

Sustainability Statement FY2025 (Continued)

Response to Climate Risks and Opportunities

NAIM recognises the importance of climate-related risks and opportunities and is taking possible steps to gradually embed these considerations into its risk management framework, in alignment with ISO 31000. Sustainability matters, including climate considerations, will be progressively incorporated into the risk register over time.

Processes for identifying, assessing, prioritising and monitoring climate-related risks are progressively strengthened, with possible future scenario to support the evaluation of potential impacts and updating the management of possible risks and opportunities. NAIM continuously enhances its disclosures on the potential climate-related matters so to strengthen its risk management approach from time to time.

Monitoring and Measuring Climate Impact

As part of its Sustainability Roadmap, NAIM is taking steps to enhance its climate-related reporting and to progressively establish appropriate measurable targets over time. Commencing in FY2025, the Group intends selected climate-related metrics, including energy consumption and GHG emissions across Scope 1, Scope 2 and limited Scope 3, as well as information on water usage and waste management performance.

GHG Emissions

Scopes	Description	Unit	Baseline Year
Scope 1	Direct emissions from owned/controlled sources	tCO ₂ e	2024
Scope 2	Indirect emissions from purchased electricity	tCO ₂ e	2023
Scope 3	Other indirect emissions across the value chain (limited to business travels and employee commuting)	tCO ₂ e	-



Other Climate-Related Metrics

Metrics	Description	Unit
Energy consumption	Total energy use across operations, including fuel and electricity consumption	MWh
Water consumption	Total water consumption across operations	ML
Waste generation & recycling	Total waste and recycling rates	MT

For further information on NAIM's environmental initiatives and performance, please refer to Pillar 3: Safeguarding Environmental Resources.

Sustainability Statement FY2025 (Continued)

Pillar 1: Supporting Economic Resilience

Material Sustainability Matters 	Stakeholder Groups	Alignment with UN SDGs 
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NAIM focuses on managing long-term operational costs and maintaining financial resilience across its core businesses. We seek ways to improving cost efficiency in property development and construction while enhancing investment property value through strategic asset management to drive long-term growth.

Long-term Operational Costs and Financial Sustainability

Supply Chain Management

NAIM works with a diverse network of vendors and suppliers to support quality, safety and integrity across its supply chain. Procurement activities are guided by its General Procurement SOPs, which promote transparency and a fair tender process.

The Group places emphasis on engaging local suppliers and vendors where possible to support the local economy. In FY2025, about 85% of procurement spending was sourced from local Sarawak suppliers.

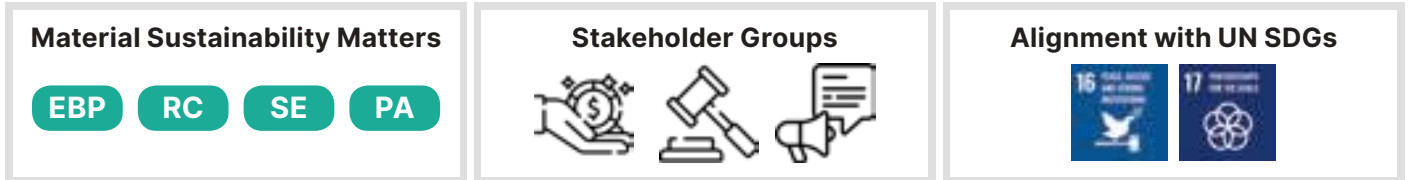
All suppliers and vendors are expected to comply with NAIM's Code of Business Ethics, Human Rights Policy, and Quality, Safety, Health and Environmental ("QSHE") Policy, as well as the Anti-Bribery and Corruption ("ABC") Policy under the Malaysian Anti-Corruption Commission ("MACC") Act Section 17A. Prior to engagement, vendors are also required to complete a Screening Assessment Form, incorporating sustainability-related criteria covering:

- **Environmental:** ISO 14001 certification, HSE management systems and policies, environmental compliance and responsible material use
- **Social:** ISO 45001 and ISO 9001 certification, HSE personnel competency, Quality Management System ("QMS") systems and policies, workplace safety and communication
- **Governance:** integrity pledge, conflict of interest declaration, disclosure of litigation or sanctions and transparency of ownership

As part of its procurement process, the Group continues to identify and evaluate potential contractors, in accordance with the Group's established procurement procedures.

Sustainability Statement FY2025 (Continued)

Pillar 2: Strengthening Ethical Governance



NAIM maintains governance practices through transparency, regulatory compliance and stakeholder engagement. Internal controls are in place to safeguard property and land assets, while accountability and ethical conduct are integrated into daily operations.

Ethical Business Practices and Regulatory Compliance

NAIM adopts ethical business practices across all operations, supporting responsible conduct that aligns with regulatory requirements, fosters stakeholder trust and supports sustainable growth.

Ethical Business Practices

The following outlines policies that guide the management of sustainability-related risks and opportunities while promoting ethical business conduct.



NAIM has policies in place addressing bribery and corruption, in line with our ABC Policy and applicable local legislation.

The Risk Management team conducts quarterly assessments on bribery and corruption and maintains an internal monitoring system supported by relevant policies and procedures. Corporate liability briefings are also conducted to support employee awareness and reinforce NAIM's zero-tolerance stance on bribery and corruption.

The Group supports a culture of integrity through anti-corruption training, which is included as part of employee induction programmes. As of 2025, all employees participated in anti-bribery and corruption training.

Percentage of Employees who received Anti-Corruption Training (%)			
Employee Category	FY2023	FY2024	FY2025
Senior Management	100	100	100
Management	97	100	100
Executive	98	100	100
Non-Executive	99	100	100

Sustainability Statement FY2025 (Continued)

Whistleblowing

Stakeholders may report any concerns or instances of misconduct, including corruption or fraud, via the whistleblowing hotline or the dedicated platform on our corporate website. Our Whistleblowing Policy safeguards the identity of whistleblowers and enables them to lodge reports in confidence, without fear of reprisal or retaliation. There were no substantiated cases of whistleblowing recorded in the year under review.

Regulatory Compliance

NAIM ensures compliance with all applicable laws, regulations and industry standards across our property, construction and operational activities. The Group maintains a register of applicable laws and regulations, which is updated periodically. In FY2025, there were no substantiated instances of non-compliance with regulations, nor were there any penalties or fines imposed during the year under review.

Stakeholder Engagement

To enhance value creation, NAIM engages with stakeholders to understand their needs, address concerns and support long-term relationships. Feedback from these engagements is used to inform ongoing improvements across operations.


Stakeholder engagement is coordinated through the Corporate Communications function and conducted through various channels. Media coverage is monitored to remain responsive to public sentiment and to support balanced representation of the Group. Communication with the public and media is conducted through press releases, the corporate website and social media platforms to provide timely and accessible updates.

Internally, employees are engaged through newsletters and other communication platforms to support alignment with organisational priorities and strengthen internal communication.

Engagement activities include public relations initiatives, corporate events, CSR activities, and branding and reputation management. Collaboration across divisions support a consistent approach to managing stakeholder feedback and complaints.

Sustainability Statement FY2025 (Continued)

Pillar 3: Managing Environmental Resources

Material Sustainability Matters WM WTR PC EE SLP SLC BG	Stakeholder Groups	Alignment with UN SDGs 
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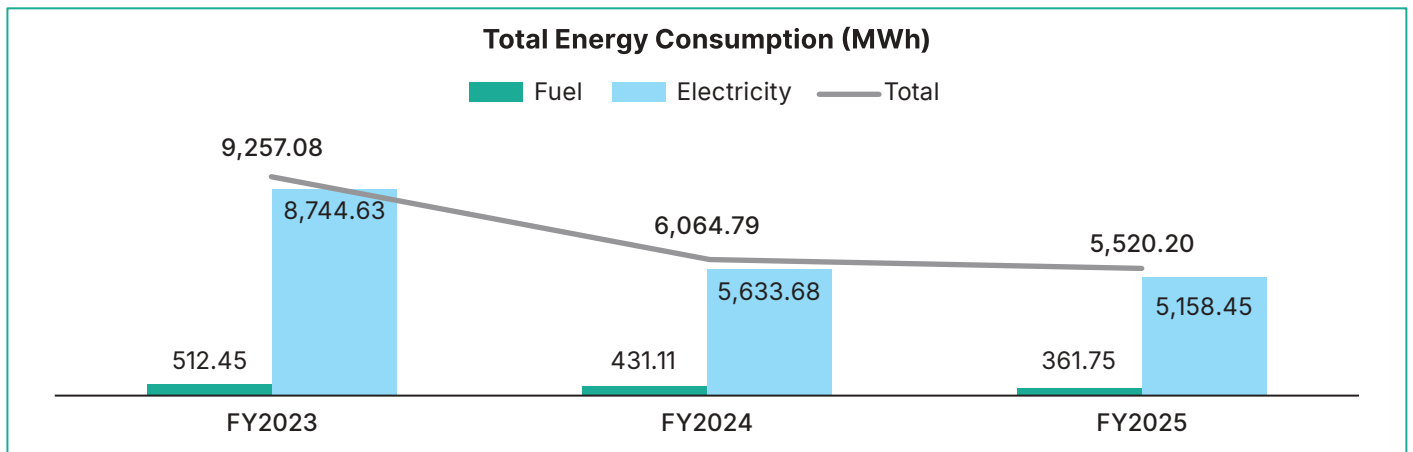
NAIM adopts an environmental management approach that focuses on optimising energy and water use while supporting efforts to reduce pollution. We also adopt sustainable land use practices, including the integration of green spaces and consideration for biodiversity conservation to support long-term environmental sustainability. Guided by our QSHE Policy, the Group maintains compliance with applicable regulations and continues to enhance its QSHE performance over time.

Energy Efficiency Improvement

We aim to improve energy efficiency across all operations. To achieve this, we adopt energy-saving practices and explore practical approaches to manage and reduce our carbon footprint.

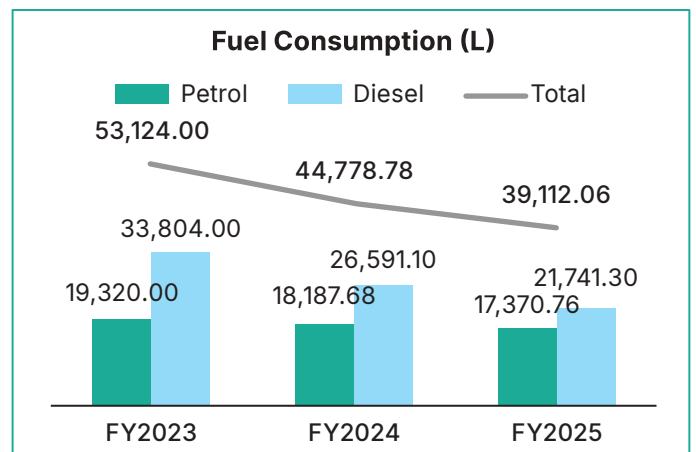
Energy Consumption

Purchased electricity from the grid remains the primary sources of energy used in our operations. In 2025, total energy consumption, comprising fuel and electricity amounted to 5,520.20 MWh.



Fuel Consumption

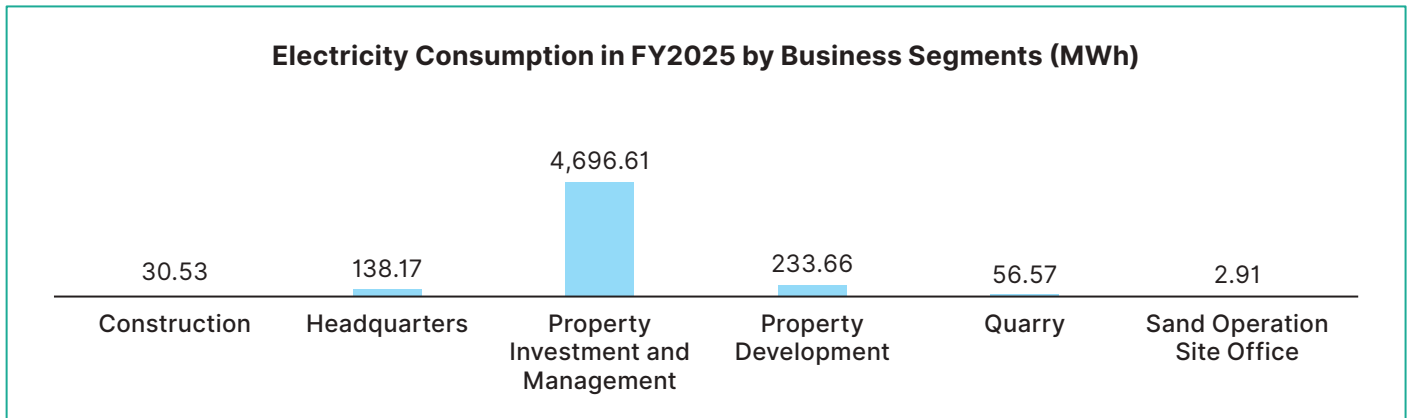
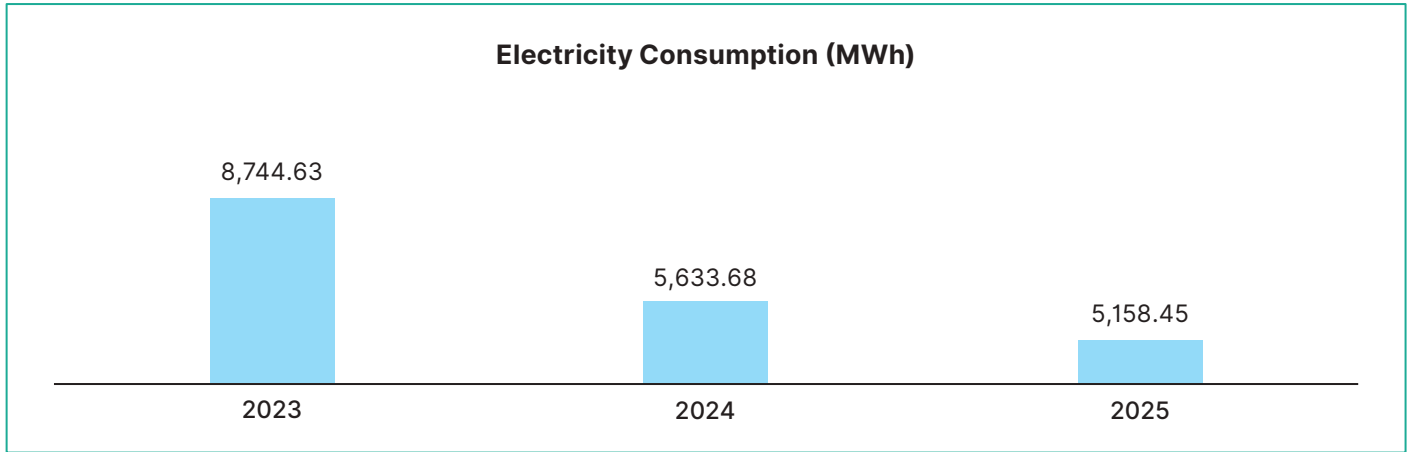
This year, a total of 39,112.06 litres of fuel were utilised for company vehicles operated by employees travelling between work sites. The Group's fuel consumption comprised of 17,370.76 litres of petrol and 21,741.30 litres of diesel.



Sustainability Statement FY2025 (Continued)

Electricity Consumption

The Group recorded total electricity consumption of 5,158.45 MWh, with our property investment operation accounting for 91.05% of our total electricity consumption in FY2025.



Electricity Consumption by Region				
Region	Unit	FY2023	FY2024	FY2025
Kuching	MWh	1,274.20	578.33	367.46
Miri	MWh	5,216.81	4,472.75	3,462.09
Bintulu	MWh	2,253.62	582.60	1,328.90

Our GHG Emissions

This year marks our first year of reporting GHG emissions. NAIM continues to work towards improving our GHG emission records and ensuring that data is measured in a consistent manner.

For the year under review, the Group recorded total GHG emissions of 1,291.61 tCO₂e, with Scope 2 emissions accounting for 79.48% of the total. In addition, the Group achieved a 15.11% reduction in Scope 1 emissions compared to FY2024.

Sustainability Statement FY2025 (Continued)

NAIM's GHG Emissions Disclosures



Scope 1 GHG Emissions

Direct emissions sourced from fuel-combustion of NAIM's company-owned vehicles.

FY2025 93.05 tCO₂e
FY2024: 109.61 tCO₂e
FY2023: 130.25 tCO₂e



Scope 2 GHG Emissions

Indirect emissions sourced from purchased electricity usage in NAIM's operations.

FY2025 1,026.53 tCO₂e
FY2024: 1,121.10 tCO₂e
FY2023: 1,740.18 tCO₂e



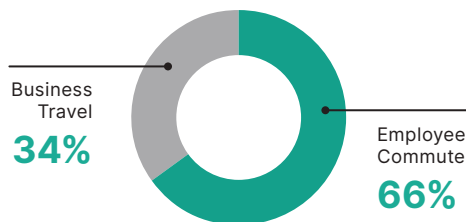
Scope 3 GHG Emissions

Indirect emissions generated from employee commuting to and from work and business travel trips.

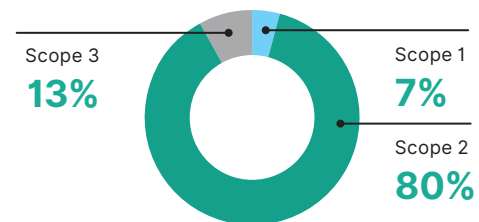
FY2025: 172.03 tCO₂e

NAIM's GHG Emissions Breakdown

Scope 3 GHG Emission Breakdown (%)



GHG Emission Breakdown by Scope (%)



Note:

- Scope 1 and 3 GHG emissions are calculated using UK Government DEFRA Conversion Factors for GHG reporting 2025.
- Scope 2 GHG Emissions are calculated using 2023 and 2024 Grid emission factor for Sarawak published by Energy Commission Malaysia.
- Scope 3 emissions from business travel are limited to air travel only.

Sustainability In Action: Utilising Eco-Cement for Lower Cost and Carbon

NAIM adopts sustainable construction materials as part of its efforts to manage environmental impact and cost efficiency. This includes the use of eco-cement in some development projects which may contribute to reducing CO₂ emissions while maintaining cost efficiency.

Waste Management

NAIM adopts the 3R's (Reduce, Reuse, Recycle) approach in managing waste, with efforts focused on reducing waste generation and promoting efficient use of resources. In FY2025, the Group further strengthen its waste management procedure to support the handling of general and scheduled wastes in compliance with the Environmental Quality Act 1974 and related regulations. These procedures also support improved waste tracking and management, including future Scope 3 emissions reporting.

General waste is directed to authorised landfills while recyclables are sent to appropriate recycling facilities, and solid waste is managed by designated subcontractors.

In FY2025, our operations generated 86.98 MT of waste, with 48.09 MT diverted from disposal and 38.89 MT directed to disposal.

Scheduled Waste Generation (MT)

Types of Waste	Unit	FY2025
Scheduled Waste (empty paint cans, e-waste, used oil drums, etc.)	MT	37.31

Note: Scheduled waste was generated from the Group's operations in Bintulu and Miri region only.

Sustainability Statement FY2025 (Continued)

Non-Scheduled Waste Generation (MT)		
Types of Waste	Unit	FY2025
Construction Waste (rubble, concrete, plaster, tiles, bricks, etc.)	MT	30.23
Domestic Waste (general household and office waste)	MT	18.45
Food Waste (organic waste generated from the banquet and main kitchen at Fairfield Hotel)	MT	0.98

Sustainability In Action: Food Composting Initiative at Fairfield Hotel

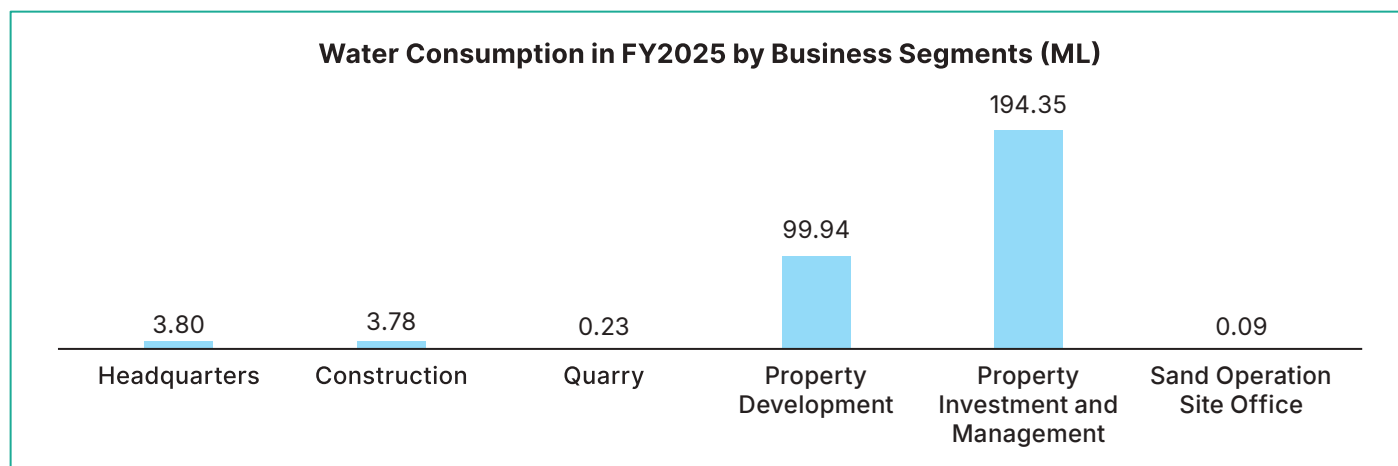
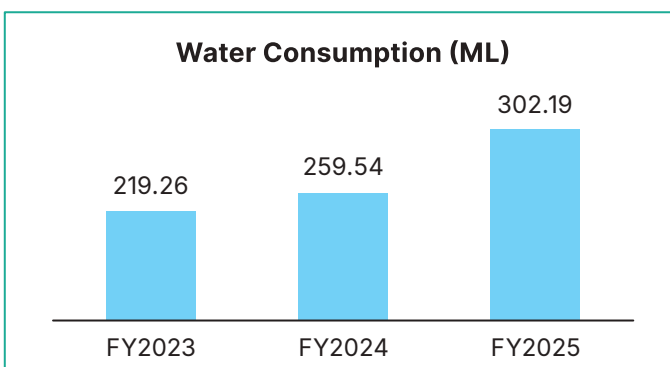
The Group has implemented a Food Composting Initiative at its Bintulu Fairfield by Marriot Hotel to reduce food waste and minimise landfill disposal. Since July 2025, food waste from the banquet and main kitchen has been collected and tracked, with each product type and weight recorded for composting.

The process follows the Food Waste Composting Guide, which applies Passive Soil Microbial Activity based on the SOP and Guideline for Composting Process developed by Universiti Putra Malaysia (“UPM”). In FY2025, a total of 0.98 MT of food waste was successfully converted into compost. UPM conducts regular site visits to assess compost quality and monitor progress, while offsite composting activities are managed by the Group’s internal nursery staff.

Water Management

The Group manages water consumption through efficiency measures to minimise wastage in compliance with applicable water management regulations.

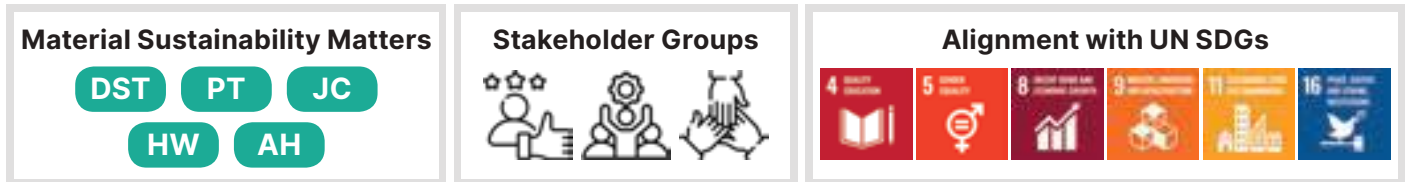
Across its property development projects, the Group incorporates water-saving features where feasible, including dual-flush sanitary fittings. The Group also seeks to integrate such features into future development where appropriate. In addition, rainwater harvesting systems are implemented at selected project sites for general cleaning purposes.



Water Consumption by Region				
Region	Unit	FY2023	FY2024	FY2025
Kuching	ML	17.72	23.00	12.44
Miri	ML	80.49	95.62	97.12
Bintulu	ML	121.05	140.92	192.63

Sustainability Statement FY2025 (Continued)

Pillar 4: Supporting People and Communities



NAIM recognises that its long-term performance is supported by our people. As a responsible employer, the Group seeks to maintain a safe, supportive and inclusive workplace, with the aim of enabling employees and communities to develop and contribute.

Digital and Smart Technology Infrastructure

Data Protection and Privacy

The Group complies with the Personal Data Protection Act (“PDPA”) 2010 and its amendments, with processes in place to safeguard the confidentiality of customer information. Customer information is not disclosed unless required by law or authorised enforcement agencies.

To strengthen data security and address cyber risks, NAIM continues to implement necessary protection measures to enhance our cybersecurity framework. These include a data breach prevention and reporting policy, internal communication to raise staff awareness, and mandatory data protection and privacy briefings for all new employees to ensure ongoing compliance with internal policies and regulatory requirements.

Email policy is in place to guide the appropriate and secure use of electronic communication systems. This includes requirements for official use of company email accounts and enforcement of strict password protection, identity verification and confidentiality.

No substantiated complaints relating to breaches of customer privacy and losses of customer data were recorded in the year under review.

Digital Transformation and Customer Engagement

As part of our digital transformation initiative, NAIM continues to adopt technology solutions to support operational efficiency and customers engagement.

In 2025, the Group equipped its project teams with Primavera P6, a recognised project management platform. This tool provides visibility of project milestones, facilitates team coordination and enables data-driven planning and delivery.

Customer Satisfaction

NAIM focuses on delivering safe and quality-built environments by maintaining operational competencies aligned with the Construction Industry Development Board (CIDB)’s QLASSIC standards. This approach supports the development of infrastructure that enhances occupant health and general well-being.

To support these standards, internal audits are conducted in accordance with ISO requirements, alongside regular project inspections to monitor compliance with the quality benchmarks prescribed under CIDB CIS 7:2021 QLASSIC.

Sustainability Statement FY2025 (Continued)



Datuk Hasmi Bin Hasnan, Group Managing Director, with a Sapphire on the Park homeowner, underscoring NAIM's continued focus on enhancing customer satisfaction across its developments.

Customer satisfaction is assessed using a structured five-level scale, ranging from (1) Needs Improvement to (5) Exceptional. The results provide insights into performance trends and identify areas for improvement.

Regional Customer Survey Score (%)			
Region	FY2023	FY2024	FY2025
Miri	93.00	94.00	98.00
Kuching	75.70	79.80	87.90
Bintulu	100.00	100.00	100.00

The survey results indicate a generally positive trend across all regions from FY2023 to FY2025, reflecting ongoing efforts to enhance customer experience. While performance varies across regions, overall scores show steady improvement over time. We continue to strengthen our approach to customer feedback collection to ensure more comprehensive and representative insights in future reporting cycles.

Health and Wellness Infrastructure

Given NAIM's involvement in property, construction and infrastructure development, the safety and health of employees, contractors and stakeholders remain an important focus.

Our approach to health and safety is guided by our Quality, Safety, Health and Environment ("QSHE") Policy, relevant industry practices and compliance with occupational safety and health ("OSH") regulations. The Group also adheres to ISO 45001 Occupational Health and Safety Management Systems, which provide a framework for managing workplace safety. In addition, a Hazard Identification, Risk Assessment and Determining Controls ("HIRADC") process is in place to identify hazards, assess risks and implement appropriate controls.

During the year, the Group enhanced our CIDB Green Card Registration and Renewal Standard Operating Procedures ("SOPs") to support ongoing regulatory compliance. Contractor pre-screening and worksite inspections were conducted to support adherence to safety protocols. Instances of non-compliance cases were identified during FY2025 and were promptly addressed through corrective actions.

Sustainability Statement FY2025 (Continued)

NAIM's Health and Safety Organisation

NAIM's Health and Safety initiatives are overseen by the HSE Committee, which serves as a platform for governance, coordination, and continuous improvement. The committee comprises representatives from Management and various departments, supporting a coordinated approach to decision-making. By bringing together diverse perspectives, the committee fosters cross-functional collaboration and alignment across all operational areas.

This structure supports the implementation of health and safety practices across the Miri, Kuching, and Bintulu regions, including respective project sites, while promoting a consistent safety culture within the organisation.

OSH Training

The Group conducts regular Occupational Safety and Health (OSH) training to equip employees and contractors with the necessary knowledge and competencies to perform their duties safely. Training programmes cover key areas such as hazard identification, emergency response, and safe work practices, reinforcing a proactive and resilient safety culture across all operations.

All new employees and contractors are required to undergo mandatory safety induction programmes, with annual refresher training where necessary, to strengthen awareness and ensure continued compliance with established safety protocols.

In FY2025, 438 out of 476 employees participated in both internal and external OSH training programmes. These included specialised courses such as Environmental Compliance Audit Training and the CIDB Green Card programme, Induksi Keselamatan Bagi Pekerja Binaan, fire drill exercise aimed at enhancing regulatory compliance and on-site safety practices.

Safety Performance

In FY2025, NAIM recorded zero health and safety incidents or fatalities, achieving a Lost Time Incident Rate ("LTIR") of zero for the reporting year.

	FY2023	FY2024	FY2025
Total number of hours worked	2,021,001	1,996,180	2,138,260
Number of fatalities	0	0	0
Number of lost time injuries	1	1	0
Lost-time Incident Frequent Rate	0.10	0.04	0.00

Employee Management

Prioritising people and performance ensure a motivated, skilled and resilient workforce that supports long-term growth. To this end, we uphold fair employment practices, provide continuous learning opportunities and emphasise health, safety and well-being.

Human Rights and Labour Standards

NAIM integrates human rights principles across our operations with the aim of supporting the well-being of employees, suppliers and workers. Our Human Rights Policy, which aligns with Malaysian labour laws, is applied across operations and within the supply chain. Forced labour and child labour are strictly prohibited under the Employment Act 1955 and its amendments.

Key Labour and Human Rights Laws and Frameworks

- Malaysian Employment Act 1955
- Sarawak Labour Ordinance
- Ministry of Home Affairs' Policies

Sustainability Statement FY2025 (Continued)

Employee Engagement

NAIM supports employee engagement through regular dialogues, feedback channels and team-building activities that promote open communication, mutual respect and a sense of belonging.

The Group’s engagement efforts include training, coaching, workshops, townhalls, events and briefings that enhance retention and support talent development. We also encourage work-life balance through well-being programmes and recreational activities to promote personal fulfilment and stronger workplace relationships.



The “Teh Talk” staff engagement session.

Employee Benefits and Remuneration

Competitive remuneration and comprehensive benefits are offered to attract, retain and motivate talent. Compensation is aligned with industry standards and complemented by benefits that support well-being, financial security and work-life balance.

Employee compensation and benefits are reviewed regularly to remain equitable, relevant and compliant with labour laws, regulatory changes and industry best practices.

NAIM’s Employee Benefits



Leave Entitlement

- Annual Leave
- Medical Leave
- Hospitalisation Leave
- Compassionate Leave
- Matrimonial Leave
- Maternity/Paternity Leave
- Company Leave
- Examination/Study Leave
- Disaster/Calamity Leave
- Replacement Leave
- No-Pay Leave



Allowances and Subsidies

- Professional Membership Subscription
- Handphone Reimbursement
- Medical benefits
- Petrol Claims
- Travelling and outstation claim reimbursement



Flexi-Work Arrangements

- Flexible Timing
- Work-From-Home (“WFH”) Arrangements



Insurance

- Group Health Insurance Plan
- Group Personal Accident Insurance Plan
- Group Term Life Insurance Plan

Sustainability Statement FY2025 (Continued)

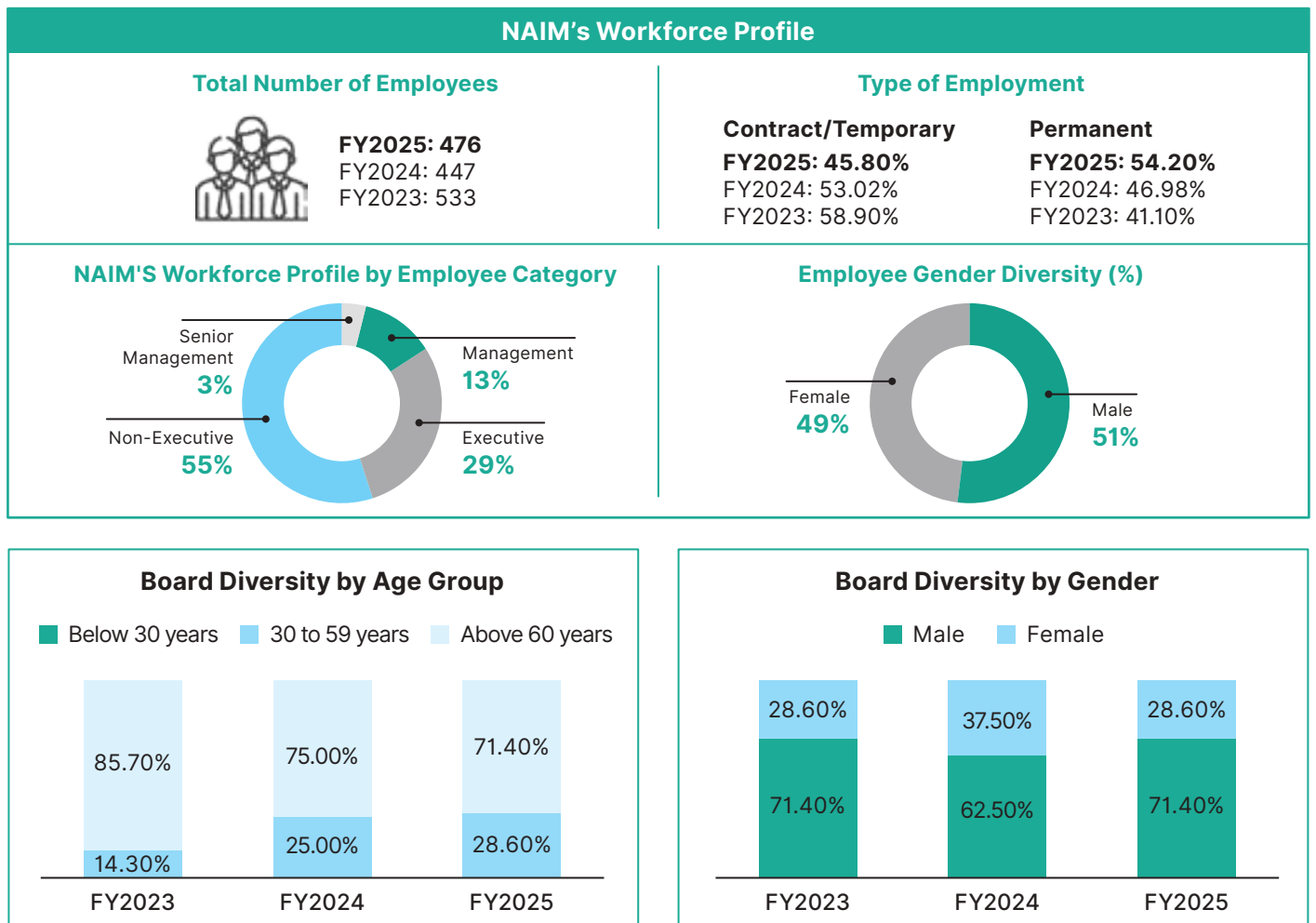
Employee Recruitment

During the reporting year, the Group recorded a total of 103 new hires alongside overall employee transitions of 200, reflecting ongoing workforce movements in line with operational and project-related requirements. This is particularly evident within the Group's hospitality and project-based operations, which involve a mix of full-time, part-time, temporary, and contract employees. Such workforce composition is typical for service-oriented and project-driven segments and contributes to a relatively higher level of employee mobility during the year.

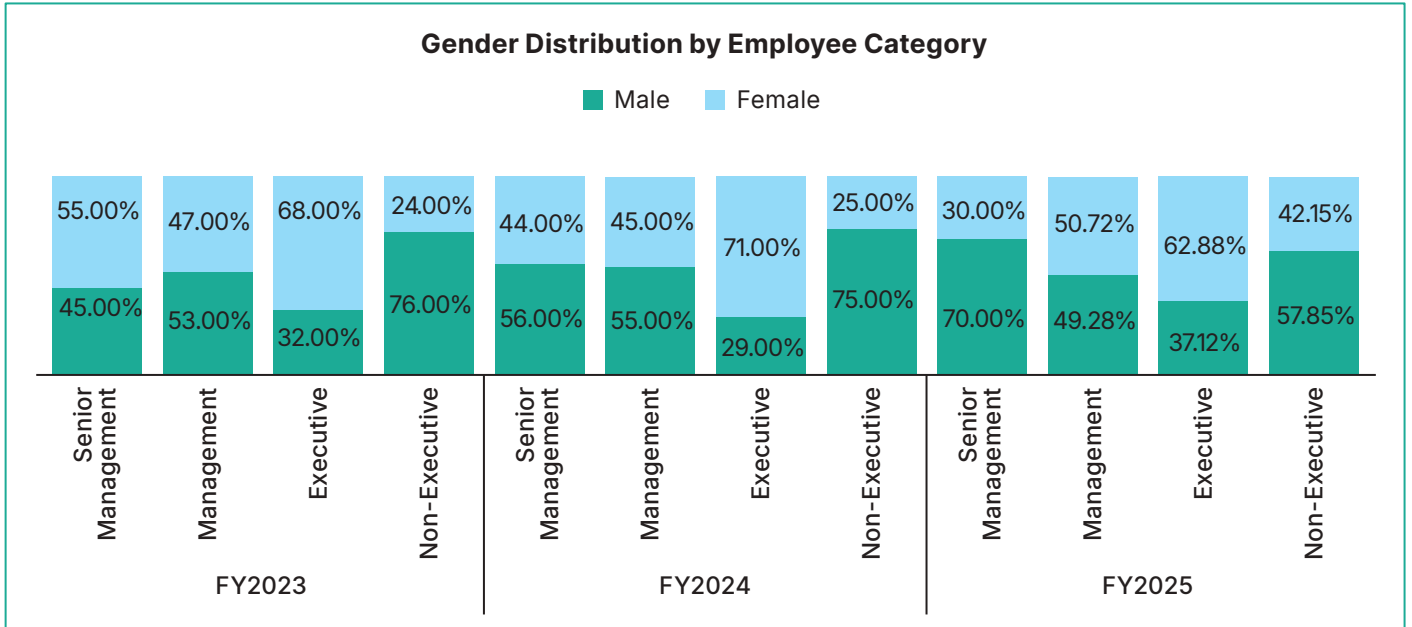
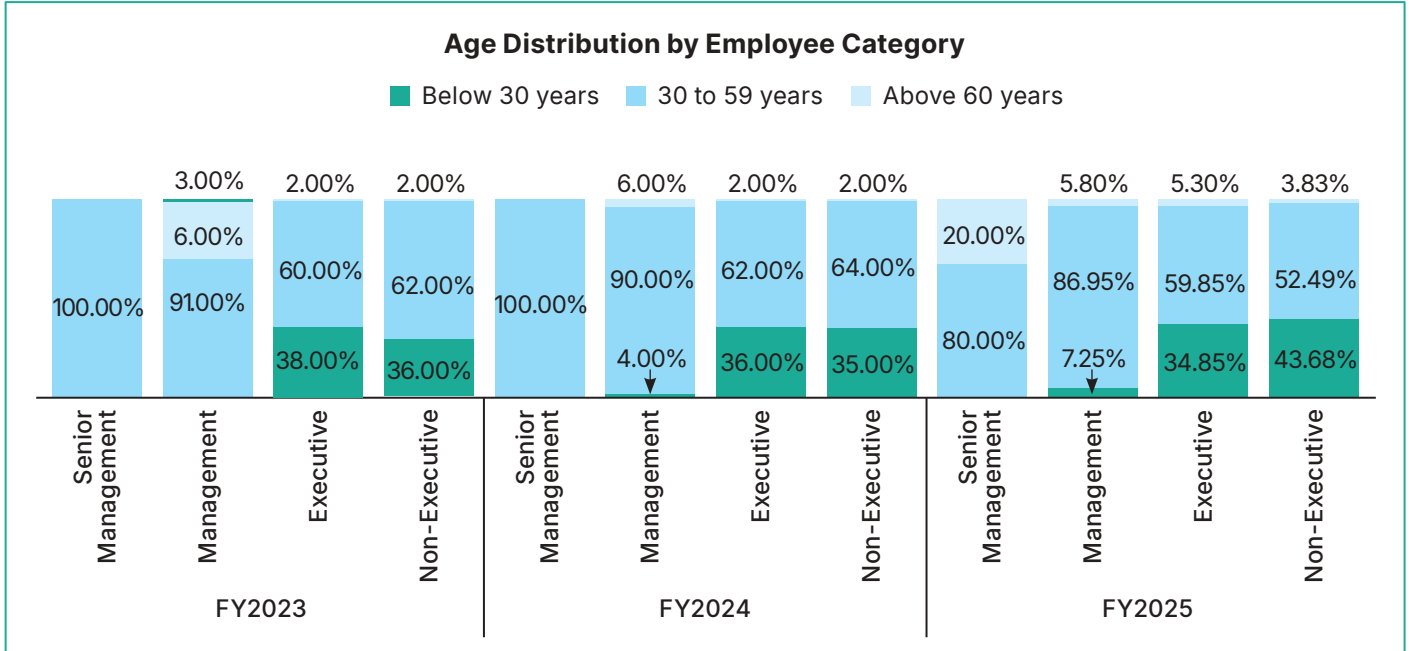
The Group places importance on responsible workforce practices, with ongoing efforts to support talent attraction, employee well-being, and the development of an inclusive and supportive work environment. Initiatives in training, engagement, and fair employment practices contribute to strengthening workforce stability over time, in line with the Group's evolving sustainability priorities.

Diversity and Equal Opportunity

The Group upholds diversity, inclusion and equal opportunity, ensuring all employment decisions are merit-based and free from bias or discrimination.



Sustainability Statement FY2025 (Continued)



Sustainability Statement FY2025 (Continued)

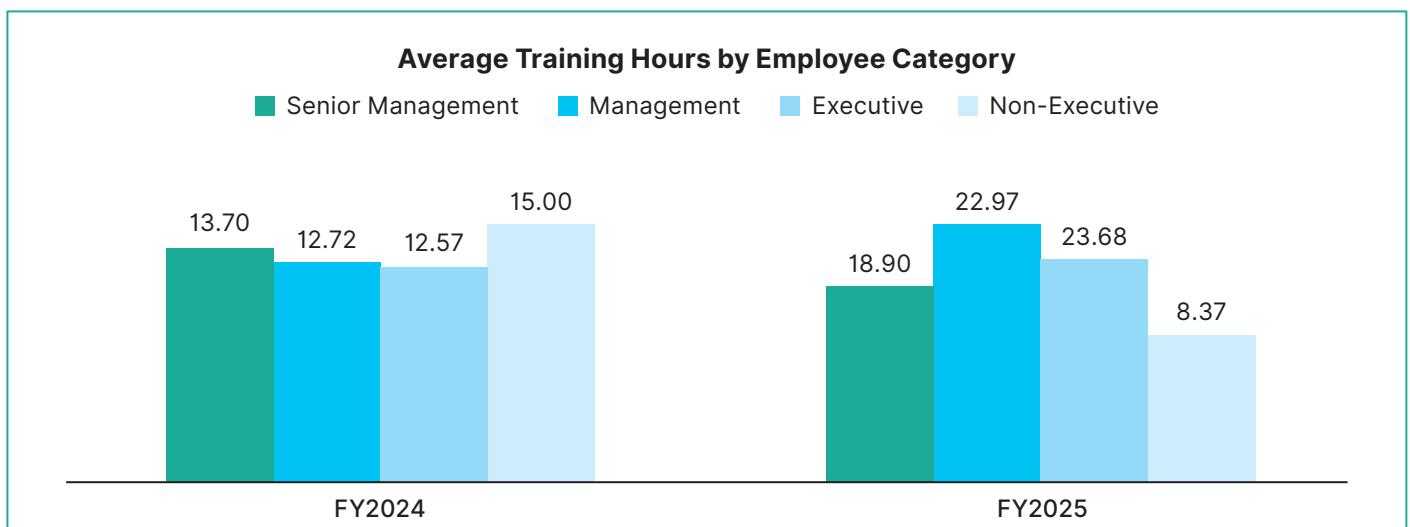
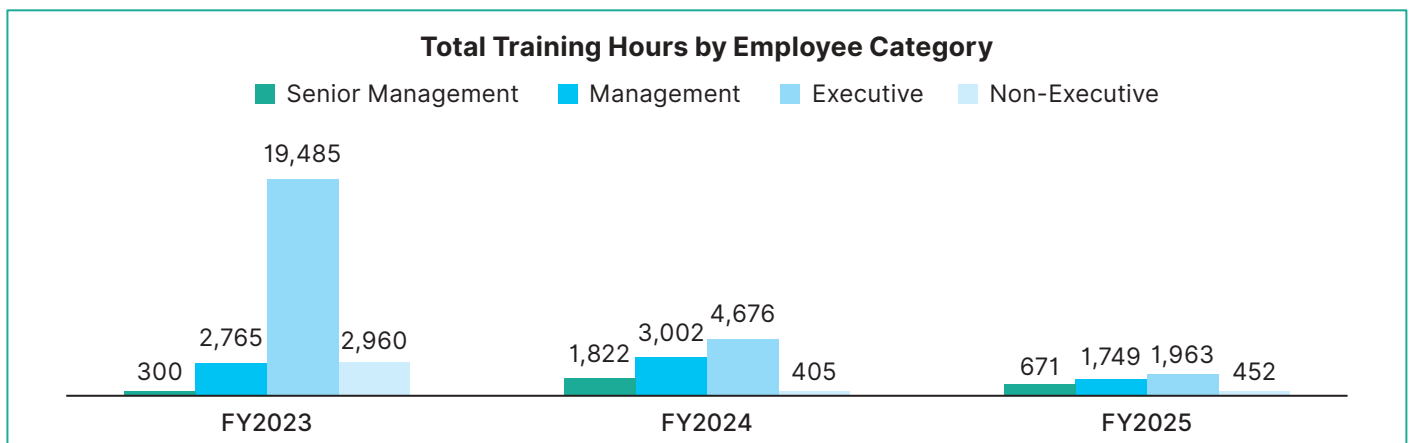
Learning and Development

NAIM recognises the importance of continuous learning in supporting employee development and long-term organisational performance. The Group provides learning workforce with the opportunities and tools, aimed at enhancing capabilities, improving performance, and strengthening workforce readiness.

Our Employee Development Strategy supports internal mobility, skill enhancement, and alignment with business priorities. This is achieved through a combination of external training programmes, regular learning updates, including “Together, Everyone Has a Talk” (TEH Talk) sessions, and an annual training calendar featuring monthly highlights on trending topics via the internal learning platform.

In FY2025, NAIM invested in employee training, delivering approximately 4,835 training hours, with an average of 10.16 hours per employee. Training initiatives focused on key operational and functional areas, including technical, corporate, sustainability, and support disciplines to strengthen workforce capability and operational efficiency.

NAIM continues to focus on key learning initiatives during FY2025, with emphasis on critical capability development areas to support business continuity and future growth.



Sustainability Statement FY2025 (Continued)

Supporting Job Creation in Local Community

Community Development

NAIM seeks to enrich communities and create shared value through initiatives such as infrastructure improvements, social investments and employee volunteerism that enhance quality of life in the areas where we operate.

In FY2025, NAIM contributed RM235,300 to schools, mosques and various organisations, with 98% channelled through Tabung Amanah NAIM to support 16 schools, reinforcing our commitment to education and community empowerment.



Presentation of the Tabung Amanah NAIM Academic Excellence Awards to 57 outstanding SPM 2024 students at SMK Methodist Sibul.

Year	FY2024	FY2025
Total amount invested in the community where the target beneficiaries are external to the listed issuer (RM)	542,183	235,300
Total number of beneficiaries of the investment in communities	340	354

Note: A “beneficiary” may comprise either an individual (such as an award recipient) or an entity (including schools, mosques and organisations) that receives a one-off contribution in the form of a donation or sponsorship.

Sustainability Statement FY2025 (Continued)

A Home for Hari Raya Crafting Joy for our Employee, Umar



As part of NAIM's commitment to supporting employees beyond the workplace, this initiative, which ran from October 2024 to March 2025, helped provide a safe and comfortable home for our employee, Umar and his family, who had been living in a dilapidated house with minimal amenities.

The handover coincided with 2025 Hari Raya Aidilfitri, turning it into more than just a housewarming, it became a meaningful celebration for Umar and his loved ones.

Total Value of Support: RM57,637.42

Driving Sustainable Growth Through Responsible Development

NAIM continues to integrate sustainability considerations across its operations, with environmental, social and governance aspects to guide its property and construction activities. We remain focused on supporting long-term value creation for our stakeholders and the communities we serve.

Other Information

Sustainability Performance Data Table

Naim Holdings Berhad

BMLR Transition Period

Date & Time: 2026-04-27 13:25:08

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Community Engagement	Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	235,300.00	—	No assurance
Community Engagement	Total number of beneficiaries of the investment in communities	Number	354	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Senior Management Below 30 Years Old	Percentage	0.00	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Senior Management 30 - 59 Years Old	Percentage	80.00	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Senior Management 60 Years Old and Above	Percentage	20.00	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Management Below 30 Years Old	Percentage	7.25	—	No assurance

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Sustainability Performance Data Table (Continued)

Naim Holdings Berhad
BMLR Transition Period

Date & Time: 2026-04-27 13:25:08

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Management 30 - 59 Years Old	Percentage	86.95	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Management 60 Years Old and Above	Percentage	5.80	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Executive Below 30 Years Old	Percentage	34.85	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Executive 30 - 59 Years Old	Percentage	59.85	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Executive 60 Years Old and Above	Percentage	5.30	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Non-Executive Below 30 Years Old	Percentage	43.68	—	No assurance

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Other Information

Sustainability Performance Data Table (Continued)

Naim Holdings Berhad

BMLR Transition Period

Date & Time: 2026-04-27 13:25:08

FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Non-Executive 30 - 59 Years Old	Percentage	52.49	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Non-Executive 60 Years Old and Above	Percentage	3.83	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Senior Management Male	Percentage	70.00	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Senior Management Female	Percentage	30.00	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Management Male	Percentage	49.28	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Management Female	Percentage	50.72	—	No assurance

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Sustainability Performance Data Table (Continued)

Naim Holdings Berhad

BMLR Transition Period

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FYE 31/12/2025

Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Executive Male	Percentage	37.12	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Executive Female	Percentage	62.88	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Non-Executive Male	Percentage	57.85	—	No assurance
Diversity	Bursa C3(a) Percentage of employees by gender and age group, for each employee category. Non-Executive Female	Percentage	42.15	—	No assurance
Diversity	Bursa C3(b) Percentage of directors by gender and age group Director Male	Percentage	71.40	—	No assurance
Diversity	Bursa C3(b) Percentage of directors by gender and age group Director Female	Percentage	28.60	—	No assurance
Diversity	Bursa C3(b) Percentage of directors by gender and age group Director Below 30 Years Old	Percentage	0.00	—	No assurance

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Sustainability Performance Data Table (Continued)

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Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Diversity	Bursa C3(b) Percentage of directors by gender and age group Director 30 - 59 Years Old	Percentage	28.60	—	No assurance
Diversity	Bursa C3(b) Percentage of directors by gender and age group Director 60 Years Old and Above	Percentage	71.40	—	No assurance
Health and Safety	Bursa C5(a) Number of work-related fatalities	Number	0	—	No assurance
Health and Safety	Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	—	No assurance
Health and Safety	Bursa C5(c) Number of employees trained on health and safety standards	Number	* 438	—	No assurance
Footnote 2025 The revision was made due to an initial input error and incomplete data compilation, which has now been rectified.					
Energy Management	Bursa C4(a) Total energy consumption	Megawatt	5,158.45	—	Internal
Emission Management	Bursa C11(a) Scope 1 emissions in tonnes of CO2e	tCO2e	93.05	—	Internal
Emission Management	Bursa C11(b) Scope 2 emissions in tonnes of CO2e	tCO2e	1,026.53	—	Internal
Emission Management	Bursa C11(c) Scope 3 emissions in tonnes of CO2e (business travel and employee commuting)	tCO2e	172.03	—	Internal
Waste Management	Bursa C10(a) Total waste generated	Tonnes	86.98	—	No assurance
Waste Management	Bursa C10(a)(i) Total waste diverted from disposal	Tonnes	48.09	—	No assurance
Waste Management	Bursa C10(a)(ii) Total waste directed to disposal	Tonnes	38.89	—	No assurance

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Sustainability Performance Data Table (Continued)

Naim Holdings Berhad

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Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Water Management	Bursa C9(a) Total volume of water used	Megalitres	302.19	—	Internal
Labour Practices and Standards	Bursa C6(a) Total hours of training by employee category Senior Management	Hours	671.00	—	No assurance
Labour Practices and Standards	Bursa C6(a) Total hours of training by employee category Management	Hours	1,749.00	—	No assurance
Labour Practices and Standards	Bursa C6(a) Total hours of training by employee category Executive	Hours	1,963.00	—	No assurance
Labour Practices and Standards	Bursa C6(a) Total hours of training by employee category Non-Executive	Hours	452.00	—	No assurance
Labour Practices and Standards	Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	45.80	—	No assurance
Labour Practices and Standards	Bursa C6(c) Total number of employee turnover by employee category Senior Management	Number	5	—	No assurance
Labour Practices and Standards	Bursa C6(c) Total number of employee turnover by employee category Management	Number	39	—	No assurance

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Sustainability Performance Data Table (Continued)

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Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Labour Practices and Standards	Bursa C6(c) Total number of employee turnover by employee category Executive	Number	55	—	No assurance
Labour Practices and Standards	Bursa C6(c) Total number of employee turnover by employee category Non-Executive	Number	101	—	No assurance
Labour Practices and Standards	Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	—	No assurance
Supply Chain Management	Bursa C7(a) Proportion of spending on local suppliers operating from and in Sarawak	Percentage	85.00	—	No assurance
Data Privacy and Security	Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	—	No assurance
Anti-Corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category Senior Management	Percentage	100.00	—	No assurance
Anti-Corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category Management	Percentage	100.00	—	No assurance

Sustainability Performance Data Table (Continued)

Naim Holdings Berhad
BMLR Transition Period

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Sustainability Matter	Metric	Measurement Unit	2025	Target	Assurance
Anti-Corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category Executive	Percentage	100.00	—	No assurance
Anti-Corruption	Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category Non-Executive	Percentage	100.00	—	No assurance
Anti-Corruption	Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	—	No assurance
Supply Chain Management	Bursa C7(e) Proportion of spending on local suppliers operating from and in Sarawak	Percentage	85.00	—	No assurance
Footnote Sustainability Matter	This row has been deleted.				



NAIM staff gathered at a Valeria unit, Desa Damai Miri.