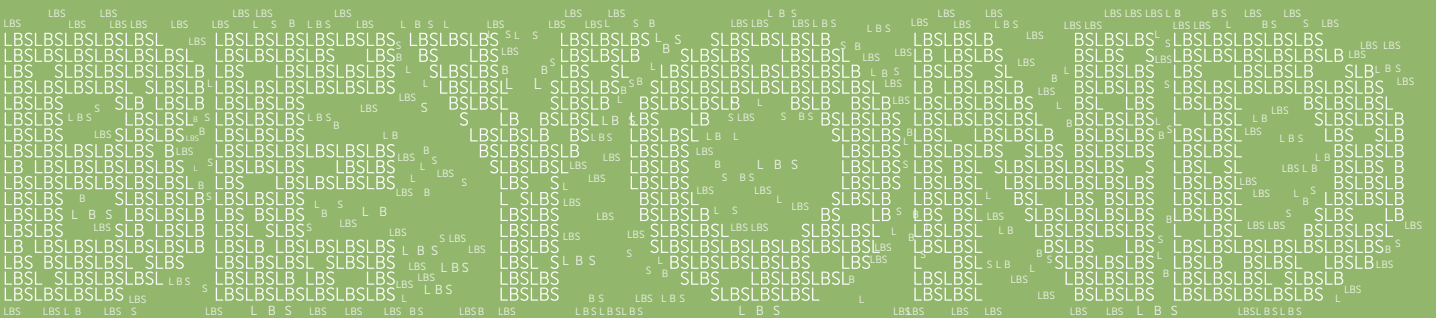


GROWING



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Sustainability Report 2022

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GROWING BEYOND

The LBS FY2022 Sustainability Report cover design reflects LBS' continued growth and progress as a responsible property developer. It emphasises the Group's progressive focus in weaving sustainable practices into its business DNA.

LBS believes in building toward people, planet and prosperity. Therefore, will continue to build high-quality yet affordable homes while protecting the environment, for the future generations. We will not waver in our unrelenting commitment in building a sustainable legacy for the business as well as the communities we operate in.

With this mindset, LBS seeks to grow beyond.

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LIST OF ABBREVIATIONS USED IN THIS SUSTAINABILITY REPORT 2022

LBS or the Company

LBS Bina Group Berhad
(200001015875 (518482-H))

LBS Bina

LBS Bina Holdings Sdn Bhd
(198201011456 (91181-K))

LBS Group or the Group

LBS and its subsidiaries



WWW.LBS.COM.MY



FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that LBS Bina Group Berhad has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance practices.

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SUSTAINABILITY IS PART OF EVERY STEP WE TAKE TODAY, TO ENSURE A GREENER TOMORROW.

Our founder and former Chairman, the late Dato' Seri Lim Bock Seng believed in giving back to the community in every way possible. These core values have ensured that the foundation is in constant motion to build a more sustainable and greener legacy for the communities that we operate for.





ABOUT THIS REPORT

We, LBS Bina Group Berhad (henceforth referred to as "LBS" or "the Group") are pleased to present our Sustainability Report 2022 ("SR2022"), which discloses all relevant LBS environmental, social and governance ("ESG") initiatives and performances for the financial year until 31 December 2022 ("FY2022").

This report aims to present a comprehensive account of the Group's management approach towards material ESG topics, comparative performance statistics based on previous targets and future targets. Additionally, this document seeks to demonstrate the significance of selected key material topics to LBS' business model and its proactive approach towards ensuring sustainability.

AS A REPUTABLE PROPERTY DEVELOPER, LBS STRIVES TO ACHIEVE ITS VISION AND MISSION OF PROVIDING AFFORDABLE YET HIGH-QUALITY HOMES ACROSS MALAYSIA. THE GROUP REMAINS COMMITTED TO FULFILLING THE COUNTRY'S HOUSING NEEDS WHILE MANAGING ITS ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES.

For further information on LBS' sustainability highlights and achievements in FY2022, as well as future targets, please refer to the message from our Group's Sustainability Committee Chairperson on page 8.

ABOUT THIS REPORT

FRAMEWORKS APPLIED

SR2022 has been developed in accordance with the best practices of several industry-standard sustainability reporting frameworks. These include:

- Global Reporting Initiative ("GRI") Standards: Core Option
- Bursa Malaysia Sustainability Reporting Guide (Third Edition)
- FTSE4Good Bursa Malaysia Index
- SASB Sector-Specific Disclosures
- TCFD Disclosures
- United Nations Sustainable Development Goals ("UN SDGs")

STATEMENT OF USE

Dato' Lim Mooi Pang, LBS Sustainability Committee Chairperson, who represents the LBS Board of Directors ("Board") takes responsibility for the following statement: The information presented throughout SR2022 has been prepared in accordance with GRI Standards.

REPORTING SCOPE & BOUNDARY

This SR2022 document only covers disclosures that are specific to the holding entity of LBS and its operating companies and subsidiaries. These include the Group's Head Office, Property Development division, and Property Investment & Management division (comprising LBS' mall and hotel ventures). Readers can refer to LBS' Integrated Annual Report for a comprehensive list of all companies covered in this document.

Disclosures on LBS' construction arm, MGB Berhad ("MGB"), will be covered in its own standalone report, with only their consolidated financial information presented as a single figure in this SR2022.

Associates over which LBS does not have full management control are excluded from this SR2022 document.

LBS endeavours to provide meaningful and accurate data disclosures on its value chain, which comprises suppliers, business partners, contractors, vendors, and service providers. The Group practises a "local-where-we-operate" practice.

Moving forward, LBS acknowledges the potential ESG impacts that may arise from its supply chain and aims to strengthen any related environmental disclosures.

REPORT QUALITY AND DATA ASSURANCE

Content included in this report is guided by GRI principles of accuracy, balance, clarity, comparability, reliability, and timeliness as well as the GRI content principles of stakeholder inclusiveness, sustainability context, materiality, and completeness. Its main aim is to provide detailed disclosures that allow readers to better understand LBS' sustainability performances and its unique sustainability context.

All data presented in this report have been internally sourced and verified by the respective business units or senior management to ensure its accuracy and quality. The Group shall continue taking efforts to further improve its data collection and analysis processes.

All financial data presented in this report has likewise been verified by the Group's external auditor to enhance the credibility of SR2022. Similarly, all non-financial ESG information has been internally reviewed by the Group's internal auditors.

DETERMINATION OF MATERIAL TOPICS AND CONTENT

LBS has utilised the following aspects to identify material ESG content for inclusion in SR2022:

- Topics that impact the Group's value-creation capabilities
- Topics that impact stakeholders
- Topics that have high environmental and social impacts

LBS conducted a Materiality Assessment Exercise ("MAE") between November and December 2022 to identify key material topics for inclusion in SR2022 based on the criteria above. More detailed information on the MAE process and findings can be found in the Materiality Assessment section of this report on page 19.

ABOUT THIS REPORT

MEMBERSHIP IN ASSOCIATIONS

As part of its business operations, LBS has maintained membership in the following professional and industry associations in FY2022:

- Malaysian Employer Federation ("MEF")
- Construction Industry Development Board ("CIDB")
- Master Builders Association Malaysia ("MBAM")
- Real Estate and Housing Developers' Association ("REHDA")
- FIABCI National Committee Member

REPORTING PERIOD

SR2022 contains disclosures for the financial period of FY2022, beginning from 1 January 2022 up to 31 December 2022. Wherever suitable, a three-

year statistical data is provided for selected data to facilitate comparison and provide readers with a better understanding of LBS' comparative performance.

REFERENCES

All references of "LBS", "the Company", "the Organisation", "the Group", "us" or "we" shall refer to LBS Bina Group Berhad.

LIMITATIONS

LBS acknowledges that certain gaps in data may exist and assures that the Group will continue taking efforts to improve data collection and bridge these gaps. The Group is committed to implementing a new data collection process, increasing the frequency of sustainability-related data reporting, and establishing a well-defined reporting structure for ESG matters within the Group. These measures are expected to improve data collection and enhance future reports.



ABOUT THIS REPORT



IDAMAN BSP, Bandar Saujana Putra

FORWARD-LOOKING STATEMENT

All forward-looking statements within SR2022, including plans, targets, operations, and forecast figures, are based on reasonable assumptions made under current business trajectories. As LBS' business model is subject to unforeseen risks beyond its control, readers should practise discretion and not practise excessive reliance when reading through these statements.

REPORT AVAILABILITY & FEEDBACK CHANNEL

This SR2022 document can be viewed online on the LBS sustainability website at: <https://lbs.com.my/sustainability/>.









In line with our efforts to conserve the environment, only a limited number of printed copies of this report are available. Any requests for a printed copy can be made through our official channels, as indicated below.

LBS welcomes all questions, feedback, and suggestions that allow us to improve our sustainability disclosures and performance. Any suggestions and comments can be sent to:

Shany Lim
Head, Group Sustainability
T: +603 78777333
E: sustainability@lbs.com.my

ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

LBS has aligned itself with selected UN SDGs to provide a larger sustainability context to the Group’s ESG impact and overall agenda. This is done with consideration to delivering positive outcomes and supporting the realisation of a more equitable society and a better tomorrow.

SUSTAINABILITY GOALS	KEY PERFORMANCE INDICATORS & TARGETS
 <p>ETHICS AND INTEGRITY</p>	<p>100% of employees and suppliers are compliant to the Group’s Anti-Bribery & Corruption Policy, Gift, Entertainment & Hospitality Policy, as well as Donations & Sponsorships Policy.</p> <p>To establish Cybersecurity Working Team with formulating strategy, cultivate cybersecurity culture and arrange yearly cybersecurity audits by any qualified external parties.</p>
 <p>PROGRESSIVE ACCOUNTABILITY</p>	<p>Zero incidents annually of monetary or non-monetary censures, penalties, anti-corruption incidents and, complaints from the public, regulatory authorities & consumers.</p> <p>To reach a minimum of 30% female directors on the Board by 2023.</p>
 <p>EMPLOYEE ENGAGEMENT</p>	<p>Zero fatalities.</p> <p>100% of all employees briefed/trained on OSH in varying capacity per annum.</p> <p>To conduct an average of 10 Learning and Development training hours per employee.</p>
 <p>ENVIRONMENTAL PRESERVATION</p>	<p>To achieve 10% reduction for waste against FY2022 by 2025.</p> <p>To achieve 5% reduction in water intensity as measured over revenue against FY2022 baseline by 2025.</p> <p>To be Net Zero Carbon Emissions by 2050 as per reduction of total carbon usage.</p> <p>To achieve 5% reduction in carbon intensity as measured over revenue based on FY2022 baseline by 2025.</p> <p>To achieve 5% reduction for both direct and indirect energy efficiency as measured over revenue against FY2022 baseline by 2025.</p>
 <p>RESPONSIBLE DEVELOPMENT</p>	<p>Zero incidences of non-compliance for air, water, noise annually across all project sites.</p> <p>All new project launches for FY2023 onwards to exceed the 10% minimum regulatory green landscape requirements.</p>
 <p>ECONOMIC VIABILITY</p>	<p>100% on time delivery for vacant possession.</p> <p>80% customer complaints response and resolution rate per annum.</p>
 <p>DIGITALISATION TRANSFORMATION</p>	<p>To achieve cost and time efficiency by increasing digitalisation rate of operation processes.</p>
 <p>COMMUNITY ENHANCEMENT</p>	<p>To achieve 4 volunteering hours per employee per annum by 2023.</p>

ALIGNING WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

RESULTS

LINKAGE TO UN SDGS

LINKAGE TO MATERIAL TOPICS

100% of employees and suppliers are compliant to the Group's Anti-Bribery and Corruption Policy, Gift, Entertainment and Hospitality Policy, as well as Donations & Sponsorships Policy.

Zero reported incidents of data breaches.

Zero reported incidents of corruption, zero cases of non-compliance or unethical conduct.
Zero human rights violations incidents, as well as, zero incidents of non-compliance with regard to labour matters reported.

Ensured the continuation of female board representation, as well as, maintained number of independent directors on the Board.

Zero reported incidents of health and safety non-compliance reported, zero fatalities reported with a 0.42 LTI rate.

13.82% of employees were briefed and trained on OSH in varying capacity per annum.

Conducted 5,887 training hours with an average of 12.6 hours per employee.

Ensured 15,596 kg of waste was recycled and prevented from being sent to landfills.

Water intensity: 52.04 m³/RM'million.

Published Scope One, Two and Three emissions data as well as emissions intensity data.
GHG emissions intensity: 5.09 CO₂e/RM'million.

Energy intensity: 21.96 GJ/RM'million.

Zero fines/penalties reported for any incidents pertaining to environmental non-compliance.

Planted about 2,369 trees of varied species at project sites and through CSR activities.

82% of customer satisfaction scores via vacant possession.

99.7% customer resolve rate.
52.5% customer response rate.

Implemented the digitalisation of business operational processes to ensure the reduction of manual work.

Participated and conducted 60 CSR activities which were attended by 85 employees.



1. Biodiversity
2. Climate Change and Emissions
3. Corporate Governance and Anti-Corruption
4. Data Privacy and Security
5. Digitalisation and Technology
6. Diversity and Equal Opportunity
7. Economic Value Generated
8. Effluent and Noise Management
9. Energy Consumption
10. Green Buildings
11. Labour Practices
12. Landbank
13. Local Community Development
14. Occupational Health and Safety
15. Product Quality and Customer Experience
16. Regulatory Compliance
17. Resource Consumption
18. Succession Planning
19. Supply Chain Management
20. Talent Management
21. Thriving Township
22. Waste Management and Recycling
23. Water Consumption

A MESSAGE FROM OUR SUSTAINABILITY COMMITTEE CHAIRPERSON

With Malaysia entering the endemic phase and making significant progress in recovering from the widespread effects of the COVID-19 pandemic, there has been growing optimism for a robust economic recovery alongside the resolution of various social issues.

However, despite the reopening of global markets, the construction industry remains volatile due to factors such as supply chain disruptions, labour shortages, fuel price hikes, and inflation. These factors have been further exacerbated by geopolitical instability. Against this challenging backdrop, FY2022 has emerged as a crucial period for implementing continuous sustainability practices to build a steady foundation. During this period, environmental, social, and governance ("ESG") issues have been receiving increasing priority and attention from stakeholders, such as investors, regulators, and the wider public especially at a global level.

AT LBS, WE UNDERSTAND THAT ESG PERFORMANCE IS A CRITICAL DRIVER OF OPERATIONAL SUSTAINABILITY WITH FAR-REACHING IMPLICATIONS THROUGHOUT THE VALUE CHAIN OF A BUSINESS.

Hence, we continue to acknowledge the significance of our ESG performance as a vital prerequisite and catalyst for added value creation. To this end, we have remained steadfast in our commitment to pursue financial and non-financial objectives across all our business operations and generate enduring values that benefit all our relevant stakeholders.

“

WE UNDERSTAND THE CRITICAL IMPORTANCE OF ESG AND HAVE WORKED TO EMBED THIS INTO OUR WAY OF LIFE AT LBS.

DATO' LIM MOOI PANG

Executive Director
LBS Sustainability Committee Chairperson

While the Group's recent revenue growth is a clear testament to our continuous efforts, we remain aware that there is still much that can be done to enhance our internal sustainability practices further. For this reason, we remain fully committed to actively seek ways to adopt and implement sustainability initiatives that will allow us to embed more comprehensive ESG approaches throughout all aspects of LBS.



A MESSAGE FROM OUR SUSTAINABILITY COMMITTEE CHAIRPERSON



By operating sustainably, LBS strives to create positive impact while minimising negative effects on society and the environment.

One instance of efforts to implement sustainability in LBS can be seen through the active adaptation of policies and laws by governments and regulatory bodies around the world to promote sustainable economic growth and address concerns related to climate change. This, in turn, encourages corporations to begin their own sustainable initiatives, such as increasing their reliance on renewable energy sources.

In line with this trend, LBS has taken a proactive stance by adopting disclosures from the Task Force on Climate-related Financial Disclosures ("TCFD") as part of our ESG structure. Additionally, we have gone a step further by disclosing LBS' Scope 3 emissions related to business travel and employee commute, as required by Bursa Malaysia.

The Group's sustainability strategy is further reinforced by the adoption of selected UN SDGs to act as a guiding framework for our material economic, environmental, social, and governance ("EESG") topics for FY2022.

We also re-evaluated our materiality matrix in FY2022. This was to suitably align our ESG goals with the ever-changing external trends that develop in economy and industry. This re-evaluation saw the participation of a wider and more diverse group of stakeholders, including external stakeholder groups.

We continue to reinforce our efforts in sustaining and improving LBS' various ESG initiatives and achievements. We have most notably placed a strong emphasis on compliance, with a steadfast dedication to ensuring no non-compliance issues related to ESG regulations arise in any part of the Group's business operations.

From a social standpoint, LBS continues to invest in its workforce. In FY2022, our team saw significant growth, with a total of 489 employees currently under the Group's employ. Our strong focus on promoting diversity and gender equality has also resulted in more women being employed in managerial and executive roles.

Leveraging on our achievements so far, we remain committed to our sustainability journey by setting rigorous key performance indicators ("KPIs") and targets.

WE TAKE PRIDE IN OUR EFFORTS TOWARDS SUSTAINABILITY, WHICH HAS EARNED US PLACE IN FTSE4GOOD INCLUSION. THIS HAS FURTHER FUELLED OUR DETERMINATION TO TURN OUR AMBITION INTO ACTION AND DRIVE US TOWARDS THE TRANSFORMATION WE NEED FOR A MORE SUSTAINABLE FUTURE.

The fact is that we operate within the affordable housing category, where profit margins are naturally lower, but this has not phased our dedication towards creating positive environmental and social impacts. Instead, we aim to achieve meaningful impacts in the community by exploring and implementing more green features and products that drive sustainable development. Building on this foundation of growing ESG strength, we aim to create a brighter tomorrow for all. And, with your support, we are confident that we can continue to achieve new heights to build a more sustainable and prosperous future together.

OUR SUSTAINABILITY JOURNEY



2015-2016

Commenced sustainability reporting by guidance of Bursa Malaysia's Sustainability Reporting Guide.

2017

Initiated maiden materiality assessment exercise.

2018-2019

Formed Sustainability Working Group.
Aligned ESG disclosures to globally recognised frameworks.

2020

Developed ABC Policy.
Strengthened risk management framework.
Developed Safety & Health Guidelines.
Established COVID-19 Committee.

2021

Published first standalone Sustainability Report.
<IR> and SDGs adoption.
Detailed materiality assessment to internal stakeholders.
Formed Board-Level Sustainability Committee and Group Sustainability.
Increased staff engagement on ESG Education awareness.

2022

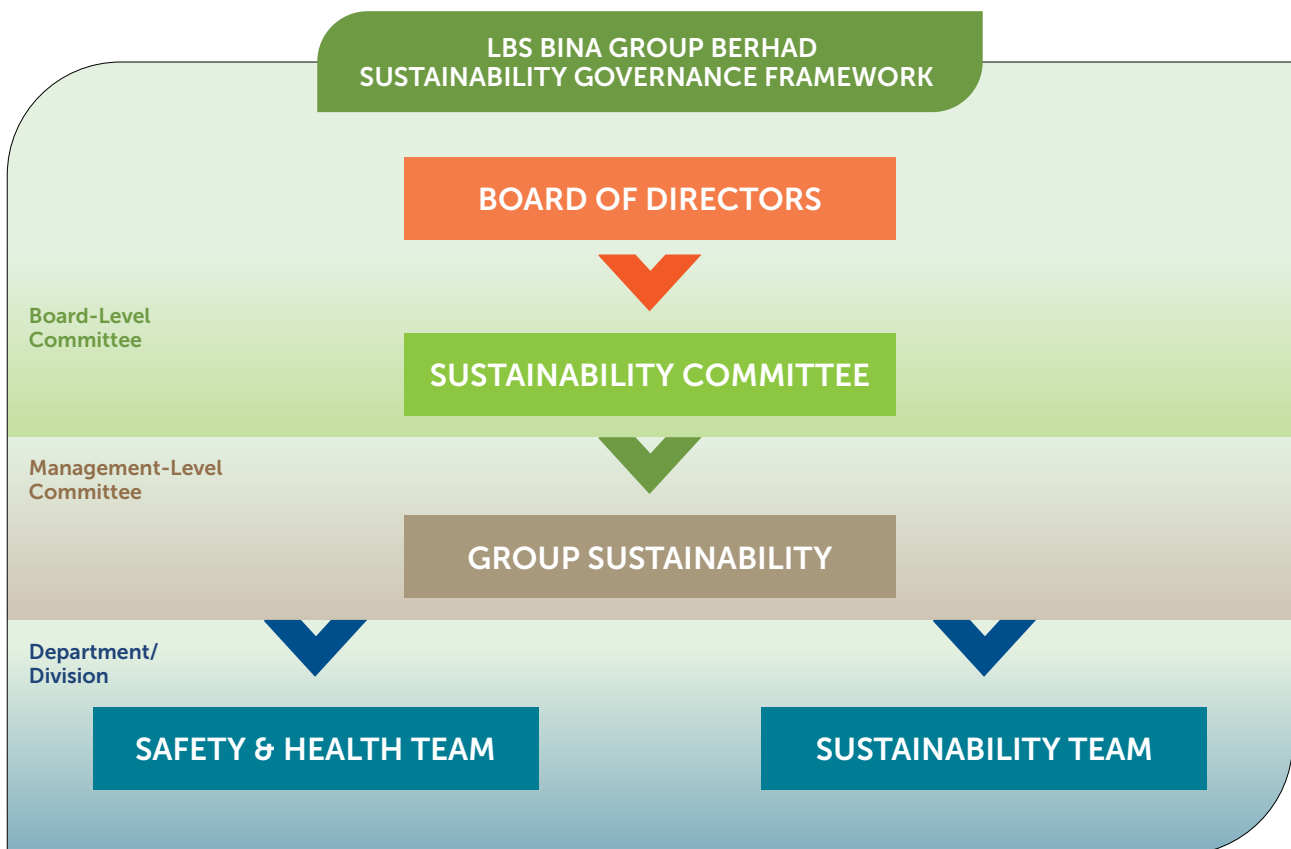
Continuation of <IR> and SDGs adoption.
Detailed materiality assessment and extended to external stakeholders.
Strengthened ABC practices through establishing the Gift, Entertainment & Hospitality Policy and Donations & Sponsorships Policy.
Included in FTSE4Good Bursa Malaysia (F4GBM) and FTSE4Good Bursa Malaysia Shariah (F4GBMS) index.

GOVERNING SUSTAINABILITY

LBS HAS IMPLEMENTED A STRONG AND ALL-ENCOMPASSING GOVERNANCE FRAMEWORK TO PROPEL ITS ESG AGENDA AND FOSTER ESG AWARENESS THROUGHOUT THE ENTIRE ORGANISATION.

This structure empowers the Board and Senior Management to oversee significant sustainability issues and their associated risks and opportunities. Additionally, it facilitates communication between the senior leadership and the operational teams, ensuring all policies and decisions are properly communicated throughout all business divisions while providing guidance for implementing action plans.

Above all else, the framework allows for timely and effective two-way communication between all levels of LBS. This structure is, thus, responsible for shaping and guiding the continued development of the Group's ESG-oriented culture throughout the organisation and its value chain.



This governance structure effectively enables ESG matters to come under the purview of the Board, either directly or indirectly, through the Board Committees. The Board, then leads and directs the Management on the Group's sustainability plans, ensuring that it supports long-term value creation. It also develop sustainability strategies that include EESG considerations, priorities, and targets with the support of the Sustainability Committee. They are further supported by the Group Sustainability ("GS"), which ensures that all sustainability issues are taken into account for the proper implementation of corresponding strategies across all operations and business units.

GOVERNING SUSTAINABILITY

Broadly speaking, the GS oversees and monitors sustainability trends, sustainability governance, and reporting to ensure compliance when driving periodic materiality assessments. The GS also supports the Sustainability Committee and is specially mandated to drive sustainability and EESG awareness throughout the Group via ongoing engagement activities.

ENHANCING GROUP RISK MANAGEMENT WITH ESG

Given its increasing importance, LBS has added material ESG topics to its overall risk management approach. This is also in light of linkages between ESG concerns, such as climate change, anti-corruption, labour and human rights, and human capital management, as well as their potential impacts on financial performance.

This approach accounts for the growing participation of the Group's Risk and Business divisions within the governance structure, as it highlights the linkage between ESG matters and business performance.

To underscore this point, ESG will continue to be a part of the Group's risk matrix and the impacts of material ESG topics, both potential and actual, will be closely monitored and assessed.

ESG and business performance linkages will be further strengthened in the future with the development of actual financial costs associated with ESG impacts as well as the setting of corresponding KPIs and targets to mitigate/manage risks.

BOARD OVERSIGHT ON ESG MATTERS

As mapped in the sustainability governance structure, LBS' Board directly oversees all material ESG matters, including occupational safety and health ("OSH"), climate change, and resource consumption. Reports on these matters are periodically raised at Board meetings and undergo proper investigation and deliberation.

One key consideration for the Group is how ESG matters lead or contribute to potential risks or opportunities. These risks or opportunities are usually deliberated based on the actual or potential impacts on LBS' financial and non-financial value creation over the short and long term.

BOARD REMUNERATION AND LINKAGE TO SUSTAINABILITY TARGETS

Moving forward, LBS will link the remuneration of its Board and Senior Management to its achievement of ESG goals and targets. This is part of its commitment to Bursa Malaysia and the various sustainability reporting frameworks that guide the Group's sustainability plans.

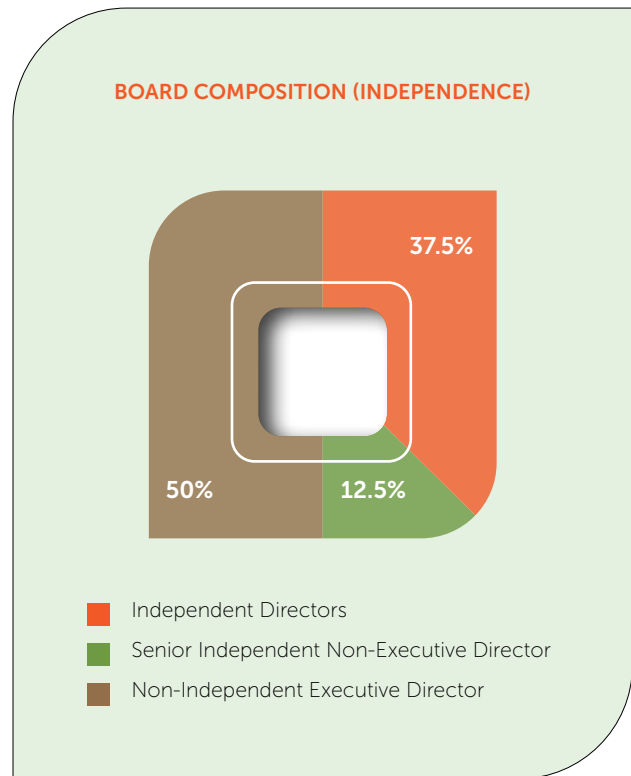
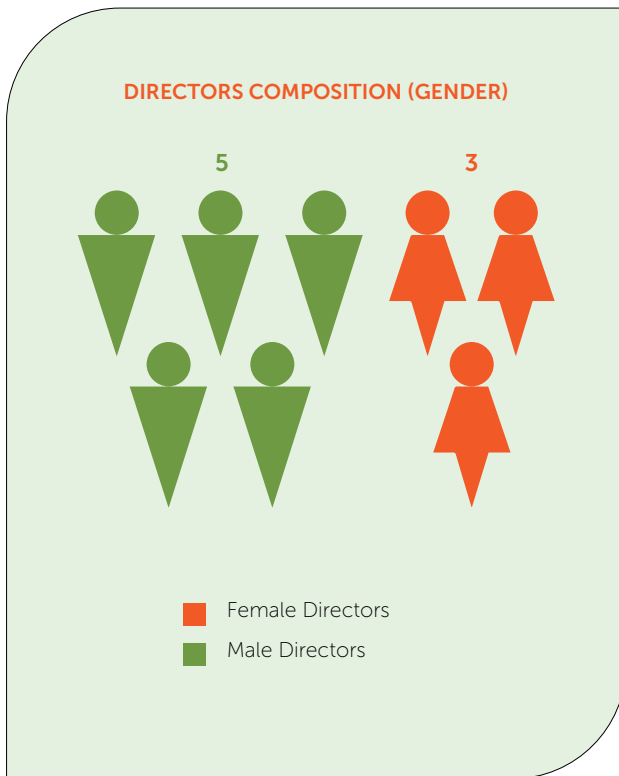
The Group is exploring the feasibility of implementing an incentive or bonus system that rewards the achievement of annual ESG performance targets with additional benefits, either monetary or not.

In terms of sustainability targets, LBS has taken the initial step by establishing key objectives, KPIs, and targets for all material ESG matters, as outlined in its sustainability roadmap.

BOARD DIVERSITY AND INDEPENDENCE

LBS has taken continuous measures to increase the level of diversity and the composition of Independent Directors sitting on the Board. This further strengthens internal corporate governance by promoting a wider range of perspectives and independent deliberation that, in turn, results in improved decision-making throughout the company.

The Group wholly supports the aspirations of the Malaysian government as well as the Malaysian Code of Corporate Governance 2021 ("MCCG") to achieve at least 30% women participation as directors on the Board of public-listed companies. The Board's female representation, currently at 25% as at FY2022, is expected to be increased to 37.5% with the appointment of a new female Independent Non-Executive Director, set to join in April 2023.

GOVERNING
SUSTAINABILITY

Note: Directors composition as at 18 April 2023

COMPLIANCE WITH LOCAL LEGISLATION AND LAWS

We remain committed to good corporate and sustainability governance across all levels of its business operations. This has been consistently demonstrated by its compliance with local laws, industry best practices, and recommended corporate governance practices of Bursa Malaysia and MCCG 2021.

In essence, having good governance and regulatory compliance is similar to having a license to operate in the property development industry. Non-compliance and poor governance will lead to increased business and operational risks, such as the inability to tender for contracts, threats to reputation and credibility, closure of project sites, and, ultimately, the erosion of customer confidence and appeal.

With this in mind, we have set a target of ensuring zero incidents per annum for all pertinent KPIs relating to the number of monetary or non-monetary sanctions, penalties, complaints from consumers, the public or regulatory authorities, or anti-corruption incidents.

In FY2022, LBS has achieved this goal with no incidents of non-compliance concerning environmental, social, or economic laws, regulations, and standards, nor did it face any regulatory actions on matters of corporate integrity, anti-corruption, and corporate governance.

GOVERNING SUSTAINABILITY

To further support its ongoing operations, LBS has secured the following licenses/certifications:

LICENSE	ISSUING BODY	PURPOSE
Advertising Permit and Developer's License ("APDL")	Ministry of Housing and Local Government ("KPKT")	To grant property developers permission to advertise and sell property, and to ensure compliance with rules regarding fair and legal practices.
CIDB	Construction Industry Development Board ("CIDB")	To allow the contractor to undertake construction jobs based on registered Class/Grade. The certificate is issued by CIDB under Section 25 of Act 520 (Amendment 2011) before undertaking and completing any construction work in Malaysia unless they are granted an exemption under Section 40 (1) of the Construction Industry Development Board of Malaysia Act 1994 (Act 520).
Manufacturing License for IBS	Malaysian Investment Development Authority ("MIDA")	A manufacturer is legally required to obtain a manufacturing licence from MIDA if it meets a certain threshold. The Industrial Coordination Act (ICA) 1975 requires person(s) engaging in any manufacturing activity to obtain a license from the Licensing Officer in respect of the manufacturing activity. The ICA was introduced to ensure orderly development and growth of the country's manufacturing sector.
Business Premises Licenses	Respective State Authorities/Town Council	All businesses in Malaysia are required to apply for a business premises license from the respective State authorities. The requirements for the application may vary according to each local authority.
Personal Data Protection Act ("PDPA")	Ministry of Communications and Multimedia Commission ("MCMC")	To ensure all personal data collected by LBS are stored and processed in accordance with the Personal Data Protection Act 2010 ("PDPA"), the applicable regulations, guidelines, orders made under the PDPA and any statutory amendments or re-enactments made of the PDPA.

ETHICAL CONDUCT AND CORPORATE INTEGRITY

LBS has established a Director's Code of Conduct and Employee Handbook to provide guidance to internal and external stakeholders on the accepted corporate norms and behaviours. The Directors' Code of Conduct can be viewed online at: <https://lbs.com.my/corporate-governance/>.

These documents guide the Board and LBS employees on the proper behaviour and engagements in a professional setting, including potential situations of conflict of interest, sexual harassment, racial discrimination, coercion, and others.

All new employees are briefed on corporate integrity and ethical conduct during their induction sessions. Meanwhile, the Employee Handbook, which outlines these rules, is available for reference at any time on the Group's intranet (LBS Connect). Likewise, all incoming directors are similarly briefed on the Directors' Code of Conduct.

LBS' Human Resources ("HR") and Secretarial and Corporate Affairs Departments jointly manages the Code and Employee Handbook. They conduct regular reviews for these documents to ensure they are updated to the latest market conditions and reflect any legal changes.

It should be noted that, there were no incidents of non-compliance or unethical conduct in FY2022.

GOVERNING
SUSTAINABILITY**ZERO-TOLERANCE ON CORRUPTION**

LBS is aware of the debilitating ways in which corruption can negatively impact business stakeholders. Whether within governments, companies, or value chains, corruption erodes the creation of financial and non-financial values, diminishes competitiveness, promotes inefficiency, and damages reputation and credibility.

The Group acknowledges that poor anti-corruption practices in an organisation expose it to undue risks in terms of enforcement by regulators and enforcement agencies. This is why LBS emphasises the prevention of incidents in all its dealings.

Pursuant to Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018, LBS established its Anti-Bribery and Corruption ("ABC") and Whistleblowing ("WB") Policies. These are shared with all current and potential stakeholders.

The ABC Policy clearly outlines the Group's firm stance on corruption while defining what exactly constitutes a corrupt act. Under the policy, both the beneficiary and proposer of the act will be censured by the company and, if necessary, reported to the relevant authorities for further enforcement action. This policy can be viewed at:

<https://lbs.com.my/corporate-governance/>.

LBS also conducts periodic refresher briefings to remind and reinforce the Group's anti-corruption agenda to the entire workforce especially within the induction of new staff.

In FY2022, LBS conducted a basic ESG risk assessment at the departmental level. This assessment aims to devise strategic measures in order to minimise or forestall prospective risks. Its primary objective, however, was to certify that the organisation is cognisant of any ESG-related risks that may be linked to its operations and that the appropriate management measures are in place.

The Group also conducts annual ESG-risk assessments and ERM evaluations to maintain high awareness and preparedness. This ensures that LBS stays informed of any emerging risks and can promptly address them.

LBS recognises the importance of risk assessments to uphold a healthy and ethical working environment. As a result, the organisation is currently making plans to conduct further risk assessments, concentrating specifically on identifying new corruption risks. Following this, the Group can modify its control measures and strategies accordingly.

In FY2022, there were zero reported incidents of corruption.



GOVERNING SUSTAINABILITY



STRENGTHENING ANTI-CORRUPTION PRACTICES ACROSS THE VALUE CHAIN

LBS adopts a strict zero-tolerance approach to all forms of bribery and corruption within the Group and its supply chain. The Group's ABC Policy is consistently conveyed to both internal and external stakeholders, including employees, suppliers, vendors, and business partners. The policy is also available for reference on LBS' corporate website.

All suppliers are required to read and understand the Group's ABC and WB Policies. This is also a prerequisite to tender for contracts, as bidders must provide written acknowledgement of their awareness and consent to abide with these policies in all dealings with LBS and its representatives. Failure to do so could lead to punitive actions, such as termination of contracts or being reported to the authorities for appropriate action.

LBS' Compliance Team also conducts an extensive due diligence on all suppliers, including a background check of their track record, financial strengths, physical inspections, familial ties with anyone in the Group, and potential conflicts of interest, before a contract is awarded to the supplier. The team also periodically reviews the level of compliance of external and internal stakeholders with the Group's Code of Conduct/Code of Ethics. They also conduct a timely revision to all codes and policies when required and recommend improvements to strengthen them in line with regulatory developments or changing marketplace requirements.

LBS' tenders have also been enhanced through the implementation of an open tender box system. This involves the transparency of opening bids by ensuring the observation and presence of independent parties. To ensure fairness and integrity, tenders will also no longer be accepted or opened after the due date and time of receipt, regardless of any delays caused by postal services or other factors.

ROLE OF THE BOARD IN DRIVING ANTI-CORRUPTION

The Board has full oversight of LBS' anti-corruption agenda and receives periodic reports during Board meetings. The agenda is further driven by the Compliance Team, which is led by the Head of the Group Legal Department with trained staff from the Group Legal Department and Secretarial and Corporate Affairs Department.

The Board's Audit Committee and the Board also periodically review the ABC and WB matters to ensure ongoing relevance with the current operating landscape. WB reports are then verified by the Audit Committee and further reported to the Board.

Various policies and procedures have been put in place to address ABC matters. These include the Standard Operating Procedure on Related Party Transactions ("RPT"), Directors' Code of Conduct, ABC Policy, WB Policy, Gift, Entertainment, & Hospitality ("GEH") Policy, and Donations & Sponsorships Policy.

GOVERNING SUSTAINABILITY

Periodic highlights are also carried out to deal with security compliances as well as conflicts of interest. Additionally, Program Management Office has carried out timely audits on the RPT framework and Group governance in FY2022 to enhance policies and procedures.

ANTI-CORRUPTION TRAININGS AND ENGAGEMENTS

LBS is committed to actively engaging internal and external stakeholders in anti-corruption efforts through various communication channels, including virtual and in-person training sessions, and other forms of engagement. This approach is also extended to the organisation's Board and Senior Management.

The Group aims to ensure that all employees and suppliers are briefed/trained on and acknowledge their compliance with LBS' ABC, GEH, and D&S Policies.

In FY2022, the ABC Policy was disseminated to all Board members and employees. A signed acknowledgement was mandatory to indicate that they had read and understood the Policy and confirmed their commitment to comply with it at all times during all dealings as LBS representatives.

Additionally, the ABC Policy is disseminated to all new staff during their induction session. This ensures that they are made aware of and can be prepared to adopt the Group's anti-corruption agenda from the outset.

All members of the Board, Senior Management, and employees have also received anti-corruption training. This includes briefings geared towards providing a refresher course for the workforce and reinforcing the Group's no-compromise culture.

WHISTLEBLOWING POLICY AND CHANNEL

The Group has implemented a comprehensive WB Policy with a dedicated WB channel that is accessible to both internal and external stakeholders. Regular reminders are also made to ensure stakeholders are always aware of the channel's availability.

Under the policy, any individual who discloses any actual or perceived misconduct is offered full confidentiality to a reasonably practicable extent, so long as the disclosure was made in good faith. Whistleblowers are also protected from any harassment or disciplinary action in retaliation for their report.

LBS' WB channel is overseen by the heads of the HR Department and the Group Legal Department, with oversight from the Board's Independent Directors. Collectively, they serve as the Investigating Committee ("IC") for any WB cases.

Once a report is lodged, the administrator of the WB channel will then conduct a preliminary assessment and will prepare a report within seven days. This report is then passed to the IC for further investigation. After deliberation, the IC will submit an Investigation Report to be reviewed by the Group Managing Director ("GMD") or the Board. If the GMD or Board finds the investigation's outcome to be satisfactory, the case will then be referred to the appropriate department for further action. However, if the GMD or Board is not satisfied, they may instruct the IC to investigate the report further to ensure fair and due process for those involved.

In FY2022, there were zero reported incidents under the whistleblowing channel.

CONFLICT OF INTEREST

LBS strictly prohibits any activity, occupation, or business that creates Conflict of Interest with an employee's role in the Group. This is extended to all employees directly employed by LBS or its agents, consultants, directors, advisors, shareholders, subsidiaries, partners, or any other relevant parties.

In the event any such Conflict of Interest arises, employees are required to report it to the management promptly. Employees are also expected to refrain from engaging in any business transactions or activities that provides them with personal profits or advantages while performing their duties. Furthermore, they are prohibited from competing with or becoming rivals of LBS or associating with organisations that competes with the Group's business interests.

GOVERNING SUSTAINABILITY

GIFT, ENTERTAINMENT & HOSPITALITY POLICY AND DONATIONS & SPONSORSHIPS POLICY

The Board approved two new policies in FY2022 – the Gift, Entertainment, & Hospitality (“GEH”) Policy and the Donations & Sponsorships (“D&S”) Policy. Both of these policies can be viewed at: <http://lbs.com.my/corporate-governance/>.

LBS strictly prohibits the act of giving, receiving, or soliciting gifts by any party to avoid any perceptions of impropriety and to prevent gifts from being viewed as an incentive for favours or preferential treatment. This includes gifts that may be exchanged for contracts or special contractual terms. The policies also covers other areas, such as hospitality, travel, and entertainment provisions.

However, the policies allow for exceptions to be made for corporate gifts as long as they have no significant commercial value, were provided without expectations of reciprocity, and are officially declared by the recipient through the Group’s online Declaration Form to either the Program Management Office Department or their respective Head of Department/Senior Management.

Personnel and third-party representatives of the Group are expected to exercise proper care and judgement when determining how to handle gifts, hospitality, or entertainment. Pertinent circumstances, such as the character of the gift, its purpose, the position and seniority of the individual(s)

providing the gift, the business context, or cultural norms, should be considered when making a judgement. Personnel and third-parties are advised to estimate well the value of any such gifts received.

All Board members, Senior Management, and employees have received briefings before LBS adopted new GEH and D&S Policies.

POLITICAL VIEWS AND CONTRIBUTIONS

As a privately owned, apolitical company, LBS does not favour or promote any political agenda, nor is it affiliated with any political organisation. The Group has also not made any donations to any political parties.

Nevertheless, the Group may occasionally participate in charitable or nation-building events organised by the government of the day or its ministries and agencies. We may also support corporate social responsibility (“CSR”) events or programmes that could involve political parties or politicians.

UPHOLDING DATA PRIVACY

As an established property developer, LBS receives a vast amount of personal data from its customers. The Group strictly complies with the Personal Data Protection Act (“PDPA”) 2010, whereby all data is regarded as private and confidential and will not be made available to third parties unless mandated by law or enforcement agencies.

All data has been collected with customer consent and with their full understanding and awareness that said data might be used for internal purposes. Data security is of the utmost importance to the Group, and all collected data is safeguarded well and is made available under any circumstances.

LBS practises good business continuity plans to also ensure business-critical functions continually operate with minimal interruptions. Even in the case of unforeseen disasters, the Group will adopt a best practice disaster recovery plan to ensure all IT systems, software, and applications are accessible, and that stored data is recoverable afterwards.

With this in mind, the Group intends to establish a Cybersecurity Working Team, with the aim of conducting an annual Cybersecurity Audit by an external auditor, as well as developing a comprehensive cybersecurity strategy, and promoting a culture of cybersecurity.

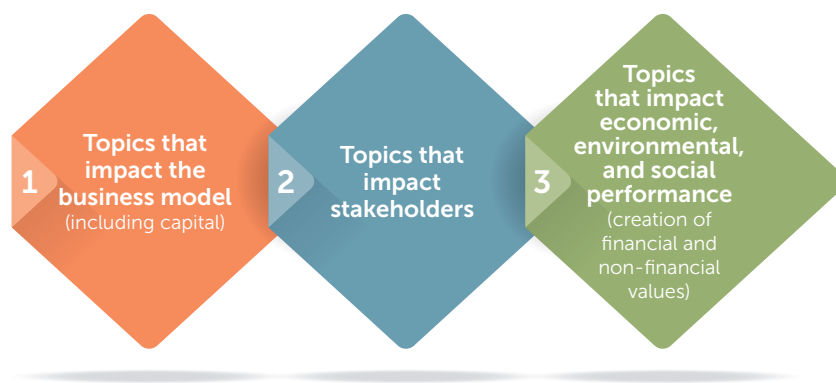
In FY2022, there were zero reported incidents of data breaches throughout the Group’s business operations.

ASSESSING AND PRIORITISING MATERIAL TOPICS

LBS regularly conducts a comprehensive Materiality Assessment Exercise ("MAE") as part of its strategic planning cycle to prioritise material ESG topics, including those related to direct and indirect economic value performance. The MAE also involves the active participation and contributions of the Group's Board, Senior Management, employees, and external stakeholders.

In FY2022, LBS engaged an external ESG Guidance and Advisory Firm to conduct a thorough MAE exercise.

The following criteria were used to determine materiality:



Aside from this, the cycle of regular reviewed materiality is crucial in making certain that the Group remains aware of its most significant concerns and issues. This will also allow it to understand how it affects the achievement of its Vision and Mission, as well as the value creation for LBS and its stakeholders.

MATERIALITY ASSESSMENT PROCESS

During the MAE, an interactive workshop was conducted for Board members, Senior Management, and employees, including those under LBS' listed subsidiary, MGB. The aim of the workshop was to ensure a clear understanding of the objectives and to gather strategic insights and responses surrounding key material topics.

The MAE survey itself was not limited to Board members, Senior Management, and employees but also included the participation from other key stakeholder groups. These include government bodies, customers, media, shareholders and investors, suppliers, auditors, local community members, bankers, and Non-Governmental Organisations ("NGOs").

To better identify material ESG topics and those related to direct and indirect economic value performance, the MAE referred to relevant reporting frameworks such as GRI, Bursa, FTSE4Good, TCFD, and SASB.

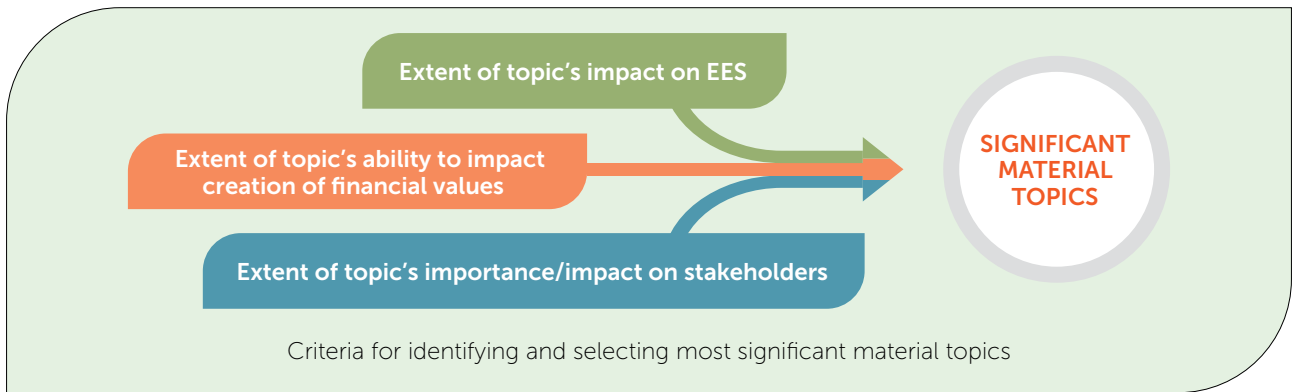


FTSE4Good

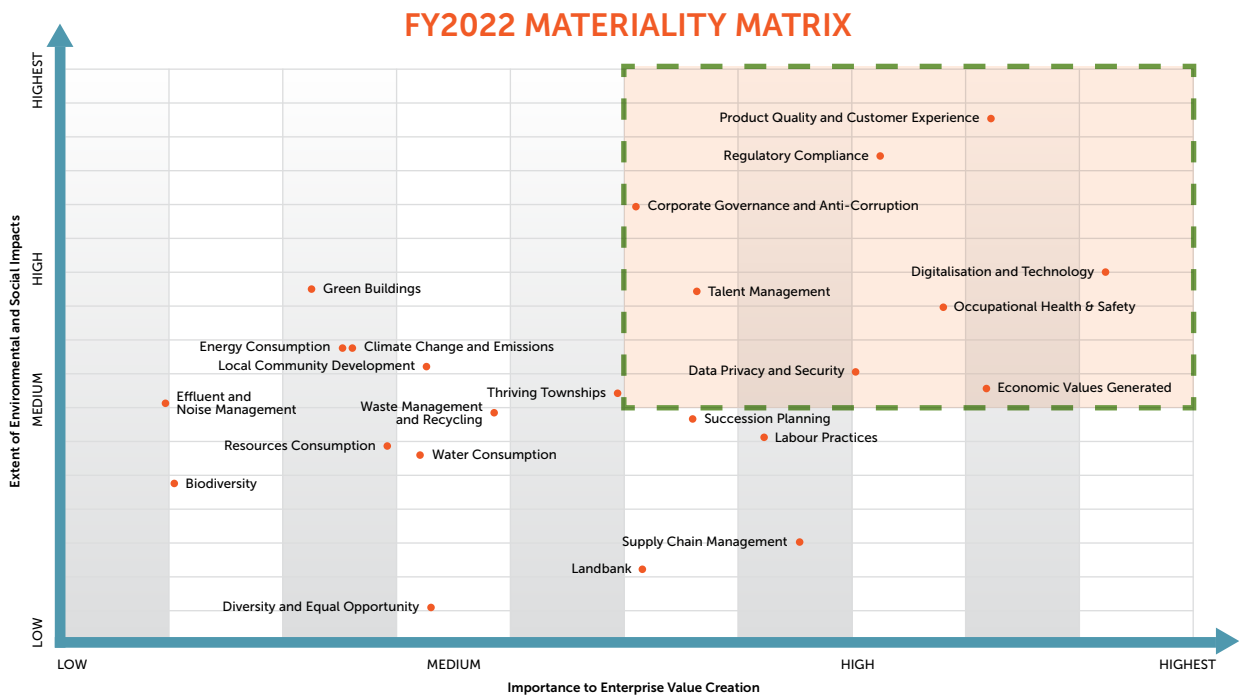


ASSESSING AND PRIORITISING MATERIAL TOPICS

Topics were assessed based on a system of detailed rankings and ratings, with each topic assigned a weightage based on the following criteria:



A total of 484 respondents participated in the MAE survey, covering 13 stakeholder groups in total. From this exercise, a Materiality Matrix was produced and duly approved and endorsed by the Board.



From the MAE, the top material deemed critical to LBS were:

1. Product Quality and Customer Experience
2. Regulatory Compliance
3. Corporate Governance and Anti-Corruption
4. Digitalisation and Technology
5. Talent Management
6. Occupational Health & Safety
7. Data Privacy and Security
8. Economic Values Generated




With these key material topics identified, LBS has been able to link them with specific targets and KPIs. This allows the Group to focus effort and resources on areas that pose the greatest risk to its businesses and stakeholders.

STAKEHOLDER ENGAGEMENT





LBS values all opinions, concerns, and aspirations of its diverse stakeholders and consistently integrates its views into its ESG approach and value-creation strategies whenever applicable. This works in hand with Stakeholder feedback as it guides feedback, identification, evaluation, and prioritisation of LBS' material ESG topics and may impact business strategies and management approaches.

LBS maintains its commitment to engaging with stakeholders through various communication channels to ensure the Group remains inclusive and responsive to the views of entities, groups, and communities impacted by those who could possibly impact the Group's business operations.

LBS' extensive engagement efforts in FY2022 were successful and yielded valuable insight that reinforced its materiality assessment of ESG topics.

STAKEHOLDER GROUP	MODE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	ISSUES OF CONCERN
 Shareholders/ Investors	<ul style="list-style-type: none"> • Annual General Meeting • Annual Report • Quarterly Financial Report • Analyst Briefing • Extraordinary General Meeting • Regular Shareholder Communication • Announcement on Bursa Malaysia and Corporate Website 	<ul style="list-style-type: none"> • Annually • Annually • Quarterly • As and when needed • As and when needed • Monthly one-to-one and group • As and when needed 	<ul style="list-style-type: none"> • Economic Performance • Corporate Governance • Anti-Corruption
 Employees	<ul style="list-style-type: none"> • Annual Performance Appraisal • Briefing and Trainings • Events, Celebrations and Sports • Management, Operational and Committee Meetings • Town Hall Meetings • WhatsApp Broadcast • EDM • LBS Connect (Intranet) • Employee Satisfaction Survey 	<ul style="list-style-type: none"> • Annually • Periodic • Weekly and Periodic • Weekly and Periodic • Half-yearly • As and when needed • As and when needed • As and when needed • Annually 	<ul style="list-style-type: none"> • Training & Education • Employment • Occupational Safety & Health • Market Presence • Local Communities • Diversity & Equal Opportunities • Anti-Corruption
 Customers	<ul style="list-style-type: none"> • Feedback Channels such as Surveys, Emails, Phone Calls, Hotlines, and Helpdesk • Corporate Website and Social Media Channels • Product Launches and Roadshows • Marketing & Promotion • Programmes and Events 	<ul style="list-style-type: none"> • As and when needed • As and when needed • As and when needed • As and when needed • As and when needed 	<ul style="list-style-type: none"> • Economic Performance • Corporate Governance • Procurement Practices • Customer Health & Safety • Anti-corruption

STAKEHOLDER ENGAGEMENT

STAKEHOLDER GROUP	MODE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT	ISSUES OF CONCERN
 <p>Government/ Regulators</p>	<ul style="list-style-type: none"> Income Tax Filing Annual Return Official Meetings and Visits Industry Events and Seminars 	<ul style="list-style-type: none"> Annually Annually As and when needed As and when needed 	<ul style="list-style-type: none"> Corporate Governance Anti-corruption
 <p>Suppliers/ Contracts</p>	<ul style="list-style-type: none"> Product Launches and Roadshows Meetings and Site Visits Supplier Assessment System Briefings and Trainings 	<ul style="list-style-type: none"> As and when needed As and when needed As and when needed As and when needed 	<ul style="list-style-type: none"> Corporate Governance Procurement Practices Anti-corruption
 <p>Local Communities</p>	<ul style="list-style-type: none"> Community Outreach and Development Programmes Strategic Partnerships Charitable Contributions Corporate Website and Social Media 	<ul style="list-style-type: none"> Periodic Upon Mutual Agreement As and when needed As and when needed 	<ul style="list-style-type: none"> Local Communities
 <p>Media</p>	<ul style="list-style-type: none"> Press Releases Site Visits Interviews Events Website and Social Media 	<ul style="list-style-type: none"> As and when needed As and when needed As and when needed As and when needed As and when needed 	<ul style="list-style-type: none"> Corporate Governance Customer Health & Safety

GROUP ECONOMIC PERFORMANCE

DIRECT ECONOMIC VALUES CREATED

The sustainability of an organisation's business is determined by the continued generation of financial values, i.e., revenue and profit. Often, economic performance is a necessity to drive environmental and social performance. ESG strategies and action plans which typically require some financial investment, especially during the early stages.

As a responsible corporate citizen, LBS continues to support the national economy by contributing to employment opportunities, community enhancement, and rewarding shareholders. In addition, LBS strives to enact positive climate action and consequently build a more sustainable and resilient future. Some of these positive impacts include investing in infrastructures, enhancing the communities' well-being, business expansions, adopting new information technology, and creating more job opportunities for the local community.

Meanwhile, the generation of indirect economic values for its stakeholders is made possible through financial performance, which takes the form of dividends to shareholders, payment of taxes for social and infrastructure development, and repayment to financiers. Additionally, monetary and non-monetary support is provided for developing and maintaining community infrastructure and services.

For more detailed information on the Group's financial and operational performance, as well as its business model and strategies, readers can refer to the Integrated Annual Report 2022 ("IAR2022").

DIRECT ECONOMIC VALUES

	FY2020# (RM'000)	FY2021 (RM'000)	FY2022 (RM'000)
Group revenue	1,096,331	1,365,757	1,723,857
Group profit after tax and non-controlling interests	43,741	95,619	128,539
Total assets	4,126,042	4,395,214	4,165,330
Cash and cash equivalents	196,393	178,788	261,531

The comparative figures have been restated following the adoption of the IFRC Agenda Decision on MFRS 123 Borrowing Costs.

Remarks: Figures are as per Group's information, that includes LBS Bina Group Berhad, MGB Berhad and Dragon Hill Corporation Limited as well as their subsidiaries.

ECONOMIC IMPACT VS ENVIRONMENTAL FOOTPRINT

In FY2022, LBS has measured its efficiency and intensity performance by calculating ratios of financial performance in relation to specific environmental indicators. The following are the revenue performance measurements for FY2022:

		FY2020	FY2021	FY2022
*Revenue (LBS)	RM'000	956,994	1,294,446	1,649,972
Electricity consumption	kWh	6,893,935	7,185,518	9,139,988
Electricity intensity	kWh/RM'000	7.20	5.55	5.54
Carbon emissions (Scope 1, 2 and 3)	tCO ₂ e	4,371.33	4,501.57	6,415.35
Carbon emissions (Scope 1 and 2 only)	tCO ₂ e	4,256.96	4,384.59	5,583.00
Emissions intensity (Scope 1, 2 and 3)	tCO ₂ e/RM'million	4.57	3.48	3.89
Emissions intensity (Scope 1 and 2 only)	tCO ₂ e/RM'million	4.45	3.39	3.38

* Intensity is measured using LBS Bina's revenues only. This is in line with aligning revenue data to LBS Bina's scope and boundary for electricity and emissions disclosures towards ensuring a like for like comparison.

GROUP ECONOMIC PERFORMANCE

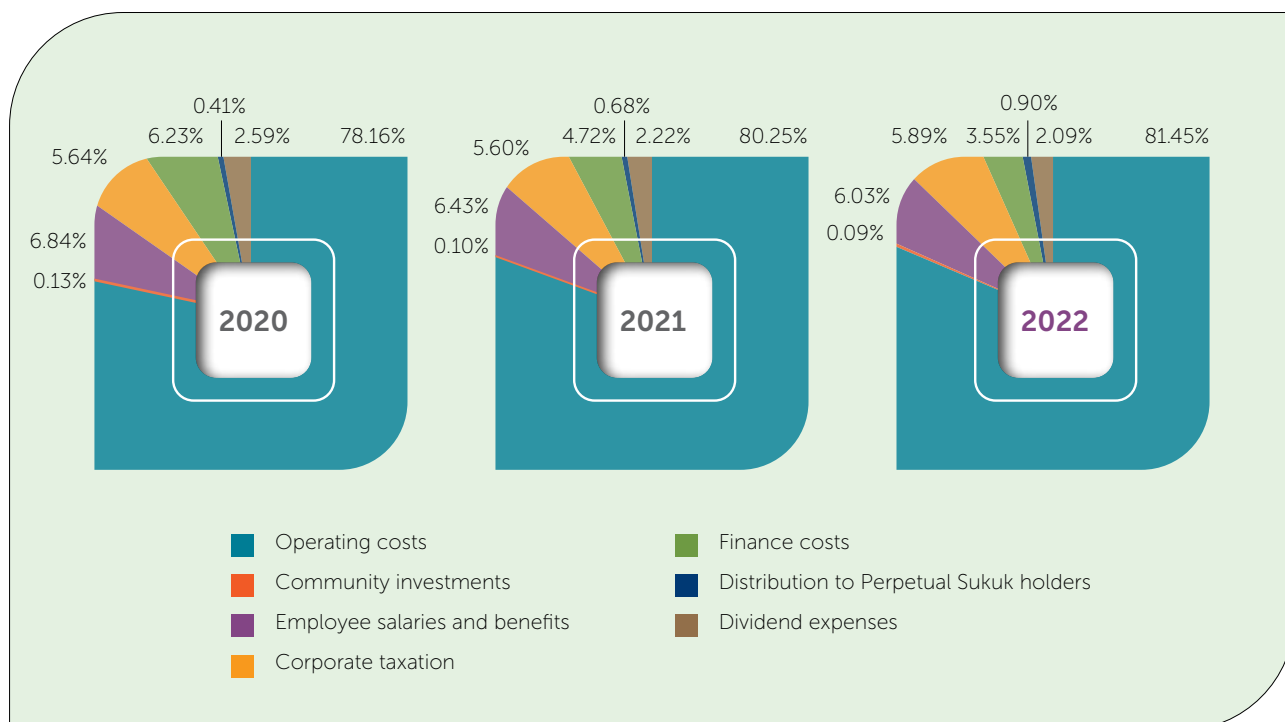
INDIRECT ECONOMIC VALUES CREATED

	FY2020# (RM'000)	FY2021 (RM'000)	FY2022 (RM'000)
Economic value generated	1,113,271	1,379,594	1,742,739
Economic value distributed	1,083,636	1,301,569	1,678,881
Operating costs	846,938	1,044,339	1,367,403
Community investments	1,437	1,359	1,576
Employee salaries and benefits	74,090	83,747	101,249
Corporate taxation	61,136	72,939	98,880
Finance costs	67,536	61,490	59,521
Dividend expenses	28,043	28,855	35,059
Distribution to Perpetual Sukuk holders	4,456	8,840	15,193
Economic value retained	29,635	78,025	63,858

The comparative figures have been restated following the adoption of the IFRC Agenda Decision on MFRS 123 Borrowing Costs.

Remarks:

- 1) Figures are as per Group's information, that includes LBS Bina Group Berhad, MGB Berhad and Dragon Hill Corporation Limited as well as their subsidiaries.
- 2) The figures for Economic value distributed, Economic value retained, and Corporate taxation in both FY2020 and FY2021 have been reassessed and presented accordingly as part of this year's reporting, towards achieving better congruency with the requirements stipulated by best practice reporting frameworks i.e. GRI.



GROUP ECONOMIC PERFORMANCE

CREATING VALUES THROUGH THE PROPERTY DEVELOPMENT BUSINESS MODEL

LBS' business model of providing high-quality yet affordable properties is responsible for a wide range of socioeconomic multipliers throughout the community. Economic growth is boosted at various stages along its value chain, providing further benefits to society.

1

Our business model generates jobs, unlocks idle land, promotes development into new areas (thereby reducing pressure on urban epicentres), and allows more Malaysians to own homes.

2

Home ownership can offer many benefits to families, individuals, and society. This includes social mobility, better education and healthcare access, improved job opportunities, and more.

3

Property development supports the parallel development of public infrastructure such as roads, highways, and schools. It enables the creation of catchment populations that allow businesses to commence and sustain operations. Ultimately, the industry is a key catalyst for urban development and progress.

COMMUNITY INFRASTRUCTURE AND SERVICES SUPPORTED

CONSTRUCTION OF A RM55.53 MILLION FLYOVER AT BANDAR SAUJANA PUTRA

The construction of the 800-metre flyover to ease the traffic woes in Bandar Saujana Putra.

With its own financial resources, LBS has undertaken the construction of the uniquely situated Bandar Saujana Putra ("BSP") flyover that links the South Klang Valley Expressway ("SKVE") and the North-South Expressway Central Link ("ELITE") highways. The flyover is specifically designed to ease traffic congestion, especially during peak periods.

Thus far, unforeseen challenges in the construction phase, such as cost factors, increase in underground utility cables for relocation, labour issues, material shortages, and permission to enter sites, have resulted in unavoidable delays. Nonetheless, LBS remains committed to positively impacting the local community



and is continuing the project. The Group understands the importance of this infrastructure and believes it will benefit the community in the long run. Thus, LBS is targeting to completing the project by December 2023.

GROUP ECONOMIC PERFORMANCE

URBAN REGENERATION AT CAMERON HIGHLANDS

Cameron Highlands is a well-known and expansive hill station in Malaysia that is home to a population largely involved in the agriculture and tourism sectors. Many local residents rely on these industries for their livelihood.

However, despite the potential of Cameron Highlands, many people, especially those from the younger generation, have been leaving for more urban areas in search of better career opportunities. This, combined with the area's small population and low commercial activity, has led to a reluctance among businesses to operate in Cameron Highlands. As a result, local and international tourists tend to favour similar destinations, such as Genting Highlands, for their convenience and attractive value. This, in turn, further debilitates the economic prospects of Cameron Highlands.

To address this issue head on, LBS has invested significantly in the Cameron Highlands-Cameron Centrum project, with the goal of revitalising the hill town. The project features seven precincts, which include residential areas, a commercial hub, retail outlets, a hotel, and other amenities. Inspired by the British history of the highlands, Cameron Centrum incorporates charming English tudor touches into its design, with features such as themed push carts, mobile buses, a clock tower, and a telephone booth placed around Centrum Boulevard.

The project is expected to provide a fresh accommodation option for locals, weekend holidaymakers, and long-staying tourists. With the revival of tourism, retail businesses in Cameron Highlands, along with other parts of Malaysia, have rejuvenated.

The Cameron Centrum project has already attracted some notable franchises into the area. This includes premier outlets such as the town's first McDonald's, Coffee Bean & Tea Leaf, Billion Hypermarket, and Family Mart. All of which will provide another option for consumers to fulfil their essential daily conveniences.

As a result, Cameron Centrum has been dubbed the "new town of Brinchang" as it complements well the traditional attractions of the old town with its contemporary amenities.

Cameron Centrum - the focal point for all town activities and happenings in Brinchang



GROUP ECONOMIC PERFORMANCE

PRODUCT AND SERVICE QUALITY

The Group remains cognisant of the importance of delivering good quality products and services to its customers. This guarantees that the value of LBS' houses even within secondary markets while also motivating return customers due to the Group's established reputation and positive brand image.

LBS measures quality in terms of the build quality of its properties as well as service quality and customer satisfaction. We also align with CIDB's QLASSIC quality assessment system, which is the industry norm for finished units.

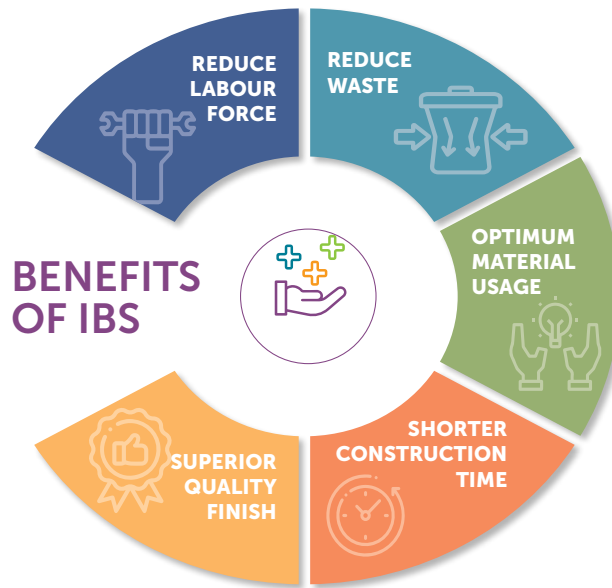


Industrialised Building System ("IBS") Precast Plant at Nilai

GROUP ECONOMIC PERFORMANCE

INDUSTRIALISED BUILDING SYSTEM (“IBS”)

MGB, is the subsidiary of the LBS Group, was among the first in the construction industry to introduce an IBS factory to fabricate steel and aluminium formwork products. It acts as a benchmark upon which the Group seeks to improve its build quality.



PRODUCT QUALITY AND CUSTOMER EXPERIENCE

Quality plays a vital role in achieving customer satisfaction and creating a positive experience, for repeat buyers or referrals. Prioritising quality not only enhances efficiency by reducing waste and preserving resources but also shortens construction timeframes. Customer satisfaction is further improved by reducing the time between key handover and move-in. Consequently, the Group is dedicated to achieving 100% on-time delivery for vacant possession.

As product quality and customer experience are highly prioritised in the materiality matrix, LBS is fully dedicated to providing them with the utmost care and attention. The Board and Senior Management will directly oversee these matters.

Defects management is handled via the use of proprietary mobile apps. This app enables customers to report issues immediately to LBS for prompt rectification. The system also eliminates paper documentation and, thus, reduces overall paper consumption. The app also comes with tracking and monitoring features that enable both LBS’ Property Management & Customer Relations Department and buyers to monitor the progress of defect rectification.

In FY2022, there were zero reported incidents of health and safety non-compliance.

CUSTOMER SATISFACTION

Customer satisfaction remains critical to LBS, and to effectively gauge its level, the Group conducts assessments at each level of LBS’ customer engagement process. Oversight is regularly provided by Property Management & Customer Relations, which both are empowered to address the customer complaints and feedback after Vacant Possession.

Customers may also reach out to LBS via the proprietary mobile app, a dedicated Helpdesk platform. Furthermore, a service level agreement (“SLA”) has been developed to facilitate a timely response to ensure speedy and satisfactory resolution of complaints.

One KPI which is well established by Property Management & Customer Relations is to resolve customer complaints within seven days through the SLA. In response, the Group has set a target to guarantee an annual response and resolution rate of 80% for customer complaints.

GROUP ECONOMIC PERFORMANCE

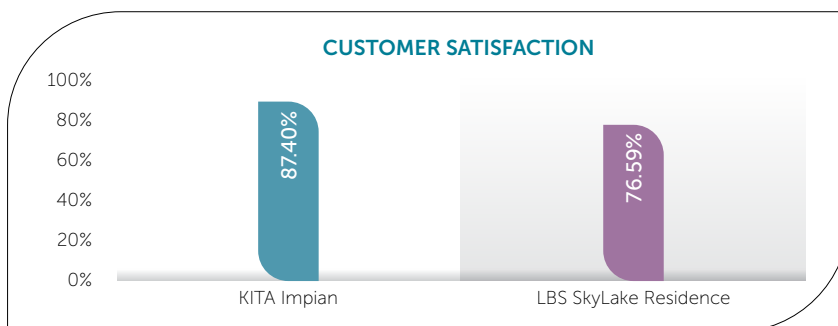
The table (right) shows the effectiveness of the customer service helpdesk in responding to and resolving customer inquiries/complaints within the stipulated seven-day period.

The Group recognises that customer expectations are constantly evolving. Therefore, Property Management & Customer Relations is strongly committed to enhancing the customer experience and improving service processes. Going forward, LBS will establish a Customer Satisfaction Index, not only to maintain a high level of customer service performance but also to make every effort to provide excellent service that satisfies the needs of our customers. Departments with specific responsibilities in managing various aspects of customer satisfaction are listed below:

DEPARTMENT	RESPONSIBILITY
Property Management & Customer Relations	Acknowledge and attend to customer's feedback via LBS HelpDesk, email & Klik, within standard operating time.
Project Department	Assist Customer Relations team to expedite relevant customer's feedback and ensure valuable feedback is implemented to future project(s).
Quantity Surveyor (QS) & Contract Admin	Develop a list of trusted service providers/vendors, hence offering more options instead of awarding the same supplier or multiple projects.
Program Management Office (PMO)	<p>Handle quality management and provide analysis, in terms of products and services. This is based on 5 stages:</p> <ol style="list-style-type: none"> (1) Registration (2) Signing of SPA (3) Billing (4) Vacant possession (VP) (5) Defects closure <p>As for product quality, the team is currently digitalising inspection forms to enable a timely and transparent checks.</p>

Throughout FY2022, 1,444 customer complaints were registered, with 99.7% resolution rate. The outstanding cases involves specifically move-in customers, and LBS remains committed to addressing these open complaints channels. The company actively maintains contact with these customers to schedule appointments and resolve any remaining issues.

VACANT POSSESSION



Overall, the customer satisfaction score accorded was 82% via Vacant Possession.

CUSTOMER SERVICE HELPDESK RESPONSE SUMMARY

MONTH	SLA
January	62.5%
February	48.7%
March	32.2%
April	44.8%
May	48.3%
June	27.9%
July	43.1%
August	56.6%
September	70.6%
October	64.4%
November	68.8%
December	61.8%

2022 SLA: 52.5%

Note: Service Level Agreement (SLA) = Resolved Enquiries in less than or equal to 7 days

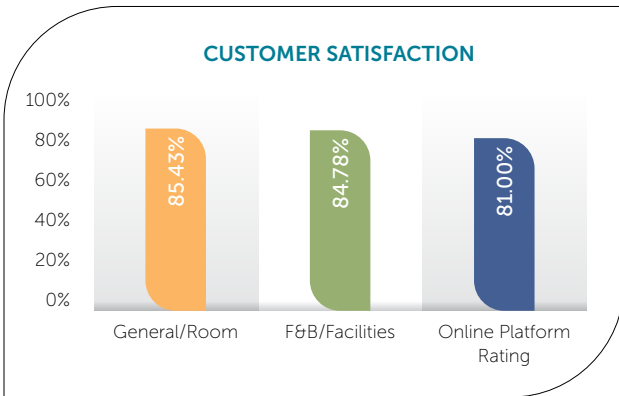
The centralisation of the Customer Relations function in FY2022 meant a transformation of its scope of service, to include amongst others, the Pre-Delivery Inspection, VP matters, key handover and defects management.

To support this expansion of scope, the Customer Relations team was also restructured. Hence, a period of adjustment was needed to adapt to the changes, alongside other initiatives since implemented to improve the SLA under this new structure.



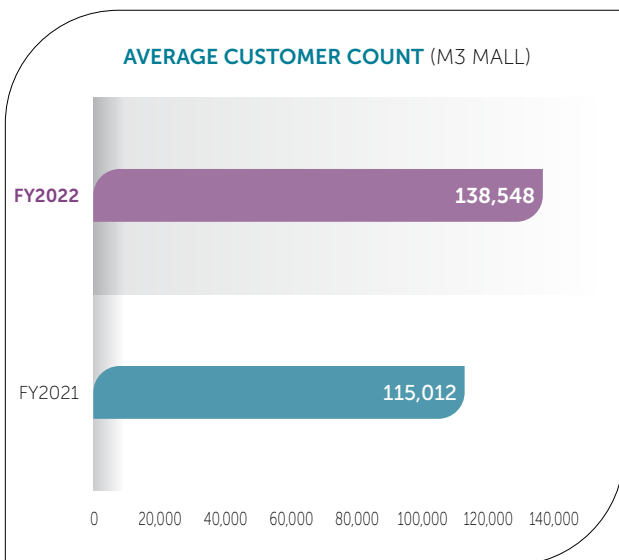
GROUP ECONOMIC PERFORMANCE

SCAPES HOTEL



SCAPES Hotel Genting Highlands, it should be noted that this establishment has achieved an excellent customer satisfaction score based on various aspects. For example, online booking platforms, including Agoda, Booking.com, Trip.com, and Google reviews, have contributed to the overall rating of 81%, which is a remarkable feat. This success can be attributed to the hotel's various favorable features, including its friendly staff, hygienic environment, delectable food, helpfulness, novelty, and affordability.

However, the hotel has some room for improvement in terms of soundproofing, which is currently being affected by the nearby construction work. Despite this, SCAPES Hotel has received a high rating for its room conditions, services, quality of food and beverage, and facilities. Over 80% of customers have rated these parameters with 4 to 5 stars, indicating a high degree of satisfaction.



M3 MALL

M3 Mall has demonstrated a commendable commitment to enhancing its appeal to customers. In FY2022, the mall witnessed an impressive increase of 20.5% in customer traffic, with a consistent monthly footfall of over 120,000 throughout the year. This achievement is attributable to various factors, including the organisation of engaging activities within the mall, the presence of reputable and recognisable tenants, the provision of convenient facilities, and the delivery of excellent staff services. By prioritising these elements, M3 Mall has successfully enhanced its attractiveness to customers and maintained its status as a popular destination for surrounding communities.

SUPPORTING LOCAL PROCUREMENT AND LOCAL SUPPLY CHAINS

LBS places a strong emphasis on supporting local procurement whenever possible. To maximise the multiplier effect on the local economy, the company intentionally prioritises the selection of local goods and service providers. Exceptions are only made in cases where local providers are unable to fulfil the required specifications, quality, and timelines. For LBS, "local" refers to the areas where the company operates.

The benefits of local procurement include generating socioeconomic benefits for local supply chains, local talent, and communities. With its size and market position, LBS has a unique opportunity to create employment opportunities and promote the development of small-medium enterprises and industries in Malaysia. This is vital for the nation's economic growth.

Moreover, local procurement facilitates the transfer of knowledge and skills while also reducing the environmental footprint. This is particularly relevant when importing goods or services from overseas. Local procurement typically involves shorter supply lines, leading to fewer resources consumed in the supply chain.

FAIR COMPETITION FOR LOCAL PROCUREMENT

As LBS' business model is centred on property development, construction-related procurement is managed by its subsidiary company, MGB. LBS oversees MGB and has some control over the approval of materials and suppliers.

GROUP ECONOMIC
PERFORMANCE

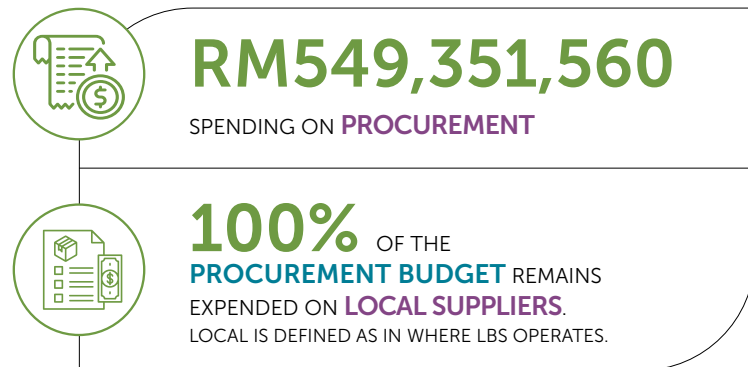
In terms of direct procurement, LBS mainly oversees the procurement of architecture supplies, such as locksets, tiles, and sanitary ware, and administrative items, such as stationery and office supplies.

The chain of command is led by the Contract Department who leads the procurement selection and selects the successful local qualified supplier. As such, Senior Management's endorsement is required to ensure support for the local economy with competitive pricing for our business.

The Group also typically engages with a limited number of suppliers who have passed LBS' stringent quality requirement and are able to provide goods and services by matching the mandatory standards. All contractors are encouraged but not required to purchase building materials from selected suppliers on board for the project.

Any suppliers engaged by the Group must comply with the Group's policies and standards, such as quality control, environmental sustainability, and compliance with relevant laws and regulations. This is to ensure that all goods and services provided by the suppliers meet the highest standards and align with the Group's objectives and values.

Interested suppliers can bid under an open tender system where contracts are awarded based on the best value proposition offered in terms of cost, quality, and other defined criteria. Local procurement falls under the purview of LBS' Contract Department, with oversight from the GMD.



LBS' main contractor is MGB Berhad. Hence, almost all of LBS' procurement is based on MGB's procurement numbers.

ASSESSING CONTRACTORS/CONSULTANTS' PERFORMANCE

LBS assesses contractors/consultants six months after a project has delivered Vacant Possession. They are assessed based on the following criteria:

CONSULTANT EVALUATION CRITERIA

CRITERIA	DESCRIPTION
Organisational Core Competencies	Project awareness and commitment, productivity, problem solving and decision making
Technical Competencies	Design compliance, design drawing or quantity taking off accuracy, practicality of the design, cost control and awareness, drawings, variation order, constructability of the design
People/ Leadership Competencies	Coordination, staff availability, correspondence to/with other parties

CONTRACTOR EVALUATION CRITERIA

CRITERIA	DESCRIPTION
Organisational Core Competencies	Quality of workmanship, coordination and supervision on site, construction time of delivery, scheduling and progress reporting
Technical Competencies	Problem solving and communication, paperwork processes, variation order, final claim and closure of final account, safety and housekeeping
People/ Leadership Competencies	Project lead, project management, staff availability and competency

GROUP ECONOMIC PERFORMANCE

A detailed post-mortem session is held between LBS and all contractors/consultants involved in a project, with the intention of driving quality improvement.

The Group has in place a comprehensive and robust contractors/consultants/suppliers performance evaluation system. This includes performance appraisals to evaluate their service levels and quality of materials supplied as well as site inspections before completion and after vacant possession. Background checks, such as a CTOS search, are also conducted on existing and new vendors, contractors and consultants to further strengthen due diligence.

Similarly, we are also designing an appraisal form to determine material suppliers performance, in terms of material quality, rightfulness, adaptability and practical materials as proposed.

By implementing this supplier performance evaluation system, the Group aims to ensure that all suppliers meet the highest standards of quality and performance, thereby contributing to the success of the Group's projects and ultimately benefiting its customers.

DRIVING CONTINUOUS IMPROVEMENT THROUGH DIGITALISATION TRANSFORMATION

As a property development company, LBS recognises the importance of sustainable practices and continuously

strives to improve its operations which is why the Group focuses on on-going improvement through digitalisation of systems and technology.

Through this strategy, LBS aims to increase the rate of digitalisation of processes across all business operations. The adoption of digitalisation in HR, Quality Assurance and Quality Control (QAQC), business intelligence and customer response has already brought about significant processing improvement. Additionally, the adoption of financial software such as IFCA, Oracle and Treasury Management System has streamlined the process considerably, improving both productivity and reliability.

Leveraging on our digital cloud platform has also simplified the communication amongst employees and facilitated employee collaboration, ensuring a smoother workflow.

In addition, maintaining records in a digital database has lessened the need for storage space while also increasing the longevity of record keeping.

Overall, such initiatives have enabled the Group to optimise processes and significantly reduce environmental impacts. For instance, paper consumption has been greatly reduced across all business operations, particularly in offices.

By committing to digitalisation and technology, LBS is determined to enhancing its sustainability performance and create value for its stakeholders by reducing costs and enhancing operational efficiency. The company remains committed to exploring innovative solutions to further drive its sustainability efforts forward.



ENVIRONMENTAL PERFORMANCE



The property development industry contributes to a wide range of environmental impacts. Likewise, it also offers an equally wide range of opportunities to transition and adopt more sustainable development approaches.

Such approaches include circular construction, green building design and construction, Industrial Building Systems ("IBS") and continued digitalisation and technology within systems. These approaches enable the emergence of a "greener" industry and the continuation of an essential business sector vital to meeting the nation's housing needs and socioeconomic aspirations.

LBS' building and construction works are undertaken by the Group's subsidiary and construction arm, MGB, which is also a Bursa Malaysia-listed entity.

Details on MGB's environmental performance, including performance data for emissions, energy consumption, waste, water, and resource consumption, are given in MGB's Sustainability Report 2022, which is available for download from MGB's corporate website.

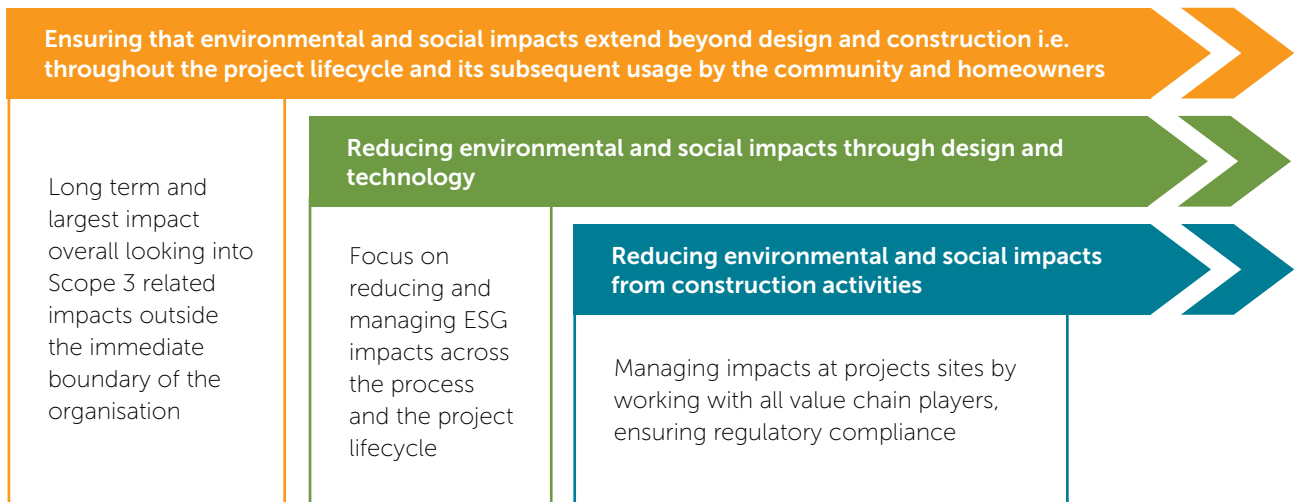
MANAGEMENT APPROACH TO ENVIRONMENTAL FOOTPRINT

LBS' environmental disclosures focus solely on its direct operations primarily emphasising land resource consumption. This is a crucial aspect for any property developer, particularly when purchasing landbank for property development.

In addition, the Board and Senior Management acknowledge that the design of townships and standalone projects also plays a critical role in minimising or exacerbating environmental impacts. This is particularly important because the design and overall outline entails assessing the environmental effects of the project not only during its construction phase but also throughout its lifecycle.

The Group has recognised and acknowledged various gaps in the environmental data collected during the previous year. As a result, in FY2022, the Group has expanded its data collection coverage and provided more comprehensive information on its environmental resource consumption, particularly in the areas of emissions, electricity, fuel and water usage. The Group has adopted a more precise methodology for calculating and analysing its data, leading to revisions in several previously published environmental performance.

ENVIRONMENTAL PERFORMANCE



In guiding its approach, LBS has aligned its operations to the following UN SDGs:



The energy, emissions, and water consumption data for FY2022 has been scoped to the subsequent sites:

GROUP	AREA
Offices	<ul style="list-style-type: none"> • Head office • Batu Pahat office • Cameron Highlands office • Ipoh office
Construction sites (MGB)	<ul style="list-style-type: none"> • Selangor: KITA @ Cybersouth, LBS Alam Perdana, Puchong, Bukit Jalil, Seri Kembangan, Bandar Saujana Putra • Perak: Chemor • Pahang: Cameron Centrum, Golden Hills • Johor: Molek, Laman Bayu
Sales Galleries	<ul style="list-style-type: none"> • Bandar Saujana Putra • Batu Pahat • Bayu Hills @ Genting Highlands • Brinchang Square • D' Island Residence <ul style="list-style-type: none"> • KITA @ Cybersouth • LBS Alam Perdana • LBS Sales Gallery @ Bukit Jalil • Prestige Residence • LBS SkyLake Residence
Malls	<ul style="list-style-type: none"> • M3 Mall
Hotels	<ul style="list-style-type: none"> • SCAPES Hotel Genting Highlands

To align with LBS' strong focus on minimising environmental impacts, MGB enforces rigorous environmental pollution monitoring at all project sites to ensure that effluent, noise, and emission levels comply with the standards prescribed by the Department of Environment ("DOE").

LBS and all its subsidiaries consistently comply with the Environmental Impact Assessment ("EIA") and Environmental Management Plan ("EMP") prerequisites to uphold the environment's safety and quality.

ENVIRONMENTAL PERFORMANCE

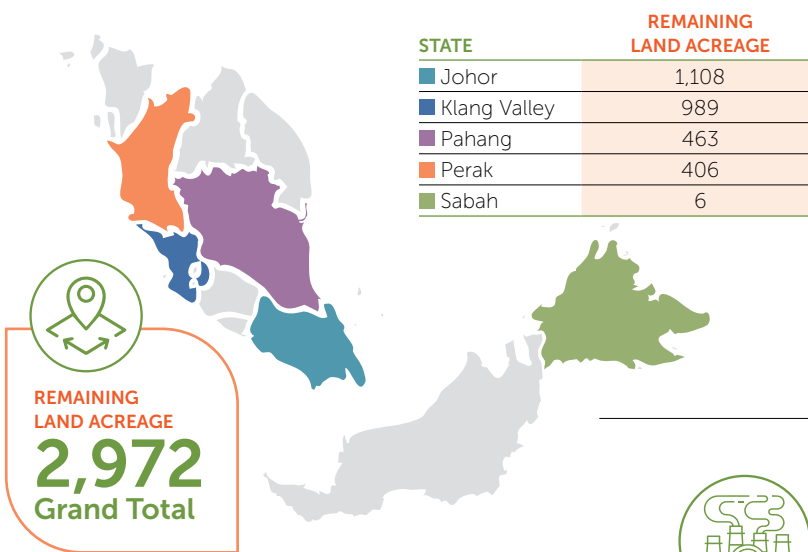
LAND USE

As previously stated, obtaining land is essential for the property development industry. Whether a property developer buys and owns the land outright or acquires it through a joint venture partnership with landowners, it is still the crucial first step in the property development process.

It is equally crucial that the land is strategically located and purchased at competitive prices to ensure the final product is affordable for potential homebuyers. Before purchasing the land, the Business Development Department and a dedicated working team carry out a pre-screening and risk assessment to ensure that the proposed land is safe and suitable for building homes.

Since LBS' business model is primarily focused on developing townships and standalone projects, the company is naturally a significant land consumer.

The Group's landbank position at the end of FY2022 is as follows:



Local legislation requires that undeveloped land be adequately maintained. The Group recognises and complies with this requirement by regularly maintaining such areas.

Before commencing development on land parcels, LBS takes the necessary steps to obtain the required regulatory approvals, which may include conducting EIAs, social impact assessments, and traffic assessments among others.

The Group also submits all necessary proposals and documents to the local council to obtain the necessary approvals for the Development Order.

Most of LBS' landbank is located in well-developed urban areas and, as a result, have a low intrinsic value for biodiversity. Additional information can be found in the Biodiversity subsection of the SR2022 report.

CLIMATE CHANGE AND EMISSIONS

As the world evolves, the topic of climate change is a constant and necessary point of discussion. The significant disruption to weather patterns and the environment has severely impacted entire economic sectors, business activities and, primarily, quality of life.

Among the industries under scrutiny is the construction and property development industry, which is seen as a significant producer of carbon and GHG emissions due to its business process.

The Board and Senior Management of LBS are cognisant that using IBS can mitigate a large extent of the various environmental impacts associated with the property development industry.

Given its importance, the Board now has oversight of climate change and is committed to aligning the present LBS business model towards reducing environmental impacts within direct business operations as well as throughout the supply chain and across the lifecycle of projects.

LBS is committed to achieving net zero carbon emissions by 2050. To achieve this goal, LBS is actively working towards decarbonising its operations to reduce carbon emissions. The Group has also set an internal target to reduce carbon intensity, as measured over revenue, by 2025.

In FY2022, LBS has acknowledged that climate change is a significant business risk which has prompted the Group to explore different avenues and means to change or adapt its business model as well as to process to address risks. This eventually would reduce its environmental footprint effectively.

LBS IS COMMITTED TO ACHIEVING NET ZERO CARBON EMISSIONS BY 2050.

ENVIRONMENTAL PERFORMANCE

RISKS AND OPPORTUNITIES ASSOCIATED WITH CLIMATE CHANGE

PHYSICAL RISKS

Changes in weather patterns may lead to greater occurrence of flash floods with increased severity. More locations may become flood prone and hence, not suitable for development. Landbanking and development strategies may be impacted.

Greater infrastructure investments may be required to deepen waterways and to provide more channels to effectively disperse rainwater.

Building designs may need to come with flood resistant features that could also lead to increased design and construction costs.

Excessive rain could lead to extended delays on project works in construction sites, resulting in revenue loss. Wet and slippery conditions arising from rain can increase risks of accidents and injuries at work sites.

Drought may lead to certain locations being less suitable for development. Alternatively, additional considerations are required for rainwater harvesting, water recycling and water saving features. Water cuts at property developments may become more frequent and more severe and longer.

Choice of vegetation at sites may need to be types that require less water or are resilient to drought.

TRANSITIONAL RISKS

As LBS looks to evolve its business model towards meeting climate change impacts, significant capex requirements may be needed. From this, productivity can also be disrupted. For example, the use of solar on offices and sales galleries or on project sites may have initial disruptions as the Group transitions to RE.

Delays in approvals by authorities for solar installations can also lead to business and operational disruptions.

FINANCIAL/REPUTATIONAL RISKS

Any climate change induced disaster could cause short-term financial impacts but will ultimately lead to long-term reputational loss.

A flash flood may mean that a particular area is now shunned by buyers. This could significantly affect developers.

Flash floods are also often linked to over development, which casts a negative light on property players.

OPPORTUNITIES

Greater realisation among stakeholders, especially the authorities and buyers supports green building designs and concepts.

Greater opportunity to introduce more eco-friendly features into the design and construction of homes.

Regulatory support for greater use of grey water or recycled water for non-potable consumption.

Greater incentives to transition to RE i.e. solar energy.

FINANCIAL COSTS ASSOCIATED WITH CLIMATE CHANGE RISKS AND IMPACTS

LBS recognises that the financial impacts of climate change must be taken into account. While the Group has not disclosed exact financial figures in terms of capital expenditure ("CAPEX") or operational expenditure ("OPEX"), it has set aside funds in its budget to support the implementation of new design and construction requirements necessitated by climate change.

ENVIRONMENTAL PERFORMANCE

CLIMATE CHANGE SCENARIO PLANNING



Among the key issues affecting Malaysia is the occurrence of flash floods in increasing frequency and severity. Such events, not experienced in such magnitude years ago, are believed to be compounded by climate change.

To do its part in assisting in alleviating this situation, LBS has included sufficiently-sized retention ponds at all its developments. Such facilities enable increased stormwater capacity in the event of torrential thunderstorms and, hence, reduce the risks of flash floods impacting the community in its vicinity.

Where possible, upgrades to such facilities are carried out, with one such instance being the retention pond at Simfoni Perdana.

GREENHOUSE GAS EMISSIONS

LBS measures its carbon emissions based on the GHG Protocol, a corporate accounting and reporting standard developed by the WBCSD/WRI. The Global Warming Potential ("GWP") emission factors for all greenhouse gases are consistent with the Intergovernmental Panel on Climate Change ("IPCC") Fifth Assessment Report, 2014 (AR5) based on a 100-year timeframe. The emission factors used are based on the United States Environmental Protection Agency ("EPA") and Malaysian Green Technology and Climate Change Corporation ("MGTC"), the lead agency of the government in green technology.

EMISSIONS DATA

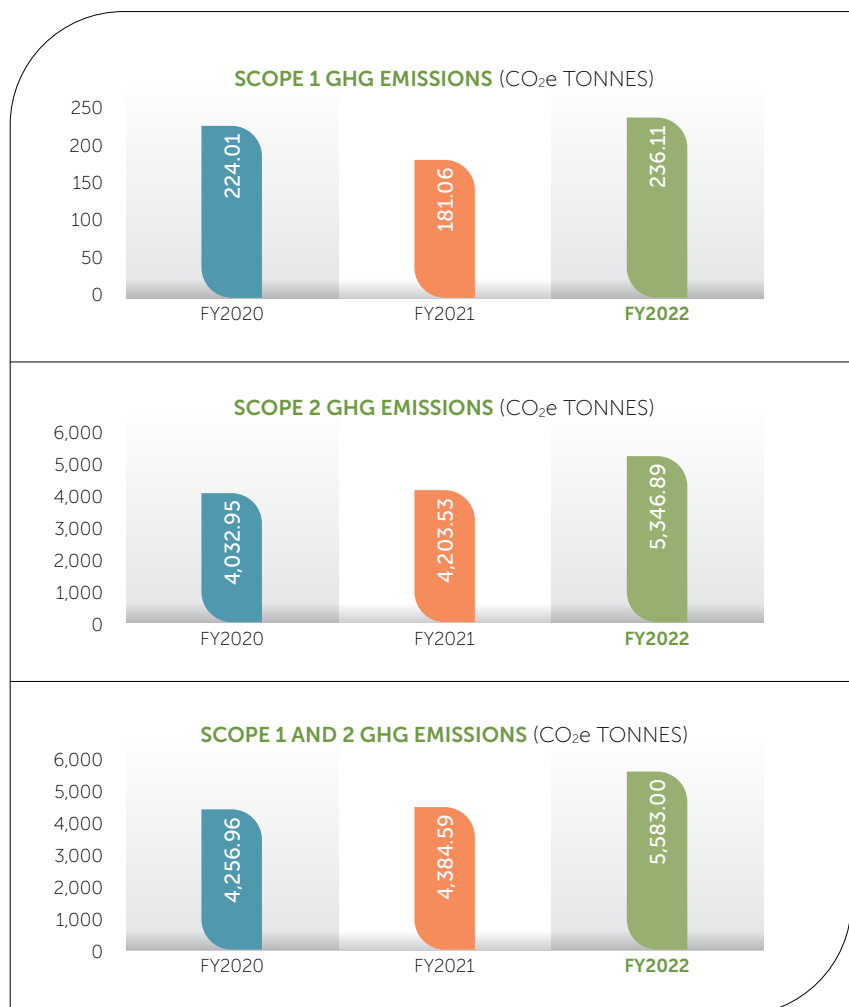
Scope 1 and Scope 2 GHG Emissions

Scope 1 (direct emission) GHG emissions are from facilities owned or controlled by operators, including fuel use and company vehicle fleet. Scope 1 GHG emissions consist of the following GHG types: carbon dioxide ("CO₂"), methane ("CH₄"), and nitrous oxide ("N₂O"). Scope 2 (indirect emissions) GHG emissions are from electricity purchased from the national grid.

All GHG emissions are converted to CO₂e based on the GWP emission factors listed by the Greenhouse Gas Protocol and the IPCC AR5.

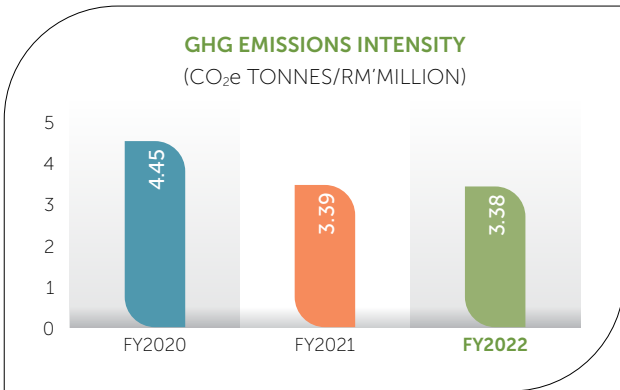
The reported scope 1 and scope 2 emissions have been adjusted to reflect a more accurate methodology for calculating GHG emissions. The revised calculations indicate a reduction of approximately 8% in scope 1 emissions and a significant reduction of 60% in scope 2 emissions compared to the previously reported values.

Total GHG Emissions by Category (Scope 1) (CO₂e tonnes)



ENVIRONMENTAL PERFORMANCE

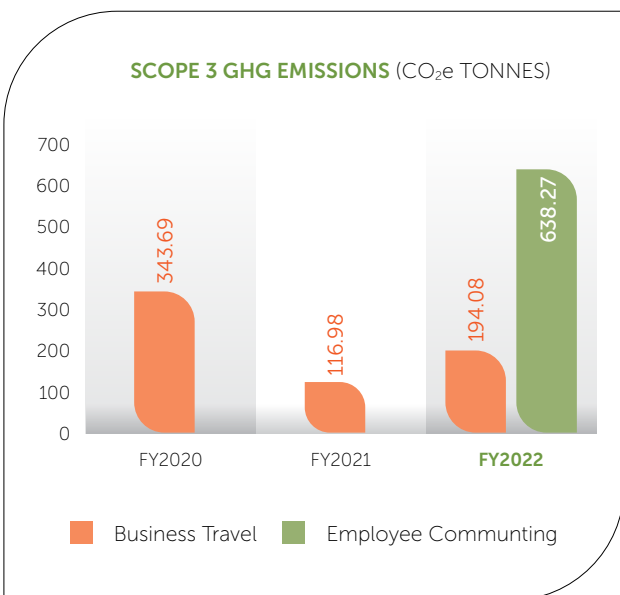
As LBS has also initiated the reduction target of GHG emissions as measured over revenue based on FY2022 baseline, the GHG emissions intensity are as follows:



Scope 3 GHG Emissions

The calculation of LBS' scope 3 GHG emissions is based on the Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (version 1.0) under category 6 (Business Travel) and category 7 (Employee Commuting).

Scope 3 GHG emissions consist of all other indirect emissions (not included in Scope 2) in the value chain. LBS has currently identified two categories for its Scope 3 GHG emissions. The Group calculates Scope 3 GHG emissions using the fuel-based method for business travel and the distance-based method for employee commuting.



In FY2022, LBS has included the employee commuting category for Scope 3 GHG emissions data apart from business travel. The travel emissions to work for every employee are calculated based on GHG protocol standards. The Group will continue to improve its calculation methodologies and, where required, involve more downstream operations and disclose more Scope 3 categories in the future.

ENERGY CONSUMPTION

The construction and property development industries consume significant amounts of energy, including Scope 1 and Scope 2 energy sources.

In LBS, Scope 1 energy typically comprises diesel and fuel, which is used to power the organisation's vehicle fleet for official use.

The majority of the electricity used in business operations is classified as Scope 2 energy, which refers to electricity obtained from the national grid. The exception is the Group's hotel operations, which are supplied exclusively by Genting Utilities. In Malaysia, a significant amount of electricity is generated from coal and other hydrocarbon-based power plants, meaning that LBS' electricity consumption indirectly contributes to emissions.

ENVIRONMENTAL PERFORMANCE

Significant energy consumption for LBS’ business operations is directly attributable to its offices, mall and hotel operations, as well as project sites and sales gallery.

Energy consumption for mall operations comes primarily from the tenants’ business trade, particularly from food and beverage outlets, given their use of equipment and appliance for their business operation. Energy consumption also comes from mall occupancy, crowd, and infrastructure such as the operation of elevators, travelators, air-conditioning, and lighting.

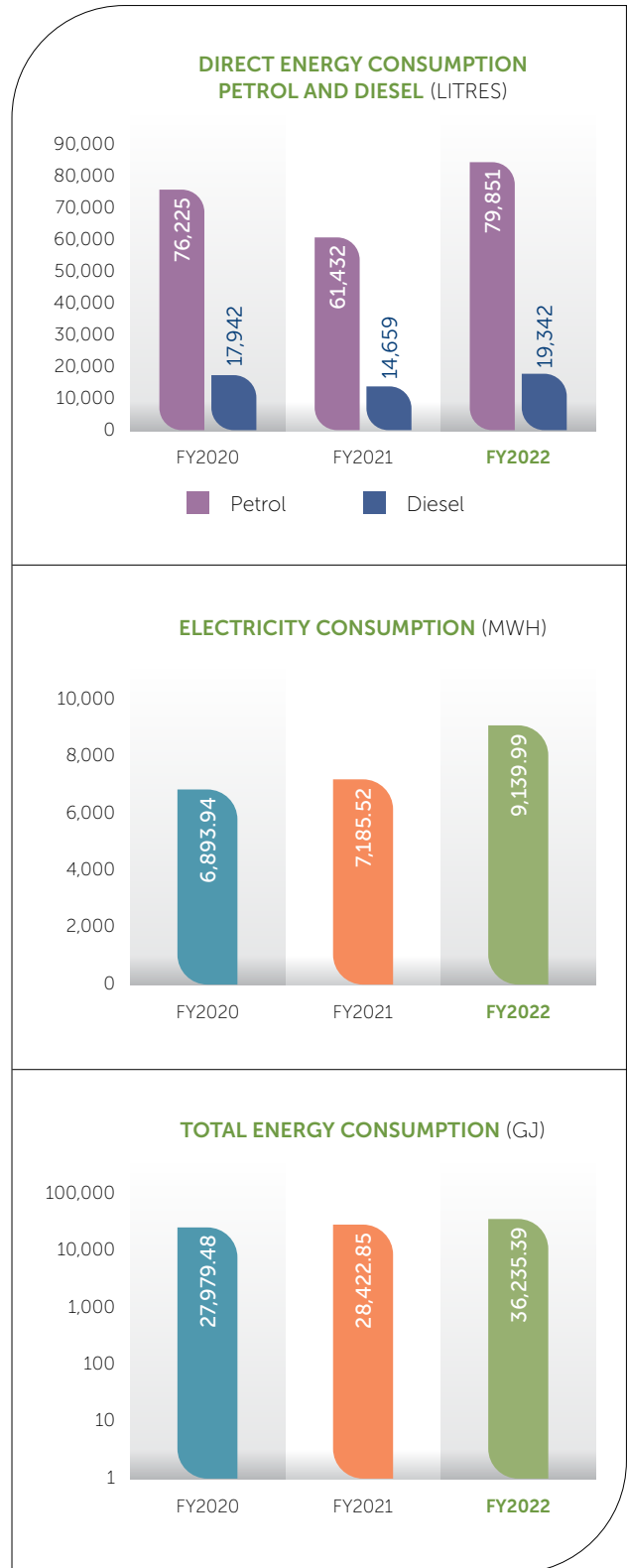
At LBS’ project sites, power is supplied by a mixture of genset and TNB supply, depending on its location. There, best-practice environmental standards are adopted, and eco-friendlier business strategies and operations are implemented to reduce carbon emissions.

Through the use of IBS technology and capabilities provided by MGB, LBS is also able to further reduce energy consumption for its property development projects. It should be noted, however, that project sites come under the purview of the Group’s construction arm, MGB and hence have been excluded from this report. MGB’s energy consumption is provided in its standalone Sustainability Report.

Overall, there is a heightened need to create awareness of its environmental impact. The next level is to track energy consumption for the organisation’s and the environment’s sustainability. Beyond reducing environmental impacts, LBS is also driven to reduce energy consumption towards achieving improved cost and operational efficiencies.

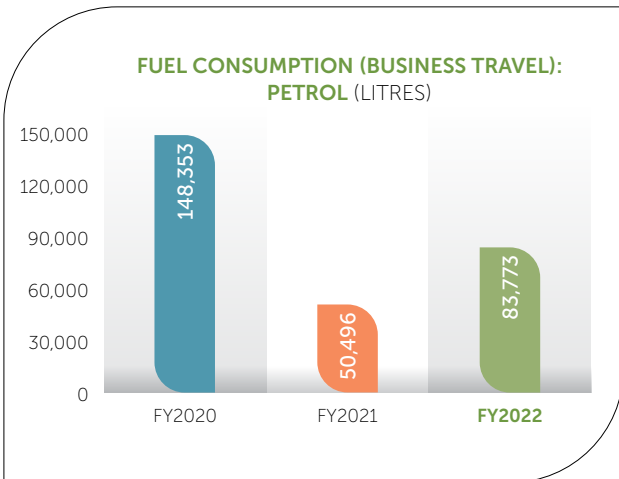
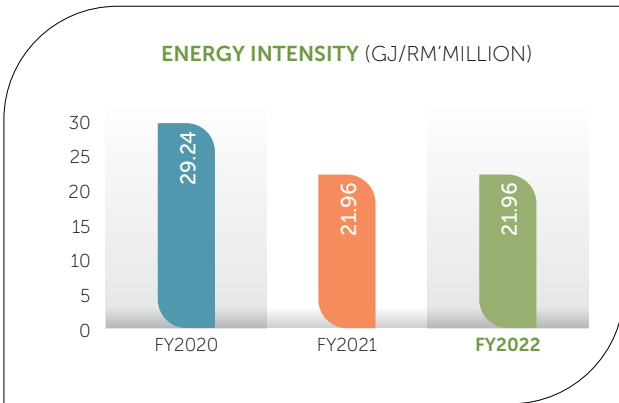
ENERGY SOURCE	SITE
Electricity from the national grid	Head office, Mall, Retail, Hotel, Sales Galleries, Project sites
Diesel and petrol	Vehicle fleet
Solar	Ongoing plans for installation at Group head office and Sales Galleries

ENERGY DATA



ENVIRONMENTAL PERFORMANCE

The energy intensity as measured over revenue are as follows:



MANAGING ENERGY CONSUMPTION

LBS has started to explore the potential of solar energy. At the present time, LBS is in the process of applying for the installation of solar panels on the rooftop of its headquarters, which is expected to be completed by 2023. Furthermore, the company plans to expand the use of solar energy by installing it in other sales galleries in the future.

These considerations include the intermittent nature of solar, the dependence on unpredictable weather conditions, and the ability to store power produced to power machinery and operations at night.

Furthermore, LBS has implemented additional measures to manage its energy consumption.



LED lighting for streets, common areas in projects, and etc, to reduce energy consumption throughout project lifecycle.



Electricity timer installed at office building parking lots for maximum energy efficiency.



Following LBS' "Save Today, Survive Tomorrow" initiative, all air conditioners at workplace implemented default temperature setting at 24°C.

ENVIRONMENTAL
PERFORMANCE**Energy Saving Measures:**

OFFICES	M3 MALL	SCAPES HOTEL
<ul style="list-style-type: none"> ▶ Smart use of air-conditioning and routine servicing. ▶ Adjust the lighting system with a motion sensor to automatically switch off during the day in open areas and when rooms are not being used. ▶ Replace faulty lights with energy-saving/LED lights. ▶ Shut down computers or set them to energy-saving mode when not in use. ▶ Plans to install solar panels at the office building and sales galleries. 	<ul style="list-style-type: none"> ▶ Set a timer for all office air-conditioning units to work during office hours. ▶ Switch off lights after working hours, during lunch, and when leaving the office. ▶ Reduce chiller operation from 3 chillers/day to 2 chillers/day. ▶ Installed timer for common area lighting. ▶ Use electrical appliances with a 4- to 5-star energy-saving indicator. ▶ Installed timer for common area AHU system. 	<ul style="list-style-type: none"> ▶ Hotel perimeter is controlled using Building Management System ("BMS") by programming the scheduled electricity usage and air-conditioning. ▶ Use LED lighting and electrical appliance with minimum watt usage. ▶ Make use of Variable Speed Drive (VSD) in air conditioning and water pump system for greater efficiency.

LBS will continue to monitor energy consumption trends to increase operation and cost efficiency as well as enhance sustainability value. As a result, LBS has pledged to decrease both direct and indirect energy consumption by 5%, as measured over revenue by 2025.

STAKEHOLDERS' ENERGY CONSUMPTION

LBS continues its efforts to inculcate energy-saving awareness in the minds of its home buyers. One such avenue is to work toward implementing more energy-efficient features into its property projects, such as solar panels.

LBS is exploring to collaborate with the Sustainable Energy Development Authority ("SEDA") and other relevant bodies to strive for increased adoption of renewable energy ("RE") among its residential and commercial buyers.

LBS' PARTICIPATION IN EARTH HOUR 2022

The Group participated in the global Earth Hour, organised by the World Wildlife Fund (WWF), a global grassroots movement uniting people to take action on

environmental issues on our planet. Held on 26 March 2022, the Group's business entities, including MGB, commemorated this iconic global action by switching off non-essential lights and electrical equipment for one hour commencing 8.30pm.

Such was the Group's commitment that lighting at common areas was reduced by as much as 50% at M3 Shopping Mall as well as at SCAPES Hotel Genting Highlands.

During the hour, an educational quiz, themed 'Quizzez in the Dark' was organised for the staff. It was a self-enlightening fun tool for staff to ascertain their own level of commitment to the environment – whether they were a climate 'hero' or 'zero'. These initiatives served to raise awareness amongst our staff, shoppers and guests of the critical importance of preserving our environment. It is essentially a demonstration of the power of collective action for our future and that of our planet.

ENVIRONMENTAL PERFORMANCE

WATER CONSUMPTION

LBS firmly subscribes to the belief that water is a shared and finite resource and access to clean water is a fundamental human right.

Unfortunately, recent disruptions to water supply in various parts of Malaysia, particularly in the Klang Valley, are grim reminders of how precious water resources are. Such disruptions cause significant commercial loss and affect the quality of life for thousands, if not millions, of people.

Water consumption at LBS' project sites is mainly used for cleaning purposes as well as for potable consumption. It is also similarly used at the Group's mall, hotel, head offices and sales galleries.

LBS remains committed that its water consumption should not impact water sources or bodies. This includes not polluting water bodies such as drains and rivers by ensuring all effluents are within the permissible levels set by the DOE.

LBS is aware that any discharge exceeding stipulated levels may cause a shutdown of operational sites and lead to censures and fines from enforcement authorities. To manage this, a system was adopted whereby discharge from its operational site is directed to a wastewater sewerage plant for processing before being discharged to nearby drains or rivers.

Maintaining high-quality water is paramount to LBS' hotel and mall operations. LBS ensures this by using a commercial water filter to treat the incoming water for its hotel. Meanwhile, the Gombak District Health Office ("KMAM") constantly monitors the water quality of its mall to ensure it meets safety standards for consumers.

The primary water supply for LBS is obtained from the national water utility company. At the same time, the Genting Highland Water Treatment Plant provides the water source for the hotel's daily operations and consumption. Additionally, the water treatment plant is monitored by the Gombak KMAM unit supplies water for the mall's usage.

Increasingly, efforts are being made to explore recycled water initiatives at project sites for non-potable applications. Water conservation messages are also shared with employees to promote efficient water use.

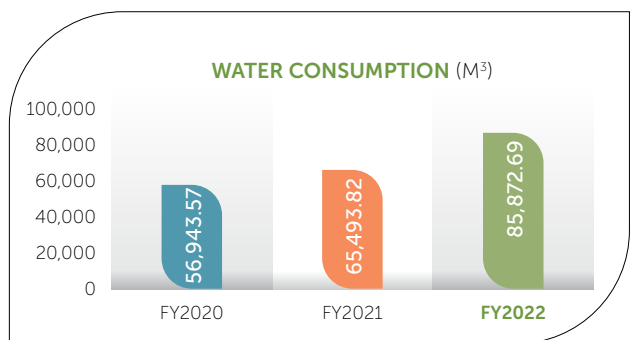
Below are some water savings measures implemented across LBS' office buildings, malls, and hotel:

AREA	ACTION
Alternative water sources	<ul style="list-style-type: none"> • In plan to install rainwater harvesting system for: <ul style="list-style-type: none"> - Cleaning and landscaping - Watering of plants
To avoid leakage	<ul style="list-style-type: none"> • Reduce water pressure by implementing water pressure control • Ensure there are no loose tap heads • Take immediate action to repair leakage, if any • Conduct regular maintenance of valves and pumps
Reducing water consumption	<ul style="list-style-type: none"> • Install low-flush toilets

Wherever feasible, the Group incorporates water-saving fixtures into its development. These include water-saving taps and using gravity to drive water flow, thus reducing the requirements for electricity-consuming water pumps.

Water usage is recorded via water meter readings, and tracked as needed daily, monthly and yearly. Such data will populate a database for tracking water consumption trends and be used to determine future targets.

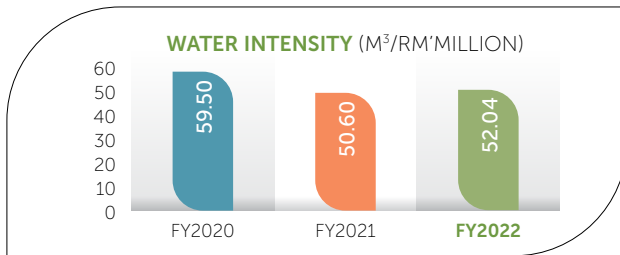
Water conservation measures are shared with employees at LBS' office through a monthly sustainability newsletter to increase knowledge and awareness of water sustainability.



In order to manage the precious resource of water sustainably and practically, LBS has established targets to reduce water intensity by 5% as measured over revenue by 2025, while continuously monitoring its water consumption trends.

ENVIRONMENTAL PERFORMANCE

In FY2022, the water intensity as measured over revenue is amounted to:



MATERIALS CONSUMPTION

Given that the Group's core business is property development, materials naturally constitute a significant portion of LBS' construction costs. To mitigate such costs, LBS endeavours to increase overall resource efficiency.

With that, the Group leverages its construction arm, MGB, to execute construction work that keeps in mind material consumption. As a result, MGB will then report material consumption details in its 2022 sustainability report.

LBS' management of materials is pointed out by its Environmental Policy, which commits to materials and resource optimisation adoption. It also recommends using resources responsibly and conserving them through innovative practices and procedures.

This reinforces the concept that driving optimum resource efficiency begins with design. Here, the focus is to adopt building designs that use fewer building materials or use more green building materials.

At the construction stage, a strong emphasis is placed on using IBS and other methodologies that support efficient resource use and reduce wastage by ensuring higher quality of finished products.

The Group Sustainability and Administration Department closely monitor the resource consumption in the company. By putting into practice the 3R approach (reduce, reuse and recycle) across the length and breadth of the organisation, the Group has managed to avoid unnecessary waste and cost.

Hotel and mall operations are also well aligned with the Group's adoption of the Environmental Policy. Mitigating material use is evident in their day-to-day operations, such as reducing disposable cutlery and encouraging customers to bring their own containers for takeaway. Another meaningful action by Hotel is to bulk purchase shampoo and shower gel for use in guest rooms and using a toiletry dispenser instead of toiletries in single packaging.

WASTE MANAGEMENT

Waste is a by-product of the process of building homes. Converting idle land into a township or a commercial/residential project consumes significant resources and, in the process, produces various types of waste. These include construction waste such as concrete waste and also food and paper waste from the mall and hotel operations.

Such waste produces carbon emissions and, if poorly managed, can pollute water and the environment.

LBS complies with all relevant legal requirements because of its corporate obligation to the environment.

In addition, LBS commits to further assessing the environmental impacts of the operations as well as continuously seeking ways to reduce the environmental impacts.

Looking beyond just the environmental impacts, it can be noted that entire communities can be dramatically affected by poor waste management. This can bring about detrimental health and safety risks. In addition, cleaning-up waste or contaminated environments will incur additional operational costs.

Waste is categorised into hazardous and non-hazardous waste. Whenever possible, waste is recycled or repurposed to prevent it from ending in landfills.

At the office, all staff are encouraged to reuse printed papers and envelopes and fully utilise them before recycle them. This is part of the effort to promote environmentally friendly and sustainable behaviour.

Furthermore, LBS' head office actively discourages printing. The PMO and IT Departments will analyse and audit the printing usage of each department by linking it with employee codes to control the amount of printing. As a result, all employees are constantly encouraged to digitise and automate their operational processes.

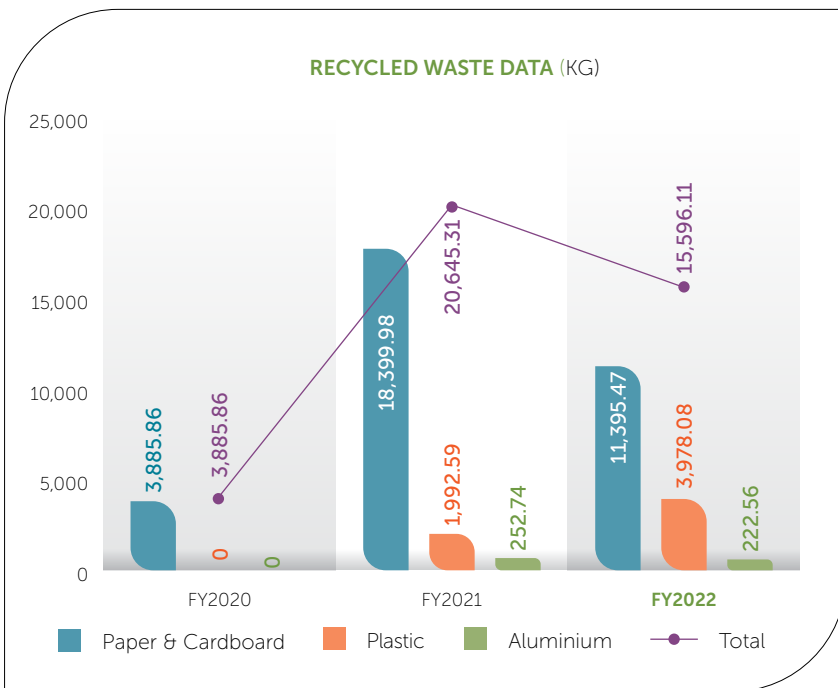
Additionally, the continued use of IBS enables raw material optimisation in a controlled environment. This reduces the overall wastage of materials when compared to in situ development. LBS collaborates with nearby waste collection centres to establish a bi-weekly waste collection schedule for all its operational sites.

ENVIRONMENTAL PERFORMANCE

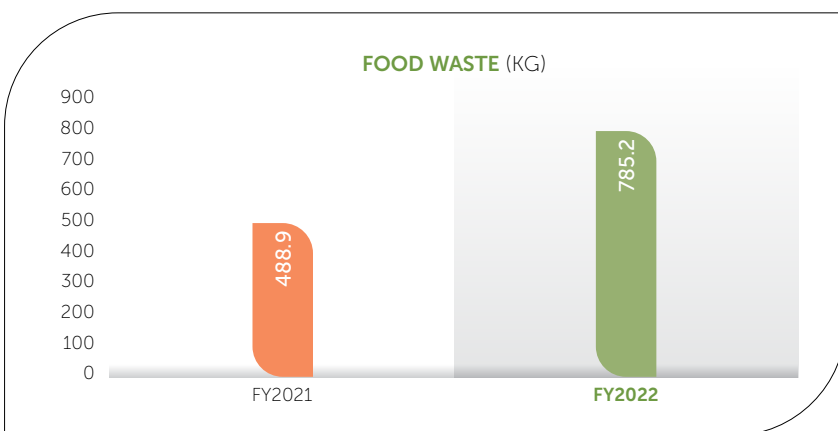
WASTE RECYCLING DATA

LBS recycles waste as much as possible. These include plastics, paper, office waste, cardboard, aluminium, and other recyclable materials.

The following is the Group's total recycled material output with its breakdown:



Note: The data shown is aggregated data of recycled waste from offices, the mall and the hotel.



Note: The data shown is the total amount of food waste from the hotel.

Food waste is the major contributor to the overall waste stream and burden on landfills. In LBS, we collect food waste for operational observation as this is a crucial first step towards developing an effective action plan to reduce food waste.

In FY2022, the total waste diverted from landfill was recorded at 15,596 kg. This recycled waste consisted of plastic, paper & cardboard, and aluminium collected across offices, hotel, and mall operations. Apart from regular recycling efforts, LBS has also organised various recycling initiatives to promote recycling awareness among staff and the public as below:

1. **Monthly Recycle Collection (plastic, paper & cardboard, aluminium)**

Various items are collected and re-sold with the proceeds donated to a charitable organisation.

2. **Separation of wet and dry waste**

Tenants at LBS' mall are encouraged to separate wet and dry waste at a designated area to enable easier handling by the mall cleaners.

3. **Recycling Campaign**

Shoppers are encouraged to collect items for recycling and present them to redeem a shopping bag.

4. **Detergents containing 'Eco-Friendly Ingredients':**

Shoppers are offered refills when they return their empty containers purchased.

5. **At SCAPES Hotel, the following sustainable practices are in place:**

- ▶ Toiletries such as shampoo and body wash are now provided in dispensers instead of single-use plastic containers.

ENVIRONMENTAL PERFORMANCE

- ▶ Coffee is served in paper cups that are either biodegradable or easily recyclable, and food is packaged in biodegradable plastic.
- ▶ To reduce paper usage, room service menus are available for viewing on the TV in guests' rooms rather than being printed.

LBS' approach to waste management is guided by UN SDG 11 (Sustainable Cities and Communities) and UN SDG 12 (Responsible Consumption and Production).

MALL/HOTEL	HEAD OFFICE AND SALES GALLERIES	PROJECT SITES
<ul style="list-style-type: none"> ▶ Resized the food portion and takeaway boxes ▶ Used cooking oil is collected by vendor ▶ Adopt usage of eco-friendly kitchen papers ▶ Reduction in printing ▶ Reduce single-use toiletries ▶ Constant awareness on proper waste management ▶ Implement a 'Recycle Corner' 	<ul style="list-style-type: none"> ▶ Implement printing management system to minimise printing ▶ Capitalise usage of digital platforms and streamline processes to improve cost and operation efficiencies ▶ Bi-weekly recycling initiatives ▶ Implementation of 3R system among staff ▶ Reduce individual office bin 	<ul style="list-style-type: none"> ▶ Awarding projects to contractors that employ IBS prefabrication to reduce waste ▶ Incorporate relevant climate adaptation measures into project planning and design

In August 2022, LBS' head office collaborated with Zero Waste Malaysia, Malaysia's largest environmental community group, to conduct a Zero Waste Awareness Talk for all employees. This talk was in conjunction with a series of awareness activities in which more than 85% of LBS employees, including the staff from hotel and mall business divisions as well as MGB employees, participated. Following this, employees will commence putting waste sorting into practice in the office.

As part of its dedication to waste sustainability, LBS has launched a "zero waste challenge" initiative through its Group Sustainability programme. This series of activities involve all employees and aims to promote awareness and inspire individuals to adopt more sustainable habits by completing zero-waste tasks and encouraging others to do the same. The goal is to encourage taking proactive steps toward an eco-friendlier lifestyle.






LBS remains committed to waste reduction and will conduct annual assessments of its waste reduction efforts. By 2025, the company aims to reduce waste generation by 10% using the comparison to the FY2022 baseline. These efforts aim to reduce pollution, waste, and carbon footprint for a more sustainable future.



ENVIRONMENTAL PERFORMANCE

ENVIRONMENTAL PERFORMANCE MONITORING

A summary of environmental related issues and mitigation measures are identified through EIA for the Mixed Development Project in all of our projects.

NO	ENVIRONMENTAL RELATED ISSUES	KEY MITIGATION MEASURES
1	 <p>Soil Erosion</p>	<ul style="list-style-type: none"> • Provide protection or restorative covers such as vegetation and plastic sheets on exposed areas; • All earthworks exceeding 1.5m in height or depth will not be cut or cleared until the site is ready to be worked on; • Greeneries will not be cut or cleared until the site is ready to be worked, whereby the cleared ground will be refitted with turf (3 months – dry season/1 month – wet season) after commencement of earthworks.
2	 <p>Water Quality</p>	<p>Mitigation measures for this environmental issue are to ensure the Group undertakes the necessary provisions in ensuring proper flow and quality of water discharge, which includes among others:</p> <ul style="list-style-type: none"> • Diesel storage tanks are to be sited within a concrete bunded area; • Separate stores to be provided for chemicals (oils, paints etc.) and scheduled wastes equipped with secondary containment; • Establishment of an Emergency Response Plan (ERP); • Design of primary and secondary outlets; • Proper maintenance of the retention pond and sewerage treatment plant.
3	 <p>Air Pollution</p>	<p>Actions undertaken for this environmental issue are aimed at reducing the circulation of air pollutant such as dust, as exemplified below:</p> <ul style="list-style-type: none"> • Watering of unpaved roads within the project site with an increased frequency during hot and dry periods; • Dusty stockpile materials to be kept and maintained in damp conditions; • Provision of wash through and wheel washing at the main entrance of the project site and mid-section; • Truck loads carrying dry materials (cement, sand, aggregate, soil etc) to and from the construction site are to be covered with tarpaulin.
4	 <p>Waste Management</p>	<p>In order to ensure the proper management and disposal of waste generated from our project sites, we undertake the following key actions:</p> <ul style="list-style-type: none"> • Good housekeeping practices to be upheld by the Contractor at all times; • General construction waste to be recycled on site as much as possible; • Unsalvageable demolition waste to be stockpiled at a designated site and sold to salvage yard operators or other parties that are equipped to recycle the materials; • Scheduled waste to be stored in a suitable container under a cover with provisions that prevent leakage or spillage into the environment; • Storage area for scheduled waste will be secured and provided with secondary containment for control of spillage.
5	 <p>Noise Generation</p>	<p>Ensure the reduction of harmful noise generated due to work performed and activities on the project sites, which includes among others:</p> <ul style="list-style-type: none"> • Construction activities to be confined to day time (7am – 7pm); • Use of acoustic cover or screen for noisy machinery is to reduce noise at source; • Metal hoarding will be erected around the project site.

ENVIRONMENTAL
PERFORMANCE

As part of its commitment to complying with DOE standards, LBS monitors air emissions, discharge of effluents or silt into water bodies, and noise levels. The company strives for zero instances of non-compliance with air, water, and noise regulations annually across all project sites.

In FY2022, LBS received zero fines and/or penalties for any incidents pertaining to environmental non-compliance. The Group reports that for FY2022, operational sites have remained within the permissible levels for air, water, noise, and land/soil degradation except for isolated incidents.

BIODIVERSITY

Although LBS' project sites are situated in urban areas with little to no biodiversity, the Group is cognisant of its role in reviving or increasing biodiversity at its sites. LBS ensures that all of its project sites adhere to the regulatory requirement of reserving at least 10% of space for green landscapes. Nonetheless, the company has committed to surpassing this minimum requirement and increasing the green space allocation in all new project launches for FY2023 onwards.

With environmental concerns at its heart, LBS is looking to introduce local flora species at all sites. This includes IUCN Red List species, where suitable. However at present, none of the Group's project sites has been deemed sites with high biodiversity/high conservation value, nor does it operate adjacent to such sites.

Biodiversity is essential to LBS as green landscapes contribute to cleaner air and a better living environment. In the bigger picture, biodiversity is critical for food security, traditional livelihoods, and traditional medicine.

Focusing on biodiversity serves to conserve and enhance local environments. It also brings additional benefits such as reduced ambient temperatures, decreasing risks of landslides and flash floods, as well as other threats.

Biodiversity also can be tapped upon to promote environmental consciousness in the community. This, in turn, promotes greater understanding among local communities of the importance of sustainability.

LBS' approach to preserving ecosystems and biodiversity is encapsulated in its Environmental Policy. An Environmental Officer ("EO") is responsible for overseeing all environmental aspects of any given project, with typical tasks including the engagement of project site personnel and the inspection of project site activities to ensure compliance with environmental laws and regulations.

LBS is committed to complying with all applicable environmental legislation, sustainability commitments and/or standards in all jurisdictions where it operates, as well as making every effort for biodiversity preservation to reduce environmental impacts.

LBS will undertake biodiversity assessments on potential new projects before commencing work as is required by the authorities. However, the mandatory EIA required for development approval stipulates that the developer include information on existing flora and fauna within the project site. Hence, LBS provides information on flora and fauna in the area in its EIA reports.

EIA reports for all the existing, and new projects are conducted by an independent third party – external Environmental Consultants.

Thus far, there has been no citing of any risks of biodiversity loss at any development projects.

Moving forward, LBS will explore working with organisations and related stakeholders to continue promoting biodiversity at its sites. In this aspect, LBS has allocated a budget to manage biodiversity and also to undertake environmental conservation activities.



ENVIRONMENTAL PERFORMANCE

TREE PLANTING TO PRESERVE AND RESTORE BIODIVERSITY

LBS has followed up on its environmental commitment by planting a wide range of local flora and fauna at its projects.

In FY2022, with a budget of about RM1 million, LBS successfully planted 2,199 trees of varied species at its project sites. These trees planted are mainly for the mandatory 10% requirement of reserved green space at development project sites as indicated below:

DEVELOPMENT PROJECTS	NUMBER OF TREES PLANTED
KITA Harmoni, Dengkil, Selangor	1,290
LBS SkyLake Residence, Puchong, Selangor	402
Taman Kinding Flora (Phase 2, 3, 6, 7 & 8), Ipoh, Perak	268
KITA Impian, Dengkil, Selangor	146
Bandar Putera Indah (Phase 11 & 14), Batu Pahat, Johor	51
Vines 3, Brinchang, Cameron Highlands	42



Overall, a total of 393 IUCN red list of threatened species have been identified at LBS' project sites.

LBS has pledged to assist the government in its 100 Million Tree-Planting Campaign that will take place between 2020 and 2025. The Group also currently contemplating introducing its Green Mission programme by 2023. The primary objective of this programme will be to support decarbonisation efforts, such as planting trees and investigating the feasibility of using solar energy. This will also include community events, employee education and involvement, as well as outreach to business partners, beyond just transforming LBS' office into a visibly greener space.

As of FY2022,
**LBS HAS
PLANTED
2,369
TREES**

As of FY2022, 170 trees have been planted under the LBS Foundation ("LBSF") environment pillar for CSR activities.

To ensure the success of this initiative, a committee has been formed with representatives from various departments and is supported by the Group Sustainability. Their primary role is to assist the LBS Board in fulfilling its oversight responsibilities with respect to LBS' sustainability policies, strategies, and initiatives, including those related to biodiversity.

SOCIAL PERFORMANCE

Social impacts are as equally significant to the Group as environmental impacts. The Group’s material social topics are those linked to its key stakeholders, essentially its employees, local communities, and third-party workers who work on LBS’ project sites.

It needs to be mentioned that LBS does not directly hire third-party workers. Instead, such workers are hired by contractors/sub-contractors who are, in turn, hired by LBS. The Groups’ workforce comprises almost exclusively full-time employees.

As LBS progresses on its sustainability journey, it will continue to identify areas on where it can deliver lasting positive impacts to stakeholders. This includes supporting local employment and benefiting local communities through socioeconomic development.

OUR WORKFORCE

LBS firmly believes that human capital is its biggest asset and that high-calibre, professional talent is essential in driving higher productivity, leading to operational excellence.

The Group’s ability to sustain financial and non-financial values is dependent on the recruitment, retention, and development of its workforce.

Given the advancements in technology across crucial business processes such as marketing, design and construction, procurement, risk management, and more, there is a growing need to ensure a sufficient talent pool that is technologically savvy and adept at leveraging technology to drive efficiencies and competitive advantage.

Cognisant of this need, the Board and Senior Management of LBS continue to prioritise talent management and development, maintaining direct oversight of this material topic. Matters specific to human resources at the strategic level come under the supervision of its Executive Director, Dato’ Lim Mooi Pang.

At the operational level, the HR Department is responsible for championing talent management and ensuring that LBS’ talent pool is well adept to the Group’s value creation aspirations, including sustainable business growth.

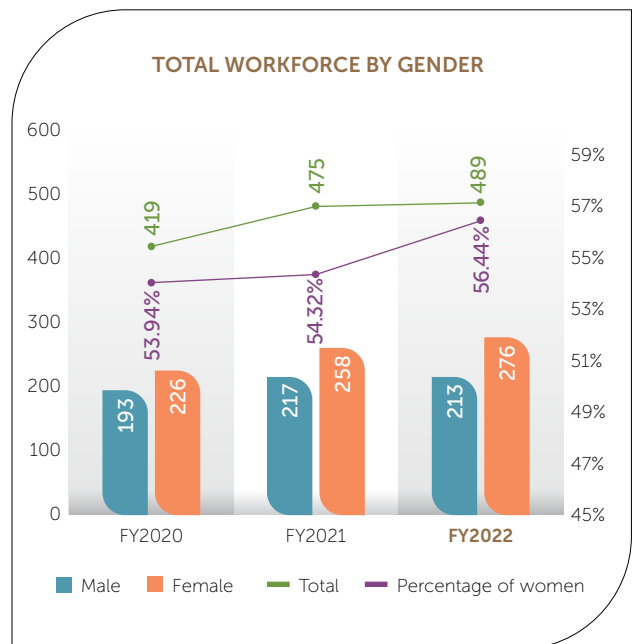
CHAMPIONING WORKFORCE DIVERSITY

LBS remains committed to diversity and inclusion in the workplace. The Group provides equal opportunity for all employees, regardless of age, gender, race, religion, sexual orientation, disability, or nationality. This allows each individual to achieve their potential, free from prejudice and discrimination.

LBS continues to advocate and pursue a diverse workforce comprising talents from differing demographic backgrounds. The Group is of the view that diversity in professional backgrounds and experiences promote the richness of ideas and perspectives, enabling more effective decision-making and problem-solving while stimulating innovative thinking and encouraging creative ideas to give the business a competitive edge.

LBS continuously fosters an inclusive and diverse culture in order to provide a conducive work environment for our employees. The scope of adoption of diversity and inclusion by the Group covers talent recruitment, compensation and benefits, learning and development, as well as employee engagement.

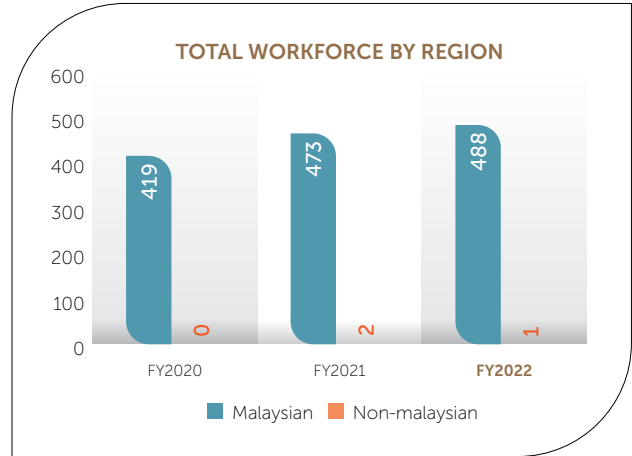
Consistent with this view, LBS aims to build a dynamic high-performance work environment that supports the resilience and well-being of our employees. Such an aspiration aligns with UN SDG 8 (Decent Work and Economic Growth) and UN SDG 5 (Gender Equality).



SOCIAL PERFORMANCE

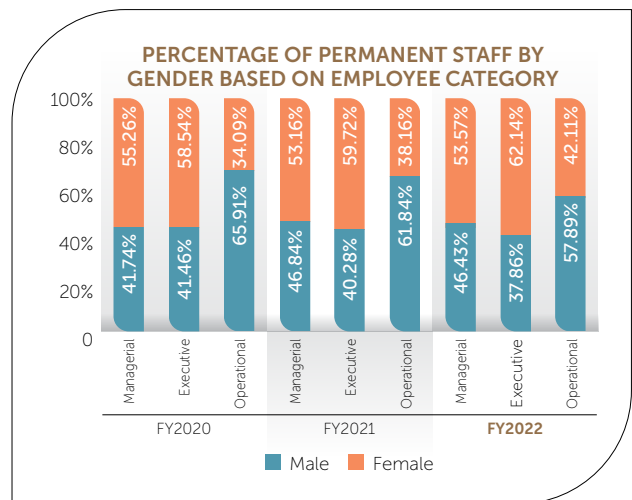
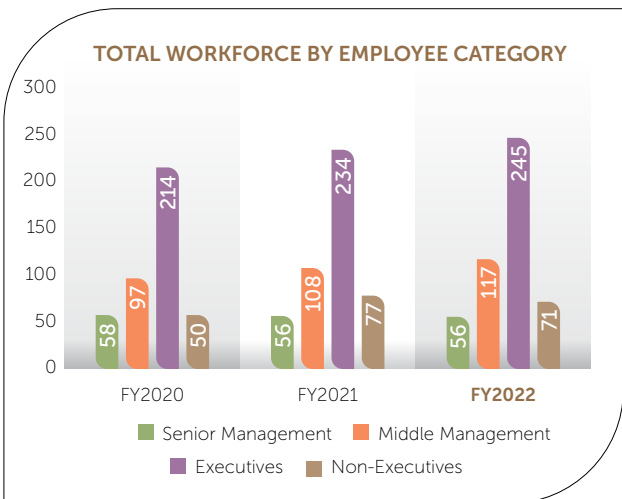
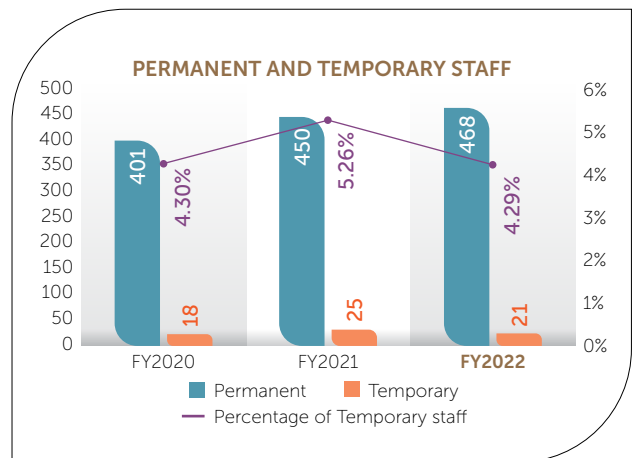
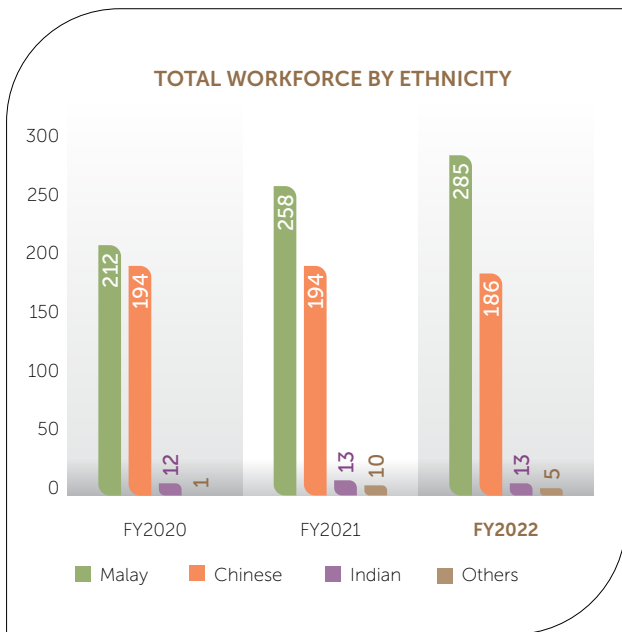
SALARY AND REMUNERATION	FY2020	FY2021	FY2022
Ratio of basic salary & remuneration of women to men	1 : 1.85	1 : 1.72	1 : 1.86

Women comprised 56% of the workforce in FY2022, nearly equal to the number of men. The number of women employed in managerial and executive positions has also increased, indicating that the Group is making significant strides in promoting gender diversity and inclusion in the workplace.



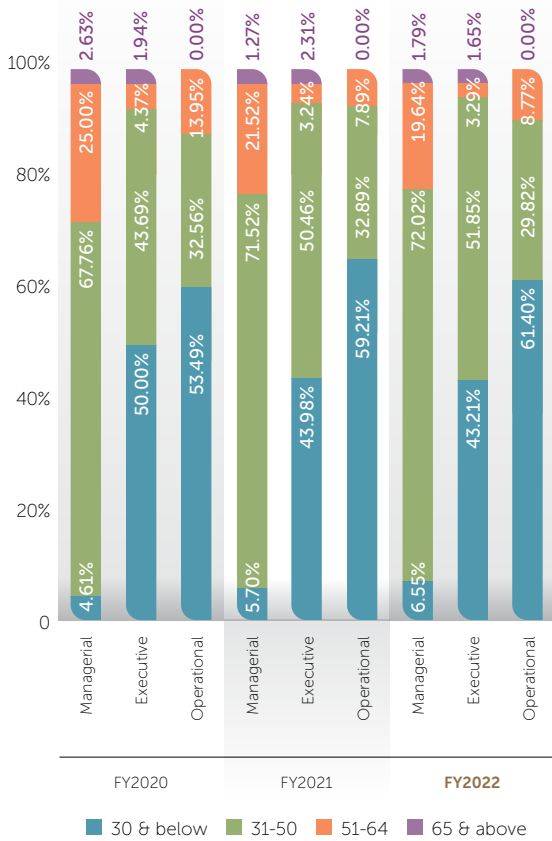
LBS' workforce mainly consists of permanent employees, while the length of employment and benefits for the Group's contracted staff varies. The Group provides benefits to all of its permanent employees, with 96% already receiving these benefits.

In FY2022, LBS has 0% of staff with disabilities.

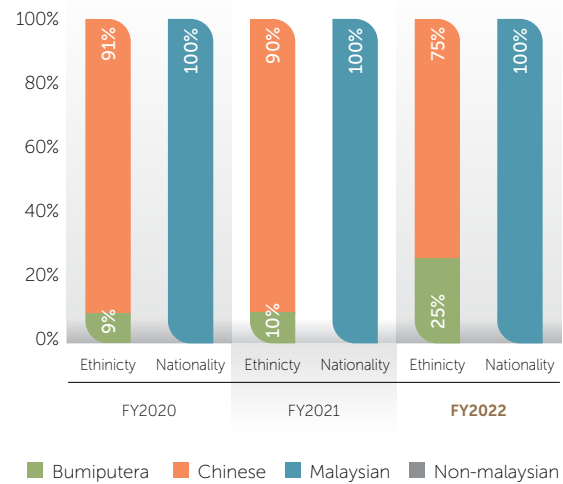


SOCIAL PERFORMANCE

PERCENTAGE OF PERMANENT STAFF BY AGE GROUP BASED ON EMPLOYEE CATEGORY



PERCENTAGE OF BOARD OF DIRECTOR BREAKDOWN BY ETHNICITY AND NATIONALITY



Note: The percentage of Board of Directors composition based on ethnicity for FY2022 as at 18 April 2023.

TALENT RECRUITMENT PROCESS

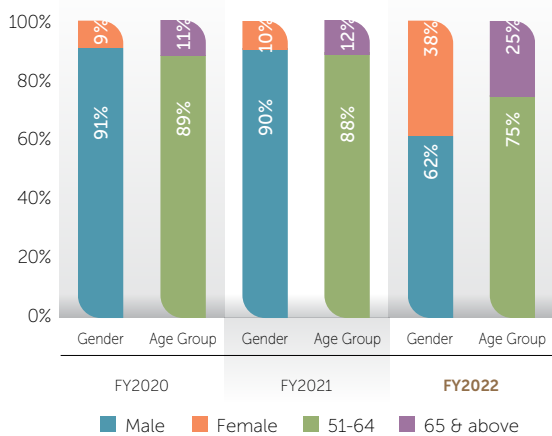
To attract top talents and retain the existing workforce, the Group offers all employees comprehensive workforce benefits and competitive remuneration. We also encourage employees to achieve their fullest potential by introducing performance-based rewards. Fair and equal-learning opportunities are provided to employees at all job levels to help them advance in their career paths and realise their personal goals.

LBS is committed to recruiting and expanding the existing pool based purely on merit, i.e., their qualification, experience, professional contribution, and results achieved. The only exception is a Group-wide preference to hire local talents.

LBS was voted one of Malaysia's 'Most Preferred Graduate Employers to Work in 2023' by the Graduates' Choice Award ("GCA"), widely regarded as APAC's most authoritative graduate employer branding award.

This award is determined by over 23,000 Malaysian undergraduates from more than a hundred private and public universities nationwide. It represents the most significant consensus of young Malaysian voices, accurately capturing their future employment preferences and attributes from a variety of aspects, including the most preferred employer.

PERCENTAGE OF BOARD OF DIRECTOR BREAKDOWN BY GENDER AND AGE GROUP



Note: The percentage of Board of Directors composition based on gender and age group for FY2022 as at 18 April 2023.

SOCIAL PERFORMANCE

EMPLOYEE RETENTION

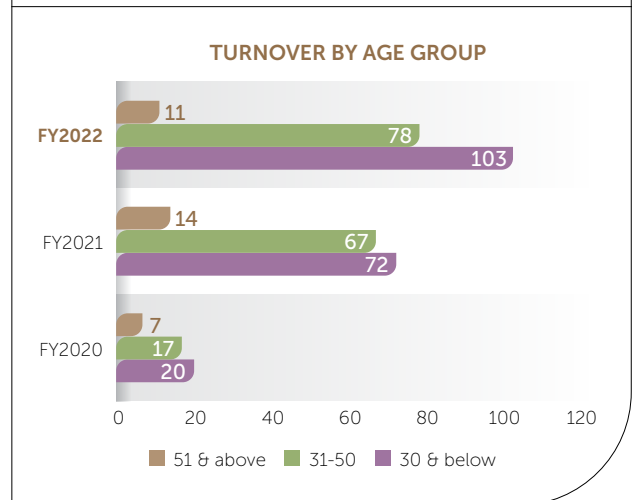
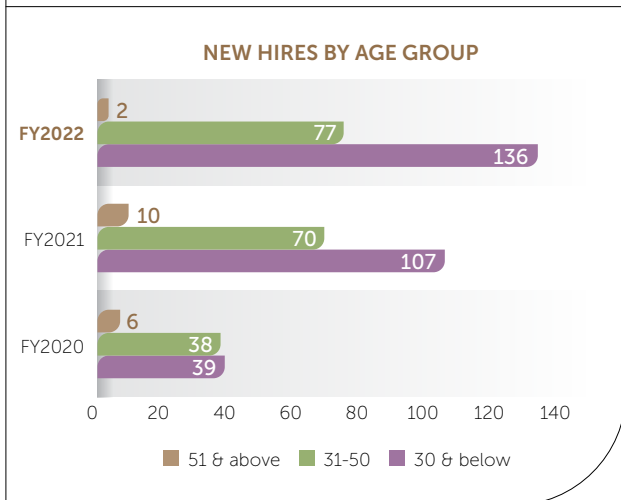
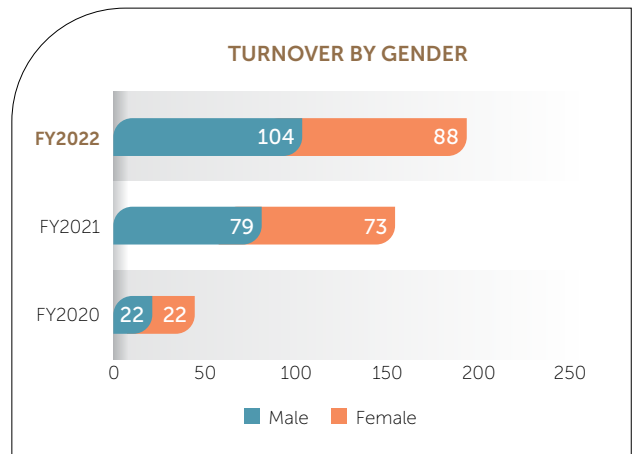
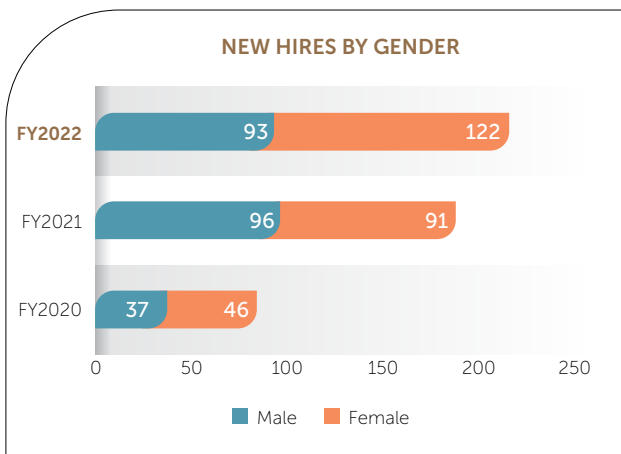
LBS offers a competitive remuneration package for its talents, providing attractive compensation packages in line with marketplace practices and industry benchmarks.

The Group also applies an equal pay for equal work principle. Gender, ethnicity, religious beliefs, and other socio-demographic factors are not considered in the determination of remuneration. All employees are paid salaries and benefits commensurate with their professional qualifications, job experience and skills, level of responsibility, the importance of their respective positions, and tenure with the Group.

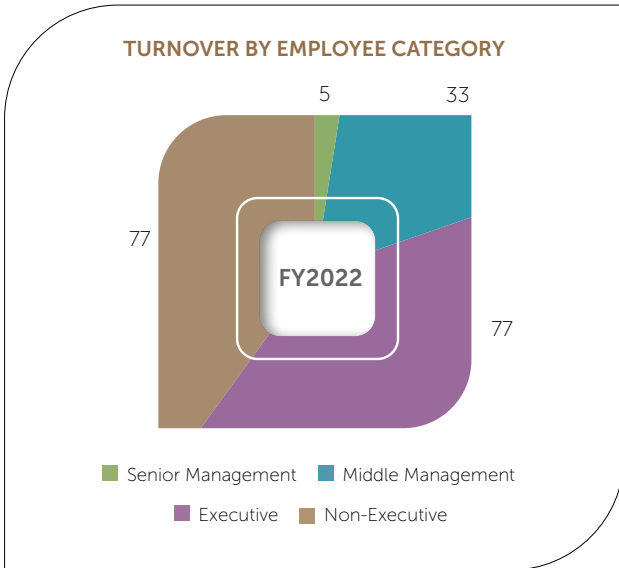
Offering fair and equal opportunities in learning and development is another continuous effort to improve equality in the company.

Another key to inclusion is understanding the needs of employees. To achieve this, the Group has conducted numerous surveys to better understand employee engagement, training and development, and preferred working hours and from there suggest the most appropriate arrangements to the management. As per the recent survey outcome, the Group has introduced flexible working hours to accommodate the preferences and needs of its staff.

The annual performance appraisal serves to highlight employees' key concerns or constructive comments. Similarly, the Group also reaps benefits through such engagements with first-hand feedback, enabling relevant personnel to initiate key actions promptly and effectively.



SOCIAL PERFORMANCE



EMPLOYEE ENGAGEMENT

Employee engagement is vital when a company's objectives and employees' motivations are aligned with each other.

The management team at LBS introduced the need for change to the employees. One of the key statements introduced is "Be a hero for yourself, be a hero for your team, and be a hero for the company". This was in line

with the launch of the Heroes for Change campaign, which aimed to motivate employees to overcome the status quo and challenges during the change process.

The campaign encourages employees to act swiftly and remain agile, innovative, and competitive while identifying improvement opportunities. Activities organised in the campaign helped to break down interdepartment and generational walls and to remove the silo mentality. Additionally, employees were encouraged to raise issues faced and propose solutions for consideration, reflecting also a bottom-up approach at LBS.

Additionally, LBS provides opportunities for employees to develop their knowledge of digitalisation and automation, enabling them to adopt these practices in their daily work processes.

Teamwork plays a significant role at LBS. It encompasses collaboration, communication, and respect within the team/department with members of mixed backgrounds, gender, race, and religion. It is a known fact that when team players support each other, effectiveness and efficiency are significantly increased. LBS also leverages on the older generation within its workforce, acknowledging that such leaders are rich with experience, expertise and ideas. Hence, new and junior employees are accorded opportunities to engage with such leaders and learn from them.



SOCIAL PERFORMANCE

EMPLOYEE ENGAGEMENT PROGRAMMES

Cultivating a healthy workplace is essential to ensuring that employees feel happy and motivated to work in their environment. Creating a culture of trust, respect, and collaboration is key to developing a positive workplace atmosphere. In LBS, we focus on the four pillars:

HEALTH & WELLNESS



LBS prioritises the health and wellness of its employees, as healthy employees are happier and more productive. As such, the Group organises a Fitness and Wellness Day every Tuesday that encourages its employees to participate in many different sports and fitness programme.

These activities include:

- Badminton
- Zumba/Body Workout
- Muay Thai
- Basketball
- Futsal
- Marathon

LEISURE



To keep employees engaged and motivated, LBS have implemented various activities and programme that focus on enhancing the employees' mental well-being.

These activities included:

- Surprise Games
- 2021 Engagement Activities Awards Virtual Ceremony
- Workstation Decoration Contest

APPRECIATION



LBS recognising and appreciating employee hard work is an essential aspect. It fosters a positive work environment where employees feel valued and motivated to contribute to the company's success.

These activities included:

- Thanksgiving Day
- Happy Hour for our employees

AWARENESS TALK



Employees are the most valuable assets for LBS. It is crucial for us to invest in the well-being of their employees. In 2022, we have organised awareness talks on various topics that can benefit employees.

These awareness talks included:

- Fire Safety
- Financial Management Pocket






SOCIAL
PERFORMANCE**EMPLOYEE REMUNERATION AND BENEFITS**

In order to attract top talent and retain its current workforce, LBS offers comprehensive workforce benefits and competitive compensation to all employees. The company also provides performance-based rewards, such as monetary bonuses, to incentivise employees to meet and exceed their KPIs and targets.

Compensation packages are based on industry standards and are commensurate with an employee's job performance, seniority, and tenure with the company.

LBS fully complies with applicable wage, work hours, overtime, and benefits laws stipulated in the company's Human Rights Policy and the Employment Act.

Full-time employees are entitled to the following benefits:

 <p>Leave</p>	<ul style="list-style-type: none"> • Annual • Emergency • Medical & hospitalisation • Prolonged illness • Examination • Compassionate • Marriage • Paternity • Maternity • Replacement • Retirement
 <p>Medical</p>	<ul style="list-style-type: none"> • Dental benefit • Free medical treatment • Hospitalisation & healthcare insurance • Group personal accident & Group term life Insurance
 <p>Allowances</p>	<ul style="list-style-type: none"> • Mobile phone allowances • Car, travelling, outstation allowances
 <p>Reimbursement & Entitlements</p>	<ul style="list-style-type: none"> • Mileage, toll, parking reimbursements • Overtime, trip & weekend entitlements per diem • Accommodation, transportation & laundry entitlements
 <p>Other benefit</p>	<ul style="list-style-type: none"> • Employee referral incentives • Petrol fleet card & toll claims • Wedding gifts • Funeral & bereavement assistance • Professional bodies annual membership fees

SOCIAL
PERFORMANCE

EMPLOYEE BENEFITS	FY2020 (RM)	FY2021 (RM)	FY2022' (RM)
Total payments made to employees in terms of salaries, bonuses and benefits	36,058,045	34,153,372	45,948,536
Total statutory payments made for employees' retirement benefits ("EPF")	4,516,099	3,994,142	5,687,183
Total payments in medical insurance ("SOCISO") for employees	259,772	287,004	335,874

Note: The data presented above is based solely on LBS, excluding its subsidiaries MGB Bhd and Dragon Hill Corporation Limited.

* The comparatively higher payout for FY2022 is due to the inclusion of bonuses paid out during the financial year. Previous years' figures excluded bonus payments made to employees.

PARENTAL LEAVE	FY2020	FY2021	FY2022
Employees entitled for maternity and paternity leave	339	346	386
Employees who took paternity leave	5	9	10
Employees who took maternity leave	12	15	8

RETURN TO WORK POST-PARENTAL LEAVE	FY2020		FY2021		FY2022	
	Male	Female	Male	Female	Male	Female
Return to work rates (return to work after parental leave period)	100%	100%	100%	93.33%	100%	100%
Retention rates (remain with the organisation for 12 months or more post-parental leave)	100%	83.33%	88.89%	73.33%	69.05%	83.33%

EMPLOYEE APPRAISALS

Performance appraisals are conducted annually for all employees ranging from non-executive to senior management level (SGM grade).

The appraisal platform provides an effective channel to enable multi-party assessment of an employee's performance. It also allows the employee's superior to provide open and honest feedback while enabling the employee also to voice their views.

The appraisal process aims to fairly assess the employees' performance against set KPIs and targets in their performance plan. It also serves the purpose of identifying training and development requirements.

The result of the appraisal is to be mutually agreed upon by both the employee and their superior, which is then provided to the HR Department to develop a customised training plan.

If the employee disagrees with the appraisal findings, they are entitled to voice their grievances to the HR Department, which is then responsible for looking into and resolving the matter.

LBS provides three types of performance appraisals:

1. Year-end individual performance appraisal for all employees who join the organisation before 1 October of the year and are confirmed by 31 December of the financial year.
2. Confirmation performance appraisal for new employees who are in their probation period.
3. Contract renewal performance appraisal for employees whose employment is to be renewed on an annual basis (contract employees).

In FY2022, all employees were appraised.

SOCIAL
PERFORMANCE**EMPLOYEE TRAINING AND DEVELOPMENT**

LBS provides fair and equal training opportunities to employees at all levels of the organisation. The objective is to facilitate ongoing professional development and to promote high performance and productivity from employees, which, in turn, drives financial and non-financial value creation for the Group.

The Group aims to attract top talents, develop employee capabilities to ensure they retain a competitive edge in the market and keep employees engaged, thus creating a healthy safe working environment.

LBS is committed to providing its employees with ample learning opportunities to facilitate their career development and help them realise their goals. To this end, the company has set a target of 10 average training hours per employee to provide comprehensive learning and development training programme that will enable them to achieve their potential.

In FY2022, a total of 127 training events and programmes were conducted across the Group.

In LBS, we offered four training categories to our staff:

**TECHNICAL
TRAINING**

Training focuses on specific skills and knowledge, typically addresses the technical aspects of employees' jobs, such as programming languages, software applications, or machinery operation. Technical trainings can be highly specialised and may require prior knowledge or experience in the subject matter.

**SOFT SKILLS
TRAINING**

Training focuses on developing a range of interpersonal and personal skills that helps individuals to work effectively with others, time and work management and navigating difficult situations, includes communication, teamwork, problem-solving, time management, leadership, and emotional intelligence.

**COMPLIANCE
TRAINING**

Training focuses on ensuring that employees understand and comply with laws, regulations, policies, and standards relevant to their job, industry, or organisation.

**SAFETY
TRAINING**

Training focuses on promoting and ensuring a safe work environment by educating employees on potential hazards, emergency procedures, and safety protocols specific to their workplace.



SOCIAL PERFORMANCE

The HR Department develops an annual in-house Training Plan based on employees' responses to the Training Needs Questionnaire Form and the appraisal process. The employee can also submit training requests on an ad-hoc basis based on their views of what specific training programmes would be relevant to their professional development. This is conducted via the Training Requisition Form, which enables employees to indicate their interests in any external training or development programmes. Such requests are subjected to review and approval from their respective Heads of Department as well as the Executive Director. Additionally, the Senior Management team may nominate employees they believe would benefit from specific training programmes.

The training offered is extensive and inclusive, encompassing technical proficiency, interpersonal skills, managerial abilities, ESG awareness, and OSH training. The HR Department will also collaborate with other relevant departments to ensure adequate funding and logistical arrangements are made for employee training. This entails liaising with external trainers.

To ensure the effectiveness of LBS' training programmes, employee surveys are conducted via an online Training Evaluation Form after each training session. The Group also collects informal feedback from peers and managers.

LBS adopts a culture of appreciation to recognise and reward high-performing employees. This paves the way for them to be developed further to attain their fullest potential and promotes talent retention within the company.

LBS has also resumed its 'LBS Star Talent' program, a fast-track career programme for high-performing employees and employees who have been earmarked for future leadership positions within the Group. This programme is aligned with the Management's approach to ensuring a sufficient talent pool to support effective succession planning.

As part of our Human Resources department's efforts to ensure that our organisation has a zero tolerance for harassment in the workplace, HR will conduct a sexual harassment training in 2023 Quarter 1 to equip our employees with the knowledge on handling workplace harassment.



SOCIAL
PERFORMANCE

GENERAL TRAINING DATA	FY2020	FY2021	FY2022
Total training hours	1,140	1,511	5,887
Total training spent	RM16,315	RM21,251	RM128,641
Average training hours per employee	2.8 hours	3.4 hours	12.6 hours

AVERAGE TRAINING HOURS PER EMPLOYEE	FY2020 (HOURS)	FY2021 (HOURS)	FY2022 (HOURS)
Male	2.6	2.9	12.6
Female	3.5	3.7	12.6
Senior management	8.3	9.0	34.1
Middle management	2.1	4.6	18.3
Executive	2.2	2.3	6.5
Non-Executive	0.3	0.7	6.2

TOTAL EMPLOYEES ATTENDED TRAINING	FY2020	FY2021	FY2022
Total male employees attended training	59	166	207
Total female employees attended training	90	211	300
Total employees attended training	149	377	507

TOTAL TRAINING HOURS PER DIVISION/BUSINESS UNIT	FY2020	FY2021	FY2022
Corporate office	1,018	1,344	4,918
Hotel	15	113	773
Mall	108	54	192
Energy	-	-	4
Total	1,140	1,511	5,887

TOTAL TRAINING SPEND PER DIVISION/BUSINESS UNIT	FY2020 (RM)	FY2021 (RM)	FY2022 (RM)
Corporate office	14,315	20,519	111,154
Hotel	100	260	13,914
Mall	1,900	472	3,573
Total	16,315	21,251	128,641

Note: All training data is based on total employee count, which includes employees who had resigned in FY2022.

SOCIAL PERFORMANCE

FY2022 Training Events and Programmes Highlights:

NO	MONTH (FY2022)	TRAINING EVENTS/PROGRAMMES	
		LBS HQ	SCAPES HOTEL
1	January	Briefing on Housing Integrated Management System (HIMS)	Time Attendance System & Malaysian Standard Greetings
2	February	National Webinar: Enhancing the Implementation of the Green Public Procurement in Malaysia	–
3	March	Your Right, Your Role: Speak Up Against Corruption - Empowering People to Build Good Governance	Food Handling Training & Fundamental Guestroom Procedures
4		Essentials Tax Considerations for FY 2021 & 2022	
5		Webinar on Forced Labour - Industry Responsibility on Preventing and Addressing Forced Labour Issues	
6	April	Mental Health First Aid	Housekeeping Training
7	May	Occupational Safety & Health (OSH) in the Office	
8	June	Writing Clear & Effective Emails	
9	July	Microsoft Excel 365 Analysis & Reporting	Certified Guest Service Professional
10		MEF Webinar-Managing Long COVID: Protecting Your Business	
11	August	Sustainability Management and Reporting	
12		HR Digital Transformation Journey Webinar	
13		Combat V.U.C.A Leadership 2.0	
14	September	Structured Problem Solving and Decision Making	
15		5-Star Customer Service Excellence	
16	October	Coaching and Counselling	
17	November	Game-Changing Breakthroughs through Adversity Quotient & Emotional Intelligence	
18		Cybersecurity Approach & Risk Mitigation	
19	December	Gift, Entertainment & Hospitality Policy and Donations & Sponsorships Policy	

POST TRAINING FEEDBACK AND EVALUATION

After employees attend training, its effectiveness is evaluated through an online Training Evaluation Form provided by the HR Department to participants. This comprehensive form assesses various aspects, such as the employees' contentment with the training, accomplishment of learning objectives and outcomes, and their ability to apply the newly acquired knowledge to their respective roles.

SOCIAL
PERFORMANCE**EMPLOYEE INDUCTION AND EXIT INTERVIEWS**

All new employees will be invited to a monthly induction programme where they will be provided with relevant information regarding their new employment. The induction programme welcomes new hires to the business and assists them in their transition in to the company and their new role, ensuring that they are well supported while they adjust.

Induction programmes are also essential in creating awareness and understanding of LBS' stringent standards for good corporate governance, anti-corruption, business ethics, and corporate integrity. It is an opportunity for LBS to inculcate the desired behaviours in new employees to ensure continued compliance and the strengthening of the desired organisational culture.

To complement this, LBS launched a Buddy System in 2022, whereby a new hire will have a 'buddy' or a senior employee, who will be their guide in acclimatising to the environment.

Employees who are resigning will be provided with an exit interview link where they need to complete a questionnaire/survey. Such information may be considered further to improve the company's operational process or culture.

MINIMUM NOTICE PERIODS FOR CHANGES

LBS offers employees adequate advance notice in the event of significant changes to their job roles or work environment. The length of the notice period varies depending on the nature of the change, and employees have the right to request further clarification or information regarding any such changes.

Employees are also entitled to express any grievances or dissatisfaction resulting from the changes to their immediate supervisor or the HR Department. The HR Department serves as an impartial third party to resolve these issues and ensures a mutually satisfactory outcome for both the employee and LBS.

FREEDOM OF ASSOCIATION

LBS recognises and upholds the right of its employees to join, support, or participate in legal associations, cultural societies, professional bodies, or political entities, as

provided by national laws. The company does not impede or discourage employees from such participation as long as it is not in contravention of the law.

Moreover, employees have the option to raise their concerns or issues with management collectively. LBS respects and acknowledges such collective negotiations and fosters open and two-way dialogues with employees who are encouraged to seek the assistance of the HR Department on any matters that may arise.

INTERNSHIP AND ON THE JOB TRAINING OPPORTUNITY

The Group continues to provide internship opportunities to undergraduate students and candidates aged 18 years and above who meet the programme's eligibility criteria. As per UN SDG 10 (Reduced Inequalities), candidates with disabilities or from disadvantaged backgrounds are given preference.

These internships provide exposure to various aspects of the Group's operations, offering a well-rounded work experience that both enhances professional expertise and contributes to the development of local talent.

In FY2022, 19 interns were accepted, and 4 were absorbed into full-time employment at LBS.

MINIMUM WAGE

LBS ensures that all its employees receive basic salaries that meet or exceed the national minimum wage as prescribed under the National Wages Consultative Council Act 2011 [Act 732], Minimum Wages Order 2020.

OCCUPATIONAL SAFETY AND HEALTH

LBS is responsible for ensuring a safe and secure work environment for all stakeholders, including employees, suppliers, contractors, visitors, and others involved in our business operations.

The topic of occupational safety and health ("OSH") is more material to project sites, as opposed to an office environments, where there is a naturally higher risk for OSH incidents. As a result, the Group has established a goal of achieving zero fatalities.

SOCIAL PERFORMANCE

In light of this, LBS adheres to the requirements outlined in the Occupation Safety and Health Act 1994 ("OSHA") and all other applicable statutory requirements and regulations. The Group also maintains scrutiny over such risks to protect its employees and stakeholders better.

LBS works as a responsible employer to provide employees with a safe and conducive workplace by instituting safety SOPs and providing adequate medical equipment and safety awareness education.

A wide range of motivating factors drives the emphasis on OSH. Among these include business, or commercial reasons, are that OSH accidents can cause severe disruption to ongoing works, cause delays in progress or inflict damages that lead to additional costs incurred.

We are also conscious that incidents can also lead to site shutdowns by regulatory authorities, which will consequently impact the schedule of work and revenue generation. Any OSH incident may disrupt business activity's continuity, leading to financial loss and negatively affecting brand credibility and reputation.

However, the single most compelling motivation to ensure excellent OSH is to keep people safe. Any incident that causes injuries or fatalities is a serious tragedy and has serious impacts on families and societies. Human life is a precious and irreplaceable loss. LBS' Board and Management are cognisant that its stakeholders may be parents or those from another country seeking a better livelihood. Hence, it is imperative that they can work in the safest conditions possible.

LBS has established clear Safety & Health Team with worker representation on these committees. On average, workers comprise 9% of these committees. Meanwhile, MGB, the construction branch of LBS, takes charge of ensuring safety and health on construction sites, ensuring that all sites are fully ISO 45001 certified.

MANAGEMENT'S APPROACH TO OSH

LBS adheres firmly to the Malaysian Occupational Safety and Health Act 1994, Environmental Quality Act 1974, regulation orders, and other Codes of Practice. OSH comes under the direct purview of the Executive Director ("ED") and Deputy CEO, who serves as the advisor of the OSH Committee and represents Board participation on OSH matters.

The Group has a Safety & Health Team and Emergency Response Team consisting of 42 employees, accounting for 9% of the total staff. They are responsible for enforcing safety and health measures. Additionally, both M3 Mall and SCAPES Hotel have their own dedicated committees for safety and health.

The Safety & Health Team monitors the emergency response team, building management, as well as the availability of first aid kits to ensure compliance and promote a safer workplace.

In FY2022, the Safety & Health Team has convened a total of four times, where the members comprised the staff of different levels and departments. The committee discusses matters pertaining to safety and health as well as employee concerns.

The Group is guided by its OSH Policy, which, beyond reinforcing the importance of OSH to the Group, also outlines the management approach toward ensuring high OSH standards and regulatory compliance. The OSH Policy can be viewed on LBS' official website at: <https://lbs.com.my/wp-content/uploads/LBS-OSH-Policy.pdf>.

To guarantee safety and health in the workplace, LBS has created guidelines at LBS' HQ office, M3 Mall, and SCAPES Hotel. As such, an evacuation drill is scheduled to be conducted at LBS' HQ in the first quarter of 2023.

Regular OSH reports are provided to both Board and Senior Management, who provide data and information on LTIs, fatalities, injuries, near misses, non-compliance issues, and other health and safety KPIs. Reports also include the root causes of incidents and remedial/preventive action taken to reduce or eliminate future occurrences.

The Board and Senior Management have also affirmed the Health and Safety Guidelines. In addition, all Heads of Departments are, by default, responsible for the health and safety of all staff in their respective departments.

All employees of LBS have been briefed on the OSH Policy and guidelines, both of which are available on the local intranet, LBS Connect. LBS' OSH Policy is also reviewed periodically to identify areas for improvement towards ensuring smooth continued performance across all work sites.

In addition, the Emergency System Inspection Checklist is reviewed monthly, supervised by the Assistant Building Manager.

SOCIAL
PERFORMANCE**OSH/HSE TRAINING**

Training continues to play an essential role in OSH-related matters.

In FY2022, 60 employees across different departments had attended Safety and Health related training, which collectively amounted to 495 training hours. Such training is designed to raise awareness and increase knowledge of health and safety in the workplace.

DATE	COURSE	NUMBER OF PARTICIPANTS	TOTAL TRAINING HOURS
13 May 2022	Occupational Safety & Health ("OSH") in the Office Training	30	255
3 November 2022	Essential First Aid, CPR & AED	30	240

LBS provides training for the Safety and Health Committee and Emergency Response Team ("ERT") to equip such frontliners with the necessary safety knowledge. Safety awareness among employees is also increased through regular safety seminars on all topics such as on Fire Prevention and Safety.

LBS' Management allocates a training budget for the provision of safety and health workshops as well as the purchase of medical equipment such as first aid kits, stretchers, and wheelchairs.

Moving forward, LBS is striving to have 100% of its employees receive OSH training or briefing each year in varying capacities, with the aim of providing all employees with the knowledge and skills they need to work safely and avoid workplace injuries.

OSH RISK ASSESSMENT

LBS performs regular risk assessments for the entire organisation, including evaluations of OSH risks. Moreover, specific project risk assessments, including OSH risk assessments, are carried out for all project sites.

The Group acknowledges that employees primarily working in project sites face higher risks than those working in office environments. Project sites, such as construction sites and storage depots, inherently carry higher OSH risks.

LBS' construction division, MGB, takes the lead in ensuring safe and secure construction sites. This involves establishing necessary systems, providing training to the site personnel, and conducting Hazard Identification, Risk Assessment, and Risk Control ("HIRARC"). In the event of an accident, the Emergency Response Team ("ERT") will respond promptly by alerting relevant emergency services and initiating staff evacuation, among other actions.

OSH PERFORMANCE

OSH data is recorded and compiled by the HR Department as well as the Safety and Health Committee and is constantly reviewed by Internal Audit.

YEAR	TOTAL MANHOURS WORKED	FATALITIES	NUMBER OF RECORDED WORK-RELATED INJURIES	TOTAL NUMBER OF LOST DAYS ("LTIS")	LTI RATE	LTI PER MILLION HOURS WORKED	INCIDENT REPORT	OCCUPATIONAL DISEASES RATE	WORK-RELATED INJURIES OUTSIDE THE WORKPLACE
2020	760,884	0	0	44	0.53	58	2	0	2
2021	866,299	0	0	91	0.46	105	2	0	2
2022	954,604	0	0	89	0.42	93	2	0	2

SOCIAL PERFORMANCE

In FY2022, OSH performance improved slightly, as seen from the total number of lost days and LTI per million hours. This is despite the increase in total manhours worked.

Any incidents of non-compliance will be reported immediately to the Safety and Health Committee for deliberation and subsequent action, with the endorsement of the Executive Director.

By continuously improving its OSH processes and practices, LBS has set its sights on achieving zero fatalities for all OSH KPIs, such as the number of LTIs and fatalities.

COVID-19 PREVENTION

To ensure a safe and healthy working environment at all operating sites, LBS has implemented all necessary measures prescribed under government SOPs in response to the COVID-19 pandemic.

A COVID-19 Committee was also formed at the onset to spearhead all related measures and strategies to ensure high SOP compliance. This was helmed by the Safety and Health Committee and supported by various sub-committees.

Following the government's announcement of the country's transition into an endemic phase, precaution measures were reviewed by the Management. One outcome was the lifting of the mandatory bi-weekly COVID-19 self-test. Nonetheless, in keeping with good practice, staff are encouraged to continue to wear their face mask at all times.

COMMITMENT TO HUMAN RIGHTS

LBS firmly upholds and adheres to internationally recognised human rights standards such as the International Bill of Human Rights. The Group also complies with fair labour practices stipulated by local statutory laws across its company operations ("Human Rights Laws").

LBS has in place a Human Rights Policy aligned with the Children and Young Persons (Employment) Act 1966. The Policy is available for viewing here: <https://lbs.com.my/sustainability/>.

The policy clearly prohibits the use of child labour and exploitation of workers, as well as any form of discrimination based on ethnicity, religious beliefs, social background, or other socio-demographic factors. LBS supports the fair and equitable treatment of its employees and protects them against unfair wages and unhealthy working hours, as their health and safety is of the utmost importance.

The Group working hours are regulated under the employment contract with the employee, the Malaysia Employment Act 1955, and the Employment (Limitation of Overtime Work) Regulations 1980.

LBS respects children's rights and condemns all forms of child exploitation and modern slavery. All workers, especially those employed by third-party contractors/sub-contractors, must treat their labour force with dignity and provide workplace safety. LBS is strictly against forced labour, modern slavery, debt bondage, and human trafficking.

Workers are provided decent living quarters, given access to healthcare and accorded their rights, including the right to freedom of association, the right to religious freedom, and collective bargaining.

In FY2022, there were zero reported incidents of human rights violation.

The Human Rights Policy has been uploaded to the Company website. Here, everyone has access to the Policy, and the human rights expectations can be clearly communicated to all stakeholders, including business partners.

LBS' view is that any of the transgressions above is a severe violation of human rights and restriction of human freedom and hence, must be prevented.

Given its seriousness, the monitoring of human rights comes under the purview of the Board. The Group closely monitors its work sites, particularly its supply chain, for possible human rights violations.

The Whistleblowing mechanism also doubles as a reporting mechanism for human rights violations as well as providing a confidential and anonymous channel for both internal and external stakeholders.

SOCIAL
PERFORMANCE**HUMAN RIGHTS AWARENESS**

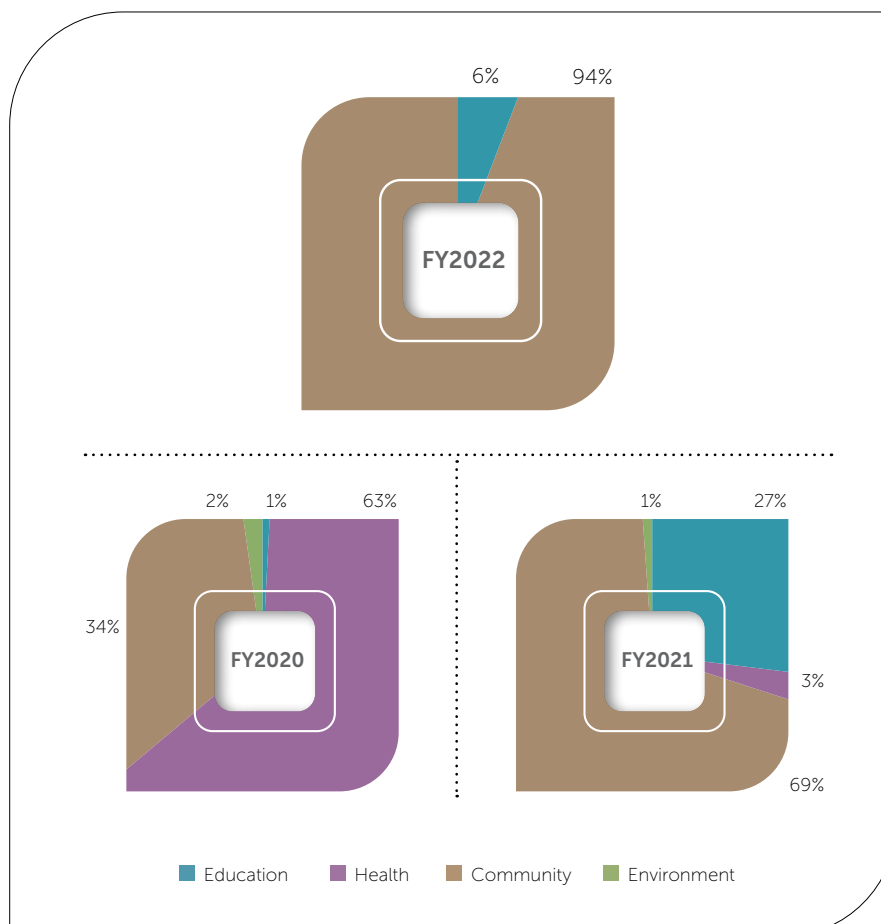
LBS' periodical sustainability newsletter issued to staff carries articles on Human Rights, among others. Such articles are designed to increase awareness on this matter and remind staff of the availability of channels to raise any concern for immediate attention and, where warranted, remedial action.

COMMUNITY CONTRIBUTIONS AND ENGAGEMENTS

LBS remains resolutely committed to building a society that continues to grow and prosper. Through the LBS Foundation ("LBSF"), LBS focuses on making positive societal impacts in four key areas: Health, Education, Environment, and Community.

The Foundation aims to enrich the lives of its communities and to provide equal opportunities by reducing poverty, addressing education gaps, and helping societies attain access to quality and affordable healthcare. The Group will continue to identify key areas where it can continue to deliver lasting positive impacts for the local community.

In 2022, LBSF focused on elevating education standards through charitable contributions to universities, namely TAR UC, Merdeka University, and Genovasi University College.



SOCIAL PERFORMANCE

In FY2022, the total amount of donations/community investments made to registered not-for-profit organisations amounted to RM1,222,310. A total of 50 registered organisations have benefited from LBS' CSR programme.

PILLAR	ACTIVITY
 <p>Education</p>	<ul style="list-style-type: none"> • Cash contributions in support of "Back-To-School" campaign • Sponsorship of Covid Test Kits for PIBG SJKC Sg Way • Various donations to the Pek Wen Jun Education Fund • 53rd Anniversary celebration sponsorship for Merdeka University • Activity funds for children who have challenge obtaining education • Contribution of the Strengthening Professionalism Program of the Selangor State Department of Education School Management Sector Officers & Support Staff • Donated RM80,000 Education Fund to Genovasi University College
 <p>Community</p>	<ul style="list-style-type: none"> • Contribution to flood victims in Pahang state • Flood donation to LBS staff • Sabah Football Club Fundraising dinner 2022 • Donation for Abstract Art Project • Sponsorship for flood victims • Sponsorship for 200 books of Yearly Culture for Brilliant Life Publisher Contribution for an administrative building for Persatuan Lim Kota Tinggi Duit Raya & Buka Puasa for Orphanage Kids • Sponsorship for Hospis Malaysia's 21st Annual Charity Motor Treasure Hunt 2022 • Sponsorship of the 39th Kiwanis Treasure Hunt 2022 • Contribution for Yayasan LTAT sempena sambutan Hari Pahlawan 2022 • Sponsorship for the MCBC Charity Golf Tournament • Contribution for upgrading facilities for LPS SMJK Katholik PJ • Education and Charity Fund for Persatuan Lim Sz Chong Su, Batu Pahat • Charitable Sponsorship to Terengganu Buddhist Association • Fund raising for relocating the Persatuan Hokkien Lahad Datu to continue servicing the community

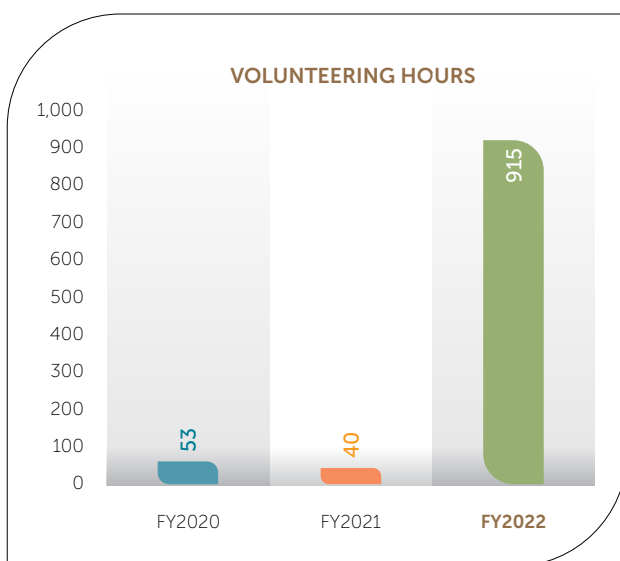


SOCIAL
PERFORMANCE

EMPLOYEE VOLUNTEERISM

LBS offers opportunities for its staff to participate in various CSR activities through the LBSF. Since its establishment, there has been significant employee engagement in these initiatives.

In FY2022, 85 employees participated in 60 CSR activities organised by the LBSF which have made a positive and lasting impact on local communities.

EMPLOYEE
VOLUNTEERISM

	FY2020	FY2021	FY2022
Volunteering (hours)	53	40	915
Employees (pax)	96	95	85
Employees (%)	23%	20%	18.1%

In the future, LBS seeks to encourage all employees to engage in volunteering activities, with a target of four volunteering hours per employee per year by 2023.

EQUAL ACCESS TO
DISABLED PERSONS

All LBS projects and relevant operational sites are built with access provided to physically disabled individuals. All LBS projects and relevant operational sites are built with appropriate forms of accessibility for physically disabled individuals. These include wheelchair ramps, disabled carpark bays, easy-access lift buttons, accessible toilets, and more are found in property developments, mall and hotel.

GRI CONTENT INDEX

LBS Group has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organisational details	Refer to IAR2022
	2-2 Entities included in the organisation's sustainability reporting	Refer to IAR2022
	2-3 Reporting period, frequency and contact point	Page 4
	2-4 Restatements of information	Restatement of Information is disclosed at relevant sections where applicable
	2-5 External assurance	Page 3
	2-6 Activities, value chain and other business relationships	Refer to IAR2022
	2-7 Employees	Page 49
	2-9 Governance structure and composition	Refer to IAR2022
	2-10 Nomination and selection of the highest governance body	Refer to IAR2022
	2-11 Chair of the highest governance body	Refer to IAR2022
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 12
	2-13 Delegation of responsibility for managing impacts	Page 12
	2-14 Role of the highest governance body in sustainability reporting	Page 11
	2-15 Conflicts of interest	Page 17
	2-16 Communication of critical concerns	Page 19
	2-17 Collective knowledge of the highest governance body	Refer to IAR2022
	2-18 Evaluation of the performance of the highest governance body	Refer to IAR2022
	2-19 Remuneration policies	Refer to IAR2022
	2-20 Process to determine remuneration	Refer to IAR2022
	2-21 Annual total compensation ratio	Confidentiality constraints
	2-22 Statement on sustainable development strategy	Page 8
	2-23 Policy commitments	All topics of Management Approach
	2-24 Embedding policy commitments	All topics of Management Approach
	2-25 Processes to remediate negative impacts	Page 17
	2-26 Mechanisms for seeking advice and raising concerns	Page 17
	2-27 Compliance with laws and regulations	Page 13
	2-28 Membership associations	Page 4
	2-29 Approach to stakeholder engagement	Page 21

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GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 19
	3-2 List of material topics	Page 19
ECONOMIC PERFORMANCE		
GRI 201: Economic Performance 2016	3-3 Management of material topics	Page 23
	201-1 Direct economic value generated and distributed	Page 23
	201-2 Financial implications and other risks and opportunities due to climate change	Page 23, 36
	201-3 Defined benefit plan obligations and other retirement plans	Page 55
	201-4 Financial assistance received from government	Not Applicable
MARKET PRESENCE		
GRI 202: Market Presence 2016	3-3 Management of material topics	Page 25
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 50
	202-2 Proportion of senior management hired from the local community	Page 49
INDIRECT ECONOMIC IMPACTS		
GRI 203: Indirect Economic Impacts 2016	3-3 Management of material topics	Page 24
	203-1 Infrastructure investments and services supported	Page 25
	203-2 Significant indirect economic impacts	
PROCUREMENT PRACTICES		
GRI 204: Procurement Practices 2016	3-3 Management of material topics	Page 30
	204-1 Proportion of spending on local suppliers	
ANTI-CORRUPTION		
GRI 205: Anti- corruption 2016	3-3 Management of material topics	Page 15, 16, 17
	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	Page 17
	205-3 Confirmed incidents of corruption and actions taken	Page 15

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
GRI 207: Tax 2019	3-3 Management of material topics	
	207-1 Approach to tax	Refer to IAR2022
	207-2 Tax governance, control, and risk management	Refer to IAR2022
	207-3 Stakeholder engagement and management of concerns related to tax	Refer to IAR2022
MATERIALS		
GRI 301: Materials 2016	3-3 Management of material topics	
	301-1 Materials used by weight or volume	Page 43
	301-2 Recycled input materials used	
ENERGY		
GRI 302: Energy 2016	3-3 Management of material topics	
	302-1 Energy consumption within the organisation	Page 38
	302-2 Energy consumption outside of the organisation	
	302-3 Energy intensity	
WATER AND EFFLUENTS		
GRI 303: Water and Effluents 2018	3-3 Management of material topics	
	303-1 Interactions with water as a shared resource	
	303-2 Management of water discharge-related impacts	Page 42
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	
BIODIVERSITY		
GRI 304: Biodiversity 2016	3-3 Management of material topics	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 47
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	

GRI CONTENT
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GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
EMISSIONS		
GRI 305: Emissions 2016	3-3 Management of material topics	
	305-1 Direct (Scope 1) GHG emissions	
	305-2 Energy indirect (Scope 2) GHG emissions	Page 37
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
WASTE		
GRI 306: Waste 2020	3-3 Management of material topics	Page 43
	306-1 Waste generation and significant waste-related impacts	
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	Page 43
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Page 31
	308-1 New suppliers that were screened using environmental criteria	Information unavailable. Steps are being taken to include in the next year report
	308-2 Negative environmental impacts in the supply chain and actions taken	
EMPLOYMENT		
GRI 401: Employment 2016	3-3 Management of material topics	Page 49
	401-1 New employee hires and employee turnover	Page 49
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 55
	401-3 Parental leave	
LABOUR/MANAGEMENT RELATIONS		
GRI 402: Labour/ Management Relations 2016	3-3 Management of material topics	
	402-1 Minimum notice periods regarding operational changes	Page 61

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
OCCUPATIONAL HEALTH AND SAFETY		
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Page 61
	403-1 Occupational health and safety management system	Page 62
	403-2 Hazard identification, risk assessment, and incident investigation	Page 63
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 61
	403-5 Worker training on occupational health and safety	Page 63
	403-6 Promotion of worker health	Page 64
	403-8 Workers covered by an occupational health and safety management system	Page 61
	403-9 Work-related injuries	Page 63
	403-10 Work-related ill health	
	TRAINING AND EDUCATION	
GRI 404: Training and Education 2016	3-3 Management of material topics	Page 57
	404-1 Average hours of training per year per employee	
	404-2 Programmes for upgrading employee skills and transition assistance programmes	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 56
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Page 12, 49
	405-1 Diversity of governance bodies and employees	
	405-2 Ratio of basic salary and remuneration of women to men	Page 49
NON-DISCRIMINATION		
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Page 64, 49
	406-1 Incidents of discrimination and corrective actions taken	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	Page 61
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Information unavailable. Steps are being taken to include in the next year report

GRI CONTENT
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GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
CHILD LABOUR		
GRI 408: Child Labour 2016	3-3 Management of material topics	Page 64
	408-1 Operations and suppliers at significant risk for incidents of child labor	Information unavailable. Steps are being taken to include in the next year report
FORCED OR COMPULSORY LABOUR		
GRI 409: Forced or Compulsory Labour 2016	3-3 Management of material topics	Page 64
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Information unavailable. Steps are being taken to include in the next year report
SECURITY PRACTICES		
GRI 410: Security Practices 2016	3-3 Management of material topics	
	410-1 Security personnel trained in human rights policies or procedures	Information unavailable. Steps are being taken to include in the next year report
RIGHTS OF INDIGENOUS PEOPLES 2016		
GRI 411: Rights of Indigenous Peoples 2016	3-3 Management of material topics	
	411-1 Incidents of violations involving rights of indigenous peoples	Information unavailable. Steps are being taken to include in the next year report
LOCAL COMMUNITIES		
GRI 413: Local Communities 2016	3-3 Management of material topics	
	413-1 Operations with local community engagement, impact assessments, and development programmes	Page 65
SUPPLIER SOCIAL ASSESSMENT		
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	
	414-1 New suppliers that were screened using social criteria	Information unavailable. Steps are being taken to include in the next year report
	414-2 Negative social impacts in the supply chain and actions taken	
PUBLIC POLICY		
GRI 415: Public Policy 2016	3-3 Management of material topics	Page 18
	415-1 Political contributions	

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/REASONS OF OMISSIONS
CUSTOMER HEALTH AND SAFETY		
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Page 27
	416-1 Assessment of the health and safety impacts of product and service categories	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
MARKETING AND LABELLING 2016		
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	Page 27
	417-1 Requirements for product and service information and labelling	Information unavailable. Steps are being taken to include in the next year report
	417-2 Incidents of non-compliance concerning product and service information and labelling	
	417-3 Incidents of non-compliance concerning marketing communications	
CUSTOMER PRIVACY		
GRI 418: Customer Privacy 2016	3-3 Management of material topics	Page 18
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	

SASB CONTENT REFERENCE INDEX

(REAL ESTATE)

ENERGY MANAGEMENT

CODE	DESCRIPTION	PERFORMANCE	
		2021	2022
IF-RE-130a.2	(1) Total energy consumed by portfolio area	Direct Energy Consumption (Petrol): 61,432 Litres	Direct Energy Consumption (Petrol): 79,851 Litres
		Direct Energy Consumption (Diesel): 14,629 Litres	Direct Energy Consumption (Diesel): 19,342 Litres
		Electricity Consumption: 7,185,518 kWh	Electricity Consumption: 9,139,988 kWh
		Fuel Consumption (Business Travel): 50,496 Litres	Fuel Consumption (Business Travel): 83,773 Litres
	(2) Percentage grid electricity,	91.01%	90.81%
	(3) percentage renewable, by property subsector	0%	0%
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	0.043% year-on-year	27.49% year-on-year
IF-RE-130a.4	Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property subsector	No portion of portfolio is green certified at the moment	

SASB CONTENT REFERENCE INDEX (REAL ESTATE)

WATER MANAGEMENT

CODE	DESCRIPTION	PERFORMANCE	
		2021	2022
IF-RE-140a.2	(1) Total water withdrawn by portfolio area with data coverage	Water Consumption: 65,493.82 m ³	Water Consumption: 85,872.69 m ³
	(2) percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	None	None
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	21.32% year-on-year	31.12% year-on-year
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Please refer to the following section(s): Environmental Performance: Water Consumption	

CLIMATE CHANGE ADAPTATION

CODE	DESCRIPTION	PERFORMANCE	
		2021	2022
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	No properties located in such locations	
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Please refer to the following section(s): Environmental Performance: Climate Change and Emissions	

SASB ACTIVITY METRICS

CODE	DESCRIPTION	PERFORMANCE	
		2021	2022
IF-RE-000.A	Active property subsector projects	4	20

TCFD STATEMENT

The table below provides a detailed description of LBS' commitment to aligning its operations with TCFD themes and recommended disclosures. Wherever necessary, references to specific sections of the SR2022 are provided where more detailed explanations can be found.

TCFD DISCLOSURES

GOVERNANCE	
Describe the Board's oversight of climate-related risks and opportunities.	<p>LBS' governance structure gives the Board full oversight on all material sustainability topics and their associated risks and opportunities. As such, the Board retains strategic control over all Group initiatives concerning ESG matters through the Board-level Sustainability Committee. This committee regards the actual or potential sustainability impacts to drive the creation of both financial and non-financial value over the short, medium, and long term.</p> <p>More information on the Board's oversight can be found in the sections, Governing Sustainability page 11 – 18 and Board Oversight on ESG Matters page 12 – 13.</p>
Describe management's role in assessing and managing climate-related risks and opportunities.	<p>All Board decisions concerning ESG material topics are cascaded down the Group through LBS' Group Sustainability (GS) . This group's main goal is to oversee all material ESG concerns and support the Board in developing action plans for the realisation of the Group's ESG targets.</p> <p>Apart from that, the GS also oversees sustainability trends, sustainability governance, and compliance through reporting, while also driving ESG awareness throughout all business operations of LBS via ongoing engagement activities.</p> <p>More information can be found in the Governing Sustainability section on page 11 – 18.</p>
STRATEGY	
Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	<p>With climate change acting as a significant economic disruptor in recent years, LBS has taken the initiative to identify the risks it poses to the Group's business operations. These include:</p> <ul style="list-style-type: none"> • Physical risks; these include risks associated with changing climate patterns, such as prolonged floods and droughts. • Transitional risks; this concerns the viability of the Group's business model in the face of climate change. • Financial/Reputational risks; this involves direct economic risk borne by the Group because of impacts linked to climate change and the associated risks to LBS' reputation. <p>At the same time, LBS is also aware that this situation presents an opportunity for the Group to introduce more sustainable initiatives within all sectors. Incorporating more eco-friendly business practices at this time is also financially sound as there has been a greater realisation among stakeholders of the importance of supporting green building designs and concepts.</p> <p>More detailed information on the risks and opportunities associated with climate change can be found in the Risks and Opportunities Associated with Climate Change section page 36.</p>

TCFD STATEMENT

TCFD DISCLOSURES

<p>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.</p>	<p>LBS has been actively monitoring its carbon emissions and taking the necessary precautions to cut down on total emissions. This has been done through prudent energy and resource management, particularly via the implementation of energy-saving measures. Increasingly, LBS has also been exploring the potential of using solar energy as a feasible means of generating power for certain segments of the Group's business.</p> <p>Further information on how LBS aligns its strategies to better manage climate change-related risks can be found in the Energy Consumption section page 38 – 41.</p>
<p>Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>LBS is aware of the potential long-term risks posed by climate change. As such, the Group has begun incorporating climate change scenario planning as an integral part of all of our developments to ensure LBS is able to proactively react to potential risks.</p> <p>LBS also acknowledges that such risks could lead to economic impacts that can affect the Group's revenue streams in the future. To ensure preparedness, LBS has also made provisions in the budgeting to allow for the implementation of necessary measures to manage climate change-related impacts.</p> <p>More information on this can be found in the Climate Change and Emissions section from page 35 – 38.</p>
<h2>RISK MANAGEMENT</h2>	
<p>Describe the organisation's processes for identifying and assessing climate-related risks.</p>	<p>LBS' risk identification relies on a robust and comprehensive materiality assessment exercise that allows us to identify and prioritise key material topics. These are topics that are not only relevant to the Group's internal workforce but also to our shareholders.</p> <p>Through the process, potential risks are evaluated based on their impact on our stakeholders, our business models, and on potential effects towards EES topics.</p> <p>Further information on our risk identification processes can be found in the Assessing and Prioritising Material Topics section page 19 – 20.</p>
<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.</p>	<p>Risks identified through the aforementioned materiality assessment exercise are integrated into the Group's overall strategic direction. Wherever possible, these risks are given tangible and quantifiable metrics to measure the exact impact they may have on the Group's value creation.</p>

TCFD
STATEMENT

TCFD DISCLOSURES

METRICS AND TARGETS

<p>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>LBS actively measures carbon emissions and energy consumption resulting from the Group's business operations. At the same time, resource consumption and waste generation are also monitored.</p> <p>The metrics used are CO₂ tonnes for emissions, kWh for electricity, m³ for water, kg for waste, and litres for fuel (i.e petrol and diesel).</p> <p>For further information, please refer to the Environmental Performance section from page 38 – 47.</p>
<p>Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>LBS continually monitors its Scope 1, 2, and 3 emissions based on GHG Protocol standards. These data for the past three years (FY2020-FY2022) have been presented in the Carbon Emissions section page 37 – 38 of this report.</p>

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