



SUSTAINABILITY REPORT

2024

Superb Impression Creationz Sdn Bhd



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FOREWORD FROM THE GROUP MANAGING DIRECTOR

At Superb Impression Creationz Sdn Bhd (SIC), our commitment to sustainability and responsible corporate citizenship stands as the cornerstone of our operations. As we navigate an increasingly complex business landscape, we recognize the vital role we play in shaping a sustainable future for the communities and industries we serve.

This Sustainability and ESG Report reflects our progress and aspirations across environmental stewardship, social responsibility, and governance excellence. It also demonstrates how SIC, together with our alliance companies—SICETS (Engineering & Tech Services), SICSI (Safety Intervention), CC (Creationz Construction), and CP (Creationz Plus)—integrates sustainability into every part of our value chain.

Our environmental efforts focus on reducing our ecological footprint through rooftop solar, energy-efficient technologies, responsible material use, and circular economy practices. Socially, we are building a culture of diversity, equity, and inclusion while investing in employee wellbeing, training, and community partnerships. On governance, we uphold strict standards of integrity, transparency, and compliance through ISO-certified systems and an active ESG Committee that reports to the Board.

This report is both a reflection of our achievements and a roadmap for the future. With the support of our employees, partners, clients, and stakeholders, SIC is committed to leading by example—demonstrating that sustainability is not separate from business excellence, but central to it.

Thank you for joining us on this transformative journey.

Together, we are building resilience, creating value, and contributing to Malaysia's sustainable economic transformation.



PETER LEONG

Group Managing Director | Co-founder
Creationz Alliance Group Holding Sdn Bhd



FOREWORD FROM THE GROUP EXECUTIVE DIRECTOR

At Superb Impression Creationz Sdn Bhd (SIC), a proud member of the Creationz Alliance Group (CAG), we see sustainability as the engine of long-term value. Success is not defined by financial results alone. It is measured by how well we grow while safeguarding the environment, uplifting people, and upholding strong governance.

Our journey is guided by four interconnected pillars: Environmental sustainability, where we reduce our footprint through innovation and efficiency; Economic resilience, where we build stable, future-ready operations while pursuing new opportunities; Social responsibility, where we foster inclusive, safe, and empowering workplaces and support our communities; and Governance and ethics, where integrity and accountability inform every decision.

This report records what we have achieved and the challenges we are addressing. It also recognizes the dedication of our people, supported by leaders such as our Group Operations Manager, Jin Saw, who ensures sustainability is embedded in daily operations, not treated as a parallel initiative. We are strengthening data quality, setting clearer targets, and aligning our actions with stakeholder expectations so that our progress is measurable, comparable, and transparent.

Looking ahead, we will deepen efficiency and circular practices, invest in talent development and a safe workplace culture, and engage suppliers and partners to raise standards across our value chain. We will continue improving how we manage risks and opportunities related to climate, resources, and compliance, so the business remains resilient and competitive.

I am grateful to our stakeholders, partners, and employees for their trust and collaboration. Together, we are building a legacy of resilience and responsibility that serves future generations as strongly as it serves us today.

Together, we are building a legacy of resilience and responsibility—one that will serve future generations as strongly as it serves us today.



DRON LEE

Group Executive Director | Co-founder
Creationz Alliance Group Holding Sdn Bhd



FOREWORD FROM THE SUSTAINABILITY VOLUNTEER COMMITTEE



**At the heart of progress lies a
shared commitment—to act today
for a better tomorrow.**

A—Sustainability Volunteer Committee
From Creationz Alliance Group & its Group of Companies



From Left: Kenneth, HuiEe, Elva, Berwin, Jin, Kevin, Rachel.

As the Sustainability Volunteer Committee, we are honoured to present this report as a reflection of our collective efforts to embed environmental responsibility, social equity, and long-term resilience into the way we work.

Over the past year, we have seen meaningful progress: from reducing our carbon footprint through renewable energy initiatives to strengthening inclusive community engagement. These achievements were only possible through the dedication of our volunteers, the support of leadership, and the active participation of every team member—including our HRA, Finance, and Operations teams—who continue to champion sustainable practices in their daily roles.

Sustainability is not a destination but a journey. As we celebrate these milestones, we also acknowledge the challenges that lie ahead. Our commitment is to keep learning, innovating, and leading by example.

We invite you to view this report not only as a record of progress, but also as a call to action. Together, we can create a future where business success and planetary wellbeing advance hand in hand.

ABOUT SUPERB IMPRESSION CREATIONZ (SIC)

COMPANY OVERVIEW

As the foundational and lead operating entity of the Creationz Alliance Group (CAG), Superb Impression Creationz Sdn Bhd (SIC) is a forward-looking Malaysian company with over 27 years of experience delivering creative, technical, and sustainable built-environment solutions. Originally founded with a focus on interior design and fit-out, SIC has since evolved into a multidisciplinary leader integrating design, engineering, construction, safety, and branding services under one cohesive value chain – providing clients with seamless, end-to-end project expertise.

The specialized subsidiaries operating under the Creationz Alliance Group (CAG) umbrella include:

- SICETS (SIC Engineering & Tech Services) – Mechanical, electrical, plumbing (MEP), renewable energy integration, and facility management.
- SICS (SIC Safety Intervention) – Occupational health, safety, environment, and compliance services.
- CC (Creationz Construction) – Civil works, fit-out, and turnkey construction.
- CP (Creationz Plus) – Creative branding, experiential design, and complementary services.

Together, this portfolio positions SIC as a comprehensive partner for clients, offering solutions that span design, execution, safety, renewable energy, and lifecycle management.

CORE SERVICES

Prime Builder (SIC)



Conceptual design, space planning, workplace strategy, and aesthetic enhancement.
Integration of green materials, daylight optimization, and sustainable practices.

Engineering, Renewable Energy & Facility Management (SICETS)



Full MEP design and installation.
Renewable energy solutions including solar PV and energy efficiency systems.
Facility management ensuring safety, compliance, and operational longevity.

Fit-Out and Construction (CC)



Execution of structural build-outs, renovations, and turnkey projects.
Focus on timely, cost-efficient, and quality-controlled delivery.

Safety, Health & Environmental Services (SICS)



Safety audits, risk assessments, compliance training, and intervention services.
Supporting clients in achieving international HSE certifications and workforce wellbeing.

Interior Design & Consultancy (CP)



Marketing, experiential design, and creative services extending the alliance's reach beyond the built environment.

MARKET POSITION

Differentiation

SIC stands apart as an integrated alliance, offering clients seamless access to multi-specialist expertise under one roof.



Competitive Advantage

The ability to deliver holistic, sustainable solutions while maintaining control over quality, timelines, and safety.



Client Base

Corporates, government agencies, institutional clients, and developers seeking not only project execution but also ESG-aligned partners.



Sustainability Edge

Increasingly embedding low-carbon, safe, and circular practices into projects, aligning with NIMP 2030, i-ESG Framework, and Bursa SRG 3.0.



GROUP STRUCTURE AND ECOSYSTEM

SIC functions as the flagship and central reporting entity, setting group-wide governance, ESG policies, and ethical practices, while each subsidiary operates with domain expertise and collaborates on integrated projects.

Shared Services such as Finance, HR, IT, Operations and Sustainability reporting are centralized for efficiency, consistency, and compliance.

ECOSYSTEM INTEGRATION

- **SIC** is Prime Builder
- **CC** execute fit-out construction
- **SICETS** handles MEP and renewable energy integration
- **SICSI** ensures safety and compliance
- **CP** supports designs and client branding & experience

This alliance model reduces client risk, enhances efficiency, and strengthens competitive positioning in Malaysia and the wider region.

FUTURE OUTLOOK

SIC aims to consolidate its presence in Malaysia while pursuing regional growth opportunities in ASEAN. Future expansion includes investments in smart building technologies, renewable energy solutions, and ESG advisory services, supporting Malaysia's transition towards a sustainable, low-carbon economy.

With SIC as the lead, the group's long-term vision is to evolve into a regional sustainability-driven alliance that combines engineering, creativity, and compliance with global best practices.

OUR BOARD OF DIRECTORS



From left: Dron Lee, Kenneth Tai, T.K. Chew, Jeffery Heng, Peter Leong, David Teo, Mohd Zahidi, and Ainil Shuhaimi.

CREATIONZ ALLIANCE GROUP OF COMPANIES

Proudly established as Creationz Alliance Group, building on **SIC**'s legacy of excellence



2.1 OUR SUSTAINABILITY PURPOSE, VISION & MISSION

PURPOSE

At Superb Impression Creationz Sdn Bhd (SIC), sustainability is the foundation of our business transformation. Our purpose is to create long-term value for clients, employees, partners, and society by embedding Environmental, Social, and Governance (ESG) considerations into every level of our operations. Guided by global frameworks and Malaysia's Shared Prosperity Vision 2030, we are committed to driving responsible growth, reducing environmental impact, and contributing positively to the communities we serve.

VISION

To be a regional leader in sustainable fit-out, construction, and integrated solutions, recognized for innovation, safety, and delivery of positive environmental and social outcomes. We aspire to build not only project excellence, but also a resilient ecosystem where sustainability drives competitiveness, inclusivity, and trust.

MISSION

- ▶ Deliver integrated and sustainable solutions across our businesses –from design to engineering, safety, renewable energy, and construction.
- ▶ Align practices with the UN Sustainable Development Goals (SDGs), with focus on:



- ▶ Strengthen supply-chain resilience by engaging local vendors, SMEs, and partners to uplift economic empowerment.
- ▶ Embed sustainability in corporate culture by training employees, nurturing inclusion, and fostering innovation in environmental and social practices.
- ▶ Uphold the highest standards of governance and transparency in line with GRI, Bursa Malaysia SRG 3.0, EcoVadis, and UNSDG frameworks.

2.2 CORE VALUES AND LONG-TERM ESG OBJECTIVES

CORE VALUES

Our sustainability journey is guided by a set of shared values across all SIC subsidiaries:



COMMITMENT TO CUSTOMERS

Transforms promises into reality

We deliver quality, safety, and sustainability, while fostering collaboration and innovation to exceed customer expectations. Through efficient planning and teamwork, we create values, optimize resources, and support communities effectively.



ACCOUNTABILITY

Answerable for actions & decisions

By practicing Take Ownership Personally ("TOP"), we uphold accountability, transparency, and excellence, driving ethical actions, clear communication and a sustainable future.



GROWTH

Continuously improving

We embrace continuous learning, innovation, diversification to expand capabilities and market reach. Through strategic alliances and development, we drive sustainability, brand advancement, and opportunities for stakeholders and employees.



HONESTY

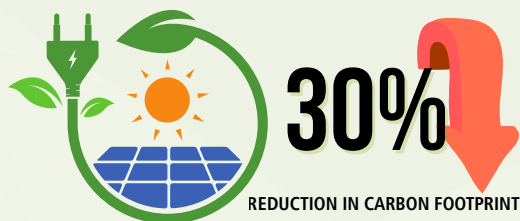
Truthfulness builds trust

We uphold truthfulness, transparency and integrity in every interaction. By fostering trust and respect, we build strong relationships, enhance our reputation, and ensure ethical practices, across all operations.



LONG-TERM ESG OBJECTIVES (2024–2030)

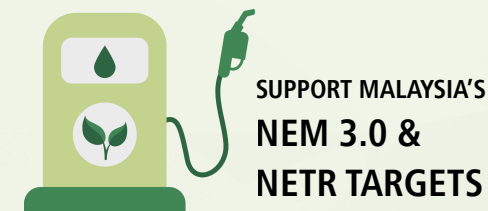
ENVIRONMENTAL



- ▶ Achieve a 30% (Before and after Solar) reduction in carbon footprint (Scope 1 & 2) by 2030 through rooftop solar PV, energy efficiency, and green building practices.



- ▶ Introduce circular economy practices in construction and fit-out, targeting a 50% recycling rate of waste materials by 2030.



- ▶ Expand renewable energy offerings (solar and EV infrastructure) in support of Malaysia's NEM 3.0 and NETR targets.

SOCIAL



- ▶ Strengthen community partnerships through CSR programs focused on education, environmental awareness, and local economic development.



ACCIDENT WORKPLACE

- ▶ Maintain a zero-accident workplace through ISO 45001 compliance and continuous HSE innovation.



- ▶ Ensure 40% of new hires and leadership opportunities are filled by women and underrepresented groups by 2030.



- ▶ Allocate at least 2% of annual revenue to training, upskilling, and talent development, building adaptability for a digital and green economy.

GOVERNANCE

- ▶ Strengthen ESG oversight through a Board-level Sustainability Committee with clear reporting lines.
- ▶ Maintain compliance with ISO 37001 (Anti-Bribery), ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (Occupational health and safety) across all entities.
- ▶ Implement 100% supplier ESG screening by 2026 to embed ethical procurement and responsible sourcing.
- ▶ Enhance cybersecurity and data protection systems in line with global standards by 2025.



2.3 ESG STRATEGY & IMPLEMENTATION TIMELINE (2024–2026)

The SIC Group's ESG strategy is phased into three years of structured implementation. The focus is to embed sustainability systematically into our business model, culture, and value chain, guided by measurable outcomes and aligned with national and global frameworks.

	2024 FOUNDATION & INTEGRATION	2025 EXPANSION & PARTNERSHIPS	2026 CONSOLIDATION & LEADERSHIP
SUSTAINABLE INNOVATION	<ul style="list-style-type: none"> ▶ Roll out rooftop solar PV across key facilities and pilot EV charging stations. ▶ Introduce sustainable fit-out materials (low-VOC paints, certified timber). 	<ul style="list-style-type: none"> ▶ Scale up circular economy practices in waste management, targeting a 30% recycling rate. ▶ Expand renewable energy services (solar PV, efficiency retrofits) for clients. 	<ul style="list-style-type: none"> ▶ Achieve 50% renewable energy consumption in SIC's operations. ▶ Launch smart building and IoT pilots to optimize resource use.
ECOSYSTEM PARTNERSHIPS	<ul style="list-style-type: none"> ▶ Register with EcoVadis and complete supplier diversity mapping. ▶ Strengthen collaboration with SAMENTA, MIIP, BMCC, and local chambers to engage SME suppliers. 	<ul style="list-style-type: none"> ▶ Launch a vendor ESG engagement program with supplier training workshops. ▶ Co-develop community projects in education, safety, and environmental awareness with NGOs and government. 	<ul style="list-style-type: none"> ▶ Attain 100% ESG screening for Tier 1 suppliers. ▶ Build regional partnerships for sustainable fit-out and construction in ASEAN.
ESG INTEGRATION INTO OPERATIONS	<ul style="list-style-type: none"> ▶ Formalize the Sustainability Committee under Board oversight. ▶ Embed ISO 9001, ISO 14001, ISO 37001, and ISO 45001 standards across subsidiaries. 	<ul style="list-style-type: none"> ▶ Integrate ESG metrics into management KPIs. ▶ Apply sustainability criteria in all new project tenders and bids. 	<ul style="list-style-type: none"> ▶ Establish Board-level ESG reporting to investors and regulators. ▶ Achieve EcoVadis Silver Rating or higher.
ESG DATA & MONITORING	<ul style="list-style-type: none"> ▶ Establish baseline for Scope 1 & 2 GHG emissions, energy, and water consumption. ▶ Deploy digital tools for real-time energy monitoring using smart meters. 	<ul style="list-style-type: none"> ▶ Extend tracking to Scope 3 emissions (supply chain). ▶ Publish first external ESG dashboard in annual reporting. 	<ul style="list-style-type: none"> ▶ Align reporting with GRI, Bursa SRG 3.0, IFRS S1/S2, and TCFD. ▶ Prepare for limited external assurance of ESG data.
CONTINUOUS LEARNING CULTURE	<ul style="list-style-type: none"> ▶ Conduct staff ESG training on SDGs, GRI Standards, and ISO requirements. ▶ Begin targeted HSE competency training for project teams. 	<ul style="list-style-type: none"> ▶ Introduce leadership ESG modules for management. ▶ Implement cross-subsidiary staff rotations for sustainability knowledge exchange. 	<ul style="list-style-type: none"> ▶ Institutionalize an annual ESG Innovation Day for staff and suppliers. ▶ Build a knowledge hub for ESG reporting, compliance, and best practices.

2.4 REFERENCE FRAMEWORKS

SIC Group's sustainability strategy is guided by internationally recognized frameworks that ensure our reporting is credible, comparable, and future-ready. We adopt the GRI Standards 2021 as our primary reference, align with the Bursa Malaysia Sustainability Reporting Guide (SRG 3.0) for local compliance, benchmark performance through the EcoVadis framework, and map initiatives to the United Nations Sustainable Development Goals (SDGs) most relevant to our industry.

For detailed framework alignment, refer to Appendices 2 (GRI Index), 3 (Bursa SRG 3.0), and 5 (EcoVadis Mapping).



3.1 ESG GUIDING PRINCIPLES

At SIC, sustainability is more than compliance — it is a core business principle embedded in how we lead, operate, and grow. Our ESG Guiding Principles translate the Purpose, Vision, Mission, and Core Values (see Section 2.1–2.2) into daily practices that shape our culture, define expectations for leadership and employees, and guide decisions across operations, procurement, HR, finance, and project delivery.

We align these principles with globally recognized frameworks, including the United Nations Global Compact (UNGC), the EcoVadis Sustainability Rating Themes, and the UN Sustainable Development Goals (SDGs). They act as the compass for how we reduce environmental impact, create value for stakeholders, and govern with integrity.

OUR CORE ESG PRINCIPLES

Principle	Description
1. Environmental Responsibility	Reduce environmental footprint through efficient resource use, energy tracking, sustainable materials, and waste management. Lead by example in adopting green practices within the construction and renovation sector.
2. Social Inclusion & People-Centered Development	Respect the rights, safety, and dignity of all individuals. Foster diversity, equal opportunity, staff well-being, continuous development, and community engagement.
3. Ethical Governance & Transparency	Uphold integrity, fairness, and accountability through strong governance. Maintain policies such as Anti-Bribery, Whistleblower Protection, and Conflict of Interest to ensure transparency and trust.
4. Stakeholder Engagement & Collaboration	Actively listen to employees, clients, suppliers, regulators, and communities to align ESG practices with real needs and build shared value through collaboration.
5. Compliance & Continuous Improvement	Monitor regulatory requirements and global ESG trends. Commit to audits, capacity-building, and performance tracking to ensure ongoing improvement.
6. Risk Management & Resilience	Integrate ESG risks (climate, labor, ethical, operational) into enterprise risk management. Build systems to detect, mitigate, and respond effectively.
7. Data-Driven Sustainability	Collect, monitor, and analyze ESG data to guide improvements, measure outcomes, and support disclosures to GRI, Bursa SRG 3.0, and EcoVadis.



3.2 INTEGRATION WITH GROUP BUSINESS STRATEGY

At SIC, sustainability is not a parallel initiative — it is a strategic enabler embedded into our business model, daily operations, and long-term growth trajectory. By aligning ESG with our core strategy, we strengthen resilience, enhance brand value, improve operational efficiency, and stay prepared for evolving stakeholder and market expectations.

As a construction and renovation company, our operations involve complex supply chains, significant resource use, workforce management, and client engagement. These activities intersect directly with material ESG issues such as waste management, energy efficiency, labor rights, and ethical governance.

Integrating ESG into our group strategy not only helps us mitigate risks but also positions us to capture new opportunities in a rapidly changing sustainability landscape — from green building practices and renewable energy integration to inclusive workforce development and responsible supply chain partnerships.

ESG INTEGRATION TOUCHPOINTS ACROSS THE BUSINESS

Business Function	ESG Integration Focus
Executive Leadership	Oversight of ESG vision and accountability; ensures alignment with the company's strategic direction.
Operations	Energy and water use tracking, material efficiency, safe worksite practices, sustainable renovation practices.
Human Resources	Inclusion, health and safety, staff training, employee well-being programs, labor rights compliance.
Finance	ESG data governance, sustainability-linked risk evaluation, and preparation for ESG-based financing mechanisms.
Procurement	Screening of suppliers for ESG risks, adoption of sustainable sourcing practices, compliance with client requirements.
Sales and Business Development	Alignment with client ESG expectations and tender compliance (e.g. EcoVadis, GRI disclosures).
Marketing and Communications	Transparent disclosure of ESG commitments and performance, stakeholder communication, brand positioning.

ESG-LINKED BUSINESS PRIORITIES

We have mapped ESG priorities against key business outcomes to ensure that sustainability actions are aligned with commercial goals:

ESG Priority	Strategic Business Link
Reduce waste and rework	Improve cost efficiency and site productivity
Track energy and water use	Support net zero goals and reduce utility costs
Promote staff upskilling	Build capacity for higher-value projects
Maintain ethical compliance	Meet client procurement standards and avoid penalties
Engage local communities	Strengthen brand, support license-to-operate
Align to global frameworks	Prepare for green financing and investor expectations

ESG DRIVES LONG-TERM VALUE CREATION

By integrating ESG into our group strategy, SIC is preparing to:



This integration is not static. We will review our ESG practices annually as part of our corporate planning cycle and progressively link ESG performance with department-level KPIs to ensure accountability and continuous improvement across the Group.

3.3 GROUP COMMITMENT TO GLOBAL FRAMEWORKS

SIC recognizes that long-term business resilience depends on aligning with globally recognized sustainability frameworks that strengthen transparency, ethical conduct, inclusive growth, and environmental stewardship.

Our ESG roadmap is guided by three key frameworks:



UNITED NATIONS GLOBAL COMPACT (UNGC)

embedding human rights, labor standards, environmental responsibility, and anti-corruption into our operations.



ECOVADIS SUSTAINABILITY FRAMEWORK

providing a benchmark for continuous improvement across Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

mapping our initiatives to global priorities most relevant to our industry and stakeholders.

Together, these frameworks provide the structured foundation that supports our sustainable operations, engagement with global clients, and access to future green financing opportunities.

3.3.1 UNITED NATIONS GLOBAL COMPACT (UNGC)

We support and commit to the Ten Principles of the UNGC, which promote universally accepted values in the areas of human rights, labor, environment, and anti-corruption. These principles are embedded across our operational, HR, procurement, and reporting practices.

	PRINCIPLE	SIC COMMITMENT
Human Rights	1. Support and respect internationally proclaimed human rights	Employee Handbook, anti-discrimination policy, internal grievance channel
	2. Ensure non-complicity in human rights abuses	No forced labor or child labor; compliance with local laws and construction site ethics
Labor	3. Uphold freedom of association and collective bargaining	Open-door policy and team dialogue practices
	4. Eliminate all forms of forced and compulsory labor	Strict subcontractor screening and compliance with Malaysian labor laws
	5. Abolish child labor	Minimum hiring age enforced; monitored in site supervision
	6. Eliminate discrimination in respect of employment and occupation	Gender equality in recruitment, fair wage policy, and skills-based hiring
Environment	7. Support a precautionary approach to environmental challenges	Initial energy and water data tracking, internal awareness campaigns
	8. Promote greater environmental responsibility	Waste segregation, recycling, and sustainable material sourcing during renovations
	9. Encourage environmentally friendly technologies	Adoption of digital tools to reduce paper, promotion of water-saving installations
Anti-Corruption	10. Work against corruption in all forms, including extortion and bribery	Anti-Bribery & Corruption Policy, Whistleblower Policy, conflict of interest declarations

3.3.2 ECOVADIS THEME MAPPING

SIC Creationz is working toward EcoVadis maturity by aligning our ESG practices to the platform's four sustainability assessment themes:

EcoVadis Theme	Key Actions at SIC
Environment	Tracking Scope 2 electricity, scheduled/general waste, and water consumption; efficiency improvements in construction materials
Labor & Human Rights	Workforce demographic tracking, HSE compliance, inclusivity initiatives, employee training records
Ethics	Implementation of Anti-Bribery & Corruption Policy, Whistleblower Protection, staff conduct training
Sustainable Procurement	Supplier self-declarations in progress, ESG engagement with vendors, vendor code of conduct under development

The 2024 Sustainability Report will provide the evidence base to improve our future EcoVadis scorecard performance and benchmarking.

3.3.3 UN SUSTAINABLE DEVELOPMENT GOALS (SDG) ALIGNMENT

We have identified priority SDGs that closely align with our operational footprint and sustainability aspirations. These goals will shape our impact measurement, stakeholder communications, and annual disclosure focus.

4 QUALITY EDUCATION	ESG training, staff upskilling, HRDF-funded courses	11 SUSTAINABLE CITIES AND COMMUNITIES	Green material sourcing, safe site management
6 CLEAN WATER AND SANITATION	Water tracking at HQ, responsible plumbing practices	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste data tracking, material reuse
7 AFFORDABLE AND CLEAN ENERGY	Electricity monitoring, solar initiatives, efficiency upgrades	13 CLIMATE ACTION	Scope 2 GHG baseline, climate awareness
8 DECENT WORK AND ECONOMIC GROWTH	Fair employment, contract transparency, compliance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Enforcement of ethics policies, transparent governance
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Digital project tools, automation to reduce manual inputs	17 PARTNERSHIPS FOR THE GOALS	Collaboration with clients, suppliers, and public sector programs
10 REDUCED INEQUALITIES	Inclusive hiring, equal opportunity policies		

4.1 ENERGY MANAGEMENT & SCOPE 1 AND 2 GHG EMISSIONS

ENERGY MANAGEMENT

SIC Group recognizes that energy use is one of the most material environmental aspects of our operations, both through direct fuel consumption and indirect electricity use. Effective energy management not only reduces operating costs but also strengthens business resilience and supports Malaysia's National Energy Transition Roadmap (NETR).

Energy Initiatives (July 2023 – June 2024)

During the reporting period, SIC implemented several initiatives to enhance energy performance and lower greenhouse gas (GHG) emissions:

Rooftop Solar PV System

Commissioned in November 2023, the system achieved a 40–50% reduction in grid electricity consumption across monitored facilities. Smart meters were installed at 9 of 12 lots to enable real-time tracking through SolisCloud.

Energy Efficiency Measures

Completed LED lighting retrofits, optimized HVAC operations, and adopted maintenance-friendly equipment designs to reduce energy demand.

Green Office Practices

Launched internal campaigns encouraging reduced standby power, controlled air-conditioning set points, and paperless workflows, embedding sustainability into daily operations.



SCOPE 1 AND SCOPE 2 GHG EMISSIONS

SCOPE 1 - DIRECT EMISSIONS:

Scope 1 covers direct GHG emissions from company-owned vehicles and standby generators. FY2023/24 serves as SIC's baseline year for direct emissions monitoring. Plans are underway to install EV charging stations by 2025, supporting a gradual transition to electric vehicles and hybrid fleet management.

Scope 1 Emissions Summary (July 2023 – June 2024)

Fuel Type	Consumption (L)	Emission Factor (kg CO ₂ e/L)	Emission (kg CO ₂ e)	Emission (t CO ₂ e)
Petrol (RON95)	13,668.10	2.34502	32,033.38	32.03 t CO ₂ e
Diesel	3,600	2.51206	9,043.42	9.04 t CO ₂ e
Total Scope 1	—	—	41,076.80	41.08 t CO₂e

KEY INSIGHTS:

- ▶ Petrol-powered vehicles contributed roughly 78% of total Scope 1 emissions.
- ▶ Diesel accounted for 22%, primarily from heavy vehicles and standby equipment.
- ▶ Total direct emissions: 41.08 t CO₂e.

SCOPE 2 - INDIRECT EMISSIONS (PURCHASED ELECTRICITY)

SIC's electricity consumption for the reporting year amounted to 142,118 kWh, equivalent to 109.70 t CO₂e based on Malaysia's official grid emission factor.

Item	Value	Source
Grid emission factor (Peninsular Malaysia 2022)	0.774 tCO ₂ e / MWh	Suruhanjaya Tenaga – Electricity Supply Industry in Malaysia: Performance & Statistical Information 2022
Electricity consumed	142,118 kWh (= 142.118 MWh)	Company data
Calculated Scope 2 emissions	109.70 t CO₂e	—

Impact of Solar PV:

The rooftop solar PV system enabled substantial carbon savings—approximately 90 t CO₂e avoided—equivalent to the annual carbon sequestration of about 50 mature trees.

PERFORMANCE HIGHLIGHTS (FY2023/24)



ELECTRICITY SAVINGS

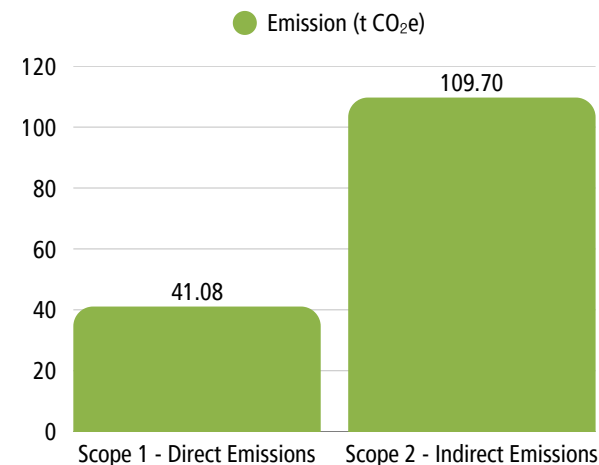
40~50%

reduction in grid electricity use after solar installation



CARBON SAVINGS

90.07 TCO₂E
AVOIDED



Category	Emission (t CO ₂ e)	Share (%)
Scope 1 - Direct Emissions	41.08	27.24
Scope 2 - Indirect Emissions	109.7	72.76

FUTURE TARGETS

- ▶ Expand solar PV integration to all facilities by 2026.
- ▶ Install EV charging infrastructure by 2025.
- ▶ Achieve 15% reduction in Scope 1 & 2 emission intensity (tCO₂e per revenue) by 2030.

TOTAL REPORTED EMISSIONS:

SCOPE 1 (41.08 T CO₂E) + SCOPE 2 (109.70 T CO₂E) = 150.78 T CO₂E.

ALIGNMENT WITH GLOBAL STANDARDS

GRI

GRI 302-1: Energy consumption within the organization.
GRI 305-1: Direct (Scope 1) GHG emissions.
GRI 305-2: Indirect (Scope 2) GHG emissions.

SDGs



4.2 CARBON FOOTPRINT REDUCTION INITIATIVES

SIC Group is committed to reducing its overall carbon footprint by embedding low-carbon practices across operations, supply chains, and services. Our approach prioritizes energy efficiency, renewable energy adoption, and responsible resource use, aligning with both Malaysia's National Energy Transition Roadmap (NETR) and global climate commitments.



Carbon 30% reduction by 2026, 50% cut by 2030.

ENERGY EFFICIENCY

RENEWABLE ENERGY

WASTE-TO-VALUE

GREEN PROCUREMENT

CARBON REDUCTION ROADMAP TIMELINE

2023-2024 KEY INITIATIVES

- ▶ **Smart Metering & Monitoring**
Installed at 9 of 12 facilities, enabling real-time energy tracking and improved operational decision-making.
- ▶ **Energy-Efficient Systems**
Transitioned to LED lighting, optimized HVAC performance, and introduced preventive maintenance schedules to minimize inefficiency.
- ▶ **Fleet Management**
Launched fuel-use monitoring to establish a Scope 1 emissions baseline for company-owned vehicles.
- ▶ **Waste-to-Value Practices**
Expanded recycling and material reuse on project sites, contributing to upstream Scope 3 emission reductions.

2025-2026 MEDIUM-TERM TARGETS

- ▶ Achieve 30% reduction in Scope 1 & 2 emissions intensity (tCO₂e per revenue).
- ▶ Implement 100% smart metering coverage across all facilities.
- ▶ Increase waste diversion to ≥30% by 2025 through segregation, recycling, and material recovery.

2030 LONG-TERM TARGET

- Reduce SIC Group's overall operational carbon footprint by 50%, driven by:
- ▶ Renewable energy adoption (solar and other alternatives).
 - ▶ Transition to electric vehicles (EVs) for company fleet.
 - ▶ Adoption of green procurement practices across the supply chain.

4.3 ROOFTOP SOLAR, EV CHARGERS & GREEN OFFICE PRACTICES

ROOFTOP SOLAR

The commissioning of rooftop solar PV systems in FY2023/24 marked SIC Group's most significant renewable energy milestone to date. This initiative has already reduced grid electricity reliance and Scope 2 emissions substantially. Expansion is planned for 2025–2026 to cover all group facilities, reinforcing our commitment to clean energy integration and long-term carbon reduction.

EV CHARGERS

In support of Malaysia's transition to low-carbon mobility, SIC will install EV charging stations in 2025 at key premises. This initiative will:

- ▶ Facilitate employee and fleet transition to electric vehicles.
- ▶ Contribute to Scope 1 emission reductions by phasing down fossil-fuel vehicle use.
- ▶ Advance SDG 7 (Affordable & Clean Energy) and SDG 13 (Climate Action) through clean transport adoption.

GREEN OFFICE PRACTICES

SIC promotes sustainability not only through large-scale infrastructure but also in everyday workplace behavior, embedding responsible practices into our corporate culture. Initiatives include:

- ▶ **Digitalization & Paperless Workflows** – Reducing paper usage across departments.
- ▶ **Energy-Aware Offices** – Temperature set-point adjustments, standby power reduction, and employee awareness programs.
- ▶ **Waste Segregation Systems** – At both office and site levels, ensuring proper recycling and material recovery.
- ▶ **Sustainable Commuting Incentives** – Encouraging carpooling, public transport, and EV-friendly employee practices.

ALIGNMENT WITH GLOBAL STANDARDS

GRI

- GRI 302-4: Reduction of energy consumption.
- GRI 305-5: Reduction of GHG emissions.

SDGs



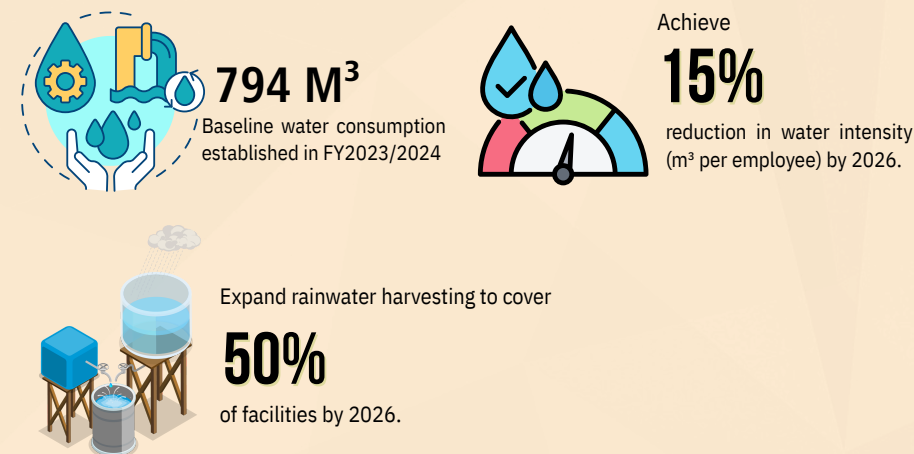
4.4 WATER MANAGEMENT

Water is a critical shared resource, and while SIC Group's operations are not as water-intensive as heavy industries, responsible management ensures efficiency, cost savings, and stewardship of community resources.

Current Practices (2023–2024):

- ▶ Adopted water-efficient fixtures (dual flush systems, low-flow taps) across offices and facilities.
- ▶ Piloted a rainwater harvesting system in selected projects to reduce reliance on municipal supply.
- ▶ Conducted routine inspections to detect leaks and prevent wastage.

PERFORMANCE & TARGETS



ALIGNMENT WITH GLOBAL STANDARDS

GRI

- GRI 303-1: Interactions with water as a shared resource
- GRI 303-5: Water consumption

SDGs



4.5 WASTE MANAGEMENT & CIRCULAR ECONOMY

The construction and fit-out sector generates significant material waste. SIC Group is embedding circular economy principles to reduce landfill disposal and extend the lifecycle of materials.

Key Practices:

- ▶ Waste segregation at project sites (wood, metal, plastics, hazardous waste).
- ▶ Collaboration with certified recyclers for construction and packaging materials.
- ▶ Use of eco-certified timber and recycled content in joinery and fit-out works.
- ▶ Adoption of modular design to enable reuse and lifecycle extension of components.

PERFORMANCE & TARGETS

FY2023/2024

~20%

diversion achieved through recycling and reuse

2025

Min. **30%**

diversion targeted across all projects

2030

70%

diversion achieved through recycling and reuse



ALIGNMENT WITH GLOBAL STANDARDS

GRI

- GRI 306-3: Waste generated
- GRI 306-4: Waste diverted from disposal

SDGs



4.6 ENVIRONMENTAL COMPLIANCE (ISO 14001)

SIC Group's environmental performance is underpinned by its ISO 14001:2015 Environmental Management System (EMS), certified in 2023.

Key Elements of Compliance:

- ▶ Integrated environmental risk assessments into all project planning.
- ▶ Documented procedures for managing waste, emissions, and resource use.
- ▶ Conducted internal audits and management reviews to drive continuous improvement.
- ▶ Delivered employee training on environmental responsibilities and compliance.

FUTURE READINESS

- ▶ Extend EMS certification to all subsidiaries by 2025.
- ▶ Conduct regular recertification audits with corrective action tracking.
- ▶ Expand compliance requirements to include suppliers and contractors.



ALIGNMENT WITH GLOBAL STANDARDS

GRI

- GRI 303-1: Interactions with water as a shared resource
- GRI 303-5: Water consumption

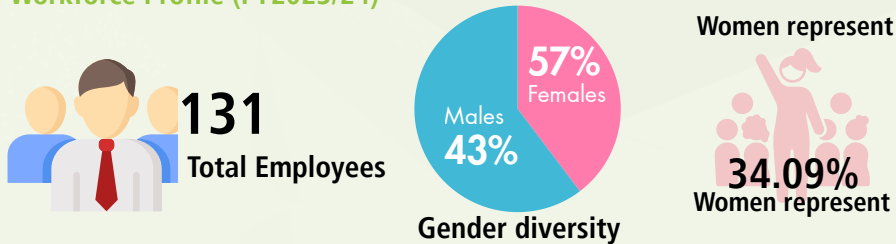
SDGs



5.1 WORKFORCE COMPOSITION AND DIVERSITY

At SIC Group, people are the foundation of sustainable growth. We strive to maintain a workforce that reflects a balanced mix of skills, experience, and demographics across all subsidiaries, ensuring inclusivity, fairness, and resilience in our human capital base.

Workforce Profile (FY2023/24)



► **Employment Type:** 100% employed under fair contractual terms.



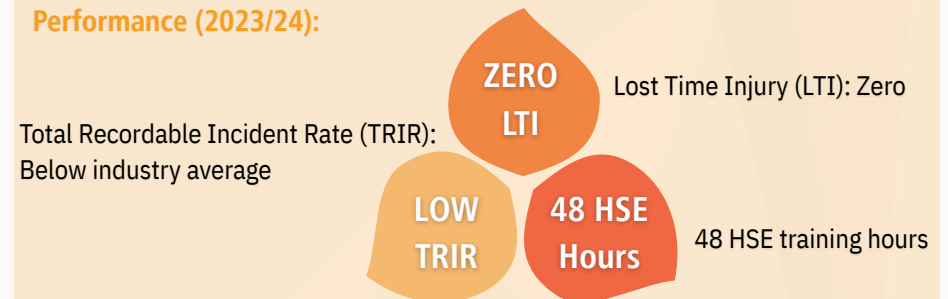
5.2 HEALTH, SAFETY & WELLBEING (ISO 45001)

Employee health and safety are non-negotiable at SIC Group. We operate under ISO 45001:2018, ensuring consistent standards across all subsidiaries and project sites.

Safety Management Framework:

- Group-wide ISO 45001 certification (upgraded from OHSAS 18001).
- Mandatory risk assessments before all project execution.
- Standardized incident reporting, corrective actions, and monitoring.

Performance (2023/24):



Wellbeing Measures:

- Workplace hygiene programs and vaccination support.
- Ergonomic office and site design.
- Mental health awareness campaigns and resources.



5.3 PEOPLE DEVELOPMENT & EMPLOYEE WELLBEING

SIC Group views people development and wellbeing as critical to productivity, retention, and long-term growth. We invest in continuous learning to build technical expertise, sustainability literacy, and leadership capacity, while also ensuring a welfare framework that addresses physical, mental, and financial health.

Key Programs (2023/24)

- ▶ **Technical Skills:** Engineers and technicians participated in CIDB-certified courses on construction management, cash-flow control, and compliance with the OSH (Amendment) Act 2022, strengthening operational safety and efficiency.
- ▶ **Leadership Development:** Mid-level managers attended programs such as Project Management Effective Execution and Control, The 3-Day CFO Series, and The Role of Construction Project Manager, enhancing strategic, financial, and project-leadership capabilities.
- ▶ **Digital Proficiency:** Key staff trained in SharePoint Master Class to improve collaboration and workflow automation across subsidiaries.
- ▶ **Human Capital Development:** HR and administrative teams attended Winning HR and People Practices 2024 and internal SICW Training sessions to reinforce people-management and sustainability awareness.
- ▶ **Healthcare & Benefits:** All employees receive full medical coverage, annual health checks, and vaccination support.
- ▶ **Financial Security:** Competitive compensation, retirement savings contributions, and performance-linked bonuses are provided to ensure employee wellbeing and retention.
- ▶ **Work-Life Balance:** Flexible work arrangements and family leave policies support productivity and personal wellbeing.
- ▶ **Employee Assistance Program (EAP):** Confidential counselling, stress-management, and wellbeing support available to all staff.
- ▶ **Engagement Activities:** Company retreats, sports events, and staff recognition awards build cohesion and morale.

PERFORMANCE (2023/24)



144 total training hours delivered across 18 training days



8.5 average training hours per employee (17 participants)

- ▶ RM 10,428.68 invested in external and internal programs
- ▶ 100% of new hires inducted into sustainability and safety policies
- ▶ 100% medical and welfare coverage maintained for all employees

Future Targets

- ▶ Allocate at least 2% of annual revenue to employee training and capacity-building initiatives.
- ▶ Launch a digital learning platform by 2026 for continuous access to training modules.
- ▶ Achieve 50% ESG literacy among staff by 2025 through structured sustainability workshops.
- ▶ Introduce a Wellbeing Index by 2025 to measure satisfaction and engagement.
- ▶ Expand the Employee Assistance Program to include financial literacy and career-coaching modules.

5.4 INCLUSION, EQUAL OPPORTUNITY & ANTI-DISCRIMINATION

SIC Group upholds fairness, inclusivity, and integrity in all employment practices. We are committed to a workplace free from discrimination, ensuring equal opportunities for all employees.

Policies in Place:

- ▶ **Equal Opportunity Policy:** Hiring, promotion, and career advancement based strictly on merit.
- ▶ **Non-Discrimination Policy:** Zero tolerance for bias or harassment based on gender, age, ethnicity, religion, disability, or other protected status.
- ▶ **Whistleblowing Mechanism:** Confidential reporting channels with protection from retaliation.

Key Initiatives:

- ▶ Recruiting more women and youth into engineering and project management roles.
- ▶ Transparent internal promotion policies to support fair career progression.
- ▶ Vendor Diversity Program that supports women-owned businesses and SME suppliers.

Future Targets:



- ▶ Achieve 40% female representation in management by 2030.
- ▶ Conduct annual inclusivity audits from 2025 to monitor progress.



5.5 COMMUNITY ENGAGEMENT AND CSR HIGHLIGHTS

SIC Group recognises that sustainable success extends beyond business operations. Our Corporate Social Responsibility (CSR) initiatives—both external and internal—reflect our commitment to creating shared value for our communities, partners, and employees. From supporting national health and education programs to fostering an inclusive and engaged workforce, our CSR efforts are designed to uplift lives and strengthen relationships across all levels of society.

External CSR: Community Partnerships and Sponsorships

In FY2023/24, SIC Group contributed to multiple social and industry programs promoting education, health, safety, and community wellbeing.

Key Highlights (July 2023 – June 2024):

Program	Description	Amount (RM)	Beneficiaries Reached
MOSHPA 18th OSH Excellence National Award 2023	Promoted workplace safety excellence; SIC logo featured on MOSHPA official page	7,000	1,200
Bursa Bull Charge 2023 – “The Day the Marketplace Runs for Others”	Supported Bursa Malaysia’s charity initiative benefiting local communities	6,900	1,000
Knight Frank Annual Dinner 2023	Strengthened corporate and industry collaboration	6,199	600
PKT Logistics 33rd Anniversary Dinner 2024	Recognised industry partnerships and sustainability leadership	5,000	250
IMU-Chariofare 2024	Supported youth engagement and healthcare charity fundraising	1,999	950
Lions Club Art Exhibition (KL Finnamic)	Promoted arts and cultural inclusion through donation support	300	–

TOTAL EXTERNAL CSR INVESTMENT: RM 20,398.00
ESTIMATED BENEFICIARIES REACHED: ~2,800 PEOPLE

Internal CSR: Employee Wellbeing and Engagement

Internally, SIC Group promotes a culture of appreciation, inclusivity, and wellbeing through structured staff engagement programs. These initiatives strengthen teamwork, morale, and a sense of belonging across all subsidiaries.

Key Highlights (July 2023 – June 2024):

Category	Program	Description	Total Investment (RM)
Celebrations & Festivities	Employee Birthday, Hari Raya, Deepavali, Chinese New Year, Ramadhan	Celebrations promoting unity and inclusivity across all entities	43,760
Recognition & Rewards	Long Service Award, Referral Program	Rewarded loyalty, referrals, and outstanding performance	18,100
Health & Wellbeing	Hospitalisation Gift, Newborn Gift, Condolence Contribution, Financial Aid	Compassionate support for employees and families	6,859
Employee Activities	Annual Dinner, Townhall, Sports (Garmin Run, Badminton)	Promoted physical health, team bonding, and engagement	212,696
Gender-Inclusive Initiatives	International Women’s & Men’s Day Gifts	Recognised gender balance and inclusivity	3,340
Other Engagements	SICW programs, festive packs, ad hoc welfare	Regular staff appreciation and internal outreach	6,678

TOTAL INTERNAL CSR INVESTMENT: RM 299,469.44
COMBINED CSR INVESTMENT (EXTERNAL + INTERNAL): RM 319,867.44



CSR INVESTMENT BREAKDOWN

RM 20k / 6%

EXTERNAL

vs

RM 299k / 94%

INTERNAL

KEY IMPACT AREAS

2,800 BENEFICIARIES | 6 KEY ENGAGEMENT CATEGORIES | 17 PROGRAMS

- Community Development: Over 2,800 beneficiaries reached through external CSR and sponsorships.
- Employee Wellbeing: RM 299,469 invested in staff celebrations, health support, and engagement.
- Inclusivity & Diversity: Celebrations and initiatives promoting cultural and gender equality.
- Industry Partnerships: Supported professional events enhancing sectoral collaboration.

FUTURE FOCUS (2025 AND BEYOND)

- Establish an annual CSR & Volunteer Calendar aligning with ESG goals.
- Expand CSR to include green innovation and youth mentorship programs.
- Introduce a Wellbeing Index to measure internal satisfaction and engagement.
- Target a minimum annual CSR investment of RM 325,000 with measurable community outcomes.

5.6 ALIGNMENT WITH GLOBAL STANDARDS

SIC Group's social initiatives are benchmarked against global frameworks to ensure accountability and comparability.

GRI Alignment:

- **GRI 401:** Employment practices and benefits.
- **GRI 402:** Labour/management relations.
- **GRI 403:** Health & Safety (ISO 45001).
- **GRI 404:** Training & development.
- **GRI 405:** Diversity & equal opportunity.

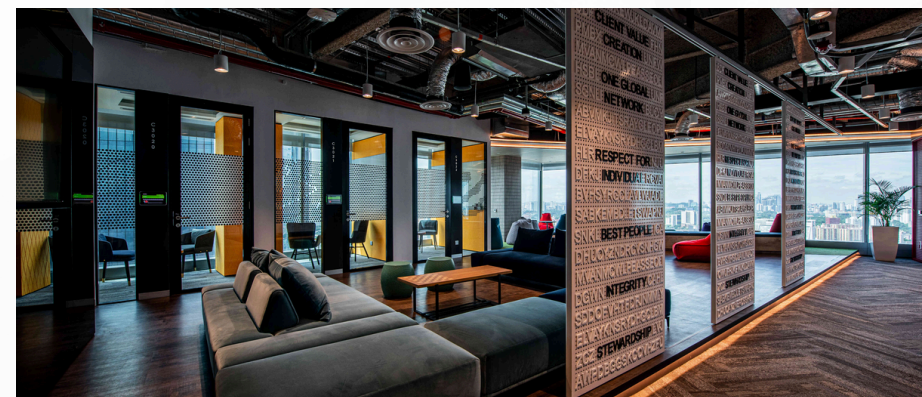
EcoVadis Labour & Human Rights Theme:

- **Policies & Systems:** Code of Conduct, DEI policy, Whistleblower mechanism.
- **Workforce Practices:** Fair employment, welfare, and training programs.
- **Health & Safety:** Certified ISO 45001 systems.
- **Human Rights in Supply Chain:** Vendor screening and supplier diversity program.

SDG Alignment:



Indicator	2023/24 Performance	2025 Target	2030 Target
Workforce Size	131 employees	Grow sustainably with focus on local talent and diversity	–
Gender Representation	60.31% Male / 39.69% Female	≥35% Female overall	≥40% Female in management
Training Hours (Total)	144 hours	+15% vs 2023 baseline	–
Training Hours / Employee	8.5 hours per employee	+20% increase	–
HSE Performance (LTI)	0 (Zero Lost Time Injury)	Maintain 0	Maintain 0
TRIR	Below industry average	Maintain	–
CSR Volunteering	40 hours (Sustainability Volunteer Committee)	+25% vs 2023	–
Employee Welfare Coverage	100% medical, insurance, and EAP coverage	Introduce Wellbeing Index by 2025	Expanded wellbeing and financial literacy programs



6.1 GOVERNANCE STRUCTURE AND ESG COMMITTEE

SIC Group's governance framework is designed to ensure accountability, transparency, and ethical leadership across all subsidiaries. The Board of Directors (BOD) holds ultimate responsibility for corporate governance, supported by executive leadership and a dedicated ESG Committee.

Governance Structure:

- ▶ **Board of Directors (BOD):** Provides strategic direction, approves ESG policies, and ensures compliance with regulatory requirements.
- ▶ **Group Executive Leadership:** Oversees daily operations and integrates ESG goals into core business strategies.
- ▶ **ESG Committee:**
 - Chaired by the Executive Director and includes senior representatives from Finance, Operations, HR, HSE, and Sustainability.
 - Meets quarterly to review ESG performance, risks, and compliance.
 - Ensures alignment with GRI, Bursa SRG 3.0, UN SDGs, and EcoVadis.
 - Reports to the Board on emerging issues, stakeholder expectations, and progress against sustainability targets.
- ▶ **Sustainability Volunteer Committee:** A cross-functional employee team that drives grassroots ESG engagement, awareness campaigns, and CSR activities.

Key Responsibilities of the ESG Committee:

- ▶ Approve sustainability targets and monitor performance.
- ▶ Oversee materiality assessments and stakeholder engagement.
- ▶ Ensure ESG disclosures meet GRI and Bursa SRG 3.0 standards.
- ▶ Drive integration of sustainability policies across all subsidiaries.

6.2 INTERNAL CONTROL AND RISK MANAGEMENT

SIC Group adopts a three-tier risk management approach to safeguard long-term business resilience and maintain stakeholder trust.

1 Policy & Commitment

- ESG and sustainability policies approved by the Board.
- Compliance with ISO certifications: ISO 9001 (Quality), ISO 14001 (Environment), ISO 45001 (Health & Safety), ISO 37001 (Anti-Bribery).

2 Risk Identification & Assessment

- Annual enterprise risk assessments covering operational, financial, ESG, and compliance risks.
- Focus on ESG-related risks such as energy costs, regulatory changes, carbon footprint, and social licence to operate.
- Scenario planning for supply chain instability and climate-related risks.

3 Monitoring & Response

- Internal Audit Office evaluates control effectiveness and recommends improvements.
- Risk Management & Compliance Committee reports quarterly to the Board.
- Crisis management and disaster recovery plans coordinated with suppliers and contractors.

PERFORMANCE HIGHLIGHTS (2023/24):

- ▶ Zero confirmed cases of bribery or corruption.
- ▶ EcoVadis Bronze rating maintained, with improvements noted in ethics and governance.
- ▶ ESG risk register updated to include climate transition risks and labour market shortages.

FUTURE FOCUS:

- ▶ Strengthen supplier ESG compliance audits by 2025.
- ▶ Enhance cyber risk governance to reflect digitalization of operations.
- ▶ Target EcoVadis Silver rating for Ethics & Governance by 2026.

6.3 CODE OF CONDUCT, ETHICS & COMPLIANCE

SIC Group upholds the highest standards of ethics and integrity through a Code of Conduct applicable to all employees, directors, and business partners.

ANTI-BRIBERY & CORRUPTION (ISO 37001):

- Certified under ISO 37001:2016 Anti-Bribery Management System.
- Zero tolerance for bribery, extortion, or facilitation payments.
- Annual training conducted for employees.
- Vendor contracts include mandatory anti-corruption clauses.

WHISTLEBLOWER MECHANISM:

- Confidential reporting channels (email, hotline, secure reporting box).
- Non-retaliation guaranteed for whistleblowers.
- Reports reviewed by Internal Audit and escalated to the ESG Committee if required.

CONFLICT OF INTEREST POLICY:

- Annual declaration required from employees and directors.
- Restrictions on vendor/contractor engagements where personal interest exists.
- Non-compliance leads to disciplinary action, including termination where necessary.

6.4 CUSTOMER DATA PROTECTION AND CYBERSECURITY

As digitalization accelerates, SIC prioritizes data security and client confidentiality.

KEY PRACTICES:

- ▶ Cybersecurity protocols including firewalls, encryption, and multi-factor authentication.
- ▶ Data protection policy aligned with Malaysia's Personal Data Protection Act (PDPA) 2010.
- ▶ Access control systems limiting sensitive data to authorised personnel.
- ▶ Regular IT audits and vulnerability assessments.
- ▶ Employee training on phishing, social engineering, and cyber hygiene.

FUTURE FOCUS:

- ▶ Establish a Cybersecurity Incident Response Plan by 2025.
- ▶ Upgrade IT infrastructure to ISO/IEC 27001 standards for information security management.
- ▶ Conduct annual penetration testing and system recovery drills.

6.5 ESG POLICY INDEX SUMMARY TABLE

Policy Area	Key Documents/Certifications	Framework Alignment
Quality Management	ISO 9001:2015 Quality Management System	GRI 2, EcoVadis Ethics
Environment	ISO 14001:2015 Environmental Management System	GRI 302, 303, 305
Health & Safety	ISO 45001:2018 Occupational Health & Safety Management System	GRI 403, EcoVadis Labour & Human Rights
Anti-Bribery & Corruption	ISO 37001:2016 Anti-Bribery Management System	GRI 205, EcoVadis Ethics
Code of Conduct & Ethics	Group Code of Conduct, Conflict of Interest Policy, Vendor CoC	GRI 2, GRI 205, EcoVadis Ethics
Whistleblower Protection	Whistleblower Policy & Mechanism	GRI 2, EcoVadis Ethics
Data Protection & Cybersecurity	Data Protection Policy, IT Security Procedures	GRI 418, EcoVadis Ethics
Diversity & Inclusion	Equal Opportunity & DEI Policy	GRI 405, SDG 5, EcoVadis Labour Theme
Supply Chain ESG	Vendor Management Policy, Sustainable Procurement Guidelines	GRI 308, 414, EcoVadis Procurement

7.1 SUPPLY CHAIN STRUCTURE AND VENDOR ENGAGEMENT

SIC Group's supply chain is a vital extension of our operations, spanning upstream partners (raw materials, construction components, joinery inputs, MEP systems, renewable energy equipment) and downstream collaborators (contractors, project managers, subcontractors, and distributors).

Key Features:

- **Local Engagement:** Majority of suppliers are Malaysian SMEs, reinforcing local economic empowerment.
- **Vendor Diversity:** Partnerships include women-owned businesses, veteran-owned enterprises, and certified green vendors.
- **Global Inputs:** Specialized equipment sourced from international suppliers that meet ESG standards.
- **Industry Networks:** Active engagement with MIIP, JIDA, KLSCCCI, BMCC, and SAMENTA to build credible vendor relationships.

Vendor Engagement Practices:

- **Pre-Qualification:** Screening based on financial stability, technical capacity, and ESG performance.
- **Vendor Code of Conduct:** Defines expectations on labour rights, environmental practices, and ethics.
- **Performance Review:** Regular assessments of quality, delivery, safety, and compliance.
- **Engagement & Appreciation:** Supplier dialogue sessions and recognition programs.

Future Targets:

- 2025: Establish ESG risk-based supplier segmentation.
- 2026: Conduct 100% Tier-1 supplier ESG screening.
- 2030: Ensure 70% of procurement spend is with vendors that meet sustainability criteria.

7.2 SUSTAINABLE PROCUREMENT POLICY & PRACTICES

SIC Group has formalised a Sustainable Procurement Policy to align all purchasing decisions with ESG objectives. The policy applies to all subsidiaries and covers materials, services, and subcontracting.

Policy Commitments:

- **Environmental Responsibility:** Prioritise eco-certified, recyclable, or low-carbon materials.
- **Labour & Human Rights:** Enforce fair wages, safe workplaces, and non-discrimination.
- **Ethics & Anti-Corruption:** Require adherence to ISO 37001 and SIC's Conflict of Interest Policy.
- **Diversity & Inclusion:** Promote SME participation and partnerships with women- and minority-owned enterprises.
- **Lifecycle Thinking:** Support circular economy practices and lifecycle extension of products.

Current Practices (2023/24):

- Integrated vendor ESG assessments into procurement workflows.
- Rolled out Vendor Diversity Program covering women-owned and SME suppliers.
- Conducted supplier ESG awareness sessions on waste reduction, green materials, and safety practices.

Future Plans:

- Develop Sustainable Procurement Guidelines aligned to GRI 308, 414, and EcoVadis by 2025.
- Digitalize supplier ESG assessments through an online platform.
- Introduce supplier scorecards with KPIs on quality, delivery, ESG compliance, and ethics.

7.3 SUPPLIER ESG SCREENING & COMPLIANCE

SIC recognises that supply chain resilience is only as strong as the weakest link. To safeguard accountability, we conduct structured ESG screening and compliance monitoring.

Screening Approach:

- **Pre-Qualification:** All vendors complete an ESG self-assessment covering environment, labour, ethics, and governance.
- **Code of Conduct Compliance:** Mandatory signing of SIC's Vendor Code of Conduct, aligned with ISO 37001, ISO 45001, and ISO 14001.
- **Risk Segmentation:** Suppliers categorised into high, medium, and low risk.
- **On-Site Verification:** High-risk vendors (hazardous materials, safety-critical services) audited on-site.

Performance (2023/24):

- ESG screening applied to 35% of Tier-1 suppliers.
- Zero cases of confirmed non-compliance with environmental or labour laws.

Future Targets:

- 2025: Extend ESG screening to 60% of Tier-1 suppliers.
- 2026: Achieve 100% Tier-1 ESG compliance coverage.
- 2030: Expand ESG screening to all Tier-2 suppliers, building a fully transparent supply chain.

7.4 LOCAL SOURCING AND ECONOMIC MULTIPLIER IMPACT

SIC prioritises local sourcing to strengthen Malaysia's SME ecosystem while reducing logistics-related emissions.

Current Practices:

- Over 70% of suppliers are Malaysian SMEs, contributing to local economic growth.
- Partnerships with industry associations (MIIP, JIDA, KLSCCCI, BMCC, SAMENTA) to develop vendor capability.
- Vendor Diversity Program promotes inclusion of women-owned and veteran-owned businesses.

Economic Multiplier Impact:

- Every RM1 spent in local procurement generates ripple effects in job creation, skills transfer, and community upliftment.
- By supporting SMEs, SIC contributes to Malaysia's Shared Prosperity Vision 2030, building sustainable and resilient supply chains.

Future Plans:

- By 2026, target ≥80% of procurement spend with local suppliers.
- Launch vendor development programs to help SMEs adopt ESG practices and digital transformation.
- Develop structured metrics to track the economic multiplier effect (jobs supported, SME growth, local investments).

By strengthening local sourcing, empowering SMEs, and embedding sustainability into procurement, SIC Group ensures that its supply chain is not only efficient and resilient, but also a driver of positive social and economic impact for Malaysia and the wider region.

8.1 ESG PERFORMANCE DASHBOARD

SIC Group monitors ESG performance using structured metrics that provide transparency, accountability, and actionable insights. The ESG Dashboard consolidates indicators from Environment, Social, and Governance themes, enabling the Board, management, and stakeholders to track progress.

Key Indicators Tracked (2023/24):



Environment:

- Scope 1 & 2 GHG emissions (tCO₂e)
- Renewable energy share (%)
- Waste diversion rate (%)
- Water consumption per employee (m³/FTE)



Social:

- Workforce composition (gender, age, diversity)
- Training hours per employee
- Health & Safety (LTI, TRIR)
- Employee wellbeing index (survey results)
- CSR volunteering hours



Governance:





















- Board ESG oversight meetings held
- Whistleblower cases reported & resolved
- % suppliers screened for ESG compliance
- EcoVadis rating progression



The Dashboard is updated quarterly by the Sustainability Committee, with results shared to management and summarised in the annual sustainability report.

8.2 ESG GOALS AND KPIS (2024–2026 TARGETS)

To ensure progress, SIC Group has set clear ESG goals and KPIs aligned to global frameworks and national priorities.

Theme	KPI	2023/24 Baseline	2025 Target	2026 Target	GRI / SDG Link
Environment	Scope 1 & 2 GHG Emissions Reduction	90.07 tCO ₂ e saved via solar PV	30% reduction vs baseline intensity	40% reduction vs baseline intensity	GRI 305 /   
	Waste Diversion Rate (%)	Baseline established (~20%)	30%	40%	GRI 306 / 
	Renewable Energy Share (%)	40–50% of HQ electricity	60%	70%	GRI 302 /  
	Water Use Intensity (m ³ per FTE)	794 m ³ total (baseline)	–10%	–15%	GRI 303 / 
Social	Female in Management (%)	34.09%	35%	40%	GRI 405 /   
	Training Hours per Employee	8.47 hours per employee (total 1,108 hrs)	+20% vs 2023/24	+30% vs 2023/24	GRI 404 /  
	Lost Time Injury (LTI)	0	0	0	GRI 403 /  
	CSR Volunteering Hours	Baseline established (approx. 300 hrs)	+20% vs 2023/24	+30% vs 2023/24	GRI 413 /  
Governance	% Suppliers ESG-Screened (Tier 1)	35%	60%	100%	GRI 308 / 414 /   
	EcoVadis Rating	Bronze	Maintain Bronze (improved score)	Achieve Silver	EcoVadis Ethics & Procurement
	Whistleblower Cases Addressed (%)	100% (0 cases)	100% resolution	100% resolution	GRI 205 / 

8.3 ESG DATA COLLECTION & REPORTING MECHANISM

SIC Group recognizes that credible reporting depends on reliable data. A structured ESG data collection and reporting mechanism has been established to ensure consistency, traceability, and alignment with international frameworks.

Data Collection Process:

- **Responsible Functions:** Each subsidiary (SIC, SICETS, SICSI, CC, CP) reports ESG data to the Group Sustainability Committee.
- **Digital Tools:** Smart meters for energy and water tracking; SolisCloud monitoring for solar PV output; HR and HSE systems for workforce and safety data.
- **Standardized Templates:** All business units use GRI-aligned templates to report data monthly.
- **Central ESG Database:** Consolidated by the Sustainability Office for quarterly review and annual disclosure.

Reporting Mechanism:

- **Quarterly ESG Reviews:** Results presented to the ESG Committee and Board of Directors.
- **Annual Sustainability Report:** Disclosures prepared in reference to GRI Standards 2021, Bursa SRG 3.0, UN SDGs, and EcoVadis criteria.
- **External Benchmarking:** Submission to EcoVadis rating system and alignment with stakeholder expectations.

8.4 STAKEHOLDER FEEDBACK & REPORTING CHANNELS

Stakeholder engagement is central to continuous improvement. SIC Group provides multiple channels for feedback and dialogue:

- **Employees:** Townhalls, staff surveys, and cross-functional Sustainability Volunteer Committee.
- **Clients:** Post-project ESG performance surveys and sustainability briefings.
- **Suppliers:** Vendor workshops and compliance scorecard reviews.
- **Community:** CSR dialogue sessions with schools, NGOs, and local associations.
- **General Stakeholders:** Feedback channel on company website and direct email to the Sustainability Office.

Feedback is formally documented and reviewed during the annual materiality assessment, ensuring that stakeholder concerns shape future ESG priorities.

8.5 CONCLUSION & NEXT STEPS FOR 2025

The 2024 Sustainability Report reflects SIC Group's progress in integrating ESG principles across operations, supply chains, and governance. Key achievements include:

- Launch of rooftop solar PV, cutting Scope 2 emissions by 90.07 tCO₂e.
- Zero LTI and strong workforce diversity policies.
- ESG screening applied to 35% of Tier-1 suppliers.
- EcoVadis Bronze rating maintained with improvement trajectory.

Next Steps for 2025:

- Expand ESG data coverage to Scope 3 emissions (supplier and downstream impacts).
- Conduct first third-party assurance on ESG disclosures.
- Achieve 60% Tier-1 supplier ESG screening and initiate Tier-2 assessments.
- Strengthen social impact reporting, particularly on employee wellbeing and community engagement.
- Progress towards EcoVadis Silver Rating by embedding deeper ethics and procurement controls.

SIC Group reaffirms its commitment to continuous improvement, ensuring sustainability is not just a compliance exercise but a strategic driver of growth, resilience, and shared value creation.

APPENDIX 1: MATERIALITY MATRIX & STAKEHOLDER MAP

OUR MATERIALITY APPROACH

At SIC Group's, we use the GRI Standards 2021 to identify, prioritize, and manage ESG topics that are most relevant to our business operations and stakeholders. This process ensures our sustainability efforts are focused, impactful, and aligned with both internal risks and external expectations.

METHODOLOGY

Our 2024 materiality assessment followed a 5-step process:

- 1. Identify ESG Context** – Industry relevance and SIC's operational activities.
- 2. Engage Stakeholders** – Input from 5 key groups: employees, clients, suppliers, regulators, and community.
- 3. Prioritize Topics** – Based on two dimensions:
 - a. Impact on Business Success
 - b. Stakeholder Influence
- 4. Score and Plot** – Topics were scored (1–5) and visualized in a Materiality Matrix.
- 5. Validate** – Final review by the ESG Committee and senior management.

STAKEHOLDER ENGAGEMENT SUMMARY

Stakeholder Group	Engagement Format	Key Concerns
Employees	Team meetings & feedback	Health, safety, development
Clients	Tender & compliance forms	ESG rating, emissions, ethics
Suppliers	Vendor onboarding	ESG Code of Conduct
Regulators	Licensing & ISO checks	GHG, labor rights
Community	CSR & outreach events	Local impact, inclusivity

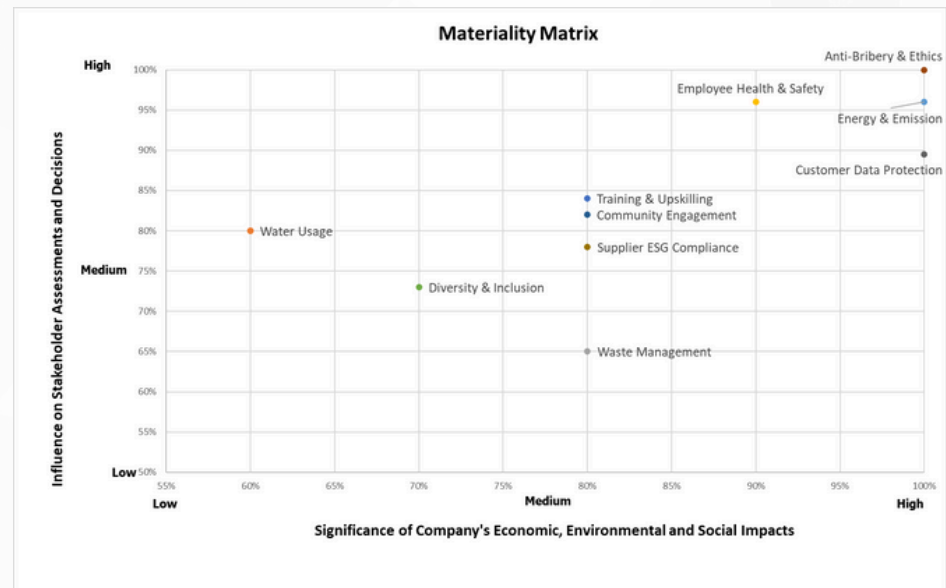
MATERIAL TOPICS IDENTIFIED FOR 2024

ESG Pillar	Material Topic
Environmental	Energy & Emissions, Water Usage, Waste Management
Social	Employee Health & Safety, Training & Upskilling, Diversity & Inclusion, Community Engagement
Governance	Anti-Bribery & Ethics, Customer Data Protection, Supplier ESG Compliance

Topic	Impact on Business Success	Stakeholder Influence
Energy & Emissions	5	5
Waste Management	4	4
Water Usage	3	3
Employee Health & Safety	5	5
Training & Upskilling	4	4
Diversity & Inclusion	4	5
Anti-Bribery & Ethics	5	5
Customer Data Protection	4	5
Supplier ESG Compliance	5	4
Community Engagement	3	3

MATERIALITY MATRIX (IMPACT × INFLUENCE)

The matrix below plots ESG topics based on their significance to stakeholders (X-axis) and their business impact (Y-axis). Topics in the top-right quadrant are considered highly material and will be prioritized in reporting and action plans.



APPENDIX 2: GRI CONTENT INDEX (WITH STATEMENT OF USE)

SIC Group's has prepared this Sustainability Report 2024 with reference to the GRI Standards 2021. The disclosures included are based on the Group's material topics identified through stakeholder engagement and materiality assessment. The report covers the period 1 July 2023 to 30 June 2024, and includes CA Group and its all subsidiaries (SIC, SICETS, SICSI, CC, CP).

GRI CONTENT INDEX – GENERAL DISCLOSURES

GRI Standard	Disclosure	Section in Report
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	4.1 Energy Management
	302-4 Reduction of energy consumption	4.2 Carbon Footprint Reduction Initiatives
GRI 303: Water and Effluents (2018)	303-1 Interactions with water as a shared resource	4.4 Water Management
	303-5 Water consumption	4.4 Water Management
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	4.1 Energy Management & Scope 1
	305-2 Indirect (Scope 2) GHG emissions	4.1 Energy Management & Scope 2
	305-5 Reduction of GHG emissions	4.2 Carbon Footprint Reduction Initiatives
GRI 306: Waste (2020)	306-3 Waste generated	4.5 Waste Management & Circular Economy
	306-4 Waste diverted from disposal	4.5 Waste Management & Circular Economy
GRI 401: Employment (2016)	401-1 New employee hires and turnover	5.1 Workforce Composition and Diversity
	401-2 Benefits provided to full-time employees	5.6 Employee Welfare and Benefits
GRI 403: Occupational Health & Safety (2018)	403-1 Occupational health and safety management system	5.2 Health, Safety & Wellbeing
	403-9 Work-related injuries	5.2 Health, Safety & Wellbeing

GRI Standard	Disclosure	Section in Report
GRI 404: Training & Education (2016)	404-1 Average hours of training per year per employee	5.3 Training, Upskilling & Capacity Building
	404-2 Programs for upgrading employee skills	5.3 Training, Upskilling & Capacity Building
GRI 405: Diversity & Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	5.1 Workforce Composition & Diversity
GRI 205: Anti-Corruption (2016)	205-1 Operations assessed for risks related to corruption	6.2 Internal Control & Risk Management
	205-2 Communication and training on anti-corruption policies	6.3 Anti-Bribery & Corruption (ISO 37001)
	205-3 Confirmed incidents of corruption and actions taken	6.2 Risk Management (Performance Highlights)
GRI 206: Anti-Competitive Behaviour (2016)	206-1 Legal actions for anti-competitive behaviour	6.3 Code of Conduct & Ethics
GRI 414: Supplier Social Assessment (2016)	414-1 New suppliers screened using social criteria	7.3 Supplier ESG Screening & Compliance
	414-2 Negative social impacts in the supply chain and actions taken	7.3 Supplier ESG Screening & Compliance
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.4 Customer Data Protection and Cybersecurity
GRI 404: Training & Education (2016)	404-1 Average hours of training per year per employee	5.3 Training, Upskilling & Capacity Building
	404-2 Programs for upgrading employee skills	5.3 Training, Upskilling & Capacity Building
GRI 405: Diversity & Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	5.1 Workforce Composition & Diversity

APPENDIX 3: BURSA MALAYSIA SUSTAINABILITY DISCLOSURE INDEX

This index provides a cross-reference between SIC Group's disclosures in this Sustainability Report 2024 and the Bursa Malaysia Sustainability Reporting Guide (SRG) 3.0 requirements. It demonstrates SIC Group's commitment to transparent, comparable, and decision-useful reporting.

SRG 3.0 Disclosure Element	Section in Report	Remarks
Governance Structure & Oversight	6.1 Governance Structure and ESG Committee	Board-level ESG oversight
Materiality Assessment	Appendix 1: Materiality Matrix	Stakeholder-driven prioritisation
Sustainability Policies & Commitments	6.3 Code of Conduct, 7.2 Sustainable Procurement Policy	Covers ESG, ethics, procurement
Stakeholder Engagement	8.5 Stakeholder Feedback & Reporting Channels	Employees, clients, suppliers, community
Sustainability Targets & KPIs	8.2 ESG Goals and KPIs (2024–2026)	Clear, time-bound, measurable targets
Economic, Environmental & Social Performance	Sections 4, 5, 7	Full coverage of E, S, G themes
External Assurance	8.4 Audit Trails, Verification & Assurance	Planned assurance for 2025

APPENDIX 4: UN SDG MAPPING TABLE

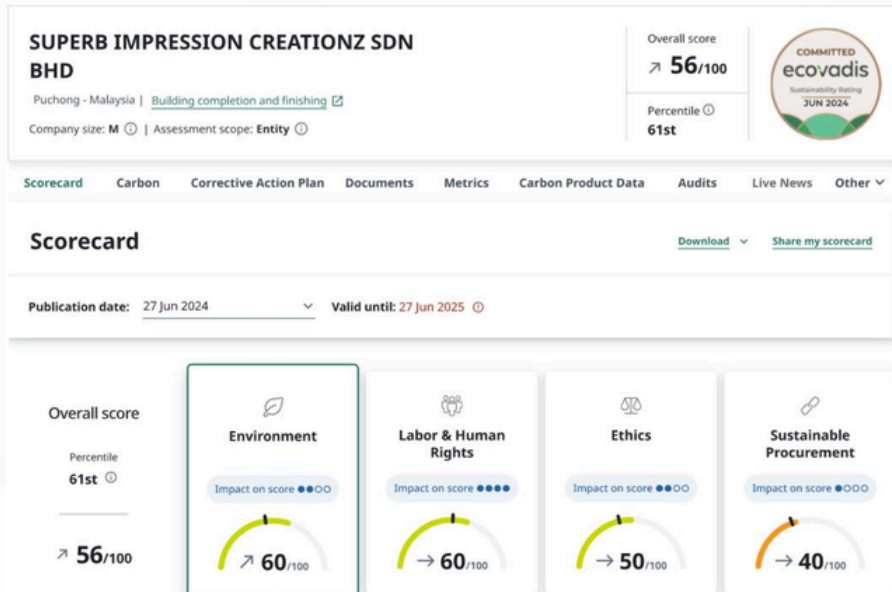
SIC Group's sustainability initiatives are mapped to the United Nations Sustainable Development Goals (SDGs). This mapping highlights the alignment of our ESG strategy with global priorities.

UN SDG	Relevant SIC Initiatives	Section in Report
SDG 3: Good Health & Wellbeing	ISO 45001 HSE system, Employee Assistance Program	5.2 Health, Safety & Wellbeing
SDG 4: Quality Education	Training, Upskilling, Capacity Building	5.3 Training & Capacity Building
SDG 5: Gender Equality	Diversity & Inclusion Policy, Women in Leadership Target	5.1 Workforce Composition, 5.4 Inclusion
SDG 6: Clean Water & Sanitation	Water efficiency and rainwater harvesting	4.4 Water Management
SDG 7: Affordable & Clean Energy	Rooftop Solar PV, EV Chargers	4.1–4.3 Energy & Carbon Initiatives
SDG 8: Decent Work & Economic Growth	Fair employment, SME supply chain development	5.1, 7.4 Local Sourcing
SDG 9: Industry, Innovation & Infrastructure	Sustainable construction, IoT monitoring	4.2, 4.3, 7.2
SDG 10: Reduced Inequalities	Equal opportunity hiring, vendor diversity	5.4 Inclusion & Equal Opportunity
SDG 11: Sustainable Cities & Communities	Green buildings, CSR projects	5.5 Community Engagement
SDG 12: Responsible Consumption & Production	Circular economy practices, waste diversion	4.5 Waste Management
SDG 13: Climate Action	Carbon reduction initiatives, renewable energy	4.2 Carbon Footprint Reduction
SDG 16: Peace, Justice & Strong Institutions	ISO 37001 Anti-Bribery, Whistleblower Policy	6.3 Ethics & Compliance
SDG 17: Partnerships for the Goals	Ecosystem partnerships with NGOs, SMEs, industry associations	2.3 ESG Strategy, 7.4 Local Sourcing

APPENDIX 5: ECOVADIS ALIGNMENT TABLE (THEMES & EVIDENCES)

This table aligns SIC Group's ESG practices with the EcoVadis assessment themes, supported by evidences from our policies, certifications, and initiatives.

EcoVadis Theme	Key SIC Practices	Evidence / References
Environment	Solar PV, energy efficiency, waste diversion, ISO 14001 EMS	Sections 4.1–4.7; ISO 14001 Certificate
Labour & Human Rights	Workforce diversity, DEI policy, ISO 45001 HSE system	Sections 5.1–5.6; ISO 45001 Certificate
Ethics	ISO 37001 Anti-Bribery, Code of Conduct, Whistleblower mechanism	Sections 6.3–6.6; ISO 37001 Certificate
Sustainable Procurement	Vendor ESG screening, local sourcing, vendor diversity	Sections 7.1–7.5; Sustainable Procurement Policy



APPENDIX 6: ESG DATA SUMMARY TABLES & VERIFICATION NOTES

The following tables summarize key ESG data and indicate verification status.

Indicator	2023/24 Result	Verification	Notes
Scope 1 & 2 GHG Emissions (tCO ₂ e)	90.07 tCO ₂ e avoided	Internal	Solar PV monitoring (SolisCloud)
Renewable Energy Share (%)	40–50%	Internal	Smart meters, solar data
Waste Diversion Rate (%)	20%	Internal	Waste contractor receipts
Water Consumption (m ³ /FTE)	Baseline established	Internal	Smart meters, utility bills
LTI (Lost Time Injury)	0	Internal	HSE logs
Training Hours per Employee	XX hours	Internal	HR records
Supplier ESG Screening Coverage	35% Tier-1	Internal	Vendor assessment forms

APPENDIX 7: ESG POLICY INDEX AND DOCUMENT REGISTER

This index lists SIC Group's ESG-related policies, procedures, and certifications.

Policy / Document	Scope	Certification / Reference
Code of Conduct & Ethics	All employees & suppliers	Group Policy Document
Whistleblower Policy	All stakeholders	Group Policy Document
Conflict of Interest Policy	Employees, Directors	Annual Declaration Form
Sustainable Procurement Policy	Suppliers & contractors	Group Policy Document
ISO 9001	Quality Management	Certificate No. 600116
ISO 14001	Environmental Management	Certificate No. 600116
ISO 45001	Health & Safety Management	Certificate No. 600116
ISO 37001	Anti-Bribery Management	Certificate No. 600116

Notes: All policies are available upon request and stored in the shared ESG folder under document control.
Next review cycle for most policies is scheduled for Q1 2026.



APPENDIX 8: GLOSSARY OF ESG TERMS

Carbon Footprint: The total greenhouse gases (GHG) emitted directly or indirectly by activities.

Circular Economy: An economic system aimed at eliminating waste and continually reusing resources.

EcoVadis: A global sustainability rating provider assessing companies on ESG criteria.

ESG: Environmental, Social, and Governance factors used to evaluate corporate responsibility.

GRI: Global Reporting Initiative – the most widely used framework for sustainability reporting.

ISO 14001: International standard for environmental management systems.

ISO 37001: International standard for anti-bribery management systems.

ISO 45001: International standard for occupational health and safety management systems.

Materiality: Determination of issues most relevant to stakeholders and business impact.

Scope 1, 2, 3 Emissions: Categories of GHG emissions – direct, indirect from purchased energy, and all other indirect emissions.

Stakeholder: Any group or individual impacted by or able to influence the company's activities.

Sustainable Procurement: Acquiring goods and services in a way that ensures environmental, social, and ethical considerations are embedded

APPENDIX 9: B IMPACT ASSESSMENT (BIA) 2024

In 2024, Superb Impression Creationz sdn Bhd completed its first full B Impact Assessment (BIA) covering the fiscal year ending 30th June 2024. The BIA, developed by B Lab, is a globally recognized ESG benchmarking tool that evaluates companies across five core areas: Governance, Workers, Community, Environment, and Customers.



Our Results (2024)

Total Score: 123.5 points (out of 200)

- Governance: 13.3 (26/26 questions answered)
- Workers: 26.6 (47/47 questions answered)
- Community: 18.3 (36/36 questions answered)
- Environment: 58.4 (70/70 questions answered)
- Customers: 6.7 (31/31 questions answered)

ACKNOWLEDGEMENT FOR REPORT PREPARATION

The preparation of SIC & Creationz Alliance Group of Companies' first Sustainability Report represents a significant milestone in our company's journey toward transparency, accountability, and responsible growth. This report would not have been possible without the commitment and collaboration of our dedicated team members across all departments.

We would like to extend our sincere appreciation to Dr. John Loh, who led the overall preparation and coordination of this report with diligence and professionalism. Her guidance has been instrumental in ensuring that the report reflects SIC's true values and aspirations toward sustainability excellence.

Our heartfelt thanks also go to Jin and the ESG Data Team for their efforts in compiling departmental data, validating performance indicators, and ensuring alignment with the Global Reporting Initiative (GRI) Standards and EcoVadis themes. Their teamwork and attention to detail have laid a strong foundation for continuous improvement in our environmental, social, and governance practices.

We are equally grateful to all department heads and staff who contributed their time, data, and insights. Your active participation has made this report not only a compliance document but a reflection of our collective commitment to building a better future for our people, our community, and our planet.

SIC & CA Group of Companies Sustainability Committee
Superb Impression Creationz Sdn Bhd
December 2024





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