

# Global Reporting Initiative (GRI) Content Index

Statement of use:

AEON CO. (M) BHD. has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to GRI Standards

GRI 1 used:

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s):

Not Applicable

GRI STANDARD	DISCLOSURE		LOCATION*/ DIRECT ANSWER		OMISSIONS & EXPLANATION
GRI 2: General Disclosures 2021	The Organisation and its Reporting Practices				
	2-1	Organizational details	Our Vision & Mission Our Presence Our Business Offerings	6 7 8-13	-
	2-2	Entities included in the organization's sustainability reporting	About This Report	2	-
	2-3	Reporting period, frequency and contact point	About This Report	3	-
	2-4	Restatements of information	Restatement of data compared to prior years are noted in section(s) where they appear	-	-
	2-5	External assurance	Independent Limited Assurance Report	220-222	-
	Activities and Workers				
	2-6	Activities, value chain and other business relationships	Our Business Offerings Value Creation Model Foster Sustainable Business Partnership Improve AEON's Agility to Meet Customer Needs	8-13 36-37 60-62 66-67	-
	2-7	Employees	Promoting Diversity and Inclusivity ESG Performance Data Table	85-88 100-101	-
	2-8	Workers who are not employee	ESG Performance Data Table	101	-

GRI STANDARD	DISCLOSURE		LOCATION*/ DIRECT ANSWER		OMISSIONS & EXPLANATION
	Governance				
	2-9	Governance structure and composition	Board of Directors' Profile Corporate Governance Overview Statement	106-111 119-124	-
	2-10	Nomination and selection of the highest governance body	Corporate Governance Overview Statement – Board Nomination and Appointment of Directors	125	-
	2-11	Chair of the highest governance body	Corporate Governance Overview Statement	119-120	-
	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Overview Statement	119-120	-
	2-13	Delegation of responsibility for managing impacts	Corporate Governance Overview Statement	123	-
	2-14	Role of the highest governance body in sustainability reporting	Corporate Governance Overview Statement – Sustainability Governance	123-124	-
	2-15	Conflicts of interest	Board of Directors' Profile AEON Leadership Council's Profile Corporate Governance Overview Statement Audit Committee Report	106 114 121 134	-
	2-16	Communication of critical concerns	Statement on Risk Management and Internal Control	137-145	-
	2-17	Collective knowledge of the highest governance body	Board of Directors' Profile	107-111	-
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Overview Statement – Board Assessment and Annual Evaluation	126	-
	2-19	Remuneration policies	Corporate Governance Overview Statement – Directors' Remuneration	128	-
	2-20	Process to determine remuneration	Corporate Governance Overview Statement - Directors' Remuneration	128	-
	2-21	Annual total compensation ratio	Corporate Governance Overview Statement (refer Corporate Governance Report 2024, page 37-40).	119	-

GRI STANDARD		DISCLOSURE		LOCATION*/ DIRECT ANSWER		OMISSIONS & EXPLANATION	
	Strategies, Policies and Practices						
	2-22	Statement on sustainable development strategy	Our Approach to Sustainability	50-51	-		
	2-23	Policy commitments	Statement on Risk Management and Internal Control	143-144	-		
	2-24	Embedding policy commitments	Statement on Risk Management and Internal Control	143-144	-		
	2-25	Processes to remediate negative impacts	Respect Human & Labour Rights Promote Integrity & Anti-Corruption Statement on Risk Management and Internal Control	88 97 143	-		
	2-26	Mechanisms for seeking advice and raising concerns	Promote Integrity & Anti-Corruption Statement on Risk Management and Internal Control	97 143	-		
	2-27	Compliance with laws and regulations	In 2024, AEON CO. (M) BHD. did not record any significant instances of non-compliance with laws and regulations that resulted in fines, penalties, or legal actions.	-	-		
	2-28	Membership associations	Membership and Association	54	-		
	Stakeholder Engagement						
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	52-54			
	2-30	Collective bargaining agreements	Respect Human & Labour Rights	88	-		
Material Topic							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Material Matters	55-56	-		
	3-2	List of material topics	Material Matters	55-56	-		
	3-3	Management of material topics	Material Matters	55-56	-		
Topic-Specific Disclosure: Material Matters							
Sustainable Economics							
Material Topic 1: Product Quality, Assurance and Safety							
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Enhance Product Quality	63-64	-		
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and	-	-	AEON has not identified any material non-compliance concerning the health		

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		services			and safety impacts of products and services in the reporting period.
<b>GRI 417: Marketing and Labeling 2016</b>	417-1	Requirements for product and service information and labeling	Enhance Product Quality	63-65	-
	417-2	Incidents of non-compliance concerning product and service information and labeling	-	-	AEON has not identified any material non-compliance concerning product and service information and labeling in the reporting period.
	417-3	Incidents of non-compliance concerning marketing communications	-	-	AEON has not identified any material non-compliance concerning marketing communications in the reporting period.
<b>Material Topic 2: Sustainable Supply Chain</b>					
<b>GRI 204: Procurement Practices 2016</b>	204-1	Proportion of spending on local suppliers	Foster Sustainable Business Partnership ESG Performance Data Table	61 100	-
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	Foster Sustainable Business Partnership	60	-
	308-2	Negative environmental impacts in the supply chain and actions taken	Foster Sustainable Business Partnership	60	AEON has not identified any material negative environmental impacts in its supply chain that required corrective action in the reporting period.
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	Foster Sustainable Business Partnership	61	-
	414-2	Negative social impacts in the supply chain and actions taken	Foster Sustainable Business Partnership	60	AEON has not identified any material negative social impacts in its supply chain that required corrective action in the reporting period.
<b>Material Topic 3: Business Resilience</b>					
<b>GRI 201: Economic Performance 2016</b>	201-1	Direct economic value generated and distributed	Delivering Resilient Economic Performance	59	-
	201-3	Defined benefit plan obligations and other retirement plans	Enhance Health, Safety & Well Being	91	-
	201-4	Financial assistance received from government	Not applicable	-	-

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<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not applicable	-	-
	207-1	Approach to tax	Notes to Financial Statements	171-172	-
	207-2	Tax governance, control, and risk management	Corporate Governance Overview Statement	127	-
	207-3	Stakeholder engagement and management of concerns related to tax	Deliver Resilient Economic Performance	59	-
	207-4	Country-by-country reporting	Not applicable	-	-
<b>Environmentally Focused</b>					
<b>Material Topic 4: Climate Change</b>					
<b>GRI 201: Economic Performance 2016</b>	201-2	Financial implications and other risks and opportunities due to climate change	AEON's Climate-Related Risks and Opportunities	71-72	-
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organisation	Reduce Carbon Footprint ESG Performance Data Table	77 100	-
	302-2	Energy consumption outside of the organization	Reduce Carbon Footprint	77	-
	302-3	Energy intensity	-	-	AEON does not currently report on energy intensity as a suitable denominator for calculations is still under review and plan to disclose in the next reporting year.
	302-4	Reduction of energy consumption	Reduce Carbon Footprint	77	-
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	Reduce Carbon Footprint ESG Performance Data Table	78 100	-
	305-2	Energy indirect (Scope 2) GHG emissions	Reduce Carbon Footprint ESG Performance Data Table	77 100	-
	305-3	Other indirect (Scope 3) GHG emissions	Reduce Carbon Footprint ESG Performance Data Table	78 100	-
	305-4	GHG emissions intensity	-	-	AEON does not currently report on emission intensity as a suitable denominator for calculations is still under review and plan to disclose in

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					the next reporting year.
	305-5	Reduction of GHG emissions	Reduce Carbon Footprint	78	-
<b>Material Topic 5: Water Efficiency</b>					
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	Minimise Water Consumption	79	-
	303-2	Management of water discharged-related impacts	-	-	Wastewater is discharged through municipal sewage systems in compliance with regulations, and therefore, no significant water discharge-related impacts are identified.
	303-3	Water withdrawal	Minimise Water Consumption	79	We do not withdraw water from areas of high-water stress.
	303-4	Water discharge	-	-	Water is discharged through municipal wastewater systems. No water is directly discharged into surface water bodies and all discharges comply with regulations.
	303-5	Water consumption	Minimise Water Consumption ESG Performance Data Table	79 100	-
<b>Material Topic 6: Waste Management</b>					
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	Reduce Waste	80-82	-
	306-2	Management of significant waste-related impacts	Reduce Waste	80-82	-
	306-3	Waste generated	Reduce Waste ESG Performance Data Table	82 100	-
	306-4	Waste diverted from disposal	Reduce Waste ESG Performance Data Table	82 100	-
	306-5	Waste directed to disposal	Reduce Waste ESG Performance Data Table	82 100	-

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Material Topic 7: Sustainable Packaging					
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	Enhance Biodiversity Conservation	83-84	-
	101-2	Management of biodiversity impacts	Enhance Biodiversity Conservation	83-84	-
	101-3	Access and benefit-sharing	-	-	While AEON's supply chain involves products derived from biological resources, we do not directly engage in the extraction or collection of genetic resources from their natural habitats.
	101-4	Identification of biodiversity impacts	Enhance Biodiversity Conservation	83-84	-
	101-5	Locations with biodiversity impacts	-	-	AEON's operational sites are not located in or near to ecologically sensitive areas.
	101-6	Direct drivers of biodiversity loss	-	-	AEON's operational sites are not located in or near to ecologically sensitive areas.
	101-7	Changes to the state of biodiversity	-	-	AEON's operational sites are not located in or near to ecologically sensitive areas.
	101-8	Ecosystem services	-	-	AEON's operational sites are not located in or near to ecologically sensitive areas.
Empowering People					
Material Topic 8: Labour Practices					
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Performance Data Table	100	-
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Enhance Health, Safety & Well Being	91	-
	401-3	Parental leave	Parental leaves entitled are 98 days and 7 days for eligible female and male employees respectively.	-	Data of employees returning to work after parental leave is unavailable. This data will be tracked and reported in the next reporting year.
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	-	-	AEON specifies minimum notice periods for termination based on employment grade and confirmation status in the Employee Handbook. For

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					relocations, notice periods are not specified and are at AEON's discretion. However, AEON provides incentives and additional allowances to support employees undergoing relocation
<b>GRI 406: Non-Discrimination 2016</b>	406-1	Incidents of discrimination and corrective actions taken	Any act of discrimination is categorized under abuse/misuse of power due to its nature as unfair treatment. These cases are disclosed as part of human rights violation cases.	89	-
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	AEON respects the right to freedom of association and collective bargaining. The company has signed a Collective Agreement with the employees' union.	89	-
<b>GRI 202: Market Presence</b>	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-	-	AEON does not disclose the specific wage ratio by gender, but affirms full compliance with the National Minimum Wage Policy (page 88-89).
	202-2	Proportion of senior management hired from the local community	-	-	AEON does not specifically disclose the proportion of senior management hired from the local community. However, AEON reports on ethnic, age and gender diversity across different employee levels (page 86-87).
<b>Material Topic 9: Diversity, Equity and Inclusion</b>					
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and employees	Promote Diversity, Equity and Inclusivity Board of Directors AEON Leadership Council	86-87 104-111 112-118	-
	405-2	Ratio of basic salary and remuneration of women to men	-	-	Information on salary and compensation packages is omitted due to confidentiality constraints, as per company policy
<b>Material Topic 10: Health, Safety and Wellbeing</b>					
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	Enhance Health, Safety & Well-Being	90-91	-
	403-2	Hazard identification, risk assessment, and incident investigation	Enhance Health, Safety & Well-Being	90-91	-
	403-3	Occupational health services	Enhance Health, Safety & Well-Being	90-91	-



GRI STANDARD		DISCLOSURE	LOCATION*/ DIRECT ANSWER	OMISSIONS & EXPLANATION	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Enhance Health, Safety & Well-Being	90-91	-
	403-5	Worker training on occupational health and safety	Enhance Health, Safety & Well-Being	90-91	-
	403-6	Promotion of worker health	Enhance Health, Safety & Well Being	91-92	-
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Foster Sustainable Business Partnership Enhance Health, Safety & Well Being	60 90-92	-
	403-8	Workers covered by an occupational health and safety management system	Enhance Health, Safety & Well Being	90	-
	403-9	Work-related injuries	Enhance Health, Safety & Well Being	90	-
	403-10	Work-related ill health	Enhance Health, Safety & Well Being	90	-
<b>Material Topic 11: Learning and Development</b>					
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	Empower Employee Learning and Development	94	-
	404-2	Programs for upgrading employee skills and transition assistance programs	Enhance Health, Safety & Well Being Empower Employee Learning and Development	91 94-95	-
	404-3	Percentage of employees receiving regular performance and career development reviews	Empower Employee Learning and Development	95	-
<b>Material Topic 12: Community Contribution, Support and Engagement</b>					
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1	Infrastructure investments and services supported	Fostering Sustainable Business Partnership Community Engagement & Development	60-62 95-96	-
	203-2	Significant indirect economic impacts	Fostering Sustainable Business Partnership Community Engagement & Development	60-62 95-96	-
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement & Development	95-96	-
	413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement & Development	95-96	-

GRI STANDARD		DISCLOSURE	LOCATION*/ DIRECT ANSWER		OMISSIONS & EXPLANATION
Efficiency & Integrity					
Material Topic 13: Governance, Ethics & Integrity					
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Promote Integrity & Anti-Corruption ESG Performance Data Table	98 101	-
	205-2	Communication and training about anti-corruption policies and procedures	Promote Integrity & Anti-Corruption ESG Performance Data Table	97-98 101	-
	205-3	Confirmed incidents of corruption and actions taken	Value Creation Model Promoting Integrity & Anti-Corruption	37 98	-
Material Topic 14: Data Governance & Security					
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Value Creation Model Strengthen Data Governance & Security ESG Performance Data Table	37 99 101	-

Note: Location\* is referring to the sections and page numbers with reference to AEON's Integrated Annual Report 2024