



SUSTAINABILITY STATEMENT

Gadang Holdings Berhad (“Gadang”), hereinafter referred to as the “Company” or the “Group,” is pleased to present its Sustainability Statement for the financial year ended 31 May 2024. This report highlights our sustainability initiatives aimed at creating long-term value while minimising environmental impact, promoting social well-being and upholding good governance practices.

We detail our sustainability strategy, objectives, targets and achievements, showcasing our commitment to the Environmental, Social, and Governance (“ESG”) aspects of our operations. The report also outlines our stakeholder engagements, collaborative efforts and contributions to the United Nations Sustainable Development Goals (“UNSDG”).

We believe that sustainable practices enhance our success and contribute to community welfare and more importantly to the preservation of our planet. By integrating sustainability into our business operations, we aim to generate positive economic, environmental and social outcomes that extend beyond short-term gains.

GADANG SUSTAINABILITY FRAMEWORK

Our Vision

To be the preferred leader in all our core businesses, recognised for our high standards and commitment to excellence

Our Mission

To perpetually pursue value for all our stakeholders

To build an effective management team that emphasises on productivity and innovation

To drive a holistic approach to business management, incorporating Economic, Environment, Social and Governance considerations alongside financial ones, to support business continuity and competitiveness over the long term

Gadang Sustainability Pillars

Economic

Business Front

Deliver quality products & services and maintain good corporate governance

Environmental

Environment

Manage the environmental impact in the areas that we operate

Social

Workplace

Develop talent & recognise employees’ contributions and provide a safe and conducive workplace

Community

Giving back to the communities

In alignment to **UNSDG**



SUSTAINABILITY STATEMENT

REPORTING CYCLE		FEEDBACK
Annually		Risk Management and Sustainability Department Wisma Gadang No. 52, Jalan Tago 2 Off Jalan Persiaran Utama Sri Damansara 52200 Kuala Lumpur Tel : + 603 6279 6382 Fax : + 603 6279 6376 Email : sustainability@gadang.com.my
REPORTING PERIOD	REPORTING GUIDE	
This Statement covers the Group's sustainability management and performance data from 1 June 2023 to 31 May 2024 and the comparative data where applicable.	- Bursa Malaysia's Main Market Listing Requirements - Bursa Malaysia's Sustainability Reporting Guide – 3rd Edition - United Nations Sustainable Development Goals	

REPORTING SCOPE
The reporting scope includes Gadang and our active subsidiaries in Malaysia, Indonesia and Singapore. Below is the list of covered entities and projects/products.

Gadang Holdings Berhad		
 Engineering & Construction Gadang Engineering (M) Sdn Bhd ("GESB") - Yi Sheng Foundation Pte Ltd ("YSF") Datapuri Sdn Bhd ("DSB") Key Projects - Rapid Transit System Link ("RTS Link") - Institut Perubatan Forensik Negara ("IPFN") - Bridge & Tunnelling Works for TRX City Sdn Bhd ("TRX Package C3") - Public Realm Works at Tun Razak Exchange ("TRX Package C6") - Central Spine Road Section 2B ("CSR2B") - East Coast Rail Link Section 6 ("ECRL S6")	 Property Development Mandy Corporation Sdn Bhd ("MCSB") Gadang Land Sdn Bhd ("GLSB") - Hillstrand Development Sdn Bhd - Tema Warisan Sdn Bhd - Natural Domain Sdn Bhd - Crimson Villa Sdn Bhd - Splendid Pavilion Sdn Bhd Key Projects - The Vyne (Phase 4), Sungai Besi - Laman Citra (Phase 1 & 2), Gelang Patah - Akasia (Phase 1A & 2A), Semenyih - Cassia Residence (Phase 3C), Cyberjaya - Elegan Residensi (Phase 2), Taman Putra Perdana, Puchong	 Utilities Regional Utilities Sdn Bhd ("RUSB") Asian Utilities Pte Ltd ("AUPL") - PT Taman Tirta Sidoarjo ("TTS") - PT Hanarida Tirta Birawa ("HTB") - PT Dewata Bangun Tirta ("DBT") - PT Ikhwan Mega Power ("IMP") - Nusantara Suriamas Sdn Bhd ("NSSB") Key Products Water Concession - Water Treatment Plants (Jawa Timur, Indonesia) Power Concession - Mini-hydro Power Plant (West Sumatera, Indonesia)



SUSTAINABILITY STATEMENT

STATEMENT OF ASSURANCE

To strengthen the credibility of this Sustainability Statement, an internal review was undertaken by the internal audit function that covered the whole report across all companies within the Group's financial control.

SUSTAINABILITY GOVERNANCE

The Board heads the sustainability governance structure. Besides directing the business strategies vis-à-vis the internal and external risk environment, it also sets the tone for managing the sustainability risk and opportunities.

The Board has established the Board Risk and Sustainability Committee ("BRSC"), supported by the Risk Management and Sustainability Committee ("RMSC") at the key management level. To enhance accountability and ownership of ESG, the performance appraisals for executive directors and the senior management team have included Key Performance Indicators ("KPIs") for ESG elements.

The sustainability governance structure outlines the lines of responsibility and accountability for each layer of the hierarchy that is involved in managing the material sustainability matters in the Company.

SUSTAINABILITY GOVERNANCE STRUCTURE



Board of Directors ("Board")

- ▶ Reviews and approves overall strategic plans for the Group whilst maximising stakeholders' value through the management of financial (business growth, profitability, etc) and non-financial indicators, including economic, environmental and social ("sustainability") related matters arising from its business activities
- ▶ Reviews and approves the outcome of materiality assessment
- ▶ Reviews the Board and senior management performance evaluation against sustainability KPIs
- ▶ Approves the Sustainability Statement for inclusion in the Annual Report



Board Risk & Sustainability Committee ("BRSC")

- ▶ Supports the Board by monitoring the implementation of the strategic plans by the Management



Risk Management & Sustainability Committee ("RMSC")

- ▶ Chaired by the Group Managing Director
- ▶ Supported by the respective Heads of Business Divisions to achieve the Group's sustainability objectives
- ▶ Accountable for the development and implementation of sustainability strategies
- ▶ Provides status updates on sustainability performance
- ▶ Reviews the sustainability statement prior to approval by the Board



Risk & Sustainability Facilitator ("RSF")

- ▶ Supports the RO & SWG



Risk Owners ("RO") & Sustainability Working Group ("SWG")

- ▶ SWG chaired by the Chief Financial Officer ("CFO") and represented by risk owners i.e. Heads of Departments ("HODs") and representatives from various departments across all business divisions in Malaysia, Indonesia and Singapore
- ▶ Sets the scope of sustainability management measures and drive the day-to-day implementation and monitoring of sustainability management, across all business divisions whilst promoting interdepartmental collaboration
- ▶ Identifies, assesses and reports on sustainability risks and opportunities relevant to the Group's operations, providing progress updates on sustainability activities performance, and oversees the production of the Group's sustainability disclosures to ensure compliance with the regulatory requirements and subsequently recommends it for approval



SUSTAINABILITY STATEMENT

STAKEHOLDER ENGAGEMENT

We engage our stakeholders continuously through various communication channels. These engagements provide valuable insights into their focus areas, allowing us to align them with the Company's strategies and business operations.

Stakeholder Group	Form of Engagement	Areas of Focus	Outcome
 Board of Directors	• Board Meetings • Board Sub-committees Meetings • Annual General Meeting • Corporate/Company Events • Stakeholder Engagement Surveys	• Business Strategy • Financial Performance • Environmental Practices • Human Capital Management • Client Satisfaction • Occupational Health & Safety	Aligned strategic plans that maximise shareholders' value
 Investors/ Shareholders	• Annual General Meeting • Investor Relation Activities • Public Announcements • Corporate Website • Annual Report	• Financial Performance • Corporate Developments • Timely & Transparent Disclosure • Business Ethics & Compliance	Positive reputation amongst investors/shareholders
 Employees	• Performance Review • Learning & Development Programme • Employee Handbook • Code of Ethics & Conduct • Sports Club Activities • Stakeholder Engagement Surveys	• Fair Employment Practices • Staff Development & Training • Occupational Health & Safety • Information Security • Anti-Bribery and Corruption • Human Rights	Improved staff engagement and satisfaction
 Clients/ Customers	• Client/Customer Satisfaction Surveys • Sales & Marketing Channels • Exhibitions • Corporate Website • Stakeholder Engagement Surveys	• Product Quality • Design and Features • Support Services • Timely Delivery • Personal Data Protection • Occupational Health & Safety	Recurring business opportunities
 Government/ Regulatory Authorities	• Ad Hoc Public Invitations • Site Visits • Conferences • Participation in Organised Programmes • Stakeholder Engagement Surveys	• Information Security • Compliance to Regulatory Requirements • Business Ethics & Compliance	Better understanding of Company's sustainability commitment Compliance with laws & regulations



SUSTAINABILITY STATEMENT

Stakeholder Group	Form of Engagement	Areas of Interest	Outcome
 Contractors, Vendors, Suppliers	• Supplier/Subcontractor Evaluations • Regular Meetings • Stakeholder Engagement Surveys	• Good Governance Practices • Ethical Business Conduct • Client Satisfaction • Occupational Health & Safety • Human Rights • Sustainable Procurement	Better understanding of Company's sustainability commitment
 Business Partners	• On-going Communication & Visits	• Collaboration & Market Synergy • Ethical Business Conduct • Occupational Health & Safety • Staff Development & Training	Recurring business opportunities
 Media/Analyst	• Press Conferences • Media Releases/Interviews • Ad Hoc Meetings	• Timely & Transparent Disclosure • Environmental Practices	Better understanding of Company's financial & sustainability performance
 Local Communities/ NGOs	• Meetings & Visits • Community Development Programmes	• Accessible & Affordable Housing • Environmental Practices • Community Development • Contribution to Society	Better social relationship





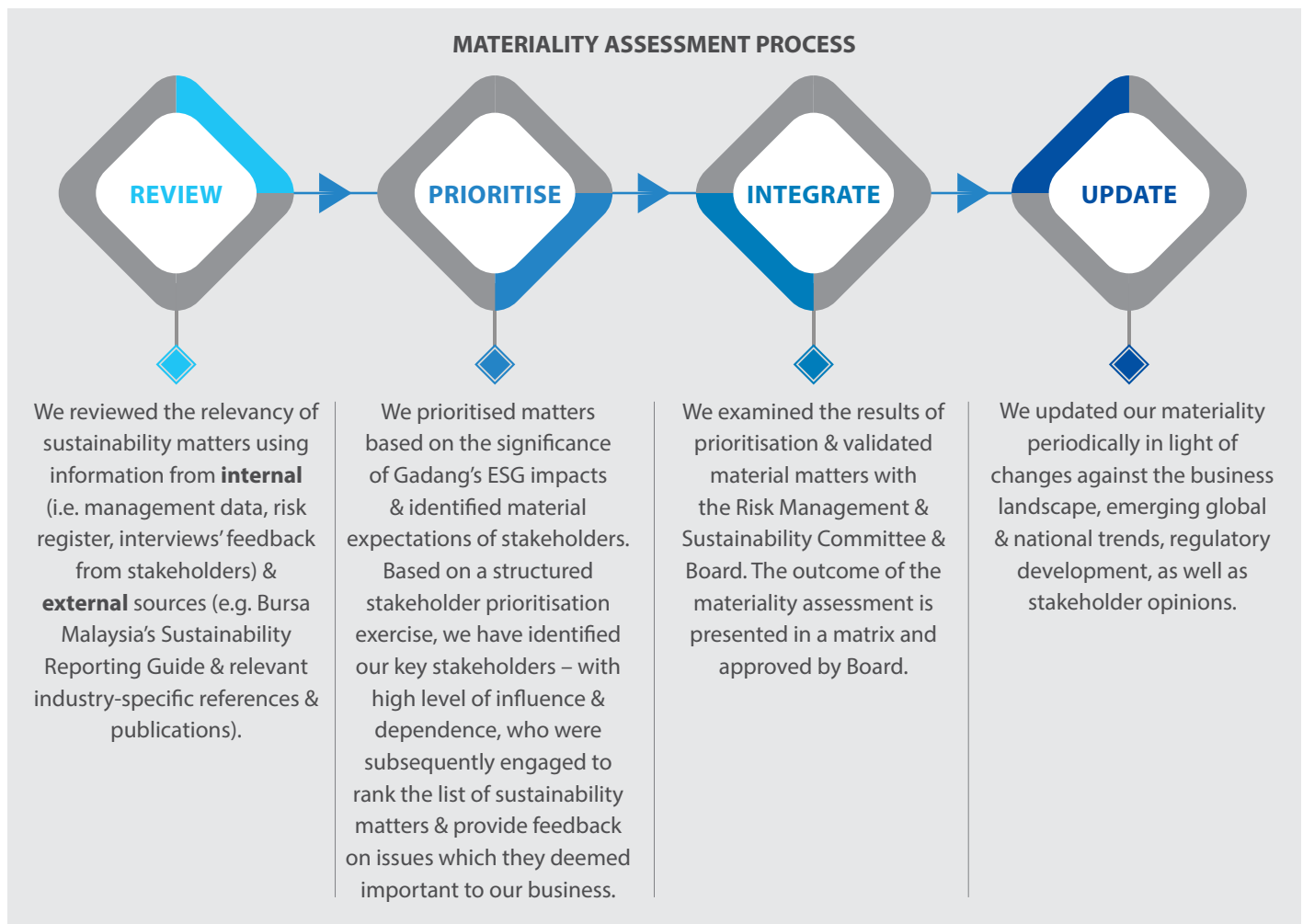
SUSTAINABILITY STATEMENT

MATERIALITY ASSESSMENT

Our materiality assessment is conducted once in every two years, or more frequently in response to significant changes in the business environment. This assessment is carried out with our Sustainability Working Group (“SWG”) comprising representatives from all business divisions. Its purpose is to validate the relevancy of previously identified material sustainability matters, identify new material matters, evaluate their significance by comparing them against the Company’s risk matrix, and rank our stakeholders in order of priority.

This year, we retained the material matters identified in FYE 2023, as there have been no significant changes to Gadang’s business operations. The prioritisation of material matters established in FYE 2023 continues to be practical and applicable for FYE 2024.

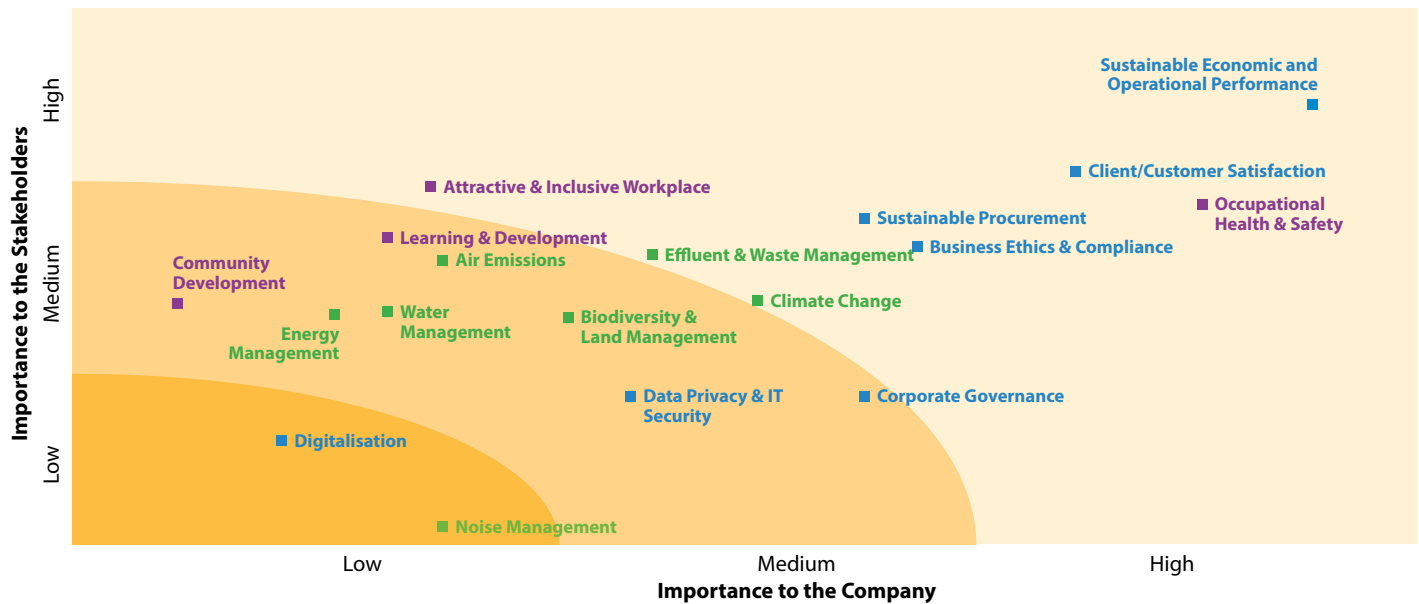
MATERIALITY ASSESSMENT PROCESS





SUSTAINABILITY STATEMENT

MATERIALITY MATRIX



Legend

Economic, Environmental & Social Impacts

Economic	Economic refers to impact of Company's business operations on the economic conditions of its stakeholders & on economic systems at local, national & global levels. It does not focus on the financial condition of the Company
Environmental	Environmental refers to the impact of Company's business operations on the living & non-living natural systems, including land, air, water, ecosystem and climate change
Social	Social refers to the impact of Company's business operations on the social systems within which it operates

Economic

- Sustainable Economic and Operational Performance*
- Client/Customer Satisfaction*
- Business Ethics & Compliance*
- Sustainable Procurement*
- Corporate Governance
- Data Privacy & IT Security
- Digitalisation

* high priority matters

Environmental

- Effluent & Waste Management*
- Climate Change*
- Biodiversity & Land Management
- Air Emissions
- Water Management
- Energy Management
- Noise Management

Social

- Occupational Health & Safety*
- Attractive & Inclusive Workplace
- Learning & Development
- Community Development

In our FYE 2023 materiality assessment, we identified seven (7) high priority matters that required more focus and attention. These matters have been evaluated and we have set sustainability targets and performance metrics to guide our initiatives in addressing them effectively. For more information on these targets and our performance, please refer to pages 60 and 61.

SUSTAINABILITY STATEMENT

FYE 2024 AWARDS & RECOGNITION

In FYE 2024, we obtained the following awards and recognition, which served as a testament to our commitment to safety compliance with best practices and industry standards:

1. MiSHA Excellence Award in OSH Risk Management in the Construction & Heavy Engineering Sector (GOLD) for the CSR2B Project.
2. MSOSH recognition for achieving very good OSH performance in the RTS-LINK Project.





SUSTAINABILITY STATEMENT

FYE 2024 SUSTAINABILITY TARGETS & PERFORMANCE



Economic



Category	Sustainability Targets FYE 2024	Achievement
 Quality	Quality Assessment System in Construction ("QLASSIC") Average >75% score	80.5%
	To obtain CIDB SCORE rating - 5 Star	4 Star
 Corporate Governance	To have 30% women directors in the Board	33% women directors
 Anti-Corruption	100% employees trained on anti-bribery and corruption	100% trained
	No corruption incident	No corruption incident
 ISO Standards	To renew ISO 9001:2015 Quality Management System - GESB - Yi Sheng - TTS & HTB (Utilities Division)	ISO renewed
	To obtain new ISO 39001:2012 Road Traffic Safety (RTS) Management System for GESB	ISO obtained
 Data Privacy & IT Security	Zero data breaches	Zero data breaches
	Enhancement through: - Gadang email security gateway	Data security enhanced
	IT software audit with no major findings	
 Supply Chain Management	To obtain at least 95% of purchases from local suppliers	99%
 Client/Customer Satisfaction	Client/Customer satisfaction Target to achieve 75% and above	E&C (78%) Utilities (90%) Property (79%)

SUSTAINABILITY STATEMENT



Environmental



Category	Sustainability Targets FYE 2024	Achievement
Waste Management	To achieve waste recycling of 15% for Engineering and Construction	15%
	To recycle 4500 kg of waste at Gadang HQ	5,457 kg waste recycled
Energy Management	Solar Renewable Energy	17.1% or 94,164 kWh clean energy
	Harnessing 15% of Gadang HQ's energy from renewable energy	RM48,000 saved
Environment Management	Zero summon from Departmental of Environment	Zero summons
Climate Change	Plant 1500 trees to offset carbon footprint	1,678 trees planted Equivalent to 36,916 kg CO₂ carbon absorption



Social



Category	Sustainability Targets FYE 2024	Achievement
Health and Safety	Zero fatality	Zero fatality
	Incident Rate < 4 per 1,000 workers	Zero incident rate
	Loss Time Injury Frequency Rate ("LTIFR") < 8	Zero LTIFR
Attractive & Inclusive Workplace	School aid support to employees' children. Target 150 students	RM31,400 contributed to 157 children
	To provide average 10 training hours per employee	8 hours
	Zero complaint on human rights violation	Zero human rights violation
Community Development	Supporting at least two needy scholars for college/university education	3 students awarded scholarship Contributed RM51,000
	Supporting Corporate Social Responsibility ("CSR") activities amounting to RM70,000	Contributed RM131,000



SUSTAINABILITY STATEMENT

Business Front



SUSTAINING BUSINESS PERFORMANCE



To sustain revenue and profit

Financial Performance	FYE 2024 (RM'000)	FYE 2023 (RM'000)	FYE 2022 (RM'000)
Revenue	583,589	496,073	651,993
Profit/(Loss) Before Tax	14,465	(27,897)	70,148
Profit/(Loss) After Tax	495	(41,196)	43,168
Shareholders' Funds	791,862	792,452	825,399
Total Assets	1,388,284	1,389,173	1,562,707
Cash and Bank Balance	171,405	218,390	289,009
Share Price (RM)	0.44	0.29	0.38
Net Assets Per Share (RM)	1.09	1.09	1.13

Specific details of the Group's financial performance are provided in the Management Discussion & Analysis section of this annual report.



Large-Scale Solar Project, Tawau



Laman Citra, Gelang Patah



RTS-Link, Johor Bahru

QUALITY ASSURANCE



To score above 75% for QCLASSIC assessments



To maintain ISO certifications



To obtain CIDB SCORE 5 Star rating

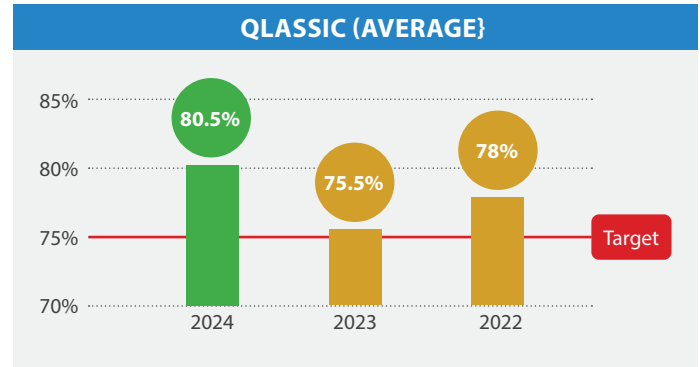
Project quality and workmanship are always our top priorities. We strive to deliver high quality building and infrastructure construction.

SUSTAINABILITY STATEMENT

QLASSIC (Quality Assessment System in Construction)

In FYE 2024, we participated in two QLASSIC assessments for our property projects, namely Putra Perdana Phase 2 and Laman Citra Phase 1. Our targeted QLASSIC score was set at a minimum of 75% and we successfully attained an average score of 80.5%.

Classic assessment is a measure and evaluation of the quality of workmanship in building construction work in accordance with the Construction Industry Standard ("CIS").



ISO Quality Standards

We are committed to deliver high-quality standards through the maintenance of our ISO certifications. This year, we successfully renewed our ISO 9001:2015 quality management system certification for our subsidiaries: GESB, Yi Sheng, HTB & TTS.



ISO 39001:2012 (Road Traffic Safety Management System)

In furtherance of our commitment to excellence, we obtained ISO 39001:2012 certification for Road Traffic Safety Management System. This certification recognises improvement to road safety and reduction in accidents.





SUSTAINABILITY STATEMENT

CURRENT ISO MANAGEMENT SYSTEM HELD BY GADANG

GESB, DSB, YSF, Utilities (TTS, HTB, DBT)	ISO 9001 : 2015	Quality Management System
GESB	ISO 14001 : 2015	Environmental Management System
GESB & YSF	ISO 45001 : 2018	Occupational Health & Safety Management System
GESB	ISO 39001 : 2012	Road Transport Safety Management System

CIDB SCORE Rating

To achieve a 5-star SCORE rating from the Construction Industry Development Board ("CIDB"), a minimum of 85 points and 15 points for each parameter are required, with renewal every two years.

Last year, our rating dropped from 5-star to 4-star due to insufficient points in the financial parameter. This was mainly attributed to challenges in the construction industry, such as work disruptions and global supply chain interruptions. These issues caused increases in raw material prices and delays in project progress. We acknowledge these challenges and will strive harder to regain our 5-star rating.



HANDLING CLIENT/CUSTOMER EXPECTATIONS



To score at least 75% on our Client/Customer satisfaction for all Divisions

We frequently engage our clients/customers through meetings, incorporating their feedbacks, conducting site visits, surveys, and utilising other platforms to gauge their satisfaction levels. We are committed to respond in a timely manner whenever issues are raised by them.

Based on client satisfaction surveys conducted across Engineering and construction, Property Development and Utilities divisions, we successfully achieved our target of 75% customer satisfaction this year.

Engineering & Construction

2024: 78%

2023: 78% | 2022: 86%

Property Development

2024: 79%

2023: 73% | 2022: 73%

Utilities

2024: 90%

2023: 87% | 2022: 89%

CORPORATE GOVERNANCE



To uphold ethical business conduct and corporate integrity

Sustainability Indicator	Metric	Target	Achievement	
			FYE 2024	FYE 2023
Anti-Corruption	Employees trained for anti-bribery & corruption	100%	100%	100%
	Percentage of operations assessed for corruption risks	100%	100%	100%
	No corruption incident	0	No corruption incident	No corruption incident

SUSTAINABILITY STATEMENT

A strong and effective corporate governance ensures corporate success, cultivates a culture of integrity and maintains investors' confidence. We are governed in a structured manner whereby policies are in place to promote good corporate governance, accountability and integrity in the workplace.

Governance Policies for Directors and Employees



Annually, we review the Standard Operating Policy and Procedures ("SOPPs") of the entire group to ensure that they remain relevant and are updated where necessary. This ensures the efficiency of performance and quality output while reducing miscommunication and failure to comply with rules and regulations.

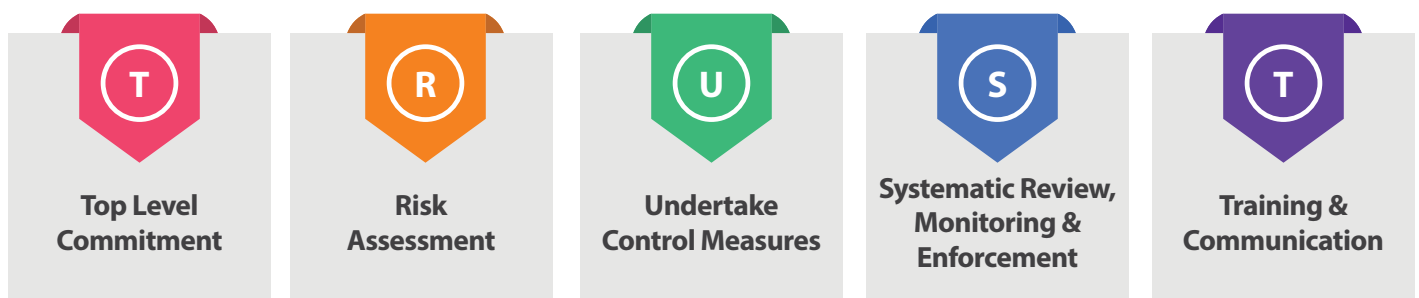
Pursuant to Section 17A of the Malaysian Anti-Corruption Commission ("MACC") Act 2009, we are committed to the TRUST principle stipulated in the Guidelines on Adequate Procedures. The Company has zero tolerance against any form of bribery or corruption.

This year, we have updated our Code of Ethics and Conduct ("COEC") and Anti-Bribery and Corruption ("ABC") policies to align with the latest regulations. The revised COEC and ABC have been communicated to all directors and employees. New employees are informed about these policies during the onboarding induction program. All directors and employees have signed an acknowledgement confirming their understanding and commitment to comply with these policies. Annually, all directors and employees will resubmit their annual declaration on the ABC policy. Additionally, third parties such as suppliers, service providers and vendors are required to sign the ABC declaration form.

Directors and employees are required to disclose any Conflict of Interest ("COI") as per the enhanced COI policy. We completed the risk assessment for the COI declarations and the outcome was presented to the AC and Board.

Annually, we conduct corruption risk assessment to identify various corruption risks across our operations to ensure controls are in place and adequate mitigation measures are implemented. The outcome of corruption risk assessment was presented to RMSC and Board.

We provide whistleblowing platform for our stakeholders to report unethical or unlawful matters via our whistleblowing reporting procedures which is available at www.gadang.com.my. In FYE 2024, there were no whistleblowing or corruption incident.





SUSTAINABILITY STATEMENT

PROTECTING DATA PRIVACY AND ENHANCING IT SECURITY



Protect company's data from cyberattack



To uphold Personal Data Protection Act 2010 ("PDPA") rules and regulations

Sustainability Indicator	Metric	Target	Achievement	
			FYE 2024	FYE 2023
Data Privacy & IT Security	Data breaches, complaints concerning breaches of customer data and privacy	0	Zero data breaches	Zero data breaches

Protection of data, information and intellectual property belonging to stakeholders against security breaches are important with the increasing threats to cybersecurity. During the year, we carried out several enhancements to further strengthen data security. Details are as follows:

Implemented Gadang email security gateway

Implemented wifi segmentation

IT security awareness

We comply with relevant requirements as prescribed under the PDPA. Our customers and employees are well notified and have signed the PDPA Notice in compliance to statutory requirement. PDPA Notice for customer is also posted on our Property Division website at www.gadangland.com.my.

We review and update our IT Policy and Procedure and Disaster Recovery Plan annually to ensure the guidelines for managing the security of our IT infrastructure and offsite disaster recovery facility remain relevant.

In FYE 2024, there were no cases of cyberattack nor data breach incident.

SUSTAINABLE PROCUREMENT



To maximise proportion of spending on local suppliers

Sustainability Indicator	Metric	Target	Achievement	
			FYE 2024	FYE 2023
Supply Chain Management	Proportion of spending on local suppliers	95%	99%	99%

Local suppliers refer to companies or person that provide products or services to the Company. Sourcing of construction related materials, machinery and equipment through the local supply chains reduces environmental footprint whilst supporting local employment and local entrepreneurship.

The advantages of local procurement are numerous. It reduces costs, shortens lead times for supply fulfillment and reduces environmental impact due to shorter logistical distances. Additionally, local procurement fosters job creation, promotes development of local businesses and generates economic multiplier effects that benefit local communities.

We prioritise sourcing raw materials and services locally, following strict evaluation criteria such as quality, delivery time, pricing, and sustainability. Our Sustainable Procurement Policy underscores our dedication to ESG principles. We engage with suppliers who uphold sustainability standards, aiming to promote ESG principles throughout our operations and supply chain.

SUSTAINABILITY STATEMENT

Environment



RESPONDING TO CLIMATE CHANGE



Minimising the environmental impact

Managing and reducing environmental impact is a key focus to environmental sustainability. In FYE 2024, we continued to reduce the environmental impact from our business through the following initiatives.

ENERGY MANAGEMENT

Across our business divisions, we implemented energy-saving initiatives to reduce energy consumption to combat climate change.

Energy Saving Methods:

1

Using energy-efficient lighting (LED) lights and equipments

2

Switching off electronics, lights and air conditioners when not in use

3

Increasing air conditioner temperature to 24 degrees Celsius

4

Periodic maintenance on air conditioners and equipments

5

Educating staff on energy conservation

6

Transitioning to solar PV whenever possible



PERIOD	GROUP ENERGY CONSUMPTION				
	ENGINEERING	PROPERTY	UTILITIES	HQ	TOTAL
	Electricity (kWh)				
FYE 2024	319,210	467,410	4,724,141	552,747	6,063,508
FYE 2023	214,435	412,908	4,527,465	553,929	5,708,737

SOLAR ENERGY

In our efforts to use cleaner energy, we installed Solar PV at Gadang HQ and our project sites. This has helped us reduce our reliance on the energy grid and has consequently reduced our carbon footprint. By using solar energy, we saved RM48,000. We are committed to making the future cleaner and greener.

GADANG HQ SOLAR PV GENERATION			
	Target Savings	Solar PV Generation (kWh)	Energy Savings
FYE 2024	15%	94,164	17.1%
FYE 2023		95,818	17.3%



Gadang HQ and project sites solar PV



SUSTAINABILITY STATEMENT

WATER MANAGEMENT

We monitor our water consumption to identify any abnormalities and to ensure efficient usage. Staff are educated to use the water sparingly to avoid water wastage.

PERIOD	GROUP WATER CONSUMPTION				
	ENGINEERING	PROPERTY	UTILITIES	HQ	TOTAL
	Water (m ³)				
FYE 2024	18,576	53,211	1,200	5,056	78,043
FYE 2023	19,703	52,101	1,200	4,713	77,717

As part of our water management strategy, we installed rainwater harvesting systems at various project sites, including RTS Link and the Institute Perubatan Forensik Negara ("IPFN"). This harvested water is used for wheel washing, dust suppression and general cleaning purposes.



Rainwater harvesting system installed at IPFN & RTS Link

SUSTAINABLE BUILDING CERTIFICATIONS: GREEN BUILDING INDEX ("GBI") & MYCREST

Last year, our dedication was recognised when the Cyberjaya Hospital we constructed became the first government health facility to achieve a GBI Platinum rating, the highest level of environmental performance. This was accomplished through various sustainable initiatives, such as installing rooftop solar system, green roofs, rainwater harvesting systems, incorporating sustainable building materials, industrialised building system ("IBS"), diverting construction waste from landfills, energy-efficient lighting, and many more.

This year, we continued our commitment to sustainable building practices by pursuing GBI (Residensi Hana at The Vyne) and MYCREST (Institute Perubatan Forensik Negara).



SUSTAINABILITY STATEMENT

ENVIRONMENTAL MANAGEMENT SYSTEM

- **To comply to all rules and applicable environmental regulations**
- **Zero summon from Department of Environment (DOE)**

We continue to maintain our ISO 14001:2015 Environmental Management System ("EMS") and ensure compliance with the Environmental Quality Act 1974 and other legislations throughout all stages of our construction and property development projects. We protect the environment by following a set of guidelines specified in the Environmental Management Plan of respective projects and are committed to meet the requirements provided in GESB's Health, Safety and Environment ("HSE") Manual.

Additionally, we conduct regular monitoring for air, noise and water quality at our project sites to maintain a high level of environmental standards.

We are guided by the various standards and guidelines in monitoring of air, noise and water quality as follows:

Malaysian Ambient
Air Quality Standard

Planning Guidelines for Environmental
Noise Limits and Control

National Water Quality
Standards

Environment Practices at Project Sites

Air Pollution Control

Air pollution control is monitored by maintaining natural buffer zones which act as filter for dust control and ensuring exhaust emissions are within acceptable limits by keeping all vehicles, plants, and equipment in good working condition. Wheel washing, water bowsters and sweeper are used to control dust dispersion on haul roads and to clean soil or dirt from public roads.

The ambient air quality is regularly monitored and the results are in compliance with the Malaysia Ambient Air Quality Standard 2020 ("MAAQS").





SUSTAINABILITY STATEMENT

Environment Practices at Project Sites

Noise Pollution Control

Ambient noise levels are assessed to ensure compliance with environmental standards. Engineering measures, such as installing acoustic sound barriers and employing the injection piling method are implemented to reduce noise pollution. Additionally, we manage work schedules and provide comprehensive training to all workers at our project site in managing the noise.

On average, the noise levels have slightly surpassed the recommended limit, primarily due to the movement of external vehicles along the public roads near the sites.



Water Pollution Control

We remain committed to ensuring that our water discharges comply with water quality permits, standards and regulations. Water sampling is conducted regularly and tested by an accredited laboratory.

At project sites with low water discharge, we implement standard water treatment methods such as silt traps and sediment basins. For sites with higher water discharge, we installed water treatment systems equipped with effective filtration and pre-filters to ensure water quality output meets the regulatory standards.



Erosion & Sediment Control

We implemented Best Management Practices ("BMPs") to manage Erosion and Sediment Controls ("ESCs"), which included the use of silt fences, silt traps, perimeter and slope protection measures. These measures were aimed at preventing surface runoff and sediments from entering water bodies that are adjacent to or in close proximity to our construction sites.



In FYE 2024, there was no summons from DOE from any of our project sites.

SUSTAINABILITY STATEMENT

WASTE MANAGEMENT



To reduce environmental pollution

We strive to reuse or salvage the waste generated from the construction activities to reduce the environmental pollution, to conserve natural resources and protect the ecosystem.

Waste generated at construction sites are categorised into hazardous and non-hazardous waste. Hazardous waste refers to scheduled waste that are regulated under the Environmental Quality (Scheduled Wastes) Regulations 2007, non-hazardous waste are mainly construction waste and domestic waste.

We are committed to diverting our construction waste such as timber, concrete, steel, and domestic waste away from landfills. Emphasising waste reduction and the 3R approach (Reduce, Reuse, Recycle) in our solid waste management practices is key to achieving sustainability, with disposal as a last resort. This strategy is implemented responsibly to protect the environment and conserve natural resources.

Engineering & Construction

Types of waste in Construction	FYE 2024	FYE 2023
Domestic & Construction Waste to landfill (Tonne)	1,097	445
Reuse and Recycle Waste (Tonne)	199	248

Sustainability Indicator	Metric	Target	2024 KPI achievement
Waste Management	Waste diverted from disposal (Recycle)	15%	15%



Dedicated domestic and construction waste bins at site





SUSTAINABILITY STATEMENT

E-Waste

E-waste is categorised as scheduled wastes under the Code SW 110, First Schedule of Environmental Quality (Scheduled Wastes) Regulations 2005 in Malaysia. When e-waste is disposed in landfills, the hazardous components will contaminate the surface and ground water. Therefore, it is important to dispose the e-waste in a responsible manner to protect the environment.

In FYE 2024, our IT department carried out an e-waste campaign to collect e-waste such as computers, laptops, printers, electronic components etc from the employees. The outcome was commendable and we managed to collect two (2) tonnes of e-waste which were disposed to a licensed e-waste company registered under the DOE.



Recycling

Recycling at Gadang HQ	Recycling Target	Achievement	
		FYE 2024	FYE 2023
Recycled amount	4,500kg	5,457 kg	4,606 kg

We have embedded Office Recycling Culture in Gadang HQ to recycle the waste generated by employees. Recycle bins are provided on each floor for recycling of papers, plastics, aluminium etc. The recycled items will be sold to licensed recycle vendor on a periodic basis. As at May 2024, we managed to collect miscellaneous recyclable items amounting to 5,457 kilograms.



SUSTAINABILITY STATEMENT

BIODIVERSITY



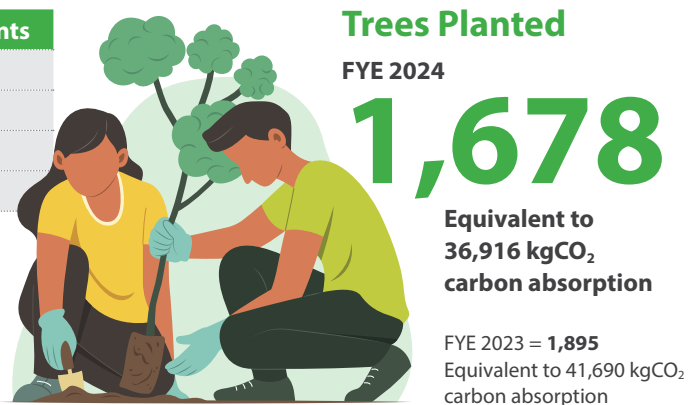
To sustainably utilise and conserve the ecosystems

We recognise the beauty of nature and the importance of conserving natural ecosystems for our business resilience so that we do not deprive our future generations from enjoying the same. We are committed to minimising our environmental impact and are actively working to protect biodiversity in the areas where we operate. We focus on implementing effective controls to ensure compliance with Environmental Impact Assessment ("EIA") approval conditions. Our Best Management Practices ("BMP") spells out the stringent environmental protection measures that we uphold, ensuring responsible management at all operational sites.

Given the nature of our core operations in construction, tree clearing is sometimes unavoidable to facilitate development, whether for buildings or infrastructure. We are mindful of the impact on biodiversity and the ecosystems. To mitigate this, we conduct tree planting activities and landscape walkways, parks, and communal spaces in our property developments to comply with local greenery requirements.

This year, our tree planting activities include educating employees and children to cultivate a culture of tree planting from a young age, promoting environmental awareness and cultivate a sense of responsibility towards nature.

Types of plants	Target	2024 KPI Achievements
Trees		1,678
Shrubs	Plant 1,500 trees	12,527
Turf		14,612m ²
Creepers		1,390





SUSTAINABILITY STATEMENT

CLIMATE CHANGE AND GHG EMISSION



To combat climate change, global warming

Climate change represents one of the most pressing challenges today, with extreme weather, rising sea levels, increased floods, higher temperatures, droughts and other natural disasters impacting nations globally. Recognising the critical importance of addressing greenhouse gas ("GHG") emissions as a primary driver of climate change, we are committed to reducing our environmental footprint.

This year marks our inaugural GHG reporting, whereby we have collected data to track emissions across our business operations. This data not only helps us to understand our current GHG impact but also serves as a benchmark for measuring our progress for future improvements.

Moving forward, our goal is to establish targets for reducing GHG emissions. By setting clear, measurable objectives, we aim to reduce our carbon footprint responsibly.

GHG Emission using Operational Control Approach

Description	Scope	GHG Emission (tCO ₂ e)	GHG Emission intensity (tCO ₂ e/RM'000)
Direct GHG Emissions Emissions released from machinery owned or controlled by the Company	Scope 1	6,103	0.0105
Indirect GHG Emissions Emissions from purchased electricity consumed by the Company for its operations	Scope 2	4,617	0.0079
Indirect GHG Emissions Covering the following categories: - Category 6 (Business Travel) - Category 7 (Employee Commuting)	Scope 3	1,038	0.0018

SUPPLYING POTABLE WATER TO INDONESIA COMMUNITIES

We contribute to the Indonesia government initiatives by providing potable water to its citizens.

Entities	Supply Areas	Percentage of coverage
TTS and HTB	Kabupaten Sidoarjo	More than 50%
DBT	Kabupaten Gresik	11%

The raw water from rivers and other surface sources is treated at water plants to remove pollutants, particles, and bacteria, making it safe to drink before distribution to local water agencies. We analysed water quality every two hours in the laboratory, testing both raw and treated samples to ensure they comply with World Health Organization standards and Indonesia's 'Peraturan Menteri Kesehatan' (Permenkes No. 492/2010).

Sludge and sediments from backwash and sedimentation tanks are treated to an acceptable limits before being discharged into drains or rivers. The solid waste and trash from the water treatment plants and intake are collected and disposed at approved dump sites.

SUSTAINABILITY STATEMENT

Workplace



OCCUPATIONAL HEALTH & SAFETY ("OHS")

-  **To prevent and reduce workplace accidents and illness**
-  **Zero fatality**

At Gadang, Health and Safety are our utmost priorities. We are committed to continuously improve our HSE policies and practices. Each year, we conduct HSE Management Review meeting to assess our performance, ensure compliance with regulations and plan for necessary enhancements.

We recognise the importance of cultivating safety and health expertise among our team members. Therefore, we conduct various OHS activities such as regular meetings, daily toolbox briefings, safety induction courses, and refresher trainings to promote a strong safety culture throughout our organisation.

We have ISO 45001:2018 certification and have received several awards for our outstanding health and safety practices at our project sites. More importantly, we are proud of our perfect safety record with zero fatalities.

OHS awareness and trainings

In FYE 2024, trainings were conducted for a total of 1,368 workers, including employees, site workers and contractors.

Some of the OHS training programmes are listed below:

1 Occupational Safety & Health (Amendment) Act 2022	2 HQ – Emergency Drill
3 Basic First Aid Training	4 HSE Safety Campaign with DOSH Director General
5 Climate Change impact on OSH	6 Accident Investigation
7 Working at Height	8 Chemical Health Risk Assessment ("CHRA")
9 Fire Training	10 Defensive Driving Training





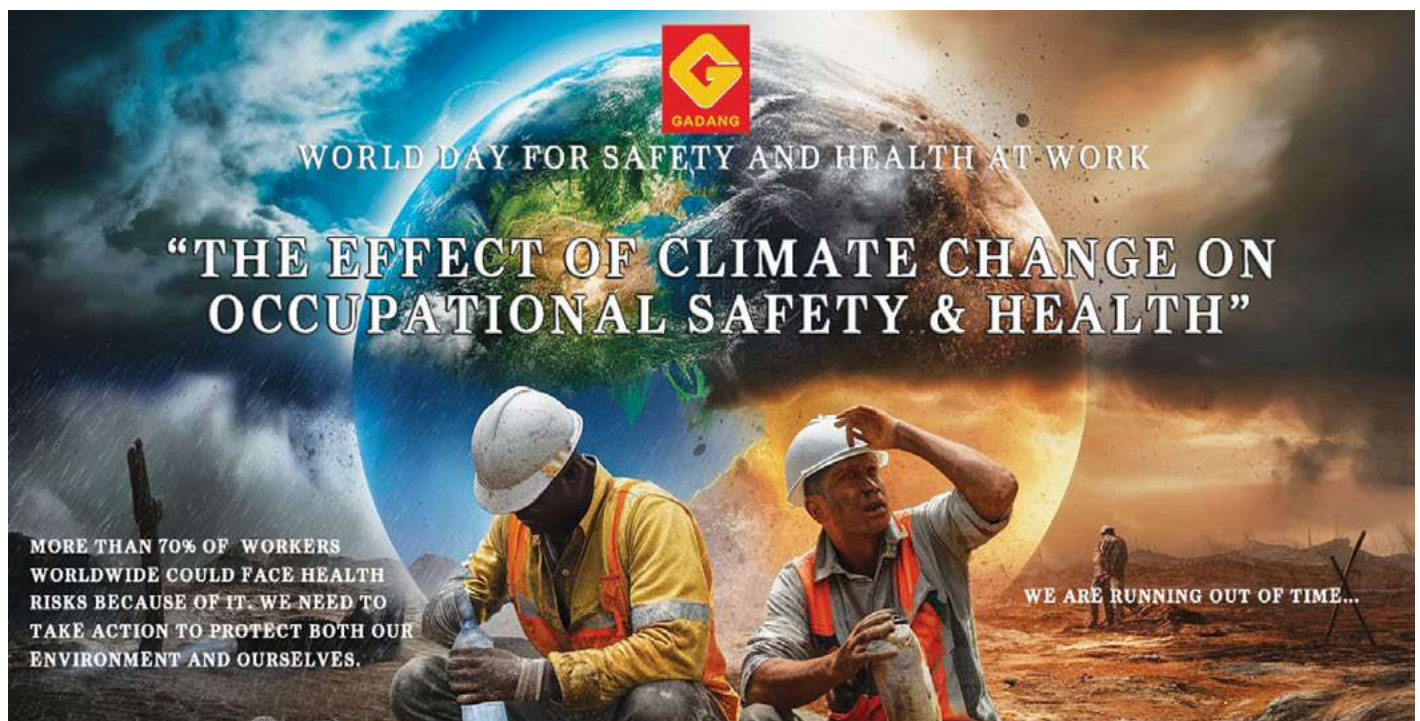
SUSTAINABILITY STATEMENT

World OSH Day

This year, we proudly launched our World Occupational Safety and Health Day 2024 campaign titled “The Effect of Climate Change on Occupational Safety and Health” at the RTS Project in Johor.

The campaign highlighted the causal relationship between climate change and workplace safety, emphasising the need for proactive measures to protect our workforce in an evolving environmental landscape.

The campaign involved all Gadang staff, demonstrating our commitment to safety and health through interactive discussions and the sharing of best practices to mitigate climate-related risks, ensuring a safer and healthier work environment for everyone.



First AID Training

A Basic Occupational First Aid training was conducted to equip our employees with essential first aid skills. They acquired basic life support techniques like CPR, as well as how to handle bleeding, wounds, burns, and fractures. This training has provided our employees with both the knowledge and practical skills to manage various health and safety emergencies.



SUSTAINABILITY STATEMENT

Emergency Drills – Bomb Threat

We have established a comprehensive Emergency Response Team (“ERT”) at Gadang HQ, which consist of First Aiders, Fire Fighting Team, Floor Marshals, and Search & Rescue Team. This proactive measure ensures our employees’ safety during emergencies. Each project site also has its own ERT.

Last year, we conducted a fire drill simulation and this year we conducted a bomb threat drill to prepare employees for various emergency situations. These practices ensure that our employees remain well-prepared for emergencies.



HSE Internal Audit

Annual compliance audits are conducted by our in-house internal auditors for our construction projects. For FYE 2024, our HSE internal auditors conducted seven audits for ISO 14001 : 2015 and ISO 45001 : 2018. One (1) Non-Conformance Report (“NCR”) and 29 observations were issued by our HSE internal auditors. The NCR and all 29 observations have been closed. Proactive measures in response to the HSE internal audits have been taken by the relevant sites to further improve the HSE Management System.



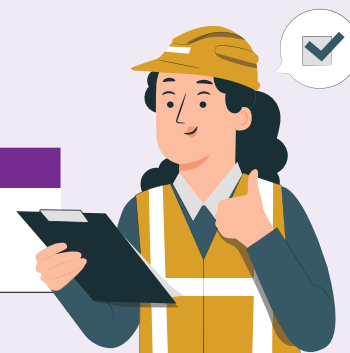


SUSTAINABILITY STATEMENT

Health and Safety Performance

Safety Trainings

Indicator	Target	FYE 2024
Number of staff trained for Health and Safety (including daily and subcontractors' workers)	500 employees	1,368 employees



Safety Statistics

Engineering & Construction	Target	FYE 2024	FYE 2023	FYE 2022
	Zero life loss	No Fatalities	No Fatalities	No Fatalities
	Incident rate of less than 4 per 1000 workers	0	4.52	3.64
	LTI frequency rate of less than 8	0	1.42	1.56

Property Development	Target	FYE 2024	FYE 2023	FYE 2022
	Zero life loss	No Fatalities	No Fatalities	No Fatalities
	Incident rate of less than 4 per 1000 workers	0	0	0
	LTI frequency rate of less than 8	0	0	0

Utilities	Target	FYE 2024	FYE 2023	FYE 2022
	Zero life loss	No Fatalities	No Fatalities	No Fatalities
	Incident rate of less than 4 per 1000 workers	0	0	0
	LTI frequency rate of less than 8	0	0	0

Gadang HQ	Target	FYE 2024	FYE 2023	FYE 2022
	Zero life loss	No Fatalities	No Fatalities	No Fatalities
	Incident rate of less than 4 per 1000 workers	0	0	0
	LTI frequency rate of less than 8	0	0	0

SUSTAINABILITY STATEMENT

HUMAN CAPITAL DEVELOPMENT

- **To enhance employee performance, boost employee productivity and reduce employee turnover**
- **To achieve 30% women directors' representation in the Board**
- **To support education through scholarship**

TALENT DEVELOPMENT AND TRAINING

We value our staff as they are our greatest assets. Having the right people with the right skills and knowledge is important for the success of the Group. On a yearly basis, the Group Human Capital and the respective superiors will identify trainings to upskill our employees for personal development and career progression.

In FYE 2024, the training hours are as follow:



	FYE 2024	FYE 2023	FYE 2022
Total number of training hours	5,705	8,039	1,704
Average training hours per employee	8	14	4

SCHOLARSHIP



During the year, we provided three scholarships amounting to RM51,000 to help deserving students in their tertiary education as we believe the future generation holds the key to a progressive and successful nation.

HUMAN CAPITAL POLICIES

We are guided by the following policies to ensure fair and equitable treatment for all employees:

Gadang Employee Handbook	Flexi Working Hours Policy	Leave Policy	Medical Benefits Policy	Group Insurance Scheme Policy
Learning and Development Policy	Human Rights Policy	Conflict of Interest Policy	Domestic Inquiry Guideline (DI Panel)	Grievance and Disciplinary Policy
Managing Employee Non-Performance	Subsistence Allowance (Local & International)	Anti-Bribery and Corruption Policy	Code of Ethics and Conduct	Whistleblowing Policy and Procedures



SUSTAINABILITY STATEMENT

HUMAN RIGHTS AND LABOUR PRACTICES

Sustainability Indicator	Metric	Target	Achievement	
			FYE 2024	FYE 2023
Human Rights	Zero complaint on human rights violation	0	Zero human rights violation	Zero human rights violation

Gadang believes that everyone has the right to be treated equally with fairness, respect and dignity at the workplace. We have established a Human Rights Policy that serves as a guiding principle for Gadang and its Third Parties to ensure protection of fundamental human rights, which include the following:



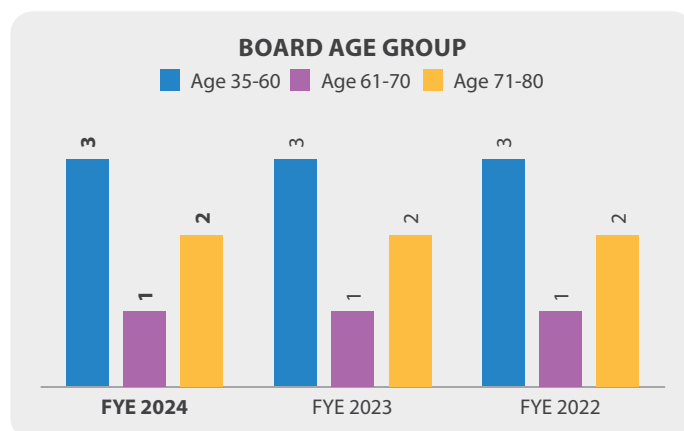
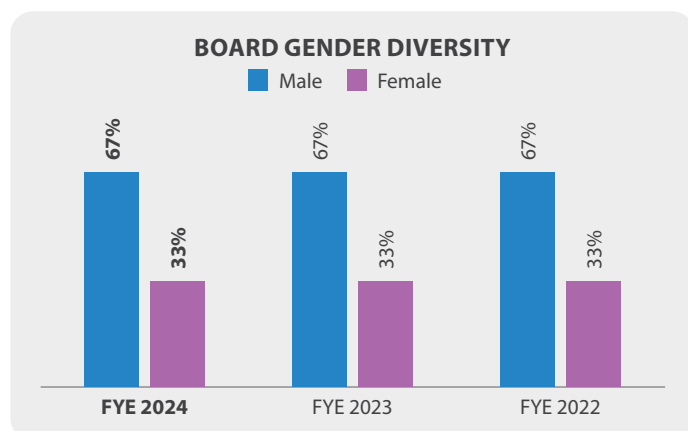
As for working conditions, we comply with Workers' Minimum Standards of Housing and Amenities Act, 1990 (Act 446).

In FYE 2024, there were no reported incidents pertaining to violation of human rights.

DIVERSITY AND EQUAL OPPORTUNITY

We endeavor to provide equal opportunity to ensure that employment decisions are based on merit and performance without regard to religion, political opinion, gender, age, ethnicity, sexual orientation, nationality or disability. Although construction industry is a male-dominated sector, we continue to welcome capable women workforce to join our operations.

For FYE 2024, 33% of our Board members were women.



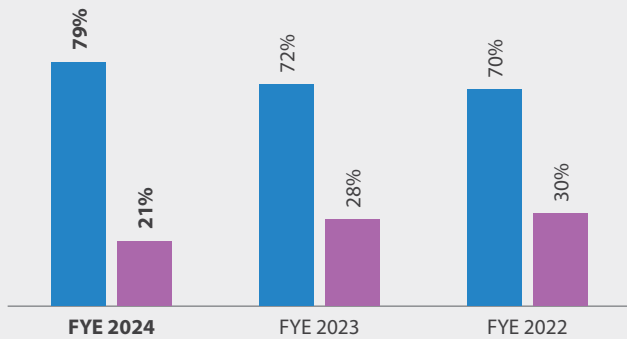


SUSTAINABILITY STATEMENT

WORKFORCE PROFILE

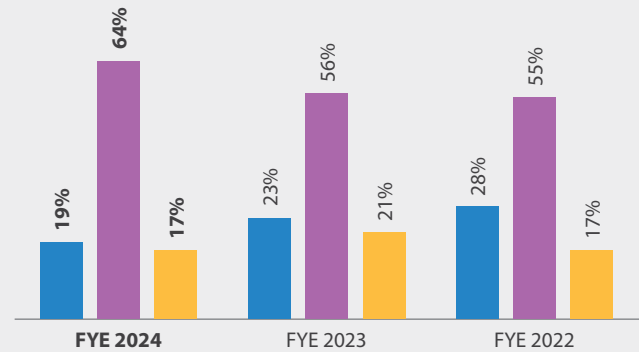
GENDER DIVERSITY

Male Female



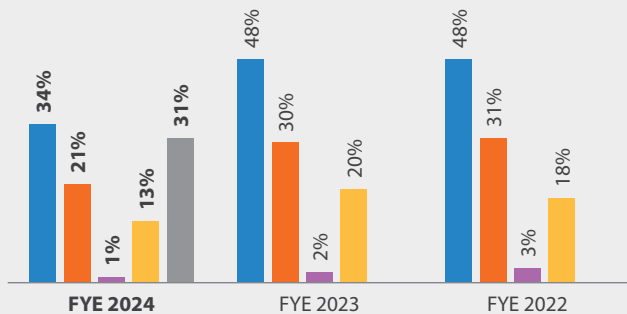
AGE DIVERSITY

<30 years 30 to 50 years >50 years



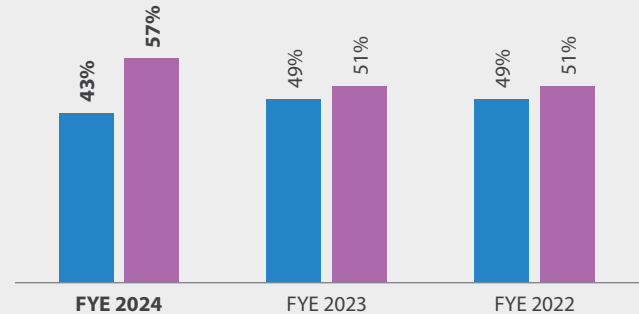
ETHNIC DIVERSITY

Malay Chinese Indian
Indonesia - (Utilities) Foreign Worker



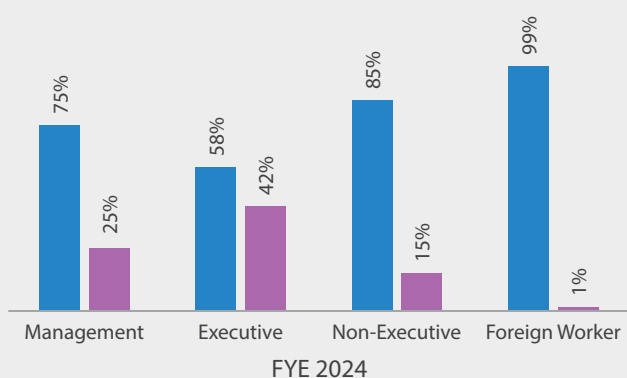
EMPLOYEE COMPOSITION

Permanent Temporary



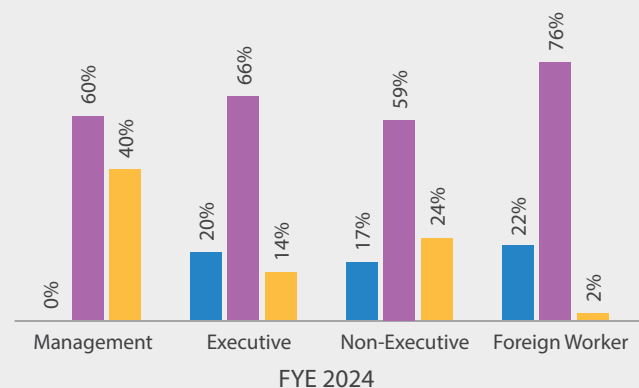
GENDER DIVERSITY BY EMPLOYEE CATEGORY

Male Female



AGE DIVERSITY BY EMPLOYEE CATEGORY

<30 years 30 to 50 years >50 years



Note: In FYE 2024, we included data for foreign workers. It is therefore not comparable with past years



SUSTAINABILITY STATEMENT

EMPLOYEE WELL BEING : CARING FOR OUR PEOPLE



To promote togetherness, diversity, equity & inclusion



To encourage healthy lifestyle

We recognise that our employees are our greatest assets and their wellbeing such as happiness, physical and mental health contribute significantly to the success of our Company.

We believe that in creating a culture of togetherness, diversity, equity and inclusion, we are able to bring a multitude of benefits.

Benefits	Expected Outcome
Positive workplace culture	Positive workplace culture where employees feel respected and valued
Improved communication	Employees communication becomes more effective which results in better collaboration and team work
Increased productivity	Happy employees are more productive which results in higher quality output
Improved retention	Employees feel valued resulting in lower staff turnover
Better client/customer satisfaction	Provide better service, resulting in higher client/customer satisfaction rates and repeat business

In FYE 2024, a range of employee engagement activities were successfully carried out.



Chinese New Year Gathering



Hari Raya Gathering



Movie Day



Durian Feast



Badminton Tournament



Bowling Tournament



Project Team Family Day



Bonding Day



Company Trip



Fitness Activities, Badminton, Yoga, Jazzercise, Gym

SUSTAINABILITY STATEMENT



CHINESE NEW YEAR GATHERING

Gadang celebrated Chinese New Year with joy and unity.



HARI RAYA GATHERING

Gadang joins in the celebration of Hari Raya with our muslim colleagues, embracing the warmth and joy of this special occasion.





SUSTAINABILITY STATEMENT



GADANG MOVIE DAY

Gadang employees took a break from work and enjoyed a fun-filled movie day together.

#EmployeeBonding #EmployeeEngagement #WorkLifeBalance



DURIAN FEAST

Indulging in the king of fruits: fostering unity and delight at our company's annual Durian Feast.

#EmployeeBonding #TropicalTreats



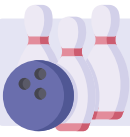
BADMINTON TOURNAMENT

Smashing our way to stronger bonds and healthier lives in this year's badminton tournament.

#TeamSpirit #EmployeeEngagement #HealthyLiving



SUSTAINABILITY STATEMENT



BOWLING TOURNAMENT

Fostering team spirit through friendly bowling competition and the excitement of playing as a team. It is not about winning or losing; it is about building teamwork, fostering camaraderie, and enjoying the game together.



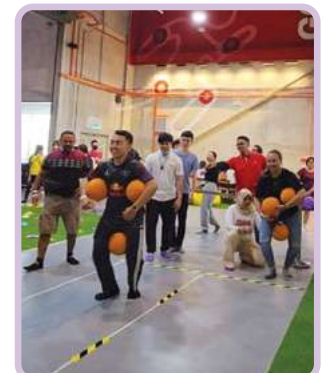
PROJECT TEAM - FAMILY DAY

Project team: relax, refresh and reconnect.



BONDING DAY

Unite and play: a bonding day at the Next-Gen Edutainment Theme Park!





SUSTAINABILITY STATEMENT



COMPANY TRIP

Island getaway: embracing vitamin "sea" and relaxation together!



FITNESS ACTIVITIES, BADMINTON, YOGA, JAZZERCISE & GYM

As the famous saying goes, "health is wealth." Hence, Gadang's regular activities, including badminton, yoga and jazzercise, serve to enhance our employees' health and fitness, increasing their energy levels, burn calories and promote overall well-being.



SUSTAINABILITY STATEMENT

Community



TAKING CARE OF OUR COMMUNITIES

-  To foster a caring community
-  To help the needy

SAFETY AND HEALTH ("SHERO") IN SCHOOL

We are committed to investing in our community's future by dedicating time for safety and health education in schools, fostering the development of safety-conscious habits to prevent accidents and injuries. Additionally, we actively engage with the younger generation through tree-planting initiatives, working towards a greener future for all.

This year, we held two SHERO campaigns: one at SK Clifford, Kuala Lipis, Pahang and another at SK Muhammad Fakhry Petra, Gua Musang, Kelantan. The campaigns aimed to raise awareness and foster a safety and health culture from a young age.





SUSTAINABILITY STATEMENT

CARE FOR THE ELDERLY

We are committed to providing support to the elderly community, helping in whatever ways we can to enhance their quality of life and promote inclusivity.



CARE FOR THE ORPHANAGE

We care for children in orphanages, striving to improve their lives and make them feel included and cherished.



CARE FOR THE MENTALLY CHALLENGED

We are wholeheartedly committed to provide support and empowerment to the mentally challenged children community, assisting in any way we can to improve their quality of life and foster inclusivity.



SUSTAINABILITY STATEMENT

SUPPORTING UNSDG #2 : ZERO HUNGER

We are committed to alleviating hunger by supporting NGOs that provide food and aid to those in need within the community.



BLOOD DONATION

Contributing to our community's health with every drop: donating blood to the national blood centre to support those in need.



ZOO CLEANING

Our zoo cleaning initiative promotes wildlife conservation by maintaining a clean environment. By enhancing the zoo's appearance, we aim to provide visitors with a more enjoyable experience.





SUSTAINABILITY STATEMENT

DONATION AND SPONSORSHIP

In FYE 2024, our Corporate Social Responsibility (“CSR”) program actively contributed to the society. This ongoing initiative aims to create a lasting and sustainable impact in the communities we serve, reflecting our commitment to giving back.

	FYE 2024	FYE 2023	FYE 2022
Donation and Sponsorship (RM)	131,000	219,000	138,000
Number of beneficiary	1,207	Data not available	



SUSTAINABILITY STATEMENT

PERFORMANCE DATA TABLE

Indicator	Measurement Unit	2024
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	100.00
Executive	Percentage	100.00
Non-executive	Percentage	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	99.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	6,063.00
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	78.000000
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	1,368
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	1,886
Executive	Hours	2,964
Non-executive	Hours	444
Foreign Workers	Hours	411
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	57.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	17
Executive	Number	75
Non-executive	Number	59
Foreign Workers	Number	67
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0



SUSTAINABILITY STATEMENT

Indicator	Measurement Unit	2024
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	60.00
Management Above 50	Percentage	40.00
Executive Under 30	Percentage	20.00
Executive Between 30-50	Percentage	66.00
Executive Above 50	Percentage	14.00
Non-executive Under 30	Percentage	17.00
Non-executive Between 30-50	Percentage	59.00
Non-executive Above 50	Percentage	24.00
Foreign Workers Under 30	Percentage	22.00
Foreign Workers Between 30-50	Percentage	76.00
Foreign Workers Above 50	Percentage	2.00
Gender Group by Employee Category		
Management Male	Percentage	75.00
Management Female	Percentage	25.00
Executive Male	Percentage	58.00
Executive Female	Percentage	42.00
Non-executive Male	Percentage	85.00
Non-executive Female	Percentage	15.00
Foreign Workers Male	Percentage	99.00
Foreign Workers Female	Percentage	1.00
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	67.00
Female	Percentage	33.00
Age 35-60	Percentage	3.00
Age 61-70	Percentage	1.00
Age 71-80	Percentage	2.00
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	131,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	1,207