

SUSTAINABILITY STATEMENT

Lion Posim Berhad (“Company”) is pleased to present its Sustainability Statement which provides an overview its Economic, Environmental and Social (“EES”) impacts for financial year ended 31 December 2023 (“FY2023”).

The Company is principally involved in investment holding, trading and distribution of building materials including its in-house brands of finishing products namely Simwares (sanitary wares), Simtec (tap fittings), Simcera (tiles) and SimLoc (ironmongery), as well as steel products; and petroleum-based products including automotive and industrial lubricants under the HI-REV and T-Trax brands, and automotive components by its subsidiaries, Posim Marketing Sdn Bhd (“PMSB”), Posim Petroleum Marketing Sdn Bhd (“PPMSB”) and Lion Petroleum Products Sdn Bhd (“LPPSB”).

BASIS OF SCOPE

This Sustainability Statement covers the Group’s operations in trading and distribution of building materials and steel products by PMSB, and petroleum-based products and automotive components by PPMSB and LPPSB.

REPORTING FRAMEWORK AND STANDARDS

We have taken steps to incorporate standard disclosures in accordance to the Global Reporting Initiative (“GRI”) Standards and Bursa Malaysia Securities Berhad’s (“Bursa Malaysia”) Main Market Listing Requirements (“Listing Requirements”) with reference to its Sustainability Reporting Guidelines. The standard disclosures are also aligned with the United Nations Sustainable Development Goals (“UNSDGs”).

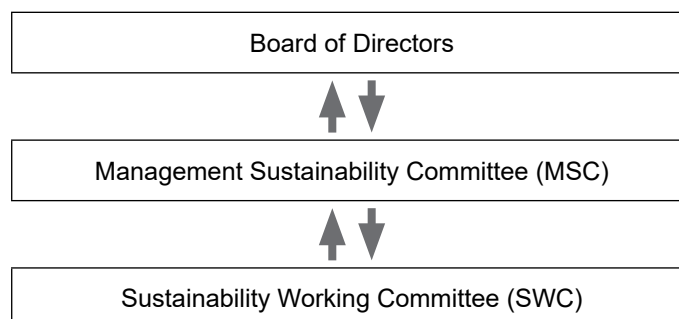
The Group is working to adopt the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”) starting FY2025. We will continue to improve our disclosures to align with best practice reporting standards.

APPROACH TO SUSTAINABILITY

Our sustainability approach is guided by Lion Group’s mission “We are committed to make Lion Group a caring organisation and be recognised for excellence in quality, growth and profitability”, of which the Group is a member.

We have adopted a holistic sustainability approach across our business operations and functions. The strategic direction is guided by the Board of Directors, with the Head of Company/Business taking on the executive role for effective and efficient implementation, and driven via collaboration amongst various Departments and Business Units across the Group.

SUSTAINABILITY STRUCTURE



The Board of Directors has oversight of the Group's strategic direction on sustainability.

The MSC is chaired by Head of Company/Business, and assists the Board with strategic direction of sustainability matters. MSC is responsible for steering, coordinating and ensuring the effective and efficient implementation of the sustainability framework.

The SWC comprises members from middle management across our operations and is responsible for the day-to-day implementation of the sustainability strategies and plans.

GOVERNANCE

The Group complies with applicable laws and regulations of corporate governance and adheres to related best practices. With a high standard of corporate governance, we believe that the Group will be able to maintain its success, remain competitive and sustainable in the long term. Our Corporate Governance Overview Statement and Statement on Risk Management and Internal Control are presented in pages xxx of this Annual Report.

STAKEHOLDERS ENGAGEMENT

Stakeholders engagement is imperative in understanding their expectations. We recognise that stakeholder expectation, assessment and feedback are an integral part of our sustainability strategy and initiatives, and we are continuously improving our approach via regular engagements that are held through both formal and informal channels.

Key Stakeholders	Area of Interest	Engagement Platforms
Employees	<ul style="list-style-type: none"> • Health, safety and well-being • Learning and development • Respect and recognition • Job satisfaction • Pay and benefits 	<ul style="list-style-type: none"> • Meetings • Training programmes • Internal newsletter • New employee induction programme • Staff gatherings and other engagement channels




STAKEHOLDERS ENGAGEMENT (continued)

Key Stakeholders	Area of Interest	Engagement Platforms
Customers	<ul style="list-style-type: none"> • Convenience and experience • Service and product quality • Timely product delivery 	<ul style="list-style-type: none"> • Face-to-face interaction through service channels • Communication through Marketing Department, Customer Service Department and Corporate Communications Department • Feedback through website, e-mail, social media platform • Sales, promotions, road shows and related events
Suppliers/Vendors	<ul style="list-style-type: none"> • Long term partnership • Financial resilience • Sustainable business growth • Experienced management team 	<ul style="list-style-type: none"> • Liaison with suppliers before sourcing and engaging with contract managers • Meetings, business alliance events/meetings • Vendor service/support channel
Shareholders and Investors	<ul style="list-style-type: none"> • Good governance • Sustainable business growth • Disclosure and transparency 	<ul style="list-style-type: none"> • Investor relations channel and meetings • Annual General Meeting • Quarterly reports, Annual Report, media releases
Regulatory Agencies and Statutory Bodies	<ul style="list-style-type: none"> • Regulatory compliance • Safety and security 	<ul style="list-style-type: none"> • Meetings, visits and events • Consultative and statutory reporting
Local Communities	<ul style="list-style-type: none"> • Responsible corporate citizen • Support for social causes • Creation of job opportunities 	<ul style="list-style-type: none"> • Activities and sponsorships organised by the Group and Lion-Parkson Foundation
Media	<ul style="list-style-type: none"> • Response to media enquiries and requests for interviews • Long term engagement 	<ul style="list-style-type: none"> • Media releases and interviews • Advertisements
Industry Associations	<ul style="list-style-type: none"> • Support for mutual interests 	<ul style="list-style-type: none"> • Meetings and events

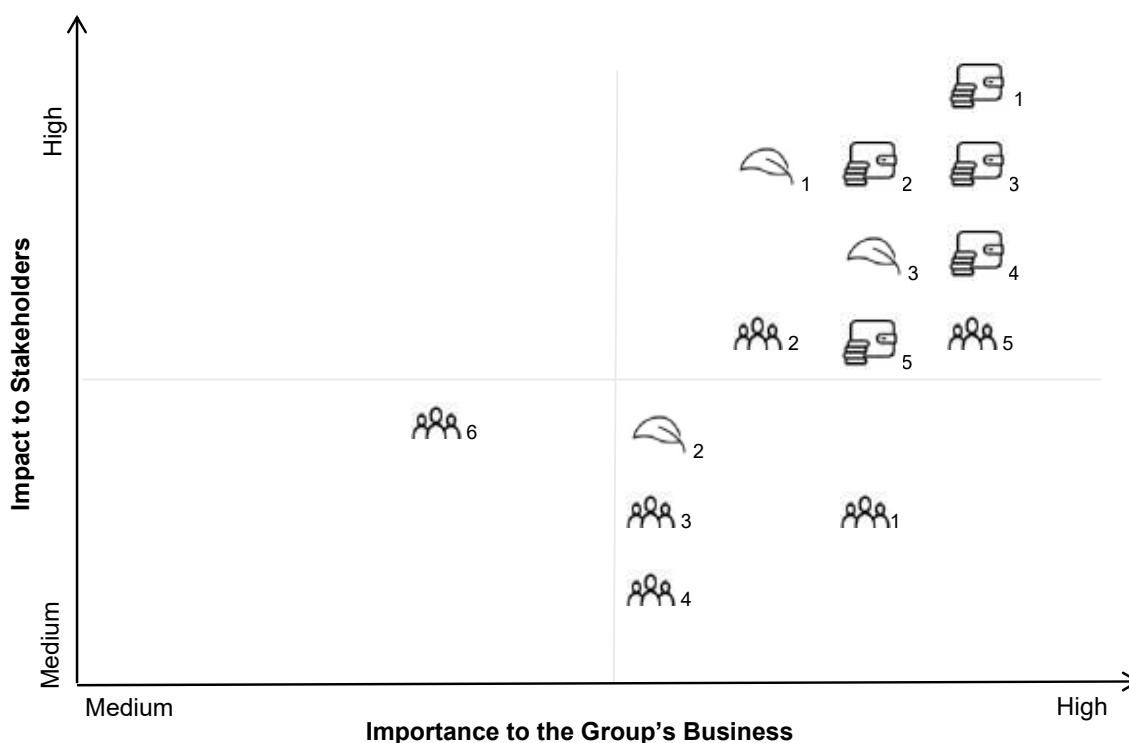
MATERIAL MATTERS

Our materiality matters are validated by our various divisions, combined into a consolidated matrix of issues relating to the activities of the Group. In identifying matters material to the Group, we were guided by GRI and the Listing Requirements.

We aim to conduct a comprehensive materiality assessment once every 3 years, and undertake an annual review of the relevance of our prioritised economic, environmental and social impacts arising from our day-to-day activities.





 Economic	 Environmental	 Social
<ol style="list-style-type: none"> 1. Economic Performance 2. Products Quality & Safety 3. Cyber Security/Data Protection 4. Anti-Corruption 5. Supply Chain Management 	<ol style="list-style-type: none"> 1. Energy Efficiency 2. Water & Waste Management 3. Chemical Management 	<ol style="list-style-type: none"> 1. Employee Well-being 2. Health & Safety 3. Capacity Building 4. Diversity & Equal Opportunities 5. Labour Practices & Standards 6. Community Relations/CSR

MATERIALITY MATRIX








CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (“SDGs”)

We are committed to adopt the Sustainable Development Agenda 2030 established by the United Nations (“UN”). The following outlines the Company’s efforts in supporting the SDGs in the year under review:

UNSDGs	Description	Our Approach
 <p>1 NO POVERTY</p>	<p>Goal 1: No Poverty End poverty in all its forms anywhere</p>	<ul style="list-style-type: none"> • Provide financial aid for medical treatment to the most vulnerable segments of society • Collaborate with other bodies and Non-Governmental Organisations to extend our reach and ensure help is targeted to those most in need
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Goal 3: Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages</p>	<ul style="list-style-type: none"> • Prioritise health and safety in our business operations by adopting rigid safety standards and systems, provide continuous safety training to protect our employees, sub-contractors and the general public • Promote healthy lifestyles and work-life balance by organising programmes that focus on our employees’ physical and mental well-being
 <p>4 QUALITY EDUCATION</p>	<p>Goal 4: Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> • Provide scholarships to undergraduates pursuing their first degree locally • Promote employee development programme
 <p>5 GENDER EQUALITY</p>	<p>Goal 5: Gender Equality Ensure full participation in leadership and decision-making</p>	<ul style="list-style-type: none"> • Acknowledge women’s contribution in the industry and committed to promoting the advancement of women • Ensure women’s effective representation and equal opportunities for leadership at all levels of decision-making across business activities

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (“SDGs”) (continued)

UNSDGs	Description	Our Approach
	<p>Goal 8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<ul style="list-style-type: none"> • Provide competitive remuneration packages to our employees, and training opportunities for career growth and development • Promote a safe and secure working environment for all workers, including contractors and foreign labour • Stand firm against any form of forced labour, modern slavery and child labour
	<p>Goal 12: Responsible Production and Consumption Substantially reduce waste generation</p>	<ul style="list-style-type: none"> • Encourage 3R (reduce, reuse, recycle) activities to reduce waste generation
	<p>Goal 13: Climate Action Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Compliance with all applicable statutory and regulatory requirements
	<p>Goal 16: Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> • Support fair and equitable workplace • Ensure a strong ethics and compliance culture • Zero tolerance towards bribery and corruption, as articulated in our Anti-Bribery and Corruption Policy
	<p>Goal 17: Partnership for the Goals Encourage and promote effective partnerships, building on the experience and resourcing strategies of partnerships</p>	<ul style="list-style-type: none"> • Collaborate with regulators, industry players and community development programme partners

KEY SUSTAINABILITY MATTERS

ECONOMIC

Ensuring economic sustainability is paramount for long-term business success. Our commitment lies in upholding ethical and responsible marketplace practices through transparent business conduct, operating our business with integrity, and a commitment to excellence. These principles not only enhance our competitiveness but also foster long-term relationships with our stakeholders.

- **Economic Performance**

The Group's financial performance is vital for ensuring the sustainability of our business. We are committed to our responsibility of cultivating impactful employment opportunities and contributing to economic development. The jobs we generate within our operations and related sectors, coupled with the taxes we pay, play a pivotal role in making a significant and positive impact on the overall economy.

	RM'000
<i>Revenue</i>	755,137
<i>Profit after tax</i>	13,552
<i>Net profit attributed to owners of Company</i>	13,553

Note : Further information on Economic Performance can be found in Financial Statements section of the 2023 Annual Report from pages 62 to 153.

- **Products Quality & Safety**

Delivering quality is important in maintaining credibility and customer trust, which are necessary in the highly competitive building materials and lubricants industries. We are committed to providing products that meet regulatory, safety and health and quality standards to fulfil customers' requirements and ensure that our suppliers share the same philosophy. The quality management system we have in place is designed to monitor and control the processes from planning and development to production and after-sales service in order to comply with all the stipulated standards. Our lubricant factory is certified under ISO 9001:2015 which is a testament of our commitment to quality management standards.

- **Cyber Security/Data Protection**

We continuously strive to ensure the confidentiality and protection of customers' and stakeholders' information and documents based on requirements under the Personal Data Protection Act 2010. Information on our vendors, suppliers and customers is strictly private and confidential, and is treated as such at all times.

We continue to educate our employees on data protection and privacy through knowledge-sharing initiatives. This includes disseminating information via articles published in our corporate newsletter covering key aspects such as the fundamentals of information security, online scams, cyber espionage, malware, and ransomware. Additionally, we have implemented a caution statement in all emails received, reminding recipients to only open emails deemed safe. The primary objective is to enhance awareness regarding the importance of maintaining the integrity and confidentiality of sensitive information, thereby mitigating potential threats and security breaches that could significantly impact the organisation.

During this reporting period, there were no substantiated complaints of breaches in customer privacy or loss of customer data. We will continue to protect our customers' data privacy across all operations.

ZERO	Substantiated Complaints Concerning Breaches In Customer Privacy Or Data Loss
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- Anti-Corruption**

The Group continues to promote a culture of integrity through awareness campaigns and regular communications. Our employees are required to comply with our Anti-Bribery and Corruption Policy ("ABC Policy") at all times.

We are committed to conducting our affairs in an ethical, responsible and transparent manner. In the pursuit of this commitment, we encourage our stakeholders to disclose suspected wrongdoings which may involve or concern our Group's directors, management, employees, performance, relations with other stakeholders, assets and reputation. Whistleblowers will be accorded protection of their identity unless the disclosure is required by any applicable law.

Corruption-related Training

The majority of our employees have completed the necessary training in 2023. Additionally, employees are required to complete an annual e-declaration on Conflict of Interest and acknowledgment on the understanding of the ABC Policy to indicate compliance.

Operations Assessed for Corruption-related Risks

In FY2023, we conducted corruption risk assessments across all our operations, with 100% of them undergoing the evaluation.

Corruption Incidents

As of 31 December 2023, we recorded zero incidents of corruption across our business operations.

Executive 100% Non-executive 93.29%	Corruption Related Training	100%	Operations Assessed for Corruption-related Risks	ZERO	Corruption Incidents
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- Supply Chain Management**

Our procurement department ensures that we engage in responsible procurement practices which is reinforced with the requirement for all our active registered vendors to periodically acknowledge their commitment to our Vendor Code of Conduct. Vendors' qualification/credentials are carefully vetted before being admitted into our list of qualified suppliers. Our initiatives start with the supplier selection process incorporating sustainability considerations such as fair labour practices and safety requirements.

Compliance and commitment by vendors and suppliers to conduct business with us in a transparent manner is sought through performing audits and making continuous improvements in our procurement processes and policies, including reassessing our procurement contracts. We believe local sourcing of products and services from within the country where possible is vital as it brings many advantages including lower costs, timely delivery, reducing carbon miles and invigorating the economy.

Local Suppliers

In 2023, a significant portion of our procurement expenditure, specifically 95.40%, was spent on local suppliers.

95.40 %	Spending on Local Suppliers
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- **Customer Satisfaction**

Customer support and loyalty is critical to the success of our business. Hence, we strive to put customers at the forefront of everything we do whilst we aim to provide quality products and services to our customers. Product knowledge and service skills training are part of our routine training programmes to ensure that our employees provide premium quality services to our customers. We place high priority on customer engagement and interaction through customer appreciation dinners and gatherings to show our appreciation for their support, and have various customer feedback channels including conducting customer satisfaction surveys for our business improvement.

ENVIRONMENTAL

The Group remains steadfast in its commitment to sustainable development and seeks to operate in a way that minimises environmental harm. We advocate the 3R actions of Reduce, Reuse and Recycle at our workplace, and adopt preventative measures to conserve the environment and reduce pollution. We seek to uphold environmental concerns with emphasis on application of new technologies and industry best practices that are environmentally friendly, optimise the use of resources and promote energy efficiency, and we are committed in taking proactive measures to preserve the environment for future generations whilst meeting the needs of our stakeholders.

- **Energy Efficiency**

Electricity serves as a vital resource for our operational needs, providing power to the offices where we conduct our business. We place a high priority on energy conservation throughout all aspects of our operations. For FY2023, the total energy consumption recorded was 614.18 megawatts.

614.18 Megawatts	Total Energy Consumption
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- **Water and Waste Management**

While the Group's operations may not consume extensive water, we acknowledge the scarcity of water as a valuable resource. Consequently, we conscientiously manage and monitor our water usage, recognising the importance of responsible water stewardship in contributing to sustainable and environmentally mindful practices. For FY2023, the Group consumed 3.93 megalitres of water.

We maintain high priority towards waste treatment to ensure that our wastes are handled, stored and disposed off properly. We are committed to recycling; making sure these wastes get a second life rather than ending up in landfills. As we embrace digitalisation and electronic processes, our reliance on paper has significantly decreased. This aligns with our ongoing efforts to adopt eco-friendly practices and contribute to a sustainable future.

Going forward, we aim to roll out strategies to reduce the usage of single-use plastics at the workplace, and minimise the consumption of paper use and generation of waste in each operational process.

3.93 Megalitres	Water Consumed
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- **Chemical Management**

We ensure that occurrences such as chemical spills and leakages do not take place at our premises. We comply with the legal requirements for chemical classification, labelling, handling and storage, as well as the implementation of best management practices to mitigate pollution. FY2023, we recorded zero incidence of major chemical spillage at our workplace.

ZERO	Incidence of Major Chemical Spillage
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- **Promoting Green and Environment Friendly Products**

We constantly explore greener alternatives in our day-to-day operations such as introduction of more efficient and energy-saving products and processes, and 5S management techniques in our operations. Our building materials division is promoting and selling a variety of Green Building Index products in its range of cement, ceiling boards and aerated blocks.

SOCIAL

We recognise the importance of social inclusion as it influences our lifestyles and professional endeavours. With a commitment to contribute to the betterment of society, our aim is to cultivate a positive social impact that can truly make a meaningful difference.

- **Employee Well-being**

We are dedicated to establishing workplaces where every individual is confident that their contributions will be acknowledged, and where they feel secure in expressing themselves. Emphasising the necessity of engaging and listening to our employees, we actively strive to cultivate an environment that is not only conducive, but also fosters happiness and productivity. To facilitate effective employee engagement, we establish various forums, including town-halls, “lunch & learn” sessions, festive open houses, and sports and recreational activities. Such engagements address both work and social requirements of our employees leading to a healthy work-life balance which proves to be an important factor for recruitment and retention of employees.

With the Employment Act (Amendments) 1955 taking effect on 1 January 2023, the Group is implementing the amendments related to the Act, such as overtime eligibility, increase in maternity leave period, paternity leave, flexible working arrangement, prohibition of forced labour, amongst other provisions.

The Group has in place its Anti-Sexual Harassment Policy to safeguard our employees from such harassment. We put up posters on how to prevent sexual harassment at the workplace and organised online sharing sessions on sexual harassment to create awareness amongst employees on our strict internal sexual harassment policy. Any individuals who wish to report incidents of bullying and harassment can refer to our Whistleblower Policy.

For FY2023, there were no cases of discrimination or harassment being reported or recorded. There were zero incidences of non-compliance to labour laws.

ZERO	Substantiated Complaints Concerning Human Rights Violation
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• **Health & Safety**

The health and safety of our employees is vital to our businesses, hence the Group subscribes to the safety, health and environmental regulations with a systematic approach reinforced by constant training and monitoring to ensure the safety and well-being of our employees. Workplace incidents are taken seriously; they are investigated and appropriate actions taken to prevent recurrence.

In compliance with legal requirements such as the Occupational Safety and Health Act, Factories and Machineries Act, Electricity Act 1990, Gas Supply Act 1993 and other related regulations, we have in place our Safety and Health Standard Operating Procedures. Compliance with the safe work practices stated in these standard operating procedures is the primary responsibility of all employees, contractors and consultants performing their duties at our premises.

We have established the Emergency Response Team (“ERT”) to prepare for and respond to any emergency incident, such as occupational incidents, natural disasters, or interruption of business operations. We have placed full sets of protective gear at strategic points in our premises in case of any on-site emergency. Our ERT members are well-trained on safety awareness and preparedness in everyday situations. Training is organised regularly for the members on the use of various types of fire extinguishers and hose reel, first aid i.e. CPR and injury management, shutdown and evacuation procedures. Safety campaigns are held to remind and refresh the staff on safety awareness and related issues.

Health and Safety Training

In 2023, a total of 185 employees were given various training on health and safety standards.

185	Employees Trained On Health And Safety Standards
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Among the training were:

- Forklift Safe Handling
- The Fundamentals of Safety and Health Committee
- Basic First Aid & CPR
- Effective Fire Safety, Emergency Response Plan & Preparedness

Work Related Injuries

Workplace incidents are taken seriously; they are investigated and appropriate actions taken to prevent recurrence. We reported zero incident of work related injuries in FY2023.

ZERO	Work Related Injuries
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• **Capacity Building**

Developing our talent is a key focus for the Group to ensure we have the right people in place to allow us to grow our future leaders and strengthen our talent pipeline. We provide learning and development opportunities in respect of technical, functional and behavioral competencies for our employees in line with their job requirements and career aspirations. Learning interventions are delivered on-the-job, via formal class training or online and continuing education. We encourage and support employees to participate in upskilling courses related to their work scope and obtain skill certification for wider job coverage.

Total Hours of Training by Employee Category

Executive	1,945	HOURS
Non-executive	999	

In 2023, among the training and development programmes conducted both physically and/or online are as follows:

- Finance for Non-Finance Managers
- Seminar on Regional Comprehensive Economic Partnership (RCEP) and Comprehensive & Progressive Agreement for Trans-Pacific Partnership (CPTPP) – Tapping on the World’s Largest Free Trade Agreements
- Scheduled Waste: Environmental Ethics & Technologies Favouring Sustainability Agenda
- MBRS Hands-on Application of Financial Statement Content into the MBRS Templates
- The Fundamentals Of Lubricants Products
- FMM Sustainability Conference 2023: Equipping Business for Sustainability Transition
- Inductively Coupled Plasma Optical Emission Spectrometry
- FMM Seminar on Sales and Service Tax (SST): Four Years in Review
- ISO 9001-Risk Based Thinking
- SSM National Conference 2023 - Shared Responsibility Strengthening AML/CFT Compliance: Risks, Challenges and Collaborations
- Good Weighing Practice (GWP) - Weighing Quality Management for your Laboratory
- Quality Management System Auditor/Lead Auditor

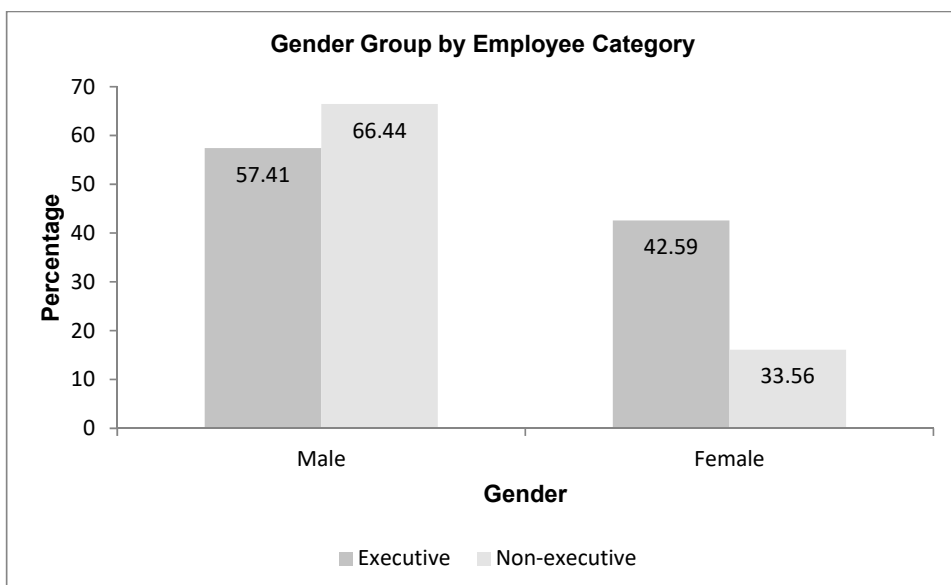
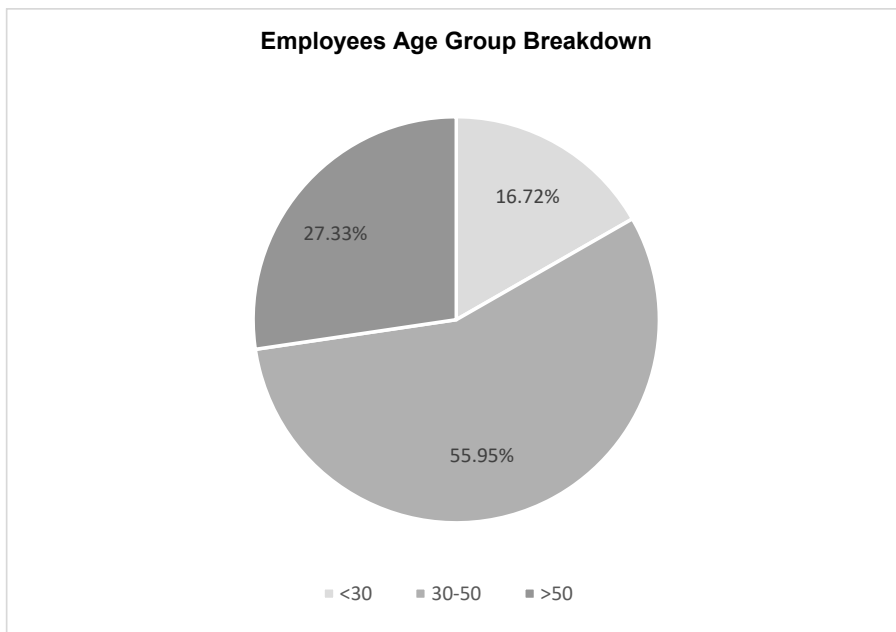
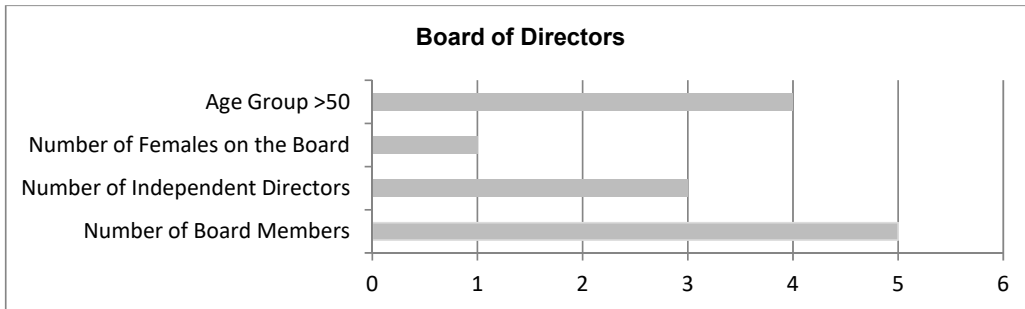
• **Diversity & Equal Opportunities**

We do not tolerate discrimination against race, gender, age, religion or nationality and any form of harassment in our work environment. The Group’s workforce is a reflection of the multi-cultural and multi-ethnic diversity of Malaysia with a wide range of demographic segments and social backgrounds represented across all levels of the organisation.

The representation of females on the Board of Directors (“Board”) at 20% highlights the Company’s dedication to fostering diversity and inclusion in top leadership positions, with 80% of our Board Members falling within the age group of above 50.

On a Group-wide basis, 38.26% of our employees are female and 61.74% are male, which is a reflection of the physically demanding nature of our core business of building materials and lubricants. We have a well-balanced team, with 55.95% falling in the middle 30-50 years old age group, of which 51.15% are in executive positions. 100% of our staff hold permanent positions with the Group.

The turnover rates for our staff in FY2023 recorded 5.56% for executive staff and 17.45% for non-executive staff. These figures indicate a relatively stable workforce and reflect our commitment to retaining talent across all levels of the organisation.



Age Group by Employee Category (%)			
	<30	30 – 50	>50
Executive	9.26	54.94	35.80
Non-executive	24.83	57.05	18.12

Total Turnover by Employee Category	
Executive	9
Non-executive	26

- **Community Relations/Corporate Social Responsibility (“CSR”)**

In keeping with our philosophy of giving back to the community, the Group focuses on helping to uplift the community via Lion-Parkson Foundation (the “Foundation”) established in 1990 by Lion Group of Companies of which the Group is a member. The Group is also supporting the local community wherein it operates by participating in charity programmes and fundraising drives to assist those in need.

Empowerment through Education

We believe in Empowerment through Education; that education is the catalyst to bring about sustainable change for the better for our future generations. Annually, the Foundation awards scholarships to undergraduates in local universities. The selected scholars undergo training in soft skills such as problem-solving and communication skills as well as internships at Lion Group companies during their semester breaks to prepare them for working in the corporate world.

In FY2023, the Foundation disbursed scholarships amounting to RM350,000 to 36 undergraduates pursuing their bachelor’s degree in local institutions of higher learning. Additionally, the Foundation contributed RM10,000 to the Chinese Chamber of Commerce and Industry of Kuala Lumpur and Selangor (KLSCCCI) – Scholarship Fund.

Expansion of Home for Special Children

The Foundation has completed the expansion of the Home for Handicapped & Mentally Disabled Children in Banting, Selangor to include an old folks home which is expected to be handed over to the operator, Persatuan Penjagaan Kanak-Kanak Terencat Akal Negeri Selangor by the first quarter of the next financial year.

Medical Assistance for the Less Fortunate

In reaching out to a broad and diverse cross-section of beneficiaries irrespective of race or religion, the Foundation also provides financial assistance to the less fortunate suffering from critical illnesses who require medical treatment including surgery as well as purchase of medical equipment and medication.

In FY2023, approximately RM270,030 had been disbursed in the form of sponsorship for medical treatment to 31 individuals including purchase of equipment and medication. The Foundation also donated RM20,000 to Hospital Selayang’s Cataract Surgery Centre which assisted 86 patients from the B40 group undergo cataract operation.

Other CSR Initiatives

In November 2023, Lion-Parkson Foundation contributed RM5,000 to the ‘Sports Carnival for OKU’ organised by Malaysia Independent Living Association For Disabled (MILAD), a non-profit organisation dedicated to promoting inclusivity for individuals with disabilities, and donated RM5,000 to Malaysian Federation for the Deaf through a charity programme organised by Malaysia Steel Institute.

PPMSB participated in various youth development programmes with the local institutes of higher learning to encourage youths to acquire various life skills that will assist them in their personal and future career growth and development. It continues to support initiatives to develop young talents in motorsports racing, and in some instances, have collaborated with third party organisations including higher institutes of learning in this area. PPMSB also supported a CSR event organised by Medical Social Work Department, Hospital UKM (HUKM).

SUSTAINABILITY PERFORMANCE DATA

Indicator	Measurement Unit	2023
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Executive	Percentage	100.00
Non-executive	Percentage	93.29
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 (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	660,030.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	156
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Executive Under 30	Percentage	9.26
Executive Between 30-50	Percentage	54.94
Executive Above 50	Percentage	35.80
Non-executive Under 30	Percentage	24.83
Non-executive Between 30-50	Percentage	57.05
Non-executive Above 50	Percentage	18.12
Gender Group by Employee Category		
Executive Male	Percentage	57.41
Executive Female	Percentage	42.59
Non-executive Male	Percentage	66.44
Non-executive Female	Percentage	33.56
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	80.00
Female	Percentage	20.00
Under 30	Percentage	0.00
Between 30-50	Percentage	20.00
Above 50	Percentage	80.00
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	614.18
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	185
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Executive	Hours	1,945
Non-executive	Hours	999
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Executive	Number	9
Non-executive	Number	26
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	95.40
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 (Water)		
Bursa C9(a) Total volume of water used	Megalitres	3.930000

Internal assurance External assurance No assurance

(*)Restated

STATEMENT OF ASSURANCE

In strengthening the credibility of the Sustainability Statement, selected aspects/parts of this Sustainability Statement have been subjected to an internal review by the Company's internal auditors and the Statement has been reviewed by the Company's Audit and Risk Management Committee and approved by the Board.

Subject Matters covered are provided below:

Material Matters	Subject Matter
Anti-corruption	• Percentage of employees who have received training on anti-corruption by employee category
	• Percentage of operations assessed for corruption-related risk
	• Confirmed incidents of corruption and action taken
Community/Society	• Total amount invested in the community where the target beneficiaries are external to the Company
Diversity	• Percentage of employees by gender and age group, for each employee category
	• Percentage of directors by gender and age group
Energy Management	• Total energy consumption
Health and Safety	• Number of work-related fatalities
	• Lost time incident rate
	• Number of employees trained on health and safety standards
Labour Practices and Standards	• Total number of hours of training by employee category
	• Percentage of employees that are contractors or temporary staff
	• Total number of employee turnover by employee category
Supply Chain Management	• Proportion of spending on local suppliers
Data Privacy and Security	• Number of substantiated complaints concerning breaches of customer privacy and loss of customer data
Water	• Total volume of water used