

2025

ANNUAL REPORT



COMMITTED

CONNECTED

CREATIVE

TRANSFORM

2025

Create Better

Connections



TASCO Berhad 197401003124 (20218-T)

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Cautionary Statement With Regard To Forward - Looking Statements

Certain of the statements made in the Annual Report are forward-looking statements, which involve certain risks and uncertainties that could cause actual results to differ materially from those projected. Readers are cautioned not to place undue reliance on these forward-looking statements, which are valid only as of the date thereof. TASCO Berhad undertakes no obligation to republish revised forward-looking statements to reflect events or circumstances after the date thereof or to reflect the occurrence of unanticipated events.



Scan to download the PDF version of
our report

OUR VISION, MISSION AND VALUES

**VISION**

Our new vision describes our ultimate ambition for the future

**MISSION**

This describes the business we need to become - and tells us what we must do to achieve our vision

**VALUE**

We also have three values that inform our personality and behaviours. A rational one, an emotional one, and a more aspirational one designed to stretch us.

Connecting people, businesses & communities to a better future - through logistics

To become the world's preferred supply chain logistics company - applying insight, service quality and innovation to create sustainable growth for business and society

**Connected
Committed
Creative**

BRAND PROMISE

This is our brand promise. It describes what we aim to deliver time and time again

LET'S LIVE THE VALUES

BE CONNECTED

Be open and transparent in the way you work - and make sure you truly understand your customers' challenges.

LET'S LIVE THE VALUES

BE COMMITTED

Build relationship, show your dedication to quality - and get every detail right.

LET'S LIVE THE VALUES

BE CREATIVE

Strive to develop better ways of working - then act on them and share them with colleagues.

LET'S KEEP OUR PROMISE

CREATE BETTER CONNECTIONS

Get close to customers, work closely with colleagues - and help secure the future of our business.

OUR COMPANY PROFILE

About TASCO Berhad (“TASCO”)

TASCO was incorporated on 10 September 1974 and listed on the Main Market of Bursa Malaysia Securities Berhad on 28 December 2007. TASCO is a subsidiary of Yusen Logistics Co., Ltd., which in turn is a subsidiary of Nippon Yusen Kabushiki Kaisha.

TASCO has 25 logistics centres and 2,400 employees in Malaysia. It is a part of the global network of Yusen Logistics Co., Ltd. having 748 locations and 25,004 employees worldwide as at 31 March 2025.

TASCO offers logistics solutions covering air, sea and land transportation. It serves as a one stop logistics centre to handle domestic and international shipments for the customers.

TASCO has categorised its services into International Logistics Solutions and Domestic Logistics Solutions.

TASCO

CONTRACT LOGISTICS DIVISION

- Customs Clearance
- Haulage Transportation
- Warehousing Services
- Warehouse In-plant Services
- E-Commerce

SUPPLY CHAIN SOLUTIONS DIVISION

- Origin Management
- Lead Logistics
- Trading



COLD SUPPLY CHAIN DIVISION

- Cold Supply Chain
- Convenience Retail



TRUCKING DIVISION

- Domestic Trucking
- Cross Border Trucking



OUR COMPANY PROFILE

About Nippon Yusen Kabushiki Kaisha (“NYK”)

NYK is listed on the Tokyo Stock Exchange;

NYK has 61,570 employees globally; and

NYK’s major businesses consist of global logistics based on international marine transportation business, cruises, terminal and harbour transport, shipping-related services and real estate.

In October 2016, NYK, Kawasaki Kisen Kaisha (“K Line”) and Mitsui O.S.K. Line (“MOL”) have announced a joint venture agreement to form Ocean Network Express Pte Ltd (“ONE”) with the shareholding of 38%, 31% and 31% respectively, to integrate their container shipping businesses. ONE has commenced services on 1 April 2018.



OCEAN FREIGHT FORWARDING DIVISION

- Sea Freight Services

AIR FREIGHT FORWARDING DIVISION

- Air Freight Services

About Yusen Logistics Co., Ltd. (“YLK”)

YLK is a wholly-owned subsidiary of NYK;

YLK has 748 locations in 46 countries and 25,004 employees worldwide as at 31 March 2025;

YLK’s major business consists of services such as international freight forwarding, contract logistics, and transportation in Japan; and

Pursuant to a corporate exercise within the NYK Group, YLK became the immediate holding company of TASCO on 2 April 2012. NYK remains the ultimate holding company of TASCO.

DOMESTIC NETWORK

LOGISTICS CENTRES

Peninsular Malaysia

NORTHERN REGION

1. Penang Prai Logistics Centre
2. Penang Air Logistics Centre

CENTRAL REGION

3. Shah Alam Logistics Centre I
4. Shah Alam Logistics Centre II
5. Shah Alam Logistics Centre III
6. Berjaya Industrial Logistics Centre
7. KLIA Air Logistics Centre
8. KLIA Distribution Centre
9. Ipoh Logistics Centre
10. Melaka Logistics Centre

PORT KLANG REGION

11. Port Klang Logistics Centre I (Under Construction)
12. Port Klang Logistics Centre II
13. Port Klang Logistics Centre III
14. West Port Logistics Centre I
15. West Port Logistics Centre II

BANGI REGION

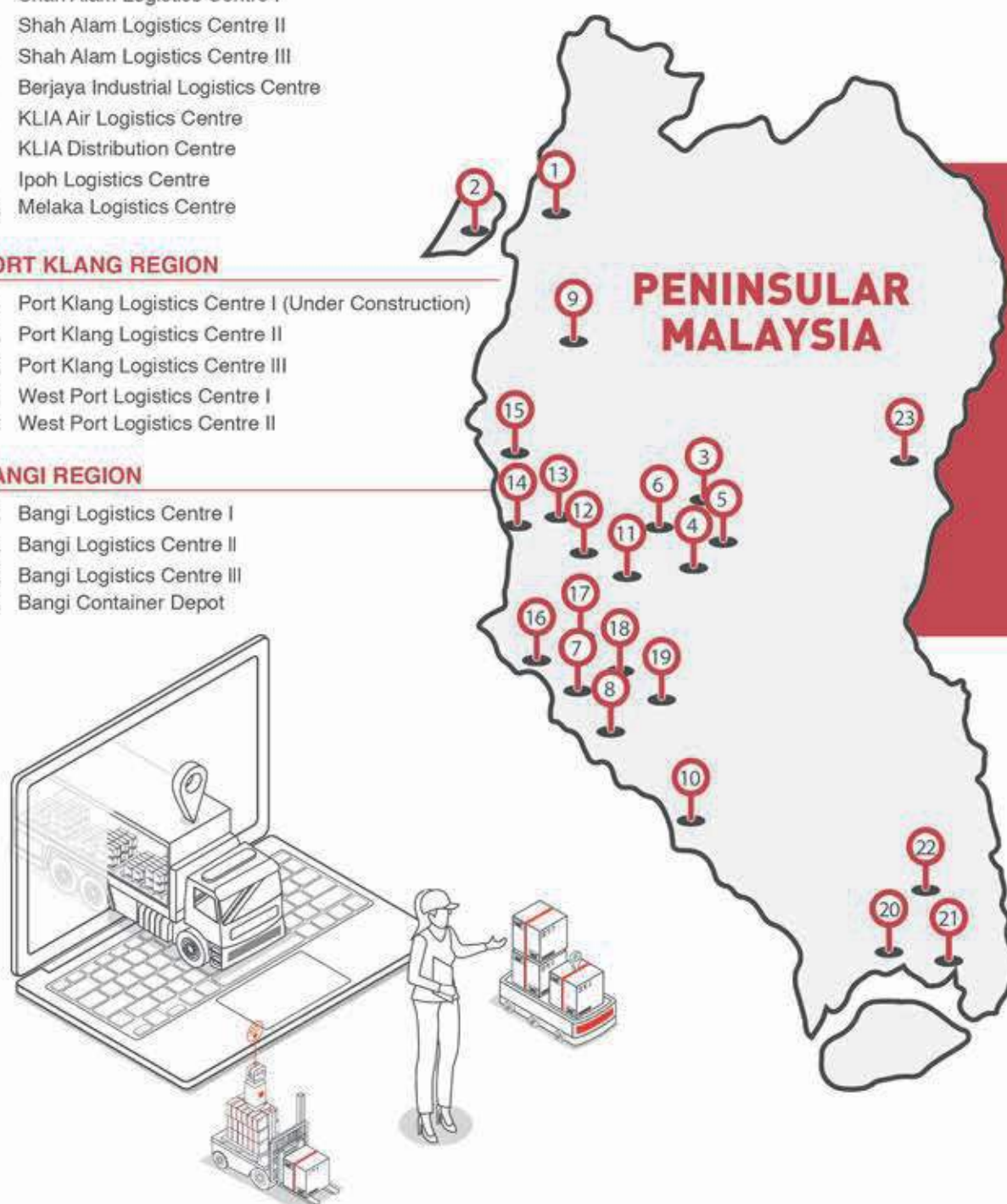
16. Bangi Logistics Centre I
17. Bangi Logistics Centre II
18. Bangi Logistics Centre III
19. Bangi Container Depot

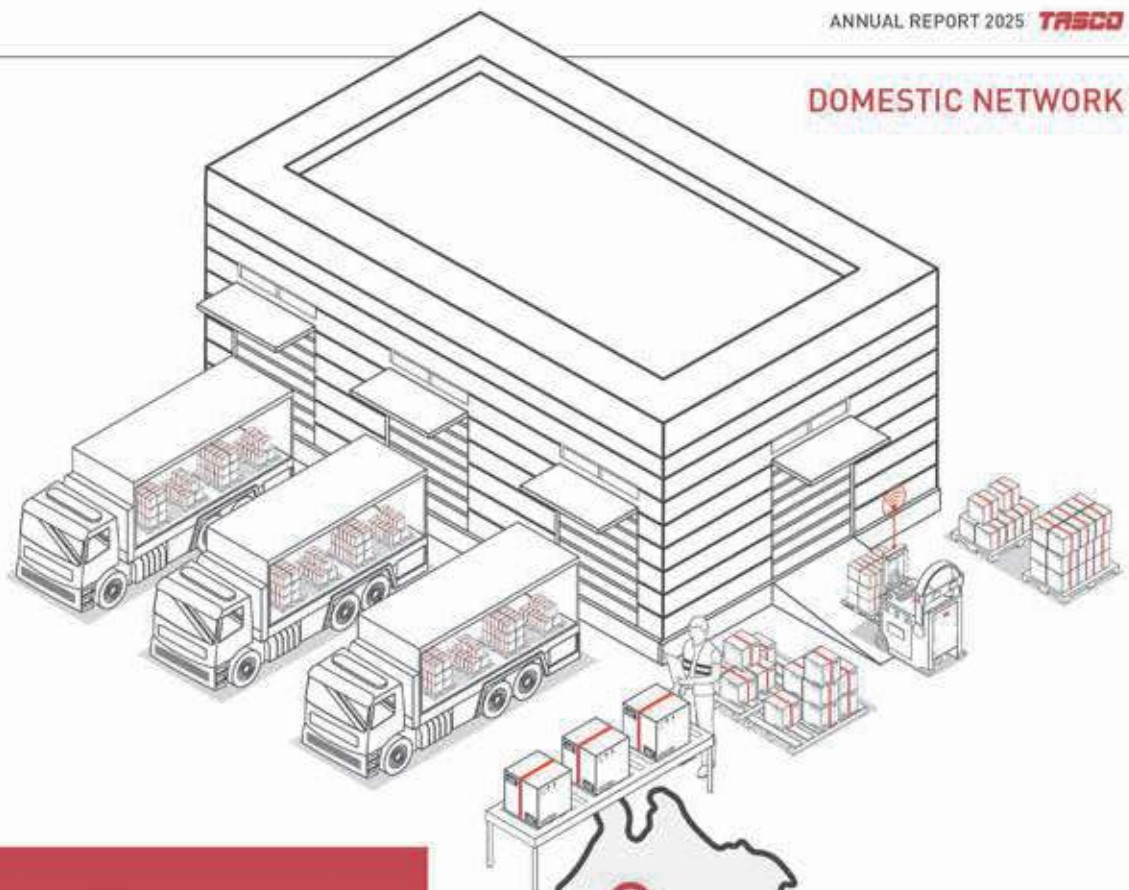
SOUTHERN REGION

20. Pasir Gudang Logistics Centre
21. Tanjung Pelepas Logistics Centre
22. Senai Seelong Logistics Centre

EAST COAST REGION

23. Kuantan Port Logistics Centre



DOMESTIC NETWORK**CORPORATE
HEAD OFFICE**

Lot No. 1A, Persiaran Jubli Perak,
Jalan 22/1, Seksyen 22,
40300 Shah Alam, Selangor
Darul Ehsan, Malaysia.

Tel: 603-5101 8888
Fax: 603-5548 8288

www.tasco.com.my

East Malaysia

- 24. Kuching Logistics Centre
- 25. Kota Kinabalu Logistics Centre

**EAST
MALAYSIA****2,400**

Employees in Malaysia

25

Logistics Centres

YUSEN LOGISTICS GROUP
AS AT 31 MARCH 2025

YUSEN LOGISTICS GROUP

AS AT 31 MARCH 2025

748

LOCATIONS

25,004

EMPLOYEES

3.73 million m²

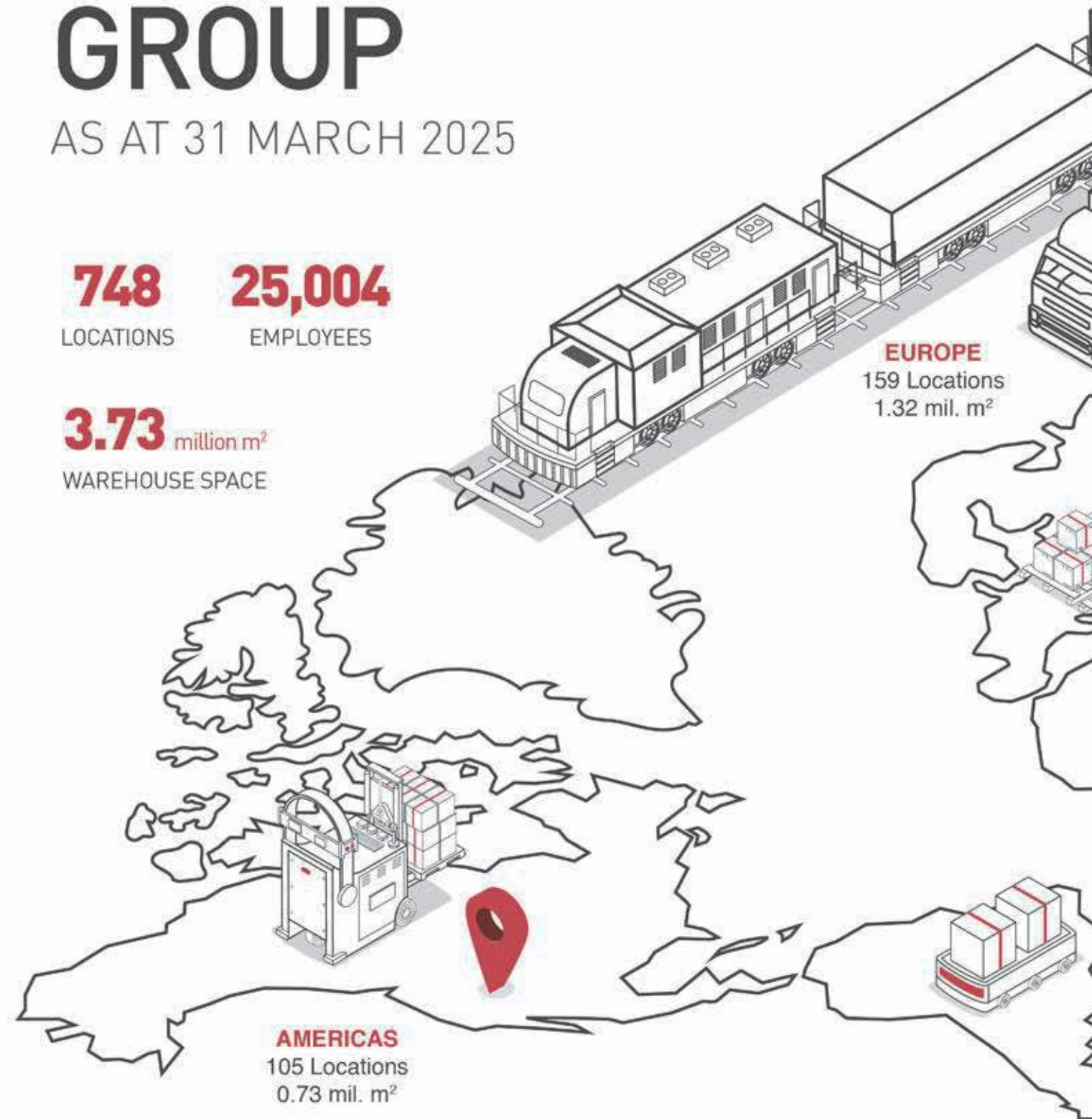
WAREHOUSE SPACE

EUROPE

159 Locations
1.32 mil. m²

AMERICAS

105 Locations
0.73 mil. m²



YUSEN LOGISTICS GROUP
AS AT 31 MARCH 2025

CONSOLIDATED FINANCIAL HIGHLIGHTS

Year/Period Ended 31 Mar '25 31 Mar '24 31 Mar '23 31 Mar '22

Results of operation (RM'000)

Revenue	1,011,659	1,072,730	1,606,834	1,481,413
PBTAMI	39,205	70,804	119,097	85,675
PATAMI	26,196	61,744	90,816	65,250
Capital expenditures	55,336	208,270	99,371	48,128

Financial position at year end (RM'000)

Share capital (ordinary shares)	100,801	100,801	100,801	100,801
Total assets	1,804,382	1,673,587	1,535,229	1,373,066
Cash and cash equivalents	159,701	167,116	241,142	87,462
Total liabilities	1,096,239	974,611	871,359	788,123
Total borrowings	319,234	390,156	282,925	252,894
Shareholder equity	636,805	629,410	595,666	516,850

Amount per share (sen)

Earnings per share ¹	3.27	7.72	11.35	8.16
Dividend per share (Annual) ¹	1.25	2.35	3.50	2.50

Ratios (%)

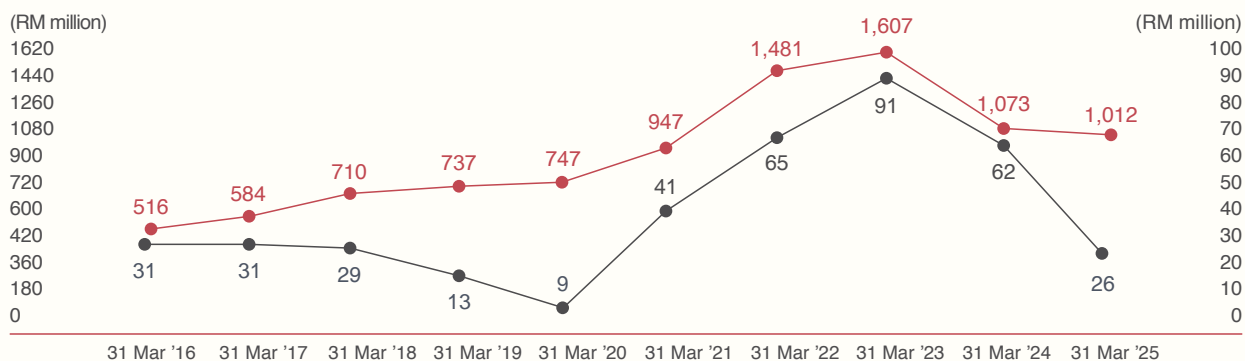
Shareholder equity ratio	35.3	37.6	38.8	37.6
Return on equity	4.1	9.8	15.2	12.6
Return on assets	1.5	3.7	5.9	4.8
Current ratio	109.0	114.0	127.7	121.1
Gearing ratio ²	45.1	55.8	42.6	43.2
Dividend payout ratio	38.2	30.4	30.8	30.7

Note:

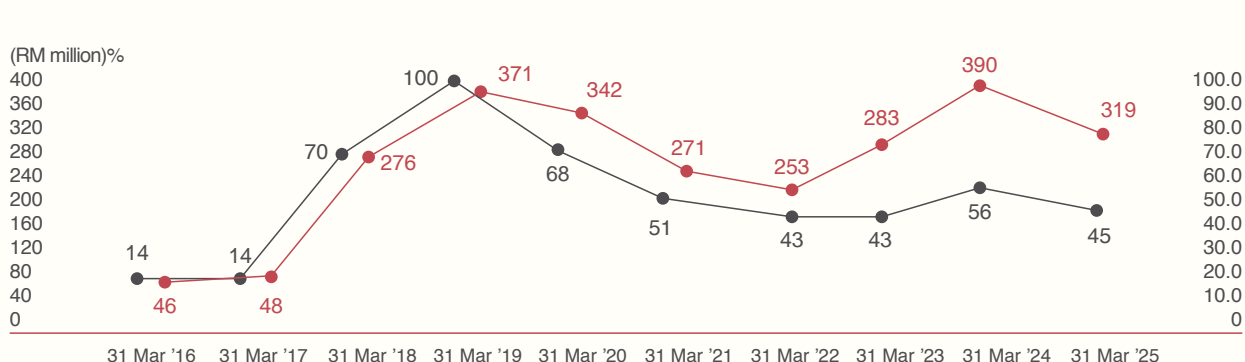
¹ Calculated based on 800,000,000 shares

² Calculated based on total debt divided by total equity (including non-controlling interest)

REVENUE AND PATAMI



TOTAL BORROWINGS AND GEARING RATIO



CONSOLIDATED FINANCIAL HIGHLIGHTS

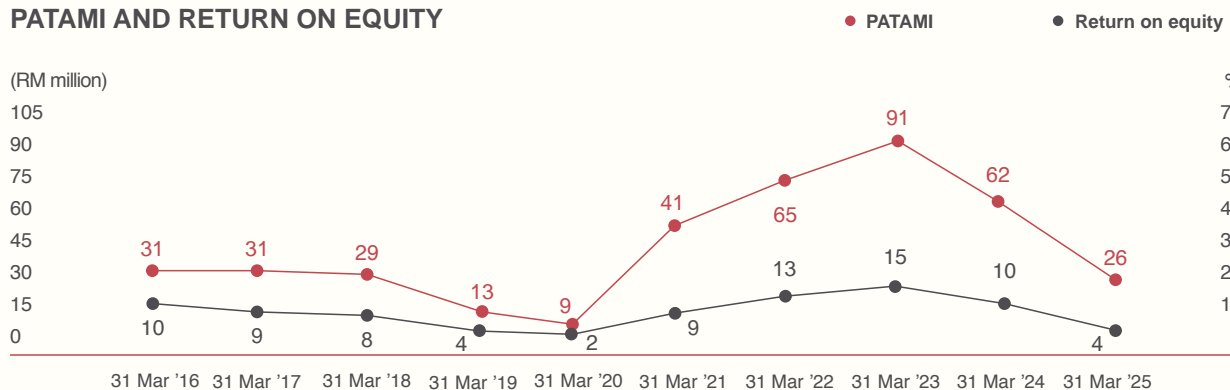
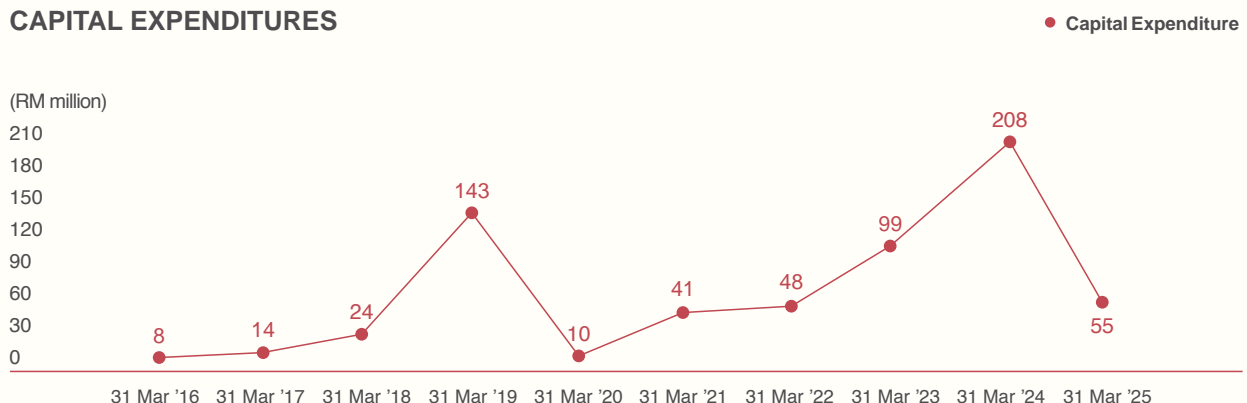
31 Mar '21 31 Mar '20 31 Mar '19 31 Mar '18 31 Mar '17 31 Mar '16

946,612	747,438	736,801	710,209	584,402	515,666
58,294	19,583	18,342	41,744	43,342	43,979
41,274	8,891	13,063	29,399	30,669	30,606
40,970	9,672	143,301	24,137	14,024	8,393

100,801	100,801	100,801	100,801	100,000	100,000
961,026	949,409	859,206	748,396	514,191	450,435
110,938	191,781	77,179	78,415	81,700	92,586
424,455	449,151	486,312	384,687	172,466	129,679
271,250	342,332	371,115	275,947	48,407	46,027
469,600	435,682	371,257	362,391	340,665	319,884

5.16	1.11	1.63	3.67	3.83	3.83
1.50	0.25	0.31	0.56	0.56	0.56

48.9	45.9	43.2	48.4	66.3	71.0
8.8	2.0	3.5	8.1	9.0	9.6
4.3	0.9	1.5	3.9	6.0	6.8
198.4	201.3	143.2	174.5	212.2	227.0
50.5	68.4	99.5	69.6	14.2	14.4
33.9	45.0	38.3	30.6	29.3	29.4

PATAMI AND RETURN ON EQUITY**CAPITAL EXPENDITURES**

CHAIRMAN'S STATEMENT

Operating in a post-pandemic environment marked by consolidation and the return of more typical market conditions, TASCO advanced its long-term agenda with conviction. Although FY2025 brought higher operating costs, muted export demand, and tariff-related headwinds, we held our strategic line to achieve solid financial results and further reinforce our competitive standing.

BUILDING STRENGTH AMID UNCERTAINTY

DEAR VALUED STAKEHOLDERS,

On behalf of the Board of Directors, I am honoured to present TASCO Berhad's Annual Report and Audited Financial Statements for the financial year ended 31 March 2025 ("FY2025").

While TASCO Berhad entered its 50th year against a markedly more complex operating backdrop, the Group once again proved its resilience. For FY2025, the Group sustained revenue above the RM1 billion mark, recording RM1.01 billion. This performance was achieved even after the absorption of a RM61 million reduction linked to the relocation of a key solar-sector customer and the knock-on effects of regional boycotts. Through focused business-development initiatives and the agility of our commercial teams, TASCO secured new clients and averted a further RM80 million in potential revenue loss in FY2025.

Group profitability reflected both market conditions and the Board's strategic reinvestment agenda. Profit before tax declined to RM42.6 million and profit after tax to RM29.6 million. These figures included exceptional charges totalling RM19 million – most notably an RM12 million write-off for legacy warehouses at Northport in Port Klang and Shah Alam that are being replaced with higher-capacity, energy-efficient facilities. Notwithstanding these one-off costs and ongoing cost pressures, the Group's gross gearing ratio improved year on year, a testament to disciplined balance-sheet management in a period of heightened cost pressure.



LEE CHECK POH

Non-Independent Executive Chairman

CHAIRMAN'S STATEMENT

Despite the obstacles we faced, operational progress remained a defining feature of FY2025 for TASCO. The 600,000 sq. ft. Shah Alam Logistics Centre ("SALC") completed its first full year as our major warehouse and distribution hub, and the Westport Logistics Centre ("WPLC") added 270,000 square feet of Halal-certified capacity, marking the largest single-year expansion in TASCO's history. These investments, combined with ongoing solar-energy installations and tight cost controls, have fortified our platform for the next stage of growth even as electricity tariffs, labour levies and tariff-related policy shifts present near-term challenges.

In short, FY2025 was a year of disciplined execution – TASCO's revenue held firm above the billion-ringgit mark, while strategic reinvestment laid the groundwork for future scalability, and our financial position remained sound. For further details on the Group's FY2025 financial and operational performance, turn to the Management Discussion and Analysis ("MD&A") section within this Annual Report.

CREATING SUSTAINABLE VALUE THROUGH STRATEGIC EXECUTION

For FY2025, the Group continued to create value by driving operational resilience, strategic expansion, and disciplined cost management across its operations.

Our Commitment to Delivering Shareholder Value

TASCO's Board of Directors remains steadfast in its commitment to balancing prudent capital management with the delivery of long-term shareholder value. In guiding the Group through a challenging financial year, the Board has continued to prioritise the preservation of TASCO's financial resilience while ensuring shareholders are appropriately rewarded for their ongoing confidence and support.

In respect of the financial year ended 31 March 2025, the Board has recommended a single-tier final dividend of 1.25 sen per ordinary share, amounting to 38.17 per cent of the Group's profit after tax. While the absolute dividend declared in respect of FY2025 is lower than that of the preceding financial year, this represents a higher payout ratio, a reflection of the Board's disciplined approach to capital allocation amid a normalised earnings environment.

Looking ahead, the Board remains committed to maintaining a balanced dividend policy that supports both shareholder returns and the Group's long-term growth ambitions. Dividend declarations will continue to be guided by prevailing market conditions, internal cash requirements, and the Group's overall performance.

Laying the Foundations for Future Value Creation

TASCO's long-term value creation efforts are built on a foundation of measured growth, operational excellence, and alignment with the Yusen Group's global strategy. As a key subsidiary within the Yusen Group, we share in its commitment to building an integrated, forward-looking logistics platform that prioritises customer service, environmental stewardship, and digital transformation.

In FY2025, our long-term strategy remained focused on sustainable diversification and prudent consolidation. Amidst global uncertainties, which included escalating trade tariffs, inflationary cost structures, and regulatory volatility, our emphasis was on deepening our core capabilities while strengthening the Group's ability to respond to shifting market conditions.

Following the conclusion of Yusen's *Transform 2025 Roadmap*, TASCO has transitioned into the next phase of strategic alignment, which focuses on Yusen's mid-term growth framework over the next five years. In FY2025, our efforts were directed towards reinforcing our operational base, optimising infrastructure investments, and aligning resource deployment with the evolving needs of our customers. Capital discipline and prudent cash management remained central to our approach, ensuring the Group scales sustainably while maintaining stakeholder trust.

A key milestone during the year was the completion and commissioning of major infrastructure assets – most notably, the SALC and the expanded WPLC. These developments significantly enhance TASCO's capacity and service breadth, strengthening our platform for long-term growth in integrated logistics, cold chain solutions, and value-added fulfilment services.

CHAIRMAN'S STATEMENT

Delivering On the Customer Value Proposition

As a leading player in Malaysia's logistics sector, TASCO is steadfast in its commitment to deliver consistent quality and value, regardless of market conditions. Guided by Yusen's Customer Value Proposition – which is essentially “a seamlessly connected suite of supply-chain solutions that deliver superior efficiency, reliability, and expertise” – we have articulated our own proposition around three core promises:

- High-quality, reliable service
- Access to deep insight and expertise
- Superior value creation

These pillars allow us to operate as an extension of our customers' organisations, crafting solutions that fit their precise requirements and drive end-to-end supply-chain optimisation.

In line with this proposition, we continued to support our customers in FY2025 through the following developments:

Consolidating Cold Chain Operations

In FY2025, our Cold Supply Chain (“CSC”) business, led by TASCO Yusen Gold Cold Sdn Bhd (“TYGC”), continued to play a central role in value delivery. As Malaysia's cold logistics market matures, TYGC has entered a phase of operational consolidation, prioritising infrastructure optimisation and service quality over geographic expansion.

Our focus during the year was to enhance asset utilisation, maintain service continuity, and explore automation opportunities such as Automated Storage and Retrieval Systems (“ASRS”). We also maintained strong occupancy rates across our cold storage facilities, reflecting the trust placed in us by more than 5,000 retail outlets nationwide. TYGC's sustained Halal certification and compliance with international standards further reinforced our reputation as a reliable cold chain partner.

While geopolitical headwinds, including regional product boycotts, affected product flows, they also revealed new growth opportunities in the poultry segment – an area we are cautiously evaluating for long-term viability. Our cold chain network remains a cornerstone of our broader logistics offering, contributing to consistent value creation for both customers and shareholders.

Tapping Ongoing Digital Transformation

Digital transformation remains central to our value creation efforts. In FY2025, we continued to expand the deployment of fourth-party logistics (“4PL”) systems and origin cargo management platforms to provide real-time visibility and data-driven oversight for key accounts. These systems allow for tighter integration across the supply chain and improved coordination with vendors and partners. The digital tools introduced have enhanced operational agility and reinforced client trust, particularly in our International Business Solutions (“IBS”) segment.

Our ongoing investments in automation within retail and fulfilment operations also contributed to improved service accuracy and reduced turnaround times. These enhancements enable TASCO to uphold its commitment to building a more intelligent, responsive logistics ecosystem that scales with evolving customer requirements.

Recalibrating Convenience Retail Logistics

In response to shifting market dynamics, TASCO's Convenience Retail Logistics (“CRL”) division undertook a strategic recalibration during the year. Operations were consolidated within our internal warehousing infrastructure to enhance inventory control and reduce fixed costs. The division also narrowed its customer scope, enabling a sharper operational focus while preserving service levels to key retail accounts.

We continued to explore new opportunities in the food retail and FMCG space, leveraging TASCO's combined logistics and cold chain expertise to develop customised fulfilment solutions. By aligning our capabilities with the specific needs of niche customer segments, CRL is being repositioned as a leaner, more resilient business division with targeted growth ambitions.

CHAIRMAN'S STATEMENT**Leveraging Our First-Mover Advantage**

TASCO's ability to capture emerging opportunities is underpinned by its first-mover advantage in delivering integrated, purpose-built logistics infrastructure. Unlike standardised warehousing models, our facilities are tailored to support comprehensive logistics services, including ambient and cold storage, cross-docking, and regulatory-compliant handling. This unique approach has enabled us to retain strong occupancy across our portfolio and maintain long-standing client relationships.

FY2025 marked a major milestone in our infrastructure expansion with the successful enlargement of the WPLC, by 270,000 sq. ft. – the largest annual addition in our 50-year history. The SALC, also entered its first full year of operations, further reinforcing TASCO's logistics backbone across Peninsular Malaysia.

With these strategic assets in place and more than 4.5 million sq. ft. of warehousing under management, TASCO is well-positioned to support complex supply chain demands across sectors such as food, pharmaceuticals, automotive, and healthcare. We continue to differentiate ourselves through customer-centric infrastructure that aligns with long-term logistics trends, giving us a sustained edge in an increasingly competitive environment.

Strategically Diversifying for Future Growth

TASCO is sharpening its growth agenda on two fronts: disciplined sector diversification and targeted capacity expansion. We are progressively extending our services to high-potential industries – including semiconductors, aerospace, automotive, healthcare, chemicals and energy, and electric vehicles ("EVs") – where our integrated logistics platform and cold-chain expertise can deliver the most value.

Infrastructure remains the backbone of this strategy. In FY2025, we brought an additional 870,000 sq. ft. of warehouse space online and have another 700,000 sq. ft. in the pipeline, supported by the Malaysian Investment Development Authority's ("MIDA") Integrated Logistics Services ("ILS") incentive, which runs until July 2026.

Our CRL division remained stable during the year; no major expansion was pursued as we continued to evaluate opportunities against clear return thresholds. By combining selective sector entry with prudent capacity growth, TASCO is positioning itself to capture emerging market opportunities and sustain long-term value creation for all stakeholders. Further details are provided in the MD&A section of this report.

CHAMPIONING RESPONSIBLE CORPORATE PRACTICES**Upholding Responsible Corporate Practices**

TASCO's record of sustainable performance is underpinned by rigorous governance, disciplined risk oversight and a culture that places responsibility at the heart of every decision. Throughout FY2025, we strengthened these pillars, deepened our sustainability commitments and earned fresh recognition for operational excellence – all while navigating a more demanding operating landscape.

Elevating Governance and Risk Management

The Board maintained strict adherence to the Malaysian Code on Corporate Governance 2021, proactively refining policies and internal controls to address evolving risk landscapes. On 5 September 2024, we held our 50th Annual General Meeting via a fully virtual platform, ensuring shareholders had transparent, real-time participation irrespective of their locations.

As part of our ongoing risk mitigation efforts, we conduct comprehensive reviews of our enterprise-wide risk registers to enhance oversight of critical areas, including tariff exposure, cost inflation, and cybersecurity. These reviews facilitate the development of more robust mitigation strategies and enable more frequent and targeted reporting to the Board. Together with the expansion of the Group's internal audit coverage, these measures have further reinforced stakeholder confidence in TASCO's governance framework.

CHAIRMAN'S STATEMENT

Embedding Sustainability into Daily Practices

Responsible stewardship remained integral to our strategy in FY2025. In June 2024, we launched a Group-wide Global Safety Campaign that elevated workplace safety standards and reinforced a “Zero-Harm” culture across our warehouses and transport operations. July’s “Save Our Plants” initiative relocated mature trees from our former headquarters to the new SALC, preserving on-site biodiversity. These actions complement Yusen Group’s net-zero ambition for 2050 and supported TASCO’s continued inclusion in both the FTSE4GOOD Bursa Malaysia and FTSE4GOOD Bursa Malaysia Shariah indices during the year.

Further details on our governance framework, risk-management systems and sustainability progress are provided in the Corporate Governance Overview Statement, the Statement on Risk Management and Internal Control, and the Sustainability Statement sections within this Annual Report.

Recognition for Excellence in FY2025

TASCO’s pursuit of operational excellence once again attracted industry recognition throughout the year under review. Marking our 50th anniversary, several long-standing partners formally recognised our performance: In November 2024, Roland Manufacturing Sdn Bhd presented TASCO with its “Anniversary Service Award 2024”, and, in February 2025, Hino Motors Sales (Malaysia) Sdn Bhd honoured the Group with the “Your Partner in Service Excellence” award for our continuous driver-training initiative at the Hino Total Support Customer Centre.

Collectively, these accolades underscore TASCO’s unwavering commitment to quality, reliability and customer-centric innovation, reinforcing our position as a leading logistics partner in Malaysia and the region.

MOVING FORWARD INTO FY2026

The Board enters the new financial year with cautious optimism. Although global demand is expected to remain uneven – constrained by policy uncertainty and stubborn input-cost inflation – Malaysia’s economy is projected to expand at a steady pace, supported by resilient domestic consumption and ongoing public investment. Within this context, TASCO’s diversified service portfolio and recently commissioned capacity provide a solid foundation for controlled growth.

The Group’s near-term priorities centre on two objectives: Firstly, we will unlock the full earnings potential of our new flagship assets at Shah Alam and Westport, both of which are now fully operational. The Westport facility’s location within a free commercial zone, combined with its Halal certification, positions it to serve as a regional hub for cold-chain and Shariah-compliant cargo. This value proposition will be promoted through the Yusen global network.

Secondly, we will advance disciplined sector diversification. In cold-chain logistics, we have secured a mandate from a long-standing customer to manage selected protein flows. In retail logistics, we will support the Malaysian market entry of a Korean brand through a dedicated distribution arrangement. These initiatives are firmly logistics-led and selectively undertaken to complement, not compete with, our existing client base.

Looking further ahead, the Group will deepen its presence in market niches where it already enjoys a first-mover advantage. Halal logistics represents a notable opportunity as few regional operators can match TASCO’s combination of certified storage capacity, regulatory compliance and international connectivity. Leveraging these strengths, we aim to differentiate the Group in a segment poised for secular growth.

Persistent cost pressures and evolving regulations will continue to test the industry; however, TASCO’s robust balance sheet, disciplined capital allocation and expanding capabilities position the Group to navigate these headwinds. We will maintain a sharp focus on operational excellence, prudent cash management and selective expansion, ensuring the delivery of sustainable value to all stakeholders.

CHAIRMAN'S STATEMENT

IN APPRECIATION

On behalf of the Board of Directors, I extend our sincere appreciation to every stakeholder who contributed to TASCO's progress over the past year. Your confidence – whether as shareholders, regulators, customers, vendors, or strategic partners – has been invaluable in an operating climate that demanded resilience and agility. We look forward to your continued support as we work to generate sustainable, long-term value.

During the year, we bid farewell to Mr Norihiko Yamada, our Japanese Director, who resigned in May 2025 following his recall to Japan. We thank him for his invaluable contributions to TASCO and wish him continued success in his future endeavours. At the same time, we warmly welcome Mr Kazuhiko Saeki, who joined the Board in May 2025, and look forward to the insights and perspectives he will bring to the Group.

I also wish to acknowledge the dedication of our management team and employees. Your professionalism, commitment, and readiness to adapt have been central to our achievements. My gratitude likewise goes to my fellow Board members for their insightful guidance and steadfast stewardship.

During FY2025, we concentrated on consolidating the Group's operations, sharpening our internal efficiencies, and expanding our infrastructure. The robust uptake of our new warehouse capacity testifies to the merit of these efforts. Over the next two years, we will further build on this foundation, enhancing capacity and capabilities to underpin the Group's next phase of growth.

As we strengthen TASCO's position as an innovative, end-to-end logistics provider, I remain optimistic that, together, we can navigate future challenges and seize emerging opportunities. Thank you for your ongoing trust and support in TASCO.



Lee Check Poh
Executive Chairperson
30 July 2025

MANAGEMENT DISCUSSION AND ANALYSIS

Amidst a post-pandemic operating landscape characterised by industry consolidation and normalisation, TASCO remained steadfast in executing its long-term strategy. While FY2025 was shaped by elevated costs, slower-than-expected export momentum, and tariff-induced disruptions, we stayed the course – delivering credible financial performance and strengthening our market position.

RESILIENCE IN THE FACE OF COMPLEXITY

DEAR VALUED STAKEHOLDERS,

The financial year ended 31 March 2025 (“FY2025”) was marked by macroeconomic headwinds and industry volatility, yet TASCO Berhad (“TASCO” or “the Group”) continued to demonstrate resilience and discipline in navigating these challenges. While our top-line contracted by approximately 5.7 per cent year-on-year, primarily due to the cessation of operations in Malaysia of a key client in the solar sector and the impact of ongoing geopolitical boycotts, our operational agility and strategic client onboarding enabled us to mitigate further downside risks. Through timely interventions and the securing of new accounts, we effectively averted an estimated RM80 million in potential revenue losses.

On the profitability front, our profit before tax (“PBT”) declined by 42 per cent and profit after tax (“PAT”) by 54 per cent, reflecting both market pressures and prudent investment decisions. Notably, we undertook strategic write-offs of legacy warehouse assets at our Northport (Port Klang) and Shah Alam sites – amounting to RM12 million in non-operating expenses – with the view of rebuilding higher capacity infrastructure. While these actions compressed current-year profits, they serve as an investment towards long-term operational scalability.



ANDY LEE WAN KAI

Non-Independent Group Chief Executive Officer

MANAGEMENT DISCUSSION AND ANALYSIS

THE YEAR IN REVIEW

These efforts took place within a challenging global economic context. According to the International Monetary Fund's April 2025 World Economic Outlook, global GDP growth is forecast to moderate to 2.8 per cent in 2025 from 3.3 per cent in 2024, due to weakening trade flows and the economic repercussions of tariff escalations led by the United States. Malaysia's economy expanded by 4.4 per cent in Q1 2025, yet the IMF has revised its full-year growth forecast downward to 4.1 per cent, citing global trade uncertainty and domestic cost pressures. In addition, rising energy costs – particularly electricity tariffs – and other inflationary pressures have further strained operational budgets across the logistics sector.

Despite this backdrop, we pressed ahead with key infrastructure initiatives. FY2025 saw the completion and operationalisation of two landmark facilities – our Shah Alam Logistics Centre ("SALC") by 600,000 sq. ft., and the expansion of our Westport warehouse by 270,000 sq. ft. These developments represent the largest warehouse space additions in TASCO's 50-year history. The SALC, located within a key logistics hub within Shah Alam, is today one of the tallest warehouse buildings in the area. The Westport facility, situated within a free commercial zone, is Halal-certified, and positions TASCO as a credible regional player in Halal logistics – an underserved yet growing market segment.

FY2025 also marked our 50th anniversary – a significant milestone reflecting five decades of commitment to our clients, partners, and communities. This legacy of trust remains a cornerstone of our value proposition as we deepen our capabilities and explore strategic adjacencies.

While tariff policies, inflationary cost pressures, and regulatory uncertainties persist, we remain focused on safeguarding liquidity and enhancing our financial resilience. The Group's balance sheet remains stable, with improved gearing compared to the previous year. Moving forward, our strategic posture will prioritise selective expansion, cost rationalisation, and the pursuit of logistics-driven value creation.

Looking ahead, the economic landscape remains fluid. As such, our immediate priority will be to consolidate our strengths, remain responsive to market developments, and protect our financial agility. With continued stakeholder support and a disciplined focus on long-term value, we are confident in TASCO's ability to weather volatility while progressing towards sustained and responsible growth.

OUR BUSINESS

The TASCO Group is a leading logistics provider in Malaysia that delivers end-to-end solutions that span warehousing, storage, and multimodal transport by air, sea, and road. Since its founding in 1974, the Group has grown steadfastly and now comprises 25 strategically located logistics hubs, which are supported by more than 2,000 committed employees. This extensive network ensures the Group's seamless cargo movements within Malaysia and across international markets.

As part of the global network of Yusen Logistics Co. Ltd., and a subsidiary of the Nippon Yusen Kabushiki Kaisha ("NYK") Group, TASCO also draws on a global platform of over 748 locations and 25,000 logistics specialists. This association grants TASCO unrivalled reach and expertise, enhancing the value the Group offers to customers worldwide.

Over the years, the Group's offerings have grown to include trading activities, convenience retail logistics, and specialised cold-chain operations, thus securing TASCO's reputation as a holistic service provider within the industry. Concurrently, TASCO also expanded its holdings from Peninsular Malaysia into East Malaysia, a move which has served to strengthen the Group's regional presence and market position.

TASCO's operations are organised into two core segments. The International Business Solutions or IBS segment encompasses Air Freight Forwarding, Ocean Freight Forwarding, and the recently established Supply Chain Solutions division, which orchestrates origin-cargo management, lead-logistics mandates, and trading activities. The Domestic Business Solutions or DBS segment comprises Cold Supply Chain, Warehousing, E-commerce, In-Plant, and Trucking, delivering an end-to-end service suite that extends from customs brokerage to cross-border haulage.

MANAGEMENT DISCUSSION AND ANALYSIS

By harnessing its extensive network and integrated capabilities, the Group remains agile in anticipating and meeting evolving client requirements – thereby consolidating TASCO's sector leadership and underpinning the Group's long-term, sustainable growth trajectory.

OUR STRATEGIES FOR SUSTAINABLE GROWTH

TASCO's successes and continued resilience are built upon its strategies that have been carefully developed to ensure the Group's trusted value creation capabilities are sustained for the long term. To this end, we remain dedicated to strengthening our processes by employing industry best practices and leveraging innovation. In doing so, we aim to maintain our market edge while fortifying our position as a premier provider of dynamic logistics within the region.

TASCO's Short- and Medium-Term Strategies

In the short to medium term, TASCO will focus on delivering operational stability while laying the groundwork for future growth. With the successful completion of Project 2025, the Group is now transitioning to a mid-term strategic framework spanning the next five years.

Key priorities under this strategy include enhancing asset utilisation, streamlining cost structures, and improving service delivery through technology adoption. As external challenges such as inflationary pressures, utility cost increases and labour policy shifts continue to affect the industry, the Group's emphasis will be on driving internal efficiencies while maintaining a strong service proposition for our clients.

TASCO will also remain focused on building workforce capabilities to support more complex logistics requirements, including cold chain operations, retail distribution, and integrated supply chain solutions. This involves targeted investments in training and upskilling to ensure we are equipped to meet changing customer expectations.

At the same time, we will continue to exercise prudence in capital allocation, with a view to strengthening our financial position. Our approach is to consolidate gains, optimise resources, and manage cash flows responsibly, ensuring that we remain well-positioned to navigate uncertainties and capitalise on emerging opportunities when conditions stabilise.

Positioning for Sustainable Long-Term Growth

TASCO's long-term strategy remains centred on sustainable diversification and disciplined growth. Building on the progress made in the Cold Supply Chain and Convenience Retail Logistics segments, we are committed to deepening our presence in areas that align with our operational strengths and demonstrate long-term commercial viability.

Our approach to expansion remains selective and grounded in sound risk assessment. To this end, the Group will continue to evaluate market developments and regulatory shifts, ensuring that any new investments are compatible with our core logistics competencies and support the broader needs of our customer base.

As part of this strategy, we are also exploring new verticals and service models that can enhance our value proposition while ensuring operational scalability. Our investment in infrastructure, including large-scale warehouse capacity and integrated logistics hubs, forms the foundation for this future-focused growth. These developments will enable TASCO to accommodate more complex supply chain requirements and support customers across a broader range of industries.

While we remain open to new opportunities, our focus is on delivering measured progress. All future initiatives will be guided by commercial discipline, alignment with stakeholder expectations, and the ability to generate sustainable returns.

In charting our long-term path, we will continue to strike a balance between maintaining our core business resilience and pursuing strategic innovation – ensuring that TASCO remains a trusted, future-ready logistics partner in an increasingly complex global environment.

MANAGEMENT DISCUSSION AND ANALYSIS

Reinforcing the Cold Supply Chain Segment

FY2025 marked a period of consolidation and strategic recalibration for our Cold Supply Chain (“CSC”) business, led by our subsidiary, TASCO Yusen Gold Cold Sdn Bhd (“TYGC”), a 70:30 joint venture between TASCO and the Japan Overseas Infrastructure Investment Corporation for Transport & Urban Development (“JOIN”). Now in its eighth year under TASCO’s stewardship, the CSC business has transitioned from its earlier groundwork into a more focused phase of strengthening and optimisation.

TYGC continues to play a key role within Malaysia’s cold logistics landscape, supported by over 250 employees, a fleet of approximately 150 temperature-controlled trucks, and advanced cold storage infrastructure accommodating over 55,000 pallet positions. The segment also maintains more than 200,000 sq. ft. of retail distribution space and serves a growing network of over five retailers nationwide.

For FY2025, TYGC shifted its focus towards enhancing its operational efficiency and strengthening its existing facilities. This move follows the completion of several key expansions in previous years, which include the upgrading of Hypercold Logistics Sdn Bhd, TYGC’s 50:50 joint venture with Swift Haulage Berhad in Sabah. Located in the Kota Kinabalu Industrial Park, Hypercold’s capacity of 6,400 pallets remains the largest in Sabah, serving key regions such as Sandakan, Tawau, Lahad Datu, and Labuan. Its fleet of GPS-enabled, temperature-controlled trucks continues to support reliable, end-to-end cold logistics across the BIMP-EAGA corridor.

While TYGC considered further geographical expansion into Penang and Kuching, market assessments conducted during the year showed limited headroom for profitable entry into these locations as established cold-chain operators already hold scale advantages. The Company has therefore deferred expansion plans in those states. Nonetheless, TYGC will continue to explore potential opportunities in Johor Bahru, where proximity to Singapore offers cross-border opportunities.

In response to evolving market dynamics and margin pressures, TYGC’s near-term strategy is to strengthen existing infrastructure rather than pursue major physical expansions. The Group is currently evaluating smart warehousing solutions such as Automated Storage and Retrieval Systems (“ASRS”) through potential collaborations. While still at an exploratory stage, these technologies may offer operational efficiencies and improved space utilisation, allowing us to enhance the value of TYGC’s facilities and increase its leasing potential over time. A potential automation-linked cold chain capacity is also being considered for Northport by 2027.

The impact of ongoing regional boycotts has led to a reassessment of product mix strategies within the CSC business. Historically, our operations served both the ice cream and poultry sectors in near equal measure. However, over the past two years, market shifts have revealed substantially higher demand in the poultry segment. While we continue to monitor the broader market environment, this development has opened up new growth avenues, which the Group is carefully evaluating with a long-term view.

FY2025 Operational Highlights

- Hypercold Logistics Sdn Bhd completed its first full year at 6,400 pallet positions, reinforcing Sabah’s role as a cold-chain hub within the BIMP-EAGA region.
- TYGC retained its Halal certification in line with JAKIM requirements and today holds the JSAS1004:2020 certification from the Japanese Standards Association (ClassNK), reflecting its commitment to compliance, quality, and international cold chain standards.
- To date, TYGC caters to over 40,000 retail outlets across Malaysia, providing scalable, data driven cold chain solutions that optimise inventory turns, enhance service reliability and safeguard product quality.

Looking ahead, TASCO’s will maintain a focus on safeguarding the strength of our existing operations, improving asset utilisation, and aligning our services with the needs of core customer segments, particularly in fast-moving consumer goods. Through a measured and prudent approach, we aim to ensure that the CSC business continues to deliver stable contributions and is well-positioned for future growth.

MANAGEMENT DISCUSSION AND ANALYSIS

Strategically Realigning Our Convenience Retail Logistics

During FY2025, TASCO's Convenience Retail Logistics ("CRL") division underwent a deliberate realignment to better address shifting market dynamics. Established to meet growing urban demand for convenience-focused food retail, CRL had initially served a broad customer base – including petrol kiosks, convenience stores, hypermarkets and pharmacies. Following a comprehensive review in FY2024, the division streamlined its contract with one of Malaysia's largest convenience store chains to only serve the brand's southern outlets. The division also relocated its operations to TASCO's own warehouse network, granting the division greater control over inventory management, service levels and cost structures.

In FY2025, the CRL division redirected its efforts toward exploring automation investments aimed at improving its efficiency and reducing operating costs. These initiatives will enhance order accuracy and enable more efficient stock handling within our existing facilities.

Additionally, the Group is exploring opportunities in the wider food retail sector, beyond traditional convenience retail. Leveraging TASCO's established logistics network and cold-chain expertise, the division is aiming to offer tailored fulfilment solutions to select foodservice and fast-moving consumer goods ("FMCG") providers. By concentrating on niche segments where we can deliver measurable value, we aim to establish a more sustainable and resilient CRL model.

With a streamlined operational focus and ongoing technology enhancements, TASCO remains optimistic that the CRL division is well-positioned to capture new growth opportunities and support the Group's broader logistics objectives.

In Pursuit of Future Value Creation Opportunities

FY2025 marked a significant year of investment and strategic consolidation for TASCO as we continued to strengthen our operational base in preparation for long-term growth. While market expansion remained a core objective, the Group's priority during the year was to optimise internal operations, enhance infrastructure, and reinforce its ability to deliver reliable, efficient, and scalable logistics solutions. Central to this strategy were the significant warehouse expansion projects undertaken in recent years, which now form a critical pillar of our long-term growth platform.

This infrastructure-led approach was complemented by ongoing process optimisation and system enhancements aimed at improving operational efficiency across the Group's network. These efforts are designed to strengthen TASCO's readiness to respond to changing customer needs, supply chain complexities, and emerging market demands. More importantly, we pursued these efforts while maintaining a disciplined financial position. Effective working capital management enabled the Group to fund capital expansion and honour dividend commitments without placing undue strain on the balance sheet.

Looking ahead, TASCO remains focused on building operational resilience, increasing service differentiation, and leveraging our logistics infrastructure to unlock sustainable opportunities across core and adjacent market segments.

Scaling TASCO's Infrastructure for Long-Term Growth

During the year in review, TASCO continued to advance its infrastructure strategy through the expansion and optimisation of warehouse capacity across key locations. This effort forms part of a broader five-year RM520.0 million investment programme aimed at strengthening the Group's position as an integrated logistics service provider. With a strong emphasis on operational efficiency and sustainability, these developments reflect our continued commitment to future-ready logistics capabilities.

The Shah Alam Logistics Centre or SALC marked its first full year of operations, with both the new four-storey headquarters and four-storey 600,000 sq. ft. warehouse now fully functional. Phase 2 of the SALC – comprising an additional 400,000 sq. ft. of leasable space – is currently under construction and scheduled for completion by June 2026. Once fully developed, the SALC will serve as the central hub for TASCO's nationwide logistics operations, supporting multiple business segments through enhanced integration and value-added services.

MANAGEMENT DISCUSSION AND ANALYSIS

At the Westport Logistics Centre or WPLC, TASCO added a further 270,000 sq. ft. of warehouse space in FY2025, bringing the facility's total capacity to 620,000 sq. ft. This expansion was the single largest annual increase in warehouse space in TASCO's five-decade history. Located at one of Malaysia's busiest container ports, the WPLC is equipped with 93 loading bays and offers multiple storage environments – from ambient to frozen (-18°C). The facility is certified for Halal logistics, ISO 22000, ISO 9001, and Good Distribution Practice for Medical Devices ("GDPMD") as well as supports a wide range of logistics activities including cross-docking, local and regional distribution, and pick-and-pack services.

In addition, our cold chain property in Port Klang, previously acquired from Haisan Resources Berhad, became fully available in November 2023 following the conclusion of a three-year tenancy. The facility is now operating at full occupancy, contributing positively to our margin performance.

As a result of these developments, TASCO increased its total warehouse footprint by over 870,000 sq. ft. in FY2025 – adjusting prior projections to reflect the actual delivered space. Across both Peninsular and East Malaysia, the Group now manages more than 4.5 million sq. ft. of warehousing infrastructure.

Looking ahead, TASCO intends to further expand its warehouse capabilities with plans underway for an additional 300,000 sq. ft. of space at Northport, reinforcing our presence at key logistics gateways. All new facilities are being designed to higher energy-efficiency standards, aligned with our broader goal of building resilient, sustainable logistics infrastructure that supports long-term growth in contract logistics, e-commerce fulfilment, and value-added services.

Continuing to Leverage Our First Mover Advantage

Malaysia's warehousing sector has become increasingly competitive, with developers and REITs vying for position through standardised space offerings and speculative builds. TASCO sets itself apart by delivering purpose-built logistics facilities that are closely aligned with specific customer requirements. Our integrated model – combining infrastructure with end-to-end logistics services – positions TASCO not merely as a space provider, but as a strategic partner in supply chain execution.

This differentiation continues to translate into strong occupancy rates across our portfolio, underpinned by a robust and growing customer pipeline. With plans to expand further, we are scaling with purpose by targeting strategic locations and aligning with long-term demand fundamentals. By investing in operationally integrated, customer-centric facilities, TASCO maintains a clear competitive advantage in an increasingly commoditised market.

Advancing in Step with the Yusen Group

TASCO remains aligned with the Yusen Group's long-term strategic direction, especially in supporting Yusen's Environmental, Social, and Governance ("ESG") commitments. As part of Yusen's broader goal to achieve net-zero emissions by 2050 – and to provide net-zero Greenhouse Gas ("GHG") emissions services by 2030 – TASCO continues to invest in initiatives that enhance environmental performance while supporting operational efficiency.

Building on the progress made under *Transform 2025*, TASCO has entered the Group's mid-term plan, which focuses on the next five years. Under this framework, we are refining our logistics infrastructure and operations to reflect evolving ESG priorities and global sustainability benchmarks.

Key efforts include the continued exploration of integrating electric vehicles ("EVs") into our domestic fleet and working with transportation partners to reduce fuel consumption and emissions. We are also assessing the feasibility of technologies such as EV battery swap systems, hydrogen-powered engines, and renewable energy integration across selected sites.

MANAGEMENT DISCUSSION AND ANALYSIS

In addition, TASCO continues to engage in strategic collaborations that enable the Group to explore carbon reduction solutions, optimise waste management practices, and implement fuel-saving technologies. These partnerships are central to our approach, allowing us to advance decarbonisation goals while maintaining service quality and reliability.

Through these collective efforts, TASCO reaffirms its commitment to supporting the Yusen Group's global sustainability ambitions while building a more resilient and environmentally responsible logistics platform for the future.

Leveraging MIDA's ILS Incentive for Strategic Expansion

TASCO continues to benefit from the Malaysian Investment Development Authority's ("MIDA") Integrated Logistics Services ("ILS") incentive programme, which remains in effect until the end of July 2026. The programme provides income tax exemptions and other fiscal incentives to encourage Malaysian logistics providers to scale their operations and position themselves as regional logistics hubs.

Since the commencement of our investment in the SALC in August 2021, the ILS programme has played a key role in supporting TASCO's expansion strategy. The tax incentives received under the scheme have enabled the Group to reinvest in infrastructure, enhance service offerings, and accelerate the execution of our strategic roadmap.

As we move forward, TASCO will continue to leverage the ILS framework to support new development projects. At present, we have multiple initiatives underway, including the planned addition of 700,000 sq. ft. of warehouse space. These efforts are designed to strengthen our regional capabilities and support long-term growth in key logistics segments.

By aligning our expansion activities with national investment priorities, TASCO remains well-positioned to capture new opportunities while contributing to Malaysia's development as a competitive logistics hub.

Strategically Digitalising the Group's Operations

TASCO's digital agenda continued to gather pace in FY2025, with priority placed on solutions that sharpen visibility, cut lead times and reinforce service reliability. Within the International Business Solutions segment, the Supply Chain Solutions or SCS division expanded its use of fourth-party logistics ("4PL") systems and origin cargo management tools to offer end-to-end supply chain oversight for key clients.

Leveraging the Yusen Group's global platforms, TASCO now manages broader logistics functions, enabling real-time tracking, improved vendor coordination, and data-driven decision-making. These capabilities also support stronger client relationships and operational agility.

In the retail segment, automation continues to streamline communications, enabling timely purchasing alerts and fulfilment. As a result, the SCS division has become a growing contributor to Group performance, accounting for approximately three per cent of total revenue. Moving forward, we remain focused on scalable digital solutions that enhance service reliability and operational efficiency across the Group.

OUR FINANCIAL PERFORMANCE

Group and Segmental Revenue

For the financial year ended 31 March 2025, the Group recorded revenue of RM1.01 billion, representing a decrease of RM61.0 million or 5.7 per cent compared to RM1.07 billion in the preceding year. While overall revenue declined, FY2025 marked the fourth consecutive year in which the Group surpassed the RM1 billion threshold, reflecting the underlying strength and adaptability of TASCO's integrated logistics model.

MANAGEMENT DISCUSSION AND ANALYSIS

Revenue from the International Business Solutions (“IBS”) segment rose by RM59.9 million or 15.5 per cent year-on-year (“y-o-y”), from RM385.7 million in FY2024 to RM445.6 million in FY2025. This increase was driven by improved performance across all major divisions within the segment. The Air Freight Forwarding (“AFF”) division recorded a RM11.9 million (4.8 per cent) increase in revenue, rising from RM245.7 million to RM257.6 million. This was supported by consistent volumes from key customers in the FMCG, aerospace, electrical and electronics (“E&E”), and automotive industries.

Meanwhile, the Ocean Freight Forwarding (“OFF”) division registered a significant RM34.7 million (31.6 per cent) increase in revenue, from RM109.7 million to RM144.4 million. The improvement was largely attributed to higher shipment volumes from customers in the air-conditioning and refrigeration systems, aerospace, FMCG, aluminium, and automotive sectors. The Supply Chain Solutions or SCS division also posted strong growth, with revenue increasing by RM13.4 million (44.2 per cent) from RM30.3 million to RM43.7 million.

Within the SCS division, the Order Management (“OM”) business contributed an RM9.0 million increase due to accelerated bookings in response to tariff deadlines, while the Lead Logistics Provider (“LLP”) segment recorded an RM1.1 million increase following the onboarding of a new healthcare client. Additionally, revenue from the Trading business grew by RM3.2 million.

Conversely, the Domestic Business Solutions (“DBS”) segment recorded a RM121.0 million (17.6 per cent) decrease in revenue, from RM687.0 million in FY2024 to RM566.0 million in FY2025. The decline was primarily attributed to the cessation of operations of a major solar panel customer, which impacted several business lines within the Contract Logistics (“CL”) division. Overall, the CL division posted a RM100.9 million (24.4 per cent) decline in revenue, from RM413.5 million to RM312.6 million.

Within the CL division, the Customs Clearance business was most impacted, with revenue declining by RM92.6 million (51.2 per cent) from RM180.9 million to RM88.3 million. The Haulage business recorded a RM3.4 million (5.4 per cent) drop in revenue, from RM63.1 million to RM59.7 million. The Warehouse business posted a RM5.8 million (4.1 per cent) decline, from RM142.2 million to RM136.4 million, while the In-Plant business registered a RM1.3 million (5.0 per cent) reduction, from RM26.0 million to RM24.7 million. In contrast, the E-Commerce business grew by RM2.0 million (153.8 per cent), from RM1.3 million to RM3.3 million, following increased demand from new and existing customers.

The Cold Supply Chain or CSC division recorded a revenue decrease of RM17.0 million (10.1 per cent), from RM168.3 million to RM151.3 million. This was largely due to the loss of a key convenience retail customer and reduced volumes from fast-food chains impacted by consumer boycotts related to the Gaza-Israel conflict.

The Trucking division posted a marginal revenue decline of RM3.1 million (2.9 per cent), from RM105.3 million to RM102.2 million. The decline was mainly due to reduced shipments from the solar panel customer mentioned above. Nevertheless, this was partially offset by new volumes from an automotive customer and steady contributions from existing E&E clients.

Despite a challenging operating environment, the Group’s overall performance reflected the resilience of its IBS segment and the ongoing diversification of its service offerings. TASCO remains focused on delivering value-added logistics solutions, while actively managing risks and responding to shifting market conditions across its business segments.

Group and Segmental Profits

For the financial year ended 31 March 2025 or FY2025, the Group recorded profit from operations of RM57.9 million, representing a decline of RM29.4 million or 33.7 per cent compared to RM87.3 million in FY2024. PBT dropped by RM31.2 million or 42.3 per cent, from RM73.8 million to RM42.6 million, while PAT decreased by RM35.2 million or 54.3 per cent, from RM64.8 million to RM29.6 million. The decline in profitability was mainly attributed to lower contributions from several core business divisions, alongside the recognition of non-recurring write-offs and higher net expenses in the Support segment.

MANAGEMENT DISCUSSION AND ANALYSIS

The IBS segment recorded an increase in PBT of RM2.5 million or 15.5 per cent, rising from RM16.1 million in FY2024 to RM18.6 million in FY2025. Within the segment, the AFF division posted a marginal decline in PBT of RM0.1 million or 1.1 per cent, from RM9.0 million to RM8.9 million, amid increased competition and lower freight margins. In contrast, the OFF division registered a significant improvement, with PBT increasing by RM2.8 million or 233.3 per cent, from RM1.2 million to RM4.0 million, supported by higher volumes and improved customer mix.

Similarly, the SCS division recorded a slight decrease in PBT of RM0.1 million or 1.7 per cent, from RM5.8 million to RM5.7 million. Within the division, the Order Management and Trading businesses contributed increases of RM0.4 million and RM0.7 million respectively, while the LLP business posted a decline of RM1.2 million due to higher selling, general and administrative (“SG&A”) expenses.

The DBS segment saw a broad-based reduction in profitability, driven primarily by customer production suspensions and one-off write-offs related to warehouse redevelopment. The CL division recorded a decline in PBT of RM16.5 million or 49.5 per cent, from RM33.3 million to RM16.8 million, impacted by lower volumes in the customs clearance, haulage, and warehouse businesses, as well as an exceptional expense of RM8.4 million arising from the write-off of an existing warehouse facility at Northport. This facility was demolished to make way for a new 300,000 sq. ft. modern warehouse.

Within the CL division, the Customs Clearance business posted a loss of RM2.8 million, compared to a profit of RM2.5 million in FY2024, reflecting a decline of RM5.3 million or 210.7 per cent. Similarly, the Haulage business recorded a decrease in PBT of RM1.0 million or 31.3 per cent, falling from RM3.2 million to RM2.2 million. Likewise, the Warehouse business posted a PBT decline of RM10.3 million or 42.6 per cent, from RM24.2 million to RM13.9 million. Meanwhile, the In-Plant business saw a slight increase in PBT of RM0.1 million or 3.0 per cent, from RM3.3 million to RM3.4 million. The E-Commerce business also improved from a RM0.1 million loss to a RM0.1 million profit, reflecting a turnaround in performance.

The CSC division recorded a marginal PBT decline of RM0.3 million or 2.1 per cent, from RM14.1 million to RM13.8 million, primarily due to reduced volumes from convenience retail and fast-food sector customers impacted by regional boycotts. The Trucking division posted a RM2.1 million or 23.3 per cent decline in PBT, from RM9.0 million to RM6.9 million, affected by a temporary drop in solar panel-related shipments.

Outside of the operating segments, the Support division registered a significant increase in net expenses of RM14.8 million year-on-year, which further reduced the Group’s overall PBT. This included a one-off write-off of RM3.6 million related to the demolition of a block at the SALC to accommodate the Phase 2 warehouse expansion. The division also absorbed higher costs following a reduction in business partner allocations to operating divisions (RM4.4 million), along with lower interest income and increased foreign exchange losses, due to the strengthening of the Malaysian Ringgit and higher finance costs.

Despite a challenging year marked by external market pressures and non-operational headwinds, TASCO’s operating divisions demonstrated resilience in maintaining core profitability. The Group remains focused on stabilising its cost base, completing ongoing infrastructure investments, and enhancing operational efficiencies to restore earnings momentum in the year ahead.

Gearing and Liquidity

As at 31 March 2025, TASCO’s total borrowings stood at RM319.2 million, slightly below the RM390.2 million recorded at the end of the previous financial year. Cash and cash equivalents amounted to RM159.7 million (FY2024: RM167.1 million). The Group’s gross gearing ratio improved to 0.45 times (FY2024: 0.56 times), reflecting disciplined financial management and prudent capital expenditure, even as major investments in logistics infrastructure continued.

MANAGEMENT DISCUSSION AND ANALYSIS

Dividend Payment

In view of the year's performance and in line with the Group's commitment to delivering shareholder value, the Board has recommended a single-tier final dividend of 1.25 sen per share, representing 38.17 per cent of FY2025's PAT to the owners of the Company. While the absolute dividend amount is lower year-on-year due to the decline in earnings, the payout ratio reflects a higher level of profit distribution, underscoring the Group's disciplined capital management approach.

BUSINESS RISKS AND MITIGATION MEASURES

As TASCO continues to navigate the complexities of the global logistics industry, we remain vigilant of the multifaceted risks that could impact our operational resilience, financial position, and overall business continuity. In FY2025, we maintained a disciplined and structured approach to risk management, underpinned by sound governance, cross-functional collaboration, and operational oversight.

Operational Risks

The Group maintains a strong emphasis on operational safety and infrastructure integrity. Comprehensive fire safety protocols are enforced at all warehouse facilities, including routine inspections, enforced no-smoking policies, and designated zones for high-risk materials. Regular training ensures that all employees are equipped to respond effectively to emergencies. In line with standard industry practice, TASCO's trading terms exclude liability for customer cargo loss or damage due to fire, further mitigating exposure.

Market and Customer Risks

TASCO continues to address market-related risks through customer diversification, proactive account monitoring, and strategic engagement. We focus on maintaining a balanced customer portfolio across sectors to reduce dependency on any single customer or industry. In FY2025, the escalation of international trade tensions and shifting tariff structures, particularly those arising from US-China relations and regional regulatory changes, presented emerging challenges. These risks were managed through flexible supply chain strategies, enhanced collaboration with key clients, and scenario planning to minimise operational disruption.

Financial and Liquidity Risks

The Group's financial management practices remain anchored in prudence. Centralised cash flow oversight, effective working capital controls, and a conservative approach to gearing have enabled us to maintain stable liquidity. Sufficient credit facilities are in place to support daily operations, strategic investments, and contingencies. We continuously assess funding structures to ensure alignment with business priorities and external market conditions.

Technology and System Risks

Protecting information systems and critical business data remains a top priority. Our IT infrastructure leverages advanced technologies, backup solutions with encrypted off-site and cloud-based storage, ensuring data integrity and disaster recovery. We utilise next-generation firewall systems, multi-factor authentication and zero-trust network architectures where required, in enforcing strict access controls. Continuous monitoring and threat detection, as well as endpoint protection platforms, help identify and neutralise cyber threats in real-time. Regular automated patch management, vulnerability assessments, and comprehensive incident response plans further strengthen our cybersecurity posture. Together, these layered safeguards significantly reduce the risk of system downtime, cyberattacks, and data loss.

MANAGEMENT DISCUSSION AND ANALYSIS

Health and Safety Risks

With the COVID-19 pandemic now in the endemic phase, TASCO has transitioned its health and safety protocols to a longer-term operational framework. Internal SOPs remain in effect to safeguard employee well-being and business continuity, with oversight by a dedicated risk and safety committee. The Group remains alert to future health-related disruptions and maintains readiness to adapt operations swiftly if required.

In summary, TASCO remains steadfast in its commitment to proactively identifying, monitoring, and mitigating the risks that arise from an evolving global operating environment.

OUTLOOK AND PROSPECTS

The global economic outlook for 2025 remains cautiously moderate amidst intensifying geopolitical uncertainties and policy recalibrations. The IMF projects global GDP growth to ease to 2.8 per cent in 2025, down from 3.3 per cent in 2024, reflecting headwinds from widening trade restrictions and rising interest rates in advanced economies. Trade tensions, particularly following the US introduction of new tariffs, have injected renewed volatility into global markets and are expected to impact cross-border supply chains in the near term.

Malaysia's economy registered a 4.4 per cent expansion in the first quarter of 2025, underpinned by resilient domestic demand. However, in light of global macroeconomic pressures and structural policy adjustments, the IMF has revised Malaysia's full-year GDP forecast downward to 4.1. The implementation of broad-based tariffs and subsidy rationalisations – such as the reduction in national diesel subsidies – has also contributed to a more measured domestic outlook.

Bank Negara Malaysia ("BNM") has responded prudently, maintaining policy flexibility while projecting headline inflation to remain between 2.0 per cent and 3.5 per cent, and core inflation between 1.5 per cent and 2.5 per cent. These measures are aimed at cushioning the economy from prolonged external shocks and domestic cost pressures.

Navigating with Strategic Resolve

For TASCO, these developments reaffirm the need for agility, resilience, and sustained operational excellence. Throughout FY2025, we adopted a forward-leaning approach to managing rising input costs, particularly in energy and compliance. In response to the higher electricity tariffs, we accelerated solar panel installations at our Westport, Shah Alam and Kota Kinabalu logistics facilities, which are expected to yield approximately 30 per cent in energy savings. Concurrently, the expanded scope of the Sales and Services Tax ("SST") and increase of SST in certain taxable services from 6 per cent to 8 per cent prompted cost recalibrations across the value chain. We introduced strategic rate adjustments to preserve margins while maintaining service standards. Notably, customer volumes have remained stable, reflecting confidence in our ability to deliver value despite broader inflationary pressures.

A key enabler of future growth is our expansion at Westport. Located within a Free Commercial Zone ("FCZ"), the facility enhances our cold chain logistics capabilities and supports our ambition to establish a regional Halal logistics hub. Originally planned as a Halal-certified warehouse, Westport uniquely positions TASCO to serve this specialised segment – where demand is growing but infrastructure and compliance integration remain fragmented. Our end-to-end capabilities offer a compelling value proposition in this space, supporting our diversification strategy as we deepen into niche sectors.

Internationally, our alignment with Yusen Group enables us to position Westport as a regional cold chain hub within the global network. Leveraging our infrastructure, temperature-controlled assets, and customs expertise, we are targeting outbound flows in food and pharmaceuticals – industries that require speed, compliance, and reliability.

MANAGEMENT DISCUSSION AND ANALYSIS

We are also strengthening customer-specific value chain participation. In FY2025, we expanded our involvement in select customer ecosystems through tailored cold chain and retail logistics solutions. These initiatives reflect our ability to support evolving client needs while staying true to our core logistics capabilities. We remain highly selective in such engagements, ensuring they are complementary to our portfolio and aligned with the interests of our broader customer base.

Looking ahead, TASCO remains vigilant amid a fluid business environment shaped by geopolitical risks, cost escalations, and supply chain uncertainties. Nonetheless, our disciplined execution, strategic foresight, and deep understanding of customer needs continue to guide us. Our ongoing participation in Yusen Group's Transform 2025 Roadmap reflects our long-term commitment to sustainable growth, operational excellence, and shareholder value creation.

As we advance, we will continue to evolve with the market, sharpen our service offerings, and remain close to our customers. With the continued trust and support of our stakeholders, TASCO is well-positioned to lead with purpose and deliver sustainable value in an increasingly competitive landscape.

Andy Lee Wan Kai
Group Chief Executive Officer
30 July 2025

SUSTAINABILITY STATEMENT

ABOUT THIS SUSTAINABILITY STATEMENTS

TASCO Berhad, is a leading logistics and supply chain solutions provider, places a significant emphasis on sustainability. Our sustainability statements provide a comprehensive overview of the company's efforts to integrate Environmental, Social, and Governance (ESG) considerations into our operations. TASCO's sustainability initiatives are designed to create long-term value for stakeholders while minimising environmental impact and promoting social responsibility.

The sustainability report outlines several key areas of focus:

Environmental Stewardship: TASCO is committed to reducing its carbon footprint through energy-efficient practices, waste reduction, and sustainable resource management. The report details specific measures aimed at enhancing environmental performance, including the adoption of green technologies and optimizing of transportation routes to minimise emissions and etc.,

Social Responsibility: TASCO emphasizes fair treatment and equal opportunities for its employees. The report highlights the company's efforts to foster a diverse and inclusive workplace, provide professional development opportunities, and ensure the well-being and safety of its workforce.

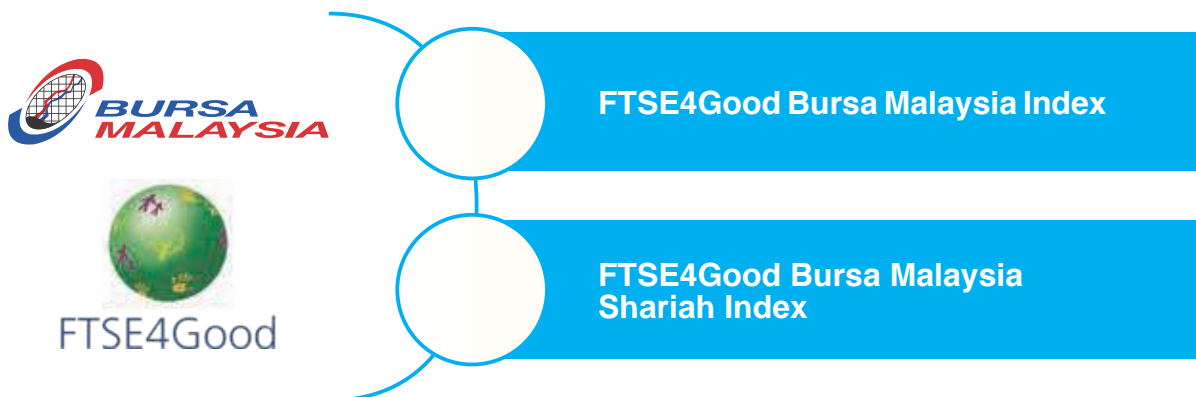
Governance and Ethics: Strong corporate governance is a cornerstone of TASCO's sustainability strategy. The report details the company's governance framework, emphasizing transparent reporting, ethical business practices, and compliance with regulatory requirements. TASCO's commitment to stakeholder engagement and responsible corporate behavior is also highlighted.

TASCO's sustainability statements serves as a transparent communication tool, showcasing progress and ongoing efforts in ESG areas. By adhering to these principles, TASCO aims to make a positive contribution to the communities it serves and the environment, while maintaining robust and ethical business operations.

ABOUT TASCO BERHAD

TASCO ("the Company") was established on 10 September 1974, and subsequently listed on the Main Market of Bursa Malaysia Securities Berhad on 28 December 2007. As a subsidiary of Yusen Logistics Co. Ltd., which in turn operates under Nippon Yusen Kabushiki Kaisha, TASCO holds a significant position in the logistics industry. TASCO Group ("the Group") has 25 logistics centers strategically positioned across Malaysia and a workforce exceeding 2,400 employees nationwide. The Group plays a pivotal role in facilitating supply chain operations within the country as part of the expansive global network of Yusen Logistics Co. Ltd. comprising 748 locations and boasting over 25,000 employees worldwide as of 31 March 2025.

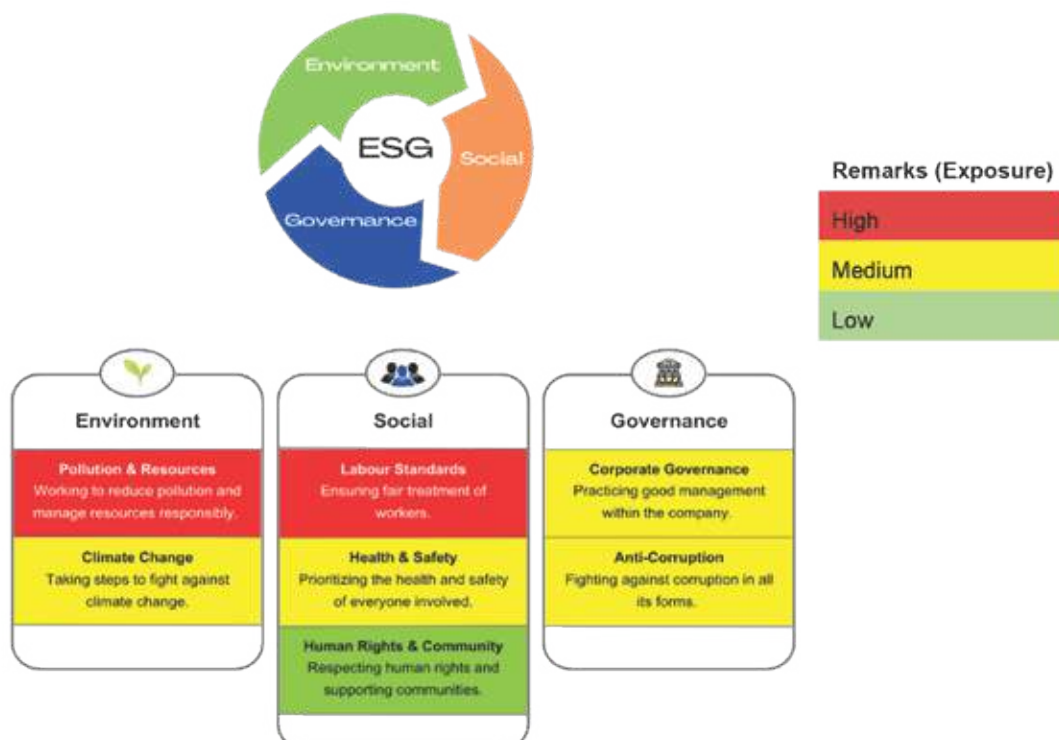
TASCO offers total logistics solutions encompassing air, sea, and land transportation services. As a one-stop logistics center, we cater to the needs of our customers by facilitating both domestic and international shipments. Our services are categorized into international and domestic logistics solutions, ensuring that we meet the diverse requirements of our clients efficiently and effectively across various transportation modes and geographical regions.

SUSTAINABILITY STATEMENT**SUSTAINABILITY PERFORMANCE HIGHLIGHTS**

Our steadfast commitment to responsible and sustainable practices has resulted in TASCO's inclusion in the FTSE4Good Bursa Malaysia Index and FTSE4Good Bursa Malaysia Shariah Index since June 2023. FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) has confirmed that TASCO Berhad underwent independent assessment against the FTSE4Good criteria, and has successfully met the requirements to become a constituent of the FTSE4Good Index Series. Developed by the renowned global index provider FTSE Russell, the FTSE4Good Index Series is designed to evaluate the performance of companies that exhibit strong Environmental, Social and Governance (ESG) practices. These indices are widely utilised by various of market participants for the creation and evaluation of responsible investment funds and other related products.

OUR ENVIRONMENT, SOCIAL AND GOVERNANCE (ESG) STRATEGIES

Our company's daily operations and decision makings are guided by three (3) pillars (Environment, Social and Governance) and sub-categories into seven (7) themes as outlined below:

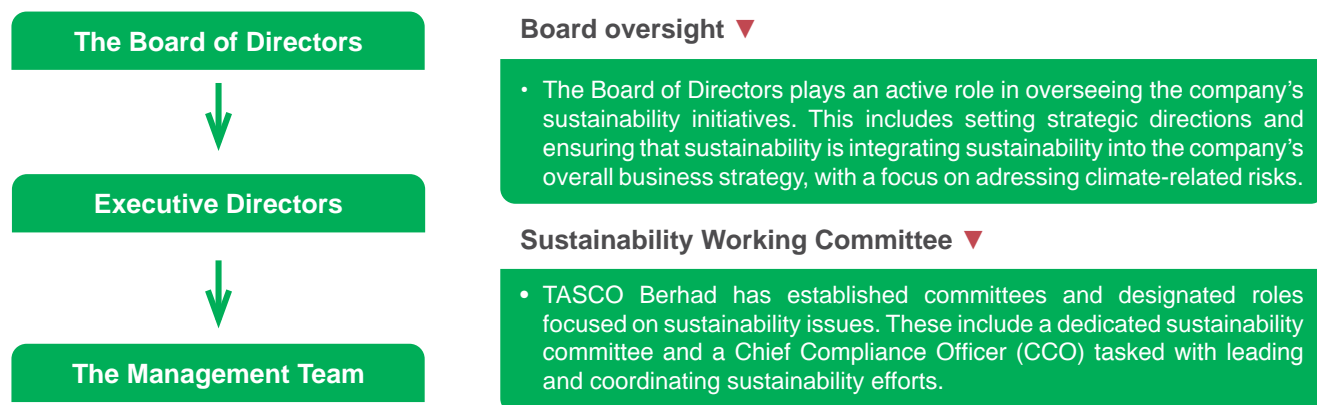


SUSTAINABILITY STATEMENT

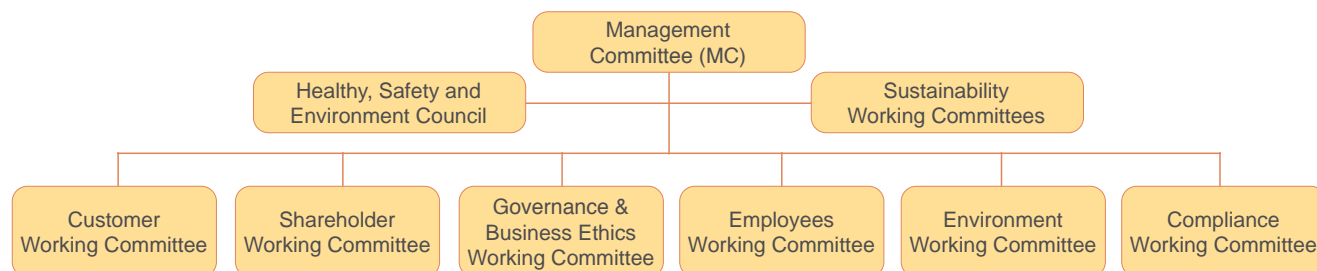
SUSTAINABILITY GOVERNANCE

TASCO Berhad is a leading provider of logistics solutions in Malaysia. We are committed to Integrating sustainability governance into its operations to align with global standards and meet stakeholder expectations.

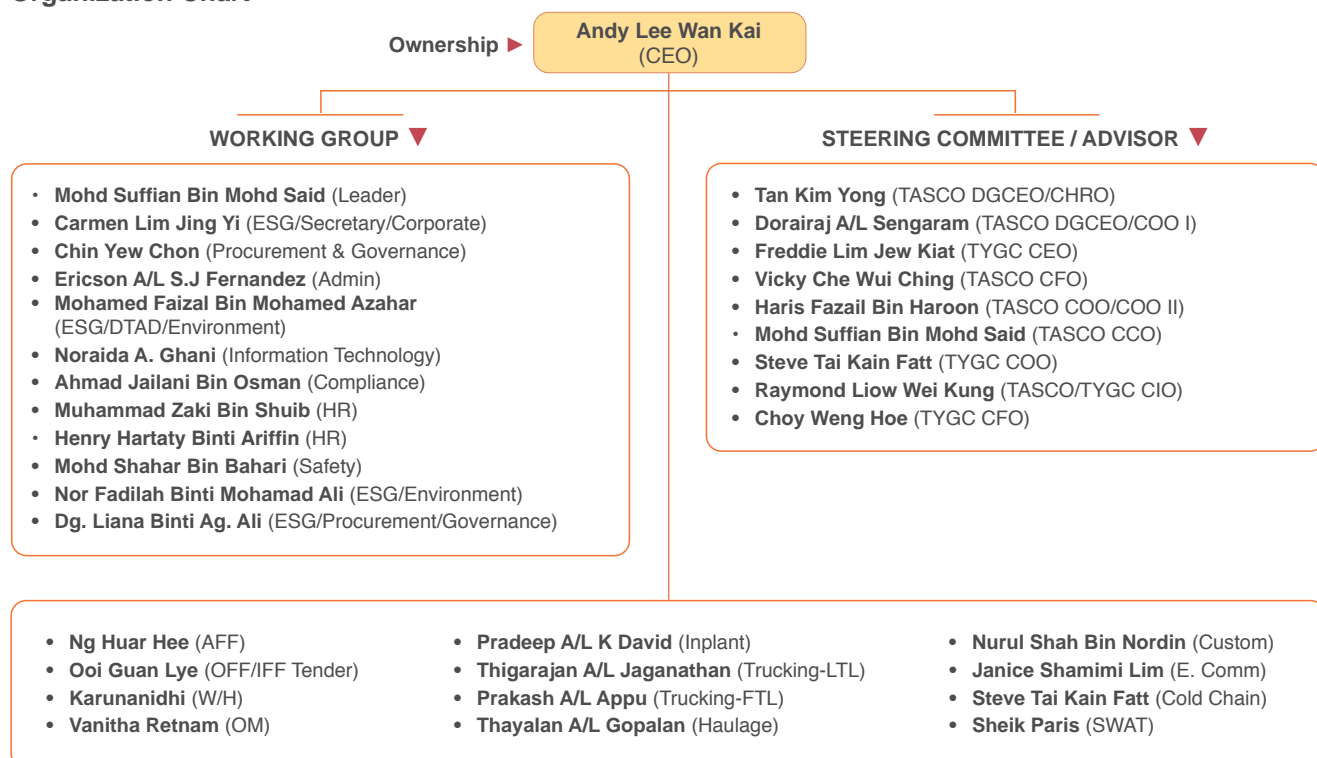
LEADERSHIP AND COMMITMENT



SUSTAINABILITY GOVERNANCE STRUCTURE









Organization Chart



SUSTAINABILITY STATEMENT**MATERIALITY AND STAKEHOLDER ENGAGEMENT**

The management team has identified key stakeholders, who are impacted by, or have the ability to influence the company's operations, and business. Engagement with the stakeholders will assist in better understanding of the sustainability expectations that allows the company to make business decisions that promote a sustainable society in the future and to become a responsible corporate citizen. The stakeholder's engagement matrix below highlights the stakeholder's engagement activities that we implemented during the financial year:

Stakeholders	Area of Focus	Platforms and Tools Utilised
Shareholders / Investors Bankers / Media and Analyst 	<ul style="list-style-type: none"> • Business directions • Business performance • Corporate development • Prospect and Strategies • Business risks • Return on Investment 	<ul style="list-style-type: none"> • Bursa announcements • Corporate website • Press conferences and media releases • Annual General Meeting / Extraordinary General Meeting • Quarterly Results • Periodic engagements with equity analysts and fund managers
Government / Regulators 	<ul style="list-style-type: none"> • Regulation and compliance • Accuracy, transparency and disclosure 	<ul style="list-style-type: none"> • Reports and policies • Corporate website • Site visits
Business Partners 	<ul style="list-style-type: none"> • Business direction • Knowledge sharing • Safety procedures 	<ul style="list-style-type: none"> • Meetings, briefings and workshops • Participation in exhibitions
Customers 	<ul style="list-style-type: none"> • Business direction • Knowledge sharing • Service culture 	<ul style="list-style-type: none"> • Meetings • Customer support centre • Customers surveys
Employees 	<ul style="list-style-type: none"> • Career development • Welfare and benefits • Working environment • Training • Job performance evaluation • Employment equality 	<ul style="list-style-type: none"> • Regular communications via email blasts, newsletter and memo • Performance management system • Training program and briefings • Employee activities and events • Internal surveys • Written policies and procedures
Local Communities 	<ul style="list-style-type: none"> • Business opportunity • Employment support • Education and social assistance • Social responsibility 	<ul style="list-style-type: none"> • Engagement events and activities • Education and development programs

The company places great importance on the feedback from stakeholders. As such, all departments are empowered to actively engage with stakeholders and take the necessary steps to address any issues raised. The company believes that, through active engagement with stakeholders, stakeholders will be able to stay updated on the issues and concerns.

SUSTAINABILITY STATEMENT

MATERIAL MATTERS

The objective of the Group is to deliver advanced and high-quality logistics services, thereby maximising corporate value by earning the trust of our clients and ultimately, contributing to the advancement of the economy as a world-class global corporation. To achieve these goals, strict adherence to all local and international laws and regulations is paramount. We also prioritise fairness and strive to align with societal expectations. Additionally, we recognize the significance of our employees and believe that investing in their skills and growth is essential to becoming a global leader in our industry. We are steadfast in our commitment to providing quality services, while simultaneously prioritising environment protection, upholding occupational safety and health standards, and making positive contributions to society. This entails strict adherence to environmental protection rules and practices aimed at minimising our carbon footprint, reducing scheduled waste, and responsibly managing water usage. By integrating these practices into our operations, we strive to create a sustainable and socially responsible business model that benefits both our stakeholders and the wider community.

SUSTAINABILITY AT TASCO GROUP

TASCO Berhad's sustainability strategy is designed to support the company's long-term goals by addressing environmental, social, and governance (ESG) aspects. This strategy includes reducing carbon footprint, enhancing energy efficiency, and promoting social responsibility. Sustainability is embedded into TASCO Berhad's core operations, encompassing logistics and supply chain management. The company emphasizes green logistics, efficient resource utilization, and minimizing environmental impact.

SUSTAINABILITY STATEMENT**ENVIRONMENTAL****Global Environmental Policy****Global Environmental Policy**

YL Group established the Global Environmental Policy, which has been developed to demonstrate its commitment to environmental responsibility. We aim to minimize our impact on the environment and as a result have set a target to achieve net-zero emissions by 2050. By collaboration with stakeholders, we aim to lead in sustainability, driving positive change in our global operations.

Article 1. Commitment

YL Group is committed to establishing reduction targets for greenhouse gas emissions, both direct and indirect, generated by the company. We actively embrace a management approach that mandates regular reviews and continuous improvement of our initiatives as a fundamental aspect of our environmental responsibility.

Article 2. Compliance with Laws and Regulations

YL Group is committed to comply with all relevant laws, regulations, and other requirements related to the environment, while actively striving to enhance its environmental performance.

Article 3. Environmental Responsibility and Objectives for Circular Economy

YL Group is committed to achieving net-zero emissions in all our provided services, actively collaborating with all stakeholders. We prioritize resource conservation, energy efficiency, waste reduction, recycling, greenhouse gas reduction, minimizing environmental impacts, forest conservation, and addressing various environmental challenges, including climate change, marine conservation, and air pollution prevention.

Article 4. Sustainable Procurement and Technology Adoption

YL Group is committed to minimizing environmental impact in procurement and operations. Furthermore, we actively pursue the adoption of new technologies and alternative fuels, proactively implementing these sustainable solutions through collaboration with diverse stakeholders.

Article 5. Education and Engagement

Through internal communication and environmental training, YL Group elevates the environmental consciousness of each and every employee and ensures the widespread adoption of this environmental policy.

Article 6. Corporate Value

YL Group aims to provide net-zero emissions services that encompass the entire supply chain, while advancing its response to environmental challenges both within and outside the Group, striving to enhance its corporate value.

April 1, 2024

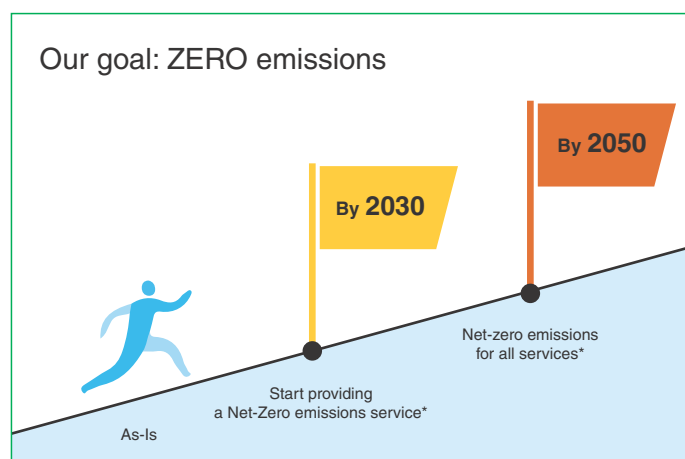
SUSTAINABILITY STATEMENT

ENVIRONMENTAL TARGET

Aiming at net-zero Greenhouse Gas (“GHG”) emissions by 2050

The Group is committed to achieving net-zero GHG emissions for all services by 2050, with an interim target of providing net-zero GHG emission services by 2030, and a medium-term goal of reducing GHG emissions by 45% by 2030 compared to the baseline in 2022.

2022 (Baseline year)	2026	2030	2050
Baseline year operations at peak capacity without pandemic-related restrictions	Comprehensive 3-year reduction plan. Minimum 15% reduction compared to 2022 by end of 2026.	Interim Target Net-zero GHG emission services achieved by 2030. 45% GHG emissions Reduction by 2030 compared to 2022	Long-term Goal Net-zero GHG emission for all services by 2050.



In alignment with our environmental policies, we have established specific targets and successfully delivered corresponding performances.

Achieving virtually zero emission of various substances that have a negative impact on the environment.

OUR COMMITMENT ON ENVIRONMENT

We are dedicated to establishing an environmental management system in accordance with ISO 14001:2015 standards. Acknowledging our responsibility to prevent pollution, conserve natural resources, and safeguard the environment, we commit to integrating ISO 14001:2015 into our services and operations. We will pursue these objectives by upholding the following principles:

Sustainable Solution Provider

Becoming the preferred choice of clients and partners / Enhancing employee satisfaction



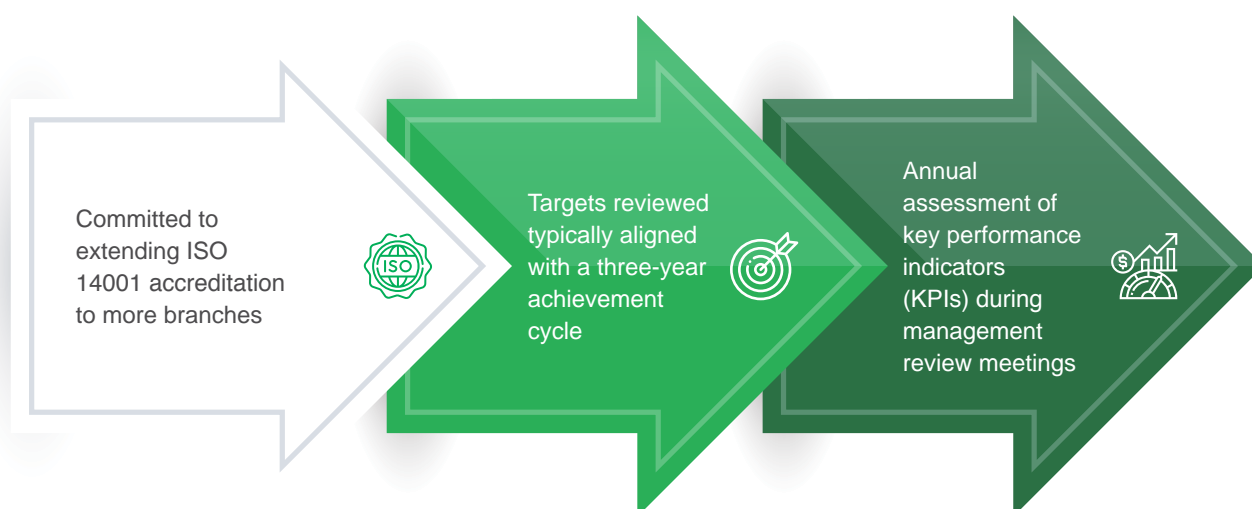
SUSTAINABILITY STATEMENT**ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM (EMS) TARGETS****Accreditation Achievement**

Company	Accreditation Date	Scope
Gold Cold Transport Sdn Bhd	January 2012	Provision of Transportation and Storage Activities for Multi-Temperature Controlled Products
Gold Cold Integrated Logistic Sdn Bhd (GCIL)	February 2020	Provision of Transportation and Storage Activities for Multi-Temperature Controlled Products
TASCO Berhad	December 2024	Provision of Custom Clearance and Warehousing Services

Note: Accreditation by AGM Certification Sdn. Bhd.

As of the latest update, 15.0 % of TASCO Group's branches have achieved compliance with the ISO 14001 standards, which outlined the criteria for our environmental management system. These standards encompass policies, processes, plans, practices, and records that govern our interactions with the environment.

The company demonstrated its commitment to environmental sustainability by maintaining its existing ISO 14001 certification and successfully achieving certification for an additional branch.

Continuous Improvement**ISO 14001:2015 (Environmental Management System) Certificate**

SUSTAINABILITY STATEMENT

TASCO GROUP ISO 14001 ENVIRONMENTAL TARGETS AND PERFORMANCE

Objectives	Target	FY2022	FY2023	FY2024
Adopt environmentally friendly solutions	Maintain ISO 14001 status	Maintained ISO 14001 status	Maintained ISO 14001 status	Maintaining existing ISO 14001 certification and successfully achieving certification for an additional branch (TASCO West Port Logistics Centre).
Environmental awareness campaigns	Conduct awareness training	Awareness training conducted	Environmental awareness conducted	Environmental awareness conducted
Monitor environmental impacts with trained personnel	Certified in Schedule Waste Management (CePSWaM)	Maintained competency	Maintained competency	Maintained competency
Raise awareness of environmental issues at worksites	Environment walks to identify issues	No issues identified	No issues identified	No issues identified
Raise environmental awareness at offices	Complete two awareness training sessions	Completed	Completed	Completed
Prevent scheduled waste leakage	No cases of leakage	No cases recorded	No cases recorded	No cases recorded
Maintain secondary containment at Schedule Waste Storage	No cases of leakage	No cases recorded	No cases recorded	No cases recorded

ENVIRONMENTAL AWARENESS TRAINING

Our employees participate in environmental awareness training sessions to foster their engagement and contribution to the effectiveness of the Environmental Management System (EMS). These training sessions, organized quarterly by the Compliance Department, aim to enhance employees' understanding of the company's environmental policy and environmental practice. Following each training session, participants undergo an assessment test to gauge their comprehension and application of environmental principles.

Objectives



SUSTAINABILITY STATEMENT**WASTE MANAGEMENT TRAINING**

A waste management training session was held at the Multipurpose Hall (MPH), TASCO Headquarter, on 19 November 2024, to educate employees on effective solid waste management practices at office and warehouse environments. The training emphasized the importance of waste segregation for recyclable materials, including paper, carton boxes, aluminum and plastics. Participants also learned about the benefits of composting food waste to produce fertilizer and thereby reduce waste to landfill. This initiative underscores TASCO's commitment to sustainability and waste minimisation. Currently in initial phase, the program is undergoing continuous improvement and optimisation.

**POLLUTION PREVENTION AND CONTROL****Environmental Monitoring**

Monitoring Type	Objective	Frequency	Monitoring Date	Next Monitoring	Accredited Laboratory
Noise	Ensure compliance with noise regulations and minimize impact on surrounding communities.	Every three years or when requirements change	26-27 September 2023	2026	Conducted by an accredited laboratory registered with 'Skim Akreditasi Makmal Malaysia (SAMM)' with a valid registration number.
Water	Assess and ensure wastewater discharges meet environmental quality standards to protect ecosystems.	Every three years or when requirements change	26-27 September 2023	2026	

SUSTAINABILITY STATEMENT

Environmental Noise Monitoring

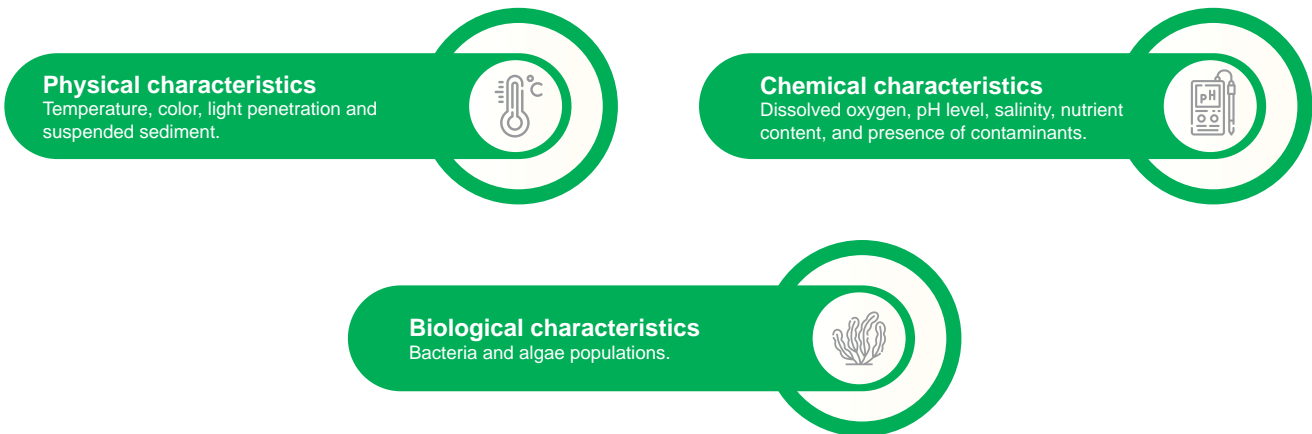
Environmental noise pollution encompasses any undesired sound including noise from industrial activities, transportation, and residential areas. It can lead to public annoyance and may contribute to hearing impairment due to prolonged exposure to high noise levels. In accordance with the guidelines by Receiving Land Use for Existing Built-Up Areas, 2nd Schedule (Schedule of Permissible Sound Levels; Guidelines for Environmental Noise Limit & Control, 3rd Edition, 2019) from Department of Environment, the noise level shall not exceed the limit of 75.0 dB(A).

The samples of noise level were taken from several locations within our Cold Chain facilities. All data collected during the monitoring period from 2020 and 2023 have consistently complied with regulations, with noise levels consistently remaining below 75.0 dB(A).



Water Quality Monitoring

The objective of water quality monitoring is to obtain quantitative data on various aspects of water, including:



SUSTAINABILITY STATEMENT

This comprehensive assessment helps evaluate the overall health and suitability of water for various uses and identifies potential environmental concerns or risks. Water quality results must conform to the standards established by the Environmental Quality (Industrial Effluents) Regulations 2009, Fifth Schedule, Parameter Limits of Effluents (Standard B).

A water quality monitoring was conducted on 20 December 2023, at multiple locations within our Cold Chain facilities. Based on the test results, which indicated the absence of physical, chemical, or biological factors impacting the water quality within our cold chain facilities, our Group has concluded that we are in compliance with the regulation.

Industrial Effluent Discharged

We uphold a proactive approach to industrial effluent discharged by sampling the effluent at points of discharged into public drains. Our commitment ensures that all sampling results consistently meet the standard parameters established by the local authority.

Throughout the current reporting year and the preceding three (3) years, no incidents of non-compliance with the local government regulations and standards have been reported. Furthermore, no penalties have been imposed regarding water supply and discharge activities during this period.

Drinking Water

The objective of drinking water testing is to gather quantitative data on the physical, chemical, and biological characteristics of water through statistical sampling methods. This testing is conducted periodically to ensure the safety and quality of drinking water. The most recent testing was carried out on 28 October 2024.

We are in compliance with the regulations as the results of the testing did not detect any physical, chemical, or biological factors that affected the drinking water quality of GCT. We are in compliance with the regulations as the results of the testing did not detect any physical, chemical, or biological factors that affected the drinking water quality of GCT.

Waste and Material Management

We are committed to a sustainable approach that emphasis material reuse, waste reduction, and minimising landfill contributions. By embracing these practices, we aim to conserve natural resources and mitigate environmental pollution through these practices.

Our Compliance Department plays a crucial role in this effort by:

- Evaluating the environmental impacts of our activities.
- Identifying aspects that could affect the environment.
- Seeking opportunities to enhance or implement optimization techniques.
- Pinpointing areas of significant inefficiencies to maximize material utilisation.



The Inverted Pyramid of Waste Management Hierarchy

SUSTAINABILITY STATEMENT

Waste Management Practices

Principle	Description
Reduce	Minimizing the consumption of natural resources and waste generation.
Reuse	Reusing materials whenever possible to extend their lifecycle.
Recycle	Actively recycling materials such as aluminium, plastic bottles, carton boxes and paper, with plans to include more.
Recover	Recovering materials to extract valuable resources before disposal.
Disposal	Implementing proper disposal methods only after all other options are exhausted.

RESOURCE USE MANAGEMENT

Group Commitment to Resource Conservation

Strategy	Actions taken
Reducing Use of Virgin Materials	Implementing strategies centered around reusing, recycling, and recovering materials.
Enhancing Recycling Program	Focusing on recycle aluminium can, plastic bottle, carton boxes, plastic wrap and paper.
Proper Disposal Methods	Prioritising proper disposal methods for all end-of-life materials.

Initiatives and Actions for Reducing Single-Use Plastics

Initiative	Description
Reducing Single-Use Plastics	Encouraging the reduction of single-use plastics like bottles, straws, cups, polystyrene, and cutlery.
Water Refilling Stations	Installing water refilling stations to eliminate the need for single-use plastic bottles.
Awareness and Inspiration	Raising awareness about the impacts of plastic waste and inspiring employees to minimize its usage.

Initiatives and Actions for Reducing Single-Use Plastics

Objective	Actions Taken
Material Reuse	Emphasizing reuse of materials in various processes.
Waste Reduction	Implementing strategies to reduce waste generation.
Minimising Landfill Contributions	Reducing the amount of waste sent to landfills.
Conservation of Natural Resources	Optimising resource use to avoid depletion
Mitigating Environmental Pollution	Reducing pollutants through effective waste management

SUSTAINABILITY STATEMENT**NON-SCHEDULED WASTE MANAGEMENT**

Non-scheduled (or non-hazardous) waste encompasses materials generated from our offices and warehouses, including plastic, paper, paper boxes, and aluminium, which do not demonstrate significant toxic characteristics. These materials are not classified as scheduled waste according to the First Schedule of the Environmental Quality (Schedule Wastes) Regulation 2005. Employees are encouraged to actively contribute to minimising our material consumption as while also enhancing our recycling efforts and adopting other responsible disposal methods.

Waste and Material Management Practices

Category	Description
Types of waste	Plastic, paper, paper boxes, aluminium
Waste characteristic	Non-hazardous, no significant toxic characteristics
Our commitment	Active participation in waste reduction, enhancing recycling efforts, and identifying responsible vendors for disposal methods.
Initiatives	Minimise material consumption Enhance recycling efforts Find responsible vendors for disposal

By following these practices, we aim to ensure effective and environmentally friendly management of non-scheduled waste.

Scheduled Waste Management

Scheduled waste generation and its characteristics are key factors in determining environmental sustainability. Therefore, adhering to proper disposal procedures through a certified waste contractor is imperative. Our scheduled waste management practices strictly adhere to the guidelines outlined in the Environmental Quality Act 1974 (Scheduled Waste) Regulation 2005. This ensures effective management of scheduled waste generation until its collection by a certified waste contractor sanctioned by the Department of Environment (DOE).

Category	Description
Regulation	Environmental Quality Act 1974 (Scheduled Waste) Regulation 2005
Certified contractors	TM Recycle IT Sdn Bhd – SW110
CPD Requirements	Malik Family Resources – SW305, SW410
Initiatives	CP has to collect Continuing Professional Development (CPD) points and submit to the Environment Institute of Malaysia (EIMAS) on a yearly basis

Mrs. Nurfatin Amira Binti Hazir, our competent person, is registered and recognized by the DOE, with her name listed in the National Registry of Certified Environmental Professionals.

DOE Website	Facility and Transporter License
<p>https://eswis.doe.gov.my/facilityList.aspx</p>	

SUSTAINABILITY STATEMENT



The Flow Chart Above Illustrated the Waste Management Activities at TASCO Group

Environmental Sustainability Efforts and Scheduled Waste Management

Category	Details
Increased Recycled Data	Cause: Heightened employee awareness of recycling benefits. Effect: Significant boost in environmental sustainability efforts.
Decline in Scheduled Waste (2023 vs. 2022)	Cause: Enhanced employee training and awareness programs. Effect: Reduced scheduled waste generation at the operational level.
Compliance	Regulation: Environmental Quality Act (1974) Regulation 2005. Obligation: Proper storage, handling, and delivery of scheduled waste to prescribed premises for treatment, disposal, or material recovery. Promotion: 4Rs – Reduce, Reuse, Recycle, Recover.
Scheduled Waste Management	SW305 & SW410: Sent to Malik Family Resources Sdn Bhd for material recovery. SW110: Sent to TM Recycle IT Sdn Bhd for recycling.
Monitoring and Compliance	Monitoring: Rigorous oversight to ensure proper handling by licensed waste contractors. Objective: Foster reuse and ensure regulatory compliance.

Climate Change

Climate change refers to long-term shifts in temperatures and weather patterns primarily due to human activities such as burning fossil fuels like coal, oil, and gas. Burning fossil fuels generates greenhouse gas emissions that act like a blanket wrapped around the Earth, trapping the sun's heat and raising the temperature.

Examples of greenhouse gas emissions ("GHGs") contributing to climate change include carbon dioxide, nitrous oxide and methane. Our primary sources of emissions stem from diesel and gasoline usage in truck driving and haulage, as well as electricity consumption for daily business operations. Recognizing the environmental impact, we are actively working on reducing waste sent to landfills by implementing source separation, as this waste contribute significantly to methane emissions.

We confront and adapt to climate change by setting targets, improving energy efficiency, reducing waste generation, and minimising fossil fuel use and emissions. This proactive approach is crucial for preserving our planet and fostering sustainable economic development. As a responsible corporate citizen, the Group aligns its trajectory with Malaysia's objectives and pledges made at the United Nations Climate Change Conference 2021 (COP26). We actively embrace emerging trends and initiatives aimed at combating climate change, demonstrating our dedication to environmental stewardship and sustainability.

SUSTAINABILITY STATEMENT

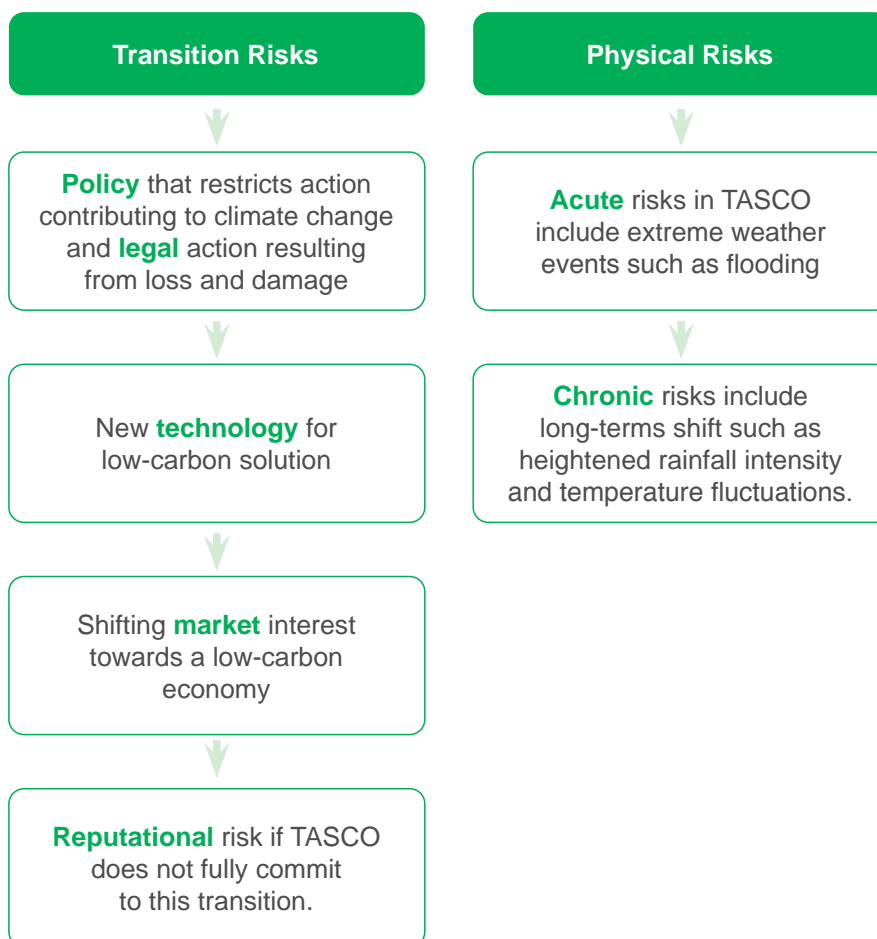
To address the concerns of our investors, customers, regulators, and other stakeholders, we reaffirm our steadfast commitment to transparently disclose climate-related risks and opportunities. We have proactively identified and adopted the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, aligning them with our business strategies to ensure accountability and sustainability.



Climate-related Risks, Opportunities, and Financial Impact

Climate-Related Risks

The TCFD categorizes climate-related risks into two main categories:



SUSTAINABILITY STATEMENT

The followings are explained details for TASCO Group: -

Transition risks: risk related to the transition to a lower-carbon economy	Potential Financial Impacts of TASCO Group
Policy and Legal Risks Increasing environmental policy and legislation Time Horizon: Short-term	<ul style="list-style-type: none"> • Policy Risk: Our Environmental Policy aims to mitigate the adverse effects of climate change by promoting actions such as shifting to lower emission energy sources and adopting energy-efficient solutions. This carries the risk of potential financial impact due to policy changes. • Legal Risk: The expense incurred in adhering to regulatory requirements.
Technology Risk Development of new technologies for low-carbon solutions. Training Training for the expertise and skills required to manage new environmentally logistic truck and forklift. Time Horizon: Short-term	<ul style="list-style-type: none"> • Increased investment in research and development is necessary to facilitate the transition to lower-carbon alternatives, such as solar energy, hydrogen cells, and electric trucks. • Implementation of new practices and processes incurs higher costs. • There is a rise in expenses associated with retraining existing employees to meet the skill requirements of emerging technologies.
Market Risk Shifts in customer interest Time Horizon: Short-term	<ul style="list-style-type: none"> • The shifting market interest towards a low-carbon economy presents both risks and opportunities for our company.
Reputation Risk Change of customer preferences and employee attraction. Time Horizon: Short-term	<ul style="list-style-type: none"> • Positive customer preferences are observed when TASCO Group actively contributes to the transition to a lower-carbon economy. However, there is a risk of revenue reduction due to decreased demand for services if TASCO does not fully commit to this transition. • There is potential for revenue reduction due to negative impacts on workforce management and planning, such as challenges in attracting and retaining employees, resulting from not aligning with the transition to a lower-carbon economy.

Note: The horizons used are short-term (2025 or earlier), medium-term (2030) and long-term (2050 or above).

SUSTAINABILITY STATEMENT

Physical Risk: risks related to the physical impacts of climate change	Potential Financial Impacts of TASCO Group
Acute risks Increased in extreme weather events such as floods. Time Horizon: Medium-term	<ul style="list-style-type: none"> TASCO Group faces the risk of extreme weather events across its operational areas, including heightened rainfall intensity and temperature fluctuations. In late 2021, TASCO HQ in Shah Alam, Malaysia, was affected by severe flooding due to extreme rainfall. Potential revenue decreases due to decreased production capacity caused by these risks, such as transportation challenges and interruptions in the supply chain. Potential revenue decreases and higher costs stemming from adverse effects on the workforce, including health and safety concerns leading to increased absenteeism. Capital costs may rise due to damage to facilities and assets caused by extreme weather events. Operating costs may increase when there's a need for higher electricity consumption, such as maintaining specific temperatures for frozen storage in refrigerated control systems. Potential increased insurance premiums and reduced availability of insurance coverage for assets located in "high-risk" areas prone to extreme weather events.
Chronic Risks Temperature rises Time Horizon: Long-term	

Note: The horizons used are short-term (2025 or earlier), medium-term (2030) and long-term (2050 or above).

Climate-related Opportunities

Opportunities	Climate-related Opportunities of TASCO Group.
Resources efficiency such lighting, air-conditioner and transport	TASCO can reduce operational costs and contribute to global efforts to decarbonise and transition to a net zero economy by improving the efficiency in lighting, air-conditioning and transportation.
Low-emission energy sources including solar.	As renewable energy costs continue to decline, TASCO's operating costs could potentially be reduced.
Services	TASCO's customers are increasingly preferring low emission services.
Markets	Markets will change due to the shift towards a low carbon economy.
Resilience	Resilience refers to an organisation's capacity to respond to climate-related transition risks and physical risks.

Climate-related Opportunities

Climate-related opportunities associated to the Group's endeavours to address and adapt to climate change. These include resource efficiencies and cost savings, adoption of low-emission energy sources, introduction of low-emission services, and strengthening supply chain resilience.

SUSTAINABILITY STATEMENT

GHGs Emission

In 2022, the Group began reporting on Scope 1 and 2 GHG emissions, aiming to enhance transparency and accountability regarding the Group's carbon footprint. Our GHG emissions primarily stem from fuel and electricity consumption in alignment with our energy usage pattern. Currently, we are in the initial phases of measuring, monitoring, and reporting our emissions. The data collected for 2022 serves as the baseline year, given that operations were at peak capacity without pandemic-related restrictions compared to 2020 and 2021. We are committed to refining the accuracy of our data as we progress forward.

Our emission calculations adhere to the 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories, incorporating the 2019 refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. Additionally, we incorporate Malaysia's Fourth Biennial Update Report (BUR 4) on Electricity Grid Emission Factors in our calculations.

In response to the challenges posed by climate change, we have initiated a series of technical measures aimed at mitigating GHG emissions within our logistics operations.

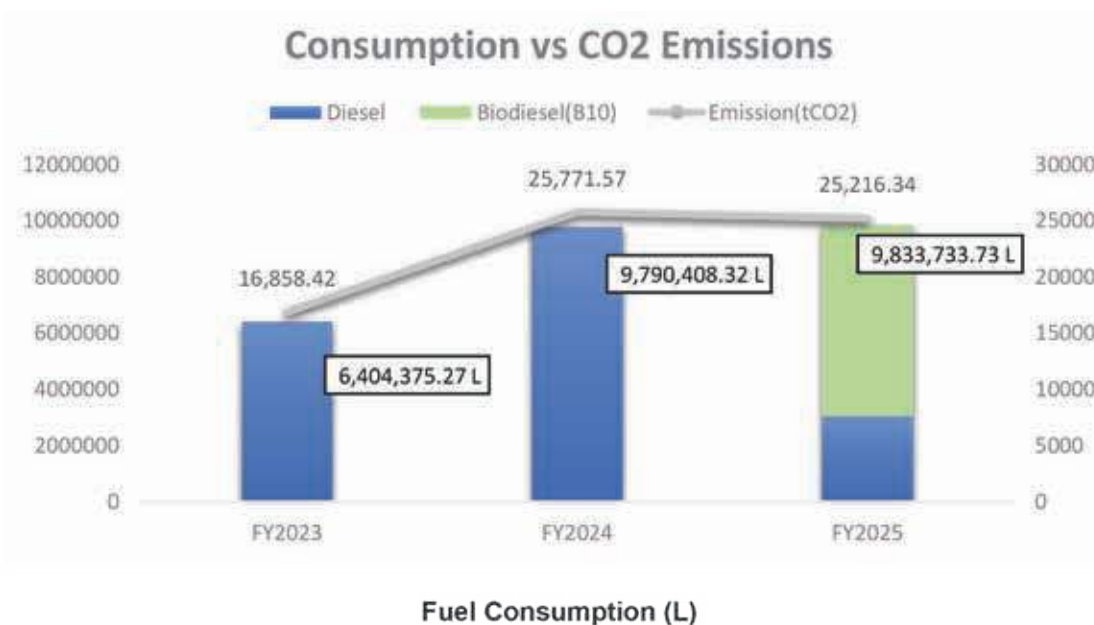
Initiatives to Lower the Impact of GHG Emissions

Initiative	Details
Turbo Diesel EURO 5 Engines	Utilising trucks with turbo diesel EURO 5 engines to reduce GHG emissions, with plans to transition to electric trucks in 2025.
Battery-Operated Handling Equipment	Employing battery-operated (Lithium) handling equipment such as Material Handling Equipment (MHE) to minimise noise pollution and carbon emission at warehouses. Currently, we have 55 unit of Forklift under Lithium Battery.
Monitoring Vehicle Fuel Consumption	Monitoring vehicle fuel consumption to ensure sustainable performance and reduce GHG emissions.
Annual Driver Training Programs	Conducting annual training programs to promote effective journey planning, safe driving practices, and eco-friendly driving habits among drivers.
Fleet Replacement Program	Implemented since 2012 to improve fuel efficiency and reduce emission levels.
Transitioning Existing Fleet	Towards transitioning the existing fleet in a sustainable manner, preparing for future sustainable transport.
Greener Warehouse Initiatives	To promote sustainable practices in our logistic facilities to reduce its environmental impact.
Energy-saving Practices	TASCO Group is committed to energy-saving practices, actively promoting awareness among all employees to conserve electricity
Rainwater Harvesting Systems	Implementing rainwater harvesting for cooling and chiller systems, supporting office air conditioning needs while conserving water resources.
Use of Anhydrous Ammonia	Utilizing Anhydrous Ammonia or Ammonia Gas in plant room refrigerator systems for pollution control, addressing ozone depletion and global warming potential.
R- 404A HFC Blend Truck Refrigeration Systems	Employing R-404A HFC blend truck refrigeration systems to mitigate GHG emissions, thereby preventing ozone depletion potential.

SUSTAINABILITY STATEMENT**Fuel Consumption**

Energy	Units	FY2023	FY2024	FY2025
Diesel consumption	L	6,404,375.27	9,790,408.32	3,044,803.00
CO2 emission	tCO2	16,852.42	25,771.57	8,014.92
Biodiesel Consumption	L	0	0	6,788,930.73
CO2 emission	tCO2	0	0	17,201.42
Total Fuel Consumption	L	6,404,375.27	9,790,408.32	9,833,733.73
Total CO2 emission	tCO2	16,858.42	25,771.57	25,216.34
CO2 Reduction from Solar PV Energy Harvest in	Tonne CO2	NA	NA	796

Note: The reporting period has been revised from the calendar year to the Financial Year (April - March) to align with internal financial reporting practices. This change ensures consistency across both corporate and sustainability disclosures, and all relevant data will be adjusted accordingly to reflect the FY period.



The graphs demonstrate a clear shift towards biodiesel consumption since FY2025, reflecting the company's commitment to environmental sustainability and a reduction in reliance on conventional diesel fuel. Although both biodiesel and diesel consumption increased in FY2025 compared to FY2024, the higher proportion of biodiesel usage indicates a reduced carbon footprint. This shift highlights the Group's proactive commitment to lowering greenhouse gas emissions, even as operational energy demands continue to rise.

Various initiatives have been implemented to curb the reliance on fossil fuels and minimize energy consumption in operations. Optimise truck load utilisation and truck frequency consolidation have been implemented to reduce fuel consumption.

Electricity Consumption

In the realm of global supply chains, warehouses often serve as significant contributors to environmental pollution, primarily through the operation of cooling and lighting systems. Recognising the substantial carbon footprint associated with larger warehouse facilities, we are committed to mitigating the environment impact. To this end, we have embarked on a strategic initiative aimed at reducing our carbon footprint within the warehouse operations by actively exploring the utilising of natural light through skylights and windows, as well as installation of automatic lighting systems to optimise energy usage.

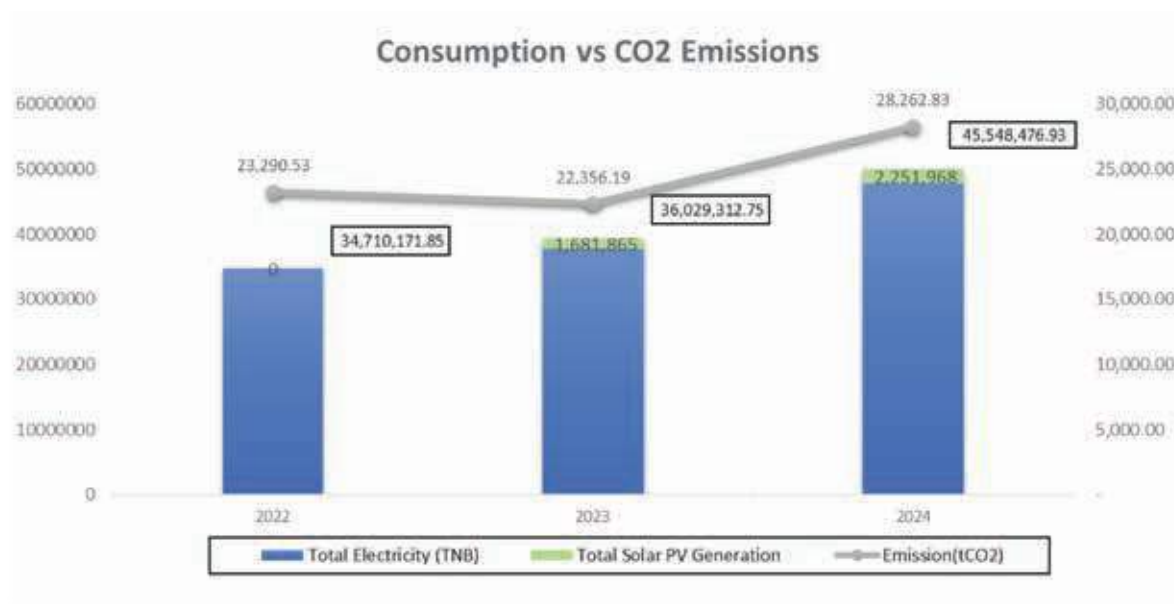
SUSTAINABILITY STATEMENT

The Group also committed to harnessing renewable energy sources to power our warehouse facilities. By integrating solar power systems into our infrastructure, we aim to reduce dependency on traditional energy sources and transition towards a more sustainable energy model.

In 2020, the Management made a strategic investment in sustainability by installing a solar energy system at the Cold Chain facility. The primary objective of this initiative was to decrease electricity consumption and minimise our environment footprint. Since its activation in May 2023, we have diligently monitored the system's performance to assess its effectiveness in generating electricity. The actual electricity generated by the solar system, as recorded from May 2023 onwards, is as follows:

Electricity	Units	FY2023	FY2024	FY2025
Total Electricity Consumption (TNB)	kWh	34,710,171.85	37,711,177.75	47,800,444.93
Total Energy Consumption (TNB)	GJ	124,956.62	135,760.24	172,081.60
CO2 emission from electricity consumption (TNB)	tCO2	23,290.53	23,399.79	29,660.18
Rooftop Solar PV Generation	kWh	NA	1,681,865.00	2,251,968.00
Rooftop Solar PV Energy Consumption	GJ	NA	6.05	8.11
Green Electricity Purchased via Green Electricity Tariff	kWh	NA	NA	NA
Percentage of Solar Rooftop Energy Consumption	%	NA	4.46	4.71
Percentage of Renewable Energy Consumption	%	NA	NA	NA
CO2 Reduction from Solar PV Energy Harvest	tCO2	NA	1,043.60	1,397.35
Total CO2 emission after Solar PV Generation	tCO2	23,290.53	22,356.19	28,262.83

Note: The reporting period has been revised from the calendar year to the Financial Year (April - March) to align with internal financial reporting practices. This change ensures consistency across both corporate and sustainability disclosures, and all relevant data will be adjusted accordingly to reflect the FY period.



Electricity Consumption (kWh)

SUSTAINABILITY STATEMENT

Electricity consumption has increased due to the addition of two (2) new warehouses totally nearly 900,000 sq ft, as well as the increased use of electric forklifts. To address this, the Group will prioritise energy efficiency initiatives, including the installation of solar panels. Additionally, we have implemented awareness campaigns to promote sustainable energy consumption among our employees, encouraging energy efficient practices and fostering a culture of environmental responsibility. This proactive approach aligns with our commitment to sustainable operations.

Energy Management Initiatives at TASCO Group

Environmental awareness activities are ongoing with the title “Save Electricity” aimed to create awareness, to promote responsible and sustainable energy consumption practices within the Group.

LEDs lighting systems in offices and warehouse facilities have been upgraded to energy-efficient LEDs to reduce energy consumption and minimise heat and chemical emissions.

Motion sensor lighting technology is used in certain areas in the office which only lights up when movement is detected, thereby reducing energy consumption and promoting environmental sustainability in buildings and outdoor spaces.

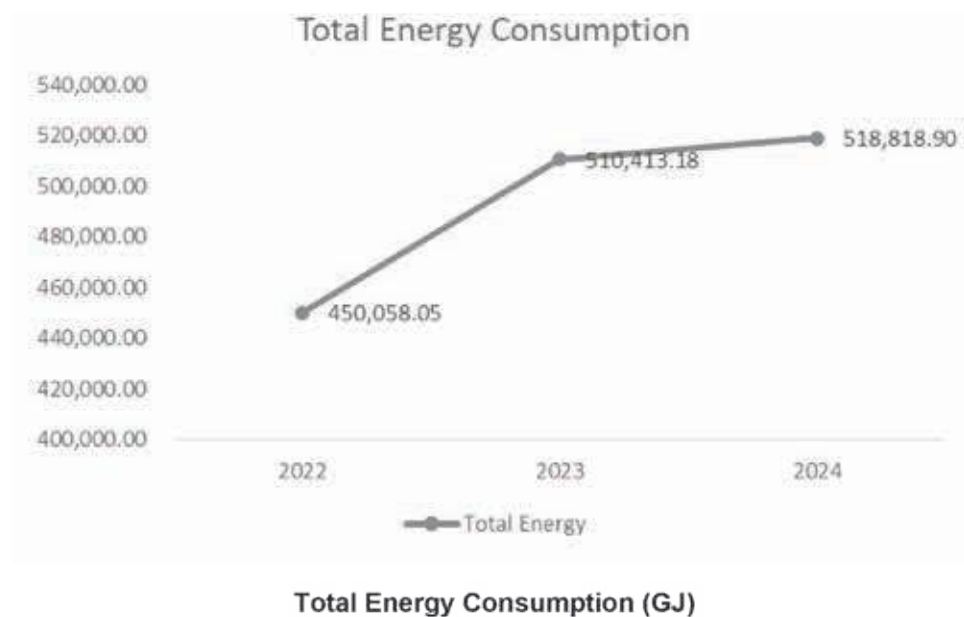
Solar-powered Street lightings were installed within our Headquarter to improve safety and security, reduce energy consumption and protect the environment.

As a commitment to enhancing our energy conservation efforts, we also actively encourage our employees to cultivate habits conducive to minimising energy consumption. Specifically, we advocate for the conscientious practice of switching off lights, air-conditioners, and other electrical appliances when not in use, particularly during designated period such as lunch hours. This proactive approach underscores our dedication to reducing unnecessary energy expenditure and aligning with our sustainability objectives. By instilling these behaviours within the Group, we aim to make tangible contributions towards environmental stewardship and operational efficiency.

Energy	Units	FY2023	FY2024	FY2025
Diesel	L	6,404,375.27	9,790,408.32	3,044,803.00
Energy (Diesel)	GJ	236,961.88	362,245.11	112,657.71
Biodiesel (B10)	L	-	-	6,788,930.73
Energy (biodiesel)	GJ			221,998.03
Petrol	L	3,085,067.24	385,794.63	397,927.29
Energy (Petrol)	GJ	86,381.88	10,802.25	11,141.96
LPG	kg	73,860.00	57,237.00	20,426.00
Energy (LPG)	GJ	1,757.66	1,605.58	939.60
Electricity	kWh	34,710,171.85	37,711,177.75	47,800,443.93
Energy (Electricity)	GJ	124,956.62	135,760.24	172,081.60
Total Energy Consumption	GJ	450,058.05	510,413.18	518,818.90

Note: The reporting period has been revised from the calendar year to the Financial Year (April - March) to align with internal financial reporting practices. This change ensures consistency across both corporate and sustainability disclosures, and all relevant data will be adjusted accordingly to reflect the FY period.

SUSTAINABILITY STATEMENT



TASCO Group Environmental Performance Data

PARAMETER	Units	FY2023	FY2024	FY2025
ENERGY				
Diesel Consumption	Liter	6,404,375.27	9,790,408.32	3,044,803.00
Energy (Diesel)	GJ	236,961.88	362,245.11	112,657.71
Biodiesel – B10 Consumption	Liter	0.00	0.00	6,788,930.73
Energy (Biodiesel) - B10	GJ	0.00	0.00	221,998.03
Petrol Consumption	Liter	3,085,067.24	385,794.63	397,927.29
Energy (Petrol)	GJ	86,381.88	10,802.25	11,141.96
LPG consumption	kg	73,860.00	57,237.00	20,426.00
Energy (LPG)	GJ	1,757.66	1,605.58	939.60
Electricity Consumption -TNB	kWh	34,710,171.85	37,711,177.75	47,800,443.93
Energy Electricity -TNB	GJ	124,956.62	135,760.24	172,081.60
Total Energy Consumption	GJ	450,058.05	510,413.18	518,818.90

*Conversion from Diesel, Biodiesel, Petrol, LPG and Electricity to Gigajoules is derived from the Malaysia Energy Commission 2016 Report.

The energy consumption was adjusted following a review of the formula used, ensuring accuracy and alignment with reporting standards.

SUSTAINABILITY STATEMENT

PARAMETER	Units	FY2023	FY2024	FY2025
GREENHOUSE GASES EMISSION AND CLIMATE CHANGE (EMISSION)				
Scope 1 (CO ₂)	tonne	24,370.52	26,857.52	26,218.56
Scope 2 (CO ₂)	tonne	23,290.53	22,356.19	28,262.83
Scope 3 (CO ₂) Category 5	tonne	720.00	914.00	1,352.00
Total Carbon Dioxide, CO ₂ e	tonne	48,381.05	50,127.71	55,833.39
Nitrous Oxide, N ₂ O	tonne	1.60	1.46	0.78

**The carbon emission and nitrous oxide was adjusted following a review of the formula used, ensuring accuracy and alignment with reporting standards.*

PARAMETER	Units	FY2023	FY2024	FY2025
WATER				
Total water withdrawal from municipal supplies	m3	237,873.28	207,173.07	203,509.31
Total water withdrawal from fresh groundwater	m3	0.00	0.00	0.00
Harvested rainwater	m3	0.00	0.00	0.00
Surface water from rivers, lakes, natural ponds	m3	0.00	0.00	0.00
Used quarry water collected in the quarry	m3	0.00	0.00	0.00
External wastewater	m3	0.00	0.00	0.00
Sea water, water extracted from the sea or the ocean	m3	0.00	0.00	0.00
External wastewater	m3	237,873.28	207,173.07	203,509.31
WASTEWATER / EFFLUENT DISCHARGE				
Discharge to Off-site Water Treatment Plant	m3	0.00	0.00	0.00
Discharge to Ocean	m3	0.00	0.00	0.00
Discharge as Subsurface Water	m3	0.00	0.00	0.00
Discharge to Subsurface / Well Others	m3	0.00	0.00	0.00
Total Wastewater / effluent discharge	m3	0.00	0.00	0.00

**There is no effluent discharge from TASCO Group.*

SUSTAINABILITY STATEMENT

PARAMETER	Units	FY2023	FY2024	FY2025
Percentage of TASCO sites located in water stressed area	%	0.00	0.00	0.00
Water Consumed in water stressed area	Litres	0.00	0.00	0.00
Cost associated with water-related risk	MYR	0.00	0.00	0.00
Investment in water saving initiative	MYR	0.00	0.00	0.00
WASTE				
Scheduled Waste	tonne	9.00	47.10	2.47
Non-recycled	m3	0.00	0.00	0.00
Recycled	tonne	38.59	47.22	119.59
Total waste diverted from disposal	tonne	47.59	94.32	122.06
Total waste directed to disposal	tonne	303.0	268.22	451.24
Total Waste	tonne	350.59	362.54	573.30
ENVIRONMENTAL MANAGEMENT & COMPLIANCES				
Environmental Fines / Penalties	MYR	0.00	0.00	0.00
Percentage of TASCO Group covered with Environmental Management System (ISO14001)	%	11.80	11.80	15.00
Percentage of TASCO Group covered with Building Management System	%	23.53	23.53	23.53
Total cost of environmental fines and penalties during financial year	MYR	0.00	0.00	0.00

Note: The reporting period has been revised from the calendar year to the Financial Year (April - March) to align with internal financial reporting practices. This change ensures consistency across both corporate and sustainability disclosures, and all relevant data will be adjusted accordingly to reflect the FY period.

SUSTAINABILITY STATEMENT**Quality**

The Group is dedicated to delivering high-quality and effective services that cater to the diverse needs and demands of our customers and society. This commitment is driven by our corporate mission to become the world's preferred supply chain logistics company. It is also guided by our values and behaviors which are integral to our management initiatives.

Certification and Appreciation Awards

To ensure the provision and maintenance of high-quality service to our customers, the Group is fully committed in maintaining the following certified standards: -

Standards	Certified Sites
ISO 9001: 2015 Quality Management System	Major branches in the Group, <ul style="list-style-type: none"> • Shah Alam Logistics Centre • KLIA Air Logistics Centre • Port Klang Logistics Centre I • Penang Air Logistics Centre • Penang Prai Logistics Centre • Berjaya Industrial Logistics Centre
ISO 14001:2015 Environmental Management System	<ul style="list-style-type: none"> • Berjaya Industrial Logistics Centre • Gold Cold Integrated Logistics Sdn Bhd • Westport Logistics Centre
ISO 22000 Food Safety Management System.	<ul style="list-style-type: none"> • Berjaya Industrial Logistics Centre • West Port Logistics Centre
TAPA FSR (Facility Security Requirements) by the Transported Asset Protection Association ("TAPA").	<ul style="list-style-type: none"> • KLIA Air Logistics Centre • Batu Maung Warehouse
SEDEX (Supplier Ethical Data Exchange)	<ul style="list-style-type: none"> • Berjaya Industrial Logistics Centre • Tanjung Pelepas Logistic Centre
JAKIM HALAL certification by Department of Islamic Development Malaysia – has complied with Islamic Law & Malaysia Halal Standard for Transportation & Warehousing.	<ul style="list-style-type: none"> • Berjaya Industrial Logistics Centre • West Port Logistics Centre • Penang Prai Logistics Centre
Good Distribution Practice in Medical Device (GDPMD)	<ul style="list-style-type: none"> • Shah Alam Logistics Centre • Port Klang Logistics Centre I. • West Port Logistics Centre
Good Distribution Practice (GDP)	<ul style="list-style-type: none"> • Berjaya Industrial Logistics Centre. • Shah Alam Logistics Centre • West Port Logistics Centre

SOCIAL

Our ambition is to create an engaging, safe, and inclusive workplace where every employee feels valued and respected. We are committed to ensuring that all workers enjoy decent working conditions and that we continuously strive to enhance the working environment for our entire workforce.

SUSTAINABILITY STATEMENT

Safety, Health and Security

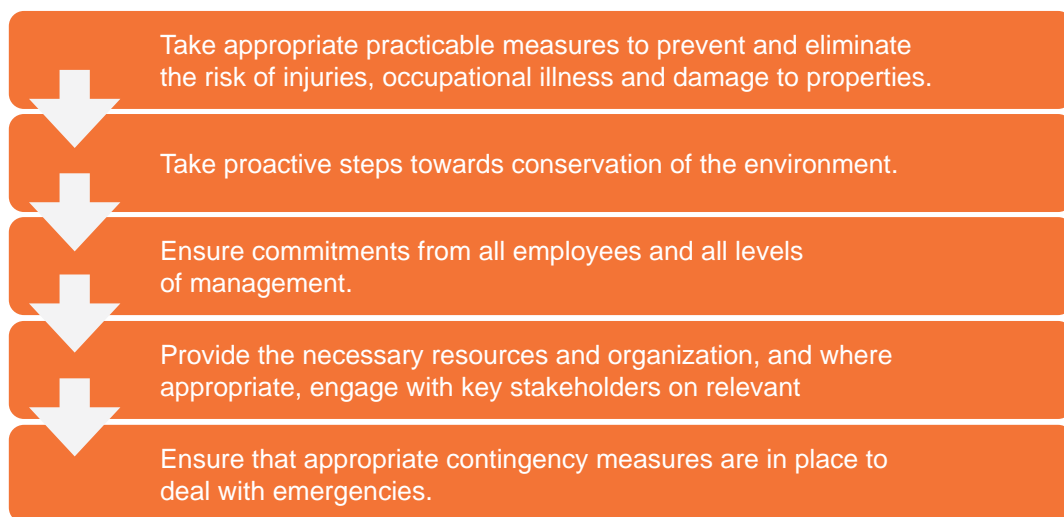
Ensuring the safety of our employees is paramount. We are committed to working towards eliminating fatalities and life-altering injuries, while striving to minimise lost-time injuries associated with our operations. TASCO Group had established a Health and Safety Committee to formulate policies, action plans, and budgets for the implementation of road and workplace safety programs. Our commitment extends to providing excellence in safety, health, and the environment standards to all stakeholders, including employees, customers, contractors, and the public across all our business operations worldwide.

Leading the drive to improve safety

Achieving these objectives requires investing in and dedicating resources to enhancing leadership capabilities and cultivating a robust culture within our organisation.

Through comprehensive training in TASCO Safety and Security principles, leaders are equipped to champion and effectively shoulder the critical responsibility of ensuring that we prioritise safety and security in all aspect of our work, making safe practices more accessible and ingrained within our organization.

Health and Safety Policy



Statement of Commitment

- We are committed to ensure a safe & healthy working environment to all employees and others involved in or affected by our operations. This commitment includes adherence to statutory requirements, relevant national & international standard and code practices.
- We are committed to achieving zero work-related fatality among employees.
- We will ensure that adequate resources, education, training and time are made available to implement this policy effectively.
- Safety and health training shall be given equal priority with other essential trainings required for the smooth running of our operation and major business objectives.
- Humanistic initiatives will be adopted to promote a safe & healthy work culture where employer and employees share the common responsibility of inculcating an occupational safety & health-focused working environmental for all
- We integrate this safety & health commitment into our management & operational activities with a perspective of accident prevention and protection of person at place of work.
- All persons at place of work shall take reasonable care for their own safety & health, co-operate with the requirements imposed, use personal protective equipment and comply with any occupational safety & health measures instituted by the management.
- This commitment shall form the guiding principle to establish and practice a safe & healthy working culture and will be periodically monitored & reviewed to ensure continuous improvement and achievement of our objectives.

SUSTAINABILITY STATEMENT

During the financial year under review, the Safety Committee convened regular safety meetings to address pertinent safety concerns in the workplace. Additionally, audits were conducted to ensure adherence to safety policies and guidelines, ensuring a proactive approach to maintaining a safe work environment.

Safety and Health Committee

The Group has established a Safety and Health Committee tasked with assisting the Board in reviewing safety and health-related policies and practices in accordance with the applicable law. The National Chairman provide direction, oversight, and guidance across Group operations to support the implementation of safety-related initiatives. The Committee also ensures that all members receive timely updates to effectively fulfill their duties and responsibilities.



Safety and Health Committee Chart 2025

Roles of Safety & Health Committee

Suggesting measures to be taken in the interests of the safety and health of all stakeholders

Updating the management on the latest amendments to the OSHA, FMA and other regulations under the Act.

Complying with all requirements under the Malaysia Employment Act and Labour Law.



Ensuring compliance with the latest Occupational, Safety and Health Act 1994 (OSHA), Factories and Machinery Act 1967 (FMA), amendments, regulations and other guidelines.

Ensuring OSHA and FMA best practices are being implemented including reporting, monitoring and presenting improvement plans at the committee meeting.

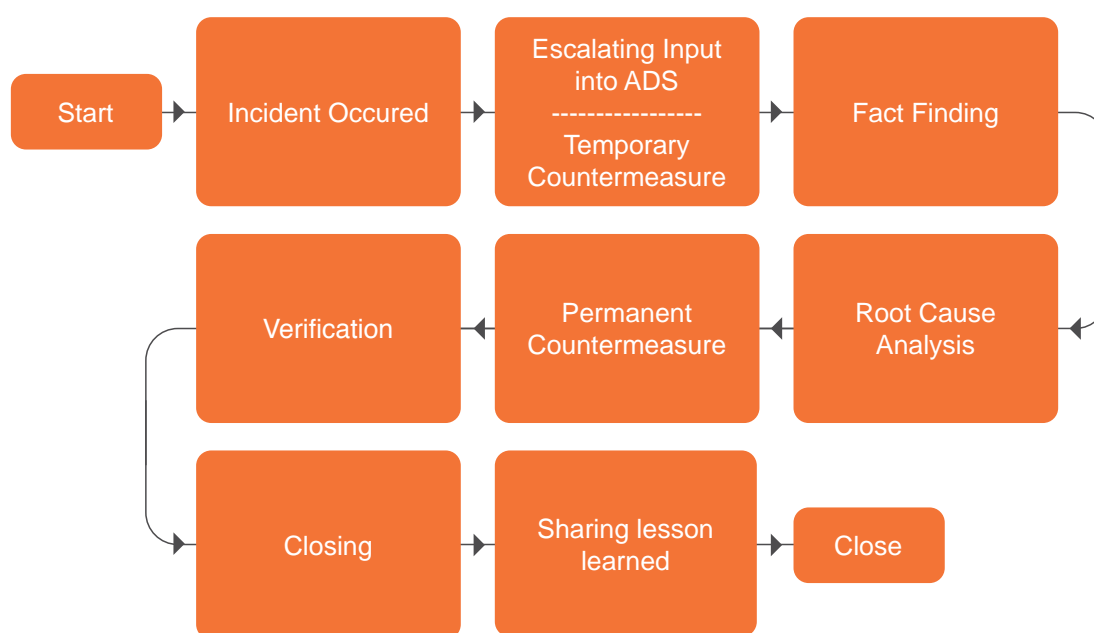
SUSTAINABILITY STATEMENT

Safety Measures

Safety and Health issues are vital to our business operations. We have implemented comprehensive health and safety risk assessments for the Group, encompassing both existing and prospective projects. Mandatory training programs are in place for new workers, while senior staff members undergo regular refresher training to ensure their continued competence in safety protocol

Incident Management System (“I.M.S”)

- We are working to prevent similar incidents from happening again by using our proprietary I.M.S to deal with incidents that have already occurred.
- I.M.S is implemented at all TASCO Group’s operating sites and offices to ensure zero recurrence of incidents. I.M.S. includes its own IT system named ADS, through which it quickly identifies, manages and oversees incidents.
- When incidents occur, we follow the standard incident control process defined in I.M.S.



Incident Management System (I.M.S)

With I.M.S, we are committed to delivering the most effective system for controlling and mitigating the risk of incidents recurring.

Training

To sustain agility and competitiveness, we have organised training and upskilling initiatives throughout the year. Our training programs are designed not only to enhance career advancement but also to foster comprehensive learning encompassing Environmental, Social and Governance dimensions.

SUSTAINABILITY STATEMENT**Safety and Health Training**

Safety and Health training covers a diverse array of topics designed to educate employees on methods to prevent workplace accidents, injuries, and illnesses. Some common types of training related to safety and health standards conducted in the period under review include:

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
1	MERCEDES ACTROSS DRIVING TRAINING	05/04/2024	05/04/2024	8	12	96
2	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/05/2024	15/05/2024	21	1	21
3	MHE/FORKLIFT TRAINING	18/05/2024	18/05/2024	8	25	200
4	MHE/FORKLIFT TRAINING	25/05/2024	25/05/2024	8	12	96
5	MHE/FORKLIFT TRAINING	01/06/2024	01/06/2024	8	22	176
6	MHE/FORKLIFT TRAINING	22/06/2024	22/06/2024	8	13	104
7	HINO SAFETY SEMINAR	03/07/2024	03/07/2024	8	9	72
8	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	17/07/2024	18/07/2024	16	17	272
9	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	20/07/2024	20/07/2024	8	21	168
10	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	22/07/2024	24/07/2024	21	3	63
11	MHE/FORKLIFT TRAINING	27/07/2024	27/07/2024	8	11	88
12	MHE/FORKLIFT TRAINING	28/07/2024	28/07/2024	8	22	176
13	IATA DANGEROUS GOODS REGULATIONS COURSE - INITIAL	05/08/2024	09/08/2024	40	1	40
14	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/08/2024	15/08/2024	24	3	72
15	BOMBA TRAINING	17/08/2024	24/08/2024	16	29	464
16	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	24/08/2024	24/08/2024	8	16	128
17	DEFENSIVE & SAFETY DRIVING TRAINING	07/09/2024	07/09/2024	8	19	152
18	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	11/09/2024	12/09/2024	16	15	240
19	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	21/09/2024	21/09/2024	8	16	128
20	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	28/09/2024	28/09/2024	8	23	184
21	MERCEDES ACTROSS DRIVING TRAINING	05/10/2024	05/10/2024	8	19	152
22	MHE/FORKLIFT TRAINING	06/10/2024	06/10/2024	8	15	120
23	BOMBA TRAINING	12/10/2024	26/10/2024	24	20	480
24	MERCEDES ACTROSS DRIVING TRAINING	13/10/2024	13/10/2024	8	26	208
25	BOMBA TRAINING	15/10/2024	16/10/2024	16	27	432
26	MHE/FORKLIFT TRAINING	19/10/2024	19/10/2024	8	8	64
27	MHE/FORKLIFT TRAINING	26/10/2024	26/10/2024	8	16	128
28	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	04/11/2024	05/11/2024	16	15	240
29	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/11/2024	15/11/2024	21	2	42
30	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/11/2024	15/11/2024	21	1	21

SUSTAINABILITY STATEMENT

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
31	DEFENSIVE & SAFETY DRIVING TRAINING	23/11/2024	23/11/2024	8	10	80
32	MHE/FORKLIFT TRAINING	23/11/2024	23/11/2024	8	9	72
33	MHE/FORKLIFT TRAINING	07/12/2024	07/12/2024	8	7	56
34	DEFENSIVE & SAFETY DRIVING TRAINING	14/12/2024	14/12/2024	8	25	200
35	MHE/FORKLIFT TRAINING	21/12/2024	21/12/2024	8	16	128
36	BOMBA TRAINING	27/12/2024	04/01/2025	24	17	408
37	MHE/FORKLIFT TRAINING	28/12/2024	28/12/2024	8	12	96
38	MHE/FORKLIFT TRAINING	04/01/2025	04/01/2025	8	15	120
39	BOMBA TRAINING	01/10/2025	18/01/2025	21	21	441
40	MHE/FORKLIFT TRAINING	18/01/2025	18/01/2025	8	13	104
41	DEFENSIVE & SAFETY DRIVING TRAINING	25/01/2025	25/01/2025	8	23	184
42	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	03/02/2025	04/02/2025	16	16	256
43	MHE/FORKLIFT TRAINING	08/02/2025	08/02/2025	8	17	136
44	MHE/FORKLIFT TRAINING	09/02/2025	09/02/2025	8	12	96
45	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	18/02/2025	20/02/2025	24	3	72
46	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	24/02/2025	26/02/2025	24	1	24
47	MHE/FORKLIFT TRAINING	22/03/2025	22/03/2025	8	7	56
48	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 3	29/04/2024	29/04/2024	8	10	80
49	SAFETY CAGE & SAFETY HARNESS GUIDELINES	29/04/2024	29/04/2024	3	20	60
50	MHE HANDLING BEST PRACTICE & REDUCE PRODUCT DAMAGES (WH-A)	21/05/2024	21/05/2024	4	46	184
51	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 4	20/05/2024	20/05/2024	8	10	80
52	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 5	10/06/2024	10/06/2024	8	8	64
53	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 6	22/07/2024	22/07/2024	8	10	80
54	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 7	29/07/2024	29/07/2024	8	11	88
55	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 8	05/08/2024	05/08/2024	8	12	96
56	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 9	26/08/2024	26/08/2024	8	11	88
57	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 10	23/09/2024	23/09/2024	8	8	64
58	FIRE DRILL (FOREIGN WORKER'S HOSTELS)	13/10/2024	13/10/2024	2	52	104
59	FOKLIFT OPERATOR'S SAFETY	15/10/2024	15/10/2024	8	14	112
60	SAFETY CHEMICAL HANDLING (BY BOMBA)	04/12/2024	05/12/2024	16	29	464
				698	904	8,920

Note: Total Number of Participants Attended Safety and Health Training = 904

SUSTAINABILITY STATEMENT

Fire Fighting System Inspection

Periodic inspections of the firefighting systems and backup generators of our major warehouses were conducted by external fire contractors to verify their operational integrity. Additionally, hazardous areas within our warehouses and offices were identified, updated, mapped and visibly displayed throughout the buildings to enhance safety measures and ensure compliance with regulations.

Driver Defensive and Safety Training

Defensive driving entails employing safe driving strategies to effectively address identified hazards in a predictable manner. Training sessions aim to enhance drivers' skills by reducing driving risks through anticipation, making informed decisions and learning fuel-efficient driving techniques.

Certification of Forklift Operators

A forklift serves as a powerful tool for the efficient and safe movement and storage of products and materials, contingent upon the provision of appropriate equipment and thorough training for its operators. Unfortunately, globally each year, forklift accidents lead to loss of lives, severe injuries and damages to products and property. It's crucial to note that majority of forklift accidents stem from driver error. Consequently, management underscores the importance of training and certifying all forklift drivers to mitigate risks and ensure workplace safety.

First Aid & CPR Training

First Aid in the workplace includes the provision of first aid facilities, services and personnel necessary for the initial treatment of individual experiencing injury or illness while at work. It involves immediate care or treatment administered to a victim of an accident or sudden illness before qualified health personnel can provide further treatment.

First Aid program includes the placement of First Aid Kit at multiple locations, clearly identified, well-illuminated and easily accessible to employees in the event of minor injury requiring immediate treatment. These kits should be securely locked with the key held by a designated responsible person available during all working hours. Employees must be informed of the location of all first aid boxes for prompt access during emergencies.

The provision of a single First Aid Box at a designated location is in accordance with the "Guidelines on First Aid Facilities in The Workplace" established by the Department of Occupational Safety and Health (DOSH).

We have a competent first aider capable of providing first aid treatment for any injury resulting from workplace accidents. A competent first aider has successfully completed a first aid course and has been awarded a certificate of proficiency in first aid by an institution recognised by the Department of Occupational Safety and Health for providing workplace first aid training.

We conducted first aid training to enhance workplace safety and promote social responsibility. By providing comprehensive first aid training to all employees, we aim to cultivate a culture of care, preparedness, and mutual support. This training ensures that everyone is equipped to respond to emergencies, fostering a safe and inclusive work environment. It empowers employees with valuable skills, boosting their confidence and ability to assist colleagues in need. This collective approach demonstrates our commitment to social equity and well-being, ensuring that every team member can contribute to a safe and supportive workplace.

SUSTAINABILITY STATEMENT



First Aid and CPR Training

Fire Drill

The fire drill was conducted to allow staff to practice emergency procedure in a simulated but safe environment, assess the effectiveness of evacuation procedures, and identify any necessary changes or adjustments to procedures to improve performance in the subsequent drill. This annual practice helps ensure preparedness and enhance overall safety in the event of a real emergency.

An Emergency Response Team (ERT) comprises employees from relevant departments tasked with planning and executing the fire drill exercise.

The placement of evacuation layout plan at various locations serves the purpose of guiding employees on the safest routes to evacuate from their respective locations to designated assembly points. The assembly point located at the guard post of every phase and the pictures below shows the fire drill conducted during the financial year under review.

MHE Operator Competency

We have two types of Material Handling Equipment (“MHE”) operated by competent operators and powered by rechargeable batteries.



Material Handling Equipment (MHE)

SUSTAINABILITY STATEMENT

MHE operators are required to undergo compulsory training, either internally or externally, to attain competency before being authorised to use MHE. This measure is implemented to ensure the application of safe good practices during equipment handling.

For internal training, the training was conducted by the competent personnel appointed by TASCO, the competency is valid only for one year. For external training, trainers from external providers conduct the sessions, and personnel who meet the pass mark receive a certificate of competency valid for two (2) years. Each MHE operator must display their personal competency card while handling the equipment.

Safety Signage

Safety signage is displayed at strategic locations to ensure visibility to all employees at the workplace. Below are examples of signage in the warehouse cold room.



Cold Room Safety Guideline

Safety and Health Campaign

A safety and health campaign with the title - "Safety First; Utamakan Keselamatan" was conducted from June to November 2024. This campaign included a series of safety training programs held at branches and warehouses. The Objective was to create awareness, promote safety among the employees, understand workplace safety and health conditions, and initiate activities to remove risks and dangers in the workplace. For the financial year under review, our company placed additional focus on safety in warehouse and transport operations.



Safety Gemba Campaign

SUSTAINABILITY STATEMENT

Objectives of the Safety and Health Campaign

- Prevent workplace accidents and injuries
- Protect employee health
- Comply with safety regulations

Gemba is derived from the Japanese word “Gemba” or “Gembutsu” which means “the real place”, so it is often literally defined as the act of seeing where the actual work happens. Gemba is a simple yet powerful lean method used by employers to promote continuous improvement.

Safety Gemba Walk: Emphasize the continuous improvement of safety by watching the actions required to complete daily tasks and determining ways to make the workplace is safer. While a typical site safety walkthrough aims to maintain compliance with safety standards, a safety Gemba Walk focuses on looking for opportunities to continuously improve workplace safety.

Report on Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) at the Workplace

Safety hazards are unsafe working conditions that pose risks of injury, illness, and even death, making them the most common workplace risks. To regulate Occupational Safety and Health (“OSH”) in the workplace, our country has implemented self-regulations via the Occupational Safety and Health Act 1994. Section 15(1) of the Act mandates employers to ensure the safety of workers, Section 24(1) requires employees to take reasonable care for their own safety and adhere strictly to the safety guidelines set out by the employer.

Accidents, illnesses, and incidents are often unpredictable and can result from failures in safety control, typically with multiple causes. Every activity involves some level of risk, but by implementing an effective management system can create a safer working environment and reduce the incidence of injuries and work-related diseases. Identifying hazards and assessing risks are crucial steps in reducing the probability of accidents.

It is essential to identify the potential hazards at the workplace and take precautionary measures to minimise the risk of accidents. Many workplace hazards require immediate attention. HIRARC comprise three (3) consecutive activities aimed at addressing these issues effectively.

Hazard identification involves recognising factors that may cause injury or harm to a person. Risk assessment evaluates the likelihood of injury or harm occurring if a person exposed to a hazard. Risk control refers to implementing measures to eliminate or reduce the risk of a person being exposed to a hazard. HIRARC are a crucial process to protect workers and ensure their safety in the workplace.

The purpose of HIRARC is to identify all the factors that may cause harm to employees and others, evaluate the likelihood and severity of harm occurring in specific circumstances, and enable employers to plan, introduce and monitor preventive measures to ensure that the risks are adequately controlled at all times (DOSH, 2008, p.6).

Objectives

General Objective

- To identify safety hazards at the workplace and provide a measurable way to control the risks.

Specific Objective

- To identify types of safety hazards that may cause harm to people around the area at the workplace.
- To conduct risk assessments by calculating or estimating the likelihood of occurrence and severity of the hazard.
- To suggest, implement and review risk control in order to control the potential risk in the workplace.

SUSTAINABILITY STATEMENT**Method of Risk Assessment**

Risk assessment is a concept used to identify hazards and risk factors that may pose danger, evaluate the associated risk, and determine effective measures to control or monitor the hazard. Risk is calculated using the equation $\text{Risk} = \text{Likelihood} \times \text{Severity}$ (DOSH, 2008, p. 5). There are two methods of risk assessment: risk estimation and risk evaluation.

Risk Estimation

Risk estimation is the process used to quantify or produce a measure of the level of risk being analyzed. It involves assessing the likelihood and severity of potential harm from a hazard, often using qualitative or quantitative methods to determine the probability and consequences of adverse events occurring. This helps organization understand the magnitude of risks and prioritise risk management actions accordingly.

The table below shows the likelihood of the risk by referring to the value.

Likelihood of the risk (L)	Example	Value
Very high	Hazard or accident that are most likely to happen	5
High	The accident can happen	4
Can be predicted	The accident might happen in the future	3
Low	There is no accident happen	2
Very low	There is no accident happened and it is impossible for accident to occur	1

Table 1: Examples and rating for likelihood

Risk Evaluation

Risk Evaluation is the process used to compare the estimated risk against the given risk criteria to determine the significance of the risk. It assists in making decisions regarding risk treatment. The organisation applied fundamental principles from ISO 31000 risk management framework to guide its risk evaluation activities. The table below shows the severity of the hazard by referring to the value.

Severity of the Hazard (S)	Example	Value
Severity	Many deaths, damage to property, damage cannot be fixed	5
Catastrophic	Approximately one death, damage to property If hazard occur.	4
Critical	Accident is not fatal, losing ability to move like normal human	3
Marginal	Accident causes loss of ability but not a permanent injury.	2
Negligible	A bit of blistered, bruises cuts, and injury that need first aid	1

Table 2: Examples and rating for severity

SUSTAINABILITY STATEMENT

The risk rated by using the risk matrix table

	Severity				
Likelihood	1	2	3	4	5
5	5	10	15	20	25
4	4	8	12	16	20
3	3	6	9	12	15
2	2	4	6	8	10
1	1	2	3	4	5

Table 3: Risk matrix table

Indicators	Actions
HIGH (15-25)	Requires immediate action to control the hazard using hierarchy of control. Actions taken must be documented (risk assessment form), including date for completion
MEDIUM (5-14)	Requires a proper risk control plan to control the hazard and to apply temporary measures if required. Actions taken must be documented (risk assessment form), including date for completion
LOW (1-4)	Further reduction may not be necessary. However, if the risk can be resolved quickly and efficiently, control measures should be implemented and recorded

Table 4: Risk assessment indicator and suggested actions

No	WORK ACTIVITY	HAZARDS	WHICH CAN CAUSE/ EFFECT	EXISTING RISK CONTROL (if any)	SEVERITY	LIKELIHOOD	RISK LEVEL
1.	Truck/ container movement from Main Entrance to Loading Bay	Speeding	Hit the pedestrian which may cause physical injury	1) Speed limit of 5km/h signage 2) Signage of 'beware of pedestrian' 3) Gangways and aisles of sufficient space to enable lifting truck to load and unload	2	3	6
2.	Truck/ container parking at the loading bay	Driver blind spot	Hit the pedestrian which may cause physical injury	Warehouse staff will guide from the bay	2	2	4
		Truck without tire choke	Truck may move without control and hit receiver staff or property	1) Signage of reminding for choking tyre 2) Provide tyre choke	2	2	4
3.	Staff pulling in and out stock to and from truck / container	Repetitive motion of pulling out of stock	Pain and discomfort to the muscle of back, neck, shoulder and knee	Advise to take rest in between the process.	1	1	3
		Moving hand jack or power pallet truck	May cause hitting to the staff working or hit the stock that temporary placed near the area	1) Signage of 'beware of moving machinery' 2) SOP of electric pallet truck	2	3	6
		Heavy load and unsecure stocks	- Muscle strain - May cause overturn of moving MHE	1) SOP of Forklift & Reach truck Handling 2) SOP of electric pallet truck	2	2	4
		Slippery floor of container/ truck	Fall or trip due to slippery floor may cause physical injury such as fracture or sprain.	Proper PPE; safety shoes have been provided to all warehouse staff	1	4	4

SUSTAINABILITY STATEMENT

No	WORK ACTIVITY	HAZARDS	WHICH CAN CAUSE/ EFFECT	EXISTING RISK CONTROL (if any)	SEVERITY	LIKELIHOOD	RISK LEVEL
4.	Staff checking stocks condition at staging area	Long standing and repetitive motion	Pain and discomfort for the muscle of back, neck, shoulder and knee	Advise to take rest in between the process	1	4	4
		Unsecure stacking stocks on pallet	Fall of stacking stocks to the receiver staff	Safe work practice by wrapping the stocks	1	2	2
		Extreme cold temperature	May cause hypothermia; the excessive loss of body heat due to expose to the extreme cold temperature.	1) Proper PPE such as coverall cold room jacket, gloves, safety shoes and ear warmer have been provided to all warehouse staff 2) Advise to take rest and be outside of the area in between the process to gain body heat.	2	1	2
5.	Move the pallet of stocks into cold room	Untrained operators in handling forklift	Mishandling of MHE	1) Arrangement by MHE training coordinator based on the schedule 2) SOP MHE Competency	1	2	2
		Moving MHE	May cause hitting to the staff working or hit the stock that temporary placed near the area	1) SOP Forklift & Reach truck Handling	2	3	6
		Heavy load and unsecure stocks	- Muscle strain - May cause overturn of moving MHE	1) SOP Forklift & Reach truck 2) SOP of electric pallet truck	2	2	4
		Slippery floor of cold room	- Fall or trip due to slippery floor may cause physical injury such as fracture or sprain - May cause overturn of moving MHE	1) Proper PPE; safety shoes have been provided to all warehouse staff 2) Signage of 'beware of slippery floor' at loading area.	1	4	4
6.	Arranging or picking the pallet of stocks at rack	Fall of stocks (Carton) due to improper wrapping	May resulting in physical injury (e.g.: fracture)	Supervision and training programme on proper wrapping method of stacks in order to prevent falls of goods to warehouse staff	1	2	2
		Extreme cold temperature	May cause hypothermia; the excessive loss of body heat due to expose to the extreme cold temperature	1) Proper PPE such as coverall cold room jacket, gloves, safety shoes and ear warmer have been provided to all warehouse staff 2) Advise to take rest and be outside of the area in between the process to gain body heat. 3) Reach truck with heater inside the cabin	2	1	2
		Slippery floor due to ice condensation	May cause overturn of moving MHE	1) Daily pre-inspection of MHE by using checklist 2) safe work procedure is practiced 3) Daily housekeeping inside cold room is practiced	1	4	4

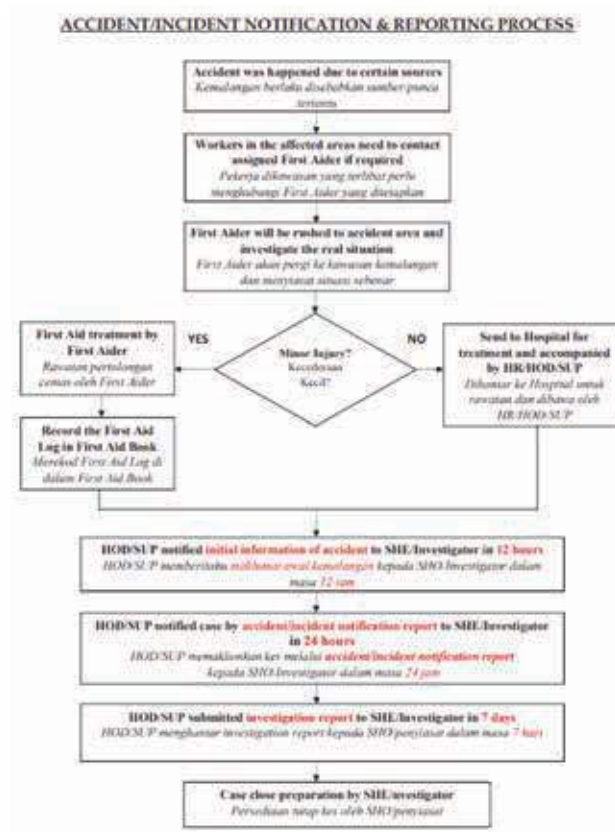
SUSTAINABILITY STATEMENT

No	WORK ACTIVITY	HAZARDS	WHICH CAN CAUSE/ EFFECT	EXISTING RISK CONTROL (if any)	SEVERITY	LIKELIHOOD	RISK LEVEL
7.	Picking of stocks by loose carton at racking in the cold room	Awkward posture while picking cartons one by one	May cause immediate body fatigue and stress to the upper body	Advise to take rest in between the process	1	3	3
		Repetitive motion while picking cartons one by one	Muscle fatigue which resulting in limits of body capacity to	Advise to take rest in between the process	1	3	3
		Slippery floor due to ice condensation	Fall or trip due to slippery floor may cause physical injury such as fracture or sprain.	1) Proper PPE; safety shoes have been provided to all warehouse staff 2) Signage of 'beware of slippery floor' at loading area. 3) Daily housekeeping inside cold room is practiced.	1	4	4
8.	Moving the pallet of stocks in or out from cold room	Untrained operators in handling MHE	Mishandling of MHE	1) Arrangement by MHE training coordinator based on the schedule 2) SOP MHE Competency	1	2	2
		Moving MHE	Moving MHE may collide to each other which resulting in physical injury to the MHE operator or property damage	1) SOP Forklift & Reach truck Handling	2	3	6
		Speeding of MHE	May cause collision between workers and goods which resulting in serious physical injury and property damage	1) Speed limit of 5km/h signage 2) Signage of 'beware of pedestrian' at warehouse area 3) Gangways and aisles of sufficient space to enable lifting truck to load and unload.	2	3	6

Hazard Identification, Risk Assessment & Risk Control Table

SUSTAINABILITY STATEMENT**Accident/ Incident Process Flow**

We have established an Accidents/ Incidents process flow to ensure swift and effective action is taken during incidents at sites and offices. The reporting process is as follows: -

**Our incident reporting framework in action:**

On 2 August 2024, an employee sustained an injury while assisting waste vendor in disposing of recyclable items at warehouse C, Berjaya Industrial Park Logistic Centre. The incident occurred when an employee fell from a pallet in front of Bay 29. The employee was immediately transported to a nearby hospital for medical evaluation and treatment, and was subsequently granted 12 days of medical leave.

Immediate action: A short briefing was conducted for all movers to emphasised the importance of staying alert and aware of their surroundings while working.

Corrective action: The management remains steadfast in prioritising the well-being and safety of all employees. To help prevent similar incidents in the future, we are committed to implementing enhanced training and awareness programs.

The safety and well-being of our employees are paramount. Our trained professionals conduct thorough investigations of incidents, allowing us to implement preventive actions and continuously improve our health and safety standards.

SUSTAINABILITY STATEMENT

The following data was submitted to the Department of Occupational Safety and Health on an annual basis to monitor the incidence of workplace incidents within the Group.

Health and Safety	FY2023	FY2024	FY2025
Lost Time Incident Rate ("LTIR")	0.46	0.00	0.34
Number of Lost Time Injuries cases	2	0	1
Total Working Day Lost	15	0	12
Number of fatalities	0	0	0

*Note: Lost Total Incident Rate = $\left(\frac{\text{Total Number of Lost Time Injuries}}{\text{Total Number man Worked Hour}} \right) \times 200,000$

Lost time refers to the duration of work missed by an employee due to a work-related injury, illness, or accident. It is typically measured in terms of hours, days, or shifts during which the employee is unable to perform their regular job duties due to their injury or illness.

Between FY2023 and FY2024, our Lost Time Injury Rate (LTIR) demonstrated significant improvement, declining from 0.46 to 0. However, this positive trend, was interrupted in FY2025 with the occurrence of one lost-time injury case. Despite this setback, the company remains committed to continuous improvement in Health, Safety, and Environmental (HSE) performance.

We will diligently work to foster a stronger HSE culture, implement robust preventative measures, and strive for excellence in HSE performance.

Chemical Health Risk Assessment ("CHRA")

A Chemical Health Risk Assessment ("CHRA") was conducted to evaluate the risk to health posed by exposure to hazardous chemicals among the Group's employees.

The assessment was conducted on site, by identifying the workers exposed to hazardous chemicals. It involved evaluating the adequacy of ventilation system, assessing personal protective equipment, determining monitoring requirements, and conducting staff interviews. The assessment is performed once every five years.

The summary results of the Chemical Health Risk Assessment in year 2017 and 2022 are appended in the table below: -

Work Unit	Chemical Hazardous to Health	2017		2022	
		Risk Rating (RR)	Conclusion	Risk Rating (RR)	Conclusion
Plant Room/ Chemical Storage Operator	Anhydrous Ammonia	2	C1	2	C1
	P-235	2	C1	2	C1
	H-510	2	C1	2	C1
	H-800	2	C1	2	C1
	Shell Tellus S2 M32	2	C1	2	C1
	Mobil Delvac MX15W40	1	C1	1	C1
	Gargoyle Arctic Oil 300	1	C1	1	C1

SUSTAINABILITY STATEMENT

Work Unit	Chemical Hazardous to Health	2017		2022	
		Risk Rating (RR)	Conclusion	Risk Rating (RR)	Conclusion
Maintenance Workshop Operator	Anti-Freeze Coolant	2	C1	2	C1
	Compressed Oxygen	2	C1	2	C1
	Compressed Dissolved Acetylene	2	C1	2	C1
	LGMT 3TH	2	C1	2	C1
	Shell Tellus S2 MX 46	3	C2	3	C2
HR/Cleaner	CH 611 Chemin Multipurpose Cleaner	3	C2	3	C2
	CH627 Chemin Liquid Power Pine	3	C2	3	C2
	CH627 Chemin Disinfectant Deodorizer	3	C2	3	C2
	CH Chimin Hand Soap Antibacterial Apple	3	C2	3	C2
	Suprega Plus	3	C2	3	C2
	DEB Universal Protect P/W Cream	3	C2	3	C2
	DEB Pure Restore Afterwork Cream	3	C2	3	C2
	CH615 Chemin Glass Cleaner	3	C2	3	C2
	<i>Kuat Harimau Powder Detergent</i>	2	C1	2	C1
	<i>Zip Dishwashing Liquid (Triple Action) – Lime</i>	2	C1	2	C1
Scheduled Waste Storage Operator	<i>Compressed Oil</i>	2	C1	2	C1
	<i>Grease</i>	2	C1	2	C1
	<i>Hydraulic Oil</i>	2	C1	2	C1
	<i>Used Oil</i>	2	C1	2	C1

Note: C1: Risk not significant now and not likely to increase in future)

C2: Risk were found significant but already adequately controlled, could increase in the future

Risk Rating (RR): Likelihood of injury or illness

RR1-RR4= Low Risk

Based on the data provided, all chemicals used at the work units met criteria C1 and C2. However, it's crucial to maintain continuous adherence to of good practices and proper maintenance. Further improvement is necessary to reduce further hazardous chemical exposure to the workers in the future.

Labour Standard

All policies and practices within the group are aligned with the Employment Act of 1955 and government guidelines. Work-life balance has been enhanced through comprehensive schedules that enables the operational department to avoid excessive working hours, which could adversely affect employee's health, family time, and productivity.

SUSTAINABILITY STATEMENT

Company Policy on Labour Standards

We have adopted the Code of Conduct established by Yusen Logistic Group, which promotes Respect for Human Rights as detailed in the Equal Opportunity and Non-discrimination section. The Code of Conduct undergoes regular reviews and updated as needed. Presently, the Code and Conduct is available only in the English language.

We provide regular communications and training sessions to ensure awareness, understanding, and adherence to our Code of Conduct, Policies, and Terms and Conditions. The training sessions expose participants to practical business dilemmas, enhancing their ability to navigate ethical challenges effectively.

TASCO Group upholds labour standards by adopting the Code of Conduct established by Yusen Logistic Group. The Code of Conduct can be accessed at the link: https://www.yusen-logistics.com/my_en/about-us/sustainability/governance).

Employment Policy (Children and Young People)

The Group strictly adheres to a policy prohibiting the hiring of children and young people. We comply with the Children and Young Persons (Employment) Act 1966 and any other relevant laws. The minimum age for employment in our Group is 18 years of age.

Grievance procedure

Grievance procedures are in place, allowing any dissatisfaction or complaint to be addressed by the immediate superior. These procedures ensure grievances are resolved promptly, maintaining a harmonious work environment. Additionally, employees are encouraged to raise concerns or make a complaint directly to the Human Resource department.

Incidents of human rights violations

We strictly adhere to our human rights policy and act in accordance to with the UN International Covenants and local human rights law. There were no human right violations incident reported during the financial year under review.

Participation on human rights initiative

The Group is actively engaged with government authorities such as Jabatan Tenaga Kerja (JTK) and Jabatan Kesihatan dan Keselamatan Pekerja (JKKP). We strictly adhere to the rules and regulation of local authorities on human rights, including issues related to foreign workers, accommodations and welfare.

Contribution of TASCO Group to the Community

In this particularly challenging year, the organisation also supported project directly linked to the social and health interests to of the community while also providing employees with opportunity to get involved. We uphold a stance of non-discriminatory and oppose any discrimination hiring polies.

It is also a fundamental part of our Group's initiative to prioritise local talent and local hiring practices, which contribute to sustaining the economy of our local community. This approach has a positive impact on our efforts to develop our nation.

SUSTAINABILITY STATEMENT**EMPLOYEE ENGAGEMENT IN CHARITABLE ACTIVITIES****Visit and Donation to the Home for Special People****Date** : 12 February 2025**Venue** : Home for Special People, Cheras, Selangor

We provide monetary contributions and dry groceries to the Home for Special People. In addition to these material donations, our team engaged with the residents and their care givers, offering support and encouragement. These combined efforts aimed to alleviate the organisation's financial constraints and positively impact the well-being of those under their care.

**Voluntary Blood Donation Campaign****Date** : 23 May 2025**Venue** : Multipurpose Hall (MPH), Headquarters – TASCO Shah Alam

A voluntary blood donation campaign was held in collaboration with Hospital Tengku Ampuan Rahimah (HTAR), Klang. The campaign encouraged employees to support a life-saving cause, help maintain the national blood supply, and promote social responsibility. This initiative reflects our ongoing commitment to public health and community engagement as part of our sustainability efforts.



SUSTAINABILITY STATEMENT

TYGC Health Day 2025

Date : 16 July 2024
Venue : TYGC Event Hall

TYGC Health Day 2025 was held to raise awareness about health and wellness among employees. The event included health screening, check-ups, and a blood donation drive to promote preventive care and the importance of donating blood. Stress-relief activities were also provided to support employee well-being. This event demonstrates our commitment to fostering a healthy workplace and community.



CREATING A SUPPORTIVE WORK ENVIRONMENT

Nursing Room Facilities

Establishing a nursing room at the company premises demonstrates our commitment to supporting working parents and fostering a family-friendly workplace environment. This dedicated space provides a comfortable and private area for nursing mothers to express milk during their workday. By offering this accommodation, we aim to promote the well-being, health, and productivity of our employees who are balancing their professional responsibilities with the demands of parenthood. This initiative reflects our values of inclusivity, support for work-life balance, and respect for the needs of all employee.

Supporting Bereaved Families

During the financial year, TASCO Group provided assistance to the families of deceased staff members, amounting to RM 7,669.00. This benevolent act underscores our shared commitment to easing the burden faced by grieving families and reflects our core values of unity, compassion, and support within our workplace community.

Gotong Royong

The KLIA branch conducted *Gotong Royong* on 12 April 2024, followed by the Penang Prai Logistic Centre (PPLC) on 9 November 2024. These activities align with our Environmental, Social, and Governance (ESG) objectives, specifically targeting enhanced social responsibility and environmental stewardship. Employee participation is encouraged to foster a sense of community, shared responsibility, and promote inclusivity and cohesion within the organization.

We manage waste responsibly through segregation and recycling to reduce our environmental footprint. This collaborative approach ensures a healthy, sustainable work environment while providing employees with opportunities for skill development and social engagement. Our commitment to integrating these practices demonstrates our commitment to social equity, inclusivity, and the well-being of our workforce.

SUSTAINABILITY STATEMENT**Gotong Royong at KLIA TASCO Warehouse****Gotong Royong at PPLC****“Save Our Plants” Campaign at New Headquarter**

The “Save Our Plants” campaign, scheduled for 20 July 2024, is an initiative that reflects a strong commitment to environmental sustainability and corporate responsibility. This collaborative effort between TASCO Group and Kajima (Malaysia) Sdn. Bhd. aims to relocate trees and plants from the old headquarters to the new building, ensuring the preservation of valuable greenery and natural beauty of the TASCO’s building.

Green spaces positively impact employee well-being by enhancing air quality and providing mental and emotional benefits, fostering a healthier and more productive work environment.



SUSTAINABILITY STATEMENT

Employee Well-Being

TASCO recognizes the importance of employee well-being and offers a range of activities designed to support both physical and mental health, fostering a harmonious work-life balance. These initiatives aim to create a positive and supportive environment where employees can thrive, both personally and professionally. By prioritizing employee well-being, TASCO cultivates a healthier, happier, and more engaged workforce, leading to increased productivity, improved morale, and greater overall success for the company.

Wellness Program

Wellness programs offer mutual benefits for both employees and employers. By fostering healthier lifestyles and a supportive work environment, these initiatives enhance employee well-being, leading to increased productivity, reduced absenteeism, and improved job satisfaction. Concurrently, employers experience reduced healthcare costs, improved employee retention, and an enhanced company reputation.

To cultivate a culture of wellness, employees are actively encouraged to participate in the various activities planned by the company. The table below highlights the key events and initiatives undertaken to promote employee well-being throughout the FY2025.

Activities	Objective	Details
YUMUUV Fun Run Date: 7 June 2024	The primary focus is on promoting employee engagement, encouraging physical activity, and building positive relationships among colleagues	This fun run is a casual; non-competitive event designed for employees to enjoy a leisurely run or walk over a 2.5-kilometer distance.
BI-Weekly Morning Exercise	To promote a healthy and active lifestyle within the workplace by reducing sedentary behavior and improving overall employee health. Through regular physical activity, it seeks to enhance concentration, boost energy levels, and increase productivity among employees.	Short workout to start your day with some stretching, light cardio, or exercises.
TASCORIAN'Z Tenpin Tournament Date: 26 December 2024	It is a chance to have some fun and build team spirit.	Is a fun way for 52 employees from all departments to get together and enjoy a friendly competition.
Friendly Kick-off: TASCO vs TYGC Date: 22 March 2025	The program aims to promote teamwork, discipline, and collaboration among participants while improving physical well-being and encouraging active lifestyles.	A friendly football match involving staff from TASCO Berhad versus TYGC, held at Arena 26, Shah Alam, focusing on teamwork, coordination, and physical fitness. The event encouraged healthy competition and camaraderie.
Weekly Sport Activity (Zumba & Badminton/ Football)	To foster a culture of well-being and collaboration, regular sports activities were conducted, encouraging employee engagement, enhancing team spirit, and promoting a healthy work-life balance.	Zumba sessions were conducted as dedicated wellness activities, particularly encouraging participation from female employees. Badminton and football sessions were also organised on rotational basis, depending on employee interest and participation levels.

SUSTAINABILITY STATEMENT**Photos of Wellness Activities****YUMUUV Fun Run****BI-Weekly Morning Exercise****Tascorian's Tenpin Tournament****Friendly Kick-off: TASCO vs TYGC**

SUSTAINABILITY STATEMENT



Weekly Sport Activity (Badminton)



Weekly Sport Activity (Zumba)

Human capital

A key priority in our ESG strategy is to create an engaging environment for our employees. We recognize that people are the foundation of a company's success. Therefore, we are committed to fostering talent development by capitalizing on the strengths and abilities of our employees, helping them to become stronger and grow within the group.

Training Development

Recognizing that human resources are an important asset and in line with our quality policy, which includes the development of all our employees and maximizing their potential to the greatest extent, we conduct yearly training needs analysis covering all levels of employees. Appropriate training programs are then provided on a continuous basis to increase their skills and knowledge.

SUSTAINABILITY STATEMENT

During the financial year, the following training courses were attended by our employees:

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
1	WEBINAR CUSTOMS AUDIT ASSURANCE IN TAX COMPLIANCE	03/04/2024	03/04/2024	8	5	40
2	SCDF HAZMAT TRANSPORT DRIVER PERMIT COURSE	25/04/2024	25/04/2024	8	1	8
3	MERCEDES ACTROSS DRIVING TRAINING	05/04/2024	05/04/2024	8	12	96
4	HR RECRUITMENT & HIRING SKILLS	05/10/2024	05/10/2024	8	25	200
5	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/05/2024	15/05/2024	21	1	21
6	MHE/FORKLIFT TRAINING	18/05/2024	18/05/2024	8	25	200
7	HR RECRUITMENT & HIRING SKILLS	23/05/2024	23/05/2024	8	11	88
8	MHE/FORKLIFT TRAINING	25/05/2024	25/05/2024	8	12	96
9	HR RECRUITMENT & HIRING SKILLS	30/05/2024	30/05/2024	8	24	192
10	MHE/FORKLIFT TRAINING	01/06/2024	01/06/2024	8	22	176
11	ISO 9001:2015 QUALITY MANAGEMENT SYSTEM INTERPRETATION	04/06/2024	05/06/2024	16	25	400
12	REFRESHER SEMINAR EJEN KASTAM	08/06/2024	08/06/2024	8	2	16
13	IATA DANGEROUS GOODS REGULATIONS COURSE - INITIAL	10/06/2024	14/06/2024	40	1	40
14	E-INVOICING	11/06/2024	11/06/2024	8	36	288
15	SEMINAR HARMONISED SYSTEMS (HS) CODE (PDK 2022)	21/06/2024	21/06/2024	5	2	10
16	MHE/FORKLIFT TRAINING	22/06/2024	22/06/2024	8	13	104
17	KAIZEN & 5S TRAINING	27/06/2024	27/06/2024	5	19	95
18	FAILURE MODE AND EFFECT ANALYSIS (FMEA) WORKSHOP	28/06/2024	29/06/2024	16	16	256
19	HINO SAFETY SEMINAR	03/07/2024	03/07/2024	8	9	72
20	BENGKEL PENGURUSAN BUANGAN TERJADUAL MELALUI ESWIS	04/07/2024	04/07/2024	4	1	4
21	AWARENESS ON MACC ACT (SECTION 17A) CORPORATE LIABILITY & ANTI BRIBERY MANAGEMENT SYSTEM (ABMS)	11/07/2024	11/07/2024	8	1	8
22	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	17/07/2024	18/07/2024	16	17	272
23	HOW TO AVOID CLAIMS OF CONSTRUCTIVE DISMISSAL AND FORCED RESIGNATION	18/07/2024	18/07/2024	8	1	8
24	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	20/07/2024	20/07/2024	8	21	168
25	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	22/07/2024	24/07/2024	21	3	63
26	SCDF HAZMAT TRANSPORT DRIVER PERMIT COURSE	25/07/2024	25/07/2024	8	4	32
27	REFRESHER KURSUS EJEN KASTAM	27/07/2024	27/07/2024	8	2	16
28	UD DRIVING TRAINING	27/07/2024	27/07/2024	8	21	168
29	MHE/FORKLIFT TRAINING	27/07/2024	27/07/2024	8	11	88
30	MHE/FORKLIFT TRAINING	28/07/2024	28/07/2024	8	22	176
31	IATA DANGEROUS GOODS REGULATIONS COURSE - INITIAL	05/08/2024	09/08/2024	40	1	40

SUSTAINABILITY STATEMENT

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
32	UNDERSTANDING THE REQUIREMENTS OF GDPMD	08/08/2024	08/08/2024	8	14	112
33	MERCEDES ACTROSS DRIVING TRAINING	10/08/2024	10/08/2024	8	24	192
34	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/08/2024	15/08/2024	24	3	72
35	BOMBA TRAINING	17/08/2024	24/08/2024	16	29	464
36	PROFESSIONAL HALAL EXECUTIVE PROGRAM	19/08/2024	24/08/2024	42	1	42
37	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	24/08/2024	24/08/2024	8	16	128
38	MANDATORY ACCREDITATION PROGRAM	26/08/2024	27/08/2024	16	1	16
39	GDPMD INTERNAL AUDITING	26/08/2024	27/08/2024	16	12	192
40	DEFENSIVE & SAFETY DRIVING TRAINING	07/00/2024	07/09/2024	8	19	152
41	MANDATORY ACCREDITATION PROGRAM	09/09/2024	10/09/2024	16	1	16
42	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	11/09/2024	12/09/2024	16	15	240
43	SHIPPING OF LLITHIUM BATTERIES COURSE	12/09/2024	13/09/2024	16	1	16
44	MANDATORY ACCREDITATION PROGRAM	18/09/2024	19/09/2024	16	1	16
45	IATA DANGEROUS GOODS REGULATIONS COURSE - RECURRENT	19/09/2024	20/09/2024	16	2	32
46	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	21/09/2024	21/09/2024	8	16	128
47	BASIC OCCUPATIONAL FIRST AID, CPR AND AED	28/09/2024	28/09/2024	8	23	184
48	REFRESHER KURSUS EJEN KASTAM	29/09/2024	29/09/2024	8	1	8
49	REPORTING GUIDELINES FOR IJOU & ADS2 SYSTEM	02/09/2024	02/10/2024	4	18	72
50	MERCEDES ACTROSS DRIVING TRAINING	05/10/2024	05/10/2024	8	19	152
51	MHE/FORKLIFT TRAINING	06/10/2024	06/10/2024	8	15	120
52	LICENSED MANUFACTURING WAREHOUSE (LMW) EMPOWERING BUSINESS	09/10/2024	09/10/2024	8	1	8
53	BOMBA TRAINING	12/10/2024	26/10/2024	24	20	480
54	MERCEDES ACTROSS DRIVING TRAINING	13/10/2024	13/10/2024	8	26	208
55	MICROSOFT POWER BI	14/10/2024	15/10/2024	16	29	464
56	BASED TRAINING IN MALAYSIA CUSTOMS ON IMPORT & EXPORT SHIPMENT DECLARATION ON DOCUMENTATION & PREPARATION	15/10/2024	15/10/2024	8	2	16
57	BOMBA TRAINING	15/10/2024	16/10/2024	16	27	432
58	MHE/FORKLIFT TRAINING	19/10/2024	19/10/2024	8	8	64
59	MAICSA SUSTAINABILITY TODAY FOR TOMORROW	22/10/2024	23/10/2024	16	1	16
60	LATEST UPDATE ON SERVICE TAX LEGISLATION FOR LOGISTIC SERVICES	24/10/2024	24/10/2024	8	1	8

SUSTAINABILITY STATEMENT

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
61	MHE/FORKLIFT TRAINING	26/10/2024	26/10/2024	8	16	128
62	KAIZEN & 5S TRAINING	29/10/2024	29/10/2024	5	25	125
63	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	04/11/2024	05/11/2024	16	15	240
64	ISO14001:2015 ENVIRONMENTAL MANAGEMENT SYSTEM AWARENESS	07/11/2024	07/11/2024	8	18	144
65	BOMBA TRAINING	09/11/2024	16/11/2024	21	22	462
66	CERTIFIED SUSTAINABILITY & ESG PRACTITIONER	11/11/2024	16/11/2024	48	1	48
67	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/11/2024	15/11/2024	21	2	42
68	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	13/11/2024	15/11/2024	21	1	21
69	MANHATTAN SCALE 2020	16/11/2024	16/11/2024	8	21	168
70	DEFENSIVE & SAFETY DRIVING TRAINING	23/11/2024	23/11/2024	8	10	80
71	MICROSOFT OFFICE EXCEL BASIC/ INTERMEDIATE	23/11/2024	23/11/2024	8	19	152
72	MHE/FORKLIFT TRAINING	23/11/2024	23/11/2024	8	9	72
73	MANHATTAN SCALE 2020	30/11/2024	30/11/2024	8	24	192
74	WEBINAR E-INVOICE: TOWARDS BUSINESS NEW PARADIGM SHIFT	03/12/2024	03/12/2024	8	4	32
75	KAIZEN & 5S TRAINING	05/12/2024	05/12/2024	4	20	80
76	MHE/FORKLIFT TRAINING	07/12/2024	07/12/2024	8	7	56
77	CUSTOM PROCEDURE TRAINING	07/12/2024	07/12/2024	8	24	192
78	DEFENSIVE & SAFETY DRIVING TRAINING	14/12/2024	14/12/2024	8	25	200
79	MHE/FORKLIFT TRAINING	21/12/2024	21/12/2024	8	16	128
80	BOMBA TRAINING	27/12/2024	04/01/2025	24	17	408
81	MHE/FORKLIFT TRAINING	28/12/2024	28/12/2024	8	12	96
82	MHE/FORKLIFT TRAINING	04/01/2025	01/04/2025	8	15	120
83	KAIZEN & SSTRaining	09/01/2025	09/01/2025	4	18	72
84	BOMBA TRAINING	10/01/2025	18/01/2025	21	21	441
85	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	15/01/2025	15/01/2025	8	5	40
86	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	16/1/2025	16/01/2025	8	7	56
87	MHE/FORKLIFT TRAINING	18/01/2025	18/01/2025	8	13	104
88	EFFECTIVE COMMUNICATION & NEGOTIATION TRAINING	21/01/2025	22/01/2025	16	17	272
89	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	23/01/2025	23/01/2025	8	9	72
90	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	24/01/2025	24/01/2025	8	14	112
91	DEFENSIVE & SAFETY DRIVING TRAINING	25/01/2025	25/01/2025	8	23	184
92	HINO: DRIVER FAMILIARIZATION / SAFETY & ECO-CIEN DRIVER	03/02/2025	04/02/2025	16	16	256

SUSTAINABILITY STATEMENT

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
93	MICROSOFT POWER BI	05/02/2025	06/02/2025	16	25	400
94	CUSTOM PROCEDURE TRAINING	08/02/2025	08/02/2025	8	14	112
95	MHE/FORKLIFT TRAINING	08/02/2025	08/02/2025	8	17	136
96	MHE/FORKLIFT TRAINING	09/02/2025	09/02/2025	8	12	96
97	SIJIL KOMPETENSI PROFESIONAL (CPC) - BARANGAN BERBAHAYA	08/02/2025	22/02/2025	24	3	72
98	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	13/02/2025	13/02/2025	8	13	104
99	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	18/02/2025	20/02/2025	24	3	72
100	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	19/02/2025	19/02/2025	8	7	56
101	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	20/02/2025	20/02/2025	8	11	88
102	MERCEDES ACTROSS DRIVING TRAINING	22/02/2025	22/02/2025	8	18	144
103	OCCUPATIONAL SAFETY & HEALTH COORDINATOR COURSE	24/02/2025	26/02/2025	24	1	24
104	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	25/02/2025	25/02/2025	8	12	96
105	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	26/02/2025	26/02/2025	8	12	96
106	HR INTERVIEWING SKILLS & CANDIDATE SELECTION TECHNIQUES	27/02/2025	27/02/2025	8	9	72
107	MHE/FORKLIFT TRAINING	22/03/2025	22/03/2025	8	7	56
108	HALAL AWARENESS (GROUP 1)	19/04/2024	19/04/2024	2	7	14
109	I-OT IMPLEMENTATION (FOR PKLC)	19/04/2024	19/04/2024	3	6	18
110	I-OT IMPLEMENTATION (FOR SALC-C)-GROUP 1	18/04/2024	18/04/2024	3	23	69
111	I-OT IMPLEMENTATION (FOR SALC-C)-GROUP 2	25/04/2024	25/04/2024	3	14	42
112	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 3	29/04/2024	29/04/2024	8	10	80
113	SAFETY CAGE & SAFETY HARNESS GUIDELINES	29/04/2024	29/04/2024	3	20	60
114	BUSINESS CONTINUITY PLAN MANUAL	03/05/2024	03/05/2024	4	45	180
115	SOP FOR WAREHOUSE OPERATIONS (WH-D2)	08/05/2024	08/05/2024	2	23	46
116	FSSC V6, INTRODUCTION & AWARENESS	09/05/2024	09/05/2024	4	65	260
117	SOP FOR WAREHOUSE OPERATIONS (WH-D1)	09/05/2024	09/05/2024	2	24	48
118	INVENTORY ACCURACY & BEST PRACTICE (WH-D2)	10/05/2024	10/05/2024	2	24	48
119	SCHEDULE WASTE MANAGEMENT (INTERNAL)	10/05/2024	10/05/2024	3	15	45
120	SECURITY SOP TRAINING (GROUP 1)	08/05/2024	10/05/2024	2	33	66
121	INVENTORY ACCURACY & BEST PRACTICE (WH-D1)	11/05/2024	11/05/2024	2	25	50

SUSTAINABILITY STATEMENT

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
122	SAP SYSTEM AWARENESS & BEST PRACTICE (WH-D2)	13/05/2024	13/05/2024	2	24	48
123	SAP SYSTEM AWARENESS & BEST PRACTICE (WH-D1)	14/05/2024	14/05/2024	2	23	46
124	GICCP & WATEHOUSE BEST PRACTICE (WH-D2)	15/05/2024	15/05/2024	4	23	92
125	GICCP & WATEHOUSE BEST PRACTICE (WH-A)	16/05/2024	16/05/2024	4	17	68
126	HR INDUCTION (BILC)	16/05/2024	16/05/2024	4	18	72
127	HR INDUCTION (SSLC)	18/05/2024	18/05/2024	4	7	28
128	GICCP & WATEHOUSE BEST PRACTICE (WH-D1)	17/05/2024	17/05/2024	4	24	96
129	MHE HANDLING BEST PRACTICE & REDUCE PRODUCT DAMAGES (WH-A)	21/05/2024	21/05/2024	4	46	184
130	SECURITY SOP TRAINING (GROUP 2)	27/05/2024	27/05/2024	2	2	4
131	GICCP & WATEHOUSE BEST PRACTICE	30/05/2024	30/05/2024	2	21	42
132	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 4	20/05/2024	20/05/2024	8	10	80
133	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 5	10/06/2024	10/06/2024	8	8	64
134	HAZARDOUS CHEMICAL HANDLING	02/07/2024	02/07/2024	8	18	144
135	IJOU SYSTEM & ADSD REPORTING USER GUIDELINES	04/07/2024	04/07/2024	3	27	81
136	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 6	22/07/2024	22/07/2024	8	10	80
137	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 7	29/07/2024	29/07/2024	8	11	88
138	INTERNAL AWARENESS (GROUP 1)	30/07/2024	30/07/2024	8	21	168
139	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 8	05/08/2024	05/08/2024	8	12	96
140	ALLERGEN MANAGEMENT PROGRAM	09/08/2024	09/08/2024	2	8	16
141	MHE SCANNING DATA COLLECTION	16/08/2024	16/08/2024	2	11	22
142	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 9	26/08/2024	26/08/2024	8	11	88
143	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 10	23/09/2024	23/09/2024	8	8	64
144	HALAL COMPETENCY	15/08/2024	15/08/2024	8	23	184
145	OPERATOR & SAFETY MHE/ FORKLIFT (INTERNAL)	06/10/2024	06/10/2024	8	18	144
146	LITERACY (FOR FW)	07/10/2024	07/10/2024	1	8	8
147	DIVISION WORKSHOP	09/10/2024	09/10/2024	2	6	12
148	KAIZEN TRAINING (GROUP 1)	11/10/2024	11/10/2024	6	35	210
149	KAIZEN TRAINING (GROUP 2)	15/10/2024	15/10/2024	6	22	132
150	FIRE DRILL (FOREIGN WORKER'S HOSTELS)	13/10/2024	13/10/2024	2	52	104
151	FOKLIFT OPERATOR'S SAFETY	15/10/2024	15/10/2024	8	14	112
152	DEFENSIVE DRIVING (FOR LORRY DRIVERS) - GROUP 11	21/10/2024	21/10/2024	8	8	64
153	SHARE POINTS UPDATES TRAINING (SALC-C)	16/10/2024	16/10/2024	2	11	22

SUSTAINABILITY STATEMENT

NO	TRAINING TITLE	TRAINING DATE		HOURS	TOTAL NUMBER OF PARTICIPANTS	TOTAL TRAINING HOUR
		FROM	TO			
154	SHARE POINTS UPDATES TRAINING (BILC)	18/10/2024	18/10/2024	2	10	20
155	FOOD DEFENCE PROGRAM (LORRY DRIVER)	14/11/2024	14/11/2024	2	84	168
156	FOOD DEFENCE PROGRAM (ADMIN & CLEANERS)	17/11/2024	17/11/2024	2	8	16
157	FOOD DEFENCE PROGRAM (HR, ADMIN & FINANCE)	19/11/2024	19/11/2024	2	25	50
158	FOOD DEFENCE PROGRAM (TRANSPORT)	20/11/2024	20/11/2024	2	41	82
159	LOSCAM (BRE)	22/11/2024	22/11/2024	2	21	42
160	FOOD DEFENCE PROGRAM (SECURITY GUARDS)	22/11/2024	22/11/2024	2	24	48
161	FOOD DEFENCE PROGRAM (MAINTENANCE)	22/11/2024	22/11/2024	2	13	26
162	FOOD DEFENCE PROGRAM (WH-B1)	23/11/2024	23/11/2024	2	27	54
163	PUT-AWAY AND PICK PRODUCTS	25/11/2024	25/11/2024	2	21	42
164	FOOD DEFENCE PROGRAM (WH-B2)	25/11/2024	25/11/2024	2	20	40
165	FOOD DEFENCE PROGRAM (WH-C)	25/11/2024	25/11/2024	2	11	22
166	STOCK TAKE REFRESHING TRAINING	02/12/2024	02/12/2024	3	10	30
167	SAFETY CHEMICAL HANDLING (BY BOMBA)	04/12/2024	05/12/2024	16	29	464
168	ISO AWARENESS 2025	06/01/2025	06/01/2025	8	23	184
169	FORKLIFT OPERATOR'S & SAFETY TRAINING	16/01/2025	16/01/2025	8	16	128
170	DEFENSIVE DRIVING (GROUP 1)	17/02/2025	17/02/2025	8	9	72
171	DEFENSIVE DRIVING (GROUP 2)	24/02/2025	24/02/2025	8	11	88
172	NEW IMPLEMENTATION OF CLEANING RECORD FORM	10/03/2025	10/03/2025	1	8	8
173	REFRESHMENT CHEMICAL TRAINING (CLEANER)	26/03/2025	26/03/2025	1	4	4
174	INTERNAL DEI AWARENESS FOR GEMBA COURSE/ BLUE COLLAR	15/01/2025	04/03/2025	1	450	450
				1,570	3,098	19,637

Note: The average hours of training per employee were adjusted based on the formula:

Total Training Hours= \sum (Number of participants X Duration of Each Training Hours),

Average Training Hours per employee = $\frac{\text{Total Training Hours}}{\text{Total Number of Employee}} \times 100$

During the financial year under review, a total of 3,692 participants were involved in various training programs, including safety and health training. These programs accumulated a total duration of 2,164 hours, contributing to 20,264 total training hours. With a workforce of 2,034 employees, the average number of training hours per employee was 9.96 hours.

The percentage of participants who attended training sessions varied by category: 10.81% for management level, 38.60 % for executive level, 6.09 % for non-executive or technical staff, and 44.50 % for general workers.

SUSTAINABILITY STATEMENT**Human Rights Policies**

TASCO Group are currently aligning with the Principles of the United Nation (“UN”) Global Compact relating to the respect of Human Rights, which includes supporting and respecting the protection of internationally proclaimed human rights and ensuring we are not complicit in human right abuses. We are committing to taking strategic actions to advance broader societal goals and implement sustainability strategy.

The Group upholds international norms on human rights and refrains from engaging in acts that violate human rights or undermine the dignity of individual in any of our business activities. We also respect the rights of all persons and do not engage in discrimination actions or make discriminatory remarks based on gender, age, nationality, ethnicity, creed, religion, occupation, social status, appearance, illness or disability, in accordance with the UN Guiding Principles on Business and Human Right.

TASCO GROUPS’S COMMITMENT TO HUMAN RIGHTS

In all our endeavours, TASCO adheres to the United Nations Guiding Principles on Business and Human Rights. Our commitment to human rights is reflected in our Code of Conduct, which emphasizes our responsibilities to respect and uphold these principles. TASCO Group’s responsibilities include:

Responsibilities and Actions

Responsibility	Action
 Respect for International Norms on Human Rights	Adhering to global standards and practices to ensure the dignity and rights of all individuals; Committing to a workplace and community free from discrimination.
 Eradicating All Forms of Discrimination	Implementing policies and practices to prevent discrimination in all forms.
 Prohibiting Harassment	Ensuring a safe environment by strictly prohibiting any form of harassment.
 Prohibiting Forced Labour or Child Labour	Upholding ethical labour practices by prohibiting forced labor and child labour.
 Construction and Operation of Fair Personnel Treatment	Ensuring fair treatment and equitable opportunities for all employees.

TASCO Group promotes Respect for Human Rights through its adoption of the Code of Conduct established by Yusen Logistic Group Code of Conduct can be found here (link to https://www.yusen-logistics.com/my_en/aboutus/sustainability/governance).

Respect for International Norms on Human Rights

TASCO respect international norms on human rights and will not engage in acts that violate human rights and dignity of the private individual in any of our business activities.

Employment Act Relating to Overtime

The Employment Act (Amendment) 2022 (“EA 2022”) came into effect on 1 January 2023. To comply with the EA 2022, the Management has developed new standard operating procedures. The Group is committed to strictly complying with the EA 2022. Under this new amendment act, employees of a certain grade (earning less than RM4,000 a month) who are required to work beyond their normal working hours are entitled to overtime pay.

SUSTAINABILITY STATEMENT

Assuring Balance between Work and Private Living

TASCO supports a healthy work-life balance and pays close attention to the creating a work environment where every employee can work with a satisfaction and fulfilment.

Assuring a Safe and Healthy Work Environment

Maintaining a safe and healthy work environment is the top priority for the TASCO Group. We priorities accidents, and occupational injury prevention daily, ensuring the workplace remains comfortable for our employees. We actively implement measures to support and promote the physical and mental well-being of our workers.

We strictly prohibit the use and possession of illegal drugs as defined by the laws and regulations of our country. In addition, we do not permit alcohol consumption that could impair work performance or compromise the safety of third parties.

Right to Freedom of Association

We respect the right of freedom of association as long it is in accordance to Malaysian law.

Fair and Equal Wage

Our values and commitments to international labour standards obligate us to pay fair and equal wages to all employees according to the levels of effort, skills, knowledge and responsibility required in their jobs. We adhere to the provisions of the Malaysian Employment Act 1955 ("Employment Act"), including complying with the statutory minimum wage. We are fully compliant with the minimum wage requirement.

Employees will be compensated above the minimum wage in alignment with their experience, skills and performance and working attitude.

TASCO Group is dedicated to supporting a living wage for our employees through the promotion of fair and equitable employment practices. We demonstrated this commitment by adhering to a minimum wage that aligns with local living wage standards. Additionally, we provide comprehensive benefits and perks, including medical coverage and paid time off for maternity, sick, paternity, and compassionate leave. Furthermore, we offer robust education and training programs aimed at empowering our employees to develop new skills and qualifications, fostering opportunities for career advancement and higher-paying roles within our organisation.

We promote fair and equal wages through its adoption of the Code of Conduct established by Yusen Logistic Group Code of Conduct can be found here (link to https://www.yusen-logistics.com/my_en/aboutus/sustainability/governance).

LISTENING TO EMPLOYEES

Grievance Procedure

We have established grievance procedures whereby any dissatisfaction or complaint by an employee can be brought to the attention of the immediate superior. These procedures enable grievances to be resolved in a timely manner, ensuring a harmonious work environment is maintained. Alternatively, all employees have the right to raise concerns or make a complaint directly to the Human Resource department of our Group.

Whistle-blowing Procedure

We have implemented whistle-blowing procedures whereby any dissatisfaction or complaint by an employee can be brought to the attention of our Compliance Officer.

SUSTAINABILITY STATEMENT

Employees are encouraged to report any instances of non-compliance, business fraud, or irregularities to the Management, either through e-mail or Compliance Hotline. The company has established the whistleblowing system that serves as a deterrent to malpractice, encourages openness, promotes transparency, underpins the risks management systems of the Company.

All channels of whistle blowing including anti-corruption are handled by Compliance Division, and acknowledgement of receipt of the report will be provided to the complainant within 48 hours (with the exception of the anonymous complaints). The investigations of most complaints will be handled internally and typically conducted by the Compliance Officer or their designated body. On a case-by-case basis, it may be determined that outside resources are required to assist in such investigation.

Confidentiality

Ensuring the security of employees when participating in the Company's compliance system is essential. Therefore, confidentiality is a priority, and every effort will be made to protect the employee's identity when they interact with any element of the compliance system. In some instances, however, it may be impossible to keep an identity confidential due to the need for a thorough investigation or certain legal requirements. In such cases, employees may consider placing an anonymous call to the Compliance Hotline.

Compliance Hotline

The Compliance Hotline is available within office hours (Monday to Friday, excluding public holiday, 8.30am to 6.00pm).



Eradicating All Forms of Discrimination

Equal Opportunity and Non-Discrimination

We uphold the principles of diversity in the workforce, equality pay for equal work, non-discrimination and fair treatment in all aspects of employment. We ensure just and favourable conditions of work, protection against unfair labour practice, including recruitment and hiring, compensation, benefits, working conditions, training, rewards and recognition, career development and retirement for employees at all levels regardless of races, gender, age, religion, nationality, marital status, cultural background, disabilities, or any status protected by law, and the underprivileged Groups. Employees must strive to create a workplace where everyone is treated with fairness and equality.

TASCO Group promotes Respect for Human Rights through its adoption of the Code of Conduct established by Yusen Logistic Group Code of Conduct, which can be found here ([link to https://www.yusen-logistics.com/my_en/about-us/sustainability/governance](https://www.yusen-logistics.com/my_en/about-us/sustainability/governance)).

Importance of Diversity

We embrace diversity among our employees, recognising individual traits, perspectives, values and more. By leveraging a wide range of human resources, we aim to achieve sustainable growth and foster organisation vitality.

SUSTAINABILITY STATEMENT

Diversity, Equity and Inclusion (DEI)

TASCO remains committed to our Core Values and the imperative of attracting and retaining talented employees. For these reasons, we have prioritised DEI within our ESG strategy. In addition, employees increasingly hold us accountable for our actions and policies aimed at protecting and advancing the rights of vulnerable Group that experience discrimination in society. More recently, customers, investors and benchmarking agencies have also focused on how we implement DEI initiatives.

Prohibiting Harassment

We strictly prohibit any form of libelous or slanderous, abusive acts that violate human dignity, including harassment in any form. There is no exception to this policy.

Sexual Harassment

We are committed to fostering a work environment that is free from sexual harassment and ensuring the dignity and respect of every employee, vendor, and visitor. We acknowledge that sexual harassment is a serious issue that can significantly affect individuals' well-being and work performance. Therefore, we are dedicated to creating a safe, inclusive, and respectful workplace for all.



Prohibiting Forced Labour or Child Labour

Upholding Ethical Labour Practices by Prohibiting Forced Labour and Child Labour.

We strongly oppose to all forms of modern slavery and human trafficking, including forced labour and child labour. TASCO will not engage in or conduct business with any organization involved in such inhumane practices.

We will uphold labour contracts and other agreements, ensuring the protection of workers established in international treaties and in laws and regulations of our country's laws and regulations.

Construction and Operation of Fair Personnel Treatment

We promote equal opportunity in employment, assignment, wages, training, promotion, and more. We uphold labour contracts and other agreements, ensuring the protection of workers' rights established in international treaties and in laws and regulations of our country.

Our dedication to fair personnel treatment is fundamental to our human rights practices, guiding our day-to-day operations and long-term strategic planning. We believe in treating every employee with dignity and respect, and we are committed to maintaining a workplace free from discrimination, harassment, and unethical labour practices.

SUSTAINABILITY STATEMENT**Involvement in Labour Standard Initiatives**

We are a member of Malaysian International Chamber of Commerce and Industry (MICCI) which are affiliated with the International Chamber of Commerce. MICCI is involved in advocating labour standards and represents businesses in Malaysia to engage with government agencies, industry stakeholders, and international bodies on various economic and regulatory issues, including labour laws, employment standards, and workers' rights. As a member, we are committed to the objectives of MICCI.

Incidents of Labour Standard Violations

There have been no reported cases of labour standard violations or incident in our Group. We take these matters seriously, as stated in our labour rights policy, and in accordance with the UN International Covenants and local human rights law.

Internship Program

We continuously welcome students from higher institutes of education into our internship training program as part of our commitment to the community. The objective of our internship program is to provide students with exposure to real work experiences that will provide them with opportunities to explore their interests and develop professional skills and competencies.

Below is a table listing the educational institutions from which TASCO Berhad has selected students for its internship program during the financial year:

Institution Name	
1. UNIVERSITI TENAGA NASIONAL (UNITEN)	18. UNIVERSITI KUALA LUMPUR (UNIKL)
2. TUNKU ABDUL RAHMAN UNIVERSITY OF MANAGEMENT AND TECHNOLOGY (TARUMT)	19. MANAGEMENT & SCIENCE UNIVERSITY (MSU)
3. UNIVERSITY TUNKU ABDUL RAHMAN (UTAR)	20. PENINSULA COLLEGE
4. UNIVERSITI PERTAHANAN NASIONAL MALAYSIA (UPNM)	21. SUNWAY UNIVERSITY
5. POLITEKNIK METRO	22. UNIVERSITI SELANGOR (UNISEL)
6. UNIVERSITI TEKNOLOGY MARA (UITM)	23. UNIVERSITI ISLAM SELANGOR
7. ASIA METROPOLITAN UNIVERSITY	24. TAYLOR'S UNIVERSITY
8. KOLEJ POLI -TECH MARA (KPTM)	25. POLTEKNIK PORT DICKSON
9. POLITEKNIK BANTING	26. POLITEKNIK NILAI
10. TECH TERRAIN COLLEGE	27. KOLEJ KOMUNITI SEPANG
11. MAHSA UNIVERSITY	28. UNIVERSITI UTARA MALAYSIA (UUM)
12. UNIVERSITI MALAYSIA KELANTAN (UMK)	29. CYBERJAYA UNIVERSITY
13. NETHERLAND MARITIME UNIVERSITY COLLEGE	30. HELP UNIVERSITY SDN BHD
14. UNIVERSITI MALAYSIA TERENGGANU (UMT)	31. MANAGEMENT & SECIENCE UNIVERSITY (MSU)
15. DRB-HICOM UNIVERSITY	32. ASIA PACIFIC UNIVERSITY (APU)
16. PSA UNIVERSITY SINGAPORE	33. POLITEKNIK SEBERANG PRAI
17. UNIVERSITI TUN HUSSEIN ONN MALAYSIA (UTHM)	34. UNIVERSITI KEBANGSAAN MALAYSIA (UKM)

SUSTAINABILITY STATEMENT

During the financial year, TASCO Group absorbed seven (7) students from its internship program into full-time positions. This initiative underscores TASCO's commitment to nurturing young talent and also highlights its role in supporting the professional development of students from various esteemed institutions. By offering these students permanent roles, TASCO demonstrates its dedication to fostering a skilled and capable workforce, essential for the company's ongoing success and innovation.

TALENT RECRUITMENT AND RETENTION

Human Resource Status

We adhere strictly to principles of fairness and diversity in employment. Employees of different ages, genders, races, religions, political views, marital statuses and backgrounds are treated equitably in recruitment and promotion processes. As of FY2023, TASCO Group employed 2,074 individuals, decreasing to 2,012 in FY2024, and increasing to 2,034 in FY2025. The logistic industry is labour-intensive resulting in a higher proportion of male employees compared to female employees. In line with our commitment to equity and fairness, we employ two (2) disabled individual who holds an *Orang Kelainan Upaya* ("OKU") card.

TASCO Group Social Performance Data

PARAMETER	Units	FY2023	FY2024	FY2025
DIVERSITY				
Gender				
Men	Number	1,444	1,452	1,370
Female	Number	630	615	664
Gender Group by Employee Category				
Management (Male)	%	4.73	6.00	6.00
Management (Female)	%	3.38	4.84	4.72
Executive (Male)	%	7.04	20.90	21.04
Executive (Female)	%	8.34	19.93	21.09
Non-executive/Technical staffs (Male)	%	30.38	9.92	9.34
Non-executive/Technical staffs (Female)	%	18.51	4.89	4.97
General worker (Male)	%	27.48	33.43	30.97
General worker (Female)	%	0.14	0.10	1.87
Age				
< 30	Number	572	492	537
30 – 50	Number	1,193	1,215	1,441
50 >	Number	309	360	56
Age Group by Employee Category				
Management (<30)	%	0	0	1.08
Management (30-50)	%	4.24	5.18	8.31
Management (>50)	%	3.86	5.71	1.33
Executive (<30)	%	1.74	9.77	11.11
Executive (30-50)	%	11	25.21	30.63
Executive (>50)	%	3.18	5.85	0.39
Non-executive/ Technical staffs (<30)	%	17.26	6.10	6.69
Non-executive/Technical staffs (30-50)	%	26.47	7.93	7.47
Non-executive/ Technical staffs (>50)	%	5.45	0.77	0.15
General worker (<30)	%	5.59	7.93	7.52
General worker (30-50)	%	17.69	20.46	24.43
General Worker (>50)	%	3.52	5.08	0.88

SUSTAINABILITY STATEMENT

PARAMETER	Units	FY2023	FY2024	FY2025
Race				
Malay	Number	1,444	1,453	1,436
Chinese	Number	145	121	117
Indian	Number	288	245	245
Others	Number	197	248	236
Total number of Employees	Number	2,074	2,067	2,034
Type				
Permanent	Number	1,529	1,490	1,455
Contract	Number	545	577	579
Percentage of employees that are contract	%	26.28	27.91	28.47
Disabilities staffs				
People with disabilities* *Disabled staffs with an OKU card.	Number	1	1	2
Employee Turnover				
Total Number of Employee Turnover by Employee Category	Number	285	253	290
Management	%	11.93	5.53	6.55
Executive	%	32.98	21.74	27.24
Non-executive/ technical staffs	%	25.61	32.81	22.76
General workers	%	29.47	39.92	43.45
Training				
Average hours of training per employee	hour	6.04	9.11	9.96
Total training hours	hour	12,522	18,829	20,264
Total number employee involved training	Number	1,285	2,108	3,692
Safety and Health				
Percentage of TASCO Group covered with OHSAS 18001/ISO 45001 certification	%	0	0	0
Lost Time Incident Rate (LTIR)*	Hour	0.46	0	0.34
Number of Lost Time Injuries cases	Number	2	0	1
Total Working Day Lost	Day	15	0	12
Number of work-related employee fatalities	Number	0	0	1
Staff trained in safety and health training	Number	356	587	904
Human Right				
Number of substantiated complaints concerning human rights violations	Number	0	0	0

Note: The average hours of training per employee were adjusted based on the formula:

Total Training Hours= \sum (Number of participants X Duration of Each Training Hours),

Average Training Hours per employee = $\frac{\text{Total Training Hours}}{\text{Total Number of Employee}} \times 100\%$

SUSTAINABILITY STATEMENT

GOVERNANCE

TASCO as a public listed company listed at the Main Market of Bursa Malaysia Securities Berhad, apart from the Listing Requirements of Bursa Malaysia, Malaysian Code on Corporate Governance 2021, the Companies Act 2016 and other rules and regulations from Malaysia regulatory bodies, the group has set forth the Code of Conduct for all directors and employees belonging to the Group to observe and refer to for proper and ethical behaviour.

Our employee Code of Conduct clearly mandates compliance with various international laws governing our business and also mandates that we do not use corrupt or prohibited methods, such as entertainment and gifts to public officials domestically or internationally, and the Group's strong practice is to vigorously enforce that policy. To ensure our employees are aware of the Code of Conduct, our Group organise training sessions periodically.

Full Compliance with the Antitrust Law

We commit to comply with the Competition Act 2010 of Malaysia, and any other laws and regulations to maintain fair trade and competition in all countries where the Group operates. We will not engage in cartel behavior, acts that impede free and fair competition nor any other act that may invite suspicion of such behavior. We assure that we do not promote nor participate in any meetings to discuss matters that could lead to the restriction of fair competition in the market.

There were no cases reported on violation of anti-trust law happen in our group.

Upon dealing with business partners, we assure that we will not use our dominant bargaining position to delay or refuse payments, unjustly return or refuse acceptance of products or services of subcontractors.

Training for employee on the anti-corruption has been conducted periodically, including mandatory e-learning programs via the Yusen Advance Platform. It covers the elements of corruption which includes bribery. The training covers all aspect of corruption from individual to responsibility towards company and obeying the prohibition of corruption. During the training, we provided the material and quiz through e-learning. Here is a table summarizing the training activities.

Mandatory e-learning attended by employee in Yusen Advance Platform.

Activity Name	FY2025	Management	Executive	Non-executive/ technical staff	General worker	No. of Employee	Hours	Total Training Hours
Code of Conduct	Apr-24	0	3	0	0	3	1	3
	May-24	0	8	0	0	8	1	8
	Jun-24	1	8	0	0	9	1	9
	Jul-24	0	17	0	0	17	1	17
	Aug-24	0	7	0	0	7	1	7
	Sep-24	2	18	0	0	20	1	20
	Oct-24	0	22	0	0	22	1	22
	Nov-24	0	17	0	0	17	1	17
	Dec-24	7	27	0	0	34	1	34
	Jan-25	12	36	0	0	48	1	48
	Feb-25	0	2	0	0	2	1	2

SUSTAINABILITY STATEMENT

Activity Name	FY2025	Management	Executive	Non-executive/ technical staff	General worker	No. of Employee	Hours	Total Training Hours
Recurrence Prevention Training for Antitrust / Competition Laws	Apr-24	0	5	0	0	5	1	5
	May-24	0	9	0	0	9	1	9
	Jun-24	1	7	0	0	8	1	8
	Jul-24	0	16	0	0	16	1	16
	Aug-24	0	7	0	0	7	1	7
	Sep-24	2	18	0	0	20	1	20
	Oct-24	0	19	0	0	19	1	19
	Nov-24	0	20	0	0	20	1	20
	Dec-24	6	29	0	0	35	1	35
	Jan-25	13	35	0	0	48	1	48
	Feb-25	0	1	0	0	1	1	1
Recurrence Prevention Training for Antitrust / Competition Laws	Apr-24	0	5	0	0	5	1	5
	May-24	0	8	0	0	8	1	8
	Jun-24	1	7	0	0	8	1	8
	Jul-24	0	14	0	0	14	1	14
	Aug-24	0	8	0	0	8	1	8
	Sep-24	2	19	0	0	21	1	21
	Oct-24	0	22	0	0	22	1	22
	Nov-24	0	16	0	0	16	1	16
	Dec-24	6	30	0	0	36	1	36
	Jan-25	13	37	0	0	50	1	50
	Feb-25	0	1	0	0	1	1	1
DEI Knowledge Phase – Foundation Webinars	Jan-25	1	1	0	0	2	6	12
DEI - Train the Trainer	Jan-25	5	18	0	0	23	2	46
Validified - Route Risk Assessment	Mar-25	5	0	0	0	5	1	5
Total		77	517	89	0	594	42	627

During the financial year under review, 594 employees participated in e-learning sessions via the Yusen Advance Platform.

A total of 378 employees completed anti-corruption training, with 377 attending e-learning sessions through the Yusen Advance Platform and one (1) employee attending a virtual session conducted by TUV Nord (Malaysia) Sdn. Bhd. on Awareness of the MACC Act Section 17A and the Anti-Bribery Management System (ABMS).

Business Ethics

We integrate the principles on business and human rights; to protect, to respect and access to remedy as fundamental in our business ethics which is in line with the United Nations guidelines. A broad perspective on business ethics, looking at both responsibility, opportunity and risk related to our goal of promoting sustainable trade and a better society.

To mitigate key risks, we focus on all compliance topics including anti-corruption and sanctions as well as data ethics.

SUSTAINABILITY STATEMENT

Prohibition of Bribery

The Group requires that our employees and our Group agents who carry out our operations and our business partners observe the Malaysian Anti-Corruption Commission Act, the US Foreign Corrupt Practice Act, the UK Bribery Act, the Chinese Criminal Law and Anti-Injustice Law, Japan Unfair Competition Prevention Law and any other law which prohibits corrupt practices and bribery.

Domestically or internationally, against any public or private individuals, direct or indirectly, we will not provide, offer or promise to pay, nor will we accept, request or agree to receive any sort of bribe or similar transaction in order to gain unlawful benefit.

There is no reported case on bribery either through violations or incident happened in our Group.

Gift-giving and Entertainment

The Group will not engage in gift-giving and business entertainment exceeding the norms of social etiquette in our relationship with our customers and business partners. Also, we shall not accept gifts, entertainment and etc., that may lead to personal gain.

Prohibiting Conflict of Interest

Except with the approval of the Company, individuals belonging to the Group will not serve as director, advisor, employee, agent, etc., for other business enterprises or organisations that is in conflict of interest with the Group. We engage vendors in trade with fairness and impartiality and will not compromise the interests of the Company by promoting the interests of one individual, relatives, friends or acquaintances or designated organisations.

Focus on Third-Party Labour

We continue to work on ensuring that people working on our premises and performing tasks for us, but not hired by us directly, are offered working conditions that meet the standards in our Supplier Code of Conduct.

Supplier Code of Conduct

In recent years, with the global issues such as violation of human rights, bribery, and acts of environmental destruction having emerged with the globalization of supply chains, it is required to address compliance activities for not only individual companies but also all associated entities in the supply chains.

For this reason, we expect our suppliers, who is assigned to provide service for our customers on our behalf, to have a common understanding of business ethics standard. In line with this concept, we would like to request all suppliers to be committed to practicing the code as set forth below.

- a) Services of Outstanding Quality and Safety**
Supplier ensures the services of outstanding quality and safety with careful attention to fairness and integrity.
- b) Compliance with Laws and International Rules**
Supplier is committed to complying with all laws and regulations, both domestically and internationally. With respect to the business operations, Supplier engages in ethical business practices such as obtaining permits and approvals required by regulatory requirements.
- c) Full Compliance with the Antitrust Law**
Supplier is committed to complying with antitrust / anti-competition laws and regulations to maintain fair trade and competition.

SUSTAINABILITY STATEMENT**d) Prohibition of Bribery**

Supplier is committed to complying with all applicable laws and regulations that prohibit corrupt practices and bribery. Domestically or internationally, directly or indirectly, against any public or private individual, Supplier will not give, offer, promise to pay anything of value for the purpose of improperly obtaining or maintaining business advantage.

e) Prohibiting Conflict of Interest

In order to avoid conflict of interest in the business transaction, if supplier employee has a personal relationship with any Yusen Logistics Group's employee (such as family member, relative, or friend), the supplier must not take any action that effects YL Group's purchasing judgement.

f) Respect for Human Rights

- Supplier respects international norms on human rights and will not engage in acts that violate human rights and the dignity of the private individual in any of its business activities.
- Supplier respects the rights of all persons and will not engage in discriminatory action based on gender, age, nationality, ethnicity, creed, religion, occupation, social status, appearance, illness or disability.
- Supplier is strongly opposed to all kinds of modern slavery and human trafficking, and shall not engage in inhumane acts such as forced labour, and child labour. Furthermore, Supplier will not conduct business with any organization that engages in such inhumane acts.

g) Assuring a Safe and Healthy Work Environment

- Supplier is requested to maintain a safe and healthy work environment and will also engage in the prevention of accidents and occupational injury.
- Supplier will strive to keep the work environment comfortable for the workers by actively conducting measures that maintain and promote the sound physical and mental health of workers.

h) Rejecting Transactions with Antisocial Forces

Supplier will not be involved in terrorism, money laundering or any other form of organised crime and will furthermore conduct careful study into the processes for transactions to ensure they are not used in such crimes.

i) Environmental Protection and Compliance

Supplier observe and comply with treaties, laws, regulations, and rules related to environmental protection and make efforts for environmental preservation.

j) Information Management and Administration

- Supplier shall comply with all laws and regulations concerning information security, and implement strict information management.
- Supplier shall pay attention to the handling of personal information and confidential information, and establish appropriate organizational system to prevent from information leakage. If a confidentiality agreement is concluded, Supplier will comply with the terms of the agreement.

k) Supply Chain

Supplier encourages its suppliers and subcontractors to comply with this Supplier Code of Conduct.

Data ethics

We recognize the need for the proper management of personal information as we aim for high ethical standards in their use, and we handle such information in our possession in accordance with the following principles:

a) Collection of Personal Information

We will collect and process your personal information (regardless of electronic or non-electronic information) lawfully, fairly and in a transparent manner only to the extent necessary for providing our services or performing our contractual obligations.

SUSTAINABILITY STATEMENT

b) Data minimisation

We will keep personal information adequate, relevant and limited to what is necessary in relation to the purpose for which it was provided. We will not collect personal information in advance or store personal information for future purposes, unless required or permitted by laws or regulations.

c) Intended Use of Personal Information

We will only use the personal information for one or more specified and legitimate purposes. Personal information will not be used or processed in any manner incompatible with those purposes. When we need to use your personal information beyond the scope of such purposes, we shall obtain your consent, except when extended use would be permitted by laws or regulations.

d) Accuracy

We will keep personal information accurate and up-to-date and shall take all reasonable steps to ensure that personal information that is inaccurate will be removed or rectified without delay.

e) Limited retention

We will keep personal information no longer than is necessary for the purposes for which the personal information was provided. Unless otherwise permitted by laws and regulations, personal information that is no longer needed or relevant will be purged or deleted.

f) Management of Personal Information

Your personal information is subject to data secrecy. In managing personal information, we assign an officer in charge of handling personal information, and take appropriate and adequate protective measures on a technical and organisational level against unauthorised or unlawful use and processing.

g) Provision to Third Parties

Unless otherwise permitted by laws and regulations, we will not provide your personal information to any third party without your consent. In addition, your personal information will not be transferred to another country or territory unless that country or territory will ensure an adequate level of data protection.

Board has Oversight of Anti-Corruption and Anti-Bribery issue

Yusen Logistics Group has established Non-Bribery Basic Policy to lead the way in handling corruption and bribery issue in the organisation. We also based on Malaysia Act; Malaysian Anti-Corruption Commission Act 2009 in handling corruption and bribery issue. Yusen Logistics Group Non-Bribery Basic Policy can be found here (link to https://www.yusen-logistics.com/my_en/about-us/sustainability/governance).”

The review and enforcement of this policy at TASCO Group is overseen by the Board, where Board is tasked to deliberate the reported cases.

The Directors have overall responsibility for taking such steps as are reasonably open to them to safeguard the assets of the Group to prevent and detect fraud and other irregularities.

Whistle-blowing Mechanism for Staff

TASCO Group has established a whistleblowing mechanism that encourages employees or any person or entity to report dishonest behavior, including giving or accepting bribes or inappropriate gifts, double-dealing, or defrauding investors. All complaints or grievances will be investigated, and appropriate action will be taken to stop such conduct and prevent future occurrences. This also covers concerns of public interest, and we may perform an initial investigation so that appropriate remedial action can be taken.

The Whistleblowing Mechanism acts as a medium for supporting and facilitating transparency and integrity within the company; it encourages the stakeholders to disclose any corruption, bribery, or improper conduct within the company.

SUSTAINABILITY STATEMENT

Any complaints or reports can be directed to the designated personnel via compliance email or the compliance hotline.

Compliance Hotline: +603-51018820 (Mr. KY Tan)

Compliance Email:

checkpoh.lee@tasco.com.my (Mr. Lee Check Poh)

andy.lee@tasco.com.my (Mr. Andy Lee)

ky.tan@tasco.com.my (Mr. KY Tan)

PARAMETER	Units	FY2023	FY2024	FY2025
Corporate Governance				
Number of Directors	Number	9	8	8
Number of Independent Directors on the board	Number	4	3	3
Number of women on the board	Number	1	1	1
Percentage of women on the Executive committee or equivalent	%	6.25	5.88	5.88
Percentage of directors by gender				
Male	%	88.9	87.5	87.5
Female	%	11.1	12.5	12.5
Percentage of directors by age group				
<30	%	0	0	0
30-50	%	11.1	12.5	12.5
>50	%	88.9	87.5	87.5
Anti-Corruption				
Cost of fines, penalties or settlements in relation to corruption	RM	0	0	0
Reported breaches of Code of Conduct	Number	0	0	0
Total number of substantiated corruption & bribery cases	Number	0	0	0
Total staff disciplines or dismissed due to non-compliance with anti-corruption	Number	0	0	0
Total employees receiving training on Anti-Corruption	Number	237	110	378
Percentage of operations assessed for corruption-related risks	%	-	-	-
Percentage of employees who have received training on anti-corruption by employee category				
Management	%	36.6	6.54	20.18
Executive	%	44.3	7.85	38.97
Non-executive/ technical staffs	%	0	0	0
General workers	%	0	0	0

MOVING FORWARD

As a conscientious corporate citizen, the Group is genuinely committed to balancing out our good economic performance with responsible Environment, Social and Governance consideration. Even as we focus our efforts on delivering a sustainable performance on the Economic, Environmental, Social and Governance fronts, we will work hard to ensure that the notion of sustainability becomes embedded within our working culture in a more ingrained manner.

SUSTAINABILITY STATEMENT

In strengthening the credibility of our sustainability reporting, the Sustainability Statement for the Financial Year Ended 31 March 2025 (FY 2025) has been subjected to an internal review by the Internal ESG Assurance Team.

The assurance exercise encompassed the verification of ESG-related information across the following key pillars:

Environmental Stewardship	Verification of data related to ISO 14001 certification status, greenhouse gas (GHG) emissions measurements, energy consumption records, and waste management reporting.
Social Responsibility	Validation of health & safety incident reports, labor standards compliance records, Human Resource practices and human rights adherence documentation.
Governance & Ethics	Review of governance frameworks, anti-corruption policies, and evidence supporting ethical conduct and compliance measures

Based on our review, we confirm that the information disclosed in the Sustainability Statement is supported by appropriate internal documentation and records. The statement accurately reflects the Group's commitment to responsible and transparent ESG practices, consistent with applicable frameworks and internal protocols.

This assurance reinforces our confidence in the integrity of the ESG data reported and affirms the Group's ongoing efforts to enhance sustainability performance and disclosures.

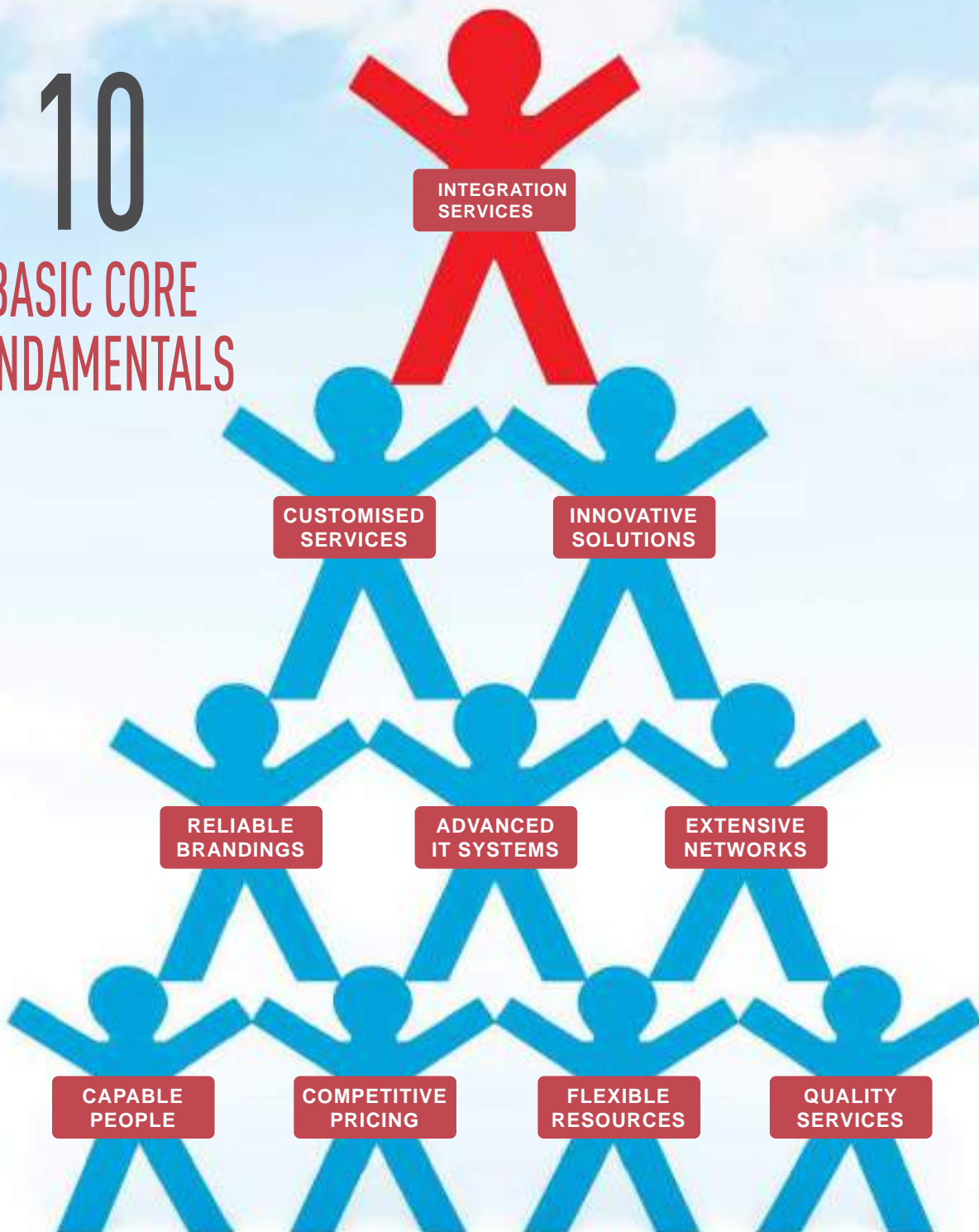
We commend the management for its commitment to maintaining high ESG standards and encourage continued vigilance and improvement in line with evolving stakeholder expectations and regulatory requirements.

TASCO BASIC CORE FUNDAMENTALS

THE SECRETS TO OUR SUCCESS

“...are to focus on the 10 Basic Core Fundamentals that we have built and developed throughout the years. We realised the importance of these fundamentals and we will continue to leverage on these core fundamentals to strengthen our market position and to enhance our shareholders’ values...”

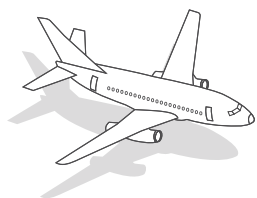
10 BASIC CORE FUNDAMENTALS



BUSINESS AT A GLANCE

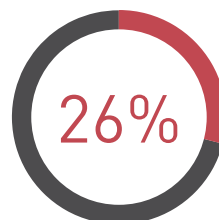
REVENUE RATIO
FYE 31.03.2025

REVENUE
FYE 31.03.2025

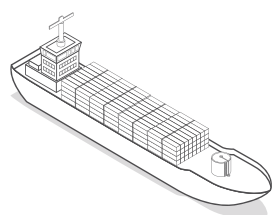


AIR FREIGHT FORWARDING

- ✓ Air Freight Services

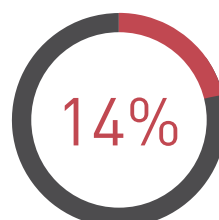


RM257.6
million

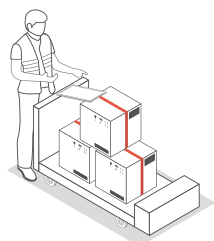


OCEAN FREIGHT FORWARDING DIVISION

- ✓ Sea Freight Services

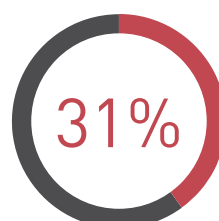


RM144.3
million

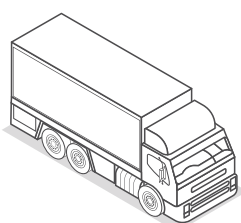


CONTRACT LOGISTICS DIVISION

- ✓ Customs Clearance
- ✓ Haulage Transportation
- ✓ Warehousing Services
- ✓ Warehouse In-plant Services
- ✓ E-Commerce

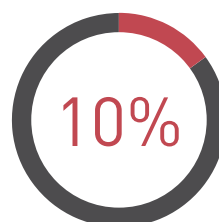


RM312.6
million



TRUCKING DIVISION

- ✓ Domestic Trucking
- ✓ Cross Border Trucking

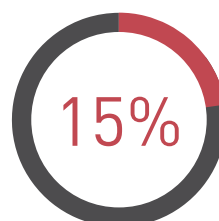


RM102.2
million

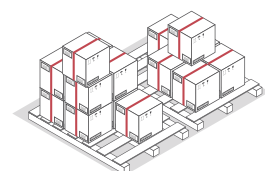


COLD SUPPLY CHAIN DIVISION

- ✓ Cold Supply Chain
- ✓ Convenience Retail

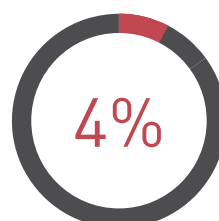


RM151.3
million

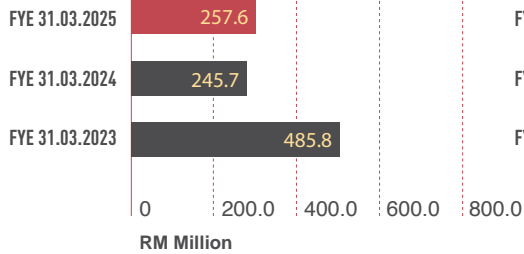
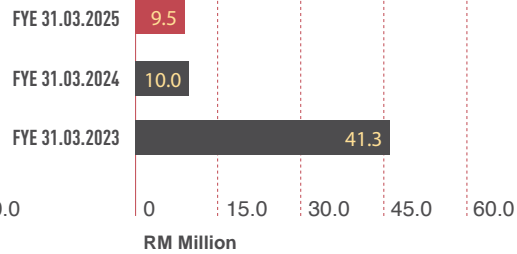
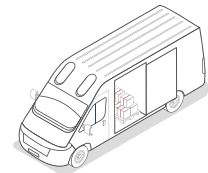


SUPPLY CHAIN SOLUTIONS DIVISION

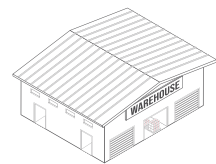
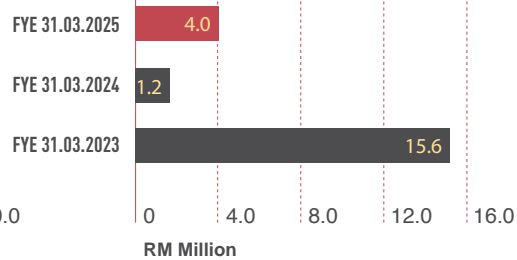
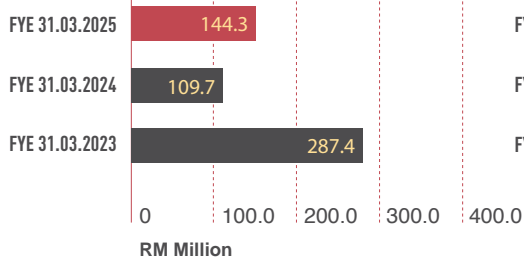
- ✓ Origin Management
- ✓ Lead Logistics
- ✓ Trading



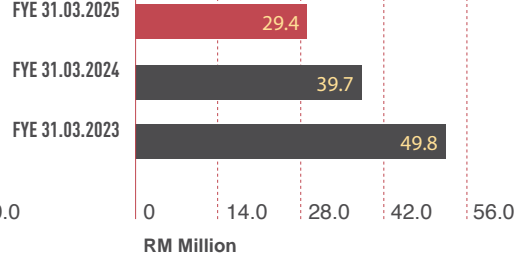
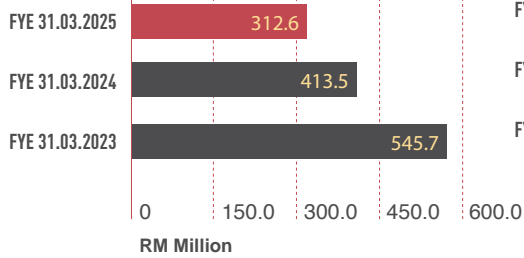
RM43.7
million

BUSINESS AT A GLANCE**REVENUE
(MILLION RM)****PROFITS FROM OPERATIONS
(MILLION RM)****RESOURCE
FACILITIES**

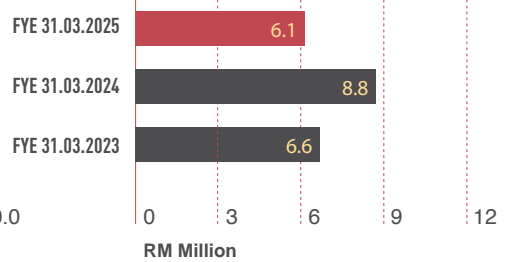
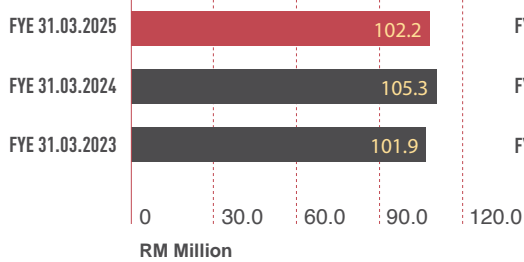
>500 Units
Prime Movers & Trucks



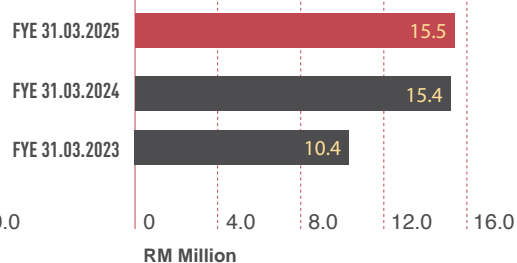
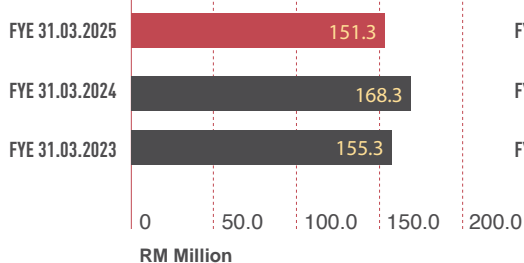
>350,000 m²
Warehouse Space



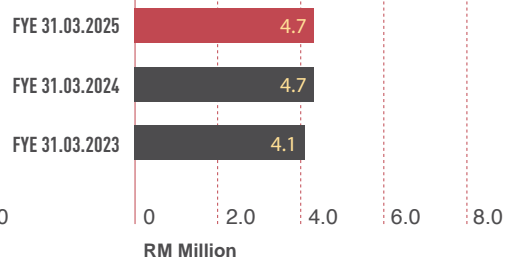
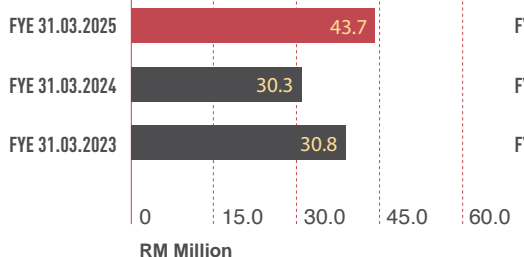
Domestic: >2,000
Worldwide: >60,000*
Employees



25 Logistics Centres
Domestic Network



748 Locations
under the
Global Network of YLK



* Under the global
network of NYK Group

CORPORATE INFORMATION

TRANSFORM 2025



BOARD OF DIRECTORS

Lee Check Poh

Non-Independent
Executive Chairman

Andy Lee Wan Kai

Non-Independent Group
Chief Executive Officer

Tan Kim Yong

Non-Independent Deputy
Group Chief Executive Officer

Freddie Lim Jew Kiat

Non-Independent
Executive Director

Kazuhiko Saeki

(Appointed on 3 May 2025)

Non-Independent
Executive Director

Norihiko Yamada

(Resigned on 3 May 2025)

Non-Independent
Executive Director

Datuk Dr Wong Lai Sum

Independent Non-Executive
Director

Ong Heng Kah

Independent Non-Executive
Director

David Dev Peter

Independent Non-Executive
Director

COMPANY SECRETARIES

Kang Shew Meng

MAICSA 0778565
CCM Practising Certificate
201908002065

Seow Fei San

MAICSA 7009732
CCM Practising Certificate
201908002299

REGISTERED OFFICE

802, 8th Floor, Block C
Kelana Square
17 Jalan SS7/26
47301 Petaling Jaya
Selangor Darul Ehsan
Tel : 03-78031126
Fax : 03-78061387
E-mail : eadvisory@epsilonas.com

REGISTRARS

**SECURITIES SERVICES (HOLDINGS)
SDN BHD**

Level 7, Menara Milenium
Jalan Damanlela
Pusat Bandar Damansara
Damansara Heights
50490 Kuala Lumpur
Tel : 03-20849000
Fax : 03-20949940
E-mail : info@sshsb.com.my

AUDITORS

RSM MALAYSIA PLT

Chartered Accountants
5th Floor, Penthouse
Wisma RKT, Block A
No. 2, Jalan Raja Abdullah
Off Jalan Sultan Ismail
50300 Kuala Lumpur
Tel : 03-26102888
Fax : 03-26986600

PRINCIPAL BANKERS

MALAYAN BANKING BERHAD**MUFG BANK (MALAYSIA) BERHAD****MIZUHO BANK (MALAYSIA) BERHAD****HONG LEONG ISLAMIC BANK
BERHAD**

STOCK EXCHANGE

MAIN MARKET**BURSA MALAYSIA SECURITIES
BERHAD**

Sector : Transportation &
Logistics

Stock Name : TASCO

Stock Code : 5140

WEBSITE

www.tasco.com.my

AUDIT COMMITTEE

Ong Heng Kah

Independent Non-Executive Director
Chairman

Datuk Dr Wong Lai Sum

Independent Non-Executive Director
Member

David Dev Peter

Independent Non-Executive Director
Member

NOMINATING COMMITTEE

Datuk Dr Wong Lai Sum

Independent Non-Executive Director
Chairman

Ong Heng Kah

Independent Non-Executive Director
Member

David Dev Peter

Independent Non-Executive Director
Member

REMUNERATION COMMITTEE

David Dev Peter

Independent Non-Executive Director
Chairman

Datuk Dr Wong Lai Sum

Independent Non-Executive Director
Member

Ong Heng Kah

Independent Non-Executive Director
Member