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Additional Details

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Attachments

[Sustainability Report 2024.pdf](#)

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ENVICTUS INTERNATIONAL HOLDINGS LIMITED

SUSTAINABILITY REPORT 2024

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ENVICTUS INTERNATIONAL HOLDINGS LIMITED ("EIH") SUSTAINABILITY REPORT FY2024

1.0 BOARD STATEMENT

The Board of Directors ("the Board") of Envictus International Holdings Limited ("EIH" or "the Group" when referred to in combination with its subsidiaries) is pleased to present our Sustainability Report for the period between 1st October 2023 to 30th September 2024 ("FY2024"). This Sustainability Report ("SR2024") highlights the Group's achievements in advancing our environmental, social, and governance ("ESG") practices while showcasing the corresponding economic benefits stemming from these efforts.

Through the SR2024, the Board reaffirms our commitment to sustainable growth and the welfare of our stakeholders. Recognising the integral role that prudent ESG practices play in enhancing business resilience and long-term value, we strive to deliver economic returns that safeguard the well-being of our employees, the communities around us, and the natural environment. This dedication to key ESG priorities directly influences the Group's sustained performance and growth.

The Board also acknowledges the ongoing challenges posed by climate change. In FY2024, we have begun strengthening our oversight of this critical matter by systematically identifying and assessing climate-related risks and opportunities. Our initiatives align with the recommendations of the Taskforce for Climate-Related Financial Disclosures ("TCFD"), marking an important step towards reducing our environmental footprint while adapting to the evolving regulatory landscape.

We are further committed to enhancing our data disclosure processes to meet, and eventually surpass, the requirements of the Singapore Exchange ("SGX") and other frameworks that guided the preparation of this SR2024. By improving the accuracy and comprehensiveness of our disclosures, we aim to provide stakeholders with transparent insight into the Group's sustainability performance and future aspirations.

In presenting this report, the Board underscores EIH's dedication to sustainability as a core element of our business strategy, reflecting our responsibility towards a more sustainable and resilient future for all.

Published date: 23 January 2025

1.1 ABOUT THIS REPORT

The SR2024 presents an overview of the Group's sustainability strategies and initiatives that detail how we generate economic value while protecting the environment and fostering social development through our operations in the food and beverage ("F&B") sector.

Scope	:	All information and data presented in the SR2024 cover the sustainability performance of EIH and key subsidiaries in Malaysia from the following divisions: <ul style="list-style-type: none">• Dairies: Envictus Dairies Marketing Sdn Bhd ("Envictus Dairies Marketing") and Motivage Sdn Bhd ("Motivage")• Food Services: Texas Chicken (Malaysia) Sdn Bhd ("Texas Chicken") and San Francisco Coffee Sdn Bhd ("SFCSB")• Trading and Frozen Food: Pok Brothers Sdn Bhd ("Pok Brothers")
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Reporting Frameworks	:	The SR2024 has been prepared in compliance with Rules 711A and 711B of the Singapore Exchange Securities Trading Limited (“SGX-ST”) with reference to Practice Note 7.6 Sustainability Reporting Guide. Additional guidelines and frameworks include: <ul style="list-style-type: none"> • Global Reporting Initiative (“GRI”) Standards • Task Force on Climate-Related Financial Disclosures (“TCFD”) • United Nations Sustainable Development Goals (“UNSDGs”)
Reporting Period	:	1 October 2023 – 30 September 2024
Restatements	:	There are no restatements of information made from the previous reporting period.

All data and information in the SR2024 reflect the Group’s capacity to compile meaningful quantitative and qualitative data from official company sources, following the GRI principles of accuracy, balance, clarity, comparability, completeness, context, timeliness, and verifiability. These same standards have also been applied in gathering relevant information from across the Group’s value chain.

Despite our best efforts, the Group acknowledges gaps in data availability for certain indicators. We are committed to strengthening internal data tracking and collection processes to address and resolve these limitations in future reporting cycles.

The forward-looking statement in this report, including any targets, plans, forecasts, or commitments, are based on reasonable assumptions aligned with our current business trajectory. As all businesses face unforeseen risks, readers are advised to exercise their own due diligence when evaluating these statements.

1.2 ASSURANCE AND APPROVAL

No assurance has been conducted for the disclosures presented in the SR2024. However, all data and information have undergone internal verification by the relevant data owners and reviewed by the respective Heads of Departments (“HODs”) to ensure accuracy. Additionally, the Board and Senior Management of the Group have reviewed and approved all information presented in the report as an added affirmation of its reliability.

1.3 DISTRIBUTION AND FEEDBACK

An electronic copy of this report can be found on the Group’s website at: <https://www.envictus-intl.com/>

To constantly improve our sustainability approaches, the Group welcomes constructive feedback from its valued stakeholders. Please direct any queries, feedback, or suggestions to:

MR. TAN SAN MING (COO) – 6012-711 0281

2.0 SUSTAINABILITY OVERVIEW

2.1 ORGANISATIONAL PROFILE

Founded in 1997, EIH is a diversified F&B group that initially began our journey in the manufacturing and distribution of sweetened condensed milk and evaporated milk. Over the years, the Group has evolved into a prominent industry player, with well-established business divisions and a growing network of outlets. While our operations remain centred in Malaysia, we have been expanding our market presence into regions across Africa, Asia, and Australia, with our products now reaching an international customer base.

Trading & Frozen Food



With over 60 years of experience, Pok Brothers is one of Malaysia's leading wholesalers of frozen and premium foods. The Company specialises in importing and distributing a wide range of food products. As a premium food wholesaler, Pok Brothers has built a strong reputation for quality and reliability in the Malaysian market.

Dairies



The Group maintains the SuJohan brand under our marketing arm, Envictus Dairies Malaysia, and wholly owned dairy product manufacturer, Motivage.

Food Services



San Francisco Coffee is a homegrown, American-styled speciality coffee chain that serves house-roasted coffee across Malaysia. With 50 outlets nationwide, it has become a popular brand that offers a distinctive café experience.



Texas Chicken is a fast-food restaurant chain specialising in fried chicken and other related products. The Group holds the exclusive rights to develop and operate Texas Chicken outlets in Malaysia and Brunei until 2030. With 93 outlets in Malaysia and plans for 125 more, this Company is a key element of the Group's expansion strategy.

2.2 APPROACH TO SUSTAINABILITY

At EIH, we are committed to being a progressive F&B company that upholds ethical governance, social accountability, and sound environmental management across all aspects of our operations. This commitment is embedded in the Group's ambitions to drive sustainable value creation for our stakeholders and contribute meaningfully to sustainable development.

As a responsible corporate entity, we align our sustainability ambitions with the aspirations of the UNSDGs. These 17 global goals serve as a comprehensive roadmap towards achieving socioeconomic welfare, environmental protection, and universal peace and prosperity by 2030. By aligning with these objectives, we aim to play an active role in addressing global challenges while ensuring the resilience and sustainability of the Group's business.



EIH's sustainability approach is built upon the three pillars of ESG, as well as economic value creation. As a company, we recognise our responsibility to balance financial performance with broader societal and environmental objectives.

Economic:

We aim to create and sustain long-term value for our shareholders, ensuring optimal returns to support continuous and effective business operations. By embedding sustainability into our economic strategies, we seek to future-proof our business while driving innovation and efficiency across the Group.

Adopted UNSDGs:



SDG 8: Decent Work & Economic Growth

The Group strives to drive economic growth through innovation and efficiency while fostering inclusive employment opportunities and a resilient workforce across our value chain.



SDG 12: Responsible Consumption & Production

By promoting sustainable production practices, we aspire to build a circular economy that optimises consumption and reduces operational costs.

Environment:

EIH supports global and national aspirations for climate resilience and environmental protection. Through responsible resource management, carbon reduction efforts, and sustainable supply chain practices, we strive to minimise our environmental footprint and contribute to a healthier planet.

Adopted UNSDGs:



SDG 6: Clean Water & Sanitation

We promote water stewardship by ensuring responsible water consumption across our operations.



SDG 7: Affordable & Clean Energy

The Group is committed to exploring opportunities to transition towards more renewable energy consumption and improving our energy efficiency to reduce our carbon footprint.



SDG 13: Climate Action

We actively prioritise climate resilience by exploring sustainable practices to reduce our emissions throughout our operations.

Social:

The welfare of our employees, customers, and communities is at the heart of our operations. By fostering an inclusive, safe, and supportive workplace, we empower our employees to thrive. Simultaneously, we work to create lasting positive impacts in the communities we serve by promoting diversity, equity, and shared prosperity.

Adopted UNSDGs:



SDG 1: No Poverty

EIH supports local economies by creating employment opportunities and contributing to poverty reduction within the communities we serve.



SDG 5: Gender Equality

We foster an inclusive work environment that ensures equal opportunities and representation for women across all levels of the Group.



SDG 10: Reduced Inequalities

By promoting diversity, we reduce inequalities and foster an inclusive workplace for all employees throughout our operations.

Governance:

Ethical and transparent governance is fundamental to our corporate identity. The Group strives to remain accountable in all dealings, ensuring strict compliance with the laws and regulations local to wherever we operate. This commitment reinforces trust with our stakeholders and strengthens our position as a responsible corporate citizen.

Adopted UNSDGs:



SDG 16: Peace, Justice, & Strong Institutions



EIH upholds ethical governance by ensuring transparency, accountability, and compliance with international and local regulations.










SDG 17: Partnerships for Goals

We collaborate closely with our stakeholders, industry partners, and communities to achieve shared sustainability objectives and advance our sustainable development aspirations.

The Group recognises the importance of setting measurable sustainability performance targets to drive progress and accountability across our ESG initiatives. For now, we have begun aligning our employment and labour practices with the regulatory requirements of SGX by setting the following targets:

 <p>Gender Diversity</p>	
<p>Target:</p> <p>To maintain or improve employee gender mix ratio of female to male at 1:1</p>	<p>Progress:</p> <p> In progress; there is still a significant skew towards male employees given the nature of the job</p>

 Employment	
Target: To maintain or improve new hire rate To reduce employee turnover rate	Progress:  Achieved; our new hire rate in FY2024 was at 116% compared to 75% last year  In progress; we have maintained employee turnover at 66%
 Development & Training	
Target: To increase the average training hours per employee	Progress:  Achieved;
 Occupational Health & Safety (“OHS”)	
Target: To maintain a minimal level of workplace fatalities, high consequence injuries, recordable injuries, or recordable work-related injuries among employees	Progress:  Achieved;

As part of our commitment to sustainability, we recently reprioritised our material ESG topics through a comprehensive Materiality Assessment Exercise (“MAE”). As such, moving forward the Group will be looking towards reestablishing relevant targets that align with our new prioritised material topics.

While we currently do not have formal sustainability performance targets, this reprioritisation represents a foundational step in strengthening our ESG approach. This will allow us to set realistic and impactful goals that align with our long-term strategic vision and sustainability pillars.

Looking ahead, the Group is committed to enhancing our data collection and analysis processes to establish a robust baseline for performance measurement.

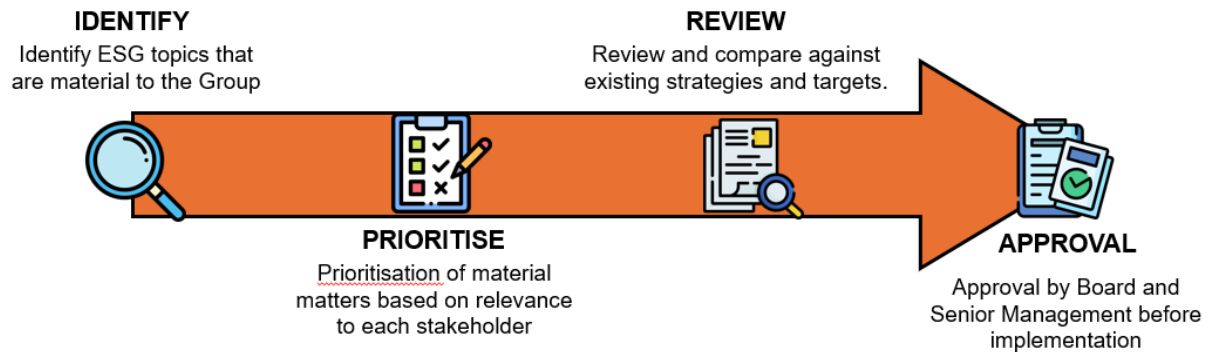
3.0 ASSESSING MATERIALITY

3.1 MATERIALITY ASSESSMENT PROCESS

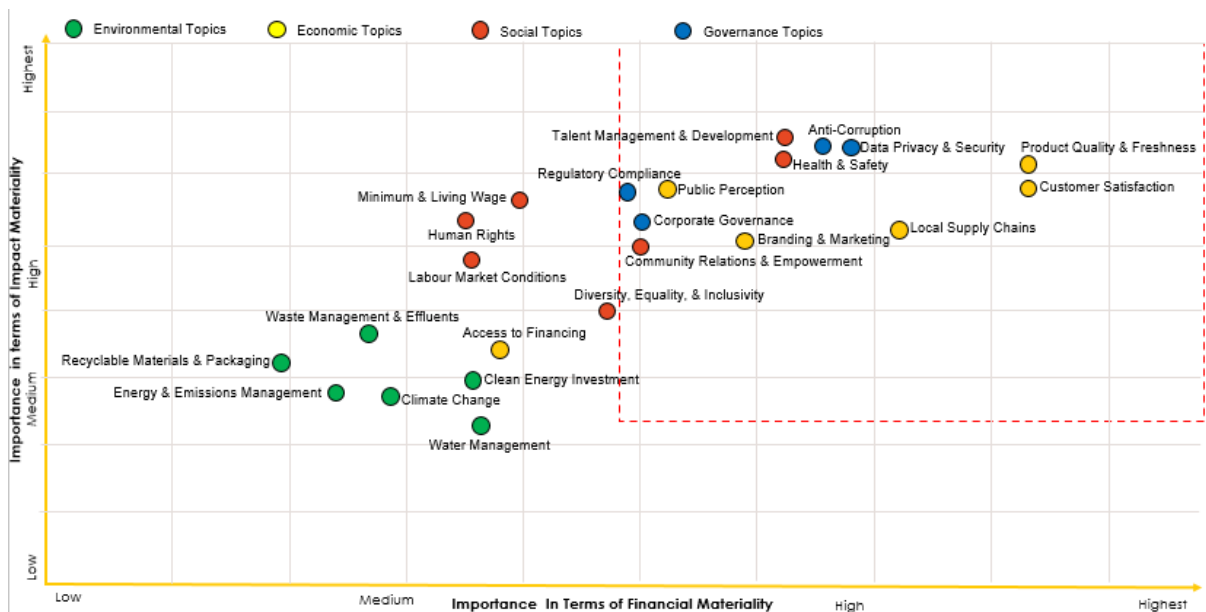
In FY2024, the Group reprioritised our material ESG topics by conducting a comprehensive MAE. This exercise expanded on our previous materiality process by incorporating double materiality perspectives in line with regulatory expectations and current industry trends. By adopting this approach, we evaluated not only the environmental and social impacts of our operations but also the implications of these topics on our financial value creation.

Another enhancement to this year’s MAE was the inclusion of a wider range of participants. In addition to our internal workforce, we engaged external stakeholders to ensure a broader and more holistic understanding of the key material topics that affect our operations. This inclusive approach reflects our commitment to integrating the perspectives of key stakeholders into the Group’s decision-making process, prioritising their needs as we shape our sustainability strategy.

EIH’s materiality assessment followed a structured, four-step approach:



3.2 PRIORITISATION OF MATERIAL TOPICS



Following the MAE, our list of top topics include:

1	Product Quality & Freshness	2	Customer Satisfaction
3	Data Privacy & Security	4	Anti-Corruption
5	Talent Management & Development	6	Local Supply Chains
7	Health & Safety	8	Branding & Marketing
9	Public Perception	10	Regulatory Compliance
11	Corporate Governance	12	Community Relations & Empowerment

3.3 STAKEHOLDER ENGAGEMENT

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<p>Board of Directors ("Board") EIH's Board provide crucial strategic direction and oversight of the Group's sustainability and operational goals. Risks: Governance, decision-making, and leadership effectiveness Opportunities: Can ensure long-term stability and strategic growth through strong leadership and sound governance.</p>			
<ul style="list-style-type: none"> Anti-Corruption Regulatory Compliance Corporate Governance 	<ul style="list-style-type: none"> Provide comprehensive and timely information for decision making Ensure effective corporate governance and risk management practices 	Direct Communication	As Needed
		Board Meetings	Regularly
		Committee & Subcommittee Meetings	
		Annual General Meetings ("AGMs")	Annually
<p>Workforce (including Management) Employees are key to executing our business strategies and driving operational performance. Risks: Talent retention, productivity, and labour disputes Opportunities: Offer chances for innovation, improved performance, and a strong organised culture</p>			
<ul style="list-style-type: none"> Health & Safety Talent Management & Development 	<ul style="list-style-type: none"> Offer competitive benefits and remuneration Provide opportunities for professional development and training Foster a positive work environment Maintain feedback through grievance channels and employee engagement surveys 	Social Events	Regularly
		Internal Communication	
Training Programmes			
Employee Surveys			
<p>Shareholders & Investors Shareholders and investors are important for providing the capital we need for growth and business expansion.</p>			

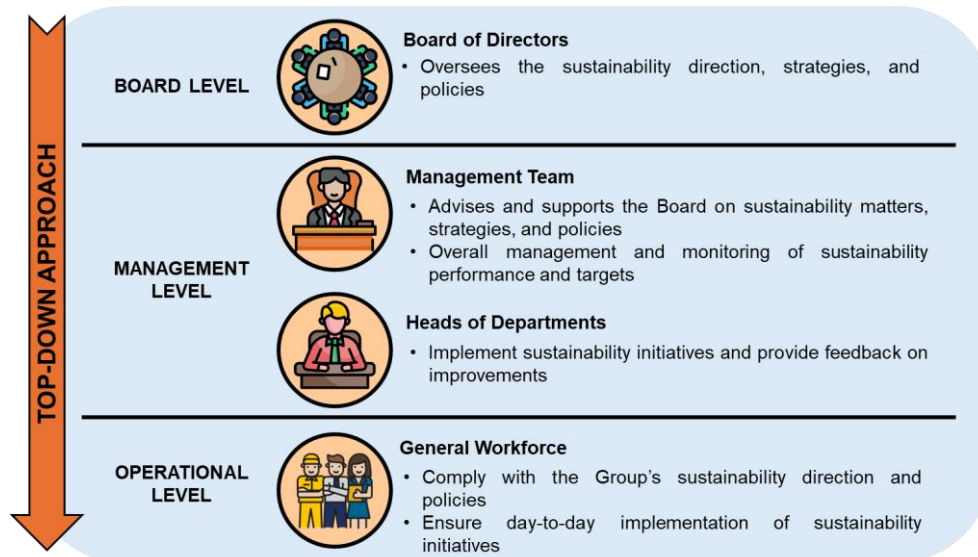
RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
Risks: Financial performance and market volatility			
Opportunities: Funding, strategic guidance, and increased market credibility			
<ul style="list-style-type: none"> Corporate Governance Public Perception Branding & Marketing 	<ul style="list-style-type: none"> Provide transparent and regular financial reporting Implement robust corporate governance practices to safeguard investments 	Extraordinary General Meetings	As Needed
		SGX Announcements	
		Social Events	
		Meetings	Regularly
		Analyst Briefings	
		AGM	Annually
Annual Report			
Government & Regulatory Officials			
These officials are crucial in ensuring the Group's compliance with laws and regulations.			
Risks: Regulatory changes and non-compliance penalties			
Opportunities: Influence policy development and provide favourable operating conditions			
<ul style="list-style-type: none"> Anti-Corruption Corporate Governance Regulatory Compliance Community Relations & Empowerment 	<ul style="list-style-type: none"> Ensure operations comply with all relevant laws and regulations Participate in government events and policy development discussions Adopting stringent corporate governance and ethical practices throughout operations 	In Writing	As Needed
		Social Events	
		Regulatory Meetings	Regularly
		Conferences and Seminars	
Customers			
Customers are vital to the Group's business as they drive demand for our products and services.			
Risks: Changing preferences and expectations			
Opportunities: Present opportunities for growth and innovation through constructive feedback and loyalty			
<ul style="list-style-type: none"> Product Quality & Freshness Customer Satisfaction Data Privacy Branding & Marketing Public Perception 	<ul style="list-style-type: none"> Provide high-quality food service Engage customers for feedback through customer satisfaction surveys 	In Writing	As Needed
		Social Events	
		Promotional Activities	Regularly
Bankers & Financial Institutions			
Similar to investors, bankers and financial institutions provide an alternative source of financial capital needed for our operations and growth.			
Risks: Credit availability and financial terms			
Opportunities: Favourable financing, strategic advice, and financial stability			
<ul style="list-style-type: none"> Corporate Governance Regulatory Compliance Public Perception 	<ul style="list-style-type: none"> Maintain open and transparent financial communications Meet all financial obligations on time Regularly review and manage financial risks 	Meetings and Financial Briefings	Regularly
		Credit Assessments	
		Quarterly Financial Reports	Quarterly
		Financial Audits	
		Annual Reports	Annually

RELEVANT MATERIAL TOPICS	OUR APPROACH	ENGAGEMENT CHANNEL AND FREQUENCY	
<p>Suppliers <i>These stakeholders are critical for maintaining our supply chain and ensuring the quality of our products and services.</i> Risks: Supply chain disruptions and quality issues Opportunities: Cost optimisation, innovation, and strong partnerships</p>			
<ul style="list-style-type: none"> • Local Supply Chain • Product Quality & Freshness • Anti-Corruption 	<ul style="list-style-type: none"> • Develop long-term, mutually beneficial relationships • Provide clear and consistent communication regarding quality expectations • Procure from responsible and ethical suppliers 	In Writing	As Needed
		Procurement Processes	Regularly
		Meetings	
<p>Local Community Members & General Public <i>They form the social environment in which we exist and provide the Group with the licence to operate without disruption.</i> Risks: Social unrest or negative public opinion Opportunities: Provide opportunities for building a positive reputation and achieving social license to operate through community engagement and support</p>			
<ul style="list-style-type: none"> • Public Perception • Branding & Marketing • Community Relations & Empowerment 	<ul style="list-style-type: none"> • Support local community initiatives through Corporate Social Responsibility ("CSR") programmes • Engage in regular dialogues to understand their needs and concerns • Minimising potential impacts through responsible and sustainable business practices 	Social Events	Regularly
		CSR	
		CSR	

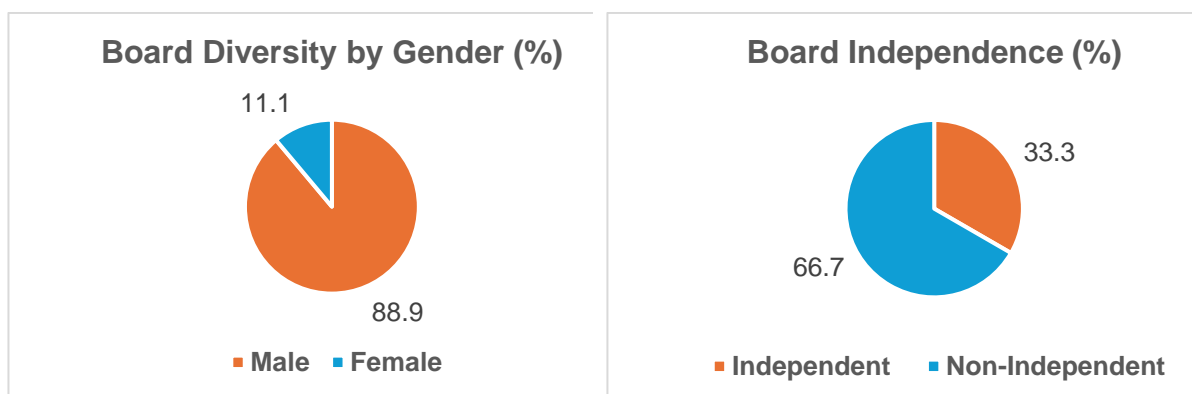
4.0 SUSTAINABILITY GOVERNANCE

At EIH, we are deeply committed to maintaining the highest standards of corporate governance, given the pivotal role it plays in the Group’s long-term success. Strong governance is the backbone of our operations, ensuring that ethical business practices are ingrained across all levels, driving our sustainable growth and enhancing our corporate resilience.

4.1 SUSTAINABILITY GOVERNANCE STRUCTURE



EIH’s governance framework is designed to address both immediate and long-term challenges regarding ESG and climate change. The Group’s Board, composed of experienced professionals from diverse industries, plays a pivotal role in aligning our business objectives with sustainability and climate goals. They provide strategic oversight, ensuring that our risks and opportunities are systematically identified and incorporated into EIH’s overall business strategies.



The Board works closely with the Management team to ensure that sustainability initiatives, including ESG and climate change considerations, are continuously integrated into the Group’s strategic direction. These matters receive regular attention from the Management, with periodic progress updates to the Board for their informed decision-making and strategic guidance.

At the operational level, the Heads of Departments (“HODs”) within our subsidiaries play a crucial role in translating the Board’s overarching sustainability ambitions into actionable plans. These plans align with our sustainability priorities and climate action goals, which are then implemented across our diverse

operations. This decentralised yet cohesive approach ensures that all Group initiatives are embedded within the daily operations of our divisions.

Through EIH's linear governance structure, seamless communication is also facilitated with consistent progress reporting made to the Board. This ensures consistent alignment between the Group's overall goals and the operational activities of each subsidiary. By consolidating the diverse risk profiles from all divisions under the Group, we can make informed, holistic decisions on ESG and climate-related risks.

4.2 ETHICAL BEHAVIOUR AND WHISTLEBLOWING

The Group upholds the highest ethical standards across all aspects of our operations, with a zero-tolerance policy towards corruption and unethical practices. Recognising the severe consequences that such practices can have on our business, reputation, and stakeholder trust, we remain committed to fostering an ethical and transparent corporate culture throughout our workforce and supply chain.

To reinforce this commitment, EIH has a clearly defined Anti-Bribery and Corruption Policy, which is integrated into our Employee Handbook. This document outlines prohibited practices and the consequences of engaging in them, ensuring all our employees are aware of their responsibilities. These are emphasised during the onboarding process for all new hires. At the same time, to maintain awareness and compliance, periodic reminders are disseminated across the Group and its subsidiaries, aligning all operations with the Group's overall stance on integrity.

Our commitment to ethical practices extends beyond our internal operations to our supply chain. Suppliers are required to read and adhere to anti-corruption provisions outlined in our Supply Chain Policy, ensuring their practices align with our values. Safeguards are also in place during the procurement process, including mandatory quotations from at least three vendors during tenders, to mitigate the risk of unethical behaviour and ensure transparent decision-making. Sourcing and purchasing functions are also kept separate to prevent any conflicts of interest or opportunities for wrongdoing.

To support the enforcement of our anti-corruption policies, EIH has implemented a robust whistleblowing mechanism that empowers employees and external parties to confidentially report suspected wrongdoings, such as fraud, corruption, or other unethical behaviour through designated channels. Complaints can be submitted directly to the Board via the Audit Committee ("AC") or to the Human Resources ("HR") manager of the respective subsidiaries. Upon receiving a report, a thorough domestic inquiry is conducted to investigate the incident and determine appropriate actions, which may include notifying the authorities if necessary. Regular updates on such cases are provided to the Board during monthly management reviews to ensure constant oversight at the highest level.

In FY2024, one instance of misconduct was reported. Following our whistleblowing and domestic inquiry process, the guilty employee was asked to resign and a police report was filed to protect the Group against further risk, including litigation or reputational damage. This incident highlighted the effectiveness of our governance processes while underscoring the need for continuous improvement.

To prevent such an incident from occurring again, the Group has appointed third-party auditors to monitor internal performance and conduct annual assessments for corruption risks. This will allow us to identify vulnerabilities and implement targeted measures to prevent future incidents of misconduct.

Another avenue of increasing awareness and regulatory compliance is through training. Currently, anti-corruption training has been focused on the Board, with other employees receiving periodic reminders. While 100% of employees receive some form of corruption training during the onboarding process, moving forward, we aim to strengthen the Group's internal resilience to corruption risks by expanding formal training programmes to cover all employees, beginning with Senior Management.

4.3 REGULATORY COMPLIANCE

Compliance with all the relevant laws and regulations where we operate is the cornerstone of our operations. The Group understands that adherence to legal and regulatory standards is critical to maintaining operational excellence, ensuring the safety and welfare of our workforce and customers, and upholding our reputation as a responsible corporate entity.

All EIH subsidiaries and our supply chain partners are required to comply with the regulations specific to their business nature and operating regions. This includes laws governing environmental impact, labour rights, employee welfare, and product quality and safety. For example, all outlets under SFCSB and Texas Chicken regularly undergo health inspections conducted by the Malaysian Ministry of Health (“MOH”) to ensure compliance with hygiene and food safety standards.

To uphold this commitment, we continuously review and monitor our operations, ensuring alignment with all applicable guidelines and standards. This proactive approach helps us adapt to evolving regulations and maintain full compliance across our diverse business activities.

EIH also ensures that all subsidiaries possess the necessary certifications, licenses, and approvals required for their operations. In our primary operations in Malaysia, these include, but are not limited to:

Subsidiary	Certification/ Licence/ Approval
Pok Brothers	Manufacturing Licence by the Malaysian Ministry of International Trade and Industry (“MITI”)
	ISO 9001: 2015 Quality Management System
	ISO 22000: 2018 Food Safety Management System
	Hazard Analysis Critical Control Point (“HACCP”)
	Good Hygiene Practices
Motivage	Manufacturing Licence by MITI
	Halal Certification
	Veterinary Health Mark (“VHM”) by the Malaysian Department of Veterinary Services (“DVS”)
SFCSB	Halal Certification
	Food Handlers Certificate by MOH
Texas Chicken	Halal Certification
	Food Handlers Certificate by MOH
	VHM by DVS

4.4 PRODUCT QUALITY AND RESPONSIBILITY

EIH strives to uphold the highest standards of product and service quality, given the important connection it has to safeguarding the health and safety of our customers. As an F&B industry player, we recognise that mismanagement of food products not only poses significant risks to the Group, such as reputational damage and financial liabilities, but also endangers the well-being of our customers. Therefore, ensuring all our products are safe for consumption with no inaccurate labelling.

All subsidiaries within the Group operate a dedicated regulatory and quality assurance team to oversee product safety and quality. These units are tasked with the important role of ensuring our compliance with the relevant safety standards, as well as guaranteeing all our products meet the Group’s quality standards.

An important part of this quality assurance process is customer feedback. All subsidiaries maintain channels to receive and address customer complaints efficiently. If a complaint is received, it is first reviewed and verified by the respective customer service representative before it is escalated to the

relevant departments for resolution. The Group's Senior Management is periodically updated on these issues, ensuring strategic oversight and guidance when necessary.

In FY2024, EIH collectively achieved a 100% complaint resolution rate across all subsidiaries.

4.5 SUPPLY CHAIN MANAGEMENT

Our commitment to delivering safe, high-quality products that comply with all regulatory requirements extends to our supply chain. Recognising the critical role suppliers play in our operations, we prioritise sourcing only the highest quality ingredients that meet our stringent product quality standards. This ensures that the products we deliver can guarantee the trust and satisfaction of our customers.

Beyond quality, the Group also emphasises ethical business practices across the supply chain. All suppliers are asked to acknowledge the Group's anti-corruption clause outlined in the Supplier Code of Conduct Policy. This reinforces their alignment with the strong corporate governance principles that define our operations.

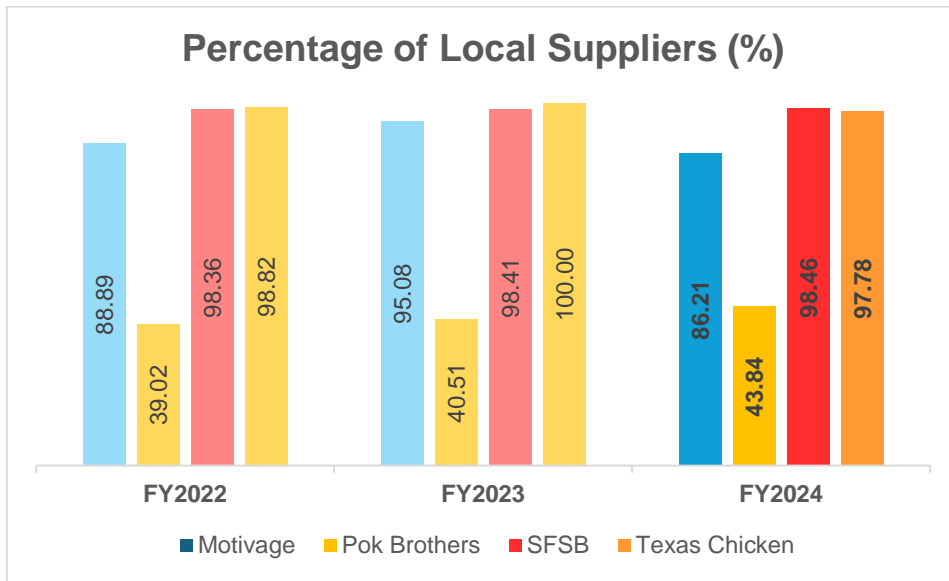
To further prevent unethical practices during the procurement process, a transparent tender process is mandatory for all new suppliers, involving subsidiaries reviewing at least three quotations before appointing a supplier. This approach ensures accountability while allowing us to select the suppliers who best meet our requirements in terms of quality and compliance.

As we continue to strengthen our supply chain practices, we are increasingly integrating environmental considerations into supplier evaluations. Texas Chicken, for instance, has begun working towards monitoring suppliers' environmental compliance, including physical inspection audits to verify adherence to environmental standards. All cooking oil used by the subsidiary is certified by the Roundtable on Sustainable Palm Oil ("RSPO"), which ensures that all palm-based cooking oil used in its operations are cultivated and produced according to stringent environmental standards. Additionally, all paper packaging products used are Forest Stewardship Council ("FSC") certified, meaning that there is a "chain-of-custody" ensuring that the products follow an environmentally sustainable and ethically responsible production process throughout its value chain.

Meanwhile, Pok Brothers ensures that all meat products are ethically sourced, avoiding any instances of animal cruelty within its supply chain. Similarly, SFCSB prioritises sourcing coffee beans from ethical producers that follow sustainable environmental and social criteria, minimising the Group's overall ESG impact.

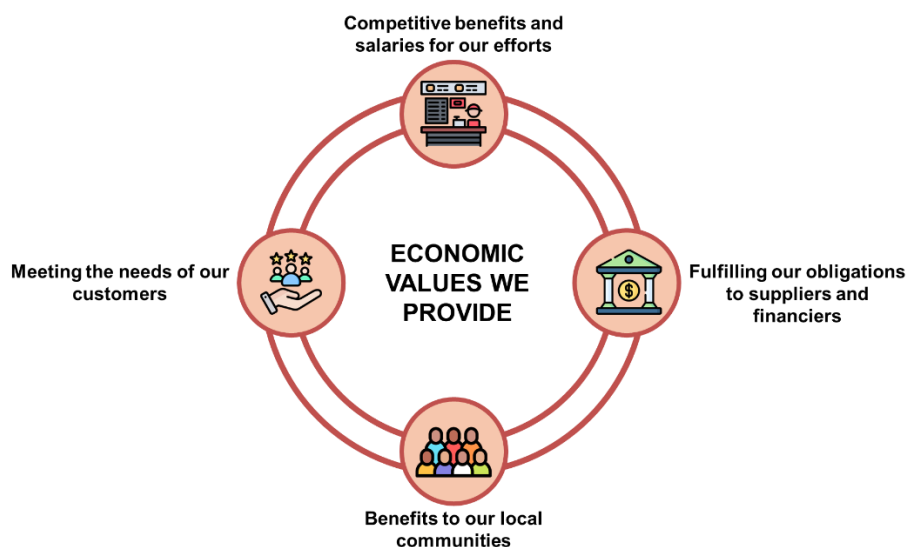
Promoting local suppliers is another key aspect of the Group's supply chain strategy. Wherever feasible, we prioritise suppliers local to where we operate. The only exception to this is in cases where local sourcing is impractical, such as for Pok Brothers, which relies on imported meat products. Focusing on local supply chains offers multiple benefits. It reduces logistics-related emissions while supporting local economies and businesses. At the same time, local sourcing shortens delivery times and reduces costs, providing a financial incentive for EIH.

In FY2024, the Group's percentage of local suppliers is as follows:



5.0 ECONOMIC

While we recognise that ESG matters are vital, economic value creation lies at the heart of EIH's sustainability strategies. As a commercial enterprise, we are committed to generating economic value for our stakeholders, understanding that strong financial performance not only sustains our operations but also enables us to fund impactful environmental and social initiatives.



5.1 DIRECT AND INDIRECT ECONOMIC VALUE CREATION

Economic value is directly generated through our daily business activities, contributing to the growth of the local economy. This includes revenues, profits, and other financial outputs that support job creation, prioritise local suppliers, and ensure tax contributions to national development. These activities form the foundation of our role as a responsible corporate entity.

Beyond direct contributions, we are equally focused on creating indirect economic value by investing strategically in our stakeholders and the communities we serve. Our supply chain investments are pivotal in promoting ethical and sustainable practices throughout the value chain. Moreover, these efforts enhance the quality of life for surrounding communities, reinforcing our commitment to holistic and sustainable economic development.

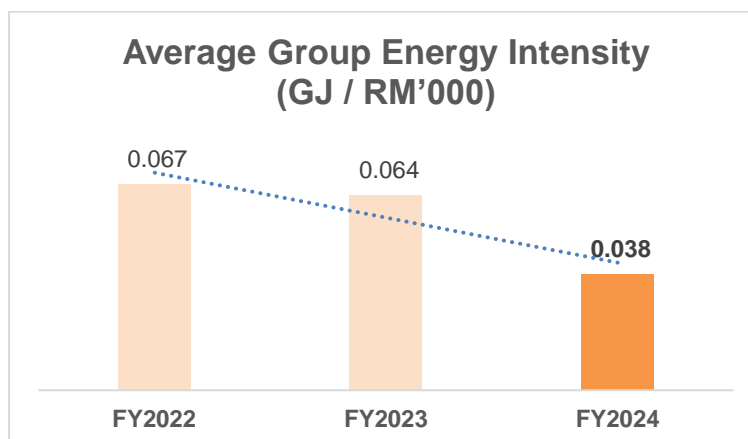
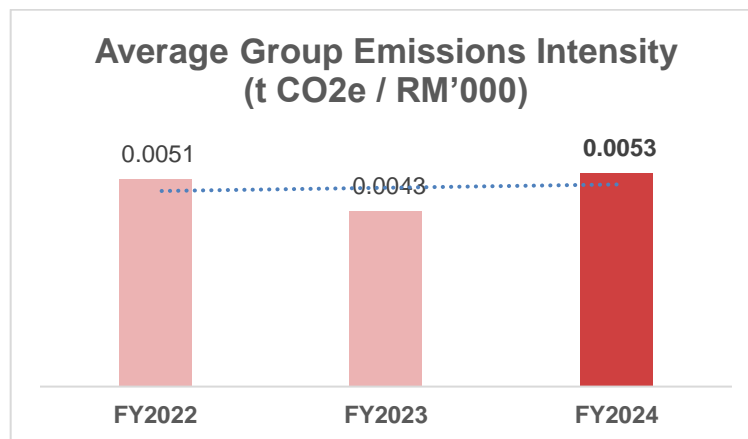
Group Economic Value (RM'000)	FY2023	FY2024
Economic Value Generated		
Revenue	566,074	686,754
Economic Value Distributed		
Cost of Sales (including amount paid to supply chain)	380,517	345,889
Operating Expenses (including employee salaries and benefits)	265,728	236,324
Income Tax Expenses	4,638	3,679
Economic Value Retained		
Profit/(Loss)	(32,854)	50,553

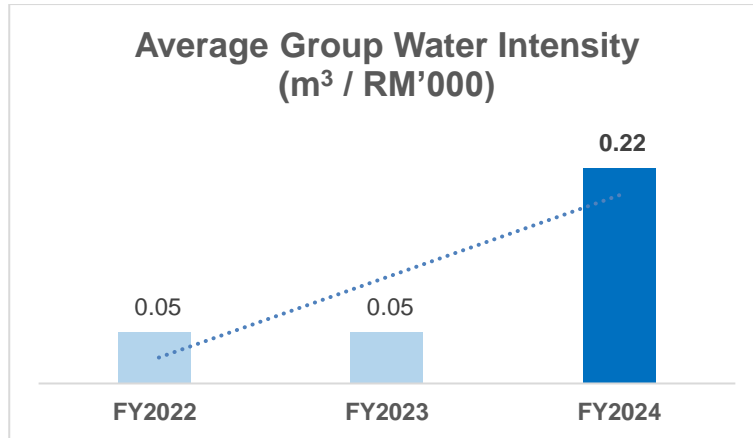
Overall, the Group's economic performance improved significantly in FY2024. After a period of loss in FY2023, we have achieved a remarkable turnaround in FY2024, generating a profit of over RM50.6 million. This success can be largely attributed to the strategic initiatives we have implemented to enhance our operational efficiency. Looking ahead, our focus on ESG practices is also expected to drive similar improvements, adding economic value to EIH.

A more detailed breakdown of the Group's financial performance for FY2024 can be referred to in our Financial Statement at: [Financial Statements and Related Announcement::Full Yearly Results](#)

5.2 ECONOMIC VALUE VS ENVIRONMENTAL FOOTPRINT

To better quantify our environmental performance, EIH has begun looking to review the productivity of our business operations in relation to our environmental impact. This involves assessing key environmental metrics, such as carbon emissions, energy consumption, and water usage, against the Group's overall revenue. By doing so, we gain valuable insights into our environmental footprint while simultaneously tracking operational efficiency and identifying areas for improvement.





Further details on specific environmental performance metrics are provided in their respective sections in this report.

6.0 ENVIRONMENTAL

While the nature of our daily business operations has less pronounced direct environmental impacts, the Group recognises our responsibility to promote environmental stewardship, especially by influencing sustainable practices across our supply chain and the industries we engage with.

As such, EIH is steadfast in our commitment to sustainable environmental management, focusing on areas where our efforts can make a meaningful impact. We are dedicated to developing strategic pathways that lower pollution risks and minimise environmental harm. These include initiatives that relate to carbon footprint reduction, improved energy efficiency, reduced water consumption, robust waste management, and efficient resource use.

The Group practices a decentralised approach to environmental management where each subsidiary is empowered to manage its specific environmental considerations. This localised approach allows subsidiaries to address their unique operational contexts with the Group playing a supporting role. This includes providing strategic oversight to ensure that all environmental initiatives align with EIH's overarching sustainability and climate change goals.

To better align ourselves with regulatory expectations and benchmark our environmental performance, EIH has undertaken a Group-wide re-establishment of environmental inventories for the key environmental metrics highlighted by SGX and other relevant frameworks. As part of this process, we are conducting more comprehensive data gathering from our subsidiaries to set a baseline that will be used to gauge our future performance. At the moment, we are still at the initial stages and will begin expanding this process to cover all aspects of our operations in the near future.

6.1 ENERGY & EMISSION MANAGEMENT

Climate change has become a pressing concern for businesses globally, and EIH recognises its importance not only as an environmental issue but also as a major business risk. Although our direct emissions are relatively modest due to the nature of our operations, we acknowledge the significance of our supply chain, particularly livestock farming for dairy and meat, which is a notable contributor to global emissions. In response, EIH is committed to doing its part to reduce its carbon footprint and contribute to global efforts to mitigate the adverse impacts of climate change.

Aligned with both national and global climate aspirations, including net zero carbon emissions by 2050 goals of both Singapore and Malaysia, the Group has begun enhancing our climate change disclosures in accordance with the Task Force on Climate-related Financial Disclosures ("TCFD") recommendations. This marks a significant step in embedding climate considerations into our governance, risk management, and operational strategies.

Governance

Climate change is a priority within EIH's sustainability agenda, with Management closely monitoring related risks and integrating them within the organisation's broader risk framework. Our Senior Management maintain close collaboration with the various subsidiaries and departments through the relevant HODs to ensure that climate risks are properly identified, evaluated, and managed across the Group's daily operations.

Regular updates on these risks and management outcomes are provided to the Board, enabling robust oversight and informed decision-making. Climate change remains a key topic in Board-level sustainability discussions, ensuring its importance is reflected in strategic planning and operational practices.

Climate-Related Risks & Strategies

As part of our TCFD-aligned approach, EIH is proactively identifying and assessing the climate-related risks and opportunities that impact our business. To formalise this process, we have planned a comprehensive risk assessment exercise in the near future that will incorporate scenario planning to quantify and address these risks effectively. This assessment will engage key stakeholders across the Group, including our Board and Senior Management, to ensure a thorough and collaborative approach.

In preparation for this exercise, a preliminary assessment has identified short-, medium-, and long-term climate risks and opportunities relevant to our business.

Risk/Opportunity Category	Risk Description	Timeframe*		
		S	M	L
Physical Risk				
Acute Risks	Supply Chain Disruption Weather events such as droughts, floods, and turbulent sea conditions could impact the production and delivery of goods throughout our supply, especially agricultural goods. This could lead to reduced production capacity and increased costs associated with our supply chain	/	/	/
	Employee Wellbeing Rising temperatures and increased vector-borne disease risks from heavier rainfalls may impact employee health. This, in turn, can lead to increased medical costs and reduced productivity		/	/
Chronic Risks	Asset Damage Rising sea levels can pose a threat to assets and outlets located closer to the coast. If impacted, this can lead to asset damage or increased insurance premiums in the future.			/
Transitional Risks				
Policy & Legal	Increased Regulatory Requirement Stricter regulatory oversight in regard to climate change and emission disclosures may lead to higher compliance costs.	/	/	/
	Carbon Tax While EIH may not be directly impacted, the implementation of carbon taxing may increase fuel and associated costs throughout our supply chain. This would increase our operational expenses.	/	/	/
Technology	Transitioning Costs As we transition away from traditional fuel sources, the Group would need to invest in renewable energy and other energy-efficient technologies. This comes with considerable operational costs.	/	/	/
Market & Reputation	Changing Customer Preference Customers are becoming increasingly conscious in their purchasing decisions. If we fail to adapt to their demand for more climate-friendly products, the Group may lose a portion of its market share. This could also impact our reputation as an ethical and conscious business.	/	/	/

Risk/Opportunity Category	Risk Description	Timeframe*		
		S	M	L
Opportunities				
Energy Optimisation	Reduced Operating Costs Utilising alternative energy sources and more energy-efficient equipment can reduce our energy consumption and operational costs.		/	/
Products & Services	New Products and Services With a significant portion of customers becoming more climate-conscious, EIH can begin looking into developing new products or branching out to new services that cater to their needs. This would expand our market share and increase our customer base.	/	/	/

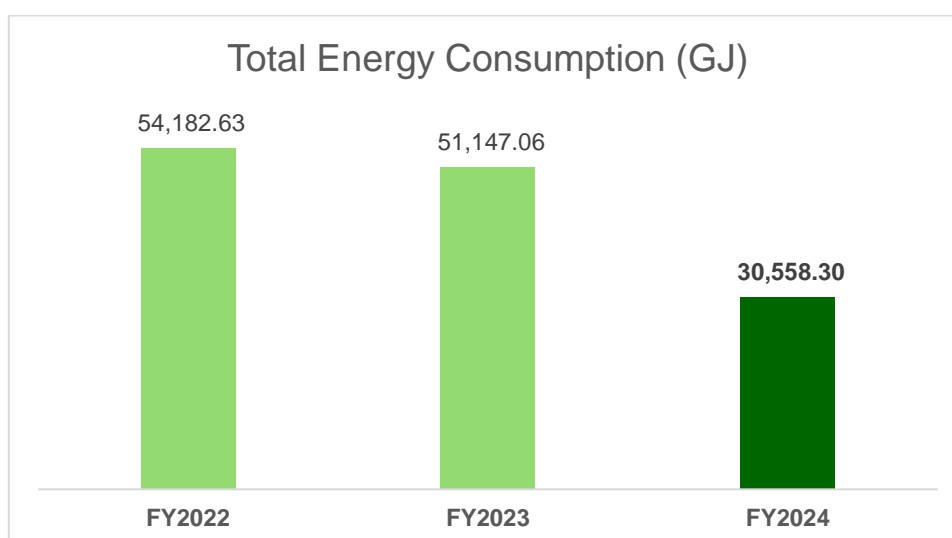
*Note: S (Short-term) = 3 to 5 years, M (Medium-term) = 5 to 7 years; L (Long-term) = 7 to 10 years

These insights will be further refined during our formal assessments, strengthening our understanding of how climate change impacts the Group's operations and enabling us to build organisational capabilities to manage these risks. Periodic reviews and updates will ensure our strategies remain relevant and effective.

Emission Management through Energy Consumption

Given the critical linkage between energy consumption and carbon emissions, the Group has initiated plans to develop a comprehensive inventory of emission sources to better measure and manage our carbon footprint. While it is still in the early stages, this inventory will eventually encompass the Group's entire operations and guide future carbon reduction strategies.

In the meantime, we are focused on optimising energy consumption to reduce our emissions. Despite relatively low energy usage given our business nature, EIH is actively identifying opportunities for energy efficiency improvements across our operations. In FY2024, the Group consumed a total of 24,512.46 GJ of energy throughout our operations.

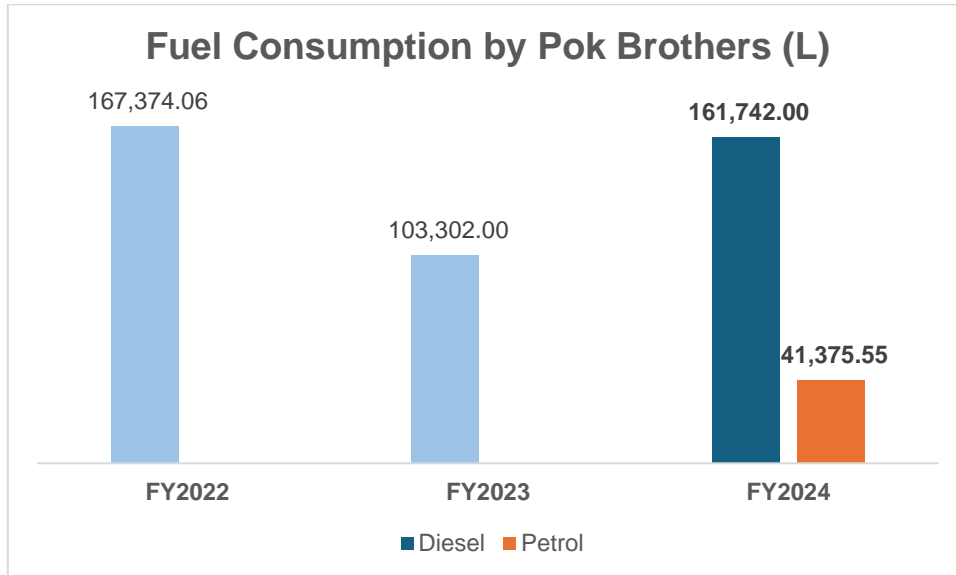


*Note: Data from FY2024 only includes Pok Brothers and Texas Chicken as we are re-establishing our inventory

In line with the recommendations of TCFD, EIH has begun tracking our energy consumption and resulting emissions under the following scopes:

Scope One: Direct emissions from fuel consumption in logistics and manufacturing processes.

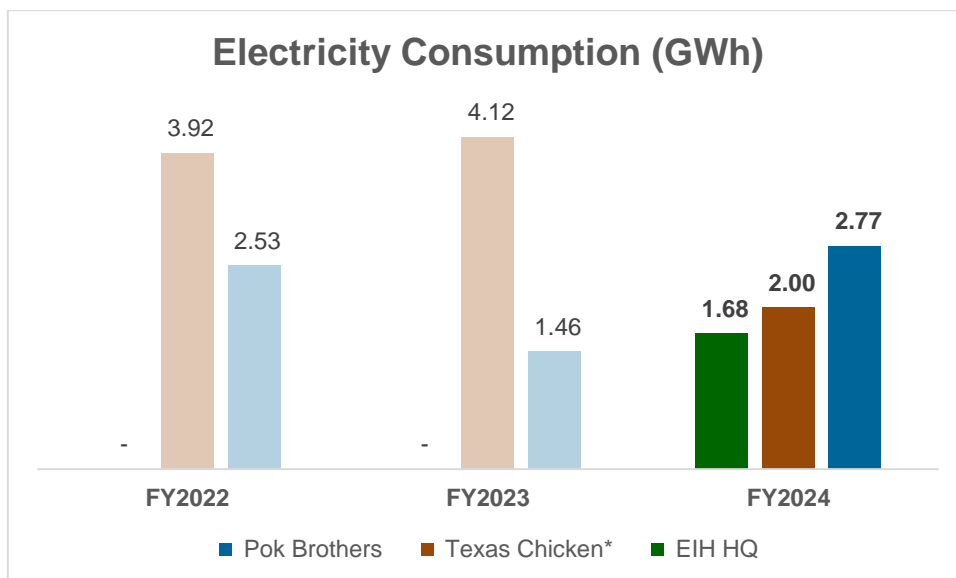
In EIH, this primarily involves the activities of Pok Brothers and Motivage, which have warehouses and production facilities that consume fossil fuel. For Pok Brothers, this is mainly diesel and petrol. Motivage, meanwhile, consumes gas as part of its production process. However, as we are currently undertaking a complete inventory of our processes to establish a new baseline, this data for FY2024 is unavailable.



Scope Two: Indirect emissions from electricity consumption

Electricity from the national grid is the primary energy source across all our subsidiaries. Electricity is used to power all our outlets, offices, and other facilities, making it a significant contributor to the Group’s emissions.

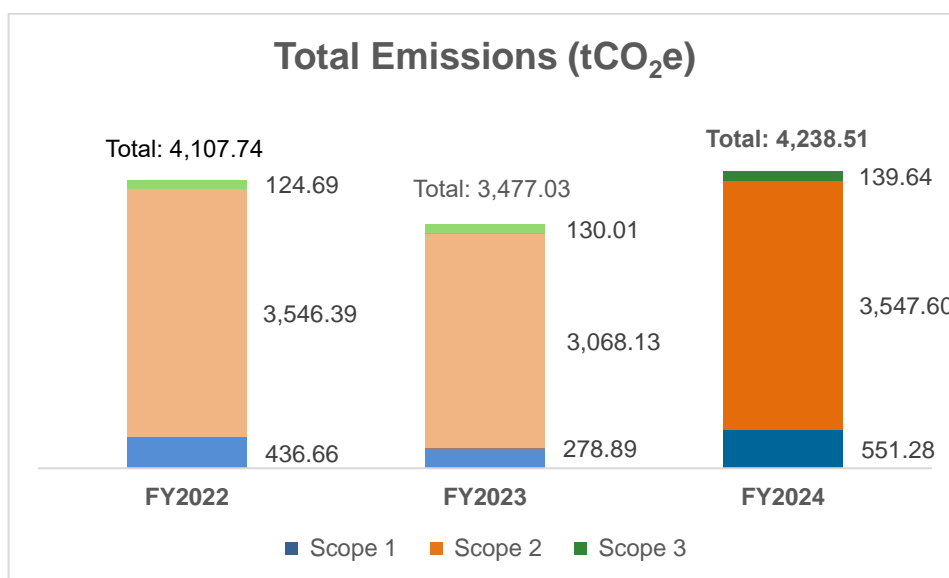
As part of our process to re-establish a comprehensive inventory of our emission sources, more robust data collection processes have been introduced, with refined data currently being collected from Pok Brothers and selected Texas Chicken outlets. Once we have firmed up the process, it will be expanded to include Motivage and SFCSB.



*Note: Texas Chicken data in FY2024 covers three (3) outlets

Scope Three: Indirect emissions from our value chain.

The Group has included employee commuting data from selected outlets and offices of Texas Chicken and Pok Brothers to establish our Scope Three emissions baseline. This involves measuring transportation emissions resulting from employees traveling between their homes and their workplaces. As the process becomes more robust, Scope Three reporting will be expanded to include our other subsidiaries as well as other Scope Three categories such as business commuting.



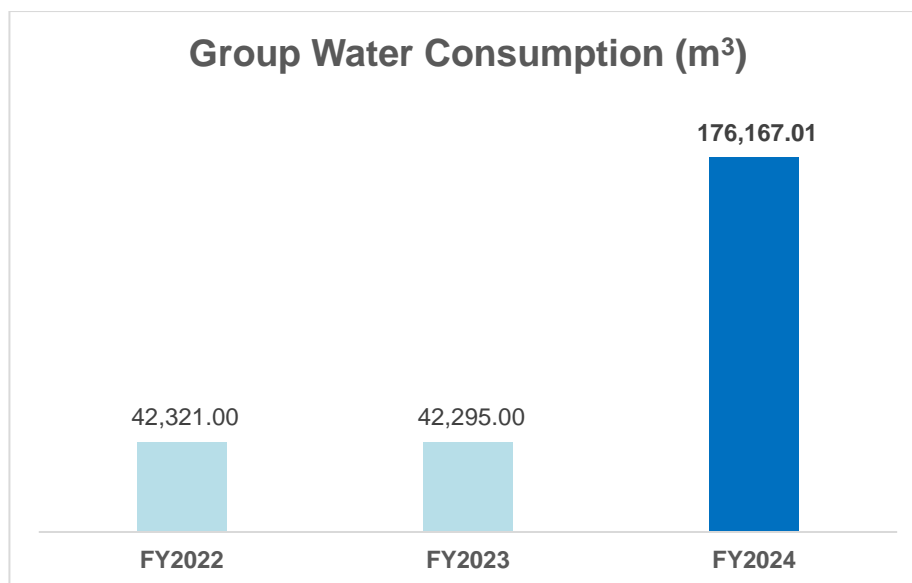
Apart from tracking our energy consumption the Group is actively exploring opportunities to reduce emissions, including potential investments in renewable energy sources and adopting more energy-efficient and environmentally friendly technologies. For instance, Motivage recently upgraded the mixing control system used during the manufacturing process, which has resulted in more energy-efficient operations. Almost all subsidiaries have also begun replacing traditional fluorescent and halogen lights with LED lights that are better optimised and consume less energy.

6.2 WATER MANAGEMENT

The Group is dedicated to responsible water management across all operations. Conserving water is crucial for both the environment and the sustainability of industries and communities. As climate change increases the scarcity of clean freshwater resources, responsible water management becomes increasingly urgent.

Water is an essential part of our daily operations, from our warehouses and production facilities to our outlet kitchens. Effective water usage, thus, plays a large role in ensuring the Group's businesses run smoothly.

We recognise that water is a shared and finite resource that is important not only to our operations but also to the environment and communities around us. The Group operates exclusively in areas not classified as water-stressed and relies solely on municipal potable water. We do not directly extract water from surrounding water bodies or groundwater. This approach minimises our impact on natural water sources, helping to preserve them for other users, including local communities.



*Note: EIH has begun calculating water from Texas Chicken and Pok Brothers in FY2024. Data from San Francisco Coffee will be collected in the following financial year.

By sourcing water from local service providers, we align with established municipal allocations designed to distribute water among all users equitably. This ensures that our water consumption does not impact the availability of clean water for others.

6.3 RESOURCE AND WASTE MANAGEMENT

As an F&B company, EIH relies heavily on key resources such as food items, along with paper and plastic for packaging. Recognising that resource consumption is directly linked to waste generation, the Group has taken significant steps to track and monitor resource usage across our operations. This proactive approach allows us to better understand our consumption patterns and identify opportunities to minimise waste at the source.

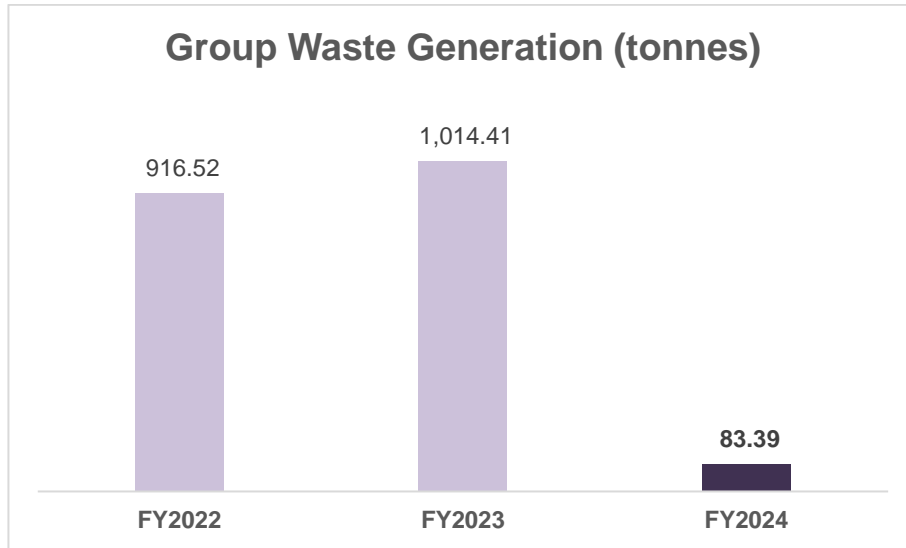
For instance, Texas Chicken consumed the following resources for packaging over the course of its operations in FY2024:

Type of Paper Packaging	Number of pieces	Total Weight (Tonnes)*
Paper Cup	12.30 million	123.00
Open Boat Tray	12.97 million	3,891.00
Chicken Box	4.62 million	2,311.75
Porridge Bowl	2.57 million	2.57
Paper Bag	3.24 million	113.33
Total:		6,441.65

*Based on estimated weights according to manufacturer's specifications

By focusing on optimal and responsible resource use, the Group aims to minimise waste generation and manage it effectively, prioritising reduction even before waste is created.

EIH is aware of the potential environmental, social, and business impacts of improper waste management. Beyond regulatory fines and penalties, inadequate waste management can lead to significant environmental pollution and pose health risks to our employees and the surrounding communities. This is particularly relevant given that a large portion of our waste consists of organic food waste, which, if not managed properly can spread vector-borne diseases and even contribute to greenhouse gas ("GHG") emissions through the release of methane.



As we aim to start waste reduction right at the source, the Group actively looks into embedding sustainable resource consumption practices in our daily operations. Guided by the principles of reducing, reusing, and recycling (“3R”), as well as increased digitalisation approaches, EIH continuously seeks innovative ways to optimise resource usage and minimise waste.

These are the initiatives taken by our subsidiaries in FY2024:

Pok Brothers: Pok Brothers has adopted measures to limit the use of plastic packaging, favouring reusable bags and carton boxes in alignment with the Malaysian government’s plastic reduction initiatives. Within their warehouses, they reuse packaging materials and plastic pellets while recycling cardboard, plastic, scrap metal, and paper. These efforts not only reduce waste but also generate additional revenue from recycled materials.

Texas Chicken: Environmental consciousness is a priority at Texas Chicken, with biodegradable plastic bags replacing conventional ones in most outlets and plastic straws fully replaced with paper alternatives despite the higher costs. Digitalisation is another focus area, with digital menu boards, QR ordering systems, and paperless office administration reducing reliance on printed materials.

SFCSB: SFCSB actively encourages customers to bring their own containers for takeout while gradually phasing out plastic straws and bags in favour of biodegradable options. Additionally, they also collaborate with government and non-governmental organisations (“NGOs”) to promote environmental initiatives, such as participating in “Earth Day” events and tree planting activities to raise awareness and inspire action.

A notable highlight of our resource and waste management efforts is Texas Chicken’s initiative to recycle all used cooking oil. The oil is sold to certified contractors, who repurpose it for various uses, including biofuel production and other applications. This initiative not only aligns with circular economy practices but also demonstrates our commitment to minimising waste and supporting sustainable industries. In FY2024, the selected Texas Chicken outlets participating in the Group’s refreshed environmental data collection process recycled over 3 tonnes of used cooking oil, generating additional revenue exceeding RM3,000 while contributing to environmental sustainability.

7.1 HUMAN AND LABOUR RIGHTS

EIH is committed to ensuring that human and labour rights are respected and upheld across all its operations. The Group strongly prioritises sustaining a safe and healthy work environment for all stakeholders. This includes the implementation of workplace safety programs and healthcare initiatives designed to support employees and their families. Additionally, we recognise the importance of employee retention and development, offering tailored training programs and professional development opportunities to foster growth within the organisation.

In efforts to promote employee support, EIH:



Should issues with regard to our social environment arise, EIH provides a whistleblowing mechanism for employees to report potential issues relating to human and labour rights violations, or any other concerns they may have. The mechanism ensures that employees can voice issues without fear of retaliation. We seek to address any potential violations and to reinforce the company’s commitment to ethical practices and respect for human rights.

In FY2024, there have been no cases of human rights or labour rights violations across our operations and supply chain.

Furthermore, as part of our corporate governance structure, EIH encourages all stakeholders to actively participate in maintaining an open and ethical working environment, fostering the company’s accountability to both its employees and shareholders.

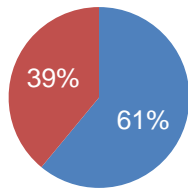
7.2 EMPLOYEE MANAGEMENT

At EIH, to further our commitment to workplace diversification with core values of equality and respect, EIH upholds a strict non-discrimination policy, ensuring that hiring and retention processes are free from any bias or prejudice. The Group recognises that a diverse workforce brings a wide range of perspectives, which helps drive innovation and enhances the overall work environment.

Workforce Data

In 2024, EIH had a total workforce count of 2,812 people.

Current Employees by Gender (FY2024)



■ Male (1,670) ■ Female (1,093)

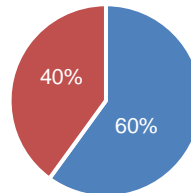
TOTAL EMPLOYEES BY GENDER (PEOPLE)	FY2022	FY2023	FY2024
Male	37	1,449	1,670
Female	12	1,240	1,093
Total	49	2,689	2,763

This year we have expanded our employee reporting to include outlet data, hence the significant difference of manpower records in FY2024 in comparison with FY2023 and FY2022. We found that our workers were

mostly male, with a 39% difference between the two genders for FY2024.

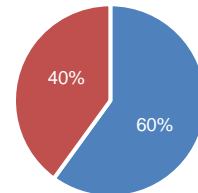
In FY2024, EIH welcomed 2,993 new hires, with a higher percentage of males both entering and exiting the workforce compared to females.

New Hires by Gender (FY2024)



■ Male (1,801)
■ Female (1,192)

Turnover by gender (FY2024)



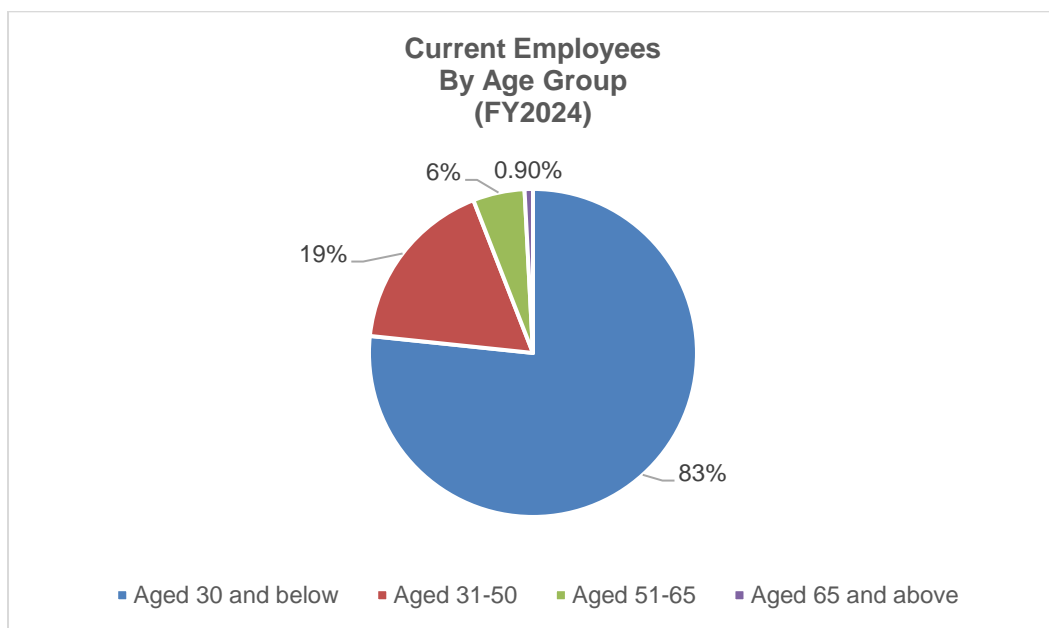
■ Male (1,431)
■ Female (935)

NEW HIRE BY GENDER (PEOPLE)	FY2022	FY2023	FY2024
Male	9	1,847	1,801
Female	2	1,300	1,192
Total	11	3,147	2,993

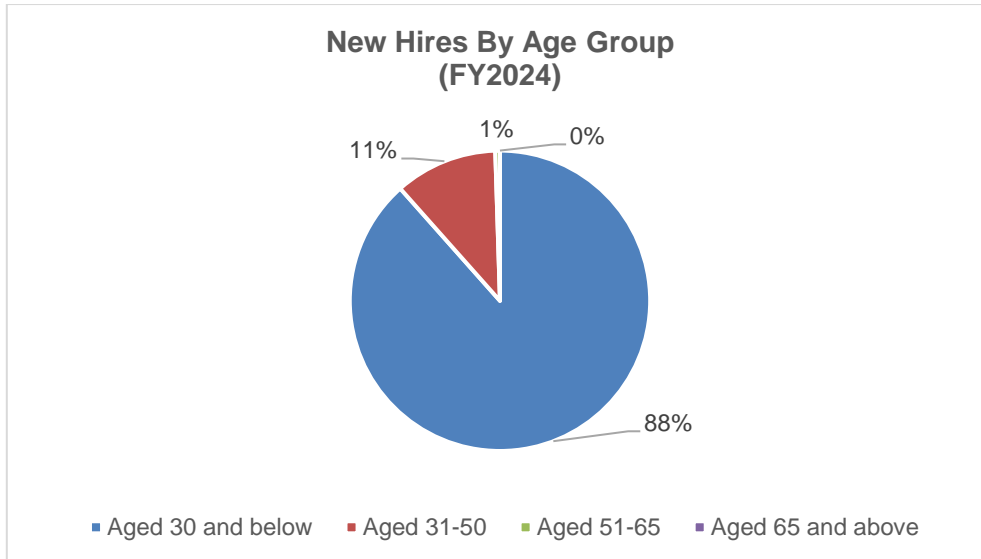
TURNOVER BY GENDER (PEOPLE)	FY2022	FY2023	FY2024
Male	31	1,557	1,431
Female	4	1,157	935
Total	35	2,714	2,366

While age discrimination towards the younger demographic remains a significant concern in the local culture due to perceived lack of experience, employees aged 30 and below make up the bulk of our workforce at EIH.

CURRENT EMPLOYEES BY AGE GROUP (PEOPLE)	FY2022	FY2023	FY2024
< 30 and below	21	2,037	2118
31-50	16	622	481
51-65	10	74	141
> 65 and above	2	2	23
Total	49	2,735	2,763



NEW HIRE BY AGE GROUP (PEOPLE)	FY2022	FY2023	FY2024
< 30 and below	5	2,778	2647
31-50	3	351	331
51-65	2	20	15
> 65 and above	1	0	0
Total	11	3,149	2,993



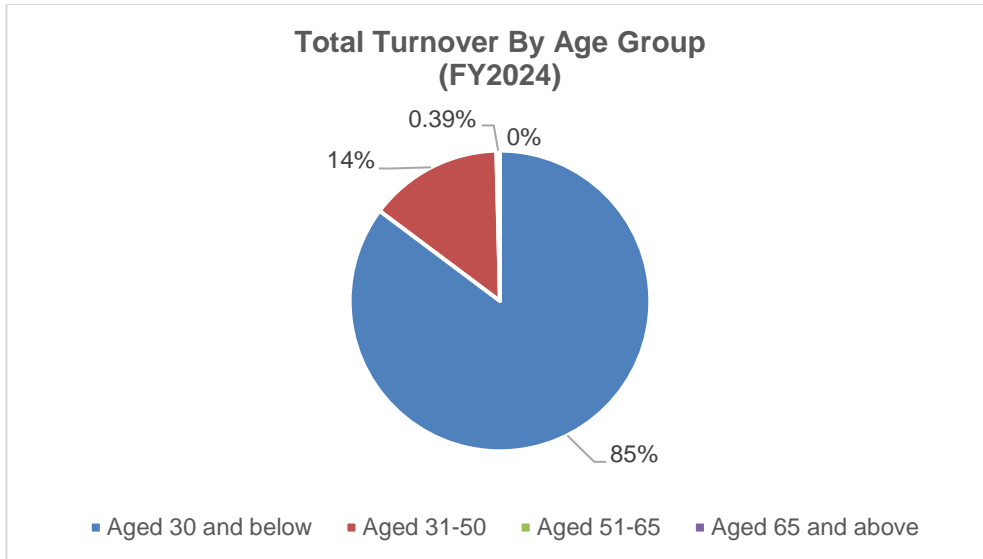
At EIH, all new hires undergo a comprehensive onboarding process designed to integrate them into the Group. This onboarding program, which takes place every quarter, helps new joiners quickly become familiar with our culture, values, and operational structures. It also provides an opportunity to connect them with colleagues from various departments within the Group, to assist with building a strong internal network.

Similarly, employees joining our outlet workforce are also inducted in with a training period where they are briefed on our health and safety guidelines as well as processes to ensure food safety and quality. This period allows them to familiarise themselves with the Group's requirements as well as our procedures and systems.

In the event an employee decides to leave EIH, we ensure that we handle their departure with appreciation for their contributions. Departing employees are encouraged to attend an Exit Interview with the HR department, which allows HR to understand their resignation rationale. The feedback gathered during these sessions is used to identify areas for improvement in workplace practices, helping us refine our policies and retain top talent.

In FY2024, the turnover at EIH stands at 2,366. The breakdown of this turnover is as follows:

TOTAL TURNOVER BY AGE GROUP (PEOPLE)	FY2022	FY2023	FY2024
< 30 and below	26	2,399	2,017
31-50	8	342	340
51-65	0	15	9
> 65 and above	1	0	0
Total	35	2,756	2,366







Overall, in FY2024, EIH welcomed 2,993 new employees, reflecting a 116% increase in our new hire rate compared to 75% in FY2023. While there was a significant surge in hiring, the Group’s total turnover rate remained relatively stable at 66% for both FY2023 and FY2024.

The highest turnover rate was by Texas Chicken; however, this is expected as most of the employees here work at our outlets where staff retention is low. Usually, employees here are focused on more short-term employment and move on when they receive other full-time offers elsewhere.

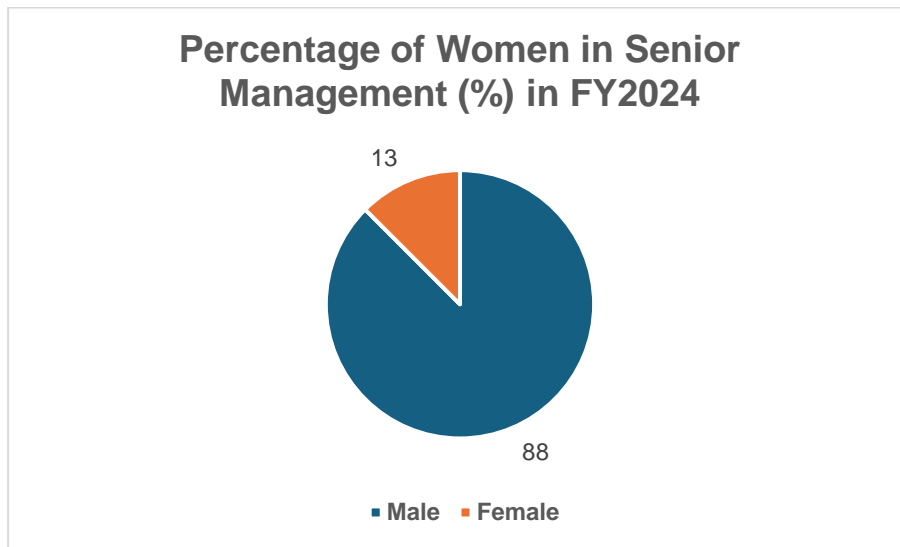
Employee Diversity and Inclusion

To promote diversity and inclusion, EIH:

 <p>Provides equal opportunities EIH is committed to providing equal opportunities for all employees, regardless of their gender, age, ethnicity, or religion to avoid unintended bias.</p>	 <p>Embraces diversity We actively seek to celebrate differences that drive innovation, foster unique perspectives, and improve productivity by including individuals from different backgrounds, cultures, and perspectives.</p>
 <p>Offers diversity and inclusion training EIH ensures that all leaders are coached and trained to remain unbiased when interacting with their team members or any other employees, promoting the display of respectful behaviour.</p>	 <p>Fosters an inclusive culture The Group promotes a culture of respect, fairness, and collaboration, where all employees feel valued and empowered for enhanced well-being and job satisfaction.</p>

In terms of hiring policies, we select candidates solely based on merit and suitability for the role, without discrimination in terms of race, colour, gender, religion, age, disability, or any other personal characteristic. We believe in providing equal opportunities for all and that fostering a workplace that respects individual differences would allow for us to better cater to our diverse range of clientele.

While our employment opportunities are open to all applicants, preference is given to local candidates who are more fitting for the role than their non-local peers. This enables EIH to support the local employment pool and contribute to the development of local talent in the areas we operate.



Employee Welfare

EIH prioritises competitive and fair remuneration and benefits to attract and retain top talent. We provide a combination of financial and non-financial benefits, including salaries, performance bonuses, and other benefits to reward employee contributions.

The total amount of payments made to our employees in terms of salaries, bonuses and benefits amounts up to RM44,538,000 for our FY2024. In terms of principles behind remuneration, besides our commitment to fairness, we adhere to local employment standards and policies, especially in meeting the Malaysian government's recent initiatives on the minimum wage.

In terms of statutory contributions, EIH fulfilled our commitment to support our employees' well-being by contributing over RM5.55 million to the Employees' Provident Fund ("EPF") to aid in employees' retirement savings. Additionally, over RM600,000 was provided for employees' medical insurance through SOCSO, ensuring healthcare coverage and support for work-related injuries and health risks.

Apart from salaries and benefits, EIH also provides other types of remuneration to our employees. These include both financial and non-financial benefits as follows:

Leave	Medical	Monetary
<ul style="list-style-type: none"> Annual Leave Sick Leave Medical Leave Hospitalisation/ Prolonged Illness Leave Marriage Leave Maternity/ Paternity Leave Compassionate Leave 	<ul style="list-style-type: none"> Group Personal Accident Group Term Life Insurance Group Hospitalisation & Surgical Children and Spouse Treatment Dental Benefits 	<ul style="list-style-type: none"> Overtime Payment Meal Allowance Performance Bonus Condolence Money Allowance & Reimbursement Claim

EIH provides parental leave to all eligible employees, allowing them the necessary time to care for their family's well-being. EIH also tracks the return-to-work rate for employees who take maternity and paternity leave, to understand and improve our employee retention and support them during significant life transitions.

The following shows the number of employees who have utilised parental leave and their subsequent return and retention rates within the Group:

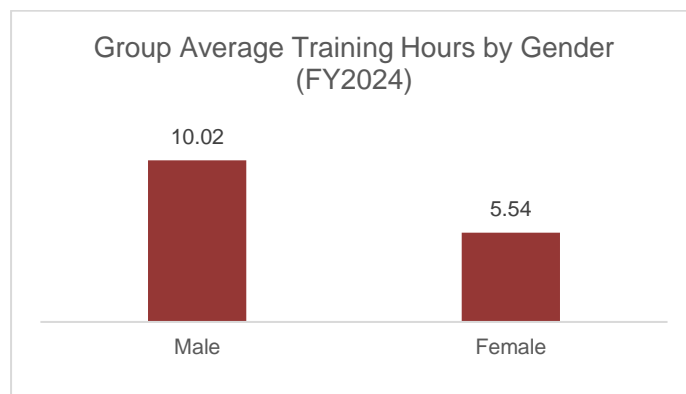
PARENTAL LEAVE	FY2022	FY2023	FY2024
Employees Who Took Paternity Leave:	0	0	15
Employees Who Took Maternity Leave:	0	2	12
Return to Work Rates (%) (Return to work after parental leave period)			
Male:	0	0	100
Female:	0	100	100
Retention Rates (%) (Remain with the organisation for 12 months or more post parental leave)			
Male:	0	0	100
Female:	0	50	100

7.3 EMPLOYEE TRAINING AND DEVELOPMENT

To equip our workforce with the necessary skills to thrive in a dynamic business environment, EIH prioritises regular and up-to-date training and development initiatives. To ensure our employees are prepared in terms of adaptability, we also offer specialised training in areas like safe food preparation and regulatory compliance which strengthens our commitment to embedding product quality and safety, as well as responsible governance practices throughout the Group. Each training programme is customised to address the specific needs of various roles, ensuring our employees are well-prepared to contribute organisational growth whilst also encouraging personal growth.

Training for outlet employees under Texas Chicken and SFCSB are subjected to training that are catered to their daily duties. These include Back to Basic trainings, Halal Awareness, and Food Safety Training. These are in addition to on-the-job training on their immediate roles and responsibilities that they receive during daily operations.

Overall, the Group conducted a total of over 74,043 hours of training with an average of 26.29 hours per employee. This is a significant increase from the 1.9 hours of average training provided to employees last year, in FY2023. However, the main reason for this marked increase is the inclusion of internal on-the-job training as part of our new baseline, compared to last year, when only external training was included.

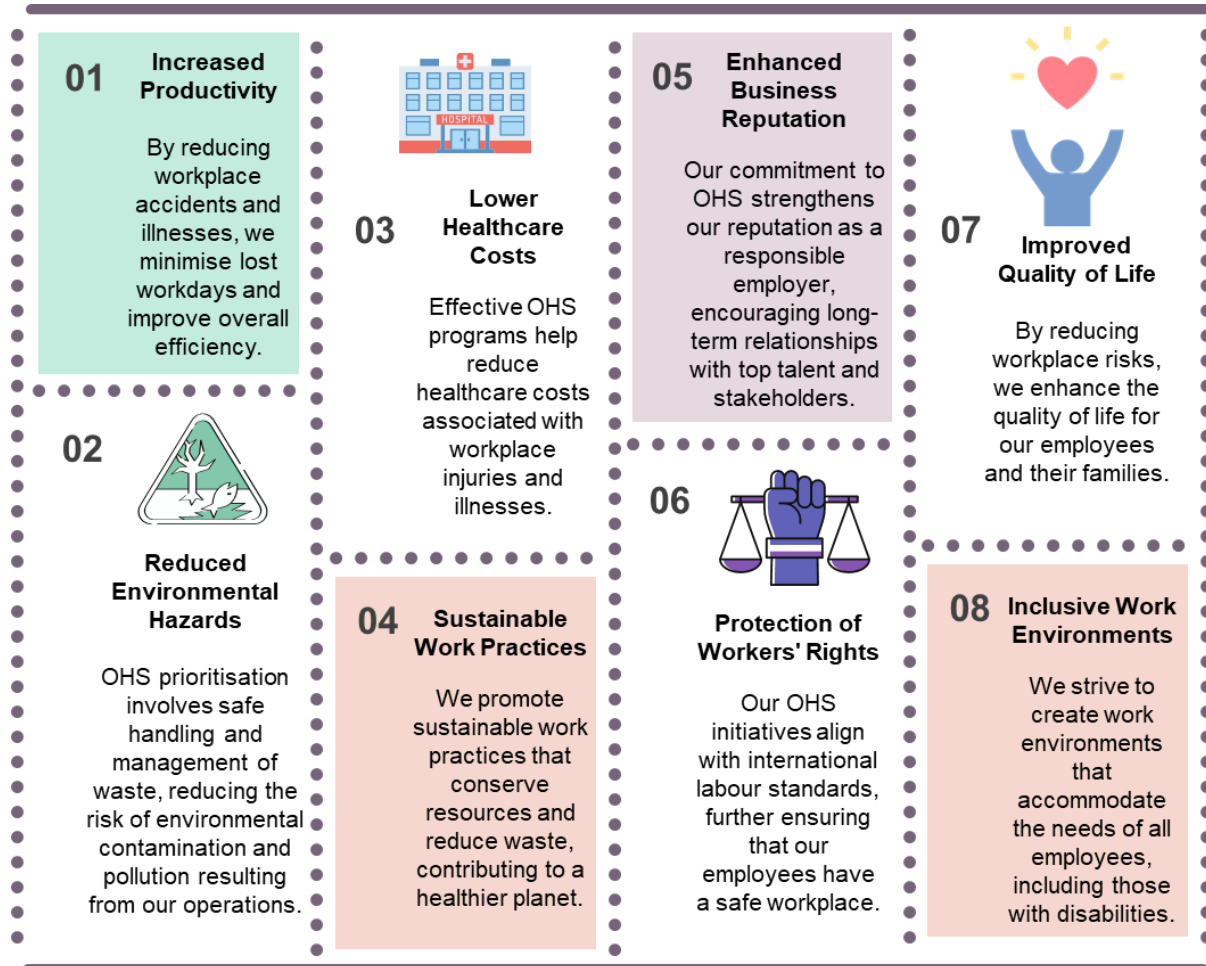


*Note: Current breakdown represents Pok Brothers. We plan to expand the disclosures to other subsidiaries in the next financial year.

7.4 OCCUPATIONAL HEALTH & SAFETY (“OHS”)

EIH prioritises a safe and healthy workplace for all our employees. This builds trust and loyalty with our employees, as well as adheres to regulations, especially for the food industry we primarily operate in.

Among the positive benefits of prioritising OHS in the workplace include:





By investing in OHS, EIH is not only fulfilling its social responsibility but also driving long-term business sustainability. We are committed to continuously improving our OHS performance and creating a safer, healthier, and more productive workplace for all.

OHS Management

Our OHS policies emphasise full adherence to local, national, and international regulations concerning workplace safety and health, including the Occupational Safety and Health (Amendment) Act 2022. These policies are implemented independently by each subsidiary. However, the Group also regularly coordinates and oversees OHS performance data as part of our commitment to employee wellbeing. Our OHS policies apply to all employees, with no exclusions. Once implemented, all staff members, regardless of role or function, are covered by and expected to adhere to these safety measures.

Effective OHS policies also require active employee participation and input for policy decision-making. At EIH, we are working towards establishing safety committees and forums to provide a platform for employees to raise concerns, report risks, and suggest improvements in safety practices. We also prioritise open communication channels where employees can safely voice their concerns about safety matters without fear of retaliation.

At our outlets, all managers are briefed and provided with a handout detailing protocols for any potential emergencies or accidents. All outlets are also equipped with First Aid Kits that comply with OSHA and ISO standards, ensuring they are suitable for addressing minor injuries. Health and safety discussions are also carried out with worker representatives regularly, as the Texas Training Department has also developed a comprehensive module specifically designed for newly appointed managers to ensure they are well-equipped with essential knowledge and skills.

At EIH, we are equally committed to maintaining an effective system for reporting and managing OHS incidents. While our formal processes may still have room for improvement, we are actively working toward establishing a comprehensive framework that ensures incidents are addressed promptly, effectively, and in full compliance with relevant health and safety regulations.

OHS Performance

Our OHS performance is thoroughly assessed by the HR Department, Operations Department and Training Department (for Texas Chicken) at both the Group and subsidiary levels. In addition to reviews by the Group’s Senior Management and Board, external certification bodies, including ISO and other relevant authorities, also evaluate these outcomes.

Our OSH initiatives have been constantly improved through increased awareness, technological advancement, continuous improvement and innovation, and constant emphasis of OHS matters in the workforce in safety-related matters.

Group OHS Performance for FY2024 saw 4 total recordable work-related injuries and 4 absenteeism headcounts, with a total of 114 days attributed to absenteeism. In comparison, Texas Chicken, with a total of 546,216 manhours worked, only lost 912 hours, or 0.17%, which sets a significantly optimistic baseline moving forward.

Overall, there were no job-related fatalities, high-consequence injuries, recordable work-related ill health case nor was there any OHS violations reported for EIH in FY2024.

7.5 COMMUNITY DEVELOPMENT AND ENGAGEMENT

At EIH, we are committed to bringing a positive impact in the communities where we operate. We recognise the importance of community investment in contributing to social well-being, promoting economic development, and building strong relationships with local stakeholders.

The bulk of these initiatives are from Texas Chicken. In FY2024, the subsidiary has spent RM56,762 in contributions towards the community through Corporate Social Responsibility (“CSR”) programmes. This was mainly through 17 separate events, centred around providing food to the community.

Total Number of Beneficiaries (People)	FY2024
Students	2,169
Teachers	510
Elderly & Special Needs	111
General Community	230
Total	3,020

Some of the initiatives conducted by Texas Chicken are as follows:

Ramadan Meals for Various Mosques and Suraus in Malaysia

Throughout the month of Ramadan 2024, Texas Chicken sponsored over 2,300 *buka puasa* and *moreh* meals for the Muslim community at various mosques and suraus nationwide. Each meal consisted of a 2-piece chicken set and a biscuit, offering a filling option for the fasting community. This initiative, valued at RM39,560, showcases Texas' commitment to supporting our local community.

Community Outreach at Maahad Integrasi Madad

On 19 October 2023, Texas Chicken extended its community outreach at Maahad Integrasi Madad by providing 120 meal sets, each containing a 2-piece chicken set and a biscuit. This effort aimed to support the institution's initiatives and garner goodwill within the local community. The sponsorship, worth RM2,064, reflects Texas Chicken's dedication to enriching the lives of the local community.

Majlis Buka Puasa with B40 Autism Families by The Hope Branch

Texas Chicken has also supported The Hope Branch's Majlis Buka Puasa event on 29 March 2024, catering to B40 families with autism. A total of 100 meal sets, valued at RM1,900, were provided to highlight EIH's commitment to inclusivity and supporting vulnerable communities.

APPENDICES

CLIMATE DISCLOSURES (IFRS S2 & TCFD)

Recommended Disclosures		IFRS S2 & TCFD Location / Explanation
GOVERNANCE	a) Board Oversight	<p>Through EIH's top-down governance approach, the Board provides valuable guidance on the Group's overall climate strategies. The Board works closely with the Management team to ensure all climate-related risks and opportunities receive the proper attention.</p> <p>More information on EIH's climate governance approach can be found in the Sustainability Governance Structure section (page 12) and the Energy & Emission Management section (page 20).</p>
	b) Management's Role	
STRATEGY	a) Risks and Opportunities	<p>As part of the Group's initiative to better align with TCFD recommendations, we have conducted a preliminary risk and opportunity identification process. This has allowed us to outline key climate-related risks and opportunities that could potentially affect our business model and value chain.</p> <p>We will further expand this process by conducting a comprehensive risk assessment incorporating elements of scenario planning in the future.</p> <p>This will then be used to establish specific risk management strategies and evaluate the resilience of our current strategies.</p> <p>For more information, please refer to the Energy & Emissions Management section on pages 21 and 22.</p>
	b) Impact on Business Model and Value Chain	
	c) Strategy and Decision-making	
	d) Financial Position	
	e) Resilience of Strategy	
RISK MANAGEMENT	a) Risk Identification and Assessment Processes	
	b) Risk Management Processes	
	c) Integration into Overall Risk Management	
METRICS & TARGETS	a) Metrics Used	<p>The Group's performance and measurement metrics are presented in the Energy & Emissions Management section on page 24.</p> <p>EIH is in the midst of establishing our carbon baseline. Once this process is completed, we will be able to establish relevant performance targets related to our carbon footprint.</p>
	b) Performance Data	
	c) Targets Set	

SGX SIX PRIMARY COMPONENTS INDEX

S/N	Primary Component	Section Reference
1	Material topics	Prioritisation of Material Topics
2	Climate-related disclosures consistent with the TCFD recommendations	Energy & Emission Management
3	Policies, practice, and performance	Throughout the following chapters: <ul style="list-style-type: none">• Sustainability Governance• Environmental• Social
4	Board statement	Board Statement
5	Targets	Approach to Sustainability
6	Sustainability reporting framework	About this Report

GRI CONTENT INDEX

Statement of Use:	Envictus International Holdings Limited has reported the information cited in this GRI content index for the period between 1 October 2023 to 30 September 2024 with reference to the GRI Standards.
GRI 1 Used:	GRI 1: Foundation 2021

GRI Code	GRI Disclosure	Page Reference/ Reasons for Omission (if any)
GRI 2: General Disclosures 2021		
2-1	Organisational details	About this Report (2); Organisational Profile (3)
2-2	Entities included in the organisation's sustainability reporting	
2-3	Reporting period, frequency, and contact point	About this Report (3); Distribution and Feedback (3)
2-4	Restatements of information	About this Report (3)
2-5	External assurance	NA
2-6	Activities, value chain, and other business relationships	Organisation Profile (4)
2-7	Employees	Employee Management (27-29)
2-8	Workers who are not employees	NA
2-9	Governance structure and composition	Sustainability Governance Structure (12-13)
2-10	Nomination and selection of the highest governance body	NA
2-11	Chair of the highest governance body	
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance Structure (12-13)
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflicts of interest	NA
2-16	Communication of critical concerns	Distribution and Feedback (2); Ethical Behaviour and Whistleblowing (12)
2-17	Collective knowledge of the highest governance body	Sustainability Governance Structure (11-12)
2-18	Evaluation of the performance of the highest governance body	NA
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	
2-22	Statement on sustainable development strategy	Approach to Sustainability (4-6)
2-23	Policy commitments	Ethical Behaviour and Whistleblowing (13); Supply Chain Management (15); Employee Management (26-29); Occupational Health and Safety (32-34)
2-24	Embedding policy commitments	

2-25	Processes to remediate negative impacts	Ethical Behaviour and Whistleblowing (13)
2-26	Mechanisms for seeking advice and raising concerns	
2-27	Compliance with laws and regulations	Regulatory Compliance (14)
2-28	Membership associations	NA
2-29	Approach to stakeholder engagement	Stakeholder Engagement (9-11)
2-30	Collective bargaining agreements	NA
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Materiality Assessment Process (8)
3-2	List of material topics	Prioritisation of Material Topics (8-9)
GRI 201: Economic Performance 2016		
3-3	Management of material topics	Economic (17-18)
201-1	Direct economic value generated and distributed	Direct and Indirect Economic Value Creation (17)
201-2	Financial implications and other risks and opportunities due to climate change	Energy and Emission Management (20-21)
201-3	Defined benefit plan obligations and other retirement plans	Employee Management (33)
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topics	Community Development and Engagement (34-35)
203-1	Infrastructure investments and services provided	
203-2	Significant indirect economic impacts	
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	Supply Chain Management (15-16)
204-1	Proportion of spending on local suppliers	
GRI 205: Anti-Corruption 2016		
3-3	Management of material topics	Ethical Behaviour and Whistleblowing (13)
205-2	Communication and training about anti-corruption policies	
205-3	Confirmed incidents of corruption and actions taken	
GRI 301: Materials 2016		
3-3	Management of material topics	Resource and Waste Management (25)
301-1	Materials used by weight or volume	
301-2	Recycled input materials used	
GRI 302: Energy 2016		
3-3	Management of material topics	Energy and Emission Management (21-22)
302-1	Energy consumption within the organisation	
302-3	Energy intensity	Economic Value VS Environmental Footprint (18)
302-4	Reduction of energy consumption	Energy and Emission Management (23)
302-5	Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2016		
3-3	Management of material topics	Water Management (24-25)
303-1	Interactions with water as a shared resource	
303-3	Water withdrawal	
303-5	Water consumption	
GRI 305: Emissions 2016		

3-3	Management of material topics	Energy and Emission Management (19-23)
305-1	Direct (Scope 1) GHG emissions	Energy and Emission Management (22-24)
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	Economic Value VS Environmental Footprint (18)
305-5	Reduction of GHG emissions	Energy and Emission Management (24)
GRI 306: Waste 2020		
3-3	Management of material topics	Resource and Waste Management (25-26)
306-1	Waste generation and significant waste-related impacts	
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 401: Employment 2016		
3-3	Management of material topics	Employee Management (27-31)
401-1	New employee hires and employee turnover	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Management (33)
401-3	Parental leave	
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	Occupational Health and Safety (34-37)
403-1	Occupational health and safety management system	
403-2	Hazard identification, risk assessment, and incident investigation	
403-5	Worker training on occupational health and safety	
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		
3-3	Management of material topics	Employee Training and Development (34)
404-1	Average hours of training per year per employee	
404-2	Programmes for upgrading employee skills and transition assistance programmes	
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Employee Management (28-29)
405-1	Diversity of governance bodies and employees	Sustainability Governance Structure (12), Employee Management (32)
GRI 408: Child Labour		
3-3	Management of material topics	Human and Labour Rights (27)
408-1	Operations and suppliers at significant risk for incidents of child labour	

GRI 409: Forced or Compulsory Labour 2016		
3-3	Management of material topics	Human and Labour Rights (27)
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	
GRI 413: Local Communities 2016		
3-3	Management of material topics	Community Development and Engagement (37-38)
413-1	Operations with local community engagement, impact assessments, and development programmes	