

ECOWORLD
INTERNATIONAL
CREATING TOMORROW & BEYOND



SUSTAINABILITY REPORT 2024



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HOW WE CAN FURTHER IMPROVE

We believe in maintaining meaningful and frequent discourses with our stakeholders throughout the year. Such engagements not only serve to build trust, but also improve the effectiveness of our strategy development with timely and relevant adjustments as required in response to new developments in our operating environment. As such, we greatly value feedback and would welcome your enquiries on our reporting. Please contact:

**Communications,
EcoWorld International
ewi@ecoworldinternational.com**

ABOUT THIS REPORT



01 INTRODUCTION

We are pleased to present EcoWorld International Berhad (“EcoWorld International” or the “Group”)’s Sustainability Report for the financial year ended 31 October 2024 (“SR FY2024”). This report is designed to inform and engage our stakeholders on environmental, social and governance (“ESG”) matters of importance to EcoWorld International’s sustainability, and presents a comprehensive account of our progress and performance in creating an Exceptional Environment, Connected Community, and Outstanding Organisation (“ECO”).

02 Reporting Period, Scope and Boundary

EcoWorld International issues its Sustainability Reports on an annual basis. Unless otherwise stated, the SR FY2024 focuses on the quantitative and qualitative outcomes for the period from 1 November 2023 to 31 October 2024 (“FY2024”), with comparative historical data provided for key ESG metrics where feasible.

The information disclosed herein covers the business operations and activities under our operational control, which includes EcoWorld International’s operations in the United Kingdom (“UK”) and Australia, as well as the Headquarters and International Sales Office in Malaysia.

As the development projects in Australia and EcoWorld Ballymore projects have been completed, the emphasis of our sustainability efforts and disclosures for the SR FY2024 is on ongoing projects within EcoWorld London in the UK.

EcoWorld International disposed of its ownership in Apo Group Limited and Apo People Limited, which are principally involved in property management, on 4 July 2024. Therefore, information related to these companies will not be included in this report.

03 Guidelines and Frameworks

EcoWorld International’s SR FY2024 has been prepared in accordance with Bursa Malaysia Securities Berhad’s (“Bursa Malaysia”) Main Market Listing Requirements. Other frameworks, standards and guidelines adopted either in full or partially include:



Bursa Malaysia Sustainability Reporting Guide (3rd Edition)



Global Reporting Initiative (“GRI”) 2021 (Core Option)*



FTSE4Good

FTSE4Good Bursa Malaysia (“F4GBM”) Index



Task Force on Climate-related Financial Disclosures (“TCFD”)*



International Sustainability Standards Boards (“ISSB”) Standards*



Sustainability Accounting Standards Board (“SASB”) Sector Specific Disclosures*



United Nations Sustainability Development Goals (“UNSDGs”)

* GRI, SASB, ISSB and TCFD content indices are provided at the end of this report.

The SR FY2024 also makes an effort to examine the Group’s ESG impacts from a multi-capital value creation perspective in line with EcoWorld International’s adoption of the Integrated Reporting Framework.

04 Sustainability Management Approach

EcoWorld International takes a proactive approach in managing our operations to prevent and minimise any negative environmental and social impacts generated through our business activities. The Group is committed to sustaining the growth of our financial capital alongside our environmental, social, human, intellectual and manufactured capitals to ensure equitable and sustainable value creation for all our stakeholders.

05 Content Quality and Determination Principles

All data disclosed in the SR FY2024 has been sourced from internal documents, with verification provided by the respective information owners. This report references some financial performance data from EcoWorld International's FY2024 Financial Statements, which were audited by KPMG PLT.

The Group has applied the GRI principles of stakeholder inclusiveness, sustainability context, materiality, completeness, accuracy, balance, clarity, comparability, reliability and timeliness in determining the qualitative and quantitative data for inclusion based on the material matters determined through the materiality assessment process detailed on page 28 of the SR FY2024.

06 Exclusions, Limitations and Disclaimers

Third party impacts from our supply chain have been largely excluded from the report, except where meaningful data is available for inclusion pertaining to occupational health and safety, water and energy consumption, as well as waste management from EcoWorld International's project sites.

The Group is committed to continually strengthening our internal data gathering and performance tracking processes to resolve any inaccuracies or inconsistencies in our disclosures, and progressively close the remaining gaps in our sustainability reporting in adherence to the prescribed frameworks.

Readers are advised not to place undue reliance on the forward-looking statements discussing the Group's intentions, plans, targets and expectations, which have been made based on reasonable current assumptions and are subject to change due to risks and uncertainties beyond EcoWorld International's control.

07 Statement of Use

The Board of Directors ("Board") of EcoWorld International acknowledges its responsibility in ensuring the integrity of the SR FY2024. Based on the Board's assessment, this report provides a fair representation of the Group's ESG performance in FY2024. This report has been prepared with reference to local and international reporting frameworks, standards and guidelines.

08 Report Availability and Feedback

The SR FY2024 is available for download on EcoWorld International's corporate website at <https://ecoworldinternational.com/investor-relations/#sustainabilityreports>. It is presented in conjunction with the Group's Integrated Annual Report FY2024, which offers an in-depth view of EcoWorld International's strategic and operational approach to value creation.

Feedback and queries on the SR FY2024 and other sustainability matters can be channelled to ewi@ecoworldinternational.com.



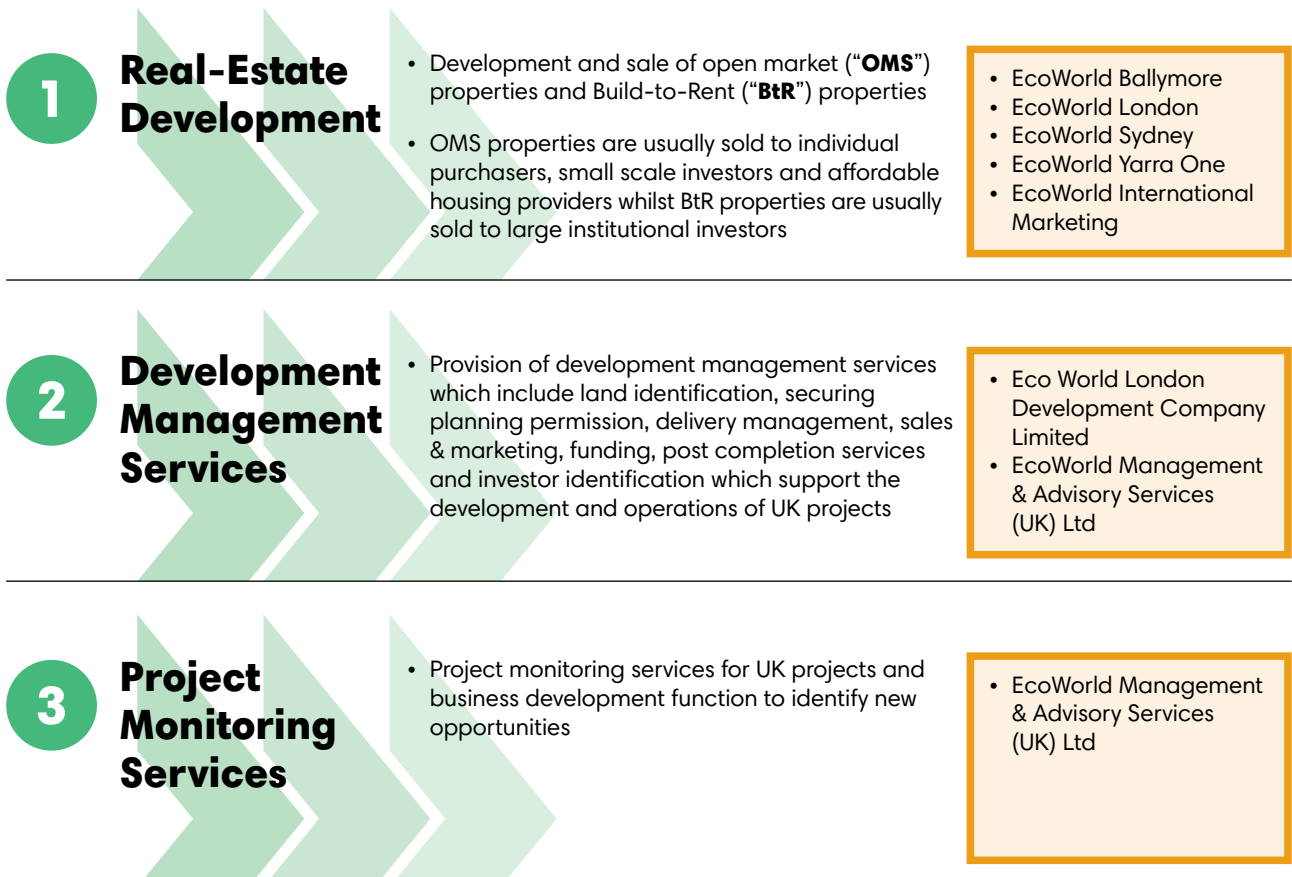
ABOUT ECOWORLD INTERNATIONAL

EcoWorld International’s primary business involves real estate development in the UK and Australia. EcoWorld International’s business operations in the UK are centred in London, while in Australia, our projects are located in Melbourne and Sydney.

At EcoWorld International, we are committed to operating responsibly, transparently, and sustainably in all that we do. This includes progressively managing the ESG in the three focus areas of Exceptional Environment, Connected Community and Outstanding Organisation (“ECO”). Placing ECO at the centre of everything we do will ensure that each job, home and community we create is truly sustainable and has a long-lasting positive impact in achieving our vision of **Creating Tomorrow & Beyond**.



OUR CORE BUSINESSES



WHERE WE OPERATE



Headquarters

Menara EcoWorld,
Bukit Bintang City Centre,
Kuala Lumpur

EcoWorld International
Sales Office,
Lot G-13C, Mitsui
Shopping Park Lalaport,
Bukit Bintang City Centre,
Kuala Lumpur



EcoWorld London

- Aberfeldy Village (Oxbow)
- Millbrook Park (The Claves)
- Jubilee (Third & Caird)
- Kew Bridge (Verdo, Duffy*, Griffin Park*)
- Lampton (Nantly House, Acton Lodge, Two Bridges and New Road Triangle)
- Barking Wharf
- Woking*



EcoWorld Ballymore

- Embassy Gardens
- London City Island
- Wardian London

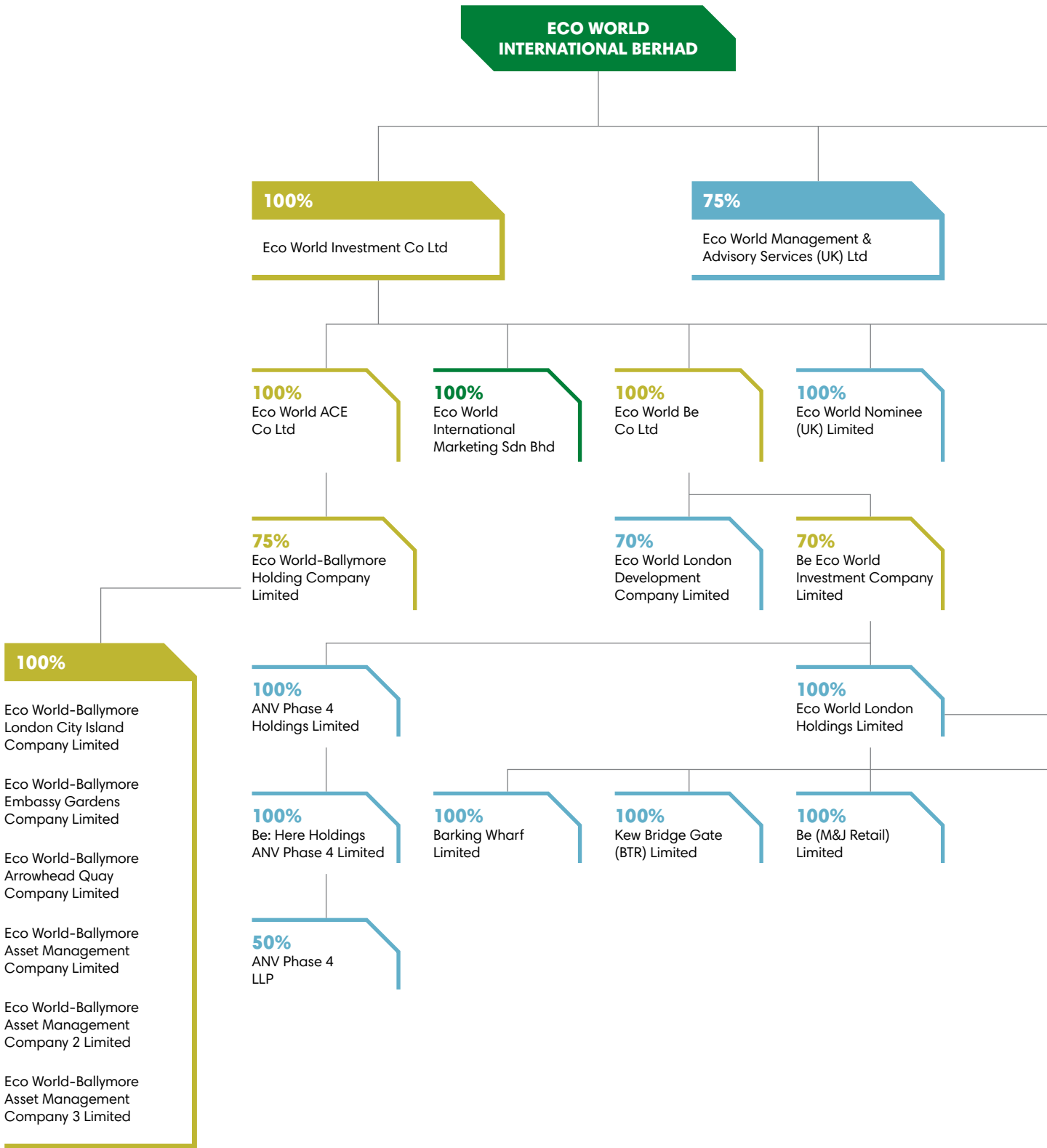


EcoWorld Ballymore

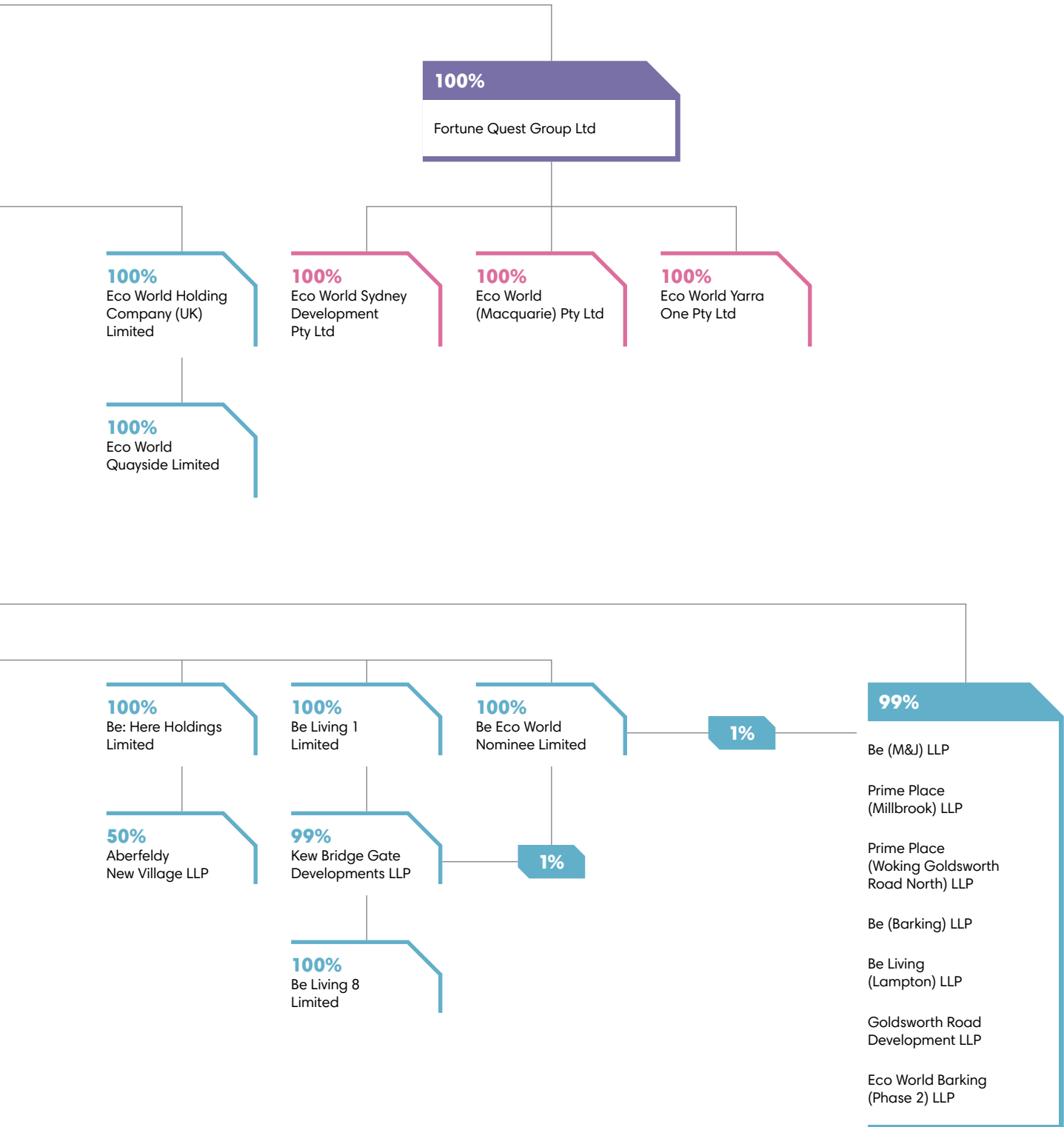
- West Village
- Yarra One
- Macquarie Park*

* Represents new projects that are still in planning phase

CORPORATE STRUCTURE



- Incorporated in Malaysia
- Incorporated in Australia
- Incorporated in United Kingdom
- Incorporated in Jersey
- Incorporated in British Virgin Islands



LEADERSHIP AND GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

Chairman & Independent Non-Executive Director
Cheah Tek Kuang

Executive Vice Chairman
Tan Sri Dato' Sri Liew Kee Sin

President & Chief Executive Officer
Dato' Teow Leong Seng

Senior Independent Non-Executive Director
Tan Sri Datuk Dr Rebecca Fatima Sta Maria

Non-Independent Non-Executive Director
Datuk Heah Kok Boon

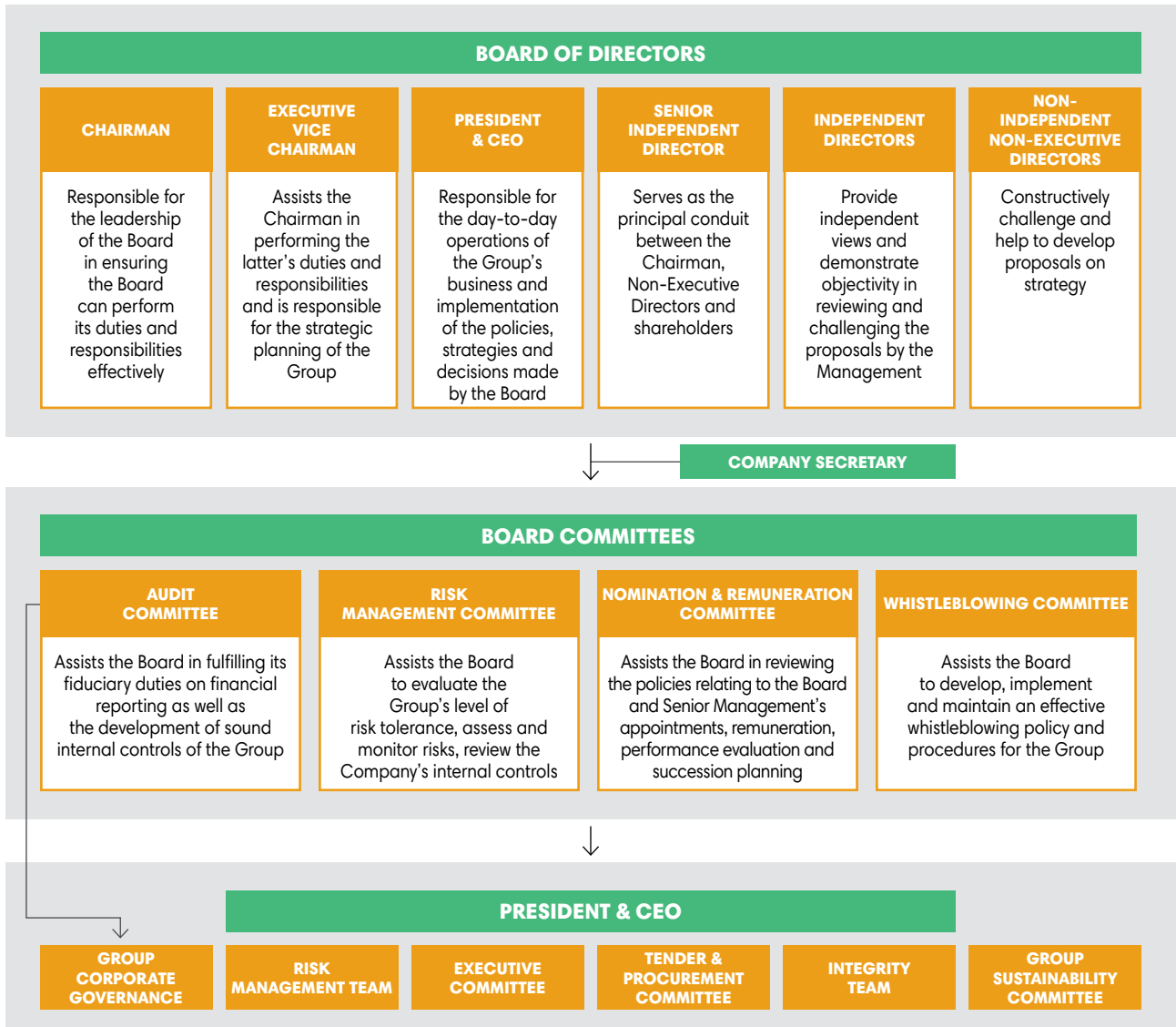
Independent Non-Executive Directors
Dato' Siow Kim Lun
Dato' Kong Soo Lin
Pauline Wong Wan Voon

Senior Management

Chief Financial Officer
Andy Leong Chain Hong

Chief Executive Officer,
 International Business (Australia)
Yap Foo Leong

Governance Structure



KEY DEVELOPMENTS

All active phases of the Group’s projects are completed, with the exception of Millbrook Park Phase 2 (townhouses). The status and anticipated completion of the Group’s active projects are included in table below.

Aberfeldy Village (Oxbow), Poplar, East London

Aberfeldy Village (Oxbow) is a transformative 20-year regeneration initiative spearheaded by EcoWorld London and Poplar HARCA. Following the successful completion of the initial phase, the subsequent stages of the masterplan are set to infuse added value and prospects into the community. The development blueprint includes the creation of over 1,600 new homes – with circa 35% classified as affordable housing – alongside commercial spaces, workplaces, and expansive green areas.

Phase 3A	completed
Phase 3B	completed
Phase 4	in pre-development stage



Millbrook Park (The Claves), Mill Hill, North London

Nestled near Mill Hill East station, The Claves is a serene residential development. Featuring a diverse mix of properties, including one and two Bedroom apartments, three and four Bedroom townhouses, and quaint two Bedroom mews houses, all surrounded by picturesque parklands and an exclusive residents-only garden, The Claves offers a variety of living spaces to suit different lifestyles.

Phase 1	completed
Phase 2 (apartment units)	completed
Phase 2 (townhouses)	completed in Q1 FY2025



Kew Bridge (Verdo), Brentford, West London

Kew Bridge (Verdo), a dynamic mixed-use development adjacent to Kew Bridge Railway Station in Brentford, seamlessly blends new residential units with a 17,250-seater stadium for the Premier League Brentford Football Club (BFC). This vibrant hub also features a variety of shops, restaurants, cafes, and beautifully landscaped gardens.

Phase 1 (BtR)	completed
Phase 2 (Verdo)	completed
Phase 3 & 4 (Duffy and Griffin Park)	in pre-development stage



Lampton

The Lampton project, a collaborative venture with Hounslow Council, has successfully delivered 299 homes across four projects. This joint initiative was created to develop new, affordable housing on underutilised council land throughout Hounslow.

Nantly House	completed
Acton Lodge	completed
Two Bridge	completed
New Road Triangle	completed



KEY DEVELOPMENTS

Jubilee (Third & Caird), Caird Street, London

Third & Caird is an exclusive development of 17 one- and two-bedroom apartments and 20 three-bedroom townhouses located at the intersection of its namesake, Third Avenue and Caird Street, where the renowned boutiques, bars and restaurants of the trendy Kensal Rise lend a bohemian charm to contrast the tranquil ambience of surrounding parks.

Completed



Barking Wharf (Quayside Barking), Barking & Dagenham, East London

Strategically situated near Barking Wharf and the verdant Barking Abbey grounds of St Margaret's Church, the Quayside Barking site at the London Riverside Opportunity Area forms a pivotal part of the Key Regeneration Area outside Barking Town Centre. Barking Wharf is the first BtR project completed by EcoWorld London and has been handed over to Apo, being our residential management company that operates homes for rent at scale.

Completed



Woking, Goldsworth Road, London

EcoWorld London's residential-led and mixed-use development at Goldsworth Road, Woking aims to deliver 994 homes with a new community space equivalent to 16 tennis courts and around half of that will be green space with new trees and living walls.

In pre-development stage



Embassy Gardens in Nine Elms, South West London

Embassy Gardens is a picturesque riverside district in Nine Elms, nestled on the south bank of the Thames. This development encompasses new residences, landscaped gardens, bars, restaurants, and office spaces, centrally located within the linear park stretching from Vauxhall to Battersea Power Station, linking various green spaces and public realms along the riverside.

Completed



London City Island, Canning Town, East London

London City Island is an island community development on the Leamouth Peninsula. Spanning 12 acres, this mixed-use development boasts new homes, offices, shops, restaurants, and extensive pedestrian and cycle paths. It also includes waterside parks and arts and cultural spaces, notably housing the English National Ballet.

Completed



Wardian London, Canary Wharf, East London

Wardian's two residential skyscrapers rise 50 and 55 stories above Canary Wharf. This development creates a perfect combination of state-of-the-art city living and a verdant urban oasis.

Completed



West Village, Parramatta, Sydney

West Village is a vibrant mixed residential and commercial development located in Parramatta, west of Sydney's Central Business District. A mere 5-minute walk from Parramatta's bustling centre, it is surrounded by extensive retail amenities, including the Westfield Parramatta Regional Shopping Mall.

Completed



Yarra One, South Yarra, Melbourne

Situated approximately 5.3 kilometres southeast of Melbourne's Central Business District, Yarra One is perfectly positioned near the lively Chapel Street and Toorak Road. Chapel Street is renowned as a bustling, cosmopolitan shopping and entertainment district, home to over 1,000 stores, fashionable eateries, fresh food markets, and a variety of other commercial establishments.

Completed



Macquarie Park, Sydney

Situated approximately 12 kilometres northwest of Sydney's central business district, at 1-3 Lachlan Avenue, Macquarie Park, Sydney, adjacent to Macquarie University in the Macquarie University Precinct.

In pre-development stage

PRESIDENT'S MESSAGE ON SUSTAINABILITY



Dear Stakeholders,

The past few years have been marked by significant transformation and adaptation for EcoWorld International as we navigated the challenges of a rapidly changing macroeconomic landscape. Central banks' cautious adjustments to interest rates, persistently high mortgage rates, and regulatory changes have all contributed to strained housing affordability and dampened investor sentiment in the real estate sector. Compounding these challenges are elevated development costs, driven by persistent increases in material and labour expenses.

In response, the Group has made several strategic decisions, including focusing on monetising completed stocks and returning excess cash to our shareholders, pausing new developments, transitioning EcoWorld London from 'self-delivery' project model to a principal contractors model, and streamlining resources to better align with the scale of ongoing activities. While these measures have been pivotal in strengthening our financial resilience, they have also required a recalibration of our sustainability roadmap to ensure that it remains practical, impactful, and aligned with our evolving business operations.

DATO' TEOW LEONG SENG

President & Chief Executive Officer/
Executive Director

Adapting Our Sustainability Strategy

In FY2024, the target to achieve Net Zero Carbon ("NZC") for EcoWorld London's business operations by 2025 is no longer attainable, primarily due to the relocation of EcoWorld UK's head office to a serviced office, which limits our ability to directly control operational carbon emissions. However, we remain steadfast in our commitment to achieving NZC status for all future developments by 2040, while continuing to maintain carbon-neutral workspaces wherever possible.

Similarly, our target for Biodiversity Net Gain (BNG) has been refined from 20% to 10% to ensure alignment with the UK's Environment Act 2021 and the Town and Country Planning Act 1990. This adjustment underscores our commitment to regulatory compliance while continuing to enhance ecological value across our developments. Further details on these and other recalibrations can be found in the Sustainability Scorecard section of this report.

ECO Highlights & Achievements

Despite the challenges, EcoWorld International has begun aligning our SR FY2024 to the IFRS S1 and S2 disclosures recommended by the International Sustainability Standards Board ("ISSB") Standards, ahead of the stipulated timeline of the National Sustainability Reporting Framework. This adoption demonstrates our commitment to proactive climate adaptation and mitigation. Additionally, we have strengthened the disclosure of our climate-related risks by including identified risk impact timeframes, ensuring closer adherence to these recommendations.













Beyond climate mitigation and management, we have continued to pursue our goal of Exceptional Environment performance across other areas. In water management, we have tracked and disclosed additional indicators on the Group's water withdrawal data, including a breakdown of water withdrawal sources and water-stress metrics in this report. We are also pleased to report that EcoWorld London's planning for Griffin Park is aimed at achieving a biodiversity net gain of 57.7%, far surpassing the London Plan's 10% requirement. Additionally, our waste management efforts led to the successful diversion of 97.59% of construction waste from landfill.

These initiatives are key to ensuring that EcoWorld International fosters a vibrant Connected Community with our stakeholders. We have continued to support the local economy, with 69% of EcoWorld London’s total procurement spend in FY2024 directed to UK local companies, 96% of which benefitted small and medium enterprises (“SMEs”). Additionally, we have strengthened community ties through initiatives such as the installation of play equipment at a local school, enhancing Riverside

Walk, and forming meaningful partnerships with social enterprises at the Woking development.

These efforts have been instrumental in EcoWorld International achieving an impressive customer satisfaction score in FY2024, with 100% of surveyed customers indicating they would recommend our UK properties. Additionally, we achieved an average Considerate Constructors Scheme (“CCS”) score of 41.5, exceeding our set target of 38.

At a Glance

 <p>54 Total Workforce Consisting of 96% Permanent Employees</p>	 <p>69% Procurement Spend on Local Companies within UK</p>	 <p>96% Procurement Spend on UK SMEs</p>	 <p>97.59% of Waste Diverted from Landfill in FY2024</p>
 <p>Achieved 4 Stars Rating and retained our position on F4GBM Index</p>	 <p>Aims to achieve 57.7% Biodiversity Net Gain at Griffin Park</p>	 <p>100% Customer Satisfaction Score for UK Projects (In-house Research)</p>	 <p>Achieved 33% Women Representation on EcoWorld International’s Board</p>
 <p>Zero Fatalities in FY2024 with 336,184 Manhours Worked</p>	 <p>Zero Incidence of Corruption</p>	 <p>Recognised as one of the Top 50 Public Listed Companies at the MSWG Awards 2024</p>	 <p>Zero Incidence of Regulatory Non-Compliance</p>

These achievements would not have been possible without our unwavering commitment to nurturing a culture of excellence within our Outstanding Organisation. On the policy front, we updated key governance instruments, including the External Auditors Policy and Anti-Bribery and Anti-Corruption Policy, and established a Conflict of Interest Policy to enhance integrity and transparency within the Group.

In talent management, we continued to prioritise equality, diversity and inclusivity (“EDI”) initiatives along with talent development and occupational health and safety (“OSH”) in FY2024. We exceeded our target of 80% employee participation in training, with 98% of employees attending training sessions and logging a total of 462 training hours. On the OSH front, we maintained our strong track record of zero lost time incidents and zero fatalities.

Looking Ahead

As we move forward, we remain steadfast in our commitment to creating an Exceptional Environment, a Connected Community, and an Outstanding Organisation. By integrating sustainability into every aspect of our operations, we strive to not only meet but exceed the expectations of our stakeholders whenever possible.

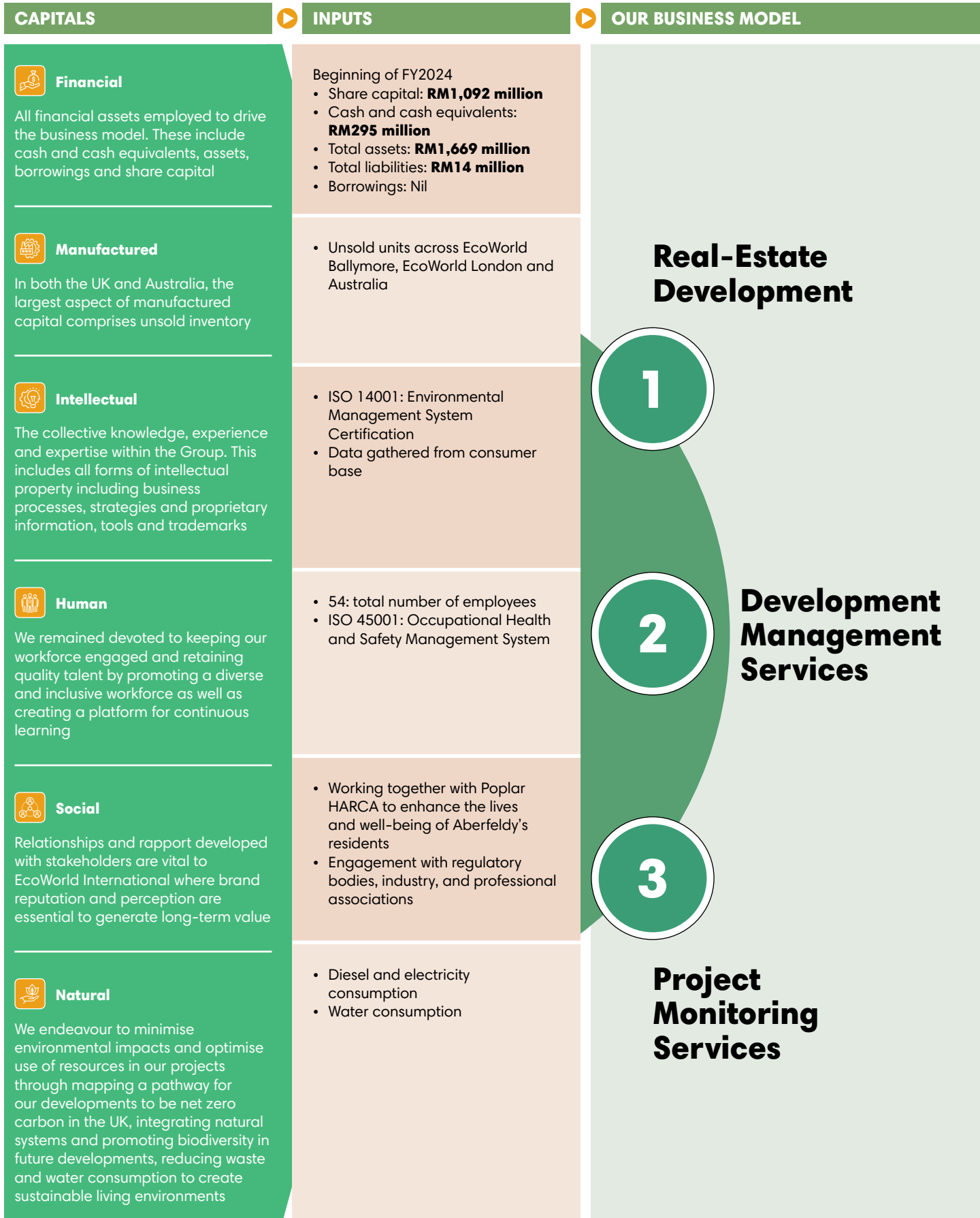
Our journey is one of continuous learning and adaptation. So, on behalf of the Group, I extend my deepest gratitude to our employees, partners, and stakeholders for their unwavering support and contributions. Together, we will continue to build a future that reflects our vision of “**Creating Tomorrow & Beyond**”.

Sincerely,

DATO’ TEOW LEONG SENG

President and CEO of EcoWorld International & Chairman of Sustainability Committee

OUR VALUE CREATION MODEL



▶ **OUTPUTS**

▶ **OUTCOMES**

- Development and sale of open market (“**OMS**”) properties and Build-to-Rent (“**BtR**”) properties
- OMS properties are usually sold to individual purchasers, small scale investors and affordable housing providers whilst BtR properties are usually sold to large institutional investors
- Provision of development management services which include land identification, securing planning permission, delivery management, sales & marketing, funding, post completion services and investor identification which support the development and operations of UK projects
- Project monitoring services for UK projects and business development function to identify new opportunities



Financial

End of FY2024

- Share capital: **RM592 million**
- Cash and cash equivalents: **RM273 million**
- Total assets: **RM1,299 million**
- Total liabilities: **RM6 million**
- Borrowings: Nil



Manufactured

Sales Value in FY2024:

- EcoWorld Ballymore: £68 million (RM387 million)
- EcoWorld London: £21 million (RM119 million)
- West Village & Yarra One: AUD9 million (RM25 million)



Intellectual

- All EcoWorld London’s development sites are certified with ISO 14001 and ISO 45001



Human

- Workforce Participation
 - Female in the Company: 48%
 - Female in Senior Management: 31%
 - Female on EcoWorld International Board: 33%
- 25% employee voluntary turnover rate
- 252 total health and safety training hours



Social

- 69% of EcoWorld London procurement contracts were awarded to Local Companies
- 96% of EcoWorld London’s procurement spend directed to small and medium-sized enterprises in the UK



Natural

- 163,453 kg CO₂e across scope 1, 2 and 3 of EcoWorld London’s operations and projects
- 97.6% construction waste diverted from landfill
- Zero reported fines for environmental non-compliance
- Development of ESG KPIs and Targets

- Achieved RM531 million exchanged sales plus reservations of RM50 million adding up to a total of RM581 million for FY2024
- An interim dividend of RM144 million and a final dividend of RM120 million, were declared for FY2024

- Sold RM19.0 billion worth of properties since the Group’s debut in 2015

- Strengthening of business model
- Improvements in brand credibility
- Customer satisfaction score for UK projects: 100%

- A diverse and inclusive workforce
- Achieved zero fatalities

- Making a positive impact in the places we build and help foster strong, flourishing communities for generations to come

- Advanced carbon screening measures with the inclusion of Scope 3 emissions and carbon intensity disclosures

ESG FRAMEWORK

VISION



Creating Tomorrow & Beyond

The EcoWorld brand is about the pursuit of better, greater ways to complete people's living experience. We want to be thought leaders and innovators – a non-traditional business with positive economic, social and environmental impact. We push boundaries in our vision of **Creating Tomorrow & Beyond**.

By committing to create **Exceptional Environment**, **Connected Community** and an **Outstanding Organisation**, we are embodying 'ECO' in our name. These three focus areas form a key part of our overall vision, focus and strategy in **Changing the world one community at a time** and mapping a sustainable path in achieving our vision of **Creating Tomorrow & Beyond**.

In order to become the brand we want to be, we will leverage on the power of positive collaboration, passionate energy and fresh ideas that move communities, as outlined in our Mission Statement.

MISSION



- **Create world-class Eco-Living** by providing products and services that continue to exceed expectations
- Generate & initiate ideas that **disrupt the status quo and inspire people**
- Continuously raise the bar of excellence, through **borderless teamwork** across EcoWorld
- **Unleash, support and grow** everyone's potential in Team EcoWorld
- **Commit 2x2x5x5=100%** energy, focus & passion in everything we do

FOCUS AREAS



EXCEPTIONAL ENVIRONMENT

Creating places that will stand the test of time. We have a responsibility to ensure that the homes we build minimise their impact on the planet by using resources intelligently, both during the building process and during their lifetime of use.



CONNECTED COMMUNITY

Making a positive impact in the places we build and help foster strong, flourishing communities for generations to come.



OUTSTANDING ORGANISATION

Be a trusted civic partner in all of our interactions and nurture a culture where innovation, creativity, and pride in our work are at the heart of everything we do.

MATERIAL TOPICS



- Energy & Carbon
- Climate Change Adaptation, Mitigation & Resilience
- Biodiversity & Green Infrastructure
- Water Consumption
- Circular Economy & Resource Use

- Purposeful Construction & Placemaking
- Building Wellbeing & Productivity
- Community Cohesion
- Quality of Life
- Local Economic Development/Enterprising Communities

- Equality, Diversity & Inclusivity
- Education & Skills
- Stakeholder Engagement & Partnership
- Responsible Supply Chain Management
- Transparent Disclosure
- Sustainability Culture
- Corporate Governance

UNSDGS ALIGNMENT



EXTERNAL VALIDATION OF EFFORTS



Considerate Constructor's Scheme (CCS) score of 38 and above (for applicable projects), Building Research Establishment Environmental Assessment Method (BREEAM) certification, other external awards and accreditations.

EcoWorld International's approach to value creation is underpinned by a robust sustainability governance structure, with our ECO development and management philosophy serving as the core driver of our sustainability management approach.

At the heart of EcoWorld International's ESG Framework is the Group's Vision and Mission, positioned as the guiding beacon for the entire business strategy. This approach is aimed at making a positive impact through exceptional ESG contributions, while mapping out a broad strategy for achieving sustainable change, one community at a time. This aligns with the vision of **Creating Tomorrow & Beyond**, demonstrating a commitment to shaping a better future.

The framework delineates the Group's ESG commitments across three strategic pillars: **Exceptional Environment**, **Connected Community**, and **Outstanding Organisation**. It also identifies key material topics within these areas, selected for their significant influence on both the financial and non-financial value creation capabilities of EcoWorld International, as well as their relevance to our key stakeholders.

The incorporation of the United Nations Sustainable Development Goals ("UNSDGs") within the framework acknowledges EcoWorld International's role in addressing broader global sustainability challenges. This integration shapes the Group's environmental and social performance management, which is instrumental in fostering sustainable financial returns and enhancing overall business performance for EcoWorld International.

The formalisation of this ESG framework in FY2022 signified the Board and Management's dedication to embedding sustainability within the core of the Group's value creation strategy. This approach streamlines the management of these material matters and identified initiatives across various business divisions and projects. Progress on the identified goals, Key Performance Indicators ("KPIs") and targets of each material topic are tracked and reported, while external validation of our efforts is sought wherever possible to ensure the long-term sustainability of EcoWorld International.



SUSTAINABILITY GOVERNANCE STRUCTURE

EcoWorld International has established a sustainability governance structure to effectively propagate its ESG agenda throughout the Group.

At the apex of EcoWorld International's sustainability efforts is the leadership and direction set by the Board of Directors. The Board provides oversight and acknowledges its overarching responsibility for all key ESG material aspects within the Group's ECO pillars. This includes ESG areas such as climate change adaptation and mitigation, green infrastructure, labour practices, anti-corruption efforts, circular economy, and others, which are taken into consideration in the Group's risk management strategies, executed via the Risk Management Committee ("RMC") and Risk Management Team ("RMT").

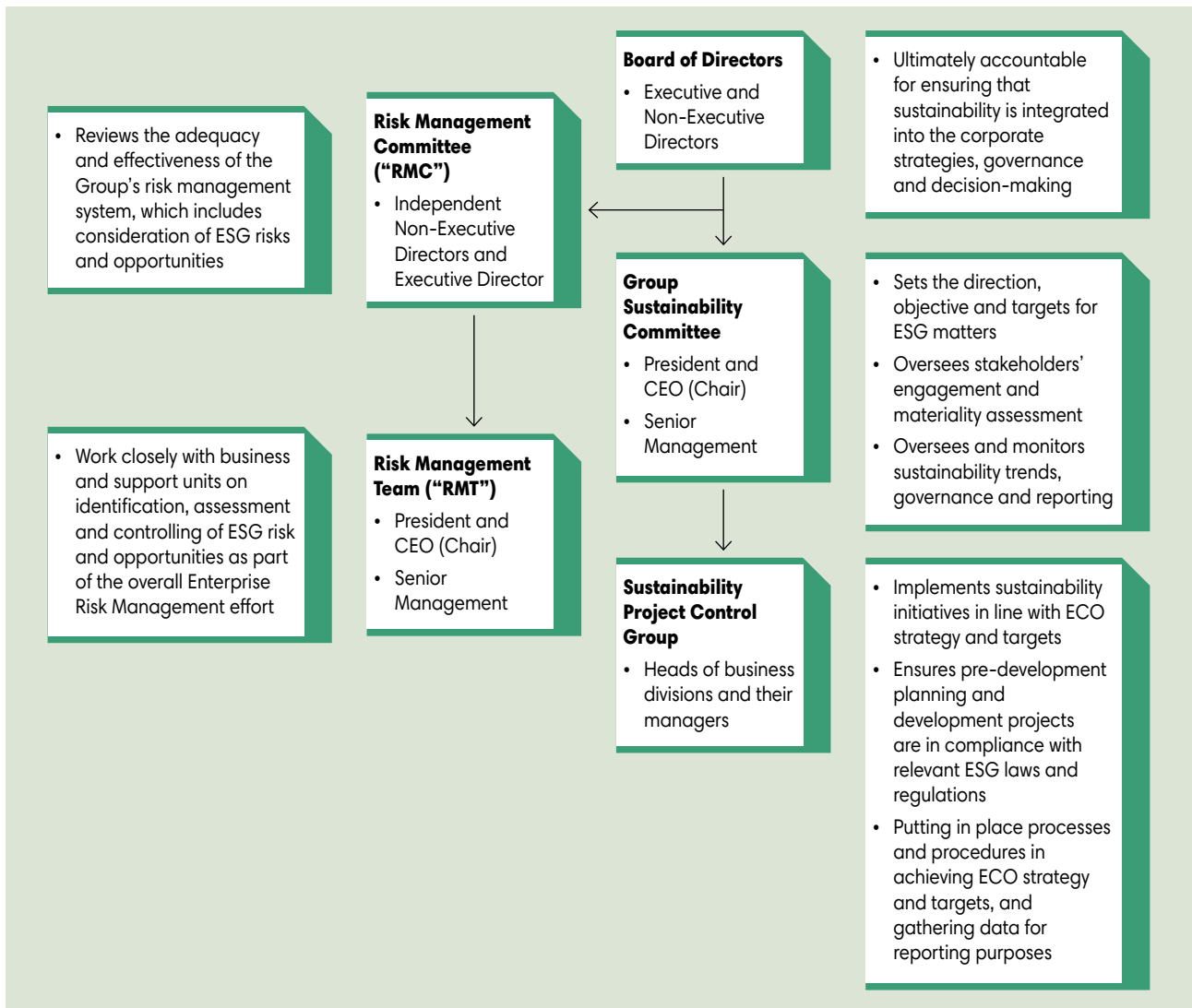
The RMC and RMT are tasked with the strategic handling of vital sustainability issues and the incorporation of sustainability principles into the company's operations. These efforts are spearheaded by EcoWorld International's Senior Management and led by the President and CEO as the chair of the Group Sustainability Committee.

In December 2023, the sustainability governance structure had been revised to replace the Regional Sustainability Committee and Focus Working Group with the Sustainability Project Control Group, which steers sustainability initiatives at the project level as part of its monthly meetings.

The Sustainability Project Control Group ("PCGs") is tasked to implement sustainability initiatives which are in line with our ECO strategy. Significant ESG matters are brought to the attention of the Board through inclusion of ESG risks into the Group's risk management system for deliberation and strategic management.

The monthly PCG meetings have effectively established a baseline for sustainability management, encompassing the evaluation of sustainability support resources, ensuring compliance with policies, regulations, and Section 106 requirements of the Town and Country Planning Act 1990 on live schemes, and supporting data collection and reporting needs. These PCGs also play a crucial role in applying a sustainability/place/social value lens to projects, aligning them with their respective visions and place pillars, ultimately contributing to successful project outcomes.

The Group's revised sustainability governance structure is as follows:



POLICIES AND FRAMEWORKS

The sustainability governance of the Group is reinforced by a comprehensive suite of policies, codes, charters, and Terms of References (“TOR”), which provide guidance on the expected behaviours in all interactions with and within EcoWorld International.

These documents are reviewed regularly to ensure their continued relevance and effectiveness, and most of these documents are readily accessible on the Group’s Governance portal, available at <https://ecoworldinternational.com/about-us/governance/>.

The following highlights some of the key policies that have been adopted or updated in the financial year under review:



External Auditors Policy (Group)

Updated in March 2024, to include the service of word processing of financial statements as an additional item under the list of non-assurance services which required pre-approval by the Audit Committee and Board before the external auditors can be engaged.



Conflict of Interest Policy (Group)

Adopted in June 2024, which sets out the processes and disclosure obligations to assist the Directors and Key Senior Management of the Group in identifying, disclosing and managing any potential, actual or perceived conflict of interest situations. This ensures that conflicts of interest are handled appropriately while promoting transparency and fostering a culture of honesty, accountability and good governance within the Group.



Anti-Bribery and Anti-Corruption Policy

Updated in October 2024, among others, to clarify that both giving and accepting gratification is prohibited under the ABC policy and to include requirement when faced with request for facilitation payments, to report to head of department.

SUSTAINABILITY SCORECARD







EcoWorld International is pleased to introduce our Sustainability Scorecard for FY2024. This scorecard provides an overview of our progress in managing the impacts of the economic, environmental, social, and governance aspects of our business based on our ECO Framework. The ECO goals and targets are reviewed annually and recalibrated as needed to better align our ESG roadmap to the dynamic business landscape.

Due to the changes in EcoWorld International’s operating structure – including the transition of EcoWorld London’s operations to a principal contractors model, the pause on new developments and the streamlining of resources to better align with the scale of ongoing development activities – several interim goals and targets have been revised to reflect the realities of the new structure. These adjustments ensure that our sustainability targets remain practical, achievable, and in line with regulatory requirements, while upholding the Group’s long-term sustainability commitments. Key changes include the following:

<div data-bbox="153 1556 226 1630" data-label="Image"> </div> <div data-bbox="236 1594 430 1630" data-label="Section-Header"> <h3>Energy & Carbon</h3> </div> <div data-bbox="146 1641 687 2083" data-label="Text"> <p>The target of achieving NZC for EcoWorld London’s business operations by 2025 is no longer attainable, primarily due to EcoWorld UK’s head office relocation to a serviced office, which limits our ability to directly control operational carbon emissions. However, the Group remains dedicated in our commitment to achieving NZC status for all future developments by 2040, while continuing to maintain carbon-neutral workspaces whenever possible. Due to operational changes and evolving business dynamics, the recalibration of the Group’s carbon baseline has been delayed. Nevertheless, EcoWorld International remains committed to reassessing and refining its NZC commitments as its operating structure stabilises.</p> </div>	<div data-bbox="730 1556 804 1630" data-label="Image"> </div> <div data-bbox="813 1568 1043 1626" data-label="Section-Header"> <h3>Biodiversity & Green Infrastructure</h3> </div> <div data-bbox="722 1641 1069 2083" data-label="Text"> <p>The Biodiversity Net Gain (“BNG”) target has been adjusted from 20% to 10% to align with the UK’s Environment Act 2021 and the Town and Country Planning Act 1990, which mandate a minimum of 10% BNG for all new developments starting from January 2024. This adjustment ensures that EcoWorld International’s targets are aligned with industry standards and legal mandates while still promoting ecological value in its developments.</p> </div>	<div data-bbox="1112 1556 1185 1630" data-label="Image"> </div> <div data-bbox="1195 1568 1425 1626" data-label="Section-Header"> <h3>Equality, Diversity & Inclusion</h3> </div> <div data-bbox="1096 1641 1457 1995" data-label="Text"> <p>The target to create a new set of recruitment terms and conditions, aimed at ensuring a diverse pool of candidates for all permanent roles, has been removed. This decision reflects the Group’s streamlined workforce in response to operational changes, while still maintaining a focus on diversity and inclusion in recruitment practices moving forward.</p> </div>
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SUSTAINABILITY SCORECARD

The remaining goals and targets of the Scorecard remain intact, continuing to steer EcoWorld International's efforts in integrating sustainability across its operations and developments. A summary of our progress against each ECO target is outlined below, with further details available in the respective topical disclosures.



 Exceptional Environment			
Material Topics	Goals	Targets	Progress
 Climate Change Adaptation, Mitigation & Resilience	We will design resilience into our schemes by mitigating the effects of climate change and incorporating adaptation measures	We will publish and implement Climate Change Policy	EcoWorld International has strengthened its assessment of climate-related risks with the inclusion of identified risk impact timeframes. This enhances the Group's ability to address the effects of climate change and implement adaptation measures across its developments.
 Energy & Carbon	Our developments will be NZC	We will ensure all our future developments are NZC by no later than 2040	EcoWorld International continues to drive progress towards its NZC commitment. However, due to operational changes, the FY2022 baseline upon which the NZC commitment was based is no longer an accurate benchmark. Recalculation of the carbon baseline has been deferred until such time when a meaningful comparison can be achieved, including a potential recalibration of the NZC target.
 Biodiversity & Green Infrastructure	Our schemes will integrate natural systems and will promote biodiversity	All new schemes will deliver a minimum of 10% Biodiversity Net Gain ("BNG")	Griffin Park aims to achieve a net biodiversity gain of 57.7%, exceeding the London Plan target of 10%, with biodiversity-focused landscape proposals incorporated into construction contracts.
 Water Consumption	To commence our journey to ensure all our developments are water neutral and achieve net environmental gain on our sites by 2035	We will design our schemes to use water efficiently and will reduce water use during production	EcoWorld London is working towards establishing a water intensity target rate and aims to include this as a requirement in future contracts with Principal Contractors for construction activities. In the meantime, we are working towards tracking and disclosing additional indicators for the Group's water withdrawal data to include breakdown of water withdrawal sources, as well as water-stress.
 Circular Economy & Resource Use	We will reduce waste across the building life cycle and incorporate recycled materials	We shall ensure at least 90% of the construction waste is diverted from landfills annually	EcoWorld London successfully diverted 97.59% of construction waste from landfill. Additionally, the tracking of hazardous vs non-hazardous waste, which was previously limited to just the Millbrook construction site in FY2023, has been extended to cover all active project sites in FY2024.




Connected Community







Material Topics	Goals	Targets	Progress
<p>Purposeful Construction & Placemaking</p>	<p>We will create beautiful places that have a measurable positive legacy in the surrounding area</p>	<p>We target all schemes to achieve a Considerate Constructors Scheme (“CCS”) score of 38 and above</p>	<p>In FY2024, two CCS inspections were carried out: one at New Road Triangle, which scored 43, and another at Millbrook Block D, which scored 40. This resulted in an average CCS score of 41.5 – above our set target of 38.</p>
		<p>Achieve at least 90% of customers recommending EcoWorld projects to a friend or family</p>	<p>We have significantly exceeded our target of 90% customer satisfaction rate, with 100% of our customers indicating that they would recommend our UK properties in the surveys conducted in FY2024.</p>
		<p>We will review our current placemaking strategy and in conjunction with our social value work to establish measures of success for placemaking</p>	<p>No progress has been made on this target in FY2024 due to organisational changes and shifting priorities during the year. The Group remains committed to this objective and will revisit this initiative in the coming years.</p>
<p>Building Wellbeing & Productivity</p>	<p>Our buildings will deliver excellent indoor environmental quality, enable active lifestyles and provide access to nature</p>	<p>We will undertake Building Performance Evaluation (BPE) on all developments</p>	<p>We are preparing to meet the requirements of London plan and FHS (Future Homes Standard) for future developments. We intend to select a pilot project to further integrate sustainability principles and support future Building Performance Evaluations (BPE)</p>
		<p>We will integrate lessons learnt into our design guide</p>	<p>Lessons learned on design and specifications have been incorporated into EcoWorld International’s Draft Place Overlay SOP and Stop and Review processes.</p>
<p>Community Cohesion</p>	<p>We will create warm and welcoming developments for all, collaborating with communities to enhance sense of belonging and pride of place</p>	<p>We will incorporate community cohesion targets or a community engagement plan to help inform decision making at project appraisal stage.</p>	<p>A Community Cohesion framework is being integrated into the approach and principles of the Place Framework that is currently in development. In the meantime, EcoWorld London continues to host community cohesion events regularly, with at least seven events and initiatives held in FY2024.</p>

SUSTAINABILITY SCORECARD

Material Topics	Goals	Targets	Progress
 Quality of Life	We will work towards improving quality of life for our communities through providing affordable amenities, good quality homes, access to nature and public transport	Focus on green spaces, sense of safety at the community, and improved overall health	In FY2024, EcoWorld London supported Quality of Life enhancements through targeted initiatives at New Road Triangle. These included the installation of new play equipment at a local school, maintenance and cleaning of Riverside Walk to improve access to green spaces, and litter picking in local parks to create cleaner, more inviting public areas. Additionally, privacy and security were enhanced for neighbouring properties through the installation of wooden fences, contributing to a greater sense of safety within the community.
 Local Economic Development/Enterprising Communities	We will create a positive legacy for local enterprise by providing opportunities for local businesses, including social enterprise, through our procurement portal	At least 60% of all supply chain procurement contracts signed by value to be with UK Local Companies	EcoWorld London directed 69% of its total procurement spend (£31.4 million or RM179.1 million) to UK local companies, exceeding the 60% target and reflecting the Group's commitment to supporting the domestic economy.
		At least 50% annual procurement spend on SMEs	EcoWorld London surpassed its SME procurement target in FY2024, with 96% of its total spend (£43.8 million or RM249.9 million*) channelled to small and medium-sized enterprises, fostering resilient and sustainable supply chains. Additionally, EcoWorld London has also offered the meanwhile use of the Woking site to 2 local SMEs – Business Interior Solution and Woking Railway Athletic Club.
		Supporting at least three local social enterprises	EcoWorld London has welcomed three local social enterprise companies – The Useful Wood Company, York Road Project and Phoenix Culture Centre – as tenants on the Woking site.

Outstanding Organisation

Material Topics	Goals	Targets	Progress
 Equality, Diversity & Inclusion	We will create an inclusive environment that inspires employees to collaborate and stimulate creativity, attracting a diverse and talented workforce	Target for no greater than 23% voluntary turnover in employees	The full-time staff voluntary turnover rate for FY2024 was 25%, exceeding the target due to operational changes.

	Material Topics	Goals	Targets	Progress
	Education & Skills	We will equip our employees with the skills they need to deliver our ambitions, meet their career aspirations and maximise job satisfaction	80% of employees to receive training annually	98% of employees have attended training in FY2024, with a total of 462 training hours logged.
	Stakeholder Engagement & Partnership	Engage at the earliest opportunity with all our stakeholders to create a joint vision for our developments	We will create a stakeholder engagement strategy to help structure a consistent approach and build on best practices	We remain active in engaging our key stakeholders and have organised over 10 community events, and a range of employee diversity and inclusivity campaigns such as, Chinese New Year celebrations, Menopause Awareness, Mental Health First Aider training, and Wellness Week in FY2024.
	Responsible Supply Chain Management	We will collaborate with our supply chain to improve their environmental and social impacts and that of the materials used in our developments	Work with top 4 partners to collaborate and set out a 3-year plan for reducing our environmental impact	EcoWorld London intends to add stipulations to ensure our appointed Principal Contractors use 100% green energy, incorporate recycled materials, and meet our Waste For Energy target.
	Transparent Disclosure	We will ensure regular disclosure of relevant information to all stakeholders	We are committed to align our reporting to the recommendations of the globally recognised framework	In addition to the adoption of TCFD, EcoWorld International has aligned its SR FY2024 to the IFRS S1 and S2 disclosures recommended by the International Sustainability Standards Boards (“ISSB”) Standards.
	Culture	We will embed sustainability into the culture of the business and ensure it is at the forefront of every decision made	We will implement a programme to encourage our staff to live sustainable lifestyles	In FY2024, EcoWorld London again organised a Wellness Week for its employees, featuring activities such as wellness walks, mindfulness classes, and art sessions to encourage mental well-being and sustainable habits. Bi-annual wellness surveys were also carried out to gather feedback that helps shape future programmes.
	Corporate Governance	We will implement robust procedures to manage our sustainability and wider governance risks	To review the sustainability governance structure and embed ESG related risks into the Group Risk Management Enterprise Framework	In FY2024, EcoWorld International reinforced its sustainability governance framework through updates to key policies, including the External Auditors Policy and Anti-Bribery and Anti-Corruption Policy, and the establishment of the Conflict of Interest Policy.

STAKEHOLDER & MATERIALITY


At EcoWorld International, we define stakeholders as individuals or entities whose actions and decisions influence our business trajectories, as well as those who are impacted by our real estate development and management activities.


As such, we are committed to deepening our understanding of the broad spectrum of impacts our activities have on our stakeholders. This is done through the development of a robust stakeholder engagement and management strategy, which uses a range of engagement channels to monitor, measure and manage stakeholders' evolving needs, expectations and concerns.

Additionally, we actively seek their input in our materiality assessment process to ensure that our material ESG topics are identified, prioritised, and managed to minimise negative impacts while maximising positive outcomes for our stakeholders, the environment as well as the Group's enterprise value creation ability.


Stakeholder Management

A summary of EcoWorld International's stakeholder management approach is presented below:

EMPLOYEE		
 Individuals employed on permanent or contract basis		Priority : Very High Approach : Keep Satisfied
Areas of Interest <ul style="list-style-type: none"> • Corporate direction and growth plans • Job Security • Remuneration and benefits • Career development and training opportunities • Workplace health and safety • Labour and human rights • Work-life balance • Employee volunteerism 	Methods of Engagement <ul style="list-style-type: none"> • Management meetings with employees • Huddle staff meetings • On-going education and training programme • Whistleblowing policy • Job-level specific training programme • Circulation of internal policies • Newsletters • Good Morning EcoWorld • Mental Health Ambassadors programme • UK Wellness Initiatives – EcoWorld London Women's Network Event and Wellness Week 	EcoWorld International's Response <ul style="list-style-type: none"> • Provide comprehensive remuneration and compensation packages • Provide various types of training programmes • Established grievances mechanisms to address employee concerns <hr/> How We Measure Success <ul style="list-style-type: none"> • Employee turnover and engagement • Occupational, Safety and Health performance • Training hours

CUSTOMER		
 Existing and potential customers of real estate products and services		Priority : Very High Approach : Keep Satisfied
Areas of Interest <ul style="list-style-type: none"> • Pricing • Quality and workmanship • Energy conservation • Design and features • Product safety • Defects rectification • Customer service and experience 	Methods of Engagement <ul style="list-style-type: none"> • Annual General Meeting • Announcements to Bursa Malaysia • Analyst, banker and fund manager briefings • Annual report 	EcoWorld International's Response <ul style="list-style-type: none"> • Establish strong corporate governance measures • Conduct risk assessments to address and mitigate potential risks • Report sustainability performance in annual report and standalone sustainability report <hr/> How We Measure Success <ul style="list-style-type: none"> • Share price performance • Return on equity • Shareholder voting outcomes

SHAREHOLDER AND INVESTOR

 Retail and institutional investors		Priority : High Approach : Keep Informed
Areas of Interest <ul style="list-style-type: none"> • Growth trajectory • Acquisitions and expansion • Market diversification • Risk Management • Corporate Governance • ESG indicators • Climate change and carbon pricing strategies • Sustainability performance and tracking • Reporting standards 	Methods of Engagement <ul style="list-style-type: none"> • Annual General Meeting • Announcements to Bursa Malaysia • Analyst, banker and fund manager briefings • Annual report 	EcoWorld International's Response <ul style="list-style-type: none"> • Establish strong corporate governance measures • Conduct risk assessments to address and mitigate potential risks • Report sustainability performance in annual report and standalone sustainability report
		How We Measure Success <ul style="list-style-type: none"> • Share price performance • Return on equity • Shareholder voting outcomes




REGULATORY BODY OR GOVERNMENT AGENCY

 Government agencies, regulatory authorities and town councils in Malaysia, UK and Australia		Priority : Very High Approach : Keep Satisfied
Areas of Interest <ul style="list-style-type: none"> • Compliance • Security issues • Waste management • Public nuisance issues • Labour practices 	Methods of Engagement <ul style="list-style-type: none"> • Inspections by local authorities • Press releases • Workshops 	EcoWorld International's Response <ul style="list-style-type: none"> • Establish policies to ensure compliance with relevant legislation • Track and monitor resource inputs and outputs
		How We Measure Success <ul style="list-style-type: none"> • Zero incidence of non-compliance with regulatory requirements


SUPPLIER, BUSINESS PARTNER OR VENDOR

 Providers of materials and services		Priority : High Approach : Keep Informed
Areas of Interest <ul style="list-style-type: none"> • Legal compliance • Payment schedule • Pricing of services • Product quality and inventory • Resource planning 	Methods of Engagement <ul style="list-style-type: none"> • Contract negotiations • Supplier audits and evaluations • Relationship meetings • Vendor registration and framework agreements 	EcoWorld International's Response <ul style="list-style-type: none"> • Allocate procurement budget for local suppliers • Ensure fair and transparent tender procedures • Adopt health and safety management systems
		How We Measure Success <ul style="list-style-type: none"> • Procurement spend • Pricing and quality of products and services • Alignment of practices with EcoWorld International's environmental and social policies • Occupational, Safety and Health performance


STAKEHOLDER & MATERIALITY

FINANCIAL INSTITUTIONS		
 Banks and lenders		Priority : High Approach : Keep Informed
Areas of Interest <ul style="list-style-type: none"> Market performance, business outlook and strategies Sales performance 	Methods of Engagement <ul style="list-style-type: none"> Meetings and annual reviews Project site visits Roadshows and presentations on financial results with clear strategic directions Annual General Meeting Announcements to Bursa Malaysia Analyst, banker and fund manager briefings 	EcoWorld International's Response <ul style="list-style-type: none"> Active engagement with bankers to explore financing proposals which support business strategies of the company
		How We Measure Success <ul style="list-style-type: none"> Credit standing Interest rate and repayment terms
MEDIA		
 Online and print media establishments		Priority : Medium Approach : Monitor
Areas of Interest <ul style="list-style-type: none"> Company reputation Advocating green consumerism and lifestyle Proactive media engagement and profile raising 	Methods of Engagement <ul style="list-style-type: none"> Interviews and engagement sessions through project site visits or meetings Press releases Press conferences 	EcoWorld International's Response <ul style="list-style-type: none"> Organise engagement programmes to boost brand reputation Enhanced disclosures in corporate website
		How We Measure Success <ul style="list-style-type: none"> Media coverage of EcoWorld International properties Analyst coverage of EcoWorld International Consumer brand awareness
JOINT VENTURE PARTNERS		
 Development partners and landowners		Priority : Medium Approach : Monitor
Areas of Interest <ul style="list-style-type: none"> Growth trajectory Acquisition and expansion Market diversification Risk management Corporate governance ESG and Financial indicators Climate change strategies Sustainability performance and tracking Reporting standards 	Methods of Engagement <ul style="list-style-type: none"> Annual report JV Board and Committee meetings 	EcoWorld International's Response <ul style="list-style-type: none"> Continue to work in tandem with JV Partners to construct and develop commercial and residential properties Like-minded and coherent plans and strategies to ensure best practices
		How We Measure Success <ul style="list-style-type: none"> JV Project sales and financial performance

COMMUNITY / PUBLIC

	Individual citizens and members of the local communities	Priority : Medium Approach : Monitor
Areas of Interest <ul style="list-style-type: none"> Quality of life Infrastructure improvements and Placemaking Environmental impacts Health and safety Job opportunities Affordable housing 	Methods of Engagement <ul style="list-style-type: none"> Ongoing community engagement sessions Community development and infrastructure enhancement initiatives Social media 	EcoWorld International's Response <ul style="list-style-type: none"> Engaging local communities in masterplanning and urban regeneration projects Social impact modelling Supporting national development objectives and policies Support local vendors and hiring of local employees How We Measure Success <ul style="list-style-type: none"> Recognition of EcoWorld International's social contribution and community development

NGO / CIVIL SOCIETY GROUP

	Non-governmental special interest groups	Priority : High Approach : Keep Informed
Areas of Interest <ul style="list-style-type: none"> Environmental and social issues in relation to business operations 	Methods of Engagement <ul style="list-style-type: none"> Ongoing engagement sessions Press releases Donations and financial aid contributions to environmental and social enhancements Employee volunteerism Philanthropic contributions 	EcoWorld International's Response <ul style="list-style-type: none"> Provide donations and other non-financial contributions to various non-governmental organisations Ensure the Group continues to minimise environmental footprint through energy saving initiatives and proper waste management How We Measure Success <ul style="list-style-type: none"> Environmental performance indicators Quantum of contributions and number of beneficiaries

STAKEHOLDER & MATERIALITY

Materiality Assessment Process

Materiality Assessments form the basis of EcoWorld International’s sustainability strategy. It allows the Group to accurately identify and prioritise ESG issues that matter the most to its continued business performance and its stakeholders.

The Group conducted a full-scale materiality assessment in FY2022, which incorporated the feedback of internal and external stakeholders to determine the relative importance of the 18 material topics identified. The resulting material matrix has been retained for presentation in this report.



PHASE 1 Identification of Material Matters

A preliminary list of sustainability matters was identified from:

- the key stakeholder concerns identified during engagement,
- financial and non-financial risks and opportunities within the Group’s operating context,
- sector-specific and common sustainability topics and indicators identified by regulators and ESG reporting standards, and
- an analysis of sustainability matters identified by the Group’s peers.



PHASE 2 Refinement and Categorisation of Material Matters

The sustainability matters identified in Phase 1 were distilled into a list of 18 material topics for assessment, which have been categorised according to EcoWorld International’s ECO pillars as follows:

		
<p>EXCEPTIONAL ENVIRONMENT</p> <ul style="list-style-type: none"> • Climate Change Adaptation, Mitigation and Resilience • Energy and Carbon • Biodiversity & Green Infrastructure • Water Consumption • Circular Economy and Resource Use 	<p>CONNECTED COMMUNITY</p> <ul style="list-style-type: none"> • Purposeful Construction & Placemaking • Building Wellbeing & Productivity • Community Cohesion • Quality of Life • Education & Skills • Local Economic Development/Enterprising Communities 	<p>OUTSTANDING ORGANISATION</p> <ul style="list-style-type: none"> • Equality, Diversity & Inclusivity • Education & Skills • Stakeholder Engagement & Partnership • Responsible Supply Chain Management • Transparent Disclosure • Sustainability Culture • Corporate Governance



PHASE 3 Assessment and Prioritisation of Material Matters

An online materiality assessment survey was held from June to July 2022 to gather feedback from the Group’s internal and external stakeholders from its bases of operations in Malaysia, Australia and the UK. Respondents were asked to rate the importance of the material sustainability matters to EcoWorld International’s value creation ability, and to rank the importance of the Group’s various stakeholders in terms of their ability to impact the organisation. A total of 44 responses were collected during the month-long survey.



PHASE 4 Analysis and Creation of Materiality Matrix

The feedback gathered from the survey was tabulated using best practices in statistical analysis that incorporated weighted scores for different respondents' feedback based on their relative importance to the Group.

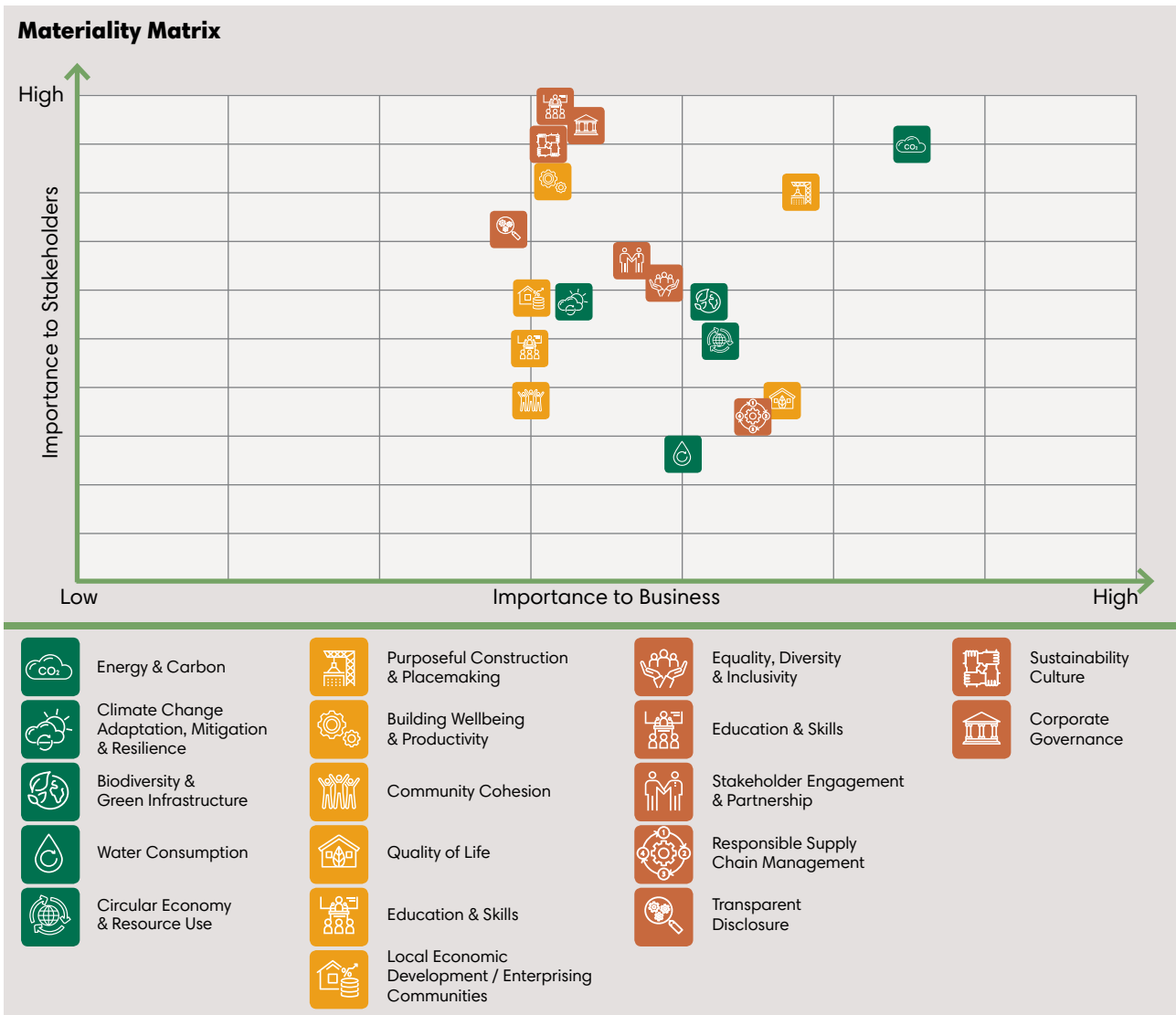
The results of EcoWorld London's own materiality assessment were also integrated in the analysis to provide stronger validity of EcoWorld International's materiality result.

Based on the tabulation of scores, the 18 topics were plotted on a materiality matrix to determine their relative priority to EcoWorld International's sustainable value creation ability.



PHASE 5 Validation and Presentation of Material Matrix






The FY2022 materiality matrix, as well as additional findings from the materiality assessment survey, were presented to the Board for validation. Details of EcoWorld International's management approach and performance of these ESG matters are disclosed in the subsequent pages of this report. This materiality matrix has been deemed to remain relevant for FY2024, and has been approved by the Board and Management for disclosure in this report.



ESG RISKS AND OPPORTUNITIES








Exceptional Environment

Material Matters	Risks	Opportunities
 Climate Change Adaptation, Mitigation & Resilience	Failure to adequately adapt our operations to climate-related risks can lead to construction delays, infrastructure damage, regulatory non-compliance, increased operational costs, loss of brand reputation, stakeholder trust, and business profitability.	Proactive adaptation to climate-driven design, regulatory and market changes can reduce operational costs, and increase our appeal to environmentally conscious buyers.
 Energy & Carbon	Increasingly stringent energy and carbon regulations raise the price of fossil-based energy sources, impacting operational costs and leading to a growing market preference for low-energy and low-carbon properties.	Implementing energy-saving measures can reduce embedded carbon and energy demands of our real estate creations can enhance our competitiveness.
 Biodiversity & Green Infrastructure	Lack of compliance with biodiversity-related regulations can lead to legal consequences, project delays, reputational damage, and can potentially contribute to global biodiversity collapse.	Integrating ecological considerations into our projects can boost the resilience of local ecosystems, enhance the appeal of our developments and support the wellbeing of its residents, thereby increasing the value of our properties.
 Water Consumption	Inefficient water management can lead to higher operational costs, potential non-compliance with the London Plan, and reputational damage for exacerbating water scarcity.	Demonstrating good water management practices and incorporating water-efficient features into our developments can enhance the appeal of our properties.
 Circular Economy & Resource Use	Inefficient and irresponsible resource consumption and waste management practices risk polluting the environment, exacerbating climate change, and increasing operational costs. There are also risks associated with regulatory non-compliance.	Adoption of circular economy principles can lead to cost savings through efficient use of materials and waste minimisation. The resulting properties will also have a lower embedded carbon, enhancing their appeal in an increasingly green-conscious market.



Connected Community

Material Topics	Goals	Targets
 Purposeful Construction and Placemaking	Poor placemaking and infrastructure planning could create properties that do not align with the local community's needs and aspirations, lowering their appeal and demand.	Well-built living environments with good access to nature help to promote healthier lifestyles among its inhabitants. Its ability to attract wellness-minded buyers and tenants can result in higher occupancy rates, value growth, and stronger brand reputation.
 Building Wellbeing and Productivity	The creation of high-quality indoor environments can incur higher costs and increase the complexities of the design needed to create the desired environment to promote residential wellbeing. Poorly built spaces can also lead to customer dissatisfaction.	Well-built living environments with good access to nature help to promote healthier lifestyles among its inhabitants. Its ability to attract wellness-minded buyers and tenants can result in higher occupancy rates, value growth, and stronger brand reputation.
 Community Cohesion	Ineffective community engagement could lead to insufficient understanding of community needs, lack of community support for our developments, and also the creation of properties that do not resonate with residents, affecting the long-term vibrancy and occupancy rate of the development.	By actively collaborating with communities to create developments that foster a strong sense of belonging, we can build loyal community support and strengthen our brand image as a real estate developer that genuinely cares and contributes to the welfare of the communities we serve.
 Quality Of Life	There are higher costs associated with developing high-quality homes and amenities, which could impact the affordability of our properties. Developments that do not fully address the various lifestyle and accessibility needs of the community will do poorly in the real estate market.	Well designed homes with affordable amenities and access to nature and public transport addresses the needs of all segments of society. The properties will be able to retain its value over time and helps to strengthen our brand position as a socially responsible developer.
 Local Economic Development/ Enterprising Communities	Local enterprises may not always meet the quality standards required, or the capacity requirements for our larger-scale projects.	Involving local businesses in our procurement processes can help to stimulate the local economy, contributing to the growth of enterprises that lead to job creation. Their proximity can also contribute to a smaller carbon footprint.

ESG RISKS AND OPPORTUNITIES



Outstanding Organisation

Material Topics	Goals	Targets
Education & Skills	Lack of diversity and inclusivity can lead to a narrow organisational perspective and reduced innovation. Perceived inequality can also impact employee morale, and negatively affect the reputation of the organisation.	Embracing equality, diversity and inclusivity enhances our competitiveness as an employer of choice, strengthening our ability to attract a wider range of talent that better reflect the communities we serve.
Stakeholder Engagement & Partnership	Without ongoing training, staff may lack the skills needed to meet evolving market demands, leading to decreased productivity, employee job satisfaction and organisational competitiveness.	Investing in continuous education and skills development that supports the career progression of staff within the company helps to build a more motivated and capable workforce.
Responsible Supply Chain Management	Unethical supply chain practices can lead to regulatory non-compliance, reputational damage from loss of customer trust as well as the associated legal and financial consequences.	Good supply chain management practices can lead to long-term partnerships with trusted ethical suppliers, providing quality assurance and potentially, better cost efficiency.
Transparent Disclosure	Lack of transparency can lead to mistrust from stakeholders and potential regulatory penalties.	Clear, honest and timely reporting builds stakeholder trust and confidence, and aids in attracting investors.
Culture	Without a culture of sustainability, environmental and social initiatives may lack effectiveness and integration into business practices. EcoWorld International may also lose its competitiveness from lack of alignment with global sustainability trends.	A strong sustainability culture and mindset at EcoWorld International helps to embed ESG considerations into every aspect of organisational decision making, leading to long-term benefits. It can also help to attract like-minded talents.
Corporate Governance	Poor governance and corruption controls may lead to ineffective decision making, legal liabilities, financial mismanagement and reputational damage among customers, business associates, investors and regulators.	Fostering a culture of integrity, accountability and ethical behaviour helps to enhance stakeholder trust, strengthen risk mitigation, ensure compliance with regulations and support long-term growth and value creation.



EXCEPTIONAL ENVIRONMENT

GRI 301, 302, 303, 304, 305, 306



Objective

Creating places that will stand the test of time. We have a responsibility to ensure that the homes we build minimise their impact on the planet by using resources intelligently, both during the building process and during their lifetime of use.



Overview

At EcoWorld International, sustainable development is more than a concept; it is a driving force integral to our vision of 'Creating Tomorrow & Beyond'. We are committed to continuously refining our business processes to lessen our consumption of natural resources, including energy and building materials, and to reduce carbon emissions. Our aim is to integrate green practices across all stages of our real estate value chain, ensuring we create an Exceptional Environment in all our areas of operation.

Our Sustainability Framework and Scorecard crystallise this commitment, outlining clear strategies and targets for mitigating our environmental footprint. Progress towards these targets is meticulously monitored and reported to our Board, ensuring stringent management of our Exceptional Environment objectives.

UNSDG Alignment

 <p>Goal 7 Affordable and Clean Energy</p> <p>Energy efficiency and the integration of renewable energy to reduce fossil fuel dependence.</p>	 <p>Goal 9 Industry, Innovation and Infrastructure</p> <p>Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.</p>	 <p>Goal 11 Sustainable Cities and Communities</p> <p>Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	 <p>Goal 12 Responsible Consumption and Production</p> <p>Minimising energy consumption across building lifecycles.</p>	 <p>Goal 13 Climate Action</p> <p>Integrating energy-efficient technologies and reducing operational emissions</p>
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CLIMATE CHANGE ADAPTATION, MITIGATION AND RESILIENCE

Climate change concerns are a focal point in our industry, and we are determined to address them head-on in terms of both embodied and operational carbon emissions. Globally, it is estimated that the construction and building industry accounts for more than 40% of energy consumption and thus, a significant share of carbon emissions. As a real estate developer and community builder, EcoWorld International recognises the dual challenges of reducing embodied carbon (materials and construction) and operational carbon (building use) in developments. A significant threat that climate change poses to the world and is committed to do its part to protect and promote nature across all its developments.

Our subsidiary EcoWorld London has continued to focus on reducing embodied carbon (materials and construction) and operational carbon (building use), integrating low-carbon materials, renewable energy, and energy efficient designs into its developments to ensure compliance with the UK's net-zero goals and the London Plan.

These efforts ensure that our climate action aligns with the Paris Agreement and the Kyoto Protocol of the United Nations Framework Convention on Climate Change (UNFCCC), which encourages carbon dioxide ("CO₂") emissions reduction to curb global temperature rise to well below 2 degrees Celsius, with an aspiration to limit it to 1.5 degrees Celsius. EcoWorld International is determined to play our part to support the achievement of these goals.

We are also committed to take appropriate action to ensure consistency between our climate change policy and the positions taken by our trade associations. As of now, EcoWorld International has deemed our trade associations' position on climate change to be aligned with ours.



In June 2024, EcoWorld London completed an Energy Savings Opportunity Scheme (ESOS) assessment, which provided critical insights into energy use across its operations. Given the current business structure and the timeline for delivering future pipeline projects, EcoWorld London has determined that no immediate energy efficiency measures will be implemented within this ESOS compliance period. However, the findings from this assessment will inform long-term energy reduction strategies, which are planned for development and implementation in 2028, ensuring a structured approach to future energy management.

In the meantime, we have continued to strengthen the alignment of our sustainability reporting with the recommendations of the TCFD to ensure the effective adaptation of EcoWorld International's operations to mitigate the risks associated with climate change, which is published on pages 34 to 36 of this report.

Climate Change Risks and Opportunities

With the construction of development projects in Australia and the EcoWorld Ballymore projects completed, EcoWorld International's climate-related risk assessment focuses primarily on EcoWorld London's operations in the UK, where escalating global temperatures are reshaping the environmental landscape.

These changes manifest as hotter, drier summers, warmer, wetter winters, and an increasing frequency of extreme weather events like floods and droughts. This evolving climate has not only altered consumer preferences towards greener buildings but has also driven the development of new government policies and regulatory frameworks aimed at promoting zero carbon building designs.

The Group's climate-related risk management process is supported by EcoWorld London's risk assessment, developed to ensure compliance with ISO14001 (Environmental). In FY2022, non-compliance with sustainability commitments was identified as a specific risk and added to the Group's Enterprise Risk Management ("ERM") Framework to enhance oversight of climate-related risks at the Group level.

Specifically, the ERM framework considers the risk of environmental pollution and damage caused by construction activities, such as air, ground, and water pollution resulting from the use of fossil fuels, dust generation, noise pollution, the use of unsustainable materials, construction traffic, and improper waste disposal. These risks can have significant impacts on the immediate environment, surrounding communities, and the wider ecosystem.

Climate-related risks are incorporated into the Group's ERM, which includes a detailed assessment of risks and corresponding mitigating controls, updated quarterly for review by the Risk Management Team. These assessments are subsequently presented to the RMC and the Board for deliberation and to ensure effective management of climate-related risks. The ERM Framework remains central to addressing ESG risks and considerations moving forward.



Transition Risk

Type of Risk	Potential Impact	Mitigation Method
Political and Regulatory – Mid-term (1-5 yrs) to Long-term (≥ 11 yrs)		
<ul style="list-style-type: none"> Government, local and statutory authorities will set new legislation that will directly or indirectly influence the built environment. Changes to the New London Plan and other regulations will have significant impact on the projects 	<ul style="list-style-type: none"> Increased costs because of more onerous social, economic, and environmental measures added to the development requirements 	<ul style="list-style-type: none"> Identifying legislation focus areas which have a material impact on the business Regulatory changes are regularly reviewed to ensure compliance and communicated to all business units
Non-compliance to Sustainability Commitments – Mid-term (1-5 yrs) to Long-term (≥ 11 yrs)		
<ul style="list-style-type: none"> “Brown Discounts” is applied to properties which do not meet ESG criteria such as waste solutions and renewable energy sources. This will adversely impact the value of the properties 	<ul style="list-style-type: none"> Increased cost of investment to integrate ESG requirements at early stages of projects 	<ul style="list-style-type: none"> Progressively consider incorporating ESG requirements into the design, construction, and value chain in delivering sustainable homes
Reputational – Long-term (≥ 11 yrs)		
<ul style="list-style-type: none"> Inability to deliver and demonstrate compliance and progress in meeting ESG targets and plans for future betterment against ECO strategy may result in reputational damage to the Eco World brand 	<ul style="list-style-type: none"> Reduced sales and revenues Reduced customers’ confidence Reduced brand sentiment 	<ul style="list-style-type: none"> ECO strategy and targets communicated to all business units so they are aware of how to protect and enhance the value of our assets



Physical Risk

Type of Risk	Potential Impact	Mitigation Method
Acute – Short-term (1-5 yrs) to Long-term (≥ 11 yrs)		
<ul style="list-style-type: none"> Operational disruptions Increased occurrence of extreme weather events including flooding, droughts, and higher temperatures 	<ul style="list-style-type: none"> Increased operational costs Damage to assets and infrastructure Delays in progress of build programmes 	<ul style="list-style-type: none"> Incorporating extreme weather events into site risk assessments and testing these through the HSE team can lead to improved incident preparedness and resilience
Chronic – Long-term (≥ 11 yrs)		
<ul style="list-style-type: none"> Irreversible shifts in weather patterns Increased occurrence of extreme weather events Increasing global temperatures 	<ul style="list-style-type: none"> Extreme weather events could escalate HSE incidents at operational sites and offices Loss of life and reduced productivity among staff, supply chain partners, and subcontractors 	<ul style="list-style-type: none"> Ensure compliance with all regulatory requirements on infrastructure to mitigate against the negative impact of extreme weather and continue with our emission reduction initiatives

CLIMATE CHANGE ADAPTATION, MITIGATION AND RESILIENCE



Opportunities



PROMOTING GREEN BUILDINGS

The growing awareness of climate change can enhance the market appeal of EcoWorld International's 'whole life value' approach to sustainable development, which evaluates the economic, social, and environmental impacts of properties over their entire lifecycle.



REGULATORY ALIGNMENT

Changes in regulatory requirements present an opportunity for EcoWorld International to refine and enforce robust data collection practices on carbon, energy, and resource usage at project sites, and to adapt supply chain operations for enhanced ESG performance and efficiency.



ENHANCED PREPAREDNESS

Incorporating extreme weather events into site risk assessments and testing these through the HSE team can lead to improved incident preparedness and resilience.



ENERGY AND CARBON

Energy is essential to the real estate industry as it powers machinery, vehicles, and tools needed for building operations, making it central to efficiency and productivity. The sector's energy use contributes heavily to carbon emissions, accounting for about 40% of global greenhouse gas ("GHG") emissions, making it a focus for climate change mitigation and compliance with regulations like the UK's Building Regulations and net-zero targets.

At EcoWorld International, we recognise our role in this and are dedicated to reducing our carbon footprint through a comprehensive approach to emissions efficiency. This includes a persistent effort to reduce the use of resources like diesel and electricity in our operations, a heightened focus on renewable energy sources, and the implementation of life cycle costing and whole-life carbon modelling in our real estate developments.

We understand that as a real estate developer, our greatest impact in combating global warming lies in how we conceptualise and construct our projects, integrating carbon reduction into the very design of our building. We continue to manage Scope 1 and 2 emissions related to assets directly owned and controlled by the Group, including offices, marketing suites, and show apartments. Indirect emissions are also factored into our overall carbon footprint calculation, with a particular emphasis on measuring and managing Scope 3 indirect emissions from the value chain. This focus on Scope 3 emissions aligns also with EcoWorld London's operational shift from self-delivery to client-only projects, whereby construction activities will be conducted by appointed Principal Contractors, and the energy consumption from EcoWorld London's project sites will be quantified under Scope 3.



Energy & Carbon Initiatives

Energy and Carbon management is a critical concern for EcoWorld International's stakeholders, especially with the UK's evolving legislative landscape encouraging businesses to reduce energy and carbon emissions and transition to renewable energy. EcoWorld London is proactively adapting to these legislative changes, incorporating sustainable materials, low-carbon construction methods, and a gradual shift to renewable energy.

EcoWorld London's direct energy consumption primarily comes from show homes and Resident Experience Team offices, with site buildings being the largest contributors to energy use, while transport accounts for a smaller portion.

At project sites, energy requirements are 100% sourced from renewables by the appointed Principal Contractors, where feasible. EcoWorld London relies on grid-supplied electricity and diesel for generators and machinery, with stipulations for the use of new, efficient units compliant with the 2021 Finance Bill, which restricts harmful biofuels.

EcoWorld London has initiated embodied carbon assessments, including estimates for Aberfeldy Village (Oxbow), which is designed to meet London Energy Transformation Initiative Standards. The project is on track to achieve a 78.9% reduction in carbon emissions compared to conventional homes and carbon-neutral status with a 21% carbon offset. Insights gained from Aberfeldy Village will inform future sustainable designs and practices.

Our Griffin Park project is targeted to achieve a 67% reduction in regulated CO₂ emissions through a heat pump-led network, reducing reliance on fossil fuels and contributing to a more sustainable heating solution. The project also supports sustainable transportation with 20% active and 80% passive EV charging infrastructure and enhanced cycling accessibility with compliant cycle parking.

Meanwhile, the Barking development is targeted to reduce carbon emissions by 47.1% in Phase A and 60.5% in Phases B-D, compared to the Part L 2013 Baseline. The Woking project is targeted to achieve a 41% reduction in carbon emissions, demonstrating successful carbon reduction initiatives throughout the project lifecycle.

All Principal Contractors must comply with renewable energy agreements for future projects. EcoWorld London is also tightening energy specifications for appliances and setting air quality targets, including compliance with Stage IV Non-Road Mobile Machinery (NRMM) standards and establishing KPIs to address other air emissions like NO_x, SO_x, and NH₄.

EcoWorld London is committed to improving emissions reduction and energy efficiency across all projects. This includes optimising the use of photovoltaic (PV) panels wherever practical, integrating low-carbon solutions such as air source heat pumps and electric vehicle (EV) infrastructure where feasible, setting thermostats in vacant units to 18 degrees, installing motion sensors in communal areas, and reducing water flow to conserve resources. These actions reflect EcoWorld London's proactive approach to sustainability in everyday operations.

ENERGY AND CARBON

Calculating Carbon Baselines

EcoWorld London established a baseline carbon footprint assessment for FY2022, covering Scope 1 direct emissions from natural gas in standing assets, Scope 2 indirect emissions from electricity in standing assets, and specific elements of Scope 3 emissions, including business travel and transmission and distribution losses related to fuel and energy activities. Emissions from water consumption and waste generation in offices, marketing suites, and show apartments were excluded from this baseline due to their relatively low impact.

Given the significant changes of the Business Consolidation, which includes adjustments to operational activities, streamlining organisational resources to align with the scale of development activities, and pausing new developments until expected returns can be more accurately projected, EcoWorld International recognises that the FY2022 baseline is no longer a suitable reference point to benchmark the Group’s NZC commitment against. As such, recalculating the carbon baseline has been deferred until a meaningful comparison can be achieved.

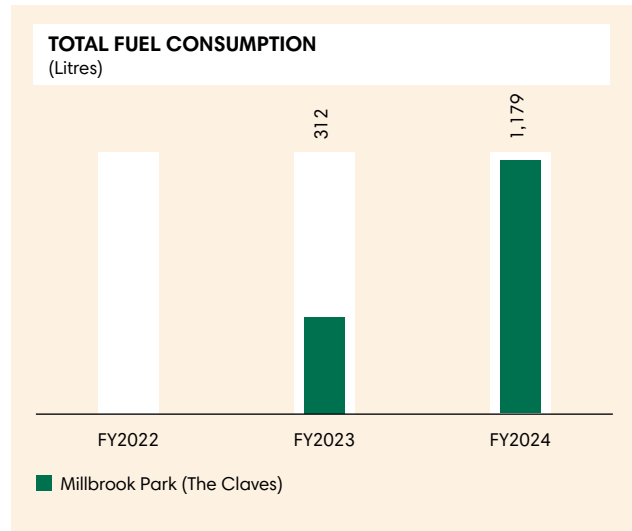
The FY2022 baseline remains the current reference point for tracking progress towards the NZC commitment, while the Group evaluates and refines its long-term sustainability goals, including a potential recalibration of the NZC target.

Direct Energy Consumption

EcoWorld International is committed to a responsible and sustainable approach to energy consumption and has continued to refine its approach to gathering and reporting electricity and fuel consumption data to track and systematically reduce the GHG emissions impact associated with its operations.

The evolution of our reporting practices is evident in the expansion of the scope of our data collection. Alongside figures from our offices in Malaysia, Australia, and the UK, we have incrementally integrated data from our UK project sites.

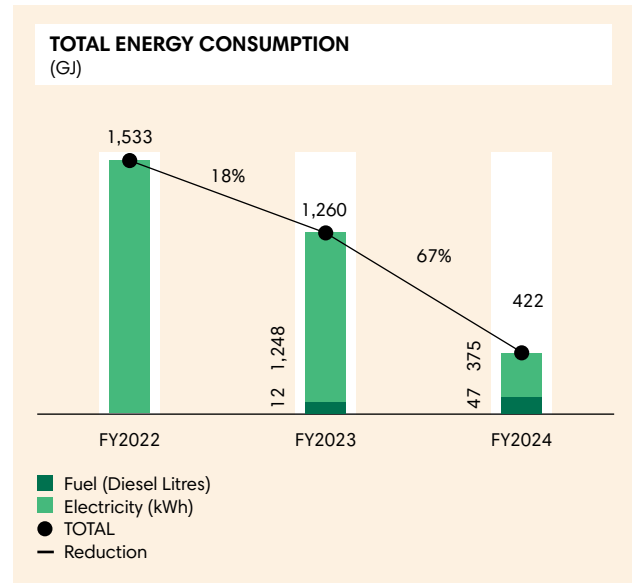
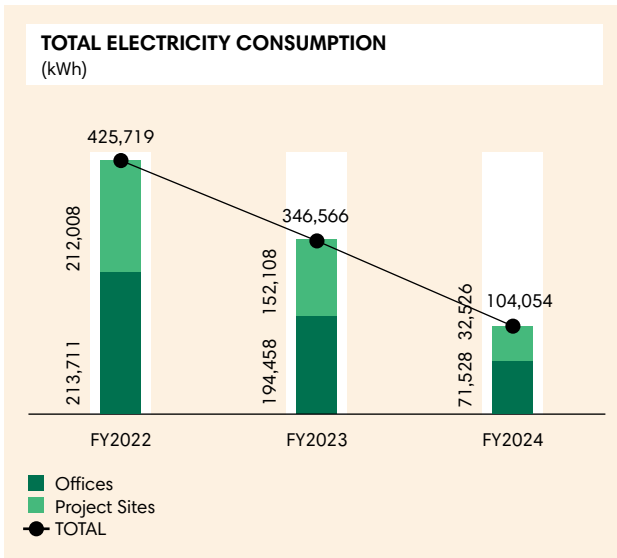
Due to the transition of EcoWorld London’s business model from ‘self-delivery’ projects to ‘client-only’ projects, the Group’s direct fuel consumption now consists only of natural gas utilised at our head office, marketing suites, and show apartments. Since FY2022, energy consumption associated with construction activities, such as fuel and electricity used at project sites, is no longer included in the Group’s direct energy consumption.



Total Fuel Consumption (Litres)			
	FY2022	FY2023	FY2024
Millbrook Park (The Claves)	-	312	1,179
Total	-	312	1,179

Note: FY2022 fuel consumption data is unavailable due to variations in data collection during the carbon baseline exercise.

In FY2024, EcoWorld London consumed 1,179 litres of diesel for the construction at Millbrook Park, compared to 312 litres in FY2023. This increase is due to the commencement of major construction activities at Millbrook Park in FY2024, which involved the use of heavy machinery for excavation and piling, in contrast to the less machine-intensive activities in FY2023. FY2022 diesel consumption data is unavailable due to variations in data collection during the carbon baseline exercise.



Total Electricity Consumption (kWh)			
	FY2022	FY2023	FY2024
Offices	213,711 ¹	194,458	71,528 ⁶
Project Sites	212,008 ^{2,3}	152,108 ⁴	32,526 ⁵

Notes:

- ¹ EcoWorld International's London office utilises natural gas for electricity generation. The electricity in kWh unit is calculated based on the BEES gas benchmark.
- ² Electricity consumption data was calculated based on both actual and estimated utility spending costs with the average tariff rate of respective regions.
- ^{3,4,5} FY2022 project site data encompassed Aberfeldy Village (Oxbow), Millbrook Park (Claves) and Kew Bridge (Verdo), while FY2023 covers the same with the addition of Lampton Homes (New Road Triangle). FY2024 project sites only covers Lampton Homes (New Road Triangle) and Millbrook Park (Claves).
- ⁶ Electricity consumption data coverage for FY2024 excludes certain sites reported in previous years due to operational changes. The EcoWorld International Sales Gallery has relocated to a shared sales office at Bukit Bintang City Centre, with negligible electricity consumption. Similarly, the Sydney office has relocated to a co-working space with shared utilities, making data unavailable, while the Melbourne office has been closed.

EcoWorld International's total electricity consumption in FY2024 was 104,054 kWh, a 70% reduction from FY2023. This decrease is due to reduced construction activities, relocation to smaller offices, office closures, and continued energy efficiency efforts in Malaysia and the UK.

Note:

The calculation for total energy consumption is done on the basis of 0.0036GJ per kWh and 0.0402GJ per litre of diesel consumed.

Total energy consumption in FY2024, which encompasses both fuel and electricity consumption, was 422 GJ, a 67% decrease from 1,260 GJ in FY2023, primarily due to the completion of construction at Aberfeldy Village (Oxbow) and Kew Bridge (Verdo).

EcoWorld London is actively advancing its sustainability journey, focusing on improving the accuracy and reliability of its operational energy consumption data.

Carbon Emissions

EcoWorld International's carbon emissions cover Scopes 1, 2, and 3:



SCOPE 1

includes direct emissions from sources owned or controlled by the Group such as natural gas consumption in standing assets such as head office in UK, marketing suites, show apartments, and unoccupied units for EcoWorld London.



SCOPE 2

emissions are indirect emissions from the generation of purchased electricity used in offices (both in Malaysia and the UK), show apartments, and unoccupied units.



SCOPE 3

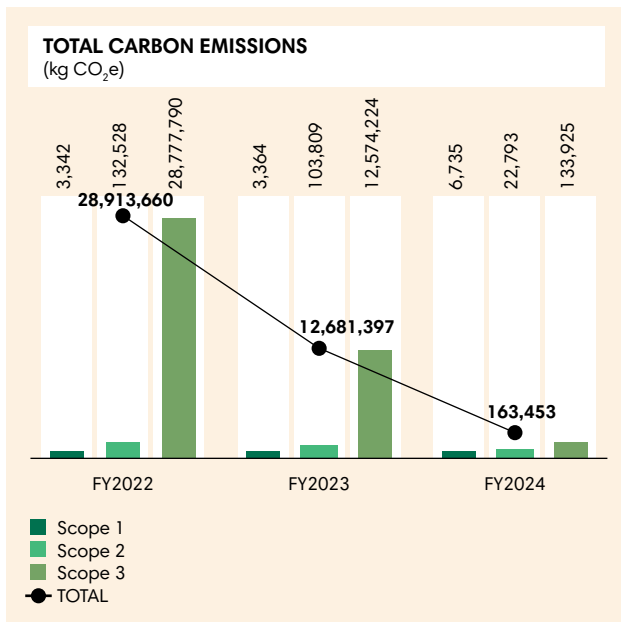
involves other indirect emissions, including gas, electricity, and fuel consumption during construction activities.

ENERGY AND CARBON

Since FY2022, emissions from construction activities have been classified as third-party emissions, as development activities are managed by Principal Contractors. As a result, the Group has placed increased focus on managing Scope 3 emissions, particularly due to the significant embodied carbon in construction materials. We remain steadfast in our dedication to accurately quantifying our emissions footprint as this is key to achieving our long-term NZC goals.

We are collaborating with contractors to adopt best practices in material use, including reducing emissions from transportation, waste, and the materials themselves, as well as accounting for emissions from business travel and employee commuting.

The Group's total emissions in FY2024 stood at 91.85 thousand kg CO₂e, a significant reduction from the 12.68 million kg CO₂e in FY2023. While data inconsistencies contributed to the reduction, the decrease is mainly attributed to lower intensity of construction activities in FY2024, which reduced emissions from the embedded carbon of construction materials used, reported under Scope 3.



Total Carbon Emissions (kg CO ₂ e)			
	FY2022	FY2023	FY2024
Scope 1	3,342 ¹	3,364 ¹	6,735
Scope 2	132,528 ²	103,809 ^{2,5}	22,793
Scope 3	28,777,790 ³	12,574,224 ⁴	133,925
i. Fuels used in construction	1,473,066	830	3,135
ii. Construction materials and services for development	27,096,978	12,496,888	75,464
iii. Fuel and energy related services	-	29,787	6,735
iv. Employee Commuting	-	46,719	42,077
v. Business Travel	207,746	-	6,514

Notes:

- ¹ The conversion factor used for EcoWorld London offices and project sites is in accordance with the UK Government GHG Conversion Factors 2022.
- ² The emission factor used to quantify carbon emission for EcoWorld International Malaysia and Australia offices is based on Harmonised Grid Emissions Factor 2021 data set by the United Nations Framework Convention on Climate Change (UNFCCC). Meanwhile, the emission factor used to calculate EcoWorld London's marketing suites and show apartments is based on the UK Government GHG Conversion Factors 2022.
- ³ For Scope 3 emission, the carbon emission was calculated using the cost spent on the employee's business travel, capital and purchased goods in construction sites. The conversion factors used are as below:
 - Business Travel: GHG Protocol Scope 3 Evaluator
 - Capital Goods: LETI BAU Upfront Carbon Residential
 - Purchased Goods: GHG Protocol Quantis Scope 3 Evaluator
- ⁴ Due to data collection challenges attributed to the ongoing Business Consolidation, data for "Scope 3 - Business Travel" is excluded for FY2023. The new category of "Scope 3 - Employee Commuting" has been included for FY2023, but is at present limited to employees travelling on private vehicles at our headquarter in Malaysia.
- ⁵ Scope 2 data for FY2023 excludes fuels consumed at UK offices.
- ⁶ Apo Group is disposed and no longer forms part of the Group.

Carbon Intensity

EcoWorld International has shifted its focus from solely reporting on the volume of energy and carbon consumption to a more nuanced analysis based on intensity levels. This method provides a more representative assessment of the Group’s environmental impact relative to its business activities.

Given the nature of our business in construction and real estate development, we have adopted floor area as the primary metric for calculating carbon intensity across Scope 1, Scope 2, and Scope 3 emissions. This approach aligns with our efforts to provide a more meaningful and context-specific evaluation of our carbon footprint.

Carbon Intensity (kg CO ₂ e/m ²)			
	FY2022	FY2023	FY2024
Scope 1	2.0	2.0	0.7
Scope 2	45.3	27.9	2.3
Scope 3	849.6	805.0	8.6

Note:
The floor size includes offices, marketing suites, show apartments and project sites. Total floor size for FY2022, FY2023, and FY2024 are 37,586 m², 19,336 m², and 25,495 m² respectively.



BIODIVERSITY

EcoWorld International recognises the critical role biodiversity plays in maintaining healthy ecosystems, enhancing climate resilience, and supporting stakeholder wellbeing. Although our developments in the UK often occur on previously developed land with limited existing ecological value, we are committed to enhancing biodiversity, aligning with our vision to create sustainable, beautiful places that leave a measurable positive legacy.

Biodiversity is a material ESG issue supporting environmental resilience, social wellbeing, and compliance with evolving regulations, such as the UK's Biodiversity Net Gain (BNG) legislation. The BNG legislation mandates that developers deliver a measurable increase in biodiversity on projects, reinforcing our responsibility to integrate nature-based solutions and contribute to ecosystem restoration. By prioritising biodiversity, we enhance the long-term ecological and social value of our developments, aligning with both our sustainability goals and stakeholder expectations.

Before initiating any project, EcoWorld International conducts comprehensive biodiversity assessments on prospective sites. These assessments identify key risks, including habitat loss and species displacement, disruption of ecosystem services (e.g., pollination and water purification), the spread of invasive species, soil erosion and water quality degradation, and compliance/legal risks related to protected species or habitats. These insights guide our effort to minimise ecological impacts and meet our BNG goals, ensuring our activities support local biodiversity conservation.

For each project, biodiversity management is reviewed and overseen by the allocated development and project lead. A comprehensive Biodiversity and Ecology Plan is developed and submitted with each planning application and the Sustainability Project Control Group oversees biodiversity initiatives at the project level to ensure alignment with the ECO Strategy.

Under the UK's Environment Act 2021 and Town and Country Planning Act 1990, all new developments must achieve at least 10% BNG starting January 2024. While we continue to strive to achieve higher BNG whenever possible, EcoWorld London has revised its BNG target from 20% to a minimum of 10% to ensure alignment with the regulation.

To measure ecological value, we use a biodiversity metric that assesses habitats, species, and ecological conditions on-site. This baseline is calculated before any development begins and serves as a reference point for future audits. During and after development, auditors assess the effectiveness of the implemented biodiversity measures to ensure compliance with the BNG plan. BNG requires ongoing audits and monitoring, typically over a 30-year period, including site visits, habitat assessments, and reports to regulatory bodies to verify the sustained biodiversity gain.

EcoWorld London is committed implementing biodiversity protection measures across its property portfolio. To support this effort, we have partnered with the London Wildlife Trust to develop our Biodiversity Strategy and Policy, which enhances local biodiversity, educates stakeholders, and contributes to resilient urban ecosystems. EcoWorld London also aligns its projects with biodiversity standards and certifications, including incorporating BREEAM (Building Research Establishment Environmental Assessment Method) standards in several developments.

As a result, The Group has seen notable improvement in ecological value at our Aberfeldy development, with a BNG score of 21.48%. Extensive greening efforts at the Aberfeldy development further support the urban greening policy outlined in the London Plan.

Additionally, Griffin Park aims to achieve a net biodiversity gain of 57.7%, surpassing the London Plan target, as measured by the 'Statutory Metric'. The project team will ensure that the biodiversity-focused landscape proposal is incorporated into the construction contract documents.

Aberfeldy



- 1,927 m² of wildflower meadow & 2,248 m² of amenity grassland in the public realm
- 6,201 m² of flower-rich perennial planting and 383 m² of native hedges
- 424 new trees added across the masterplan
- 4,800 m² of biodiverse roof
- Rejuvenation of 125 m² of public planting at Bromley Hall Road allotments
- 689 m² of Sustainable Drainage Systems ("SuDS") planting
- Achieved 21.48% Biodiversity Net Gain & 0.4 Urban Greening Factor

WATER CONSUMPTION

EcoWorld International acknowledges the vital role of water as both a critical resource and a fundamental human right. In London, where our UK operations are based, the city faces significant water challenges driven by its dense population and the increasing demand for efficient water management. According to the World Resources Institute's Aqueduct Water Risk Atlas, parts of London experience low to medium water stress, particularly during periods of drought or low rainfall. The growing population and the projected impacts of climate change, including more frequent water scarcity during the summer months, add urgency to the need for responsible water usage. Thames Water has also highlighted the risk of a substantial supply-demand gap if proactive measures are not taken.

EcoWorld London recognises these challenges and is committed to sustainable water management. We actively source water from local utilities for our operational needs and have integrated water-saving measures into our developments. Our commitment to reducing water consumption is in line with the London Plan policies, with new dwellings designed to meet a target of 105 litres per person per day, ensuring water conservation is prioritised across all projects. By incorporating efficient water use in both design and construction, we minimise our environmental footprint while building resilience against rising water demands and climate risks. Additionally, all of our sites are 100% compliant with the ISO 14001 standards.

In our ongoing efforts to conserve water, EcoWorld London has implemented rainwater harvesting systems and installed water-efficient fixtures across our developments. At the New Road Triangle development, for example, all

taps are flow-restricted or aerated to a maximum flow rate of 8 litres per minute, and showers are fitted with aeration systems. Toilets are low flush or use a delayed inlet design. These water-saving measures are part of our broader strategy to reduce water consumption throughout the lifecycle of our projects.

EcoWorld London is also working closely with stakeholders, including residents and water operators, to promote water conservation initiatives. We have set a goal to select a pilot project and assess the feasibility of achieving water neutrality by 2035.

These water conservation efforts are led by EcoWorld London's Head of Health, Safety, and Environment, who works with the Sustainability Committee to drive the company's initiatives. In FY2023, we introduced a new Health, Safety & Environment system, with procedures focused on water usage and preventing contamination from construction activities. This ensures that water consumption and contamination are consistently reviewed and addressed across all operations.

Similarly, at EcoWorld Ballymore, water-saving practices, such as using water-efficient fixtures and non-potable water sources like rainwater, were implemented before the London Plan took effect. These practices are exemplified in Warden's Environmental Management Plan, which includes monthly water usage monitoring and analysis to facilitate prompt corrective actions.

Through these efforts, EcoWorld International remains committed to sustainable water use and reducing our environmental impact across all operations.

Water Performance Data (Litre)			
	FY2022	FY2023	FY2024
Water Withdrawal by Source:			
Surface water withdrawal (lakes, rivers, natural ponds)	0	0	0
Groundwater withdrawal (wells, boreholes)	0	0	0
Used quarry water withdrawal	0	0	0
Municipal potable water withdrawal	4,905,508	3,215,500	38,591
External wastewater withdrawal	0	0	0
Harvested rainwater withdrawal	0	0	0
Ocean / seawater withdrawal	0	0	0
Total Water Withdrawal	4,905,508	3,215,500	38,591
Water withdrawal from water-stressed region	0	0	0
Total Water Consumption	4,905,508	3,215,500	38,591
- Offices	940,000	986,500	27,219
- Project Site	3,965,508	2,229,000	11,372
Total Effluent / Water Discharged	4,905,508	3,215,500	38,591

WATER CONSUMPTION

Water Consumption Intensity			
	FY2022	FY2023	FY2024
Litre per £100 procurement spend	5.53	7.56	0.02
Litre per manhour worked on site	3.66	10.68	0.03

Notes:

1. Water consumption data for FY2022 includes Aberfeldy Village (Oxbow), Lampton (Two Bridges), Millbrook Park (The Claves), Kew Bridge (Verdo), Jubilee (Third & Caird).
2. Water consumption data for FY2023 covers the two active project sites of Millbrook and New Road Triangle only.
3. Water consumption data for FY2024 covers the same as FY2023.
4. The water collection data for Jubilee (Third & Caird) in FY2022 is a restatement of the FY2021 data as there was no data collected for the year in review due to a change in the manpower monitoring and tracking this data.
5. Project Site Water Consumption Intensity is calculated against EcoWorld London’s Total Procurement Spend of GBP 71,708,718 in FY2022, and GBP 29,485,032 in FY2023, and GBP 45,743,567 in FY2024.
6. We do not have any sites classified as “Water Stressed” for FY2024.

EcoWorld International recorded a total of 38.6 thousand litres of water withdrawal in FY2024, a significant decrease from the 3.2 million litres in FY2023 due to fewer active construction projects. All water withdrawn was fully utilised, thereby equating our water withdrawal directly with water consumption.

In FY2022, EcoWorld International began tracking water consumption intensity to monitor our water efficiency at project sites. Initially measured as litres per £100 construction spend, this was later refined to litres per £100 procurement spend for a more accurate reflection of water usage in relation to project activity. For FY2024, a substantial reduction in water intensity was achieved, with the figure dropping to 0.02 litres per £100 procurement spend, compared to FY2023.

Looking ahead, EcoWorld London has set ambitious goals to achieve water neutrality and net environmental gain across all its sites by 2035. To support these goals, we have improved our data collection processes, expanding the scope to include water consumption from both project sites and offices starting in FY2021. In FY2022, we further advanced our reporting practices by introducing intensity measurements, enabling a more detailed understanding of our water usage and its environmental impacts.

EcoWorld London is also working towards establishing a water intensity target rate and aims to include this as a requirement in future contracts with Principal Contractors for construction activities.



CIRCULAR ECONOMY AND RESOURCE USE

EcoWorld International integrates the principles of circular economy into our real estate development practices to ensure planetary sustainability. The Group has set clear goals and specific quantitative targets aimed at minimising resource consumption and waste production in our business operations, which includes:



These are supported by the implementation of sustainable planning, green building design, circular construction methods, and lifecycle analysis. EcoWorld London conducts lifecycle analysis as part of new development planning to determine its whole life carbon. This is pivotal in reducing the environmental impact of the Group's real estate developments throughout their lifecycle, while simultaneously enhancing business efficiency and competitiveness.

Sustainable Design & Green Building

EcoWorld International meticulously crafts its real estate designs to enhance the well-being of end-users, considering future lifestyle shifts in how people live, work, and interact. The company's masterplans are not only about creating socially enriching spaces but also integrating eco-conscious features and passive green design elements. These include strategic building orientation, energy-saving lighting, water-efficient installations, and maximising natural light and ventilation. Such considerations are crucial for enabling occupants to minimise their resource use and carbon footprint.

Other sustainable design and lifestyle initiatives implemented at EcoWorld International's projects include:

EcoWorld London



- Development site selection for EcoWorld London in close proximity to trains, tube stations and/or local bus routes to encourage the use of public transportation and reduce carbon emissions generated by private vehicles.
- Incentivising energy savings among residents by offering cash vouchers to the best performing unit.
- Establishing separate refuse areas for recyclable waste and normal waste managed by the site team.
- Remotely turning off heater and hot water when resident is away for a long period.
- Use of rainwater harvesting to collect water for landscape watering.
- Adopting Combined Heat and Power ("CHP") generation for greater efficiency in building's heating and electricity generation.
- Installation of building link sensors at Barking Wharf and Kew Bridge to adjust the heat or power use, depending on footfall or use of public spaces.
- Installation of electric vehicle charges and photovoltaic panels on many of the houses at Action Lodge.

CIRCULAR ECONOMY AND RESOURCE USE

EcoWorld Ballymore



- Use of smart meters, electricity, and water consumption systems to monitor gas, electricity, and water consumption at each of its developments.
- Installation of future-proofed charging points for electric vehicles in Wardian and London City Island to ensure compatibility with charge ports.
- Innovative car parking system in Embassy Gardens and Wardian to reduce land use and carbon emissions.
- Generous balconies in Embassy Gardens and Wardian to provide shading and reduce cooling load.
- Green roof installation at Embassy Gardens and London City Island for sustainable drainage.
- Greener alternatives to traditional reinforced concrete used in buildings for all projects.
- Provision of green spaces and native tree species planted across all project sites.
- Incorporation of retail and commercial spaces at Embassy Gardens for business and employment opportunities.
- On-site community centre and events to make Embassy Gardens a vibrant and sustainable community centre for the neighbourhood.

EcoWorld Ballymore’s projects are thoroughly evaluated upon completion to assess the environmental, social, and economic impacts of its commercial spaces. Additionally, commercial spaces are certified under the Building Research Establishment Environmental Assessment Method (BREEAM), confirming their status as sustainably built environments. Furthermore, all properties developed by EcoWorld Ballymore and EcoWorld London adhere to the stringent standards of the Code for Sustainable Homes, ensuring a high level of sustainability in their construction and design.


Circular Construction & Materials Management


As a real estate developer, the top materials consumed by EcoWorld International’s business activities are cement, steel, timber and sand, particularly for ongoing projects at EcoWorld London. We are committed to the principles of circular economy in managing our construction processes to optimise efficiency, minimise natural resource consumption, and maximise the reuse, repair, refurbishment, recycling, and upcycling of building materials.


A cornerstone of our circular economy commitment is the Group’s Sustainable Procurement Policy, which prioritises the selection and sourcing of building materials that are not only sustainable but also reusable by considering the potential for future deconstruction and resource recovery. It mandates certifications like the Programme for the Endorsement of Forest Certification and the Forest Stewardship Council for timber, ensuring insulation materials have a low Global Warming Potential (GWP) of less than 5, and that all building materials are sustainably sourced.

Low carbon construction methods are a priority at EcoWorld International, with an emphasis on the strategic use of reclaimed materials and existing structures to significantly reduce embodied carbon. Technological advancements, such as Building Information Modelling (BIM) and thorough embodied carbon emissions assessments during the design phase, are integral in guiding the decision-making process towards reducing the carbon footprint of the Group’s developments.

These circular construction principles were implemented in the design and build stages of EcoWorld Ballymore’s Wardian development, which led to an estimated 27% reduction in embodied structural CO₂ through the following measures:

- 

Reuse of pre-existing basement excavation and substructure including retaining the pile wall from a lapsed commercial scheme (estimated reduction of 14%).
- 

Basement reduced by half a level by using compact automated parking system (estimated reduction in structural carbon of 7%).
- 

Post-tensioned (PT) floor slabs were used instead of traditional reinforced concrete, reducing concrete volume by 6%.

Recycling and Waste Management

The construction industry is a significant contributor to waste generation, accounting for around 60% of the UK’s total waste, as per Department for Environment, Food and Rural Affairs (DEFRA) statistics. In the UK, there is a growing expectation for waste to be not only reduced and recycled, but also managed to avoid causing nuisance.

EcoWorld London recognises its responsibility to minimise the environmental impact of the homes it builds. Aligned with the waste hierarchy, we impose strict obligations on contractors and the supply chain to follow the same principles. EcoWorld London is committed to reducing waste throughout building life cycles, integrating recycled materials, and reusing materials, including waste from demolition and excavation phases.

EcoWorld London has implemented the following policies and strategies to monitor and manage waste effectively:



Specialist waste management partners

On all projects, EcoWorld London employs specialist waste management companies to collect and control waste. These partners provide verified data to confirm compliance with waste reduction goals and regulatory standards.



Focus on the waste hierarchy

EcoWorld London prioritises reducing, reusing, and recycling waste during design and construction. This includes collaboration with technical and design teams to standardise layouts and specifications, making waste reduction integral to project planning.



Strategic shift

With the transition away from direct construction delivery, EcoWorld London now focuses on overseeing contractors’ waste management practices, ensuring they align with the company’s sustainability goals and commitments.

Applying the three Rs—Reduce, Reuse, Recycle (3R)—EcoWorld London enhances resource efficiency across operations. The company emphasises waste management through its Greener Office Guide at its head office, encouraging staff waste reduction and providing segregated waste and recycling bins both in the office and

on all project sites. Construction waste reuse, including materials such as broken tiles, timber, and concrete, is maximised across all projects.

Sustainable building design and low-carbon construction methods further minimise waste and defects, an area overseen by the technical and development teams. This focus has enabled EcoWorld London to consistently exceed its annual construction waste diversion goal of 98%. Diverting waste from landfills reduces environmental impact and lowers costs associated with new materials and waste disposal, particularly given rising landfill taxes and gate fees in the UK.

EcoWorld London also ensures the safe handling, transportation, and disposal of waste, adhering to legal requirements for waste sites. Delivery partners must select compliant waste management companies and collect accurate monthly waste data, particularly at ongoing projects like the Griffin Park scheme, to support sustainability performance tracking. Regular inspections and audits validate construction waste data accuracy.

Waste			
	FY2022	FY2023	FY2024
Total Waste Generated (tonnes)	1,457.08	8,867,004.26	492.80
Proportion of Waste Diverted from Landfill (%)	99.90%	98.30%	97.59%
Recycled Waste/Amount of Waste Diverted from Landfill (tonnes)	1,280.25	8,682,552.23	486.96
Non Recycled Waste/Refuse Derived Fuel (tonnes)	174.86	151.67	0.00
Hazardous Waste (tonnes)	-	0	0
Non-Hazardous Waste (tonnes)	-	11.86	492.80

Notes:

- Waste generated by EcoWorld London offices and sales galleries in Malaysia and Australia is negligible and has been excluded from this report.
- Waste reporting is limited to UK construction sites, as there are no ongoing real estate projects in Malaysia and Australia. Project sites covered consist of:
 - FY2022: Kew Bridge Phase 2, Millbrook, Oxbow (Aberfeldy), Lampton, and Jubilee.
 - FY2023: Griffin Park, Millbrook, and New Road Triangle.
 - FY2024: Millbrook and New Road Triangle.
 - Breakdown of hazardous and non-hazardous waste is scoped to Millbrook project only.

CIRCULAR ECONOMY AND RESOURCE USE

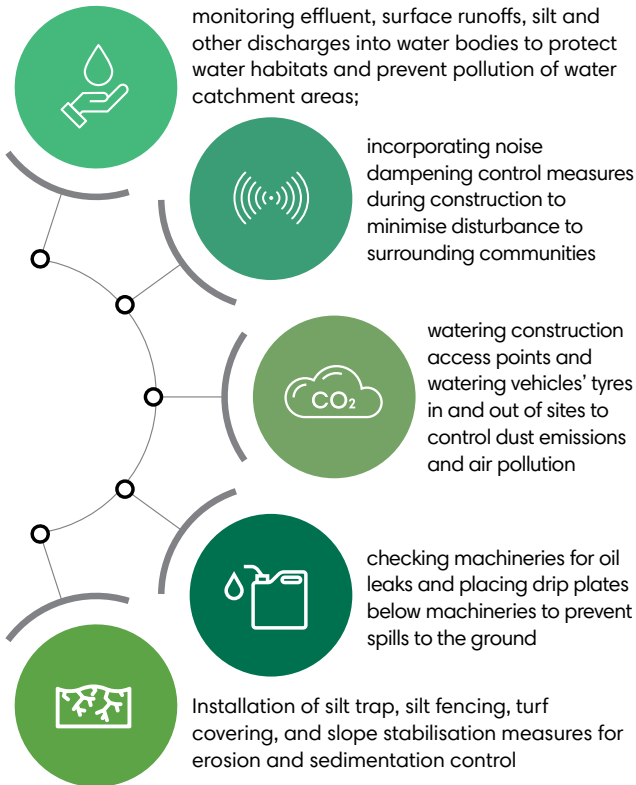
In the year under review, EcoWorld London has made considerable progress on its waste management initiatives. A Waste For Energy target for construction waste has been added to the targets for our appointed Principal Contractors, while our plan to add demolition and excavation waste targets to new contracts has kickstarted with the Griffin Park project, where the relevant waste data is being assembled. EcoWorld London has also formally adopted an improved target for construction waste diversion from 95% previously to 98%.

EcoWorld International saw a sharp decrease in the total waste generated for FY2024 at 492.8 tonnes compared to 1,280 and 8.68 million tonnes for FY2022 and FY2023 respectively. This is due to reduction in construction activities in FY2024. A total of 487 tonnes of waste or 97.6% of the total waste was successfully diverted from landfill.

Notably, EcoWorld London has also taken to breaking down its waste data at all project sites into hazardous and non-hazardous waste classification as a step towards strengthening our waste data collection and disclosure going forward.

Environmental Performance Monitoring & Pollution Prevention

EcoWorld International is dedicated to preventing and mitigating any potential pollution from its construction activities, encompassing air, water, noise, and ground pollution. EcoWorld London’s Health, Safety & Environment team vigilantly monitors pollution risks at its project sites. This includes:



While specific monitoring levels are not set, any emerging issues are addressed immediately by the team. EcoWorld London’s crisis management plan is activated in the event of a significant incident, which includes the deployment of an Emergency Response Team (ERT) as required. Additionally, updates on pollution incidents are regularly discussed at monthly project meetings.

At a broader business level, pollution risk is a key agenda item at EcoWorld International, which is reported and reviewed at the Group’s quarterly RMT meetings. This ensures a comprehensive and proactive approach to maintaining regulatory compliance and safeguarding environmental standards across all project sites.

All of EcoWorld International’s active or operational project sites fall under EcoWorld London. All (100%) of the project sites have achieved ISO 14001 accreditation. The company also proudly reports no environmental non-compliance incidences, fines, warnings or penalties in the past three years, from 2022 to 2024.





CONNECTED COMMUNITY

GRI 203, 204, 413



Objective

Making a positive impact in the places we build and help foster strong, flourishing communities for generations to come.



Overview

EcoWorld International's commitment to community wellbeing is central to our vision of "Creating Tomorrow & Beyond". We strive to create lasting, positive impacts in the communities surrounding our developments by focusing on economic growth, educational opportunities, and vibrant, thriving environments. Through thoughtful masterplanning and design, we foster spaces that enhance the wellbeing and productivity of residents while encouraging active participation and a strong sense of community.

Our approach goes beyond traditional corporate social responsibility, as we integrate local perspectives into project design, ensuring alignment with London's goals for equitable development. This is exemplified by the success of the Aberfeldy Estate transformation, guided by the Aberfeldy Village Social Value Framework. Building on this success, we are committed to applying our Connected Communities ethos across all our projects.

EcoWorld London's community investment strategy is embedded in our broader Social Value Framework, which prioritises sustainable growth and social value integration into business processes. This framework ensures that local needs are effectively met while fostering long-term community connections.

UNSDG Alignment



Goal 3

Good Health and Well-being

Ensure healthy lives and promote well-being for all at all ages.



Goal 4

Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Goal 16

Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.



Goal 17




Partnerships for the Goals

Strengthen the means of implementation and revitalise the global partnership for sustainable development.

PURPOSEFUL CONSTRUCTION AND PLACEMAKING

At the core of EcoWorld International’s approach to construction and placemaking is the harmonious melding of its ECO values into the design of its built environments. This philosophy aims to foster ecological and socio-economic sustainability within the communities it serves, with an emphasis on creating inclusive spaces that offer opportunities for all community members. This approach not only enhances local employment and supports small businesses but also lays the foundation for a lasting positive impact in each locality.

Our socially conscious approach to development begins with:

- 1  Identifying and understanding community needs to inform the design of new developments and initiatives;
- 2  Communicating effectively and efficiently with communities and stakeholders to ensure an inclusive process;
- 3  Leveraging the Group’s internal tools and templates to aid decision making to effect the greatest amount of social change and urban regeneration across the project lifecycle;
- 4  Identifying appropriate Social Value metrics to measure its effects; and
- 5  Applying lessons learned on what works well and identifying areas of improvement for future projects.



EcoWorld International has been meticulous in evaluating the community implications of its construction processes, implementing strategies to reduce any adverse effects on local life while simultaneously contributing positively to the socio-economic fabric of the area. These include:

-  Strategic site traffic management to lessen disruption on local roads, including the scheduling of material deliveries outside peak hours.
-  Promoting the use of public transport among workers to alleviate pressure on community parking facilities.
-  Careful monitoring of construction noise, vibration, and dust to ensure minimal interference with daily community life, coupled with advance notifications for particularly disruptive activities.
-  Proactive community engagement through public consultations, surveys, and notice boards to address local concerns effectively.
-  The creation of local employment opportunities by prioritising the hiring of local workforce and suppliers where feasible.

In FY2023, EcoWorld London initiated the development of a Place Framework underpinned by the material ESG issues within the ECO strategy and aligned with the strategic business objectives of the Company. The framework intends to set an approach, principles, enablers and processes that define how EcoWorld London will deliver healthy, vibrant and sustainable neighbourhoods. Delivering Social Value is at the heart of the Place Framework and echoes the principles and objectives of the EcoWorld London Social Value Framework.

Going into the future, EcoWorld International intends to continue to actively reassess its placemaking strategy in alignment with its social value objectives, focusing on setting clear benchmarks for future success in placemaking endeavours.

Customer Satisfaction and Brand Reputation

Customer satisfaction is a key measure of EcoWorld International’s product and service quality, directly impacting our brand reputation and business success. At EcoWorld London, the Quality Control Committee (“QCC”), comprising senior management personnel across different disciplines, which are overseen by the Board. In addition, the Sales and Marketing Committees of EcoWorld London and EcoWorld Ballymore serve as forums for reviewing customer satisfaction scores.

The Resident Experience Team (“RET”), led by the Senior Director of Sales & RET, manages quality throughout the customer journey, from purchase to occupation, and during the two-year Defects Liability period. RET also shares insights on customer expectations and product quality, and engages other departments in earlier consideration of product quality to establish excellent development practices at the pre-development stage. Additionally, new training and processes have been implemented across the RET to enhance communication, defect management, and escalation.

To ensure quality control, EcoWorld London works with an external Client Management Team, overseeing quality procedures implemented by Principal Contractors. EcoWorld London has also arranged several Directors’ visits to project sites, ensuring quality products and services are delivered to our customers.

In partnership with In-house Research Ltd, we conduct customer satisfaction surveys to assess how well we meet stakeholder expectations. The survey results contribute to our Net Promoter Score (“NPS”), a key metric where scores above 50 are classified as excellent. For FY2024, EcoWorld International’s NPS averaged 66.7.

In addition, our goal is to reach a 90% probability of being recommended by our clients to friends or family. The accompanying chart illustrates the percentage of customers who would endorse our UK projects to their close ones. We have consistently met our target of 90% customer satisfaction score over the past three years, reflecting our commitment to delivering excellent customer experiences.

Average Customer Satisfaction Scores for UK projects (In-house Research)			
	FY2022	FY2023	FY2024
% of customers who would recommend (all UK projects)	95%	92%	100%
Sustainability KPI target	90% (Achieved)	90% (Achieved)	90% (Achieved)



BUILDING WELLBEING AND PRODUCTIVITY



Building Wellbeing and Productivity

EcoWorld International is dedicated to creating environments that enhance the wellbeing and productivity of its residents. A key aspect of this commitment is ensuring high-quality facilities that encourage an active lifestyle and abundant access to natural spaces.

Space is strategically allocated within our developments for essential community infrastructure, such as community centres, sports and recreational facilities, multi-purpose halls, and paths for cycling and jogging. Playgrounds and easy access to natural surroundings and public transport also play a significant role in fostering community wellbeing.

A Draft Place Overlay Standard Operating Procedures has been developed to ensure that the objectives from the Place Framework are incorporated into key stages of existing and new developments. In alignment with our Way of Working (“WOW”) updates, the process includes key development step procedures that ensure lessons learned from the RET on design and specifications are shared and integrated into each new project. These insights are discussed at Stop and Review meetings before the team progresses to the next stage, helping to prevent recurring defects and improve overall product quality.

Looking ahead, EcoWorld International plans to select a pilot project that will integrate sustainability principles more deeply into building design, thereby further promoting community wellbeing and productivity. Insights from the Aberfeldy Village Social Value Framework will be incorporated into the Group’s design guidelines, ensuring that these values are consistently reflected in future developments.

COMMUNITY COHESION

EcoWorld International places a strong emphasis on collaborating with local communities to foster inclusive, welcoming environments where residents feel a profound sense of belonging and pride. In FY2024, we invested a total of £161,400 in community initiatives, impacting over 9,031 community members. We believe a home is more than just a physical structure; it’s a sanctuary where individuals can feel secure, content, and have the opportunity to flourish. We are committed to creating a positive influence in the areas we develop to nurture vibrant, thriving communities for future generations.

Efforts to that end include actively promoting community engagement and a healthy lifestyle among our residents. For instance, the health club at Warden offers an array of weekly classes, including Boxing Boot Camp, Functional Training, Pilates, Circuit Blast, Core Blast, and HIIT sessions. We also host a monthly gym floor challenge to foster a friendly, competitive spirit, with winners featured in our monthly newsletter.

Our UK developments are vibrant hubs of community activity, hosting a variety of events for residents to enjoy and connect with their neighbours. These events range from food tastings, live music and stand-up comedy, to salsa dancing, coffee clubs, board game nights, festive celebrations, summer garden parties, and rooftop BBQs.

Event / Activity	Amount invested	No. of beneficiaries*
New Road Triangle: Training and employment initiatives	£118,000	31
Aberfeldy: Snow Much Fun	£2,400	300
Aberfeldy: Summer in the Square	£14,000	500
Aberfeldy: Knitting the Air	-	200
Griffin Park: Sponsorship of Brentford Canal Festival	£2,000	6,000
Embassy Gardens: Bloomsday Festival	£25,000	2,000
Total	£161,400#	9,031

Note:

* The number of beneficiaries is based on our best estimates.

£161,400 is equivalent to RM920,819.28 based on GBP 1 to MYR 5.7052, being the 5 p.m. middle rates of Bank Negara Malaysia as at 30 October 2024.

Phoenix Cultural Centre, Woking



The Phoenix Cultural Centre, established in October 2023, which is a temporary space at Goldsworth Road near Woking provided by EcoWorld London, has quickly become a vibrant community hub in Woking. It serves a wide range of individuals and groups, fostering social connections, inclusivity, and contributing to the well-being of the local economy. The centre offers a platform for people of all ages and abilities to build skills and gain confidence. This includes adults with Special Educational Needs (SEN) engaging in gardening and venue management activities, students gaining work experience, and women refugees attending the Friendship Group to improve their English language skills and explore employment opportunities.

The Phoenix Cultural Centre also offers a welcoming space for artistic expression and cultural exchange. It hosts a variety of events, including Surrey Arts World in Music orchestra (uniting children from diverse backgrounds), mental health charity meetings, and creative networking sessions. Additionally, it operates as a live music venue, featuring open mic nights, touring musicians, and comedy performances.



Beyond promoting community well-being, the Phoenix Cultural Centre has a positive impact on the local economy. Its events draw visitors from outside Woking, boosting spending at local businesses such as hotels, restaurants, and transport services. As a non-profit organisation, all revenue generated is reinvested into the centre's programmes and community initiatives, fostering a sustainable, mutually beneficial relationship with the local economy.

Training & Employment Initiatives, New Road Triangle

In 2024, EcoWorld London's New Road Triangle demonstrated a strong commitment to supporting the local community by investing over £118,000 (equivalent to RM662,664) in training and employment initiatives for Hounslow residents, providing opportunities in essential skills such as Construction Skills Certification Scheme, fire marshal training, and safety protocols. This investment equipped 31 local residents with valuable job skills, enhancing their employability within the construction industry. Furthermore, eight individuals secured full-time employment, including positions as Mechanical, Electrical and Plumbing (MEP) Operatives, Apprentices (MEP, Carpentry, and Main Contractor), and Decorators. Recognising the importance of practical experience, New Road Triangle provided two-week work placements to 23 local residents, leading to several successful outcomes, including three full-time job offers, one apprenticeship, and two further paid placements.

To actively engage with the local community and identify potential talent, New Road Triangle participated in three local job fairs, including the Hounslow Jobs Fair, Youth Skills & Employment Day, and West Thames College Careers Day. Additionally, New Road Triangle actively participated in the London Borough of Hounslow (LBH) Green Skills Bootcamp and the Greater London Authority (GLA) Construction Skills Placement Scheme, demonstrating a commitment to supporting diverse talent pools within the local community.

Notably, New Road Triangle became the first site to employ an individual from the LBH initiative, which provides paid placements for Hounslow residents with special needs, further highlighting the project's dedication to social inclusion and community upliftment.

New Road Triangle demonstrated a strong commitment to community engagement through a series of impactful initiatives. These included the installation of new wooden fences for neighbouring properties, enhancing privacy and security for local residents. Recognising the importance of shared public spaces, the team undertook the maintenance and cleaning of the Riverside Walk adjacent to the site, including weeding, grass cutting, and the installation of new lights following consultation with local residents to ensure their needs and preferences were met. Maintenance was also done on local Estate Road to fill in potholes.

Furthermore, New Road Triangle actively participated in community betterment through litter picking in the local park, demonstrating a commitment to environmental stewardship. Recognising the importance of supporting local education, the team also contributed to the community by installing new play equipment for a local school, fostering a positive and enriching environment for young learners. A site visit to the local school further strengthened the connection between New Road Triangle and the surrounding community, allowing for valuable interaction and understanding of local needs.

COMMUNITY COHESION

Other events and initiatives held by EcoWorld London to enrich community life and foster cohesion among residents in our UK developments in FY2024 include:

Small Business Saturday, Aberfeldy Village

In November 2023, EcoWorld London supported Small Business Saturday at Aberfeldy Village, an initiative that celebrated the essence of local entrepreneurship. The event showcased the distinctive offerings of Aberfeldy Street's independent businesses, each with its unique story. This vibrant hub of activity highlighted the area's entrepreneurial spirit, fostering community pride and supporting local economic development.

Snow Much Fun, Aberfeldy



In December 2023, Aberfeldy residents celebrated the festive season at the annual "Snow Much Fun" event, hosted in partnership with Poplar HARCA. The free community event, held at Aberfeldy Square, featured a variety of festive activities, including a giant snow globe, Christmas crafts, a winter market, hot drinks, live music, and a visit from Santa Claus. Local businesses, such as barbershops and cafes, participated by showcasing their offerings. The event highlighted the ongoing regeneration of Aberfeldy, with a focus on the new community centre, nursery, and upcoming amenities like a food shop and pharmacy. A total of £2,400 was invested, benefitting over 300 attendees.

Chinese New Year, Aberfeldy Village

In February 2024, EcoWorld London continued its tradition of celebrating Chinese New Year at Aberfeldy Street. The event featured a vibrant lion dance performance that brought the local community together to mark the Year of the Dragon. The celebration created a lively and festive atmosphere, reinforcing community bonds and cultural appreciation.

Summer in the Square, Aberfeldy



In July 2024, EcoWorld London and Poplar HARCA hosted the "Summer in the Square" event for the Aberfeldy Village community, celebrating the best of Aberfeldy. This free-to-attend community fun day featured a variety of activities for all ages, including creative workshops, sports activities led by local groups, family-friendly events, and a giant screen showing live sports. The event also welcomed local businesses, community groups, stakeholders, and residents, offering games, street performances, and film screenings. It served as a platform to showcase the ongoing regeneration of Aberfeldy, highlighting the newly operational community centre and upcoming amenities like a GP surgery, pharmacy, and Co-op store. Local businesses such as Roots Barbers, Almari Coffee, and Bistro Corner actively contributed to the event's success. With a total cost of £14,000, approximately 500 people attended the day, further strengthening community engagement and support.

Knitting the Air, Aberfeldy

The Knitting the Air project involved 131 knitters who contributed to a unique and meaningful piece of artwork. Two “Work in Progress” Exhibitions, including one at Making Space on Aberfeldy Street, drew over 200 attendees. The project also facilitated 14 knitting meet-up sessions at The Feldy, providing a social and creative platform for local residents. The project garnered significant recognition, being commended as a finalist at the Unlock Net Zero Award in the Engagement Campaign of the Year category and receiving a Special Recognition Award at the Global Women Innovators and Inventors Network Awards 2024. Furthermore, the project fostered strong collaborations with various organisations, including Culloden Primary School, The Aberfeldy Practice, and academic institutions like Imperial College London, Queen Mary University London, and University College London. The initiative culminated in the exhibition of the artwork as part of the Urban Frontiers exhibition, curated by SHIFT and University College London at the Queen Elizabeth Olympic Park, showcasing the project’s impact on a wider stage.

Engagement with Local Community and Stakeholders, Duffy

EcoWorld London has appointed Connect as the Communications Coordinator for community engagement around the Duffy project. This partnership aims to refine and reboot the engagement strategy, fostering stronger relationships and rebuilding trust with key stakeholders. Connect has been tasked with developing an action plan to re-open dialogue with key stakeholders to understand and receive an update on their current priorities or reinstate the relationships and create community advocates. To facilitate this engagement, IcenI will be responsible for preparing a key stakeholder matrix and engage in meaningful dialogue with politicians and key stakeholder groups (including Friends of Gunnersbury Park and Museum, Kew Society) and the existing residents now occupying earlier phases.

Brentford Canal Festival, Griffin Park



Griffin Park actively engaged with the local community throughout 2024. Key initiatives included sponsoring and attending the Brentford Canal Festival in June, fostering a positive community presence for over 6,000 attendees. Workshops were arranged in July, attracting around 8 to 16 attendees. Building upon this, EcoWorld London continued their collaboration with IcenI to develop a comprehensive engagement strategy. This includes the creation of an engagement database, streamlining stakeholder groups, and workshopping the identification of topics relevant to local interests and concerns. A significant milestone was achieved during the Drop In event in September involving HTA Design, Excellence in Architecture (“ExA”), EcoWorld London, and IcenI. Attended by 55 people, the event provided a valuable opportunity for addressing queries raised during workshops and from the public.

In addition to the initiatives organised by EcoWorld London, EcoWorld Ballymore has also played an active role in fostering community cohesion across its developments. Through a diverse range of events and activities, EcoWorld Ballymore continues to create vibrant spaces where residents can connect, engage, and thrive together:

Drive in Cinema, Embassy Gardens



In May 2024, Embassy Gardens hosted a Drive-In Cinema. The event was in partnership with the family-run classic car company Duke of London. The food and drinks were provided by Embassy Gardens tenants Darby’s and The Alchemist and was held in order to signal the start of the summer and to showcase and celebrate the amazing community.

COMMUNITY COHESION

Bloomsday Festival, Embassy Gardens



In June 2024, Embassy Gardens hosted the return of the annual Bloomsday Festival event: an all-day celebration of Irish culture, music, food, drink, and literature. The event was free to attend and over 2,000 people enjoyed the event programme which featured live music and spoken word performances, including a headline performance from Irish singer-songwriter Imelda May, food and drink pop-ups and performances, and creative music workshops with World Heart Beat Music Academy. The event helped to foster positive community sentiment among Embassy Gardens residents and the wider community.

Wardian Open House

Open House Festival is a London-wide festival that opens up and celebrates the city's architecture and neighbourhoods, with open days and events taking place right across London. EcoWorld Ballymore hosted two guided tours of Wardian London as part of our commitment to Open House 2024. On the tour, we were joined by architect Glenn Howells who explained the history and design of the buildings to guests who attended.

World Heart Beat

In October 2024, EcoWorld International supported World Heart Beat at their "Jazz Club Suppers". The evenings were organised to raise funds for the World Heart Beat charity (based at Embassy Gardens) and feature amazing live music from some of their students who benefit from the amazing work that the charity does.

Helly Hansen RNLI - Float to Live



In May 2024, Embassy Gardens hosted an important swimming safety event at the Sky Pool, in collaboration with outdoor clothing and apparel brand Helly Hansen and the Royal National Lifeboat Institution (RNLI). The event took the format of a water safety masterclass in the Sky Pool and marked the launch of the RNLI's "Float to Live" campaign, which aims to educate people about water safety.

QUALITY OF LIFE

EcoWorld International's approach to construction and placemaking is designed to enhance the quality of life within its communities. This is achieved by offering affordable amenities, superior quality homes, and easy access to natural spaces and public transport. Alongside this, a range of community-enriching initiatives are deployed, generating tangible socio-economic benefits for residents.

In October 2021, EcoWorld London introduced a comprehensive Social Value Framework and Toolkit. It entails overarching targets and action plans positively impacting 5,000 people over the next decade, half belonging to 'priority disadvantaged groups' and engaging 400 students a year through a formalised schools/colleges engagement programme by 2024.

During FY2024, we were unable to further implement the action plans of our Social Value Framework and Toolkit. The approach has instead been tailored to realign resources towards delivering a more targeted community interaction corresponding to the project's specific needs. Our work with the local community and key stakeholders at the Aberfeldy Village project demonstrates our commitment to social innovation and what can be achieved when a community comes together with a shared vision for a better future, which sets a benchmark for future developments.



LOCAL ECONOMIC DEVELOPMENT/ ENTERPRISING COMMUNITIES

EcoWorld International takes a proactive approach in managing our operations to prevent and minimise any negative environmental and social impacts generated through our business activities. This approach not only supports local businesses but also aligns with the Group's commitment to bolstering local economies and fostering enterprising communities.

In our commitment to social responsibility and community development, EcoWorld International prioritises the creation of positive and lasting impacts on the areas surrounding our developments. Our community-centric approaches and urban regeneration initiatives promote equitable wealth distribution within the enterprising communities associated with EcoWorld International's developments.

Beyond the purposeful construction and placemaking approach aimed at fostering socio-economic prosperity in neighbourhoods, the Group's commitment encompasses favouring local businesses and enterprises through our procurement practices. Local procurement is key to EcoWorld International's sustainability and community impact goals. By prioritising local suppliers, EcoWorld London reduces carbon emissions, supports local businesses, and contributes to economic resilience within the communities it serves.

This approach not only aligns with EcoWorld London's social value goals but also enhances supply chain resilience, helping ensure timely access to resources and reliable project delivery. Engaging local suppliers and small enterprises directly contributes to EcoWorld London's goal of building positive, community-centred developments. This commitment is formalised in EcoWorld London's Sustainable Procurement Policy, which advocates for the preference of locally sourced goods from supply chain partners within a 40-mile radius of project sites or offices. EcoWorld London's Sustainable Procurement Policy extends to catering services, ensuring that food provided to project sites, offices, events, and conferences adheres to the same local preference principles.

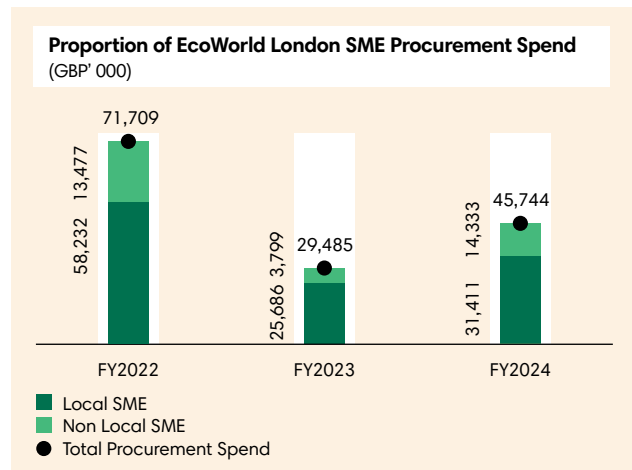
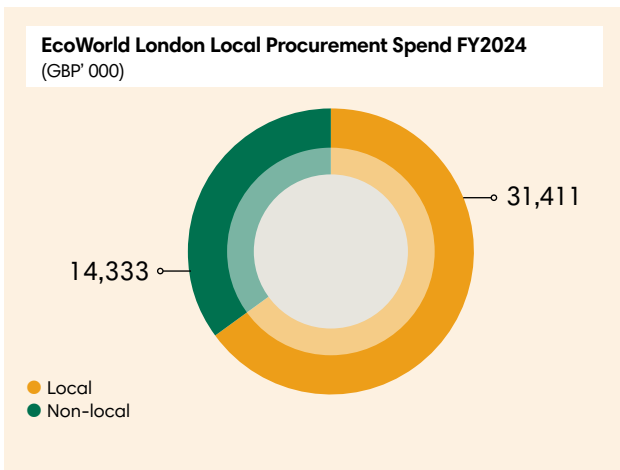
The Group's community-centric commitment also translates into prioritising locals in labour procurement. This approach offers opportunities for small and medium enterprises, the voluntary sector, and social enterprises. The socio-economic impact of this policy is two-fold, generating income for the local community through job opportunities and supporting the development of local industry talents through knowledge transfer.

LOCAL ECONOMIC DEVELOPMENT/ ENTERPRISING COMMUNITIES

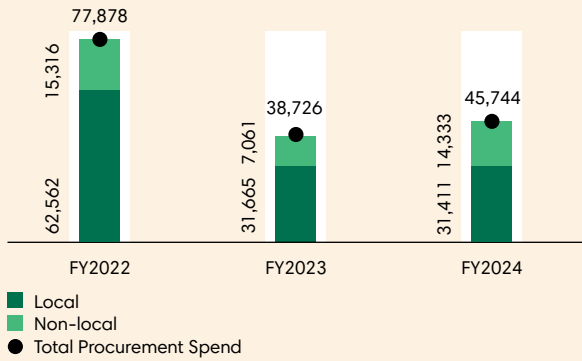


Measuring EcoWorld International UK's Supply Chain Performance

EcoWorld International demonstrates its commitment to generating positive socio-economic impacts through tangible targets within its sustainability framework. The Group ensures that a minimum of 60% of all annual supply chain procurement contracts signed by EcoWorld London are with UK-based companies located within a 40-mile radius of their project sites or offices, measured by procurement value. Furthermore, EcoWorld London also strives to allocate at least 50% of its annual procurement spend to SMEs.



Proportion of EcoWorld London & EcoWorld Ballymore Procurement Spend
(GBP' 000)



Note:

The FY2024 procurement spend data for FY2024 excludes data from EcoWorld Ballymore as the property and estate management of EcoWorld Ballymore projects, including procurement, is managed by an external service provider upon completion of the projects.

In FY2024, EcoWorld London continued to demonstrate a strong preference for local procurement. EcoWorld London saw 69% of its total procurement spend channeled to local suppliers, representing a £31.4 million (RM179.1 million*) cash injection into the local economy. This substantial investment in local companies, well above our target of 60%, reflects the Group's dedication to supporting the domestic economy and aligns with our broader commitment of community upliftment and sustainable growth.

Moreover, EcoWorld London has shown a profound commitment to SMEs in the UK. In FY2024, the company successfully exceeded its target of allocating at least 50% of its annual procurement spend on SMEs, with a total of £43.8 million (RM249.9 million*) or 96% directed towards these smaller businesses. This initiative not only reinforces EcoWorld London's role in nurturing UK SMEs but also exemplifies its strategic approach to building resilient and sustainable supply chains.

* Based on exchange rate of GBP 1 to MYR 5.7052, being the 5 p.m. middle rate of Bank Negara Malaysia as at 30 October 2024

Championing Local Enterprises

As part of this broader vision, EcoWorld International has committed to support or create a minimum of three local social enterprises annually to stimulate business activity near our developments.

EcoWorld London's development site at Woking has meanwhile looked at the use of its space while the development worked through the design and planning stage. We are keen to ensure the establishment of projects selected for meanwhile use of the real estate is for the community's benefit. Therefore, we engaged and worked with local social enterprise companies ("LSECs") at the outset to help establish our place and desire to be truly part of a Connected Community. Additionally, EcoWorld London also prioritises the needs of existing tenants for the meanwhile use of this space.

Hence in FY2024, EcoWorld London has welcomed Phoenix Cultural Centre, York Road Project. The Useful Wood Company, Business Interior Solution, and Woking Railway Athletic Club as tenants on the site. These organisations were selected as they were already actively involved in the local community.

The Useful Wood Company - Recycling Wood, Transforming Lives



Useful Wood is a social enterprise associated with the local Welcome Church which repurposes used wood into products for sale in their store. They have programmes which help to train individuals to re-enter the job market and try to prevent any waste by repurposing wood to wood chips for further repurposing.

Providing a Home for the York Road Project



York Road Project is a charity which supports the local homeless community. Their offices are within one of our properties and they have various sites nearby in Woking which provide night-time accommodation.

LOCAL ECONOMIC DEVELOPMENT/ ENTERPRISING COMMUNITIES

Hosting Arts and Charity at Phoenix Cultural Centre



Phoenix Cultural Centre moved into Goldsworth Road in October 2023. They are a local community interest company which hosts Fiery Bird Music Venue, a grassroots music venue. They also have office space which they can host other local charities, including working with disabled people, drama and arts, poetry readings, etc.

Supporting Local Expertise with Business Interior Solution

Business Interior Solution (BIS) is a local interior fit-out and construction contractor based in Surrey, established in 1997. BIS has played a crucial role in supporting EcoWorld London’s operations at Woking, serving as a trusted partner and keyholder while also managing administrative tasks such as bill collection. Their presence exemplifies the synergy between EcoWorld London and local enterprises, fostering mutual growth and community collaboration.

Woking Railway Athletic Club - A Community Hub

The Woking Railway Athletic Club is a friendly and lively social venue known for its ever-changing selection of ales, often sourced from local breweries. The club has become a cherished meeting point for residents. Its vibrant atmosphere and strong ties to the local community make it an integral part of the social fabric, enhancing the sense of connection and camaraderie in the area.

Working with these organisations has helped provide added character and activity around the site. It has also helped to ignite community interest in the site, helping to improve and change perceptions of the area and fostering an increased feeling of renewed pride from the local community. In turn, this supports and generates added interest for potential investors, both public and private, and acts as a precursor when we hold the marketing events upon launching the development.

Notably, the Woking meanwhile use project has created 198 permanent jobs, supporting local economic vibrancy.

Economic Value Distribution

The economic value distributed by EcoWorld International for the past three years ended FY2024 is as follows:

Economic Value Distributed to Stakeholders	FY2022 (RM' mil)	FY2023 (RM' mil)	FY2024 (RM' mil)
Employees	22.5	23.6	21.2
Providers of Capital	40.3	16.6	-
Shareholder and Investors	-	792.0	288.0
Governments	3.9	5.5	1.6
Total Economic Value Distributed	66.7	837.7	356.5



OUTSTANDING ORGANISATION

GRI 102, 205, 401, 402, 403, 404, 405, 406, 407, 408, 409



Objective

Be a trusted civic partner in all of our interactions and nurture a culture where innovation, creativity, and pride in our work is at the heart of everything we do.



Overview

EcoWorld International is steadfast in our commitment to maintaining a culture of exemplary governance, ethical behaviour, and integrity across all business operations and interactions with both internal and external stakeholders.

This includes adopting practices that are fair, equitable, and advocate for human rights, diversity, and inclusivity, along with mutual respect within the workplace. These practices are supported by robust institutional frameworks and policies, all under the oversight of the Board.

EcoWorld International aspires to be recognised as an Outstanding Organisation, putting people at the heart of our organisation while aiming to uphold an impeccable record free from corruption and regulatory breaches. We pledge to not only comply with regulatory standards but also to set benchmarks in corporate governance, talent cultivation, and supply chain management. By providing an environment that is supportive, collaborative, and conducive to growth, EcoWorld International nurtures its team, fostering the emergence of future leaders who will propel the business forward.

UNSDG Alignment



Goal 5

Gender Equality

Achieve gender equality and empower all women and girls.



Goal 8

Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

EQUALITY, DIVERSITY & INCLUSIVITY

At the core of EcoWorld International's value generation is its diverse workforce, pivotal to the smooth functioning of day-to-day operations. Their collective skills, expertise, and experiences form a crucial part of the Group's intellectual capital, directly influencing EcoWorld International's ongoing business achievements and prosperity.

In light of this, the Group is dedicated to creating an environment where employees are able to bring their authentic self to work without fear of discrimination. We aim to foster an inclusive atmosphere that not only draws a skilled and diverse workforce from all segments of society but also encourages collaboration and creativity among its employees. This collaborative spirit is essential for sparking new ideas, solutions, and innovations, thereby bolstering EcoWorld International's competitive edge in the real estate market.

The success of the Group's talent management strategies will be evaluated as part of our ESG KPIs, focusing on employee attrition rates with a goal of maintaining a voluntary turnover rate of no more than 23% annually.



Board and Management Oversight on Talent Management

Recognising the critical role of human capital in the Group's triumphs, EcoWorld International's Board and Management maintain keen oversight on talent management and development. This includes oversight of staff retention strategies, which are executed by the Group's human resources function. These strategies encompass a comprehensive approach, incorporating principles of equality, diversity, and inclusivity across all facets – from hiring to retention, compensation, rewards, and professional growth – with the aim of fostering employee satisfaction and driving organisational excellence.









Moreover, the Board actively promotes workplace diversity in line with our Equality, Diversity and Inclusion Policy adopted in FY2022. The Board, through its Nomination and Remuneration Committee, also diligently manages the appointment and remuneration of the Directors and key Management personnel of EcoWorld International. This committee operates under the guidance of the Group's Remuneration Policy, ensuring that these crucial decisions align with the overarching principles and goals of the organisation.

Board of Directors Composition	FY2022 (RM' mil)	FY2023 (RM' mil)	FY2024 (RM' mil)
Female	30%*	30%	33%
Male	70%	70%	67%
Bumiputera	9%	0%	0%
Chinese	82%	90%	89%
Others	9%	10%	11%
Malaysian	91%	90%	100%
Non-Malaysian	9%	10%	0%
31-50 years old	0%	10%	11%
51-65 years old	64%	70%	45%
65 years old and above	36%	20%	44%
Disabled	0%	0%	0%

* The women representation on the Board has achieved 27% and in practical terms, the Board has deemed the 30% threshold recommended by the MCCG 2021 as met

Commitment to Human Rights and Decent Work Practices

EcoWorld International is dedicated to ensuring fair and equitable working conditions for all staff and onsite workers. We go beyond merely adhering to local laws and employment regulations, committing ourselves to uphold the highest standards in human rights and labour practices to protect our employees' rights and welfare, including:

 <p>Promoting diversity, inclusion and equality and preventing unlawful and unfair discrimination</p>	 <p>Promoting work-life balance through compliance with local working hour stipulations and commitment to reduce excessive work hours and overtime</p>	 <p>Adherence to Malaysia and Australia's Minimum Wage and UK Living Wage standards</p>	 <p>Ensuring dignity at work and preventing bullying and harassment</p>
 <p>Adherence to the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work</p>	 <p>Prevention of child labour, and support of children's rights</p>	 <p>Prevention of forced labour and any form of modern slavery</p>	 <p>Respect for the right to freedom of association and collective bargaining</p>

Diversity and Inclusion

EcoWorld International is firmly committed to equal opportunity and non-discrimination, as reflected in its respective Equality, Diversity, and Inclusion ("EDI") Policies. Specifically, EcoWorld International's policy rigorously forbids any form of unlawful or unfair discrimination on the grounds of age, nationality, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The People Team at EcoWorld London actively fosters a culture of diversity and inclusion through various initiatives. These include celebrating Chinese New Year, raising menopause awareness, training Mental Health First Aiders, conducting wellbeing surveys, and organising events with guest speakers on specialist topics.

To further support employee wellbeing, the team has delivered several workshops and webinars designed to assist employees throughout their professional journeys at EcoWorld London. The November employee engagement survey highlighted strong collaboration across teams and provided thoughtful, balanced feedback. This feedback celebrated areas of excellence while also identifying opportunities for improvement, ensuring continuous growth and development within the organisation.

Training on EDI is provided year-round to ensure all employees understand their responsibilities in upholding the highest behavioural standards. This training also equips employees with the confidence to use appropriate terminology when interacting with colleagues, fostering a respectful and inclusive workplace culture.



EQUALITY, DIVERSITY & INCLUSIVITY

In order to combat various challenging economic factors, the management has undertaken a comprehensive review of cost control, including rationalised organisational resources corresponding to the reduced development activities. These measures aim to lay a foundation for greater resilience and competitiveness for the Group going forward, thus assuring the long-term sustainability of the business. Arising from such exercise, the number of employees has significantly reduced in FY2023 and FY2024, including senior leadership positions.

Despite these changes, we are still maintaining a team capable of handling the essential functions of our business in the UK, such as development planning, project management, sales, legal and post-handovers, as we remain committed to providing a good customer experience and maintaining our presence in the UK.

General Workforce Data			
	FY2022	FY2023	FY2024
Total Workforce	151	109	54
Malaysia	31	16	12
UK	110	88	40
Australia	10	5	2

Gender Diversity			
	FY2022	FY2023	FY2024
Male	78 (52%)	67 (61%)	28 (52%)
Female	73 (48%)	42 (39%)	26 (48%)

Age Diversity			
	FY2022	FY2023	FY2024
Number / Percentage of Staff Aged 30 and Below	24 (16%)	11 (10%)	7 (13%)
Number / Percentage of Staff Aged 31-50	100 (66%)	71 (65%)	31 (57%)
Number / Percentage of Staff Aged 51 and Above	27 (18%)	27 (25%)	16 (30%)

Disability Status			
	FY2022	FY2023	FY2024
Non-Disabled %	100%	100%	100%
Disabled %	0%	0%	0%

Nationality & Ethnic Diversity			
	FY2022	FY2023	FY2024
Local Employees			
Malay Employees	4 (3%)	5 (5%)	2 (4%)
Chinese Employees	24 (16%)	8 (7%)	7 (13%)
Indian Employees	3 (2%)	3 (3%)	3 (6%)
Foreign Employees	120 (79%)	93 (85%)	42 (78%)

Employee Composition			
	FY2022	FY2023	FY2024
Permanent Employees	144 (95%)	104 (95%)	52 (96%)
Temporary Staff / Contractors	7 (5%)	5 (5%)	2 (4%)

Gender Diversity by Employee Category

	FY2022	FY2023	FY2024
Number / Percentage of Female Senior Management	*	17 (50%)	4 (31%)
Number / Percentage of Male Senior Management	*	17 (50%)	9 (69%)
Number / Percentage of Female Management	38 (39%)	18 (38%)	7 (37%)
Number / Percentage of Male Management	60 (61%)	29 (62%)	12 (63%)
Number / Percentage of Female Executives	23 (54%)	9 (60%)	13 (72%)
Number / Percentage of Male Executives	13 (46%)	6 (40%)	5 (28%)
Number / Percentage of Female Non-executives	12 (47%)	6 (46%)	2 (50%)
Number / Percentage of Male Non-executives	5 (53%)	7 (54%)	2 (50%)

* Number of senior management and management were consolidated and disclosed as management for FY2022



Age Diversity by Employee Category

	FY2022	FY2023	FY2024
Number / Percentage of Senior Management Aged 30 and Below	*	0 (0%)	0 (0%)
Number / Percentage of Senior Management Aged 31-50	*	17 (50%)	6 (46%)
Number / Percentage of Senior Management Aged 51 & Above	*	17 (50%)	7 (54%)
Number / Percentage of Management Aged 30 and Below	3 (3%)	5 (11%)	1 (5%)
Number / Percentage of Management Aged 31-50	75 (77%)	37 (78%)	13 (68%)
Number / Percentage of Management Aged 51 and Above	20 (20%)	5 (11%)	5 (27%)
Number / Percentage of Executives Aged 30 and Below	14 (39%)	3 (20%)	3 (17%)
Number / Percentage of Executives Aged 31-50	15 (42%)	10 (67%)	11 (61%)
Number / Percentage of Executives Aged 51 and Above	7 (19%)	2 (13%)	4 (22%)
Number / Percentage of Non-executives Aged 30 and Below	7 (41%)	3 (23%)	3 (75%)
Number / Percentage of Non-executives Aged 31-50	10 (59%)	7 (54%)	1 (25%)
Number / Percentage of Non-executives Aged 51 and Above	0 (0%)	3 (23%)	0 (0%)

* Number of senior management and management were consolidated and disclosed as management for FY2022

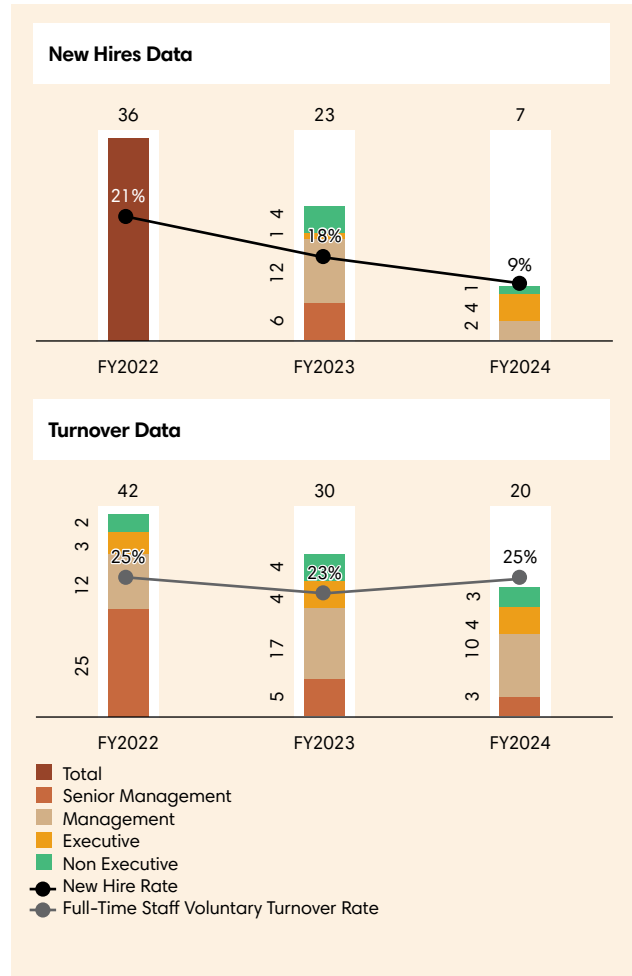
EQUALITY, DIVERSITY & INCLUSIVITY

Hiring and Attrition

Despite the limited recruitment activity in FY2024, EcoWorld London ensured that the recruitment process remained rigorous and inclusive through a diverse interview panel for a thorough interview process for both the candidate and the company. All newly hired individuals at EcoWorld International are provided with comprehensive employment contracts that clearly delineate the terms and conditions of their employment, in line with the aforementioned commitments.

Additionally, EcoWorld International ensures that every new employee undergoes a one-day induction immediately upon joining, followed by a more extensive induction process within the first three months whereby employees spend dedicated time with the teams / individuals they work most closely with. This approach is designed to thoroughly acquaint them with their rights and responsibilities. In addition, all new employees undergo a health and safety induction programme within one week of joining the organisation.

Moreover, at the conclusion of their employment, EcoWorld International conducts an exit interview. This practice is integral to maintaining the ongoing efficacy of the company’s talent management strategies and methods. The C-suite of EcoWorld International is also kept apprised of the staff turnover rate.



Creating a Safe, Dignified and Conducive Work Environment

EcoWorld London reinforces its commitment to employee well-being with its robust Dignity at Work Policy. This policy is crafted to ensure that all employees are accorded dignity and fairness, creating a work environment free from bullying, discrimination, harassment, and victimisation.

To bolster this commitment, EcoWorld London’s People Team provides coaching on handling of bullying and harassment incidences and reports to its managers. In FY2022, employees were encouraged to participate in the optional ‘Stand Up Against Street Harassment!’ training, designed to strengthen their resilience against harassment, both in the workplace and beyond.

In FY2023, EcoWorld London organised its inaugural Wellness Week, focusing on mental health and overall well-being. The popularity of this event brought its return in October 2024. Held in conjunction with the World Mental Health Awareness Day, the Wellness Week featured wellness walks, art sessions, mindfulness classes, and personality tests, aimed at promoting a supportive work environment with the varied activities encouraging open discussions on



mental health while offering practical tips for daily life improvement. Wellness surveys were also conducted bi-annually to gather feedback from all employees.

EcoWorld London provides various secure channels for employees to report any instances of misconduct, grievances, or other concerns. These reports can be made anonymously and without fear of retaliation. Employees can raise their concerns through direct communication with their managers, the People Team, or via the confidential whistleblowing channel, ensuring that issues are addressed promptly and effectively.

To ensure that all managers are equipped to handle such situations appropriately, EcoWorld London provides training on the proper handling of reports or instances of bullying or harassment. This training includes coaching from the People Team, guidance on relevant policies outlined in the staff handbook, and further formal training as required.

EcoWorld London Grievance Procedure



STEP 1 Informal Resolution

Employees are encouraged to attempt resolution of the issue informally through discussions with line managers if possible.



STEP 2 Formal Grievance

Failing that, a written grievance notice or complaint should be submitted alongside necessary supporting information.



STEP 3 Grievance Hearing

A formal hearing will be convened in a timely manner to review the matter, including evidence and justification from the parties involved, before a decision is made.



STEP 4 Appeal

Employees can appeal the outcome of the Grievance Hearing once, where an appeal meeting will be held with a separate line manager for an independent assessment.

Dedicated standard operating procedures for the proper handling of any complaints or grievances lodged are in place at EcoWorld International. A Grievance Policy has also been developed by EcoWorld London, with reference to the UK's Advisory, Conciliation and Arbitration Service ("ACAS") code of practice to facilitate the resolution of grievances. The Grievance Policy remains under continuous review to ensure ongoing compliance with UK employment law.

Empowering the Underrepresented

EcoWorld International's talent management philosophy is rooted in merit-based principles, yet the Group is actively exploring avenues to enhance employment opportunities for traditionally underrepresented, marginalised, or vulnerable groups. These include minorities, persons with disabilities, asylum seekers and refugees, the long-term unemployed, and those facing socioeconomic challenges.

Aligned with this approach, EcoWorld London's Social Value Strategy is dedicated to advancing social mobility among ethnic minorities and underrepresented communities.

EcoWorld International is committed to fostering an inclusive environment in all its buildings and developments. All our office spaces in the UK are equipped with disability access facilities. This commitment to inclusivity extends to our real estate designs. In line with the UK Building Regulations Part M, which governs access to and use of buildings, all our UK schemes comply with these standards. Our focus is on ensuring that external landscapes and communal areas are designed with accessibility features, including ramps and handrails. Additionally, a proportion of our homes and apartments, as dictated by planning permissions, are designed to meet advanced accessibility standards, including features for wheelchair users.

Additionally, the buildings in Australia are also in compliance with the accessibility requirements stipulated under the Australian Standard AS1428.1/National Construction Code.

Risk Assessment and Due Diligence on Human Rights

EcoWorld International is acutely aware of the serious human rights concerns associated with slavery and human trafficking and is committed to implementing appropriate and proportionate measures to mitigate the risk of these practices occurring within its operations and supply chain. The company conducts due diligence prior to hiring new employees, ensuring they have the legal right to work in the UK before they start their employment.

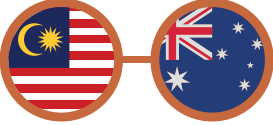
Following the assessment's recommendations, initiatives like training programmes have been implemented to enhance employee skills, supporting their talent development and career progression. All EcoWorld London employees have attended human rights compliance training to increase their awareness on these matters. This training is mandatory and delivered online through the astute learning platform, with comprehensive training modules (including a test requiring a minimum 80% pass mark) on spotting and preventing modern slavery in practice and preventing abuse of human rights.

Over the past three years, there have been zero instances of labour standards non-compliance in the company.

EQUALITY, DIVERSITY & INCLUSIVITY

Providing Competitive Remunerations and Benefits

EcoWorld International places a strong emphasis on offering competitive remuneration packages that align with the roles and responsibilities, professional qualifications, job experience, skills, tenure, and prevailing market rates of its employees. The remuneration also adheres to Malaysia and Australia’s Minimum Wage and UK Living Wage Standards, while the benefits provided encompass a variety of elements, including but not limited to:




In Malaysia and Australia

Life and Medical Insurance Coverage	Medical Benefits	Sick Leave	Hospitalisation and Prolonged Sickness Leave
Overtime-duty Allowances	Compassionate Leave	Study and Examination Leave	Marriage Leave
Parental Leave	Professional Development/ Study Support	Family and Welfare Benefits	Statutory Payments to Retirement Schemes

Life and Private Medical Insurance Coverage	Sick Leave	Compassionate Leave	Study and Examination Leave
Bereavement Leave	All Forms of Parental Leave	Pension	Season Ticket Loan
			Cycle to Work Scheme

In UK



Parental Leave

Full-time employees who are expecting parents are entitled to parental leave in line with the employment laws applicable in EcoWorld International’s various operational regions. Additionally, eligible employees are afforded childcare leave to attend to their children during sickness or for family-related commitments.

In the year under review, EcoWorld International’s parental leave benefits were availed of by only two female employees from a pool of 54 who were eligible for this provision. They resumed their roles at the conclusion of their parental leave and remained with EcoWorld International for over a year following their return from leave.

Parental Leave Data			
	FY2022	FY2023	FY2024
Employees Entitled for Maternity and Paternity Leave	150	107	54
Employees Who Took Paternity Leave	4	4	0
Employees Who Took Maternity Leave	2	1	2

Return to Work Post Parental Leave	FY2022		FY2023		FY2024	
	Male	Female	Male	Female	Male	Female
Return to Work Rates (return to work after parental leave period)	100%	100%	83%	33%	N/A*	100%
Retention Rates (remain with the organisation for 12 months or more post parental leave)	100%	100%	50%	100%	N/A*	100%

* N/A denotes not applicable as no male employees took parental leave in FY2024.

EDUCATION AND SKILLS

Education and skills development is a vital part of EcoWorld International's talent management strategy, serving to ensure our employees are equipped with the competencies needed to carry out their job functions, achieve personal and professional growth, and ultimately enhancing the competitiveness of the Group as an employer of choice. We have set ambitious training targets, aiming for 80% of employees to receive some form of training annually.

The commitment to the personal and professional development of our employees is enshrined in our employee handbook. Training needs are identified annually through the performance appraisal process, which takes into consideration the input and recommendations from managers, as well as employees' requests. Whilst a structured performance appraisal scheme has not been in place, line managers are required to hold regular meetings with their team members to ensure good communication and a clear understanding of work requirements.

At EcoWorld International, training budgets are set and approved at the beginning of each year, which are utilised by line managers to put forward relevant training for their

team members covering various essential and core training areas, in addition to mandatory compliance training. In FY2023, this included a Mental Health Awareness Week along with an extensive compliance training programme, corporate induction, training sessions for the Senior Leadership Team, Menopause Awareness Training, and a Discovery Insights day held for those in Development, with several individuals from Delivery also in attendance. The company has the flexibility to deliver training online via Teams or in-person, with the most suitable method determined based on the specific training objectives. The effectiveness of these training initiatives is evaluated through feedback collected from participants of all courses offered by EcoWorld London.

Aside from programmes organised by the company, employees have also actively attended free webinars and hosted sessions from industry professionals to enhance their continued professional development. Staff are also given on-the-job training by their line managers and peers to equip them with the necessary skills and know-how to carry out their responsibilities.

FY2024 saw a reduction in training spend due to the reduced employee headcount. Training courses conducted include:



Job Skills

- An Insight into AI Governance Role of Chartered Secretary
- Introduction and General Understanding of Artificial Intelligence
- Companies (Amendment) Act 2024, The Beneficial Ownership Companies & E-BOS
- Practical Aspects of Beneficial Personal Safety
- Ownership
- Day 30 Onboarding
- EcoWorld for Generations
- CEO Dialogue



Health and Safety

- Life Skills and Interest Support Group Roadshow
- Educate users on the importance of correct Display Screen Equipment (DSE) use
- Fire safety
- Personal safety
- Manual handling
- Health and Safety for Directors
- Construction Design and Management Regulations 2015
- Safety essentials
- Building Safety Act



Personal Development

- EcoWorld Women's Summit 2024
- Toastmasters Meeting
- Personal Development Planning workshop
- Diversity and Equality workshop

EDUCATION AND SKILLS

Employee Training Indicator			
	FY2022	FY2023	FY2024
Total Training Hours	2,623	1,403	494.5
- Senior Management	824.0	719.7	91.6
- Management	993.1	438.4	222.7
- Executive	551.6	104.0	136.2
- Non-Executive	254.0	140.5	44.0
Total Training Spend (RM)	480,237	367,754	198,573
Average Training Hours Per Employee	85.7	68.11	37.12
- Senior Management	104.1	71.7	36.10
- Management	83.0	44.2	67.1
- Executive	70.8	9.0	18.8
- Non-Executive	48.5	34.6	44.0
Average Days Per Employee	8.07	6.65	3.68
Percentage of Employee Attended Training	95%	100%	98%

Occupational Safety and Health ("OSH")

In the real estate development sector, managing workplace hazards is of paramount importance. These hazards pose significant risks to the health and safety of employees, and can disrupt the delivery timelines of real estate projects, affecting employee morale, brand reputation, and revenue recognition.

The highest level of OSH risks within the Group occurs at the construction sites of EcoWorld London. These sites present various challenges, such as the risk of injuries from working at height, adverse climate conditions, heavy lifting, operating in confined spaces, conducting electrical works, and using heavy machinery like forklifts, tractors, cranes, among others. Beyond these physical risks, there is also the exposure to health hazards from materials and infectious diseases.

EcoWorld International recognises that it is not only a regulatory requirement but also a moral and social responsibility to ensure that every measure is taken to provide a workplace that prioritises the health and safety of all employees. This commitment is rooted in the understanding that every employee has the right to work in conditions that safeguard their well-being and to return home safely after their day's work. Also, as a UK employer, EcoWorld International also complies with all prevailing legislation, principally the Health and Safety at work Act, CDM 2015 and the Building Safety Act.



Oversight on OSH

The Board of EcoWorld International provides oversight on all OSH-related matters while the management of EcoWorld London is responsible for OSH-related issues on the ongoing projects.

Following the Business Consolidation, the Managing Director has been appointed to champion all HSE matters in the company, taking over from the Chief Operating Officer as Chair of the HSE Committee. The HSE Committee is a formal body that represents a vertical slice of the organisation and holds the HSE team to account. A HSE Director is also appointed to assist in driving the OSH agenda at EcoWorld London.

OSH data is reported monthly on a project basis to EcoWorld London's Executive Committee and its Board, along with investigations and root causes of significant incidents, and cascaded up to the Board of EcoWorld International as needed. Directors of EcoWorld London are all required to accompany the HSE Director on a series of senior leader coaching visits, which seeks to identify positive safety behaviours as well as opportunities for improvement.

Health and Safety risk is placed at the top of the business level risk as there is always the possibility of loss of life which is a catastrophic impact. Such risk is included in the risk register under the Group's ERM Framework, and are presented for deliberation during the quarterly RMT meetings. Subsequently, this is also presented to the RMC and the Board to ensure their continued application and relevance.

The Board of EcoWorld London holds an Annual Management Review of HSE matters with the HSE Champion and respective heads of HSE to discuss and set objectives and targets for the forthcoming year on matters of HSE leadership, risk profile and planning, HSE resource allocation and competence, internal and external communications of HSE matters, performance monitoring, evaluation and assurance processes, and potential improvements to the HSE Management Systems.

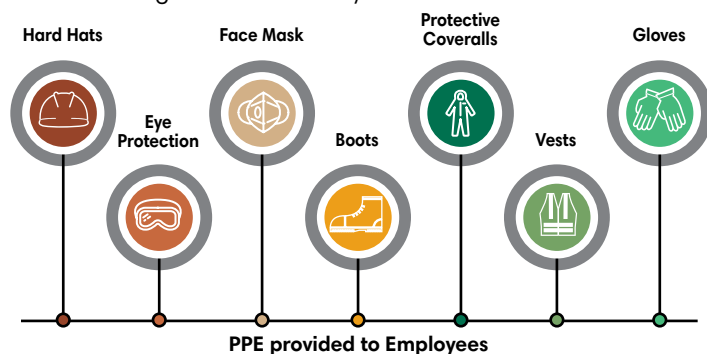
To address OHS risks, EcoWorld International has established robust HSE management systems and a comprehensive Quality, Environment, Health and Safety Policy, which applies to all employees, contractors and consultants engaged by the Group. These measures are designed to foster a safe and healthy work environment across all projects.

OSH Management Approach

The Group is committed to drive continuous improvements in reducing negative health and safety impacts of our operations. This commitment is enshrined in the Health, Safety, Environment, and Wellbeing (HSE&W) policies and management systems of EcoWorld London using the Plan-Do-Check-Act (PDCA) approach

Recognising the importance of effective communication, the new policy and procedures have been cascaded through team-based training events. Additionally, 121 briefing sessions have been held with all individuals who have responsibilities under the policy. These are documented and the recipients are required to acknowledge their acceptance and understanding of their responsibilities, including the specific HSE risks and hazards pertinent to their roles, the consequences of non-conformance, and the protocols for addressing imminent health or safety threats. A rolling external audit programme is in place to monitor non-conformance. To date, there have been zero significant non-conformances.

All of EcoWorld London's development sites are certified with the new ISO 45001 occupational health and safety standards. ISO 45001 provides a framework for organisations to manage risks and improve OSH performance and is a more developed and comprehensive standard compared to OHSAS 18001. Adhering to this standard, EcoWorld London mandates the use of 5-point personal protective equipment ("PPE") on all project sites to ensure the highest level of safety.



Each project hosts a HSE&W forum co-chaired by the Project Manager and the HSE Director, with representatives from the Principal Contractors and two volunteer worker representatives in attendance to ensure that all views and perspectives are taken into consideration. These forums serve as platforms for addressing health and safety concerns, acknowledging good practices, and facilitating open communication on HSE matters. Additionally, a quarterly HSE Forum encourages the sharing of lessons learned and best practices in a collaborative setting between all projects' Principal Contractors and EcoWorld London. Regular Toolbox Talks are conducted to reinforce health, safety, and environmental guidelines. Furthermore, an annual 'EcoWorld Class Safety' week is held to highlight HSE topics and bolster the OSH culture within EcoWorld London. Additionally, EcoWorld London conducts HSE&W surveys bi-annually amongst all employees.

A comprehensive overview of the HSE initiatives planned and implemented by EcoWorld London to address OSH is presented below, which shows the key activities identified within each of the four areas on system, culture, performance and assurance.

EDUCATION AND SKILLS

Safety Hazard and Risk Assessment

EcoWorld London maintains a comprehensive internal health and safety programme, encompassing regular site inspections and audits to uphold stringent HSE standards. This includes daily and weekly inspections by site management, weekly checks by the Health and Safety Department, and periodic audits to ensure compliance with the HSE Management System. HSE due diligence is conducted on all new projects in accordance with the procedures for assessment of risk and mitigation arrangements outlined in the HSE Management System.

A crucial aspect of EcoWorld London’s HSE procedures is the requirement for trade contractors to submit a detailed Risk Assessment Method Statement (“RAMS”) at least two weeks before work begins. This document outlines a safe work system, categorises activities by risk level, and mandates the maintenance of RAMS Briefing records. The RAMS form, rigorously reviewed by EcoWorld London’s site team before approval, is made accessible to all workers on-site and prominently displayed at site project entrances.

To ensure effective implementation of RAMS, EcoWorld London provides a detailed checklist and guidelines, particularly for managing high-risk activities, site supervision, and the identification of qualifications for competent persons. These individuals are mandated to undertake HSE refresher courses every five years.

Every effort has been made to ensure that HSE information is accessible and clear to all, considering language, culture, literacy, and disability. ‘Safety Alerts’ comprising information such as near misses and positive safety observations are circulated to staff and contractors to raise awareness on safety hazards, supported by a proliferation of safety posters on site to ensure that OSH remains top of mind at all times.

As EcoWorld London has shifted toward a ‘client-only’ project model, the responsibility for conducting risk assessments has been delegated to the appointed Principal Contractors, who will operate according to their own policies and procedures while adhering to the broader HSE goals and guidelines from EcoWorld London and EcoWorld International.

Health and Safety Training

The HSE Director at EcoWorld London develops an annual health and safety training programme and matrix, tailoring courses to specific job functions. Effort has been made in improving EcoWorld London’s HSE performance monitoring and tracking processes in line with the implementation of the new HSE Management System in FY2023, which sees improvements in the accuracy of training records, and updates for recertification or refresher courses as needed.

All EcoWorld London employees are required to undertake a four-stage, online HSE training programme annually, which includes pass/fail assessments to ensure comprehension and retention. Furthermore, certain employees receive targeted, task-specific training based on their roles, such as Directors and Personal Safety training. To ensure employees are fully informed about the risks and hazards that may come with their job, all new employees undergo a health and safety induction programme within one week of joining the organisation.

We are pleased to report 100% compliance on the mandatory HSE training in FY2024, with a total 42 staff trained and 252 training hours logged. Types of health and safety programmes held during the year in review includes:



Educate users on the importance of correct Display Screen Equipment (DSE) use	Fire safety	Personal safety	Manual handling
Health and Safety for Directors	Construction Design and Management Regulations 2015	Safety essentials	Building Safety Act

EDUCATION AND SKILLS

OSH Performance Monitoring

EcoWorld International's OSH Indicator			
	FY2022	FY2023	FY2024
Lost-Time Incident Rate ("LTIR") ² - Employees	-	0	0
No. of Work-related Fatalities - Employees	0	0	0
No. of Work-related Fatalities - Principal Contractors	0	0	0

Notes:

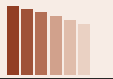
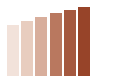
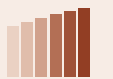
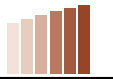
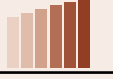
- * Denote completed projects or projects that have not started.
- 1. AFR is calculated as Number of Reportable Incidents / Total Hours Worked * 1,000,000.
- 2. LTIR is calculated as Number of Lost Time Incidents / Total Hours Worked * 1,000,000.
- 3. Number of Lost Time Incidents refer to those incidents where an employee is unable to return to work for at least one full work day following the day of the injury.

Notably, EcoWorld London's AFR stands at zero compared to the industry average of 0.3, reflecting the effectiveness of the company's OSH measures. This achievement was made possible by the systematic implementation of HSE initiatives encompassing training, awareness events such as Wellness Week, strong engagement with principal contractors and the launch of near miss reporting carried out over the past 3 years.



OSH Performance Monitoring

While OSH is viewed as a matter of utmost importance at EcoWorld London, the company has made the decision not to link the remunerations of its Board and Management to OSH performance as that has the potential to drive undesired behaviours like under-reporting of OSH indicators. EcoWorld London, however, does set goals for its OSH-related KPIs and closely monitors the reported data. Progress made in the past year against EcoWorld London’s OSH KPIs are presented below:

KPIs	Type	Target	FY2024 Performance
AFR Industry standard measure of accident prevalence expressed as frequency per 100,000 hours worked	 Lagging Indicators	Less than 0.3	0.0 – Achieved
Near Miss Reports Reporting of incidents that have the potential to cause injury where corrective action can be taken to prevent recurrence This applies to EWL people and contractors	 Leading Indicators	2 reports per operative per year	Achieved. 591 reports per 146 persons
Work Environment Satisfaction Bi-annual survey of all operatives and contractors on working conditions and worker welfare. Example: Question – EWL cares about my health and safety	 Leading Indicators	Average score of 4/5 or higher (1 = Highly Dissatisfied; 5 = Highly Satisfied)	Achieved an average score of 5/5 with 100% of operatives and contractors surveyed agreeing that EcoWorld London cares about their wellbeing 100%
EcoWorld London Directors’ Health & Safety Tours Tours of project sites with EcoWorld London’s HSE Director to identify positive safety behaviours and improvement opportunities	 Leading Indicators	2 visits per EcoWorld London director per year	Achieved with a total of 30 visits carried out for 12 directors, equating to 2.5 visits per director
Mental Health Training Provision of mental health training for operatives to safeguard the mental health of everyone involved in EWL operations	 Leading Indicators	1 Mental Health First Aider (“MHFA”) trained (or recognised equivalent) per 100 operatives	Achieved with 14 EcoWorld London staff trained as MHFA out of a total 29 operatives

EcoWorld London’s HSE operations undergo an annual review by an independent third-party consultant. Additionally, the ISO 14001 and ISO 45001 accreditations are assessed three times per year by the British Standards Institution (BSI), with the most recent recertification completed in December 2024.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

EcoWorld International is dedicated to extending its sustainability commitments throughout its supply chain, understanding that its influence extends beyond its immediate operations. The Group emphasises supporting local suppliers and vendors in procurement decisions and encourages its third-party partners to uphold robust environmental and social standards.

Aligned with its vision of “Creating Tomorrow and Beyond”, EcoWorld International utilises its business model to generate beneficial ripple effects in local economies where it operates. By prioritising local SMEs in procurement, the Group not only fosters job creation near its project sites but also contributes to the local industry’s growth through knowledge sharing.

Sustainability, competitive pricing, and environmental impact are key criteria in the assessment and selection of goods and services. This approach aims to deliver maximum value to stakeholders and optimise supply chain

efficiency. Reduced transportation distances from local sourcing lower energy and fuel needs, consequently cutting emissions. Additionally, timely material delivery minimises construction delays and shields the Group from cost variances affecting its construction budget.

EcoWorld International is proactive in engaging with supply chain partners to ensure compliance with regulations, ethical practices, and high standards in human rights, labour rights, and occupational safety. Such measures protect the Group from related risks.

EcoWorld International is committed to working closely with its supply chain to enhance the Group’s environmental and social footprint, particularly through conscious material sourcing in its developments. The company actively seeks partnerships with supply chain entities to discover and implement best practices and innovative solutions, expecting continuous improvement and engagement from all partners in these efforts.



Sustainable Procurement Practices

EcoWorld International has implemented targeted policies and practices to encourage environmental and social responsibility throughout its supply chains. These policies mandate that suppliers adhere to all relevant laws and regulatory standards in their operational regions. Furthermore, suppliers are required to confirm their compliance with EcoWorld International’s Code of Conduct, Business Ethics, and Anti-Corruption policies.

In line with EcoWorld International’s commitment to fairness and equitable living standards, the company actively encourages its supply chain partners to adopt the London Living Wage. This approach is a reflection of EcoWorld International’s ethos and its dedication to promoting fair and sustainable economic practices. By advocating for the London Living Wage, EcoWorld International strives to ensure that its supply chain contributes positively to the welfare of the broader community, aligning with the company’s overarching sustainability objectives.

 <p>Comply with the Modern Slavery Act and EcoWorld London’s Modern Slavery Policy</p>	 <p>Comply with London Living Wage</p>	 <p>Providing a safe and healthy workplace</p>	 <p>Compliance with environmental regulations</p>	 <p>Prevention of corruption, bribery, fraud and money laundering</p>
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EcoWorld International Malaysia

EcoWorld International Malaysia’s supply chain management practices are governed by the Sustainable Procurement Policy, which applies to the company’s employees as well as its partners.

The Sustainable Procurement Policy requires its suppliers and service providers to adhere to its eco-friendly operating practices. This includes using energy efficiency hardware, limiting waste generation, and adopting other best practices for responsible sourcing when procuring essential equipment and office supplies for EcoWorld International Malaysia.

EcoWorld International UK’s Sustainable Procurement Policy sets out the criteria for evaluating and selecting its supply chain partners in the procurement of goods, works and services. Beyond price point and competencies, suppliers are also required to adhere to ESG requirements such as:



In UK



ENVIRONMENT

- Procure all timber and timber products from legal and sustainable sources and procure other construction materials with recognised responsible sourcing schemes.
- Use resource-efficient products and give due consideration to end-of-life uses.
- Promote, specify and source materials which can be reused, and consider future deconstruction and recovery of resources to embrace the circular economy to leave a sustainable legacy across the build environment.
- The policy prioritises traceability and transparency, reducing resource consumption, and mitigating environmental and social impacts, with the goal of increasing value for money and reducing operational risks.
- Reduce unnecessary resource use for business operations.



SOCIAL

- Ensure fair contracts and terms are applied and respected, and that ethical, human rights and labour standards are met, in line with our Modern Slavery Policy and the UNGC principles.
- Where possible, procure locally, providing opportunities for SMEs, collaborate with the voluntary sector and increase the use of social enterprises to support local employment, diversity and training.
- Ensure goods and services are certified legal or sustainable, where possible.



GOVERNANCE

- Adhere to the principles of the UNGC.
- Take full cognisance and all appropriate precautions to ensure the procurement of all works and material purchases comply with applicable government, industry and EcoWorld London protocols and/or policies.
- Prohibit the use of banned materials/substances under relevant regulations.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Since 2015, EcoWorld International UK has implemented guidelines within its Sustainable Procurement Policy to encourage and enforce the use of environmentally friendly and locally sourced materials.

The company’s Environmental/Material Management Plan (“EMP”/“MMP”) entails that key building materials used for projects with significant environmental impacts, such as timber, concrete, and rebar products, must have the relevant accreditation and certification such as PEFC, FSC or BES6001 to ensure that they are sourced responsibly or recycled.

Its commitment to local sourcing also saw the establishment of two yearly KPIs to that effect, ensuring that:



 at least **60%** of EcoWorld International UK annual procurement spend by contract value are awarded to **Local Companies within the UK** respectively

 **50%** of EcoWorld London annual procurement spend is allocated to SMEs

The Group’s procurement performance can be found in the Local Economic Development/Enterprising Communities section of this report.

Ensuring Free and Fair Competition

EcoWorld London adheres to a principle of merit in its vendor selection process. This approach ensures open and fair competition, inviting all interested parties to participate. The selection process involves a thorough and multi-staged evaluation, managed by the Tender and Procurement Committee (“TPC”).

Prospective vendors are first required to complete pre-qualification questionnaires. This step assesses their capabilities and their adherence to the Group’s environmental, social, and governance standards. Criteria include labour and fair-trade practices, environmental and safety records, regulatory compliance, and recognition from international standards like ISO.

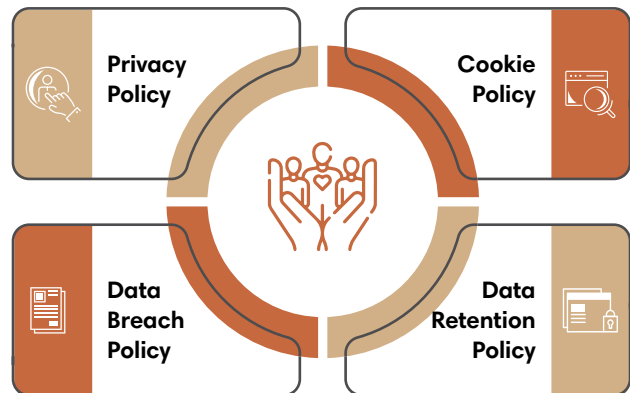
Only those vendors who successfully pass the pre-qualification stage are considered for tender opportunities. Their proposals are then rigorously evaluated based on merit and their potential to deliver superior value to the Group’s customers while contributing positively to social and environmental outcomes.

To maintain eligibility for current and future contracts, suppliers must continuously meet all specified criteria. The Group’s procurement teams are well-trained in vendor management and engagement, which includes conducting desktop audits, physical inspections, and identifying any potential non-compliance issues, such as fraud or violations of environmental and social regulations. This comprehensive approach ensures that the procurement process remains transparent, fair, and aligned with the Group’s high standards.

Customer Data Privacy

In our role as a real-estate developer and manager, EcoWorld International frequently handles substantial volumes of customer data, some of which can be sensitive. The Group is dedicated to safeguarding customer data privacy, ensuring full adherence to the Personal Data Protection Act 2010 (“PDPA”).

This commitment is reinforced by the implementation of the following policies that govern how customer data is collected, used, secured, and managed in the event of breaches, complaints, or withdrawal of consent:



The responsibility for overseeing Customer Data Privacy at EcoWorld International rests with the Data Protection Team. All employees, suppliers, business partners, and any third parties who might interact with this data as part of their association with EcoWorld International are mandated to uphold the confidentiality of customer data. This requirement is detailed in the Group’s Code of Conduct and Business Ethics, to which all employees and third-party vendors are obligated.

In addition, vendors and any third parties with access to sensitive customer data are required to sign Non-Disclosure Agreements, reaffirming their commitment to maintaining the confidentiality of this data.

Data Privacy and Security			
	FY2022	FY2023	FY2024
Number of substantiated complaints concerning breaches of customer privacy and loss of customer data	0	0	0

Over the past three years, EcoWorld International has successfully prevented any incidents of data leaks, thefts, or losses. There have been no substantiated complaints relating to breaches of customer data. Additionally, during this period, the Group has not incurred any fines, penalties, or warnings for non-compliance with regulations or voluntary codes pertaining to customer data privacy. This track record underscores the Group's rigorous and effective management of customer data privacy concerns.

TRANSPARENT DISCLOSURES

EcoWorld International prioritises corporate governance through prompt and transparent information disclosures to all its stakeholders, reinforcing trust in its brand via credibility and accountability.

Key elements of this approach include the regular release of the Group's financial results on both an annual and quarterly basis, and the publication of corporate announcements information on its website. This is supplemented by various internal and external communication channels as detailed in the Stakeholder Engagement section of this report.

The Group maintains active engagement with its key stakeholders to stay informed about their needs, expectations, and concerns. This engagement forms the foundation for assessing the material issues that the Group faces and directs the content and disclosures in this report.

A table highlighting EcoWorld International's compliance with statutory requirements for timely disclosures is presented below, illustrating the Group's commitment to transparency:

	FY2022	FY2023	FY2024
AGM Filing Date	28 February 2023	23 February 2024	26 February 2025
AGM Date	30 March 2023	25 March 2024	27 March 2025
Number of Days Between the Date of Notice and Date of Meeting	30	30	28

SUSTAINABILITY CULTURE

EcoWorld International is steadfast in its commitment to embedding sustainability into its business culture, ensuring it is a key consideration in all decisions. This involves fostering a sustainability-focused mindset among employees, aligning with the Group's vision of fostering an Exceptional Environment, Connected Community, and Outstanding Organisation.

In the past year, EcoWorld International has actively promoted sustainability knowledge among its staff, offering formal training and leveraging various employee engagement channels to disseminate sustainability messages.

Moreover, the Group seeks to inspire its employees to adopt sustainable lifestyles beyond the workplace. Initiatives and programmes are being developed to support and encourage this sustainable living ethos among its staff.

In addition to these efforts, EcoWorld London places a strong emphasis on encouraging employee volunteerism as a key part of its sustainability culture. All staff are actively encouraged to dedicate a minimum of 8 hours annually from their working schedule to participate in community activities associated with EcoWorld London and our developments. These initiatives are designed to foster engagement between our staff and community members while reinforcing the Group's commitment to social responsibility and environmental stewardship. By participating in volunteer activities, employees not only contribute to meaningful causes but also gain a deeper understanding and appreciation of sustainability in action.

CORPORATE GOVERNANCE

Corporate governance, underscored by our commitment to robust procedures, remains a pivotal consideration for EcoWorld International in effectively managing sustainability and wider governance risks. In FY2024, our focus on governance excellence continues to evolve with strategic initiatives.

The Board of Directors at EcoWorld International assumes the ultimate responsibility for all corporate governance, risk management, regulatory compliance and anti-bribery and anti-corruption matters. The Board is committed to integrating sustainability into corporate strategies, governance, decision-making, as well as overseeing initiatives across international ventures to align with organisational goals.

Our commitment to governance excellence finds expression in a comprehensive suite of governance policies, reinforcing ethical conduct and promoting accountability and transparency within the organisation in the areas of ethical conduct, data protection, anti-bribery and anti-corruption, and whistleblowing, among others. These policies set out the expected norms and behaviours for all employees, including Senior Management and the Board of Directors, and are communicated to employees through publication on the corporate website (where applicable), employee induction programmes, mandatory annual training, and inclusion in the employee handbook.

Specific focus areas of governance matters are detailed in the respective policy documents. All group-wide policies are implemented by EcoWorld International's top management, with the Board responsible for reviewing and ensuring compliance with legal, regulatory, and ethical obligations.

The Group adheres to the guidelines and practices set out in the MCCG 2021, applying specific sustainability-related requirements set out in Practices 4.1 to 4.5. In line with regulatory recommendations, EcoWorld International has adopted Practice 5.9 to promote gender diversity in leadership positions within the Group, setting the tone from the top with the achievement of 30% female representation on EcoWorld International's Board since FY2021. This commitment is reaffirmed in the Board Charter, ensuring our continued prioritisation in talent management considerations.

Board of Directors Data	
	FY2024
Number of Board of Directors (Excluding Alternate Director)	9 [^]
Number of Independent Directors on the Board	5
Number of Women on the Board	3

[^] Subsequent to the financial year under review, Mr Benjamin Teo Jong Hian resigned as a Non-Independent Non-Executive Director of the Company on 16 December 2024, which reduced the Board's composition from 9 members to 8 members.

Looking ahead, EcoWorld International remains dedicated to upholding transparency, accountability, and sustainable practices. Additional information on EcoWorld International's Corporate Governance practices is provided in the Corporate Governance Overview Statement of the IAR2024 and the standalone Corporate Governance Report 2024, which can be downloaded from <https://ecoworldinternational.com/investor-relations/#corporategovernancereports>.

Risk Management

The commitment to robust risk management at EcoWorld International extends beyond traditional considerations, with a heightened focus on embedding stronger ESG considerations into our Risk Management Framework.

The Board and Management of EcoWorld International actively acknowledge the actual and potential impacts of ESG matters. This strategic recognition has led to ESG considerations being regularly discussed during Board meetings, with concerted efforts to map and quantify their impacts on brand reputation, employee morale, and financial performance. Clear goals, targets, and KPIs for ESG performance have been established as part of this initiative.

Sustainability and social considerations are now intrinsic to EcoWorld London's Executive Committee meetings, signifying our commitment to embedding sustainability throughout our business operations at every level.

In FY2024, EcoWorld International maintained its focus on the risk of non-compliance with sustainability commitments, recognising both operational challenges and reputational implications. At EcoWorld Ballymore, non-compliance risks are closely monitored and flagged to the Risk Management Committee (RMC) and Board if required. This ensures ongoing adherence to regulatory requirements and sustainability commitments.

EcoWorld London has similarly incorporated the risk of non-compliance with sustainability commitments into its governance processes. Its sustainability and social value strategies undergo scrutiny and approval by the Board, with derived action plans communicated comprehensively to employees. These plans are accessible via the intranet and prominently featured in the sustainability section of EcoWorld London's website. To further enhance compliance, EcoWorld London actively works to align with key reporting standards, including Streamlined Energy and Carbon Reporting (SECR), and the Task Force on Climate-related Financial Disclosures (TCFD).

Throughout FY2024, the Group's RMC continually assessed all identified risks to ensure the implementation of effective mitigation measures associated with sustainability commitments. This approach reflects EcoWorld International's commitment to responsible and sustainable business practices.

Regulatory Compliance

EcoWorld International recognises that our license to operate is susceptible to various regulatory compliance issues, encompassing concerns like corruption, pollution, modern slavery, data privacy, and others. The risks extend to liabilities, fines, and the broader impact on the Group's social license to operate in alignment with ESG principles.

The Group's RMC diligently tracks changes in the regulatory landscape to ensure that EcoWorld International adheres to laws and regulations applicable in our diverse operating markets. The commitment to regulatory compliance is reflected in the comprehensive list of regulations that the Group observes in each of our operating countries, including but not limited to the following:



MALAYSIA

- Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001
- Capital Markets and Services Act 2007
- Companies Act 2016
- Employment Act 1955
- Foreign Exchange Administration Rules & Notices
- General Data Protection Regulation (GDPR)
- Main Market Listing Requirements
- Malaysian Anti-Corruption Commissions Act 2009
- Malaysian Code on Corporate Governance 2021
- Malaysian Code on Take-Overs and Mergers 2016
- Minimum Wages Order 2024
- Personal Data Protection Act 2010
- Trademarks Act 2019



UNITED KINGDOM

- Bribery Act 2010
- Building Safety Act 2024
- Building Act 1984
- Code of Considerate Practice
- Companies Act 2006
- Construction (Designs and Management) Regulations 2015
- Corporation Tax Act 2010
- Data Protection Act 2018
- Employment Act 2008
- Energy Performance of Buildings (England and Wales) Regulations 2012
- Environmental Impact Assessment Regulations 2011
- Environmental Protection Act 1990
- General Data Protection Regulation (GDPR)
- Housing Grants, Construction and Regeneration Act 1996
- Land Registration Act 2002
- Law of Property (Miscellaneous Provisions) Act 1989
- Modern Slavery Act 2015
- National Minimum Wage Act 1998
- Sanctions and Anti-Money Laundering Act 2018
- The Building Regulations 2010
- Town and Country Planning Act 1990
- UK Data Protection and Digital Communications (No.2) Bill
- Modern Slavery Act (Amendment) Bill
- Insurance Act 2015
- London Plan
- National Planning Policy Framework
- National Development Management Policies
- Economic Crime and Corporate Transparency Act 2023
- Criminal Finances Act 2017



AUSTRALIA

- Building Act 1993
- Conveyancing Act 1919
- Corporations Act 2001
- Criminal Code Act 1995
- Domestic Building Contracts Act 1995
- Environmental Planning and Assessment Act 1979
- Fair Work Act 2009
- Home Building Act 1989
- National Minimum Wage Order 2024
- Occupational Health and Safety Act 2004
- Planning and Environment Act 1987
- Property Law Act 1958
- Real Property Act 1900
- Retail Leases Act 2003
- Sale of Land Act 1962
- Strata Schemes (Development) Act 2015
- Strata Schemes (Management) Act 2015
- Subdivision Act 1988
- Work Health and Safety Act 2011

CORPORATE GOVERNANCE

In compliance with our Code of Conduct and Business Ethics, EcoWorld International strictly adheres to the principles of fair competition in all of our dealings. The Group maintains a stringent stance against engaging in collusion with potential competitors or leveraging our market position for unfair advantages. The Group prohibits anti-competitive behaviour, including practices such as price fixing, bid coordination, market or output restrictions, as well as allocations related to customers, suppliers, geographic areas, and product lines.

To fortify our commitment to ethical business practices, the Group's RMC convenes quarterly meetings to review risk registers across all business units and support units. This comprehensive review allows discussion and approval of mitigation actions for any risks to which EcoWorld International may be exposed across our subsidiaries and joint ventures.

In FY2024, EcoWorld International recorded zero incidents of non-compliance with any environmental, social or economic regulations across the Group. There are also no legal actions pending or completed related to non-compliance with any environmental, social or economic regulations across the Group.

Regulatory Compliance			
	FY2022	FY2023	FY2024
Has the company and / or subsidiaries been fined or censured for any environmental non-compliance?	No	No	No
Has the company and / or subsidiaries been fined or censured for any socioeconomic non-compliance?	No	No	No
Incidents of non-compliance with regulations resulting in a fine or penalty;	0	0	0
Incidents of non-compliance with regulations resulting in a warning;	0	0	0
Total monetary value of significant fines (RM/£/AUD);	0	0	0
Total number of non-monetary sanctions;	0	0	0
Cases brought through dispute resolution mechanisms.	0	0	0

Anti-Corruption

EcoWorld International maintains a zero-tolerance stance against bribery, fraud, corruption and other unethical business practices. The Group is acutely aware of the potential legal consequences faced by the Company and our Management if adequate anti-bribery and anti-corruption measures are not in place, leading to a potential violation of Section 17A of the Malaysian Anti-Corruption Commission Act 2009 ("MACC Act").

The Group is guided by our Anti-Bribery and Anti-Corruption Policy ("ABC Policy"), established since March 2020. The ABC Policy serves as a comprehensive framework outlining the methods and approaches of the Group to effectively monitor and combat corruption-related misconduct.

Explicitly prohibiting all forms of corrupt behaviour, such as bribery, gift giving and receiving, sponsorships, donations and political contributions contrary to the ABC Policy, it extends to any other forms of favours and gratification given or received to secure business contracts, rewards and other incentives from or for EcoWorld International, the representatives, employees, subsidiaries and business partners.

Applicable to all employees and business partners of the Group, the ABC Policy holds individuals accountable for engaging in corrupt practices. The consequences of such actions vary and are contingent on the severity of the infraction. Possible consequences include the suspension of service, termination of contract or employment, legal action, and reporting the offender to the relevant authorities.

In FY2024, the ABC policy underwent further revisions to enhance its clarity and relevance. These revisions include:

- Clarification that both giving and accepting gratification are prohibited under the ABC policy;
- Inclusion of a requirement to report requests for facilitation payments to the head of department;
- Re-routing of consultations on offering corporate hospitality to public officials from the immediate supervisor to the head of department; and
- Updates to reflect declarations made in the Donation and Sponsorship Register.

Board and Management Commitment to Combat Corruption

2020

Revised Board Charter

The Board charter was revised to provide a clear outline of the Board's responsibilities concerning anti-corruption matters, reinforcing the organisation's commitment to ethical governance.



2022

Inclusion in Legal Risk Register

Acknowledging the gravity of non-compliance, the risk of violating Section 17A of the MACC Act was added to the legal risk register, ensuring comprehensive coverage of potential legal ramifications.



2023-2024

Integrity Pledge Signing

In FY2023, the Board of Directors underscored their personal and collective dedication to combating corrupt practices by formally signing the Integrity Pledge, emphasising their commitment to uphold ethical standards. New Board members joining in FY2024 have also signed the Integrity Pledge.



Established in 2020, the Integrity Team chaired by the Chairman of the RMT at EcoWorld International, remains under the purview of the RMC, a full Board committee entrusted with overseeing all risk-related matters. The Integrity Team continues to play a crucial role in guiding employees on bribery and corruption issues within the Group, through circulation of newsletters to create awareness on anti-corruption related matters.

In the discharge of its responsibilities, the Integrity Team is authorised to:

1. Have full and unrestricted access to the management, books, records, and documents of the organisation;
2. Seek required information from any personnel or business partners; and
3. Seek assistance from appropriate channels, expertise, and external professionals, ensuring a comprehensive and robust approach to combatting corruption within the organisation.

CORPORATE GOVERNANCE

Training and Communication on ABC Policy

EcoWorld International's anti-corruption stance continues to be disseminated comprehensively to all employees through multiple channels. Email communication, employee induction programmes, training sessions, and quarterly newsletters by the Integrity Team ensure that employees of all levels are well-versed in the principles outlined in the ABC Policy. The policy is also accessible on the Group's corporate website for ongoing reference and reinforcement.

The training initiatives for FY2024 focused on providing a refresher on the offence of accepting and giving gratification, by both individuals and commercial organisations, together with a recap on important sections of the ABC Policy. Scenarios were provided to help employees gain a better understanding on how both the individual and commercial organisation can be liable for one incident of bribery and corruption.

Consistent with previous years, all employees are required to undergo an online assessment of the ABC Policy and Whistleblowing Policy. The passing benchmark of 90% ensures a robust understanding of these crucial policies.

At EcoWorld London, a parallel commitment is observed, where the enforcement of the ABC agenda extends to the mandatory completion of annual ABC compliance training by all employees, temporary staff and contractors. Escalation procedures are in place to address instances where employees do not complete the training after three reminders, involving their line manager. The General Counsel ("GC") is responsible for reviewing the technological training materials annually, ensuring their relevance and alignment with the business.

In FY2024, the Group reported a 100% completion rate for anti-corruption training. The following table showcases the number and percentage of employees who have received training on anti-corruption by employee category:

Employees who have received training on anti-corruption	FY2023		FY2024	
	Number of pax	%	Number of pax	%
Senior Management	34	100%	13	100%
Management Staff	47	100%	19	100%
Executives	15	100%	18	100%
Non-Executives	13	100%	4	100%-
Total	109	100%	54	100%

Cascading Anti-Corruption Practices to the Supply Chain

The ABC Policy is also furnished to EcoWorld International's business partners and vendors in the Malaysia and Australia regions, who are required to sign the Anti-Corruption Declaration Form before engagement to acknowledge their understanding and adherence to the policy throughout their business dealings with EcoWorld International.

Due diligence is carried out on all suppliers, vendors and business partners before the award of contracts, with continuous monitoring of their practices to ensure continued compliance throughout the engagement.

Establishment of a Gifts Register

In FY2020, EcoWorld International established an online Gifts Register to facilitate the transparent declaration of gifts received by our employees in the Malaysia and Australia regions. Administered by the Integrity Team in strict adherence to the Group's ABC Policy, this initiative aims to ensure that employees refrain from receiving, providing, or soliciting any form of gifts, donations, entertainment, hospitality perks, or other favours that might lead to improper influence or be perceived as such.

While the ABC Policy maintains a stringent stance, it allows for limited exceptions in specific circumstances, such as festive gifts and those received at work-related conferences. These exceptions are, however, contingent upon meeting the conditions outlined in the policy.

In the event of irregularities, the matter will be escalated to the RMC for thorough assessment and the implementation of appropriate mitigation measures. If necessary, such irregularities will be further escalated to the Board for review and intervention, ensuring a comprehensive and vigilant approach to maintaining ethical standards and compliance within the organisation.

Group-wide Anti-Corruption Compliance

Beyond EcoWorld International's operations in Malaysia and Australia, the anti-corruption efforts are extended to EcoWorld Ballymore and EcoWorld London, involving the adoption and updates of internal Anti-Bribery and Corruption Policies in November 2017 and June 2022 respectively, underlining a proactive approach to evolving compliance standards.

Similar to EcoWorld International, risk assessments are carried out regularly at EcoWorld Ballymore and EcoWorld London. Other corruption precaution measures by EcoWorld London include the establishment of a Corporate Criminal Offence Policy; Anti-Money Laundering and Terrorist Finance Policies, Controls and Procedures; Whistleblowing Policy; Anti-Bribery and Corruption Risk Assessment; and an Anti-Money Laundering Risk Assessment.

EcoWorld London also maintains the Gifts and Hospitality Register, which is managed by the Company Secretary and Compliance Manager to prevent corruption and maintain transparency. Additionally, the implementation of regular training and assessments at EcoWorld London mandates recruits to complete learning courses on compliance and existing employees to complete an annual refresher course. The General Counsel ("GC") is responsible for reviewing the technological training materials annually, ensuring their relevance and alignment with the business.

The effectiveness of EcoWorld London's corruption prevention measures was externally audited by PwC in FY2020 and was found to be adequate and effective.

Whistleblowing Policy and Procedures

In support of the implementation of the Group's ABC Programme, EcoWorld International has in place a Whistleblowing Policy as required under MCCG 2021 and the Listing Requirements. The Whistleblowing Policy provides an avenue and guidance for the reporting of potential misconduct, fostering a culture of openness, accountability and integrity within the organisation.

Stakeholders, including employees, business partners, third-party vendors, and members of the public, are encouraged to voice out complaints or suspicions of misconduct through the Whistleblower Reporting Form available on the Group's website: https://ecoworldinternational.com/policies_and_code/whistleblowing-policy-2/. This applies to all forms of misconduct including suspected bribery and corruption, discrimination, coercion, fraud, bullying and harassment, human rights violations, and other breaches of company codes or policies. The submitted complaints will be channelled directly to the Whistleblowing Committee ("WBC"), which consists wholly of independent non-executive directors.

For matters related specifically to bribery and corruption, stakeholders can direct their concerns to the Integrity Team at integrityteam@ecoworldinternational.com. A separate grievance reporting mechanism, managed by Group Talent Management, addresses complaints from EcoWorld International employees. Information on the Grievance Form is available in the employee handbook while the Grievance Form can be obtained via the Group's intranet portal.

EcoWorld International takes all received complaints and reports seriously and is committed to ensuring the non-reprisal of complaints made in good faith and safeguarding the confidentiality of all whistleblowers. All genuine complaints received are investigated impartially by the respective Group functions, with appropriate measures implemented to rectify matters if required.

Specific SOPs which set out steps to handle and manage reports received by the WBC and the Integrity Team are in place, namely "Handling Complaints of Misconduct or Improper Activities Lodged by Whistleblower", and "Handling Complaints or Reports of Corruption or Violation of the ABC Policy". The SOPs require the WBC and Integrity Team to report all incidents and complaints received to the RMC, and depending on the severity, to the Board as needed.

From FY2022 to FY2024, there were no new whistleblowing cases reported.

Political Donations

EcoWorld International remains politically neutral and does not favour, promote or support any political party. Pursuant to the ABC Policy, all requests for political donations or contributions must be pre-approved by the Board and are predicated on the satisfactory opinion from a qualified local counsel regarding their legality.

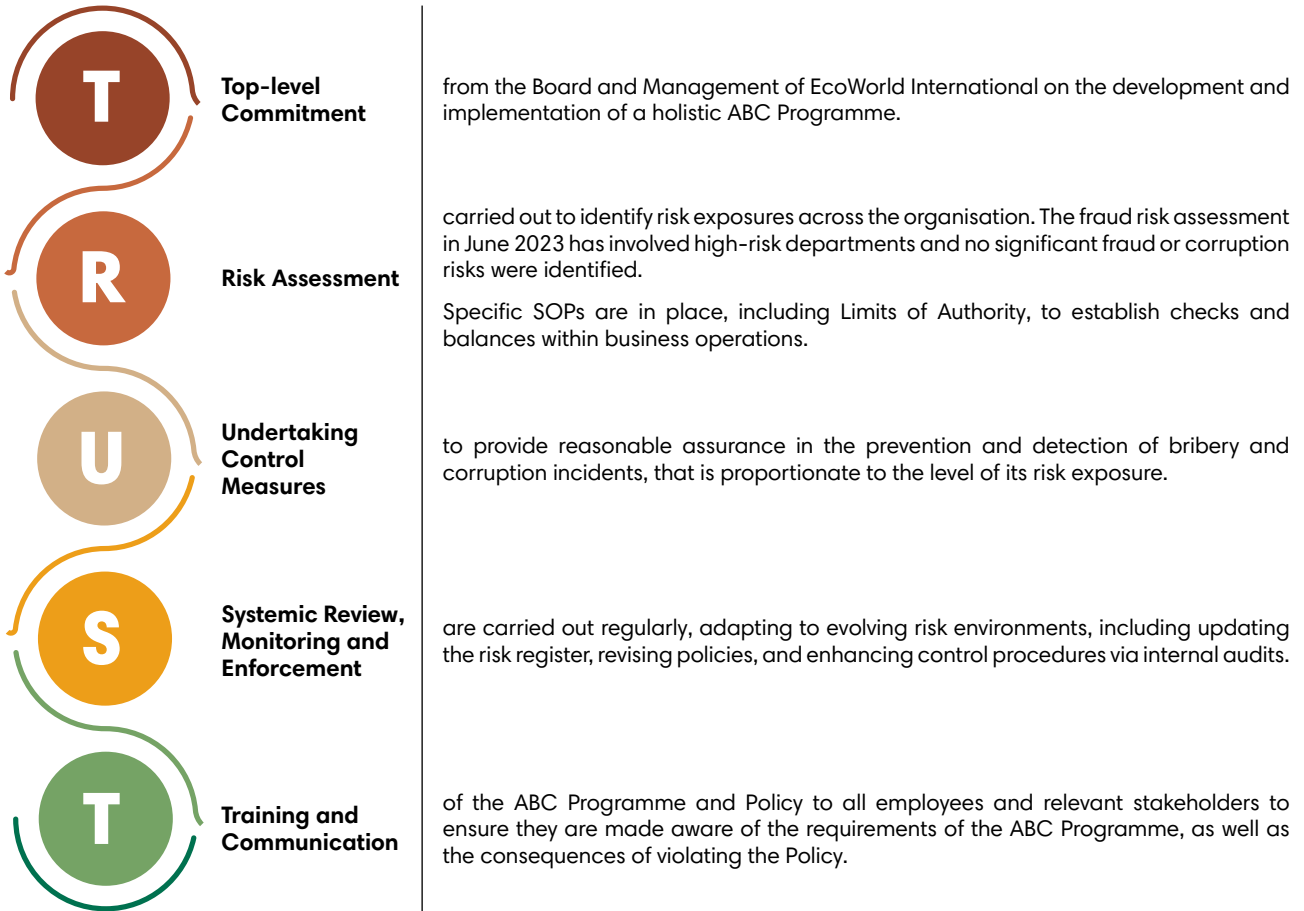
Additionally, in upholding democratic values and rights of employees and citizens, EcoWorld International supports the freedom of association rights for our employees, including the freedom to join any political organisations, civil society groups, or NGOs and to exercise their citizen rights to participate in the democratic process, including the right to vote.

CORPORATE GOVERNANCE

Assessment of Anti-Corruption Controls

EcoWorld International has established robust internal control measures to identify, assess and actively monitor corruption risks throughout the year, particularly in areas of the operations with higher risk for corruption. To ensure transparency and accountability, Limits of Authority are in place, requiring the approval of transactions with higher values by Senior Management.

The commitment to combat corruption is ingrained in the Group’s TRUST framework:



In FY2024, EcoWorld International reported zero incidents of corruption, reflecting the effectiveness of the Group’s corruption risk control measures.

Corruption Risk & Incidences		
	FY2023	FY2024
Total Number of Confirmed Incidents of Corruption	0	0
Actions Taken on Dealing with Confirmed Incidence(s) of Corruption in the Company	N/A	N/A
Cost of Fines, Penalties or Settlements in Relation to Corruption	RM0	RM0
Percentage of Operations Assessed for Corruption Risks	-	100%^

^ substantial operations assessed

ESG PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2022	2023	2024
Bursa (Anti-corruption)				
Bursa C1 (a) Percentage of employees who have received training on anti-corruption by employee category				
Senior Management	Percentage	-	100.00	100.00
Management	Percentage	-	100.00	100.00
Executive	Percentage	-	100.00	100.00
Non-Executive	Percentage	-	100.00	100.00
Bursa C1 (b) Percentage of operations assessed for corruption-related risks	Percentage	-	-	100.00
Bursa C1 (c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	-	-	935,910.18
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-	9,031
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Under 30	Percentage	-	0.00	0.00
Senior Management Between 31-50	Percentage	-	50.00	46.00
Senior Management Above 51	Percentage	-	50.00	54.00
Management Under 30	Percentage	3.00	11.00	5.00
Management Between 31-50	Percentage	77.00	78.00	68.00
Management Above 51	Percentage	20.00	11.00	27.00
Executive Under 30	Percentage	39.00	20.00	17.00
Executive Between 31-50	Percentage	42.00	67.00	61.00
Executive Above 51	Percentage	19.00	13.00	22.00
Non-Executive Under 30	Percentage	41.00	23.00	75.00
Non-Executive Between 31-50	Percentage	59.00	54.00	25.00
Non-Executive Above 51	Percentage	0.00	23.00	0.00
Gender Group by Employee Category				
Senior Management Male	%	-	50.00	31.00
Senior Management Female	%	-	50.00	69.00
Management Male	%	61.00	62.00	37.00
Management Female	%	39.00	38.00	63.00
Executive Male	%	46.00	40.00	72.00
Executive Female	%	54.00	60.00	28.00
Non-Executive Male	%	53.00	54.00	50.00
Non-Executive Female	%	47.00	46.00	50.00

Internal assurance

External assurance

No assurance

(*) Restated

ESG PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2022	2023	2024
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	70.00	70.00	67.00
Female	Percentage	30.00	30.00	33.00
Under 30	Percentage	0.00	0.00	0.00
Between 31-50	Percentage	0.00	10.00	11.00
Between 51-65	Percentage	64.00	70.00	45.00
Above 66	Percentage	36.00	20.00	44.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	425.80	350.00	122.80
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	-	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	92	42
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	855	660	91
Management	Hours	1,030	365	223
Executive	Hours	622	54	137
Non-Executive	Hours	270	141	44
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	5.00	5.00	4.00
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	25	5	3
Management	Number	12	17	10
Executive	Number	3	4	4
Non-Executive	Number	2	4	3
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	80.00	82.00	69.00
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	4.910000	3.220000	0.040000

Internal assurance

External assurance

No assurance

(*)Restated

Indicator	Measurement Unit	2022	2023	2024
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	1,457.10	8,867,004.30	492.80
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	99.90	98.30	97.60
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	0.10	1.70	2.40
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	3.34	3.36	6.74
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	132.53	103.81	22.79
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	28,777.79	12,574.22	133.93

Notes:

- For Bursa C3(a), senior management and management's age and gender data were consolidated and disclosed under the management category for FY2022.
- For Bursa C3(b), women representation on the Board is 27% for FY2022 and FY2023. In practical terms, the Board has deemed the 30% threshold recommended by the MCCG 2021 as met.

TCFD, IFRS S1 & S2 INDEX

Recommended Disclosures		IFRS S1 LOCATION / EXPLANATION	IFRS S2 & TCFD LOCATION / EXPLANATION
GOVERNANCE	a) Board Oversight	<p>Sustainability and ESG matters, including climate-related risks and opportunities, fall under the governance purview of both EcoWorld International's Board of Directors and Management. The Board exercises direct oversight on these matters with the support of the Risk Management Committee (RMC), ensuring that ESG considerations are embedded into corporate strategy, risk management, and business decision-making. The Board and the RMC is supported in its oversight responsibility by the executive branch through the Group Sustainability Committee (GSC) and the Risk Management Team (RMT), which oversees the day-to-day implementation efforts of the Sustainability Project Control Group (PCG).</p> <p>The Board ensures it has sufficient expertise and training in climate-related matters to fulfil its oversight role, while Management employs established controls and procedures to support sustainability oversight, as evidenced by the PCG's monthly evaluations of resources, compliance, and data collection, as well as the RMT's ongoing risk assessment processes. Additionally, ESG performance metrics are increasingly being integrated into the Group's strategic planning and risk evaluation processes, reinforcing a structured approach to sustainability governance.</p> <p>For more details, refer to the Sustainability Governance Structure section on page 18. Additional information on the policies and frameworks that form a part of EcoWorld International's controls and procedures supporting governance of sustainability and climate risks and opportunities at EcoWorld International can be found on page 19.</p>	
	b) Management's Role		
STRATEGY	a) Risks and Opportunities	<p>EcoWorld International has identified sustainability-related risks and opportunities spanning environmental, social, and governance (ESG) dimensions. These are evaluated as part of our ESG Risks and Opportunities (page 30-32), focusing on their impact on operations, stakeholder relationships, and reputation.</p> <p>These sustainability-related risks and opportunities are explored through the Materiality Assessment process described on page 28-29, which informs the Group's understanding of key sustainability issues affecting its operations in the UK, Australia, and Malaysia.</p>	<p>EcoWorld International recognises climate change as a pivotal influence on its business strategy, operations, and financial planning. The Group has identified climate-related risks and opportunities, categorised into physical risks (e.g., extreme weather, flooding) and transition risks (e.g., regulatory shifts, market demand for low-carbon developments). Their impacts on the Group's business model are assessed across short-term (1-5 years), mid-term (6-10 years), and long-term (beyond 11 years) horizons, aligning with the operational lifecycle of real estate developments and evolving climate challenges.</p> <p>For a detailed breakdown of climate-related risks and opportunities' impact and the strategic mitigation measures implemented, please refer to Climate Change Risks and Opportunities (pages 34-36).</p>
	b) Impact on Business Model and Value Chain	<p>Information on the business impact of risks and opportunities associated with EcoWorld International's identified material sustainability matters are disclosed in the ESG Risks and Opportunities section on pages 30-32, with additional details provided in the respective topical disclosures across the ECO pillars on pages 33-86.</p>	

Recommended Disclosures	IFRS S1 LOCATION / EXPLANATION	IFRS S2 & TCFD LOCATION / EXPLANATION
<p>c) Strategy and Decision-making</p> <p>d) Financial Position</p> <p>e) Resilience of Strategy</p>	<p>EcoWorld International integrates sustainability into its strategy and decision-making through the ECO framework's commitment to Exceptional Environment, Connected Community, Outstanding Organisation (see page 16-17), which drives our vision of Creating Tomorrow & Beyond. Information on how the impact of sustainability risks and opportunities influence strategy and decision-making at EcoWorld International is distributed throughout the report in the topical disclosures of the three ECO pillars on pages 33-86, which provide detailed elaboration on the Group's strategic responses to sustainability-related risks and opportunities, and quantified financial impacts where possible.</p>	<p>EcoWorld International's climate-related strategy is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework and embedded within the Group's Exceptional Environment pillar under the ECO framework. The Group's approach focuses on climate adaptation, mitigation, and resilience, incorporating sustainable construction practices, renewable energy adoption, and responsible resource management.</p> <p>To assess climate-related risks and opportunities, climate scenario analysis is integrated into EcoWorld International's risk management and strategic planning processes. The Group evaluates moderate-emission scenarios (RCP 4.5) and net-zero scenarios (NGFS Net Zero 2050) to understand the potential impact of physical risks (e.g., extreme weather events, flooding) and transition risks (e.g., regulatory changes, evolving market demands for low-carbon properties) on its developments.</p> <p>These considerations shape the Group's investment decisions, financial planning, and operational strategies, ensuring resilience across short, medium, and long-term time horizons. Climate-related risks and opportunities influence asset valuation, market positioning, regulatory compliance, and operational costs, while strategic investments in climate resilience, circular economy practices, and energy-efficient technologies support long-term financial sustainability and access to green financing opportunities.</p> <p>For detailed disclosures on EcoWorld International's climate-related strategies, resilience measures, and financial impacts, refer to Climate Change Adaptation, Mitigation, and Resilience (page 34-36), and Energy and Carbon Management (page 37-41).</p>
<p>a) Risk ID and Assessment Processes</p> <p>b) Risk Management Processes</p> <p>c) Integration into Overall Risk Management</p>	<p>EcoWorld International has established robust risk management processes to identify, assess, and manage sustainability-related risks, integrated into our broader strategy to achieve the vision of Creating Tomorrow & Beyond. The Group identifies and assesses risks through targeted processes, with broader ESG risk identification detailed in the Materiality Assessment (page 28-29).</p> <p>The Group also assess climate-related risk through its climate-related risk management process that is supported by EcoWorld London's risk assessment as disclosed in Climate Change Adaptation, Mitigation, and Resilience (page 34-36).</p> <p>These processes are integrated into the Group's overall ERM framework, and executed by the Risk Management Committee, with further alignment outlined in the Sustainability Governance Structure (page 19). Additional details on risk identification and management approach are available in the Statement on Risk Management and Internal Control portion of EcoWorld International's Annual Report 2024.</p>	
<p>a) Metrics Used</p> <p>b) Performance Data</p> <p>c) Targets Set</p>	<p>EcoWorld International complies with Bursa Malaysia's requirement to present three-year performance data (on a rolling basis) for common sustainability matters and their indicators, as detailed in the ESG Performance Data Table (page 87-89).</p> <p>The metrics used generally encompass quantitative and qualitative indicators tied to the Group's ECO pillars—Exceptional Environment, Connected Community, and Outstanding Organisation—covering aspects like energy use, community investment, and governance compliance, with specifics found in the ESG Performance Data Table (page 87-89) and Sustainability Scorecard (page 19-23). Performance data reflects the Group's achievements over time are detailed in the ESG Performance Data Table (page 87-89) and supported by topical sections (page 33-86). Targets set include goals are specified alongside performance data in the ESG Performance Data Table (page 87-89) and elaborated in the Sustainability Scorecard (page 19-23).</p>	

GRI CONTENT INDEX

STATEMENT OF USE:	Eco World International Berhad has reported the information cited in this GRI content index for the period of 1 November 2023 to 31 October 2024 with reference to the GRI Standards.
GRI 1 USED:	GRI 1: Foundation 2021

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	F4GBM ALIGNMENT	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 2: General Disclosures 2021	2-1	Organisational details	-	About EcoWorld International (page 4-11)
	2-2	Entities included in the organisation's sustainability reporting		Reporting Period, Scope and Boundary (page 2)
	2-3	Reporting period, frequency and contact point		Reporting Period, Scope and Boundary (page 2); Water Consumption (page 44)
	2-4	Restatements of information		Content Quality and Determination Principles (page 3); Assurance Statement (page 90)
	2-5	External assurance		About EcoWorld International (page 4-7);
	2-6	Activities, value chain and other business relationships		Labour Standards
	2-7	Employees		
	2-8	Workers who are not employees	Corporate Governance	Leadership and Governance Structure (page 8); Sustainability Governance Structure (page 18); Corporate Governance (80)
	2-9	Governance structure and composition		
	2-10	Nomination and selection of the highest governance body		
	2-11	Chair of the highest governance body		
	2-12	Role of the highest governance body in overseeing the management of impacts		
	2-13	Delegation of responsibility for managing impacts		
	2-14	Role of the highest governance body in sustainability reporting		
	2-15	Conflicts of interest		
	2-16	Communication of critical concerns		
	2-17	Collective knowledge of the highest governance body		
	2-18	Evaluation of the performance of the highest governance body		
	2-19	Remuneration policies		
	2-20	Process to determine remuneration		
	2-21	Annual total compensation ratio		
	2-22	Statement on sustainable development strategy	"Risk Management; Human Rights & Community"	President's Message on Sustainability (page 12-13)
	2-23	Policy commitments		Policies and Frameworks (page 19)
	2-24	Embedding policy commitments		

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	F4GBM ALIGNMENT	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
	2-25	Processes to remediate negative impacts	"Risk Management; Human Rights & Community"	Whistleblowing Policy and Procedures (page 85)
	2-26	Mechanisms for seeking advice and raising concerns		
	2-27	Compliance with laws and regulations		Regulatory Compliance (page 81-82)
	2-28	Membership associations		Not available
	2-29	Approach to stakeholder engagement		Stakeholder Management (page 24-27)
	2-30	Collective bargaining agreements	Labour Standards	Not available
GRI 3: Material Topics 2021	3-1	Process to determine material topics	-	Materiality Assessment Process (page 28-29)
	3-2	List of material topics		
	3-3	Management of material topics		ESG Risks and Opportunities (page 30-32); Material topics under the three focus areas Exceptional Environment, Connected Community, and Outstanding Organisation (ECO) (page 33-86)
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	-	Local Economic Development/ Enterprising Communities (page 57-60)
	201-2	Financial implications and other risks and opportunities due to climate change		Climate Change Adaptation, Mitigation and Resilience (page 34)
	201-3	Defined benefit plan obligations and other retirement plans		Not disclosed
	201-4	Financial assistance received from government		Not applicable
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Human Rights & Community	Not disclosed
	202-2	Proportion of senior management hired from the local community		Not disclosed
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Human Rights & Community	Local Economic Development/ Enterprising Communities (page 57-60)
	203-2	Significant indirect economic impacts		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Human Rights & Community	Local Economic Development/ Enterprising Communities (page 57-60); ESG Performance Data Table (page 87-89)
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Corruption	Anti-Corruption (page 82-86); ESG Performance Data Table (page 87-89)
	205-2	Communication and training about anti-corruption policies and procedures		
	205-3	Confirmed incidents of corruption and actions taken		
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	Regulatory Compliance (page 81-82)

GRI CONTENT INDEX

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	F4GBM ALIGNMENT	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 207: Tax 2019	207-1	Approach to tax	Tax Transparency	Not disclosed
	207-2	Tax governance, control, and risk management		Not disclosed
	207-3	Stakeholder engagement and management of concerns related to tax		Not available
	207-4	Country-by-country reporting		Not available
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Pollution & Resources	Circular Economy and Resource Use (page 45-48)
	301-2	Recycled input materials used		
	301-3	Reclaimed products and their packaging materials		
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Climate Change	Energy and Carbon (page 37-41); ESG Performance Data Table (page 87-89)
	302-2	Energy consumption outside of the organisation		
	302-3	Energy intensity		
	302-4	Reduction of energy consumption		
	302-5	Reductions in energy requirements of products and services		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	"Water Use Pollution & Resources"	Water Consumption (page 43-44); ESG Performance Data Table (page 87-89)
	303-2	Management of water discharge-related impacts		
	303-3	Water withdrawal		
	303-4	Water discharge		
	303-5	Water consumption		
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	Biodiversity (page 42)
	304-2	Significant impacts of activities, products and services on biodiversity		
	304-3	Habitats protected or restored		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate Change	Energy and Carbon (page 37-41); ESG Performance Data Table (page 87-89)
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-5	Reduction of GHG emissions		
	305-6	Emissions of ozone-depleting substances (ODS)	Pollution & Resources	Not disclosed
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		Not disclosed

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	F4GBM ALIGNMENT	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Pollution & Resources	Recycling and Waste Management (page 47-48)
	306-2	Management of significant waste-related impacts		
	306-3	Waste generated		
	306-4	Waste diverted from disposal		
	306-5	Waste directed to disposal		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain (Environment)	Responsible Supply Chain Management (page 76-78); Regulatory Compliance (page 81-82)
	308-2	Negative environmental impacts in the supply chain and actions taken		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Labour Standards	Equality, Diversity & Inclusivity (page 62-68); ESG Performance Data Table (page 87-89)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
	401-3	Parental leave		
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	-	Not disclosed
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Health & Safety	Occupational Safety and Health (page 70-75); ESG Performance Data Table (page 87-89)
	403-2	Hazard identification, risk assessment, and incident investigation		
	403-3	Occupational health services		
	403-4	Worker participation, consultation, and communication on occupational health and safety		
	403-5	Worker training on occupational health and safety		
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8	Workers covered by an occupational health and safety management system		
	403-9	Work-related injuries		
	403-10	Work-related ill health		
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Labour Standards	Education and Skills (page 69-70); ESG Performance Data Table (page 87-89)
	404-2	Programs for upgrading employee skills and transition assistance programs		
	404-3	Percentage of employees receiving regular performance and career development reviews		

GRI CONTENT INDEX

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	F4GBM ALIGNMENT	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Labour Standards	Equality, Diversity & Inclusivity (page 62-68); ESG Performance Data Table (page 87-89)
	405-2	Ratio of basic salary and remuneration of women to men		
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Labour Standards	Equality, Diversity & Inclusivity (page 62-68)
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Labour Standards	Responsible Supply Chain Management (page 76-78)
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Labour Standards	Responsible Supply Chain Management (page 76-78); Regulatory Compliance (page 81-82)
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labour Standards	Responsible Supply Chain Management (page 76-78); Regulatory Compliance (page 81-82)
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	-	Not applicable
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Human Rights & Community	Not applicable
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Human Rights & Community	Connected Community (page 49-60)
	413-2	Operations with significant actual and potential negative impacts on local communities		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain (Social)	Responsible Supply Chain Management (page 76-78); Regulatory Compliance (page 81-82)
	414-2	Negative social impacts in the supply chain and actions taken		
GRI 415: Public Policy 2016	415-1	Political contributions	Anti-Corruption	Anti-Corruption (page 82-86)
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Customer Responsibility	Not applicable
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		Not applicable
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Customer Responsibility	Not applicable
	417-2	Incidents of non-compliance concerning product and service information and labeling		Not applicable
	417-3	Incidents of non-compliance concerning marketing communications		Not applicable
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Human Rights & Community	Responsible Supply Chain Management (page 76-78); ESG Performance Data Table (page 87-89)

SASB DISCLOSURE INDEX

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
Land Use & Ecological Impacts	IF-HB-160a.1	Number of (1) lots and (2) homes delivered on redevelopment sites	Most of EcoWorld International's real estate projects in the United Kingdom are on redevelopment sites. Please refer to Key Developments on pages 9 - 11 on the redevelopment sites' projects.
	IF-HB-160a.2	Number of (1) lots and (2) homes delivered in regions with High or Extremely High Baseline Water Stress	Not disclosed.
	IF-HB-160a.3	Total amount of monetary losses as a result of legal proceedings associated with environmental regulations ⁱ	Zero. Please refer to Circular Economy and Resource Use on page 48; and Corporate Governance on page 82.
	IF-HB-160a.4	Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction	Please refer to Sustainable Design & Green Building on pages 45 - 46; Recycling and Waste Management on page 47; and Circular Economy and Resources Use on page 48.
Workforce Health & Safety	IF-HB-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Zero TRIR and Zero fatalities recorded in FY2024 for both direct employees and contract employees. Please refer to Occupational Safety and Health ("OSH") Performance Data on page 74 for more information.
Design for Resource Efficiency	IF-HB-410a.1	(1) Number of homes that obtained a certified HERS® Index Score and (2) average score	EcoWorld International has not sought HERS® Index Score certification. However, homes at Aberfeldy Village (Oxbow) have been master planned to meet the London Energy Transformation Initiative Standards and have achieved a 78.9% carbon reduction over conventional homes. Please refer to Energy and Carbon on page 39 for more information.
	IF-HB-410a.2	Percentage of installed water fixtures certified to WaterSense® specifications	EcoWorld International is currently not evaluating its water fixtures according to this certification. Please refer to Water Consumption on pages 43 - 44 for more information on the Group's water conservation measures and the specifications adhered.
	IF-HB-410a.3	Number of homes delivered certified to a third-party multi-attribute green building standard	All of EcoWorld Ballymore and EcoWorld London's properties comply with the Code for Sustainable Homes. EcoWorld Ballymore's projects undergo an assessment on its environmental, social and economic impacts upon practical completion. Additionally, some commercial spaces are certified under the Building Research Establishment Environmental Assessment Method (BREEAM), confirming their status as sustainably built environments.

SASB DISCLOSURE INDEX

"GRI STANDARD"	"GRI CODE"	"GRI DISCLOSURE"	LOCATION, DIRECT ANSWER, AND REASONS FOR OMISSIONS, IF APPLICABLE
	IF-HB-410a.4	Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers	Please refer to Circular Economy and Resource Use on pages 46 - 48 for information on the Group's resource efficiency-related risks and opportunities. Additionally, EcoWorld International also utilises smart meters to monitor heating, water and electricity use at its properties and incentivises residents to be more resource-efficient (page 46).
Community Impacts of New Developments	IF-HB-410b.1	Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions	Please refer to Sustainable Design & Green Building on pages 45 - 46.
	IF-HB-410b.2	Number of (1) lots and (2) homes delivered on infill sites	None. However, the vacant site at Goldsworth Road near the Woking development has been transformed into the Phoenix Cultural Centre, a new community hub for social activities, artistic expression, and culture exchange.
	IF-HB-410b.3	(1) Number of homes delivered in compact developments and (2) average density	Most of EcoWorld International's real estate projects in the United Kingdom are located in high population density areas. The company is currently evaluating the technical specifications required to report on this indicator.
Climate Change Adaptation	IF-HB-420a.1	Number of lots located in 100-year flood zones	The company is currently evaluating the technical specifications required to report on this indicator.
	IF-HB-420a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Please refer to Climate Change Adaptation, Mitigation and Resilience on pages 34 - 36.
Activity	IF-HB-000.A	Number of controlled lots ⁱⁱ	No quantitative data available. However, the information about EcoWorld International's real estate projects is available at Key Development on pages 9 - 11.
	IF-HB-000.B	Number of homes delivered ⁱⁱⁱ	
	IF-HB-000.C	Number of active selling communities ^{iv}	

ⁱ Note to IF-HB-160a.3 - The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.

ⁱⁱ Note to IF-HB-000.A - The scope of controlled lots includes all lots owned or contractually available for ownership through option contracts or other equivalent types of contracts as of the last day of the reporting period.

ⁱⁱⁱ Note to IF-HB-000.B - The scope of homes shall include single-family dwelling units whether detached, attached, or part of multifamily residential buildings.

^{iv} Note to IF-HB-000.C - The scope of active selling communities includes those communities or developments open for sales with at least five homes or lots remaining to sell as of the last day of the reporting period.

ASSURANCE STATEMENT

The SR FY2024 has not been reviewed by the Group's internal auditors. All data disclosed has been sourced from internal documents, with verification provided by the respective information owners. The Board of Directors ("Board") of EcoWorld International acknowledges its responsibility for ensuring the integrity of the SR FY2024. Based on the Board's assessment, this report provides a fair representation of the Group's ESG performance for FY2024.

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