

SCH
SINCE 1982

mak'cik
you eat the best

Auntie's
Kitchen

Santitas
S-SIGNATURE

2025

Sustainability Report



SUSTAINABILITY STATEMENT

At Sydney Cake House (SCH), sustainability is integral to our brand, heritage, and responsibility as a global HALAL bakery manufacturer. Established in 1982, SCH has grown from a single cake house into one of Malaysia's recognised bakery producers, serving customers across retail, food service, hospitality, aviation, and quick service restaurant sectors in more than 12 countries.

Our approach to sustainability is grounded in the principles that have guided our business for decades. Quality, food safety, integrity, and respect for people shape how we develop products, operate our facilities, manage our supply chain, and build long-term relationships with customers and partners.

As a HALAL bakery manufacturer serving regulated domestic and international markets, SCH recognises the trust placed in us by consumers, brand owners, and regulators. This trust is upheld through certified food safety systems, robust HALAL governance, disciplined quality management, and consistent operational controls, ensuring that products bearing the SCH name meet stringent standards of safety, hygiene, and reliability.

Environmental responsibility is managed with the same discipline applied to product and process excellence. Our operations involve energy-intensive baking activities, refrigeration systems, cold-chain logistics, and water usage. These impacts are managed through operational efficiency, preventive maintenance, and continuous improvement, with this reporting year establishing a baseline for environmental performance monitoring.

Our people are central to sustaining operational excellence and brand integrity. SCH promotes a workplace culture founded on respect, teamwork, integrity, and professionalism. We are committed to providing a safe and supportive environment where employees can develop their skills, perform effectively, and grow with the organisation. Occupational health and safety, training, and employee wellbeing remain key priorities, with this report serving as a baseline for future enhancement.

Strong governance underpins SCH's reputation and long-term resilience. Ethical conduct, accountability, and transparency guide decision-making across the organisation. While many governance practices have long been embedded, this Sustainability Report formalises governance disclosures for the first time, establishing a structured foundation for ongoing improvement.

This Sustainability Report represents Sydney Cake House's inaugural sustainability disclosure. It consolidates existing practices into a transparent and structured framework, prepared with reference to internationally recognised sustainability reporting standards, and establishes baseline data against which future progress will be measured.

As SCH continues to expand its brands and international presence, sustainability will remain embedded in our strategy, operations, and organisational culture. Guided by our heritage and driven by continuous improvement, we remain committed to strengthening our sustainability practices progressively and delivering long-term value to our stakeholders.



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EXECUTIVE SUMMARY

This Sustainability Report presents Sydney Cake House (SCH)'s structured disclosure of its environmental, social, and governance practices, reflecting the scale and international reach of the Company. As a HALAL bakery manufacturer serving regulated domestic and global markets, SCH recognises that sustainability is fundamental to brand integrity, customer trust, and long-term business resilience.

The report covers the reporting period from 1 June 2024 to 31 May 2025 and applies to operational activities under SCH's direct management and control. As SCH's inaugural Sustainability Report, it consolidates existing practices and governance systems into a formal framework and establishes baseline performance data for future reporting and improvement.

Business Overview and Market Presence

Established in 1982, Sydney Cake House has evolved from a local bakery into a frozen HALAL bakery manufacturer serving customers across retail, food service, hospitality, aviation, quick service restaurants, convenience stores, and private label segments. SCH's products are distributed in more than 12 countries, supported by robust production capabilities, certified food safety systems, and reliable cold-chain logistics.

SCH operates a multi-brand portfolio, including mak'cik, Aunty's Kitchen, and S-Signature, each addressing different customer segments while maintaining consistent standards of quality, safety, and HALAL integrity.

Environmental Stewardship

SCH's environmental footprint is primarily associated with energy use from baking operations, refrigeration systems, transportation fuel, and water consumption. Given the energy-intensive nature of food manufacturing and cold-chain operations, the Company focuses on operational efficiency, preventive maintenance, and regulatory compliance.

During the reporting period, SCH enhanced the monitoring of electricity, natural gas, fuel usage, refrigeration-related emissions, and water consumption. These disclosures establish a baseline for informed decision-making, operational optimisation, and continuous improvement.

Social Responsibility

People are central to SCH's operational excellence and brand promise. The Company maintains fair employment practices, timely remuneration, and a professional, safety-focused workplace in compliance with applicable labour regulations. Training related to food safety, occupational health and safety, and technical competency supports consistent product quality and service reliability.

SCH's culture emphasises teamwork, integrity, and a sense of belonging. Employees are provided with a supportive environment and opportunities to develop their skills and grow with the organisation.

Governance and Ethical Business Practices

Strong governance underpins SCH's reputation and business sustainability. The Company maintains structured management oversight, internal controls, and compliance systems appropriate to its international operations. Ethical conduct, transparency, and accountability guide engagement with customers, suppliers, regulators, and other stakeholders.

SCH's governance framework includes certified food safety and quality management systems, HALAL governance, data protection measures, and progressively strengthened policies related to business ethics and anti-bribery practices. These standards have been recognised through various local and international awards.

Looking Ahead

This Sustainability Report formalises Sydney Cake House's sustainability practices into a coherent and transparent baseline disclosure. Moving forward, SCH will continue to enhance data quality, strengthen governance structures, and pursue practical improvements in environmental efficiency, workforce capability, and ethical business conduct.

Sustainability at SCH remains aligned with business strategy, brand reputation, and customer expectations. Guided by its heritage and driven by continuous improvement, the Company is committed to delivering quality, trust, and long-term value to stakeholders.

This report has been prepared by management based on information available during the reporting period and reflects SCH's current sustainability practices and reporting maturity.





MESSAGE FROM THE FOUNDER AND MANAGING DIRECTOR

When I founded Sydney Cake House in 1982, my purpose was simple: to produce bakery products that customers could trust, enjoy, and proudly serve. I have always believed that food is more than nourishment. It carries care, love, and joy, and it should bring comfort and happiness to those who share it.

Over the years, we have built Sydney Cake House as a responsible and people-centred organisation. Long before sustainability became a formal concept, we focused on maintaining a clean, safe, and well-managed factory, while nurturing a workplace where employees feel respected, supported, and valued. Our people are central to who we are, and their wellbeing and pride in their work are reflected in the quality of our products and the trust of our customers.

As our business has grown across retail, food service, hospitality, aviation, and international markets, our responsibility has grown with it. We are trusted not only for food safety, HALAL integrity, and product quality, but also for how we conduct our business, care for our people, and manage resources responsibly.

The recognition received through initiatives such as AmBank BizRACE affirms our ongoing efforts to modernise responsibly while staying true to our values. This Sustainability Report marks an important milestone in formalising the practices that have guided us for many years and presenting them in a structured and transparent manner.

As we move forward, we remain committed to continuous improvement, guided by integrity and genuine care for people. Our aim is to build a business that delivers food made with care, supports the wellbeing of our employees, and brings lasting joy and trust to customers and communities.

Leadership Commitment to Sustainability

Sustainability at Sydney Cake House is supported by leadership accountability across strategic, operational, and functional levels. The following leadership messages reflect how sustainability is governed, implemented, and embedded across the organisation, from corporate oversight to plant-level execution and functional support.



JENNY CHUANG

Founder and Managing Director



LEADERSHIP COMMITMENT TO SUSTAINABILITY

Sustainability at Sydney Cake House is supported by leadership accountability across strategic, operational, and functional levels. The following leadership messages reflect how sustainability is governed, implemented, and embedded across the organisation, from corporate oversight to plant-level execution and functional support.



“ MESSAGE FROM THE CHIEF EXECUTIVE OFFICER (CEO)

At Sydney Cake House, sustainability is closely tied to how we manage quality, safety, and operational discipline across our business. As the Company continues to grow and serve diverse markets, maintaining consistency, compliance, and accountability remains essential.

This Sustainability Report reflects our commitment to transparency and responsible management. It brings together the systems, practices, and controls that support our operations, from food safety and workforce wellbeing to environmental monitoring and ethical governance. While this report establishes our baseline, it also marks the beginning of a more structured approach to sustainability reporting and performance management.

As Chief Executive Officer, I am committed to strengthening governance, supporting our teams, and ensuring sustainability considerations remain integrated into daily decision-making. Through continuous improvement and collaboration across functions, we will continue to build a resilient organisation that delivers trusted products and long-term value to our stakeholders.

NICOLE CHUANG

Chief Executive Officer

“ MESSAGE FROM THE CHIEF OPERATING OFFICER (COO)

Operational effectiveness is fundamental to delivering Sydney Cake House's sustainability commitments. As Chief Operating Officer, my focus is on ensuring that sustainability principles are embedded into production planning, process control, resource management, and cross-functional coordination.

Sustainability at SCH is not treated as a standalone initiative. It is integrated into how we manage food safety, operational efficiency, workforce deployment, and compliance with regulatory and customer requirements. Consistent execution across plants and functions is critical to maintaining product integrity and brand trust.

I remain committed to strengthening operational discipline, improving data reliability, and supporting teams to ensure sustainability objectives are translated into practical, measurable outcomes across the organisation.

CHRISTINE CHUANG

Chief Operating Officer



SECTION 1 ABOUT THIS SUSTAINABILITY REPORT



1.1 REPORTING SCOPE AND BOUNDARY

This Sustainability Report covers the environmental, social, and governance practices and performance of **Sydney Cake House (SCH)** within its operational control. The scope includes manufacturing operations, quality assurance, cold storage and refrigeration, logistics coordination, administrative functions, and management activities directly managed by the Company.

The reporting boundary is limited to SCH's operations in **Malaysia**. Activities outside the Company's direct control, including upstream suppliers and downstream customers, are excluded unless otherwise stated. This ensures clarity, consistency, and reliability of disclosures.

1.2 REPORTING PERIOD

The reporting period for this Sustainability Report spans from **1 June 2024 to 31 May 2025**. This period reflects a complete operational cycle and provides a clear and consistent basis for performance disclosure.

1.3 SUSTAINABILITY REPORT DISCLAIMER AND BASIS OF PREPARATION

This Sustainability Report provides a transparent overview of SCH's sustainability practices and performance during the reporting period. Disclosures are based on internal records, operational data, certified management systems, and management inputs available at the time of preparation.

As this is the Company's first Sustainability Report, certain data sets are being consolidated into a formal reporting structure for the first time. Some disclosures may therefore include reasonable estimates where historical records are limited. SCH does not guarantee future performance outcomes and is committed to enhancing data accuracy and reporting depth in future reporting cycles.

1.4 REPORTING STANDARDS AND FRAMEWORKS

This Sustainability Report is prepared with reference to internationally recognised sustainability frameworks, including:



GRI Standards 2021, applied selectively based on material relevance and data availability



Bursa Malaysia Sustainability Reporting Guide 3.0, used as a structural reference



United Nations Sustainable Development Goals, mapped to relevant sustainability themes

The application of these frameworks reflects a proportionate approach aligned with the Company's scale and operational complexity.

1.5 BASIS OF PREPARATION AND DATA LIMITATIONS

Data disclosed in this report is compiled from utility records, operational logs, certified food safety and quality systems, human resources records, and management reporting. Where direct measurement is not available, estimates are applied using consistent methodologies.

Key data limitations include:

- Consolidation of sustainability data from multiple operational systems
- Limited historical comparative data for certain indicators
- Ongoing enhancement of centralised data management processes

These limitations are being addressed through improved documentation, system integration, and internal review processes.

1.6 STATEMENT OF USE

This Sustainability Report is intended for customers, business partners, regulators, employees, and other stakeholders seeking to understand SCH's sustainability governance and performance. It may support customer assessments, supply chain requirements, tender submissions, and regulatory or audit engagements.

The report should be read together with the accompanying methodology notes to ensure proper interpretation of the disclosures.

1.7 SUSTAINABILITY POLICY

Sydney Cake House's Sustainability Policy reflects the Company's long-standing commitment to responsible and ethical business practices within the frozen food and bakery sector. While formal sustainability reporting is newly established, these principles have guided SCH's operations for many years.

The Policy provides a framework for identifying, managing, and improving environmental, social, and governance impacts across the Company's operations. As part of this inaugural report, SCH is establishing baseline metrics and will progressively develop measurable sustainability objectives aligned with internationally recognised standards.

The Sustainability Policy focuses on the following objectives:

- Identifying activities, products, and services with potential sustainability impacts
- Reducing adverse impacts through appropriate controls, processes, and best practices
- Enhancing positive impacts for employees, customers, and the wider community

SCH'S SUSTAINABILITY POLICY IS GUIDED BY THREE CORE PILLARS:

This Policy provides the foundation for SCH's sustainability strategy, objectives, and disclosures in this report.

TRUSTED ENTERPRISE

Building an ethical, well-governed, and resilient business that supports long-term value creation.

ENVIRONMENTAL STEWARDSHIP

Managing environmental impacts associated with manufacturing and cold-chain operations through responsible resource use and continuous improvement.

NURTURING AND EMPOWERING PEOPLE

Prioritising employee wellbeing, capability development, and a respectful workplace culture.



SUSTAINABILITY PURPOSE, VISION, MISSION, CORE VALUES AND SUSTAINABILITY OBJECTIVES (2025–2030)

SUSTAINABILITY

PURPOSE

Sydney Cake House’s sustainability purpose is to safeguard long-term brand trust while delivering high-quality HALAL bakery products to local and international markets.

VISION

To be recognised as Asia’s leading HALAL bakery manufacturer for responsible operations, trusted products, and strong governance.

MISSION

Sydney Cake House integrates sustainability into core business decisions by:

- Upholding high standards of food safety, HALAL integrity, and quality
- Operating manufacturing and cold-chain processes responsibly
- Providing a safe, inclusive, and professional workplace
- Conducting business with integrity and accountability
- Strengthening systems and sustainability disclosures over time

CORE VALUES

The Company’s sustainability approach is guided by the following values, which shape behaviour and decision-making across the organisation:



Quality and Safety

Delivering products that meet stringent safety, hygiene, and quality requirements without compromise.



Integrity and Accountability

Acting ethically and transparently in all business relationships and decisions.



People and Teamwork

Fostering a respectful workplace where collaboration, capability development, and wellbeing are prioritised.



Innovation and Continuous Improvement

Advancing products, processes, and systems through research, technology, and disciplined improvement.



Customer Trust

Protecting brand reputation by consistently meeting customer expectations across markets.

Commitment to Ongoing Progress

These objectives provide a structured framework for continuous improvement rather than fixed commitments. SCH will refine priorities in line with business strategy, regulatory developments, customer expectations, and operational performance.

SUSTAINABILITY OBJECTIVES (2025–2030)

ENVIRONMENTAL



- Strengthen monitoring of energy consumption across production and cold storage
- Improve refrigeration efficiency and emissions management
- Optimise water usage through operational controls
- Enhance data consistency to support decision-making

SOCIAL



- Maintain high standards of occupational health and safety
- Strengthen employee training in food safety and operations
- Promote workforce stability through fair employment practices
- Support continuous capability development

GOVERNANCE



- Strengthen sustainability oversight and accountability
- Enhance policies on business ethics and compliance
- Improve supplier standards aligned with quality and ethics
- Increase transparency and consistency in sustainability disclosures

SECTION 2 COMPANY PROFILE AND BUSINESS OVERVIEW

Sydney Cake House

Established in 1982, is one of Malaysia's leading manufacturers of frozen HALAL bakery products.

With over 30 years of industry experience, the company provides a comprehensive One-Stop Halal Bakery Solution supported by strong R&D, technical expertise, and integrated supply chain capabilities.

Certified with HALAL, HACCP, FSSC 22000, ISO22000, and AVA, Sydney Cake House serves diverse global market segments including food service, retail, aviation catering, QSR, and private label across more than 12 countries.



2.1 CORPORATE BACKGROUND AND BUSINESS POSITIONING

Sydney Cake House is a Malaysia-based HALAL bakery manufacturer established in 1982 by Mrs. Jenny Chuang. Over more than four decades, the Company has evolved into a recognised leader in the frozen bakery segment, supplying high-quality products to both local and international markets.



From its origins as a single cake house, Sydney Cake House has evolved into a global food manufacturing organisation known for quality, reliability, and regulatory compliance. The Company is positioned to meet stringent customer, certification, and market requirements across diverse geographies while maintaining consistent product standards.

In parallel with business growth, Sydney Cake House has, for more than two decades, emphasised responsible factory operations, focusing on cleanliness, safety, process discipline, and efficient use of resources. These practices support regulatory compliance, operational reliability, and the delivery of products that consistently meet customer expectations.

2.2 BUSINESS MODEL AND CORE CAPABILITIES

Sydney Cake House operates an integrated manufacturing and supply model encompassing product development, production, quality assurance, cold storage, and distribution coordination. The business is designed around scalable and repeatable processes to support high-volume production with consistent quality.

Key capabilities include:

- ▶ Research and development focused on product innovation and customisation
- ▶ Certified food safety and HALAL governance systems embedded in operations
- ▶ Technical product support and customer engagement
- ▶ Reliable cold-chain management supporting domestic and export markets

This integrated model allows Sydney Cake House to function as a one-stop HALAL bakery solution provider for customers across multiple sectors.





Unimpeachable, our talented chef crafted every piece with passion in heart. Our signatures specialties are Asian Shell Curry Puff, Pastry, Pocket Pies, Croissants, Dessert Series and the hot fillings.

2.3 PRODUCT PORTFOLIO

The Company produces a wide range of frozen HALAL bakery products designed to meet diverse customer requirements. Core product categories include:

- Puff pastries, croissants, and danishes
- Traditional Asian bakery items including shell curry puffs
- Pizzas, gourmet pies, and calzones
- Cakes, brownies, muffins, European rolls, and baguettes

Product development is guided by market demand, food safety requirements, and customer specifications, supported by continuous research and process optimisation.

2.4 CUSTOMER PROFILE AND MARKET SEGMENTS

Sydney Cake House serves a broad customer base across local and international markets. Key market segments include:

- Hypermarkets and retail chains
- Food service operators including cafés and bakeries
- Hotels and hospitality groups
- Aviation catering providers
- Quick service restaurant operators
- Convenience store chains and private label partners

The Company's products are distributed to customers in more than **12 countries**, reflecting its export capability and ability to meet global quality and compliance expectations.

2.7 BRAND PORTFOLIO

Sydney Cake House manages a portfolio of brands serving different customer segments:



focused on traditional and heritage-inspired products



catering to family-oriented and food service channels



positioned for premium and specialised offerings

2.5 VALUE PROPOSITION AND COMPETITIVE DIFFERENTIATION

Sydney Cake House's value proposition is built on:

- Leadership in HALAL-certified bakery manufacturing
- Consistent product quality supported by certified management systems
- Strong research and development capabilities
- Reliable production and supply discipline
- Products designed to deliver consistent quality and positive customer experiences
- Long-term customer partnerships supported by technical expertise

These strengths enable the Company to compete effectively in both domestic and international markets.

2.6 OPERATIONAL FOOTPRINT AND LOCATIONS

Sydney Cake House's manufacturing and operational activities are based in **Malaysia**, where production, quality assurance, management, and administrative functions are conducted. Facilities are supported by cold storage and logistics coordination infrastructure designed to meet export and food safety requirements.

The reporting boundary for this Sustainability Report covers operations under the Company's direct operational control.

All brands operate under the same standards of quality, food safety, HALAL integrity, and governance.

2.8 AWARDS AND EXTERNAL RECOGNITION

Sydney Cake House has received multiple **local and international awards** recognising product quality, operational excellence, brand strength, and market leadership. These accolades reflect sustained commitment to high standards and reinforce the Company's credibility with customers, partners, and regulators across global markets.

July 2024

MALAYSIA SMART MANUFACTURING AWARDS

Gold Winner
Best in Smart Manufacturing

IR4.0 READINESS CATEGORY
AWARDED BY
MINISTER OF MITI: YB TENGKU ZAFRUL AZIZ




Sept 2024

TASTE OF MALAYSIA @ DUBAI

Best Exporting Malaysian Company

AWARDED BY
MINISTER OF DOMESTIC TRADE AND LIVING COSTS OF MALAYSIA:
YB DATUK ARMIZAN MOHD ALI




Nov 2024

ASIA PACIFIC REGION

Award of Supplier Food Safety and Quality Recognition Program
BY STARBUCKS ASIA PACIFIC




May 2025

ISLAMIC DISTINGUISHED ENTERPRISE AWARD (IDEA)

Distinguished Halal Brand Award



Dec 2024

AMBANK BIZRACE SEASON 4

Champion the Business Contest

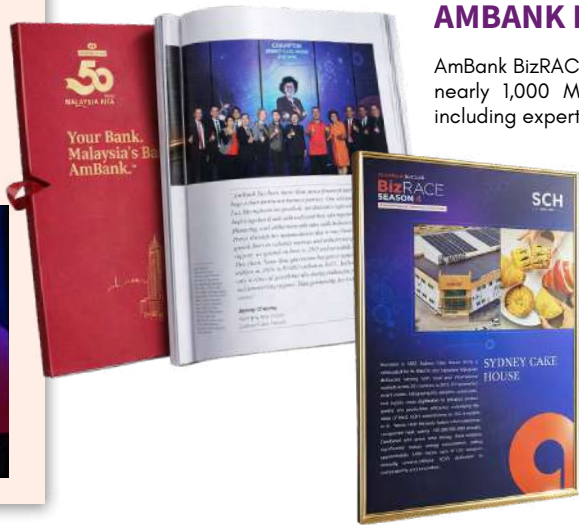



AWARD HIGHLIGHT

AMBANK BIZRACE SEASON 4: DRIVING SME TRANSFORMATION

AmBank BizRACE Season 4 drove SME transformation through the adoption of IR4.0 and ESG practices, engaging nearly 1,000 Malaysian businesses. The programme offered a RM2 million development-focused package, including expert guidance, digitalisation support, and sustainability solutions to strengthen business resilience.

Participants benefited from workshops, consultations, and technical assessments that enabled automation, improved efficiency, and better resource management. Sydney Cake House Sdn Bhd exemplified this by digitalising operations and evolving into a stronger, sustainability-driven brand.



The programme highlighted that digitalisation and sustainability are critical for competitiveness. With the right support and innovation, SMEs can enhance productivity, reduce environmental impact, and build future-ready businesses.

FY2024-2025

KEY SUSTAINABILITY HIGHLIGHTS

ENVIRONMENT PERFORMANCE



5,227.66 tCO₂e
Total GHG Emissions

Scope 1 Emissions
2,913.79 tCO₂e

Scope 2 Emissions
2,047.34 tCO₂e

Scope 3 Emissions
266.53 tCO₂e



14,511 m³
Water Consumption

SOCIAL PERFORMANCE



2,972
Training Hours

ZERO Work-related Fatalities
Serious Work-related Injuries
High-consequence Incidents

GOVERNANCE & COMPLIANCE



0 Regulatory Non-Compliance
0 Confirmed Bribery Cases

SECTION 3 SUSTAINABILITY GOVERNANCE AND OVERSIGHT



Strong governance is fundamental to Sydney Cake House's ability to operate responsibly, protect brand integrity, and maintain customer trust across regulated domestic and international markets. Sustainability oversight is embedded within the Company's overall corporate governance framework, with accountability integrated into senior management and core operational functions.

Environmental management, food safety, HALAL governance, workforce practices, ethical conduct, and regulatory compliance are managed through established structures, policies, and certification systems. Sustainability-related matters are reviewed through routine management processes, operational planning, and performance monitoring to ensure consistent implementation across the organisation.

As part of this inaugural Sustainability Report, Sydney Cake House has formalised its sustainability governance disclosures, establishing a clear baseline for transparency, accountability, and continuous improvement. This governance framework supports long-term business resilience, regulatory compliance, and confidence among customers, partners, and stakeholders.

3.1 GOVERNANCE STRUCTURE AND MANAGEMENT OVERSIGHT

Sydney Cake House's sustainability governance is embedded within its overall corporate governance framework. Oversight is provided by senior management, with accountability integrated into operational, quality, and compliance functions. This structure ensures that sustainability considerations are aligned with business strategy, brand protection, and operational performance.

Management oversight covers environmental management, workforce practices, food safety, HALAL governance, ethical conduct, and regulatory compliance. Sustainability-related matters are reviewed as part of routine management discussions, operational planning, and performance monitoring to ensure consistent implementation across the organisation.

3.2 ESG ROLES, RESPONSIBILITIES, AND ACCOUNTABILITY

Clear roles and responsibilities are assigned to ensure effective sustainability management at Sydney Cake House. Senior management is responsible for setting strategic direction, approving policies, and overseeing performance related to environmental, social, and governance matters as part of overall business governance.

Operational accountability for ESG implementation is embedded across functional teams. Core functions, including Production, QAQC, Engineering, Supply Chain, and Human Resources, are responsible for integrating sustainability practices into daily operations. This includes production efficiency, food safety and HALAL compliance, occupational health and safety, employee wellbeing, and data reporting.

Occupational health and safety, environmental compliance, and sustainability coordination at plant level are supported through the **HSE & Sustainability function**, which works closely with Production, QAQC, and HR teams to implement safety procedures, training programmes, and compliance requirements. This functional coordination supports consistent application of policies and operational controls across the organisation.

Functional leads are responsible for maintaining data accuracy, documentation, and internal reporting within their respective areas. Continuous improvement is supported through internal reviews, training, and management oversight, ensuring that sustainability information disclosed is reliable, decision-useful, and aligned with regulatory and certification expectations.

3.3 INTEGRATION OF SUSTAINABILITY INTO BUSINESS STRATEGY

Sustainability is integrated into Sydney Cake House's business strategy through operational planning, investment decisions, and risk management processes. Considerations such as energy efficiency, food safety assurance, workforce capability, supply reliability, and compliance requirements are evaluated alongside commercial and operational priorities.

This integrated approach ensures that sustainability supports long-term competitiveness, customer confidence, and brand reputation across local and international markets.

3.4 RISK MANAGEMENT AND ESG CONSIDERATIONS

Sydney Cake House identifies and manages sustainability-related risks as part of its broader risk management framework. Key areas of focus include food safety and quality risks, regulatory compliance, supply chain reliability, operational continuity, workforce health and safety, and environmental performance.

Risks are assessed based on potential impact and likelihood, with mitigation measures implemented through standard operating procedures, certification requirements, preventive maintenance, and management controls. This approach supports business resilience and protects stakeholder trust.

3.5 ETHICS, INTEGRITY, AND CORPORATE CONDUCT

Ethical conduct is a fundamental expectation at Sydney Cake House. The Company operates with a commitment to integrity, transparency, and compliance with applicable laws and regulations in all markets where it operates.

Policies and procedures governing ethical behaviour, conflicts of interest, and responsible business conduct are communicated to employees and relevant business partners. Management promotes a culture where ethical decision-making and accountability are integral to daily operations.

3.5.1 GOVERNANCE POLICIES FRAMEWORK

Sydney Cake House has established a comprehensive suite of formal policies to support ethical conduct, regulatory compliance, food safety, workplace practices, environmental management, and sustainability governance. These policies provide clear guidance to employees and management and form the foundation for responsible business conduct across operations.

The Company's governance policies cover key areas including ethics and integrity, workplace conduct, data protection, food safety and HALAL assurance, occupational health and safety, environmental management, and sustainable procurement. These policies are reviewed and updated as required to reflect regulatory changes, certification requirements, and operational needs.

Summary of Key Governance Policies

| POLICY CATEGORY | KEY POLICIES |
|--------------------------------|--|
| Ethics & Integrity | Work Ethic Policy, No Gift Policy, Whistle Blowing Procedure |
| Workplace & Human Rights | Sexual Harassment Policy, Safety and Health Policy |
| Compliance & Data Protection | Compliance and Legal Framework Policy, Personal Data Protection Policy |
| Environmental & Sustainability | Environmental Policy, Energy Management Policy, Water Management Policy, Waste Management Policy, Air Quality Policy, Sustainability Policy, Green Purchasing Policy |
| Food Safety & HALAL Governance | Food Safety & Quality Policy, Halal Policy |

3.6 CERTIFICATIONS, ASSURANCE, AND COMPLIANCE FRAMEWORK

Sydney Cake House maintains a structured certification and compliance framework to support product integrity, food safety, HALAL assurance, and regulatory compliance across domestic and international markets. These certifications form a critical part of the Company's governance and risk management systems and are integral to maintaining customer confidence and brand protection.

The Company operates under recognised food safety and quality management systems, including **HALAL certification, HACCP, ISO 22000 and FSSC 22000**, which govern raw material selection, production processes, hygiene controls, traceability, and product handling. These systems are supported by documented procedures, internal controls, and periodic reviews to ensure consistent application across operations.



Compliance with certification requirements is monitored through regular internal checks, management reviews, and external audits conducted by accredited certification bodies and relevant authorities. Findings from audits are reviewed by management, with corrective actions implemented where necessary to strengthen controls and operational discipline.

Sydney Cake House also ensures compliance with applicable food regulations, occupational health and safety requirements, and customer-specific standards, particularly for aviation, hospitality, and quick service restaurant sectors. This assurance framework supports reliable operations, mitigates regulatory and operational risks, and reinforces the Company's commitment to delivering safe, high-quality HALAL bakery products to global markets.

SECTION 4 STAKEHOLDER ENGAGEMENT

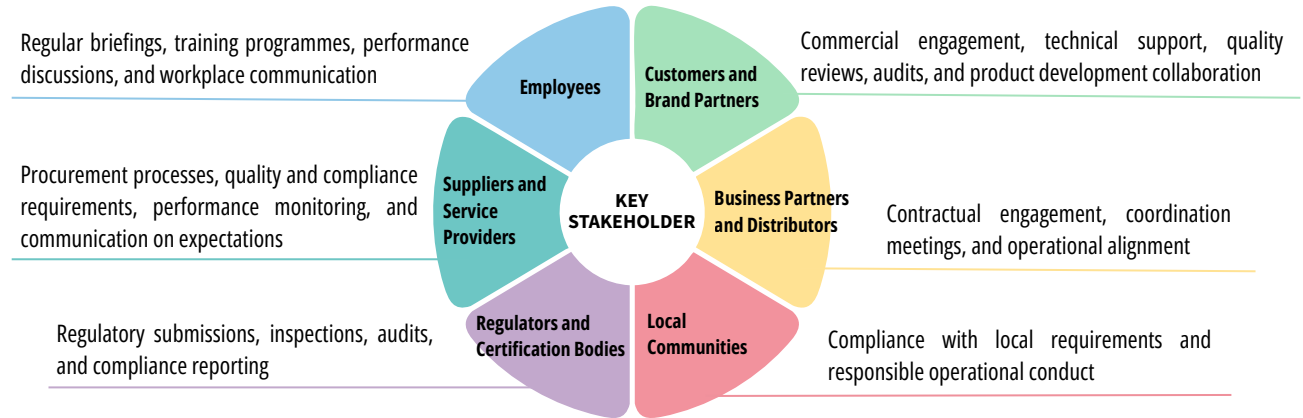
Stakeholder engagement supports Sydney Cake House’s ability to operate responsibly, maintain regulatory compliance, and protect brand trust across domestic and international markets. The Company engages key stakeholder groups through structured and practical channels embedded in daily operations and management processes.

Stakeholder feedback is monitored and addressed through established communication mechanisms, with key concerns reviewed by management and integrated into operational and governance responses.



4.1 KEY STAKEHOLDER GROUPS

Sydney Cake House engages with a diverse range of stakeholders whose expectations and requirements influence business performance, brand reputation, and long-term sustainability. Stakeholders are identified based on their relevance to operations, regulatory obligations, customer relationships, and value chain impact.



Each stakeholder group plays a distinct role in supporting Sydney Cake House’s operational continuity, market credibility, and global reach.

These engagement approaches support transparency, responsiveness, and alignment with stakeholder expectations across local and international markets.

4.3 KEY STAKEHOLDER CONCERNS AND MANAGEMENT RESPONSES

Sydney Cake House monitors and responds to stakeholder concerns through formal and informal feedback channels. Management reviews key issues and integrates appropriate actions into operational and governance processes.

| STAKEHOLDER GROUP | KEY CONCERNS | MANAGEMENT RESPONSE |
|-------------------------------------|---|---|
| Employees | Workplace safety, fair employment, training, job stability | Implementation of safety procedures, compliance with labour regulations, continuous training, and clear communication |
| Customers and Brand Partners | Product quality, food safety, HALAL integrity, supply reliability | Certified quality systems, strict production controls, HALAL governance, and reliable delivery processes |
| Suppliers and Service Providers | Clear requirements, fair engagement, compliance expectations | Defined procurement standards, communication of quality and compliance requirements |
| Regulators and Certification Bodies | Regulatory compliance, food safety, documentation | Adherence to regulations, audit readiness, timely submissions, and corrective actions |
| Business Partners and Distributors | Operational reliability, brand protection | Contractual controls, performance monitoring, and consistent standards |
| Local Communities | Responsible operations and compliance | Compliance with local laws, responsible operational practices |

Stakeholder feedback is reviewed periodically to ensure that emerging risks, expectations, and opportunities are addressed in a timely and appropriate manner.

SECTION 5 MATERIALITY ASSESSMENT

Sydney Cake House’s materiality assessment identifies the environmental, social, and governance topics most relevant to business continuity, brand trust, and regulatory compliance. As this is the Company’s first Sustainability Report, the assessment was conducted through an internal management-led process to establish a baseline for future refinement.

The identified material topics reflect the Company’s operating context as a HALAL bakery manufacturer serving regulated and high-reliability market segments, and form the basis of sustainability disclosures in this report.

5.1 MATERIALITY ASSESSMENT APPROACH AND METHODOLOGY

Sydney Cake House conducts its materiality assessment to identify environmental, social, and governance topics that have the most significant impact on business continuity, brand reputation, regulatory compliance, and stakeholder trust.

The assessment reflects the Company’s role as a global HALAL bakery manufacturer serving regulated and high-risk sectors such as aviation, hospitality, retail chains, and quick service restaurants. Material topics are those that could affect product integrity, customer confidence, operational resilience, and the licence to operate across markets.

The materiality assessment process involved:

- Identification of relevant ESG topics based on industry risks, certifications, and operational activities
- Review of internal policies, quality systems, and compliance obligations
- Consideration of stakeholder expectations including customers, employees, regulators, and business partners
- Management evaluation of topics based on impact on business and importance to stakeholders

This approach ensures that material topics reflect both internal priorities and external expectations.

5.2 IDENTIFICATION AND PRIORITISATION OF MATERIAL TOPICS

Material topics were prioritised using two assessment dimensions:

- **Importance to Stakeholders**, reflecting expectations of customers, regulators, employees, and partners
- **Impact on Business**, reflecting influence on operational performance, compliance, brand trust, and financial risk

Topics were classified into High, Medium, or Lower priority based on management assessment and industry risk context.

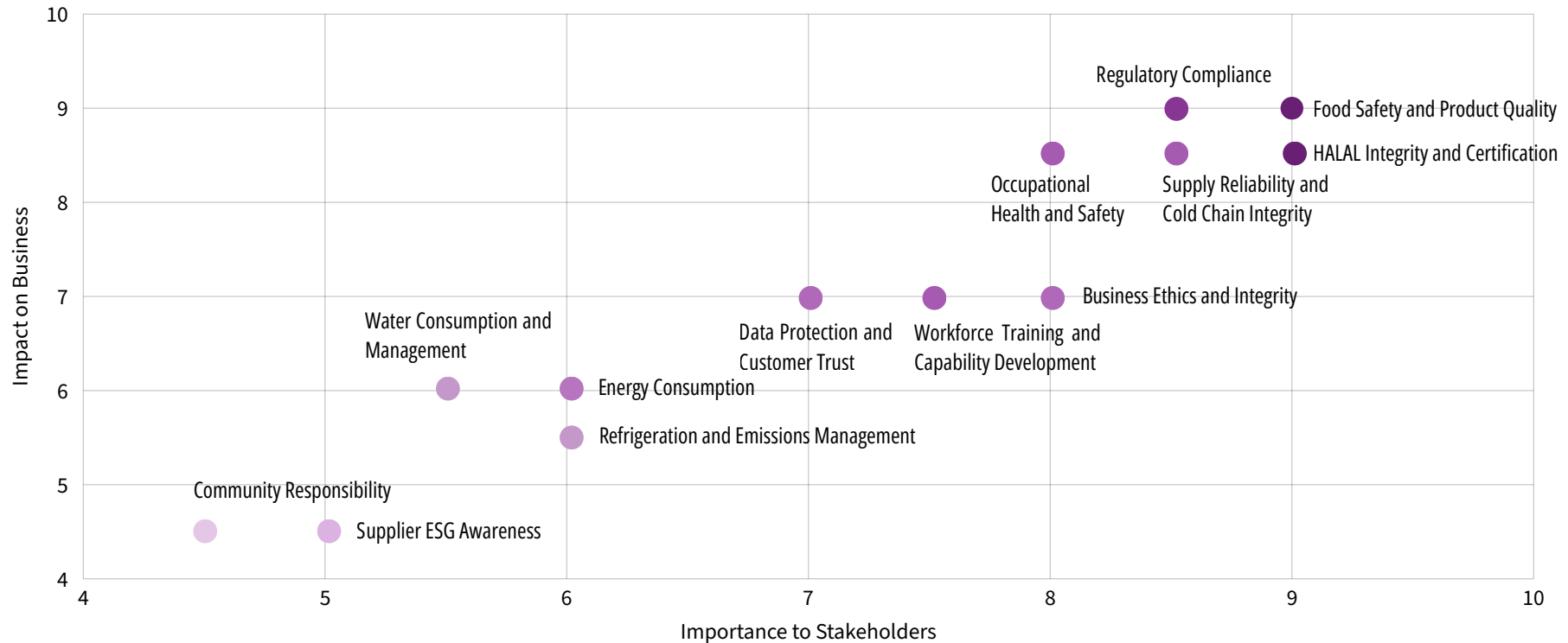
5.3 MATERIALITY MATRIX

The materiality matrix below illustrates the prioritisation of sustainability topics based on stakeholder importance and business impact.

| IMPORTANCE TO STAKEHOLDERS | IMPACT ON BUSINESS | |
|----------------------------|--|--|
| | Medium | High |
| High Impact | | Food Safety and Product Quality HALAL Integrity and Certification Regulatory Compliance Occupational Health and Safety Supply Reliability and Cold Chain Integrity |
| Medium Impact | Energy Consumption Refrigeration and Emissions Management Water Consumption and Management | Business Ethics and Integrity Data Protection and Customer Trust Workforce Training and Capability Development |
| Lower Impact | Supplier ESG Awareness Community Responsibility | |

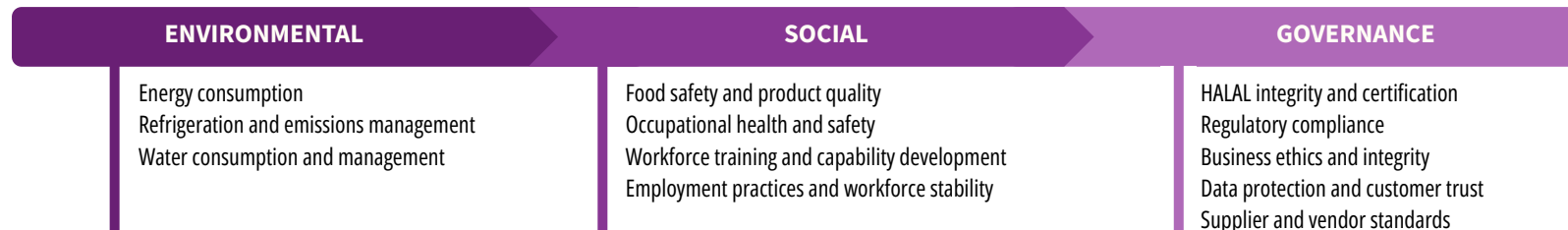


Sydney Cake House Materiality Matrix



5.4 SUMMARY OF MATERIAL ESG TOPICS

Based on the materiality assessment, the following topics are identified as **material** and are addressed in this Sustainability Report.



These material topics represent the areas most critical to sustaining Sydney Cake House’s brand trust, operational excellence, and global market access.

5.5 MAPPING OF MATERIAL TOPICS TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

Sydney Cake House has mapped its identified material sustainability matters to the relevant United Nations Sustainable Development Goals (UN SDGs) to illustrate the alignment between the Company’s business priorities and globally recognised sustainability themes.

As this Sustainability Report represents the Company’s first consolidated disclosure, the SDG mapping is based on internal management assessment and reflects current operations, risk exposure, and areas of material impact across economic, environmental, and social dimensions.

This mapping is intended to provide contextual alignment rather than a quantitative measurement of contribution to specific SDG targets. It supports transparency, strategic focus, and consistency with international sustainability reporting practices, and will be refined progressively as data maturity improves.

| MATERIAL SUSTAINABILITY TOPIC | | DESCRIPTION |
|---|---|---|
| ECONOMIC / GOVERNANCE | | |
| Ethical Business Practices | Ethical conduct, anti-bribery practices, fair procurement, and regulatory compliance |  |
| Food Safety & Product Quality | Safe, high-quality HALAL bakery products meeting customer and regulatory requirements |   |
| ENVIRONMENTAL | | |
| Energy Consumption & Emissions | Management of electricity use, refrigeration-related emissions, and solar energy generation |   |
| Water Consumption & Wastewater | Responsible water use and wastewater treatment to support hygiene and compliance |  |
| SOCIAL | | |
| Occupational Health & Safety | Providing a safe and healthy workplace for employees |  |
| Workforce Training & Development | Skills development, food safety training, and operational competency |   |
| Employment Practices & Wellbeing | Fair employment practices, welfare, and workforce stability |  |

SECTION 6 ENVIRONMENTAL STEWARDSHIP

Environmental stewardship at Sydney Cake House focuses on managing emissions, energy use, and water consumption associated with energy-intensive food manufacturing and cold-chain operations. Environmental performance is monitored through operational controls, utility records, and compliance systems to support regulatory requirements and food safety standards.

As this is the Company's first Sustainability Report, environmental disclosures establish a baseline for greenhouse gas emissions, energy use, and water management, providing a foundation for future performance tracking and improvement.



6.1 ENVIRONMENTAL MANAGEMENT APPROACH

Sydney Cake House manages its environmental impact through structured operational controls, preventive maintenance programmes, and compliance with regulatory and certification requirements. As a food manufacturing business with energy intensive production processes and cold chain operations, environmental stewardship focuses on emissions management, energy efficiency, and responsible water use while maintaining strict food safety and hygiene standards.

Environmental performance is monitored using utility records, fuel and refrigerant logs, and operational documentation. Management reviews environmental data as part of routine oversight to support compliance, operational reliability, and continuous improvement.



5,227.66 tCO₂e
Total GHG Emissions Summary

6.2 SCOPE 1 GREENHOUSE GAS EMISSIONS

Scope 1 greenhouse gas emissions arise from activities directly controlled by Sydney Cake House. These include refrigeration related fugitive emissions, fuel consumption for logistics and transportation, and natural gas used in baking operations.

Scope 1 Emissions Breakdown

| CATEGORY | DESCRIPTION | tCO ₂ e |
|-------------------------|--|--------------------|
| Fugitive emissions | Chiller and refrigeration system leakage | 2,795.33 |
| Mobile combustion | Logistics and transportation fuel use | 45.35 |
| Stationary combustion | Natural gas used in ovens | 73.11 |
| Scope 1 Subtotal | | 2,913.79 |

Fugitive emissions from refrigeration systems represent the most significant source of Scope 1 emissions. These emissions are managed through preventive maintenance, refrigerant handling controls, and system monitoring to minimise leakage risk and ensure system integrity.

6.3 SCOPE 2 GREENHOUSE GAS EMISSIONS

Scope 2 emissions arise from purchased electricity used to power production lines, cold storage facilities, refrigeration systems, and supporting operations across Sydney Cake House’s operational sites.

Electricity consumption is recorded based on Tenaga Nasional Berhad electricity bills for both sites. Scope 2 emissions are calculated using the applicable Malaysian grid emission factor.

Scope 2 Emissions from Purchased Electricity

| CATEGORY | DESCRIPTION | tCO ₂ e |
|-------------------------|--|--------------------|
| Electricity | Purchased grid electricity consumption | 2,047.34 |
| Scope 2 Subtotal | | 2,047.34 |

6.4 RENEWABLE ENERGY USE AND SCOPE 2 EMISSIONS REDUCTION

Sydney Cake House operates on site solar photovoltaic systems at its **Pulau Indah production facility** to support electricity demand and reduce reliance on grid supplied electricity. Electricity generated from solar sources is consumed directly within operations.

During the reporting period from 1 June 2024 to 31 May 2025, the Pulau Indah facility generated **570,133 kWh** of solar electricity. Under the GHG Protocol, on site solar electricity is considered zero emissions for Scope 2 reporting.

Using the Tenaga Nasional Berhad grid emission factor of **0.774 kg CO₂e per kWh**, solar generation resulted in an estimated **441.28 tCO₂e of avoided Scope 2 emissions** during the reporting period.

Electricity Consumption and Emissions Summary

| INDICATOR | UNIT | FY2024–2025 |
|---|--------------------|-------------|
| Total electricity consumption | kWh | 3,174,980 |
| Grid electricity consumption | kWh | 2,604,847 |
| On site solar generation | kWh | 570,133 |
| Scope 2 emissions from grid electricity | tCO ₂ e | 2,047.34 |
| Scope 2 emissions avoided through solar | tCO ₂ e | 441.28 |

Note: Avoided emissions are disclosed separately and are not deducted from reported Scope 2 emissions.



6.5 SCOPE 3 GREENHOUSE GAS EMISSIONS

Scope 3 greenhouse gas emissions include indirect emissions that occur outside the Company’s direct operational control but are associated with its activities. For the reporting period, Sydney Cake House has prioritised the assessment of **Scope 3 Category 7: Employee Commuting**, as this represents a material and measurable source of indirect emissions.

Employee commuting emissions arise from daily travel between employees’ residences and the Company’s operational facilities, namely **Batu Tiga** and **Pulau Indah**. Emissions were calculated based on mode of transport, commuting distance, and typical working assumptions, using recognised greenhouse gas emission factors.

Data was compiled using HR-verified staff commuting information and supported by reasonable assumptions where complete data was not available. This assessment establishes a baseline for future Scope 3 expansion and improvement.

Scope 3 Emissions (Employee Commuting)

| CATEGORY | DESCRIPTION | tCO ₂ e |
|-------------------------|----------------------------------|--------------------|
| Scope 3 – Category 7 | Employee commuting (Batu Tiga) | 149.94 |
| | Employee commuting (Pulau Indah) | 116.59 |
| Scope 3 Subtotal | | 266.53 |

Sydney Cake House intends to progressively expand Scope 3 coverage in future reporting cycles as data availability, systems, and internal capabilities mature.

6.6 TOTAL GREENHOUSE GAS EMISSIONS

The total greenhouse gas emissions for the reporting period from 1 June 2024 to 31 May 2025 are summarised below.

Total GHG Emissions Summary

| SCOPE | tCO ₂ e |
|--------------|--------------------|
| Scope 1 | 2,913.79 |
| Scope 2 | 2,047.34 |
| Scope 3 | 266.53 |
| TOTAL | 5,227.66 |

This emissions inventory represents Sydney Cake House’s baseline greenhouse gas footprint for the reporting period from 1 June 2024 to 31 May 2025.

Methodology and Disclaimer

Greenhouse gas emissions in this section are prepared in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard** and aligned with **GRI 305 (Emissions)**. The disclosures establish Sydney Cake House’s baseline emissions for the reporting period.

The following assumptions apply:

- ▶ The reporting boundary covers operational activities under Sydney Cake House’s control.
- ▶ Scope 1 emissions are based on recorded fuel and refrigerant data.
- ▶ Scope 2 emissions are calculated using purchased electricity data and the applicable Malaysian grid emission factor.
- ▶ Scope 3 emissions currently include **Category 7: Employee Commuting**, calculated using HR-verified commuting data and an assumption of **26 working days per month**.
- ▶ Where complete primary data was unavailable, reasonable and conservative assumptions were applied.
- ▶ **Emission factors were selected with reference to DEFRA emission factor datasets and cross-referenced with the GHG Protocol to ensure methodological consistency.**

As this is the Company’s first comprehensive greenhouse gas inventory, the emissions data may be refined in future reporting cycles as data coverage and internal systems continue to improve.

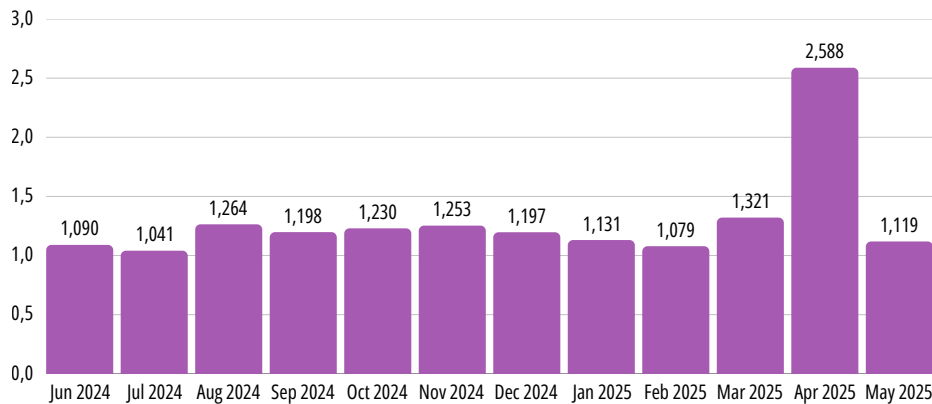


6.7 WATER CONSUMPTION AND MANAGEMENT

Water is used primarily for production processes, sanitation, equipment cleaning, and staff facilities. Responsible water management is essential to maintaining food safety, hygiene standards, and regulatory compliance.

Sydney Cake House monitors incoming water usage through utility invoices. During the reporting period, water consumption data is available for the Pulau Indah production facility.

Incoming Water Consumption (Pulau Indah Plant)



14,511 m³
Total Incoming Water Consumption
(Pulau Indah Plant)

The higher water usage recorded in April 2025 reflects operational and cleaning requirements during that period. Water consumption data establishes a baseline for monitoring efficiency and identifying improvement opportunities while ensuring hygiene and food safety requirements are met.

6.8 WASTEWATER MANAGEMENT

Wastewater generated from production and sanitation activities at the Pulau Indah facility is treated through an on-site wastewater treatment plant prior to discharge.

Wastewater management includes routine monitoring and periodic laboratory testing in accordance with the Environmental Quality (Industrial Effluent) Regulations. During the reporting period, no significant instances of non-compliance were identified.

Verification and consolidation of detailed influent, effluent, and laboratory data are ongoing to strengthen data completeness. Quantitative wastewater performance disclosures will be progressively enhanced in future reporting cycles.

6.9 ENVIRONMENTAL PERFORMANCE SUMMARY

Environmental performance during the reporting period reflects the Company's focus on operational control, regulatory compliance, and data consolidation.

Key aspects include:

- Scope 1 emissions primarily associated with refrigeration-related fugitive emissions
- Scope 2 emissions from purchased electricity, partially mitigated through on-site solar generation
- Responsible water management supporting production and hygiene requirements
- Managed wastewater treatment supported by on-site systems and monitoring
- Ongoing strengthening of environmental data management and monitoring processes

These disclosures establish a transparent and credible environmental baseline to support future target setting and continuous improvement.

SECTION 7 SOCIAL RESPONSIBILITY

Social responsibility at Sydney Cake House centres on fair employment practices, workforce wellbeing, occupational safety, and continuous capability development. As a people-driven food manufacturing business, employee welfare, food safety culture, and operational discipline are closely linked to product quality and customer trust.

As this is the Company's first Sustainability Report, social disclosures establish a baseline workforce profile and governance practices, providing a foundation for future performance tracking and improvement.



7.1 SOCIAL MANAGEMENT APPROACH

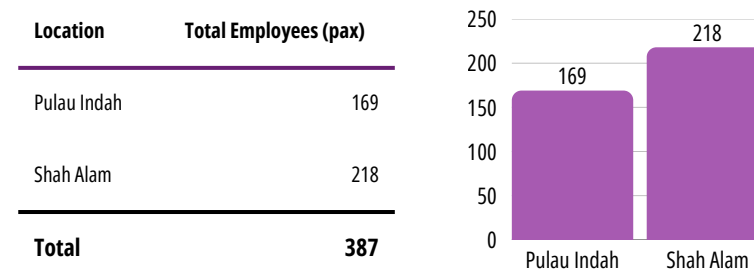
Sydney Cake House recognises that its people are central to operational excellence, food safety, and brand reputation. Social responsibility focuses on fair employment practices, workforce diversity, employee wellbeing, occupational safety, and continuous capability development.

Social performance is overseen by management and supported by human resource policies, operational procedures, and compliance with applicable labour regulations. Workforce data is monitored at site level to support transparency and informed decision making.

7.2 WORKFORCE PROFILE AND HEADCOUNT

During the reporting period, Sydney Cake House employed personnel across two main operational locations, namely **Pulau Indah** and **Shah Alam**. Workforce data below reflects employees directly under the Company's operational control.

Total Workforce by Location

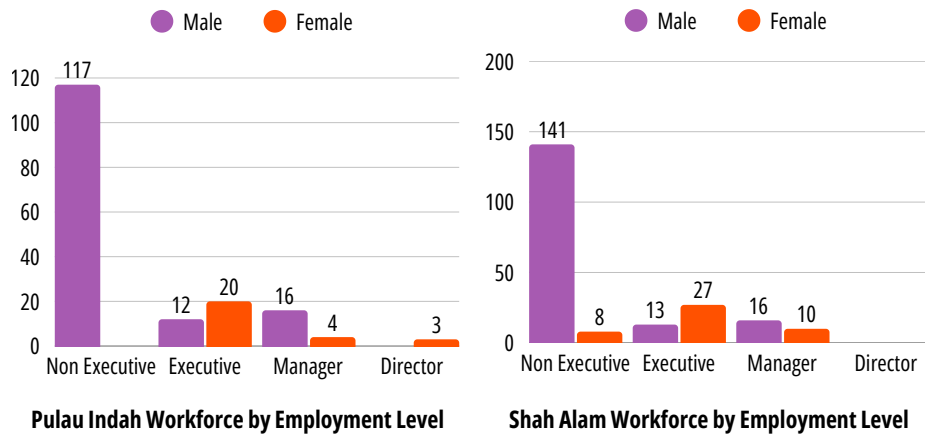


7.3 WORKFORCE DIVERSITY AND INCLUSION

Sydney Cake House is committed to merit based employment practices, fair opportunity, and non-discrimination. Promotion, reward, and performance assessment are based on competence, experience, and contribution, regardless of gender, nationality, or background.

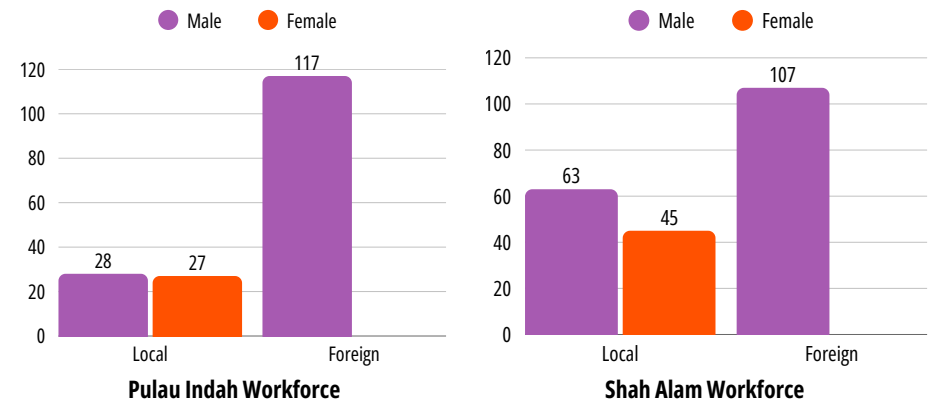


7.3.1 GENDER AND EMPLOYMENT LEVEL



Female representation is present across executive, managerial, and director levels, reflecting the Company's commitment to inclusive career progression.

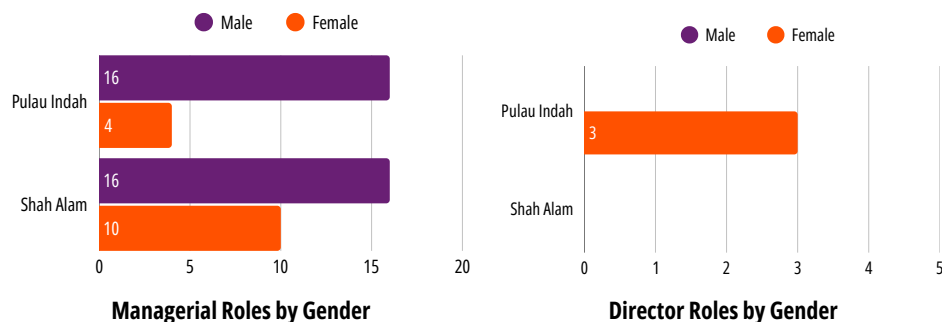
7.3.2 LOCAL AND FOREIGN WORKFORCE COMPOSITION



Foreign workers are primarily engaged in operational roles where labour demand and skill availability require additional workforce support. All foreign workers are employed in accordance with Malaysian labour regulations.

7.4 LEADERSHIP DIVERSITY

Female representation is present at managerial and director levels across both locations, supporting diversity in leadership and decision making.



7.5 TRAINING AND CAPABILITY DEVELOPMENT

Training is essential to maintaining food safety standards, operational reliability, regulatory compliance, and workforce competence at Sydney Cake House. The Company implements structured internal and external training programmes to support food safety systems, HALAL assurance, occupational health and safety, emergency preparedness, compliance, and operational capability development.

Reporting Period Clarification

Training records at Sydney Cake House are maintained on a **calendar-year basis** to align with operational requirements, certification audits, and regulatory obligations. Accordingly, the quantitative training data disclosed in this section covers **1 January 2024 to 31 December 2024**, which partially overlaps with the sustainability reporting period from **1 June 2024 to 31 May 2025**.

This approach is adopted to provide a transparent and representative view of workforce training coverage and intensity. Full alignment with the sustainability reporting period and multi-year trend analysis will be progressively enhanced in future reporting cycles.

Training Coverage

During the period covered, training programmes were delivered across the organisation, with coverage extending to all employees, production staff, designated safety personnel, forklift operators, Heads of Department, and selected compliance staff.

Training Hours and Participation

| | Pulau Indah Facility | Shah Alam Facility |
|--|---|---|
| Total training hours | 1,528 hours | 1,444 hours |
| Average training hours per employee | 9 hours | 7 hours |
| Training hours by gender | Female: 1,032 hours; Male: 496 hours | Female: 912 hours; Male: 532 hours |
| Total training hours by employment category | 1,528 hours | 1,444 hours |
| Average training hours by employment category | 21.71 hours | 22.3 hours |

Differences reflect operational roles, certification needs, and site-specific requirements.

Training Data Status

Training participation records are documented and consolidated. Further refinement of metrics, trend analysis, and reporting alignment will be implemented in future reporting cycles.



7.6 OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety is a priority across all Sydney Cake House operations, particularly within production, cold storage, and logistics-related activities. The Company manages workplace safety through documented procedures, structured training, operational controls, and compliance with applicable occupational safety and health requirements.

Safety Training and Preparedness

Key initiatives include emergency response drills, first aid training, forklift competency training, and safety awareness embedded within operational training programmes.

Safety Monitoring and Performance

| INDICATOR | UNIT | REPORTING PERIOD STATUS |
|---|----------|-------------------------|
| Work-related fatalities | Number | 0 |
| Serious work-related injuries | Number | 0 |
| High-consequence occupational incidents | Number | 0 |
| Reported near-miss cases | Number | 0 |
| Safety-related training conducted | Yes / No | Yes |
| Emergency response drills conducted | Yes / No | Yes |

Note: Quantitative safety data consolidation will be strengthened in future reporting cycles.

7.7 EMPLOYEE WELFARE AND WELLBEING

Employee wellbeing is fundamental to workforce stability, food safety culture, and operational excellence.



Fair Remuneration and Statutory Compliance

Salaries are paid on time, including during weekends and public holidays. The Company complies with Minimum Wage requirements and statutory contributions under applicable legislation.



Employee Benefits and Support

Benefits include leave entitlements, medical coverage, training opportunities, regulated working hours, and a safe and hygienic workplace.



Health Insurance Coverage

An optional health insurance scheme is offered, with the Company sponsoring 50% of the premium.



Accommodation and Welfare for Foreign Employees

Accommodation is provided in compliance with Act 446, with suitable living conditions and transportation arrangements where required.



Employee Engagement and Recognition

Annual employee appreciation events and staff purchase discounts support morale, engagement, and a sense of belonging.



Career Development and Succession Planning

High-performing employees are identified and developed through structured training to support internal progression and succession planning.



Corporate Social Responsibility

Sydney Cake House participates in annual CSR activities, reflecting its commitment to community engagement and responsible business conduct.

7.8 SOCIAL PERFORMANCE SUMMARY

Social performance during the reporting period is characterised by:

- ▶ A diverse workforce across two operational locations
- ▶ Merit based employment, promotion, and reward practices
- ▶ Gender representation across executive, managerial, and director levels
- ▶ Ongoing efforts to strengthen data management for training, safety, and welfare indicators

The disclosures in this section provide a transparent baseline for future social performance reporting and continuous improvement.



SECTION 8 GOVERNANCE AND BUSINESS ETHICS

Governance at Sydney Cake House supports responsible decision-making, ethical conduct, regulatory compliance, and long-term brand protection. Governance practices are embedded within management structures and supported by documented policies, internal controls, and certification systems.

As this is the Company's first Sustainability Report, governance disclosures establish a baseline for ethical management, compliance assurance, and continuous improvement.



8.1 GOVERNANCE APPROACH

Sydney Cake House's governance framework is designed to support accountability, ethical conduct, and effective oversight of operational, financial, and sustainability-related matters. Governance responsibilities are embedded within senior management functions and supported by documented policies, internal controls, and compliance procedures.

This approach ensures governance remains proportionate to the Company's scale, operational complexity, and international market exposure, while supporting risk management and continuous improvement.

8.2 CORPORATE ETHICS AND INTEGRITY

Sydney Cake House operates with a strong emphasis on integrity, transparency, and professional conduct. Ethical behaviour is expected of all employees, management, and relevant business partners.

Documented policies address ethical conduct, conflicts of interest, whistleblowing, and responsible business practices. These policies guide daily operations and interactions with customers, suppliers, regulators, and stakeholders, reinforcing a culture of accountability.

8.3 ANTI-BRIBERY AND CORRUPTION

The Company maintains an Anti-Bribery and Corruption Policy outlining prohibited practices, reporting mechanisms, and ethical expectations. Employees are informed of their obligations, and management enforces a zero-tolerance approach.

During the reporting period, no confirmed incidents of bribery or corruption were identified.

8.4 DATA PROTECTION AND PRIVACY

Data protection is an important component of governance, particularly given engagement with corporate, aviation, and international customers.

Sydney Cake House applies access controls, system security measures, and internal procedures to safeguard personal data and confidential information in accordance with applicable data protection requirements, reducing the risk of unauthorised access or misuse.

8.5 INTERNAL CONTROLS AND AUDIT

Internal controls support reliable operations, accurate reporting, and compliance with regulatory and certification requirements. Controls include documented procedures, management reviews, and internal checks aligned with operational, quality, and food safety systems.

During the reporting period, no material governance breaches or significant non-compliance issues were identified. Internal reviews form part of ongoing risk management and continuous improvement.

8.6 REGULATORY COMPLIANCE AND CERTIFICATIONS

Sydney Cake House complies with applicable laws and regulations governing food manufacturing, labour practices, environmental management, and product safety.

Key certifications maintained include HALAL certification, HACCP, ISO 22000 and FSSC 22000 (GFSI-recognised). These certifications are subject to regular audits by accredited bodies and authorities, supporting product integrity, customer confidence, and regulatory compliance.

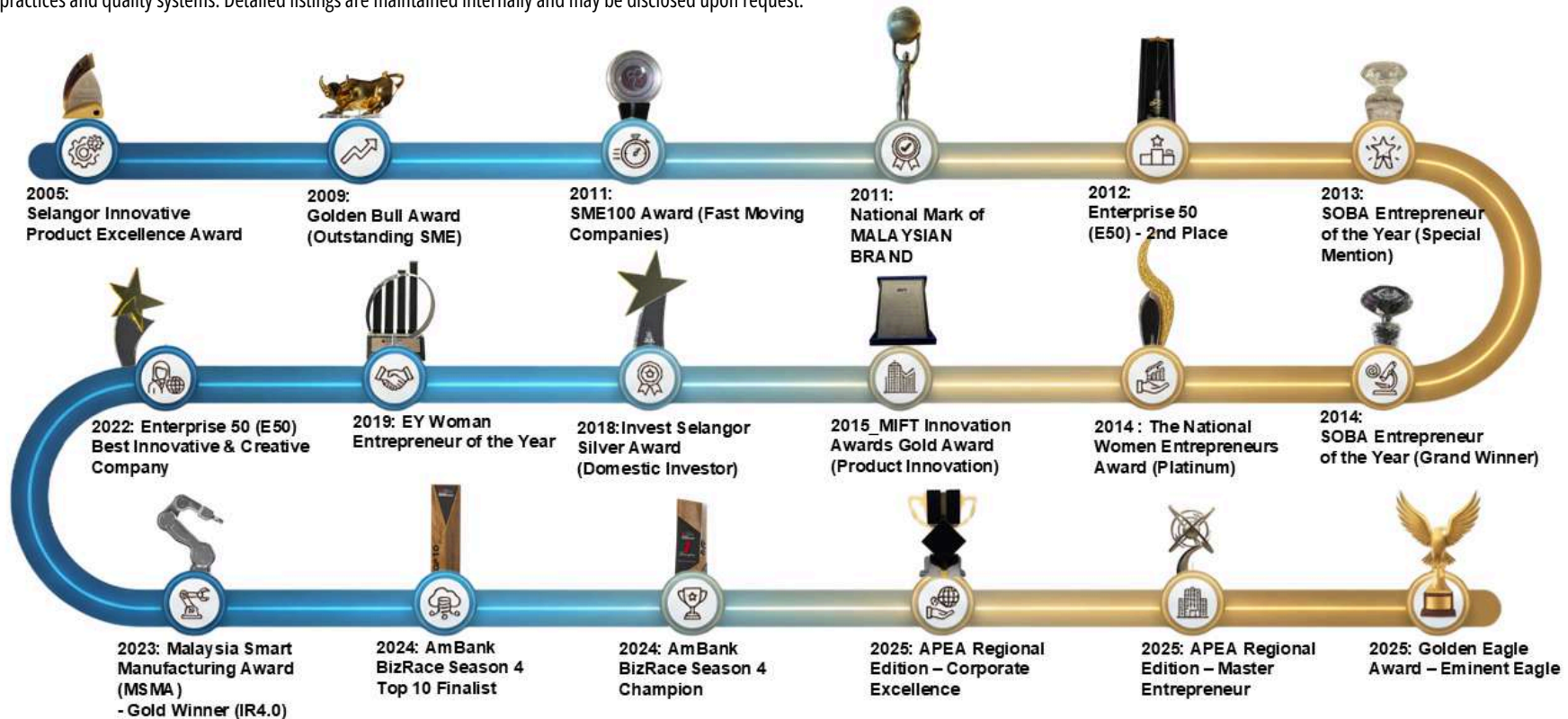
8.7 VENDOR AND SUPPLY CHAIN GOVERNANCE

The Company engages vendors and service providers for logistics, cleaning, utilities, and outsourced support services. Vendor selection considers operational capability, safety standards, regulatory compliance, and ethical expectations.

During the reporting period, engagement with service providers focused on operational alignment and compliance. Vendor ESG-related information is progressively being reviewed and consolidated to support enhanced transparency in future reporting cycles.

8.8 RECOGNITION AND AWARDS

Sydney Cake House received various local and international recognitions during the reporting period, reflecting product quality, brand strength, and operational discipline. Awards are reviewed by management as external validation of governance practices and quality systems. Detailed listings are maintained internally and may be disclosed upon request.



A CHRONOLOGICAL JOURNEY OF EXCELLENCE: SYDNEY CAKE HOUSE SDN BHD (2005-2025)

8.8 GOVERNANCE PERFORMANCE SUMMARY

Governance performance during the reporting period is characterised by:

- Structured management oversight and accountability
- Ethical business conduct supported by documented policies and procedures
- Compliance with regulatory, certification, and customer requirements
- Strengthening of data protection and internal control practices
- Progressive enhancement of vendor governance and ESG awareness

The disclosures in this section establish a transparent baseline for governance performance and support continuous improvement in future reporting cycles.

Table: Governance Policies Overview

| POLICY AREA | KEY POLICY | COVERAGE | STATUS |
|------------------|-------------------------------------|--------------------|-------------|
| Ethics & Conduct | Work Ethics Policy | All employees | Implemented |
| Anti-Corruption | Anti-Bribery & Corruption Policy | All employees | Implemented |
| Whistleblowing | Whistle Blowing Procedure | All employees | Implemented |
| Data Protection | Personal Data Protection Policy | All employees | Implemented |
| Compliance | Compliance & Legal Framework Policy | Company-wide | Implemented |
| Sustainability | Sustainability Policy | Company-wide | Implemented |
| Procurement | Green Purchasing Policy | Selected suppliers | Implemented |

Table: Certifications & Compliance Framework

| CERTIFICATION / FRAMEWORK | SCOPE | AUDIT FREQUENCY | STATUS |
|---------------------------|------------------------|-----------------|-------------------|
| HALAL Certification | Products & processes | Annual | Active |
| HACCP | Food safety | Annual | Active |
| ISO 22000 | Food safety management | Surveillance | Active |
| FSSC 22000 | Food safety management | Surveillance | Active |
| Regulatory Inspections | Food & environmental | As required | No major findings |



SECTION 9 SUSTAINABILITY TARGETS, COMMITMENTS, AND FORWARD PLAN

As this Sustainability Report establishes Sydney Cake House's first consolidated ESG baseline, the Company adopts a phased and disciplined approach to target setting. Initial priorities focus on data quality, governance strengthening, and operational control.

Quantitative targets will be introduced progressively as data maturity and system reliability improve.

9.1 APPROACH TO TARGET SETTING

Sydney Cake House recognises that effective sustainability targets must be practical, measurable, and aligned with operational realities. As this is the Company's first Sustainability Report, targets are positioned as progressive commitments rather than fixed numerical reductions.

A phased approach is adopted across environmental, social, and governance dimensions, prioritising:

- Data completeness and accuracy
- Consistent KPI definitions
- Strengthened governance and operational controls

This approach also applies to the future expansion of Scope 3 greenhouse gas emissions coverage.

9.2 ENVIRONMENTAL COMMITMENTS AND FORWARD PLAN



Greenhouse Gas Emissions and Energy

- Maintain structured monitoring of Scope 1 and Scope 2 emissions across all operational sites
- Maintain baseline monitoring of Scope 3 emissions (Category 7: Employee Commuting) and improve data accuracy over time
- Strengthen preventive maintenance for refrigeration systems to manage fugitive emissions
- Continue utilisation of on-site solar generation at the Pulau Indah facility and review performance annually
- Identify energy efficiency opportunities through operational reviews, without compromising food safety or production reliability



Water and Wastewater Management

- Maintain accurate tracking of incoming water consumption
- Complete consolidation and verification of wastewater influent, effluent, and laboratory testing data
- Strengthen documentation and monitoring of wastewater treatment performance
- Identify opportunities to improve water efficiency while maintaining hygiene and sanitation standards



9.3 SOCIAL COMMITMENTS AND FORWARD PLAN

Social commitments address material topics related to workforce stability, food safety, and operational excellence.



Workforce and Diversity

- Maintain merit-based recruitment, promotion, and reward practices
- Continue promoting diversity and inclusion across employment levels
- Monitor workforce composition and turnover trends to support succession planning



Training and Capability Development

- Consolidate training records across safety, food hygiene, compliance, and operations
- Strengthen documentation of training hours, participation, and certification-related programmes
- Align training with operational risks, HALAL governance, and food safety requirements



Occupational Health and Safety

- Complete consolidation of safety data, including incidents and near-miss reporting
- Strengthen safety reporting, internal reviews, and corrective action tracking
- Maintain a safe working environment aligned with regulatory and certification requirements



Employee Welfare

- Continue fair remuneration, statutory benefits, and regulated working hours
- Strengthen documentation of welfare programmes, engagement activities, and wellbeing support

9.4 GOVERNANCE COMMITMENTS AND FORWARD PLAN



Policies and Compliance

- Maintain and periodically review governance policies, including ethics, anti-bribery, data protection, and sustainability
- Update selected policies to reflect evolving regulatory and customer requirements
- Strengthen internal awareness and communication of governance expectations



Internal Controls and Audit

- Continue internal reviews and audits aligned with regulatory and certification requirements
- Strengthen documentation of audit findings, corrective actions, and follow-up processes



Vendor and Supply Chain Governance

- Progressively enhance ESG-related expectations for selected service providers
- Improve documentation and monitoring of vendor compliance with operational and ethical requirements

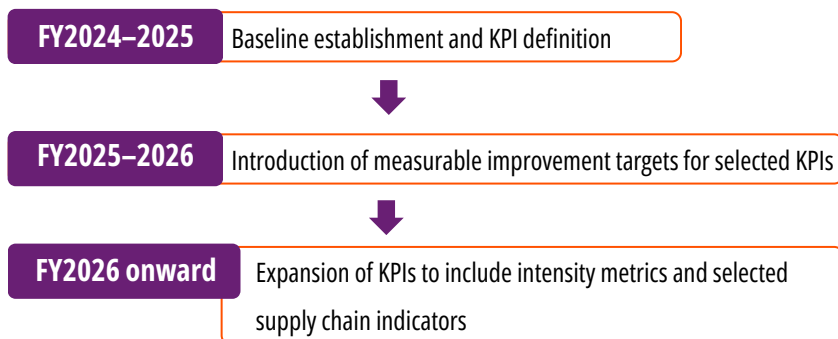


9.5 SUSTAINABILITY KPI FRAMEWORK AND TARGET ROADMAP

Sydney Cake House adopts a phased KPI development approach. The current reporting cycle establishes baseline data and confirms KPI definitions. Quantitative targets will be introduced progressively once data reliability is assured.

| CATEGORY | KPI | UNIT | FY2024–2025 STATUS | TARGET SETTING APPROACH |
|---------------|--|--------------------|---|---|
| Environmental | Scope 1 GHG emissions | tCO ₂ e | Baseline established | Target after refrigeration data stabilisation |
| | Scope 2 GHG emissions | tCO ₂ e | Baseline established | Reduction target linked to solar performance and efficiency |
| | Scope 3 GHG emissions (Employee commuting) | tCO ₂ e | Baseline established | Data refinement prior to expansion to additional categories |
| | Solar electricity generation | kWh | Baseline established | Annual performance monitoring |
| | Electricity consumption | kWh | Baseline established | Efficiency target post energy review |
| | Water consumption | m ³ | Baseline established | Intensity target after wastewater data completion |
| Social | Total workforce | Headcount | Baseline established | Monitoring for stability |
| | Gender diversity | % | Baseline established | Progressive improvement |
| | Training hours per employee | Hours | Participation-based data available; hours consolidation in progress | Target after full data verification |
| | Workplace incidents | Number | Data under consolidation | Zero harm objective after consolidation |
| Governance | Anti-bribery policy coverage | % employees | Baseline established | Full coverage confirmation |
| | Compliance breaches | Number | Baseline established | Zero tolerance maintained |
| | Vendor ESG screening | % critical vendors | Initial review | Expansion in next cycle |

Target Roadmap



9.6 FORWARD LOOKING STATEMENT

The commitments outlined reflect Sydney Cake House’s current intentions based on available data and operational conditions. Actual outcomes may vary due to changes in business operations, regulatory requirements, or external factors.

Sydney Cake House remains committed to continuous improvement and transparent sustainability disclosure as part of its long-term business strategy.

APPENDICES

APPENDIX A GRI STANDARDS 2021 CONTENT INDEX

Statement of Use

Sydney Cake House has prepared this Sustainability Report **with reference to the GRI Standards 2021**. The Report applies selected GRI disclosures that are relevant to the Company's operations, material topics, and data availability for the reporting period from **1 June 2024 to 31 May 2025**.

As this is Sydney Cake House's **first Sustainability Report**, certain disclosures are not yet available or are reported qualitatively. This index outlines where relevant disclosures are addressed, or where information is not disclosed due to proportionality, governance structure, or data maturity.

GRI 1: Foundation 2021

| GRI Disclosure | Description | Page / Remarks |
|----------------|--|---------------------------------|
| GRI 1-1 | Foundation for reporting | Section 1 and Appendix A |
| GRI 1-2 | GRI Standards used | Section 1.4 |
| GRI 1-3 | Reporting period, frequency, and contact point | Section 1.2 |
| GRI 1-4 | Restatements of information | Not applicable for first report |
| GRI 1-5 | External assurance | Not externally assured |

GRI 2: General Disclosures 2021

| GRI Disclosure | Description | Location / Remarks |
|----------------|---|---------------------------------|
| GRI 2-1 | Organizational details | Section 2 |
| GRI 2-2 | Entities included in reporting | Section 1.1 |
| GRI 2-3 | Reporting period, frequency, and contact point | Section 1.2 |
| GRI 2-4 | Restatements of information | Not applicable for first report |
| GRI 2-5 | External assurance | Not externally assured |
| GRI 2-6 | Activities, value chain, and business relationships | Not disclosed |
| GRI 2-7 | Employees | Not disclosed |
| GRI 2-8 | Workers who are not employees | Section 3 |
| GRI 2-9 | Governance structure and composition | Section 3 |
| GRI 2-10 | Nomination and selection of highest governance | Section 3 |

| GRI Disclosure | Description | Location / Remarks |
|----------------|---|--------------------------|
| GRI 2-11 | Chair of highest governance body | Not disclosed |
| GRI 2-12 | Role of highest governance body in overseeing impacts | Section 3 |
| GRI 2-13 | Delegation of responsibility for managing impacts | Section 3 |
| GRI 2-14 | Role of highest governance body in sustainability reporting | Section 3 |
| GRI 2-15 | Conflicts of interest | Section 8 |
| GRI 2-16 | Communication of critical concerns | Section 8 |
| GRI 2-17 | Collective knowledge of governance body | Not disclosed |
| GRI 2-18 | Evaluation of highest governance body | Not disclosed |
| GRI 2-19 | Remuneration policies | Not disclosed |
| GRI 2-20 | Process to determine remuneration | Not disclosed |
| GRI 2-21 | Annual total compensation ratio | Not disclosed |
| GRI 2-22 | Statement on sustainable development strategy | Sustainability Statement |
| GRI 2-23 | Policy commitments | Sections 3 and 8 |
| GRI 2-24 | Embedding policy commitments | Sections 3 and 8 |
| GRI 2-25 | Processes to remediate negative impacts | Sections 3 and 8 |
| GRI 2-26 | Mechanisms for seeking advice and raising concerns | Section 8 |
| GRI 2-27 | Compliance with laws and regulations | Section 8 |
| GRI 2-28 | Membership associations | Not disclosed |
| GRI 2-29 | Approach to stakeholder engagement | Section 4 |
| GRI 2-30 | Collective bargaining agreements | Not disclosed |

GRI 3: Material Topics 2021

| GRI Disclosure | Description | Location / Remarks |
|----------------|--------------------------------------|----------------------|
| GRI 3-1 | Process to determine material topics | Section 5 |
| GRI 3-2 | List of material topics | Section 5.4 |
| GRI 3-3 | Management of material topics | Sections 6, 7, and 8 |

**Topic-Specific GRI Disclosures
Environmental (GRI 300 Series)**

| GRI Standard | Disclosure | Description | Location |
|--------------|------------|---------------------------------|-------------|
| GRI 302 | 302-1 | Energy consumption | Section 6 |
| GRI 302 | 302-4 | Reduction of energy consumption | Section 6.4 |
| GRI 305 | 305-1 | Scope 1 GHG emissions | Section 6.2 |
| GRI 305 | 305-2 | Scope 2 GHG emissions | Section 6.3 |
| GRI 305 | 305-3 | Scope 3 GHG emissions | Section 6.5 |
| GRI 305 | 305-5 | Reduction of GHG emissions | Section 6.4 |
| GRI 303 | 303-3 | Water withdrawal | Section 6.7 |
| GRI 303 | 303-4 | Water discharge | Section 6.8 |
| GRI 307 | 307-1 | Environmental compliance | Section 6.8 |

Social (GRI 400 Series)

| GRI Standard | Disclosure | Description | Location |
|--------------|------------|---|------------------|
| GRI 401 | 401-1 | New employee hires, turnover and welfare | Section 7.1, 7.7 |
| GRI 403 | 403-1 | Occupational health, safety, and employee wellbeing | Section 7.6, 7.7 |
| GRI 403 | 403-2 | Hazard identification and incident reporting | Section 7.6 |
| GRI 404 | 404-1 | Training hours per employee | Section 7.5 |
| GRI 405 | 405-1 | Diversity of employees | Section 7.2 |

Closing Note

Disclosures marked as “Not disclosed” reflect the proportionality principle, the Company’s governance structure, and the first-year nature of this Sustainability Report. Sydney Cake House is committed to progressively enhancing disclosure depth, data quality, and coverage in future reporting cycles.

APPENDIX B BURSA MALAYSIA SUSTAINABILITY REPORTING GUIDE 3.0 ALIGNMENT

Statement of Alignment

Sydney Cake House has prepared this Sustainability Report with reference to the **Bursa Malaysia Sustainability Reporting Guide 3.0 (SRG 3.0)**.

The disclosures reflect a **proportionate, first-year approach** aligned with the Company’s scale, operational complexity, and data readiness.

As this is Sydney Cake House’s **inaugural Sustainability Report**, the focus is on:

- Establishing governance structure and accountability
- Identifying material sustainability matters
- Disclosing baseline environmental, social, and governance information
- Demonstrating management commitment and continuous improvement

This index outlines how key elements of Bursa SRG 3.0 are addressed in the report.

A. Governance and Oversight

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|--|---|-------------------|
| Board / Management oversight of sustainability | Oversight and accountability structure | Section 3 |
| Integration of sustainability into business strategy | Sustainability considered in operational planning and risk management | Section 3.3 |
| Sustainability-related policies | Ethics, compliance, environmental, social and governance policies | Sections 3.5, 8 |
| Ethics and integrity | Business ethics, anti-bribery, whistleblowing | Section 8 |
| Compliance with laws and regulations | Regulatory and certification compliance | Sections 3.6, 8.6 |

B. Scope, Reporting Boundary and Basis

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|----------------------------------|--|--------------------|
| Reporting scope and boundary | Operational control within Malaysia | Section 1.1 |
| Reporting period | 1 June 2024 to 31 May 2025 | Section 1.2 |
| Basis of preparation | First-year baseline, proportionality applied | Section 1.3 |
| Use of sustainability frameworks | Reference to Bursa SRG 3.0, GRI Standards, UN SDGs | Section 1.4 |
| Data limitations and assumptions | Qualitative disclosure of limitations | Sections 1.5, 6, 7 |

C. Materiality Assessment

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|-------------------------------------|--|-------------|
| Identification of material matters | Internal assessment based on business risks and stakeholder expectations | Section 5 |
| Consideration of stakeholder inputs | Customers, employees, regulators, business partners | Section 5.1 |
| Prioritisation of material topics | Business impact and stakeholder importance | Section 5.2 |
| Disclosure of material topics | Environmental, Social and Governance topics | Section 5.4 |

Note: The materiality assessment for this reporting cycle is based on internal management assessment, appropriate for an SME first-year report. External stakeholder surveys will be considered in future cycles as reporting maturity increases.

D. Sustainability Management and Performance

Environmental

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|-----------------------------|---|------------------|
| Energy management | Electricity consumption and monitoring | Section 6.3 |
| Greenhouse gas emissions | Scope 1, 2 and selected Scope 3 emissions | Sections 6.2–6.6 |
| Renewable energy | On-site solar electricity generation | Section 6.4 |
| Water management | Water consumption monitoring | Section 6.7 |
| Wastewater management | On-site treatment and compliance | Section 6.8 |

Social

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|--------------------------------|--|-------------------|
| Workforce profile | Headcount, diversity, age profile | Section 7.2–7.3 |
| Fair employment practices | Merit-based employment, statutory compliance | Sections 7.1, 7.7 |
| Training and development | Training coverage and hours | Section 7.5 |
| Occupational health and safety | Safety governance and performance | Section 7.6 |
| Employee welfare and wellbeing | Benefits, insurance, accommodation, engagement | Section 7.7 |

Governance

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|------------------------------------|--|-------------------|
| Governance framework | Management oversight and accountability | Sections 3, 8 |
| Business ethics and integrity | Ethics, anti-bribery, whistleblowing | Section 8 |
| Data protection and privacy | Information security and confidentiality | Section 8.4 |
| Vendor and supply chain governance | Vendor standards and monitoring | Sections 8.7, 9.4 |

E. Targets, Commitments and Forward Plan

| Bursa Guide 3.0 Expectation | Sydney Cake House Disclosure | Location |
|-----------------------------|---|-------------|
| Sustainability targets | Progressive commitments, baseline year | Section 9 |
| Forward-looking statements | Phased improvement roadmap | Section 9.6 |
| KPIs and monitoring | Baseline KPIs and future target roadmap | Section 9.5 |

Closing Statement

Sydney Cake House's Sustainability Report demonstrates **alignment with Bursa Malaysia Sustainability Reporting Guide 3.0**, applying a **first-year, SME-appropriate approach** that prioritises governance discipline, transparency, and credible baseline disclosures.

The Company is committed to progressively enhancing the depth, quality, and coverage of sustainability disclosures in line with Bursa Malaysia expectations, stakeholder requirements, and business growth.

APPENDIX C GLOSSARY

This glossary explains key terms used in this Sustainability Report to support clear and consistent understanding.

Baseline Year

The first reporting period used as a reference for future sustainability performance. For Sydney Cake House, this is 1 June 2024 to 31 May 2025.

Bursa Malaysia Sustainability Reporting Guide 3.0 (Bursa 3.0)

Guidance issued by Bursa Malaysia to support structured sustainability disclosures.

Cold Chain

Temperature-controlled storage and distribution processes used to preserve food safety and quality.

Environmental Stewardship

Responsible management of environmental impacts through monitoring, compliance, and continuous improvement.

Fugitive Emissions

Unintentional greenhouse gas releases, primarily from refrigeration and cooling systems.

GHG Protocol

The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard used for measuring and reporting emissions.

GRI Standards 2021

Global Reporting Initiative sustainability reporting standards referenced in this report.

HALAL Certification

Certification confirming compliance with Islamic dietary laws across products and processes.

HACCP

Hazard Analysis and Critical Control Points, a preventive food safety management system.

ISO 22000

An international standard for food safety management systems.

FSSC 22000

GFSI-benchmarked food safety certification scheme for auditing and registering food safety management systems.

Materiality Assessment

A process to identify sustainability topics most significant to business performance and stakeholder expectations.

Operational Control

Activities and operations over which the Company has direct authority and management control.

Scope 1 Emissions

Direct greenhouse gas emissions from sources controlled by the Company.

Scope 2 Emissions

Indirect greenhouse gas emissions from purchased electricity.

Scope 3 Emissions

Other indirect emissions occurring outside direct operational control, such as employee commuting.

Solar Photovoltaic (PV)

On-site systems that generate electricity from sunlight.

Stakeholders

Individuals or organisations that affect or are affected by the Company's operations.

Sustainability

Balancing business performance with environmental responsibility and social wellbeing.

Wastewater Treatment Plant (WWTP)

On-site system used to treat wastewater before discharge in accordance with regulations.

ACKNOWLEDGEMENT

Sydney Cake House sincerely thanks its management team and employees for their commitment, cooperation, and professionalism in supporting the preparation of this Sustainability Report.

The Company acknowledges the contributions of teams across Production, Quality Assurance, Engineering, Human Resources, Health, Safety and Sustainability, Finance, and Operations for providing data, documentation, and operational insights that enabled transparent and credible disclosure.

Sydney Cake House also appreciates the ongoing support of its certification bodies, regulatory authorities, customers, suppliers, and service providers. Their audits, requirements, and engagement have strengthened the Company's governance discipline, food safety systems, and sustainability practices over the years.

This Sustainability Report was prepared with internal oversight from Dr. Loh, a GRI Certified Sustainability Professional, to support alignment with the GRI Standards 2021 and internationally recognised sustainability reporting practices. No external assurance has been obtained for this reporting period.

This report reflects a collective effort and represents an important milestone in formalising Sydney Cake House's sustainability journey. The Company remains committed to continuous improvement, transparency, and responsible business practices in collaboration with its stakeholders.





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Head Office (Shah Alam)

13-17, Jalan Warden U1/76, Seksyen U1,
Taman Perindustrian Batu 3,
40150 Shah Alam,
Selangor Darul Ehsan.

Tel: +6(03)-55191562, +6(03)-55126852, +6(03)-55184940

Fax: +6(03)-55192063

Website: www.sydneycakehouse.com



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