

SUSTAINABILITY STATEMENT

SqWhere,

Sungai Buloh -

*A hydrotherapy pool
filled with salt water
as it is gentler on the
eye and skin.*



Selangor Dredging Berhad (“SDB”), a leading boutique property developer, acknowledges the vital role of sustainability in facilitating its long-term growth. Aligned with the worldwide sustainability agenda, the Group is committed to contributing to the United Nations Sustainable Development Goals (“UNSDG”). Since 2019, the Group has embraced five specific Sustainable Development Goals that are particularly pertinent to its operations. Moving forward, the Group aims to incorporate additional Global Goals into its ongoing sustainability endeavours.

REPORTING PERIOD

This Sustainability Statement is prepared for SDB and its subsidiaries (“the Group”) for the financial year (“FY”) ended 31 March 2024 (“FY2024”). All data and activities reported are in relation to the Group’s business operations from 1 April 2023 to 31 March 2024.

SCOPE OF REPORTING

The scope of the Sustainability Statement covers the Group’s property businesses including property development, property management and hospitality in Malaysia and Singapore.

For the FY2024, the Group has undertaken an exercise to review its material matters and the manner in which it is measured. Hence, the Group had taken FY2024 as its base year for data reporting.



REPORTING FRAMEWORK

The Sustainability Statement adheres to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad. Additionally, the Group’s sustainability reporting is guided by Bursa Malaysia Securities Berhad’s Sustainability Reporting Guide, the Sustainability Reporting Guidelines by the Global Reporting Initiative, and the environmental, social, and governance (“ESG”) factors of the FTSE4Good Bursa Malaysia Index. Furthermore, this Sustainability Statement aligns with the UNSDG.

To gain a comprehensive understanding of the Group’s financial and non-financial performance for the FY2024, it is recommended to review this Sustainability Statement alongside the Annual Report.

This Sustainability Statement has not undergone internal and external assurance.

FEEDBACK

Your input on the quality of our reporting and sustainability efforts is highly valued. We appreciate your comments and suggestions as they allow us to continuously enhance our practices. If you have any feedback, kindly send it to Email: Sustainability@sdb.com.my or convey to the directors at the following address:

Malaysia head office: Selangor Dredging Berhad, 18th Floor, West Block, Wisma Golden Eagle Realty 142-C, Jalan Ampang, 50450 Kuala Lumpur.

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SUSTAINABILITY APPROACH

SUSTAINABILITY POLICY

The 4 pillars of the Group’s Sustainability Policy are as follows:



The Group’s Sustainability Policy provides a foundation for its journey towards sustainability.

This policy directs the Group in minimising the environmental footprint of its operations by adopting green building designs, encouraging use of green building materials, advocating for ethical and responsible business conduct, prioritising employees' well-being, and making positive contributions to the communities in which it operates.



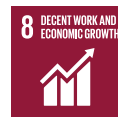
SUSTAINABILITY FRAMEWORK

The Group's sustainability tenets and commitments are aligned with its **Brand Promise** of **"Driving Excellence, Building Lifelong Relationships"**, and guided by the **Group's Core Values**, which are **Passionate, Innovative, Results-Oriented and Caring & Respectful**.

The Group's sustainability directions and actions are encapsulated in its Sustainability Framework below.

SUSTAINABILITY VISION

**All Sustainability Goals
Are Aligned With 5 UNSDGs**



Goals	Growing Responsible Business Responsibly	Building A Healthy Living Environment	Promoting Inclusivity & Diversity	Strengthening Sustainability Performance
Performance Measurements	Economic Metrics	Environmental Metrics	Social Metrics	Governance Metrics
Departments	- Finance - Sales - Human Resource - Contracts - Quality Assurance	- Planning & Development - Contracts - Projects - Quality Assurance - Post-Development	- Human Resource - Corporate Social Responsibility - Communications - Service Quality	- Company Secretarial - Finance - Communications - Legal - Information Technology
Key Focus Areas	- Generating Profit for Shareholders - Creating Jobs & Contributing To The Economy - Supporting Local Suppliers, Contractors etc.	- Conserving Energy - Conserving Water - Reducing Waste - Connecting Human With The Natural Environment - Conservation & Rehabilitation	- Promoting Diversity At The Workplace - Providing Equal Employment & Training Opportunity - Taking Care Of The Welfare Of Employees - Contributing To Social Well-Being	- Enhancing Corporate & Sustainability Governance - Enhancing Corporate Disclosure & Improving Sustainability Reporting - Protecting Data Privacy - Ensuring Business Continuity
Sustainability Categories	ECONOMIC	ENVIRONMENTAL	SOCIAL	GOVERNANCE

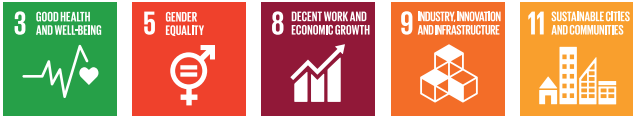
Sustainability 2-Pronged Strategy & 4Es

Governance	Risk Management & Sustainability Committee
Core Business	Property
Objectives	- To deliver excellence by creating positive and long-lasting values to customers. - To establish and maintain a life-long relationships with all stakeholders.
Core Values	Passionate, Innovative, Results-Oriented, Caring & Respectful
Brand Promise	Driving Excellence, Building Lifelong Relationships

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UNSDG GOALS

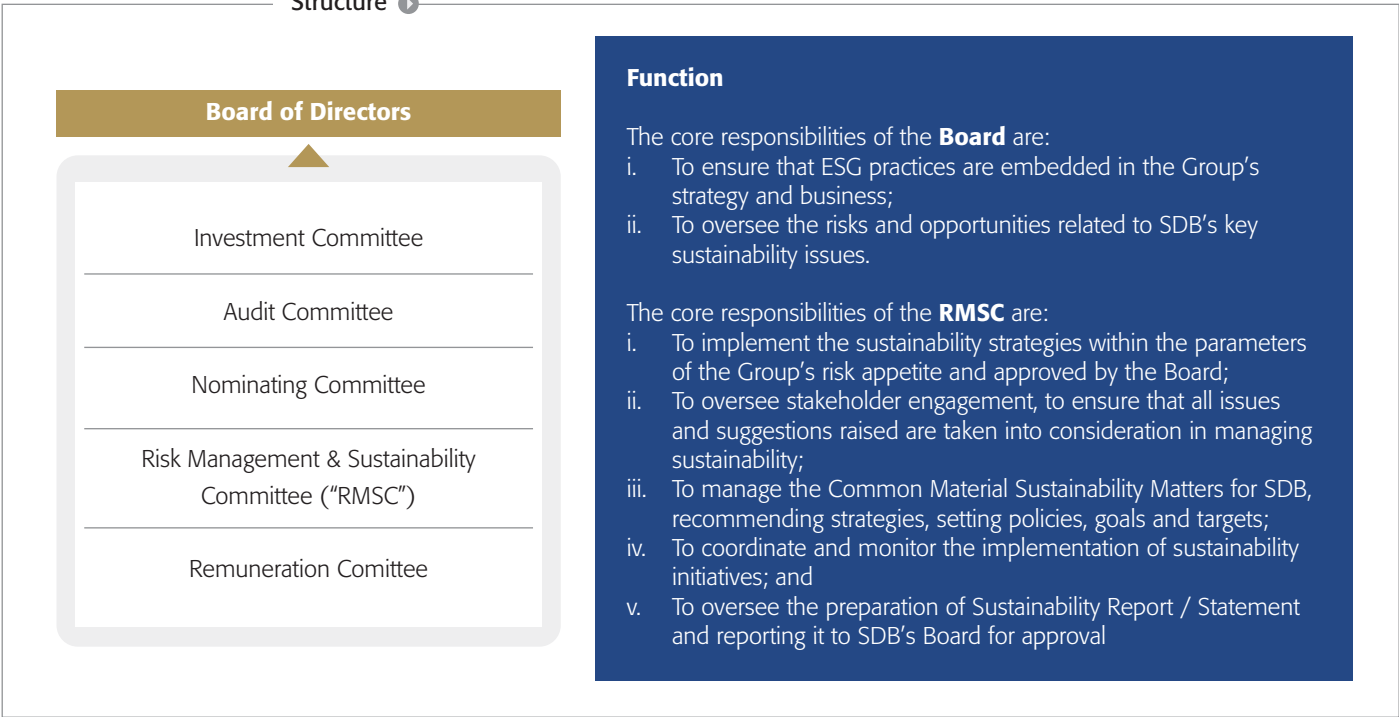
The UNSDG goals 3, 5, 8, 9 and 11 that the Group aligned with ensure that the Group takes care of the well-being of its homebuyers and tenants, practise equality and diversity at its workplace, create jobs and contribute to economic growth as well as build quality and premium homes through innovative, practical and resilient building designs.



SUSTAINABILITY GOVERNANCE

The Group has formed a **Risk Management & Sustainability Committee (“RMSC”)** in 2019, chaired by the Managing Director and its other members comprises the Group General Manager and the Head of Finance. RMSC meetings are held at least twice annually, and the committee reports to the Board of Directors on the findings and recommendations of the RMSC for the financial year under review. Sustainability functions across the business operations are assisted by an appointed Sustainability Officer and all Heads of Departments (“HOD”) to ensure sustainable practices are fully embedded within every department and business unit.

Structure



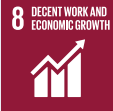
To support the **Sustainability** initiatives, representatives from key departments and business units are involved. They play a role in implementing sustainability plans, monitoring progress, evaluating impact, and reporting on the Group’s EESG initiatives and practices at the operational level.

DETERMINING MATERIAL SUSTAINABILITY MATTERS

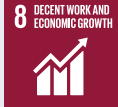
Material Sustainability Matters

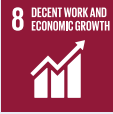
The Group is committed to environmental and social responsibility and prioritise conducting its business sustainably and ethically. The Group's selection of material sustainability issues is based on their significance to both business and stakeholders. These issues were identified through comprehensive analysis of internal and external factors, as well as input from internal stakeholders.



Area	Material Sustainability Matters	Risks And Opportunities	Link To UNSDG
ECONOMIC	Economic Performance	Risk: Failing to meet budgeted targets could result in losses. Opportunity: Increase marketing events to disseminate information about the Group's projects to customers.	
	Procurement Practices/Supply Chain Management	Risk: Potential conflicts of interest, corruption and unethical practices. Opportunity: To formalise a standardised procurement SOP to ensure transparency.	
	Product Responsibility	Risk: Low customer satisfaction due to poor craftsmanship and delays in delivery of vacant possession, resulting in financial loss. Opportunity: Ensure that units are thoroughly inspected by both internal and external professionals for quality assurance and ensure timely delivery.	

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Area	Material Sustainability Matters	Risks And Opportunities	Link To UNSDG
ENVIRONMENTAL	Emissions	Risk: Unavoidable emissions particularly in construction businesses that rely on fossil fuel to power equipment or trucks for transportation. Opportunity: Implement a system to calculate emissions and aim to progressively reduce them on an annual basis.	
	Energy, Water and Effluents Waste	Risk: Unavoidable energy and water consumption in the course of doing business. Construction businesses also generate substantial amounts of waste. Opportunities: To embrace a circular economy approach by minimising resource consumption and utilising reusable, recyclable materials. Establish efficient operations to manage end-of-life processes effectively.	 
SOCIAL	Labour Practices and Standards/ Diversity and Equal Opportunity	Risk: Employee disengagement and dissatisfaction, leading to high turnover rates and low productivity, as well as a lack of required skills among employees. Opportunities: Attract and retain talent by prioritising the physical and mental well-being of employees.	 
	Development and Training	Foster an environment conducive to career growth and skills enhancement, offering flexible work arrangements.	

Area	Material Sustainability Matters	Risks And Opportunities	Link To UNSDG
SOCIAL (Cont'd)	Health and Safety	Risks: Inherent health and safety vulnerabilities from business operations; Raised expectations on health and safety standards by employees, customers and regulators. Opportunities: Safeguarding occupational health and safety through provision of access to healthcare services; looking after employees' mental health and emotional well-being; prioritising safety of all stakeholders for areas within its operational control; Upkeep superior safe delivery standards for its stakeholders.	 
	Community Investment	Risk: Lack of understanding of community's current needs and expectation, resulting in ineffective community engagement programmes. Opportunity: Meet community needs by leveraging the Group's distinctive capabilities. Ensure sustained collaboration and involvement from both parties for long-term success.	
	Anti-Corruption	Risk: Non-compliance with anti-bribery laws could result in a loss of confidence among stakeholders and financial loss. Opportunity: Compliance with anti-bribery laws, regular trainings for staff on policies and guidelines.	
	Data Privacy and Security	Risk: Failure to comply with data protection laws poses significant risks, including the potential for data breaches. Opportunity: Compliance with relevant laws and regulations.	

Materiality Assessment

The Group had reviewed its operations and identified its material sustainability matters which is similar to the common material sustainability matters prescribed by Main Market Listing Requirements of Bursa Malaysia Securities Berhad.

SUSTAINABILITY STATEMENT

STAKEHOLDERS ENGAGEMENT

Stakeholders	Importance	Engagement Channels	Our Response
1 Shareholders / Investors	Shareholders and investors provide the Group with steady financial capital input.	- General Meetings - Bursa Malaysia Announcements - Media Statements - Annual Reports	- Provide a better understanding of the Group's business and financials - Update on corporate and strategic developments
2 Management	Management set the overall strategy and business direction that guide the Group.	- Board Meetings - Business Review Meetings - Strategic & Operational Meetings	Periodic meetings to ensure the management is aligned with the Group's strategy and business direction
3 Employees	Employees are the most valuable assets that will directly contribute to the Group's business sustainability and success.	- Performance Management - Employee Events / Workshops / Training / Surveys - Emails / Group Chats	- Ensure understanding and alignment with the Group's goals and strategy, and update on corporate/strategic developments - Empowering employees through ensuring their wellbeing and providing opportunities to learn and upgrade, thereby driving job satisfaction, productivity and staff retention - Ensure a safe and healthy workplace to prevent accidents and injuries, and maintain a healthy working environment
4 Customers / Tenants / Resident Associations	Business viability and growth depend on homebuyers who support the Group's products and services.	- Digital / Social Media - Customer Events - Surveys / Feedback	- To meet or exceed customer needs; Delivering quality products and services that encourage Brand Loyalty and positive words-of mouth - Provide consistent and high service quality; resolve complaints
5 Contractors / Consultants / Vendors	Contractors and vendors provide critical inputs and supports for the Group's businesses to function.	- Pre-Qualification / Tender & Procurement Process - Face To Face Meetings - Formal Correspondence	- Frequent engagement to ensure clear understanding of the Group's terms; - Annual evaluation of performance

Stakeholders	Importance	Engagement Channels	Our Response
6 Industry Organisations & Associations 7 Community	The network and the community in the environment in which the Group operates provide a sense of social belonging and support to ensure the Group's long-term success.	• Events • Digital / Social Media • Corporate Social Responsibility Activities	• Discuss matters impacting the Group's interest in the housing development industry • Contribute towards the well-being of the community
8 Financiers / Banks	Financial institutions provide the Group with access to capital.	• Annual Reports • Media Statements • Meetings	• Provide a better understanding of the Group's business and financials. • Update on corporate and strategic developments
9 Governments / Regulators	Regulators provide an enabling environment and framework which is paramount to SDB's businesses.	• Meetings • Briefings & Consultations • Site Inspections	• Adherence to regulators' requirements • Contribute towards the public good
10 Media	The media serves as an intermediary between the Group and the general public.	• Media Statements • Press Conference • Events	• Proactively engage with diverse media outlets • Maintain open-door communication with the media • Swiftly respond to all media inquiries

SUSTAINABILITY STATEMENT



ECONOMIC

"GROWING THE BUSINESS RESPONSIBLY"



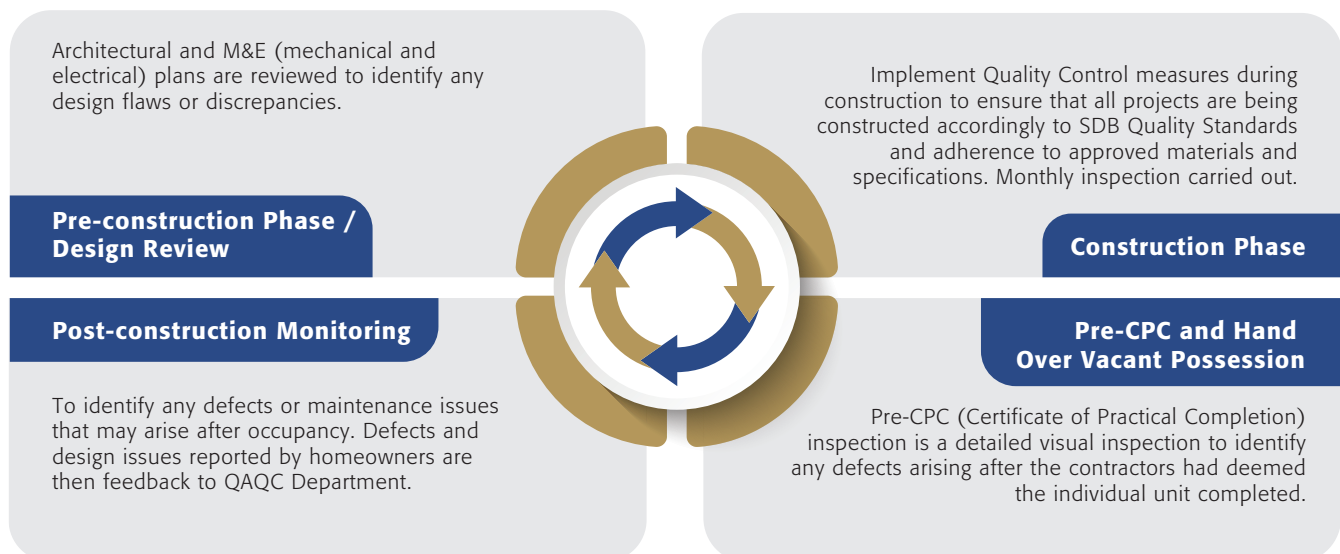
ECONOMIC PERFORMANCE

The Group's main businesses involve property development, property management, and hotel management. As a leading boutique property developer, SDB prides itself on delivering quality products that are practical and aesthetically pleasing. The Group upholds its Brand Promise of "Driving Excellence, Building Lifelong Relationships". Each of its development is meticulously crafted and rigorously quality checked. The Group is also committed to supporting local businesses by engaging, whenever possible with local suppliers, contractors and consultants.

Product Quality

The Group prioritises and measures the level of customer satisfaction for its homebuyers and tenants. Hence, for its developments, the Group has its own internal Quality Assurance and Quality Control ("QAQC") Department to develop, enforce and maintain its product quality standards. The QAQC Department is guided by standard operating procedures ("SOP") for the quality checks conducted.

Quality check and assurance is carried out at each phase of construction till post-construction monitoring.



BuildQAS (Building Quality Assessment System)

The Group also adopts Building Quality Assessment System ("BuildQAS") conducted by an independent third party from Singapore to assess the final quality of construction work for all of its developments in Malaysia. The BuildQAS assessment involves evaluating various architectural components of a building's construction, including quality, workmanship and finishes of each component. It provides a standardised framework for measuring the quality of construction against predetermined benchmarks and specifications.

Customer Satisfaction

The Group measures customer satisfaction periodically for its property development and property management operations. Customer satisfaction surveys are conducted twice a year. These customers' satisfaction levels are tracked through the Customer Satisfaction Index ("CSI") and Net Promoter Score ("NPS"). Its hospitality division, Hotel Maya Kuala Lumpur ("Hotel Maya") encourages guests to leave a review.

Customer Satisfaction Surveys

	FY2024	FY2023	FY2022
Property Management Surveys			
Customer Satisfaction Index	87%	82%	80%
Net Promoter Score	86%	85%	85%
Hospitality (Hotel Maya)			
Tripadvisor	53/510	73/489	NA

Procurement Practices & Supply Chain Management

The Group engages with numerous suppliers throughout its operations. These suppliers are crucial in guaranteeing the prompt delivery of the Group's products and services. Consequently, the Group adhere to stringent procurement practices to choose companies that align with its quality expectations and uphold social and environmental management standards.

Supplier Evaluation & Monitoring

The Group has a process to evaluate contractors that are invited to tender for its development projects. After the contractors are onboarded, an annual evaluation of their services is carried out. There are standard pre-qualification forms and tender documents for the contractors to enter into.

Supporting Local Business Ecosystem

The Group prioritises working with local contractors and suppliers, defined as businesses that are registered in Malaysia. This approach generates positive ripple effects for the local business ecosystem by creating economic values that benefits these contractors and suppliers and other businesses supporting them. Additionally, at its developments, the Group utilises locally-sourced materials, subject to practicability, as part of its effort to save cost and time and to reduce its carbon footprint in the long run.

In FY2024, 96% of procurement spend was on local contractors for its property projects.

Proportion of Spending on Local Contractors for Projects

Financial Year	Percentage	Name of Development
FY2024	96%	19Trees & Jia
FY2023	86.5%	19Trees & Jia
FY2022	NA	NA

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ENVIRONMENTAL “BUILDING HEALTHY LIVING SPACES AND
CONNECTING TO THE ENVIRONMENT”

ENVIRONMENTAL PERFORMANCE

The Group is committed to minimising the impact of its businesses on the environment in the places which it operates in. For the financial year under review, the Group has started taking steps to measure its performances for environmental-related material sustainability matters. This includes taking inventory of its Greenhouse Gas (“GHG”) emissions for Scope 1, 2 and 3 emissions. Furthermore, the Group is also looking at setting mid-term to long-term environmental goals and reviewing the impact of climate change on its operations.

The Group outsourced the construction of its developments to third-party contractors. These third-party contractors are required to comply at all times with all relevant laws relating to environment, as outlined in the Group's tender documents and contracts. For the financial year under review, there are zero cases of significant fines for environmental non-compliance with air, water, and land-related standards and regulations.

Emissions

The Group's Scope 1 emissions are largely contributed from its developments’ construction sites, which are outsourced to contractors. Previously, the Group did not track its Scope 1 emissions. Starting from FY2024, the Group has engaged with its contractors to track Scope 1 emissions.

Currently, most of its emissions are in Scope 2, which is from purchased electricity used by the Group's offices and Hotel Maya's operations in Malaysia as well as from the Group's project construction sites.

The Group is in the midst of collecting data for the wastes it produces from its operations. Additionally, the Group is also starting to collect employees’ commuting data to measure its Scope 3 emissions more efficiently.

Total GHG Emissions

	FY2024	FY2023	FY2022
Scope 1 Emissions (tCO2 e)	147	NA	NA
Scope 2 Emissions (tCO2 e)	2,458	2,091	1,320
Scope 3 Emissions (tCO2 e)	NA	NA	NA
Total Emissions	2605	2091	1320

Scope 1 Emissions from fuel usage from ongoing developments.
Scope 2 Emissions from ‘purchased electricity’ from the Group's offices and ongoing developments.

Resource Management

Energy Consumption

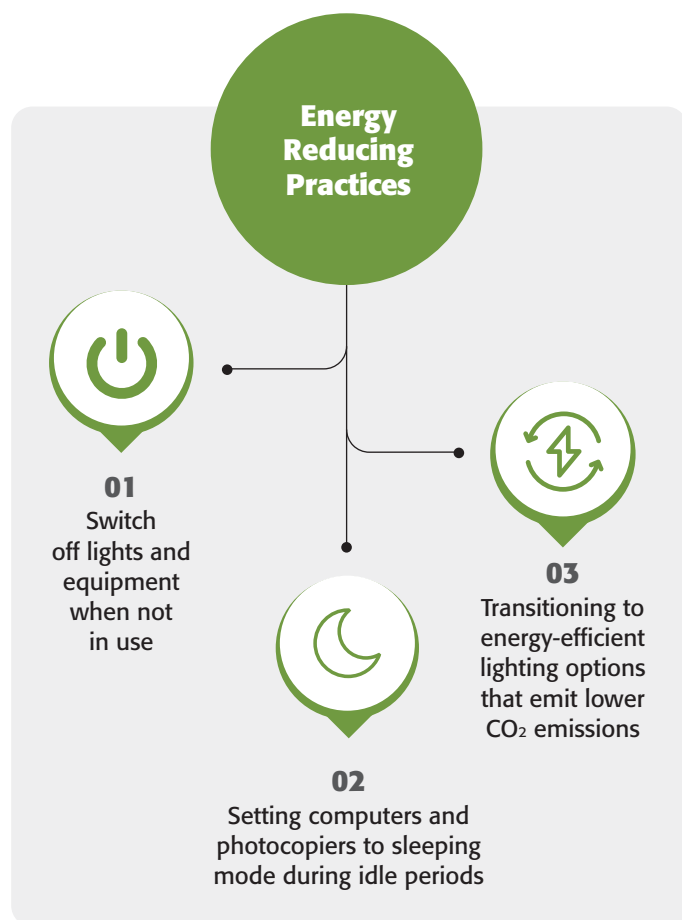
At the Group's offices and Hotel Maya, electricity serves as the primary energy source, prompting the Group to advocate for various energy-saving practices that can reduce its carbon footprint in the long run. These initiatives include turning off lights in offices when not in use, setting computers and photocopiers to sleeping mode during idle periods or switching these equipment off when not in use and transitioning to more energy-efficient lighting options.

By collectively implementing these practices, the Group strives to reduce its energy consumption and environmental impact.

The usage of electricity had increased since 2021 as post COVID-19 pandemic, its hospitality business had benefitted with the resumption in global travel with an increase in its number of guests.

	FY2024	FY2023	FY2022
Electricity Consumption (MWh)	5,896	5,017	3,167

Energy consumption disclosed is based on electricity bills as provided by Tenaga Nasional Berhad



Water Consumption

Water is a crucial resource for the Group's businesses and Hotel Maya's operations. Consequently, any occurrences of water scarcity can impede the Group's ability to meet its business demands. As such, the Group has implemented responsible strategies to manage its water usage and disposal in order to achieve optimal levels of efficiency throughout its operations.

As example, Hotel Maya has replaced all its water taps with aerated taps that mix air with water to create a strong and full pressured flow while using less water. Guests are also encouraged to reuse towels and linens as a further step to decrease water usage.

For the financial year under review, the Group had collated data on usage of water from its third party contractors at its project sites resulting in an increase in the usage data reported.

Water Consumption from Municipal Potable Water

	FY2024	FY2023	FY2022
Water used (Megalitres)	116.076	77.277	59.173

Wastes Management

At its offices, the Group's generated wastes can be broadly grouped into the following categories.

Office & Domestic Wastes

Offices wastes, including paper, printer cartridges, and boxes, is either sent to a licensed landfill for disposal or collected by an authorised recycling agent.

Maintenance Wastes

The waste produced from maintaining properties, including trimmings, grass clippings, and other organic materials, is sent to a designated landfill for proper disposal in accordance with legal requirements.

At its offices, efforts are underway to promote paper recycling among employees by reducing or utilising double-sided printing.

While the Group outsourced the construction of its developments to third-party contractors, it does not report on the wastes that are generated from construction sites. Going forward, the Group will engage with its contractors to track construction wastes as well. Nevertheless, to ensure responsible wastes management, the Group has incorporated into its tender documents and contracts relevant clauses to ensure that its appointed contractors must dispose all the construction and site's wastes in accordance with the law and regulations set by the Department of Environment ("DOE"). Further, contractors must ensure that hazardous waste is safely handled and disposed of by licensed contractors.

Through Hotel Maya, the Group is committed to enhancing waste diversion programmes, collaborating with partners to segregate and recycle various materials including paper, plastic, metal, glass, used soap bars and used cooking oil.

Total Wastes

	FY2024	Landfilled	Recycled
Hazardous Waste (kg)	Nil	Nil	Nil
Non-hazardous Waste (kg)	634,000	305,000	329,000
Total Waste (kg)	634,000	305,000	329,000

The data reported for waste is from its operations at Hotel Maya.

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Landscape Wastes Management at SDB's Developments

The Group is committed to reducing its waste and carbon footprint. Effective waste management, particularly at its developments, becomes crucial. By implementing strategies to reduce and recycle wastes, the Group can contribute towards lessening the impact of climate change. The Group has partnered with Greenville Landscape to create plant compost (organic fertiliser) as an environmentally friendly option that can reduce the usage of chemical fertilisers in its developments. Composting is an effective way to reduce landscapes' wastes. This initiative, when fully implemented, can help homeowners to reduce maintenance costs in the long run.

Green Designs

One of the Group's sustainability goals is to build healthy living spaces by conserving resources and connecting with the environment. As such, the Group has incorporated green features into its projects.

Below are some green and sustainable features integrated into projects:



Rectilinear Design

For highrises, adopting the rectilinear design provides more natural lighting and unobstructed cross ventilation into every living unit.



Biophilic Approach

The biophilic approach connects the homeowners with nature. Specially chosen plants are planted in tiers to mimic the rainforest's canopies. These plants are chosen for its beneficial properties.



Passive Design

To allow more natural air and light to enter the homes, by employing other passive design features, such as larger ceiling to floor windows and thicker frames.



Rain Water Harvesting

Rain water harvesting tanks are built in some landed and highrise developments. The water collected is use for watering the landscapes.

Biodiversity

In seeking to minimise disruption and to restore the natural environment, the Group has undertaken various environmental rehabilitation projects to rejuvenate the areas surrounding its developments. The Group has carried out two river rehabilitation projects namely:

- a) Sungai Satu River at By the Sea Penang
- b) Sungai Penchala Rejuvenation at The Hub SS2

Throughout the Group's developments, it invests significantly in planting many beneficial trees, shrubs and plant species to boost biodiversity. The Group emphasis on providing more than minimum requirement green area in its development to help improve its ecological footprint. The green areas are devoted to landscape either for planting or recreation use. A mixture of tree species are planted in all the green areas to enhance the biodiversity, welcoming insects, birds and small animals to the green lungs created.

Climate Change

As responsible property developer, the Group strives to minimise its long term environmental footprint through a series of dedicated commitments. The Group is starting to assess and manage its GHG emissions and wastes generated by taking inventory. In addition, it is also enhancing the administration of its sustainability matters and will embark on identifying the impact, risks and opportunities relating to climate change on its operations in the near future. This will help the Group to embark on complying with future reporting standards and requirements such as the Taskforce on Climate-Related Financial Disclosure ("TCFD").



SOCIAL

"PROMOTING INCLUSIVITY & LONG-TERM RELATIONSHIPS"

SOCIAL PERFORMANCE

The Group strongly believes in creating a diverse, inclusive, and safe working environment that fosters innovation and creativity for its employees, ensuring that everyone feels valued and respected. The Group contributes positively to the community it operates in, building trust and goodwill which lead to stronger relationships with its customers and other stakeholders. Overall, this reflects its holistic approach to business that prioritises both internal and external stakeholders.

Employment & Labour Practices

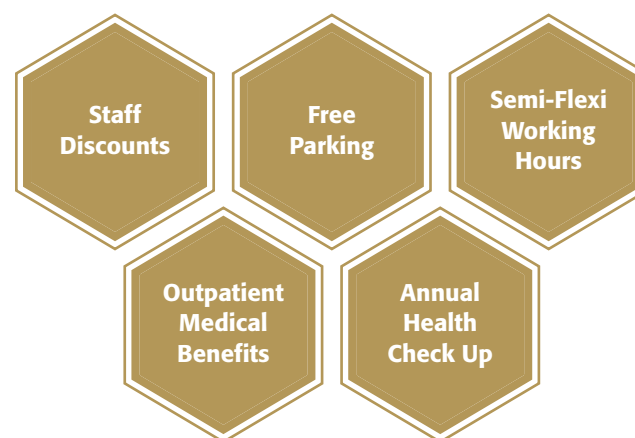
The Group endeavours to adopt just, dynamic, and progressive employment practices to attract and retain the best available talents in the market to support its business growth. Its employment terms comply with the laws of employment in Malaysia namely the Employment Act 1955, ensuring compliance with Minimum Wage Order 2022 and laws governing working hours, overtime pay and fair compensation. In addition, the Group has not prevented its employees from joining or forming trade unions.

The Group recognises human rights and does not tolerate or condone any form of forced or child labour in any of its workplace. For the financial year under review, there are no substantiated complaints concerning human rights violations.

The Group also believes in establishing a workplace culture and environment that is safe, secure, and conducive to productivity. Acts of harassment, bullying or intimidation are strictly prohibited as provided in the Group's Code of Business Conduct. It has a grievances process and Whistleblowing Channel in place where employees can reach out to their management, the Human Resource Department or the Legal Department to report on any grievances or concerns related to unethical practices without fear of retaliation.

The Group continues to offer good benefits packages for its employees. The introduction of "Staggered Hours Working Arrangement" allows SDB's employees to choose different start and end times as long as they meet the working hours specified in their employment letter.

Other Key Benefits Are:



Total Number of Employees by Category

	FY2024	FY2023	FY2022
Permanent	205	196	192
Contract	24	22	10
Total	229	218	202

Total % of Employees by Category

	FY2024	FY2023	FY2022
Permanent	90%	90%	95%
Contract	10%	10%	5%
Total	100%	100%	100%

Total Number of Employee Turnover by Employee Category

	FY2024	FY2023	FY2022
Management	5	8	6
Executive	11	22	18
Non-Executive	10	20	21
Total	26	50	45

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Diversity & Equal Opportunities

The Group is committed to promote a diverse and inclusive workplace. It provides equal opportunities to all regardless of age, gender, race, religion, political beliefs or disability as provided in its Code of Business Conduct. Having a diverse workforce brings diverse views across the organisation. Its recruitment and talent management processes ensure equity in employment based on fundamentals of non-discrimination. During the hiring and selection of talents, the Group is committed to select the best individuals for the roles based on their expertise, experience and leadership, as well as the manner the candidates can enhance and complement the collective diversity of the Group's talent pool.

Following the Group's Inclusive Employment and Support Policy, the Group provide fair employment opportunities for people with disabilities ("PWD"). For example, SDB and Hotel Maya currently have in its employment some special needs employees.

Gender Diversity by Director Category

	FY2024		FY2023		FY2022	
	Male	Female	Male	Female	Male	Female
Directors	50%	50%	40%	60%	40%	60%

Gender Diversity by Employee Category

	FY2024		FY2023		FY2022	
	Male	Female	Male	Female	Male	Female
Management	54%	46%	54%	46%	54%	46%
Executive	51%	49%	51%	49%	53%	47%
Non-Executive	60%	40%	65%	35%	67%	33%

* Excluding contract workers from Hotel Maya

Age Group by Category for FY2024

	Director	Management	Executive	Non-Executive
Under 30 years	-	1	16	17
30 to 50 years	-	42	63	36
Above 50 years	4	22	16	4
Total	4	65	95	57

* Excluding contract workers from Hotel Maya

Age Group by Category for FY2023

	Director	Management	Executive	Non-Executive
Under 30 years	-	1	13	25
30 to 50 years	-	34	60	34
Above 50 years	5	22	12	3
Total	5	57	85	62

* Excluding contract workers from Hotel Maya

Age Group by Category For FY2022

	Director	Management	Executive	Non-Executive
Under 30 years	-	1	7	12
30 to 50 years	-	39	61	39
Above 50 years	5	21	13	4
Total	5	61	81	55

* Excluding contract workers from Hotel Maya

Employee Engagement

The Group constantly engages its employees by organising year-round activities including townhalls and Managing Director's sessions to brief employees on the Group's updates. For the financial year under review, SDB's Human Resource Department has organised several employee engagement programmes including a Coffee with Human Resource session, and various sports, recreation and teambuilding activities off-site. At the same time, the Group will resume the employee satisfaction survey, which was temporarily suspended during the COVID-19 pandemic.

Occupational Health & Safety

As a responsible employer, the Group has a duty to maintain a safe working environment for its employees to prevent any injuries or illnesses resulting from its operations. The Group has established an Occupational Health and Safety Policy and the Health and Safety Committee to outline and oversee health and safety aspects and practices for employees, contractors and other stakeholders.

At the Group's construction sites, the appointed contractors regularly conduct safety briefings to emphasise the importance of safety to employees and workers. Signages are placed around the sites to remind employees and workers to wear protective gears, to obey rules when operating machineries, and to follow other safety protocols.

At Hotel Maya, employees participated in trainings organised by BOMBA Malaysia and the National Institute of Occupational Safety and Health ("NIOSH"). These sessions equipped the participants with the necessary knowledge and skills to respond effectively during emergencies, thereby safeguarding guests and employees.

As part of the Group's emergency preparedness measures at its headquarters, employees attended the annual fire safety training sessions conducted by the building management. These trainings are essential to ensure compliance with fire safety regulations in Malaysia and to enhance the overall safety protocols within the organisation.

Health, Safety and Environment ("HSE") Trainings for Employees

	FY2024	FY2023	FY2022
No. of Employees	32	10	-
No. of Training Hours	256	160	-

List of HSE Training for FY2024

No	Subject / Program Title	Organiser
1	Occupational Safety and Health Coordinator – Remote Learning	NIOSH
2	Seminar Organisasi Keselamatan Kebakaran (OKK) Jabatan Bomba dan Penyelamat Malaysia 2024	BOMBA
3	Bronze Medal Certificate for Life Guard	DKWAN Qistina Enterprise
4	Basic First and CPR Training Program	-
5	Awareness S & H Program for Construction Site & Office	-
6	Occupational Safety and Health Coordinator	NIOSH
7	Seminar Keselamatan Kebakaran JBPM 2023	BOMBA
8	Essential Occupational First Aid, CPR and AED	Academy of Safety and Emergency Care Sdn Bhd

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Work-Related Injuries

The Group strives to continuously improve the delivery of health and safety standards and processes to eliminate hazards and reduce risk of work-related injuries at site. The Group remains committed in maintaining zero fatalities year on year by preventing and minimising any workplace related incidents.

HSE Performance

	FY2024
Total Manhours	461,360
No. of Fatalities	-
No. of Lost Time Injuries	1
Lost Time Incident Rate	2.17

Development & Training

The Group believes that it must continuously upskill and reskill its workforce in order to achieve its business strategy. The Human Resource Department is tasked to plan and manage the development of the Group’s workforce and a Training and Development Standard Operating Procedure is in place to govern this process.

Development and Training Performance

	FY2024	FY2023	FY2022
Total Training Hours	3,362.5	1,639.5	334
Average Training Hours per Employee	15.5	8.1	1.7

* Excluding Directors’ Training Hours

Total Hours of Training by Employee Category

	FY2024	FY2023	FY2022
Management	1,476	788	64
Executive	1,538.5	514.5	198.5
Non-Executive	348	337	71.5
Total	3,362.5	1,639.5	334

* Excluding Directors’ Training Hours

Below are some of the trainings that was carried out for the Group’s employees:

TRAINING PROGRAMMES

▶ Pengurusan Pekerja Percubaan (Probationer) dan Prestasi Pekerja	▶ Inhouse Training: Orientation International Students	▶ Maximize Your Business with Amadeus
▶ Washroom Cleaning	▶ Risk Awareness Session – Hotel Maya	▶ Employment Act 1995 Masterclass: Employee Register & Wages, Work Hours, Leaves & Holidays, Termination & Discrimination
▶ Employers’ Readiness for Tax and Payroll Audit by LHDN	▶ Risk Management: QRadar System Training	
▶ Risk Management: Self Introduction	▶ Training: Personal Appraisal Form	▶ Budget 2024: Complete Annual Tax Planning with E-invoicing & SVCP

Community Investment

The Group believes in sustainable community investment. Its Corporate Social Responsibility (“CSR”) is driven by the principles of inclusivity, focusing on extending support and creating opportunities for individuals with special needs and disabilities. The Group advocates for inclusion, empowerment, and equality by facilitating support and opportunities for individuals with special needs to actively contribute to society.

Transforming Lives of Special Needs Individuals One-Two Boost (“OTB”) Programme



The Group strives to create a CSR Programme that is self-sustaining hence it premises upon the concept of “Teach A Man To Fish And You Will Feed Him For A Lifetime”. This is the inspiration of the OTB CSR Programme.

Since 2020, OTB has partnered with Traditional Chinese Medicine (“TCM”) physicians, Dr. Lin Cze-Pern and Dr. Go Pei Heng from Nanjing University of Chinese Medicine, to develop specially formulated herbal soups, nourishing teas, and drink packs aimed at enhancing immunity and overall well-being. These traditional herbal blends are prepared by a team of special needs young adults under the guidance and supervision of appointed job coaches and supervisors.

OTB is a CSR initiative that aims to provide employment opportunities for young adults with special needs. Since its inception, the programme has enhanced skill development among its team members and special needs hires by focusing on herb mixing as well as improving their social and interaction ability through teamwork. Additionally, it has significantly raised public awareness about the employment challenges faced by individuals with special needs.

For the financial year under review, OTB has collaborated with other special needs organisations and social enterprises to extend its reach and raise greater awareness. The special needs hires had the opportunity to shine, honing their social and communication skills by participating in bazaar booths in various off-site locations.

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Bazaar Booths

1. Let's Play Kids Bazaar
2. Enabling Academy – Autism Bazaar Booth
3. Wesak Day Bazaar Carnival
4. Fun.Play.Green Market Place
5. Perform With Us Bazaar
6. Golden Hour Charity Night by Leo Club
7. Harvest & Handmade Market
8. Kajang Shen Sze She Yar Temple Bazaar
9. SJKC Lick Hung Carnival
10. Kasih Hospice Charity Fair
11. Sihat Komuniti Day
12. CNY Barter Trade Fair
13. SkyWorld Booth

Training Sessions

1. Enabling Academy Training
2. JKM Job Coach Training
3. Inclusive Hiring Training

Workshops

1. Balm Workshop @ Sunsuria Setia Alam
2. TCM Balm Workshop

Collaboration With Other Social Enterprises (OTB Stall at Wisma Golden Eagle Realty)

1. Stand Pie Me
2. Jammy Tummy
3. The Spectrum
4. Bridging Hope
5. Thrive Career Coaching

At the same time, OTB also held workshops and training sessions dedicated to empowering managers and supervisors who are working closely with special needs individuals. These workshops are designed to equip them with the knowledge needed to support and guide the special needs team members effectively. Together, OTB is building a more inclusive and supportive environment, one step at a time. OTB's products are available for purchase through its website, www.12boost.com.my.

Supporting B40 Women and Urban Poor Children



In line with the Group's commitment to sustainability and corporate responsibility, it actively engage with social enterprises and non-governmental organisations that share its goal of helping underprivileged communities. The Group fosters valuable collaborations with key stakeholders to create opportunities for people in need while promoting positive social impacts in society.

In December 2023, the Group collaborated with Komuniti Tukang Jahit ("KTJ"), a social enterprise that empowers women through sewing to earn sustainable income. KTJ is known for its impactful work that has helped over 230 women to date, providing certified sewing skills to these B40 homemakers. To show support, the Group commissioned 500 foldable tote bags worth RM20,150 that are meticulously sewn with unique batik



designs. This initiative with KTJ has directly empowered between 8 to 12 women who face limitations in pursuing employment due to family commitments.

Similarly, the Group also partnered with Sew X Dignity, one of Dignity for Children Foundation's social enterprises to procure 501 batik-sewn foldable tote bags worth RM15,781.50. Dignity for Children Foundation is a non-governmental organisation that provides holistic care and education for urban poor children in Kuala Lumpur, Malaysia. As part of its mission, Sew X Dignity will reinvest all the profits it gained from the sales of its handcrafted products into future skill-uplifting programmes for its students.

Caring for the Underprivileged



In April 2023, Hotel Maya hosted a Buka Puasa Charity Dinner for 45 children from Pertubuhan Kebajikan Al-Firdaus orphanage, Cheras, Selangor, as part of its CSR initiative. The event was held during the fasting month of Ramadan, featuring a meticulously prepared feast and a warm, inviting atmosphere. Hotel Maya's employees engaged with the children, sharing stories and creating a memorable evening. This event highlighted Hotel Maya's commitment to community support and making a positive impact through acts of kindness.



In December 2023, Hotel Maya purchased charity cookies from the Malaysian Association of Hotels ("MAH") to donate to Rumah Kasih Charity Home in Setapak, Kuala Lumpur and Pertubuhan Kebajikan Ulul Azmi in Rawang, Selangor. At the same time, Hotel Maya's employees volunteered to pack the cookies before distribution. This initiative is part of Hotel Maya's CSR effort, aimed at supporting local organisations and benefiting the underserved community. Hotel Maya reaffirmed its commitment to community welfare and its dedication to making a positive impact through thoughtful contributions.

Community Investment Performance

RM 910,327.60

Total Amount Invested
In The Community



55 special needs / underprivileged individuals.

2 Social Enterprises.

3 Welfare Homes.

No. of Beneficiaries



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GOVERNANCE

“BUILDING AN ETHICAL CULTURE”



Awareness Programme on Anti-Bribery and Corruption, emphasising on Section 17A Corporate Liability & Whistleblowing of the Anti-Bribery and Corruption Act 2009.



GOVERNANCE PERFORMANCE

Governance Structure

Building an ethical culture is at the forefront of the Board’s vision for the Group. SDB’s Board of Directors is the highest governance body in the organisation, responsible for overseeing the conduct of the Group’s business operations and financial and sustainability performance. The Board is responsible for overseeing risk management practices in the Group and is assisted by the Risk Management & Sustainability Committee (“RMSC”) in this role. The Group has established an Enterprise Risk Management (“ERM”) Framework to proactively identify, evaluate, mitigate and manage key risks to an optimal level.

The Group’s policies in the following areas are available on the corporate website:

1. Anti-Bribery and Anti-Corruption Policy (“ABAC”)
2. Whistleblowing Policy
3. Privacy Policy

Corporate Governance

The Group is dedicated to serving the best interests of its stakeholders by upholding the highest standards of corporate governance and implementing best practices that underscore its commitment to transparency and accountability. Further details regarding the Group’s corporate governance practices can be found in the Corporate Governance Overview Statement included in the Annual Report for 2024.

Compliance with Laws

The Group remains steadfast in adhering to relevant laws and regulations in the jurisdictions where it operates its businesses. Any failure to comply may expose the Group to potential fines, penalties, or sanctions, leading to reputational harm. As of March 31, 2024, the Group is not aware of any material instances of non-compliance with any laws or regulations involving the Group.

Anti-Corruption

SDB’s Board of Directors champions a “Zero Tolerance towards Bribery and Corruption” stance. This commitment is reflected in the Group’s ABAC Policy which outlines what will amount to “corruption” and the prohibitions on the same. The ABAC Policy applies to its directors, employees and business associates. SDB ensures that its business associates adhere to its ABAC Policy by communicating it to them through the inclusion of an ABAC clause in pre-qualification documents, contracts and tender documents. Further, there is an annual integrity pledge by the Group’s employees, and new employees are given a briefing on the ABAC policy during their on-boarding process. Additionally, a Supplier Code of Conduct is established.

Furthermore, the Group has implemented a Whistleblowing Policy and channel to enable employees or third parties to report any instances of misconduct or grievances that may arise by sending an email to whistleblowing@sdb.com.my. The Group has provided that whistle-blowers will be accorded protection. The Whistleblowing Policy further provides that whistleblowers may remain anonymous and their identity kept confidential.

Anti-Corruption Training for FY2024

No	Subject / Programme Title
1.	E-Latih – Anti-Bribery and Corruption in the Workplace
2.	Awareness Programme on the Anti-Bribery and Corruption Act 2009

Anti-Corruption Training

All Employees	FY2024
Board Members (including C-Suite)	100%
Management	100%
Executive	100%
Non-executive	100%

As of March 31, 2024, there have been no confirmed incidents of corruption or action taken across the Group. Further, no political contributions have been made.

The Group is in the midst of planning and conducting a comprehensive risk assessment process to identify potential non-compliance risks across the Group's business operations. Through this process, the Group aims to effectively identify, evaluate and manage risks associated with corruption across all business segments.

Anti-Corruption Risk Assessment

	FY2024	FY2023	FY2022
Percentage of operations that underwent corruption risk assessments	Nil	Nil	Nil

Data Privacy and Security

The Group's Privacy Policy sets out how the it uses and protects any personal data that it received. The Group is dedicated to upholding, respecting, and safeguarding the confidentiality of all personal data, in accordance with the provisions outlined in the Personal Data Protection Act 2010 ("PDPA"). The Group will continuously monitor developments in data protection laws and industry best practices to adapt and enhance its data protection measures, ensuring the ongoing security and privacy of the data entrusted to it.

For example, Hotel Maya's registration card clearly informs guests that their data is safeguarded by the PDPA 2010. It also requests their consent for their information to be processed according to Hotel Maya's privacy policy. Additionally, the card provides Hotel Maya's email and contact number, allowing guests to reach out to verify or update their details.

As of March 31, 2024, there were no substantiated complaints concerning breaches of customer privacy and losses of customer data.

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Performance Data Table

Indicator	Measurement Unit	2022	2023	2024
Economic Performance				
Economic Performance	MYR	98,475.00	137,743.00	227,460.00
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	-	86.50	96.00
Product Responsibility				
Customer Satisfaction	Number	80	82	87
Net Promoter Score	Number	85	85	86
Tripadvisor Score	Number	-	73	53
Bursa (Emissions management)				
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	-	147.00
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	1,320.00	2,091.00	2,458.00
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	-	-
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	3,167.00	5,017.00	5,896.00
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	59.173000	77.277000	116.076000
Bursa (Waste management)				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	634.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	329.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	305.00
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	1.64	1.75	1.54
Management Between 30-50	Percentage	63.93	59.65	64.62
Management Above 50	Percentage	34.43	38.60	33.85
Executive Under 30	Percentage	8.64	15.29	16.84
Executive Between 30-50	Percentage	75.31	70.59	66.32
Executive Above 50	Percentage	16.05	14.12	16.84
Non-executive/Technical Staff Under 30	Percentage	21.82	40.32	29.83
Non-executive/Technical Staff Between 30-50	Percentage	70.91	54.84	63.16
Non-executive/Technical Staff Above 50	Percentage	7.27	4.84	7.02
Gender Group by Employee Category				
Management Male	Percentage	54.00	54.00	54.00
Management Female	Percentage	46.00	46.00	46.00
Executive Male	Percentage	53.00	51.00	51.00
Executive Female	Percentage	47.00	49.00	49.00
Non-executive/Technical Staff Male	Percentage	67.00	65.00	60.00
Non-executive/Technical Staff Female	Percentage	33.00	35.00	40.00
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	40.00	40.00	50.00
Female	Percentage	60.00	60.00	50.00
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	0.00	0.00	0.00
Above 50	Percentage	100.00	100.00	100.00

Indicator	Measurement Unit	2022	2023	2024
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	2.17
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	10	32
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	64	788	1,476
Executive	Hours	199	515	1,539
Non-executive/Technical Staff	Hours	72	337	348
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	5.00	10.00	10.00
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	6	8	5
Executive	Number	18	22	11
Non-executive/Technical Staff	Number	21	20	10
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	-	-	910,327.60
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-	55
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	100.00	100.00	100.00
Executive	Percentage	100.00	100.00	100.00
Non-executive/Technical Staff	Percentage	100.00	100.00	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	0.00	0.00	0.00
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