

## Sustainability Statement FY2024



### SOCIAL

At MSC, we strive to build a responsible and people-centred organisation. We prioritise employee well-being, ethical labour practices, and community engagement to create a positive social impact. Through fair employment standards, workplace safety, and meaningful contributions to society, we aim to cultivate a sustainable and inclusive environment for our workforce and stakeholders.

#### HUMAN RIGHTS & FAIR LABOUR PRACTICES

##### Why is This Important?

At our core, we believe that respecting human rights is not just a box to tick, but a fundamental responsibility. A safe and respectful workplace fosters a more engaged and productive workforce. This translates to increased innovation, higher employee satisfaction, and reduced absenteeism, fostering a sense of shared purpose with our employees. Additionally, respecting human rights builds integrity and trust within the local communities. This supports social development and provides a stable operating environment for our business.

##### Our Approach

At MSC, we recognise that our employees are our greatest asset. That is why we are committed to upholding human rights, maintaining ethical employment practices, and creating a safe, inclusive, and supportive work environment.

Our employment practices comply with Malaysian labour laws, including the Employment Act 1955, Industrial Relations Act 1967, and relevant amendments. To strengthen our pledge, MSC's Labour Policy aligns with international standards such as the UN Guiding Principles on Business and Human Rights, and incorporates industry-related frameworks from the ITA and RMI. These frameworks guide how we manage labour practices responsibly across our operations and supply chain in line with global expectations.

We continuously assess human rights impact within our operations and take steps to address them proactively. Our policies are regularly updated to reflect regulatory developments and evolving industry norms.



● Operational discussion

The MSC Employee Handbook serves as a key resource in reinforcing our fair labour practices. It outlines guidelines on workplace conduct, hiring, grievance handling, and anti-harassment. Key policies embedded in the handbook include the Harassment Policy, Employee Practices Policy, Recruitment Policy, and Ethics Policy, among others.

We have a zero-tolerance stance on workplace harassment. All employees, including managers, are briefed on the matter during onboarding orientation, and the policy is clearly outlined in the Employee Handbook. Across the Group, we promote respectful behaviour and equal opportunities regardless of background, gender, or beliefs.

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| Labour Standard                                  | MSC's Response and Approach   |
|--|---|
| Child Labour                                     | We maintain a strict prohibition against all forms of child labour across our business operations. No individuals under the age of 16 are employed, in line with our Labour Policy and the Children and Young Persons (Employment) Act 1966.  |
| Forced Labour                                    | We have a zero-tolerance approach against involuntary labour throughout MSC and our supply chain. Our Labour Policy strictly prohibits forced labour. All employment is based on free will, and employees are guaranteed freedom of movement and employment, with clearly defined contracts that uphold their rights and protections.   |
| Discrimination                                   | Our Employment Practice Policy and Labour Policy promote a workplace built on fairness and mutual respect. Any form of discrimination, including sex, marital status, ethnicity, social origin, colour, sexual orientation, age, religion, or political beliefs, is not permitted. We practise equal opportunities across all aspects of employment, and these principles are communicated during employee onboarding.  |
| Working Hours                                    | MSC fully adheres to applicable labour laws and regulations on working hours and overtime, as stipulated in the Employment Act (Amendment) 2022. Our mining and smelting facilities operate within the prescribed 45-hour workweek limit. Overtime is tracked to prevent excessive workloads, as stated in our Employee Handbook. Furthermore, we engage in collective bargaining agreements with workers' unions to affirm fair and transparent employment terms, including working hours.                   |
| Humane Treatment                                 | We firmly oppose all forms of inhumane, degrading treatment, or abuse at MSC, as reflected in our Harassment Policy stipulated within the Employee Handbook.  |
| Freedom of Association and Collective Bargaining | <p>Employees are free to join trade unions and engage in collective bargaining. We encourage open communication between employees and management while upholding the right to freedom of association and unionisation, as outlined in our Code of Conduct.</p> <p>As of end-2024, 64.0% of our mining employees are members of the National Mining Workers' Union of Peninsular Malaysia, while 70.4% of our smelting employees are members of the National Union of Industrial Mineral Smelting Workers.</p> |
| Health and Safety                                | Safety is a top priority at MSC. We provide site-specific safety training and instructions to prevent workplace hazards and ensure a secure working environment. Our Occupational Safety & Health Policy reinforces this commitment.  |
| Wages and Benefits                               | We ensure that our compensation packages adhere to applicable wage laws, including the Minimum Wages Order 2022. We conduct periodic reviews to ensure our remuneration practices align with industry standards.  |
| Grievance Mechanism                              | Employees can raise workplace concerns through a formal grievance mechanism and reporting channel. This system ensures the timely resolution of workplace matters, including human rights issues, fostering a fair and transparent work environment.  |

# Sustainability Statement FY2024

## Our Performance

In FY2024, MSC complied with all labour standards, laws, and regulations and received zero (0) substantiated complaints regarding human rights violations.



|   | FY2022 | FY2023 | FY2024 |
|---|--------|--------|--------|
| Number of substantiated complaints concerning human rights violations | 0      | 0      | 0      |
| Total employees covered by collective agreements                      | 46.7%  | 48.1%  | 52.8%  |

## DIVERSITY & EQUAL EMPLOYMENT OPPORTUNITY

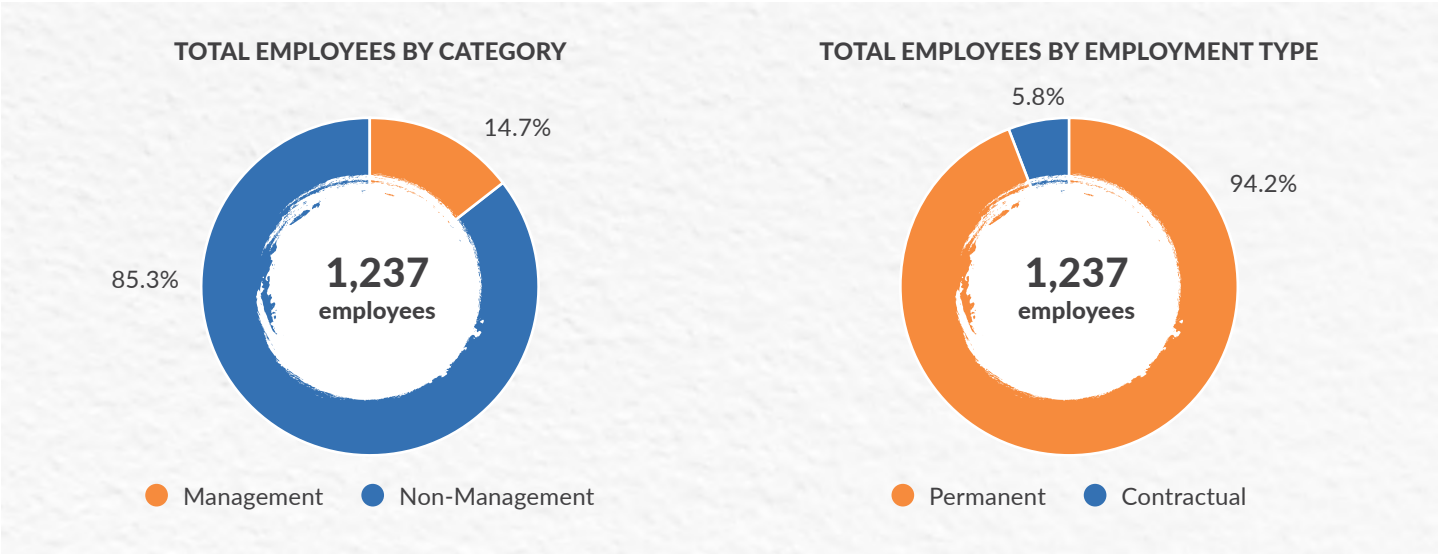
### Why is This Important?

A diverse workforce, comprised of individuals with unique backgrounds and experience, fuels creativity and innovation. Different viewpoints lead to a broader range of solutions, allowing us to tackle industry hurdles and develop new technologies that propel us forward. In line with this, we seek to promote equal employment opportunities and non-discrimination across the Group.

### Our Approach

At MSC, we strive to create a workplace that embraces diversity and promotes equal opportunity for all—regardless of gender, race, age, religion, or background. Our approach to diversity is anchored in the principle of equal opportunity employment. We practise fair and merit-based hiring and promotion practices across all levels, ensuring that every individual is treated with respect and dignity. This commitment is embedded in the Group’s Employment Practice Policy and Recruitment Policy within the Employee Handbook. With a zero-tolerance policy for discrimination, we also provide clear grievance mechanisms to uphold a fair and supportive work environment.

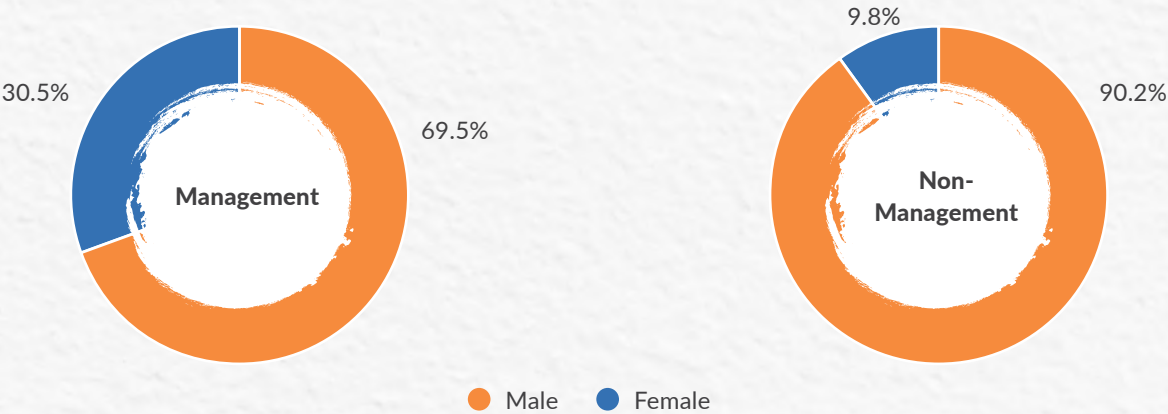
## Our Performance



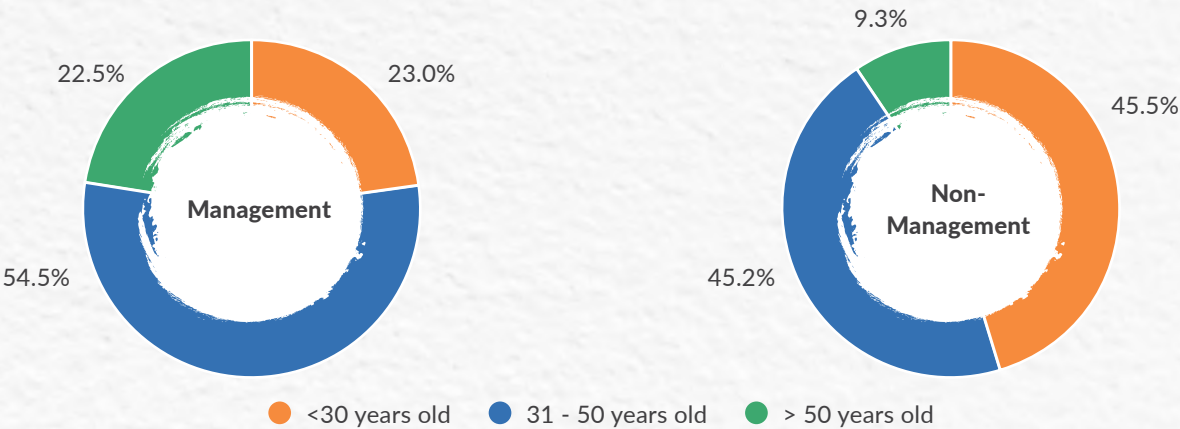


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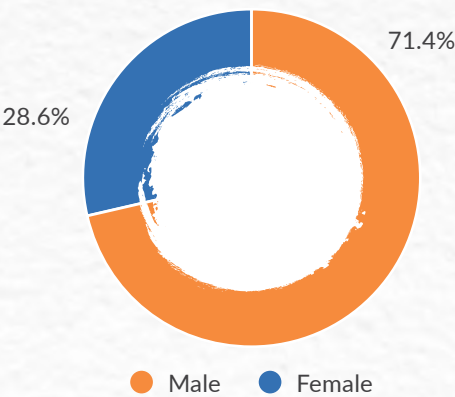
EMPLOYEE GENDER BY CATEGORY



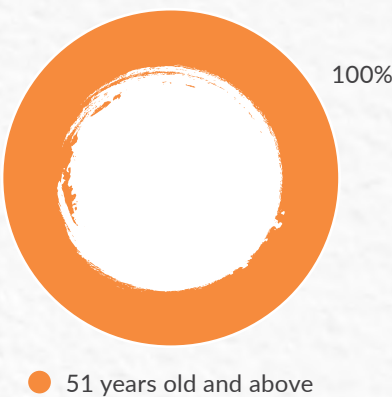
EMPLOYEE AGE BY CATEGORY



DIRECTORS BY GENDER



DIRECTORS BY AGE GROUP



## Sustainability Statement FY2024

### TALENT MANAGEMENT

#### Why is This Important?

A skilled and empowered workforce is essential in navigating today's competitive landscape. Such a talent pool fosters a culture of innovation, adaptability, and resilience—all crucial for sustained success. By empowering our employees, we develop a highly engaged and high-performing workforce that drives progress.

#### Our Approach

The tin industry is constantly evolving, with new technologies and processes emerging at a rapid pace. By investing in talent development programmes, we continue to remain at the forefront of innovation, enhancing the Group's competitive edge. Our employees become more adaptable, readily acquiring new skills, and embracing change. This agility positions MSC to thrive within this dynamic industry.

#### Talent Attraction

MSC consistently seeks individuals who share our vision and values. We do not just wait for talent but go to where the talent is. This proactive approach is exemplified by our participation in targeted events like the MSC Career Fair at Kuala Lumpur Convention Centre on 26 October 2024, providing an ideal platform to directly connect with promising candidates. We also brought career opportunities closer to local communities near our mining operations as we held an open interview session during *Program Santuni Madani* at Sekolah Kebangsaan Kuak Hulu on 22 November 2024.

In addition to on-the-ground outreach, MSC strategically uses diverse digital channels such as JobStreet, Facebook, Telegram, and WhatsApp to ensure our job vacancies reach the widest possible audience.

Our human capital efforts are supported by competitive compensation packages and comprehensive benefits, aligned to market standards. Our packages include a wide range of benefits, such as annual leaves, medical coverage, and EPF contribution higher than the statutory rate, to name a few. We maintain performance-driven reward systems, offering annual bonuses, merit-based salary increments, and clear opportunities for career advancement.

We are also focused on nurturing the next generation of industry talent through internship and graduate placement programmes. These initiatives offer students and young professionals meaningful



● Career Fair at KLCC



● Program Santuni Madani

hands-on experience, helping them build practical skills in real-world settings. By investing in early career development, MSC not only supports youth employability but also cultivates a future-ready talent pipeline aligned with our culture of innovation and growth.

#### Talent Development & Training

We equip our employees with the skills and knowledge required to thrive today and in the future. Guided by our Training and Development Policy, MSC provides targeted learning opportunities across all levels. We assess our workforce training needs via annual performance reviews and feedback mechanisms.

In FY2024, we expanded our learning and development efforts to include a wider range of technical and soft skills training, sustainability and ESG-related modules, and leadership programmes.

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● Employee training programme



164

TRAINING PROGRAMMES  
IN FY2024

3,860

OF TOTAL TRAINING HOURS  
IN FY2024

## Our Performance

In FY2024, we invested RM275,235 in staff development, with the number of external training programmes increasing to 164 programmes, from 93 in FY2023. Altogether, employees clocked 3,860 hours of training.

At the same time, voluntary turnover rate was lower for both Management and Non-Management employees in FY2024 as a result of our measures to provide a supportive and dynamic workplace.

|   | FY2022     | FY2023     | FY2024    |
|---|------------|------------|-----------|
| <b>Employee voluntary turnover rate</b> |            |            |           |
| - Management                            | 13.6%      | 23.5%      | 7.0%      |
| - Non-Management                        | 11.1%      | 23.9%      | 8.5%      |
| <b>Investment in staff development</b>  | RM107,465* | RM170,942* | RM275,235 |
| <b>Training programmes</b>              | 139*       | 93*        | 164       |
| <b>Total training hours</b>             | 6,693*     | 2,294*     | 3,860     |
| - Management                            | 1,378*     | 1,400*     | 2,690     |
| - Non-Management                        | 5,315*     | 894*       | 1,170     |

\*Restated.

## Sustainability Statement FY2024

### OCCUPATIONAL SAFETY & HEALTH

#### Why is This Important?

MSC prioritises safety. A healthy and safe workforce is essential for productivity, engagement, and operational efficiency. By proactively minimising accidents and injuries, we reduce absenteeism, costs, and potential liabilities. A strong Occupational Safety and Health (“OSH”) policy protects our employees, safeguards our reputation, and ensures the Group’s long-term sustainability.

#### Our Approach

As a company operating in the tin mining and smelting industry, MSC is fully aware of the occupational hazards associated with our operations. Employees are exposed to risks such as handling heavy machinery and inhaling dust and fumes, making workplace safety a top priority. Our focus on safety is embedded throughout our operations via risk management and system improvements.

#### OSH Framework

Our OSH Policy aligns with Malaysia’s Occupational Safety and Health Act 1994 and extends to all personnel working within our facilities, as well as contractors and other stakeholders.

We take a proactive approach to risk prevention by assessing workplace hazards and implementing measures to minimise them. A key part of this is our Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) framework, which adheres to ISO 45001:2018 standards. Risk assessments are conducted for both new and existing operations to uncover potential hazards and drive improvements.

#### Safety Oversight and Emergency Preparedness

Oversight of our safety framework is led by the OSH Committee, comprising both management and worker representatives. Its responsibilities include reviewing and updating safety policies, overseeing the HIRARC framework, engaging in regular discussions with worker representatives, and conducting safety training.

To ensure readiness in emergencies, we maintain ERTs at each operating site. Our ERT teams are equipped with essential safety tools, including first-aid kits, fire extinguishers, and personal protective equipment (“PPE”). Meanwhile, climate-related emergency response plans are in place, including clear evacuation procedures, maintenance of infrastructure and drainage systems, and regular simulation drills, among others.

#### Compliance and Continuous Improvement

To uphold high safety standards, MSC monitors key safety performance indicators and conducts internal and external audits. Our safety certifications underscore our focus on maintaining rigorous standards:

- ISO 45001:2018 for Occupational Health & Safety Management at RHT Tin Mine and Pulau Indah smelter.
- ISO 39001:2012 for Road Traffic Safety Management at RHT Tin Mine.

#### Board Oversight

The Board maintains oversight of safety-related matters as part of its corporate governance responsibilities. Safety performance and initiatives are regularly reviewed by the Board based on updates from the management team. These discussions are incorporated into strategic decision-making to align workplace safety with MSC’s broader business objectives. Performance is tracked through key safety indicators to support continuous improvement.

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### Safety Initiatives in FY2024

The Group continued to implement a range of health and safety initiatives during the year. These programmes focused on occupational health monitoring, capacity building, emergency readiness, and employee well-being. Key initiatives include:

|                                      |   |
|--------------------------------------|---|
| OCCUPATIONAL<br>HEALTH<br>MONITORING | <p><b>Audiometric Testing:</b> Conducted for employees in high-noise areas at RHT Tin Mine.</p> <p><b>Chemical Health Risk Assessment ("CHRA"):</b> Focused on employees exposed to hazardous chemicals, especially in contractor workshops.</p> <p><b>Medical Surveillance:</b> Ongoing health check-ups for high-risk roles to identify early symptoms of occupational illness.</p>   |
| WORKPLACE<br>SAFETY &<br>COMPETENCY  | <p><b>Welding Competency Assessments:</b> Conducted at Akademi Binaan Malaysia Perak premises in Lumut to ensure safe equipment handling.</p> <p><b>Vehicle and Equipment Inspections:</b> Regular assessments to ensure safe operation and regulatory compliance.</p> <p><b>Operator Licensing Audits:</b> Implemented at RHT under the earth moving equipment ("EME") Standown Programme.</p>                                 |
| AWARENESS &<br>TRAINING              | <p><b>Safety Induction:</b> Mandatory for new hires and contractors.</p> <p><b>Safety Initiatives:</b> Overhead crane training at Butterworth, and emergency response drills at RHT and Pulau Indah.</p> <p><b>Committee Engagements:</b> Regular safety dialogues through the OSH Committee and Road Safety Subcommittees.</p> <p><b>OPS Motorcycle Programme:</b> Safety rule enforcement and PPE checks at RHT Tin Mine.</p> |
| COMMUNITY<br>& HEALTH<br>CAMPAIGNS   | <p><b>Health Awareness:</b> Campaigns on HIV/AIDS, malaria, and tuberculosis.</p> <p><b>Blood Donation &amp; Fogging:</b> To support workforce health and prevent vector-borne illnesses.</p>   |



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### Safety-Related Targets

MSC has established clear safety-related targets supporting our broader objective to continually strengthen workplace safety:

- Zero compoundable offences under the Occupational Safety and Health Act.
- Achieving 250,000 working manhours without lost-time injuries.
- Reducing forklift-related incidents by 40% compared to the previous year.

### Our Performance

In FY2024, the Group recorded 43 lost-time injuries ("LTIs"), and one (1) fatality.

The fatal incident occurred at the RHT Tin Mine as a result of an equipment-related incident during site earthworks, which led to a fatal injury. Immediate action was taken to secure the site and assist with emergency response. Following the incident, we improved safety controls by enhancing physical barriers around work areas, improving site communication systems, and reinforcing operator competency requirements through refresher training and supervision.

Meanwhile, the LTIs primarily involved minor incidents such as hand injuries from manual handling, slips and falls during maintenance tasks, and lacerations caused by the use of sharp tools. While most cases were non-life threatening, each was treated seriously with site-specific investigations and corrective actions. These included re-briefing affected teams on safe work procedures, updating risk assessments, and reinforcing the use of PPE. Additional toolbox meetings and safety briefings were conducted to improve awareness and embed preventive measures in daily operations.

|  | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|
| Percentage of MSC's sites with ISO 45001:2018          | 33%    | 67%    | 50%    |
| Total safety-related programmes and training sessions  | 46     | 86     | 65     |
| Total employees trained on health and safety standards | 1,320  | 1,274  | 1,498  |
| Total workplace safety inspections                     | 32     | 40     | 40     |
| No. of lost-time injury (LTI)                          | 33     | 45     | 43     |
| - Employees  | 30     | 34     | 35     |
| - Contractors  | 3      | 11     | 8      |
| LTI rate per 200,000 manhours worked                   | 0.8    | 1.8    | 1.8    |
| No. of fatalities (Employee & Contractors)             | 0      | 0      | 1      |

### COMMUNITY ENGAGEMENT

#### Why is This Important?

Our success is intricately linked to the well-being of the communities we operate within. Fostering positive and collaborative relationships with our neighbours is not just a social responsibility, it is a strategic imperative for our long-term sustainability.

We are cognisant of the potential impacts of our industry. With this in mind, we engage with the surrounding communities to understand their feedback and work collaboratively to address them. This approach builds trust, transparency, and helps us minimise any negative effects our operations may have.

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### Our Approach

We seek to implement meaningful initiatives that directly contribute to community development. Our CSR efforts in FY2024 focused on education, community welfare, healthcare, and cultural engagement.

### Investing in Education

Education is a cornerstone of community development, and MSC remains dedicated to supporting the next generation of leaders. In FY2024, we provided financial support to the surrounding schools namely, Sekolah Kebangsaan Klian Intan and Sekolah Menengah Kebangsaan Landang Kerbau for their student excellence awards. These awards recognise outstanding academic achievements, motivating students to excel in their studies.

Meanwhile, our Internship Programme provides undergraduates practical industry experience in mining operations, engineering, and corporate functions, among others. In FY2024, we welcomed 20 interns from various Malaysian universities, regularly collaborating with alumni networks to reach promising students.

To further ease financial burdens on deserving students, our MSCB Scholarship Programme continues to offer financial aid to deserving individuals pursuing higher education. This initiative reflects our belief that investing in education today will shape a brighter future for both individuals and the industry as a whole.



**20**  
INTERNS IN FY2024

### Supporting Community Well-being

MSC remains involved in community welfare, contributing to programmes that enhance the quality of life for local residents. During Ramadan 2024, we provided essential food supplies to Masjid Klian Intan and supported underprivileged families, ensuring they could observe the holy month with dignity and comfort. Additionally, in celebration of Hari Raya Haji, we contributed livestock for community sacrifices, allowing more families to partake in the festive occasion.

Recognising the challenges faced by employees and their families during unforeseen hardships, we also extended financial assistance to employees affected by natural disasters and unforeseen circumstances.



● Contribution for Hari Raya Haji

### Promoting Health and Sustainability

Good health is fundamental to a thriving community. In FY2024, MSC continued to invest in public healthcare by providing financial aid for the purchase of essential medical equipment at Klinik Kesihatan Klian Intan. These contributions support access to quality medical care for local residents, allowing them to receive timely and proper treatment.

### Sports and Cultural Engagement

Sports and cultural activities play a vital role in bringing communities together and promoting a sense of unity. In FY2024, MSC sponsored the Bowling Tournament and Klian Intan Football Tournament, encouraging youth participation in sports and fostering teamwork, discipline, and healthy competition. Beyond sports, we also contributed to local cultural festivals and community programmes, ensuring that traditions and heritage continue to be celebrated and passed down through generations.



● Bowling Tournament

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Charitable donation to orphanage



Charitable donation to SK Seri Bidor



Staff welfare

Our Performance

In FY2024, MSC invested approximately RM215,000 in external CSR initiatives, benefitting 116 individuals. Our contributions supported scholarships, internship placements, school donations, and financial aid for employees facing hardships.

Beyond education, we strengthened our community presence by sponsoring local sports events, engaging in cultural celebrations, and implementing welfare programmes that address critical social needs.



**~RM215,000**  
INVESTMENT IN EXTERNAL CSR  
ACTIVITIES IN FY2024



**116**  
BENEFICIARIES OF CSR  
PROGRAMMES IN FY2024

|  | FY2022    | FY2023    | FY2024    |
|--|-----------|-----------|-----------|
| Total amount invested where target beneficiaries are external to MSC | RM778,136 | RM260,521 | RM214,534 |
| Total number of beneficiaries of the investment in communities       | *         | 110       | 116       |

\*Data was not tracked in respective year.



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### GOVERNANCE

MSC upholds strong governance practices by fostering transparency, ethical business conduct, and robust risk management. Our pledge to integrity ensures compliance with regulatory requirements, reinforces stakeholder trust, and safeguards the long-term sustainability of our operations.

#### CORPORATE GOVERNANCE & ETHICAL PRACTICES

##### Why is This Important?

Good governance and ethical business practices are the backbone of MSC's success. As a global tin producer, we operate in a regulated industry where transparency, accountability, and integrity are crucial in building trust with stakeholders. Strong governance helps us stay compliant with international standards, prevent unethical practices like corruption and bribery, and manage risks effectively. By embedding ethical decision-making across our operations, we strengthen business resilience and protect our reputation as a reputable integrated tin group.

##### Our Approach

Our commitment to integrity and transparency is reflected in the comprehensive policies and governance structures implemented at MSC. These include the Group's Whistleblowing Policy, and Anti-Corruption and Anti-Bribery Policy ("ACAB") Policy, both available in English and Malay languages on our corporate website at [www.msmelt.com](http://www.msmelt.com).

During the year, we strengthened our internal controls as we introduced new policies to enhance operational efficiency and workplace standards at our smelting facilities:

- **Handphone Usage Policy:** Regulates mobile device usage to minimise distractions, enhance productivity, and maintain workplace safety.
- **Zero Incident Policy:** MSC has adopted a Zero Incident Policy, with procedures for accident and incident reporting and investigation outlined under the Safety & Health SOP. A supporting flowchart is available to guide effective implementation.

We also updated key policies to align with latest regulatory requirements, including the ACAB Policy, Sexual Harassment Policy, and the Ethics and Recruitment Policy.

We remain steadfast to legal and regulatory compliance, adhering to all applicable laws, including the Malaysian Anti-Corruption Commission ("MACC") Act 2009 and the MACC (Amendment) Act 2018.

##### Anti-Corruption

Our Group upholds a zero-tolerance stance against corruption and bribery, ensuring all business dealings are conducted with transparency, fairness, and integrity. To reinforce this commitment, our ACAB Policy establishes clear guidelines and procedures to prevent and combat corruption in all forms, including bribery, embezzlement, and abuse of power. The policy is communicated to employees through onboarding briefings on the Employee Handbook and mandatory periodic training sessions conducted by the MACC.



● Display board of MSC Corporate Policies

Our approach to governance is further strengthened by corruption risk assessments, integrated into the Group's risk management framework. In addition, we provide training sessions on integrity and anti-corruption to employees and directors, reinforcing ethical decision-making across all levels of our organisation.

Our ISO 37001:2016 certification for the Anti-Bribery Management System ("ABMS") at RHT further underscores our pledge to international best practices, establishing robust procedures for preventing and addressing bribery. Oversight of the ABMS implementation is led by the Integrity Governance Unit ("IGU") at RHT, which plays a proactive role in promoting awareness, training, and policy enforcement. The IGU incorporates integrity and anti-bribery awareness into induction courses for new hires and ensures that key policies and information are prominently displayed on notice boards across our mining sites. To uphold our zero-tolerance approach, RHT ensures its Integrity and Anti-Bribery Policy applies to intermediaries, as well, including contractors and agents, promoting ethical conduct across all business engagements.



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### Whistleblowing

Our Whistleblowing Policy fosters a culture of transparency and accountability by empowering employees, customers, contractors, suppliers, and other stakeholders to report concerns regarding unethical behavior, fraud, corruption, or violations of company policies and legal requirements. This policy provides a secure, confidential, and retaliation-free mechanism for individuals to voice their concerns. Reports can be submitted anonymously through a secure channel, guaranteeing whistleblowers full protection and assurance of confidentiality while enabling the Group to address incidents of misconduct proactively.

### Our Performance

In FY2024, MSC incurred no fines, penalties or settlements related to corruption. The Group also made zero (0) monetary contributions to political parties or candidates.

In FY2024, we conducted a corruption risk assessment covering 100.0% of our mining operations under RHT, representing 33.3% of the Group's active sites. Additionally, 50.5% of the Group's employees attended anti-corruption training. To indicate compliance, all employees and business associates are required to take an Anti-Bribery Pledge.

|  | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|
| Number of confirmed corruption incidents                                 | 0      | 1      | 0      |
| Fines, penalties, or settlements in relation to corruption (RM)          | 0      | 0      | 0      |
| Monetary contributions to political parties or candidates (RM)           | 0      | 0      | 0      |
| Disciplinary cases of staff due to non-compliance with policy            | 0      | 13     | 1      |
| Percentage of MSC's operations that underwent corruption risk assessment | 100.0% | 33.3%  | 33.3%  |
| <b>Anti-corruption training by employee category</b>                     |        |        |        |
| Management   | 5.2%   | 2.6%   | 0.2%   |
| Non-Management   | 10.1%  | 11.3%  | 50.3%  |

### DATA PRIVACY & SECURITY

#### Why is This Important?

In today's digital age, where cyber threats are constantly evolving, safeguarding stakeholder data is more critical than ever. We understand that the personal and confidential information entrusted to us—including identity information, medical records, employment history, banking details, and performance data—is a valuable asset that, if compromised could lead to financial loss, reputational damage, and legal repercussions. As custodians of this information, we have a fundamental responsibility to prevent data leaks, breaches, or unauthorised access that could compromise our stakeholders' sensitive information.

#### Our Approach

We work towards maintaining high standards of data privacy and security, demonstrating full compliance with relevant regulations, including the Personal Data Protection Act ("PDPA") 2010. Our approach extends beyond obtaining consent, incorporating proactive measures including:

- Secure Storage & Access Control**

Digital records are stored on our internal servers, fortified with restricted access protocols and accessible only to authorised personnel through secure password authentication. Meanwhile, physical documents are securely stored in locked

cabinets within designated access-controlled rooms, adding an extra layer of protection against unauthorised access.

- Cybersecurity**

During the year, we deployed Endpoint Detection and Response ("EDR") solutions, which provide tracking and analysis of endpoint activities—such as user logins and file access via mobile devices or computers—to detect, investigate, and mitigate security threats in real time. Additionally, we enforce regular software and security patching to promptly address vulnerabilities, ensuring a resilient and secure information technology ("IT") infrastructure. We further enhance our defences with penetration testing, using audits and ethical hacking to identify and remediate potential security gaps in networks, applications, and systems.

### Our Performance

In FY2024, there were zero (0) substantiated complaints concerning breaches of customer privacy and losses of customer data.

|  | FY2022 | FY2023 | FY2024 |
|--|--------|--------|--------|
| Substantiated complaints concerning breaches of customer privacy and losses of customer data | 0      | 0      | 0      |

## Sustainability Statement FY2024

## Performance Data Table from Bursa Malaysia's ESG Reporting Platform

| Indicator   | Measurement Unit | 2022          | 2023          | 2024             |
|---|------------------|---------------|---------------|------------------|
| <b>Supply Chain Management</b>  |                  |               |               |                  |
| Bursa C7(a) Proportion of spending on local suppliers   | Percentage       | -             | 44.00*        | 56.30            |
| <b>Environmental Compliance</b>   |                  |               |               |                  |
| Total costs of environmental fines and penalties during financial year  | MYR              | 0.00          | 0.00          | 0.00             |
| Percentage of sites covered by recognized environmental management systems such as ISO14001 or EMAS                                   | Percentage       | 33.33         | 33.33         | 33.30            |
| <b>Climate Change &amp; Energy Management</b>   |                  |               |               |                  |
| Bursa C4(a) Total energy consumption  | Megawatt         | 43,313.25     | 43,503.71     | 46,633.14        |
| Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e   | Metric tonnes    | -             | 127,122.20    | 117,212.70       |
| Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e   | Metric tonnes    | -             | 19,826.00     | 19,078.00        |
| Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting) | Metric tonnes    | -             | -             | No Data Provided |
| <b>Water &amp; Effluents Management</b>   |                  |               |               |                  |
| Bursa C9(a) Total volume of water used  | Megalitres       | 1,814.891000  | 2,037.259000  | 1,953.271000     |
| Company discloses the number and/or proportion of facilities, assets, production, revenue in water-stressed regions                   | Number           | 0             | 0             | 0                |
| Does the company disclose the number of incidents of non-compliance with water quality/quantity permits, standards and regulations    | Number           | 0             | 0             | 0                |
| Three years of total water discharge data is disclosed by destination - Ocean   | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water discharge data is disclosed by destination - Surface water   | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water discharge data is disclosed by destination - Subsurface / well   | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water discharge data is disclosed by destination - Off-site water treatment                                      | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water discharge data is disclosed by destination - Beneficial / other use  | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water discharge data is disclosed by destination - Total   | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water withdrawal data is disclosed by source - Surface water from rivers, lakes, natural ponds                   | Cubic meters     | 1,445,000.00  | 1,563,000.00  | 1,381,062.00     |
| Three years of total water withdrawal data is disclosed by source - Groundwater from wells, boreholes                                 | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water withdrawal data is disclosed by source - Used quarry water collected in the quarry                         | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water withdrawal data is disclosed by source - Municipal potable water   | Cubic meters     | 153,891.00    | 258,259.00    | 270,209.00       |
| Three years of total water withdrawal data is disclosed by source - External wastewater   | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water withdrawal data is disclosed by source - Harvested rainwater   | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water withdrawal data is disclosed by source - Sea water, water extracted from the sea or the ocean              | Cubic meters     | 0.00          | 0.00          | 0.00             |
| Three years of total water withdrawal data is disclosed by source - Total   | Cubic meters     | 1,598,891.00  | 1,821,259.00  | 1,651,271.00     |
| <b>Waste Management</b>   |                  |               |               |                  |
| Bursa C10(a) Total waste generated  | Metric tonnes    | 4,825,077.60* | 7,134,009.00* | 7,198,609.40     |
| Bursa C10(a)(i) Total waste diverted from disposal  | Metric tonnes    | 206.30        | 0.00          | 0.00             |
| Bursa C10(a)(ii) Total waste directed to disposal   | Metric tonnes    | 4,824,871.30* | 7,134,009.00* | 7,198,609.40     |
| Disclosure of three years of hazardous waste generation (tonnes)  | Metric tonnes    | 34.80         | 63.00         | 72.90            |
| Disclosure of three years of non-recycled waste generation (tonnes)   | Metric tonnes    | 4,824,871.30* | 7,134,009.00* | 7,198,609.40     |
| Disclosure of three years of waste recycled (tonnes)  | Metric tonnes    | 206.30        | 0.00          | 0.00             |
| <b>Air Emissions</b>  |                  |               |               |                  |
| Disclosure of three years of Nitrous Oxides (NOx) emissions (tonnes)  | Metric tonnes    | -             | 447.50        | 412.10           |
| <b>Human Rights &amp; Fair Labour Practices</b>   |                  |               |               |                  |
| Bursa C6(d) Number of substantiated complaints concerning human rights violations   | Number           | 0             | 0             | 0                |
| <b>Diversity &amp; Equal Employment Opportunity</b>   |                  |               |               |                  |
| Bursa C3(a) Percentage of employees by gender and age group, for each employee category   |                  |               |               |                  |
| Age Group by Employee Category  |                  |               |               |                  |
| Management Under 30   | Percentage       | -             | 2.63          | 23.00            |
| Management Between 31-50  | Percentage       | -             | 7.51          | 54.50            |
| Management Above 51   | Percentage       | -             | 3.17          | 22.50            |
| Non-Management Under 30   | Percentage       | -             | 37.23         | 45.50            |
| Non-Management Between 31-50  | Percentage       | -             | 36.76         | 45.20            |
| Non-Management Above 51   | Percentage       | -             | 12.69         | 9.30             |

Internal assurance

External assurance

No assurance

(\*)Restated

## Sustainability Statement FY2024

| Indicator   | Measurement Unit | 2022       | 2023       | 2024       |
|---|------------------|------------|------------|------------|
| <b>Diversity &amp; Equal Employment Opportunity</b>   |                  |            |            |            |
| Gender Group by Employee Category   |                  |            |            |            |
| Management Male   | Percentage       | -          | 9.37       | 69.50      |
| Management Female   | Percentage       | -          | 3.95       | 30.50      |
| Non-Management Male   | Percentage       | -          | 77.55      | 90.20      |
| Non-Management Female   | Percentage       | -          | 9.13       | 9.80       |
| Bursa C3(b) Percentage of directors by gender and age group   |                  |            |            |            |
| Male  | Percentage       | 75.00      | 71.43      | 71.43      |
| Female  | Percentage       | 25.00      | 28.57      | 28.57      |
| Under 30  | Percentage       | 0.00       | 0.00       | 0.00       |
| Between 31-50   | Percentage       | 0.00       | 0.00       | 0.00       |
| Above 51  | Percentage       | 100.00     | 100.00     | 100.00     |
| Bursa C6(b) Percentage of employees that are contractors or temporary staff   | Percentage       | 8.43       | 9.67       | 5.80       |
| Percentage of global staff with a disability.   | Percentage       | 0.00       | 0.00       | 0.00       |
| Percentage of women in the global workforce.  | Percentage       | 13.90      | 13.15      | 12.90      |
| Number of Board Directors   | Number           | 8          | 7          | 7          |
| Number of independent Directors on the board  | Number           | 6          | 5          | 5          |
| Number of women on the board  | Number           | 2          | 2          | 2          |
| <b>Talent Management</b>  |                  |            |            |            |
| Bursa C6(a) Total hours of training by employee category  |                  |            |            |            |
| Management  | Hours            | 1,378*     | 1,400*     | 2,690      |
| Non-Management  | Hours            | 5,315*     | 894*       | 1,170      |
| Bursa C6(c) Total number of employee turnover by employee category  |                  |            |            |            |
| Management  | Number           | 14         | 24         | 15         |
| Non-Management  | Number           | 11         | 24         | 120        |
| <b>Occupational Safety &amp; Health</b>   |                  |            |            |            |
| Bursa C5(a) Number of work-related fatalities   | Number           | 0          | 0          | 1          |
| Bursa C5(b) Lost time incident rate ("LTIR")  | Rate             | 0.80       | 1.80       | 1.80       |
| Bursa C5(c) Number of employees trained on health and safety standards  | Number           | 1,320      | 1,274      | 1,498      |
| Number of work-related employee fatalities, over last 3 years   | Number           | 0          | 0          | 0          |
| Number of work-related contractor fatalities, over last 3 years   | Number           | 0          | 0          | 1          |
| <b>Community Engagement</b>   |                  |            |            |            |
| Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer | MYR              | 778,136.00 | 260,521.20 | 214,534.50 |
| Bursa C2(b) Total number of beneficiaries of the investment in communities  | Number           | -          | 110        | 116        |
| <b>Corporate Governance &amp; Ethical Practices</b>   |                  |            |            |            |
| Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category              |                  |            |            |            |
| Management  | Percentage       | 5.15       | 2.55       | 0.24       |
| Non-Management  | Percentage       | 10.15      | 11.30      | 50.28      |
| Bursa C1(b) Percentage of operations assessed for corruption-related risks  | Percentage       | 100.00     | 33.00      | 33.30      |
| Bursa C1(c) Confirmed incidents of corruption and action taken  | Number           | 0          | 1          | 0          |
| Disclosure of total amount of political contributions made  | MYR              | 0.00       | 0.00       | 0.00       |
| Disclosure of number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies   | Number           | 0          | 13         | 1          |
| Disclosure of cost of fines, penalties or settlements in relation to corruption                                     | MYR              | 0.00       | 0.00       | 0.00       |
| Number of fines/settlements over the previous 3 years where each is valued > US \$100 million                       | Number           | 0          | 0          | 0          |
| <b>Data Privacy &amp; Security</b>  |                  |            |            |            |
| Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data  | Number           | 0          | 0          | 0          |

Internal assurance

External assurance

No assurance

(\*)Restated

**Crowe Governance Sdn Bhd**

200401030753 (669261-X)

Level 16, Tower C, Megan Avenue 2

12, Jalan Yap Kwan Seng

50450 Kuala Lumpur

Malaysia

Main +6 03 2788 9999

Fax +6 03 2788 9998

www.crowe.my

16<sup>th</sup> April 2025

Malaysia Smelting Corporation Berhad  
 Lot 6, 8 and 9, Jalan Perigi Nanas 6/1  
 Pulau Indah Industrial Park West Port  
 Port Klang, 42920 Pulau Indah  
 Selangor Darul Ehsan

*Private and Confidential***Dear Sir and Madam,****Assurance undertaken**

In strengthening the credibility of the Sustainability Statement Financial Year 2024 for Malaysia Smelting Corporation Berhad, selected aspects / part of the Sustainability Statement have been subjected to an internal review by Crowe Governance Sdn Bhd and approved by the Board of Directors.

The subject matters covered by the internal review in Year 2024 include the following indicators:-

| No | Sustainability Matter   | Sub-No | Sustainability Indicator              |
|----|-------------------------|--------|---------------------------------------|
| 1  | Energy & Climate Change | (i)    | Total Scope 1 Emissions               |
|    |                         | (ii)   | Total Scope 2 Emissions               |
| 2  | Waste Management        | (i)    | Total Waste Generated - Hazardous     |
|    |                         | (ii)   | Total Waste Generated – Non-hazardous |
| 3  | Water Management        | (i)    | Total Water Consumption               |

In the prior year; i.e. Financial Year 2023, Crowe Governance Sdn Bhd has conducted the internal review covering the following subject matters and the relevant indicators as below:-

| No | Sustainability Matter   | Sub-No | Sustainability Indicator  |
|----|-------------------------|--------|---|
| 1  | Anti-Corruption         | (i)    | % Of Employees Who Have Attended Awareness Training On Anti-Corruption By Employee Category |
|    |                         | (ii)   | % Of Operations Assessed For Corruption-Related Risks                                       |
|    |                         | (iii)  | Confirmed Incidents Of Corruption And Action Taken  |
| 2  | Health and Safety       | (i)    | Number Of Work-related Fatalities   |
|    |                         | (ii)   | Lost Time Incident Rate   |
|    |                         | (iii)  | Number Of Employees Trained On Health And Safety Standards                                  |
| 3  | Supply Chain Management | (i)    | Proportion Of Spending On Local Suppliers   |



**Scope**

The boundary of the internal review includes the Company's operations in the following locations where stated accordingly:-

- i. Pulau Indah Plant
- ii. Butterworth Plant
- iii. Rahman Hydraulic Tin Sdn Bhd

Yours faithfully,

**Crowe Governance Sdn Bhd**

A handwritten signature in black ink, appearing to read "Amos Law", with a horizontal line underneath.

**Amos Law**  
*Executive Director*

# Responsible Minerals Sourcing Audit Report 2024

**Malaysia Smelting Corporation Berhad (“MSC”) subscribes to responsible and sustainable practices in all operations in its tin business. MSC ensures its activities in operations are responsibly performed according with the TIN CODE from ITA Tin Supply Chain Initiative (“iTSCI”) the flagship of International Tin Association (“ITA”) and the Responsible Minerals Assurance Process (“RMAP”), the flagship programme of Responsible Mineral Initiatives (“RMI”) and the third edition in the Organisation for Economic Cooperation and Development (“OECD”) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (“CAHRAs”).**

MSC through its sourcing procedures, Responsible Minerals Sourcing (“RMS”) programme which was established in accordance with the TIN CODE, RMAP and CAHRAs procedures, has taken the initiative to engage with all stakeholders who are involved with its tin business to ensure the entire supply chain in the tin business is conflict-free. MSC works and communicates with all customers and collaborate with the responsible sourcing experts such as iTSCI and RMI, to support and guide all the stakeholders to be responsible and sustainable at all stages in the supply chain. These initiatives have been integrated as part of MSC’s routine and regular activities and they are important to ensure fair distribution of the industry benefits to the communities of the sourcing countries, free from any conflict.

## Mine Visits

MSC had visited tin mines in Democratic Republic of Congo (“DRC”) and Rwanda in 2024, to conduct its own due diligence as required by various upstream and smelter assessment programmes. During such visits MSC staff observed and examined all the processes and documents of the involved mines to ensure those met the upstream assessment requirements. MSC will continue to engage in the Central Africa tin supply chain in the region, in collaboration with iTSCI and RMI, to ensure transparency, accountability and good governance practices within the region.



## Responsible Minerals Sourcing Audit Report 2024

In November 2024, the Congolese State service center for Certification, Expertise, and Evaluation ("CEEC") made a visit to the MSC Pulau Indah Smelter. CEEC is the department in DRC that issue the ICGLR (International Conference on the Great Lakes Region) certificate of origin for all tin ore suppliers in the DRC, to meet the OECD Due Diligence Guidance which is very important for RMI and Tin Code audits. The visit was initiated by the ITA, following a request from CEEC. Leading the CEEC delegation was Jean-Baptiste, the Legal Director and Anti-Mining Fraud Officer. The main goal of their visit was to better understand the tin metal evaluation processes at the smelter level which would help CEEC update and streamline their tax system in the DRC. The meeting between CEEC and MSC proved to be highly productive, with both parties engaging in meaningful discussions about the challenges and expectations surrounding documentation and due diligence in mineral sourcing activities in DRC. Both sides gained valuable insights from each other that will further improve the current processes and operations.



MSC is fully committed to responsible and sustainable sourcing activities and will continue to foster responsible and sustainable practices across the entire supply chain by exerting influence on its approach from the supply chain perspective which is an important exercise for economic and socio-economic growth of the tin-related communities, especially in the CAHRAs.

MSC maintains a RMS Policy, available on its website, pursuant to which the following:

1. Prevent the extraction and trade of minerals from areas of conflict, human rights abuses, and insecurity.
2. Cultivate transparent mineral supply chains and sustainable corporate engagement in the mineral sourcing activities, thereby supporting the economy of the region and the local communities that depend on the trade for their livelihood.
3. Promote sustainable development of the tin industries in the region through investments in industrial scale exploration, mining, mineral processing and smelting of tin and associated minerals.

### RMAP and TIN CODE Audit

MSC successfully conducted its the annual RMAP audit in January 2024. The next RMAP audit at MSC is scheduled for January 2025. MSC successfully completed the TIN CODE audit in 2024 and was certified under TIN CODE accordingly. The next TIN CODE audit for MSC Pulau Indah will be held in December 2025.

