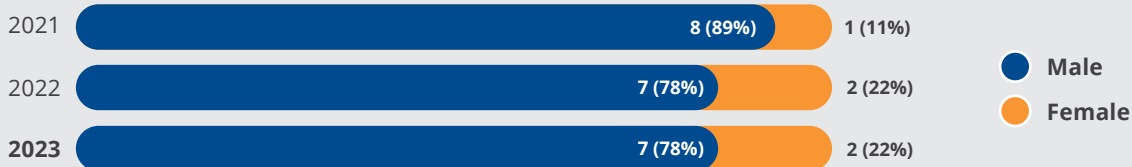


Creating Value Through Social Engagement (Cont'd)

Further to these practices, we strictly adhere to ethical labour practices and refrain from undertaking salary deductions, withholdings or monetary penalties for any form of misconduct. In addition, employees with a monthly salary of below RM4,000 who work overtime or exceed normal working hours are provided with overtime pay in accordance with Malaysian labour laws, while employees working on rest days are granted replacement leave to maintain work-life balance. In FY2023, 75 employees were promoted within the Group.

Board Diversity Breakdown

Board Diversity by Gender



Board Diversity by Age Generation



Board Diversity by Ethnicity

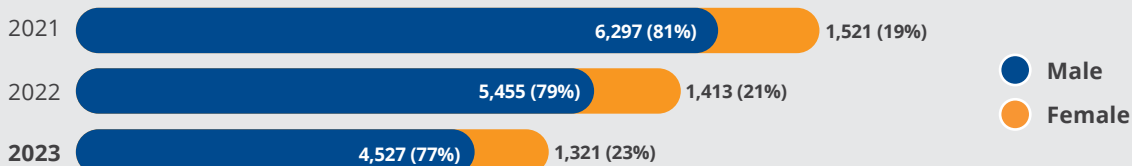


Workforce Profile

Total Employees

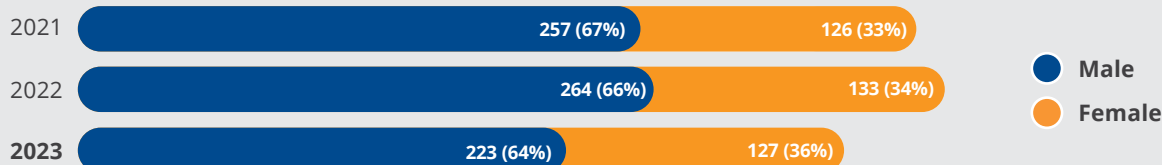


Employee Breakdown by Gender

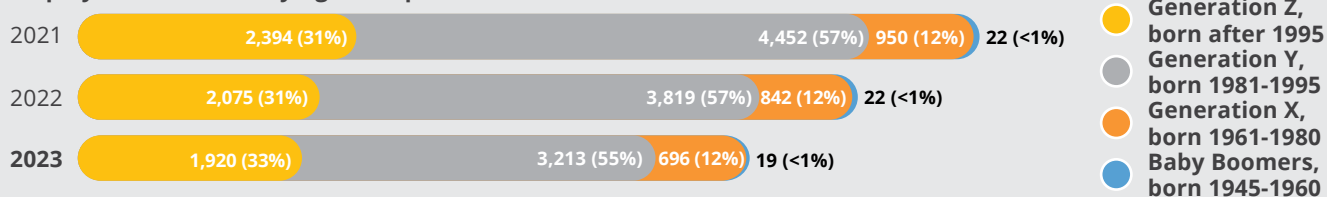


Creating Value Through Social Engagement (Cont'd)

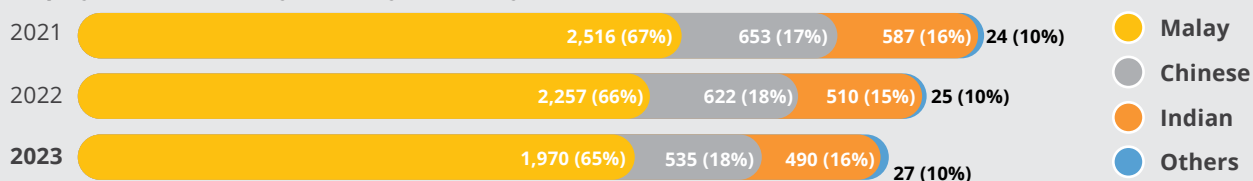
Leadership Breakdown by Gender (Manager-Level and Above)



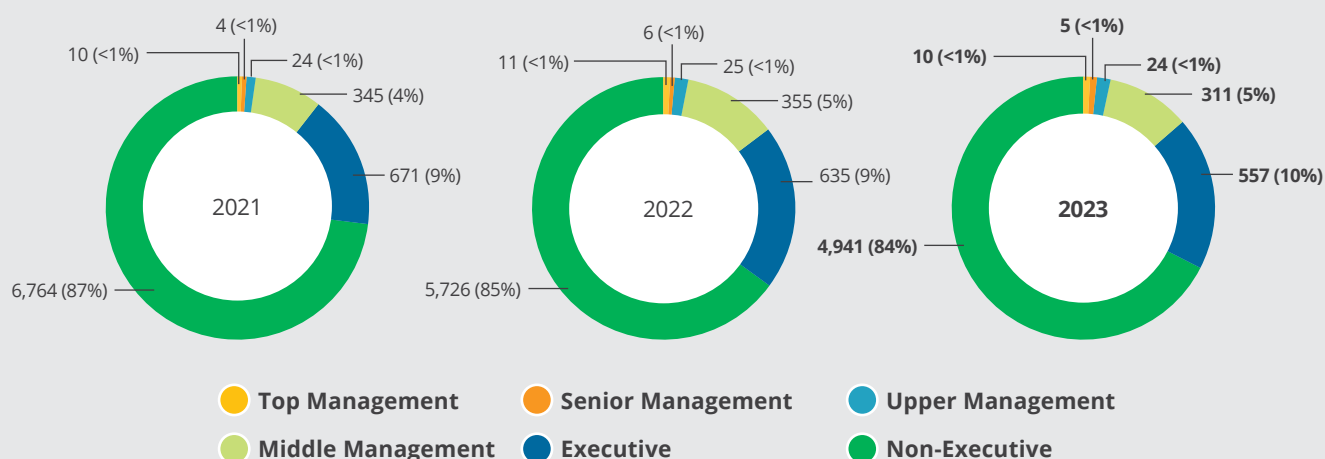
Employee Breakdown by Age Group



Employee Breakdown by Ethnicity Local only



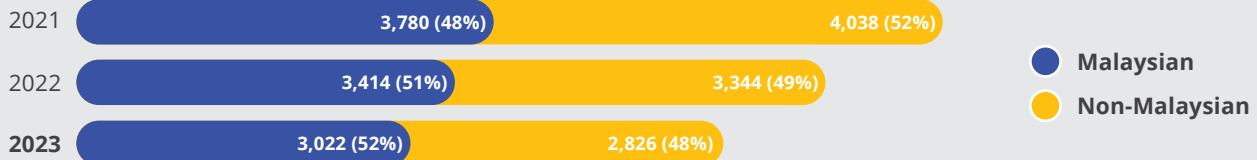
Employee Breakdown by Job Category



Note: 100% of our Top Management and Senior Management team members are Malaysian.

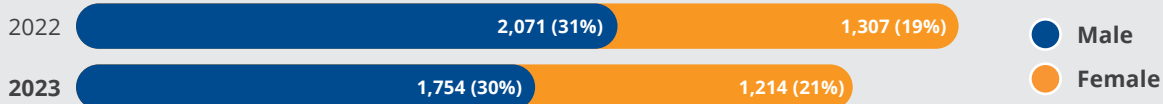
Creating Value Through Social Engagement (Cont'd)

Employee Breakdown by Nationality Group



Employee Breakdown by Employment Type

Permanent Employees by Gender



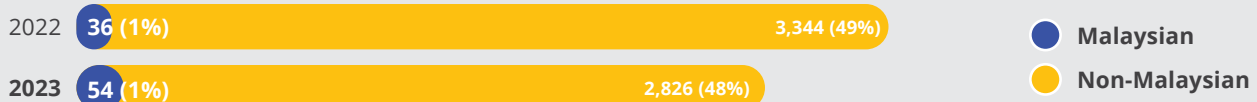
Temporary Employees by Gender



Permanent Employees by Nationality Group



Temporary Employees by Nationality Group*



* No breakdown data for FY2021.

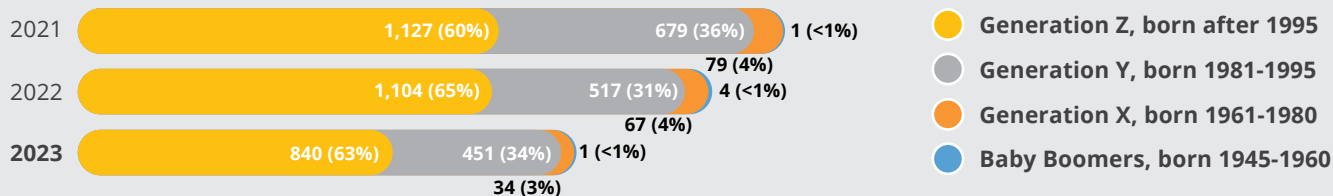
Creating Value Through Social Engagement (Cont'd)

Profile of New Hires

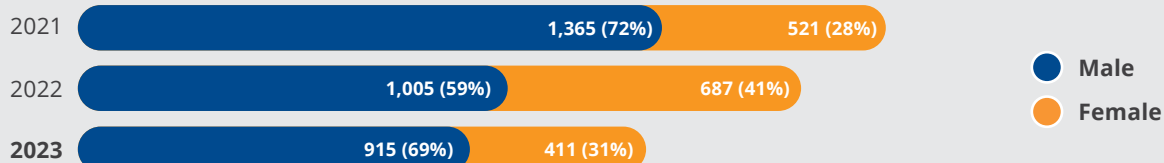
New Hires



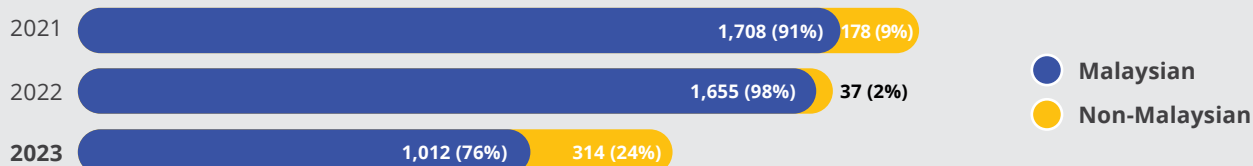
New Hires by Age Group



New Hires by Gender



New Hires by Nationality Group



New Hires by Job Category



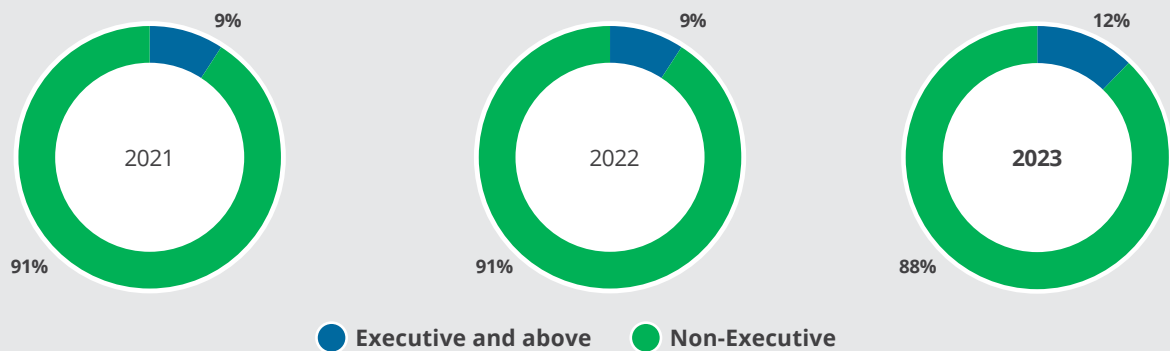
Creating Value Through Social Engagement (Cont'd)

Employee Attrition

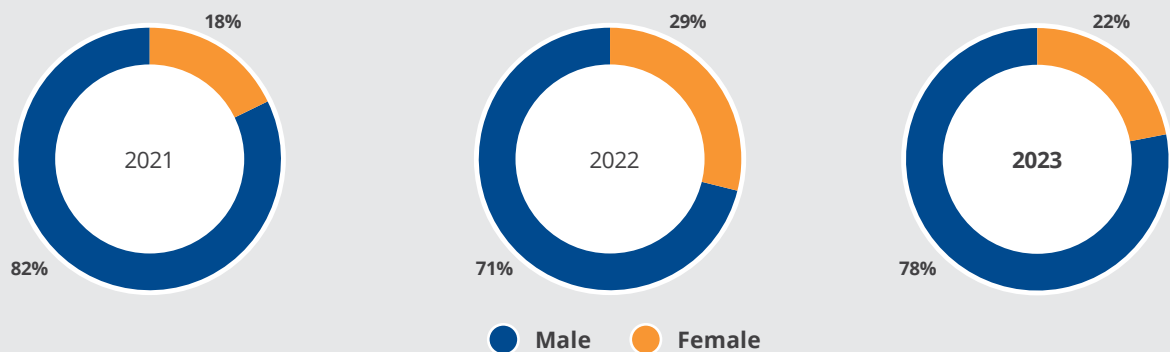
Attrition Rate



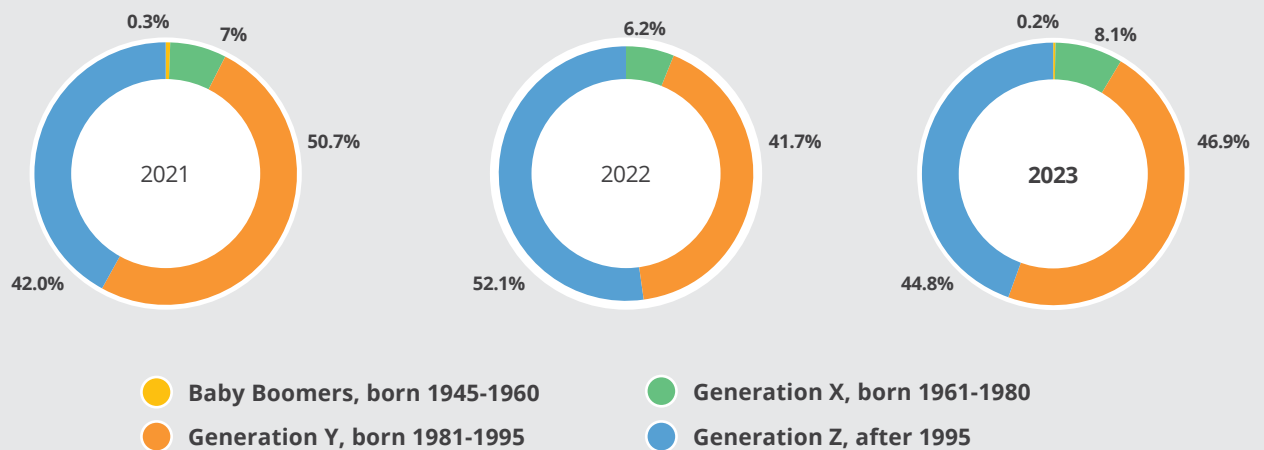
Attrition by Job Category



Attrition by Gender

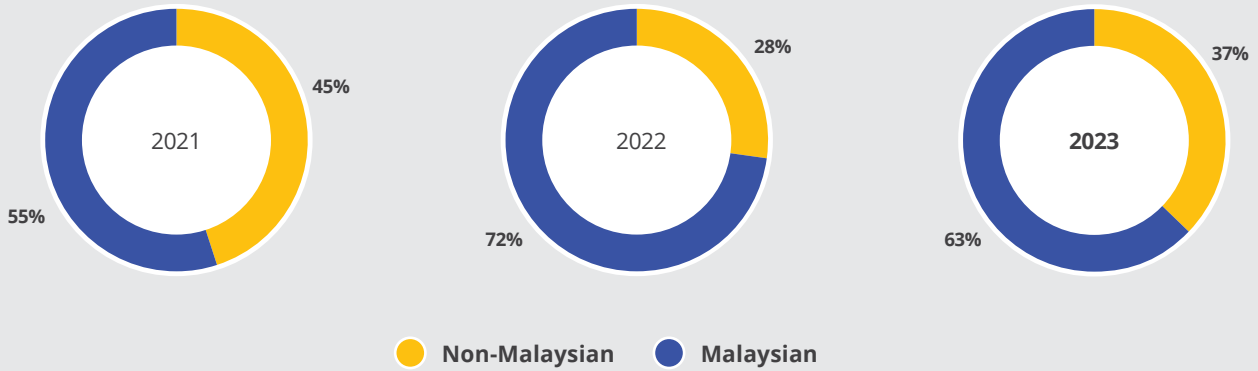


Attrition by Age Group



Creating Value Through Social Engagement (Cont'd)

Attrition by Nationality Group



Our Performance

Ratio of Basic Salary and Remuneration of Women to Men

Demonstrating our commitment to pay equality, we maintained a consistent 1:1 ratio in basic salary and remuneration for male and female employees at all job grades throughout FY2023. Additionally, the ratio of our standard entry wage by gender in relation to the local minimum wage was maintained at a balanced 1:1.

Employee Performance and Career Development Reviews

During the year, 100% of our confirmed permanent employees underwent regular performance and career development reviews, resulting in 75 employees being promoted.

MOVING FORWARD

As a socially responsible organisation, we will continue to prioritise the advancement of diversity, inclusion and equality within all our workplaces. Building upon our established Prohibition of Workplace Harassment and Discrimination Policy, we will also invest in initiatives geared towards ensuring that all employees feel safe, respected and valued.