



LTKM BERHAD

199701027444 (442942-H)



SUSTAINABILITY REPORT 2024

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Scope



This enhanced Sustainability Report (“this Report”) forms part of our reporting for the financial year ended 31 March 2024. The information reported herein revolves around LTKM’s core business activity which is the production and sale of chicken eggs.

This Report has drawn on the updated Sustainability Reporting Guide issued by Bursa Malaysia Securities Berhad . Together with requirements from Bursa’s Enhanced Sustainability Reporting Framework (“the Framework”), this Report focuses on ESG issues which are outlined in the Framework as well as those specific and material to LTKM’s business and stakeholders.

The target audience for this Report are the stakeholders that have interest in the activities of LTKM, with particular emphasis on shareholders, consumers, customers, suppliers, employees and the communities where we operate.

This Report should be read side by side with LTKM’s Annual Report 2024 for a comprehensive reporting of the Group’s financial and non-financial performance.

Our Corporate Profile

About US

LTKM'S poultry operation

- Has been in operation since 1988
- Located in Melaka on a 450 acres farm, we are the largest single location poultry farm in Malaysia
- Producer of premium table top egg brand “LTK Omega Plus”
- Produces 1.5 million eggs per day
- Amongst the biggest egg producers in Malaysia
- Employs over 500 employees



Our Corporate Profile

Performance Review

Financial Year 2024

LTKM saw financial year 2024 achieving its record earnings. The Group recorded a net profit of RM59 million as compared to RM21 million in financial year 2023, whilst revenue maintained at RM258 million. This was achieved with production of approximately 536 million pieces of eggs or close to 1.5 million eggs per day.



Revenue
RM258 million



RM59 Net Profit
after Tax



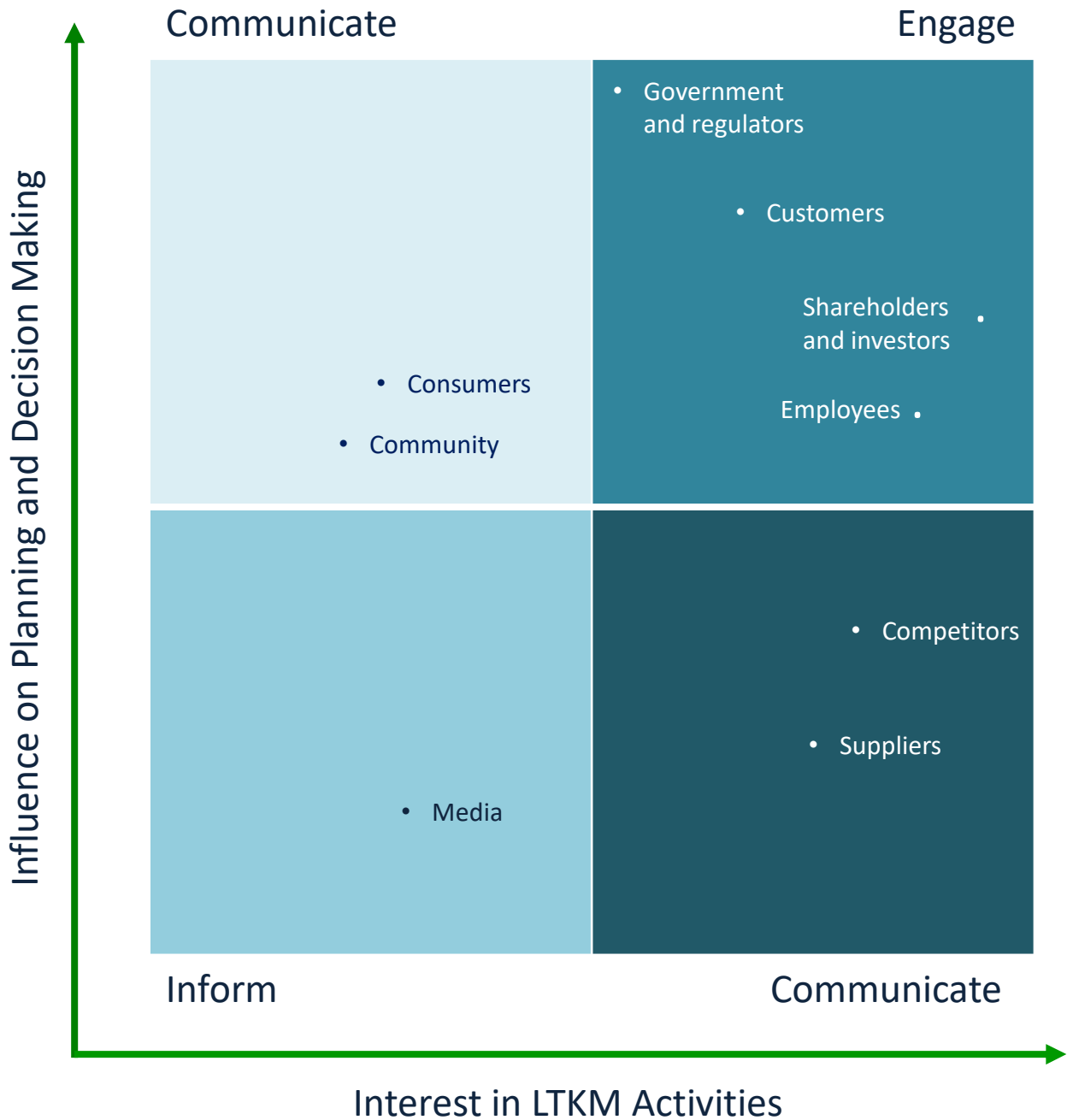
536 million eggs
sold

Readers may also refer to the Annual Report 2024 which is published together with this Sustainability Report for a more detailed review of the financial year 2024 performance.

Our Stakeholders

To better understand and provide appropriate response in driving our sustainability goals, LTKM has continuously engaged its key stakeholders.

The following chart maps out our stakeholder matrix that represent the level of influence and level of interest of our material stakeholder groups. It is upon these that our stakeholder engagement strategy is built.



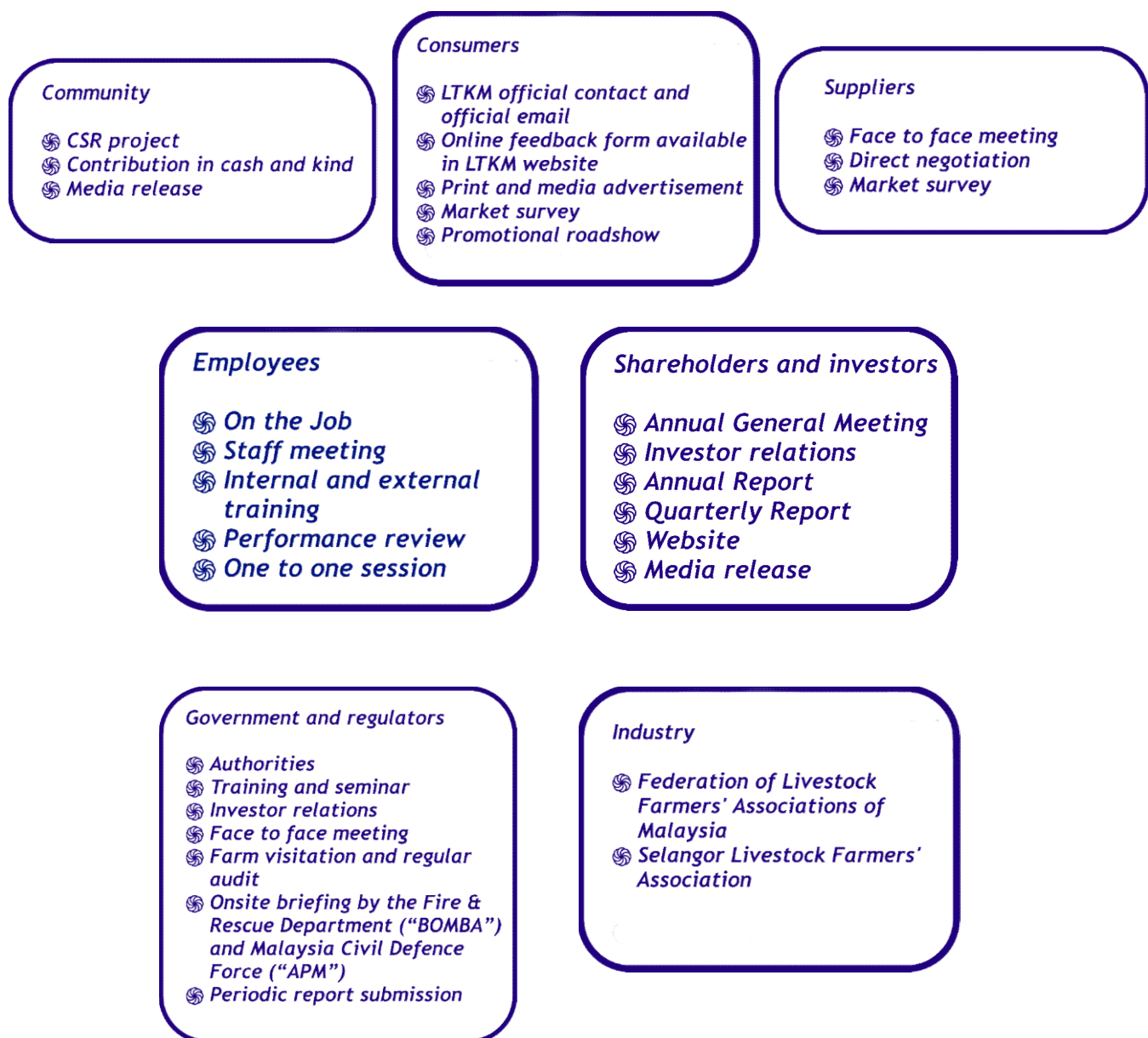
Our Stakeholders cont'd

Stakeholders and engagement channels

LTKM engages with its stakeholders through a number of formal and informal channels. Our engagement with stakeholders emphasises on :

- Addressing business critical issues
- Mutually benefitting, constructive and co-operative interactions
- Recognizing that all stakeholders are existing or potential consumers

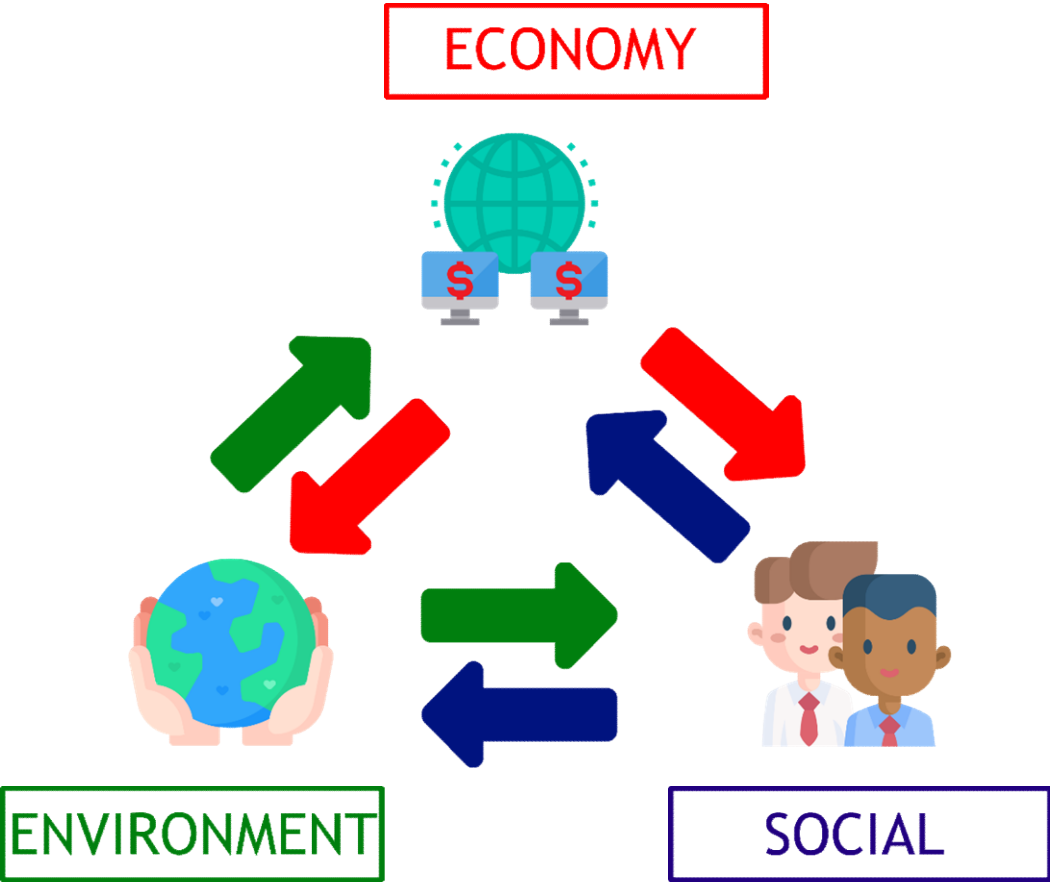
Stakeholder Group and the Engagement Channels



Our Approach

Being a producer of consumer product namely chicken eggs and operating from a single location spanning over 450 acres, even though our value chains extend from raw material sourcing to consumers and the communities in which we operate, they are concentrated at one location. As such our material risk and environmental footprint are significantly heightened in that one location. For this reason , we have to manage a robust set of sustainability strategy with equally if not more heightened strictness, effectiveness and diligence.

Our management has long placed sustainability as a core objective in its business strategy to ensure sustainable growth of the business. Our sustainability approach has evolved from years of insights, gained from managing the business, the livestock and the challenges that ensued. Over the years , these insights have been assimilated into our standard operating practices and policies and are used to craft what are now our ESG strategies in economic, environment and social aspects.



In the ensuing pages, we will display the measures taken and placed with particular regards on the areas we have identified as our material sustainability issues.

Our Governance

LTKM's Board of Directors accepts overall responsibility for advancing sustainable development at LTKM by ensuring that the practice of sustainability is embedded in our business practices and are executed accountably and responsibly. The senior management in charge of the operations of the farm, assist the board in identifying material issues, formulating strategies, executing and monitoring of all aspects of sustainability strategies and performance.

Board of Directors

The Board is responsible for the formation of the Group's Sustainability target and goals.



Senior Management

Senior management of the Group will be entrusted to produce and delegate action plan to achieve the sustainability target and goals as set out by the Board.



Employees

Employees will be delegated to perform the action plan as set out by the senior management which has been assimilated into their regular roles and responsibilities to achieve the sustainability target and goals set by the Board.

Message from our Chairman

To Our Stakeholders,

Welcome to LTKM sustainability reporting for the financial year 2024. With another year passed by, we continue to strive to improve on our Sustainability Report in line with the enhanced ESG awareness and global effort to achieve better environmental stewardship. This year we include performance data where possible to better articulate the ESG efforts through measurement and have in place a more systematic tracking.

On top of it all, **bio-security** continues to be LTKM's top sustainability priority and challenge. The risk and severity of a disease outbreak involving livestock, birds in particular, cannot be under-estimated for a poultry farm operation. Many of our management best practices which are highlighted in this Report like bird health program, waste management system, water treatment facilities and air pollution management system are achieved through various stakeholders working together to continually improve the outcomes associated with keeping a poultry farm in clean, responsible and sustainable manner.

We are grateful to our dedicated employees who disciplinedly give their best to manage the farm efficiently and keep it safe for everyone. We also thank our shareholders, suppliers, customers, consumers and others for the invaluable and continuous support given to us. Our stakeholders have come a long way with LTKM to make "LTK Omega Plus" eggs a household name in Malaysia.

Please find in the ensuing pages the matters of sustainability and how LTKM embeds practices into its operations in its sustainability strategies.

Datuk Tan Kok
Executive Chairman
LTKM Berhad

Material Sustainability Issues

This report intends to cover LTKM's material sustainability issues. We define these issues as those with significant influence on LTKM's poultry operation and are identified under 3 main aspects as below :

A. Our operations, product and distribution network

1. Bio Security
2. Product & Consumer
3. Supply Chain Management
4. Labour Practices & Standards

B. Protection and conservation of the environment and natural resources

1. Waste Management
2. Air Pollution Management
3. Water Management
4. Energy Management

C. Other material sustainability matters

1. Employees' Welfare - Health & Safety
2. Community
3. Diversity
4. Anti Bribery & Corruption
5. Data Privacy & Security

The above Sustainability Issues encompasses the Common Sustainability Matters listed in the Bursa Main Market Listing Requirements as contained in the Enhanced Sustainability Reporting Framework for the Main Market; as well as those originally material to LTKM's poultry farm operation. These material sustainability issues are explained and disclosed with quantitative information and indicators where relevant , in the ensuing pages.

A. Our Operations, Products and Distribution Network

1. Bio-security

In our line of industry which deals directly with livestock, disease is the main threat and risk to sustainability. Malaysia has not been spared of animal disease outbreaks. New strains of the Avian Influenza virus can cause livestock disease outbreak at farms from time to time. Latest strain of the avian influenza virus has been reported globally. On farms, if one bird falls ill, it may result in an entire flock being infected and rendered unusable.

Therefore, LTKM has given this area its utmost attention and has put in place very stringent bio-security measures.

1. Stringent flock health policy

In-house veterinarian conducts immunisation and routine tests for infections and detection of disease in accordance with strict and up-to-date veterinary practices. These follow pharmaceutical guidelines and regulations as set by the Department of Veterinary Services Malaysia

2. Trained and experienced personnel

Our trained and experienced employees makes daily observation of the livestock under their care including mortality, morbidity, egg production, feed, water, temperature, air quality, lighting and behavior for preventive and detective signs.

3. Physical Barriers

i. Closed Chicken House

Closed house design prevents contacts with wild birds which can be disease carriers.

Closed chicken houses are :

- designed for optimal health and hygiene. Well laid out from each other with spacious indoor, multi-tiered and well-raised from ground.
- installed with cooling pads and ventilation fans to control the temperature and humidity in the houses.
- thoroughly cleansed, by performing decontamination and disinfection procedure after depletion of old batch and before accepting new batch of young flocks.

A. Our Operations, Products and Distribution Network cont'd

1. Bio-security cont'd

3. Physical Barriers cont'd

ii. Perimeter Fencing

LTKM poultry farm is completely fenced up with corrugated zinc and chain-link fencing to prevent human and animal trespassers.

Erected fencing forms our primary defence against invasion of rodent that can bring about physical damage and diseases.

4. Disinfectant - foot dip

Everyone entering the farm premise must walk through the foot dip at the guard house.

Permanent foot dip are also built at the disinfectant room, egg store and at the entrance of every chicken house.

5. Disinfectant - spray

Workers must wear their uniform and walk through the disinfectant spray and foot dip with rubber boots prior to entering the farm.

Farm vehicles undergo disinfection at the vehicle disinfectant spray before re-entering the farm.

Visitors entering the farm are required to put on full disinfectant suit from cap, mask, overalls to boots.

6. Chicken manure

Chicken manure are cleared every alternate days to prevent the build-up of stench and toxic gases such as hydrogen sulfide, methane, ammonia, and carbon dioxide and breeding of flies that carry diseases.

2. Product and Consumer

1. Prompt delivery of farm fresh eggs

LTKM strives to deliver quality products to our customers and consumers by focusing on quality across all parts of the value chain from poultry health management, to feed quality and sourcing of high quality raw materials to processing of feeds at our own feed meal plant for freshness and quality control.

2. Safe and quality feed ingredients

Sourcing of feed ingredients are strictly controlled to ensure quality. They are proactively sampled and tested for safety and quality. LTKM uses 100% natural feeds such as corn, soybean and flaxseed. These feeds are mixed at our own feed meal plant to ensure purity and freshness rather than buying pre-mixed feed meals.

Omega eggs are produced by adding high quality omega-3 rich ingredients such as salmon fish oil and linseed oil which was first produced under technology licensing with Marditech Corporation Sdn Bhd.

3. Consumer satisfaction

Consumer hotline is available via email or telephone to attend to enquiries or complaints promptly.

4. Reaching out to consumers

LTKM embarks on roadshow and promotional events to reach out to consumers.

Product information pamphlets are distributed to inform consumers on benefits of LTK Omega Plus eggs as compared to ordinary eggs.

3. Supply Chain Management

Our Supply Chain Management policy has the following objectives :

1. Use of quality raw material - eggs are food items and therefore food safety is paramount to LTKM. Food safety is achieved through safe and quality raw materials used in production. Raw materials are proactively sampled and tested for safety and quality at appointed laboratory. LTKM uses 100% natural feeds such as corn, soybean and flaxseed and does not allow use of animal-by product in its feeds.
2. Diversification of sources in order to manage supply risk as well as be cost competitive. In the FY2024, 43% of our spending on production are sourced from local suppliers whereas the bulk 57% is from import. The high percentage of imports is due to raw materials which are not available locally such as corn, soybean, salmon fish oil and others and have to be sourced through local traders who import in bulk from overseas.
3. Reliable source ie use of suppliers who are ethical in business conduct, reliable in quality and delivery.

LTKM acknowledges a few immediate areas of opportunities to improve on sustainable sourcing in its practices :

- Use of sustainable materials in packaging. Currently egg trays used for sale of ordinary eggs are made from recycle materials. However sustainable packaging can extend to shelf-boxes and carton boxes used for branded eggs.
- Optimizing green logistics to reduce carbon footprint by including ESG matters as a new consideration for transporter selection. Transporters are usually engaged for delivering raw materials from port to farm as well as delivery of other supplies.

A. Our Operations, Products and Distribution Network *cont'd*

4. Labour Practices & Standards

Labour Standards

LTKM adheres to the rules, regulations and policies for hiring foreign workers as stipulated by the Federal Government as well as the Melaka state government and any changes from time to time. This includes rules and regulations as stipulated in the Employment Act (Amendment) 2022 and GUIDELINES of the Department of Labour Peninsular Malaysia (Ministry of Human Resouce) on labour law, wages, compensation and working hours, etc.

LTKM adopts a Human Rights Policy which applies to all aspects of our operations and the treatment of all Company's employees.

LTKM is committed to :

- No Forced Labour
- No Child Labour
- No Discrimination & Harrassment at work place
- Safe and conducive work place
- Equal Opportunities and Inclusiveness
- All hirings in compliance with regulatory requirements



ABUSE OF VULNERABILITY



DECEPTION



RESTRICTION OF MOVEMENT



ISOLATION



PHYSICAL AND SEXUAL VIOLENCE



INTIMIDATION AND THREATS



RETENTION OF IDENTITY DOCUMENTS



WITHHOLDING OF WAGES



DEBT BONDAGE



ABUSIVE WORKING AND LIVING CONDITIONS



EXCESSIVE OVERTIME

LTKM does not indulge in any of the activities which can raise red flag for forced labour, as elaborated by the 11 indicators below which are incorporated in the Guidelines published by our Department of Labour Peninsular Malaysia in the Ministry of Human Resources.

A. Our Operations, Products and Distribution Network *cont'd*

4. Labour Practices & Standards *cont'd*

Process Improvement Through Automation

LTKM has automated certain processes and tasks to reduce dependency on manual labour and to drive efficiency. This step is important to ensure operations are uninterrupted and run as reliably as possible. Without a certain level of automation, LTKM's operations will be too labour intensive which can be a risk to operational sustainability as Malaysia labour force is heavily dependent on government policies on foreign workers which has become increasingly stringent.

LTKM has in place :

- i. automated conveyer belts along the cages to ensure continuous collection of eggs. By installing automated conveyer belts, the Group managed to reduce the need for manual collection which is labour intensive due to the vast size of farm.
- ii. state-of-the-art fully automated and computerized egg-grading and sorting machines which reduces the need for tedious manual inspection due to volume of daily production.
- iii. pre-set time-based feed and water dispenser system reduces dependence on workers to carry out manual feeding, with benefits of cost savings from reduced wastage and optimal feeding for optimal productivity.
- iv. sell ex-factory basis which means we do not need to keep our own fleet of delivery trucks and drivers.



Automated conveyor belts from chicken houses to eggstore for collection of eggs



MOBA egg grading and sorting machine

B. Protection and Conservation of the Environment and Natural Resources

For LTKM, environment encompasses not only the impact of the Group's operation to nature but also to the surrounding community.

The main LTKM environmental footprint areas include solid waste, water, air and energy use. Our aim is to leave minimal environmental footprints. The following reviews our management approach to each of these impact areas.

1. Waste Management

Chicken manure is the main solid waste generated from the operation of our farm. Our sustainable waste management of the chicken manure ensures :

1. No air pollution from stench and build-up of toxic gases
2. No soil contamination as the manure is systematically collected and sent to treatment plant
3. No harmful residues by using organic fermentation process
4. No pests such as flies due to pile up of wastes.

Clean poultry farming technology

Clearing of chicken manure every alternate day helps to prevent the build-up of toxic gases such as hydrogen sulfide, methane, ammonia, and carbon dioxide which pollutes the air and spurs the breeding of flies. Chicken manure collected are immediately delivered to the manure processing plant for treatment into fertiliser.



• Organic Fertiliser Fermentation Machine.

Alternative use

Organic fermentation process to treat chicken manure into fertiliser.

By using microbes, the process of turning chicken manure into fertiliser is done organically and thus eradicates the need for using harmful chemical compounds that pollute and harm the environment.

As a result LTKM ensures the upkeep of a clean and safe farm and our operation does not affect the environment, particularly the surrounding community.

B. Protection and Conservation of the Environment and Natural Resources cont'd

1. Waste Management cont'd

Recycling



Cultivating awareness and habits in the employees by encouraging the reusing of materials such as containers, papers, paper boxes while performing their respective job function.

Recycling has proven to have dual benefits of conserving and preserving the environment while reducing operating costs.

Old Hen - sold whole

Disposing of live old hens is the cleaner way of operation. It reduces water consumption, air contamination, pests like flies and rodents and eliminate wastes - all of which would result if old hens were culled at our farm.

2. Air Pollution Management

Our waste management system has a direct impact on air pollution management effectiveness. Chicken manure generates stench that can be unpleasant to our employees and communities around our farm. The absence of such unpleasant stench in our farm is testament to the effective waste management.

Frequent Clearance of Chicken Manure

Clearing of chicken manure every alternate days helps to reduce toxic gases that creates unpleasant stench if accumulated in huge amount, which in turn creates inconvenience and unpleasantness to our employees and in long term, can cause sickness to the communities around LTKM farm.

Effective Microorganisms (Microbes)

To treat chicken manure into fertiliser, LTKM uses microbes to achieve this purpose. These microbes do not leave harmful residue nor environment pollution and has proven to reduce pungent smell during fermentation.

No Disposal Through Open Burning

Waste from packaging materials and other materials are regularly collected and managed by waste recycling companies.

B. Protection and Conservation of the Environment and Natural Resources *cont'd*

3. Water Management

1. Water Treatment

The farm has its own self-provision water from its artesian wells instead of using piped water. The artesian water is then treated in-house to provide continuous high quality water for livestock use. Our in-house water treatment facilities process and treat the artesian water by using formulation based on recommendation by industry experts.

Sample of water are taken periodically and sent to external laboratory for testing, to ensure that the quality of the processed water are safe for consumption by the livestock.



- Water tanks for sedimentation process at first stage filtering.

- Water from tanks are further filtered to produce potable water safe for livestock consumption.



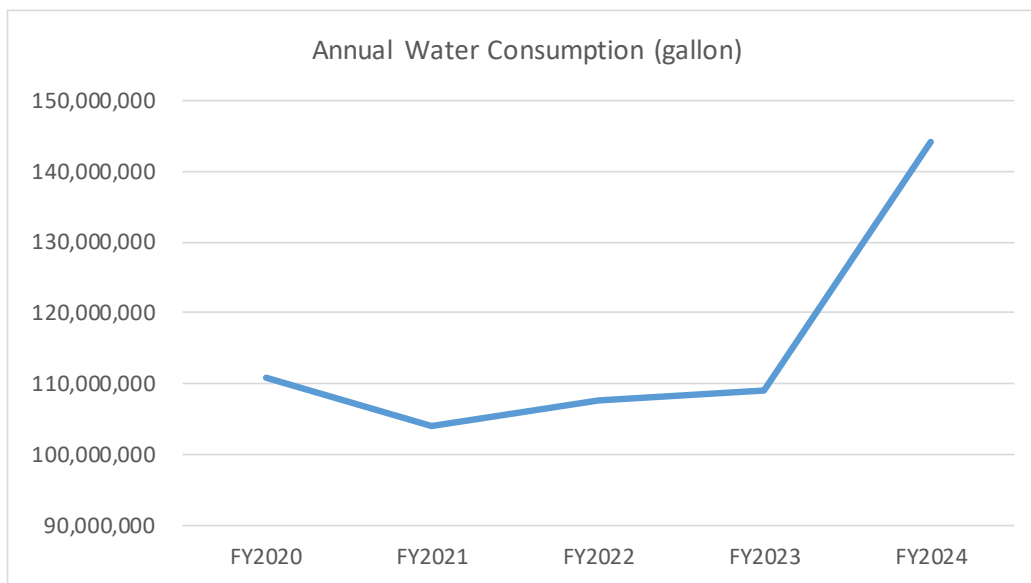
As water consumed by the chickens directly affect their health and well-being, it is very important to ensure the water is supplied continuously and of optimum quality for livestock health, growth and thus productivity.

B. Protection and Conservation of the Environment and Natural Resources cont'd

3. Water Management cont'd

2. Water Consumption

Water is used in cooling pad to maintain the temperature in chicken houses and for feeding of the livestock. In financial year 2024, water consumption increased by 32% as a result of prolonged hot weather.



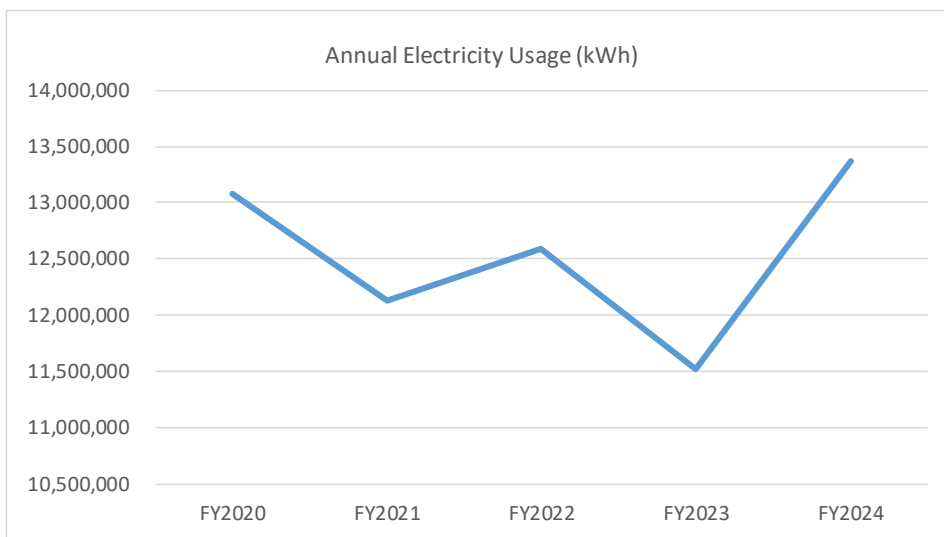
Water Consumption (gallon)				
FY2020	FY2021	FY2022	FY2023	FY2024
110,867,680	104,095,860	107,700,780	109,084,360	144,235,300

While opportunities to further conserve water is limited due to the nature of the operation, we do seek out opportunities to continually improve our management practices and procedures pertaining to water usage. For example, old hens which are sold as a by-product are sold live and not culled which reduces water consumption for cleaning. Disinfecting process such as foot dips before entering chicken houses reduces the frequency of washing and is also more effective as a bio-security measure.

B. Protection and Conservation of the Environment and Natural Resources cont'd

4. Energy Management

Our operation primarily uses electricity to power chicken houses, farm plants and machineries.



Electricity Usage (kWh)				
FY2020	FY2021	FY2022	FY2023	FY2024
13,082,295	12,127,063	12,593,943	11,516,930	13,363,925

Energy consumption has decreased over the past 4 years but increased by 16% in FY2024 due to higher use for cooling as a result of prolonged hot weather. LTKM will continuously work hand in hand with our consultant and energy manager to optimise energy consumption and seek to reduce wastage due to any inefficiencies.

LTKM's energy management is handled by certified consultant and energy manager as a directive from Energy Commission Malaysia ("ECM") to :

- Ensure the safety compliance of our electrical equipment and during installation.
- Ensure the energy consumption is well within the stipulated range allocated.
- Recommend steps to monitor and regulate consumption for the period evaluated.

B. Protection and Conservation of the Environment and Natural Resources cont'd

4. Energy Management cont'd

The Committee reports to ECM every six months with the recommendation of the consultant and energy manager on:

- Energy consumption for the period of six months prior submission of report.
- Steps taken to monitor and regulate consumption during the period evaluated.

ECM will evaluate and provide comments and feedbacks on our processes that requires further improvement. For FY2024, two rounds of reports were submitted to the ECM for the periods

1. 1 January 2023 to 30 June 2023 , and
2. 1 July 2023 to 31 December 2023

Internally LTKM has undertaken several steps to reduce and better manage energy usage:

Natural cooling system

- Use of cooling pads for temperature control in all the chicken houses.
- Use of industrial ventilation fan to provide fresh air to the livestock in chicken houses.
- Artesian water is used in chicken houses cooling system instead of using electric-powered cooling mechanism

Energy efficient selection

- Use of LED lighting and new generation air-conditioning with system such as inverter technology in offices to reduce power consumption.
- Preferential procurement based on guidelines provided by Energy Commission Malaysia.

Creating awareness

- Cultivating energy conservation practices among employees by emphasising on responsible usage and sustainable habits

Backup Power

- Backup power source to prevent line-down which will be critical in the event power supply failure. Sufficiently and strategically placed at focal areas of the farm.
- Two types of backup power source are used at the farm :
 - Industrial Uninterruptible Power Supply (UPS) Unit.
 - Standby Generator Set (Genset).

C. Other Material Sustainability Matters

At LTKM we understand that interest and welfare of stakeholders such as employees and community particularly those living around the farm, are important to ensure sustainability and growth.

1. Employees' Welfare and Safety

Our safety goal is:

- Prevention of workplace injuries, fatalities and illnesses.
- Safety trainings and practices - safe and correct machines handling, basic emergency and safety knowledge, etc
- Trainings for personal and work development
- Compliance with regulatory requirements and collaboration with the Department of Occupational Safety and Health (“DOSH”).

Occupational Safety and Health Committee

An occupational safety and health committee has been established to oversee the implementation of safety procedures and provide guidance and training. The Committee consists of employees from different levels and positions.

The Committee is tasked to perform random checks on designated zones around the farm to ensure that employees are following the rules and regulations laid down by the company and to issue reminder , warning letter or propose action for violation of stipulated health and safety rules and regulations.

Health and Safety Training Programme

Annually, the Committee engaged relevant authorities to conduct different training for our employees. The training includes demonstration in operating fire-fighting equipment and the steps to be taken during emergencies such as putting out a small fire or performing evacuations, first-aid training with Malaysia Civil Defense Force (“APM”), first-aid and CPR training with Melaka State Health Department (“JKNM”), fire safety and awareness program by professionally certified organisation.

The Committee is tasked to record the details of the participating organisation, purpose of the training, activities taken and participant involved as required by DOSH.

The record of training are submitted to DOSH for validation and feedbacks on training compliance. The Committee promptly rectifies any issues raised by DOSH.

C. Other Material Sustainability Matters cont'd

At LTKM we understand that interest and welfare of stakeholders such as employees and community particularly those living around the farm, are important to ensure sustainability and growth.

1. Employees' Welfare and Safety cont'd

Safety and Health Trainings

In FY2024, 14 training sessions related to work safety were conducted with a total of 323 employees attended :

TRAINING TITLE	LOCATION	DATE	ATTENDEES
Demonstrasi Sistem Sprinkler	Eggstore	13/07/2023	25
Chemical Handling & Spillage Management	Farm office	27/07/2023	20
Basic Occupational First Aid Program	Farm office	28/08/2023	20
Emergency Response Plan & Preparedness	Farm office	20/12/2023	24
Pemanduan Kenderaan di Gudang Feedmill	Feedmill	20/02/2023	7
Memandu Tanker Dedak	Layer	06/04/2023 15/04/2023	2
Pam Dedak	Layer	06/04/2023 15/04/2023	2
Mengendalikan Troli Telur	Eggstore	13/04/2023	88
Cuci Silo	Eggstore	20/04/2023	1
Membuka Ikatan Guni Bahan Mentah	Feedmill	26/07/2023	11
Bunyi Bising di Feedmill	Feedmill	14/08/2023	13
Kerja Baik Pulih & Pengendalian Mesin Heater	Starter	12/09/2023	11
Kerja-kerja Pembersihan di Farm Packer	Layer	12/10/2023 to 16/10/2023	80
Kursus Kesedaran Keselamatan Awam	Layer & Eggstor	06/03/2024 to 07/03/2024	19
TOTAL EMPLOYEES TRAINED			323

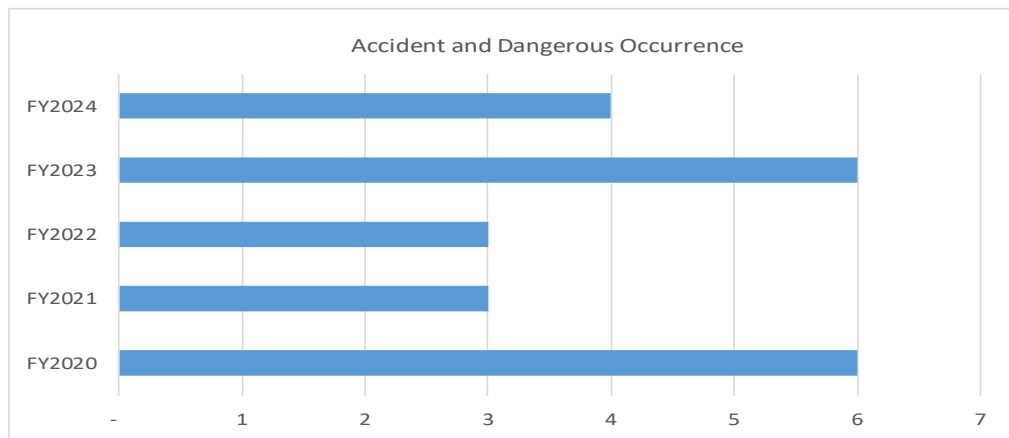
C. Other Material Sustainability Matters cont'd

1. Employees' Welfare and Safety cont'd

Accident and Dangerous Occurrence Case Reported

In compliance with regulatory requirements, we have been tracking and reporting accident and dangerous occurrence report to DOSH on yearly basis.

Following are numbers of reported cases to DOSH by financial year :



* In accordance to DOSH reportable case definition.

There was ZERO work-related fatalities recorded.

C. Other Material Sustainability Matters cont'd

1. Employees' Welfare and Safety cont'd

Lost Time Incident Rate ("LTIR")

During the financial year 2024, a total of 4 on the job incident cases was registered, which is a 33% reduction compared to the previous financial year. None of the incident resulted in fatality although resulted in lost work time of a total 448 hours or LTIR of 0.64.

Tarikh Kejadian	Masa Kejadian	Jumlah Cuti Sakit	Pekerjaan Semasa Kejadian
12-07-2023	09.30 AM	8 Hari	Membuka ikatan guni polard
16-09-2023	02.10 PM	21 Hari	Mencuci pemijak kaki besi
14-03-2024	09.40 AM	9 Hari	Menarik troli telur
17-03-2024	02.30 PM	18 Hari	Membuka kotak

After occurrence of each incident, the Committee carried out a post mortem promptly to ascertain the root cause of the incident. Employees were then interviewed to get a clear detail of the incident and root cause, the employees affected were re-trained and feedbacks were sought on workflow improvements to avoid the same incidence from re-occurring.

C. Other Material Sustainability Matters cont'd

1. Employees' Welfare and Safety cont'd

By creating awareness on Occupational Safety and Health in employees, LTKM intends to keep the number of reported cases of accidents and dangerous occurrences to a minimal.

Accommodation for employees

LTKM provides employment opportunities particularly for the community in its neighbourhood. Our operation currently employs over 450 workers at the farm ranging from operators to management.

We value the contribution of our employees and provide various benefits and opportunities for development and enhancement of their skills.

Accommodation complying to the requirements of the local authorities, near to farm for local and foreign employee for easy commuting from home to work and back, and to ensure their safety to and from work.



A total of 88 units of worker quarters were built for employees' accommodation. Company accommodation are provided to all foreign workers as well as local workers who opt for it.

C. Other Material Sustainability Matters cont'd

1. Employees' Welfare and Safety *cont'd*

Transportation for employees

Provision of workers transportation serves several benefits. Firstly it is part of workers welfare, a preferred factor in employees' perspective and contribute to less loss of workers productive time due to lost time in traffic. It increases workers safety in terms of road safety incident frequencies. At the same time workers transportation is a sustainable transportation strategy as it reduces carbon emission alike car pooling.

Development and Trainings

In the financial year 2024, a total 474 hours of training were recorded.

These trainings cut across all levels of employees and engaged both in-house and external trainers.

LTKM believes in trainings to retain and improve employees' skills as well as beneficial to workers' safety, productivity and personal development which ultimately benefitted the Company as well as for the employees' personal development.

Training by Hours and Employee Category

	FY2024
Employee Category	Hours
Management	148
Executive	139
Others *	187
Total Hours	474

* Others include non executive, technical and general workers

C. Other Material Sustainability Matters cont'd

2. Community Service

Giving back to the community is part of our culture. At LTKM, we believe that caring is all about sharing, especially towards the underprivileged and less fortunate.

Other than providing job opportunities to the community particularly the potential workforce of the communities of the surrounding area, LTKM also gives back by way of direct donations. LTKM regularly makes eggs and cash contributions to organisations such as schools, homes for the underprivileged, community projects and events ; and charitable organizations.

In FY2024, LTKM contributed RM40,000 in cash and kind benefitting 36 beneficiaries who are external to LTKM.

3. Diversity

LTKM embraces diversity in various aspects. In terms of human resource, our workforce comprise various racial and ethnic backgrounds. With regards to gender diversity, LTKM has a good and balanced ratio of man and women employees across its levels of employees.

At the Board level, women make up 3 out of 7 members whilst women make up 3 out of 5 key management personnel in the Group.

Our Human Rights Policy also advocate freedom of association, equal opportunities and inclusiveness regardless of ethnicity, race , marital status, age, gender or religion.

C. Other Material Sustainability Matters cont'd

3. Diversity cont'd

LTKM's composition of employees by gender and age is as follows :

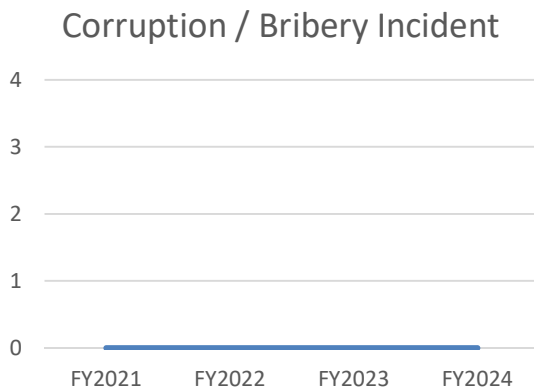
Common Indicators	FYE 31 March 2024
Percentage of employees by gender by age group, for each employee category	%
Age Group by Employee Category	
Management between 30 - 50	1%
Management above 50	1%
Executive between 30-50	1%
Non-executive under 30	2%
Non-executive between 30-50	4%
Non-executive above 50	4%
General Worker under 30	30%
General Worker between 30-50	48%
General Worker above 50	9%
Total	100%
Gender Group by Employee Category	
Management Male	1%
Management Female	1%
Executive Female	1%
Non-executive Male	6%
Non-executive Female	5%
General Worker Male	72%
General Worker Female	15%
Total	100%
Percentage of directors of LTKM by gender and age group	
Male	57%
Female	43%
Between 30-50	43%
Above 50	57%

C. Other Material Sustainability Matters cont'd

4. Anti Corruption

This Anti-Corruption and Bribery Policy (“the Policy”) is part of LTKM’s commitment in conducting its business in a legal and ethical manner that complies with all applicable laws, which include the Malaysian Anti-Corruption Commission Act 2009 and the Malaysian Anti-Corruption Commission (Amendment) Act 2018 and any of its amendments or reenactments that may be made by the relevant authority from time to time (“the MACC Act”).

In FY2024 two trainings on Anti-Corruption and Bribery were carried out. It was compulsory sessions for all levels of employees from Management to Non-executives. Beginning with FY2024, annual self-assessment and declaration were also obtained from each of the employees to create deeper awareness. There were no incidents reported or discovered in FY2024.



LTKM takes reasonable measures and implement appropriate procedures to prevent involvement of bribery and corruption in its business practices.

- The Board leads by example through their actual and perceived integrity against any forms of bribery and corrupted practices. The Board of Directors are the guardian for the integrity of the Policy.
- The Board delegates the implementation of the Policy to the senior management who in turn assimilate them into respective functions and areas of responsibilities of each employee.
- The Board uses the Internal Auditor to assist it in assessing the effectiveness of the Policy and to review level of compliance.
- The Integrity Officer is responsible to assist the Board to monitor and upgrade the Policy from time to time, subject to the Board’s approval.

C. Other Material Sustainability Matters cont'd

5. Data Privacy & Security

As investors and other stakeholders recognise the potential risks and impact of mishandling personal data, data privacy will become an important component in the ESG framework.

The connection between ESG and data privacy and security lies in the governance aspect. ESG emphasizes responsible and ethical business practices and within governance, data privacy & security is crucial. LTKM is committed to data security measures to protect sensitive information, aligning with responsible corporate behavior and meeting regulatory expectations, and also to sustain and enhance stakeholders confidence and trust in our organisation.

LTKM's data privacy and security management revolve mainly around personal information of employees, business partners, along side all company's confidential information.

At LTKM our data privacy and security practices include :

1. Implementing strong encryption protocols in our IT systems
2. Regular IT systems security audits
3. Compliance with PDPA 2010 within Group practices
4. Trainings on PDPA 2010 to create awareness and good practices
5. Promoting trainings on cyber security awareness
6. System and manual controls to minimize risk of data breaches

Data risk has heightened with the increasing adoption of digital economy. With the upcoming roll-out of e-invoicing nationwide, governance of data risks will take forefront with the other areas of material ESG issues.

In FY2024, LTKM did not encounter any complaint of Data Privacy breach whether from internal nor external stakeholders.

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