



REAL ESTATE INVESTMENT TRUST



Annual Report **2024**



### Cover Rationale

The cover design incorporates a striking city skyline that symbolises the vibrancy and potential of the urban landscape, where commercial opportunities thrive. It also emphasises the strategic, prime location of the commercial properties by UOA REIT, signalling their value in key business districts.

### FEATURE IN THIS ANNUAL REPORT

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**Enclosed**

Proxy Form

# GLOSSARY

**Manager**

UOA Asset Management Sdn Bhd  
200501015592 (692639-U)

**Parcel B – Menara UOA Bangsar**

Consisting of a tower block, namely Tower B comprising 15 levels of office space, 3 levels of retail podium, 6 levels of elevated car park and 4 levels of basement car park (which form part of a development known as Menara UOA Bangsar)

**Properties**

Wisma UOA Damansara II, Parcel B – Menara UOA Bangsar and the parcels within UOA Corporate Tower, UOA Centre, UOA II and UOA Damansara

**Property Manager**

Jordan Lee & Jaafar Sdn Bhd  
198001006117 (59901-U)

**Trustee**

RHB Trustees Berhad  
200201005356 (573019-U)

**Unitholders**

Unitholders of UOA REIT

**UOA Ltd Group**

United Overseas Australia Ltd  
(ACN009245890) and its subsidiaries

**UOA Holdings Group**

UOA Holdings Sdn Bhd  
198901012937 (190246-V) and its subsidiaries

**UOA REIT/The Trust**

UOA Real Estate Investment Trust



UOA Damansara II

# CORPORATE INFORMATION

## MANAGER |

UOA Asset Management Sdn Bhd  
200501015592 (692639-U)

## PRINCIPAL PLACE OF BUSINESS OF THE MANAGER |

Suite G-1, Vertical Corporate Tower B  
Avenue 10, The Vertical  
Bangsar South City  
No. 8, Jalan Kerinchi  
59200 Kuala Lumpur, Malaysia  
Telephone : +603 2245 9188  
Facsimile : +603 2241 4862

## REGISTERED ADDRESS OF THE MANAGER |

No. 9, Jalan Indah 16  
Taman Cheras Indah  
56100 Kuala Lumpur, Malaysia  
Telephone : +603 9287 1000  
Facsimile : +603 9287 2000

## BOARD OF DIRECTORS OF THE MANAGER |

*Chairman*  
Terence Teo Chee Seng

*Chief Executive Officer*  
Kong Sze Choon

Dato Sri Ar. Steve Low Shu Nyok  
Karn Sau Meng  
Yap Kang Beng

## AUDIT AND RISK MANAGEMENT COMMITTEE |

*Chairwoman*  
Karn Sau Meng  
Dato Sri Ar. Steve Low Shu Nyok  
Yap Kang Beng

## COMPANY SECRETARIES OF THE MANAGER |

Yap Kai Weng  
(MAICSA No.: 74580)

Wong Yoke Leng  
(MAICSA No.: 7032314)

## MANAGEMENT TEAM OF THE MANAGER |

*Chief Executive Officer /  
Executive Director*  
Kong Sze Choon

*Accountant*  
Liao Wan Xin

*Compliance Officer*  
Fam Chai Hing

## TRUSTEE |

RHB Trustees Berhad  
200201005356 (573019-U)  
Level 11, Tower Three  
RHB Centre  
Jalan Tun Razak  
50400 Kuala Lumpur, Malaysia  
Telephone : +603 9280 8799  
Email : rhbt.reits@rhbgroup.com

## PROPERTY MANAGER |

Jordan Lee & Jaafar Sdn Bhd  
198001006117 (59901-U)  
Suite 1.1, Level 1, Block C  
Plaza Damansara  
45, Jalan Medan Setia 1  
Bukit Damansara  
50490 Kuala Lumpur, Malaysia  
Telephone : +603 2095 5811  
Facsimile : +603 2095 5843

## REGISTRAR OF THE TRUST IN CHARGE OF THE REGISTER OF UNITHOLDERS |

Tricor Investor & Issuing House  
Services Sdn Bhd  
198401005881 (118401-V)  
Unit 32-01, Level 32, Tower A  
Vertical Business Suite, Avenue 3  
Bangsar South City  
No. 8, Jalan Kerinchi  
59200 Kuala Lumpur, Malaysia  
Telephone : +603 2783 9299  
Facsimile : +603 2783 9222

## AUDITORS |

Grant Thornton Malaysia PLT  
(201906003682 & LLP0022494-LCA)  
Chartered Accountants (AF 0737)  
Level 11, Sheraton Imperial Court  
Jalan Sultan Ismail  
50250 Kuala Lumpur, Malaysia  
Telephone : +603 2692 4022  
Facsimile : +603 2732 5119

## BANKERS |

CIMB Bank Berhad  
AmBank Islamic Berhad  
United Overseas Bank (Malaysia)  
Berhad  
HSBC Bank Malaysia Berhad  
HSBC Amanah Malaysia Berhad  
Hong Leong Bank Berhad

## STOCK EXCHANGE LISTING |

Bursa Malaysia Securities Berhad  
Stock Code: UOA REIT 5110

## WEBSITE |

www.uoareit.com.my

## INVESTOR RELATIONS |

Email : uoacare@uoa.com.my  
Telephone : 1 300 88 6668  
(Malaysia)  
+603 2245 9192  
(International)

## PROFILE OF DIRECTORS OF THE MANAGER

### TERENCE TEO CHEE SENG

#### INDEPENDENT NON-EXECUTIVE CHAIRMAN

**Terence Teo Chee Seng**, Singaporean, male, aged 70, was appointed an Independent Non-Executive Director on 1 June 2023. He was appointed an Audit and Risk Management Committee Member on 1 June 2023 and resigned on 12 September 2023. He was redesignated as Chairman of the Board of Directors on 12 September 2023.

He is in legal practice in Singapore, specialising primarily in the corporate sector. He has been in practice for more than 41 years.

He also sits on the Board of United Overseas Australia Ltd, the Manager's ultimate holding company, listed in Australia. He also sits on the Board of Envictus International Holdings Limited, listed on the Singapore Stock Exchange.

He does not have any family relationship with any Director and/or major unitholder of UOA REIT, nor any conflict of interest with the Manager. He has no convictions for any offences, and there is no sanction or penalty imposed on him by any regulatory bodies over the past 5 years.

### KONG SZE CHOON

#### CHIEF EXECUTIVE OFFICER AND NON-INDEPENDENT EXECUTIVE DIRECTOR

**Kong Sze Choon**, Singaporean, male, aged 48, is Chief Executive Officer and Non-Independent Executive Director. He was appointed on 14 January 2011. He is a graduate of Curtin University of Technology, Australia with a Bachelor of Commerce Degree in Finance. Mr. Kong worked in financial institutions in Singapore where he was involved in managing and growing the investment portfolio of high net worth individuals. He was part of the management team and held the position of Asset Management Manager prior to his appointment as Chief Executive Officer.

He joined UOA Holdings Group in 2002 and his initial roles in UOA Holdings Group were predominantly in leasing as well as sales and marketing of commercial and residential developments of the UOA Holdings Group. Apart from his key role in the Leasing department, he was also involved in business development of UOA Holdings Group.

He is currently Director of UOA (Singapore) Pte Ltd, a subsidiary company of the ultimate holding company of the Manager, United Overseas Australia Ltd ("UOA Ltd"). He is also the Alternate Director to Mr. Kong Chong Soon, Managing Director of UOA Development Bhd.

He is the son of Mr. Kong Chong Soon, an indirect major shareholder of the Manager and a major unitholder of UOA REIT via his interest in UOA Ltd Group. He does not have any conflict of interest with the Manager and has no convictions for any offences, and there is no sanction or penalty imposed on him by any regulatory bodies over the past 5 years.

## PROFILE OF DIRECTORS OF THE MANAGER (CONTINUED)

### **DATO SRI AR. STEVE LOW SHU NYOK**

#### INDEPENDENT NON-EXECUTIVE DIRECTOR

**Dato Sri Ar. Steve Low Shu Nyok**, Malaysian, male, aged 71, was appointed a Director on 1 June 2023. He is also a member of the Audit and Risk Management Committee.

He was Founder/Director of SN Low & Associates Sdn. Bhd. in 1987. He is currently Managing Director of SN Low & Associates Sdn Bhd. Prior to this, he was Architect at Stewart & Riddick & Partners in Finchley, London, and Owen-Ward & Palmer Architect in Palmer Green, London, United Kingdom. He has more than 36 years' experience in the building/construction industry. He was an Independent Non-Executive Director for 9 years in UOA Development Bhd.

He holds a Diploma (Hons) in Architecture from Thames Polytechnic London in United Kingdom. He is a Corporate Member of Pertubuhan Arkitek Malaysia and Lembaga Arkitek Malaysia.

He does not have any family relationship with any Director and/or major unitholder of UOA REIT, nor any conflict of interest with the Manager. He has no convictions for any offences, and there is no sanction or penalty imposed on him by any regulatory bodies over the past 5 years.

### **KARN SAU MENG**

#### INDEPENDENT NON-EXECUTIVE DIRECTOR

**Karn Sau Meng**, Malaysian, female, aged 57, is one of our Independent Non-Executive Directors and the Chairwoman of the Audit and Risk Management Committee. She was appointed on 23 December 2021. She was redesignated as Chairwoman of the Audit and Risk Management Committee on 30 August 2023.

She possesses a professional accountancy qualification from the Association of Chartered Certified Accountants since 1992 and is a member of the Malaysian Institute of Accountants since 2001. She completed her Master's in Business Administration degree with Keele University (UK) in 2001.

Her career experience included work related to auditing, accounting, inventory management, logistics, and system implementation working in various positions from Auditor, Accountant, Finance Manager and Finance and Administration

Director before she set up her own consulting company, Addworth Solutions Sdn Bhd focusing on business process management, human resource management, corporate training and coaching. She is currently the principal consultant in Addworth Solutions. She was appointed Secretary and subsequently Treasurer in the Perdana Emerald Condominium Joint Management Body for 6 years from 2008 to 2014. She was re-appointed as Treasurer in August 2022 to 2023.

She does not have any family relationship with any Director and/or major unitholder of UOA REIT, nor any conflict of interest with the Manager. She has no conviction for any offences, and there is no sanction or penalty imposed on her by any regulatory bodies over the past 5 years.

## PROFILE OF DIRECTORS OF THE MANAGER

(CONTINUED)

### YAP KANG BENG

#### NON-INDEPENDENT NON-EXECUTIVE DIRECTOR

**Yap Kang Beng**, Malaysian, male, aged 49, was appointed Non-Independent Non-Executive Director on 18 March 2016. He was appointed as a member of the Audit & Risk Management Committee on 20 January 2022. He graduated with a Degree in Bachelor of Economics (Honours) in Accounting and Finance from University of Manchester, United Kingdom.

He joined UOA Holdings Sdn Bhd in 2010. His duties included corporate affairs and investor relations matters. He is also involved in leasing as well as sales and marketing of commercial developments of UOA Holdings Group.

He worked in the financial industry for over 13 years prior to joining UOA Holdings Group. Before he assumed the present position, he was a global investment specialist at J.P. Morgan Private Bank (Singapore). Prior to that, he also took up various roles in Treasury and Risk Management in Hong Leong Bank Berhad and Standard Chartered Bank Berhad.

He does not have any family relationship with any Director and/or major unitholder of UOA REIT, nor any conflict of interest with the Manager. He has no convictions for any offences, and there is no sanction or penalty imposed on him by any regulatory bodies over the past 5 years.



# MANAGEMENT DISCUSSION AND ANALYSIS



Parcel B - Menara UOA Bangsar

## OVERVIEW OF BUSINESS AND OPERATIONS, OBJECTIVES AND STRATEGIES

UOA Real Estate Investment Trust ("UOA REIT" or "Trust") is a real estate trust fund which commenced its operations on 1 December 2005 and was listed on the Main Market of Bursa Malaysia Securities Berhad on 30 December 2005.

The principal activity of UOA REIT is to invest in a diversified portfolio of real estate and real estate-related assets used, or predominantly used, for commercial purposes. Geographically, it is presently focused in Kuala Lumpur where all existing assets in the portfolio are located in.

The objective of UOA REIT and its subsidiary (the "Group") is to achieve a stable return from rental income and long-term capital growth in its assets. In order to enhance the performance of the Properties in the portfolio, the Group employs active operating strategies which include optimising of rental income via management of tenancies and renewals, improving tenant retentions through relationship management, working closely with Property Manager to pursue new tenancy opportunities. The Group also, where practicable, carry out asset enhancement initiatives to maintain or improve the quality and appearance of the Properties.

The Manager seeks to enhance the unit value through selective acquisitions. Apart from seeking yield-accretive acquisitions, the acquisition strategy also takes into consideration the location, existing occupancy rate, specifications, facilities as well as the tenant mix of the building.

Capitalising on the relationship with UOA Holdings Group of companies, one of Malaysia's leading property development, property investment, property management services and construction group of companies, the Manager expects to be at a competitive advantage and benefit towards achieving its long-term acquisition objectives.

The Properties in the portfolio are intended to be held on a long-term basis. Where a property has reached a phase with limited prospect for growth, selling the property can be considered.

The Manager will continue to actively manage the portfolio of properties to maximise the yield for unitholders. Meanwhile, the Manager will continue to source for opportune acquisitions that meet the objectives of UOA REIT.

Guided by the gearing limits stipulated in Securities Commission's Guidelines on Listed Real Estate Investment Trusts ("REIT Guidelines"), the Manager aims to optimise the Group's capital structure and cost of capital.

## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### INVESTMENT STRATEGIES

During the financial year, the Manager continued to adopt the following strategies in achieving the Group's investment objective:

#### OPERATING STRATEGY

The Group's operating strategy is to continue to enhance the performance of the properties by increasing yields and returns from the properties through a combination of retaining existing tenants, reducing vacancy levels, adding and/or optimising retail/office space at the properties and minimising interruptions in rental income and operational costs.

The Manager expects to apply the following key operating and management principles:

- (a) to optimise rental rates via active management of tenancies, renewals and new tenancies;
- (b) maintaining a close relationship with tenants to optimise tenant retentions;
- (c) actively working with the property manager to pursue new tenancy opportunities;
- (d) to optimise tenant mix and space configuration;
- (e) continuous review of tenant mix and if practicable, reconfigure lettable space; and
- (f) continually maintain the quality of the properties.

#### ACQUISITION STRATEGY

The Manager seeks to increase cash flow and enhance unit value through selective acquisitions. The acquisition strategy takes into consideration:

- (a) location;
- (b) occupancy and tenant mix;
- (c) building and facilities specifications;
- (d) opportunities; and
- (e) yield thresholds.

The Manager has access to a network of and good relationships with leading participants in the real estate industry which may assist the Group in identifying (a) acquisition opportunities that have favourable returns on invested capital and growth in cash flow; and (b) underperforming assets. The Manager believes that these deal-sourcing capabilities are an important competitive advantage of the Group.

The Manager intends to capitalise on the relationship with UOA Holdings Group of companies, which is one of Malaysia's leading property development, property investment, property management services and construction group of companies. This relationship is expected to accord the Group competitive advantages and benefits towards achieving its long-term objectives.

The Manager intends to hold the properties on a long-term basis. In the future where the Manager considers that any property has reached a stage that offers only limited scope for growth, they may consider selling the property and using the proceeds from the sale for alternative investments in properties that meet its investment criteria.

#### CAPITAL MANAGEMENT STRATEGY

The Manager aims to optimise the Group's capital structure and cost of capital within the borrowing limits prescribed by the REIT Guidelines and intends to use a combination of debt and equity funding for future acquisitions and improvement works at the properties. Our capital management strategies involve:

- (a) adopting and maintaining an optimal gearing level; and
- (b) adopting an active interest rate management strategy to manage risks associated with changes in interest rates.

while maintaining flexibility in the Group's capital structure to meet future investment and/or capital requirements.

### INVESTMENT POLICIES

#### PORTFOLIO COMPOSITION

The Group's investments may be allocated in the following manner, as prescribed by the REIT Guidelines:

- (a) to invest in real estate, single-purpose companies whose principal assets comprise real estate, real estate-related assets, non-real estate-related assets or liquid assets;
- (b) at least 75% of the Group's total assets must be invested in real estate or single-purpose companies whose principal assets comprise real estate, at all times; and
- (c) not more than 25% of the Group's total assets may be invested in non-real estate-related assets and/or liquid assets.

#### DIVERSIFICATION

The Group will seek to diversify its real estate portfolio by property and location type. The Group will focus on investing in properties that are primarily used for commercial purposes and will continue to look for opportunities in these types of properties. In addition, it may also look into other properties that will provide attractive risk-adjusted returns.

#### LEVERAGE

The Group will be able to leverage on its borrowings to make the permitted investments. Leveraging on its borrowings will increase the returns to unitholders. The Group is permitted to procure borrowings of up to 50% of its total asset value.

## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

## DISTRIBUTION POLICY

At least 90% of the distributable income of the Trust will be distributed semi-annually or at such other intervals as determined by the Manager, in arrears.

## COMPOSITION OF INVESTMENT PORTFOLIO

The Group's investment properties value is RM1,726 million as at 31 December 2024 compared to RM1,719 million as at 31 December 2023. There were no new acquisition or disposals during the financial year and the total number of properties in the portfolio remains at six (6).

During the financial year 2024, the Group had undertaken a revaluation exercise for all existing investment properties. The investment properties were valued at RM1,726 million by independent registered valuer ("Valuer"). In arriving at the fair value, the Valuer has applied the investment method to assess the fair value of the investment properties as at the reporting date.

A summary of fair value adjustment on all investment properties for the Financial Year Ended ("FYE") 31 December 2024 is as follows:

Investment Properties	Carrying Value before Revaluation RM'000	Market Value RM'000	Fair Value Adjustment RM'000
UOA Centre Parcels	78,000	79,000	1,000
UOA II Parcels	277,000	277,000	-
UOA Damansara Parcels	115,588	116,000	412
Wisma UOA Damansara II	230,695	225,700	(4,995)
Parcel B – Menara UOA Bangsar	309,848	303,000	(6,848)
UOA Corporate Tower Parcels	724,396	725,000	604
<b>Total</b>	<b>1,735,527</b>	<b>1,725,700</b>	<b>(9,827)</b>

Despite an increase in the market value compared to the previous year, there was a fair value loss as a result of the carrying values exceeding the market values after capitalisation of refurbishment works on certain properties.

As at 31 December 2024, the Group's composition of investment portfolio was as follows:

	RM'000	%
<b>Real Estate Properties</b>		
UOA Centre Parcels	79,000	4.56
UOA II Parcels	277,000	16.01
UOA Damansara Parcels	116,000	6.70
Wisma UOA Damansara II	225,700	13.04
Parcel B – Menara UOA Bangsar	303,000	17.51
UOA Corporate Tower Parcels	725,000	41.89
<b>Liquid Assets</b>		
Deposits with licensed financial institutions	2,000	0.12
Bank balances	2,864	0.17
<b>Total</b>	<b>1,730,564</b>	<b>100.00</b>

## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### COMPOSITION OF INVESTMENT PORTFOLIO (CONTINUED)

The details of the real estate properties as at 31 December 2024 are as follows :

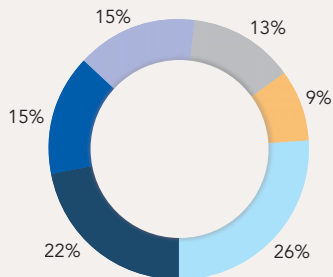
#### UOA CENTRE PARCELS



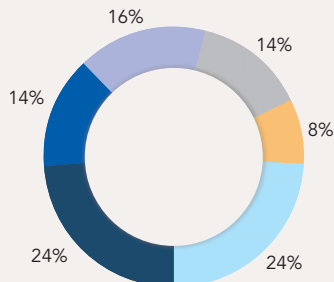
Address/Location	Within UOA Centre at No. 19, Jalan Pinang, 50450 Kuala Lumpur
Description	Parcels within the thirty-three (33) storey office building known as UOA Centre inclusive of six (6) levels of car park space
Title details	Twenty-eight (28) strata titles within UOA Centre identified as Bangunan M1, held under Master Title Geran 46212, Lot No. 1312, Section 57, Town and District of Kuala Lumpur, State of Wilayah Persekutuan KL
Property type	Office parcels
Net lettable area	123,933 sq.ft.
Age	Approximately 30 years
Existing use	Commercial
Status of holding	Freehold
Major tenants (based on FY2024 rental received/receivable)	(a) Halim Hong & Quek (b) Bank Kerjasama Rakyat Malaysia Berhad (c) AWP Services Sdn Bhd
Occupancy rate (based on secured tenancies)	85.0%
Rental received/receivable	RM5,914,121
Maintenance costs and capital expenditure	Maintenance costs amount to RM1,912,889. No capital expenditure incurred during the financial year
Encumbrances	None
Date of acquisition	29 November 2005
Cost of acquisition	RM55,981,272
Last valuation	RM79,000,000
Date of last valuation	31 December 2024
Basis of valuation	Income Capitalisation Approach
Independent valuer	VPC Alliance (Kajang) Sdn Bhd
Net carrying amount	RM79,000,000
Property Manager	Jordan Lee & Jaafar Sdn Bhd
Weighted Average Lease Expiry (based on net lettable area)	1.33 years

#### Tenants' Trade Mix Analysis

##### By Gross Rental Income



##### By Net Lettable Area



## MANAGEMENT DISCUSSION AND ANALYSIS (CONTINUED)

### COMPOSITION OF INVESTMENT PORTFOLIO (CONTINUED)

The details of the real estate properties as at 31 December 2024 are as follows (continued) :

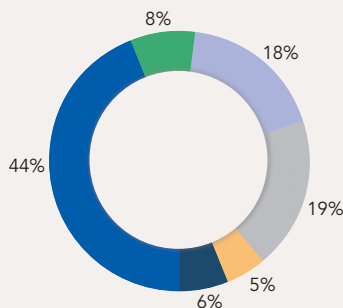
#### UOA II PARCELS



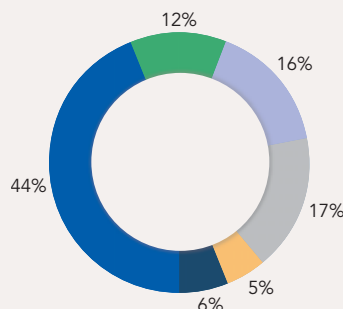
<b>Address/Location</b>	Within UOA II at No. 21, Jalan Pinang, 50450 Kuala Lumpur
<b>Description</b>	Parcels within the thirty-nine (39) storey office building known as UOA II inclusive of five (5) levels of car park space
<b>Title details</b>	Sixty-eight (68) strata titles within UOA II identified as Bangunan M2, held under Master Title Geran 46212, Lot No. 1312, Section 57, Town and District of Kuala Lumpur, State of Wilayah Persekutuan KL
<b>Property type</b>	Office parcels
<b>Net lettable area</b>	423,114 sq.ft.
<b>Age</b>	Approximately 26 years
<b>Existing use</b>	Commercial
<b>Status of holding</b>	Freehold
<b>Major tenants (based on FY2024 rental received/receivable)</b>	(a) Envico Enterprises Sdn Bhd (b) United Carparks Sdn Bhd (c) Coway (Malaysia) Sdn Bhd
<b>Occupancy rate (based on secured tenancies)</b>	63.7%
<b>Rental received/ receivable</b>	RM15,774,361
<b>Maintenance costs and capital expenditure</b>	Maintenance costs amount to RM4,816,818. No capital expenditure incurred during the financial year
<b>Encumbrances</b>	Charged to a financial institution as security for revolving credit facilities
<b>Date of acquisition</b>	29 November 2005 (Excluding Level 17, UOA II) 22 March 2010 (Level 17, UOA II)
<b>Cost of acquisition</b>	RM194,502,300
<b>Last valuation</b>	RM277,000,000
<b>Date of last valuation</b>	31 December 2024
<b>Basis of valuation</b>	Income Capitalisation Approach
<b>Independent valuer</b>	VPC Alliance (Kajang) Sdn Bhd
<b>Net carrying amount</b>	RM277,000,000
<b>Property Manager</b>	Jordan Lee & Jaafar Sdn Bhd
<b>Weighted Average Lease Expiry (based on net lettable area)</b>	0.99 years

#### Tenants' Trade Mix Analysis

##### By Gross Rental Income



##### By Net Lettable Area



## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### COMPOSITION OF INVESTMENT PORTFOLIO (CONTINUED)

The details of the real estate properties as at 31 December 2024 are as follows (continued) :

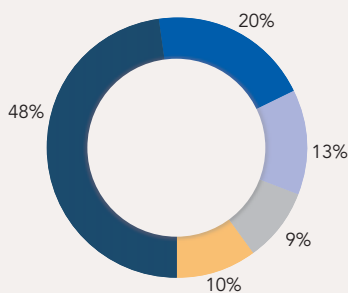
#### UOA DAMANSARA PARCELS



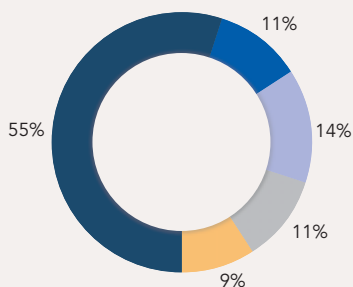
<b>Address/Location</b>	Within UOA Damansara at No. 50, Jalan Dungun, Damansara Heights, 50490 Kuala Lumpur
<b>Description</b>	Parcels within the thirteen (13) storey office building known as UOA Damansara inclusive of four (4) levels of basement car park space
<b>Title details</b>	Thirty (30) strata titles within UOA Damansara identified as Bangunan M1, held under Master Title Geran 67371, Lot No. 55917, Mukim and District of Kuala Lumpur, State of Wilayah Persekutuan KL
<b>Property type</b>	Office parcels
<b>Net lettable area</b>	186,042 sq.ft.
<b>Age</b>	Approximately 27 years
<b>Existing use</b>	Commercial
<b>Status of holding</b>	Freehold
<b>Major tenants (based on FY2024 rental received/receivable)</b>	(a) Skrine (b) United Carparks Sdn Bhd (c) Matahio Energy Management Services Sdn Bhd
<b>Occupancy rate (based on secured tenancies)</b>	80.0%
<b>Rental received/receivable</b>	RM8,042,342
<b>Maintenance costs and capital expenditure</b>	Maintenance costs amount to RM3,276,250. Capital expenditure of RM587,966 was incurred during the financial year
<b>Encumbrances</b>	Charged to a financial institution as security for revolving credit facilities
<b>Date of acquisition</b>	29 November 2005
<b>Cost of acquisition</b>	RM72,000,000
<b>Last valuation</b>	RM116,000,000
<b>Date of last valuation</b>	31 December 2024
<b>Basis of valuation</b>	Income Capitalisation Approach
<b>Independent valuer</b>	VPC Alliance (Kajang) Sdn Bhd
<b>Net carrying amount</b>	RM116,000,000
<b>Property Manager</b>	Jordan Lee & Jaafar Sdn Bhd
<b>Weighted Average Lease Expiry (based on net lettable area)</b>	1.66 years

#### Tenants' Trade Mix Analysis

By Gross Rental Income



By Net Lettable Area



## MANAGEMENT DISCUSSION AND ANALYSIS (CONTINUED)

### COMPOSITION OF INVESTMENT PORTFOLIO (CONTINUED)

The details of the real estate properties as at 31 December 2024 are as follows (continued) :

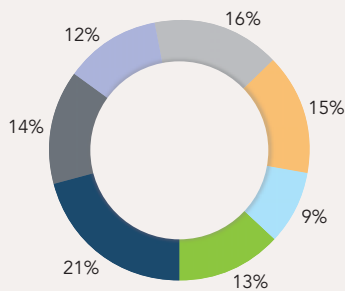
#### WISMA UOA DAMANSARA II



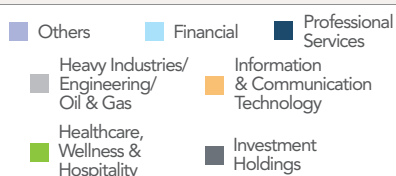
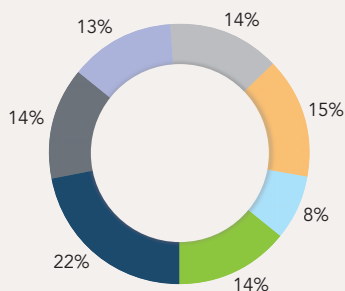
<b>Address/Location</b>	No. 6, Changkat Semantan, Damansara Heights, 50490 Kuala Lumpur
<b>Description</b>	A sixteen (16) storey office building with three (3) levels of elevated car park space and five (5) levels of basement car park space
<b>Title details</b>	Geran 6837, Lot No. 38415, Mukim and District of Kuala Lumpur, State of Wilayah Persekutuan KL
<b>Property type</b>	Commercial building
<b>Net lettable area</b>	292,450 sq.ft.
<b>Age</b>	Approximately 17 years
<b>Existing use</b>	Commercial
<b>Status of holding</b>	Freehold
<b>Major tenants (based on FY2024 rental received/receivable)</b>	(a) United Carparks Sdn Bhd (b) Radimax Group Sdn Bhd (c) Synthomer Sdn Bhd
<b>Occupancy rate (based on secured tenancies)</b>	77.8%
<b>Rental received/ receivable</b>	RM15,073,651
<b>Maintenance costs and capital expenditure</b>	Maintenance costs amount to RM3,766,316. Capital expenditure of RM6,195,139 was incurred during the financial year
<b>Encumbrances</b>	Charged to a financial institution as security for revolving credit facilities
<b>Date of acquisition</b>	17 January 2011
<b>Cost of acquisition</b>	RM211,000,000
<b>Last valuation</b>	RM225,700,000
<b>Date of last valuation</b>	31 December 2024
<b>Basis of valuation</b>	Income Capitalisation Approach
<b>Independent valuer</b>	VPC Alliance (Kajang) Sdn Bhd
<b>Net carrying amount</b>	RM225,700,000
<b>Property Manager</b>	Jordan Lee & Jaafar Sdn Bhd
<b>Weighted Average Lease Expiry (based on net lettable area)</b>	1.56 years

#### Tenants' Trade Mix Analysis

##### By Gross Rental Income



##### By Net Lettable Area



## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### COMPOSITION OF INVESTMENT PORTFOLIO (CONTINUED)

The details of the real estate properties as at 31 December 2024 are as follows (continued) :

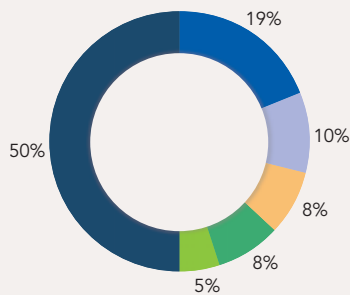
#### PARCEL B – MENARA UOA BANGSAR



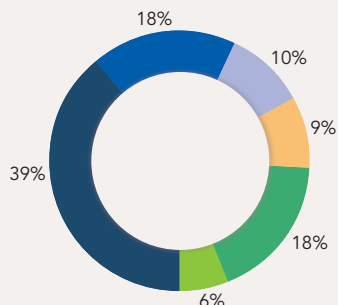
<b>Address/Location</b>	Within Menara UOA Bangsar No. 5, Jalan Bangsar Utama 1, 59000 Kuala Lumpur
<b>Description</b>	A tower block, namely Tower B comprising fifteen (15) levels of office space, three (3) levels of retail podium, six (6) levels of elevated car park space and four (4) levels of basement car park space (which form part of a development known as Menara UOA Bangsar)
<b>Title details</b>	Thirteen (13) strata titled within Menara UOA Bangsar, identified as Bangunan M1 and M1-A, held under Master Title Pajakan Negeri (WP) 43411, Lot No. 421, Section 96, Town and District of Kuala Lumpur, State of Wilayah Persekutuan KL
<b>Property type</b>	Commercial building
<b>Net lettable area</b>	302,334 sq.ft.
<b>Age</b>	Approximately 16 years
<b>Existing use</b>	Commercial
<b>Status of holding</b>	99 years leasehold expiring in 2106 (unexpired term of approximately 82 years)
<b>Major tenants (based on FY2024 rental received/receivable)</b>	(a) United Carparks Sdn Bhd (b) Hitachi Vantara Sdn Bhd (c) Melaleuca Southeast Asia (Malaysia) Sdn Bhd
<b>Occupancy rate (based on secured tenancies)</b>	76.8%
<b>Rental received/receivable</b>	RM13,916,761
<b>Maintenance costs and capital expenditure</b>	Maintenance costs amount to RM11,961,447. Capital expenditure of RM7,847,594 was incurred during the financial year
<b>Encumbrances</b>	Charged to a financial institution as security for revolving credit facilities (There are no encumbrances on Petak 9 and 14)
<b>Date of acquisition</b>	17 January 2011
<b>Cost of acquisition</b>	RM287,760,483
<b>Last valuation</b>	RM303,000,000
<b>Date of last valuation</b>	31 December 2024
<b>Basis of valuation</b>	Income Capitalisation Approach
<b>Independent valuer</b>	VPC Alliance (Kajang) Sdn Bhd
<b>Net carrying amount</b>	RM303,000,000
<b>Property Manager</b>	Jordan Lee & Jaafar Sdn Bhd
<b>Weighted Average Lease Expiry (based on net lettable area)</b>	2.04 years

#### Tenants' Trade Mix Analysis

##### By Gross Rental Income



##### By Net Lettable Area





## MANAGEMENT DISCUSSION AND ANALYSIS (CONTINUED)

### COMPOSITION OF INVESTMENT PORTFOLIO (CONTINUED)

The details of the real estate properties as at 31 December 2024 are as follows (continued) :

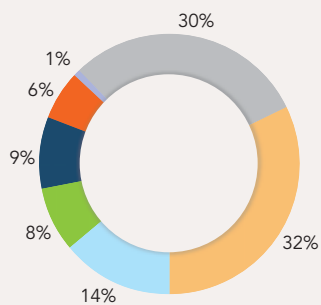
#### UOA CORPORATE TOWER PARCELS



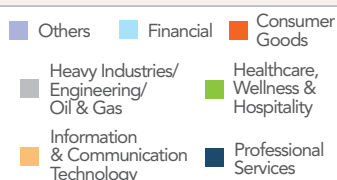
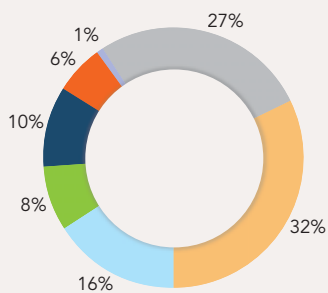
<b>Address/Location</b>	UOA Corporate Tower, Avenue 10, The Vertical, Bangsar South City, No. 8, Jalan Kerinchi, 59200 Kuala Lumpur
<b>Description</b>	A stratified thirty-eight (38) storey office building with a penthouse level known as UOA Corporate Tower
<b>Title details</b>	Provisional parcel property identified as Vertical 38 Block A, erected on a portion of land held under Master Title No. Pajakan Negeri 54141, Lot No. 481716, Mukim and District of Kuala Lumpur, State of Wilayah Persekutuan Kuala Lumpur
<b>Property type</b>	Commercial building
<b>Net lettable area</b>	735,662 sq.ft.
<b>Age</b>	Approximately 8 years
<b>Existing use</b>	Commercial
<b>Status of holding</b>	99 years leasehold expiring in 2123 (unexpired term of approximately 99 years)
<b>Major tenants (based on FY2024 rental received/receivable)</b>	(a) Orsted Services Malaysia Sdn Bhd (b) Honeywell International Sdn Bhd (c) Ecart Services Malaysia Sdn Bhd
<b>Occupancy rate (based on secured tenancies)</b>	99.9%
<b>Rental received/receivable</b>	RM51,868,664
<b>Maintenance costs and capital expenditure</b>	Maintenance costs amount to RM7,765,078. Capital expenditure of RM2,395,903 was incurred during the financial year
<b>Encumbrances</b>	Charged to a financial institution as security for revolving credit facilities
<b>Date of acquisition</b>	30 December 2020
<b>Cost of acquisition</b>	RM701,653,564
<b>Last valuation</b>	RM725,000,000
<b>Date of last valuation</b>	31 December 2024
<b>Basis of valuation</b>	Income Capitalisation Approach
<b>Independent valuer</b>	VPC Alliance (Kajang) Sdn Bhd
<b>Net carrying amount</b>	RM725,000,000
<b>Property Manager</b>	Jordan Lee & Jaafar Sdn Bhd
<b>Weighted Average Lease Expiry (based on net lettable area)</b>	1.64 years

#### Tenants' Trade Mix Analysis

##### By Gross Rental Income



##### By Net Lettable Area



## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### FINANCIAL HIGHLIGHTS

	Year Ended 31 December 2024	Year Ended 31 December 2023	Year Ended 31 December 2022	Year Ended 31 December 2021	Year Ended 31 December 2020
Total gross income (RM'000)	111,368	113,507	114,802	116,884	72,693
Income before tax (RM'000)	33,560	52,398	60,981	40,043	38,436
Income/(Loss) after tax (RM'000)					
- Realised	44,198	53,196	61,076	61,796	36,720
- Unrealised	(8,719)	655	(203)	(19,693)	(1,969)
<b>Total</b>	<b>35,479</b>	<b>53,851</b>	<b>60,873</b>	<b>42,103</b>	<b>34,751</b>
Earnings/(Loss) per unit (sen)					
- Realised	6.54	7.87	9.04	9.15	8.63
- Unrealised	(1.29)	0.10	(0.03)	(2.91)	(0.47)
<b>Total</b>	<b>5.25</b>	<b>7.97</b>	<b>9.01</b>	<b>6.23</b>	<b>8.16</b>
Total asset value (RM'000)	1,760,226	1,737,718	1,729,100	1,732,706	1,763,840
Net asset value					
- before proposed final income distribution (RM'000)	983,382	993,573	955,662	993,025	999,159
- after proposed final income distribution (RM'000)	961,493	967,495	966,476	963,840	980,299
Net asset value per unit					
- before proposed final income distribution (RM)	1.456	1.471	1.474	1.470	1.479
- after proposed final income distribution (RM)	1.423	1.432	1.431	1.427	1.451
Highest net asset value per unit (RM)	1.474	1.482	1.480	1.506	1.721
Lowest net asset value per unit (RM)	1.442	1.447	1.443	1.460	1.451
Market price per unit (RM)	0.93	1.10	1.15	1.15	1.13
Highest traded price for the financial year (RM)	1.15	1.19	1.19	1.16	1.29
Lowest traded price for the financial year (RM)	0.92	1.09	1.10	1.08	1.07
Unit in Circulation (Units '000)	675,599	675,599	675,599	675,599	422,872
Distribution per unit (sen)					
- Interim	2.90	3.96	4.30	4.32	3.98
- Final	3.24	3.86	4.32	4.32	4.46
<b>Total</b>	<b>6.14</b>	<b>7.82</b>	<b>8.62</b>	<b>8.64</b>	<b>8.44</b>
Distribution yield	6.60%	7.11%	7.50%	7.51%	7.47%
Annual total returns (RM'000) <sup>(1)</sup>	44,198	53,196	61,076	61,796	36,720
Average total returns <sup>(2)</sup>					
- for one year	5.89%	7.09%	8.14%	8.23%	4.89%
- for three years	7.04%	7.82%	7.09%	7.14%	6.85%
- for five years	6.85%	7.33%	7.38%	7.35%	7.61%
Management Expense Ratio <sup>(3)</sup> ("MER")	0.80%	0.78%	0.74%	0.73%	0.70%

<sup>(1)</sup> Annual total returns are defined as realised income after tax.

<sup>(2)</sup> Average total returns are calculated based on annual total returns for the respective financial years divided by unitholders' capital for the respective financial years.

<sup>(3)</sup> MER is calculated based on the total administrative expenses incurred by the Group divided by the average value of the Net Asset Value for the financial year calculated on a quarterly basis. The computation of MER has been verified by the auditors.

Note : Past performance is not necessarily indicative of future performance. Unit prices and investment returns may fluctuate in line with economic conditions and subsequent trust performance.

## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

## REVIEW OF FINANCIAL RESULTS

## 1) Overall Financial Results

	FYE 2024 RM'000	FYE 2023 RM'000	FYE 2022 RM'000	FYE 2021 RM'000	FYE 2020 RM'000
Total gross income	111,368	113,507	114,802	116,884	72,693
Property operating expenses	36,610	30,459	26,127	26,715	20,456
Non-property expenses	7,694	8,227	7,851	9,470	6,650
Finance costs	22,866	21,625	19,748	18,872	8,867
Income before tax, fair value gain on investment properties and net changes on financial liabilities measured at amortised cost	44,198	53,196	61,076	61,827	36,720
Fair value (loss)/gain on investment properties	(9,827)	(1,225)	-	(21,900)	1,756
Net changes on financial liabilities measured at amortised cost	(811)	427	(95)	115	(40)
Income before tax	33,560	52,398	60,981	40,042	38,436
Tax income/(expense)	1,919	1,453	(108)	2,061	(3,685)
Income after tax	35,479	53,851	60,873	42,103	34,751

The summary of our gross rental, property operating expenses and net rental income for each property in the property portfolio for the financial year ended 31 December 2024 is detailed below:

Properties	Gross Rental (RM'000)	Property Operating Expenses (RM'000)	Net Rental Income (RM'000)
UOA Centre Parcels	5,914	1,913	4,001
UOA II Parcels	15,774	4,817	10,957
UOA Damansara Parcels	8,042	3,276	4,766
Wisma UOA Damansara II	15,074	3,766	11,308
Parcel B – Menara UOA Bangsar	13,917	11,961	1,956
UOA Corporate Tower Parcels	51,869	7,765	44,104
<b>Total</b>	<b>110,590</b>	<b>33,498</b>	<b>77,092</b>

The Group's total gross income for the financial year ended 31 December 2024 primarily consists of rental income amounting to RM110.6 million (2023: RM112.8 million), interest income of RM194 thousand (2023: RM96 thousand) and other income of RM1.3 million (2023: RM573 thousand). The decline in gross rental was mainly due to the departure of two anchor tenants in Parcel B - Menara UOA Bangsar ("MUB"). Additionally, MUB underwent upgrading works, including the replacement of chiller plants, leading to an increased contribution to the sinking fund. As a result, MUB's property operating expenses saw a significant increase.

Apart from MUB, the other properties in the portfolio recorded an increase in net rental income compared to the previous financial year.

## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### REVIEW OF FINANCIAL RESULTS (CONTINUED)

#### 1) Overall Financial Results (Continued)

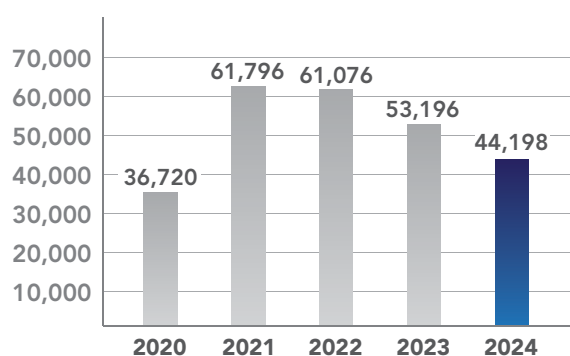
In the absence of one-off expenses which incurred in the previous financial year, the non-property expenses in this financial year were lower. These one-off expenses included consultancy fees for green building certification applications, consultant fees for amending the Trust deed and higher valuation fees as a result of a full valuation conducted on the investment properties during the financial year ended 31 December 2023.

A 5.74% increase in the finance costs was a result of higher loan amount during the financial year.

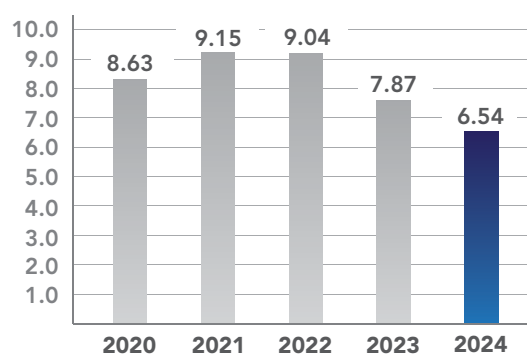
The above-mentioned factors together with a fair value loss of RM9.8 million on the investment properties had resulted in the Group reporting a lower income after tax of RM35.5 million for the financial year ended 31 December 2024 compared to RM53.9 million reported in the previous financial year.

The Group's realised income after tax decreased by RM9.0 million to RM44.2 million and realised earnings per unit decrease from 7.87 sen to 6.54 sen.

**Realised Income After Tax (RM'000)**



**Realised Earnings Per Unit (Sen)**



#### 2) Income Distribution

The Trust had on 30 August 2024 paid an interim distribution of 2.90 sen per unit totaling RM19.6 million for the six months ended 30 June 2024.

The Manager had on 21 January 2025, recommended to the Trustee, and the Trustee had on the same day, approved the final income distribution of 3.24 sen per unit totaling RM21.9 million for the financial year ended 31 December 2024 to be paid by 28 February 2025 ("Final Distribution"). The Final Distribution comprises taxable income of 3.24 sen per unit.

The distribution per unit for the financial year ended 31 December 2024 is 6.14 sen per unit, 1.68 sen per unit lower than 7.82 sen per unit in the previous financial year. Based on the closing price of RM0.93 on 31 December 2024 (2023: RM1.10), the distribution per unit translates to a distribution yield of 6.60% (2023: 7.11%).

An analysis of the Trust's income distribution is as follows:

	FYE 2024	FYE 2023	FYE 2022	FYE 2021	FYE 2020
Distribution yield based on market price at 31 December (%)	6.60	7.11	7.50	7.51	7.47
Market price as at 31 December (RM)	0.93	1.10	1.15	1.15	1.13

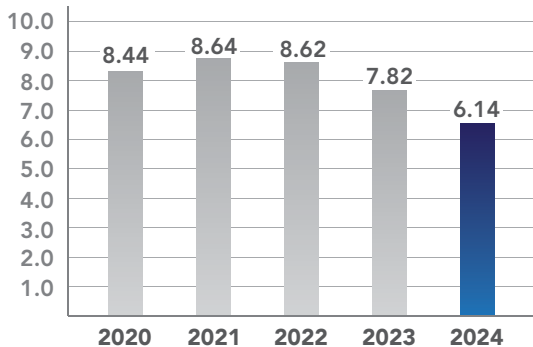
## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

REVIEW OF FINANCIAL RESULTS  
(CONTINUED)

## 2) Income Distribution (Continued)

## Distribution Per Unit (Sen)



## 3) Total Financing

As at 31 December 2024, the Group's total borrowings stood at RM718.5 million (2023: RM684.7 million). Approximately 78% (2023: 73.32%) of the Group's financing is in fixed interest rate loans. The bank borrowings are in the form of revolving credits which are short term in nature renewable on a one (1) to six (6) months tenure at interest/profit rates as disclosed in Note 14 to the Financial Statements.

The ratio of total bank borrowings to total asset value was at 40.8% as at 31 December 2024 (2023: 39.4%), keeping it within the permitted gearing ratio of 50% for real estate investment trusts under the REIT Guidelines. Total credit facilities available to the Group amounted to RM856.8 million of which RM138.3 million remained unutilised as at the end of the financial year. Taking into consideration of the unutilised facilities, the Group has the capacity to secure a further RM23.3 million of credit facility before reaching the 50% limit permitted under the REIT Guidelines.

## 4) Cash Flow

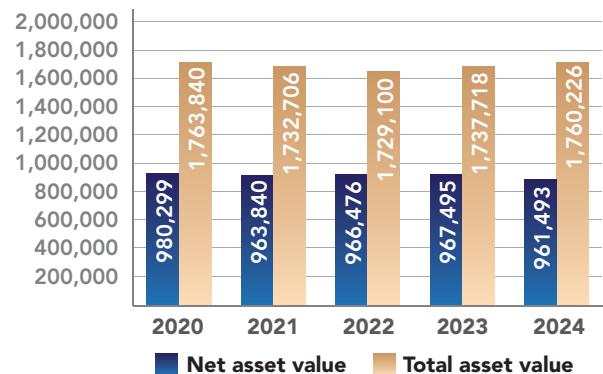
As at 31 December 2024, the Group's cash and bank balances were at RM2.9 million (2023: RM2.5 million) and deposit with licensed financial institution was at RM2.0 million (2023: RM1.8 million).

Based on the Statement of Cash Flows for the financial year ended 31 December 2024, the Group generated net cash from operating activities of RM67.4 million (before the payment of interest expenses of RM22.9

million), utilised cash for investing activities amounting to RM32.0 million mainly for payment of refurbishment work and utilised cash for financing activities amounting to RM34.8 million mainly for distribution to unitholders and payment of interest expense.

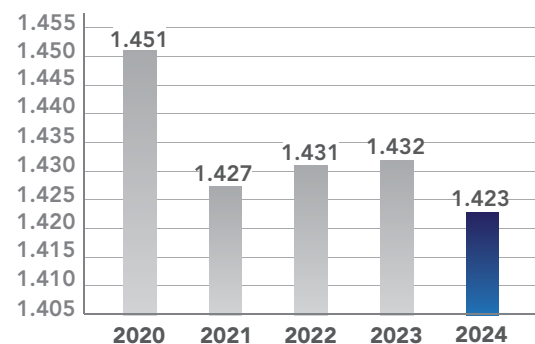
On a net basis, the Group had a net increase in cash and cash equivalent of RM0.6 million where the cash and cash equivalent increase to RM4.9 million as at 31 December 2024.

## 5) Net Asset Value ("NAV")

Total Asset Value and  
Net Asset Value (RM'000)

The Group maintained a strong financial position as at 31 December 2024, with the Group's NAV after proposed final income distribution of RM961.5 million compared to RM967.5 million as at 31 December 2023. The Group's NAV per unit after proposed final income distribution decreased from RM1.432 to RM1.423.

## NAV Per Unit (RM)



NAV per unit is announced on Bursa Malaysia's website on a quarterly basis.

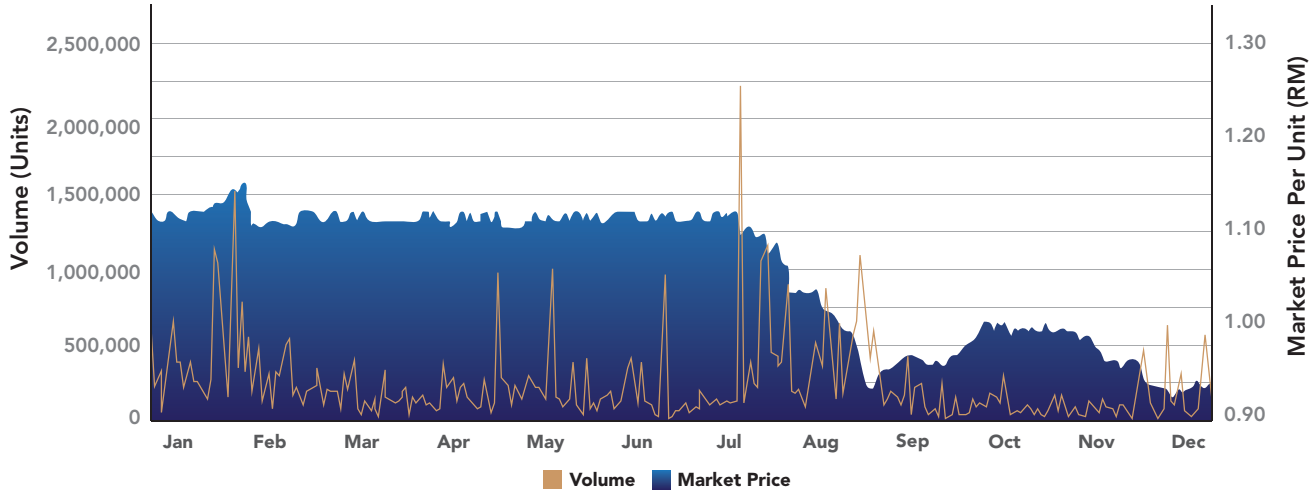
## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### REVIEW OF FINANCIAL RESULTS (CONTINUED)

#### 6) Trading Performance and Market Price Per Unit

Trading Performance and Market Price Per Unit

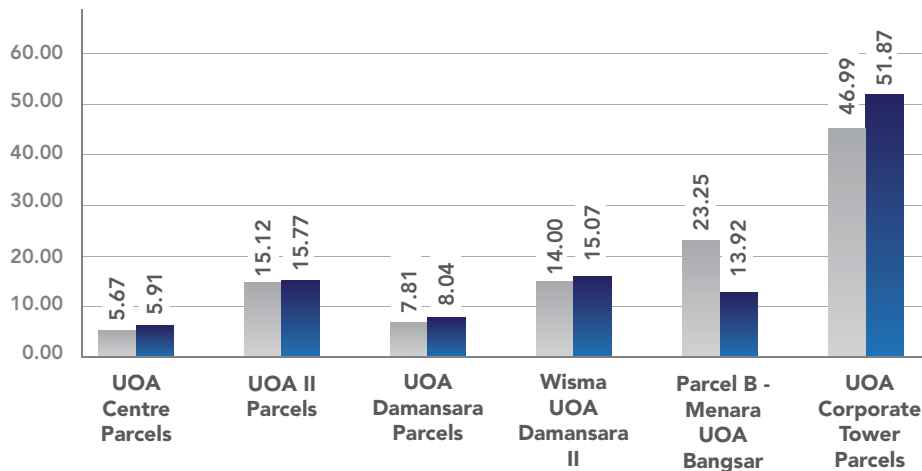


As of the last trading day in December 2024, the closing unit price was at RM0.93 with a total trading volume of 58,856,700 during the financial year.

### REVIEW OF OPERATING ACTIVITIES

#### 1) Rental Income

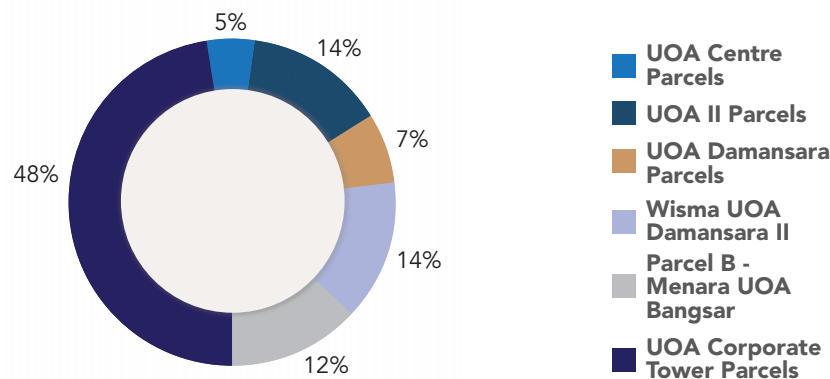
Gross Rental (RM'million)



## MANAGEMENT DISCUSSION AND ANALYSIS (CONTINUED)

### REVIEW OF OPERATING ACTIVITIES (CONTINUED)

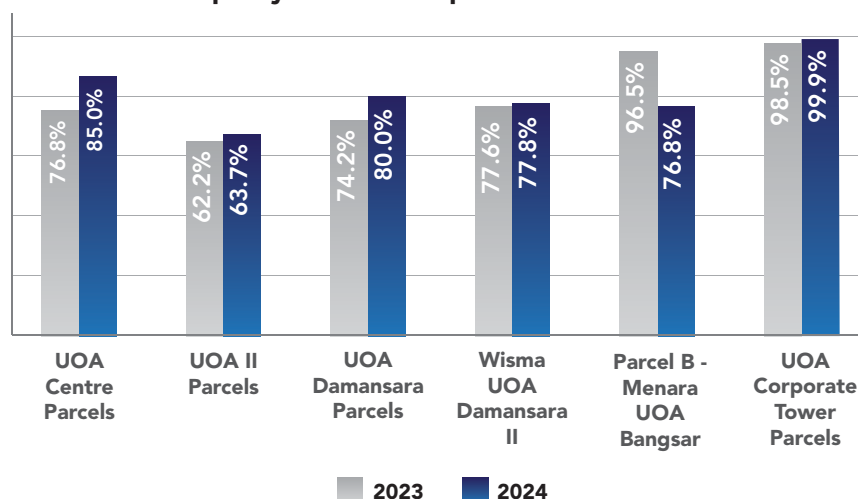
#### 1) Rental Income (Continued)



Against the backdrop of market uncertainties, the Group has demonstrated resilience by maintaining stable rental income across its portfolio. In FY2024, the total gross rental income was at RM110.6 million. The rental income for all properties except MUB improved. UOA Corporate Tower Parcels achieved a rental income of RM51.9 million, followed by UOA II parcels and Wisma UOA Damansara II, which contributed RM15.8 million and RM15.1 million respectively. The lower rental income of MUB was primarily attributable to the exit of two anchor tenants, who previously accounted for nearly two-thirds of the building's occupancy. A portion of the vacant space had since been occupied bringing the occupancy rate as at 31 December 2024 close to 77%. The Group continues to undertake strategic measures to improve the occupancies to their optimal levels.

#### 2) Occupancy Rates

##### Occupancy Rates of Properties in the Portfolio



Occupancy rates across the Group's portfolio have shown notable improvements with the exception of MUB. UOA Centre Parcels and UOA Damansara Parcels demonstrated the most significant improvement, reflecting the ongoing efforts to optimise occupancy rates and asset performance. MUB experienced a lower occupancy rate (-19.6%) due to the departure of two anchor tenants, who previously occupied close to two-thirds of the building. Despite this setback, we have successfully filled the vacant space partially, achieving an occupancy rate of 76.8% as of the financial year.

The Weighted Average Lease Expiry ("WALE") stands at 1.56 years (31 December 2023: 1.65 years), which aligns with our expectations and underscores the stability of the Group's leasing strategy. The WALE remains within the anticipated range, as all property rentals in the portfolio are typically executed through tenancy agreements with tenure ranging from one to three years.

## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### REVIEW OF OPERATING ACTIVITIES (CONTINUED)

#### 3) Asset Enhancement Initiatives

Asset Enhancement Initiatives (AEI) continue to play a pivotal role in UOA REIT's strategic approach, ensuring that our portfolio remains competitive and aligned with sustainability and innovation goals. FY2024 saw several key enhancements across our properties, reinforcing our commitment to providing quality spaces for our tenants.

At MUB, the replacement of the chiller was completed in 3Q2024, contributing to reduced electricity consumption. Additionally, upgrades to lift lobbies, corridors, and toilets were completed in early 2025, further enhancing the property's appeal. A major milestone was also achieved with MUB being awarded Malaysia Digital Cybercentre designation in early 2025, reinforcing its position as a prime location for technology-driven tenants.

Meanwhile, at UOA Damansara Parcels, upgrading works on lift lobbies, corridors, and toilets are ongoing and set to be completed by 1Q2025. Further enhancements are in progress at the lower ground floor retail area, aimed at improving tenant and visitor experiences. Looking ahead, plans are also in place for a covered walkway connecting the property to the MRT station, ensuring greater convenience and accessibility. Subsequently to MUB obtaining its LEED O+M GOLD green building certification in FY2023, Wisma UOA Damansara II received the same certification at the end of FY2024 reflecting the Group's commitment to sustainability. Additionally, refurbishment of lift lobbies, corridors, and toilets was completed in 4Q2024, enhancing the overall ambiance and functionality of the building.

While UOA Corporate Tower Parcels is relatively new in comparison to the other properties in the portfolio, chiller optimisation was identified as an effort that can improve energy efficiency. Works are currently underway and are expected to complete in 1Q2025.

In line with ongoing refurbishment efforts, plans have also been set in motion for upgrading the ground floor main lobbies and entrances at UOA Centre Parcels and UOA II Parcels, with work expected to commence in FY2025. Furthermore, multiple refurbishment projects for vacant units were successfully carried out throughout FY2024, improving their marketability and ensuring they remain attractive to potential tenants. These refurbishment efforts are expected to continue into the coming year, ensuring that our portfolio remains attractive and adaptable to evolving tenant needs.

### RISK MANAGEMENT

The Manager recognises that it has the responsibility to manage risk effectively to safeguard the Trust from potential losses, damages or failures arising from actions or events that may have a potential adverse impact on achieving its goals and objectives. The Board of the Manager has established a sound risk management framework which is currently being adopted by the Manager that aims to continuously identify, evaluate, monitor and mitigate risks that will potentially affect the Trust.

#### 1) Interest Rate Risk

As at 31 December 2024, the Trust's gearing was at 40.8%. Borrowings are exposed to the risk of interest rate fluctuation. While a fixed rate loan provides protection against rising interest rate, a floating rate loan is favourable in a falling interest rate environment.

The Manager closely monitors the interest rate environment and hedge the interest rate risk exposure accordingly. More than 70% of the Trust's current debts are in fixed rate loans which the Manager viewed as adequately hedged against any potential interest rate hike in the near future.

#### 2) Capital and Liquidity Risk

Capital and liquidity risk is associated with the ability of the Group to access cash or capital at any given time to prevent insufficient liquidity to meet its business needs and financial obligations, including paying of income distributions, interests and loan repayments.

The Group adopts an active capital management strategy that is within the threshold as stipulated in the REIT guideline. The Group keeps an adequate credit facility available for all planned as well as unexpected cash requirements. In this financial year, the gearing ratio increased marginally to approximately 40.8% (31 December 2023: 39.4%) with an available credit facility of RM138.3 million ready to be utilised.

#### 3) Credit Risk

Credit risk is the risk of a tenant or counterparty unable to meet their contractual obligations. Poor collections may give rise to cash flows issue.

To mitigate the Group's credit risk exposure, the Manager maintains a policy of collecting security deposits from all tenants which will secure against default by the tenants. The Manager also performs thorough on-boarding due diligence to assess the tenants' ability to meet the rental payment obligations prior to offering tenancies.



## MANAGEMENT DISCUSSION AND ANALYSIS

(CONTINUED)

### RISK MANAGEMENT (CONTINUED)

The Manager has implemented effective credit control measures such as close follow-up on rental arrears with tenants and the charging of late payment interest to deter late payment of rental. The Manager also maintains good tenant relations to increase timely rental collections.

#### 4) Regulatory/Compliance Risk

The Group is required to comply with applicable legislation, regulations and guidelines including the Capital Markets and Services Act 2007, the Main Market Listing Requirements of Bursa Securities, the Listed REIT Guidelines, and tax legislation and regulations, where failure to do so may result in fines, penalties or other remedies available to the regulatory authorities.

Any such compliance failures may impact the Group's financial performance or reputation, whilst amendments to existing requirements or introduction of new requirements may also increase compliance costs. The Manager addresses these risks via its governance and internal control frameworks to monitor and ensure compliance, further details of which can be found in the Statement of Corporate Governance in this Annual Report.

#### 5) Acquisition and Investment Risk

Acquisition and investment risks refer to imperil of assets/investments not being yield accretive, affecting the overall performance of the Group.

The Manager will remain selective and manages such risks by evaluating potential acquisitions against approved investment criteria. The Due Diligence Committee was established to evaluate all proposed acquisition from financial, legal and technical aspects. There were no acquisitions and divestment of real estate during the financial year.

### OFFICE SECTOR REVIEW

In 2024, the global office sector experienced a gradual recovery, with leasing activities gaining momentum amid evolving workplace trends. While vacancy rates remained elevated in certain markets due to an oversupply of space and shifting corporate occupancy strategies, demand continued to strengthen for high-quality, sustainable office environments.

Despite these challenges, demand in Malaysia is shifting towards newer, more sustainable office spaces. Green-certified buildings, such as Prime A+ and Grade A offices, are experiencing higher occupancy levels and rental

premiums, driven by tenants prioritising modern amenities, energy efficiency, and workplace flexibility. (Source: Knight Frank Malaysia, Real Estate Highlights 2<sup>nd</sup> Half of 2024)

In 2024, the overall occupancy rate for prime purpose-built offices (PBOs) in Klang Valley and KL recorded a quarter-on-quarter improvement. This uptick reflects the increasing preference of multinational corporations for high-quality, well-located office spaces. In contrast, non-prime office buildings continue to struggle, with lower occupancy rates due to outdated layouts and amenities. This gap underscores the critical need for older buildings to undergo repositioning or redevelopment to align with evolving tenant expectations. (Source: CBRE | WTW Research & Consulting 2025 Market Outlook)

On the supply side, 2024 saw the completion of 0.8 million sq. ft. of new office space, with an additional 1.6 million sq. ft. expected by 1H2025. While the supply pipeline remains moderate, older and lower-grade buildings may require targeted upgrades to remain competitive. Strategic asset repositioning will be essential to align with evolving tenant preferences and sustain market interest. (Source: Knight Frank Malaysia, Real Estate Highlights 2<sup>nd</sup> Half of 2024)

Overall, while structural challenges persist in the office sector, including supply imbalances and shifting workplace trends, the demand for premium, sustainable office spaces remain resilient. Market sentiment continues to favour, well-designed buildings with green credentials, ensuring that well-positioned properties in key locations, will maintain their competitive edge in the evolving commercial real estate landscape.

### MOVING FORWARD

As market dynamics continue to shift, the Manager remains cautiously optimistic about the sector's outlook. The immediate priority is to further strengthen occupancy in MUB and UOA II Parcels through proactive leasing strategies and enhancement of older assets and hence, improve tenant experiences, thereby maintaining the property's competitiveness.

In tandem, the Manager continues to seek yield-accretive acquisitions that align with UOA REIT's growth objectives. By closely monitoring evolving market preferences and adhering to robust asset management practices, the Manager aims to deliver sustainable returns to unitholders despite ongoing industry headwinds.

# SUSTAINABILITY STATEMENT



## ABOUT THIS STATEMENT

This statement represents UOA Real Estate Investment Trust ("UOA REIT") and its subsidiary company ("the Group") annual Sustainability Statement ("Statement"), highlighting our commitments and performances in managing the Economic, Environmental and Social ("EES") aspects of sustainability.

## REPORTING FRAMEWORK

In preparing this statement, we have been guided by the key principles of the following:

- Bursa Malaysia Securities Berhad ("Bursa Securities") Main Market Listing Requirements, with reference to the latest edition of the issued Sustainability Reporting Guide 3rd Edition;
- Global Reporting Initiative ("GRI") Standards and its latest Universal Standards 2021;
- FTSE4Good Bursa Malaysia ("F4GBM") Index;
- United Nation Sustainability Development Goals ("UNSDGs"); and
- Task Force on Climate-related Financial Disclosure ("TCFD")\*.

\* Following the publication of the inaugural ISSB Standards — IFRS S1 and IFRS S2—the Financial Stability Board has asked the IFRS Foundation to take over the monitoring of the progress on companies' climate-related disclosures from the Task Force on Climate-related Financial Disclosures (TCFD) - from 2024.

## REPORTING SCOPE

This statement covers the Group's sustainability performance from 1 January 2024 to 31 December 2024 ("FYE2024"),

focusing on UOA REIT's properties. Where relevant, we include previous years' data for progress tracking and to provide additional context. This statement addresses material sustainability topics affecting our business and our ability in delivering value to all our stakeholder.

Reference to employees, unless stated otherwise, refers to employees of UOA Asset Management Sdn Bhd (the "Manager") and Jordon Lee & Jaafar Sdn. Bhd (the "Property Manager"). UOA REIT does not have any employees.

## ASSURANCE

In strengthening the credibility of this report, data for each corresponding material topic has undergone review by our internal auditors.

## ACCESSIBILITY

This Sustainability Statement can be accessed and downloaded through UOA REIT's Annual Report in the corporate website at [www.uoareit.com.my](http://www.uoareit.com.my).

## SUSTAINABILITY STATEMENT (CONTINUED)




### OUR SUSTAINABILITY FRAMEWORK

Our Sustainability Framework integrates EES considerations into all aspects of our operations. The focus is on creating long-term value for both the organisation and the communities we serve, while continually improving sustainability efforts.

There is no change in reporting scope as compared to previous years.

Our approach to sustainability is driven by our Sustainability Policy ("Policy"). The Policy is built upon our sustainability framework that encompasses EES considerations as its core pillars, all of which are aligned with the UNSDGs we have identified as the most relevant to our material topics, business strategies, principal risks, stakeholder influence and effects on our community. Out of the seventeen (17) UNSDGs, we have adopted ten (10) of them.

We strive to integrate EES considerations into our daily operations and business management. This involves promoting our sustainability principles and practises: Awareness, Understanding, Commitment, Action, Assessment, and Monitoring, among our leaders and stakeholders, to achieve our sustainability goals.




Sustainability Framework			
Sustainability Governance			
Board of Directors ("Board") oversees UOA REIT's sustainability strategies and performance through its governance structure.			
Core Pillars	Economic	Environmental	Social
Material Matters	<ul style="list-style-type: none"> <li>Economic Performance</li> <li>Supply Chain Management</li> <li>Anti-Corruption</li> <li>Technology, Digital Innovation &amp; Cybersecurity</li> </ul>	<ul style="list-style-type: none"> <li>Energy and Emissions Management</li> <li>Waste Management</li> <li>Water Management</li> <li>Sustainable Design/GreenBuilding</li> </ul>	<ul style="list-style-type: none"> <li>Diversity</li> <li>Human Capital Management</li> <li>Health, Safety &amp; Security</li> <li>Community Outreach</li> </ul>
Sustainability Goal	<b>Deliver Economic Excellence</b>	<b>Protect Our Environment</b>	<b>Create Value for Our People</b>
	<p>Creating economic value for our stakeholders through economic performance, responsible supply chain and anti-corruption practices.</p> <p>Operating with integrity and protect the interests of our stakeholders.</p>	<p>Respecting the environment by continuously monitor energy consumption and Greenhouse Gas (GHG) emissions, and responsibly managing waste.</p>	<p>Focused on attracting, developing, and retaining talented individuals, providing opportunities for professional growth, and nurturing a culture of continuous learning.</p> <p>Prioritising the safety and wellbeing of our people.</p> <p>Conducting business ethically, complying with local and global regulation.</p> <p>Collaborating and engaging with and supporting our communities.</p>
UNSDGs alignment			

## SUSTAINABILITY STATEMENT

(CONTINUED)

### OUR SUSTAINABILITY FRAMEWORK: GOALS AND PERFORMANCE METRICS

To further strengthen UOA REIT's commitment towards its sustainability endeavours and reporting standards, we have established the following set of goals and targets in FYE 2024.

Economic	Goal 1: Deliver Economic Excellence		
	Material Topics	Indicators	Proposed Targets
	1.1 Economic Performance – Service Quality	- Customer Satisfaction %	- Customer Satisfaction %: 70%
	1.2 Anti-corruption	- Number of corruption cases reported - Number of employees participate in Anti-corruption awareness training	- Zero - Minimum 80% of total number of local employees
	1.3 Supply Chain Management	- % of procurement budget expended on local suppliers	- Minimum 90%
Environment	Goal 2: Protect Our Environment		
	Material Topics	Indicators	Proposed Targets
	2.1 Sustainable Design and Green Building	- Number of office building certified "GREEN".	- At least one office building in existing portfolio.
Social	Goal 3: Create Value for Our Employee		
	Material Topics	Indicators	Proposed Targets
	3.1 Human Capital Management	- Average number of training hours per employee	- Average 8 hours per employee
	3.2 Diversity	- To maintain at least 40% females in the work force	- 40% female employee
	3.3 Labour Practice	- Number of substantiated complaints pertaining to labour standards, including human rights violation	- Zero
	3.4 Health, Safety and Security	- Number of fatalities as a result of work-related injury and ill health	- Zero

### SUSTAINABILITY GOVERNANCE STRUCTURE

The following is the structural framework of UOA REIT's sustainability governance aligned with the TCFD recommendations.



The Board of Directors ("Board") at UOA Asset Management Sdn Bhd has the primary responsibility for overseeing UOA REIT's sustainability strategies and performance. They receive support from the Audit and Risk Management Committee, along with the Chief Executive Officer ("CEO") who leads the "Sustainability Committee" to supervise the Group's sustainability efforts, activities, and initiatives.

## SUSTAINABILITY STATEMENT (CONTINUED)

### STAKEHOLDER ENGAGEMENT

Acknowledging the significant role of stakeholders in our business, we engage through various channels to interact and address the specific interests and concerns of each group. This approach helps create lasting value for everyone involved. More details can be found in the engagement table below.

Stakeholders	Areas of Interests	Engagement Channels
<b>Trustees</b>	<ul style="list-style-type: none"> <li>- Complying to all requirements from authorities</li> <li>- Financial performance</li> </ul>	<ul style="list-style-type: none"> <li>- Participation in dialogues and forums</li> <li>- Industry representation body</li> <li>- Annual General Meeting</li> <li>- Ad-hoc investor relation events</li> <li>- Annual report and interim financial reports</li> </ul>
<b>Tenants</b>	<ul style="list-style-type: none"> <li>- Quality and reliability of services</li> <li>- Sustainable maintenance of our properties</li> <li>- Energy, water and resource efficiency</li> <li>- Customer service</li> <li>- Pricing issues</li> <li>- International and specific standards and EES-compliant</li> <li>- Human/labour rights and safety</li> </ul>	<ul style="list-style-type: none"> <li>- Periodic and ad-hoc tenants and office building management committee meetings</li> <li>- Conduct Tenant Satisfaction Survey</li> <li>- Customer service and experience (UOA Care Line)</li> <li>- UOA newsletter</li> <li>- UOA Privilege app</li> </ul>
<b>Unitholders</b>	<ul style="list-style-type: none"> <li>- Financial performance</li> <li>- Current and projected growth opportunities and threats</li> <li>- Business strategy and direction</li> <li>- Risk management</li> <li>- Corporate governance</li> </ul>	<ul style="list-style-type: none"> <li>- Annual General Meeting</li> <li>- Annual report and interim financial reports</li> <li>- Corporate announcements</li> <li>- UOA newsletter</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>- Update on the current and future directions of the Group</li> <li>- Opportunities for healthy career growth, upskilling, learning and development</li> <li>- Good working environment especially job security, health, safety, humane and respectful workplace</li> <li>- Human rights</li> </ul>	<ul style="list-style-type: none"> <li>- Periodic and ad-hoc meetings and interactions</li> <li>- Intranet and internal email</li> <li>- Employee handbook</li> <li>- Learning and development programmes</li> <li>- Staff induction programme</li> <li>- Internship programme</li> <li>- Staff engagement events</li> <li>- Employee performance appraisal</li> <li>- Long service award</li> </ul>
<b>Suppliers and Contractors</b>	<ul style="list-style-type: none"> <li>- Transparency in dealings</li> <li>- Human/labour rights</li> <li>- Occupational health and safety</li> <li>- Business Continuity Planning on supply</li> <li>- Fair compensation for scope of work and deliverables.</li> <li>- Timely and reasonable payment schedules.</li> </ul>	<ul style="list-style-type: none"> <li>- Periodic and ad-hoc meetings and interactions</li> <li>- Annual assessment or evaluation</li> </ul>

## SUSTAINABILITY STATEMENT

(CONTINUED)

### STAKEHOLDER ENGAGEMENT (CONTINUED)

Stakeholders	Areas of Interests	Engagement Channels
<b>Investors/Fund Providers</b>	<ul style="list-style-type: none"> <li>- Projected revenue and commitments</li> <li>- Current and projected growth opportunities and threats</li> <li>- Business strategy and direction</li> <li>- Financial performance</li> <li>- Risk management</li> <li>- Corporate governance</li> <li>- EES-compliant and initiatives</li> </ul>	<ul style="list-style-type: none"> <li>- Timeliness and periodic corporate announcements</li> <li>- Periodic or Ad-hoc Analysts/fund managers presentations and briefing</li> <li>- Regular meetings with analysts, fund managers and other investors</li> <li>- Annual General Meeting</li> <li>- Annual report and Interim financial reports</li> <li>- UOA newsletter</li> </ul>
<b>Regulatory Authorities</b>	<ul style="list-style-type: none"> <li>- Obtaining all required operating licenses</li> <li>- Complying to all requirements from authorities</li> <li>- Corporate governance</li> <li>- Anti-Bribery &amp; Corruption</li> <li>- Occupational health and safety</li> <li>- Human rights</li> <li>- Ensuring all employees are protected by all relevant labour law and requirements</li> </ul>	<ul style="list-style-type: none"> <li>- Correspondences with regulators</li> <li>- Dialogues with regulators</li> <li>- Participation in dialogues and forums</li> <li>- Industry representation body</li> </ul>
<b>Industry Peers</b>	<ul style="list-style-type: none"> <li>- Identification of business opportunities and share knowledge</li> <li>- Contribute to the industry</li> </ul>	<ul style="list-style-type: none"> <li>- Annual report and Interim financial reports</li> <li>- Participation in dialogues and forums</li> <li>- Industry representation body</li> </ul>
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>- Volunteering projects</li> <li>- Health, safety and environmental initiatives</li> <li>- Community engagement</li> </ul>	<ul style="list-style-type: none"> <li>- Institution/University internship programme</li> <li>- Community engagement programme</li> </ul>
<b>Media</b>	<ul style="list-style-type: none"> <li>- Financial performance</li> <li>- Business continuity</li> </ul>	<ul style="list-style-type: none"> <li>- Annual report and Interim financial reports</li> <li>- Press releases</li> <li>- Media interviews</li> <li>- Regular updates and engagement sessions</li> </ul>

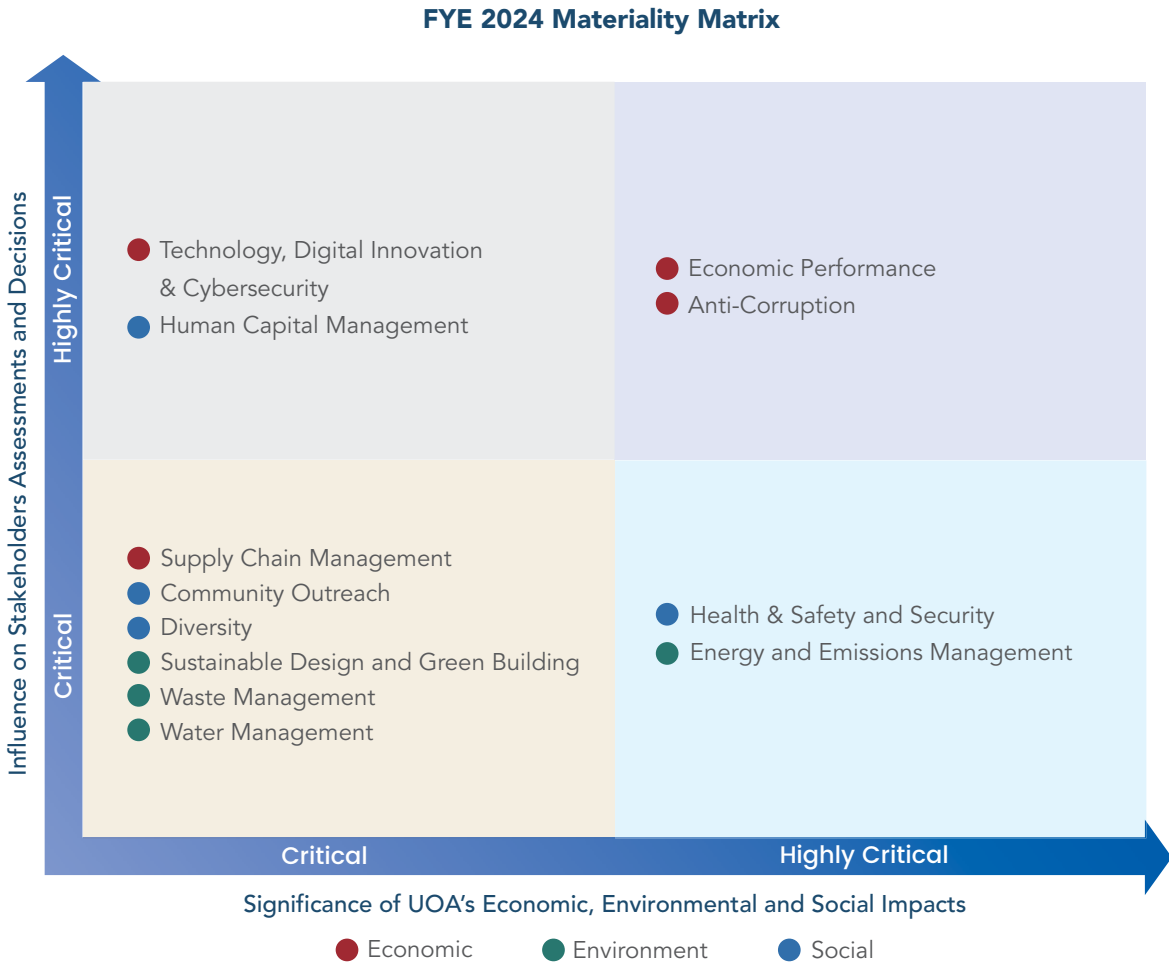
**SUSTAINABILITY STATEMENT**  
(CONTINUED)

**MATERIALITY ASSESSMENT**

We maintain constant vigilance over the business environment and maintain ongoing discussion with our stakeholders. This ensures that we correctly identify the risks and opportunities stemming from our operating environment, address the needs of our stakeholders, and effectively manage our critical sustainability aspects. In FYE 2024, we have renamed "Data Privacy and Security" to "Technology, Digital Innovation and Cyber Security".

**MATERIALITY MATRIX**

The materiality matrix below illustrates material topics aligned along the x-axis to indicate their significance of our EES impacts. Simultaneously, these topics are positioned along the y-axis to reflect their influence on stakeholder assessments decisions concerning our business engagements.



## SUSTAINABILITY STATEMENT

(CONTINUED)



### Economic Performance (GRI 201-1)



UOA REIT will continue to strive for long-term sustainable income distribution, financial growth and value creation for our stakeholders – trustees, tenants, unitholders, employees, investors/fund providers, regulatory and authorities, through strategies guided by our key strategic initiatives.

UOA REIT focuses on optimising rental income, strengthening tenant retention, and identifying new tenancy opportunities. We continuously review tenant mix, space configurations, and, where applicable, reconfigure lettable space. Additionally, we continuously engaged in enhancing the quality of our assets to uphold tenant satisfaction and improve the appearance and overall quality of our properties.

For FYE 2024, UOA REIT generated revenue of RM111.4 million which represents direct economic value generated. A total of RM108.8 million was distributed during our review period, as per the following summary.

	FYE 2024 RM' million	FYE 2023 RM' million	FYE 2022 RM' million
<b>Economic Value Generated</b>	<b>111.4</b>	<b>113.5</b>	<b>114.8</b>
<b>Less: Economic Value Distributed, which consists of:</b>	<b>108.8</b>	<b>112.7</b>	<b>111.5</b>
- Payment to vendor/service provider <sup>(1)</sup>	44.5	38.2	33.5
- Payment to capital providers	64.3	74.5	78.0
<b>Economic Value Retained</b>	<b>2.6</b>	<b>0.8</b>	<b>3.3</b>

<sup>(1)</sup> Payments to vendors/service providers include payments to our manager and property manager. This covers remuneration costs.

<sup>(2)</sup> UOA REIT is exempt from income tax as long as we distribute over 90% of our income. The payment of RM51,000 to the government in FYE 2024 originates from the subsidiary and constitutes solely income taxes.

Further discussion on Economic Performance can be found in the Management Discussion and Analysis (“MD&A”) and Financial Statements section of this Annual Report.

### Tenant Satisfaction

At UOA REIT, we prioritise tenant satisfaction by ensuring the highest quality of our properties and services. We focus on expanding tenant engagement channels, incorporating a variety of communication methods to ensure tenants can reach us in the way that best suits them—whether through our mobile app, in-person interactions at the office, or via email and phone support.

Our tenant-focused mobile app, along with these other engagement channels, facilitates the efficient management of inquiries and complaints. We guarantee a prompt response—within thirty (30) minutes to one (1) business day—depending on the severity of the issue, across all platforms.

We address all issues raised by our tenants, ranging from ad-hoc maintenance to service requests. Our Facilities Management (“FM”) team plays a key role by managing tenant communications, coordinating responses, and overseeing the analysis of tenant surveys, which are crucial to understanding tenants’ requirements.



## SUSTAINABILITY STATEMENT (CONTINUED)

### Economic (Continued)

#### Economic Performance (GRI 201-1) (Continued)

In FYE 2024, to enhance our offerings and strengthen tenant relationships, we conduct an assessment of tenant satisfaction through surveys. These surveys offer valuable insights into the services we provide and these measures guide our commitment to enhancing tenant experience and meeting their expectations.

The table below displays the score for each of our properties for FYE 2024.

Properties	FYE 2024
	Tenant Satisfaction Score (%)
UOA Centre Parcels	74.3
UOA II Parcels	74.3
UOA Damansara Parcels	81.3
Wisma UOA Damansara II	79.4
Parcel B – Menara UOA Bangsar	(*) N/A
UOA Corporate Tower Parcels	73.8

(\*) Parcel B – Menara UOA Bangsar will conduct tenant satisfaction survey from FYE 2025 onward.

#### Sustainable Design and Green Building



We recognise the significant value that sustainable design and green buildings bring to our tenants. By offering eco-friendly, energy-efficient spaces, we not only meet the growing demand for sustainable workplaces but also help tenants reduce their operational costs through energy and water efficiency.

UOA REIT focus on creating energy-efficient, environmentally responsible spaces that enhance tenant comfort and reduce resource consumption. Through our Asset Enhancement Initiatives (AEIs), we integrate these practices into our properties, enhancing our value proposition as an office buildings owner by fostering healthier environments and improving efficiency.

#### Asset Enhancement Initiatives (AEIs)

To this end, we have identified improvements as part of our ongoing AEIs, which we continue to implement, subject to the financial performance of UOA REIT.

Our AEIs focus on delivering high quality spaces and services through ongoing upgrades to building functionality, aesthetics, and sustainability. In response to growing tenant demand for environmentally friendly features, we continue to integrate energy-efficient solutions. These initiatives are executed in close partnership with the Property Manager, suppliers, and contractors, adhering to each property's Operations and Maintenance ("O&M") Manual.

Our asset enhancement strategy includes:

- Implementing preventive maintenance to ensure the long-term upkeep of the building.
- Scheduling routine services with qualified contractors.
- Conducting regular inspections of mechanical, electrical, and plumbing ("MEP") systems.
- Collaborating with tenants to evaluate the functionality of facilities.
- Continuously maintaining and improving both the aesthetic appeal and functionality of the property.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Economic (Continued)

#### Sustainable Design and Green Building (Continued)

##### Asset Enhancement Initiatives (AEIs) (Continued)

The amount invested in AEIs to maintain and improve asset quality is as follows:

	FYE 2024 (RM' million)	FYE 2023 (RM' million)	FYE 2022 (RM' million)
Total Capital Expenditure Incurred for AEI	17	3.5	Nil

1. This absence of capital expenditure during FYE 2022 years was due to the Malaysian Movement Control Order ("MCO") period and cost-saving measures implemented, particularly regarding rental expenses.

Understanding the impact of climate change on our buildings, we continuously review our inspection and maintenance plans to address potential risks and ensure the resilience of our properties – apart from consideration in identifying potential asset enhancement initiatives.

##### Green Building Certification

Since FYE 2023, the Group through collaboration with external green consultant to evaluate the feasibility for all our properties to be certified as green building. As of 31 December 2024, we have completed the feasibility study for all our properties. The table below summarised the outcome of our evaluation and status of implementation as of 31 December 2024.

Properties	Evaluation Outcome	Status as of 31 December 2024
UOA Centre Parcels	Not feasible	Not applicable.
UOA II Parcels	Not feasible	Not applicable.
UOA Damansara Parcels	Not feasible	Not applicable.
Wisma UOA Damansara II	Feasible	Awarded Leadership in Energy & Environmental Design ("LEED") Operation & Maintenance - Gold Certificate (12 December 2024)
Parcel B – Menara UOA Bangsar	Feasible	Awarded Leadership in Energy & Environmental Design ("LEED") Operation & Maintenance - Gold Certificate (27 November 2023)
UOA Corporate Tower Parcels	Under assessment	Under assessment

As at FYE 2024, UOA REIT Green Building Certification profile is as below:

Green Building Certification Profile	FYE 2024
Total number of properties with Green Building Certification	2
Total number of properties with Green Building Certification over the Total Number of Properties.	33%

## SUSTAINABILITY STATEMENT (CONTINUED)

### Economic (Continued)

#### Supply Chain Management (GRI 204-1)



In line with our commitment to supporting local economic development and strengthening Malaysia's economy, we prioritise sourcing from local suppliers and contractors, provided they meet our price, quality, performance, and ethical standards. This approach not only allows us to contribute directly to the growth of local businesses but also serves as a strategic initiative to minimise the risk of disruptions in our supply chain. As such, 100% of our supplies were sourced locally for the reporting year, consistent with the preceding two (2) years.

We maintain an Approved Vendor Listing with annual contracts for qualified suppliers. New suppliers undergo a screening process, including background checks and references, and must provide operating licenses. Suppliers undergo annual performance evaluations, with scores from 1 (poor) to 5 (excellent). We assess improvements and determine whether to retain, monitor, or replace suppliers, while also conducting regular performance monitoring to ensure quality work.

We are aware of the growing scrutiny by some stakeholders with respect to labour rights and compliance with environmental laws with respect to our value chain. As a matter of general principle, we expect our vendor to comply with local laws.

#### Anti-Corruption (GRI 205-1, 205-2, 205-3)



As a responsible business, we recognise that failing to maintain a strong compliance environment has consequences beyond legal penalties under anti-corruption laws. These include losing trust within the community we serve and failing to create value for our shareholders. We remain vigilant in ensuring that we do not support or encourage any form of crime.

To address this, we take a firm anti-bribery stance and manage the risks of bribery and corruption through our Code of Conduct, Anti-Bribery and Corruption ("ABC") Policy, and Whistleblowing Policy. Our anti-corruption procedures are based on our annual risk assessment in line with requirements under Chapter 15.29 of the Bursa Malaysia Main Market Listing Rules ("MMLR").

<b>Percentage of operations assessed for corruption-related risks in FYE 2024, FYE 2023 and FYE 2022</b>	<b>100%</b>
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To foster adherence to our anti-corruption policy and procedures internally, we provide training for all employees to uphold the integrity of our control environment. The following table illustrates the extent of participation by employee categories in our formal anti-corruption training for the past three years.

Employee Category	FYE 2024 (%)	FYE 2023 (%)	FYE 2022 (%)
Senior Management	100	100	Nil
Middle Management	100	100	
Executive	94	89	
Non-Executive	90	86	

Nevertheless, we are committed to ensuring ongoing communication and awareness initiatives. These include regular compliance monitoring and feedback sessions led by top management and the Board, as well as discussions and meetings at the executive level. When onboarding new employees, we require them to attend formal training during their probationary period.

As a result of our continuous assessment, monitoring, and communication efforts, no confirmed incidents of corruption were reported for the current reporting year and preceding two (2) years.

<b>Number of confirmed incidents of corruption and action taken for FYE 2024, FYE 2023, FYE 2022</b>	<b>None</b>
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Please refer to the Statement of Corporate Governance, Audit & Risk Management Committee Report, and Statement on Risk Management and Internal Control ("SORMIC") of this Annual Report for more details on compliance.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Economic (Continued)

#### Technology, Digital Innovation & Cybersecurity (GRI 418-1)



In Malaysia's dynamic real estate sector, technology and digital innovation are driving significant transformation. While leveraging advanced technologies offers many advantages, it also emphasises the crucial importance of cybersecurity. As we integrate technology solutions into our properties, safeguarding data and systems remains a central focus. Our objective is to prevent data breaches and maintain the trust of our stakeholders.

#### Technology and Digital Innovation

We embraced technology and digital innovation in our business operations. The initiatives implemented include the following:

Technology & Innovation	Description	Properties
Tenant Web Portal	<ul style="list-style-type: none"> <li>- Tenants can submit service requests and complete various application forms.</li> <li>- Tenants can track and monitor the progress of all ongoing requests and tasks.</li> <li>- Tenants can receive documents such as quotations, invoices, and official receipts.</li> <li>- Tenants are regularly updated on events and activities within the buildings.</li> <li>- Tenants can make payments using Duitnow Online Banking.</li> </ul>	<ul style="list-style-type: none"> <li>- UOA Centre Parcels</li> <li>- UOA II Parcels</li> <li>- UOA Damansara Parcels</li> <li>- Wisma UOA Damansara II</li> <li>- Parcel B – Menara UOA Bangsar</li> <li>- UOA Corporate Tower Parcels</li> </ul>
Facial Recognition Turnstiles Access System and Cloud-based Visitor Management System at building's lobby	<ul style="list-style-type: none"> <li>- An access control system enables visitors to register at the kiosk and use facial recognition for building access.</li> <li>- Initiated in FYE 2024, we are progressively extending this effort to our other properties.</li> </ul>	<ul style="list-style-type: none"> <li>- Menara UOA Bangsar (collaborative effort with Management Corporation "MC")</li> </ul>
Bluetooth Smart Door Lock at existing buildings, storerooms, chiller rooms, facility equipment rooms, roof top generator set entrance (collaborative efforts)	<ul style="list-style-type: none"> <li>- Allow greater control over monitoring, as well as deciding who has access and how that access is granted or revoked.</li> </ul>	<ul style="list-style-type: none"> <li>- UOA Centre Parcels &amp; UOA II Parcels (collaborative effort with MC)</li> <li>- UOA Damansara Parcels (collaborative effort with MC)</li> <li>- UOA Corporate Tower Parcels (collaborative effort with MC)</li> </ul>

#### Nurturing a Business-Friendly Digital Ecosystem

In an ongoing effort to innovate Malaysia's technological ecosystem, The Tech Collective, a community initiative by UOA Group, aims to create spaces that foster technological advancements, collaboration, and growth through events such as shoutouts, summits, panel discussions, and showcases. These events offer networking opportunities and contribute to a competitive ecosystem that is essential for businesses to stay ahead in an increasingly digital world.

This year, we partnered with GradientX Academy to offer Big Data and AI training to companies within UOA properties, providing special rates and insights on AI Monetisation to help businesses unlock new revenue streams.

We also brought in experts for a discussion on how AI technology can assist companies in meeting their ESG metrics, focusing on AI-driven automation for efficient tracking. This discussion took place at Wisma UOA Damansara II.

In collaboration with Malaysia Digital Economy Corporation (MDEC) and Common Ground at Wisma UOA Damansara II, we hosted the Indiebrew Chapter exploring how immersive content and new technologies can enhance brand engagement.

## SUSTAINABILITY STATEMENT (CONTINUED)

### Economic (Continued)

#### Technology, Digital Innovation & Cybersecurity (GRI 418-1) (Continued)

##### *Nurturing a Business-Friendly Digital Ecosystem (Continued)*

We held a panel discussion titled "From Hype to Reality: AI Applications in Transforming Healthcare" at WORQ, Menara UOA Bangsar, addressing the role of AI in healthcare and discussing how it is improving patient outcomes and advancing healthcare.

Additionally, we held a panel on GenAI and Human Ingenuity at Common Ground, Wisma UOA Damansara II, discussing how AI complements human creativity, particularly in sectors such as fraud detection and underwriting.

As we continue to navigate an ever-evolving technological landscape, The Tech Collective will continue fostering meaningful collaboration and innovation within Malaysia's digital ecosystem.

##### **Cybersecurity**

Our data privacy policy complies with local regulations, including the Personal Data Protection Act 2010. Given the substantial amount of information stored digitally, we have implemented a Cybersecurity Policy that addresses key principles such as security, retention, access, and data integrity, ensuring ongoing compliance with applicable laws.

The following table summarises the key initiatives covered in Our Cybersecurity Policy.

Initiative	Protective measures
Hardware	Security measures for our physical assets, including server rooms and office computers, to prevent unauthorised access. This includes access controls, Closed-Circuit Television ("CCTV") surveillance, and alarms.
Networking	Security protocols for firewalls, our internal network, and web-based applications to protect against online threats. This includes firewall rules, and regular vulnerability assessments.  Additional cybersecurity measures include the implementation of: <ul style="list-style-type: none"> <li>- Firewall, and antivirus solutions.</li> <li>- Stringent Wi-Fi access control, disabling off-site access to the Group network.</li> </ul>
Integration	Ensuring secure integration between our internal network and web-based applications. This involves implementing secure Application Programming Interface ("APIs") for data exchange, encrypting data in transit, periodic audits, and monitoring.
Operation of System	Policies and practices related to system operations, including user access control. This includes Role-Based Access Controls ("RBAC"), Intrusion Detection and Prevention Systems ("IDPS"), and Secure Sockets Layer ("SSL")/ Transport Layer Security ("TLS") encryption for secure data transmission, security training and awareness programs, and an incident response plan.
Backup and Disaster Recovery	Procedures and strategies for data backup and recovery. This includes on-site backups for crucial UOA Group systems such as financial servers.

To address the issue of phishing, we have an ongoing communication such as email, memo regarding Anti-Phishing Awareness with our employees. This enhances awareness of fraudulent emails and communications, helping employees recognise and address potential phishing threats.

We are pleased to share that no substantiated complaints were received from any regulatory or official bodies in relation to breaches of customer privacy and losses of customer data during the reporting year and the preceding two (2) years.

## SUSTAINABILITY STATEMENT

(CONTINUED)



### Energy and Emissions Management (GRI 302-1, 305-1, 305-2)



#### Climate Change

With no signs of abatement in global warming, the impacts of climate change is an imperative consideration in our business operations. Given that our business revolves around real estate and in greater Kuala Lumpur, we are exposed to various climate change risks, including those related to flooding, energy security and urban heat island effect. To address these risks, UOA REIT undertakes a process of evaluating sustainability risks within the Group and aligning them with climate-related risks in property investment industry.

We acknowledge the need to manage energy use, reduce emissions, and promote sustainable development in response to climate change. We maintain a continuous commitment to enhancing our approach, oversight, and transparency regarding climate change risks.

Further discussion on the Group's TCFD realignment can be found in the TCFD Realignment section of this Sustainable Statement.

UOA REIT's approaches to managing the climate risks associated with our business operations include but not limited to:

#### Sustainable Building Design

- Use of energy-efficient lighting, lifts and escalators.
- Installation of solar panels for renewable energy generation.
- Installation of Electric Vehicles charging bays.
- Use of centralised air conditioning system to reduce the overall energy consumption in buildings.

#### Ecosystem Preservation/Biodiversity

- Integration of green spaces as featured amenities.

#### Water Management

- Use of water-efficient fittings.
- Rainwater harvesting for use as landscape irrigation, toilets and cleaning of common areas.
- Use of native or adaptive plants to reduce potable water consumption.

#### Energy

We are aware of the potential impacts of climate change on the reliability of electricity supply for our properties. We monitor our energy consumption and continue to implement green practises into our properties as a response to this urgent climate challenges, aiming to reduce both energy usage and carbon emissions.

## SUSTAINABILITY STATEMENT (CONTINUED)

### Environment (Continued)

#### Energy and Emissions Management (GRI 302-1, 305-1, 305-2) (Continued)

##### Energy (Continued)

To-date, key initiatives related to energy-saving and energy efficiency aimed at reducing our energy consumption include:

Initiatives	Properties
<p><b>Natural Ventilation:</b> Notably, natural ventilation is incorporated in the lift lobby and corridor at the business suite, facilitated by built-in ducting for Carbon Dioxide, CO2 flow to exit the building, particularly in parking areas.</p>	<ul style="list-style-type: none"> <li>- UOA Centre Parcels</li> <li>- UOA II Parcels</li> <li>- UOA Damansara Parcels</li> <li>- Wisma UOA Damansara II</li> <li>- Parcel B – Menara UOA Bangsar</li> <li>- UOA Corporate Tower Parcels</li> </ul>
<p><b>Heat Recovery Wheel:</b> UOA Corporate Tower Parcels is equipped with a heat recovery wheel designed to transfer heat and humidity between the supply and exhaust air. This heat recovery wheel is situated at the rooftop and is an integral part of the air-conditioning system.</p>	<ul style="list-style-type: none"> <li>- UOA Corporate Tower Parcels</li> </ul>
<p><b>Efficient Lighting Management (LED Lighting and Lighting Zoning &amp; Motion Sensor Lights):</b> Efficient lighting management primarily involves the installation of LED lighting and timer controls. Motion sensors are incorporated in common corridors, toilets, and staircases. In the car park, motion sensor lights and lighting zoning are implemented.</p> <p>Full lighting (100%) is programmed to be active from 8 am until 8 pm. Outside this period, lighting is reduced; for instance, in the lift lobby area, 50% of lights would be turned off in an alternate sequence.</p>	<ul style="list-style-type: none"> <li>- UOA Centre Parcels</li> <li>- UOA II Parcels</li> <li>- UOA Damansara Parcels</li> <li>- Wisma UOA Damansara II</li> <li>- Parcel B – Menara UOA Bangsar</li> <li>- UOA Corporate Tower Parcels</li> </ul>
<p><b>High-Performance Glazing:</b> UOA Corporate Tower Parcels is installed with high-performance double-glazed windows to minimise heat gain.</p>	<ul style="list-style-type: none"> <li>- UOA Corporate Tower Parcels</li> </ul>
<p><b>Centralised Air Conditioning System and Highly Efficient Equipment:</b> The centralised air conditioning system inside our building features components such as a chiller, a heavy-duty cooling tower, and an automation system that supplies air to every corner of the building.</p> <p>UOA Corporate Tower Parcel is equipped with a Building Automation System (BAS) or Building Management System (BMS) inside the building for centralised air conditioning. This monitoring system is located in the control room and is used to monitor temperature, CO2 levels, and set air-conditioning parameters.</p>	<ul style="list-style-type: none"> <li>- UOA Corporate Tower Parcels</li> </ul>
<p><b>Sub-Metering:</b> Separate metering facilities are installed for lighting, power and domestic water for effective overall consumption monitoring.</p>	<ul style="list-style-type: none"> <li>- UOA Centre Parcels</li> <li>- UOA II Parcels</li> <li>- UOA Damansara Parcels</li> <li>- Wisma UOA Damansara II</li> <li>- Parcel B – Menara UOA Bangsar</li> <li>- UOA Corporate Tower Parcels</li> </ul>

The Group continue to monitor and report total energy consumption, including electricity consumption and diesel consumption from gensets under our direct control.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Environment (Continued)

#### Energy and Emissions Management (GRI 302-1, 305-1, 305-2) (Continued)

##### Energy (Continued)

In FYE 2024, the total energy consumption is as following.

Total of Energy Consumption		FYE 2024 (GJ)	FYE 2023 (GJ)	FYE 2022 (GJ)
Electricity Consumption	National Grid	31,313	31,342	31,496
	Solar	217	NA	NA
Diesel Consumption		Nil	76	Nil
Total		31,530	31,418	31,496

1. Diesel consumption is tracked by considering generator sets owned or controlled by the Group.
2. Energy conversion factors used is based on diesel litre consumption derived from UK Government GHG Conversion Factors for Company Reporting 2024, 2023 and 2022 assuming that the diesel used is 100% mineral diesel.
3. The data for diesel consumption is from Wisma UOA Damansara II property.
4. The data for purchased electricity is limited to Wisma UOA Damansara II and UOA Corporate Tower Parcels properties.


As result of our energy consumption, the following are the emission incurred by us during this reporting year and the preceding two (2) years:

Emission Type	FYE 2024 (tCO <sub>2</sub> e)	FYE 2023 (tCO <sub>2</sub> e)	FYE 2022 (tCO <sub>2</sub> e)
Direct GHG Emission (Scope 1)	Nil	5	Nil
Indirect GHG Emission (Scope 2)	5,088	5,093	5,118
Scope 3 (Business Travel and Employee Commuting)	48	Nil	Nil
Total GHG Emissions	5,136	5,098	5,118

1. Scope 1 emissions are direct greenhouse gas ("GHG") emissions that occur from sources that are owned or controlled by the Group. Emission Conversion factor for Scope 1 is derived from the UK Government GHG Conversion Factors for Company Reporting 2024, 2023 and 2022.
2. The disclosure of Scope 1 emission above is limited to emission as result of our diesel consumption only.
3. Scope 2 emissions are indirect GHG emissions arising from the generation of purchased electricity consumed by the Group. Emission Conversion factor for Scope 2 is derived from the CDM Electricity Baseline for 2017 by Malaysian Green Technology Corporation (0.585 tCO<sub>2</sub>e/MWh).
4. Our Scope 2 emission covers Wisma UOA Damansara II and UOA Corporate Tower Parcels properties.
5. For our Scope 3 emission this year, our disclosure is only limited to the business travel and employee commuting with respect to land travel only. The calculation of the Group's Scope 3 GHG emissions is based on the Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0) under category 6 (Business Travel) and category 7 (Employee Commuting) using the distance-based method.


UOA REIT continues to take active actions to reduce GHG emissions from our properties. The following are some of our initiatives carried out in FYE 2024.

**CO<sub>2</sub> Reduction**




**EV Charging Station**

Fourteen (14) EV Charging Station outfitted in our properties (FYE 2024: 14; FYE 2023: 10 and FYE 2022: Nil)



**Renewable Energy**

Solar panel @ UOA Corporate Tower Parcels and Wisma UOA Damansara II generated 60 MWh of solar power for FY2024, equivalent to a carbon emission reduction of 35 tCO<sub>2</sub> in FYE 2024.



**Certified Green Building**

Wisma UOA Damansara II Awarded Leadership in Energy & Environmental Design ("LEED") Operation & Maintenance - Gold Certificate on 12 December 2024



## SUSTAINABILITY STATEMENT (CONTINUED)

### Environment (Continued)

#### Energy and Emissions Management (GRI 302-1, 305-1, 305-2) (Continued)

##### Energy (Continued)

We have not yet implemented an emission management framework and program, resulting in the absence of specific targets and plans for achieving this goal. Despite this, we continue to engage with our stakeholders and evaluate the feasibility of establishing an appropriate emission management framework. Any consideration of establishing any emission targets and consequently putting in place low carbon transition plan for our properties would be based on financial performance, the financial feasibility of any key initiatives and efficacy of government policies in achieving its Net Zero aspirations.

##### Emission Avoided

The following emissions were reduced or avoided due to the power generated by our solar photovoltaic (PV) system, which has been implemented at UOA Corporate Tower Parcels and Wisma UOA Damansara II properties.

Emissions Reduced	FYE 2024
tCO <sub>2</sub> e	35

1. Our emission reduction is with respect to our Scope 2 emissions, as our purchased electricity consumption from the grid is reduced due to energy generated and consumed from the solar photovoltaic system which we own and operate.
2. Our calculation is based on our internal records of electricity consumption-derived solar photovoltaic systems and emission factors for purchased electricity in Peninsular Malaysia.

#### Waste Management (GRI 306-3, 306-4, 306-5)



We understand that efficient waste management is essential in mitigating the Group's environmental impact. Improper waste management could adversely affect the environment and surrounding communities, potentially leading to operational challenges and regulatory risks.

We adhere to local waste management laws and regulations to ensure proper waste disposal procedures. Every two years, certified service providers handle Chlorofluorocarbon ("CFC") refrigerant waste from our chillers, transporting it to licensed facilities or recycling centres. Our objective is to reclaim and reuse the refrigerant whenever possible. In cases where recycling is not feasible, we ensure compliant disposal.

As part of the AEs for green building upgrades at Wisma UOA Damansara II, we have begun segregating waste at Wisma UOA Damansara II into domestic and recyclable waste, starting in early January 2024. UOA REIT has appointed third-party service providers to manage both general waste and recyclables for the property controlled by the Group i.e. Wisma UOA Damansara II.

In FYE 2024, UOA REIT generated a total of 39.5 tonnes of waste.

Category	FYE 2024 (Tonnes)
Waste directed to disposal	31.8
Waste diverted from disposal	7.7
Total Waste Generated	39.5

1. Waste diverted from disposal includes waste that is reused, recycled, or subject to other recovery option. Our waste diverted from disposal data is only for FYE 2024.
2. Our waste data covers only Wisma UOA Damansara II.
3. UOA REIT relies on the third-party/vendor for waste collection; hence, the data collected is based on their information and to the best of our estimation.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Environment (Continued)

#### Waste Management (GRI 306-3, 306-4, 306-5) (Continued)

Here at the Group, we continue to practice sustainable waste management methods through the acts of reusing, recycling, and repurposing. Among the initiatives we have in UOA REIT include:

**Reduce** : To reduce paper consumption, we prioritise electronic communication, encouraged double-sided printing, and implemented digitalisation initiatives such as transforming hardcopy records into softcopy.

**Reuse** : Reusable fixtures and fittings are integrated into our property management practises to extend their useful life, and we explore innovative ways to repurpose materials across different properties.

**Recycle** : We recycle festive decoration materials post-events and use recycled paper and envelopes in our offices. Additionally, we recycle festive decoration materials post-events and use recycled paper and envelopes in our offices.

#### Water Management (GRI 303-3, 303-4, 303-5)



UOA REIT recognises the importance of water as a finite and critical resource. Hence, we are committed to conserving water usage across all our properties.

We continue to promote responsible water usage and conservation across our properties. Among the initiatives we have in UOA REIT include:

Initiative	Protective measures
Water-Efficient Fittings	Installation or replacement of conventional fittings with water-efficient fittings, such as sensor taps, self closing basin tap, dual-flush toilet cisterns, and spray bidets.
Water Usage and Leak Detection	Implementation of sub-metering to improve monitoring and leak detection for major water-consuming functions (e.g., landscape irrigation, washrooms).
Alternate Water Sources	Utilisation of harvested rainwater for non-potable uses, such as landscape irrigation and general cleaning, to reduce reliance on potable water.
Sustainable Landscaping Choices	We favour native or adaptive plant species to minimise potable water consumption.
Inspection and Repairs	We monitor water consumption of our properties, promptly investigate and taking corrective action if any irregularities are detected.
Non- chemical water treatment system	Use of non-chemical treatment methods for cooling towers to reduce airborne diseases and minimise the environmental impact associated with traditional chemical treatments.

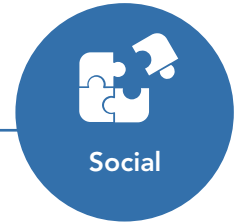
In FYE 2024, UOA REIT's total water consumption amounts to 112 megalitres, which is equivalent to our water withdrawal, given that we have zero water discharge.

Water Consumption	Unit	FYE 2024	FYE 2023	FYE 2022
Total Water Withdrawal from public water supply	ML	112	112	71
Total Rainwater Harvesting Consumption	ML	Nil	Nil	Nil
Total Water Discharged	ML	None	None	None

1. The data for water consumption covers the UOA Corporate Tower Parcels and Wisma UOA Damansara II properties.

Our water management efforts will continue to focus on water conservation and optimisation. We remain committed to implementing water saving practices for our properties while also raising awareness of the importance of water conservation among employees and tenants.

## SUSTAINABILITY STATEMENT (CONTINUED)



Social

### Diversity (GRI 405-1)



UOA REIT understand the significance of diversity as it enriches the Group by bringing a wide range of insights and viewpoints into our decision-making processes, enhances risk awareness, and fosters adaptability to change. However, our focus is on providing equal opportunities for everyone, where individuals are selected based on their skills and potential for development. Consequently, we do not set specific goals for workplace diversity, as our recruitment is a merit-based approach.

Despite that, we are pleased to report that we continue to maintain a healthy level of diversity while still emphasising meritocracy in all our hiring practices. The following tables provide an overview of gender, age and diversity in terms of race amongst our employees, by employee category.

Employee Category	FYE 2024		FYE 2023		FYE 2022	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Senior Management	50	50	75	25	67	33
Middle Management	40	60	Nil	100	33	67
Executive	50	50	42	58	44	56
Non-Executive	71	29	73	27	78	22

Employee Category	Age in Years (%)								
	FYE 2024			FYE 2023			FYE 2022		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Senior Management	Nil	50	50	Nil	50	50	Nil	33	67
Middle Management	Nil	100	Nil	Nil	100	Nil	17	83	Nil
Executive	10	75	15	5	79	16	6	81	13
Non-Executive	18	72	10	32	64	4	31	65	4

The following provides a breakdown of the composition of Bumiputera and non-Bumiputera employees.

Composition	FYE 2024 (%)	FYE 2023 (%)	FYE 2022 (%)
Bumiputera	72	69	73
Non-Bumiputera	28	31	27
Total	100	100	100

### Board Diversity

We recognise the importance of gender and age diversity at decision-making level to our stakeholders. Currently, the Board has not adopted any female representation target as part of its diversity policy. At the date of this report, the diversity in age and gender for the Board are as follows:

Employee Category	FYE 2024 (%)		FYE 2023 (%)		FYE 2022 (%)	
	Male	Female	Male	Female	Male	Female
Board of Directors	80	20	80	20	80	20

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Social (Continued)

#### Diversity (GRI 405-1) (Continued)

##### Board Diversity (Continued)

Employee Category	FYE 2024 (%)			FYE 2023 (%)			FYE 2022 (%)		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Board of Directors	Nil	40	60	Nil	40	60	Nil	40	60

#### Human Capital Management (GRI 404, 401, 401-1)



At UOA REIT, we recognise that our employees are essential to our identity and success, as we depend on them to create and deliver value to our customers. Our goal is to attract, develop, and retain skilled employees to ensure the sustainability of our workforce and, consequently, our business. We comply with the Employment Act 1955 in our operation to ensure legal compliance and the well-being of our employees.

##### Talent Recruitment

In order to attract and connect with talented individuals, we leverage on our initiatives and actively engage in various events and platforms.

##### Training and Education

Campus engagement and recruitment	<ul style="list-style-type: none"> <li>- Offer internships and participate in career fairs to build our early-in-career talent pipeline.</li> <li>- Sponsorship of student initiatives/events which are in line with UOA's talent needs.</li> </ul>
Structured Internship Programme	<ul style="list-style-type: none"> <li>- To provide 3 to 6 months on-the-job training and exposure for interns to develop skills with continuous guidance and engagement through mentoring and evaluation.</li> <li>- To assess the intern's performance for job transition as permanent employees.</li> </ul>
Graduate Programme	<ul style="list-style-type: none"> <li>- Mutual beneficial program for the Group.</li> <li>- Allows mentors (our employees) to hone their mentoring skills while engaging with the participants.</li> <li>- Provides recent graduates with a structured and tailored route into the industry, allowing them to broaden their commercial knowledge and professional networks.</li> <li>- A progress evaluation will be conducted to assess both participant and mentor learning progress in key criteria such as communication skills and teamwork.</li> </ul>
Social Media Engagement	<ul style="list-style-type: none"> <li>- Leveraging the network effect of social media for talent recruitment through the amplification of our job postings, creating a wider reach and fostering connections with potential candidates who may not have otherwise come across our opportunities.</li> </ul>

We continue to invest in our people by providing continuous training opportunities to enhance their skills and competencies. We believe that the knowledge and expertise of our team are essential to creating value, with an empowered workforce being central to our success. We will also ensure that our employees are supported through appropriate wellness training programs to promote satisfaction and well-being.

Our upskilling initiatives offer personal development, career advancement, and improve employee engagement, satisfaction, and loyalty, covering diverse topics.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Social (Continued)

#### Human Capital Management (GRI 404, 401, 401-1) (Continued)

##### Training and Education (Continued)

For FYE 2024, the Company conducted a total of 1,192 training hours.

Employee Category	FYE 2024	FYE 2023	FYE 2022
Senior Management	60	64	28
Middle Management	192	105	85
Executive	572	467	198
Non-Executive	368	228	160
<b>Total</b>	<b>1,192</b>	<b>864</b>	<b>471</b>

##### Utilisation of Contract Staff

As part of our human capital optimisation strategy, we prioritise hiring of staff on a permanent basis (with exception of 1 (one)) temporary staff during FYE 2024 and FYE 2023 to ensure better consistency and continuity in delivering our business to our customers and meeting requirements by our stakeholders.

	FYE 2024 (%)	FYE 2023 (%)	FYE2022 (%)
Temporary / contract staff	2	2	2

##### Employee Appraisals

We conduct annual performance appraisals to evaluate employee performance, career needs, and development plans. This process helps us identify strengths and weaknesses, recognise top candidates for career advancement, and provide constructive feedback for improvement. In FYE 2024, 100% of our employees participated in the appraisal process.

Employee Appraisals	FYE 2024	FYE 2023	FYE 2022
Completion Rate (%)	100	100	100

##### Compensation and benefits

UOA REIT is committed to creating a supportive work environment by providing essential compensation and benefits programs. We comply with Malaysia's Minimum Wages Order 2020 and are dedicated to offering competitive remuneration packages. In addition to basic salaries, our compensation packages include bonuses to recognise and reward employee contributions. Key benefits are outlined in the table below, though this is not an exhaustive list:

Remuneration Packages	Benefits
Leaves	Annual, parental, marriage, childcare, compassionate, sick and hospitalisation, festive discretionary.
Medical	Outpatient care covering employee, non-working spouse, and children below 21 years old. Group Hospitalisation & Surgical Insurance Plan, Group Personal Insurance Plan and medical check-up, and dental coverage.
Statutory Contributions	Employees Provident Fund ("EPF"), Employment Insurance System ("EIS") and Social Security Organisation ("SOCSO").
Others:	Awards (Long Service Award and Health Award), Chinese New Year Angpow, Marriage and Baby Gift, Staff Dine-In Discount (selected restaurants) and Early release for Muslim Employees During Ramadan.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Social (Continued)

#### Human Capital Management (GRI 404, 401, 401-1) (Continued)

##### Compensation and benefits (Continued)

To support working parents, we offer flexible working hours for pregnant employees, along with 90 days of paid maternity leave and five days of paid paternity leave, fostering a healthy work-life balance for dual-income families.

##### Employee Turnover

The table below illustrates our employee turnover at the end of each reporting period.

Employee Category	FYE 2024	FYE 2023	FYE 2022
Senior Management	Nil	Nil	Nil
Middle Management	2	Nil	1
Executive	2	Nil	Nil
Non-Executive	4	Nil	Nil
<b>Total</b>	<b>8</b>	<b>Nil</b>	<b>1</b>

We continuously review our total rewards package for key employees and position which includes competitive compensation, health care, support for work-life balance and career development resources.

##### Zero Discrimination and Human Rights Violation

The Company is committed to upholding high standards in labour management and human rights practices across our operations and supply chain.

We ensure fair and ethical treatment of workers, strictly prohibiting forced or child labour within our business and supply chain. Our employment practices fully comply with Malaysia's Employment Act 1955, the Occupational Safety and Health Act 1994, ("OSH") and other relevant regulations. We promote a healthy work-life balance, ensure fair compensation, and encourage employee participation in community activities, while avoiding conflicts of interest.

We requires our suppliers to uphold the same standards, addressing fair labour practices, human rights, and health and safety. We also have a Whistleblowing policy for reporting non-compliance and unethical practices. Annual compliance assessments are conducted on suppliers to ensure alignment with human rights standards and local laws. The Human Resource ("HR") department ensures adherence to employment laws, and we maintain an open-door policy for employees to raise concerns.

During the reporting year and the preceding two (2) years, we are pleased to report that there is no reported incidents or complaints pertaining to UOA REIT's labour standards, including human rights violation such as discrimination, child labour or forced labour in the Group or in our supply chain.

#### Health, Safety and Security (GRI 403-2, 403-9, 403-5)



At UOA REIT, the health, safety, and well-being of our employees, tenants, suppliers, contractors, and visitors are our top priority. We adhere to the standards of health and safety practices to ensure safe and conducive environments in line with Malaysian regulations.

## SUSTAINABILITY STATEMENT (CONTINUED)

### Social (Continued)

#### Health, Safety and Security (GRI 403-2, 403-9, 403-5) (Continued)

The Company has an Environmental, Safety, and Health (ESH) Policy, which is aligned with Malaysia's Occupational Health and Safety Act 1994. This policy guides our efforts to prevent work-related injuries, ill-health, and property damage, while ensuring environmental conservation. Key initiatives include:

1. Compliance with relevant codes and standards.
2. Preventing work-related incidents and pollution.
3. Emergency preparedness and testing.

To maintain a safe and healthy work environment, the Company has appointed a qualified HSSE Manager who regularly inspects workspaces to ensure that employees, service providers, and contractors follow our ESH Policy and adhere to industry health and safety standards. Before starting any projects or AElS, all contractors undergo safety induction training, and the HSSE Manager conducts on-site assessments of HSE practices.

We continue to assess and improve our health and safety practices through regular audits, training, and awareness programs to maintain a safe and healthy workplace.

#### Training

In FYE 2024, we continue to conduct training sessions, covering various health and safety-related topics. A total of 10 participants attended these programmes. In addition to internal programmes, our employees also attended courses for specialised skills and knowledge that were organised by external training providers.

	FYE 2024	FYE 2023	FYE 2022
Number of employees trained on health and safety standards	10	13	13

During the reporting year and the preceding two (2) years, we recorded zero work-related injuries and did not incur any fines or incidents of non-compliance with OHS or environmental regulations.

	FYE 2024	FYE 2023	FYE2022
Number of work-related fatalities	None	None	None
Loss Time Incident Rate (LTIR)	None	None	None

#### Safety and security features

We are committed to maintaining the highest standards of safety and security across all our buildings. We continuously enhance our safety measures, to safeguard both people and property.

Each of our buildings is equipped with fire and security systems, including a 24/7 Closed-Circuit Television (CCTV) control center for real-time monitoring, regular patrols, and an emergency button system located throughout the premises, such as in parking lots. These systems deter theft and vandalism while allowing tenants to instantly alert security teams or emergency services when needed.

## SUSTAINABILITY STATEMENT

(CONTINUED)

### Social (Continued)

#### Health, Safety and Security (GRI 403-2, 403-9, 403-5) (Continued)

##### Safety and security features (Continued)

Crisis management is a priority, and we routinely conduct fire drills and emergency preparedness exercises in partnership with the Fire Department (BOMBA). These drills ensure that all building tenants are familiar with evacuation routes and emergency procedures. We also train tenants and staff on emergency protocols and provide accessible signage for clear identification of emergency exits and safe zones. In addition, our emergency response team is always on alert, ensuring swift and effective action during any crisis, with clear communication channels for real-time updates to stakeholders. We also continuously monitor fire safety compliance and the renewal of fire certificates.

To ensure the safety of our building's vertical transportation, elevators and escalators undergo regular inspections and maintenance. Furthermore, electrical safety is overseen by qualified chargemen, who regularly inspect and maintain electrical systems to prevent hazards.

We maintain a strong safety record with no cases of security negligence or major incidents within our property buildings.

Number of cases of security negligence and major building-related incidents in FYE 2024, FYE 2023 and FYE 2022

None reported


#### Community Outreach (GRI 201-1, 205-3)



We understand the importance of giving back to the society at large. We are cognisant of the fact the wellbeing of the community has direct consequences to our business environment which we operate in.

As a separate listed issuer, UOA REIT have not incurred any spending, for the past three years, with respect to Community Investment. Our Corporate Social Responsibility initiatives are performed as part of UOA Group, led by UOA Development Bhd. UOA REIT supports by encouraging our employees to partake as volunteers. Examples of key initiatives, which our employees assisted are as follows:

Example of the key initiatives, which our employees assisted are as follows:




Areas	Key Initiatives
<p>Education</p> <p>1. Back to School Campaign</p> 	<p>Back to School Campaign involving 800 underprivileged children, from our local neighbourhood – Kerinchi</p>



**SUSTAINABILITY STATEMENT**  
(CONTINUED)

**Social (Continued)**

**Community Outreach (GRI 201-1, 205-3) (Continued)**

Areas	Key Initiatives
Education	
<p>2. STEM Smart Programme for Young Minds</p> 	<p>Nurturing a passion for Science, Technology, Engineering, and Mathematics (STEM) among underprivileged children aged 9 to 17 years old.</p>
<p>3. Creative English and Children Motivation Workshop</p> 	<p>The workshop is a combination of interactive language learning activities and mindset building exercises that provides young learners with a strong foundation in English while boosting confidence and determination for success.</p>
<p>Others:</p> <p>1. Raya Grocery Hampers</p> 	<p>Raya Hampers and donation distribution to vulnerable and financial disadvantaged community members.</p>

## SUSTAINABILITY STATEMENT

(CONTINUED)

### CONCLUSION

By integrating EES standards into our business, we contribute to a sustainable future while fortifying our resilience against economic and climate challenges. We remain dedicated to adapting and improving our sustainability journey in alignment with evolving regulatory requirements and stakeholder engagement.

### TCFD ALIGNMENT

Our Board and management are continuously monitoring developments in this area. While we acknowledge the changing risks and opportunities of climate change, our response will be dependent and limited to our financial performance, the feasibility of any climate initiatives, and the effectiveness of various government policies aimed at a low-carbon and climate-resilient economy.

The table below illustrates UOA REIT's approach to addressing the TCFD disclosure recommendations:

Recommendations	Our Responses						
<b>Governance</b>							
a) Describe the board's oversight of climate-related risks and opportunities.	Climate change matters are managed through the Sustainability Governance framework as disclosed in the "Sustainability Governance Structure" section of our Sustainability Statement.						
b) Describe management's role in assessing and managing climate-related risks and opportunities.	We are cognisant the interlinkage of climate change to other sustainability matters such as economic performance, health safety, and security, water and energy and emission sustainability matters.  We continue to monitor and manage climate risk and opportunities through our Enterprise Risk Management Framework ("ERM").						
<b>Strategy</b>							
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	We have yet to perform the climate scenario analysis on the physical and transitional risks. Therefore, we have not identified the Company's resilience strategy in different climate-related scenarios.  However, we continue to identify the risks and opportunities posed by climate change as follows:						
b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy, and financial planning.	<u>Risks posed by climate change:</u>						
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. We have yet to perform the climate scenario analysis on the physical and transitional risks. Therefore, we have not identified the Company's resilience strategy in different climate-related scenarios.	<table border="1"> <tr> <td>Physical Risk</td> <td>Increasing frequency of severe weather events (floods, heavy rain, prolonged heatwaves).</td> </tr> <tr> <td>Impact</td> <td> <ul style="list-style-type: none"> <li>- Threatens the safety of our buildings and people and disrupt of services.</li> <li>- Leads to higher cost of repairs.</li> <li>- Potential increase in insurance premiums.</li> </ul> </td> </tr> <tr> <td>Mitigation Plan</td> <td> <ul style="list-style-type: none"> <li>- Increase scrutiny on building maintenance and compliance.</li> </ul> </td> </tr> </table>	Physical Risk	Increasing frequency of severe weather events (floods, heavy rain, prolonged heatwaves).	Impact	<ul style="list-style-type: none"> <li>- Threatens the safety of our buildings and people and disrupt of services.</li> <li>- Leads to higher cost of repairs.</li> <li>- Potential increase in insurance premiums.</li> </ul>	Mitigation Plan	<ul style="list-style-type: none"> <li>- Increase scrutiny on building maintenance and compliance.</li> </ul>
	Physical Risk	Increasing frequency of severe weather events (floods, heavy rain, prolonged heatwaves).					
	Impact	<ul style="list-style-type: none"> <li>- Threatens the safety of our buildings and people and disrupt of services.</li> <li>- Leads to higher cost of repairs.</li> <li>- Potential increase in insurance premiums.</li> </ul>					
Mitigation Plan	<ul style="list-style-type: none"> <li>- Increase scrutiny on building maintenance and compliance.</li> </ul>						

## SUSTAINABILITY STATEMENT (CONTINUED)

### TCFD ALIGNMENT (CONTINUED)

Recommendations	Our Responses
	<p><u>Opportunities posed by climate change:</u></p> <p>Recognising growing emphasis on energy efficiency features for buildings (i.e. green building) and renewable energy due to the following trifecta:</p> <ul style="list-style-type: none"> <li>i. increase in energy costs and energy security concerns given Malaysia's high reliance on (imported) non-renewable energy sources.</li> <li>ii. Malaysia's Net Zero Aspirations which may lead to carbon taxes and potential green building mandates; and</li> <li>iii. technological advancement in green technology (e.g. solar panels) enabling wider adoption due to lower cost.</li> </ul> <p>We have incorporated energy efficiency features and solar panels into our properties to position UOA REIT as a brand and market leader in providing value-added experiences in green building assets for our tenants.</p>
<b>Risk Management</b>	
<p>a) Describe the organisation's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organisation's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.</p>	<p>Our climate risk management remains at a nascent stage and currently is managed through our ERM.</p>
<b>Metrics and Targets</b>	
<p>a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Refer to the 'Energy and Emissions Management' section for our key material metrics, which include energy consumption, Scope 1, 2 and 3 emissions.</p> <p>The disclosure of Scope 3 emissions is limited to business travel and employee commuting emissions.</p>
<p>b) Disclose Scope 1, Scope 2, and if appropriate Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <p>c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</p>	<p>We have disclosed Scope 1, 2 and 3 (business travel and employee commuting) emissions in the 'Energy and Emissions Management' section of this Sustainability Statement.</p> <p>The Company has not established any targets to manage climate-related risks and opportunities, however, we will continue to monitor our emissions and emphasise on energy efficiency to mitigate rising electricity costs, which also adversely affect our operating cost.</p>

## SUSTAINABILITY STATEMENT

(CONTINUED)

### BURSA SUSTAINABILITY PERFORMANCE REPORT

Indicator	Measurement Unit	2022	2023	2024
<b>Bursa (Supply chain management)</b>				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00	100.00	100.00
<b>Bursa (Anti-corruption)</b>				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Senior Management	Percentage	0.00	100.00	100.00
Middle Management	Percentage	0.00	100.00	100.00
Executive	Percentage	0.00	89.00	94.00
Non-Executive	Percentage	0.00	86.00	90.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
<b>Bursa (Data privacy and security)</b>				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
<b>Bursa (Energy management)</b>				
Bursa C4(a) Total energy consumption	Megawatt	8,748.87	8,727.27	8,758.33
<b>Bursa (Emissions management)</b>				
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	-	-	0.00
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	-	-	5,088.00
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	48.00
<b>Bursa (Waste management)</b>				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	31.80
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	7.70
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	39.50
<b>Bursa (Water)</b>				
Bursa C9(a) Total volume of water used	Megalitres	70.700000	111.810000	111.560000

Internal assurance

External assurance

No assurance

(\*)Restated

## SUSTAINABILITY STATEMENT (CONTINUED)

### BURSA SUSTAINABILITY PERFORMANCE REPORT (CONTINUED)

Indicator	Measurement Unit	2022	2023	2024
<b>Bursa (Diversity)</b>				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Under 30	Percentage	0.00	0.00	0.00
Senior Management Between 30-50	Percentage	33.33	50.00	50.00
Senior Management Above 50	Percentage	66.67	50.00	50.00
Middle Management Under 30	Percentage	16.67	0.00	0.00
Middle Management Between 30-50	Percentage	83.33	100.00	100.00
Middle Management Above 50	Percentage	0.00	0.00	0.00
Executive Under 30	Percentage	6.25	5.26	10.00
Executive Between 30-50	Percentage	81.25	78.95	75.00
Executive Above 50	Percentage	12.50	15.79	15.00
Non-Executive Under 30	Percentage	30.43	31.82	33.33
Non-Executive Between 30-50	Percentage	65.22	63.64	66.67
Non-Executive Above 50	Percentage	4.35	4.54	0.00
Gender Group by Employee Category				
Senior Management Male	Percentage	66.67	75.00	50.00
Senior Management Female	Percentage	33.33	25.00	50.00
Middle Management Male	Percentage	33.33	0.00	40.00
Middle Management Female	Percentage	66.67	100.00	60.00
Executive Male	Percentage	43.75	42.11	50.00
Executive Female	Percentage	56.25	57.89	50.00
Non-Executive Male	Percentage	78.26	72.73	71.43
Non-Executive Female	Percentage	21.74	27.27	28.57
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	80.00	80.00	80.00
Female	Percentage	20.00	20.00	20.00
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	40.00	40.00	40.00
Above 50	Percentage	60.00	60.00	60.00

Internal assurance

External assurance

No assurance

(\*)Restated

## SUSTAINABILITY STATEMENT

(CONTINUED)

## BURSA SUSTAINABILITY PERFORMANCE REPORT (CONTINUED)

Indicator	Measurement Unit	2022	2023	2024
<b>Bursa (Labour practices and standards)</b>				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	28	64	60
Middle Management	Hours	85	105	192
Executive	Hours	198	467	572
Non-Executive	Hours	160	228	368
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00	2.04	2.00
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	0	0	0
Middle Management	Number	1	0	2
Executive	Number	0	0	2
Non-Executive	Number	0	0	4
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
<b>Bursa (Health and safety)</b>				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	13	12	10
<b>Bursa (Community/Society)</b>				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	0.00	0.00	0.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	0	0	0

# STATEMENT OF CORPORATE GOVERNANCE

The Board of Directors of UOA Asset Management Sdn Bhd (“Board”), being the Manager of UOA Real Estate Investment Trust (“UOA REIT”) and its subsidiary (“Group”) recognises the importance of good corporate governance as they firmly believe that an effective corporate governance culture is essential in the best interests of the unitholders and is critical to the performance and success of the Manager and subsequently the Group.

The Board follows the practices and policies of the Securities Commission’s Guidelines on Listed Real Estate Investment Trusts (“REIT Guidelines”) and the Main Market Listing Requirements of Bursa Malaysia Securities Berhad (“Listing Requirements”). The Board has also adopted relevant principles and recommendations of the Malaysian Code of Corporate Governance 2021, where applicable to the operations of the Group and is pleased to provide a narrative statement on the Manager’s main corporate governance practices and policies.

## A. THE MANAGER OF UOA REIT

The Manager has general powers of management over the assets of the Group. Its primary role is to set the strategic direction of the Group and manage the assets and liabilities of the Group for the benefit of its unitholders, to ensure that the operations of the Group are conducted in a proper, diligent and efficient manner within an appropriate risk management framework; and to enhance value returns to its unitholders.

The Manager’s primary functions and responsibilities include:

- Setting the strategic direction of the Group and recommend to the Trustee on the acquisition, divestment or enhancement of assets in accordance with the Manager’s investment strategy;
- Formulating plans for equity and debt financing for the Group’s capital requirements with the objective of optimising the capital structure and the cost of capital;
- Ensuring proper recording of transactions including the preparation of accounts, and annual financial statements and reports;
- Supervising the Property Manager who performs the day-to-day property management functions for the Group’s properties; and
- Ensuring compliance with the relevant laws and applicable provisions of the REIT Guidelines, Listing Requirements and the Deed dated 28 November 2005, and the Amended and Restated Deed dated 1 August 2022 constituting UOA REIT (collectively referred to as the “Deed”).

UOA REIT is externally managed by the Manager and it has no personnel of its own. The Manager appoints experienced and well-qualified management personnel to handle the day-to-day operations. All Directors and employees of the Manager are remunerated by the Manager and not by UOA REIT. UOA Asset Management Sdn Bhd. is the appointed Manager of UOA REIT in accordance with the terms of the Deed which outlines the circumstances under which the Manager can be retired.

The Manager holds a Capital Markets Services Licence as required under the Capital Markets and Services Act 2007 to carry on the regulated activity of fund management in relation to asset management restricted to real estate investment trust activities. The Manager is a member of the Securities Industry Dispute Resolution Centre (SIDREC) pursuant to the requirements in the Capital Markets and Services (Dispute Resolution) Regulations 2010.

## B. BOARD OF DIRECTORS OF THE MANAGER OF UOA REIT

### *Role of the Board*

The Board is responsible for the oversight and corporate governance of the Manager. The Board sets the strategic direction, and oversees the proper conduct of the Manager’s activities, identifies principal risks and ensures the implementation of systems to manage these risks. In addition, the Board reviews key matters such as financial results, investments, divestments and major capital expenditure of the Group. In making decisions, the Board considers the business outlook and other factors affecting real estate investment trusts and property sectors.

## STATEMENT OF CORPORATE GOVERNANCE

(CONTINUED)

### B. BOARD OF DIRECTORS OF THE MANAGER OF UOA REIT (CONTINUED)

#### *Appointment to the Board*

All new nominations are assessed by the Directors and the final decision of appointment lies with the entire Board to ensure a balanced mix of experience and expertise of members of the Board.

#### *Board Composition*

The Board presently consists of five (5) members, comprising one (1) Executive Director and four (4) Non-Executive Directors. Three (3) of the Non-Executive Directors are independent. The Board composition complies with provisions of the Listing Requirements and the REIT Guidelines for at least one third (1/3) of the Board to be independent.

The Board composition reflects a mix of suitably qualified and experienced professionals in the fields of accountancy, legal, architecture and real estate development and property management. This combination of different professions and skills working together enables the Board to effectively lead and govern the Manager and the Group.

The Board is led by competent Independent Directors, namely an Independent Non-Executive Chairman and two Independent Non-Executive Directors, who are highly respected persons with extensive experience in various fields and are able to provide sufficient guidance and advice to the Audit and Risk Management Committee and the Board. There are four male and 1 female Directors on the Board. The Board is of the opinion that the composition of the Board is adequate.

#### *Clear Roles and Responsibilities*

The positions of Chairman of the Board and Chief Executive Officer ("CEO") are held by separate persons.

The Chairman leads the Board to ensure that members of the Board work together with the Manager in a constructive manner to address strategies, business operations, financial performance and risk management issues. The Chairman also takes a lead role in promoting high standards of corporate governance with the full support of the Board and the Manager.

The CEO is responsible for implementing the policies and decisions of the Board. The CEO also has full executive responsibilities over the business directions and operational decisions in managing UOA REIT.

The clear separation of roles of the Chairman and the CEO provides a healthy, independent and professional relationship between the Board and the management.

The Board is assisted by a qualified and competent Company Secretary and a Compliance Officer to provide sound governance advice and ensure adherence to rules and procedures.

The Board has formalised its Board Charter setting out the roles and responsibilities of the Board together with its objectives. The Board Charter serves as a guide to the Board in carrying out its duties. The Board Charter is published on UOA REIT's website.

#### *Independence and Time Commitment*

The Board receives annual written confirmation from the Independent Directors confirming their independence and in which the Directors acknowledge their respective positions. All the Directors are able to devote sufficient time and attention to the operations of UOA REIT and to update themselves with knowledge and skills by attending seminars and training. The Directors are also accessible by email and telecommunication should the need arise.

#### *Corporate Code of Conduct and Whistle Blowing Policy*

The Manager has in place procedures to provide its employees with defined and accessible channels to report on suspected fraud, corruption, dishonest practices or other similar matters relating to the Group and/or the Manager, and for the independent investigation of any reports by employees and appropriate follow up action.

The Manager has developed a Whistle Blowing Policy for the public to have access to the Independent Directors and Chairman of the Board.



## STATEMENT OF CORPORATE GOVERNANCE (CONTINUED)

### B. BOARD OF DIRECTORS OF THE MANAGER OF UOA REIT (CONTINUED)

#### *Corporate Code of Conduct and Whistle Blowing Policy (Continued)*

The aim of the Whistle Blowing Policy is to encourage the reporting of such matters in good faith, with the confidence that employees making such reports will be treated fairly, and to the extent possible, be protected from reprisal.

United Overseas Australia Ltd ("UOA Ltd"), the ultimate holding company of the Manager had established a Code of Conduct which set out the standards which directors, officers, managers, employees and consultants of UOA Ltd and its subsidiaries are expected to comply in relation to the affairs of their businesses.

Pursuant to the Guidelines on Adequate Procedures issued pursuant to subsection (5) of Section 17A of the Malaysian Anti-Corruption Commission Act 2009 (Act 694) ("MACC Act 2009") which came into effect in June 2020, the Manager has established its Anti-Bribery and Corruption Policy which is published on its website.

#### *Directors' Fit and Proper Policy*

Pursuant to paragraph 15.01A of the Listing Requirements, the Manager has also established the Directors' Fit and Proper Policy on 23 June 2022 setting out the minimum requirements for appointment or re-appointment of Directors, and assessment of fit and propriety of Directors.

#### *Corporate Social Responsibility*

The UOA Ltd Group continuously carries out corporate social responsibility initiatives in the areas of education, environment and community activities.

#### *Board Meetings*

The Board meets to discuss and review the Manager's operations and the financial performance of the Group and meetings are held at least once every quarter (or more often if necessary). The Board is provided in advance with the agenda together with reports and supporting documents relevant to the Board Meeting. The proceedings of the Board Meetings are duly minuted and signed by the Chairman of the meeting. The Board met six (6) times during the financial year ended 31 December 2024. The attendance record of the Board is as follows:-

Directors	Total Board Meetings attended	Percentage of attendance
Kong Sze Choon	6/6	100%
Yap Kang Beng	6/6	100%
Karn Sau Meng	6/6	100%
Teo Chee Seng	6/6	100%
Dato Sri Ar Low Shu Nyok	6/6	100%

All the Directors have complied with the Listing Requirements by having attended more than fifty percent of the number of Board Meetings held.

All the Directors have access to the Audit and Risk Management Committee, the internal auditors, the Company Secretary and Compliance Officer, as well as to independent professional consultants for advice if and when necessary.

## STATEMENT OF CORPORATE GOVERNANCE

(CONTINUED)

### B. BOARD OF DIRECTORS OF THE MANAGER OF UOA REIT (CONTINUED)

#### Directors' Fees

The remuneration paid by the Manager to its Directors for the year ended 31 December 2024 is as follows:

	Fees RM	Salaries RM	Others RM	Total RM
Kong Sze Choon	-	780,780	116,646*	897,426
Karn Sau Meng	48,000	-	-	48,000
Teo Chee Seng	48,000	-	-	48,000
Dato Sri Ar Low Shu Nyok	48,000	-	-	48,000

\* Included the others are benefits-in-kind of RM22,006.

#### Directors' Training

During the year ended 31 December 2024, the Directors have attended training and seminars as follows:

Directors	Training and seminars attended
Kong Sze Choon	1) Global Markets Risk And Financial Crisis: Navigating Uncertainty, Risks Management And Seizing Opportunities In The Capital Markets 2) Malaysian REIT Forum 2024, M-REITs Reconfigured: Growth Markets, Prospects & Alternative Asset Classes
Yap Kang Beng	1) Securities Commission AOB conversation with Audit Committees 2) Bursa PLCs IR4U – Practical Step to Embed Sustainability in your Organisation
Karn Sau Meng	1) AOB Conversation with Audit Committees 2) MFRS 18 Presentation and Disclosure in Financial 3) Mandatory Accreditation Programme Part II : Leading for Impact (LIP)
Teo Chee Seng	1) Elements of Effective & Ethical Advocacy
Dato Sri AR Steve Low Shu Nyok	1) Mandatory Accreditation Programme Part II : Leading for Impact (LIP) 2) AOB Conversation with Audit Committees

### C. DUE DILIGENCE COMMITTEE

The Due Diligence Committee (“DDC”) was established by and operates under the delegated authority of the Board. The DDC comprises one (1) Independent Director, one (1) Non-Independent Director and one (1) management representative. The DDC’s role is to perform appropriate due diligence work on any proposed investment or divestment and make recommendations to the Board.

### D. AUDIT AND RISK MANAGEMENT COMMITTEE

The Board has adopted the best practices in corporate governance by establishing an Audit and Risk Management Committee (“ARMC”) and implemented an Internal Audit Function. The Board is committed to maintaining a sound and effective system of internal control in order to safeguard the interests of the unitholders of UOA REIT and the investments and assets of the Group.

## STATEMENT OF CORPORATE GOVERNANCE

(CONTINUED)

### D. AUDIT AND RISK MANAGEMENT COMMITTEE (CONTINUED)

#### *Key Functions and Responsibilities, and Summary of Activities of the ARMC during the Year*

The detailed ARMC Report including the key functions and responsibilities, and the summary activities of the ARMC are more specifically set out in the ARMC Report in this Annual Report.

### E. INTERNAL AUDIT FUNCTION AND RISK MANAGEMENT

The Internal Audit Function is undertaken by the internal auditors of UOA Ltd and is independent of Management. The ARMC meets with the internal auditors at its quarterly meetings. A Risk Management Policy has been adopted by the Board to mitigate risks of the Group. Further details are set out in the Statement on Risk Management and Internal Control.

The ARMC reviews related party transactions at its quarterly meetings and whenever deemed necessary. A Related Party Transaction Policy has been adopted to enable the ARMC to review and deliberate on such transactions appropriately. Suitable recommendations are presented to the Board for approval.

The ARMC ensures that financial statements comply with the applicable financial reporting standards and meet with the external auditors at least two (2) times a year to ensure that such standards are in place. The external auditors confirm their independence to the ARMC at the meeting where they table the audit findings to the ARMC.

### F. ACCOUNTABILITY AND AUDIT

#### *Directors' Responsibility Statement for Preparing the Annual Audited Financial Statements*

The Board is responsible for ensuring that the financial statements of the Group are drawn up in accordance with the Malaysian Financial Reporting Standards, International Financial Reporting Standards, REIT Guidelines and the Deed. In preparing the financial statements, the Directors have selected and applied consistently suitable accounting policies and made judgements and estimates that are reasonable and prudent.

#### *Timely Disclosures*

The Board ensures timely disclosure of transactions and other necessary disclosures by having in place various checklists prepared in accordance with regulatory requirements and disseminated to the relevant departments to enable disclosures to be made on a timely basis.

#### *Relationship with Auditors*

The appointment of the external auditors ("Auditors"), nominated by the Manager, is approved by the Trustee. The Auditors are independent of the Manager and the Trustee. The remuneration of the Auditors is approved by the Trustee. While there is no specific policy on the assessment of the Auditors, the Board reviews and approves the re-appointment of the Auditors on a yearly basis.

#### *Communication with Unitholders and Dissemination of Information*

The Board acknowledges the importance of regular communication with unitholders and the investing community to ensure that they are well informed of the activities and performance of the Group. The communication channels include UOA REIT's website, quarterly reports, annual reports, circulars, various disclosures and announcements on Bursa Malaysia's website, and at general meeting of unitholders.

# AUDIT & RISK MANAGEMENT COMMITTEE REPORT

## INTRODUCTION

The Board of Directors ("Board") has established an Audit and Risk Management Committee ("ARMC") and implemented an Internal Audit and Risk Management Function. The Board is committed to maintaining a sound and effective system of internal control in order to safeguard the interests of the unitholders of UOA REIT and the investments and assets of the Group. The ARMC provides assistance to the Board in fulfilling its corporate governance responsibilities in relation to financial reporting, internal control structure, related party transactions and external and internal audit functions. The ARMC may invite any of the key management or employees to participate in its meetings and to appoint any relevant consultants or professionals to assist it to discharge its functions.

## COMPOSITION

The ARMC consists of the following two (2) Independent Non-Executive Directors and a Non-Independent Non-Executive Director:

Ms. Karn Sau Meng	- Independent Non-Executive Director/Chairwoman
Dato Sri Ar. Low Shu Nyok	- Independent Non-Executive Director
Mr. Yap Kang Beng	- Non-Independent Non-Executive Director

## SUMMARY OF TERMS OF REFERENCE

### 1. Composition

The ARMC is appointed by the Board from among its members. The appointment and composition of the ARMC is determined based on the following principles:

- Comprises at least three (3) members;
- All members must be Non-Executive Directors with a majority of them being independent directors;
- At least one (1) member must be a member of the Malaysian Institute of Accountants or a member of an accounting association as specified in Part II of the First Schedule of the Accountants Act, 1967; and
- The Chairman must be an Independent Director.

Currently, the ARMC consists of two (2) Independent Non-Executive Directors and a Non-Independent Non-Executive Director.

- Ms. Karn Sau Meng (Chairwoman/Independent Non-Executive Director);
- Dato Sri Ar. Low Shu Nyok (Independent Non-Executive Director) and
- Mr. Yap Kang Beng (Non-Independent Non-Executive Director).

The Terms of Reference of the ARMC is published on our website.

### 2. Key Functions and Responsibilities, and Summary of Activities of the ARMC during the Year

The key functions and responsibilities of the ARMC are:

- To review together with the internal auditors, their internal audit plans and internal audit reports, and to evaluate major findings of these reports and management's responses to these findings;
- To review the adequacy of the scopes, functions, competencies and resources of the internal audit function and to ensure that it has the necessary authority to carry out its work;
- To direct the internal auditors to any specific area or procedure for audit if necessary;
- To review the internal auditor's report on risk management so as to evaluate key risks that would have significant impact on the Group's business and the measures taken to mitigate such risks;
- To recommend to the Board any matters relating to the appointment of external auditors, the fees and any matters in relation to resignation or dismissal of the external auditors;
- To review together with the external auditors, the audit plan and scope of their audit and upon completion of the audit assessment, to present the audit findings and recommendations of the external auditors to the Board;
- To assess the suitability and independence of the external auditors. The ARMC reviews the independence of the external auditors at the meeting where the external auditors confirm their independence when they table their audit findings to the ARMC;
- To discuss problems and reservations arising from the internal audit, statutory audit, and matters that the internal and/or external auditors may wish to discuss (in the absence of the management where appropriate);

## AUDIT & RISK MANAGEMENT COMMITTEE REPORT

(CONTINUED)

### 2. Key Functions and Responsibilities, and Summary of Activities of the ARMC during the Year (Continued)

- To review the quarterly results and year-end financial statements prior to the approval by the Board;
- To review financial statements with focus on significant matters highlighted including financial reporting issues, significant judgement made by management, and significant and unusual events or transactions, and how these matters are addressed;
- To monitor and evaluate the effectiveness of the Manager's internal control systems and the internal/external auditors' evaluation on these systems;
- To monitor the procedures established to ensure compliance with relevant laws and applicable provisions of the REIT Guidelines, Listing Requirements and the Deed;
- To review related party transactions and any conflict of interest situations that may arise within the Manager and/or the Group; and
- To perform any other functions as directed by the Board.

### 3. Frequency and Attendance of Meetings

A minimum of four (4) meetings a year shall be planned and any additional meetings will be on a need basis. The ARMC meets with the External Auditors without Executive Board members present at least twice a year. The ARMC meets regularly, with due notice of issues to be discussed, records its conclusions and then reports to the full Board as and when necessary. The Chairman of the ARMC engages on a continuous basis with Senior Management, the Accountant, the Internal Auditors and the External Auditors in order to keep abreast of matters affecting the Group. Other Board members and employees may attend any particular ARMC meeting only upon the invitation of the ARMC specific to a relevant meeting.

The ARMC met five (5) times during the financial year ended 31 December 2024. The attendance record of the ARMC are as follows:

Directors	Total meetings attended	Percentage of attendance
Karn Sau Meng	5/5	100%
Yap Kang Beng	5/5	100%
Dato Sri Ar. Low Shu Nyok	5/5	100%

#### *Summary of Activities of the ARMC during the Year*

Functions and responsibilities performed by the ARMC during the financial year ended 31 December 2024 include the following:

- Reviewed the external auditors' Audit Planning Memorandum, audit approach and reporting requirements prior to the commencement of audit for the financial year ended 31 December 2024;
- Reviewed the external auditors' Audit Progression Memorandum and Audit Completion Memorandum for the audit for the year ended 31 December 2024 and discussed on key audit areas and any significant audit findings;
- Reviewed the results of risk management activities;
- Reviewed the sustainability reporting in line with Bursa Malaysia Securities Berhad main market listing requirements;
- Reviewed the internal audit report on financial management with the internal auditors;
- Reviewed the compliance with Guidelines on Listed REITs, Malaysian Code on Corporate Governance and related party transaction with the Internal auditors;
- Reviewed the quarterly results for all the financial quarters and year-end;
- Reviewed and approved the reports and statements for the Annual Report 2024;
- Reviewed the compliance in relation to related party transactions;
- Reviewed the Anti-Corruption and Whistle Blowing Policies; and
- Reviewed with the internal auditors, and approved the annual audit plan for the year ending 31 December 2025.

#### *Access to and Supply of Information*

The ARMC is entitled to full access to and co-operation of the management and internal auditors. Other Board members and employees may attend any particular ARMC meeting upon invitation by the ARMC. The ARMC has full access to reasonable resources to enable it to discharge its functions properly.

# STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

The Board of Directors of UOA Asset Management Sdn Bhd ("Board"), being the Manager of UOA Real Estate Investment Trust ("UOA REIT") and its subsidiary ("Group") is committed to nurturing and preserving an effective and sound system of risk management and internal control to safeguard the interests of the unitholders of UOA REIT as well as the investments and assets of the Group. In taking on this commitment, the Board has adopted the best practices in corporate governance by establishing an Audit and Risk Management Committee ("ARMC") and setting up an Internal Audit Function, undertaken by the Internal Auditors of United Overseas Australia Ltd to comply with Paragraph 15.26 (b) of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

The Board is pleased to provide a statement on the state of the Manager's internal controls for inclusion in this Annual Report for the financial year ended 31 December 2024.

## Internal Audit Function

The internal audit function is undertaken by the Internal Audit Department of the ultimate holding company of the Manager, United Overseas Australia Ltd. The ARMC has an oversight function of all activities carried out by the internal auditors in respect of the Group.

The principal role of the internal auditors is to independently review the risk exposures and control processes implemented by the Manager and conduct assignments which encompass auditing and review of critical areas, reporting on the adequacy, effectiveness and efficiency of the operations and internal control and highlighting the significant findings in respect of non-compliance within the Group to the ARMC.

The Internal Audit Department function is guided by the Institute of Internal Auditors' International Professional Practices Framework ("IPPF"). The internal audit framework is designed to be in line with the Committee of Sponsoring Organisations of the Treadway Commission ("COSO") Internal Control – Integrated Framework. The Internal Audit Department reports directly to the ARMC.

The internal auditors engage in regular communication with the senior management team and various departments within the organisation in relation to its internal audit activities. Efforts for continuous improvement in operations and systems are also discussed.

Internal audit reports which include details of activities planned, audit findings and recommendations are tabled at quarterly ARMC meetings.

A summary of internal audit activities that were undertaken during the financial year ended 31 December 2024 are as follows:

- Reviewed on sustainability statement;
- Reviewed on financial management;
- Reviewed on compliance; and
- Reviewed and approved the Annual Audit Plan for the year 31 December 2025.

The professionalism and competency of internal auditors are being emphasised through continuous training, regular performance evaluation by the ARMC and attaining professional certification. As at year ended 31 December 2024, the Internal Audit Department comprises 3 internal auditors. The head of the Internal Audit Department is a Master of Business Administration and professional member of The Institute of Internal Auditors Malaysia. All internal audit personnel are free from any relationship or conflicts of interest, which could impair their objectivity and independence.

## Key Elements of Internal Control

The Board assumes its responsibility to maintain a sound and effective system of internal control and risk management practices within the Manager in order to meet business objectives. The Board acknowledges that the system provides reasonable but not absolute assurance against material misstatement of management and financial information or against financial losses or fraud. Therefore, the Board ensures the effectiveness of the system through regular reviews.

The Board has appointed the ARMC to review the effectiveness of the Group's system of internal control. The ARMC, assisted by the Internal Audit Function, provides the Board with the assurance it requires on the adequacy and integrity of the system of internal control.

## STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL (CONTINUED)

The current system of internal control has within it the following key elements:

- There is an operations manual which provides an overview of the Manager's responsibilities in relation to the management of the Group. This operations manual is a guide to the daily activities and operations of the Group and is subject to periodic review and updates;
- Quarterly management reporting on the performance of the Group is presented to the Board;
- The operational structure is well defined with adequate segregation of duties to ensure check and balance on jobs as well as delegation of authorities and responsibilities;
- Human resource policy, procedure and related human resource matters are communicated to staff via regular memos, emails and the employee handbook. These are also available on the internal information portal.
- Establishment of an Internal Audit Function which carries out internal audit review according to a risk-based audit plan approved by the ARMC. The internal auditors tabled the results of their review with recommendations and follow up actions to the ARMC on quarterly basis;
- Adequate insurance coverage in respect of insurable risk (including investment properties) to appropriate levels, which are determined upon consultation with relevant professionals;
- On-going training and educational programmes for Directors and relevant staff in their respective areas of duty in order for them to perform their functions effectively;
- Adoption of a Risk Management Policy to identify key risks together with the appropriate measures and controls to manage the aforesaid risks. These are then outlined in the Risk Register and subsequently appraised by the ARMC;
- Adoption of a Related Party Transaction Policy to ensure that related party transactions are undertaken in compliance with the REIT Guidelines and the Trust Deed, and are carried out on an arm's length basis and on normal commercial terms; and
- The Business Continuity Plan is in place to ensure timely continuation of operations in the event of disruption.

Non-compliance and internal control weaknesses noted by the internal and external auditors and their recommendations will be reported to the ARMC. To date, there have been no identified non-compliance or internal control weaknesses of a material nature.

### Risk Management

The Board has established a sound risk management framework which is currently being adopted by the Manager that enables it to continuously identify, evaluate, mitigate and monitor risks that affect the Group. The Board provides an oversight function on risk management. However, responsibility for managing risk lies initially with the business unit concerned, working within the overall strategy outlined by the Board. Therefore, the Manager has formed the Risk Management Working Committee ("RMWC") which encompasses key personnel from various departments to identify potential risks, to assess the effectiveness of existing controls and to develop mitigating measures to manage significant risks.

With the assistance rendered by the internal auditors, the RMWC has formulated and developed a Risk Management Policy which was reviewed by the ARMC and approved by the Board. The Risk Management Policy is aimed to:-

- Provide objectives and principles in risk management activities;
- Establish responsibilities and accountability in risk management;
- Establish risk management structures and processes; and
- Establish risk parameters in risk assessment.

During the financial year under review, the RMWC performed a risk assessment. Identified risks were categorised and assessed in terms of likelihood and consequences. Subsequent to the risk assessment, a residual risk rating was recorded, taking into account the effectiveness of internal control in mitigating the risk. The outcome of the risk assessment was recorded in the Risk Register and Risk Heat Map for ARMC deliberation. The RMWC ensures that internal controls are in place and effective in mitigating the risk while the ARMC provides an oversight role in risk management.

The management has given its assurance to the Board that the Group's risk management and internal control system is operating adequately and effectively in all material respects. This is based on the Group's effective processes of control and oversight.

## STATEMENT ON RISK MANAGEMENT AND INTERNAL CONTROL

(CONTINUED)

### Review of This Statement by External Auditors

The external auditors have reviewed this Statement on Risk Management and Internal Control for inclusion in the annual report for the financial year ended 31 December 2024. Their review was conducted in accordance with Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("AAPG 3"), Guidance for Auditors on Engagements to Report on the Statement on Risk Management and Internal Control included in the Annual Report, issued by the Malaysian Institute of Accountants (MIA). AAPG 3 does not require the external auditors to, and they did not, consider whether this Statement covers all risks and controls, or to form an opinion on the adequacy and effectiveness of the Group's risk and control procedures. AAPG 3 also does not require the external auditors to consider whether the processes described to deal with material internal control aspects of any significant problems disclosed in the annual report will, in fact, remedy the problems. Based on their review, the external auditors have reported to the Board that nothing has come to their attention that causes them to believe that this Statement is inconsistent with their understanding of the process the Board has adopted in the review of the adequacy and effectiveness of the risk management and internal control system.

### The Board's Conclusion

The Board is of the view that the current system of internal control is responsive and adequate to the business environment of the Group. There was no material control failure or weakness that would have any material adverse effects on the results of the Group for the period under review.

In addition, the Board is of the view that the Group will maintain its business objective and operational efficiency by continuous commitment towards a sound system of internal control. The Board continues to take measures to enhance the system of internal control.



# ADDITIONAL COMPLIANCE INFORMATION

## ADDITIONAL COMPLIANCE INFORMATION

### Material Contracts

There was no material contract entered into involving directors' and major unitholders' interest which were still subsisting as at the end of the financial year under review or which were entered into since the end of the previous financial year except as disclosed in *Note 28* to the financial statements.

### Non-Audit Fees

Non-audit fees paid/payable to the external auditors of the Trust and its subsidiary for the financial year ended 31 December 2024 amounted to *RM4,000* in respect of services for the review of the Statement on Risk Management and Internal Control of the Trust.

The provision of non-audit services by the external auditors to the Group is both cost effective and efficient due to their knowledge and understanding of the operations of the Group, and did not compromise their independence and objectivity.

## DIRECTORS OF THE MANAGER'S RESPONSIBILITY STATEMENT

for the Audited Financial Statements

The Directors of the Manager ("The Directors") are required by the Companies Act 2016 to prepare the financial statements for each financial year which have been made out in accordance with applicable Malaysian Financial Reporting Standards ("MFRS"), International Financial Reporting Standards ("IFRS"), the Securities Commission's Guidelines on Listed Real Estate Investment Trusts ("REIT Guidelines"), the provisions of the Deed dated 28 November 2005 and the Amended and Restated Deed dated 1 August 2022 (collectively referred to as the "Deed"), the requirements of the Companies Act 2016 and the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

The Directors are responsible to ensure that the financial statements give a true and fair view of the state of affairs of the Group and the Trust at the end of the financial year, and of the results and cash flows of the Group and the Trust for the financial year.

In preparing the financial statements, the Directors have:

- Adopted appropriate accounting policies and applied them consistently;
- Made judgements and estimates that are reasonable and prudent; and
- Prepared the financial statements on a going concern basis.

The Directors are responsible to ensure that the Group and the Trust keep accounting records which disclose with reasonable accuracy the financial position of the Group and the Trust which enable them to ensure that the financial statements comply with the Companies Act 2016. The Directors have taken reasonable steps to detect and prevent fraud and other irregularities, and to safeguard the assets of the Group and of the Trust.

# FINANCIAL STATEMENTS

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# MANAGERS' REPORT

UOA Asset Management Sdn Bhd, the Manager of UOA Real Estate Investment Trust ("UOA REIT" or "Trust"), has pleasure in presenting the Manager's Report on UOA REIT together with the audited financial statements of the Group and of the Trust for the financial year ended 31 December 2024.

## PRINCIPAL ACTIVITY OF MANAGER

The Manager, a company incorporated in Malaysia, is a subsidiary of UOA Corporation Berhad (a subsidiary of UOA Holdings Sdn Bhd which in turn, is a wholly-owned subsidiary company of United Overseas Australia Ltd., a company incorporated in Australia and listed on the Australian Stock Exchange and the Stock Exchange of Singapore). The principal activity of the Manager is the management of real estate investment trusts. There has been no significant change in the nature of this activity during the financial year.

## PRINCIPAL ACTIVITIES OF THE TRUST

UOA REIT is a Malaysia-domiciled real estate investment trust constituted pursuant to a deed dated 28 November 2005 and an amended and restated deed dated 1 August 2022 (collectively referred to as the "Deed") between UOA Asset Management Sdn Bhd ("Manager") and RHB Trustees Berhad ("Trustee").

UOA REIT commenced its operations on 1 December 2005 and was listed on the Main Market of Bursa Malaysia Securities Berhad on 30 December 2005. The principal activity of UOA REIT is to invest in a diversified portfolio of real estate and real estate-related assets used, or predominantly used, for commercial purposes, whether directly or indirectly through the ownership of single-purpose companies, who wholly own real estate with the objective of achieving a stable return from rental income and long-term capital growth. There has been no significant change in the nature of this activity during the financial year.

UOA REIT will continue its operations until such time as determined by the Trustee and the Manager as provided under Clause 26 of the Deed.

The principal activity of the subsidiary company is disclosed in Note 7 to the Financial Statements.

## CHANGES IN THE STATE OF AFFAIRS

There was no change in the state of affairs of the Group and of the Trust during the financial year under review.

## BOARD OF DIRECTORS OF THE MANAGER ("DIRECTORS")

The Directors who have served on the Board of the Manager since the date of the last report are as follows:

Dato Sri Ar. Low Shu Nyok  
Kong Sze Choon  
Yap Kang Beng  
Karn Sau Meng  
Teo Chee Seng

## MANAGERS' REPORT

### (CONTINUED)

#### DIRECTORS' BENEFITS

Neither at the end of the financial year, nor at any time during that financial year, did there exist any arrangement to which UOA Asset Management Sdn Bhd was a party, whereby Directors of the Manager might acquire benefits by means of the acquisition of units in or debentures of the Trust or any other body corporate.

During the financial year under review, no Director of the Manager has received or become entitled to receive any benefit by reason of a contract made by UOA Asset Management Sdn Bhd or a related corporation, with any director or with a firm of which he is a member, or with a company or a related corporation, in which he has a substantial financial interest, except as disclosed in Note 28 to the Financial Statements.

#### DIRECTORS' INTERESTS

The interests and deemed interests in the units of the Trust of those who were Directors as at the financial year end (including the interests of the spouses or children of the Directors who themselves are not Directors of the Manager) are as follows:

	← Number of units →			As at 31 December 2024
	As at 1 January 2024	Acquired	Disposed	
<b>Direct interest</b>				
Kong Sze Choon	69,000	10,000	-	79,000
Karn Sau Meng	20,000	-	-	20,000
<b>Indirect interest</b>				
Kong Sze Choon*	24,000	-	-	24,000

\* By virtue of his interest in the shares of Global Transact Sdn Bhd

None of the other Directors in office at the end of the financial year had any interest in units in the Trust during the financial year.

#### SOFT COMMISSION

During the financial year, the Manager did not receive any soft commission from its broker by virtue of transactions conducted by the Group.

#### CONFLICT OF INTEREST

None of the Directors and employees of the Manager has any conflict of interest with the Group and the Trust.

#### OTHER STATUTORY INFORMATION

Before the financial statements of the Group and of the Trust were made out, the Directors took reasonable steps:

- to ascertain that proper action had been taken in relation to the writing off of bad debts and the allowance for doubtful debts, and satisfied themselves that all known bad debts had been written off and that adequate allowance had been made for doubtful debts; and
- to ensure that any current assets which were unlikely to be realised in the ordinary course of business including their values as shown in the accounting records of the Group and of the Trust have been written down to an amount which they might be expected so to realise.

## MANAGERS' REPORT (CONTINUED)

### OTHER STATUTORY INFORMATION (cont'd)

At the date of this report, the Directors are not aware of any circumstances:

- (a) which would render the amounts written off for bad debts or the amount of the allowance for doubtful debts in the financial statements of the Group and of the Trust inadequate to any substantial extent; or
- (b) which would render the values attributed to current assets in the financial statements of the Group and of the Trust misleading; or
- (c) which have arisen which would render adherence to the existing method of valuation of assets or liabilities of the Group and of the Trust misleading or inappropriate; or
- (d) not otherwise dealt with in this report or the financial statements which would render any amount stated in the financial statements misleading.

At the date of this report, there does not exist:

- (a) any charge on the assets of the Group and of the Trust which has arisen since the end of the financial year which secures the liability of any other person; or
- (b) any contingent liability of the Group and of the Trust which has arisen since the end of the financial year.

In the opinion of the Directors:

- (a) no contingent liability or other liability of the Group and of the Trust has become enforceable or is likely to become enforceable within the period of twelve months after the end of the financial year which will or may affect the ability of the Group and of the Trust to meet their obligations as and when they fall due;
- (b) the results of the operations of the Group and of the Trust during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature; and
- (c) there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to affect substantially the results of the operations of the Group and of the Trust for the financial year in which this report is made.

### MATERIAL LITIGATIONS

The Manager is not aware of any pending material litigation as at the date of statement of financial position and up to the date of this report.

### HOLDING COMPANY

The Directors regard United Overseas Australia Ltd, a company incorporated in Australia and listed on the Australian Stock Exchange and the Stock Exchange of Singapore as the ultimate holding company.

### INDEMNITY AND INSURANCE FOR DIRECTORS

There are no indemnity coverage and insurance premium paid for Directors of the Manager during the financial year.

## MANAGERS' REPORT (CONTINUED)

### AUDITORS

The Auditors, Grant Thornton Malaysia PLT have expressed their willingness to continue in office.

The amount of audit and other fees payable to the Auditors by the Group and the Trust for the financial year ended 31 December 2024 amounted to RM64,000 and RM53,000 respectively.

The Group and the Trust have agreed to indemnify the Auditors, Grant Thornton Malaysia PLT to the extent permissible under the provision of the Companies Act 2016 in Malaysia. However, no payment has been made arising from this indemnity for the financial year.

Signed on behalf of the Board of Directors of UOA Asset Management Sdn Bhd in accordance with a resolution of the Board of Directors.

For and on behalf of the Manager,  
**UOA Asset Management Sdn Bhd**

**KONG SZE CHOON**  
DIRECTOR

Kuala Lumpur  
11 March 2025

**YAP KANG BENG**  
DIRECTOR

## STATEMENT BY MANAGER

We, Kong Sze Choon and Yap Kang Beng, being two of the Directors of UOA Asset Management Sdn Bhd ("the Manager"), do hereby state that, in the opinion of the Directors, the financial statements set out on pages 76 to 104 are drawn up so as to give a true and fair view of the financial position of the Group and of the Trust as at 31 December 2024 and financial performance and cash flows of the Group and of the Trust for the financial year then ended in accordance with Malaysian Financial Reporting Standards, IFRS Accounting Standards, Securities Commission's Guidelines on Listed Real Estate Investment Trusts and the provisions of the deed dated 28 November 2005 and an amended and restated deed dated 1 August 2022 (collectively referred to as the "Deed").

Signed on behalf of the Board of Directors of UOA Asset Management Sdn Bhd in accordance with a resolution of the Board of Directors.

For and on behalf of the Manager,  
**UOA Asset Management Sdn Bhd**

**KONG SZE CHOON**  
DIRECTOR

**YAP KANG BENG**  
DIRECTOR

Kuala Lumpur  
11 March 2025

# STATUTORY DECLARATION

I, Kong Sze Choon, being the Director of UOA Asset Management Sdn Bhd primarily responsible for the financial management of UOA Real Estate Investment Trust, do solemnly and sincerely declare that to the best of my knowledge and belief, the financial statements set out on pages 76 to 104 are correct, and I make this solemn declaration conscientiously believing the same to be true and by virtue of the Statutory Declarations Act 1960.

Subscribed and solemnly declared by  
the abovenamed at Kuala Lumpur in the  
Federal Territory this day of  
11 March 2025

)  
)  
)  
)

.....  
**KONG SZE CHOON**

Before me:

Commissioner for Oaths



# TRUSTEE'S REPORT TO THE UNITHOLDERS OF UOA REAL ESTATE INVESTMENT TRUST

(Established in Malaysia)

We have acted as Trustee of UOA Real Estate Investment Trust for the financial year ended 31 December 2024. In our opinion and to the best of our knowledge, UOA Asset Management Sdn Bhd, the Manager, has managed UOA Real Estate Investment Trust ("Trust") in accordance with the limitations imposed on the investment powers of the Manager and the Trustee under the deed dated 28 November 2005 and an amended and restated deed dated 1 August 2022 (collectively referred to as the "Deed"), the Capital Markets and Services Act, 2007, the Securities Commission's Guidelines on Listed Real Estate Investment Trusts and other applicable laws during the financial year then ended.

We have ensured that the procedures and processes employed by UOA Asset Management Sdn Bhd to value and price the units of the Trust are adequate and that such valuation/pricing is carried out in accordance with the Deed and other regulatory requirements.

We also confirm that the income distributions declared and paid during the financial year ended 31 December 2024 are in line with and are reflective of the objectives of the Trust. Two distributions have been declared for the financial year ended 31 December 2024 as follows:

- (a) Interim income distribution of 2.90 sen per unit paid on 30 August 2024; and
- (b) Final income distribution of 3.24 sen per unit has been declared in subsequent year and to be paid on 28 February 2025.

For and on behalf of the Trustee,  
**RHB Trustees Berhad**  
(Registration No: 200201005356 (573019-U))

**MOHD SOFIAN BIN KAMARUDDIN**  
VICE PRESIDENT

**LIM BEE FANG**  
ASSISTANT VICE PRESIDENT

Kuala Lumpur  
11 March 2025

# INDEPENDENT AUDITORS' REPORT TO THE UNITHOLDERS OF UOA REAL ESTATE INVESTMENT TRUST

(Established in Malaysia)

## Report on the Audit of the Financial Statements

### *Opinion*

We have audited the financial statements of UOA Real Estate Investment Trust ("UOA REIT" or "Trust"), which comprise the statements of financial position as at 31 December 2024 of the Group and of the Trust, statements of profit or loss and other comprehensive income, statements of changes in net asset value, statements of cash flows of the Group and of the Trust for the financial year then ended and notes to the financial statements, including a summary of material accounting policies, as set out on pages 76 to 104.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Group and of the Trust as at 31 December 2024, their financial performance and cash flows for the financial year then ended in accordance with Malaysian Financial Reporting Standards ("MFRS"), IFRS Accounting Standards, the Securities Commission's Guidelines on Listed Real Estate Investment Trusts ("REIT Guidelines") and the provisions of the deed dated 28 November 2005 and an amended and restated deed dated 1 August 2022 ("Deed").

### *Basis for Opinion*

We conducted our audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### *Independence and Other Ethical Responsibilities*

We are independent of the Group and of the Trust in accordance with the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Institute of Accountants ("By-Laws") and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code"), and we have fulfilled our other ethical responsibilities in accordance with the By-Laws and the IESBA Code.

### *Key Audit Matters*

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements of the Group and of the Trust for the current financial year. These matters were addressed in the context of our audit of the financial statements of the Group and of the Trust as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

## Report on the Audit of the Financial Statements (cont'd)

### Valuation of Investment Properties

As disclosed in Note 6 to the Financial Statements, the Group's and the Trust's investment properties that were carried at fair value amounted to RM1,725,700,000 and RM1,716,800,000 respectively as at 31 December 2024.

The investment properties are stated at fair value based on independent professional valuation using the investment method. We focused on this due to the magnitude of the balance and the complexities in determining the fair value of the investment properties, which involves significant judgement and estimation that could result in material misstatement.

#### Audit responses

Our audit procedures performed include:

1. Evaluated the competency, capabilities and objectivity of the independent valuer.
2. Performed site visits to major properties to inspect the conditions of the properties and vacant units.
3. Checked the accuracy and relevance of the input data used in the valuations.
4. Evaluated and challenged the key assumptions used in the valuations.

#### *Information Other than the Financial Statements and Auditors' Report Thereon*

The Manager is responsible for the other information. The other information comprise the information included in the annual report, but does not include the financial statements of the Group and of the Trust and our auditors' report thereon.

Our opinion on the financial statements of the Group and of the Trust does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements of the Group and of the Trust, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements of the Group and of the Trust or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

#### *Responsibilities of the Manager for the Financial Statements*

The Manager is responsible for the preparation of financial statements of the Group and of the Trust that give a true and fair view in accordance with MFRS, IFRS, REIT Guidelines and the provisions of the Deed. The Manager is also responsible for such internal control as the Manager determine is necessary to enable the preparation of financial statements of the Group and of the Trust that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements of the Group and of the Trust, the Manager is responsible for assessing the Group's and the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Manager either intends to liquidate the Group or the Trust or to cease operations, or have no realistic alternative but to do so.

## INDEPENDENT AUDITORS' REPORT TO THE UNITHOLDERS OF UOA REAL ESTATE INVESTMENT TRUST (CONTINUED)

(Established in Malaysia)

### Report on the Audit of the Financial Statements (cont'd)

#### *Auditors' Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements of the Group and of the Trust as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with approved standards on auditing in Malaysia and International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the approved standards on auditing in Malaysia and International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements of the Group and of the Trust, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and of the Trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Manager.
- Conclude on the appropriateness of the Manager's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's or the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements of the Group and of the Trust or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Group or the Trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements of the Group and of the Trust, including the disclosures, and whether the financial statements of the Group and of the Trust represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entity or business activity within the Group to express an opinion on the financial statements of the Group. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Manager regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide with the Manager with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the Manager, we determine those matters that were of most significance in the audit of the financial statements of the Group and of the Trust for the current year and are therefore the key audit matters. We describe these matters in our auditors' report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

**Other Matter**

This report is made solely to the unitholders of the Trust, as a body, in accordance with the REIT Guidelines in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.

**GRANT THORNTON MALAYSIA PLT**  
(201906003682 & LLP0022494-LCA)  
CHARTERED ACCOUNTANTS (AF 0737)

Kuala Lumpur  
11 March 2025

**KHO KIM ENG**  
(NO: 03137/10/2026 J)  
CHARTERED ACCOUNTANT

# STATEMENTS OF FINANCIAL POSITION

AS AT 31 DECEMBER 2024

	Note	2024 RM'000	Group 2023 RM'000	2024 RM'000	Trust 2023 RM'000
<b>ASSETS</b>					
<b>Non-current assets</b>					
Plant and equipment	5	15,911	1,342	15,906	1,342
Investment properties	6	1,725,700	1,718,500	1,716,800	1,709,600
Investment in a subsidiary company	7	-	-	11,223	23
<b>Total non-current assets</b>		<b>1,741,611</b>	<b>1,719,842</b>	<b>1,743,929</b>	<b>1,710,965</b>
<b>Current assets</b>					
Trade receivables	8	3,550	5,060	3,325	5,044
Other receivables	9	10,201	8,517	9,810	8,517
Amount owing by a subsidiary company	10	-	-	-	11,177
Deposits with licensed financial institutions	11	2,000	1,750	2,000	1,750
Bank balances		2,864	2,549	2,363	2,242
<b>Total current assets</b>		<b>18,615</b>	<b>17,876</b>	<b>17,498</b>	<b>28,730</b>
<b>Total assets</b>		<b>1,760,226</b>	<b>1,737,718</b>	<b>1,761,427</b>	<b>1,739,695</b>
<b>LIABILITIES</b>					
<b>Non-current liability</b>					
Deferred tax liabilities	12	17,670	19,640	17,670	19,640
<b>Total non-current liability</b>		<b>17,670</b>	<b>19,640</b>	<b>17,670</b>	<b>19,640</b>
<b>Current liabilities</b>					
Other payables	13	40,671	39,780	39,677	39,490
Amount owing to a subsidiary company	10	-	-	25	-
Bank borrowings	14	718,500	684,700	718,500	684,700
Tax payable		3	25	-	-
<b>Total current liabilities</b>		<b>759,174</b>	<b>724,505</b>	<b>758,202</b>	<b>724,190</b>
<b>Total liabilities</b>		<b>776,844</b>	<b>744,145</b>	<b>775,872</b>	<b>743,830</b>
<b>Net asset value</b>		<b>983,382</b>	<b>993,573</b>	<b>985,555</b>	<b>995,865</b>
<b>UNITHOLDERS' FUND</b>					
Unitholders' capital	15	750,555	750,555	750,555	750,555
Undistributed income		232,827	243,018	235,000	245,310
<b>Distribution to unitholders</b>		<b>983,382</b>	<b>993,573</b>	<b>985,555</b>	<b>995,865</b>
<b>Number of units in circulation</b>		<b>675,599,076</b>	<b>675,599,076</b>	<b>675,599,076</b>	<b>675,599,076</b>
<b>Net asset value</b>					
- Before income distribution		983,382	993,573	985,555	995,865
- After income distribution*		961,493	967,495	963,666	969,787
<b>Net asset value per unit</b>					
- Before income distribution		1.456	1.471	1.459	1.474
- After income distribution*		1.423	1.432	1.426	1.435

\* After proposed final income distribution of 3.24 sen (2023: 3.86 sen) per unit

The accompanying notes form an integral part of the financial statements.

# STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Note	Group		Trust	
		2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
<b>INCOME</b>					
Gross rental	16	109,886	112,838	109,199	112,150
Property operating expenses	17	(36,610)	(30,459)	(35,443)	(30,223)
<b>Net rental income</b>		<b>73,276</b>	<b>82,379</b>	<b>73,756</b>	<b>81,927</b>
Interest income		194	96	194	94
Other income		1,288	573	573	573
<b>Total income</b>		<b>74,758</b>	<b>83,048</b>	<b>74,523</b>	<b>82,594</b>
<b>EXPENSES</b>					
Manager's fees	18	(6,592)	(6,626)	(6,592)	(6,626)
Trustee's fees	19	(295)	(297)	(295)	(297)
Auditors' remuneration		(68)	(61)	(62)	(56)
Tax agent's fees		(25)	(24)	(19)	(20)
Valuation fees		(69)	(221)	(69)	(220)
Administration expenses		(847)	(525)	(826)	(520)
Impairment losses of financial assets		202	(473)	234	(432)
Finance costs	20	(22,866)	(21,625)	(22,866)	(21,625)
<b>Total expenses</b>		<b>(30,560)</b>	<b>(29,852)</b>	<b>(30,495)</b>	<b>(29,796)</b>
Fair value loss on investment properties		(9,827)	(1,225)	(9,827)	(3,125)
Net changes on financial liabilities measured at amortised cost		(811)	427	(811)	427
Income before tax		33,560	52,398	33,390	50,100
Tax income	21	1,919	1,453	1,970	1,548
<b>Net income/total comprehensive income during the financial year</b>		<b>35,479</b>	<b>53,851</b>	<b>35,360</b>	<b>51,648</b>
<b>Net income/(loss)/total comprehensive income/(loss) is made up as follows:</b>					
- Realised		44,198	53,196	44,028	52,798
- Unrealised		(8,719)	655	(8,668)	(1,150)
		<b>35,479</b>	<b>53,851</b>	<b>35,360</b>	<b>51,648</b>

## STATEMENTS OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME (CONTINUED)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Note	Group		Trust	
		2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
<b>Earnings per unit (Basic and diluted)</b>	22				
- After Manager's fees (sen)		5.25	7.97	5.23	7.64
- Before Manager's fees (sen)		6.23	8.95	6.21	8.63
<b>Net income distribution</b>	23				
- Interim distribution of 2.90 sen (2023: 3.96 sen) paid on 30 August 2024 (2023: 30 August 2023)		19,592	26,754	19,592	26,754
- Proposed final distribution of 3.24 sen (2023: 3.86 sen) payable on 28 February 2025 (2023: 29 February 2024)		21,889	26,078	21,889	26,078
		41,481	52,832	41,481	52,832
<b>Interim income distribution per unit *</b>					
- Gross (sen)		2.90	3.96	2.90	3.96
- Net (sen) **		2.90	3.96	2.90	3.96
<b>Final income distribution per unit *</b>					
- Gross (sen)		3.24	3.86	3.24	3.86
- Net (sen) **		3.24	3.86	3.24	3.86

\* Based on 675,599,076 (2023: 675,599,076) units entitled to distribution

\*\* Withholding tax will be deducted for the distributions made to the following categories of unitholders:

		Withholding tax rate	
		2024	2023
Resident corporate	#	-	-
Resident non-corporate		10%	10%
Non-resident individual		10%	10%
Non-resident corporate		24%	24%
Non-resident institutional		10%	10%

# No withholding tax; to tax at prevailing tax rate

The accompanying notes form an integral part of the financial statements.



# STATEMENTS OF CHANGES IN NET ASSET VALUE

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Note	Unitholders' capital RM'000	← Undistributed Income →			Total RM'000
			Realised RM'000	Unrealised RM'000	Sub-total RM'000	
<b>Group</b>						
Balance as at 1 January 2023		750,555	89,783	155,324	245,107	995,662
Net income/total comprehensive income for the financial year		-	53,196	655	53,851	53,851
Unitholders' transactions:						
- Distribution to unitholders	23	-	(55,940)	-	(55,940)	(55,940)
Balance as at 31 December 2023		750,555	87,039	155,979	243,018	993,573
Net income/(loss)/total comprehensive income/(loss) for the financial year		-	44,198	(8,719)	35,479	35,479
Unitholders' transactions:						
- Distribution to unitholders	23	-	(45,670)	-	(45,670)	(45,670)
Balance as at 31 December 2024		750,555	85,567	147,260	232,827	983,382
<b>Trust</b>						
Balance as at 1 January 2023		750,555	93,892	155,710	249,602	1,000,157
Net income/(loss)/total comprehensive income/(loss) for the financial year		-	52,798	(1,150)	51,648	51,648
Unitholders transactions:						
- Distribution to unitholders	23	-	(55,940)	-	(55,940)	(55,940)
Balance as at 31 December 2023		750,555	90,750	154,560	245,310	995,865
Net income/(loss)/total comprehensive income/(loss) for the financial year		-	44,028	(8,668)	35,360	35,360
Unitholders' transactions:						
- Distribution to unitholders	23	-	(45,670)	-	(45,670)	(45,670)
Balance as at 31 December 2024		750,555	89,108	145,892	235,000	985,555

The accompanying notes form an integral part of the financial statements.

# STATEMENTS OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

	Group		Trust	
	2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Income before tax	33,560	52,398	33,390	50,100
Adjustments for:				
Impairment losses of financial assets	(202)	473	(234)	432
Bad debts written off	1,507	41	1,507	41
Depreciation	636	132	636	132
Fair value loss on investment properties	9,827	1,225	9,827	3,125
Plant and equipment written off	1	-	1	-
Net changes on financial liabilities measured at amortised cost	811	(427)	811	(427)
Interest income	(194)	(96)	(194)	(94)
Interest expenses	22,866	21,625	22,866	21,625
Operating profit before working capital changes	68,812	75,371	68,610	74,934
Changes in working capital:				
Receivables	(1,479)	(6,070)	(847)	(6,044)
Payables	115	3,310	(589)	3,304
Cash generated from operating activities	67,448	72,611	67,174	72,194
Tax paid	(73)	(90)	-	-
Net cash from operating activities	67,375	72,521	67,174	72,194
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
Purchase of plant and equipment	(15,206)	(564)	(15,201)	(564)
Enhancements to investment properties	(17,027)	(3,469)	(17,027)	(3,469)
Interest income	194	96	194	94
Repayment from a subsidiary company	-	-	-	300
Net cash used in investing activities	(32,039)	(3,937)	(32,034)	(3,639)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
Drawdown of bank borrowings	42,200	206,700	42,200	206,700
Repayment of bank borrowings	(8,400)	(197,400)	(8,400)	(197,400)
Interest paid	(22,901)	(21,558)	(22,901)	(21,558)
Distribution to unitholders	(45,670)	(55,940)	(45,670)	(55,940)
Advance from a subsidiary company	-	-	2	-
Net cash used in financing activities	(34,771)	(68,198)	(34,769)	(68,198)
<b>CASH AND CASH EQUIVALENTS</b>				
Net changes	565	386	371	357
Brought forward	4,299	3,913	3,992	3,635
Carried forward	4,864	4,299	4,363	3,992

**STATEMENTS OF  
CASH FLOWS (CONTINUED)**  
FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2024

**NOTE TO THE STATEMENTS OF CASH FLOWS**

Cash and cash equivalents included in the Statements of Cash Flows comprise the following:

	Group		Trust	
	2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
Bank balances	2,864	2,549	2,363	2,242
Deposits with licensed financial institutions	2,000	1,750	2,000	1,750
	4,864	4,299	4,363	3,992

The accompanying notes form an integral part of the financial statements.

# NOTES TO THE FINANCIAL STATEMENTS

31 DECEMBER 2024

## 1. GENERAL INFORMATION

UOA Real Estate Investment Trust ("UOA REIT" or "Trust") was constituted under a deed dated 28 November 2005 and an amended and restated deed dated 1 August 2022 (collectively referred to as the "Deed"), by the Manager, UOA Asset Management Sdn Bhd ("Manager") and RHB Trustees Berhad ("Trustee"). UOA REIT commenced operations on 1 December 2005.

UOA REIT was listed on the Main Market of Bursa Malaysia Securities Berhad on 30 December 2005. The principal activity of UOA REIT is investment in real estate and real estate-related assets used, or predominantly used, for commercial purposes, whether directly or indirectly through the ownership of single-purpose companies which wholly own real estate. There has been no significant change in the nature of this activity during the financial year.

The Manager, a company incorporated in Malaysia, is a subsidiary of UOA Corporation Berhad (a subsidiary of UOA Holdings Sdn Bhd which in turn, is a wholly-owned subsidiary company of United Overseas Australia Ltd., a company incorporated in Australia and listed on the Australian Stock Exchange and the Stock Exchange of Singapore). The principal activity of the Manager is the management of real estate investment trusts. There has been no significant change in the nature of this activity during the financial year.

The principal activity of the subsidiary company is disclosed in Note 7 to the Financial Statements.

The consolidated financial statements reported for the financial year ended 31 December 2024 relate to the Trust and its subsidiary company ("the Group").

The financial statements were approved by the Manager's Board of Directors in accordance with a resolution of the Directors passed on 11 March 2025.

## 2. TERM OF THE TRUST

UOA REIT will continue its operations until such time as determined by the Trustee and the Manager as provided under the provisions of Clause 26 of the Deed.

## 3. BASIS OF PREPARATION

### 3.1 Statement of compliance

The financial statements of the Group and of the Trust have been prepared in accordance with the Malaysian Financial Reporting Standards ("MFRS"), IFRS Accounting Standards the Deed and the Securities Commission's Guidelines on Listed Real Estate Investment Trusts.

### 3.2 Basis of measurement

The financial statements of the Group and of the Trust are prepared under the historical cost convention, except for investment properties that have been measured at fair value.

Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability, or in the absence of a principal market, in the most advantageous market for the asset or liability. The principal or the most advantageous market must be accessible to by the Group and by the Trust.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 3. BASIS OF PREPARATION (CONT'D)

#### 3.2 Basis of measurement (Cont'd)

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial market takes into account a market participant's ability to generate economic benefits by utilising the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

The Group and the Trust use valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, as described below, based on the lowest level input that is significant to their fair value measurement as a whole:

Level 1 : Quoted (unadjusted) market prices in active markets for identical assets or liabilities

Level 2 : Valuation techniques for which the lowest level input that is significant to their fair value measurement is directly or indirectly observable

Level 3 : Valuation techniques for which the lowest level input that is significant to their fair value measurement is unobservable

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Group and the Trust determine whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to their fair value measurement as a whole) at each reporting date.

For the purpose of fair value disclosures, the Group and the Trust have determined classes of assets and liabilities on the basis of the nature, characteristics and risks of the asset or liability and the level of fair value hierarchy as explained above.

#### 3.3 Functional and presentation currency

The financial statements are presented in Ringgit Malaysia ("RM") which is the Group's and the Trust's functional currency and all values are rounded to the nearest RM'000 except when otherwise stated.

#### 3.4 Adoption of new standards/amendments/improvements to MFRSs

The Group and the Trust have consistently applied the material accounting policies set out in Note 4 to all years presented in these financial statements.

At the beginning of the current financial year, the Group and the Trust adopted new standards/amendments/improvements to MFRSs which are mandatory for the financial years beginning on or after 1 January 2024.

The initial application of the amendments/improvements to the standards did not have material impact to the financial statements of the Group and of the Trust.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 3. BASIS OF PREPARATION (CONT'D)

#### 3.5 Standards issued but not yet effective

The new and amended standards and interpretations that are issued, but not yet effective, up to the date of issuance of the Group's and the Trust's financial statements are disclosed below. The Group and the Trust intend to adopt these new and amended standards and interpretations, if applicable, when they become effective in the respective financial period.

Amendments to MFRS effective 1 January 2025:

Amendments to MFRS 121\*

The Effects of Changes in Foreign Exchange Rates – Lack of Exchangeability

Amendments to MFRS effective 1 January 2026:

Amendments to MFRS 9 and 7

Financial Instruments and Financial Instruments: Disclosures – Classification and Measurement or Financial Instruments

Amendments to MFRS 1\*, MFRS 7, MFRS 9, MFRS 10\* and MFRS 107

First-time Adoption of Malaysian Financial Reporting Standards, Financial Instruments Disclosure, Financial Instruments Consolidated Financial Statements and Statement of Cash Flows

Amendments to MFRS effective 1 January 2027:

MFRS 18  
MFRS 19\*

Presentation and Disclosures in Financial Statements Subsidiaries without Public Accountability Disclosures

Amendments to MFRSs - effective date deferred indefinitely:

Amendments to MFRS 10\* and 128\*

Sale or Contribution of Assets between an Investor and its Associate or Joint Venture

\* Not applicable to the Group's and the Trust's operations

The initial application of the above standards, amendments and interpretation are not expected to have any material financial impacts to the financial statements.

#### 3.6 Significant accounting estimates and judgements

Estimates, assumptions concerning the future and judgements are made in the preparation of the financial statements. They affect the application of the Group's and the Trust's accounting policies and reported amounts of assets, liabilities, income and expenses, and disclosures made. Estimates and underlying assumptions are assessed on an ongoing basis and are based on experience and relevant factors, including expectations of future events that are believed to be reasonable under the circumstances. The actual result may differ from the judgements, estimates and assumptions made by management and will seldom equal the estimated results.

##### 3.6.1 Estimation uncertainty

Information about significant judgements, estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses are discussed below:-

Useful lives of depreciable assets

Management estimates the useful lives of the depreciable assets to be within 5 to 10 years and reviews the useful lives of depreciable assets at each reporting date. As at the reporting date, management assesses that the useful lives represent the expected utility of the assets to the Group and to the Trust. Actual results, however, may vary due to change in the expected level of usage and technological developments, which may result in adjustments to the Group's and to the Trust's assets.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 3. BASIS OF PREPARATION (CONT'D)

#### 3.6 Significant accounting estimates and judgements (Cont'd)

##### 3.6.1 Estimation uncertainty (Cont'd)

###### *Fair value of investment properties*

The Group and the Trust measure their investment properties at fair value with changes in fair value being recognised in profit or loss. Significant judgement is required in the determination of fair value which may be derived based on different valuation methods. In making the judgement, the Group and the Trust evaluate based on past experience and reliance on the work of specialists. The Group and the Trust engage independent valuation specialists to determine fair values.

The carrying amount of investment properties at the end of the reporting year and the relevant valuation bases are disclosed in the Note 6 to the Financial Statements.

###### *Impairment of non-financial assets*

An impairment loss is recognised for the amount by which the asset's or cash-generating unit's carrying amount exceeds its recoverable amount. To determine the recoverable amount, management estimates expected future cash flows from each asset or cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. In the process of measuring expected future cash flows, management makes assumptions about future operating results. The actual results may vary, and may cause significant adjustments to the Group's and to the Trust's assets within the next financial year.

In most cases, determining the applicable discount rate involves estimating the appropriate adjustments to market risk and the appropriate adjustment to asset-specific risk factors.

###### *Provision for expected credit losses ("ECL") of trade receivables*

The Group and the Trust use a provision matrix to calculate ECLs for trade receivables. The provision rates are based on days past due of outstanding debts.

The provision matrix is initially based on the Group's and on the Trust's historical observed default rates. The Group and the Trust will calibrate the matrix to adjust the historical credit loss experience with forward-looking information. For instance, if forecast economic conditions (i.e., gross domestic product) are expected to deteriorate over the next year which can lead to an increased number of defaults in the Group's and the Trust's related economic sector, the historical default rates are adjusted. At every reporting date, the historical observed default rates are updated and changes in the forward-looking estimates are analysed.

The assessment of the correlation between historical observed default rates, forecast economic conditions and ECLs is a significant estimate. The amount of ECLs is sensitive to changes in circumstances and of forecast economic conditions. The Group's and the Trust's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future. The information about the ECLs on the Group's and the Trust's trade receivables is disclosed in Note 33 to the Financial Statements.

###### *Income taxes*

Significant judgement is involved in determining the capital allowances and deductibility of expenses during the estimation of the provision for income tax. There are certain transactions and computations for which the ultimate tax determination is uncertain during the ordinary course of business.

The Group and the Trust recognise liabilities for expected tax issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recognised, such differences will impact the income tax and deferred tax provisions in the year in which such determination is made.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 3. BASIS OF PREPARATION (CONT'D)

#### 3.6 Significant accounting estimates and judgements (Cont'd)

##### 3.6.2 Significant management judgements

The following are significant management judgements in applying the accounting policies of the Group and of the Trust that have the most significant effect on these financial statements.

##### Classification between investment properties and owner-occupied properties

The Group and the Trust determine whether properties qualify as investment properties and have developed the criteria in making that judgement. Investment properties are properties held to earn rentals or for capital appreciation or both.

Certain properties comprise a portion that is held to earn rentals or for capital appreciation and another portion that is held for use in the production or supply of goods or services or for administrative purposes. The Group and the Trust account for the portions separately if the portions could be sold separately (or leased out separately under a finance lease). If the portions could not be sold separately, the properties are investment properties only if an insignificant portion is held for use in the production or supply of goods or services or for administrative purposes.

Judgement is made on an individual property basis to determine whether ancillary services are so significant that a property does not qualify as an investment property.

##### Deferred tax on investment properties

For the purposes of measuring deferred tax liabilities arising from investment properties that are measured using the fair value model, the management of the Group and the Trust review the investment properties and concluded that the Group's and the Trust's investment properties are held under a business model whose objective is to recover the carrying amount of the investment properties through sale.

Accordingly, the Group and the Trust recognise deferred taxes in respect of the changes in fair value of investment properties based on Real Property Gains Tax ("RPGT"). The final tax outcome could be different from the deferred tax liabilities recognised in the financial statements should the economic benefits embodied in the investment properties be subsequently substantially consumed over time rather than through sale.

### 4. MATERIAL ACCOUNTING POLICIES

The Group and the Trust apply the material accounting policies, as summarised below, consistently throughout all years presented in the financial statements, unless otherwise stated.

#### 4.1 Investment in subsidiary company

Investments in subsidiary company are measured in the Company's statement of financial position at cost less any impairment losses.

#### 4.2 Plant and equipment

All plant and equipment are stated at cost less accumulated depreciation and less any impairment losses.

Depreciation is recognised on the straight-line method in order to write off the cost of each asset over its estimated useful life.



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 4. MATERIAL ACCOUNTING POLICIES (CONT'D)

#### 4.2 Plant and equipment (Cont'd)

The principal annual depreciation rates used are as follows:

Office equipment	10% – 16.67%
Computer	20%
Office renovation	10%

#### 4.3 Investment properties

Investment properties at cost are measured subsequently at fair value with any changes therein recognised in profit or loss for the year in which they arise.

#### 4.4 Financial instruments

At the reporting date, the Group and the Trust carry only financial assets at amortised cost on their statements of financial position. The Group's and the Trust's financial assets at amortised cost include trade and other receivables, amount owing by a subsidiary company and cash and cash equivalents.

At the reporting date, the Group and the Trust carry only financial liabilities at amortised cost on their statements of financial position. The Group's and the Trust's financial liabilities at amortised cost include other payables, amount owing to a subsidiary company and bank borrowings.

#### 4.5 Deferred tax liabilities

Where investment properties are carried at their fair values, the amount of deferred tax recognised is measured using the tax rates that would apply on sale of those assets at their carrying values at the reporting date unless the properties are depreciable and is held with the objective to consume substantially all of the economic benefits embodied in the properties over time, rather than through sale. In all other cases, the amount of deferred tax recognised is measured based on the expected manner of realisation or settlement of the carrying amount of the assets and liabilities, using tax rates enacted or substantively enacted at the reporting date.

### 5. PLANT AND EQUIPMENT

Group	Office equipment RM'000	Computer RM'000	Office renovation RM'000	Total RM'000
<b>Cost</b>				
At 1.1.2023	1,059	23	142	1,224
Additions	564	-	-	564
At 31.12.2023	1,623	23	142	1,788
Additions	14,154	13	1,039	15,206
Written off	(21)	-	-	(21)
At 31.12.2024	15,756	36	1,181	16,973

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 5. PLANT AND EQUIPMENT (CONT'D)

Group	Office equipment RM'000	Computer RM'000	Office renovation RM'000	Total RM'000
<b>Accumulated depreciation</b>				
At 1.1.2023	247	20	47	314
Charge for the year	115	3	14	132
At 31.12.2023	362	23	61	446
Charge for the year	584	1	51	636
Written off	(20)	-	-	(20)
At 31.12.2024	926	24	112	1,062
<b>Net carrying amount</b>				
31.12.2024	14,830	12	1,069	15,911
31.12.2023	1,261	-	81	1,342
<b>Trust</b>				
<b>Cost</b>				
At 1.1.2023	1,059	23	142	1,224
Additions	564	-	-	564
At 31.12.2023	1,623	23	142	1,788
Additions	14,154	8	1,039	15,201
Written off	(21)	-	-	(21)
At 31.12.2024	15,756	31	1,181	16,968
<b>Accumulated depreciation</b>				
At 1.1.2023	247	20	47	314
Charge for the year	115	3	14	132
At 31.12.2023	362	23	61	446
Charge for the year	584	1	51	636
Written off	(20)	-	-	(20)
At 31.12.2024	926	24	112	1,062
<b>Net carrying amount</b>				
31.12.2024	14,830	7	1,069	15,906
31.12.2023	1,261	-	81	1,342

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 6. INVESTMENT PROPERTIES

	Group RM'000	Trust RM'000
At 1.1.2023	1,716,256	1,709,256
Fair value adjustment	(1,225)	(3,125)
Additions	3,469	3,469
At 31.12.2023	1,718,500	1,709,600
Fair value adjustment	(9,827)	(9,827)
Additions	17,027	17,027
At 31.12.2024	1,725,700	1,716,800

Investment properties as at 31 December 2024 are stated at fair value based on updated valuations conducted by an independent firm of professional valuers registered with the Board of Valuers, Appraisers & Estate Agents Malaysia using the investment method of valuation.

The fair value represents the amount at which the properties could be exchanged on an open market basis between a knowledgeable, willing buyer and a knowledgeable, willing seller in an arm's length transaction at the reporting date. The fair value should also reflect market conditions at the reporting date.

In arriving at the updated market value, the valuer applied the investment method to assess the market value of the investment properties as at the reporting date.

The fair value of investment properties is classified under Level 3.

Details of Level 3 fair value measurements are as follows:

Description of valuation technique and inputs used	Significant unobservable inputs	Relationship of unobservable inputs and fair value
Investment method: the approach involves capitalisation of the net annual income with allowance for voids by using a suitable rate of return consistent with the type and quality of investment to arrive at the market value	<ul style="list-style-type: none"> <li>Term yield rate of 6.00% (2023: 6.00%)</li> <li>Reversionary yield rate of 6.25% (2023: 6.25%)</li> <li>Occupancy rates of 66.25% - 99.88% (2023: 60.89% - 97.90%)</li> </ul>	<p>The estimated fair value would increase (decrease) if:</p> <ul style="list-style-type: none"> <li>Term yield rate is lower (higher)</li> <li>Reversionary yield rate is lower (higher)</li> <li>Occupancy rate is higher (lower)</li> </ul>

All land/strata titles are registered in the name of the Trustee.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 6. INVESTMENT PROPERTIES (CONT'D)

#### Group

Description of properties	Tenure	Existing use	Acquisition cost RM'000	Date of last valuation	Last valuation RM'000	Fair value RM'000	Percentage of fair value to the Group's Net Asset Value %
<u>As at 31 December 2024</u>							
UOA Centre Parcels	Freehold	Commercial	55,981	31.12.2024	79,000	79,000	8.03
UOA II Parcels	Freehold	Commercial	194,502	31.12.2024	277,000	277,000	28.17
UOA Damansara Parcels	Freehold	Commercial	72,000	31.12.2024	116,000	116,000	11.80
Wisma UOA Damansara II	Freehold	Commercial	211,000	31.12.2024	225,700	225,700	22.95
Parcel B – Menara UOA Bangsar	Leasehold *	Commercial	287,760	31.12.2024	303,000	303,000	30.81
UOA Corporate Tower Parcels	Leasehold *	Commercial	701,654	31.12.2024	725,000	725,000	73.73
			1,522,897		1,725,700	1,725,700	
<u>As at 31 December 2023</u>							
UOA Centre Parcels	Freehold	Commercial	55,981	31.12.2023	78,000	78,000	7.85
UOA II Parcels	Freehold	Commercial	194,502	31.12.2023	277,000	277,000	27.88
UOA Damansara Parcels	Freehold	Commercial	72,000	31.12.2023	115,000	115,000	11.57
Wisma UOA Damansara II	Freehold	Commercial	211,000	31.12.2023	224,500	224,500	22.60
Parcel B – Menara UOA Bangsar	Leasehold *	Commercial	287,760	31.12.2023	302,000	302,000	30.40
UOA Corporate Tower Parcels	Leasehold *	Commercial	701,654	31.12.2023	722,000	722,000	72.67
			1,522,897		1,718,500	1,718,500	

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 6. INVESTMENT PROPERTIES (CONT'D)

#### Trust

Description of properties	Tenure	Existing use	Acquisition cost RM'000	Date of last valuation	Last valuation RM'000	Fair value RM'000	Percentage of fair value to the Group's Net Asset Value %
<u>As at 31 December 2024</u>							
UOA Centre Parcels	Freehold	Commercial	55,981	31.12.2024	79,000	79,000	8.01
UOA II Parcels	Freehold	Commercial	194,502	31.12.2024	277,000	277,000	28.11
UOA Damansara Parcels	Freehold	Commercial	72,000	31.12.2024	116,000	116,000	11.77
Wisma UOA Damansara II	Freehold	Commercial	211,000	31.12.2024	225,700	225,700	22.90
Parcel B – Menara UOA Bangsar	Leasehold *	Commercial	278,779	31.12.2024	294,100	294,100	29.84
UOA Corporate Tower Parcels	Leasehold *	Commercial	701,654	31.12.2024	725,000	725,000	73.56
			1,513,916		1,716,800	1,716,800	
<u>As at 31 December 2023</u>							
UOA Centre Parcels	Freehold	Commercial	55,981	31.12.2023	78,000	78,000	7.83
UOA II Parcels	Freehold	Commercial	194,502	31.12.2023	277,000	277,000	27.82
UOA Damansara Parcels	Freehold	Commercial	72,000	31.12.2023	115,000	115,000	11.55
Wisma UOA Damansara II	Freehold	Commercial	211,000	31.12.2023	224,500	224,500	22.54
Parcel B – Menara UOA Bangsar	Leasehold *	Commercial	278,779	31.12.2023	293,100	293,100	29.43
UOA Corporate Tower Parcels	Leasehold *	Commercial	701,654	31.12.2023	722,000	722,000	72.50
			1,513,916		1,709,600	1,709,600	

The valuations were conducted by VPC Alliance (Kajang) Sdn Bhd, an independent firm of professional valuer registered with the Board of Valuers, Appraisers & Estate Agents Malaysia.

\* 99 years leasehold expiring in 2106 (unexpired term of approximately 82 years)

As at 31 December 2024, UOA II Parcels, UOA Damansara Parcels, Wisma UOA Damansara II, Parcel B – Menara UOA Bangsar (excluding Petak 9 and 14) and UOA Corporate Tower Parcels with an aggregate carrying amount of RM1,637,800,000 (2023: RM1,631,600,000) have been pledged as securities for borrowings referred to in Note 14 to the Financial Statements.

There were no new acquisitions or disposals during the financial year and the total number of properties in the portfolio remains at six (6).

The property operating expenses are disclosed in Note 17 to the Financial Statements.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 7. INVESTMENT IN A SUBSIDIARY COMPANY

	Trust	
	2024	2023
	RM'000	RM'000
Unquoted shares, at cost	11,223	23

The details of the subsidiary company are as follows:

	Principal place of business	Equity interest 2024 %	Equity interest 2023 %	Principal activity
Angkara Restu Sdn Bhd	Malaysia	100	100	Sale of electricity and property investment

The Trust subscribed for additional ordinary shares in the subsidiary company for a total consideration of RM11,200,000 (2023: RM22,000) by capitalising part of the interest free advances owing by the subsidiary company.

### 8. TRADE RECEIVABLES

	Group		Trust	
	2024	2023	2024	2023
	RM'000	RM'000	RM'000	RM'000
Trade receivables	6,565	9,784	6,240	9,700
Less: Allowance for expected credit losses				
As at 1 January	(4,724)	(4,292)	(4,656)	(4,265)
Additions	(692)	(942)	(660)	(901)
Reversal	894	469	894	469
Written off	1,507	41	1,507	41
As at 31 December	(3,015)	(4,724)	(2,915)	(4,656)
	3,550	5,060	3,325	5,044

The credit terms for monthly rental from tenants are 14 (2023: 14) days.

Allowance for expected credit losses was reversed as a result of receipts during the financial year.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 9. OTHER RECEIVABLES

	Group		Trust	
	2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
Non-trade receivables	6,142	4,232	5,754	4,232
Deposits	3,901	4,138	3,901	4,138
Prepayments	158	147	155	147
	10,201	8,517	9,810	8,517

Included in non-trade receivables of the Group and of the Trust is amount owing by companies related to the Manager amounting to RM202,000 and RM187,000 (2023: RM118,000).

### 10. AMOUNT OWING BY/TO A SUBSIDIARY COMPANY

The amount owing by a subsidiary company represents interest-free advances which are unsecured and expected to be repaid in the next 12 months.

The amount owing to a subsidiary company represents electricity charges payable which is unsecured and expected to be settled within the normal credit period of 14 days.

### 11. DEPOSITS WITH LICENSED FINANCIAL INSTITUTIONS

The effective interest rates of deposits ranged between 2.45% to 2.55% (2023: 2.20% to 2.65%) per annum. The deposits had maturity terms of one month or less.

### 12. DEFERRED TAX LIABILITIES

	Group and Trust	
	2024 RM'000	2023 RM'000
At 1 January	19,640	21,188
Charged to profit or loss (Note 21)	(1,970)	(1,548)
At 31 December	17,670	19,640

The deferred tax liabilities represent the tax effects of RPGT on fair value adjustment of investment properties.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 13. OTHER PAYABLES

	Group		Trust	
	2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
Amount owing to the Manager	-	600	-	600
Amount owing to companies related to the Manager	7	445	7	445
Non-trade payables	1,987	727	1,978	724
Interest payable	576	611	576	611
Accruals	3,577	2,528	2,865	2,519
Tenants' deposits	33,089	32,940	32,878	32,723
Rental received in advance	1,435	1,929	1,373	1,868
	40,671	39,780	39,677	39,490

The amount owing to the Manager which represents management fee payable and the amount owing to companies related to the Manager are unsecured and expected to be settled within the normal credit period of 30 (2023: 30) days.

Included in tenants' deposits of the Group and of the Trust are deposits received from companies related to the Manager amounting to RM2,605,000 (2023: RM3,980,000).

### 14. BANK BORROWINGS

	Group and Trust	
	2024 RM'000	2023 RM'000
<b>Secured</b>		
Revolving credit I	156,000	156,000
Revolving credit II	140,500	106,700
Revolving credit III	422,000	422,000
	718,500	684,700

Revolving credit I is secured by Loan Agreements cum Assignment, Deeds of Extension of Deed of Assignment, Deeds of Assignment of Rental Proceeds ("DARP"), Deeds of Extension of DARP and four (4) Powers of Attorney, and legal charges over UOA Damansara Parcels and Parcel B – Menara UOA Bangsar (excluding Petak 9 and 14).

Revolving credit II is secured by a legal charge over UOA II Parcels.

Revolving credit III is secured by a legal charge over UOA Corporate Tower Parcels.

The revolving credits are subject to periodic review and repayable on demand. The Manager is of the opinion that the facility will be rolled over and remain available in the long term.

The effective interest/profit rates of the borrowings range from 3.37% to 4.19% (2023: 3.77% to 4.14%) per annum except revolving credit III with the fixed interest rate of 2.75% (2023: 2.75%) per annum.



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 15. UNITHOLDERS' CAPITAL

	Group and Trust	
	2024	2023
<b>Issued and fully paid with no par value:</b>		
Number of units (Units'000)		
At 1 January/31 December	675,599	675,599
Unitholders' capital (RM'000)		
At 1 January/31 December	750,555	750,555

### 16. GROSS RENTAL

Gross rental represents rental income from the investment properties and is generated from Malaysia.

### 17. PROPERTY OPERATING EXPENSES

	Group		Trust	
	2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
Assessment and quit rent	6,812	6,766	6,798	6,751
Insurance	323	316	323	316
Maintenance fees	10,795	10,288	10,408	10,102
Others	15,569	10,107	14,868	10,072
Direct operating expenses	33,499	27,477	32,397	27,241
Property management fees	3,111	2,982	3,046	2,982
	36,610	30,459	35,443	30,223

### 18. MANAGER'S FEES

The Manager is entitled under the Deed to a management fee of up to 1.00% per annum of the Net Asset Value of the Trust, calculated on a monthly accrual basis and payable monthly in arrears.

For the financial year, the Manager charged a manager's fees of RM6,592,000 (2023: RM6,626,000) which was calculated based on 0.67% (2023: 0.67%) of the Net Asset Value of the Trust on monthly basis.

### 19. TRUSTEE'S FEES

The Trustee is entitled to a fee of up to 0.05% per annum of Net Asset Value of the Trust, calculated on a monthly accrual basis and payable monthly in arrears.

For the financial year, the Trustee charged a trustee's fees of RM295,000 (2023: RM297,000) which was calculated based on 0.03% (2023: 0.03%) of the Net Asset Value of the Trust.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 20. FINANCE COSTS

	Group and Trust	
	2024	2023
	RM'000	RM'000
Interest expense on revolving credits	22,866	21,625

### 21. TAX INCOME

	Group		Trust	
	2024	2023	2024	2023
	RM'000	RM'000	RM'000	RM'000
Current year provision				
- current tax	49	97	-	-
- deferred tax (Note 12)	(1,970)	(1,548)	(1,970)	(1,548)
Under/(over) provision of current tax in prior years	2	(2)	-	-
Tax income	(1,919)	(1,453)	(1,970)	(1,548)

The numerical reconciliation of tax income on income before tax with the statutory tax rate is as follows:

	Group		Trust	
	2024	2023	2024	2023
	RM'000	RM'000	RM'000	RM'000
Income before tax	33,560	52,398	33,390	50,100
Taxation at statutory tax rate of 24%	8,054	12,576	8,014	12,024
Non-deductible expenses	946	570	937	569
Non-taxable income	(11,309)	(13,343)	(11,309)	(13,343)
Difference between income tax rate and RPGT rate applicable on fair value adjustment on investment properties	1,405	381	1,405	837
Change in RPGT rate on investment properties	(1,017)	(1,635)	(1,017)	(1,635)
Under/(over) provision of current tax in prior years	2	(2)	-	-
Tax income	(1,919)	(1,453)	(1,970)	(1,548)

Pursuant to the amended Section 61A of the Income Tax Act, 1967, where in the basis period for a year of assessment, 90% or more of the total income of the trust is distributed to its unitholders, the total income of the trust for that year of assessment shall be exempted from corporate tax.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 22. EARNINGS PER UNIT ("EPU")

The EPU after manager's fees of the Group and of the Trust have been calculated by dividing income after tax for the financial year of RM35,479,000 and RM35,360,000 (2023: RM53,851,000 and RM51,648,000) by the weighted average number of units in issue of 675,599,076 (2023: 675,599,076).

The EPU before the manager's fees of the Group and of the Trust have been calculated by dividing income after tax before deduction of manager's fees for the financial year of RM42,071,000 and RM41,952,000 (2023: RM60,477,000 and RM58,274,000) by the weighted average number of units in issue of 675,599,076 (2023: 675,599,076).

Diluted EPU equals to Basic EPU as there are no potential dilutive units in issue.

### 23. NET INCOME DISTRIBUTION TO UNITHOLDERS

	2024 RM'000	Trust 2023 RM'000
Distribution to unitholders declared and paid for:		
<u>Financial year ended 31 December 2022</u>		
- Interim distribution of 4.32 sen	-	29,186
<u>Financial year ended 31 December 2023</u>		
- Interim distribution of 3.96 sen	-	26,754
- Final distribution of 3.86 sen	26,078	-
<u>Financial year ended 31 December 2024</u>		
- Interim distribution of 2.90 sen	19,592	-
	45,670	55,940
Proposed final distribution of 3.24 sen (2023: 3.86 sen) for financial year ended 31 December	21,889	26,078
Total income distribution based on current year's net income	41,481	52,832

The distribution to unitholders is from the following sources of the Trust:

	2024 RM'000	Trust 2023 RM'000
Sources of income		
Gross rental income	109,199	112,150
Interest income	194	94
Other income	573	573
	109,966	112,817

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 23. NET INCOME DISTRIBUTION TO UNITHOLDERS (CONT'D)

The distribution to unitholders is from the following sources of the Trust (cont'd):

	Trust	
	2024 RM'000	2023 RM'000
Expenses (excluding Manager's fees)		
Property expenses	35,443	30,223
Non-property expenses	23,903	23,170
	59,346	53,393
Net income before Manager's fees, income distribution, fair value loss on investment properties, net changes on financial liabilities measured at amortised cost and taxation	50,620	59,424
Fair value loss on investment properties	(9,827)	(3,125)
Net changes on financial liabilities measured at amortised cost	(811)	427
Manager's fees	(6,592)	(6,626)
Tax income	1,970	1,548
	35,360	51,648
Undistributed income during the year		
- Unrealised loss	8,668	1,150
- Realised (loss)/income	(2,547)	34
	41,481	52,832
Total income distribution based on current year's net income	41,481	52,832
Total distribution per unit (sen)	6.14	7.82

### 24. TRANSACTIONS WITH STOCKBROKING COMPANIES

There were no transactions made with stockbroking companies during current and prior year.

### 25. MANAGEMENT EXPENSE RATIO

	Group and Trust	
	2024 %	2023 %
Management expense ratio ("MER")	0.80	0.78

MER is calculated based on the total administrative expenses incurred by the Group and the Trust divided by the average value of the Net Asset Value for the financial year calculated on a quarterly basis.

As the basis of calculation may vary among real estate investment trusts, no accurate comparison can be made between the Group's and the Trust's MER with other real estate investment trusts.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 26. UNITHOLDERS BY THE MANAGER

The Manager did not hold any direct units in the Trust in the current and prior year.

### 27. UNITHOLDERS RELATED TO THE MANAGER

	Number of units		Percentage of units in issue		Market value	
	2024 Unit '000	2023 Unit '000	2024 %	2023 %	2024 RM'000	2023 RM'000
Directors of the Manager:						
- Kong Sze Choon	79	69	0.01	0.01	73	76
- Karn Sau Meng	20	20	0.00	0.00	19	22
Companies related to the Manager:						
- Desa Bukit Pantai Sdn Bhd	102,261	102,261	15.14	15.14	95,103	112,487
- Wisma UOA Sdn Bhd	77,729	77,729	11.51	11.51	72,288	85,502
- Rich Accomplishment Sdn Bhd	74,661	74,661	11.05	11.05	69,435	82,127
- Dynasty Portfolio Sdn Bhd	63,327	63,327	9.37	9.37	58,894	69,660
- UOA Corporation Bhd	48,000	48,000	7.10	7.10	44,640	52,800
- LTG Development Sdn Bhd	5,601	5,601	0.83	0.83	5,209	6,161
Persons related to the Manager via relationship with a Director of the Manager						
- Kong May Chee	16	16	0.00	0.00	15	18
- Kong Ai Chee	14	14	0.00	0.00	13	15
Director of the Manager (indirect interest)						
- Kong Sze Choon *	24	24	0.00	0.00	22	26
Persons related to the Manager via relationship with a Director of the Manager (indirect interest)						
- Kong Chong Soon @ Chi Suim **	371,579	371,579	55.00	55.00	345,568	408,737

\* Deemed interest through his shareholding in Global Transact Sdn Bhd

\*\* Deemed interest through his shareholdings in United Overseas Australia Ltd (the ultimate holding company of Desa Bukit Pantai Sdn Bhd, Wisma UOA Sdn Bhd, Rich Accomplishment Sdn Bhd, Dynasty Portfolio Sdn Bhd, UOA Corporation Bhd and LTG Development Sdn Bhd)

The market value of the units is determined by using the closing market value of RM0.93 as at 31 December 2024 (31 December 2023: RM1.10).

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 28. SIGNIFICANT RELATED PARTY TRANSACTIONS

For the purposes of these financial statements, parties are considered to be related to the Group if the Group or the Trust has the ability, directly or indirectly, to control the party or exercise significant influence over the party in making financial and operating decisions, or vice versa, or where the Group or the Trust and the party are subject to common control or common significant influence. Related parties may be individuals or other entities.

Related parties also include key management personnel defined as those persons having authority and responsibility for planning, directing and controlling the activities of the Group either directly or indirectly. The key management personnel include all Directors of the Manager and certain members of senior management of the Manager.

Other than those disclosed elsewhere in the financial statements, the significant related party transactions are disclosed as follows:

	2024 RM'000	2023 RM'000
<b>Significant transactions with companies related to the Managers:</b>		
<b>Group and Trust</b>		
Enhancement of investment properties	771	1,562
Rental received/receivable	9,268	12,588
Security fees paid/payable	483	511
<b>Significant transaction with subsidiary company:</b>		
<b>Trust</b>		
Rental received	203	203

The above transactions were entered into in the normal course of business and had been established based on terms and conditions that are not materially different from those obtainable in transactions with unrelated parties.

The related party balances arising from related party transactions as at the reporting date are disclosed in Notes 9, 10 and 13 to the Financial Statements.

### 29. CAPITAL COMMITMENTS

	Group and Trust	
	2024 RM'000	2023 RM'000
Authorised and contracted for:		
- Investment properties	5,969	903
Authorised and not contracted for:		
- Investment properties	-	13,500

### 30. MATURITY ANALYSIS OF LEASE PAYMENTS

*The Group and the Trust as lessor*

The Group and the Trust lease out their investment properties under operating leases. These leases are non-cancellable and typically run for a period ranging from 1 to 4 years, with the option to renew. Subsequent renewals are negotiated with the lease on an average rental period of 1 to 5 years. None of the leases include contingent rentals.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 30. MATURITY ANALYSIS OF LEASE PAYMENTS (CONT'D)

The future undiscounted lease payments receivables after the reporting date are as follows:

	Group		Trust	
	2024 RM'000	2023 RM'000	2024 RM'000	2023 RM'000
<b>As lessor</b>				
Within 1 year	104,832	86,977	104,443	86,382
In the second year	61,087	56,079	61,087	55,698
In the third year	15,644	28,941	15,644	28,941
In the fourth year	29	529	29	529
	181,592	172,526	181,203	171,550

### 31. SEGMENT REPORTING

The segmental financial information by business or geographical segments is not presented as there is only one business activity within the investment properties of the Group and of the Trust and the business activity is operated in Malaysia.

The Manager assesses the financial performance of the operating segments based on, including but not limited to, net rental income. The net rental income enables financial performance benchmarking as such basis eliminates the effect of financing and investment decisions which may not be made at operating level.

### 32. FINANCIAL INSTRUMENTS

#### Fair value of financial instruments

The carrying amounts of all other financial assets and liabilities approximate their fair values due to the relatively short-term nature of these financial instruments.

### 33. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Group and the Trust operate within clearly defined guidelines as set out in the Securities Commission's Guidelines on Listed Real Estate Investment Trusts ("REIT Guidelines"). These REIT Guidelines seek to provide a regulatory framework that would protect the interests of the investing public. The Group and the Trust are exposed to various financial risks, including credit risk, interest rate risk and liquidity risk arising from their operations and the use of financial instruments.

Information regarding the Group's and the Trust's exposure to the abovementioned risks and the Group's and the Trust's risk management policies, which ensure compliance with the spirit of the REIT Guidelines, are set out below:

#### (a) Credit risk

Credit risk is the risk that a tenant or counter party may be unable to meet their contractual obligations. At the reporting date, the maximum exposure to credit risk is represented by the carrying amount of each financial asset in the statements of financial position.

The Group and the Trust are not exposed to significant credit risks as it is not permitted to extend loans or any other forms of credit facilities. The risk of non-collectability of monthly rentals is also mitigated with rental deposits collected from the tenants.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 33. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

#### (a) Credit risk (Cont'd)

The maximum exposure to credit risk for other receivables is represented by their carrying amounts in the statements of financial position.

The ageing analysis of receivables as at the reporting date which is trade in nature is as follows:

	Gross carrying amount RM'000	Expected credit loss allowance RM'000	Net balances RM'000
<b>Group</b>			
<b>2024</b>			
Not past due	399	-	399
Past due 1 to 30 days	786	-	786
Past due 31 to 90 days	414	-	414
Past due more than 90 days	1,951	-	1,951
Past due more than 90 days with credit impaired	3,015	3,015	-
	6,565	3,015	3,550
<b>2023</b>			
Not past due	152	-	152
Past due 1 to 30 days	1,186	-	1,186
Past due 31 to 90 days	1,999	-	1,999
Past due more than 90 days	1,723	-	1,723
Past due more than 90 days with credit impaired	4,724	4,724	-
	9,784	4,724	5,060
<b>Trust</b>			
<b>2024</b>			
Not past due	216	-	216
Past due 1 to 30 days	756	-	756
Past due 31 to 90 days	404	-	404
Past due more than 90 days	1,949	-	1,949
Past due more than 90 days with credit impaired	2,915	2,915	-
	6,240	2,915	3,325
<b>2023</b>			
Not past due	149	-	149
Past due 1 to 30 days	1,178	-	1,178
Past due 31 to 90 days	1,997	-	1,997
Past due more than 90 days	1,720	-	1,720
Past due more than 90 days with credit impaired	4,656	4,656	-
	9,700	4,656	5,044



## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 33. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

#### (b) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of the Group's and the Trust's financial instruments will fluctuate because of changes in market interest rates.

The Group's and the Trust's deposits with licensed financial institutions and fixed-rate borrowings are exposed to a risk of change in their fair value due to changes in interest rates. The Group's and the Trust's variable rate borrowings are exposed to a risk of change in cash flows due to changes in interest rates.

The Group and the Trust have no exposure to movements in market interest rates other than revolving credit facilities and deposits with licensed financial institutions.

#### *Financial assets*

By placing its deposits on short tenures and at prevailing market interest rates, the Group and the Trust are able to reduce their exposures to interest rate fluctuations.

#### *Financial liabilities*

The Group and the Trust minimise their interest rate risk by borrowing as far as possible at a floating interest rate.

The information on maturity and effective interest/profit rates on the revolving credits are disclosed in Note 14 to the Financial Statements.

The interest rate profile of the Group's and Trust's significant interest-bearing financial instruments, based on carrying amounts as at the end of the financial year are as follows:

	Group and Trust	
	2024	2023
	RM'000	RM'000
<b>Fixed rate instruments</b>		
Deposits with licensed financial institutions	2,000	1,750
Bank borrowings	422,000	422,000
<b>Floating rate instrument</b>		
Bank borrowings	296,500	262,700

A sensitivity analysis has been performed based on the outstanding floating rate borrowings of the Group and the Trust as at the reporting date. If interest rates increase or decrease by 50 basis points with all other variables held constant, the Group's and the Trust's income after tax and equity would decrease or increase by RM1,483,000 (2023: RM1,314,000) respectively, as a result of higher or lower interest expense on these borrowings.

#### (c) Liquidity risk

The Group and the Trust ensure that there are adequate funds to repay the revolving credit in a timely and cost-effective manner. Sources of funds can be via issuance of units, internally generated funds or borrowings. As the timing of these arrangements is critical, the Group and the Trust may be exposed to the risk of its investment properties being foreclosed in the interim. However, the Manager is of the opinion that the facilities will be rolled over and remain available for the long term and there is no imminent obligation to repay.

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

31 DECEMBER 2024

### 33. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (CONT'D)

#### (c) Liquidity risk (Cont'd)

	Carrying amount RM'000	Contractual cash flows RM'000	Less than 1 year RM'000
<b>Group</b>			
<b>2024</b>			
Other payables	39,236	39,236	39,236
Bank borrowings	718,500	742,045	742,045
	<b>757,736</b>	<b>781,281</b>	<b>781,281</b>
<b>2023</b>			
Other payables	37,851	38,662	38,662
Bank borrowings	684,700	706,786	706,786
	<b>722,551</b>	<b>745,448</b>	<b>745,448</b>
<b>Trust</b>			
<b>2024</b>			
Other payables	38,304	38,304	38,304
Bank borrowings	718,500	742,045	742,045
	<b>756,804</b>	<b>780,349</b>	<b>780,349</b>
<b>2023</b>			
Other payables	37,622	38,433	38,433
Bank borrowings	684,700	706,786	706,786
	<b>722,322</b>	<b>745,219</b>	<b>745,219</b>

### 34. CAPITAL MANAGEMENT

The Group's objective when managing capital is to maintain a strong capital base and safeguard the Group's ability to continue as a going concern, so as to maintain unitholder, creditor and market confidence and to sustain future development of the business. The Directors of the Manager monitor and determine an optimal debt-to-equity ratio that complies with debt covenants and regulatory requirements.

UOA REIT is permitted to procure borrowings of up to 50.0% of its total assets value pursuant to the REIT Guidelines.

Total borrowings compared to total assets value as at the reporting date is as follows:

	2024	Group 2023
Total assets value (RM'000)	1,760,226	1,737,718
Total borrowings (RM'000)	718,500	684,700
Total borrowings to total assets value (%)	40.8	39.4

## ANALYSIS OF UNITHOLDINGS

### DISTRIBUTION OF UNITHOLDERS AS AT 31 DECEMBER 2024

Unit Class	No. of Unitholders	%	No. of Units held	%
Less than 100	126	1.60	1,327	0.00
100 to 1,000 units	1,692	21.55	976,529	0.15
1,001 to 10,000 units	3,865	49.22	19,733,956	2.92
10,001 to 100,000 units	1,823	23.22	60,015,088	8.88
100,001 to less than 5% of issued units	340	4.33	162,874,200	24.11
5% and above of issued units	6	0.08	431,997,976	63.94
<b>Total</b>	<b>7,852</b>	<b>100.00</b>	<b>675,599,076</b>	<b>100.00</b>

### CLASSIFICATION OF UNITHOLDERS AS AT 31 DECEMBER 2024

Category of Unitholders	No. of Unitholders			No. of Units held		
	Malaysian Bumiputra	Malaysian Non-Bumiputra	Foreign	Malaysian Bumiputra	Malaysian Non-Bumiputra	Foreign
1) Individual	194	5,087	58	1,956,701	113,452,518	2,019,801
2) Body Corporate						
a) Banks/Finance Companies	1	-	1	3,337,300	-	500,000
b) Investment Trusts/Foundation/Charities	1	3	-	10,000	1,288,000	-
a) Industrial and Commercial Companies	3	66	2	324,000	379,285,576	2,513,800
3) Nominees	1,588	797	50	66,182,680	101,036,400	3,692,200
4) Others	-	1	-	-	100	-
<b>Total</b>	<b>1,787</b>	<b>5,954</b>	<b>111</b>	<b>71,810,681</b>	<b>595,062,594</b>	<b>8,725,801</b>

**Grand Total**

**7,852**

**675,599,076**

## ANALYSIS OF UNITHOLDINGS (CONTINUED)

### SUBSTANTIAL SHAREHOLDERS AS AT 31 DECEMBER 2024

Substantial Shareholders	Direct		Indirect		Direct+Indirect	
	Units	%	Units	%	Units	%
1 UOA Corporation Bhd ("UOA Corp")	48,000,000	7.10	254,652,076*	37.69	302,652,076	44.80
2 Desa Bukit Pantai Sdn Bhd ("Desa Bukit Pantai")	102,261,538	15.14	-	-	102,261,538	15.14
3 Rich Accomplishment Sdn Bhd ("Rich Accomplishment")	74,661,538	11.05	-	-	74,661,538	11.05
4 Wisma UOA Sdn Bhd ("Wisma UOA")	77,729,000	11.51	-	-	77,729,000	11.51
5 Dynasty Portfolio Sdn Bhd ("Dynasty")	63,326,600	9.37	-	-	63,326,600	9.37
6 UOA Holdings Sdn Bhd ("UOAH")	-	-	371,579,376 <sup>1</sup>	55.00	371,579,376	55.00
7 United Overseas Australia Ltd ("UOAL")	-	-	371,579,376 <sup>1</sup>	55.00	371,579,376	55.00
8 Transmetro Sdn Bhd ("Transmetro")	-	-	371,579,376 <sup>2</sup>	55.00	371,579,376	55.00
9 Griyajaya Sdn Bhd ("Griyajaya")	-	-	371,579,376 <sup>3</sup>	55.00	371,579,376	55.00
10 Kong Chong Soon @ Chi Suim	-	-	371,579,376 <sup>4</sup>	55.00	371,579,376	55.00
11 Kong Pak Lim	-	-	371,579,376 <sup>2</sup>	55.00	371,579,376	55.00
12 UOA Development Bhd	-	-	63,326,600 <sup>5</sup>	9.37	63,326,600	9.37
13 UOA Properties Sdn Bhd	-	-	63,326,600 <sup>5</sup>	9.37	63,326,600	9.37
14 Employees Provident Fund	66,019,300	9.77	-	-	66,019,300	9.77

#### Notes:

- \* Deemed interested by virtue of Section 8 of the Companies Act 2016 ("the Act") held through Wisma UOA, Desa Bukit Pantai and Rich Accomplishment.
- 1. Deemed interested by virtue of the Act through its unit holdings in Damai Positif, Desa Bukit Pantai, Dynasty Portfolio Sdn Bhd ("Dynasty"), LTG Development Sdn Bhd ("LTG") (holding 5,600,700 units in 2 CDS accounts), Rich Accomplishment and Wisma UOA.
- 2. Deemed interested by virtue of the Act through its/his unit holdings in UOAL and Griyajaya which in turn has direct interest in UOAL and indirect interest in UOAH.
- 3. Deemed interested by virtue of the Act through its unit holdings in UOAL and indirect interest in UOAH.
- 4. Deemed interested by virtue of the Act through his unit holdings in Transmetro which in turn has direct interest in Griyajaya which in turn has direct interest in UOAL and indirect interest in UOAH.
- 5. Deemed interested by virtue of the Act through Dynasty Portfolio.

# THIRTY (30) LARGEST UNITHOLDERS

AS AT 31 DECEMBER 2024

Unitholders	No. of Units	%
1) Desa Bukit Pantai Sdn Bhd	102,261,538	15.14
2) Wisma UOA Sdn Bhd	77,729,000	11.51
3) Rich Accomplishment Sdn Bhd	74,661,538	11.05
4) Citigroup Nominees (Tempatan) Sdn Bhd Employees Provident Fund Board	66,019,300	9.77
5) Dynasty Portfolio Sdn Bhd	63,326,600	9.37
6) UOA Corporation Bhd	48,000,000	7.10
7) Lim Chee Meng	11,000,000	1.63
8) Cimsec Nominees (Tempatan) Sdn Bhd CIMB For Ahmad Johari Bin Abdul Razak (Pb)	6,350,000	0.94
9) Db (Malaysia) Nominee (Tempatan) Sendirian Berhad Exempt An For AHAM Asset Management Berhad (Tstac/Clntt)	6,150,300	0.91
10) Cimsec Nominees (Tempatan) Sdn Bhd CIMB For Loh Wee Hian (Pb)	5,870,000	0.87
11) LTG Development Sdn Bhd	5,370,700	0.79
12) HLB Nominees (Tempatan) Sdn Bhd Ta Kin Yan (Csd Sin/Tky)	4,090,900	0.61
13) Amanah Raya Berhad - Kumpulan Wang Bersama	3,337,300	0.49
14) RHB Nominees (Tempatan) Sdn Bhd RHB Asset Management Sdn Bhd For Universiti Malaya (Account 3)	2,545,000	0.38
15) Citigroup Nominees (Tempatan) Sdn Bhd MCIS Insurance Berhad (Life Par Fd)	2,411,600	0.36
16) Yeap Ah Kau @ Yeap Chan Tooi	2,401,800	0.36
17) Cimsec Nominees (Tempatan) Sdn Bhd CIMB For Yap Tian Tion (Pb)	2,000,000	0.30
18) RHB Nominees (Tempatan) Sdn Bhd Pledged Securities Account for Sheldon Wee Tah Poh	1,900,000	0.28
19) Sage 3 Sdn Bhd	1,795,000	0.27
20) Wong Lee Yun	1,755,800	0.26
21) Cimsec Nominees (Tempatan) Sdn Bhd CIMB for Grace Yeoh Cheng Geok (Pb)	1,754,600	0.26
22) Cimsec Nominees (Tempatan) Sdn Bhd CIMB for Loh Gim Ean Holdings Sdn Bhd (Pb)	1,620,000	0.24

## THIRTY (30) LARGEST UNITHOLDERS

### AS AT 31 DECEMBER 2024 (CONTINUED)

Unitholders	No. of Units	%
23) Goh Thong Beng	1,545,200	0.23
24) Eagle Prosperity Sdn. Bhd.	1,513,700	0.22
25) Maybank Nominees (Tempatan) Sdn Bhd Maybank Private Wealth Management For Ng Siew Yong	1,506,000	0.22
26) Jenna Ferns Sdn. Bhd.	1,414,000	0.21
27) Cimsec Nominees (Tempatan) Sdn Bhd CIMB for Lim Bee Eng (Pb)	1,400,000	0.21
28) Maybank Nominees (Tempatan) Sdn Bhd Maybank Private Wealth Management For Ooi Joon Leong	1,350,000	0.20
29) Amsec Nominees (Tempatan) Sdn Bhd Ambank (M) Berhad For Lim Choo Hong	1,343,100	0.20
30) Cimsec Nominees (Tempatan) Sdn Bhd CIMB For Cheah Chin Heng (Pb)	1,300,000	0.19
Total	503,722,976	74.57

# NOTICE OF THIRTEENTH ANNUAL GENERAL MEETING



REAL ESTATE INVESTMENT TRUST

## UOA REAL ESTATE INVESTMENT FUND

(constituted in Malaysia under the Deed dated 28 November 2005 and the Amended and Restated Deed dated 1 August 2022 entered into between UOA Asset Management Sdn Bhd and RHB Trustees Berhad, companies incorporated in Malaysia)

**NOTICE IS HEREBY GIVEN THAT** the Thirteenth Annual General Meeting (“AGM”) of UOA Real Estate Investment Trust (“UOA REIT”) will be held at Spectrum, Level 3A, Connexion Conference & Event Centre @Nexus, Bangsar South City, No. 7, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia on Wednesday, 30 April 2025 at 10.00 a.m. or at any adjournment, for the following purposes:

### AGENDA

- To lay the Audited Financial Statements for the financial year ended 31 December 2024 together with the Trustee’s Report to the Unitholders issued by RHB Trustees Berhad, as trustee for UOA REIT and the Statement by the Manager issued by UOA Asset Management Sdn Bhd, as the manager of UOA REIT and the Independent Auditors’ Report thereon. (Refer note 2)

By Order of the Board of  
**UOA ASSET MANAGEMENT SDN BHD 200501015592 (692639-U)**  
 The Manager of UOA Real Estate Investment Trust

YAP KAI WENG (MAICSA 74580) (SSM PC No.: 201908003526)  
 WONG YOKE LENG (MAICSA 7032314) (SSM PC No.: 201908004035)  
 Company Secretaries

Kuala Lumpur  
 7 April 2025

### Notes:

#### 1. Appointment of Proxy

- Only depositors whose names appear in the Record of Depositors as at 23 April 2025 shall be regarded as Unitholders and be entitled to attend and speak at the AGM.
- A Unitholder of UOA REIT (“Unitholder”) shall be entitled to attend and speak and shall be entitled to appoint another person (whether a Unitholder or not) as its proxy to attend and speak in his/her stead.
- Where a Unitholder is a corporation, its duly authorised representative shall be entitled to attend and speak, and shall be entitled to appoint another person (whether a Unitholder or not) as its proxy to attend and speak in its stead.
- Where a Unitholder is an Authorised Nominee as defined under the Securities Industry (Central Depositories) Act 1991, it may appoint at least one (1) proxy in respect of each Securities Account it holds with units of UOA REIT standing to the credit of the said Securities Account.
- Where a Unitholder appoints two (2) proxies, the appointment shall be invalid unless it specifies the proportions of its holdings to be represented by each proxy.
- The appointment of proxy shall be made in a hardcopy form or by electronic means as follows:

##### In Hard Copy Form

The Hard Copy Proxy Form shall be in writing under the hand of the appointer or of its attorney duly authorised in writing or if the appointer is a corporation either under its common seal or under the hand of an officer or attorney duly authorised. The Proxy Form shall be deposited at the Trust’s share registrar, Tricor investor & Issuing House Services Sdn Bhd, Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8 Jalan Kerinchi, 59200 Kuala Lumpur or deposit to the drop box located at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8 Jalan Kerinchi, 59200 Kuala Lumpur not less than forty-eight (48) hours before the time for holding the Meeting or any adjournment thereof; or

##### By Electronic Means

The Proxy Form can be electronically lodged via **TIH Online** at <https://tih.online> not less than forty-eight (48) hours before the time for holding the meeting or any adjournment thereof. Kindly refer to the Administrative Notes for the 13<sup>th</sup> AGM on the procedures for electronic submission of Proxy Form via **TIH Online**.

- Please ensure ALL the particulars as required in the Proxy Form are completed, signed and dated accordingly.
- Last day and time for lodging the Proxy Form is **Monday, 28 April 2025 at 10.00a.m.**

#### 2. Audited Financial Statements for the Financial Year Ended 31 December 2024

This Agenda is meant for discussion only as the Audited Financial Statements do not require formal approval of Unitholders under the Securities Commission’s Guidelines on Listed Real Estate Investment Trusts. Hence, this matter will not be put forward for voting.

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# PROXY FORM



REAL ESTATE INVESTMENT TRUST

## UOA REAL ESTATE INVESTMENT FUND

(constituted in Malaysia under the Deed dated 28 November 2005 and the Amended and Restated Deed dated 1 August 2022 entered into between UOA Asset Management Sdn Bhd and RHB Trustees Berhad, companies incorporated in Malaysia)

CDS Account No.:
No. of Units held :

I/We \_\_\_\_\_ NRIC No./Company No. \_\_\_\_\_  
of \_\_\_\_\_ Tel No. \_\_\_\_\_

being a Unitholder/Unitholders of UOA REIT, hereby appoint the following person(s) as my proxy:

No.	Name as per NRIC	NRIC No.	% unitholding to be represented
1.			
2.			

or failing him/her the Chairman of the Meeting as my/our proxy to participate on my/our behalf at the Thirteenth Annual General Meeting ("AGM") of UOA REIT to be held at Spectrum, Level 3A, Connexion Conference & Event Centre@Nexus, Bangsar South City, No. 7, Jalan Kerinchi, 59200 Kuala Lumpur, Malaysia on Wednesday, 30 April 2025 at 10.00 a.m., or any adjournment thereof.

\_\_\_\_\_  
Signature of Unitholder(s) / Common seal for Corporate Unitholder(s)

Date:

### Notes:

- (i) Only depositors whose names appear in the Record of Depositors as at 23 April 2025 shall be regarded as Unitholders and be entitled to attend and speak at the AGM.
- (ii) A Unitholder of UOA REIT ("Unitholder") shall be entitled to attend and speak and shall be entitled to appoint another person (whether a Unitholder or not) as its proxy to attend and speak in his/her stead.
- (iii) Where a Unitholder is a corporation, its duly authorised representative shall be entitled to attend and speak, and shall be entitled to appoint another person (whether a Unitholder or not) as its proxy to attend and speak in its stead.
- (iv) Where a Unitholder is an Authorised Nominee as defined under the Securities Industry (Central Depositories) Act 1991, it may appoint at least one (1) proxy in respect of each Securities Account it holds with units of UOA REIT standing to the credit of the said Securities Account.
- (v) Where a Unitholder appoints two (2) proxies, the appointment shall be invalid unless it specifies the proportions of its holdings to be represented by each proxy.
- (vi) The appointment of proxy shall be made in a hard copy form or by electronic means as follows:
  - In Hard Copy Form  
The Hard Copy Proxy Form shall be in writing under the hand of the appointer or of its attorney duly authorised in writing or if the appointer is a corporation either under its common seal or under the hand of an officer or attorney duly authorised. The Proxy Form shall be deposited at the Trust's share registrar, Tricor investor & Issuing House Services Sdn Bhd, Unit 32-01, Level 32, Tower A, Vertical Business Suite, Avenue 3, Bangsar South, No. 8 Jalan Kerinchi, 59200 Kuala Lumpur or deposit to the drop-in boxes provided at Unit G-3, Ground Floor, Vertical Podium, Avenue 3, Bangsar South, No. 8 Jalan Kerinchi, 59200 Kuala Lumpur not less than forty-eight (48) hours before the time for holding the Meeting or any adjournment thereof; or
  - By Electronic Means  
The Proxy Form can be electronically lodged via TIIH Online at <https://tiih.online> not less than forty-eight (48) hours before the time for holding the meeting or any adjournment thereof. Kindly refer to the Administrative Notes for the 13<sup>th</sup> AGM on the procedures for electronic submission of Proxy Form via TIIH Online.
- (vii) Please ensure ALL the particulars as required in the Proxy Form are completed, signed and dated accordingly.
- (viii) Last day and time for lodging the Proxy Form is **Monday, 28 April 2025 at 10.00 a.m.**

*Lastly, fold this flap for sealing*

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AFFIX  
STAMP

**TRICOR INVESTOR & ISSUING HOUSE SERVICES SDN BHD** 197101000970 (11324-H)  
(as Trust's Share Registrar for UOA Real Estate Investment Trust)  
Unit 32-01, Level 32, Tower A  
Vertical Business Suite, Avenue 3,  
Bangsar South  
No. 8, Jalan Kerinchi  
59200 Kuala Lumpur, Malaysia

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**UOA ASSET MANAGEMENT SDN BHD**

200501015592 (692639-U)

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