YEAR-ON-YEAR ESG PERFORMANCE TABLE

GOOD GOVERNANCE

Compliance Online Training Module Summary					
Number of Employees Who Participated			Total Training Hours Recorded		
2022	2023	2024	2022	2023	2024
Anti-Bribery and Corruption 1,134	1,160	**1,150**	1,757.5	496.5	**379.2**
AML/ CFT/ TFS 1,134	1,160	**1,150**	2,835.0	2,994.8	**3,048.8**
Anti-Fraud 1,134	1,160	**1,150**	5,613.3	5,523.2	**1,970**

ARS Assessment	2022	2023	2024
Number of Employees Participated	1,161	1,160	**1,150**
Number of Employees Who Scored 80% and Above	1,132	1,152	**1,076**

SUSTAINABLE ECONOMIC GROUP

Supporting Our Local Suppliers	2022	2023	2024
Total Procurement Spent on Local Businesses (RM)	65.9 mil	81.5 mil	**112.1**
Total Procurement Spent on Local Businesses (%)	76%	82%	**83%**

ENVIRONMENTAL STEWARDSHIP

Managing Our Climate Impact	2022	2023	2024
Total Fuel Consumption & Scope 1 - Direct GHG Emissions			
Total Fuel Consumption (litres)	17,059.1	18,209.1	**17,382.0**
Total Energy Consumption - Fuel Consumption (GJ)	571.5	610.0	**587.9**
Scope 1 Direct GHG Emissions (tCO$_2$e)	40.6	43.4	**42.0**
Total Purchased Electricity & Scope 2 - Indirect GHG Emissions			
Total Purchased Electricity Consumption - KT (kWh)	2,778,813	2,902,979	**3,083,435**
Total Purchased Electricity Consumption - Branches (kWh)	2,031,972	2,313,653	**2,090,249**
Total Energy Consumption - Purchased Electricity (GJ)	17,318.8	18,779.9	**18,625.3**
Scope 2 Indirect GHG Emissions - KT (tCO$_2$e)	2,106.3	2,200.5	**912.5**
Scope 2 Indirect GHG Emissions - Branches (tCO$_2$e)	1,178.5	1,395.6	**1,313.7**
Total Scope 2 Indirect GHG Emissions - KT and Branches (tCO$_2$e)	3,284.8	3,596.1	**2,226.2**
Scope 3 - Other Indirect GHG Emissions			
Category 6 – Business Travel (tCO$_2$e)	210.9	444.8	**532.7**
Category 7 – Employee Commuting (tCO$_2$e)*	-	4,320.4	**3,841.0**
Category 15 – Investments			
Portfolio Emission (tCO$_2$e)**	-	-	**2,145,968.2**
Financed Emission (tCO$_2$e)**	-	-	**111,278.3**
Facilitated Emission (tCO$_2$e)**	-	-	**38,509.9**

*   Collection of data began in FY2023
**   Collection of data began in FY2024

KENANGA INVESTMENT BANK BERHAD
SUSTAINABILITY REPORT 2024

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YEAR-ON-YEAR ESG PERFORMANCE TABLE

Consumption and Waste Management	2022	2023	2024
Paper Consumption (kg)	19,840	17,339	16,190
Total Waste Generated (kg)	19,974.4	32,876.0	36,244
Total Waste Generated (tonnes)	19.97	32.88	36.24

Water Consumption	2022	2023	2024
Kenanga Tower (m³)	21,304.0	33,307.0	33,019.0
Kenanga Branch Offices (m³)	8,185.3	8,901.1	7,558.3
Total Water Consumption (m³)	29,489.3	42,208.1	40,577.3

EMPOWERING PEOPLE AND COMMUNITIES

Our Workforce Profile	2022	2023	2024
Total Number of Employees	1,355	1,358	1,334
Breakdown by Gender			
Male	669	670	644
	49%	49%	48%
Female	686	688	690
	51%	51%	52%
Breakdown by Employee Category			
Key Management	20	18	19
Male	70.0%	66.7%	63.2%
Female	30.0%	33.3%	36.8%
Senior Management	40	42	43
Male	60.0%	59.5%	62.8%
Female	40.0%	40.5%	37.2%
Middle Management	497	500	500
Male	47.5%	46.6%	45.6%
Female	52.5%	53.4%	54.4%
Junior Management	683	691	673
Male	46.7%	47.0%	45.8%
Female	53.3%	53.0%	54.2%
Non-Executive	115	107	99
Male	66.1%	70.1%	69.7%
Female	33.9%	29.9%	30.3%

YEAR-ON-YEAR ESG PERFORMANCE TABLE

Our Workforce Profile	2022	2023	2024
Breakdown by Ethnic Composition			
Malay and Other Bumiputera	549	550	**570**
	40.5%	40.5%	**42.7%**
Chinese	733	734	**696**
	54.1%	54.0%	**52.2%**
Indian	68	68	**63**
	5.0%	5.0%	**4.7%**
Others	5	6	**5**
	0.4%	0.4%	**0.4%**
Breakdown by Age Groups			
<30	305	228	**290**
	22.5%	21.2%	**21.8%**
30-39	379	375	**364**
	28.0%	27.6%	**27.3%**
40-50	389	402	**382**
	28.7%	29.6%	**28.6%**
>50	282	293	**298**
	20.8%	21.6%	**22.3%**
By Employee Category and Age Group			
Key Management			
<30	0	0	**0**
	0%	0%	**0%**
30-39	3	0	**0**
	15.0%	0%	**0%**
40-50	3	5	**5**
	15.0%	27.8%	**26.3%**
>50	14	13	**14**
	70.0%	72.2%	**73.7%**
Senior Management			
<30	0	0	**0**
	0%	0%	**0%**
30-39	1	2	**2**
	2.5%	4.8%	**4.7%**
40-50	21	21	**21**
	52.5%	50.0%	**48.8%**
>50	18	19	**20**
	45.0%	45.2%	**46.5%**

YEAR-ON-YEAR ESG PERFORMANCE TABLE

Our Workforce Profile	2022	2023	2024
By Employee Category and Age Group			
Middle Management			
<30	8	3	4
	1.6%	0.6%	0.8%
30-39	168	156	155
	33.8%	31.2%	31.0%
40-50	178	195	203
	35.8%	39.0%	40.6%
>50	143	146	138
	28.8%	29.2%	27.6%
Junior Management			
<30	288	279	280
	42.2%	40.4%	41.6%
30-39	184	197	188
	26.9%	28.5%	27.9%
40-50	144	138	124
	21.1%	20.0%	18.4%
>50	67	77	81
	9.8%	11.1%	12.0%
Non-Executive			
<30	9	6	6
	7.8%	5.6%	6.1%
30-39	23	20	19
	20.0%	18.7%	19.2%
40-50	43	43	29
	37.4%	40.2%	29.3%
>50	40	38	45
	34.8%	35.5%	45.5%

New Hires	2022	2023	2024
Total Number of New Hires	209	208	200
New Hires Rate (%)	15.4	15.3	15.0
Total Number of Employee	1,355	1,358	1,334
Breakdown by Gender			
Male	113	105	98
Female	96	103	102
Breakdown by Age Groups			
<30	106	113	117
30-39	67	52	54
40-50	27	25	19
>50	9	18	10

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YEAR-ON-YEAR ESG PERFORMANCE TABLE

Employee Turnover	2022	2023	2024
Total Number of Employee Turnover	249	208	223
Total Employee Turnover Rate (%)	18.1	15.3	16.6
Breakdown by Gender			
Male	130	104	125
Female	119	104	98
Breakdown by Age Groups			
<30	97	95	68
30-39	71	49	74
40-50	39	24	40
>50	42	40	41
Breakdown by Employee Category			
Key Management	2	1	0
Senior Management	5	3	1
Middle Management	71	61	66
Junior Management	149	129	74
Non-Executive	22	14	1
Total Number of Voluntary Attritions	189	137	142
Total Voluntary Attritions Rate (%)	13.7	10.1	10.6

Parental Leave	2022	2023	2024
Total Number of Eligible Employees	1,088	787	756
Breakdown by Gender			
Male	402	242	403
Female	686	545	353
Total Number of Employees That Took Parental Leave			
Male	20	24	9
Female	19	14	11
Total Number of Employees That Returned to Work After Parental Leave Ended			
Male	20	24	9
Female	19	14	11
Return to Work Rate	100%	100%	100%

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YEAR-ON-YEAR ESG PERFORMANCE TABLE

Training and Development	2022	2023	2024
Total Expenses on Training and Development (RM)	2.7mil	1.9mil	**2.6mil**
Overall Training Hours	39,325.9	40,067.9	**42,294**
Average Training Hours per Employee	29.0	44.9	**31.7**
Average Training Days per Employee	3.6	4.3	**4.0**
Average Training Hours per Employee by Gender			
Male	26.0	22.9	**13.5**
Female	31.6	21.9	**12.0**
Average Training Hours per Employee by Category			
<30	97	95	**68**
30-39	71	49	**74**
40-50	39	24	**40**
>50	42	40	**41**
Breakdown by Employee Category			
Key Management	88.1	70.9	**77.7**
Senior Management	48.1	35.7	**49.9**
Middle/ Junior Management	29.0	62.0	**32.1**
Non-Executive/ General Employees	7.8	9.3	**10.2**

Community Investment	2022	2023	2024
Total Amount of Community Investment (RM)	180,344.50	636,809.93	**648,226.00**
Financial Literacy			
Number of Forums Conducted	98	119	**164**
Number of Participations	20,071	7,877	**14,106**