



**ORIENTAL
HOLDINGS
BERHAD**
196301000446 (5286-U)

Sustainability Report 2022



OUR VISION

Oriental Holdings Berhad aims to achieve sustainable business growth and enhance shareholders value.

OUR MISSION

We seek to be a highly competitive organisation through innovation, and achieve continuous improvements in our businesses.

OUR VALUES

- Our people are our valued business core.
- Our customers are our focus of excellence.
- Our business integrity is our commitment and responsibility.
- Our shareholders are our utmost important business relationship.
- Our dedication for continuous improvement is our core driving force.



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SUSTAINABILITY HIGHLIGHTS 2022



**Adherence to
ISO 45001:2018 standards**
within automotive segment



**Zero incidents of
corruption and bribery**
across business operations



52% increase in new hires
compared to the previous
reporting year



30 Bencoolen Pte Ltd awarded
**BCA Green Mark Gold
Certification**



RM461,808 of expenditure spend
on community development across
our business operations

CORPORATE PROFILE

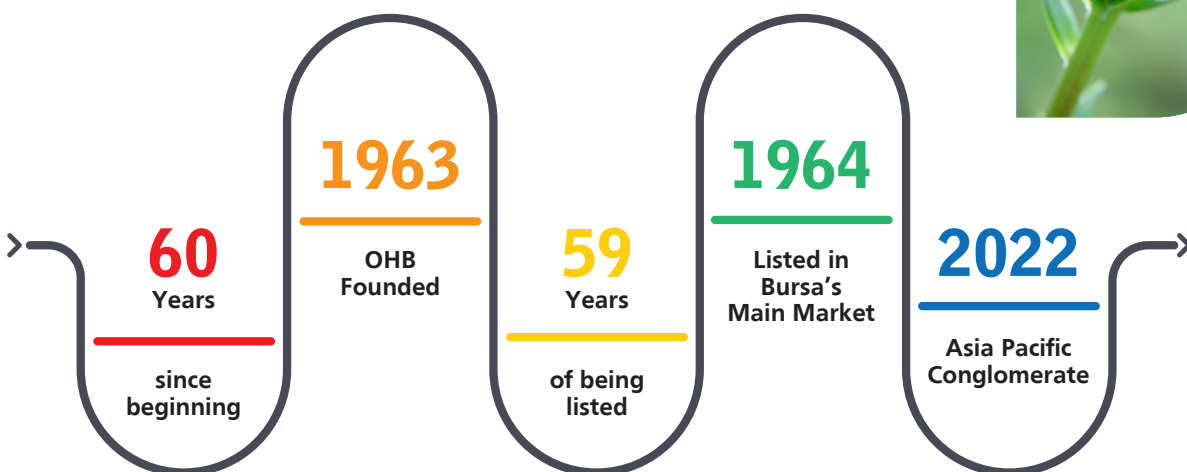
Oriental Holdings Berhad ("OHB" or "the Group") is a multi-disciplinary and multi-sectoral global conglomerate, now in its 60th year of delivering excellence.

We were incorporated as a private limited company on 24 December 1963 and listed on the Main Board of Bursa Malaysia Securities Berhad on 10 March 1964. Since then, we have grown into a major global player, with 69 subsidiaries and 12 associated companies across 10 countries.

Today, our business interests span the commercial, retail and consumer markets, with our global presence spanning Malaysia, Singapore, Indonesia, Brunei, Australia, New Zealand, the United Kingdom, Mauritius, Thailand and the People's Republic of China.

As of 31 December 2022, our assets totalled RM10.4 billion, with total equity attributable to stockholders of the Company of RM7.0 billion, and cash and cash equivalents of RM5.2 billion.

A focus on generating sustainable value for economies, the environment, and people drives our seven business segments of:



CORPORATE PROFILE (cont'd)



01/ Automotive and Related Products

A leading distributor of Honda vehicles in Singapore and Brunei, Kah Motor Company Sdn. Berhad also operates eight out of the 93 Honda dealerships in Peninsular Malaysia and a dealership in Sabah.

Kah Classic Auto Sdn. Bhd. is a dealer of Mitsubishi Motor Malaysia Sdn. Bhd., with a focus on sales and servicing of Mitsubishi-branded vehicles through its sole outlet at Jalan Ipoh, Kuala Lumpur.

Kah Bintang Auto Sdn. Bhd. started its used car sales business in June 2019 before incorporating an online portal focusing on the automotive industry which went live on 30 November 2020.

The Group's automotive segment activities also include providing specialised original automotive parts to both the Original Equipment Manufacturer (OEM) and Replacement Equipment Manufacturer (REM) markets, leveraging long-standing collaborations with key technical partners.



02/ Plastic Products

The Group's plastic products segment operates as a "one-stop centre", offering fully integrated services that encompass contract research and development, design, prototyping, mould manufacturing, material compounding, spray painting, plastic injection and final product assembly. The segment is headed by Teck See Plastic Sdn. Bhd., which is a 60% subsidiary of the Group.

In 1991, Teck See Plastic formed a joint venture with Hicom Holdings to support Malaysia's national car brand, Perusahaan Otomobil Nasional (Proton). The company then partnered with Kasai Kogyo Co., Ltd. of Japan, a tier-one global supplier of interior trim modules for car manufacturers in Thailand, Indonesia and Malaysia in 2007, 2009 and 2012 respectively.



03/ Hotels and Resorts

The Group owns nine hotels: three in Australia, two in New Zealand and one each in Malaysia, Singapore, Thailand and the United Kingdom. All resorts are managed by the Group, except for Somerset Park Suanplu in Thailand (managed by The Ascott Limited), and Thistle Holborn The Kingsley Hotel in the United Kingdom (managed by Clermont, f.k.a. Guoman). Bayview Eden Melbourne, Australia has been put up for sale due to unprecedented disruption caused by COVID-19.

The Group's portfolio includes Bayview International Sdn. Bhd., which oversees operations, marketing and promotional activities for Bayview hotels and resorts worldwide.

Our hotel in Singapore was awarded the BCA Green Mark Gold Award in 2022, recognising its corporate responsibilities commitment toward the built environment and achievement in the design and operation of a sustainable property.



04/ Plantation

Our plantation segment primarily undertakes production activities in Indonesia, where we have a total planted area of 37,445 ha*. This comprises a total of three matured plantations, including 24,436 ha in Bangka Island and 13,009 ha across five plantations in South Sumatra which are currently under development. Our plantations cover a total concession area of 71,090 ha, with a harvesting area of over 11,520 ha. We also own and operate four Crude Palm Oil (CPO) mills: three in Bangka Island and one in South Sumatra.

In seeking to expand our plantation presence, we aim to plant between 800 ha to 1,200 ha of our concession area annually.

In addition to our Indonesian plantations, we have a planted area of 4,794 ha in Malaysia.

*Ha = hectares

CORPORATE PROFILE (cont'd)



05/

Investment Holding

This segment primarily encompasses investment in subsidiaries and other investments for recurring income.



06/

Investment Properties and Trading of Building Material Products

The key business activities carried out under the trading of building material products segment include the manufacturing of steel wire, the distributing and trading of cement, and the supply of ready-mixed concrete related products, quarry products and building materials to the property and construction industry.

Our investment properties activities are spearheaded by our subsidiary Ultra Green Sdn. Bhd., which acquired a concession from the Melaka state government in 1994 to reclaim a total of 1,125 acres along the waterfront at Klebang, Melaka. To date, we have reclaimed 1,015 acres of the concession area, with the reclamation works for the balance 110 acres of the concession area has commenced on 23 February 2023.

With the aim of generating long-term recurring income and driving capital appreciation, we have also been actively involved in real estate investment activities in Australia since 2014. Presently, we own two commercial properties in the Central Business District of Melbourne and a commercial complex comprising a block of serviced apartments and retail space in Burwood East, southeast of Melbourne.



07/

Healthcare

The Group's well-established healthcare segment comprises a medical centre, a nursing college and an integrated lifestyle retail pharmacy.

Our first foray into healthcare came in 2011 with the acquisition of a nursing college in Melaka. We then developed Oriental Melaka Straits Medical Centre (OMSMC) on the land that we had reclaimed in Klebang, Melaka, with the project starting in 2012 and the medical centre officially launched in 2015. Since then, OMSMC has grown to become a leading tertiary hospital in the state.

Further growing our presence in the segment, we then launched a lifestyle retail pharmacy, with the first branch being established in March 2020, the second in February 2022 and the third outlet in Segamat began operation at the end of September 2022. The setting-up of these retail pharmacies will produce a synergistic effect with the hospital by offering a variety of extended healthcare services which include comprehensive product segmentation to meet the local community's needs.

In March 2021, we incorporated a wholly-owned sub-subsidiary named Oriental Medical (Segamat) Sdn. Bhd., through our direct 52% owned subsidiary, Melaka Straits Medical Centre Sdn. Bhd.. The step was taken to further expand the outreach of our operations to the Northern Johor region.

CORPORATE PROFILE (cont'd)

Our Market Presence



69 subsidiaries
in **10** countries



> RM 4.2 billion
Market Capitalisation

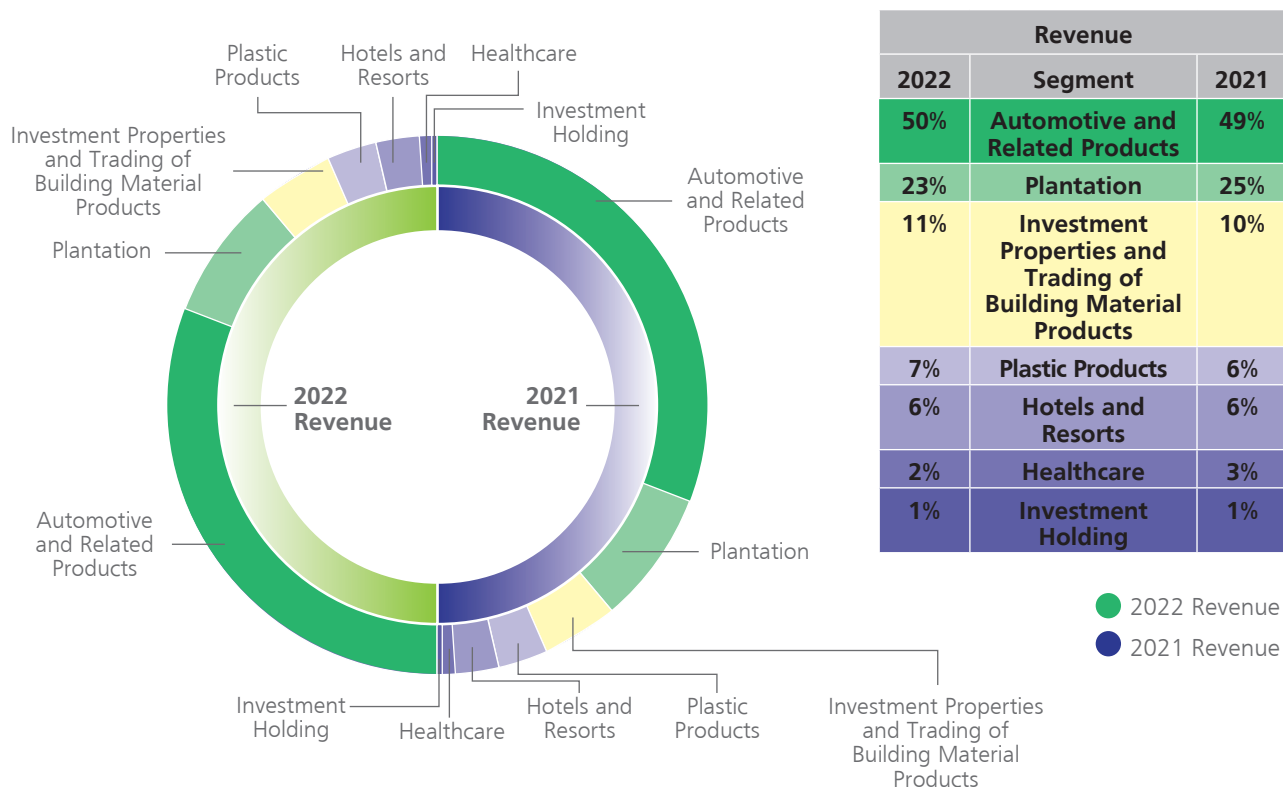


9,154*
Employees

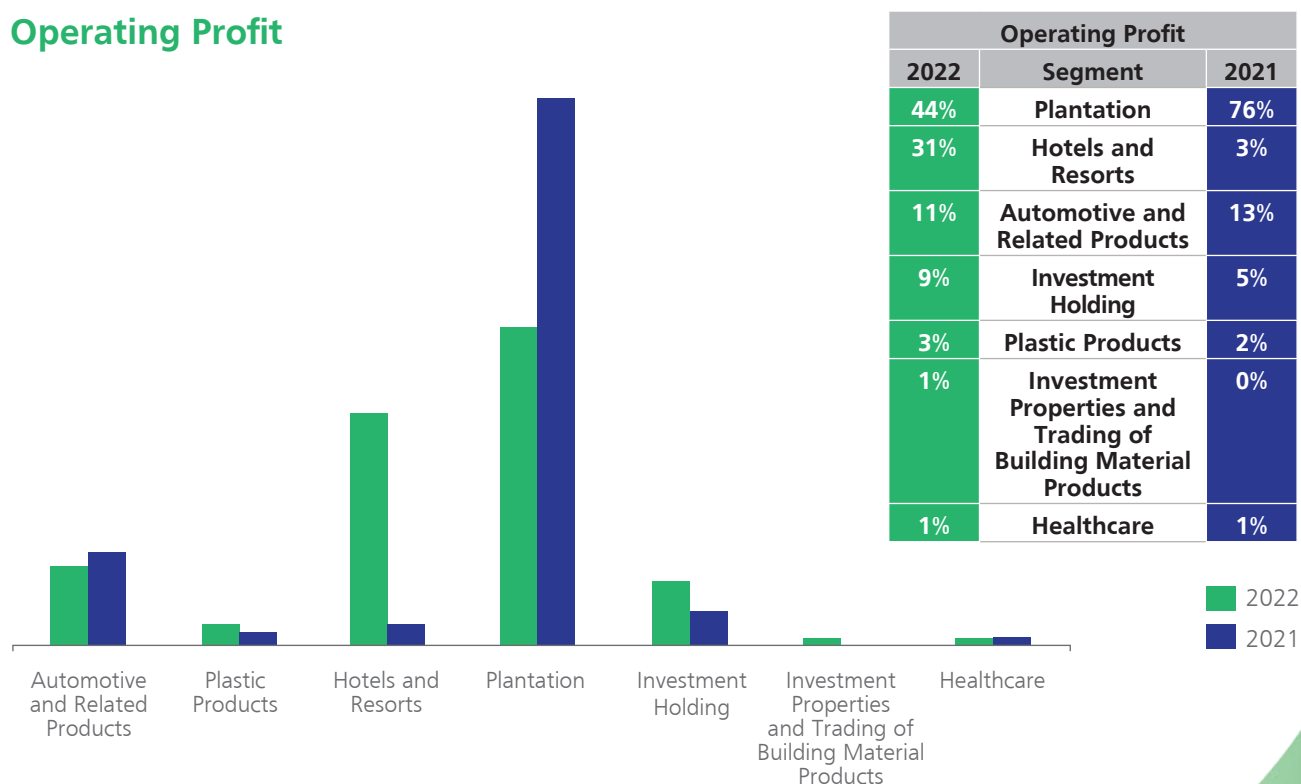
** Total number of employees are only derived from the holding company (OHB), its subsidiaries and branches.*

FINANCIAL HIGHLIGHTS

Revenue



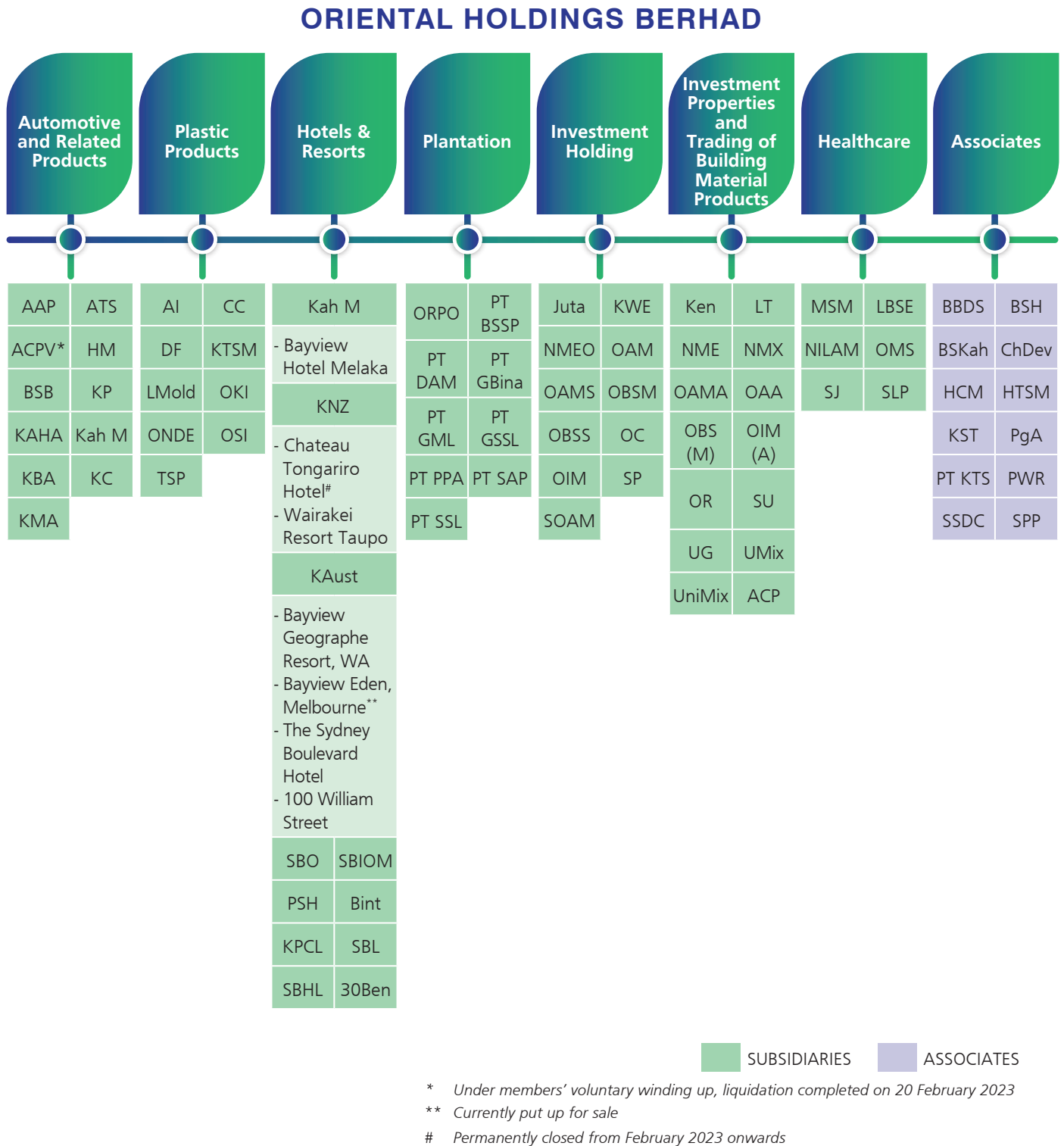
Operating Profit



Note: Please refer to Financial Highlights of the Group in the Annual Report 2022.

GROUP CORPORATE STRUCTURE

Our Subsidiaries and Associates



Note: Refer to the Annual Report 2022 (note 34, 35 and 36 to the financial statements) for significant events during the financial year, significant event subsequent to the financial year end and information on the subsidiaries and nature of the business during the reporting period.

GROUP CORPORATE STRUCTURE (cont'd)

Our Subsidiaries and Associates (cont'd)

Automotive and Related Products	AAP	: Armstrong Auto Parts Sdn. Berhad
	ACPV	: Armstrong Component Parts (Vietnam) Co., Ltd (Commenced members' voluntary winding up on 6 February 2017, the liquidation has been completed on 20 February 2023)
	ATS	: Armstrong Trading & Supplies Sdn. Bhd.
	BSB	: Boon Siew (Borneo) Sendirian Berhad
	HM	: Happy Motoring Co. Sdn. Bhd.
	KAHA	: Kah Agency Sdn. Bhd.
	Kah M	: Kah Motor Company Sdn. Berhad
	KBA	: Kah Bintang Auto Sdn. Bhd.
	KC	: Kah Classic Auto Sdn. Bhd.
	KMA	: KM Agency Sdn. Bhd.
	KP	: Kah Power Products Pte. Ltd.
Plastic Products	AI	: Armstrong Industries Sdn. Bhd.
	CC	: Compounding & Colouring Sdn. Bhd.
	DF	: Dragon Frontier Sdn. Bhd.
	KTSM	: Kasai Teck See (Malaysia) Sdn. Bhd.
	LMold	: Lipro Mold Engineering Sdn. Bhd.
	OKI	: PT Oriental Kyowa Industries
	ONDE	: Oriental Nichinan Design Engineering Sdn. Bhd.
	OSI	: Oriental San Industries Sdn. Bhd.
	TSP	: Teck See Plastic Sdn. Bhd.
Hotels and Resorts	30Ben	: 30 Bencoolen Pte. Ltd.
	KNZ	: KAH New Zealand Limited
	KAust	: KAH Australia Pty Limited
	Bint	: Bayview International Sdn. Bhd.
	KPCL	: Kingdom Properties Co. Limited
	SBHL	: Silver Beech Holdings Limited
	SBIOM	: Silver Beech (IOM) Limited
	SBO	: Silver Beech Operations UK Limited
	SBL	: Suanplu Bhiman Limited
	PSH	: Park Suanplu Holdings Co., Ltd.
Plantation	ORPO	: Oriental Rubber & Palm Oil Sdn. Berhad
	PT BSSP	: PT Bumi Sawit Sukses Pratama
	PT DAM	: PT Dapo Agro Makmur
	PT GBina	: PT Gunungsawit Binalestari
	PT GML	: PT Gunung Maras Lestari
	PT GSSL	: PT Gunung Sawit Selatan Lestari
	PT PPA	: PT Pratama Palm Abadi
	PT SAP	: PT Surya Agro Persada
	PT SSL	: PT Sumatera Sawit Lestari

GROUP CORPORATE STRUCTURE (cont'd)

Our Subsidiaries and Associates (cont'd)

Investment Holding	Juta	: Jutajati Sdn. Bhd.
	KWE	: Kwong Wah Enterprise Sdn. Bhd.
	NMEO	: North Malaya Engineers Overseas Sdn. Bhd.
	OAM	: Oriental Asia (Mauritius) Pte. Ltd.
	OAMS	: OAM Asia (Singapore) Pte. Ltd.
	OBSM	: Oriental Boon Siew (Mauritius) Pte. Ltd.
	OBSS	: OBS (Singapore) Pte. Ltd.
	OC	: Syarikat Oriental Credit Berhad
	OIM	: Oriental International (Mauritius) Pte. Ltd.
	SOAM	: Selasih OAM Sdn. Bhd.
	SP	: Selasih Permata Sdn. Bhd.
Investment Properties and Trading of Building Material Products	ACP	: Armstrong Cycle Parts (Sdn.) Berhad
	Ken	: Kenanga Mekar Sdn. Bhd.
	LT	: Lipro Trading Sdn. Bhd.
	NME	: North Malaya Engineers Trading Company Sdn. Bhd.
	NMX	: North Malaya (Xiamen) Steel Co., Ltd.
	OAA	: Oriental Asia (Aust.) Pty. Ltd.
	OAMA	: OAM (Aust) Pty. Ltd.
	OBS(M)	: Oriental Boon Siew (M) Sdn. Bhd.
	OIM(A)	: OIM (Aust) Pty. Ltd.
	OR	: Oriental Realty Sdn. Bhd.
	SU	: Simen Utara Sdn. Bhd.
	UG	: Ultra Green Sdn. Bhd.
	UMix	: Unique Mix (Penang) Sdn. Bhd.
	UniMix	: Unique Mix Sdn. Bhd.
Healthcare	LBSE	: Loh Boon Siew Education Sdn. Bhd.
	MSM	: Melaka Straits Medical Centre Sdn. Bhd.
	NILAM	: Nilam Healthcare Education Centre Sdn. Bhd.
	OMS	: Oriental Medical (Segamat) Sdn. Bhd.
	SLP	: Star Life Pharma Sdn. Bhd.
	SJ	: Star Joy Sdn. Bhd.
Associates	BBDS	: Bukit Batok Driving Centre Ltd.
	BSH	: Boon Siew Honda Sdn. Bhd.
	BSKah	: B. S. Kah Pte. Ltd.
	ChDev	: Chainferry Development Sdn. Berhad
	HCM	: Hitachi Construction Machinery (Malaysia) Sdn. Bhd.
	HTSM	: Hicom Teck See Manufacturing Malaysia Sdn. Bhd.
	KST	: Kasai Teck See Co., Ltd.
	PgA	: Penang Amusements Company Sdn. Berhad
	PT KTS	: PT Kasai Teck See Indonesia
	PWR	: Penang Wellesley Realty Sdn. Berhad
	SPP	: Southern Perak Plantations Sdn. Berhad
	SSDC	: Singapore Safety Driving Centre Ltd.

EXECUTIVE CHAIRMAN'S MESSAGE



Dear Stakeholders,
I am proud to present to
you the seventh edition of
Oriental Holdings Berhad's
annual Sustainability Report.



In this report, we outline the firm steps we have taken to create shared, sustainable value across the ESG spectrum, contributing to issues that matter at the global level such as climate action while integrating sustainability as a central consideration in our thinking, processes and strategies.

With the world entering the post-pandemic era, the norms of life and business have changed, perhaps permanently. For a globally diversified organisation such as ourselves, this brings challenges but also the opportunity to evolve for the better, and it is this opportunity that we have embraced by improving our employment practices, adopting more environmentally friendly processes, and driving digitalisation.

While we have long implemented solid governance and sustainability structures as a role model organisation, we took the opportunity during the year in review to further align sustainability and business, laying the groundwork for enhanced value creation across our business, value chain and within the communities we call home. With this purposeful energy, we shall strive to continue to lead the way in sustainability, making a positive impact for both the current and future generations.

EXECUTIVE CHAIRMAN'S MESSAGE (cont'd)

Our Governance

Our robust and effective governance structure cultivates a culture of integrity, transparency and accountability across our 69 subsidiaries in 10 countries.

Each of our businesses is unique in its identity and needs, with this diversity providing us with access to a wide range of unique perspectives which in turn impact our strategies and approaches. Nevertheless, our broad presence is united by Group-wide policies that enshrine our standards with respect to ethical and responsible business. This includes a stringent zero-tolerance policy to all forms of bribery and corruption as well as policies established to ensure that economic benefit is distributed across our supply chain.

Meanwhile, our management teams are entrusted with engaging with their stakeholders and gaining on-the-ground insights on the effectiveness of our governance and sustainability practices. Through this, we are able to identify risks and opportunities ahead of time, acting swiftly to remain ahead of the curve and avoid any potential dangers posed to our business and our reputation.

Our People

Our people are our greatest asset and their invaluable contributions have made us who we are today. Through our global presence, we draw our talent from various backgrounds, experiences and cultures, shaping our identity as an employer that recognises strength in diversity.

Adding to this, we continually strive to create an inclusive work culture that fairly rewards the efforts of our people, providing them with ample opportunity to grow and develop their careers in an environment that ensures their safety and prioritises their physical and mental wellbeing. To this end, we have continued to improve our training and development initiatives during the past year, while striving always to listen to our employees' feedback, encourage their ideas, and empower them to create value both within and beyond our business.

All these efforts are aimed at placing us at the forefront of the industries we operate in; seen as an employer of choice that recognises and rewards human potential.



EXECUTIVE CHAIRMAN'S MESSAGE (cont'd)



Our Environment

The issue of climate change has become a seminal one for this generation and all that follow. The time to act is now, and as a global organisation it is our responsibility to set a positive example by setting strong policies and facilitating collective action.

In light of the urgency of the climate crisis, our dedicated section on “financial implications and other risks and opportunities from climate change” details the measures that our diverse businesses have taken, including the adoption of energy-efficiency technologies, the elimination of single-use plastics and the implementation of workforce-wide upskilling programmes. Cognisant of the growing importance placed on climate action by investors, suppliers and customers alike, we will continue to explore means of developing our approach as we move forward.

In summary, by adopting a balanced approach to the risks and opportunities inherent in environmental sustainability, we are best placed to protect our long-term success and create shared, sustainable value, for more balanced future.

Final Remarks

Change is constant, but so is our ability to grow as an organisation that prioritises its stakeholders and includes them in the pursuit of our strategic goals. Fundamentally, we are only truly successful if our stakeholders benefit from our actions.

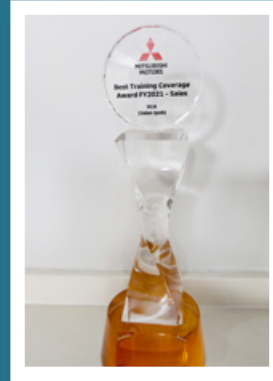
To this end, the support, trust, and invaluable contributions of all our stakeholders have played an integral part in making us the sustainability success story we are today. This is our achievement. May we continue our journey together in shaping a better future for our organisation, communities and planet.

AWARDS AND RECOGNITION

We are proud to showcase the following accolades achieved by the Group during the current reporting period. These awards are a true indicator of our commitment to delivering long-term, shared value for our stakeholders, local communities and the environment through our business and operations.



1



2



3

1. Boon Siew Honda 99Ki Appreciation Awards (Denso)

- Armstrong Auto Parts Sdn Berhad

2. FY2021 Best Sales Training Coverage

- Kah Classic Auto Sdn Bhd

3. FY2021 Top 20 Outlets Nationwide

- Kah Classic Auto Sdn Bhd



4



5

4. Top Sales, Permanent Dealer in 2022 CEO Award

- Kah Motor Company Sdn Berhad

5. Best Vendor Award from PD Kawamura Kako Manufacturing Sdn Bhd

- Compounding & Colouring Sdn Bhd

6. Best Cost Award

- Dragon Frontier Sdn Bhd

7. BCA Green Mark Gold Certification

- 30 Bencoolen Pte Ltd



6



7

8. Greengage Eco Smart Bronze Award

- Silver Beech Operations UK Limited

9. Anugerah Majikan Terbaik from KWSP (Sijil Penghargaan)

- Oriental Rubber & Palm Oil Sdn Berhad



8



9

AWARDS AND RECOGNITION (cont'd)



10



11



12



13



14



15

10. P2K3 Terbaik Kategori Perusahaan Industri Pengolahan periode Tahun 2021

- PT Gunung Maras Lestari

11. Penghargaan dari Gubernur Kepulauan Bangka Belitung atas kontribusinya dalam Pembayaran Pajak Air Permukaan Wilayah Kabupaten Bangka Tahun 2021

- PT Gunung Maras Lestari

12. PROPER periode 2021-2022 dengan Peringkat Biru (Berdasarkan SK Keputusan MenLHK RI Nomor: SK.1299/MENLHK/SETJEN/KUM.1/12/2022 tentang Hasil Penilaian Peringkat Kinerja Perusahaan dalam Pengelolaan Lingkungan Hidup Tahun 2021 - 2022)

- PT Gunung Maras Lestari

13. Sertifikat ISPO (Resertifikasi)

- PT Gunung Maras Lestari

14. Penghargaan Industri Hijau Level 5 Tahun 2022

- PT Bumi Sawit Sukses Pratama

15. Penghargaan Produktivitas Tahun 2022

- PT Bumi Sawit Sukses Pratama

ABOUT THIS REPORT



“At OHB, we aim to exemplify how a global, diverse and multi-national conglomerate should act by delivering sustainable value not only for our business, but also the communities we serve and environments we operate in.”



In striving to achieve this aim, we have integrated best practices in sustainability throughout our processes and practices, thereby embedding sustainability into the DNA of OHB. This extends beyond our direct business dealings to the standards we demand of our suppliers and business partners.

We thus proudly present our seventh Sustainability Report, produced with reference to the Global Reporting Initiative (GRI) Standards, which details our actions, initiatives and outcomes across nine key sustainability material matters which we have identified as central to our business.

Each material matter is identified through a detailed materiality assessment process that considers the needs and priorities of our stakeholders and the long-term aspirations of the Group itself. Collectively, they outline a clear roadmap to maximising the positive impact that we create over the long-term.

ABOUT THIS REPORT (cont'd)

Our Reporting Approach

This report was prepared in alignment with the Bursa Malaysia Securities Berhad Main Market Listing Requirements, with content in reference to the GRI Standards. The report also covers the following key principles as guided by the GRI Standards:

- Stakeholder Inclusiveness: capturing our stakeholders' expectations and concerns;
- Sustainability Context: presenting our performance in the wider context of sustainability;
- Materiality: identifying and prioritising the key sustainability issues that our Group encounters;
- Completeness: reporting all sustainability topics that are relevant to our Group, and which influence our stakeholders.

The disclosures within this report are aligned with specific GRI Standards covering the following material matters:

- GRI 201: Economic Performance 2016
- GRI 204: Procurement Practices 2016
- GRI 205: Anti-Corruption 2016
- GRI 2-27: Compliance with laws and regulations (Environmental Compliance)
- GRI 401: Employment 2016
- GRI 403: Occupational Health and Safety 2018
- GRI 404: Training and Education 2016
- GRI 406: Non-Discrimination 2016
- GRI 418: Customer Privacy 2016

We have also prepared performance data disclosures for the following topic:

- Community and Society Contribution

Sustainability across Supply Chain

We strive to ensure that the value generated by our business is shared across our supply chain, and have also undertaken actions that inculcate sustainability best practices amongst our suppliers, in line with our responsibility to set a progressive example.

Scope and Boundaries

This report refers to the sustainability performance and progress of OHB across all segments for the period of 1 January 2022 to 31 December 2022, unless otherwise stated. In 2022, the following subsidiaries have been excluded from our performance data reporting due to insufficient data (unless otherwise stated): Bayview International Sdn. Bhd., KAH New Zealand Limited – Chateau Tongariro Hotel (ceased operations on 5 February 2023), Silver Beech Operations UK Limited and Park Suanplu Holdings Co., Ltd. References to 'OHB', 'the Group', 'the Company' and 'we' refer to Oriental Holdings Berhad and its subsidiaries.

Restatement of Information

No restatement of information was noted for the current reporting period.

Membership and Associations

- All Malaysian Estates Staff Union (AMESU)
- Asian Society for Quality in Health Care (ASQua)
- Association of Private Hospitals of Malaysia
- Australian Hotel Association
- Brunei Automobile Traders Association
- Building Materials Association of Malaysia
- Busselton / Margaret River Tourism Association
- Busselton Chamber of Commerce
- Federation of Malaysian Manufacturers
- Gabungan Pengusaha Kelapa Sawit Indonesia
- Honda Dealer Association Malaysia
- Honda Malaysia Suppliers Club
- Hospitality New Zealand
- Kelab Vendor Perodua Malaysia
- Malaysian Association of Hotels (MAH)
- Malaysian Automotive Association
- Malaysian Employers Federation
- Malaysian Healthcare Travel Council
- Malaysian Institute of Management
- Malaysian Palm Oil Association
- Malaysian Palm Oil Association Security Services Sdn Bhd (MPOASSB)
- Malaysian Plastics Manufacturers Association
- Malaysian Society for Quality in Health
- Malaysian Special Tooling and Machining Association
- Melaka Tourism Association
- National Ready-Mixed Concrete Association of Malaysia
- National Trades Union Congress
- National Union of Plantation Workers (NUPW)
- National Union of Transport Equipment and Allied Industries Workers
- Singapore Business Federation
- Singapore Hotel Association
- Singapore National Employers Federation
- Steel Wire Association of Malaysia
- Taupo Chamber of Commerce
- Thai Hotels Association Bangkok
- The Malayan Agricultural Producers Association
- Tourism Australia Association
- Tourism Export Council New Zealand
- Toyota Suppliers Club Malaysia
- Ultimate Membership - Australia's South West
- Western Australia Tourism Association

Availability

This report is publicly available online via our website www.ohb.com.my.

Feedback

We welcome your comments, thoughts and remarks, which can be directed to our headquarters

Oriental Holdings Berhad,

1st Floor, 25B Lebuhr Farquhar,

10200 Penang, Malaysia

Telephone: +604 263 8590

E-mail: ir@ohb.com.my

STAKEHOLDER ENGAGEMENT

Our stakeholders play a pivotal role in shaping our sustainability agenda and, as such, we prioritise regular and continuous engagement with the aim of understanding and addressing their need and concerns. The input provided by our stakeholders informs our materiality process, while their knowledge of specific issues relevant to industries and territories where our business is present enables us to formulate more impactful sustainability strategies.

The pandemic's far-reaching effects have changed the way we engage our stakeholders, necessitating the use of alternative methods such as virtual platforms.

This change has had the positive effects of allowing us to both reach a wider range of individuals and lowering our environmental impact in conducting engagements. As such, we have continued to utilise these methods even as movement restrictions have been lifted.

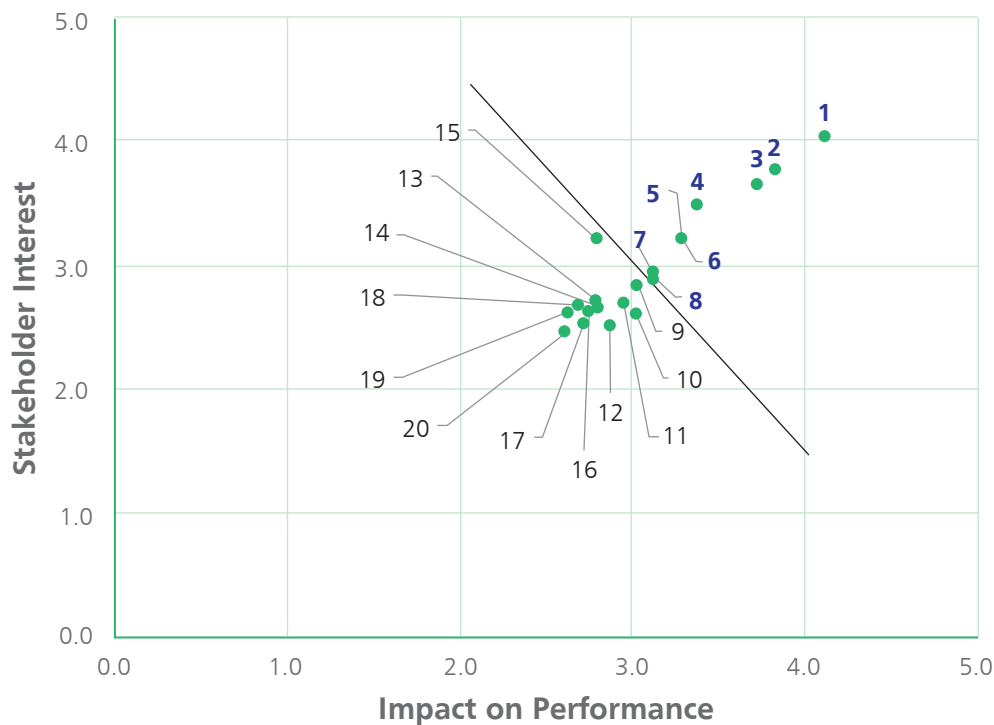
The table below outlines our approach to stakeholder engagement as well as the concerns and expectations recorded.

Stakeholders	Mode of Engagement	Frequency of Engagement	Stakeholder Concerns / Sustainability Issues	Expectations
Shareholders and Investors	<ul style="list-style-type: none"> Annual General Meeting Briefing / Meeting Extraordinary General Meeting Performance Review Meeting with EXCO and Board Electronic Communication 	Annually As needed As needed Quarterly Quarterly As needed	<ul style="list-style-type: none"> Economic Performance Anti-Corruption Environmental Compliance Employment Customer Privacy 	<ul style="list-style-type: none"> Provide training and education to all employees Annual or periodical qualitative and quantitative goals and targets for all aspects
Media	<ul style="list-style-type: none"> Media events Press Interviews / Releases 	As needed As needed	<ul style="list-style-type: none"> Economic Performance 	<ul style="list-style-type: none"> Safe work environments that ensure the health and safety of all workers and employees are taken care of
Government	<ul style="list-style-type: none"> Income tax filing Annual Return SST reporting Electronic Communication Local authorities 	Annually Semi-Annually Bimonthly As needed As needed	<ul style="list-style-type: none"> Economic Performance Anti-Corruption Environmental Compliance Occupational Health and Safety 	<ul style="list-style-type: none"> Diversity in the representation of all employee categories (age group, gender, minority group etc.), and equal opportunity
Suppliers	<ul style="list-style-type: none"> Project Centric Supplier Audit Orders Placement Meetings Electronic Communication 	Regular As needed Monthly As needed As needed	<ul style="list-style-type: none"> Procurement Practices 	<ul style="list-style-type: none"> Safe disposal of effluents and waste from all operations that have the least impact on communities and biodiversity
Customers	<ul style="list-style-type: none"> Customer Feedback Questionnaire / Survey Social media Electronic Communication 	As needed As needed As needed As needed	<ul style="list-style-type: none"> Anti-Corruption Local Communities Customer Privacy 	<ul style="list-style-type: none"> Security and privacy of sensitive customer data in accordance with applicable laws
Employees	<ul style="list-style-type: none"> Monthly payroll Employee appraisals Training and product knowledge Management Meeting with Union Performance Review / Incentives Individual Development Programme Electronic Communication 	Monthly Annually Periodically Monthly Annually As needed As needed	<ul style="list-style-type: none"> Training and Education Employment Occupational Health and Safety Diversity and Equal Opportunity Non-Discrimination 	<ul style="list-style-type: none"> Establish robust sustainability governance and strategy across all business segments
Local Communities	<ul style="list-style-type: none"> Community Engagement Programmes through Corporate Social Responsibility 	As needed As needed	<ul style="list-style-type: none"> Local Communities 	

MATERIALITY

In assessing and prioritising our sustainability material matters for FY2022, we cross-referenced and analysed the actual and potential impacts of each of our sustainability material matters on our business operations and our stakeholders, thereby generating a clear picture of the issues which matter most.

Based on the outcome of this process, eight (8) sustainability material matters were classified as 'High Priority'. The eight (8) High Priority matters are disclosed within this Report, as approved by OHB's Board.



High Priority

1. Environmental Compliance
2. Economic Performance/ Financial Stability
3. Data Privacy and Security
4. Health and Safety
5. Labour Practices and Standards
6. Supply Chain Management
7. Anti-Corruption
8. Non-Discrimination, Diversity & Equal Opportunities

Emerging Priority

9. Effluents and Waste Management
10. Responsible Material Sourcing & Consumption
11. Energy Management
12. Biodiversity & Land Use
13. Water Management
14. Emissions Management
15. Human Rights and Child Labour
16. Climate Change Vulnerability
17. Product Carbon Footprint
18. Socioeconomic Compliance
19. Community/ Society Contribution
20. Product Innovation

CORPORATE GOVERNANCE

Sustainability Governance at OHB

We recognise the importance of effective governance in achieving sustainability. To that end, we have adopted the highest standards of corporate governance in our operations, with our overall framework aligning with the following guidelines:

1. Malaysian Code on Corporate Governance (as at 28 April 2021) (referred to herein as "the Code" or "MCCG");
2. Bursa Malaysia Securities Berhad (Bursa Malaysia)'s Sustainability Reporting Guide (3rd Edition);
3. Bursa Malaysia Berhad's Corporate Governance Guide (4th Edition), and
4. Bursa Malaysia's Main Market Listing Requirements (Listing Requirements).

With these guidelines, our governance model is robust and well-equipped to deliver sustainable outcomes through the day-to-day operations of our business segments, furthering the responsible and ethical culture that we strive for.

Our approach to governance is further geared to our sustainability ambitions in the areas of Economic, Environment and Social, as outlined below.



ECONOMIC



Our focus on creating long-term sustainable growth for our stakeholders requires us to constantly review our business practices. This facilitates the delivery of economic performance built on good corporate governance and high ethical standards. We ensure compliance with various national laws in Malaysia, Indonesia, Singapore, Australia, New Zealand, and other markets where we carry out our business activities.

ENVIRONMENT



We strive to reduce our environmental footprint by adopting best practices in our daily operations, monitoring our performance against key indicators, and taking appropriate corrective action when necessary to reduce our environmental impact. We work with our stakeholders to enhance awareness of environmental issues, promote sustainable practices, and utilise operational processes that do not adversely affect the environments in which we operate.

SOCIAL



We consider our people to be our greatest asset, and we strive to provide them with adequate support, protection, and growth opportunities at the workplace. We also believe that the Group's success and growth should bring meaningful impact to the communities in which we conduct our business.

CORPORATE GOVERNANCE (cont'd)

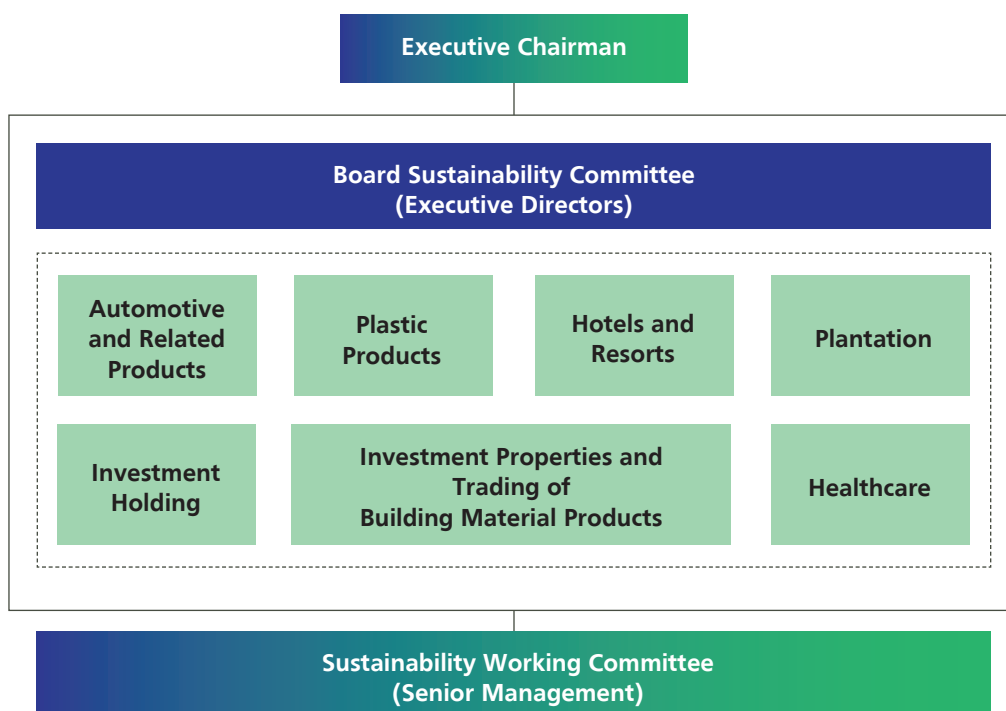
Sustainability Governance Structure

Our sustainability directives stem from the head of our organisation, with the Board of Directors (Board) setting the tone and maintaining responsibility for our overall business conduct. This process is led by the Board Sustainability Committee (BSC), which comprises the Executive Directors that oversee our seven business segments and hold responsibility for providing oversight and guidance in the formulation and direction of our corporate strategies and policies.

To achieve greater efficiency in our approach, the BSC is supported by our Sustainability Working Committee (SWC), which consists of Senior Management personnel. The SWC reviews and sets goals and targets for identified key sustainability matters, while overseeing the progress of our efforts towards these targets.

Our quarterly Executive Committee (EXCO) meeting provides a platform for the BSC to highlight and deliberate on any matters relating to our sustainability approach and reporting.









OHB Group Governance Structure



CORPORATE GOVERNANCE (cont'd)

Sustainability Policy, Code of Ethics and Compliance at OHB

We strive to embed sustainability into our business through our overarching Sustainability Policy and the implementation of well-considered and responsible business practices including:

	Following our Sustainability Policy which covers the Group's overall approach to sustainability and commitments across the Environment, Social and Governance spectrum for OHB's main business segments;
	Adhering to the requirements of all laws and regulatory requirements, and standards and better practices to which the Group subscribes and establishes;
	Adopt high ethical values and ensure these practices are upheld across our business through our code of ethics and employee training programmes;
	Establish and nurture open, honest and timely communications, and being responsive to concerns ;
	Establish a comprehensive enterprise-wide risk management framework , which includes a process to identify, evaluate and manage risks faced by the Group in its pursuit of its business objectives and strategies;
	Establish emergency response plans to ensure that official, coordinated and fully resourced response and control measures can be activated to meet the specific needs of all emergency situations within the size of our operations, communities and transportation routes in the event of emergency;
	Establishing shareholders communication policy which allows the Group to effectively communicate with its shareholders, prospective investors, stakeholders and the general community, including maintaining a dedicated website that facilitates easy access to corporate information, annual reports and Group announcements; and
	Establishing robust policies and procedures to ensure the adequacy and integrity of the Group's internal control system and management information systems, including our systems for compliance with applicable laws, regulations, rules, directives, and guidelines.

CORPORATE GOVERNANCE (cont'd)

Code of Ethics

In striving to maintain the highest standards of business conduct, we have developed and adhere to detailed codes that pertain to specific areas of impact, covering key operational functions and environmental issues that are relevant to our business.

Code of Ethics on External Environment

We shall be committed to preserving the environment and obeying environmental legislation, acting with social responsibility, and respecting human dignity.

Accordingly, we are required to be diligent, responsible, and respectful in our relations with authorities, clients, competitors, suppliers, members of the communities and all other individuals, companies and organisations with which the Company relates in the exercise of its regular activities. Covered Persons must always seek to preserve the Group's good reputation, image and relations. We shall refrain from establishing commercial relations with companies that knowingly do not follow ethical standards compatible with those followed by the OHB Group.

Code of Ethics on Work Environment

Each of us has a responsibility to help provide a work atmosphere free of harassing, abusive, disrespectful, disorderly, disruptive, or other non-professional conduct. Our Directors, Officers, Senior Management, and employees seek to foster a work environment that is free from fear of retribution or reprisal. We provide equal employment opportunities by recruiting, hiring, training and promoting applicants and employees without discrimination based on race, colour, religion, national origin, gender, age, ancestry, sexual orientation, disability, handicap or veteran status.

Code of Ethics on Safe and Healthy Environment

OHB Group is committed to providing a drug-free, safe and healthy work environment for all Covered Persons, customers, business partners and visitors. Every Covered Person has a personal responsibility to support this commitment. Covered Persons are obliged to carry out their work in a safe manner, without causing harm to themselves or others, and to report any potentially unsafe or unhealthy situations immediately. They must observe and follow all safety and environmental regulations laid down in the operational instructions, including putting on the necessary safety equipment, where applicable.

Using or being under the influence of alcohol or illegal drugs while on the job is strictly prohibited, and smoking is restricted to designated areas. Each of us is responsible for compliance with applicable health and safety laws and regulations.

Any environmental risks that may arise within our properties or from our operations shall be identified and managed in accordance with applicable laws and regulations.

Code of Ethics on Fair Dealing with Others; Illegal or Questionable Gifts or Favours

We will not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair practices. We will not make materially false, misleading or unsubstantiated statements about our competitors or ourselves on internet message boards, blogs, social media sites (e.g. Facebook, Twitter and YouTube), or similar forums, or by other means of communication. Covered Persons, as our representatives, must adhere to these standards in a Covered Person's conduct on our behalf. Covered Persons shall not post information about us on the internet anonymously and shall only speak for us if authorised to do so.

CORPORATE GOVERNANCE (cont'd)

Buying, selling, and bidding on our behalf must be done on an "arm's length" basis. Covered Persons are not permitted to offer, give, or solicit or accept any payment, gift, bribe, secret commission, favours or other business courtesies that constitute, or could be reasonably perceived as constituting unfair business inducements, or that would violate laws or regulations or our other policies. Any questions regarding the appropriateness of offering, giving, soliciting, or accepting a gift or invitation shall be addressed to the any of the respective companies' Human Resource Department.

Code of Ethics on Fraud

Where an employee, officer, Senior Management or Director has concerns, or receives information about any fraud in connection with the affairs of the Group, it is their equal responsibility to report those concerns or information.

Let it be known that OHB does not tolerate fraud in any of its business conducts. Therefore, the Company find it imperative to implement a formal policy for all reporting and investigation of fraud, and has proceeded to document it on the **Whistle Blowing Policy**.

Code of Ethics on Gratification, Bribery and Corruption

OHB Group takes a zero-tolerance approach towards any form of bribery and corruption. Covered Persons are prohibited from, in any circumstances, directly or indirectly, accept or obtain, or agree to accept or attempt to obtain, from any party, for themselves or for any other party (including their family members), any form of bribery or gratification as an incentive or a reward for doing or forbearing to do, or for having done or forborne to do, any act in relation to the Company's affairs or business, or for showing or forbearing to show favour or disfavour to any party in relation to the Company's affairs or businesses.

Covered Persons must also refrain from any activity or behaviour that could give rise to the perception or suspicion of any corrupt conduct or the attempt thereof. Promising, offering, giving or receiving any improper advantage in order to influence the decision of the recipient or to be so influenced may not only result in disciplinary action but also criminal charges.

If the Covered Persons have made or received any payment, which could be misconstrued as bribery and corruption, Covered Persons shall immediately report to the Company.

A "bribe" or a "gratification" is any gift, payment, benefit or other advantage, pecuniary or otherwise, offered, given, or received in order to secure an undue or improper result, award, decision, benefit or advantage of any kind. A bribe need not involve cash or another financial asset, it can be any kind of advantage, including the unpaid use of corporate services or property, loan guarantees or the provision of employment to the family or friends of people with whom OHB deals.

Note: Covered Persons: Directors, Officers, Senior Management and employees of OHB Group

Compliance

We strive to ensure strict compliance with the applicable laws and regulations set forth by local authorities where we operate. To this end, our country management representatives closely monitor regulated areas to avoid any non-compliance with local legislations.

At the level of day-to-day operations, we seek to drive continuous compliance by establishing a stringent set of internal requirements that govern how we conduct our business.





ECONOMIC

ECONOMIC PERFORMANCE

Why It Matters?

Our economic performance is core to delivering positive impact across the sustainability spectrum, freeing up funds for investment in our workforce and for the support of local communities and natural environments. The need for such investments has only amplified given the effects of the COVID-19 pandemic, and we have responded to the call by stepping up our commitment.

To this end, we have made significant investments in expanding our business portfolios and taking advantage of new market opportunities during the year in review, all while taking strategic action to mitigate against pandemic impacts. As a result, we have been able to deliver strong contributions to gross domestic product (GDP) growth in our footprint, all while also creating employment opportunities and empowering livelihoods.

How We Approach It?

Our approach to economic performance seeks to strike a balance between business performance and contributions to the economy, people and the environment, with the specific strategic actions implemented at sector-level detailed below.

Automotive and Related Products

Across the segment, we focus on economic performance-related issues with the guidance of the relevant subsidiary-level management. In doing so, we employ key information and tools such as customer data, new model forecasts and competitor pricing/promotion analysis to gain insights and take informed actions. Our teams also monitor monthly sales revenue and engage in regular reviews with the management team to ensure that we meet internal targets and projects, address ongoing issues and action feedback received.

We keep abreast of changes in market dynamics and updates in the National Automotive Policy at an industry-level scale, regularly reviewing analysis reports, and responding appropriately to policy changes. For HM, we work closely with Honda Japan to capitalise on Brunei's National Automotive Policy directives related to vehicle safety, striving to contribute to the nation's target of achieving 60% electric vehicle sales by 2035.

The segment also boasts a rigorous annual risk monitoring and assessment process that considers risks such as loss of dealership, changes in government policies related to the automotive trade and/or non-national cars, and the impact of recession on economic activities.

In mitigating manufacturing risks, we strive to maintain high standards of quality, cost and delivery. These standards are reinforced by IATF 16949:2016, ISO 9001:2015 and ISO 14001:2015 certifications, with the principal monitoring key performance indicators (KPIs) such as market share and customer satisfaction to track our performance and ensure competitiveness. KPIs may be reassessed from time to time depending on market conditions and organisational objectives.

Operational and financial audits are conducted by external auditors, OHB's internal auditor, and third-party system audits, ensuring operational effectiveness and the accuracy of financial disclosures accuracy. Audit findings are reflected in EXCO presentation papers, which are submitted quarterly.

At the subsidiary level, AAP's membership in the Proton Vendor Association, the Honda Malaysia Supplier Club, the Toyota Supplier Association, and the MIDA Lighthouse Project enables accurate updates and monitoring of changes in government policies and market conditions.

Our processes have enabled us to provide stable and long-term employment to our employees, most of whom are hired from localities surrounding relevant operations. Their stable employment benefits their communities economically, and our sustained economic performance contributes to the respective governments and communities in the form of taxes and employer contributions.

Examples of Subsidiary Level Quality Focused Initiatives

Subsidiaries set KPIs related to market share, customer satisfaction and other key metrics, which are aligned with the standards set by their respective principals. In turn, principals audit these KPIs regularly in order to drive continuous improvement in performance.

A key example can be found in AAP's business segment, which sets sales and customer performance standards that are monitored regularly. In addition, HM is developing an internal survey to measure customer satisfaction which is expected to be rolled out by Q4 2024.

ECONOMIC PERFORMANCE (cont'd)

Plastic Products

For the plastic products segment, economic value generated is a key metric of performance. To ensure consistent performance standards, the segment's Central Management conducts regular evaluations that include monthly reviews of overall company performance. These evaluations consider several performance criteria, such as sales, rejections, key component cost ratio, stock ageing, debtors' collections, and budget management over the preceding two months.

Benchmarking is conducted amongst subsidiaries and major competitors to ensure the continued competitiveness of the segment. Key factors evaluated during benchmarking include sales level, gross profit margin and net profit margin ratio. In addition, product-level information is monitored and evaluated by Central Management and General Managers on a monthly basis, including sales, cost, output, stock ageing and rejection rate. Countermeasures on rejected goods from customers are also discussed and implemented. Direct Material Ratio (DMR) and product profitability are the factors to take into consideration during request for quotation stage and also out-sourcing pricing. Constant review to mitigate DMR by Value Analysis and Value Engineering (VAVE) activities and outsourcing for parts with low profit margin.

Plant-level performance is also closely monitored, gauged based on delivery defects and late deliveries, the plant's accident rate, Overall Equipment Effectiveness (OEE), and progress made on value-adding or cost reduction initiatives. Based on the results of these evaluations, a budget is allocated for the following two months.

To aid performance monitoring and improvement, monthly presentations are prepared by members of the operations and finance teams. These presentations include monthly and YTD profit/loss, profit/loss forecasts, stock ageing, headcount and overtime, sales, progress against KPIs, resin loss, monthly cost reduction amount, process defect disposal amount rate, cost variance report and OEE (machine loading and spray capacity loading). Clear targets are set for cost reduction, including a purging rate of 0.3% and a rejection rate of 1%. Should these targets not be met, Central Management implements performance improvement measures.

Hotels and Resorts

Our Hotel Managers and Heads of Department are responsible for ensuring satisfactory financial results and long-term performance, enforcing strict control points and performance targets, and leading regular senior management meetings to discuss pricing, promotions, advertisement, and channel distribution techniques.

Within the segment, emphasis is placed on revenue generation, cost saving measures, and initiatives geared towards improving service quality and offerings. To achieve these aims, financial resources are allocated to improve operations, such as by procuring new technologies, innovating service offerings, undertaking marketing projects, carrying out website enhancements and more. The initiatives are regularly followed up to ensure the team stays on track to meet targeted outcomes.

To mitigate the post-COVID nationwide shortage of manpower, we have implemented an alternative measure of hiring casual and/or contract workers, resulting in the gradual restoration of service quality levels while keeping operations lean.

Beyond meeting resource needs, our ability to fulfil our customers' expectations directly impacts the economic performance of this segment. Their satisfaction levels are gauged through regular feedback and reviews, and we also use a hotel reputation management system (Revinat) to gauge customer satisfaction levels, with comments reviewed daily by the departments and remediations swiftly put in place wherever necessary. All feedback is additionally reviewed by either the Duty Manager or the General Manager of the entity in question.

To enhance employee performance and job satisfaction, we continue to invest in the development of our people, offering robust training programmes which improve their competency and knowledge in key areas, including by way of training for new employees and refresher trainings delivered through toolbox meetings. Employees are also kept abreast of customer feedback and reviews to drive continuous improvement in service standards.

ECONOMIC PERFORMANCE (cont'd)

Plantation

Managed by the Plantation Committee at the Group's headquarters, the plantation segment is a crucial component of the Group.

The committee convenes regular meetings to evaluate each entity's economic performance systematically and to discuss potential issues that could impact the segment's long-term business objectives. In addition, the committee approves yearly economic performance targets set by Heads of Departments, reporting on these targets and the progress therein to the EXCO on a periodic basis.

Investment Properties and Trading of Building Material Products

We generate economic value in this segment through rental income and sales of construction materials. To ensure we optimise this value, we have established a strong governance structure that oversees daily operations and ensures business continuity.

The economic performance of this segment is based on three pillars: quality products, timely delivery, and effective marketing strategies. To this end, each department sets an annual performance target, with subsidiary-level performance data collected and submitted monthly to the General Manager for evaluation. Results are reported to HQ for feedback, which the General Manager and management team act upon by implementing required measures.

In addition, the management team holds regular meetings to discuss critical business issues, with the controller holding periodic meetings with each department to ensure that they are meeting their economic targets. Meanwhile, Heads of Department monitor daily dispatch and update Operation Managers and Sales Managers on progress.

We adhere to ISO9001 quality standards across the segment, and our technical teams, including QC and R&D professionals, monitor the quality of raw materials on a weekly basis while tracking daily cube test reports to ensure that quality standards are always met.

The segment provides ample opportunities for employees to upskill themselves and acquire new knowledge through regular seminars and workshops including safety and health trainings while a yearly training plan is implemented based on the quality objective outlined in ISO9001. We also incentivise and recognise performance with rewards and benefits, such as trips, distributed in accordance with internally established KPIs.



ECONOMIC PERFORMANCE (cont'd)

Healthcare

The segment's Chief Executive Officer spearheads a senior management team which oversees our employees and businesses. This structure enables the execution of performance-optimising procedures which include internal and external audits, in-house operational reviews conducted by each entity, periodical risk assessments and risk mitigation exercises.

Supporting this, the segment places great emphasis on developing and maintaining policies and procedures that align with regulations set out by local authorities, such as the Malaysian Ministry of Health (MOH) and the Malaysian Society for Quality in Health (MSQH). This allows us to consistently maintain best-in-class standards in healthcare delivery while supporting the health and vitality of society.

In driving continuous performance enhancement, our teams regularly conduct subsidiary reviews to evaluate the need for additional financial and technological resources, with performance reviewed against qualitative criteria that include patient load, number of students enrolled, and revenue generated.

In this endeavour, they are supported by our Finance Department, which regularly reviews financial performance and budget utilisation, the results of which are communicated to top management on a monthly basis. As a result, new initiatives deemed impactful to bottom-line performance can be efficiently budgeted and executed.

As the technological requirements of quality healthcare consistently evolve, our approach must be equally flexible. To this end, we have invested in recruiting experts in high-tech medical services and in increasing the capacity of our facilities to cater to the growing healthcare market.

Our Performance

Kindly refer to the economic performance of the Group in the Financial Highlights section of this report.



FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

Why It Matters?

We recognise the wide-ranging actual and potential impacts of climate change, which apply not just within our business environment but also beyond it.

The rising threat of global warming has resulted in a higher demand for environmental friendly products and solutions at the consumer level and innovative green manufacturing processes at the corporate level. To lead by example, maintain our reputation and stay competitive, we approach climate change with a proactive stance.

The initiatives outlined in this topic discuss the measures we have taken to mitigate the effects of climate change on our financial performance, as well our efforts to capitalise on opportunities presented by the low-carbon economy.

How We Approach It?

Automotive and Related Products

Climate change is impacting the global automotive sector in terms of both consumer demand and the manufacturing landscape, with the growing awareness of climate change increasing demand for environmental friendly vehicles and automotive products. As a result, manufacturers must evolve and adopt more environmental friendly processes, materials, and technologies to meet this demand and remain relevant.

To stay up to date with the latest environmental regulations, we update our internal policies to accommodate any regulatory changes in the markets where we operate. Our management team and subsidiaries also monitor changes in market demand and manufacturing technologies to ensure that our resources align with the climate change agenda and that our targets for return on investments are met.

We recognise that due to climate change, additional investment is now vital for research and development, acquiring new technology and for training. To this end, investment requirements for new initiatives are discussed with all relevant partners prior to implementation.

AAP's products primarily involve shock absorbers, lighting, side mirror, power window regulator, latch, door handle and control cables. Hence, our products are integral to both Electric Vehicles (EV) and conventional cars that use Internal Combustion Engines (ICE), which means reduced risk from the market shift towards EV. Through constant dialogue with partners, the company seeks to incorporate new technology into its processes and manufacturing capabilities, in order to further mitigate against such risks. AAP has also introduced a product design and development plan until 2025 to drive improvements in performance, operation and temperature durability, corrosion and chemical resistance. The plan takes into consideration the impact of future government initiatives in encouraging the use of low-emissions vehicles.

Meanwhile, our other subsidiaries follow the direction set by their principals, guiding considered investment into environmental friendly and low-carbon technologies.

In addition to consumer demand and manufacturing processes, the increasing occurrence of natural disasters is also a significant aspect of climate change. At the management level, risks stemming from natural disasters are discussed during the project planning phase and monitored through our Risk Management Framework, with emphasis on operations recovery and mitigation.

Plastic Products

To limit our contribution to climate change, our plastic products segment is committed to energy conservation by implementing the 3R policies (Reduce, Reuse, and Recycle). We regularly review our energy consumption, using energy cost as a percentage of overall production cost as a metric to track improvements.

To improve energy conservation efforts, we consider investments in energy-efficient technology, including by upgrading existing machinery and exploring the use of renewable energy. For instance, we are considering investing in electric injection machines, which provide an energy-efficient upgrade on older technology.

Driven by customer demand, TSP, AI, and KTSM have already adopted the EMS 14001 Environmental Management System. Our other subsidiaries in the segment will consider adopting this system in the future.

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE (cont'd)

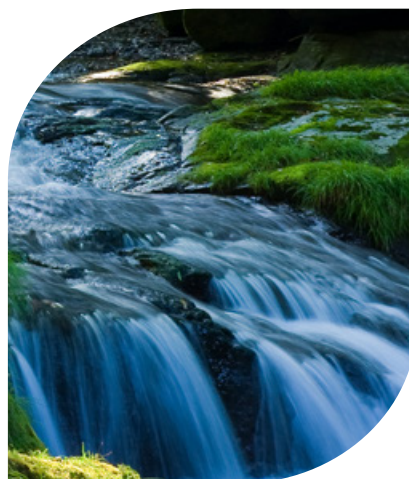
Hotels and Resorts

To address the preferences of environmentally conscious guests, we recognise the importance of acting on climate-related issues at our hotels and resorts. To this end, we have introduced various environmental initiatives to position our brands as mindful and climate-friendly.

Our multi-faceted approach includes implementing the use of eco-friendly and biodegradable amenities and reusable products, while gradually phasing out single-use plastics such as plastic straws. We also promote recycling and encourage responsible consumption of resources among our staff and guests.

Moreover, we have already implemented several environmental initiatives across different properties. For instance, 30Ben has stopped using plastic bottles and single use room amenities, while KA and KNZ have introduced a more resource-efficient irrigation system and set up vermicast recycling centres to recycle organic waste. Additionally, energy-saving applications and lighting have been installed at all our hotels to reduce our environmental footprint. We also place priority on energy efficiency when purchasing new equipment.

Our efforts have not gone unnoticed as we have not received any negative reviews relating to our environmental impact or initiatives. Going forward, we will continue to prioritise sustainability and innovation by adhering to Group and segment-wide sustainability policies, while collaborating with local community representatives to develop initiatives that are sensitive to the local environment.



FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE (cont'd)

Plantation

Climate change poses a significant threat to our plantation operations, as they rely on a stable and predictable climate. The rising occurrence of extreme weather, forest fires, and prolonged drought seasons exacerbates this risk.

In response, our Enterprise Risk Management (ERM) system and our respective operating centres closely monitor climate change and climate risks. The Finance Department and Research and Development Department at our Group headquarters also provide additional monitoring and support.

To mitigate the potential impact of sudden weather events on our segment, we have allocated specific funds for mitigation actions. The individual operating centres are responsible for executing action plans, and they report any observations or findings to top management and the Plantation Committee regularly.

Investment Properties and Trading of Building Material Products

Climate change has the potential to have both a positive and a negative impact on the segment's operations. While government regulations may create opportunities for cost-effective financing of environmental friendly projects, there also exists a risk of delays in project approvals and the potential for additional compliance commitments.

To identify and monitor risks and opportunities, operating centres within the segment use our ERM system as a tool, guiding the implementation of mitigation strategies at the subsidiary level. These actions include providing training for technicians and workers to ensure compliance with Construction Industry Development Board (CIDB) regulations, with training on quality, technology, and environmental safety conducted by National Ready-Mixed Concrete Association of Malaysia (NRMCA). Our quality manual is in line with NRMCA's requirements.

We evaluate the effectiveness of the ERM system at the subsidiary level on an annual basis to ensure its continued relevance.

Healthcare

Our healthcare segment recognises that climate change will have far-reaching effects beyond environmental damage, particularly with regard to emerging health issues. Therefore, our focus lies in building resilience against the health consequences of this crisis.

Our Performance

The following table provides a summary of selected risks and opportunities identified by some of our segments, including their impact, financial implications, mitigation strategies, and the associated cost of those strategies.



FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE (cont'd)

Risk/ Opportunity	Description	Impact	Mitigation	Cost of Mitigating Action
Automotive and Related Products				
Risk	Global warming / greenhouse effect	Interruption of supply chain	Keeping buffer stocks for 1.5 months	-
Risk	Physical risks (e.g. storm/hurricane, heavy rain, flooding, drought, etc.)	Physical damage to business plant/premises	Insurance to cover any physical damage to the premises due to natural disaster	RM 199,000/year
Risk	Storm and floods hit nationwide	Affect supply chain on new cars and spare parts	Insure on company assets against storm tempest & flood	Not quantifiable
Opportunity	Lower dependency on the electricity to cushion the impact on tariff hike	Cost reduction in electricity	Installation of solar panel	RM 54,000/year
Opportunity	Using Teams meeting instead of physical can help reduce electricity consumption	Cost reduction in electricity and petrol consumption (travelling)	Invest in electronic devices and AV system	RM 154,400
Opportunity	Increase of sales of Energy Efficient Vehicle (EEV) in the market	Usage of EEV will reduce carbon emission, thus improve the livelihood of the people	Investment required to enhance the vehicle sales meet the EEV standard set by Government	Depending on the initiative by car manufacturer
Opportunity	Sales of solar and heat protective product derived from environment overheating	Increase in the sales of tinted film	Stricter implementation of sales by-product and better incentive	Depending on the initiative taken by distributor
Opportunity	Increase in body and paint service	Increase in major repair job for cars hit by floods	Initiative to promote special peril insurance coverage in Honda Insurance Package	Not quantifiable
Plastic Products				
Risk	Floods	Consequential loss	Protect environment and insurance coverage	Not quantifiable
Hotels and Resorts				
Opportunity	Statistics show that environmental issues matter to the millennial consumers. So pivoting towards green or eco friendliness will be a selling point on its own	This pivot will enhance the brand values to the consumers. The green effort can also be marketed as a premium means increase in the price range	Investment will vary according to the final scope of changes	Cost will vary according to the final scope of changes

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE (cont'd)

Risk/ Opportunity	Description	Impact	Mitigation	Cost of Mitigating Action
Plantation				
Risk	Fire during dry season	Loss of palm stand per hectare	Form Firefighting teams	Firefighting team on standby
Risk	Flooding during raining season	Loss of properties and production	Set up proper drainage system	Clear up clogged drains
Risk	Fresh Fruit Bunches (FFB) productions and estate daily operations were disturbed due to extreme climatic circumstances	<ul style="list-style-type: none"> - Disruption to the estate regular operations such as harvesting, manuring, spraying when it rains. - Leaching of fertilizers due to rains. - Increase cost of spraying due to re-spraying work as it rains. - Continuous dry season causes palms undergo moisture stress, delay in ripening and thus FFB yield decreased. 	<ul style="list-style-type: none"> - Spraying will stop during the monsoon season - No manuring is allowed if rainfall exceeds 20mm a day before manuring - To adhere with Company's Good Agricultural Practices (GAP) and Standard Operating Procedures (SOP) 	N/A
Risk	Flash floods in Monsoon rain and droughts in dry weather	Damage to roads and steel bridge, delay in harvesting, palms undergo moisture stress	Desilting of drains and rivers prior to the monsoon season	N/A
Investment Properties and Trading of Building Material Products				
Risk	Flood	Stop production, wire rusty	Level up floor	Approximately RM 50,000
Risk	Flood	Machine breakdown	Insurance coverage	Not quantifiable
Risk	Typhoon	Stop production	Insurance coverage	Not quantifiable
Opportunity	New mix design by using of cementitious blends. Results in stronger, more durable high-performance concretes and also helps reduce global climate impact by lowering energy consumption and greenhouse gas emissions	Durable concrete with lowered concrete cost	Put up additional silo for Pulverish Fuel Ash (PFA) to significantly reduce carbon footprint of concrete	RM 100,000

PROCUREMENT PRACTICES

Why It Matters?

In line with our objective of supporting local communities, we have implemented initiatives to encourage the procurement of local suppliers. The goal is to mirror our success and growth in the communities where we conduct business by giving back in meaningful and impactful ways.

Localising our supply chain not only directly impacts the community, but also encourages competitiveness among suppliers. This approach has the potential to reduce costs for shipping, storage, emissions and energy usage. Additionally, it can ensure a more stable supply of materials and services.

While our initiatives have the potential to bring about positive change to local communities, we recognise that there may be perceived uneven benefits. Therefore, we aim to address this issue by engaging more local suppliers in the future, as far as feasible.

How We Approach It

Automotive and Related Products

To support local businesses and economies, we allocate a significant portion of our procurement budget for automotive and related products to local suppliers, unless items or services are not available locally or are priced significantly higher. Local suppliers are defined as manufacturers or distributors with registered offices in the same country as our operations, with most of them located in Malaysia, except for HM (Brunei), and Kah Motor Singapore and KP (Singapore).

Plastic Products

In order to ensure the highest quality products and satisfy customer expectations, most suppliers of materials we procure for our products are appointed by our customers. For our injection moulding subsidiaries in particular, customers decide most sourcing of materials and components. Other factors that are considered in our procurement process include cost and quality requirements.

Hotels and Resorts

Where possible, local suppliers will be prioritised over non-local suppliers in the procurement process. Local is defined as suppliers within the same city or state. In addition to geography and location, we consider cost as a major determining factor in the procurement of goods and services. Through our approach to procurement, we aim to have a positive effect on the local economy, including impacting community growth, shared success, increased competition and better efficiencies in the economy.

Plantation

Our plantation segment strives to support the human rights for the workers and contractors in addition to indigenous peoples and local communities within the vicinity of our operations. To this end, we prioritise the procurement of local suppliers at the subsidiary level, with our major operations in South Sumatera and Bangka Island giving preference to local suppliers of products and services. We also engage with local communities and the government to establish mutually beneficial approaches, exemplified by the community programmes they support.

Nevertheless, the gap between local supply and our operational requirements may create conflicts such as jealousy or perceived uneven benefits. To address this, we follow the recommendations of an independent third-party social impact assessment. We also collect feedback through channels like the Grievances Handling Mechanism to evaluate the effectiveness of our measures.

PROCUREMENT PRACTICES (cont'd)

Investment Properties and Trading of Building Material Products

Within the segment, our aim is to ensure all spending is local. Depending on the location of our subsidiaries, local suppliers are defined as those who exist within a national market. In addition to this, we also consider cost, availability and quality considerations when procuring goods and services. Our procurement processes are governed by relevant policies, such as Anti-Bribery and Corruption policies. Further, all procurement requires approval from necessary authorising figures, such as a General Manager.

Healthcare

Our business which is located entirely in Malaysia has been affected by the global shortage of healthcare materials due to supply chain and procurement issues.

This global shortage is expected to persist due to the increasing costs of raw materials and ongoing geopolitical concerns. To minimise the impact of this macroeconomic situation on our operations, our management continuously collaborates with stakeholders to explore alternative materials and sources for our medical centre, pharmacies and nursing school, with our subsidiaries implementing appropriate policies wherever necessary.

Our Performance

Looking forward, we will continue to work closely with local suppliers across all business segments and improve our data collection processes to improve our performance data in relation to this area of sustainability.



ANTI-CORRUPTION

Why It Matters?

Our reputation as an ethical organisation is a key driver of the sustainability of our business in the markets and industries where we operate. In particular, it is vital that we maintain a stringent approach to corruption and other unethical business practices.

In understanding that unethical business practices can damage stakeholder perceptions of our company and result in significant legal and financial consequences, we have implemented comprehensive measures while maintaining a robust governance structure that provides clear oversight of practices across our business footprint.

The initiatives outlined in this topic describe the steps we have taken in this crucial area.

How We Approach It

To ensure an ethical business environment and prevent corruption, we have implemented a range of measures across our operations. Our approach includes:

- Establishing Group-level Anti-Corruption policies in adherence to relevant regulatory requirements
- Adopting these policies across our operating segments
- Communicating our Code of Ethics to employees towards promoting a culture of integrity and transparency
- Providing clear information on the procedures for reporting unethical behaviour.

Together, these measures form the foundation of our approach to anti-corruption.

Automotive and Related Products

To prevent corruption in its operations, the segment uses the Group's Corporate Governance Framework as a foundation, incorporating various measures and approaches that include employee training, Anti-Bribery and Corruption policies, and whistleblowing procedures.

With the goal of achieving zero incidents of corruption each year, the segment's management team and Human Resource Department coordinate these anti-corruption efforts while arranging regular training to help employees comply with regulatory requirements. Specifically, employees attend briefing sessions where they must provide their signatures to confirm attendance and acknowledge the Group's Corporate Governance Policies. Employees also sign a Code of Ethics declaration and receive communication on Anti-Bribery and Corruption policies.

The segment has whistleblowing and grievance procedures in place, as outlined in the Group's Governance Policy. Employees can use this trustworthy channel to report unethical behaviour, with the disclosures directed to the Chairman of the Audit Committee or the Head of Internal Audit.

To further combat corruption, third-party vendors and suppliers are required to sign a Supplier Code of Conduct Declaration (SCCD) form, committing them to a zero-tolerance stance against corruption and acknowledging the anti-corruption requirements outlined in Section 17A of the Malaysian Anti-Corruption Commission (MACC) Act 2009 (Amendment 2018).

Plastic Products

To uphold the Group's zero-tolerance policy against corruption and unethical business conduct, the segment implements Group-level policies approved by the Board. This is facilitated by training programmes provided to Key Management personnel who then disseminate the information to employees. After receiving the relevant briefings, employees are required to provide a signature of acknowledgment and receive yearly updates on Group policy.

The segment also applies the same standards to suppliers by requiring third parties to sign on SCCD of acknowledgment of the Group's Anti-Bribery and Corruption policy and the anti-corruption requirements outlined in Section 17A of the MACC Act 2009 (Amendment 2018).

ANTI-CORRUPTION (cont'd)

Hotels and Resorts

The segment has adopted a zero-tolerance policy toward corrupt practices, and employees are provided with clear guidelines to report and combat unethical behaviour. This is essential to the segment's reputation as a significant portion of its inventory is supplied by external vendors.

Heads of Department are responsible for ensuring that all staff members follow the relevant Anti-Corruption policies and procedures, with spot checks and audits conducted by Hotel Managers and Finance Departments to enhance control. Furthermore, monthly internal checks for cash floats are conducted, and reminders on ethical behaviour standards are provided during staff briefings.

To facilitate reporting of suspected unethical behaviour, an open-door policy is maintained across the segment's operations, allowing employees to lodge a complaint to their relevant Head of Department, the Human Resource Department, or a Hotel Manager. Employees can also utilise skipped-level reporting or the Group's whistleblowing procedures and channel to submit a complaint or grievance anonymously, with thorough investigations promptly carried out in response to the suspected non-compliance incident.

Further to its overarching policies, the segment has also established additional procedures that govern how our hotels and resorts procure goods and services. Examples of these procedures include requiring three quotations for non-operating purchases, electronic signature of purchase orders by the Financial Controller/Accountant and General Manager, and two authorised bank signatories for payments.

Lastly, Human Resource Departments organise comprehensive training and education programmes for employees to understand their obligations under applicable anti-corruption legislation. These programmes provide practical guidance on responsible and ethical behaviour in the workplace.

Plantation

To ensure the highest standards of ethical behaviour, the segment maintains a zero-tolerance policy against any unethical practices, including corruption, with decisive action taken against any confirmed incident. This is supported by robust protocols and internal policies, with ongoing monitoring by the sustainability teams at the respective operation centres to ensure compliance.

Any instances of unethical behaviour are to be immediately reported to a relevant Head of Department, as per the segment's internal policy. Heads of Department are then responsible for reporting incidents to the Plantation Committee, who will assess and report such instances to the Board on a periodic basis.

In ensuring compliance, the segment has implemented various policies and initiatives including an ERM framework, limits of authority (on cheque issuance), ongoing monitoring of changes to anti-corruption laws, and ongoing analysis of the root causes of relevant incidents in the organisation. Revisions to the monitoring system, including the ERM and Limits of Authority, are made where necessary.

In addition, the segment requires suppliers to sign the Group's SCCD forms, committing them to upholding the Group's standards in business conduct and integrity. Employees are also provided with specific training programmes which provide guidance on acting ethically and reporting instances of unethical conduct, in addition to meaningful updates on local anti-corruption regulations.



ANTI-CORRUPTION (cont'd)

Investment Properties and Trading of Building Material Products

The segment has a "zero incident" target regarding corruption, which it achieves through regulatory compliance and by promoting integrity, transparency and accountability across its subsidiaries. To this end, the segment conducts regular monitoring, internal reviews and audits in accordance with relevant guidelines and regulations to ensure the effectiveness of its practices.

In driving ethical business practices, the segment has put several key policies and initiatives in place, including a Code of Conduct & Ethics, an ERM system, and an Internal Control Framework. In addition, subsidiaries are tasked with developing and implementing practices to address potential areas of negative impact relevant to their business, such as maintaining price transparency and including compliance as a metric in employee performance reviews.

Across the segment, employees receive relevant training, covering the latest anti-corruption regulations as well as practical content including methods to detect corruption red flags. Subsidiaries provided with additional training on the MACC Act 2009 (Amendment 2018) and corporate liabilities, as and when necessary, and company-level handbooks have also been introduced to provide guidance to employees on ethical business conduct.

Regarding suppliers, the segment requires them to sign a declaration form committing them to the Group's strict anti-corruption standards. To address cases where suppliers are reluctant to cooperate, the segment plans to incorporate an anti-bribery and corruption clause in purchase orders in order to align suppliers with its standards.

Healthcare

The healthcare segment's policies and procedures against corruption are in line with the Group's overarching anti-corruption framework, including the Group's zero-tolerance stance against corruption.

To this end, the segment's C-suite personnel receive training on corporate liability related to corruption, while management-level employees receive training on anti-bribery and anti-corruption measures. Furthermore, suppliers of the segment are required to sign a SCCD form upon registration. This commitment ensures that they adhere to the relevant regulations and internal standards of the Group in all business dealings.

In FY2022, newly registered vendors have submitted their SCCD together with their Vendor Master Form.

To report unethical behaviour, the segment provides a grievance mechanism that includes guidance on filing complaints. The mechanism is distributed to new employees during orientation, and complaints can be emailed directly to the Human Resource Department. Unresolved cases are escalated to Senior Management for further action. Additionally, employees and stakeholders of the segment can also use the Group-level whistleblowing procedures as an alternative and anonymous reporting channel.

Our Performance

Our reputation as a progressive and globally respected company is built on our unwavering zero-tolerance policy against bribery, corruption and unethical business practices. We enforce this policy strictly both internally and throughout our supply chain, with the success of this approach reflected in our low corruption risk ratings and the absence of confirmed incidents of corruption within our segments.

During the current reporting period, we have focused our energies on educating our employees about our Anti-Corruption policies and procedures. Our efforts in this area have been effective, and we will continue our efforts moving forward to ensure that our employees understand our strong stance against corruption.



ENVIRONMENT

ENVIRONMENTAL COMPLIANCE

Why It Matters?

Corporate reputation increasingly depends on a company's environmental impact, making compliance with environmental regulations and best practices crucial for investors and stakeholders. In response, we have taken a proactive approach to environmental issues, with the aim of driving sustainable growth and the continuous enhancement of stakeholder value.

Our approach involves the development of in-house policies and procedures, strategic committees, impactful training programmes and other initiatives aimed at ensuring continued compliance. These efforts have enabled us to meet and exceed regulatory expectations and stakeholder demands, thereby enhancing our reputation as a responsible and forward-thinking organisation across our markets and countries of operation.

How We Approach It?

A structured approach to environmental management is applied across the business segments, with segment-level management teams responsible for monitoring environmental performance in line with internal policies and guidelines. Management teams are also tasked with instilling a culture of eco-consciousness and environmental responsibility within their respective teams.

Through this approach, and with the aid of the various policies, programmes, and procedures in place, we aim to make a positive contribution to the environments in which we operate, going beyond mere compliance.

Automotive and Related Products

To address growing concerns over the environmental impact of automobiles and their manufacturing, the segment has taken firm steps to minimise its environmental footprint. This starts with ensuring strict compliance with applicable environmental regulations including the Environmental Quality (Scheduled Wastes) Regulations 2005 as well as globally adopted standards such as ISO 14001:2015 (Environmental Management System) across the subsidiaries.

To ensure responsible stewardship and continued compliance, we maintain a comprehensive internal structure within our segment. This structure is guided by our Environmental Policy, which provides an overarching framework for environmental responsibility and prescribes procedures for our employees to follow. In executing the policy, management personnel are required to attend regular briefings and training programmes on the latest environmental regulations in their respective business areas.

Environment, Health and Safety (EHS) training and awareness programmes are offered across the segment with the aim of keeping staff members up-to-date on the latest environmental regulations. Additionally, we have established a segment-wide EHS Department to manage environmental issues, including the responsible management and disposal of hazardous waste generated from operations. This department also conducts regular Hazard Identification, Risk Assessment and Risk Control (HIRARC) exercises and EHS audits, in addition to external surveillance audits.

Through this multi-layered control structure, we aim to maintain continued environmental compliance and drive responsible stewardship of the environment.

Environmental-related Practices by Our Dealership Subsidiaries

Our dealership subsidiaries, as a crucial component of the automotive industry's supply chain, are fully committed to conducting their business in an environmentally responsible manner. To achieve this goal, we have established an environmental committee to oversee the environmental performance of these subsidiaries and identify opportunities to improve their environmental practices.

In the important focus area of waste management, our service centres allocate necessary resources to ensure compliance with regulations including the Environmental Quality (Scheduled Wastes) Regulations 2005.

ENVIRONMENTAL COMPLIANCE (cont'd)



Environmental-related Practices by Our Manufacturing Subsidiaries

Our subsidiaries have implemented specific practices that address environmental risks and opportunities in their respective businesses. These include:

- Monthly inspections of processes conducted by management, the safety committee and designated safety personnel, with any incidents of non-conformance reported to the respective person-in-charge for further action.
- Establishing an EHS committee and an Emergency Response Team (ERT).
- Holding EHS meetings every three months and conducting annual management reviews where potential actions to mitigate environmental issues, reduce water usage and reduce electricity consumption are discussed.



Plastic Products

In response to the growing scrutiny faced by the plastic manufacturing industry, our subsidiaries have aligned their environmental policies with the ISO 14001:2015 environmental management systems standard and local regulations. These policies provide detailed guidance on environmentally responsible actions tailored to the specific risks and challenges faced by each business area. Supporting the practices outlined therein, we regularly conduct internal and external audits to evaluate our environmental controls and ensure compliance with national laws and internal standards.

To mitigate the negative environmental impacts associated with our operations, we have taken the lead in various initiatives aimed at reducing waste, minimising pollution, and increasing energy efficiency, investing in cutting-edge technologies to achieve our goals. As part of our future initiatives, we are exploring the possibility of investing in solar energy for KTSM's new factory buildings in Serendah, Selangor, with the potential to extend this initiative to other companies within our segment.

Hotels and Resorts

In response to the growing trend of environmentally conscious holidaymakers, the segment has made environmental management and action a top priority.

The segment has set a 'zero incident' target for non-compliance to environmental regulations, systems and processes across the hotels and resorts. To achieve this, Heads of Department are tasked with monitoring performance continuously and ensuring compliance is cascaded through regular training sessions arranged by Human Resources. Staff are also encouraged to share their ideas and feedback towards improving sustainability.

In striving to be responsible stewards of the environments and communities in which we operate, our Sustainability Taskforce supports the segment to implement environmental benefit programmes and initiatives. These cover enhanced waste management, recycling, installation of energy-efficient lighting, promotion of mindful consumption of water, energy, and hazardous chemicals usage reduction. Additionally, plastic bags are banned in the operations where required by local legislation, and we are working to eliminate the use of single-use plastic bottles across our properties.

Plantation

Due to increasing attention on the environmental impact of the palm oil industry, both importers and consumers are prioritising sustainability when selecting palm oil sources. In response, we have implemented sustainable business practices in both our upstream and downstream operations, in accordance with globally recognised standards such as the Roundtable Sustainable Palm Oil (RSPO), Malaysian Sustainable Palm Oil (MSPO), and Indonesian Sustainable Palm Oil (ISPO). Our Group-wide Sustainability Policy, which was updated in 2022, incorporates these practices and focuses on five areas:

- Environmental protection and management;
- Social responsibility towards workers;
- Social and Community engagement;
- Responsible business practices; and
- Traceability.

Whenever global standards are updated, such as ISPO did in 2020, our policy and practices are promptly revised to maintain strict compliance.

ENVIRONMENTAL COMPLIANCE (cont'd)

Healthcare

Department of Occupational Safety and Health (DOSH), an internal structure has been established to promote sustainable healthcare services within the segment. This structure includes the segment's Occupational Health and Safety Committee and its Environmental Compliance Safety Services Committee.

The Environmental Compliance Safety Services Committee which meets quarterly is responsible for implementing environmental management measures such as briefings on fire safety, infection control programmes and staff awareness drives on relevant hospital emergency codes. They also conduct annual emergency code drills, annual medical surveillance exercises, chemical exposure monitoring, and noise risk assessments, while facilitating mandatory inspections of the segment's chemical registry in collaboration with DOSH.

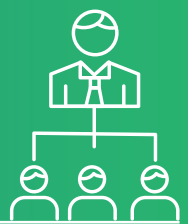
In 2022, the segment adopted new environmental management KPIs including mandatory safety training for new staff, annual training for existing staff, emergency response training, quarterly HIRARC, and periodic reviews. In achieving these goals, HIRARC will be tabulated for new risks or processes, while COVID-19 risk assessments and compliance to SOPs outlined by the MOH will be mandatory across the segment.

Our Performance

During the past financial year, the Group recorded two (2) instances of non-compliance with applicable environmental laws and regulations.

Looking ahead, we will remain vigilant in tracking changes to relevant regulations, ensuring that any updates are promptly incorporated into our comprehensive environmental management protocol.





SOCIAL

EMPLOYMENT

Why It Matters?

The competence, expertise and know-how of our personnel is vital to our ability to achieve our goals and confront future obstacles alike. To this end, we strive to maintain a diverse and multifaceted workforce that brings a wide range of perspectives, abilities, and talents, placing us ideally to succeed in our increasingly interconnected and intricate world.

Our approach to employment also includes creating a supportive work atmosphere that fosters personal and professional growth, and promotes job satisfaction. We also view meritocracy, equitable pay, diversity, and equal opportunities as critical in attracting and retaining top talent.

How We Approach It?

Our employment practices are built on the principles of fairness, equal opportunity and anti-discrimination, as set out in our Group-wide Code of Ethics. Beyond this, each of our business segments have developed their own unique approach to attracting and retaining top talent over the long-term, as detailed below.



Automotive and Related Products

The principles of equality and fairness are firmly established as the basis of employment practices in this segment, in accordance with the Group's Code of Ethics and employee handbook. Our employment policies and procedures in the segment also adhere to the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP)'s principles of fair employment practices, encompassing recruitment based on merit, fair treatment of employees, equal opportunity for training and development, fair compensation, and compliance with national labour laws and the Tripartite Guidelines on Fair Employment Practices. Additionally, the segment also adheres to guidelines set by collective agreements.

We maintain a merit-based hiring process that is free from bias based on gender, race, religion or age, with senior management and Heads of Departments ensuring that the recruitment process is non-discriminatory and based on the candidate's achievements and suitability for the role in question. Further to this, employees are clearly communicated on their rights and responsibilities during onboarding, kept updated on key employment matters through monthly meetings, and benefit from an open-door policy to encourage two-way communication on relevant issues.

In addition, employee performance reviews are conducted impartially and transparently based on established KPIs.

Further to this, we provide maternity leave, paternity leave and compassionate leave under our employment. Specific measures have also been implemented to create a conducive work environment for women, such as designating parking bays for pregnant women.

In all of the above areas, we conduct regular reviews and audits to ensure compliance with prevailing government laws and regulations and to maintain alignment with local and international standards and policies.



EMPLOYMENT (cont'd)

Plastic Products

To maintain its responsible and human-centric reputation, the segment follows the Group's Code of Ethics and Collective Agreement for employment practices. This ensures fairness in areas such as recruitment, performance reviews, remuneration and leave entitlements. Employees must acknowledge and adhere to the Code, and as of 2022, this is an annual requirement.

Further to the entitlements provided to employees, they are also availed of ongoing training programmes that develop the skillsets required for success in the fast-evolving plastic industry. By driving continuous professional development in this way, we encourage employee retention, thereby equipping subsidiaries with the necessary competencies to remain highly competitive.

Finally, we maintain an open workplace culture to promote collaboration and two-way communication between employees and management-level professionals, encouraging constructive feedback and open communication of concerns. We also have a grievance mechanism, whereby our subsidiaries must attend to and rectify formal grievances within 20 working days, in line with the segment's Collective Agreement and Code of Ethics.

Hotels and Resorts

The hospitality industry depends heavily on the competence and satisfaction of its employees. To this end, we prioritise the implementation of employment practices that promote a secure, supportive, and productive workplace.

Our approach to achieve this goal involves establishing fair and inclusive employment policies that align with the Group's standards. We also keep a close eye on country-level laws and regulations to ensure that any updates are promptly incorporated into our internal policies and contracts.

Measures adopted by our subsidiaries

Our subsidiaries have taken a collaborative approach to prioritise employee wellbeing, personal growth and career advancement. Measures adopted include:

- Measures to counter bullying, discrimination and harassment
- Maintaining an open-door philosophy for employees to raise concerns and provide feedback
- Enhancing their disciplinary and grievance management processes
- Prioritising health and safety through additional measures
- Introducing an Employee Assistance Programme with mental health resources to support emotional wellbeing

Ensuring employee satisfaction, personal development and career progression is a top priority for our subsidiaries. To achieve this, we have implemented collaborative measures such as tailored training programmes to support employees at all levels and address any challenges they may encounter.

Furthermore, we understand the importance of fair and competitive compensation, and as such, our Human Resource Department regularly benchmarks annual staff salary reviews against the latest industry wage statistics. When recruiting new staff members, additional salary reviews, supported by the General Manager are conducted, staff union recommendations and demands are also taken into consideration.

To maintain employee engagement, we regularly communicate with our employees through internal channels, such as employee satisfaction surveys. The feedback received from these surveys helps us to evaluate employment practices and identify areas for improvement in our hotels and resorts. Additionally, we have structured grievance procedures in place, providing employees with a safe and anonymous means of addressing any sensitive issues that may arise.

EMPLOYMENT (cont'd)

Plantation

The success of our plantation segment heavily relies on retaining employees who possess the necessary skills relevant to our business operations. Therefore, we invest considerably in ensuring a safe and healthy work environment that promotes employee satisfaction. To achieve this, we have implemented several segment-wide Standard Operating Procedures (SOPs), including:

- Implementing anti-child or forced labour policies
- Maintaining workplace health and safety standards
- Providing equal employment opportunities to all employees
- Offering additional benefits to female employees, such as not assigning night shifts and protecting pregnant women from hazardous environments
- Establishing a whistleblowing channel for employees to report violations of employee and human rights
- Taking steps to prevent potential issues such as sexual harassment

While some policies are determined at the subsidiary level, we have established SOPs that dictate our segment's overall approach regarding recruitment, training, development, employee welfare services and facilities, fair compensation, overtime, and handling grievances. The SOPs have been distributed to plantation units to ensure compliance and consistency. Additionally, each plantation unit has formed a Health and Safety Committee consisting of management and employee representatives, with a designated Sustainability Officer or Health and Safety Officer conducting internal audits to ensure ongoing compliance. Each plantation also has appointed persons tasked with monitoring compliance with applicable laws and regulations.

Annual external audits of the Malaysian Sustainable Palm Oil (MSPO) and Indonesian Sustainable Palm Oil (ISPO) certified plantation units are conducted to identify areas for improvement and ensure continued compliance. In FY2022, we have updated our segment-wide policies to comply with the revised ISPO standard published in 2020, with no significant issues found during the year in review.

Our plantations often employ foreign labour, primarily from Indonesia, India, and Bangladesh. Recognising the vital role these employees play in our operations, we strive to create a conducive and fulfilling environment for them, even in the remoteness of a plantation. To this end, we provide a range of facilities and services, such as on-site clinics, accommodation, prayer areas, canteens, childcare centres and sports facilities, to support their well-being.

Furthermore, we have extended employee insurance coverage to include incidents occurring outside of working hours, offering additional protection for those who may be at risk or vulnerable.

Lastly, we have implemented a rigorous mechanism that ensures the employees have a safe means of reporting any issues or grievances. This involves logging complaints and escalating them to management for verification and resolution within 14 to 21 working days of filing. In the event that a complaint remains unresolved, the employee may escalate it to their labour union, and if necessary, it will be resolved through mediation.

Key Employment Practices in the Plantation Segment

Amongst other areas, segment-wide employment practices have been implemented dictating:

- **Ethical conduct of and monitoring over recruitment of workers for our upstream operations**
This helps to guarantee that members of our workforce are not implicated in situations whereby their wages, identification cards, travel documents and other personal belongings could be illegally withheld without their consent.
- **Ensuring no child or forced labour practices**
We rigorously perform registration checks and assessments on new recruits to prevent any incidences of child or forced labour practices within our segment.
- **Regular training to enhance knowledge and awareness of exploitative practices**
Trainings are consistently provided for workers in order to develop their competencies and imprint the awareness to notice signs of exploitative employment practices. The frequent training sessions, which are conducted through workshops and on-the-job coaching, include topics such as workers' rights, human trafficking, forced labour and inhumane working conditions.
- **Listening to and addressing worker concerns**
Relevant training programmes also provide workers with the knowledge and skills to initiate the necessary course of action when areas which require improvements or rectifications are identified.

EMPLOYMENT (cont'd)

Investment Properties and Trading of Building Material Products

The competency and experience of employees is vital to maintain mutually beneficial trading relationships and seize property development opportunities in this segment. Therefore, the segment's priority is to empower its staff to deliver innovative ideas and contributions while ensuring fair, equal, and opportunistic work environments.

Subsidiaries comply with local laws and regulations, including minimum wage requirements, contributions to the Social Security Organisation (SOCSO), the Employment Insurance System (EIS) and the Employees' Provident Fund (EPF), in addition to adhering fully to the regulations Malaysian Employment Act.

In providing employees with the complete information regarding their rights and entitlements, the Personnel Policy Handbook outlines key employment matters including compensation benefits, training, and leave entitlements. Further to this, we encourage an open and collaborative approach, welcoming employee feedback to identify and pre-emptively resolve any prevailing matters.

The segment also maintains a robust grievance procedure that offers employees anonymity when reporting issues, with these issues then promptly elevated to the management level for resolution. This process is essential, especially given the prevalence of industry trade unions, enabling us to identify common problems and build sustainable relationships with our employees and within the industry.



Healthcare

As healthcare is crucial to the development the communities where we operate, we recognise the importance of policies that ensure our employees are retained over the long-term and provided with effective training on essential practices and innovative procedures. By supporting our professionals, we can continue to thrive in this field.

Maintaining healthy and safe working environments is an important consideration in the segment's approach to employment. To uphold the Occupational Safety and Health Act's recommended practices, we prioritise creating a safe and healthy work environment through monthly Economic, Environmental and Social (EES) rounding, yearly updates to chemical registries, annual noise monitoring exercises, twice-yearly chemical exposure monitoring, yearly local exhaust monitoring, and yearly audiometry tests. As regulations regarding safety and health evolve, we promptly update our policies and communicate any new or revised practices to our employees through regular training sessions, with this frequent and open communication proving to be vital during the COVID-19 pandemic.

Above all, we maintain fair employment practices that include merit-based policies for recruitment, evaluation and compensation, with timely updates made to employment agreements to reflect changes in employment law guidelines. Additionally, we leverage healthcare resources to offer our employees exceptional medical benefits such as free influenza vaccinations, annual lipid profile check-ups, and discounts on outpatient and inpatient bills. The entitlements for these benefits vary by subsidiary.

Our Performance

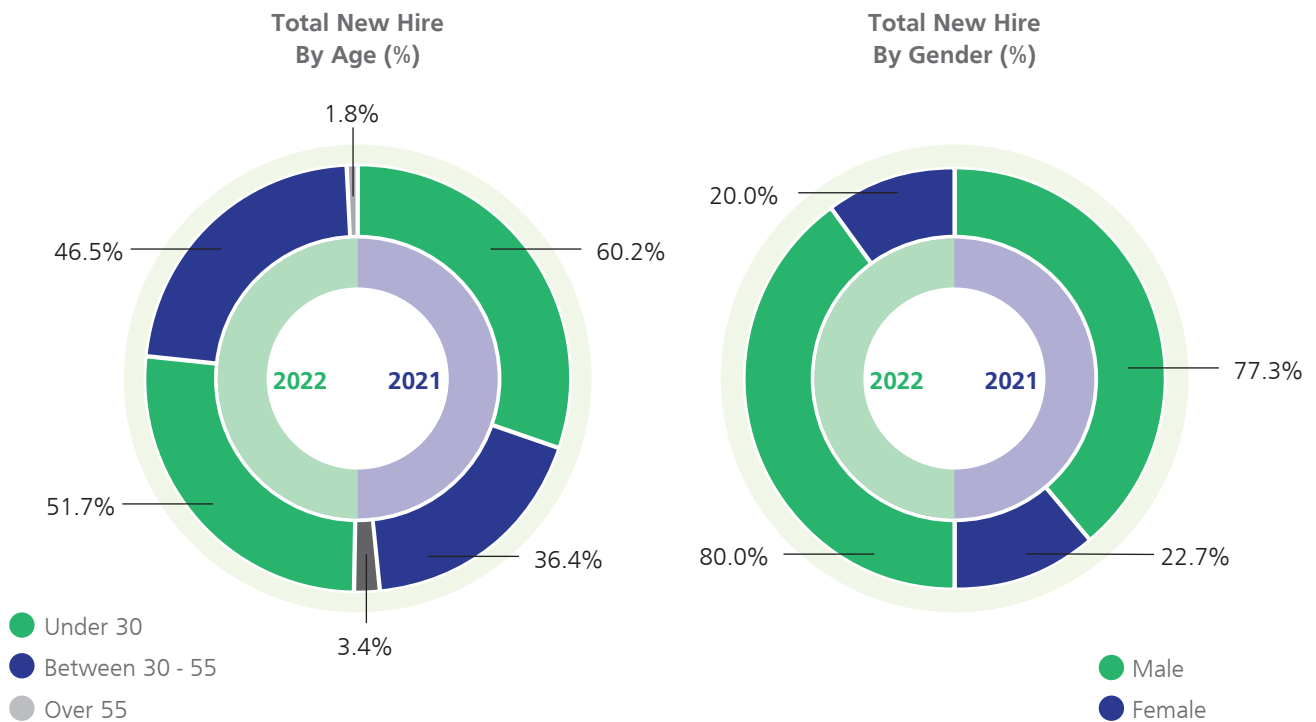
To foster a happy, productive and loyal workforce, we take a holistic approach that balances employee health and safety, fair and inclusive employment practices, and ample opportunities for personal and professional development. Further to this, we take employee grievances seriously and resolve them amicably through our management team.

EMPLOYMENT (cont'd)

Our Performance (cont'd)

The following charts illustrate the total number of new hires and employee turnovers between 2022 and 2021.

Total of OHB's New Hires



Breakdown of Total New Hires by Age (Number)

Segment	Age															
	Automotive and Related Products		Plastic Products		Hotels and Resorts		Plantation		Investment Holding		Investment Properties and Trading of Building Material Products		Healthcare		Total	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Under 30 years old	435	389	109	50	72	125	633	396	0	0	3	1	100	76	1,352	1,037
30 to 55 years old	182	143	95	23	50	91	816	321	2	0	17	8	53	41	1,215	627
Over 55 years old	3	28	12	4	11	17	16	7	0	0	3	1	1	1	46	58

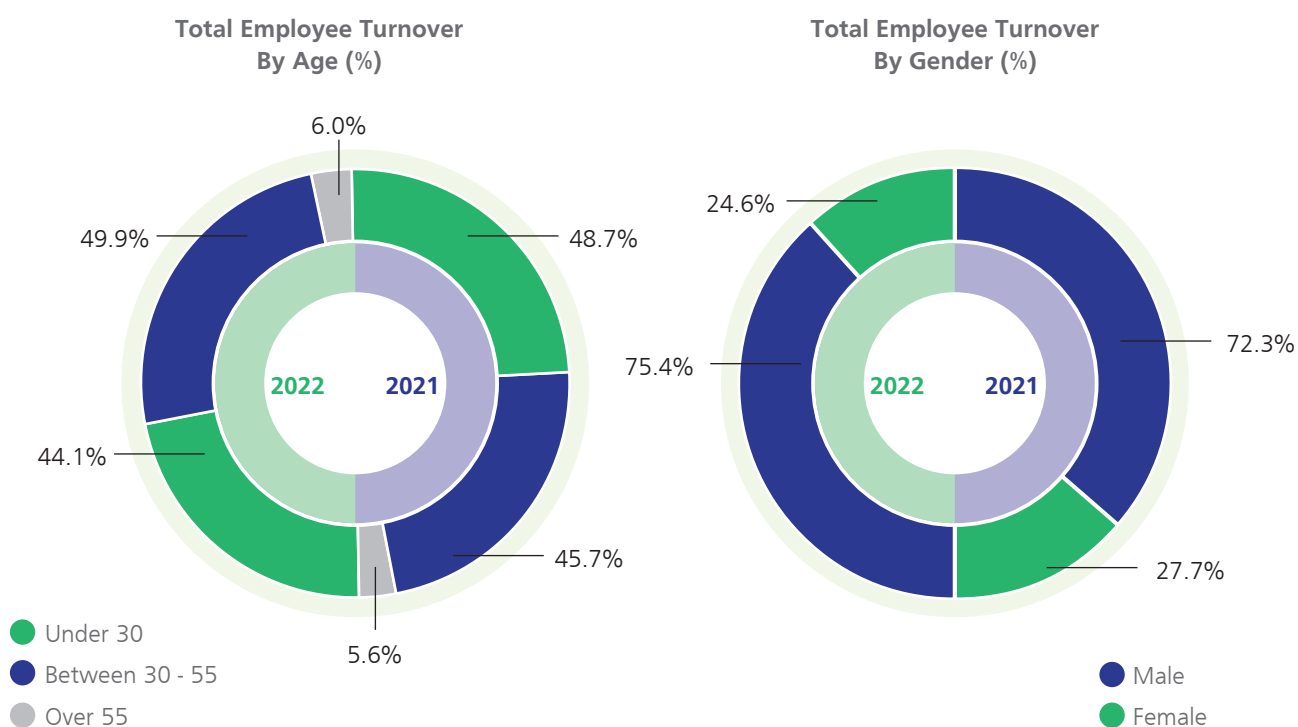
Breakdown of Total New Hires by Gender (Number)

Segment	Gender															
	Automotive and Related Products		Plastic Products		Hotels and Resorts		Plantation		Investment Holding		Investment Properties and Trading of Building Material Products		Healthcare		Total	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Male	453	422	165	59	60	124	1,347	685	1	0	21	10	43	31	2,090	1,331
Female	167	138	51	18	73	109	118	39	1	0	2	0	111	87	523	391

EMPLOYMENT (cont'd)

Our Performance (cont'd)

Total of OHB's Employee Turnover



Breakdown of Total Employee Turnover by Age (Number)

Segment Age	Automotive and Related Products		Plastic Products		Hotels and Resorts		Plantation		Investment Holding		Investment Properties and Trading of Building Material Products		Healthcare		Total	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Under 30 years old	370	293	68	37	111	152	259	254	0	0	6	4	72	48	886	788
30 to 55 years old	202	160	104	27	98	119	516	449	2	1	16	35	63	49	1,001	840
Over 55 years old	22	27	16	10	25	20	36	25	0	0	16	13	6	1	121	96

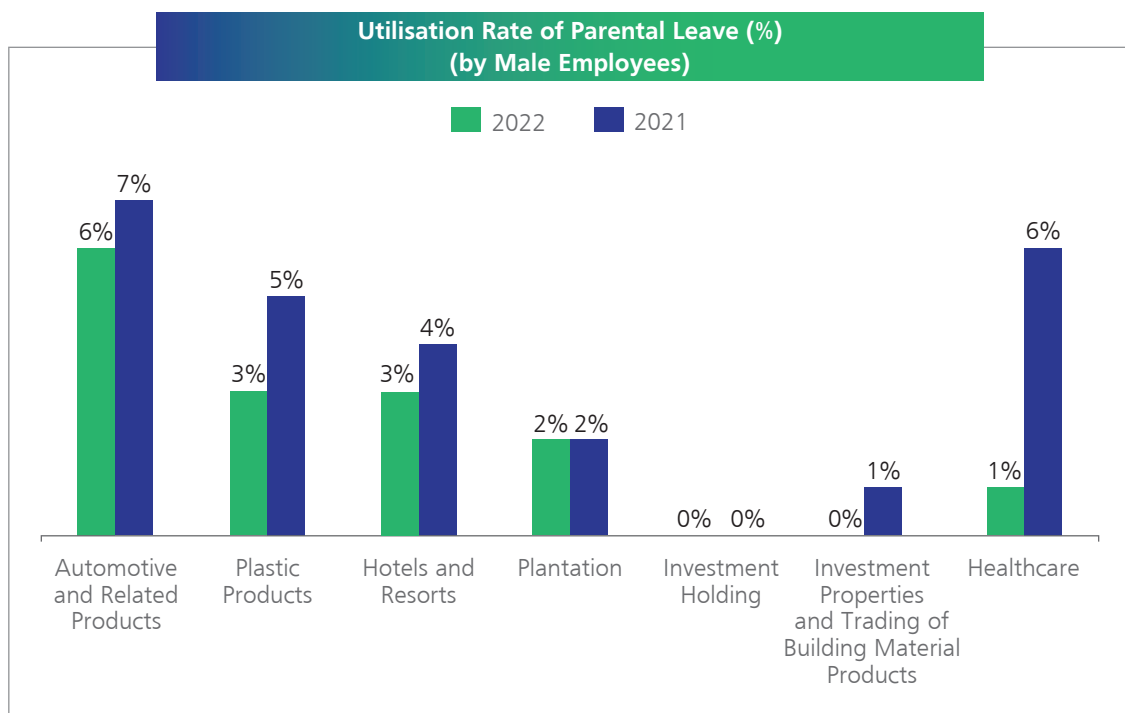
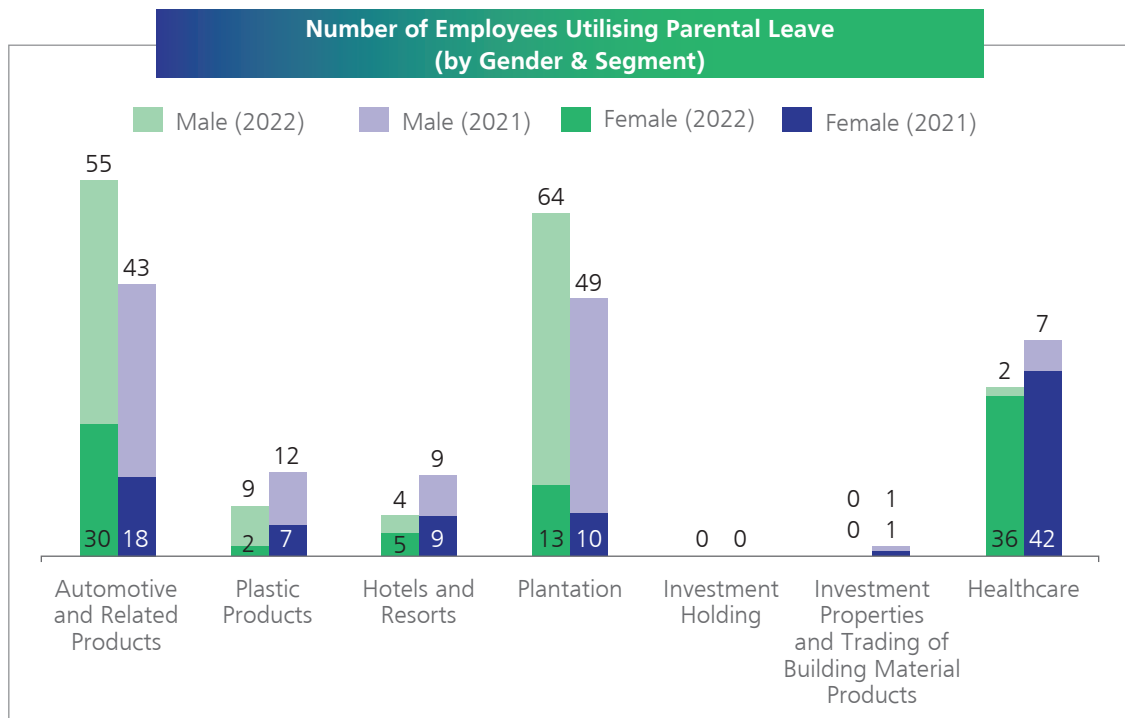
Breakdown of Total Employee Turnover by Gender (Number)

Segment Gender	Automotive and Related Products		Plastic Products		Hotels and Resorts		Plantation		Investment Holding		Investment Properties and Trading of Building Material Products		Healthcare		Total	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Male	442	352	125	56	97	145	775	630	1	1	37	46	38	17	1,515	1,247
Female	152	128	63	18	137	146	36	98	1	0	1	6	103	81	493	477

EMPLOYMENT (cont'd)

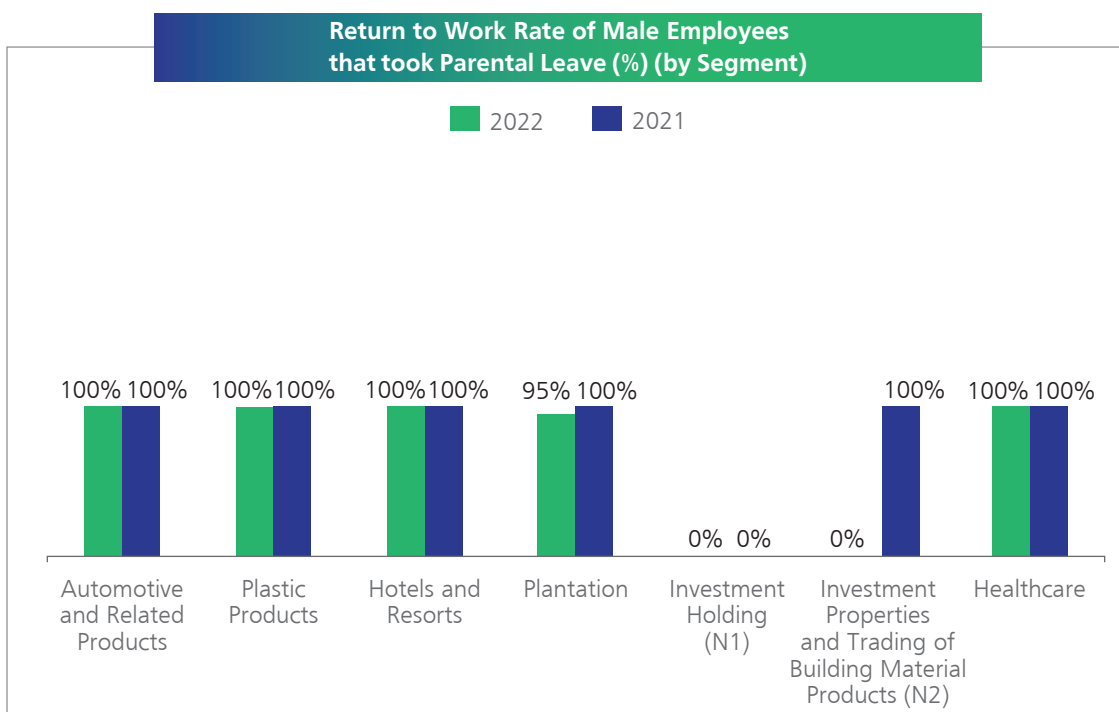
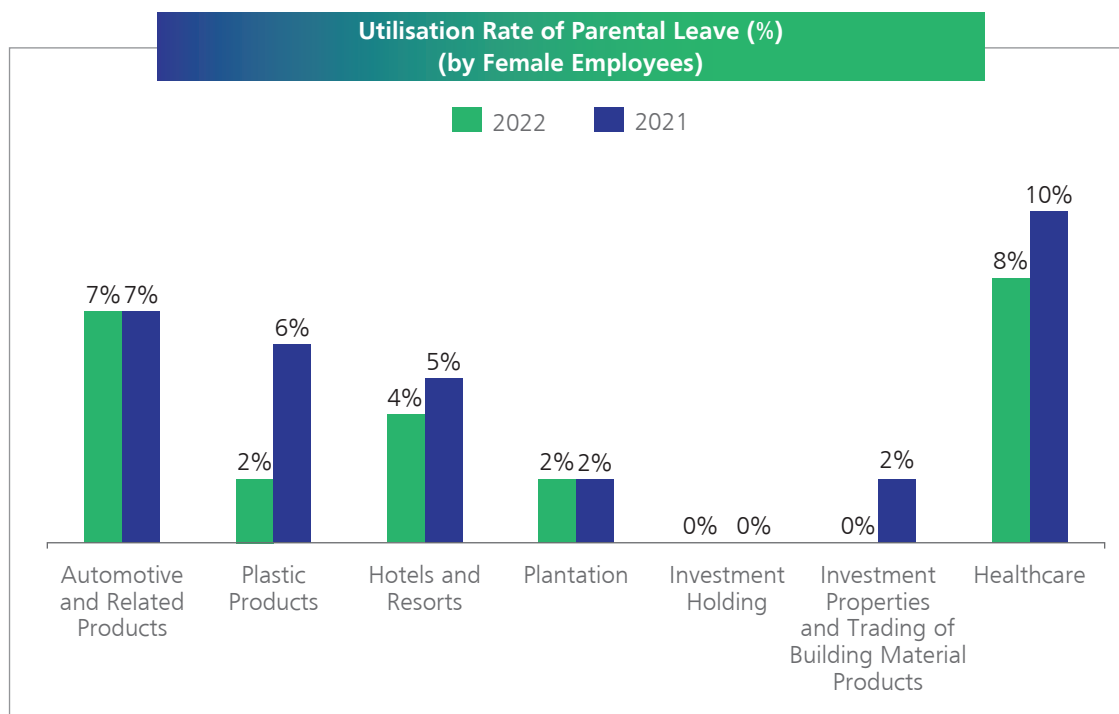
Our Performance (cont'd)

Besides, the following charts show a breakdown of our parental leave utilisation between our male and female employees throughout the year.



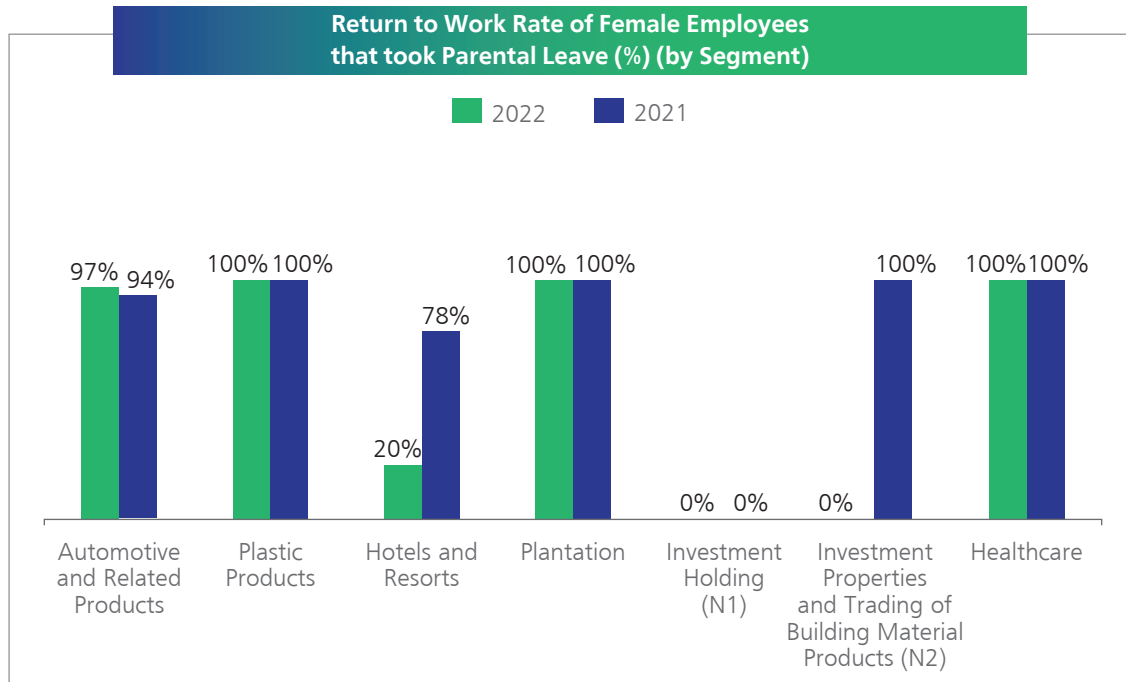
EMPLOYMENT (cont'd)

Our Performance (cont'd)



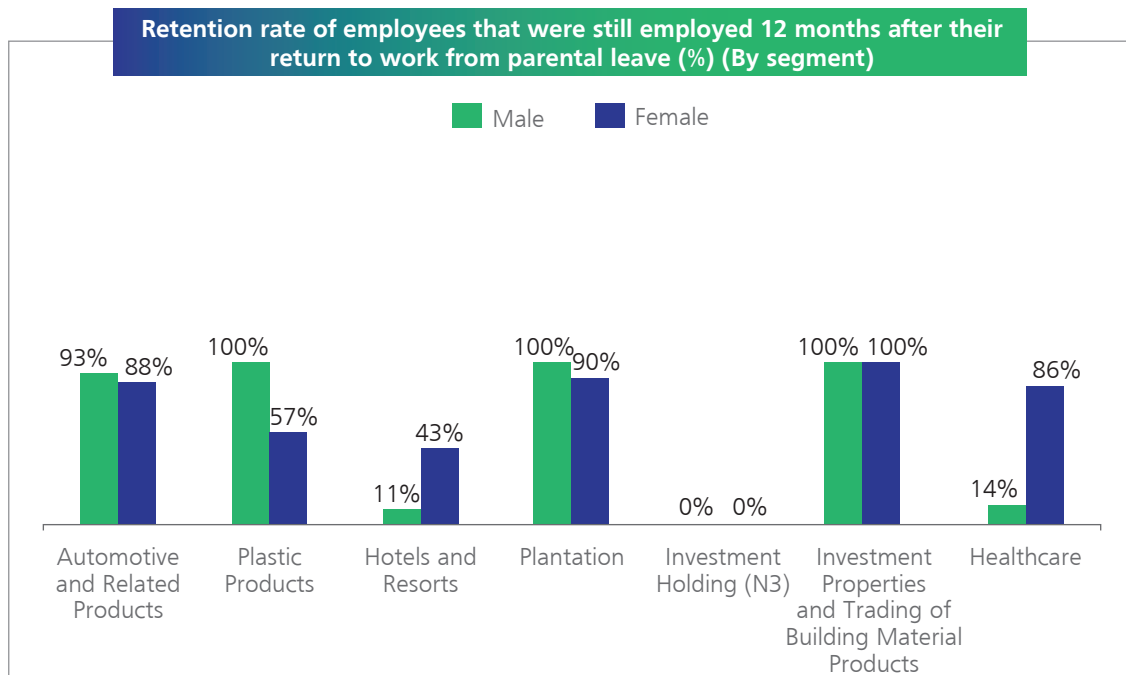
EMPLOYMENT (cont'd)

Our Performance (cont'd)



N1: No male and female employees within the segment of Investment Holding utilised parental leave during FY2022 and FY2021.

N2: No male and female employees within the segment of Investment Properties and Trading of Building Material Products utilised parental leave in FY2022.



The abovementioned retention rate analysis is performed based on the data of employees who have utilised parental leave within FY2021 and have stayed employed within the Group after a 12 month period upon their return to work.

N3: A zero percentage rate is recorded as there was no utilisation of parental leave from employees in the Investment Holding segment in FY2021.

OCCUPATIONAL HEALTH AND SAFETY

Why It Matters?

Ensuring the safety and health of our employees is vital for two reasons. Firstly, when employees feel protected and supported in their work, they are more likely to produce consistent high-quality output. Secondly, prioritising safety and health safeguards our reputation and contributes to our performance as a sustainable organisation.

In prioritising occupational health and safety, we are committed to creating work environments that put the needs of our employees first, allowing them to focus on achieving their goals and advancing in their careers. Moreover, by implementing comprehensive policies that address the physical, mental and emotional wellbeing of our employees, we can reduce risks associated with health and safety, while also establishing the Group as an attractive place to work.

How We Approach It?

Automotive and Related Products

To address the potential hazards associated with the segment, a comprehensive Occupational Health and Safety (OHS) policy has been implemented to minimise any safety and health concerns for our employees, customers, visitors and stakeholders. The policy conforms to ISO 45001:2018 certification and is regularly audited by regulatory bodies, including DOSH, DOE, Fire and Rescue Department (BOMBA), as well as internally.

The EHS Committee plays a key role in managing health and safety issues within the segment, identifying the root cause of incidents and recommending actions to prevent their recurrence. The committee conducts quarterly meetings with workers and employees, as well as periodical inspections to identify and report findings to the management for necessary remediation actions.

We view employee participation is crucial in maintaining occupational health and safety standards. To this end, the EHS Committee operates an open-door policy to encourage employees to report any issues, which are then considered systematically and raised during the Executive Committee meetings. In addition, employees receive relevant OHS training to improve their knowledge, skills, and responsibility in relation to health and safety issues, which are identified through a training needs analysis and conducted by both internal and external parties.

OHS Training Offered to Employees in FY2022

- HIRARC training (once per year)
- Forklift renewal license training (once per year)
- ERT training (once per year)
- Safety bulletin training (once per month)
- Induction to OHS skills and responsibilities (provided to new employees)

Means of Employee Engagement on OHS Related Issues

We are committed to fostering a culture of responsibility by actively engaging our employees on current issues, best practices and regulatory developments pertaining to occupational health and safety. To achieve this, we have established various engagement channels, including training modules, safety bulletins, direct briefings, and discussions on safety topics in our subsidiary-level intranets and newsletters.

The ongoing identification of potential risks is crucial to effective occupational health and safety management. In this segment, we identify risks through the HIRARC process, with designated personnel in each department responsible for reporting potential hazards to their respective management for further action. Additionally, we engage with external regulators if necessary.

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

The steps to be taken in the event of an accident are clearly outlined in the feature box below.



Procedures in the Event of an Accident

The EHS Committee is responsible for overseeing and governing the clear processes detailed below, ensuring compliance with regulatory requirements as set out by DOSH and SOCSO.

- Upon an accident taking place, the victim is promptly given first aid treatment and/or sent to a hospital or clinic based on the severity of the injury
- The EHS Department of the subsidiary in question launches an investigation into the supervisor and leader of the project, and takes their statements
- The EHS Department contacts the victim to take his or her statement, while also giving an advice note to the victim
- Based on the information provided, a report is prepared
- Based on the report, discussions on necessary improvements are initiated, involving the subsidiary's engineering and maintenance teams together with the relevant Head of Department
- Improvement plans are set out and executed according to the deadline set

Concurrent with the processes above, an accident report which involved death, serious bodily injury, occupational poisoning and disease is sent to the DOSH for their further action.



To minimise health and safety risks inherent in various work processes across the segment, we maintain key control procedures. These procedures are subsidiary-specific and encompass physical controls such as safety equipment installation, internal signages, the wide availability of first aid kits and the provision of personal protective gear where necessary. Administrative controls are also implemented, such as optimal work scheduling and the provision of training to reduce employees' exposure to hazardous situations.

Subsidiaries also implement OHS measures, including baseline noise risk assessments and noise monitoring mapping and audiometric testing for operators.

Our employees' well-being is equally important, and we prioritise it by providing access to medical insurance, panel clinics, recreational sports activities for physical activity and team bonding.

Lastly, promoting best practices in occupational health and safety involves not only our subsidiaries but also our suppliers. To facilitate meaningful action in this area, suppliers and contractors will acknowledge the Group's Environmental Policy and fill in their details in a logbook, as recommended by DOSH. Additionally, we conduct safety briefings for our suppliers, vendors, contractors, and visitors before they enter our premises.

Plastic Products

To achieve the goal of having zero workplace accidents and maintaining a production process that is free of harmful elements, our workplace safety policies are based on established health and safety practices within the segment and are governed by the segment's health and safety system, which adheres to the requirements of the Occupational Safety and Health Act (OSHA) 1994. This system applies to the workers, suppliers, contractors, and customers. Requirements include machinery and factory certifications by DOSH, scheduled waste management inventories, PPE inventory checklists and quarterly internal meetings to ensure compliance with BOMBA requirements.

Policies are developed at the subsidiary level to address specific safety challenges and risks, and employees receive detailed training on both Group and subsidiary-level safety practices. An OHS committee, assisted by management, is responsible for overseeing safety matters and ensuring consistent implementation of these practices, with regular operational meetings where employees can provide feedback and express concerns.

Further to this, meetings between management and workers' representatives allow for open discussion and deliberation of safety matters, with a focus on risks associated with the use of chemicals in the plastic production process.

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

Employees are provided with PPE and medical surveillance to mitigate potential risks, and the OHS Committee regularly audits the functionality of safety equipment and measures. Employees also receive comprehensive training, including ERT, first aid, forklift and reach-truck handling, overhead crane handling, fire safety, and waste disposal procedures, in addition to regular refresher training on the use and disposal of chemicals, as well as on the use of PPE.

In the case of workplace accidents, an investigation process is launched in compliance with DOSH guidelines, with processes dependent on the severity of the accident. Employees who sustain serious injuries are eligible for sick leave and SOCSO claims.

Finally, contractors must agree to the segment's stringent safety requirements, including mandatory use of PPE and a commitment to upholding safety standards.

Hotels and Resorts

Our hotels and resorts operate across different jurisdictions and therefore require a system that enables the creation of customised OHS Policy Statements. Such a system ensures compliance with specific guidelines in the countries of operation while maintaining alignment with the Group's guidelines, and provides subsidiaries with the flexibility to introduce practices that cater to their specific health and safety challenges.

For some subsidiaries, OHS Committees comprising of management and employee representatives are established. These committees provide oversight on workplace practices, hold meetings to review established protocols, and ensure that incidents are handled appropriately. They also support individual departments in adopting, documenting and maintaining best practices using OHS checklists as a guide. Additionally, employees can raise issues and provide recommendations during toolbox meetings, which are conducted quarterly or as necessary.

Subsidiaries are also required to include their OHS Policy Statement in their Employee Handbook and communicate the contents clearly during the employee onboarding process.

In turn, employees are provided with comprehensive and updated training modules covering topics ranging from general OHS policies and legal requirements to first aid, fire safety and precautionary measures, emergency evacuation, bomb threat preparedness, and more. Internal trainings primarily use toolbox discussions as the mode of delivery, with Heads of Department taking the lead in delivering the module. External trainers, sourced exclusively from registered training organizations with relevant industry experience, are engaged where necessary.

In addition to trainings, employees are regularly engaged on safety and health matters through briefings, emails, and the Group's message board.

Suppliers and contractors to the segment required to adhere to the same high OHS standards as subsidiaries. They are required to sign an acknowledgement of hotel safety standards before being appointed, undertake a worksite hazard inspection process upon arrival, and adhere to health and safety protocols throughout their work engagement. The contractors must also be licensed and possess up-to-date public liability and work cover insurance.

We maintain high standards in health and safety through a series of control procedures, including on-site cameras for monitoring, ongoing risk assessments, HIRARC procedures, and toolbox discussions. External audits are conducted annually by relevant safety and health authorities in each of our locations, with the segment aiming to achieve good or above-average ratings across the audits.

In the event of an incident, managers must log incident forms daily, and Heads of Department or the relevant person in charge must investigate the incident and obtain statements from the affected employee. A root cause analysis is then undertaken to determine remediation actions, with these actions and any changes to the subsidiaries' protocols and practices taking effect promptly. Injured employees are compensated through insurance, which in KA and KNZ includes coverage of weekly benefits, rehabilitation services, medical expenses, and some personal items damaged during the accident. In the event of death or permanent disability, a lump sum payment is provided.

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

Non-Occupational Health Related Services Provided to Employees

- Medical insurance covering outpatient treatment and dental treatment
- On-site flu vaccinations
- Health and wellness campaigns, communicated via posters and articles
- Mental health seminars

Plantation

Our plantation segment recognises the crucial role that employee health and safety plays in maintaining productivity levels and reputation. Therefore, we have implemented a comprehensive OHS policy that upholds the highest standards. This policy is enforced across our subsidiaries and applies to our own business activities as well as those of our suppliers, with Health and Safety Officers and Committees responsible for ensuring that these standards are consistently applied.

The Health and Safety Committee is made up of a balanced representation of management teams and workers' representatives, working collaboratively to develop safety and health systems that meet the specific requirements of each operating centre. It also creates safe operating procedures which are distributed to relevant parties and revised as regulations are updated.

We have also implemented a comprehensive Safety and Health Plan at our operating centres in line with MSPO and ISPO requirements. This plan includes regular training on safety and health, check-ups, safety risk assessments, workplace inspections, provision of PPE, display of signage, and the Emergency Response Plan (ERP), with these measures monitored to ensure compliance.

In identifying occupational safety and health risks, detailed HIRARC assessments have been established at operating centres. The HIRARC reports are reviewed annually by respective operating centres, and are complemented by internal and external audits to ensure regulatory compliance and safety standards. To detect potential hazards, the Health and Safety Committee conducts workplace inspections at three-month intervals, and employees can also report hazards to the committee for review. Any potential hazards deemed relevant result in non-conformance reports being produced and appropriate preventive actions suggested.

All incidents and accidents on our plantations are thoroughly investigated and documented in reports. These reports are discussed in safety and health meetings, where corrective and preventative measures are developed and implemented promptly. In addition, incidents may be reported to relevant authorities as per the provisions of OSHA 1994.

Our plantations have a range of health and safety controls in place, including the mandatory use of appropriate PPE by employees, installation of warning signs identifying workplace hazards, elimination and/or substitution of hazardous processes, and established safety and health training provided to employees on a yearly basis.

Comprehensive medical resources are available on our plantations to minimise the consequences of workplace accidents, including first aid kits, on-site clinics staffed by hospital assistants, certified first aiders and periodic employee health checks conducted by doctors. Annual check-ups conducted by an Occupational Health Doctor are mandatory for employees who handle chemicals or work in high-risk environments.

Our employees also have access to general healthcare services provided by Hospital Assistants (HA) employed by the segment. The HA has the authority to refer employees to a government hospital if necessary.

To ensure consistent application of our policies, we engage our employees on health and safety practices through communication from their Health and Safety Officer, briefings by their immediate superior, and a safety and health corner containing important information on policies, meeting minutes, memos, and details on briefings and events.

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

We also conduct a training needs analysis annually to develop effective training programmes for our employees in collaboration with the Health and Safety Committee. Experienced trainers then customise modules based on job scope and identified areas of shortfall. Employees can access refresher training to maintain their competency levels, and they have various channels to provide feedback on training programmes.

Our suppliers and contractors are required to adhere to safety and health requirements that match our standards and are subject to regular inspections by our operating centre's Health and Safety Officer.

Investment Properties and Trading of Building Material Products

The segment has implemented policies and protocols that prioritise workplace safety and health standards, with the aim of eliminating hazards and protecting employees, customers and other stakeholders. These policies are customised to meet business requirements while also complying with regulations set by entities such as CIDB, the National Ready-Mixed Concrete Association of Malaysia and other local authorities.

To achieve zero health and safety incidents, the subsidiary has established robust health and safety management structures, which include Health and Safety Committees and Health and Safety Officers responsible for monitoring and reviewing the entity's performance in maintaining safe work environments. These structures are continuously evaluated by the Board of Directors, with improved health and safety measures for specific subsidiaries developed with guidance from the Human Resource Department.

The segment follows a range of practices in driving improved occupational safety and health performance, including on-the-job employee training, investment in machinery and process upgrades, and regular inspections of equipment, vehicles, fixtures and fittings. A systematic process for identifying and reporting risks is also followed, with potential hazards reported directly to the General Manager or relevant Head of Department.

In the event of an accident, an investigation is launched to identify the root cause, and corrective measures are implemented to minimise risk moving forward. Safety SOPs and HIRARC assessments are strictly adhered to, with employees educated on health and safety practices through various channels including notices, memos, direct communication from safety officers and regular safety briefings. Employees are also provided with relevant PPE such as safety shoes and vests.

The segment also invests in equipment to create a conducive work environment, provides medical insurance, and conducts wellness-related programmes to adopt a holistic approach to health and wellbeing. To ensure safety across its supply chain, legal work permits are required for vendors and suppliers, with strict compliance to establish safety SOPs.

Healthcare

The segment's safety and health practices conform to OSHA 1994 and the Factory Machinery Act 1967, and are guided by the Safety, Health and Environment Policy which outlines the identification and management of workplace hazards specific to the healthcare industry, with KPIs based on the 5th edition of MSQH.

The policy covers general procedures as well as specific safety issues pertaining to chemical safety, waste management, vector and pest control, disaster management, emergency codes, and the use of PPE in healthcare settings. Health and Safety Officers and Committees are responsible for implementing the policy's key practices.

The segment uses emergency colour codes to indicate incident severity and conducts compulsory safety training drills for Code Red and Code Orange incidents. Employees and vendors undergo safety briefings covering evacuation routes and fire safety protocols. The segment has also implemented HIRARC procedures to identify, assess and control emerging risks, and reports incidents in compliance with regulations while conducting root cause analyses.

All the while, employee health is prioritised with training and updates provided by Health and Safety Officers, in addition to yearly cholesterol checks, immunisation programmes, and personal insurance coverage.

OCCUPATIONAL HEALTH AND SAFETY (cont'd)

Our Performance

We continue to ensure the priority of our employees by ensuring that our culture of continuous improvement is maintained. In 2022, our performance as detailed below reflects our proactive approach to health and safety.

OHB's Occupational Health and Safety Performance based on Segments

Indicator \ Segment	Automotive and Related Products		Plastic Products		Hotels and Resorts		Plantation		Investment Holding		Investment Properties and Trading of Building Material Products		Healthcare		Total	
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Year	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021
Percentage of employees covered by OHS system (%) (N4)	100	-	100	-	100	-	89	-	89	-	98	-	99	-	91	-
Total number of fatalities (N5)	0	0	0	0	0	0	1	0	0	0	2	1	0	0	3	1
Total number of injuries	5	12	2	2	19	17	112	276	0	0	3	2	0	0	141	309
# Total number of occupational disease cases (N6)	0	0	25	7	0	0	1	0	0	0	29	6	0	0	55	13
# Total number of incidents resulting in lost workdays	5	11	27	8	4	10	104	272	0	0	34	9	0	0	174	310
# Total number of missed (absentee) days (N7)	11,699	4,949	1,574	1,663	550	1,638	28,124	22,050	49	39	2,092	975	5,396	4,094	49,484	35,408

N4: FY22 marks the first year the Group is disclosing this specific piece of performance data, hence there is no data for FY21. For FY22, not all employees were covered due to temporary basis employees and employees over the age limit for insurance.

N5: The total number of fatalities were due to accident during harvesting fresh fruit bunches (Plantation Segment), and accident in factory which has reported to authority (Investment Properties and Trading of Building Material Products Segment).

N6: The total number of occupational disease cases mostly were due to COVID-19 cases.

N7: The number of absentee days mainly attributed to weather conditions affecting worker commuting, the penalisation of workers who were late to work and other leaves of absence.

Note:

Total number of occupational disease cases = The number of cases resulting from disease contracted primarily as a result of an exposure to risk factors arising from work activity

Total number of incidents resulted in lost workdays = The number of cases that contained lost workdays (each incident only counts as one for the purposes of this calculation, no matter how many days of work were missed as a result)

Total number of missed (absentee) days = The number of days where worker absent from work because of incapacity of any kind, not just as the result of work-related injury or disease

TRAINING AND EDUCATION

Why It Matters?

Investing in the training and development of our workforce is crucial in sustaining and growing our business.

By providing our employees with ample opportunities to improve their skills and knowledge, we can achieve steady and incremental improvements in product development and service delivery, resulting in enhanced customer satisfaction and loyalty. Moreover, nurturing a supportive environment for growth ensures job satisfaction, leading to improved staff retention rates.

To foster work environments that are conducive to continual growth, we have established a comprehensive and customised training and education framework that caters specifically to the needs of each business segment.

How We Approach It?

We place great emphasis on providing training and development opportunities that equip our employees with the necessary skills and qualifications to perform their duties safely and efficiently. To this end, we have tailored our training and education initiatives to meet the specific needs of each business segment.

Our subsidiaries' Human Resource Departments are granted considerable independence in organising and personalising in-house training programmes, given the distinct demands and characteristics of each business segment.

Automotive and Related Products

The business segment's training and development initiatives are aimed at meeting the requirements of Human Resource Development Corporation (HRDC). To this end, the segment's Human Resource Department and individual Heads of Department work together to identify training plans that address the unique needs of each employee, with a focus on both soft and technical skills. This is aided by the Training Needs Analysis Forms filled out by the employees, helping us prioritise training based on necessity.

We continuously evaluate and improve our training programmes by requiring trainees to complete a Training Feedback and Effectiveness Evaluation Form, and we welcome feedback from employees at any time. The Human Resource Department regularly reviews feedback and collaborates with the management team to assess the effectiveness and relevance of each programme, making upgrades where necessary.

Plastic Products

Our plastic products segment places a strong emphasis on the long-term development of employee competencies to maintain the high quality of our products and services. To achieve this, we have established specific Human Resource KPIs that guide our training and development framework.

To meet these KPIs, employees are required to undertake both internal and external training programmes each year. Our Human Resource team, with the support of relevant Heads of Department, identifies suitable programmes for each employee and may utilise Human Resource Development Funds (HRDF) resources when necessary to achieve our objectives.

Post-training evaluation forms are used to analyse the success of our training initiatives, providing valuable insights to the Human Resource Department and management teams for improving our training allocation and needs in line with our key objectives of maintaining our competitive edge in the plastic industry.

Hotels and Resorts

Success in the hospitality industry is primarily determined by the quality of service and guest satisfaction. Therefore, our subsidiaries in this segment prioritise training and development initiatives that aim to enhance the competencies of our staff towards exceeding the discerning expectations of our customers.

To achieve this objective, the subsidiary tailors its training approach to meet the specific needs of its market and customer demographics, with Human Resource Departments responsible for setting training objectives at the departmental and employee level. Meanwhile, Heads of Departments undertake specific Training Needs Assessments for their teams, helping to drive continual improvement in trainings provided.

The allocation of training funds is the responsibility of the Senior Management and General Manager of each property, with programmes mainly focusing on cross-training, on-the-job training and the attainment of specific qualifications.

To ensure the ongoing effectiveness and relevance of our training initiatives, we have a stringent framework that empowers us to receive feedback and continually optimise our approach. This includes post-training evaluations, conducted through interview sessions, which are conducted by Human Resource Departments in tandem with management teams. The feedback received is subsequently analysed and cross-referenced against retention rates and customer satisfaction to holistically assess the success of each training module.

TRAINING AND EDUCATION (cont'd)

Plantation

Our training initiatives in the plantation segment are geared towards fulfilling the stringent Occupational Health and Safety (OHS) requirements specific to the industry.

Given the nature of the work involved, which often includes the use of specialised machinery and physically demanding tasks, we provide comprehensive training to new employees upon their engagement with the Company. Once the new hires complete the predetermined training programme, they undergo an evaluation process that is overseen by an immediate supervisor before they can commence work.

Training modules offered cover industry-related themes such as safety and health, environmental protection, sustainability-related topics including socialization, traceability and supply chain oversight, and compliance with regional and global regulatory standards such as RSPO, MSPO, and ISPO.

The Human Resources Department is responsible for overseeing the allocation of training funds within the annual budget, while management teams at our estates and palm oil mills, including Managers, Assistant Managers, Sustainability Officers and Health and Safety Officers oversee the development and progress of training programmes within each subsidiary. We also conduct annual internal and external audits at the subsidiary level to facilitate continuous improvement and compliance.

Investment Properties and Trading of Building Material Products

Our focus in this segment is to develop competencies among our workforce that will enhance the quality of our products and maintain efficiencies in cost per sale.

To this end, the Human Resource Department and respective Heads of Department identify training needs, submit plans, and source relevant programmes to meet the requirements. Heads of Department then plan and oversee training programmes, with external, specialised training initiatives leveraged where deemed necessary to equip employees with the knowledge and skills required to meet the challenging demands of their job roles.

We use a qualitative and quantitative approach to evaluate the effectiveness of our training framework. Quantitative assessment is undertaken by cross-referencing KPIs against our performance, while qualitative assessment focuses on evaluating the development of employees' soft skills relevant to our operations.

To maintain our ISO 9001:2015 certification, our training activities align with the standard's requirements. Heads of Department identify performance improvement in knowledge, skills and behaviour to gauge the effectiveness of each training programme.

Lastly, regular internal audits are conducted to facilitate effectiveness and continuous improvement within the subsidiary.

Healthcare

In the dynamic healthcare industry, we place great emphasis on the training and development of our employees to maintain our competitiveness. To this end, our five-year staff development programme aims to equip our workforce with specialised technical skills and competencies that keep pace with advancements and enhance the effectiveness of our services.

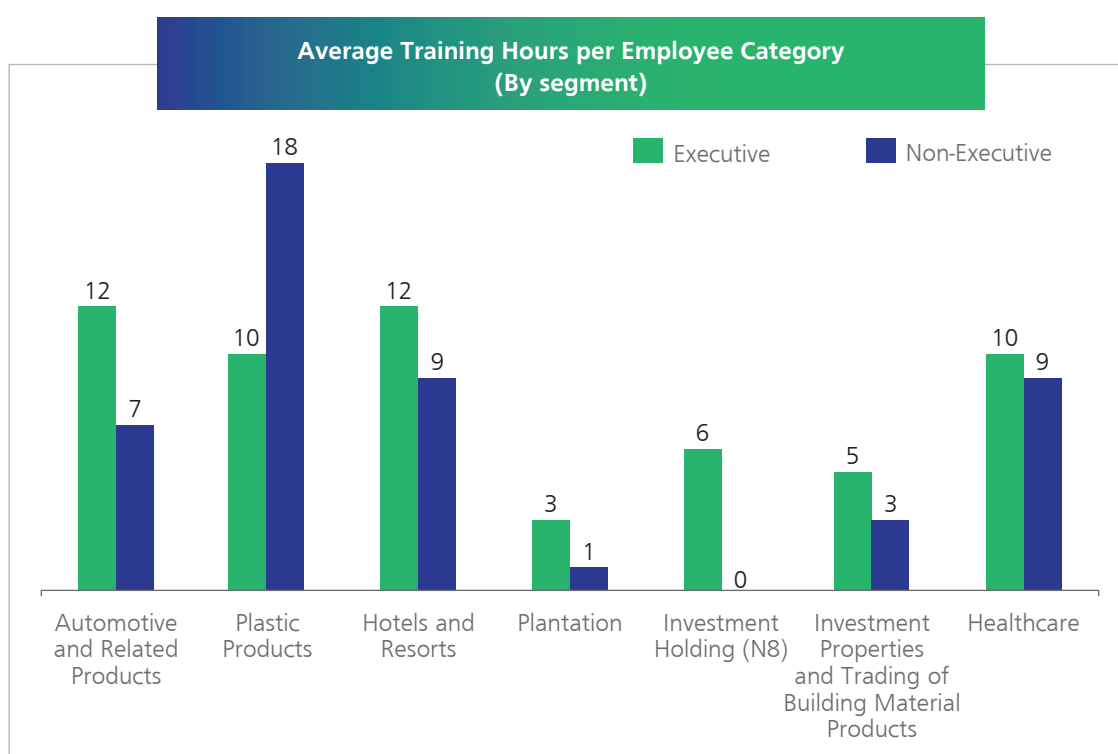
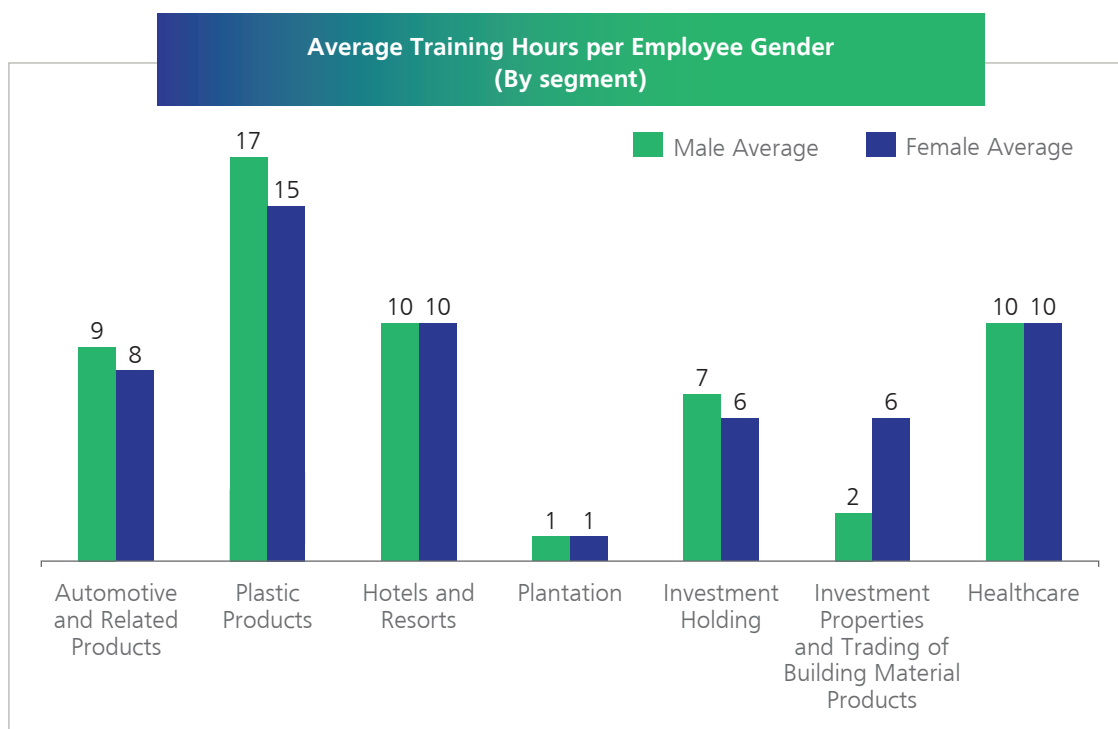
As part of the programme, our nursing staff are required to complete at least 25 hours of training annually to obtain and renew their license, while non-nursing staff are encouraged to attend at least 10 hours of training per year. Supplementing this requirement, we have offered customised on-the-job training programmes to each employee since 2018.

To manage our training and development initiatives in the segment, a dedicated Training Committee works with our Human Resource Department and Nursing Education Department. Their responsibilities include managing the budget, procuring training programmes (including HRDF certified courses), and evaluating the effectiveness of the training provided by collecting feedback through evaluation forms.

TRAINING AND EDUCATION (cont'd)

Our Performance

In 2022, we have continued to demonstrate continued commitment to the development of our employees, as demonstrated below.



N8: No participants from non-executive category as the segment headcounts are categorised under executive category.

NON-DISCRIMINATION

Why It Matters?

As a multi-national organisation, we understand that diversity is crucial for our success and sustainability. Further to this, we also recognise that there is a clear and demonstrated link between human potential and operational outcomes.

As such, we aim to provide a supportive environment that enables our talent to achieve their potential. We do this by building workplaces that promote diversity, equity and inclusion, and which are free of discrimination. At the same time, we treat the employees equally, regardless of their race, religion, gender, age and nationality.

Ultimately, we believe that treating our employees equally and with the utmost respect is vital to achieving both our business and our sustainability objectives.

How We Approach It?

Our recruitment, training and performance assessment practices prioritise meritocracy and non-discrimination, in line with our Group-wide Code of Ethics and Sustainability Policy. We regularly compare these practices against industry standards and best practices to continuously enhance them, thereby benefitting our employees and driving improved business performance.

Automotive and Related Products

Our objective in the segment is to maintain our reputation as a preferred employer by complying with Government mandates and striving towards zero discrimination cases. To achieve this goal, we have implemented merit-based company cultures with standardised approaches to performance appraisals, employee incentives, and recruitment processes.

Open and transparent communication is enforced across our subsidiaries to ensure that our employees understand their management's expectations and are kept abreast of their own ongoing performance. Employees are encouraged to speak with their immediate superiors or the Human Resource Department if they have any concerns, and we have established a grievance mechanism for them to escalate any unresolved issues. Industry unions provide additional support for employees to advocate for their rights and concerns, wherein we have established collective bargaining agreements with unions to represent workers' best interests.

To promote fair employment practices, we have implemented mandatory exit interviews for departing staff, continually monitor and analyse turnover levels to identify trends, and introduced an Employee Suggestion Scheme for the staff to utilise. We have also joined the TAFEP and pledged to adopt the Tripartite Standards, which are good employment practices covering various areas such as fair recruitment practices, flexible work arrangements and grievance handling processes.

Plastic Products

The segment is guided by the Group's fair employment practices, which emphasises that employment, career advancement and training opportunities should be based solely on merit.

To promote discrimination-free workplaces and foster employee satisfaction and productivity, the segment has allocated a specific budget for training modules that are offered to the employees regardless of their race, age, or gender. Additionally, there is a well-established grievance mechanism in place that allows employees to raise concerns to the relevant Human Resource Department for prompt action.

The segment also boasts a diverse management team, enabling different perspectives and experiences to be brought to the table.

Hotels and Resorts

The segment embraces and celebrates diversity, recognising the value that differing perspectives, cultures, and backgrounds bring to business performance. To this end, a zero-tolerance policy against direct and indirect discrimination is upheld and continual efforts are made to create inclusive and supportive work environments. In addition, leaders actively seek feedback from employees on how to improve workplace culture.

Should employees encounter any discrimination, they may utilise a standardised grievance mechanism. The grievance is directed to relevant management, including the employee's immediate supervisor, Head of Department, the Human Resource Department, and top management, with investigations conducted within stipulated timeframes and handled discreetly.

NON-DISCRIMINATION (cont'd)

Beyond our core responsibility of provide discrimination-free and merit-based workplaces, we also emphasise the importance of community and camaraderie. In promoting this, we organise events such as quarterly departmental gatherings to encourage team bonding and collaboration across different departments. We also hold orientation and townhall sessions to help employees develop stronger bonds within teams and promote greater collaboration across the organisation.

Plantation

The segment operates in an industry that has traditionally been male-dominated, and recognises the importance of promoting gender diversity and providing safe and fair working conditions for women. To achieve this goal, the segment's Sustainability Officers are leading efforts to raise awareness among women about career opportunities within the business and to address any hidden biases that may hinder their career advancement.

Supporting this, the segment is committed to provide equal pay for both men and women based on job position, and employs detailed evaluation methods to continuously review and enhance employment practices across its subsidiaries.

Investment Properties and Trading of Building Material Products

The segment understands that creating safe and inclusive working environments is crucial to improving productivity, retaining employees and achieving growth objectives. As a result, it will comply with applicable laws and regulations in the jurisdictions where it operates, while monitoring industry best practices with a view to reviewing and improving existing policies.

At the subsidiary level, compliance is guided by the Group's Code of Ethics and the Employee Handbook of the relevant subsidiary. Additionally, subsidiaries strictly adhere to deadlines for renewing relevant licenses. Furthermore, the segment has taken further steps to ensure that employees are not subjected to exploitation, violence, or any other negative or disruptive factors in the workplace.

Healthcare

The healthcare professionals in this segment are highly valued for their expertise and commitment, and we strive to create supportive work environments that encourage their growth and which are free from discrimination and unfair employment practices.

Further to this, we prioritise open communication and welcome feedback from our employees. Any grievances can be reported through the segment's grievance mechanism, with the Human Resource Department investigating the issue and immediately escalating it to Senior Management if not resolved. We provide our employees with detailed orientation on these grievance procedures to ensure they are aware of their options for raising concerns.

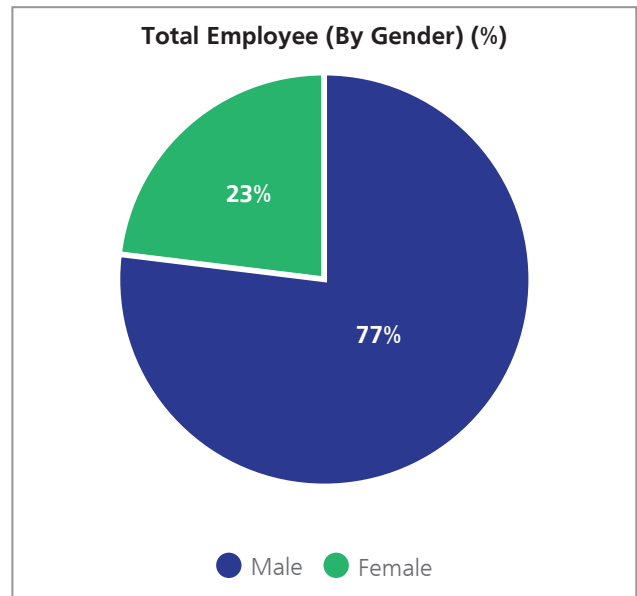
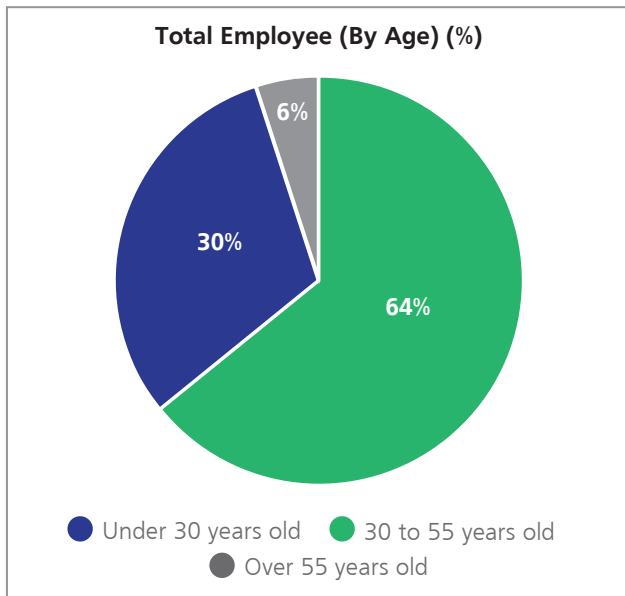
Our Performance

In 2022, we received one (1) complaint related to non-discrimination. The incident has been escalated, reviewed and resolved through our internal remediation process, ensuring a fair treatment and no discrimination in our working environment.



NON-DISCRIMINATION (cont'd)

To increase transparency on the diversity of our organisation, we are pleased to disclose a breakdown of our staff by age and gender.



Breakdown of Total Employee by Age (Number)

Segment Age	Automotive and Related Products	Plastic Products	Hotels and Resorts	Plantation	Investment Holding	Investment Properties and Trading of Building Material Products	Healthcare	Total
Under 30 years old	667	119	103	1,586	1	17	226	2,719
30 to 55 years old	1,036	304	145	3,724	15	186	341	5,751
Over 55 years old	138	19	67	155	3	91	19	492

Breakdown of Total Employee by Gender (Number)

Segment Gender	Automotive and Related Products	Plastic Products	Hotels and Resorts	Plantation	Investment Holding	Investment Properties and Trading of Building Material Products	Healthcare	Total
Male	1,308	320	162	4,759	8	239	135	6,931
Female	533	122	153	706	11	55	451	2,031

CUSTOMER PRIVACY

Why It Matters?

The satisfaction of our customers is a key determinant of our success. Therefore, it is of paramount importance that we take all necessary steps to safeguard the privacy of their data. Failing to do so may lead to loss of trust, fines and penalties, as well as legal action, thereby impacting our reputation and our bottom line.

How We Approach It?

We are committed to ensuring that customer data is handled with care, and have implemented measures to this end including the deployment of up-to-date security software, the implementation of wide-reaching policies and practices, and initiatives to drive staff awareness of data privacy issues.

Automotive and Related Products

Recognising the importance of safeguarding customer data, we strictly prohibit the release of any information to third parties. Furthermore, the staff are educated on our Personal Data Protection Policy and are aware of the consequences of failing to comply, while we also ensure that the Person in Charge (PIC) receive training on our Non-Disclosure Agreement to prevent any breaches of customer information.

Our Corporate Affairs Departments, Heads of Department, management teams, and Data Protection Officers are responsible for handling any complaints related to data privacy breaches and following clear procedures for the appropriate courses of action. Any reported breaches are promptly addressed with mitigation measures and thorough investigations into the source of the breach. If necessary, the perpetrator will be reported to the relevant authorities.

Plastic Products

In this segment, our subsidiaries adhere to Group-wide policies, guidelines and codes of conduct to safeguard customer privacy, in addition to complying with government policies and regulations.

Our standard operating procedures (SOPs) in handling data are informed by this adherence, with a focus on mitigating any risk of breach. Customer data is only accessible to authorised personnel, and it is stored in compliance with company-specific and Group-level policies. Furthermore, the employees are required to read and comprehend a non-disclosure clause included in their employment letter before commencing their role.

Any breaches involving employee data are reported directly to the Human Resources Department, while breaches of customer data are reported to the appropriate departments. In the event of a breach, theft, or loss of customer data, we conduct an internal investigation to determine the source, and take appropriate disciplinary and/or legal action. Following that, we implement additional measures to prevent recurrence.

Hotels and Resorts

The segment maintains a strict and updated data security and customer privacy policies to prevent substantiated complaints and breaches. Further, relevant personnel are assigned to oversee the protection of customer data to ensure the proper application of our policies and procedures.

Plantation

To ensure the protection of customer privacy, the employees in the segment comply with the Group's Code of Ethics and relevant regulations in the countries where we operate.

Strict measures have been put in place to prevent the unauthorised disclosure of confidential information. This includes protecting and securing documents containing the information, and enforcing the non-disclosure of this information to anyone who is not authorised to receive it. These measures apply to all forms of communication, including social media sites, message boards and blogs.

Thanks to our adherence to these policies, we have maintained a spotless record with no incidents of leaks, thefts or loss of customer data.

CUSTOMER PRIVACY (cont'd)

Any breaches that occur are to be reported through established channels such as the Grievances Handling Mechanism, with management responsible for investigating the breaches and seeking legal advice if deemed necessary. Stakeholders affected by breaches are kept informed of progress and may participate in proposed actions where appropriate, while whistleblowers are protected under the Group's Whistleblower Policy.

Investment Properties and Trading of Building Material Products

We undertake stringent customer data protection measures in this segment that include strict abidance by the Personal Data Protection Act (PDPA), related Group and company policies, and laws and regulations in our countries of operation. Clearly defined security measures have also implemented for both hardware and software used to store data, ensuring that information is processed with strict control and that any hard copies are stored securely in a data safe. To support IT security, our cyber security software and related licences are updated and renewed on time.

Throughout our subsidiaries, there have been no identified leaks, thefts, or losses of customer data.

When disclosing information, customers and clients are required to sign a Consent Authorisation Letter acknowledging that we will only use their information for pre-agreed purpose. Our staff are also made aware of the consequences of non-compliance and have signed non-disclosure agreements.

Healthcare

To safeguard sensitive patient information, healthcare providers must uphold strict confidentiality standards. To this end, our policies on customer privacy comply with the PDPA and include procedures for data protection, security of medical records, requests for patients' medical documents, requests of medical records, and medical document record movement, with each procedure implemented at the hospital level.

Senior management at our subsidiaries oversee these policies and procedures, and the staff and patients are briefed on the PDPA as well as Group and subsidiary level privacy policies to ensure full compliance. In addition, employees are required to sign a Confidentiality Policy during their orientation, and in cases of misconduct, Heads of Department and the Human Resources Department may conduct counseling sessions, issue reminders and warning letters, and initiate a domestic inquiry.

We are proud to report that there have been no breaches in customer data across all our subsidiaries.

In the event of a breach, we act on a case-by-case basis. Breaches must be reported via a hospital occurrence report, and an investigation will be conducted according to our policy. If necessary, legal advice may be sought, and the incident reported to the relevant authorities. Only authorised senior personnel may disclose the breach publicly.

Our Performance

In 2022, we received one (1) substantiated complaint concerning breaches of customer privacy or losses of customer data.



COMMUNITY AND SOCIETY CONTRIBUTION

Why It Matters?

As a responsible business owner, we recognise our responsibility to generate a positive value for our communities. As such, we strive to provide meaningful contributions to the communities where our businesses operate, with the aim to uplift and improve lives.

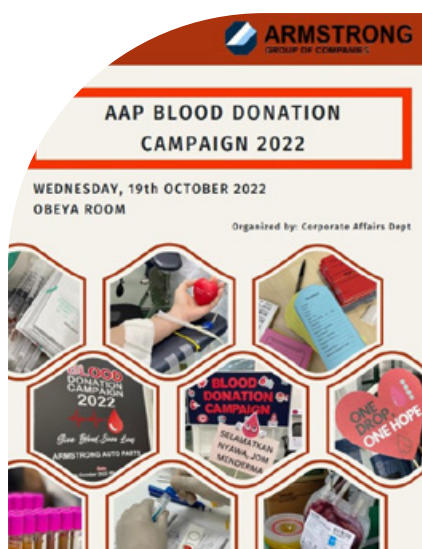
Our Performance

During the reporting period, we contributed a total of RM 461,808 of our expenditure on community development across our business operations, reaching the intended beneficiaries. Selected initiatives in relation to this sustainability topic are documented below.

Automotive and Related Products



Orphanage donation



Blood drive donation



COMMUNITY AND SOCIETY CONTRIBUTION (cont'd)

Automotive and Related Products (cont'd)



Food donation to B40 students at SMK Pusat Bandar Puchong 1 in collaboration with Uncle Kentang



Donation of food items, electrical items and other daily necessities to Yayasan Sunbeams Home Kuala Lumpur

Plastic Products



Charity anak-anak yatim Bangi 2022

Hotels and Resorts



Cleaning and collecting the garbage around NangRong Waterfall area

COMMUNITY AND SOCIETY CONTRIBUTION (cont'd)

Plantation



Donation untuk Hari Korban
kepada Pemda Bangka Selatan



Penyerahan Dana CSR kepada Desa
Kemingking



Realisasi Dana CSR Pangkal Buluh untuk
anak yatim



Realisasi Dana CSR Bangka Kota untuk
pendidikan

COMMUNITY AND SOCIETY CONTRIBUTION (cont'd)

Plantation (cont'd)



Realisasi Dana CSR Simpang Rimba untuk lampu jalan



Realisasi Dana CSR Kemingking untuk Majlis Jabal Nur



Bantuan Pekerjaan Cuci Parit 4 x 3, panjang 880 mtr. Translok, Ds. Pauh I, Kec. Rawas Ilir Senilai



Penyerahan Dana Corporate Social Responsibility in 2022



Bantuan Material Batu Gunung untuk perbaikan jalan akses Desa Prabumulih 30 M³ Senilai

COMMUNITY AND SOCIETY CONTRIBUTION (cont'd)

Healthcare



Distribution of Bubur Lambuk



Hari Raya Ward Walkabout



CPR Fun Run



International Women's Day



Heng Ann Blood Donation

COMMUNITY AND SOCIETY CONTRIBUTION (cont'd)

Healthcare (cont'd)



Ramadan Charity Event - Rumah Kebajikan Cheng



Segamat Flood Relief Donation

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