

Sustainability Statement

Introduction

The Board of Directors (“the Board”) of Ornapaper Berhad (“Ornapaper”) recognises the paramount importance of continually developing and enhancing business operations in a sustainable and responsible manner. We firmly believe in creating sustainable value across our businesses’ value chains by refining core business principles and operations. This commitment to sustainable value chains creation not only propels the long-term growth of Ornapaper Berhad and its subsidiaries (“Ornapaper Group”) but also fosters mutually beneficial relationships with our stakeholders.

Amidst dynamic shifts in business and operational landscapes, operating sustainably remains a cornerstone of our business strategy. We place significant emphasis on meeting customer expectations while minimising environmental impact and contributing to a better quality of life for current and future generations. The Board is dedicated to embracing and enhancing sustainable business practices aligned with the Sustainable Development Goals (“SDGs”) set forth by the United Nations to promote prosperity while safeguarding the environment.

Moreover, the Board is resolute in promoting good sustainability practices, updating sustainability progress, and engaging openly and responsively with our stakeholders through transparent sustainability reporting that captures the economic, environmental and social aspects of its business operations. The Board recognises that stakeholder engagement plays an important part in ensuring the businesses pursued by Ornapaper Group are sustainable in the long term.

Through this Sustainability Statement, the Board provides the stakeholders with a better insight into its approach to creating sustainable long-term value for stakeholders as well as the progress in meeting these commitments. Ornapaper Group is committed to conducting businesses and operations in an equitable and accountable manner across the value chain, striving for results that endure for future generations. We remain steadfast in our dedication to creating value by adapting and evolving alongside market, industry, and national developments. We acknowledge the dual responsibility of maximising economic value while also creating social value as global citizens.

Apart from strengthening the financial performances of the businesses Ornapaper Group is operating in, the Board also recognises that upholding high standards of business conduct across governance, economic, environmental, and social dimensions is paramount for enduring success and value creation for stakeholders in a competitive, challenging, and evolving business environment. It is, therefore, the underlying value of Ornapaper Group to achieve optimum equilibrium between short-term financial performance and its long-term business sustainability and value creation to meet corporate objectives and stakeholders’ expectations.

Major global crises, such as the ongoing trade tensions between major economic powers, energy crisis and inflationary pressure have caused significant disruption affecting almost all sectors of economies across the globe and further exacerbated the interrelated challenges relating to poverty, inequality, carbon emissions, education, health, economic growth and finance. Despite facing a multitude of global challenges, we remain committed to pragmatic principles and sustainable practices. Our long-term sustainability strategy integrates economic, governance, environmental, and social considerations, enabling us to navigate through challenging times while upholding high standards of governance, promoting responsible business practices, managing environmental impacts, ensuring a safe and healthy workplace, and meeting the social needs of our community.

Sustainability Statement

The Board of Ornapaper Group is pleased to present the Sustainability Statement for the financial year ended 31 December 2023. The Sustainability Statement underscores our commitment towards sustainability by addressing key sustainability matters relevant to the Group's nature and business operations, with the ultimate aim of creating more value for our businesses, society and stakeholders. The Sustainability Statement is prepared pursuant to paragraphs 6.1, 6.2, 6.3 and 6.5 of Practice Note 9 of the Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad ("Bursa Securities"). In particular, the management of material sustainability matters is disclosed, in all material aspects, in accordance with Part III of Practice Note 9 of MMLR and the Sustainability Reporting Guide issued by Bursa Securities ("the Guide") on the content of the Sustainability Statement.

Nevertheless, Ornapaper Group remains dedicated to striving for excellence in sustainability and being a responsible corporate citizen. In an era where global issues such as social capitalism, climate change, ocean conservation, water scarcity, food insecurity, poverty, and public health continue to escalate, we are committed to integrating sustainability practices into our working environment, culture, and business processes. By continuously embracing and integrating such practices, we aim to develop sustainable businesses that positively impact the economy, environment, and greater community. Thus, Ornapaper Group is committed to being accountable and transparent in sustainability performance.

Scope of the Statement

The contents of this Sustainability Statement primarily encompass activities conducted during the financial year ended 31 December 2023 and up to the date of this Statement, focusing on the economic, environmental, and social management and performance of the Group. In accordance with sustainability requirements, the Statement delineates stakeholder engagement, materiality assessment, sustainability achievements, and information on significant economic, environmental, and social impacts for assessing the Group's management and performance.

The disclosures of the corporate governance practices and compliance with relevant provisions and requirements per the MMLR of Bursa Securities and the Malaysia Code on Corporate Governance 2021 ("MCCG 2021") are made in the Corporate Governance Report and Corporate Governance Overview Statement within the Annual Report.

Ornapaper Group's activities predominantly involve the manufacturing of paper-based packaging and stationery products, alongside providing logistics services in Malaysia. The core operating segment, namely the paper packaging business, entails manufacturing and sales of corrugated boards and carton boxes, which contributed approximately 93% of Ornapaper Group's total revenue. Meanwhile, the secondary business operating segment of Ornapaper Group involves the manufacturing of paper-based stationery products, contributing approximately 6% of Ornapaper Group's total revenue.

As of the date of this Statement, the information disclosed in this Statement entails the identification, management, and reporting of sustainability matters and performances of six (6) primary subsidiaries of Ornapaper Group, which drive the revenue generation in both the manufacturing of paper packaging and paper-based stationery products with the proportion of revenue contribution as mentioned above.

These six (6) primary subsidiaries include Ornapaper Industry (M) Sdn. Bhd. ("Ornapaper Melaka"), Ornapaper Industry (Batu Pahat) Sdn. Bhd. ("Ornapaper Batu Pahat"), Ornapaper Industry (Perak) Sdn. Bhd. ("Ornapaper Perak"), Ornapaper Industry (Johor) Sdn. Bhd. ("Ornapaper Johor"), Tripack Packaging (M) Sdn. Bhd. ("Tripack") and Quantum Rhythm Sdn. Bhd. ("Quantum") (collectively referred to as "the Companies" or "the Group", individually referred to as "the Company").

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Statement of Assurance

This Sustainability Statement has not been subjected to an assurance process.

Sustainability Principles

The Board, as the highest governance body within Ornapaper Group, holds ultimate accountability for integrating sustainability into the Group, including sustainability-related strategy and performance. Ornapaper Group is firmly dedicated to promoting sustainability, continually integrating it into its working environment, business processes and strategy-making processes. Ornapaper Group upholds its commitment to meeting various stakeholders' interests while achieving its strategic objectives, ensuring accountability and transparency in its sustainability performance based on the following principles instilled by the Board:

- To observe and comply with all relevant legislation, regulations, recommended trade practices, and code of practice applicable to Ornapaper Group;
- To consider sustainability matters and integrate these considerations into Ornapaper Group's business operations and when making and implementing business strategies;
- To manage sustainability matters in a structured and systematic manner, whereby sustainability matters are embedded throughout Ornapaper Group and to be documented, continuously assessed and managed with reporting to the Board on scheduled intervals or as and when the materiality of the sustainability matters requires such reporting;
- To continuously promote, train and communicate with all employees, suppliers, business partners and other relevant stakeholders to ensure that they are aware of, and are committed to, implementing and measuring sustainability activities as part of Ornapaper Group's or their strategy, taking into consideration economic, environment, social and governance aspects;
- To continuously engage and communicate with all relevant stakeholders for the identification, assessment and management of material sustainable issues; and
- To strive to improve Ornapaper Group's sustainability performance over time.

Sustainability Policy

The Sustainability Principles of Ornapaper Group reflect a steadfast commitment to the 2030 Agenda for Sustainable Development established by the United Nations. Guided by the 17 Sustainable Development Goals ("SDGs") established by the United Nations, Ornapaper's Sustainability Policy addresses a spectrum of social and economic issues, including poverty alleviation, hunger, health, education, climate change, gender equality, water, sanitation, energy, environment, and social justice.

The 17 SDGs are integrated, recognising that actions in one area impact outcomes in others, and underscore the necessity of balancing social, economic, and environmental sustainability. They serve as a global imperative for all nations to strive towards comprehensive sustainability by 2030, aiming to eradicate poverty, improve health and education, reduce inequality and injustice, and tackle climate change and environmental degradation.

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While global crises, such as the ongoing Russia–Ukraine conflict, present challenges to achieving the SDGs, Ornapaper remains resolute in its dedication to fostering accountable and sustainable business practices. The Group upholds high standards of governance across the business operations, emphasizing a balance between managing the financial performance and contributing to social and environmental responsibility.



Formalising its commitment, the Board has established a formal Sustainability Policy, which strengthens Ornapaper Group’s pledge to achieve an equilibrium between industry leadership and meeting the stakeholders’ commercial expectations. The said Sustainability Policy entails:

- Compliance with high ethical standards of suppliers;
- Compliance with Environmental and Occupational Safety and Health regulations;
- Adoption of “Green” principles in procurement and manufacturing practices;
- Reduction of material consumption through recycling of waste materials;
- Management and disposal of waste in a responsible manner;
- Commitment to ensuring a safe and healthy working environment;
- Fair treatment of employees;
- Continuous training and development of employees;
- Contributions towards local authorities and communities;
- Uphold business excellence and continuity;
- Commitment to continual research and development in achieving product innovation and enhancing product quality;
- Continuous selection of potential suppliers at significant locations of operations to optimise cost and sales value;
- Customer profile diversification to ensure the economic interest of all relevant stakeholders are preserved and prevent from loss of key customers; and
- Compliance with better practices under the Malaysian Code of Corporate Governance 2021 (“MCCG”).

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Governance Structure and Process

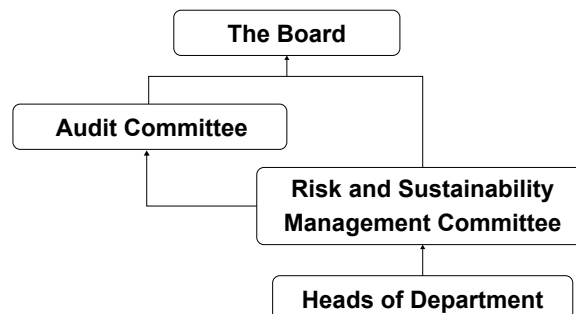
Good governance plays a vital role for Ornapaper Group to operate in an accountable and sustainable manner. The Board acknowledges its overarching responsibility for integrating recommended sustainable economic, environmental, and social practices throughout the organisation. This includes developing business strategies with sustainability considerations and monitoring sustainability performance to ensure continual progress. The governance structure in relation to the Group's sustainability management is guided by the Guide and Toolkit: Governance issued by Bursa Securities, with necessary adaptations made based on the nature and scale of the businesses of the Group.

Ornapaper Group's dedication to sustainable business practices permeates every level of its organisation. At the leadership level, the Board, Executive Directors and Management recognise the significance of comprehending and implementing sustainable economic, environmental, and social practices at all organisational levels.

To reinforce this commitment, the Board has established a formal structure to ensure accountability, oversight, and review with respect to the identification, management and reporting of sustainability matters and performance. Such a formal structure is important to ensure that the execution of the sustainability initiatives at all levels of organisation and business units are aligned with the Board's sustainability and business strategies. Reporting mechanisms are established at predetermined intervals to enable timely responses to applicable sustainability risks and opportunities.

The Risk and Sustainability Management Committee is delegated with responsibilities for identifying, managing, and reporting on sustainability matters and performance. This Committee plays a pivotal role in driving sustainability initiatives and ensuring alignment with Ornapaper Group's overarching goals and strategies.

The Board has formalised the sustainability principles, policies and processes envisioned by establishing the Sustainability Policy. Furthermore, based on the existing geographical scope, scale and nature of the businesses the Group is pursuing, the Board has established a formal governance structure for the identification, management and reporting of sustainability matters and performance, in the following manner:



The governance structure delineates clear roles and responsibilities for the Board, the Audit Committee, the Risk and Sustainability Management Committee, Heads of Department, and the Key Risk and Sustainability Officer. Essentially, the Board assumes ultimate responsibility for sustainability management and performance across Ornapaper Group, while the Audit Committee oversees sustainability management and performance for reporting to the Board.

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The Risk and Sustainability Management Committee, chaired by the Chief Executive Director and Executive Director of Ornapaper Berhad, is entrusted with the following duties: -

- a. Implement the sustainability strategy and management policy as approved by the Board;
- b. Lead and implement the process of sustainability matters identification, assessment and management and devising appropriate action plans in cases where sustainability issues are not adequately or effectively addressed and communicate proposed action plans to the Heads of Departments;
- c. To conduct a periodic review of all sustainability matters of the Group (at least on an annual basis) and determine the adequacy of the response and the current standing of the sustainability matters and to report the review results (including material sustainability matters) and recommendations to the Audit Committee;
- d. To manage stakeholder engagement for input for assessment and communication of results of review and response;
- e. To implement the material sustainability matters' indicator and the target and performance monitoring thereof and the preparation of sustainability disclosures as required by laws and/or rules, and to report to the Audit Committee for review;
- f. To oversee the Heads of Departments in the implementation of systems of sustainability management;
- g. To update the Audit Committee on changes to the material sustainability matters on a periodical basis (at least on an annual basis) respectively or when appropriate (due to changes in the external environment or internally) and the course of action to be taken by management in managing the changes; and
- h. To ensure relevant sustainability training is provided for the appropriate level of employees to cultivate a positive attitude and promote the correct approach toward sustainability management.

As for the Heads of Department, their primary responsibilities are to manage sustainability matters within their respective business processes and to assist the Risk and Sustainability Management Committee with the implementation of the process of sustainability matters identification, assessment, management and monitoring of all sustainability matters.

The sustainability matters management process is established by the Board in compliance with the Guide and Toolkit: Materiality Assessment issued by Bursa Securities, with necessary adaption based on the nature and scale of the businesses of the Group, taking into consideration the business strategies promoted by the Board, as follows: -

- Identification of the intended stakeholder groups and sub-groups, the focus areas expected by the intended stakeholders and engagement objective(s) for each stakeholder group through Stakeholders' Mapping and the establishment of the Stakeholders' Profile;
- The stakeholders identified for each significant business segment and geographical segment are prioritised in relation to their influence over and dependence on the Group so that the Group can put in more effort on stakeholder groups that have higher influence and/or dependency and the concerns of such stakeholders will carry greater weight. The prioritisation of the stakeholders is conducted by the Risk and Sustainability Management Committee by using the Stakeholder Prioritisation Matrix, whereby each stakeholder identified is assessed by using the influence and dependence criteria and rating scale established by the Board. The results of the prioritisation can be used to determine the level of engagement to be employed by the Group with respective stakeholders (from collaborating/empowering to keeping informed) based on the perceived influence and dependency of each stakeholder group;

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- Identification of sustainability matters for each significant business segment and geographical segment via internal sources (through internal documentation as well as an information system and internal stakeholders' communication via engagement medium and direct communication) and from external sources (through internal documentation, management information system, trusted public domains, correspondences with external stakeholders and external stakeholders' communication via engagement medium and direct communication);
- Sustainability matters identified for each significant business segment and geographical segment via internal and external sources are refined, consolidated and categorised into respective sustainability categories determined by the Board and enlisted in the Sustainability Matters Listing, detailing the influential and dependent internal and external stakeholders;
- Sustainability matters categorised in the Sustainability Matters Listing are subjected to internal materiality assessment by the Risk and Sustainability Management Committee in order to prioritise the sustainability matters for assessment by internal and external stakeholders.

Sustainability issues are considered material if:

- It has significant economic, environmental and social impacts on the Group from the organisation's point of view;
- substantively influence the assessments and decisions of stakeholders from the stakeholders' point of view; and
- it has significant economic, environmental and social impacts that affect the ability to meet the needs of the present and future generations.

The internal materiality assessment entails the assessment by the Risk and Sustainability Management Committee based on the rating scale established by the Board on the significance of each sustainability matter on the revenue, cost, reputation, strategic and operational risk and business opportunities criteria.

From internal and external stakeholders' perspectives, stakeholders' assessment of sustainability matters is based on the significance of such matters to influence the assessment and decision by respective stakeholders. The stakeholders' assessment of the sustainability matters is obtained during stakeholders' engagement, either through direct communication by the Risk and Sustainability Management Committee or Heads of Departments, via the rating system established by the Board.

- Subsequent to the assessment process, sustainable matters identified above are subjected to risk management policy and process established by the Board for the assessment and management of the risk and opportunities identified.

In the context of sustainability matters management, the current standing of sustainability matters is assessed for its adequacy and effectiveness by the Risk and Sustainability Management Committee and to formulate management response (if existing controls are inadequate or ineffective) to mitigate the sustainability risk or optimise the sustainability opportunities, in line with the risk appetite and business strategies established by the Board. Please refer to the Statement on Risk Management and Internal Control on the risk management system employed by the Group in the identification, management and monitoring of business risks.

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- For the management of material sustainability matters, the Risk and Sustainability Management Committee is to develop a position and response with respect to each material sustainability matter in the following manners:
 - developing policies and procedures;
 - implementing various initiatives, measures or action plans;
 - to comply with applicable laws and regulations;
 - setting indicators, goals, targets and timeframe in line with the strategic objectives; and
 - implementing new, or changing existing systems, to capture, report, analyse, and manage data requirements.

The Risk and Sustainability Management Committee is to monitor the current standing (including but not limited to, indicators, target and actual performance) and responses of the material sustainability matters and actual performance and to report to the Audit Committee on a yearly basis for review and for their recommendation to the Board for review and approval.

Stakeholder Engagement

The Board recognises and acknowledges the pivotal role of internal and external stakeholders in realising the Group's missions and ensuring long-term business sustainability and excellence. Therefore, a stakeholder-driven approach to sustainability forms the cornerstone of our sustainability strategy and reporting. Maintaining robust communication, understanding, and relationships with stakeholders through various platforms, and continuous dialogue sharing of information with stakeholders is essential for the success and sustained growth of our businesses.

The Group places high value on its employees, customers, and other stakeholders, recognising that understanding their interests and needs is fundamental to fostering lasting and mutually beneficial relationships that enhance the morale, reputation and business performances while delivering sustainable value to the stakeholders. By establishing effective and transparent lines of communication with the stakeholders, the Group aims to address their concerns in a collaborative manner that meets both the stakeholders' interests and needs as well as the Group's vision for sustainable growth.

It is on this basis that the Board is pursuing the sustainable strategy of continuous engagement with internal and external stakeholders who are dependent on and/or influenced by the activities undertaken by the Group, and to ensure that such engagements include all internal and external stakeholders across the value chain and to respond proactively, via formal and informal channels, to the concerns and views of respective stakeholder groups. By actively engaging with all stakeholders, the Board is able to identify risks and opportunities in the way the businesses of the Group are carried out, validating sustainable matters identified by the Management of the Group.

During the financial year under review and up to the date of this Statement, with regard to the sustainability assessment, management and monitoring process, the Risk and Sustainability Management Committee relied on informal channels, such as meetings and face-to-face communication, facilitated by Heads of Department and Executive Directors, supplemented by formal communication channels of communication, such as employees' performance appraisals, to engage with the stakeholders.

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The Board acknowledges that the stakeholder engagement engaged by the Risk and Sustainability Management Committee can be further enhanced by employing a preferred level of engagement per stakeholders' profile at the preferred frequency as determined by the Board. This ensures timely and reliable communication of key topics and concerns of respective stakeholder groups to the appropriate governance bodies of the Group for effective response. The Group's stakeholder engagement process is guided by the Guide and Toolkit: Stakeholder Engagement issued by Bursa Securities, with necessary adaptation based on the nature and scale of the businesses of the Group.

Following the sustainability assessment performed, the Board has determined that, through stakeholder mapping and profiling exercise conducted by the Risk and Sustainability Management Committee and Heads of Department and reported to them subsequently, the following stakeholders are dependent on and have influence over the Group:

STAKEHOLDER GROUP	ENGAGEMENT OBJECTIVE(S)	PREFERRED ENGAGEMENT METHOD(S)	FREQUENCY OF ENGAGEMENT
Employees	<ul style="list-style-type: none"> ▸ To ensure fair engagement of salary ▸ To establish career pathways for the workforce at all levels ▸ To have a safe and healthy working environment ▸ To strike for work life balance 	<ul style="list-style-type: none"> ▸ Performance appraisal ▸ Employee's self-evaluation ▸ Memorandum ▸ Electronic mail system ▸ Meetings ▸ Employees' dialogue 	<ul style="list-style-type: none"> ▸ Annually ▸ Ongoing
Board of Directors	<ul style="list-style-type: none"> ▸ To ensure business strategy takes into consideration of sustainable practices ▸ To convey accurate financial and non-financial information for decision making ▸ To comply with good corporate governance ▸ To ensure cyber security and continuous safety of organisation data and assets (including suppliers and customers) 	<ul style="list-style-type: none"> ▸ Committee meetings ▸ Board of Directors meeting 	<ul style="list-style-type: none"> ▸ Annually ▸ Quarterly
Management	<ul style="list-style-type: none"> ▸ To ensure the sustainability of human resources in pursuit of the company's goals 	<ul style="list-style-type: none"> ▸ Meetings ▸ Memorandum ▸ Electronic mail system 	<ul style="list-style-type: none"> ▸ Annually ▸ Quarterly ▸ Monthly ▸ Ongoing

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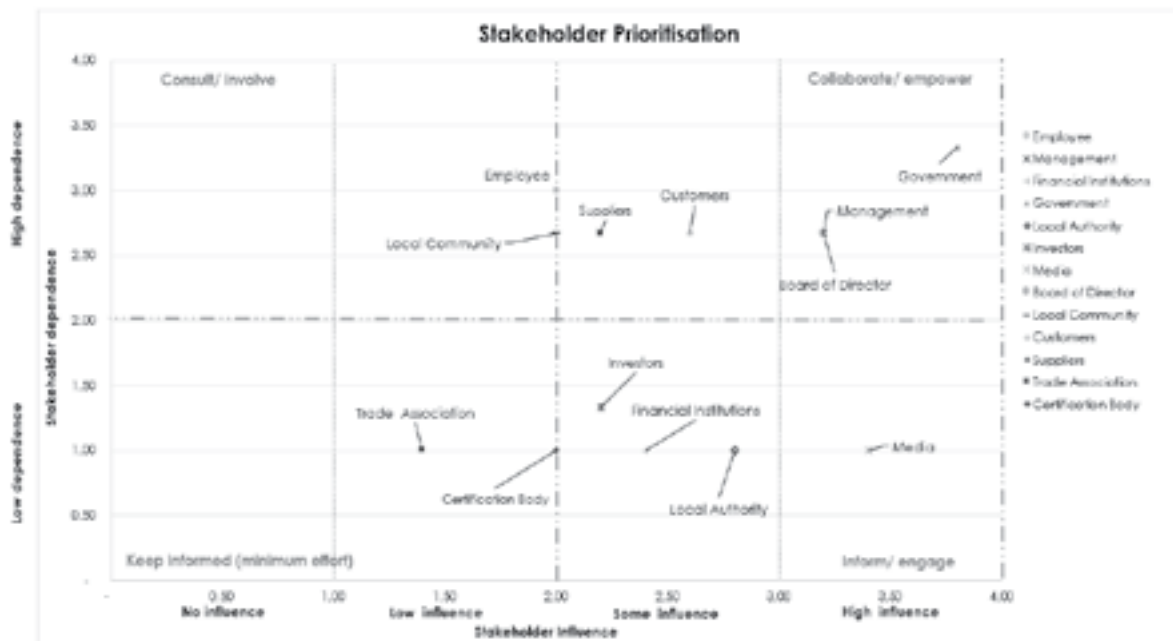
STAKEHOLDER GROUP	ENGAGEMENT OBJECTIVE(S)	PREFERRED ENGAGEMENT METHOD(S)	FREQUENCY OF ENGAGEMENT
Financial Institutions	<ul style="list-style-type: none"> ▸ To demonstrate financial sustainability ▸ To understand and comply with laws 	<ul style="list-style-type: none"> ▸ Annual report ▸ Public announcements ▸ Meetings 	<ul style="list-style-type: none"> ▸ Annually ▸ Ongoing
Government	<ul style="list-style-type: none"> ▸ To ensure full compliance with all relevant laws and regulations 	<ul style="list-style-type: none"> ▸ Official submission ▸ Official letter ▸ Public dialogue involving government officials ▸ Public announcements ▸ Telephone conversation ▸ Face-to-face meetings ▸ Electronic mail system ▸ Periodical audit 	<ul style="list-style-type: none"> ▸ Ongoing
Local Authority	<ul style="list-style-type: none"> ▸ To ensure full compliance with relevant laws and regulations 	<ul style="list-style-type: none"> ▸ Official submission ▸ Official letter ▸ Public dialogue ▸ Public announcements ▸ Telephone conversation ▸ Face-to-face meetings ▸ Electronic mail system ▸ Periodical audit 	<ul style="list-style-type: none"> ▸ Ongoing
Customers	<ul style="list-style-type: none"> ▸ To improve customer satisfaction ▸ To meet potential customer's requirements ▸ To ensure sufficient and healthy manpower support ▸ To sustain good product quality even during COVID-19 endemic 	<ul style="list-style-type: none"> ▸ Face-to-face meetings ▸ Electronic mail system ▸ Telephone conversation ▸ Customer audits ▸ Letter of complaint ▸ Official letter ▸ SCAR 	<ul style="list-style-type: none"> ▸ Ongoing
Investors	<ul style="list-style-type: none"> ▸ To demonstrate financial sustainability 	<ul style="list-style-type: none"> ▸ Annual report ▸ Annual general meeting ▸ Shareholder communication ▸ Press releases and public announcements 	<ul style="list-style-type: none"> ▸ Annually ▸ Quarterly ▸ Ongoing
Certification Body	<ul style="list-style-type: none"> ▸ To ensure compliance with ISO 9001: 2015 and 14001: 2015 standard 	<ul style="list-style-type: none"> ▸ Audit ▸ Electronic mail system ▸ Telephone conversation ▸ Reports 	<ul style="list-style-type: none"> ▸ Ongoing

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STAKEHOLDER GROUP	ENGAGEMENT OBJECTIVE(S)	PREFERRED ENGAGEMENT METHOD(S)	FREQUENCY OF ENGAGEMENT
Suppliers	<ul style="list-style-type: none"> ▸ To ensure all materials are RoHS compliance/ environmentally friendly ▸ To strive for reasonable price materials and services at an acceptable quality, consistent and on-time delivery ▸ To ensure safety and health during the loading and unloading process and delivery journey ▸ To ensure product quality and safety as well as services ▸ To ensure no disruption in the supply of materials 	<ul style="list-style-type: none"> ▸ Supplier's evaluation and appraisal ▸ Meetings ▸ Conflict of Interest Policy ▸ Code of Conduct ▸ Electronic mail system ▸ Telephone conversation ▸ Official letter/ memorandum ▸ Supplier audit 	<ul style="list-style-type: none"> ▸ Ongoing
Local community	<ul style="list-style-type: none"> ▸ To ensure pollution and social ills free community 	<ul style="list-style-type: none"> ▸ Corporate social responsibility programme ▸ Face-to-face meetings ▸ Press release ▸ Official letters ▸ Electronic mail system ▸ Telephone conversation 	<ul style="list-style-type: none"> ▸ Ongoing
Media	<ul style="list-style-type: none"> ▸ To minimise negative reporting and protect the company image ▸ To ensure reporting accuracy 	<ul style="list-style-type: none"> ▸ Press release ▸ Telephone conversation 	<ul style="list-style-type: none"> ▸ Ongoing
Trade Association	<ul style="list-style-type: none"> ▸ To seek for protection of employer's interests and opportunities in business trade ▸ Sharing of industrial update 	<ul style="list-style-type: none"> ▸ Meetings ▸ Forums 	<ul style="list-style-type: none"> ▸ Ongoing

After the stakeholder group's identification with the respective engagement methods proposed, a stakeholders' prioritisation exercise was conducted for the Group to rank respective stakeholder groups' influence over and/or dependence on the Group based on influence over and dependence rating criteria and scale approved by the Board. The results of the stakeholders' prioritisation exercise for the Group are tabulated in the following Stakeholder Prioritisation Matrix with the recommended level of engagement for respective quadrants.

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Sustainability Management Activity

The Group had performed the following activities in relation to the identification, management and reporting of sustainability matters and performance:

- Identification of the internal and external stakeholders of manufacturing activities that have influence over and dependence on the Group through Stakeholder Mapping and with individual Stakeholder Profiles established for each stakeholder identified.
- Internal and external stakeholders of manufacturing activities identified by the Risk and Sustainability Management Committee were assessed and prioritised for their degree of influence over and dependence on the Group based on the agreed upon criteria and rating scale (“Stakeholder Prioritisation Exercise”).
- The Risk and Sustainability Management Committee performed identification of the sustainability matters through internal sources and informal stakeholders’ engagement through direct communication with relevant internal and external stakeholders by Heads of Department.
- The Risk and Sustainability Management Committee performed the internal materiality assessment by using predetermined criteria and rating scales to prioritise the sustainability matters for assessment by internal and external stakeholders and to determine the significance of the sustainability matters from the Group’s perspective (“Internal Materiality Assessment”).
- The degree of significance of the sustainable matters to influence the assessment and decision by internal and external stakeholders was performed by the Risk and Sustainability Management Committee by using informal stakeholders’ engagement through direct communication with relevant internal and external stakeholders by Heads of Department.

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- The results of the Stakeholder Prioritisation exercise, internal materiality assessment and degree of significance of the sustainable matters to influence the assessment and decision by internal and external stakeholders were used to prioritise sustainability matters and identification of material sustainable matters by the Risk and Sustainability Management Committee. An identified sustainability matter is considered material if it is above the material threshold established by the Board.

Material Sustainability Matters

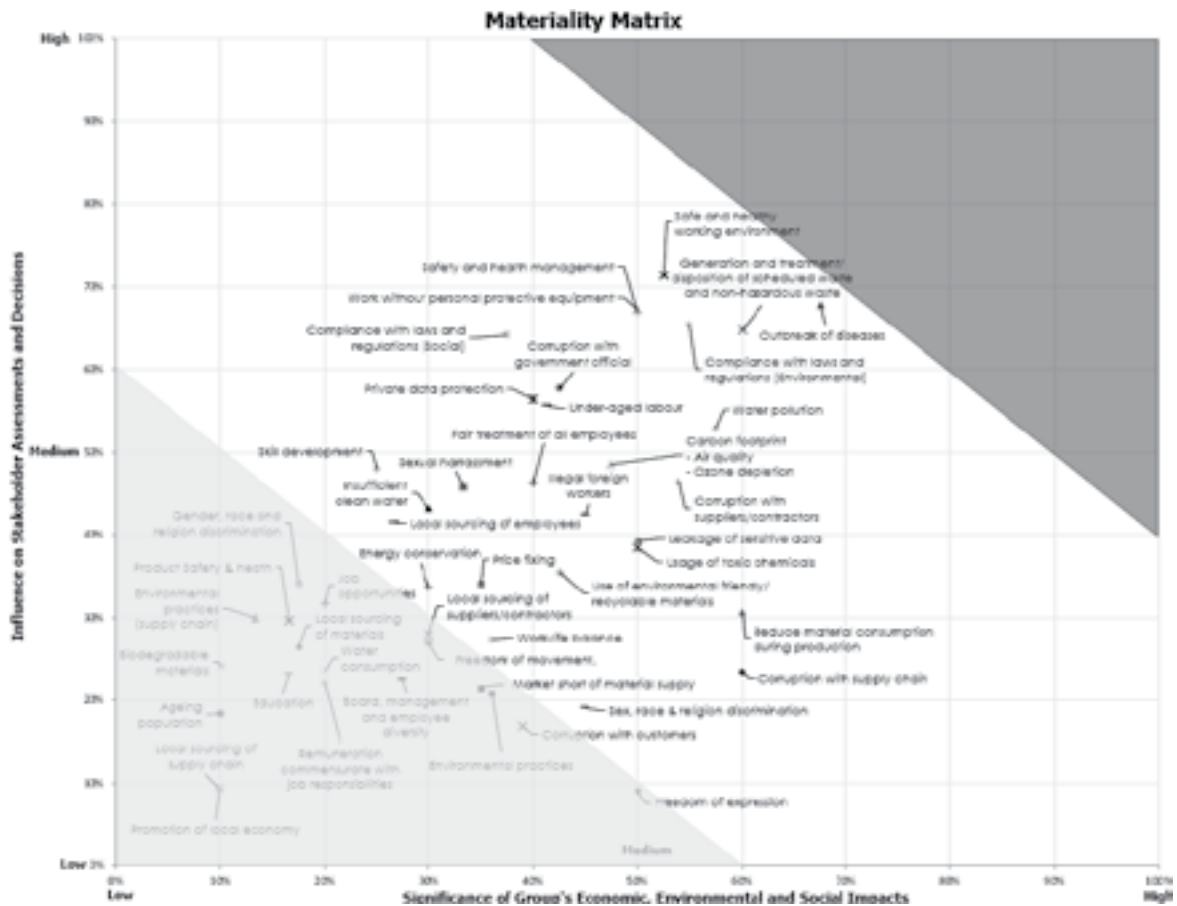
The Group places strong emphasis on delivering value to shareholders, adhering to good governance practices, maximising contributions to stakeholders and minimising environmental footprint. The Group's material sustainability matters were identified through a rigorous materiality assessment process, whereby the Economic, Environmental and Social ("EES") matters relevant and important to the Group's long-term sustainability were identified and prioritised through a structured process and assessment mechanism as approved by the Board, guided by the Guide Toolkit: Materiality Assessment issued by Bursa Securities, with necessary adaption based on the nature and scale of the businesses of the Group on sustainability context, materiality, completeness and stakeholder inclusiveness through a cycle of identification, prioritisation, validation and review.

A list of material sustainability issues was identified and determined through the sustainability matters assessment and prioritisation exercises of the Group undertaken by the Risk and Sustainability Management Committee. These exercises reflect critical sustainable considerations pertinent to each entity's business and geographical context, highlighting the expectations and concerns of stakeholder groups. The sustainability matters are rated as "Material", "Low and Medium" or "Not Material", through the material matrix, based on their significance from both Management's perspective on impact as well as significant stakeholders' perspectives on its influence over the respective stakeholders' assessments and decisions.

Following the assessment, the final list of sustainability matters, along with details of identification and assessment, undergoes review by the Audit Committee before being presented to the Board for approval. This comprehensive review process ensures effective sustainability management and monitoring across the Group. The consolidated assessment results of material sustainability matters of the Group are tabulated in the following Materiality Matrix.

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Based on the Materiality Matrix, several key material matters are identified and prioritised by the Management of the Group as well as the stakeholder groups, details as shown in the table below:

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Sustainability Matter	Definition	Aspect Boundary		Relevant SDG Goals	Corresponding Risk Register
		Internal Stakeholders	External Stakeholders		
Occupational Safety and Health (Social) <ul style="list-style-type: none"> • Safe and Healthy Working Environment • Safety and Health Management • Outbreak of Diseases 	Anticipation, recognition, evaluation and control of hazards arising in or from the workplace that could impair the health and well-being of workers and stakeholders	Management, Employees, Board of Directors	Government, Customers, Department Of Safety and Health, Certification Body	 	Compliance with Occupational Safety & Health Act
Compliance with Laws and Regulations (Environmental)	Compliance identifies the adherence of an organisation's activities to relevant laws and guidelines	Board of Directors, Investors, Management, Employees	Media, Financial Institutions, Government, Local Community, Suppliers, Customers, Certification Body, Supply Chain	 	Compliance with the Environmental Quality Act
Generation and Treatment/ Disposition of Scheduled Waste and Non-Hazardous Waste (Waste and Effluent-Environmental)	Waste and effluent discharged from operations into public areas	Board of Directors, Investors, Management, Employee	Media, Suppliers, Local Community, Government, Certification Body, Customers	   	Compliance with the Environmental Quality Act

Occupational Safety and Health (Social) - Safe and Healthy Working Environment and Management, Outbreak of Diseases

Ensuring the safety and well-being of our employees and stakeholders remains a cornerstone of our sustainability efforts. We recognise the intrinsic value of a secure workplace, extending beyond our workforce to encompass our broader stakeholder community, including customers, suppliers, and contractors. As such, our commitment to providing a productive, dynamic, and safe environment is unwavering. We prioritise occupational safety and health management, striving to create a safe and healthy working environment for all stakeholders by minimising the risk of accidents, injuries, and exposure to health hazards, to the extent practicable.

Recognising the importance of providing a secure workplace to our stakeholders, we uphold strict compliance with relevant safety and health laws and regulations, including but not limited to the following:

- Occupational Safety and Health Act 1994
- Occupational Safety and Health (Safety and Health Committee) Regulations 1996
- Poisons Act 1952
- Poisons (Sodium Hydroxide) Regulations 1962

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- Fire Services Act 1988
- Occupational Safety and Health (Classification, Labelling and Safety Data Sheet of Hazardous Chemicals) Regulations 2013
- Occupational Safety and Health (Noise Exposure) Regulations 2019
- Factories and Machinery Act 1967 (and its orders and regulations)

Central to our safety and health management is the Safety and Health Committee, comprising representatives from both the Management and employees of respective subsidiaries of the Group, which oversees the establishment and enforcement of safety protocols across our subsidiaries. The safety and health management at the workplace is also guided by a Group Safety and Health Policy approved by the Chief Executive Director. Safety and health rules and regulations are established too by the Safety and Health Committee and approved by the Management to ensure the operational activities are carried out in a proper and safe manner to minimise industrial accidents.

A safe and healthy culture at the workplace has been embedded within our day-to-day business operation activities. To foster the desired safety and health objectives and outcomes with minimal industrial accidents and incidents occurring, the Safety and Health Committee shall oversee the due observance of safety and health rules and regulations established and practised at the workplace and to promote safe and healthy conducts and environment at the workplace. The Group strives to work towards its goals of achieving “A Zero Accident” workforce, meanwhile, creating “A Good, Safe and Pleasant” environment for the employees and relevant stakeholders in order to prevent unnecessary accidents and injuries at the workplace.

Safety and health audits are conducted by the Safety and Health Committee on all departments of the Companies to ensure that concerns or incidents of non-compliance with the safety and health rules and regulations by relevant stakeholders are identified promptly and corrective actions are implemented swiftly. Identification of anticipated hazards and assessment of corresponding risks to safety and health arising from existing or proposed work environments are performed by the Safety and Health Committee with planned controls formulated to eliminate hazards or control risks at regular intervals.

Furthermore, scheduled meetings of the Safety and Health Committee are held at a predetermined interval in accordance with the required safety and health-related rules and regulations. Such scheduled meetings are conducted to promote effective communication on ways to perform jobs/ tasks in a better and safer manner at the workplace, as well as to discuss and monitor the trend of accidents or incidents and immediately investigate near-miss accidents or incidents, dangerous occurrences, occupational poisoning or occupational disease that are occurred at workplace and to resolve with measurements proposed, with the aim of maintaining a hazard free workplace.

Awareness programmes for safety and health are established and implemented to ensure that all relevant stakeholders are competent to uphold safety and health during the execution of their duties and responsibilities. To promote safety and health culture among the employees, regular safety and health-related trainings are conducted and provided to all employees to keep them abreast with the current safety and health practices with necessary precautions to be taken in place to minimise accidents or incidents in the workplace. Workplace safety procedures and instructions for operating forklifts and various types of machines on the production floor are established to guide the employees in operating the forklift, production machines and equipment in a safe and sound manner.

Sustainability Statement

Our commitment to safety extends beyond compliance, encompassing proactive measures to mitigate potential risks. As noise is inevitable in some of the Company's production processes, we have implemented measures to mitigate the impact on our employees. In particular, our corrugating section has been identified as the process that generates the highest noise levels. Noise levels are subject to periodic assessments by an Environmental Consultant approved by the Department of Occupational Safety & Health ("DOSH"). To better control noise levels, we deployed engineering controls as far as reasonably practicable, such as machineries constructed with noise reducing specifications.

Employee noise exposure is also mitigated by using personal protective equipment, such as hearing protection, especially in sections with higher noise exposure. Audiometry tests for machine operators are carried out periodically too to monitor employees' risk of detrimental exposure to noise. Moreover, all plants and equipment used within the Companies are subject to periodic service and maintenance to ensure optimal functionality with any defects or potential defects detected at the earliest opportunity to reduce the risk of unplanned machinery breakdowns or industrial accidents.

As safety measures, safety notices/signboards and indicators are placed at strategic and hazard-prone locations as well as on production equipment to convey safety messages and potential safety hazards to the employees, customers, suppliers, contractors and other visitors. Floor signages are placed at strategic and hazardous locations too within the premises of the Companies, including production floors and warehouses, as safety indicators and awareness to all employees, suppliers, customers, contractors and other visitors to adhere to in preventing unnecessary incidents from happening. Pedestrian safety walkways are created at designated areas in warehouses, factories and any other hazardous locations with safety signages placed to serve as the roadway for pedestrians and provide a safe workplace for employees, customers, suppliers, contractors and other visitors.

Relevant employees and other stakeholders with authorised access to our production facilities are provided with the required personal protective equipment as per the Company's safety and health rules and regulations. Besides, all visitors who have appointments with the Company's personnel are required to report to the security personnel for security clearance and visitor registration before they are permitted access to the Company's premises. Access to the manufacturing and storage area is also restricted to authorised personnel only with the required personal protective gear to be equipped. Strategic locations at our factories are also monitored through a closed-circuit television system while security guards are employed and deployed at important safety control points in the factories to ensure the general safety of our employees and other stakeholders within our premises.

Moreover, chemical spillage handling procedures/ flow charts are established and placed at strategic and hazard-prone locations too in the production floor. Chemical spillage handling and awareness trainings are conducted too from time to time to enhance employees' responsiveness in the event of such an incident. First aid boxes are prepared and kept in designated prominent locations in the premises for easy access and prompt retrieval by employees in the event of the occurrence of any accidents. Inspection of first aid boxes is also performed regularly by the First Aid Team of the respective companies. First aid and CPR trainings are conducted too. Besides, blinking lights are installed at the weighbridge for the safety of the lorries during night vision.

Sustainability Statement

Further measures on proper labelling and secure storage of flammable materials/ chemicals in dedicated areas, regular safety inspection of electrical wiring and cables as well as the prohibition of smoking at the workplace (except at the dedicated smoking areas) are implemented too to reduce the likelihood of fire hazards. Additionally, fire preventive equipment and systems are installed and inspected at regular intervals to ensure their functionalities are not compromised over time and clear escape route plans are placed at strategic locations. The fire alarm system is installed too to alert employees and visitors of any fire incidents.

To ensure our readiness in the event of an unfortunate incident, emergency preparedness and response programmes including fire drills are conducted by our fire and rescue team at regular intervals to ensure that such unlikely incidents can be handled satisfactorily and promptly to minimise damage to properties and people. The electrical safety programme is also arranged to be conducted on-site by a qualified external trainer to strengthen employees' awareness and response in relation to electrical safety at the workplace.

Furthermore, a fire evacuation plan is established and disseminated through trainings and briefings given to employees, as well as being published at the strategic locations in the Companies' premises. Notwithstanding that, fire certificates issued by the Fire and Rescue Department of Malaysia for respective subsidiaries of different locations are obtained and renewed annually after inspections were performed by the authority bodies to ensure the Company's strict compliance with life safety, fire prevention, fire protection and fire-fighting requirements of the Fire Services Act 1988.

Occupational safety and health performance are regularly monitored and reported in monthly progress reports, identifying any emerging or recurring health and safety issues that may occur in the workplace and the measures undertaken to address these issues proactively. These are also discussed and reviewed by the Management annually during the Management Review Meeting. The Group strives to work towards a zero injury (both minor and major) workforce. The figures below illustrate the incident records of the Companies over 3 years from the financial year ended 2021 to 2023.

ENTITY	FYE 2023		FYE 2022		FYE 2021	
	Major	Minor	Major	Minor	Major	Minor
Ornapaper Melaka	2	2	4	3	3	6
Ornapaper Batu Pahat	1	1	5	1	9	2
Ornapaper Perak	0	0	3	0	1	0
Ornapaper Johor	0	0	0	0	0	0
Tripack	1	0	0	0	1	0
Quantum	1	0	0	0	1	0

Classification of Major and Minor Injury:

Major injury	Employees who injured cause incapacity for more than 4 calendar days
Minor injury	Employees who injured cause incapacity for less than 3 calendar days

Sustainability Statement

The Management has been proactively discussing and implementing counter measures to reduce the incident rate to the extent possible in attaining the target of zero-injury set, including enhancing the workplace safety procedures and instructions in operating forklifts, machines and equipment with trainings provided to relevant employees, providing more comprehensive and targeted safety and health related trainings and awareness programmes to the employees apart from the on-the-job trainings provided. Besides, the Management is planning for investment in upgrading and fine-tuning some machines in production lines in order to minimise hazards and the risk of injury.

While striving for a zero-injury workforce, we remain proactive in implementing measures to reduce incident rates. Investments in upgrading machinery and enhancing safety procedures underscore our commitment to continuous improvement. Despite challenges, we have maintained a strong record of compliance, with no major legal actions taken against the Group nor any fine or monetary sanction imposed related to occupational safety and health aspects during the financial year under review. There were no fatalities arising from occupational health and safety incidents.

On the other hand, as part of our commitment to addressing the outbreak of diseases, the Group remains vigilant in identifying and managing health risks within the workplace. While COVID-19 has transitioned to an endemic phase, we recognise the importance of maintaining preparedness for potential disease outbreaks. Therefore, we continue to review and update our outbreak response protocols, ensuring swift and effective action in the event of a health crisis.

Overall, our steadfast dedication to occupational safety and health, coupled with proactive measures to address disease outbreaks, underscores our commitment to sustainability and stakeholder well-being. Through continuous improvement and adherence to best practices, we aim to foster a work environment that promotes employee health, safety, and resilience, driving long-term business success and sustainability.

Environment - Compliance with Environmental Laws and Regulations, Generation and Treatment/Disposition of Scheduled Waste and Non-Hazardous Waste (Waste and Effluent)

The Group, as a responsible corporate citizen, recognises its pivotal role in driving long-term value for stakeholders and securing a sustainable future for both the Group and the communities it interacts with, alongside the environment it depends on. With a steadfast dedication to continuous improvement, the Group endeavours to conduct its operations in an environmentally responsible manner, aiming to leave a positive impact on society and the environment alike. Central to this commitment are governance procedures designed to ensure sound environmental practices are integrated into daily operations.

Fully embracing its responsibility, the Group diligently adheres to all pertinent environmental laws and regulatory requirements, i.e. Environmental Quality Act 1974 and its associated regulations. Other environmental related laws and regulations strictly complied with by the Group are, including but are not limited to the following:

- Environmental Quality (Scheduled Wastes) Regulations 2005
- Environmental Quality (Control of Petrol and Diesel Properties) Regulations 2007
- Environmental Quality (Sewage) Regulations 2009
- Environmental Quality (Industrial Effluent) Regulations 2009
- Environmental Quality (Clean Air) Regulations 2014
- Poison Act 1952 (Act 366)
- Poison (Sodium Hydroxide) Regulations 1962
- Occupational Safety and Health (Noise Exposure) Regulations 2019
- Environmental Quality (Refrigerant Management) Regulations 2020

Sustainability Statement

The Group's target is to sustainably maintain operational quality across the Group, which would promote the sensible use of natural resources. In this regard, the attainment of ISO 14000:2015 certification underscores the Group's commitment to enhancing environmental performance and management control, thereby reducing environmental impact through more efficient use of resources and reduction of waste.

Additionally, in order to contribute to the environmental pillar of sustainability, the Company has obtained the Forest Stewardship Council ("FSC") Chain of Custody ("COC") certification and Programme for The Endorsement of Forest Certification ("PEFC") certification. These FSC certifications are credited following compliance with the required FSC principles and criteria, ensuring products originate from responsibly managed forests that provide environmental, social and economic benefits.

Hence, the Company is committed to implementing and maintaining the chain of custody requirements of the FSC COC standards. We are committed to monitoring and ensuring that all our relevant suppliers and/or outsourcing contractors who manufacture products which have been certified on FSC and PEFC have been produced in accordance with the recognised sustainable forestry practices. An FSC-PEFC COC Policy has also been established and published on the corporate website of Ornapaper to provide awareness and understanding of the Company's commitments and principles involved in promoting sustainability in processes, activities, products and services based on three aspects, namely, Prosperity, Planet and People ("3Ps").

Furthermore, the Group remains steadfast in its commitment to waste management practices, particularly in the generation and treatment/disposition of scheduled and non-hazardous waste. Given the nature and size of its operations, the Group's operating processes produce a significant amount of waste. The Group is subject to periodical assessments by the Department of Environment Malaysia ("DOE") to ensure that the Group operates its businesses in an environmentally responsible manner.

Scheduled wastes generated from the Group's operations are collected and stored in compliance with the *Environmental Quality (Scheduled Wastes) Regulations 2005* and disposed of through licensed scheduled waste operators approved by the DOE for material recovery and proper handling and ultimate disposal of such wastes. The scheduled wastes' generation and movement are monitored through the Electronic Scheduled Waste Information System under DOE. Besides, grease traps were installed to prevent oil and waste from discharging to the drain. As for non-scheduled waste generated, it is scrapped or collected by selected waste collectors to be recycled or disposed of at landfills.

The nature of the industry the Group is involved in does not generate significant air emissions; nevertheless, this does not exempt the Group from complying with the regulatory standards established by DOE pursuant to the *Environmental Quality (Clean Air) Regulations 2014*. Emissions to the atmosphere are channelled through chimneys, with regular air emissions monitoring conducted through stack emission monitoring to ensure continuous compliance with DOE's limits. Besides, engineering controls are deployed on plants and machinery to minimise waste generation, improve air quality, and minimise/ prevent depletion of natural resources to the extent feasible.

Sustainability Statement

To uphold its value on the environmental proposition, the Group practices the “Reduce, Reuse and Recycle” policy to reduce waste, reuse resources and recycle materials to the extent feasible. Instances of the Group’s initiatives in practising the “Reduce, Reuse and Recycle” policy are as follows:

- Reuse and recycle A4 paper which helps to reduce trees being cut down and reduce greenhouse gas emissions.
- Recycle and reuse the printer toner cartridge by sending the empty toner to the supplier for refilling.
- Reduce electronic waste to be disposed of through landfill, which helps to conserve the environment by saving energy, water, and natural resources and reduces greenhouse gases caused by manufacturing new cartridges.
- Recycle trim waste, paper core and rejected cartons which help to conserve energy and natural resources and ultimately reduce pollution.
- Recycle stripping band and metal scrap.
- Reuse cleaning water for glue starch generation which aids in reducing water bills and minimise water pollution.
- Reuse of hydraulic lubricant, which is the residue of cleaning corrugating rolls, for maintenance processes.
- Return reusable and returnable plastic containers to suppliers.

The Group is committed to the protection of the environment at all locations where manufacturing and assembly activities are performed. As an environmentally conscious business entity by holding environmental preservation close to its heart, Ornapaper Group has established an Environmental Policy approved by the Chief Executive Director with strict compliance. The Environmental Policy established was advertised and announced to our customers and the public by uploading such policy on our corporate website and distributed upon request from customers and suppliers. The Environmental Policy was published at every department too, including the guardhouse, meeting rooms and receptionist counter, to bring awareness to every one of the Company’s commitments to fulfilling the accountability of trustee of the environment for the benefit of all stakeholders including the future generations.

The Group is committed to the following corporate environmental policy: -

- Fulfill the responsibility of the trustee of the environment for this and future generations.
- To the extent possible, apply practices and control technologies that minimise pollution.
- Be committed to fulfilling compliance obligations.
- Setting and reviewing appropriate environmental objectives and targets.
- Strive to minimise release to air, water and land.
- As appropriate, take corrective action where past practices have harmed the environment.
- Providing awareness training to our management and employees on the importance of the environmental issue.
- Strive for continual improvement of the environmental management system.
- To advertise and announce the environmental policy to our customers and the general public.
- Prevent pollution through reuse, recycling, and reduction.
- To establish and implement an environmental quality assurance system by referring to Sony Technical Standards SS-00259 to control environment-related substances.

Sustainability Statement

The Group has been mindful and remained committed to protecting and enhancing the environment surrounding the Group's operations by minimising the environmental footprint for the benefit of future generations. In demonstrating the Group's initiative in environmental preservation, roof thermal insulation painting in the production area was previously carried out in Ornapaper Melaka to improve the air quality and reduce temperature while providing a more comfortable and less heaty workplace to the employees in production areas.

Besides, in striving for a sustainable environment and financial benefits through a reduction in energy consumption, the Group has invested in on-site solar energy generation. The Company has installed solar panels on the factory roof, in which the energy produced from the solar panels will be consumed first, and any excess will be exported and sold to Tenaga Nasional Berhad ("TNB"). These initiatives underscore the Group's dedication to environmental sustainability and corporate responsibility, aimed at improving air quality, reducing energy consumption, and minimising carbon emissions.

The Group's energy and water consumption are summarised in the following tables.

ORNAPAPER GROUP – ANNUAL ENERGY CONSUMPTION		FYE 2023
Energy Source (in GJ) *		
Diesel		7,619
Petrol		5,436
LPG		513
Lubricant		164
Purchased Electricity		20,792
Solar Energy (Self-Generated)		3,032
Total Energy Consumed		37,556
Energy Source (in MWh) *		
Diesel		2,117
Petrol		1,510
LPG		142
Lubricant		46
Purchased Electricity		5,776
Solar Energy (Self-Generated)		842
Total Energy Consumed		10,433
Breakdown by Type of Energy:		
Renewable Energy	3,032 GJ	8%
Non-Renewable Energy	34,524 GJ	92%

* Conversion factor: UK Government GHG Conversion Factors for Company Reporting 2023

Sustainability Statement

ORNAPAPER GROUP	FYE 2023	FYE 2022	FYE 2021	TARGET
Total Water Consumption (Megalitre)	53.85	88.61	63.22	-
Total Water Consumed/ Production Output (m³/MT)	0.57	0.88	0.62	0.70

Additionally, in alignment with its commitment to maintaining environmental sustainability and striving to minimise releases to air, water and land, there are several environmental objectives and targets established by the Management of Ornapaper Melaka, Ornapaper Batu Pahat, Ornapaper Perak, Ornapaper Johor and Tripack, whereby the actual performances are reviewed periodically with necessary corrective actions taken, shown as follows: -

ORNAPAPER MELAKA	
Environmental Objective(s)	Environmental Target(s)
1. To control water consumption	To ensure the water consumption not exceeding an average of 0.7 m ³ /MT for the next twelve months.
2. To control electricity consumption	To ensure the electricity consumption not exceeding an average of 50 kwh/MT with a tolerance level of 10% for the next twelve months.
3. To reduce the disposal of plant waste	To ensure disposal of plant waste not exceeding 11%/month.
4. To control gas consumption	To ensure the gas consumption not exceeding an average of 1.10 GJ/MT for the next twelve months.
5. To reduce the generation of glue sludge	To reduce the generation of glue sludge to 25MT/year.
6. To reduce the generation of ink sludge	To reduce the generation of ink sludge to an average of 10MT/month.

➤ **Water and Electricity Consumption (For Ornapaper Melaka):**

	FYE 2023	FYE 2022	FYE 2021	TARGET
Average Water Consumed/MT (m³/MT)	0.36	0.5	0.4	0.7
Average Electricity Consumed/MT (kwh/MT)	52	52	44	50 (with 10% tolerance)

➤ **Gas Consumption (For Ornapaper Melaka):**

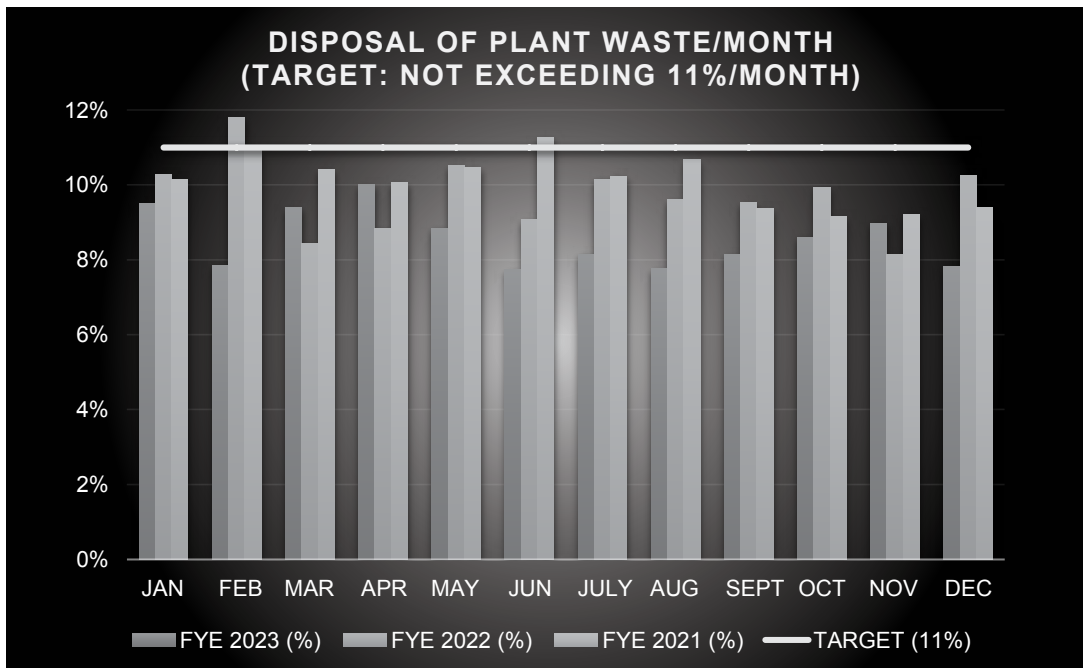
	FYE 2023	FYE 2022	TARGET
Average Gas Consumed/MT (GJ/MT)	0.87	1.03	1.10

Sustainability Statement

➤ **Generation of Glue Sludge and Ink Sludge (For Ornapaper Melaka):**

	FYE 2023	FYE 2022	FYE 2021	TARGET
Average Glue Sludge Generated/Year (MT/year)	14.11	10.72	11.52	25
Average Ink Sludge Generated/ Month (MT/month)	2.14	3.58	3.61	10

➤ **Disposal of Plant Waste (For Ornapaper Melaka):**



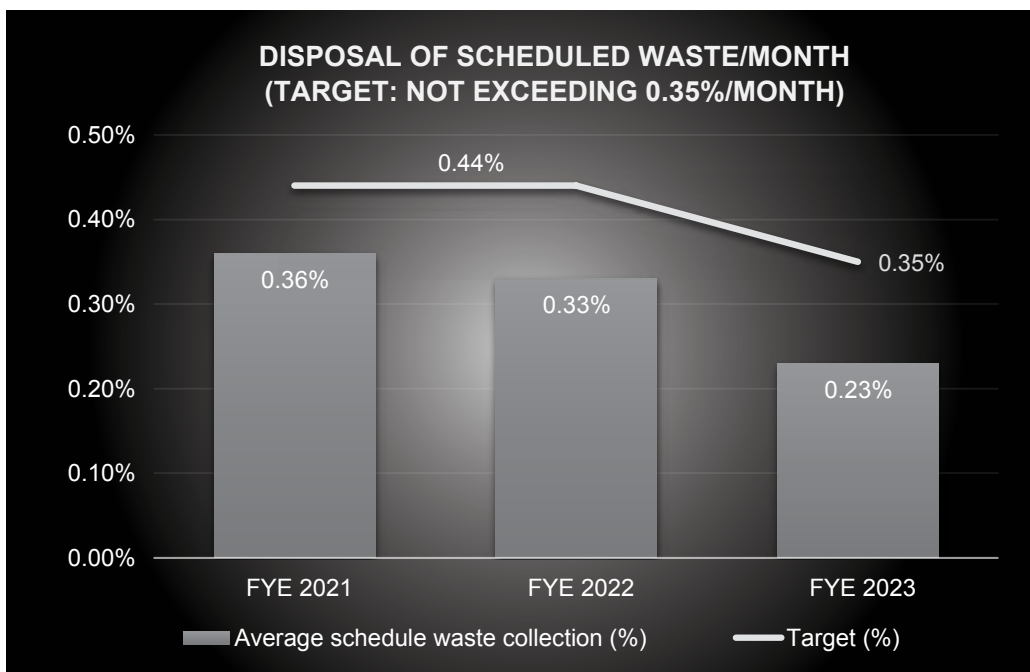
ORNAPAPER BATU PAHAT	
Environmental Objective(s)	Environmental Target(s)
1. To control water consumption	To control the average consumption of water not exceeding 1.0 m ³ /MT for the next twelve months.
2. To control electricity consumption	To ensure the electricity consumption not exceeding an average of 83 kwh/MT with a tolerance level of 10% for the next twelve months.
3. To control the disposal of scheduled wastes	To control the generation of scheduled wastes below 0.35% for the next twelve months.

Sustainability Statement

➤ Water and Electricity Consumption (For Ornapaper Batu Pahat):

	FYE 2023	FYE 2022	FYE 2021	TARGET
Average Water Consumed/MT (m ³ /MT)	0.79	1.04	0.92	1.0
Average Electricity Consumed/MT (kwh/MT)	90.15	86.80	74.80	83 (with 10% tolerance)

➤ Disposal of Scheduled Waste (For Ornapaper Batu Pahat):



ORNAPAPER PERAK	
Environmental Objective(s)	Environmental Target(s)
1. To control energy consumption	To ensure the energy consumption not exceeding an average of 70.32 kwh/MT for the next twelve months.
2. To control water consumption	To ensure the water consumption not exceeding an average of 0.90 m ³ /MT for the next twelve months.
3. To reduce the disposal of plant waste	To ensure disposal of plant waste not exceeding 9.5%/month.
4. To control the disposal of ink sludge	To control the disposal of ink sludge collection to an average of 2,000 kgs/month.

Sustainability Statement

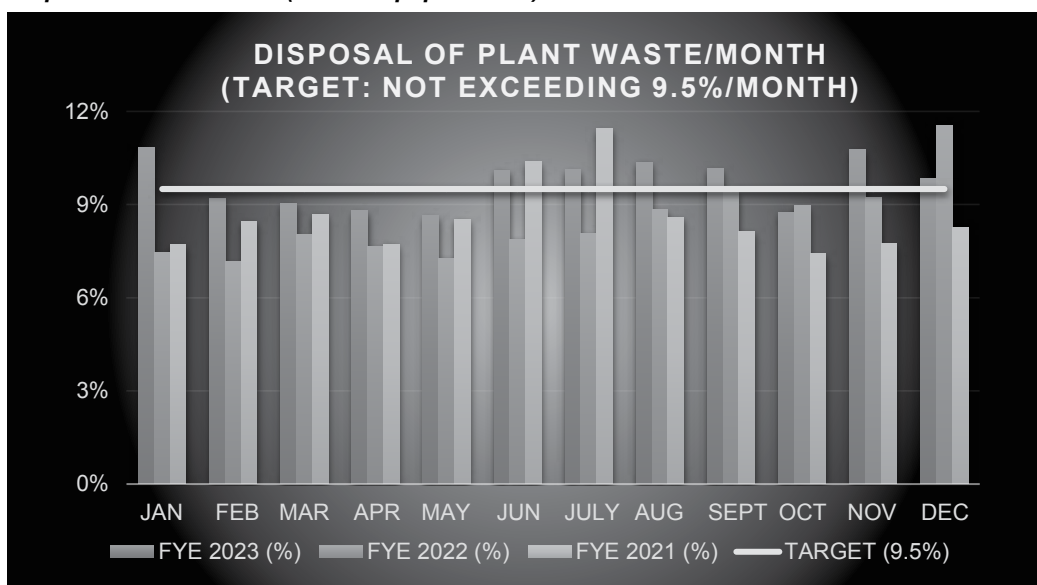
➤ **Energy and Water Consumption (For Ornapaper Perak):**

	FYE 2023	FYE 2022	FYE 2021	TARGET
Average Energy Consumed/MT (kwh/MT)	51.49	50.36	53.85	70.32
Average Water Consumed/MT (m³/MT)	0.73	0.82	0.87	0.90

➤ **Disposal of Ink Sludge (For Ornapaper Perak):**

	FYE 2023	FYE 2022	FYE 2021	TARGET
Average Ink Sludge Disposed/ Month (kgs/month)	1,280	1,693	1,488	2,000

➤ **Disposal of Plant Waste (For Ornapaper Perak):**



ORNAPAPER JOHOR	
Environmental Objective(s)	Environmental Target(s)
1. To control water consumption	To ensure the water consumption not exceeding an average of 0.40 m ³ /MT for the next twelve months.
2. To control electricity consumption	To ensure the electricity consumption not exceeding an average of 45 kwh/MT for the next twelve months.
3. To reduce the disposal of ink sludge	To reduce the disposal of ink sludge to not exceeding an average of 10.5 MT/month.

Sustainability Statement

➤ **Water and Electricity Consumption (For Ornapaper Johor):**

	FYE 2023	TARGET
Average Water Consumed/MT (m ³ /MT)	0.40	0.40
Average Energy Consumed/MT (kwh/MT)	44	45

➤ **Disposal of Ink Sludge (For Ornapaper Johor):**

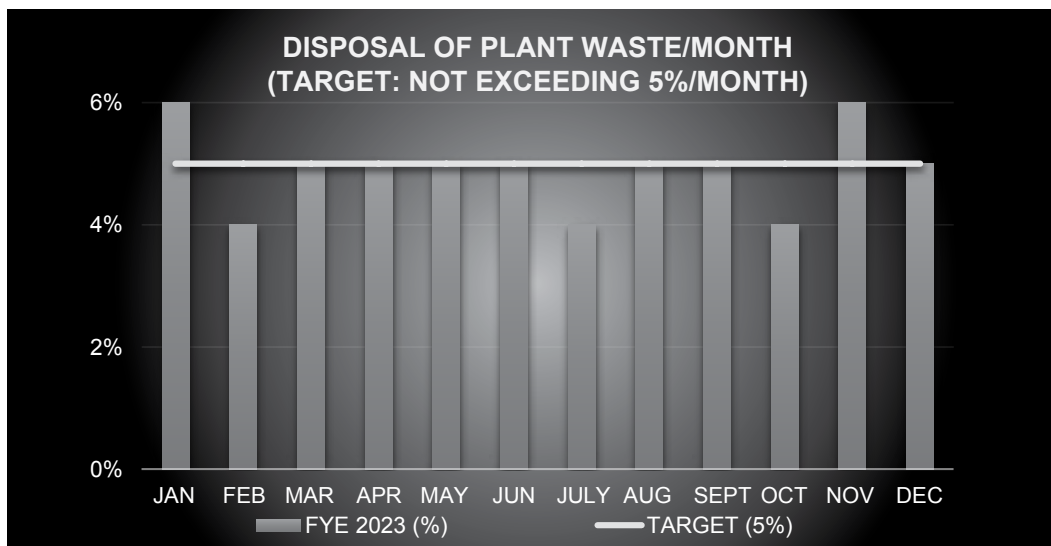
	FYE 2023	TARGET
Average Ink Sludge Disposed/Month (MT/month)	10.27	10.5

TRIPACK	
Environmental Objective(s)	Environmental Target(s)
1. To control water consumption	To ensure the water consumption not exceeding an average of 0.30 m ³ /MT for the next twelve months.
2. To control energy consumption	To ensure the energy consumption not exceeding an average of 45 kwh/MT for the next twelve months.
3. To reduce disposal of paper waste	To ensure disposal of paper waste not exceeding 5%/month.

➤ **Water and Energy Consumption (For Tripack):**

	FYE 2023	TARGET
Average Water Consumed/MT (m ³ /MT)	0.30	0.30
Average Energy Consumed/MT (kwh/MT)	54.38	45

➤ **Disposal of Paper Waste (For Tripack):**



Sustainability Statement

In order to instil an environmentally friendly mindset in all employees as well as the compliance requirements of the Environmental Quality Act and its regulations, continuous environmental preservation awareness trainings (i.e. environmental management system (“EMS”) trainings) are provided to employees on the environmental causes championed and the required conducts expected from the employees.

TRAINING / YEAR	ENTITY	YEAR 2023	YEAR 2022	YEAR 2021
NO. OF ENVIRONMENTAL MANAGEMENT SYSTEM (“EMS”) RELATED TRAINING	ORNAPAPER MELAKA	163	169	133
	ORNAPAPER BATU PAHAT	176	117	89
	ORNAPAPER PERAK	84	113	72
	ORNAPAPER JOHOR	19	0	0
	TRIPACK	11	10	1
	QUANTUM	2	2	0

There was no legal action taken against the Group nor any fine or monetary sanction imposed in relation to the environmental related aspects during the financial year under review. Prompt actions and proactive steps were taken to ensure relevant environmental factors remained within the regulatory requirements of our operations.

Anti-Bribery and Corruption

The Group places integrity at the forefront of its values and is dedicated to combatting corruption and bribery throughout its operations and value chain. Recognising the importance of conducting business responsibly and transparently, the Group is committed to upholding professionalism and integrity in all business dealings with business associates, including but not limited to customers, suppliers, agents, and consultants. In line with the enforcement of Section 17A of the Malaysian Anti-Corruption Commission Act 2009 effective from 1 June 2020, the Group continuously implements initiatives to ensure adequate measures are in place, following the TRUST principle outlined in the Guidelines on Adequate Procedures issued by the Prime Minister’s Department.

To demonstrate an adequate level of top-level commitment, the Group’s Anti-Bribery and Corruption Framework is established to ensure the Group’s compliance with the principle of zero-tolerance on all forms of gratification as well as applicable anti-bribery and corruption laws and regulations. The approved Group’s Anti-Bribery and Corruption Framework is published on the corporate website of Ornapaper too. The Group upholds the highest standards of integrity in all business interactions and adopts a strict zero tolerance on any forms of bribery and corruption, whereby all business dealings should be transparently performed and accurately reflected on records with monitoring and enforcement procedures being implemented to ensure the related compliance. Officers and employees who refuse to pay bribes or participate in acts of corruption are protected, even if it results in losing business opportunities.

Sustainability Statement

The Group's core principle regarding anti-bribery and corruption is embedded in its Code of Conduct, approved by the Board, along with misconduct and conflicts of interest requirements outlined in the Employee Handbook and related human resources policies and procedures. These documents clearly define the Board's expectations for officers, employees, and business associates to adhere to good business practices and maintain high levels of personal conduct and integrity. Besides, the Group consistently conducts awareness programs and training sessions for both new and existing employees to reinforce anti-bribery and anti-corruption measures, while also promoting integrity and ethics.

Moreover, the Group acknowledges the significance of ethical conduct in its business activities and is committed to adhering to principles of transparency, integrity, objectivity, and accountability in the conduct of its businesses and affairs at the workplace. The Anti-Bribery and Corruption Framework put in place enables stakeholders to report any concerns in relation to bribery and corruption confidently to the designated Compliance Officer through the anti-bribery and corruption management's incident reporting channel. During the financial year under review, the Group has undertaken a corruption-related risk assessment which covers all the Group's operations.

	YEAR 2023	YEAR 2022	YEAR 2021	TARGET
Percentage of Operations Assessed for Corruption-Related Risk (%)	100%	100%	100%	100%
No. of Confirmed Corruption Incidents	0	0	0	Zero tolerance

	YEAR 2023	YEAR 2022	YEAR 2021	TARGET
% Employees Received Training on Anti-Corruption	80%	31%	1%	90%
- Managerial & Above	77%	52%	20%	
- Executive & Below	80%	30%	0%	

Additionally, the Group has established a Whistleblowing Policy, approved by the Board and administered by the Audit Committee, to support its principles and code of conduct. The approved Whistleblowing Policy is also accessible on Ornapaper's corporate website. A dedicated channel for whistleblowing is established to encourage whistle-blowers (including anonymous disclosure) to report any instances of unethical behaviour or workplace grievances to the appropriate authority level, with strict confidentiality and protection against reprisal, unless prohibited by law. This initiative underscores the Group's commitment to fostering impartiality in the workplace. There were zero incidents of whistle-blowing reported through the established whistle-blowing channel and anti-bribery and corruption management's incident reporting channel during the financial year under review.

Sustainability Statement

Supply Chain Management

The Group prioritises responsible practices within our supply chain management in our pursuit of social sustainability. Central to this approach is our deliberate sourcing strategy, wherein the majority of our primary raw materials are procured from local suppliers. This strategic decision not only underscores our commitment to quality and reliability but also underscores our dedication to fostering positive socio-economic impacts within the communities in which we operate. By sourcing from local suppliers, as reasonably feasible, the Group contributes to the economic growth and vitality of these communities. Increased spending on local suppliers means more revenue circulating within the local economy, which in turn supports local businesses, creates job opportunities and fosters overall community development.

Furthermore, by establishing strong partnerships with local suppliers, the Group promotes collaboration and mutual support within the community. This collaborative approach strengthens relationships and builds trust between the Group and its suppliers, leading to more sustainable and resilient supply chain practices. Overall, our commitment to sourcing from local suppliers aligns with our broader goals of social responsibility and sustainability. By supporting local economies and communities through our procurement practices, we aim to create positive social impacts while ensuring the long-term viability of our supply chain operations.

Data Privacy and Security

Our dedication to data privacy and security is integral to our commitment to professional ethics and integrity. Upholding the principles of confidentiality and trust, we prioritize the protection of sensitive information for all stakeholders, including employees, suppliers, and customers. Through adherence to the Personal Data Protection Act (“PDPA”) and stringent security measures, we ensure the security and confidentiality of data across our operations.

We are pleased to report that no substantiated complaints have been received regarding breaches of customer privacy or incidents of confidential data loss during the financial year under review. This achievement reflects our relentless focus on maintaining the highest standards of data protection and security. By prioritising data privacy, we not only comply with legal requirements but also demonstrate our respect for individual privacy rights and our commitment to ethical business conduct.

Social

The Group recognises the paramount importance of upholding social values across its entire value chain to cater to the needs of stakeholders impacted by its operations. With a commitment to ethical conduct and transparency, the Group endeavours to cultivate enduring and trusting relationships with all stakeholders.

Central to the Group's long-term success and sustainability is its workforce, acknowledged as a pivotal asset and a key driver of business success. Fostering human capital development and maintaining a resilient workforce are imperative for supporting ongoing business expansion and growth. Therefore, the Group prioritizes equitable treatment, ensuring a safe, healthy, and sustainable working environment. Additionally, the Group actively invests in employee development to enhance skills, knowledge, and talents, empowering employees to contribute effectively while pursuing their career aspirations.

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In its efforts to maintain a competitive edge and attract top talent, the Board is committed to offering employees with fair remuneration and benefits that are commensurate with their duties and responsibilities, alongside ongoing training and development as well as career advancement opportunities. The Group encourages employees to undergo learnings and training courses or activities that are beneficial to them in supporting their career development and performance enhancement. The learnings can be inclusive of functional, on-the-job or people skills that are relevant to the current or future job function, which shall prepare them for the next level of long-term career with the Group.

The Board is committed to building a performance-based culture by allowing employees to demonstrate their capabilities and recognise their potential to be leaders. The Group is mindful that fair compensation is vital in motivating and engaging the workforce to achieve its growth target in line with the strategic directions of the Group. Thus, employees are reasonably rewarded based on the competencies demonstrated and the efforts dedicated by them in delivering their duties and responsibilities.

The Group is dedicated to fostering a positive and supportive workplace environment, where employees are actively engaged through various avenues to facilitate the efficient flow of information and optimise operational performance. As part of this commitment, annual performance appraisals are conducted by the Management. These assessments serve not only as a basis for performance-based remuneration but also as an opportunity for meaningful two-way communication. During these evaluations, management communicates feedback on past performance and articulates expectations for the future, while also inviting input from employees regarding their commitment and concerns. This open dialogue ensures ongoing monitoring and contributes to the sustainable development of the Group.

Ensuring a secure and supportive workplace remains a key focus of the Group's business strategy, with particular attention to health and safety improvements benefiting employees and other stakeholders. Recognising the inherent risks associated with the Group's operations, particularly within the Production Department, the Board is committed to taking every possible measure to safeguard the occupational safety and health of all individuals involved. In accordance with the *Occupational Safety and Health Act 1994*, all employees are entrusted with the responsibility to adhere to occupational safety and health-related standard operating procedures. The Group continuously aim to improve its safety culture through the renewal and deployment of occupational safety and health trainings and courses delivered to selected personnel.

The Group is firmly committed to fostering diversity and inclusivity in the workplace, championing a culture that respects and celebrates the diverse ethnicities and cultures of Malaysia. By recognising the unique needs of different ethnic groups, the Group ensures that its business operations accommodate these needs effectively. Upholding principles of fairness and equality, the Group provides all employees, irrespective of race, ethnicity, religion, nationality, age, marital status, gender, or any other protected characteristic, with equitable opportunities and treatment. This commitment extends to various aspects of employment, including recruitment, salary increments, benefits, promotions, retention, and training. Such practices are essential in motivating employees, fostering better performance, and driving continuous improvement.

To reinforce its commitment to transparency and fairness, the Group has developed a comprehensive Employee Handbook and Human Resource policies and procedures, ensuring clarity in employee benefits and entitlements. The Group strictly prohibits all forms of discrimination in the workplace, including those based on race, religion, nationality, gender, age, marital status, pregnancy status, sexual orientation, or physical disability. Every individual is empowered with equal rights and opportunities to contribute to the sustainable growth of the Group. All employees are allowed to receive fair treatment while working with the Group such as equality in terms of wages, work hours and overtime allowed, various types of leave entitlements, medical benefits, terminations, non-discrimination, access to complaint mechanisms and other established protection policies. The Group also observes strict enforcement of no illegal employment within the workplace.

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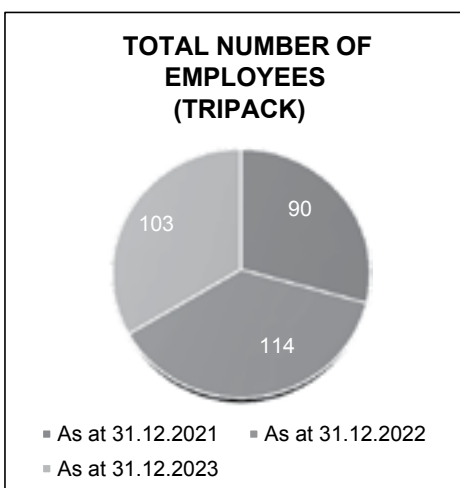
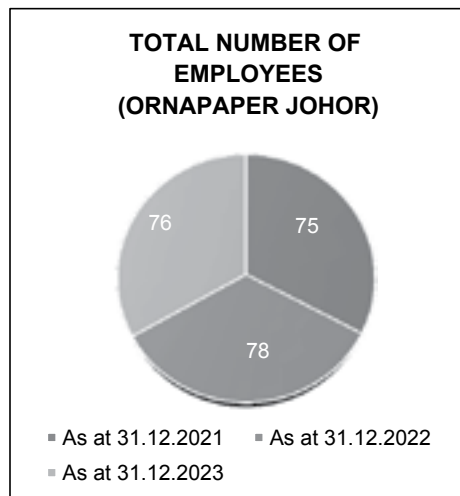
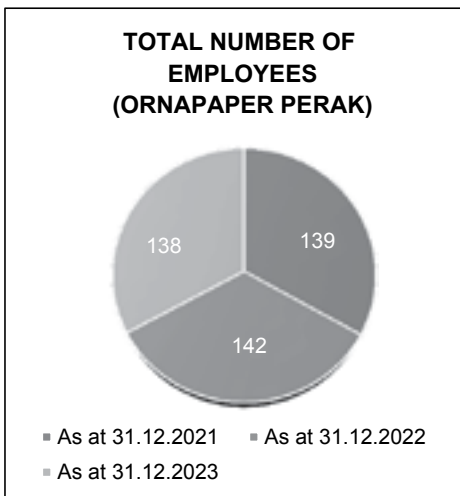
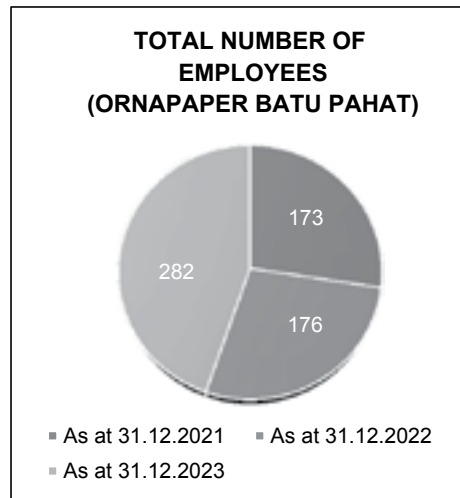
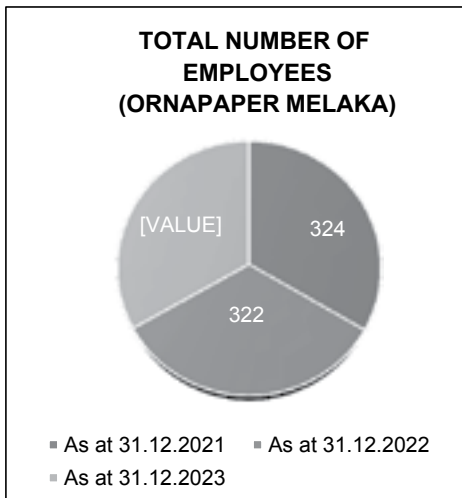
The Group is dedicated to providing a work environment that is conducive, safe, and free from sexual harassment. Any form of sexual harassment is deemed a serious violation of the Company's rules and regulations as well as work values. No employees, regardless of male or female, shall be treated with any unsolicited and/or unwelcome sexual conduct/ behaviours having the effect of verbal, non-verbal, visual, psychological or physical harassment. In this respect, the Company has established a Policy on the Prevention and Eradication of Sexual Harassment at the Workplace which is also being published on the respective departments' notice boards for the understanding and awareness of all employees, as well as on the corporate website of Ornapaper in signifying Ornapaper's effort and stern emphasis on prohibition and eradication of sexual harassment at workplace.

In addition, as the Company embraces sustainability of the 3Ps (prosperity, planet and people), we are committed to not being directly or indirectly involved in any violations of any of the International Labour Organisation ("ILO") Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work, which are written in the FSC-PEFC COC Policy established by the Company and published in the corporate website of Ornapaper, shown as follows. The Group upholds these standards to ensure the well-being and dignity of its workforce while fostering a culture of respect, fairness, and inclusivity.

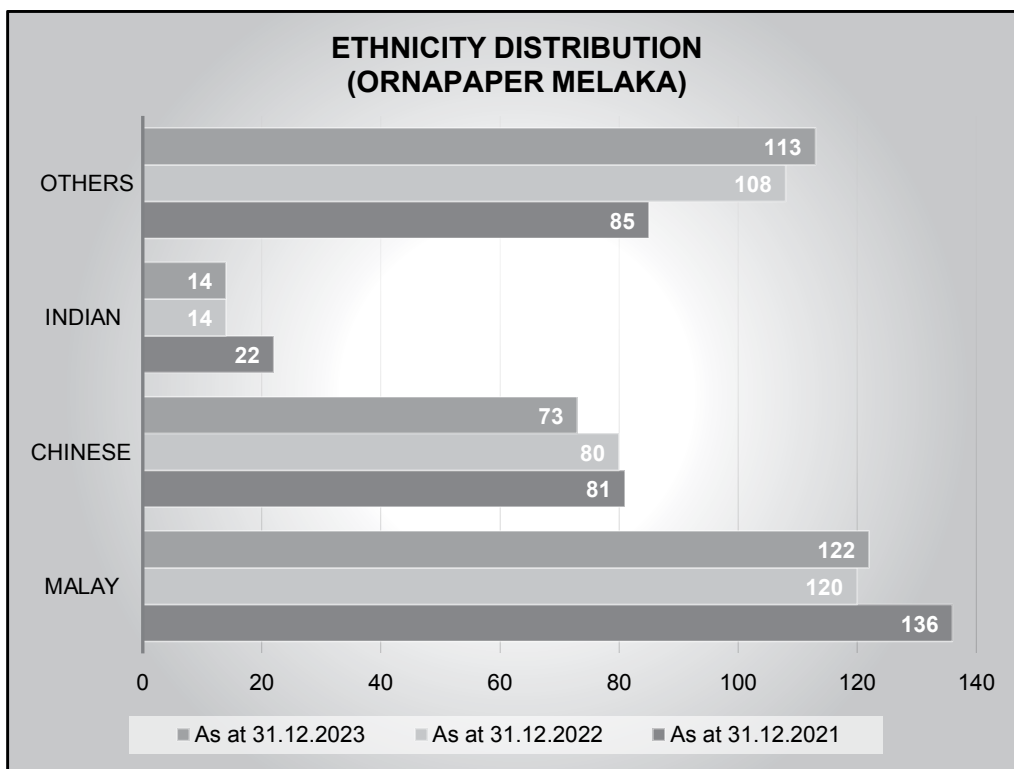
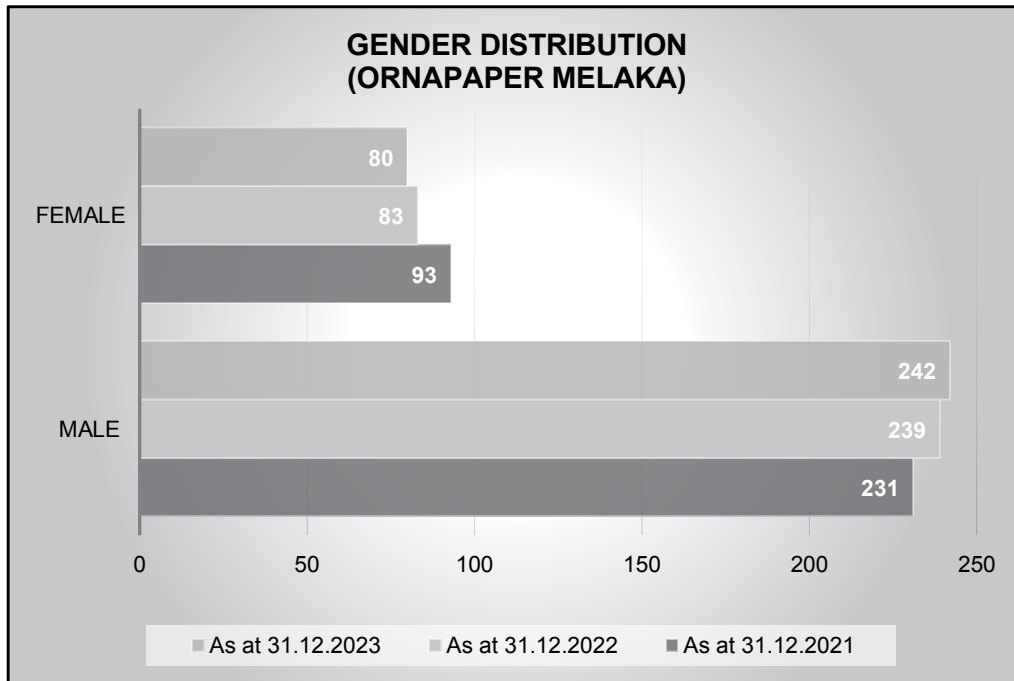
- (a) No forced, bonded and indentured labour.
 - Under no circumstances forced labour shall be used, whether in the form of compulsory or trafficked labour, indentured labour, bonded labour, or any other forms.
 - Mental and physical coercion, slavery and human trafficking are prohibited.
 - Workers are not required to work more than the regular hours, and all overtime work by workers is on a voluntary basis.
- (b) No child labours.
 - All workers employed shall be above 18 years old, or under the local legal minimum age for work or mandatory schooling, whichever is higher.
- (c) Freedom of association and the effective recognition of the right to collective bargaining.
 - Workers are not intimidated or harassed in the exercise of their rights to join or refrain from joining any organisation.
- (d) No discrimination, harassment and abuse.
 - Workers are not subject to any physical, sexual, psychological or verbal harassment, abuse, or other forms of intimidation.
 - Shall not engage in, support or tolerate discrimination in employment.
- (e) Safe and healthy working environment.
- (f) Consistent wages, benefits and terms of employment.
- (g) Complaints and grievances.
 - A proper channel is established and regular meetings are conducted for employees to raise their concerns.
- (h) Welfare of employees is taken care of.
 - All workers are provided with transparent, fair and confidential procedures that result in the swift, unbiased and fair resolution of difficulties that may arise as part of their working relationship.
 - All provisions of services and facilities for workers and their dependents are at, or above, the legally required minimum standards (if applicable).
- (i) Training and competency
 - Training and development opportunities are provided equally to all employees.

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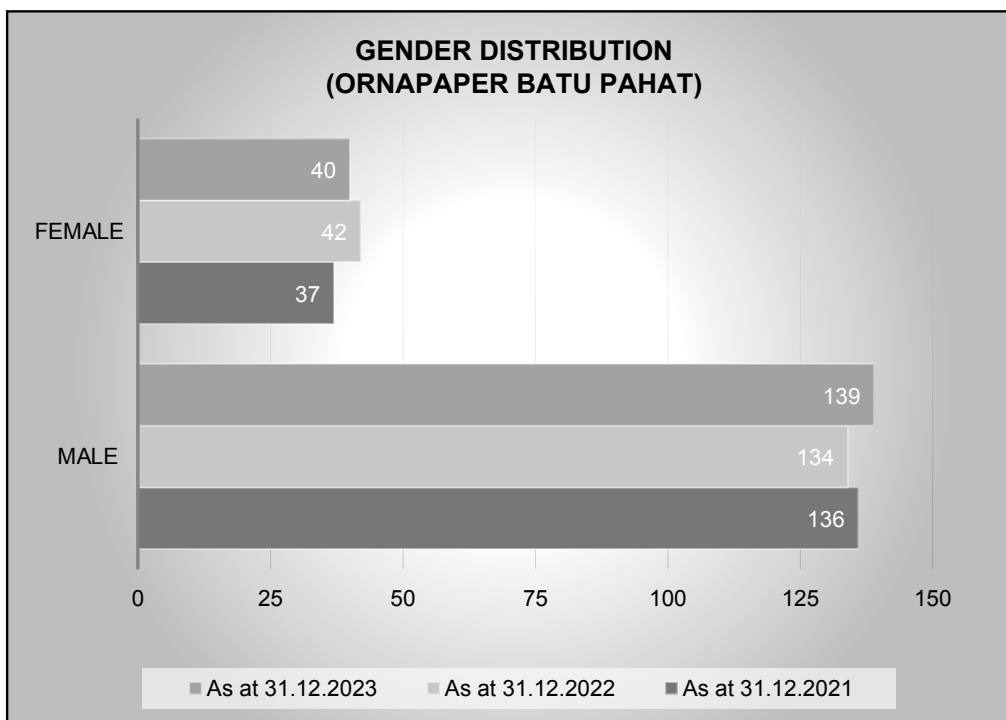
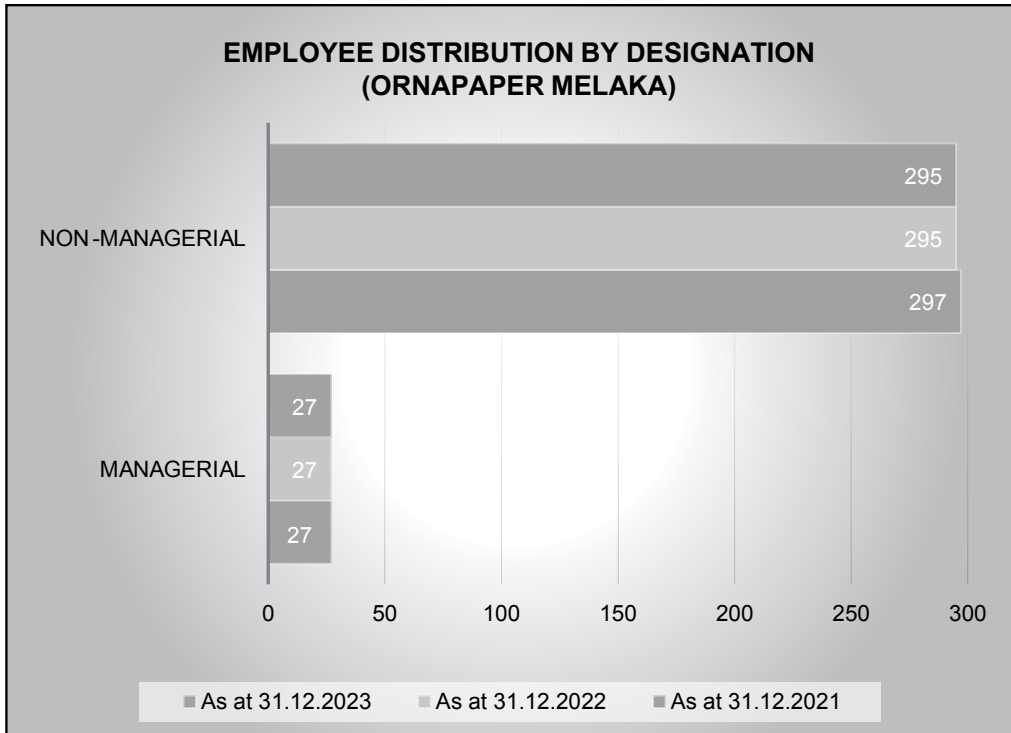
A full breakdown of our workforce in Ornapaper Melaka, Ornapaper Batu Pahat, Ornapaper Perak, Ornapaper Johor, Tripack and Quantum is illustrated below.



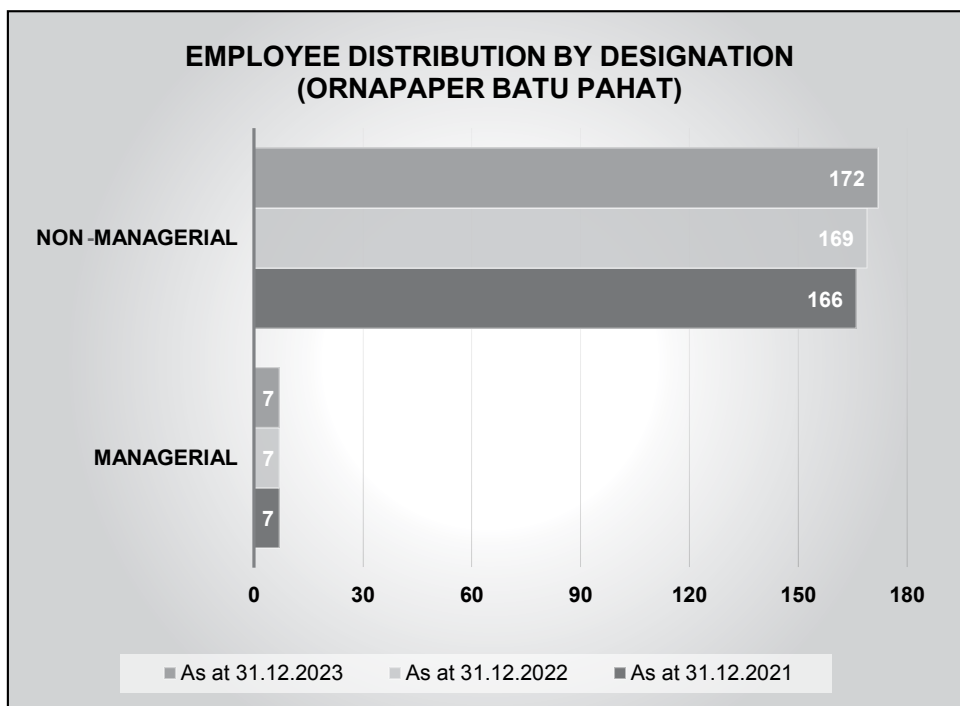
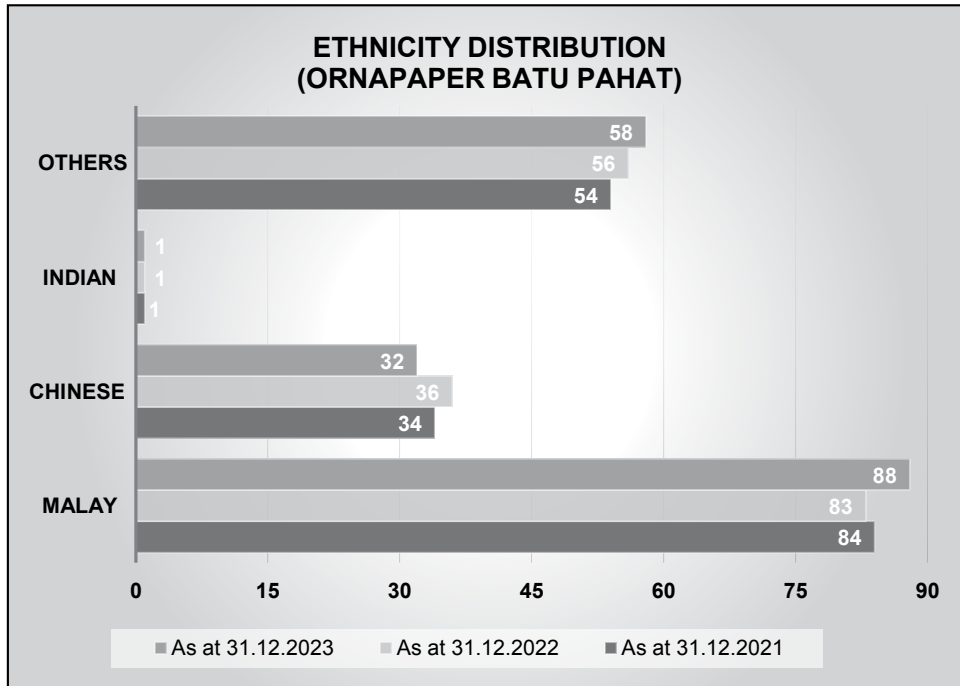
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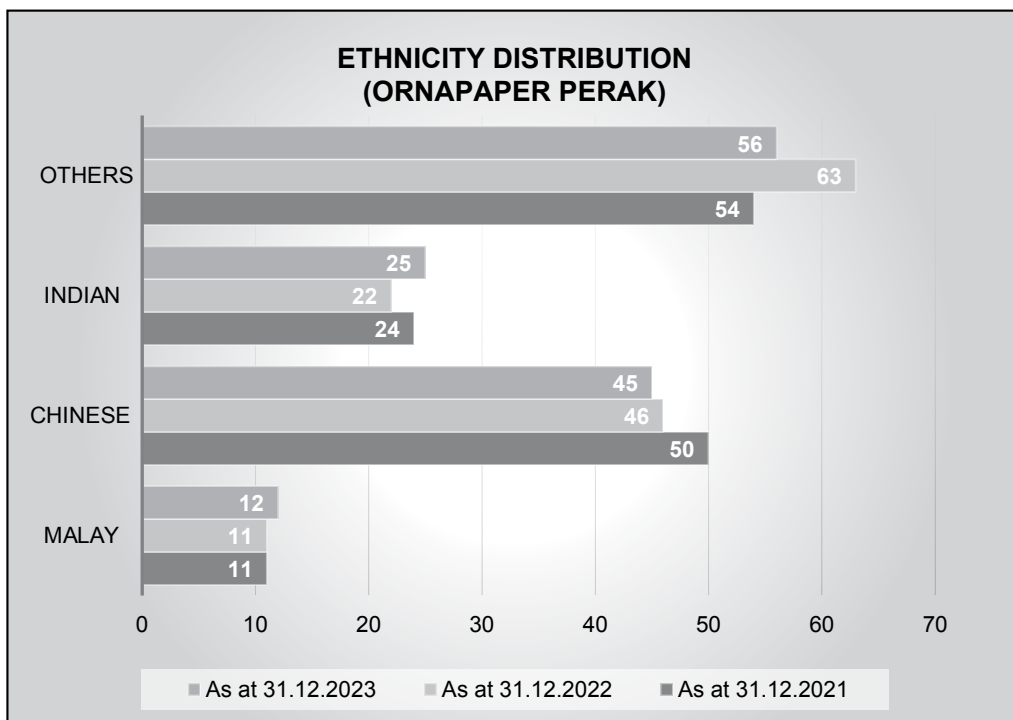
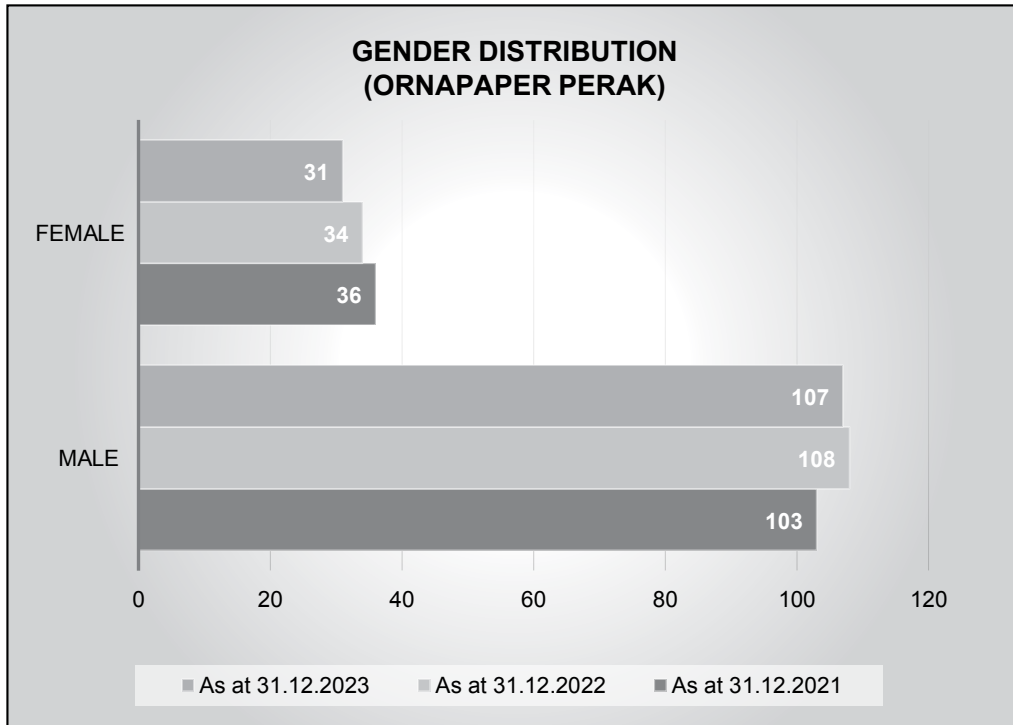
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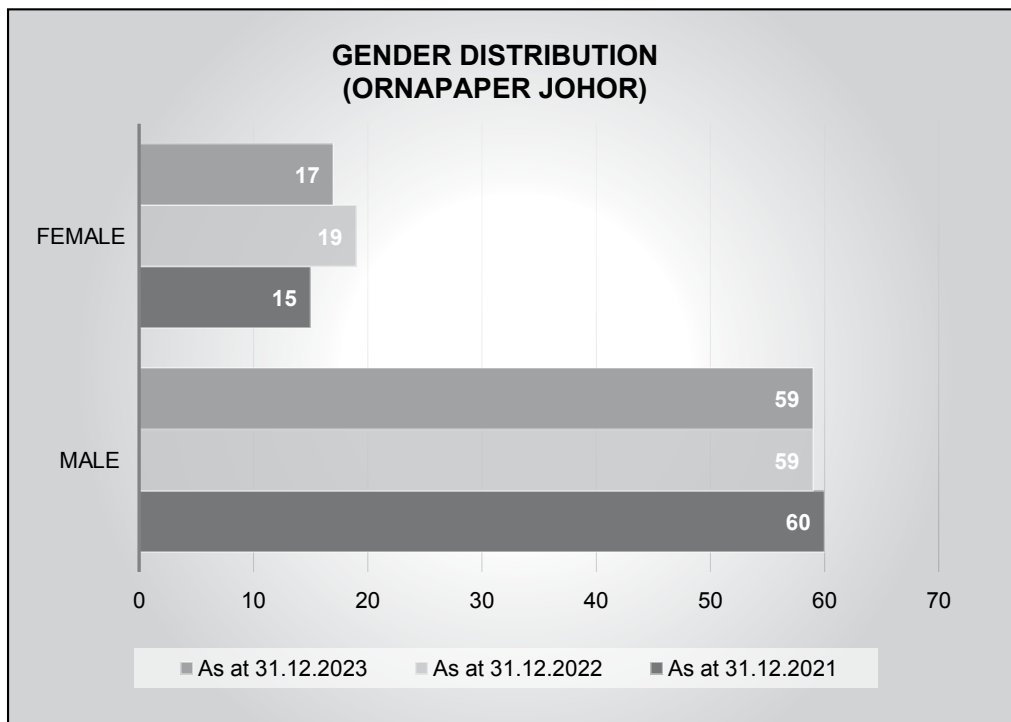
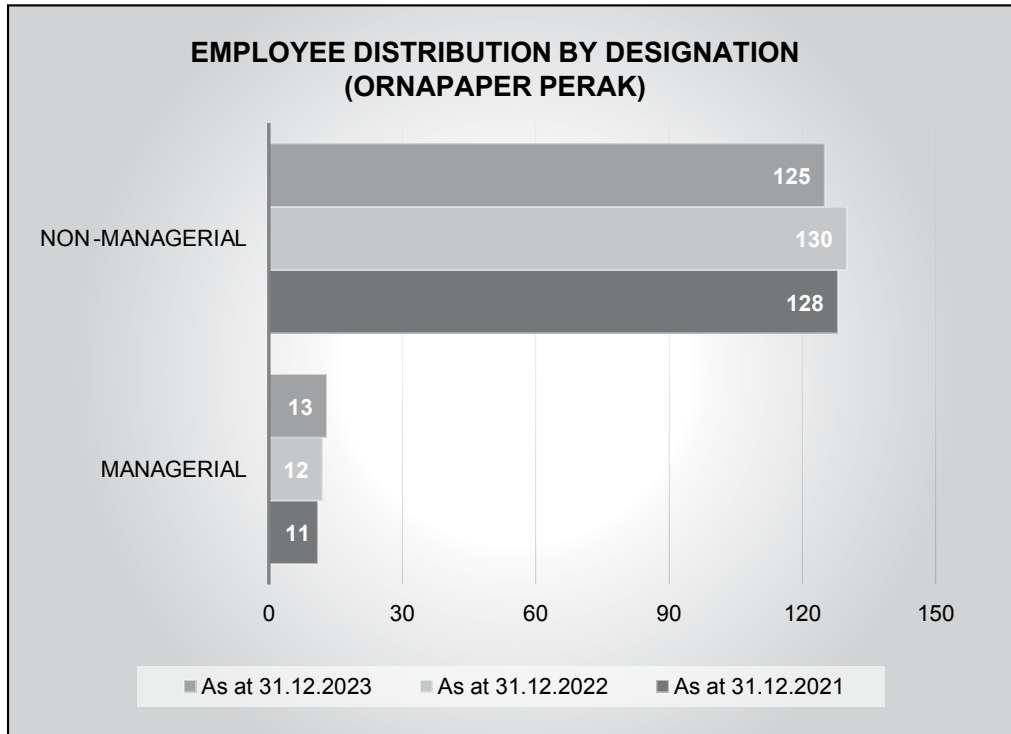
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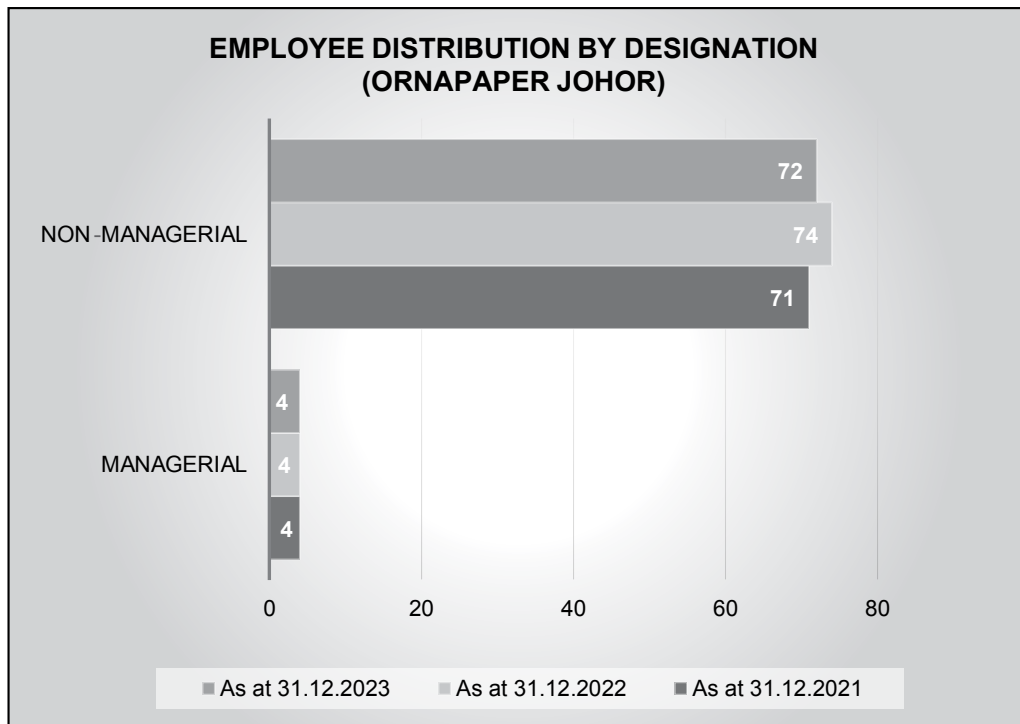
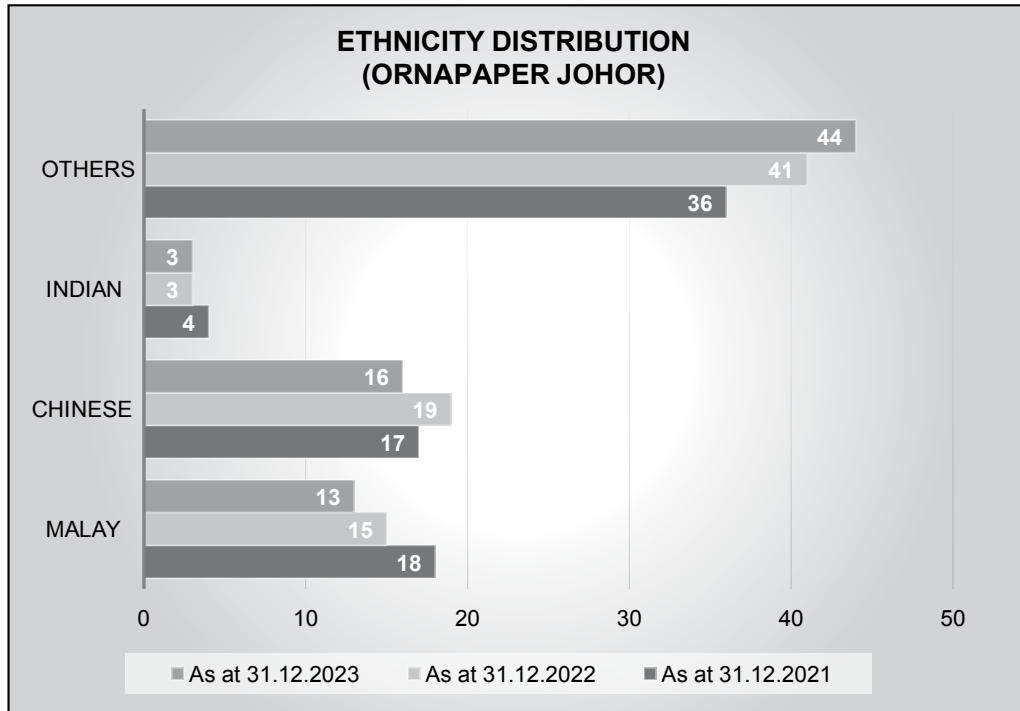
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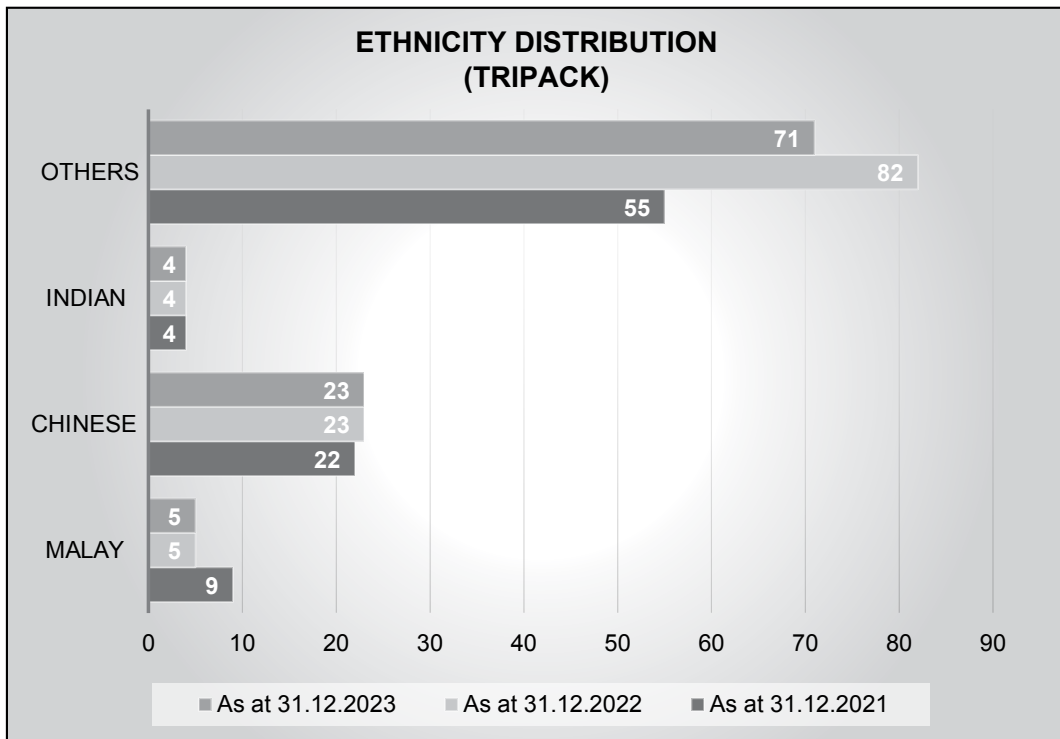
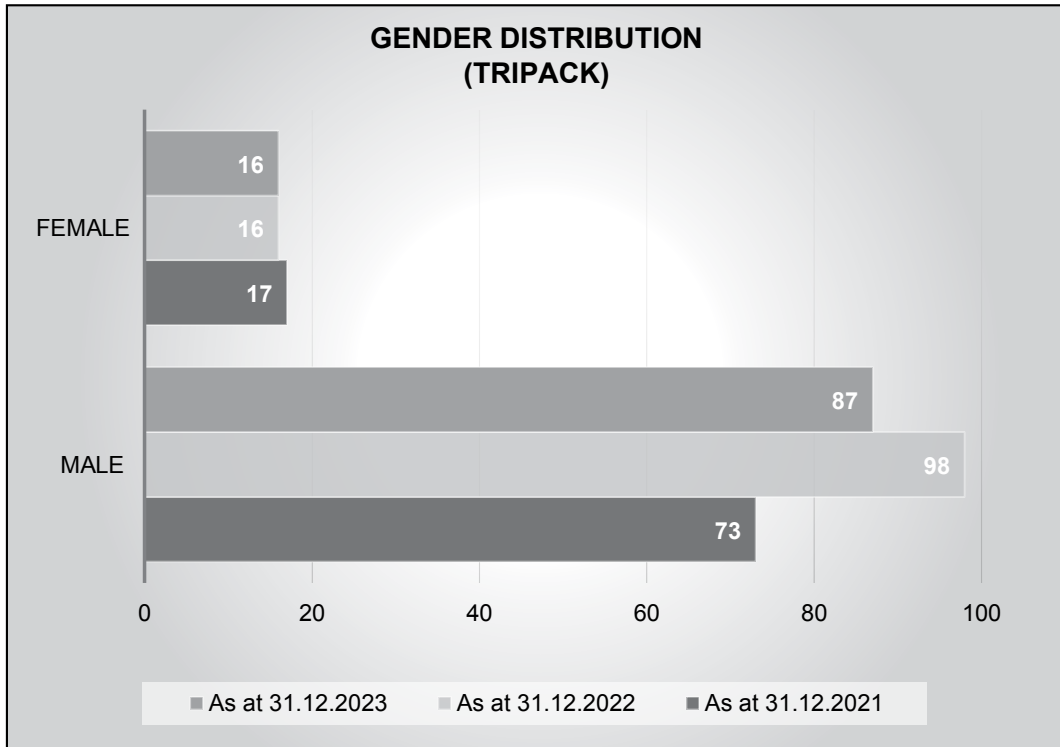
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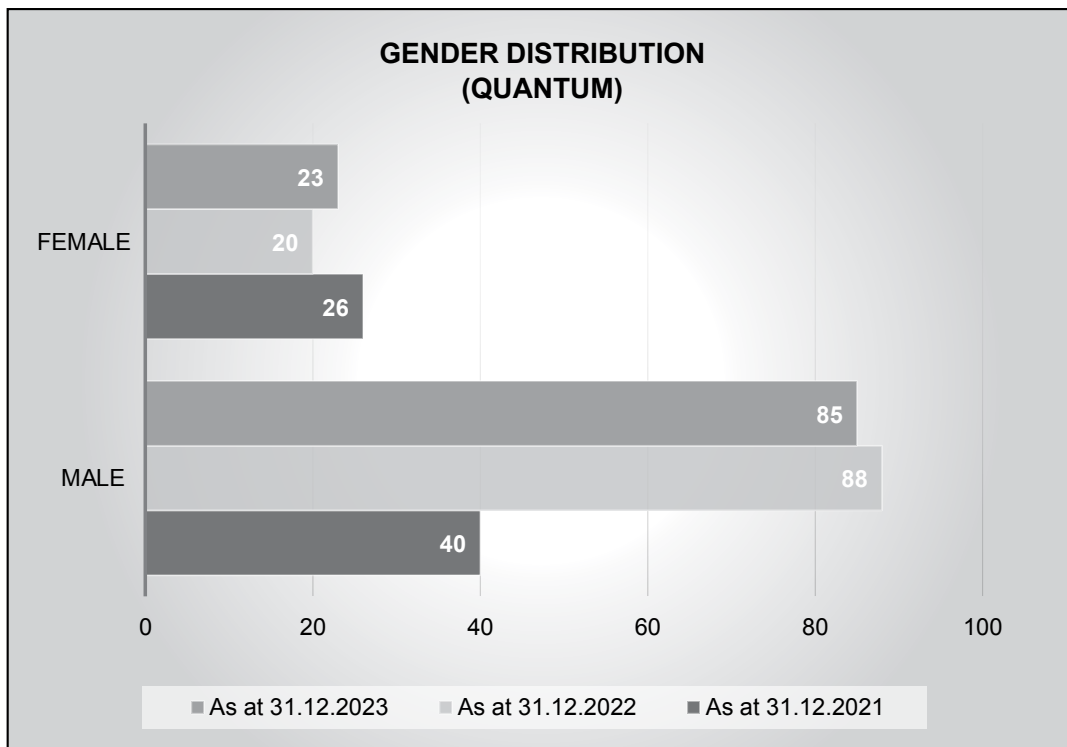
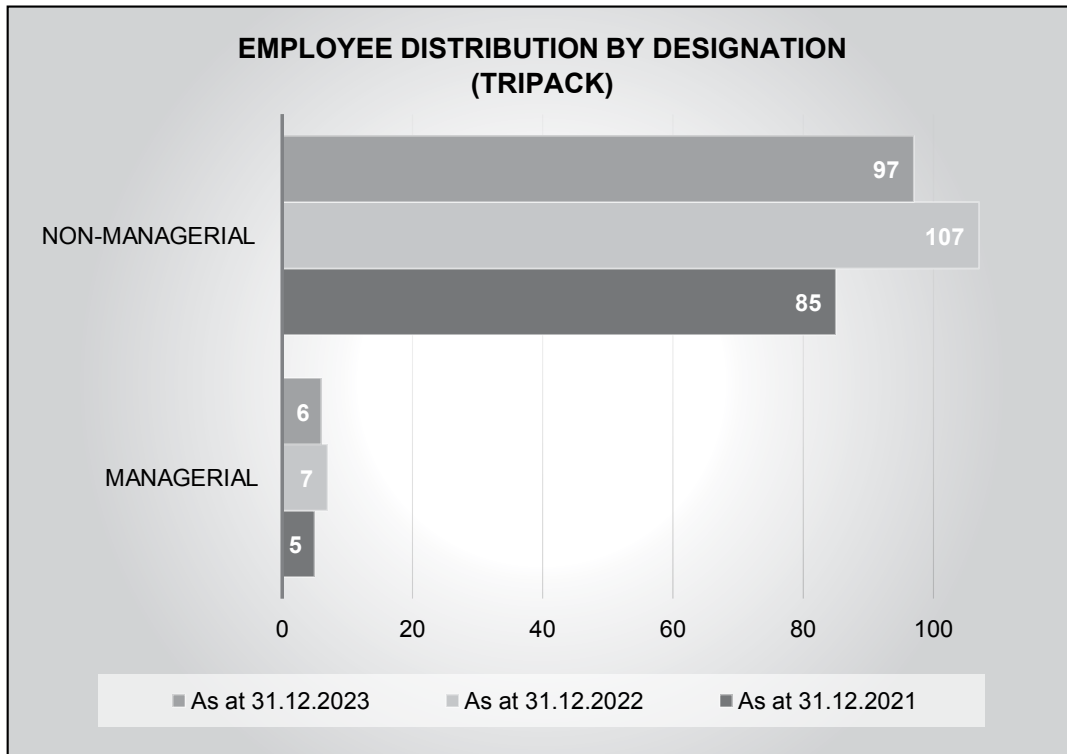
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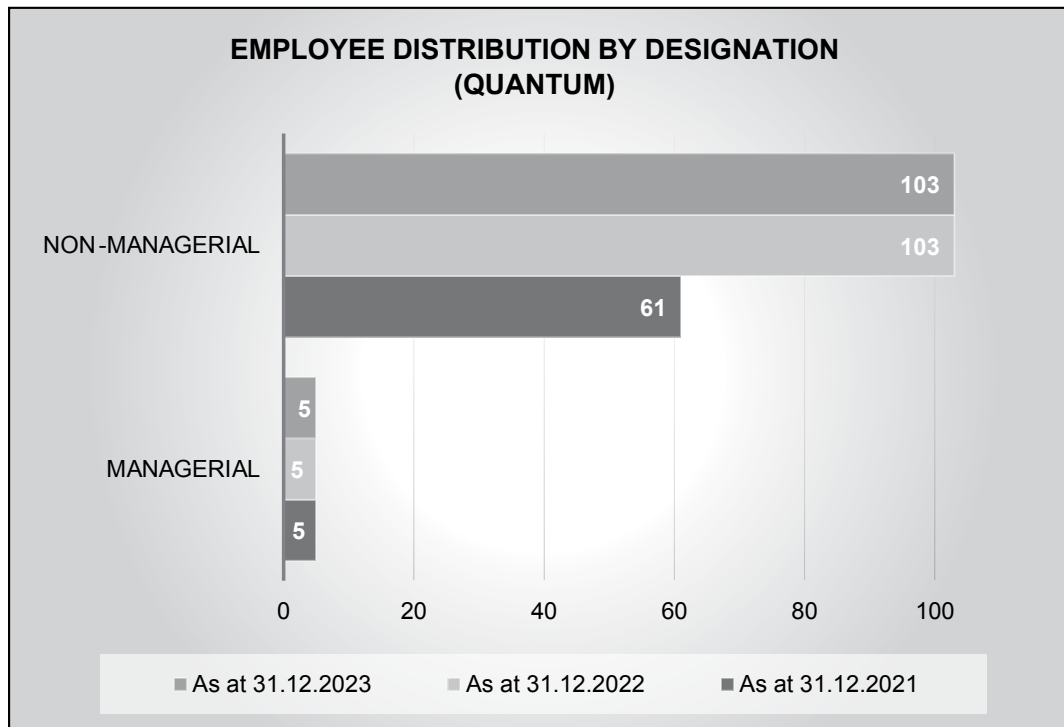
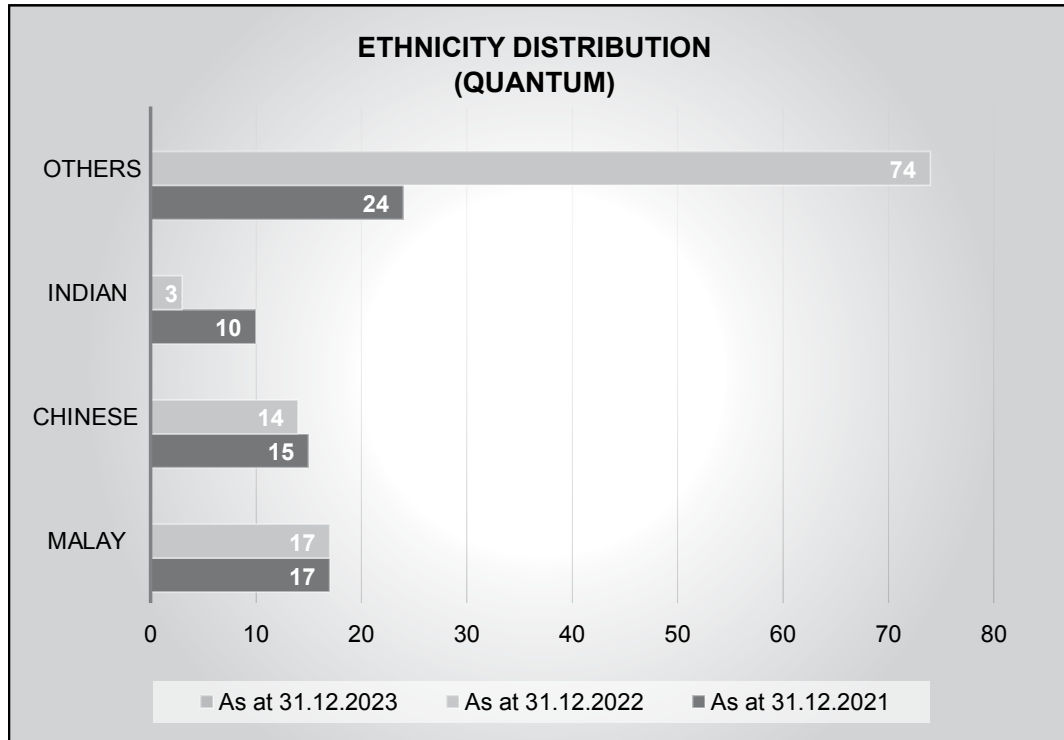
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As a responsible corporate citizen, the Group is dedicated to implementing sustainable and ethical practices that contribute to the long-term growth of businesses, environmental conservation, and social well-being. In fostering the aspect of social responsibility, the Group prioritises the rights of its employees by adhering strictly to all relevant human resource and social legislation, including but not limited to *The Federal Constitution of Malaysia*, the *Employment Act and its regulations*, *Minimum Wages Order*, *Competition Act*, *Personal Data Protection Act*, *Minimum Retirement Age Act*, *Children and Young Persons Act*, *Workers' Minimum Standards of Housing and Amenities Act*, just to name a few important ones.

Last but not least, the Group places great emphasis on corporate philanthropy and community investment as part of its commitment to being a responsible corporate citizen. By leveraging its capabilities and resources, the Group aims to create sustainable value for both the community and economic growth. Throughout the financial year, the Group has supported various community initiatives through corporate donations and participation in community events. Moving forward, the Group remains steadfast in its commitment to investing in community programs and other corporate social responsibility endeavours to contribute to the enhancement and betterment of local communities.

Beyond building sustainability in business operations, we also recognise the importance of being responsible to society by not only providing financial and non-financial support to the local communities and those in need but also sharing our knowledge base for the next generation of community development. To this end, the Group offers internship programs to students, providing them with valuable work experience and skills development opportunities during their semester breaks and at the same time fulfilling their internship requirements. These programs not only prepare students for future employment but also serve as a talent pipeline for the Group's business operations and expansion plans.

During the financial year, the Group has actively contributed to the advancement of education, particularly for young children, with the aim of promoting literacy and education among future generations. By investing in education, the Group endeavours to improve people's quality of life and foster sustainable development. The Group's philanthropic efforts extend beyond education to support non-profit organisations engaged in social and economic development initiatives.

Overall, the Group values long-term relationships with the communities in which it operates, as well as broader society, as integral to achieving sustainable business growth. Through its commitment to ethical practices, community investment, and education, the Group strives to make a positive and lasting impact on society while fulfilling its corporate responsibilities.

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Performance Data Table

Indicator	Unit	2023	2022	2021	Target
Anti- Fraud, Bribery and Corruption					
Bursa C1(a) Percentage of employees who have received training on anti-corruption					More than 90% of employees received training on anti-bribery and corruption
- Total Employees	Percentage	80%	31%	1%	-
- Managerial and above	Percentage	77%	52%	20%	-
- Executive and below	Percentage	80%	30%	0%	-
Bursa C1(b) Percentage of operations assessed for corruption related risks	Percentage	100%	100%	100%	100% of operations assessed for corruption-related risks
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0	Zero tolerance of bribery and corruption
Community Investment					
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	111,968	83,338	-	-
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	43	36	-	-
Diversity					
Bursa C3(a) Percentage of employees by gender and age group, for each employee category					
Age Group by Employee Category					
Managerial and above (below 25)	Percentage	0%	0%	0%	-
Managerial and above (25-35)	Percentage	3%	3%	2%	-
Managerial and above (35-45)	Percentage	29%	19%	19%	-
Managerial and above (45-60)	Percentage	54%	61%	62%	-
Managerial and above (above 60)	Percentage	14%	16%	17%	-
Executive and Supervisory (below 25)	Percentage	1%	4%	4%	-
Executive and Supervisory (25-35)	Percentage	33%	32%	34%	-

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Performance Data Table (Cont'd)

Indicator	Unit	2023	2022	2021	Target
Diversity					
Age Group by Employee Category					
Executive and Supervisory (35-45)	Percentage	27%	33%	32%	-
Executive and Supervisory (45-60)	Percentage	35%	28%	27%	-
Executive and Supervisory (above 60)	Percentage	3%	3%	3%	-
Non-executive (below 25)	Percentage	19%	20%	20%	-
Non-executive (25-35)	Percentage	42%	42%	40%	-
Non-executive (35-45)	Percentage	25%	23%	25%	-
Non-executive (45-60)	Percentage	12%	12%	13%	-
Non-executive (above 60)	Percentage	2%	2%	2%	-
Gender Group by Employee Category					
Managerial and above Male	Percentage	66%	69%	71%	-
Managerial and above Female	Percentage	34%	31%	29%	-
Executive and Supervisory Male	Percentage	43%	42%	45%	-
Executive and Supervisory Female	Percentage	57%	58%	55%	-
Non-executive Male	Percentage	85%	84%	80%	-
Non-executive Female	Percentage	15%	16%	20%	-
Bursa C3(b) Percentage of directors by gender and age group					
- Male	Percentage	87.5%	87.5%	87.5%	-
- Female	Percentage	12.5%	12.5%	12.5%	-
- Under 40	Percentage	0.0%	0.0%	0.0%	-
- 40-50	Percentage	12.5%	0.0%	0.0%	-
- 50-60	Percentage	50.0%	62.5%	62.5%	-
- Above 60	Percentage	37.5%	37.5%	37.5%	-
Energy Management					
Bursa C4(a) Total energy consumption	Megawatt	10,433	-	-	-

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Performance Data Table (Cont'd)

Indicator	Unit	2023	2022	2021	Target
Health and Safety					
Bursa C5(a) Number of work-related fatalities	Number	0	0	0	Zero fatality annually
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	4.03	6.12	10.32	-
Bursa C5(c) Number of employees trained on health and safety standards	Number	538	514	282	100% of employees to receive training in Safety and Health
Labour Practices and Standards					
Bursa C6(a) Total hours of training by employee category					
- Managerial and above	Hours	1,083	484	244	Average 15 hours of training per employee per year
- Non-Managerial	Hours	10,836	14,644	4,817	Average 15 hours of training per employee per year
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	10%	10%	5%	-
Bursa C6(c) Total number of employee turnover by employee category					
- Managerial and above	Number	0	0	0	-
- Executive and Supervisory	Number	10	21	7	-
- Non-Executive	Number	141	209	266	-
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0	-
Supply Chain Management					
Bursa C7(a) Proportion of spending on local suppliers	Percentage	89%	82%	-	-
Data Privacy and Security					
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0	Zero complaints concerning breaches of customer privacy and losses of customer data
Water					
Bursa C9(a) Total volume of water used	Megalitres	53.85	88.61	63.22	Lower than 0.7 cubic metre (m ³) of total water consumption per metric tonne of production output