

Sustainability Report 2023

Message from Chairman

We are pleased to present our sixth Sustainability Report (“Report”) for Astaka Holdings Limited (the “Company” or “Astaka”, and together with its subsidiaries, the “Group”). In line with our commitment to sustainability, our organisation proactively manages our impacts on the economy, environment, and people.

Astaka remains unwavering in its dedication to long-term sustainable value by managing economic, environmental, social, and governance (“ESG”) impacts on our business, employees, contracted partners, workers and customers. This commitment is evident in our approach to integrating ESG considerations alongside financial matters during strategy formulation and decision-making processes.

In this year’s Report, we continue to enhance our ESG disclosures in line with the recommendations put forth by the Task Force on Climate-Related Financial Disclosures, and with a reference to SGX 27 Core ESG Metrics that are applicable to the Group. This proactive step will enhance our resilience to climate risks and comparability of ESG data disclosures, further reinforcing our commitment to sustainable practices.

As a property developer, we have consistently upheld our accomplishment of achieving zero instances of non-compliance with relevant regulations and zero workplace injuries and fatalities. Environmental and social criteria persist as integral considerations in the tendering and project planning processes whenever new developments are undertaken. We also recognize the significance of fostering an equitable, resilient, and progressive career environment as key drivers for the continued growth of the Company.

Malaysia is committed to advancing sustainability and resilience, aiming to become a low-carbon nation and achieve net-zero emissions by 2050. The Group emphasises its enduring commitment to integrating sustainability and contributing to this goal. Not only that, we have progressed in maintaining Green Building Index (“GBI”) certification in our existing developments, it is the future developments that we will also look forward to, to incorporate more climate resilient practices.

We are thankful to our stakeholders for their continued support and partnership as we strive to create a more sustainable business together.

Mr. Lai Kuan Loong, Victor

Non-Executive Chairman and Independent Director

About the Report

This Report provides information about Astaka Holdings Limited's key sustainability topics, management policies and performance.

Reporting Principles and Statement of Use

This Report complies with the requirements of the Singapore Exchange Securities Trading Limited (“**SGX-ST**”) Listing Manual Section B: Rules of Catalist (the “**Catalist Rules**”), in particular, the Sustainability Reporting Guide in Practice Note 7F of the Catalist Rules. This Report has also been prepared with reference to the Global Reporting Initiative (“GRI”) Standards 2021, covering our Group's performance from 1 January 2023 to 31 December 2023 (“**FY2023**”).

Astaka has selected the GRI Standards as the reporting framework for its systemic and comprehensive sustainability reporting approach. Astaka observed that the GRI Standards are commonly adopted among sustainability leaders across different industries, including property development. We have applied the following principles to determine relevant topics that define the report's content and ensure quality of information: (a) GRI guiding principles for defining the content: Materiality, Stakeholder Engagement, Sustainability Context and Completeness; (b) GRI guiding principles for defining the quality: Accuracy, Balance, Clarity, Comparability, Timeliness, and Verifiability.

For FY2023, Astaka has reported against the required GRI 1 Foundation 2021, GRI 2 General Disclosures 2021, and GRI 3 Material Topics 2021 standards. We have also reported against the following selected topic-specific standards as relevant for our material topics:

- Disclosure 201-2 from GRI 201: Economic Performance 2016
- Disclosure 202-1 from GRI 202: Market Presence 2016
- Disclosure 205-1, 205-2 and 205-3 from GRI 205: Anti-corruption 2016
- Disclosure 207-1 and 207-2 from GRI 207: Tax 2019
- Disclosure 302-1, 302-3 and 302-4 from GRI 302: Energy 2016
- Disclosure 305-2 and 305-4 from GRI 305: Emissions 2016
- Disclosure 308-1 and 308-2 from GRI 308: Supplier Environmental Assessment 2016
- Disclosure 401-1, 401-2, 401-3 from GRI 401: Employment 2016
- Disclosure 403-1 to 403-10 from GRI 403: Occupational Health and Safety 2018
- Disclosure 404-1 and 404-3 from GRI 404: Training and Education 2016
- Disclosure 405-1 from GRI 405: Diversity and Equal Opportunity 2016
- Disclosure 413-1 from GRI 413: Local Communities 2016
- Disclosure 417-1, 417-2 and 417-3 from GRI 417: Marketing and Labelling 2016
- Disclosure 418-1 from GRI 418: Customer Privacy 2016

Detailed section reference with GRI Standards is found in the GRI Standards Content Index section of this report.

As prescribed in the SGX-ST Listing Rule 711B, this report is the second year that Astaka has incorporated recommendations from the Task Force on Climate-Related Financial Disclosures (“**TCFD**”). The TCFD framework aims to give stakeholders an overview of the potential financial effects of climate change on the Group's business model, including assets, revenue, operations, capital, and financing. For FY2023, we will dive closer into the evaluation of climate-related risks and opportunities in alignment with the macro sustainability environment in Malaysia. Please refer to Focus 2: Climate-Related Disclosures for details.

The United Nations Sustainable Development Goals (“**UN SDGs**”) have also been incorporated into the Report, which highlights the Group's contributions to sustainable development.

Reporting Scope

This report covers the Company and its subsidiaries, and the properties listed in table below, unless stated otherwise. The report was prepared after taking into account sector-specific sustainability trends, incorporating key stakeholder's feedback, and considering the regulatory landscape and requirements.

Property Development

- Astaka Padu Sdn. Bhd.
("Astaka Padu")
- Bukit Pelali Properties Sdn. Bhd.
("Bukit Pelali")
- Astaka Development Sdn. Bhd.
("Astaka Development")

Properties

- The Astaka @ One Bukit Senyum
("The Astaka")
- Bukit Pelali @ Pengerang
(ongoing development)
- Aliva @ Mount Austin
(Development in-progress, scheduled for completion by end 2026)

This Report excludes the operations of Astaka Capital Sdn Bhd ("ACSB"), which is a subsidiary of Astaka Padu incorporated in May 2023. ACSB has yet to commence any development projects in FY2023.

Restatement

No restatements were made to previous year's report.

Assurance

The Group has established internal controls and verification mechanisms to ensure the accuracy and reliability of the narratives and data disclosed within this Report. The sustainability reporting process of Astaka has been subjected to an internal review pursuant to Catalist Rule 711B(3). This will allow us to bridge any potential reporting gaps identified and improve the quality of our sustainability report.

Availability and Feedback

This Report is part of our Annual Report for FY2023 which is available online at SGXNet at <https://www.sgx.com/securities/company-announcements> and the Company's website at <https://astaka.com.my/investor-relations/#annualreport>. Astaka welcomes any feedback and comments as we continuously strive to improve our sustainability performance and disclosures. Any feedback or comments can be directed to the Corporate Planning & Communications department, at ir@astaka.com.my.

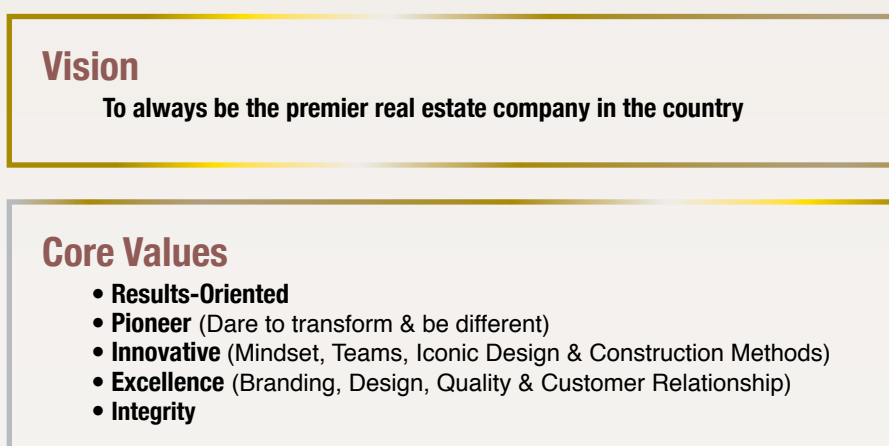
Organisational Profile

Listed on the Singapore Exchange (SGX: 42S), Astaka Holdings Limited is a leading integrated property developer headquartered in the Iskandar region of Johor, Malaysia, and is the result of a reverse takeover in November 2015 of E2-Capital Holdings Limited by Astaka Padu Limited.

The Group's flagship development is One Bukit Senyum, located in the heart of Johor Bahru City Center that has won multiple Property Awards in Malaysia since 2015. It comprises of The Astaka @ One Bukit Senyum residential towers, the headquarters of Johor Bahru's City Council, Menara MBBJ and a remaining parcel of land that is envisaged to consist of residential towers, a prestigious hotel, serviced apartments, branded residences and an entertainment hub.

Our second development is Bukit Pelali @ Pengerang, a 363-acre strata township, located 5km away from the Pengerang Integrated Petroleum Complex in south-eastern Johor. The development will include residential units, shop offices, a clubhouse, hotel, private hospital, mart, school, mosque, food and beverage hub, and petrol station. The third development is Aliva @ Mount Austin that is conceptualised as a service residence with the necessary amenities and contemporary facilities.

The Group has been continuously leveraging on its core property development business while actively seeking new investment opportunities and potential real estate acquisitions, particularly high-profile or strategically-located land banks, to increase its portfolio of iconic projects across the region. As a responsible company committed to generating long term value for all our stakeholders, we continue to closely track the market and identify projects with the potential to help build our reputation as strong integrated property developer.



We not only uphold the Vision and Core Values, but also actively apply these core values when interacting with our stakeholders.



Further information about the Group may be obtained from the Company's Annual Report for FY2023 ("2023 Annual Report") which is available online at SGXNet and <https://astaka.com.my/investor-relations/#annualreport>.

Sustainability Strategy Overview

Our ESG Focus and Strategy

The Group is committed to sustainable property development by upholding virtuous corporate governance values and without compromising the wellbeing of the environment and society at large. Astaka aims to engage local contractors and suppliers that have a sound track record of compliance with local legislations and regulations. Should any breaches with local regulations be identified, the project team will engage with contractors to promptly resolve matters with the relevant parties. The Group also encourages contractors to exercise precautionary measures to anticipate, avoid and mitigate environmental pollution and social disruption to the local communities.

The Group aspires towards building sustainable developments and creating long term value for our stakeholders. We have allocated dedicated resources to realise this goal and plan to continue doing so by following the actions below:

Sustainable performance and operations

- To explore opportunities to implement design and technological solutions that are beneficial to the environment and communities while allowing us to deliver enhanced performance
- To cultivate a sustainability-centric culture within Astaka by spreading awareness and educating our employees through various communication channels
- To comply with all applicable environmental and socio-economic regulations applicable to the Group

Strong relationships with our key stakeholders

- To continuously engage and protect the well-being of our employees and our workers, including the provision of relevant trainings, benefits, as well as through the enforcement of key health and safety measures
- To continuously engage our shareholders through annual general meetings and extraordinary general meetings (as and when required), and to maintain open channels of communication for shareholders via contact details which are available on our corporate website at <https://astaka.com.my/contact/>
- To build strong relationships and understand the concerns of the local communities in the areas we operate, in order to contribute where possible
- To maintain positive relationships with regulators by complying with all relevant laws and regulations in its operations
- To work with suppliers (e.g. contractors and consultants) through regular meetings in order to ensure their adherence with the contractual obligations laid out in our terms of contract

Sustainability Strategy Overview

To reflect our continued commitment to global sustainability efforts, the Group has identified the following three focus areas to guide our sustainability strategy:

<p>Focus 1: Governance and Ethics</p> <p>Our corporate governance practices and vigilant oversight empower us to address stakeholders' concerns and seamlessly integrate ESG considerations into our decision-making processes.</p>	<p>Focus 2: Climate-Related Disclosures</p> <p>The Group acknowledges the impact of climate change on its business operations and stakeholders and aims to manage climate-related risks while capitalising on opportunities for long-term financial sustainability.</p>
<p>Focus 3: Developing Our Human Capital</p> <p>The Group has an established Board Diversity Policy which will guide the Board in establishing equality and attractiveness of the diverse work environment. We prioritise the growth of our employees by providing them with opportunities to develop and grow in their careers. The growth shall also demonstrate the Group's commitment towards its responsibility to the community at the same time. The Group also aims to provide a health and safe workplace for our workers.</p>	

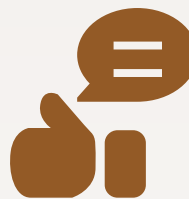
ESG Performance Highlights



The Astaka is GBI-certified in FY2023



Zero Workplace Injuries



Zero non-compliance with the applicable laws and regulations



On average, about 32 training hours for each employee

Contribution to the United Nations Sustainable Development Goals

The Group's business focuses are aligned with the United Nations Sustainable Development Goals ("UN SDGs"). The attainment of the UN SDGs is a continuing global effort and forms part of the Group's long-term focus on sustainability. The Group's contributions to the relevant goals are highlighted below:

UN SDGs	The Group's contribution	Read more in the following section(s)
	Provide work opportunities and trainings to our employees. Create conducive and safe working environment for our people.	Developing Our Human Capital
	Promote gender equality and diversity in the workplace actively. We believe that maintaining a gender-equal environment improves the productivity of our employees while also signalling an attractive work environment for retaining and attracting talent.	Developing Our Human Capital
	Provide competitive and merit-based employment opportunities to our talented workforce, also continuously aim to promote sustained economic growth in our operating regions.	Developing Our Human Capital
	Promote and diligently work towards the development of high-quality, sustainable and resilient residential, commercial and office buildings. The Group will be more proactive in seeking more advanced sustainable technologies in new developments.	Governance and Ethics Climate-Related Disclosures
	We have the local community at heart and has engaged with its partners along the supply chain to mitigate environmental and social impacts. The existing projects have also provided smart and integrated urban solutions, bringing functions such as hotels, residences, apartments, shopping malls, private hospitals and schools all within a single district.	Governance and Ethics Climate-Related Disclosures
	Astaka ensures environmental and social compliance and impacts by contractors and suppliers are to be of necessary considerations before engagement.	Governance and Ethics
	Integrate climate-change related considerations and measures into decision-making and assessed the Group's resilience of its operations with TCFD disclosures.	Climate-Related Disclosures
	Promote good corporate governance and comply fully with all applicable laws and regulations	Governance and Ethics

Stakeholder Engagement and Materiality Assessment

Stakeholder Engagement

The Group understands that stakeholder engagement is the key to sustainable growth, as part of its overall responsibility to ensure that the best interests of the Group are served. Our stakeholders are personnel or groups that have a material impact on or are materially impacted by our operations. We actively engage in meaningful and productive dialogue with our stakeholders and participate in various industry and government forums to keep abreast of any material stakeholder issues.

The following table summarises our key stakeholders, engagement platforms and their key concerns.

Stakeholders	Engagement Platforms	Key Concerns	Our Responses	Refer to Section(s)
Investors	<ul style="list-style-type: none"> Annual Reports, Sustainability Reports, announcements, press releases and other relevant disclosures through SGXNet and Astaka's website Annual General Meetings and Extraordinary General Meetings (when required) 	<ul style="list-style-type: none"> Corporate Governance Business operations and performance Business strategy and outlook 	<ul style="list-style-type: none"> The Group keeps investors informed of significant developments regarding the business activities, through quality corporate reports. The Group also invites substantial and relevant questions from shareholders, to be addressed by the Directors and Management, before or during the General Meetings. 	<ul style="list-style-type: none"> Annual Report Climate-Related Disclosures
Suppliers	<ul style="list-style-type: none"> Regular meeting with suppliers (e.g., contractors and consultants) Annual Reports and Sustainability Reports 	<ul style="list-style-type: none"> Environmental and social compliance, including health and safety Business performance 	<ul style="list-style-type: none"> The Group integrates our ESG aspects in our terms of contract which suppliers are required to comply with. 	<ul style="list-style-type: none"> Governance and Ethics
Employees	<ul style="list-style-type: none"> Training programmes Induction for new employees Team building and staff activities Half-yearly performance appraisals Employee Opinion Survey 360-Degree Feedback Townhall Weekly Company-wide Badminton Sessions Festive Gatherings Annual Dinner Ramadan Iftar 	<ul style="list-style-type: none"> Fair remuneration and opportunities Career development Employee good health and well-being Competency and technical training 	<ul style="list-style-type: none"> The Group stands firm against any form of discrimination in our organisation. Our Human Resources ("HR") team develops a yearly training calendar to address targeted needs of our employees. 	<ul style="list-style-type: none"> Developing Our Human Capital
Local Communities	<ul style="list-style-type: none"> Contributions to support various philanthropic, community and charitable causes 	<ul style="list-style-type: none"> Community Investments 	<ul style="list-style-type: none"> The Group actively strives to give back to the local community. In FY2023, the Group carried out two Corporate Social Responsibility ("CSR") events and provided RM50,000 in donations and sponsorships. 	<ul style="list-style-type: none"> Developing Our Human Capital
Regulators	<ul style="list-style-type: none"> SGXNet Announcements Annual Reports and Sustainability Reports Ongoing communication and consultation Site visits and audits/inspections Training and updates of the latest changes in laws, regulations and accounting reporting standards 	<ul style="list-style-type: none"> Compliance with mandatory reporting and relevant laws and regulations 	<ul style="list-style-type: none"> Astaka strives to be in compliance with all applicable laws and regulations in its operations. There were no cases of significant incidences of non-compliance in FY2023. 	<ul style="list-style-type: none"> Governance and Ethics

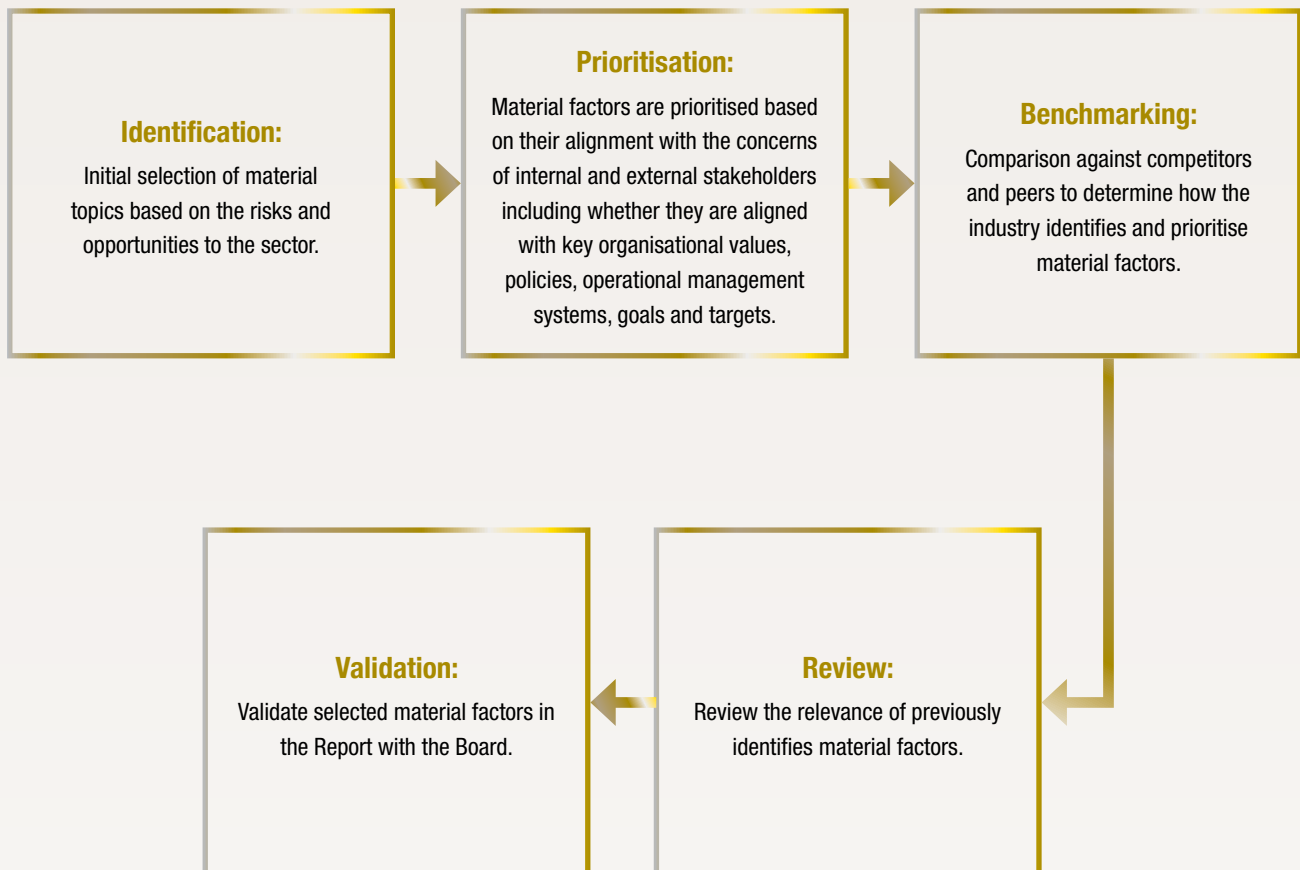
Stakeholder Engagement and Materiality Assessment

Materiality Assessment

The Group's material topics are reviewed annually and identified based on its actual and potential impacts on our internal and external stakeholders. We focus on reporting on risks and opportunities arising from our important ESG issues, which may ultimately affect our financial performance.

On top of that, we also take reference from the Group's enterprise risk management ("ERM") framework to identify and assess ESG risks. This approach ensures that material ESG risks are considered in the context of the Group's overall risk environment. We will consider the changes in the business model and strategy when we assess the materiality of our ESG factors.

With the assistance of our ESG consultant, we have taken the following steps to identify and present the relevant material topics in this Report:



Stakeholder Engagement and Materiality Assessment

Based on the results of our materiality assessment, we have prioritised and categorised the material issues into key themes which are crucial to the Group’s business in FY2023. The table below presents an overview of the Group’s material ESG issues grouped according to key focus areas in this Report, and where the impacts occur for each material topic:

Focus Areas	Material Topics
Focus 1: Governance and Ethics	GRI 205: Anti-corruption 2016
	GRI 207: Tax 2016
	GRI 308: Supplier Environmental Assessment 2016
	GRI 417: Marketing and Labelling
	GRI 418: Customer Privacy 2016
Focus 2: Climate-Related Disclosures	GRI 201: Economic Performance 2016
	GRI 302: Energy 2016
	GRI 305: Emissions 2016
Focus 3: Developing Our Human Capital	GRI 202: Market Presence 2016
	GRI 401: Employment 2016
	GRI 403: Occupational Health and Safety 2018
	GRI 404: Training and Education 2016
	GRI 405: Diversity and Equal Opportunity 2016
	GRI 413: Local Communities 2016

Focus 1: Governance and Ethics

The Group believes good corporate governance and upholding strong business ethics are essential in attaining our sustainability goals and securing lasting value for both shareholders and stakeholders. Therefore, we have put in place robust and stringent policies to ensure that our employees and business partners uphold integrity during the course of our business operations.

Sustainability Governance

Astaka has adopted a comprehensive organizational approach to promote transparency, accountability, and efficiency, actively engaging internal stakeholders in its sustainability initiatives. Our commitment to equipping leadership with pertinent sustainability knowledge for delivering sustained value to stakeholders remains steadfast.

Moreover, our emphasis on sustainability governance strategies includes the integration of diverse perspectives within the workplace. The Nominating Committee (“NC”) plays a pivotal role in reviewing and monitoring the Board Diversity Policy, encompassing the establishment of targets, plans, and timelines and shall report to the Board such progress. The NC and the Board regularly evaluate the Board’s size and composition, succession planning, and aspects of diversity in accordance with the objective of our Board Diversity Policy, ensuring ongoing rejuvenation of the Board.



The Board comprises of two independent directors. The Group adopts a precautionary approach in strategic decision making and daily operations, by having its Corporate Planning & Communications department to oversee its general risk management approaches.

Please refer to the Corporate Governance Report in the Annual Report 2023 for more details on the composition, nomination and selection, roles and responsibilities in overseeing and managing impacts, as well as the evaluation of the performance and remuneration policies and processes of the highest governance body and its committees.

Currently, remuneration evaluation of the governance body has not been directly linked to sustainability performance of the Group but it will be re-assessed in future years.

Focus 1: Governance and Ethics

Board Statement

As the Board of the Group, we retain the ultimate responsibility for Astaka's sustainability strategy and initiatives. This involves providing guidance and the identification and supervision of ESG-related issues with the management.

As part of our continual efforts to enhance our sustainability reporting disclosures, we are advancing along our three-year sustainability roadmap from three core pillars, namely (1) Social, (2) Environment and (3) Governance & Economic Activities. This ensures a comprehensive development as we progress in our sustainability journey.

As a responsible company, Astaka acknowledges that our business operations exert has both direct and indirect impacts on various stakeholders. Our goal is to enhance livelihoods by creating employment opportunities, fostering relationships with suppliers, and contribute to the communities where we operate. We envisage that, by integrating sustainability-related mind-set and strategies in our operations, it will translate into value for the stakeholders we work with. This involves taking a more proactive stance when involved in research and investment related to in design solutions and technologies for more sustainability-centric developments.

The Board extends its gratitude to all stakeholders for their contributions and continued support in sharing the same values and commitments to our sustainability journey. This Sustainability Report reflects our achievements, challenges, and ongoing initiatives. However, we recognise that sustainability is a continuous journey. The Board will persist in overseeing the management and monitoring of the material ESG factors identified, and we eagerly anticipate sharing our ongoing progress with you in the years ahead.

Corporate Compliance

Astaka asserts that the cornerstone of the company's enduring success lies in compliance with laws and regulations governing its operations. We place strict emphasis in ensuring compliance with the Companies Act 1967 of Singapore and SGX-ST Catalist Rules to safeguard the shareholders' interest as well as the relevant laws and regulations of Malaysia, including the social- and environment-related, so as to contribute to Malaysia's goal of building a green and prosperous society.

Malaysia's Major Laws and Regulations	Compliance Objectives
Housing Development (Control and Licensing) Act 1996	To ensure Astaka has the license to operate in Malaysia for housing development projects
Environmental Quality Act 1974	To minimise the environmental impacts from our projects
Local Government Act 1976	To comply with local regulations
Fire Services Act 1988	To manage fire risks and hazards effectively
Solid Waste Management and Public Cleansing Act 2007	To maintain proper sanitation and public cleansing
Strata Titles Act 1985	To be eligible to sell our stratified properties to interested parties
Town and Country Planning Act 1976	To comply with masterplan guidelines and regulations
Strata Management Act 2013	To manage the property before handling over to Joint Management Bodies/ Management Committees
Street, Drainage and Building Act 1974 Act 133	To comply with street, drainage & building design guidelines & regulations
Uniform Building By-Laws 1984	To comply with building design guidelines and regulations

Focus 1: Governance and Ethics

To effectively meet our legal obligations, Astaka introduces and adopts a four-dimensional management approach:

Awareness	HR and Finance departments are trained, and employees are frequently updated regarding Astaka's legal responsibilities.
Adherence	Corporate Planning & Communications department ensures that Astaka is compliant with all relevant laws and regulations from different government bodies.
Integration	Astaka's employees need to abide by internal regulations including the Board Charter, the Code of Governance 2018, and Whistle Blowing Policy which integrates the expectations from the company's regulators.
Verification	An independent audit firm verifies Astaka's internal corporate governance system yearly and makes improvement recommendations and plans.

To ensure that we comply with regulations in the future, we will continue to review our process for setting and reviewing timelines.

Non-compliance incidents refer to non-compliance with social, economic and environmental laws and/or regulations applicable to the Group, brought through dispute resolution mechanisms and/or resulting in: (1) Significant fines; (2) Non-monetary sanctions.

Please refer to the Corporate Governance Report in Annual Report 2023 for processes and disclosures on Conflict of Interests and Whistleblowing Policy within the Group.

In FY2023, there were no confirmed instances of fraud nor non-compliance with all applicable laws and regulations.

Anti-corruption

Astaka has zero tolerance towards corruption, fraud and any unethical conduct. The Group has implemented a comprehensive Anti-Bribery & Corruption ("**ABC**") policy across its organization to ensure the highest ethical standards and integrity among its employees. This policy serves as a guide, offering information on employee conduct and internal procedures. The administration of the ABC policy falls under the Corporate Planning & Communications department, which oversees the use and effectiveness. Additionally, the department addresses any queries related to the interpretation of the policy. Furthermore, the Group has assessed that there are no significant risks related to corruption identified through risk assessment.

We have communicated our anti-corruption policy to all employees during induction and constantly remind all of our workforce, including our five board members, 77¹ employees, annually on our anti-corruption policies.

There was no reported incident of corruption in FY2023.

Tax

The company strictly adheres to the tax regulations of Singapore and Malaysia by engaging the services of tax consultants to oversee the Group's income tax obligations in Singapore and Malaysia. The service providers are assigned to address any tax compliance and tax-related queries.

The Finance department ensures tax filing is performed on time. All tax-related policies and strategies are updated by tax consultants in strict compliance with tax regulations in both Singapore and Malaysia. The Group has also engaged with regular tax audits for its Malaysia tax filings to safeguard its integrity in relation to tax.

Data Safety and Privacy

The Group understands our customers' trust in us to provide us with their personal data. Therefore, we have practised proper personal data management based on the Personal Data Protection Act ("**PDPA**") 2012 in Singapore and the Personal Data Protection Act 2010 in Malaysia,

¹ Including 15 employees who had resigned in FY2023

Focus 1: Governance and Ethics

to guide our collection, processing, usage, disclosure, transfer and storage of all customers' personal data.

Astaka has limited its collection of customers' personal data for transaction processing and to keep them informed about our product updates and upcoming events. Customers' data are may be used only for enhancing our products and services, facilitating important communications, and for internal purposes such as auditing to comply with regulatory requirements, data analysis and research. Additionally, Astaka may share such data with professional third-party service providers for various services related to customer orders, delivery, and customer satisfaction assessments and in compliance with data privacy requirements.

Astaka takes the necessary precautions, both administrative and technical, to safeguard Personal Data against loss, theft, misuse, unauthorized access, disclosure, usage, alteration or destruction. The Group also retains the Personal Data for the period necessary to fulfil the purposes outlined in its Privacy Policy unless a longer retention period is permitted or required by law.

Please refer to the "Data Protection Statement" by Astaka on its website: <https://astaka.com.my/data-protection-statement>.

There were no instances of non-compliance with the Singapore PDPA 2012 and Malaysia PDPA 2010 requirements and no substantiated complaints regarding cases of data breaches were reported in FY2023.

Marketing and Labelling

Astaka strictly complies with the marketing and labelling practices in accordance with the requirements established by the relevant governing bodies, such as Kementerian Perumahan dan Kerajaan Tempatan, Dewan Bahasa & Pustaka, and local authorities (i.e. Majlis Bandaraya Johor Bahru).

The compliance requirements are related to the public advertisement materials (bunting) that were put up in the public and brochures/flyers that were distributed to the public, especially potential buyers.

There was zero incident of any non-compliance concerning product and service information and labelling, as well as marketing communication.

Supply Chain Management

As a property developer committed to social and environmental responsibility, Astaka aims to collaborate with local contractors and suppliers with a proven history of adhering to local legislations and regulations.

In order to integrate optimal practices into our supply chain management, we advocate for compliance among our building contractors with internal standards pertaining to quality, health and safety, and environmental management systems health and safety.

In the event of any identified violations of local regulations, the project team will engage with contractors to expeditiously address the issues with the relevant authorities. Furthermore, the Group promotes the adoption of precautionary measures by contractors to foresee, prevent and mitigate environmental pollution and social disruption to the local communities.

Throughout its value chain, Astaka ensures responsible consumption and production by partnering with contractors that align with our socio-environmental criteria and actively work to minimise negative socio-environmental impacts. Such considerations would have been strategically planned during development planning stage, for example, the implementation/provision of green area where they have been mandated by local jurisdictions. Examples of sustainable features that we have incorporated in our past projects include water-efficient fittings, use of recycled building materials and pneumatic waste collection system which refers to an automated, enclosed system that conveys waste by air suction from individual buildings through an underground pipe network to a central location for pick-up, thereby improving manpower efficiency, as well as reducing odour and pest problems.

Astaka had no new developments or ongoing projects under construction in FY2023. Its latest Aliva @ Mount Austin is set to only commence construction in 2nd quarter of 2024. We will continue to include sustainable and environmentally friendly construction practices in upcoming developments.

Focus 1: Governance and Ethics



Environmental

Contractors shall take adequate precautions to avoid:

- Noise pollution
- Soil pollution
- Water pollution
- Air pollution

Contractors shall implement necessary measures for:

- Waste management
- Tree protection
- Mosquito prevention
- Pest control and prevention
- Silt trap protection
- Flood prevention

The Contractor shall conduct Environmental Impact Assessments whenever required.



Social

Contractors shall take adequate precautions to avoid:

- Injuries
- Property damage
- Open burning
- Theft

Contractors shall implement necessary measures for:

- Site safety and occupational health
- Prevention against COVID-19
- Public security
- Traffic control
- Maintenance of public and private road and footpaths
- Site fire prevention

Governance and Ethics Target

Segment	FY2023 Targets	Status	Performance
	Zero confirmed cases of significant socio-economic and environmental non-compliance	Met	Zero confirmed cases of socio-economic and environmental non-compliance in FY2023.
Group-level	To maintain zero confirmed cases of fraud or corruption	Met	Zero fraud or corruption reported in FY2023.
	Include environmental and safety requirements as part of tender processes	Met	We have included environmental and safety requirements as part of our tender contract's general condition and preliminaries.

Focus 1: Governance and Ethics

Segment	Targets	Short-Term (FY2024)	Medium-term Targets (FY2025-FY2029)	Long-term Targets (FY2030 and beyond)
Group-level	Zero incident of non-compliance with all applicable laws and regulations	●	●	●
	Zero confirmed cases of bribery and corruption	●	●	●
	Zero incident of data breaches	●	●	●
	Zero incident of complaints to regulatory bodies for marketing and labelling practices, such as Kementerian Perumahan dan Kerajaan Tempatan (The Ministry of Housing and Local Government)	●	●	●
	Zero incident of tax violations	●	●	●
	100% of all new major suppliers are screened using environmental and social criteria	●	●	
	Conduct annual screening for 100% of all active and major suppliers using environmental and social criteria			●

Focus 2: Climate-Related Disclosures

As a responsible organisation, we recognise our role in mitigating negative environmental impacts, prompting us to progressively incorporate climate-related considerations into our strategic business decisions. A reflection of this would be our pursuance towards integration of sustainable features, including water-efficient fittings, use of recycled building materials and pneumatic waste collection system².

Waste management³ and its related impacts continue to be part of our supplier assessment processes, in order to contribute to building a more sustainable life cycle in our industry.

Our Headquarters Office⁴ withdraws freshwater from the Johor Bahru municipal water supply. While our consumption is not significant, we will continue to monitor closely our water consumption and aim to build a culture that values water conservation, through practices such as signages to remind our employees to conserve water.

As part of the Group's continuous commitment towards Malaysia's Net Zero ambition latest by 2050, we report our second year of progress of implementing TCFD recommendations to demonstrate our commitment to providing accountability and transparency in our sustainability efforts, which can be found under the section below. As we mature in our risk management and reporting processes in the future, we aim to explore climate scenario analysis in future sustainability reports.

TCFD Disclosures

TCFD Recommended Disclosures	FY2023 Status	Summary and Next Steps
Governance	a) Describe the Board's oversight of climate-related risks and opportunities	<p>Astaka has a sustainability governance process in place to oversee and manage the organisation's sustainability performance and progress. For further information, see "Sustainability Governance" under Focus 1: Governance and Ethics.</p> <p>The Group, with the assistance of an external ESG consultant, has performed identification of the climate-related risks and opportunities in FY2023.</p> <p>Our Board members are updated on the climate-related risks and opportunities on a yearly basis.</p>
	b) Describe management's role in assessing and managing climate-related risks and opportunities	<p>The SSC comprises of the CEO and CFO, and is responsible for monitoring and managing the climate-related risks and opportunities identified, with the joint support from the Sustainability Taskforce members.</p> <p>Facilitated by external ESG consultant, the Sustainability Taskforce members evaluates, and reviews identified climate-related risks and opportunities on a yearly basis. The Sustainability Taskforce updates the SSC as and when required.</p> <p>For decisions to be made on material matters, the SSC shall present and report them to the Board annually or as and when need arises.</p>
Strategy	a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	<p>Please refer to the Climate-Related Risks and Opportunities section below for more information.</p>






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² Pneumatic waste collection system: an automated, enclosed system that conveys waste by air suction from individual buildings through an underground pipe network to a central location for pick-up, thereby improving manpower efficiency, as well as reducing odor and pest problems.

³ Astaka has no direct operational control over waste generated in construction activities as a property developer. Our contractors and sub-contractors are responsible for waste management on and from the site. Therefore, in FY2023, we have assessed that "Waste" is not a material topic applicable to Astaka's operational control.

⁴ In FY2023, we have assessed that only water consumption at Headquarters Office is within our operational control, since sales galleries at One Bukit Senyum and Bukit Pelali are only temporary that are not directly operated by Astaka. Nonetheless, the water consumption within our Headquarters Office is immaterial to our business operations as a property developer.

Focus 2: Climate-Related Disclosures

	TCFD Recommended Disclosures	FY2023 Status	Summary and Next Steps
Strategy	b) Describe the impact of climate-related risks and opportunities on the organisation's business, strategy and financial planning		<p>Please refer to the Climate-Related Risks and Opportunities section below for the impacts from the identified climate-related risks and opportunities, including qualitative financial impacts and mitigation responses.</p> <p>We will include quantitative impacts, under different climate-related scenarios, on our business strategy and financial planning in our subsequent sustainability reports.</p>
	c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario		<p>We have not conducted any climate-related scenario analysis in FY2023.</p> <p>In line with SGX's phased implementation approach for TCFD adoption, the Group will incorporate scenario analysis in our subsequent sustainability reports.</p>
Risk Management	a) Describe the organisation's processes for identifying and assessing climate-related risks		<p>In FY2023, external ESG consultant has been engaged to facilitate the identification of the climate-related risks with the management. The identification of climate-related risks and opportunities was based on, among others, research conducted on the geographic location of Astaka's operations and assets, as well as ongoing sector-specific and region-specific sustainability trends, and legal perspectives.</p> <p>Identified relevant climate-related risks are outlined in the Climate-Related Risks and Opportunities section. Each risk has been assessed on the likelihood of occurrence and the time period.</p>
	b) Describe the organisation's processes for managing climate-related risks		<p>In addition to the likelihood and impact of the risk, area of impact is also identified for the Group to focus its risk management on corresponding segments. Climate-related risks may include impact on operations at project level and performance at business level arising from a global and regional efforts to mitigate climate change.</p> <p>The CFO/CEO, together with SSC, assists and engages with the Board in managing and reporting the mitigation responses for the climate-related risks identified.</p>
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management		<p>We have yet to include climate-related risks into our Enterprise Risk Register and we will evaluate the integration of climate-related risks into the overall risk management processes in the subsequent year.</p>

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Focus 2: Climate-Related Disclosures

TCFD Recommended Disclosures	FY2023 Status	Summary and Next Steps
<p>a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>●</p>	<p>Astaka has been continuously measuring and monitoring key metrics such as energy consumption, and Scope 2 GHG emissions in line with its strategy and risk management process.</p> <p>Astaka has identified the metrics, including GBI certification and percentage of land dedicated to green space at tendering stage during the workshop, facilitated by the external ESG consultant.</p> <p>The mitigation responses have incorporated such metrics and more metrics-based analysis will be progressively conducted in subsequent sustainability reports.</p>
<p>b) Disclose Scope 1⁵, Scope 2⁶, and if appropriate, Scope 3⁷ greenhouse gas (GHG) emissions, and the related risks</p>	<p>●</p>	<p>Scope 1: Not applicable as the Group does not consume fuel or direct emission sources in its operations.</p> <p>Scope 2: 107.76 tCO₂e from electricity energy consumption in the Headquarters Office.</p> <p>Scope 3: In line with SGX's phased implementation approach for TCFD adoption, the Group shall evaluate the need to quantify and monitor Scope 3 emissions in the subsequent sustainability reports.</p>
<p>c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets</p>	<p>●</p>	<p>No target has been set to manage climate-related risks and opportunities. Astaka will evaluate and set applicable targets in the subsequent years.</p>

Status:

- Implemented
 ● In Progress
 ● Not Commenced

⁵ Scope 1 GHG emissions are emissions resulting from the sources owned or controlled by the Group.

⁶ Scope 2 GHG emissions are resulted from the generation of purchased electricity consumed by the Group.

⁷ Scope 3 GHG emissions are emissions from sources not owned or controlled by the Group such as the Group's value chain.

Focus 2: Climate-Related Disclosures

Climate-Related Risks and Opportunities

In line with the TCFD Recommendations, our identification and assessment of climate risks considers:

- **Transition risks:** include changes to policy and legal obligations, technological innovation, changing market demand for products, and changing stakeholder expectations.
- **Physical risks:** risks relating to the physical impacts of climate change (both acute and chronic). Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as cyclones, hurricanes, or floods, while chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level to rise or chronic heat waves.

The table below presents our initial analysis of our most significant and relevant climate-related risks. The Group recognises that the list is not exhaustive, and we will continue to enhance our understanding and responses to these risks:

Transition Risk	Description	Risk Mitigation
Policy and Legal	<p>Regulatory landscape on environment-related issues evolves and gets more stringent [National level]</p> <ul style="list-style-type: none"> • National Development Plan (Revisited once every 5 years) – The Twelfth Malaysia Plan 2021 – 2025: <ul style="list-style-type: none"> □ By 2050, Malaysia aims to commit to the Paris Agreement of the United Nations Framework Convention on Climate Change (“UNFCCC”) to reduce up to 45% GHG emissions intensity to GDP by 2030; □ 8% Reduction in Electricity Consumption by 2025; □ 31% Renewable Energy of Total Installed Capacity by 2025. • National Energy Policy 2022 – 2040: Low Carbon National Aspiration 2040 selected targets include (compared to the baseline year 2018): <ul style="list-style-type: none"> □ 11% of industrial and commercial energy efficiency savings; □ 10% of residential energy efficiency savings. • National Low Carbon Cities Masterplan: 33 selected cities, including Johor Bahru City Council are the Group 1 targeted cities that should achieve 33% absolute GHG emission reduction by 2030 and carbon neutrality by 2050. 	<p>The Group acknowledges the importance of incorporating sustainability into new developments starting from the tendering processes. Astaka has been allocating a minimum of 7% of its every development landscape for green area during development planning as required by the local jurisdictions.</p> <p>In line with the growing demand for green buildings, we plan to achieve GBI Certification for all of its high-rise developments. The Astaka has been GBI-certified in 2023.</p> <p>We will also continue engaging with stakeholders on climate-related issues. The Group shall also continue to identify innovative low carbon technologies and energy-saving measures to maintain and obtain GBI Certification for future high-rise developments and committed aligning with the objectives of the sustainability-related national plans and policies of Malaysia. For future landed developments, Astaka aims to contribute by considering green and energy-efficient designs.</p>
	Time Period⁸: Short, Medium, Long	
	Likelihood: Certain	
	<p>Impact Area:</p> <ul style="list-style-type: none"> • Current Development Properties • Future Development Properties 	
	<p>Financial Impact:</p> <ul style="list-style-type: none"> • Declining value of development properties if it does not achieve the mandatory energy efficiency and environmental standards • Increased costs to assess and maintain relevant green buildings certification; to invest in mitigation practices, energy audits and more advanced technologies, including solar power which will be highly encouraged by the country's near-term policies • Stricter disincentive concept from an increased penalty for non-compliance with sustainability or energy efficiency related standards 	

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⁸ Time period: Short: 5 years, Medium: between 5 and 10 years, Long: > 10 years

Focus 2: Climate-Related Disclosures

Transition Risk	Description	Risk Mitigation
Policy and Legal	<p>Changes in regulations and policies for energy and resource efficiency [Building Sector and Energy-specific]</p> <ul style="list-style-type: none"> • National Energy Efficiency Action Plan (NEEAP) 2016 – 2025: <ul style="list-style-type: none"> ▫ Promotion of 5-Star Rated Appliances; ▫ Minimum Energy Performance Standards (MEPS); ▫ Energy Audits and Energy Management in Buildings and Industries; ▫ Promotion of cogeneration⁹ to mitigate barriers such as the risk of inadequacies in the natural gas supply. ▫ Energy Efficient Building Design • Green Technology Master Plan Malaysia 2017 – 2030: It sets out the targets for the Building sector as follows: <ul style="list-style-type: none"> ▫ All appliances to meet the requirements of MEPS by 2030 ▫ 1,750 Certified Buildings by 2030 (Green Building Index) ▫ Sectoral National Building Energy Intensity (BEI) of 60 and below by 2030 ▫ New technologies should be used in sustainable construction practice by 2025 	<p>Astaka to continue assessing the incorporation of more sustainable designs and technologies in future developments. In Aliva @ Mount Austin, Astaka has incorporated smart-home installation ready infrastructure allowing end users to monitor and manage their electricity efficiently. It is also part of the project to have electric-vehicle chargers in the development property.</p> <p>Astaka shall continue to assess, obtain and maintain GBI certifications in ensuring environmental sustainability features are incorporated from the beginning of the design and construction phases to operation phase. One example is the introduction of rainwater harvesting tanks at some of its development projects which allows more efficient water usage.</p>
	<p>Time Period: Short, Medium, Long</p>	
	<p>Likelihood: Likely</p>	
	<p>Impact Area:</p> <ul style="list-style-type: none"> • Headquarters Office • Future Development Properties 	
	<p>Financial Impact:</p> <ul style="list-style-type: none"> • Declining value of development properties if it does not achieve the mandatory energy efficiency and environmental standards • Increased costs to assess and maintain relevant green buildings certification; to invest in mitigation practices, energy audits and more advanced technologies, including solar power which will be highly encouraged by the country's near-term policies • Stricter disincentive concept from an increased penalty for non-compliance with sustainability or energy efficiency related standards 	

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⁹ Cogeneration is recognised as an energy-efficient technology in Malaysia. It enables the simultaneous production of two different forms of useful energy - electricity and thermal energy - from a single primary energy source, also known as combined heat and power (CHP), merging the generation of usable heat and electricity into a single process, substantially reducing carbon emissions and energy costs.

Focus 2: Climate-Related Disclosures

Transition Risk	Description	Risk Mitigation
Technology	<p>New technologies and designs in construction and property development, such as green building materials and energy-efficient systems, may impact the competitiveness and costs of development projects</p> <ul style="list-style-type: none"> • New sustainable designs and technologies that can be incorporated in future developments to reduce carbon footprint and to be in alignment with the objectives of Malaysia's national plans and policies, including Green Technology Master Plan Malaysia and National Energy Efficiency Action Plan and ultimately the Twelfth Malaysia Plan • Renewable energy will be an important focus area, including solar panels <p>Time Period: Medium, Long</p> <p>Likelihood: Likely</p> <p>Impact Area: Future Development Properties</p> <p>Financial Impact:</p> <ul style="list-style-type: none"> • Increased costs to research, invest in and incorporate more advanced green technologies and designs, including solar power which will be highly encouraged by the country's plan in order for alignment and compliance. • Declining value of development properties if it does not achieve the necessary new energy efficiency and environmental standards. 	<p>Astaka acknowledges the importance of incorporating sustainability into new developments starting from the tendering processes.</p> <p>The Group shall also continue to identify innovative low carbon technologies and energy-saving measures to be incorporated into future development properties. Technologies and designs that may contribute to the Group's overall resiliency against this risk include:</p> <ul style="list-style-type: none"> • Having smart-home installation ready infrastructure allowing end users to monitor and manage their electricity efficiently. • Electric-vehicle charging ready stations in the development properties. • Rainwater harvesting tanks which allows more efficient water usage.
	Reputation	<p>Reputational impacts associated with non-alignment to the government's green mandates</p> <ul style="list-style-type: none"> • As the regulatory landscape on environment-related issues evolves and gets more stringent, there may be reputational impacts associated with not aligning to the government's green mandates. <p>Time Period: Medium, Long</p> <p>Likelihood: Possible</p> <p>Impact Area: Current and future Development Properties</p> <p>Financial Impact:</p> <ul style="list-style-type: none"> • Reduced revenue due to reduced demand • Increased costs in marketing or maintaining the reputation

Continued to next page

Focus 2: Climate-Related Disclosures

Transition Risk	Description	Risk Mitigation
Market	<p>Changing stakeholders' expectations in relation to ESG considerations and green buildings</p>	<p>The Group shall regularly engage with tenants and stakeholders on sustainability issues and improve our sustainability disclosures to meet stakeholders' expectations.</p>
	<ul style="list-style-type: none"> • Failure to adopt best industry practices as compared to other competitors may reduce demand for the Group's properties and impact the Group's reputation, hence the stakeholders' choices • The other stakeholders and end users are considering ESG performance or energy-saving practices of a building before buying or leasing a space. A premium is acceptable by these end consumers if future proofing against climate resilience has been incorporated. The Group may lose out in attracting partners and end consumers in the value chain as a result. 	<p>The Group has taken a practical step by putting up signage throughout its headquarters to consistently remind employees to conserve water and electricity. This demonstrates the Group's commitment to sustainability, which is embedded in its daily operations.</p>
	<p>Time Period: Medium, Long</p>	<p>By doing so, we hope to foster a collaborative effort, to eventually advance global climate-related ambitions.</p>
	<p>Likelihood: Possible</p> <p>Impact Area: Future new development properties</p> <p>Financial Impact:</p> <ul style="list-style-type: none"> • Reduced revenue due to reduced demand and changing customer preferences towards more sustainability-driven products/services. • Increased costs through value chains who may pass on the costs from increased mark-ups for raw materials. 	
Physical Risk	Description	Risk Mitigation
Acute	<p>Extreme weather events resulting in higher operational expenses</p>	<p>The Group, in conjunction with the various flood mitigation action plans (as further elaborated below), has in place processes to promote our properties' resilience to weather events:</p>
	<ul style="list-style-type: none"> • Increase in water costs due to scarcity caused by droughts • Increase wind speed could result in more extreme wind-driven rain events • Heavy and frequent precipitation, or extreme rainfall and increased flooding events can lead to physical infrastructure damage, supply chain disruption which in turn increases the operational and maintenance expenses • Flooding events can lead to project disruptions which ultimately impact revenue recognition • Increased rainfall and flooding events can also lead to an increase in vector breeding which may possibly lead to subsequent work stoppages by the authorities 	<ul style="list-style-type: none"> • All developments are subject to relevant local authorities' requirements, which outline stringent rules for the development (e.g., on minimum storage of consumable water, minimum size of drainage systems). • Buildings are subject to local authorities' approvals and are governed by industry rules on best practice standards.
	<p>Time Period: Medium, Long</p>	<p>Government authorities in Malaysia are taking the necessary actions with both structural and non-structural measures to mitigate and adapt to floods. This includes scaled up flood mitigation projects in Twelfth Malaysia Plan to RM19 billion and coastal protection costs of RM5 billion.</p>
	<p>Likelihood: Certain</p> <p>Impact Area:</p> <ul style="list-style-type: none"> • Current Development Properties • Future Development Properties <p>Financial Impact:</p> <ul style="list-style-type: none"> • Increased operational expenses: <ul style="list-style-type: none"> ▫ Higher insurance premiums for buildings ▫ Increased costs for repairing damages • Reduced revenue or delayed revenue recognition • Declined property value 	<p>Malaysia also adopted measures including:</p> <ul style="list-style-type: none"> • Integrated water resources Management; • Increased water retention capacity; <p>Resettlement programmes for floodplain areas to reduce disaster risks and gazetted river reserve, flood prone areas and wetlands as flood mitigation areas.</p>

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Focus 2: Climate-Related Disclosures

Physical Risk	Description	Risk Mitigation
Chronic	<p>Increasing mean temperatures require increased energy consumption for cooling, affecting the labour force and have an impact on the building materials and durability</p> <ul style="list-style-type: none"> • Rising temperatures will require increased energy consumption for cooling needs such as air conditioning of the properties • Extreme temperature changes may also affect employees' health. This could include increased thermal discomfort and the risks of heat-related illnesses which may result in temporary work stoppages 	<p>The Group's strategic action plan to both directly and indirectly control its environmental impacts on emission-generation and temperature increase includes:</p> <ul style="list-style-type: none"> • Stakeholder education on energy-saving practices. • Digital monitoring (by providing the infrastructure needed for end users to install smart-home systems, among others, to monitor energy usage). • Working to incorporate natural resource use into all development designs (e.g., using natural ventilation). • Continue exploring and utilising suitable building materials that are resilient to climate change in future development properties.
	<p>Time Period: Medium, Long</p>	
	<p>Likelihood: Likely</p>	
	<p>Impact Area:</p> <ul style="list-style-type: none"> • Headquarters office • Future new development properties 	
	<p>Financial Impact:</p> <p>Increased operational expenses:</p> <ul style="list-style-type: none"> □ Energy consumption to increase and the related costs to increase if the labour force's health is affected □ Costs from retrofitting existing properties to withstand more extreme temperatures 	

While changes in the economy and the environment brought about by climate change represent certain risks to the Group, there might be opportunities that exist. The Group has the potential to capture such opportunities and create long-term value for our stakeholders.

Opportunity	Description	Manager's Response
Market Positioned as a leading green property developer, the Group will have increasing access to green or sustainability-related financing	<p>There is potential for Astaka to explore a growing market of green developments to attract the market, improve its revenue and facilitate its supply chains.</p> <p>Developers are increasingly embracing green or sustainability-linked loans or bonds, while local banks are taking a closer look at ESG risks when providing project financing, indicating the growing mainstream adoption of green financing. The Group can increase its access to funding by complying with sustainability practices and meeting investors' expectations.</p>	<ul style="list-style-type: none"> • The Group has been exposed to instances where banks have started considering ESG risks while assessing loan requests from corporates. • The Group shall continue exploring sustainability-related requirements and criteria which local banks use to assess the eligibility to loans, or more specifically, the green loans in the future. This can be used in future sustainability-related strategies and continue to improve our ESG disclosures to meet investors' expectations for sustainability-related information. • The Group will also continue exploring possibilities to make our assets more environmentally friendly and integrate low-carbon and energy-saving features wherever feasible.
	<p>Time Period: Short, Medium, Long</p>	
	<p>Likelihood: Certain</p>	
	<p>Impact Area:</p> <ul style="list-style-type: none"> • Future new development properties 	
	<p>Financial Impact:</p> <ul style="list-style-type: none"> • Increased revenue and asset value with greater demand of green developments • Lower costs of financing • Increased access to capital 	

Focus 2: Climate-Related Disclosures

Energy and Emissions

The Group strives to minimise our environmental impact to address climate change, in response to global climate developments. To contribute to this cause, we actively explore impactful energy conservation initiatives and technologies during the tendering processes. The Group routinely monitors our electricity energy consumption, and accounts for our Greenhouse Gases (“GHG”) emissions in accordance with the GHG Protocol.

One of such initiatives is the incorporation of energy-efficient LED lighting at our headquarters office. Furthermore, our development projects are managed with a focus on achieving energy efficiency whenever feasible, which we have and will continue incorporating the effective energy-saving measures in current and future development properties. Adhering to local regulations and going above and beyond jurisdictional requirements, Astaka consistently designates 7% to 10% of each development landscape for green spaces, in landed and high-rise developments respectively.

Our commitment to energy conservation has garnered recognition, being with the Astaka GBI Certified in 2023¹⁰. Our latest project Aliva @ Mount Austin, has also been awarded with GBI certification as of its design assessment¹¹ in December 2023. The attainment of GBI certification will

continue to be a key consideration for all forthcoming developments, reflecting our commitment to realizing sustainability goals in our development endeavours. Indicative of the success of our ongoing efforts to reduce our energy consumption and associated emissions. Going forward, we strive to continue to assess and incorporate more sustainable designs and technologies in our future developments to reduce our carbon footprint.

To ensure we set a good example for establishing energy-saving practices, we continuously measure and monitor our energy consumption for our corporate office in which we have effective operational control over the energy usage for FY2023. Additionally, we acknowledge the significance of cultivating a workplace culture that places value on resources and hence, we encourage all employees to embrace practices that contribute to an energy-saving at workplace.

We do not consume any direct energy. Instead, we purchase electricity from the national grid. In FY2023, the Headquarters Office in Johor Bahru, Malaysia, consumed 142,160 kWh of electricity and generated 107.76 tCO₂e of Scope 2 GHG emissions¹². Our indirect energy and Scope 2 GHG emissions intensity¹³ were 143.08 kWh/m² and 0.1085 tCO₂e/m², respectively.

¹⁰ The Astaka's GBI certification is valid until January 2026.

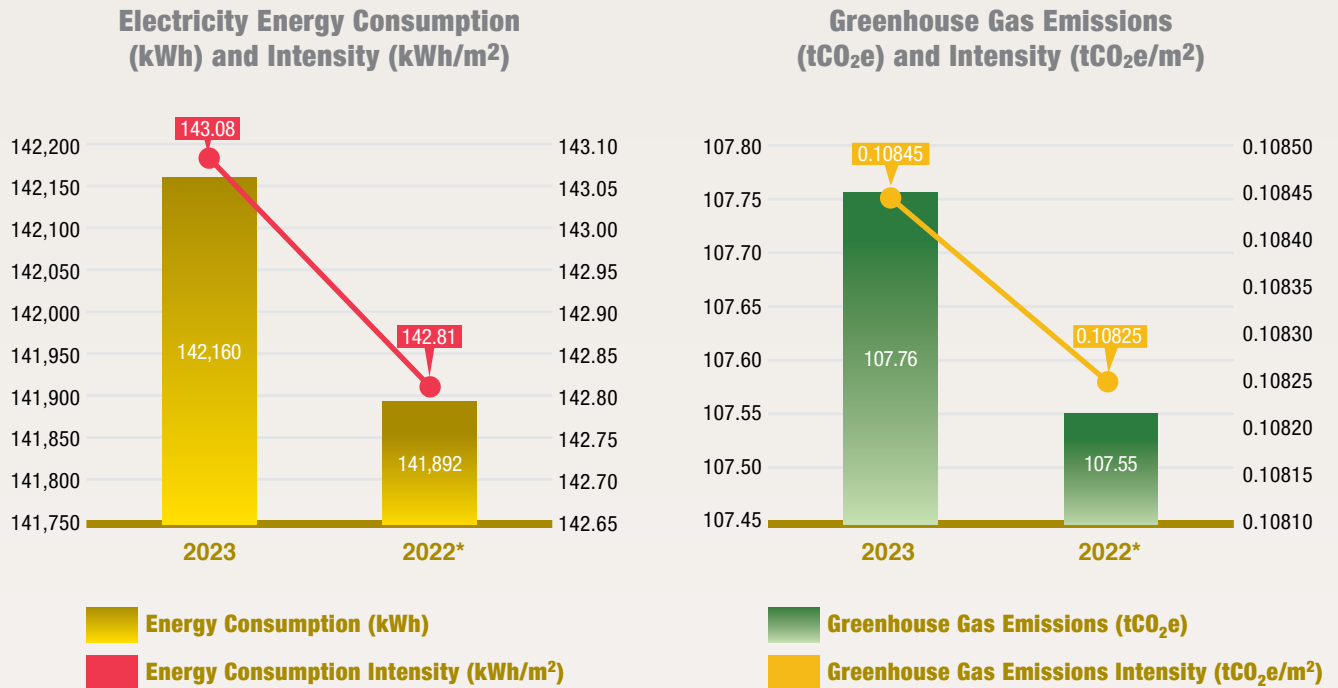
¹¹ Astaka has submitted green building design for assessment by the GBI certifier. An assessment panel then awarded a provisional GBI Design Assessment certification with an accompanying score sheet. Final award will be given upon the completion of a Completion and Verification Assessment after the project is completed.

¹² The emission factor used in calculating Scope 2 GHG emission is adopted from Malaysia's Grid Emission Factor, which is at 0.758 kgCO₂e/kWh for FY2022 and FY2023. Source: <https://meih.st.gov.my/documents/10620/cdddb88f-aaa5-4e1a-9557-e5f4d779906b>.

¹³ Utilising the Astaka's Headquarter office's Gross Floor Area of 993.59 m².

Focus 2: Climate-Related Disclosures

In FY2023, the slight increase in our energy consumption of 268 kWh, compared to 141,892 kWh in FY2022 was attributed to the fact that hybrid-working arrangements (due to the Covid-19 pandemic) were still in place in FY2022 and the return of workforce to full-physical office operations is not fully enforced. Whereas in FY2023, the reduction of hybrid-working arrangements is more apparent.



* The electricity energy consumption and greenhouse gas emissions for the FY2022 represent only the electricity consumption and greenhouse gas emissions at Astaka's Headquarters Office and exclude the sales galleries at One Bukit Senyum and Bukit Pelali.

The Group will continuously optimise energy consumptions, and indirect GHG emissions, primarily through energy-saving practices within the office. As we are in the early stage of collecting and accounting for GHG emissions, the Group will adopt a phased implementation approach in reporting emissions and consider reporting Scope 3 emissions in the subsequent years.

Focus 2: Climate-Related Disclosures

Segment	FY2023 Target	Status	Performance
Property Development	Incorporate sustainable design solutions and technologies in all new developments	Met	Astaka has integrated smart-home installation ready infrastructure, EV-charging ready stations and rainwater harvesting tanks in existing developments. More will be considered for future developments when opportunities arise.
	All future developments to be GBI certified, and/or, to achieve a minimum of 3 green initiatives per development	Partially Met	The Astaka has been GBI certified in FY2023. The Aliva has been awarded with GBI Design Assessment certification and the final GBI certification will be reassessed after completion of the project.
Group-level	Set targets for energy and water consumption	N.A.	Astaka has re-assessed the scope to be included for energy consumption reporting in FY2023. From our re-assessment, we will only be reporting our Headquarters Office's electricity consumption as it is the only premise that we have the operational control. We would decide our baseline year and target for energy consumption by FY2025. Water is not material to Astaka's operations since the consumption at the headquarters office is insignificant. The Group may set targets when water consumption becomes significant in the future.

Segment	Targets	Short-Term (FY2024)	Medium-term Targets (FY2025-FY2029)	Long-term Targets (FY2030 and beyond)
Property Development	All future high-rise developments to be GBI certified, and/or, to achieve a minimum of 3 green initiatives per development	●	●	●
Group-level	To set target for managing climate-related risks	●		
Property Development	Incorporate sustainable design solutions and technologies in all (non-GBI-Certified) new developments			●
Group-level	Set target for electricity intensity and Scope 2 GHG emissions intensity by FY2025			●

Focus 3: Developing Our Human Capital

The Group strives to create an inclusive workplace culture and provide a safe workplace environment committed to mutual respect, fairness and equality for all our employees.

Our Workforce and Diversity

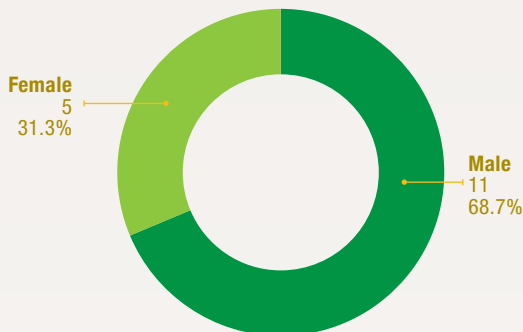
We advocate for fair employment practices and strive to achieve a well-balanced and diversified workforce within our Group.

As at 31 December 2023, the Group had a total headcount of 62 full-time employees in Singapore and Malaysia. The full time employees consists of permanent and temporary employees. There are no part-timers or non-guaranteed hours employees in our group. The breakdown of the employees, by gender and region are presented in the table.

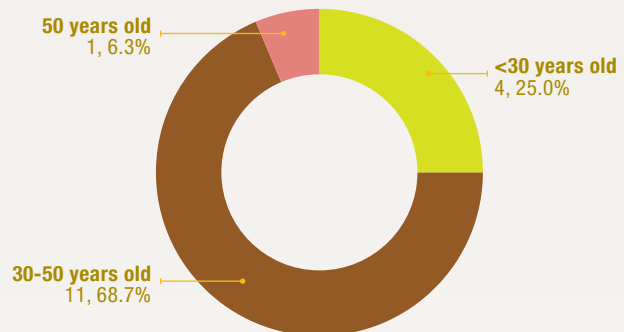
	Number of Full-Time Employees		
	Permanent	Temporary	Total
By Gender	57	5	62
Male	39	1	40
Female	18	4	22
By Region	57	5	62
Malaysia	55	5	60
Singapore	2	Nil	2

During FY2023, there were 16 new hires and 15 leavers, with a new hire rate and turnover rate (as a percentage of total employees as at 31 December 2023) of 25.81% and 24.19%, respectively. The composition of the new employee hires and employee turnover are as follows:

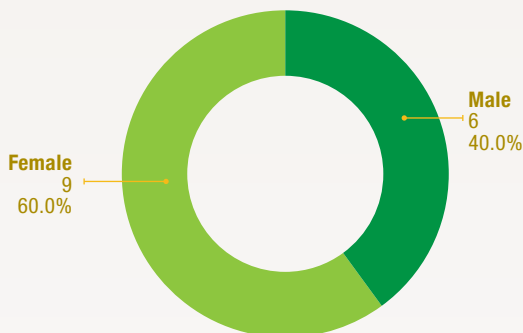
New Hires in FY2023 (By Gender)



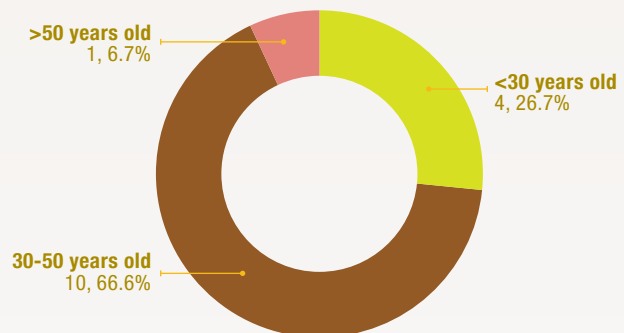
New Hires in FY2023 (By Age)



Leavers in FY2023 (By Gender)



Leavers in FY2023 (By Age Group)

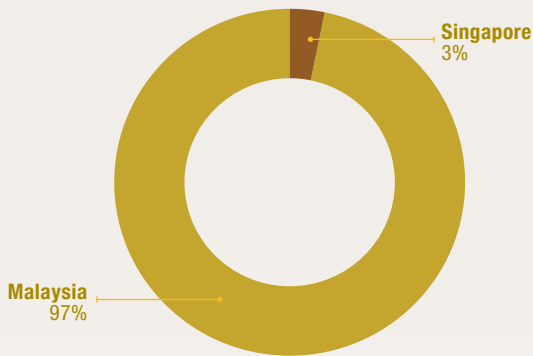


Focus 3: Developing Our Human Capital

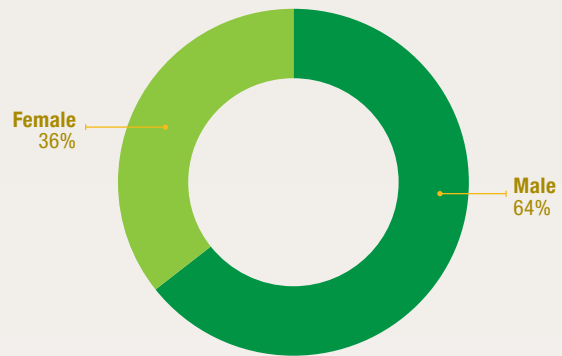
The Group understands the importance of having diversity in the organisation. Diversity provides us with diverse viewpoints for consideration when making key decisions and executing such decisions. Thus, our employees and the Board consists of members with skills and knowledge from diverse backgrounds. An equal and inclusive environment will improve the productivity of our employees while signalling an attractive work environment for retaining and attracting talent.

Our workforce profiles, breakdown by location, gender, employee categories¹⁴ and age group are as follows:

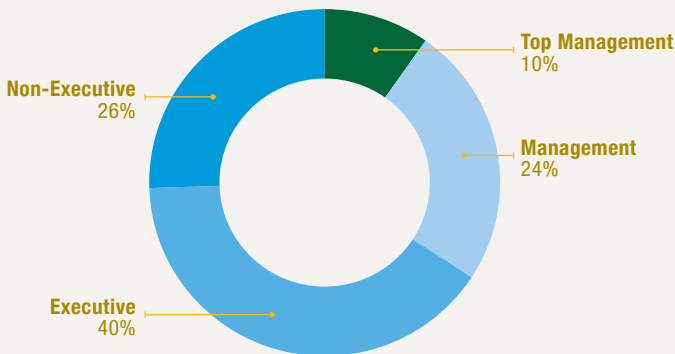
Our Workforce - By Location (in %)



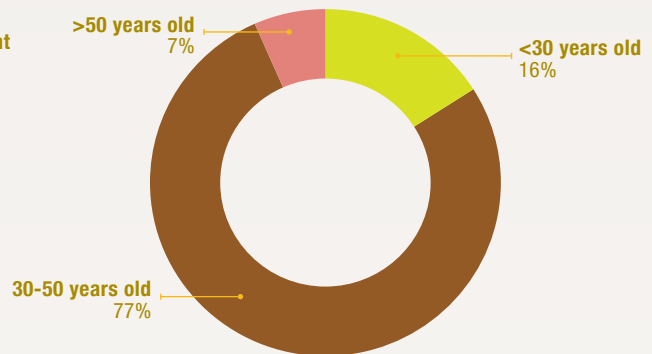
Our Workforce - By Gender (in %)



Our Workforce - By Employee Category (in %)



Our Workforce - By Age Category (in %)



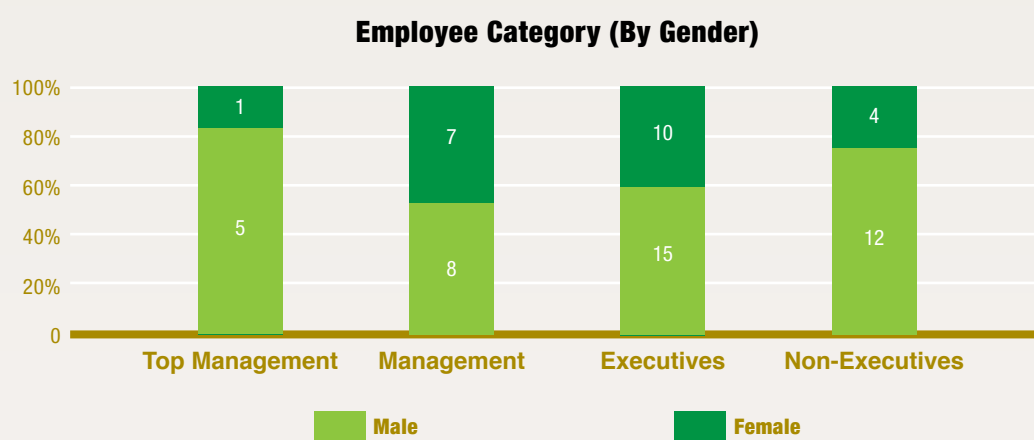
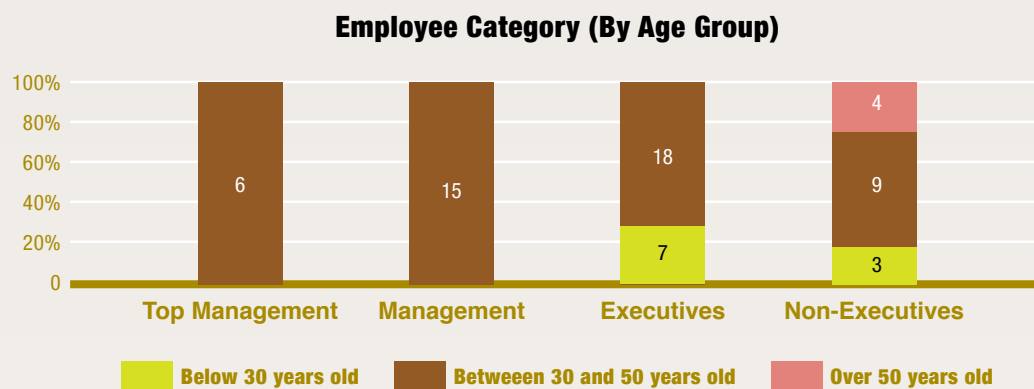
14 (a) Top Management refers to executive directors and senior executives holding chief roles.

(b) Management refers to assistant managers and above, Special Officer and Credit Controller.

(c) Executives includes Accountant, Quantity Surveyor, Chargeman, Maintenance, Supervisor, Executives, Concierge cum Ambassador and Secretary.

(d) Non-Executives includes Technician, Officer, Personal Assistant, Admin Assistant, Clerk, Driver, Despatch, Receptionist and Office cleaner.

Focus 3: Developing Our Human Capital



At the Board Level, we have a board diversity policy in place to promote diversity. Astaka recognises gender as an important aspect of diversity and will ensure that female representation will be considered when identifying suitable candidates for the Board renewal process, and continually improved over time based on the objectives of the Board.

All of our five board members are male, three of them aged between 30-50 and two aged 50 years old and above.

Workers who are not employees

Astaka engaged security, cleaning, landscape, and other maintenance services to maintain security, and cleanliness at the The Astaka and Bukit Pelali properties. They are considered as workers who are not employees and do not account towards the Group's workforce¹⁵. In FY2023, there were 128 workers who are not employees assigned to maintain the conditions of Bukit Pelali and The Astaka, which consisted of two security officers, two cleaners, nine landscape workers and 114 contractors. There was an increase from FY2022 of 61 workers due to amongst others, an increase in rectification works for some of its current development projects.

Training and Education

Acknowledging that Astaka's employees are key drivers of our continued growth and success, their competencies and professional development are important to the Group. As such, we have worked towards inculcating a growth mindset in employees and encouraging them to develop their existing abilities. Our efforts will help ensure that our employees' skills do not become obsolete in the ever changing business landscape.

In FY2020, we established a training programme comprising a 3-tiered approach designed to cater to all employee levels in the Group. With this initiative, the Group aims to address both specialised as well as general knowledge and skillsets relevant to each department and those required for harmonious inter-departmental collaboration. We aim to build a strong foundation for future programmes with our inaugural rollout of our training programme that began in FY2021.

¹⁵ Workers who are not employees' salaries and staff benefits, including insurance, are covered by the appointed service providers.

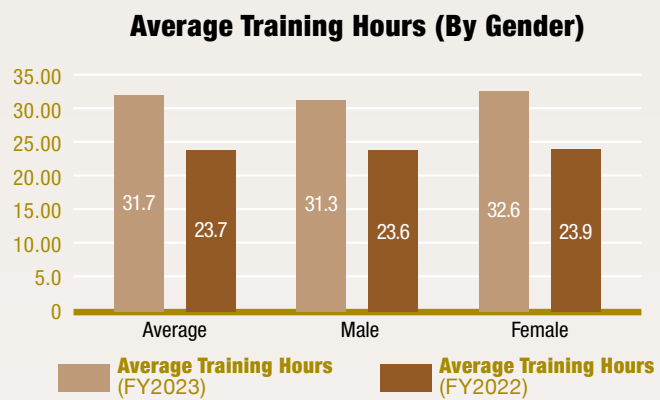
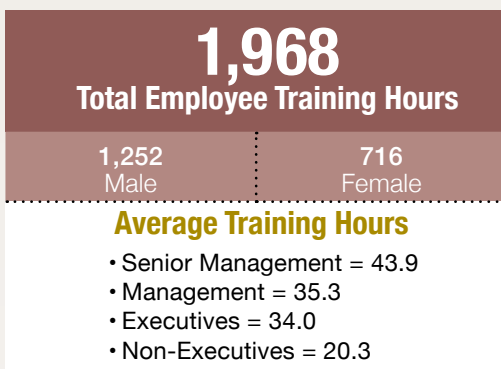
Focus 3: Developing Our Human Capital

A 'Training Need Assessment' ("TNA") is updated based on the assessment performed by respective department heads, on a regular basis. TNA helps us to identify the individual departments' training needs and the areas that the employees are interested to learn additional skills.

We have further enhanced our training programmes in FY2023, providing group-wide and external training covering various departments, namely the CEO Office, Corporate Planning & Communications, Finance, Project, Human Resource & Admin, and Sales & Marketing. Our trainings focus on assisting employees in acquiring new skills or improving existing knowledge/skills related to their current roles.

In FY2023, total training hours of 1,968 have been provided for our employees by trainers from external agencies and experts from professional industries. There is an increase of 473 training hours as compared to 1,495 training hours in FY2022.

The average training hours by genders and employee categories are as follows:



Average Training Hours (By Employee Category)



Performance Evaluation

To maintain a formal channel for feedback from and for our employees, we also have in place a bi-annual 360-degree performance review since FY2021. In June and December of every year, each employee is evaluated based on personal-based key performance indicators (KPIs), and feedback from co-workers.

In FY2023, 100% of our eligible employees¹⁶ have received performance evaluation through 360-degree feedback programme. Further, we continue with the yearly Employee Opinion Survey which allows our workforce's views to be heard.

¹⁶ Eligible employees do not include employees who were serving notice when the performance evaluation was performed and employees who had yet passed the probation period. In FY2023, there were four employees not eligible for the performance evaluation and they were not included in the calculation of employees who had received the performance evaluation.

Focus 3: Developing Our Human Capital

Employee Benefits

We provide benefits such as medical insurance, healthcare and parental leave to all permanent employees. They are covered by a group medical and health insurance plan that provides coverage for hospitalisation and surgical treatment with 24-hours and worldwide access. Cashless access is also available for panel hospitals.

Contractor personnel are also covered by health benefits under their own organisations, and contractors are required to purchase all risk and workmen compensation insurance policy. For more occupational health and safety related measures implemented by Astaka, please refer to the following section on “Health and Safety”.

The Group supports employees across all stages of their lives and we abide by the local employment regulation to provide all employees with parental leave¹⁷. In FY2023, three employees took parental leave, and two of them returned to work after their parental leave ended, with a return to work rate of 100%*. The gender breakdowns are as follows:

	Male	Female
Employees who took parental leave in FY2023	1	1
Employees who returned to work after parental leave ended in FY2023	1	1*
Return to work rate	100%	100%

*This does not include one female employee whose maternity leave had not ended by end of the financial year.

For the five employees who took parental leave and returned to work in the prior year, all of them remained employed 12 months after their return, with a 100% retention rate achieved.

	Male	Female
Employees who returned to work after parental leave ended in FY2022	1	1
Employees who returned to work in FY2022, and remained employed 12 months after their return to work	1	1
Retention Rate	100%	100%

To promote productivity and talent retainment through enjoyable working environment for our employees, we have been organising workplace bonding activities. In FY2023, besides the weekly Quran readings and badminton sessions, we also hosted Annual Dinner and BBQ Gathering Night.

Health and Safety

Astaka prioritises the health and safety of our employees and other workers at our sites. We are fully aware of the inherent risks associated with our sector’s job sites recognising that workplace health and safety should never be underestimated. The Group has therefore introduced a comprehensive set of health and safety guidelines to protect the wellbeing of our workforce.

Firstly, we work towards establishing a safe working environment by learning from the best practices in existing national and international Occupational Health and Safety (“OHS”) management systems.

Secondly, once our construction of Aliva commences, we will include contractors’ adherence to the guidelines and requirements listed in the Project Safety Plan. During the construction phase, Astaka’s contractors are required to publish safety and health reports on a monthly basis, which cover diverse health and safety aspects such as policies, performance, compliance and training. Astaka and its consultants will review these reports to ensure that the contractors duly inspect the workplace health and safety, take immediate corrective actions against non-compliance and prepare the workers physically and mentally for work.

¹⁷ Parental leave refers to childbirth leave.

Focus 3: Developing Our Human Capital

Although no construction activities took place in FY2023, there were some slope remediation and maintenance works. To ensure the safety of the workers, safety meetings (namely toolbox briefings) were conducted on a fortnightly basis. Additionally, scaffolding was inspected by an accredited inspector and certified fit for use, while daily tool box meetings placed an emphasis on occupational safety.

In FY2023, there were no fatalities, high-consequence injuries¹⁸ and recordable injuries reported at the construction sites or at the workplace. Therefore, we recorded zero fatalities rate, zero high-consequence injuries rate and zero recordable work-related injuries. There was also no ill-health incident reported in FY2023.

Corporate Social Responsibility (“CSR”)

Astaka is committed to supporting and empowering the local communities in our operating regions. We maintain an open communication channel with our customers and the local communities through our property management team, which has an email address and a hotline available on our website for stakeholders to contact when needed.

Additionally, we have been supporting local communities by addressing their specific needs and participating in local charity programmes. In FY2023, we have made sponsorship of RM50,000 to Johor Hockey Association (“Persatuan Hoki Johor”) for the Under 21 International Hockey Championship (“Kejohanan Hoki Antarabangsa bawah 21 Tahun”). In addition, we have delivered three CSR programmes through Bubur Lambuk and Kurma distributions during the Ramadan period, and a clean-up event named “Gotong Royong 2023”. This Gotong Royong was the communal works that were carried out at Surau Ummu Al Mutasoddiqin that was located in Pengerang, together with the local communities of Sekolah Tahfiz Ummu Mutasoddiqin, Bank Islam Bandar Penawar, and Kampung Bukit Gelugor, wherein more than 40 people participated in this programme. The objective of this programme includes cleaning the prayer halls and the surroundings of the Surau. In addition, maintenance and repair works (painting and building repairs) were also carried out.

Going forward, we will continue to diversify our CSR activities in order to better meet the needs of the local communities in which we operate in.

Human Capital Targets

FY2023 Targets	Status	Performance
Group-level Zero cases of workplace injuries and fatalities	Met	There was zero fatalities and high-consequence injuries in FY2023.
24 training hours on average per employee	Met	On average, each employee is provided with 31.7 hours of training in FY2023.
Completion of two CSR programmes per year	Met	There were three CSR events held in FY2023.

Segments	Targets	Short-Term (FY2024)	Medium-term Targets (FY2025-2029)	Long-term Targets (FY2030 and beyond)
Group Level	Zero cases of fatalities and high consequence injuries	●	●	●
	Zero breach of employment regulations	●	●	●
	Maintain 16 training hours per employee for the employee categories of “Executives and/or above”	●	●	●

* The Management had, inter alia, considered the TNA conducted on a regular basis and assessed that 16 training hours is adequate for the current operational size of the Group.

¹⁸ High-consequence work-related injury: Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.

SGX Six Primary Components Index

S/N	Primary Component	Section Reference
1	Material ESG factors	<ul style="list-style-type: none"> • Materiality Assessment
2	Climate-related disclosures consistent with the TCFD recommendations	<ul style="list-style-type: none"> • Focus 2: Climate-Related Disclosures
3	Policies, Practices and Performance	<ul style="list-style-type: none"> • Sustainability Strategy Overview • Focus 1: Governance and Ethics • Focus 2: Climate-Related Disclosures • Focus 3: Developing Our Human Capital
4	Board Statement	<ul style="list-style-type: none"> • Sustainability Strategy Overview • Focus 1: Governance and Ethics • Focus 2: Climate-Related Disclosures • Focus 3: Developing Our Human Capital
5	Targets	<ul style="list-style-type: none"> • Sustainability Strategy Overview • Focus 1: Governance and Ethics • Focus 2: Climate-Related Disclosures • Focus 3: Developing Our Human Capital
6	Sustainability Reporting Framework	<ul style="list-style-type: none"> • About the Report

GRI Standards Content Index

Statement of use	Astaka Holdings Limited has reported with reference to the GRI Standards 2021 for the period from 1 January 2023 to 31 December 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Organisation Profile
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact point	About the Report
	2-4 Restatements of information	About the Report - Restatements
	2-5 External Assurance	About the Report - Assurance
	2-6 Activities, value chain and other business relationships	Organisation Profile
	2-7 Employees	Focus 3: Developing Our Human Capital
	2-9 Governance structure and composition	Focus 3: Developing Our Human Capital
	2-10 Nomination and selection of the highest governance body	Corporate Governance Report, Annual report page 75-76
	2-11 Chair of the highest governance body	Corporate Governance Report, Annual report page 74
	2-12 Role of the highest governance body in overseeing the management of impacts	Focus 1: Governance and Ethics
	2-13 Delegation of responsibility for managing impacts	Focus 1: Governance and Ethics
	2-14 Role of the highest governance body in sustainability reporting	Focus 1: Governance and Ethics
	2-15 Conflicts of interest	Corporate Governance Report, Annual report page 69
	2-16 Communication of critical concerns	Corporate Governance Report, Annual report page 86
	2-17 Collective knowledge of the highest governance body	Corporate Governance Report, Annual report page 71
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Report, Annual report page 77-78
	2-19 Remuneration policies	Corporate Governance Report, Annual report page 78-79
	2-20 Process to determine remuneration	Corporate Governance Report, Annual report page 78-79
	2-21 Annual total compensation ratio	Due to confidentiality constraints, information on compensation ratio has not been provided.
	2-22 Statement on sustainable development strategy	Board Statement

GRI Standards Content Index

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-23 Policy commitments	Sustainability Strategy Overview
	2-24 Embedding policy commitments	See respective focus areas
	2-25 Processes to remediate negative impacts	Corporate Governance Report, Annual report page 82-86
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Governance Report, Annual report page 86
	2-27 Compliance with laws and regulations	Focus 1: Governance and Ethics
	2-28 Membership associations	We are a member of Real Estate Developers' Association of Singapore (REDAS)
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
Focus 1: Governance and Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 1: Governance and Ethics
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Focus 1: Governance and Ethics • Anti-Corruption
	205-2 Communication and training on anti-corruption policies and procedures	Focus 1: Governance and Ethics • Anti-Corruption
	205-3 Confirmed incidents of corruption and actions taken	Focus 1: Governance and Ethics • Anti-Corruption
GRI 207: Tax 2019	207-1 Approach to tax	Focus 1: Governance and Ethics • Tax
	207-2 Tax governance, control, and risk management	Focus 1: Governance and Ethics • Tax
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Focus 1: Governance and Ethics • Supply Chain Management
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Focus 1: Governance and Ethics • Marketing and Labelling
	417-2 Incidents of non-compliance concerning product and service information and labelling	Focus 1: Governance and Ethics • Marketing and Labelling
	417-3 Incidents of non-compliance concerning product and service information and labelling	Focus 1: Governance and Ethics • Marketing and Labelling
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Focus 1: Governance and Ethics • Data Safety and Privacy

GRI Standards Content Index

GRI Standard	Disclosure	Location
Focus 2: Climate-Related Disclosure		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 2: Climate-Related Disclosures
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Focus 2: Climate-Related Disclosures • TCFD Disclosures
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Focus 2: Climate-Related Disclosures • Energy and Emissions
	302-3 Energy intensity	Focus 2: Climate-Related Disclosures • Energy and Emissions
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	For office usage only, not significant – no disclosure
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Focus 2: Climate-Related Disclosures • Energy and Emissions
	305-4 GHG emissions intensity	Focus 2: Climate-Related Disclosures • Energy and Emissions
GRI 306: Waste 2020	306-3 Waste generated	No construction in FY2023 and no significant waste generated.
Focus 3: Developing Our Human Capital		
GRI 3: Material Topics 2021	3-3 Management of material topics	Focus 3: Developing Our Human Capital
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	In Malaysia, there is a local minimum wage of RM1,500 per month ¹⁹ . We have been complying with the relevant legislation and paying our entry-level employees above the minimum wage, regardless of gender. Due to confidentiality constraints, information on compensation ratio has not been provided.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Focus 3: Developing Our Human Capital • Our Workforce and Diversity
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Focus 3: Developing Human Capital • Employee Well-being
	401-3 Parental leave	Focus 3: Developing Our Human Capital • Employee Well-being

¹⁹ With effect from 1 July 2023, the minimum wage in Malaysia is RM1,500 per month. Prior to the revision, the minimum wage was RM1,200 per month.

GRI Standards Content Index

GRI Standard	Disclosure	Location
Focus 3: Developing On Our Human Capital		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Focus 3: Developing Our Human Capital • Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Focus 3: Developing Our Human Capital • Training and Education
	404-2 Programs for upgrading employee skills and transition assistance programs	Focus 3: Developing Our Human Capital • Training and Education
	404-3 Percentage of employees receiving regular performance and career development reviews	Focus 3: Developing Our Human Capital • Performance Evaluation
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Focus 3: Developing Our Human Capital • Our Workforce and Diversity
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Focus 3: Developing Our Human Capital • Corporate Social Responsibility ("CSR")

TCFD Content Index

Please refer to Focus 2 for our climate-related disclosures in line with TCFD recommendations.