

SUSTAINABILITY REPORT

P.30 SHARING VALUE FOR A MORE SUSTAINABLE TOMORROW

- P.30 Overview
- P.31 Reporting Scope and Boundary
 - Alignment With Reporting Frameworks and Standards
 - Feedback on the Statement
- P.32 Awards and Recognition
- P.34 Memberships and Associations
 - Assurance
 - Sustainability Progress
- P.36 Sustainability Milestones

P.38 EUPE'S SUSTAINABILITY APPROACH

- P.39 Eupe's *Shared Value* Philosophy
 - Sustainability Plus* Strategy
- P.41 Our ESG Framework
- P.42 Eupe's Contribution to the United Nation's Sustainable Development Goals ("SDGs")
- P.44 Sustainability Key Performance Indicators ("KPIs")
- P.47 Developing New Sustainability Targets
- P.49 Sustainability Governance

P.50 STAKEHOLDER ENGAGEMENT

- P.54 Assessing Eupe's Material Matters
 - Engagement with External Stakeholders
- P.55 Materiality Matrix
- P.56 Mapping of Material Sustainability Matters

P.58 EUPE'S CLIMATE ACTION

- P.59 Task Force on Climate-Related Financial Disclosures ("TCFD") Reporting Recommendations
 - Governance
- P.60 Strategy
- P.62 Risk Management
- P.63 Metrics and Targets



P.66 ADVANCING ROBUST GOVERNANCE

- P.67 Transparency and Anti-Corruption
- P.68 Regulatory Compliance
- P.69 Data Privacy and Security

P.70 BUSINESS SUSTAINABILITY

- P.71 Financial Performance
- P.74 Affordability
- P.75 Supply Chain Management

P.77 BUILDING SUSTAINABLE RELATIONSHIPS

- P.78 Health and Safety
- P.80 Labour Practices and Standards
- P.82 Talent Management and Diversity
- P.84 Customer Engagement and Enrichment
- P.85 Community Wellbeing and Human Rights

P.88 PROTECTING OUR ENVIRONMENT

- P.89 Energy, Emissions
- P.92 Water Management
- P.93 Eco-design and Innovation
- P.96 Materials Conservation
- P.98 Waste and Effluent Management

P.100 CREATING VALUE SUSTAINABLY

- P.101 Performance Data Table
- P.106 GRI Content Index

SHARING VALUE FOR A MORE SUSTAINABLE TOMORROW

Eupe Corporation Berhad ("Eupe" or "the Group") is pleased to present our Sustainability Statement FY2024 which details the Group's environmental, social and governance ("ESG") performance, activities and as well as progress in key sustainability areas.

Since Eupe's inception in 1986, we have been designing and building innovative and quality development projects with a strong emphasis on sustainability. As the community's sustainability priorities and expectations change, we have continued to evolve our sustainability practices in order not only to align with these expectations, but to progress new directions which leverage the pivotal importance of property development in enhancing and sustaining both the natural environment and the community.

Our *Sustainability Plus* strategy incorporates and systemises our sustainability principles and practices. Ultimately, the strategy is informed and guided by Eupe's Mission and Vision of *Shared Value*. Our *Shared Value* philosophy seeks to create more value

in the properties we design. Through a strategic combination of innovation, quality and differentiation, these value-adding processes mean we share more value with our buyers, as well as invest more in the environment and the community.

In FY2024, we continued to make gains with our sustainability practices and approaches. We've established three new policies including the Biodiversity, Climate Change and Human Rights Policy. We've expanded our UN SDG focus and most of our benchmark ESG targets ahead of schedule. As a result, we have established a range of new sustainability targets that deepen our commitment and accountability in key ESG areas, as well as in our unique *Sustainability Plus* strategy which aligns Eupe's sustainability efforts with its specific property sector roles and responsibilities.

Beyond homes, we continue to invest in community-building activities and events through diverse initiatives under Eupe's Building Strong Communities programme.

Reporting Scope and Boundary

The disclosures in this report cover the Group's sustainability performance from 1 March 2023 to 29 February 2024 ("FY2024") and include three years of comparative data. Encompassing our Headquarters ("HQ") in Sungai Petani and Klang Valley, the disclosures also include the following business sectors:

1. Property Sector:

(Central Region): Novum, Parc3, Est8, Helix2 and Circadia @ Belfield in Kuala Lumpur

(Northern Region): Astana Park Homes, Puncak Surya, Padang Serai, Cinta Sayang Resort Villas, and Edgewater Estate.

2. Hospitality Sector:

Cinta Sayang Resort in Kedah

Overall disclosures for Circadia @ Belfield and Edgewater Estate, the Group's latest two projects are available only for Biodiversity, due to both projects still being in the planning phases.

Alignment with Reporting Frameworks and Standards

This statement is prepared with reference to Bursa Malaysia Securities Berhad's Main Market Listing Requirements ("MMLR"), Bursa Malaysia's Sustainability Reporting Guide (3rd edition), the Illustrative Reporting Guidelines and the Task Force on Climate related Financial Disclosures ("TCFD") recommendations. Eupe has developed its own *Sustainability Plus* framework which

is specifically oriented to the specific sustainability roles and responsibilities as a property developer. At the same time, we ensure our sustainability initiatives are also aligned with the Global Reporting Initiative ("GRI") Standards and the targets outlined in the United Nation's Sustainable Development Goals ("UN SDGs").



Feedback on the Statement

As part of our efforts to continuous improvement, we strive to enhance the detail and transparency of our sustainability reporting. As always, we value the input of our stakeholders and welcome any questions, feedback or suggestions you may have.

Dr. Mark Triffitt

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

Awards and Recognition

Eupe gained a number of sought-after awards during the year, reflecting its commitment to sustainable property design, as well as success in setting new sustainable design benchmarks for urban residential living in Malaysia. In total, Eupe won 11 building

design awards in FY2024 as well as several awards specifically recognising our commitment to environmental sustainability, sustainability reporting and community building across our operations.



Eupe's eco-building design methods for our second KL high-rise project, Parc3 @ KL South, earned us the Green Building Award.



The Healthy Lifestyle Product Award highlighted our innovative design and lifestyle approach embedded in Parc3. The building design promotes the long-term physical and mental well-being of residents through innovative landscaping and natural air ventilation.



Eupe was also awarded Company of the Year for Social Engagement (Property Development and Construction category) at the Sustainability & CSR Malaysia Awards 2023. In particular, the award accredited our Building Hope programme which provides support to those who are in need as well as invests in worthy community groups.



At the Malaysia Developer Awards 2023 (MDA) jointly organised by The Star media group and leading global property industry network, FIABCI, Eupe won the Rising Star Award, in recognition of our status as an emerging leader and innovator in the property sector.



Est8 @ Seputeh was awarded the Best Condo Interior Design in the Asian region, a further testament to the quality and innovative significance of the project development's design which strongly features nature-inspired design and facilities.



Est8 @ Seputeh won the Best High-End High-Rise Development award in the Central region as well as the Best High-Rise Development in Malaysia award. Eupe won the latter award for the second year running.



Eupe's Est8 @ Seputeh also won the Best-High Rise Condo Development in Malaysia Award and the Best High-Rise Interior Design Award.



Eupe received the Edge Malaysia's Top Property Developers Awards demonstrating our pursuit to excellence in property development.



The Platinum Enterprise Award from the KWYP Sun Yat-Sen Spirit Awards 2023 by Kwong Wah Daily acknowledged Eupe's Group Managing Director Dato' Beh's sustained leadership success of Eupe as we chart new directions in property innovation and design.

Memberships and Associations

Eupe has memberships with leading property associations to ensure alignment with local, regional and global sustainable initiatives, trends and best practices in the property industry.



REHDA



Assurance

All data contained in Eupe's Sustainability Statement has been internally sourced and verified by the Group's relevant business departments and their management. It has not been verified by the Group's internal auditing process, or externally by independent assurance providers.

Sustainability Progress

In FY2024, Eupe achieved key milestones in its ongoing sustainability journey that also reflect new directions across the four ESG pillars. This progress demonstrates our focus on driving positive change while advancing our sustainability goals in innovative ways that reflect the unique sustainability roles and responsibilities of a company primarily focused on property development.

Parc3 @ KL South's innovative eco-design and landscaping have been recognised by multiple property awards



Key Achievements FY2024

The following are the Group's key achievements in developing its sustainability strategy and practices in FY2024

ACHIEVEMENT	DESCRIPTION
Development of policies addressing human rights, biodiversity, climate change and governance	Formulation of specific policies create strong and transparent alignment between broader sustainability areas that are common to all business, while articulating the specific principles and practices outlined in Eupe's <i>Sustainability Plus</i> Strategy that relate to key sustainability practices. These can be viewed on Eupe's website at eupe.com.my/sustainability .
Incorporated external stakeholder input into ranking of our material matters	Through formal feedback from key stakeholders, we aim to create greater alignment between our sustainability priorities and practices with expectations and priorities of our key stakeholders.
Major revamp of career development processes to sustain human capital and innovation	Eupe has commenced a number of key initiatives focused on management development, career progression and performance incentives to ensure retention of the best talent to sustain our economic and financial growth as a company while achieving our business and sustainability goals.
Development of our climate change strategy to include measurement of greenhouse gas (GHG) impacts of passive cooling design	We are expanding the assessment and reduction of our carbon footprint in the construction and operation of our property projects, as well as the Group's supporting operations. Currently Eupe has embarked on assessing potential GHG emissions reduction of our residential projects achieved through the passive cooling design we employ as part of our Healthy Air eco-design principle.
Adopted SDG 15: Life on Land to reflect Eupe's growing commitment to biodiversity	In addition to the 8 SDGs already adopted, Eupe has added SDG 15 which reflects our growing focus in enhancing land-based nature through embedding biodiverse design and other nature-enhancing practices in our projects.
Developing biodiversity targets for our high-rise residential projects	We have started work on developing a formal target that measures biodiversity for our high-rise residential projects to provide a clear metric to measure and continuously improve on key aspects of urban environmental protection and enhancement.
Commenced a review of our sustainability KPIs and targets to reflect achievement of previous targets and refinement of our sustainability practices	In FY2021 we set baseline targets which provided us with an initial foundation to assess our sustainability performance and identify areas for further improvement. With these targets largely achieved within the requisite timelines, we aim to introduce a new set of targets in FY2025 that reflect developing trends in our business operations and new sustainability objectives.

Sustainability Milestones

Eupe's sustainability journey outlines where we have been and are, in terms of our sustainability priorities and outcomes, and how these past and present achievements inform our current sustainability performance and development of new sustainability policies and practices.



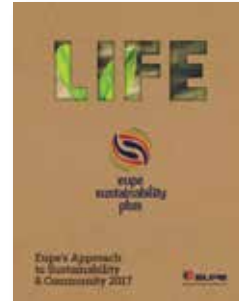
Sky Residence

Eupe's Sky Residences is the first Malaysian residential project to be awarded the globally-prestigious LEED accreditation for its eco-design and features



Novum @ South Bangsar

Launch of Eupe's first residential high-rise in KL – Novum @ South Bangsar – which incorporates Eupe's passive cooling design configuration and other sustainability features



Sustainability Plus strategy second edition released. The strategy develops and incorporates four eco-design principles which Eupe draws upon to design its residential projects. These are Healthy Air, Green Community, Iconic Design and Smart Connectivity

2011

2017

2015

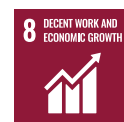
2020

The first edition of Eupe's *Sustainability Plus* strategy launched. The strategy outlines the company's approach to sustainability and its focus on the twin principles of sustainable eco-design and building strong communities



Introduced and adopted an initial four United Nation's Sustainable Development Goals – Decent Work and Economic Growth (SDG 8); Industry, Innovation and Infrastructure (SDG 9); Sustainable Cities and Communities (SDG 11) and Responsible Consumption and Production (SDG 12).

Developed a sustainability governance structure





First materiality matrix adopted by the Group

Parc3 @ KL South – Eupe's second KL high-rise residential project – wins iProperty Development Excellence Awards Best Sustainable High-Rise Development award in Malaysia

Additional UN SDG adopted – Good Health and Well-Being (SDG 3).



A further three UN SDGs adopted into Eupe's sustainability strategy – Reduced Inequalities (SDG 10); Climate Action (SDG 13) and Peace, Justice and Strong Institutions (SDG 16).

Incorporation of elements of TCFD (Task-force on Climate-Related Financial Disclosures) framework in sustainability reporting

2021

2023

2022

2024

Introduction of sustainability targets/KPIs

Further development of Eupe's sustainability approach through the release of the third edition of *Sustainability Plus*



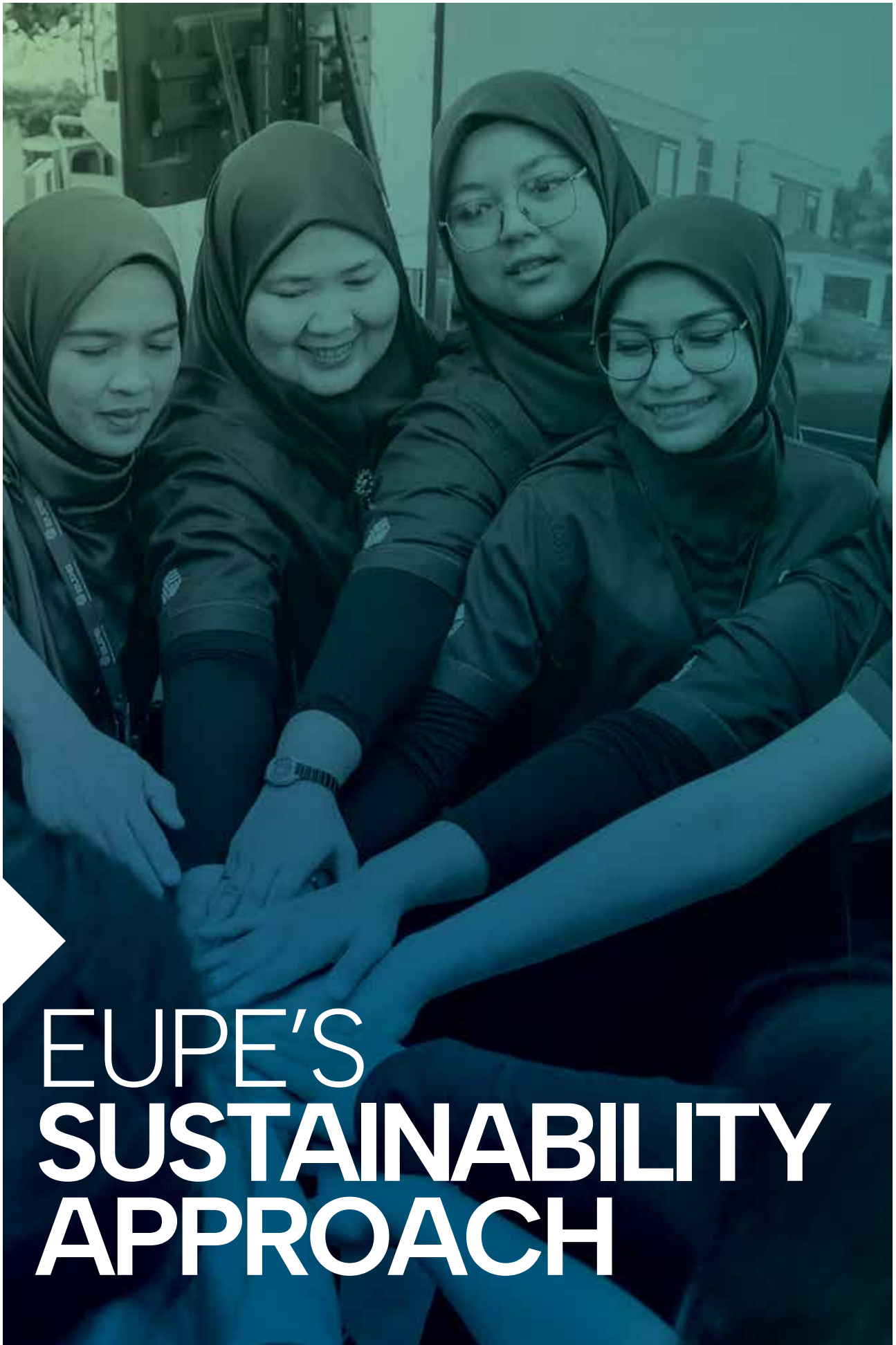
Eupe wins multiple sustainability awards including :

- Corporate Sustainability Enterprise Category 2023 – Asia Responsible Reporting Awards (AREA)
- Green Building Award and Healthy Lifestyle Product Award for Malaysia 2023 – ESG Business Awards (both awards for Eupe's second KL high-rise project, Parc3 @ KL South)
- Company of the Year for Social Engagement (Property Development and Construction category) 2023 – Sustainability & CSR Malaysia Awards

External stakeholder feedback introduced into Eupe's materiality matters framework.

Additional UN SDG adopted – Life on Earth (SDG 15) to reflect Eupe's increasing biodiversity commitment





EUPE'S SUSTAINABILITY APPROACH

Eupe's Shared Value Philosophy

The foundation of our sustainability approaches and practices is Eupe's *Shared Value* philosophy. It serves as both the Company's Mission and Vision statement and an operational guide for the Company to preserve, nurture and enhance human and

environmental resources while giving 'more' to our stakeholders and the broader community from the value we create through the property projects we design and build.

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 with our *Shared Value* approach. 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.

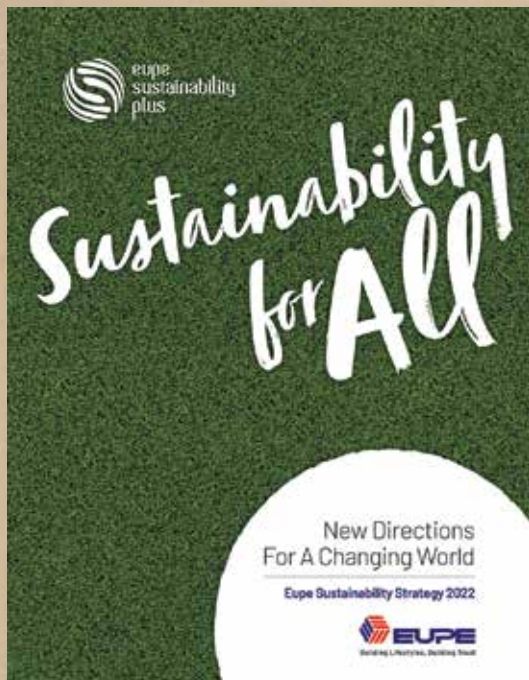
The strategy commits us to key, overarching principles that utilise the best architectural property designs to maximise resource and environmental efficiency, while contributing effectively and sustainably to the social needs of the community.

Our initial *Sustainability Plus* Strategy was released in 2015 and we have since revised and updated the Strategy twice to reflect a deepening and broadening of our approach, goals and commitments that reflect our development as a company. We

are currently developing a fourth edition of the strategy to reflect new directions in sustainability that we are pursuing, particularly focused on setting targets to increase levels of biodiversity in our residential projects.

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 concepts from project planning to completion, as well as the ongoing operational performance of our buildings. The second is our Building Strong Communities framework which focuses on the Group's investments in community organisations together with programmes that strengthen community bonds while building shared experiences and identity.

Our *Sustainability Plus* Strategy can be viewed at eupe.com.my/sustainability.



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.

SUSTAINABILITY PLUS

PRINCIPLE 1 – SUSTAINABLE ECO-DESIGN

Our first principle guides us to make sure that every home and property project we design and build is embedded with the best and most innovative green design ideas, values and practices.

The principle recognises that each of our residential developments is different. That is why we take a flexible approach to create homes that maximise natural, healthy living for residents, as well as create benefits for the broader community. The following are the four design frameworks we use in our projects to advance our Sustainable Eco-Design Principle.



Healthy Air

Harnessing natural air flows while minimising exposure to direct heat creates Buildings that Breathe for a healthy, comfortable living environment.



Iconic Design

Creating inspiring skylines and artistic design through visual architectural and design innovation.



Green Community

Linking nature with community through more sustainable green spaces. Our expansive green space allocation is the central feature of our projects.



Smart Connectivity

Harnessing both physical and digital spaces to create and connect vibrant communities.

SUSTAINABILITY PLUS

PRINCIPLE 2 – BUILDING STRONG COMMUNITIES

Our second principle recognises that sustainability in the property sector is more than just building homes. Best-practice sustainability needs to be complemented with Eupe providing targeted support and investment in programmes, events and organisations that build wider community interaction and strong community bonds.



Building Hope Programme

Sponsoring worthy community groups that provide support to those who are disadvantaged as well as providing direct assistance to those in need.



Planet Eupe Cultural Events

Investing in cultural events like music, film and dance that promote and encourage shared community experiences.

Our ESG Framework

The Group's ESG Framework translates our *Shared Value* and *Sustainability Plus* frameworks into the Group's specific, sustainability objectives. Importantly, our ESG framework also

allows the company to align its sustainability principles, practices and targets with the United Nations Sustainable Development Goals, as well as how we achieve these objectives and goals.

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.

Our Vision and Mission

Eupe aims to create and share value 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

Our Sustainability Pillars and Material Sustainability Matters

Advancing Robust Governance

1. Transparency and Anti-Corruption
2. Regulatory Compliance
3. Data Privacy and Security

Business Sustainability

1. Financial Performance
2. Affordability
3. Supply Chain Management

Building Sustainable Relationships

1. Labour Practices and Standards
2. Health and Safety
3. Talent Management and Diversity
4. Customer Engagement and Enrichment
5. Community Wellbeing and Human Rights

Protecting our Environment

1. Energy, Emissions and Water
2. Eco-Design and Innovation
3. Materials Conservation
4. Waste and Effluent Management

Our Contribution to the UN SDGs



Our Strategic Stakeholders



Investors and Analysts



Regulators



Customers/Buyers



Employees



Suppliers & Contractors



Local Communities

Our Alignment with Relevant Frameworks and Standards



Eupe's Contribution to the United Nation's SDGs







The UN SDGs consist of 17 global goals outlined in its 2030 Agenda for Sustainable Development. The Agenda acts as an overarching global framework for sustainability action by businesses via a series of consistent economic, social and environmental priorities and targets.

The Group adopts and leverages SDGs 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 SDGs we have committed to also reflect

the unique sustainability objectives the Group has developed in its *Sustainability Plus* Strategy, that align with Eupe's specific business operations and capabilities, particularly in the property development sector which is its main focus of operations.

In FY2024, the Group adopted an additional UN SDG – Life on Land (SDG 15) – in addition to the eight it has already adopted. The nine SDGs which Eupe are now committed to reflects the wide range of our environmental, social and governance commitments and priorities.

UN SDGS	TARGETS	EUPE'S INITIATIVES
 	3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	<ul style="list-style-type: none"> Utilisation of Eupe's Sustainable Eco-design Principles – Healthy Air, Iconic Design, Green Community and Smart Connectivity in designing homes that promote occupant's health and well-being. Included spaces designed for social activities, recreation and wellness.
 	8.7: Eliminate forced labour, slavery, human trafficking and child labour 8.8: Protection of labour rights and promotion of safe and secure working environments for all	<ul style="list-style-type: none"> Ensured our supply chain is free from human rights violations through the Supplier Code of Conduct. Embedded ISO 45001:2018 into the Group's Occupational Health and Safety Management System to manage potential occupational risks.
 	9.4: Upgrade infrastructure and retrofit industries to make them sustainable	<ul style="list-style-type: none"> Applied advanced designs and technology in infrastructure i.e. improved drainage systems, energy efficiency and air quality (ventilation) in the residential homes developed by the Group.
 	10.3: Adopt policies, especially wage and social protection policies and progressively achieve greater equality	<ul style="list-style-type: none"> Established policies on remuneration to ensure fair and equitable compensation based on merit. Established grievance mechanisms to enable employees to report instances of discrimination regardless of background.
 	11.1: Ensure access to adequate, safe and affordable housing 11.7: Provide universal access to safe, inclusive and accessible, green and public spaces	<ul style="list-style-type: none"> Allocated at least 10% affordable housing units in our residential projects. Included MS 1184: 2014 universal design and accessibility considerations across all our property developments based on the principles of our Sustainable Eco-design framework.

UN SDGS	TARGETS	EUPE'S INITIATIVES
 	<p>12.2: Sustainable management and efficient use of natural resources</p> <p>12.4: Sound management of waste minimising its impact on human health and the environment</p> <p>12.5: Substantially reduce waste generation through prevention, reduction, recycling and reusing</p>	<ul style="list-style-type: none"> Efficient usage of raw materials through the Industrialised Building System (IBS). Silt retention structures to ensure implementation of proper erosion and sediment control on site. Scheduled wastes are properly collected and disposed by licensed Department of Environment (DOE) contractors. Employed 3R (Reduce, Reuse, Recycle) initiatives and tracked recycling activities at the Cinta Sayang Resort. Reused metal and concrete wastes at construction sites.
 	<p>13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters</p>	<ul style="list-style-type: none"> The Board has strategic oversight on climate-related risks and opportunities. The Group's risk management process includes the identification, management and mitigation of climate-related risks. Improved resilience and adaptive capacity to climate change through climate-conscious building designs.
 	<p>15.5: Take urgent action to reduce the degradation of natural habitats, halt the loss of biodiversity and by 2020, protect and prevent the extinction of threatened species</p>	<ul style="list-style-type: none"> Conducted a comprehensive biodiversity assessment that identified the existing species of flora and fauna at the Circadia @ Belfield project site and evaluated the impact of development on the natural ecosystem.
 	<p>16.5: Substantially reduce corruption and bribery in all forms</p>	<ul style="list-style-type: none"> Implemented and communicated the Code of Ethics & Conduct, Anti-Bribery and Anti-Corruption as well as Integrity Policy and Procedures to all stakeholders by publishing them on our website.

Sustainability Key Performance Indicators (“KPIs”)

The Group’s Sustainability KPIs enable the measurement and tracking of progress in achieving our sustainability goals in line with the sustainability policies and objectives outlined above. Aligned with four ESG pillars, these KPIs are crucial to assess the Group’s sustainability performance over time, identify areas for improvement and demonstrate our resolve to consistent
















sustainable practices. Eupe has set 55 KPIs for economic, social and environment focus areas across our business divisions. These targets were established in FY2022 with achievement date set for most KPIs by the end of 2025. Many of these targets have already been achieved as the following chart shows.





● Achieved

● In Progress

● Not Developed Yet

BUSINESS DIVISION	KEY PERFORMANCE INDICATOR	PROGRESS
Economic Vitality		
Customer Satisfaction and Quality		
HQ Northern & Central 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	Northern: ● Central: ●
	Achieve a customer satisfaction score of at least 85% by the end of 2025 for all surveys conducted.	Northern: ● Central: ●
	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.	●
Cinta Sayang Resort	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	●
Projects Northern & Central Region	Achieve a response time of 24 hours by 2025 .	Northern: ● Central: ●
	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.	Northern: ● Central: ●
	Achieve at least 80% of customer satisfaction surveys during the defect liability period by 2025 .	●

BUSINESS DIVISION	KEY PERFORMANCE INDICATOR	PROGRESS
Healthy Communities		
Employee Development		
HQ Northern & Central Region	Achieve an average of 12 training hours per employee annually by 2025.	
	Achieve an average of 70% of employees engaged in training and development by 2025 .	
	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. 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 .	
	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.	
	Set a total turnover rate of less than 5% for all operations of Cinta Sayang Resort by 2025 .	
	Achieve at least 70% "Agree" or "Strongly Agree" based on employee satisfaction surveys by 2025 .	
	Conduct anonymous employee satisfaction surveys on an annual basis	

BUSINESS DIVISION	KEY PERFORMANCE INDICATOR	PROGRESS
Natural Environment		
Waste Reduction		
HQ Northern & Central Region	Monitor and record recycling in the KL and Northern offices.	Northern: 
		Central: 
	Segregate recycling by type (paper, plastic, glass, etc.)	Northern: 
		Central: 

BUSINESS DIVISION	KEY PERFORMANCE INDICATOR	PROGRESS
HQ Northern & Central Region	Track and monitor electricity consumption intensity and maintain a minimum reduction rate of 2% per year until 2025 .	Northern: ●
		Central: ●
	Track headcount (for consumption intensity calculations).	Northern: ●
		Central: ●
	Track and monitor electricity consumption intensity and have a reduction year-on-year or maintain consumption below a benchmark year (pre-COVID year).	Northern: ●
		Central: ●
Projects Northern Region	Reduce building construction waste by 5% by 2022 .	●
	Reduce electricity consumption in workers' quarters at all project sites by 5% from the previous year by 2022 .	●
Projects Northern & Central Region	Steel Wastage: Reduce steel wastage to not more than 10% of wastage per project by 2025 .	Helix2: ●
		Est8: ●
	Concrete Wastage: Reduce concrete wastage to not more than 3% per project by 2025 .	Helix2: ●
		Est8: ●
	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 .	Helix2: ●
		Est8: ●
	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.)	Helix2: ●
		Est8: ●
	Monitor water consumption and ensure consumption is less than 500 L/m2 GFA .	●
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.	●
	Maintain the total utilities consumption (RM), below 18% of Cinta Sayang Resort's annual revenue.	●

Developing New Sustainability Targets

The targets outlined above were set in FY2022 when Eupe first began reporting its ESG performance against measurable KPIs. As a number of these initial KPIs are now being achieved we are now developing a second round of targets and timelines that will further develop and guide our sustainability practices for

the next three years.

The target areas will focus on the following areas and will be detailed with specific objectives and metrics in next year's Sustainability Report.

Climate Change

Carbon performance of our residential projects – most of our residential projects are designed with passive cooling, providing for the natural ventilation of interiors creating healthier, more natural airflows for residents. These designs are also aimed at reducing the use of energy-intensive air conditioning by residents in their units. We are currently finalising the results of ambient temperature testing of our second KL development – Parc3 @ KL South – being conducted by external experts in measuring thermal

comfort levels. This process is aimed at ascertaining the measurable impact of Parc3's passive cooling design on the ambient temperature of its units and resulting impact on air conditioning use. This data will both help to quantify the emissions operational performance of Parc3 as well as assist Eupe in improving its passive design approach to create more climate-resilient buildings with its future projects.

Expanding our existing carbon measurement regime – since 2022 Eupe has been focused on measuring the Group's Scope 1 and Scope 2 emissions. While we will continue to focus on this benchmarks, we are in the process of undertaking a review of our current carbon

footprint to ensure that all emissions are captured in our carbon measurement system. This will allow us to set new Scope 1 and 2 targets next year that aim to identify and reduce Eupe's carbon footprint as the company continues to expand.

Green Community

Creating areas of natural habitat and greenery to connect residents with nature, as well as to enhance the natural environment more generally, is a key aspect of our sustainability strategy. From next year, we plan to commit to a minimal level of green space allocation in our projects, that exceeds the level required by planning regulations.

In addition to committing to a set 'quantity' of green space, we are also exploring the prospect of setting targets for the 'quality' of nature designed into our projects. These biodiversity targets would set out a targeted increase in flora and fauna in selected projects than that which existed on the proposed development site previously.

Talent Development

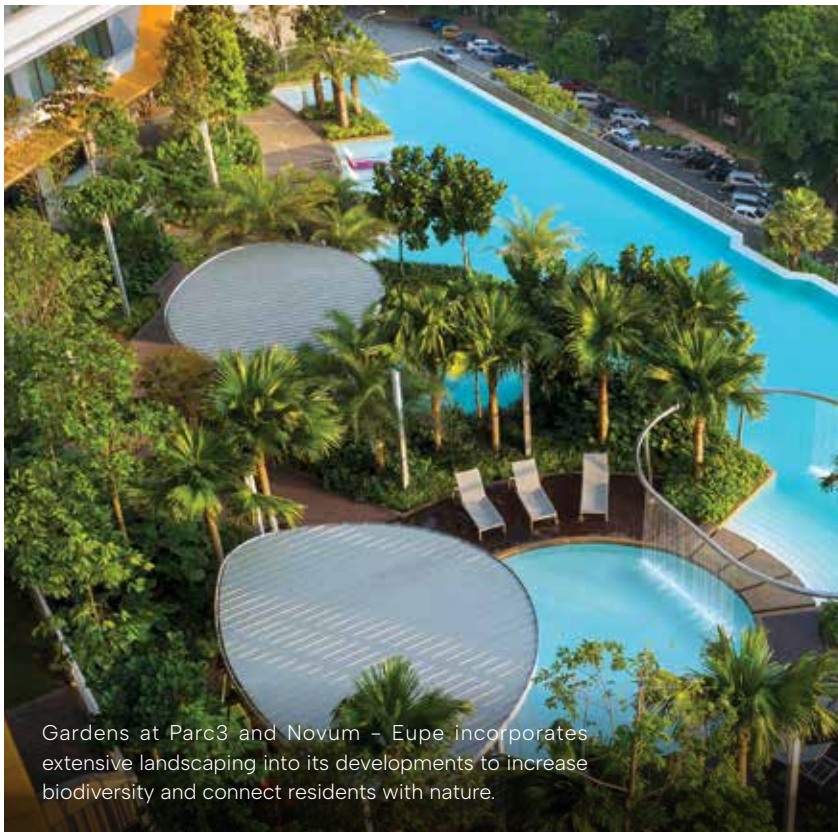
As the company continues to grow and undertake multiple, complex projects, it is imperative Eupe puts in place additional mechanisms to grow the capabilities and knowledge of staff, while setting out clear and consistent processes that nurture future leadership in the company. To this end, we are developing new human resource

and training systems over the next year to increase the amount of training for staff, develop specific leadership programmes as well as career and development plans for individual employees. These initiatives will be accompanied by metrics to ensure these programmes meet the human resource objectives of the Group as well as individual staff.

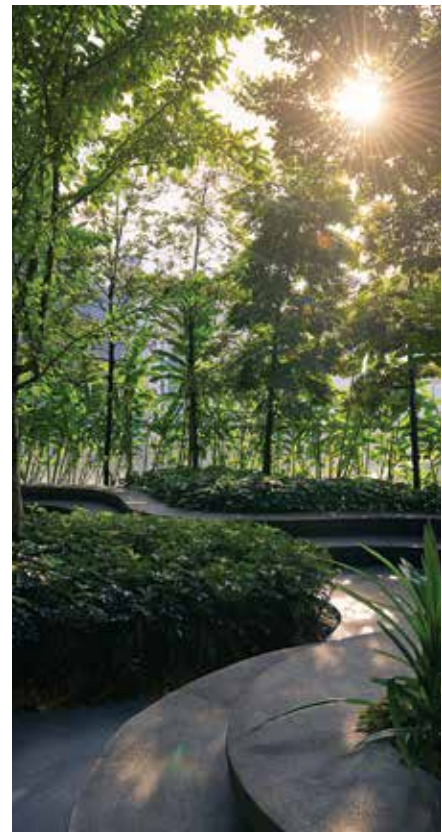
Quality Control

Eupe's high-rise residential projects in KL have achieved excellent results with independent, external metrics of construction quality. We aim to adopt similar quality measurement systems for residential projects in the

Northern Division to ensure even higher standards of quality with our current projects and their repeatability in future projects.



Gardens at Parc3 and Novum – Eupe incorporates extensive landscaping into its developments to increase biodiversity and connect residents with nature.



Sustainability Governance

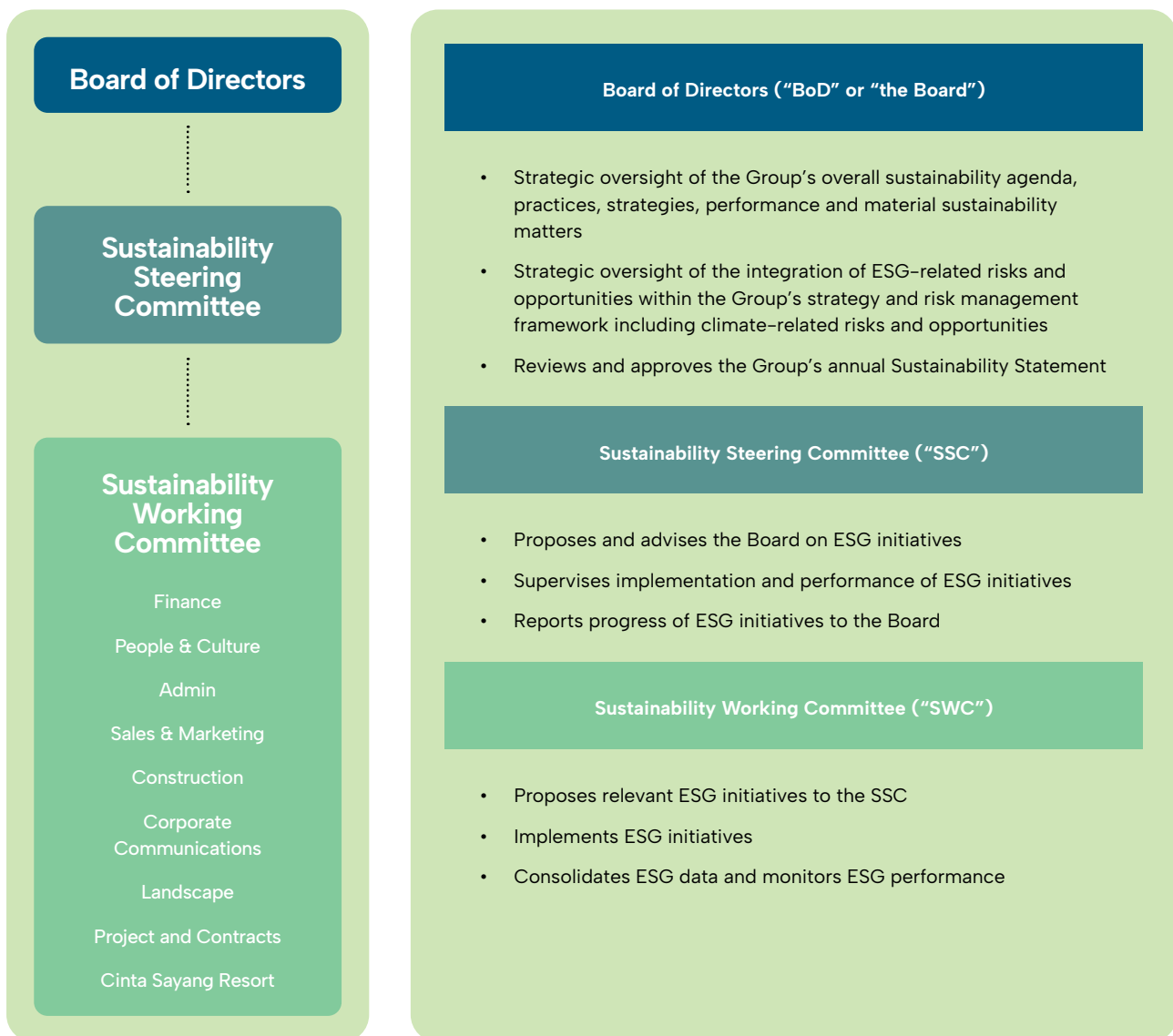
Eupe's governance structure enables the Group to discharge its sustainability responsibilities through clear and defined decision-making roles and accountabilities, as well as the control and monitoring of Eupe's sustainability performance.

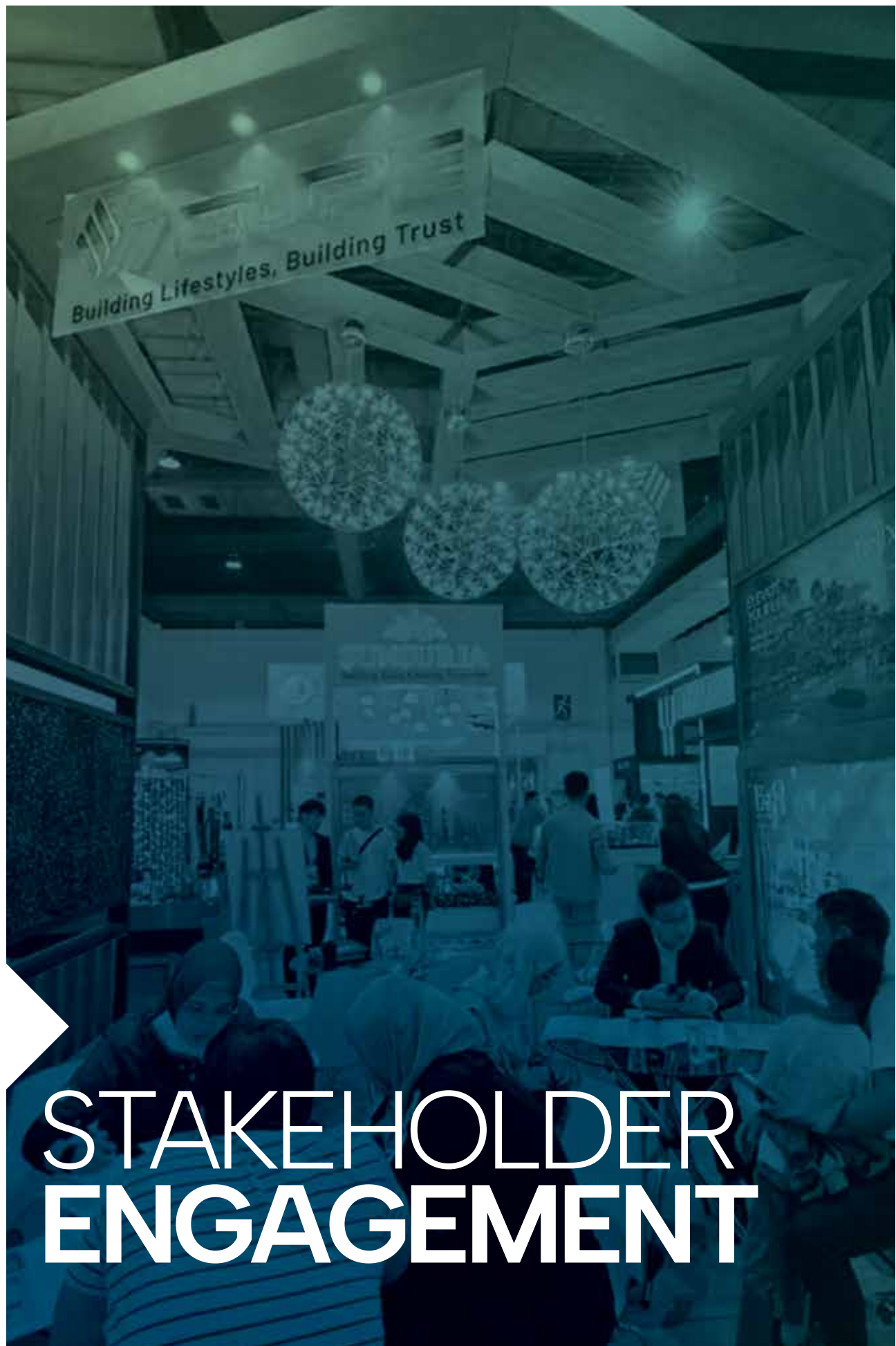
The Group has a three-tiered sustainability governance structure. Firstly, the Board of Directors ("BoD" or "the Board") provides strategic oversight over the Group's overall sustainability agenda, performance and material sustainability matters, including climate-related risks and opportunities.

Second, the Sustainability Steering Committee ("SSC") which

comprises members of Senior Management and chaired by the Group's Managing Director. The SSC supports the Board by reviewing current ESG initiatives, advising on new initiatives and overseeing the activities of the Sustainability Working Committee ("SWC").

Third, the SWC, represented by managers and other relevant employees in key departments across the Group, is responsible for proposing specific objectives to the SSC, implementation of ESG initiatives and monitoring targets related to these objectives.






STAKEHOLDER ENGAGEMENT



Eupe's success as a property developer relies on our capacity to generate value for diverse stakeholders who significantly impact and shape our business. Acknowledging the pivotal role these stakeholders play in our decision-making processes, Eupe actively gathers feedback from ongoing engagement with

individual stakeholder groups. By identifying and addressing their areas of concern together with establishing effective communication methods, we strive to match our performance with their expectations and in the process build stakeholder awareness and trust in our values, objectives and performance.

● Annually ● Quarterly ● Monthly ● Bi-weekly ● Weekly ● As needed

STAKEHOLDERS	AREAS OF CONCERN	ENGAGEMENT CHANNEL	OUR RESPONSE
Investors and Analysts			
Investors provide the necessary capital for projects while analysts' assessments influence investor perceptions. Building and maintaining trust with both parties is essential for securing funding and fostering positive market perceptions.			
	<ul style="list-style-type: none"> • Timely disclosure of relevant corporate proposals & financial activities • Communication & promotion of the Eupe Group Strategy 	<ul style="list-style-type: none"> ● Annual Report ● Annual General Meetings ● Letters to shareholders ● Financial Statements ● Company website updates 	<ul style="list-style-type: none"> • Quarterly financial reporting published on Bursa and corporate website. • Annual Report/Letter to Shareholders produced and distributed to shareholders to summarise developments and achievements in financial year. • All shareholders informed about our annual general meetings and upcoming agenda.
Regulators			
Regulatory compliance is a cornerstone of property development. Regulators including local government bodies ensure that projects adhere to local laws, building codes and environmental regulations. Maintaining a positive relationship with regulators is vital to avoid legal issues, fines or project delays.			
	<ul style="list-style-type: none"> • Compliance with regulatory, planning and financial disclosure frameworks 	<ul style="list-style-type: none"> • Dialogue & discussion with government and other planning authorities (*Regulatory & Financial) ● Dialogue & discussion with government and other planning authorities (*Project planning) • Corporate & financial disclosure framework activities 	<ul style="list-style-type: none"> • Compliance with all Bursa reporting standards. • Regulatory stakeholders engaged at each relevant stage of planning and approval for various licenses and regulatory requirements.

STAKEHOLDERS	AREAS OF CONCERN	ENGAGEMENT CHANNEL	OUR RESPONSE
Customers / Buyers			
<p>Customers or buyers are the end-users of the developed properties and meeting their expectations and needs is critical for the Group's success. Positive customer experiences lead to good reviews, referrals and repeat business, fostering the company's reputation and long-term success.</p>			
	<ul style="list-style-type: none"> • Company responsiveness • Customer satisfaction • Product quality 	<ul style="list-style-type: none"> • Corporate Magazines • Eupe corporate account social media engagement • Customer Service & Quality ("CSQ") Channels • Eupe project account social media engagement • Marketing events & customer promotions • Company website • Electronic direct mail 	<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.
Employees			
<p>A skilled and motivated workforce is essential for the efficient execution of property development projects. Employees contribute to the Group's success through their expertise in areas such as project management, architecture, engineering and marketing. Providing a positive work environment, training and career growth opportunities are crucial for retaining talent.</p>			
	<ul style="list-style-type: none"> • Employee Engagement • Staff development and progress • Positive & productive workplace 	<ul style="list-style-type: none"> • Town Hall Meetings • Employee surveys • Training and development • Employee committees • Eupe <i>Sustainability Plus</i> Strategy planning sessions 	<ul style="list-style-type: none"> • Compliance with all Bursa reporting standards. • Regulatory stakeholders engaged at each relevant stage of planning and approval for various licenses and regulatory requirements.

STAKEHOLDERS	AREAS OF CONCERN	ENGAGEMENT CHANNEL	OUR RESPONSE
Contractors and Suppliers			
<p>Reliable contractors and suppliers are integral to the construction process, providing quality materials and services which are delivered on time and within budget. Building strong relationships with suppliers and contractors ensures a steady flow of resources and contributes to the overall efficiency and success of the projects.</p>			
	<ul style="list-style-type: none"> • Occupational Health and Safety • Quality delivery • Efficient construction processes • Sustainable products • Energy/ Water/ Effluent management practices 	<ul style="list-style-type: none"> • Project management meetings • Tender evaluation and transparent selection process • Supplier Code of Conduct 	<ul style="list-style-type: none"> • Transparent tender processes applied to all projects to secure the best local expertise in construction. • Weekly meetings with main contractors and consultants on status updates alongside solutions to be listed on all problems current and foreseeable.
Local Communities			
<p>Property developers have a significant impact on local communities through the projects they design and build. Engaging with the community fosters positive relationships and support that is crucial for the overall success of the Group, as well as support for individual property projects.</p>			
	<ul style="list-style-type: none"> • Community support through Building Hope programme • Cultural development & support through Planet Eupe cultural events • Affordable housing 	<ul style="list-style-type: none"> • Relations & engagement with local community • Community & cultural events • Social media engagement 	<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.

Assessing Eupe's Material Matters

Materiality reassessments are essential to managing and evaluating our sustainability practices and policies. They help us identify and prioritise the ESG issues that most impact our business and stakeholders. As such they inform our strategic decision-making and guide our long-term sustainability initiatives.

We conduct annual reassessments to ensure ESG matters are in line with current sustainability trends, industry advancements and regulatory changes. They also enable us to identify and manage emerging opportunities and risks associated with each significant matter.

Our Materiality Assessment Process



1 – IDENTIFY

A benchmarking exercise against industry standards and a compliance assessment against Bursa Malaysia's Main Market Listing Requirements was conducted to review and redefine FY2024's material sustainability matters, to account for changes in priorities and stakeholder expectations.



2 – RANK

An online materiality assessment form was distributed to stakeholders, who ranked the material sustainability matters in order of importance to them and their impact on the business.



3 – PLOT

The responses from the materiality assessment forms were collated and plotted on a matrix using the weighted average method.



4 – VALIDATE

The resulting materiality matrix was validated and confirmed by the Sustainability Committee and approved by the Board of Directors.

Engagement with External Stakeholders

For the previous two years, identifying and prioritising Eupe's Materiality Matters has been carried out primarily by Eupe's internal stakeholders, namely management and employees. For FY2024, Eupe organised a survey of more than 30 of the Group's key stakeholders, comprising a targeted sample of contractors, consultants, commercial partners and as well as buyers. The survey aimed to gather feedback on material matters important to these

external stakeholders, while also identifying the influence of these material matters on our Group.

This process has provided an important input into reassessing our Materiality Matters rankings and has resulted in us adjusting the ranking of some Matters to reflect the combine rankings of Eupe's management employees and those of our key external stakeholders.

Materiality Matrix

The materiality matrix serves as a visual depiction of our materiality assessment findings. It captures the most critical material issues through incorporating the current and future business environment, stakeholder expectations, business contexts and evolving sustainability trends.

Based on the outcome of the materiality reassessment involving external stakeholders, Transparency & Anti-Corruption, Financial

Performance, Community Well-being and Human Rights, Regulatory Compliance and Eco-Design & Innovation were ranked as the top five material sustainability matters for FY2024.






















The key change in Eupe's materiality matrix, resulting from external stakeholder input has been the elevation of Community Well-Being and Human Rights into the top five ranking of materiality matters.



ADVANCING ROBUST GOVERNANCE		BUSINESS SUSTAINABILITY		BUILDING SUSTAINABLE RELATIONSHIPS		PROTECTING OUR ENVIRONMENT	
01	Transparency & Anti-Corruption	02	Financial Performance	03	Community Well-being and Human Rights	05	Eco-Design & Innovation
04	Regulatory Compliance	08	Affordability	10	Health and Safety	07	Energy, Emissions & Water
06	Data Privacy and Security	15	Supply Chain Management	11	Labour Practices and Standards	09	Waste & Effluent Management
				13	Customer Engagement & Enrichment	12	Material Conservation
				14	Talent Management & Diversity		

Mapping of Material Sustainability Matters

In addition to aligning with key stakeholders, mapping our Materiality Matters allows us to align our sustainability performance with those UN SDGs we have identified as reflecting Eupe's sustainability priorities and processes.

MATERIAL MATTERS	OUR APPROACH	UN SDGS	STAKEHOLDER GROUPS
Business Sustainability			
Financial Performance	Our economic performance provides the basis for business and employment opportunities to the local population and local businesses.		
Affordability	We strive to provide more members of society with access to affordable homes based on our experience in building residences for all levels of the community.	 	 
Supply Chain Management	Our procurement practices seek to support the local economy by sourcing from local suppliers where possible. We also procure input materials from suppliers with high quality materials.	 	 
Advancing Robust Governance			
Transparency & Anti-Corruption	The Group is guided by a robust governance structure and implements policies, codes and procedures to ensure an ethical business process for Eupe and those we engage with.		  
Regulatory Compliance	We adhere to relevant laws and regulations to minimise the risk of financial losses for the Group in the form of fines and penalties as well as to maintain the Group's reputation for integrity and compliance.		 
Data Privacy & Security	We safeguard our customers' data and privacy from data breaches with our policies, procedures and the implementation of industry best practices.		  

Protecting Our Environment

Energy, Emissions
& Water

We mitigate our impact on the environment and take action on climate change by managing our energy consumption to minimise greenhouse gas emissions and manage our water consumption efficiently across our operations.



Eco-design & Innovation

Our projects are established with environmentally-friendly objectives and practices throughout the planning, construction, and operation phases. This approach minimises environmental footprint and emphasises green design certification.

Materials
Conservation

In ensuring the conservation of natural resources for both present and future developments, the Group continues our efforts to reduce the consumption of raw materials for construction activities.

Waste & Effluent
Management

The Group minimises our environmental impact by managing our waste disposal, minimising our general waste generation and implementing our own wastewater management to avoid adverse impacts on the environment.



Building Sustainable Relationships

Health & Safety

Measures are taken to protect the health and safety of our employees by maintaining a safe and conducive working environment.

Labour Practices
& Standards

The Group ensures that standard health and safety measures are fully implemented across the Group with an emphasis on safe work practices enforced at all our project sites for the overall protection of our workforce.

Talent
Management &
Diversity

We provide equal opportunity and engage with our workforce regardless of gender and social background.

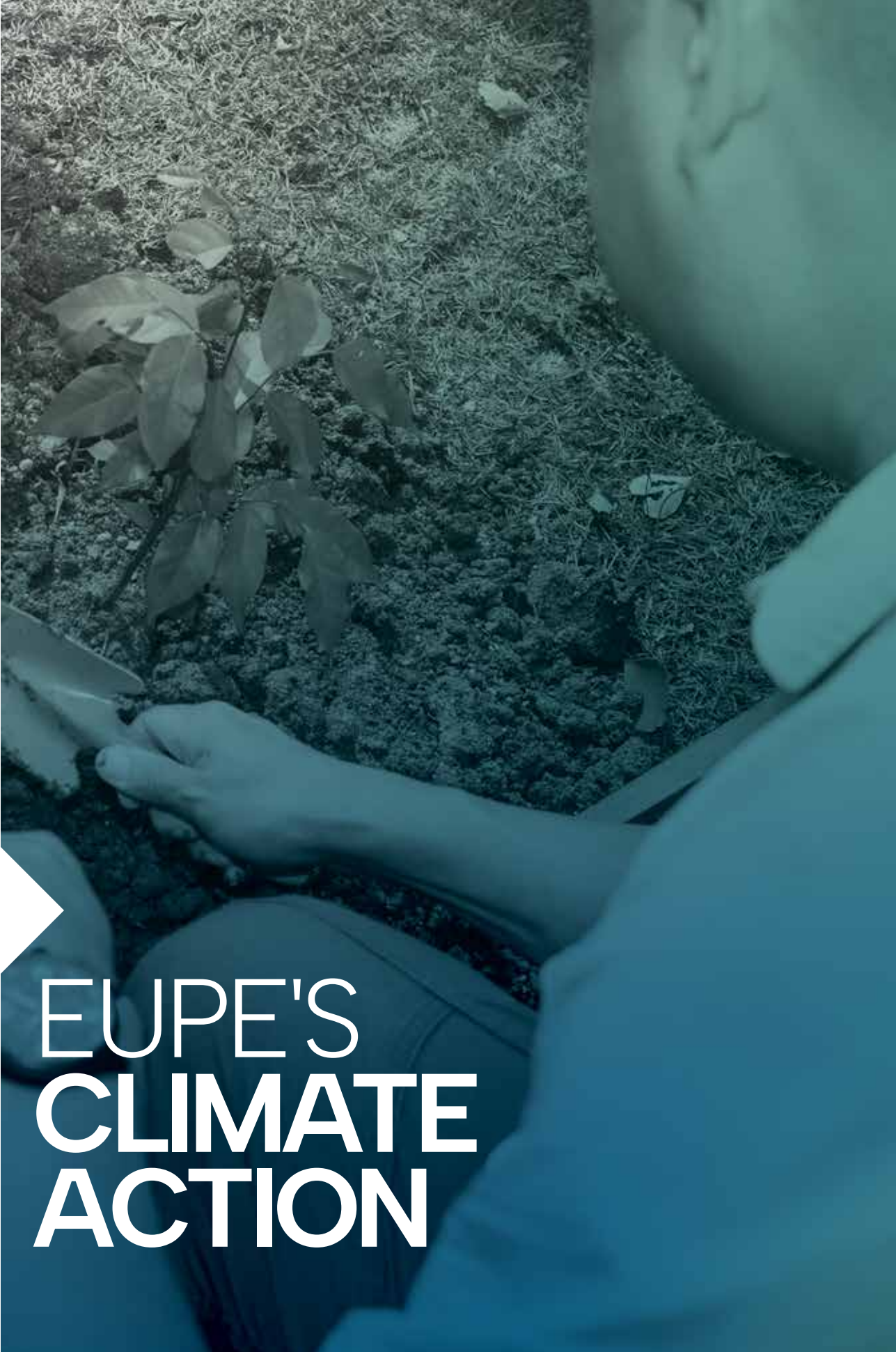
Customer
Engagement &
Enrichment

Our objective to make an impact through our long-term value creation strategies means we strive to build proactive connections with our buyers and customers in supporting the growth of our business.

Community
Wellbeing &
Human Rights

The Group allocates resources to contribute to a range of community initiatives to alleviate the challenges faced by vulnerable groups and communities surrounding our operations.





EUPE'S CLIMATE ACTION

Task Force on Climate-Related Financial Disclosures (“TCFD”) Reporting Recommendations

According to the Intergovernmental Panel on Climate Change’s (IPCC’s) Sixth Assessment Report, net anthropogenic GHG emissions have increased across all major sectors globally since 2010. Notably, global emissions are rising across the board, due to increased activity levels in manufacturing, energy supply, transportation and property. Eupe shares the view that tackling climate change is of first-order importance and continues to take a range of steps to align our sustainability initiatives and

business operations with TCFD recommendations, as we seek to better understand our carbon footprint through enhanced measurement and initiate actions to reduce it.

Aspiring to be a climate-resilient business, Eupe’s climate-related disclosures are guided by the TCFD’s four core elements: Governance, Strategy, Risk Management and Metrics and Targets*.

Governance

Our governance structure combines Board and management roles to ensure strategic directions of the Group on climate mitigation and resilience are implemented in a way which is measurable and allows us to build on our climate mitigation progress with new initiatives that reflect our emission reductions objectives.

EUPE’S BOARD RESPONSIBILITIES

- The Board provides strategic oversight over the Group’s overall sustainability and climate-related agenda, policies, strategies, ESG performance and material sustainability matters.
- The Board provides strategic oversight over the integration of ESG-related risks and opportunities within the Group’s strategy and risk management framework, including climate-related risks and opportunities.

EUPE’S MANAGEMENT RESPONSIBILITIES

- The Group’s Sustainability Steering Committee “SSC” advises the Board on the adoption of sustainability initiatives aligned with the Group’s business strategy, including climate-related initiatives.
- The SSC also provides oversight of the implementation of the Group’s sustainability initiatives including climate-related initiatives, and reports the progress to the Board.

* In June 2023, the International Sustainability Standards Board (“ISSB”) issued **IFRS S2 Climate-related Disclosures**. IFRS S2 is consistent with TCFD in that it aligns with and builds upon TCFD reporting and disclosure recommendations, ensuring consistent reporting on climate-related risks and opportunities.

Strategy

Since FY2023, the Group has identified potential risks in our transition towards climate change mitigation and adaptation as well as potential risks which will impact the organisation. This year, Eupe reviewed the potential transition risks, physical

risks, opportunities, and impacts assessed as part of our risk management initiative to develop a structured response to climate change throughout our value chain.

Transition Risks: Climate Related Risks, Opportunities and Impacts

RISK	DESCRIPTION	IMPACT	OPPORTUNITIES
Medium term (6–10 years) to long-term (>11 years)			
Policy and Legal	• Regulations imposed in relation to future climate-related compliance.	• Potential incurred costs from sanctions and fines.	• Establishment of procedures to ensure compliance
	• Standards imposed towards low-carbon green buildings and construction materials.	• Increased costs for building materials and design.	• Increased demands for green building designs due to advancements in standards.
	• Future implementation of carbon pricing mechanism.	• Increased cost incurred from carbon pricing mechanism.	• Reduction of the Group's reliance on carbon-intensive materials and processes.
	• Potential litigation charges.	• Litigation costs.	• Improvements based on the prevention of litigation.
Short term (1–5 years) to long-term (>11 years)			
Technology	• Difficulties in finding suitable and cost-effective eco-design materials for property development.	• Additional costs for use of eco-design materials.	• Resource savings upon adoption of suitable eco-design materials.
	• Challenges in the adoption of new technology and low-carbon and eco-design options.	• Incurred upfront costs from investments in new technology and its implementation.	• Cost and resource savings upon successful implementation of new technology, low-carbon and eco-design building options.
Market	• Uncertainty in market signals and increased costs of raw materials.	• Fluctuating cost of eco-materials and eco-design implementation impacting revenues.	• Opportunity to explore high-value, long-term, low-carbon green building eco-designs and construction.
Reputation	• Increased stakeholder concerns on climate impacts and expectations for climate action from the Group where non-action may affect brand reputation.	• Revenue affected by negative stakeholder sentiment which influences production capacity (i.e. delayed approvals) and property product demands.	• 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
Short term (1–5 years) to long-term (>11 years)			
Acute	<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 project delays, damages to assets and development sites and high cost of impact on the workforce. 	<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.
Long-term (>11 years)			
Chronic	<ul style="list-style-type: none"> Potential long-term effects such as changes in precipitation patterns 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 capital costs and insurance premiums to manage impacts. Long-term disruption and delays in overall project progress may impact output and revenue. 	<ul style="list-style-type: none"> Opportunity for early adoption of innovative technology, materials and design that withstand long-term climate impacts.

Climate-related risks and opportunities have an impact on the property industry especially in terms of business, strategy and planning. As such, these considerations have determined how we design our property products as well as how we implement adaptation and mitigation activities in response. The following chart provides an overview of our commitment to combating climate change.

Climate Change Impact	Our Response to Climate Change Impacts	
	Focus Area	Description
Impacted social activities due to extreme temperature increase	Property products	<ul style="list-style-type: none"> Creating additional green spaces reducing the 'heat island' effect common in built-up areas. Inclusion of green open spaces and trails within the area of our project development.
Increase in electricity demands due to extreme variability in weather patterns	Property products	<ul style="list-style-type: none"> Passive cooling design reduces residents' reliance on energy-intensive air conditioning. Installation of energy efficient appliances in all built units and homes. Installation of energy efficient LED lighting in common spaces and public areas across our high-rise residential projects along with 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.

Climate Change Impact	Our Response to Climate Change Impacts	
	Focus Area	Description
Increase in electricity demands due to extreme variability in weather patterns	Property products	<ul style="list-style-type: none"> 655.2 kWh of electricity saved from walkway electricity consumption annually. Approximately 15,264 kWh of electricity has been saved in FY2024 by using solar power in Cinta Sayang Resort.
Growing concerns and expectations among stakeholders for climate action	Adaptation and Mitigation Activities	<ul style="list-style-type: none"> 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. Master-planning Eupe's property developments, individual unit design and specific finishes, fittings and amenities in the units to prioritise climate-responsive design.
Difficulties in ensuring cost-effective eco-friendly materials	Value Chain	<ul style="list-style-type: none"> Initiating research on our projects' carbon footprint and carbon-reduction strategies through building design. Planning for a more climate-responsive supply chain through suppliers' assessment and selection.
Exacerbated long-term climate events	Operations	<ul style="list-style-type: none"> Reducing the carbon footprint of our operations, including a reduced reliance on fossil fuels and the use of low-carbon products in our project design and construction where practical.

Risk Management

Risk management encompasses the processes we employ to identify, assess and manage climate-related risks and how these measures are incorporated into our established risk management framework.

Climate-Related Risk Management

Identification

- 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 implemented by the Management as embedded in day-to-day operations such as in facilitating decision-making for new projects or investments.

Management

- Climate-related risks identified as part of the Group's risk management process will be managed through preparatory actions such as detailed feasibility studies and due diligence exercises.
- Climate-related risks and opportunities will also be managed through the design of Eupe's projects.
- Eupe's *Sustainability Plus* Strategy is the foundation of the Group's approach in the management of climate-related risks.

Integration

- Risk action plans are developed based on key risks.
- Risk action plans 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

The metrics and targets integral to Eupe's strategy and risk management processes are applied to assess and reduce climate-related risks and opportunities.

GHG Emissions Disclosure

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.

Organisational Targets

- 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.

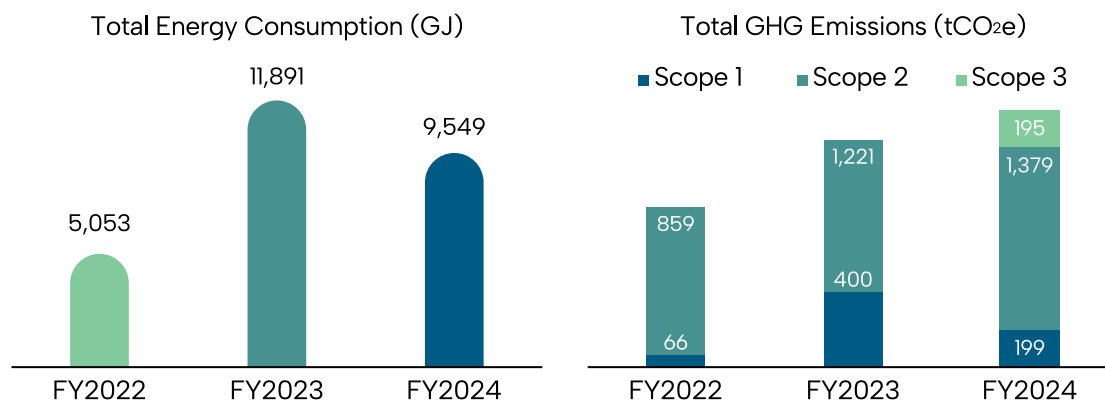
GHG Emissions Performance

Eupe's total Scope 1 emissions reduced in FY2024 from 400(tCO₂e) to 199 (tCO₂e) – a 54 per cent reduction on the previous year. Energy consumption for the Group overall decreased by 22 per cent compared to the previous year, while Scope 2 emissions increased marginally from 1,221 (tCO₂e) to 1,379 (tCO₂e) in FY2024.

Scope 1 emission improvements were due to a number of factors,

including a reduction in diesel usage for the Groups' current KL projects, Est8 and Helix2. An increase in electricity usage by Cinta Sayang Resort – the Group's largest consumer of electricity – due to improvements in business activity accounted for the increase in overall electricity use by the Group.

FY2024 also saw the Group begin to monitor and measure its Scope 3 emissions.



	FY2022	FY2023	FY2024
Total Petrol Consumption (litres)	16,289	7,703	17,155
Total Diesel Consumption (litres)	11,111	152,335	63,404
UK Conversion Factor for Petrol	0.00235	0.00235	0.00235
UK Conversion Factor for Diesel	0.00251	0.00251	0.00251
Petrol GHG Emissions (tCO ₂ e)	38	18	40
Diesel GHG Emissions (tCO ₂ e)	28	382	159
Total Scope 1 GHG Emissions (tCO₂e)	66	400	199

	FY2022	FY2023	FY2024
Total Electricity Consumption	1.13	1.61	1.82
Grid Emissions Factor	0.758	0.758	0.758
Total Scope 2 GHG Emissions (tCO₂e)	859	1,221	1,379

Reviewing our GHG Measurement and Performance Framework

As our business footprint expands with more and bigger property projects, the Group is in the process of reviewing its current emission measurement process so we can take the next step in emissions management.

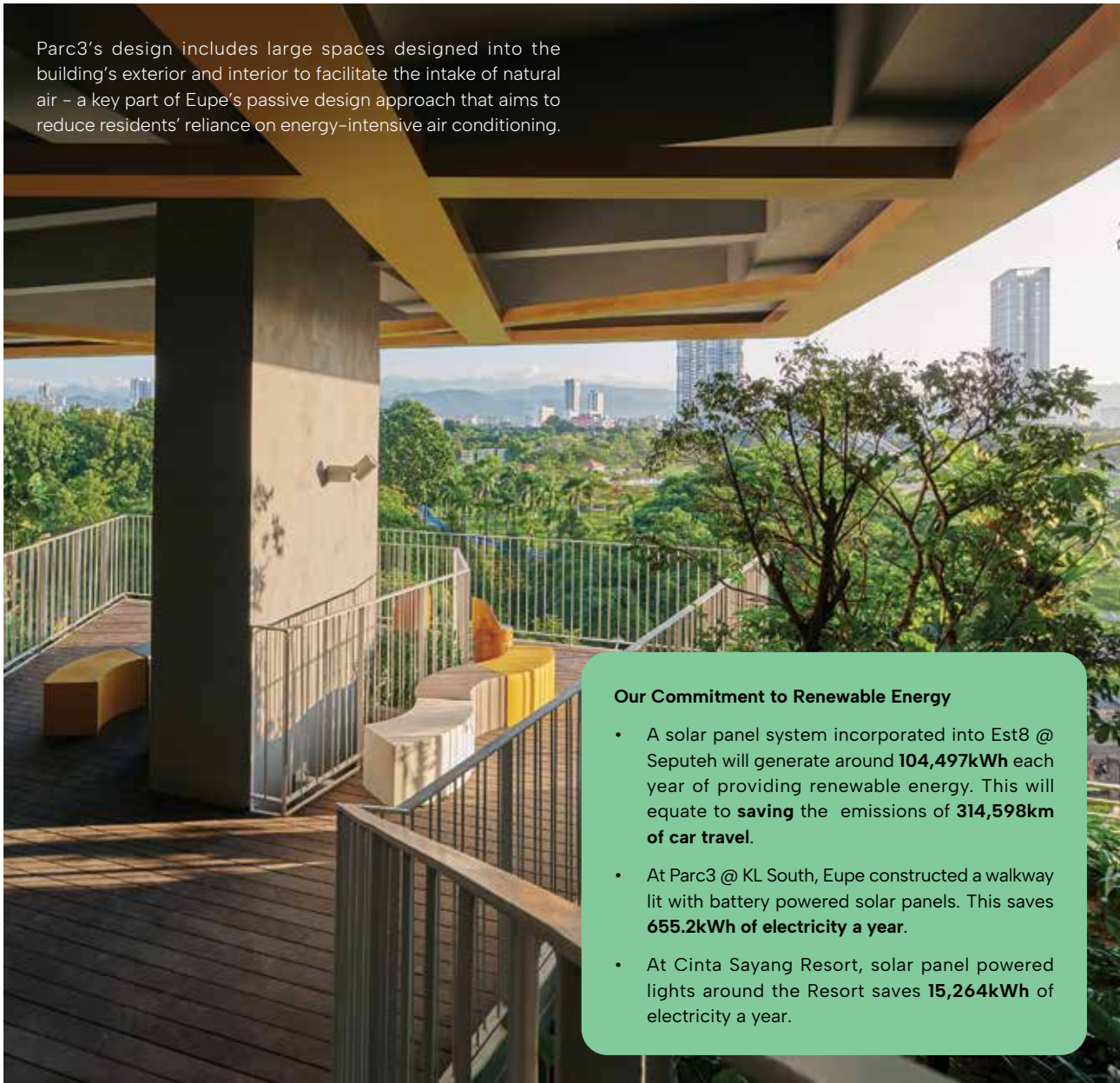
This will take two forms:

- First, a review of our operations as a result of our expansion to develop the next stage of targets to monitor and measure our Scope 1 and 2 emissions performance.
- Second, expanding its GHG emission measurement focus to include the operational performance of the high-rise residential projects. Much of the focus in the property industry is measuring the carbon footprint associated with the construction of property projects, such as the use of fossil fuels in the heavy machinery used to excavate building sites, the actual construction of projects and ancillary activities such as travel. These are important aspects to measure and are also part of Eupe's GHG emissions measurement regime.

At the same time, there is a general consensus that a significant proportion of a building's carbon footprint is derived from its operation – in short, GHG emissions created from fossil-fuel generated energy used to power the day-to-day operations of the building once it is completed and inhabited. The use of energy-intensive air cooling is one of the primary causes of GHG emissions of building operations.

We are currently undertaking work with independent energy measurement consultants to ascertain the impact of our passive design approach on air conditioning use by residents at Parc3 @ KL South – our second KL project. This will help us to ascertain the impact of our passive design on the building's operational performance (energy use) and in turn contribute to a more comprehensive understanding and measurement of Eupe's overall carbon footprint.

Parc3's design includes large spaces designed into the building's exterior and interior to facilitate the intake of natural air – a key part of Eupe's passive design approach that aims to reduce residents' reliance on energy-intensive air conditioning.



Our Commitment to Renewable Energy

- A solar panel system incorporated into Est8 @ Seputeh will generate around **104,497kWh** each year of providing renewable energy. This will equate to **saving** the emissions of **314,598km of car travel**.
- At Parc3 @ KL South, Eupe constructed a walkway lit with battery powered solar panels. This saves **655.2kWh of electricity a year**.
- At Cinta Sayang Resort, solar panel powered lights around the Resort saves **15,264kWh** of electricity a year.

ADVANCING ROBUST GOVERNANCE



Eupe believes that strong governance is a key part in maintaining sustainable business operations. We conduct business with integrity, transparency and accountability in full compliance with relevant legal and regulatory standards. We adhere to best-practice principles regarding whistleblowing, transparency and data privacy and cybersecurity measures. In doing so, we seek to gain and sustain the trust of our key stakeholders.

Material Sustainability Matters:

- Transparency and Anti-Corruption
- Regulatory Compliance
- Data Privacy and Security

Our Stakeholders:



Contribution to the UN SDGs:



Sustainability Highlights:

- **Zero** reported incidents of corruption
- **Zero** reported cases of grievances
- **Zero** whistleblowing cases reported
- **Zero** incidents of industry-related non-compliances reported

Transparency and Anti-Corruption

WHY IT MATTERS

Robust corporate governance is key to supporting the efficiency and effectiveness of our business operations and in turn, maximise the value we create. At the same time, effective corporate governance builds trust and accountability with our

stakeholders. Moreover, maintaining effective governance across the Group ensures we sustain a fair and transparent work culture which is essential to many aspects of business success, including employee performance and retention.

EUPE'S APPROACH

To ensure ethical conduct and maintain a track record of zero instances of corruption, we have in place the following policies

that encompass our corporate governance, anti-corruption and whistle-blowing approaches and processes.

Code of Ethics and Conduct

Director's Fit and Proper Policy

Board Charter

Integrity Policy
(Whistleblowing Policy)

Anti-Bribery and Anti-Corruption
Policy

Remuneration Policy and Procedure

The Risk Management and Audit Committee ("RMAC") of Eupe's Board provides oversight of these policies, ensuring compliance while managing cases of misconduct, whistleblowing and subsequent investigations and disciplinary actions. The Board itself is subject to the Group's Board Charter which governs the selection, responsibility and remuneration of Board members. A complete list of Eupe's corporate governance policies can be

found on our website at eupe.com.my/investors.

We also regularly inform our employees, suppliers and other stakeholders of the relevant rules, regulations and responsibilities outlined in our various governance policies and practices to ensure alignment with government practices across our operations.

EUPE'S PERFORMANCE

In FY2024, we achieved zero reported incidents of corruption, zero fines or penalties in relation to corruption or bribery. No employees were disciplined or dismissed due to non-compliance. No instances of legal action were taken against our

Group for anti-competitive behaviour or violations of anti-trust and monopoly legislation. Furthermore, every Eupe department was assessed for corruption risks as part of the Group's annual risk management process.

Corruption Incidents	FY2022	FY2023	FY2024
Number of confirmed corruption incidents	0	0	0
Operations assessed for corruption risks	FY2022	FY2023	FY2024
Operations (departments) assessed for corruption risk	0	0	15

Regulatory Compliance

WHY IT MATTERS

Regulatory compliance is vital to ensure our business operations are conducted at all times in a legal, responsible and sustainable manner. Laws and regulations regularly change or are updated

so it is also important the Group remains updated on changes in regulations. This not only ensures ongoing compliance but is crucial to ensure the success and longevity of our projects.

EUPE'S APPROACH

We maintain compliance with procedural regulatory requirements such as company and security laws and regulations, governance matters and the MMLR. Eupe's comprehensive Enterprise Risk Management ("ERM") framework provides internal control that directly ensures adherence to the relevant government

regulations and processes. Potential compliance issues and risks are documented in a Risk Register. A comprehensive flowchart has been created to ensure regulatory compliance for several of the Group's key operational processes.

Key laws and regulations applicable to the Group include:

- Employment & Labour Law Act 1955 (Employment (Amendment) Act 2022)
- Personal Data Protection Act 2010
- Employees Provident Fund Act 1991
- Employees Social Security Act 1969
- Employees' Social Security (Amendment) Act 2022
- Employment Insurance System (Amendment) Act 2022
- Employment (Termination and Lay-Off Benefits) Regulations 1980
- Human Resources Development Act 2001
- Minimum Retirement Age Act 2012
- Minimum Wage Order 2022
- Income Tax Act 1967
- Industrial Relations Act 1967
- Malaysian Anti-Corruption Act 2009
- CIDB Act 520
- Companies Act 2016
- Employment & Labour Law Act 1995
- Environmental Quality Act 1974
- Housing Development Act
- Housing Development (Control and Licensing) Act 2007
- Occupational Safety and Health Act 1994

EUPE'S PERFORMANCE

During the reporting period, the Group incurred no fines or non-monetary sanctions for non-compliance with social, economic or environmental laws and regulations.

Data Privacy and Security

WHY IT MATTERS

In an increasingly complex and interconnected digital world, safeguarding sensitive customer information and adhering to data protection laws is critical to business performance as well as gaining and sustaining customer trust. Preventing data

breaches while circumventing financial and legal risks. Along with ensuring operational continuity, a culture of integrity and reliability is cultivated where the customer's trust and well-being are prioritised.

EUPE'S APPROACH

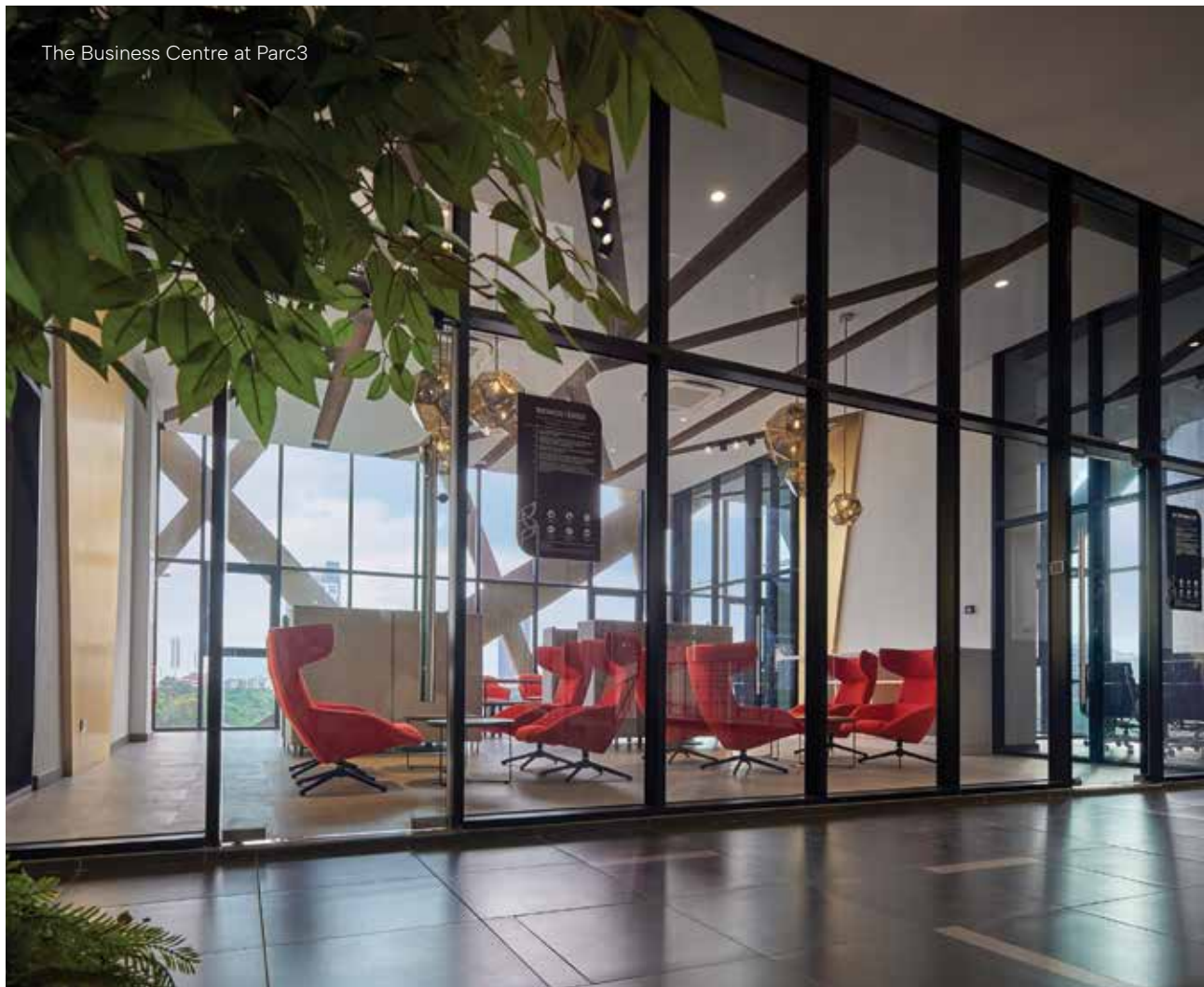
Eupe has in place a number of measures to ensure the secure handling of data. To ensure compliance with the Personal Data Protection Act of 2010, we conduct regular inventory checks of customer databases, adhere to strict security protocols, carry out regular system updates, perform security audits and 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.

EUPE'S PERFORMANCE

There were no instances of complaints regarding security or privacy breaches or loss of customer data reported for FY2024.



A photograph of a woman with long dark hair, wearing a dark polo shirt with the 'EUP' logo, interacting with an elderly man. She is holding a smartphone and looking at it while talking to him. In the background, two other people are visible, one wearing a hijab. The image has a blue and green color overlay.

BUSINESS SUSTAINABILITY

Sustaining a strong business through creating value for our buyers and customers, and in turn, the company, is fundamental to our ability to invest in practices and programmes that sustain the environment and the community. Through

harnessing innovation and differentiation, particularly through the use of digital technologies, we aim to create sustainable homes and lifestyles which create long-term value to our business and enriches the communities in which we work.

Material Sustainability Matters:

- Financial Performance
- Affordability
- Supply Chain Management

Our Stakeholders:



Contribution to the UN SDGs:



Sustainability Highlights:

- Achieved 100% expenditure on local procurement in the Group's value chain
- Implemented supplier assessment criteria to manage the Group's value chain impact

Financial Performance

WHY IT MATTERS

Creating and sustaining financial and economic value allows us to share more value with our stakeholders, shareholders and the wider community, as well as value to invest in the natural environment. This relationship between creating economic

value and distributing it with shareholders, stakeholders and customers is at core of Eupe's 'Shared Value' Mission and Vision Statement.

EUPE'S APPROACH

Linking economic value with broader social, environment and community value creation is why Eupe places a strong emphasis on delivering innovation, differentiation and quality across its business operations, particularly in the property projects it designs and builds. These factors are recognised as critical

in maximising economic value creation. Embedding systems including digital technology and quality assurance systems into our value chain provides important foundations for value creation. Eupe remains focused on building capability and performance in both areas.

Harnessing Digital Technology

Eupe is committed to expanding its use of digital technology and exploring advances in Artificial Intelligence ("AI") which can be used to create further efficiencies, maximise long-term value, ensure quality assurance and minimise construction waste.

Building Information Modeling ("BIM")

Eupe employs the Building Information Modelling ("BIM"), the Industrialised Building System ("IBS") technology and defect management software to design and achieve high standards in our construction processes.

Eupe has successfully utilised BIM in Est8 and the Group plans to incorporate it into all its major projects from FY2024 onwards.

BIM allows Eupe to turn the architectural designs for its projects into digital models which allow its contractors, architects and consultants to work on an integrated development model. This ensures every construction segment such as electrical, plumbing, landscaping or the construction of units and facilities merge into a single, coherent and accessible system.

As a result, collaboration within the project team becomes much easier while digital visualisation allows for the more accurate calculation of building materials required for construction. This means less wastage of resources utilised for building as well as ease the identification and tackling of future construction issues which increases efficiency.



BIM creates a digital model of a development with input from each consultant

Defect Management

Upon project completion, Eupe employs defect management software such as Novade to ensure that defects are handled in the most time-efficient way. This type of software provides instant communication between Eupe, our main contractors and sub-contractors.

Consequently, we can efficiently manage our defect management schedule for quicker response times fully digitising the defect rectification process, also removing the need for paper.



Eupe's defect management software in action

Industrialised Building System ("IBS")

With the IBS system, Eupe uses reusable formwork such as aluminium and prefabricated parts of the building such as metal roof trusses which results in lower construction costs and minimises material wastage.

The IBS system has been utilised in Eupe's Novum, Parc3, Est8 and Helix2 projects. 100% of the formwork used in Est8's construction is reusable aluminium.

Conventional construction methods in Malaysia utilise sawn timber with plywood to create the formwork for concrete to harden. This results in a high amount of wastage, especially for high rise buildings that require repeated use of this formwork as timber can only be used several times before it needs to be discarded.

Aluminium formwork recycles aluminium from other sources and can be used throughout the construction, saving construction time by reducing potential errors in fabricating the same formwork repeatedly. Also, there is more consistent building quality, strengthening structural durability as brick and mortar is not needed.

IBS utilisation percentage in Eupe projects

Novum: 81.9%
Parc3: 87.5%
Est8: 81.6%
Helix2: 90.3%

Robotic Construction

Eupe has begun exploring the use of robotics in its future construction processes. In collaboration with Eupe's main contractor at Est8 @ Seputeh, Bright Dream Robotics and MCC Malaysia, robots were tested at Est8 with repetitive tasks such as tile laying, ceiling polishing and painting.

Conventional construction methods carry with it the risk of errors, especially with repeated tasks carried out over a long period of time. Ceiling polishing can also be hazardous and strenuous for workers as it is done by hand with a grinder. Using robots will enable Eupe to minimise material wastage, prevent errors and foster a safer working environment.

Robots are also able to work continuously, saving time and electricity while leaving the more skilled portions of the work to expert labourers.



Robots being trialled during the construction of Est8

Smart Connectivity

Eupe plans to launch a comprehensive app for buyers of our KL high-rise units in 2025. The app will replace all current home apps used by Eupe's purchasers and will have a wide range of functionalities. The app will operate smart home functions via smart phones, connect users with sustainable lifestyle brands and empower Eupe's purchasers with a range of urban sustainable living information and choices.



Maximising Quality

Eupe's commitment to quality in construction is reflected in our adoption of the Quality Assessment System in Construction (QLASSIC) method. Employing random sampling and statistical approaches, QLASSIC benchmarks quality performance of key project elements such as architectural works, external finishes, and basic M&E fittings. As such, QLASSIC serves as a rigorous evaluation tool, systematically assessing the workmanship and finishes of building projects against approved standards.

Eupe's first KL high-rise project, Novum @ Bangsar South, achieved a 79% QLASSIC score, while its second high-rise development, Parc3 @ KL South, recorded 82%. These scores surpass the industry standard, where the average QLASSIC score for high-rise residential buildings is 76%. The system is being used for the company's third and fourth KL developments, Est8 @ Seputeh and Helix2 @ PJ South, which are currently under construction.



QLASSIC certificates for Novum and Parc3.

EUPE'S PERFORMANCE

Over the past year, Eupe has experienced a very solid financial performance due to the continuing strong market response to our property projects, in particular their innovative and sustainable design and facilities. Our revenue and profit-before-tax have increased and these outcomes are also reflected in the significant value the Group shares with its suppliers and building

contractors through project construction payments and material procurement, its employees through salaries and benefits and to government through taxes and other fees. As Eupe launches new projects over the next year, the Group is poised to exceed current levels of financial performance.

CREATING VALUE

=

SHARING VALUE

Total FY2024 revenue
RM340.2 million
(up 68 per cent)

Total profit-before-tax
RM57.8 million
(up 56 per cent)

Total shareholders' funds
RM483.6 million
(up 10.1 per cent)

Paid to government

Taxes = RM16.5 million
Planning and development feeds
= RM5.2 million

Dividends paid to shareholders
= RM1.9 million

Paid to other local businesses and suppliers
= RM5.7 million

Paid to contractors and building material businesses
RM87.9 million (Klang Valley)
RM61.6 million (Northern)

Allocation of property development to affordable housing
= RM23 million

Affordability

WHY IT MATTERS

Property ownership is an important milestone for financial security. That’s why we strive to deliver for affordable homes for various levels of the community that deliver lasting value for our buyers and in the process make a real difference to their lives.

EUPE’S APPROACH

Eupe places a high priority of creating affordable homes that give Malaysians the opportunity to invest in and build for their future. To this end, 13.2 per cent of its total project build in its Northern Division has been allocated to low-cost housing based on the total number of units sold in FY2024. In KL, 10 per cent of its Helix2 project has been allocated for affordable housing.

More generally, Eupe has sought to differentiate itself through its *Shared Value* approach, in which it provides premium design and facilities for a more affordable price. The approach is aimed at giving buyers more lasting value in what for many is the biggest investment they will make. In addition, we aim to incorporate sustainability features in our affordable housing projects that are not found in similar developments. Furthermore, all legal fees and stamp duties in relation to the purchase and mortgage for all affordable homes are absorbed by the Group.

EUPE’S PERFORMANCE

Eupe’s allocation of affordable housing equates to RM23.3 million in housing value for FY2024.

	Helix2	Taman Ria Vistana (Padang Serai)
Percentage of affordable housing (%)	10	30

CASE STUDY

Sustainability for All – Sustainability in Affordable Housing

Eupe believes a sustainable lifestyle should not be an option or luxury but a basic standard for every home. Our *Shared Value* approach to property development – in which we invest more into our home and landscape design – provides us scope to incorporate more sustainability features into all our projects – including affordable residential projects. Our *Sustainability Plus Shared Value* focus is best demonstrated with two of our latest affordable housing projects, Helix2 @ PJ South in Klang Valley and Villa Natura in Sungai Petani.

Helix2 – Sustainable DNA

Our first high-rise affordable housing project Helix2 – has been awarded a provisional Gold GreenRE certificate. GreenRE is a global certification and rating system to assess buildings which meet the stringent eco-friendly design standards of the World Green Building Council's Quality Assurance Guide.

To ensure natural, healthy air is circulated throughout Helix2 – and to lower the building’s temperature in Malaysia’s tropical climate – 88% of dwelling spaces, 85% of lift lobbies and corridors and the entirety of the carpark have been designed for cross ventilation. While 74% of dwelling spaces also have a North/South orientation to avoid direct sunlight exposure.



Spiral staircase of Helix2 @ PJ South

Villa Natura – Sustainable Community

The Sungai Petani development is sited on a former plantation site previously dominated by a single species of oil palm tree. It is now landscaped with a diverse selection of uniquely native trees and plants. In fact, more than 70% of Villa Natura's trees and plants are native species, creating a biodiversity-rich precinct which will attract a wide variety of birds, insects and

wildlife such as burung merbok and dragonflies.

Furthermore, 70% of the fertiliser used in Villa Natura landscaping is made from plant-based organic material. Fruit peels, tea grounds as well as food waste collected from Eupe's food courts in Sungai Petani are mixed with soil and turned into compost.



Villa Natura has been designed with extensive native tree and plant species



Biodiverse landscaping at Villa Natura is already attracting native species.



Organic composting is used for landscaping at Villa Natura

Supply Chain Management

WHY IT MATTERS

Eupe contributes to and supports many businesses and service providers through its supply chain requirements, particularly during the planning and construction phases of its property

projects. This provides Eupe with an opportunity to help embed positive sustainability outcomes into the commercial operations of other businesses.

EUPE'S APPROACH

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. A range of criteria is employed by the Group during its procurement

selection process to promote specific outcomes that promote resource efficiency and sustainability. Examples are included in the following table.

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"> 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.

The Group also monitors and assesses the sustainability of goods and services provided by suppliers and vendors through several strategies, including the Group’s Supply Chain Code of Conduct (“SCC”).

Supply Chain Code of Conduct (“SCC”)

- 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.

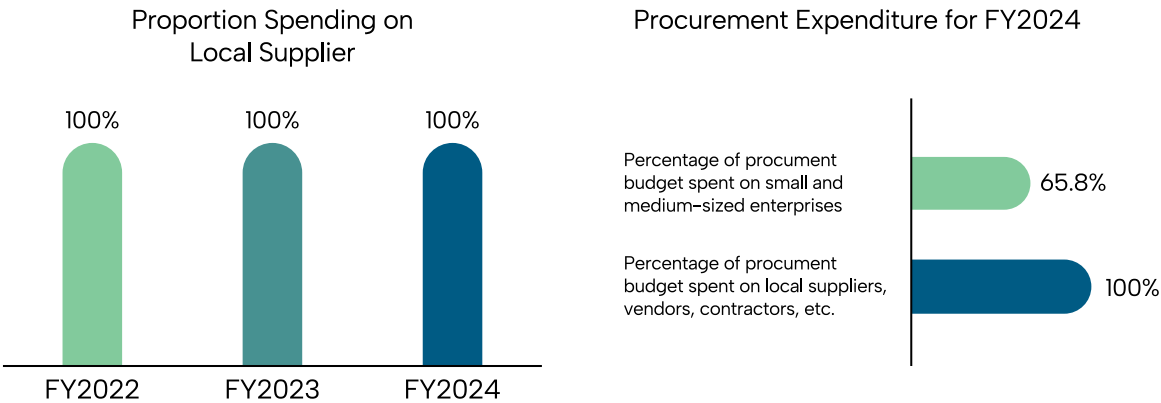
These strategies also include the assessment of suppliers and vendors for social risks such as forced labour, child labour and violation of worker’s rights in collective bargaining as well as environmental risks such as waste impact and climate change. Random visits to the suppliers’ production plants and offices

are also conducted to assure compliance with the Group’s ESG criteria. The supplier’s compliance with the Group’s SCC is also assessed to ensure expectations and standards set by the Group are clearly understood, and major risks are managed in advance.

EUPE’S PERFORMANCE

For FY2024 we maintained 100% of our expenditure on local suppliers, vendors and contractors which reflect our contribution to boost the local economy. Significantly 65 per cent of Eupe’s

procurement budget is spent on materials and serviced provided by local small and medium-size businesses.





BUILDING SUSTAINABLE RELATIONSHIPS

Strong, sustainable communities are built on fairness, mutual respect and shared prosperity. As such, we prioritise social responsibility and community building throughout our operations, fostering connections and experiences that benefit our employees, customers and communities.

Material Sustainability Matters:

- Health and Safety
- Labour Practices and Standards
- Talent Management and Diversity
- Customer Engagement and Enrichment
- Community Wellbeing and Human Rights

Our Stakeholders:



Contribution to the UN SDGs:



Sustainability Highlights:

- Achieved 0.08 Lost Time Injury Rate for 4,804,591 hours worked
- Achieved a total of **20,173** training hours
- Recorded **Zero** reported incidents of human rights violation
- Contributed **RM95,968** in community investments

Health and Safety

WHY IT MATTERS

At Eupe, the well-being and safety of our people is paramount. As property construction is complex and potentially hazardous, it is critical to invest in comprehensive workplace safety programmes, safety equipment and training. In this way, Eupe

actively promotes a work environment and culture which prioritises safety and health and minimises the risk of workplace injury or illness.

EUPE'S APPROACH

As part of Eupe's comprehensive annual risk assessment, we identify and manage potential occupational health and safety risks for our employees and workers. The Group's Safety and Health Committee, comprised of both senior management and

employees, monitors the safety performance at our worksites, to ensuring established health and safety standards are adhered to, and promptly responding to risks that may arise.

Management

- Establishes, implements and maintains the Occupational Health and Safety Management System in strict adherence to the requirements of ISO45001:2018.
- Coordinates internal audits to verify the effective implementation of the Occupational Health & Safety management system.
- Presents performance reports of the Occupational Health & Safety management system during management reviews.
- Formulates improvement recommendations based on statistical reports, utilising them as a foundation for enhancing overall performance.

Members

- Contributes to the development of Health, Safety and Environment rules and work systems.
- Reviews Health, Safety and Environment programmes and initiates relevant activities to ensure its effectiveness.
- Conducts investigations into accidents, near-miss accidents, dangerous occurrences, occupational poisonings or diseases, providing recommendations to prevent reoccurrence.
- Conducts monthly workplace inspections to observe and ensure adherence to safe work practices and identify instances of non-compliance.
- Initiates and completes corrective and preventive actions.

We also fully integrate the standards of the ISO 45001 OHS System Certification into our Occupational Health and Safety Management System.

EUPE'S PERFORMANCE

In FY2024, Eupe provided 20 health and safety training programmes to a total of 598 participants, including internal employees and external workers at our construction site, to equip them with the necessary skills and knowledge to maximise safety in their roles. The Group's Safety and Health Committee records data on work-related injuries and ill health across our

value chain. In FY2024, both the Northern and Central Regions achieved our target of zero lost-time injuries. In FY2024, there was a decrease in the number of injuries, resulting in a Lost Time Injury Rate ("LTIR") of 0.08. We also maintained a record of zero fatalities and occupational-related ill-health for the year.

Information	FY2023	FY2024
Total number of hours worked	1,158,194	4,804,591
Number of fatalities as a result of work-related injury	0	0
Number of recordable work-related injuries	4	2
Number of fatalities as a result of work-related ill health	0	0
Number of cases of recordable work-related ill health	0	0
LTIR	0.69	0.08

Note: 1. LTIR is calculated as per Bursa Sustainability Reporting Guideline, per 200,000 hours worked per year.
2. Data on Occupational Health and Safety Performance is available only for FY2023 and FY2024 as data tracking commenced in FY2023.

	FY2023	FY2024
Number of employees trained on health and safety standards	179	598

Note: Occupational Health and Safety Training Programmes were provided to both internal employees and external workers at our construction sites.

Safety Training Programmes

Programme Title	Purpose of Training	No. of Attendees
Scaffold Erection / Dismantling Training	Provided skills and knowledge required for the safe assembly and disassembly of scaffolds.	67
Hot Work Hazard Identification, Risk Assessment and Risk Control ("HIRARC") and Dos / Don'ts Hot Work Briefed	Provided knowledge on HIRARC and insights into safe practices during hot work, emphasising do's and don'ts to prevent potential hazards.	5
Dangers of Working at Height & How to Wear Safety Harness	Raised awareness about the risks associated with working at heights and received hands-on training on the correct usage of safety harnesses, reducing the likelihood of accidents in elevated work areas.	4
Importance of Daily Pre-Task/ Toolbox Briefing	Raised awareness about the significance of daily pre-task and toolbox briefings.	11
Lifting and Hoisting Safe Work Procedure	Provided guidelines on safe lifting and hoisting procedures.	6
Dos and Don'ts at Site and Worker Quarters	Raised awareness about the do's and don'ts at construction sites and worker quarters.	23
Importance of Personal Protective Equipment ("PPE")	Raised awareness on the critical role PPE plays in ensuring individual safety, emphasising the proper selection, usage and maintenance of PPE.	15
Mosquitoes Control at Construction Site	Raised awareness and addressed the control and eradication of mosquitoes at construction sites.	15
Crane and Signal	Provided knowledge about tower crane operators responsibility and to build strong communication within the lifting team.	40

Programme Title	Purpose of Training	No. of Attendees
How to Fight Fire	Provided skills to react effectively in fire emergencies, including proper usage of fire extinguishers and evacuation procedures.	40
Erection of Scaffolding	Provided skills and knowledge required for the safe assembly and disassembly of scaffolds.	40
Safety Training for Fogging and Larvaciding	Enhanced knowledge and skills on safe techniques to handle fogging machine and larvaciding.	4
Flagman and Traffic Control Training	Enhanced knowledge on workers' awareness on traffic control and safety when working.	2
Dangers of Working at Height and How to Wear Safety Harness	Enhanced awareness on working safely at heights which focuses on wearing safety harnesses to prevent slips or trips.	4
PPE Body Harness Training	Educated all workers involved in working at heights on the proper use of suitable PPE.	20
Management System Certification on Safety ISO 45001:90001	Provided all safety personnel with training in safety documentation.	7
Construction Waste Reduction Awareness	Provided training programmes to all safety personnel and workers on effective construction waste management.	275
Safety at Workplace	Educated employees on safety protocols, procedures and practices in the workplace.	4
MEF-PERKESO Seminar: Understanding OSH (Amendment) Act 2022 and The Implementation of Effective Self-Regulatory OSH Management System	Provided detailed understanding of the latest office safety measures and management practices.	1
Fire Drill Bomba Training	Educated employees on proper fire safety procedures, evacuation techniques and the effective use of fire extinguishing equipment.	15

Labour Practices and Standards

WHY IT MATTERS

Upholding labour practice standards fosters fairness, trust and collaboration in the workplace, and an environment that is rewarding for employees. As such it is an important contributor

to the Group's long-term success. Priorities include fair wages, safe working conditions and proactive human resource practices within the Group.

EUPE'S APPROACH

Eupe ensures adherence to the Employment Act 1955 and Minimum Wage Order 2022. We also offer a range of benefits and support mechanisms aimed at increasing commitment and engagement. Moreover, our Supplier Code of Conduct

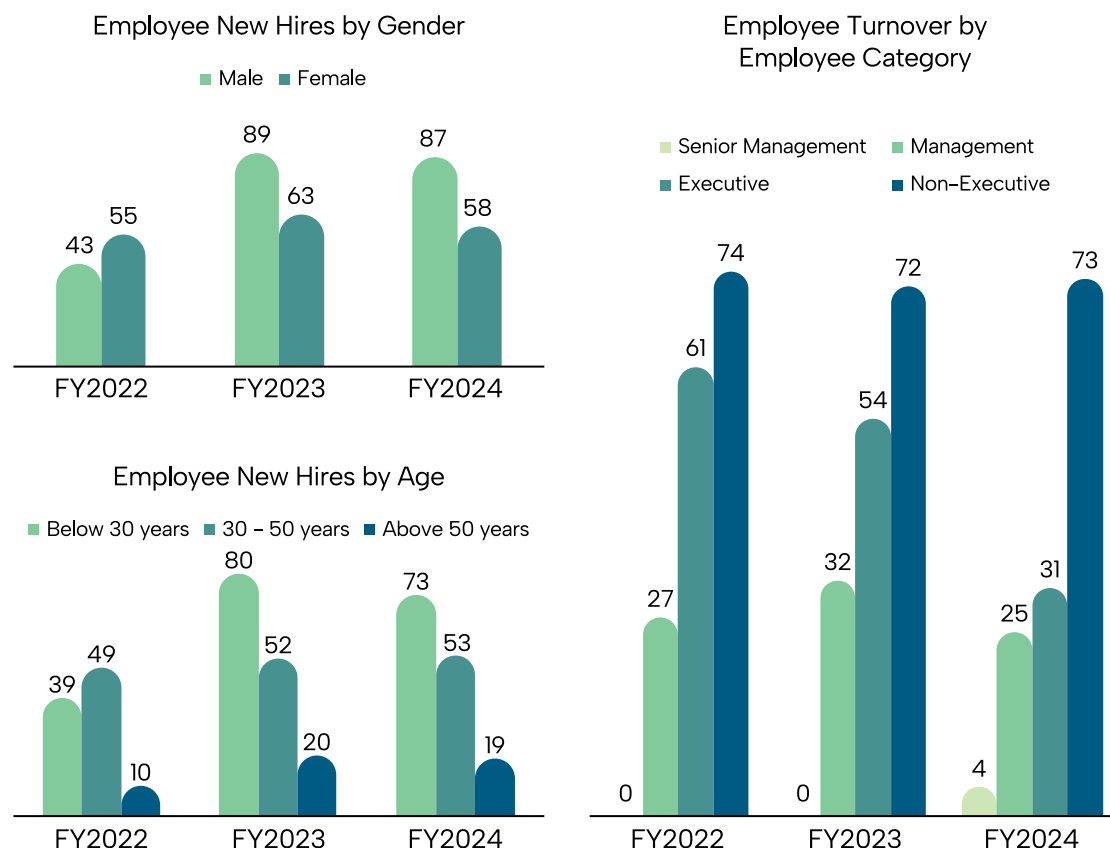
outlines clear expectations to our suppliers of employment, environmental as well as health and safety standards we consider acceptable and should be adhered to throughout our supply chain.

EUPE'S PERFORMANCE

In FY2024, the Group recorded a new hire rate of 37.56%, largely reflecting higher-than-normal turnover at Cinta Sayang Resort while recording a turnover rate of 34.46%, slightly lower

than last year. Additionally, there were no reported complaints concerning human rights violations in FY2024.

	FY2022	FY2023	FY2024
New Hire Rate (%)	25.32	47.50	37.56
Turnover Rate (%)	41.86	49.38	34.46



Eupe employees have access to a competitive benefits package designed to support their health and well-being as well as financial security. Regular reviews and updates to the package ensure that we meet the evolving needs of our employees.

Life insurance	60 days hospitalisation leave
Health care	Annual sick leave:
Disability and invalidity coverage	• 14 days (<2 years of service)
98 days maternity leave	• 18 days (2–5 years of service)
7 days paternity leave	• 22 days (>5 years of service)
	Overtime for employees earning up to RM 4,000

The following outlines our diverse employee engagement programmes, designed to cultivate and build on a common sense of purpose as well as connection at work.

Programme Title	Description
Northern Team Site Visit (KL Site)	A team-building trip to the KL office for the Northern team, fostering connection and collaboration.
Birds of a Feather	A creative team-building activity where staff painted plastic birds to decorate the office pantry.
Eupe’s Internal Newsletter (Eupe INsider): “How well do you know Eupe?” Contest	A contest to test employees’ understanding and knowledge of Eupe senior management.

Programme Title	Description
EUPE Annual Dinner	A grand event to celebrate the year's achievements and connect with colleagues.
EUPE Townhall	A platform for employees to engage in open communication and updates with leadership.
Departmental Get-Togethers	A meeting to plan for future team building events and leadership training programmes.
Blood Donation	A blood donation drive to promote a spirit of service and encourage employees to give back to the community.
Deepavali Celebration	Embracing cultural diversity and celebrating the Festival of Lights.
Chinese New Year Celebration	Celebrating the Lunar New Year with a festive meal.
Ramadhan Buka Puasa Buffet	Sharing the spirit of Ramadan and celebrating this holy month with a traditional buffet open to all staff.
Christmas Celebration	Celebrating the year end with Christmas, food and presents.
Badminton Tournament	A friendly competition at Sunsuria Badminton Court, promoting sportsmanship and team spirit.
Archery Tag	A team building competition involving tagging participants with blunted arrows.

Talent Management and Diversity

WHY IT MATTERS

A diverse and inclusive workplace which provides for a range of perspective is pivotal to the employee engagement and

innovation as well as the recruitment and retention of talent which in turn underpins company growth and success.

EUPE'S APPROACH

Eupe's recruitment practices focus on identifying those skills, experience and potential aligned with each specific role. This ensures a fair and merit-based process for all candidates.

We invest in our employees through diverse training programmes, coaching and leadership mentoring, equipping

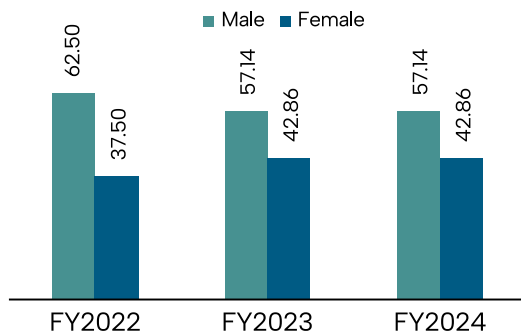
them with the skills and knowledge aligned with the latest industry best practices to elevate both their and the Group's performance. These programmes cover a broad spectrum of topics from general career development to training on specific business functions.

EUPE'S PERFORMANCE

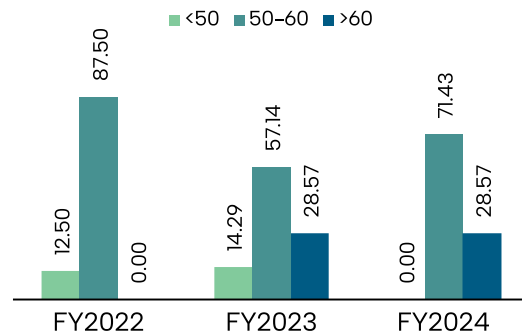
Our FY2024 workforce comprised 386 employees, with a near 60/40 split between men (57%) and women (43%). In terms of age, 22% were under 30 years old, 57% were within the 30–50 range and 21% were above 50 years old. Nearly 89% held permanent roles compared to 11% contract workers.

Our Board of Directors exceeded the Malaysian Code on Corporate Governance's ("MCCG") 30% female representation requirement, with three women and four men. 71% of members were between 51 and 60 years old and the remaining 29% were above 60.

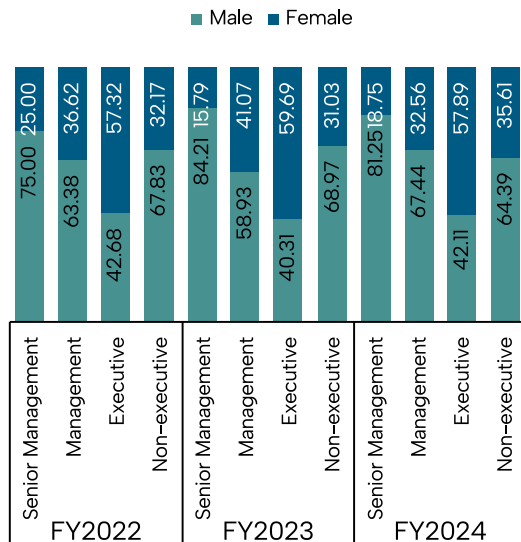
Board Diversity by Gender



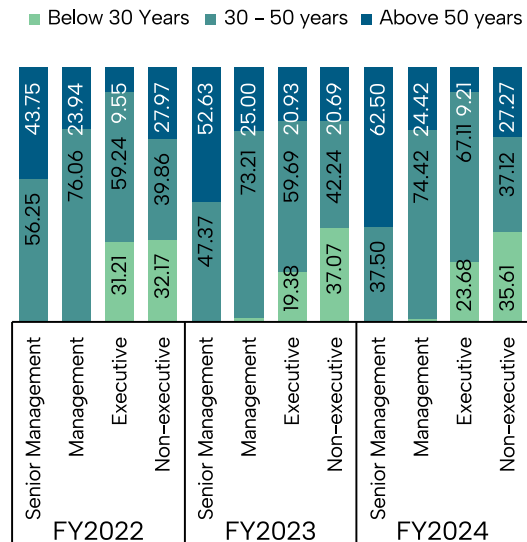
Board Diversity by Age



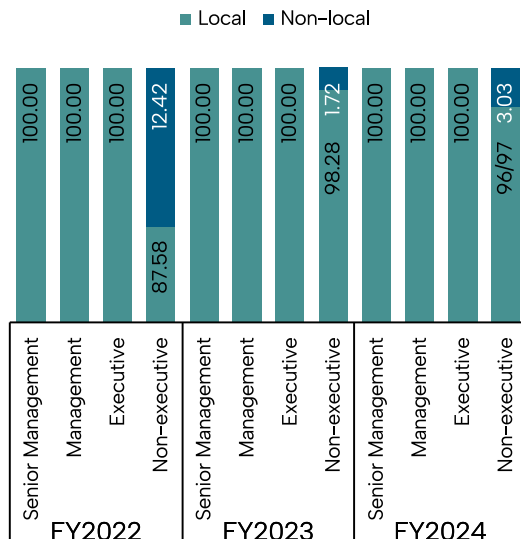
Employee Demographic by Gender (%)



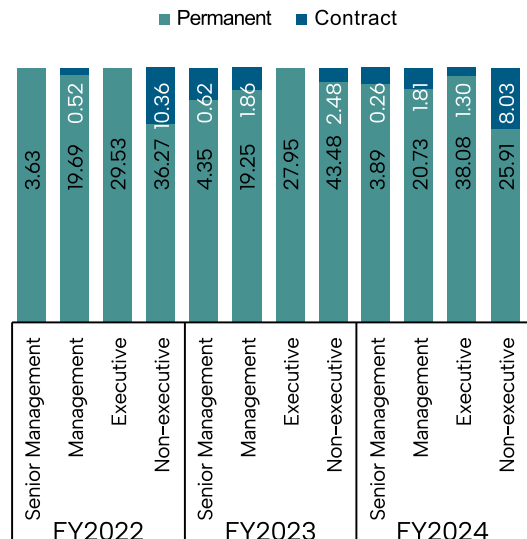
Employee Demographic by Age (%)



Employee Demographic by Nationalities (%)



Employee Demographic by Hiring Category (%)



Note: for Sustainability Report, all references to senior management are defined as employees of the Group from Grade 18 – 26.

Employee Training

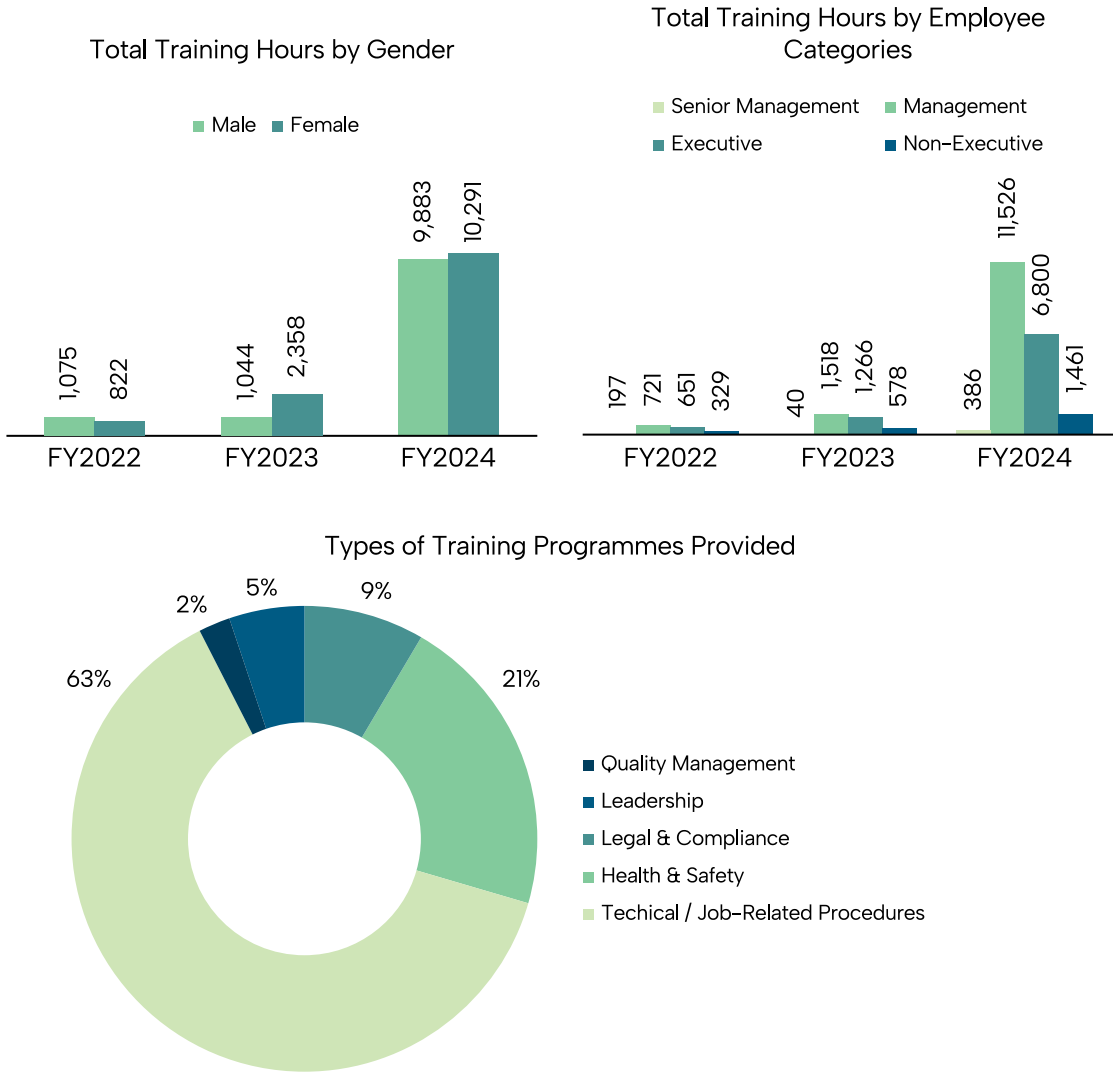
Enhanced learning and the development of work and technical skills are crucial to both Company growth and employee satisfaction and retention. The Group significantly expanded its training and development offering in FY2023. Total training hours provided to employees across the company was 3,402, more than double the total hours provided in FY2022. The total percentage of Eupe employees receiving training also more than doubled.

In FY2024, a total of 95 training programmes were conducted. Key focus areas are technical skills (63%) and health and safety

(21%), ensuring a strong foundation for both individual well-being and operational excellence. We also invested in other important training areas like legal and compliance (9%), leadership (5%), quality management (2%).

We reported a total of 20,173 training hours group-wide in FY2024.

As stated above, the company has embarked on a new stage of human resource development with a range of programmes and KPI/targets aimed at nurturing leadership skills, succession planning and training and development within the Group.



Customer Engagement and Enrichment

WHY IT MATTERS

Eupe success is derived from meeting the expectations, needs and promoting the well-being of our customers. Regular communication exchange between ourselves and customers is important both to raise awareness of our projects as well as to gain feedback from customers on our quality and our products as well as our customer service. This in turn builds trust and creates further value for our customers and our company.

EUPE'S APPROACH

We actively engage with our customers across a range of physical and digital platforms through communications activities, resident programmes, community initiatives and collaborative projects. Eupe's Property Trust is our main communication output, with the newsletter, published three to four times a year, providing

the latest updates on our projects and industry initiatives. We are also active on a range of social media platforms which also host a wide range of interactive property-themed content as well as company information.

Northern Region	The Sales and Marketing Division conducts comprehensive Customer Experience Surveys, focusing on feedback regarding buyers' experiences with our Sales & Purchase Agreements process.
Central Region	Customer Experience Surveys in the Central Region are conducted at the point of Vacant Possession ("VP"). Moving forward, we are expanding our survey reach beyond the VP process, where we plan to implement an additional Customer Experience Survey at the signing of the Sales & Purchase Agreement ("SPA") for the upcoming Circadia @ Belfield development.
Cinta Sayang	At Cinta Sayang, we offer event spaces for meetings, team-building programmes and group events. Following each event, we distribute a customer feedback form to gather insights on aspects such as the booking process, service quality, venue experience and food quality.

EUPE'S PERFORMANCE

Northern Region	Based on 608 responses from buyers of Eupe properties in Sungai Petani (particularly Villa Natura which accounted for the bulk of properties sold in the Northern region), we are pleased to report an average satisfaction rating of 94% for purchasing experiences with Eupe.
Central Region	Given no new projects were handed over the buyers in the Central Region in FY2023, no new customer satisfaction surveys were undertaken.
Cinta Sayang	In FY2024, we received a total of 28 feedback responses from our guests, resulting in an overall customer satisfaction score of 85%. Notably, we observed improvements in our room service and food and beverage quality.

Community Wellbeing and Human Rights

WHY IT MATTERS

In line with our *Shared Value* vision and mission, helping to build strong communities through investing in worthy community programmes and supporting those in need are strategic initiatives that are integrated into our business goals.

EUPE'S APPROACH

Eupe's **Building Strong Communities** programme recognises the symbiotic relationship between thriving, resilient communities and an environment that is conducive to our success as a company. In past years, our **Building Strong Communities** programme has supported a range of community-based initiatives, ranging from targeted educational assistance, cultural events and direct support for those in need.

EUPE’S PERFORMANCE

In FY2024, Eupe’s **Building Strong Communities** programme embraced a holistic approach in contributing our support to a range of environmental, social and health issues. Programmes supported include:

Description	FY2023	FY2024
Total investment in community programmes (RM)	49,283.00	95,968.00
Total number of beneficiaries of the investment in communities	209	1,403

Environmental Conservation Support:

In line with our support for biodiversity and a sustainable environment, Eupe donated RM10,000 to WWF Malaysia to directly support its ongoing projects. These included the Malayan Tiger monitoring programme. WWF Malaysia focuses its tiger conservation efforts in the Belum–Temengor Forest Complex, comprising Royal Belum State Park (1,175 sq.km) and Temengor Forest Reserve (1,489 sq.km) in Northern Perak.

Royal Belum, the second–largest protected area in Peninsular Malaysia and Temengor, the second–largest forest reserve in Malaysia, jointly form crucial tiger habitats. Eupe’s contribution includes the installation of camera traps in Belum–Temengor, vital tools for estimating tiger populations, monitoring movements and assessing ecosystem health.



Malayan Tiger in the wild



WWF monitoring camera

Flood Relief Efforts:



Eupe flood relief contributions in action

Recognising the importance of building resilient communities, Eupe contributed RM20,000 to Mercy Malaysia assisting in their flood relief efforts last year.



Mental Wellness Programme for Children:

Eupe donated RM10,000 to Dignity for Children in support of the Dignity’s Mental Wellness Programme for children who have experienced traumatic events. This helped in providing necessary resources, training and mental health support.



Dignity for Children providing mental health services to students

Support for Creative Thinking and Innovation:



PKK cultural drum performance by Alam Kreatif programme

Eupe donated RM7,000 to Pusat Kreatif Kanak-Kanak Tuanku Bainun (PKK). This contribution directly supports their Alam Kreatif programme called Artspire, designed to foster creative thinking and innovation in children, especially from B40 households.

Eupe Blood Donation Drive:

Eupe's Sungai Petani office held a blood donation drive in December where staff donated blood to help those undergoing medical emergencies, surgeries and treatment.



Eupe staff with medical officers from Hospital Sultan Abdul Halim



Blood donors getting ready to give back to Sungai Petani community

Villa Natura Green Community Planting:



Villa Natura buyers planting for a greener tomorrow

Eupe initiated a unique 'green community' project during the third stage launch of the Villa Natura project. New buyers and their families actively contributed to the creation of their green community by planting native trees like the Hopea odorata species.

Charity Events for Festivals:

Eupe's Cinta Sayang Resort actively engaged with local communities throughout the year by hosting charity events and making charitable contributions of food and other provision on important festival days:

- Chinese New Year Charity event with Pusat Jagaan Rumah Harapan Sungai Petani
- Buka Puasa with Orphanage Children at Rumah Anak Yatim Al-Munirah Pokok Tai
- Deepavali Charity event with Gurunatha Asraman Sungai Petani.



UCSI Partnership:



Eupe management briefed by UCSI design students



Announcement of the UCSI-Eupe partnership

Eupe collaborated with UCSI University to further both the university's academic and teaching programme while giving Eupe access to best design practices for further innovation in our building designs.

The Memorandum of Understanding (MOU) with UCSI University's Architecture and Design Department encompasses diverse areas of cooperation in research and development, reciprocal staff and student exchanges, the establishment of an Education Practice Centre and collaborative initiatives in publications.

The collaboration culminated in a competition where students were invited to submit a design for one of the community facilities of the sales gallery proposed for Eupe's fourth KL residential development, Circadia @ Belfield.

The winning entry deemed the most aesthetic and functional would be incorporated into the project. The panel of judges comprised Eupe's senior project managers as well as UCSI staff.

The competition was aimed at giving students invaluable experience to work and collaborate on a complex, real-world project as well as recognise practical project design skills.



PROTECTING OUR ENVIRONMENT

Eupe stands at the forefront of sustainable property development recognising that our commitment goes beyond brick and mortar. As such, we embrace sustainable techniques with eco-design along with resource conservation and innovative practices to minimise our carbon footprint while adhering to high operational standards.

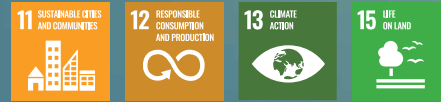
Material Sustainability Matters:

- Energy, Emissions and Water
- Eco-design and Innovation
- Materials Conservation
- Waste and Effluent Management

Our Stakeholders:



Contribution to the UN SDGs:



Sustainability Highlights:

- Enhanced climate-related disclosures in alignment with TCFD recommendations
- Achieved 54% reduction in Scope 1 GHG Emissions compared with FY2023
- Achieved 22% total energy reduction in comparison with FY2023
- Develop a food waste recycling programme aimed at recycling 3 tonnes of waste from Eupe's hospitality operations.
- Set biodiversity in as well as native tree planting.

Energy, Emissions

WHY IT MATTERS

Managing and reducing our energy consumption and emissions are key steps in our journey towards sustainable development, particularly as we play our part in managing the many challenges

posed by climate change. Though our climate policy, we seek to minimise our carbon footprint while maximising operational efficiency, cost savings and the climate resilience of our projects.

EUPE'S APPROACH

Reducing energy emissions is a key focus for Eupe's sustainability efforts. As highlighted in the Climate Action Section, we have in place a multi-facet approach to reducing our emissions footprint throughout our property development value chain, with a particular emphasis on designing our residential homes and green spaces to mitigate energy use and emissions. We will expand our emissions measurement regime over the next year

that will provide us with further insights on how we can further reduce our carbon footprint.

In addition to these approaches, Eupe has in place a number of initiatives within its corporate offices and ancillary operations to reduce energy use and/or increase our renewable energy use. These include:

Northern Region

Our newly opened car park is equipped with a solar panel system to generate electricity and reduce our reliance on the grid. Switching to LED lighting office-wide and our transition to solar-powered floodlights and streetlights at construction sites boost energy efficiency.

Central Region

In the Central Region, smart office pilot projects are underway where meeting rooms are equipped with auto-switch lights and mobile-controlled air conditioners. Eupe implements paperless processes, embracing digital document storage and e-signatures for environmental benefits and to streamline operations.

Cinta Sayang

Within our Cinta Sayang Resort, chalet rooms boast energy-saving features such as timers, sensor lights and photocell timers. We also implemented solar powered lighting for corridors, solar heaters to generate warm water and energy saving key cards to conserve energy during guest absences.

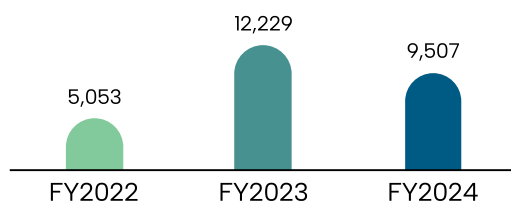
EUPE'S PERFORMANCE

In FY2024, Eupe's total energy consumption was 9,507 GJ, comprised of 79,296 litres of fuel and 1,818,644 kWh of electricity. Eupe's total GHG emissions in FY2024 reached 1,770

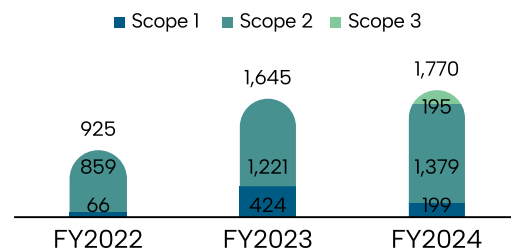
tCO₂e, with 11% classified as Scope 1, 78% as Scope 2 and 11% as Scope 3.

Total GHG Emission	FY2022	FY2023	FY2024
Scope 1 GHG Emissions ¹	66	424	196
Scope 2 GHG Emissions ²	859	1,221	1,379
Scope 3 GHG Emissions ³	-	-	195
Total	925	1,645	1,770

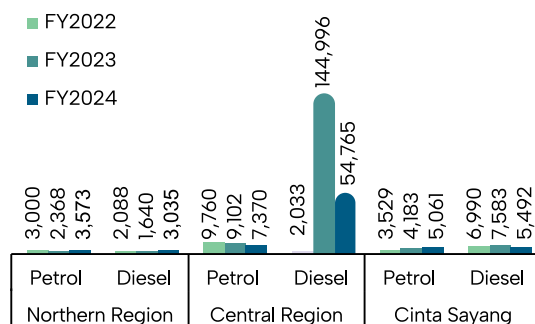
Total Energy Consumption (GJ)



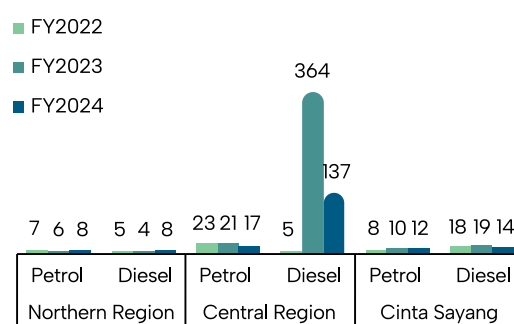
Total GHG Emissions (tCO₂e)



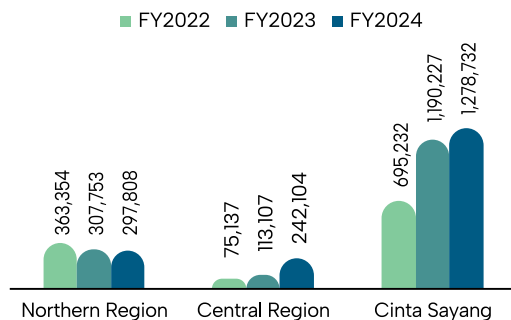
Fuel Consumption (litres)



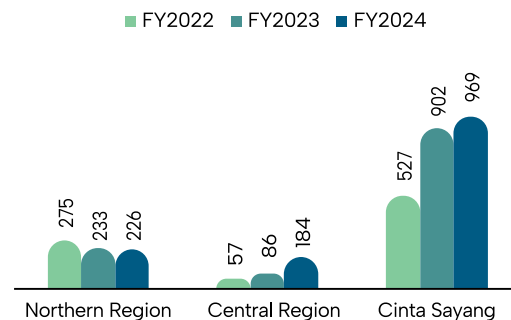
Scope 1 GHG Emissions (tCO₂e)



Electricity Consumption (kWh)

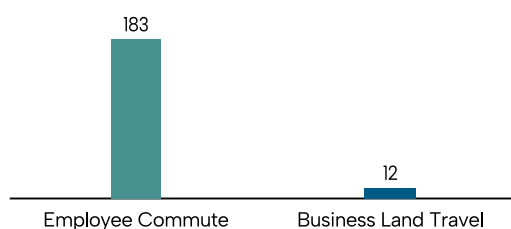


Scope 2 GHG Emissions (tCO₂e)



Scope 3 GHG Emissions (tCO₂e)

Total Scope 3 GHG Emission = 195 tCO₂e



¹ Emissions resulting from the direct combustion of carbon-based fuel sources such as diesel and petrol. Scope 1 was calculated using emissions factors from the UK Government GHG Conversion Factors for Company Reporting 2023.

² Emissions resulting from the purchase of grid electricity, generated in part from the combustion of carbon fuels, such as coal or natural gas. The emission factor from the Grid Emission Factor (GEF) in Malaysia by the Suruhanjaya Tenaga (Energy Commission) was used to calculate Scope 2 emissions.

³ Emissions resulting from indirect emissions such as business travel and employee commute. Scope 3 was calculated using emissions factors from the UK Government GHG Conversion Factors for Company Reporting 2023.

CASE STUDY

Building Back Nature with Biodiversity

Eupe's biodiversity approach aims not just to preserve nature but add more nature. It achieves this by committing to clear targets that aim to increase the amount and diversity of flora and fauna within our residential projects, compared to what previously existed on site.

To achieve this, Eupe has committed for all its future

projects to undertake a comprehensive biodiversity audit of the land it plans to develop.

This audit process will provide a baseline for our project team and landscape consultants to understand in detail the natural flora and fauna attributes of the project site and how Eupe can increase the level of biodiversity with innovative landscaping and expansive green spaces.

Circadia @ Belfield

Circadia @ Belfield will be Eupe's fifth high-rise development in KL. The proposed site occupies a total of 4.8 acres and is only two kilometres from KLCC. Eupe commissioned environmental consultants last year to undertake a thorough biodiversity assessment of the site.

This assessment, through both direct and indirect observations (for example, animal tracks) as well as cameras, measured the number and types of species of birds, butterflies, reptiles and mammals. It also found a total of 161 tree species on site, 35 of which were native

species. As the site was a former plant nursery, the audit found a larger-than-expected number of fruit tree species.

Circadia is being designed as an urban sanctuary with extensive landscaping and gardens. The concept will provide the platform to increase the amount of biodiversity on the site compared to what is already there. Eupe's project team and landscape designers are using the biodiversity audit as the basis of develop in Circadia's landscaping and green space areas.



Edgewater

Edgewater is Eupe's latest major residential and commercial project being proposed for Sungai Petani. The project will be launched next year and have a strong emphasis on 'building back nature'. Wetlands, waterways and expansive green areas in and around the 800 homes proposed for the development will be centrepieces and create a biodiversity-rich community unique in northern Malaysia.

Like Circadia, Eupe has engaged external environment experts to undertake a major audit of the flora and fauna that currently exists on the site. This will provide a springboard to develop a comprehensive biodiversity plan to revitalise the 120-acre site's natural surroundings.



Water Management

WHY IT MATTERS

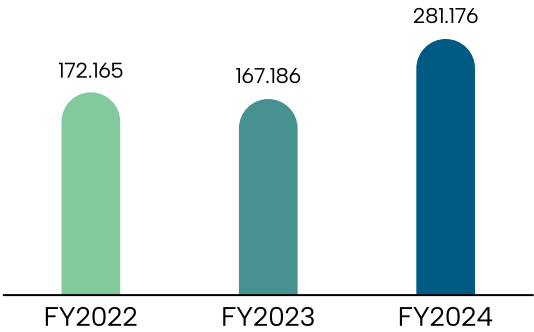
With water scarcity becoming an increasingly pressing issue, responsible water usage is an increasingly important consideration for both the design and long-term operation of our property developments as well as our corporate activities.

EUPE’S APPROACH

Northern Region
For construction and landscaping in the Northern Region, we prioritise non-potable water sources like underground water for non-hygienic and irrigation purposes, minimising impact on the domestic water supply. For our high-rise projects in KL, we utilise rainwater harvesting where rain and other run-offs are recycled to irrigate gardens.

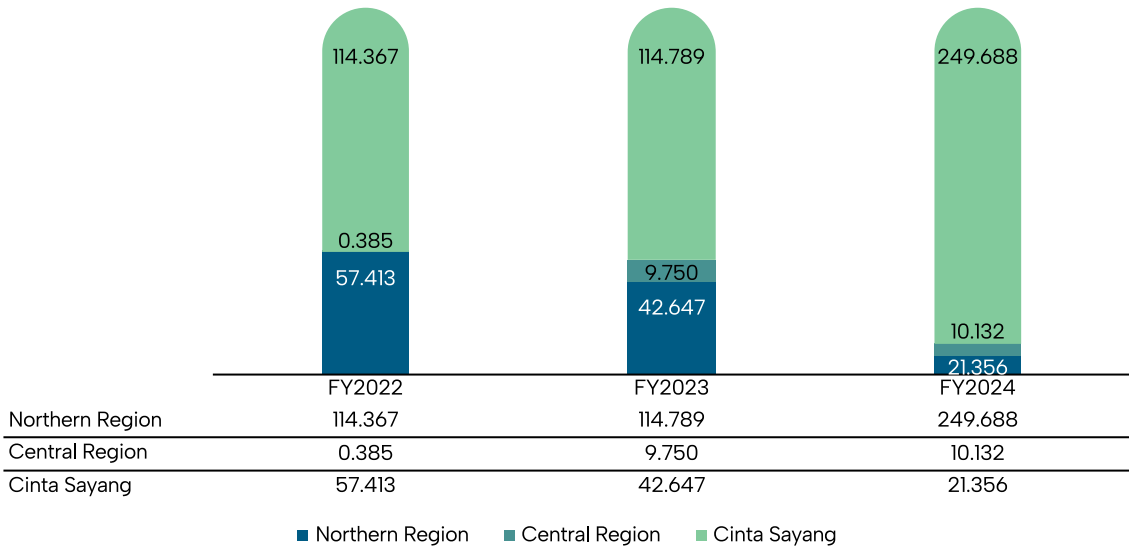
EUPE’S PERFORMANCE

Group Water Consumption (megalitres)



Eupe consumed a total of 281 megalitres of water, with the majority of this consumption attributed to the operations at Cinta Sayang Resort.

Water Consumption by Region (megalitres)



Eco-design and Innovation

WHY IT MATTERS

Eupe believes that designing and developing sustainable homes not only nurtures the environment but creates long-term value both for customers and the wider community. Eupe has been

a leader in setting new 'green' building standards in Malaysia. Eupe's Sky Residence was the first building in Malaysia to receive the prestigious LEED's green accreditation.

EUPE'S APPROACH

Our projects are embedded with environmentally-friendly objectives and practices throughout their 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.

Our approach to environmentally friendly development includes:

- o Selection of construction materials that are sustainable as well as recyclable;
- o Emphasis on eco-friendly master-planning of building form, sunlight and wind orientations to maximise natural sunlight and airflow;
- o Adoption of environmentally sound construction practices;
- o Preservation, rehabilitation and enhancement of plants, water bodies and other eco-systems that are part of the communities we build;
- o Use of appliances that use less water, as well as outdoor spaces and landscapes that can be sustained with recycled water;
- o Encouraging our residents and communities to practice recycling and reduce landfill waste; and
- o Promoting and encouraging sustainable practices among our communities, business partners and suppliers.

Eupe's overall approach to sustainability combines benchmarks and measurements conventionally used by the property sector with our own innovative directions that seek to broaden the practical benefits of sustainability for home buyers and the wider community.

That's why 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 of. We

call this Social Sustainability.

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.

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

Novum is also designed with passive cooling to facilitate natural air flows.



Healthy Air

85 per cent of the air we breathe is indoors. Fundamental to sustaining individual and community well-being therefore is natural, healthy, air. Furthermore, one of the most important sustainability considerations for property developers in tropical climates is creating healthy, comfortable environments. This is why Eupe dedicates more investment and focus on designing its projects in a way which facilitates the intake of natural, life-enhancing air as well as true ventilation which circulates throughout the buildings' units and corridors. It also means the operation of the building requires less artificial cooling, saving on the use of energy-intensive air conditioning.



Moonlight Deck at Parc3



Iconic Design

In a world which is becoming increasingly fragmented and community identity and bonds are under growing pressure, Eupe believes that the homes it designs should be infused with iconic design and creative architecture which helps create a common focus of identity and pride for both residents and the community as a whole. This is why Eupe dedicates more investment and focus on designing buildings that redefine every precinct we develop. We have expanded this framework to include public art such as sculptures that have a functional as well as aesthetic purpose to inspire and nurture community identity.



Green Community

Creating extensive green spaces that nurture biodiversity is central to Eupe's design approach. Eupe is committed to allocate a much greater quantity of green space in each development than required by planning regulations. It is also committed, through its biodiversity targets, to provide a high quality of green space, through intensive landscaping and gardens. In this way, we not only enhance environmental sustainability but create spaces that nurture social sustainability – where residents are able to connect with enhance their own well-being through improved connections with nature and each other.



Eupe smart app for Novum



Smart Connectivity

Harnessing physical and digital spaces to create and foster connections is also key to sustainable communities. That is why Eupe sites its projects in strategic locations that are nearby important amenities including public transports. It also harnesses digital technology to facilitate greater convenience and connections to amenities and services for its buyers.

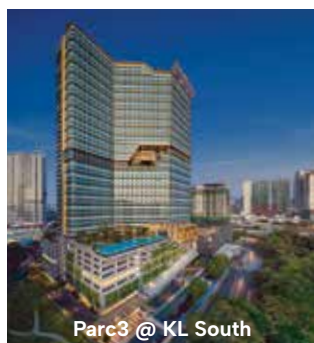
The four eco-design principles are integral to the concept and design of Eupe's first two KL projects, Novum @ South Bangsar and Parc3 @ KL South. Both multi-award-winning projects (including Best Sustainable High-Rise Development awarded to Parc3 by PropertyGuru Asia in 2021).

These principles also underpin the design of Eupe's third and fourth high-rise residential projects in Est8 @ Seputeh (see Case Study – Est8: *Sustainability Plus* in Action on page 95) and Helix2 @ PJ South.

EUPE'S PERFORMANCE



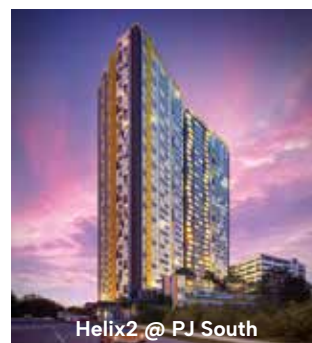
Novum @ South Bangsar



Parc3 @ KL South



Est8 @ Seputeh



Helix2 @ PJ South

Each of Eupe's 4 KL high-rise residentials have been designed in line with the *Sustainability Plus* eco principles.

The four eco-design principles are integral to the concept and design of Eupe's first two KL projects, Novum @ South Bangsar and Parc3 @ KL South. Both are multi-award-winning projects (including Best Sustainable High-Rise Development awarded to Parc3 by PropertyGuru Asia in 2021).

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

CASE STUDY

Est8 @ Seputeh – Sustainability Plus In Action

Eupe's fourth high-rise residential development has been painstakingly designed to incorporate numerous environmental and social sustainability features, in line with Eupe's *Sustainability Plus* approach to eco-design.

The project, which is currently under construction, has also been awarded Gold status under the GreenRe accreditation scheme – a leading certifier of green building standards in Malaysia.

The following highlights how Est8 combines the four eco-design principles of Eupe's *Sustainability Plus* strategic with green building standards to create a highly innovative, sustainable home for Est8 buyers.

Est8's iconic design and sustainability features has attracted multiple design awards including PropertyGuru's Best High-Rise Residential Development in Malaysia for 2023 as well as PropertyGuru's Best Condo Interior Design for the Asia region for 2023.



Est8 will be extensively landscaped with biodiverse greenery

Sustainability Plus Principles in Action – Est8 @ Seputeh



Healthy
Air

The project is designed to be passively cooled with openings throughout the structure for the intake of natural, health-giving air and its circulation internally.

Expansive green spaces designed into Est8's also help to cool the incoming air.

Overall, Est8's 'thermal performance' which measure its ability to shed heat – is a 17.87. This compares to the gold standard 20W/m² required by GreenRe (the lower the measurement the cooler the building environment).

COVID-safe drainage infrastructure to reduce the spread of airborne germs.

All units provided with 5 star energy efficient air conditioners.

Lift lobbies and corridors natural ventilated.

All podium carparks designed to be naturally ventilated.

Low VOC paints and adhesive sealants that minimizes airborne contaminants used for 90% of flooring, wall finishes, and ceilings.

Sustainability Plus Principles in Action – Est8 @ Seputeh



Iconic Design

Designed to visually redefine the location through its nature-inspired iconic design to give residents a sense of community identity as well as curated spaces to renew their connection with nature.

- Facades defined by giant sculptures – turning the building into a public art gallery.
- Infused with sky gardens, forest and nature walks as well as herb gardens – more than 70 per cent of Est8 is biodiverse landscaping.
- 40 imaginative lifestyle facilities, designed around a “Valley of Dreams” concept.



Green Community

Est8 comprises 33 per cent green space and landscaping – close to 145,000 square metres. This is three times more than required by planning regulations (typical high-rise development has 10–16 per cent green space) This is achieved by the building’s landscaped podium areas as well as interior garden spaces encouraging greater use of greenery and restoration of existing trees to reduce heat island effect.

Landscape irrigation uses only rainwater or recycled water.

Sustainably-sourced/green-certified products used for laminated timber flooring, waterproofing and drainage cells.

All lifts designed with Variable Voltage Variable Frequency drives, using much less power during acceleration and deceleration.

Hand-dug caisson piling methods used in construction resulting in minimal site movement / noise / pollution (despite 25 per cent additional cost).



Smart Connectivity

Location of Est8 designed to offset private modes of transport

Basic services are located within 1 km. Nearest bus stop is 500 meters walking distance.

Direct covered walkway linking Est8 to Mid Valley city.

High speed internet provided in all homes and common areas.

Materials Conservation

WHY IT MATTERS

Property construction relies significantly on natural resources to create the projects its turns into homes. In order to manage and minimise our call on these resources and in turn reduce our environmental footprint we prioritise recycled and renewable

materials, optimise material consumption and explore alternative construction methods that aim to reduce material wastage, as part of our commitment to a circular economy.

EUPE'S APPROACH

We prioritise innovative construction methods such as the Industrialised Building System (“IBS”). With which we can significantly reduce waste from frame formwork. For projects in Kuala Lumpur, we achieved a total of 11.38% recycled content material and 2% total reused materials such as system formworks in FY2024. Our Sustainability KPI's have set targets

for recycling materials and waste reduction for our KL high-rise projects. These were achieved for our previous KL project, Parc3 and have been achieved for Est8 which is currently under construction. They are in the process of being achieved for our other KL project under construction, Helix2.

Steel Wastage: Reduce steel wastage to not more than 10% of wastage per project by 2025 .	Helix2: ●
	Est8: ●
Concrete Wastage: Reduce concrete wastage to not more than 3% per project by 2025 .	Helix2: ●
	Est8: ●
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 .	Helix2: ●
	Est8: ●

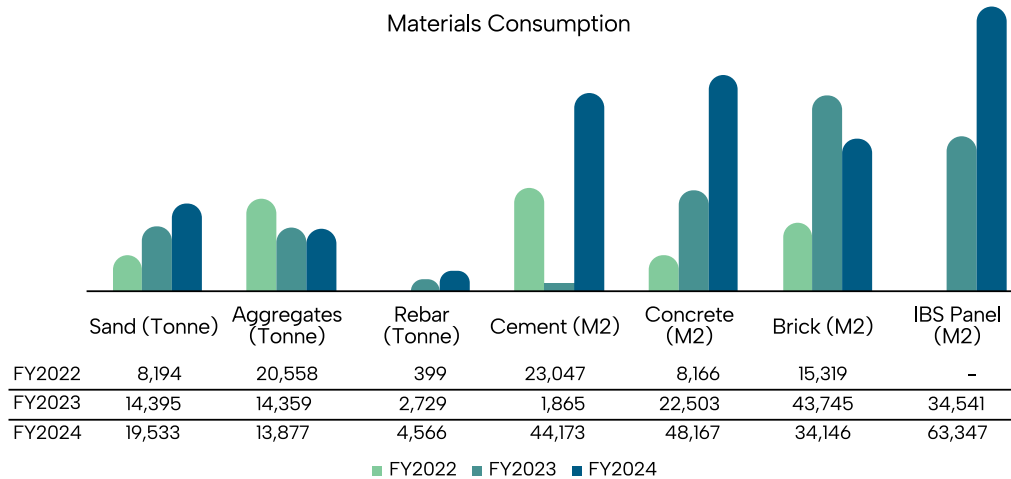
In our Sungai Petani projects, we are at the forefront of utilising Acotec Wall panels, which are prefabricated elements that replace traditional bricks and concrete, thereby reducing the need for timber formwork and steel usage. This innovative

approach is expected to yield a 20% reduction in material usage for Sungai Petani projects in FY2024. In property landscaping, our goal is to recycle up to 70% of landscape waste, reducing reliance on chemical fertilisers and promoting healthy soil.

EUPE'S PERFORMANCE

In FY2024, Eupe was able to achieve significant reductions in material consumption across key building materials. We achieved a 3% reduction for aggregates and 22% for brick consumption.

Our transition to adopt the Industrialised Building System ("IBS") for further reduction of timber and steel usage has resulted in an increase in cement and IBS panel consumption.



Waste and Effluent Management

WHY IT MATTERS

Responsible waste management and efficient wastewater treatment practices are essential to sustaining not only the health of the natural environment but also the communities that rely on the environment.

EUPE'S APPROACH

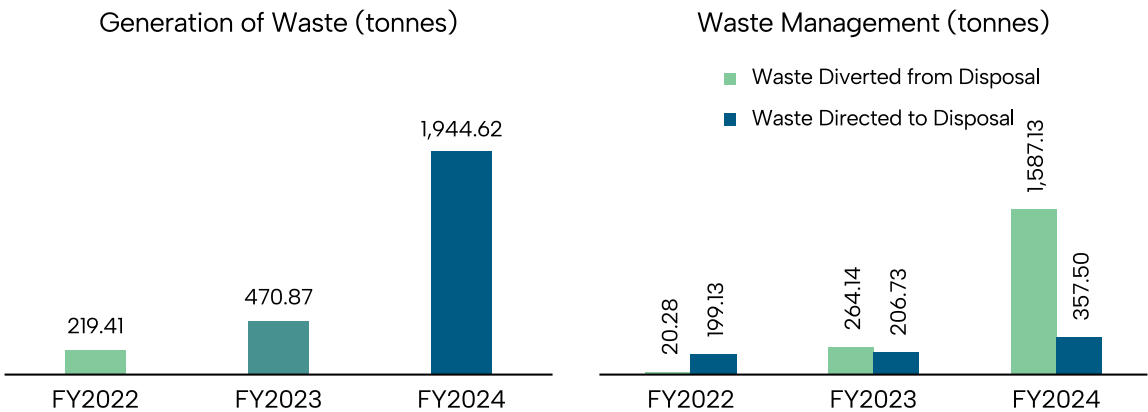
As we implement waste reduction and diversion strategies, we minimise the environmental impact of our operations while ensuring sustainable waste disposal that contributes to a reduced burden on landfills. In utilising IBS, we prefabricate components off-site, reduce construction debris and unnecessary material usage. Additionally, we recycle construction waste such as unused hardened cement, concrete waste and broken wall panels wherever possible. Dried leaves, twigs and branches are collected and composted, becoming organic fertiliser that nourishes plant growth. Organic waste such as fruit skin, tea grounds and vegetable scraps from our subsidiaries are also collected and added to the composting mix. At Cinta Sayang Resort, we recycle food waste for fertilisation purposes, and recycled oil is responsibly sent to vendors and suppliers. The implementation of a 3R bin/cage system categorises waste types such as paper, plastic and cans for efficient recycling.

Central Region

In our Central Region offices, we encourage employees to bring their own utensils eliminating the need for single-use plastic forks and spoons. Additionally, a water dispenser machine and a coffee machine have been installed, minimising the use of single-use plastic bottles and plastic or paper cups. This initiative saves costs for employees and lessens carbon emissions associated with coffee deliveries. The "Bring Your Waste to Work" programme was initiated where waste is gathered for composting, serving as a natural fertiliser for plants.

EUPE'S PERFORMANCE

In FY2024, we tracked and recorded a total of 1,944.62 tonnes of waste, with 82% of the waste being diverted from disposal through recycling or reuse.



CASE STUDY

Reusing Nature to Renew Nature

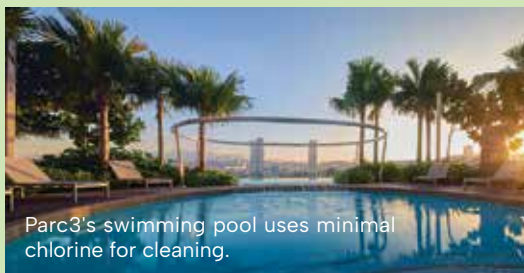
Eupe's "Reuse Nature to Renew Nature" programme organises the company's initiatives to recycle nature in order to revitalise it. Eupe aims to contribute to a

circular economy by helping to reduce the Group and our customers' overall environmental impact.

Utilising UV Waves in Parc3

At Parc3, Eupe adopts an advanced approach to swimming pool maintenance, which in effect uses sunlight to filter and clean pool water instead of using the conventional approach of chemicals. Generally, the process involves using a UV steriliser which uses UV waves from sunlight to ensure clear and contaminant-free water.

As we adopt this eco-friendly solution, it optimises pool safety as well as the health of pool users. It also minimises environmental impacts by removing chlorine usage ensuring a safe and enjoyable user experience.



Parc3's swimming pool uses minimal chlorine for cleaning.

Turning food waste into compost

Eupe spearheads a "Bring Your Waste to Work" campaign, aiming to recycle food and other kitchen leftovers into compost fertiliser for landscaping, reusing what would otherwise be thrown away while simultaneously curbing household waste.

The initiative, launched on 8 January 2024, involves collecting food waste, such as fruit peels, vegetable scraps, and eggshells from Eupe's staff, tenants at Wisma Ria, and subsidiaries like Eupe Food Court and Cinta Sayang Resort's F&B department. In the first six weeks of the programme, 2,232 kg of organic waste was recycled.



Collection bin for suitable compost materials.

Solar powered innovation

The proposed 80 kW solar panel system at Est8 @ Seputeh is anticipated to generate around 104,497 kWh each year, providing renewable energy for various facilities within the building.

This is expected to result in an offset of approximately 82 tonnes of CO₂ annually, equivalent to saving the mileage emissions of 314,598 km of car travel for a year, or the CO₂ absorption of 3,718 trees over one year.

At Parc3 @ KL South, Eupe constructed a walkway with battery powered solar panels. With a quick 5–6-hour charge under sunlight, the walkway harnesses solar energy to illuminate at full power for over 12 hours regardless of cloudy skies. The implementation of motion sensors further enhances efficiency, triggering 30 seconds of 100% brightness upon detection.

At Cinta Sayang Resort, solar panel powered lights around the Resort reduces reliance on traditional energy sources, minimising the Resort's carbon footprint and enhancing overall energy efficiency. Approximately 15,264 kWh of electricity has been saved in FY2024 by using solar power.

Reusing Paper

Eupe is committed to using recycled paper products wherever practical. More than 1,394 kg of FSC (sustainable forestry) paper was used to print 2024 angpows and calendars respectively.



FSC paper is used for Eupe's calendar and festive packets



CREATING VALUE SUSTAINABLY

As a business whose operations are predominantly focused on property development, we believe we have a unique role and responsibility to nurture the environmental in which we build, while contributing to the health and well-being of the buyers of our properties, and investing in programmes and events that create community cohesion and a shared identity. In short, Eupe believes that an innovative, robust sustainability practice is not only a corporate responsibility but a fundamental aspect of our overall mission and identity.

Over the last 12 months we have continued to progress and deepen our sustainability commitments through monitoring of our

performance against clear, measurable performance indicators, while charting new directions in our sustainability principles and practices that reflect emerging priorities as our business operations grow and evolve.

Looking ahead, we will continue to embed our projects with design, features and facilities that create value not just in terms of financial outcomes for the company, our commercial partners and our buyers, but also creates sustained value for the environment and the wider community. In doing so, we lay the foundation for a sustainable legacy that transcends business-as-usual and has a lasting, positive impact for all our stakeholders.

PERFORMANCE DATA TABLE

Governance

Indicator	Unit	FY2022	FY2023	FY2024
Anti-Corruption				
Bursa CI(a) Percentage of employees who have received training on anti-corruption by employee category				
• Senior Management	%	0	0	0
• Management	%	0	0	0
• Executive	%	0	0	0
• Non-Executive	%	0	0	0
Bursa CI(b) Percentage of operations assessed for corruption related risks	%	0	0	0
Bursa CI(c) Confirmed incidents of corruption and actions taken	Number	0	0	0
Data Privacy and Security				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0
Supply Chain Management				
Bursa C7(a) Proportion of spending on local suppliers	&	100	100	100

Social

Indicator	Unit	FY2022	FY2023	FY2024
Occupational Health and Safety				
Bursa C5(a) Number of work-related fatalities	Number	–	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	–	0.69	0.08
Bursa C5(c) Number of employees (crews) trained on health and safety standards	Number	–	179	598
Labour Practices and Standards				
Bursa C6(d) Number of substantiated complaints concerning human rights violation	Number	0	0	0
Talent Attraction and Development				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	197	40	386
• Management	Hours	721	1,518	11,526
• Executive	Hours	651	1,266	6,800
• Non-Executive	Hours	329	578	1,461
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	0	0	4
• Management	Number	27	32	25
• Executive	Number	61	54	31
• Non-Executive	Number	74	72	73

Indicator	Unit	FY2022	FY2023	FY2024
Diversity and Inclusion				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Male)	%	75.00	84.21	81.25
• Senior Management (Female)	%	25.00	15.79	18.75
• Management (Male)	%	63.38	58.93	67.44
• Management (Female)	%	36.62	41.07	32.56
• Executive (Male)	%	42.68	40.31	42.11
• Executive (Female)	%	57.32	59.69	57.89
• Non-Executive (Male)	%	67.83	68.97	64.39
• Non-Executive (Female)	%	32.17	31.03	35.61
Age group by employee category				
• Senior Management (<30)	%	0.00	0.00	0.00
• Senior Management (30–50)	%	56.25	47.37	37.50
• Senior Management (>50)	%	43.75	52.63	62.50
• Management (<30)	%	0.00	1.79	1.16
• Management (30–50)	%	76.06	73.21	74.42
• Management (>50)	%	23.94	25.00	24.42
• Executive (<30)	%	31.21	19.38	23.68
• Executive (30–50)	%	59.24	59.69	67.11
• Executive (>50)	%	9.55	20.93	9.21

Indicator	Unit	FY2022	FY2023	FY2024
• Non-Executive (<30)	%	32.17	37.07	35.61
• Non-Executive (30-50)	%	39.86	42.24	37.12
• Non-Executive (>50)	%	27.97	20.69	27.27
Bursa C3(b) Percentage of directors by gender and age				
Male	%	62.50	57.14	57.14
Female	%	37.50	42.86	42.86
<50	%	12.50	14.29	0.00
51-60	%	87.50	57.14	71.43
>60	%	0.00	28.57	28.57
Bursa C6(b) Percentage of employees that are contractors or temporary staff				
• Permanent	%	89.12	95.03	88.60
• Contract	%	10.88	4.97	11.40
Community Engagement				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	-	49,283.00	95,968.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	209	1,403

Environment

Indicator	Unit	FY2022	FY2023	FY2024
Energy, Emissions and Climate Resilience				
Bursa C4(a) Total energy consumption	MWh	1,403	3,397	2,641
Bursa C4(a) Total energy consumption	GJ	5,053	12,229	9,507
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	66	424	196
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	859	1,221	1,379
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commuting)	tCO ₂ e	-	-	195
Waste and Effluent Management				
Bursa C10(a) Total waste generated	Metric tonnes	219.41	470.87	1,944.62
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	20.28	264.14	1,587.13
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	199.13	206.73	357.50
Water Consumption				
Bursa C9(a) Total volume of water used	Megalitres	172.165	167.186	281.176

GRI CONTENT INDEX

Statement of use	Eupe Corporation Berhad has reported the information cited in this GRI content index for the period 1 March 2023 to 29 February 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 2: General Disclosures 2021	2-1 Organisational details	30 – 31
	2-2 Entities included in the organisation's sustainability reporting	31
	2-3 Reporting period, frequency and contact point	31
	2-6 Activities, value chain and other business relationships	31
	2-7 Employees	82 – 84
	2-9 Governance structure and composition	49
	2-10 Nomination and selection of the highest governance body	49
	2-11 Chair of the highest governance body	49
	2-12 Role of the highest governance body in overseeing the management of impacts	49
	2-13 Delegation of responsibility for managing impacts	49
	2-14 Role of the highest governance body in sustainability reporting	49
	2-16 Communication of critical concerns	49
	2-17 Collective knowledge of the highest governance body	49
	2-19 Remuneration policies	67 – 68
	2-20 Process to determine remuneration	67 – 68
	2-23 Policy commitments	39 – 41, 67 – 68
	2-24 Embedding policy commitments	39 – 41, 67 – 68

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
	2-26 Mechanisms for seeking advice and raising concerns	67 – 68
	2-27 Compliance with laws and regulations	68
	2-28 Membership associations	34
	2-29 Approach to stakeholder engagement	51 – 53
	2-30 Collective bargaining agreements	76
GRI 3: Material Topics 2021	3-1 Process to determine material topics	54
	3-2 List of material topics	55
	3-3 Management of material topics	Throughout
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	60 – 62
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	76
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	67 – 68
	205-2 Communication and training about anti-corruption policies and procedures	67 – 68
	205-3 Confirmed incidents of corruption and actions taken	67 – 68
GRI 301: Materials 2016	301-1 Materials used by weight or volume	97
	301-2 Recycled input materials used	98 – 99
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	64, 90
	302-4 Reduction of energy consumption	65, 90
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	92
	303-2 Management of water discharge-related impacts	92
	303-5 Water consumption	92

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	64, 90
	305-2 Energy indirect (Scope 2) GHG emissions	64, 90
	305-3 Other indirect (Scope 3) GHG emissions	64, 90
	305-5 Reduction of GHG emissions	64, 90
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	98
	306-2 Management of significant waste-related impacts	98
	306-3 Waste generated	98
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	80
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	81
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	78
	403-3 Occupational health services	81
	403-4 Worker participation, consultation, and communication on occupational health and safety	78 – 80
	403-5 Worker training on occupational health and safety	79 – 80
	403-6 Promotion of worker health	79 – 80
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	79 – 80
	403-9 Work-related injuries	79
	403-10 Work-related ill health	79
<i>GRI 404: Training and Education 2016</i>	404-1 Average hours of training per year per employee	84
	404-2 programmes for upgrading employee skills and transition assistance programmes	84
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	83
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	85 – 87
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	69