

SUSTAINABILITY REPORT

ABOUT THIS REPORT

This report provides detailed disclosures on Can-One Berhad (“Can-One” or “the Company”) and its subsidiaries (“the Group” or “Can-One Group”) sustainability commitments, initiatives, actions taken, and performance for the financial year ended 31 December (“FYE”) 2023.

It has been prepared with reference to the Global Reporting Initiative (“GRI”) Universal Standards 2021 and per Bursa Malaysia Securities Berhad (“Bursa Securities”) Main Market Listing Requirements and the third edition of the Bursa Securities Sustainability Reporting Guide.

This report should be read together with the Company’s Annual Report 2023 (“AR 2023”) for a more comprehensive view of Can-One Group’s financial and non-financial performance.

REPORTING SCOPE AND BOUNDARY

We report our sustainability initiatives and performance on an annual basis. The last Sustainability Report was published in April 2023.

Our last report covers the Group’s principal operating segments in Malaysia and Vietnam only. This year, we have included our aluminium can and carton operations in Myanmar as they have become material operating segments. Companies covered in this report:

General cans segment	Aluminium cans segment
<ul style="list-style-type: none"> Aik Joo Can Factory Sdn. Berhad AJCan Sdn. Bhd. Canzo Sdn. Bhd. Kian Joo Can Factory Berhad KJ Can (Selangor) Sdn. Bhd. KJ Can (Johor) Sdn. Bhd. Kian Joo Can (Vietnam) Co., Ltd. Federal Metal Printing Factory Sdn. Berhad 	<ul style="list-style-type: none"> KJM Aluminium Can Sdn. Bhd. Kianjoo Can (Myanmar) Company Limited
	Carton segment
	<ul style="list-style-type: none"> Box-Pak (Malaysia) Bhd. Box-Pak (Vietnam) Co., Ltd. BP MPak Sdn. Bhd. Box-Pak (Hanoi) Co., Ltd. Boxpak (Myanmar) Company Limited
Contract manufacturing division	
<ul style="list-style-type: none"> Kian Joo Canpack Sdn. Bhd. 	

REPORTING PRINCIPLES

In preparing this report, we have applied the Reporting Principles under Section 4 of GRI 1 Foundation 2021:

Accuracy: Reporting information that is correct and sufficiently detailed to allow for an assessment of the organisation’s impacts

Balance: Reporting information in an unbiased way and providing a fair representation of the organisation’s positive and negative impacts

Clarity: Presenting information that is accessible and understandable

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REPORTING PRINCIPLES *(continued)*

Comparability: Selecting, compiling, and reporting information consistently to enable an analysis of changes in the organisation’s impact over time and an analysis of these impacts relative to those of other companies

Completeness: Providing sufficient information to enable an assessment of the organisation’s impacts during the reporting period

Sustainability Context: Reporting information about its impacts in the wider context of sustainable development

Timeliness: Reporting information on a regular schedule and making it available in time for information users to make decisions

Verifiability: Gathering, recording, compiling, and analysing information in such a way that the information can be examined to establish its quality

RESTATEMENTS

We have re-stated some comparative data to improve clarity, reflect the availability of updated emission factors and inclusion of Myanmar operations for FYE 2022. Intensity data has been re-calculated to enable a more meaningful comparison. Restated data, along with its impact of restatement are indicated in the respective sections of this report.

STATEMENT OF ASSURANCE

In strengthening the credibility of the Sustainability Report, this Sustainability Report has been subjected to an internal review by the Company’s internal auditors and independent assurance in accordance with recognised assurance standards for selected indicators and has been approved by the Board of Directors (“Board”).

The scope, subject matters and relevant conclusion(s) are provided below:

Type of Assurance	Material Matters	Subject Matter	Scope	Conclusion
Internal Review	Anti-Corruption	Percentage of operations assessed for corruption-related risk	Operations assessed: 1. Malaysia 2. Myanmar	Not applicable
Independent Assurance	Climate Change	<p>Scope 1 greenhouse gas (GHG) emissions – emissions associated with combustion from boiler systems (Natural gas, coal and biomass) (tonnes of carbon dioxide equivalent (“tCO₂e”))</p> <p>Scope 2 GHG emissions (purchased electricity) (tCO₂e)</p>	Operations assessed: 1. Malaysia 2. Vietnam 3. Myanmar	Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter as presented in Can-One’s Sustainability Report have not been prepared and presented fairly, in all material respects, in accordance with the defined Criteria*.
	Responsible Waste Management	<ul style="list-style-type: none"> Total waste diverted from disposal (paper, aluminium and tin scraps) (tonnes) Total waste directed to disposal (hazardous (scheduled) waste) (tonnes) 		

* Note: In preparing the Subject Matter mentioned above, Can-One’s applied the following criteria: (1) The Global Reporting Initiative (“GRI”) Standards and (2) Can-One’s relevant policies and procedures

Please refer to pages 65 to 67 for the limited assurance report provided by KPMG PLT

FEEDBACK

We welcome and encourage our stakeholders to provide feedback about this report at sustainability@canone.com.my.

SUSTAINABILITY REPORT

MESSAGE FROM GROUP MANAGING DIRECTOR

Dear Stakeholders,

I am pleased to share with you our latest Sustainability Report, which marks our 7th edition. This year, we have expanded the reporting boundary of our sustainability initiatives to include Myanmar to show our commitment to accountability in all our activities. We have also updated our sustainability report to align with the latest Global Reporting Initiative (GRI) 2021 reporting standards and Bursa Enhanced Disclosure Requirements to ensure our disclosures meet the highest industry standards.

To strengthen the credibility of our sustainability performance metrics, we have engaged KPMG PLT to validate our key reporting metrics to ensure accuracy and transparency in our sustainability disclosures.

In our last report, we highlighted some sustainability initiatives to address Greenhouse Gas (“GHG”) emissions across our Group. We are pleased to update on the progress of those initiatives. Our efforts in subscribing to the Green Electricity Tariff under our national utility company, Tenaga Nasional Berhad and our boiler systems at our carton segment plants in Vietnam transitioning from coal energy to biomass, have resulted in 19.6% reduction in GHG Scope 2 emissions and 72% reduction (from coal and biomass emission source) in Scope 1 emissions at the respective country plants. Meanwhile, the 3,013 kilowatt peak (“kWp”) rooftop solar system at our two plants in Nilai, Negeri Sembilan are near completion and should be online by the second quarter of the financial year ending 2024. We are committed to achieve 70% Scope 2 emissions intensity reduction by year 2030 with the aspiration to be net zero by year 2050.

In advancing our commitment towards responsible supply chain, we will be leveraging on the Supplier Ethical Data Exchange (“SEDEX”) platform to improve our risk management processes and uphold our supply chain ethical standards.

We are proud to support the Malaysian Government’s initiative, National Dual Training Program or Skim Latihan Dual Nasional (“SLDN”), aimed at nurturing a skilled national workforce. Through our partnership with local technical institutes as part of their Academy in Industrial Program, our Malaysia subsidiaries, Kian Joo Can Factory Berhad group of companies (“Kian Joo Group”) including Box-Pak (Malaysia) Bhd. and its subsidiaries (“Box-Pak Group”) are contributing to the development of skilled professionals who will drive innovation and growth in the industry.

We wish to express our sincere gratitude for your support to our sustainability efforts. Together, we are making a tangible impact on the environment, society, and economy, and I look forward to continuing our journey towards a more sustainable and responsible future.

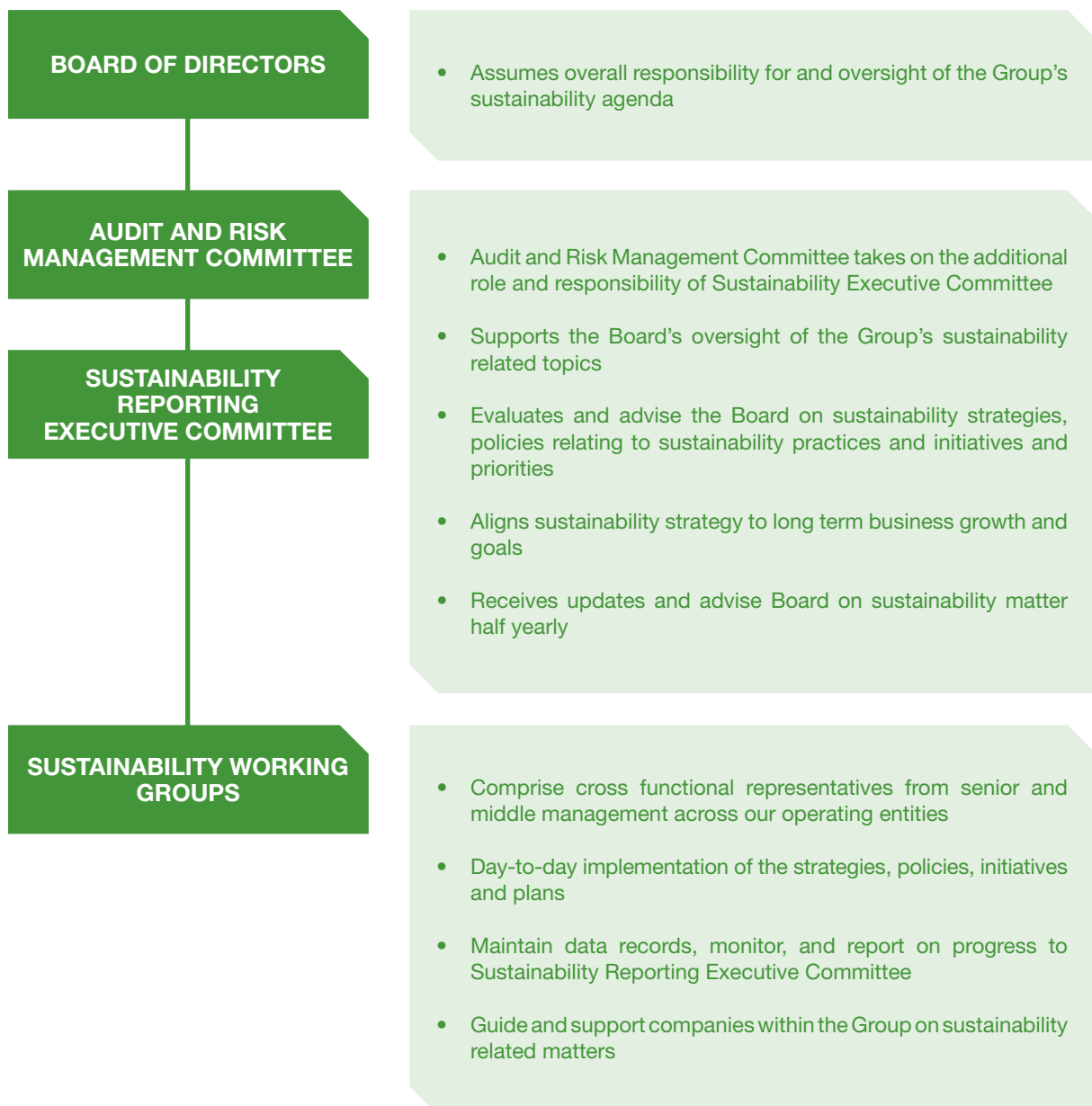
Marc Francis Yeoh Min Chang
Group Managing Director

SUSTAINABILITY REPORT

OUR APPROACH TO SUSTAINABILITY

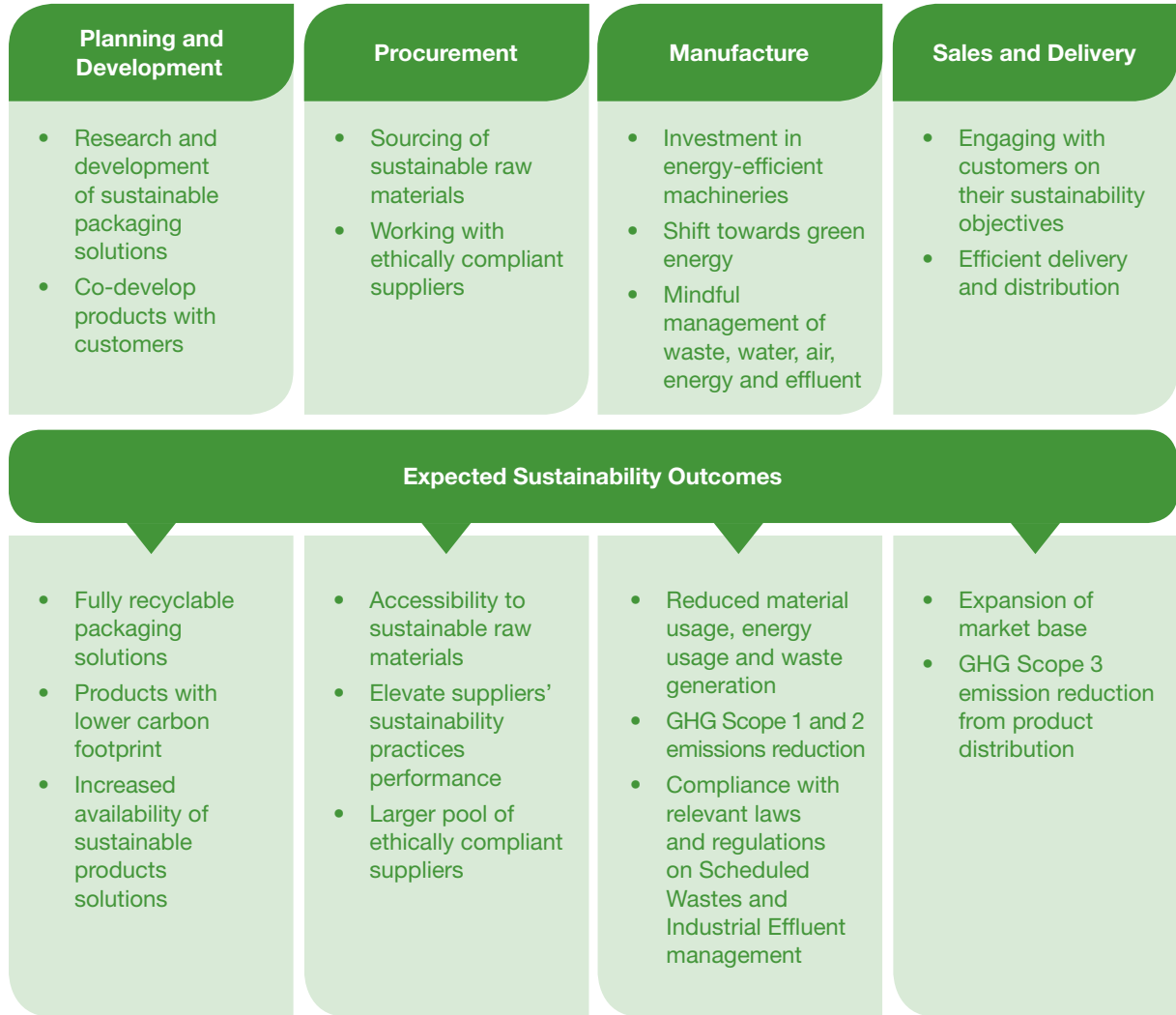
Our approach to sustainability is underpinned by a robust governance structure where our Board together with the Audit and Risk Management Committee evaluate and approve the strategies and initiatives to instil a sustainability culture and practices throughout the Group.

GOVERNANCE STRUCTURE



SUSTAINABILITY REPORT

SUSTAINABILITY IN OUR BUSINESS PROCESSES



STAKEHOLDERS ENGAGEMENT

Our stakeholder Groups are those that have an impact on our business or affected by the Group and our activities. We continuously engage with them to understand their evolving expectations and how our business practices impact them. These interactions help us to identify relevant material issues and provide insights into emerging opportunities and risks while responding to their needs more effectively.



SUSTAINABILITY REPORT

STAKEHOLDERS ENGAGEMENT *(continued)*

The method and frequency in which we engage our stakeholders, and their expectations are as follows:-

STAKEHOLDER	METHOD OF ENGAGEMENT	FREQUENCY	EXPECTATIONS
Shareholders and Investors	<ul style="list-style-type: none"> Annual General Meeting Annual Report Announcements on Bursa Securities 	<ul style="list-style-type: none"> Annually Periodically As and when required 	<ul style="list-style-type: none"> Business strategies and future plan Group overall performance Dividend payout Good corporate governance Mitigation and adaptation to climate change
Employees	<ul style="list-style-type: none"> Town Hall Meetings Performance appraisals Training 'Open door' feedback 	<ul style="list-style-type: none"> Annually As and when required 	<ul style="list-style-type: none"> Workplace safety and health Career development and upskilling opportunities Fair remuneration practices with competitive benefits Inclusive and non-discriminatory workplace Work-life balance
Customers	<ul style="list-style-type: none"> Customer Satisfaction Survey Customers audit and visits Customer support channels Face to face meetings 	<ul style="list-style-type: none"> Regularly As and when required 	<ul style="list-style-type: none"> Product expectations in terms of quality, price, and delivery Sustainable and innovative product Ethical labour practices Customer data privacy
Suppliers	<ul style="list-style-type: none"> Supplier meetings Site visits and audits Suppliers' evaluations 	<ul style="list-style-type: none"> Regularly Periodically As and when required 	<ul style="list-style-type: none"> Competitive price and quality of product, services, and delivery Transparency in procurement processes Capacity building for suppliers
Government Agencies and Regulators	<ul style="list-style-type: none"> Participation in government and regulatory events. Seminars, trainings, and dialogue On-site inspections 	<ul style="list-style-type: none"> As and when required 	<ul style="list-style-type: none"> Compliance with relevant laws, by-laws, and regulations Corporate governance and compliances
Community	<ul style="list-style-type: none"> Community events Dialogue sessions Corporate Social Responsibilities events 	<ul style="list-style-type: none"> As and when required 	<ul style="list-style-type: none"> Providing employment opportunities Contributing to community initiatives Business has minimal environmental impact in terms of waste and emissions

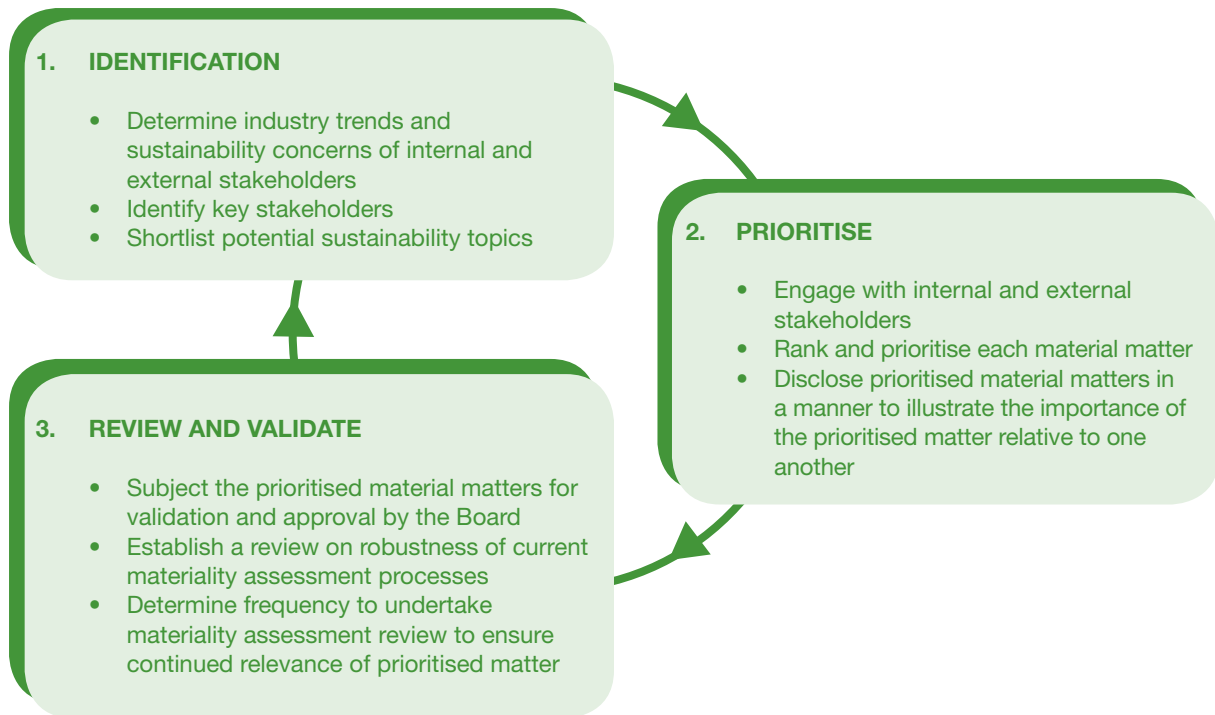
MATERIALITY ASSESSMENT

Our current materiality assessment is based on a stakeholder survey conducted in fourth quarter of FYE 2020. We aim to carry out a comprehensive materiality assessment once every 3 years. A new stakeholder survey questionnaire was distributed at the end of February 2024. The result of this survey will be reported in our next Sustainability Report.

SUSTAINABILITY REPORT

MATERIALITY ASSESSMENT PROCESS

Our material assessment involves evaluating the significance of each sustainability issue based on its level of impact and influence on the Group. Incorporating input from our stakeholders, our materiality determination process aims to identify and prioritise key matters which then form the foundation of our sustainability efforts.



MATERIALITY MATRIX

For FYE 2023, a limited-scale materiality review was carried out on our previous year’s material topics for relevance.

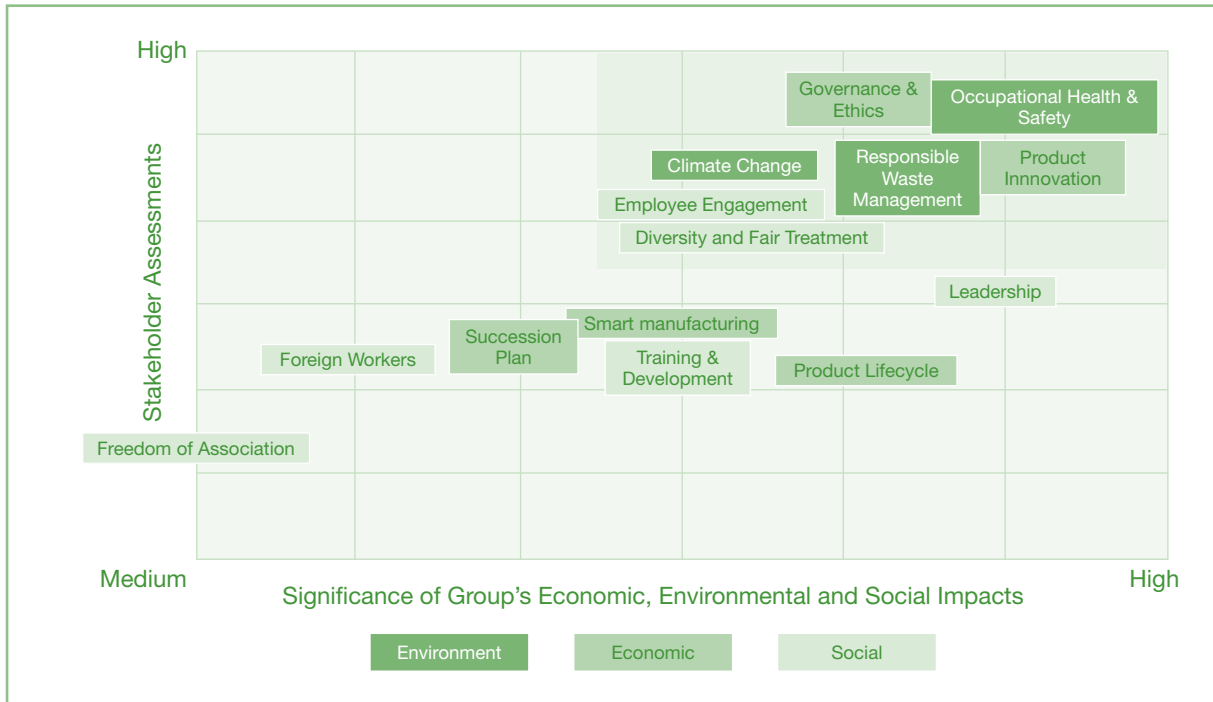
We have repositioned Water Consumption materiality matter higher along both axes, illustrating increased stakeholders’ interest in our management of water resources. Then, we consolidated Water Consumption along with Electricity Consumption and Energy Consumption & Emission under Climate Change to reflect increased stakeholders’ interest in our management of water resources, environmental footprint, and carbon footprint strategy.

Our materiality matrix has been refreshed accordingly. For a detailed comparison with our prior materiality matrix, please refer to our FYE 2022 Sustainability Report.

Our updated materiality matrix has been reviewed by the Audit and Risk Management Committee and approved by the Board.

SUSTAINABILITY REPORT

MATERIALITY MATRIX (continued)



RISK MANAGEMENT

A formalised risk management process is in place to identify, evaluate, and manage significant risks including sustainability risks faced by the Group. The Audit and Risk Management Committee oversees the Group's risk management and sustainability processes. There is also a Risk Management and Sustainability Working Group at each entity to ensure all identified risks stay within our risk appetite.

Material Matters	Risk	Opportunities
Product Innovation	<ul style="list-style-type: none"> Reputation and product excellence promise to customers Poor financial performance threatens business continuity 	<ul style="list-style-type: none"> Customer retention and increase market share with product offerings Sustainable financial performance attracts investors and delivers long term value to stakeholders
Governance and Ethics	<ul style="list-style-type: none"> Poor governance practices tarnish reputation, image, and trust 	<ul style="list-style-type: none"> Effective governance practices enhance reputation as a trustworthy Group
Responsible Waste Management	<ul style="list-style-type: none"> Non-compliance with environmental regulations leads to reprimands, fines, penalties, and reputational loss 	<ul style="list-style-type: none"> Waste reduction and increased resource efficiency can lead to operational cost savings Community support
Climate Change	<ul style="list-style-type: none"> Non-compliance with climate-related regulations leads to fines and penalties Poor water management leads to higher costs and potential scarcity of water resources 	<ul style="list-style-type: none"> Operate with low-carbon footprint open opportunities to tap into rising demand for low-carbon products and services Efficient water management could reduce operational costs and promote water conservation behaviour

SUSTAINABILITY REPORT

RISK MANAGEMENT *(continued)*

Material Matters	Risk	Opportunities
Occupational Health and Safety	<ul style="list-style-type: none"> Accidents and injuries at the workplace lead to productivity loss, potential legal action, and reputational damage 	<ul style="list-style-type: none"> A good safety culture offers a conducive working environment and improves employees' well-being and productivity
Diversity and Fair Treatment	<ul style="list-style-type: none"> Discriminatory employment practices damage the Group's reputation which may lead to the inability to retain or attract talents 	<ul style="list-style-type: none"> Inclusive, diverse, and empowering work culture attracts talents and brings diverse viewpoints that enhance the quality of decision-making
Employee Engagement	<ul style="list-style-type: none"> Disengaged and underdeveloped employees contribute to lower productivity and performance 	<ul style="list-style-type: none"> Effective talent development and upskilling programs enable the Group to retain and attract talent which can lead to a high-performance culture

SUSTAINABILITY FRAMEWORK

Our framework outlines our focus areas which are: Delivering Excellence, Responsible Supply Chain, Caring For The Environment, and Empowering Our People. We aim to deliver the objectives under each focus area by addressing the concerns related to each of our material matters. We have set targets to enable us to monitor our sustainability performance and by linking these targets to a performance scorecard, we can track our progress and ensure that we are making continuous improvements towards these targets.



Alignment with the following United Nations Sustainable Development Goals adopted by the Group



SUSTAINABILITY REPORT

PERFORMANCE SCORECARD

Our key targets and progress to-date.

Material Matters	Targets	Current progress against targets
Product Innovation	Zero product recall from packaging material defects	<ul style="list-style-type: none"> No product recall cases reported or received for the FYE 2023
Governance and Ethics	Zero bribery and corruption cases reported Procure from ethically compliant suppliers	<ul style="list-style-type: none"> No corruption, bribery, or unethical business conduct cases in FYE 2023 In FYE 2023, 111 suppliers in the Group went through our self-assessment questionnaire on ethical business practices No complaints received on human rights violations
Responsible Waste Management	Minimise waste generation Scheduled waste management compliant with regulatory framework	<ul style="list-style-type: none"> Scheduled waste management at all our plants complied with the respective country's regulatory framework in FYE 2023 No violations or summons received in FYE 2023 92% of waste is recyclable
Climate Change	Air emissions consistently meet Department of Environment guidelines Adoption of solar energy as a renewable source for greenfield sites. For the Vietnam plant, the substitution of coal energy to a greener source Energy efficiency will be given high consideration for future machinery and equipment investment Net zero by year 2050	<ul style="list-style-type: none"> All our plant's chimneys stack emission monitoring was within the limit set by the respective country's Environmental Quality Act Cartons segment plants in Vietnam completed their transition from coal to biomass energy in FYE 2023. At the two plants, Scope 1 emissions reduced by 72%^ while in terms of intensity, it reduced by 69%^ Subscription to Green Electricity Tariff by 4 plants in Malaysia reduced those plants Scope 2 emission by 19.6% in FYE 2023 The 3,013 kWp rooftop solar system at our two plants in Nilai is near completion. Expected online by second quarter of financial year ending 2024 <p style="text-align: right;">^ Coal and biomass emission source</p>
Occupational Health and Safety	Zero employees and contractor fatality	<ul style="list-style-type: none"> No fatalities were recorded for employees and contractors in FYE 2023
Diversity and Fair Treatment	Increase female representation by 10% by 2025	<ul style="list-style-type: none"> Overall female representation in the workforce: 26%. At management level: 46%
Employee Engagement	Increase staff retention rate by 3% by 2025 Improve staff satisfaction rate by 5% by 2025	<ul style="list-style-type: none"> FYE 2023 staff turnover rate: 3.14% The last staff satisfaction survey (September 2021) scored 74%. The next survey will be carried out in the first quarter of financial year ending 2024

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE

PRODUCT INNOVATION



Why it matters

Innovation gives a competitive advantage to meet customer needs and staying relevant while products meeting quality and safety standards are key to customer attraction and retention which is vital to sustainable financial performance.

Management approach

The ability of the Group to consistently provide products and services that meet customer and regulatory requirements is underpinned by the respective manufacturing plants’ ISO 9001:2015 Quality Management System accreditation.

The use of the Material Safety Data Sheet (“MSDS”) enables the Group to identify potential hazards of a chemical substance (health, combustion, reactivity, and the environment) before they are approved for use which assures the products produced meet our safety and quality standards.

Policies and processes compliances are performed by the Internal Audit department while independent certification bodies are engaged periodically for ISO compliance and re-certification.

The Group primarily sources aluminium coils from suppliers certified by the Aluminium Stewardship Initiative (“ASI”), which assures that the materials were produced responsibly according to international environmental, social, and governance standards.

Our carton plants also primarily source paper rolls from suppliers who are Forest Stewardship Council Chain of Custody (“FSC-CoC”) certified which assures the papers are sourced from forests that are responsibly managed. In addition, all our carton plants are FSC-CoC certified as well.

Our Performance

FSC papers used in production in Metric Ton (“MT”)

FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
13,000	18,000	25,200	30,400

Note: Restated to include Myanmar operations. Data collection for Myanmar started from FYE 2022. Figures are rounded to the nearest hundred.

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE RESPONSIBLE SUPPLY CHAIN

GOVERNANCE AND ETHICS



Why it matters

Operating a business with ethical, transparent, and responsible governance provides a foundation for a sustainable business and raises market reputation.

Management approach

To establish a culture of integrity and high ethical standards in our Group throughout our value chain, the following policies are in place:

- [Anti-Corruption policy \(“AC Policy”\)](#)
- [Whistle-blowing policy \(“WB Policy”\)](#)

The Group’s AC Policy is aligned with the Malaysian Anti-Corruption Commission (Amendment) Act 2018. AC Policy reiterates our commitment to conduct business within anti-corruption laws in the countries we operate in and to cause our organisation, directors, officers, and employees to comply accordingly.

WB Policy and procedure provide a channel to further safeguard the Group against unethical behaviour. The channel enables any person to report any actual or suspected malpractices including unethical behaviour to the Group Managing Director with confidentiality and assurance of anonymity.

- [Employees Code of Conduct \(“ECoC”\)](#)

ECoC covers employees’ work ethics, professional conduct, respect for human rights, and promoting a safe and healthy work environment. Refer to the Management approach under the Diversity and Fair Treatment section for more details.

- [Suppliers Code of Conduct \(“SCC”\)](#)

Our SCC developed with guidance from the 10 Principles of the United Nations Global Compact, requires commitment from vendors to be socially responsible and practice lawful and ethical labour practices without violation of international human rights. All new and existing suppliers are required to sign off on the SCC affirming their compliance while engaging in business with the Group.

All managerial and key employees are required to declare and sign off an Annual Statement of Compliance with Independence and Anti-Corruption Behaviour. In addition, General Managers and Heads of Departments are required to confirm that they are not aware of any fraud or bribery in their respective business units.

Our WB Policy allows employees and external stakeholders to report improprieties confidentially through email, telephone, or mail. Our ECOC, AC Policy, and WB Policy are available on our corporate website and Company intranet to ensure they are accessible to all stakeholders.

All new joiners undergo an induction program where they are required to familiarise themselves with the Group’s ECOC, AC Policy, WB Policy, and other accompanying policies and procedures.

SUSTAINABILITY REPORT

DELIVERING EXCELLENCE RESPONSIBLE SUPPLY CHAIN *(continued)*

GOVERNANCE AND ETHICS *(continued)*

Management Approach *(continued)*

Our procurement team conducts field audits on our suppliers periodically to confirm their compliance with our SCC. To enhance our supply chain ethical risk management further, we will subscribe to the SEDEX platform, an online system that can capture our suppliers’ data on ethical and responsible practices and allow them to share their information with us.

Compliance audits are performed periodically to confirm adherence to our policies.

Our Performance

Whistle-blowing	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Number of whistle-blowing reports received	0	0	4	1

The whistle-blowing case was investigated by relevant parties authorised by the Group Managing Director and has been addressed and closed as at year end.

Percentage of operations assessed for corruption-related risks	0%	0%	19%	69%
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- Percentage of employees who received training on anti-corruption and whistle-blowing during the year: 21%.
- In FYE 2023, 111 of our suppliers went through our self-assessment questionnaire on ethical business practices.
- Spending on local suppliers In FYE 2023 was RM1,082 mil (58% of total spending).

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT

RESPONSIBLE WASTE MANAGEMENT



Why it matters

As a responsible Group, we are mindful of the waste that our business activities and operations generate, and that proper and responsible waste management is required to ensure the preservation and protection of the environment and communities where we operate.

Management approach

Our Environmental Policy provides clear guidance to all employees on their actions and practices towards the environment.

Governance procedures ensure our operations comply with all related environmental laws and regulations in the countries where we operate.

The Safety, Health, and Environment (“SHE”) Committee at each plant monitors compliance and holds regular discussions with the plant management on issues relating to safety, health, and environment at the workplace while the SHE officer at each plant ensures compliance with health, safety and environmental regulations.

Internal Auditors conduct compliance reviews periodically while independent certification bodies are engaged periodically to assess and re-certify ISO compliance.

Plants in the Group with ISO 14001 Environmental Management System 2015:

- KJM Aluminium Can Sdn. Bhd. (Nilai)
- Kian Joo Canpack Sdn. Bhd.
- Box-Pak (Malaysia) Bhd.
- Box-Pak (Vietnam) Co., Ltd.
- BP MPak Sdn. Bhd.
- Box-Pak (Hanoi) Co., Ltd.
- Boxpak (Myanmar) Company Limited
- Kian Joo Can Factory Berhad (financial year ending 2024)

Paper, aluminium, and tin scraps form the bulk of the solid wastes generated by the Group which are collected by our appointed licensed collectors and are fully recycled and re-used by the respective manufacturing plants. These fully recoverable wastes are classified as waste diverted from disposal.

Other wastes are largely ink sludge from wastewater treatment plants, metal sludge, spent mineral oil-water emulsion, and waste glue. These are classified as scheduled waste and are collected and stored in compliance with the respective country’s environmental rules and regulations before they are sent to appointed licensed waste management companies to undergo treatment and recovery process. Where recovery is not possible, they undergo proper disposal. We have been informed by our appointed wastes management companies in the respective country the following:

- **Malaysia:** 97% of wastes collected undergo recovery process for recycling
- **Vietnam:** Wastes collected are largely incinerated into cinder dust to form bricks
- **Myanmar:** 84%-93% of wastes collected are sent to secured landfill

Notwithstanding the above possible recovery, we have classified all other wastes as waste directed to disposal.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT *(continued)*

RESPONSIBLE WASTE MANAGEMENT *(continued)*

Management approach *(continued)*

Some of our plants produce wastewater as part of the production process. As the wastewater generated may contain certain metals, chemicals, and organic and inorganic compounds, the wastewater is channelled to their Wastewater Treatment Plant ("WWTP") for treatment. Treated water is tested in our laboratory to ensure it complies with safety parameters defined by the respective environment quality regulations governing industrial effluent before the water is allowed to be discharged. All our WWTP operations comply strictly with the requirements under the respective countries' environmental quality regulations.

All scheduled wastes are reported to the respective country's Department of Environment or its equivalent. In Malaysia, the reporting and monitoring of scheduled waste is through the Department of Environment Electronic Scheduled Waste Information System or e-SWIS.

Our Performance

Waste diverted from disposal	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
MT	58,600	56,600	56,600	58,300

These are paper, aluminium, and tin scraps. They are non-hazardous and are fully recyclable.

Waste directed to disposal	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
MT	3,900	4,600	5,300	5,000

These are hazardous waste or scheduled waste and are collected by appointed licensed waste management companies to undergo treatment and recovery process.

Notes: 1. Above waste diverted from disposal and waste directed to disposal figures are rounded to the nearest hundred.
2. Restated to include Myanmar operations where data collection started from FYE 2022.

Treated water discharged	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Megalitres	–	–	–	939

FYE 2023 is our first year to disclose treated wastewater released to local waterways.

Note: Above include 162 Megalitres from our plants in Vietnam where the wastewater is treated externally at a centralised wastewater treatment plant operated by the respective industrial park management where our plants are located.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT

CLIMATE CHANGE



Why it matters

We recognise it is our responsibility to minimise our environmental carbon footprint in business and operations and contribute to the preservation and protection of the environment while taking advantage of the opportunities that arise as the world transitions to a low-carbon economy.

Management approach

We aim to reduce our environmental carbon footprint and establish operational resilience to deliver long-term value to our business and stakeholders. Our Environmental Policy guides us to effectively manage and minimise the impacts arising from our operations.

As part of our efforts to mitigate climate change, we are committed to achieving 70% Scope 2 carbon emissions intensity reduction by 2030 with an aspiration to be net zero by 2050. We have developed a Roadmap that complements our policy and guides us on the journey.

Air Quality

The nature of our industry does not have any significant air emissions.

Combustion from our boiler systems and industrial oven emits trace amounts of nitrogen dioxide (NO₂), carbon monoxide (CO), carbon dioxide (CO₂), sulfur dioxide (SO₂), and particulate matter.

All our plants conduct regular stack emission monitoring on their chimneys to ensure the emissions and particulate matter is within the limit set by the Environmental Quality Act of the respective country where we operate.

Our boiler and oven systems are inspected daily to ensure the system is operating optimally. They also undergo periodic independent inspections as part of regulatory requirements to ensure the system meets safety standards.

Energy and Carbon Emissions

Electricity which is sourced from the power grid is used extensively in our manufacturing operations to power various machinery.

Boiler systems provide hot water, steam, and heating while ovens provide heat for the manufacturing processes in some of our plants. Boiler systems and ovens in our Malaysia plants are powered by natural gas while those in Myanmar are powered by LPG (Liquified Petroleum Gas). Our boiler systems at our carton plants in Vietnam have undergone conversion to run on biomass (waste wood) instead of coal in year 2022/23.

We aim to manage our energy needs responsibly. We are continuously looking at new technologies, upgrading our existing machinery, and adopting good management practices to improve our energy efficiency.

Water Consumption

We are guided by our Environmental Policy in adopting a practical approach to water management to improve water efficiency and promote water conservation. Our water consumption primarily stems from our manufacturing activities such as steam, can/tin washing, contract filling, glue making, machinery cooling and cleaning, and staff facilities.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT *(continued)*

CLIMATE CHANGE *(continued)*

Management approach *(continued)*

Water Consumption *(continued)*

According to Aqueduct Water Risk Atlas*, our plants in Malaysia are in the Low water stress risk area while Ho Chi Minh City is in Low-Med risk and Hanoi and Myanmar are in the Med-High water stress risk area.

We are committed to implementing water conservation initiatives and raising employees’ awareness of proper water management at all our premises. These initiatives include:

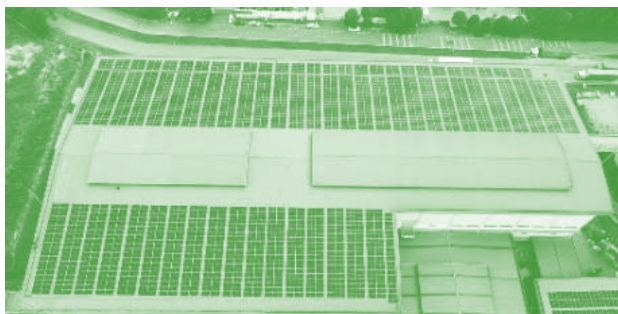
- Reduce water wastage through regular checking of toilets, canteen, and pantries.
- Raise awareness among employees through campaigns and reminders on water-saving habits at our plants.
- Consider rainwater harvesting systems when constructing new plants to reduce water dependency on municipal water.

Both our aluminium can plant and carton plant in Myanmar are relatively new and are equipped with rainwater harvesting systems.

* Source: Aqueduct Water Risk Atlas is a data platform under World Resources Institute, an environmental research organisation. <https://www.wri.org/applications/aqueduct/water-risk-atlas>

Our Performance

- Following our carton segment Vietnam plants boiler system conversion to run on biomass (waste wood) instead of coal, the plants reduced its Scope 1 GHG emissions by 72%^ . Further reduction is expected in financial year ending 2024 as the Hanoi plant conversion was only completed towards the end of quarter fourth of FYE 2023.
- In February 2023, 3 of our Malaysian plants managed to subscribe 1,746 megawatt hour (“Mwh”) per month of green energy from Tenaga Nasional Berhad (“TNB”) under its Green Electricity Tariff (GET) program. In August 2023, total subscription was increased to 3,522 Mwh per month as an additional plant subscribed to GET. These reduced the plants Scope 2 GHG emission by 20,580 tons or 19.6% in FYE 2023.
- The 3,013 kWp rooftop solar system for our 2 plants in Nilai, Malaysia is near completion and target to be online by the second quarter of 2024. When commissioned, it is projected to reduce our Scope 2 GHG emission by approximately 2,284 tons.
- We have initiated discussions with TNB Renewables Sdn. Bhd. on the supply of green energy to all our Malaysia-based plants from their solar photo-voltaic farm under the Corporate Green Power Programme. If this initiative proceeds, the impact will likely be in year 2026/27.



Rooftop solar system at the aluminium can plant in Nilai

^ From coal and biomass emission source.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT *(continued)*

CLIMATE CHANGE *(continued)*

Our Performance *(continued)*

Electricity	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
Consumption (Mwh)	143,700	142,900	157,500	171,400
Intensity (Mwh/RM 'million)	63.0	54.6	46.3	51.3

Note: Restated to include Myanmar operations. Data collection for Myanmar started from FYE 2022. Figures are rounded to the nearest hundred.

Natural Gas	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Consumption (one million British thermal units ("MMBtu"))	423,600	425,000	419,800	451,900
Intensity (MMBtu/RM 'million)	253.9	211.1	169.2	180.7

Energy	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Consumption (Gigajoules ("GJ"))	1,082,600	1,077,800	1,157,300	1,246,000
Intensity (GJ/RM 'million)	474.42	411.55	340.13	373.19

Water	RESTATED FYE 2020	RESTATED FYE 2021	RESTATED FYE 2022	FYE 2023
Consumption (Megalitres)	1,300	1,360	1,500	1,790
Intensity (Megalitres/RM 'million)	0.57	0.52	0.44	0.54

In FYE 2023, harvested rainwater made up 13% (18.4 megalitres) of total water consumption at our 2 plants in Myanmar.

Note: Water bills for our Vietnam plants are from the industrial park management where our respective plants are located. The bill includes volume of wastewater treated at their centralised treatment plant. Restated amounts reflect raw water consumption only. Impact of the restatement: consumption reduced by 3.6%, 2.4% and increased by 7.4% for FYE 2020, FYE 2021 and FYE 2022 while intensity reduced by 3.6%, 2.3% and 0.1% respectively.

SUSTAINABILITY REPORT

CARING FOR THE ENVIRONMENT *(continued)*

CLIMATE CHANGE *(continued)*

Our Performance *(continued)*

Scope 1 GHG Emissions	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Emissions (tCO ₂ e)	37,100	36,800	33,900	30,100
Intensity (tCO ₂ e/RM 'million)	40.7	37.4	26.5	18.6

Notes:

1. Scope 1: Emissions associated with combustion from our boiler systems (natural gas, coal and biomass consumption). Figures are rounded to the nearest hundred.
2. Emissions are calculated based on emission factors published by the Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories, GHG Protocol: Emission Factors from Cross-Sector Tools (April 2014) and GHG Protocol: Global Warming Potential Values (IPCC Fifth Assessment Report, 2014 (AR5)).
3. Denominator used for intensity calculation: Revenue of respective entity with natural gas, coal and biomass emission sources only.

Scope 2 GHG Emissions (Location- based)	RESTATED FYE 2020	RESTATED FYE 2021	RESTATED FYE 2022	FYE 2023
Emissions (tCO ₂ e)	118,900	109,300	114,600	124,900
Intensity (tCO ₂ e/RM 'million)	52.1	41.7	33.7	37.4

Notes:

1. Scope 2: The emission source is purchased electricity from the national grid. Figures are rounded to the nearest hundred.
2. Emissions are calculated based on emission factors published by Energy Commission for Peninsular Malaysia electricity grid 2021, Department of Climate Change on research and develop emission factors for Vietnam's electricity grid 2020 and Myanmar Japan Thilawa Development Ltd for Thilawa Special Economic Zone electricity grid.
3. Comparative restated to reflect the availability of updated emission factors for Malaysia for FYE 2020 to FYE 2022 and inclusion of Myanmar operations for FYE 2022 where data collection started from FYE 2022.

Impact of the re-computation:

Scope 2 GHG Emissions (Location-based)	FYE 2020	FYE 2021	FYE 2022	FYE 2023
Emissions (tCO ₂ e)	+16.1%	+7.7%	+12.5%	-
Intensity (tCO ₂ e/RM 'million)	+16.0%	+7.8%	+4.7%	-

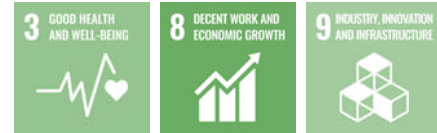
Scope 2 GHG Emissions (Market- based)	RESTATED FYE 2020	RESTATED FYE 2021	RESTATED FYE 2022	FYE 2023
Emissions (tCO ₂ e)	118,900	109,300	109,000	95,900
Intensity (tCO ₂ e/RM 'million)	52.1	41.7	32.0	28.7

Figures are rounded to the nearest hundred

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE

OCCUPATIONAL HEALTH AND SAFETY



Why it matters

We pursue our commitment to protecting the health, safety, and welfare of our people. By ensuring a healthy, safe, and conducive workplace, we aim to prevent injuries and illnesses among those working within our premises, which ultimately leads to increased efficiency and output.

Management approach

The Group's Safety and Health Policy helps to guide the employees and contractors in ensuring that the safety and health precautions are observed whilst working at our plant premises.

SHE Committees in the respective plants oversee the safety and health of employees at the workplace. The committees with representation from various departments and seniority levels ensure a balanced and well-informed approach toward all safety and occupational health matters. It also allows employees to flag potential issues and escalate them to the committee's attention. SHE Committee meets every quarter to discuss safety and health matters at the respective plants.

The committees are further supported by their safety officer who ensure the workplace is following safety and health laws and regulations.

Personal Protection Equipment is provided to all employees working in the plant and warehouse areas while audiometric tests for employees are conducted annually.

Plants in the Group with ISO 45001 Occupational Health and Safety Management System Standard:2018

- KJM Aluminium Can Sdn. Bhd. (Nilai)
- Kian Joo Canpack Sdn. Bhd.
- Box-Pak (Malaysia) Bhd.
- Box-Pak (Vietnam) Co., Ltd.
- Boxpak (Myanmar) Company Limited
- Kian Joo Can Factory Berhad (FYE 2024)

Our Performance

- Total training hours invested on health and safety courses in FYE 2023 was 44,971 hours and attended by 3,268 employees

Work-Related Injury by Case	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
- Minor injury	139	134	142	94
- Major injury	65	46	41	72
- Fatality	-	-	-	-

Lost time injury (Days)	1,924	1,225	1,735	1,626
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SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE (CONTINUED)

OCCUPATIONAL HEALTH AND SAFETY (continued)

Our Performance (continued)

Work-Related ill health by Case	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
No. of cases	-	-	-	-

Note: Restated to include Myanmar operations. Data collection for Myanmar started in FYE 2022.

• Health and Safety training courses attended by our employees across operating entities:

- Forklift and Clamp lift safety
- Firefighting and evacuation
- First aid, Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED)
- Hazardous chemicals handling
- Handling Scheduled waste
- Food Handler training
- Hearing Conservation
- Ceramah Keselamatan - PERKESO



SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE *(continued)*

DIVERSITY AND FAIR TREATMENT



Why it matters

Diversity and inclusivity in the workplace give us a competitive edge through the ability to tap into a wide range of knowledge, perspectives, and ideas. We strive to promote equal employment opportunities and non-discrimination, by actively encouraging diversity of gender, race, religion, age, and nationality.

Management approach

We provide equal opportunities in recruitment and career progression and have zero tolerance for discrimination whether based on gender, ethnicity, nationality, cultural background, marital status, disabilities, or age. We are also committed to providing our employees with attractive remuneration and benefits packages, a supportive working environment, and rewarding career advancement opportunities.

Our ECoC contains policies and guidelines relating to the standards and ethics that all employees are expected to adhere to in the course of their work. ECoC covers ethical behaviour, a channel for grievances, and ethical labour practices including prohibiting the employment of underaged workers, harassment or bullying, discrimination, forced labour, working hours, fair wages, and freedom of association.

The Group engages agents to assist in the recruitment of migrant workers for the plants in Malaysia. Agents engaged are required to sign an agreement with us to confirm that the agent will not charge or claim any fee from the migrant worker arising from our employment. Our agreement also requires the agent to brief the terms and conditions of our employment to the potential migrant workers in their native language before they sign our employment contract. Retention of their documents is not allowed.

Employment of migrant workers in our Malaysia plants adheres to the Minimum Wages Order 2022, the Employment Act 1955, and the Workers' Minimum Standards of Housing and Amenities (Amendment) Act 2020 (Act 446). Compliance audits are carried out periodically by our Internal Audit department to confirm adherence.

Our Performance

- 6,697 employees in the Group (FYE 2020: 6,206 employees).
- 71% local employees in Malaysia, 97% local employees in Myanmar and 99% local employees in Vietnam plants.
- 26% of the workforce are female versus 27% in FYE 2020. Female representation at the management level is 46% (FYE 2020: 46%).

Employees by Age Group	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
< 30 years				
Management	137	145	130	126
Non-Management	2,237	1,817	2,218	2,341
Total	2,374	1,962	2,348	2,467

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE *(continued)*

DIVERSITY AND FAIR TREATMENT *(continued)*

Our Performance *(continued)*

Employees by Age Group <i>(continued)</i>	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
30 – 50 years				
Management	494	496	524	541
Non-Management	2,803	2,695	2,862	3,067
Total	3,297	3,191	3,386	3,608
> 50 years				
Management	115	125	128	142
Non-Management	420	428	442	480
Total	535	553	570	622
Grand Total	6,206	5,706	6,304	6,697
Employees by Gender	FYE 2020	FYE 2021	RESTATED FYE 2022	FYE 2023
Male				
Management	405	415	421	439
Non-Management	4,149	3,675	4,139	4,544
Total	4,554	4,090	4,560	4,983
Female				
Management	341	351	361	370
Non-Management	1,311	1,265	1,383	1,344
Total	1,652	1,616	1,744	1,714
Grand Total	6,206	5,706	6,304	6,697

Note: Restated to include Myanmar operations. Data collection for Myanmar started from FYE 2022.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE *(continued)*

EMPLOYEE ENGAGEMENT



Why it matters

Our employees are our most valuable assets and are the driving force for our success and growth. Building trust and listening to employees' opinions through ongoing interaction improves the working environment. Through ongoing education, training, and development opportunities, our employees may improve their abilities and provide better results.

Management approach

We continuously aim to establish a comprehensive working environment and culture as part of developing and keeping an engaged, competent, and driven workforce for sustainable business and growth.

Employee satisfaction

An employee satisfaction survey provides us with a better understanding of how employees assess their job satisfaction at the workplace and allow us better insight into how we can improve the systems and processes that are in place to achieve a healthier and more inclusive working environment. Our last survey conducted in September 2021 showed a satisfaction score of 74% with 87% response rate. A new survey will be carried out in first quarter of financial year ending 2024.

Training and development

It is our objective to foster a skilled, resilient, and agile workforce that can thrive in an ever-changing market landscape, amidst technological advances and emerging trends. We invest in a life-long learning and development culture and offer opportunities for our employees to enhance their personal and professional growth.

To address skill gaps and help our employees achieve their career development goals, we regularly assess employees' training needs, through a training needs analysis for each employee and review our existing training initiatives for continued relevance.

The Group supports its employees to pursue additional training and development under its continued education assistance program. The Group also supports local Universities, Technical Institutes, and other Institutes of Higher Learning in Internship programs.

Our subsidiary, Kian Joo Group is also supporting the Malaysian Government program SLDN to produce a national skilled workforce through a relevant and comprehensive training mechanism to meet the current needs of the industry. A few plants in Malaysia under Kian Joo Group including Box-Pak Group have linked up with various local institutes such as Institute Latihan Perindustrian Arumugam Pillai Nibong Tebal, Institute Latihan Perindustrian Kuchai Lama, Institut Kemahiran Belia Negara (IKBN) Naka and Institute Latihan Perindustrian Pasir Gudang, etc. to offer industrial training for their students undertaking their Printing & Electric Technology and Flexo-printing courses.

Social relation

The Group organises various employee engagement initiatives ranging from festival celebrations to recreational activities to foster teamwork, cohesiveness, and camaraderie.

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE *(continued)*

EMPLOYEE ENGAGEMENT *(continued)*

Our Performance

- Staff turnover rate for FYE 2023 was 3.14% (FYE 2020: 2.96%).
- Total training hours by:
 - Management : 17,441 hours (average of 26.87 hours per employee)
 - Non-Management: 73,715 hours (average of 21.09 hours per employee)
- Community projects
 - Continued our support to the Department of Environment (Jabatan Alam Sekitar) of Negeri Sembilan to celebrate National Environment Day held every year in October and celebrated throughout the country. For 2023, the event was held at Kompleks Belia dan Sukan Paroi, Negeri Sembilan on 4 November 2023.
 - In FYE 2023, Yayasan Canone Kianjoo invested RM464,000 (number of beneficiaries: 30) in the community comprising scholarship awards, financial aid, and contributions to orphanages, humanitarian organisations, and non-profit organisations.



Food waste to compost project at Batu Caves plant



National Environment Day



Clean water and electricity. Friends Of Sungai Klang Taman Melawati River Three project.



River clean-up Taman Desa Ria, Nilai

SUSTAINABILITY REPORT

EMPOWERING OUR PEOPLE *(continued)*

EMPLOYEE ENGAGEMENT *(continued)*

Our Performance *(continued)*



Visit to GiatMara Technical Training Centre



Signing of Memorandum of Understanding with Institute Latihan Perindustrian APNT



Briefing by KWSP on retirement savings.



Scholarship award 2023 Vietnam



Merdeka celebration



Volunteers working on melon farm



Christmas 2023 celebration



Hari Raya celebration 2023

SUSTAINABILITY REPORT

PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM

Can-One Berhad as a listed issuer is required to provide mandatory ESG disclosures as part of the Main Market Listing Requirements. This aligns with the updated Sustainability Reporting Guide, 3rd Edition. The table below presents performance data that is relevant to our significant concerns. These figures have been verified both internally and externally, as indicated for each indicator:

Indicator	Measurement Unit	2023
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category	Percentage	21.00
Overall	Percentage	69.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	69.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	58.00
Bursa (Waste management)		
Bursa C10(a) Total waste generated	Metric tonnes	63,300.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	58,300.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	5,000.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	346,111.00
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	1,790.000000
Bursa (Emissions management)		
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	30,100.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	124,900.00
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.69
Bursa C5(c) Number of employees trained on health and safety standards	Number	3,268

Internal assurance External assurance No assurance (*)Restated

Refer to KPMG's Limited Assurance Report for the scope covered in relation to these indicators.



SUSTAINABILITY REPORT

PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM (continued)

Indicator	Measurement Unit	2023
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	16.00
Management Between 30-50	Percentage	67.00
Management Above 50	Percentage	17.00
Non-Management Under 30	Percentage	40.00
Non-Management Between 30-50	Percentage	52.00
Non-Management Above 50	Percentage	8.00
Gender Group by Employee Category		
Management Male	Percentage	54.00
Management Female	Percentage	46.00
Non-Management Male	Percentage	77.00
Non-Management Female	Percentage	23.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	89.00
Female	Percentage	11.00
Under 30	Percentage	0.00
Between 30-50	Percentage	22.00
Above 50	Percentage	78.00
Internal assurance	External assurance	No assurance
		(*)Restated

SUSTAINABILITY REPORT

PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM (continued)

Indicator	Measurement Unit	2023
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	17,441
Non-Management	Hours	73,715
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	3.58
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	132
Non-Management	Number	2,384
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	464,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	30
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Internal assurance	External assurance	No assurance
		(*)Restated



SUSTAINABILITY REPORT

GRI CONTENT INDEX

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 2: General Disclosures 2021			
The organisation and its reporting practices			
2-1	Organisational details	28 19-27	Can-One Berhad is a Bursa-listed company Refer to About This Report Refer to Corporate Information and Management Discussion and Analysis (“MD&A”) in AR 2023
2-2	Entities included in the organisations’s sustainability reporting	28	Scope and Boundary
2-3	Reporting period, frequency, and contact point	28	About this report
2-4	Restatement of information	29	Certain data have been restated. Refer to Restatements
2-5	External assurance	29	Refer to Statement of Assurance
Activities and workers			
2-6	Activities, value chain, and other business relationships	19-27	Refer to MD&A
2-7	Employees	49-50	Refer to the Diversity and Fair Treatment section
2-8	Workers who are not employees	-	249 workers (3.6%)
Governance			
2-9	Governance structure and composition	31 72-74	Refer to the Governance Structure section and Corporate Governance Overview Statement under Nominating Committee in AR 2023
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing the management of impacts		
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting		

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 2: General Disclosures 2021 <i>(continued)</i>			
Governance <i>(continued)</i>			
2-15	Conflicts of interest	84-85	Refer to the Audit and Risk Management Committee Report
2-16	Communication of critical concerns		
2-17	The collective knowledge of the highest governance body	72-74	Refer to Corporate Governance Overview Statement under Nominating Committee
2-18	Evaluation of the performance of the highest governance body	69-72	Refer to Corporate Governance Overview Statement under Remuneration Committee and Nominating Committee in AR 2023
2-19	Remuneration policies		
2-20	The process to determine remuneration		
Strategy, policies, and practices			
2-22	Statement of sustainability development strategy	30	Refer to the Group Managing Director's message
2-23	Policy commitments	39	Refer to the Governance and Ethics section
2-24	Embedding policies commitments	32,39	Refer to Sustainability in Our Business Processes section and Governance and Ethics section
2-25	Processes to remediate negative impacts	84-85 86-91	Refer to Audit and Risk Management Committee Report and Statement of Risk Management and Internal Control
2-26	Mechanisms for seeking advice and raising concerns	39	Refer to the Governance and Ethics section
2-27	Compliance with laws and regulations	39 41 43-44	Governance and Ethics section Responsible Waste Management section Climate Change section
2-28	Membership associations	-	Member of the Federation of Malaysian Manufacturers and Malaysian Employers Federation



SUSTAINABILITY REPORT

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																												
GRI 2: General Disclosures 2021 (continued)																															
Stakeholder engagement																															
2-29	Approach to stakeholder engagement	32-33	Refer to the Stakeholders Engagement section																												
2-30	Collective bargaining agreements	-	814 employees (19%) in Malaysia Plants and 1,795 employees (96%) in Vietnam Plants are covered by the Collective Agreement																												
GRI 3: Material Topics 2021																															
3-1	The process of determining material topics	34	Refer to the Materiality Assessment Process section																												
3-2	List of material topics	35	Refer to the Materiality Matrix section																												
GRI 201: Economic Performance 2016																															
3-3	Management of material topics	38	Refer to Management Approach in the Product Innovation section																												
201-1	Direct economic value generated and distributed	-	<table border="1"> <thead> <tr> <th>RM ' million</th> <th>FYE2021</th> <th>FYE2022</th> <th>FYE2023</th> </tr> </thead> <tbody> <tr> <td>Revenue</td> <td>2,693</td> <td>3,167</td> <td>3,054</td> </tr> <tr> <td>Operating Cost</td> <td>1,986</td> <td>2,489</td> <td>2,412</td> </tr> <tr> <td>Payment to capital provider</td> <td>46</td> <td>58</td> <td>72</td> </tr> <tr> <td>Employee wages and benefits</td> <td>336</td> <td>351</td> <td>407</td> </tr> <tr> <td>Payment to Governments</td> <td>23</td> <td>47</td> <td>29</td> </tr> <tr> <td>Payment to Shareholders</td> <td>7.7</td> <td>7.7</td> <td>7.7</td> </tr> </tbody> </table>	RM ' million	FYE2021	FYE2022	FYE2023	Revenue	2,693	3,167	3,054	Operating Cost	1,986	2,489	2,412	Payment to capital provider	46	58	72	Employee wages and benefits	336	351	407	Payment to Governments	23	47	29	Payment to Shareholders	7.7	7.7	7.7
RM ' million	FYE2021	FYE2022	FYE2023																												
Revenue	2,693	3,167	3,054																												
Operating Cost	1,986	2,489	2,412																												
Payment to capital provider	46	58	72																												
Employee wages and benefits	336	351	407																												
Payment to Governments	23	47	29																												
Payment to Shareholders	7.7	7.7	7.7																												
GRI 205: Anti-Corruption 2016																															
3-3	Management of material topics	39	Refer to Management Approach in the Governance and Ethics section																												
205-1	Operations assessed for risks related to corruption	40	Refer to the Governance and Ethics section																												
205-2	Communication and training about anti-corruption policies and procedures	39-40																													
205-3	Confirmed incidents of corruption and actions taken	40	Refer to Our Performance under the Governance and Ethics section																												

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 302: Energy 2016			
3-3	Management of material topics	43-44	Refer to Management Approach in Climate Change section
302-1	Energy consumption within the organisation	45	Refer to the Climate Change section
302-3	Energy intensity	45	Refer to the Climate Change section
GRI 303: Water and Effluent 2018			
3-3	Management of material topics	43-44	Refer to Management Approach in Climate Change section
303-2	Management of water discharge-related impacts	41-44	Refer to Management Approach in the Responsible Waste Management section and Climate Change section
303-3	Water withdrawal	45	Refer to Water Consumption in Climate Change section
303-4	Water discharge	42	Refer to the Responsible Waste Management section
303-5	Water Consumption	45	Refer to the Climate Change section
GRI 305: Emissions 2016			
3-3	Management of material topics	43-44	Refer to Management Approach in Climate Change section
305-1	Direct (Scope 1) GHG emissions	46	Refer to the Climate Change section
305-2	Energy indirect (Scope 2) GHG emissions	46	
305-4	GHG emissions intensity	46	
305-5	Reduction of GHG Emissions	46	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	43	

SUSTAINABILITY REPORT

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																																																												
GRI 306: Waste 2020																																																															
3-3	Management of material topics	41-42	Refer to the Management Approach in the Responsible Waste Management section																																																												
306-1	Waste generation and significant waste-related impacts	41-42	Refer to the Responsible Waste Management section																																																												
306-2	Management of significant waste-related impacts.	41-42																																																													
306-3	Waste generated	42																																																													
306-4	Waste diverted from disposal	42																																																													
306-5	Waste directed to disposal	42																																																													
GRI 401: Employment 2016																																																															
3-3	Management of material topics	51	Refer to Management Approach in the Employee Engagement section																																																												
401-1	New employee hires and employee turnover	-	<p>Malaysia plants new hire as at year end:</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>< 30</td> <td>491</td> <td>82</td> <td>573</td> </tr> <tr> <td>30 – 50</td> <td>238</td> <td>35</td> <td>273</td> </tr> <tr> <td>>50</td> <td>11</td> <td>1</td> <td>12</td> </tr> <tr> <td>Total</td> <td>740</td> <td>118</td> <td>858</td> </tr> </tbody> </table> <p>Vietnam plants new hire as at year end:</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>< 30</td> <td>169</td> <td>52</td> <td>221</td> </tr> <tr> <td>30 – 50</td> <td>146</td> <td>72</td> <td>218</td> </tr> <tr> <td>>50</td> <td>9</td> <td>1</td> <td>10</td> </tr> <tr> <td>Total</td> <td>324</td> <td>125</td> <td>449</td> </tr> </tbody> </table> <p>Myanmar plant new hire as at year end:</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>< 30</td> <td>31</td> <td>9</td> <td>40</td> </tr> <tr> <td>30 – 50</td> <td>5</td> <td>7</td> <td>12</td> </tr> <tr> <td>>50</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>36</td> <td>16</td> <td>52</td> </tr> </tbody> </table> <p>Employee turnover for the Group was 3.14%.</p>	Age Group	Male	Female	Total	< 30	491	82	573	30 – 50	238	35	273	>50	11	1	12	Total	740	118	858	Age Group	Male	Female	Total	< 30	169	52	221	30 – 50	146	72	218	>50	9	1	10	Total	324	125	449	Age Group	Male	Female	Total	< 30	31	9	40	30 – 50	5	7	12	>50	0	0	0	Total	36	16	52
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SUSTAINABILITY REPORT

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																				
GRI 401: Employment 2016 (continued)																							
401-2	Benefits provided to full-time employees that are not provided to temp/part-time employees	-	All categories are entitled to medical coverage, life insurance, social security contributions, parental leave, and paid annual leave																				
401-3	Parental leave	-	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #2e7d32; color: white;">Country</th> <th style="background-color: #2e7d32; color: white;">Entitled</th> <th style="background-color: #2e7d32; color: white;">Taken</th> <th style="background-color: #2e7d32; color: white;">% returned to work #</th> </tr> </thead> <tbody> <tr> <td>Malaysia</td> <td style="text-align: center;">2,014</td> <td style="text-align: center;">165</td> <td style="text-align: center;">91%</td> </tr> <tr> <td>Vietnam</td> <td style="text-align: center;">539</td> <td style="text-align: center;">30</td> <td style="text-align: center;">60%</td> </tr> <tr> <td>Myanmar</td> <td style="text-align: center;">452</td> <td style="text-align: center;">38</td> <td style="text-align: center;">87%</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">3,005</td> <td style="text-align: center;">233</td> <td style="text-align: center;">86%</td> </tr> </tbody> </table> <p># As at end of reporting period</p>	Country	Entitled	Taken	% returned to work #	Malaysia	2,014	165	91%	Vietnam	539	30	60%	Myanmar	452	38	87%	Total	3,005	233	86%
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GRI 403: Occupational Health and Safety 2018																							
3-3	Management of material topics	47	Refer to Management Approach in the Occupational Health and Safety section																				
403-1	Occupational health and safety management system	47	Refer to the Occupational Health and Safety section																				
403-2	Hazard identification, risk assessment, and incident investigation	47	Refer to the Occupational Health and Safety section																				
403-3	Occupational health services	-	Audiometric tests are conducted on-site annually																				
403-4	Worker participation, consultation, and communication on occupational health and safety	47	Refer to the Occupational Health and Safety section																				
403-5	Worker training on occupational health and safety	48	Refer to the Occupational Health and Safety section																				
403-6	Promotion of worker health	-	Access to company panel of clinics. Annual audiometric test for workers. Periodic factory noise monitoring as required by the respective jurisdiction																				
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-	Supplier Code of Conduct in place and audits are carried out to ensure compliance																				
403-9	Work-related injuries	47	Refer to the Occupational Health and Safety section																				
403-10	Work-related ill health	48	Refer to the Occupational Health and Safety section																				



SUSTAINABILITY REPORT

GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 404: Training and Education 2016			
3-3	Management of material topics	51	Refer to Management Approach in the Employee Engagement section
404-1	Average hours of training per year per employee	52	Refer to the Employee Engagement section
404-2	Programs for upgrading employees' skills and transition assistance programs	51-52	Refer to the Employee Engagement section
404-3	Percentage of employees receiving regular performance and career development reviews	-	All staff undergo annual staff appraisals. Ad-hoc reviews are also carried out
GRI 405: Diversity & Equal Opportunity 2016			
3-3	Management of material topics	49	Refer to Management Approach in the Diversity and Fair Treatment section
405-1	Diversity of governance bodies and employees	49, 76	Refer to the Diversity and Fair Treatment section and Corporate Governance Overview Statement
GRI 406: Non-discrimination 2016			
3-3	Management of material topics	49	Refer to Management Approach in the Diversity and Fair Treatment section
408-1	Incidents of discrimination and corrective actions taken	-	No incidence of discrimination was received or reported
GRI 408: Child Labour 2016			
3-3	Management of material topics	49	Refer to Management Approach in the Diversity and Fair Treatment section
408-1	Operations and suppliers at significant risk for incidents of child labour	49, 39	Employees Code of Conduct and Suppliers Code of Conduct
GRI 409: Forced or Compulsory Labour 2016			
3-3	Management of material topics	49	Refer to Management Approach in the Diversity and Fair Treatment section
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	39, 49	Employees Code of Conduct and Suppliers Code of Conduct

SUSTAINABILITY REPORT

GRI CONTENT INDEX *(continued)*

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 410: Security Practices 2016			
3-3	Management of material topics	-	All service providers are required to sign off and comply with our Suppliers Code of Conduct. The Internal Audit department conducts periodic audit
410-1	Security personnel trained in human rights policies or procedures	-	Our Group head of security will brief and train our security service provider personnel by first half of FYE 2024
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	39	Refer to Management Approach in the Governance and Ethics section
414-2	Negative social impacts in the supply chain and action taken	39	Refer to the Governance and Ethics section
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	38	Refer to Management Approach in the Product Innovation section
416-1	Assessment of the health and safety impacts of products and services	-	Refer to the Product Innovation section. All plants are ISO 9001 accredited and have an In-house Quality Control laboratory at the site.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	38	Refer to the Product Innovation section. There were no incidents of non-compliance for the year
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	39	Refer to Management Approach in the Governance and Ethics section
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	There were no substantiated complaints received in FYE 2023



SUSTAINABILITY REPORT

KPMG PLT
(LLP0010081-LCA & AF 0758)
Chartered Accountants
Level 10, KPMG Tower
8, First Avenue, Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan, Malaysia

Telephone +60 (3) 7721 3388
Fax +60 (3) 7721 3399
Website www.kpmg.com.my

The Board of Directors
Can-One Berhad
2B-4 Level 4,
Jalan SS 6/6,
Kelana Jaya,
47301 Petaling Jaya,
Selangor Darul Ehsan

Dear Sirs,

Independent Limited Assurance Report on Selected Sustainability Information of Can-One Berhad (“Can-One” or the “Company”) and its subsidiaries (the “Group”) for the financial year ended 31 December 2023

We, KPMG PLT (“KPMG”), were engaged to provide limited assurance on the Group’s Selected Sustainability Information (the “Subject Matter”), published in Can-One’s Annual Report for the financial year ended 31 December 2023 (the “Annual Report”), in the form of an independent limited assurance conclusion as to whether anything has come to our attention that would cause us to believe that the Subject Matter, in all material respects, has not been prepared in accordance with Can-One’s definition and calculation methodologies, including any significant inherent limitations (the “Applicable Criteria”).

Subject Matter

The Selected Sustainability Information covered by our limited assurance engagement for the financial year ended 31 December 2023 are as follows:

- (i) Total waste diverted from disposal (paper, aluminium and tin scraps) (tonnes);
- (ii) Total waste directed to disposal (hazardous (scheduled) waste) (tonned);
- (iii) Scope 1 greenhouse gas (GHG) emissions – emissions associated with combustion from boiler systems (natural gas, coal and biomass) (tCO₂e); and
- (iv) Scope 2 GHG emissions (purchased electricity) (tCO₂e).

The boundary of the limited assurance engagement by KPMG on the Selected Sustainability Information covers the Group’s active and significant operating segments in Malaysia, Vietnam and Myanmar only.

Board of Directors’ and Management’s Responsibilities

The Board of Directors and the management of Can-One (the “Directors” and the “Management”, respectively) are responsible for the preparation and presentation of the Subject Matter in accordance with the Applicable Criteria, and the information and assertions contained within it; for determining that the criteria is appropriate to meet their needs; and for establishing and maintaining appropriate performance management and internal control systems from which the Subject Matter is derived.

The Directors and the Management are responsible for the prevention and detection of fraud and error mainly through the implementation and continued operation of an adequate system of internal control.

SUSTAINABILITY REPORT



*Can-One Berhad ("Can-One") and its subsidiaries (the "Group")
Independent Limited Assurance Report on Selected Sustainability Information
of Can-One Group for the financial year ended 31 December 2023
22 April 2024*

Board of Directors and Management's Responsibilities (continued)

The Directors and the Management are also responsible for ensuring that staff involved with the preparation and presentation of the description of the Subject Matter in the Annual Report are properly trained, ensuring that information systems are properly updated and that any changes in reporting encompass all significant business units.

The Directors and the Management are responsible for disclosing to us their knowledge of: (i) known, actual or possible non-compliance with laws or regulations that have or may have a material effect on the Subject Matter; and (ii) allegations of or suspected fraud or dishonesty committed against the Group.

The Directors and the Management are responsible to make available to us the Subject Matter and any other information timely to facilitate the completion of the engagement within the required time frame.

The Directors and the Management are responsible for disclosing to us facts that may affect the Subject Matter, of which they may become aware up to the date of the independent limited assurance report.

Our Responsibilities

Our responsibility is to carry out a limited assurance engagement and to express a limited assurance opinion based on the work performed and evidence obtained.

We conducted our engagement in accordance with Malaysian Approved Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information*. This standard requires that we plan and perform procedures to obtain limited assurance that nothing has come to our attention that causes us to believe that the Subject Matter is not prepared, in all material respects, in accordance with the Applicable Criteria.

Procedures Performed

Our limited assurance engagement on the Subject Matter consists of making enquiries, primarily of persons responsible for the preparation of the Subject Matter, and applying analytical and other evidence gathering procedures, as appropriate. These procedures, amongst others, included:

- Enquired Management to gain an understanding of the processes established from which the Subject Matter is derived;
- Interviewed relevant staff responsible for preparing and presenting the Subject Matter in the Annual Report;
- Compared the Subject Matter presented in the Annual Report to underlying sources on a sample basis to determine whether the relevant information has been appropriately disclosed; and
- Read the Subject Matter presented in the Annual Report to determine whether they are in line with our overall knowledge of, and experience with, the sustainability performance of Can-One.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

SUSTAINABILITY REPORT



*Can-One Berhad ("Can-One") and its subsidiaries (the "Group")
Independent Limited Assurance Report on Selected Sustainability Information
of Can-One Group for the financial year ended 31 December 2023
22 April 2024*

Our Quality Management and Independence

Our firm applies Malaysian Approved Standard on Quality Management, ISQM 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the *By-Laws (on Professional Ethics, Conduct and Practice)* of the Malaysian Institute of Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Inherent Limitations

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information presented in the Annual Report may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Annual Report, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Based on the limited assurance procedures performed and evidence obtained, as described above, nothing has come to our attention to cause us to believe that the Subject Matter for the financial year ended 31 December 2023 is not prepared, in all material respects, in accordance with the Applicable Criteria.

Restriction on distribution and use of our report

In accordance with the terms of our engagement, this report on the Subject Matter has been prepared for the Directors for the purpose as described in the first paragraph of this report and for no other purpose. Our report should also not be regarded as suitable to be used or relied on by any other party.

We consent to the inclusion of this report in Can-One's Annual Report in respect of the financial year ended 31 December 2023, to assist the Directors in responding to their governance responsibilities by obtaining an independent limited assurance report on the Subject Matter. We will not accept any liability or responsibility to any other party to whom our report is shown or into whose hands it may come.



KPMG PLT
(LLP0010081-LCA & AF 0758)
Chartered Accountants

Petaling Jaya

Date: 22 April 2024