

ESG PERFORMANCE DATA

DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Energy				
Total fuel consumption (diesel, petrol, etc.)	GJ	713,028	738,952	832,358
Total electricity consumption	GJ	1,137	2,359	2,490
Total energy consumption	GJ	714,165	741,311	834,848
GHG Emissions				
Total Scope 1 Emission (from fuel)	tonnes of CO ₂ e	53,008	54,936	63,469
Total Scope 2 Emissions (from electricity)	tonnes of CO ₂ e	181	452	477
Scope 3 Emissions for business travel	tonnes of CO ₂ e		33 ⁽¹⁾	67 ⁽²⁾
Total Scope 1&2 Emission intensity/Operating Days	Ratio	48	41	34
Total Scope 1&2 Emission intensity/Revenue	Ratio	141	95	53
Variance scope 1&2 Emission intensity / operating day (compared to basis year)	%		-15	-28
Variance scope 1&2 Emission intensity / Revenue (compared to basis year)	%		-32	-63
Air Quality				
CO emissions	tCO ₂ e	52,835	52,911	62,357
NO _x emissions	CO ₂ e	113.37	113.53	132.34
NH ₄ emissions	CO ₂ e	59.89	59.98	69.92
Water Consumption				
Total Volume of Water Use	litres	77,249.00	75,556.40	101,294.10
Water intensity /Operating Days	Ratio	69.59	55.8	54.58
Water intensity/ Revenue (RM mil)	Ratio	204.36	130.05	83.37
Waste and effluent				
Total Waste Generated ⁽³⁾	tonnes	193.7	137.78	223.72
No. of minor environmental spills	Number	0	0	1
No. of major environmental spills	Number	1	0	0
Total volume of environmental spills	litres	1	0	0

⁽¹⁾ In 2022, our Scope 3 disclosure on Business Travel include data for travel by air only

⁽²⁾ In 2023, our Scope 3 disclosure on Business Travel include data for travel by air and land

⁽³⁾ Number of scheduled waste generated

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Biodiversity				
Number of biodiversity assessments undertaken on new sites	Number	0	0	4 ⁽¹⁾
Number of biodiversity audits undertaken on existing sites	Number	Based on EIA assessment by client		
Percentage of existing operations or projects assessed for biodiversity risks	%			100% (Based on EIA assessment by client)
Number of Operations within or adjacent to sites deemed rich in biodiversity (Based on RAMSAR, IUCN, etc.)	Number	0	0	0
Budget spent on Biodiversity and conservation efforts / programmes / initiatives	RM	N/A	45,000	63,358
Size and location of all habitat areas protected or restored	Acres / sqft(Location)			~290 sqft (Coral planting at Perhentian Island, Terengganu)
Supply Chain Management				
Total procurement spend	RM mil	315.57	593.27	854.77
Total procurement spend on local suppliers	RM mil	190.65	331.02	599
Total procurement spend on foreign suppliers	RM mil	124.92	262.25	254.59
Proportion of spending on local suppliers	%	60	56	70
Total number of registered vendors	Number	420	471	836
Number of registered local vendors	Number	300	320	591
Percentage of registered local vendors	%	71	68	71
Number of suppliers removed from procurement list or cautioned for poor ESG performance	Number	0	0	0
No.of suppliers endorsed anti-bribery anti-corruption policies/ VIP Pledge	Number/ %	N/A	464	541 (65%)
Percentage of suppliers endorsed anti-bribery anti-corruption policies	%	N/A	99	59%
Workforce Diversity				
Total workforce	Number	624	722	732
Malaysian employees	%	75	73	75

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Workforce Diversity (cont'd.)				
Non-Malaysian employees	%	25	27	25
Permanent employees	%	38	28	23
Employees that are contractors or temporary staff	%	62	72	77%
Male Managerial Staff	%	55	71	74
Female Managerial Staff	%	45	29	26
Male Executive Employees	%	62	49	49
Female Executive Employees	%	38	51	51
Male Non-Executive Employees	%	97	98	99
Female Non-Executive Employee	%	3	2	1
Senior Management Staff Age 30 and below	%			0
Senior Management Staff Age 31-50	%			55
Senior Management Staff Age 51-65	%			45
Senior Management Staff Age 65 and above	%			0
Managerial Staff Aged 30 and below	%	6	1	0
Managerial Staff Aged 31-50	%	76	71	70
Managerial Staff Aged 51-65	%	18	27	29
Managerial Staff Aged 65 Years and Above	%	0	1	1
Executive Employees Aged 30 and below	%	72	45	43
Executive Employees Aged 31-50	%	26	52	53
Executive Employees Aged 51-65	%	1	2	3
Executive Employees Aged 65 Years and Above	%	1	1	1
Non-Executives Aged 30 and below	%	8	10	8
Non-Executives Aged 31-50	%	66	64	63
Non-Executives Aged 51-65	%	25	25	26
Non-Executives Aged 65 Years and Above	%	1	1	3
Senior Management staff with Malay ethnicity	%			82

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Workforce Diversity (cont'd.)				
Senior Management staff with Chinese ethnicity	%			9
Senior Management staff with Indian ethnicity	%			0
Senior Management staff with Others ethnicity	%			9
Malay Managerial Staff	%	69	64	62
Chinese Managerial Staff	%	11	18	14
Indian Managerial Staff	%	6	9	11
Managerial Staff of Other Ethnicities	%	13	10	14
Malay Executive Staff	%	90	86	86
Chinese Executive Staff	%	1	5	3
Indian Executive Staff	%	3	3	2
Executive Staff of Other Ethnicities	%	7	7	9
Malay Non-Executive Staff	%	33	35	34
Chinese Non-Executive Staff	%	3	9	3
Indian Non-Executive Staff	%	4	6	7
Non-Executive Staff of Other Ethnicities	%	59	50	55
Number / percentage of disabled managerial staff	Number / %	0	0	0
Number / percentage of disabled executive staff	Number / %	0	0	0
Number / percentage of disabled non-executive staff	Number / %	0	0	0
Total number / percentage of staff with disabilities	Number / %	0	0	0
Hiring and Attrition				
Total New Hires	Number	104	216	164
New Hires (Male)	%	68	85	81
New Hires (Female)	%	32	15	19
New Hires aged 30 and below	Number	25	23	34
New Hires aged 31-50	Number	63	66	107
New Hires aged 51-65	Number	11	11	22

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Hiring and Attrition (cont'd.)				
New Hires aged 65 and above	Number	1	0	1
New Hires with disabilities, or from underprivileged groups	%	0	0	0
Total Turnover (including resignation, termination, death or retirement)	Number			108
Turnover of Managerial Staff	%			28
Turnover of Executives	%			25%
Turnover of Non-Executives	%			47
Full-Time Staff Voluntary Turnover Rate (%)	%			0
Turnover (Male)	Number			80
Turnover (Female)	Number			28
Turnover aged 30 and below	Number			21
Turnover aged 31-50	Number			69
Turnover aged 51-65	Number			17
Turnover aged 65 and above	Number			1
Turnover of staff with disabilities, or from underprivileged groups	%			0
Number of substantiated complaints concerning human rights violations	Number		0	0
Staff Training				
Total training spend as a company	RM '000	46	246	752
Total training hours as a company	Number	2,391.5	4,612	7,653
Total training hours Senior Management	Number			327.5
Total training hours for Managerial Staff	Number	514.5	1321	2,442.5
Total training hours for Executive Staff	Number	1235	2310	4,646.0
Total training hours for Non-Executive Staff	Number	642	981	237.0
Average training hours senior management	Number			9.63
Average Training Hours Per Employee (Management Staff)	Number	4.67	9.57	
Average Training Hours Per Employee (Executives)	Number	5.97	11.27	13.87

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Staff Training (cont'd.)				
Average Training Hours Per Employee (Non-Executives)	Number	3.36	7.32	6.58
Total male employees attended training	Number	271	264	300
Total female employees attended training	Number	316	287	272
Average Training Hours Per Employee (Male)	Hours	8.82	17.47	25.51
Average Training Hours Per Employee (Female)	Hours	7.56	16.07	28.13
Employee Benefit and Remuneration				
Percentage of staff receiving a performance appraisal	%	74.1	68.13	54
Total payments made to employees in terms of salaries, bonuses and benefits	RM Mil	117	142	131
Total statutory payments made for employees' retirement benefits (EPF)	RM Mil	7	7	9.3
Total payments to SOCSO for employees' medical insurance	RM Mil	0.32	0.41	0.58
No. of Employees Entitled for Maternity and Paternity Leave	Number	67	95	179
No. of Employees Who Took Paternity Leave	Number	0	0	4
No. of Employees Who Took Maternity Leave	Number	2	5	8
Male Employees Return to Work Rates (return to work after parental leave period)	%	100	100	100
Female Employees Return to Work Rates (return to work after parental leave period)	%	100	100	88
Male Employees Retention Rates (remain with the organisation for 12 months or more post parental leave)	%		100	100
Female Employees Retention Rates (remain with the organisation for 12 months or more post parental leave)	%		100	88
Employee Engagement				
Total spend on Employee Engagement activities	RM			3,061.60
Number of Employee Engagement Activities	Number			17
Employee Satisfaction Level	%	79	Survey not done	Survey not done

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Community Engagement				
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM'000		95	55
Total number of beneficiaries of the investment in communities	Number		4 secondary school, 3 primary school, 89 teachers	2 secondary schools- Less student category & few communities in Kelantan
Number of Community Engagement Activities	Number	4	2	2
Total number of employee volunteer hours	Manhours	N/A	60	256
HSE Performance				
Total manhours worked	Hours	1,839,629	2,002,687	2,556,556
Number of work-related fatalities	Number	0	0	0
Number of work-related fatalities: Employees	Number	0	0	0
Number of work-related fatalities: Contractors	Number	0	0	0
Fatality Rate	Rate	0	0	0
No. of recordable work-related injuries	Number	2	1	4
Injury Rate (including fatalities)	Rate	0	0.5	1.56
Total no. of lost days / LTIs	Number	7	7	0
Lost Day Rate	Rate	1.92	1.92	0
No. of LTIs	Number	1	1	0
Lost time incident rate	Rate	0.54	0.5	0
No. of Unsafe Act Unsafe Condition ("UAUC")	Number	44,953	40,773	63,100
Occupational diseases rate	Rate	0	0	0
Absenteeism Rate - Days	Rate	0.05	0.05	0
Absenteeism Rate - Headcount	Rate	0.1	0.1	0
Number of employees trained on health and safety standards	Number			401

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Corporate Governance				
Number of Board of Directors	Number	9	9	9
Number of Independent Directors on the Board	Number	5	5	5
Number of women on the Board	Number	3	4	4
AGM Notice Filing Date	DD-MM	29-Apr	28-Apr	30-Apr
AGM Date	DD-MM	28-Jun	29-May	30-May
Number of days between the date of notice and date of meeting	Number	More than 28 days	More than 28 days	More than 28 days
Malay Directors	%	89	67	67
Chinese Directors	%	11	22	22
Indian Directors	%	0	11	11.11
Directors of Other Ethnicities	%	0	0	0
Malaysian Directors	%	100	100	100
Non-Malaysian Directors	%	0	0	0
Number / percentage of Directors with disabilities	%	0	0	0
Male Directors	%	67	56	56
Female Directors	%	33	44	44
Directors Aged 30 and below	%	0	0	0
Directors Aged 31-50	%	22	33	33.33
Directors Aged 51-65	%	22	11	33.33
Directors Aged 65 Years and Above	%	56	56	33.33
Risk Management & Regulatory Compliance				
Has the company and / or subsidiaries been fined or censured for any environmental non-compliance?	Y/N		No	No
Cost of fines for environmental non-compliance	RM		No	No
Has the company and / or subsidiaries been fined or censured for any socioeconomic non-compliance?	Y/N		No	No
Incident of Environmental Regulatory Non-Compliance	Y/N		No	No
Incident of Social Regulatory Non-Compliance	Y/N		NO	No

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Risk Management & Regulatory Compliance (cont'd.)				
Incident of Corporate/ Governance Non-Compliance	Y/N		Yes	0
Total incident of corporate/ governance non compliance	Y/N		5	0
Cost of fines for socioeconomic non-compliance	RM			0
Incidents of non-compliance with regulations resulting in a fine or penalty	Number			0
Incidents of non-compliance with regulations resulting in a warning	Number			0
Incidents of non-compliance with voluntary codes	Number			0
Total monetary value of paid fines for corporate /governance non-compliance	RM'000		24	0
Total number of non-monetary sanctions	Number			0
Number of legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant	Number		0	0
Cases brought through dispute resolution mechanisms	Number		0	0
Cases of corporate misconduct reported through the Whistleblowing channel	Number		0	0
Anti-Corruption				
Number of training hours relating to anti-corruption Directors	Number	N/A	N/A	0
Number of training hours relating to anti-corruption Managerial Staff	Number	38	26	135
Number of training hours relating to anti-corruption Executives	Number	86	78	142.5
Number of training hours relating to anti-corruption Non-Executives	Number	348	264	313.5
Number of training hours relating to anti-corruption Total	Number	472	368	591
Percentage of business partner that the organisation's anti-corruption policies and procedure have been communicated to	%	13	20	100
- Nature of confirmed incidents of corruption	Qualitative	N/A	N/A	N/A
- Cost of fines, penalties or settlements in relation to corruption	RM	0	0	0

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DISCLOSURES	UNIT OF MEASUREMENT	FY2021	FY2022	FY2023
Anti-Corruption (cont'd.)				
Number of employees who have received training on anti-corruption by employee category:Senior Management	Number	N/A	N/A	6
Number of employees who have received training on anti-corruption by employee category:Managerial Staff	Number / percentage	19	13	66
Number of employees who have received training on anti-corruption by employee category:Executives	Number / percentage	43	39	122
Number of employees who have received training on anti-corruption by employee category:Non Executives / operational	Number / percentage	174	132	239
Number of employees who have received training on anti-corruption by employee category: Total	Number / percentage	236	184	433
Percentage of operations assessed for corruption-related risks	%	100	100	86
Confirmed incidents of corruption ⁽¹⁾⁽²⁾	Number	0	0	1 ⁽³⁾
- Action taken	Qualitative	N/A	N/A	Domestic Inquiry and Reported to MACC
<p>⁽¹⁾ Velesto defines corruption case as per the definition by the Malaysian Anti-Corruption Act 2009 (MACC Act 2009) (Act 694) including other major offences stated in the Act.</p> <p>⁽²⁾ Reportable corruption cases refer to confirmed case investigated and reported to MACC.</p> <p>⁽³⁾ Reportable case happened in 2022 involved falsification of claims with domestic inquiry completed in 2023. The case subsequently has been reported to MACC in 2023.</p>				
Data Privacy and Security				
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number		0	0