

To Be a  
**VALUE  
MULTIPLIER**  
Championing Urban Biodiversity

SIME DARBY PROPERTY BERHAD

SUSTAINABILITY REPORT 2024

[www.simedarbyproperty.com](http://www.simedarbyproperty.com)



This Report is printed on environment friendly paper.

SIME DARBY PROPERTY BERHAD  
Registration No. 197301002148 (15631-P)

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# About THIS REPORT

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

## REPORTING APPROACH

This report adheres to leading sustainability reporting standards and frameworks. Developed using best practices, it provides stakeholders with transparent and relevant information for informed decision-making. The report has been prepared with reference to the following:

- Bursa Malaysia's Main Market Listing Requirements on Sustainability Reporting
- Global Reporting Initiative (GRI) Sustainability Reporting Standards
- The United Nations Sustainable Development Goals (UN SDGs)
- Bursa Malaysia Sustainability Reporting Guide (3rd Edition)
- Recommendations of the TCFD

For details on the Annual Performance Data, please refer to the Appendix on pages 139-152.

## SCOPE AND BOUNDARIES

This report outlines our strategies, initiatives, and performance relating to key environmental, social and governance (ESG) issues for the period from 1 January 2024 to 31 December 2024 (FY2024), approved by the Board of Directors on 26 March 2025. It complements the information published in Sime Darby Property's Integrated Report 2024.

The boundary of this report is defined by the level of ownership and management control through which Sime Darby Property can implement its Sustainability Framework and influence ESG outcomes.

The boundary covers:

- 1. Corporate Operations** – Sime Darby Property's corporate policies, workforce, training, emissions and other impacts associated with managing business operations.
- 2. Direct Investment Portfolio** – directly owned property assets are divided into two management groups – operational control and non-operational control. Control is determined by the level to which Sime Darby Property has the capacity to implement its Sustainability Strategy.
  - **Operational Control** – where Sime Darby Property is responsible for setting operational standards for the property services and performance as well as for setting and delivering capital works and investment strategies to reduce energy and improve the asset.
  - **Non-Operational Control** – across some property assets, the tenant-customer holds a lease with full management control over the entire premises that they occupy. In these assets, Sime Darby Property is unable to directly set policy or implement change. Non-operational control property assets are excluded from the reporting boundary of this report.
- 3. Other Exclusions** – Disclosure at the Group level does not include other operational businesses where Sime Darby Property does not have a majority ownership of more than 51% and/or does not have operational control. Data collected excludes our joint ventures and associates and those who are not under our operational control.

Notably, there have been changes in our operational boundaries, and the following have been removed from our boundary due to:

- **Property Development**
  - BU5 Taman Pasir Putih Sales Gallery and Operations Office closed on 1 January 2024.
- **Leisure**
  - Bayuemas Sports and Events Complex has been leased out and is no longer under the operation of Sime Darby Property Berhad.

These changes are reflected in the reporting boundaries in this report.

Type of Business	Business Unit	Operating Unit
Property Development	BU1	City of Elmina (East & West), Denai Alam, Bukit Jelutong, Elmina Business Park, Elmina North
	BU2	Bandar Bukit Raja
	BU3	Serenia City, Hamilton Nilai City
	BU4	Bandar Ainsdale, Nilai Impian 1 & 2
	BU5	Bandar Universiti Pagoh
	BU6	KLGCC Resort, Ara Damansara
	BU7	KL East, Subang Jaya City Centre (SJCC) and Putra Heights, The Glades, SJ7, Taman Melawati <i>Putra Heights, The Glades was previously listed under BU8, which has been merged with BU7 at the time of reporting (2025)</i>
Leisure		Sime Darby Convention Centre (SDCC), Kuala Lumpur Golf & Country Club (KLGCC), Impian Golf & Country Club (IGCC)
Investment and Asset Management		Oasis Block F & G, KL East Mall (KLEM), Elmina Lakeside Mall, Glades Plaza, KLGCC Mall, Oasis Corporate Park – Carpark

## Statement of Assurance

[GRI 2-5]

In strengthening the credibility of this Sustainability Report, the information disclosed herein has been subjected to the following:

- An internal review by the Group Corporate Assurance Department; and
- Independent limited assurance in accordance with ISAE 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" for selected indicators.

The Group Corporate Assurance Department has reviewed the following subject matter information disclosed as part of the Sustainability Report:

- Percentage of employees by gender and age group, for each employee category;
- Percentage of directors by gender and age group;
- Total number of employee turnover by employee category; and
- Total number of new employees by gender, age group and employee category.

In addition, PricewaterhouseCoopers PLT was engaged to provide an independent limited assurance on the following subject matter information reported for FY2024, in accordance

with ISAE 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information":

- Percentage of operations assessed for corruption-related risks;
- Total energy consumption;
- Number of employees trained on health and safety standards;
- Total waste generated, and a breakdown of the following:
  - Total waste diverted from disposal;
  - Total waste directed to disposal;
- Scope 1 emissions in tonnes of CO<sub>2</sub>e;
- Scope 2 emissions in tonnes of CO<sub>2</sub>e;
- Scope 3 emissions in tonnes of CO<sub>2</sub>e (Cat 6: Business Travel and Cat 7: Employee Commuting);
- Percentage of existing operations or projects assessed for biodiversity risks; and
- 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.

Please refer to the independent limited assurance report on page 153 to 156 for details on the subject matter information, scope of assurance and the assurance conclusion thereon.



### THIS DOCUMENT IS ISSUED BY

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### ENQUIRIES

All enquiries and correspondence regarding this report or sustainability disclosures should be directed to the team at [sustainability@simedarbyproperty.com](mailto:sustainability@simedarbyproperty.com).



Please scan the QR code for the following documents of the Company which are available at

<https://www.simedarbyproperty.com/investor-relations>



You can find more information online at

<https://www.simedarbyproperty.com/>

# What's Inside

- About This Report

## INTRODUCTION

- 1 Statement of Assurance
- 4 Who We Are | Our Purpose | Our Presence
- 5 Our Vision | Our Mission | Our Core Values
  - 6 What We Do: Core Business Segments
  - 8 Remaining a Force for Good
  - 9 Key Awards and Recognition
- 14 Chairman's Message
- 16 Group Managing Director and Chief Executive Officer's Message
- 18 Performance Scorecard



# 52<sup>nd</sup>

ANNUAL GENERAL MEETING OF  
SIME DARBY PROPERTY

DATE: TUESDAY, 10 JUNE 2025

TIME: 10.00 A.M.



1

## OUR SUSTAINABILITY APPROACH

- 19 Foundations of Sustainability
  - 20 Sustainability Framework
  - 21 Sustainability Agenda
- 23 Value Creation and Stakeholder Engagement
- 24 Material Matters
  - 24 Materiality Approach
  - 25 Materiality Outcomes
- 28 Contribution to the UN SDGs

2

## CREATING VALUE THROUGH INNOVATION

- 29 Innovation at Our Core
  - 30 Our Purpose, Vision, and Mission
  - 31 Engines of Growth
- 37 Products and Solutions
  - 38 Our Commitment to Sustainable Living
  - 38 Striving for Eco-Certified Buildings
  - 39 Opportunities for Circularity
  - 39 Partnerships

3

## ENVIRONMENTAL STEWARDSHIP

- 41 Net Zero Strategy
- 45 Carbon Management
  - 45 Road to Net Zero
  - 49 Emissions Reduction through Energy Management
- 54 Safeguarding Urban Biodiversity
  - 54 Our Urban Biodiversity Effort Over The Years
  - 57 Our Urban Biodiversity Alignment: The Arc Approach
- 66 Waste Management
  - 67 Recycling and Reuse Strategies
  - 69 Progress Towards Circularity
- 72 Water Management
  - 73 Water Management Strategies
  - 76 Responsible Water Consumption

# We are delighted to unveil **Sime Darby Property's** Sustainability Report for 2024

4

## EMPOWERING PEOPLE AND COMMUNITIES

- 79 Occupational Health and Safety**
  - 80 Our Safety Performance
  - 83 The Foundation of Safety Excellence
  - 85 Upskilling for Safety Excellence
- 87 Building Communities**
  - 88 Fostering Vibrant Communities
- 100 Diversity and Inclusion**
  - 103 Labour Practices and Standards
  - 104 Empowering Our People



5

## UPHOLDING GOOD GOVERNANCE

- 108 Governance Structure**
- 109 Sustainability Governance**
- 113 Collaboration for Sustainability**
- 115 Climate Risk Management**
- 116 Responsible Supply Chain Management**
  - 116 Screening Process
  - 118 Compliance
  - 118 Engagement and Capacity Building
- 119 Policies and Guidelines**
  - 125 Our Policies in Action
  - 126 Anti-Bribery and Corruption
  - 128 Data Privacy and Cybersecurity

6

## APPENDICES

- 129 GRI Content Index**
- 138 TCFD Index**
- 139 Annual Performance Data**
- 153 Statement of Assurance**



## Cover Rationale

At Sime Darby Property, we see every development as an opportunity to nurture both people and the planet. We aren't merely constructing homes or commercial spaces; we're creating vibrant ecosystems where urban biodiversity thrives alongside modern living, multiplying value in ways that will resonate for generations.

In a world increasingly focused on sustainability, we view urban biodiversity as a driving force for progress, not an obstacle. Our approach goes beyond reducing carbon footprints — we are actively integrating nature into our developments, cultivating green spaces, fostering wildlife, and designing landscapes that enhance the quality of life for residents. These green elements aren't just features; they're core to the health and well-being of the communities we create.

By championing biodiversity, we're building inclusive neighbourhoods that are resilient, vibrant, and in tune with their natural surroundings. This commitment to environmental stewardship is part of a broader vision — to lead in sustainable real estate, delivering economic and ecological value in harmony.

As we advance toward becoming a fully-fledged real estate development company by 2025, our dedication to multiplying value through urban biodiversity continues. With every project, we're laying the foundations for a legacy of sustainable growth where communities and nature flourish together.



## OVERVIEW

# Who WE ARE

[GRI 2-6]

With over 50 years of experience in developing sustainable communities, Sime Darby Property (“the Group”) is proud to be recognised as Malaysia’s leading property developer. To date, we have built more than 100,000 homes across 25 active townships and developments, with extensive operations and assets across the country. Expanding beyond the Malaysian market, we have established a presence in the United Kingdom through our involvement in a Malaysian consortium that successfully redeveloped the iconic Battersea Power Station in Central London.

In addition to residential and integrated developments, the Group has built a strong foothold in the industrial and logistics sector across three Malaysian states. Our industrial developments can be found in Bandar Bukit Raja, Elmina Business Park and Serenia City in Selangor; Nilai Impian and Hamilton Nilai City in Negeri Sembilan; and Bandar Universiti Pagoh in Johor. Through strategic partnerships with global players such as LOGOS SE Asia Pte Ltd (“LOGOS Property”), now part of ESR Group, Mitsui & Co Ltd (“Mitsui”) and Mitsubishi Estate Co Ltd (“Mitsubishi Estate”), we have established world-class industrial and logistics facilities, highlighted by the E-Metro Logistics Park in Bandar Bukit Raja. Additionally, in our Leisure segment, the Group is the proud owner of the Kuala Lumpur Golf & Country Club, one of the region’s most prestigious golf clubs.

The Group remains deeply committed to making a positive impact on society. In partnership with our philanthropic arm, Yayasan Sime Darby (“YSD”), we actively and continually implement various social welfare initiatives to support underprivileged communities within and around our townships.

As of December 2024, the Group holds approximately 13,800 acres of land, primarily in strategic locations along the west coast of Peninsular Malaysia. Within our Investment & Asset Management business, we manage around 7.8 million sq. ft. of net lettable area across commercial, retail, education and industrial segments.



### MARKET CAPITALISATION

**RM11.5** billion as of 31 Dec 2024



### TOTAL ASSETS

**RM16.5**  
billion as of 31 Dec 2024



### TOTAL SALES

**RM4.1**  
billion as of 31 Dec 2024

## Our Purpose

To be a **Value Multiplier** for **people, businesses, economies and the planet**

## Our Presence



### UNITED KINGDOM

Battersea Power Station,  
Central London





## Our Vision

**Advancing real estate** as a force for collective progress, in **harmony** with the **planet's resources**.



## Our Mission

To develop, own and manage a **thriving asset portfolio, creating value** for all **stakeholders**.



Figure 1.0: Our Presence

## Our Core Values

**T**

**Together**  
We Do  
What's Right

**E**

We Lead  
with  
**Excellence**

**A**

We  
Embrace New  
**Approaches**

**M**

We **Make**  
Things  
Happen

# What We Do:

## Core Business Segments

[GRI 2-6]



### PROPERTY DEVELOPMENT

With more than 50 years of experience in building sustainable communities, we have established a strong track record in planning, executing and delivering high-quality products and developments. Our expertise in property development spans a variety of sectors, including landed and high-rise residential properties, affordable and luxury homes, as well as commercial, industrial and logistics developments, and other specialised projects.

Among our most well-known and iconic townships in Malaysia are Melawati, Subang Jaya, Ara Damansara and Bukit Jelutong. In addition, we are actively developing newer townships in the Klang Valley, Negeri Sembilan and Johor, such as the City of Elmina, Putra Heights, Serenia City, Bandar Bukit Raja, KLGCC Resort, Nilai Impian, Hamilton Nilai City, Bandar Ainsdale and Bandar Universiti Pagoh.

SEGMENT  
REVENUE

**RM4.0**  
billion

TOTAL  
SALES

**RM4.1**  
billion

NO. OF  
UNITS SOLD

**2,989**

### INVESTMENT & ASSET MANAGEMENT

Our Investment and Asset Management (IAM) division focuses on generating recurring income streams through the development, ownership, and operation of investment-grade assets, as well as the formation of real estate funds. With a presence across Malaysia, the United Kingdom, and Singapore, IAM manages a diversified portfolio of retail, commercial/office, education, and industrial assets.

Notable achievements include raising over RM1 billion for the inaugural Industrial Development Fund in a joint venture with LOGOS Property, now part of ESR Group. The venture's first development, Metrohub 1 and 2 in Bandar Bukit Raja, has been successfully completed, offering world-class facilities for stakeholders and investors. The division has also secured two build-to-suit lease agreements for the development of hyperscale data centre projects in Elmina Business Park, with a combined lease value of RM7.6 billion, marking its entry into this rapidly growing asset class.

In retail, our second wholly owned mall, Elmina Lakeside Mall, opened with 100% committed occupancy, following KL East Mall's success. A third wholly owned mall, KLGCC Mall, is set to launch in late 2025, with five anchor tenants secured.

Additionally, IAM's portfolio includes the iconic Battersea Power Station in Central London and a Concession Arrangement business, managing campuses within the Pagoh Education Hub.





TOTAL  
NUMBER OF  
ASSETS OWNED/  
MANAGED

**33**

TOTAL NET  
LETTABLE  
AREA

**7.8**

million sq. ft.



## LEISURE

Kuala Lumpur Golf & Country Club

The Leisure segment of our business owns and manages Malaysia's premier golf and country club, the iconic KLGCC. Located in a serene and verdant region of Bukit Kiara, Kuala Lumpur, this world-class club boasts a 36-hole tournament-standard course and is a regular venue for high-profile golf tournaments, including the prestigious Ladies' Professional Golf Association (LPGA)-sanctioned Maybank Championship.

In addition to KLGCC, the segment manages the Impian Golf & Country Club (IGCC) in Kajang, and the SDCC—a renowned venue for meetings, conferences, events and exhibitions.

**KLGCC is ranked 76th Top 150 Platinum Golf & Country Clubs of the World for 2024-2025**

**KLGCC is the first and only fully certified Audubon Cooperative Sanctuary for Golf in Malaysia**



Elmina Lakeside Mall

## Who We Are

### REMAINING A FORCE FOR GOOD

Sime Darby Property is resolute in advancing real estate as a force for good. Guided by our purpose, vision, and mission, we strive to create thriving, sustainable communities while driving progress in harmony with the planet's resources.

#### ➤ Partnership for Progress

In collaboration with our stakeholders, we strive to multiply value for societies, the environment, and economies. We hold a proud legacy of creating award-winning townships and delivering positive community experiences through social infrastructure projects.

#### ➤ Championing Urban Biodiversity

Our commitment to urban biodiversity continues through a strategic partnership with Tropical Rainforest Conservation and Research Centre (TRCRC) on conservation and regeneration efforts. This collaboration led to the establishment of the Elmina Rainforest Knowledge Centre (ERKC) in 2022 and the development of a 10-acre Elmina Living Collection Nursery (ELCN), and has encouraged the participation of nearly 600 people over 21 educational and volunteer-based activities.



Snake Awareness & Safety Workshop held at Elmina Rainforest Knowledge Centre (ERKC)

#### ➤ Corporate Responsibility

As a responsible corporate citizen, Sime Darby Property, alongside our philanthropic arm, Yayasan Sime Darby (YSD), actively implements initiatives to support marginalised communities within and surrounding our townships.



## KEY AWARDS AND RECOGNITION

Awards and recognition play a crucial role in driving organisations towards continuous growth and excellence. They provide external validation of progress, holding us accountable to industry best practices. More importantly, they stand as powerful testimonials to the dedication and efforts of our workforce, whose commitment to excellence enables these achievements. In 2024, Sime Darby Property Berhad and its entities won a total of 51 awards, a testament to the hard work and dedication of our employees. Our key awards are highlighted below. For a comprehensive list of our awards and recognitions, please refer to our 2024 Integrated Annual Report.

Such accolades inspire us to continuously innovate and push boundaries, particularly in areas like sustainability, where long-term impact is vital. For Sime Darby Property, these honours reflect the success of our mission to build thriving, sustainable communities for both people and nature.

### Highlighting our Group Wide Achievements



#### The Edge Malaysia Top Property Developers Awards 2024

- No. 1 Overall
- Best in Qualitative

The TPDA, established in 2003, ranks Malaysia's best property developers through a scoring system based on qualitative (65%) and quantitative (35%) criteria. Companies are evaluated on expertise, innovation, creativity, product quality, and value creation, while the quantitative assessment considers factors such as shareholders' funds, turnover, profitability, and financial stability.

In 2024, Sime Darby Property garnered an impressive portfolio of HR and employee awards, reflecting our holistic commitment to leadership excellence, innovative HR solutions, robust DEI principles, and the fostering of a supportive work culture. These accolades reinforce our status as an employer of choice and underscore how our talent strategies continually evolve to meet both employee needs and the shifting demands of our industry.

*For an in-depth look at our achievements and our broader HR initiatives, please refer to Chapter 4 of this report.*



#### Putra Brand Awards 2024: Platinum, Property Development

The Putra Brand Awards is Malaysia's premier brand recognition event, designed by and for brand managers and owners.

Launched in 2010 by the Association of Accredited Advertising Agents Malaysia (4As) in collaboration with Malaysia's Most Valuable Brands (MMVB), the awards celebrate brand building as a crucial business investment, assessed through consumer preference.

It is the only brand award in Malaysia endorsed by MATRADE and supported by the Malaysian Advertisers Association (MAA), Media Specialists Association (MSA), and Malaysian Digital Association (MDA).

## Who We Are



### **Sime Darby Property won the BCI Asia Top 10 Developers (Malaysia) Award 2024**

Sime Darby Property secured the BCI Asia Top 10 Developers (Malaysia) Award for the 12th consecutive year in 2024, marking a significant achievement in the Malaysian property development landscape. The Top 10 Developers award specifically recognises developers based on the total value of their active projects under construction during the previous calendar year, with consideration for their commitment to sustainability and green building ratings.



### **StarProperty Real Estate Developer Awards 2024:**

- **All Stars Award (No. 1)**
- **Readers Choice Award - Most Preferred Developer (Top 3)**
- **Readers Choice Award - Newsmaker of the Year (Top 3)**

The StarProperty Awards 2024: Real Estate Developer pays tribute to developers who have significantly contributed to the nation's real estate growth. From iconic buildings to eco-friendly developments and integrated townships, these awards celebrate quality projects that form the backbone of society.

In collaboration with industry stakeholders, investors, entrepreneurs, and homebuyers, the awards honour property developers for their consistent outstanding performance year after year.



### **2024 PropertyGuru Asia Property Awards:**

- **Best Landed Development (Malaysia) Award (The Residences III at The Glades)**

The PropertyGuru Asia Property Awards is Asia's largest and most prestigious real estate awards programme, celebrating the top achievers in the region's dynamic markets. It honours outstanding developers and developments at both domestic and regional levels. As a key milestone in the real estate industry calendar, the event attracts top decision-makers and esteemed trade and consumer media.



### **Malaysia Landscape Architecture Awards 2024 (MLAA14): Best Client Award**

This year, the Institute of Landscape Architecture Malaysia (ILAM) celebrates the 13th edition of its awards, recognising excellence across the landscape architecture industry. These awards honor outstanding achievements by consultancy firms, developers, researchers, students, contractors, suppliers, government agencies, foundations, NGOs, media, and individuals in Malaysia and abroad.

The Best Client Award in the MLAA awarded at the Malaysia Landscape Architecture Awards (MLAA) recognises a property developer or client who demonstrates exceptional commitment to high-quality landscape design in their projects.





#### MDA d Awards 2024

- Best Digital Out-of-Home category for 'CNY 2023: From Point of Interest to Point of Sales' (Gold)
- Best Use of Data, Best Digital Customer Acquisition and Loyalty Campaign (Silver)
- Best Performance Marketing Campaign for 'Serasi: Gone in 60 Minutes' (Silver)

The d Awards 2025, organised by the MDA, honours talents, agencies, brands, publishers, and digital service providers that leverage digital technologies. The awards seeks innovation in designing, managing, marketing, or promoting digital campaigns, products, or services that transform how consumers perceive and engage with brands.

In 2024, Sime Darby Property garnered an impressive portfolio of HR and employee awards, reflecting our holistic commitment to leadership excellence, innovative HR solutions, robust DEI principles, and the fostering of a supportive work culture. These accolades reinforce our status as an employer of choice and underscore how our talent strategies continually evolve to meet both employee needs and the shifting demands of our industry.

*For an in-depth look at our achievements and our broader HR initiatives, please refer to Chapter 4 of this report.*



#### Life At Work Awards (LAWA) by TalentCorp

LAWA celebrates employers who have adopted forward-thinking strategies that exemplify their dedication to the DEI agenda and sustainability efforts for the Future of Work, Workplace, and Workforce.

These progressive employers proudly display the LIFE AT WORK brand mark, which serves as a recognition of their commitment to the future of work policies, placing them ahead in attracting top-notch talent.



#### HR Excellence Award

The HR Excellence Awards celebrate the top HR teams and individuals for their exceptional contributions across every aspect of the HR function.



#### GRADUAN Brand Awards

The GRADUAN Brand Awards presents insights into talent's preferences of organisations. Voted by talents, the GRADUAN Brand Awards identifies the factors that influence talent when it comes to choosing their preferred employers as well as their pick for the Malaysia's Most Preferred Employer, in general, and according to sector. Overall, the findings of the GRADUAN Brands Awards indicate employer branding and visibility of the organisations named.



#### M100

M100 Gala Awards ceremony recognises the most outstanding graduate recruiters in the country via the Overall Awards as well as those who stand out within key industry sectors via The Sector Awards.

## Who We Are





## Highlighting Our Achievements in Sustainability



At *The Edge Malaysia - ILAM Sustainable Landscape Awards 2024*, KL East Park (Phase 1) received a Silver award in the Landscape Planning category. This award recognises Sime Darby Property's dedication to preserving green spaces that promote biodiversity and provide tranquil environments for local communities. As a key feature of the KL East township, KL East Park exemplifies the Group's strategy to balance urban development with the protection of natural ecosystems.

Another notable achievement was the Special Mention award for *The PARC @ Taman Subang Ria* in the Below 10 Years - Specialised category. Opened last year, PARC was designed as a replicable community centre model, actively promoting sustainable living while positively impacting surrounding communities. This recognition highlights Sime Darby Property's innovative approach to creating vibrant spaces that foster social engagement and environmental awareness.



KL East Mall

Additionally, Sime Darby Property was honoured at the *Best Managed & Sustainable Property Awards (BMSPA) 2024*, organised by *The Edge Malaysia*. Now in its eighth year, the awards celebrate Malaysian real estate projects designed, built, and maintained with sustainability as a core principle. KLEM, located within the KL East township, won Bronze in the Below 10 Years - Retail category. This recognition underscores the Group's ongoing efforts to implement green building practices that enhance sustainability and reduce carbon emissions.

Reflecting on these achievements, Sime Darby Property's Group Managing Director and Chief Executive Officer (GMD & CEO), Dato' Seri Azmir Merican, remarked that the awards reaffirm the Group's purpose to be a Value Multiplier for People, Businesses, Economies, and the Planet. He stated: *"The Group is committed to innovation and staying attuned to industry trends while championing sustainable development. We aim to create living environments where people and nature can coexist more harmoniously. With this long-term goal in mind, we will continue striving to enhance sustainable living in balance with nature."*



## Dear Shareholders and Stakeholders, [GRI 2-11]

2024 has been a remarkable year for our company, marked by strong financial performance and unprecedented growth. As we reflect on our accomplishments, it is important to also acknowledge the challenges facing our planet – the triple planetary crisis of climate change, biodiversity loss, and pollution.

While our company has made significant strides in our industry, we must also recognise our impact on the environment. Environmental apathy is a major driver of the planetary crisis, and we must take responsibility for our role in contributing to this issue. With increased business activities comes a rise in our emissions, presenting us with the challenge of balancing growth with environmental responsibility.



# Chairman's Message

In the pursuit of maintaining our commitment to sustainability, we have set ambitious goals to drive down our energy consumption and achieve net-zero emissions. Our focus remains unwavering as we work towards reducing 40% of our Scope 1 and Scope 2 greenhouse gas emissions targets by 2030. Further advancing our decarbonisation ambitions, we have pledged to achieve net-zero carbon emissions by 2050. To fulfil this commitment, we are accelerating our decarbonisation efforts.

In 2024, we initiated physical climate risk assessments for some of our townships. We also took major steps to install rooftop solar panels across our portfolio in partnership with GSPARX, thereby reducing operational emissions and helping our customers reduce their own carbon footprints. Furthermore, we expanded our network of electric vehicle charging stations across key locations including our sales galleries, headquarters and KLGCC facilities bringing the total to 40, strengthening support for eco-friendly transport solutions.

In an era where sustainability, digitalisation, and affordability are paramount, we are committed to leading the way in driving positive change within the real estate industry. To this end, we have secured six provisional green building certifications, raising our total to 11 across the Group – further cementing our commitment to ensuring efficient resource use and minimal environmental impact. Additionally, rooftop solar photovoltaic systems are being installed across 10 assets. By fostering partnerships and embracing innovation, we aim to transform urban development practices and create habitats that are not only livable but also flourishing.

Recognising that nature conservation and climate action go hand in hand we remain committed to enhancing urban biodiversity, water and air quality. In 2024, we joined the Asia ESG Positive Impact Consortium (“A-EPIC”) with Star Media Group as an Urban Biodiversity Partner—an important milestone in championing green solutions for urban environments. Through community workshops on snake conflict management and first aid, we have also sought to foster greater harmony between urban spaces and local ecosystems.

I am particularly proud of the company's efforts in advancing urban biodiversity. In 2024, we took a more structured approach to planning, executing and maintaining green spaces. We have witnessed firsthand the positive impact of sustainable practices on communities and the environment, through initiatives such as the Elmina Urban Biodiversity Corridor and the 180-acre constructed wetland in Bandar Bukit Raja. While we have planted more than 150,000 trees to-date – 30,100 of which are endangered, rare and threatened (“ERT”) species – I believe we can do more. Building on these efforts, we introduced 1,450 trees and plants within the expanded biodiversity corridor this year, creating new habitats and recreational spaces for the surrounding community. In Bandar Bukit Raja, our biodiversity initiatives recorded 187 species of flora and fauna, including 17 ERT species, highlighting the fruits of our labor and impact of our commitment to enhance both urban biodiversity and community well-being.

As a public listed real estate company, we are committed to creating value for all our stakeholders and being a trusted partner in sustainable development. Our ESG commitments extends beyond borders, aligning with global objectives while meeting local needs and aspirations. In the words of Mahatma Gandhi, “The future depends on what we do in the present.” We are dedicated to shaping a future that is not only sustainable but also inclusive and thriving for all.

Let us embark on this journey together, with a shared vision for a sustainable future that transcends traditional practices and propels us towards global success. As we continue to grow, our commitment to sustainability will only strengthen, making us a force for good and progress in the ever-evolving landscape of real estate. Thank you for your continued support as we move forward towards a resilient future.

**Dato' Rizal Rickman Ramli**  
Chairman



**Dato' Seri Azmir Merican**

Group Managing Director &  
Chief Executive Officer

## Dear Shareholders and Stakeholders,

Over the years, the growing demand for sustainable practices has become increasingly evident. At Sime Darby Property, I am proud to share our dedication and progress in driving sustainability, a key factor in safeguarding long-term success. Our purpose-driven TEAM culture underpins our commitment to creating opportunities for the next generation, in line with our SHIFT25 strategy. We strive to multiply value for people, planet, businesses, and economies by embedding sustainability into every aspect of our operations.



# Group Managing Director & Chief Executive Officer's Message

At the heart of our approach is a transformative sustainability platform that aligns with eleven of the UN SDGs most relevant to our business. We also subscribe to the recommendations of the Task Force on Climate-related Financial Disclosures and reference the Kunming-Montreal Global Biodiversity Framework for our urban biodiversity efforts. By formalising our processes for measuring and monitoring ESG impact, we are able to integrate sustainability across our product offerings.

As a property developer, we constantly look for ways to enhance liveability, strengthen community ties, and build resilience in the areas where we operate. Our placemaking efforts across our various townships have been recognised by industry awards, reaffirming our commitment to shaping harmonious neighbourhoods that encourage social interaction and safeguard the environment. Our progress does not stop at our direct operations. In 2024, we delivered a human rights training programme for our supply chain to foster greater awareness and accountability among vendors. We now run community engagement initiatives in more than 25 townships, focusing on education, diversity and inclusion, poverty alleviation, and disaster relief. Meanwhile, we continue to collaborate with high-risk suppliers on sustainability, ensuring that responsible practices underpin our entire business ecosystem.

Beyond supply chain management, we aim to embed circular economy principles into our operations. Our FY2024 waste diversion rate stands at 50%, up from 25% in FY2023. This improvement can be attributed to the efforts of our dedicated team in Putra Heights, whereby our pioneering food waste disposal programme at a construction site workers' quarters has the capacity of collecting 3.5 tonnes of food waste from around 1,000 workers. In addition to this, at a Ladies Professional Golf Association event, 4,200 kg of food waste was prevented, avoiding 11 tonnes of CO<sub>2</sub>e emissions which would have otherwise been emitted from disposal to landfill.

With a workforce of over 1,600 strong, our people are central to driving our value-driven culture. Understanding this, we strive to empower our robust, diverse and dynamic workforce. Women now comprise 46% of our C-suite, reflecting our commitment to nurturing an inclusive culture. To future-proof our workforce, we have invested RM5.9 million in training, with our people collectively logging more than 106,000 learning hours in 2024—up 43% compared to FY2023. Beyond the workplace, our social investments

extend into the communities we serve. In 2024 alone, Sime Darby Property contributed more than RM9 million to YSD and other community causes, with our employees devoting 900 hours to volunteer programmes.

In line with our sustainability framework, safety remains our highest priority. In 2024, we reduced our lost-time injury rate to 0.05, compared to 0.11 in 2023. Regrettably, we faced the tragic loss of two subcontracted workers in our supply chain; our deepest sympathies go to their families. We continue to strengthen collaboration through targeted training programmes, site engagements, and the integration of safety measures at every level of our operations. A notable initiative in FY2024 is the rollout of Barrier Thinking (BT)—an approach designed to help both employees and contractors better recognise hazards, implement control barriers, and apply recovery strategies. Moreover, our Safety Corporate Scorecard requires the submission of at least one identified barrier per executive, while Project TIGA mandates three barriers for high-risk activities. Together, these measures drive ongoing improvements in safety performance and underscore our commitment to the well-being of everyone in our supply chain.

Since our founding in the 1970s, Sime Darby Property has been unwavering in its commitment to advancing sustainable development. As we face emerging global challenges, we remain agile and resilient—continuing to provide connected, enduring experiences for the communities we serve. Our journey towards net zero, the expansion of renewable energy solutions, and the ongoing evolution of our supply chain practices all speak to our unwavering determination to leave a better planet for future generations.

On behalf of the Sime Darby Property Executive Committee, I would like to thank our people for their dedication to sustainability and our stakeholders for their invaluable partnership and support. Together, we will continue driving meaningful change, shaping a future where businesses, communities, and the planet thrive in unison. Thank you for standing alongside us in this mission. We look forward to sharing more as we expand our impact.

**Dato' Seri Azmir Merican**

Group Managing Director & Chief Executive Officer

# Performance Scorecard

## FINANCIAL PERFORMANCE



Market capitalisation

**RM11.5**

billion



Total Assets

**RM16.5**

billion



Total Sales

**RM4.1**

billion

## Environmental



**17,879 tCO<sub>2</sub>e<sup>^</sup>**

Scope 1 and Scope 2  
location-based emissions

**16,973 tCO<sub>2</sub>e**

Scope 1 and Scope 2  
market-based emissions



**1,933<sup>^</sup>**

Megalitres water withdrawal



**50%**

Waste diverted from landfill



**155,349**

Total trees planted,  
including **30,100** from  
threatened species

**3.6 mil m<sup>2</sup>**

Area restored/conserved

## Social



**RM20.8  
mil**

in community  
investment benefiting  
**70,000 people**



**11,971**

employee safety training  
hours achieved

**983<sup>^</sup>**

employees  
trained in health and  
safety standards



**2,877**

volunteer  
hours  
clocked in

## Governance



**100%<sup>^</sup>**

operations  
assessed for corruption risk



**38%**

of women hold  
senior management positions



**Zero** online breaches



**Zero** substantiated reports of  
corruption have been found

<sup>^</sup> 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



# Our Sustainability Approach

## Approach

[GRI 2-22]



Baya Weaver weaving intricate nest in City of Elmina.  
Photo by Izereen Mukri, Ecologist, Sime Darby Property.

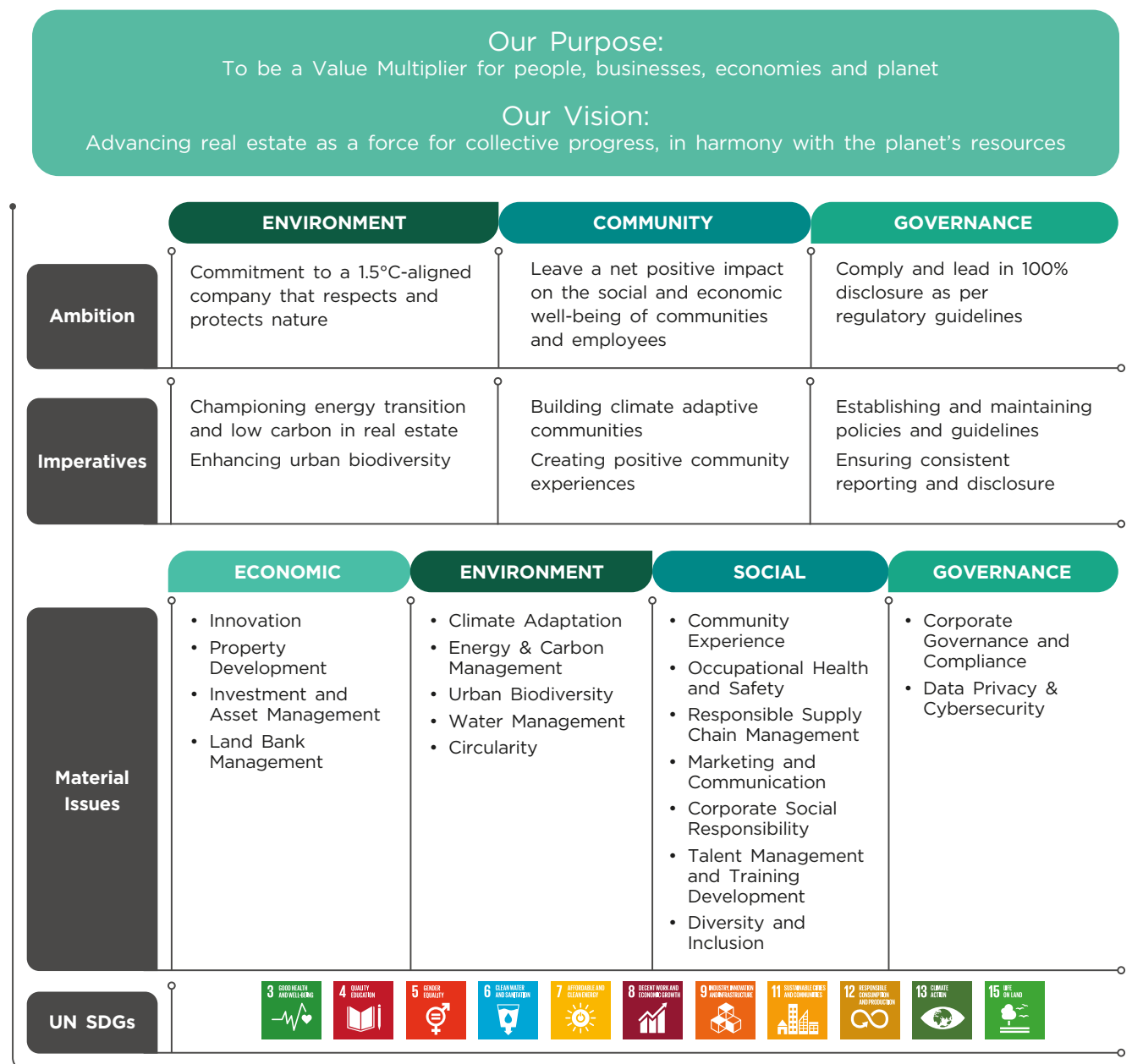
## Foundations of Sustainability

Sime Darby Property is steadfast in its commitment to sustainability, embedding EESG principles into the core of its operations. Our sustainability impact is guided by a comprehensive Sustainability Framework, and activated by four key imperatives instilled through our sustainability agenda. Our Sustainability Framework and Agenda are reinforced through alignment with the UN SDGs, ensuring that Sime Darby Property's initiatives contribute to broader global objectives.

# Foundations of Sustainability

## SUSTAINABILITY FRAMEWORK

Our sustainability framework provides a common purpose and direction to our efforts across the EESG spectrum, highlighting key priorities essential to our business and its impacts and positioning Sime Darby Property as a catalyst for positive change, delivering value to all stakeholders.



**Figure 1.1:** Sime Darby Property Sustainability Framework



## SUSTAINABILITY AGENDA

Guided by our core purpose as a **Value Multiplier** for people, businesses, economies, and the planet, we strive to establish thriving, sustainable developments that create harmony between the built environment and nature. In line with this vision, our sustainability agenda is driven by four guiding principles that aim to foster resilient communities, strengthening the foundation for sustainable development.

A pertinent component of our sustainability agenda is our commitment to achieving Net Zero operational carbon emissions by 2050. We recognise that managing our emissions is crucial to minimising our impact on climate change and contributing to global efforts to keep the planet's temperature increase well below 1.5°C.

Our Net Zero journey is two-pronged:

1. **Technology-Based Efforts:** We are enhancing energy management by retrofitting our assets with energy-efficient technologies and transitioning to renewable energy sources. This includes installing rooftop solar photovoltaic panels at 14 operational sites and promoting energy-conscious behaviours among our staff.
2. **Nature-Based Solutions:** We harness the power of green spaces to regenerate and conserve urban biodiversity, enhancing ecosystem resilience while sequestering carbon and mitigating urban heat. Our initiatives include establishing urban biodiversity corridors within our townships and conserving high biodiversity areas such as the 53-acre KL East Park - an urban sanctuary that supports both urban biodiversity and community well-being.

Beyond conservation, we are dedicated to fostering climate resilience through education and community engagement. By empowering communities with knowledge on urban biodiversity and emission reduction, we cultivate a shared responsibility for sustainable living. Looking ahead, we are committed to designing strategies to address our Scope 3 emissions, particularly within our supply chain. We are actively collaborating with consultants, contractors, and suppliers to deepen our understanding of these emissions and develop comprehensive plans to reduce them.

At the core of our sustainability agenda is the seamless integration of biodiversity into urban planning. Our developments prioritise green and blue networks, restoring ecosystems that support diverse flora and fauna while enhancing urban livability. Through initiatives like the Elmina Urban Biodiversity Corridor (EUBC), we are working to conserve endangered species, rehabilitate natural habitats, and strengthen connections between nature and communities.

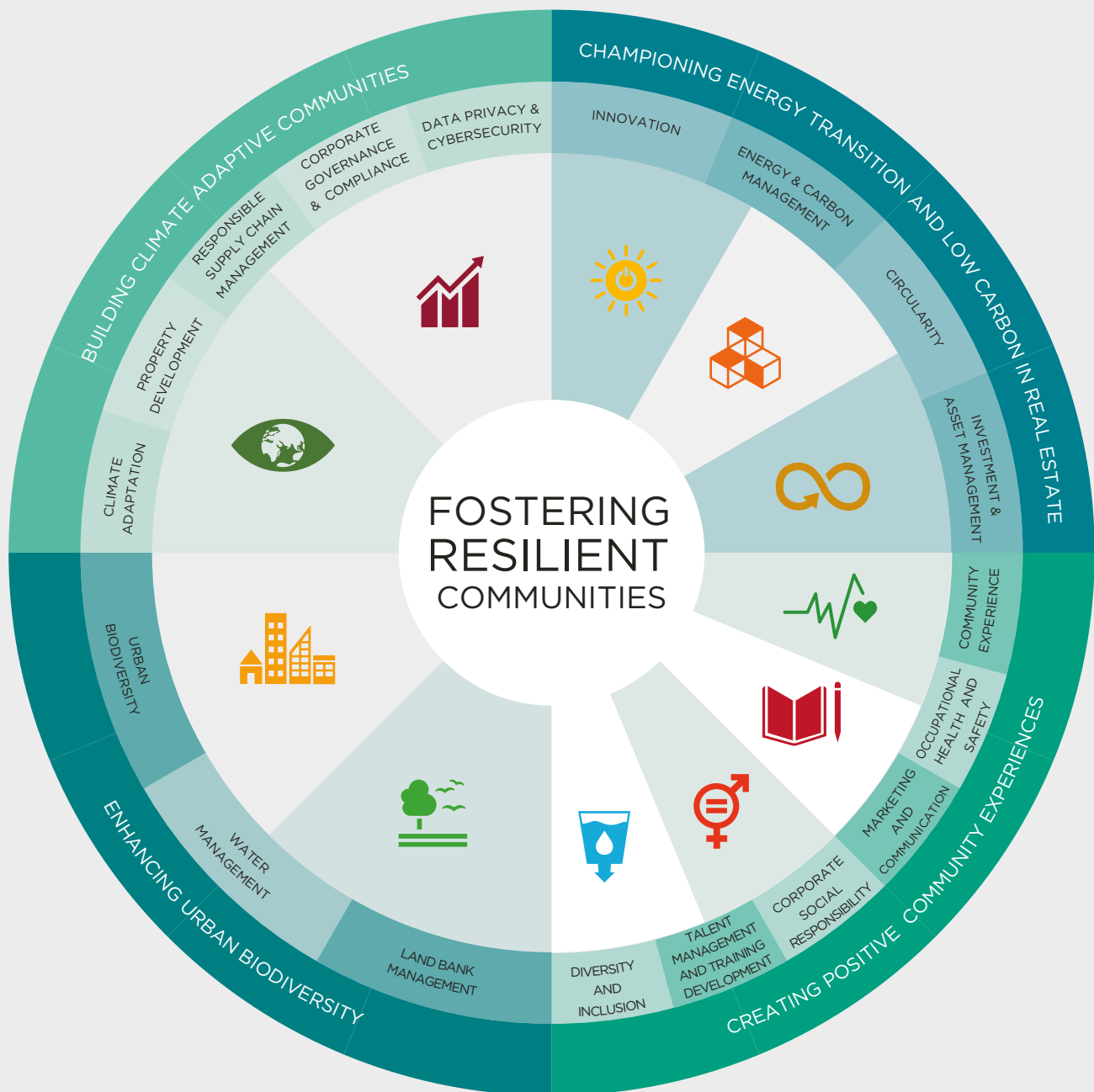
Urban biodiversity lies at the heart of resilient cities, ensuring long-term environmental health and socio-economic prosperity. We strive towards creating a nature-positive future. From community education to embedding urban biodiversity principles in how we design, build and operate, our unwavering commitment in urban biodiversity aims to reinforce confidence to our investors and stakeholders that we are steadfast in driving meaningful progress for generations to come.



Medium Egret regulates fish population in Elmina Twin Lakes.  
Photo by Izereen Mukri, Ecologist, Sime Darby Property.

## Foundations of Sustainability

As we move forward, we acknowledge the growing population and the increasing demand for resources. We believe it is our responsibility to ensure resilience for our communities and the planet, achieved through the careful assessment of climate risks and opportunities. We are committed to designing and implementing climate-resilient landscapes, such as the Bandar Bukit Raja wetlands, KL East Park and the EUBC, which offer urban green refuges for people and urban biodiversity, through community programmes, we strive to enhance public knowledge and awareness of the importance of climate resilience, empowering individuals to contribute to a sustainable future.



**Figure 1.2:** Our Sustainability Foundation

# Value Creation and Stakeholder Engagement

[GRI 2-16, 2-29, 3-3]

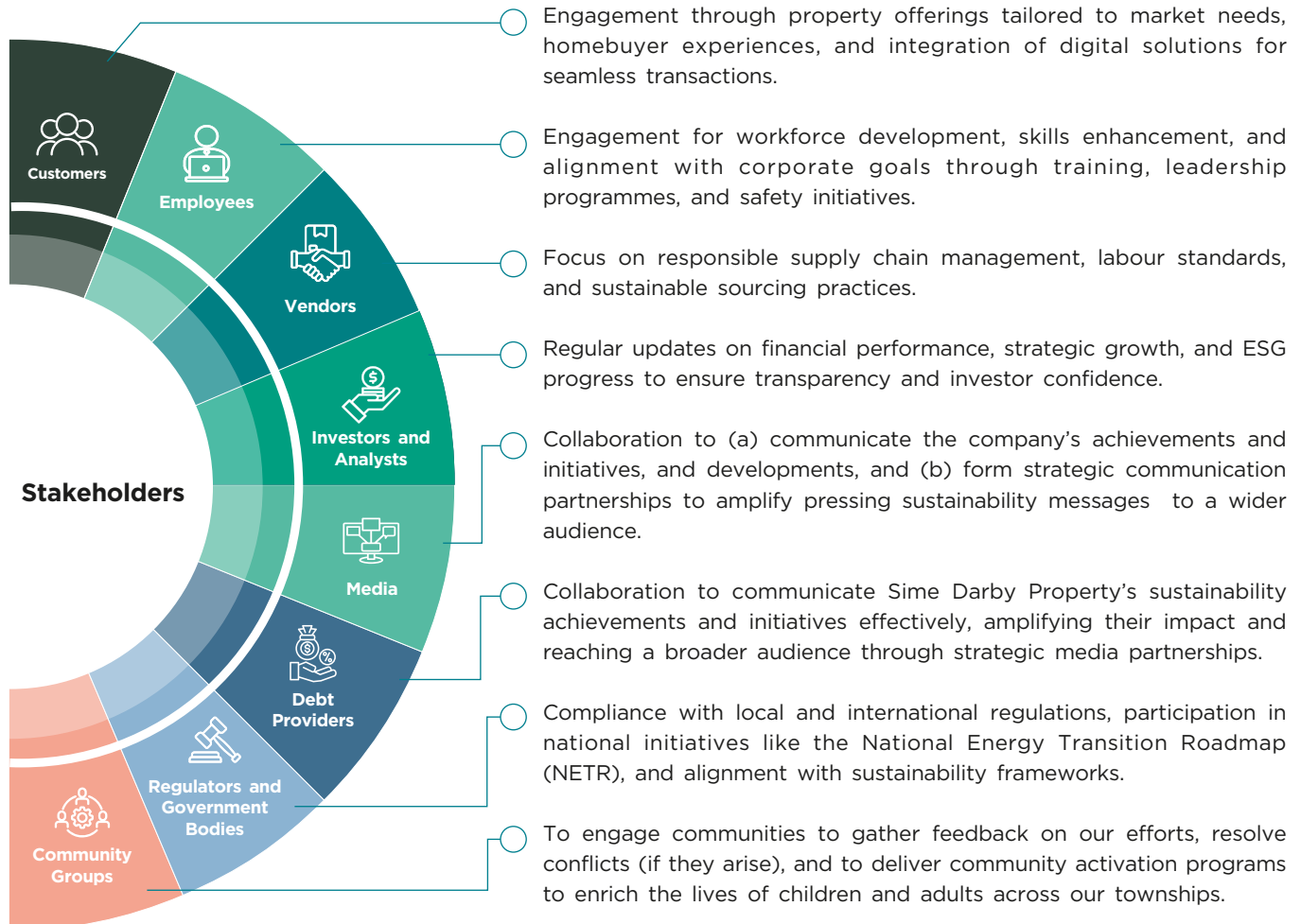
Our approach to value creation focuses on leveraging our strengths as a leading property developer to diversify income streams and enhance operational excellence. This includes strategically expanding into industrial developments, renewable energy ventures, and investment assets.

With Innovation and Digital Transformation as one of the focus areas of our SHIFT25 Strategy, we believe that long-term stakeholder value could be created through process optimisation. Aligned with our sustainability agenda, we are dedicated to creating vibrant, sustainable townships that prioritise community well-being and ecological harmony. Initiatives like KL East Park and the EUBC exemplify our commitment to integrating green spaces and enhancing urban biodiversity while fostering climate resilience. These developments are further enriched by investments in affordable housing and community programmes that cater to diverse societal needs.

For further details on Sime Darby Property's value creation model and SHIFT25 Strategy please refer to our Integrated Report 2024, pages 32 to 33 and pages 132 to 136.

Collaboration is essential to our value creation approach, guaranteeing that our efforts are both significant and inclusive. By actively engaging with investors, governmental organisations, and local communities, we achieve concrete outcomes while strengthening our dedication to promoting the wider ESG agenda. This comprehensive strategy demonstrates Sime Darby Property's steadfast commitment to generating shared value, ensuring robust growth, and fostering a sustainable future for future generations.

## Types of Engagement and Their Significance to Sime Darby Property



**Figure 1.3:** Types of Stakeholders Engaged by Sime Darby Property

For further details on Sime Darby Property's stakeholder engagement, please refer to our Integrated Report 2024, Value Creation Chapter, pages 38-50.

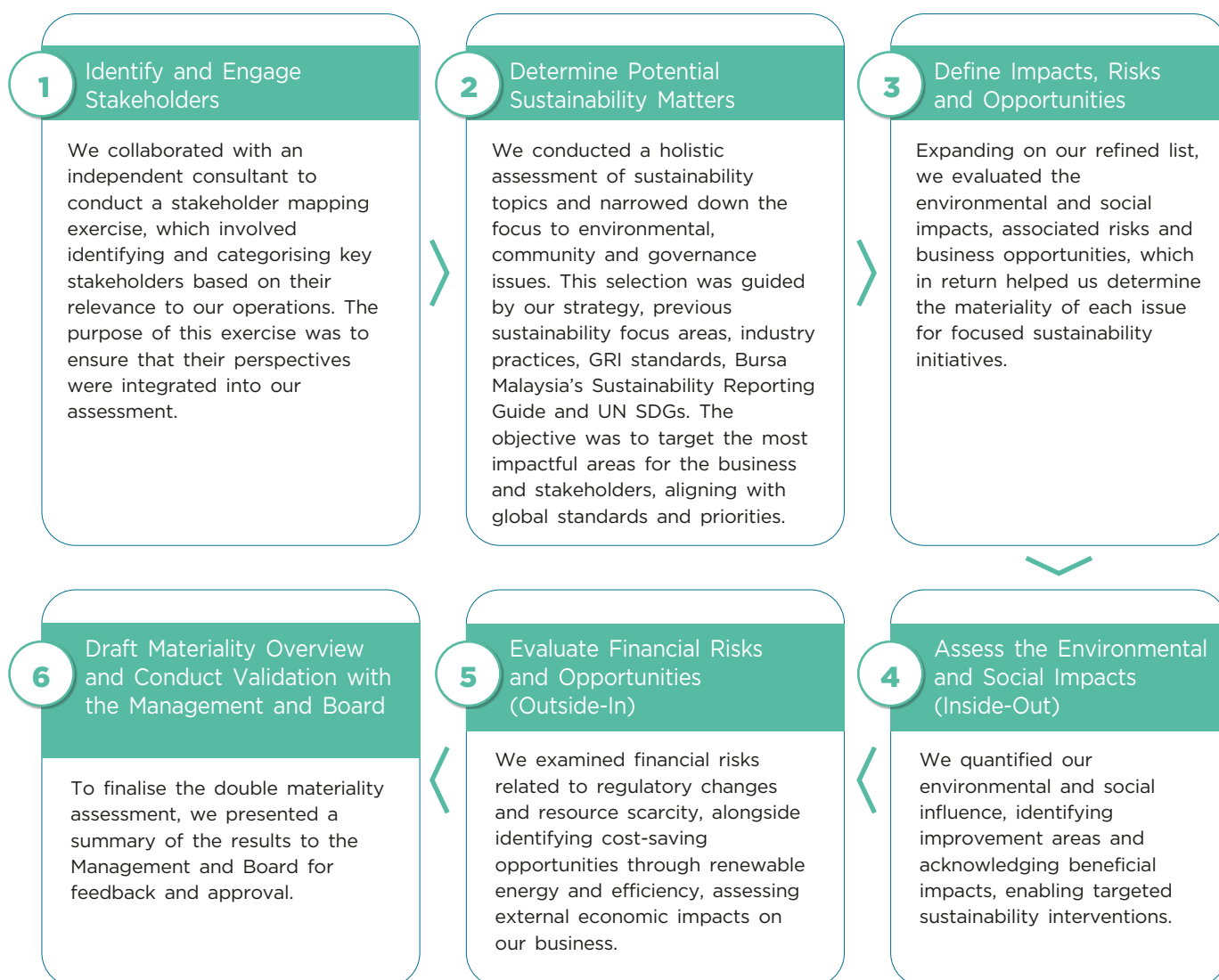


# Material Matters

## MATERIALITY APPROACH [GRI 3-1]

Following our comprehensive double materiality assessment in 2023, we have reviewed our organisational boundaries, operations, and structure to determine whether any significant changes warrant a reassessment. As of 2024, these aspects have remained largely unchanged, with stakeholder expectations, industry regulations, and external environmental and social contexts remaining stable. Given this continuity, the findings from our 2023 assessment remain relevant and continue to guide our sustainability strategy.

Building on this foundation, our 2023 double materiality assessment was instrumental in enhancing our ability to analyse the company's impact across environmental, social, and ethical dimensions. By adopting this approach, we strengthened our sustainability reporting, ensuring a more comprehensive and transparent disclosure process. The double materiality approach enables us to evaluate both how sustainability issues affect our business and how our operations influence sustainability. This dual perspective—assessing external impacts on our company outside-in alongside our company's impact on society and the environment inside-out—provides a well-rounded understanding of our sustainability footprint. By implementing this methodology, we reinforce trust among stakeholders, including government bodies, investors, and the public, through clearer and more detailed reporting.



## MATERIALITY OUTCOMES [GRI 3-2]

Through this assessment, **we identified 18 material topics** that are critical drivers of our overall sustainability performance. Among these, **nine (9) emerged** as particularly crucial. These key material matters continue to shape our strategic approach, ensuring that our sustainability efforts remain aligned with business priorities and stakeholder expectations.

**Comply:** Ensuring that our business practices and operations are in line with local and international requirements

**Compete:** Demonstrating strong efforts in championing the material matters

**Lead:** Demonstrating leadership in the planning and delivery of our material matters

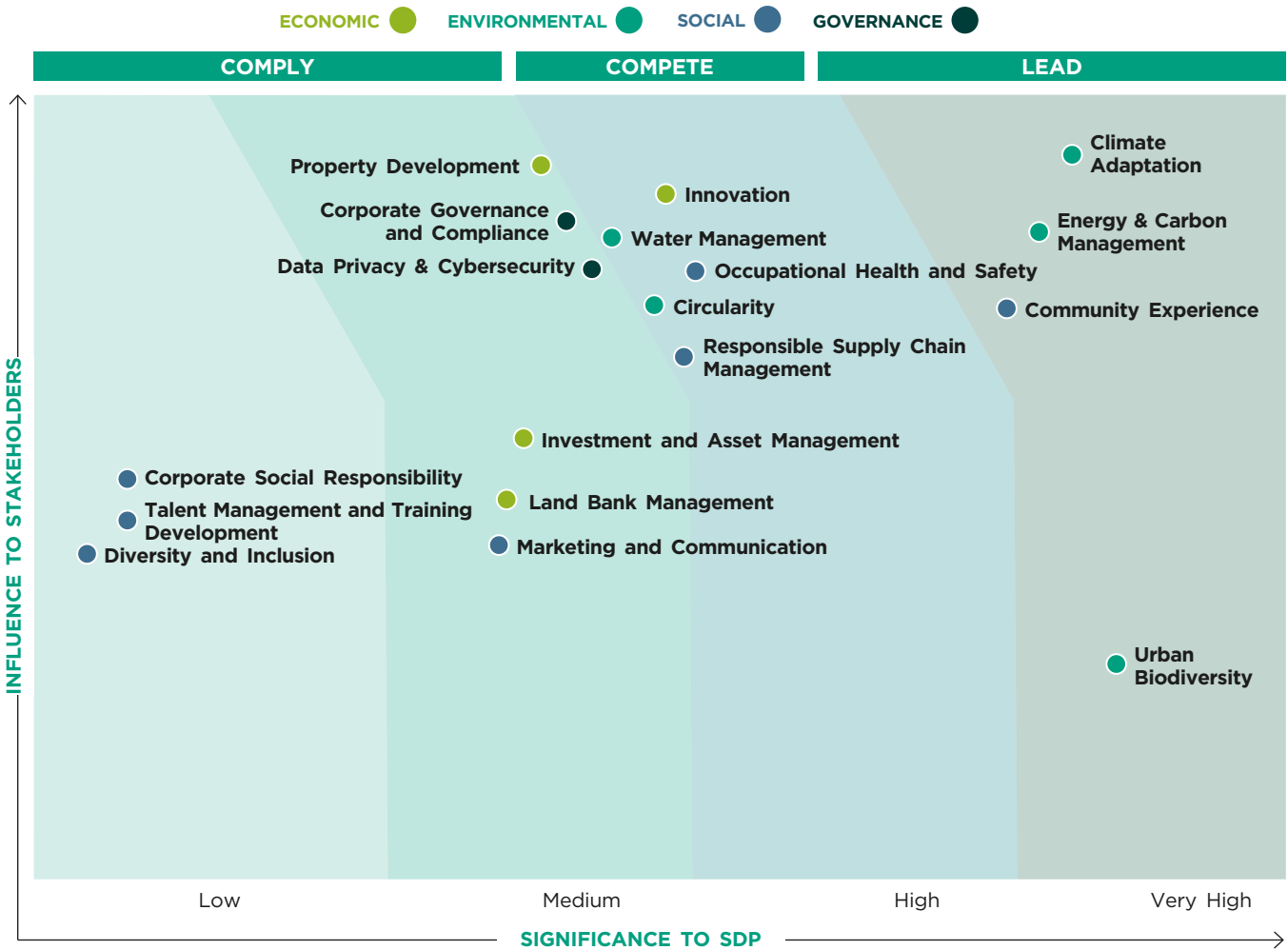


Figure 1.4: Sime Darby Property Materiality Matrix

# Material Matters

## ECONOMIC



### INNOVATION

We drive our business competitiveness, enhance customer experiences and improve work efficiency through technology and digitalisation.



### PROPERTY DEVELOPMENT

We design sustainable products to meet the growing demand for green building solutions by prioritising the reduction of embodied carbon emissions linked to building materials, with the aim of offering more sustainable options to our customers.



### INVESTMENT AND ASSET MANAGEMENT

We integrate ESG considerations into our investment evaluations and operational processes when acquiring, maintaining, or enhancing our assets by assessing climate and environmental risks, ensuring that our investments create positive outcomes for both the organisation and the communities they serve.



### LAND BANK MANAGEMENT

We consider ESG factors when acquiring and maintaining undeveloped land to preserve or enhance its value by assessing climate and environmental risks that may lead to stranded assets, while seeking to maximise positive societal impact through community-focused development.

## ENVIRONMENTAL



### ENERGY & CARBON MANAGEMENT

We manage our GHG by reporting across various scopes, setting reduction targets and initiating strategies such as improving energy efficiency and adopting renewable energy sources, including rooftop solar PV panels.



### URBAN BIODIVERSITY

We strive to minimise the impact of our urban development on biodiversity and mitigate these impacts through conservation and regeneration efforts. By incorporating various initiatives, we aim to enhance urban biodiversity and their ecosystem services.



### CIRCULARITY

We embed circular principles throughout our value chain by designing for recycling, procuring recycled materials, sustaining low-waste construction processes and managing waste to minimise landfill contributions.



### WATER MANAGEMENT

We optimise water usage by incorporating water considerations into our designs, reducing water intensity, ensuring proper treatment and providing adequate access to water for our employees, contractors and tenants.



### CLIMATE ADAPTATION

We assess and mitigate risks from the physical impacts of climate change (e.g., floods, sea-level rise) in our project design, development and management.



## SOCIAL



### COMMUNITY EXPERIENCE

We foster positive community engagement by collecting and addressing feedback, providing infrastructure and employment opportunities and prioritising the health and safety of our tenants.



### OCCUPATIONAL HEALTH AND SAFETY

We commit to providing a safe and healthy work environment by adhering to health and safety laws, regulations and standards to prevent job-related injuries and aim for zero fatalities.



### RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We work with our supply chain partners to advance on ESG imperatives, including reducing GHG emissions and upholding human rights throughout the procurement process.



### MARKETING AND COMMUNICATION

We continuously evolve our communication style, tools, and channels to increase brand awareness and strengthen relationships with customers, prospects, and other stakeholders, thereby enhancing our market presence and fostering greater engagement.



### CORPORATE SOCIAL RESPONSIBILITY

We foster inclusive environments for local communities by addressing their needs through financial and non-financial support, reflecting our commitment to community well-being in our portfolio of affordable homes and demonstrating our dedication to meeting diverse societal needs.



### TALENT MANAGEMENT AND TRAINING DEVELOPMENT

We offer training programmes to bridge skills gaps and enable continuous professional growth, and we provide competitive compensation and benefits while cultivating a supportive work environment that recognises employee contributions, fostering long-term engagement and retention.



### DIVERSITY AND INCLUSION

We promote diversity and inclusion as core aspects of our corporate identity, embracing talents of different ages and ethnicities to enrich perspectives and contribute to our success.

*This material matter also addresses the Bursa Listing requirement for reporting on the common sustainability matter “Diversity and Inclusion”*

## GOVERNANCE



### CORPORATE GOVERNANCE AND COMPLIANCE

We uphold good corporate governance through effective boards, board independence, and diversity, ensuring transparency, accountability, and stakeholder engagement, while complying with all relevant laws and regulations through robust internal controls.

*This material matter also addresses the Bursa Listing requirement for reporting on the common sustainability matters “Labour Standards and Practices” AND “Anti-Bribery and Corruption (ABC)”*



### DATA PRIVACY & CYBERSECURITY

We prioritise our stakeholders’ data privacy, continuously strengthening our cybersecurity measures and elevating our information technology security standards.

*This material matter also addresses the Bursa Listing requirement for reporting on the common sustainability matter “Data Privacy and Security”*

## Contribution to the UN SDGs



Figure 1.5: Contribution to the UN SDGs

Sime Darby Property contributes positively to 11 UN SDGs by integrating sustainability into its operations and driving positive impacts. Through initiatives like ensuring worker health and safety, promoting technical and vocational education, and advancing gender diversity with 36% female board representation, we support **Good Health and Well-being (Goal 3)**, **Quality Education (Goal 4)**, and **Gender Equality (Goal 5)**. Our commitment to **Clean Water and Sanitation (Goal 6)** is driven by our initiative in reducing potable water usage by installing water-saving features in over 400 homes in 2024. **We champion Affordable and Clean Energy (Goal 7)** by implementing solar photovoltaic systems and reducing energy consumption while driving **Industry, Innovation, and Infrastructure (Goal 9)** with eco-certified, energy-efficient homes across 6 townships. Furthermore, we support **Decent Work and Economic Growth (Goal 8)** by upholding labor rights across our operations and supply chain. Our townships embody **Sustainable Cities and Communities (Goal 11)** by integrating green spaces and nature-based solutions that enhance biodiversity, promote climate resilience, and improve overall well-being for residents, aligning with our **Climate Action (Goal 13)** commitment to reach Net Zero by 2050. By advancing circular economy principles, we diverted 50% of waste from landfills in 2024, contributing to **Responsible Consumption and Production (Goal 12)**. As the first Malaysian real estate company to achieve ArbNet Arboretum Level II Certification, we actively regenerate and conserve biodiversity, supporting **Life on Land (Goal 15)** by planting over 155,349 trees, including ERT species.

# Creating Value Through Innovation

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



Rooftop Solar Panels - Sime Darby Property's pilot rooftop solar initiative in conjunction with the government's National Energy Transition Roadmap ("NETR")

## Innovation at Our Core

Innovation is the driving force behind everything we do. It shapes the way we evolve and create value. Anchored by our SHIFT25 strategy and three Engines of Growth - Property Development, IAM, and Experimental Bets - we continuously explore new frontiers to enhance our offerings, optimise efficiency, and build resilient, future-ready communities.

Our Development Services division plays a central role in this journey, supporting Township and Integrated Developments focusing on technical services, sustainability, quality management, and new ventures. This commitment to progressive solutions is embodied in the SDP Innovation Park, a 6-acre hub in Elmina City Centre, dedicated to experimentation, collaboration, and learning.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

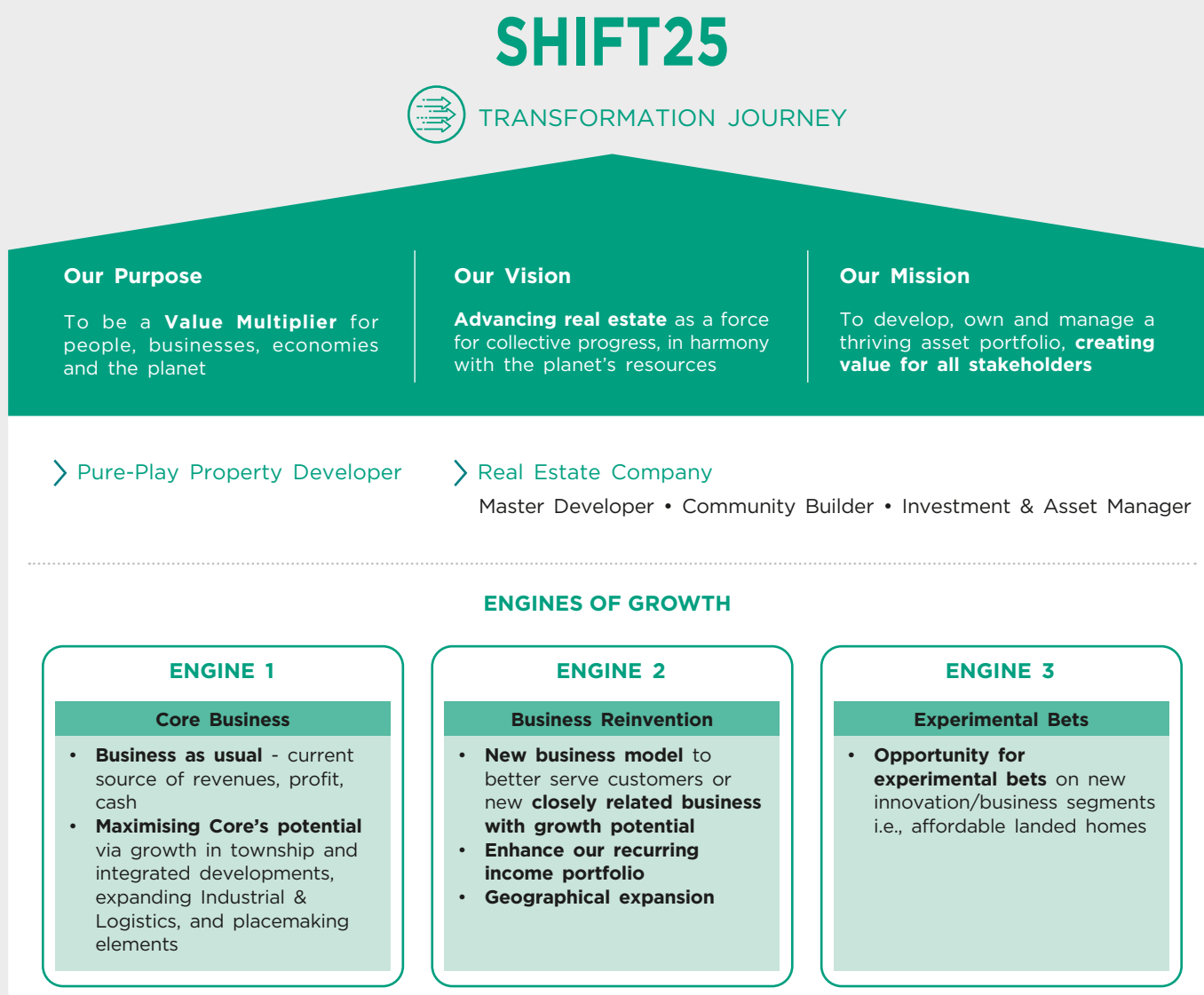


## Innovation at Our Core

We continue to challenge the limits of possibility, establishing new benchmarks for the industry and reshaping the definition of excellence. By remaining proactive and accepting change, we are not only ensuring our position in the market but also generating enduring value for the communities and stakeholders we support. Our dedication to innovation remains steadfast, and we are eager to keep paving the path toward a brighter and more sustainable future.

### OUR PURPOSE, VISION, AND MISSION

*SHIFT25 Strategy remains intact and aligned with our Purpose, Vision, Mission, and Values*



**Figure 2.0:** SHIFT25 Strategy Roadmap

## ENGINE 1: PROPERTY DEVELOPMENT

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

Property Development serves as a central catalyst for growth at Sime Darby Property, influencing the creation of sustainable communities with a focus on innovation, digital advancement, and eco-friendly practices. In accordance with the Group's SHIFT25 strategy, Sustainability Framework, and changing market demands, innovation in Engine 1 aims to improve efficiency, minimise environmental harm, and provide lasting value to stakeholders.

### SHIFT25 STRATEGY

Innovation in Property Development fosters lasting success by incorporating new technologies, intelligent solutions, and flexible business models to improve operational efficiency and product services.

### SUSTAINABILITY FRAMEWORK

By embedding our Materiality Matters into design and construction, Property Development adopts green building practices, energy-efficient solutions, and low-carbon technologies to reduce its environmental footprint.

### MARKET RESPONSIVENESS

Innovation enables Property Development to meet evolving consumer preferences for smart homes, community-oriented spaces, and sustainable living while addressing urbanisation trends and emerging lifestyle shifts.

Property Development plays a significant role in driving sustainability innovation, especially by focusing on those relatively easy-to-implement measures that can quickly improve efficiency and environmental performance. Standardising design elements allows for economies of scale, which is crucial for improving affordability in housing while keeping sustainability goals on track. This approach also lends itself well to integrating green technologies, which can become more effective when applied on scale. Integrating more sustainable materials or adopting energy-efficient technologies can make a noticeable impact on both the environmental footprint and long-term operational costs. The integration of passive design principles, including natural ventilation and efficient insulation, enhances long-term energy savings and resident comfort while also preparing properties for future technologies like solar PV systems with battery storage and EV charging infrastructure. Establishing the necessary infrastructure from the outset significantly simplifies and reduces the cost of incorporating renewable energy and EV charging solutions in the future. Similarly, waste reduction and water conservation strategies, whether through rainwater harvesting or water-efficient fixtures—can have a substantial impact.

Our approach effectively implements sustainable design and construction practices. Our design process integration relies on Building Information Modelling (BIM) for design optimisation, and the utilisation of Procore, a digital platform for quality and collaboration management. These tools streamline workflows, enhance project coordination, and improve overall outcomes, ensuring that sustainability considerations are met at every stage of development. By adopting this proactive approach, we are positioned to align with the ongoing shift towards clean energy, future-proofing our properties while delivering efficiency and cost savings.

While each of these initiatives may seem modest in isolation, their collective implementation across multiple projects has the potential to drive a significant transformation in the property development sector. These elements are integrated into a comprehensive Sustainability Design Checklist, which addresses our key sustainable material considerations, ensuring that our developments are designed with a holistic approach from the outset.

## Innovation at Our Core

We are actively integrating energy-efficient technologies and sustainable systems across our Leisure and Retail assets, focusing on reducing energy consumption, improving resource efficiency, and enhancing operational effectiveness. Through retrofitting efforts and smart innovations, assets such as KLGCC and SDCC are implementing advanced solutions to optimise performance and reduce environmental impact.

### SMART AND EFFICIENT TECHNOLOGIES AT KLGCC

To improve the maintenance efficiency of the golf course, KLGCC has adopted the following technologies:



#### **POGO Moisture Meter**

Enhances soil moisture, temperature, and salinity monitoring, preventing over-watering and optimising water consumption.



#### **Upgraded Irrigation Pump System (Simflo Vert Turbine Pump)**

Installed at the West Course and now being upgraded at the East Course, this system reduces maintenance needs by improving water efficiency, reducing our operational costs.



#### **Cordless (Battery-Powered) Maintenance Equipment**

Switching from fuel-based to battery-driven tools (such as blowers, pruners, and hedge trimmers) lowers Scope 1 emissions, decreases noise pollution, and enhances employee safety.



#### **MyTurf Fleet Management System**

Introduced to monitor machinery performance and servicing needs, optimising fleet efficiency and prolonging equipment lifespan.



#### **Bernhard 5500 Reel Grinder**

The latest reel grinding system enhances precision and efficiency in turf maintenance, further improving course playability.



#### **Advanced BESS Integrated with EV Charging Hub**

Partnering with chargeEV to launch an advanced EV charging hub with BESS, ensuring faster and more reliable charging while enhancing sustainability within our premier township at KLGCC Resort.

### ENERGY OPTIMISATION AT SDCC

SDCC has undertaken significant energy efficiency upgrades, particularly in HVAC and escalator systems:

**Chiller System Upgrade** - In 2023, SDCC replaced one of its two chillers, leading to a 45% reduction in energy consumption. Chillers account for 52% of total energy use, making this upgrade a major step towards improved efficiency and cost savings.

**Energy-Saving Motion Sensor Escalators** - The modernisation of six escalators with motion sensors is expected to reduce energy use by 30%, further optimising operational efficiency.

SDCC has engaged a **Charging Point Operator (CPO)** to install **three 22kWh EV charging stations** at the car park level, with completion targeted for the **first quarter of 2025**.



## ENGINE 2: INVESTMENT AND ASSET MANAGEMENT

[GRI 3-3]

### INNOVATION IN ENERGY EFFICIENCY AND WASTE MANAGEMENT

The IAM segment remains committed to sustainability through innovative energy efficiency and waste management initiatives.

#### ENERGY EFFICIENCY



At KLEM and Elmina Lakeside Mall (ELM), we have implemented various measures to enhance energy efficiency within our malls. This includes the replacement of 2,187 conventional T5 fluorescent lights with T8 LED tubes in the car park from last year to early this year. The move is expected to reduce electricity consumption by 72%. The target saving is 23,712 kWh or RM9,722 per month. Other efforts to enhance energy efficiency include:

- Investing in renewable energy, such as rooftop solar photovoltaic panels.
- Implementing smart building technology to optimise energy usage.

These measures not only lower our carbon footprint but also reduce operational costs, reinforcing our commitment to sustainable asset management.

#### WASTE MANAGEMENT



KLEM leads the way in waste management, achieving the highest waste diversion rate among all assets. Our strategy includes:

- Comprehensive recycling programmes and composting initiatives to minimise landfill waste.
- Waste reduction strategies aimed at creating a circular economy within our mall.

By prioritising waste diversion from landfill, we are committed to reduce environmental pollution and enhancing the quality of life.

Energy efficiency and waste management are indispensable pillars of sustainable real estate practices. By embracing these strategies, we are able to significantly minimise our ecological footprint, reduce energy costs, enhance brand reputation, and contribute to a more sustainable future.

As the world transitions towards a more environmentally conscious era, we will continue to prioritise energy conservation and waste management to remain competitive, responsible, and resilient.

### AWARDS & RECOGNITION

The operation of KLEM is aligned with the group's ESG commitments. With that in mind, financial sustainability is something the team looks at and several cost-saving initiatives have been implemented. Our commitment to ESG has resulted in us being awarded Bronze in the Below 10 Years – Strata Retail category at the Edge Malaysia Best Management & Sustainable Property Awards 2024.

### LOOKING AHEAD

We will continue to push the boundary in enhancing more energy efficient initiatives while working strategically with our tenants and communities to drive higher waste diversion from landfill. Our journey forward is underpinned by our commitment to design and operate malls in a sustainable manner for communities and future generations.

## Innovation at Our Core

### ENGINE 3: EXPERIMENTAL BETS

Experimental Bets aims to explore innovative business areas and trailblazing projects to vary income sources and foster sustainable expansion. In line with the SHIFT25 strategy, this method motivates the company to explore new sectors, like utility-scale solar, to address changing market needs. Through taking on experimental bets, Sime Darby Property seeks to expand its revenue sources.

### SIME DARBY PROPERTY'S INNOVATIVE INITIATIVES

At Sime Darby Property, we are continuously exploring ways to improve real estate development by adopting advanced construction methods and materials, designing homes that meet evolving customer needs, integrating smart technologies and sustainable systems to enhance operations, and reducing costs while minimising environmental impact. We also focus on creating townships that prioritise sustainability, adaptability, and community well-being.

Our innovation efforts are led by a dedicated innovation team that works closely with internal business units, technical experts, and external partners to ensure strategic alignment and effective execution of projects. To support this commitment, Sime Darby Property consistently allocates a dedicated budget for innovative initiatives, enabling the company to explore, test, and implement new ideas and solutions that drive long-term value.



#### Innovations in Construction and Sustainability: Modern Methods of Construction (MMC)



Modern Method Mock-up Unit

A double storey link home mock-up using new technologies and materials was constructed at Innovation Park in an effort to push the boundaries of sustainable construction. Using this prototype, we have successfully reduced carbon emissions from concrete by 30% through the use of Ground Granulated Blast-furnace Slag (GGBS) concrete and carbon capture technology that pumps carbon dioxide into the concrete. We also reduced construction time by 3-6 months and labour requirements by 30% using precast elements and volumetric construction. As a result of our innovations, we have obtained an Industrialised Building System (IBS) Score of 91 points, far above the requirement of 70 points for government projects, demonstrating our excellence in industrialised construction methods.



“

## Second Life Battery: Redefining Energy Storage

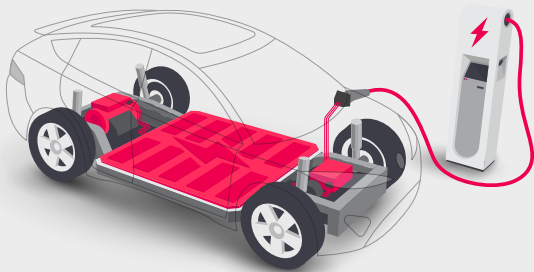


In a groundbreaking move, we experimented on repurposing electric vehicle (EV) batteries for home solar energy storage. This initiative addresses the growing need for the cost-effective energy storage solutions while mitigating hazardous waste disposal, which impacts the environment. Our research indicates that repurposed batteries can offer a viable alternative to new Energy Storage System (ESS) at a fraction of the cost. A mock-up battery unit has been successfully developed, with real-time monitoring of stored energy completed and installed in our MMC unit, demonstrating the potential of sustainable energy storage solutions for future residential applications.

”

### PROCESS FOR EXTRACTION, TESTING & REPACKAGING

#### 1 EV Battery



#### 3 Sorting & Reuse

Screening EV batteries which have >70% health capacity.



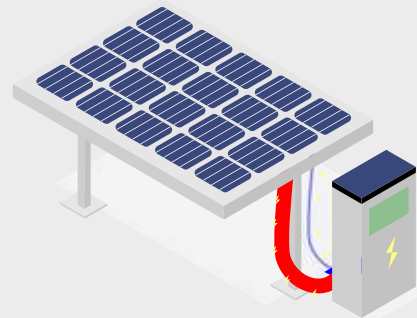
#### 2 Extraction

Extracting faulty batteries from cars to be discarded. Battery with good remaining health to be salvaged for reuse.



#### 4 Repackage & Fabrication

Fabrication of housing to suit home solar BESS.





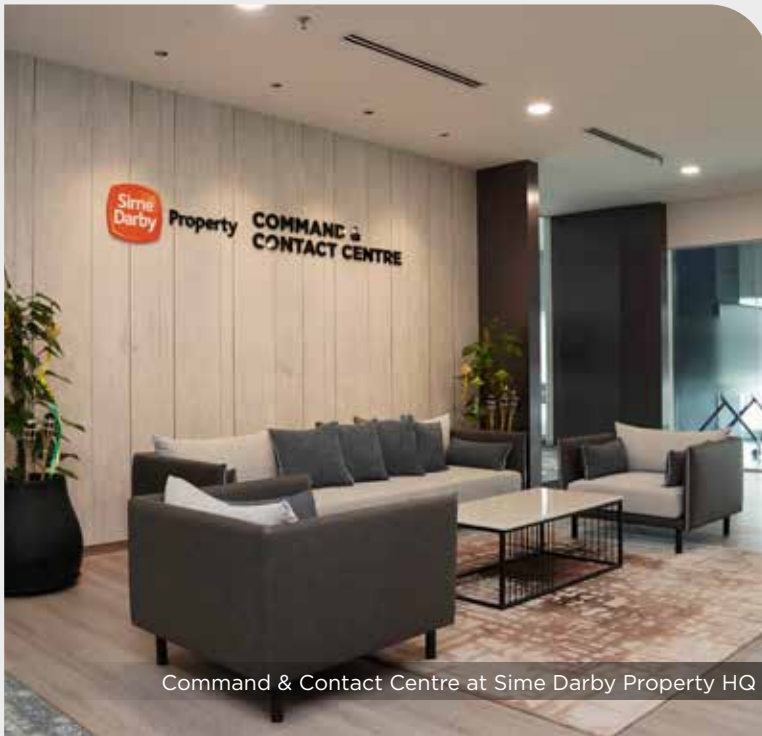
## Innovation at Our Core



Biopond at Elmina Innovation Park

### **Bio-pond as Natural Filtration for Surface Runoff**

We have completed the construction of a bio-pond at the Innovation Park. It serves as a natural water management system that filters stormwater, enhances biodiversity, and improves the landscape's ecological value.



Command & Contact Centre at Sime Darby Property HQ

### **Enhancing Defect Management and Elevating Customer Experience**

Sime Darby Property has undertaken a comprehensive review of its Quality Management System (QMS) to improve construction efficiency, customer service and sustainability. This initiative focuses on streamlining defect identification, tracking, and resolution to minimise errors and inefficiencies across all construction phases—pre-, during, and post-construction. The exercise encompasses the development of a Quality Assessment Manual for purchaser home assessment, holistic end-to-end process review exercise, and the setting-up of a centralised hub, the Command & Contact Centre (CCC), housing all our Quality Practitioners to improve efficiency of defect management and elevating customer experience. These improvements were completed in 2024 and the CCC is targeted for operationalisation in Q1 2025 to manage customer communications, disputes and defects.



## PRODUCTS AND SOLUTIONS

5 buildings and 1 township development achieved provisional GreenRE certification in 2024

### Elmina Experience Sales Gallery & Integrated Operations Office



#### GreenRE Platinum

Non-Residential Buildings (NRB) v3.2

### Elmina Lakeside Mall



#### GreenRE Silver

Non-Residential Buildings (NRB) v3.2

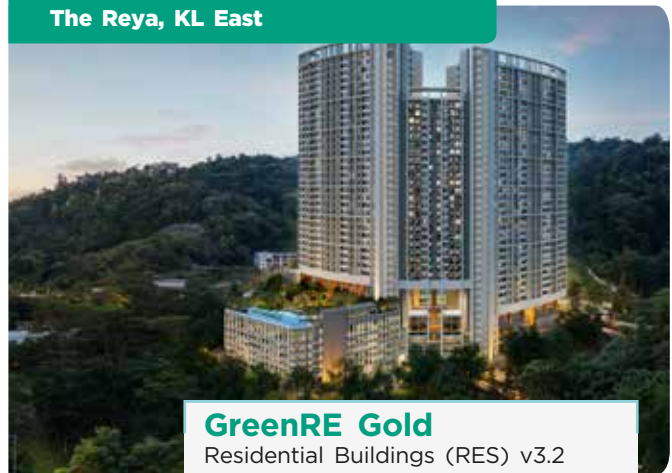
### Kanopi Residences



#### GreenRE Silver

Residential Buildings (RES) v3.2

### The Reya, KL East



#### GreenRE Gold

Residential Buildings (RES) v3.2

### E-Metro Logistics Park (Metrohub 1)



#### GreenRE Silver

Non-Residential Buildings (NRB) v3.2

### BBRX Business Park



#### GreenRE Platinum

Township (TS) v1.0

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## Innovation at Our Core

### OUR COMMITMENT TO SUSTAINABLE LIVING

Sime Darby Property is transforming the built environment by incorporating cutting-edge technologies and energy-saving systems to develop projects that are environmentally conscious and economically viable. This progressive strategy demonstrates our commitment to designing environments that emphasise the well-being of the planet and people.

In 2024, we obtained Provisional GreenRE certification for 5 buildings and 1 township development. This commitment helps reduce negative impacts on the natural environment by using less water, energy, and other natural resources; employing renewable energy sources and eco-friendly materials; and reducing emissions and other waste.

Sime Darby Property sets a new standard for sustainable residential living with Elmina Ridge, becoming Malaysia's first developer to offer an integrated solar BESS. This integrated system enables a low-carbon lifestyle and reduces reliance on the grid. BESS also allows homeowners to store excess solar energy for nighttime use, maximising energy savings.

Elmina Ridge builds on the company's earlier efforts, such as Ilham Residence 1 in 2020, which featured solar panels, smart meters, and energy management systems in collaboration with TNBX. These homes offered savings on electricity bills and the ability to sell surplus energy back to the grid.

Sime Darby Property is also expanding solar photovoltaic (PV) infrastructure to other townships, including Bandar Bukit Raja, Serenia City, and Nilai Impian, fostering resilient communities equipped for climate adaptation.

Innovating further, the company is repurposing EV batteries for solar energy storage, addressing the growing need for cost-effective energy solutions while mitigating the environmental impact of battery disposal. This approach is being tested at the MMC show unit in Elmina City Centre.

Aligned with global energy and carbon management standards, Sime Darby Property emphasises sustainability through low-carbon development and climate adaptation. The company envisions communities benefiting from clean energy, resilient infrastructure, and reduced environmental impact, creating future-proof homes for Malaysians.

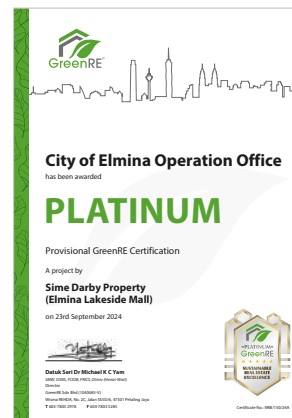
Through initiatives like Elmina Ridge, Sime Darby Property demonstrates its commitment to shaping interconnected, sustainable communities and leading the energy transition towards a greener future.

### STRIVING FOR ECO-CERTIFIED BUILDINGS

Sime Darby Property integrates energy-efficient technologies and sustainable systems across its buildings and developments to optimise energy consumption, reduce environmental impact, and lower operational costs.

Key features include rooftop solar PV systems, solar landscape lighting, roof insulation, energy-efficient lifts, EV charging infrastructure, rainwater harvesting systems, and water-efficient fittings. During construction, the adoption of IBS, modular systems, BIM, and reusable formwork systems helps minimise material waste and enhance resource efficiency.

A prime example is the Elmina Operations Office, which has achieved Provisional GreenRE Non-Residential Building (NRB V3.2) Platinum certification. The building features VRV and split unit air-conditioning, an Energy Efficiency Index (EEI) of 137.29 kWh/m<sup>2</sup>/year. Additionally, its Concrete Usage Index (CUI) of 0.15 m<sup>2</sup>/m<sup>2</sup> and 22.5% replacement of Ordinary Portland Cement (OPC) contribute to a lower carbon footprint, reinforcing Sime Darby Property's commitment to sustainable and high-performance developments.



We are also proud to announce that we have obtained GreenRE Township Provisional Platinum Certification for BBRX Business Park, a high-value, ESG-focused industrial park within the Bandar Bukit Raja township. This development is positioned as a new industrial gateway, enabling the launch of products over the next 10-15 years, with an estimated gross development value (GDV) of RM5-6 billion.



## OPPORTUNITIES FOR CIRCULARITY

This year, the Group reinforced its commitment to sustainable practices by enhancing its Integrated Waste Management Guideline. To ensure its effective implementation, we conducted workshops to engage our business operations and familiarise teams with the updated guideline. Additionally, we established group-wide key performance indicators (KPIs) focused on advancing circularity.

Our strategy centers on setting ambitious corporate targets and fostering active engagement across all business units. This approach ensures alignment with our sustainability goals and promotes shared accountability within the organisation.

Recognising the pivotal role of contractors in achieving circularity, we integrated awareness programmes into our vendor development initiatives. Through these engagements, we educate contractors on circularity

principles, enabling them to adopt more sustainable practices and align with the Group's vision for a circular economy.

For our property products, materials are designed to contain a minimum amount of recycled content and procured from sustainable sources, effectively reducing the strain on virgin materials. Where possible, offsite fabrication is also adopted to reduce waste at construction sites. Additionally, developments also actively monitor construction waste coming off sites and all effort is made to recycle recyclables and divert as much waste away from landfills as possible.

These efforts reflect our dedication to embedding sustainability at every level of our operations, driving meaningful progress toward a more resilient and sustainable future.

*For more information on our Waste Management and Circularity initiatives, please refer to Chapter 3: Environment.*

## PARTNERSHIPS



### Technogym Malaysia (Technogym)

Sime Darby Property has partnered with Technogym Malaysia in a strategic collaboration that underscores the critical role of innovation in enhancing health and wellness within its townships and developments. Renowned for its innovation and performance, Technogym brings a holistic ecosystem of personalised fitness experiences, including precision training, app integration, and access to a wealth of wellness content.

This collaboration not only promotes a comprehensive Wellness Lifestyle that addresses mental, nutritional, and physical health, but also exemplifies how innovation can elevate residents' lifestyles, creating healthier and happier communities. Within the next five years, Technogym's innovative fitness equipment and AI-driven digital solutions will be integrated into Sime Darby Property's flagship developments, raising the bar for wellness in modern living.



### Joint Venture with TNB for Rooftop Solar Projects

Our partnership with GSPARX Sdn Bhd, a subsidiary of TNB, highlights the pivotal role of innovation in advancing renewable energy adoption through the implementation of rooftop solar solutions across its developments. This collaboration aims to support carbon emission reductions and foster sustainable energy practices among property owners. This innovative approach aligns with Sime Darby Property's strategy to reduce 40% of its Scope 1 and 2 emissions by 2030, leveraging renewable energy to power operations and provide sustainable energy solutions to its commercial, industrial, and residential clients, ultimately driving the transition towards a greener future.

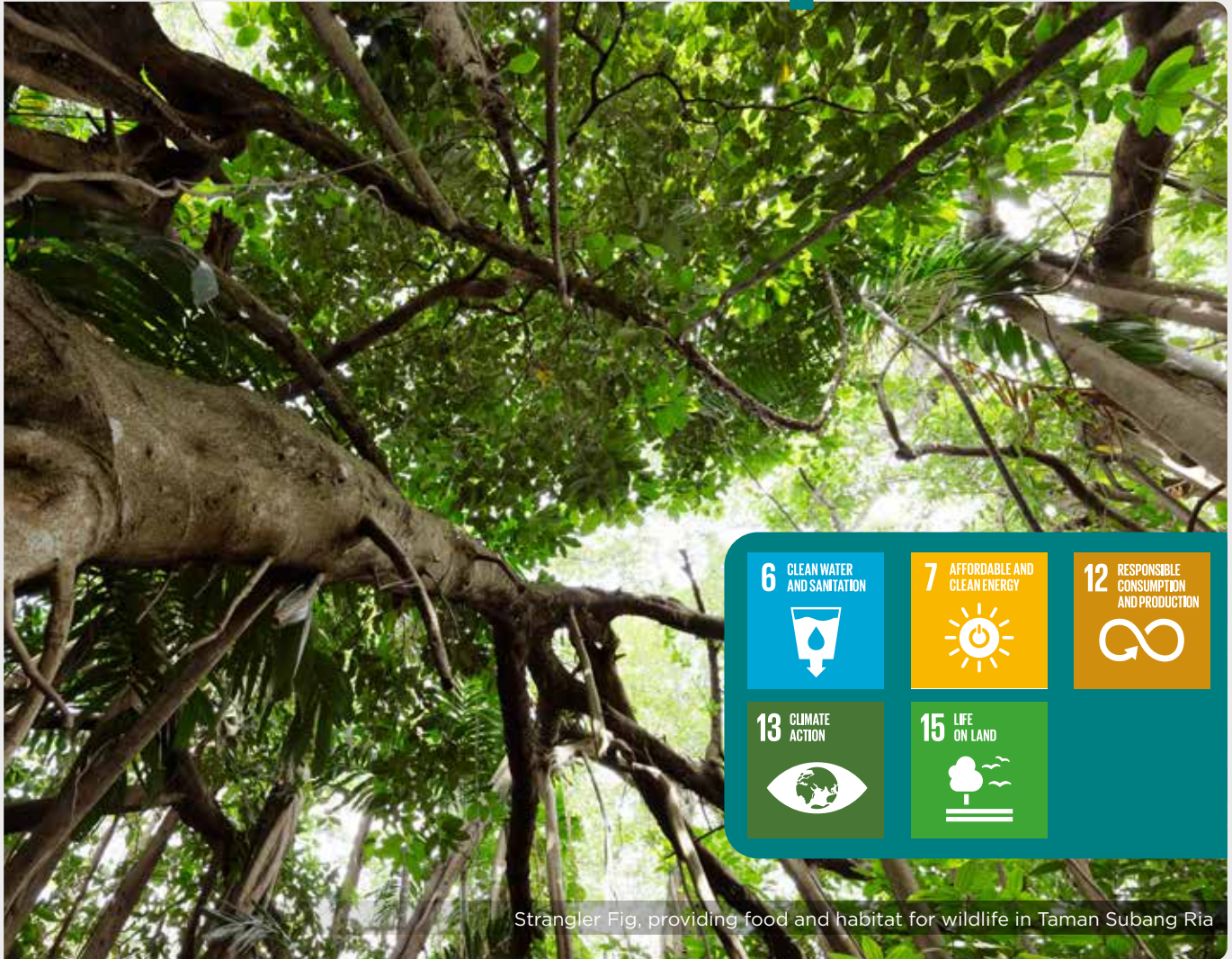


### Promoting Citizen Science at the Elmina Rainforest Knowledge Centre (ERKC) in Partnership with the Tropical Rainforest Conservation and Research Centre (TRCRC)

Located within the 300-acre Elmina Central Park and adjacent to the 2,700-acre Bukit Cherakah Forest Reserve, the 1.09-acre ERKC is a hub for forestry research, conservation, education, and eco-tourism. Established in 2020 through a collaboration with TRCRC, ERKC has cultivated 187 plant species, including 35,000 seedlings and 10,000 saplings, contributing to conservation efforts across Selangor. Beyond conservation, ERKC fosters community engagement, hosting programmes that raise environmental awareness and encourage active participation. Its "Friends of ERKC" initiative has attracted over 10,000 members, including students, educators, and corporate representatives.

Recognising its efforts in urban biodiversity, the ERKC received a Silver Award in the Environmental Category at the 2024 FIABCI World Prix d'Excellence Awards, highlighting its impact on environmental literacy, conservation, and sustainability in Malaysia's real estate industry.

# Environmental Stewardship



The heart of our long-term vision for Net Zero is our deep commitment to minimising our contribution to global emissions. This isn't just about protecting the planet – it's about ensuring resilience in our operations and playing a meaningful role in the transition to a low-carbon economy.



# Net Zero Strategy

To achieve this vision, we are implementing our short- to mid-term decarbonisation strategy that encompasses all three of our main business segments – Property Development, IAM and Leisure. Our short- and mid-term decarbonisation strategy adopts a tech-based approach to reduce emissions across our operations, managed assets, and product designs, such as residential homes and industrial parks. One of the cruxes of our strategy is to increase onsite renewable energy generation, as well as by implementing energy efficiency and retrofitting initiatives across our Leisure and Retail assets, like KLGCC, SDCC, IGCC and KLEM.

This journey to Net Zero isn't just about corporate goals; it's about the people and communities we serve. A Net Zero strategy means cleaner air, lower energy costs, and healthier, more liveable environments. It's about giving residents a better quality of life and a deeper sense of pride in their communities. Our newly launched Elmina Ridge 1 homes feature a solar photovoltaic system integrated with a BESS, yielding a total installed solar

capacity of 1MWp across 228 units, reinforcing the company's commitment to increasing the share of renewable energy in its developments. On a broader scale, the wider community also benefits as we strive to create new green job opportunities and stimulate economic growth.

For investors, we see this as an opportunity to create shared value. By integrating sustainability into our operations, we can enhance property values, reduce operating costs, and deliver market competitiveness. Coupled with our strong 2024 financial performance, we aim to attract like-minded, socially responsible partners who share our vision of long-term value and climate resilience.

It's about making a real difference—delivering environmental, social, and economic value that will benefit everyone. Together, we can create a more resilient, sustainable, and prosperous future for all.



Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

# Net Zero Strategy

[GRI 3-3]

## HIGHLIGHTS

Sime Darby Property has developed a Net Zero pathway referencing the Science Based Targets initiative (SBTi), providing a scientifically validated approach to reducing GHG emissions. This alignment ensures that our ambitious goals support global efforts to effectively mitigate climate change. With 2023 as our baseline year, our Net Zero Pathway focuses on short- to medium-term measurable carbon reduction initiatives.

### Group emissions reductions



Installed total of  
**603 kWp**  
capacity of solar PV systems on  
**9** assets



**11%** emissions reduction  
in HQ through energy habits  
and EE initiatives

(compared to FY2023 baseline)



Avoided **906 tCO<sub>2</sub>e**  
by sourcing green energy  
through TNB's GET



**532 tCO<sub>2</sub>e**  
emissions reduction  
in KLEM from energy  
efficiency initiatives



Equipped **228** homes in Elmina Ridge 1 with solar panels and Battery Energy Storage Systems (BESS), with a total installed capacity of 1 MWp.

### Scope 1 emissions

**852 tCO<sub>2</sub>e<sup>^</sup>**

### Scope 2 emissions

**17,027 tCO<sub>2</sub>e<sup>^</sup>**

location-based

**16,120 tCO<sub>2</sub>e**

market-based

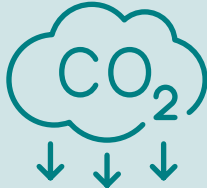
### Scope 3 emissions

**2,775 tCO<sub>2</sub>e<sup>^</sup>**

(Cat 6: Business Travel and  
Cat 7: Employee Commuting)

<sup>^</sup> 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





**Our dedication to environmental responsibility is reflected in our bold target to reduce 40% of Scope 1 and 2 emissions from our baseline year 2023 by 2030, in line with Malaysia's commitments under the Paris Agreement.**

In addition to our Scope 1 and 2 reduction targets, we will strive to develop an in-house view and approach before we embark on tackling our Scope 3 emissions. We have been educating our supply chain to enhance Scope 3 awareness and aspire to work collaboratively with our vendors and contractors to develop our Scope 3 baseline assessment in the near future. From there, we will explore opportunities to reduce our Scope 3 emissions.



We recognise the urgency of climate change and its impact on our business and stakeholders. Committed to sustainability, we proactively address climate change, enhancing resilience of our operations, reduce our environmental footprint and support community adaptability across our townships and assets.

# Net Zero Strategy

[GRI 3-3]

1

## Building Climate Resilience

Assessing climate risks is a fundamental part of our investment decision-making process, involving the analysis of both direct and indirect potential impacts on our assets and operations. All our developments are designed in strict compliance with regulatory requirements, including the Manual Saliran Mesra Alam (MSMA), Uniform Building By-Law (UBBL), Environmental Impact Assessment (EIA), and other local authority standards. By adhering to these frameworks, we can identify vulnerabilities, strengthen asset resilience, and mitigate climate-related risks, ensuring the long-term stability and security of our stakeholders' investments.



For more information about our climate resilience strategy, please refer to Chapter 5: Upholding Good Governance – Climate Risk Management pg 115

2

## Decarbonising Our Operations

Reducing the emissions carbon footprint of our projects is a central goal of our environmental sustainability strategy. Our efforts focus on implementing strategies that lower greenhouse gas emissions across our developments through energy-efficient design, renewable energy integration, and increased green spaces. These steps are aimed at improving the sustainability of our developments and enhancing their long-term value.

We are currently working with our businesses to establish a houseview on Scope 3 emissions. We will soon work with our suppliers and contractors to establish our Scope 3 inventory, which will lay the groundwork for furthering our decarbonisation strategy moving forward.

3

## Driving Sustainable Growth

Innovation is central to our strategy for sustainable growth, as we are committed to creating sustainable revenue streams that benefit our investors, tenants, and communities while minimising environmental impacts. By exploring new avenues like green financing and investing in eco-friendly technologies, we aim to develop a portfolio that delivers both strong financial returns and positive environmental and social outcomes.



For more information about our Innovation Initiatives, please refer to Chapter 2. 29

4

## Leveraging Collaboration for Transformative Change

Collaboration is crucial for addressing climate change effectively. By working with diverse stakeholders—including industry peers, government agencies, and research institutions—we can accelerate progress towards a sustainable future. Our partnership with Tenaga Nasional Berhad (TNB) explores innovative renewable energy solutions, transforming our townships into hubs of clean energy integration.

With these initiatives, Sime Darby Property is actively working towards a sustainable future, aligning our business practices with the broader goal of climate change adaptation and environmental responsibility.

# Carbon Management

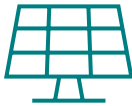
## ROAD TO NET ZERO

Sime Darby Property has recently undertaken a rebaselining of its Scope 1 and Scope 2 GHG emissions, prompted by a significant change in the national grid emission factor. Rebaselining ensures that the company's emissions reporting remains accurate and aligned with the latest industry standards, providing a solid foundation for setting and tracking progress toward decarbonisation targets. This initiative underscores Sime Darby Property's commitment to transparency and continuous improvement in its sustainability practices.

Through comprehensive GHG accounting, we have determined that our emissions hotspots originate from our Scope 2 emissions. Hence, on our journey to Net Zero, we have adopted a three-pronged approach:

**1**

Installing rooftop solar panels across our assets in collaboration with GSPARX

**2**

Conducting energy audits and implementing energy efficiency initiatives

**3**

Purchasing green energy



In 2024, we installed rooftop solar panels across 9 assets, with a combined capacity of approximately 603 kWp. An additional project, scheduled for completion by April 2025, will increase the total capacity to 811 kWp. Once fully operational, these installations are expected to generate up to 1,037 MWh annually.

Assets like KLEM, KLGCC, and SDCC continue to implement energy efficiency initiatives based on their 2023 energy audit findings, focusing on retrofitting, optimised cooling, and smarter energy management. In addition to these efforts, KLGCC, and selected township assets have strengthened their commitment to decarbonisation by sourcing green energy through TNB's GET, reinforcing our transition towards a lower-carbon future.

Since September 2024, select assets have sourced 1,171 MWh of green energy via TNB's GET, avoiding 906 tCO<sub>2</sub>e. This means that in 2024, 5% of our energy consumption was sourced from renewable energy.

# Carbon Management



In line with our goal of achieving Net Zero Emissions by 2050, we are transforming our operations, prioritising the use of sustainable materials and resources, and actively supporting the supply chain’s transition to sustainable practices.

Target	Near-term strategy	Long-term strategy
40% Scope 1 and Scope 2 Emissions Reductions by 2030	<ul style="list-style-type: none"> <li>Implement energy efficiency and retrofitting technologies</li> <li>Increase awareness on good energy habits among all Sime Darby Property employees</li> </ul>	<ul style="list-style-type: none"> <li>Transition towards utilising renewable energy sources for all our operations</li> </ul>
Net Zero by 2050	<ul style="list-style-type: none"> <li>Transition towards electrification of corporate fleet and equipment</li> </ul>	<ul style="list-style-type: none"> <li>Implement nature-based solutions and carbon removal through urban biodiversity enhancement and regeneration efforts</li> </ul>

<sup>^</sup> 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

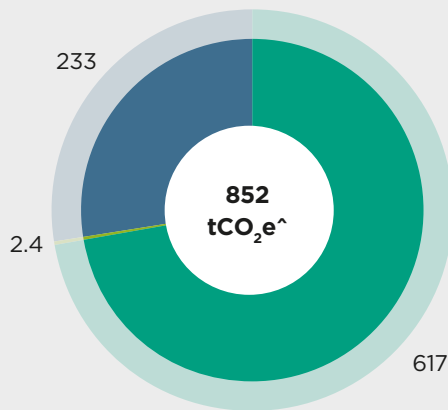


## SCOPE 1: DIRECT EMISSIONS

[GRI 305-1]

In 2024, Sime Darby Property's Scope 1 emissions was 852 tCO<sub>2</sub>e, a 59% increase from 2023. A major factor behind this increase is the use of a diesel generator at KLGCC Resort's International Gallery due to a 2-month power failure.

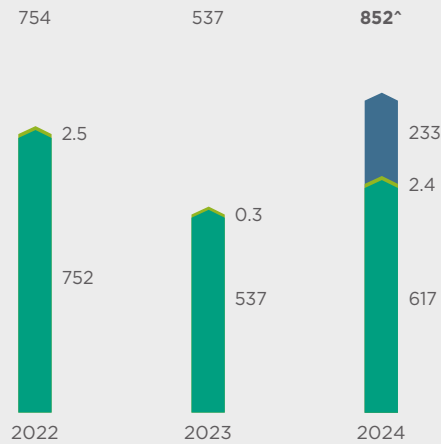
Excluding this one-off event, Leisure accounts for 99% of Scope 1 emissions, with a year-on-year increase of almost 15% mainly due to an increase in business activities.

FY2024 Scope 1 Emissions by Segment (tCO<sub>2</sub>e)

Leisure

Investment and Asset Management

Property Development

FY2022-FY2024 Scope 1 Emissions (tCO<sub>2</sub>e)

2022

2023

2024

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

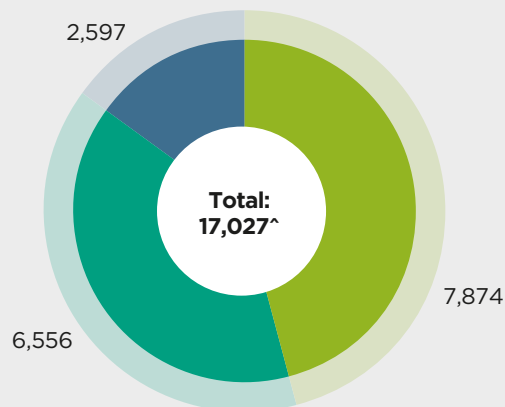
Upholding Good Governance

Appendices

## SCOPE 2: INDIRECT EMISSIONS

[GRI 305-2]

We have determined that the majority of our emissions originate from electricity use. The largest share of these emissions originated from our Investment & Asset Management business, contributing 7,874 tCO<sub>2</sub>e (46%), followed by our Leisure division at 6,556 tCO<sub>2</sub>e (39%) and Property Development at 2,597 tCO<sub>2</sub>e (15%) in 2024. In total, our Scope 2 market-based emissions are 16,120 tCO<sub>2</sub>e.

FY2024 Scope 2 Location-based Emissions (tCO<sub>2</sub>e)

Leisure

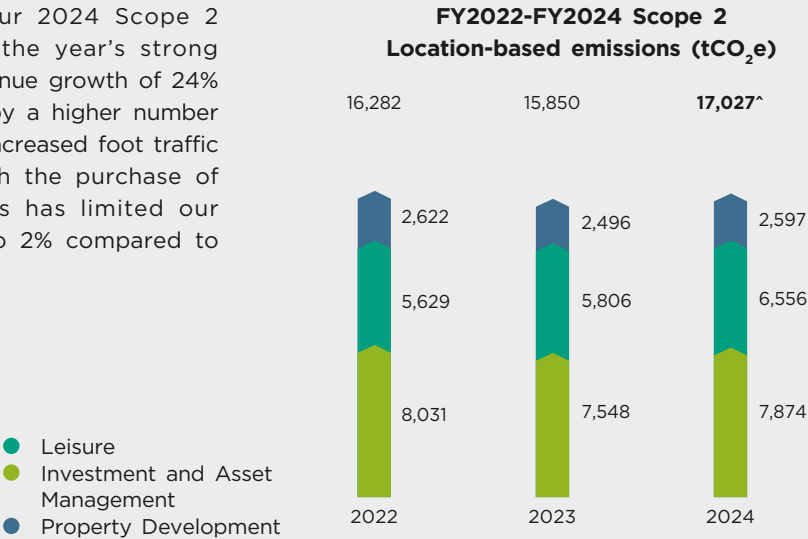
Investment and Asset Management

Property Development

<sup>^</sup> 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

# Carbon Management

There was a 7% increase in our 2024 Scope 2 emissions, primarily driven by the year's strong business performance, with a revenue growth of 24% compared to FY2023, propelled by a higher number of product launches, events and increased foot traffic across our retail assets. Through the purchase of renewable energy via GET, this has limited our increase in Scope 2 emissions to 2% compared to FY2023.



<sup>^</sup> 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

## SCOPE 3 [GRI 305-3]

We began calculating Scope 3 emissions for employee commuting in 2023. In 2024, these emissions increased by 7%, aligned with an increase in employees. We also tracked our business travels in 2024. We aim to establish a house view on Scope 3 emissions in 2025. We are collaborating with business units to identify additional Scope 3 emission indicators. To strengthen our approach, we have also initiated supply chain engagement to enhance awareness and understanding of carbon emissions. Moving forward, we will continue to foster stakeholder engagement and capacity-building efforts before finalising our Scope 3 emissions position.

### Scope 3 emissions

#### EMPLOYEE COMMUTING

FY2024

**2,124 tCO<sub>2</sub>e<sup>^</sup>**

FY2023

**1,989 tCO<sub>2</sub>e**

#### BUSINESS TRAVELS

FY2024

**651 tCO<sub>2</sub>e<sup>^</sup>**

<sup>^</sup> 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

## EMISSIONS REDUCTION THROUGH ENERGY MANAGEMENT

Our high Scope 2 emissions are closely tied to the nature of our business, which involves significant electricity consumption across our operations. Our extensive property portfolio—encompassing offices, Leisure assets, sales galleries, and malls—relies heavily on energy for daily operations. As a result, the energy demand across managed assets and ongoing development projects represents a major source of our indirect emissions, highlighting the critical role of electricity in its operational footprint.

In response, we are implementing targeted reduction strategies, such as transitioning to energy-efficient technologies, incorporating renewable energy solutions, and optimising energy use across our assets and construction projects. These initiatives align with the company's commitment to reducing our carbon footprint while addressing the energy demands intrinsic to our operations.

### Source of Scope 2 emissions

#### IAM Scope 2 Emissions by Asset (tCO<sub>2</sub>e)



#### Leisure Scope 2 Emissions by Asset (tCO<sub>2</sub>e)




Calculated using Scope 2 location-based emissions method.

# Carbon Management


[GRI 302-1]

Through energy audits conducted in 2023, we identified energy hotspots and focused our energy reduction efforts there. Our short, medium and long-term initiatives to reduce our emissions are as follows:


Short-term



Retrofitting infrastructure with energy-efficient technologies.




Transitioning to renewable energy sources.




Fostering a culture of good energy habits within our workforce.


Medium-term



Expanding renewable energy projects, including solar panel installations.




Intensifying waste reduction and recycling initiatives.




Adopting energy-efficient appliances and practices for enhanced operational sustainability.


Long-term




Significantly reducing GHG emissions through electrification of transportation and machinery.




Creation of biodiversity corridors and the conservation of natural habitats.



Sustainable design principles in our developments.



Adoption of green procurement methods.



Investing in nature-based solutions, including biodiversity corridors and natural habitat conservation, to enhance urban biodiversity and increase carbon sequestration.



Our Sime Darby Property headquarters made significant strides in reducing electricity consumption and lowering emissions through a series of low-cost and operational efficiency initiatives. This was achieved through continuous monitoring via Digital Power Meters (DPM) to detect and rectify abnormalities, adjusting the operating hours of the centralised air-conditioning system, and installing sensor light dimmers in common areas and washrooms.

As part of our strategy to address energy consumption across the Leisure and selected IAM assets, energy audits were conducted in 2023. These audits enabled key assets to identify pathways for emissions reduction through retrofitting, energy efficiency measures, and renewable energy initiatives. Additionally, across our galleries, we focused on fostering energy-conscious behaviours among employees. Following the audit recommendations, these assets implemented no- to low-cost energy efficiency measures in 2024, while several assets recorded significant reductions in energy use simply by adopting good energy practices.

In 2024, our total energy consumption was 91,995 GJ. To further lower energy consumption and carbon emissions, Sime Darby Property is investing in several upcoming initiatives as follows:



### Solar Panel Installation

The rooftop solar panel installation at Oasis Block G is complete, pending TNB meter installation in Q1 2025. This is expected **to reduce electricity consumption by 20%**, lowering both energy costs and emissions.



### LED Lighting Upgrade

The replacement of 1,750 light fittings with LED alternatives is set to begin at Oasis Block G, targeting a **15% reduction** in energy use.



### Building Automation System (BAS) Replacement

The centralised controller for air-conditioning, electrical, pumps, and lighting at Oasis Block G will be upgraded in 2025 to enhance energy efficiency and operational control, with a projected **10% reduction** in electricity consumption.



### Optimising HVAC and Air Conditioning Systems

Adjusting HVAC operating hours in our IAM and Leisure assets and improving AHU efficiency contributed to annual reductions of 146 tCO<sub>2</sub>e.



### Behavioural and Operational Shifts

Promoting energy conscious habits among employees and implementing FCU submetering to track individual energy use led to total annual reductions of 448 tCO<sub>2</sub>e.

In addition to infrastructure upgrades, employee engagement plays a vital role in reducing energy consumption. Employees are encouraged to turn off lights during lunch breaks, maximise natural lighting, and unplug appliances when not in use to further optimise energy use. By integrating technological advancements and behavioural changes, we aspire to drive a sustainable energy transition, reducing its environmental impact while enhancing operational efficiency.

# Carbon Management

## Impact and Future Direction

Through a combination of low-cost energy efficiency measures, HVAC optimisation, and solar energy adoption, we are making steady progress in reducing our carbon footprint. In 2024, these energy-saving initiatives have resulted in an 11% decrease in electricity consumption at Sime Darby HQ (Oasis Block G), effectively reducing emissions by 109 tCO<sub>2</sub>e.

Moving forward, the company will continue investing in energy-efficient technologies, integration, and enhancing data-driven energy management systems to further optimise emissions reduction efforts across all its developments.

## ENERGY EFFICIENCY INITIATIVES AT KL EAST MALL (“KLEM”)

KLEM has taken proactive steps to reduce energy consumption and lower Scope 2 emissions, which were primarily driven by its centralised air-conditioning system (chiller plant room, AHUs, and FCUs) and fluorescent tube lighting in common areas and parking lots. Recognising these challenges, the mall conducted an energy audit through a SEDA-approved grant, establishing a baseline for total building energy use and identified both low and high-investment energy-saving measures.





Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices



## Key Energy Efficiency Measures

KLEM implemented several low-cost initiatives, including reviewing operational controls, retrofitting with energy-efficient devices, and reducing standby power consumption. For greater emission reductions, high-investment measures focused on HVAC optimisation, installing new control equipment for chiller and AHU efficiency, improving indoor condensation issues from air infiltration, and adjusting chiller operation hours to reduce unnecessary energy use. The mall also installed motion sensor LED lighting in place of fluorescent tubes, significantly lowering electricity consumption.



KL East Mall



## Advanced Energy-Saving Initiatives

To further optimise energy use, KLEM has begun implementing:

- Airside Optimisation (In Progress) - Enhancing air distribution and ventilation efficiency.
- Submetering for Tenants' AHUs - Enabling more precise tracking of energy usage and reclassifying tenant energy consumption as Scope 3 emissions.



## Renewable Energy Integration

The mall has also introduced rooftop solar energy, with a **25 kWp system** now **95% complete** and targeted for energization by April 2025.



## Impact and Future Outlook

By implementing these measures, KLEM is significantly reducing its carbon footprint and energy costs, demonstrating a structured approach to energy efficiency. Moving forward, the mall will continue optimising HVAC performance, expanding submetering efforts, and exploring additional efficiency improvements to sustain long-term emissions reductions.

# Safeguarding Urban Biodiversity

[GRI 3-3]



“

Urban biodiversity is a gradual, long-term process that requires patience and commitment. As the saying goes, ‘The best time to plant a tree was 20 years ago; the next best time is today.’

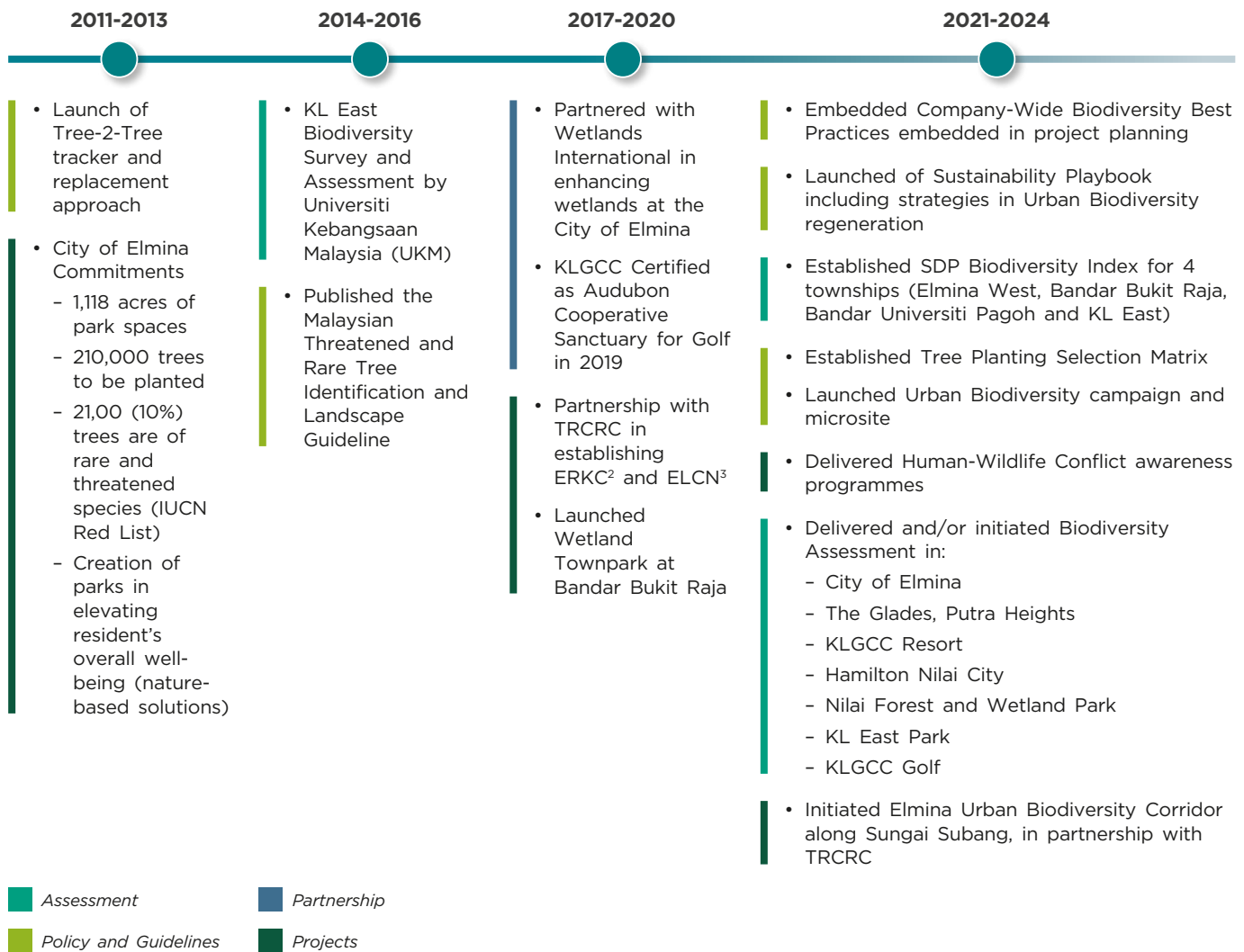
-Chinese proverb

”

## OUR URBAN BIODIVERSITY EFFORT OVER THE YEARS

### FROM THEN TO NOW - 14 YEARS STRONG

We have been committed to stay at the forefront of biodiversity regeneration and conservation in urban development for 14 years, pioneering innovative approaches to create thriving, sustainable communities. Our journey has been marked by bold initiatives, impactful partnerships, and a steadfast commitment to integrating biodiversity into the heart of our developments. As we move forward, we remain dedicated to setting new benchmarks, driving meaningful change, and shaping the future of sustainable urban landscapes.



#### Notes:

1. ERT - Endangered, Rare and Threatened  
2. ERKC - Elmina Rainforest Knowledge Centre

3. ELCN - Elmina Living Collection Nursery  
4. BESA - Biodiversity and Ecosystem Service Assessment

5. BIA - Biodiversity Impact Assessment



## 2024 HIGHLIGHTS



**90.3%<sup>^</sup>** operations assessed for biodiversity risk



**9** Communication, Education and Public Awareness (CEPA) programs benefiting **440** community members



Area restored/conserved:  
**3.6 mil m<sup>2</sup>**



**7** Human-Wildlife Conflict Workshops with **231** participants



Total no. of trees planted to-date:  
**155,349**



Total no. of threatened trees planted to date: **30,100**



Total of **291** flora species planted, of which **63 are ERT species**



Total of **310** fauna species identified as of 2024, of which **48** are ERT species

The diagram below illustrates a significant positive trend in biodiversity across our development, underscoring the effectiveness of our regeneration and conservation efforts.

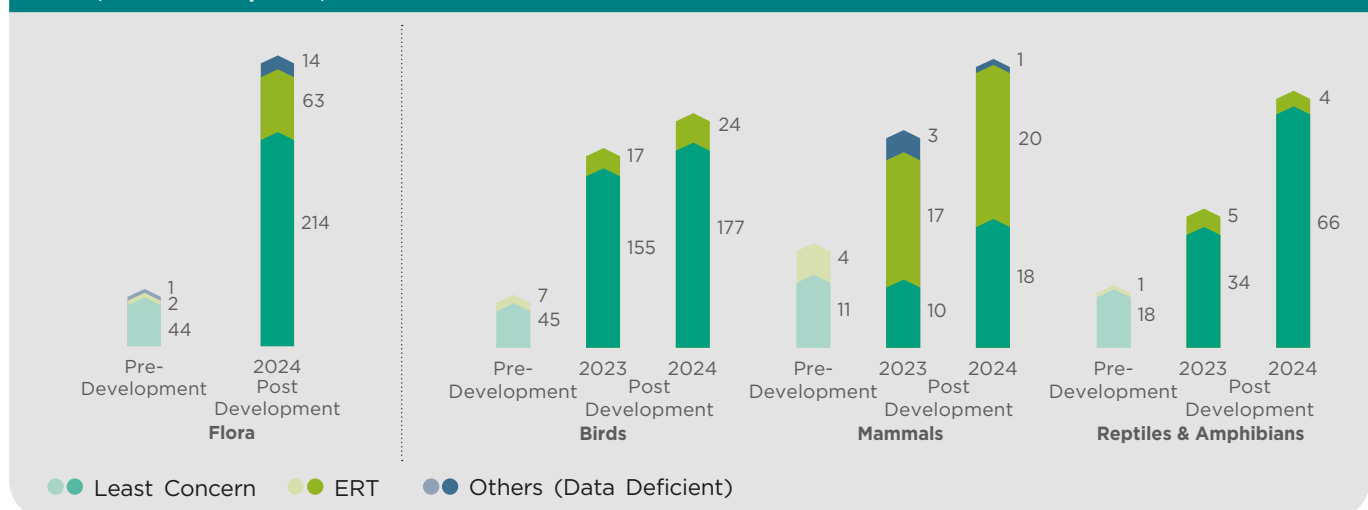
For flora, the number of recorded species has surged from 47 in the pre-development phase to 291 in 2024, with 63 classified as ERT. This reflects the impact of habitat restoration and strategic replanting initiatives in enhancing flora diversity.

Similarly, fauna species have shown promising progress. Bird species increased from 52 in the pre-development phase to 201 in 2024, with ERT birds rising from 7 to 24. Mammals, reptiles and amphibians populations also showed upward trends, contributing to a 29% overall increase in total fauna species from 2023 to 2024. This reflects improvements in ecosystem health, driven by our enhanced landscaping strategies and ongoing regeneration and conservation efforts.

This data represents a key performance indicator in our biodiversity monitoring framework using SDP Biodiversity Index tool, ensuring that our development activities do not contribute to further ecological degradation. Instead, we actively enhance biodiversity quality through a science-based approach. Additionally, these findings highlight that urban sprawl, when guided by responsible biodiversity framework, can coexist with thriving ecosystems.

**Flora Species Diversity Across Development Stages (Number of Species)**

**Fauna Species Diversity Across Development Stages (Number of Species)**



Endangered, Rare and Threatened (ERT) which comprises of the following categories of the IUCN Red List: Critically Endangered, Endangered, Vulnerable and Near Threatened. Please see Appendix 150 for a detailed breakdown

<sup>^</sup> 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

## Safeguarding Urban Biodiversity



Dusky Leaf Monkey, responsible for seed dispersal in KL East Park  
Photo by Izereen Mukri, Ecologist, Sime Darby Property.

As the company with the largest land bank in Malaysia, we embrace our role as stewards of urban biodiversity. Our work extends beyond buildings – we create sustainable ecosystems, empower communities, and support national efforts to enhance nature and biodiversity.

Guided by global and national frameworks, including the UN Sustainable Development Goals, the Kunming-Montreal Global Biodiversity Framework, and Malaysia's National Policy on Biological Diversity 2022-2030, we integrate biodiversity into every phase of development. Our goal is to achieve Net Positive Biodiversity across all projects by embedding nature-positive principles throughout our development cycle, with a strong focus on avoiding harm and regenerating ecosystems. Through the application of the ARC approach (Avoid, Regenerate, Conserve), we implement targeted actions to strengthen ecological resilience. By expanding green spaces, planting ERT species, and engaging communities, we ensure clean air, water regulation, and climate mitigation for future generations.

Balancing biodiversity with land use, costs, and project timelines presents challenges. Recognising this, in 2024, we developed a comprehensive Urban Biodiversity Guideline and Framework to systematically embed biodiversity considerations into all phases of planning and development. We aspire to set the benchmark for biodiversity leadership in real estate, but meaningful impact requires collaboration. By working with stakeholders, communities, and industry peers, we can create landscapes that harmonise development with ecological preservation.

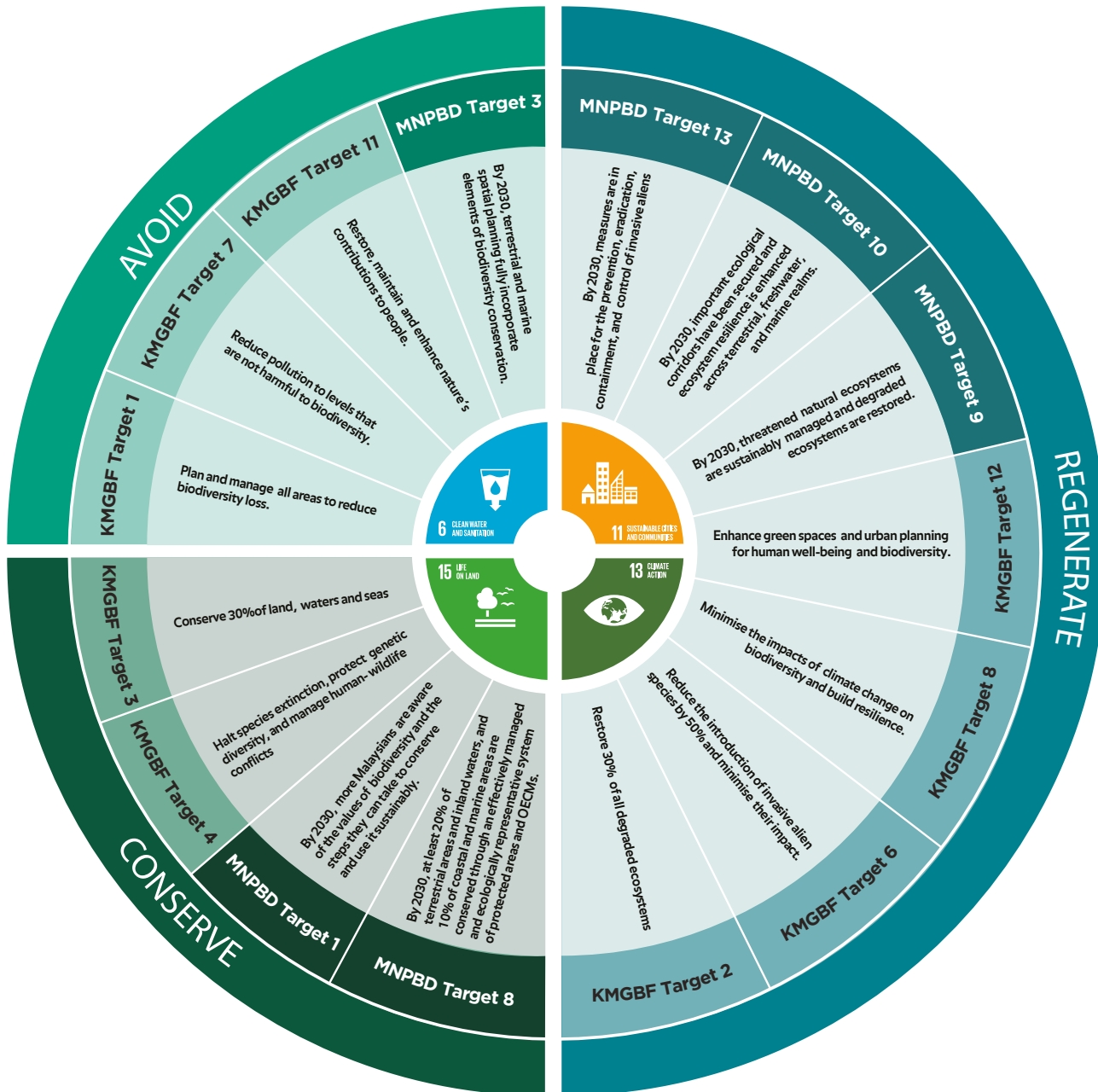
Acknowledging the impacts of climate change, we have created urban biodiverse landscapes such as KL East Park and ecological corridors like the Elmina Urban Biodiversity Corridor. With nearly 3.6 million square metres dedicated to conservation and regeneration across 25 townships, these green spaces play a crucial role in mitigating the urban heat island effect, enhancing flood resilience, and preserving vital habitats for wildlife.

Beyond environmental benefits, our effort creates long-term value. For residents, it enhances quality of life by providing access to natural spaces that promote well-being. For investors and businesses, it strengthens asset resilience and desirability. KL East Park, for instance, exemplifies how urban biodiversity can uplift communities while reinforcing the long-term value of sustainable developments.

Our commitment to urban biodiversity is more than a strategy—it is a vision for a healthier, more resilient, and sustainable future for both people and the planet.

**First Malaysian real estate  
company to achieve  
ArbNet Arboretum Level II  
Certification**

## OUR URBAN BIODIVERSITY ALIGNMENT: THE ARC APPROACH



Legend:

**KMGBF** - Kunming-Montreal Global Biodiversity Framework

**MNPBD** - Malaysia's National Policy on Biological Diversity 2022-2030

**Figure 3.1:** Alignment to National and Global Biodiversity Targets

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

# Safeguarding Urban Biodiversity

## MANAGING OUR IMPACT ON URBAN BIODIVERSITY

[GRI 3-3, 304-2]



Pink-necked Green Pigeon helps to disperse seeds in Taman Subang Ria.  
Photo by Izereen Mukri, Ecologist, Sime Darby Property

We develop land previously used for oil palm plantations, transitioning from agricultural to urban use. While this involves land-use change, the impact may not be as significant, as monoculture plantations are already ecologically degraded, offering limited biodiversity and low ecosystem services. With over 90% of our developments on these landscapes, we integrate science-based conservation and restoration strategies to mitigate these effects.

### Assessing Biodiversity Risks

Biodiversity Impact Assessment (BIA) is a Risk Management Tool – either conducted separately or as part of the EIA, that evaluates biodiversity risks before development. It helps:

- 1) Identify risks like habitat loss, fragmentation, and species disruption.
- 2) Implement mitigation measures such as habitat restoration and ecological connectivity.
- 3) Ensure regulatory compliance and alignment with biodiversity conservation goals.

### Avoiding and Minimising Impacts

Through the ARC Approach, we integrate urban biodiversity into planning, protect ecologically sensitive areas, and implement nature-based solutions. Additionally, our Urban Biodiversity Guideline helps us embed urban biodiversity considerations across all development phases of our projects.

As of 2024, **90.3%<sup>^</sup>** of our projects  
**underwent biodiversity  
risk assessments**

### Restoring Degraded Landscapes

We prioritise habitat restoration by regenerating native ecosystems, creating ecological corridors, and incorporating ERT species. Initiatives like the EUBC reconnect habitats, promote species movement, and enhance ecological resilience. To-date we have achieved 97% of our 160,000 tree planting target and 60% of our 50,000 ERT tree target.

### Enhancing Ecosystem Services

Our initiatives strengthen:

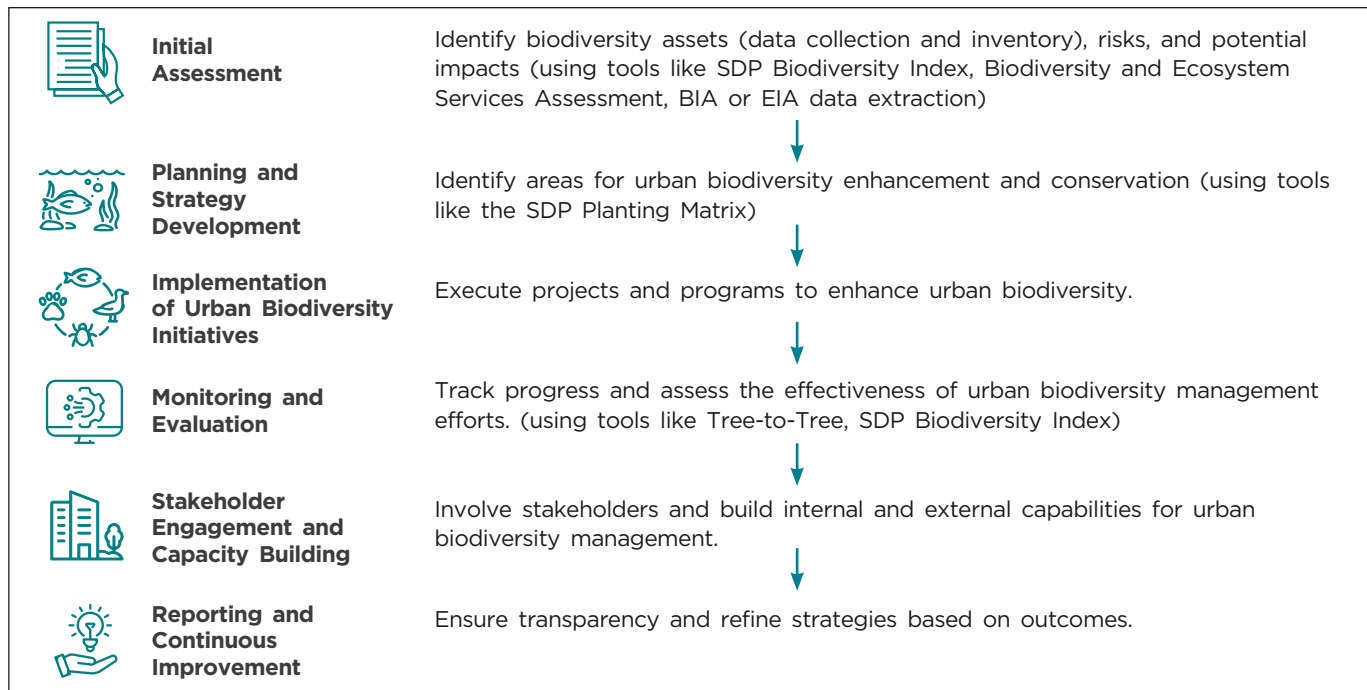
- Climate Regulation – Urban forests reduce heat and sequester carbon.
- Water Quality – Wetlands and buffers improve flood resilience.
- Pollination & Food Systems – Pollinator-friendly habitats support biodiversity and food security.

By embedding biodiversity strategies, we ensure urban growth coexists with conservation, securing a more sustainable future.

<sup>^</sup> 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



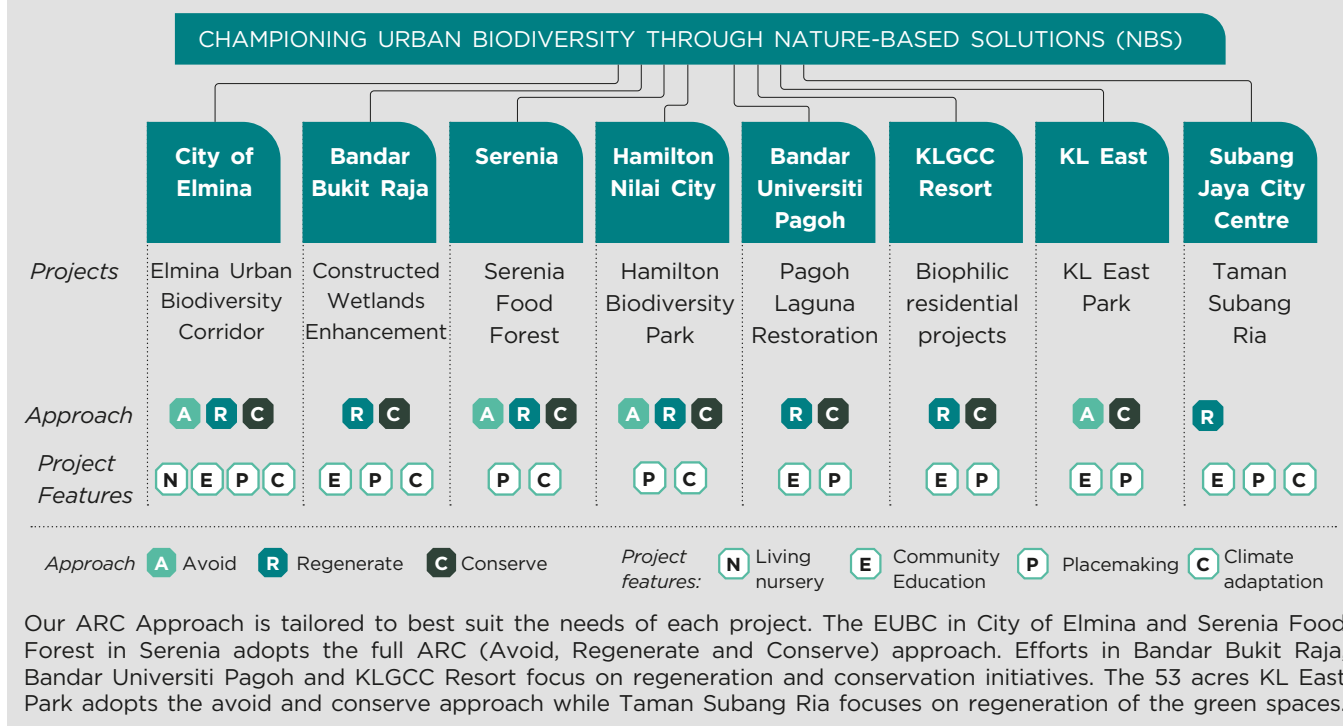
## Sime Darby Property's Biodiversity Management System (BMS)



**Figure 3.2:** Sime Darby Property's Biodiversity Management System (BMS)

## Our Urban Biodiversity Initiatives

*Because when urban biodiversity thrives, we do too*



**Figure 3.3:** Our Urban Biodiversity Initiatives

## THE CITY OF ELMINA - A LIVING BLUEPRINT OF OUR ARC APPROACH



The City of Elmina is an award-winning 6,500 acre integrated township in Shah Alam, Selangor that embodies eight (8) elements of wellness. Designed to integrate urban development with ecological sustainability, the city borders the 2,700-acre Bukit Cherakah Forest Reserve and envisions a 5km urban biodiversity corridor at its core - connecting six (6) parks across 300 acres to promote harmonious coexistence between wildlife and urban communities. As a first step, we are committed to completing 2.1km of the corridor, which has already been established. As with all our developments, we combine nature-based and man-made solutions to enhance climate change resilience.



### Assessing Our Impact

To advance our biodiversity initiatives, fostering collaboration has become a top priority—bringing together the internal expertise of our Main Infrastructure and Landscape team, our resident ecologist, and external specialists ensures a holistic and informed approach.

Prior to any land development, we conduct an EIA to evaluate potential impacts on the environment, including biodiversity. To this end, we utilise a BIA, a tool to assess risk and impacts on ecosystems, habitats and species before developing an area, as well as establishing mitigation measures. We identify biodiversity assets in the area and integrate them into our township planning as part of our **commitment to biodiversity regeneration and conservation, especially ERT species**. All our developments are required to integrate green and blue spaces that enhance the landscape while providing buffer zones

to support ecological functions and urban biodiversity. Beyond fulfilling this requirement, we are committed to designing functional landscapes that support a richer diversity of species than conventional aesthetic landscaping. To ensure alignment with our sustainability goals, each project is subject to thorough review process—most notably the Special Landscape Presentation Meeting (SLPM)—where elements such as species selection, planting locations, and potential biodiversity impacts are critically evaluated. These meetings are chaired by the COO of Township Development and COO of Integrated Development.

Our biodiversity baseline assessment of the City of Elmina revealed that the township houses 103 fungi species, 125 plant species, 100 bird species, 22 mammals species, 41 herpetofauna species, and 187 invertebrate species across the study sites.



### Elmina Rainforest Knowledge Centre

Of course, our efforts do not stop here – we want to lead in research and conservation and engage the community. Thus, we established the ERKC in 2020 in collaboration with the TRCRC to foster urban forestry research, conservation, education and recreation. We **aim to cultivate up to 100,000 trees from ERT species and plant 210,000 trees**, with a significant focus on conserving 21,000 ERT species. In 2024, Sime Darby Property was awarded **Silver at the FIABCI World Prix d'Excellence Awards** in the Environmental category for contributing to environmental literacy and urban biodiversity conservation and having a positive sustainability impact on the real estate industry.



Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices



## Implementing the ARC Approach

With our baseline biodiversity results in hand, we apply the ARC Approach to strategically embed urban biodiversity into our developments. This ensures our business not only minimises harm but actively contributes to the restoration and enhancement of nature.

We prioritise Avoidance, making every effort to prevent negative impacts on biodiversity caused by our operations and supply chains. Where impacts are unavoidable, we implement strategies to minimise disturbances and ensure that ecological disruption is kept to a minimum. In the City of Elmina, the 2.1 km Elmina Urban Biodiversity Corridor was initially established by avoiding disturbance to the existing Sungai Subang through its designation as a riparian zone. This buffer zone was later earmarked for restoration to function as an ecological corridor, interconnecting six park precincts within Elmina Central Park to the neighbouring Bukit Cherakah Permanent Reserved Forest. Ecological corridors are critical for wildlife movement and genetic diversity – they allow species to access essential resources, find mates and escape from disturbances, ultimately ensuring ecosystem resilience.

To counterbalance any residual impact, we focus on Regeneration, actively restoring and enhancing biodiversity in our developments. Through habitat and ecosystem restoration by reintroducing native tree species, we strive to achieve no net biodiversity loss and, where possible, generate a net positive impact on biodiversity. Formerly an oil palm plantation, the City of Elmina has been transformed into a thriving urban ecosystem guided by the SDP Planting Selection Matrix and Tree-to-Tree commitment. This approach ensures that every removed oil palm tree is replaced with a diverse range of native species, enhancing ecological richness and supporting urban biodiversity. When planning the city, we allocated 300 acres of green space – Elmina Central Park – which facilitates the coexistence of wildlife and urban populations. The park boasts over 100 native species of woody plants, earning a certification as a Level II arboretum. Elmina also features several bodies of water that contribute to its blue infrastructure, not only supporting urban biodiversity but also managing stormwater and providing a place for recreational activities.

Once avoidance and regeneration have been fully optimised, we move towards conservation, ensuring that the green spaces we create are conserved, maintained, and continue to deliver biodiversity value across our townships and assets prior to



handover to local authorities. This includes close collaboration with local councils such as Majlis Bandaraya Shah Alam (MBSA) in the design of parks that integrate biodiversity elements, as well as in the development of maintenance protocols to reduce biodiversity loss and ensure long-term ecological resilience. Demonstrating SDP's formal commitment and systematic approach, our Urban Biodiversity Unit actively embeds urban biodiversity initiatives into company operation by conducting regular assessment and monitoring performance throughout our development. We utilise our Sime Darby Property Biodiversity Index (SDP-BI), a self-assessment tool we adapted from Singapore's City Biodiversity Index, to benchmark our biodiversity efforts against established indicators and identify areas for improvement. We also monitor both the species and number of trees planted through our Tree-to-Tree initiative, which tracks planting diversity and supports alignment with our biodiversity targets. The restoration of the Sungai Subang Corridor, building upon progress in 2023 with the planting of 775 trees from 26 species across a 300-meter stretch, was extended by an additional 500 meters. This next phase introduced 1,450 trees comprising 38 species of both fruiting and non-fruiting varieties. The diverse mix—including fig trees, pioneer species, and 215 individuals from threatened species—was carefully selected to mimic natural riparian growth and enhance the ecological functionality of the corridor.



Malaysia Landscape Architecture Awards 2024 Recognitions and Awards:

- Excellence in Landscape Masterplan Award
- Honours in Landscape Development Category
- Honours in Environmental and Landscape Management Category
- Honours Landscape Analysis and Study Category
- Honours in Landscape Design Award

# Safeguarding Urban Biodiversity

## OUR URBAN BIODIVERSITY PROGRESS ACROSS OUR TOWNSHIPS

1



Mainland Leopard Cat taken in Hamilton Biodiversity Park

### Hamilton Biodiversity Park, an extension of the Gallah Forest Reserve

We are actively working to advance ecological restoration in Hamilton Nilai City by repurposing 284 acres of land into functional ecosystem. Through collaboration with five leading institutions - Universiti Malaysia Kelantan (UMK), Universiti Malaysia Sabah (UMS), Universiti Malaysia Terengganu (UMT), Universiti Kebangsaan Malaysia (UKM) and Universiti Tun Hussein Onn Malaysia (UTHM) – a comprehensive scientific

baseline was established for Hamilton Biodiversity Park using advanced assessment methods such as bioacoustics, environmental DNA analysis, and environmental parameter assessments.

The study revealed a diverse array of plant and animal species, including endangered and critically endangered species like the Sunda Pangolin and the Wallace's Hawk-Eagle. These findings not only showcase the site's untapped ecological potential but also inform strategic conservation efforts for the park's restoration. Additionally, the study extended to the Gallah Permanent Reserved Forest, identifying native plant species for replanting in Hamilton Biodiversity Park and assessing the expected fauna communities post-restoration. The mapping of biodiversity hotspots and development of zoning strategies will ensure a structured and impactful approach to ecological conservation in the park.

As part of our commitment to sustainable landscape management, Hamilton Biodiversity Park is currently exploring a restoration validation certificate under Preferred by Nature (PbN), reinforcing its dedication to ecological restoration and responsible land stewardship. This certification will enhance restoration efforts and establish the park as a benchmark for biodiversity-driven urban development.

2



Wetlands at Bandar Bukit Raja Townpark

### Enhancing Urban Wetlands at Bandar Bukit Raja

In 2024, we expanded our urban wetland system in Bandar Bukit Raja, further enhancing water storage capacity and urban biodiversity. Partnering with Wetlands International, we assessed the urban wetland biodiversity and completed 38 acres of wetlands within Townpark, planted with reeds and aquatic plants, including building a 300 meter boardwalk for visitors. The efforts were recognised with Honours in Environmental and Landscape Management at the MLAA14.

Based on 11 biodiversity assessments conducted by our resident ecologist at Wetland Townpark, a total of 62 bird species, including both resident and migratory species, have been recorded in the wetland area.

3

### Nurturing a Wetland Sanctuary in Bandar Universiti Pagoh

We have efforts in place to regenerate urban biodiversity at Laguna Pagoh Wetland and Laguna Pagoh Lake which is connected by a 2 km canal that helps in ecological connectivity and act as nature-based solution for flood mitigation. As part of Malaysia's position along the East Asian-Australasian Flyway, Laguna Pagoh Wetland provides an important suburban stopover for migratory birds. Monitoring efforts have recorded 78 bird species; 7 mammal species; and 7 reptile and amphibian species, highlighting the site's ecological significance and commitment to sustainable habitat restoration. The Ethnobotanic Garden educates communities on the traditional uses of native herbs, fostering cultural and environmental awareness.



## 4

## Connecting to Nature in the City at KL East Park

In 2024, we partnered with four universities such as Universiti Malaysia Kelantan (UMK), Universiti Malaysia Sabah (UMS) and Universiti Malaysia Terengganu (UMT) as well as two conservation groups, Nature Sustainable Ecosystem Society (NEST) and Perlis Local Champions, to conduct a comprehensive biodiversity assessment study at KL East Park. This study identified ecological hotspots and aligned development with conservation principles, while also exploring eco-tourism potential to maximise the park's value.

Nestled in the heart of Kuala Lumpur, KL East Park serves as a vital urban forest refuge, offering sanctuary to a remarkable diversity of wildlife despite being surrounded by rapid urbanisation. With 119 bird species, 18 mammal species, and 35 reptile and amphibian species recorded—including rare and threatened species such as the Malayan Horned Frog, Sunda Colugo, and Sumatran Southern Serow—the park plays a critical role in preserving native biodiversity. Its rich habitat supports diverse species, demonstrating the resilience of urban ecosystems when protected and managed sustainably.

As part of our long-term conservation commitment, KL East Park is currently pursuing Forest Conservation Certification (FCC) under the Malaysian Forest Fund (MFF), aiming to strengthen its protection status and enhance ecological management practices. This certification will reinforce the park's role as an urban biodiversity sanctuary and align its conservation efforts with national forest sustainability goals.

Recognising its significant contribution to urban biodiversity and sustainable landscape design, KL East Park has been honored with the prestigious Landscape Masterplan Award at the MLAA14. This recognition underscores the park's success as a model for integrating nature into urban spaces, ensuring that future generations can continue to experience and appreciate the richness of Malaysia's natural heritage within a metropolitan setting.



Blyth's Frogmouth, a shy species that well camouflaged between the foliage of KL East Park. Photo by Izereen Mukri, Ecologist, Sime Darby Property.

## Safeguarding Urban Biodiversity

### 5 Nilai Forest and Wetland Park

We partnered with a local university to conduct a comprehensive biodiversity assessment at Nilai Impian, to identify key ecological hotspots and placemaking opportunities, guiding sustainable development strategies.

The assessment recorded 12 flora species, 6 mammal species, 59 bird species, 6 herpetofauna species, and 12 insect species, reinforcing its ecological significance. Nilai Impian also received Honours in Landscape Development and Landscape Analysis & Study at the MLAA14 in recognition for its efforts in promoting functional landscape.

### 6 Communication, Education and Public Awareness (CEPA)



Snake Awareness & Safety Workshop held at Parc, Taman Subang Ria

Led by the Sustainability and Safety department, they hosted seven (7) human-wildlife conflict workshops, educating 231 participants on snake species found in townships, safety measures, snake behavior, venom types, antivenoms, and proper first-aid responses.

These trainings aim to reduce injuries and fatalities caused by snake encounters by equipping participants with essential skills to safely manage snake-related situations. This initiative represents an important step toward harmonious coexistence between communities and urban wildlife.

### 7 Wanderlab Explorer Program



Wanderlab Explorer programme at Parc, Taman Subang Ria

The Wanderlab Explorer Program is part of our commitment to promoting sustainability within our township communities, fostering nature appreciation and sustainable living among future generations. To date, we have conducted eight events, engaging 440 participants in hands-on experiences that inspire environmental stewardship and a deeper connection to nature.

## SETTING THE STANDARD FOR GREEN GOLF COURSES: KUALA LUMPUR GOLF AND COUNTRY CLUB



Golf courses are often criticised for their environmental impact, including high water use, chemical runoff, and habitat loss. Recognising these challenges, Sime Darby Property has redefined sustainability at Kuala Lumpur Golf & Country Club (KLGCC), making it the only Audubon Cooperative Sanctuary Certified Golf Course in Malaysia since 2019.

In 2024, a biodiversity assessment recorded 74 bird species (1 ERT), 7 mammal species (4 ERT), 18 reptile and amphibian species (1 ERT), and 77 beneficial insect species, reinforcing KLGCC's role as a functional ecological space. Conservation efforts include four new wildlife gardens, a 2,000m<sup>2</sup> reduction in managed turfgrass, and 257.3 acres of protected land, supporting 170 rare or endangered plant species. KLGCC stands as a testament to Sime Darby Property's commitment to sustainable development, seamlessly integrating urban biodiversity conservation within the built environment.



Kuala Lumpur Golf & Country Club



### Conserving Water and Reducing Chemical Use

At KLGCC, we prioritise sustainability and excellence in maintaining our golf course. Our Audubon certification showcases our dedication to water conservation and quality management. Through recycling water, efficient irrigation systems, and eco-friendly practices such as composting and reduced pesticide use, we have significantly reduced our environmental impact. By leading the way in corporate sustainability, we aim to inspire others and leave a lasting legacy for future generations. The efforts we have delivered are:

1. To reduce water stress, the water used in our golf course is recycled, and no discharge is allowed outside the property.
2. Reduced our water consumption by 15,000 liters per day by improving our irrigation system, including accounting for climate conditions to avoid overwatering,
3. Reduced the irrigated acreage in KLGCC by 2,000 acres.
4. Trained staff to operate enhanced irrigation system.
5. Introduced an on-site compost and wood mulching processing program, which provides organic mulch to reduce water of the landscape areas by 50%.
6. Minimised pesticide application across our property and transitioned to slow-release fertilisers to reduce chemical runoff and its environmental impact.
7. Soil aeration to improve gas exchange rates, therefore reducing the need for fertilisers and soil amendments.
8. Where manageable, we practice manual weeding to reduce pesticide use, especially around ponds, tee boxes and greens.
9. Utilise native emergent and floating vegetation, ensuring the ecological balance of water bodies on our property.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices



# Waste Management

[GRI 306-3, 306-4, 306-5]

Our commitment to circularity is one of the core elements of our sustainability agenda. We aspire to become a zero-waste-to-landfill organisation, recognising that irresponsible waste management contributes to pollution and carbon emissions. Addressing this challenge is essential for both environmental preservation and long-term business resilience.

Since 2016, waste management has been a strategic priority, with a focus on prevention, diversion, and awareness. Our operations generate various types of waste, including construction and demolition waste, domestic waste, and commercial waste. To manage this effectively, we have developed a comprehensive waste management strategy built on two key pillars:

- 1) **Waste Prevention** – We prioritise minimising waste sent to landfill by enhancing recycling efforts (including construction and electronic waste) and expanding composting initiatives (such as food waste from our Leisure and IAM business divisions).

- 2) **Awareness and Education** – We actively promote responsible consumption and disposal habits by raising awareness among employees, contractors, and our wider supply chain.

By embedding these practices into a circular economy framework, we not only comply with environmental regulations but also unlock new business opportunities, strengthen stakeholder relationships, and mitigate environmental risks such as air, groundwater, and soil contamination. Additionally, effective waste management plays a crucial role in protecting urban biodiversity—an integral part of our sustainability agenda.

Beyond compliance and operational efficiency, responsible waste management drives cost reduction, enhances supply chain sustainability, and fosters ecosystem preservation. Our efforts contribute to a resilient and sustainable future, benefitting our business, stakeholders, and the environment alike. Together, we can turn waste into opportunity and create lasting value for our communities and the planet.

## HIGHLIGHTS



TOTAL WASTE GENERATED<sup>^</sup>

**30,633 tonnes**



WASTE DIVERTED FROM DISPOSAL

**15,445 tonnes**

(50.4%)



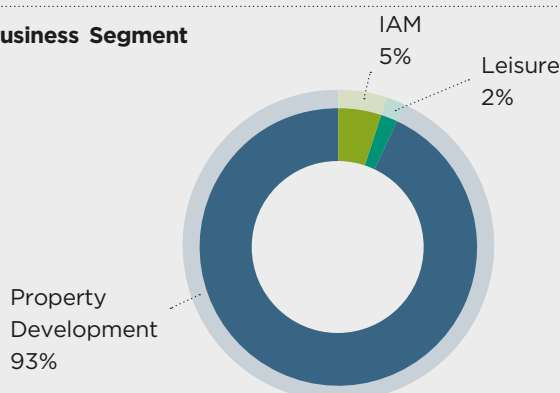
WASTE DIRECTED TO DISPOSAL

**15,188 tonnes**

(49.6%)

- Implemented waste segregation at source across business units.
- Installed composting system at the workers' quarters in Serasi, Putra Heights, capable of handling **3.5 tonnes** of food waste.
- **4,200 kg** food waste generated during the 2024 LGPA Championship at KLGCC was diverted for composting.
- KLEM achieved a **47%** waste diversion rate.
- Collected **2,955 kg** of recyclables in 2024 from the Recycling & Buy-Back Center at KLEM.

Total Waste by Business Segment



Property Development segment contributes to **93%** of our Total Waste Generated, due to inclusion of construction-related waste

<sup>^</sup> 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



## RECYCLING AND REUSE STRATEGIES

[GRI 3-3, 306-1, 306-2]

Our approach to waste management is shaped by the enhanced 2021 Integrated Waste Management Guideline, which promotes waste prevention, recycling, and responsible disposal while ensuring adherence to legal requirements and thorough reporting and monitoring practices. Central to our strategy is the Waste Management Hierarchy, which prioritises extending the lifespan of items through reuse, recycling materials into new products, and treating non-recyclable waste through composting or energy recovery, reserving landfill disposal as a last resort. Additionally, we focus on improving efficiency by encouraging the source separation of recyclable materials.

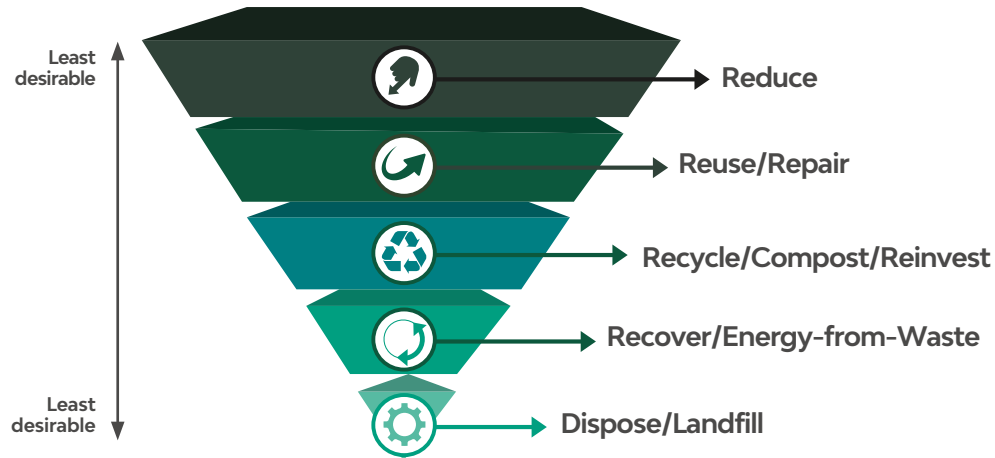


Figure 3.4: Waste Management Hierarchy

## Sources of Waste

### Property Development

**Land Clearing Waste** – Includes unused oil palm trunks and other vegetation removed during site preparation.

**Leftover Construction Materials** – Waste from cutting and fitting of materials.

**Excess Packaging** – Packaging waste from construction material deliveries.

**Material Spills** – Waste generated during application and handling of materials.

**Poor Material Handling** – Damage or loss of materials due to improper storage or transport.

**Design Changes** – Additional waste caused by modifications in building plans.

**Site Clearance Waste** – Debris generated during excavation and preparation of land.

### Investment and Asset Management

**Packaging Waste** – Includes cardboard boxes, plastic wrapping, polystyrene packaging, and glass bottles from retail operations.

**Food Waste** – Includes unsold produce, expired products, and food preparation scraps from grocery stores and restaurants in retail assets.

**General Waste** – Includes paper towels, plastic utensils, soiled packaging, and cleaning supplies that are difficult or impractical to recycle.

**Textile Waste** – Includes unsold garments, damaged or defective items, and textile scraps from clothing and fashion retailers.

**Electronic Waste (E-Waste)** – Includes defective or returned electronics, obsolete technology, and packaging materials for electronic devices from electronics retailers.

### Leisure

**Food Waste** – Includes food preparation by-products, leftover meals, over-prepared portions, and spoiled food from restaurants and catering services. Food waste is the largest contributor, often due to over-ordering, improper storage, and plate waste.

**Packaging Waste** – Containers, wrappers, and bottles from food and beverage sales.

**Single-Use Plastics** – Items like straws, cutlery, cups, and bags used in dining and events.

**Paper Waste** – Generated from tickets, brochures, and promotional materials.

**Green Waste** – Landscaping debris, including grass clippings, fallen leaves, and trimmed branches.

**Discarded Items** – Includes clothing and personal belongings left behind by guests.

**Cleaning Supply Waste** – Empty detergent bottles, wipes, and disposable cleaning materials used for facility maintenance.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## Waste Management



We adopt a multi-pronged approach to waste management, prioritising recycling and responsible disposal. Materials such as paper, plastic, aluminum, glass, metal, and food waste are diverted to Material Recovery Facilities (MRFs) and composting facilities, while domestic and construction waste is managed through sanitary landfills. For construction and demolition waste, disposal follows regulatory guidelines, referring to SWCorp's list of licensed contractors and local authorities for landfill locations. Additionally, scheduled waste disposal is managed via the eSWIS platform, ensuring that waste is handled by licensed facilities and transporters in compliance with the Department of Environment (DOE) regulations.

We have taken significant steps to enhance waste management across its operations, focusing on waste segregation, diversion, and data-driven tracking. Since early 2024, the IAM business segment has implemented a recyclable waste segregation system, identifying an **average of 31% of collected waste as recyclable**. A structured waste data collection and monitoring system



ensures accuracy and accountability in waste management efforts. Waste data is collected from contractors with the assistance of the township coordinators using a digital form which is then submitted to the headquarters monthly for verification. This systematic approach to waste tracking enhances transparency, accountability, and overall waste management efficiency, reinforcing Sime Darby Property's commitment to a circular economy and sustainable development.

## PROGRESS TOWARDS CIRCULARITY

Our steadfast commitment to sustainability has propelled us to the forefront of the circular economy movement. Embracing challenges as opportunities for innovation, we have strategically revamped our waste management guidelines to maximise efficiency and environmental impact.

Our proactive approach includes the introduction of the circularity roadshow, a platform that fosters collaboration with contractors and stakeholders to streamline waste handling practices. Leveraging data-driven insights and stringent waste categorisation protocols within our Leisure business segment, we are actively reducing waste generation and promoting responsible disposal methods.

Incorporating initiatives such as food waste composting and green waste recycling, we are driving tangible results in our quest for a more sustainable future. Sime Darby Property remains resolute in our commitment to integrating circular economy principles into our operations, paving the way for a more intelligent and realistic approach to waste management. Key initiatives include:

- **Data-Driven Waste Management** - Waste tracking to ensure accountability and data-driven decision-making.
- **Stakeholder Education** - Internal workshops and sharing sessions to raise awareness and foster behavioural change among employees, contractors, and partners.
- **Maximising Resource Reuse** - The reuse of materials such as furniture and decommissioned assets reduces waste generation and enhances resource efficiency.

By embedding these strategies into our operations, Sime Darby Property is reducing environmental impacts while creating long-term value for the business, stakeholders, and communities. This proactive approach reinforces our commitment to waste reduction, resource circularity, and sustainable urban development.

### Enhanced Waste Management Practices: Our Sustainability Commitment

As part of our journey towards excellence in waste management, we ensure that all waste generated in our business and project sites are properly handled and responsibly disposed. We adhere to strict waste management practices that include accurate tracking, compliance with environmental regulations, and disposal through certified handlers. Through our extensive recycling programs, locations such as KLEM and KLGCC Resort actively segregate and recycle different types of waste to promote sustainable consumption and disposal practices.

Our approach to responsible waste management is guided by two primary principles: waste prevention and awareness and education. By emphasising recycling, composting, and raising awareness among stakeholders, we strive to align our operations with our sustainability objectives and make positive contributions to the environment.

### Driving Sustainability through Effective Waste Management

Our commitment to responsible waste management extends across all business and project sites, where stringent practices are in place to ensure compliance with environmental regulations and promote sustainable consumption and disposal habits. Through efficient tracking, waste segregation, and recycling initiatives, we aim to minimise waste generation and maximise material efficiency.

By integrating Industrialised Building System (IBS) and Building Information Modelling (BIM) into our processes, we reduce construction waste, detect design clashes early on, and engage contractors in responsible waste handling practices. This collaborative approach not only enhances supply chain efficiency but also supports our sustainability goals and strengthens relationships with stakeholders.

Through our focus on waste prevention and awareness and education, we drive positive impacts on the environment, reduce costs, and create new business opportunities. By embracing a circular economy model and prioritising urban biodiversity protection, we reaffirm our commitment to building a resilient and sustainable future for our organisation, stakeholders, and the environment.



# Waste Management

## Addressing Food Waste

### Food waste composting at Serasi, Putra Heights

Construction sites generate substantial amounts of food waste, which, if poorly managed, contributes to landfill dependency and environmental degradation. At Serasi, Putra Heights, with a workforce of approximately 900, we recognised the scale of the issue. Since early 2024, most food waste from Serasi has been sent to landfills - so we took action.



In collaboration with a local Malaysian composting company, we installed a composting system with a 3.5-tonne capacity for collection. Instead of being sent to landfills, the waste is transported to a composting facility, where it naturally decomposes into nutrient-rich compost. This compost enhances soil fertility, transforming waste into a valuable resource for sustainable land use and closing the loop on waste management.

This initiative has significantly reduced landfill waste, improved site hygiene, and prevented issues such as vermin infestations.

### Zero Food Waste to Landfill at KLGCC

Being a business unit that generates high food waste due to catering, we have naturally implemented circularity measures at KLGCC. We are proud to announce that 4,200 kg food waste generated during the 2024 LPGA Championship was successfully diverted from landfill and sent to an organic composting facility mitigating 11,340 kgCO<sub>2</sub>e in emissions.

### Circularity at KLEM

KLEM has implemented a comprehensive waste management strategy that prioritises waste prevention, reduction, and diversion, minimising landfill dependency and environmental impact. Through systematic waste tracking, tenant engagement, and circular initiatives, the mall has achieved a 47% waste diversion rate in 2024.



Recycling Buy-Back Centre



Recycling Buy-Back Centre



## 2024 Waste Performance Overview at KLEM



### Waste Prevention and Reduction

KLEM actively prevents waste generation through sustainable materials and durable decorations for events, reducing the need for frequent replacements. Additionally, tenants are encouraged to use recyclable and compostable packaging, cutting down on single-use plastics.



### Waste Segregation and Recycling

The mall enforces strict waste segregation at source, ensuring food waste, recyclables, and general waste are managed separately. The Recycling & Buy-Back Center operates monthly, collecting 2,955 kg of recyclables in 2024, facilitating material recovery and reducing landfill impact.



### Food Waste Diversion

A significant initiative involves repurposing food waste as feed for fish ponds, preventing organic waste from ending up in landfills. This approach contributes to circularity while reducing landfill dumping fees and transportation costs. The team has also planned for replacement of open top bins with compactors to reduce waste haulage time, trips and cost to landfill.



### Operational Efficiency and Data-Driven Management

KLEM utilises Servedeck, a Facilities Management App, to track assets and optimise waste operations. The mall is also registered with the DOE, ensuring compliance through monthly waste data assessments and contractor-submitted reports.



### Impact and Circularity Progress

Through segregation, recycling, and repurposing efforts, KLEM has significantly reduced landfill waste, improved cost efficiency, and enhanced sustainability performance. Moving forward, the mall aims to expand circularity initiatives and strengthen tenant participation, reinforcing its role as a leader in sustainable urban waste management.

# Water Management

We are committed to minimising water consumption by implementing efficient practices across all our operations and locations. Our dedication extends to designing homes and developments that prioritise water conservation through innovative solutions such as rainwater harvesting systems and water-saving fixtures.

We adopt a comprehensive approach to water management, embedding sustainability into every aspect of our development process. Through our Minimum Sustainability Element framework, we focus on creating products that optimise water usage. Our investment in the Integrated Water Supply Scheme (IWSS) underscores our commitment to improving water infrastructure for our townships and communities.

While we have made significant progress, challenges remain, particularly in managing non-potable water. We are actively developing systems for water recycling and reuse to meet regulatory standards and enhance our sustainable water management practices. Moving forward, our focus is on implementing more efficient frameworks, strengthening conservation efforts, and creating community-centric water solutions that deliver lasting environmental and social benefits.



## WATER MANAGEMENT STRATEGIES

[GRI 3-3]

**We acknowledge the increasing global** concern over water-related challenges and are committed to advancing sustainable water management solutions. Our initiatives are aligned with prominent international frameworks, such as Sustainable Development Goal 6 (Clean Water and Sanitation for All), the Water Action Decade (2018–2028), and the Water Action Agenda established during United Nations COP meetings. These initiatives stress the importance of joint efforts in tackling the issue of water security, an issue we are committed to.



**We prioritise potable** water as the primary water source while responsibly utilising surface and groundwater when necessary. This approach is reflected in developments like Elmina City, strategically positioned between two key river basins in Selangor. Water management practices strictly adhere to regulatory requirements, including EIA approval conditions, Environmental Management Plans (EMP), and the Environmental Quality Act (EQA) 1974, ensuring compliance with industry best practices and environmental standards.



**By prioritising effective water management practices,** we aim to promote environmental sustainability while enhancing the economic well-being of the communities we serve. Our dedication to responsible water stewardship focuses on ensuring a reliable and equitable water supply for all stakeholders, reinforcing our commitment to building resilient and sustainable communities.



Urban Wetland at Bandar Bukit Raja

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## UN Sustainable Development Goals

### TARGET 6-1



SAFE AND AFFORDABLE DRINKING WATER

#### Initiatives

- Water, Sanitation and Hygiene WASH service plan.

### TARGET 6-3



IMPROVE WATER QUALITY, WASTEWATER TREATMENT AND SAFE REUSE

#### Initiatives

- Consistently monitored water quality in accordance with the DOE EMPs.
- Ensured that the discharge of wastewater and effluents meet the regulatory requirements and the latest limits stipulated in the EIA Approval Conditions.

### TARGET 6-4



INCREASE WATER-USE EFFICIENCY AND ENSURE FRESHWATER SUPPLIES

#### Initiatives

- Invested over RM100 million in the IWSS project to enhance water efficiency.
- Developed water-efficient product designs as part of the Minimum Sustainability Element framework.
- Optimised operations to reduce the frequency and volume of water usage, revising processes for greater efficiency.
- Maximised non-potable water use for suitable processes to diversify water sources and prioritise non-potable water where feasible.

### TARGET 6-5



IMPLEMENT INTEGRATED WATER RESOURCES MANAGEMENT

#### Initiatives

- Established a target to equip 30,000 units with low water use fittings accredited by the Water Efficiency Labelling Scheme (WELS)/Water Efficient Products Labelling Scheme (WEPLS) by 2030.
- Implemented rainwater harvesting systems in high-rise developments to utilise Malaysia's abundant rainfall.



## HOW WE MANAGE WATER ACROSS OUR TOWNSHIPS



## URBAN STORMWATER MANAGEMENT AT BANDAR BUKIT RAJA WETLAND PARK

The devastating floods of 2021 served as a stark reminder of the growing challenges posed by climate change, spurring Sime Darby Property to prioritise the development of futureproof townships. One of the standout solutions is the Bandar Bukit Raja Wetland Park, designed as an innovative nature-based response to mitigate flooding and enhance resilience against extreme weather events.



## Nature-Based Solutions: Combining Green and Grey Infrastructure

The Bandar Bukit Raja Wetland Park integrates wetlands and canals to manage stormwater effectively. By blending green and grey infrastructure, the park increases water storage capacity while maintaining the ecological integrity of the area. Strategically located at the confluence of three major rivers—Sungai Puloh, Sungai Kapar Kecil, and Sungai Kapar Besar—the park ensures seamless functionality of its stormwater management systems.



## A Four-Step Stormwater Management Approach

## 1. Reroute

Excess stormwater from drains is redirected through 3.3 km of swales and dry creeks. These channels slow the velocity of water before it flows into wetlands, such as rain gardens and recreational ponds.

## 2. Retain

Wetlands store excess water with a capacity of 62,500 m<sup>3</sup>, equivalent to 25 Olympic swimming pools, far surpassing Malaysia's Urban Storm Water Management (MSMA) guidelines. This reduces the risk of flooding while providing temporary retention during monsoon seasons.

## 4. Release

Once water levels subside, the system gradually releases excess water back into the drainage system, ensuring a controlled flow and minimising downstream flooding.

## 3. Restore

The wetlands support diverse wildlife, including migratory birds and fish, contributing to biodiversity restoration and creating a thriving natural habitat.



## Futureproofing Through Design

The park is strategically positioned at the lowest topographical point in the township, below roads and housing areas. This ensures that water remains contained within the park, reducing the risk of overflow into nearby settlements. During heavy rainfall, the park also functions as a retention pond, providing a natural buffer against the effects of climate change.



## Enhancing Ecosystems and Community Engagement

Riparian-wetland areas within the park play a critical role in filtering contaminants and restoring habitats, contributing to ecosystem health. Native species have been reintroduced through rewilding initiatives to optimise water flow, stabilise soil, and ensure tree tolerance to wetland conditions. Additionally, collected water is reused for irrigation, further enhancing the sustainability of the project.

To foster community appreciation for wetlands, Sime Darby Property actively engages residents through educational programmes about the importance of wetlands in stormwater management and biodiversity conservation. The park also serves as a recreational space, balancing ecological function with community well-being.



## A Holistic Solution

The Bandar Bukit Raja Wetland Park exemplifies how urban planning can address the dual challenges of climate change and urbanisation. By integrating flood mitigation, biodiversity restoration, and community engagement, Sime Darby Property has created a model for sustainable township development, setting a benchmark for urban stormwater management in Malaysia.

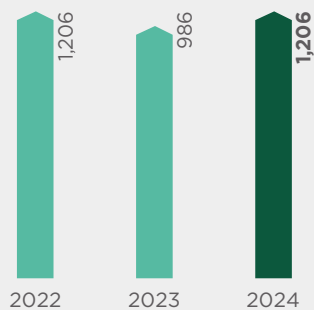
# Water Management

## RESPONSIBLE WATER CONSUMPTION [GRI 303-3]

In 2024, Sime Darby Property used 1,933 megaliters of water. Non-potable water data is complete to the best of our knowledge and we are committed to continuously improving the accuracy of this measurement. Always aiming to improve, we implement comprehensive water conservation strategies across our operations, incorporating low-flow fixtures, rainwater harvesting systems, and leak detection programmes to enhance water efficiency and reduce overall consumption. Additionally, we actively engage with local communities to raise awareness about water conservation while embedding water-sensitive design principles into our developments to minimise environmental impact and create sustainable living environments.

The KLGCC Irrigation System is currently undergoing an upgrade to improve efficiency, allowing for precise sprinkler control in seconds rather than minutes. The system will also integrate automated shut-off mechanisms based on weather station readings, reducing both electricity (by up to 16.6%) and water consumption. Additionally, the use of POGO moisture meters enables better soil moisture analysis, ensuring optimal water usage without waste. Water quality is also closely monitored, with biannual laboratory testing guiding future golf course maintenance plans. Furthermore, rainwater harvesting and on-site ponds provide a self-sustaining water source for the 260-acre golf course.

**Total volume of potable water consumed (Megalitres)**



Through systematic tracking, **operational improvements**, and **sustainable design**, Sime Darby Property continues to optimise water efficiency across its developments, reinforcing its commitment to **responsible water management** and long-term sustainability.





We primarily track water withdrawal from potable treated sources (municipal supply), recognising that a portion of withdrawals is lost due to leaks, evaporation, meter inefficiencies, and human negligence. This tracking system enables us to identify total water consumption and improve efficiency. The data collection process involves site boundary updates, contractor-assisted data gathering, and monthly submissions to the HQ Coordinator, where data is verified, consolidated, and calibrated to ensure accuracy. These records contribute to the SDP Eco-Efficiency Data Disclosure, which undergoes third-party assurance exercises for transparency.



**At KLGCC, responsible water management is made possible through daily and monthly monitoring of water meters, allowing for the early detection and resolution of anomalies, ensuring efficient water usage across facilities**

Kuala Lumpur Golf & Country Club

# Empowering People & Communities





# 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.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

# Occupational Health and Safety

[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	<b>COMPLETED</b> ● 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	<b>IN PROGRESS</b> ● 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	<b>COMPLETED</b> ● 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)	<b>COMPLETED</b> ● 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	<b>COMPLETED</b> ● 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:



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



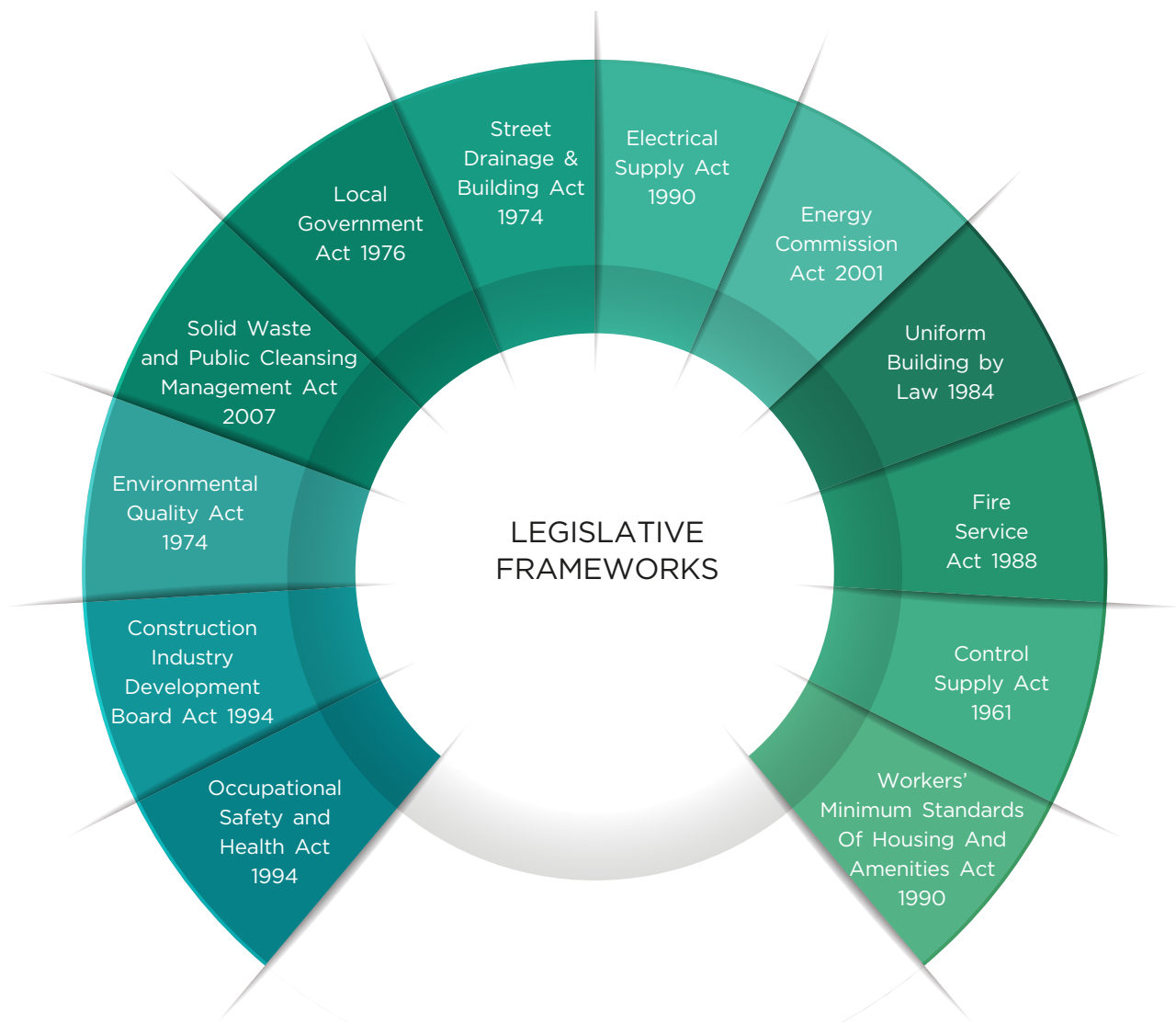
effective method for enhancing HSSE awareness. This initiative, alongside supporting measures such as the Worker's Quarter Hygiene Checklist and the Safety Corporate Scorecard, underscores SDP's commitment to strengthening its safety culture. Moving forward, SDP plans to expand these interactive sessions, 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:

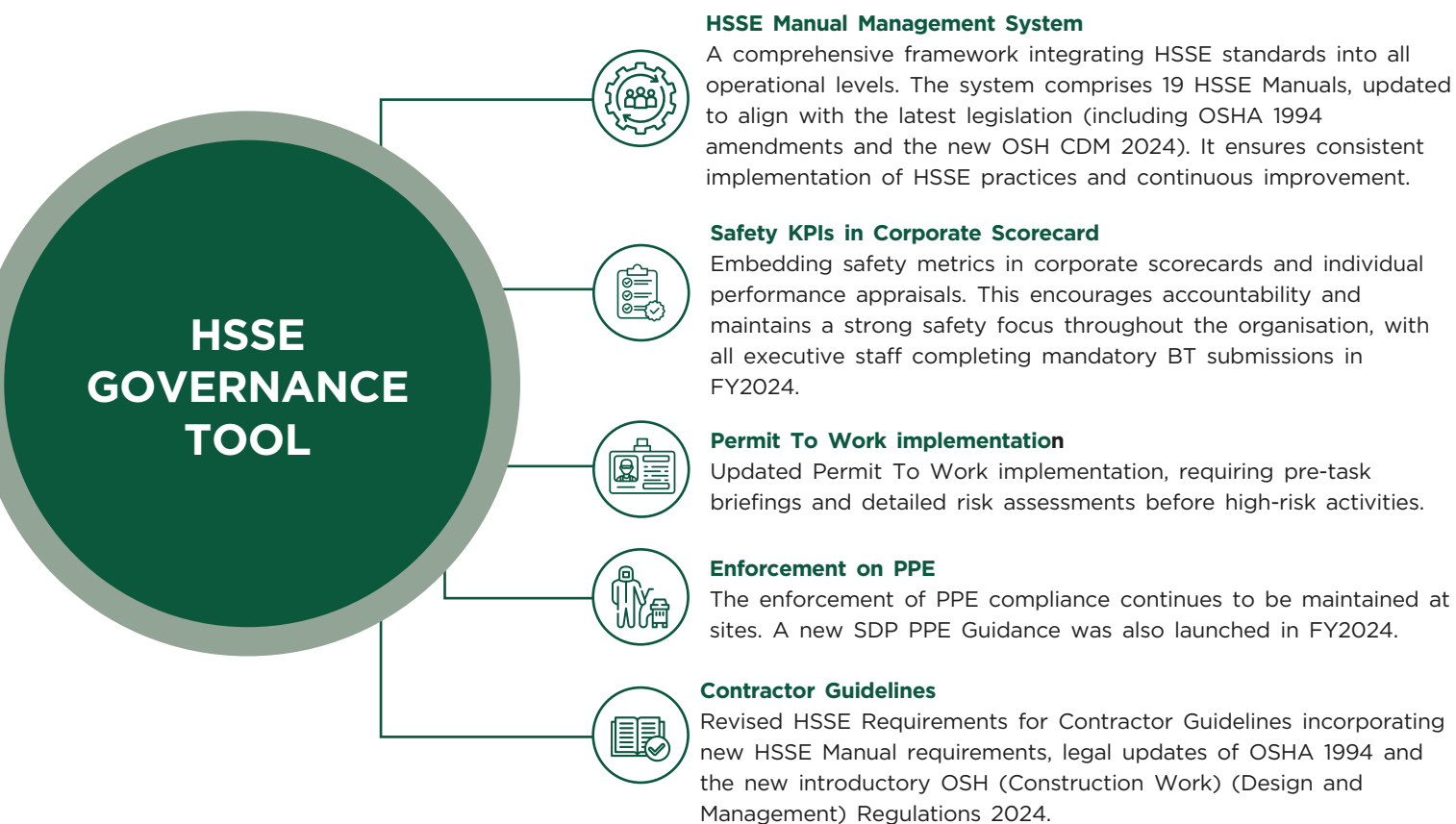


**Figure 4.0:** Legislative Frameworks

# 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.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

# Occupational Health and Safety

## 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

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

# Building Communities

## 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.



## Building Communities

### 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



### 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.

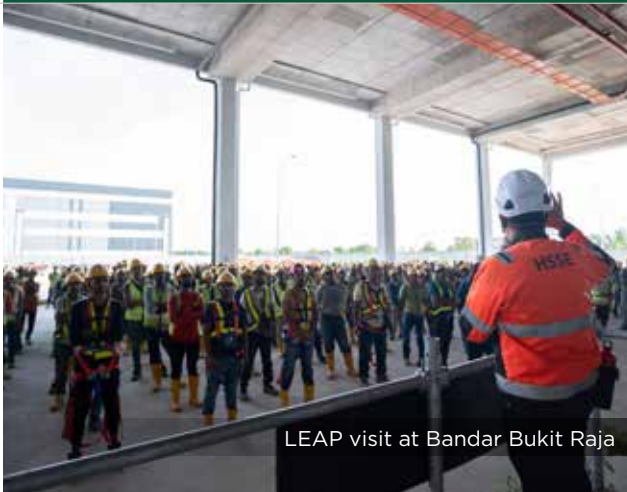
- **M100 Leading Graduate Employers Award (2nd Runner Up)** - Construction, Property & Development
- **Graduan Brand Awards (1st Runner Up)** - Construction & Property Category
- **Graduate Choice Awards by Talentbank (2nd Runner Up)** - Real Estate & Construction
- **LinkedIn AI Pioneer (Winner)**
- **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 Pemerkasaan Polis Bantuan Wanita

On 10 May 2024, Property Security Management organised the Program Pemerkasaan 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 Pemerkasaan 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



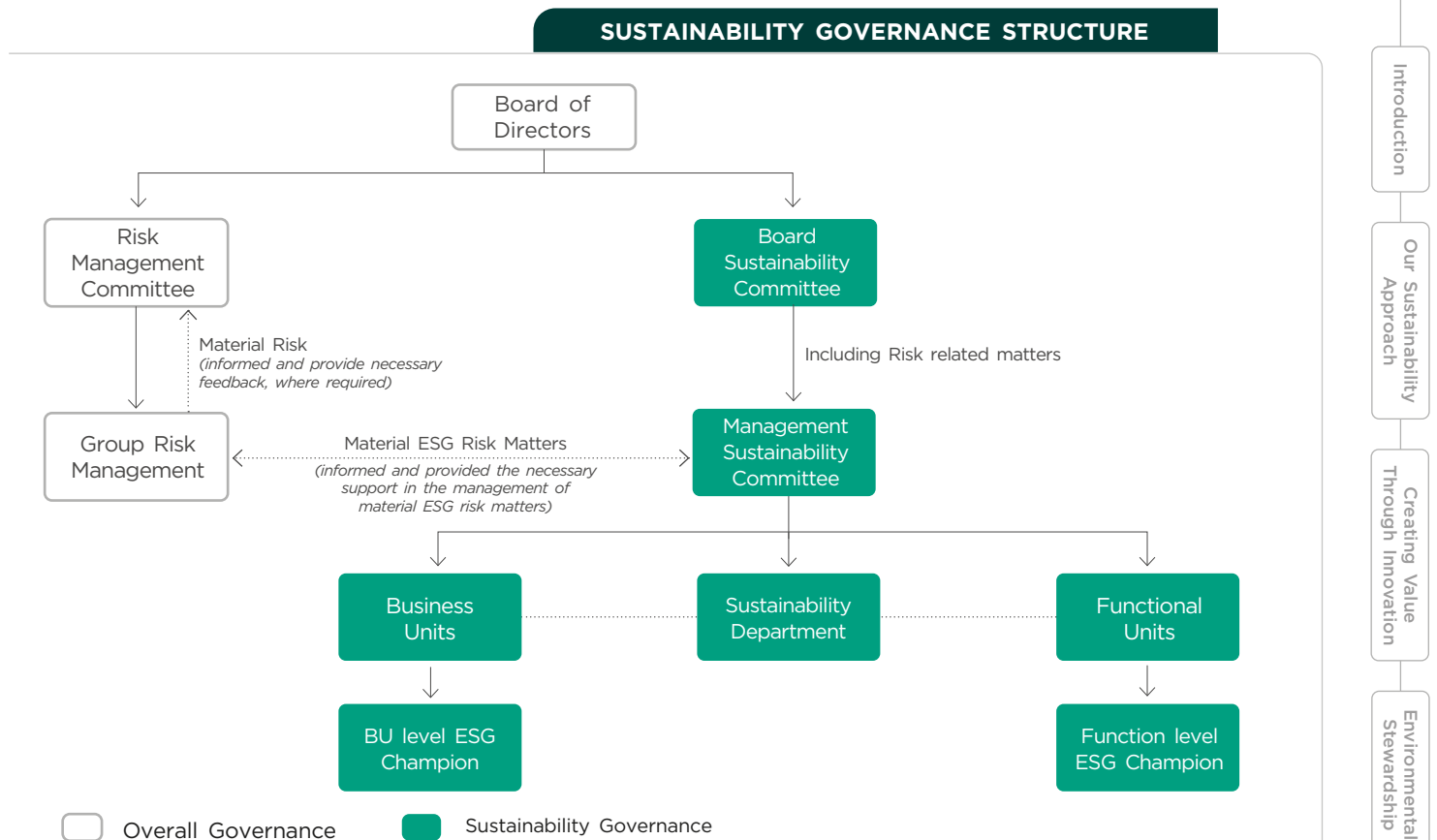
Sime Darby Property HQ, Ara Damansara

## 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.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## Sustainability Governance

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

## 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.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices



## 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.

**CAN** | ceo action network

## 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.

## Collaboration for Sustainability

[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

Creating Value Through Innovation

Environmental Stewardship

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.

## 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.

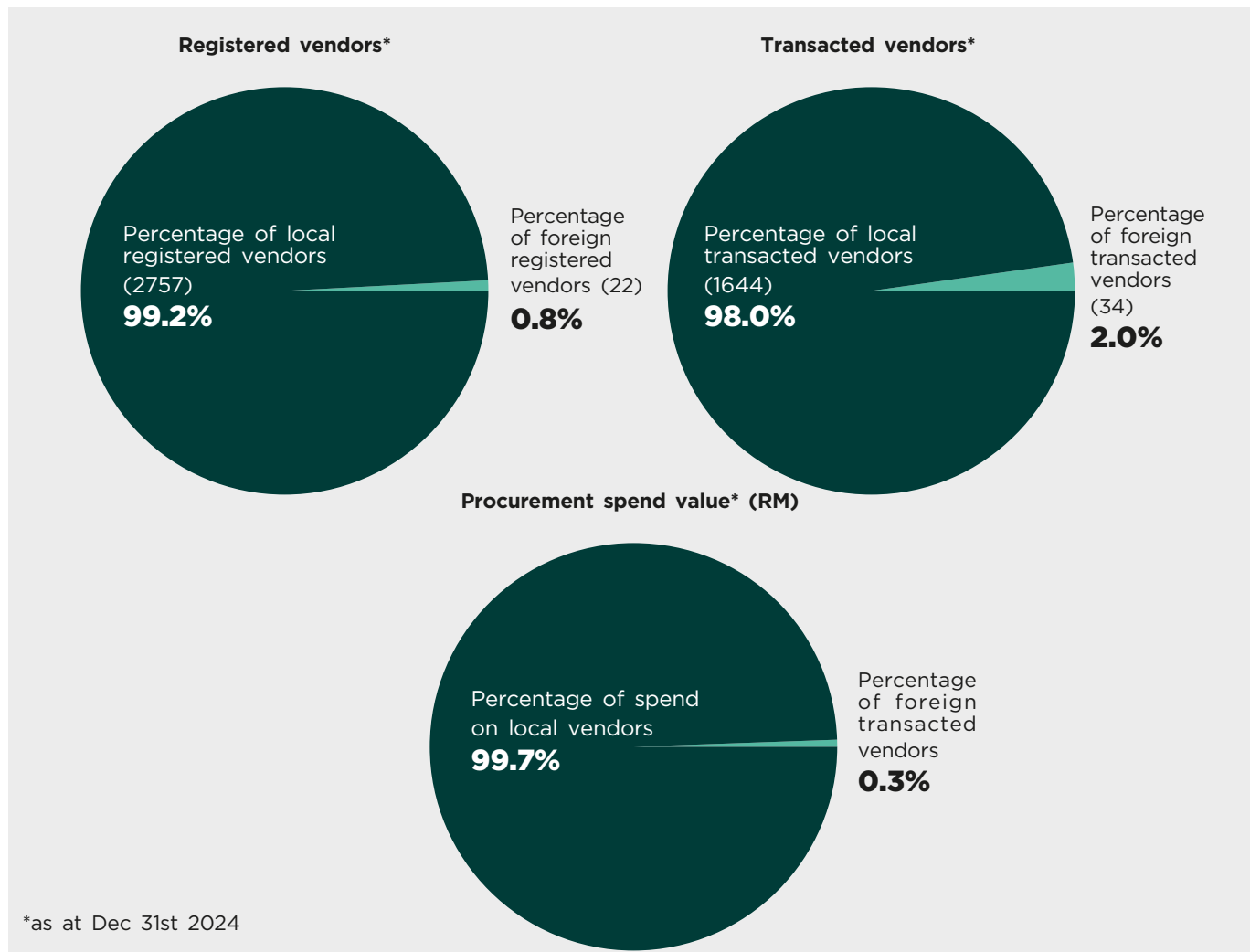


Figure 5.1: Local Vendor Breakdown

# 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.



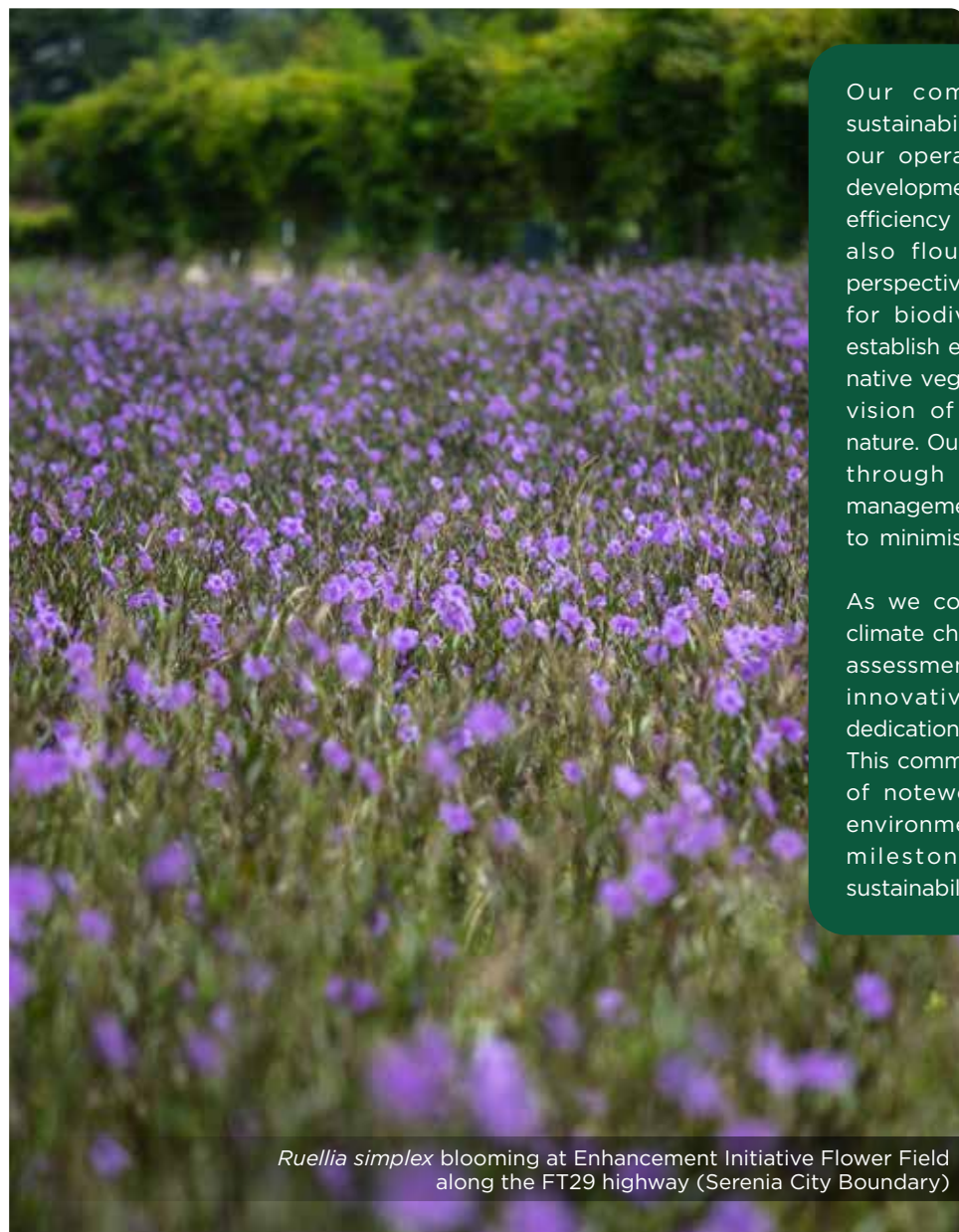
#### Vendor Integrity Pledge

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.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices



### 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.

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

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.

<sup>^</sup> 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.

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

<b>GRI Services Statement</b>	For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.
<b>Statement of use</b>	Sime Darby Property Bhd. has reported in accordance with the GRI Standards for the period 1 January 2024 to 31 December 2024.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	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			

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## GRI Content Index

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
<b>GRI 2: General Disclosures 2021 (cont'd.)</b>	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 <a href="https://www.simedarby.com/operating-responsibly/whistleblowing">https://www.simedarby.com/operating-responsibly/whistleblowing</a>			
	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  <b>List of Material Topics</b> 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			

## 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.
	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			

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## GRI Content Index

GRI	Description		Additional Information	Omission		
				Requirement(s) Omitted	Reason	Explanation
<b>GRI 301: Materials 2016</b>	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.
<b>GRI 306: Waste 2020</b>	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			
<b>Community Experience</b>						
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	Building Communities, pg 87-88			
<b>GRI 413: Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	Building Communities, pg 87-97			
<b>Occupational Health and Safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	Occupational Health and Safety, pg 79, 84, 85			
<b>GRI 403: Occupational Health and Safety 2018</b>	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			

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## GRI Content Index

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
<b>Governance</b> 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
<b>Strategy</b> 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
<b>Risk Management</b> 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
<b>Metrics and Targets</b> 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



# Annual Performance Data

## FINANCIAL PERFORMANCE

Guideline	Disclosure	Unit	2022	2023	2024
GRI 2-6	<b>Market Capitalisation</b>	RM (Million)	3,100.0	4,300.0	11,500.0
	<b>Total Assets</b>	RM (Million)	15,262.7	15,928.7	16,524.2
GRI 201-1	<b>Total Revenue</b>	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	<b>Total value distributed</b>	RM (Million)	903.9	1,071.9	1,313.1
	<b>Providers of Capital</b>	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
	<b>Reinvestment and future growth</b>	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
	<b>Employee wages and benefits</b>	RM (Million)	236.4	267.7	306.8
	Government Taxation (including deferred tax)	RM (Million)	178.2	236.4	267.7
	<b>Total value distributed</b>	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
	<b>Total Community Investment*</b>	<b>RM (Thousand)</b>	<b>31,144.0</b>	<b>15,575.3</b>	<b>20,838.6</b>

\* 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
	<b>Total</b>	<b>RM (Thousand)</b>	<b>256.7</b>	<b>2,176.7</b>	<b>873.0</b>

## BENEFICIARIES

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

## Annual Performance Data

### 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
	<b>Fatality Rate</b>	0	0.07	0	0.06	0	0.08
	<b>Incident Rate</b>	0	0.36	0	1.94	0	1.35
	<b>Frequency Rate</b>	0	0.14	0	0.69	0	0.27
	<b>Severity Rate</b>	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	<b>TOTAL NUMBER OF EMPLOYEES HEADCOUNT</b>	1,458	1,520	1,638
	<b>Headcount By Gender</b>			
	Male	818	858	917
	Female	640	662	721
	<b>Percentage By Gender</b>			
	Male	56%	56%	56%
	Female	44%	44%	44%
	<b>Headcount By Ethnicity</b>			
	Bumiputera	1,228	1,264	1,328
	Chinese	172	193	235
	Indian	55	61	68
	Others	3	2	7
	<b>Percentage By Ethnicity</b>			
	Bumiputera	84%	83%	81%
	Chinese	12%	13%	14%
	Indian	4%	4%	4%
	Others	0%	0%	1%
GRI 2-7 and Bursa C6b	<b>By Contract Type</b>			
	<b>Headcount Permanent employees</b>			
	Male	697	720	775
	Female	588	605	659
	<b>Percentage of Permanent employees (%)</b>			
	Male	54%	54%	54%
	Female	46%	46%	46%
	<b>Headcount Temporary employees</b>			
	Male	121	138	142
	Female	52	57	62
	<b>Percentage of Temporary employees (%)</b>			
	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	<b>Headcount By Employee Category</b>			
	<b>Senior Management</b>			
	Total	115	129	146
	Male	76	82	91
	Female	39	47	55
	<30 years old	0	0	0
	30-50 years old	77	81	93
	>50 years old	38	48	53
	Bumiputera	47	52	58
	Chinese	51	64	75
	Indian	14	13	12
	Others	3	0	1
	<b>Middle Management</b>			
	Total	303	322	362
	Male	167	174	194
	Female	136	148	168
	<30 years old	6	8	10
	30-50 years old	245	260	292
	>50 years old	52	54	60
	Bumiputera	227	240	262
	Chinese	64	73	91
	Indian	6	8	6
	Others	6	1	3
	<b>Executive</b>			
	Total	434	453	513
	Male	195	210	234
	Female	239	243	279
	<30 years old	122	106	123
	30-50 years old	286	319	358
	>50 years old	26	28	32
	Bumiputera	373	396	430
	Chinese	44	45	62
	Indian	13	12	19
	Others	4	0	2
	<b>Non-Executive</b>			
	Total	606	616	617
	Male	379	392	398
	Female	227	224	219
	<30 years old	142	134	136
	30-50 years old	379	394	391
	>50 years old	85	88	90
	Bumiputera	564	576	578
	Chinese	6	11	7
	Indian	24	28	31
	Others	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.)	<b>Percentage By Employee Category</b>			
	<b>Senior Management</b>			
	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%
	<b>Middle Management</b>			
	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%
	<b>Executive</b>			
	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%
	<b>Non-Executive</b>			
	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%

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

Introduction

Our Sustainability Approach

Creating Value Through Innovation

Environmental Stewardship

Empowering People and Communities

Upholding Good Governance

Appendices

## Annual Performance Data

### EMPLOYEE TURNOVER

Guideline	Disclosure	2022	2023	2024*
GRI 401-1 and Bursa 6c	<b>New Employee Hires</b>			
	<b>Total new employees</b>	256	215	292
	Male	131	130	153
	Female	125	85	139
	<b>Percentage of new employees</b>			
	Male	51%	60%	52%
	Female	49%	40%	48%
	<b>Breakdown of new employees by age</b>			
	<30 years old	96	80	106
	30-50 years old	155	124	175
	>50 years old	5	11	11
	<b>Employee Turnover</b>			
	<b>Total employee turnover</b>			
	Total	146	153	174
	Male	79	90	94
	Female	67	63	80
	<b>Total employee turnover rate</b>	10%	10%	11%
	Male	5%	6%	6%
	Female	5%	4%	5%
	<b>Breakdown of employee turnover by age</b>			
	<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
	<b>Breakdown of employee turnover by Region</b>			
	Malaysia	145	153	174
		99%	100%	100%
	Singapore	0	0	0
		0%	0%	0%
	Vietnam	1	0	0
		1%	0%	0%
	<b>Breakdown of employee turnover by Employee Category</b>			
	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%
	<b>Total</b>	<b>146</b>	<b>153</b>	<b>174</b>

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

## EMPLOYEE TRAINING &amp; DEVELOPMENT

Guideline	Disclosure	2022	2023	2024
GRI 404-1	<b>AVERAGE TRAINING HOURS</b>			
	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	<b>EMPLOYEE TRAINING</b>			
	<b>Training Hours By Employee Category</b>			
	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	<b>Number of Employees By Gender</b>			
	Male	818	858	917
	Female	640	662	721
	<b>LEADERSHIP TRAINING</b>			
	No. of leadership training sessions	N/A	N/A	28
	No. of employees that attended training sessions	N/A	N/A	341
	<b>COMPETENCY TRAINING FOR SIME DARBY PROPERTY EMPLOYEES</b>			
	<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	<b>Total no. of employees entitled to parental leave</b>			
	<i>Male</i>	808	670	701
	<i>Female</i>	628	662	721
	<b>Total no. of employees who took parental leave</b>			
	<i>Male</i>	32	47	46
	<i>Female</i>	25	46	35
	<b>Total no. of employees who returned to work after parental leave</b>			
	<i>Male</i>	32	47	46
	<i>Female</i>	25	45	34
	<b>Total employees that were still employed 12 months after returning</b>			
	<i>Male</i>	31	44	43
	<i>Female</i>	25	45	31
	<b>Return to work rate (%)</b>			
	<i>Male</i>	100%	100%	100%
	<i>Female</i>	100%	98%	97%
	<b>Retention rate (%)</b>			
	<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	<b>Total Eligible Employees</b>			
	Percentage	98%	96%	94%
	Number	1,429	1,453	1,539
	<b>Category</b>			
	Senior Management	109	112	135
	Middle Management	298	288	339
	Executive	423	440	454
	Non-executive	599	613	611
	<b>Gender</b>			
	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	<b>Total Scope 1 Direct GHG emissions</b>	tCO <sub>2</sub> e	754	537	852
Bursa CSM C11 (b) GRI 305-2	<b>Total Scope 2* Indirect GHG emissions</b>	tCO <sub>2</sub> e	16,282	15,850	17,027
GRI 305-3	<b>Total Scope 3 Other indirect GHG emission</b>	tCO <sub>2</sub> e	0	1,989	2,775
GRI 305-3 Bursa CSM C11 (c)	Business travel	tCO <sub>2</sub> e	NA	NA	651
	Employee commuting	tCO <sub>2</sub> e	NA	1,989	2,124
	<b>Total</b>	tCO <sub>2</sub> 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
<b>Investment &amp; Asset Management</b>	Bursa CSM C11 (b) and GRI 305-2	Scope 2* Indirect GHG emissions	tCO <sub>2</sub> 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
<b>Leisure</b>	Bursa CSM C11 (b) and GRI 305-2	Scope 2* Indirect GHG emissions	tCO <sub>2</sub> 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
<b>Property Development</b>	Bursa CSM C11 (b) and GRI 305-2	Scope 2* Indirect GHG emissions	tCO <sub>2</sub> 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

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

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
	<b>TOTAL</b>		<b>3,639,599</b>	

## 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	<b>Total Number of vendors (registered)</b>			
	Local	NA	NA	2757
	Foreign	NA	NA	22
	<b>Percentage of vendors by type (registered)</b>			
	Local (%)	99.69	99.83	99.21%
	Foreign (%)	NA	NA	0.79%
	<b>Percentage of spending on vendors by type (transacted)</b>			
	Local (%)	NA	NA	99.69%
	Foreign (%)	NA	NA	0.31%

### ANTI CORRUPTION

Guideline	Disclosure	2022	2023	2024
Bursa C1a	<b>Percentage of employees who have received training on anti-corruption by employee category</b>	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	<b>Board of Directors</b>			
	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
	<b>Breakdown by Percentage</b>			
	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
<b>Bursa’s prescribed common indicators (“Common Indicators”)</b>			
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 (ii) Total waste diverted to disposal		15,445 15,188	
C11 (a) Scope 1 emissions	tCO <sub>2</sub> 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](http://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.

A handwritten signature in black ink, appearing to be 'PricewaterhouseCoopers'.

PRICEWATERHOUSECOOPERS PLT  
LLP0014401-LCA & AF 1146  
Chartered Accountants

Kuala Lumpur  
24 April 2025

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