

PERFORMANCE DATA TABLE

RESPECTING THE ENVIRONMENT

	Unit	2023	2022	2021
GHG EMISSIONS				
Total GHG Emissions	tonnes CO₂e	696,520	714,417	881,722
Scope 1	tonnes CO ₂ e	690,445	709,018	874,580
Scope 2	tonnes CO ₂ e	5,457	5,400	7,142
Scope 3	tonnes CO ₂ e	618	-	-
<i>Note: Scope 3 (Employee Commuting and Business Travel category) calculation exercise started in 2023</i>				
Scope 1 GHG Emissions	tonnes CO₂e	690,443	709,018	874,580
Non-RE business	tonnes CO ₂ e	690,391	708,907	874,552
RE business	tonnes CO ₂ e	40	111	28
Offices	tonnes CO ₂ e	12	0	0
Scope 2 GHG Emissions	tonnes CO₂e	5,457	5,400	7,142
Non-RE business	tonnes CO ₂ e	4,678	5,034	6,780
RE business	tonnes CO ₂ e	757	348	352
Offices	tonnes CO ₂ e	22	17	10
Scope 3 GHG Emissions - Employee Commuting	tonnes CO₂e	575	-	-
Non-RE business	tonnes CO ₂ e	274	-	-
RE business	tonnes CO ₂ e	195	-	-
Offices	tonnes CO ₂ e	106	-	-
Scope 3 GHG Emissions - Business Travel	tonnes CO₂e	43	-	-
Non-RE business	tonnes CO ₂ e	4	-	-
RE business	tonnes CO ₂ e	20	-	-
Offices	tonnes CO ₂ e	19	-	-
<i>Note: Scope 3 calculation exercise started in 2023</i>				

	Unit	2023	2022	2021
Greenhouse Gas Intensity	tonnes CO₂e/ MWh electricity generated	0.61	0.50	0.67
Avoided Emissions	tonnes CO₂e	197,731	211,329	131,996
AIR EMISSIONS				
NO _x emissions	mg/Nm ³	303	80	251
SO _x emissions	mg/Nm ³	781	209	581
PM ₁₀ emissions	mg/Nm ³	41	8	25
Ozone depleting substances - R22	tonnes	0	0	0
Lead (Pb)	tonnes	0	0	0
Mercury (Hg)	tonnes	0	0	0
ENERGY				
Total Energy Consumption	GJ	7,287,566	7,628,315	10,697,380
Coal	tonnes	386,302	413,982	547,888
Diesel	litres	416,898	465,658	1,794,458
Petrol	litres	29,308	22,738	23,737
Compressed natural gas	m ³	0	0	0
Liquified petroleum gas	litres	0	0	0
Purchased electricity	MWh	8,029	7,983	10,635
Renewable energy	MWh	116	41	13
Energy Intensity	GJ/MWh electricity generated	6.38	5.35	7.93
WASTE				
Total Waste Generation	tonnes	22,499	93	36
General waste	tonnes	11	15	13
Recycled waste	tonnes	22,468	74	18
Hazardous waste	tonnes	6	5	5

	Unit	2023	2022	2021
E-waste	<i>tonnes</i>	14	0	0
Fly and Bottom Ash Management				
Amount of fly and bottom ash generated	<i>tonnes</i>	72,282	31,538	39,719
Percentage of fly and bottom ash recycled	<i>%</i>	100%	204%	73%
<i>Note: Higher quantity of ash recycled (>100%) in 2022 was due to ash removal from site and ash pond accumulated from previous years.</i>				
SPILLS				
Number of spills	<i>Number</i>	0	0	0
Average volume of spills and releases to the environment	<i>Litre</i>	0	0	0
Quantity of spills recovered	<i>Litre</i>	0	0	0
WATER AND EFFLUENTS				
Water Withdrawal				
Total Volume of Water Withdrawal	<i>m³</i>	652,343,541	1,299,781,007	1,057,586,174
<i>From surface water</i>	<i>m³</i>	363,542,431	514,273,509	421,139,772
<i>From groundwater</i>	<i>m³</i>	969	1,007	1,362
<i>From municipal water (purchased water)</i>	<i>m³</i>	288,800,141	785,506,492	636,445,040
Water Discharge				
Total Volume of Water Discharge (To rivers/lakes)	<i>m³</i>	363,214,584	513,940,000	420,690,000
Water Consumption				
Total Water Consumption	<i>m³</i>	206,115	191,564	314,831
Number of incidents of non-compliance associated with water quality permits, standards and regulations	<i>Number</i>	0	0	0

	Unit	2023	2022	2021
FINES/PENALTIES AND AUDITS				
Fines/penalties for environmental non-compliance	<i>Number</i>	0	0	0
Environmental audits conducted	<i>Number</i>	7	6	6
ECOLOGICAL IMPACTS OF PROJECT DEVELOPMENT				
Number of project delays related to ecological impacts	<i>Number</i>	0	0	0
Duration of project delays related to ecological impacts	<i>Days</i>	0	0	0
RENEWABLE ENERGY (RE)				
RE gross installed capacity percentage	%	67.31	64.89	57.48
Revenue from RE power plants and green technologies	MYR	219,542,000	172,709,000	138,967,000
Revenue percentage from the sale of RE Certificates	%	0.60%	0.40%	0.07%
Revenue percentage from the sale of carbon credits generated from RE power generation	%	0	0	0
EXPENDITURE ON CLIMATE-RELATED MITIGATION MEASURES	<i>MYR</i>	1,753,195	761,742	364,331
<i>Note: Expenditure On Climate-Related Mitigation Measures covers only for RE assets.</i>				
ACTIVITY METRICS				
Length of transmission and distribution lines	<i>km</i>	235	-	-
Total electricity generated	<i>MWh</i>	1,141,802	-	-
Total electricity generated from – Coal	%	67%	-	-

	Unit	2023	2022	2021
- Ground-mounted solar PV		15%	-	-
- Hydropower		12%	-	-
- Rooftop solar PV		6%	-	-
Total capacity of completed solar energy systems	<i>MWp</i>	514.2	-	-

Note:

- *Data not available*

CARE FOR OUR PEOPLE

Workplace Health & Safety

	Unit	2023	2022	2021
Total Hours Worked	<i>Hours</i>	1,756,613	1,601,888	1,746,266
Total Fatalities	<i>Number</i>	0	0	0
Employees	<i>Number</i>	0	0	0
Contractors	<i>Number</i>	0	0	0
Fatality Rate				
Employees	<i>Rate</i>	0	0	0
Contractor	<i>Rate</i>	0	0	0
Total Lost-Time Injury (LTI)	<i>Number</i>	0	0	0
Employees	<i>Number</i>	0	0	0
Contractor	<i>Number</i>	0	0	0
Lost-Time Injury Frequency (LTIF)				
Employees	<i>Per 1 million man-hours</i>	0	0	0
Contractor	<i>Per 1 million man-hours</i>	0	0	0
Total Recordable cases	<i>Number</i>	0	0	0
Employees	<i>Number</i>	0	0	0
Contractor	<i>Number</i>	0	0	0
Total Recordable Injury Rate (TRIR)				
Employees	<i>Per 1 million man-hours</i>	0	0	0
Contractor	<i>Per 1 million man-hours</i>	0	0	0
Near Miss Frequency Rate (NMFR)				
Employees	<i>Per 1 million man-hours</i>	4.55	4.99	5.73
Contractor	<i>Per 1 million man-hours</i>	1.14	0.62	1.72
Rate of Occupational Disease	<i>Rate</i>	0	0	0
FINES/PENALTIES AND AUDIT				
Incidents of non-compliance (fines and penalties) concerning the health and safety impacts of products and services	<i>Number</i>	0	0	0
Health and safety audits conducted	<i>Number</i>	148	44	35

Nurturing Talent

	Unit	2023		2022		2021	
		No.	%	No.	%	No.	%
Total Employees	<i>Number (%)</i>	572	100%	570	100%	552	100%
Male	<i>Number (%)</i>	444	78%	465	82%	451	82%
Female	<i>Number (%)</i>	128	22%	105	18%	101	18%
Male to female ratio	Ratio	3.47		4.43		4.47	
Breakdown by Location							
Cambodia	<i>Number (%)</i>	314	55%	365	64%	360	65%
Malaysia	<i>Number (%)</i>	87	15%	53	9%	40	7%
Vietnam	<i>Number (%)</i>	124	22%	107	19%	106	19%
Singapore	<i>Number (%)</i>	26	5%	26	5%	27	5%
Thailand	<i>Number (%)</i>	4	1%	2	0.5%	2	0.5%
Indonesia	<i>Number (%)</i>	14	2%	14	2%	15	3%
Taiwan	<i>Number (%)</i>	3	1%	3	0.5%	2	0.5%
Breakdown by Age Group							
30 and below	<i>Number (%)</i>	140	25%	127	22%	123	22%
31-50 years old	<i>Number (%)</i>	397	69%	401	70%	390	71%
Over 50 years old	<i>Number (%)</i>	35	6%	42	8%	39	7%
Breakdown by Disability							
Total Employee With Disability	Number (%)	2	0.3%	4	0.7%	0	0
Male	<i>Number (%)</i>	2	0.3%	4	0.7%	0	0%
Female	<i>Number (%)</i>	0	0%	0	0%	0	0%
Breakdown by Nationality							
Cambodia	<i>Number (%)</i>	248	43.3%	280	49.1%	273	49.5%
Malaysia	<i>Number (%)</i>	104	18.2%	74	13.0%	58	10.5%
Vietnam	<i>Number (%)</i>	123	21.5%	106	18.6%	105	19.0%
Singapore	<i>Number (%)</i>	17	3.0%	15	2.6%	15	2.7%

	Unit	2023		2022		2021	
		No.	%	No.	%	No.	%
Thailand	<i>Number (%)</i>	4	0.7%	2	0.4%	1	0.2%
Indonesia	<i>Number (%)</i>	14	2.4%	14	2.5%	13	2.4%
Taiwan	<i>Number (%)</i>	4	0.7%	4	0.7%	3	0.5%
Indian	<i>Number (%)</i>	38	6.6%	50	8.8%	51	9.2%
Philippines	<i>Number (%)</i>	17	3.0%	23	4.0%	22	4.0%
Myanmar	<i>Number (%)</i>	1	0.2%	0	0.0%	2	0.4%
China	<i>Number (%)</i>	0	0.0%	1	0.2%	1	0.2%
French	<i>Number (%)</i>	1	0.2%	0	0.0%	6	1.1%
Spain	<i>Number (%)</i>	0	0.0%	0	0.0%	1	0.2%
Australia	<i>Number (%)</i>	1	0.2%	1	0.2%	1	0.2%
Breakdown by Employment Type							
Permanent	<i>Number (%)</i>	365	64%	475	83%	455	82%
Contract	<i>Number (%)</i>	207	36%	95	17%	97	18%
Breakdown by Position							
Key Senior Management	<i>Number</i>	9		7		4	
Male	<i>Number (%)</i>	5	56%	6	86%	4	100%
Female	<i>Number (%)</i>	4	44%	1	14%	0	0
Senior Leadership	<i>Number</i>	54		41		35	
Male	<i>Number (%)</i>	32	59%	27	66%	24	69%
Female	<i>Number (%)</i>	22	41%	14	34%	11	31%
Middle Management	<i>Number</i>	77		70		65	
Male	<i>Number (%)</i>	51	44%	48	69%	47	72%
Female	<i>Number (%)</i>	26	34%	22	31%	18	28%
Executives	<i>Number</i>	231		243		232	
Male	<i>Number (%)</i>	181	78%	203	84%	193	83%
Female	<i>Number (%)</i>	50	22%	40	16%	39	17%

	Unit	2023		2022		2021	
		No.	%	No.	%	No.	%
Non-Executives	<i>Number</i>	210		216		220	
Male	<i>Number (%)</i>	179	85%	186	86%	187	85%
Female	<i>Number (%)</i>	31	15%	30	14%	33	15%
Revenue Generating Function	<i>Number</i>	357		380		377	
Male	<i>Number (%)</i>	338	95%	362	95%	356	94%
Female	<i>Number (%)</i>	19	5%	18	5%	21	6%
Science, Technology, Engineering, and Mathematics (STEM) Related Function	<i>Number</i>	311		352		337	
Male	<i>Number (%)</i>	256	82%	305	87%	292	87%
Female	<i>Number (%)</i>	55	18%	47	13%	45	13%
BASIC SALARY							
Ratio of basic salary for male to female	<i>Ratio</i>	21.9:1		25.3:1		26.3:1	
Ratio of Local Minimum Wage to Entry Level Wage							
Cambodia	<i>Ratio</i>	1:1		1:1.02		1:0.96	
Malaysia	<i>Ratio</i>	1:2.53		1:2.87		1:2.50	
Vietnam	<i>Ratio</i>	1:2.97		1:1.39		1:1.56	
Singapore	<i>Ratio</i>	1:1.83		1:1.79		1:1.57	
Thailand	<i>Ratio</i>	1:6.10		1:5.48		1:5.23	
Indonesia	<i>Ratio</i>	1:2.91		1:3.02		1:2.52	
Taiwan	<i>Ratio</i>	1:1.67		1:1.58		1:1.52	

	Unit	2023		2022		2021	
		No.	%	No.	%	No.	%
NEW HIRES							
Total New Hires	<i>Number (%)</i>	115	20%	83	15%	54	10%
Male	<i>Number (%)</i>	71	62%	62	75%	34	63%
Female	<i>Number (%)</i>	44	38%	21	25%	20	37%
Breakdown by Age Group							
30 and below	<i>Number (%)</i>	55	48%	39	47%	13	24%
31-50 years old	<i>Number (%)</i>	58	50%	41	49%	41	76%
Over 50 years old	<i>Number (%)</i>	2	2%	3	4%	0	0%
Breakdown by Country of Operation							
Cambodia	<i>Number (%)</i>	41	36%	40	48%	32	59%
Malaysia	<i>Number (%)</i>	39	34%	17	21%	17	31%
Vietnam	<i>Number (%)</i>	18	16%	5	6%	1	2%
Singapore	<i>Number (%)</i>	5	4%	14	17%	2	4%
Thailand	<i>Number (%)</i>	4	3%	1	1%	0	0%
Indonesia	<i>Number (%)</i>	8	7%	5	6%	0	0%
Taiwan	<i>Number (%)</i>	0	0%	1	1%	2	4%
HIRING COST (TOTAL)	<i>USD</i>	53,500		62,009		22,743	
<i>(Hiring cost includes job advertisement platforms, recruitment agency and LinkedIn)</i>							
INTERNAL MOBILITY							
Total Internal Mobility	<i>Number (%)</i>	16	3%	8	1%	8	1%
Male	<i>Number (%)</i>	11	69%	7	88%	6	75%
Female	<i>Number (%)</i>	5	31%	1	13%	2	25%
TURNOVER							
Total Turnover	<i>Number (%)</i>	65	11%	70	12%	35	7%
Male	<i>Number (%)</i>	45	69%	50	71%	24	69%
Female	<i>Number (%)</i>	20	31%	20	29%	11	31%

	Unit	2023		2022		2021	
		No.	%	No.	%	No.	%
Breakdown by Age Group							
30 and below	<i>Number (%)</i>	23	35%	32	46%	11	31%
31-50 years old	<i>Number (%)</i>	37	57%	36	51%	20	57%
Over 50 years old	<i>Number (%)</i>	5	8%	2	3%	4	11%
Breakdown by Countries of Operation							
Cambodia	<i>Number (%)</i>	35	54%	30	43%	23	66%
Malaysia	<i>Number (%)</i>	13	20%	9	13%	7	20%
Vietnam	<i>Number (%)</i>	4	6%	4	6%	0	0%
Singapore	<i>Number (%)</i>	3	5%	16	23%	2	6%
Thailand	<i>Number (%)</i>	2	3%	3	4%	0	0%
Indonesia	<i>Number (%)</i>	8	12%	8	11%	3	9%
Taiwan	<i>Number (%)</i>	0	0%	0	0%	0	0%
Percentage of Voluntary Turnover	%	56	10%	66	12%	34	6
ABSENTEEISM							
Total Absenteeism	<i>Number (%)</i>	1	0.2%	5	0.9%	1	0.2%
Male	<i>Number (%)</i>	1	100%	5	100%	1	100%
Female	<i>Number (%)</i>	0	0%	0	0%	0	0%
Breakdown by Age Group							
30 and below	<i>Number (%)</i>	1	100%	2	40%	0	0%
31-50 years old	<i>Number (%)</i>	0	0%	3	60%	1	100%
Over 50 years old	<i>Number (%)</i>	0	0%	0	0%	0	0%
PARENTAL LEAVE							
Total Employees Taking Parental Leave	<i>Number (%)</i>	26	5%	21	4%	11	2%
Male	<i>Number (%)</i>	17	65%	10	48%	2	18%

	Unit	2023		2022		2021	
		No.	%	No.	%	No.	%
Female	<i>Number (%)</i>	9	35%	11	52%	9	82%
Total Employees Returned After Parental Leave Ended	<i>Number (%)</i>	24	4%	21	4%	11	2%
Male	<i>Number (%)</i>	16	67%	10	48%	2	18%
Female	<i>Number (%)</i>	8	33%	11	52%	9	82%
Employees Who Returned After Parental Leave Ended & Still Employed 12 Months After Return to Work	<i>Number (%)</i>	19	3%	18	3%	11	2%
Male	<i>Number (%)</i>	12	63%	8	44%	2	18%
Female	<i>Number (%)</i>	7	37%	10	56%	9	82%
EMPLOYEE ENGAGEMENT							
Total Employees Engaged	<i>Number (%)</i>	572	100%	570	100%	552	100%

	Unit	2023	2022	2021
TRAINING HOURS				
Total Training Hours	<i>Hours</i>	8,514	9,306	8,796
Average Training Hours per Employee	<i>Hours</i>	15	16	16
Breakdown by Position and Gender				
Senior Leadership & Middle Management				
Male & Female	<i>Hours</i>	628	848	775
Executive				
Male	<i>Hours</i>	1780	5119	2835
Female	<i>Hours</i>	775	579	331

	Unit	2023	2022	2021
Non-Executive				
Male	<i>Hours</i>	4403	2201	4486
Female	<i>Hours</i>	928	559	369
Percentage of Employees Trained				
	<i>%</i>	100%	100%	100%
Male	<i>%</i>	78%	84%	86%
Female	<i>%</i>	22%	16%	14%
Investment in Training				
Total Investment	<i>USD</i>	53,575	60,050	29,918
Average amount invested per employee	<i>USD</i>	94	105	54
PERFORMANCE MANAGEMENT				
Percentage of Employees Appraised				
	<i>%</i>	100%	100%	100%
Male	<i>%</i>	78%	82%	82%
Female	<i>%</i>	22%	18%	18%

Care for Community

	Unit	2023	2022	2021
Number of CSR activities conducted	<i>Number</i>	54	25	19
Number of employees volunteering hours	<i>hour</i>	4,143	57	-
Number of beneficiaries	<i>Number</i>	16,880	1,722	625
Total CSR investment	<i>USD</i>	143,185	66,384	83,502

Upholding Human Rights

	Unit	2023	2022	2021
Employees trained on human rights	<i>%</i>	99.50	-	-
Human Rights Due Diligence on own operations	<i>%</i>	25	-	-
Human Rights Due Diligence on supplier	<i>Number</i>	1	-	-
Number of grievances recorded	<i>Number</i>	0	-	-

Note:

- *Data not available*

STRONG BUSINESS GOVERNANCE

Compliance & Business Ethics

	Unit	2023	2022	2021
TRAINING ON ANTI-BRIBERY AND ANTI-CORRUPTION				
Governance body members trained	%	100%	-	-
Employees trained	%	99.5%	-	-
Third-parties trained	%	95.0%	-	-
INCIDENT OF ANTI-BRIBERY AND ANTI-CORRUPTION				
Total confirmed incidents	<i>Number</i>	0	0	0
Monetary losses from legal proceedings	<i>Number</i>	0	0	0
PUBLIC POLICY POSITIONS / POLITICAL CONTRIBUTIONS				
Contribution to political related agenda	<i>Number</i>	0	0	0
Expenditure on lobbying activities	<i>Number</i>	0	0	0
CODE OF CONDUCT AND BUSINESS ETHICS				
Coverage				
Employee	%	100%	100%	100%
Contractor/Supplier/ Provider	%	100%	100%	100%
Training Provided				
Employee	%	99.5%	-	-
Contractor/Supplier/ Provider	%	95.0%	-	-
Third-Party Due Diligence				
Due diligence completed	%	47%	-	-
WHISTLEBLOWING CASES				
Received	<i>Number</i>	0	0	2
Investigated	<i>Number</i>	0	0	1
Closed	<i>Number</i>	0	0	1

Note:

- Data not available

Cybersecurity

	Unit	2023	2022	2021
CYBERSECURITY				
Major cybersecurity breaches	<i>Number</i>	0	0	0
Incidents of non-compliance with physical or cybersecurity standards or regulations	<i>Number</i>	0	0	0
Employees trained on cybersecurity	<i>%</i>	99.5%	-	-
PERSONAL DATA AND INFORMATION				
Breaches of customer privacy	<i>Number</i>	0	0	0
Substantiate complaints from internal stakeholders	<i>Number</i>	0	0	0
Substantiate complaints from external stakeholders	<i>Number</i>	0	0	0

Note:

- *Data not available*