



SUSTAINABLE PRACTICES FOR **FUTURE GENERATIONS**

SUSTAINABILITY
REPORT
2023

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SUSTAINABILITY REPORT 2023

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SUSTAINABLE PRACTICES FOR FUTURE GENERATIONS

This cover represents the ongoing cycle of our sustainable business journey—a continuous cycle where our actions today shape the future for generations to come. It serves as a reminder of the connection between our company's efforts and the well-being of our communities, as well as the environment.

Aligned with our ethos of Believe. Become. Behold., we are dedicated to realising the full potential of all stakeholders, from shareholders to customers, through sustainable practices and adherence to ESG principles. Together, our Integrated Annual Report and Sustainability Report form a complete picture of our commitment to creating enduring value and ensuring a thriving future for all.



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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ABOUT THIS REPORT



INTRODUCTION

LBS BINA GROUP BERHAD, (HENCEFORTH REFERRED TO AS “LBGB” OR “THE GROUP”), IS DEDICATED TO ENHANCING ITS ECONOMIC, ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (“EESG”) DISCLOSURES. IN LINE WITH THIS COMMITMENT, LBGB HAS PREPARED A SUSTAINABILITY REPORT (“SR2023”) FOR THE FINANCIAL YEAR 2023.

FRAMEWORKS APPLIED

The Sustainability Report has been crafted following a set of established frameworks and guidelines. These frameworks and guidelines ensure that the report meets industry standards and effectively communicates the Group’s commitment to sustainability:

- Bursa Malaysia Sustainability Reporting Guide (Third Edition)
- Global Reporting Initiative (“GRI”) Standards: Core Option
- FTSE4Good Bursa Malaysia Index
- Sustainability Accounting Standards Board (“SASB”) Sector-Specific Disclosures
- Task Force on Climate-related Financial Disclosures (“TCFD”) Disclosures
- United Nations Sustainable Development Goals (“UNSDGs”)

REFERENCES

All references to “LBGB”, “the Group”, shall refer to LBS Bina Group Berhad.

REPORTING PERIOD AND CYCLE

The SR2023 includes comprehensive information for the Financial Year 2023 ("FY2023") between 1st January to 31st December 2023. The report also provides data from the previous three years (FY2021-FY2023) wherever relevant. This enables the presentation of trendlines, which highlight overall performance trends for key material topics.

STATEMENT OF USE

The Board of Directors ("Board") of LBGB, being the Group's top decision-making authority, recognises its responsibility for the following declaration: The information presented by LBGB for FY2023 has been diligently prepared in accordance with the GRI Standards.

This report has been prepared in accordance with a resolution passed by the Board of Directors on 17 April 2024.

MEMBERSHIP IN ASSOCIATIONS

LBGB holds membership in a number of reputable professional bodies and industry associations. These affiliations demonstrate their commitment to staying informed and connected within the industry:

ASSOCIATIONS	LBGB'S MEMBERSHIP AND CONTRIBUTION
Malaysian Employer Federation ("MEF")	Represents Malaysian employers, advocating for business-associated policies and fostering dialogue between employers, government agencies, and other stakeholders to address labour-related issues.
Construction Industry Development Board ("CIDB")	Regulates construction standards, accredits contractors, and ensures safety in the Malaysian construction industry.
Master Builders Association Malaysia ("MBAM")	Represents and coordinates development efforts among construction professionals.
Real Estate and Housing Developers' Association ("REHDA")	Advocates for real estate developers, focusing on policy and capacity building.
FIABCI National Committee Member	Facilitates global collaboration and sustainable practices in real estate.

REPORTING SCOPE AND BOUNDARY

"LBGB" and "the Group" refers to LBS Bina Group Berhad and its subsidiaries.

The SR2023 includes comprehensive details about LBGB's operations, including the various business divisions of the Group, such as the Head Office, Property Development Division, and Property Investment & Management Division, which encompasses M3 Mall and SCAPES Hotel. Additionally, this report covers LBGB's value chain, incorporating suppliers, business partners, contractors, vendors, and service providers. The Group has also made efforts to incorporate information on associate companies and other parties within the value chain.

Disclosures regarding LBGB's construction arm, MGB Berhad ("MGB"), will be covered in its own Sustainability Report, with their financial information consolidated into a single figure in this SR2023. This report focuses on activities directly managed by the Group, excluding those that are outsourced or beyond its direct control. LBGB adheres to the "local-where-we-operate" practice, operating locally in the areas where they are present.

For the purposes of SR2023, any mention of "Board of Directors" specifically refers to the Board of Directors of LBS Bina Group Berhad as the Company.

DETERMINATION OF MATERIAL CONTENT

Beyond compliance with the Bursa Malaysia Sustainability Reporting Guide 3rd Edition ("SRG3"), content for inclusion in SR2023 has been determined based on the following considerations: providing comprehensive reporting on all significant impact materiality matters as identified in the Group's materiality matrix, reporting in accordance to GRI and relevant SASB indicators as well as consistent with the adoption of the TCFD framework. Financial materiality matters are also disclosed, although these narratives are more extensively addressed in the AR2023 report.

ABOUT THIS REPORT



LIMITATIONS

The data and information in SR2023 are thoroughly gathered by the Group, ensuring all relevant and significant data are included. These figures come from official the company sources and records, assuring their reliability. The same rigorous standards have been applied to collect precise data from the Group's value chain, offering a comprehensive overview of its sustainability endeavours.

With that said, the Group acknowledges that there may be limitations in obtaining data for certain indicators. Nevertheless, LBGB remains committed to consistently improve its methodology for furnishing comprehensive information. In addition to prioritising data, greater attention will be directed towards enhancing the Group's sustainability initiatives and strategic implementation.

FORWARD-LOOKING STATEMENTS

The forward-looking statements provided, such as targets, plans, operations, and forecasts, are all based on reasonable assumptions that align with current business trajectories. It is worth highlighting that while LBGB's business model may face unforeseen risks, this presents an opportunity for adaptability and growth. Hence, readers are encouraged to make informed decisions and consider various factors beyond these statements.

ASSURANCE STATEMENT

The data in this report has been internally sourced and verified by relevant business units or senior management. Furthermore, the financial information in SR2023 has undergone an independent audit and assurance process by an external auditor. The Group is dedicated to continuously improve its data collection and analysis processes to ensure the accuracy and reliability of the information provided.

Similarly, the Program Management Office ("PMO") has assessed all non-financial ESG (Environmental, Social, and Governance) information, encompassing Common Sustainability Topics and various Sector-Specific topics as stipulated by SRG3. This evaluation aligns with the recommended practices outlined in the SRG3. For more details, please refer to the [ESG Performance Table section](#).

REPORT AVAILABILITY AND FEEDBACK CHANNEL

You can view the SR2023 online on the LBGB's sustainability website at: <https://lbs.com.my/sustainability/>.

As part of the Group's commitment to environmental conservation, LBGB has limited the number of printed copies available for this report. If you would like a printed copy, please follow the official channels mentioned below to request one.

LBGB appreciates receiving any questions, feedbacks, or suggestions that can help the Group to enhance its sustainability disclosures and performance. Please feel free to send your suggestions and comments to:

SHANY LIM

Head, Group Sustainability

T: +603 78777333

E: sustainability@lbs.com.my

ABOUT LBGB

AWARDS AND RECOGNITIONS

In 2023, LBGB demonstrated effective leadership and notable achievements, earning a place among **Malaysia's Best Managed Companies in both 2022 and 2023**, as acknowledged by Deloitte Private. This recognition highlights the Group's commitment to excellent business practices and strategic management, which are integral to its long-term success and sustainability.

In addition to its corporate achievements, LBGB was honoured as one of **Malaysia's Most Preferred Graduate Employers to Work for** in year 2023 and 2024. This acknowledgment reflects the Group's efforts to foster a supportive and conducive work environment, where talent is nurtured, and employees are empowered to thrive.

Moreover, the Group's financial performance and growth trajectory were recognised by **The Edge Malaysia ESG Awards 2023**, where it received the **Silver for Market Capitalization between RM300 million to RM800 million in the Most Improved Performance Over Three Years category**. This recognition underscores LBGB's strategic and sustainable growth strategies, which are critical to its continued success in the market.

In the area of sustainable development and responsible property development, LBGB received **Special Recognition for CSR, Special Recognition in Sustainable Design & Construction and People's Choice Awards**. This acknowledgment underscores the Group's commitment to building sustainable communities and implementing environmentally conscious practices throughout its projects.

Additionally, LBGB was honoured among the **Top 30 Property Developers at The Edge Property Excellence Awards 2023**, further affirming its industry leadership and dedication to delivering excellence in every aspect of its operations. These accolades collectively underscore the Group's steadfast commitment to sustainability, corporate governance, and excellence across all facets of its business, reinforcing its position as a leader in the industry.



SUSTAINABILITY MILESTONES



2017

Included in the FTSE Bursa Malaysia EMAS Shariah Index, demonstrating adherence to sustainable financial and ethical standards.

2018

Formed a dedicated Sustainability Working Group.

2019
-
2020

Instituted the ABC Policy, reinforcing ethical business conduct and responsibility.

- Harmonised ESG disclosures with international frameworks, reflecting a global approach to sustainability.

2021

Formed a Board-level Sustainability Committee and Group Sustainability, a governance structure dedicated to sustainability.

- Produced the first standalone Sustainability Report, enhancing transparency and accountability.

2022

Recognised in the FTSE4Good Bursa Malaysia indices (F4GBM, F4GBMS), validating LBGB's ESG performance among public listed companies.

- Achieved a three-star ESG rating, placing LBGB as a leader in sustainability practices.

2023

- Maintained presence in the FTSE4Good Index Series, confirming continuous ESG excellence.

- Defined a clear Net Zero Carbon Emissions by 2050 Roadmap, setting ambitious and strategic environmental targets.

- Instituted Group Sustainability Policy and Group Sustainable Procurement Policy.

- Secured 28.67MW green power capacity under the Corporate Green Power Programme, advancing towards cleaner energy.

- Awarded in The Edge Malaysia ESG Awards 2023 for the most improved performance.

- Enacted four foundational sustainability goals to drive corporate accountability.

- Introduced a Grievance Mechanism to demonstrate the Group's commitment to transparency and stakeholder engagement.

SUSTAINABILITY HIGHLIGHTS

ECONOMIC:



99%
RESPONSE RATE
 to Customer
 Inquiries within
 7 Working Days

RM1,853 MIL
TOTAL ECONOMIC VALUE
 Distributed to Stakeholders

99.92%
PROCUREMENT SPEND
 on Local Vendors

ENVIRONMENTAL:



91,000 kg
OF WASTE RECYCLED
 and prevented from
 being sent to landfills
 since 2019

ESTABLISHED
NET ZERO
CARBON EMISSIONS
BY 2050 ROADMAP
 in supporting carbon
 neutral by 2050

PLANTED
MORE THAN
33,500 TREES
 of varied species
 at project sites and
 through CSR activities

SOCIAL:



ZERO
HUMAN RIGHTS VIOLATIONS

- Average of **26.78 TRAINING HOURS** per employee

13,338
TOTAL TRAINING HOURS

ZERO
FATALITIES

77%
EMPLOYEE SATISFACTION RATE

ZERO
 Incidence of
SAFETY AND HEALTH NON-COMPLIANCE

ZERO
 Incidence of
NON-COMPLIANCE WITH REGARDS TO LABOUR MATTERS

5.07 LTI RATE

15.5%
WORKER REPRESENTATION
 on OSH Committee

421,795
 External
BENEFICIARIES AND CONTRIBUTED
RM1.68 MIL
 from LBS Foundation

GOVERNANCE:



ZERO
 Incidence of
CUSTOMER DATA BREACHES

ZERO
 Incidence of
BRIBERY AND CORRUPTION

ZERO
 Incidence of
REGULATORY NON-COMPLIANCE

37.5%
WOMEN REPRESENTATION
 in the Board
 of LBGB

SUSTAINABLE FINANCE

LBGB'S SUKUK WAKALAH PROGRAMME

LBGB has established a Sukuk Wakalah Programme of up to RM750.0 million in nominal value with the Securities Commission Malaysia ("SC") in accordance with the SC's Guidelines on Unlisted Capital Market Products under the Lodge and Launch Framework.

The establishment of LBGB's Sukuk Wakalah Programme, along with the establishment of the Group's inaugural Sustainability Financing Framework demonstrates the Group's humble aspiration towards a responsible, sustainable, and socially inclusive future. This is also a key step towards LBGB's goal of achieving Net Zero Carbon Emissions by 2050.



The programme has been assigned with a credit rating of AA-IS with a Stable outlook by MARC Ratings Berhad ("MARC").

The Sukuk Wakalah Programme provides flexibility for LBGB to issue Sukuk Wakalah and Sustainability Sukuk Wakalah, which includes Green/Social/Sustainability SRI Sukuk Wakalah. This aligns with the Group's inaugural Sustainability Financing Framework, which was assigned a 'Gold' Impact Bond Assessment by MARC.

SUSTAINABILITY FINANCING FRAMEWORK

Committed to integrating sustainable practices at the core of LBGB's business operations, the Sustainability Financing Framework, initiated in FY2023, provides the Group with the opportunity to issue or raise Green, Social, Sustainability, and Sustainable & Responsible Investment ("SRI") financings, collectively referred to as "Sustainable Financing Proceeds".

Through such issuances and financings, LBGB aims to fund Green and Social Projects that align with the Group's sustainability priorities. The objective of this framework is to offer transparency and disclosure to the Group's investors and stakeholders, aligning with the market's best practices and evolving expectations.

More details on the Sustainability Financing Framework can be viewed here: https://lbs.com.my/wp-content/uploads/231109-LBS-Bina-Group-Berhad_Sustainability-Financing-Framework-November-2023-Final.pdf

4 PILLARS

The Sustainability Financing Framework of LBGB is outlined through these four fundamental pillars:



USE OF PROCEEDS



PROCESS FOR PROJECT EVALUATION & SELECTION



MANAGEMENT OF PROCEEDS

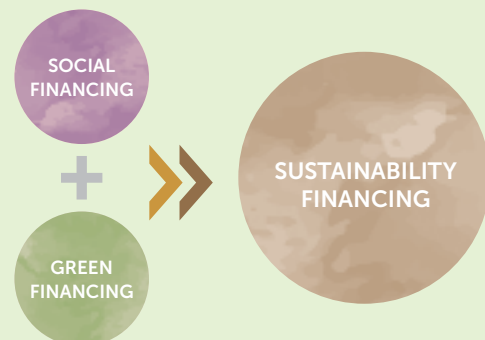


REPORTING

USE OF PROCEEDS

As a prominent real estate developer in Malaysia, LBGB remains dedicated to advancing the nation's socio-economic progress. In line with this commitment, the Group aligns itself with all 17 UNSDGs and integrates 10 specific SDGs into its Sustainability Financing framework, guiding its endeavours towards sustainable development and positive societal impact.

The net Sustainable Financing Proceeds will be allocated towards financing or refinancing, either wholly or partially, new or existing Eligible Social & Green Projects ("Eligible Projects"), adhering to the predefined criteria outlined below.





LBGB'S SUKUK WAKALAH ISSUANCE

On 23 January 2024, LBGB is the First Real Estate Developer in Malaysia to issue an ASEAN Social SRI Sukuk Wakalah with its proceeds to be tagged to affordable housing which aligns with LBGB's aspirations to support home ownership through the development of affordable homes.

The first tranche of ASEAN Social SRI Sukuk Wakalah, valued at RM200.0 million, signifying the commencement of its RM750.0 million Sukuk Wakalah Programme. This remarkable endeavour has earned a prestigious AA-IS rating with a stable outlook from MARC Ratings Berhad, underscoring the Group's commitment to excellence and responsible financial practices.

USE OF PROCEEDS	UNSDGS ALIGNMENT
ELIGIBLE SOCIAL PROJECT CATEGORIES	
 Affordable Housing	 
 Socio-economic Advancement and Empowerment	   
ELIGIBLE GREEN PROJECT CATEGORIES	
 Green Building	    
 Renewable Energy/Energy Efficiency	   
 Pollution Prevention & Control	   
 Biodiversity Conservation	

A MESSAGE FROM OUR SUSTAINABILITY COMMITTEE CHAIRPERSON

“

Dear valued stakeholders,

We continue to demonstrate a strong commitment to Economic, Environmental, Social, and Governance (“EESG”) principles by incorporating sustainability into our core business operations. The Group’s unwavering dedication to economic prosperity, climate resilience, social enrichment and good governance is apparent in every decision made, every project undertaken, and every relationship built within the complex landscape of property development.

DATO’ LIM MOOI PANG

Executive Director
LBS Sustainability Committee Chairperson

On Economic Prosperity, we place a strong emphasis on prioritising value creation for all stakeholders. In line with this commitment, LBGB is devoted to catalysing prosperity through sustainable economic initiatives. This resolute approach aligns seamlessly with the Group’s specified Key Performance Indicators (“KPIs”), emphasising the timely delivery of vacant possession, enhancement of customer response rate, and the strategic leverage of digitalisation to achieve cost-efficient operations.

Evident in this dedication, in 2023, LBGB secured the Silver for Market Capitalization between RM300 million to RM800 million in the Most Improved Performance Over Three Years category by The Edge Malaysia Awards 2023. This acknowledgment serves as a timely affirmation of our continuous endeavours to seamlessly embed ESG principles into the core of our operations. Keeping the well-being of future generations in mind, we firmly believe that adopting sustainable practices, as well as sustainable development, is not merely a choice but a responsibility the Group upholds for its planet and the communities it serves.

Beyond financial success, we are dedicated to establishing a robust EESG framework to generate enduring, sustainable business value. We recognise that integrating sustainable practices is an ethical pursuit and a pivotal driver of innovation and resilience amid challenges. To instil ESG principles in the core of our staff’s DNA, the emphasis lies in education. Every initiative undertaken is seamlessly integrated into the fabric of education, making it an integral part of our Group business operations. This approach ensures that sustainability is not treated as an afterthought but is instead considered a fundamental cornerstone of our Group’s operational philosophy.



WE FIRMLY BELIEVE IN THE SEEDS OF PROGRESS THAT HAVE BEEN PLANTED TOGETHER, AS THEY ARE VITAL FOR LBGB'S JOURNEY TOWARDS ECONOMIC PROSPERITY, COMMUNITY ENRICHMENT, AND A SUSTAINABLE FUTURE.

Recognising the importance of Good Governance in maintaining uninterrupted business operations in the digital economy, in FY2023, we have implemented a strong cybersecurity framework as a testament to our dedication to digital security and building customer trust. The policy aims to safeguard digital assets, protect customer data, ensure compliance with regulations, and mitigate cyber threats. We prioritise the protection of digital assets and customer information, ensuring that clients can have complete confidence in the handling of their data. This commitment to security and integrity cultivates a business relationship built on trust and reliability.

In pursuit of Climate Resilience, in FY2022, we have introduced our Net Zero Carbon 2050 initiative, setting forth specific short-term goals spanning environmental, social, and governance aspects, with ongoing monitoring and reporting throughout FY2023. Through this strategic initiative, we pledge our unwavering dedication to combatting climate change, taking decisive action to safeguard our planet for future generations. As part of this commitment, we have officially launched LBS Green Mission, marking a significant stride towards enhanced sustainability practices. This initiative is designed to serve as the overarching framework, encapsulating all environmental efforts within the realm of ESG. The introduction of Green Mission Programme incorporates impactful events such as the "One, Two... Plant a Tree" initiative, aimed at cultivating a greener and more sustainable community spirit. Alongside, the Group inaugurated the LBS Recycling Hub coinciding with LBS Green Day, aligning with our overarching strategy to contribute to the UNSDGs and raise environmental awareness among our employees. Moreover, in conjunction with World Environment Day, the introduction of the 6-level waste management hierarchy further emphasises the commitment to environmental sustainability. These initiatives not only serve as practical measures but also as educational tools, reinforcing

the ethos of Green Mission within the community and beyond. Furthermore, the Group has officially announced its support for the TCFD, underscoring our steadfast dedication to advancing financial transparency and accountability in addressing climate change.

With a strong emphasis on Social Enrichment, we recognise the intrinsic link between corporate achievements and community well-being. We maintain a committed approach to fostering an engaged and productive workforce through various employee development initiatives. One such program is the Star Talent Programme, which includes training on dealing with Volatility, Uncertainty, Complexity, and Ambiguity ("VUCA") to enhance skills necessary for navigating complex business environments, which target to the high-performing employees continued from year 2022 and conducted 3 trainings in year 2023. Through the Idea Pitch event, employees were encouraged to propose innovative solutions, fostering a collaborative and ingenious culture. This emphasises our commitment in driving positive change through employee engagement, promoting growth and professional development within LBGB, while also fuelling creativity and enhancing employees' sense of belonging and pride in their work.







In FY2023, LBGB exhibited unwavering dedication to EESG principles, earning recognition for operational excellence and continuously creating enduring value for both business and community. On behalf of the Board of Directors and Management team of LBGB, we would like to express our deepest gratitude to our employees and stakeholders. Your dedication and contributions have played a crucial role in ensuring that the Group's sustainability endeavours take root, spanning from environmental stewardship to digital security and extending to the wider community. We firmly believe in the seeds of progress that we have planted together, as they are vital for LBGB's journey towards economic prosperity, community enrichment, and a sustainable future. Your unwavering support and commitment are the cornerstones of our success, inspiring the Group to continue as industry leaders. Thank you for being an integral part of LBGB's journey.

OUR APPROACH TO MATERIAL MATTERS AND STAKEHOLDER ENGAGEMENT

STAKEHOLDER ENGAGEMENT

In FY2023, LBGB continued its robust commitment to engaging diverse stakeholders. Stakeholder engagement is crucial for LBGB's sustainability strategy, involving identifying and prioritising material topics and understanding stakeholders' expectations. It is also integral to the business model, encompassing market perspectives, customer feedback, and external trends to sustain competitive advantage and deliver compelling value propositions.

By actively involving stakeholders, LBGB strives to strengthen its stakeholder engagement approaches to ensure that the Group's sustainability agenda remains inclusive and attuned to diverse perspectives, fostering a vibrant and responsive approach to sustainability initiatives.

STAKEHOLDER GROUPS	ENGAGEMENT PLATFORMS AND FREQUENCIES OF ENGAGEMENT	ISSUES OF CONCERN
 <p>EMPLOYEES</p> <p>Employee engagement is a strategic approach that harnesses the collective intelligence, commitment, and passion of the workforce, leading to long-term success for the Group and fostering positive contributions to society.</p>	 <ul style="list-style-type: none"> • Annual Performance Appraisal A • Briefings and Trainings P • Events, Celebrations and Sports P • Townhall Meetings A • Management, Operational and Committee Meeting P • Surveys AW 	<ul style="list-style-type: none"> • Training and Education • Employment • Occupational Safety and Health • Market Presence • Local Communities
 <p>SHAREHOLDERS/INVESTORS</p> <p>Ensuring transparency, trust, and shared interests among stakeholders is vital for LBGB, as it shapes the Group's reputation and investor confidence. By effectively communicating its strategy, performance, and financial standing, LBGB enables informed investment decisions, thereby strengthening its foundation for sustainable growth. Engaging with shareholders not only garners insights but also showcases LBGB's dedication to ethics and robust governance, which are essential for long-term success in today's business environment.</p>	 <ul style="list-style-type: none"> • Annual General Meeting A • Annual Report A • Quarterly Financial Report Q • Extraordinary General Meeting AW • Quarterly Analysts and Fund Managers Briefing Q • One-on-one and/or Group meetings AW • LBGB Investor Relations website P 	<ul style="list-style-type: none"> • Economic Performance • Corporate Governance • Anti-corruption • Social Responsibility • Industry Performance
 <p>CUSTOMERS</p> <p>Fostering strong customer relationships is crucial in driving sales, promoting growth, and enhancing loyalty. By prioritising customer satisfaction, businesses can cultivate trust, increase repeat business, and remain competitive in evolving markets. Ultimately, this leads to long-term success and profitability.</p>	 <ul style="list-style-type: none"> • Feedback Channels such as Surveys, Hotlines, and Helpdesk AW • Corporate Website and Social Media Platform AW • Media Channels P • New Product Launches and Property Roadshows/fairs P • Marketing Promotion Campaigns P • Customer Loyalty programmes and on ground events P 	<ul style="list-style-type: none"> • Economic Performance • Corporate Governance • Procurement Practices • Customer Health and Safety • Anti-corruption

Frequency of Engagement

W Weekly

M Monthly

Q Quarterly

A Annually

P Periodic

AW As and when needed

OUR APPROACHES

GRI STANDARDS

- Implement a comprehensive training and development program that focuses on enhancing employee skills, fostering continuous learning, and aligning with the organisational goals.
- Foster a positive work environment that prioritises fair employment practices, equal opportunities, and employee well-being. Offer competitive compensation and benefits, as well as promote communication at all levels. Regularly assess and enhance employee satisfaction and engagement.
- Prioritise the safety and health of employees by setting up our own Safety & Health Team and having a proper Safety and Health Workplace Guidelines in place. Ensure compliance with safety regulations, conduct regular safety training and awareness talk. Promote a culture of wellness and encourage proactive health measures.
- Build a positive market presence by aligning the Group's values with its external communications. Highlight community involvement and sustainability efforts. Foster a positive brand image by showcasing the Group's commitment to ethical practices and social responsibility.
- Engage with local communities through corporate social responsibility ("CSR") initiatives. Support community development projects, encourage employee volunteering, and establish partnerships with local organisations.
- Recognise and celebrate employees who lead positive change through the Heroes for Change campaign, fostering a culture of activism and social responsibility.

- GRI 401 Employment
- GRI 402 Labor/Management Relations
- GRI 403 Occupational Health and Safety
- GRI 404 Training and Education
- GRI 405 Diversity and Equal Opportunity
- GRI 405 Non-Discrimination
- GRI 407 Freedom of Association and Collective Bargaining
- GRI 408 Child Labor
- GRI 409 Forced or Compulsory Labor

- Ensure timely and comprehensive reporting.
- Provide regular updates.
- Demonstrate a strong foundation and deliver resilient financial performance.
- Enhance sustainability disclosure in line with global frameworks and standards to elevate transparency.
- Ensure compliance with the corporate governance practices outlined in Malaysia Code on Corporate Governance 2021 ("MCCG 2021").
- Expand media coverage and enhance accessibility through various channels to reach a wider audience and improve visibility of the Group's information.

- GRI 201 Economic Performance
- GRI 205 Anti-Corruption
- GRI 403 Occupational Health and Safety
- GRI 405 Diversity and Equal Opportunity

- Develop quick and thorough action plans to address customers' feedback based on the survey results.
- Maintain open dialogues with customers in developing shared understanding and establishing mutually beneficial solutions for addressing challenges.
- Implement measures to enhance safety, such as increasing safety inspections, to reinforce a safety culture across all projects.
- Inform tenants about potential disruptions to tenant services and amenities.
- Engage with tenants regarding ESG concerns, including social issues.
- A customer loyalty reward program is a strategic marketing initiative designed as a platform to reward our purchasers, encourage brand engagement, maintain brand loyalty and drive customer referrals.
- In a loyalty program, loyal customers are offered special deals and discounts to show appreciation. These exclusive offers are made possible through partnerships. By providing customers with added value and savings, their loyalty is further rewarded.

- GRI 201 Economic Performance
- GRI 204 Procurement Practices
- GRI 205 Anti-Corruption

OUR APPROACH TO STAKEHOLDER ENGAGEMENT AND MATERIAL MATTERS

STAKEHOLDER GROUPS	ENGAGEMENT PLATFORMS AND FREQUENCIES OF ENGAGEMENT	ISSUES OF CONCERN
 <p>SUPPLIERS/CONTRACTORS</p> <p>Continuous engagement with contractors and consultants is essential to ensure that projects stay on track within budget, time constraints, and quality standards. Regular communication enables prompt issue resolution, risk mitigation, and alignment with project objectives, fostering efficiency, trust, and successful outcomes.</p>	 <ul style="list-style-type: none"> Meetings and Site Visits AW Supplier Assessment System P Briefings and Trainings P 	<ul style="list-style-type: none"> Corporate Governance Procurement Practices Anti-corruption
 <p>LOCAL COMMUNITIES</p> <p>For a Malaysian public listed property developer, actively engaging with local communities is essential. This cultivates a positive Group image, fosters strong relationships, secures community support, and ensures regulatory compliance, where all these are crucial elements for long-term success in the local market.</p>	 <ul style="list-style-type: none"> Community Outreach and Development Programmes P Strategic Partnerships AW Charitable Contributions AW Corporate Website and Social Media P 	<ul style="list-style-type: none"> Local Communities
 <p>GOVERNMENT/REGULATORS</p> <p>Regulatory bodies and government stakeholders play a crucial role in the real estate industry by overseeing zoning regulations, permitting, infrastructure development, affordable housing initiatives, environmental compliance, and incentive programs. Their involvement ensures sustainable growth and community well-being while aligning with societal and environmental needs.</p>	 <ul style="list-style-type: none"> Income Tax Filing Q Annual Return A Official Meetings and Visits AW Industry Events and Seminars AW 	<ul style="list-style-type: none"> Corporate Governance Anti-corruption
 <p>MEDIA</p> <p>Engaging media plays a pivotal role in effectively conveying the Group's brand message by capturing attention and fostering connections with its target audience. Through compelling visuals, captivating narratives, and interactive experiences, engaging media not only communicates the essence of the brand but also cultivates meaningful relationships with customers.</p>	 <ul style="list-style-type: none"> Community Outreach and Development Programmes AW Strategic Partnerships AW Charitable Contributions AW Corporate Website and social media P 	<ul style="list-style-type: none"> Corporate Governance Customer Health and Safety

Frequency of Engagement

W Weekly

M Monthly

Q Quarterly

A Annually

P Periodic

AW As and when needed

OUR APPROACHES

GRI STANDARDS

- Implement a Sustainable Procurement Policy to serve as a guide for suppliers in adopting ESG practices and maintaining good business ethics.
- Work closely with suppliers to ensure a clear understanding of the scope of work and timelines.
- Request suppliers and contracts to declare any potential conflict of interest before participating in the procurement process.
- Conduct progress meetings with suppliers.
- Conduct an evaluation of consultants and contractors after project completion.

- GRI 204 Procurement Practices
- GRI 301 Materials
- GRI 308 Supplier Environmental Risk Assessment
- GRI 414 Supplier Social Risk Assessment

- Engage with local communities on social issues.
- Offer employment opportunities, such as internships, for young graduates.
- The provision of sponsorships and volunteers through CSR initiatives.
- A customer loyalty reward program is a strategic marketing initiative designed as a platform to reward our purchasers, encourage brand engagement, maintain brand loyalty and drive customer referrals.

- GRI 413 Local Communities

- Maintain a high level of integrity, corporate governance, transparency, and best practices.
- In support of the government’s climate ambition to achieve Net Zero Carbon Emissions by 2050.
- Implement the Whistleblowing Policy and Group Sustainability Policy, along with other governance compliance-related policies.
- Risk management.
- Constantly follow up and stay up to date with the latest requirements from the authorities.
- Continuous on-site monitoring to ensure compliance with the requirement.

- GRI 205 Anti-Corruption
- GRI 206 Anti-Competitive Behaviour

- Ensure continuous clarification, communication and casual meetings with media to maintain a strong relationship.
- Timely responses to all media enquiries by the relevant parties.
- Enhance communication and engagement with media in their areas of interests, particularly focusing on progress in ESG.
- Regularly inform the media about the Group’s performance, ongoing projects, new products or services launches, current promotions, and the latest news. This ensures that the public remains updated on their progress and well-informed about the happenings within the Group.
- The Group identifies media outlets that are experiencing challenging times, such as accidents or disasters, and provides them with financial assistance, resources, or any other necessary support to aid in their recovery and help them regain stability. This is their way of supporting those who are facing difficulties.

OUR APPROACH TO STAKEHOLDER ENGAGEMENT AND MATERIAL MATTERS

ASSESSING MATERIALITY

In FY2022, LBGB conducted a comprehensive Materiality Assessment Exercise ("MAE") to identify the key material topics pertaining to the Group's EESG goals. This exercise employed two approaches:

Firstly, a MAE workshop involving senior representatives from the Board and Management team who assessed these topics; Secondly, an online survey form was distributed to external stakeholders to gather their input.

These combined efforts were instrumental in highlighting the EESG matters most pertinent to our business and stakeholders, ensuring a targeted and strategic approach towards addressing these concerns.

The detailed materiality assessment approach by LBGB is illustrated below:

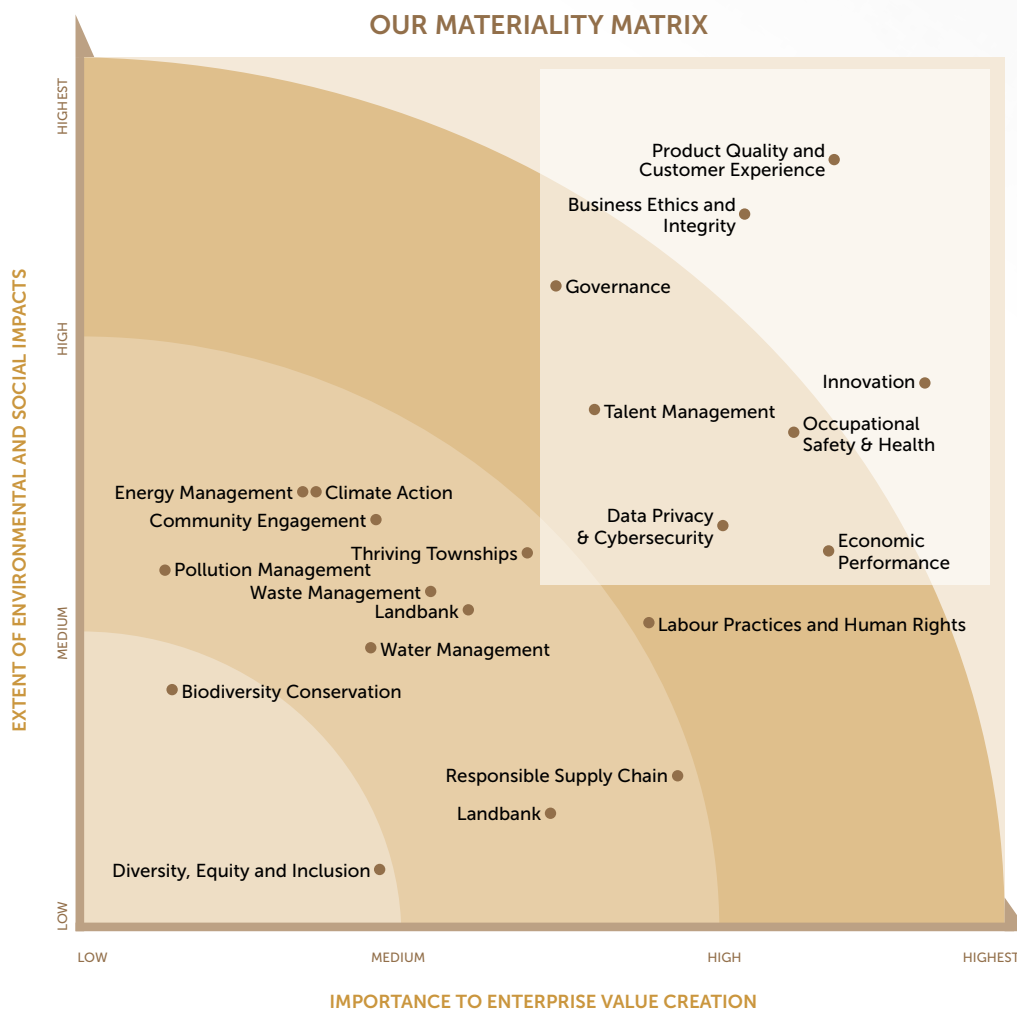
IDENTIFICATION	STAKEHOLDER ENGAGEMENT	PRIORITISATION	VALIDATION	ENDORSEMENT
To identify ESG topics relevant to the environment, social, and governance, the Group compared against several reporting frameworks including GRI, Bursa Malaysia's Sustainable Reporting Guidelines, FTSE4Good Index Series, TCFD, and the SASB. Through this comparison, the Group identified material topics pertinent to its operations and those impacting both direct and indirect economic performance.	To gather feedback from both internal and external stakeholders, an online materiality survey and MAE workshop were conducted. The objective of these activities was to identify the likelihood and potential impact of issues that could potentially disrupt business continuity. The MAE survey garnered participation from 484 respondents across 13 stakeholder groups, ensuring a comprehensive consideration of perspectives in identifying the most crucial issues for LBGB.	The information and feedback collected from the survey have allowed the Group to refine the list and prioritise topics.	The Group conducted thorough desktop research, comparing local, regional, and global industry peers to align with global standards and trends. As a result, the Group has finalised 20 material topics. Three material topics have been removed to align with LBGB's strategic focus.	The material topics that were identified have been approved by the Board.

In FY2023, LBGB undertook a comprehensive analysis to benchmark its material topics with those of local, regional, and global industry peers. This rigorous process included proactive engagement with analysts and stakeholders, facilitating meaningful discussions and gaining valuable insights to inform LBGB's strategic direction.

Among the 23 material topics, 20 remained as material topics, 12 were renamed, 3 were removed and 8 were prioritised based on their significance. This refined list underscores the Group's commitment to focusing on pivotal issues that significantly impact its operations and align with its strategic objectives. Furthermore, the identified material topics received approval from the Board, solidifying their importance within its value creation.

MATERIALITY MATRIX

The following matrix illustrates the outcome of the materiality assessment and the significance of each sustainability material topics from the perspective of LBGB and its stakeholders.



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






- | | |
|--|---|
| 1. Product Quality and Customer Experience  | 5. Talent Management  |
| 2. Business Ethics and Integrity  | 6. Occupational Safety and Health  |
| 3. Governance  | 7. Data Privacy & Cybersecurity  |
| 4. Innovation  | 8. Economic Performance  |


SUSTAINABILITY TARGETS

In FY2023, LBGB has made a steadfast commitment to achieving Net Zero Carbon Emissions by 2050. This commitment is anchored by the 4 Pillars and 4 Sustainability Goals, providing a holistic and comprehensive framework that guides the Group’s business operations.

The Group has also conducted a review and identified the need to realign the KPIs with the current materiality assessment, ensuring a more strategic and impactful alignment that enhances overall business performance. These short-term KPIs, approved by the Board, involve active participation from both employees and senior executives, directly linking their performance to the achievement of ESG targets. Furthermore, strategic measures have been implemented to incentivise and reward the attainment of annual ESG performance targets.

Legend: ● Achieved ● On-track ● Attention Required

ESG PILLAR	FY2025 KEY PERFORMANCE INDICATORS	FY2023 PERFORMANCE	PROGRESS STATUS
GOVERNANCE			
GOOD GOVERNANCE Strengthening Ethical Excellence, Accountability, and Strong Governance across the Group   	To establish Cybersecurity Working Team with formulating strategy and cultivate cybersecurity culture	Established Cybersecurity Working Team and developed implementation roadmap	●
	To maintain 30% female at the Board level	37.5% of Board directors are female	●
	To achieve zero incidents of anti-corruption	Zero incidents of anti-corruption	●
ECONOMIC			
ECONOMIC PROSPERITY Advancing Economic Prosperity through Sustainable Value Creation    	To achieve 100% on time delivery for vacant possession	Achieved 97% on time delivery for vacant possession	●
	To achieve 100% response rate on customer’s enquiry within 7 working days	Achieved 99.3% of response rate on customer’s enquiry within 7 working days	●
	To achieve cost and time efficiency derived from digitalisation of processes	Implemented numerous strategic digitalisation initiatives aimed at enhancing operational efficiency, reducing costs, and saving time. For more details, please refer to the Innovation section 	●

ESG PILLAR	FY2025 KEY PERFORMANCE INDICATORS	FY2023 PERFORMANCE	PROGRESS STATUS
ENVIRONMENTAL			
CLIMATE RESILIENCE Powering towards Greater Climate Resilience for a Sustainable Future   	To achieve 5% reduction in Energy Intensity by Revenue (Scope 1 & Scope 2) Baseline Year: 2022	Achieved a 1.77% decrease from 2022 levels	●
	To achieve 5% reduction in Carbon Intensity by Revenue (Scope 1, 2 and 3) Baseline Year: 2022	Achieved a 3.89% decrease from 2022 levels	●
	To achieve 5% reduction in Water Intensity by Revenue Baseline Year: 2022	Achieved a 0.82% decrease from 2022 levels	●
	To achieve 10% of waste diversion from landfills Baseline Year: 2023	Achieved 42.39% of waste diversion from landfills in 2023	●
	Zero incidents of non-compliance related to environmental matters	Zero incidents of non-compliance related to environmental matters	●
	To provide more than 10% of minimum regulatory landscape requirements (softscape and hardscape) in all new development projects	All new projects achieved more than 10% of green landscape in development projects	●
SOCIAL			
SOCIAL ENRICHMENT Enriching Communities and Workplace through Ethical Engagement    	Maintain zero fatalities at all sites	Zero fatalities at all sites	●
	To achieve an average of 10 learning and development training hours per employee per annum	Achieved 26.78 hours per employee	●
	To extend our support to 480,000 beneficiaries beyond the LBS framework Baseline year: 2023	Achieved 421,795 external beneficiaries	●
	To achieve zero incidents of human rights violations	Zero incidents of human rights violations	●



GOOD GOVERNANCE:

Strengthening Ethical Excellence, Accountability, and Strong Governance Across the Company

UNSDGs Alignment:



MATERIAL TOPICS:

Governance

Business Ethics and Integrity

Data Privacy and Cybersecurity

The Board Sustainability Committee structure is integral to the Group's steadfast commitment to sustainability. This dedicated committee serves as the driving force behind the integration of sustainable practices into the governance structure, ensuring a strategic and cohesive approach to environmental and social responsibility.

The commitment to upholding the highest standards of corporate governance and business ethics encompasses rigorous compliance with regulations and policies, fostering ethical conduct and corporate integrity, maintaining a steadfast stance against corruption, and implementing robust whistleblowing mechanisms. The Group also integrates sustainable finance practices, ensuring that financial decisions align with its commitment to environmental and social responsibility.

Recognising the critical nature of data privacy and cybersecurity, the Group has implemented robust measures to safeguard sensitive information. In compliance with data protection laws, these measures aim to mitigate the risk of cyber threats, underscoring the Group's dedication to upholding the confidentiality and security of both internal and external data.

This comprehensive approach positions LBGB as a responsible corporate citizen, contributing positively to both its stakeholders and the broader global community.

37.5%
WOMEN REPRESENTATION
on Board

Established
GROUP SUSTAINABILITY POLICY

Established
CYBERSECURITY WORKING TEAM

SUSTAINABILITY GOVERNANCE

Integrating sustainability at the highest governance level in LBGB enables strategic oversight of ESG matters for long-term value creation. The Board of LBGB, alongside senior management, bears direct responsibility for vigilantly monitoring significant ESG matters, prominently including climate change and its associated risks and opportunities.

Quarterly reviews convened during Board meetings serve as pivotal mediums fostering comprehensive discussions and informed decision-making processes. Through these reviews, risks and opportunities are thoroughly assessed, encompassing considerations for both financial and non-financial value creation across short, medium, and long-term horizons. This structured approach ensures a holistic perspective on sustainability, safeguarding the Group’s interests and bolstering its resilience amidst evolving ESG landscapes.

SUSTAINABILITY GOVERNANCE FRAMEWORK

Within LBGB’s Sustainability Governance framework, the Group’s sustainability strategies are implemented, guided by a comprehensive approach ensuring integration across all operations and business units.



BOARD-LEVEL COMMITTEE SUSTAINABILITY COMMITTEE

The Board Sustainability Committee (“BSC”) supports the Board in overseeing the sustainability strategy, encompassing EESG aspects, including Climate Change and Supply Chain matters. The committee also provides advice and recommendations on sustainability strategies and policies for Board approval, and monitors their implementation on a quarterly basis.

MANAGEMENT-LEVEL COMMITTEE GROUP SUSTAINABILITY

To facilitate effective communication between senior leadership and the Group Sustainability (“GS”) team, GS operates as a weekly interactive platform. It oversees sustainability trends and significant environmental, social, and governance issues, integrating the collaborative efforts of the Safety & Health Team and the Sustainability Team.

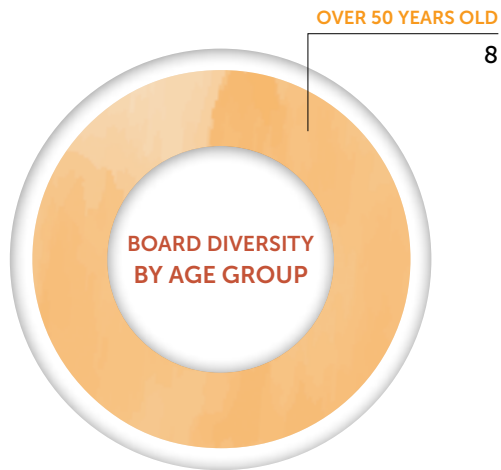
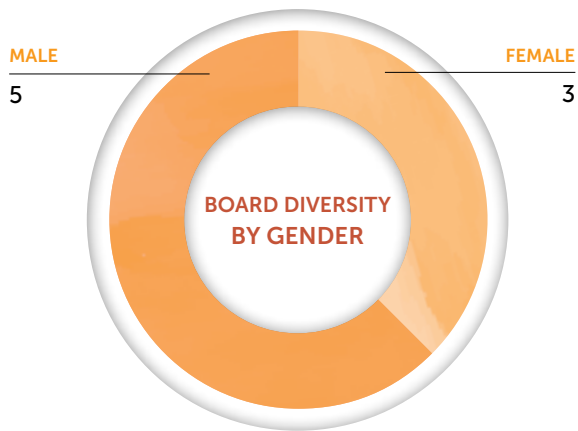
EXECUTIVE-LEVEL WORKING GROUP

The **Sustainability Team**, led by Heads of Department (“HODs”) from diverse functions, promotes the integration of sustainability considerations into all aspects of Group operations and decision-

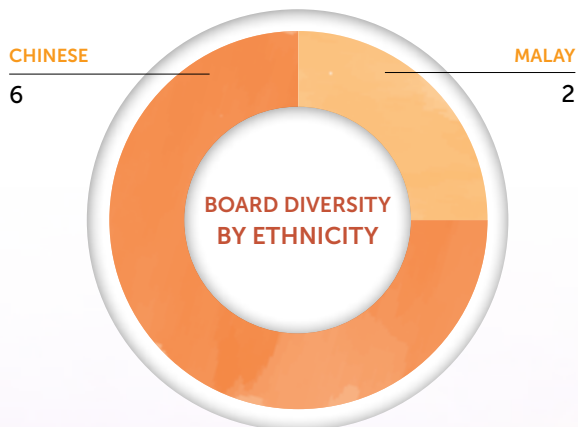
making processes. To strengthen the Group’s commitment to sustainability, KPIs are established with the active involvement of employees and senior executives, directly linking their performance to the attainment of ESG targets. This effort aligns with sustainability reporting frameworks and includes strategic measures aimed at incentivising and rewarding the achievement of annual ESG performance targets. The strategic KPIs and targets pertaining to all significant ESG matters are detailed in the Our Sustainability Targets section.

The **Safety and Health Team** is responsible for all matters pertaining to Occupational Safety and Health across LBGB’s operations. The primary objective is to guarantee the ongoing safety and security of all operational sites, with a specific emphasis on construction sites. The team’s role is to ensure a high level of compliance with Department of Occupational Safety and Health’s (“DOSH”) regulatory requirements and to progressively inculcate a safety first mindset across LBGB.

SUSTAINABILITY GOVERNANCE



UNDER 30 YEARS OLD 0
30 - 50 YEARS OLD 0



INDIAN 0
OTHERS 0

BOARD DIVERSITY AND INDEPENDENCE

LBGB has been actively working towards enhancing diversity and the composition of independent directors on its Board. This commitment to diversity not only strengthens internal corporate governance but also fosters a broader range of perspectives and independent deliberation, ultimately leading to better decision-making within the organisation.

The Group fully supports the Malaysian government's goals and the MCCG 2021 to enhance gender diversity in corporate leadership. In FY2023, the Group achieved its target by achieving 37.5% women representation on the Board, surpassing the 30% goal set for FY2025. Furthermore, independent directors constitute 50% of the Board composition.



37.5%
WOMEN REPRESENTATION ON BOARD

For more details, please refer to the **Corporate Governance Overview Statement section within the LBS Integrated Annual Report 2023 ("IAR2023")**.

INTEGRATING ESG INTO GROUP RISK ASSESSMENT

Recognising the growing significance of ESG issues, LBGB has started incorporating risks related to these ESG material topics into their overall risk management strategy. This decision is driven by the understanding that ESG concerns such as climate change, anti-corruption measures, labour, human rights, and effective human capital management are interconnected and can have substantial effects on financial performance.

By proactively addressing these risks, LBGB aims to safeguard their business operations and ensure long-term success. This will be accomplished through the identification of the actual financial costs associated with ESG impacts and the establishment of KPIs and targets to effectively address and mitigate risks. By quantifying these costs and setting measurable goals, the Group can enhance their ability to manage ESG-related challenges while also improving overall performance.

BUSINESS ETHICS AND INTEGRITY

LBGB is dedicated to upholding strong corporate governance standards throughout its business operations. This commitment is evident through its adherence to local laws, industry best practices, as well as the recommended corporate governance guidelines of Bursa Malaysia and MCCG 2021. By adhering to these standards, the Group ensures transparency, accountability, and responsible decision-making in all aspects of its business.

With a focused commitment, the Group has established a target of achieving zero incidents annually across KPIs associated with both monetary and non-monetary repercussions. These encompass sanctions, penalties, fines, censures from authorities, public or regulatory grievances, and instances of anti-corruption. The Group is resolute in its objective to maintain a spotless record, addressing concerns comprehensively.

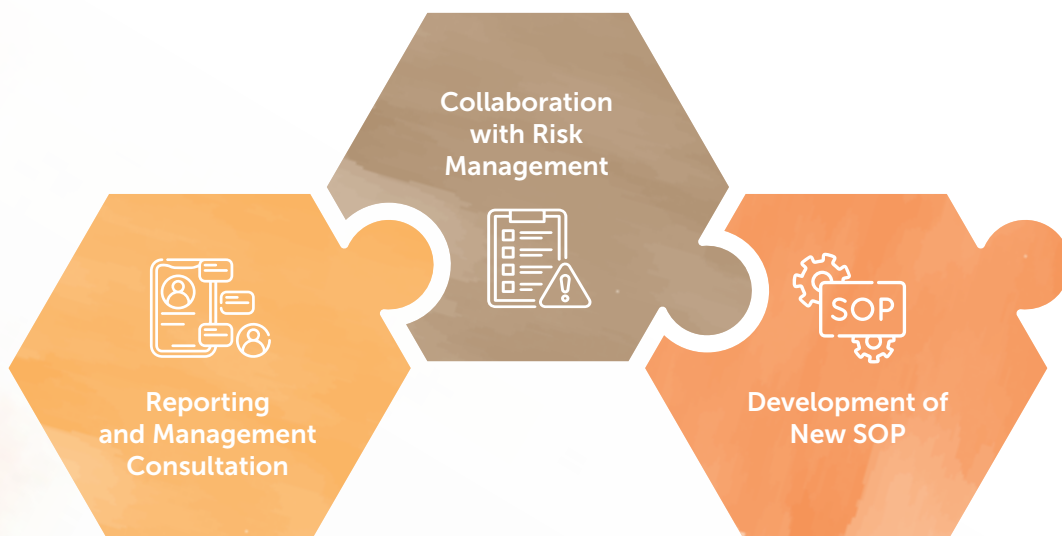
COMPLIANCE WITH LAWS AND REGULATIONS

LBGB strictly adheres to a holistic corporate framework to ensure compliance. This framework includes the implementation of protocols and a reporting system to thoroughly identify, measure, mitigate and report any instances of non-compliance. With the internal control and reporting system, the Group would be able to learn from past experiences in determining future strategic directions.

Following a non-compliance event, the Department Head immediately submit a report via the designated online Non-Compliance/Penalty Form to the Executive Director/Deputy CEO. The Compliance Team then consolidates these reports and collaborates with Management and the Risk Management Committee to thoroughly evaluate the incident's implications and assess the risk of potential recurrence.

Following this process ensures transparent and responsible disclosure of any claims or incidents associated with non-compliance.

Commencing in FY2023, the proposed initiative designed to improve the non-compliance management include the following:



CORPORATE GOVERNANCE AND BUSINESS ETHICS

Consistent with the Group’s robust corporate-wide strategy for managing non-compliance, there have been no instances of fines related to violations of laws and regulations during the present reporting period. In FY2023, there have been no reported fines for non-compliance.

REGULATORY COMPLIANCE	FY2021	FY2022	FY2023
Total fines or censures for environmental non-compliance	0	0	0
Total fines or censures for socioeconomic non-compliance	0	0	0
Total Incidents of non-compliance with regulations resulting in a fine, penalty or warning	0	0	0
Total monetary value of significant fines	0	0	0
Total number of non-monetary sanctions	0	0	0
Total cases brought through dispute resolution mechanisms	0	0	0

PROMOTING GOOD GOVERNANCE THROUGH INTERNAL POLICIES

Recognising the growing impact of sustainability on the business, LBGB incorporated sustainable practices into its operations with the implementation of the Group Sustainability Policy extending to external stakeholders. The Group’s Sustainability Policy is consistently applied across all other policies within the Group, encompassing, but not limited to:



LBGB’s corporate governance policies, anchored in sustainability, lay the groundwork for ethical conduct and decisive decision-making. Embracing transparency and accountability, these policies delineate the roles and responsibilities of the Board of Directors, Management, and stakeholders, fostering a culture of responsible business practices and ensuring alignment with their commitment to sustainability.



For more details, please refer to the **Corporate Governance Overview Statement** section within the **LBS IAR2023**.

ANTI-CORRUPTION

ZERO-TOLERANCE TO ANTI-CORRUPTION

LBGB strictly adheres to a zero-tolerance approach towards bribery and corruption within the Group and its supply chain. This commitment is demonstrated through various policies and initiatives implemented by the Group to prevent such occurrences.

The Board of LBGB is tasked with supervising the anti-corruption agenda and regular reports on the robustness of internal processes and controls are presented to the Audit and Risk Committees and also to the full Board. Spearheading this critical agenda is the Compliance Team, under the leadership of the Group Legal Department's head. This team is composed of professionals from diverse fields, including Legal, Secretarial, and Corporate Affairs, who bring a wealth of expertise and insight to bolster the anti-corruption efforts.

LBGB has implemented its Anti-Bribery and Corruption ("ABC") and Whistle Blowing ("WB") Policies in accordance with Section 17A of the Malaysian Anti-Corruption Commission (Amendment) Act 2018. These policies are made available to all current and potential stakeholders, who are required to fully comply with them and acknowledge their understanding.

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 Group and, if necessary, reported to the relevant authorities for further enforcement action. For more information on this policy, please visit <https://lbs.com.my/corporate-governance/>.

LBGB's ABC Policy is communicated to the entire workforce, ensuring that all employees and Board members undergo anti-corruption training. The Policy and the Group's anti-corruption stance are also cascaded down its entire value chain, including both existing and new/potential stakeholders. As of 31 December 2023, all stakeholders have acknowledged their commitment to adhere to the Group's ABC Policy.

WHISTLEBLOWING CHANNEL

The Group has long implemented a comprehensive WB Policy to be accessible by both internal and external stakeholders for the purposes of reporting of any misconduct. Stakeholders are consistently reminded to stay informed about the channel's accessibility. In case of any incidents, stakeholders are encouraged to direct their concerns to the designated email address: whistleblowing@lbs.com.my



In FY2023, there is **NO REPORTED INCIDENTS** of misconduct via the dedicated whistleblowing channel.

CORRUPTION RISK ASSESSMENT

In alignment with the Group's commitment to fostering transparency and ethical business practices, LBGB undertook an internal ESG risk assessment across all operations during FY2023. This was aimed at mitigating or preventing potential risks by enhancing corruption awareness among employees. Integral to this initiative, LBGB implemented two critical policies: the Gift, Entertainment and Hospitality Policy ("GEH Policy") and the Donations and Sponsorships Policy ("D&S Policy").

ANTI-CORRUPTION

The GEH Policy strictly prohibits LBGB personnel from receiving or soliciting gifts from external parties, especially in forms that could be construed as financial incentives, such as cash, gift certificates, or discounts. Exceptions are made for gifts of nominal value exchanged on official visits, festive or ceremonial occasions, or as part of the Group functions, provided they adhere to the spirit of fostering legitimate business relationships without implying impropriety. Similarly, entertainment provided to external parties must be reasonable, legal, and proportional, aimed at strengthening business relations while maintaining the integrity of LBGB’s ethical standards.

The D&S Policy ensures that any charitable donations and sponsorships extended by the LBGB are legal, ethical, and not intended to influence business decisions or public perception improperly. These policies underscore LBGB’s dedication to maintaining a principled approach to business engagements and relationships.

OPERATIONS ASSESSED FOR RISKS

In conjunction with these policies, the Group also conducts annual ESG risk assessments and ERM evaluations to maintain high levels of awareness and preparedness. This ensures that LBGB remains vigilant against emerging risks and is equipped to address them promptly. As of FY2023, the Group has proudly sustained a corruption-free environment, with no reported incidents. This achievement not only reflects LBGB’s unwavering dedication to upholding ethical business practices but also reinforces its commitment to ensuring a transparent and accountable working environment.

	FY2021	FY2022	FY2023
OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION			
Percentage of operations assessed for risks related to corruption	–	–	100%
Percentage of operations assessed for risks related to the types of corruption	–	–	100%
Number of corruption risk assessments based on the types of corruption, including bribery	–	–	3
Significant risks related to corruption identified through the risk assessment	–	–	None

ANTI-CORRUPTION TRAINING AND COMMUNICATION

LBGB is committed to actively involving internal and external stakeholders in anti-corruption efforts through various communication channels, including virtual and in-person training sessions, emails, and other forms of engagement. The Group aims to ensure that all employees and suppliers are briefed/trained on and acknowledge their compliance with the Group’s ABC, GEH, and D&S Policies. In FY2023, an extensive anti-corruption awareness seminar was carefully planned for November, with two sessions held to guarantee the involvement of every employee. Individuals who were unable to attend the briefing in person were promptly directed to enroll in the topic via E-learning by December 2023.

Externally, suppliers must acknowledge and adhere to these policies as a prerequisite for bidding on contracts, and failure to comply may result in punitive actions, including contract termination or reporting to authorities. The Compliance Team will also conduct thorough due diligence on suppliers, encompassing background checks, financial evaluations, and conflict of interest assessments.



ALL DIRECTORS
attended
ANTI-CORRUPTION TRAINING
in FY2023.

Note: Further details on anti-corruption training data can be found in the ESG Performance Table section.

To enhance transparency and fairness in the bidding process, LBGB has implemented an open tender box system, strictly adhering to bid submission deadlines. This is evident that the Group's effective approach in promoting anti-corruption awareness has resulted in LBGB maintaining a zero-track record for the past three years, with no incidents of corruption across the entire supply chain.



ZERO REPORTED INCIDENTS OF CORRUPTION

leading to employee dismissals,
contract terminations, legal cases,
or associated costs.

CONFLICT OF INTEREST

LBGB 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 the Group 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 LBGB or associating with organisations that competes with the Group's business interests.

POLITICAL VIEWS AND CONTRIBUTIONS

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

DATA PRIVACY AND CYBERSECURITY

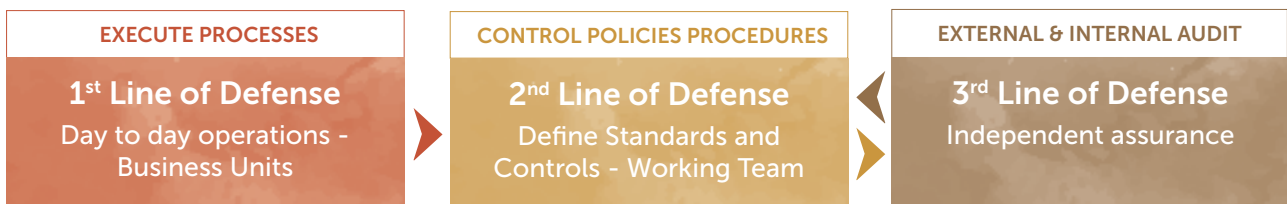
LBGB places a high priority on safeguarding the privacy and confidentiality of its customers' data. The Group follows the Personal Data Protection Act 2010, ensuring that only relevant data is collected with explicit consent from the data owners. This information is used solely for engagement purposes and is not shared or sold to any third party, except in cases involving enforcement authorities.

In adherence to the Personal Data Protection Act 2010 ("PDPA"), LBGB has appointed Data Protection Officers ("DPO") to ensure PDPA compliance and promote a culture of data protection. The DPOs are responsible for efficiently managing any data inquiries and informing the Management of any personal data risks. Additionally, they act as intermediaries between LBGB and the Personal Data Protection Commissioner ("PDPC"), representing the Group in workshops for the latest updates on the PDPA and best practices, networking events, and gaining insights on key trends for preventing data breaches. Notably, the Group has one employee who holds the PDPA license within its compliance team.

As evident in the Group's commitment to data privacy and cybersecurity, a dedicated working team consisting of key stakeholders from IT, Business Intelligence ("BI"), and Senior Management collaborates. Together, LBGB strategically identify and address any potential threats or vulnerabilities that may arise.

The team plays a crucial role in the organisation as they are responsible for ensuring the smooth implementation and continuous maintenance of the cybersecurity framework. They work collaboratively to bring together various areas of expertise, enabling them to take a comprehensive and integrated approach in protecting LBGB's digital assets. Through their efforts, they demonstrate a commitment to strong cybersecurity practices and an ability to adapt to new threats.

3 LINES OF DEFENSE APPROACH



The Group follows a strategic governance structure emphasising cybersecurity excellence to safeguard its digital assets. This commitment extends to creating a secure business environment for all stakeholders involved.



Through the structured cybersecurity framework as outlined below, the Group is steadfast in its commitment to implementing and ensuring cybersecurity resilience within LBGB.

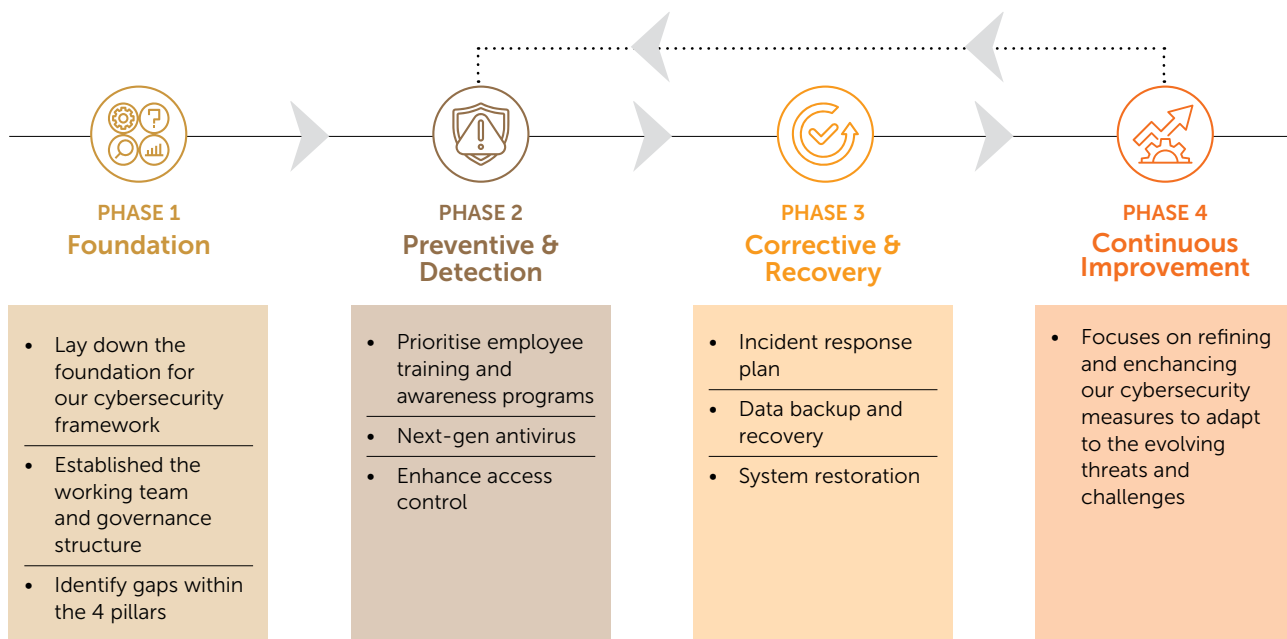
SCOPE

Our cybersecurity framework is built upon four key pillars: preventive, detective, corrective, and recovery. Each pillar plays a crucial role in establishing a comprehensive and resilient cybersecurity posture. This is established with reference to the National Institute of Standards and Technology ("NIST") and ISO 27001's framework.

<p>VISION</p> <p>To ensure the highest level of cybersecurity excellence, protecting our company's digital assets, preserving customer trust, and fostering a secure business environment.</p>	<p>MISSION</p> <p>To establish and maintain a robust cybersecurity framework, driven by collaboration and continuous improvement.</p> <p>We strive to safeguard our company's digital infrastructure, defend against evolving cyber threats, and promote a culture of security awareness throughout the organisation.</p>	<p>GOALS</p> <p>Protection of Digital Assets, Safeguarding Customer Data and Compliance with Policies, Minimisation of Cyber Threats</p>
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STRATEGIC & ENABLING PILLARS			
<p>PREVENTIVE</p> <p>Minimising the risk with preventive measures:</p> <ul style="list-style-type: none"> • Access controls • Security awareness • Patch management • Secure configuration • Policies 	<p>DETECTIVE</p> <p>Focuses on early detection:</p> <ul style="list-style-type: none"> • Intrusion detection and prevention systems • Activity log monitoring and analysis. 	<p>CORRECTIVE</p> <p>Focuses on responding to incidents:</p> <ul style="list-style-type: none"> • Backup solutions 	<p>RECOVERY</p> <p>Focuses on restoring systems & operations:</p> <ul style="list-style-type: none"> • Business continuity plan

The approach is structured into several phases, each with specific goals and outcomes. This organised process facilitates efficiency and resource allocation, ultimately enhancing the overall effectiveness of their cybersecurity efforts.



To ensure a successful implementation, the process has been aligned with the four key pillars of LBGB's cybersecurity framework: (P)reventive, (D)etection, (C)orrective, and (R)ecovery ("PDCR"). The continuous cycle from Phase 2 to 4 involves regular review and approval to maintain the effectiveness of the cybersecurity measures.

DATA PRIVACY AND CYBERSECURITY

INSPIRING STORY:

CYBERSECURITY AWARENESS INITIATIVES

As cyber threats continue to evolve, it is crucial to stay vigilant and maintain a high level of cybersecurity. The IT Department at LBGB consistently takes a proactive approach by sending email reminders containing educational content and preventive measures to enhance protection against these threats. These measures include regularly running windows updates, utilising strong passwords, and avoiding clicking on links from unverified sources.

Aside from the email reminder, the cybersecurity posters have been made available at both headquarters and offices. These informative visuals play a crucial role in serving as reminders and educational resources to enhance the Group's collective cybersecurity, as illustrated below.

Do Your Part #BeCyberSmart

Cybersecurity Starts
with **YOU** and is
**Everyone's
Responsibility**

Most HARMFUL Cyber Threats You Must Be Aware Of

RANSOMWARE

Make data or hardware inaccessible to **YOU** until a ransom is paid

PHISHING

- Fake message to convince **YOU** to click on a bad link
- Get **YOU** commit to a financial transaction
- Trick **YOU** to reveal information

BOTS

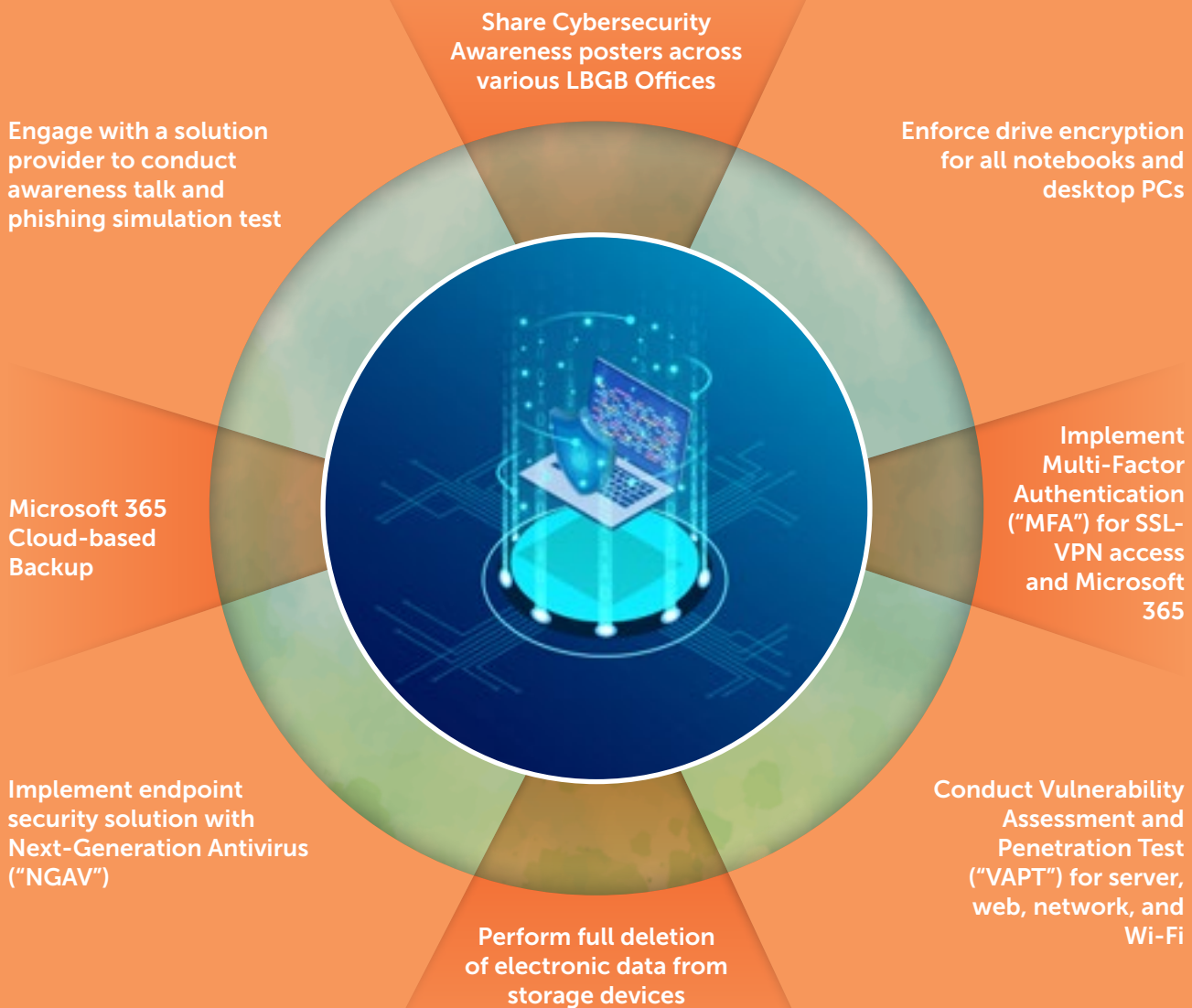
Malicious Bots can gather password, obtain financial information, hijack social media accounts, uses your email to send spam

How Can You Better **PROTECT** Yourself Online?

- Run Windows update on monthly basis
- Don't click on any links until **YOU** have verified them
- Create a strong password and tips as below:
 - ✓ Use longest password allowed
 - ✓ Use different passwords on different systems and accounts
 - ✓ Use a mix of uppercase and lowercase letter, numbers and symbols

To strengthen the Group's defence against potential cyber threats, a number of inclusive IT initiatives have been put into place.





Given these strategic approach and effective measures, there were no cases of data breaches recorded in FY2023 throughout the Group's business operations.

	FY2021	FY2022	FY2023
Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0
Total number of identified leaks, thefts, or losses of customer data	0	0	0
Number of complaints from regulatory bodies	0	0	0



ECONOMIC PROSPERITY:

Advancing Economic Prosperity Through Sustainable Value Creation

UNSDGs Alignment:



MATERIAL TOPICS:

Economic Performance

Thriving Townships

Landbank

Product Quality and Customer Experience

Innovation

Responsible Supply Chain

LBGB attributes its enduring success to a steadfast commitment to sustainable economic value, where financial performance serves as the foundation for progress in the environmental and social fronts. Through investments in ESG strategies and action plans, LBGB demonstrates dedication to holistic sustainability, contributing to economic prosperity by creating employment opportunities, enhancing community well-being, and delivering value to shareholders.

For LBGB, the paramount importance is placed on product quality and innovation. The Group evaluates quality through several aspects, focusing on the structural integrity of its properties, service benchmarks, and levels of customer satisfaction. By capitalising on the proficiency of its subsidiary, MGB, in the Industrialised Building System ("IBS"), LBGB guarantees that its developments either meet or surpass industry norms.

Additionally, LBGB generates indirect economic benefits through strong financial performance, resulting in dividends, tax contributions, and investments in community infrastructure and services, as demonstrated in its prioritisation of sustainable digitalisation in FY2023. With that, LBGB invites interested parties to explore their IAR2023 for a detailed examination of their sustainable financial and operational performance, innovative business model, and overarching strategies aimed at fostering sustainable economic prosperity and creating positive impacts for stakeholders and the broader community.

More than
1,000
JOB OPPORTUNITIES
have been created

99.92% OF
PROCUREMENT
has been
sourced locally

ALL NEW SUPPLIERS
have undergone
environmental and
social risk assessments

ECONOMIC PERFORMANCE

Achieving financial success is pivotal for the sustained growth of LBGB’s business and the delivery of enduring value to its stakeholders. The Group diligently refine its strategies, initiatives, and measurements to contribute significantly to economic growth, foster job opportunities, and create positive ESG impacts within the community.

In FY2023, the Group achieved a revenue milestone of RM1.83 billion and total equity totalling RM1.85 billion, reaffirming our dedication to long-term financial stability and making positive contributions to society.

The table below provides a detailed breakdown of the direct economic values generated by LBGB over a three-year period:

	FY2021 (RM '000)	FY2022 (RM '000)	FY2023 (RM '000)
Revenue	1,365,757	1,723,857	1,829,631
Profit after tax and non-controlling interests	95,619	128,539	140,977
Total assets	4,395,214	4,165,330	4,270,422
Cash and cash equivalents	178,788	261,531	554,829

Note: 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.

INDIRECT ECONOMIC VALUES

Apart from direct financial performance, the Group also plays a large part in generating indirect socioeconomic values through its business operations. These multiplier effects can come in many forms, including creating job and income opportunities, supporting local supply chains, empowering local communities, and more.

The Group also brings increased benefits to the locations where it operates through the development of new infrastructure, which transforms the urban landscape. This ultimately kickstarts further local economic and infrastructure development, creating more positive impacts. One notable example of such beneficial infrastructure is the construction of a new flyover in Bandar Saujana Putra, which will help alleviate traffic congestion in the area.



ECONOMIC PERFORMANCE

The table below provides details of the positive indirect economic values generated by LBGB over a three-year period:

	FY2021 (RM '000)	FY2022 (RM '000)	FY2023 (RM '000)
Economic value generated	1,379,594	1,742,739	1,853,264
Economic value distributed	1,301,569	1,678,881	1,767,991
Operating costs	1,044,339	1,367,403	1,425,039
Community investments	1,359	1,576	2,968
Employee salaries and benefits	83,747	101,249	118,647
Corporate taxation	72,939	98,880	95,521
Finance costs	61,490	59,521	66,642
Dividend expenses	28,855	35,059	43,953
Distribution to holders of Perpetual Sukuk	8,840	15,193	15,221
Economic value retained	78,025	63,858	85,273

Note: 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.

VALUE CREATION THROUGH AFFORDABLE HOUSING

Aligned with the Group's aspiration to become a renowned and people-centric developer, LBGB is committed to leveraging its specialisation in the affordable housing segment. This is evident in LBGB's FY2023 target, where the Group generated 85% of the sales originating from this sector. By placing emphasis on affordable housing, the Group not only establish a stable financial foundation but also demonstrate LBGB's dedication to addressing Malaysia's housing needs, particularly in key areas such as the Klang Valley.

Housing affordability is a global concern that impacts major cities worldwide, including both developing and advanced economies. Recognising the socioeconomic benefits of home ownership, the Group actively collaborates with the federal and state governments of Malaysia to address the nation's affordable housing needs. This is achieved through various partnerships and schemes, including but not limited to:

RUMAH IDAMAN
MBI

RUMAH
SELANGORKU

MY FIRST HOME
SCHEME

PERUMAHAN
PENJAWAT AWAM
MALAYSIA

THRIVING TOWNSHIPS

VALUE CREATION THROUGH THRIVING TOWNSHIPS

In the Group’s continuous effort to create vibrant townships, LBGB has proactively embraced township development through strategic design planning in various flagship projects. The details are outlined below:



BSP

BANDAR SAUJANA PUTRA
SELANGOR

Bandar Saujana Putra (“BSP”) is designed with a focus on connectivity, ensuring residents have seamless access to major transport routes, including the North-South Expressway Central Link (“ELITE”) toll road (E6) and the South Klang Valley Expressway (“SKVE, E26”). The township is enhanced by its comprehensive amenities like supermarkets and eateries, alongside commercial hubs such as BSP Village and Saujana Business Park, promoting a holistic living experience, seamlessly blending daily convenience with community engagement, embodying a model of integrated urban living. Emphasising the importance of education as a cornerstone for development, Bandar Saujana Putra has become a notable location for premier institutions such as MAHSA International School and MAHSA University within Bandar Saujana Putra. These establishments offer a wide range of courses and programs, reflecting LBGB’s commitment to fostering a culture of learning and growth in the township. In addition to these educational institutions, the township places a strong emphasis on the well-being of its environment and residents, offering lush green spaces that enhance the area’s aesthetic and serenity.

LBS ALAM PERDANA

LBS ALAM PERDANA
SELANGOR

LBS Alam Perdana is designed to inspire community living with an emphasis on security and tranquillity, offering residents a gated environment that ensures safety and a quiet lifestyle. The integration of the Perumahan Penjawat Awam Malaysia (“PPAM”) project within the development caters to the social and economic needs of civil servants, providing them with accessible and affordable housing options. The community connectivity in LBS Alam Perdana is enriched through the provision of educational hubs, community centres, and Serenity Lake. These features are crafted to foster interactions and unity among residents, creating a vibrant and inclusive community. The recreational gardens around Serenity Lake further promote the well-being of its residents, offering a space for relaxation and communal activities, thereby enhancing the overall quality of life within the township.

ECONOMIC PERFORMANCE



D' ISLAND RESIDENCE SELANGOR

D' Island Residence is an island-themed development beautifully surrounded by 1,000 acres of lake in Puchong, offering residents an immersive waterside living experience. The township's careful design prioritises environmental considerations, showcasing native plants and eco-friendly landscapes that thrive with minimal maintenance, ensuring a sustainable living environment that complements its waterside location. This development is celebrated for its tranquillity and award-winning design, emphasising a secure environment with its comprehensive three-tier security system. Its strategic position allows for effortless connectivity to key destinations via major highways including ELITE, SKVE, LDP, KESAS, and MEX. With facilities that include family picnic areas by the lake, yoga spaces, and playgrounds, the development encourages residents to engage in communal activities, fostering a strong sense of belonging. The jogging paths along the vast lake offer residents a unique opportunity to connect with nature while staying active.

As a sanctuary away from city life, D' Island Residence seamlessly blends the calm of natural settings with modern amenities, making it a sought-after location. This unique combination of peace, privacy, and accessibility underscores its appeal, offering residents a harmonious lifestyle close to Puchong's essential services and transportation links.



KITA @ CYBERSOUTH SELANGOR

KITA @ Cybersouth, developed by LBGB, is founded on the principles of connectivity, affordability, and community integration. This thoughtfully designed township revolves around a community-centric living concept, striving to nurture strong social bonds and interactions. The development features many practical facilities explicitly designed for communal use, enhancing the overall sense of community. From futsal to playgrounds, jogging tracks, and a dedicated community park, the development emphasises creating spaces for social interaction and healthy living. Emphasising accessibility as a paramount consideration, KITA @ Cybersouth is strategically optimised with seamless connectivity to major highways, including SKVE, NSE, LDP, MEX, and more. This deliberate planning ensures residents enjoy convenient and efficient transportation links, further enhancing the appeal and practicality of the development.



artist impression

BANDAR PUTERA INDAH

皇子城

BANDAR PUTERA INDAH
BATU PAHAT

Bandar Putera Indah ("BPI"), a pioneering project in Batu Pahat, is characterised by its dedication to environmental responsibility and fostering a sense of belonging. The provision of services ensures convenient access to early education and medical services, fostering a sense of belonging and social cohesion.

The development incorporates essential facilities such as shopping centres, medical facilities, educational institutions, sports centres, and entertainment hubs, alongside residences. Other amenities contribute to the overall well-being and convenience of residents, promoting a vibrant and inclusive community within the development.

With sustainability in mind, the development of Bandar Putera Indah is designed to ensure systematic expansion and enhancement of the township over time, providing residents with an environmentally responsible and harmonious living experience.



CAMERON Centrum

金马仑·中环
@BRINCHANG

CAMERON CENTRUM
CAMERON HIGHLANDS

The Cameron Centrum project is a dynamic mixed development initiative aimed at enhancing the overall living standards and connectivity within the area. Comprising seven precincts, this project prioritises sustainability and community well-being.

These precincts are envisioned to incorporate a mix of semi-detached shop lots, bungalow lots, commercial spaces, and service apartments, fostering a varied urban landscape that caters to different community needs.

Ongoing projects within the development include the construction of the IPD Brinchang Surau, providing a space for worship accessible to both government servants and the public, and the upgrading of the Brinchang Trunk Road to a wider road. This upgrade aims to enhance connectivity, promote tourism, and alleviate congestion, thereby delivering associated environmental benefits.

Through its comprehensive approach to development, the Cameron Centrum project demonstrates a steadfast commitment to fostering a thriving, interconnected, and sustainable community.

ECONOMIC PERFORMANCE



artist impression



artist impression

云顶云岭新城
RIMBAWAN
@GENTING BY LBS
RIMBAWAN
GENTING HIGHLANDS, PAHANG

Positioned strategically between Gohtong Jaya and the renowned Genting Highlands, Rimbawan township embodies the principles of eco-conscious living. With a strong focus on sustainability, this visionary project envisions a harmonious coexistence between development and nature.

Perched at an elevation of 780 metres above sea level, Rimbawan offers a diverse array of residences, commercial spaces, and community areas designed to reflect its dedication to environmental stewardship. The township prioritises green spaces, including areas dedicated to ecotourism, riverways, and parks.

Guided by LBGB's steadfast dedication to progress and preservation, Rimbawan integrates eco-friendly practices into its design and infrastructure. From innovative methods for native plant growth to features facilitating rain absorption and flood prevention, sustainability is seamlessly woven into every aspect of the township.

The future development of this township focuses on sustainability with features like permeable paving for water drainage, LED lighting for energy savings, and recycling bins. Community involvement is encouraged through gardens and native plants, while water is conserved with rainwater systems and EV charging infrastructure ready to support green transportation. Cycling networks, these projects aim to build eco-friendly communities for a better tomorrow. Amidst this serene environment, residents of Rimbawan enjoy a lifestyle that celebrates the beauty of nature while promoting a sustainable and vibrant community.

京丁翠园
Taman Kinding
flora
TAMAN KINDING FLORA
CHEMOR, PERAK

Nestled in the serene landscape of Tanah Hitam, Mukim Hulu Kinta, Daerah Kinta and Perak Darul Ridzuan, Taman Kinding Flora embodies a community-centric ethos. This project underscores the values of sustainability and social responsibility, placing residents' well-being at its core.

With its thoughtful design, Taman Kinding Flora caters to environmentally conscious middle-income homebuyers, fostering a harmonious living environment. Conveniently located amenities such as a hypermarket, hospital, schools, and clinics enhance the quality of life for its residents, promoting convenience and connectivity.

Positioned north of Ipoh, Perak's capital, Taman Kinding Flora offers access to the region's cultural and natural treasures, including its renowned culinary scene and picturesque landscapes. Seamlessly connected to nearby destinations like Tanjung Rambutan, Klebang Ria, and Aman Jaya, the development embodies a commitment to sustainable living and community integration.

SOCIO-ECONOMIC ADVANCEMENT AND EMPOWERMENT

LBGB not only generates indirect economic value but also fosters community well-being through its support for community facilities and urban regeneration, contributing to sustainable development and positive societal impact, which includes:

BUILDING A FLYOVER at Bandar Saujana Putra:

A PROJECT WORTH

RM55.53 MILLION

With its own financial resources, LBGB has undertaken the construction of the uniquely situated BSP flyover that connects the SKVE and the ELITE highways. The flyover is specifically designed to alleviate traffic congestion, particularly during peak periods. However, unforeseen challenges during the construction phase, such as cost factors, an increase in underground utility cables for relocation, labour issues, material shortages, and site access permissions, have led to unavoidable delays. LBGB remains steadfast in its commitment to making a positive impact on the local community and is determined to see the project through, despite the challenges it may face. The Group recognises the significance of this infrastructure and believes it will benefit the community in the long term. Therefore, the Group aims to complete the project by Q2 2024.



DEVELOPMENT OF A SURAU at Centrum Cameron Highlands:

A PROJECT VALUED AT

RM4.03 MILLION

The establishment of the Surau at Centrum Cameron Highlands represents a benevolent contribution, generously offered without charge. Covering an expansive area of 558.94 square meters, this Surau is committed to serving the entire population of Brinchang town as a suitable public space for prayer. Before its construction, the region was devoid of such crucial amenities. With its ability to host up to 100 individuals per prayer session, the Surau seeks to promote community cohesion and provide a haven for spiritual dedication in Brinchang.



REVITALISING URBAN DEVELOPMENT at Cameron Highlands

Cameron Highlands, a renowned and extensive hill station in Malaysia, predominantly hosts a population engaged in the agricultural and tourism sectors. However, despite the potential that Cameron Highlands holds, there has been a noticeable migration trend among the younger generation towards more urbanised areas in pursuit of enhanced career prospects. This trend coupled with the region's modest population size and limited commercial activity has resulted in hesitance among businesses to establish operations within Cameron Highlands.



In a proactive response to the prevailing issue, LBGB has made a substantial investment in the Cameron Highlands-Centrum project. This initiative aims to breathe new life into the hill town. The project encompasses seven precincts, incorporating residential zones, a commercial centre, retail establishments, a hotel and various other facilities. It is anticipated that this venture will offer an innovative accommodation alternative for local residents, weekend vacationers and long-term visitors alike. Consequently, Cameron Centrum has earned itself the moniker "new town of Brinchang", effectively complementing the traditional allure of the old town with its modern amenities.

LANDBANK

With a primary emphasis on land use, acquiring land for property development is a vital consideration for a property developer. Equally vital is the strategic location and competitive pricing of the land to ensure the affordability of the final product for potential homebuyers.

Before acquiring land for home construction, the Business Development Department, along with a dedicated working team, conducts pre-screening and risk assessments. These assessments are conducted to determine the safety and suitability of the proposed land, including factors such as accessible public transportation, facilities & amenities, biodiversity, environmental issues, flood risk, landslide potential, and land contamination.

Given LBGB's core business focus on developing townships and standalone projects, the Group inherently plays a substantial role as a land consumer. In addition, the Group acknowledges and adheres to local regulations pertaining to the diligent upkeep and maintenance of undeveloped land, ensuring these areas are preserved in a responsible manner.

As of FY2023, the Group's landbank position is outlined as follows:

STATE	REMAINING LAND ACREAGE
Johor	1,104
Klang Valley	916
Perak	371
Pahang	370
Others	6
Grand Total	2,767

Substantial portion of LBGB's landbank is situated in well-established urban areas, resulting in a comparatively low intrinsic value for biodiversity. For more details, please refer to the [Biodiversity Conservation section](#).

SUSTAINABLE GREEN DEVELOPMENT

To ensure the well-designed development of thriving townships through strategic landbanking, the Board and Senior Management recognise the significance of carefully considering the environmental implications of these projects. This involves evaluating the environmental effects not only during the construction phase but also throughout the entire lifecycle of the project.



In FY2023, the VP's projects showcased a deliberate integration of environmental initiatives, demonstrating a commitment to fostering sustainable economic growth while prioritising societal and environmental considerations. These include energy conservation strategies such as the installation of LED street lighting, water preservation efforts like rainwater collection, and meticulous material management to promote environmentally friendly practices and waste reduction. Moreover, community-focused initiatives like Pedestrian Networks and Community Gardens are seamlessly integrated. The subsequent details outline the projects along with the execution of each initiative, demonstrating an all-encompassing approach that harmonises economic expansion with social inclusion and environmental stewardship.

FY2023 PROJECTS		KLANG VALLEY				CAMERON HIGHLANDS	BATU PAHAT		PERAK
INITIATIVES		KITA @ CYBERSOUTH-KITA RIA	AP - MELODI PERDANA	MERCU JALIL	RESIDENSI BINTANG BUKIT JALIL	CAMERON CENTRUM, PRECINCT 4	BPI - EMERALD GARDEN 3	BPI - LAMAN BAYU	TAMAN KINDING FLORA
Energy Efficiency	LED street lighting	/	/	/	/	/		/	
	Common lighting fitted with timer	/	/	/	/		/	/	
Water Saving	Rainwater harvesting		/	/	/				
	WC dual flush	/	/	/	/	/	/	/	/
	Installation of low flow water fixtures					/			
Materials Management	Low VOC painting	/	/	/	/	/			
	IBS system	/	/					/	
	Green product plasterboard ceiling	/	/	/	/				
	Green product for unit skim coat	/	/	/	/	/	/	/	
Community-focused Township	Pedestrian network	/	/	/	/				
	Community garden		/	/	/		/	/	
	Community hall	/	/	/	/				



PRODUCT QUALITY AND CUSTOMER EXPERIENCE

Given the significant importance of product quality and customer experience in our materiality matrix, LBGB is unwaveringly committed to ensuring the highest standards of care and attention. To reinforce this commitment, both the Board and Senior Management will be directly involved in overseeing these crucial aspects.

The Group evaluates quality across multiple dimensions, encompassing the build quality of its properties, service quality, and customer satisfaction. In line with industry standards, we adhere to CIDB's QLASSIC quality assessment system to ensure that our finished units meet or exceed established benchmarks.

All LBGB projects and relevant operational sites are built with access provided to 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.

ADVANCING THROUGH IBS SYSTEM

The Industrialised Building System ("IBS") is a solution aimed at increasing production, reducing onsite labour, and achieving cost efficiency while minimising environmental wastage. Through this innovative approach, the Group's construction arm, MGB, has demonstrated the capability of producing over 6,000 houses annually. Leveraging advanced IBS technology and an end-to-end approach, LBGB has successfully achieved its goal of providing affordable housing solutions for all Malaysians. Moreover, LBGB has invested in research and development costs to further enhance and innovate within the realm of IBS technology, ensuring continual improvement and sustainable solutions for the future.

UPHOLDING EXCELLENT QLASSIC SCORE

The Quality Assessment System in Construction ("QLASSIC") score serves as a rigorous measure of construction quality in Malaysia. It evaluates various aspects such as workmanship, materials, and compliance with building standards, offering stakeholders a robust indicator of project quality. By promoting accountability and adherence to standards, QLASSIC facilitates the delivery of high-quality built environments.

Through the IBS expertise of the Group's subsidiary, MGB, LBGB consistently achieves commendable scores for its property projects. The Group remains dedicated to upholding a superior level of construction quality, aiming for a QLASSIC score of 70% and above.

For more details, please refer to the **Elevating Customer Satisfaction within the MGB Sustainability Report in Annual Report 2023**.

ENHANCING CUSTOMER SATISFACTION

Ensuring a positive customer experience remains a top priority for LBGB, and the Group systematically assesses it at each stage of the customer engagement process. Oversight of this crucial aspect is entrusted to the Property Management and Customer Relations ("PMCR") department, which has the authority to address customer concerns and feedback post-Vacant Possession ("VP").

Customer Services

In FY2023, the Group's Property Management and Customer Relations department implemented three initiatives aimed at enhancing customer services, as detailed below.

LBS HELPDESK

Customers have multiple channels to contact LBGB, including proprietary mobile apps, a dedicated Helpdesk platform, and hotline. To expedite response times and ensure the prompt and satisfactory resolution of issues, a service level agreement ("SLA") has been established.

PMCR has set KPI to enhance the customer experience within seven days, as stipulated by the SLA. Consequently, the Group aims to achieve 100% of response rate on customer's enquiry within 7 working days.

Since FY2022, further enhancements have been made to emphasise an efficient and customer-centric feedback resolution process in the LBS HelpDesk, one of which is the implementation of an automated acknowledgment system. Designed to promptly notify customers of the successful receipt of their valuable feedback.

The improved response rate demonstrates the effectiveness of the LBS HelpDesk system in addressing and resolving customer inquiries or complaints within the designated timeframe.

In FY2023,
the Group recorded a remarkable
99% response rate
to customer inquiries within
7 working days.

The Group fell short of reaching the 100% target due to an anticipated 1% shortfall arising from system timeouts. These timeouts occur when site-based personnel face challenges with page loading, hindering access to tickets. In response to this challenge and to meet increased data and capacity demands, a data storage upgrade is currently in progress.

To ensure ongoing efficiency, the respective departments monitor tickets on a daily basis, prioritising timely closures. This proactive approach aims to swiftly address concerns and provide an enhanced customer experience.

RESPONSIBILITY

To acknowledge and attend to customer's feedback via LBS HelpDesk, within standard operating timelines.

Assist Customer Relations team to expedite relevant customer's feedback and to ensure valuable feedback would be implemented to future project(s).

Develop a list of trusted service providers/ vendors and performance evaluation, hence offering more options to choose from instead of awarding the same supplier for multiple projects.

Handle quality management and provides analysis, in terms of products and services. This is based on five (5) stages:

- | | |
|--------------------|-------------------------|
| (1) Registration | (4) VP and Key handover |
| (2) Signing of SPA | (5) Defects closure |
| (3) Billing | |

Digitalised inspection forms have been implemented to enable timely update on construction progress and perform quality checks.

CUSTOMER EXPERIENCE INDEX

Acknowledging the evolving nature of customer expectations, the Group is committed to enhancing the overall customer experience and refining service processes.

In FY2023, LBGB took steps to enhance customer experience through the implementation of a Customer Experience Index. This initiative aims not only to maintain a high level of customer service but also to consistently meet customers' needs. Surveys are distributed at the first four key stages of the customer engagement process.

To boost customer participation in the experience index, the Group has updated its protocol. QR codes are now distributed after the key handover, allowing customers to complete the survey and redeem a complimentary gift.



**CUSTOMER
EXPERIENCE
INDEX IN FY2023**

61%

CUSTOMER RELATIONS CENTRE

In line with the Group's ongoing commitment to improving customer satisfaction, LBGB has established its Customer Relations Centre at both Cybersouth Sales Gallery and Alam Perdana Sales Gallery. Launched in 2023, this initiative underscores the Group's dedication to providing efficient support to its customers. These centres serve as central hubs for addressing inquiries, resolving issues, and ensuring a smooth customer experience after VP.



KITA @ Cybersouth Customer Relations Centre

PRODUCT QUALITY AND CUSTOMER EXPERIENCE

Customer Satisfaction Initiatives

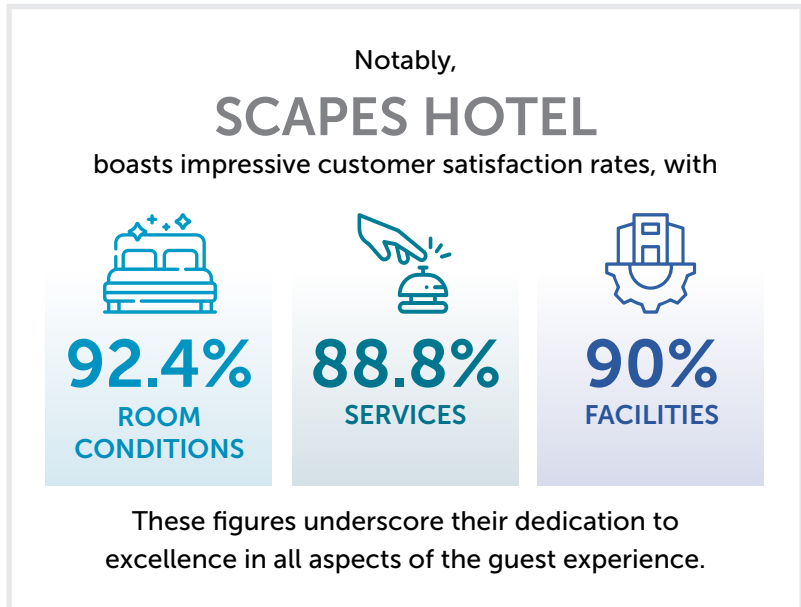
Regarding the Group's efforts to enhance customer experience, some notable customer satisfaction initiatives can be seen through the implementation of its SCAPES Hotel and M3 Mall.

SCAPES HOTEL

SCAPES Hotel has successfully implemented a range of strategic initiatives with the goal of attaining a commendable customer satisfaction rating. To facilitate convenient feedback collection from hotel guests, the Group has introduced QR code-enabled comment submission, strategically placing QR codes throughout the hotel facilities.

To elevate the guest experience, significant enhancements were directed towards enhancing the food offerings and presentation at events. In addition, stringent cleanliness standards are upheld through daily room inspections, supplemented by comprehensive cleaning procedures on a weekly or monthly basis. These protocols ensure the consistent quality of rooms throughout the establishment.

In instances when SCAPES Hotel experiences high occupancy, they implement proactive measures to ensure a smooth guest departure process. This includes courtesy departure calls and pre-check-out arrangements, enhancing the overall guest experience. Additionally, the hotel has embraced digitalisation by integrating QR codes for monthly F&B promotions, providing guests with convenient access to the latest deals. These initiatives are all aimed at achieving their goal of providing an exceptional guest experience and maintaining consistently positive feedback ratings.



In FY2023, a comprehensive customer satisfaction survey was conducted to gather feedback from guests. The survey covered various aspects, including the check-in experience, room cleanliness, room maintenance, restaurant food quality, room service quality, event food quality, and overall experience. A total of 1,164 guests participated in the survey.

The customer satisfaction score for overall experience recorded in FY2023 was 4.51 out of 5.



SCAPES Hotel



M3 Mall

M3 MALL

M3 Mall has successfully introduced various captivating initiatives to attract and engage customers, with a particular emphasis on promoting environmental consciousness. A noteworthy endeavour is the implementation of Recycle Month, which showcases a wide array of diverse and enjoyable activities aimed at encouraging active community involvement. Through collaboration with Solid Waste Corporation ("SW Corp"), M3 Mall has established 3R booths that serve as platforms for knowledge sharing on recycling practices, conducting informative workshops, and facilitating the collection of recyclable items.

To encourage participation, customers were provided with a unique opportunity to exchange or bring in 2kg of recyclable items in return for an exclusive M3 Mall shopping bag. Moreover, M3 Mall organised an Innovation Robotic Contest where children were challenged to construct robots from recycled materials. This initiative not only added an enjoyable educational element but also aimed to instill the significance of environmental conservation among the younger generation.

INNOVATION

Digitalisation has played a crucial role in all stages of LBGB's business operations. It has enabled them to manage and oversee sustainable practices within its supplier network, optimise the Group's operations, and enhance customer engagement strategies.

The Group has implemented digitalisation practices within their operations. Notably, in FY2023, LBGB has further extended this commitment to encompass all aspects of its intricate supply chain, as outlined below.

INSPIRING STORY:

TECHNOLOGICAL BREAKTHROUGHS AND ADVANCEMENTS



SUPPLIERS/PARTNERS

CUSTOMERS



LBGB has introduced **PERFORMANCE DASHBOARDS** in collaboration with the Group's legal associates.



This allows **CLOSE MONITORING** and **EVALUATE THEIR PERFORMANCE** to support decision-making, and promote responsible practices.



ENHANCED TRANSPARENCY AND OVERSIGHT ON QUALITY MANAGEMENT

The Group has **DIGITALISED ITS QUALITY MANAGEMENT PROCESSES**, enabling a **more efficient monitoring**, resulting an **improved product quality** and **minimising overall defects counts**.

This implementation of **DIGITALISED QUALITY MANAGEMENT** enables the Group to **decrease its paper usage** by **54.2%**, resulting in a significant reduction in overall waste.



OMNICHANNEL DIGITAL PRESENCE

LBGB has established a **ROBUST OMNICHANNEL DIGITAL PRESENCE**. This enables the Group to **interact and perform transactions** seamlessly with the customers across multiple platforms such as **Virtual Showroom**, **Virtual Property Fair** and **Online Booking**.

The Group has effectively utilised the **OMNICHANNEL STRATEGY** to drive total sales, generate sales leads, and receive online reservations through **MHub**. In FY2023, the conversion rate from leads booking to sold stood at an impressive **44.7%**.



EFFICIENT DEFECT LODGEMENT

Through this **DIGITAL PLATFORM**, customers can now **lodge defects efficiently**, allowing the Group to address issues promptly and enhance customers' experience.



OPERATIONS



DIGITAL HR FUNCTION

The Group's HR operations have **SUCCESSFULLY MIGRATED TO A FULLY DIGITAL ENVIRONMENT**, leading to streamlined processes and an improved employee experience. This transition has resulted in a **reduction of paper waste**, **expedited decision-making process**, and **enhanced workforce management**.



EFFICIENT DEBT COLLECTION

Through the implementation of **ROBOTIC PROCESS AUTOMATION (RPA)** and **AUTOMATED DASHBOARD REPORTING**, LBGB has **successfully reduced the amount of time it takes to collect credit**. This streamlined process not only **speeds up collections** but also **lessens the administrative workload**, resulting in cost savings for the Group.

Notably, the VP collection timeframe has remarkably **IMPROVED BY 75%** through this digitised credit collection with a **reduction from 20 hours to just 5 hours**.



CYBER RESILIENCE

LBGB continues to **STRENGTHEN ITS CYBERSECURITY MEASURES** through a **dedicated team**, safeguarding the Group's information from data loss and cyber threats. This is achieved through digital initiatives such as **cybersecurity training** and **user awareness**, **IT security governance**, and the **reinforcement of cybersecurity robustness**.



OPERATIONAL EFFICIENCY OPTIMISATION

By providing the **RIGHT TOOLS** and the **CONTINUOUSLY UPGRADING FRONTLINE** and **BACK-OFFICE** efficiency, the **employee experience** has significantly improved.



DATA-DRIVEN DECISION MAKING

Dashboards have been **DEPLOYED ACROSS VARIOUS BUSINESS UNITS, ENABLING DATA-DRIVEN DECISIONS**. These visualisations have **reduced report preparation time** and **facilitate resource allocation**, enhancing overall performance analysis.

RESPONSIBLE SUPPLY CHAIN

As a responsible property developer, LBGB recognises the importance of a responsible supply chain. They understand that this is not only an ethical imperative but also a strategic necessity. Therefore, the Group is committed to fostering positive environmental and social impacts throughout its operations.

Central to this commitment, in FY2023, various initiatives have been implemented. These initiatives encompass the establishment of the Group Sustainable Procurement Policy, conducting annual assessments on selected suppliers, enhancing internal processes for engaging new suppliers, and performing assessments on its suppliers and consultants.

GROUP SUSTAINABLE PROCUREMENT POLICY

Given the growing importance of environmentally conscious operations, it is crucial for LBGB and its subsidiaries to incorporate sustainability into their procurement practices. This can be achieved by assessing and defining the need, evaluating options, designing and specifying requirements, selecting suppliers, evaluating tenders, managing contracts, and developing suppliers.

In line with the 17 UNSDGs and the Group's commitment to reducing environmental and social impact while supporting local procurement, the Group Sustainable Procurement Policy was established. This policy serves as a guide for the businesses to strive for sustainability in all functions, including the sourcing of goods and services.

This policy is designed to align with the Group's overarching strategy, ensuring that employees engaged in the procurement of goods, services, and works across the Group while incorporating relevant environmental, social, and economic considerations into its procurement practices.

For more information on this policy, please visit <https://lbs.com.my/policies/group-sustainable-procurement-policy/>.

SUPPORTING LOCAL PROCUREMENT

LBGB places significant emphasis on supporting local procurement whenever possible. In the context of LBGB, "local" refers to the areas where the Group operates.

On a social front, the Group's commitment to emphasising local suppliers spurs the growth of local industries, creating more job opportunities in the process. Additionally, local procurement also aligns with the Group's environmental sustainability through minimising the distance goods and materials travel, hence reduces transportation-related emissions.

The Group prioritises the selection of local goods and service providers. Exceptions are only made in cases where local providers are unable to meet the required specifications, quality, and timelines.

The overview of procurement data for LBGB as presented below:

	FY2021	FY2022	FY2023
Percentage of Local Procurement Budget	99.96%	99.95%	99.92%

KNOW YOUR SUPPLIERS ("KYS") RISK ASSESSMENT

In addition to evaluating suppliers based on ESG criteria, our onboarding process mandates a comprehensive CTOS check, as outlined in the Group's Know Your Supplier (KYS) Risk Assessment. This stringent measure ensures thorough due diligence, providing insight into the nature of the supplier's business and verifying the possession of relevant professional licenses essential for their operation.

SUPPLIER ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT

In line with LBGB's commitment to sustainable procurement, the Group has refined its supplier registration form in FY2023. This enhancement incorporates an assessment of environmental and social risks into the supplier registration process. The process now places a significant emphasis on thorough ESG considerations.

Suppliers are evaluated for their compliance with relevant regulations, including alignment with environmental standards and occupational safety and health protocols. The evaluation also includes inquiries about any fines or penalties levied by authorities over the past year relating to environmental offenses, breaches of safety and health regulations, as well as issues concerning child labour, forced labour, or compulsory labour. Furthermore, suppliers are encouraged to outline any measures taken in response to these challenges. This meticulous approach

reaffirms LBGB's dedication not only towards ESG principles but also towards broader regulatory compliance - thereby cultivating a solid foundation for responsible and sustainable business practices.



**100% OF NEW SUPPLIERS
HAVE UNDERGONE
ENVIRONMENTAL AND
SOCIAL RISK ASSESSMENTS**

ASSESSING SUPPLIERS AND CONSULTANTS PERFORMANCE

The Group typically collaborates with a select group of suppliers that meet its rigorous quality standards and can deliver goods and services up to the specified benchmarks. While all contractors are encouraged, they are not obligated to source building materials exclusively from pre-approved suppliers involved in the project.

Suppliers engaged by the Group are required to adhere to various policies and standards, encompassing those related to quality control, environmental sustainability, and compliance with applicable laws and regulations. This stringent approach ensures that all goods and services align with the Group's objectives and values, maintaining the highest standards.

Given that, LBGB evaluates contractors/consultants six months after a project has achieved VP status. The assessment is conducted using the following criteria:

**1 ORGANISATIONAL
CORE COMPETENCIES**

**2 TECHNICAL
COMPETENCIES**

**3 PEOPLE/LEADERSHIP
COMPETENCIES**

Through this proactive approach, the Group aims to ensure that all suppliers consistently meet the highest standards of quality and performance. This commitment is integral to the success of the Group's projects, ultimately translating into positive outcomes for its valued customers.

RESPONSIBLE SUPPLY CHAIN

MATERIALS CONSUMPTION

As a property developer, LBGB acknowledges that construction materials constitute a significant portion of its expenditure for FY2023. To effectively manage these costs, the Group is dedicated to improving resource efficiency across all operations. This dedication translates into a strategic collaboration with MGB, its construction subsidiary, to monitor and manage material usage during the construction phase. As such, MGB is tasked with documenting details of material consumption in its Sustainability Report 2023.

Guided by the Environmental Policy Statement which advocates for responsible and conservative resource utilisation while promoting innovative practices and procedures, during the building process, LBGB prioritises the use of IBS along with other efficient methodologies. These methods not only bolster resource efficiency but also reduce waste by ensuring superior quality in finished products.

The top five materials utilised in property development are as follows:

TOP MATERIALS USED IN PROPERTY DEVELOPMENT

MATERIALS	UNIT	FY2021	FY2022	FY2023
Concrete	Tonnes	227,021	190,808	395,574
Reinforcement Bar	Tonnes	5,334	3,999	11,127
BRC	m ²	1,102,969	1,046,710	1,867,606
Diesel	Litre ('000)	1,786	1,538	2,202
Cement	Tonnes	8,078	7,997	16,585

For more details, please refer to the **Responsible Supply Chain** section within the **MGB Sustainability Report in Annual Report 2023**.

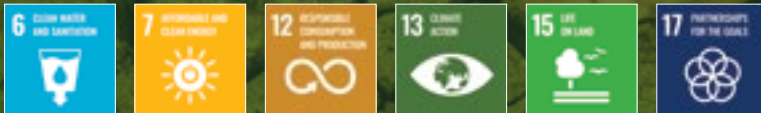




CLIMATE RESILIENCE:

Powering Towards Greater Climate Resilience for a Sustainable Future

UNSDGs Alignment:



MATERIAL TOPICS:

Climate Action

Energy Management

Water Management

Waste Management

Biodiversity Conservation

Pollution Management

Malaysia's pledge under the Paris Agreement to reduce GHG emissions by 45% by 2030 is a clear statement of its environmental commitment. This ambitious goal is part of a broader climate change strategy that includes addressing issues such as heat wave, food security, and coastal erosion, and is bolstered by the National Policy on Climate Change promoting renewable energy and sectoral emission controls.

LBGB has embraced this national commitment by instituting internal carbon pricing for Scope 2 emissions in FY2023, setting a notable rate of RM20 per tonne of CO₂e. This proactive measure, part of a wider strategy to decarbonise operations, underscores the Group's alignment with Malaysia's environmental goals and the global effort against climate change.

Keeping pace with local and international environmental initiatives, LBGB's actions are in line with Malaysia's 'Pelan Kelestarian Alam Sekitar Malaysia 2020 – 2030', supporting Emissions Trading Schemes and carbon tax. This shows LBGB Group's resolve in integrating sustainable practices within its business model, contributing to the country's efforts to combat climate change.

In FY2023, LBGB maintained an exemplary environmental compliance record, incurring zero environmental fines.

More than **91,000 KG** of waste is recycled and prevented to send landfills since 2019

Planted more than **33,500 TREES** since 2013

Launched a **NET ZERO CARBON EMISSIONS BY 2050 ROADMAP** and introduced an **INTERNAL CARBON PRICING MECHANISM** to support sustainability efforts

Alongside its subsidiary MGB Berhad, entered into a strategic collaboration with the **MALAYSIAN GREEN TECHNOLOGY AND CLIMATE CHANGE CORPORATION ("MGTC")** to pioneer advancements in solar energy within Malaysia

CLIMATE ACTION: OUR APPROACH TO NET ZERO CARBON EMISSIONS BY 2050

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (“TCFD”)

In FY2022, LBGB enhanced its reporting by incorporating the TCFD framework. With Bursa Malaysia mandating TCFD, LBGB’s disclosures have been expanded for comprehensive transparency. The group acknowledges the principle of ‘common but differentiated responsibilities’ and recognises its role in mitigating carbon emissions. The Group remains steadfast in its commitment to global climate efforts, in accordance with its strategic Net Zero Carbon Emissions by 2050 Roadmap.

LBGB’s Roadmap is constructed around a series of sustainability objectives, stratified across short-term, medium-term, and long-term horizons. Each target is supported by performance indicators that are monitored to ensure consistent progress towards carbon neutrality. By actively endorsing TCFD recommendations, LBGB aligns with global standards for climate-related financial reporting, enhancing transparency and integrating EESG considerations into its business model.

The Roadmap offers a spectrum of strategic EESG targets, complete with interim milestones that enable the Group to track and measure its progress in a disciplined manner. These milestones are instrumental to LBGB’s strategy of reducing its environmental footprint and showcase its proactive role in the global fight against climate change. Through this approach, LBGB demonstrates its dedication to sustainability, reflecting a clear, structured path towards its net-zero ambition.

GOVERNANCE

LBGB places climate-related concerns at the forefront of its governance framework, ensuring that these critical issues receive direct oversight from both the Board and Management team. LBGB has established a Board-level Sustainability Committee that spearheads all climate and sustainability-related initiatives. They act as the highest level of decision-making where the Group’s ESG strategies are concerned. Working alongside this committee, the Board-level Risk Management Committee plays a crucial role in identifying and managing climate-related risks, ensuring that the Group’s risk management strategies are comprehensive and forward-looking.

Execution and day-to-day management of the Group’s climate agenda are in the hands of its dedicated Management team. Tasked with bringing the Sustainability Committee’s strategic vision to life, the team sets and pursues KPIs and targets, crafts actionable strategies, and oversees the implementation of climate-related initiatives. Their ongoing efforts to monitor the Group’s progress against ESG targets are vital for maintaining its course towards sustainability.

The Management team also ensures that the Group’s governance practices are transparent and accountable, regularly updating the Sustainability Committee with the latest data on energy consumption, emissions, and other key climate-related metrics.

For more details, please refer to the [Sustainability Governance section](#) .

STRATEGY

As part of its commitment to addressing climate change and aligning with the TCFD recommendations, LBGB has conducted a comprehensive analysis of how different climate scenarios could impact its operations. This analysis considers both physical and transitional risks under various future scenarios, including RCP 3.4, NGFS Net Zero 2050, and an intermediate pathway, to inform its strategic planning and risk management processes.

CLIMATE SCENARIOS

LBGB's inaugural Climate Change Risk Assessment and Preliminary Scenario Planning Exercise was conducted in FY2023 to ascertain its physical and transitional risks, as well as to identify specific aspects of its business model and operations that may be most impacted by climate change. Aside from risk impacts, LBGB's assessment exercise also focused on identifying possible opportunities. The following climate change scenarios were used during the exercise:

RCP 3.4	NGFS NET ZERO 2050
<ul style="list-style-type: none"> Intermediate pathway between the "very stringent" RCP2.6 and less stringent RCP4.5. Radiative forcing level of 3.4 watts per square meter by 2100. Projects a 2.0–2.4 Celsius warming by 2100 from pre-industrial levels. Moderate to high physical risks. 	<ul style="list-style-type: none"> Limits global warming to 1.5 °C via stringent climate policies and innovation. Achieves net zero CO₂ emissions around 2050. Transition risks are high.

Utilising the above scenarios, the Group has reasonably identified its potential physical and transitional risks – determining whether these risks have a direct or indirect financial impact on LBGB. While the assessment was primarily conducted to ascertain Group level risks and impacts, the focus going forward, is to develop more operational and site specific findings. Actual financial quantification of risks and impacts will be undertaken as part of future climate risks assessment exercises.

PHYSICAL RISKS	TRANSITION RISKS
Risks or impacts attributed to climate change that have a physical impact on the business model or operations. These include flooding, hotter temperatures, rising sea levels, drought, biodiversity impacts, landslides and more.	Transition risks comprise policy and legal, market, technology and reputational risks. In essence, risks arising from changes in government policies, regulatory compliance, market trends and developments as well as risks associated with affected brand credibility and perceptions among stakeholders.

CLIMATE ACTION: OUR APPROACH TO NET ZERO CARBON EMISSIONS BY 2050

LBGB has identified its potential impacts arising from physical and transition climate risks to the following based on varying severity and exposure levels:

- Operational sites
- Supply chain
- Brand reputation
- Access to financing and investors
- Landbanking
- Acquisition and divestments
- Ability to tender for projects
- Others

	POTENTIAL RISKS AND IMPACTS	POTENTIAL OPPORTUNITIES
Operational sites	<ul style="list-style-type: none"> • Some of the Group’s operational sites may require additional safeguards and to protect against possible flooding. • Hotter temperatures and increased rainfall may necessitate additional measures to protect workers from higher OSH risks. • Increased defect incidences, which may necessitate more defect rectification works, which could lead to higher associated costs. 	<ul style="list-style-type: none"> • Development of specific site profiles through more localised climate assessment and analysis. • Measures undertaken in relation to climate change i.e. use of centralised labour quarters (“CLQ”) to reduce worker exposure to climate risks may strengthen human rights compliance, improve worker morale and enable cost efficiency. • Expedited transition to technology-driven approaches i.e. drones and robotics to reduce dependence on manual labour.
Supply chain	<ul style="list-style-type: none"> • Potential impacts on the supply of materials, goods and services procured by LBGB. 	<ul style="list-style-type: none"> • Development of more robust and “greener” supply chains. • Potential improvements in efficiency, productivity and costs via supply chain revamp and diversification. • Promotion of climate change awareness and spurring decarbonisation among small medium enterprises.
Brand reputation	<ul style="list-style-type: none"> • Potential climate-related impacts that may impact product and service quality. • Specific focus areas are finished quality of properties, timely completion of projects and delivery of vacant possession. • Changing perception of significant stakeholders towards LBGB’s corporate brand as a result of climate change, i.e. appeal of the Group as an investment target. 	<ul style="list-style-type: none"> • Enhanced brand credibility as LBGB pursues decarbonisation, green financing and more. Leveraging ESG initiatives to strengthen LBGB’s credentials as a sustainable property developer.

	POTENTIAL RISKS AND IMPACTS	POTENTIAL OPPORTUNITIES
Access to financing/ capital	<ul style="list-style-type: none"> The potential impact of loan portfolio decarbonisation by banks and how this impacts access to financing. 	<ul style="list-style-type: none"> Wider access to financing options i.e. LBS SRI Sukuk facility is one example of how green financing can be leveraged.
Landbanking	<ul style="list-style-type: none"> Physical climate risks i.e. flash floods, rising temperatures, rising sea levels, water stressed locations, etc. may need to be considered as part of landbanking strategies. 	<ul style="list-style-type: none"> Development of a more evolved criteria for land acquisition (beyond commercial considerations). Redesignating landbank with no specific development plans for agriculture and solar energy generation.
Acquisitions and divestments	<ul style="list-style-type: none"> Greater consideration for the carbon profile or GHG inventory of the targeted companies when assessing investment / acquisition targets and joint venture partners, locally and overseas. 	<ul style="list-style-type: none"> Strong green credentials of targeted companies may provide additional value not be captured by financial valuations. Exposure to new, lucrative business sectors.
Ability to tender for projects	<ul style="list-style-type: none"> Increased green as prerequisites for projects, for joint ventures with public sector stakeholders and others. 	<ul style="list-style-type: none"> New infrastructure development opportunities i.e. green buildings, green data centres and more.
Others	<ul style="list-style-type: none"> Workforce's ability to travel to work, increased focus on research and development or technology requirements. 	<ul style="list-style-type: none"> Opportunities to change the ways of working for employees, by introducing hybrid or work from home arrangements to reduce Scope 3 emissions. May also support higher employee productivity and satisfaction reduced employee turnover.

CONCLUSION AND NEXT STEPS

LBGB's inaugural Climate Change Risk Assessment and Preliminary Scenario Planning Exercise paves the way for more detailed identification and understanding of the Group's risk exposures, both physical and transition, particularly in terms of developing site specific information.

One of the significant benefits is the cultivation of the Group's wide understanding and awareness of climate change and impressing upon key internal stakeholders that risks are apparent and action steps must be implemented going forward. These include stronger oversight and monitoring activities, more accurate and comprehensive data collection and consideration of budget allocations over the next 3-5 years.

The insights gained from this inaugural exercise will be internalised and applied towards driving further improvements going forward, particularly in developing more site specific disclosures.

Integral to developing site specific disclosures is the availability of site specific data i.e. rainfall measurements and temperature readings and correlated data i.e. number of OSH incidents that have occurred during rainy or hot days. Hence, the focus would be ensuring all sites are equipped with necessary equipment to measure rainfall and temperature information on a daily basis. This would enable more accurate site specific profiles to be developed for LBGB's operational and owned sites.

CLIMATE ACTION: OUR APPROACH TO NET ZERO CARBON EMISSIONS BY 2050

LBGB is actively engaged in global initiatives to combat climate change and facilitate the transition towards a low-carbon economy. In line with the Paris Agreement, LBGB is gearing up to adhere to TCFD standards mandated by Bursa Malaysia, which encompass participation in the Voluntary Carbon Market launched in 2022, a pivotal component of Malaysia’s environmental sustainability plan.

Central to LBGB’s commitment is its Net Zero Carbon Emissions by 2050 Roadmap, which introduces a voluntary internal carbon pricing mechanism set at RM20 per tonne of CO₂e, primarily for Scope 2 emissions. This approach accelerates internal decarbonisation for carbon reduction and removal efforts. Furthermore, LBGB pledges its support for the TCFD, alongside a meticulous strategy for annual emissions measurement and reporting. Ultimately, the Roadmap serves as a comprehensive guide for LBGB’s journey to reduce its carbon footprint and achieve Net Zero Carbon Emissions by 2050. It delineates actions and strategies spanning from 2022 to 2050, aligning closely with global climate goals.

OUR APPROACH TO NET ZERO CARBON EMISSIONS BY 2050 ROADMAP

In our commitment to achieving carbon neutrality by 2050, we have developed a comprehensive roadmap with measurable short-term, medium-term, and long-term key performance indicators.

2022

2023

2025

2030

2050

SHORT-TERM STRATEGY:

Committed to Net Zero Carbon Emissions by 2050, we have set tangible short-term key performance indicators.

MEDIUM-TERM STRATEGY: HALVING EMISSIONS

Enhancing our commitment to climate transparency and accountability, actively supporting TCFD to foster better climate-related financial disclosures. This initiative is part of our strategic approach to achieving our ambitious 2030 goal for greater climate resilience and sustainability, guided by two core strategies and six decisive climate actions.

OUR STRATEGY	OUR CLIMATE ACTION
Business Strategy Integration	<ul style="list-style-type: none"> Land Acquisition Due Diligence Digitalisation
Operational Reduction	Internal <ul style="list-style-type: none"> Decarbonisation Strategy
	Internal & External <ul style="list-style-type: none"> Green Mission Programme Sustainable Procurement/ Supply Chain Tenant Management

LONG-TERM STRATEGY:

Our long-term strategy is firmly rooted in a commitment to climate resilience and sustainable development. Central to our approach are two key climate actions designed to advance our sustainability objectives:

- Carbon Storage or Capture
- Investing directly/ indirectly in large-scale solar farms

- To achieve 5% reduction of energy intensity by revenue
- To achieve 5% reduction of carbon intensity by revenue

Achieve 
**NET
ZERO**
Carbon
Emission

As global conversations increasingly focus on climate change, its impact on weather patterns, the environment, and quality of life cannot be overlooked. The construction and property development sector, known for its substantial carbon and greenhouse gas (“GHG”) emissions, is a key area for sustainability advancements. In response, MGB, LBGB’s construction arm, adheres to the ISO 14001 standard for environmental management systems, a vital framework that guides the group in deploying effective energy management systems. This commitment aligns MGB with the best practices for minimising environmental impact by proactively managing and reducing its carbon footprint, controlling air emissions, and responsibly managing effluents.

At LBGB, there are two main strategies focused on integrating business strategy and enhancing operational efficiency:

STRATEGY	CLIMATE ACTION
<p>BUSINESS STRATEGY INTEGRATION</p>	<p>LBGB has integrated ESG considerations into its land acquisition due diligence. Additionally, this approach incorporates the integration of sustainable digitalisation throughout the supply chain, fostering well-informed internal communication among employees and improving interactions from suppliers to customers. Furthermore, through its subsidiary MGB, LBGB emphasises Value-Driven Technology (“VaDTech”) and the use of the Industrialised Building System (“IBS”), streamlining production to achieve over 6,000 houses annually while ensuring environmental sustainability.</p> <p>For more details, please refer to the Responsible Supply Chain and Innovation section .</p>
<p>OPERATIONAL REDUCTION</p>	<p>LBGB’s operational reduction strategy focuses on energy transition, efficiency, innovation, and supply chain optimisation, detailed under the Green Mission Programme, Sustainable Procurement / Supply Chain and Tenant Management.</p> <p>GREEN MISSION PROGRAMME</p> <p>In FY2023, LBGB unveiled the Green Mission Programme, a comprehensive initiative designed to consolidate its environmental sustainability efforts under a single, impactful umbrella. Aiming to align with the most current environmental practices, this programme integrates all of LBGB’s environmental efforts within its ESG framework. It focuses on critical areas such as optimising energy and water usage, advancing waste reduction, recycling, and promoting biodiversity. The Green Mission Programme seeks not only to enhance LBGB’s operational sustainability but also to set a new standard for the industry, driving widespread adoption of greener practices and fostering a sustainable future.</p> <p>SUSTAINABLE PROCUREMENT/SUPPLY CHAIN</p> <p>LBGB is proactively engaging in sustainable practices through collaboration with its suppliers. This involves efforts in sustainable procurement and supply chain practices, demonstrating a commitment to environmental and ethical considerations throughout its business operations.</p> <p>TENANT MANAGEMENT</p> <p>In FY2024, LBGB is deepening its commitment to sustainability by partnering with tenants through Sustainable Tenancy Initiative, aimed at embedding eco-friendly practices within real estate operations. This collaborative effort focuses on engaging tenants in sustainable activities, such as implementing energy-saving measures and minimising carbon emissions. By fostering a culture of mutual responsibility and environmental awareness, the initiative enriches LBGB’s real estate offerings and contributes to the creation of green communities.</p>

CLIMATE ACTION: OUR APPROACH TO NET ZERO CARBON EMISSIONS BY 2050

INSPIRING STORY:

DRIVING ENVIRONMENTAL STEWARDSHIP



In 2023, LBGB launched its LBS Green Mission Programme, a significant move underscoring its dedication to climate resilience within the construction and development sector. This initiative represents more than just a series of operational adjustments; it seeks to forge a collaborative ecosystem of sustainable practices throughout the industry. The programme has become a catalyst for ongoing dialogue and knowledge exchange, equipping the LBGB workforce through campaigns, training, and teamwork to actively engage in promoting environmental sustainability. Such efforts have not only fostered a culture of eco-awareness within LBGB but have also begun to reshape the attitudes and practices of its extensive network, including suppliers, partners, and the communities it serves.

Moving forward, the Group intends to amplify the reach and influence of its Green Mission Programme by strengthening collaborations with external stakeholders. The goal is to collectively guide the construction and development industry towards a greener, more sustainable future. By sharing effective strategies, advocating for ethical sourcing, and encouraging the adoption of eco-friendly project methodologies, LBGB is poised to trigger a sector-wide shift towards greater environmental consciousness. The Green Mission Programme embodies the Group's steadfast commitment to ecological preservation and sustainable progress, establishing the Group as a frontrunner in steering the industry towards a more sustainable future.

Key Focus Areas of the Green Mission Programme include:



ENERGY MANAGEMENT

Optimising energy use and integrating renewable energy sources.



WATER MANAGEMENT

Implementing efficient water use and conservation strategies.



WASTE MANAGEMENT

Implementing 6-level waste management hierarchy at Group Level.



BIODIVERSITY CONSERVATION

Promoting the protection and restoration of natural habitats and ecosystems.



RISK MANAGEMENT

LBGB employs a strong and thorough materiality assessment to identify and prioritise key topics that are significant not only to its internal workforce but also to the shareholders. This process involves evaluating potential risks by considering their impact on stakeholders, business models, and their effects on Economic, Environmental and Social (EES) topics. The risks identified through the materiality assessment are seamlessly integrated into the Group's overarching strategic direction. LBGB's approach, bolstered by structural risk identification through climate scenario planning exercises, enables the Group to effectively prioritise and manage these identified risks. Whenever feasible, these risks are assigned tangible and quantifiable metrics to precisely measure their impact on the Group's value creation.

For more details, please refer to the [Our Approach to Material Matters and Stakeholder Engagement section](#).

METRICS AND TARGETS

Since 2021, LBGB has committed to transparency in its sustainability efforts by disclosing emissions across Scope 1, 2 and 3 categories. This commitment extends to ensuring the accuracy and reliability of its emissions reporting. To achieve this, LBGB's PMO has meticulously reviewed three years of data pertaining to electricity, water, and waste.

The methodology behind LBGB's carbon emissions calculations adhere to the highest international standards.

Specifically, the Group follows the methodologies set by the World Business Council for Sustainable Development and World Resource Institute's ("WBCSD/WRI") Greenhouse Gas ("GHG") Protocol. Meanwhile, emission factors used are from the Intergovernmental Panel on Climate Change ("IPCC") Sixth Assessment Report ("AR6") and the Malaysian Green Technology and Climate Change Corporation ("MGTC") for Scope One and Two emissions. Scope Three emissions were calculated based on the United Kingdom's Department for Environment, Food, & Rural Affairs ("DEFRA") starting in the FY2023, this change of methodology allows us to disclose the breakdown of GHGs much more comprehensively. The GHG breakdown for Scope Two emissions is derived from the United Nations Framework Convention on Climate Change ("UNFCCC") Malaysia Biennial Update Report 2022.

The Group employs megawatt-hours ("MWh") as the unit of measurement for energy use, and metric tonnes of CO₂ equivalent ("tCO₂e") for emissions.

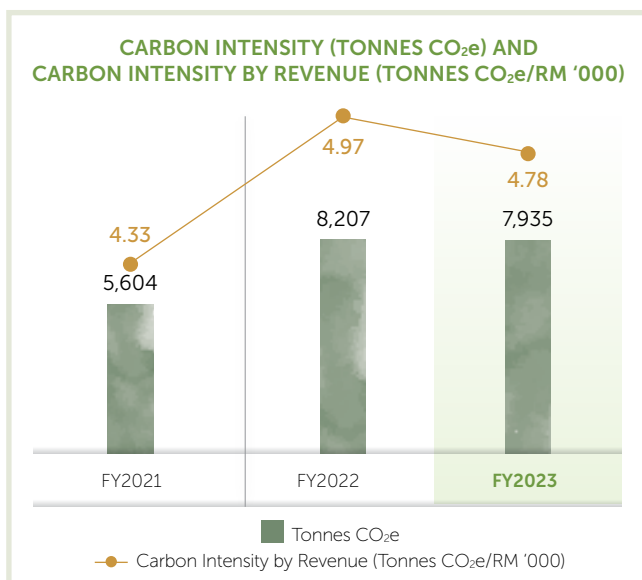
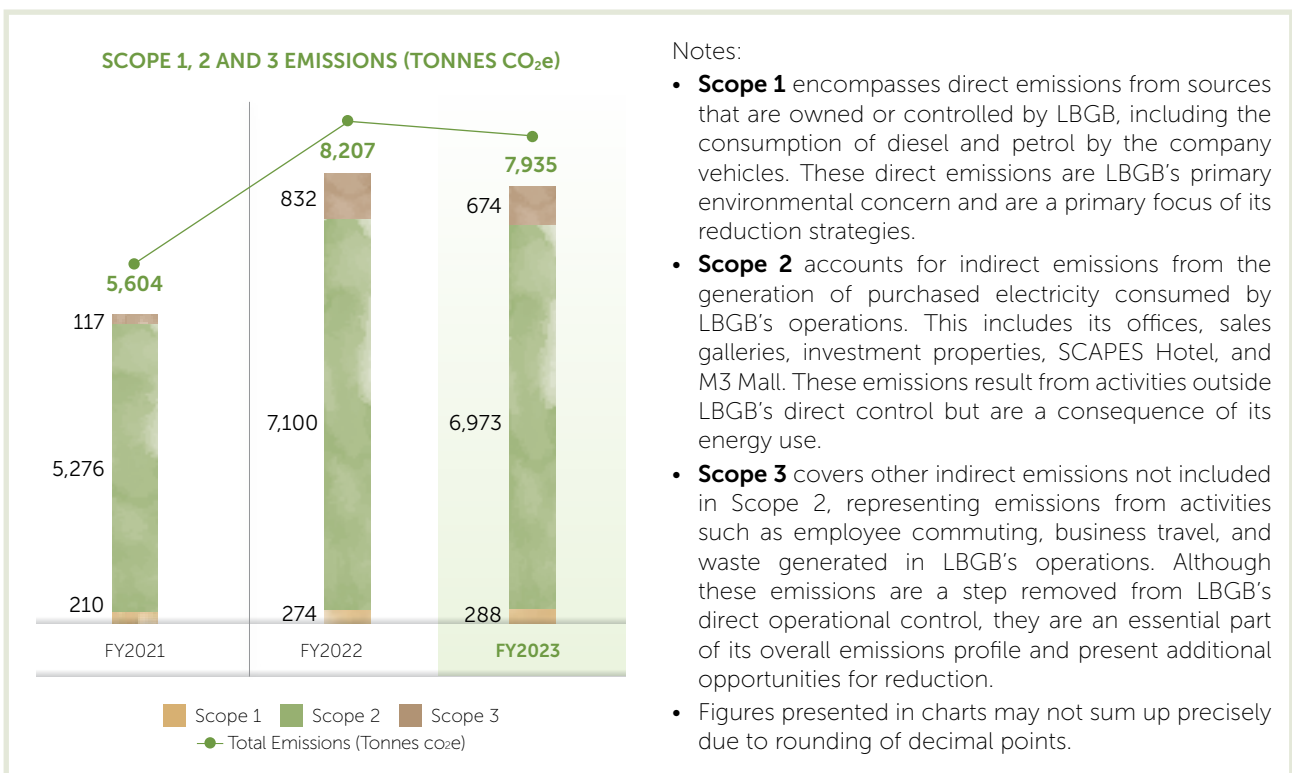


CLIMATE CHANGE AND EMISSIONS

Acknowledging the Property Developer industry’s significant environmental impact through energy-intensive construction and development activities, LBGB is committed to transforming its operations towards sustainability. LBGB is actively working to manage and reduce its carbon footprint, aligning its practices with an eco-friendlier and more responsible model of operation.

GHG EMISSIONS (SCOPE 1,2 AND 3)

LBGB’s GHG emissions are categorised according to the Greenhouse Gas Protocol, which divide them into three distinct scopes.



CARBON INTENSITY BY REVENUE PERFORMANCE

In FY2023, LBGB saw an improvement in its carbon emission intensity, which is a clear indicator of its growing efficiency and commitment to sustainability. The intensity, measured in Tonnes CO₂e per million in revenue (“tCO₂e/RM’000”), improved from 4.97 to 4.78. This progress is the result of two key developments: an increase in the group’s revenue and a 1.8% reduction in electricity usage. This underscores LBGB’s commitment to not only minimising its environmental footprint but also enhancing its operational efficiency and sustainability in alignment with the Net Zero Carbon Emissions by 2050.

For more details, please refer to the [ESG Performance Table section](#).

ENERGY MANAGEMENT

In the property development sectors, energy use is significant. At LBGB, energy sources are carefully monitored: Scope 1, which includes diesel and fuel for the vehicle fleet, and Scope 2, encompassing the electricity used in operations, primarily sourced from the national grid.

To address its emissions impact, LBGB has initiated a series of measures aimed at enhancing energy efficiency and reducing carbon output. In FY2022, short-term energy reduction targets for managed properties were established, and comprehensive energy management plans were implemented. These efforts are designed to lessen LBGB's environmental impact while maintaining operational effectiveness.

LBGB has also introduced an internal carbon price of RM20 per tonne of CO₂e for purchased electricity to incentivise efficient energy use across its portfolio. Furthermore, the Building Guideline fosters a culture of sustainability within the team by setting standards and involving employees in energy conservation efforts. This Guideline acts as a key tool to communicate, inform, and engage employees in energy-saving initiatives, reinforcing LBGB's collective responsibility towards environmental stewardship.

INSPIRING STORY:

ACCELERATING RENEWABLE ENERGY SOLUTIONS

In a bold stride towards a greener future, LBGB has strategically installed solar panels at key properties, including the LBGB HQ Rooftop, KITA @ Cybersouth, and the MGB IBS Precast Concrete Factory in Nilai. These installations are more than just equipment—they are tangible representations of LBGB's pledge to reach Net Zero Carbon Emissions by 2050.

By integrating solar energy into its operations, LBGB has taken a decisive step to diminish its reliance on traditional power sources. This shift is a critical component of its broader sustainability strategy, aiming to significantly lower its carbon emissions.

This renewable energy project underscores LBGB's proactive approach to combating climate change. As LBGB continues to implement sustainable solutions, it remains steadfast in its vision of fostering a sustainable future, one where its operations and environmental stewardship go hand in hand.



KITA @ Cybersouth Sales Gallery



LBGB HQ @ PJ



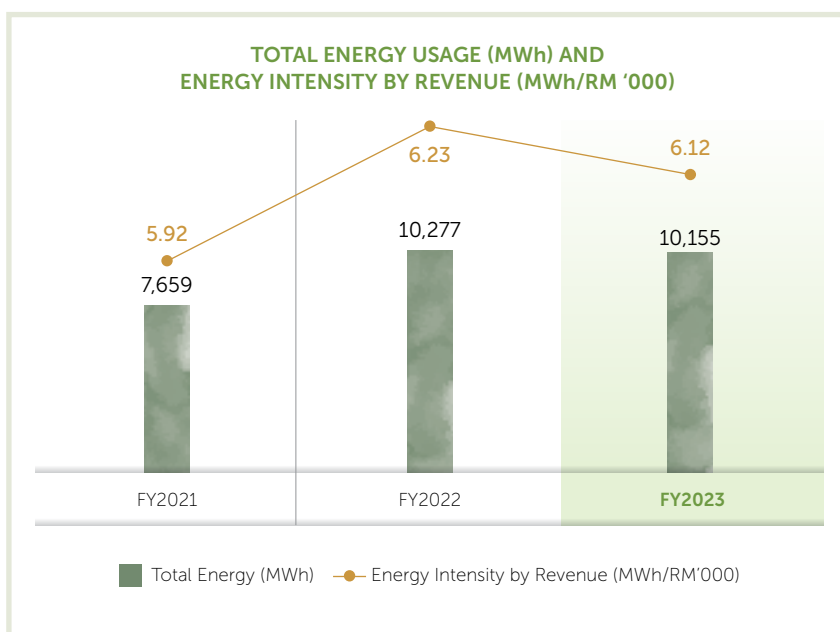
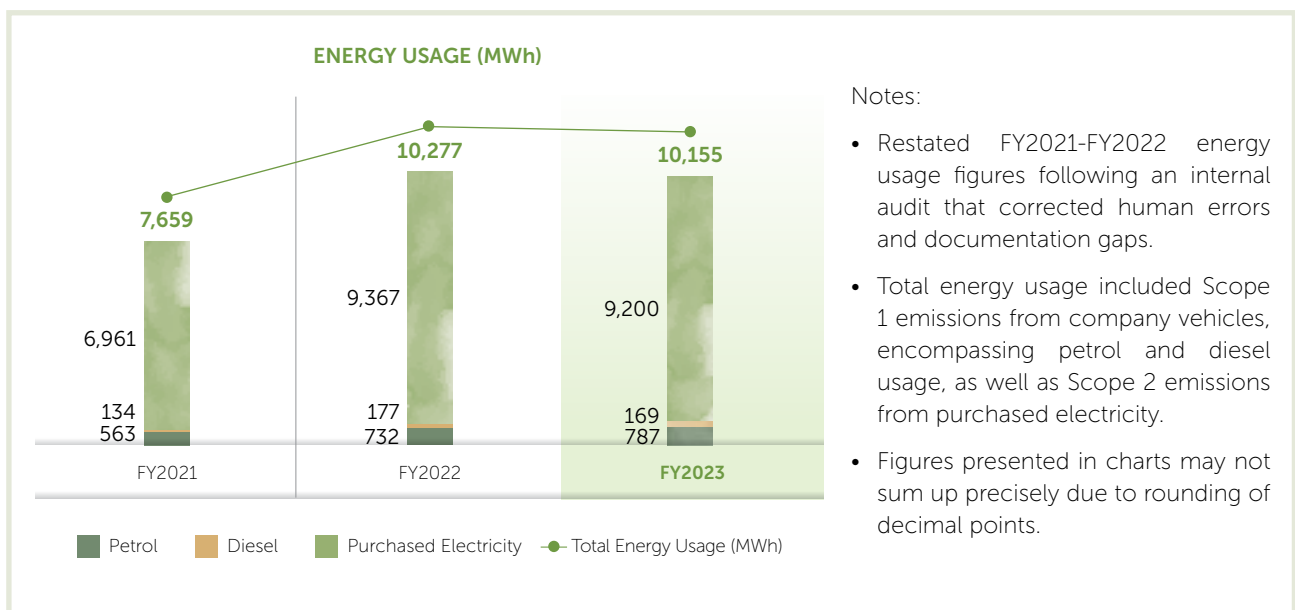
IBS Precast Concrete Factory @ Nilai

ENERGY MANAGEMENT

In its commitment to transparency and accuracy, LBGB has made necessary restatements to its total energy usage figures for FY2021 and FY2022. The initial reporting for these years was revised to correct an oversight attributed to human error and the absence of certain documentation. An internal audit was conducted, and the amended figures now accurately reflect LBGB's energy usage.

In FY2023, there has been a notable decrease in LBGB's total energy usage, primarily due to reduced consumption of diesel and purchased electricity. The launch of several properties, including Residensi Alam Awana, Rentak Perdana, Taman Kinding Flora, KITA @ Cybersouth, Cameron Centrum, Mercuri Jalil, and Residensi Bintang, signifies LBGB's continued growth and expansion in the property sector. As LBGB reports these developments, it reaffirms its commitment to sustainable energy practices and its progress toward achieving Net Zero Carbon Emissions by 2050.

ENERGY USAGE AND ENERGY INTENSITY PERFORMANCE BY REVENUE



ENERGY INTENSITY BY REVENUE PERFORMANCE

The graph illustrates a decrease in energy intensity (MWh/RM'000) by revenue for FY2023, showing a reduction of 1.77% from 6.23 to 6.12. This indicates an improvement in energy efficiency, with the Group utilising less energy per unit of revenue generated compared to the previous year. This underscores LBGB's commitment to reduce its environmental impact while simultaneously bolstering its operational efficiency and sustainability, in line with the objective of achieving Net Zero Carbon Emissions by 2050.

ENERGY-SAVING INITIATIVES

OFFICES

Keep the space closed when the air conditioner is in use to enhance efficiency and reduce energy consumption.

Set air conditioning to 24 degrees for optimal efficiency.

Conduct energy audits to optimise usage.

Use hibernate mode for computers and power down printers and monitors after hours.

Implement lighting reduction measures at the sales galleries.

Turn off the air conditioning in the server room when it is not in use.

Rely on natural sunlight instead of artificial lighting.

Place stickers on all switches as reminders for energy-saving practices.

Conduct briefings for all staffs on energy-saving measures.

Use of a smart meter to monitor electricity consumption.

SCAPES HOTEL

Control the hotel perimeter by utilising the Building Management System (BMS), which programs scheduled electricity usage and air-conditioning.

Install minimum watt LED light bulbs.

Utilise of Variable Speed Drive (VSD) technology in the air conditioning and water pump systems to improve energy efficiency.

Estimated monthly savings: 2,866 kWh

Use of a smart meter to monitor electricity consumption.

M3 MALL

Engage in Earth Hour to encourage action on environmental issues.

Install Dynamic Voltage Controllers aimed at reducing electrical consumption and minimising energy waste.

Implement timer schedules for parking and mall lighting to reduce light in common areas.

Set the office air conditioning units on a timer from 9 AM to 7 PM to optimise energy use.

Estimated monthly savings: 714 kWh

Use of a smart meter to monitor electricity consumption.

INSPIRING STORY:

CATALYSING CLIMATE ACTION THROUGH STRATEGIC PARTNERSHIP

LBGB, along with its subsidiary MGB Berhad, announced a strategic collaboration with the Malaysian Green Technology and Climate Change Corporation ("MGTC"). This collaboration, announced in October 2023, establishes a consortium including LBGB, MGB, Midwest Green Sdn Bhd, and MGTC.

The primary goal is to revolutionise solar energy through advanced green technologies, incorporating Carbon Capture Storage ("CCS"), crop cultivation, and water harvesting. This initiative was formalised with the exchange of a Letter of Intent at the International Greentech & Eco Products Exhibition & Conference Malaysia 2023. Tan Sri Dato' Sri Ir. (Dr.) Lim Hock San, Executive Chairman of LBGB, emphasised the Group's commitment to sustainable energy and environmental responsibility, aiming to redefine industry standards for a sustainable future.

WATER MANAGEMENT

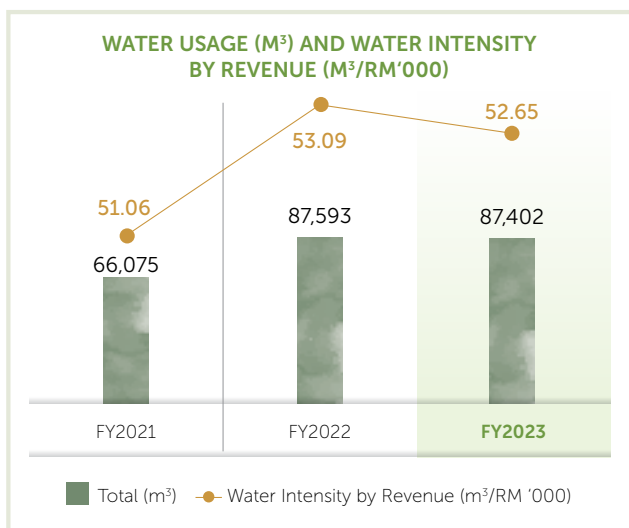
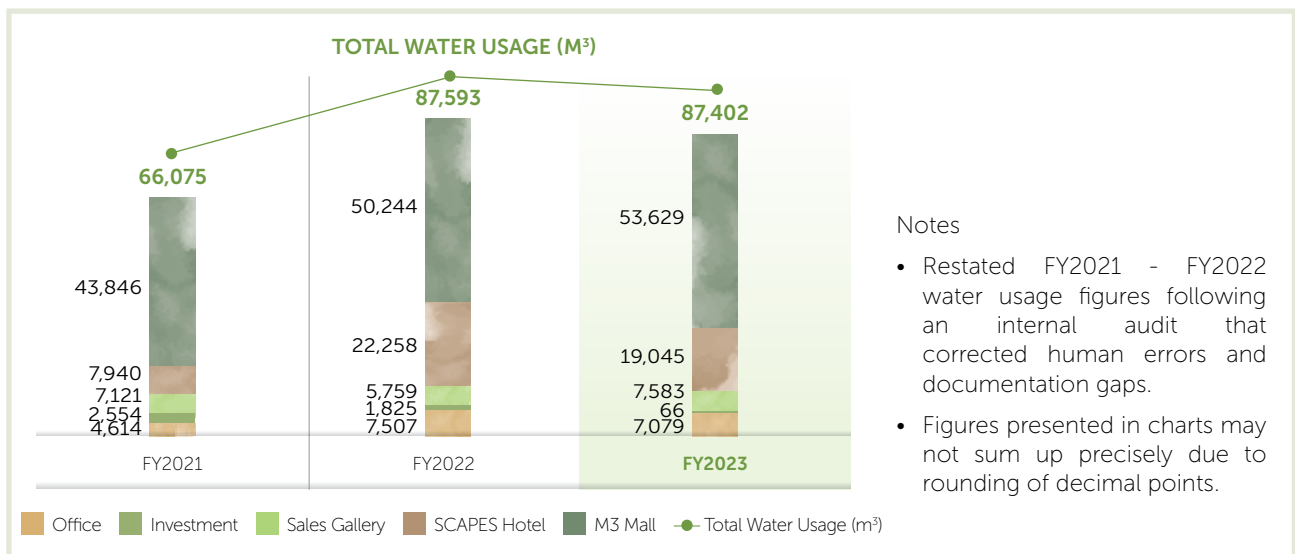
LBGB recognises water as a crucial, finite resource and upholds the fundamental human right to access clean water. Recent water supply disruptions, notably in Malaysia’s Klang Valley where LBGB primarily operates, emphasise the vulnerability of this vital resource. These disruptions, which occurred within the past few months, specifically in May and October of 2023, draw attention to the precariousness of the water supply.

Committed to minimising its environmental impact, LBGB ensures that its water consumption does not adversely affect water sources or bodies. Adhering to pollution control, especially in water bodies such as drainages and rivers, LBGB keeps effluents within levels set by the Department of Environment (“DOE”), aware that exceeding discharge limits can result in operational shutdowns, censures, and fines. To manage this, LBGB directs discharge from operational sites to a wastewater sewage plant for treatment before release.

LBGB, while committed to responsible water usage, does not operate in water-stressed areas. Water consumption at its project sites is primarily for cleaning and potable uses, similarly applied at its mall, hotel, offices, and sales galleries.

In FY2023, LBGB introduced a Building Guideline to improve water management practices. This guide offers clear instructions for all staff, including Building Managers, on handling water-related tasks and maintenance activities. It’s aimed at ensuring that all employees follow a consistent approach to water conservation and management, promoting sustainability and efficient use of resources within LBGB’s operations.

WATER USAGE AND WATER INTENSITY



WATER INTENSITY BY REVENUE PERFORMANCE

In FY2023, the Group saw a decrease in water usage intensity, measured in cubic meters per million in revenue (m³/RM'000), by 0.82%. This achievement is directly attributable to a series of targeted initiatives undertaken by LBGB aimed at enhancing water use efficiency across its operations. These efforts reflect LBGB’s dedication to not only reducing its environmental footprint but also to leading by example in the responsible management of vital resources.

For more details, please refer to the [ESG Performance Table section](#).

WATER-SAVING INITIATIVES

OFFICES

Conduct bi-weekly checks of all faucets and water-using fixtures to monitor for leaks and usage trends.

Implement rainwater harvesting by installing rain barrels for collection and storage, reducing the need for treated water.

Delegate specific sustainability roles to staff for leak monitoring, managing the rainwater harvesting system, and recording water usage.

Place stickers on all switches as reminders for water-saving practices.

Conduct briefings for all staff on water-saving measures.

Store collected recycled water for emergency situations and routine office cleaning.

Use recycled water for tree flushing and washing utensils, including plates, spoons, forks, and pantry items.

Perform office cleaning tasks, such as mopping the floor, with recycled water.

SCAPES HOTEL

Install water pressure control systems in all sinks and guestroom shower rooms to efficiently manage water use.

Conduct regular inspections to check for any loose tap heads, which aids in early detection of leakages.

Implement a system for all end-users (guests and staff) to report any water leakages immediately for prompt rectification.

M3 MALL

Harvesting rainwater for piping landscape all around M3 Mall.

WASTE MANAGEMENT

At LBGB, sustainability is at the core of its operations, and responsible waste management is a key priority. As the demand for urban development continues to rise, the responsibility to create and maintain sustainable communities falls on the shoulders of developers. The construction and operation of buildings have a significant impact on the environment, and effective waste management plays a pivotal role in mitigating these effects.

In FY2023, in alignment with Malaysia's commitment to becoming a carbon-neutral nation, LBGB has adopted a comprehensive 6-level waste management hierarchy to actively manage its waste effectively. The hierarchy prioritises the following steps to effectively manage waste at LBGB.

LBGB's waste initiatives are initiated at the Group Level, encompassing offices, sales galleries, M3 Mall and SCAPES Hotel, demonstrating a comprehensive approach to environmental stewardship across its diverse operations.

6-LEVEL WASTE MANAGEMENT HIERARCHY

1

PREVENTION:

- a. Enhanced its digital infrastructure to improve operational efficiency and enrich customer engagement.
For more details, please refer to the [Innovation section](#).
- b. Substituting plastic bottles with glass alternatives to reduce single-use plastic usage.
- c. SCAPES Hotel: Hosted an insightful Environmental Conservation & Sustainability Awareness Talk which was conducted by En Noor Fadzli Shah Noor Hashim, the esteemed President of the Malaysian Diving Sports Association.



2

REDUCE:

- a. All offices implement policies to reduce unnecessary printing, overseen by PMO and IT Departments. Print volume is controlled through employee codes, aligning with LBGB's efforts in digitalisation and paper waste reduction.



3

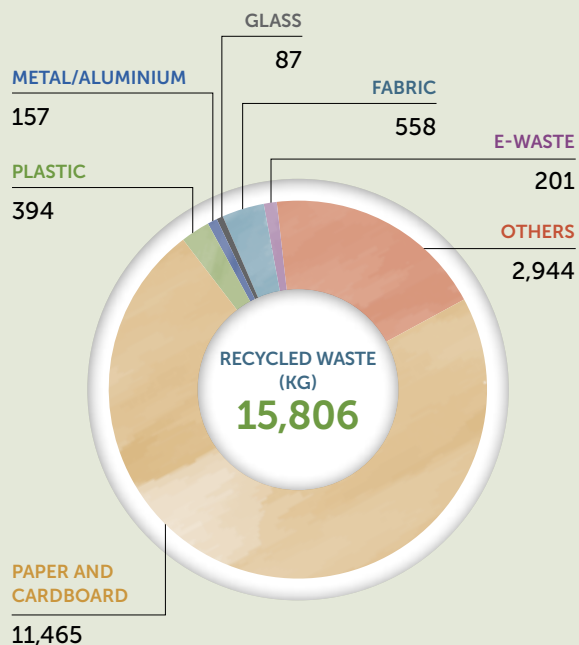
REUSE:

- a. Repurposing old materials for festive decorations, minimising waste and adding a touch of creativity to celebration.
- b. Promoting sustainability by showcasing fashion items made from recycled materials.
- c. Repurposing old bunting by incorporating recycled materials to craft representations of the "Think Sustainability", showcasing employees' creativity and commitment to sustainability.



RECYCLE:

- a. A significant donation of 558kg of old fabrics was made to Kloth Cares.
- b. Regular recycling activities were conducted, processing materials like cardboard, paper, plastic bottles, and cans.



RECOVERY:

- a. At SCAPES Hotel, the responsible disposal and donation of used cooking oil is a key aspect of our sustainability efforts. In 2023, the group successfully donated a total of **326KG OF USED COOKING OIL**, transforming waste into a resource.



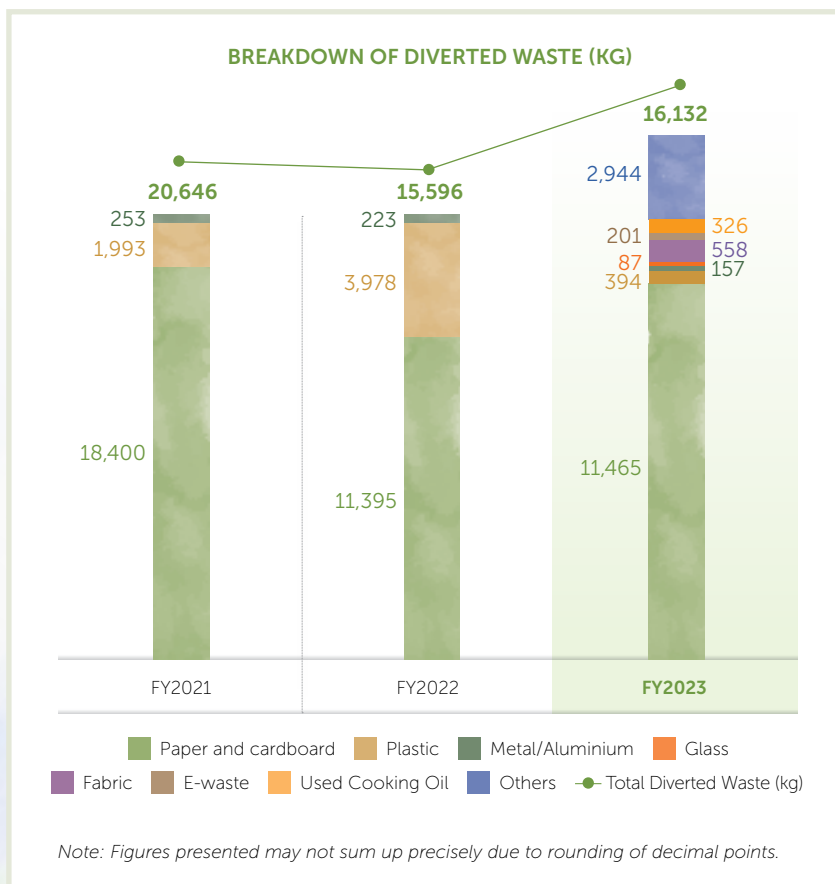
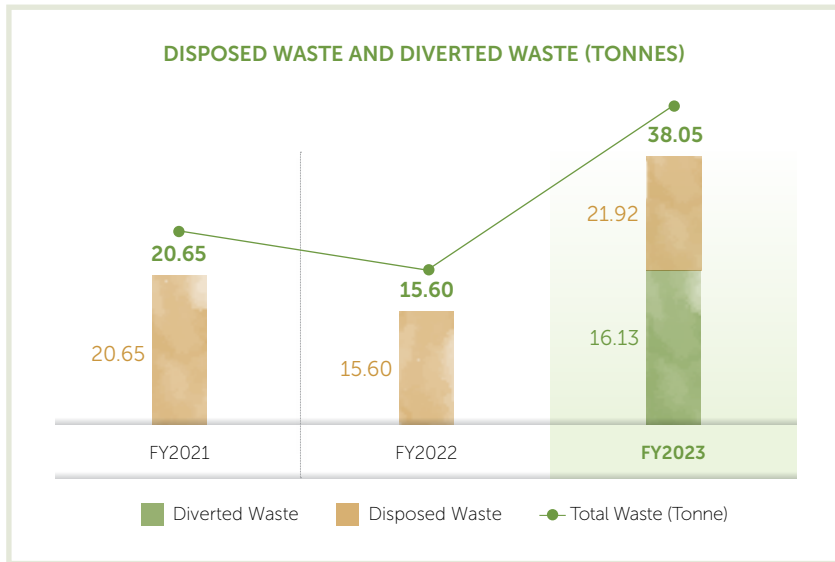
DISPOSAL:

- a. Waste that cannot be recycled is disposed of in compliance with local environmental regulations.



WASTE MANAGEMENT

DISPOSED WASTE AND DIVERTED WASTE AND WASTE REDUCTION PERFORMANCE



Waste Reduction Performance

In its journey towards environmental stewardship, LBGB has diligently applied the principles of the 6-level waste management hierarchy, ensuring its waste management system is both effective and sustainable. LBGB's efforts encompass regular assessments of waste reduction and recycling practices across its portfolio.

In FY2023, a notable step forward was the comprehensive documentation of waste generation within LBGB offices, sales galleries, M3 Mall and SCAPES Hotel. Approximately 21.92 tonnes of general waste were collected during this period. Notably, the majority of LBGB's recyclable waste, making up about 89%, consisted of paper and cardboard—a reflection of its focus on recycling and reusing valuable resources.

In line with its environmental goals, LBGB has set a Waste Key Performance Indicator for FY2025 to achieve a 10% reduction from landfill waste, using FY2023 as its baseline. Impressively, LBGB has diverted 42.39% of its waste from landfills in FY2023.

As LBGB continues to champion responsible waste management, it also aims to cultivate a deeper understanding and commitment among its internal stakeholders. Looking ahead, LBGB plans to expand its awareness programs to include external stakeholders, broadening the impact of its sustainability efforts.

INSPIRING STORY:

CULTIVATING A TRASH TO TREASURE CULTURE

In recognition of World Environment Day and to further its commitment to the UNSDGs, LBGB proudly introduced a robust six-level waste management hierarchy. This system, embracing Prevention, Reduction, Reuse, Recycle, Recovery, and Disposal, solidifies LBGB's commitment to minimising environmental impact through thoughtful waste management.

In the month leading to LBS Green Day on 1st December, LBGB initiated a vigorous campaign encouraging employees to partake in recycling and fabric collection, effectively repurposing materials. This effort, culminating in Green Day, was characterised by a notable surge in employee participation and heightened awareness regarding environmental stewardship.

Green Day itself was a beacon of educational and participatory activities aimed at fostering a culture of sustainability among employees. Key achievements of the day included:



WORLD ENVIRONMENT DAY CELEBRATION & UNSDG ALIGNMENT:

LBGB launches a six-level waste management hierarchy (Prevention, Reduction, Reuse, Recycle, Recovery, Disposal).



MONTH-LONG GREEN INITIATIVE BEFORE GREEN DAY:

Employee-led recycling and fabric collection efforts, igniting sustainable actions.



150 EMPLOYEES ENGAGED:

Interactive presentation on waste management hierarchy, blending in-person and virtual participation.



83% PARTICIPATION IN RECYCLING:

Recognition of 16 standout employees for their exceptional recycling contributions.



PRE-LOVED MARKET SUCCESS:

Collected clothes from employees are offered for resale to give them a second life; any unsold items are donated to Kloth Cares.



LBS RECYCLING HUB LAUNCH:

The Sustainability Committee Chairperson officially launched the LBS Recycling Hub, reinforcing the Group's commitment to sustainability.

BIODIVERSITY CONSERVATION

LBGB is at the forefront of championing biodiversity, demonstrating a commitment to cleaner air and resilient ecosystems through its Green Mission Programme. Beyond compliance, the Group sets ambitious KPIs, aiming to exceed the typical 10% green landscape requirement in its projects. In FY2023, LBGB's dedication was evident as it surpassed its goals, planting 792 plants from 11 International Union for Conservation of Nature ("IUCN") Red List species across various sites, marking a significant stride towards enhancing biodiversity and fostering sustainable communities. This effort reflects a shift from quantitative targets to a qualitative approach, prioritising habitat restoration, wildlife conservation, and community engagement to promote ecological preservation.

The Group's strategy for biodiversity is comprehensive, incorporating avoidance, minimisation, and restoration practices to mitigate environmental impacts. Since FY2013, LBGB has invested more than RM5.5 million in planting 33,534 plants, underscoring its commitment to creating vibrant ecosystems. Additionally, at the Group level, LBGB will conduct Environmental Impact Assessment ("EIA") to identify and manage potential biodiversity-related risks in its business operations, adhering to its Environmental Policy Statement. This includes adopting the biodiversity mitigation hierarchy and the IUCN Red List in its development projects, highlighting LBGB's holistic approach to biodiversity conservation and its role in sustainable development.

INSPIRING STORY:

PLANTING THE SEEDS TOWARDS A GREENER ENVIRONMENT

The **"ONE, TWO... PLANT A TREE!"** campaign is a captivating aspect of the LBGB Green Mission Programme, designed to motivate staff to get involved in tree planting activities. This campaign is not just about greening the environment but also about reducing the Group's carbon footprint and enhancing community spaces. It's an endeavour that empowers LBGB staff to be environmental stewards, contributing to sustainability goals through personal action and teamwork.



POLLUTION MANAGEMENT

ENVIRONMENTAL POLICY STATEMENT

LBGB committed to an unwavering dedication to continuous improvement across all aspects of its development project sites. In FY2023, the Group strengthened its Environmental Policy Statement by making four key commitments:



For more information, please visit <https://lbs.com.my/policies/environmental-policy-statement/>.



SOCIAL ENRICHMENT:

Enriching Communities and Workplace through Ethical Engagement

UNSDGs Alignment:



MATERIAL TOPICS:

Labour Practices and Human Rights

Talent Management

Diversity, Equity and Inclusion

Occupational Safety and Health

Community Engagement

As social performance is significant to LBGB’s business operations, the Group has outlined its focus on the following social material topics: Talent Management and Occupational Safety and Health (“OSH”). In essence, this involves the Group’s impact on society at large, the communities in which LBGB has a business presence in, as well as its employees.

In FY2023, LBGB was awarded Graduates’ Choice Award (“GCA”) - “Malaysia’s Most Preferred Graduate Employers to Work for” by Talentbank in Property Developer category for second consecutive year. This recognition reflects LBGB’s commitment to empowering its employees and providing them with opportunities for professional development, while also encouraging their active participation in broader social initiatives. Through its dedicated foundation, LBGB addresses pivotal social issues—working towards alleviating poverty, bridging educational gaps, and ensuring access to quality healthcare.

The following section provides a detailed account of LBGB’s performance and highlights in addressing the aforementioned social material topics.

ZERO FATALITY at Workplace

Achieved an average of **26.78 TRAINING HOURS** per employee

LBGB sponsored more than **RM1.68 MIL** through **LBS FOUNDATION**

Created more than **1,000 JOB OPPORTUNITIES**

HUMAN CAPITAL DEVELOPMENT

LBGB prioritises human capital development, recognising the significance of nurturing a workforce where diverse skills and backgrounds are valued. Through strategic employer branding, the Group has positioned itself as a top choice for talent, earning accolades such as the Best Managed Companies Awards and the Graduates' Choice Award. Leveraging on social media for recruitment underscores LBGB's adaptability to a changing workforce dynamics, thus, enhancing its image as an engaging employer.

Active participation in career fairs and collaboration with educational institutions play pivotal roles in LBGB's talent acquisition strategy. The Group's internship programme further strengthens its commitment to bridging the gap between academia and practical workplace skills. Upholding local and international labour standards, LBGB ensures a fair and respectful working environment, aligning with its broader dedication to ethical business practices.

LBGB's growth strategy revolves around the central importance of employee development, which is clearly demonstrated by the wide range of training programs it offers, designed to meet the diverse needs of its employees. By prioritising continuous learning and addressing employee feedback through initiatives such as revising training plans and introducing flexible work arrangements, LBGB fosters a positive company culture where employees feel supported and motivated to excel. In essence, LBGB's holistic approach to human capital development emphasises creating an inclusive environment that aligns with both business objectives and employee expectations.



Participation of employees in sustainability program

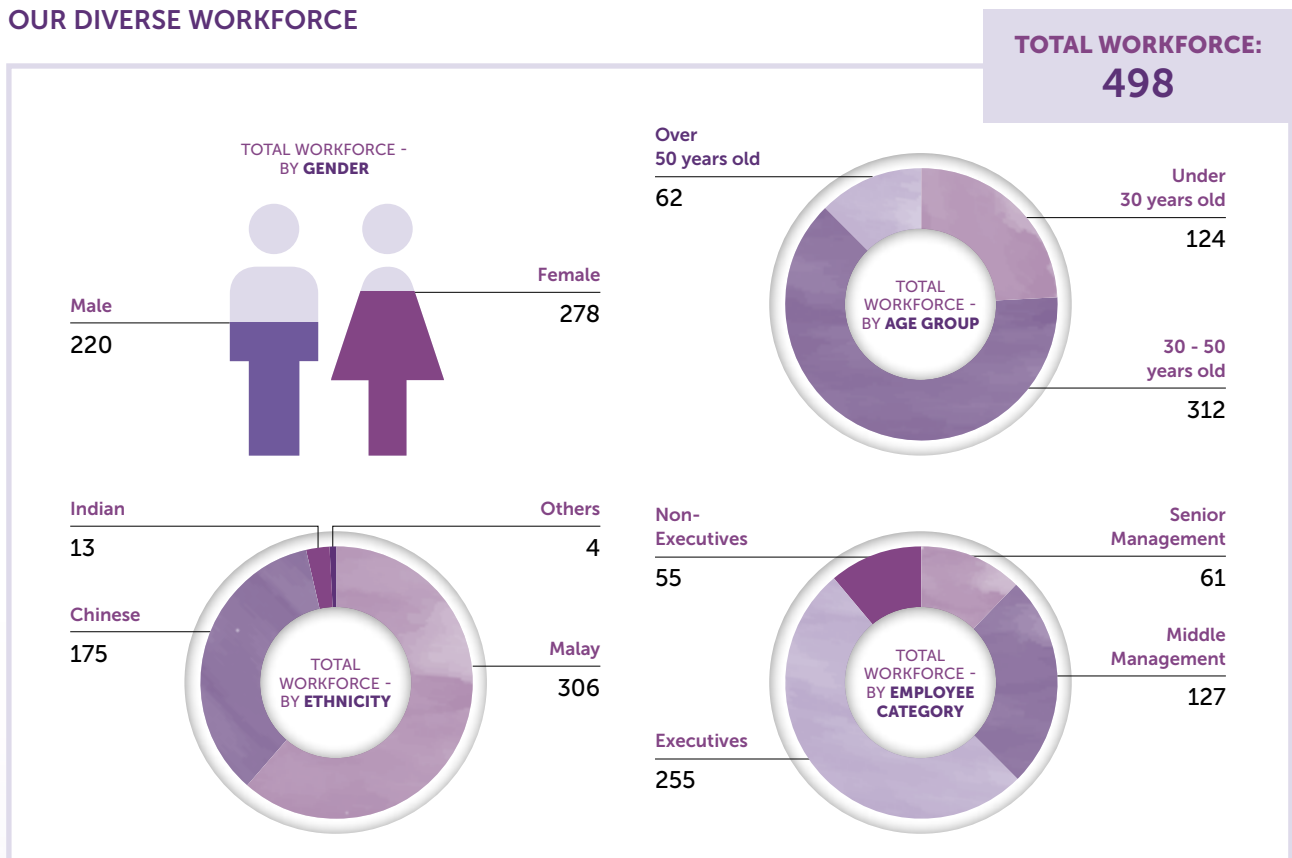
DIVERSITY, EQUITY AND INCLUSION

LBGB is deeply committed to fostering a diverse and inclusive working environment, where all individuals are treated fairly, without prejudice based on factors such as gender, race, nationality, religion, age, physical condition, marital status, union membership and employment status. The organisation prioritises skills, qualifications, and abilities in making hiring decisions, providing equal opportunities for individuals to showcase their talents.

Additionally, LBGB upholds fairness in compensating and rewarding all employees based on their performance, ensuring that recognition and rewards align with contributions, thus ensuring an 'equal work equal pay' environment for everyone. The Group offers learning and development opportunities to employees at all levels, providing fair and equal access to knowledge and skills development. Employees are encouraged to participate in engagement activities aimed at creating a positive and vibrant working culture.

Moreover, LBGB maintains a zero-tolerance policy towards discrimination, reflecting its commitment to human rights. The Group provides accessible channels for reporting concerns or cases related to potential human rights violations, including whistle-blowing channels open to all individuals, and grievance mechanisms exclusively available to LBGB's employees.

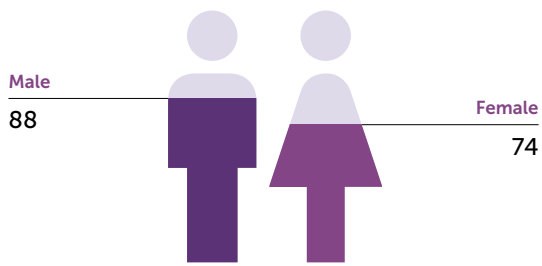
OUR DIVERSE WORKFORCE





NEW HIRES:
162

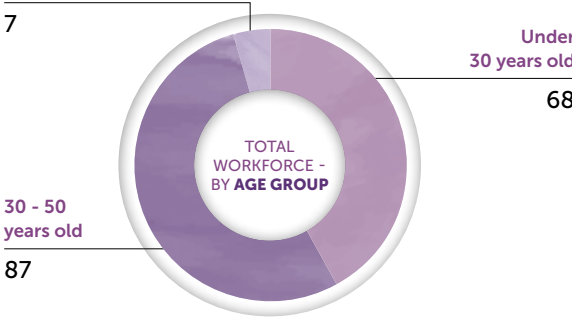
TOTAL WORKFORCE - BY GENDER



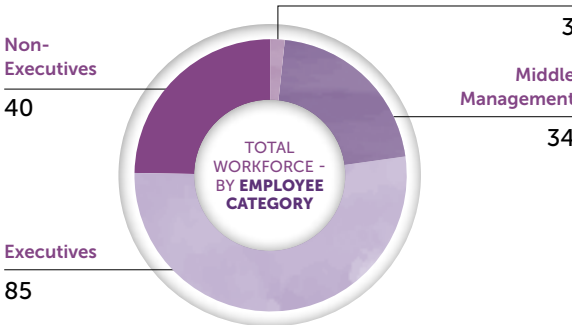
TOTAL WORKFORCE - BY ETHNICITY



Over 50 years old



TOTAL WORKFORCE - BY EMPLOYEE CATEGORY



TALENT MANAGEMENT

A fair and transparent performance-based rewards system is crucial for talent retention. LBGB has implemented this strategy to motivate employees and reward individual performance. Such a system cultivates a culture of meritocracy, encouraging continuous improvement and ensuring that hard work is recognised and equitably rewarded. This is aligned with the principle of equal work for equal pay, reinforcing fairness and motivation among employees.

Effective communication is highly valued at LBGB. It plays a key role in connecting people and is emphasised throughout the entire employee journey, from onboarding to talent development. To foster a welcoming environment, LBGB assigns a 'buddy' to new staff members. This initiative aids new employees in quickly adapt to the Group's culture and internal processes, preparing them for new tasks and challenges, and reducing the risk of culture shock and early departures.

LBGB invests in talent development to support employee professional growth. Comprehensive learning programmes cover technical, soft skills, safety, compliance, sustainability, and product courses. Continuous learning enhances productivity and keeps staff competitive. In addition, LBGB has implemented an open-door communication approach, encouraging genuine feedback and dialogue in both directions, from top to bottom and vice versa.

EMPLOYEE BENEFITS AND WELL-BEING

Recognising the importance of competitive compensation and benefits in attracting top talent, LBGB has always placed a high priority on this aspect. However, the Group is aware that attractive pay is not the sole factor that matters. In FY2023, LBGB introduced a flexible clocking-in policy for office staff, setting a window from 7:30 am to 9:30 am to better support diverse personal schedules. This initiative, demonstrating a commitment to work-life balance, was rolled out across all branches as part of a group-wide effort to enhance employee well-being.

LBGB's commitment to fair labour practices has been a cornerstone of its operations, evident long before the FY2023 amendments to the Employment Act. The Group has always been in full compliance with wage, work hours, overtime, and benefits laws as stated in both the Employment Act and its own Human Rights Policy.






	FY2021 RM'000	FY2022 RM'000	FY2023 RM'000
Total payments made to employees in terms of salaries, bonuses and benefits	34,153	49,067	49,945
Total statutory payments made for employees' retirement benefits ("EPF")	3,994	6,176	6,086
Total payments in medical insurance ("SOCISO") for employees	287	336	397

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

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

Compensation packages are aligned with industry benchmarks and are proportional to an employee's job performance, seniority, and length of service within the organisation. Employees receive financial and non-financial rewards through a transparent appraisal process.

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 - Outpatient 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 allowance - Monthly allowance and accommodation allowance
 <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 - Wedding ang pau - Funeral & bereavement assistance - Professional bodies annual membership fees - Health incentives*

*Note: The health Incentive is provided to Drivers with the aim of fostering their well-being and supporting the cultivation of a healthy lifestyle through the attainment and sustenance of a normal BMI.

EMPLOYEE TRAINING AND PROFESSIONAL DEVELOPMENT






At LBGB, the Group firmly believes in the power of its people and the critical role they play in its success. That's why the Group is deeply committed to nurturing its workforce through targeted training and professional development opportunities. This investment is seen as essential for creating an inclusive, supportive work environment and driving organisational success. Continuous learning and development are key to unlocking the employees' potential, enhancing productivity, fostering innovation, and ensuring business excellence.

To achieve these goals, LBGB has cultivated a culture of continuous learning, offering a broad spectrum of programmes designed to meet the dynamic needs of its industry and business environment. This commitment ensures employees are equipped to excel in their roles and contribute effectively to LBGB's long-term vision.

TALENT MANAGEMENT

The cornerstone of LBGB's training initiative is the annual Training Needs Analysis, which helps the Group identify and address the specific development needs of its employees. This analysis informs LBGB's comprehensive Training Plan, tailored to equip the team with the necessary skills and knowledge to thrive.

TRAINING CATEGORIES

NO	TRAINING TYPE	DESCRIPTION
1	 <p>TECHNICAL TRAINING</p>	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.
2	 <p>SOFT SKILLS TRAINING</p>	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.
3	 <p>COMPLIANCE - SUSTAINABILITY TRAINING</p>	Designed to educate employees on the key principles, regulations, and practices important for achieving compliance and fostering sustainability within the organisation. These programmes stress on the importance of both legal adherence and sustainable practices, fostering a culture of responsible business conduct. Through such training, organisations are better positioned to align their operations with both ethical and environmental standards, ensuring they meet legal obligations while contributing positively to sustainability goals.
4	 <p>SAFETY TRAINING</p>	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.
5	 <p>PRODUCT TRAINING</p>	Training focuses on the specific systems and applications utilised by distinct departments or personnel to enhance the expertise of its employees through targeted product training, enabling employees to operate these platforms efficiently and with confidence.

TRAINING PROGRAMME HIGHLIGHTS

PROJECT QUALITY MANAGEMENT: GETTING READY FOR QUALITY ASSESSMENT & CLASSIC AWARENESS COURSE AND ONE DAY INTERACTIVE COURSE PROJECT QUALITY

Focused on project and site employees, these training sessions aim to enhance the quality of the Group's projects through rigorous quality management and assessment techniques.

PROFESSIONAL CUSTOMER SERVICE DEVELOPMENT

This programme is tailored for frontline staff across Property Management, Credit Administration, SCAPES Hotel, M3 Mall, and other customer-facing divisions. Its goal is to enhance customer service capabilities, thereby improving customer satisfaction and loyalty. Modules include:

COMMUNICATION,
RELATIONSHIP & INFLUENCE

CUSTOMER SERVICE
RELATIONSHIP MANAGEMENT

OBJECTION HANDLING
& NEGOTIATION

TRANSFORMATIONAL LEADERSHIP: BECOMING MANAGEMENT MATERIAL

This targeted training equips newly promoted managers and leaders with the essential skills and insights needed to succeed in their roles, fostering a new generation of transformational leaders within the Group.

HUMAN RIGHTS AWARENESS TALK & SEXUAL HARASSMENT TALK

For the first time, LBGB organised sessions on Human Rights Awareness and Sexual Harassment Awareness, aiming to build a more inclusive and aware workplace environment.

EMERGENCY RESPONSE PLAN & PREPAREDNESS AND FIRST AID, CPR & AED AWARENESS TALK

The Group introduced crucial safety training sessions, complete with practical evacuation drills. This initiative emphasises the importance of readiness and safety in the workplace.

This product training focuses on process and departmental improvement, ensuring that every employee can contribute effectively to their department's objectives.

TALENT MANAGEMENT

In our journey towards excellence and innovation, the Star Talent Programme at LBGB stands out as a beacon of our commitment to employee development and leadership cultivation.

INSPIRING STORY:

SOFT SKILLS TRAINING

NURTURING HIGH POTENTIAL EMPLOYEES TO BE FUTURE LEADERS

The Star Talent Programme at LBGB is dedicated to identifying and nurturing high-potential employees, ensuring they are primed for leadership roles. This initiative is crucial for maintaining a robust pipeline of leaders ready to embrace broader responsibilities and achieve ambitious organisational goals.

COMPREHENSIVE TRAINING CURRICULUM

Spanning 2022 to 2023, the programme engaged 31 participants across various departments in seven targeted training modules. These sessions covered essential skills such as Combat VUCA Leadership 2.0, Coaching and Counselling, and Emotional Intelligence, aimed at refining the participants' leadership and decision-making capabilities.

-

PERFORMANCE RECOGNITION

A key feature of the Star Talent Programme is its performance evaluation system, where outstanding participants are honoured with a 'Gold Star' badge. This accolade is a testament to their exemplary performance, effort, and engagement throughout the programme.

-

NETWORKING AND COLLABORATION

Beyond skill development, the programme emphasises the importance of networking and collaboration. It offers participants opportunities to connect and share knowledge with peers from different departments, strengthening interdepartmental bonds and fostering a culture of teamwork and camaraderie.

LBS PERKS AND PLUSSES INITIATIVE

A highlight of the Star Talent Programme is the launch of LBS Perks and PlusSES in August 2023. This groundbreaking programme seeks to revolutionise the home-buying experience with exceptional benefits, exclusive discounts, and special offers, enhancing the value proposition for purchasers.

-

CELEBRATORY LAUNCH EVENT

The programme's introduction was marked by a successful launch event attended by 686 purchasers and 26 partners. This event featured partner booths, exclusive deals for attendees, and a range of activities designed to celebrate homeownership and foster community among purchasers.

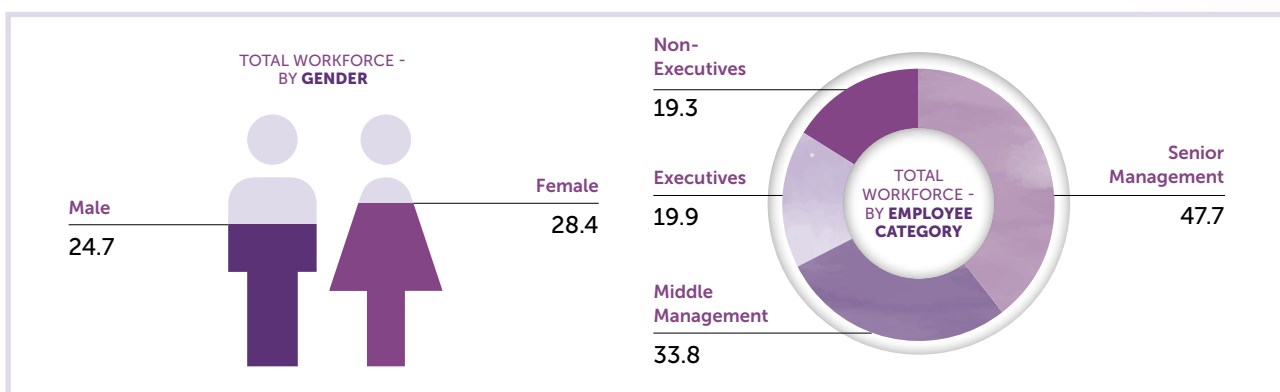


TRANSFORMING HR OPERATIONS

In FY2023, LBGB introduced an innovative HR system that digitises the learning management process, marking a significant shift towards a fully digital HR operation within the organisation. This system streamlines how training is conducted, employees were able to enroll in courses, and submit evaluations, thereby enhancing efficiency and the overall employee experience. The transition to this digital environment not only reduces paper waste but also accelerates decision-making processes and improves workforce management, exemplifying LBGB’s commitment to innovative and sustainable HR practices.



AVERAGE TRAINING AND DEVELOPMENT HOURS



EMPLOYEE TRAINING HIGHLIGHTS

LBGB is committed to fostering a culture of continuous learning and professional development among its employees. Overall, the Group has conducted a total of 268 training programmes in FY2023, as per the snapshot below:



TRAINING FOR SECURITY PERSONNEL

100% of security guards, encompassing those stationed at the headquarters and sales galleries, participated in human rights awareness briefings in November and December 2023. This training covered LBGB’s human rights policies, specific procedures, and their application to security, ensuring that all security staff fully understand and can effectively implement these crucial policies in their daily responsibilities.

LBGB extended these training requirements to third-party organisations that provide security personnel, demonstrating the Group’s commitment to upholding human rights standards not only within its own operations but also among its partners. The LBGB Security Team took the lead in delivering this training, ensuring that all security personnel, whether in-house or contracted through third parties, received the same level of instruction and understanding regarding human rights and their application within the security context.

TALENT MANAGEMENT

EMPLOYEE ENGAGEMENT PROGRAMMES

LBGB is dedicated to fostering an engaging and supportive workplace through its comprehensive employee engagement programmes, structured around four key pillars: Health & Wellness, Leisure, Appreciation, and Communication. Each pillar plays a critical role in nurturing a positive work environment, where employees feel valued, healthy, and motivated.

HEALTH & WELLNESS:

- **12th LBS Bowling Tournament 2023:** Bolstering well-being through sport, this annual tournament is an exciting platform for fostering teamwork and active lifestyles.
- **One, two... plant a tree!:** Aligning with sustainability goals, this programme encourages employees to plant trees.
- **Recycle, Recycle, Recycle and Recycle:** This waste management initiative underscores our commitment to the environment through active recycling, benefiting both the company and the community.
- **Personal ESG Score:** Focused on improving our collective impact, this initiative helps employees gauge and enhance their sustainability contributions.
- **LBS Fitness & Wellness Day:** Weekly health activity inclusive of Body Workout, Badminton and bi-weekly of Muay Thai class provided to all employees, aims to enhance overall staff well-being and foster healthy lifestyle practices.

INSPIRING STORY:

INTRODUCING ESG AWARENESS IN THE DAY-TO-DAY LIFE THROUGH A LITTLE FUN

In the FY2023, LBGB initiated a pioneering effort to integrate ESG (Environmental, Social, and Governance) principles across the organisation by introducing Personal ESG Scores. This innovative measure evaluates the environmental, social, and ethical awareness of individuals in their everyday life and financial choices, aiming to foster sustainable living and working habits that resonate with the Group's values. Employees are encouraged to participate in this assessment to gain insights into their practices and to spark positive change.

The outcome of this initiative has been notably positive, with the workforce achieving an aggregate Personal ESG Score of 69%. This reflects a substantial foundational awareness of sustainability issues among the staff and marks a significant milestone in LBGB's ongoing journey of ESG integration.

LBGB is committed to fostering a culture where ESG principles are deeply ingrained in every employee's ethos, reinforcing its dedication to sustainable development, corporate responsibility, and enhancing employee well-being. The goal is for ESG considerations to become instinctive to all staff, influencing their decisions in both their professional and personal lives.

LEISURE:

- **Dress Up Friday:** Designed to inject a sense of fun into the workplace, this event allows employees to showcase their unique styles, enhancing team bonding.
- **Happy hour:** This event serves as a token of appreciation, featuring healthy snacks and motivational messages from leadership, aimed at boosting morale.
- **Surprise! Game:** Brings fun and strengthens bonds across departments, enhancing team unity through unexpected, enjoyable activities.
- **Festive Gathering such as Hari Raya & Deepavali:** Staff celebrate the festive seasons together, enhancing inter department relationship and promoting cross-cultural understanding within the community.

APPRECIATION:

- **LBS club Buka Puasa Gathering 2023:** This event marks the festive fasting month, bringing together employees and leadership to celebrate and engage in shared traditions.
- **Thanksgiving:** LBGB's Thanksgiving event fosters gratitude, inviting staff to share heartfelt thanks through personalised messages.

COMMUNICATION:

- **Idea Pitch:** Central to LBGB's strategy, encouraging creativity under the "Empowering Individuals, Enhancing Community" motto, allowing employee to share ideas with management and promoting team spirit and collective success.
- **Community Engagement:** Through partnerships with organisations like Hospis Malaysia and Kiwanis Down Syndrome Foundation, we organise annual charity treasure hunts that not only encourage team cohesion but also give back to the community.
- **兔"Tu" possibility & beyond:** Initiated at the start of FY2023, this Townhall meeting gathered 839 employees to review the past year and align on the Group's future direction, fostering the spirit of unity and collaboration.
- **Brews & Breakthroughs:** Launched as part of LBGB's strategy to improve internal communication and team cohesion, this initiative bridges the gap between top management and middle managers through informal, insightful dialogues. The first Middle Management Townhall, attended by 104 employees, marked a significant step in enhancing transparency and collaboration within LBGB.



TALENT MANAGEMENT

INSPIRING STORY:

UNLOCKING THE CREATIVE POTENTIAL WITHIN THE ORGANISATION

The Idea Pitch initiative stands as a cornerstone of LBGB's strategy for unlocking the creative potential of its employees. Rooted in the motto "Empowering Individual, Enhancing Community", this programme provides a platform for staff to present their innovative ideas directly to the management team. The initiative aims to recognise the talent within the team and offers everyone an opportunity to contribute to the collective success of the Group.

EMPOWERING EMPLOYEES WITH A VOICE

Key to Idea Pitch is the opportunity it provides to LBGB's employees: a chance to voice out, to make a difference. It's about valuing each person's input and fostering a culture where new ideas are not just welcomed but celebrated. Through this initiative, employees not only get to share their visions but also play a part in their realisation, contributing to their own growth and the Group's development.

In FY2023, the Idea Pitch initiative homed in on "Think Sustainability," aligning with LBGB's commitment to making a positive impact on the environment. The ideas brought forward under this theme have been about doing better for the planet and embedding sustainable practices into everyday operations.

HIGHLIGHTS FROM THE INITIATIVE

From the pool of great ideas pitched this FY2023, several standout initiatives have already been put into action:

- **Document Management System:** The launch of a digital document management system for Project Departments and Branches streamlines document handling, boosting efficiency and collaboration by offering centralised access to vital documents.
- **Energy & Water Saving Guidebook:** Creating a manual for employees to help save energy and water, encouraging eco-friendly habits at work and home.
- **Uniform Water Dispensers:** Cutting down on plastic waste by standardising water dispensers across all our offices and facilities.
- **Energy Efficiency At Our Mall:** Installing smart, energy-saving equipment to reduce electricity use and carbon footprint.
- **EV Charging Stations:** Planning for the future by including electric vehicle charging stations in our new developments.
- **Recycling Made Easy:** Setting up a recycling hub and dedicated corners to make recycling a straightforward part of our daily routine.
- **Celebrating Green Living:** Organising an annual Green Day to educate and engage with employees in environmental conservation efforts.
- **Upgraded Health Benefits:** Enhanced employee health benefits now encompass preventive care, wellness programmes, and mental health support.

IDEA PITCH IN FY2022 AND IMPLEMENTED IN FY2023:

- **Flexi Working Hours:** The introduction of flexible working hours empowers employees with greater control over their schedules, promoting work-life balance and increasing job satisfaction.
- **Buddy System:** A new mentorship programme pairs experienced employees with new hires to facilitate knowledge transfer, skill development, and smoother onboarding, enhancing the overall work environment.

WHAT'S NEXT?

Looking ahead, the Idea Pitch initiative is all set to uncover fresh paths for growth and innovation, while persistently acknowledging talent and advancing the transformative vision of our organisation.

INSPIRING STORY:

CREATING A GREATER SENSE OF INCLUSION WITH THE MID-LEVEL MANAGEMENT GROUP

In a strategic endeavour to enhance internal communication and strengthen team cohesion, LBGB introduced “Brews & Breakthroughs,” a unique initiative designed to bridge the communication gap between top management and middle managers. This programme aims to facilitate informal yet meaningful conversations, enabling a deeper understanding of the concerns, aspirations, and motivations of middle management. Moreover, it serves as a platform for these managers to directly share feedback, insights, and suggestions with the organisation’s leadership.

The essence of “Brews & Breakthroughs” lies in its ability to foster a more open, connected, and transparent work environment. It underscores the importance of communication, collaboration, and relationship-building in driving organisational success and alignment. By promoting these informal interactions, LBGB is committed to enhancing organisational cohesion, ensuring that every team member, regardless of their role, feels heard and valued.

The inaugural Middle Management Townhall held under the “Brews & Breakthroughs” banner marked a significant milestone in LBGB’s internal communication strategy. Attended by 104 middle management personnel, this landmark event was meticulously curated to reflect the interests of its participants, informed by a targeted pre-event survey. The agenda featured interactive presentations and discussions aimed at fostering an open dialogue and promoting a better understanding between different management levels.



TALENT MANAGEMENT

EMPLOYEE SATISFACTION

In FY2023, an Employee Satisfaction Survey has been conducted. The high participation rate and satisfaction scores signal a strong alignment between the company's values and its employees' expectations. Efforts to revise training plans, organise events for team bonding, and introduce flexible working arrangements demonstrate LBGB's commitment to listening and responding to its employees' needs.

INSPIRING STORY:

STRONG EMPLOYEE SATISFACTION RATINGS

Recognising the importance of gathering insights from its workforce, LBGB conducted its inaugural Employee Satisfaction Survey in February 2023. The survey received an impressive 93% participation rate, with staff providing feedback on eight key drivers, including Company Culture, Senior Leadership, Growth & Development, Recognition & Reward, Wellness, Communication & Feedback, Sense of Purpose, and Satisfaction.



The survey results revealed an overall
SATISFACTION SCORE
of **77%**,
indicating that a majority of employees are
content with their experience at LBGB.

However, certain areas, such as learning and development opportunities, engagement activities, and workplace flexibility, were identified as areas for improvement.

SATISFACTION BY CATEGORY

Company Culture

Senior Leadership

Growth &
Development

Wellness

Sense of Purpose

Communication &
Feedback

Recognition &
Reward

Satisfaction

To address these areas and enhance overall employee satisfaction, LBGB has taken proactive measures. This includes expanding the scope of training to encompass a larger number of employees, thereby ensuring broader access to professional development opportunities.

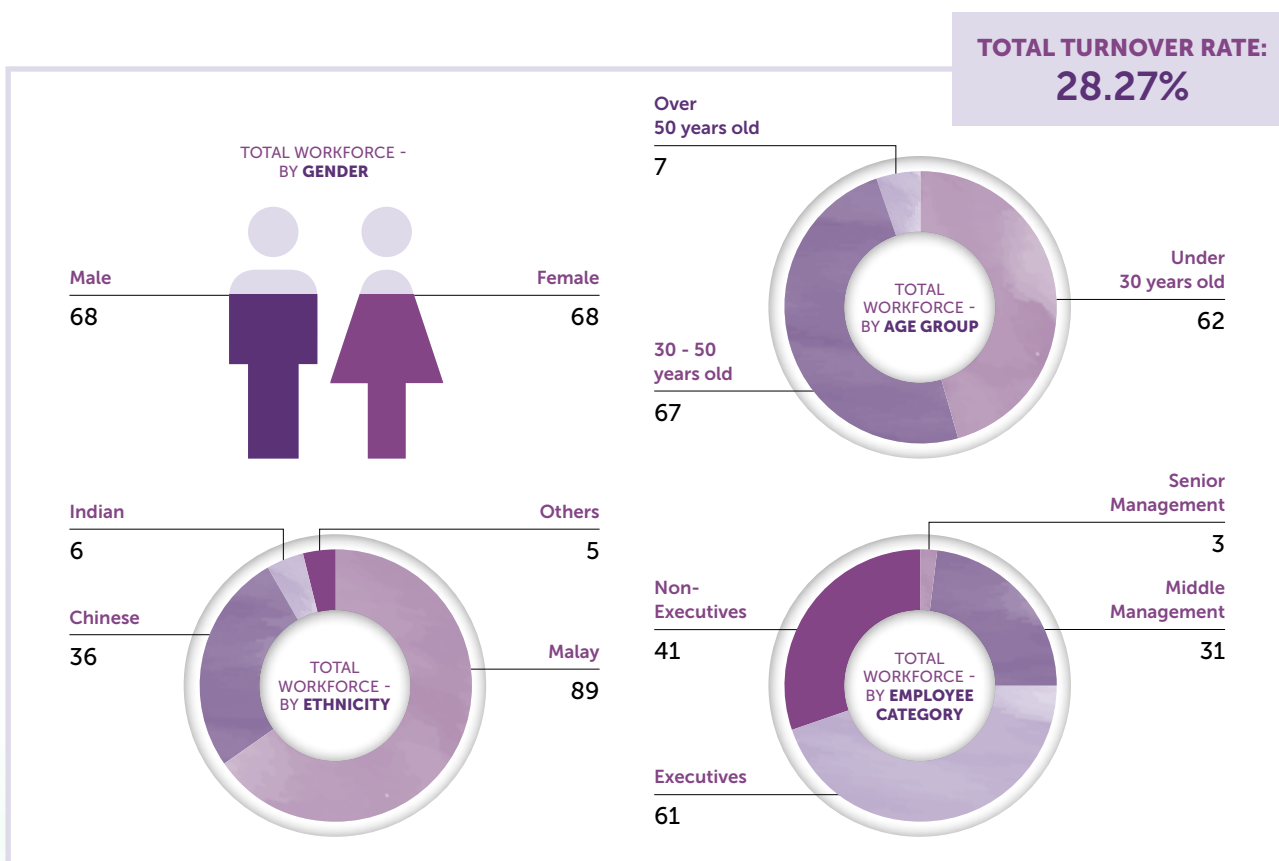
PERFORMANCE APPRAISAL

LBGB utilises a thorough performance appraisal system encompassing all staff levels, ensuring that each employee partakes in an annual review for feedback, self-assessment, and goal evaluation. This process, vital for providing feedback to employees on their strengths and areas for improvement, and facilitate communication between supervisor and employee in order to foster professional growth, was completed by all employees in FY2023. Outcomes from these evaluations, determined jointly by employees and supervisors, inform personalised training plans crafted by the HR Department, reinforcing the organisation’s commitment to continuous development and achievement.

FORMAL EMPLOYEE INDUCTION AND EXIT

LBGB’s commitment to a supportive and inclusive workplace is evident through its structured onboarding and exit processes. The organisation runs a monthly induction programme for new hires, providing an overview of the company’s background, business activities, culture, employee benefits and entitlements. Additionally, the Group also provides support in guiding new hires on how to access the HR system, HR intranet and medical portal, ensuring a seamless integration into the team. This is bolstered by the Buddy System, implemented in FY2022, which pairs newcomers with seasoned employees for mentorship, aiding in their adjustment and fostering a sense of belonging.

Additionally, LBGB conducts thorough exit interviews with departing staff to collect valuable feedback on their experience, seeking insights to refine operational practices and enhance the work environment. This feedback is then relayed to department heads, highlighting LBGB’s dedication to continuous improvement and employee development.



TALENT MANAGEMENT

RETAINING EXCELLENCE

At LBGB, the approach to employee retention is rooted in a deep understanding of what motivates workforce engagement and loyalty. The Group focuses on cultivating a supportive and innovative environment that recognises and nurtures talent. The data presented below highlights LBGB's effectiveness in attracting premier talents and in re-engaging professionals who have previously contributed to the organisation. This dynamic of departure and return provide insights on the enduring appeal of LBGB's workplace culture and its commitment to personal and professional development.

**TOTAL EMPLOYEE
RETURN RATE**

2.94%

Note: The Return Employee Rate presented in this report calculates the percentage of individuals rejoining LBGB within the current fiscal year, irrespective of the duration of their absence.

INSPIRING STORY:

NURTURING TALENT AND INNOVATION IN A DYNAMIC WORLD

In the competitive landscape of today's workforce, LBGB stands out as a magnet for talent, distinguished by its compelling culture, commitment to innovation, and the myriad opportunities it offers for personal and professional growth. This unique blend not only draws individuals to join the LBGB family but also becomes a key factor in attracting former employees back to the fold. Through a series of anonymous interviews with returning employees, we uncover the essence of what makes LBGB a preferred destination for talented professionals seeking to make a meaningful impact in their careers.

CULTIVATING A CULTURE OF BELONGING AND FLEXIBILITY

At the heart of LBGB's ability to attract and retain talent is its vibrant culture. Employees cite the company's supportive atmosphere and flexible working patterns as pivotal elements that contribute to a sense of belonging. One interviewee mentioned, "The environment at LBGB feels familiar yet innovative, offering a blend of flexibility and kindness that makes it easy to adapt and thrive." This sense of connection and adaptability is what many professionals seek in an employer, LBGB creates a workplace that not only nurtures talent but also fosters a strong emotional connection to the company.



DRIVING INNOVATION AND SUSTAINABLE DEVELOPMENT

LBGB's strategic direction towards digitalisation and sustainable development resonates deeply with individuals passionate about contributing to significant, forward-thinking projects. A returning senior manager highlighted the company's transformation towards digital processes as a key reason for their return, stating, "The shift towards digitalisation and the emphasis on sustainable project development are areas where I feel I can contribute significantly, based on my enhanced skills acquired outside LBGB." This alignment between the company's objectives and employees' aspirations underscores LBGB's role as a leader in embracing innovation and sustainability, making it an attractive workplace for those eager to be at the forefront of industry advancements.

EMBRACING EVOLUTION

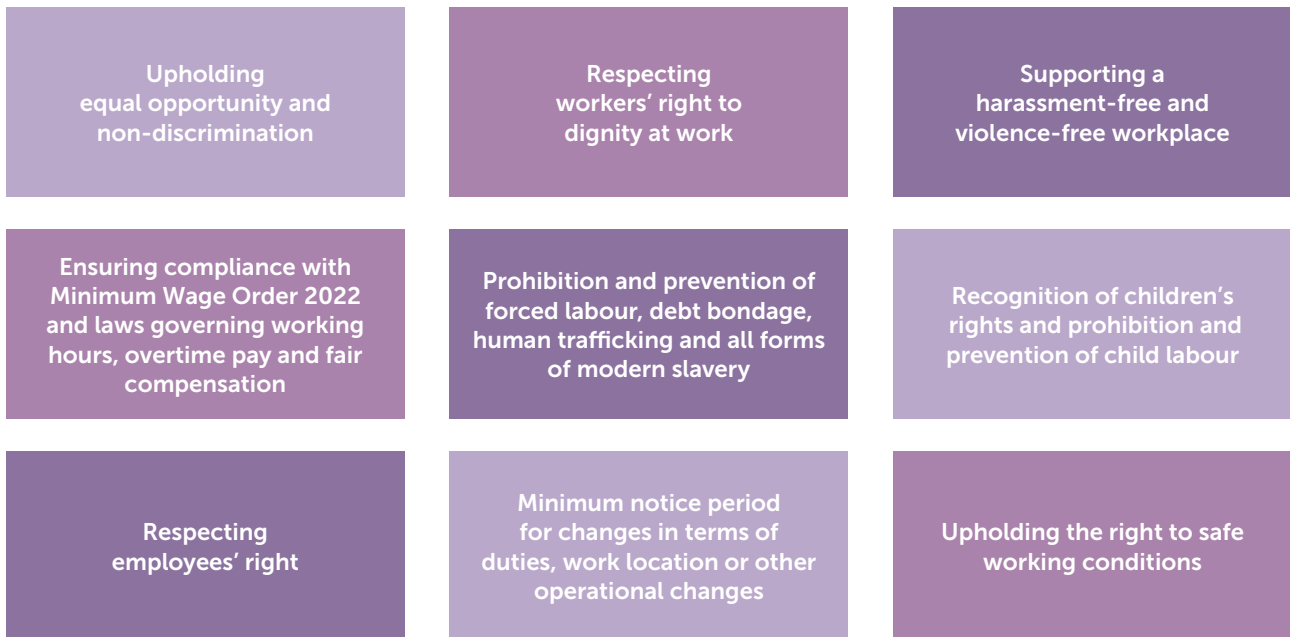
After several years away, an experienced event project manager was drawn back to LBGB, motivated by the company's evolving objectives and the opportunity to contribute to its visionary projects. Key to this decision was the sense of belonging and a deep personal connection to the company's legacy. This professional found LBGB's streamlined workflow and its embrace of new working trends to be significantly compelling, signalling a dynamic environment where innovative ideas and diverse working styles are celebrated.

LABOUR PRACTICES AND HUMAN RIGHTS

Keeping with its role as a fair employer, LBGB ensures that the welfare of its entire workforce is protected under the appropriate human and labour rights.

COMPLIANCE WITH LABOUR LAW

LBGB strictly complies with all applicable employment and human rights regulations wherever the Group operates. Locally, this is largely guided by, but not limited to, the Malaysian Employment Act 1955 which ensures the Group complies with the stipulated laws prohibiting child or forced labour across its business operations. The Group also complies with international human rights laws and regulations such as Children and Young Persons (Employment) Act 1966 to uphold its commitment to strict compliance with child labour laws. In addition to prohibiting forced and child labour, the Group ensures adherence to various employment-related matters outlined in the Employment Act. These include terms and conditions of employment, termination procedures, wage regulations, working hour standards, and guidelines regarding the employment of women and young persons.



ADVOCATING HUMAN RIGHTS

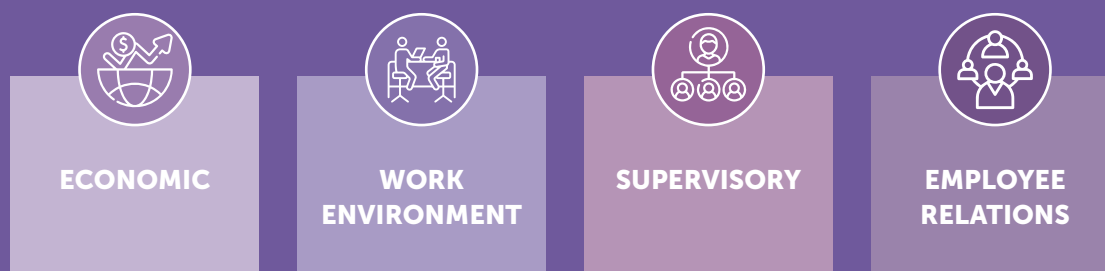
In FY2023, LBGB have updated its Human Rights Policy. The board reviewed and released the second revision of this policy on the Group's website, reinforcing the commitment to uphold human rights rigorously. The newly established Grievance Mechanism, alongside the whistle-blowing channel, exemplifies LBGB's dedication to ensuring a transparent and responsive reporting system for human rights concerns. For more information on this policy, please visit <https://lbs.com.my/policies/human-rights-policy-2/>.

INSPIRING STORY:

GRIEVANCE MECHANISM

LBGB's newly implemented Grievance Mechanism is a significant step towards reinforcing its commitment to a fair and transparent workplace. Distinguished from the Whistleblowing Policy, this initiative is designed to address a broader range of workplace concerns, thereby fostering an inclusive and responsive environment.

The Grievance Mechanism at LBGB covers:



The Group provides multiple channels for employees to submit grievances:

E-Form Submission: Employees have the option to file grievances using an E-Form, which can be accessed via the LBGB website.

Alternatively, for those who prefer a physical or soft copy, the form is available from the HR department. Grievances can be submitted via email or mailed directly to the following address.

E-mail : grievance@lbs.com.my

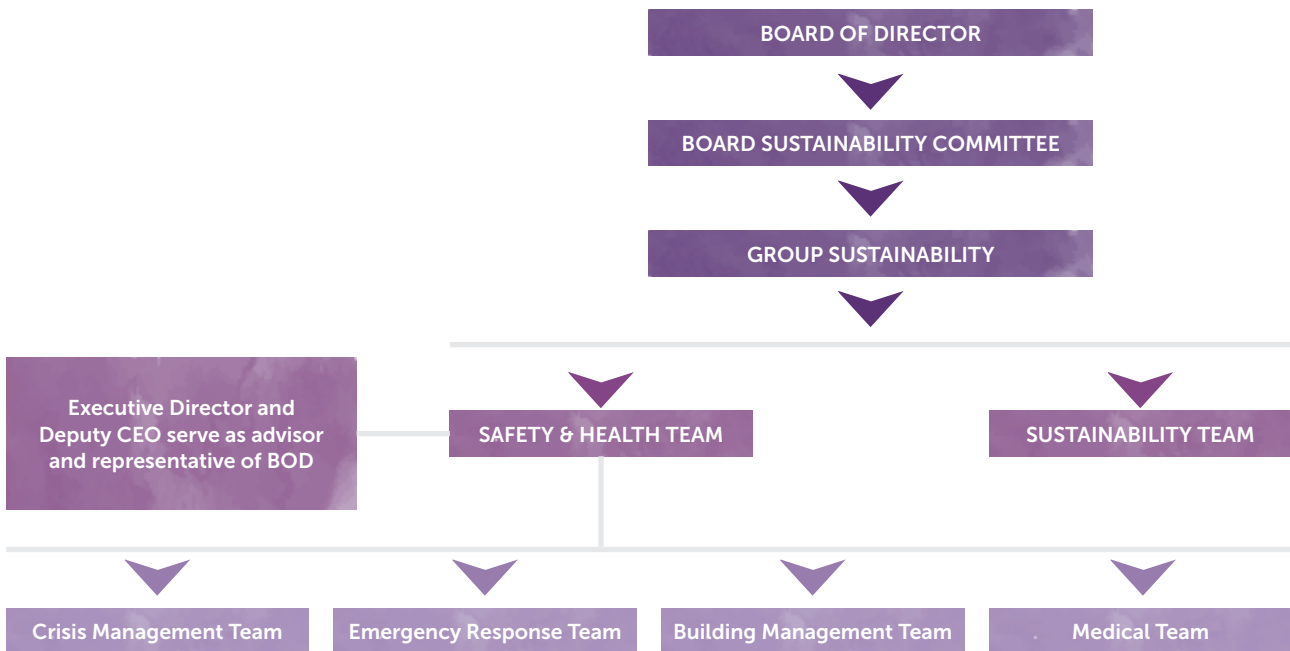
Mail to : LBS Bina Group Berhad, Level 1-4, Plaza Seri Setia, No. 1, Jalan SS9/2, 47300 Petaling Jaya, Selangor.

In FY2023, there have been no reported cases of grievances concerning labour practices or human rights.

OCCUPATIONAL SAFETY AND HEALTH

LBGB unequivocally emphasises the establishment of a safe and healthful work environment, acknowledging the profound implications of Occupational Safety and Health (“OSH”) on its business operations. The organisation recognises that OSH-related incidents, leading to injuries or fatalities, disrupt operations and commercial activities, potentially impairing property development projects and tarnishing the Group’s reputation. Thus, maintaining an impeccable OSH record is paramount for sustaining high employee morale, enhancing recruitment efforts, and managing financial risks efficiently. To ensure safety and health standards are met, the Group has established the Safety & Health Team. This committee oversees critical areas such as coordination of the Crisis Management Team (“CMT”), Emergency Response Team (“ERT”), Building Management Team (“BMT”), and Medical Team (“MT”).

OSH STRUCTURE



This Safety & Health Team is vested with a comprehensive range of responsibilities:

- **Developing Safety and Health Protocols:** Crafting and aiding in the implementation of safety and health regulations and secure work systems.
- **Programme Effectiveness Review:** Evaluating the impact and effectiveness of the Group’s safety and health initiatives.
- **Hazard Analysis:** Conducting studies, reporting, and making recommendations on occupational hazards present or potential within the workplace.
- **Policy Review:** Reassessing safety and health policies to ensure they remain relevant and comprehensive.
- **Regular Inspections and Meetings:** Organising safety and health meetings and inspections at least quarterly to maintain ongoing vigilance.
- **Meeting Participation:** Engaging in all relevant safety and health discussions within the workplace.
- **Complaints and Risk Mitigation:** Addressing concerns that may jeopardise safety and health and implementing strategies to mitigate any identified risks.



SAFETY & HEALTH TEAM

The Safety & Health Team operates under the Group Sustainability. The Committee benefits from the advisory support of two representatives from the Board of Directors (BOD), ensuring that its initiatives and strategies align with the highest governance standards and reflect the organisation’s overall sustainability goals.



CRISIS MANAGEMENT TEAM (CMT)

The CMT focuses on crisis response, with responsibilities including early crisis detection, problem analysis, damage evaluation, and crafting crisis management plans. This team works collaboratively across departments, fostering a positive mindset among employees in crisis situations and bolstering organisational resilience for future challenges.



EMERGENCY RESPONSE TEAM (ERT)

The ERT acts as LBGB’s frontline defence in emergency situations, ensuring the safety and evacuation of personnel, securing building utilities, and coordinating with civil authorities for effective emergency management. The ERT’s responsibilities are critical in safeguarding both people and property until professional assistance arrives.



BUILDING MANAGEMENT TEAM (BMT)

The BMT oversees building inspections, security, and parking issues, ensuring that the workplace remains a safe environment for employees and visitors. This includes regular inspections and the effective management of security and safety protocols throughout LBGB’s facilities.



MEDICAL TEAM (MT)

The MT ensures the upkeep and availability of all first aid items and medical facilities within the work compound.

MANAGEMENT APPROACH TO OCCUPATIONAL SAFETY AND HEALTH

ADHERENCE TO OCCUPATIONAL SAFETY AND HEALTH ACT 1994 AND OTHER STANDARDS

LBGB prioritises the health and safety of workers at all construction sites and managed buildings. LBGB’s OSH management strategy centres on continuous monitoring and review to assess existing control measures and risks effectively. This vigilance facilitates the development of comprehensive action plans to enhance workplace health and safety. Adhering to ISO 45001 and the Occupational Safety and Health Act 1994, LBGB fosters a culture of shared responsibility for health and safety among all workers, showcasing its proactive commitment to a safe and health-conscious work environment.

100%
PROJECT SITES
are aligned to
BEST PRACTICE STANDARD
ISO 45001:2018



Training of employees

SAFETY AND HEALTH IN WORKPLACE GUIDELINES

LBGB’s Safety and Health in the Workplace Guidelines has established to protect employee and visitors’ well-being, in line with the Safety and Health Regulation 1996. These guidelines mandate a Safety and Health Team for larger workplaces, emphasising LBGB’s dedication to health management and regulatory compliance. They cover OSHA compliance, emergency protocols, preparedness checklists, and the locations of essential safety equipment, ensuring LBGB is prepared for emergencies. Regular updates to these guidelines underscore LBGB’s ongoing commitment to safety excellence.

OCCUPATIONAL SAFETY AND HEALTH

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

All parties involved in construction prioritise an incident-free work environment, implementing comprehensive safety initiatives. Regular OSH committee and toolbox meetings, hazard monitoring, and control programmes—particularly Hazard Identification, Risk Assessment, and Risk Control (“HIRARC”) for all construction activities—are key components. Inspections, incident investigations to identify root causes, and the dissemination of lessons learned across all sites further this aim. Recognising the elevated risks at construction sites and storage depots, the Group ensures that employee voices are represented in OSH committees, addressing their safety concerns effectively.

Under the oversight of LBGB, its construction division, MGB, undertakes a critical role in ensuring the safety and security of construction sites. This includes the establishment of necessary systems, training site personnel in HIRARC procedures, and swift incident response actions coordinated by the ERT. The ERT is tasked with alerting emergency services, conducting staff evacuations, and executing other essential measures promptly.

Further reinforcing this commitment, LBGB has developed detailed procedures for emergency and crisis management within its Safety and Health in Workplace Guidelines. These guidelines provide a comprehensive framework to prepare employees for various potential workplace emergencies, ensuring a systematic approach to safety and risk management across the organisation.

For more details, please refer to the **Occupational Safety and Health section within the MGB Sustainability Report in Annual Report 2023**.



INCIDENT INVESTIGATION: ELIMINATION AND CONTROL

LBGB employs a multi-faceted strategy to risk management, combining physical security measures with systemic responses to eliminate hazards and control emergencies:

- **Physical Security Measures:** Implementation of security technologies and protocols to protect premises, personnel, and assets.
- **Systems and Staff for Enhanced Security:** Combination of human and electronic surveillance to bolster security and ensure a comprehensive monitoring system.
- **Emergency Process Protocol:** Detailed emergency response procedures to ensure swift and effective action in crisis situations.
- **Evacuation Protocol:** Clearly defined evacuation procedures, including roles and responsibilities, to ensure orderly and efficient emergency management.

MEDICAL FACILITIES AND FIRST AID

Understanding the critical nature of immediate medical attention, LBGB has outfitted its premises with essential medical facilities and first aid resources to ensure a swift response to any emergency. This comprehensive preparedness includes:

- **First Aid Kits:** Readily accessible on each office floor, equipped with all necessary supplies for initial medical intervention. Each office floor marshal is designated the responsibility of maintaining these first aid resources, ensuring that they are always accessible and in perfect condition for when they are needed.
- **Stretchers and Wheelchairs:** Available for emergency evacuations or to assist individuals who cannot move independently.
- **Blood Pressure Monitors and Face Masks:** Essential equipment for monitoring vital signs and protecting against respiratory hazards.
- **AED Machines:** A medical device designed to analyse the heart rhythm and deliver an electric shock to victims of ventricular fibrillation to restore the heart rhythm to normal.

WORKER PARTICIPATION AND POLICY OVERVIEW

Worker participation is a cornerstone of LBGB’s OSH approach, with the Chairman of the Safety and Health Team engaging in management discussions alongside worker representatives and trade unions. This collaborative approach ensures that a broad range of perspectives are considered in safety and health matters, reinforcing the Group’s commitment to a comprehensive and inclusive OSH Policy. For more information on this policy, please visit <https://lbs.com.my/wp-content/uploads/LBS-OSH-Policy.pdf>.



OSH TRAINING AND DEVELOPMENT

In demonstrating its unwavering commitment to occupational safety and health, LBGB proudly upholds exemplary safety standards across all project sites, with notable achievements that speak to the effectiveness of our protocols:

OSH TRAINING

OSH training stands as a key pillar in LBGB’s commitment to fostering a safe and healthy workplace. In FY2023, the Group saw significant progress in this regards, with 495 employees receiving in-depth Health and Safety Standards training, totalling 1,953 hours. This considerable investment in training highlights LBGB’s dedication to surpassing standard safety requirements and equipping every employee with the essential knowledge and skills for workplace safety. Special focus is given to the training of the Safety and Health Committee and the ERT, who play crucial roles in safety management and emergency situations, ensuring they are well-prepared to handle safety challenges effectively.

In addition to specialised team training, LBGB actively promotes safety awareness across its entire workforce through informational sessions on critical topics like First Aid, CPR & AED Awareness Talk. These educational efforts are integral to LBGB’s strategy to embed a culture of safety and awareness throughout the organisation. Looking ahead, LBGB is committed to expanding its OSH training initiatives, aiming for 100% annual participation from all employees.

	FY2021	FY2022	FY2023
Number of employees trained	–	45	495
Total training hours	–	495	1,953



Fire Drill Training



Fire Drill Training

COMMUNITY ENGAGEMENT

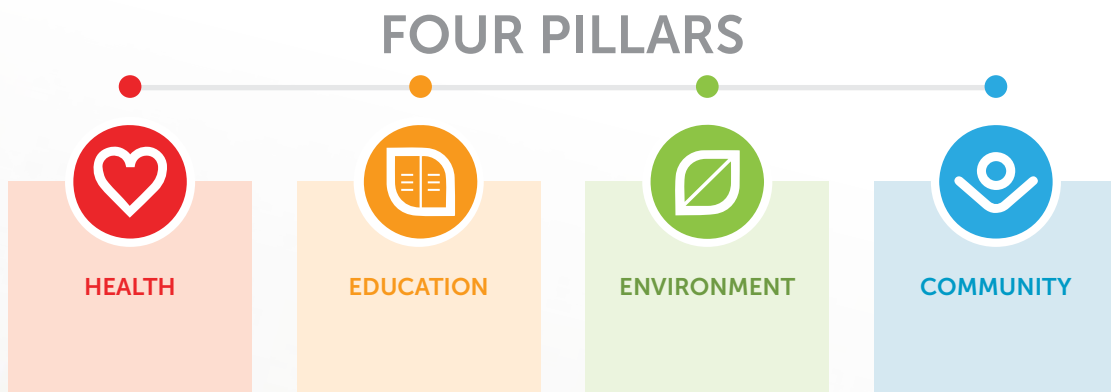
LBGB continues to uphold a strong sense of Corporate Social Responsibility (“CSR”) in its every business operation. Through the unwavering conviction from the Board and Management that believes in serving as a force for good, LBGB strives to enrich local communities by providing a wide range of financial and non-financial support to various charitable causes as well as other altruistic purposes.

The CSR strategy adopted by LBGB is centralised with the principles of the LBS Foundation (“LBSF”). The LBSF is dedicated to enhancing the well-being of its communities and promoting equal opportunities by tackling poverty, addressing educational disparities, and facilitating access to quality and affordable healthcare. In FY2023, the Group remains committed to identifying areas where it can sustainably contribute to creating lasting positive impacts for the local community.

A short-term KPI was to extend our support to 480,000 beneficiaries beyond the traditional LBSF framework. This ambitious goal was aimed at broadening the reach and impact of our CSR initiatives, ensuring that we could touch the lives of a wider segment of society.



Based on four pillars, the Group contributes to a wide range of societal causes and commits its full support to programme undertaken by LBSF. The four pillars are Education, Health, Community and the Environment.





EDUCATION

For LBSF, investing in education is a strategic imperative that is deeply woven into the Group’s philosophy. This is because education is a fundamental pillar that supports the development of informed, skilled, and innovative communities. Here’s how LBSF’s contributions are making an impact in the educational sector:

FINANCIAL ASSISTANCE FOR AN EDUCATION TRIP

Trip to Korea for Universiti Sains Malaysia (USM) student Cohort B40.

FUNDRAISING

Funds to buy LED screen for SMJK Katholik PJ.



DONATION TO SCHOOLS

Sekolah Agama Rakyat (Kafa Integrasi) AL Istiqomah

Lembaga Pengurus SJK (C) Serendah

UNITAR International University, Petaling Jaya



SUPPORT FOR CULTURAL AND LEADERSHIP PROGRAMMES

LBSF has actively supported youth development through cultural and leadership programmes, including the 24th Hokkien Youth League Chinese debate and the Miss Hokkien Cheongsam Competition.

EDUCATIONAL FUND DONATION

LBSF is honored to support the educational aspirations of the community through a donation to Persatuan Hokkien Puchong Selangor’s Educational Fund.

DONATION OF PRELOVED FURNITURE

Donating preloved furniture to two schools in Shah Alam, aiming to enhance students’ study and reading spaces.



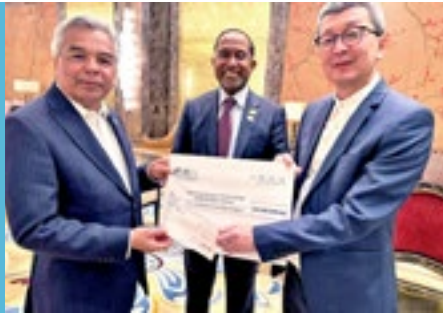
COMMUNITY ENGAGEMENT



Community engagement is a fundamental aspect of LBGB's CSR strategy. The Group acknowledges that its success is intertwined with the well-being of the communities in which it operates. By supporting local initiatives, LBSF aims to strengthen the social fabric and contribute to the welfare and development of society at large.

AIDING TURKEY AND SYRIA'S LESS FORTUNATE

The LBSF extended its generosity to Turkey and Syria, focusing on supporting the less fortunate within these regions.



WORLD LIM ASSOCIATION GRAND REUNION SUPPORT

Contribution to the global gathering of the Lim family association

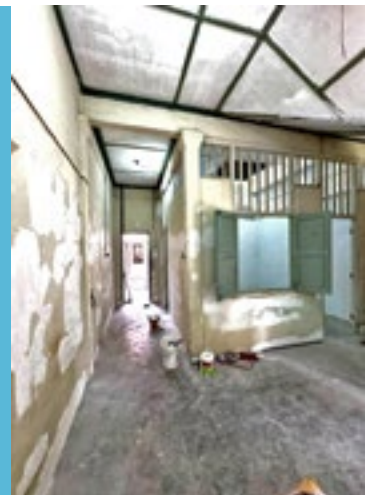
DONATION TO THE LESS FORTUNATE

Donation to less fortunate via Negeri Sembilan Chinese Chamber of Commerce & Industry.



PDRM HOUSING REPAIR INITIATIVE

An initiative to restore and repair roofing and ceiling structures for police housing quarters was undertaken by LBSF, managed by Petaling Jaya District Police Headquarters.



REINFORCING COMMUNITY ROOTS

Funded enhancements at SK Bukit Rimau, Shah Alam, including new student lockers and restroom renovations, through the Parents Teachers Association.



FIRE RESTORATION FUND FOR LIM SEE SAI HOE TONG P.W.

Sponsorship for the reconstruction of the building affected by the fire incident.



HEALTH

By supporting health initiatives, LBSF contributes to the overall well-being of the communities where it operates, which in turn nurtures a stable and productive environment for business growth. Moreover, LBSF's focus on health reflects its commitment to corporate citizenship, enhancing its brand reputation and aligning with investor and consumer values that prioritise corporate responsibility in promoting community health.

HOSPIS MALAYSIA CHARITY TREASURE HUNT SPONSORSHIP

LBSF sponsored the 22nd Annual Charity Treasure Hunt organized by Hospis Malaysia, demonstrating its commitment to charitable causes.



KIWANIS MALAYSIA TREASURE HUNT 2023 SPONSORSHIP

LBSF provided funding for KIWANIS Treasure Hunt 2023, supporting community engagement and charity efforts.



ENVIRONMENT

By integrating environmental considerations into its CSR activities, LBSF acknowledges its role in fostering ecological balance, conserving natural resources, and promoting environmental awareness within the community. Such actions not only align with global efforts to combat environmental challenges but also resonate with stakeholders who prioritise sustainability.

GOTONG ROYONG PERDANA AT PJ LESTARI

LBSF organised a communal 'Gotong Royong' event to enhance the living environment of Pangsapuri Taman Desa Ria Fasa 1.



LBS FOUNDATION'S GOTONG ROYONG MADANI AT SJK (C) YUK CHAI

LBS Foundation's Gotong Royong Madani at SJK (C) Yuk Chai.



COMMUNITY ENGAGEMENT

PROMOTING EMPLOYEE VOLUNTEERISM

In FY2023, LBGB witnessed enthusiastic involvement from its employees in various initiatives led by LBSF, further strengthening its existing CSR agenda. This commitment to community service provides staff with the opportunity to contribute to charitable efforts, both financially and by volunteering their time at events organised by the Foundation.

Throughout the year, LBGB employees dedicated a total of 3,542 hours to volunteering in CSR initiatives, a significant increase from 915 hours recorded in FY2022. This substantial growth in volunteerism reflects the Group's and its employees' shared dedication to making a meaningful and lasting impact on local communities and highlights a strong commitment to social and environmental causes.

EMPLOYEE VOLUNTEERISM	FY2021	FY2022	FY2023
Volunteering Hours	40	915	3,542

In its effort to maintain transparency around its contributions, LBS Foundation adheres to a policy on political contributions. According to its principles, LBSF does not engage in providing financial or in-kind support to political parties, representatives, or persons seeking political office. The focus remains firmly on fostering community well-being and contributing to non-political sectors that align with the mission to tackle poverty, address educational disparities, and facilitate access to quality healthcare.

ESG PERFORMANCE TABLE

CLIMATE RESILIENCE

	UNIT	FY2021	FY2022	FY2023	GRI STANDARDS
SCOPE 1					GRI 305
Company Vehicle	tonnes CO ₂ e	210	274	288	
	tonnes CO ₂	186	242	254	
	tonnes CH ₄	0.36	0.48	0.50	
	tonnes N ₂ O	24.09	31.32	33.60	
Total Scope 1	tonnes CO ₂ e	210	274	288	
	tonnes CO ₂	186	242	254	
	tonnes CH ₄	0.36	0.48	0.50	
	tonnes N ₂ O	24.09	31.32	33.60	
SCOPE 2					GRI 305
Purchased Electricity	tonnes CO ₂ e	5,276	7,100	6,973	
	tonnes CO ₂	5,257	7,075	6,948	
	tonnes CH ₄	2.45	3.30	3.24	
	tonnes N ₂ O	16.60	22.33	21.93	
Total Scope 2	tonnes CO ₂ e	5,276	7,100	6,973	
	tonnes CO ₂	5,257	7,075	6,948	
	tonnes CH ₄	2.45	3.30	3.24	
	tonnes N ₂ O	16.60	22.33	21.93	
Total Scope 1 & 2	tonnes CO ₂ e	5,487	7,374	7,262	
	tonnes CO ₂	5,443	7,317	7,202	
	tonnes CH ₄	2.81	3.77	3.74	
	tonnes N ₂ O	40.69	53.65	55.53	
SCOPE 3					GRI 305
Business Travel	tonnes CO ₂ e	117	194	86	
	tonnes CO ₂	0	0	86	
	tonnes CH ₄	0	0	0.13	
	tonnes N ₂ O	0	0	0.25	
Employee Commuting	tonnes CO ₂ e	0	638	576	
	tonnes CO ₂	0	0	572	
	tonnes CH ₄	0	0	2.28	
	tonnes N ₂ O	0	0	1.38	
Disposed Waste	tonnes CO ₂ e	0	0	11.41	
	tonnes CO ₂ e	117	832	674	
Total Scope 3	tonnes CO ₂	0	0	658	
	tonnes CH ₄	0	0	2.41	
	tonnes N ₂ O	0	0	1.63	
	tonnes CO ₂ e	5,604	8,207	7,935	
Total Scope 1, 2 & 3	tonnes CO ₂	5,443	7,317	7,861	
	tonnes CH ₄	2.81	3.77	6.15	
	tonnes N ₂ O	40.69	53.65	57.16	

Note: Figures presented may not sum up precisely due to rounding of decimal points.

ESG PERFORMANCE TABLE

	UNIT	FY2021	FY2022	FY2023	GRI STANDARDS
EMISSIONS AVOIDANCE					GRI 305
Purchased goods and services	tonnes CO ₂ e	0	18	126	
Waste Diverted	tonnes CO ₂ e	9	7	8	
Total Energy Consumption (Scope 1 & 2)					GRI 305
Petrol	MWh	563	732	787	
Diesel	MWh	134	177	169	
Purchased Electricity	MWh	6,961	9,367	9,200	
Total Energy Consumption	MWh	7,659	10,277	10,155	
Total Water Consumption					GRI 303
Municipal Water Supply	m ³	66,075	87,593	87,402	
Rainwater Harvesting	m ³	0	0	0	
Groundwater	m ³	0	0	0	
Total Water Consumption	m³	66,075	87,593	87,402	
TOTAL WASTE					GRI 306
Disposed Waste	kg	0	0	21,923	
Diverted Waste	kg	20,645	15,596	16,132	
Total Waste	kg	20,645	15,596	38,055	
Waste Diverted from Landfill	%	-	-	42.39%	

SOCIAL ENRICHMENT – WORKFORCE

	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
BOARD DIVERSITY							GRI 405-1
Total Board Members	10	-	8	-	8	-	
Board Diversity by Gender							
Male	9	90%	6	75%	5	63.50%	
Female	1	10%	2	25%	3	37.50%	
Board Diversity by Age Group							
Under 30 years old	0	0	0	0	0	0	
30 - 50 years old	1	10%	0	0	0	0%	
Over 50 years old	9	90%	8	100%	8	100%	
Board Diversity by Ethnicity							
Malay	1	10%	1	13%	2	25%	
Chinese	9	90%	7	88%	6	75%	
Indian	0	0	0	0	0	0	
Others	0	0	0	0	0	0	
Board Diversity by Disability							
Disabled	0	0	0	0	0	0	
Non-Disabled	10	100%	8	100%	8	100%	

Note: Figures presented may not sum up precisely due to rounding of decimal points.

	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
EMPLOYEES							GRI 2-7
Total Employees	450	-	468	-	498	-	
EMPLOYEES DIVERSITY							GRI 405-1
Employees Diversity by Gender							
Male	208	46.22%	203	43.38%	220	44.18%	
Female	242	53.78%	265	56.62%	278	55.82%	
Employees Diversity by Age Group							
Under 30 years old	89	19.78%	131	27.99%	124	24.90%	
30 - 50 years old	292	64.89%	284	60.68%	312	62.65%	
Over 50 years old	69	15.33%	53	11.32%	62	12.45%	
Employees Diversity by Ethnicity							
Malay	243	54.00%	270	57.69%	306	61.45%	
Chinese	179	39.78%	178	38.03%	175	35.14%	
Indian	13	2.89%	12	2.56%	13	2.61%	
Others	15	3.33%	8	1.71%	4	0.80%	
Employees Diversity by Category							
Senior Management	54	12.00%	56	11.97%	61	12.25%	
Middle Management	104	23.11%	112	23.93%	127	25.50%	
Executives	216	48.00%	243	51.92%	255	51.20%	
Non-Executives	76	16.89%	57	12.18%	55	11.04%	
Employees Diversity by Category by Gender							
Senior Management							
Male	27	6.00%	27	5.77%	31	6.22%	
Female	27	6.00%	29	6.20%	30	6.02%	
Middle Management							
Male	46	10.22%	51	10.90%	59	11.85%	
Female	58	12.89%	61	13.03%	68	13.65%	
Executives							
Male	88	19.56%	92	19.66%	97	19.48%	
Female	128	28.44%	151	32.26%	158	31.73%	
Non-Executives							
Male	47	10.44%	33	7.05%	33	6.63%	
Female	29	6.44%	24	5.13%	22	4.42%	
Employees Diversity by Category by Age Group							
Senior Management							
Under 30 years old	0	0.00%	0	0.00%	0	0.00%	
30 - 50 years old	32	7.11%	37	7.91%	38	7.63%	
Over 50 years old	22	4.89%	19	4.06%	23	4.62%	
Middle Management							
Under 30 years old	1	0.22%	7	1.50%	7	1.41%	
30 - 50 years old	79	17.56%	88	18.80%	101	20.28%	
Over 50 years old	24	5.33%	17	3.63%	19	3.82%	

Note:

1. Employee consists of full-time employees only. Contract for service, part timers and interns are not considered as employees.
2. Figures presented may not sum up precisely due to rounding of decimal points.

ESG PERFORMANCE TABLE

	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
Executives							
Under 30 years old	51	11.33%	90	19.23%	88	17.67%	
30 - 50 years old	149	33.11%	141	30.13%	153	30.72%	
Over 50 years old	16	3.56%	12	2.56%	14	2.81%	
Non-Executives							
Under 30 years old	37	8.22%	34	7.26%	29	5.82%	
30 - 50 years old	32	7.11%	18	3.85%	20	4.02%	
Over 50 years old	7	1.56%	5	1.07%	6	1.20%	
Employees Diversity by Type							
Full-time	450	100%	468	100%	498	100%	
Contract	0	0	0	0	0	0	
Part-time	0	0	0	0	0	0	
Employees by Disability							
Disabled	0	0	0	0	0	0	
Non-Disabled	450	100%	468	100%	498	100%	
EMPLOYMENT STATUS							
							GRI 2-7
Permanent and Temporary Employees by Gender							
Permanent Male Employees	208	46.22%	203	43.38%	220	44.18%	
Permanent Female Employees	242	53.78%	265	56.62%	278	55.82%	
Temporary Male Employees	0	0	0	0	0	0	
Temporary Female Employees	0	0	0	0	0	0	
Permanent and Temporary Employees by Region							
Malaysian Permanent Employees	449	99.78%	467	99.79%	497	99.80%	
Non-Malaysian Permanent Employees	1	0.22%	1	0.21%	1	0.20%	
Malaysian Temporary Employees	0	0	0	0	0	0	
Non-Malaysian Temporary Employees	0	0	0	0	0	0	
Full-time Employees by Gender							
Full-time Male Employees	208	46.22%	203	43.38%	220	44.18%	
Full-time Female Employees	242	53.78%	265	56.62%	278	55.82%	
Full-time Employees by Region							
Malaysian Full-time Employees	449	99.78%	467	99.79%	497	99.80%	
Non-Malaysian Full-time Employees	1	0.22%	1	0.21%	1	0.20%	
Part-time Employees by Gender							
Part-time Male Employees	0	0	0	0	0	0	
Part-time Female Employees	0	0	0	0	0	0	

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	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
Part-time Employees by Region							
Malaysian Part-time Employees	0	0	0	0	0	0	
Non-Malaysian Part-time Employees	0	0	0	0	0	0	
NEW EMPLOYEES HIRES							GRI 401-1
Total New Hires	183	-	216	-	162	-	
New Hires by Gender							
Male	92	50.27%	94	43.52%	88	54.32%	
Female	91	49.73%	122	56.48%	74	45.68%	
New Hires by Age Group							
Under 30 years old	98	53.55%	115	53.24%	68	41.98%	
30 - 50 years old	79	43.17%	99	45.83%	87	53.70%	
Over 50 years old	6	3.28%	2	0.93%	7	4.32%	
New Hires by Ethnicity							
Malay	105	57.38%	156	72.22%	125	77.16%	
Chinese	57	31.15%	43	19.91%	28	17.28%	
Indian	5	2.73%	8	3.70%	5	3.09%	
Others	16	8.74%	9	4.17%	4	2.47%	
New Hires by Category							
Senior Management	3	1.64%	6	2.78%	3	1.85%	
Middle Management	33	18.03%	32	14.81%	34	20.99%	
Executives	94	51.37%	116	53.70%	85	52.47%	
Non-Executives	53	28.96%	62	28.70%	40	24.69%	
New Hires by Region							
Malaysian	182	99.45%	216	100%	162	100%	
Non-Malaysian	1	0.55%	0	0	0	0	
EMPLOYEE TURNOVER							
Turnover rate	-	34.15%	-	41.74%	-	28.27%	
Employee Turnover by Gender							
Male	74	50.68%	103	53.65%	68	50.00%	
Female	72	49.32%	89	46.35%	68	50.00%	
Employee Turnover by Age Group							
Under 30 years old	64	43.84%	103	53.65%	62	45.59%	
30 - 50 years old	72	49.32%	78	40.63%	67	49.26%	
Over 50 years old	10	6.85%	11	5.73%	7	5.15%	
Employee Turnover by Ethnicity							
Malay	75	51.37%	130	67.71%	89	65.44%	
Chinese	63	43.15%	41	21.35%	36	26.47%	
Indian	4	2.74%	10	5.21%	6	4.41%	
Others	4	2.74%	11	5.73%	5	3.68%	

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ESG PERFORMANCE TABLE

	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
Employee Turnover by Category							
Senior Management	6	4.11%	5	2.60%	3	2.21%	
Middle Management	35	23.97%	33	17.19%	31	22.79%	
Executives	83	56.85%	77	40.10%	61	44.85%	
Non-Executives	22	15.07%	77	40.10%	41	30.15%	
TRAINING AND DEVELOPMENT							GRI 404-1
Total training and development hours	1,465.25	-	5,840.86	-	13,337.93	-	
Average training and development hours per employee	3.26	-	12.48	-	26.78	-	
Average Training and Development Hours per Employee by Gender							
Male	2.78	-	12.41	-	24.68	-	
Female	3.67	-	12.53	-	28.44	-	
Total Training and Development Hours per Employee by Employee Category							
Senior Management	455.75	31.10%	1,868.75	31.99%	2,907.00	21.79%	
Middle Management	467.50	31.91%	2,049.42	35.09%	4,294.58	32.20%	
Executives	491.50	33.54%	1,568.75	26.86%	5,073.60	38.04%	
Non-Executives	50.50	3.45%	353.94	6.06%	1,062.75	7.97%	
Average Training and Development Hours per Employee by Employee Category							
Senior Management	8.44	-	33.37	-	47.66	-	
Middle Management	4.50	-	18.30	-	33.82	-	
Executives	2.28	-	6.46	-	19.90	-	
Non-Executives	0.66	-	6.21	-	19.32	-	
TRAINING ON ANTI-CORRUPTION							GRI 205-1
Number of employees attended training on Anti-Corruption	334	74.22%	393	83.97%	498	100%	
Employees attended training on Anti-Corruption by Employee Category							
Senior Management	46	10.22%	45	9.62%	60	12.05%	
Middle Management	84	18.67%	93	19.87%	127	25.50%	
Executives	173	38.44%	213	45.51%	256	51.41%	
Non-Executives	31	6.89%	42	8.97%	55	11.04%	
REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS							GRI 404-3
Percentage of Completion of Regular Performance and Career Development Reviews by Gender							
Male	208	46.22%	203	43.48%	220	44.18%	
Female	242	53.78%	265	56.62%	278	55.82%	
Percentage of Completion of Regular Performance and Career Development Reviews by Employee Category							
Senior Management	54	12.00%	56	11.97%	61	12.25%	
Middle Management	104	23.10%	112	23.93%	127	25.50%	
Executives	216	48.00%	243	51.92%	255	51.20%	
Non-Executives	76	16.90%	57	12.18%	55	11.04%	

Note:

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	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
PARENTAL LEAVE							GRI 401-3
Paternity Leave							
Employees entitled to paternity leave	118	-	120	-	131	-	
Employees who took paternity leave	9	-	10	-	8	-	
Number of employees that returned to work after paternity leave ended	9	-	10	-	8	-	
Return to work rate (after paternity leave)	-	100%	-	100%	-	100%	
Retention rate (remain with the organisation for 12 months after paternity leave)	-	88.89%	-	70.00%	-	75.00%	
Maternity Leave							
Employees entitled to maternity leave	242	-	265	-	278	-	
Employees who took maternity leave	17	-	9	-	20	-	
Number of Employees that returned to work after maternity leave ended	16	-	9	-	20	-	
Return to work rate (after maternity leave)	-	94.12%	-	100%	-	100%	
Retention rate (remain with the organisation for 12 months after maternity leave)	-	70.59%	-	77.78%	-	85.00%	
OTHERS							
Percentage of senior management hired from the local community	-	-	-	-	-	0	GRI 202-2
Percentage of global staff with a disability	-	-	-	-	-	0	
Percentage of women in the global workforce	-	53.78%	-	56.62%	-	55.82%	

Note:

1. Employee consists of full-time employees only. Contract for service, part timers and interns are not considered as employees.
2. Figures presented may not sum up precisely due to rounding of decimal points.

ESG PERFORMANCE TABLE

SOCIAL ENRICHMENT – OCCUPATIONAL SAFETY AND HEALTH

	2021		2022		2023		GRI STANDARDS
	NUMBER	RATE	NUMBER	RATE	NUMBER	RATE	
WORK-RELATED INJURY							GRI 403-9
Employees							
Hours worked	866,299	–	954,604	–	985,280	–	
Fatalities	0	0	0	0	0	0	
High-consequence work-related injuries	0	0	0	0	0	0	
Lost-time injuries	0	0	0	0	5	5.07	
Recordable work-related injuries	0	0	0	0	5	5.07	
Main types of work-related injury	–	–	–	–	Slipped disc		
Non-Employees							
Hours worked	–	–	–	–	–	–	
Fatalities	–	–	–	–	–	–	
High-consequence work-related injuries	–	–	–	–	–	–	
Lost-time injuries	–	–	–	–	–	–	
Recordable work-related injuries	–	–	–	–	–	–	
Main types of work-related injury	–	–	–	–	–	–	
WORK-RELATED ILL HEALTH							GRI 403-10
Employees							
Number of fatalities	0	0	0	0	0	0	
Recordable work-related ill health	0	0	0	0	1	1.01	
Main types of work-related ill injury	–	–	–	–	Slipped disc		
Non-Employees							
Number of fatalities	–	–	–	–	–	–	
Recordable work-related ill health	–	–	–	–	–	–	
Main types of work-related ill injury	–	–	–	–	–	–	
OTHERS							
Accident frequency rate	–	–	–	–	–	–	
Severity rate	–	–	–	–	–	–	
Number and percentage of workers undergoing health surveillance	–	–	–	–	–	–	

Note: Figures presented may not sum up precisely due to rounding of decimal points.

	2021		2022		2023		GRI STANDARDS
	NUMBER	%	NUMBER	%	NUMBER	%	
GOOD GOVERNANCE							
ANTI-CORRUPTION GRI 205-1							
Percentage of operations assessed for corruption-related risks		100%		100%		100%	
Confirmed incidents of corruption	0	–	0	–	0	–	
SUPPLY CHAIN MANAGEMENT GRI 204-1							
Proportion of spending on local suppliers	–	99.96%	–	99.95%	–	99.92%	
DATA PRIVACY AND SECURITY GRI 418-1							
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	–	0	–	0	–	
SOCIAL ENRICHMENT – COMMUNITY ENGAGEMENT							
COMMUNITY/SOCIETY GRI 201-1							
Total amount invested in the community where the target beneficiaries are external to the listed issuer (RM'000)	1,231	–	1,587	–	1,699	–	
Total number of beneficiaries of the investment in communities	–	–	–	–	421,795	–	
SOCIAL ENRICHMENT – LABOUR PRACTICES AND HUMAN RIGHTS							
HUMAN RIGHTS GRI 2-23							
Number of substantiated complaints concerning human rights violations	0	–	0	–	0	–	

Note: Figures presented may not sum up precisely due to rounding of decimal points.

BURSA PERFORMANCE TABLE

INDICATOR	MEASUREMENT UNIT	2021	2022	2023
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Senior Management	Percentage	10.22	9.62	12.05
Middle Management	Percentage	18.67	19.87	25.5
Executives	Percentage	38.44	45.51	51.41
Non-Executives	Percentage	6.89	8.97	11.04
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	99.96	99.95	99.92
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	210.00	274.00	288.00
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	5,276.00	7,100.00	6,973.00
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	117.00	832.00	674.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	7,659.00	10,277.00	10,155.00
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	66.075000	87.593000	87.402000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	20.65	15.6	38.06
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	0.00	0.00	16.13
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	20.65	15.60	21.92
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Under 30 years old	Percentage	0.00	0.00	0.00
Senior Management 30-50 years old	Percentage	7.11	7.91	7.63
Senior Management Over 50 years old	Percentage	4.89	4.06	4.62
Middle Management Under 30 years old	Percentage	0.22	1.50	1.41
Middle Management 30-50 years old	Percentage	17.56	18.80	20.28
Middle Management Over 50 years old	Percentage	5.33	3.63	3.82
Executives Under 30 years old	Percentage	11.33	19.23	17.67
Executives 30-50 years old	Percentage	33.11	30.13	30.72
Executives Over 50 years old	Percentage	3.56	2.56	2.81
Non-Executives Under 30 years old	Percentage	8.22	7.26	5.82
Non-Executives 30-50 years old	Percentage	7.11	3.85	4.02
Non-Executives Over 50 years old	Percentage	1.56	1.07	1.20

INDICATOR	MEASUREMENT UNIT	2021	2022	2023
Gender Group by Employee Category				
Senior Management Male	Percentage	6.00	5.77	6.22
Senior Management Female	Percentage	6.00	6.20	6.02
Middle Management Male	Percentage	10.22	10.9	11.85
Middle Management Female	Percentage	12.89	13.03	13.65
Executives Male	Percentage	19.56	19.66	19.48
Executives Female	Percentage	28.44	32.26	31.73
Non-Executives Male	Percentage	10.44	7.05	6.63
Non-Executives Female	Percentage	6.44	5.13	4.42
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	90.00	75.00	62.50
Female	Percentage	10.00	25.00	37.50
Under 30 years old	Percentage	0.00	0.00	0.00
30-50 years old	Percentage	10.00	0.00	0.00
Over 50 years old	Percentage	90.00	100.00	100.00
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	456	1,869	2,907
Middle Management	Hours	468	2,049	4,295
Executives	Hours	492	1,569	5,074
Non-executives	Hours	51	354	1,063
Bursa C6(b) Percentage of employees that are contractors or temporary staff				
	Percentage	0.00	0.00	0.00
Bursa C6(c) Total number of employee turnover by employee category				
Senior Management	Number	6	5	3
Middle Management	Number	35	33	31
Executives	Number	83	77	61
Non-Executives	Number	22	77	41
Bursa C6(d) Number of substantiated complaints concerning human rights violations				
	Number	0	0	0
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities				
	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")				
	Rate	0.00	0.00	5.07
Bursa C5(c) Number of employees trained on health and safety standards				
	Number	0	45	495
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer				
	MYR	1,230,787.70	1,587,310.00	1,698,764.50
Bursa C2(b) Total number of beneficiaries of the investment in communities				
	Number	0	0	421,795

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/ REASONS FOR OMISSION	
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organisational details	Refer to IAR2023
	2-2	Entities included in the organisation's sustainability reporting	Refer to IAR2023
	2-3	Reporting period, frequency and contact point	Page 3, 4
	2-4	Restatements of information	Restatement of Information is disclosed at relevant sections where applicable
	2-5	External assurance	Page 4
	2-6	Activities, value chain and other business relationships	Refer to IAR2023
	2-7	Employees	Page 74
	2-8	Workers who are not employees	Page 74
	2-9	Governance structure and composition	Refer to IAR2023
	2-10	Nomination and selection of the highest governance body	Refer to IAR2023
	2-11	Chair of the highest governance body	Refer to IAR2023
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 21
	2-13	Delegation of responsibility for managing impacts	Page 21
	2-14	Role of the highest governance body in sustainability reporting	Page 21
	2-15	Conflicts of interest	Page 27
	2-16	Communication of critical concerns	Page 16, 17
	2-17	Collective knowledge of the highest governance body	Refer to IAR2023
	2-18	Evaluation of the performance of the highest governance body	Refer to IAR2023
	2-19	Remuneration policies	Refer to IAR2023
	2-20	Process to determine remuneration	Refer to IAR2023
	2-21	Annual total compensation ratio	Confidentiality constraints
	2-22	Statement on sustainable development strategy	Page 10
	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 25, 26
	2-26	Mechanisms for seeking advice and raising concerns	Page 25, 26
	2-27	Compliance with laws and regulations	Page 24
	2-28	Membership associations	Page 3
	2-29	Approach to stakeholder engagement	Page 12-15
	2-30	Collective bargaining agreements	Page 95

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/ REASONS FOR OMISSION
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics
	3-2	List of material topics
	3-3	Management of material topics
ECONOMIC PERFORMANCE		
GRI 201: Economic Performance 2016	3-3	Management of material topics
	201-1	Direct economic value generated and distributed
	201-2	Financial implications and other risks and opportunities due to climate change
	201-3	Defined benefit plan obligations and other retirement plans
	201-4	Financial assistance received from government
MARKET PRESENCE		
GRI 202: Market Presence 2016	3-3	Management of material topics
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage
	202-2	Proportion of senior management hired from the local community
INDIRECT ECONOMIC IMPACTS		
GRI 203: Indirect Economic Impacts 2016	3-3	Management of material topics
	203-1	Infrastructure investments and services supported
	203-2	Significant indirect economic impacts
PROCUREMENT PRACTICES		
GRI 204: Procurement Practices 2016	3-3	Management of material topics
	204-1	Proportion of spending on local suppliers
ANTI-CORRUPTION		
GRI 205: Anti-corruption 2016	3-3	Management of material topics
	205-1	Operations assessed for risks related to corruption
	205-2	Communication and training about anti-corruption policies and procedures
	205-3	Confirmed incidents of corruption and actions taken
GRI 207: Tax 2019	3-3	Management of material topics
	207-1	Approach to tax
	207-2	Tax governance, control, and risk management
	207-3	Stakeholder engagement and management of concerns related to tax
CUSTOMER PRIVACY		
GRI 418: Customer Privacy 2016	3-3	Management of material topics
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE REFERENCE/ REASONS FOR OMISSION
MATERIALS		
GRI 301: Materials 2016	3-3	Management of material topics
	301-1	Materials used by weight or volume
	301-2	Recycled input materials used
ENERGY		
GRI 302: Energy 2016	3-3	Management of material topics
	302-1	Energy consumption within the organisation
	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
	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
	304-2	Significant impacts of activities, products and services on biodiversity
	304-3	Habitats protected or restored
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
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
	305-3	Other indirect (Scope 3) GHG emissions
	305-4	GHG emissions intensity
WASTE		
GRI 306: Waste 2020	3-3	Management of material topics
	306-1	Waste generation and significant waste-related impacts
	306-2	Management of significant waste-related impacts
	306-3	Waste generated
	306-4	Waste diverted from disposal
	306-5	Waste directed to disposal

GRI STANDARD		DISCLOSURE	PAGE REFERENCE/ REASONS FOR OMISSION
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 308: Supplier Environmental Assessment 2016	3-3	Management of material topics	Page 48
	308-1	New suppliers that were screened using environmental criteria	Page 49
	308-2	Negative environmental impacts in the supply chain and actions taken	Page 49
EMPLOYMENT			
GRI 401: Employment 2016	3-3	Management of material topics	Page 72
	401-1	New employee hires and employee turnover	Page 75, 87
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 49
	401-3	Parental leave	Page 77
LABOR / MANAGEMENT RELATIONS			
GRI 402: Labor/ Management Relations 2016	3-3	Management of material topics	Page 86, 87
	402-1	Minimum notice periods regarding operational changes	Page 90
OCCUPATIONAL HEALTH AND SAFETY			
GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	Page 92
	403-1	Occupational health and safety management system	Page 92, 93
	403-2	Hazard identification, risk assessment, and incident investigation	Page 94
	403-3	Occupational health services	Page 94
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 95
	403-5	Worker training on occupational health and safety	Page 95
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8	Workers covered by an occupational health and safety management system	Page 94
	403-9	Work-related injuries	
403-10	Work-related ill health		
TRAINING AND EDUCATION			
GRI 404: Training and Education 2016	3-3	Management of material topics	Page 77
	404-1	Average hours of training per year per employee	Page 81
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 78, 79
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 87

GRI CONTENT INDEX

GRI STANDARD		DISCLOSURE	PAGE REFERENCE/ REASONS FOR OMISSION
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	Page 74
	405-1	Diversity of governance bodies and employees	Page 22, 74, 75
	405-2	Ratio of basic salary and remuneration of women to men	Confidentiality constraints
NON-DISCRIMINATION			
GRI 406: Non- discrimination 2016	3-3	Management of material topics	Page 74
	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 86
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 90
CHILD LABOR			
GRI 408: Child Labor 2016	3-3	Management of material topics	Page 90
	408-1	Operations and suppliers at significant risk for incidents of child labor	Page 49, 90
FORCED OR COMPULSORY LABOR			
GRI 409: Forced or Compulsory Labor 2016	3-3	Management of material topics	Page 90
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 49, 90
SECURITY PRACTICES			
GRI 410: Security Practices 2016	3-3	Management of material topics	Page 21
	410-1	Security personnel trained in human rights policies or procedures	Page 81
RIGHTS OF INDIGENOUS PEOPLES 2016			
GRI 411: Rights of Indigenous Peoples 2016	3-3	Management of material topics	Information unavailable. Steps are being taken to include in the next year report
	411-1	Incidents of violations involving rights of indigenous peoples	
LOCAL COMMUNITIES			
GRI 413: Local Communities 2016	3-3	Management of material topics	Page 96
	413-1	Operations with local community engagement, impact assessments, and development programmes	Page 97-99
SUPPLIER SOCIAL ASSESSMENT			
GRI 414: Supplier Social Assessment 2016	3-3	Management of material topics	Page 48
	414-1	New suppliers that were screened using social criteria	Page 49
	414-2	Negative social impacts in the supply chain and actions taken	Page 49

GRI STANDARD		DISCLOSURE	PAGE REFERENCE/ REASONS FOR OMISSION
PUBLIC POLICY			
GRI 415: Public Policy 2016	3-3	Management of material topics	Page 27
	415-1	Political contributions	
CUSTOMER HEALTH AND SAFETY			
GRI 416: Customer Health and Safety 2016	3-3	Management of material topics	Page 42
	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 Labelling 2016	3-3	Management of material topics	Page 42
	417-1	Requirements for product and service information and labelling	Not applicable
	417-2	Incidents of non-compliance concerning product and service information and labelling	Page 42, 43
	417-3	Incidents of non-compliance concerning marketing communications	

SASB CONTENT INDEX

ENERGY MANAGEMENT

CODE	DESCRIPTION	PAGE REFERENCE
IF-RE-130a.1	Energy consumption data coverage as a percentage of total floor area, by property subsector	Page 102
	(1) Total energy consumed by portfolio area	Page 102
IF-RE-130a.2	(2) Percentage grid electricity,	Page 102
	(3) Percentage renewable, by property subsector	-
IF-RE-130a.3	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	Page 102
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
IF-RE-130a.5	Description of how building energy management considerations are integrated into property investment analysis and operational strategy	Page 61

WATER MANAGEMENT

CODE	DESCRIPTION	PAGE REFERENCE
IF-RE-140a.1	Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property subsector	Page 102
	(1) Total water withdrawn by portfolio area with data coverage	
IF-RE-140a.2	(2) Percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Page 102
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Page 102
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page 54, 55, 64

CLIMATE CHANGE ADAPTATION

CODE	DESCRIPTION	PAGE REFERENCE
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	Page 53-57

SASB ACTIVITY METRICS

CODE	DESCRIPTION	PAGE REFERENCE
IF-RE-000.A	Number of assets, by property subsector	Please refer to IAR 2023
IF-RE-000.B	Leasable floor area, by property subsector	
IF-RE-000.C	Percentage of indirectly managed assets, by property subsector	
IF-RE-000.D	Average occupancy rate, by property subsector	

TCFD CONTENT INDEX

TCFD DISCLOSURES

GOVERNANCE	
Describe the Board's oversight of climate-related risks and opportunities,	Page 52, 21
Describe the management's role in assessing and managing climate-related risks and opportunities.	
STRATEGY	
Describe the climate-related risks and opportunities the organisation has identified over the short-, medium-, and long-term.	Page 53-57
Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	
Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
RISK MANAGEMENT	
Describe the organisation's processes for identifying and assessing climate-related risks.	Page 53-57
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	
METRICS AND TARGETS	
Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Page 59
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas ("GHG") emissions, and the related risks,	Page 60

INTERNAL ASSURANCE STATEMENT

LBGB has undertaken an internal assurance process of SR2023 in line with its commitment of ensuring the reliability of data and disclosures presented in the report. The inaugural internal review has been conducted by LBGB's Program Management Office (PMO) with advisory support from external consultants in accordance to Scenario 2 of the Bursa Sustainability Reporting Guide 3 as follows:

SCENARIO 2:

Selected aspects/parts of SR2023 have been subjected to an internal review by PMO. The selected topics and indicators are as per the Common Sustainability Topics of Bursa SRG3.

SCOPE:

The boundary of the internal review is identical to the boundary set for SR2023; that is the holding company of LBS Bina Group Berhad (LBGB or the Group) and all operating subsidiaries under equitation control of LBGB.

AUDIT METHODOLOGY

The audit process undertaken centred on the following aspects:

- Verification of data collection processes, including traceability and accuracy of data as well as data collection systems, storage and aggregation of data
- Ascertaining ownership of data and disclosures within the Group
- Confidence of data owner on the veracity of data and disclosures presented in SR2023.

SPECIFIC ACTIVITIES UNDERTAKEN

- Physical and virtual interviews with relevant data owners on verifying existence of data collection systems and processes, robustness of said systems and overall confidence levels of data owners of said systems.
- Requesting proofs of original documentation where relevant such as evidence of bills, transaction records, datasheets (record keeping) and more to verify claims and validate accuracy.
- Querying data owners and management where further information / clarification was required.
- Identifying anomalies or irregularities if any, within the internal systems and processes.
- Provision of exclusions, qualifiers if any, where required
- Recommendation of improvement areas for strengthening internal systems going forward.

While the PMO has undertaken its internal review with the aim of establishing a reasonable expectation of detecting significant control and governance weakness, internal audit procedures alone do not prevent the possibility of poor judgement in decision making, human error, control processes being deliberately circumvented by employees and others, management overriding controls and the occurrence of unforeseeable circumstances.

CONCLUSIONS AND RECOMMENDATIONS

To the best of knowledge of the PMO, data collection processes are robust and that SR2023 has been presented fairly with most data and claims made verified for correctness. No areas of material non-compliance with the Bursa SRG3 requirements were identified. Internal controls were generally operating as intended, with any exceptions and improvement recommendations reported to management.

The PMO shall continue to close data collection gaps and undertake improvements to further streamline and strengthen internal processes going forward. Specifically, these are:

- Working in advance of reporting for FY2024 to strengthen data processes, ensuring dedicated data owners and establishing clear reporting mechanisms and teams, notably for all Bursa SRG3, GRI, SASB, FTSE and TCFD topics and indicators.
- Establishing periodic internal testing or systems that would mandate regular and accurate data collection. These include quarterly reporting to the Board Sustainability Committee or any other governance body within the organisation.
- Providing regular briefing and training session for staff on ensuring robust record keeping and working with external consultants to review and refine processes as well as train internal staff.
- Transitioning to a digital based system, developed to facilitate more systematic and seamless data collection.
- Other internal organisational controls and checks as deemed fit by the organisation.

Kindly refer to the Bursa Disclosure Index for specific opinions on the respective Bursa SRG3 sustainability topics and indicators.

MANAGEMENT AND BOARD APPROVAL

This internal assurance statement has been approved by the Board of Directors on 17 April 2024.

INDICATORS	OPINION
<p>Bursa C1(a): Percentage of employees who have received training on anti-corruption by employee category</p>	<p>Based on procedures performed and evidence obtained, disclosures on the subject matter has been prepared to a high level of compliance and has met PMO's internal review requirements for traceability, accuracy and verifiability.</p>
<p>Bursa C1(b): Percentage of operations assessed for corruption-related risks</p>	<p>Based on procedures performed and evidence obtained, no specific data trail obtained; however disclosures were deemed to be accurate by the data owner based (confidence level). Data owner has vouched for the accuracy and veracity of data.</p>
<p>Bursa C1(c): Confirmed incidents of corruption</p>	
<p>Bursa C2(a): Total amount invested in the community where the target beneficiaries are external to the listed issuer</p>	
<p>Bursa C2(b): Total number of beneficiaries of the investment in communities</p>	
<p>Bursa C3(a): Percentage of employees by gender and age group, for each employee category:</p> <p>Senior Management</p> <ul style="list-style-type: none"> - Male - Female - Aged <30 - Aged 31-50 - Aged >51 <p>Management</p> <ul style="list-style-type: none"> - Male - Female - Aged <30 - Aged 31-50 - Aged >51 <p>Executive</p> <ul style="list-style-type: none"> - Male - Female - Aged <30 - Aged 31-50 - Aged >51 <p>Non-Executive</p> <ul style="list-style-type: none"> - Male - Female - Aged <30 - Aged 31-50 - Aged >51 	<p>Based on procedures performed and evidence obtained, disclosures on the subject matter has been prepared to a high level of compliance and has met PMO's internal review requirements for traceability, accuracy and verifiability.</p>
<p>Bursa C3(b): Percentage of directors by gender and age group:</p> <ul style="list-style-type: none"> - Male - Female - Aged <30 - Aged 31-50 - Aged 51-65 - Aged >66 	<p>Based on procedures performed and evidence obtained, disclosures on the subject matter has been prepared to a high level of compliance and has met PMO's internal review requirements for traceability, accuracy and verifiability.</p>
<p>Bursa C4(a): Total energy consumption</p>	<p>Based on procedures performed and evidence obtained, disclosures on the subject matter has been prepared to a high level of compliance and has met PMO's internal review requirements for traceability, accuracy and verifiability. This includes verification of energy receipts and bills from the utility provider.</p>

INTERNAL ASSURANCE STATEMENT

INDICATORS	OPINION
<p>Bursa C5(a): Number of work-related fatalities</p> <p>Bursa C5(b): Lost time incident rate</p> <p>Bursa C5(c): Number of employees trained on health and safety standards</p>	<p>Based on procedures performed and evidence obtained, no source data was sighted due to confidentiality considerations. Verification of data was based on compiled information provided by data owner. However, data owner has vouched for the accuracy and veracity of data.</p>
<p>Bursa C6(a): Total hours of training by employee category: - Senior Management - Management - Executive - Non-Executive</p> <p>Bursa C6(b): Percentage of employees that are contractors or temporary staff</p> <p>Bursa C6(c): Total number of employee turnover by employee category - Senior Management - Management - Executive - Non-Executive</p> <p>Bursa C6(d): Number of substantiated complaints concerning human rights violations</p>	
<p>Bursa C7(a): Proportion of spending on local suppliers</p>	
<p>Bursa C8(a): Number of substantiated complaints concerning breaches of customer privacy and losses of customer data</p> <p>Bursa C9(a): Total volume of water used</p> <p>Bursa C10(a): Total waste generated, and a breakdown of the following: (i) total waste diverted from disposal (ii) total waste directed to disposal</p>	<p>Based on procedures performed and evidence obtained, a high number of suppliers were approved based on HOD's or Directors' discretion. However, data owner expresses confidence that approval of suppliers were above board and based on merit.</p> <p>Based on procedures performed and evidence obtained, disclosures on the subject matter has been prepared to a high level of compliance and has met PMO's internal review requirements for traceability, accuracy and verifiability. This includes verification of water bills from the utility provider.</p>
<p>Bursa C11(a): Scope 1 emissions</p> <p>Bursa C11(b): Scope 2 emissions</p> <p>Bursa C11(c): Scope 3 emissions: - Employee Commuting - Business Travel</p>	<p>Based on procedures performed and evidence obtained, disclosures on the subject matter has been prepared to a high level of compliance and has met PMO's internal review requirements for traceability, accuracy and verifiability. Emission calculations were developed based on best practices outlined by the GHG Protocol with a focus on prioritising localised data and equivalent factors to ensure overall emissions data accuracy.</p>

GLOSSARY

A	
ABC	Anti-Bribery and Corruption
AED	Automated External Defibrillator
AP	<i>Alam Perdana</i>
AR6	Sixth Assessment Report
B	
BI	Business Intelligence
BMS	Building Management System
BMT	Building Management Team
BOD	Board of Directors
BPI	<i>Bandar Putera Indah</i>
BSC	Board Sustainability Committee
BSP	<i>Bandar Saujana Putra</i>
C	
CCS	Carbon Capture Storage
CEO	Chief Executive Officer
CIDB	Construction Industry Development Board
CMT	Crisis Management Team
CLQ	Centralised Labour Quarters
CPR	Cardiopulmonary Resuscitation
CSR	Corporate Social Responsibility
CTOS	Credit Tip-Off Service
D	
D&S	Donations and Sponsorships
DEFRA	Department for Environment, Food & Rural Affairs
DOSH	Department of Occupational Safety and Health
DPO	Data Protection Officers
E	
EES	Economic, Environmental, Social
EESG	Economic, Environmental, Social, Governance
EPF	Employees Provident Fund
ERM	Enterprise Risk Management
ERT	Emergency Response Team
ESG	Environmental, Social, Governance
F	
FIABCI	The International Real Estate Federation
FTSE	The Financial Times Stock Exchange
G	
GCA	Graduates' Choice Award
GEH	Gift, Entertainment and Hospitality
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
H	
HIRARC	Hazard Identification, Risk Assessment, and Risk Control
I	
IBS	Industrialised Building System
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organisation for Standardisation
IT	Information Technology
IUCN	International Union for Conservation of Nature
K	
KPIs	Key Performance Indicators
KYS	Know Your Supplier
L	
LBGB	LBS Bina Group Berhad
LBSF	LBS Foundation
LTI	Lost Time Incident

M	
MAE	Materiality Assessment Exercise
MARC	Malaysian Rating Corporation Berhad
MBAM	Master Builders Association Malaysia
MCCG 2021	Malaysian Code of Corporate Governance 2021
MEF	Malaysian Employer Federation
MFA	Multi-Factor Authentication
MGTC	Malaysian Green Technology and Climate Change Corporation
MT	Medical Team
N	
NIST	National Institute of Standards and Technology
NGAV	Next-Generation Antivirus
NGFS	Network for Greening the Financial System
O	
OSH	Occupational Safety and Health
OSHA	Occupational Safety and Health Act
P	
PDCR	Preventive, Detection, Corrective, and Recovery
PDPA	Personal Data Protection Act
PDPC	Personal Data Protection Commissioner
PMCR	Property Management and Customer Relations
PMO	Program Management Office
PPAM	Perumahan Penjawat Awam Malaysia
Q	
QLASSIC	Quality Assessment System in Construction
R	
RCP	Representative Concentration Pathways
REHDA	Real Estate and Housing Developers' Association
RPA	Robotic Process Automation
S	
SASB	Sustainability Accounting Standards Board
SC	Securities Commission Malaysia
SLA	Service Level Agreement
SOCISO	Social Security Organisation
SOP	Standard Operating Procedure
SPA	Sales and Purchase Agreement
SRG3	Sustainability Reporting Guide 3rd Edition
SRI	Sustainable & Responsible Investment
SSL-VPN	Secure Sockets Layer-Virtual Private Network
T	
TCFD	Task Force on Climate-related Financial Disclosures
TNB	Tenaga Nasional Berhad
U	
UNSDGs	United Nations Sustainable Development Goals
UNFCCC	United Nations Framework Convention on Climate Change
V	
VaDTech	Value-Driven Technology
VAPT	Vulnerability Assessment and Penetration Test
VOC	Volatile Organic Compound
VP	Vacant Possession
VSD	Variable Speed Drive
VUCA	Volatility, Uncertainty, Complexity, and Ambiguity
W	
WB	Whistle Blowing
WBCSD	World Business Council for Sustainable Development
WC	Water Closet
WRI	World Resource Institute



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