



Sustainability Report

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ABOUT THIS STATEMENT

(GRI 2-1; 2-2; 2-3; 2-19; 2-20)

Eupe Corporation Berhad ("Eupe" or "the Group") is pleased to present our Sustainability Statement for the fiscal year ended February 28, 2023 ("FY2023"). Our statement provides a comprehensive description and disclosures of the Group's environmental, social and governance ("ESG") performance and describes our goals, progress and challenges in achieving our sustainability agenda in order to build a brand trusted by our stakeholders.

Eupe's sustainability agenda emphasises the reduction of our environmental footprint. We believe corporations have a major and ongoing responsibility to reduce waste and emissions while contributing proactively to nurturing and protecting our natural resources. To this end - and in line with companies in all sectors of the economy - we have continued to develop waste management and reduction strategies and are embarking on developing a carbon emission strategy in line with government regulations and best corporate practices.

At the same time, we believe that property developers have a unique role in extending their sustainability responsibilities beyond just the

environment. As developers responsible for designing and building homes, we play an integral role in sustaining the mental and physical health of individual buyers as well as nurturing community bonds through innovative property designs that foster social interaction and a common community identity.

Our *Sustainability Plus* Strategy consists of both environmental and social sustainability objectives. The later objectives incorporate the principles of sustainable eco-design that includes maximising healthy air, building green communities and smart connectivity in the homes we design. Furthermore, the benefits of our projects Eupe's mission and vision of *Shared Value* provide a greater design scope for building homes that are affordable without compromising quality and functionality; and while incorporating innovative architecture that focuses not only on comfort but on resource efficiency as well.

This unique approach to social development and sustainability is increasingly recognised by the property industry through major design awards and green building accreditation achieved by Eupe.



Our key sustainability highlights for FY2023 include:

- **The adoption of 3 new United Nation's Sustainable Development Goals** (UN SDGs), namely SDG 10 (Reduced Inequalities), SDG 13 (Climate Action) and SDG 16 (Peace, Justice & Strong Institutions). These SDGs have been incorporated into our sustainability agenda as they represent our contribution to Malaysia's affordable housing segment, our commitment to climate change adaptation and strong governance and ethical compliance systems.
- **Climate-related disclosures that are aligned with the Task Force on Climate-related Financial Disclosures** ("TCFD") recommendations and compliance (where applicable) with Bursa Malaysia's Enhanced Reporting Guidelines (2022). In particular, we integrated elements of the TCFD framework into our Statement where we aim to increase the quality and comparability of our climate-related information to our investors, customers and other stakeholders.
- **Achievement of key performance indicators ("KPIs")** including zero lost time injuries, customer satisfaction and response time metrics, improved benefits to our employees, reductions in energy consumption for our Sungai Petani HQ and decreased Scope 1 emissions in the Group's hospitality operations.
- **Reassessment and re-prioritisation of our material sustainability matters.** We identified 3 new material matters in response to the Group's transition into the post COVID-19 'new norm' that capture changes in our ESG priorities, as well as reflecting the ongoing development of Eupe's sustainability goals and objectives.

Reporting Boundaries & Scope

Our statement discloses the Group's performance for the reporting period from 1 March 2022 to 28 February 2023 ("FY2023"). The ESG disclosures encompass our Headquarters ("HQ") in Sungai Petani and Klang Valley, as well as the following business sectors:

1. Property Sector:

Central Region	Novum, Parc3, Est8 and Helix in Kuala Lumpur
Northern Region	Astana Park Homes, Puncak Surya, Padang Serai and Cinta Sayang Resort Villas in Kedah

2. Hospitality Sector:

Cinta Sayang Resort in Kedah

Reporting Framework

To ensure comprehensive, transparent and reliable reporting of our ESG performance, our statement has been prepared with reference to the Bursa Malaysia Securities Berhad Main Market Listing Requirements ("MMLR"), the Sustainability Reporting Guide (3rd edition) issued by Bursa Malaysia Securities Berhad, FTSE Russell FTSE4Good Bursa Malaysia ("F4GBM") and TCFD recommendations. Our disclosures are also guided by the Global Reporting Initiative ("GRI") Standards and the principles of the UN SDGs.

Assurance

All data contained in Eupe's Sustainability Statement FY2023 has been internally sourced, verified and validated by the respective business divisions and information owners. Moving forward, Eupe is focused on continuously improving our data collection and analysis processes order to improve data accuracy and the quality of our disclosures.

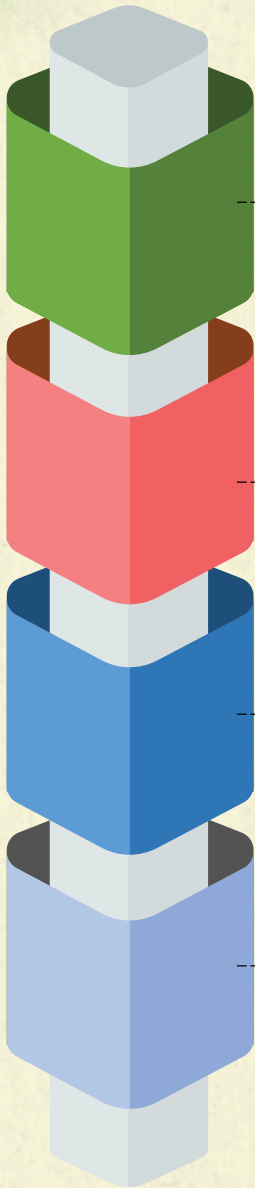
Feedback

We welcome feedback from you. If you have any questions or concerns regarding the matters disclosed in this statement, please contact:

Dr. Mark Triffitt

Strategic Communications Director
corpcomm@eupe.com.my | +603-7610 0636

OUR SUSTAINABILITY JOURNEY



FY2023

- Identified 3 new Material Sustainability Matters
- Adopted 3 additional UN SDGs - SDG 10 (Reduced Inequalities), SDG 13 (Climate Action) and SDG 16 (Peace, Justice and Strong Institutions)
- Incorporated elements of the TCFD (Task-Force on Climate-related Financial Disclosures) framework in the Sustainability Statement

FY2022

- Introduced Sustainability KPIs
- Further development of Eupe’s sustainability framework with the release of the second edition of *Sustainability Plus*

FY2021

- Adopted SDG 3 (Good Health and Well-Being)
- Introduced Anti-Corruption and Anti-Bribery Policies
- First Materiality Matrix established for the Group

FY2020

- Introduced and adopted SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities) and SDG 12 (Responsible Consumption and Production)
- Developed a Sustainability Governance Structure

Eupe wins leading sustainability award



Eupe’s sustainability strategy and reporting has been recognised by one of the leading corporate social responsibility programs in Asia.

Eupe was selected as one of the winners in the category of Corporate Social Responsibility reporting in the 2023 Asia Responsible Enterprise Awards (AREA).

The award recognised the quality of Eupe’s sustainability reporting in its Annual Report in FY2022, as well as its overall direction in sustainability practice.

The AREA awards aim to recognise leading sustainability practices and policies in the corporate sector throughout the Asian region.

Past winners of AREA’s awards include Starbucks, Coca-Cola, Accenture and Sino Pac Holdings.

SUSTAINABILITY HIGHLIGHTS

ADVANCING ROBUST GOVERNANCE



Addition of **3 new UN SDGs** - SDG 10 (Reduced Inequalities), SDG 13 (Climate Action) and SDG 16 (Peace, Justice & Strong Institutions)



Zero whistleblowing, bribery or corruption cases reported



Integrated elements of the **Task Force on Climate-related Financial Disclosures ("TCFD")** to manage our climate risks

CREATING LONG-TERM ECONOMIC VALUE



Achieved **100% local procurement** throughout the Group's operations



Achieved **100% local employment** for the Group's Northern and Central Region operations

BUILDING SUSTAINABLE RELATIONSHIPS



Zero Lost Time Injuries and Fatalities recorded for the Group



Donated over **RM149,000** to community development mainly through food aid, charity and monetary support



Increase in employee benefits (i.e. increase of maternity and paternity leave, salary range for overtime pay, etc.)

PROTECTING OUR ENVIRONMENT



Cinta Sayang Resort **decreased its Scope 1 emissions by 3.4%**



Sungai Petani HQ reduced its energy consumption by **7.2%**

Awards and Recognition 2022



PropertyGuru Asia Awards Malaysia with iProperty 2022 - Best Lifestyle High Rise Development 2022 (Parc3)

PropertyGuru Asia Awards Malaysia with iProperty 2022 - High Rise Development of The Year 2022 (Parc3)

PropertyGuru Asia Property Awards 2022 - Best Condo Development (Malaysia) 2022 (Parc3)



Malaysia Developer Awards 2022 - Top 3 For Market Capitalisation Below RM1 billion



The Edge Top Property Developers Awards 2022 - (Top 30)



The Edge Malaysia Centurion Club & Corporate Awards 2022 - (Highest Growth in Profit After Tax Over Three Years (Property))

Eupe's Association Memberships

(GRI 2-28)

REHDA Malaysia
Real Estate & Housing
Developers Association

FIABCI Malaysia
International Real Estate
Federation

CIDB
Construction Industry
Development Board

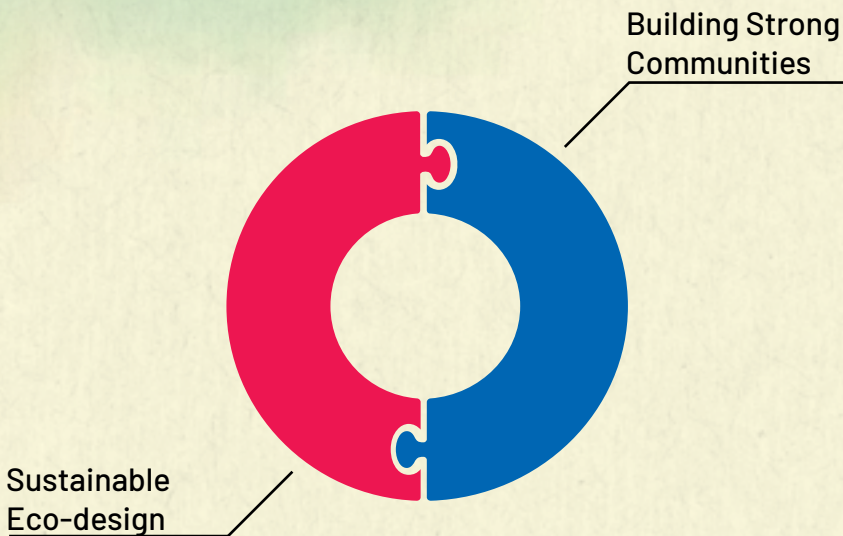
OUR APPROACH TO SUSTAINABILITY

Our Shared Value Philosophy

Eupe's *Shared Value* philosophy is the foundation of many of our sustainability approaches and activities, with the end goal being to preserve and nurture human and environmental resources we draw upon, while giving 'more' to our stakeholders and the broader community from the value we create as a company. *Shared Value* is the basis

for our business strategies across the Group's operations including our *Sustainability Plus* Strategy which commits us to principles that utilise the best architectural property designs to maximise resource and environmental efficiency, while contributing effectively and sustainably to the social needs of the community.

Sustainability Plus Strategy



Eupe's *Sustainability Plus* Strategy is a manifestation of the sustainability values and practices we aim to embed throughout our value chain and operations. The strategy combines our expertise in sustainable eco-design with our commitment and experience, particularly as a township developer in Northern Malaysia for more than 30 years, in building strong, resilient communities.

Sustainability Plus comprises two overall directions: the first is our

Sustainable Eco-design framework which ensures that every property we design utilises and embeds innovative green design ideas and values from project concept to completion and hand-over to buyers. The second is our **Building Strong Communities** framework focuses on the Group's investments in community organisations and programmes that build and strengthen community bonds and shared experiences.

ESG Framework

The Group's ESG Framework encapsulates the essence of our *Shared Value* vision and mission which, in turn, is translated into the Group's specific, sustainability objectives, its alignment with the United Nations Sustainable Development Goals, as well as how we achieve these objectives and goals.

Vision

At Eupe we are committed to *Shared Value*.

Shared Value means creating more value as a company, so we can share more value with all our stakeholders.

Mission

We will achieve our *Shared Value* vision through:

- more innovative, value-creating products and designs for our buyers and customers.
- more skills and opportunities to nurture our employees and attract and retain the best talent.
- more returns for our shareholders and investors.
- more investment and support to strengthen our communities and nurture the environment.

Sustainability Plus Strategy

Sustainable Eco-Design

Healthy Air | Iconic Design
Green Community | Smart Connectivity

Building Strong Communities

Building Hope Community Support Programme
Planet Eupe Cultural Events Programme

Stakeholder Groups

Investors & Analysts | Regulators | Customers and Buyers | Employees | Contractors & Suppliers | Local Communities

Sustainability Pillars

Advancing Robust Governance



Creating Long-Term Economic Value



Building Sustainable Relationships



Protecting Our Environment



The Group's Contribution to the United Nations SDGs

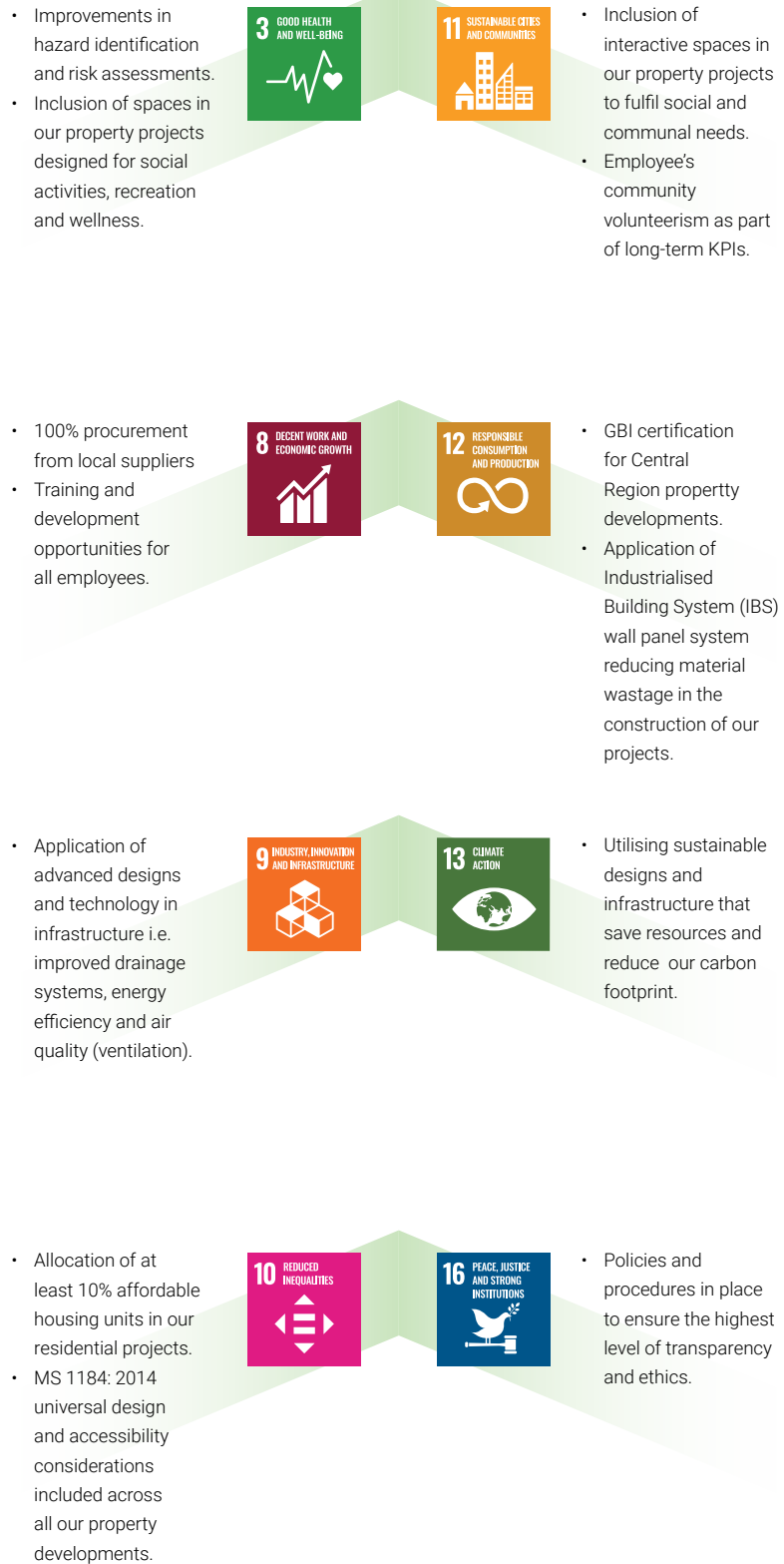
The UN SDGs consist of 17 global goals which are outlined in its 2030 Agenda for Sustainable Development. The Agenda acts as the overarching global framework for businesses via a series of consistent and aligned areas and targets for achieving sustainable economic, social and environmental development.

The Group leverages these goals as a means of translating its **Shared Value** commitment into sustainability objectives that have common ground with the wider business community. At the same time, the goals also reflect the unique sustainability objectives the Group has developed in its **Sustainability Plus** Strategy, reflecting those commitments and objectives that align with Eupe's specific business operations and capabilities, particularly in the property development sector which is its main focus of operations.

For FY2023, the Group adopted 3 new UN SDGs in addition to the 10 (ten) already adopted. The newly-adopted SDGs are SDG 10 (Reduced Inequalities), SDG 13 (Climate Action) and SDG 16 (Peace, Justice, and Strong Institutions).

Eupe's commitment to these 3 new SDGs reflects a broadening and deepening of the Group's sustainability goals, through its adoption of climate change disclosure mechanisms (SDG 13), strengthening internal governance mechanisms in terms of employee dispute resolution and anti-harassment mechanisms (SDG 16), and the Group's ongoing commitment to making home ownership more accessible to those of lower incomes via its extensive affordable housing projects (SDG 10).

The following are the SDGs that the Group is now committed to and our corresponding sustainability initiatives:



Climate Reporting: Task Force On Climate-Related Financial Disclosures (TCFD)

Our Climate Ambition

According to the Intergovernmental Panel on Climate Change (IPCC), global warming of 1.5°C in the near term will cause unavoidable increases in multiple climate hazards and present multiple risks to ecosystems and humans. Near-term actions that limit global warming to not exceeding 1.5°C would potentially reduce projected losses and damages related to climate change in human systems and ecosystems. Efforts to limit global warming require a consolidated climate risk approach to ensure that activities and operations, especially at business levels, do not contribute to the increase in global warming and exacerbate climate change impacts.

Eupe acknowledges the potential adverse impacts of climate change on the Group, the environment and the community as a whole. As a property developer, we have a key role to play in designing and building homes that encourage our buyers to use less energy as well as become more efficient with the energy they use. Specific points of leverage to achieve this goal include the overall master-planning of our property developments, the design of the individual homes and units within our developments and the specific finishes, fittings and amenities that Eupe designs into the homes we build. We are also committed to sustainable ways of reducing Eupe's

carbon footprint across its operations, including a reduced reliance on fossil fuels and the use of low-carbon products.

To this end, climate opportunities from potential resource savings as well as opportunities from the added value of climate-conscious design are already being implemented through Eupe's sustainable eco-design principles, which are benchmarked through the achievement of the Green Building Index certification.

The following design features under the eco-design principles are already part of a number of our major project developments and are therefore form part of our climate-related initiatives.

- **Passive cooling design of our high-rise projects** to reduce residents' reliance on energy-intensive air conditioning.
- **Additional green spaces in our property developments** that reduce the 'heat island' effect which is common in built-up areas.
- **Installation of energy efficient appliances** in all designed and built units and homes.
- **Installation of energy efficient LED lighting** in common spaces and public areas of the high-rise residential projects and hospitality operations.
- **Incorporation of approximately 460m² roof space of solar panels at Est8@Seputeh with an estimated annual production of 104,497 kWh of energy.** Energy generated by these panels will supply the power needs of Est8's amenities and its excess will be channelled into the grid.
- **Situating our residential developments in locations with high connectivity to key public transportation and facilities,** which in turn reduces our property residents' reliance on fossil fuel-based private transportation.

During this reporting year, we have begun work on establishing a broader framework that will incorporate climate mitigation into the Group's overall risk mitigation framework. This, in turn, will guide our future actions toward climate risk mitigation and climate impact adaptation for the Group, and reduce the carbon footprint of the products and services we are responsible for as part of our value chain.

1. IPCC, 2021: Summary for Policymakers. In: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Masson-Delmotte, V., P. Zhai, A. Pirani, S.L. Connors, C. Péan, S. Berger, N. Caud, Y. Chen, L. Goldfarb, M.I. Gomis, M. Huang, K. Leitzell, E. Lonnoy, J.B.R. Matthews, T.K. Maycock, T. Waterfield, O. Yelekçi, R. Yu, and B. Zhou (eds.)]. Cambridge University Press, Cambridge, United Kingdom and New York, NY, USA, pp. 3–32, doi:10.1017/9781009157896.001.

Climate Strategy Governance

Starting from FY2024, under our framework, the Board of Directors (“BoD” or “the Board”) will set the strategic direction of the Group on climate mitigation as part of its role in overseeing and reviewing the Groups’ sustainability objectives and policies, as well as supervising Management in implementing and achieving these objectives.

Eupe’s Board Responsibilities

- The Board oversees proposed sustainability strategies and initiatives including climate-related initiatives.
- The Board also oversees and approves the Group’s annual sustainability statement which contains climate-related progress and disclosures.

Eupe’s Management Responsibilities

- The Group’s Sustainability Steering Committee (SSC) advises the Board on the adoption of sustainability initiatives, including climate-related initiatives.
- The SSC also oversees implementation and performance of initiatives and reports the progress of sustainability initiatives which include climate-related initiatives to the Board.

Strategy

Eupe’s potential climate-related risks and impacts are divided into potential transitional risks and potential physical risks. Potential transition risks are risks that the Group will face in its transition towards climate change mitigation and adaptation, while potential physical risks are the risks the organisation

will experience at the onset of climate change. Climate-related impacts for the Group are likely to consist mainly of increasing costs, affected revenues and potential damages and disruption from short-term and long-term climate-related phenomena.

The following is an overview of the Group’s climate-related transition and physical risks, opportunities and impacts that will be assessed as part of its risk management framework in order to develop a comprehensive response to climate change throughout the Group’s value chain.

Risk	Description	Impact	Opportunities
Policy and Legal Medium term (6-10 years) to long-term (>11 years)	<ul style="list-style-type: none"> • Regulations imposed for regulatory environmental compliance. • Standards imposed on low-carbon green buildings and construction materials. • Future implementation of carbon tax or other carbon pricing mechanism. • Exposure to litigation. 	<ul style="list-style-type: none"> • Potential incurred costs from penalties and fines. • Increased costs for building materials and design fulfilment. • Increased cost incurred from carbon pricing mechanism. • Litigation costs. 	<ul style="list-style-type: none"> • Accomplishment of long-term best practice management to prevent non-compliance. • Increased demands for green building designs and construction due to imposed regulations and standards. • Reduction of the Group’s reliance on carbon-intensive materials and processes. • Operational improvements based on the prevention of litigation.

Transition Risks: Climate Related Risks, Opportunities and Impacts

Risk	Description	Impact	Opportunities
Technology Short term (1-5 years) to long-term (>11 years)	<ul style="list-style-type: none"> Challenges to determine suitable eco-design materials for property development. Difficulties in the adoption of new technology and new low-carbon and eco-design options. 	<ul style="list-style-type: none"> Additional costs for research and development. Incurred upfront costs from investments in new technology and its implementation. 	<ul style="list-style-type: none"> Resource savings upon adoption of suitable eco-design materials. Cost and resource savings upon successful implementation of new technology, low-carbon and eco-design building options.
Market Short term (1-5 years) to long-term (>11 years)	<ul style="list-style-type: none"> Changing customer behaviour and uncertainty of local market demands on eco-designs in the property sector. 	<ul style="list-style-type: none"> Decrease in revenue from fluctuating customer demands and high cost of eco-design implementation. 	<ul style="list-style-type: none"> Opportunity to lead the design and building of low-carbon, green building eco-designs and construction.
Reputation Short term (1-5 years) to long-term (>11 years)	<ul style="list-style-type: none"> Increased stakeholder concerns on climate impacts and expectations for climate action from the Group where non-action may affect brand reputation. 	<ul style="list-style-type: none"> Revenue affected by negative stakeholder sentiment which influences production capacity (i.e. delayed approvals) and property product demands. 	<ul style="list-style-type: none"> Opportunity to strengthen brand reputation by leading the design of climate-conscious property products.



Physical Risks: Climate Related Risks, Opportunities and Impacts

Risk	Description	Impact	Opportunities
Acute Short term (1-5 years) to long-term (>11 years)	<ul style="list-style-type: none"> Potential short-term extreme climate-related events, i.e. heat waves, flooding, landslides, etc. 	<ul style="list-style-type: none"> Short-term extreme climate-related events may cause reduced development capacity, high cost of impact on workforce, damages to assets, and losses in the Group's overall project development. 	<ul style="list-style-type: none"> Opportunity to innovate and adopt technology, materials and processes that withstand acute climate-related events in advance of industry peers.
Chronic Long-term (>11 years)	<ul style="list-style-type: none"> Potential long-term effects such as land inundation and extreme variability in weather patterns, i.e. high temperature, intense rain, etc. 	<ul style="list-style-type: none"> Long-term climate-related impacts may cause increase in operating costs, capital costs and insurance costs to manage impacts. Long-term disruption and delays in the Group's overall project flow and progress may cause reduced revenue from lower output. 	<ul style="list-style-type: none"> Opportunity to adopt innovative technology, materials and processes that withstand long-term climate impacts in advance of industry peers.

Risk Management

Identification of Climate-related Risks

Eupe's risk management framework is guided by the principles set out in the ISO31000 Risk Management standards. Risks are identified through risk identification, risk assessment, risk action plan development and continuous monitoring and embedment. The identification of key risks is based on a broad spectrum of strategic, operational, financial and regulatory compliance requirements. Risk assessment techniques are also embedded and applied by the Management in day-to-day operations, such as in facilitating decision-making for new projects or investments.

Managing Climate-related Risks

Climate-related risks identified as part of the Group's risk management process in the following year will be managed through preparatory actions such as detailed feasibility studies and due diligence exercises that will give rise to specific actions and objectives.

Climate-related risks and opportunities will also be managed through the design of our projects. Eupe's **Sustainability Plus** Strategy is the foundation of the Group's approach, which covers the principle of sustainable eco-design. Through sustainable eco-design, initiatives to mitigate climate-related risks include allocating more green spaces in our project designs, amounting up to double the amount required by planning regulations.

Integration of Climate-related Risk Management

Based on the identified key risks, risk action plans have been developed and are continuously monitored and managed (i.e., through KPI performance progress, due diligence process, etc.) throughout the financial year and are addressed according to the risk owners (i.e., Business Unit Heads and Heads of Departments).

Metrics and Targets

Metrics to assess climate-related risks and opportunities

As part of the risk assessment process, Eupe will derive targets and objectives to reduce its carbon footprint in addition to the Scope 1 and Scope 2 emissions targets based on fuel and electricity consumption which Eupe already tracks across the Group.

GHG Emissions Disclosure	Organisational Targets
<p>The Group monitors and reports its annual Scope 1 and Scope 2 GHG emissions in its Sustainability Report (Sustainability Statement) based on the 'Scope 1 & 2 GHG Inventory Guidance' and the 'GHG Protocol Scope 2 Guidance' by the GHG Protocol.</p>	<p>The Group currently tracks progress for the following climate-related organisational targets through our annual Sustainability KPIs:</p> <ul style="list-style-type: none"> • Track and monitor electricity consumption intensity and maintain a minimum reduction rate of 2% per year until 2025. • Track and monitor electricity consumption intensity and have a reduction year-on-year or maintain consumption below a benchmark year (2018). • Reduce electricity consumption in workers' quarters at all project sites by 5% from the previous year. • Maintain the total utility consumption (RM), below 18% of Cinta Sayang Resort's annual revenue.

Sustainability Governance Structure

GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-14

We believe that Eupe's governance structure, which guides the implementation of our sustainability initiatives, plays an integral part not only in the Group achieving its sustainability goals, but also in our overall value creation process. The Board is ultimately responsible for the strategic direction of the Group including its sustainability policies, overall direction, and the management of the Group's ESG opportunities and risks.

A key aspect of our governance framework is the selection of our

board members which, in turn, is guided by the Group's policies on independence and diversity (Director's Independence Policy, and Board and Senior Management Diversity Policy). These policies ensure that at least one-third of the Board comprises independent members and gender diversity forms an important part of the selection process.

The Group's governance structure is a three-tiered process. The Sustainability Steering Committee (SSC), which comprises members of Senior Management and is chaired by the

Group's Managing Director supports the role of the Board by reviewing current ESG initiatives, advising on new initiatives and overseeing the activities of the Sustainability Working Committee (SWC).

The SWC, comprising management representatives from key departments across the Group, is responsible for the implementation of ESG initiatives in terms of proposing specific objectives to the SSC and meeting targets related to those objectives at an operational level.



Eupe’s Sustainability Reporting Structure



Board of Directors	Sustainability Steering Committee (SSC)	Sustainability Working Committee (SWC)
<ul style="list-style-type: none"> • Monitors proposed ESG strategies and initiatives • Reviews and approves the Group’s annual Sustainability Statement 	<ul style="list-style-type: none"> • Proposes and advises the Board on ESG initiatives • Supervises implementation and performance of ESG initiatives • Reports progress of ESG initiatives to the Board 	<ul style="list-style-type: none"> • Proposes relevant ESG initiatives to the SSC • Implements ESG initiatives • Consolidates ESG data and monitors ESG performance

Sustainability Key Performance Indicators ("KPIs")

GRI 3-3

The Sustainability KPIs that were established in FY2022 were continuously monitored this year across all our business divisions with the objective of providing clear and measurable information relating to tracking our year-on-year ESG performance. The initial targets set in FY2022 are aimed to be achieved by 2025.

Economic Vitality



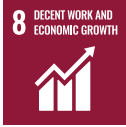














Our KPIs for Economic Vitality focus on aspects that play a major role in the commercial and brand performance of the Group such as customer satisfaction and quality in ways that not only add value to the company, but also create value for our buyers and customers. Excellent progress has been made in key areas including customer satisfaction and response times to customer inquiries and complaints in the Northern property division – with a number of KPIs set for 2025 already achieved.

● Achieved
 ● In-progress
 ● Not developed yet

Business Division	Key Performance Indicator	Progress	Material Matters and SDG
Economic Vitality			
Customer Satisfaction and Quality			
HQ - Klang Valley & Northern Region	Conduct and track 2 customer satisfaction surveys by 2025: a. After the signing of the sales and purchase agreement b. After the handover period for a project	●	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="background-color: #a52a2a; color: white; padding: 5px; margin-right: 5px;">8</div> <div style="font-size: 8px; color: white; text-align: left; margin-right: 5px;">DECENT WORK AND ECONOMIC GROWTH</div> </div> <div style="display: flex; align-items: center;"> <div style="background-color: #0056b3; color: white; padding: 5px; margin-right: 5px;">16</div> <div style="font-size: 8px; color: white; text-align: left; margin-right: 5px;">PEACE, JUSTICE AND STRONG INSTITUTIONS</div> </div> <ul style="list-style-type: none"> Product Quality Customer Engagement Financial Performance </div>
	Achieve a customer satisfaction score of at least 85% by the end of 2025 for all surveys conducted.	●	
Contract/ Projects - Klang Valley	Segregate customer complaints by nature of issue and monitor the type that occurs most frequently during the defect liability period through an app provided to purchasers.	●	
	Achieve a response time of 24 hours by 2025.	●	
Projects - Northern Region	Achieve a response time of 24 hours by 2025.	●	
	Achieve a defect rectification time of 28 days by 2025.	●	
	Segregate customer complaints by nature of issue and monitor the type that occurs most frequently during the defect liability period through an app provided to purchasers.	●	
	Achieve at least 80% of customer satisfaction surveys during the defect liability period by 2025.	●	
Cinta Sayang Resort	Achieve the following scores based on the product and service quality surveys by 2025: a. Rooms: a score of at least 85% "Good" b. F&B: a score of at least 85% "Good"	●	
	Maintain customer complaint tracking and report monitoring outcomes for all divisions.	●	
	Achieve the response times as follows: a. Online travel agents: within 24 hours b. Social Media: within 24 hours c. Walk-in guest: immediate d. F&B Customers: immediate	●	



Healthy Communities













Our KPIs for Healthy Communities are centred on aspects that influence the development and well-being of employees of the Group which is directly related to employee development and engagement.

Business Division	Key Performance Indicator	Progress	Material Matters and SDG
Healthy Communities			
Employee Development			
HQ - Klang Valley & Northern Region	Achieve an average of 12 training hours per employee annually by 2025.	 KL	   <ul style="list-style-type: none"> • Talent Retention and Attraction • Employee Training and Development
	Achieve an average of 70% of employees engaged in training and development by 2025.	 HQ	
	Separate and report voluntary turnover rate from total turnover rate.		
	Set at least 4 hours of employee engagement activities by 2025 (e.g. gatherings, parties, cultural exchanges, company activities, family days, etc.)		
	Set an average of 6 hours of CSR participation per employee yearly by 2025.		
	Record and report training hours based on type of training offered.		
	Implement and set a score of 70% or greater for employee satisfaction survey by 2025.		
	Reduce the total turnover rate year-on-year with a benchmark of less than 25% by 2025.	 KL	
	Set a benchmark voluntary turnover rate with reduction year-on-year.		
Cinta Sayang Resort	Separate and report the voluntary turnover rate compared to the total turnover rate.		
	Achieve 100% employee engagement in training by 2025.		
	Record and report the number of hours for each type of training offered.		
	Achieve at least 70% "Agree" or "Strongly Agree" based on employee satisfaction surveys by 2025.		
	Conduct anonymous employee satisfaction surveys on an annual basis		

Natural Environment

Our KPIs for Natural Environment are focused on resource preservation and the prevention of potential pollution impacts, including monitoring aspects of waste reduction and aspects of energy and resource consumption. We have made good progress in all areas regarding recycling and reuse of construction materials for the Group’s major residential projects.

Business Division	Key Performance Indicator	Progress	Material Matters and SDG
Natural Environment			
Employee Development			
HQ - Klang Valley & Northern Region	Monitor and record recycling in the KL and Northern offices.		  <ul style="list-style-type: none"> • Regulatory Compliance • Supply Chain Management • Resource Efficiency and Consumption
	Segregate recycling by type (paper, plastic, glass, etc.)		
Contract/ Projects - Klang Valley	Steel Wastage: Reduce steel wastage to not more than 10% of wastage per project by 2025.		
	Concrete Wastage: Reduce concrete wastage to not more than 3% per project by 2025.		
	Steel Reinforcement: Use of materials with recycled content is such that the sum of post-consumer recycled content and one-half of the pre-consumer recycled content constitutes more than 10% (based on cost) of the total value of the materials in the project by 2025.		
	Aluminium Formwork: Ensure reused products or materials constitute more than or equal to 2% of project’s total material cost value by 2025.		
	Paper/Plastic Glass: Segregate and weigh recycling by type (paper, plastic, glass, etc.)		
Projects - Northern Region	Reduce building construction waste by 5% by 2022.		
Cinta Sayang Resort	Measure quarterly collection of recyclables (paper, cardboard, plastic bottles and glass bottles).		
	Achieve 100% recycling of buggy and vehicle batteries.		
	Measure fuel waste (kitchen oil) sell back to vendors on a quarterly basis.		

Business Division	Key Performance Indicator	Progress	Material Matters and SDG
Energy and Resource Consumption			
HQ - Klang Valley & Northern Region	Track and monitor electricity consumption intensity and maintain a minimum reduction rate of 2% per year until 2025.	 Northern	    <ul style="list-style-type: none"> • Regulatory Compliance • Supply Chain Management • Resource Efficiency and Consumption
	Track headcount (for consumption intensity calculations).		
	Track and monitor electricity consumption intensity and have a reduction year-on-year or maintain consumption below a benchmark year (pre-COVID year).		
Contract/ Projects - Klang Valley	Monitor water consumption and ensure consumption is less than 500 L/m2 GFA .		
	Monitor electricity consumption and ensure energy consumption is less than 8 kWh/m2 Gross Floor Area (GFA) .		
	Monitor diesel consumption and ensure consumption is less than 3 L/m2 GFA .		
Projects - Northern Region	Reduce electricity consumption in workers' quarters at all project sites by 5% from the previous year by 2022 .		
Cinta Sayang Resort	Maintain the total utilities consumption (RM), below 18% of Cinta Sayang Resort's annual revenue.		

Stakeholder Engagement




GRI 2-29; 3-3




Our stakeholders play a pivotal role in providing feedback in order to help us refine and shape our corporate strategies and goals, business operations and sustainability practices. Their feedback speaks to current and emerging social, economy and environmental trends that are

important to our business decision-making, our product development, the ongoing success of the Group's value creation process and, in turn, our overall financial and non-financial performance.

Input from stakeholders is addressed via a range of the Group's reporting

and feedback policies which can be found in the respective sections of Eupe's Annual Report. This table illustrates the areas of interest and concern for each stakeholder and the methods with which we communicate with them, as well as the frequency of engagement.

Stakeholders	Areas of Concern	Methods of Engagement	Frequency of Engagement	Our Response
 <p>Investors & Analysts</p>	<ul style="list-style-type: none"> Timely disclosure of relevant corporate proposals & financial activities Communication & promotion of the Eupe Group Strategy 	Annual Report	Annually	<ul style="list-style-type: none"> Quarterly financial reporting published on Bursa and our corporate website. Annual reports/Letter to Shareholders produced and distributed to shareholders at the end of each financial year. All shareholders informed about our annual general meetings and upcoming agenda.
		Annual General Meeting	Annually	
		Financial Statements	Quarterly	
		Company Website	Ad hoc	
		Letter to shareholders	Annually	
 <p>Regulators</p>	<ul style="list-style-type: none"> Compliance with regulatory, planning and financial disclosure frameworks 	Dialogue & discussion with government and other planning authorities (*Regulatory & Financial)	Ad hoc	<ul style="list-style-type: none"> All Bursa reporting standards are complied with. Regulatory stakeholders are engaged at each relevant stage of planning and approval for various licenses and regulatory requirements.
		Dialogue & discussion with government and other planning authorities (*Project planning)	Ad hoc	
		Corporate & financial disclosure framework activities	Ad hoc	
 <p>Customers/ Buyers</p>	<ul style="list-style-type: none"> Company responsiveness Customer satisfaction Product quality 	Customer Service & Quality ("CSQ") Channels	Ad hoc	<ul style="list-style-type: none"> All enquiries replied to within 24 hours or the next working day. Corporate website regularly updated with the latest news, events, awards and projects. Property Trust magazines sent to all purchasers providing periodic summaries of Group projects and activities.
		Social media engagement (Eupe corporate account)	Biweekly	
		Social media engagement (project accounts)	Ad hoc	
		Marketing events & customer promotions	Ad hoc	
		Corporate magazines	2 - 4 times a year	
		Company website	Ad hoc	
		Electronic direct mail	Ad hoc	

Stakeholders	Areas of Concern	Methods of Engagement	Frequency of Engagement	Our Response
 Employees	<ul style="list-style-type: none"> Employee Engagement Staff development and progress Positive & productive workplace 	Town Hall Meetings	Ad hoc	<ul style="list-style-type: none"> Town hall meeting held annually to outline Group's direction and seek employee feedback. Employee committees established to run engagement events for staff in both KL and SP. Constant staff training provided to enhance professional and industry expertise. Policies in place to protect staff welfare.
		Employee surveys	Annually	
		Employee Committees	Annually	
		Eupe <i>Sustainability Plus</i> Strategy planning sessions	Ad hoc	
		Training & development	Planning - Annually Execution - As planned	
		Letter to shareholders	Annually	
 Contractors & Suppliers	<ul style="list-style-type: none"> Occupational Safety and Health Quality delivery Efficient construction processes Sustainable products Energy/ Water/ Effluent management practices 	Project management meetings	Bi-weekly	<ul style="list-style-type: none"> Impartial tenders carried out throughout a project's tenure to secure best local expertise. Weekly meetings with main contractors and consultants on status updates and solutions to be listed on all problems current and foreseeable.
		Tender evaluation	As per tender schedule	
		Transparent selection process	As per tender schedule	
		Supplier Code of Conduct	Ad hoc	
 Local Communities	<ul style="list-style-type: none"> Community support through Building Hope programme Cultural development & support through Planet Eupe cultural events Affordable housing 	Relations & engagement with local community	Ad hoc	<ul style="list-style-type: none"> Building Hope programme to empower local NGOs to fund raise through our platform or various other community initiatives. Affordable housing available through projects such as Helix2.
		Community & cultural events	Ad hoc	
		Social media engagement	Ad hoc	

Materiality Assessment

GRI 3-1; 3-2; 3-3

Since our first materiality assessment in FY2019, we review our material sustainability matters annually to ensure they remain relevant and aligned with the Group’s overarching strategy. Through this review, we also ensure that we are up-to-date on emerging trends and events in the external business, social and environmental aspects.

This year we reassessed our material matters in light of our operations having to adapt to new economic and social conditions following the COVID-19 pandemic, as well as ongoing changes and uncertainties emerging in the business environment.

The reassessment process involved an assessment by the management of feedback derived from the Group’s customer engagement and customer satisfaction surveys and other feedback activities, as part of our day-to-day operations. This was combined with an internal review by the management and staff regarding the ongoing relevance of current material matters within the context of this feedback, as well as broader economic, social and environmental trends we are currently monitoring.

Materiality Assessment Process

1. Identification of Material Matters

Based on relevance to the Group and stakeholders.

2. Stakeholder Engagement

Involved internal stakeholders using appropriate survey tools.



4. Verification of Materiality Matrix

Involved internal stakeholders using appropriate survey tools.

3. Analysis of Inputs

Based on relevance to the Group and stakeholders.

Materiality Matrix

Eupe’s Materiality Matrix for FY2023



GOVERNANCE

- 1 Transparency and Anti-Corruption
- 4 Regulatory Compliance
- 7 Data Privacy and Security

ENVIRONMENTAL

- 6 Eco-Design and Innovation
- 10 Energy, Emissions and Water
- 14 Waste and Effluent Management
- 15 Materials Conservation

SOCIAL

- 2 Health and Safety
- 5 Customer Engagement and Enrichment
- 8 Talent Management and Diversity
- 11 Supply Chain Management
- 12 Community Wellbeing and Human Rights
- 13 Labour Practices and Standards

ECONOMIC

- 3 Financial Performance
- 9 Affordability

Key changes for FY2023

Product Quality, which was prioritised as the second most important materiality matter last year, was unpacked this year into two separate yet linked matters – Health and Safety and Eco-Design and Innovation.

This separation allows us to focus even more rigorously on our commitment and performance in the design processes that determine product quality and the outcomes for our buyers, customers and our employees. Reflecting the high priority

accorded to Product Quality in the previous year's materiality matrix, Health and Safety were deemed the second most important priority in this reporting year's matrix with Eco-Design and Innovation ranked 6th.

Transparency and Anti-Corruption, Health and Safety, Financial Performance and Regulatory Compliance are the top four material sustainability matters in FY2023.

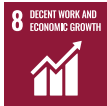




This year's materiality matrix


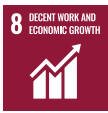





also included three new material matters for FY2023, notably Data Privacy and Security, Waste and Effluent Management and Materials Conservation to align with Bursa Malaysia's latest recommendations. Disclosures of each of the material matters, our approaches in addressing and embedding them into the Group's operations and how they align with the UN SDGs are described in the following sections.

Mapping Our Material Sustainability Matters

GRI 3-2; 3-3

This table illustrates how our material matters relate to the relevant stakeholder groups and UN SDG and GRI standards.

Material Topics	GRI	UN SDGs	Key Stakeholder Groups
Advancing Robust Governance			
<ul style="list-style-type: none"> • Transparency and Anti-Corruption • Regulatory Compliance • Data Privacy and Security (new) 	2: General Disclosures 3-3: Management Approach 205: Anti-Corruption 206: Anti-Competitive Behaviour 2-27: Compliance with Laws and Regulations 418: Customer Privacy	 	Investors & Analysts Regulators Customers/ Buyers Employees Contractors & Suppliers
Creating Long-Term Economic Value			
<ul style="list-style-type: none"> • Financial Performance • Affordability • Supply Chain Management 	2: General Disclosure 3-3: Management Approach 201: Economic Performance 203: Indirect Economic Impacts 204: Procurement Practices 308: Supplier Environmental Assessment 414: Supplier Social Assessment	  	Investors & Analysts Customers/ Buyers Contractors & Suppliers Local Communities

Material Topics	GRI	UN SDGs	Key Stakeholder Groups
Building Sustainable Relationships			
<ul style="list-style-type: none"> • Health and Safety • Talent Management and Diversity • Labour Practices and Standards • Customer Engagement and Enrichment • Community Well-being and Human Rights 	3-3: Management Approach 403: Occupational Health and Safety 401: Employment 405: Diversity and Equal Opportunity 406: Non-discrimination 404: Training and Education 416: Customer Health and Safety 413: Local Communities	   	Employees Customers/ Buyers Local Communities
Protecting Our Environment			
<ul style="list-style-type: none"> • Eco-Design and Innovation • Energy, Emissions and Water • Waste and Effluents Management (New) • Materials Conservation (New) 	3-3: Management Approach 203: Indirect Economic Impacts 304: Biodiversity 302: Energy 303: Water and Effluents 306: Effluents and Waste 301: Materials	  	Investors & Analysts Regulators Customers/ Buyers Contractors & Suppliers Employees

ADVANCING ROBUST GOVERNANCE

Transparency and Anti-Corruption

GRI 2-15; 2-17; 2-18; 2-23; 2-24; 2-25; 2-26; 205-1; 205-2; 206-1

In FY2023, the Group continued to prioritise high standards of transparency and integrity across our operations, as we believe this to be a key aspect in building trust with both external and internal stakeholders, in the process creating and sustaining long-term value for both. To that end, we continue to communicate our Code of Ethics & Conduct (“COEC”), Anti-Bribery and Anti-Corruption (“ABAC”) Policy as well as Eupe’s Integrity Policy (Whistleblowing Policy) and procedures to all employees, shareholders and the general public

by publishing these policies on our Group website. Both the COEC and ABAC reflect Eupe’s strong stance against corruption and bribery and our Whistleblowing Policy provides clear mechanisms for both internal and external stakeholders to anonymously report cases of corruption, bribery or general misconduct. Our Risk Management and Audit Committee (“RMAC”) oversees compliance with these policies and manages cases of misconduct or whistleblowing, and subsequent investigations and disciplinary actions.

The Group has also developed policies to govern the remuneration of all Board members. Complete details of these policies can be found on our Group’s website.

During FY2023, we achieved zero reported incidents of corruption, zero fines or penalties in relation to corruption or bribery and zero employees disciplined or dismissed due to non-compliance. There were no legal actions taken against our Group for anti-competitive behaviour or violations of anti-trust and monopoly legislation.

Regulatory Compliance

GRI 207-1; 207-2; 3-3; 2-27

Adhering to relevant laws and regulations for each business operation is crucial to not only minimising the risk of financial losses for the Group in the form of fines and penalties, but also maintaining the Group's reputation for integrity, transparency and compliance. Key laws and regulations applicable to the Group include:

- CIDB Act 520
- Companies Act 2016
- Employment & Labour Law Act 1955
- Employment (Amendment) Act 2022
- Employment Act 1955
- Employees Provident Fund Act 1991
- Employees Social Security Act 1969
- Environmental Quality Act 1974
- Housing Development (Control and Licensing) Act 2007
- Housing Development Act
- Income Tax Act 1967 ("ITA")
- Main Market Listing Requirements ("MMLR")
- Occupational Safety and Health Act 1994
- Personal Data Protection Act 2010

The Group utilises professionally qualified company secretaries to provide best practice advice on aspects of governance and proper adherence to all regulatory rules and policies, especially those relating to procedural regulatory requirements such as company and securities laws and regulations, governance matters and MMLR. The Group also engages reputable external tax agents to assist in adhering to all tax compliance matters in accordance with the Income Tax Act ("ITA") 1967.

As part of its regulatory compliance process, the Group's comprehensive Enterprise Risk Management ("ERM") framework takes into account significant aspects of internal control including risk assessment, environment controls, information and communication as well as monitoring

that relates directly to adherence to the relevant government regulations and processes. Potential compliance issues and risks are documented in a Risk Register and a comprehensive flowchart has been created to ensure regulatory compliance for a number of the Group's key operational processes. This relates to its property development and construction activities including Development Orders ("DOs"), Building Permits ("BPs"), Pejabat Tanah dan Galian ("PTG") permits and APDL processes.

In compliance with the requirements of the Ministry of Housing and Local Government, we have established the Housing Integrated Management System ("HIMS") which standardises the procedures for the application of Advertising Permit and Developer Licenses ("APDLs"), the generation of

Sales & Purchase Agreements ("S&Ps") and construction and sales progress.

In addition, the Group also introduced in FY2023 new policies and procedures that set out transparent and equitable processes for employees to bring workplace grievances to senior management. The grievance process sets out clear procedures to investigate any incident of workplace bullying, whether it occurs face-to-face or online. Related policies have also been instituted giving employees a fair and equitable opportunity to report any instance of sexual harassment. There were no incidents of discrimination reported for FY2023.

During the reporting period, the Group did not incur any fines or non-monetary sanctions for non-compliance with regards to any social, economic or environmental laws and regulations.

Group Risk Management

GRI 3-3

The Board comprises the Risk Management and Audit Committee (“RMAC”) to oversee and manage the Group’s overall risk exposure, including significant financial and non-financial risks. The RMAC ensures that the Group has an appropriate risk management framework in place and

reviews the Group’s risk management strategies and policies to ensure they meet best practices.

To manage the Group’s risks effectively, the Board utilises an Enterprise Risk Management framework based on ISO31000 - Risk Management

principles. The Group prioritises mitigation efforts based on their likelihood and potential impact, and the RMAC is assigned the responsibility of reviewing and monitoring the Group’s risk management and internal control frameworks to ensure effective overall risk management.



Eupe’s governance processes ensures a transparent accountable approach to risk management

The Group uses a comprehensive approach to identify key risks, considering various factors such as strategic, operational, financial and regulatory compliance. Risk assessment techniques are integrated into day-to-day decision-making and action plans are created to reduce key risks to an acceptable level. Key risks are continuously

monitored throughout the year to respond promptly to changes in the internal and external environment.

The table below illustrates the Group’s key risks identified by the RMAC, including their impact on material sustainability matters and the effectiveness of the internal control systems established to manage them:

Risk	Description	Mitigation	Material Matters
Adequacy of strategic land bank	The Group actively seeks land in strategic regions to ensure a sufficient landbank for new developments. Inadequate landbanks may lead to a decline in revenue. Climate change can affect real estate viability and land value, as natural events become more frequent and severe. Governments are taking actions to mitigate climate impacts, which may lead to changes in zoning regulations and building codes, affecting real estate projects and land value.	To mitigate this risk, the Group continuously searches for land banks and conducts a thorough feasibility study. The acquisition evaluation process includes a due diligence exercise, which is performed by the land sourcing and product development teams.	<ul style="list-style-type: none"> • Financial Performance • Affordability • Eco-Design and Innovation • Regulatory Compliance

Risk	Description	Mitigation	Material Matters
Health, safety and environmental hazards	A construction site that is unsafe and hazardous could lead to injuries or fatalities, and the local authorities can issue a stop-work order to investigate such incidents. This can impact the project completion timelines, affecting cashflow and ultimately damaging the Group's reputation.	To mitigate this risk, the Group has implemented strict Standard Operating Procedures (SOP) to manage any non-compliance with health and safety guidelines at project sites.	<ul style="list-style-type: none"> • Health and Safety • Community Well-being and Human Rights • Labour Practices and Standards • Regulatory Compliance
Market positioning and differentiation challenge	The demand and value of properties in the Central region are higher due to its large population and high standards of living. However, competition is also more intense due to the presence of many large players. To gain a competitive advantage, it is crucial to focus on product innovation and differentiation by adding value.	To mitigate this risk, the Group explores different business models and new segments while incorporating its sustainability policy (Eupe <i>Sustainability Plus</i>), which emphasises innovation, design and sustainability.	<ul style="list-style-type: none"> • Eco-Design and Innovation • Financial Performance • Affordability • Customer Engagement and Enrichment
Succession planning	Having a well-executed succession plan is essential for maintaining leadership consistency and ensuring seamless business operations. If an important figure or employee in a critical role suddenly departs, it could create a leadership vacuum and undermine the trust of stakeholders.	The Group has designated potential replacements for crucial roles, and they attend external training in addition to their ongoing on-the-job training. This additional training is intended to boost their knowledge and skills, preparing them to become more effective leaders of the Group in the future.	<ul style="list-style-type: none"> • Talent Management and Diversity
Liquidity challenge	A liquidity challenge pertains to a company's capacity to meet its financial obligations and sustain its business operations. Mishandling a liquidity challenge could damage the Group's reputation by diminishing vendors' confidence in its willingness to pay for services and causing project delays.	The Group manages this risk by carefully overseeing cash flow projections, guaranteeing prompt billing and collection of progress payments, and continually monitoring project costs.	<ul style="list-style-type: none"> • Financial Performance • Supply Chain Management • Transparency and Anti-Corruption

Risk	Description	Mitigation	Material Matters
Delay in project completion and handover	The Group is contractually obligated to deliver projects to purchasers within 24 to 48 months of signing sale and purchase agreements (SPAs). Failing to complete projects on time could result in higher construction costs, the enforcement of Liquidated Ascertained Damages (LAD) by purchasers and damage to the Group's reputation.	The Group manages this risk by carefully monitoring project progress, including the involvement of contractors, consultants, suppliers, lawyers and other parties. This is achieved through regular progress checks and monthly consultation meetings and discussions.	<ul style="list-style-type: none"> Financial Performance Regulatory Compliance Customer Engagement and Enrichment Supply Chain Management Transparency and Anti-Corruption

Data Privacy and Security

GRI 3-3; 418-1

Data Privacy and Security is a key priority for our Group and we have incorporated this area into our Materiality Matrix in FY2023 in alignment with Bursa Malaysia requirements. We fully understand the importance of protecting the personal information of our customers and employees and have put in place a number of initiatives and measures to ensure the secure handling of data.

To ensure compliance with the Personal Data Protection Act of 2010, we conduct regular inventory checks of customer databases, adhere to strict security protocols, carry out regular system updates, perform security audits, and provide data privacy and security training to employees to prevent potential breaches and unauthorised access. The Group has in place a team responsible for monitoring and responding to

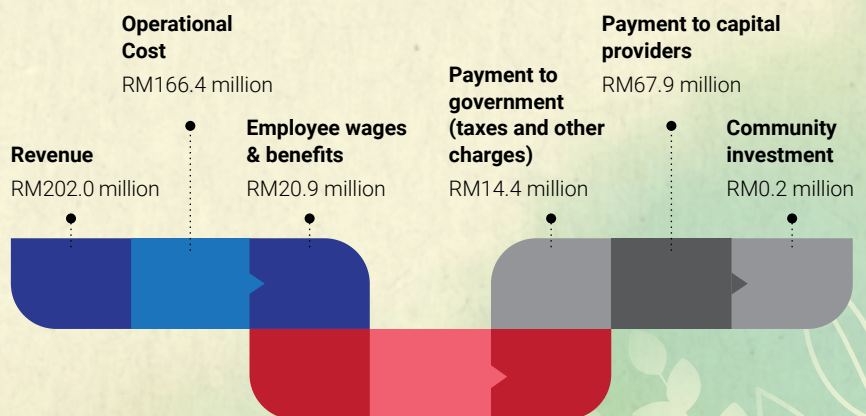
security or data privacy incidents and adhering to optimum levels of data privacy and security. In the event of a potential data breach, we have a detailed incident response plan in place to address the issue promptly and effectively. Consequently, we are pleased to announce that there were no complaints regarding security or privacy breaches or loss of customer data reported for FY2023.

CREATING LONG-TERM ECONOMIC VALUE

Financial Performance

GRI 201-1, 201-4, 203-1, 203-2, 2-16, 3-3

Central to Eupe's commitment to *Shared Value* is the creation of short- and long-term value for our stakeholders, including investors, customers, and the community, through the development of products and services that aims to maximise quality, innovation, and value.



In FY2023, Eupe generated a total of RM202.0 million in revenue (direct economic value) from the sale of its products and service, predominantly from its property development operations. Of this total, Eupe expended RM166.4 million on operational costs,

In addition, RM20.9 million was spent on employee wages and benefits. A further RM14.4 million was allocated to taxes and other charges paid to the government. Nearly RM40 million was spent by the Group on procurement of materials from local suppliers as well as on consultancy services (see below)

As a Group, Eupe contributed RM181,000 to community investments for FY2023 including RM49,283 through our programmes and initiatives in the local community. In addition, the Group invested RM1.9 million in the upgrade of a public road adjacent to the Helix2 project, which benefited the local community and complied with Majlis Bandaraya Petaling Jaya's (MBPJ's) requirements.

The Group's value creation capacities were recognised during the year where we obtained two sought-after industry awards, namely The Edge Malaysia Centurion Club & Corporate Awards 2022 (Highest Growth in Profit After

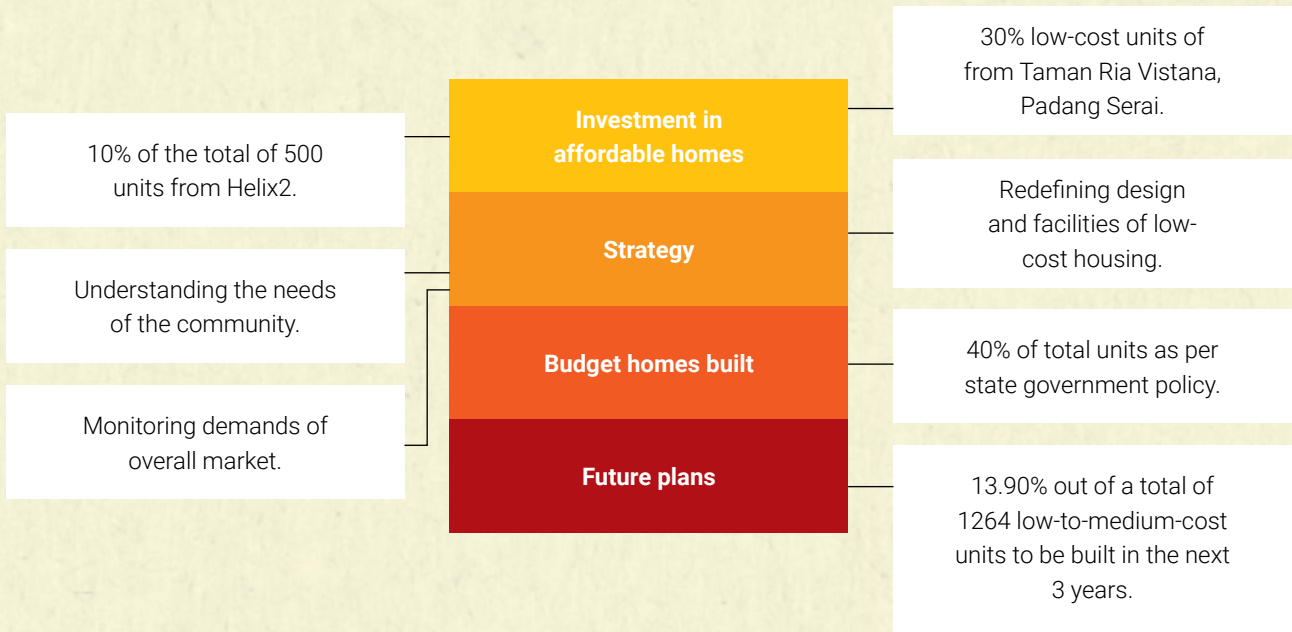
Tax Over Three Years (Property) and Malaysia Developer Awards 2022 – Top 3 For Market Capitalisation Below RM1 billion).

To mitigate ongoing challenges with regards to home affordability, particularly in a rising interest rate environment, the Group continued to sharpen its focus on delivering highly-cost competitive and differentiated property developments. This ongoing drive to create and sustain value for our property buyers is also underpinned by the Group's utilisation of best-practice designs and construction efficiencies to reduce the cost of these developments.

Affordability

GRI 203-1; 203-2; 3-3

Eupe's vision and mission are centred on creating and sharing value with all our stakeholders. As a property developer, our innovative design approach is optimised for various types of market segments. As we strive to provide more members of society with access to affordable homes, our many years of experience in building residences for all levels of the community continues to guide the Group's home affordability objectives and initiatives.



Eupe's investment in affordable homes includes a 10% allocation of the total 500 units of Helix2 (PJS Selangor) as a requirement for affordable housing and providing 30% low-cost units from the total residential units of Taman Ria Vistana (Padang Serai). Overall, our projects in the Northern Region comply with the 40% allocation requirement from total housing units as per the state government's policy.

BUILDING SUSTAINABLE RELATIONSHIPS

Health, Safety and Well-being

GRI 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-9; 403-10; 3-3

Our people’s safety, security and well-being are critical considerations in all our operations particularly in our property development and construction operations where on-site work creates numerous potential safety risks and hazards. Consequently, health and safety management systems are at the core of the Group’s operational and business strategy. As part of the Group’s comprehensive risk assessment review which it conducts

each year, we ensure systems are in place to anticipate, identify and manage potential health and safety risks – both internal and external - related to our operations and activities with a focus on minimising and managing occupational risks to our employees and workers.

To this end, the Group has implemented the ISO 45001 OHS System Certification and embedded its standards and criteria into the

Group’s Occupational Health and Safety Management system.

Our Safety and Health Committee, comprising representatives of both senior management and employees, regularly monitors the safety and health performance at our work sites in according with these standards, and co-ordinates relevant actions and procedures to minimise health and safety risks.

Safety and Health Committee’s Responsibilities

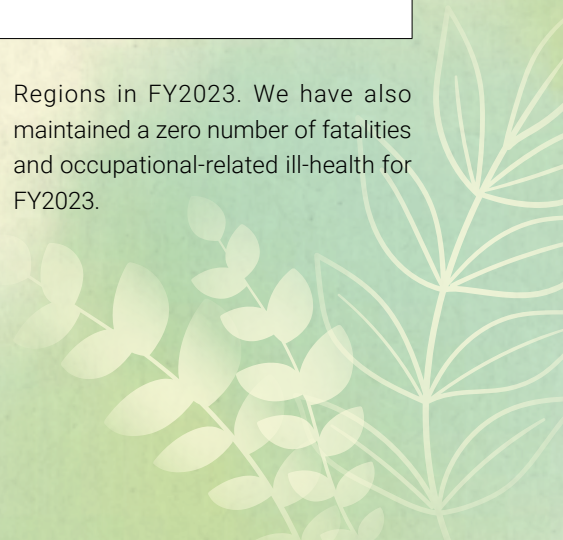
Management	
<ul style="list-style-type: none"> Ensures the Occupational Health & Safety management system is established, implemented and maintained in accordance with ISO 45001:2018 requirements. Coordinates the internal audit to ensure the Occupational Health & Safety management system is implemented effectively. 	<ul style="list-style-type: none"> Reports the performance of the Occupational Health & Safety management system in management review. Makes recommendations for improvement using the performance reports generated from Statistical Reports as a basis.

Members	
<ul style="list-style-type: none"> Assists in the development of Health, Safety & Environment rules and systems of work. Reviews the Health Safety & Environment programmes and initiates relevant activities to ensure its effectiveness. Carries out investigations on accidents, near-miss accidents, dangerous occurrences, occupational poisoning or occupational disease giving recommendations to prevent reoccurrence. 	<ul style="list-style-type: none"> Inspects the place of work at least once a month, to observe for safe work practices and non-compliance. Initiates and completes corrective and preventive actions.

To monitor our safety practices, the Safety and Health Committee records data on work-related injuries and ill health throughout our value chain.

Reflecting our strong commitment to workplace safety, we achieved our target of zero lost-time injuries for both the Northern and Central

Regions in FY2023. We have also maintained a zero number of fatalities and occupational-related ill-health for FY2023.



Our Occupational Health and Safety performance in FY2023

Description	Details
Number of fatalities among employees	0
Number of recordable cases of work-related ill-health or injury among employees	0
Lost-time incident rate	0
Types of work-related ill-health among employees	None reported
Number of employees trained on health and safety standards	49

Our prevention and mitigation strategy included training sessions in FY2023 in key areas of workplace safety.

Programme Title	Purpose of training	Type of training (virtual/physical)	No. of attendees
Safe Workplace Seminar: MS ISO 45001 A Systematic Approach	Awareness of the MS ISO 45001 application for maintaining workplace safety	Physical	8
Fire Drill Training	Awareness for workers regarding safety and health during a fire on site	Physical	25
How To Fight Fire	This training focuses on how to react in an emergency fire situation	Physical	40
Erection of Scaffolding	To provide knowledge on how to handle scaffolds and safety measures to be taken when working	Physical	40
Safety Training For Fogging and Larvaciding	To educate on safe techniques to handle fogging machine and larviciding	Physical	4
Flagman and Traffic Control Training	To improve workers' awareness of traffic control and safety	Physical	2
Dangers Of Working at Height and How To Wear Safety Harness	To reduce the risk of a slip or trip when working	Physical	4
Crane and Signal	To provide in-depth knowledge about tower crane operators' responsibilities and to build strong communication between lifting teams	Physical	40
Tool Box Talk & Meeting	Awareness for workers regarding safety and health	Physical	16

Health-Screening Benefits

As part of our efforts to encourage good health and well-being among our employees, we provide the following health benefits and services:

Health Services to Employees		
Occupational health services to employees	Occupational health services for employees under the main contractor	Free health inspection at private clinics
Non-occupational medical and healthcare services	-	Free Medical check-up for employees above 40 years old

Talent Management and Diversity

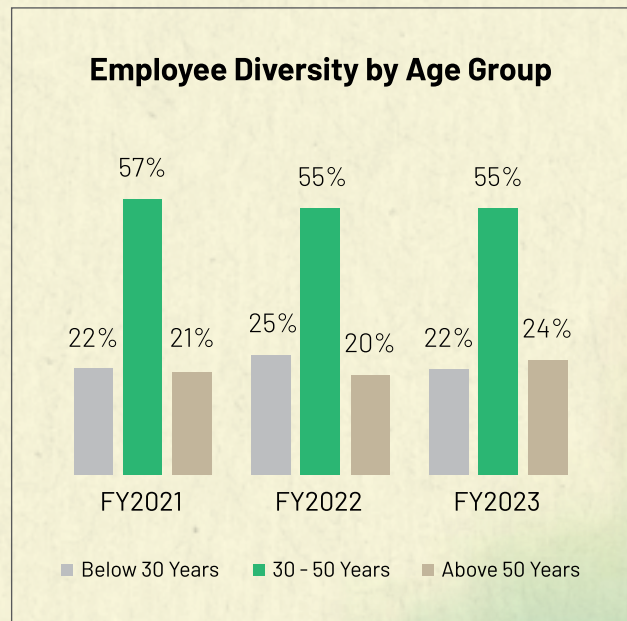
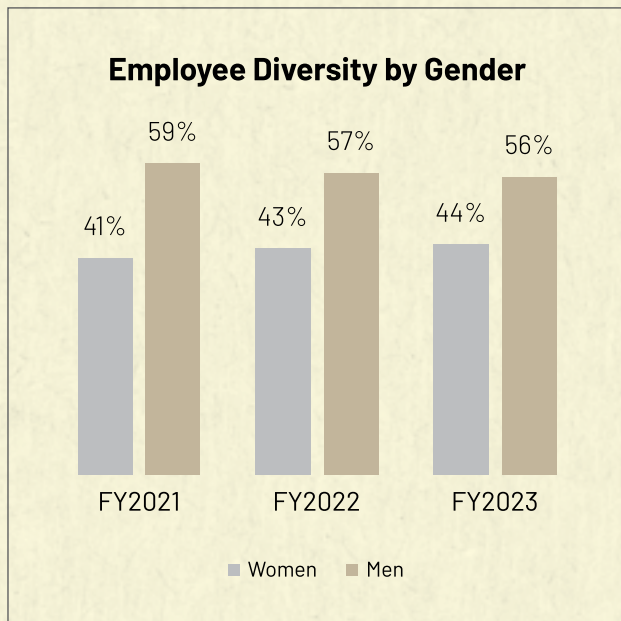
GRI 2-29; 201-3; 401-1; 401-2; 405-1; 3-3

Our employees play a major part in turning our Group’s mission and vision of *Shared Value* into reality by creating value for our products and services which we share with our

buyers, customers, investors and the broader community. Eupe continues to ensure that our employees receive equal opportunities and fair treatment, regardless of gender and age, to

enhance their work skills and career capabilities so that they, too, share in the value created by the Group.

Employee Diversity by Gender and Age Group



In FY2023 employee diversity by gender showed a slight decrease in the number of male employees and a slight increase in the number of female employees in comparison with FY2022. Similar to FY2022, the percentage difference between male

and female employees remained within a range of less than 15%.

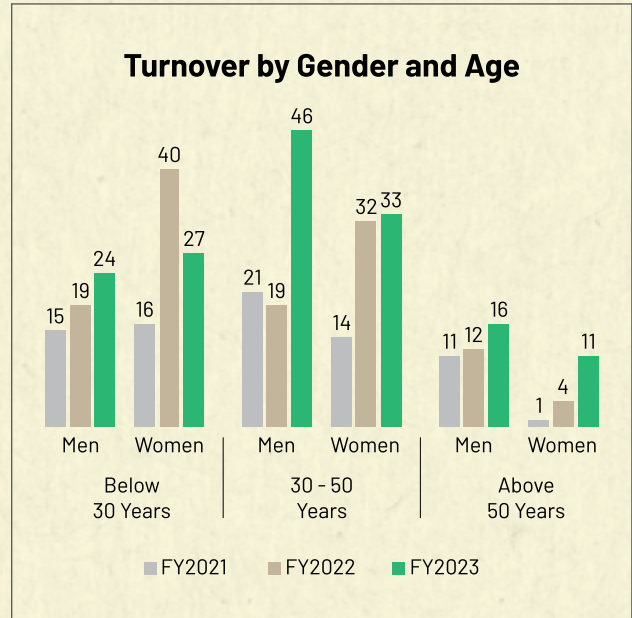
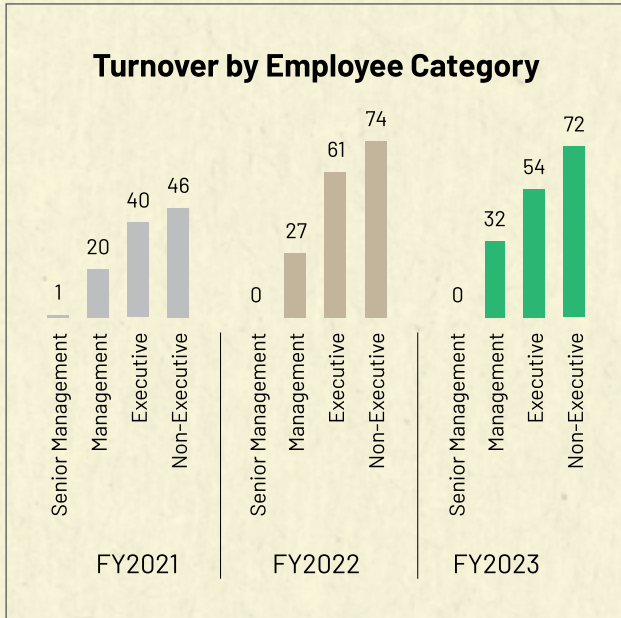
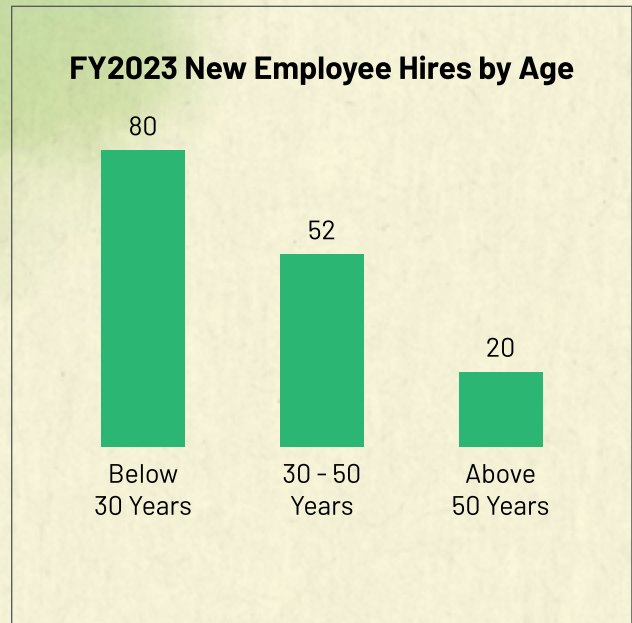
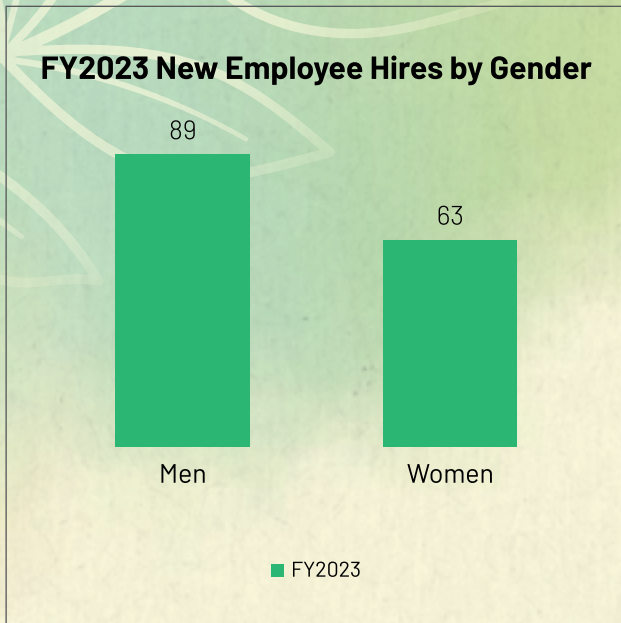
Comparing FY2023 to FY2022, the percentage of employees aged 50 and older increased slightly, while the percentage of employees aged 30 to 50 remained unchanged. The

Group continues to hire and retain a workforce population of various age groups to ensure that candidates of all ages are considered for available positions. During the reporting year, there were no significant differences in gender pay equity.

Local and Foreign Employment Profile

In FY2023, local employees from the Central Region (100%), Northern Region (100%), and Cinta Sayang Resort (98%) made up 99% of all employees of the Group. This is in line with our goal of supporting the local communities in which we operate.

Employee New Hires and Turnover



Eupe’s hiring processes for FY2023 were implemented according to fair and open recruitment practices irrespective of the candidate’s age group or gender. In FY2023, the increase in men hired was due to

the nature of the work (i.e., physical labour). In total, there were 152 new hires recorded in FY2023 in comparison with 98 new hires in FY2022, a 55% increase in the Group’s overall new hires.

Non-executive employees accounted for the largest percentage of Eupe’s employee turnover in fiscal year 2023, compared to other employee categories.

Eupe's turnover rate for FY2023 net of Cinta Sayang Resort, was 27.5 per cent. This compared to 25 per cent in the previous year. This increase can partly be attributed to the end of the COVID-19 movement restrictions,

which largely tempered the normal flow of employee movement seeking new jobs and career opportunities across the economy. The return to post-COVID normality has meant that generally employees have switched

to other companies more freely and frequently. As with other sectors, the high turnover rate experienced in FY2023 as a result of these atypical conditions is expected to reach a moderate rate in succeeding years.

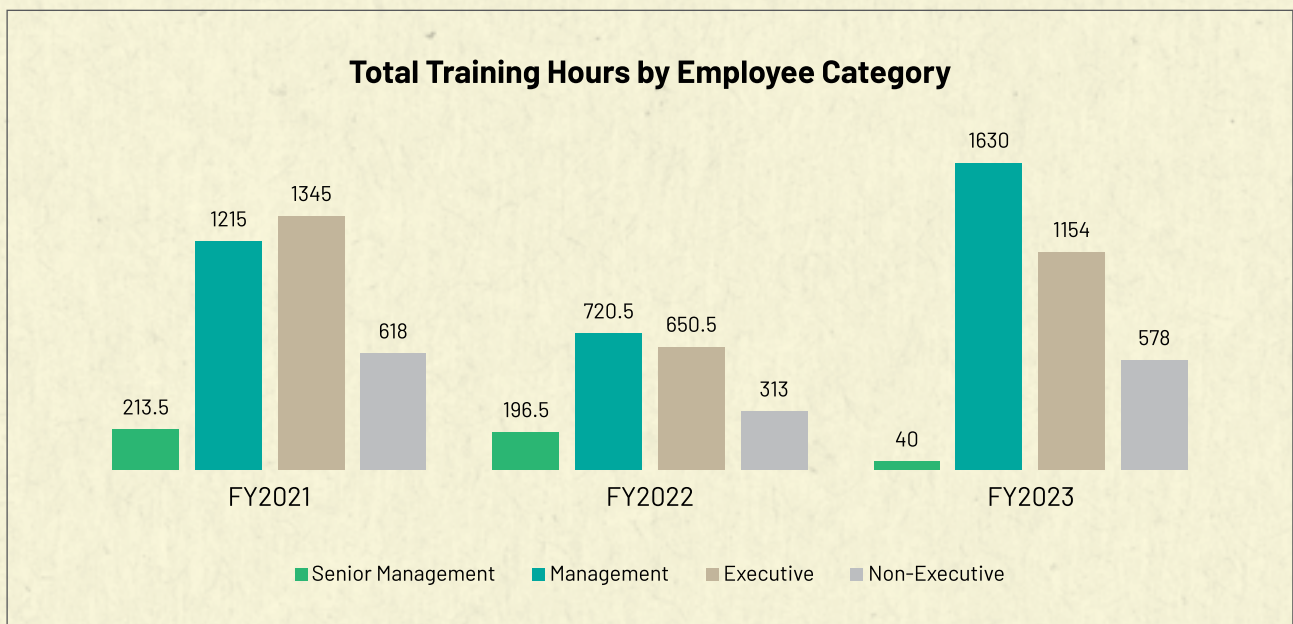
Labour Practices and Standards

GRI 401-1; 401-2; 401-3; 404-3; 406-1; 3-3

The standards and practices that we set for our employees are important in gaining new knowledge and upgrading skills both for future career

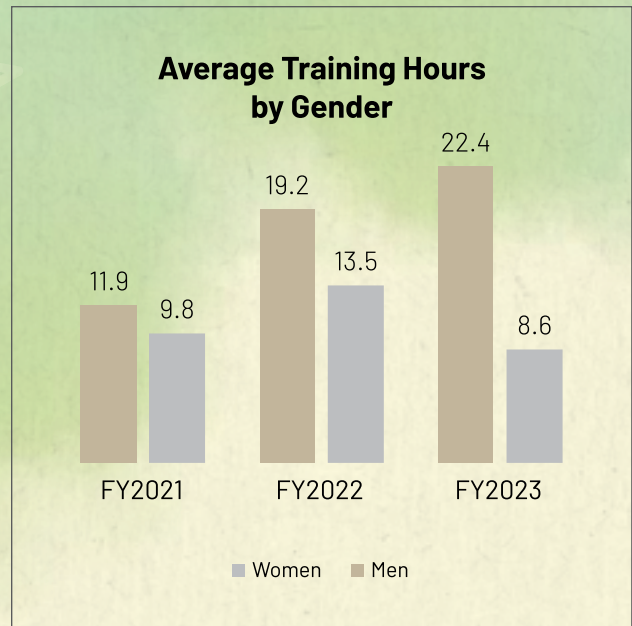
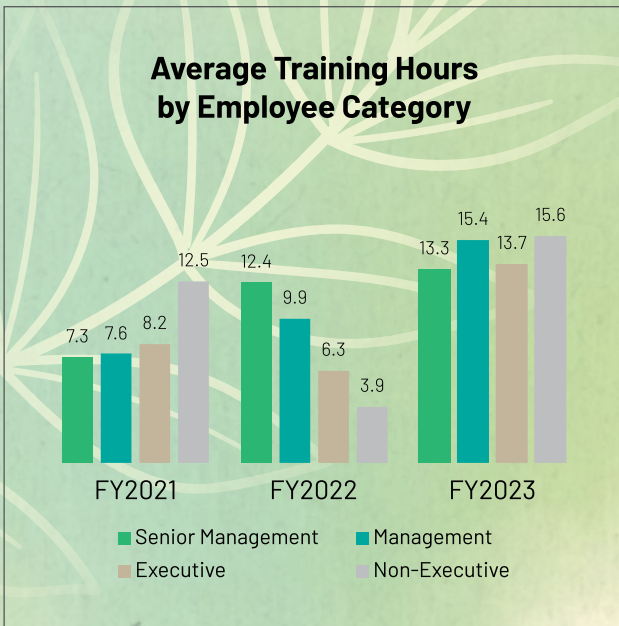
development and to maximise their contribution to Eupe, thus, creating value for our stakeholders. For FY2023, training and development

opportunities were provided to employees across all the Group's divisions.



During FY2023, Eupe provided a total of **3,402 training hours** for our employees and workers. This represented a significant increase of total training hours across all three employee categories from Non-Executive to Management compared to the previous financial year.

1. The average Cinta Sayang Resort's annual turnover for permanent staff is 7.9 per cent. This figure does not include those staff on short-term contracts which inflates this figure but reflects the nature of the Division's hiring practices, which accept short-term or temporary employees, particularly during the tourism peak season. Due to the smaller number of customers and visitors during off-seasons, the nature of hospitality work as a result is inclined towards a high turnover rate among non-executive employees.

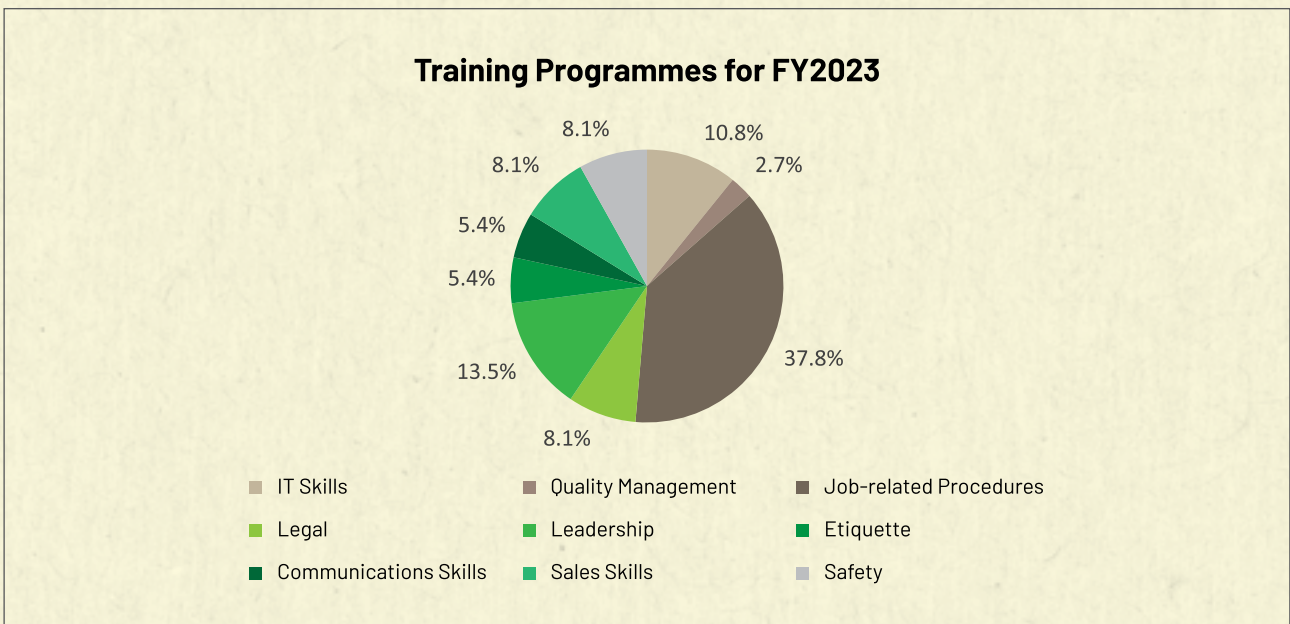


Reflecting the Group’s commitment to providing employee training and skill enhancement regardless of employee category, the highest average training hours for FY2023 were 15.6 hours for

the Non-Executive category.

The average training hours by gender for FY2023 increased by 3.2 hours for men and decreased by 4.9 hours for

women in comparison with FY2022. The training programmes conducted in FY2023 encompassed a wide variety of skills and knowledge for employee development.



Job-related procedures, leadership capabilities and IT skills were some of the significant areas offered and utilised in the Group’s employees’ training and development programmes

to prepare our workforce for the needs and challenges of the future. Eupe also continues to provide a wide range of benefits to our employees.

Employee Benefits for FY2023

- ✓ Life insurance
- ✓ Health care
- ✓ Disability and invalidity coverage
- ✓ 98 days maternity leave
- ✓ 7 days paternity leave
- ✓ 60 days hospitalisation leave
- ✓ Annual sick leave:
 - ✓ 14 days (<2 years of service)
 - ✓ 18 days (2 - 5 years of service)
 - ✓ 22 days (> 5 years of service)
- ✓ Overtime for employees earning up to RM4,000

In FY2023, the Group increased maternity leave provisions for eligible employees from 60 days to 98 days and our paternity leave from 2 working days to 7 consecutive days.

In addition to providing hospitalisation leave entitlements of up to 60 days,

we also increased sick leave with respect to employee service years. The annual sick leave ranges from 14 days for less than 2 years of service to 22 days for 5 years of service or more. We have also revised our overtime rates to include employees

earning up to RM4,000 instead of the previous RM2,000 salary cap.

To promote both diversity and staff cohesion, the Group organised employee engagement programmes for FY2023 during major national and cultural festivities.

Employee Engagement Programme	Programme Type
Malaysia Day Programme	National-themed celebration
Chinese New Year Dinner	Cultural festivities
Chinese New Year Lion Dance	Cultural festivities
Deepavali Day	Cultural festivities
Christmas Day Gift Exchange Activities	Cultural festivities
Hari Raya Luncheon	Cultural festivities
Eupe Bazaar	Interactive commercial activity
Global Parents Day	Family-themed event
Durian Feast	National-themed celebration
Annual Dinner	Group-focused event
Townhall Meetings	Group-focused event

Customer Engagement and Enrichment

GRI 2-29; 3-2

Our customers play an instrumental role in the growth of our business. Our objective to make an impact through our long-term value creation commitments and strategies means we strive to build proactive connections with our buyers and customers. Our customer engagement programmes conducted in FY2023 demonstrate our multi-level approach to reaching out to our stakeholders and determining their expectations and satisfaction with our products and services.

HQ

We produce and deliver the Property Trust newsletter to all of our buyers. The newsletter provides up-to-date information on our projects and initiatives in the property sector as well as activities and contests to engage all our readers.

We engage directly with our customers through social media such as Facebook and Instagram, while also including interactive property-themed contents such as photo contests, angpow contests and Wordle puzzles to raise awareness and enable engagement with our customers.

CENTRAL REGION

We communicate with customers through various digital platforms such as broad-spectrum channels via social media (Facebook & Instagram) wishes and posts especially during festive seasons, advertising on Google and other online platforms or specific channels such as email, phone calls, SMS and Whatsapp.

We also engage with customers through non-digital forms such as common and registered mail, billboards, hoardings and street buntings.

NORTHERN REGION

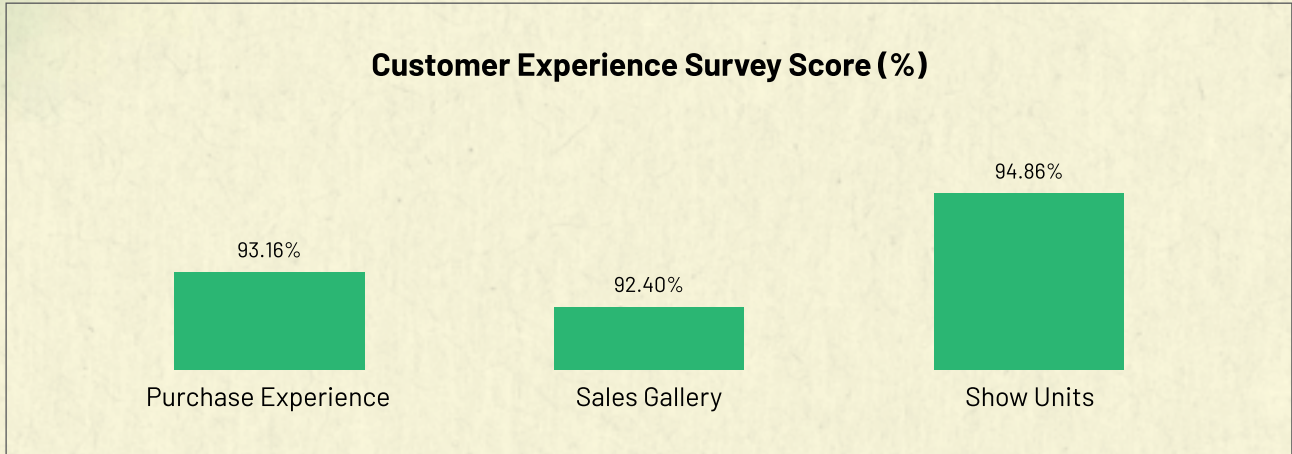
An official launch of the Astana Jaya project, together with an exhibition at UTC Sungai Petani in the Northern Region to provide better interaction and communication on our projects with the local community.

We also ensure that customer feedback is obtained to improve how we design and structure our products and services.

Central Region	Northern Region	Cinta Sayang Resort
Customer Satisfaction Surveys implemented especially among all of the Parc3's buyers during the vacant possession (VP) stage	Customer Experience Surveys implemented under the property division to gauge customers' Sales Purchase Agreement experiences with Eupe.	Guest e-Feedback Forms provided to guests of Cinta Sayang Resort and monitored monthly to ensure guests' satisfaction.

The Customer Experience Survey implemented in our Northern Region consisted of a scoring evaluation of our customers' purchase experience, the conduciveness of our sales gallery, and the effectiveness of our show units.

Northern Region Customer Experience Surveys Conducted in FY2023



Feedback from customers in the Northern Region showed a 93.2% score with regards to their positive purchase experience with Eupe. In terms of the conduciveness and effectiveness of our sales gallery and show units, both scored at 92.4% and 94.9%, respectively. The evaluation of our customer’s purchase experience

included an assessment of our staff’s knowledge, communication, professionalism and timeliness.

Cinta Sayang Resort monitors its online guest feedback on a monthly basis for continuous improvements to the rooms as well as food and beverage services. Feedback from Cinta Sayang Resort guests indicates

at least 50% of our guests assigned full scores (5 out of 5) for room and service staff performance in FY2023.

To enhance customer engagement and ensure that we are proactively and positively connected with our customers and the community, the Group initiated a number of key stakeholder events and initiatives.


Eupe’s Customer Engagement Initiatives

Produced and shared educational and lifestyle-type content on social media.

Refreshed our sustainability values in our social media communications content to highlight our unique approach in the area.

Organised the Building Hope Charity Bazaar 2022 which reflected our intent to build strong and resilient communities.

Awards submissions to significant and credible property awards; while winning a few notable ones.



Redesigned our corporate website so that it is easier to navigate and to have clearer messaging in line with our values.

Produced and distributed the *Sustainability Plus* e-Magazine to our purchasers and stakeholders with updated information on our sustainability strategy.

Produced an in-house design for the 2022 ang pow and calendar to be distributed to various stakeholders to communicate Eupe’s value for design and innovation.

Communicated our values through interviews and media coverage.

Our Performance for Customer Responses in FY2023

In addition to customer engagement initiatives, we have included timeliness of our response to customer complaints as part of our performance KPIs.

Central Region

Response time for Parc3 was within 3 days after receiving the defect form from the owner.

Northern Region

Response time was 24 hours after receiving the complaint from the owner.

Northern Region

Average time for defect rectification was 21 to 30 days.

Our KPIs require a 24-hour response time (to be achieved by 2025) for both regions and 28 days for defect rectification in the Northern Region. These KPIs were designed to improve the long-term customer experience. For FY2023, we achieved our KPI for response time in the Northern Region.

Although the average response time for customer complaints is currently 3 days for the Central Region, we aim to improve this in order to meet the 24-hour response time target by 2025.

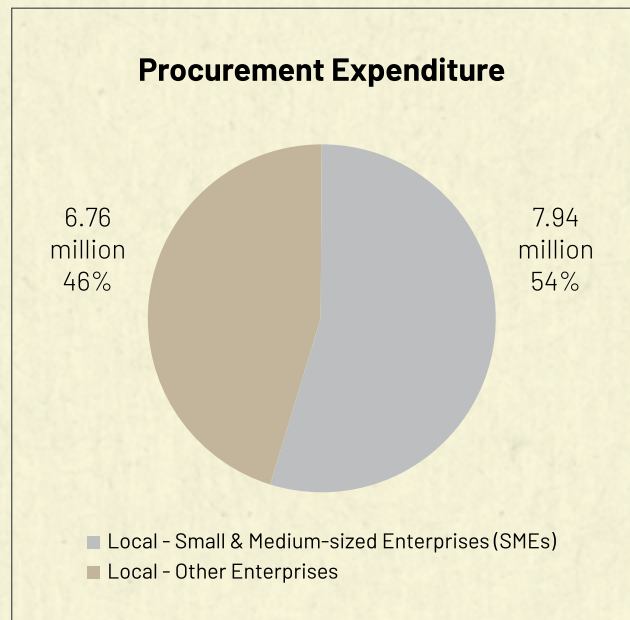
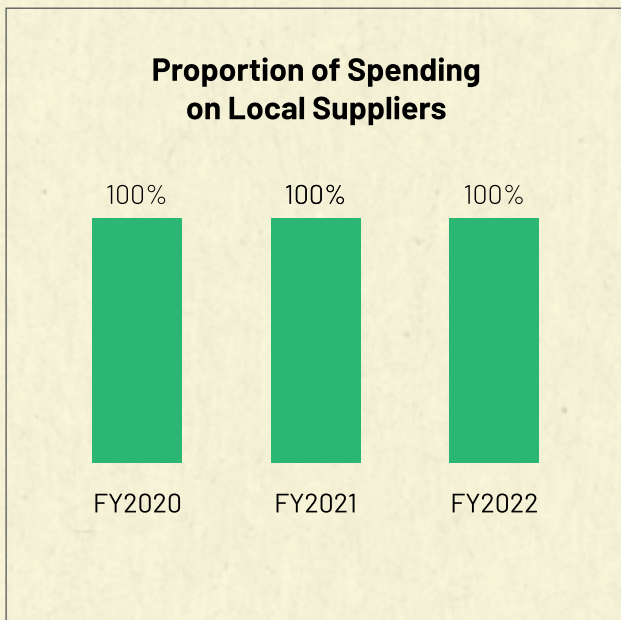
In terms of our property performance, we have previously achieved Quality Assessment in Construction,

'QLASSIC' Assessment scores of 79% for our Novum development and 82% for our Parc3 development. The 'QLASSIC' Assessment was designed by CIDB Malaysia to measure and assess the workmanship quality of buildings, based on the Construction Industry Standards (CIS 7:2014).

Supply Chain Management

GRI 2-6; 2-30; 204-1; 407-1; 408-1; 409-1; 414-1; 414-2; 3-3

Our supply chain practices seek to ensure that all aspects of the Group's value chain are managed and executed according to sound practices that add economic and social value.



At the end of the financial year, 100% of our procurement budget worth RM14.6 million was spent on local suppliers. From this value spent, more than half (54%) was spent on local Small and Medium-sized Enterprises (SMEs) and 46% was spent on other local-based enterprises.)A total of RM27.4 million (RM2.6 million and RM 24.8 million respectively) were spent on local contractors and consultants by the KL and Northern offices.

The process for supplier and vendor selection takes into account a range of environmental, social, governance and financial aspects of the supplier’s or vendor’s operations. As part of the Group’s standard procedure for ensuring fair and transparent tendering processes, prior to tendering, suppliers are screened and assessed on a range of environmental criteria for building materials or products as well as price, quality and prior performance.

As part of our commitment to a responsible supply chain, the Group monitors and assesses the quality of service provided by suppliers and vendors through several strategies, including the Group’s Supply Chain Code of Conduct (SCC). The SCC is a pivotal part of our supply chain management. The following is a brief overview of our SCC:

Eupe’s Suppliers Code of Conduct



- Clearly outlines expectations and standards for suppliers.
- Ensures suppliers prioritise safe working conditions.
- Ensures suppliers observe fair employee treatment.
- Ensures suppliers observe and manage the environmental impacts of products and services.

The SCC is accessible on the Group’s corporate website and its key expectations and standards are included as part of many of our third-party contracts and agreements.

The following table outlines the environmental impacts that the Group considers when selecting suppliers for product and material fittings.

Environmental Risk Assessment Criteria

Materials/Products	Environmental Considerations
Tap fittings	<ul style="list-style-type: none"> • Preference of taps with slower flow rates based on water-per-minute, for more efficient water conservation.
Sanitary wares	<ul style="list-style-type: none"> • Selection of dual-flush systems which utilises half of the water needed for solid waste to be dispensed for liquid waste, for reduced water consumption.
Light fittings	<ul style="list-style-type: none"> • Preference of LED light fittings which consume less power per unit of light emitted, hence, reducing greenhouse gas emissions and generating less heat where associated cooling costs are comparatively lowered.
Air conditioner	<ul style="list-style-type: none"> • 5-star rated air-conditioners with inverter systems that efficiently control motor speed are sourced to reduce energy consumption.
Paint	<ul style="list-style-type: none"> • The volatile organic compound (VOC) content in paints cause ozone depletion and increase greenhouse effects; hence, paints with low VOC and non-solvent-based waterproofing paints are preferred as they decrease the impact on the environment and lower carbon footprint.

As part of our ongoing efforts to enhance management of supply chain risks, the ISO 45001 Occupational Health and Safety Management Systems was also implemented in 2022. Details on the Group’s Occupational Health and Safety Management System can be found in the Health and Safety section of this Sustainability Statement.

Community Enrichment

Eupe's CSR projects and initiatives are focused on its main thrust of building strong communities. An example for FY2023 is the Building Hope Programme where Eupe aims to provide targeted support and investment in programmes, events and organisations that engage in wider community interaction and forge stronger community bonds.

For FY2023, we contributed to **more than 172 beneficiaries** in the local community which amounted to **RM49,283 worth of contributions** through our programmes and initiatives. We also organised and supported community activities that raise money for charity, such as our Building Hope Charity Bazaar where we successfully raised a total of

RM100,000 which was channelled to 18 NGOs across the local community. To support the local community in which we operate, we have set an **average of 6 hours of CSR participation per employee per year** as one of the KPIs to be achieved by 2025.

Our Community Initiatives and Contributions

Programme Title	Description	Amount invested (RM)	Participants
Building Hope Charity Bazaar	Provided 17 NGOs a platform to sell their merchandise, and raise awareness of their individual causes. Our employees organised the event and engaged with the local community near our Novum and Est8 projects.	Donated RM40,000, organised and supported the event which raised a total of RM100,000 for charity and benefited 17 NGOs.	NGOs and the local community
Christmas Gift-A-Meal 2022	Christmas meals were given on Christmas Day to 70 underprivileged families in collaboration with Dignity For Children – an NGO that provides holistic care and education for urban poor children in Kuala Lumpur, and the local community.	RM6,293	NGO and 70 families from the local community
Pusat Jagaan Orang Tua Chu Ai	Contributed food, provisions and donations as well as community service for this home.	RM540	30 beneficiaries
Pertubuhan Kebajikan dan Rumah Anak-anak Yatim dan Miskin Al-Taqwa	Contributed food, provisions and donations as well as community service for the orphanage.	RM540	30 beneficiaries
MAH's CSR initiative	Provided accommodation, food, swimming facilities and community service.	RM530	Local community
Gurunatha Aasrammam Sungai Petani	Contributed food, provisions and donations as well as community service.	RM756	42 beneficiaries
Pusat Jagaan Rumah Harapan Sungai Petani	Contributed food, provisions and donations as well as community service.	RM624	20 beneficiaries

Case Study 1 -

Building Hope Charity Bazaar 2022

Continuing Eupe’s longstanding commitment to help build stronger communities, Eupe held its second Building Hope Charity Bazaar in Kuala Lumpur in May 2022.

The event was a big success, raising RM100,000 for participating charity organisations. The several hundred people who attended were treated to an array of merchandise on offer by participating charities and community groups.

These included handicrafts, baked goods, food and beverages, gift items, as well as a myriad of family-friendly fun-fair games and even a booth providing haircut services. More than 25 booths represented various community groups and non-governmental organisations.

The Charity Bazaar was organised as part of Eupe’s *Sustainability Plus* programme.

That aims to build more resilient communities by funding a range of worthy community-building projects and assist organisations whose mission is to support those in need.

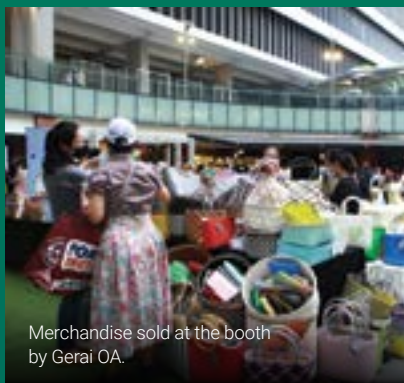
Close to RM70,000 of the Bazaar’s proceeds were raised by NGOs who participated in the Bazaar with booths and other attractions. A further RM30,000 raised for the event, including from Eupe employees who also had booths at the Bazaar, will be donated back to all the participating NGOs.



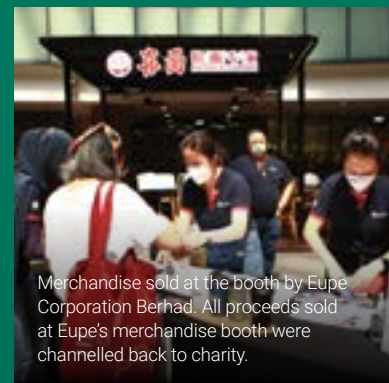
The strong turnout and visitors at Eupe’s Building Hope Charity Bazaar.



Dato’ Beh Huck Lee, Eupe’s Group Managing Director, participating at one of the game booths.



Merchandise sold at the booth by Gerai OA.



Merchandise sold at the booth by Eupe Corporation Berhad. All proceeds sold at Eupe’s merchandise booth were channelled back to charity.

The 17 organisations which benefitted from the proceeds raised by the Charity Bazaar were:

- Autism Café Project
- Bohomys
- Charity Right Malaysia
- Dignity For Children Foundation
- Food Bank Malaysia
- Generating Opportunities for Learning Disabled (GOLD)
- Gerai OA
- Helping Hands Penan
- Living Hope Global
- Pusat Jagaan Rumah Juara
- Pusat Kreatif Kanak-Kanak Tuanku Bainun
- STAND (Skills, Talents, Acceptance, Needs, Destiny)
- SuperMum Bakery
- TASK Angel
- The Lost Food Project
- WWF-Malaysia
- Yayasan Sunbeams Home

PROTECTING OUR ENVIRONMENT

Eco-Design and Innovation

GRI 203-2; 304-3

Our projects are established with environmentally-friendly objectives and practices in place during the course of planning, construction and operation. In addition to minimising the environmental footprint of the resources and materials we use to construct our projects, Eupe seeks third-party certification that ratifies and recognises the Group's commitment to best practice eco-design and construction methods.

Case Study 2 - Parc3: Award Winning Eco-Design

Parc3 was awarded the Best Lifestyle High-Rise Development, High Rise Development of the Year and Best Condo Development in Malaysia, beating countless other participating high-rise developments at the PropertyGuru Asia Property Awards. The total number of awards won by this ground-breaking project – Eupe's 2nd KL - high-rise, residential development – is five.

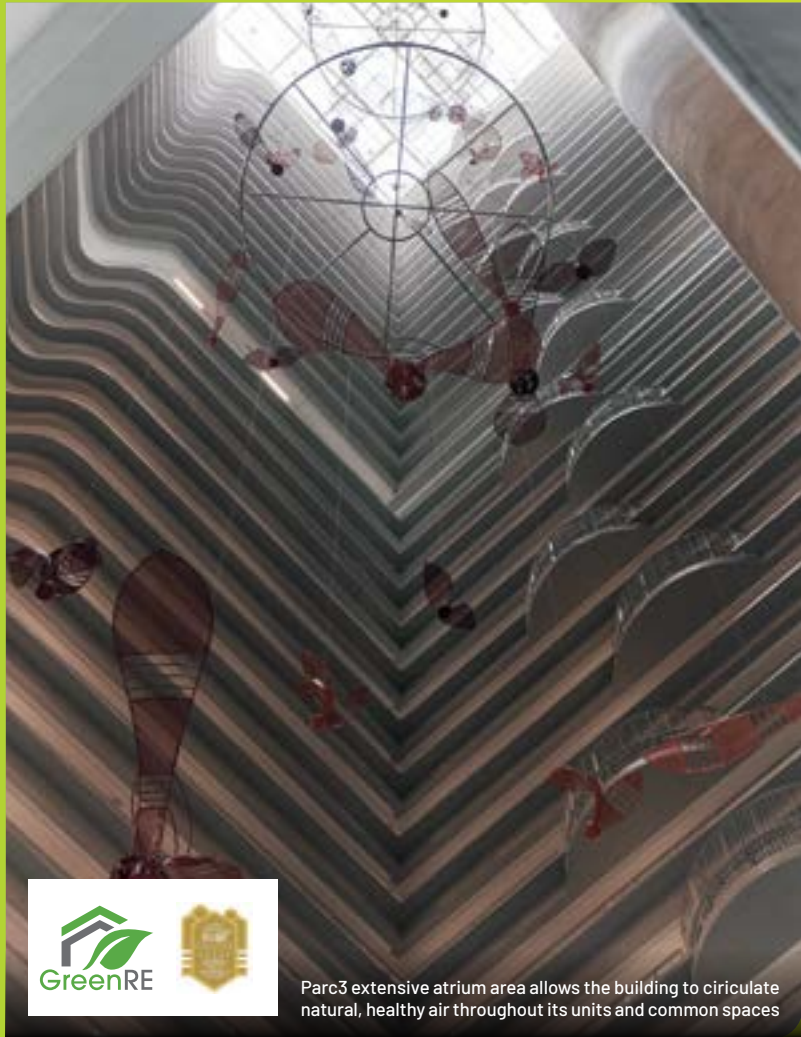
The awards recognise the quality of Eupe's architecture and design direction, and technology invested into Parc3, particularly the many eco-design features integral to the development which align with Eupe's *Sustainability Plus* eco-design principles.



These include Parc3's passive cooling design in which the building is designed with multiple 'voids' to allow the intake of natural, cooling air, its extensive network of 'green' parks (more than three times the area required by planning regulations) as well its unique My Home Garden feature where resident cultivate and harvest health-enhancing herbs and other plants for their personal use.

Green Building Certification (1) - Novum and Parc3

The Group's first two projects in Kuala Lumpur have achieved independent certification of their environmental credentials. Parc3 @ KL South was awarded a provisional GreenRE Gold certification for its green design features. This third-party certification offers homebuyers independent assurance that the property was built and designed to excel in six categories that include water and energy efficiency, carbon emissions and indoor air quality.



Parc3 extensive atrium area allows the building to circulate natural, healthy air throughout its units and common spaces



Novum @ South Bangsar was completed in 2019 and is certified under the Green Building Index ("GBI") certification. The certification evaluates six criteria including energy efficiency, indoor environmental quality, sustainable site planning and management, materials and resources, water efficiency and innovation. Novum buyers are provided with a comprehensive information package, the "Green User Manual" which details the building's green features.

Sustainability is Also Social

Eupe sees sustainability not only in environmental terms. We believe property developers have the unique and important responsibility to design and build homes to sustain the physical, mental and social well-being

of their residents and, in turn, the communities of which our projects are a part.

To this end, Eupe has developed four Eco-Design Principles which we use

to guide and inspire the design of our residential projects. These also support and sustain the individual's well-being as well as the quality of their social and community interactions.



Eupe's four eco-design principles are the foundation of its unique building design approach

These four principles are central to Eupe's **Sustainability Plus** Strategy which aims to set innovative directions in residential design. These were the

foundational design principles of Eupe's first two KL projects, Novum @ South Bangsar and Parc3 @ KL South – both multi-award-winning projects.

These principles also underpin the design of Eupe's third and fourth high-rise residential projects in Est8 @ Seputeh and Helix2 @ PJ South.

Green Building Certification (2) - Est8: Gold Certification (provisional)

Est8, our third development project in Kuala Lumpur, has been thoughtfully designed to embody our vision for sustainable living and community inclusivity. Located near Mid Valley, one of the largest shopping complexes in Malaysia, Est8 showcases innovative sustainable design and features natural green landscapes and peaceful walking trails connecting residents to gardens and building facilities. Its ambience combines architecture and art providing residents with design excellence, an innovative lifestyle and the best in sustainable living.

Prior to construction, an environmental impact assessment was conducted to determine which species of flora and habitat areas could be protected and retained as part of the development. The goal was to minimise the impact of development on the environment as much as possible. Our main contractors collaborated with landscaping consultants to integrate the existing flora into the overall design of the development, ensuring that the natural environment was preserved as much as possible while also meeting the needs of the project. By doing so, we created a sustainable project with a reduced environmental footprint that blends in well with its surroundings.



Est8 is Eupe's third KL project and has been designed with a range of innovative sustainability features

Case Study 3 - Treading Lightly at Est8

Est8’s nearness to the heritage precincts of Seputeh means that using conventional bore pile methods risked creating too much vibration that might impact on adjacent home structures.

To minimise this risk, we opted to use other approaches, including the hand-dug caisson pile (CCP) wall method. Unlike most wall retaining structures that are constructed by huge boring rig machines, CCP is a type of retaining wall that is constructed using mechanical hand tools.

Though the cost of this method was higher, more time-consuming and labour intensive, this method not only caused very little vibration and noise for the surrounding area and community due to the non-use of high-impact machinery, it also minimised the disturbance of the original slope terrain, hence mitigated potential slope failures.



Casing installation for the caisson lining.



View of caisson pit from bottom – pit ready for reinforcement works and concrete casting.



The completed caisson pile with capping beam.

Green Building Certification (3) - Helix2: Gold Certification (provisional)



Helix2 is Eupe’s first affordable, residential high-rise in Malaysia’s capital

Eupe’s fourth KL project, Helix2, was launched in August 2022 and as Eupe’s maiden mass housing project in KL, has been designed for young homebuyers and families seeking entry into home ownership.

The current planning for Helix2 incorporates a rooftop garden space that uses recycled and refurbished cars as leisure areas for the residents, showcasing Eupe’s sustainability strategy of reducing wastage and emphasising connectivity. As with Est8, we aim to achieve GreenRE Gold certification upon project completion.

Case Study 4 - Circadia@Belfield

Circadia @ Belfield is Eupe’s fifth and most ambitious KL project. Eupe aims to develop the project as an urban sanctuary focused on leveraging the existing natural landscape and flora into a residential precinct defined by environmental conservation.

Eupe has undertaken a comprehensive biodiversity assessment that identifies the

existing species of flora and fauna at the project site and evaluates the impact of development on the natural ecosystem. Employing the findings of the study, the project team formulates mitigation measures to minimise negative impacts while enhancing and sustaining the natural environment. The outcome of the assessment will also be used for design considerations,

by identifying opportunities to incorporate innovative green spaces and selected areas as habitats for local flora and fauna. These initiatives aim to have a dual impact in terms of net positive environmental outcomes as well as positive social sustainability impacts by providing spaces where residents can re-connect with nature in innovative and sustained ways.

Materials Conservation

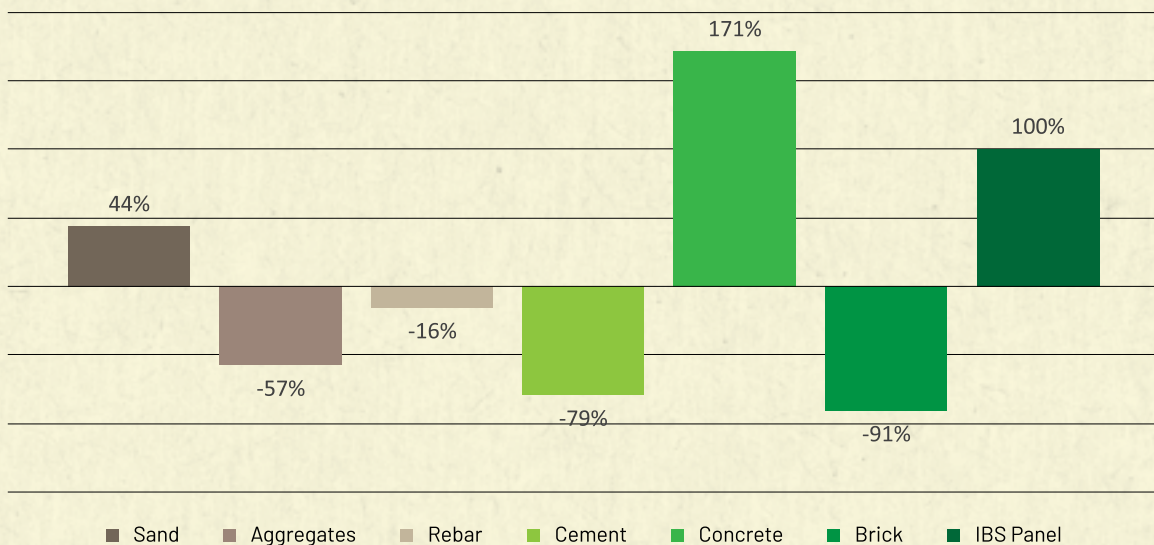
GRI 3-2; 301-1; 301-2

In ensuring the conservation of natural resources for both present and future developments, the Group continues its efforts to reduce the consumption of raw materials for construction activities and promote innovative practices that reduce the Group’s resource footprint. A key process in the efficient usage of raw materials in

construction is the Group’s use of the Industrialised Building System (“IBS”). IBS involves building components being manufactured in a controlled environment, either on site or off site, which are then brought to and assembled at the construction site. By using this prefabrication method, we reduce waste on bricks, timber

panel frame formwork and labour. The use of IBS for wall panels is particularly resource efficient, as it allows for panels to be made to exact specifications and facilitates the reduction of waste as well as energy consumption in their production.

Percentage Change in Material Consumption (Northern Region) for FY2023



Additionally, our construction methodology involves utilising a shear wall reinforced concrete framework instead of traditional brick walls and plastering. This innovative approach minimises the use of cement plaster, resulting in further reductions in our brick and cement consumption. In FY2023, we achieved a very significant

91% decrease in our brick usage and a 79% decrease in our cement usage since implementing this technique.

Eupe's innovative initiatives in our Northern Region have resulted in substantial material reduction achievements compared to last year. The Region has successfully

decreased its usage of aggregates by an 57% and rebar by 16%, The increase in IBS panel usager reflects the change in construction methods outlined above. The increase in concrete for the year reflected a return to normal construction progress following the lifting of COVID restrictions.

Energy, Emissions and Water

GRI 3-2; 203-2; 302-1; 302-3; 302-4

Energy Saving Initiatives	
Sungai Petani and KL HQ retrofitted with LED lighting to reduce energy consumption	Cinta Sayang installed energy-efficient features, i.e. timers, sensors, photocell timers and energy-saving room key cards
Electric Vehicle charging stations in all projects	Smart metering in all Parc3 apartment units
5-star energy rating air conditioners provided in Est8	Cinta Sayang installed non-fossil fuel-based energy solutions, i.e. solar heaters

Our Sustainability Plus Logo



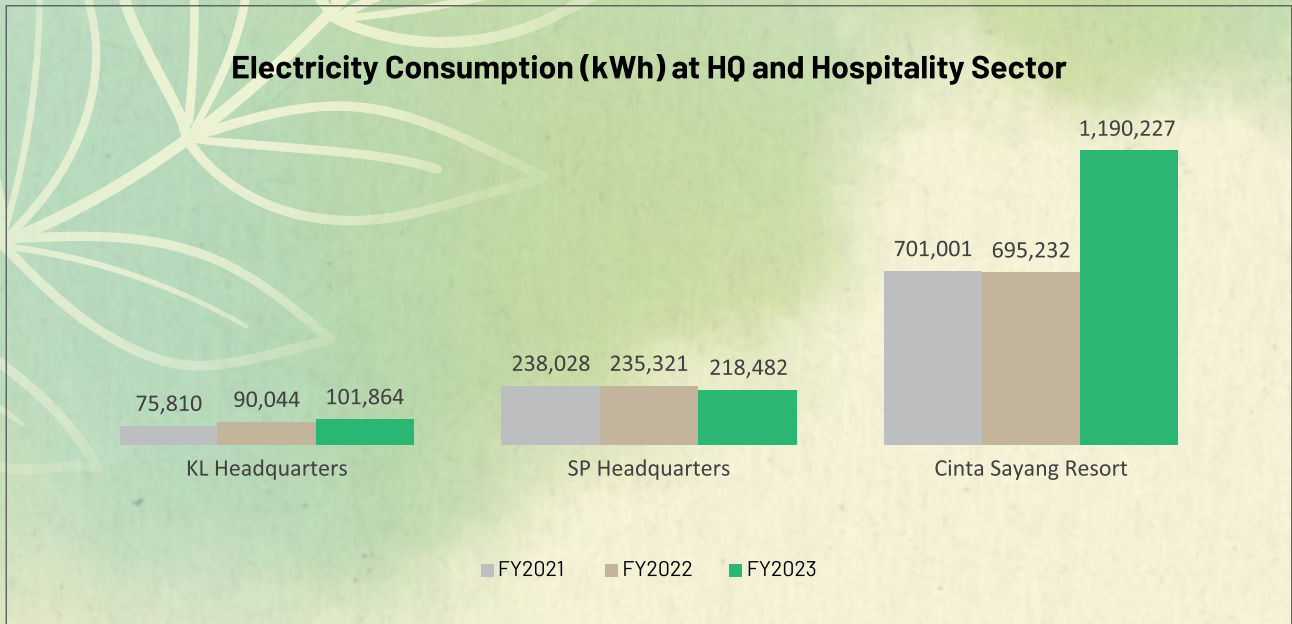
Eupe's Sustainability Plus logo comprises coloured strands that represent the Chinese symbols for the five natural elements - earth (yellow), fire (red), wood (green), metal (white) and water (blue).

As such, it reflects the philosophy behind our sustainability thinking.

The linking of these strands on the logo highlights the importance of taking a connected approach to nurturing the environment and building strong community bonds.

Energy

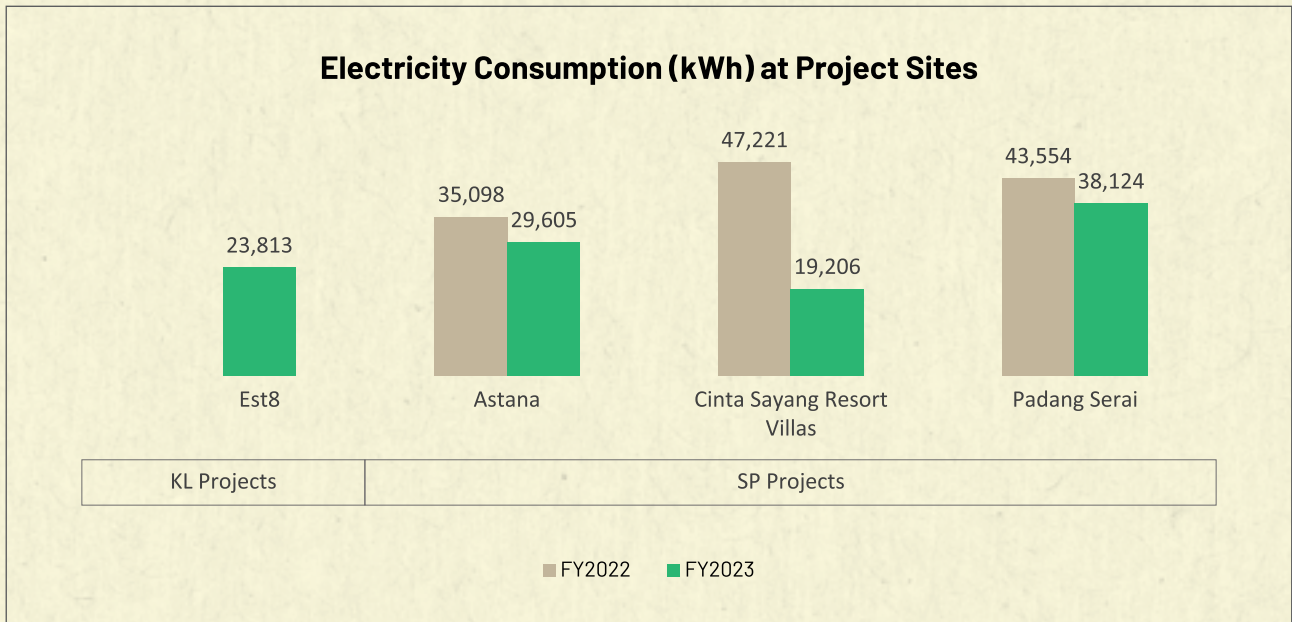
The Group is dedicated to enhancing energy efficiency and promoting sustainable resource consumption in all its operations.



Our Sungai Petani HQ is also transitioning towards the utilisation of solar energy. As a result, in FY2023, our Sungai Petani HQ successfully

lowered its overall energy consumption by 7.2%. Increases in electricity usage at CSY and KL headquarters was largely due to both facilities returning

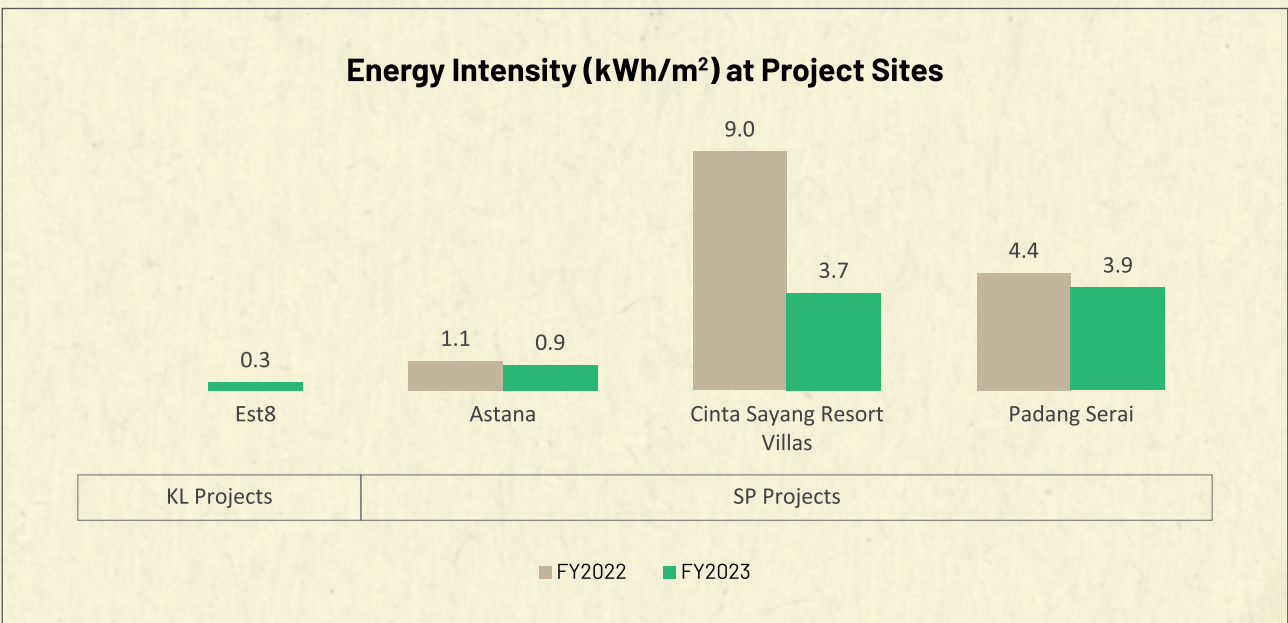
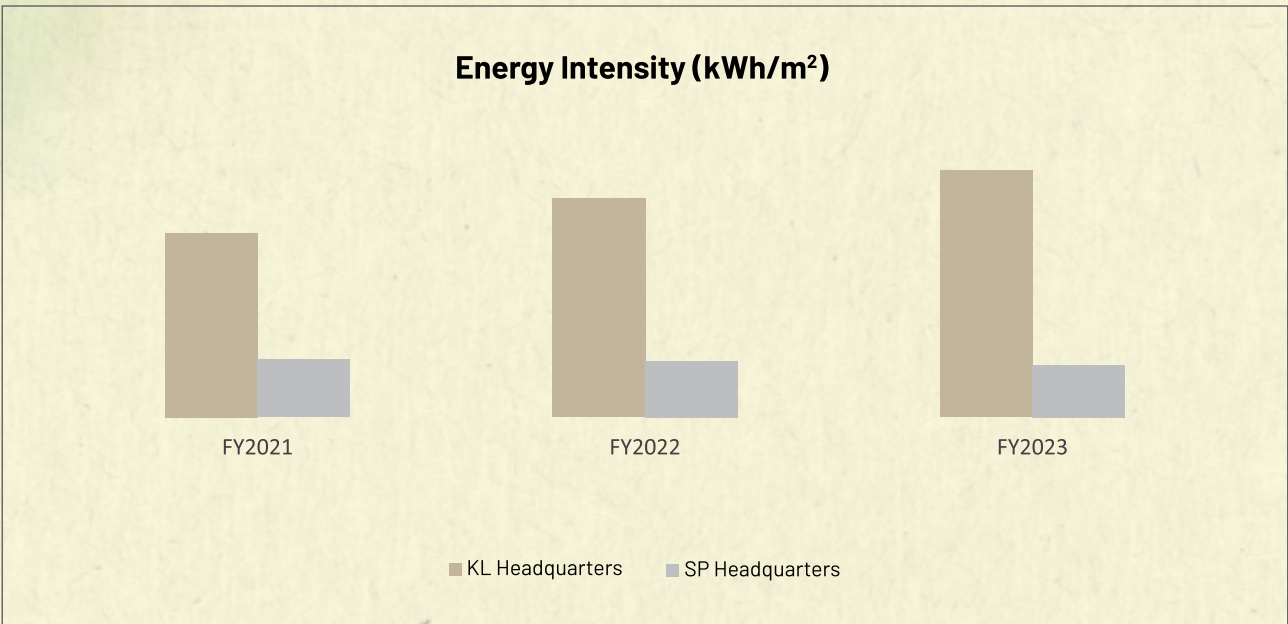
to full operations following COVID restrictions the previous year.



We monitor our energy consumption by reviewing monthly bills, conducting unscheduled inspections of show units and recording electricity, water

and diesel consumption through the maintenance of related bills. In FY2023, all our SP Projects have reduced their electricity consumption and

energy intensity. We are committed to continuing this trend, and we have extended our monitoring efforts to include our newly built Est8 project.

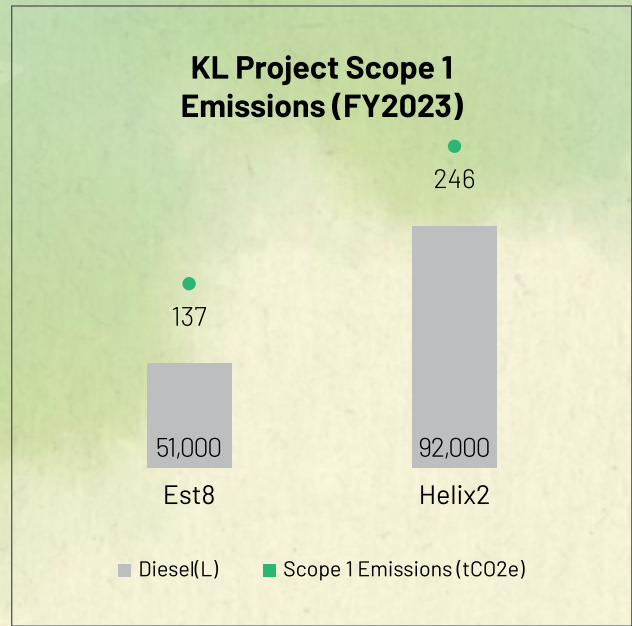
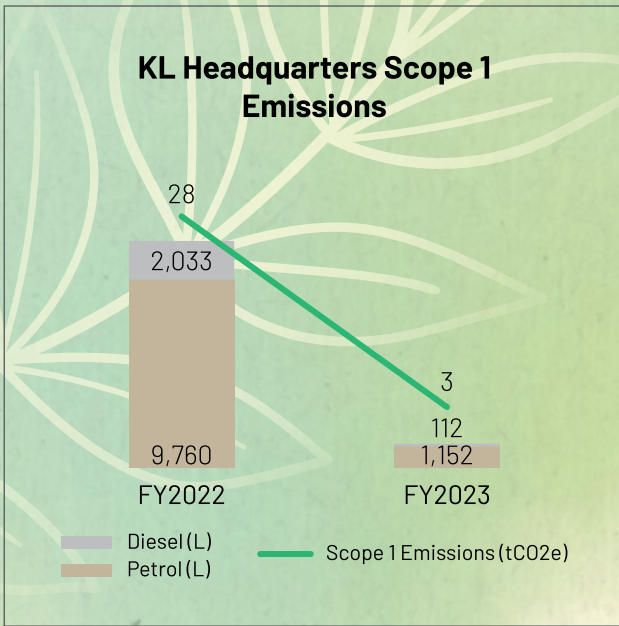


Emissions

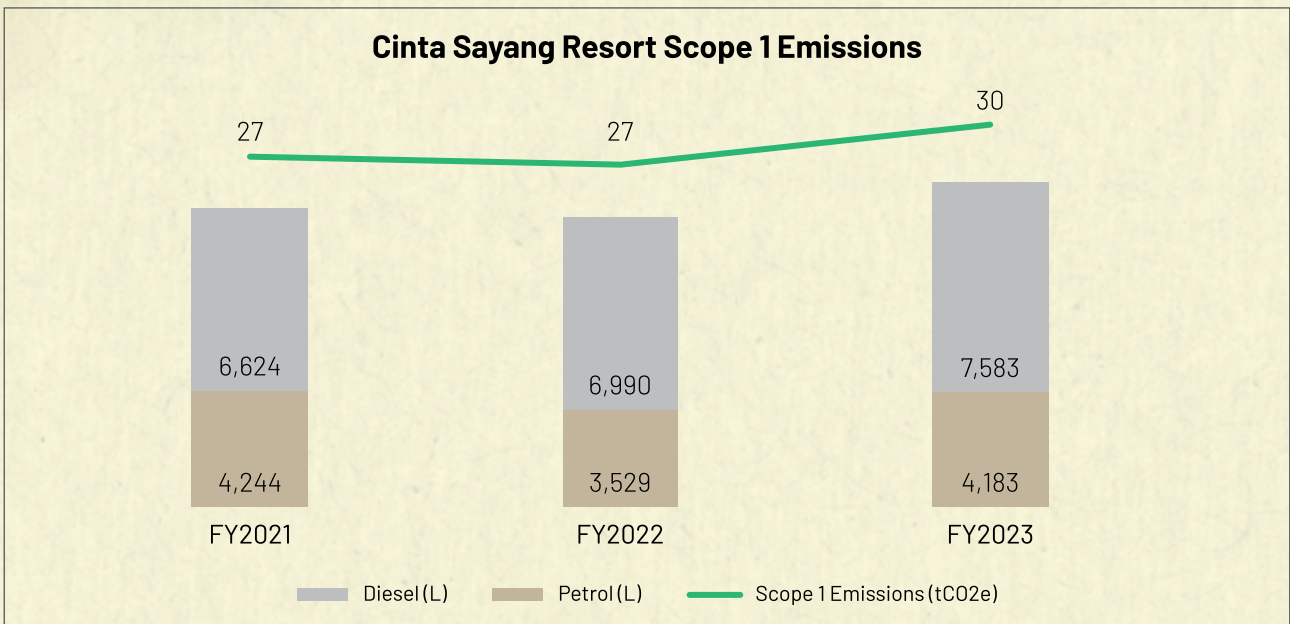
GRI 305-1; 305-2; 305-5

Carbon dioxide (CO₂) is a major contributor to climate change which has far-reaching impacts on society from affecting food security and human health to impacting economies. By reducing our carbon footprint and decarbonising our operations, we can help protect our communities and the planet for future generations.



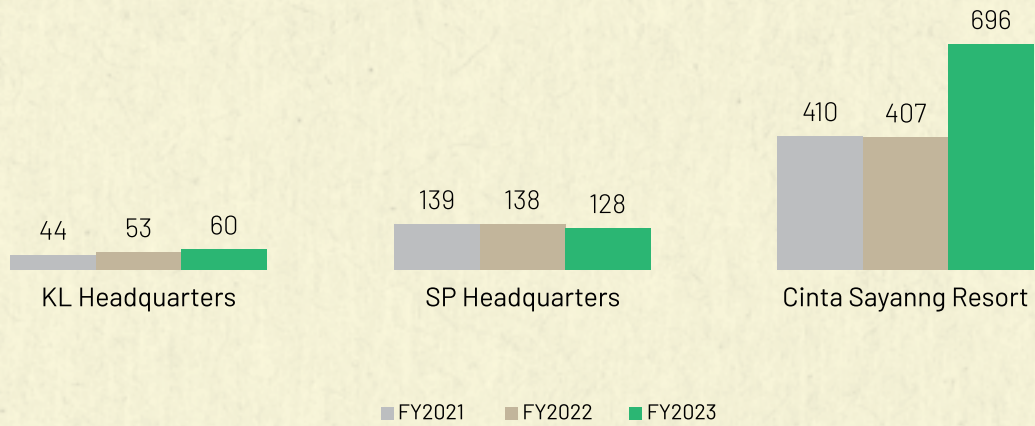


We are pleased to announce that our KL HQ has achieved a reduction of 89% in our Scope 1 emissions this year, owing to our concerted efforts in minimising fuel consumption from our office vehicles. We are also proud to report that our Est8 and Helix2 projects are now in progress, and we have begun our data reporting this year.

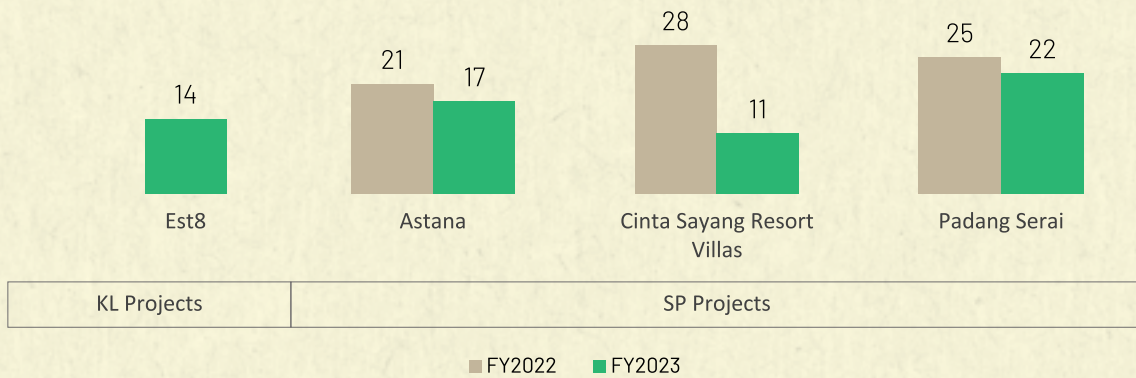


Cinta Sayang Resort increased its Scope 1 emissions by 11% in FY2023. This included emissions from on-site fuel combustion (e.g. boilers and generators), on-site transportation (e.g., vehicles) as well as refrigeration and cooling systems. At the same time, Scope 2 emissions increased year-on-year in FY2023, as a result of the lifting of COVID-19 restrictions and increased tourism activity, leading to increased use of electricity at the resort.

Scope 2 Emissions (tCO₂e) at HQ and Hospitality Sector



Scope 2 Emissions (tCO₂e) at Project Sites



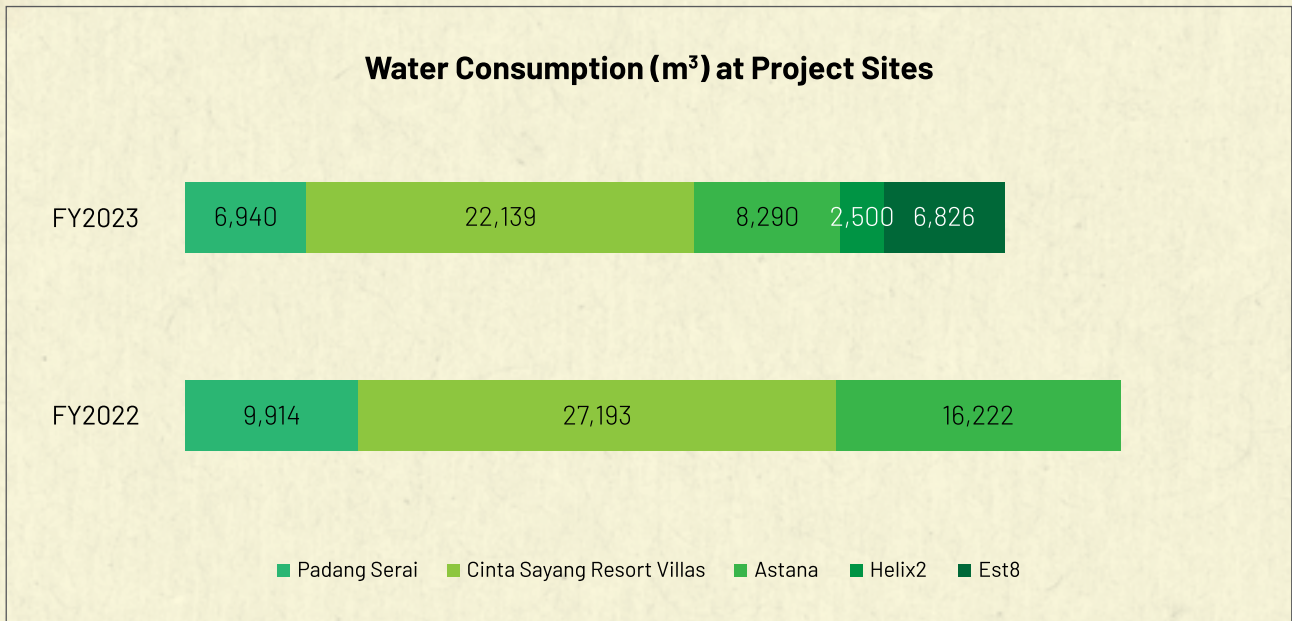
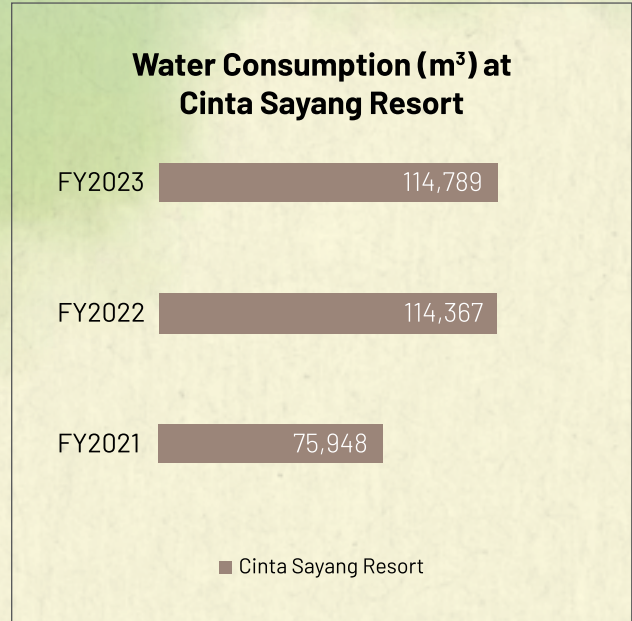
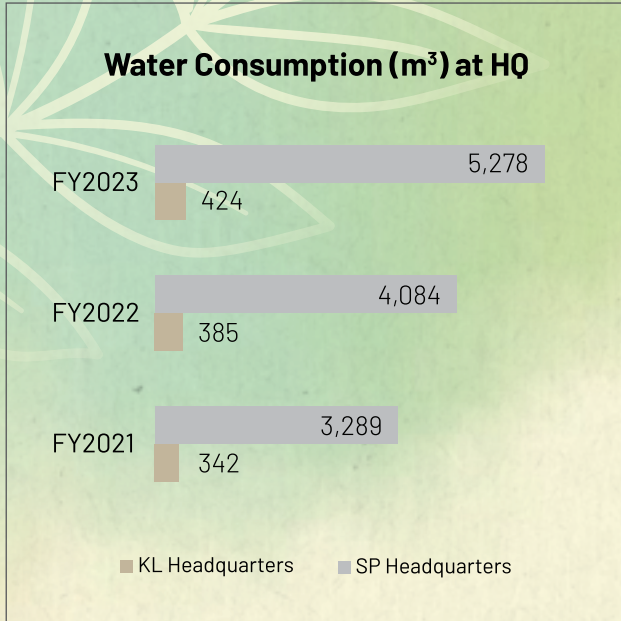
At the same time, we are pleased to report that our project sites in the Northern Region have significantly reduced their Scope 2 emissions this year. Our Astana site recorded a reduction of 19%, while Cinta Sayang Resort Villas exceeded expectations with a major reduction of 60%. Our Padang Serai site also recorded a decrease of 12% in Scope 2 emissions.



Water Security

GRI 3-2; 303-1; 303-5

The Group aims to ensure its water consumption across its operations is managed responsibly and sustainably. We monitor water consumption annually to improve our year-on-year performance.



We achieved a 3% decrease in our overall water consumption across the Group in comparison with the previous year, with the reduction attributable largely to our project sites. Astana achieved a 49% reduction in water consumption, followed by Padang

Serai at 30% and Cinta Sayang Resort Villas at 18.5%. Additionally, we have established water consumption baselines for our Helix2 and Est8 projects.

Although there has been a rise in water consumption at both our KL HQ and

SP HQ, increasing by 10% and 29% respectively, again reflecting a return to the office following COVID restrictions. It is worth noting that Cinta Sayang Resort has maintained a relatively stable water consumption rate, with only a minimal 0.3% increase.

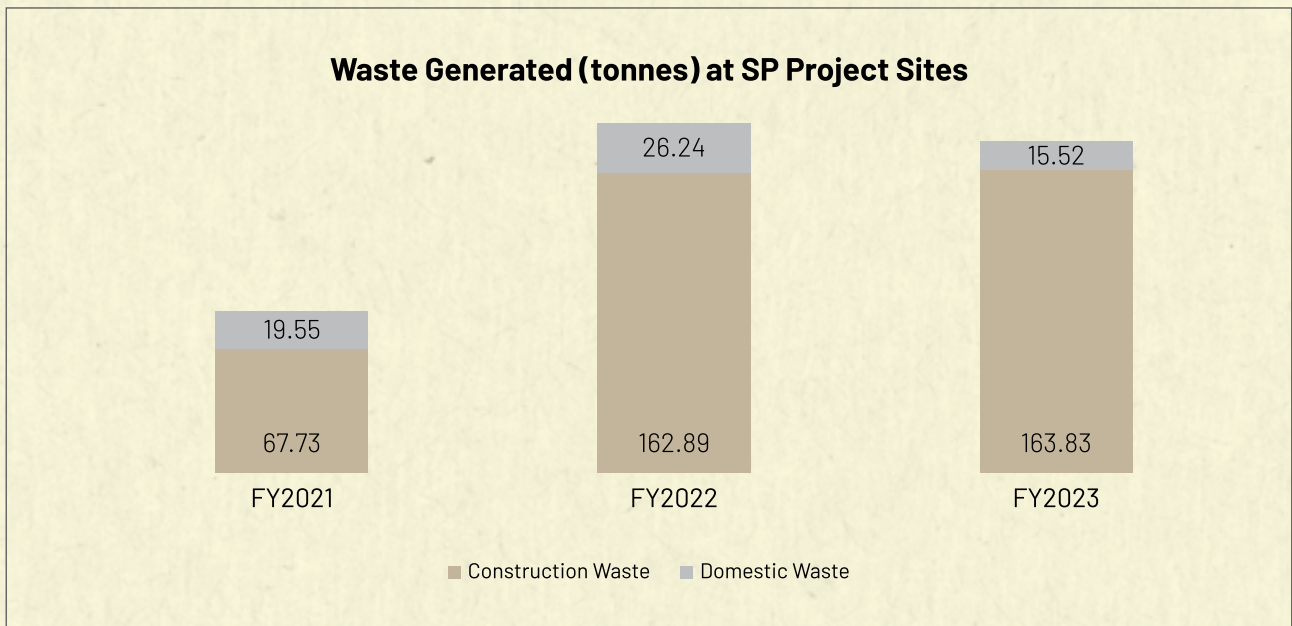
Waste and Effluents Management

GRI 3-2; 3-3; 303-4; 306-1; 306-2; 306-3; 306-4; 306-5

At our construction sites, the types of construction and domestic waste and effluents generated are as follows:

- Non-hazardous and hazardous (scheduled) wastes
- Sewage effluent from the temporary construction workers' quarters
- Discharges from the silt retention structures, such as sedimentation ponds/basins and silt traps

The types of scheduled wastes generated include spent oil, used engine oil cartridges, residual paints and solvents (thinner) and spent batteries among others. In FY2023, our SP project sites saw a 40% reduction in domestic waste, while construction waste remained relatively unchanged.



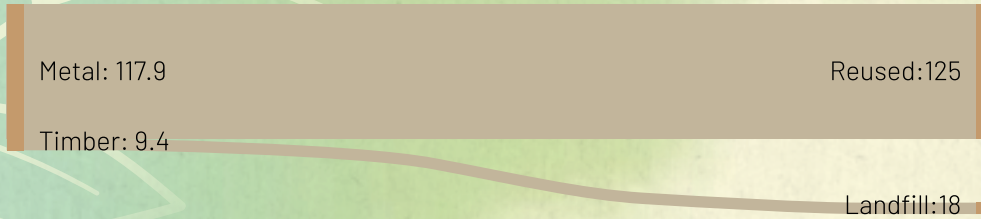
Our KL project sites are now reporting the construction waste generated by our Helix2 and Est8 projects and tracking the disposal method. We successfully diverted all concrete

waste from disposal at the Helix2 project site and reused all metal scraps at the Est8 project site. Our focus on reducing our climate footprint reflects the Group's commitment to 'circularity'

– that is, maximising the reuse and recycling of materials and reduce the need for raw material extraction.



Waste Generated (tonnes) at Est8



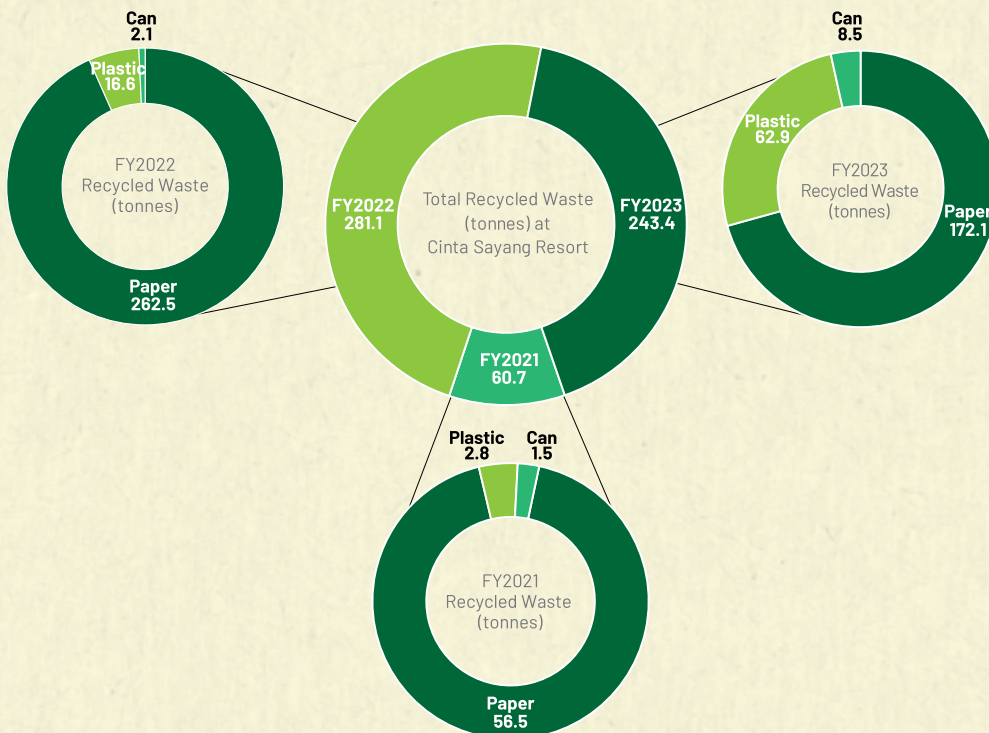
Eupe complies with the requirements and design considerations of the Department of Sewerage Services and the Environmental Quality (Sewage) Regulations 2009 with regards to the

sanitary system put in place for the workers' quarters. The discharges (overflow) from the silt retention structures are monitored to ensure compliance with 100 mg/l of total

suspended solids to prevent the washout of silt and sediment into the receiving water course.

Hospitality Division

Aside from our property constructions sites, Cinta Sayang Resort is the Group's other major potential generator of waste. The Resort has put in place initiatives to decrease waste and employed the 3Rs (Reduce, Reuse, Recycle) method to manage and track waste production and recycling. Additionally, the resort also participated in the Premise Assessment Visit for the Star Rating for the CII Sector Award 2022 organised by SWCorp. In FY2023, as a result of these initiatives, the Resort was able to recycle 243.4 tonnes of waste.



CONCLUSION

Eupe is committed to preserving and nurturing our natural resources through effective waste management, resource efficiency and carbon reduction practices and targets. This report highlights how the Group has reached a number of key waste reduction and resource efficiency goals, particularly at its project sites and hospitality division, as well as embarked on a strategy to more clearly identify the extent of its carbon footprint and introduce measures

across its value chain to reduce this footprint.

The report also highlights how the Group is building on its green innovation credentials through sustainable home designs that draw on a framework of design principles outlined in our Sustainability Plus framework. The principles aim to enhance the physical, mental and social well-being of residents while building community bonds and identity. The report also highlights

how our *Shared Value* approach aims to make these design innovations affordable and accessible to home buyers.

In summary, as this report highlights, through our ongoing and strong commitment to implementing resource management and sustainability practices across all levels of our value chain, Eupe aspires to create lasting and positive environmental, social and economic value for all our stakeholders.

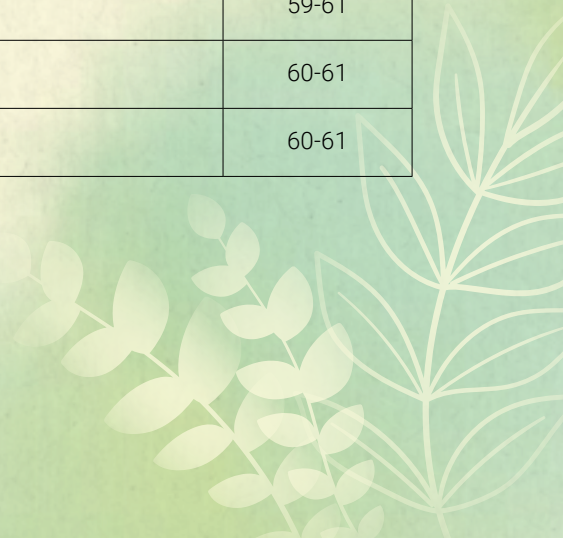
GRI CONTENT INDEX

Statement of use	Eupe Corporation Bhd has reported the information cited in this GRI content index for the period 1 March 2022 until 28 February 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	4-5
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	2-3 Reporting period, frequency and contact point	4-5
	2-5 External assurance	5
	2-6 Activities, value chain and other business relationships	4-5
	2-7 Employees	38
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	2-11 Chair of the highest governance body	18
	2-12 Role of the highest governance body in overseeing the management of impacts	18
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GRI 2: General Disclosures 2021	2-15 Conflicts of interest	29
	2-16 Communication of critical concerns	29
	2-17 Collective knowledge of the highest governance body	29
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GRI 303: Water and Effluents 2018	3-3 Management of material topic	58-59
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	305-2 Energy indirect (Scope 2) GHG emissions	57
	305-5 Reduction of GHG emissions	57
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TCFD CONTENT INDEX

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