

# SUSTAINABILITY REPORT 2025



LTKM BERHAD

199701027444 (442942-H)

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# Scope



This Sustainability Report ( “this Report”) forms our annual Sustainability Statement reporting for the financial year ended 31 March 2025. 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”) and Amendments to Bursa Malaysia’s MMLR In Relation to Sustainability Reporting Requirements & Other Enhancements, 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 is to be read as integral part of LTKM’s Annual Report 2025 for comprehensive reporting of the Group.

*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*

In FY2025, LTKM recorded a net profit of RM48 million as compared to RM59 million in the previous financial year, whilst revenue was RM222 million as compared to RM258 million in the previous financial year. Production recorded remained approximately 1.5 million eggs per day.



Revenue  
RM222 million



Net Profit  
RM48 million



Earnings  
RM0.34 per  
share

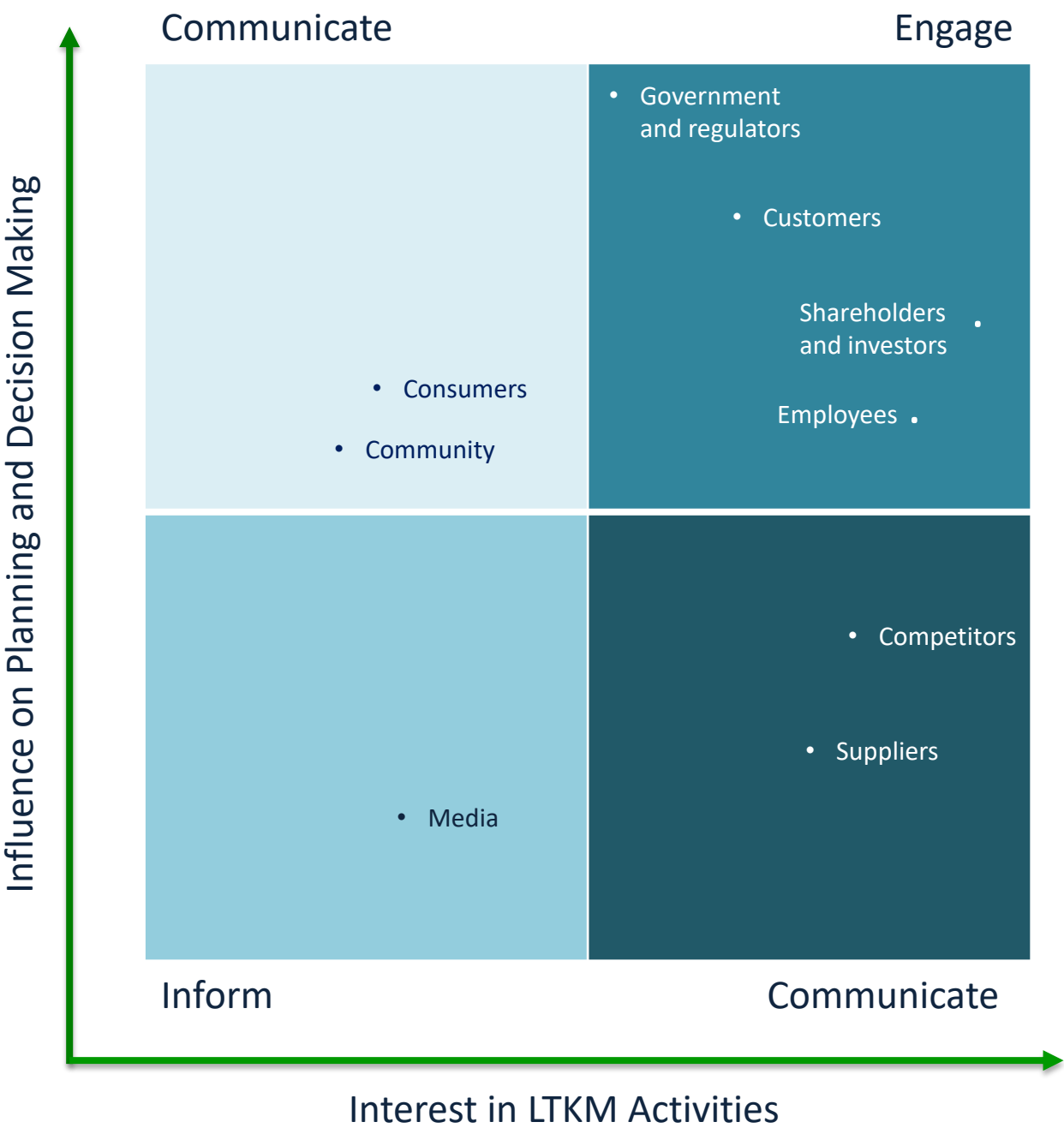
Readers may also refer to the Annual Report 2025 which is published together with this Sustainability Report for a more detailed review of the financial year 2025 performance.



# 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.



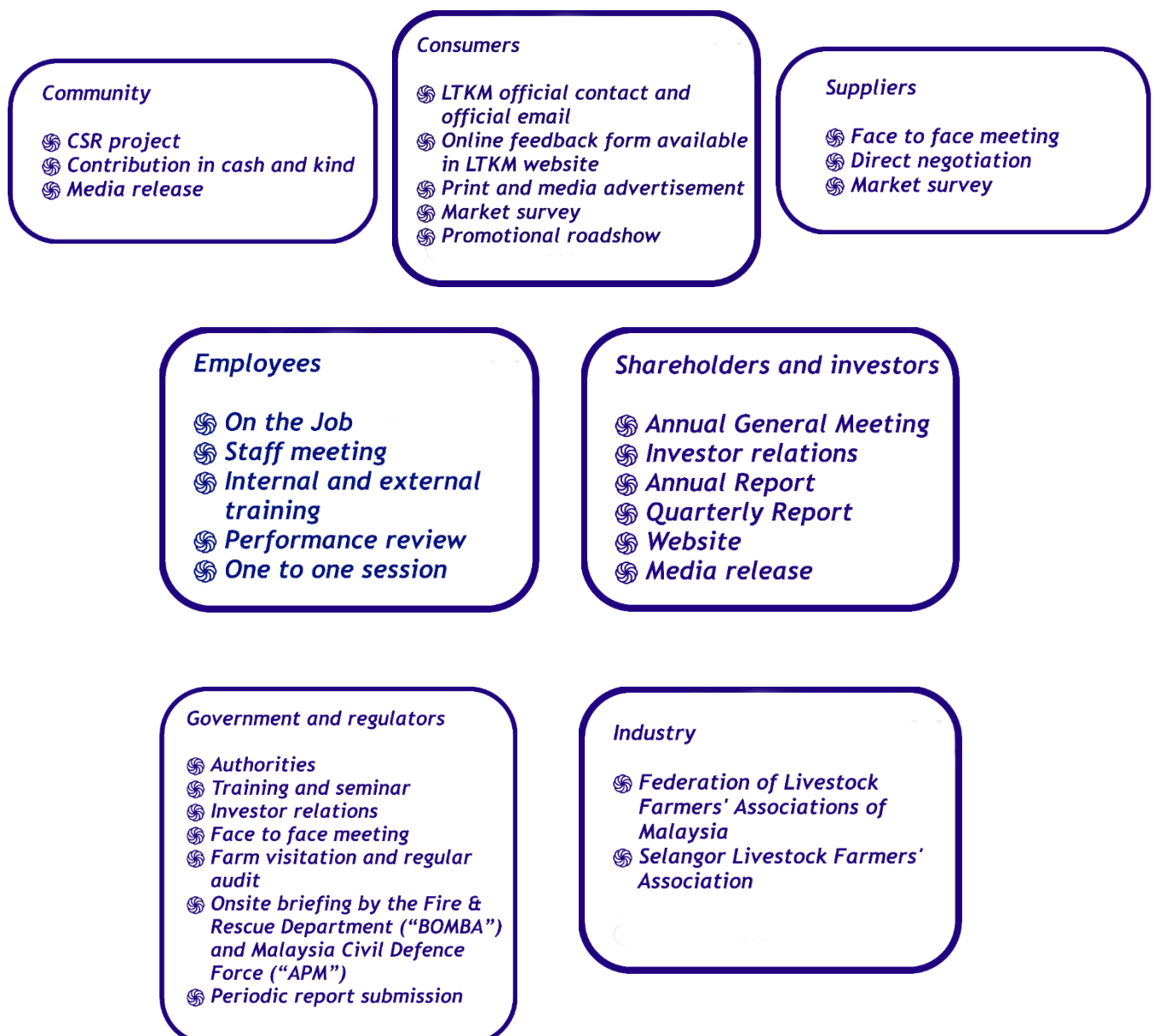
# Our Stakeholders cont'd

## 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

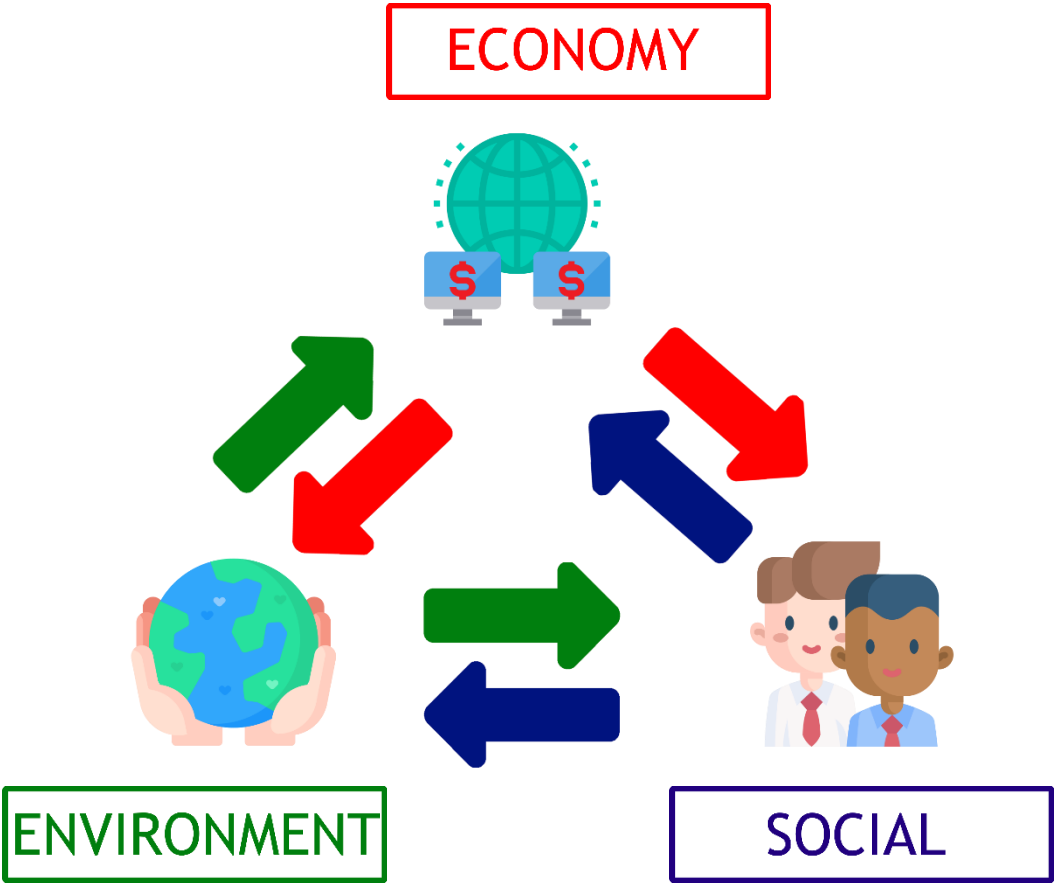
## Stakeholder Group and the Engagement Channels



# 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's Sustainability Report for the Financial Year 2025.**

As another financial year comes to a close, we remain committed to enhancing the quality and transparency of our Sustainability Report. In line with growing global awareness around ESG (Environmental, Social, and Governance) principles, this year's report includes performance data to better demonstrate the progress of our ESG practices. We continue to improve on using more systematic approach to track and report our sustainability efforts.

Biosecurity remains LTKM's foremost sustainability priority and challenge. The risk and impact of disease outbreaks—particularly among poultry—pose a serious threat to our operations. Many of the best practices outlined in this report, such as bird health programs, waste management systems, water treatment facilities and emission management and controls - reflect our proactive approach to mitigating these risks. These efforts are made possible through the collaboration of various stakeholders working together to maintain a clean, responsible, and sustainable farming environment.

We extend our sincere appreciation to our dedicated employees, whose discipline and commitment ensure the efficient and safe operation of our farms. We also thank our shareholders, suppliers, customers, consumers, and partners for their continued trust and support. Together, we have helped establish "LTK Omega Plus" eggs as a trusted household name in Malaysia.

We invite you to explore the following pages to learn more about our sustainability journey and the strategies LTKM employs to embed sustainable practices across our operations.

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.

##### **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.

#### **C i c e n m a n u r e**

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**

### **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.

### **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 FY2025, 45% ( FY2024: 43% ) of our spending on production are sourced from local suppliers whereas the bulk 55% ( FY2024: 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.

## 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.

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#### **Old hen sold**

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***

#### **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.

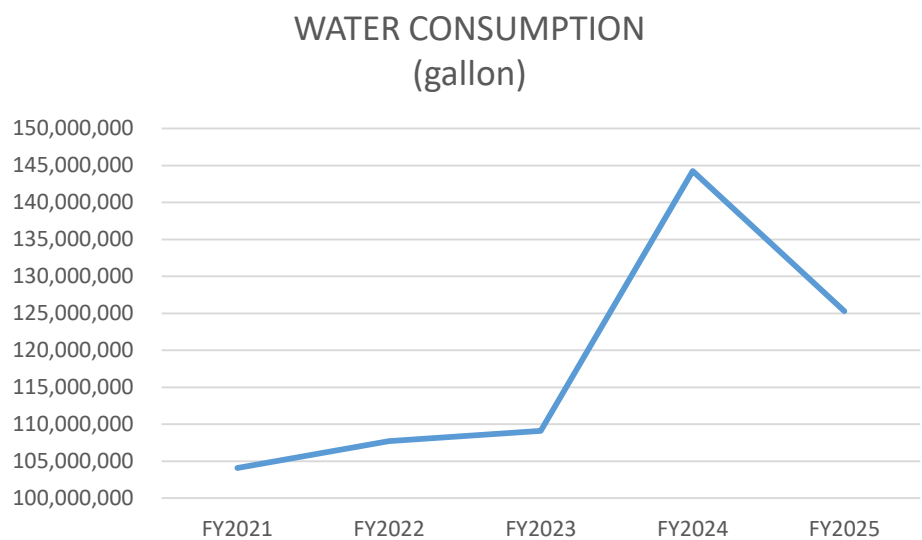


**B. Protection and Conservation of the Environment and Natural Resources *cont'd***

**3. Water Management *cont'd***

**Water Consumption**

Water is used in cooling pad to maintain the temperature in chicken houses and for feeding of the livestock. In financial year 2025, water consumption decreased by 13% as a result of improved usage efficiency.



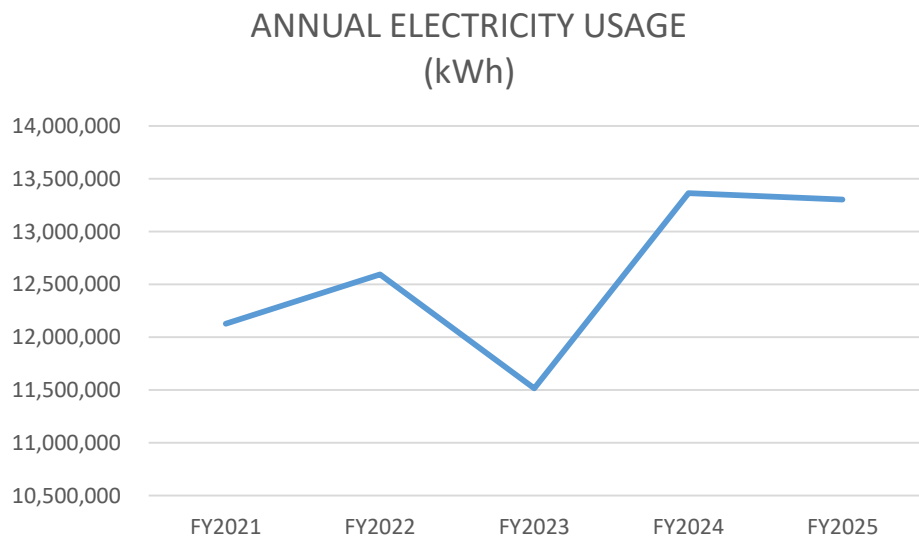
WATER CONSUMPTION (gallon)				
FY2021	FY2022	FY2023	FY2024	FY2025
104,095,860	107,700,780	109,084,360	144,235,300	125,304,960

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)				
FY2021	FY2022	FY2023	FY2024	FY2025
12,127,063	12,593,943	11,516,930	13,363,925	13,304,280

Energy consumption decreased marginally by 0.4% in FY2025 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 FY2025, two rounds of reports were submitted to the ECM for the periods

1. 1 January 2024 to 30 June 2024 , and
2. 1 July 2024 to 31 December 2024

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

#### **atural 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 Programmes

In FY2025, 7 sessions related to employees' welfare and work safety were conducted with a total 247 attendance recorded :

DATE	PROGRAMME	ATTENDEES
19/4/2024	Latihan Mengendali Troli Telur	84
27/4/2024	Pembersihan Najis Ayam dalam Reban	38
26/6/2024	Effective Safety & Health Committee Program	17
26/07/2024	Pemeriksaan Papsmear dan Pemeriksaan Klinikal	17
22/8/2024	Hazard Identification Risk Analysis & Control	13
27/11/2024	Pemeriksaan Kesihatan Perkeso (HSP) 3.0	64
26/12/2024	Latihan Bunyi Bising di Feedmill	14
TOTAL ATTENDANCE		247

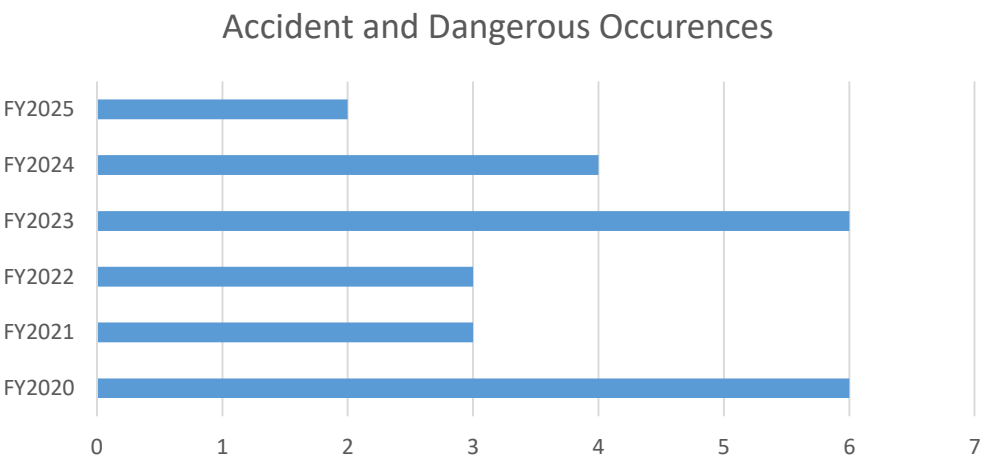
C. Other Material Sustainability Matters cont'd

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 2025, a total of 2 on the job incident cases was registered, which is a 25% reduction compared to the previous financial year. None of the incident resulted in fatality although resulted in lost work time of a total 427.5 hours or LTIR of 0.72.

Tarikh Kejadian	Masa Kejadian	Jumlah Cuti Sakit	Kejadian
12/04/2024	1715	6 hari	Tangan cedera semasa membersihkan kawasan najis ayam
17/10/2024	1900	51 hari	Kemalangan dalam perjalanan balik selepas kerja

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 from internal stakeholders 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 2025, a total 492 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

	FY2025	FY2024
Employee Category	Hours	Hours
Management	188	148
Executive	56	139
Others *	248	187
Total Hours	492	474

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 FY2025, LTKM contributed RM40,000 in cash and kind benefitting 36 beneficiaries who are external to LTKM.

Amount spent for community service : -		
	FY2025	FY2024
Amount Contributed (RM)	72,400	40,000
Number of beneficiaries	45	36

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 2025	FYE 31 March 2024
Percentage of employees by gender by age group, for each employee category	%	%
<b>Age Group</b> by Employee Category		
Management between 30 - 50	46%	42%
Management above 50	54%	58%
Executive between 30-50	100%	100%
Non-executive under 30	18%	17%
Non-executive between 30-50	40%	42%
Non-executive above 50	42%	41%
General Worker under 30	30%	34%
General Worker between 30-50	58%	55%
General Worker above 50	12%	11%
<b>Total</b>	<b>100%</b>	<b>100%</b>
<b>Gender Group</b> by Employee Category		
Management Male	46%	42%
Management Female	54%	58%
Executive Female	100%	100%
Non-executive Male	53%	54%
Non-executive Female	47%	46%
General Worker Male	80%	83%
General Worker Female	20%	17%
<b>Total</b>	<b>100%</b>	<b>100%</b>
Percentage of directors of LTKM by gender and age group		
Male	57%	57%
Female	43%	43%
Between 30-50	43%	29%
Above 50	57%	71%

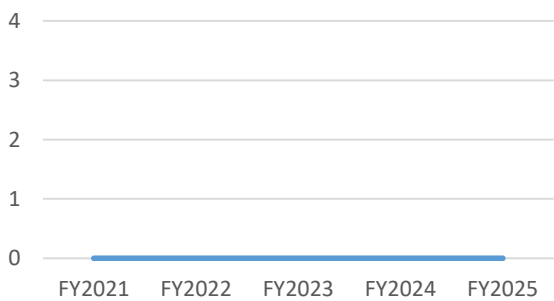
C. Other Material Sustainability Matters cont'd

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 FY2025 two trainings on Anti-Corruption and Bribery were carried out. It was compulsory sessions for all levels of employees from Management to Non-executives. Since 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 FY2025.

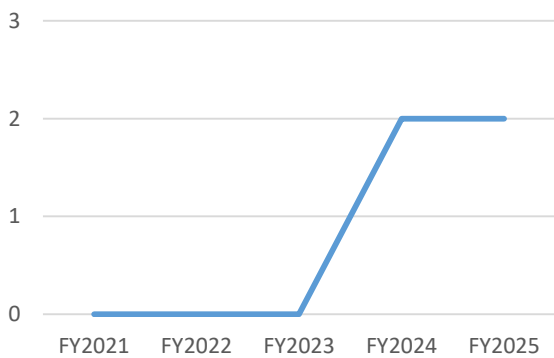
Corruption / Bribery Incident



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.

Number of Trainings





## ***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 FY2025, LTKM did not encounter any complaint of Data Privacy breach whether from internal nor external stakeholders.

#### **ASSURANCE STATEMENT**

LTKM has not subjected this Report for internal review by our internal audit function or any other independent assurance provider. LTKM will consider to seek review by the internal audit function for selected information disclosed in the Report during the financial year of 2026.

## D. Performance Data Table

Indicator	Measurement Unit	2024	2025
<b>Bursa (Anti-corruption)</b>			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Management	Percentage	50.00 *	92.00
Executive	Percentage	100.00 *	100.00
Non-executive/Technical Staff	Percentage	59.00 *	89.00
General Workers	Percentage	0.00	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
<b>Bursa (Community/Society)</b>			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	40,224.00	72,376.98
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	36	45
<b>Bursa (Diversity)</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	0.00	0.00
Management Between 30-50	Percentage	42.00 *	46.00
Management Above 50	Percentage	58.00 *	54.00
Executive Under 30	Percentage	0.00	0.00
Executive Between 30-50	Percentage	100.00 *	100.00
Executive Above 50	Percentage	0.00	0.00
Non-executive/Technical Staff Under 30	Percentage	17.00 *	18.00
Non-executive/Technical Staff Between 30-50	Percentage	43.00 *	40.00
Non-executive/Technical Staff Above 50	Percentage	40.00 *	42.00
General Workers Under 30	Percentage	34.00 *	30.00
General Workers Between 30-50	Percentage	55.00 *	59.00
General Workers Above 50	Percentage	11.00 *	11.00
Gender Group by Employee Category			
Management Male	Percentage	42.00 *	46.00
Management Female	Percentage	58.00 *	54.00
Executive Male	Percentage	0.00	0.00
Executive Female	Percentage	100.00 *	100.00
Non-executive/Technical Staff Male	Percentage	54.00 *	53.00
Non-executive/Technical Staff Female	Percentage	46.00 *	47.00
General Workers Male	Percentage	83.00 *	80.00
General Workers Female	Percentage	17.00 *	20.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	57.00	57.00
Female	Percentage	43.00	43.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	43.00	43.00
Above 50	Percentage	57.00	57.00

## D. Performance Data Table (cont'd)

Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	13,364.00	13,304.00
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.60	0.72
Bursa C5(c) Number of employees trained on health and safety standards	Number	323	247
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Management	Hours	148	188
Executive	Hours	139	56
Non-executive/Technical Staff/General Workers	Hours	187	248
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00	0.00
Bursa C6(c) Total number of employee turnover by employee category			
Management	Number	0	0
Executive	Number	0	0
Non-executive/Technical Staff	Number	0	1
General Workers	Number	56	67
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	43.00	45.00
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	546.000000	474.000000
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	-	No Data Provided
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	No Data Provided
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	No Data Provided
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	No Data Provided
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	-	No Data Provided
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	No Data Provided

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