

## Key Highlights

### Sustainability

#### GHG Emissions

- **10.86%** of Scope 1 and Scope 2 GHG emissions reduced from 2019 based on Operational Control (Malaysia operations i.e., cap of 49.5 Million tCO<sub>2</sub>e) approach.
- **8.49%** of Scope 1 and Scope 2 GHG emissions reduction from 2019 based on Equity Share approach.
- **20%** reduction in flaring and venting emissions in our Malaysia operated assets in 2022 including four fields achieving Zero Routine Venting of Hydrocarbon.
- Estimated reduction of **49.88%** in absolute methane emissions from PETRONAS Groupwide natural gas value chain since 2019.

#### Climate Change Risks

- Established the **Enterprise Climate-related Risk Profile** to expressly incorporate climate-related risks into the PETRONAS Corporate Risk Profile.

#### Environmental Management

- Recycled **63,133 tonnes** of hazardous waste from Malaysia operations, which is equivalent to **77%** of the total waste generated.

#### Nature and Biodiversity

- Established the **PETRONAS Position on Nature and Biodiversity** to improve oversight on our nature and biodiversity footprint at enterprise level and strengthen our commitment to achieve NZCE 2050.

#### Safety Management

- Reduced **30%** of Tier 1 Process Safety Events (PSE) with 81% reduction in Operational Integrity-related Loss of Primary Containment (LOPC) compared to 2021.
- A total of **1,209** participants trained in Generative Culture in 2022.

#### Human Rights

- **100%** completion of Human Rights compliance assessment for 22 contractors identified with high Human Rights exposure based on set criteria.
- **100%** grievance cases were closed in 2022.
- **81%** of employees completed Human Rights Management e-learning module.

#### Employee Attraction, Retention and Development

- Recorded **5,210** new hires.
- Employees spent an average of **39.1 hours** on training.
- **RM264 million** invested in training and development.

#### Health and Well-being

- **33 MIND-A-CARE facilitators and 169 MIND-A-CARE ambassadors** were trained through an in-house programme for early detection and intervention of psychosocial risk factors.
- Upskilled **885 leaders** on **psychological safety** and ways to create a psychosocially safe work environment.
- Achieved **99.8%** primary COVID-19 vaccine uptake and booster uptake.
- **282 employees** engaged in the Employee Assistance Programme (EAP), where **70%** found the counselling received to be effective.