

ABOUT THIS SUSTAINABILITY REPORT

Gabungan AQRS Berhad and its subsidiaries (“GBG”) recognises the importance of prioritising sustainability as part of its overall strategic approach to value creation. Addressing its material economic, environmental and social (“EES”) topics is vital in mitigating against business and operational risk while ensuring continued financial and non-financial value creation for stakeholders.

The Board and Management of GBG are of the view that a committed approach to sustainability is in the best interest of the Group and its stakeholders across the short, medium and long-term perspectives.

SCOPE & BOUNDARY

This report covers the active and significant operating business units of GBG, with focus on key risks and challenges based on the materiality assessment exercise. Unless otherwise stated, the information presented in this Report discloses only business activities in Malaysia.

We exercise a “local-where-we-operate” practice. Where possible, data has been presented up to three (3) consecutive years to show meaningful comparisons against past performances and to indicate trend lines.

FRAMEWORKS APPLIED

This sustainability report has been prepared with reference to the following frameworks and guidelines:

- Bursa Malaysia’s Sustainability Reporting Guide Second Edition
- United Nations Sustainability Development Goals (“UN SDGs”)
- FTSE4Good Index
- Global Reporting Initiative (“GRI”) Standards: Core Option

ABOUT THIS SUSTAINABILITY REPORT [CONT'D]



REPORT PERIOD

This report covers the period of 1 January 2020 to 31 December 2020 ("FYE 2020").

LIMITATIONS AND EXCLUSIONS

We are cognisant that data-gathering challenges still exist for certain indicators. We are in the process of implementing more robust data tracking and gathering mechanisms reporting going forward. GBG will endeavour to include disclosures on its supply chain towards taking stock of potential Environmental, Social and Governance (ESG) impacts that are occurring outside of the organisation that GBG may be indirectly contributing to.

REPORT QUALITY & ASSURANCE

All data have been collated from primary official documents and records. Data has been collected and results measured using industry standards. GBG has undertaken independent auditing and assurance for some of the financial data presented in this report. However, the Group has not undertaken third party assurance for non-financial, sustainability-related data.

This report is made in accordance with a resolution of the Board of Directors dated 28 April 2021.

FORWARD-LOOKING STATEMENTS

Any forward-looking statements such as targets, future plans, operations and forecast figures is based on reasonable current assumptions. Readers are advised not to place undue reliance on such statements as our business is subject to risks and uncertainties beyond our control. Actual results may differ.

MEMBERSHIP OF ASSOCIATIONS

GBG is a member of the following professional bodies and industry associations:

- Malaysian Employer Federation (MEF)
- Construction Industry Development Board (CIDB)
- Master Builders Association Malaysia (MBAM)
- Real Estate & Housing Developers' Association (REHDA)
- Listed on Bursa Malaysia Berhad – Main Market

DISTRIBUTION & FEEDBACK

We welcome questions, feedback and suggestions towards improving our EES disclosures and journey. Please send comments, insights and queries to: info@gbg.com.my.

MESSAGE FROM THE GROUP CEO



Dato' Azizan Jaafar
Group Chief Executive Officer

Dear Stakeholders,

FYE 2020 has been a tumultuous year of change and challenge, brought on by the unprecedented black swan event of COVID-19. The virus pandemic has led to a global disruption of economic activities and industrial activities including infrastructure and property development.

The imposition of lockdowns and restricted movements, the permanent or temporary closure of various industrial sectors, have brought on a wide range of socio-economic impacts, that ultimately has affected people, families and communities, across the world.

COVID-19 is a stark message to all of us on just how fragile our economic systems are. Our prosperity, lifestyle as well as growth and progress as a nation can be impeded by a wide range of external risks and therefore, constant vigilance is required.

For businesses, the most effective way to mitigate its risk factors is by progressively adopting a triple bottom-line approach of people, planet and profit, where non-financial value creation is prioritised together with financial results. This enables a more holistic view of external trends and developments, where both risks and opportunities can be comprehensively identified and appropriate measures adopted.

Essentially, by looking beyond just financial perspectives, GBG is able to develop a comprehensive understanding of its external environment and other rising forces, which could impact its ability to create value over the short, medium and long-term horizons.

By being cognisant and understanding the economic, environmental and social (“EES”) aspects within a triple bottom-line approach enables the Group to see how non-financial matters can impact financial performance and vice versa.

GBG’s sustainability strategy is driven by the United Nation’s Sustainable Development Goals (“SDGs”). The SDGs serve as the basis for our sustainability efforts. Drawing from these, our business model and business operations, GBG has further identified and prioritised its material EES topics and in FYE 2020 has set out to address them accordingly.

Various achievements have been realised in FYE 2020. These include reductions in carbon emissions, our preliminary attempt to utilise solar energy towards reducing use of electricity generated from fossil fuels, and a continued track record for zero fatalities and zero major accidents across all project sites.

Our FYE 2020 Sustainability Report provides a detailed account of our sustainability journey; our highlights and achievements, the many challenges faced and our unwavering resolve to continue finding solutions towards developing a more sustainable business that as mentioned earlier, continues to generate value for stakeholders while ensuring business and operational sustainability over the short, medium and long-term perspectives.

Dato' Azizan Jaafar
Group Chief Executive Officer
28 April 2021

2020 SUSTAINABILITY HIGHLIGHTS

ECONOMIC	ENVIRONMENTAL	SOCIAL
 <p>RM10.0 MILLION TAX PAYMENT</p>	 <p>21% GREEN AREA INITIATIVE EISLAND LAKE HAVEN, PUCHONG</p>	 <p>300 OVER STRONG WORKFORCES</p>
 <p>RM28.1 MILLION EMPLOYEE WAGES AND BENEFITS</p>	 <p>18% CARBON EMISSION REDUCED</p>	 <p>45 TRAINING PROGRAMMES FOR EMPLOYEES</p>
 <p>RM34.2 MILLION OPERATING COST</p>	 <p>BEST PRACTICES ON CONSTRUCTION SOLID WASTE MANAGEMENT</p>	 <p>REDUCE 30% HIGHWAY CONGESTION</p>
 <p>RM202.3 MILLION REVENUE</p>	 <p>PLANNING AND DESIGN OF SOLAR PV USE AT THE E'ISLAND HAVEN PROJECT</p>	 <p>100% LOCAL MANPOWER WORKFORCE</p>
 <p>RM336.3 MILLION TOTAL MARKET CAPITALIZATION</p>	 <p>100% OF EMPLOYEES RECEIVE APPRAISALS TO DEVELOP COMPETENCIES</p>	 <p>38% OF EMPLOYEES COMPRISING THE YOUNGER GENERATION AGED 30 AND BELOW</p>
 <p>RM15.0 MILLION PAYMENT TO CAPITAL PROVIDERS</p>	 <p>ZERO FATALITIES AND PERMANENT DISABILITIES OCCURRED AT WORK REPORTED FOR THE YEAR</p>	 <p>39% OF MIDDLE MANAGEMENT COMPRISES WOMAN</p>
 <p>VALUE OF PAHANG PATRIOTISM</p>	 <p>ISO45001:2018 CERTIFIED</p>	 <p>VALUE OF PAHANG PATRIOTISM</p>

INDUSTRY AWARDS AND MARKET RECOGNITIONS

ACHIEVEMENTS AND MILESTONES

Following are the list of awards and accolades achieved by GBG:

Participating Company	Type	Awarder
Gabungan AQRS Berhad	Malaysia Best Employer Brand Award 2018	13th Employer Branding Awards
Gabungan AQRS Berhad	Best Under Billion Awards 2018 - Best Turnaround Story	Focus Malaysia
Gabungan AQRS Berhad	Best CEO for Investor Relations 2018 (Small Cap)	Malaysia Investor Relations Association
Gabungan AQRS Berhad	3rd Merit Award for Most Improved CG Disclosure (2018)	Minority Shareholders Watch Group
Gabungan AQRS Berhad	Best CEO for Investor Relations 2019 (Small Cap)	Malaysia Investor Relations Association
Gabungan AQRS Berhad	Malaysia Best Employer Brand Award 2019	14th Employer Branding Awards
Gabungan AQRS Berhad	Community Development Recognition 2019	The Golden Globe Tigers
Gabungan Strategik Sdn Bhd	Grade Registered G7 for year (2018 to 14.01.20)	SME Corp Malaysia and CIDB Malaysia
Gabungan Strategik Sdn Bhd	HR Asia Best Companies to Work for in Asia 2018	HR Asia
Gabungan Strategik Sdn Bhd	Appreciation of Best Practice on Construction Solid Waste Management (2019)	SWCorp Malaysia / KPKT
Gabungan Strategik Sdn Bhd	ISO 45001:2018 for provision of construction services in building and civil engineering works	CI International
Gabungan Strategik Sdn Bhd	SHASSIC Achiever for PPSAS project	Safety and Health Assessment System in Construction (SHASSIC) and CIDB
Gabungan Strategik Sdn Bhd	MSOSH OSH Award 2019 Gold Class Award under Construction & Engineering Construction Sectors for LRT3 and PPSAS	Malaysian Society For Occupational Safety And Health (MSOHS)



Left to Right: ISO 45001 Certification by Ci International Sdn Bhd and SHASSIC Certification – 5 Stars Achievement by Construction Industry Development Board (CIDB).

Gold Class 1 Award by the Malaysian Society For Occupational Safety And Health (MSOHS)

OUR SUSTAINABILITY APPROACH



GBG's conscious decision to embrace the SDGs is driven by Management's motivation to link its overall EES agenda towards addressing larger issues and concerns within the world today. It also provides a stronger context and relevance for the identification of material topics, risks, issues as well as trends and opportunities.

The alignment to SDGs serves as the basis for the development of sustainability policies, strategies, action plans and the measurement of results. For specific details on GBG's alignment to its SDGs, please refer to the SDG Content Index provided at the end of this report. We aim to strengthen our alignment going forward and the supporting disclosures provided in future reports.

A robust sustainability structure facilitates the direct and active participation of both the Board of Directors and Senior Management in driving sustainability across the organisation. The sustainability governance structure sets out roles and responsibilities in addressing, managing and monitoring material issues.

The structure comprises the Management Sustainability Committee ("MSC"), which reports to the Board level Risk Management Committee ("RMC") which in turn, reports to the full Board.

This three-tier structure enables effective oversight on EES matters, business and operational risk and enables the integration of the sustainability agenda into daily business operations. Via this structure, GBG's Board is able to have oversight on a wide range of EES risks and topics. These include anti-corruption, Code of Conduct and Ethics ("CoCE"), resource consumption, waste management, emissions, noise pollution, health, safety and environment ("HSE") and stakeholder relationships.

GOVERNANCE OF SUSTAINABILITY

ROLES AND RESPONSIBILITIES

Board of Directors	<ul style="list-style-type: none"> Has overall ownership of the GBG sustainability agenda. Maintains oversight on all EES topics. Approves the sustainability budget and the annual sustainability report. Supports the development of a sustainability oriented culture within the Group. Drives stakeholder engagement.
Risk Management Committee	<ul style="list-style-type: none"> Determining sustainability strategy. Reviewing, strengthening and approving sustainability policies and guidelines in line with the Board's set sustainability agenda. Supports stakeholder engagement.
Management Sustainability Committee	<ul style="list-style-type: none"> Executes sustainability related strategies. Monitor progress achieved on EES topics. Maintains data collection for all EES topics.

GOVERNANCE THROUGH ETHICS AND CORPORATE INTEGRITY

Governance of sustainability is further driven through good corporate governance. Transparency, integrity, accountability and ethics remain a fundamental part of GBG's organisational culture and is inherent in guiding the Group and its people in terms of professional conduct across its operations.

In FYE 2020, the existing robust approach to good conduct and corporate integrity was bolstered by the implementation of the GBG Anti-Corruption Policy and Anti-Corruption Framework ("ACPF"). The ACPF complies with Section 17A of the Malaysian Anti-Corruption Commission Act, which came into effect on 1st June 2020. GBG's ACPF can be viewed at: <https://www.gbg.com.my/investor-relations/corporate-governance>.

The ACPF defines what is corruption in the context of Section 17A and its relevance and impact on GBG's business operations and the Group's engagement with stakeholders.

In essence, the ACPF states that the giving and receiving of bribes, favours or other forms of gratification with the intention of securing business contracts or other forms of incentives or rewards with or from GBG, its Board, management and employees is prohibited.

100% of Board members and decision makers have received training in FYE 2020 on anti-corruption. 100% of employees have been made aware of the existence of the ACPF and that they must adhere to the ACPF, failing which, they may be liable for corrective or punitive action by GBG or the enforcement authorities. Anti-corruption training and education have also been conducted for staff.

In FYE 2020, various engagement and communication channels were utilised to drive the message of zero tolerance on corruption. These include email notification and announcements, reminders via printed literature such as brochures and printed banners, with the latter placed prominently in high traffic areas across the head office and at all operational sites.

The ACPF is also supported by a robust Whistle-Blowing mechanism and the GBG Code of Conduct and Ethics ("CoCE"). A copy of the CoCE can be viewed here: <https://www.gbg.com.my/investor-relations/corporate-governance>.

GOVERNANCE OF SUSTAINABILITY [CONT'D]

ASSESSMENT OF OPERATIONS WITH POTENTIALLY HIGHER RISKS OF CORRUPTION

As part of its overall efforts to strengthen anti-corruption controls and to identify potential areas of risk, GBG has identified that some parts of its organisation may be at greater risks to corruption, in particular Procurement and Contracts. Additional check and balance systems will be instituted going forward.

GIFT GIVING AND RECEIVING

GBG's gift giving and receiving policy is compliant with best practices as provided in the ISO 37001:2016 Anti-Bribery Management System ("ABMS"). In principle, the giving, receiving and soliciting of gifts by any party is not allowed.

Exceptions may be made for corporate gifts that are provided to the Group and not to an individual. Such gifts should not have a significant monetary value and must be declared by the receiving individual to his / her higher authority.

In the provision of gifts by GBG, all gift giving must comply with the ACPF and laws and must also comply with the recipient's policy on the matter.

Gifts received or provided cannot be perceived as having an impact on actions or decisions or leading to the expectation of favours to be granted. All gifts received or provided must be recorded by Management with pertinent details such as the value of said gifts and who is the giver and receiver.

WHISTLEBLOWING MECHANISM

In accordance with the Whistleblower Protection Act 2010 ("Act 711"), Companies Act 2016 and Capital and Market Services Act 2007, GBG has implemented its Whistleblowing mechanism.

The whistleblower shall be provided immunity from any form of punitive action, intimidation or reprisal, irrespective if the allegation is substantiated or proven to be unfounded provided, that the report was made in good faith. The individual also has the option to have his / her identity remain anonymous.

Employees and external parties may whistleblow to the following:

- Senior Independent and Non-Executive Director, Datuk Kamarudin bin Md. Ali at dtkamar@gbg.com.my or,
- Audit Committee Chairwoman, Puan Latifah binti Abdul Latiff at latifah@gbg.com.my or;
- Any of the Independent Directors.

All whistleblowing reports will be investigated and where warranted, appropriate further action will be taken. In FYE 2020, there were zero cases reported through the Whistleblowing mechanism.

GOVERNANCE OF SUSTAINABILITY [CONT'D]

GOVERNANCE OF THE SUPPLY CHAIN

GBG increasingly looks to cascade its sustainability goals and aspirations to its supply chain towards progressively driving a larger multiplier effect that will benefit the environment and society. Following are some of the general principles in which suppliers must abide by to, in order to be eligible to bid for contracts with GBG:

Governance

- All suppliers must provide written commitment that they have understood and will abide by GBG's ACP and CoCE. Failure to abide may lead to contract termination or other penalties, including being reported to the authorities.
- The prerequisite to abide by the Anti-Corruption Policy and Anti-Corruption Framework (ACPF) and CoCE is written into all tender documents and contracts.

Environmental / Social

- Suppliers are assessed on whether they have existing environmental and social policies; and whether they have been censured for poor performance in these areas.
- Supplier must provide contractual, written undertaking that they will adhere to all environmental and social requirements as stipulated by law. Failing which, GBG has the right to terminate the contract or take other forms of action including reporting the said supplier to the authorities.
- All subcontractors are required to use only legal workers with work permit, no forced labor and must comply with OSH rules set out by the government.

The Group may look into the feasibility of conducting audits, either desktop or physical inspection audits to ascertain if suppliers are truly adhering to GBG's desired levels for EES performance. Kindly refer to the section on Supplier Performance Assessment for specific information on quality of goods and levels of service provided by vendors.



STAKEHOLDER PARTICIPATION IN OUR SUSTAINABILITY JOURNEY

Stakeholder engagement is essential in ensuring that GBG remains inclusive in its sustainability approach. It is imperative that the views, concerns, aspirations and interests of our varied stakeholders be as much as possible, included in the determination of material EES topics and the setting of sustainability targets and goals. Overall, the views of stakeholders are crucial towards ensuring a more effective and sustainability journey; that our plans are truly creating and delivering value and positive outcomes.

Stakeholder engagement is also beneficial as it frequently enables GBG to glean valuable insights, which can be tapped to guide or refine the GBG sustainability agenda or lead to the development

Stakeholders are defined as individuals or groups that are impacted by, or may be impacted by our business presence and activities; or have the potential to impact or influence our operational and / or financial performance as well as overall corporate reputation and perception.

In FYE 2020, the impact of COVID-19 has led an increased use of online / virtual channels to engage with stakeholders. Given that GBG's business operations is the same as in previous years, our stakeholder engagement channels remain largely unchanged from the previous financial year.

Stakeholder Group	Topics of Concern and Interest	Engagement Methods
Employees	<ul style="list-style-type: none"> • Health, safety and well-being • Talent development, performance and rewards • Fair and equal opportunity • Company's benefits • Training and education • Diversity and inclusion 	<ul style="list-style-type: none"> • New employee induction programme • Annual Performance appraisal • Career development • Quality, Safety, Health briefings and trainings • Technical and non-technical training programmes • Regular department meetings • Employee engagement activities
Clients / Customers	<ul style="list-style-type: none"> • Trust and Safety • Connectivity • Family-friendly facilities • Delivery • Defect rectifications • Service Quality • Customer Service and experience 	<ul style="list-style-type: none"> • Project meetings • Client engagement surveys and feedback forms • Quality Assurance monitored by Quality Unit Department
Subcontractors and Suppliers	<ul style="list-style-type: none"> • Legal Compliance • Payment schedule • Equal Opportunity of bidding • Completion deadline 	<ul style="list-style-type: none"> • Periodic meeting and dialogue sessions • Liaison with subcontractors / suppliers • Engage with contract managers • Contract's negotiation and bidding opportunities
Shareholders & Analysts	<ul style="list-style-type: none"> • Acquisition and expansion • Risk Management • Corporate Governance • Reporting standards 	<ul style="list-style-type: none"> • General meetings, quarterly results and annual report • Walk-in visits and inquiries • Investors or Analysts briefing and engagements • Corporate announcements

STAKEHOLDER PARTICIPATION IN OUR SUSTAINABILITY JOURNEY [CONT'D]

Stakeholder Group	Topics of Concern and Interest	Engagement Methods
Community	<ul style="list-style-type: none"> • Work opportunities • Environmental safety and protection 	<ul style="list-style-type: none"> • Volunteering to help the underprivileged • Control of waste and gas emission
Government	<ul style="list-style-type: none"> • Compliance with government policies • Adhere to the law and regulation 	<ul style="list-style-type: none"> • Support government initiatives in complying with the latest statutory development
NGOs	<ul style="list-style-type: none"> • Consumerism • Employee's human rights • Environmental pollution and climate change 	<ul style="list-style-type: none"> • Address consumers' complaints professionally • Comply with the statutory labour law • Address the NGO's concern professionally



ASSESSING AND PRIORITISING MATERIAL TOPICS

Guided by its selected SDGs, business plans and strategies as well as developments in the external operating environment, GBG undertakes a regular review of its material EES topics. A topic is deemed material based on the following criteria:

- The extent and likelihood of impact of a particular topic on financial or non-financial value creation, over the short, medium and long term perspectives.
- The extent and likelihood of impact on stakeholders, which ultimately, may or will impact Matrix’s ability to generate value.

GBG employs the following materiality assessment process:



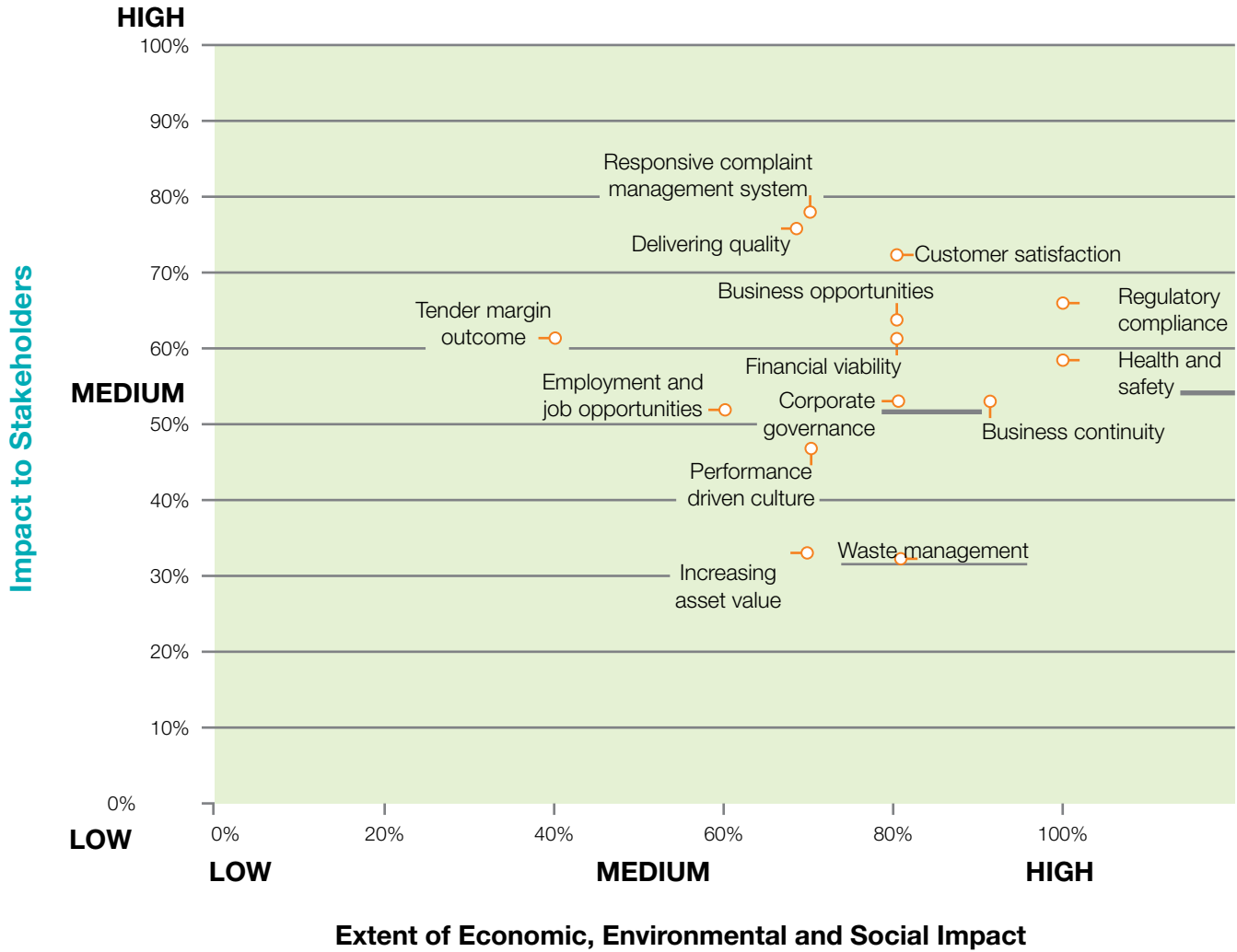
The Group’s materiality matrix and material topics for FYE 2020 are provided in the page below. In terms of scope and boundary, all identified material topics apply Group wide.

The FYE 2020 list of materiality topics and materiality matrix have been approved by the Group CEO and Executive Director, who helms the sustainability management committee.

GBG has also aligned its material topics with its stakeholders. This practice goes towards developing a better understanding of how material matters and issues relate to our stakeholders.

ASSESSING AND PRIORITISING MATERIAL TOPICS [CONT'D]

MATERIALITY MATRIX



ASSESSING AND PRIORITISING MATERIAL TOPICS [CONT'D]

	Employees	Client / Customer	Subcontractors and Suppliers	Shareholders & Analysis	Community	Government	NGOs	Value Chain Partners
Economic Topics								
Customer Satisfaction		√						
Responsive Complaint Management System							√	
Committed to Delivering Quality		√	√					
Financial Viability			√					
Business Opportunities			√	√				
Increasing Asset Value				√				√
Business Continuity		√		√				√
Environmental Topics								
Waste Management					√			
Social Topics								
Occupational Health and Safety	√	√						
Employment and Job Opportunities	√				√			
Performance Driven Culture	√							
Governance Topics								
Corporate Governance				√		√		

MARKETPLACE

Financial and business performance as well as the creation of direct and indirect economic values are vital in the overall context of sustainability for GBG.

Financial performance is a prerequisite in sustaining environmental and social related strategies, initiatives and projects.

In addition, the generation of economic results also enable wealth distribution which promotes prosperity, socio-economic development, infrastructure development and other benefits that cumulatively contribute to the betterment of society.

INDICATOR	2018 (RM'000)	2019 (RM'000)	2020 (RM'000)
Economic Value Generated			
- Revenue	585,330	413,987	202,262
Economic Value Distributed			
- Project cost	462,074	330,216	233,888
- Payments to Employees (Salary and other benefits)	40,412	40,392	28,128
- EPF & SOCSO (and other contributions for staff)	3,492	3,946	3,023
- Payments to Suppliers and Partners (Operating expenses)	51,393	44,109	34,264
- Government (Income tax)	34,748	30,136	10,268
- Providers of Capital (dividends, finance costs, distribution costs and non-controlling interests)	28,863	20,446	14,960
- Monies Distributed for Community Development, CSR, etc.	75	234	128

MULTIPLIER ECONOMIC EFFECT THROUGH OUR PROJECTS

When considering the extent of the economic impact generated by GBG, it is also necessary to include the catalytic or economic multiplier effect of our projects, which drive infrastructure development, economic activity and the development of local value chains and job creation.

The Group's various projects such as SUKE, LRT 3, PPSAS, and E'Island Lake Haven serve as vehicles of socio-economic growth.

These projects reshape the landscape and contribute to nation-building and supports short, medium and long-term value creation.

For example, SUKE is an infrastructure development project that will open up opportunities for locations throughout its route. This will enable commercial and residential developments to emerge. Land prices will appreciate as well. It will also spur population growth and offer better economic prospects in the long run.

Travellers traversing the SUKE highway benefits from shorter travelling times and the convenience of additional routes to avoid traffic congestion. Ultimately, SUKE contributes to the alleviation of urban traffic congestion.

Travelling time would be cut down by 50 minutes with lesser fuel consumption by RM7 per day. It is designed to provide a smooth and efficient journey ahead with speeds of up to 80 km/h.

As quoted by Transportation expert Rosli Azad Khan, a faster travel time meant a much more effective logistic system, which the country's economy is dependent on. He continued that the lower the cost of distribution, especially for goods and services, the better and more productive the logistic systems will be.



Sungai Besi - Ulu Kelang Expressway (SUKE)

MARKETPLACE
[CONT'D]

DRIVING URBAN PUBLIC TRANSPORTATION

Another infrastructure project is the LRT 3. LRT 3 is in line with enhancing urban public transportation towards providing greater connectivity and accessibility across Greater Kuala Lumpur.

It is aligned with sustainable urban development, linking the suburban residential areas with city centres and commercial epicentres. In addition to this, it contributes to reduced private vehicles on the road, especially single occupant vehicles, which is one of the main contributors to greenhouse gases and carbon emissions.

LRT 3 represents further democratisation of transportation, enabling people of all walks of life to enjoy seamless, connected public transportation. This also serves as a strategic factor in the development of affordable housing, with land located close to LRT stations being opened up for public residential projects.

This project is expected to benefit and accommodate 74,000 passengers and 500,000 residents across the alignment by improving connectivity and reducing traffic congestion. Moreover, it is planned to strengthen communities in Petaling Jaya, Shah Alam and Klang by promoting mixed-use real estate development. Ten stations across the line will be equipped with parking areas that could accommodate approximately 6,000 cars. The trains will travel at a maximum speed of 80km/h and capable of transporting up to 36,720 passengers an hour.

All stations will be fully equipped with sustainable solutions that includes rainwater harvesting technology, noise reduction and energy management system, and natural ventilation.



Value Creation through Landmark Projects: Pusat Pentadbiran Sultan Ahmad Shah in Kuantan (PPSAS)

PPSAS is envisioned to be the new landmark for Pahang and the architecture references the state's identity. The building's key idea is to heighten the sense of patriotism and pride for its people reflected by the most befitting source of inspiration – the Pahang's Coat of Arms.



VALUE CREATION THROUGH AFFORDABLE HOUSING

GBG's Property Development arm continues to play a role in meeting Malaysia's growing need for affordable homes.

Amidst a growing middle-income population in urban areas, especially Greater Kuala Lumpur, there is a lack of affordably priced quality homes.

GBG through its various residential projects, notably the E'Island Lake Haven, continues to build quality homes within the buying power of a large number of Malaysians.

The design of E'Island Lake Haven, is in line with the National Affordable Housing Policy in terms of unit built-up sizes, utilisation of IBS technology to shorten construction time and to reduce construction costs and comes with a range of facilities to support quality, holistic community living.

Located in Puchong, Selangor, E'Island Lake Haven has been included by the Housing Ministry under its one million Affordable Homes Programme over the next 10 years. GBG Property is one of the twelve developers in Malaysia to be included in the programme. In addition, our property projects also provide buyers with a wide range of value. This includes capital appreciation (which serve as a natural hedge against inflation) and rental yields.

Homeowners also benefit from having a robust asset that provides long-term return on investment, while enabling occupants to enjoy a good quality of lifestyle.

MARKETPLACE [CONT'D]

SUPPORTING LOCAL PROCUREMENT

100% of GBG's suppliers are local. The Group's preference to source locally is aimed at developing local value chains and facilitating local job creation and entrepreneurship opportunities.

	2018	2019	2020
%- Spend	100%	100%	100%
RM ('million)	19,536	12,206	17,921

Interested vendors may bid under an open tender system where contracts are awarded based on the best value proposition offered; in terms of cost, quality of goods and services and other criteria.

The Group has established a rigorous process for the vetting and approval of new suppliers. The vetting process takes into account not just the financial performance and competencies of the said vendor, but also the said vendor's environmental and social performance.

Key aspects considered would be the vendor's occupational safety and health track record; whether the vendor has been fined or ensured by the authorities for non-performance, does the vendor have ISO certification or other industry or job related certification and accreditation and other factors deemed necessary by Purchasing Department.

A physical inspection of the vendor's premises or operational sites may be conducted where deemed necessary.

Suppliers must achieve a set of competencies on an annual basis to remain on GBG's approved vendor list. Suppliers who score below this level, will be given time to undertake corrective actions to raise their scores, failing which they will be removed from the approved vendor list.

CUSTOMER DATA PRIVACY

GBG subscribes to the Personal Data Protection Act ("PDPA") in keeping all pertinent data, including customer data safe. Beyond, adhering to the PDPA, GBG adopts a wide range of ICT based systems to ensure safe storage of data. This includes firewalls and other protection mechanisms. Data integrity and confidentiality is prioritised.

Data is only collected and shared with the permission of the data owner. Employees are briefed on the Group's Electronic System Policy during their induction into GBG as new employees. Access to data is also carefully guarded with restricted levels of access. Transfer of files are always encrypted to ensure security and privacy.

In FYE 2020, there were zero cases of data breach.

ENVIRONMENT

GBG remains cognisant of managing its environmental footprint, specifically monitoring its impact in terms of contribution to climate change, greenhouse gas emissions, consumption of energy and water, environmental and noise pollution and waste recycling management.

These are the Group's pertinent environmental material topics based on its business operations of infrastructure development and property development. However, beyond monitoring its performance, GBG is also constantly striving to mitigate its environmental impacts.

This section of our report provides a view of GBG's management approach to environmental topics; and its strategies in addressing environmental impacts. Progressively, the focus on managing environmental footprint may also yield new business opportunities while strengthening GBG's business model going forward.

GBG'S OVERALL MANAGEMENT APPROACH TO ENVIRONMENTAL IMPACT:

GBG's approach to managing environmental impacts is based on the following:

- Environmental Management Plan (EMP), which sets out standard operating procedures ("SOP") for every project site.
- Erosion and Sedimentation Control Plan (ESCP) for all project sites.
- All project sites must comply with regulations as stipulated by the Department of Environment ("DOE"), local municipal; councils and other authorities for air, water and noise as well as sewage.

CLIMATE CHANGE

GBG remains cognisant of how its business operations, primarily through energy and resource consumption and the production of emissions and waste, may be directly or indirectly contributing to climate change.

GBG is also focussed on how climate change may impact Group's operations. For example, climate change may lead to increased rainfall, which could potentially impact work progress at operational sites. Delays in progress of works would impact revenue and earnings recognition.

Heavy rainfall may also increase OSH hazards and risks at sites, necessitating additional precautions, which could lead to increased compliance costs.

The Group's property development operations may also be affected by climate change. The lack of water or changing weather patterns may impact availability of suitable land for property development in certain states in Malaysia. This may warrant changes in the overall land banking and acquisition strategies.

Project master planning and designs may need to be revised to take into account the impact of climate change. These alterations may result in additional development costs which include adopting more sustainable development methods such as greater utilisation of rainwater harvesting tanks to ensure sufficient water capacity.

Increasing temperatures brought on by climate change may necessitate that design of developments have a different orientation to avoid direct sunlight exposure. Designs may also see greater incorporation of natural wind flows to provide a natural cooling effect across the development.

Likewise, with increasing environmental consciousness among buyers, providing eco-friendly fixtures and fittings may serve as a value enhancing proposition for buyers. It could be provided as an option and the same for solar rooftop installations.

There are also opportunities to environmental awareness across the value chain and to customers towards encouraging concerted action for greater cumulative impact. The focus on adopting more sustainable approaches may provide GBG with access to green financing as well as access to government and regulatory support for incentives.

ENVIRONMENT [CONT'D]

WASTE MANAGEMENT

GBG continues to efficiently manage waste via its Scheduled Waste Management (“SWM”) approach. The SWM enables a start-to-end, systematic process to storing and disposal as well as recycling of waste (where appropriate).

The SWM approach also encourages efficient resource use (prevention and reduction of waste production) and also stipulates proper protocols for the handling of chemical and hazardous waste.

All project sites are fully equipped with adequate bins for temporary collection and disposal. Collected waste is disposed of by licensed, registered contractors who are approved by the local authorities.

In FYE 2020, there was a significant drop in construction waste with a total reduction of 420.85 tonnes. The highest volume of waste was generated from our projects in PPSAS and The Peak.

Annually, various activities are held to educate employees and workers on the importance of recycling and responsible waste disposal, as depicted in the following photos:



Waste bins to recycle were placed at project sites

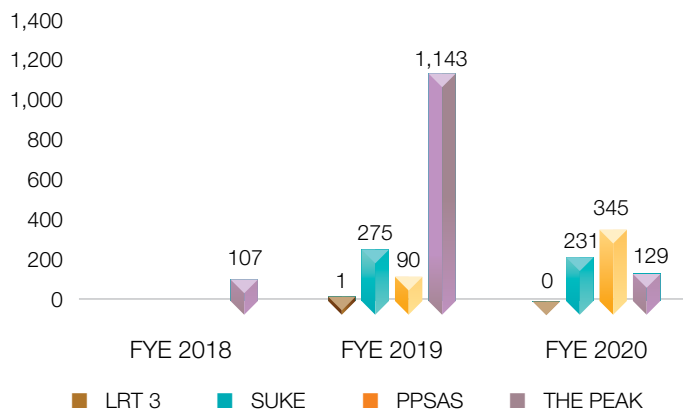


3R awareness training on values of recycling and responsible waste disposal



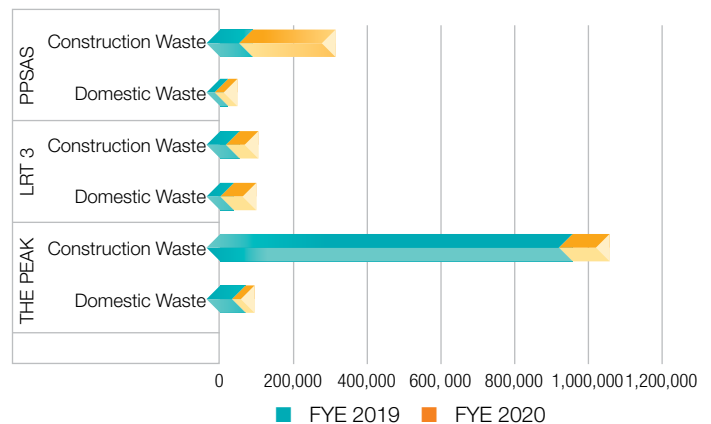
Waste and recycling bin at PPSAS

Yearly Waste Generation

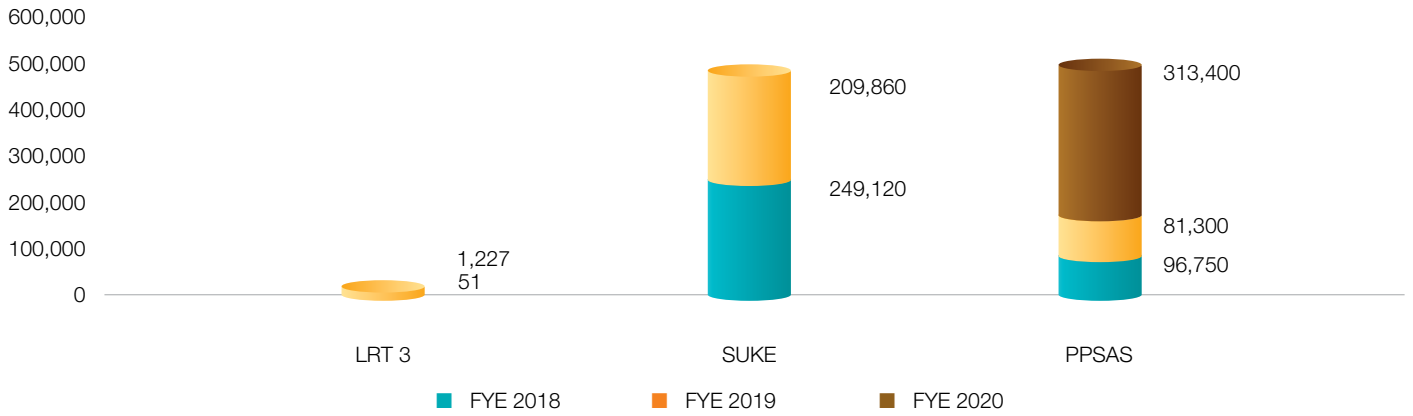


Waste data has been kept at the optimum stage where we aim not to exceed 120 MT per year. Waste generation will gradually reduce as the project nears completion.

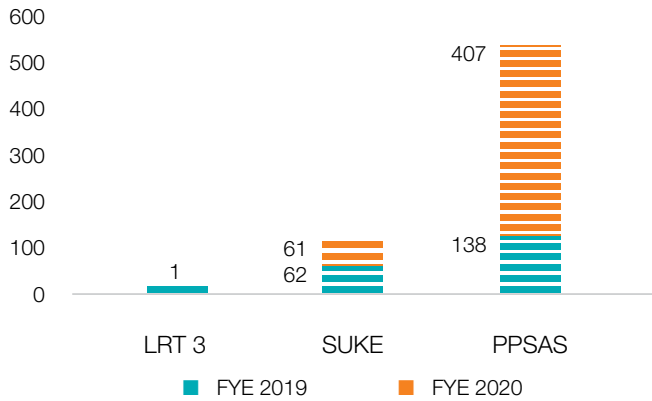
Waste Generated by Projects



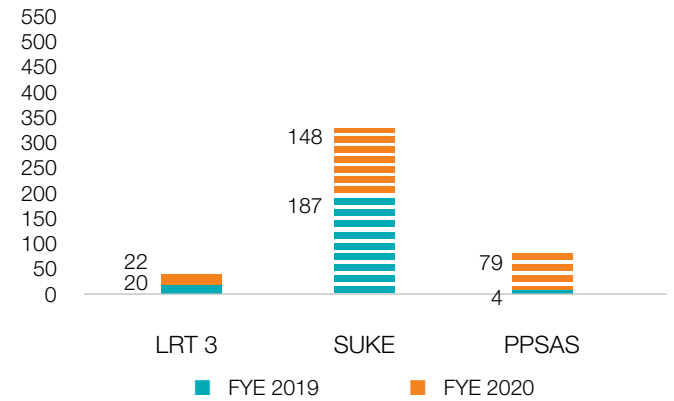
Total Quantity of Waste Produced (Hazardous and Non-Hazardous) by Individual Source



Hazardous Waste Generation (tonnes)



Non-Recycled Waste Generation (tonnes)



ENVIRONMENT [CONT'D]

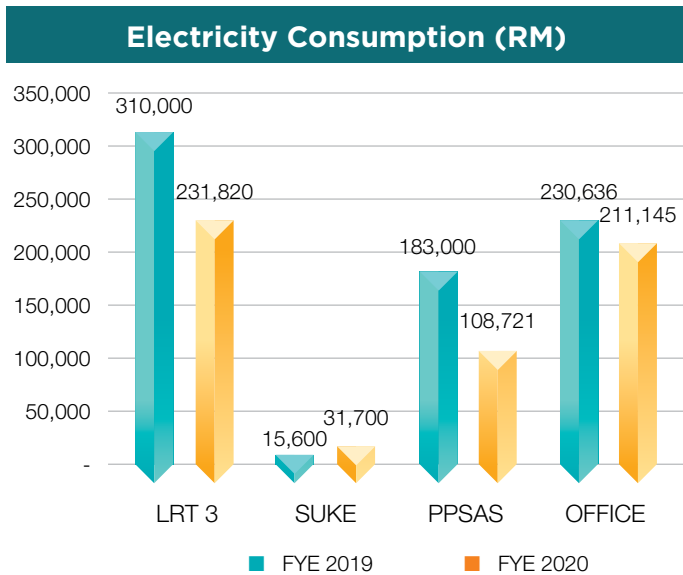
ENERGY CONSUMPTION & MANAGEMENT

Construction and property development are generally energy intensive industries. The principal energy sources for GBG's business operations are electricity sourced from the national grid and diesel. Petrol is also used for its fleet of vehicles. GBG's management approach to electricity consumption is guided by its earlier mentioned EMP.

The Group's key energy sources are electricity sourced from the national grid, and diesel, used to power a wide range of construction machinery and equipment. Petrol is also consumed by the Group's fleet of vehicles. GBG has 12 vehicles that are Energy Efficient Vehicles (EEV), with 3 charging stations around the office building.

The goal is to reduce energy usage across business operations, focussing on the two key areas: energy consumption at all operational sites and the head office.

Another approach is to cultivate the "save energy" culture amongst staff. Such behaviours can have a ripple effect to push towards a bigger impact in energy efficiency.



Our carbon emission was reduced by 19% in 2020 following the energy saving practices implemented in each of our projects.

BIODIVERSITY

GBG remains mindful of the importance of biodiversity, particularly given its primary business activities of construction and property development (which potentially may impact the diversity of flora and fauna).

As at 31 December 2020, to the best of the Group's knowledge, GBG does not operate in or adjacent to sites that are deemed to be of high biodiversity value.

GBG shall continue to monitor all sites for potential biodiversity value. This includes unique habitats as well as flora and fauna, especially any of the latter that is on the International Union for Conservation of Nature (IUCN) Red List.

In addition to the above, GBG looks to cultivate biodiversity by preserving and enhancing landscapes at its property projects, where possible. This includes planting of trees, plants and also as much as possible retaining the existing terrain such as undulating hills, transplanting mature trees and more.

RENEWABLE ENERGY (SOLAR) INITIATIVE

At GBG's E'Island Lake Haven project, plans are in the works for the design and installation of solar photovoltaic panels to generate electricity. The project is to partially meet some of the energy requirements of the E'Island.

The proposed installation will see PV panels installed on the rooftop of the podium, car park and the respective corridors and lift lobbies of each block.

The project is presently at the design stage and GBG continues to work closely with its appointed design consultants for the development of the optimal layout for the installation. GBG hopes to make an announcement on a future date for the completion of the design and subsequently the installation going forward.



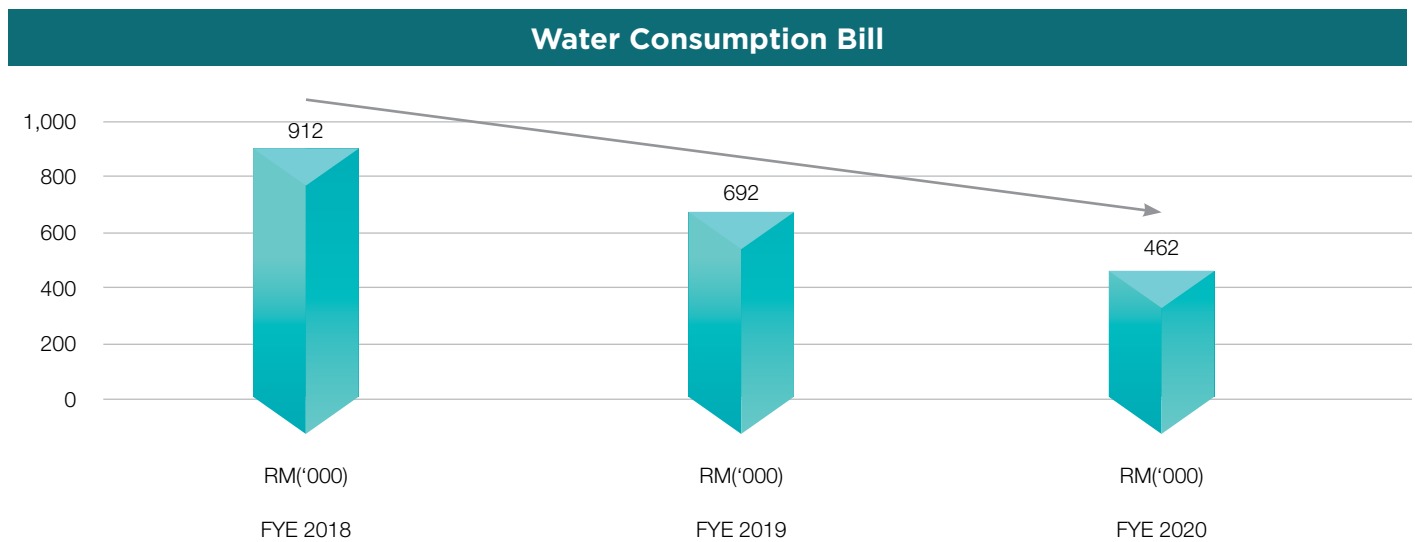
Environment monitoring for preventing pollution



WATER CONSUMPTION

On the whole, GBG continues to see a reduction in water consumed by its operations. However, it must be noted that the decrease in consumption is not purely due to water usage efficiency. The decrease is also due to various factors such as the MCO lockdown in FYE 2020, which led to work at projects sites being halted for almost three months.

The Group continues to strive towards reducing usage of water and in future, may consider the usage of reclaimed water for non-potable use. Rainwater harvesting also will be further tapped at all work sites.



ENVIRONMENTAL POLLUTION MONITORING

GBG undertakes stringent environmental pollution monitoring and control, in particular for air, water and noise pollution as well as land / soil degradation, which may arise from its construction and property development activities.

Prior to the commencement of any project, GBG conducts all necessary assessments including environmental and social impact assessments to ensure it has met all regulatory requirements. Further, GBG adheres to its EMP to ensure operations that comply with the Department of Environment (“DOE”) and other regulatory authorities.

ENVIRONMENT [CONT'D]

Following are the specific measures undertaken to control or minimise environmental pollution:

Water Pollution

- Implementing the full Environment Management Plan (EMP) and Erosion and Sedimentation Control Plan (ESCP).
- Surface wastewater control; control of the perimeter drainage shall be provided at the project site before any earthworks are carried out. In addition, any surface runoff emission from the project site of groundwork is not allowed to be discharged directly into any watercourse unless it has undergone sedimentation or flushed into the sediment pond first.
- Any domestic sewage from the site offices or workers' accommodation quarters shall comply with Standard {A / B}, Second Schedule, Environmental Quality (Sewage) Regulations 2009 before being released to any watercourse.
- Protect water habitat and minimize biodiversity loss.
- Prevention of subsequent pollution into water catchment areas.

Noise Pollution

- Actions taken in controlling noise risks and exposure should include consideration of the choice of appropriate work equipment that emits the least possible noise. Equipment used at our work site come with various models which are designed to control excessive noise exposure.
- Site working hours always adhere and comply to local council requirements to minimize disturbance to surrounding residents.
- Minimise health hazards (for example occasional headache, stress and anxiety etc) due to long term exposure to noise pollution.

Ground & Soil Pollution

- Machineries are frequently checked for oil leaks to prevent soil and water pollution.
- Machineries with high leaking occurrence will be timely repaired and promptly replaced accordingly.
- Drip plates are placed below machineries to minimize spills to the ground.
- A proper bund wall with concrete cement is provided for diesel skid tank.

Erosion Sedimentation Control

- Building a temporary earth drain to prevent water and silt seeping into the building basement.
- Cleaning the drainage system periodically.
- Silt trap being used during construction period.
- Covering the slope with plastic sheets during construction period.
- Adopt green concept on permanent retention wall.
- Avoid contamination to surrounding water courses.
- Prevent slope erosion to avoid mishaps and rectification works .

ENVIRONMENT
[CONT'D]

Project	Pollution	Monitoring
LRT 3	Air	GBG has achieved excellent performance with monitored air quality at all four worksites registering levels far below the permissible DOE levels. Air quality is measured using the typical benchmark indicators of total suspended particles (TSP), Nitrogen Dioxide (NO ₂), carbon monoxide (CO).
	Water	In some instances, water quality had exceeded the permissible DOE level for NH ₃ -N, DO and TSS on some months. This was evident at all worksites. Remedial action has been taken to improve water quality in terms of the aforementioned parameters. Water quality for pH levels, heavy metals and minerals, turbidity, total suspended solids, chemical and biological oxygen demand and more were within the permissible levels.
	Noise	Noise levels have generally been within the permissible levels, though night time levels have at times exceeded the DOE limits. The Group has taken stock of this and is implementing measures including reviewing night-time construction work towards improving compliance.
SUKE	Air	Air quality levels were below the set DOE limits for all necessary parameters. This included Total Suspended Particles (TSP), Nitrogen Dioxide (NO ₂), Carbon Monoxide (CO).
	Water	Water monitoring showed that pollution levels though having exceeded baseline figures, were still below the permissible threshold set by DOE. The SUKE project shares the drainage system with the surrounding neighbourhood, Alam Damai. Thus, pollutants in water (and the levels recorded) do not just arise from the SUKE project alone.
	Noise	Noise levels are closely tracked at all SUKE work sites. For the most part, noise levels have been kept to below the permissible levels set by the DOE for day and nighttime. On several occasions however, noise levels has slightly exceeded both day and and night time results. Measures have been taken to ensure increase compliance going forward. This included educating our project teams and workers to strictly adhere to work rules i.e. only undertaking permitted construction works for night time and other rules and regulations.
PPSAS	Air	At the PPSAS project, air quality as measured against the DOE's Malaysian Ambient Air Quality Standards 2013 (Std 2020) was within compliance levels for Total Suspended Particles (TSP), Nitrogen Dioxide (NO ₂), Carbon Monoxide (CO) across 2020. Assessments were conducted on a quarterly basis.
	Water	Water quality at PPSAS has generally been compliant. However, during quarterly monitoring, it was found on several occasions, where water quality has exceeded permissible levels for Biological Oxygen Demand (BOD), turbidity and ammoniacal nitrogen. Factors contributing to this could be rainy weather, other commercial, industrial activities that were unrelated to GBG's project site works.
	Noise	Some parts of our site has slightly exceeded DOE's permissible level of 50dB (A) but in general and on the average day-time, most areas are within the permissible levels. For night time measurement, both worksites had exceeded the DOE stipulated limits of 40 dB(A). No construction activities were carried out during night time. Based on the observations made during the monitoring exercise, the main sources of the noise were from the movement of construction vehicles near some sites while others are due to the movement of resident's vehicles and heavy vehicle (lorries).

ENVIRONMENT [CONT'D]

EMISSIONS

GBG's emissions primarily arise from its consumption of electricity and diesel as well as generation of industrial wastes. The Group has adopted the following measures to manage its emissions in compliance with the ISO 14001: 2015 standard:

- Using more environmentally friendly diesel such as biodiesel for gensets and machinery
- Reducing use of diesel-powered company vehicles
- Adopting renewable energy alternatives to reduce reliance on electricity from the national grid.
- Implementing compact sub-stations to provide permanent power supply to site operations and site offices. This significantly reduced CO2 emissions and noise pollution

The Group's present emissions are within the limits set by the DOE.



Drip plates below pile rig to prevent ground pollution at the E'Island Lake.



Proper basement for leakage control at diesel storage; E'Island Lake Haven

GREENTECH ADOPTION

GBG increasingly looks to the adoption of green technology (Greentech) towards deriving both business advantages as well as managing its environmental footprint:

- Rain Water Harvesting system,
- Photovoltaic ("PV") solar systems
- Home Automation system, Security Access system via Bluetooth
- Retaining wall system filled with greenery.
- Recyclable aluminium formworks instead of conventional plywood and timber for concrete casting work.
- IBS systems
 - o Construction and completion of SMK Bandar Sri Bukit Jalil
 - o Design and build at SUKE, PPSAS and LRT 3



Home Automation System - Security Access via Bluetooth at The Peak and E'Island Haven Projects



Retaining wall system filled with greenery at the Peak and the E'Island Lake Haven projects.

COMMUNITY

GBG continues to fulfil its role as a responsible corporate citizen by contributing to the betterment of the local communities in which the Group operates in spite of the challenges brought on by COVID-19. GBG has continued to undertake various corporate social responsibility (“CSR”) programmes.

It must be noted that the support to societal causes comes during a financial year when GBG registered losses. Despite this, GBG has not wavered from fulfilling its societal obligations, coming to the aid of the needy.

In FYE 2020, GBG’s societal contributions have focussed on assisting those affected by COVID-19 (and the subsequent MCO), as well as its customary support to helping autistic individuals.

GIVING BACK TO THE SOCIETY

GBG has responded to the needs of various affected communities, offering both financial and non-financial assistance to frontliners battling COVID-19 as well as other segments of the community.

Programme	RM'000
Donation for Intense Autism Awareness and Fundraising Campaign	72
Donation to KKM for COVID19 Tabung	50
Contribution for Pertubuhan Anak-Anak Yatim Dan Miskin Nadwah	3
Contribution for Pertubuhan Kebajikan Baitul Husna Kuantan	3
Total	128

During the year, a RM50,000 donation was made to the Health Ministry in appreciation of the tireless efforts of the Ministry’s frontliners, who have exemplified tremendous resolve and professionalism.

GBG faithfully continued to contribute to the National Autism Society of Malaysia (NASOM) in Kuantan.

With our annual contribution, we believe that we continue to make a meaningful difference to help autistic individuals reach their fullest potential, to more effectively participate in their communities and ultimately, lead more productive and meaningful lives with dignity and confidence.



National Autism Society of Malaysia (NASOM), Kuantan



Contribution for Pertubuhan Kebajikan Baitul Husna, Kuantan, Pahang.



Sports day for the NASOM centre

COMMUNITY [CONT'D]

GBG Relief Fund

In FYE 2020, GBG established the 'GBG Relief Fund' to help the poor and needy, especially those financially impacted by COVID-19.

The GBG Relief Fund as at December 31, 2020 has collected RM70,400 in funds, donated by GBG's own Management and employees.

GBG obtain information regarding these poverty-stricken family from the social welfare department and zakat centre. With these data, the Group channels all collected funds towards helping these families by purchasing essential goods, such as provisions and other necessities, which have been distributed to about 300 families. Each family received supplies that will last them for about 14 days.



Program Perumahan Rakyat (PPR), Taman Wahyu – 10th July 2020



The programs that the Group has done through the GBG Relief Fund:-

Programme	RM'000
Program Bantuan Makanan Dan Kewangan:	10th & 20th July 2020
- Program Perumahan Rakyat (PPR)	
- Pertubuhan Pengurusan Pusat Jagaan 1Malaysia Perak, Taman Ipoh	15th December 2020
- Pusat Jagaan Titian OKU Nur (Orang Tua & OKU), Rawang	7th December 2020
- Pusat Jagaan Kanak-Kanak Down Syndrome Dan Hyper Active, Klang	21st December 2020
- Rumah Jagaan Dan Rawatan Orang Tua Al-Ikhlash, Puchong, Selangor	4th January 2021
Program Sumbangan Duit Raya:	24th June 2020
- Rumah Kasih Harmoni, Paya Jaras, Sungai Buloh	
- Pusat Jagaan Cahaya Kasih Bestari, Kampung Melayu Subang	24th June 2020
- Yayasan Anak-Anak Yatim Wardatul Jannah, Kota Damansara	24th June 2020



Program Perumahan Rakyat (PPR), Kota Damansara – 20th July 2020

COMMUNITY
[CONT'D]



Damages caused by flood

On January 3rd 2021, three days of non-stop heavy rain caused devastating floods in Kuantan and Gambang. GBG rose to the occasion to assist flood victims, including an elderly person afflicted with a heart condition that required her to be constantly connected to an oxygen tank for supply.

GBG's employees grouped together to clean the victim's home. Via the GBG Relief Fund, financial aid was also disbursed to the flood victim.



GBG staff helping to clean and clear the home of Pn. Zatil



Program Sumbangan Duit Raya for Pusat Jagaan Cahaya Kasih Bestari, Kampung Melayu Subang, Selangor on 24 June 2020



Program Bantuan Kewangan for Pertubuhan Kebajikan Baitul Husna (Rumah Puteri Anak Yatim & Fakir Miskin Baitul Husna), Berserah, Kuantan, Pahang



Program Sumbangan Duit Raya for Yayasan Anak-Anak Yatim Wardatul Jannah, Kota Damansara on 24 June 2020

Program Bantuan Kewangan for Pertubuhan Pengurusan Pusat Jagaan 1Malaysia Perak, Taman Ipoh, Perak



Program Bantuan Kewangan for Rumah Jagaan Dan Rawatan Orang Tua Al-Ikhlās, Puchong, Selangor



WORKPLACE



Our staff are GBG's most valuable asset. I firmly believe that our diverse, professional workforce is a key aspect of our overall competitive ability. The resilience, dedication and professionalism of our people have enabled the Group to persevere and progress amidst a challenging FYE 2020.

The Group also draws satisfaction that it has looked after its people, even during a downturn year, brought on by the COVID-19 pandemic, all staff have retained their jobs, without salary cuts.

Ultimately, our employees and our organisational culture will be pivotal in steering Team GBG to greater heights and robust business growth.

DATO' AZIZAN JAAFAR
GROUP CHIEF EXECUTIVE OFFICER

TALENT MANAGEMENT

GBG is guided by the Malaysian Employment Act 1995 and all other relevant labour laws of Malaysia. The Group subscribes to the International Labour Organisation ("ILO") and the Universal Declaration of Human Rights and also the UN Global Compact 10 Principles as follows:

- Human rights, labour, environment and anti-corruption
- UN Guiding Principles on Business and Human Rights
- International Labour Law
- Prohibiting child and forced labour
- Ensuring non-discrimination and equal opportunity
- Supporting a harassment-free and violence free workplace
- Prohibiting retaliation or any form of physical and mental disciplinary practice
- Respecting worker's right to freedom of association
- Ensuring compliance with laws governing working hours and wages




In FYE 2020, GBG continues to uphold its track record for zero reported incidents of infringements of the rights of any persons, adult or child, nor any incidence of forced or compulsory labour.

EMPLOYEE REMUNERATION AND BENEFITS

GBG compensates its employees based on market competitive remuneration comprising salaries and benefits. Remuneration is a matter of merit, where employees' salaries and benefits are based on their achievement of key performance indicators ("KPIs"), their experience, professional qualifications, job performance and also seniority within the Group. Remuneration is also influenced by overall company performance for the particular financial year.

Review of compensation is usually in tandem with employee job performance appraisals. 100% of employees receive appraisals on an annual basis. All employees earn wages exceeding or complying with the Malaysian government's minimum wage policy.

WORKPLACE [CONT'D]

 <div style="background-color: #00a696; color: white; padding: 5px; border-radius: 10px; display: inline-block;">Leave</div> <ul style="list-style-type: none"> Annual Sick Hospitalisation Compassionate Study and examination Maternity Paternity Prolonged Medical (critical illness) Marriage 	 <div style="background-color: #76c73a; color: white; padding: 5px; border-radius: 10px; display: inline-block;">Medical</div> <ul style="list-style-type: none"> Group hospitalisation and surgical insurance Group personal accident insurance Outpatient medical treatment for staff, children and spouse Health screening Dental benefit 	 <div style="background-color: #f4912f; color: white; padding: 5px; border-radius: 10px; display: inline-block;">Other Benefits</div> <ul style="list-style-type: none"> Petrol fleet card Mobile phone allowance Staff property purchase discount Long service award recognition
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PARENTAL LEAVE

GBG provides parental leave for both men and women staff. Male staff are accorded two days. Women are given 60 days paid maternity leave and an additional month of unpaid maternity leave.

Approved applications for parental leave

Parental Leave	FYE 2018	FYE 2019	FYE 2020
Maternity leave	17	11	12
Paternity leave	24	18	13

Return to work rates (%)

	FYE 2018		FYE 2019		FYE 2020	
	Female	Male	Female	Male	Female	Male
Return to work rates	94%	100%	100%	100%	92%	100%
Retention rates	94%	100%	100%	100%	92%	100%

WORKING HOURS

Working hours at GBG comply with employment laws and industry standards. Any overtime is voluntary and shall not exceed the limitations provided by the law.

TALENT COMPOSITION

WORKFORCE DIVERSITY

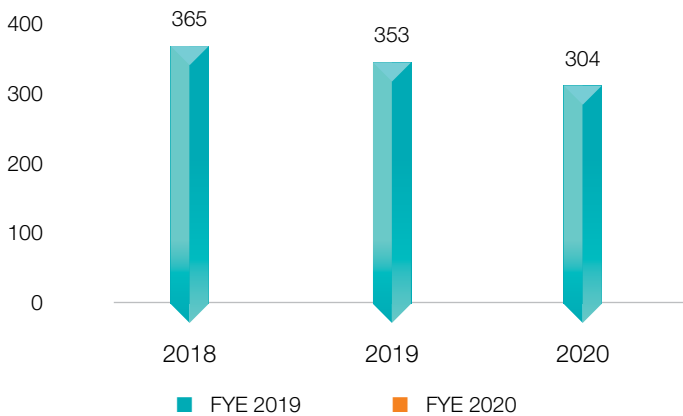
GBG is committed to fostering workforce diversity. Diversity is valued as having a multi-cultural, multi-talented workforce which fosters the emergence of varied perspectives and ideas. In today's globalised world, being able to tap on a wide range of perspectives and ideas is an asset in developing solutions or delivering improvements across the workplace and business operations.

In fostering diversity, merit is the sole determinant in the hiring, developing and retaining of talent. GBG has no discrimination towards its management approach to employee recruitment, retention or rewarding.

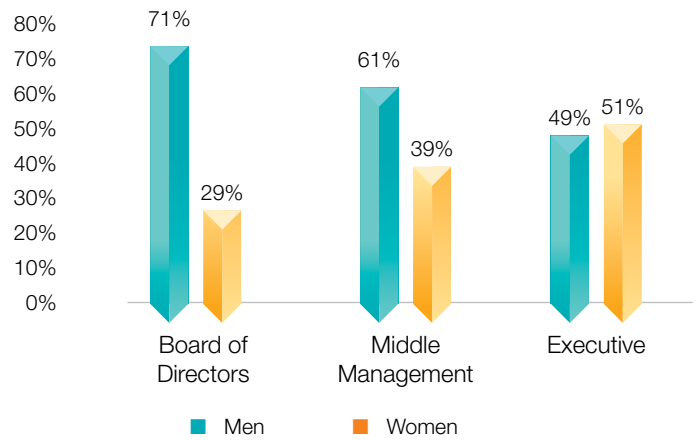
WORKPLACE [CONT'D]

The Group has achieved at least 30% of women in its workforce for the past 3 years. The percentage of women in management and top management levels continues to grow throughout the years.

Work Force Growth



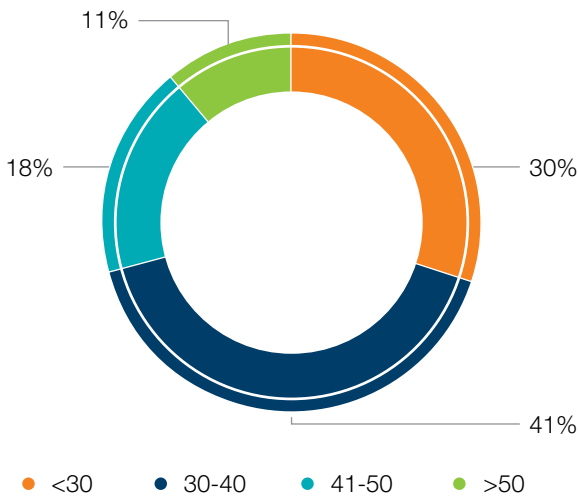
Gender



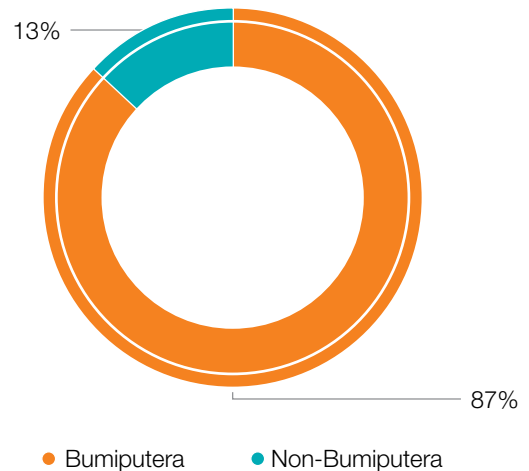
The Group has a workforce reduction of 3 - 14% since 2018 due to attrition and no one-on-one replacement from the ongoing pandemic

Our middle level management and the executive level employees comprises more than 30% women workforce

Age Group



Workforce Breakdown by Ethnicity



The Group has a relatively young work force with 30% of the employees below the age of 30 years old. We have been the choice employer for the graduates and aspiring talents for the last 3 years in a row

100% of our employee workforce are locals. The Group offers equal opportunity to employer and this diversity is essential in our current competitive market. Our talents are grown in-house with effective succession planning and award for long service employees. At GBG, we do not discriminate against gender, age and ethnicity because our focus is to always provide a safe and conducive working space for both men and women of all ages.

LONG SERVICE AWARDS

GBG continues to recognise long-serving staff as a form of appreciation for their tenure with the Group. The recognition boosts employee morale and contributes to a more conducive organisational culture. It also supports employee retention rates, which contributes to the retention of job skills and knowledge.

Awards are provided annually for employees who reach the 10, 15 and 20-year milestones of employment with GBG. In FYE 2020, no employee had reached the particular service milestones, hence no awards were provided.

Awards will be provided in FYE 2021 if eligible employees remain with the Group till the end of the said financial year.

TALENT DEVELOPMENT AND TRAINING

The approach to training is based on a 'training needs' analysis approach, whereby the performance appraisal would indicate competency gaps, in terms of present or future job skill requirements. Employees are then provided training opportunities to address these gaps. Training is paid for via funds contributed to the Human Resources Development Fund ("HRDF").

Training KPI	FYE 2018	FYE 2019	FYE 2020
Total training spend (RM)	143,634	94,886	15,320
Average training spend per employee (RM)	394	269	50
Total number of training hours (hours)	4,208	896	880
Average training hours per employee	11.5	2.5	2.9

Training Subject (External Training)	No of Participants	Male	Female
Advance Scaffolding Competency Course	1	1	1

Training Subject (External Training)	No of Participants	Male	Female
Basic Occupational First Aid, CPR & AED Training	30	15	15
ISO 45001:2018 Awareness with Impact	22	7	15
ISO 45001:2018 Internal Auditor Training	20	7	13

COLLECTIVE BARGAINING AND FREEDOM OF ASSOCIATION

Employees do not work in a unionised environment but Management respect employees' rights to bargain collectively.

There are no restrictions on their ability to associate with other workers or to bring up matters to the Management as a collective.

Workers may choose to voice grouses, concerns or to provide suggestions to management at any time through a wide range of official or unofficial channels.

Social or recreational events are organised for employees. These events are open to participation to all employees regardless of their position within the Group.

Where possible, the Group provides a minimum notice period for significant changes to work conditions that may affect employees.

GRIEVANCE MECHANISM

Employees have full access to an official grievance mechanism to express dissatisfaction with regards to any company related matter.

While employees are encouraged to attempt to resolve issues informally, management unequivocally supports employees' rights to bring up issues via this official channel for redress or further action.

Employees are neither censured nor discouraged from using the grievance mechanism. In FYE 2020, there were zero cases of grievance.

OPERATIONS

COMPANY COMMITMENT ON OCCUPATIONAL HEALTH AND SAFETY

GBG believes that all employees as well as third party workers, contractors and other stakeholders have a right to work in a conducive environment which includes their wellbeing and security. Hence, GBG continues to maintain the highest standards for occupational safety and health (“OSH”) across all of its worksites.

The Group's approach to OSH is guided by its Occupational Safety & Health Management System (OSHMS) procedures, standards and guidelines. The OSHMS is compliant with the Malaysian Occupational Safety and Health Act 1994, Environmental Quality Act 1974, regulation orders and other Codes of Practice. As at December 31, 2020, 100% of the Group's operational sites are ISO45001:2018 certified.

As at December 31, 2020, GBG has achieved a zero fatality and permanent disabilities track record across all operational worksites. All OSH data is independently verified by a third party audit consultant.

OSH POLICY COMMITMENTS

To achieve an average score of 70% on monthly safety and health inspection per year per project.

To ensure 100% attendance of staff for a CIDB Green Card Induction per year per project.

To achieve zero (0) fatalities and zero (0) permanent disabilities per year per project.

Committed to prevent, control, guard and eliminate hazards and reduce occupational, health and safety risks.

Committed to consultation and participation of employees as well as awareness building among employees and external parties.

Note : The above mentioned OSH policy commitments are also communicated to suppliers, vendors, contractors and business partners, who must at all times, abide by these commitments.

OSH COMMITTEES AND WORKER REPRESENTATION

It is mandatory for all worksites at GBG to have an OSH Committee. In addition, all committees must have sufficient worker representation as stipulated by law. Through this approach, GBG has achieved 100% worker representation on formal joint management-worker health and safety committees.

GBG OSH Committees:

Site	Chairman	Secretary	Employer Representatives	Employee Representatives
SUKE	1	1	10	10
PPSAS	1	1	10	27
LRT 3	1	1	12	16
The Peak	1	1	6	9
Office	1	1	8	8

OSH COMMITTEE STRUCTURE

The roles and responsibilities of each committee and sub-committee are detailed as follows:

<p>HSE Committee Chairman</p>	<ul style="list-style-type: none"> - Prepare, conduct and facilitate the meeting. - Manage, provide appropriate and timely follow-up action on all items discussed and solve problems when issues arise. - Serve as communication liaison between management and the committee.
<p>HSE Committee Secretary</p>	<ul style="list-style-type: none"> - Maintain, record and disseminate minutes of each meeting to committee members. - Report status of recommendations. - Actively promote safety and health by communication with employee - Assume chairperson duties, if required.
<p>HSE Committee Representative</p>	<ul style="list-style-type: none"> - Report unsafe conditions and practices. - Attend all safety and health meetings. - Assist in the development of safety and health rules and safe system of work. - Report and undertakes investigation on all accident, near misses and dangerous incidences which occur at workplace. - Contribute ideas and suggestions for improvement of safety and health. - Review the safety and health policies at workplace and make recommendation to top management on any revision of policies. - Review the effectiveness of safety and health programme. - Conduct or/and assist in workplace inspection. - Influence others to work safely.

BOARD OVERSIGHT ON HEALTH AND SAFETY

The Board and Management maintain oversight on OSH matters through the earlier mentioned sustainability governance structure. This is achieved by regular reports being provided to the respective Board of Directors for their review. The reports provide health and safety related quantitative data such as the number of loss time incidents (“LTI”), fatalities, injuries, near misses, non-compliance issues and other health and safety KPIs.

The reports also provide qualitative information such as specific incident reports which contain pertinent details of major health and safety incidents such as the root causes of incidents and remedial / preventive action taken to reduce or eliminate future occurrences.

The Senior Management also conduct site visits and initiate investigations into major OSH incidents.

OPERATIONS [CONT'D]

PLAYING OUR PART IN COMBATTING COVID-19 PANDEMIC

With the onset of COVID-19, GBG has taken all precautionary measures to protect its staff. The Group has always prioritised the health and safety of its people and hence, it has complied with all SOPs as mandated by the government and its regulatory authorities. In compliance with the government's regulatory mandate, GBG has performed a company-wide PCR swab test on the 22nd and 23rd October 2020. This ensures that all staff who are returning to office are free of COVID-19 and able to work in a safe and healthy environment.



Beyond compliance, GBG has looked to play a proactive part in flattening the “curve” of infections. Measures implemented include social distancing such as work-from-home orders with the exception being for onsite staff. Where employees are required to be at the office, GBG has instituted team rotation systems based on an on / off, Team A and Team B system.

The Group's Risk Register and Business Continuity Plan (“BCP”) have also been updated to ensure continued operations throughout the pandemic period.

In line with our culture of **“Safety Is Mandatory”**, GBG has taken necessary preventive measures in order to keep our staff safe as they transition from work to home and vice versa:

- Supplying sufficient face masks to our staff
- Daily temperature checks for staff arriving and leaving the office and operational sites.
- Developing quarantine measures in the event of positive COVID-19 cases, close contacts with positive COVID-19 cases.
- Establishment of a COVID-19 task force to help develop, implement and monitor the effectiveness of the Group's safety and sustainability strategy.
- Enacting proper safety guidelines in compliance with government regulations that includes travel restrictions, work from home, self-quarantine and hygiene procedures to minimize the risk of infection.
- Identify and inform on sanitisation area in order for staff to quickly disinfect their work station as much as possible.
- Swab tests were performed for all staff.
- Periodic disinfection of head office and operational sites.
- Placement of hand sanitisers at all entrances and other strategic locations.
- Social distancing strict social distancing is observed at all times.

As a result of its efforts, the number of positive cases across the Group in FYE 2020 has been low.

OPERATIONS
[CONT'D]



COVID-19 prevention measures implemented at the office and at operational sites.

ASSESSMENT OF HAZARDS THROUGH HIRARC

Site assessment is conducted based on the Hazard Identification, Risk Assessment and Risk Control (HIRARC) method. Workplace inspection and internal audits are regularly conducted at all operational sites. Performance is assessed against set targets and the previous year's level of achievement.

Monthly Workplace Inspection (WPI) FYE 2020

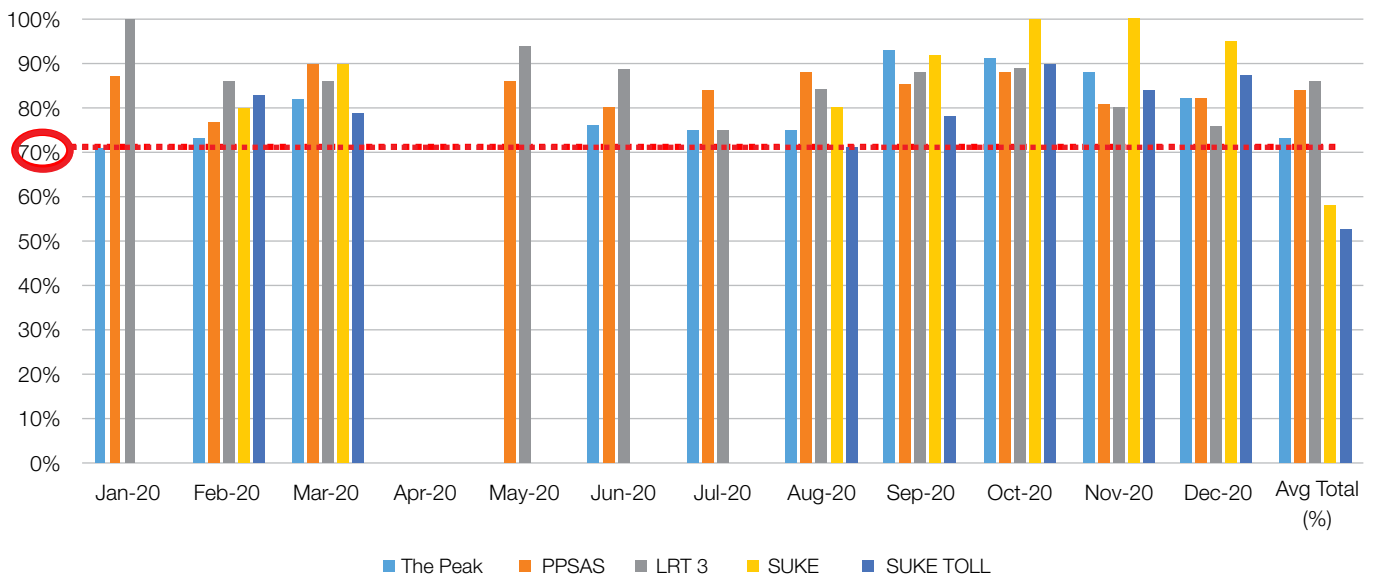
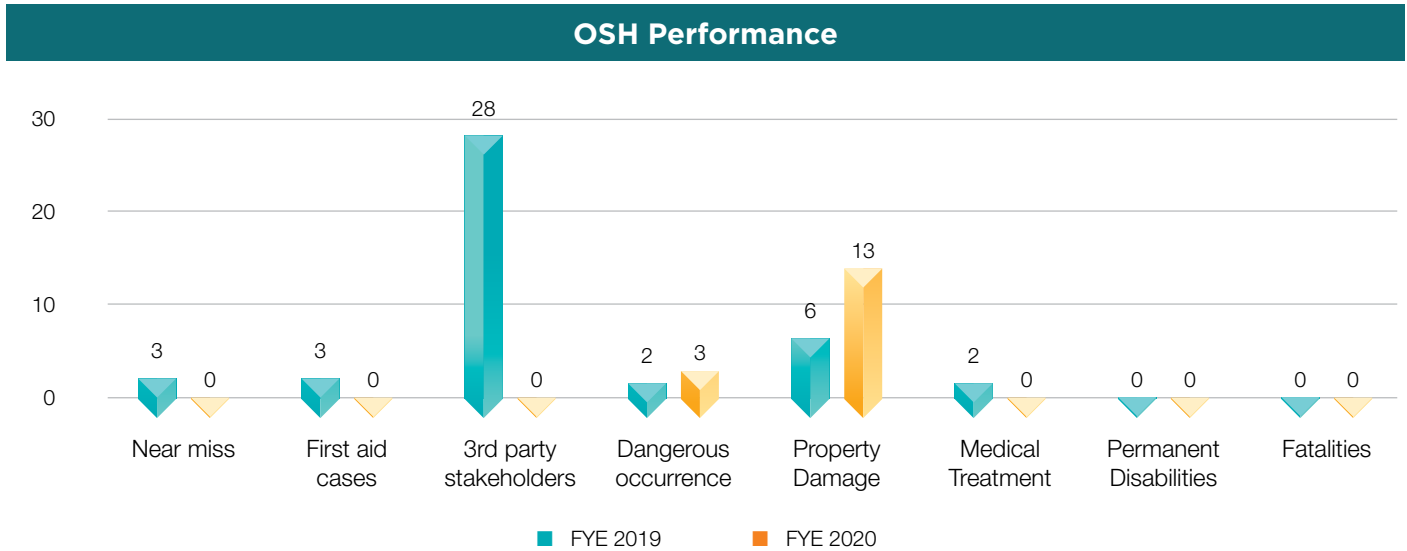


Table above shows that all projects achieved **above 70% score for workplace inspection in 2020**. Apart from this, we can ensure that our worksite have fully implemented the OSH through the monthly inspection endorsed by competent Safety and Health Officer (“SHO”). GBG provides a safe workplace condition and thoroughly investigate any hazards identified at workplace to protect the employees and prevent any near miss or accident.

OPERATIONS
[CONT'D]

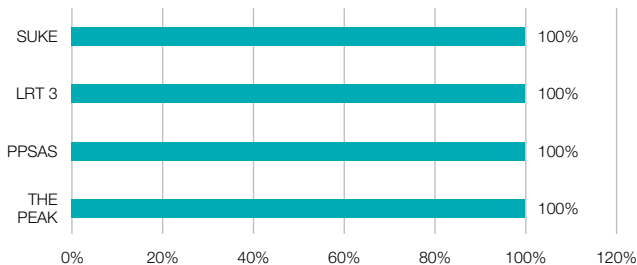
OSH PERFORMANCE STATISTICS



From the statistical data above, GBG recorded zero (0) fatality and zero (0) permanent disabilities for all projects site in 2020 which in turn achieved our OSH objective. However, if there was any report of near miss at the workplace, these near miss reports were analysed and the root cause ascertained. Following on, the prevention of unsafe act and unsafe condition at our workplace were disseminated to all levels and staffs for implementation and continuous improvement.

Based on the bar chart above, Third Party Stakeholders (Property Damage and Dangerous Occurrence) was the highest incident which occurred at our project site SUKE in year 2019. However, this was due to the project location site being in the middle of an extremely busy road. However, immediate action and corrective action plan was implemented and monitored to reduce the incident cases such as incident investigation by all parties to rectify the problem and avoid future unwanted event.

Percentage of staff with a valid CIDB Green Card at all project site for year 2020



As in the previous year, GBG continues to implement the following:

- Conducting OSH awareness, training & competency for staff
- Promoting OSH Campaigns such as You-See-You-Act (UCUA) Campaign, Blood Donation Campaign & others
- Engaging authorities as joint activities carried out with as BOMBA, DOSH & MOH

The chart shows 100% scores for staff who attended the green card class and earned a valid CIDB membership. Staff at project site shall require a valid CIDB card to enter the site. By that way, all staff are compliance with GBG OSH requirements and thus achieved our OSH objective for year 2020.

Action taken by SHE Department to reduce risks at workplace:

- Eliminate any hazard identified at our workplace and this is taken as a priority in a hierarchy of control
- Identify the people at risk and monitor the work activities whether high, medium or low risk in order to carry out the risk assessment
- Evaluate, remove and reduce risks at workplace by providing protection in terms of a safe condition and ensure safety measures taken so that all employees, visitors or any persons at workplace are shielded from harm.
- Record all activities, plan the SHE programmes and train all employees, visitor or any person workplace to increase their awareness and knowledge on OSH management system and OSH implementation
- Review the OSH management system periodically to ensure the system is updated and maintained including legal and other requirements.

OSH COMPLIANCE

PPSAS has been fined RM12,000 by the DOE of Pahang on 26th February 2020 for non-compliance due to unscheduled waste. There were zero fines on other projects in FYE 2020.

OSH TRAININGS & PROGRAMMES FOR YEAR 2020

OSH Programmes

Headquarters (HQ)

No.	List of Trainings	Date
1.	Internal Audit ISO 45001:2018	29.06.2020 – 17.07.2020
2.	External Audit ISO 45001:2018 by SIRIM QAS International Sdn Bhd	07.09.2020 – 09.09.2020

Project site

No.	List of Program	Date
1.	Grand Toolbox Meeting	Weekly / Monthly
2.	Daily Toolbox Meeting & Daily Pre-Task Talk (PTT)	Daily
3.	Mega Housekeeping	Monthly
4.	Fogging & Larvaciding	Weekly
5.	Safety and Health Committee Meeting	Monthly
6.	Safety and Health Committee Inspection	Monthly
7.	Engagement Authorities	Once Requested
8.	Public Engagement	Once Requested
9.	Auditing by Third Parties & Authorities	Once Requested
10.	HSE Rewards & Recognition	Monthly

OPERATIONS [CONT'D]

OSH TRAININGS & PROGRAMMES FOR YEAR 2020

OSH Trainings

Headquarters (HQ)

No.	List of Trainings (In House by Competence Person)	Date
1.	BOFA – CPR & AED Training	06 & 07.02.2020
2.	ISO 45001 Awareness Training	24.04.2020
3.	ISO 45001 Internal Auditor Training	25.02.2020

PPSAS

No.	List of Trainings (In House by Competence Person)	Date
1.	PPE Awareness Training	14.01.2020
2.	Accreditation training by CIDB & ABM	14.03.2020
3.	Electrical Awareness Training	08.09.2020
4.	Basic Scaffolding Awareness Training	11.09.2020
5.	Segregation of Construction Waste & 3R Awareness Training	15.09.2020
6.	Scheduled Waste Management Awareness Training	22.09.2020
7.	Chemical Awareness Training	01.10.2020
8.	Traffic Management Awareness Training	16.10.2020
9.	Basic Lifting, Rigging & Slings Awareness Training	27.10.2020

The Peak

No.	List of Trainings (In House by Competence Person)	Date
1.	Safety Harness Training	05.02.2020
2.	Lifting Gears Awareness Training	19.02.2020
3.	CPR Procedure Awareness Training	04.03.2020
4.	Electrical Awareness Training	20.11.2020
















SUKE

No.	List of Trainings (In House by Competence Person)	Date
1.	Emergency Drill Training	18.06.2020
2.	Traffic Management Training	16.07.2020
3.	Lifting Training	16.07.2020
4.	PPE Training	16.07.2020
5.	Toolbox Talk from Subcontractor	Three times per week
6.	Toolbox Talk from Main contractor	Once per week

LRT 3

No.	List of Trainings (In House by Competence Person)	Date
1.	LSP Training for new LRT 3 personnel	Throughout the year
2.	KTMB Training	11.09.2020
3.	Blue Card Training for Scaffolder	24.12.2020
4.	Refresher Awareness Training Lifting Sheet Pile	05.01.2021
5.	Training PMI as PSOW	06.01.2021

UN SUSTAINABLE DEVELOPMENT GOALS INDEX

Project	Project Description	UNSDGs
E'Island Lake Haven	E'Island Lake Haven undertakes various measures to make sure the lake's water habitation is protected and clean water flows nearby its surrounding projects. Use of technology to improve the cost and time and therefore improve the well-being of the residents.	  
Corporate Social Responsibility and GBG's policy	GBG undertakes various CSR programmes during the year to give back to society. GBG has maintained 30% women at work over the last 3 years.	 
SUKE highway / LRT 3	Large infrastructure projects have improved the connectivity of the cities and communities	
Construction waste / Energy saving	Waste management at the construction sites has helped to reduce the impact to the climate action. Carbon emission reduced by 19% in the year 2020	 
Supply chain	Gabungan AQRS Berhad is in a loss making during the year but continues to move forward in economic growth. Loss for the year is only temporary due to unusual circumstances of COVID-19. However, GBG continues to move the supply chain forward with subcon payments and churning out work progress of our projects.	
Pusat Pentadbiran Sultan Ahmad Shah	PPSAS is an iconic infrastructure which references the state's identity which will instill the patriotism to the state government.	
One Jesselton Waterfront	Gabungan AQRS Berhad entered into a joint venture agreement with Suria Capital Holdings Berhad, to develop the 6.28-acre One Jesselton Waterfront into a mixed used development comprising a shopping mall, 4-star hotel and spa, serviced residences, luxury condominiums and an office tower.	 
Donation	Donation has been made to families who were severely affected by COVID-19 through our Program Bantuan Makanan Dan Kewangan and Program Sumbangan Duit Raya.	 
Anti-Corruption Policy and Anti-Corruption Framework	GBG implemented the ACPF during the year which is effective from 1 June 2020 to comply with the requirement of the Section 17A of the Malaysian Anti-Corruption Commission Act.	

GLOBAL REPORTING INDEX CONTENT

General Disclosure

GRI Standards Disclosure		Page	Reference / Response
Organisation Profile			
102-1	Name of the organisation	6	Gabungan AQRS Berhad
102-2	Activities, brands, products and services	6	About Gabungan AQRS Berhad www.gbg.com.my
102-3	Location of headquarters	7	
102-4	Location of operations	7	Our businesses & locations
102-5	Ownership and legal form	7	A public limited liability company, incorporated and domiciled in Malaysia, Company No. 201001028608 (912527-A)
102-6	Markets served	6	About Gabungan AQRS Berhad, construction and property
102-7	Scale of the organisation	53	Our sustainability highlights
102-8	Information on employees and other workers	80	Workplace – Our workforce
102-9	Supply chain	6, 59-60, 63	Responsible Supply Chain
102-10	Significant changes to the organisation and its supply chain	6, 59-60, 63	
102-11	Precautionary Principle or approach	114-115	Annual Report 2020: Statement on Risk
102-12	External initiatives	54	Management and Internal Control Construction certification
102-13	Membership of association	54	CIDB / ISO / Solid Waste Organisation
Strategy			
102-14	Statement from senior decision-maker	52	Message from Group Chief Executive Officer
102-16	Values, principles, standards, and norms of behaviour	56-57	About Gabungan AQRS Berhad; Our path to sustainability; Ethical Business Conduct
102-17	Mechanisms for advice and concerns about ethics	57, 81	Grievances & Whistleblowing; Policy available at www.gbg.com.my
102-18	Governance structure	8, 56	Our Sustainability Governance & Annual Report 2020
Stakeholder Engagement			
102-40	List of stakeholder groups	59, 60, 63, 64	Our Stakeholders
102-41	Collective bargaining agreements	54, 81	Freedom of Association and Collective Bargaining
102-42	Identifying and selecting stakeholders	59, 60, 63, 64	Our Stakeholders
102-43	Approach to stakeholder engagement	59, 60, 63	Our Stakeholders
102-44	Key topics and concerns raised	63	Our Stakeholders

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GRI Standards Disclosure		Page	Reference / Response
Reporting Practice			
102-45	Entities included in the consolidated FS	64, 130-139	About this Sustainability Statement; Economic Performance; Annual Report 2020
102-46	Defining report content and topic Boundaries	50	About this Sustainability Statement
102-47	List of material topics	53	Our material topics
102-48	Reinstatements of information	64, 66, 68-71, 80-82, 85	Our data
102-49	Changes in reporting	53	About this Sustainability Statement Our Material Topics
102-50	Reporting period	50	About this Sustainability Statement
102-51	Date of most recent report	50	About this Sustainability Statement
102-52	Reporting Cycle	50	About this Sustainability Statement
102-53	Contact point for questions regarding the report	7	Corporate Information
102-54	Claims of reporting in accordance with the GRI Standards	50	About this Sustainability Statement
102-55	GRI content index	90-95	GRI Standards 2016 Content Index
102-56	External assurance		To be applied in the future
Economic Performance			
GRI Standards Disclosure		Page	Reference / Response
103-1, 103-2, 103-3	Management Approach Disclosure for 'Economic Performance', 'Market Presence', 'Indirect Economic Impacts' and 'Anti-corruption' Topics	64, 75-77, 80	Marketplace – Economic Performance; Remuneration and Benefits, Social Welfare, Ethical Business Conduct; Annual Report 2020
Economic Performance			
201-1	Direct economic value generated and distributed	64	Economic Performance
201-3	Defined benefit plan obligations and other retirement plans	53, 105-107	Remuneration and Benefits; Annual Report 2020
201-4	Financial assistance received from government		Annual Report 2020
Market Presence			
202-2	Proportion of senior management hired from local community	80	All senior management are Malaysian national; Annual Report 2020
Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	64-66, 77	Community Development
203-2	Significant indirect economic impacts	64-66, 77	Community Development

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Economic Performance			
GRI Standards Disclosure		Page	Reference / Response
Anti-Corruption			
205-1	Operations assessed for risks related to corruption	57, 89, 100	Our Group adopts the anti-corruption measures at all operating levels which would be reviewed quarterly by the Management; Annual Report 2020 - Statement on Risk Management and Internal Control
Environmental Topics			
GRI Standards Disclosure		Page	Reference / Response
Materials			
103-1, 103-2, 103-3	Management Approach Disclosure for "Materials" Topic		Responsible Supply Chain; Product Stewardship; Resource Management - Effluent Management & Waste Management
301-1	Materials used by weight or volume	59-60	Responsible Supply Chain
301-2	Recycled input materials used		Effluent Management Waste Management
Environmental Performance			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Energy' Topic		Resource Management - Energy Balance
302-1	Energy consumption within the organisation	70	Resource Management - Energy Balance
302-2	Energy consumption outside the organisation	70, 74	Resource Management - Energy Balance
302-3	Energy intensity	70	Resource Management - Energy
Water			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Water' Topic		Resource Management – Water
302-1	Interaction with water as a shared resource	71-73	Resource Management – Water
302-2	Management of water discharge-related impacts	71-73	Resource Management – Water – Effluent Management
302-3	Water withdrawal	71-73	Resource Management – Water
Biodiversity			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Biodiversity' Topic		Environment; Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
302-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	53	Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
302-2	Significant impacts of activities, products and services on biodiversity	67-70	Flora, Fauna & Conservation; Fire Prevention Control & Monitoring
302-3	Habitats protected or restored	67, 70	Flora, Fauna & Conservation

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Environmental Topics			
GRI Standards Disclosure		Page	Reference / Response
Emissions			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Emissions' Topic		Greenhouse Gas Emissions
305-1	Direct (Scope 1) GHG emissions	70	Greenhouse Gas Emissions
305-2	Energy indirect (Scope 2) GHG emissions	70	Greenhouse Gas Emissions
305-3	Other indirect (Scope 3) GHG emissions	70	Greenhouse Gas Emissions
305-4	GHG emissions intensity	70	Greenhouse Gas Emissions
Effluents and waste			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Effluents and Waste' Topic		Effluent Management & Waste Management
306-1	Water discharge by quality and destination	71-73	Resource Management – Water – Effluent Management
305-2	Waste by type and disposal method	71-73	Waste Management
305-3	Significant spills	71-73	No significant spills were reported
305-4	Transport of hazardous waste	72-74	Waste Management
Employment			
103-1, 103-2, 103-3	Management Approach Disclosure 103-3 for 'Employment' Topic		Workplace
401-1	New employee hires and employee turnover	78	Our workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	78	Remunerations & Benefits
401-3	Parental leave	78	Remunerations & Benefits
Social Topics			
GRI Standards Disclosure		Page	Reference / Response
Occupational Health and Safety			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Occupational Safety & Health' Topic		Occupational Safety & Health
401-1	Workers representation	53, 81-82	Occupational Safety and Health
401-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	86-88	Occupational Safety and Health
401-3	Workers with high incidence of high risk of diseases related to their occupation	86-88	Occupational Safety and Health
Training and Education			
103-1, 103-2, 103-3	Management Approach Disclosure for 'Training and Education' Topic		Training and Education
401-2	Programs for upgrading employee skills and tradition assistance programs	78, 105-107	Remuneration and Benefits
401-3	Percentage of employees receiving regular performance and career development reviews	78, 105-107	Remuneration and Benefits; All our employees are subjected to annual performance appraisal.

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Social Topics			
GRI Standards Disclosure		Page	Reference / Response
Diversity and Equal Opportunity			
103-1, 103-2, 103-3	<i>Management Approach Disclosure 'Diversity and Equal Opportunity', 'Non-discrimination', 'Freedom of Association and Collective Bargaining', 'Child Labor', 'Forced and Compulsory Labor' and 'Security Practices' Topics.</i>		<i>Our Workforce</i>
405-1	Diversity of governance bodies and employees	80	Our workforce; Annual Report 2020
Non-Discrimination			
406-1	Incidents of discrimination and corrective actions taken		No incidents were reported
Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	78	Our Employee Handbook; Freedom of Association & Collective Bargaining; No violations of right to freedom of association and collective bargaining in any of our operating units for this reporting period.
Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	78	Our Employee Handbook; Diversity & Inclusivity; None of our operating units condones use of child labour.
Forced or compulsory labor			
409-1	Operations and suppliers at significant risk for incidents of child labor	78	Our Employee Handbook; Diversity & Inclusivity; None of our operating units condones use of child labor.
Security Practices			
410-1	Security personnel trained in human rights policies or procedures	81-83	Most of our security personnel are Auxiliary Police which are trained with GBG's policies and procedures.
103-1, 103-2, 103-3	<i>Management Approach Disclosure for 'Human Rights Assessment' and 'Local Communities' Topics Human Rights Assessment</i>		<i>Community</i>
412-2	Employee training on human rights policies or procedures	78	All our employees are made aware of our Employee Handbook
Local Communities			
413-1	Operations with local community engagement, impact assessments and development programs	75-77	Community
413-2	Operations with significant actual and potential negative impacts on local	64-65	Community; None of our operations have significant negative impacts on the local communities where we operate.

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Social Topics			
GRI Standards Disclosure		Page	Reference / Response
Customer health and safety			
416-1	Assessment of the health and safety impacts of product and service categories	84-85	Community

