

Empowering People & Communities



Our female Auxiliary Police at Program Pemerkasaan Polis Bantuan Wanita

Occupational Health and Safety

[GRI 3-3]

SAFETY IS ABOUT PEOPLE.

We believe every employee and individual should be confident that their working environment is safe and secure. In view of this, we have a responsibility to more than 1,600 direct employees, our contractors and suppliers, and the communities in and around our townships and developments.

Our vision is simple: ‘Goal Zero’—everyone who works for us goes home safely to their loved ones. Our philosophy is that we borrow these workers from their families, and we are committed to returning them safely each day. Building a genuine safety culture requires trust and transparency between leaders and employees. We rely on everyone to play a role in looking out for one another, reinforcing our motto —“ten fingers and ten toes in, ten fingers and ten toes out.”

At SDP, safety is not merely an obligation— it is a fundamental value embedded into every aspect of our operations. Safety begins from within. Internally, our leaders actively engage employees on-site through dedicated safety and welfare visits, which are embedded into their annual KPIs. We expect our contractors and partners to adopt the same values we uphold. This is especially critical given the scale of our construction projects, which typically involve over 8,000 contractors and subcontractor workers at our project sites at any one time, most of whom are foreign workers.

Our approach to Health, Safety, Security, and Environment (HSSE) revolves around three pillars:

Leadership and Culture

Our leaders dedicate time to site engagements focused on health, safety, and welfare. These visits and engagements are incorporated into their annual performance KPIs, ensuring accountability from the top down.

Management Systems

With more than 100 projects managed by almost 400 SDP staff, 58 main contractors and around 300 subcontractors, we rely on a robust management system. We have developed 19 HSSE Manuals outlining mandatory HSSE requirements and updated our construction contracts to include these requirements.

People’s Capabilities

Our ‘Paper to People’ initiative moves HSSE requirements from documents into practical application on the ground. With the three pillars unified around Barrier Thinking and as trained staff and contractors apply their knowledge and tools, the intent is to standardise and elevate safety practices at all our sites. As of 2024, 983 of our staff have been trained on Barrier Thinking. We will continue to embed Barrier Thinking among our employees and partner organisations —a three-year effort starting in 2024 to translate risk assessments to actual controls implemented on sites verified by frontline supervisors and consultants. By focusing on potential incidents before undertaking high-risk work activities and developing effective barriers (controls) to prevent incidents, we aim to unify standards and elevate safety practices across all our sites.

Our Goal Zero aspiration of zero serious incidents and fatalities will also contribute to operational excellence, sustainable growth and stakeholder trust, building a reputation as a responsible developer.

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[GRI 403-2, 403-9]

OUR SAFETY PERFORMANCE

In line with our top priority of ensuring the safety and health of every individual who steps onto our sites, Sime Darby Property engaged with over 8,000 contractors and subcontractor workers this year to enhance safety awareness and practices.

We engaged with

8,000

contractor and subcontractor workers this year

Contractor LTIFR:

0.27

Internal Employee LTIFR:

0.00

Note: LTIFR value is taken as No. of Serious Injury & Fatality (SIF) X 1,000,000 Manhours/Total Manhours in FY2024



LEAP visit at Metrohub 1, Bandar Bukit Raja

SNAPSHOT: OUR KEY SAFETY HIGHLIGHTS AND PROGRESS

Objective	Target(s)	Progress/Status
Instil BT to assess risks and develop safeguarding measures	BT e-Learning assessment and 1 barrier submission by all executives Project TIGA submission by 18 project teams	COMPLETED ● 100% of our executive staff completed BT training and passed the assessment, fulfilling an FY2024 Corporate Scorecard requirement. All 18 participating contractors successfully demonstrated BT application, proving feasibility for a full roll-out in 2025.
Leading Indicators via LEAD (KPI) and Lagging Indicators for SIF	Develop senior and middle management KPIs via LEAD Zero SIF aspiration	IN PROGRESS ● LEAD framework is in progress Two fatalities sadly occurred on 9 September 2024 due to a slope collapse. We continue to implement learnings and reinforce safe working conditions to progress towards 'Goal Zero'.
STAR Rating for main contractors	Assess and verify 11 contractors, develop improvement plans	COMPLETED ● All 11 contractors completed STAR Rating verification and developed improvement plans to enhance HSSE performance.
Incorporate HSSE Manuals into contracts	Integrate 6 manuals (Leadership & Commitment, Risk Management, Planning, Implement, Working at Height, Lifting & Hoisting)	COMPLETED ● 19 HSSE Manuals have been incorporated into SDP HSSE Requirements for Contractors. All new project contracts now contain these mandatory requirements, ensuring uniform HSSE standards across the Group.
Enhancing design for safety	Introduce safety risk assessment during planning stage	COMPLETED ● Safety risk assessment incorporated during planning stage for new projects to ensure that safety risks can be minimized throughout a project life cycle.

● IN PROGRESS

● COMPLETED

Despite our robust efforts, we tragically experienced two fatalities in September 2024. Two subcontractor workers lost their lives due to a slope collapse while conducting drainage works at our Elmina West Project Site. We extend our heartfelt condolences to their families. This incident reaffirms our resolve to achieve 'Goal Zero' and underpins our commitment to learn from every serious incident.

We continue to foster strong collaboration through training programmes, site engagements, and clear integration of safety measures at every level of our operations. This year also saw the roll-out of Barrier Thinking, where we introduced a Barrier Thinking board game—an engaging yet impactful tool designed to help both employees and contractors better understand hazard identification, control barriers, and recovery barriers.

Worker's Quarter Hygiene Checklist has been digitalized through SDP Benchmark Gensuite software to support the routine inspection to ensure that contractors provides a conducive living condition in accordance with the Workers' Minimum Standard of Housing and Amenities Act 1990. Utilising this tool helps ensure that site accommodations meet statutory requirements, reinforcing SDP's commitment to employee well-being.

Further reinforcing safety culture, our **Safety Corporate Scorecard mandates** the submission of at least one identified barrier via Gensuite Benchmark for all staff (Executive level and above). Alongside this, Project TIGA requires the maintenance of three barriers for high-risk activities at project sites. These initiatives drive continuous improvement in barrier management and emphasise accountability at all organisational levels.

Recognising that traditional training methods can be less engaging, BT board games were introduced to offer a more interactive, enjoyable, and memorable learning experience. The BT programme is a three-year initiative starting in 2024, designed to simplify management systems for site supervisors and workers. The ultimate objective is to enhance the understanding of risk factors and encourage the consistent application of barrier-based safety thinking in day-to-day operations.

The structure of the BT board game follows a turn-based structure to classic board games where players move around a board an encounter different scenarios, navigating various HSSE risks. Each turn presents a potential hazard, requiring participants to implement or strengthen control and recovery barriers in line with the Bowtie model.



Sime Darby Property Barrier Thinking Board Game

Occupational Health and Safety

[GRI 403-5, 403-6]

The BT board games approach:



Promotes hazard identification – Players learn to recognise hazards through scenario cards that reflect real-life workplace conditions.



Encourages strategic thinking – Points or rewards are earned for effectively managing risks by applying strong control and recovery strategies.



Stimulates friendly competition – Colleagues collaborate, debate, and learn from one another in an engaging, game-like environment.



Sime Darby Property Safety Day 2024

During Safety Day 2024, the BT board games took centre stage, providing employees with hands-on experience in barrier-based safety thinking. Participants were briefed on SDP's HSSE goals before engaging in the interactive gameplay, demonstrating how risk management principles translate into real-world scenarios. Employee feedback highlighted the accessibility and enjoyment of the learning process, reinforcing the board games as a valuable supplementary tool for HSSE education.

Recognising the critical role of contractors in achieving safety excellence, SDP extended the BT initiative to 18 contractors in FY2024. Each contractor underwent training and presented to SDP on their approach to managing one high-risk activity using BT. All 18 sites successfully completed the exercise, demonstrating the feasibility of rolling out BT across all project sites in 2025.

The introduction of BT board games has successfully blended a traditional board game format with advanced risk management principles, creating an engaging and



effective method for enhancing HSSE awareness. This initiative, alongside supporting measures such as the Worker's Quarter Hygiene Checklist and the Safety Corporate Scorecard, underscores SDP's commitment to strengthening its safety culture. Moving forward, SDP plans to expand these interactive sessions, adapting the BT board games to address emerging HSSE challenges and ensuring continued alignment with evolving industry standards and regulations.

THE FOUNDATION OF SAFETY EXCELLENCE

With safety as the fundamental pillar of operational success and organisational integrity, we are dedicated to prioritising the health and safety of our employees and contractors by ensuring their well-being across all aspects of our operations. We are committed to key frameworks and implement targeted initiatives to drive continuous improvement throughout the organisation.

Operating across Malaysia, we adhere to the following legislative frameworks:

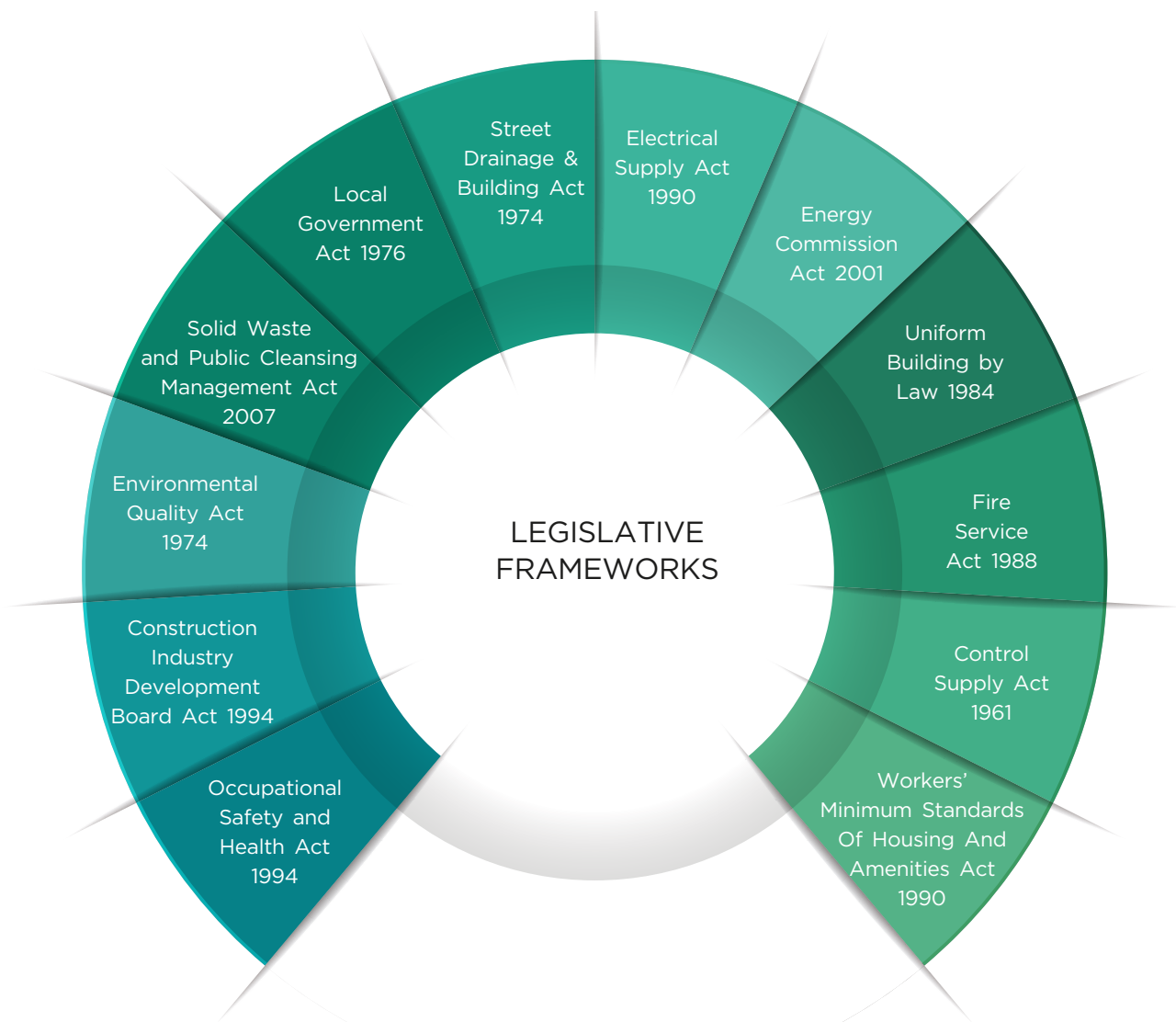


Figure 4.0: Legislative Frameworks

Occupational Health and Safety

[GRI 3-3, 403-1]

In an effort to reinforce our commitment to health and safety, we have implemented a range of HSSE governance tools that enhance safety practices, promote accountability, and drive continuous improvement across all levels of our organisation.

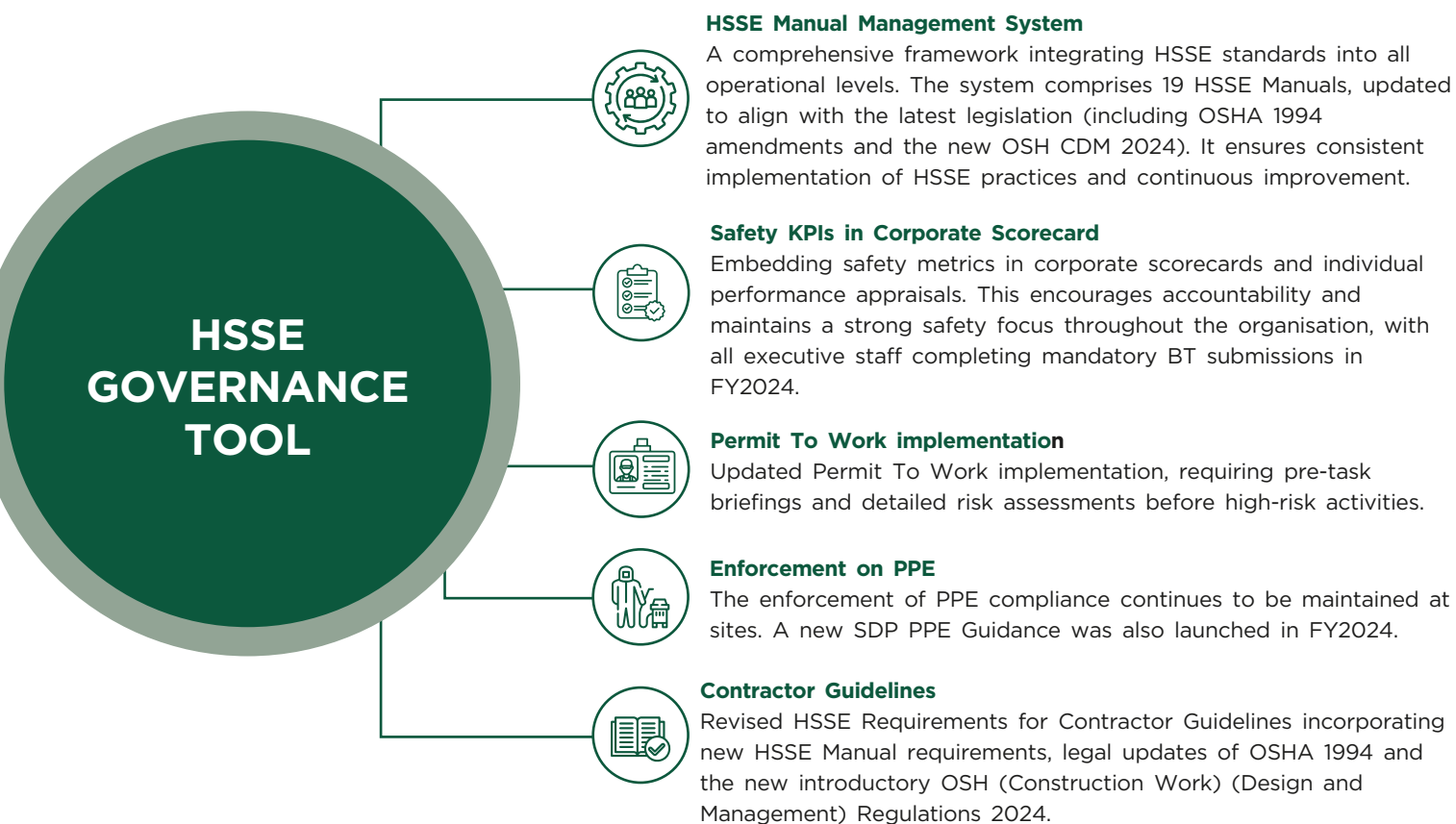


Figure 4.1: HSSE Governance Tool

HSSE Manual Management System

In FY2024, our HSSE Management Framework was officially approved. Its operationalisation hinges on three core components:

1

SDP HSSE Manuals

- 19 manuals covering leadership, risk management, and operational procedures, among others.

2

SDP HSSE Requirements for Contractors

- Align contractors with our HSSE Manuals, ensuring uniformity and compliance.

3

Standard Operating Procedures (SOPs)

- Detailed processes for day-to-day HSSE tasks, ensuring clarity and consistency on the ground.

Through regular reviews and updates—particularly in light of the new OSH (Construction Work) (Design and Management) Regulations 2024—we ensure our approach remains responsive to legislative changes, industry best practices, and internal learnings.

UPSKILLING FOR SAFETY EXCELLENCE

[GRI 3-3, 403-3, 403-4]

Central to our safety strategy are targeted programmes aimed at embedding a culture of safety throughout the organisation. These initiatives strengthen leadership involvement, build workforce capabilities, and encourage collaboration to support ongoing enhancement of safety practices and compliance.

KEY SAFETY PROGRAMMES



Leadership Felt & Visible Programme

Now in its fourth year, the Leadership Felt & Visible Programme continues to reinforce a top-down safety culture across project sites. In FY2024, a total of 16 Leadership Engagement Action Plan (LEAP) 2.0 site visits were conducted. Senior management, including the Group Managing Director (GMD), Chief Operating Officers (COOs), and other key executives, engaged directly with frontline workers to gain firsthand insights into on-site risks. This initiative fosters a stronger safety culture by ensuring leadership presence and proactive risk management.



Safety Collaboration Teams

To enhance on-site safety practices and compliance, middle managers collaborated with clients, contractors, and consultants (3Cs) through structured engagement programs. As part of Project TIGA and Pre-Task Briefings, a total of 57 site visits were conducted. These efforts strengthened safety awareness and reinforced a shared commitment to maintaining high safety standards at project sites.



Investment in Safety Training

A significant investment was made in safety training in FY2024, with a total of 11,971 man-hours clocked in. This included specialised programs such as Hazard & Effect Management Process (HEMP) training on the Bowtie concept and Excavation Work Training for HSSE practitioners. These initiatives equip employees with the necessary knowledge and skills to identify, assess, and mitigate workplace hazards effectively.

By maintaining strong leadership engagement, fostering collaboration, and prioritising comprehensive training, these initiatives continue to drive a safer and more resilient work environment.

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KEY SAFETY EVENTS



Building Communities

[GRI 3-3, 203-2, 413-1]



Community programme held at Parc, Taman Subang Ria

At Sime Darby Property, our vision is to **build communities that flourish in every dimension—economically, socially, and environmentally**. By prioritising **inclusive growth**, providing **essential resources**, and **collaborating** with like-minded partners, we ensure each of our developments leaves a lasting, positive impact on the people who call them home. Through this commitment, we aim to **create thriving, resilient neighbourhoods** where everyone has the opportunity to prosper for generations to come.

Celebrating Diversity: Reached **13 welfare homes**, engaged **920 individuals** and assisted **590 families**.

Empowering Individuals: **120 participants** completed Economic Empowerment Programme (SDPEEP) exceeding the target. Participants demonstrated a significant **knowledge gain**, with an average increase of **102.94%** compared to pre-test scores.

Building Connections: **757 volunteers** contributed **2,878 hours**, engaging more than **16,000 individuals** in **31 community and sustainability initiatives**.

Promoting Sustainability: Collected **98,398 kg** of unwanted fabrics (**cumulative total: 258,349 kg since 2018**). Diverted over **3,200 kg** of recyclable materials (fabrics, cooking oil, e-waste, paper, plastic).

Festive Support: Reached **920 individuals** in welfare homes, assisted **590 low-income families** and distributed food baskets to **350 underprivileged families**.

Advancing Education and Healthcare: **4,584 students** benefited from the Back-to-School Programme. Over **600 individuals** benefited from the Poliklinik Primer Sejahtera Pagoh.

Sponsorship & Donation: Engaged **more than 70 organisations** through donations and sponsorship initiatives which **cost RM18.9 million** and benefit close to **650,000 beneficiaries**, including a **RM12.2 million donation to YSD**.



Figure 4.2: Our 2024 Community Impact

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FOSTERING VIBRANT COMMUNITIES

OVERVIEW AND STRATEGY

We are dedicated to creating thriving communities through sustainable development. We prioritise inclusivity, education, infrastructure, and support for marginalised groups to empower and uplift every individual. In FY2024, we invested over RM20 million, reaching over 16,000 beneficiaries with the support of employee volunteers who contributed 2,878 hours. Through 70 partnerships with organisations like YSD and local authorities, our programs bring tangible, lasting benefits to create a better future for all.

RM20.8 MILLION

was contributed through sponsorships and donations in FY2024 as part of our commitment to maximising the impact of our community investments. This included a **RM12.2 MILLION** donation to YSD.

RM3.5 MILLION

was contributed in zakat by Sime Darby Property in FY2024. We are honoured to be included in the PRIBUMI Bursa Malaysia Zakat Index, reflecting our commitment to integrating Zakat and CSR practices with strong governance and Shariah compliance.

RM1.9 MILLION

was allocated to CSR initiatives, focusing on three key areas: Education and Capacity Building, Community Support and Welfare, and efforts towards building Sustainable Environments. These contributions reflect a commitment to empowering local communities, enhancing social well-being, and fostering environmental sustainability.

Education & Capacity Building

YSD Skill Enrichment Programme with Construction Industry Development Board (CIDB) which focuses on Technical and Vocational Education and Training (TVET) for B40 youth, covering air conditioning, scaffolding, site supervision, and more.



Community Support & Welfare

Majlis Berbuka Puasa Asnaf, Running Clinic, Health Screening, SOCSO event, local sponsorship and donations



Sustainable Environments

Wetland & Solar projects at Townpark Bandar Bukit Raja, Urban Farming Workshop



OVERVIEW AND STRATEGY

We recognise that successful community projects are those that align with local needs, are carefully planned, and are continuously monitored. Sime Darby Property's strategy for community engagement involves:

1. Impact Evaluation and Alignment



Before launching any initiative, we carefully assess how it will benefit both individuals and the wider community. For instance, our Urban Farming Workshop in Bandar Bukit Raja was designed to foster sustainability and give back to residents, ensuring it aligned with their interests in urban agriculture.

2. Tailoring Projects to Community Needs



We collaborate with local organisations—such as YSD and Universiti Kebangsaan Malaysia (UKM)—to co-develop programmes. By understanding specific community requirements and cultural contexts, we create relevant, impactful solutions. A key example is the Majlis Berbuka Puasa Bersama Asnaf, which directly addressed the need for inclusivity and support among underprivileged groups during Ramadan, thereby strengthening social bonds.

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INCLUSIVE DEVELOPMENT

Our corporate mission is to empower underrepresented groups by addressing social inequalities, providing growth opportunities, and breaking down barriers through initiatives such as affordable housing, skill development, educational support, festive season assistance, and collaborations. Our goal is to cultivate equity and resilience in diverse communities, creating lasting impact and fostering success for all stakeholders.

STRATEGIC PARTNERSHIPS: AMPLIFYING COMMUNITY IMPACT

We have achieved exceptional corporate sustainability through strategic partnerships with YSD, local authorities, NGOs, corporate entities, and creative collaborators. These partnerships have significantly expanded our resources, expertise, and outreach, ensuring sustainable, people-centric solutions. YSD remains a key partner, co-funding and co-organising initiatives such as festive aid programmes, healthcare access projects, and education drives, delivering meaningful and lasting benefits to communities in need. By collaborating closely with local authorities and NGOs, we effectively coordinate initiatives such as community meals, educational resource distributions, and environmental clean-ups, ensuring alignment with local requirements and fostering collective ownership.



FESTIVE AID PROGRAMME: STRENGTHENING COMMUNITY BONDS

In 2024, the Festive Aid programme reached 13 welfare homes, benefiting 920 individuals in orphanages, elderly care, and special needs homes, while assisting 590 families with the help of over 70 volunteers. A total of RM80,834 was invested in this initiative to support vulnerable communities. Among the programmes conducted in FY2024 under the Festive Aid programme, RM41,100 was allocated to the Majlis Berbuka Puasa Bersama Asnaf during Ramadan, bringing together 106 Asnaf individuals, their families, and 60 Sime Darby Property staff. With RM24,500 sponsored by YSD, the event provided essential aid while fostering unity and compassion.



INTERNATIONAL WOMEN'S DAY "CAN SHE DO IT" EXHIBITION: AMPLIFYING WOMEN'S VOICES IN ART

In celebration of International Women's Day, the Can She Do It exhibition was launched in collaboration with Manggis Group and KL East by Sime Darby Property. This initiative aimed to highlight the talents of female artists while creating a platform for meaningful conversations on gender equality. By promoting creative opportunities and encouraging dialogue, the exhibition not only celebrated artistic expression but also contributed to a broader cultural appreciation of women's perspectives. Through this initiative, women's representation in the arts was empowered, reinforcing the importance of inclusivity and recognition in creative industries.

BACK-TO-SCHOOL PROGRAMME: SUPPORTING B40 FAMILIES

Since 2014, our Back-to-School programme has assisted 40,000 students nationwide through an investment of RM5.5 million. This year's success was supported by 129 volunteers from Sime Darby Property, who dedicated 337 hours to distributing school supplies to 1,863 students. Our objective is to reduce financial burdens and encourage regular school attendance. In August, Phase 2 will extend assistance to an additional 2,721 students. Collectively, our efforts are positively impacting the lives of 4,584 students across 28 schools.



AUXILIARY POLICE JOIN KLANG HERITAGE BEAUTIFICATION EFFORT

Our Auxiliary Police (AP) teamed up with Majlis Bandaraya Diraja Klang (MBDK) for Hari Telekomunikasi Dan Masyarakat Berinformasi Sedunia, supporting efforts to digitise and preserve Klang's heritage sites. Before digital archiving, these landmarks needed a refresh. Eighty AP officers contributed 640 volunteer hours to clean the Dataran Keris water fountain and plant new trees, enhancing the city's landscapes. The event, officiated by MBDK's Deputy Mayor, YBrs. Mohd Zafry Affendi Mohd Arif, saw support from Sime Darby Property's HSSE and Security Management leaders. Through partnerships like these, we continue to uplift communities and create a lasting impact.

Building Communities

Empowering B40 Students Through TVET: A Pathway to Sustainable Employment

With a sponsorship of RM 1,661,489 over four years (July 2023 – June 2027), this programme is dedicated to transforming the lives of underprivileged students by equipping them with technical skills, vocational training, and career opportunities. Beyond training, the initiative includes two years of job placement monitoring, ensuring participants successfully transition into stable employment.

Programme Objectives

Empower Underprivileged Students

Enhance the standard of living for disadvantaged youth and instill good values and work ethics while equipping participants with both technical and soft skills to improve their employability.

Develop Skills and Competence

Strengthen participants' technical knowledge and professional capabilities through structured, industry-driven training programmes.

Create Career Opportunities

Support participants in securing meaningful job placements, helping them build sustainable livelihoods and long-term career growth.

Promote Inclusivity in Education

Ensure that quality education and training are accessible to all, providing equal opportunities for skill development.

Strengthen the National Workforce through TVET

Contribute to national productivity and innovation by developing a skilled and competitive workforce in the TVET sector.

In collaboration with the Construction Industry Development Board (“CIDB”), this programme provides bursaries, vocational training, and job placements, ensuring participants are equipped with essential skills for the workforce.

The programme offers six specialised courses designed to meet industry demands and enhance employability:

Air Conditioning & Mechanical
Ventilation (Level 2)

20 Scholars

Scaffold Erection (Level 1)

18 Scholars

Construction Site Supervisor
(Civil & Structural)

13 Scholars

Site Safety Supervisor (SSS)

12 Scholars

Building Operation Maintenance,
Architectural Drafting & BIM

10 Scholars

Facilities Cluster (Plumbing & Sanitary Fitting, Water
Reticulation, Building Maintenance Operation)

19 Scholars

Upon completion, all participants will receive the ‘Sijil Kompetensi Kemahiran Pembinaan (SKKP)’ certification, recognised by public and private sector companies. This certification ensures that graduates are industry-ready and qualified for direct job placements, bridging the gap between education and employment. This initiative not only uplifts individuals from B40 communities but also strengthens the nation’s workforce by cultivating technical expertise and career development in key industries. Through this commitment, we are paving the way for a brighter, more inclusive future where every student has the opportunity to succeed.

A SNAPSHOT OF OUR TVET SUCCESS STORIES

Name: Nantha Kumar A/L Gengan

Course Enrolled: Scaffold Erector Level 1 2024

Current Employment: Site Safety Supervisor, Adnex Interior Solution

Nantha Kumar A/L Gengan, from a low-income B40 family, encountered early career challenges due to a lack of formal qualifications. After struggling with short-term contracts in the construction industry, he discovered the TVET programme. Through rigorous training, Nantha successfully passed the site safety supervisor examination and secured a permanent position at Adnex Interior Solution.

This programme significantly boosted Nantha's confidence and credibility, equipping him with essential skills for career advancement. His new qualifications enabled him to financially support himself and his parents. The TVET programme effectively uplifts individuals from disadvantaged backgrounds, strengthening the nation's workforce by bridging the education-to-employment gap.

By providing graduates with industry-relevant skills and facilitating direct job placements, this initiative creates inclusive opportunities for success. Nantha's experience



exemplifies the transformative impact of education and training in fostering a brighter and more inclusive future.

Beyond career growth, the programme boosted his confidence and trustworthiness among employers, ensuring he could not only support himself but also his parents. Today, Nantha is driven to continue learning and advancing his skills, knowing that education and training have been the key to transforming his career prospects.

Name: Muhammad Faris bin Roslan

Course Enrolled: Scaffold Erector Level 1 2024

Current Employment: Scaffolder, Roseza Group Scaffolding Industry

At 21, Muhammad Faris bin Roslan faced significant challenges in the job market after completing his SPM, initially working as a Grab rider to support himself financially. Seeking greater stability and career growth, he enrolled in the Scaffold Erector Level 1 programme, which led to securing a position as a scaffolder with Roseza Group Scaffolding Industry. Faris now enjoys steady income and contributes to prestigious projects, including mall and KLCC scaffolding installations, enabling him to support his family. His journey highlights the importance of perseverance, resilience, and upskilling in achieving career advancement. With his newfound career trajectory, Faris is committed to excelling within the industry, exemplifying the success attainable through proper training, improved his financial stability, and allowed him to support his family.



Faris's journey is a testament to hard work, resilience, and the power of upskilling. With a clear career path ahead, he is determined to continue growing in the industry and proving that with the right training, anyone can achieve success.

Building Communities

SUSTAINABLE ENVIRONMENTS

As part of our vision to advance real estate as a force for collective progress, in harmony with the planet's resources, we empower communities to actively participate in creating eco-conscious spaces. Through environmental stewardship and community engagement, we drive positive change and foster a shared responsibility for our planet. We envision eco-conscious townships where nature-based solutions are integral to flood mitigation, renewable energy reduces carbon footprints, and active citizen participation drives environmental stewardship, demonstrating our dedication to greener landscapes and resilient habitats.



The EUBC Collaboration with the Tropical Rainforest Conservation and Research Center (TRCRC)

The EUBC is a strategic initiative dedicated to tree planting, habitat restoration, and public space enhancements. Developed in collaboration with the TRCRC, this programme aims to strengthen local biodiversity while educating nearby communities on sustainable land use. By restoring natural habitats and improving urban greenery, the initiative contributes to a healthier ecosystem and a more resilient urban environment. In 2024, the corridor spanned approximately 500 metres, with over 1,450 trees, 358 volunteers. We also worked with local partners to ensure proper maintenance of newly planted areas, underscoring the Group's long-term commitment to ecological conservation.

Community Agro-Farming

The Community Agro-Farming initiative in Serenia promotes urban agriculture by equipping residents with sustainable farming skills. This programme nurtures self-sufficiency and instils an understanding of eco-friendly practices, fostering healthier, more conscious lifestyles among participants.

Urban Farming Workshop at Bandar Bukit Raja

The Urban Farming Workshop in Bandar Bukit Raja empowered 250 residents by teaching eco-friendly agricultural methods, composting techniques, and water efficiency practices. Through collaborative learning, participants strengthened community ties, fostering self-sufficiency and environmental conservation. This initiative supports local food security and reduces household waste, highlighting the potential for mindful, sustainable living within urban environments.



Let's Protect the Earth

The 'Let's Protect the Earth' recycling programme, hosted at Taman Komuniti, Putra Heights, and KL East Sales Gallery, demonstrates our commitment to sustainability and waste reduction. Thanks to the dedicated efforts of volunteers and residents, we successfully diverted 200kg of fabrics, 450kg of e-waste, 262kg of paper and plastics, and a significant volume of used cooking oil from landfills. In partnership with Kloth Malaysia, Life Line Clothing Malaysia, FatHopes Energy, ERT, and PSKB Industrial (M) Sdn Bhd, we have collectively diverted 258,349kg of fabrics since 2018. The overwhelming community response in previous drives, including those in Ara Damansara, City of Elmina, and Nilai Impian, underscores the growing demand for ongoing recycling sessions.

Used Cooking Oil Recycling Programme

As part of the wider "Let's Protect the Earth" initiative, Sime Darby Property organises dedicated used cooking oil collection drives, focusing particularly on areas such as KL East, to combat environmental pollution and promote clean energy solutions. In close collaboration with FatHopes Energy, the Group successfully diverted 113kg of used cooking oil during a single drive—approximately equivalent to 22 large bottles. This strategic partnership not only mitigates disposal risks but also supports advanced biofuel production, championing a circular economy and reinforcing sustainable practices.

Fabric Recycling Programme

Since 2018, Sime Darby Property's fabric recycling efforts—often coordinated via Kloth Malaysia and Life Line Clothing Malaysia—have cumulatively collected 258,349 kg of fabrics, including 98,398 kg gathered in 2024 alone (a 38.5% increase from the previous year). Over RM6,000 in proceeds were channelled to welfare homes, ensuring environmental benefits go hand-in-hand with social impact. By promoting fabric recycling, the Group tackles both landfill diversion and resource conservation, galvanising a culture of reuse and responsible consumption among residents.

Eco-Citizen at Zoo Negara Malaysia

In 2024, 86 employees and residents from Melawati and KL East volunteered a total of 430 hours at Zoo Negara Malaysia, assisting with animal care, habitat maintenance, and tree planting. Supported by YSD for two consecutive years, the Eco-Citizen effort not only enhances the zoo's ecological standards but also educates participants on the importance of biodiversity, reinforcing Sime Darby Property's people-centric approach to sustainability.



National Hornbill Day

In partnership with YSD and local NGO Gaia, Sime Darby Property hosted the inaugural National Hornbill Day at the Elmina Sales Gallery, designating 10 November as an annual celebration dedicated to hornbill conservation. By highlighting the need for stronger protection policies and ecotourism opportunities, this event elevated Malaysia's rich biodiversity onto the global stage. It also served as a dynamic platform for community education, encouraging residents to appreciate local wildlife and the broader ecological web in which hornbills thrive.



Building Communities



Aerial view of Parc, Taman Subang Ria

The PARC Project: Transforming Taman Subang Ria into a Thriving Community Hub

Located in Taman Subang Ria, Subang Jaya, The PARC Project is a collaborative initiative led by Sime Darby Property, in partnership with YSD, Epic Collective, and the local community. As a longstanding gathering place for Subang Jaya residents, Taman Subang Ria faced challenges related to community engagement, environmental upkeep, and underutilisation of its green spaces. Recognising an opportunity to revitalise this key area, Sime Darby Property launched The PARC Project, integrating community-driven initiatives to foster ecological conservation, cultural enrichment, and social well-being.

At the heart of The PARC Project was a human-centred approach, where residents played an active role in shaping the space. By maximising existing features such as scenic views, walking trails, and communal areas, and introducing new amenities and programmes, the project ensured Taman Subang Ria evolved to reflect the aspirations of its community.

The PARC project was structured around three key pillars:

ARTS & CULTURE

Creative installations, cultural performances, and art showcases to celebrate local talent and strengthen community identity.

ENVIRONMENT

Ecosystem restoration through tree planting, waste reduction workshops, and biodiversity conservation efforts.

COMMUNITY & HEALTH

Fitness sessions, family-friendly events, and health check-ups to promote active lifestyles and neighbourly connections.

In 2024, the PARC Project saw participation from over 4,000 residents, including families, youth groups, and senior citizens, who engaged in various activities ranging from environmental clean-ups to arts-based events. The initiative significantly enhanced the park's natural environment through tree planting and improved waste management, creating a cleaner, greener, and more vibrant space. By actively involving the local community, the project strengthened social cohesion, fostering a deeper sense of ownership, pride, and belonging among residents. The integration of arts and culture through workshops, performances, and creative installations further enriched the park's identity as a hub for self-expression and cultural exchange. Through these efforts, Taman Subang Ria has been revitalised into a dynamic, inclusive space that nurtures environmental awareness, social connections, and cultural appreciation.

Wetland Townpark in Bandar Bukit Raja: A Sustainable Urban Oasis



The Wetland Townpark at Bandar Bukit Raja was conceived to address a growing concern over urban flooding and stormwater management in rapidly developing areas. By harnessing nature-based solutions—in particular, creating and restoring wetland ecosystems—we aimed to mitigate flood risks, purify stormwater runoff, and enhance biodiversity, all while serving as a valuable educational and recreational space for the local community.

A total of **RM5,852,682** has been invested in developing the Wetland Townpark in Bandar Bukit Raja, transforming it into a sustainable and eco-friendly space. This investment includes:

RM2,929,080 for the wetland system, enhancing flood mitigation and water filtration.

RM1,237,410 for solar lighting, reducing reliance on conventional electricity.

RM1,275,852 for solar-powered signage, promoting green energy use.

RM71,544 for a solar-powered pavilion, providing an energy-efficient gathering space.

RM338,796 for the urban farm, fostering sustainable agriculture and food security.

The Wetland Townpark in Bandar Bukit Raja features a natural flood mitigation system that enhances water quality, biodiversity, and renewable energy utilisation. With amenities such as solar-powered lighting and a solar pavilion, the park exemplifies high standards for sustainable urban spaces. Additionally, the integrated urban farm encourages community engagement and education in sustainable agriculture practices. Serving nearly 200,000 residents and visitors in the Klang region, this initiative stands as a benchmark for eco-friendly urban development, inspiring future projects to prioritise environmental responsibility and resilience.

WanderLab Explorer: Cultivating Environmental Awareness Through Immersive Learning



WanderLab Explorer is an immersive educational initiative aimed at cultivating environmental stewardship across Sime Darby Property's townships. In partnership with YSD and programme partner KNOTS, the programme engaged 310 participants, from children to adults in hands-on learning experiences spanning three thematic modules:

- **KL East Park (Urban Biodiversity)** - Introduces participants to forest ecosystems, local flora, and fauna through engaging activities like puzzle matching and treasure hunts, inspiring an appreciation for biodiversity and ecological balance.
- **Bandar Bukit Raja (Wetlands & Water Sustainability)** - Emphasises water conservation and the crucial role of wetlands in filtering pollutants, preventing floods, and supporting long-term environmental health.
- **Subang Jaya City Centre (Waste Management & Circular Economy)** - Reinforces the 5Rs—Refuse, Reduce, Reuse, Recycle, and Rot—through interactive waste sorting and eco-friendly solution exploration, guiding participants to adopt more sustainable consumption habits.

By combining practical skill-building with community collaboration, WanderLab Explorer empowers individuals of all ages to protect local ecosystems. Through strengthened environmental awareness and real-world application, this initiative nurtures a shared responsibility for sustainability, laying the groundwork for greener, healthier communities.

Building Communities

COMMUNITY HEALTH AND WELL-BEING

Health and social well-being lie at the heart of a thriving community. By providing accessible fitness programmes, preventive healthcare opportunities, and communal engagement, we not only improve individual health but also create stronger, more connected communities. Through continued investment in health and wellness, the vision remains clear: a thriving community starts with a healthy foundation.



Healthcare Access Through Polyclinic

Recognising the need for accessible healthcare in underserved areas, Sime Darby Property collaborated with YSD to support the Poliklinik Primer Sejahtera Pagoh. Strategically located near Hab Pendidikan Tinggi Pagoh, this facility offers basic healthcare services and community outreach to more than 600 residents and students in the region. By bridging distance barriers and enabling early detection of health issues, the polyclinic reinforces Sime Darby Property's commitment to holistic community well-being. Patients benefit from affordable consultations, health screenings, and awareness programmes on preventive care—further strengthening the local public health infrastructure.

Running Clinic: Building a Culture of Health

Designed to inspire an active lifestyle in a safe and open environment, the Running Clinic at Townpark Bandar Bukit Raja provided participants with progressive training sessions led by a professional coach. With over 200 attendees, including 32 SDP staff, the initiative successfully encouraged regular exercise as a foundation for long-term well-being while encouraging a sense of community through shared fitness goals. By positioning the townpark as a social and fitness hub, the programme created a welcoming space for connection, health, and wellness. Participants not only improved their physical fitness but also built new friendships and developed lasting motivation to maintain an active and healthy routine.



Health Screening Event: Early Detection & Preventive Care

Recognising the importance of early detection and preventive healthcare, an investment of RM30,732 was made for a health screening event in Bandar Bukit Raja, benefiting 110 participants, including residents and SDP staff. Organised in partnership with Columbia Asia and HTAR, the event provided basic health screenings to assess vital health indicators, a blood donation drive to encourage community participation in life-saving efforts, and consultation services offering medical advice and guidance on preventive care. By making health services accessible, this initiative empowered individuals to take proactive steps towards their well-being, reinforcing the importance of regular health check-ups and community-driven healthcare initiatives.



Family Fitness Fun Days: Encouraging Active Lifestyles

Building on the success of the Running Clinic, the Family Fitness Fun Days initiative aims to expand community fitness programmes across multiple townships, creating more opportunities for active lifestyles. This initiative seeks to scale up efforts by organising larger community runs and sports carnivals, encouraging families to exercise together and develop a generational culture of wellness. By promoting consistent participation in fitness activities, the programme aims to make exercise a sustainable lifestyle choice rather than a one-time event, strengthening community bonds while enhancing overall health and well-being.

SD Games

With a focus on team spirit and healthy lifestyles, the SD Games unify employees from Sime Darby Property and the wider Sime Darby Group in friendly competition. Participants choose from sports like volleyball, futsal, and running, embracing both physical fitness and collective motivation. In 2024, the event drew staff and their families, encouraging intergenerational participation and cross-functional networking. By transcending departmental silos, the SD Games not only promotes exercise but also strengthens bonds among colleagues—reinforcing a culture of support, friendly rivalry, and holistic well-being.



Building Stronger Communities Through Engagement



Sime Darby Property takes pride in its commitment to CSR through inspiring initiatives that create meaningful impact. At the heart of this commitment is the Sime Darby Property Volunteers Programme, where employees dedicate their time and skills to causes such as food distribution, educational outreach, and environmental clean-up efforts. In the most recent fiscal year, volunteers collectively contributed over 2,800 hours, demonstrating a shared dedication to social impact and setting a strong example for others to follow.

By collaborating with NGOs, local councils, and resident associations, Sime Darby Property ensures that its community efforts effectively address the diverse needs of the populations it serves. This approach not only fosters empathy and solidarity but also strengthens community bonds by tackling key social issues at their root.

The organisation also integrates sustainability into cultural festivities through initiatives such as Jom Masak Bubur Lambuk Bersama – Jom Raya Go Green, which promotes eco-friendly practices while celebrating traditional customs. This event, which includes a textile recycling drive, has successfully repurposed over 6,000 kg of fabric, demonstrating the power of collective action in reducing waste and preserving the environment.

Through its various engagement programmes, Sime Darby Property continues to nurture a sense of community, social responsibility, and sustainability, reinforcing its role as a catalyst for building resilient and thriving communities. The organisation's efforts extend beyond the workplace, with events such as the SD Games, which bring employees and their families together in the spirit of health, camaraderie, and mutual support. By breaking down departmental barriers and encouraging cross-functional collaboration, the SD Games not only promote physical fitness but also foster teamwork, friendly competition, and holistic well-being among colleagues.

Diversity and Inclusion



Chua Eng Imm
Chief People Officer

“Our vision for fostering diversity and inclusion at Sime Darby Property is to build a workplace where everyone feels valued, respected, and empowered to contribute their best, regardless of their background. By embracing diverse perspectives, we unlock new business opportunities and encourage collaboration, fueling our transformation from a pure-play property developer into a dynamic real estate company.

We are committed to continuously investing in people development, ensuring our diverse pool of talents is equipped with the necessary skills to drive the organisation forward. We provide equal access and opportunities for those with the right capabilities and alignment to our TEAM Values and Behaviours. Ultimately, diversity and inclusion are not just moral imperatives but strategic enablers that enhance organisational dynamics, elevate our people and culture and drive a more cohesive workforce. This in turn, strengthens our performance and positively impacts the communities we serve.”



Awards and Recognition

We are thrilled to announce that Sime Darby Property has been honoured with numerous prestigious awards in 2024. Collectively, these recognitions highlight our holistic approach to workforce empowerment—one that encompasses leadership excellence, innovative HR solutions, robust DEI principles, and unwavering commitment to shaping a nurturing work culture. Beyond the accolades, these awards underscore our aspiration to remain an employer of choice by consistently evolving our talent strategies, reflecting both the needs of our employees and the dynamic landscapes of our industry.



TalentCorp Life At Work Awards (LAWA)

Our leadership and HR excellence took centre stage with four significant wins at LAWA. **Dato' Seri Azmir Merican was named CEO Champion (Champion)**, reflecting his unwavering commitment to advancing diversity, equity, and inclusion (DEI) as well as championing employee well-being. Our emerging HR talent also garnered recognition; **Adelaide Angela Gom took the title of Promising Young HR (Champion)**, highlighting her exceptional early-career contributions in HR and dedication to positively impacting the organisation. Additionally, **Sime Darby Property secured 1st Runner Up for Best Organisation (Public Listed Company)**, underscoring how our holistic approach to DEI and fair labour practices resonates industry-wide, while **CHRO Champion (2nd Runner Up) was awarded to Ms. Chua Eng Imm** for orchestrating transformative HR initiatives and embedding inclusive policies at every level.

- **CEO Champion (Champion):** Dato' Seri Azmir Merican
- **Promising Young HR (Public Listed Company) (Champion):** Adelaide Angela Gom
- **Best Organisation (Public Listed Company) (1st Runner Up)**
- **CHRO Champion (2nd Runner Up):** Ms. Chua Eng Imm



HR Excellence Awards

The HR Excellence Awards spotlighted our focus on nurturing an empowering work environment. Our **GMD and CEO, Dato' Seri Azmir Merican, was honoured as Most People-Focused CEO (Gold)**—an acknowledgment of his leadership style, which places employees at the heart of our business transformation. In tandem, **Vincent Lee Ko Meng received the Young HR Talent of the Year (Bronze)** accolade, emphasising the calibre of our rising HR professionals and their role in strengthening organisational culture. We were also recognised for our robust approach to compensation and benefits with **Excellence in Total Rewards Strategy (Bronze)**, validating our dedication to tailoring reward programmes that meet the diverse needs of our employees and drive both engagement and retention.

- **Most People-Focused CEO (Gold):** Dato' Seri Azmir Merican
- **Young HR Talent of the Year (Bronze):** Vincent Lee Ko Meng
- **Excellence in Total Rewards Strategy (Bronze)**

Diversity and Inclusion

[GRI 3-3]



Graduate Employers & Employer Branding categories

In 2024, Sime Darby Property's appeal to fresh graduates and young professionals was affirmed by multiple awards in Graduate Employers & Employer Branding categories. We achieved **2nd Runner Up under the M100 Leading Graduate Employers Awards in the Construction, Property & Development category**—affirmation of our reputation among thousands of local students and recent graduates. At the **Graduan Brand Awards**, we secured **1st Runner Up in the Construction & Property category**, highlighting our strong employer brand and the meaningful opportunities we offer to young talent. In addition, the **Graduate Choice Awards by Talentbank ranked us as 2nd Runner Up in Real Estate & Construction**, a testament to the confidence undergraduates and university graduates place in our career paths. Our commitment to lifelong learning and future-ready skills was spotlighted by **LinkedIn, where we earned the AI Pioneer (Winner) and Learning Champion (Finalist)** recognitions, underscoring our strides in equipping employees with cutting-edge AI competencies and continuous upskilling. Lastly, the **SEEK People and Purpose Award (Platinum)** acknowledges our people-oriented HR practices and ability to foster a work environment where employees find genuine purpose and alignment with corporate goals.

- **M100 Leading Graduate Employers Award (2nd Runner Up)** - Construction, Property & Development
- **Graduan Brand Awards (1st Runner Up)** - Construction & Property Category
- **Graduate Choice Awards by Talentbank (2nd Runner Up)** - Real Estate & Construction
- **LinkedIn AI Pioneer (Winner)**
- **LinkedIn Learning Champion (Finalist)**
- **SEEK People and Purpose Award (Platinum)** - Top Voted Employer in Real Estate & Construction



Our TEAM Values and Behaviours drive our dynamic work culture

LABOUR PRACTICES AND STANDARDS



LEAP visit at Bandar Bukit Raja

At Sime Darby Property, we are dedicated to upholding fair labour standards and ethical practices across the property development sector. Our commitment is deeply rooted in fostering an ethical, safe, and empowering work environment through a robust framework of policies that prioritise employee well-being, respect fundamental rights, and align with the highest standards of sustainability and operational excellence. These policies & standards play a crucial role in supporting the well-being of our workforce and enhancing efficiency while building trust with our stakeholders.

OUR KEY POLICIES & STANDARDS INCLUDE:

Employee Handbook



Outlines fair treatment, safe working environments, compensation, benefits, and leave entitlements in compliance with national laws.

Human Rights Policy



We are committed to ensuring our business activities and relationships do not cause, contribute or to become linked to adverse human rights issues based on human rights principles such as health and safety, workplace security, fair employment, upskilling and education, employees rights, ethical supply chain, modern slavery and protecting childrens rights.

Code of Business Conduct (COBC)



Updated in FY2024, this guide outlines ethical standards for employees, directors and partners. Grounded in core values – Integrity, Respect & Responsibility, Enterprise and Excellence, it emphasises compliance, promotes fair practices and upholds transparency and accountability in all business interactions.

Anti-Harassment & Anti-Discrimination Policies



Reinforce zero tolerance for harassment, bullying, or bias, ensuring a workplace culture of respect and inclusivity.

For more information on our extensive list of policies, please refer to our Chapter 5 of this report, Pages 120-124

Through these policies, we demonstrate our steadfast dedication to creating a work environment that respects and uplifts every employee, ensuring operational quality, efficiency, and long-term sustainability.

Diversity and Inclusion

EMPOWERING OUR PEOPLE [GRI 401-2]

At Sime Darby Property, we believe in the power of diversity to drive innovation and attract top talent. Our commitment to sustainability and responsible business practices enables us to better understand and serve our communities. Through employee well-being initiatives and transparent communication, we strive to create a respectful and empowering work environment. By upholding employee rights and fostering strong relationships, we ensure that our workforce feels valued and thrives in a culture of collaboration and inclusivity.



Employee Engagement: Strengthening Workplace Culture Through Open Dialogue

We actively foster a culture of engagement and open communication, providing employees with multiple avenues to connect and collaborate. These initiatives include town halls, skip-level meetings, and “Leaders Turun Padang” sessions, where senior leaders encouraged employees to embrace Sime Darby Property’s TEAM values and share success stories of applying TEAM behaviours. By creating an open platform for dialogue, these engagements encourage collaboration, trust, and alignment with the company’s vision. With quarterly planned sessions and ad hoc engagements as needed, employees have regular opportunities to engage with leadership and contribute to meaningful discussions that shape the organisation.



Prioritising Employee Overall Well-Being

We provide employees with up to three days of self-administered sick leave annually, allowing them to prioritise their physical and mental health without requiring medical certification. Additionally, the first cohort of HR practitioners has been certified as Mental Health First Aiders under the Malaysian Mental Health Association, ensuring that employees have trained support available year-round. By embedding mental health awareness into workplace policies, this initiative reinforces a culture of compassion, support, and well-being.



Minimum Living Wage Increase: Enhancing Financial Security

In a move to improve employees’ quality of life, Sime Darby Property has increased the company’s minimum living wage from RM2,400 to RM2,700 monthly, benefiting over 200 lower-income earners. This enhancement reflects the company’s commitment to take care of our employees and ensure that they can meet their basic needs and maintain a decent standard of living amidst escalating costs. Effective from FY2024, this wage adjustment ensures that all employees receive livable earnings, building a more equitable and supportive workplace. We will continue to review the minimum living wage and will make the necessary adjustments over time, where appropriate.



Flexible Working Arrangements: Encouraging Work-Life Balance

To support work-life balance, employee retention, and productivity, Sime Darby Property continues its Flexible Working Arrangements practices that allow for remote work on selected days and flexible start times, allowing employees to start their day at the office no later than 9:30 a.m., while maintaining an eight-hour workday. This practice empowers employees to manage their time effectively, promoting greater job satisfaction and workplace efficiency.



Leaders’ Turun Padang: Bridging Leadership and Grassroots Success

The Leaders’ Turun Padang initiative provides a platform for senior leaders to engage directly with employees, encouraging open dialogue and inclusive leadership. Through these sessions, leaders gain firsthand insights into on-the-ground challenges and successes, while employees experience a more collaborative and transparent work environment. By showcasing how diverse perspectives influence decision-making, this initiative strengthens trust, alignment, and engagement across all levels of the organisation.



TEAM Engagements & Sports Activities: Building Camaraderie & Uniting Generations Through Play

The TEAM Engagement & Sports Activities initiative fosters team spirit, diversity, and camaraderie across generations, from Boomers to Gen Z. Designed to encourage cross-department collaboration in a fun, relaxed setting, it enhances workplace relationships, morale, and engagement. Sports Day saw the participation from Board Members Datin Norazah Razali and Dato’ Hamidah Naziadin, alongside Senior Management and employees, reinforcing inclusivity and team unity. Meanwhile, the TEAM Explore Hunt 2024 took employees on a treasure hunt across key townships, offering a unique way to engage with Sime Darby Property’s developments.

EQUAL OPPORTUNITIES & GENDER DIVERSITY

[GRI 405-1]

We are committed to providing equal opportunities across all levels of employees in the organisation, ensuring that all employees thrive based on their skills, strengths and diverse perspectives. By building an inclusive and equitable workplace, we continue to encourage diversity in thought and backgrounds to grow, contribute and advance in their careers.

IN 2024, WE...



Maintained over **30% female representation** at the board level



Increased promotion ratio of female employees to senior management roles from **35% to 41%**



Grew our female talent pool **by 19%**

In 2024, we maintained over 30% female representation at the board level, with women holding 36% of board seats, while 46% of our C-suite positions were occupied by female leaders. The promotion ratio between male and female employees remains healthy, where the promotion of female employees to senior management roles has also increased from 35% to 41% over the past three years, reflecting our commitment to nurturing and providing equal opportunities and clear pathways for advancement for all employees. Additionally, our female talent pool grew by 19%, strengthening our sustainable leadership pipeline and enhancing diversity in key decision-making roles.

Equal Opportunities At All Levels: Program Pemerksaan Polis Bantuan Wanita

On 10 May 2024, Property Security Management organised the Program Pemerksaan Polis Bantuan Wanita Sime Darby Property Berhad at Landing Plaza, City of Elmina, reinforcing our commitment to diversity, inclusion, and TEAM Values. Designed to empower women auxiliary police officers, the initiative equipped them with the skills, confidence, and functional expertise needed to excel in a traditionally male-dominated field.

A key highlight was the introduction of the Unit Rondaan Bermotosikal (URB), where 10 women AP officers committed to regular patrolling duties as part of their operational responsibilities. This initiative enhances security presence and responsiveness across Sime Darby Property developments, ensuring a safer and more vigilant environment.

The event was officiated by Chief People Officer, Chua Eng Imm, alongside General Manager of HSSE, Mohd Razif Mohd Yusoff, both of whom inspected the auxiliary police and reaffirmed the critical role of women in security operations. By providing equal access to skills development, mentorship, and career progression, Sime Darby Property continues to champion gender diversity across all roles.




Program Pemerksaan Polis Bantuan Wanita

Diversity and Inclusion


TALENT DEVELOPMENT

[GRI 3-3, 404-1, 404-2]

IN 2024, WE...



Experienced a **43% increase in learning hours**, with employees investing over **106,000 hours**



Delivered a total of **5,638 learning programmes**, with **80% conducted in physical classrooms** and the remaining **20% accessed virtually through LinkedIn Learning**

At Sime Darby Property, we are dedicated to developing a dynamic and future-ready workforce through structured training and development programmes. In FY2024, our structured training programmes focused on leadership, technical proficiency, customer service excellence, and sustainability skills. These initiatives not only empower employees with new opportunities for career progression but also reinforce our organisation’s ability to innovate, adapt, and lead in a competitive landscape. By investing in talent development, we create a workplace that thrives on continuous learning, engagement, and high performance, ensuring both employees and the business grow together.

THE FOUR FOCUS AREAS OF OUR TRAINING AND DEVELOPMENT PROGRAMMES:



LEADERSHIP



TECHNICAL
DEVELOPMENT



CUSTOMER
SERVICE
EXCELLENCE



SUSTAINABILITY

To support continuous learning, we provide a hybrid learning environment that combines physical classroom sessions and virtual learning. This approach resulted in a remarkable 43% increase in learning hours, with employees investing 106,130 hours in FY2024 (FY2023: 74,072 hours). A total of 5,638 learning programmes were delivered, with 80% conducted physically in classroom settings and the remaining 20% accessed virtually through LinkedIn Learning.

Our Talent Onboarding, Engagement, and Networking initiatives play a crucial role in integrating new employees into the organisation. Through a structured onboarding programme, new talents align with our organisational goals and values, fostering a strong connection with leadership from the start. Additionally, networking and engagement sessions with the Senior Leadership Team provide an open platform for dialogue, strategic insights, and mentorship, ensuring continuous professional growth. Through these structured learning, leadership development, and experiential initiatives, we continue to invest in our people, ensuring that they are empowered, adaptable, and equipped to lead in an evolving business landscape.

MANAGEMENT ASSOCIATE PROGRAMME (MAP): DEVELOPING FUTURE LEADERS

The Management Associate Programme (MAP) is designed to groom high-performing graduates into future leaders of the organisation. Open to local and international graduates from diverse backgrounds, this programme provides structured training, hands-on experience, and leadership exposure to equip young talents with the skills, knowledge, and strategic mindset required for long-term success. By mentoring and developing aspiring professionals, MAP strengthens our leadership pipeline, ensuring a steady flow of innovative and capable individuals ready to take on key roles within the organisation.

MOBILITY PROGRAMME: EXPANDING SKILLS THROUGH ROTATIONAL EXPERIENCE

The Mobility Programme offers employees opportunities to rotate across different functions or geographies, allowing them to develop a broad skill set, enhance adaptability, and gain cross-functional exposure. By immersing talents in various roles and markets, this initiative prepares employees for senior positions, fostering a deep understanding of different business operations and enabling them to navigate complex challenges with a well-rounded perspective.

SENIOR LEADERSHIP ENGAGEMENT: MENTORSHIP, EXPOSURE & CROSS-INDUSTRY INSIGHTS

The Senior Leadership Engagement Programme fosters direct interaction between employees and the Senior Leadership Team, ensuring alignment between personal development and organisational priorities. Through Networking & Mentorship Sessions, employees engage in regular dialogues with senior leaders, gaining valuable mentorship, career insights, and leadership development advice. By exploring cross-industry innovations and strengthening business acumen, these initiatives empower employees with the skills and knowledge to grow within the organisation and contribute effectively to its success.



Sime Darby Property Talent Onboarding 2024

Upholding Good Governance



Sime Darby Property HQ, Ara Damansara

Governance Structure

A robust and diverse governance structure is essential to driving sustainability. Sime Darby Property's commitment to ESG and sustainability is anchored in a comprehensive approach that integrates diverse expertise. Our sustainability efforts are underpinned by a governance structure that endows responsibility for sustainability across all sectors of our business.

Sustainability Governance

[GRI 2-9, 2-14, 3-3]

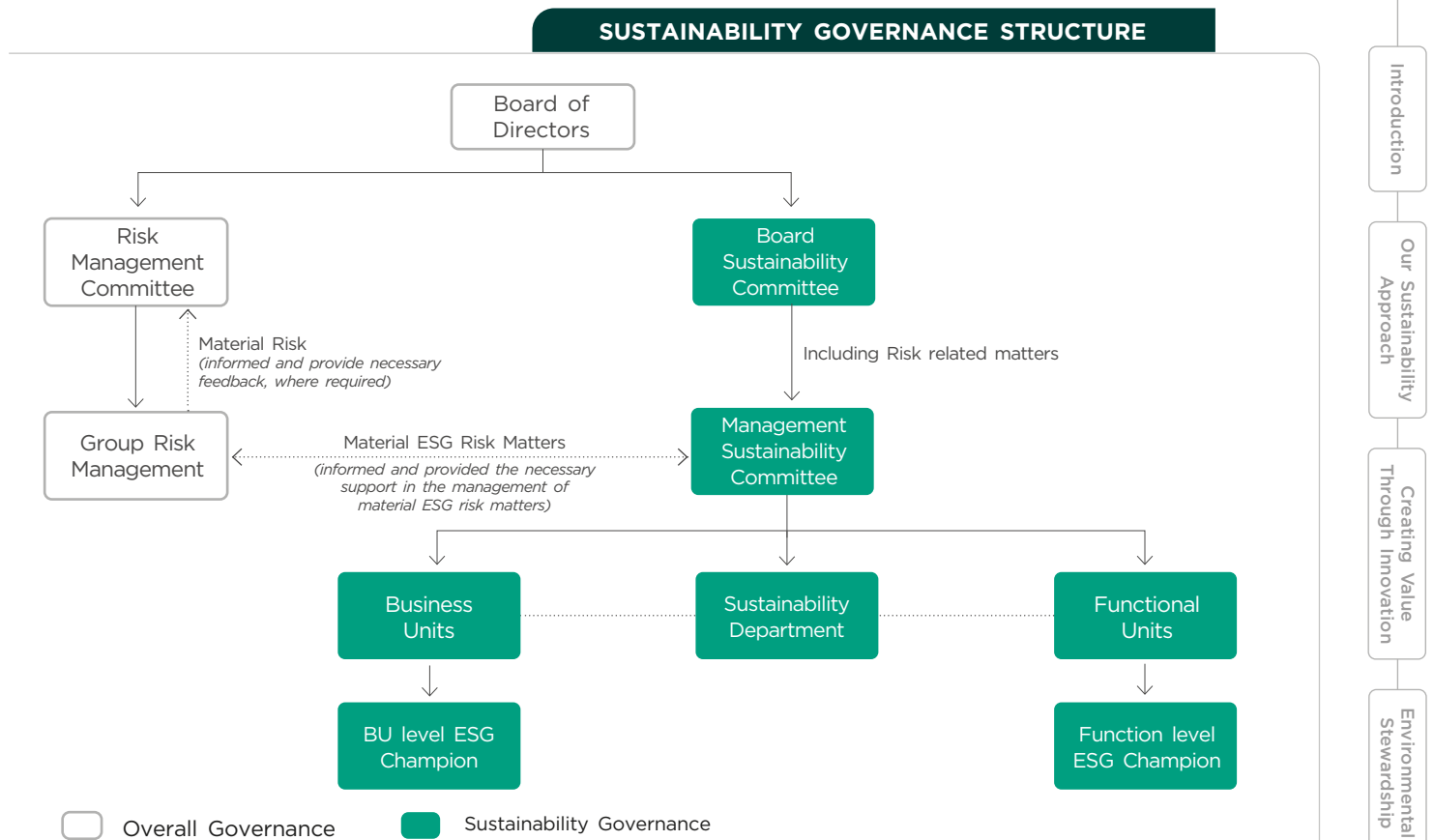


Figure 5.0: Sustainability Governance Structure

Oversight and Guidance

Board Sustainability Committee (BSC):

The BSC functions to support the Board of Directors in fulfilling its oversight responsibilities in relation to ESG by providing strategic direction and oversees the Group's ESG framework and its related material risks, leveraging the expertise of diverse sustainability professionals to assess the effectiveness of initiatives. It also engages in strategic discussions with third-party service providers to ensure robust sustainability assurance indicators and climate-risk assessment.

Management Sustainability Committee (MSC):

The Management Sustainability Committee (MSC), comprised of senior leaders, functions to assist the Board and the BSC (from 1 January 2023) in ensuring the integration of sustainability considerations into the Group's corporate strategy, priorities and targets, governance and decision-making, in line with Sime Darby Property's Purpose, Vision, Mission, Values. The MSC also ensures oversight of the implementation of the Company's Sustainability Policy and material matters, manages ESG related risk to the acceptable level and monitors the execution of the Sustainability Strategy.

Implementation and Integration

Sustainability Department:

The Sustainability Department develops and implements the Group's Sustainability Strategy across all organisational levels, standardising practices through ESG guidelines, frameworks, and toolkits. It also monitors the progress and alignment of ESG initiatives, provides guidance and advice to the business and functional units, where required. The Sustainability Department monitors the ESG risk exposure to the Group.

BU and Function level ESG Champions:

ESG Champions, embedded within specific business segments and functions drive the practical application of the Sustainability Strategy and its related risk in daily operations. They integrate ESG considerations into decision-making and activities while ensuring alignment with the Group's ESG objectives and facilitating the successful completion of projects.

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THE BOARD SUSTAINABILITY COMMITTEE

[GRI 3-3, 2-9, 2-14, 2-17, 405-1]

Established in 2023, the BSC at Sime Darby Property is comprised of five accomplished individuals who bring a wealth of expertise to drive the Group's sustainability strategy. Led by Committee Chairman Dato' Seri Ahmad Johan Mohammad Raslan, the BSC plays a pivotal role in ensuring governance, transparency, and accountability in sustainability initiatives while aligning them with regulatory standards. Dato' Seri Ahmad Johan's leadership is further strengthened by his active involvement in Climate Governance Malaysia and the CEO Action Network. In 2024, the BSC convened 6 times, providing strategic oversight and guidance on the Group's sustainability agenda. Through these engagements, the BSC reviewed, recommended, and contributed to key initiatives and reports, ensuring ESG considerations are seamlessly integrated into all aspects of the business.

DATO' SERI AHMAD JOHAN MOHAMMAD RASLAN

Committee Chairman

Date of appointment: 1 January 2023

Meeting attendance in 2024: 6 out of 6 meetings

Qualifications:

- Bachelor of Economics (Hons) in Economics and Accountancy, University of Hull, United Kingdom
- Fellow, Institute of Chartered Accountants in England and Wales ("ICAEW")
- Member, Malaysian Institute of Certified Public Accountants ("MICPA")
- Member, Malaysian Institute of Accountants ("MIA")

With his background in governance and financial oversight, Dato' Seri Johan seeks to ensure the integrity of our sustainability initiatives and compliance with regulations. His other roles include:

- Council Member, Climate Governance Malaysia
- Steering Committee Member, CEO Action Network



DATIN NORAZAH MOHAMED RAZALI

Committee Member

Date of appointment: 1 January 2023

Meeting attendance in 2024: 6 out of 6 meetings

Qualifications:

- Master of Business Administration (MBA), Imperial College Business School, University of London, United Kingdom
- Diploma in Management, Imperial College, London, United Kingdom
- Bachelor of Laws (Hons), International Islamic University Malaysia
- Admitted to the Malaysian Bar (1994)

Focusing on ESG governance, Datin Norazah prioritises transformation and growth with an emphasis on ESG governance and risk management. Her experience ensures that our products and operations adhere to high ESG standards, pushing the Group towards sustainable development and ethical practices.



DATO' HAMIDAH NAZIADIN

Committee Member

Date of appointment: 1 January 2023**Meeting attendance in 2024:** 6 out of 6 meetings**Qualifications:**

- Bachelor of Laws, University of Wolverhampton, United Kingdom
- Certificate in Personnel Management, Malaysian Institute of Personnel Management
- Certified in-house Facilitator - Franklin Covey's the 7 Habits of Highly Effective People for CIMB Group

Focusing on strategic HR and community development, Dato' Hamidah brings expertise in strategic HR and leadership experience to the committee, primarily from one of ASEAN's leading universal banking groups. Her expertise in putting in place effective people strategies in driving human capital agenda coupled with her passion in fostering community development via the CIMB Foundation, significantly enhances our overall talent development agenda and sustainability efforts. With her efforts and steer towards incorporating a robust sustainability dimension, Sime Darby Property's cultural transformation continues to cultivate a sustainable mindset as part of our T.E.A.M values and behaviours.

**DR. LISA LIM POH LIN**

Committee Member

Date of appointment: 1 January 2023**Meeting attendance in 2024:** 5 out of 6 meetings**Qualifications:**

- Doctor of Philosophy (PhD), Masters and Bachelor in Engineering, University of Cambridge, United Kingdom
- Chartered Financial Analyst

Dr. Lisa brings over two decades of experience across academia, investment management, and board advisory roles, with a focus on sustainable investing. She advises investment committees on sustainability matters and advocates best practice corporate governance and sustainable business practices.

**NUR FARAHBI SHAARI**

Committee Member

Date of appointment: 1 September 2023**Meeting attendance in 2024:** 6 out of 6 meetings**Qualifications:**

- Bachelor of Science (Economics), University of Warwick
- Certificate Shariah, International Islamic University Malaysia

Focusing on sustainable investments, Farahbi introduces an investor's perspective, crucial for aligning our sustainability efforts with global market trends and investor expectations. With over 13 years of experience in developing value-creation strategies in real estate, Farahbi's insights ensure our sustainability strategies are both impactful and aligned with investment priorities.



Sustainability Governance

BSC held 6 meetings in 2024. Key activities during the year include:	
Reviewed, provided input and recommended to the Board for approval on:	<ul style="list-style-type: none">• Proposed adoption of 9 sustainability material matters.• Proposed Group Sustainability Framework.• Proposed adoption of the UN SDG.• Sustainability Statement for Annual Report 2023.• Sustainability Report for FY2023.
Reviewed:	<ul style="list-style-type: none">• Quarterly updates on sustainability performance, initiatives and progress.• Results of the assessment of Sime Darby Property's ESG disclosure practices.• Sustainable procurement initiative.• Results of ESG risk assessment.• Urban Biodiversity Framework and Guideline.
Provided input on:	<ul style="list-style-type: none">• Findings on limited assurance by PricewaterhouseCoopers PLT for Sustainability Report for FY2023.• Findings on limited assurance by Group Corporate Assurance for Sustainability Report for FY2023.• Scope of limited assurance for FY2024 Sustainability Report.• Setting up of the Group Human Rights Committee and its terms of reference.• Held one session with PricewaterhouseCoopers PLT and Chief Assurance Officer without the presence of Management.

EMBEDDING ESG IN LEADERSHIP

BUILDING EXPERTISE IN SUSTAINABILITY

Cultivating expertise in sustainability stands as pivotal at Sime Darby Property, where our leadership is deeply committed to significant investments in ongoing learning and development initiatives. In 2024, our Board of Directors and Senior Management collectively dedicated 753 hours to training covering a wide range of topics such wide range of topics from human rights to climate transitional risk. Greater knowledge of sustainability empowers leadership to better assess both successes and challenges, driving informed decision-making.

Collaboration for Sustainability

[GRI 2-28]

We believe in the power of collaboration to drive lasting change towards a sustainable future. Through industry dialogue, partnerships, and knowledge sharing, we amplify our impact and inspire meaningful progress. Our commitment to strong corporate governance is demonstrated by our active involvement in sustainability events and global forums, shaping sustainable practices both within our organisation and more broadly. Together, we are driving impactful, systemic change towards a more sustainable tomorrow.



National Climate Governance Summit

In September 2024, SDP proudly supported the second edition of the National Climate Governance Summit held from 10 to 12 September. As one of the key sponsors, SDP demonstrated its commitment to addressing climate risks and promoting sustainable development within the property and construction sectors. With 15 workshops and 7 masterclasses, the summit provided valuable insights into national climate risks, systemic financial impacts, and biodiversity as a strategic advantage.



CEO Action Network (CAN)

CAN is a closed-door, peer-to-peer informal network of CEOs and Board members committed to advancing sustainable practices in corporate Malaysia. With over 60 members from diverse sectors, CAN fosters collaboration to drive ESG integration and future-ready business models. Sime Darby Property continues to play an active role in this network, with our BSC chairman, Dato' Seri Johan Raslan serving on the Steering Committee, contributing to shaping sustainability strategies and initiatives across the Malaysian corporate landscape.



REHDA Institute

SDP is proud to be a part of the newly established ESG Committee (2024-2026) of the Real Estate and Housing Developers' Association (REHDA). This committee was formed to unite key real estate players under a cohesive, industry-led initiative to drive sustainable and responsible development across Malaysia's property sector. With the increasing importance of climate resilience, responsible governance, and social well-being, the committee serves as a platform for collaboration, enabling developers to align with global sustainability standards, advocate for ESG-friendly policies, and implement best practices that shape the future of the industry.

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[GRI 2-28]



Star ESG Summit

In November 2024, SDP partnered with Star Media Group as the Urban Biodiversity Partner for the ESG Summit 2024. This collaboration highlighted our dedication to integrating urban biodiversity into real estate development. Dr. Yasmin Rasyid, SDP's General Manager of Sustainability, delivered a plenary session titled "Harmonizing Urban Biodiversity in Real Estate: The Sime Darby Property Coexistence Approach," sharing insights on sustainable urban planning.



ICE Malaysia Conference

At the Institution of Civil Engineers (ICE) Malaysia Conference on 3 December 2024, themed "Engineers' Responsibility to Act," SDP's GMD & CEO, Dato' Seri Azmir Merican, participated in a panel discussion alongside YB Tuan Nik Nazmi bin Nik Ahmad and Datin Seri Sunita Rajakumar. The conference focused on the pivotal role of civil engineers in addressing challenges such as climate change and urbanisation, emphasising the need for sustainable and resilient infrastructure.



Sustainable Brands Kuala Lumpur

In August 2024, SDP co-hosted the Sustainable Brands Kuala Lumpur Conference 2024 (SB'24 KL) at the SDCC. The event, themed "Technology and AI in Service of Sustainability and Regeneration," explored how technological advancements can drive sustainable practices. Dr. Yasmin Rasyid emphasised SDP's innovative approaches to urban biodiversity, stating, "Sime Darby Property is redefining what it means to champion urban biodiversity. We're not just protecting nature; we're pioneering innovative approaches for co-existence."



Chief Audit Executive (CAE) Roundtable on Sustainability Audit

The CAE Roundtable on Sustainability Audit, held in February 2024 at KLGCC, was the first-ever roundtable organised specifically for Chief Audit Executives to discuss the growing importance of sustainability audits in aligning business practices with regulatory and stakeholder expectations. This forum provided a platform for leaders to exchange insights, share best practices and address common challenges.

The first discussion focused on the role of internal auditors in advancing sustainability, while the second covered key topics including human rights compliance, supply chain and vendor performance, climate change as well sustainability governance, risk management and reporting.

Climate Risk Management

[GRI 3-3]

Sime Darby Property is committed to addressing the challenges posed by climate change through a structured and forward-looking strategy. We have commenced our journey to assess physical and transition risk associated with climate change, using the guidance provided by Task Force on Climate-related Financial Disclosure and IFRS S2 Climate related Disclosure standard. This reflects our dedication to adopting best practices in climate-related reporting and embedding climate considerations into our business strategies.

In 2024, the Group has set the climate scenarios and time horizon which will be used to conduct climate scenario analysis. We have begun evaluating specific assets within our portfolio, considering both potential costs and opportunities, where three future climate scenarios will be used to model the potential implication on our operations. The scenario was derived based on the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathways (RCPs)—RCP 8.5 (business-as-usual trajectory) and RCP 2.6 (low-emissions pathway) and three climate scenarios which are SSP1 – 2.6 Sustainable Development (2°C World), SSP2 – 4.5 Middle of the road (3°C World) and SSP5 – 8.5 Fossil-fueled development (>3°C World). The Group will be adopting two time horizons which are the short term (up to 2030) and long term up to 2050 time horizons. This assessment, which will eventually cover our entire asset portfolio, aligns our operations with sustainable practices and long-term value creation goals.

In addition to climate scenario analysis, the Group has also initiated physical risk assessments for seven key townships and selected assets, marking a crucial step in understanding and mitigating climate-related risks. Looking ahead, we aim to complete assessments for all assets under our management by 2025. By leveraging best-practice models and engaging external subject matter experts where necessary, the Group remains committed to proactively managing climate challenges while identifying and capitalising on emerging opportunities.

Introduction

Our Sustainability Approach

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Empowering People and Communities

Upholding Good Governance

Appendices

Responsible Supply Chain Management

[GRI 3-3, 308-2]

We recognise that a robust, ethical, and sustainable supply chain is fundamental to achieving operational efficiency while upholding our ESG aspirations. Our approach to supply chain management is designed to respect the workforce, operate within the planet's boundaries, and safeguard the rights of future generations, ensuring that our business practices contribute positively to both people and the environment.

To maintain the highest ethical and sustainability standards, we conduct regular engagements with key business partners, reinforcing our commitment to responsible procurement and transparency. These engagements include the annual Partners Dialogue, site visits, Vendor Code of Business Conduct prescription, office visits for engagement and feedback, and the STAR Rating assessment, which incorporates safety and ESG elements. Through these structured initiatives, we continuously communicate and clarify our expectations for ethical business practices, fostering accountability and long-term collaboration.

As part of our commitment to net zero by 2050, we are strengthening our supply chain through the Group Sustainability Framework and the development of the Responsible Supply Chain Management Framework. Once formalised, this framework will guide procurement strategies and establish an implementation manual, detailing specific ESG-focused initiatives within SDP's real estate supply chain.

By embedding sustainability into our supply chain, we are not only enhancing business resilience but also reinforcing our role as a responsible corporate leader, ensuring that our developments contribute to a more sustainable and equitable future.

SCREENING PROCESS

All potential vendors must register through our Sime Darby Property Procurement online platform, ensuring accurate submission of information and relevant documentation. This registration process is designed to uphold vendor credibility and operational readiness while reinforcing integrity in our procurement practices.



Registration requirements:

SDP requires all vendors to sign a Vendor Integrity Pledge (VIP) as a means to obtain commitment from vendors in complying to the Vendor Code of Business Conduct (VCOBC).

The VCOBC covers compliance (including AMLA, ABC), safety, ethical business practises, ethical labour practises, environmental responsibility etc.

The vendors are also required to provide all relevant certifications, financial statements and track records upon registration.



Considerations in Awarding Material Contracts:

- Compliance to tender requirements
- Anti-Money Laundering (AML) and sanctions screening (via credit reporting agency or similar checks)
- Technical capability
- Track record and experience
- Company capacity
- Financial strength and stability
- Quality and HSSE record
- Adverse news checks, covering all ESG-related matters
- Legal case reviews (via credit reporting agency or similar databases)

For higher-value contracts, contractors must also clear risk advisory checks before being considered for award. While our current assessment process integrates some ESG elements, such as adverse news screenings, we recognise the need for a more structured ESG evaluation. As part of our continuous improvement efforts, we are evaluating ways to incorporate ESG principles into procurement frameworks, ensuring a more robust vendor selection consideration in the future.



For more information on our GPPA, please refer to pages **123** of this chapter.

FAIR AND ETHICAL PROCUREMENT

At Sime Darby Property, our procurement activities are guided by internal policies that prioritise fairness, transparency, and accountability. The Group Procurement Policies & Authorities (GPPA) set the standard for how we conduct procurement, ensuring that all decisions are made in the best interest of the company while upholding ethical business practices. These internal policies safeguard integrity across our procurement processes, reinforcing our commitment to responsible and sustainable business operations.

[GRI 204-1]

SUPPORTING LOCAL VENDORS

As a responsible real estate player, we conduct procurement activities in ways which supports local industries and strengthen sustainable procurement. The majority of our registered vendors are local; the majority of our transacted vendor - along with our procurement spend - prioritises local vendors.

We have also established a strategic sourcing catalogue where specific materials are integrated into the tender document, where the majority of the strategic sourcing materials are manufactured locally in Malaysia. These measures help drive greater economic opportunities for local suppliers, reinforce supply chain resilience, and contribute to the longterm sustainability of the real estate sector.

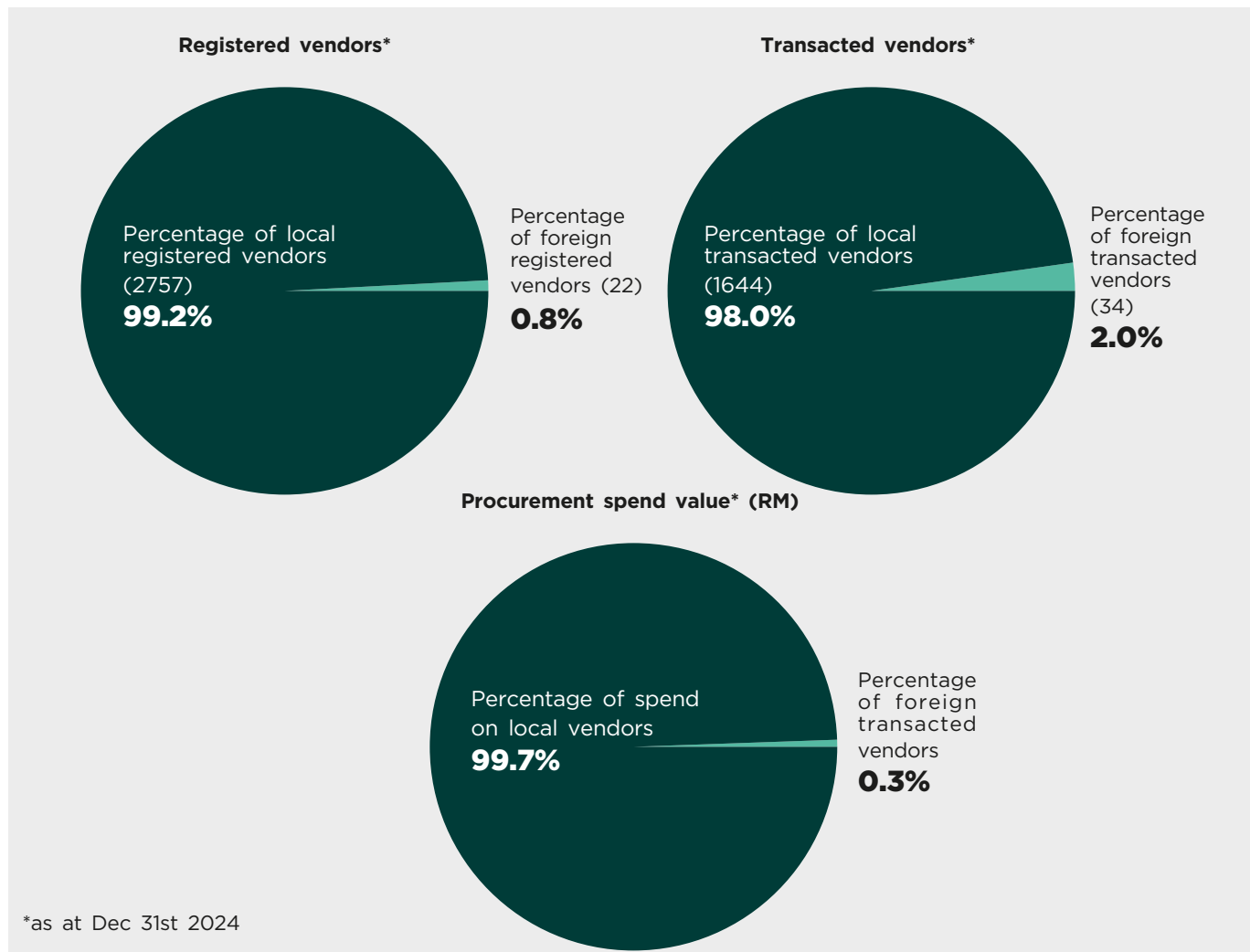


Figure 5.1: Local Vendor Breakdown

Responsible Supply Chain Management

COMPLIANCE

At Sime Darby Property, we are dedicated to prioritising integrity, transparency, and sustainability across our supply chain. We place great emphasis on ethical practices, strong policies, and strategic collaborations with our vendors to build a responsible and high-performing supply chain ecosystem that demonstrates our commitment to care for the environment and our communities.

Vendors must adhere to our Vendor Code of Business Conduct (Vendor COBC), which outlines our expectations for ethical behaviour and compliance with human rights requirements. Compliance with relevant local authorities' requirements, national laws, health and safety and environmental and social regulations is clearly outlined in the VCOBC, tender documents and Letters of Award.

For more information on our Vendor COBC, please refer to page 119 of this chapter.

ENGAGEMENT AND CAPACITY BUILDING

Recognising the importance of collaboration and continuous engagement, SDP actively connects with vendors through targeted training programmes, workshops, and site visits. These initiatives focus on key areas such as OSH (design risk and construction risk) awareness, sustainability, and carbon management, ensuring that our business partners align with best practices in ethical governance and responsible operations.

In 2024 we...

- **Conducted 33 Office Visits** – Engaged vendors to communicate SDPB's aspirations, expectations, and explore potential collaborations.
- **Carried Out 11 Contractor Project Site Visits** – Assessed project quality, housekeeping, and safety standards at contractor sites.
- **Held 7 ESG Engagement Sessions** – Shared SDPB's ESG goals, encouraged sustainability adoption, and gained insights into vendors' ESG initiatives.



- **Organised 4 Workshops involving 94 vendor companies** – Focused on sustainability, safety and industry best practices to enhance supplier knowledge and compliance.
- **Facilitated the Annual Partners Dialogue with 163 Companies** – Discussed market trends, industry challenges, safety, and sustainability priorities.
- **Conducted 11 ESG STAR Rating Assessments** – Evaluated vendors' readiness and commitment to ESG elements in their operations.

In 2024, we conducted various vendor engagement activities to strengthen relationships, enhance compliance with industry standards, and encourage ESG adoption. This included 33 office visits where we communicated SDP's aspirations, expectations, and potential collaboration opportunities. Additionally, 11 contractor project site visits were carried out by our Cost and Control department, specifically for evaluating contractors new to Sime Darby Property before award or shortlisting. These visits focused on project quality, housekeeping, and safety. Beyond these, the Group as a whole, particularly the Safety Team conducted numerous other site visits as part of ongoing project monitoring and safety assessments.

Our commitment to ESG integration was further reinforced through 7 dedicated ESG engagement sessions, aimed at sharing our ESG aspirations, encouraging vendors to integrate sustainability into their operations, and gaining insights into proactive ESG efforts within our supply chain. Beyond individual sessions, we organised 4 workshops with 94 vendor companies, covering sustainability, safety and industry best practices, equipping vendors with the knowledge to meet evolving regulatory and operational expectations.

A major highlight of our engagement strategy was the annual Partners Dialogue, where 163 vendor companies participated in discussions on market trends, industry challenges, and SDP's safety and sustainability priorities. Additionally, to assess business partners' readiness in adopting ESG elements, 11 ESG STAR Rating Assessments were conducted, ensuring that sustainability remains a core focus in supply chain operations.

Policies and Guidelines

[GRI 2-23, 2-24]

We are dedicated to embedding sustainable practices throughout our operations. To achieve this, we have established a suite of policies and guidelines that provide clear directives across various material matters.

These policies and guidelines serve as the foundation of our operational ethos, guiding our actions and decisions to align with our sustainability objectives. By adhering to these frameworks, we ensure that our business practices not only comply with regulatory standards but also contribute positively to the environment and society.

CODES OF CONDUCTS



Code of Business Conduct

Serves as a comprehensive guide, outlining the ethical standards and behaviours expected from all employees, directors, and business partners. Rooted in the company's core values—Integrity, Respect & Responsibility, Enterprise, and Excellence—the COBC emphasises compliance with legal and regulatory requirements, promotes fair business practices, and underscores the importance of transparency and accountability in all business interactions.



Vendor Code of Business Conduct

Outlines the ethical standards and business practices expected from all vendors engaging with Sime Darby Property. It emphasises compliance with laws and regulations, upholding human rights, and maintaining integrity in all business dealings, ensuring that vendors align with the company's commitment to ethical and responsible operations.



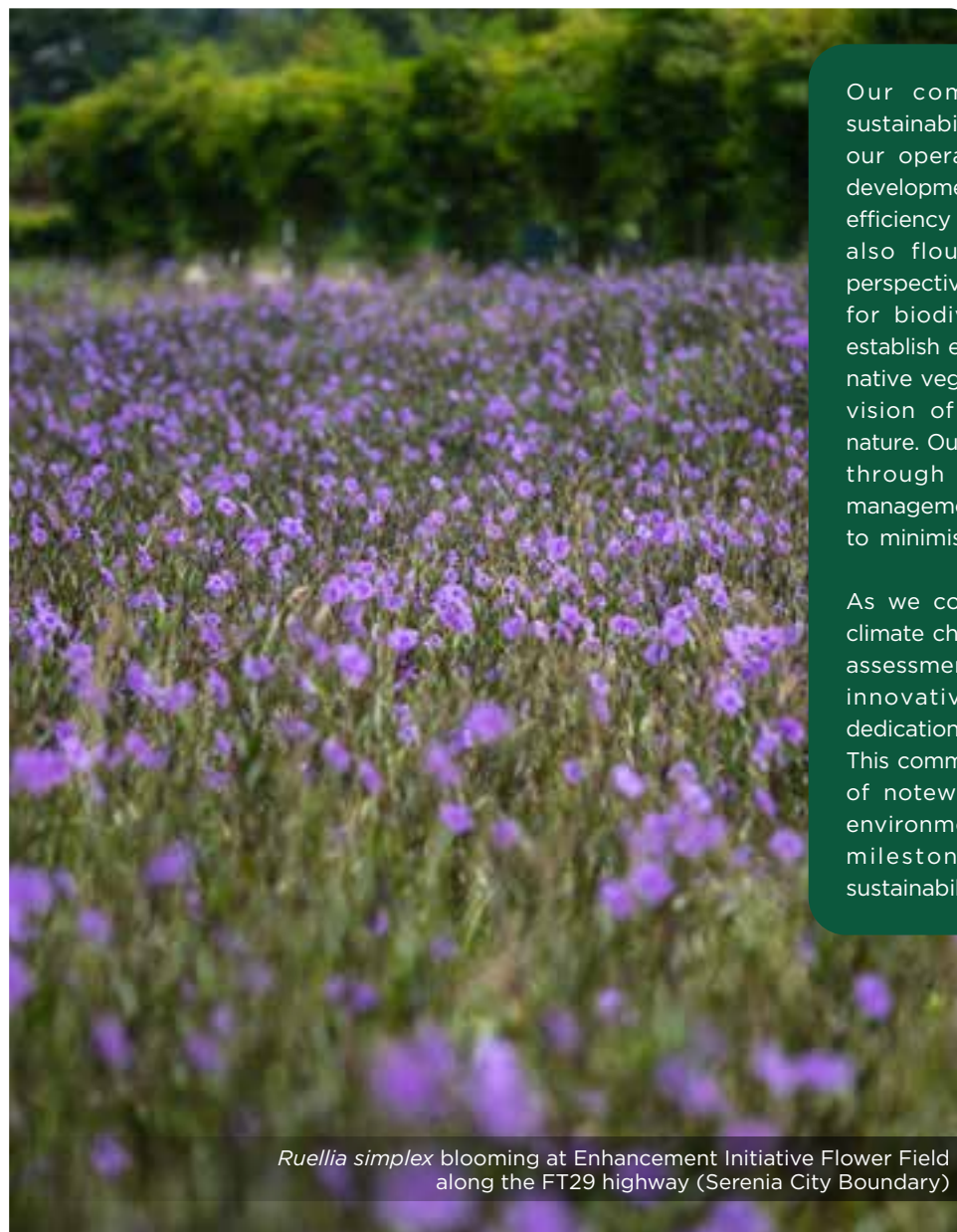
Vendor Integrity Pledge

A formal commitment required from all vendors engaging with Sime Darby Property, affirming adherence to the company's ethical standards and legal requirements. By signing the VIP, vendors agree to comply with the Vendor Code of Business Conduct, applicable anti-corruption laws, and uphold principles of integrity and transparency in all business dealings. This pledge reinforces a collaborative effort to maintain a fair and ethical business environment.

Figure 5.1: Codes of Conduct

POLICIES AND GUIDELINES FOR ETHICAL AND SUSTAINABLE BUSINESS

Environment



Our commitment to environmental sustainability serves as the foundation of our operations, guiding us in designing developments that not only prioritise energy efficiency and use of renewable energy but also flourish with green spaces. This perspective extends into our firm support for biodiversity, seen in our efforts to establish ecological corridors and rejuvenate native vegetation, aligning with our broader vision of harmonious coexistence with nature. Our advocacy for a circular economy, through intentional waste and water management practices, reflects our resolve to minimise our ecological footprint.

As we confront the challenges posed by climate change, our proactive stance on risk assessment and collaboration in seeking innovative solutions underscores our dedication to safeguarding the environment. This commitment has translated into a series of noteworthy achievements within the environmental pillar, marking significant milestones in our journey towards sustainability.

Ruellia simplex blooming at Enhancement Initiative Flower Field along the FT29 highway (Serenia City Boundary)



Energy and Carbon Emissions Guideline

Provides a framework for reducing energy consumption and greenhouse gas emissions across key business divisions. This guideline supports the implementation of energy efficiency and carbon reduction initiatives, promotes the adoption of renewable energy sources, and establishes standards for measuring and reporting emissions, ensuring transparent and accountable sustainability practices.



Integrated Waste Management Guideline

Provides guidance on sustainable management of solid wastes covering all sources and all aspects, covering generation, segregation, transfer, sorting, treatment, recovery and disposal in an integrated manner, with an emphasis on maximising resource use efficiency.

Updated in April 2024 to Integrated Waste Management and Carbon Avoidance Guideline Update enhanced information and methodologies to reduce Group's total amount of waste in landfills through maximising 3Rs (reduce, reuse and recycle), and integrate waste management efforts to decrease carbon emissions.



Water Management Guideline

Provides a framework for establishing, measuring, and monitoring water usage and quality across all Sime Darby Property sites, facilities, and functions. It emphasises water conservation through prevention, reduction, and reuse strategies, ensuring efficient and responsible water use in line with local regulations.



Urban Biodiversity Framework and Guideline

Provides practical strategies to enhance urban biodiversity in our projects. It highlights the importance of supporting biodiversity, aligning with our goals of multiplying value for people, the planet, and our business.



The Malaysian Threatened and Rare Tree: Identification and Landscape Guideline

The Malaysian Threatened and Rare Tree: Identification and Landscape Guideline is an in-house guideline published by Sime Darby Property in June 2017. It references the IUCN Red List and the Malaysian Red List of Plants by FRIM, serving as a key reference for our biodiversity commitments.



Wetlands Construction & Maintenance Guideline

Provides a framework for the development and upkeep of wetland areas within Sime Darby Property's projects (for Wetland Townpark, Bandar Bukit Raja 2). This guideline aims to enhance biodiversity conservation and promote sustainable urban ecosystems.



Tree-to-Tree Replacement

The Tree-to-Tree Replacement approach, originates from the Sustainability Charter 2020 commitment, approved by the committee in September 2011, to replant every tree removed. This commitment has been consistently upheld and maintained to this day.



Sime Darby Property Tree Planting Matrix

A strategic framework that guides the selection and planting of tree species within the company's developments. This matrix emphasises the inclusion of native and ERT species to enhance urban biodiversity and ecological resilience. By adhering to this structured approach, Sime Darby Property ensures that its landscaping efforts contribute to environmental sustainability and the preservation of Malaysia's natural heritage.



Sustainability Policy

Outlines Sime Darby Property's commitment to integrating sustainable practices across its operations, focusing on environmental stewardship, social responsibility, and economic growth.

Social



Our people and the larger community are at the center of our operations, and we have committed ourselves to a socially responsible ethos. Our company strategy is based on a comprehensive approach that integrates safety, community development, inclusion, and ethical practices as fundamental pillars. This concept demonstrates our dedication to creating a peaceful workplace that promotes the development and well-being of our stakeholders, workers, and the communities we serve.



Quality, Health, Safety, Security and Environment (QHSE) Policy

Reflects Sime Darby Property's commitment to integrating quality, health, safety, security, and environmental considerations into all aspects of its operations. The policy aims for zero harm to people, environmental protection, and zero defects in end products, ensuring compliance with legal requirements and promoting a culture of continuous improvement.



Stakeholder Engagement Policy

Underscores Sime Darby Property's commitment to transparent and proactive communication with all stakeholders, including shareholders, employees, customers, business partners, regulators, and local communities. This policy ensures that stakeholders are informed, involved, and engaged in the company's sustainability practices and performance, fostering trust and collaborative relationships.



Human Resource Policy

Establishes guidelines for recruitment, training, development, and performance management, ensuring fair and equitable treatment of all employees. It promotes a diverse and inclusive workplace, free from discrimination and harassment, aligning with Sime Darby Property's commitment to ethical labour practices.



Human Rights Policy

Reflects Sime Darby Property's commitment to upholding fundamental human rights as outlined in international conventions, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. This policy ensures that the company's operations and value chain respect human rights, prohibiting forced labour, child labour, discrimination, and harassment, while promoting fair employment practices and community rights.

Governance [GRI 2-16]



We continue to place considerable emphasis on strengthening the ethical core of our organisation. Through this dedication, we achieved significant progress, fostering an environment of trust and transparency. This ultimately led to a more robust and resilient Sime Darby Property, well-equipped to navigate the ever-evolving business landscape.

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Group Procurement Policies and Authorities (GPPA)

Provides guidelines and procedures to carry out procurement activities. Includes requirements for the necessary approvals to be obtained from the assigned authority.

Ensures streamlined procurement process throughout the organisation, and establishes clear boundaries for approving authority to ensure transparency and accountability.



Whistleblowing Policy

Provides a mechanism for reporting, investigating and remedying any wrongdoing and grievance with Wrongdoing elements. Wrongdoings include but not limited to any suspected misconduct or violations of Sime Darby Property's policies, including fraud, corruption, and breaches of the Code of Business Conduct.

The policy also provides a secure and confidential channel for employees, vendors, and external stakeholders to make the necessary report or concerns without fear of retaliation.



Anti-Bribery and Corruption Policy

Enforces a zero-tolerance stance against all forms of bribery and corruption within Sime Darby Property's operations. It mandates compliance with anti-corruption laws in all areas of operations, including the Malaysian Anti-Corruption Commission (MACC) Act 2009. The policy provides guidance on potential corruption risks which requires management, and outlines procedures for reporting and addressing corrupt activities which is in line with the Group's Whistleblowing Policy. This policy is integral to maintaining ethical business practices and upholding the company's integrity.



Conflict of Interest Policy

Ensures that all employees and directors of Sime Darby Property perform their duties with integrity, avoiding situations where personal interests could conflict with official responsibilities. It provides clear guidelines for identifying, disclosing, and managing potential conflicts to uphold transparency and trust in all business operations.



Gift, Entertainment and Travel Policy

Establishes guidelines for the acceptance and provision of gifts, entertainment, and travel to prevent conflicts of interest and uphold ethical standards. It prohibits the exchange of gifts or hospitality that could influence business decisions or compromise integrity, ensuring transparency and compliance with ABC laws.

Policies and Guidelines



Donations and Sponsorships Policy

Governs Sime Darby Property's contributions to charitable causes and sponsorship activities, ensuring they align with the company's commitment to social responsibility and community engagement. This policy establishes clear criteria and approval processes to ensure that all donations and sponsorships are conducted ethically, transparently, and in compliance with legal and regulatory requirements.



Anti-Money Laundering Policy

Establishes procedures to detect and prevent activities related to money laundering and the financing of terrorism within Sime Darby Property's operations. It mandates thorough due diligence, accurate record-keeping, and prompt reporting of suspicious activities, ensuring compliance with applicable laws and regulations. This policy reinforces the company's commitment to maintaining the integrity of financial transactions and supporting global efforts against financial crimes.



Group Information Security Policy (GISP)

Group Information Security Policies (GISPs) are developed based on the International Standard ISO/IEC 27001: 2013:2005. ISO/IEC 27001 is the best-known standard in the family providing requirements for an information security management system (ISMS). Using this family of standards will help Sime Darby Property manage the security of assets such as financial information, intellectual property, employee details or information entrusted to you by third parties.



Third-Party Security Management Policy

Establishes guidelines for assessing and managing the security practices of third-party vendors and partners. It ensures that external entities comply with Sime Darby Property's security standards, safeguarding sensitive information and maintaining the integrity of the company's operations.



Enterprise Mobile Policy

Establishes guidelines for the secure use of mobile devices within Sime Darby Property's operations. It outlines acceptable use, security protocols, and management of mobile applications to protect company data and ensure compliance with information security standards.



Cyberattack Policy

Outlines procedures to prevent, detect, and respond to cyber threats, ensuring the protection of Sime Darby Property's digital assets and continuity of operations. It emphasises proactive measures, incident response protocols, and compliance with cybersecurity regulations to safeguard against potential cyberattacks.



Identity Access Management Policy

Establishes protocols for managing user identities and access rights within Sime Darby Property's information systems. It ensures that only authorised individuals have appropriate access to specific resources, thereby protecting sensitive data and maintaining system integrity.



Backup and redundancy policy

This policy establishes the requirements for data backup and redundancy to ensure business continuity, protect critical data, and recover from data loss or system failures.

OUR POLICIES IN ACTION

[GRI 2-25]

Wetlands Construction & Maintenance Guideline: Sustainable Wetland Management at Wetland Townpark, Bandar Bukit Raja 2

Sime Darby Property is committed to biodiversity conservation and sustainable urban ecosystems, with a dedicated framework for the development and upkeep of wetland areas within its projects. The Wetland Townpark in Bandar Bukit Raja 2 serves as a key initiative under this commitment, integrating scientific monitoring, habitat restoration, and community engagement to ensure the long-term health of wetland ecosystems.

1 Monitoring and Assessment – Collaboration with Wetlands International

To safeguard the ecological integrity of the wetland, regular assessments are conducted in collaboration with Wetlands International. This includes ecological surveys and water quality testing, tracking species diversity, water levels, sediment quality, and pollutant levels. Continuous monitoring allows for early detection of issues, such as the presence of invasive species or habitat degradation, enabling proactive intervention.

2 Control of Invasive Species

Managing invasive species is essential to preserving native biodiversity. A periodic clearing programme ensures that up to 30% of invasive aquatic plants are maintained, while the remaining 70% of the waterbody is exposed to sunlight. A combination of manual removal, mechanical control, biological control (introducing natural predators), and controlled herbicide application is employed to manage these species effectively. These efforts help restore the natural balance of the wetland and encourage the growth of native plant and animal life.

3 Restoration and Habitat Enhancement

To enhance wetland functionality, restoration practices focus on reintroducing water flow, removing barriers, and improving hydrological patterns. A key initiative, the Experiential Wetland (Package D) improvement, includes the creation of an island to improve water capacity and biodiversity corridors for wildlife. This ensures the wetland continues to serve its critical ecological functions—such as flood control, water filtration, and carbon sequestration—while enhancing habitat diversity.

4 Education and Community Involvement – Wetland Pavilion Programme

Public engagement is central to successful wetland conservation. The Wetland Pavilion Programme provides an opportunity to educate local communities and stakeholders on the importance of wetlands and their role in sustainable urban ecosystems. Through community-driven conservation activities, residents are encouraged to adopt sustainable practices that minimise human impact on these vital environments.

5 Adaptive Management for Long-Term Stewardship

Given the dynamic nature of wetland ecosystems, an adaptive management approach is essential. Strategies are continuously refined based on new data, climate change impacts, and emerging challenges such as the introduction of new invasive species. By integrating flexible, data-driven decision-making, Sime Darby Property ensures that wetland management remains effective and sustainable in the long term.

Preserving Malaysia's Rare and Threatened Tree Species

Sime Darby Property (SDP) remains committed to biodiversity conservation through the Malaysian Threatened and Rare Tree: Identification and Landscape Guideline, an in-house reference published in June 2017. This guideline, which aligns with the IUCN Red List and the Malaysian Red List of Plants by FRIM, serves as a critical framework for our sustainable landscaping and reforestation efforts.

To enforce this guideline, SDP has integrated the requirement of planting a minimum of 10% ERT species into the Sustainability Design Element Checklist. This mandate is embedded during the planning and design stages, reviewed by the Sustainability Team, and submitted for approval to the DRM Committee. To ensure continuous monitoring and progress tracking, this initiative is reviewed quarterly through our Tree-to-Tree Tracker, with the latest updates recording a total of 155,349 trees planted, including 30,100 ERT tree species.

ANTI-BRIBERY AND CORRUPTION



100%[^]

operations assessed for
corruption risk
[GRI 205-1]



84.5%

employees
received anti-bribery
and corruption training



ZERO

confirmed incidents
of corruption



ZERO

confirmed cases where
employees were dismissed/
disciplined for corruption



10

misconduct or
malpractice reports
received*

** via whistleblowing channel*



100%

misconduct or
malpractice reports
resolved

Sime Darby Property is unwavering in its commitment to ethical business practices, with robust ABC measures embedded across all operations. Guided by a structured integrity framework, we prioritise transparency, accountability, and a zero-tolerance approach to bribery and corruption. This framework is supported by strong corporate governance, ensuring effective oversight and proactive risk management.

[^] This data was subjected to an external limited assurance by an independent third party. Refer to the independent limited assurance report on pages 153 to 156

KEY INITIATIVES AND PROGRAMMES

[GRI 205-2, 205-3]

**Organisation Anti Corruption Plan (OACP)**

SDP is advancing its integrity and governance measures through the implementation of the Organisational Anti-Corruption Plan (OACP). The OACP, which was approved by the RMC and the Board in 2024, is set for implementation from 2024 to 2028.

**Mandatory Training**

Employees receive mandatory ABC training when they join the Group. Refresher training is provided as part of COBC e-learning programme.

**Targeted Communication**

Sime Darby Property reinforces its policies, such as the “No Gift Policy,” through consistent communication, especially during high-risk periods like festive seasons.

**Public Reporting**

Proven incidents of corruption are transparently reported in the Sustainability Report, reflecting our dedication to continuous improvement and stakeholder trust.

**Enhancing Whistleblowing Mechanisms for Greater Transparency**

[GRI 2-26]

An independent review of the Group’s whistleblowing policy and process was undertaken by an independent external consultant to ensure that it remains relevant and operating as intended. Findings presented to Management and the Audit Committee, where proposed improvement to the WB system, in specific to the trust level to the programme, is currently ongoing as it will require time to complete.

**ABC Maturity Assessment for Key Contractors**

SDP conducted an ABC Maturity Assessment on key material contractors to determine their level of maturity in managing ABC risk. This will allow the Group to assess its potential ABC exposure to the Group, in specific, the corporate liability exposure under Section 17A of the MACC Act. The results of the assessment will allow better engagement with the contractors to reduce the risk exposure and ensuring compliance. SDP is committed to work closely with the contractors to enhance their ABC governance and strengthen ethical business practices over time.

**Proactive Risk Management**

The bribery and corruption risk have been assessed across all key operations, where its related exposure is monitored and updated on a quarterly basis in line with the Group’s proactive approach to risk management. The findings are reported to the RMC and GOMC to ensure that the risk exposure is managed to an acceptable level. In 2024, there were no reported incidents of staff discipline or dismissal.

**Ethical Culture and Values**

Our “TEAM” (Together We Do What’s Right) values emphasise collaboration, respect, and integrity, reinforcing ethical behaviour across the value chain. These principles guide the company’s decision-making and help reduce corruption risks, ensuring shared value creation for stakeholders.

Through its anti-corruption initiatives, Sime Darby Property continues to uphold its reputation for integrity, fostering trust and sustainability in all its operations.

Policies and Guidelines

DATA PRIVACY AND CYBERSECURITY

[GRI 3-3]

Sime Darby Property’s approach to data privacy and cybersecurity is guided by key focus areas that address critical risks, enhance resilience, and foster a secure digital environment. Through these targeted efforts, we reaffirm our unwavering commitment to safeguarding sensitive information while upholding the trust and safety of all our stakeholders.

FOCUS AREAS

- > Safeguard critical and confidential data
- > Implement Zero Trust Access protocols
- > Establish secure design principles and architectures
- > Heighten awareness across the organisation

- > Manage cyber risks and ensure compliance
- > Strengthen oversight and governance measures
- > Enhance capability development and upskilling initiatives
- > incident breaches for 2024

Comprehensive Cybersecurity Framework

Sime Darby Property’s Cybersecurity Framework establishes a robust foundation for protecting sensitive information and maintaining trust with stakeholders. Built on three key pillars—processes, technology, and people—the framework ensures compliance with global regulations such as the Personal Data Protection Act (PDPA) and the General Data Protection Regulation (GDPR), supplementing the company’s broader focus on data privacy and security. Clear policies and incident response procedures ensure business continuity and effective management of security events. Advanced technologies, including AI-powered security tools and multi-factor authentication (MFA), enhance threat detection and prevention capabilities. Regular training and awareness programmes equip employees to recognise and mitigate potential risks.

Key Initiatives

01

Training and Awareness Programmes:

Conducted **phishing simulations** to assess employees’ cybersecurity awareness, equipping them with the knowledge to defend against threats and safeguard company assets.

02

Vulnerability Assessments:

Identified and addressed security gaps across **SDP’s systems**, strengthening overall resilience against cyber threats.

03

Internet Filtering:

Implemented **web filtering solutions** to block unsafe sites, mitigating exposure to malware and phishing threats.

04

Cybersecurity Controls Library:

Established a **comprehensive repository of security controls and technologies**, providing a structured framework for managing and mitigating cybersecurity risks across IT systems, applications, and processes.

GRI Content Index

Statement of use	Sime Darby Property Bhd. has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
General disclosures						
GRI 2: General Disclosures 2021	2-1	Organisational details	About This Report	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2	Entities included in the organisation's sustainability reporting	About This Report			
	2-3	Reporting period, frequency and contact point	About This Report			
	2-4	Restatements of information	Significant restatements of data compared to prior years are noted in the section(s) where they appear.			
	2-5	External assurance	Statement of Assurance			
	2-6	Activities, value chain and other business relationships	Who We Are, pg 4-5, 6-7			
	2-7	Employees	Annual Performance Data pg 141			
	2-8	Workers who are not employees	Annual Performance Data pg 141			
	2-9	Governance structure and composition	Sustainability Governance, pg 109-111			
	2-10	Nomination and selection of the highest governance body	Sime Darby Property Integrated Annual Report 2024, pg 232			
	2-11	Chair of the highest governance body	Sime Darby Property Integrated Annual Report 2024, pg 238			
	2-12	Role of the highest governance body in overseeing the management of impacts	Sime Darby Property Integrated Annual Report 2024, pg 239			
	2-13	Delegation of responsibility for managing impacts	Sime Darby Property Integrated Annual Report 2024, pg 239			
	2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance, pg 110-112			
	2-15	Conflicts of interest	Sime Darby Property Integrated Annual Report 2024, pg 230			
	2-16	Communication of critical concerns	Value Creation and Stakeholder Engagement, pg 23			
	2-17	Collective knowledge of the highest governance body	Sustainability Governance, pg 110-111			
	2-18	Evaluation of the performance of the highest governance body	Sime Darby Property Integrated Annual Report 2024, pg 232			
	2-19	Remuneration policies	Sime Darby Property Integrated Annual Report 2024, pg 257			
	2-20	Process to determine remuneration	Sime Darby Property Integrated Annual Report 2024, pg 257			

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GRI Content Index

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021 (cont'd.)	2-21	Annual total compensation ratio			Confidentiality constraints	After careful consideration, the Board has opted not to disclose the annual total compensation ratio at this time. We remain committed to transparency in our disclosures and will continue to evaluate all elements of our reporting practices to align with stakeholder expectations and industry standards as our policies evolve
	2-22	Statement on sustainable development strategy	Our Sustainability Approach, pg 19-22			
	2-23	Policy commitments	Policies and Guidelines, pg 119-124			
	2-24	Embedding policy commitments	Policies and Guidelines, pg 119-124			
	2-25	Processes to remediate negative impacts	Our Policies in Action, pg 125			
	2-26	Mechanisms for seeking advice and raising concerns	Policies and Guidelines pg 127 https://www.simedarby.com/operating-responsibly/whistleblowing			
	2-27	Compliance with laws and regulations	Sime Darby Property Integrated Annual Report 2024, pg 132			
	2-28	Membership associations	Collaboration for Sustainability, pg 113-114			
	2-29	Approach to stakeholder engagement	Value Creation and Stakeholder Engagement, pg 23			
	2-30	Collective bargaining agreements	Annual Performance Data, pg 146			

GRI	Description	Additional Information	Omission			
			Requirement(s) Omitted	Reason	Explanation	
Material topics						
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Approach, pg 24	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2	List of material topics	Materiality Outcomes, pg 25-27 List of Material Topics Innovation Property Development Investment and Asset Management Land Bank Management Energy & Carbon Management Urban Biodiversity Circularity Water Management Climate Adaptation Community Experience Occupational Health and Safety Responsible Supply Chain Management Marketing and Communication Corporate Social Responsibility Talent Management and Training Development Diversity and Inclusion Corporate Governance and Compliance Data Privacy & Cybersecurity A double materiality assessment was conducted in 2023 and our material topics have remained unchanged.			
Innovation						
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Value Through Innovation, pg 29-39			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Creating Value Through Innovation, pg 29, 31			
	203-2	Significant indirect economic impacts	Creating Value Through Innovation, pg 29, 31			
Property Development						
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Value Through Innovation, pg 31-32			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Annual Performance Data, pg 139			

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GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 301: Materials 2016	301-1	Materials used by weight or volume			Information unavailable/incomplete	The information for this disclosure is currently unavailable. We are in the process of enhancing our data collection systems and internal capabilities to ensure more comprehensive reporting in future reporting cycles.
	301-2	Recycled input materials used			Information unavailable/incomplete	The information for this disclosure is currently unavailable. We are in the process of enhancing our data collection systems and internal capabilities to ensure more comprehensive reporting in future reporting cycles.
Investment and Asset Management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Creating Value Through Innovation, pg 33			
Land Bank Management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Climate Risk Management, pg 115			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual Performance Data, pg 148			
	304-3	Habitats protected or restored	Annual Performance Data, pg 149			
Climate Adaptation						
GRI 3: Material Topics 2021	3-3	Management of material topics	Climate Risk Management, pg 115			

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
Energy & Carbon Management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Net Zero Strategy, pg 41-43, 45			
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Carbon Management, pg 47			
	305-2	Energy indirect (Scope 2) GHG emissions	Carbon Management, pg 47			
	305-3	Other indirect (Scope 3) GHG emissions	Carbon Management, pg 48			
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Efficiency and Retrofitting, pg 50			
Urban Biodiversity						
GRI 3: Material Topics 2021	3-3	Management of material topics	Safeguarding Urban Biodiversity, pg 58-59			
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual Performance Data, pg 148			
	304-2	Significant impacts of activities, products and services on biodiversity	Managing Our Impact on Urban Biodiversity, pg 58-59			
	304-3	Habitats protected or restored	Annual Performance Data, pg 149			
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Annual Performance Data, pg 150			
Water Management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Water Management Strategies, pg 73			
GRI 303: Water and Effluents 2019	303-3	Water withdrawal	Responsible Water Consumption, pg 76			
Circularity						
GRI 3: Material Topics 2021	3-3	Management of material topics	Recycling and Reuse Strategies, pg 67			

GRI Content Index

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 301: Materials 2016	301-1	Materials used by weight or volume			Information unavailable/incomplete	The information for this disclosure is currently unavailable. We are in the process of enhancing our data collection systems and internal capabilities to ensure more comprehensive reporting in future reporting cycles.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Recycling and Reuse Strategies, pg 67			
	306-2	Management of significant waste-related impacts	Recycling and Reuse Strategies, pg 67-71			
	306-3	Waste generated	Waste Management, pg 66			
	306-4	Waste diverted from disposal	Waste Management, pg 66			
	306-5	Waste directed to disposal	Waste Management, pg 66			
Community Experience						
GRI 3: Material Topics 2021	3-3	Management of material topics	Building Communities, pg 87-88			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Building Communities, pg 87-97			
Occupational Health and Safety						
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Health and Safety, pg 79, 84, 85			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety, pg 84			
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pg 80-81			
	403-3	Occupational health services	Key Safety Programmes, pg 85			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Key Safety Programmes, pg 85			
	403-5	Worker training on occupational health and safety	Occupational Health and Safety, pg 82			
	403-6	Promotion of worker health	Occupational Health and Safety, pg 82			
	403-9	Work-related injuries	Occupational Health and Safety, pg 80 Annual Performance Data, pg 140			
	403-10	Work-related ill health	Annual Performance Data, pg 140			

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
Responsible Supply Chain Management						
GRI 3: Material Topics 2021	3-3	Management of material topics	Responsible Supply Chain Management, pg 116			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Responsible Supply Chain Management, pg 117			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria			Information unavailable/incomplete	The information for this disclosure is currently unavailable. A pilot was done to introduce an environmental screening process in 2024. We are in the process of enhancing our internal capabilities to ensure more comprehensive reporting in future reporting cycles.
	308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Management, pg 116			
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples			Information unavailable/incomplete	The information for this disclosure is currently unavailable. We are in the process of enhancing our data collection systems and internal capabilities to ensure more comprehensive reporting in future reporting cycles.
Marketing and Communication						
GRI 3: Material Topics 2021	3-3	Management of material topics	Value Creation and Stakeholder Engagement, pg 23			

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GRI	Description	Additional Information	Omission			
			Requirement(s) Omitted	Reason	Explanation	
Corporate Social Responsibility						
GRI 3: Material Topics 2021	3-3	Management of material topics	Innovation at Our Core, pg 33			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Annual Performance Data, pg 139			
	203-2	Significant indirect economic impacts	Building Communities, pg 87			
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Building Communities, pg 87			
Talent Management and Training Development						
GRI 3: Material Topics 2021	3-3	Management of material topics	Talent Development, pg 106			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Annual Performance Data, pg 144			
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our People, pg 104			
	401-3	Parental leave	Annual Performance Data, pg 145			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Development, pg 106			
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development, pg 106			
	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Performance Data, pg 146			
Diversity and Inclusion						
GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity and Inclusion, pg 101			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Equal Opportunities and Gender Diversity, pg 105, 110-111 Annual Performance Data, pg 142-143			

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
Corporate Governance and Compliance						
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Governance, pg 109			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-Bribery and Corruption, pg 126			
	205-2	Communication and training about anti-corruption policies and procedures	Anti-Bribery and Corruption, pg 127			
	205-3	Confirmed incidents of corruption and actions taken	Anti-Bribery and Corruption, pg 126			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Equal Opportunities and Gender Diversity, pg 105, 110-111 Annual Performance Data, pg 142-143			
Data Privacy & Cybersecurity						
GRI 3: Material Topics 2021	3-3	Management of material topics	Data Privacy and Cybersecurity, pg 128			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Performance Data, pg 152			

TCFD Pillars	Recommended Disclosures	Page References
Governance Disclose the organisation's governance around climate-related issues and opportunities	(a) Describe the board's oversight of climate-related risks and opportunities	Page 109, 112
	(b) Describe management's role in assessing and managing climate-related risks and opportunities	Page 109
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's business, strategy and financial planning where such information is material	(a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term	Page 115
	(b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning	Page 115
	(c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Page 115
Risk Management Disclose how the organisation identifies, assesses and manages climate-related risks	(a) Describe the organisation's processes for identifying and assessing climate-related risks	Page 115
	(b) Describe the organisation's processes for managing climate-related risks	Page 115
	(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management	Page 115
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	(a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	Page 115
	(b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas ("GHG") emissions and the related risks	Pages 41-43 & 46-49
	(c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Page 41-43

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FINANCIAL PERFORMANCE

Guideline	Disclosure	Unit	2022	2023	2024
GRI 2-6	Market Capitalisation	RM (Million)	3,100.0	4,300.0	11,500.0
	Total Assets	RM (Million)	15,262.7	15,928.7	16,524.2
GRI 201-1	Total Revenue	RM (Million)	2,742.1	3,436.9	4,250.8
	Leisure	RM (Million)	84.7	93.8	100.0
	Property Development	RM (Million)	2,549.5	3,235.4	4,011.6
	Investment & Asset Management	RM (Million)	107.9	107.8	139.2

VALUE DISTRIBUTED TO STAKEHOLDERS

Guideline	Disclosure	Unit	2022	2023	2024
GRI 201-1	Total value distributed	RM (Million)	903.9	1,071.9	1,313.1
	Providers of Capital	RM (Million)	277.4	326.2	360.0
	Dividends	RM (Million)	136.0	170.0	204.0
	Finance Costs	RM (Million)	145.5	146.6	140.6
	Non Controlling Interests	RM (Million)	-4.1	9.6	15.4
	Reinvestment and future growth	RM (Million)	211.8	269.6	363.0
	PATAMI	RM (Million)	315.8	407.9	502.2
	less Dividends	RM (Million)	(136.0)	(170.0)	(204.0)
	Addition to Retained profits	RM (Million)	179.8	237.9	298.2
	Employee wages and benefits	RM (Million)	236.4	267.7	306.8
	Government Taxation (including deferred tax)	RM (Million)	178.2	236.4	267.7
	Total value distributed	RM (Million)	903.9	1,071.9	1,313.1
Bursa C2a	Zakat contributions	RM (Thousand)	1,300.0	1,400.0	3,500.0
GRI 201-1	CSR	RM (Thousand)	8,076.8	3,357.7	1,923.2
	Donation to Yayasan Sime Darby (YSD)	RM (Thousand)	20,000.0	9,475.2	12,237.4
	Sponsorships (includes donations)	RM (Thousand)	1,767.2	1,342.4	3,178.0
	Total Community Investment*	RM (Thousand)	31,144.0	15,575.3	20,838.6

* Total community investments refers to actual expenditures in the reporting period, not commitments.

INVESTMENT IN COMMUNITY SPACES

Guideline	Disclosure	Unit	2022	2023	2024
GRI 203-1	KL East Park	RM (Thousand)	256.7	934.2	539.4
	Microforest	RM (Thousand)	0	1,242.5	333.7
	Total	RM (Thousand)	256.7	2,176.7	873.0

BENEFICIARIES

Guideline	Disclosure	Unit	2022	2023	2024
Bursa C2b	Sime Darby Property CSR	Number	5,908	53,475	70,512
	Total number of beneficiaries of the investment in communities	Number	5,908	53,475	70,512

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HEALTH & SAFETY PERFORMANCE

Guideline	Disclosure	2022	2023	2024
GRI 403-9	Total HSSE incidents recorded	2	16	14
	Total recorded man-hours	17,615,617	20,966,363	27,024,146
	No. of LTI incidents (Employees)	0	0	0
	No. of LTI incidents (Contractors)	2	12	7
	Consecutive days without LTI	12	18	113
Bursa C5b	Overall LTIR**	0.02	0.11	0.05
	LTIR (Employees)	0	0	0
	LTIR (Contractors)	0.03	0.14	0.05
Bursa C5c	Number of employees trained on health and safety standards	NA	412	*983

* FY2024: There has been a significant increase in this indicator as we introduced compulsory Barrier Thinking e-learning in 2024 for all Executive employees. Excluding Barrier Thinking, the number of employees trained on health and safety standards is 407

** LTIR is calculated as $[\text{Total number of lost time incident} / \text{Total manhours}] \times 200,000$

Guideline	Disclosure	2022		2023		2024	
		Employee	Contractor	Employee	Contractor	Employee	Contractor
GRI 403-9	Total recorded man-hours	3,539,744	14,075,873	3,646,480	17,319,883	3,928,912	25,925,239
GRI 403-9 and Bursa C5a	Work-related fatalities	0	1	0	1	0	*2
GRI 403-9	Accident with lost workdays	0	2	0	12	0	7
	Accident without lost workdays	0	0	0	4	0	7
	Total number of accidents	0	2	0	16	0	14
	Total workdays lost	0	6,003	0	6,113	0	12,093
	Fatality Rate	0	0.07	0	0.06	0	0.08
	Incident Rate	0	0.36	0	1.94	0	1.35
	Frequency Rate	0	0.14	0	0.69	0	0.27
	Severity Rate	0	426.5	0	352.9	0	466.5
GRI 403-10	Occupational disease rate	0	0	0	0	0	0

* In September 2024, regrettably two subcontractor workers lost their lives due to a slope collapse while conducting drainage works at Elmina Project Site

WORKPLACE DATA

Guideline	Disclosure	2022	2023	2024*
GRI 2-7	TOTAL NUMBER OF EMPLOYEES HEADCOUNT	1,458	1,520	1,638
	Headcount By Gender			
	Male	818	858	917
	Female	640	662	721
	Percentage By Gender			
	Male	56%	56%	56%
	Female	44%	44%	44%
	Headcount By Ethnicity			
	Bumiputera	1,228	1,264	1,328
	Chinese	172	193	235
	Indian	55	61	68
	Others	3	2	7
	Percentage By Ethnicity			
	Bumiputera	84%	83%	81%
	Chinese	12%	13%	14%
	Indian	4%	4%	4%
	Others	0%	0%	1%
GRI 2-7 and Bursa C6b	By Contract Type			
	Headcount Permanent employees			
	Male	697	720	775
	Female	588	605	659
	Percentage of Permanent employees (%)			
	Male	54%	54%	54%
	Female	46%	46%	46%
	Headcount Temporary employees			
	Male	121	138	142
	Female	52	57	62
	Percentage of Temporary employees (%)			
	Male	70%	71%	70%
	Female	30%	29%	30%

* This data was subjected to an internal limited assurance by Group Corporate Assurance

Annual Performance Data

Guideline	Disclosure	2022	2023	2024*
Bursa C3a, GRI 405-1	Headcount By Employee Category			
	Senior Management			
	<i>Total</i>	115	129	146
	<i>Male</i>	76	82	91
	<i>Female</i>	39	47	55
	<i><30 years old</i>	0	0	0
	<i>30-50 years old</i>	77	81	93
	<i>>50 years old</i>	38	48	53
	<i>Bumiputera</i>	47	52	58
	<i>Chinese</i>	51	64	75
	<i>Indian</i>	14	13	12
	<i>Others</i>	3	0	1
	Middle Management			
	<i>Total</i>	303	322	362
	<i>Male</i>	167	174	194
	<i>Female</i>	136	148	168
	<i><30 years old</i>	6	8	10
	<i>30-50 years old</i>	245	260	292
	<i>>50 years old</i>	52	54	60
	<i>Bumiputera</i>	227	240	262
	<i>Chinese</i>	64	73	91
	<i>Indian</i>	6	8	6
	<i>Others</i>	6	1	3
	Executive			
	<i>Total</i>	434	453	513
	<i>Male</i>	195	210	234
	<i>Female</i>	239	243	279
	<i><30 years old</i>	122	106	123
	<i>30-50 years old</i>	286	319	358
	<i>>50 years old</i>	26	28	32
	<i>Bumiputera</i>	373	396	430
	<i>Chinese</i>	44	45	62
	<i>Indian</i>	13	12	19
	<i>Others</i>	4	0	2
	Non-Executive			
	<i>Total</i>	606	616	617
	<i>Male</i>	379	392	398
	<i>Female</i>	227	224	219
	<i><30 years old</i>	142	134	136
	<i>30-50 years old</i>	379	394	391
	<i>>50 years old</i>	85	88	90
	<i>Bumiputera</i>	564	576	578
	<i>Chinese</i>	6	11	7
	<i>Indian</i>	24	28	31
	<i>Others</i>	12	1	1

* This data was subjected to an internal limited assurance by Group Corporate Assurance

Guideline	Disclosure	2022	2023	2024*
Bursa C3a, GRI 405-1 (cont'd.)	Percentage By Employee Category			
	Senior Management			
	Male	66%	64%	62%
	Female	34%	36%	38%
	<30 years old	0%	0%	0%
	30-50 years old	67%	63%	64%
	>50 years old	33%	37%	36%
	Bumiputera	41%	40%	40%
	Chinese	44%	50%	51%
	Indian	12%	10%	8%
	Others	3%	0%	1%
	Middle Management			
	Male	55%	54%	54%
	Female	45%	46%	46%
	<30 years old	2%	2%	3%
	30-50 years old	81%	81%	81%
	>50 years old	17%	17%	16%
	Bumiputera	75%	74%	72%
	Chinese	21%	23%	25%
	Indian	2%	3%	2%
	Others	2%	0%	1%
	Executive			
	Male	45%	46%	46%
	Female	55%	54%	54%
	<30 years old	28%	23%	24%
	30-50 years old	66%	71%	70%
	>50 years old	6%	6%	6%
	Bumiputera	86%	87%	84%
	Chinese	10%	10%	12%
	Indian	3%	3%	4%
	Others	1%	0%	0%
	Non-Executive			
	Male	63%	64%	65%
	Female	37%	36%	35%
	<30 years old	23%	22%	22%
	30-50 years old	63%	64%	63%
	>50 years old	14%	14%	15%
	Bumiputera	93%	93%	94%
	Chinese	1%	2%	1%
	Indian	4%	5%	5%
	Others	2%	0%	0%

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EMPLOYEE TURNOVER

Guideline	Disclosure	2022	2023	2024*
GRI 401-1 and Bursa 6c	New Employee Hires			
	Total new employees	256	215	292
	Male	131	130	153
	Female	125	85	139
	Percentage of new employees			
	Male	51%	60%	52%
	Female	49%	40%	48%
	Breakdown of new employees by age			
	<30 years old	96	80	106
	30-50 years old	155	124	175
	>50 years old	5	11	11
	Employee Turnover			
	Total employee turnover			
	Total	146	153	174
	Male	79	90	94
	Female	67	63	80
	Total employee turnover rate	10%	10%	11%
	Male	5%	6%	6%
	Female	5%	4%	5%
	Breakdown of employee turnover by age			
	<30 years old	25	28	29
		17%	18%	17%
	30-50 years old	98	95	115
		67%	62%	66%
	>50 years old	23	30	30
		16%	20%	17%
		146	153	174
	Breakdown of employee turnover by Region			
	Malaysia	145	153	174
		99%	100%	100%
	Singapore	0	0	0
		0%	0%	0%
	Vietnam	1	0	0
		1%	0%	0%
	Breakdown of employee turnover by Employee Category			
	Senior Management	24	25	27
		17%	16%	15%
	Middle Management	32	40	48
		22%	26%	28%
	Executive	50	47	43
		34%	31%	25%
	Non-Executive	40	41	56
		27%	27%	32%
	Total	146	153	174

* This data was subjected to an internal limited assurance by Group Corporate Assurance

EMPLOYEE TRAINING & DEVELOPMENT

Guideline	Disclosure	2022	2023	2024
GRI 404-1	AVERAGE TRAINING HOURS			
	Number of Employees	1,458	1,520	1,638
	Training Cost (RM) [Includes HRDF contributions]	2,845,854	3,500,000	5,916,105
	Average Training Cost per Employee (RM)	1,952	2,303	3,612
	Total Training Hours	101,661	74,072	106,130
	Average Training Hours per Employee	70	49	65
GRI 404-1 and Bursa C6a	EMPLOYEE TRAINING			
	Training Hours By Employee Category			
	Senior Management	8,092	6,787	10,513
	Middle Management	21,889	16,494	26,476
	Executive	28,285	22,165	35,933
	Non-Executive	43,395	28,626	33,208
	Total	101,661	74,072	106,130
GRI 404-1	Number of Employees By Gender			
	Male	818	858	917
	Female	640	662	721
	LEADERSHIP TRAINING			
	No. of leadership training sessions	N/A	N/A	28
	No. of employees that attended training sessions	N/A	N/A	341
	COMPETENCY TRAINING FOR SIME DARBY PROPERTY EMPLOYEES			
	<i>Total training attendance</i>	N/A	N/A	4
	<i>No. of attendees that received one-year competency certificates</i>	N/A	N/A	1

EMPLOYEE PARENTAL LEAVE DATA

Guideline	Disclosure	2022	2023	2024
GRI 401-3	Total no. of employees entitled to parental leave			
	<i>Male</i>	808	670	701
	<i>Female</i>	628	662	721
	Total no. of employees who took parental leave			
	<i>Male</i>	32	47	46
	<i>Female</i>	25	46	35
	Total no. of employees who returned to work after parental leave			
	<i>Male</i>	32	47	46
	<i>Female</i>	25	45	34
	Total employees that were still employed 12 months after returning			
	<i>Male</i>	31	44	43
	<i>Female</i>	25	45	31
	Return to work rate (%)			
	<i>Male</i>	100%	100%	100%
	<i>Female</i>	100%	98%	97%
	Retention rate (%)			
	<i>Male</i>	97%	94%	93%
	<i>Female</i>	100%	98%	89%

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

Annual Performance Data

EMPLOYEE PERFORMANCE APPRAISALS

Guideline	Disclosure	2022	2023	2024
GRI 404-3	Total Eligible Employees			
	Percentage	98%	96%	94%
	Number	1,429	1,453	1,539
	Category			
	Senior Management	109	112	135
	Middle Management	298	288	339
	Executive	423	440	454
	Non-executive	599	613	611
	Gender			
	Male	626	818	875
	Female	803	635	664

EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Guideline	Disclosure	2022	2023	2024
GRI 2-30	Number of Employees	10	13	12
	% of Employees	0.7%	0.9%	0.7%
Bursa C6d	Number of substantiated complaints concerning human rights violations	-	2	*2

* Both human rights violations recorded in 2024 were related to employee misconduct which violated our Code of Business Conduct (COBC) principles. We will continue to mandate learning and awareness on our COBC principles to avoid further occurrences in the future.

Guideline	Disclosure	2022	2023	2024
Staff Volunteering	Number of staff volunteers for community work	461	778	757
	Number of staff volunteer hours for community work	2,220	2,941	2,878

ENVIRONMENTAL PERFORMANCE

ENERGY AND CARBON MANAGEMENT

Guideline	Disclosure	Unit	2022	2023	2024
Bursa CSM C11 (a) GRI 305-1	Total Scope 1 Direct GHG emissions	tCO ₂ e	754	537	852
Bursa CSM C11 (b) GRI 305-2	Total Scope 2* Indirect GHG emissions	tCO ₂ e	16,282	15,850	17,027
GRI 305-3	Total Scope 3 Other indirect GHG emission	tCO ₂ e	0	1,989	2,775
GRI 305-3 Bursa CSM C11 (c)	Business travel	tCO ₂ e	NA	NA	651
	Employee commuting	tCO ₂ e	NA	1,989	2,124
	Total	tCO ₂ e	17,036	18,376	20,654

* Calculated using Scope 2 location-based emissions method

EMISSIONS AND ENERGY CONSUMPTION BY SOURCE

Business Unit	Guideline	Disclosure	Unit	2022	2023	2024
Investment & Asset Management	Bursa CSM C11 (b) and GRI 305-2	Scope 2* Indirect GHG emissions	tCO ₂ e	8,031	7,548	7,874
	Bursa CSM C4 (a) and GRI 302-1	Total energy consumption	GJ	38,175	35,852	36,655
	GRI 302-4	Reduction of energy consumption	GJ	NA	2,323	-803
Leisure	Bursa CSM C11 (b) and GRI 305-2	Scope 2* Indirect GHG emissions	tCO ₂ e	5,628	5,806	6,556
	Bursa CSM C4 (a) and GRI 302-1	Total energy consumption	GJ	34,778	35,602	39,871
	GRI 302-4	Reduction of energy consumption	GJ	NA	-824	-4,269
Property Development	Bursa CSM C11 (b) and GRI 305-2	Scope 2* Indirect GHG emissions	tCO ₂ e	2,622	2,496	2,597
	Bursa CSM C4 (a) and GRI 302-1	Total energy consumption	GJ	12,455	11,853	15,469
	GRI 302-4	Reduction of energy consumption	GJ	NA	602	-3,616

Note: increase in 2024 PD energy consumption was due to use of diesel generator whilst power issues were being rectified. Excluding use of diesel generator, energy consumption is 12,078GJ

* Calculated using Scope 2 location-based emissions method

Annual Performance Data

OVERALL ENERGY CONSUMPTION

Guideline	Disclosure	Unit	2022	2023	2024
Bursa CSM C4 (a) and GRI 302-1	Total energy consumption	GJ	85,408	83,306	91,995
GRI 302-4	Reduction of energy consumption	GJ	-12,364	2,102	-8,689
GRI 302-3	Energy intensity	GJ/m2	0.39	0.38	0.64

URBAN BIODIVERSITY

Guideline	Disclosure
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Geographic location	<ol style="list-style-type: none"> 1. Bukit Cerakah Permanent Reserved Forest, Selangor - Elmina East 2. Klang Gates Quartz Ridge, Selangor (Wild Animals and Birds Protection Reserve) - KL East 3. Gallah Permanent Reserved Forest, Negeri Sembilan - Hamilton City 4. Lagong Permanent Reserved Forest, Selangor - Lagong 5. Bukit Kiara Federal Park, Kuala Lumpur - KLGCC
State the position of the operational site in relation to the protected area	Adjacent to the gazetted forest reserve/High Conservation Value
Type of operation	Land development and site office
Size of operational site in km²	<ol style="list-style-type: none"> 1. City of Elmina: 6,500 acre 2. KL East: 153.71 acre 3. Bandar Hamilton: 2720 acres 4. Lagong: 1,553 acres 5. KLGCC: 360 acres
Biodiversity value (terrestrial, freshwater or maritime ecosystem)	Terrestrial ecosystem
Biodiversity value characterised by listing of protected status (IUCN Protected Area Management Categories, Ramsar Convention, national legislation)	<ul style="list-style-type: none"> • Permanent Forest Reserve under National Forestry Act 1984. (Bukit Cerakah, Gallah, Lagong and Hulu Gombak Tambahan 1). • National Heritage Act for Permatang Kuarza Gombak-Selangor • Bukit Kiara Federal Park is protected by the National Land Code 1965.

Guideline	Disclosure	Data
Bursa SI(a) GRI 304-2	Percentage of existing operations or projects assessed for biodiversity risks	90.30%

Guideline	Disclosure
Bursa CSM S1 (b) GRI 304-3 (a)	Size and location of all habitat areas protected or restored. 1 <i>habitat protected: The environment remains in its original state with a healthy and functioning ecosystem during operational activities.</i> 2 <i>habitat restored: Remediation measures have either restored the environment affected by operational activities to its original state.</i>

Township	Area of Interest	Development Status	Accreage (m2)	
Elmina West	Elmina Urban Biodiversity Corridor	In Progress	21,691	Restore
Elmina West	Forest Park	In Progress	339,936	Restore
Elmina West	Community Park	Completed	145,687	Restore
Elmina West	Sakura Lake	Completed	84,984	Restore
Elmina East	Wildlife Park	In Progress	101,172	Restore
Bandar Bukit Raja 2	Wetland Townpark	In Progress	242,812	Restore
Serenia City	Central Park	Completed	129,500	Restore
Serenia City	Serenity Park	Completed	33,953	Restore
Serenia City	Aman North Park	Completed	44,515	Restore
Serenia City	Aman South	Completed	24,038	Restore
Serenia City	Wild Meadow Crossing	Completed	27,235	Restore
Serenia City	Rare Fruit Park	In Progress	9,672	Restore
Serenia City	Bamboo Trail	In Progress	12,748	Restore
Serenia City	Serenia Hill	In Progress	41,845	Restore
Hamilton City	Hamilton Biodiversity Park	In Progress	1,149,308	Restore
Nilai Impian	Taman Ujana	Completed	80,937	Restore
Nilai Impian	Townpark	Completed	18,656	Restore
Nilai Impian	The Parc	Completed	32,375	Restore
Bandar Ainsdale	Taman Tasik Ainsdale	Completed	46,539	Restore
Bandar Universiti Pagoh	Laguna Park	In Progress	368,062	Restore
Bandar Universiti Pagoh	Eco-Laguna Park	In Progress	92,147	Restore
Bandar Universiti Pagoh	Canals	In Progress	81,357	Restore
KL East	KL East Park	In Progress	214,484	Protected
KL East	Microforest	Completed	2,023	Restore
SJCC	Taman Subang Ria	Completed	293,923	Restore
	TOTAL		3,639,599	

Annual Performance Data

Guideline	Disclosure
Bursa S1 (c) GRI 304-4	<p>IUCN Red List species and national conservation list species with habitats in areas affected by operations.</p> <p>Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organisation, by level of extinction risk:</p>

Taxa	Total Species Affected by SDP's Operations						Total
	Critically endangered	Endangered	Vulnerable	Near Threatened	Least Concern	Others (DD)	
Flora	0	1	0	1	44	1	47
Fauna - Birds	0	1	0	2	10	0	13
Fauna - Mammals	0	0	0	1	3	0	4
Fauna - Reptiles and Amphibians	0	0	0	0	7	0	7
Grand Total							71

Fauna Species Diversity Across Development Stages	Pre Development						Total
	Critically endangered	Endangered	Vulnerable	Near Threatened	Least Concern	Others (DD)	
Flora	0	1	0	1	44	1	47
Fauna - Birds	0	1	1	5	45	0	52
Fauna - Mammals	1	2	0	1	11	0	15
Fauna - Reptiles and Amphibians	0	0	0	1	18	0	19

Development Stage	Post Development 2023						Total
	Critically endangered	Endangered	Vulnerable	Near Threatened	Least Concern	Others (DD)	
Flora	NA	NA	NA	NA	NA	NA	NA
Fauna - Birds	0	0	3	14	155	0	172
Fauna - Mammals	2	5	4	6	10	2	29
Fauna - Reptiles and Amphibians	1	1	1	2	34	0	39

Development Stage	Post Development 2024						Total
	Critically endangered	Endangered	Vulnerable	Near Threatened	Least Concern	Others (DD)	
Flora	9	16	28	10	214	14	291
Fauna - Birds	0	1	4	19	177	0	201
Fauna - Mammals	2	6	3	9	18	1	39
Fauna - Reptiles and Amphibians	0	1	1	2	66	0	70

Tree Planting Performance Data	Unit	2022	2023	2024
Total number of Trees Planted	Number	125,161	143,679	155,349
Total number of ERT Trees Planted	Number	24,560	26,085	30,100

WASTE MANAGEMENT

Guideline	Disclosure	Unit	2022	2023	2024
Bursa CSM C10 (a)	Total Waste generated	tonnes	12,961	14,402	30,633
Bursa CSM C10 (a) (i)	Total waste diverted from disposal	tonnes	3,781	3,580	15,445
Bursa CSM C10 (a) (ii)	Total waste directed to disposal	tonnes	9,180	10,822	15,188

Note: The significant increase in Total Waste Generated for FY2024 is primarily due to the inclusion of green waste from land clearing activities

WATER MANAGEMENT

Guideline	Disclosure	Unit	2022	2023	2024
Bursa CSM C9 (a) GRI 303-3	Total volume of water used	megaliters	1,206	986	1,933
	Potable Water	megaliters	1,206	986	1,206
	Non-Potable Water	megaliters	NA	NA	727

Note: For FY2024 total volume of water used includes non-potable water usage of 727 Megalitres. Non-potable water data is complete to the best of our knowledge, and we are committed to continuously improving the accuracy of this measurement.

Annual Performance Data

GOVERNANCE DATA

SUPPLIER BREAKDOWN

Guideline	Disclosure	2022	2023	2024
Bursa C7a	Total Number of vendors (registered)			
	Local	NA	NA	2757
	Foreign	NA	NA	22
	Percentage of vendors by type (registered)			
	Local (%)	99.69	99.83	99.21%
	Foreign (%)	NA	NA	0.79%
	Percentage of spending on vendors by type (transacted)			
	Local (%)	NA	NA	99.69%
	Foreign (%)	NA	NA	0.31%

ANTI CORRUPTION

Guideline	Disclosure	2022	2023	2024
Bursa C1a	Percentage of employees who have received training on anti-corruption by employee category	NA	84.5%	84.5%
	Senior Management Percentage	NA	96%	100%
	Middle Management Percentage	NA	99%	99%
	Executive Percentage	NA	99%	99%
	Non-Executive	NA	64%	61%
Bursa C1b	Percentage of operations assessed for corruption-related risks	NA	100%	100%
Bursa C1c	Confirmed incidents of corruption	0	0	0
GRI 205-3	Number of confirmed cases where employees were dismissed/disciplined for corruption	NA	0	0
	Number of misconduct or malpractice reports received	NA	18	10
	Percentage of misconduct or malpractice reports resolved	NA	72%	100%

DATA PRIVACY AND SECURITY

Guideline	Disclosure	2022	2023	2024
Bursa C8a GRI 418-1	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	1	0

BOARD OF DIRECTORS

Guideline	Disclosure	2022	2023	2024*
Bursa C3b	Board of Directors			
	Male	7	7	7
	Female	3	4	4
	50 years old and below	2	3	3
	51-60 years old	4	4	3
	above 60 years old	4	4	5
	Breakdown by Percentage			
	Male	70%	64%	64%
	Female	30%	36%	36%
	50 years old and below	20%	28%	27%
	51-60 years old	40%	36%	27%
	above 60 years old	40%	36%	46%

Note: The BOD breakdown presented here accounts for the time period between 1 January - 31 December 2024.

* This data was subjected to an internal limited assurance by Group Corporate Assurance

Statement of Assurance



Independent Limited Assurance Report to the Board of Directors of Sime Darby Property Berhad on the selected sustainability information disclosed in the Sustainability Report 2024

We have been engaged by Sime Darby Property ("the Company") to perform an independent limited assurance engagement on the selected sustainability information (together the "Subject Matter Information") for the year ended 31 December 2024 (the "Subject Matter Information") as defined below and marked with the symbol "^" in the Company's Sustainability Report for the year ended 31 December 2024 (the "Sustainability Report 2024").

Our assurance conclusion does not extend to information in respect of earlier periods or to any other information included in the Sustainability Report 2024.

Our Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Reporting Criteria referenced in the "Subject Matter Information and Reporting Criteria" section below.

Subject Matter Information and Reporting Criteria

The Subject Matter Information needs to be read and understood together with the Reporting Criteria, which the Company is solely responsible for selecting and applying.

The Subject Matter Information and the Reporting Criteria are set out below:

Subject Matter Information	Measurement Unit	2024	Reporting criteria
Bursa's prescribed common indicators ("Common Indicators")			
C1 (b) Percentage of operations assessed for corruption-related risks	Percentage (%)	100	The Sustainability Reporting Guide (3rd Edition) issued by Bursa Malaysia Securities Berhad
C4(a) Total energy consumption	Gigajoules (GJ)	91,995	
C5 (c) Number of employees trained on health and safety standards	Number	983	
C9 (a) Total volume of water used	Megalitres (Ml)	1,933	
C10 (a) Total waste generated, and a breakdown of the following	Tonnes	30,633	
(i) Total waste diverted from disposal		15,445	
(ii) Total waste diverted to disposal		15,188	
C11 (a) Scope 1 emissions	tCO ₂ e	852	

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Statement of Assurance



Independent Limited Assurance Report to the Board of Directors of Sime Darby Property Berhad on the selected sustainability information disclosed in the Sustainability Report 2024 (cont'd)

Subject Matter Information and Reporting Criteria (cont'd)

Subject Matter Information	Measurement Unit	2024	Reporting criteria
Bursa's prescribed common indicators ("Common Indicators") (cont'd)			
C11 (b) Scope 2 emissions	tCO2e	17,027	The Sustainability Reporting Guide (3rd Edition) issued by Bursa Malaysia Securities Berhad
C11 (c) Scope 3 emissions	tCO2e	2,775	
Cat 6: Business travel		2,124	
Cat 7: Employee commuting		651	
Bursa's prescribed sector-specific indicators ("Sector-specific Indicators")			
S1 (a) Percentage of existing operations or projects assessed for biodiversity risks	Percentage (%)	90.3	The Sustainability Reporting Guide (3rd Edition) issued by Bursa Malaysia Securities Berhad
S1 (c) Total number of International Union for Conservation of Nature ("IUCN" Red List of Threatened Species) and national conservation list species with habitats in areas affected by the operations of the company	Number	71	

Responsibilities of the Directors and management

Management of the Company is responsible for the preparation of the Subject Matter Information included in the Company's Sustainability Report 2024 in accordance with the Reporting Criteria.

This responsibility includes the selection and application of appropriate methods to prepare the Subject Matter Information reported in the Company's Sustainability Report 2024 as well as the design, implementation and maintenance of internal control relevant for the preparation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error. Furthermore, the responsibility includes the use of assumptions and estimates for disclosures made by the Company which are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Company's sustainability reporting process.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure the Subject Matter Information allows for different, but acceptable, measurement basis and can affect comparability between entities and over time. In addition, Greenhouse Gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

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Independent Limited Assurance Report to the Board of Directors of Sime Darby Property Berhad on the selected sustainability information disclosed in the Sustainability Report 2024

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Subject Matter Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the approved standard for assurance engagements in Malaysia, ISAE 3000 (Revised) for Assurance Engagements Other than Audits or Reviews of Historical Financial Information. This standard requires that we plan and perform this engagement under consideration of materiality to express our conclusion with limited assurance about whether the Subject Matter Information is free from material misstatement.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Institute of Accountants ("MIA") and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of work performed

Our work included the following procedures. We:

- Evaluated the suitability in the circumstances of the Company's Reporting Criteria as the basis for preparing the Subject Matter Information;
- Obtained an understanding of the Company's control environment, processes and systems relevant to the preparation of the Subject Matter Information at the consolidated level and operating unit level. Our procedures did not include evaluating the suitability of design or operating effectiveness of control activities;
- Evaluated the appropriateness of measurement and evaluation methods, reporting policies used and estimates made by the Company, noting that our procedures did not involve testing the data on which the estimates are based or separately developing our own estimates against which to evaluate the Company's estimates;
- Performed analytical procedures for consistency of data with trends and our expectation;
- Performed limited substantive testing on a sampling basis on transactions included in the Subject Matter Information at the Company's which involved agreeing data points to/from source information to check that the underlying subject matter had been appropriately evaluated or measured, recorded, collated and reported;

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Statement of Assurance



Independent Limited Assurance Report to the Board of Directors of Sime Darby Property Berhad on the selected sustainability information disclosed in the Sustainability Report 2024

Summary of work performed (continued)

Our work included the following procedures. We: (continued)

- Undertook site visits at Sime Darby Convention Centre to assess the completeness of the emissions sources, data collection methods, source data and relevant assumptions applicable to the sites. The sites selected for testing were chosen taking into consideration their emissions in relation to total emissions, emissions sources, and sites selected in prior periods. Our procedures did not include testing information systems to collect and aggregate facility data, or the controls at these sites.
- Checked mathematical formulas, proxies and default values used in the Subject Matter Information against the Company's Reporting Criteria; and
- Evaluated the appropriateness of the disclosures and presentation of the Subject Matter Information based on the Reporting Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Subject Matter Information has been prepared, in all material respects, in accordance with the Reporting Criteria.

Restriction on Distribution and Use and Disclaimer of Liability to Third Parties and For Any Other Purpose

Our report, including our conclusion, has been prepared solely for the Board of Directors of the Company in accordance with the agreement between us dated 17 January 2025 (the "agreement"). We consent to the inclusion of this report in the Sustainability Report 2024 of the Company which will be accessible at www.simedarbyproperty.com in connection with the Company's responsibilities under paragraph 6.2(e) of Practice Note 9 of the Main Market Listing Requirements in respect of the disclosure of a statement on whether the listed issuer has sought independent assurance on the Subject Matter Information. To the fullest extent permitted by law, we do not accept or assume responsibility or liability to anyone other than the Company for our work or this report except where terms are expressly agreed between us in writing. Any reliance on this report by any third party is entirely at its own risk.

PRICEWATERHOUSECOOPERS PLT
LLP0014401-LCA & AF 1146
Chartered Accountants

Kuala Lumpur
24 April 2025

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