our sustainability commitment. This system encompasses well-defined programmes, controls and processes to address potential issues and leverage opportunities.

Various processes continuously assess and enhance our governance practices, including audits and reporting mechanisms. Financial, accreditation and customer-managed audits are integral to evaluating the effectiveness of our governing board and overall management system. These audits confirm that our governance structures are functioning optimally and that we remain dedicated to fostering growth and success for our customers.

SUSTAINABILITY STATEMENT

(Cont'd)

PROMOTING ETHICAL INTEGRITY

VS upholds a zero-tolerance policy toward unethical business practices, including bribery, such as kickbacks and facilitation payments, and corruption, such as fraud and money laundering. This policy applies to all board members, employees, and business partners committed to integrity and strict adherence to our anti-corruption guidelines. Aligned with the Responsible Business Alliance (RBA) Code of Conduct, VS has also established an anti-corruption framework policy detailing the standards, values, and principles that govern all business interactions. New employees receive mandatory training on the Code, ensuring a complete understanding of its requirements.

The Anti-Corruption Framework (ACF), which outlines comprehensive measures against corruption, strengthens our stance. Endorsed by the Board of Directors, the ACF aligns with the Guidelines on Adequate Procedures to Section 17A(5) of the Malaysian Anti-Corruption Commission Act 2009 (MACCA). This framework is communicated to all directors, employees, business partners, contractors, subcontractors, agents, joint ventures and third parties, ensuring they understand and comply with our anti-corruption policies.

The Employee Handbook informs employees about the comprehensive anti-corruption policy, and they must acknowledge it in writing upon joining the company. Comprehensive anti-corruption training and education ensure compliance. Regular training reinforces the company's unwavering commitment to preventing corruption, including bribery, while the Board is critical in overseeing compliance.

Comprehensive screening of new and existing business partners for corruption and bribery is essential to VS' due diligence process. All contractors, subcontractors, intermediaries, and third parties, particularly those operating in high-risk operations, undergo corruption risk assessments and declare they are not involved in unethical, illegal, or corrupt activities.

Components of Our Comprehensive Anti-Corruption Efforts

Proportionate procedures	Top-level commitment	Risk assessment	Integrity due diligence
Communication and training	Monitoring and reviewing	Enforcement and sanctions	

VS WHISTLEBLOWING POLICY

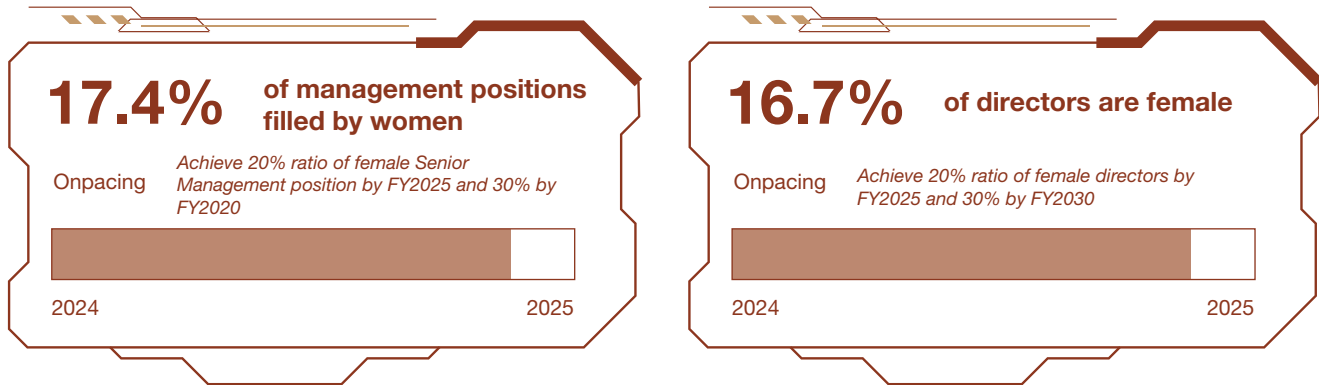
VS has established a 24/7 independent reporting hotline, providing a safe and confidential platform for employees, suppliers, customers, and other third parties to report concerns about anti-corruption comprehensively. This whistleblowing policy is communicated to all employees and made available in multiple local languages to ensure inclusivity. We strictly enforce a non-retaliation policy to protect individuals who report issues in good faith.

Concerns can be reported through the Whistleblowing channel or directly to the Chairman of the Audit Committee via email or in writing. The Whistleblowing Unit compiles a summary report, ensuring the whistle-blower's anonymity, and presents it to the Company's Audit Committee. Senior officers trained in handling reports of bullying, harassment, corruption, bribery, financial misconduct, and other offences will manage and address the concerns raised.

SUSTAINABILITY STATEMENT

(Cont'd)

ADVANCING INCLUSIVE LEADERSHIP AND REPRESENTATION



Board composition significantly influences our ability to fulfil oversight responsibilities effectively. A well-functioning board should comprise a diverse group of individuals, bringing a balanced mix of skills, knowledge, experience and independence that align with the company's objectives and strategic direction.

We proactively seek candidates with expertise in critical areas relevant to our needs while expanding our search to include diverse backgrounds, emphasising gender, racial and ethnic diversity.

ALIGNING SUSTAINABILITY TARGETS, KPIS, AND REWARDS FOR IMPACTFUL ACTION

VS is committed to aligning sustainability targets and Key Performance Indicators (KPIs) with the incentive packages of executives and senior management. This approach fosters accountability, ensuring that leaders prioritise sustainability in their decision-making. Linking remuneration to performance against clear sustainability goals enhances engagement and attracts talents who share our values. Additionally, this alignment reinforces stakeholder trust and strengthens our business resilience in a rapidly evolving market. Our implementation plan includes defining measurable KPIs, integrating them into remuneration structures, conducting regular performance reviews, and providing ongoing training to ensure leaders understand the importance of sustainability for long-term success.

SUSTAINABILITY STATEMENT

(Cont'd)

METRIC TABLES

Values listed have been rounded up or down from the actual values. These metric tables show a three-year history which is calculated by including all manufacturing sites in Malaysia and Hostels.

Indicator	Unit	FY2022	FY2023	FY2024
Economic				
Supply Chain				
Proportion of local suppliers	%	64.55%	64.23%	64.5%
Proportion of spending on local suppliers	%	43.13%	44.79%	56.17%
Corruption				
Total amount of political contributions	RM	0	0	0
Total cost of fines, penalties or settlements in relation to corruption	RM	0	0	0
Number of staff disciplined or dismissed due to non-compliance with anti-corruption policy	No.	0	0	0
Directors receiving anti-corruption training	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Top management receiving anti-corruption training	No. (%)	7 (20%)	4 (10.3%)	4 (8.7%)
Management receiving anti-corruption training	No. (%)	83 (24.6%)	52 (14.4%)	49 (11.8%)
Staff receiving anti-corruption training	No. (%)	15 (0.16%)	121 (1.07%)	61 (0.52%)
Total employees who have received training on anti-corruption	No. (%)	105 (1.10%)	177 (1.51%)	114 (0.94%)
Total confirmed incidents of corruption	No.	0	0	0
Percentage of operations assessed for corruption-related risks	%	92%	100%	93%
Environment				
Energy				
Non-renewable Electricity consumption	MWh	111,685	118,144	128,533
Renewable energy generation (solar)	MWh	NIL	931	4,818
Renewable energy consumption (solar)	MWh	NIL	573	3,428
Renewable energy sold (solar)	MWh	NIL	357	1,389
Total electricity consumption	MWh	111,685	118,717	131,962
Direct Energy *	GJ	8,953	9,723	9,840
Indirect energy consumption (electricity) *	GJ	402,065	427,382	475,062
Total energy consumption*	GJ	411,018	437,105	484,902
Energy intensity	MJ/kg of product	0.66	0.69	0.75

* Conversion coefficients for diesel and petrol to GJ are derived from the stationary combustion emission factors Emission Factors from Cross Sector Tools by the GHG Protocol

SUSTAINABILITY STATEMENT

(Cont'd)

Indicator	Unit	FY2022	FY2023	FY2024
Environment (Cont'd)				
Water and effluent				
Total municipal water consumption	m ³	858,465	819,976	918,437
Total surface water from rivers, lakes and natural ponds	m ³	0	0	0
Total groundwater from wells, boreholes	m ³	0	0	0
Harvested rainwater	m ³	0	0	296
Total water consumption	m ³	858,465	819,976	918,733
Total volume of effluent discharge)	m ³	7,765	6,596	17,062
Materials				
Weight of materials used to produce and package products and services	kg	20,077,380	21,351,467	26,152,341
Waste				
Total solid waste disposed	tonnes	1,902	1,995	2,750
Non-recycled waste *	tonnes	89	155	388
Total recycled solid waste	tonnes	1,813	1,839	2,362
Total scheduled waste disposed	tonnes	2,028	2,137	2,023

* Food waste

Carbon emissions				
Scope 1 CO ₂ emissions (fuel) *	tCO ₂ e	653.17	707.36	715.52
Scope 1 CH ₄ emissions (fuel) *	tCO ₂ e	2.50	2.71	2.75
Scope 1 N ₂ O (fuel) emissions *	tCO ₂ e	1.47	1.59	1.61
Scope 1 CO ₂ e emissions (fuel) *	tCO ₂ e	657.14	711.66	719.88
Scope 1 Fugitive emissions ****	tCO ₂ e	NA	119.16	533.11
Total Scope 1 emissions	tCO ₂ e	657.14	830.82	1,252.98
Total Scope 2 emissions **	tCO ₂ e	84,657	89,553	97,428
Total operational emissions (Scopes 1 & 2)	tCO ₂ e	85,314	90,384	98,681
Scope 3 emissions: fuel- and energy-related activities ****	tCO ₂ e	2,184	2,275	2,502
Scope 3 emissions: waste generated in operations ****	tCO ₂ e	85	141	297
Scope 3: business travel	tCO ₂ e	255	364	367
Scope 3: employee commuting	tCO ₂ e	NA	8,430	8,886
Emissions intensity	kgCO ₂ e/kg of product	0.14	0.15	0.15

* Calculated using the the stationary combustion emission factors Emission Factors from Cross Sector Tools by the GHG Protocol (restated)

** Calculated using the emission factor published by the Energy Commission for the Peninsular Grid 2021 (restated)

*** Calculated using the emission factors from the UK Government GHG Conversion Factors for Company Reporting

**** Calculated using the UK Government GHG Conversion Factors for Company Reporting

SUSTAINABILITY STATEMENT

(Cont'd)

Indicator	Unit	FY2022	FY2023	FY2024
Social				
Diversity, Equity & Inclusion				
Total employees	Number	9,551	11,755	12,189
<i>Employees by contract</i>				
Permanent employees	No. (%)	9,551 (100.00%)	11,755 (100.00%)	12,189 (100.00%)
Contractors/temporary employees	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
<i>Employees by nationality</i>				
Local	No. (%)	3,945 (41.30%)	5,052 (42.98%)	4,245 (34.83%)
Overseas	No. (%)	5,606 (58.70%)	6,703 (57.02%)	7,944 (65.17%)
<i>Employees by gender</i>				
Female	No. (%)	4,930 (51.62%)	6,479 (55.12%)	7,460 (61.20%)
Male	No. (%)	4,621 (48.38%)	5,276 (44.88%)	4,729 (38.80%)
<i>Employees by age</i>				
<30	No. (%)	6,422 (67.24%)	8,597 (73.13%)	9,138 (74.97%)
30-50	No. (%)	2,835 (29.68%)	2,882 (24.52%)	2,747 (22.54%)
>50	No. (%)	294 (3.08%)	276 (2.35%)	304 (2.49%)
Employees by ethnicity				
Malay	No. (%)	2,809 (29.41%)	3,668 (31.20%)	3,062 (25.12%)
Indian	No. (%)	769 (8.05%)	674 (5.73%)	628 (5.15%)
Chinese	No. (%)	220 (2.30%)	348 (2.96%)	255 (2.09%)
Others	No. (%)	5,753 (60.23%)	7,065 (60.10%)	8,244 (67.63%)
<i>Employees by category</i>				
Directors	No. (%)	11 (0.12%)	10 (0.09%)	12 (0.10%)
Top management	No. (%)	35 (0.37%)	39 (0.33%)	46 (0.38%)
Management	No. (%)	337 (3.53%)	362 (3.08%)	415 (3.40%)
Staff	No. (%)	9,168 (95.99%)	11,344 (96.50%)	11,716 (96.12%)

SUSTAINABILITY STATEMENT

(Cont'd)

Indicator	Unit	FY2022	FY2023	FY2024
Social (Cont'd)				
Employees by ethnicity (Cont'd)				
<i>Gender by category</i>				
Directors: Female	No. (%)	1 (9.09%)	1 (10.00%)	2 (16.67%)
Directors: Male	No. (%)	10 (90.91%)	9 (90.00%)	10 (83.33%)
Top management: Female	No. (%)	5 (14.29%)	6 (15.38%)	8 (17.39%)
Top management: Male	No. (%)	30 (85.71%)	33 (84.62%)	38 (82.61%)
Management: Female	No. (%)	95 (28.19%)	106 (29.28%)	129 (31.08%)
Management: Male	No. (%)	242 (71.81%)	256 (70.72%)	286 (68.92%)
Staff management: Female	No. (%)	4,829 (52.67%)	6,366 (56.12%)	7,321 (62.49%)
Staff management: Male	No. (%)	4,339 (47.33%)	4,978 (43.88%)	4,395 (37.51%)
<i>Age by Category</i>				
Directors: <30	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Directors: 30-50	No. (%)	2 (18.18%)	2 (20.00%)	2 (16.67%)
Directors: >50	No. (%)	9 (81.82%)	8 (80.00%)	10 (83.33%)
Top management: <30	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Top management: 30-50	No. (%)	5 (14.29%)	7 (17.95%)	11 (23.91%)
Top management: >50	No. (%)	30 (85.71%)	32 (82.05%)	35 (76.09%)
Management: <30	No. (%)	1 (0.30%)	5 (1.38%)	10 (2.41%)
Management: 30-50	No. (%)	249 (73.89%)	272 (75.14%)	311 (74.94%)
Management: >50	No. (%)	87 (25.82%)	85 (23.48%)	94 (22.65%)
Staff: <30	No. (%)	6,421 (70.04%)	8,592 (75.74%)	9,128 (77.91%)
Staff: 30-50	No. (%)	2,579 (28.13%)	2,601 (22.93%)	2,423 (20.68%)
Staff: >50	No. (%)	168 (1.83%)	151 (1.33%)	165 (1.41%)

SUSTAINABILITY STATEMENT

(Cont'd)

Indicator	Unit	FY2022	FY2023	FY2024
Social (Cont'd)				
Employees by ethnicity (Cont'd)				
<i>Employees by union membership</i>				
Union members	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Non-union members	No. (%)	9,551 (100.00%)	11,755 (100.00%)	12,189 (100.00%)
<i>Disabilities</i>				
Disabled employees	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Employee turnover				
Total turnover	No. (%)	5,334 (59.42%)	4,780 (44.87%)	5,116 (42.73%)
<i>Turnover by gender</i>				
Female	No. (%)	2,110 (42.80%)	1,875 (28.94%)	2,283 (30.60%)
Male	No. (%)	3,224 (69.77%)	2,905 (55.06%)	2,833 (59.91%)
<i>Turnover by age group</i>				
<30	No. (%)	3,943 (61.40%)	3,665 (42.63%)	3,874 (42.39%)
30-50	No. (%)	1,363 (48.08%)	1,080 (37.47%)	1,204 (43.83%)
>50	No. (%)	28 (9.52%)	35 (12.68%)	38 (12.50%)
<i>Turnover by employment category</i>				
Directors	No. (%)	1 (9.09%)	1 (10.00%)	0 (0.00%)
Top management	No. (%)	2 (5.71%)	1 (2.56%)	3 (6.52%)
Management	No. (%)	21 (6.23%)	33 (9.12%)	33 (7.95%)
Senior management	No. (%)	5,310 (57.92%)	4,745 (41.83%)	5,080 (43.36%)
Director Diversity				
<i>Directors by gender</i>				
Female	No. (%)	1 (9.09%)	1 (10.00%)	2 (16.67%)
Male	No. (%)	10 (90.91%)	9 (90.00%)	10 (83.33%)

SUSTAINABILITY STATEMENT

(Cont'd)

Indicator	Unit	FY2022	FY2023	FY2024
Social (Cont'd)				
Director Diversity (Cont'd)				
<i>Directors by age Group</i>				
<30	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
30-50	No. (%)	2 (18.18%)	2 (20.00%)	2 (16.67%)
>50	No. (%)	9 (81.82%)	8 (80.00%)	10 (83.33%)
Training & Development				
Total time spent on employee development training to enhance knowledge or individual skills	Hours	2,464	2,736	4,452
Total time spent on employee development training for top management	Hours	NA	NA	54
Total time spent on employee development training for management	Hours	NA	NA	747
Total time spent on employee development training for staff	Hours	NA	NA	3,651
Total employees attending training	Number	1,446	2,328	1,895
Average training per employee	Hours	1.70	1.18	2.35
Community				
Total amount of corporate or group donations/ community investments made to registered not-for-profit organisations	RM	231,900	293,500	3,011,000
Total number of beneficiaries of the investment in communities	Number (of communities)	5	6	1,975
Health and Safety				
Fatalities	Number	0	0	0
Lost time incident rate *	Rate	0.13	0.12	0.32
Employees trained on health and safety standards	Number	645	952	406
Employees receiving general training, which includes safety	Number	645	952	406
Human Rights				
Substantiated complaints concerning human rights violations	Number	0	0	0
Data Privacy and Security				
Total substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0

* $\text{Number of lost time injuries in the reporting period} / \text{Total number of hours worked in the reporting period} * 200,000$

SUSTAINABILITY STATEMENT

(Cont'd)

BURSA ESG PERFORMANCE TABLE

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Directors	Percentage	0.00
Top Management	Percentage	8.70
Management	Percentage	11.80
Staff	Percentage	0.52
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	92.86
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	3,011,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1,975
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.32
Bursa C5(c) Number of employees trained on health and safety standards	Number	406
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Directors Under 30	Percentage	0.00
Directors Between 30-50	Percentage	16.67
Directors Above 50	Percentage	83.33
Top Management Under 30	Percentage	0.00
Top Management Between 30-50	Percentage	23.91
Top Management Above 50	Percentage	76.09
Management Under 30	Percentage	2.41
Management Between 30-50	Percentage	74.94
Management Above 50	Percentage	22.65
Staff Under 30	Percentage	77.91
Staff Between 30-50	Percentage	20.68
Staff Above 50	Percentage	1.41
Gender Group by Employee Category		
Directors Male	Percentage	83.33
Directors Female	Percentage	16.67
Top Management Male	Percentage	82.61
Top Management Female	Percentage	17.39
Management Male	Percentage	68.92
Management Female	Percentage	31.08
Staff Male	Percentage	37.51
Staff Female	Percentage	62.49

SUSTAINABILITY STATEMENT

(Cont'd)

Indicator	Measurement Unit	2024
Bursa (Diversity)		
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	83.33
Female	Percentage	16.67
Under 30	Percentage	0.00
Between 30-50	Percentage	16.67
Above 50	Percentage	83.33
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	134,695.02
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Directors	Hours	0
Top Management	Hours	54
Management	Hours	747
Staff	Hours	3,651
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Directors	Number	0
Top Management	Number	3
Management	Number	33
Staff	Number	5,080
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	56.17
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	918.733422

SUSTAINABILITY STATEMENT

(Cont'd)

GRI Content Index

Statement of use	VS has reported the information cited in this GRI content index for its FY2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2
	2-2 Entities included in the organization's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	23
	2-4 Restatements of information	5, 69
	2-5 External assurance	77-84
	2-6 Activities, value chain and other business relationships	2
	2-7 Employees	70
	2-8 Workers who are not employees	70
	2-9 Governance structure and composition	28-29, 85
	2-10 Nomination and selection of the highest governance body	93
	2-11 Chair of the highest governance body	85-86
	2-12 Role of the highest governance body in overseeing the management of impacts	28-29, 85-86
	2-13 Delegation of responsibility for managing impacts	28-29
	2-14 Role of the highest governance body in sustainability reporting	28-29
	2-15 Conflicts of interest	17, 19, 20
	2-16 Communication of critical concerns	6-8
	2-17 Collective knowledge of the highest governance body	90-91
	2-18 Evaluation of the performance of the highest governance body	94
	2-19 Remuneration policies	98
	2-20 Process to determine remuneration	98-99
	2-21 Annual total compensation ratio	1:1
	2-22 Statement on sustainable development strategy	25-27
	2-23 Policy commitments	24
	2-24 Embedding policy commitments	25-27
	2-25 Processes to remediate negative impacts	30
	2-26 Mechanisms for seeking advice and raising concerns	67
	2-27 Compliance with laws and regulations	40, 42, 44, 62
	2-28 Membership associations	37, 46
	2-29 Approach to stakeholder engagement	31-32
	2-30 Collective bargaining agreements	61

SUSTAINABILITY STATEMENT

(Cont'd)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	127-128
	201-2 Financial implications and other risks and opportunities due to climate change	46, 48-49
	201-3 Defined benefit plan obligations and other retirement plans	61
	201-4 Financial assistance received from government	No financial assistance received from the Government
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	1:1
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	56, 63
	203-2 Significant indirect economic impacts	56, 63
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	37
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	66, 68
	205-2 Communication and training about anti-corruption policies and procedures	66, 68
	205-3 Confirmed incidents of corruption and actions taken	68
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	33
GRI 207: Tax 2019	207-1 Approach to tax	161, 172-173
	207-2 Tax governance, control, and risk management	161, 172-173
GRI 301: Materials 2016	301-1 Materials used by weight or volume	69
GRI 302: Energy 2016	302-1 Energy consumption within the organization	68
	302-2 Energy consumption outside of the organization	68
	302-3 Energy intensity	68
	302-4 Reduction of energy consumption	68
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	49
	303-2 Management of water discharge-related impacts	49
	303-3 Water withdrawal	69
	303-4 Water discharge	69
	303-5 Water consumption	69
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	69
	305-2 Energy indirect (Scope 2) GHG emissions	69
	305-3 Other indirect (Scope 3) GHG emissions	69
	305-4 GHG emissions intensity	69
	305-5 Reduction of GHG emissions	69

SUSTAINABILITY STATEMENT

(Cont'd)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	50-52
	306-2 Management of significant waste-related impacts	50-52
	306-3 Waste generated	69
	306-4 Waste diverted from disposal	69
	306-5 Waste directed to disposal	69
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	39
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	70-71
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	61
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	61
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	59
	403-2 Hazard identification, risk assessment, and incident investigation	57-58
	403-3 Occupational health services	55-59
	403-4 Worker participation, consultation, and communication on occupational health and safety	55-59
	403-5 Worker training on occupational health and safety	58
	403-6 Promotion of worker health	55-59
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	55-59
	403-8 Workers covered by an occupational health and safety management system	59
	403-9 Work-related injuries	72
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	72
	404-2 Programs for upgrading employee skills and transition assistance programs	55-56
	404-3 Percentage of employees receiving regular performance and career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	70
	405-2 Ratio of basic salary and remuneration of women to men	1:1
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	61

SUSTAINABILITY STATEMENT

(Cont'd)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	61
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	61
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	61
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	60
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	60
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	63
	413-2 Operations with significant actual and potential negative impacts on local communities	63
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	40-41
	414-2 Negative social impacts in the supply chain and actions taken	40-41
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	42
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	42
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	64

SUSTAINABILITY ASSURANCE STATEMENT

Independent Assurance Statement for V.S. Industry Berhad

EnviroSolutions & Consulting Sdn Bhd (ESC) was appointed by V.S. Industry Berhad (VS) to perform an independent sustainability assurance of sustainability performance data ("Subject Matter") to be disclosed in VS' Annual Report 2024. The assurance process was conducted in accordance with AA1000 Assurance Standard (AA1000AS v3) to provide Type 2 assurance, where Subject Matter within the assessment scope was evaluated to a Moderate Level of assurance.

SCOPE AND METHODOLOGY

The assurance process was conducted in accordance with AccountAbility's AA1000 Assurance Standards (AA1000AS v3) and was undertaken to a Type 2, Moderate Level of assurance. In line with the requirements of a Type 2 assurance engagement, VS's management of sustainability was evaluated against the following criteria:

- AA1000 AccountAbility Principles (AA1000AP, 2018) of Inclusivity Materiality, Responsiveness and Impact
- Reliability and quality of specified sustainability performance and disclosed information ("Subject Matter") within the assessment scope, through assessment and evidence gathering.

The assurance was also conducted to evaluate the adherence of Subject Matter reporting to the Bursa Malaysia Sustainability Guide and Global Reporting Initiative (GRI) Reporting Principles. The Subject Matter covered in the assessment are provided in the attachment.

The scope of assurance covered the sustainability performance information disclosed in VS' Annual Report 2024 ("the Report"), which includes data between FY 2022 and FY 2024.

The assurance engagement was conducted to fulfil the requirements of the AA1000AS v3. The assurance process involved the following key activities:

- Audit and verification of sustainability performance data presented in the VS Annual Report 2024.
- Review of data quality (relevance, completeness, consistency, transparency, accuracy) based on sample checks of documentary evidence provided by VS.
- Assessment of VS' data management systems (collection, collation, analysis, quality checks, internal review).
- Interviews with relevant VS personnel, including Sustainability Committee, executives and managers at the corporate level.

The scope of assurance excluded the following:

- Assurance of information other than that reported in the VS Annual Report 2024
- Review of data from third-party sources

SUSTAINABILITY STATEMENT

(Cont'd)

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES

The following are the observations relating to VS's adherence to the principles of inclusivity, materiality, responsiveness and impact.

Inclusivity

People should have a say in the decisions that impact them

Inclusivity is the participation of stakeholders in developing and achieving an accountable and strategic response to sustainability. VS applies the AA1000 Stakeholder Engagement Standard to identify stakeholders and design comprehensive and specific interaction models. This systematic approach promotes inclusivity by structurally engaging stakeholders, resulting in more informed and inclusive decision-making and enhancing the relevance and effectiveness of VS' sustainability efforts.

VS engages various internal and external stakeholders through regular communication channels, consultations, feedback mechanisms, and collaborative initiatives, which are specific to the stakeholder group. Internally, VS engages the Board of Directors, major shareholders, employees through meetings, trainings and appraisals, and company-organised events. Externally, VS engages customers, suppliers, local communities, analysts/ the media, industry peers, and non-governmental organizations through interviews, audits and surveys, online platforms, collaborative programmes, etc.

VS' approach to stakeholder engagement is detailed in the Stakeholder Engagement section and other relevant sections of its Annual Report. Overall, VS implements a proactive approach to understanding and integrating stakeholder expectations and concerns into its strategic decisions, demonstrating commitment to being accountable to those it has an impact on, and is deemed to adhere to the AA1000 AccountAbility Principle of Inclusivity.

Materiality

Decision makers should identify and be clear about the sustainability topics that matter

Materiality involves determining the relevance and significance of an issue to an organization and its stakeholders. In FY 2023, VS engaged an external consultant to conduct a comprehensive, anonymous materiality assessment with all stakeholder groups, where they rated the relative importance of 20 economic, environmental, and social issues that were shortlisted by VS based on internal and external information, documents, and standards such as the GRI Standards and ISO 26000.

VS conducts an annual review of material topics with both internal and external stakeholders, to ensure the continued relevance of topics as well as to enable the identification of emerging issues and trends to be considered and prioritised. VS' materiality assessment framework, findings, and target setting based on findings are reported in the relevant sections of the Annual Report. Overall, VS demonstrates commitment to identifying and addressing the most important issues in its strategy and operations and this is considered to adhere to the AA1000 AccountAbility Principle of Materiality.

Responsiveness

Organisations should act transparently on material sustainability topics and their related impacts

- 1.1.1 Responsiveness is the extent of an organization's response to stakeholder issues and is realised through decisions, actions, and communication with stakeholders. A key aspect of responsiveness is the transparent disclosure of the company's sustainability matters to all stakeholders. In this regard, VS publishes a comprehensive Sustainability Statement as part of its annual report, guided by the VSI Sustainability Reporting Framework which is based on the company's corporate strategy. The Sustainability Statement is developed in line with the Bursa Malaysia Sustainability Reporting Guide, GRI Reporting Principles, and United Nations Sustainable Development Goals (UNSDGs) and formally discloses its sustainability policies, practices, performance, and targets publicly.

SUSTAINABILITY STATEMENT

(Cont'd)

Internally, VS encourages feedback and open dialogue through its implemented Employee Grievance Procedure and employee performance appraisals. The company also prioritises employee development by regularly assessing industry trends, job requirements and evolving skill sets to tailor employee training initiatives accordingly. Meanwhile, responses to external stakeholders are managed at the corporate level, where sustainability-related queries are managed by the Sustainability Management Team at the Group level.

Additionally, VS has been an active Responsible Business Alliance (RBA) member since 2018 and adheres to the RBA code of conduct, which advocates for an ethical supply chain for equitable working conditions, extensive labour safeguards, and environmentally conscious manufacturing processes within the electronics industry. VS also responds to Environmental, Social, and Governance (ESG) rating agencies and disclosure platforms such as MSCI, FTSE4Good ESG Ratings, and Sustainalytics.

Overall, VS actively discloses detailed information about its sustainability practices and performance publicly and demonstrates commitment to being transparent and accountable to stakeholders, adhering to the AA1000 AccountAbility Principle of Responsiveness.

Impact

Organisations should monitor, measure and be accountable for how their actions affect their broader ecosystems

Impact relates to the organization's approach to monitor, measure and be accountable for how their actions affect their broader ecosystems. VS has in place an appropriate system and processes (from site to corporate level) to determine, measure, analyse, and manage the company's impacts associated with its material issues – these include formal data collection, documentation, and quality checking procedures. At corporate level, the Sustainability Committee has established standardised data collection and handling procedures to improve the consistency and reliability of site-measured data. At both the corporate and site levels, relevant personnel undergo in-house training on sustainability and the RBA Code of Conduct to ensure adequate knowledge and understanding regarding the company's sustainability policies, practices, and commitments. Internal data quality checks are conducted during the monthly compilation of data from sites. In terms of impact management, VS tracks and reports its sustainability performance targets and progress towards target achievement.

VS is currently looking to digitalisation and automation to improve its systems and impacts. In terms of impact measurement and monitoring, VS is in the midst of identifying and screening digital tools and technologies to improve processes – these include efforts such as developing a centralised digital system/ database for sustainability data documentation and calculations and improving the company's Enterprise Resource Planning (ERP) system to automate data collection. The company is also investing in the automation of processes over the next five years, which aims to optimise core processes and improve the economic and environmental sustainability of operations.

In line with SDG 12 and SDG 13, as well as its responsibility as an RBA member, VS also prioritises sustainable supply chain practices to reduce environmental impacts throughout the value chain. VS has established a formal Ethical and Environmental Code of Conduct for its suppliers, and conducts supplier performance assurance through supplier self-assessment surveys as well as supplier monitoring and audits.

Overall, VS demonstrates focused and continuous improvement efforts in understanding and addressing their impacts on the broader ecosystem and are considered to adhere to the AA1000 AccountAbility Principle of Impact.

SUSTAINABILITY STATEMENT

(Cont'd)

Reliability and Quality of Reported Performance Information

As per the requirements of a Type 2 assessment, ESC has reviewed and assessed the processes, systems, controls, and quality (completeness and accuracy) of all information used to support the sustainability performance disclosures subject to this assurance engagement. In line with the requirements of a Moderate-Level assurance, evidence gathering was limited to corporate/management levels of the company, and consisted of documentary review, inquiry, and basic sampling.

Based on this assessment, VS' processes, systems, and controls for managing the reliability and quality of specified information, from data collection to reporting, are deemed to be fair and appropriate to produce sufficiently complete and accurate information as reported in the Annual Report 2024.

VS reported all Bursa Malaysia-required (effective financial year ending/ after 31 December 2023) Common Sustainability Matters ("CSM") and indicators in accordance with Bursa Malaysia's Sustainability Reporting Guidelines, complying with the necessary disclosure requirements. VS has also prepared their Annual Report 2024 with reference to the GRI Standards. The sustainability performance information reviewed in the assessment are provided in the attachment.

CONCLUSION

Based on the assurance process completed, ESC concludes that the sustainability information presented in the Sustainability Statement of VS' Annual Report 2024 is fairly stated, in all material respects, in accordance with its referenced guidelines. Overall, ESC considers the following statements to be true:

- To a Moderate Level of assurance, the data disclosed in the Sustainability Statement of VS Annual Report 2024 is deemed to be reliable and accurate.
- VS have demonstrated adherence to the AA1000 Accountability Principles of Inclusivity, Materiality, Responsiveness, and Impact.
- The systems, processes, and controls relating to data (from source to reporting) are considered to be fair and appropriate to support the sustainability performance disclosures assured under this engagement.



Stephen Skalecki

Technical Principal for Sustainability and
Climate Change



Khoo Boon Keat

Country Manager, Malaysia

SUSTAINABILITY STATEMENT

(Cont'd)

ASSURED SUBJECT MATTER V.S. Industry Sustainability Statement, Annual Report 2024

SECTION	SUSTAINABILITY MATTERS	INDICATORS (2022 – 2024)	DOCUMENTARY REVIEW	ASSURED/ DATA PROVIDED
Economic/ Governance	Anti-corruption	- Total amount of political contributions - Total cost of fines, penalties or settlements in relation to corruption - Number of staff disciplined or dismissed due to non-compliance with anti-corruption policy - Total employees who have received training on anti-corruption - Total confirmed incidents of corruption	- V.S. Industry Berhad and Group of Companies Business Code of Conduct and Ethics; Form of Declaration of Employee's Acknowledgement and Acceptance of the Business Code of Conduct and Ethics - Company training records - Certification records of International Organization for Standardization (ISO) certifications; Quality System Procedures for relevant certified ISO standards (ISO 22301, ISO 9001) - High-level check of publicly available reports for any cases or allegations of corrupt practices associated with the company	Yes
	Supply chain management	- Proportion of local suppliers - Proportion of spending on local suppliers	- Procurement Policies and Procedures Manual - Sample Supplier Assessment - Customer Satisfaction Survey Form	Yes
Environment	Energy management	- Non-renewable electricity consumption - Renewable energy generation and consumption (Solar) - Renewable energy sold (Solar) - Total electricity consumption	- Data recording sheet for company vehicle fuel consumption, fuel statements, and vehicle details - Data recording sheet for electricity usage and solar energy generated - TNB bills for solar deduction	Yes

SUSTAINABILITY STATEMENT

(Cont'd)

SECTION	SUSTAINABILITY MATTERS	INDICATORS (2022 – 2024)	DOCUMENTARY REVIEW	ASSURED/ DATA PROVIDED
		- Direct energy - Indirect energy consumption (electricity) - Total energy consumption - Energy intensity		
	Water	- Total municipal water consumption - Total water consumption - Rainwater harvesting (2024) - Total volume of effluent discharge	- Data recording sheet for water use - Sample monthly water bills - Recording sheet for rainwater harvesting metered data	Yes
	Waste management	- Total solid waste disposed - Non-recycled waste (Food waste) - Total recycled solid waste - Total scheduled waste disposed	- Data recording sheet for waste generation (food waste and scheduled waste) - Records of waste sent to recycling/treatment facility	Yes
	Emissions management	- Total Scope 1 and 2 emissions - Scope 3 emissions: Business Travel (air) and Employee Commuting - Emissions intensity	- Consolidated emissions calculation document (Scopes 1, 2, 3) - Emissions calculation sheet for company-owned vehicles and forklifts - Air-conditioning/ Refrigerant gas and fire extinguisher data recording and emissions calculation sheet - Data recording and emission calculation sheet for business travel	Yes
	Community/ Society	- Total amount of corporate or group donations/ community investments made to registered not-for-profit organisations - Total number of beneficiaries of the investment in communities	Data recording sheet for reported indicators, i.e. total amount of corporate donations to not-for-profit organisations and total number of	Yes

SUSTAINABILITY STATEMENT

(Cont'd)

SECTION	SUSTAINABILITY MATTERS	INDICATORS (2022 – 2024)	DOCUMENTARY REVIEW	ASSURED/ DATA PROVIDED
	Diversity	- Employees by contract, nationality, gender, age, ethnicity, employment category, and union membership - Gender and age by employment category - Disabled employees - Directors by gender and age group	Data recording sheet for reported indicators, including employees by reported categories (nationality, gender, age, etc.), gender and age by employment category, number/percentage of disabled employees	Yes
	Health and safety	- Fatalities - Lost time incident rate - Employees trained on health and safety standards - Employees receiving general training, which includes safety	- Data recording sheet for reported indicators - Company training records - SOP Hazard Identification, Risk Assessment & Risk Control Procedure - SOP Emergency Preparedness - SOP Contractor Management	Yes
	Labour practices and standards	- Total time spent on employee development training for each category - Time employees attending training - Average training per employee - Employee turnover by gender, age group and employment category - Substantiated complaints concerning human rights violations	- Data recording sheet for reported indicators - Records of training conducted and attendance lists - VS Employee handbook - SOP Labour Practices & Human Rights Policy - Grievance procedures (External: whistleblowing policy & Internal: SOP Employee Grievance Procedure along with the grievance records) - SOP Hours of Work	Yes

SUSTAINABILITY STATEMENT

(Cont'd)

SECTION	SUSTAINABILITY MATTERS	INDICATORS (2022 – 2024)	DOCUMENTARY REVIEW	ASSURED/ DATA PROVIDED
			- SOP Work in Excess of Normal Work Hours & Compensation Program - SOP Overtime Premium Payment - SOP Sexual Harassment Procedure - SOP Anti-Discrimination and Prevention of Force Labor	
	Data privacy and security	Total substantiated complaints concerning breaches of customer privacy and losses of customer data	- Data recording sheet for reported indicator - Cyber security policy	Yes