



# SUSTAINABILITY STATEMENT

## About This Sustainability Statement

We are pleased to present the Sustainability Statement of Xin Synergy Group Berhad (formerly known as Jade Marvel Group Berhad) (“Xin” or “the Company”) and its reported subsidiaries (“Xin Group” or “the Group”). The Sustainability Statement 2024 aims to provide our stakeholders and shareholders with concise material, and clear assessment of our economic, environmental and social performance the past reporting period of 1 April 2023 to 31 March 2024, in line with Xin’s 2024 financial year (“FY 2024”).

This statement reviews our key ESG strategy, achievements, and provides a progressive update on our sustainability performance of the year. It describes sustainability-related risks and opportunities for the business and our forward-looking action plans.

This Sustainability Statement is best read together with our 2024 Annual Report (AR) to provide a holistic view of integrating our financial goals with social and environmental imperatives. For specific references to the Group 2024 Annual Report, refer to our GRI Index in pages 23 to 25 of this Report. We appreciate the opportunity to share our sustainability commitments and progress in long-term value generation for our stakeholders.

## Reporting Period, Standards, Scope and Boundary

This Sustainability Statement was prepared with reference of the following guidance and frameworks with reporting period from 1 February until 31 March 2024:

Reporting standards, scope and boundary with referenced to:

- The Main Market Listing Requirements of the Bursa Malaysia Securities Berhad (“Bursa Securities”) (“Listing Requirements”) Sustainability Reporting Guide 2022 (3rd edition)
- Bursa Malaysia Listing Requirements (Enhanced Sustainability Reporting Requirements: Annexure A Practice Note 9)
- The 2021 Global Reporting Initiative (GRI) Standards

In FY 2024, we have encompassed 3 entities in Malaysia within our sustainability reporting framework. These entities are organized by division and geographical location, as outlined in the subsequent table.

Division	Reported Entities in FY 2024	Countries
Investment Holding	<i>Xin Synergy Group Berhad</i>	<i>Malaysia</i>
	<i>JMG Resources Management Sdn Bhd</i>	<i>Malaysia</i>
Property Development	<i>Great Marvel Sdn Bhd</i>	<i>Malaysia</i>

The entities within the reporting scope report on their sustainability performance across all our material topics, including environmental and social performances. The list of operations included in the Report is likewise considered for our Annual Report. Sustainability data consolidated through a single approach across our operations is given equal weightage in the reporting.

## Assurance Statement

This Sustainability Statement covers the reporting period from 1 April 2023 to 31 March 2024 and has been prepared with reference with GRI Standards and Bursa Malaysia Securities Berhad Sustainability Reporting Guide 2022 (3rd edition). We have made every effort to ensure the accuracy and completeness of the information presented.

However, we would like to inform our stakeholders that no external assurance has been sought for this report. The data and information included have been internally reviewed to the best of our abilities.

We remain committed to transparency and accountability and will consider external assurance in future reports to enhance the credibility and reliability of our sustainability disclosures in the future.

## Feedback

We welcome stakeholders’ feedback on our Report and any of the issues discussed herein. Comments, queries, and suggestions regarding the content of this Report may be emailed to [hq@xinsynergy.com.my](mailto:hq@xinsynergy.com.my).

# SUSTAINABILITY STATEMENT (CONT'D)

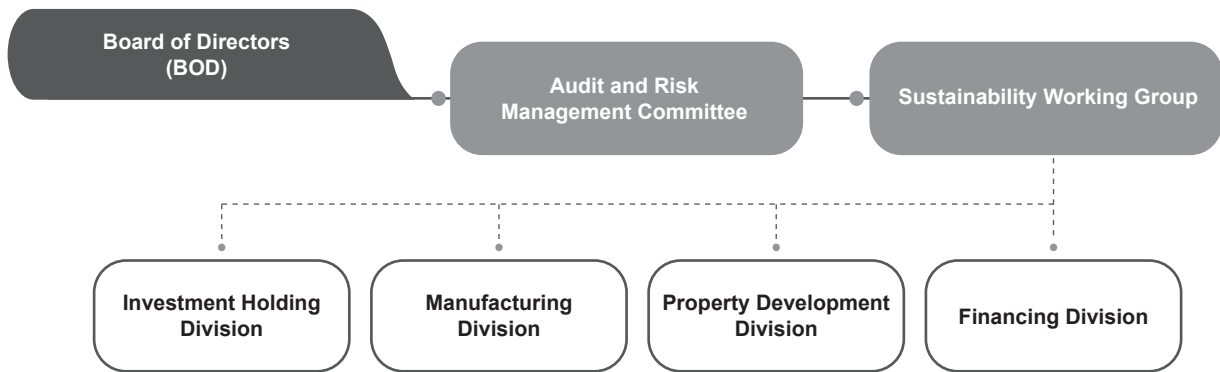
## Sustainability Governance

In line with our sustainability framework, the Board of Directors ("Board") of Xin has formed a Sustainability Working Group ("Working Group") which is tasked with the role of oversight and administration of our sustainability initiatives. From the strategic consideration placed by the Board, the Working Group is responsible to identify, execute, assess and monitor all EES efforts within the organisation based on a unified sustainability direction.

The Working Group is presently headed by the Executive Director and comprises key Senior Management personnel throughout the main operations and support functions of the Group. This cross-functional structure is established to ensure that the Group has a sound platform in which a diverse range of views and perceptions can be gathered when deliberating on an all-inclusive approach towards the Group's sustainability goals.

In essence, each member of the Working Group is responsible for the initiation and monitoring of practices relevant to their area of operation alongside collating data of key performances for disclosure. This process is to encourage a sense of accountability and leadership among our pioneering team of management at focusing efforts beyond the norm of operational practices.

It is structured that the Working Group will meet once a year or whenever such a need arises, to deliberate on all matters related to our sustainability performance prior to reporting to the Board. With the segregated line of reporting and scope of responsibilities, it permits ample consideration of all sustainability matters prior to deciding on a feasible course of action. Strong leadership displayed through supervision and guidance at the Group enhances the flow of communication of values and practices concerning sustainability. The following pictorial displays the flow of leadership in the Group:



A structured approach will eventually provide the Group with an organisation wide representation that supports the achievement of accountability, internal controls and risk mitigation on our EES related matters.

## Policies for Internal Control and Governance


The Group has formulated policies to provide an underlying structure for its internal control and support governance. The policies promote a shared culture and alignment of values in the workplace, enabling the Group to move forward as a team. Following are the policies in place:


- i) Code of Ethics and Conduct
- ii) Anti-Bribery and Corruption Policy
- iii) Whistleblowing Policy


# SUSTAINABILITY STATEMENT (CONT'D)


## Stakeholders Engagement


In driving an inclusive ESG agenda, the Group must build a shared understanding of focus areas in the future due to the industry's challenges and required pace of change. Ongoing and inclusive stakeholder engagement is the best way to achieve this. A continuous dialogue with key groups helps identify areas where the Group can deliver the most significant impact and areas for improvement.


 <b>Shareholder</b>		
Method of Engagement	Frequency of Engagement	Focus Area
<ul style="list-style-type: none"> <li>➤ Annual General Meeting(s)</li> <li>➤ Annual Report</li> <li>➤ Quarterly Result Announcement</li> <li>➤ Website</li> <li>➤ Ongoing media release</li> </ul>	<ul style="list-style-type: none"> <li>➤ Annually</li> <li>➤ Annually</li> <li>➤ Quarterly</li> <li>➤ Ad-Hoc</li> <li>➤ On-going</li> </ul>	<ul style="list-style-type: none"> <li>➤ Short and long-term business goals and performance</li> <li>➤ Return on investment/ equity</li> </ul>

 <b>Employee</b>		
Method of Engagement	Frequency of Engagement	Focus Area
<ul style="list-style-type: none"> <li>➤ Performance Appraisal Exercise</li> <li>➤ Training / Webinar / Workshop / Forum Session</li> <li>➤ Meeting / Discussion</li> </ul>	<ul style="list-style-type: none"> <li>➤ Annually</li> <li>➤ Ad-Hoc</li> <li>➤ On-going</li> </ul>	<ul style="list-style-type: none"> <li>➤ Career development</li> <li>➤ Employee welfare</li> <li>➤ Occupational health and safety</li> </ul>

 <b>Government/ Regulatory Body</b>		
Method of Engagement	Frequency of Engagement	Focus Area
<ul style="list-style-type: none"> <li>➤ Report Submission</li> <li>➤ Audit / Inspection Visit</li> <li>➤ Press Release</li> <li>➤ Corporate Website</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ On-going</li> </ul>	<ul style="list-style-type: none"> <li>➤ Regulatory and legal compliance</li> </ul>

 <b>Customer</b>		
Method of Engagement	Frequency of Engagement	Focus Area
<ul style="list-style-type: none"> <li>➤ Customer Satisfaction Survey</li> <li>➤ Contract Negotiation</li> <li>➤ Customer Service Practice</li> <li>➤ Meeting / Discussion</li> <li>➤ Press Release / Announcement</li> <li>➤ Corporate Website</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ On-Going</li> </ul>	<ul style="list-style-type: none"> <li>➤ Marketing and promotion activities</li> <li>➤ Customer Satisfaction Level</li> </ul>

 <b>Contractor / Consultant / Supplier</b>		
Method of Engagement	Frequency of Engagement	Focus Area
<ul style="list-style-type: none"> <li>➤ Site Meeting / Discussion</li> <li>➤ Site Inspection Exercise</li> <li>➤ Post Mortem Integrity Report</li> <li>➤ Supplier Registration &amp; Evaluation</li> <li>➤ Contract Negotiation</li> <li>➤ Verbal Feedback</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ Annually</li> <li>➤ Ad-Hoc</li> <li>➤ On-going</li> </ul>	<ul style="list-style-type: none"> <li>➤ Procurement system or practices</li> </ul>

 <b>Public</b>		
Method of Engagement	Frequency of Engagement	Focus Area
<ul style="list-style-type: none"> <li>➤ Community/Engagement Programme</li> <li>➤ Press Release / Announcement</li> <li>➤ Corporate Website</li> </ul>	<ul style="list-style-type: none"> <li>➤ Ad-Hoc</li> <li>➤ Ad-Hoc</li> <li>➤ On-going</li> </ul>	<ul style="list-style-type: none"> <li>➤ Continuous and meaningful communication</li> </ul>

# SUSTAINABILITY STATEMENT (CONT'D)

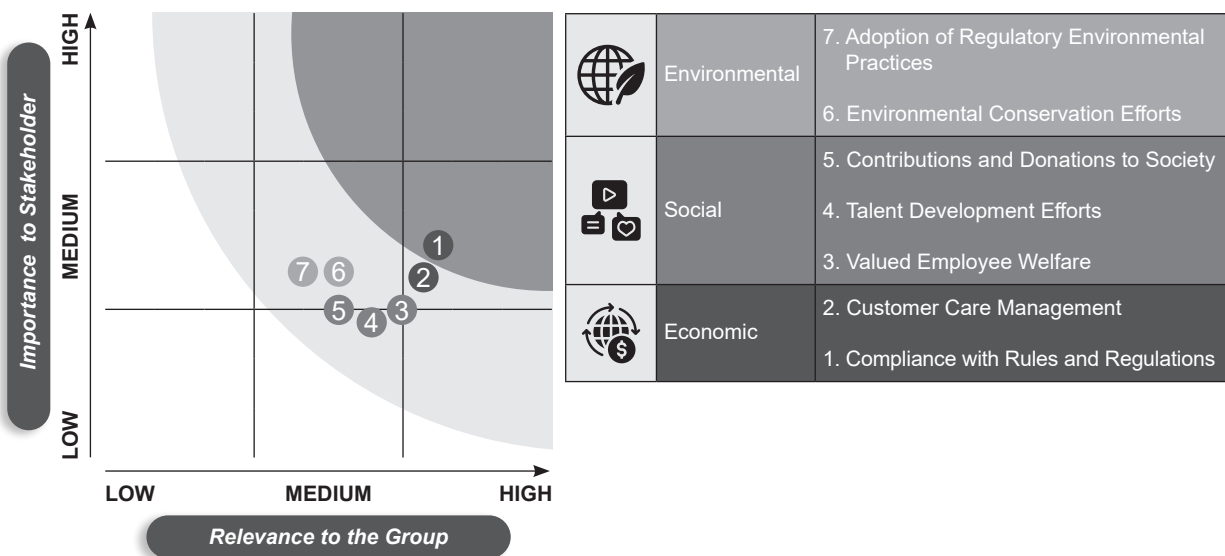
## Material Sustainability Matters

### Our Material Topics

In the FY 2024, our Group maintained a focus on seven (7) key material issues. Each of the matters was plotted within a materiality matrix which reflected its level of significance to our stakeholders and impact on the Group. For added reference, the practices are further categorised under the categorisation of EES.

As part of our sustainability governance obligations, Xin reviews and organises its sustainability practices and policies around a materiality assessment. With the inclusion of input from our stakeholders, the assessment was carried out to evaluate and identify the Group's most significant sustainability matters. The structure of the assessment ultimately provided the Group with valuable data in allocating resources to address issues where priority is noted. For the purpose of the assessment, materiality is defined as those which are relevant to our stakeholders and may represent a positive or negative impact to the Group.

In practice, the assessment was carried out by the Working Group which consists of key management personnel across our organisation. With such representation, policies and procedures from every aspect of our operations were assessed and reviewed thoroughly. The outcome of the preliminary assessment was deliberated by the Working Group against industry practices and benchmarks of leading companies prior to being presented to the Board.



Recognising that every sustainability matters are independent and of equal importance, we are committed to ensure that each matter is addressed and managed consistently at a productive balance.

### 1. Economic

#### Customer Care Management

Through the steadfast support and confidence of our customers, Xin has sustained robust growth within our organization. Recognizing the pivotal role customers play across all business segments, we remain committed to meeting their expectations and addressing their insights effectively.

To facilitate seamless engagement, Xin is planning to have a comprehensive customer feedback management system and grievances mechanism across individual business units. This ensures customers have convenient avenues to interact with us, enabling us to better understand and respond to their evolving needs.

Our feedback management system, overseen by the Property Division Manager, handles inquiries, suggestions, complaints, and grievances from local communities through various communication platforms, including our corporate website, telecommunication, and email. All feedback is promptly verified and escalated to relevant departments for swift resolution.

Customer feedback data is systematically compiled and analysed to identify areas for improvement and potential root causes of dissatisfaction. The Senior Management takes proactive steps to address significant issues and recommends measures to prevent future occurrences.

In addition to our commitment to customer satisfaction, Xin upholds stringent data privacy standards in compliance with the Personal Data Protection Act 2010 (PDPA). Our procedures ensure that every customer in our property development segment provides consent for the protection of their information. We are currently enhancing these practices across all business segments to uphold privacy and data security organization-wide.

# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

### 1. Economic (Cont'd)

#### Customer Care Management (Cont'd)

Although no significant activities were conducted in FY 2024, Xin remains dedicated to providing superior services to our customers in the coming years. Looking ahead, we are developing enhanced guidelines for customer service, including defined timeframes for key actions and post-service assessments based on performance indicators. These initiatives underscore our dedication to continuously improving our customer experience and operational excellence.

#### Compliance with Rules & Regulations

##### *Anti-Corruption - GRI 3-3, GRI 205-3*

The Group is steadfast in its commitment to conducting business transparently, honestly, and with integrity. Adhering to the principles of GRI 205-3, the Group has established a robust Anti-Bribery and Corruption Policy ("ABC Policy") that applies to all employees, contractors, vendors, and any other parties associated with the Group. This policy is designed to provide clear guidelines and expectations regarding the prevention and management of bribery and corruption within the Group, extending to all employees, contractors, sub-contractors, consultants, vendors, and other agents of the Group.

The management team at the Group plays a crucial role in implementing and communicating the ABC Policy and Standard Operating Procedures (SOP). They are responsible for approving and overseeing relevant anti-bribery and corruption training programs, evaluating and enhancing the effectiveness of anti-corruption measures, and ensuring a robust system of internal controls to prevent and detect bribery and corruption. Employees, on their part, are expected to act ethically and with integrity in all business dealings, report any incidents of bribery, corruption, or gratification immediately, and refrain from giving or accepting any form of bribe or gratification.

The policy addresses various forms of corruption, including bribery, gifts and hospitality, facilitation payments, kickbacks, and charitable contributions. Bribery, defined as the offering, promising, or giving of any form of gratification to obtain a business advantage, is strictly prohibited. This includes accepting such offers. Examples of bribes include money, gifts, kickbacks, and facilitation payments. All gifts and hospitality must be reasonable, transparent, and for legitimate business purposes, with lavish or unreasonable gifts and hospitality being strictly prohibited. The Group also prohibits any form of facilitation payments or kickbacks, regardless of the amount or the official involved. Contributions to charitable organizations must be transparent, legitimate, and not intended to influence business decisions, ensuring they are not used as a disguise for bribery.

Employees are encouraged to report any suspicious activities or breaches of the ABC Policy to their line manager or designated senior personnel, with confidential reporting channels available to ensure that employees can report concerns without fear of retaliation. Anti-corruption training is an integral part of the induction process for all new employees and is regularly updated for existing staff. Agents and representatives of Xin are informed of the ABC Policy and are required to acknowledge their understanding and commitment to it.

Xin continuously monitors and reviews the effectiveness of its anti-corruption measures through regular internal audits and reviews, ensuring compliance and addressing any identified risks. Through these comprehensive measures, Xin demonstrates its dedication to maintaining the highest standards of integrity and transparency, fostering a business environment free from corruption and unethical practices.

Likewise, our compliance driven principle ensures that the Group practices good governance as we adhere to the guided steps and measures within the Bursa Malaysia's Listing Requirements, Malaysian Code of Corporate Governance ("MCCG") and other related guidelines. We are dedicated to fostering ethical values and raising awareness about bribery and anti-corruption among our directors, employees, suppliers and business associates. To achieve this, we have implemented various initiatives aimed at enhancing knowledge, gaining commitment and promoting transparency within the Group. Some of the efforts include:

- Incorporating information on the Code of Business Conduct, ABC Policy, and Whistleblowing Policy in the employee handbook. We ensure that all employees, including new joiners, are provided with this information and obtain their acknowledgement.
- Requiring directors, employees, and associates to complete the Conflict of Interest Declaration Form. This form helps to identify any potential conflicts of interest and ensures transparency in business dealings.
- Making the ABC Policy available on the Group's corporate website. This ensures that the Policy is easily accessible to all stakeholders and demonstrates our commitment to combating bribery and corruption.
- Establishing a Whistleblowing form and a dedicated reporting channel ([whistleblowing@xinsynergy.com.my](mailto:whistleblowing@xinsynergy.com.my)) to encourage the reporting of misconduct by all employees of the Group and business associates. This provides a confidential and secure platform for reporting an unethical behaviour, bribery, or corruption.

For FY 2024, there were no instances of confirmed incidents of corruption, and we are committed to maintaining this record in the subsequent years. Through these comprehensive measures, the Group demonstrates its dedication to maintaining the highest standards of integrity and transparency, fostering a business environment free from corruption and unethical practices.

# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

### 1. Economic (Cont'd)

#### Compliance with Rules & Regulations (Cont'd)

FY 2024	Number of Employee	Number of Hour	Cost
<b>Total</b>	0	0	0

The table above shows the total training hours provided to all employees to attend the Anti-Bribery and Corruption (ABC) training in FY 2024.

FY 2024	Total
<b>Percentage of operations assessed for corruption-related risks</b>	0
<b>Confirmed incidents of corruption</b>	0
<b>No. of action taken</b>	0

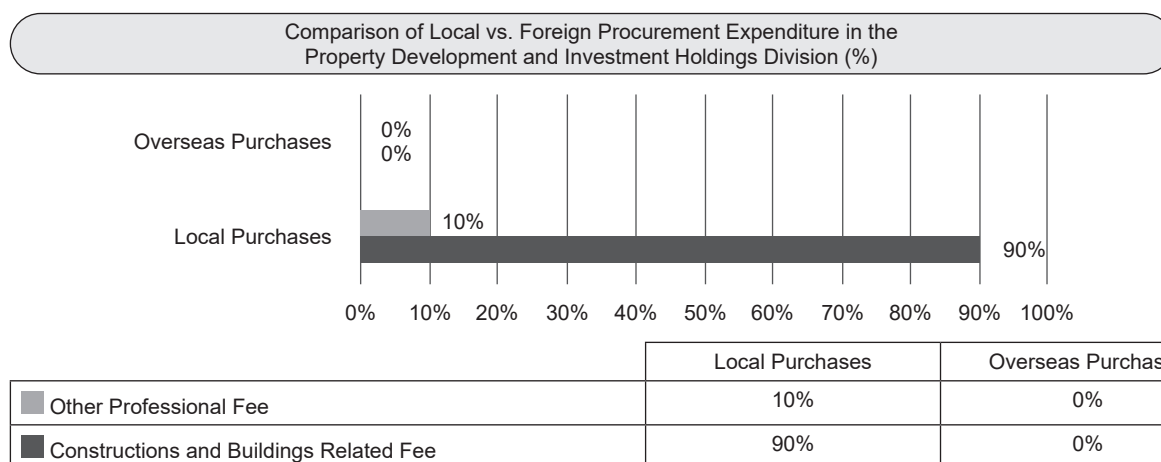
The table above shows the Reported Cases of Corruption and Subsequent Remedial Actions.

#### **Supply Chain Management – GRI 3-3, GRI 204-1**

Our commitment to sustainability extends to ensuring that our procurement practices are ethical and considerate of their impact on climate change. To align with our commitment to integrity and transparency within all facets of our operations, we've developed a comprehensive ABC Policy. This policy specifically outlines our expectations and requirements for all external entities engaged in any business relationship with our Group. This encompasses a wide range of associates including vendors, suppliers, contractors, sub-contractors, consultants, agents, outsourcing providers, and other intermediaries who deliver services or conduct activities on our behalf.

The term "Associate" relates to any individual or organization directly or indirectly connected to our business activities, as per the definitions outlined in the Malaysian Anti-Corruption Commission ("MACC") Act. This includes but is not limited to employees, management entities, business partners, corporations as defined under the Companies Act 2016, and trustees of any trust associated with the Group. Importantly, it should be noted that our independent distributors, although crucial to our operations, do not fall within this definition of Associates due to their independent status. Our ABC Policy covers critical areas to prevent unethical practices and ensure all business dealings are conducted in a lawful and ethical manner. This includes strict guidelines on interactions with our Associates to avoid any conflicts of interest or corrupt activities. By implementing this policy, we aim to foster a business environment that is not only ethical but also beneficial for all parties involved, ensuring risk identification and mitigation are effectively managed. Vendors can access the most recent version of our Code of Conduct at any time through our website. The details of our ABC Policy are thoroughly elaborated on and reinforced through engagements held throughout the year as part of our Supplier Development Program. This initiative aiming to cultivate an ethical supply chain.

In FY 2024, the primary construction and building-related fees paid to local contractors and suppliers accounted for 90% of our total expenditure, compared to 10% for other professional fees provided by local professional groups. The total amount of purchases categorized by local and foreign suppliers are summarized below:



In FY 2024, the Group made local purchases amounting to RM20,487,928.16 for construction and building-related fees and RM2,372,015.50 for other professional fees. Local purchases refer to the procurement of materials from suppliers located within the respective countries where the Group subsidiaries operate.

# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

### 1. Economic (Cont'd)

#### Compliance with Rules & Regulations (Cont'd)

##### **Supply Chain Management – GRI 3-3, GRI 204-1 (Cont'd)**

The procurement activity in FY 2024 focused on sourcing 100% of materials and services locally. This strategy helped the Group avoid expenses related to import activities, thereby positively impacting the Group's overall expenditure. By prioritizing local procurement, we not only supported local businesses but also contributed to the sustainability of our supply chain and reduced our carbon footprint associated with transportation.

Our strong and enduring relationships with contractors, suppliers and vendors, as evidenced by the average tenure of over 5 years and the longest tenure exceeding 15 years. These long-standing partnerships demonstrate mutual trust, reliability, and a commitment to collaboration.

### 2. Environment

#### Adoption of Regulatory Environmental Practices

##### **Energy Management - GRI 3-3, GRI 302-1**

In expanding our outreach to additional aspects of environmental conservation, the Group has initiated an organisation wide approach in which all employees are encouraged to

- REDUCE – Adapting a more conservative approach in consuming energy, water or resources within our operation;
- REUSE – Seeking alternative use for any materials or resources that may be applicable for different purposes within our business;
- RECYCLE – Ensure that every form of recyclable materials is gathered and recycled appropriately.

This is in line with our current practice in which energy and water consumption for all operation premises within the Group are monitored on a monthly basis, resulting in that any unusual deviations identified shall be promptly investigated and addressed. Furtherance to which, it is to encourage employees or other stakeholders to conserve energy and water consumption, i.e., through practices such as:

- Limiting the number of air conditioners operating at any given time;
- Switching off lights, air conditioners or other electrical appliances immediately when they are not in use;
- Turning off water features after being used; and
- Fixing any leakage of water connections as soon as it is noticed, etc.

Likewise, for our property development sector, the Group advocates the same principles in which we monitor closely with our appointed contractors and vendors in the process of managing waste generated at our construction sites. The practices are assessed regularly in order to ensure that wastes are properly managed based on the relevant guidelines. In addition, we also encourage our contractors to maintain the designated area for sorting and collecting wastes (such as plywood, steel, timber pallets and general waste) prior to being recycled for reuse or transported to designated disposal sites during off peak hours to minimise any disruption to the commute of the community surrounding the projects.

While easily for tracking and comparison purpose, the Group start to collecting data for energy consumption in FY 2024. The table below illustrates the value of energy consumption for FY 2024:

Categories	FY 2024
Total electricity consumption (kWh)	43,289

#### Environmental Conservation Efforts

##### **Water and Effluents - GRI 3-3, GRI 303-5**

Water Conservation Initiatives aim to reduce water usage and mitigate adverse effects on the natural water cycle while ensuring sufficient water availability for all users. Data is collected from two key divisions: investment holding and property development.

By gathering data from these divisions, we gain a comprehensive understanding of our water usage, enabling us to make informed decisions and implement sustainable water management practices. The data encompasses critical aspects of water consumption.

For FY 2024, the Group's total water consumption was 0.421 megalitres, covering both the investment holding and property development divisions.

# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

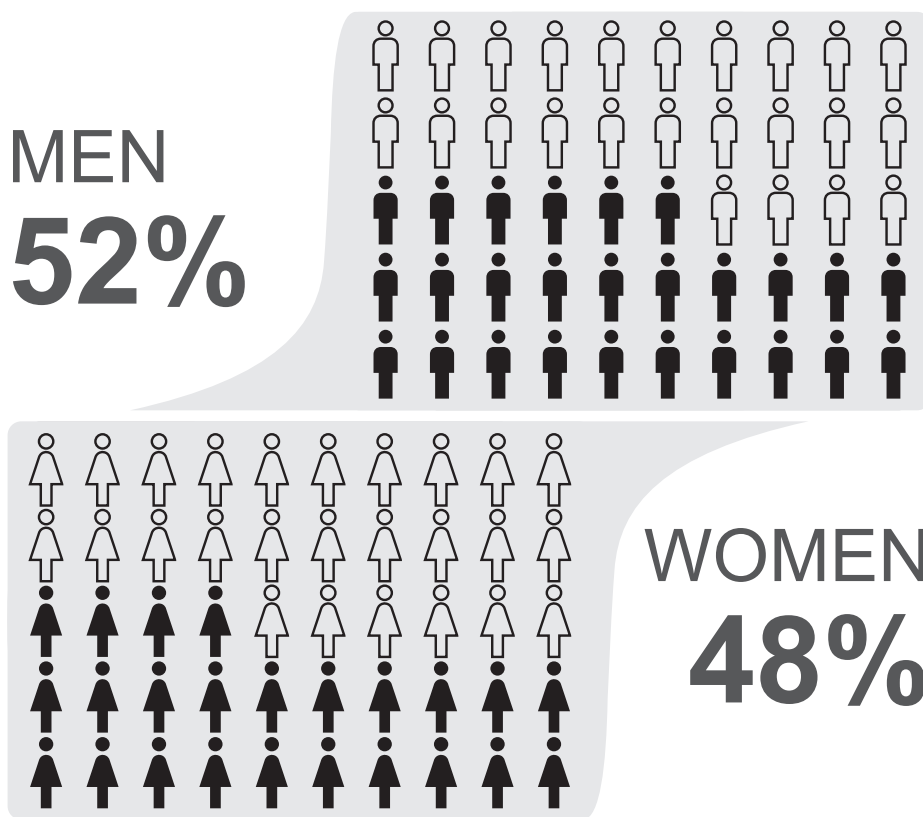
### 3. Social

#### Valued Employee Welfare

##### *Diversity - GRI 3-3, GRI 405-1*

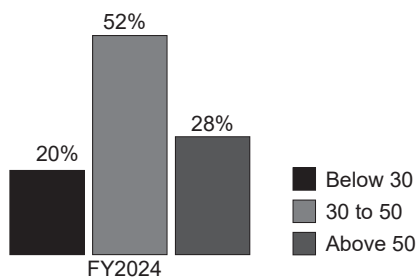
At the Group, we prioritize Valued Employee Welfare as a core materiality topic, recognizing that a supportive and inclusive workplace environment enhances employee well-being and engagement. Diversity and Equal Opportunity (GRI 405-1) are integral parts of our commitment to fostering a diverse workforce. Embracing a diverse team fosters creativity and innovative problem-solving, benefiting from varied backgrounds and perspectives.

We ensure that career advancement opportunities are based on merit, performance, experience, and qualifications, regardless of race or gender. Continuous skill and knowledge development is a priority in enhancing the competency of each employee. Our recruitment and remuneration processes are designed to promote equal employment opportunities, attracting and retaining talent that contributes to our business success and innovative strength.

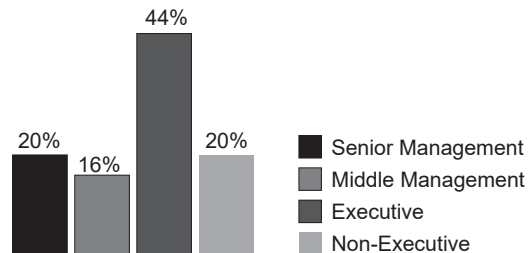


In FY 2024, the Group employed a total of 25 local employees, underscoring our commitment to diversity and equal opportunity. Our workforce gender distribution was 48% female and 52% male. Age distribution was as follows: 20% under 30 years, 52% between 30 and 50 years, and 28% over 50 years. In terms of organizational roles, 20% were senior management, 16% were middle management, 44% were executives, and 20% were non-executives.

Employee Profile by Age Group



Employee Profile by Category Group





# SUSTAINABILITY STATEMENT (CONT'D)

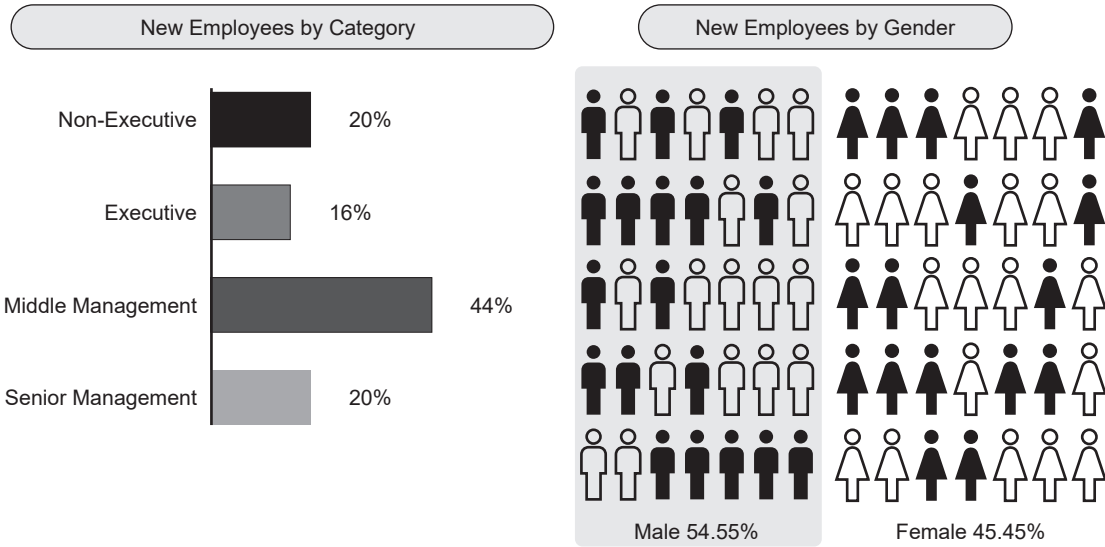
## Material Sustainability Matters (Cont'd)

### 3. Social (Cont'd)

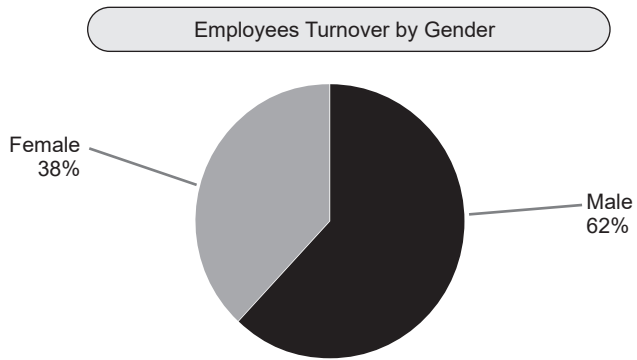
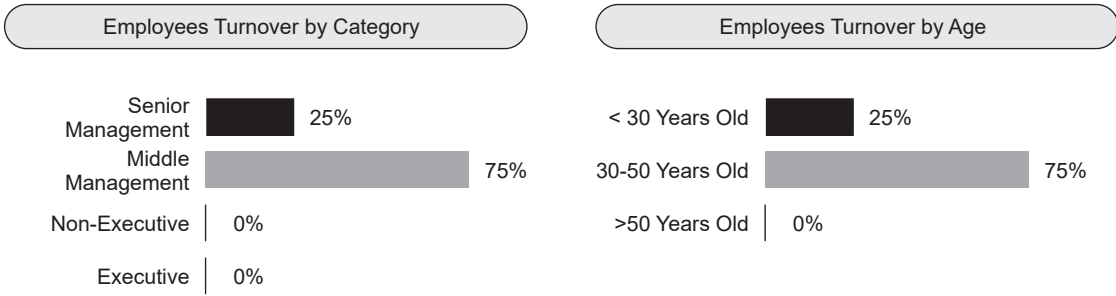
#### Valued Employee Welfare (Cont'd)

##### **Labour Practices and Standards - GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3**

In our commitment to fostering a fair and supportive workplace environment, we prioritize the well-being and rights of our workforce across all aspects of employment within our organization. Our policies and practices are designed to ensure that every individual is treated with dignity and respect, irrespective of their background. We are dedicated to upholding human rights, providing equitable opportunities for employment, and strictly prohibiting discrimination in our hiring processes to ensure equal opportunities for all candidates. Our hiring standards are established to guarantee fair and inclusive recruitment practices.



Moreover, we firmly uphold the fundamental rights of freedom of association and collective bargaining, recognizing the importance of empowering workers to voice their concerns and advocate for their interests. We adhere to the requirements for collective bargaining as stipulated by the laws of the countries where we operate. In FY 2024, Malaysian-based employees constituted 100% of our total workforce, with 54.55% male and 45.45% female hires. Across job categories, we strategically onboarded talent: 20% in senior management, 16% in middle management, 44% in executive roles, and 20% in non-executive positions. This distribution underscores our aim to foster a diverse leadership pipeline and a well-rounded workforce at all organizational levels.



# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

### 3. Social (Cont'd)

#### Valued Employee Welfare (Cont'd)

##### **Labour Practices and Standards - GRI 3-3, GRI 401-1, GRI 401-2, GRI 401-3**

Our overall employee turnover rate stood at 52%, with a breakdown of 38% female employees. Age-wise, turnover was highest among employees aged 30 to 50 years, accounting for 75%, followed by those under 30 years at 25%, while there was no turnover for employees over 50 years old. By job category, turnover mirrored our hiring distribution: 20% in senior management, 16% in middle management, 44% in executive roles, and 20% in non-executive positions. These figures highlight areas where we need to focus on improving retention, particularly among younger employees and specific job roles.

At the core of our operations is a steadfast commitment to workers' health and safety, supported by comprehensive measures to mitigate risks and promote well-being.

In FY 2024, only one employee utilized a total of 98 days of parental leave. Specifically, no days were claimed for paternity leave, while maternity leave accounted for all 98 days utilized. This allocation underscores our commitment to supporting the well-being of our employees during significant life events. By ensuring comprehensive benefits that accommodate diverse family needs within the workplace, we demonstrate our dedication to fostering a supportive and inclusive work environment. This approach not only benefits our employees but also enhances overall job satisfaction and retention.

<b>Parental leave</b>		<b>98</b>
<i>Paternity leave</i>	<i>day</i>	0
<i>Maternity leave</i>	<i>day</i>	98

We have implemented a comprehensive range of benefits for our employees aimed at enhancing their overall well-being and job satisfaction. These benefits are structured to support various aspects of their professional and personal lives, as detailed below:

<b>Types of benefits Provided by the Group</b>	<b>Descriptions</b>
Leaves	Annual Leave, Emergency Leave, Medical leave, Hospitalization Leave, Marriage Leave, Maternity Leave, Paternity Leave, Compassionate Leave, Special Leave, Study and Examination Leave, Advance and Unpaid Leave
Allowance	Travelling Allowance, Phone Allowance, Vehicle Allowance, Petrol Allowance, Entertainment and Meal Allowance, Optical Allowance, Dental Allowance
Medical	Outpatient benefits & health check up
Insurance	Group Personal Accident Insurance, Group Hospitalization & Surgical Insurance & Group Term Life Insurance
Others	Subsidized Sports and recreation, Marriage Gift, Donation of death of immediate family member, Uniform, Long Service Award, Company Trip & Annual Dinner

Additionally, we offer flexible work arrangements to support work-life balance, parental leave policies to assist employees during family transitions, and various wellness programs promoting physical and mental health. These benefits are designed to attract and retain talent while fostering a positive and supportive workplace environment where employees can thrive personally and professionally.

By maintaining a diverse and inclusive workplace, the Group continues to thrive and innovate.

#### Talent Development Efforts

##### **Occupational Health and Safety – GRI 3-3, GRI 403-9, GRI 403-10**

At our organization, prioritizing workplace health and safety is paramount to fostering a positive and productive work environment. As a responsible entity, we recognize the significance of cultivating a safe and healthy workplace for our employees.

To demonstrate our unwavering commitment to employee health and safety, our organization has developed robust health and safety policies and procedures aimed at ensuring a secure work environment for all staff members. We diligently provide appropriate personal protective equipment (PPE) and enforce safe work practices to proactively prevent workplace accidents and injuries.

# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

### 3. Social (Cont'd)

#### Talent Development Efforts (Cont'd)

##### **Occupational Health and Safety – GRI 3-3, GRI 403-9, GRI 403-10 (Cont'd)**

Furthermore, we have established a dedicated Safety and Health Committee (“SHC”) tasked with overseeing our health and safety initiatives in project basis. Chaired by a designated leader and comprising representatives from various departments and subcontractors, our SHC conducts regular reviews to ensure that our health and safety policies and procedures remain current, aligning with industry best practices and regulatory standards. The committee also conducts comprehensive risk assessments to identify potential workplace hazards and implements effective control measures to mitigate these risks effectively.

In FY 2024, there are zero cases of work-related injuries. Below are the key performance indicators reflecting our organization’s commitment to occupational health and safety in FY 2024:

FY 2024	Types of incident / accident			
	Major	Exposure	Minor	Fatality
Total	0	0	0	0

#### Contributions and Donations to Society

##### **Training and Development - GRI 3-3, GRI 404-1**

The Group prioritizes investing in employee training and development as a cornerstone for cultivating a knowledgeable and skilled workforce. Our commitment in enhancing employee skills and advancing their careers within the Group is aligned with our growth objectives. Throughout FY 2024, we facilitated a comprehensive array of training programs:

- Statutory Records Update under the Companies Act 2016 & Foreign Companies
- Group Accounting (MFRS 3, 10, 11) from Basic to Intermediate using MS Excel Worksheets
- BDO Tax Seminar focusing on Budget 2024
- Secretary Leadership & Management Support
- Mandatory Accreditation Programme (MAP)
- Case Study-Based MFRS Webinar covering Reporting Financial Instruments (including MFRS 132 & MFRS 7)
- 2024 Budget Seminar
- Tax Implication and Issues on the Withdrawal of Exemption of Foreign Source Income in Malaysia Webinar
- E-Invoicing Simplified: Navigating E-Invoicing in the Property and Construction Industry

In FY 2024, we dedicated 123.5 training hours to our employees, averaging 4.94 training hours per employee, with associated costs totalling RM11,051.60. These efforts underscore our commitment to nurturing continuous learning and development, essential for our workforce’s growth and capability enhancement.

#### **Local Communities**

The Group is committed to actively engaging with and providing support to the local communities in which we operate. We recognise the fundamental connection between the well-being of these communities and our sustainability objectives, and we strive to foster positive social and economic impacts through our various initiatives in the future.

#### **Data Privacy and Security - GRI 3-3, GRI 418-1**

Through ongoing support and the confidence of our customers, the Group has achieved growth across all business segments. Recognizing the crucial role of customers, we actively address their insights and meet their expectations.

To protect customer privacy, the Group limits the collection of personal data to lawful means, maintaining transparency about its usage and security. We commit to not using personal information beyond agreed purposes and to informing customers of any changes in data protection policies.

Our adherence to the Personal Data Protection Act 2010 (PDPA) reflects our dedication to customer privacy. We ensure each customer in our property development segment consents to data protection measures. This practice is being extended organization-wide for consistent data security. Notably, in FY 2024, there were no substantiated complaints regarding privacy breaches or data loss.

# SUSTAINABILITY STATEMENT (CONT'D)

## Material Sustainability Matters (Cont'd)

### 3. Social (Cont'd)

#### Data Privacy and Security - GRI 3-3, GRI 418-1 (Cont'd)

FY 2024	Total complaints (Case)	Total number of identified leaks (Case)	Total number of thefts (Case)	Total number losses of customer data (Case)
Total	0	0	0	0

We will continue to monitor and enhance our data privacy practices, ensuring compliance with evolving regulations and maintaining the trust and confidence of our valued customers.

### Moving Forward

The Group is committed to advancing in a sustainable and responsible manner. We recognise the importance of prioritising sustainability matters in our business operations to minimise our environmental impact, promote social development, and uphold good governance practices.

In line with this commitment, we will continue to embed sustainability into our business strategy and operations. This includes implementing measures to monitor our sustainability performance and promote sustainable practices throughout our value chain. We strive to adopt environmentally friendly technologies, optimise energy usage, and minimise waste generation to contribute to a more sustainable future.

### Sustainability Performance Summary

GRI Standard/ Other Source	Disclosure	UOM	FY 2024
<b>Economic</b>			
1) Material Topic: Customer Care Management			
Non-GRI Disclosure	Customer Satisfaction Survey Result	%	*Nil
2) Material Topic: Compliance with Rules & Regulations			
GRI 205-3 Confirmed incidents of corruption and actionstaken	Total number of confirmed incidents of corruption	Case	0
GRI 204-1 Procurement Practices 2016	Percentage of purchase value spent on local suppliers	%	100
<b>Environmental</b>			
3) Material Topic: Adoption of Regulatory Environmental Practices			
GRI 302-1 Energy consumption within the organisation	Total energy consumption within the organisation	MW	43.289
	Electricity	MW	43.289
4) Material Topic: Environmental Conservation Efforts			
GRI 303-5 Water and Effluents	Total water consumption from all areas	Megalitres	0.421
<b>Social</b>			
5) Material Topic: Valued Employee Welfare			
GRI 401-1 New employee hires and employee turnover	Total new employees	Pax	11
	New employees by gender	Pax	11
	Male	pax	6
	Female	pax	5

# SUSTAINABILITY STATEMENT (CONT'D)

## Sustainability Performance Summary (Cont'd)

GRI Standard/ Other Source	Disclosure	UOM	FY 2024
<b>Social (Cont'd)</b>			
	New employees by age profile		
	< 30 years old	pax	3
	30 - 39 years old	pax	8
	> 50 years old	pax	0
	Parental leave	pax	0
	Paternity leave	pax	0
	Maternity leave	pax	1
	Total turnover	pax	8
	Turnover by gender		
	Male	pax	5
	Female	pax	3
	Turnover by category		
	Senior Management	pax	0
	Middle Management	pax	0
	Executive	pax	2
	Non-Executive	pax	6
	Turnover by age		
	< 30 years old	pax	2
	30 - 50 years old	pax	6
	> 50 years old	pax	0
GRI 405-1 Diversity of governance bodies and employees	Management	pax	9
	Male	Pax	7
	Female	Pax	2
	Non-Management	Pax	16
	Male	Pax	6
	Female	Pax	10
	Total employees	Pax	25
	< 30 years old	Pax	5
	30 - 50 years old	Pax	13
	> 50 years old	Pax	7
	Male	Pax	13
	Female	Pax	12
6) Material Topic: Talent Development Efforts			
GRI 404-1 Average hours of training per year per employee	Total training hours	Hours	123.5
	Average training hours per employee	Hours	4.94
GRI 403-9 Work-related injuries	Employee recordable work-related injuries	Case	0
	Major	Case	0
	Exposure	Case	0
	Minor	Case	0
	Fatality	Case	0
	Work-related injuries	Case	0
	High-consequence injuries	Case	0
	Work-related fatalities	Case	0
GRI 403-10 Work-related ill health	Work-related illness	Case	0

# SUSTAINABILITY STATEMENT (CONT'D)

## Sustainability Performance Summary (Cont'd)

GRI Standard/ Other Source	Disclosure	UOM	FY 2024
<b>Social (Cont'd)</b>			
7) Material Topic: Contributions and Donations to Society			
GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Percentage of operations with implemented local community engagement, impact assessment, or development programme	%	0

Remarks:

\* Nil: No activities have been conducted for collecting relevant data.

## GRI Content Index

The Global Reporting Initiative (GRI) is a multi-stakeholder standard for sustainability reporting. It provides guidance on determining report content and indicators and is the most widely adopted global standard for sustainability reporting. This report has been prepared following the latest GRI Universal Standards 2021.

<b>Statement of use</b>		Xin Synergy Group Berhad has reported the information cited in this GRI content index for the period of 1 April 2023 to 31 March 2024 with reference to the GRI Standards.
<b>GRI 1 used</b>		GRI 1: Foundation 2021
<b>GRI STANDARD/ OTHER SOURCE</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>General disclosures</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About This Sustainability Statement, page 10 Reporting Period, Standards, Scope and Boundary, page 10
	2-2 Entities included in the organization's sustainability reporting	Reporting standards, scope and boundary, page 10
	2-3 Reporting period, frequency and contact point	Reporting standards, scope and boundary, page 10 Feedback, page 10
	2-5 External assurance	Assurance Statement, page 10
	2-6 Activities, value chain and other business relationships	Management Discussion and Analysis section in the Annual Report, page 7-9
	2-7 Employees	Valued Employee Welfare, page 17-19 Talent Development Efforts, page 19-20
	2-9 Governance structure and composition	Sustainability Governance, page 11 Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-10 Nomination and selection of the highest governance body	Corporate Governance Overview Statement section in the Annual Report, page 28-35 Board of Directors, page 11
	2-11 Chair of the highest governance body	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance, page 11 Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, page 11

# SUSTAINABILITY STATEMENT (CONT'D)

## GRI Content Index (Cont'd)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
<b>General disclosures (Cont'd)</b>		
	2-15 Conflicts of interest	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-16 Communication of critical concerns	Compliance with Rules & Regulations, page 14-16 Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-17 Collective knowledge of the highest governance body	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-19 Remuneration policies	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-20 Process to determine remuneration	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-21 Annual total compensation ratio	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-23 Policy commitments	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-24 Embedding policy commitments	Corporate Governance Overview Statement section in the Annual Report, page 28-35
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page 12
<b>Material topics</b>		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Our Material Topics, page 13
	3-2 List of material topics	Our Material Topics, page 13
<b>Procurement practices</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Supply Chain Management, page 16
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Supply Chain Management, page 16
<b>Anti-corruption</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Anti-Corruption, page 14-15
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption, page 14-15
<b>Energy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Energy consumption within the organisation is provided, page 16
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Management, page 16
<b>Water and effluents</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Water and Effluents, page 16
	303-5 Water consumption	Total water consumption is disclosed in megalitres, page 16
<b>Employment</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Diversity, page 17-18

# SUSTAINABILITY STATEMENT (CONT'D)

## GRI Content Index (Cont'd)

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
<b>General disclosures (Cont'd)</b>		
<b>Employment (Cont'd)</b>		
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Labour Practices and Standards, page 18-19
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labour Practices and Standards, page 18-19
	401-3 Parental leave	Labour Practices and Standards, page 18-19
<b>Occupational health and safety</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Occupational Health and Safety, page 19-20
	403-9 Work-related injuries	Occupational Health and Safety, page 19-20
	403-10 Work-related ill health	Occupational Health and Safety, page 19-20
<b>Training and education</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Training and development, page 20
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Training and development, page 20
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and development, page 20
<b>Diversity and equal opportunity</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Diversity, page 17-18
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Diversity, page 17-18
<b>Customer privacy</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Data Privacy and Security, page 20-21
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, page 20-21



# SUSTAINABILITY STATEMENT (CONT'D)

## Performance Data

The Company is required to provide mandatory ESG disclosures as part of the Listing Requirements. This aligns with the updated Sustainability Reporting Guide, 3<sup>rd</sup> Edition. The table below presents performance data on the sustainability matters.

Indicator	Measurement Unit	2024
<b>Bursa (Anti-corruption)</b>		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	0.00
Executive	Percentage	0.00
Non-executive/Technical Staff	Percentage	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
<b>Bursa (Community/Society)</b>		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	0.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	0
<b>Bursa (Diversity)</b>		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	8%
Management Above 50	Percentage	12%
Executive Under 30	Percentage	16%
Executive Between 30-50	Percentage	32%
Executive Above 50	Percentage	12%
Non-executive/Technical Staff Under 30	Percentage	4%
Non-executive/Technical Staff Between 30-50	Percentage	12%
Non-executive/Technical Staff Above 50	Percentage	4%
General Workers Under 30	Percentage	0
General Workers Between 30-50	Percentage	0.00
General Workers Above 50	Percentage	0
Gender Group by Employee Category		
Management Male	Percentage	16%
Management Female	Percentage	4%
Executive Male	Percentage	24%
Executive Female	Percentage	36%
Non-executive/Technical Staff Male	Percentage	12%
Non-executive/Technical Staff Female	Percentage	8%

# SUSTAINABILITY STATEMENT (CONT'D)

## Performance Data (Cont'd)

Indicator	Measurement Unit	2024
General Workers Male	Percentage	0
General Workers Female	Percentage	0.00
<b>Bursa C3(b) Percentage of directors by gender and age group</b>		
Male	Percentage	66.67%
Female	Percentage	33.33%
Under 30	Percentage	16.67%
Between 30-50	Percentage	50%
Above 50	Percentage	33.33%
<b>Bursa (Energy management)</b>		
Bursa C4(a) Total energy consumption	Megawatt	43.289
<b>Bursa (Health and safety)</b>		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	0
<b>Bursa (Labour practices and standards)</b>		
Bursa C6(a) Total hours of training by employee category		123.5
Management	Hours	76
Executive	Hours	47.5
Non-executive/Technical Staff	Hours	0
General Workers	Hours	0
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	2
Executive	Number	4
Non-executive/Technical Staff	Number	2
General Workers	Number	0
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
<b>Bursa (Supply chain management)</b>		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100
<b>Bursa (Data privacy and security)</b>		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
<b>Bursa (Water)</b>		
Bursa C9(a) Total volume of water used	Megaliters	0.421

Internal assurance	External assurance	No assurance	(*)Restated
--------------------	--------------------	--------------	-------------