

In Malaysia, we promote the development of high-quality nature-based projects to generate carbon credits certified in accordance with credible international standards. Project development would help channel much needed funds towards land use impact mitigation, forest conservation, peatland management, as well as mangrove, seagrass and coral reef conservation.

Environmental management remains a key focus for our continuous improvement efforts. During 2022, we saw a negative trend for some of our key indicators, most notably for sulphur oxide emissions and hazardous waste, which we are determined to reverse in the coming year.

Supporting Our People and Enriching Lives

The safety and well-being of our employees, contractors and surrounding communities is central to the success of our daily operations.

In 2022, we placed a particular importance on employees' mental well-being. Our Executive Leadership Team was directly involved through sharing of personal experiences,

thus lifting the stigma that may typically be associated with mental health issues. An end-to-end prevention and support programme was established, with early signs of making a positive impact. During the year, efforts to enhance diversity and inclusion were undertaken to create a more progressive work environment, focusing on leadership and governance, communication, education and culture.

Recognising the need to upskill existing talents to deliver our NZCE 2050 Pathway, we have also prioritised sustainability capability development. Beyond our own workforce, our extensive value chain and global presence exposes the Group to potential human or labour rights breaches, which will only broaden through the energy transition that implies new interactions, business relations and infrastructure development. Thus, we continue to strengthen our approaches to respect human rights, guided by the United Nations Guiding Principles on Business and Human Rights. Third party assurance of suppliers' and vendors' requirements to uphold human rights, showed some level of awareness, but with further work required to uplift human rights commitments and delivery of such.

