

SUSTAINABILITY AT PHARMANIAGA

SUSTAINABILITY ACHIEVEMENTS AND HIGHLIGHTS

OUR SIGNIFICANT ACHIEVEMENTS

- ✔ Completed manufacturing of three human insulin process validation (PV) batches
- ✔ Improved FTSE4Good ESG Rating score from 3.8 in FY2024 to 4.6 in FY2025, achieving a 4-star rating
- ✔ Received 1-star recognition for Purposeful Partnership by UN-Global Compact Malaysia and Brunei
- ✔ Awarded HR Asia Best Companies to Work for in Asia 2025 (Malaysia Chapter)
- ✔ Formation of Business and Human Rights (B+HR) Taskforce to advance policy and framework development
- ✔ Strengthened stakeholder engagement through inclusion of ESG Analysts, Academia and Healthcare Practitioners

ENVIRONMENTAL	SOCIAL	GOVERNANCE & ECONOMY
Recycled 14.67 megalitres of water	All new suppliers were assessed for ESG criteria	Total 13 sites obtained ABMS certification
Reduced potable water consumption by 15.16% against the 2019 baseline.	In 2025, 81% of total spending was allocated to local suppliers	Maintained the ISO/IEC 27001:2022 Information Security Management System
Delivered energy savings of 781.49 GJ and avoided 168.02 tCO₂e of GHG emissions through renewable energy implementation in Sungai Petani, resulting in RM220,047.44 in cost savings.	Workforce composition: Male: 61% Female: 39%	In 2025, 35 new products were registered in Malaysia, including 10 new Biopharmaceutical products and medical devices
Harvested 0.13 megalitres of rainwater	Local hiring: Malaysia: 99.8% Indonesia: 99.7%	DIRA Roadshow conducted at 13 sites focusing on integrity, compliance, legal & board matters, business continuity and climate change
	0.08% of our employees are persons with disabilities	
	ZERO workplace fatalities	

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OUR APPROACH TO SUSTAINABILITY

Pharmaniaga’s sustainability approach is embedded across all levels within the Group. Guided by our Board of Directors, we prioritise a holistic approach that integrates environmental, social, and governance (ESG) considerations into every aspect of our business. This comprehensive approach ensures that sustainability principles are reflected in all our policies, operational decisions, and projects. We align our efforts with national and international sustainability standards and track our progress against key performance indicators to achieve positive outcomes for our company, our stakeholders, and the wider community.

Policies

Our policies reflect our commitment to ethical business practices, environmental and social responsibility, and a diverse and inclusive workplace. This section outlines our core policy tenets and lists our established policies.

01	To continuously invest our resources in ensuring our products and services are relevant and meet the needs of our customers	04	To continuously create and sustain an engaged work culture that attracts, retains, and motivates our employees
02	To be fully committed to environmentally friendly business practices towards the conservation and preservation of the environment	05	To strengthen communities and contribute to the enrichment of society by: <ul style="list-style-type: none"> • Prioritising opportunities for local businesses; and • Integrating corporate responsibility initiatives that encompass healthcare, education and welfare of Malaysians across our operations
03	To ensure that our employees operate in a safe and conducive work environment		

Our commitments are supported by a comprehensive set of policies that establish clear standards for ethical conduct, environmental management, workplace practices, and governance across the Group. In FY2025, the Group reaffirmed its commitment to responsible business conduct by aligning its operations with the Business and Human Rights (B+HR) Policy. These efforts reflect the Group’s ongoing commitment to upholding internationally recognised human rights standards and supporting sustainable, inclusive business growth.

ENVIRONMENTAL	GOVERNANCE AND ECONOMY
<ul style="list-style-type: none"> • Environmental, Safety and Health Policy • Energy Policy • Sustainability Policy 	<ul style="list-style-type: none"> • Corporate Governance Policy • Code of Ethics and Conduct • Vendor Code of Ethics Policy • Anti-Bribery and Corruption Policy • Whistleblowing Policy • Halal Policy • Anti-Money Laundering Policy • Contribution to External Party Procedure • Gifting Policy • Investor Relations Policy • Good Distribution Practice for Medical Devices Procedure • Laboratory Policy
SOCIAL	
<ul style="list-style-type: none"> • Human Rights Policy (Under Development) • Gender Diversity Policy • Sexual Harassment Policy • Social Media Policy • Workplace Bullying Policy • Quality Policy 	