

SUSTAINABILITY STATEMENT

ABOUT THIS REPORT

OCR Group Berhad, also referred to as "OCR" or "the Group", is delighted to present our annual sustainability report, known as "SS2023." This report offers a comprehensive assessment of OCR's environmental, social and governance ("ESG") impacts during the financial year that concluded on 31 December 2023 ("FY2023").

OCR's SS2023 is prepared in alignment with the Sustainability Reporting Guidelines (Third Edition) of Bursa Malaysia Securities Berhad, the Main Market Listing Requirements. We are also guided by other frameworks, as below:

GUIDELINES AND FRAMEWORKS



OCR's SS2023 has incorporated the GRI principles of involving stakeholders, considering sustainability context, identifying material topics and ensuring completeness, accuracy, balance, clarity, comparability, reliability and timeliness in the selection of subjects and information to be included. Other frameworks and guidelines referenced in the preparation of this report include:

- Malaysian Code on Corporate Governance ("MCCG") 2021
- Sustainability Accounting Standards Board ("SASB") Standards

REPORTING SCOPE AND BOUNDARY

Unless stated otherwise, SS2023 encompasses the timeframe from 1 January 2023 to 31 December 2023. Whenever feasible, historical data has been included to facilitate a meaningful comparison of the Group's ESG performance for the reporting year and its changes over time.

The statement's scope extends to OCR's integrated businesses of property development, construction and project management consultation, which encompass a range of projects and locations.



SUSTAINABILITY STATEMENT (Cont'd)

EXCLUSIONS, LIMITATIONS AND DISCLAIMERS

While OCR acknowledges that there may be ESG impacts throughout its value chain, the effects of outsourced activities are currently not included in this report.

OCR is dedicated to integrating sustainability practices along its entire Group and disseminating its ESG commitments to its business partners, suppliers and contractors. The Group is also in the process of implementing a more comprehensive ESG data collection process to address any remaining gaps in its sustainability reporting within its operations.

Readers should be aware that forward-looking statements within this report, which pertain to future plans, goals and expectations, are made with reasonable assumptions based on current business trajectories. Actual results and actions taken may vary as OCR adjusts its business strategies and operational decisions in response to emerging risks, opportunities and changing circumstances.

DATA QUALITY AND ASSURANCE

All the data presented in this report has been obtained internally and verified by the relevant data owners.

The SS2023 has undergone a review process by the Group Managing Director and Senior Management team, as well as by the Board of Directors, all of whom are satisfied that the information included in SS2023 accurately represents the Group's sustainability impacts for the year under review. The Board officially approved the SS2023 on 25 April 2024.

Currently, OCR has not engaged a third party to assure its ESG data. However, financial data provided in this report that can be cross-referenced with the Financial Statements in OCR's Annual Report 2023 has been audited by Baker Tilly Monteiro Heng PLT.

REPORT AVAILABILITY AND FEEDBACK

The SS2023 is available for download on OCR's corporate website at www.ocrbhd.com as part of the Group's FY2023 Annual Report.

OCR values stakeholders' feedback on this report and its contents to improve our sustainability reporting and ESG practices continuously. Comments or queries can be directed to:

Sustainability Department [corporate@ocrbhd.com, 03-7710 1000]

MESSAGE FROM THE GROUP'S CHAIRMAN

Dear Stakeholders,

In a world marked by rapid transformations and unprecedented challenges, OCR has navigated through FY2023 with resilience despite facing significant financial headwinds. The year underscored the urgent need to address climate change and prioritize environmental stewardship, amidst economic uncertainties and geopolitical tensions. Despite these challenges, OCR's commitment to sustainability and responsible business practices remained unwavering.

Sustainability lies at the heart of OCR's business ethos, guiding our decisions and actions as we strive to create value for all stakeholders. Beyond financial performance, sustainability encompasses environmental stewardship, social responsibility and governance practices, which are integral to our long-term success. By embedding sustainability into our operations, we not only mitigate risks and enhance resilience but also seize opportunities for innovation and growth.

The challenges of FY2023 reinforced our conviction in the critical need to address climate change and prioritize environmental stewardship. As we navigate through uncertainties and tensions, OCR remains dedicated to creating long-term economic value for our stakeholders while contributing to the environmental and social well-being of the communities we operate in. Our vision of developing and constructing best-valued properties that fulfil customers' needs is underpinned by responsible practices and value engineering across our business segments.

SUSTAINABILITY STATEMENT (Cont'd)

MESSAGE FROM THE GROUP'S CHAIRMAN (CONT'D)










At OCR, we have proactively managed challenges towards a sustainable operation by dealing with materiality topics, enhanced engagement and targeted initiatives. Our efforts have produced positive results, among which is our successful disclosure of Scope 1 and 2 for Greenhouse Gases (GHG). This demonstrates our commitment to a holistic and responsible approach to addressing climate change. We place real value on responsible business conduct and governance as reflected in our clean track record, with zero incidences of corruption and non-compliance cases in our governance and upholding 100% of procurement from local businesses. Going forward, the Group will also conduct a necessary assessment on how changing environmental conditions brought on by climate change may be impacting site operations i.e. heatwaves, torrential rain and others.

We recognise the importance of reviewing our resource consumption and identifying opportunities for a circular economy of the materials we use that will be embedded in our daily operations. As we set our sights on achieving a high level of efficiency, the Group will also benefit from mitigating any upcoming social and environmental risks.

Backed by our experience of more than 20 years in property development, it is imperative for us as a property player in Malaysia to find solutions to pursue ESG adoption at a higher pace. We will be better equipped to manage relevant risks and be able to provide our investors with a well-informed perspective on our actions. I would like to extend the Board's gratitude to the entire workforce of OCR for your commitment to ensuring we remain relevant within the property development industry as well as your trust in the Management. This support has been instrumental to the Group's continuous evolution as we strive to fulfil our sustainability agenda.

YAM Tunku Azudishah Ibni Tunku Annuar
CHAIRMAN

FY2023 ESG HIGHLIGHTS & ACHIEVEMENTS

 103 Total Workforce Consisting of 72.3% Permanent Employees	 20.0% Women Representation in OCR's Board	 Zero Fatalities in FY2023 with 1,681,920 manhours worked
 RM195 million Total Economic Value Distributed to Stakeholders	 100% Procurement Spend on Local Vendors	 Enhanced GHG Disclosures Including Scope 1 (Direct Emissions) and Scope 2 (Indirect Emissions)
 818 Total Training Hours	 Zero Incidence of Corruption	 Zero Incidence of Regulatory Non-Compliance

SUSTAINABILITY STATEMENT (Cont'd)

CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS (“SDGS”)

In FY2023, the Group continued making progress in its adopted UNSDGs, as shown in the table here. The adoption of six (6) UNSDGs is progressively aligning with our climate change management goals and plans, which are UNSDG 11 and UNSDG 13. The table’s “Achievements and Highlights” subsection shows our business alignments to the UNSDGs:

UNSDG’S DESCRIPTIONS	ACHIEVEMENTS AND HIGHLIGHTS
 <p>Goal 3: Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> • Provide an attractive package to cover medicine and healthcare insurance for all employees. • Ensured legal compliance for safe and healthy work procedures.
 <p>Goal 4: Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> • Contributed RM84,119 in levy for Human Resource Development Funds in FY2023. • Provided relevant job-related skills and motivational training to selected employees (please refer to the Talent Training and Development section for more data).
 <p>Goal 8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<ul style="list-style-type: none"> • Consistently delivered financial and non-financial values for stakeholders such as healthy earnings, shareholder dividends and more. • Continued practising non-discrimination in employment. Maintained equal remuneration, including benefits, for work of equal value.
 <p>Goal 11: Sustainable Cities and Communities Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<ul style="list-style-type: none"> • Committed to constantly evolving, improving and embracing change to upscale our products and services. We strive to be different through creativity and new ideas to stay competitive in the market. • OCR Group debuts with accessible properties and an opportunity to meet the needs of all demographics with projects throughout the Klang Valley and Kuantan, Pahang. • Stellar Damansara incorporates an elderly-friendly design, as well as utilising passive design to minimise energy usage and promote water conservation measures.
 <p>Goal 13: Climate Action Take urgent action to combat climate change and its impacts.</p>	<ul style="list-style-type: none"> • Ensured full compliance with Environmental laws and Guidelines. • The Mate, a project located in Damansara Jaya utilised Building Information Modelling technology in its construction process for further efficiency and a consistent effort towards sustainability.
 <p>Goal 16: Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p>	<ul style="list-style-type: none"> • Robust policies and governance are in place to ensure the highest level of compliance and governance.

SUSTAINABILITY STATEMENT (Cont'd)

SUSTAINABILITY AT OCR

OCR's approach to sustainability management is rooted in the Group's five corporate core values:

Initiative	Innovation	Integrity	Passion	Collaboration
We always go extra miles to achieve beyond our targets and expectations, within and outside the organisation. We pursue excellence by seeing possibilities, instead of limitations.	As a progressive organisation, we are committed to constantly evolve, improve and embrace change to upscale our products and services. We strive to be different through creativities and new ideas to stay competitive in the market.	As a corporate citizen, we remain true to our founding values of ethics and integrity; ensuring compliance, professionalism and take responsibility in every decision and action.	We believe in positivity and that our strength lies in our people. We love our people and enjoy our works. We always stay optimistic in adversity and emerge stronger than before.	We believe in the power of working together. We address collaboration within our team and business partner; to deliver greater success through shared goals and mutual support.

These values work together to steer OCR's business growth in a manner that is both responsible and sustainable. The Group follows a sustainably focused approach in its operations and takes a cautious stance to prevent or reduce any adverse environmental and social consequences that may arise from pursuing growth and business expansion.

Our Sustainability Agenda



SUSTAINABILITY STATEMENT (Cont'd)

SUSTAINABILITY AT OCR (CONT'D)

Sustainability Governance

The Group is committed to creating a governance structure and mechanism that is essential for the long-term sustainability of the businesses and performance. To this end, our system of governance is based on two main principles namely:

- i. Our business principles commit us to comply with all laws, rules and regulations of each country that we operate in.
- ii. The core values ingrained within the Group namely Initiative, Innovation, Integrity, Passion and Collaboration, ensure we excel in satisfying our customers and stakeholders.

Beyond strict adherence to local laws and regulations, our Group has internalised the governance framework through various Codes of Conduct which provide the principles and standards of business ethics and expectations of conduct at work.

In overseeing the control and effective implementation of the governance system, the Board of Directors and Key Senior Management have taken the lead to ensure:

- ❖ The development/implementation of agreed corporate strategies
- ❖ Effectiveness of risk management and internal control systems
- ❖ The integrity of corporate reporting
- ❖ Management of stakeholder's relationships

The OCR Board of Directors supervise all matters related to sustainability within the Group through the Audit and Risk Management Committee.

The management of Environmental, Social, and Governance ("ESG") matters within the Group follows a top-down approach, led by the Group Managing Director, with key support from the senior management team. Progress on ESG initiatives, responsibility and commitments to achieve specific targets and deliverables are regularly reported to the Board.

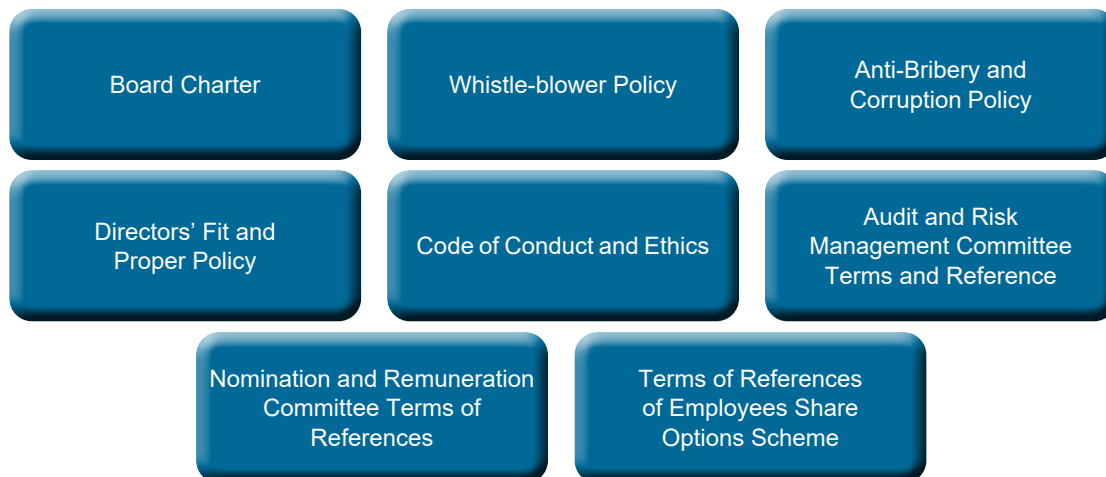
Role	Responsibilities
Board of Directors ("BOD") Retain overall responsibility for the Group's sustainability governance	<ul style="list-style-type: none"> • Take charge of the Group's Sustainability Agenda. • Provide oversight and strategic review concerning sustainability affairs within the Group.
Group Managing Director and Key Senior Management Responsible for establishing the Group's sustainability initiatives and deliverables	<ul style="list-style-type: none"> • Formulate the Group's sustainability strategies and goals per Bursa Malaysia's Sustainability Initiatives. • Ensure that sustainability disclosures adhere to Bursa Malaysia's Listing Requirements.

SUSTAINABILITY STATEMENT (Cont'd)

SUSTAINABILITY AT OCR (CONT'D)

Sustainability Governance (Cont'd)

The sustainability agenda is reinforced by a strong collection of governance frameworks and policies that oversee sustainability at OCR in the areas of operations, finance, environment, society and governance.



These policies are accessible on our Investor Relations website at www.ocrbhd.com. These policies are regularly reviewed to confirm that they remain efficient.

STAKEHOLDERS ENGAGEMENT

Stakeholders hold a central position in OCR's sustainability initiatives and we take great pride in the steps initiated to prioritise their requirements regarding our ESG direction. These stakeholders encompass individuals, groups, or organisations that have an impact on or are impacted by OCR's business activities.

Their significance becomes even more pronounced during the materiality analysis phase, where their distinct needs, perspectives and expectations guide OCR's business strategies and operational approaches.

Stakeholders Prioritisation

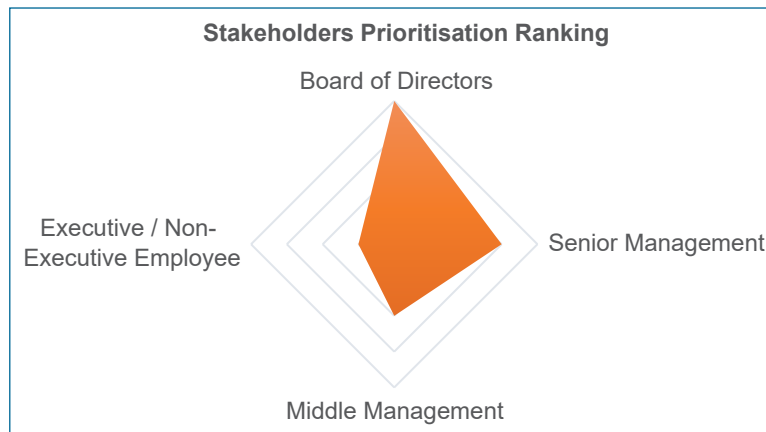
The valuable input gathered from our stakeholders in FY2023 not only reinforced OCR's sustainability measures but also remains pertinent and valid. This ongoing feedback continues to be essential in guiding our efforts towards sustainable growth and prosperity.

In FY2023's Materiality Assessment Exercise ("MAE"), prioritisation is employed to assign weightages to responses from diverse stakeholder groups, ensuring that every valuable perspective is considered. These weightages enhance the significance of responses, thereby enhancing accuracy and validity in our stakeholders engagement process.

SUSTAINABILITY STATEMENT (Cont'd)

STAKEHOLDERS ENGAGEMENT (CONT'D)

Stakeholders Prioritisation (Cont'd)



Given that each group of stakeholders has a different influences on the business and different impacts on our operations and organisational strategy, we employ different methods and frequency of engagements depending on each stakeholder group, the issues of concern and the purpose of engagement. Our communication and engagement with stakeholders for FY2023 are tabulated below:

Key Concerns	How We Respond	Platforms and Activities
Shareholders & Investors <i>We place value in building the trust of our investors and shareholders to maintain their support whilst attracting new ones.</i>		
<ul style="list-style-type: none"> • Financial performance • Business strategy • Sustainable and stable income distribution • Commitment towards ESG and Sustainability 	<ul style="list-style-type: none"> • OCR’s capability to commit to its debt repayment obligation • OCR’s ability to raise financing • Provide timely announcements and public release of information and events on performance 	<ul style="list-style-type: none"> • General meetings • Bursa announcements • Website • Media releases
Employees <i>Our employees are the greatest contributors to our success and their well-being enables OCR to cultivate a motivated workforce.</i>		
<ul style="list-style-type: none"> • Performance management, upskilling and career development • Transparency and communication • Health and Safety • Ethics and Integrity 	<ul style="list-style-type: none"> • Performance Management entails goal setting and aligning these goals throughout the organisation to enhance overall business performance • We conduct training and team-building programs to enhance staff competencies, capabilities and relationships • The OCR Intranet Portal was introduced to facilitate effective communication across the organisation • Onboarding program for new employees • Town Hall Meetings are conducted to make critical announcements to all employees • We leverage health and wellness programs to enhance the well-being of our employees 	<ul style="list-style-type: none"> • Management meeting • Staff townhall • Performance appraisals • Capacity Building • Diversity & Inclusiveness • Regular and open communications through newsletter and portal

SUSTAINABILITY STATEMENT (Cont'd)

STAKEHOLDERS ENGAGEMENT (CONT'D)

Stakeholders Prioritisation (Cont'd)

Key Concerns	How We Respond	Platforms and Activities
Regulatory Bodies <i>We partner with regulators to uphold industry standards for building quality, corporate governance, as well as health and safety standards.</i>		
<ul style="list-style-type: none"> Regulatory compliance Labour practices Environmental management and compliance Occupational health and safety 	<ul style="list-style-type: none"> Local authorities conduct regular inspections to ensure OCR's compliance with local regulatory requirements We provide regular disclosures through Annual Reports and communication with regulators We support the Government's campaign on affordable housing through our project PRIYA Kuantan 	<ul style="list-style-type: none"> Active engagements with relevant ministries, regulators and authorities Ensure full compliance with economic, environmental and social areas regardless of the sector of business operations
Customers <i>We value the support and purchasing decisions of our customers, which contribute to our financial performance and growth. We strive to meet their needs for properties of high-quality standards and sustainable real estate.</i>		
<ul style="list-style-type: none"> Efficient complaint resolution Customer-company relations Safety and security Personal Data Protection Act (PDPA) compliance 	<ul style="list-style-type: none"> OCR conducts sessions with customers to address their feedback or concerns whenever necessary Customers are asked to complete a Customer Satisfaction Survey form when they sign the sales and purchase agreement ("SPA") We organise community and networking events on an annual basis Customers are required to provide consent for the Personal Data Protection Act ("PDPA") when signing the SPA 	<ul style="list-style-type: none"> Multiple feedback channels through online, telephone and physical meetings Website and Social media Product launches and roadshows Site progress update through our social media channels
Service Providers <i>Our two-way partnership with our suppliers and contractors is critical to ensure consistent delivery of high-quality goods and services that need to operate and function. It is also important to ensure we contribute to our own business development and well-being.</i>		
<ul style="list-style-type: none"> Creating a sustainable business relationship which is based on key principles of integrity, honesty, accountability and compliance with applicable laws and regulations Uphold governance and transparency in procurement processes Nurturing QHSE awareness in business operations 	<ul style="list-style-type: none"> Promote good business ethics principles in the Code of Conduct for Business Partners and secure vendors' commitment to adhere to the requirement through contract obligations All completed projects are QLASSIC certified by CIDB All service providers and suppliers for OCR are required to declare and comply with Anti-Bribery and Corruption ("ABAC") Policies through the Declaration Form Establish a sustainable procurement policy to uphold governance and transparency in the process 	<ul style="list-style-type: none"> New vendor evaluation and registration Meetings Evaluation and Performance improvements

SUSTAINABILITY STATEMENT (Cont'd)

STAKEHOLDERS ENGAGEMENT (CONT'D)

Stakeholders Prioritisation (Cont'd)

Key Concerns	How We Respond	Platforms and Activities
Local Communities <i>We endeavour to create sustainable living spaces that promote tenant well-being and community development. It is vital that we hear their voices and address their concerns. This will also contribute to our civic engagement and the development of the community.</i>		
<ul style="list-style-type: none"> Impact of business operations and Transparency and accountability Environmental impact Placemaking activities 	<ul style="list-style-type: none"> The communities residing around OCR township benefit from our facilities Engage with respective communities and manage their expectations based on selected event criteria Encourage property buying and/or investment activities and asset value 	<ul style="list-style-type: none"> Active engagements with the communities in which OCR has projects in CSR events and initiatives

MATERIALITY ASSESSMENT

The process of identifying significant issues is fundamental to OCR's sustainability management. The Group identifies its list of material topics through a comprehensive evaluation of their significance on both the Group's operational model and stakeholders. This strategic assessment takes into account the four fundamental pillars of Sustainability: Economic, Environmental, Social, and Governance ("EESG") matters.

ECONOMIC TOPICS	ENVIRONMENTAL TOPICS	SOCIAL TOPICS	GOVERNANCE TOPICS
Economic Values Generated	Climate Change	Talent Management	Corporate Governance and Anti-Corruption
Digitalisation and Technology	Energy and Emissions	Occupational Health and Safety	Risk Management
Product Quality	Materials Consumption	Diversity and Equal Opportunities	Environmental and Social Compliance
Customer Satisfaction	Water Consumption	Local Communities	Supply Chain Management
Landbank	Biodiversity	Labour and Human Rights	Data Privacy and Security
Branding	Waste Management		
Market Trends and External Operating Conditions	Green Buildings		

SUSTAINABILITY STATEMENT (Cont'd)

MATERIALITY ASSESSMENT (CONT'D)

Materiality Assessment Process

The most recent evaluation of material topic involved seeking input from stakeholders and emphasising the topic's impact on the value generation. OCR made sure to consider the feedback and perspectives of all the Group's Stakeholders who are engage in the Group's Operations. The materiality assessment process is outlined as follows:

1. Identification	2. Assessment	3. Prioritisation	4. Validation
<p>The Group has determined a list of sustainability topics based on various references, including Bursa Malaysia, GRI Standards, other pertinent sustainability reporting frameworks, prevalent industry themes, topics from the previous year and insights from industry peers.</p> <p>Additionally, we have identified key stakeholder groups to assess the materiality of these topics thoroughly, ensuring we prioritise stakeholders perspectives and interests. The recent survey received substantial participation from the Board, Management, employees, customers, shareholders and investors, as well as suppliers, lending credibility to the survey results.</p>	<p>Online survey questionnaires were sent to appropriate individuals to gauge the significance of sustainability topics relevant to this reporting period.</p> <p>The survey was participated by 145 respondents, including both individuals within the organisation and external stakeholders. In specific instances, some respondents may have responded to the survey on behalf of the corresponding external stakeholder groups.</p>	<p>The material sustainability subjects were ranked following the materiality assessment survey results. This procedure involved evaluating the relevance of these significant topics to OCR and their significance to stakeholders.</p> <p>Subsequently, a materiality matrix was produced based on the survey outcomes.</p>	<p>The materiality matrix was then examined and shared with the Board and senior management for validation and approval.</p> <p>The matrix was subsequently presented to the Board and it received approval from the Board.</p>

SUSTAINABILITY STATEMENT (Cont'd)

MATERIALITY ASSESSMENT (CONT'D)

Materiality Matrix

The materiality assessment exercise has resulted in a materiality which shows the appropriate alignment with the Group's priorities. The findings from this exercise are used to prioritise all topics based on stakeholder expectations that in turn help shape the EESG impacts. Detailed information on each material topic can be found throughout the SS2023.



Material Topics

A total of nine material concerns were ascertained for FY2023 as follows:

- 1 Product Quality
- 2 Customer Satisfaction
- 3 Economic Values Generated
- 4 Occupational Safety & Health
- 5 Corporate Governance & Anti-Corruption
- 6 Talent Management
- 7 Digitalisation & Technology
- 8 Labour & Human Rights
- 9 Materials Consumption

SUSTAINABILITY STATEMENT (Cont'd)

MATERIALITY ASSESSMENT (CONT'D)

Material Topics (Cont'd)

From the matrix, the OCR is setting the focus on further integrating the ESG pillars as below:

<p>Product Quality Customer Satisfaction Corporate Governance & Anti-Corruption Occupational Safety & Health</p>	<ul style="list-style-type: none"> To consider additional surveys, increasing customer touchpoints, reviewing present defect management approaches, speed of rectification and overall project management. Continue working closely with contractors to improve OSH's track record. Focus on not just avoiding major incidents but also minor incidents.
<p>Economic Values Generated Supply Chain Management Material Consumption Digitalisation and Technology</p>	<ul style="list-style-type: none"> OCR will reassess and reprioritise its focus to issues affecting value creation such as lower operating costs, faster construction time, quality of finished product, as well as environmental and social footprint.
<p>Labour Practices and Human Rights Talent Management</p>	<ul style="list-style-type: none"> To ensure supply chain is free of labour issues i.e. mistreatment of workers etc. Conduct employees surveys, employees focus groups, townhall briefings and other employees engagement activities to gauge the present sentiments of talents across OCR.

ESG KPIs & Targets

We are set on pursuing the integration of sustainable practices into our business operations. Guided by the materiality topics established, we will progress towards formalising our ESG and climate-related KPIs in the relevant sections of our business in the near future.

1. ECONOMIC TOPICS

A sustainable and robust business model is essential to maintain long-term value creation for our stakeholders. While OCR continues improving the efficiencies of processes across its operations, applying value engineering as well as pursuing profitability, sustainability of the environment and well-being of our people and the surrounding communities will continue to be upheld.

As a responsible corporate citizen, the Group endeavours to make a positive contribution to the economy, creating value not only for its investors but also for the communities and the environment. We aim to establish an optimal capital and debt composition by improving our capital efficiency and controlling capital costs at the same time preserving the right balance of enhancing growth and shareholder returns, and preserving a strong financial base. For more information on the OCR's economic performance and developments, kindly refer to the Management Discussion & Analysis of this Annual Report.

SUSTAINABILITY STATEMENT (Cont'd)

1. ECONOMIC TOPICS (CONT'D)

1.1 Direct Economic Values

OCR's sustainability strategy is built on the creation of economic value through its business operations and financial results. Beyond fulfilling its obligation to deliver profits to its shareholders, a robust financial performance also underpins the Group's environmental and social strategies, projects, and initiatives, as well as the equitable distribution of resources to the Group's diverse stakeholders.

In FY2023, the Group registered a revenue of RM147 million and a loss before tax of RM19 million. OCR's unbilled sales stood at RM13 million as of 31 December 2023, which will support the Group's earnings visibility in the coming financial years.

The table below illustrates the economic value distributed to its various stakeholder groups over the past three years:

Economic Values Created (RM'000)	FY2021	FY2022	FY2023
Economic Value Generated	45,615	210,105	151,115
Economic Value Distributed:			
i) Total monetary value / spend on procurement	62,567	193,253	154,621
ii) Total payout to employees in salaries and benefits	3,588	6,417	9,222
iii) Taxes paid to the government	1,466	214	666
iv) Repayments to Financiers	5,392	4,773	6,304
v) Dividend Returns to Shareholders	-	-	-
Economic Value Retained	(27,398)	5,448	(19,698)

1.2 Indirect Economic Values

In addition to measurable economic outcomes, OCR's business model also generates ripple effects that promote overall prosperity and various advantages for the community.

In FY2023, some noteworthy indirect economic consequences which carry various economic impacts include the following:

Projects	Project Type	Site Area (Acres)	Estimated GDV/ Contract Value (RM'mil)
Completed Projects			
OCR Selayang Industrial Park	Industrial	13.8	139.1
Priya Kuantan	Residential	100.0	170.2
YOLO Signature Suites*	Mixed Development	1.7	280.7
Ongoing Projects			
Isola KLCC	Residential	0.4	276.0
The Mate, Damansara Jaya	Mixed Development	1.0	146.5
Stellar Damansara	Residential	1.5	180.0

* as construction project completed by the Group

SUSTAINABILITY STATEMENT (Cont'd)

1. ECONOMIC TOPICS (CONT'D)

1.2 Indirect Economic Values (Cont'd)

Projects in Pipeline	Project Type	Site Area (Acres)	Estimated GDV (RM'mil)
Kyra - Residensi Akasia (Phase I)	Residential	5.3	287.3
OCR Logistic Hub, Shah Alam	Industrial	20.0	921.0
Vertex, Kuantan City Centre	Mixed Development	2.2	337.0
Templer project	Residential	18.4	313.0

1.3 Product Quality and Responsibility

OCR's primary sources of revenue are driven by our property development, construction and project management consultation businesses. Ensuring the quality of our projects and services is also vital for the experience of our customers.

Consequently, the Group is strongly committed to maintaining the highest quality standards in the provision of these products and services to protect its brand reputation and promote customer loyalty. OCR diligently adheres to established quality standards, including ISO 9001 Quality Management Systems. While ISO certification is currently undergoing a renewal process, OCR consistently conducts the Quality Assessment System in Construction (QLASSIC) assessments to evaluate workmanship quality in construction projects.

This emphasis on ISO and QLASSIC underscores OCR's dedication to delivering top-quality products and services while meeting the highest industry standards.

1.4 Quality Management for Property Development

OCR has established a comprehensive quality control system to oversee the design and construction processes of its Property Development division. The Group ensures adherence to industry standards through rigorous monitoring and assessment procedures, including those set by the Construction Industry Development Board ("CIDB"). Notably, for all major building projects, OCR conducts QLASSIC assessments to evaluate workmanship quality, consistently exceeding industry benchmarks.

The most recent QLASSIC score achieved by OCR is a CIDB Score of 3 stars, indicating a high level of workmanship quality according to Malaysian construction standards.

1.5 Brand Recognition and Reputation

Apart from placing a strong emphasis on product and service quality, it is essential to implement robust and efficient branding and marketing strategies to attract and retain customers, cultivate the desired brand image and gain customer loyalty, especially within a highly competitive and price-sensitive market.

SUSTAINABILITY STATEMENT (Cont'd)

1. ECONOMIC TOPICS (CONT'D)

1.5 Brand Recognition and Reputation (Cont'd)

Therefore, it is crucial to strengthen the desired brand image, maintain ongoing awareness and enhance OCR's appeal through branding initiatives to compete effectively and expand its market share. As part of our comprehensive branding approach, we have set operational targets related to enhancing brand visibility and media coverage, increasing engagement on social media platforms and striving for industry awards, as detailed below:

Brand presence and media coverage

- RM2.3 million PR Value per annum cumulatively from print and online media.

Social media presence

- Facebook: (FY2023 baseline: 117,000 followers)
- Instagram: (FY2023 baseline: 1648 followers)

Industry Awards

- To received the Best Eco-Friendly High Rise Development , Rising Star Award & Visionary Developer Award

In the year under review, OCR continues to receive industry recognition for the quality of our property development projects and has secured the following accolades:

List of Awards		
FY2021	Best Lifestyle Developer by ASEAN Property Developer Award	OCR Group Berhad has been awarded the Best Lifestyle Developer by PropertyGuru Asia Property Awards 2021 marking another achievement of the group.
	Special Recognition for CSR by ASEAN Property Developer Award	OCR Group Berhad is honoured to have received the Special Recognition for CSR by PropertyGuru Asia Property Awards 2021 and looking forward to continuing serving the community for years to come.

SUSTAINABILITY STATEMENT (Cont'd)

1. ECONOMIC TOPICS (CONT'D)

1.5 Brand Recognition and Reputation (Cont'd)

In the year under review, OCR continues to receive industry recognition for the quality of our property development projects and has secured the following accolades: (cont'd)

List of Awards		
FY2022	Best Modern Lifestyle Development for The Mate by ASEAN Property Development Awards 2022	The Mate, one of the flagship projects by OCR wins the Best Modern Lifestyle Development, epitomizing our vision of redefining modern living.
	Best Investment Deal Development for YOLO Signature Suites by ASEAN Property Development Awards 2022	YOLO Signature Suites clinches the prestigious title of Best Investment Deal Development, underscoring our strategic prowess in property investment.
	Best Emerging Developer by ASEAN Property Development Awards 2022	OCR Group Berhad is honoured to be recognised as the Best Emerging Developer, highlighting our rapid growth, innovative strategies, and commitment to excellence in the property development sector. As an emerging leader, OCR remains dedicated to driving growth and delivering exceptional value to our stakeholders.
	Innovative Developer by ASEAN Property Development Awards 2022	OCR Group Berhad is proud to receive the Innovative Developer award, showcasing our dedication to innovation and creativity in property development.
FY2023	Visionary Developer Award by ASEAN Property Development Awards 2023	OCR Group Berhad has been awarded the prestigious Visionary Developer Award and the Group remains dedicated to creating iconic developments that inspire and enrich the lives of communities.
	Best Eco-Friendly High-Rise Development – Stellar Damansara by ASEAN Property Development Awards 2023	Stellar Damansara, developed by OCR Group Berhad, is named the Best Eco-Friendly High-Rise Development, highlighting our commitment to sustainable development practices.
	Rising Star Award by The Star FIABCI Malaysia Developer's Award 2023	OCR Group Berhad is honoured to be bestowed with the Rising Star Award, acknowledging our contributions to the industry. The Group remains determined to forge ahead and shape the landscape of property development in Malaysia and beyond.

1.6 Landbank

As a property developer, OCR requires extensive land parcels to bring its real estate masterplans to fruition, particularly within the framework of its township-focused business model. OCR has established a robust strategy for land acquisition to ensure a sustainable pipeline of land reserves for future development, all while maintaining its financial liquidity for funding development initiatives.

All land acquisitions from property owners are executed in strict compliance with local regulations. This entails conducting assessments of environmental and social impacts to evaluate the suitability of development plans concerning factors such as land topography, traffic, market conditions and other effects on the neighbouring communities. Additionally, all required approvals from local town councils are obtained before commencing development.

SUSTAINABILITY STATEMENT (Cont'd)

1. ECONOMIC TOPICS (CONT'D)

1.6 Landbank (Cont'd)

As of FY2023, OCR has a total of 30 acres of land bank to be developed:

Future Project Developable Area	Area (acres)
Vacant development land zoned for residential <i>Hulu Langat, Selangor</i>	3.7
Development land zoned for commercial use <i>Federal Territory of Kuala Lumpur</i>	0.3
Vacant development land currently used as a car parking area <i>Melaka Tengah, Melaka</i>	1.4
Agricultural land <i>Alor Gajah, Melaka</i>	24.6

2. ENVIRONMENTAL TOPICS

2.1 Climate Change

While recognising the widespread climate change impacts and the potential risks to the Group's business value chains, the Group has taken steps and shown progress to identify, address and mitigate the relevant impacts.

Emissions

Recognising the property development industry's impact on greenhouse gas ("GHG") emissions, OCR is dedicated to supporting climate change mitigation efforts. In FY2023, we have initiated the tracking and reporting of direct emissions from the consumption of fossil fuels (Scope 1) at OCR's ongoing project sites and indirect emissions from purchased electricity (Scope 2), covering usage across sales galleries, offices, sites and other properties.

As we progress, OCR reaffirms its commitment to monitoring and transparently sharing our endeavours to improve emission reduction strategies, in line with responsible business conduct and our pledge to environmental stewardship.

GHG Emission Data	FY2023
Scope 1 (tCO₂e) <i>Direct combustion of fossil fuels</i>	174.03
Scope 2 (tCO₂e) <i>Indirect emissions from purchased electricity</i>	366.07

Note: The conversion factor used to convert litres consumption to energy value is based on the Malaysia Energy Statistic Handbook 2020. Meanwhile, emission factors and Global Warming Potential (GWP) values are retrieved from the Intergovernmental Panel on Climate Change (IPCC) database. The emission factor used for grid electricity is based on the United Nations Framework Convention on Climate Change (UNFCCC) Harmonised Grid Factors 2021.

SUSTAINABILITY STATEMENT (Cont'd)

2. ENVIRONMENTAL TOPICS (CONT'D)

2.2 Energy Consumption

In addressing the imperative of sustainability, OCR acknowledges the importance of responsible energy consumption. With an eye on energy efficiency, OCR is actively exploring measures to reduce energy consumption across its operations. This includes potential transition to energy-efficient lighting, such as LED bulbs, across all projects developed by OCR and within our headquarters office and the consideration of practices like turning off air conditioning systems during non-operational hours.

Diesel Consumption

As the Group's construction projects expand, OCR's Construction division's project sites continue to be the leading consumers of diesel within the organisation. In FY2023, these construction sites collectively consumed a substantial 65,600 litre of diesel, with landscaping activities also beginning to contribute to the consumption during the same year.

	FY2023
Diesel consumption (litres)	65,600

Electricity Consumption

Electricity supply plays a crucial role in supporting the Group's operations by providing power to its office facilities and construction sites. OCR recognises the importance of efficiently managing its purchased electricity, which is primarily sourced from the national grid.

As our Group's projects continue to grow with each passing year, we foresee a rising trend in consumption due to increased business demand. Striving for greater efficiency in energy consumption, especially in the medium to long term, not only supports cost-effectiveness, particularly in the face of rising energy prices but also aligns with the Group's commitment to reduce its carbon footprint. Consequently, the Group has been diligently exploring measures to enhance energy efficiency, thereby contributing to a reduction in its carbon footprint.

	FY2023
Total energy consumption (GJ)	2,391.75

2.3 Materials Consumption

In addition to energy and water, OCR's property development endeavours heavily rely on materials such as steel, wood, sand and cement for construction projects. While the Group currently does not implement specific material consumption initiatives, the judicious use of these raw materials is recognised as a priority across all operational sites.

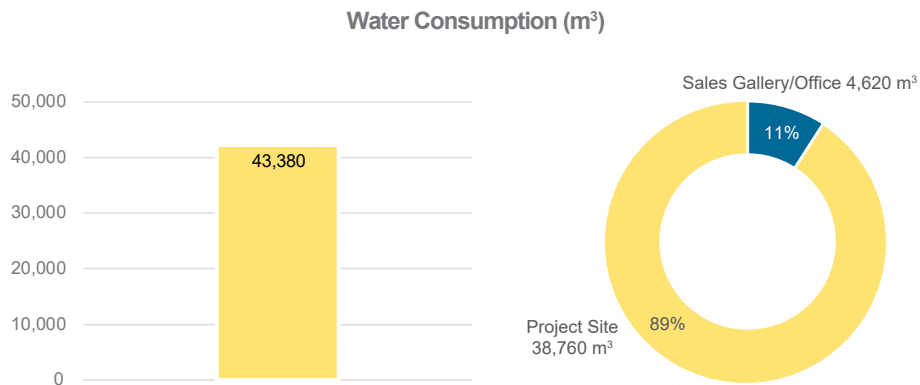
2.4 Water Consumption

Water is used across various aspects of the Group's operations, including construction and sanitation. The Group maintains a vigilant watch on its water usage, driven by the goals of enhanced ESG compliance and the preservation of this vital resource. In FY2023, OCR took significant strides towards enhancing its water management practices by tracking and reporting water consumption across active construction sites, sales galleries and offices.

SUSTAINABILITY STATEMENT (Cont'd)

2. ENVIRONMENTAL TOPICS (CONT'D)

2.4 Water Consumption (Cont'd)



To promote water conservation within the organisation, OCR has implemented several initiatives aimed at raising awareness and reducing water consumption. These initiatives include monthly maintenance and inspection of taps and pipes, ensuring optimal efficiency and preventing water wastage. Remarkably, OCR achieved 100% employee participation in water-saving awareness campaigns conducted at the headquarters office. Additionally, at project sites such as PRIYA, pumped underground water has been employed for construction activities, reducing reliance on piped water supply.

Looking ahead, OCR has set targets to further enhance our water management practices. These goals include reducing water intensity across operations, expanding rainwater harvesting initiatives, and exploring alternative water sources to improve efficiency and sustainability.

2.5 Waste Management

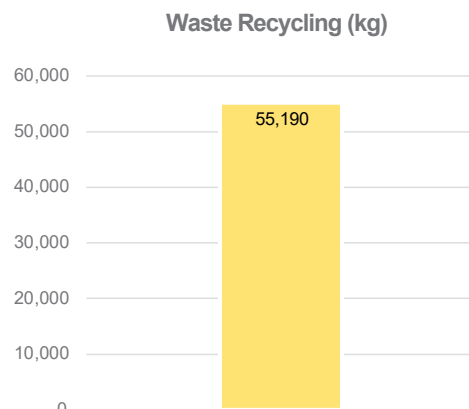
Efficient management of waste and effluents plays a vital role in preventing environmental pollution and its associated consequences. At OCR, a central aspect of our waste management strategy is focused on recycling construction waste to reduce its impact on landfills. While the initiation of tracking and reporting of waste recycling data in FY2023 has marked a significant step towards environmental stewardship, OCR acknowledges the importance of further measures and strategies to address and disclose waste generation and diversion from the disposal.

To ensure effective waste management and monitoring, OCR aligns with ISO 14001 Environmental Management System standards, Environmental Quality Act 1974 and Environmental Quality (Scheduled Wastes) Regulations 2005.

2.6 Green Buildings Initiatives

Recognising the growing interest in and preference for sustainability practices, OCR is taking steps to meet the increasing demand for eco-friendly development projects. The focus is on purpose-built features in buildings that incorporate environmentally friendly elements, aiming to conserve resources, reduce waste and encourage recycling. Additionally, there is a concerted effort to provide ample green spaces, promoting a healthier and more sustainable lifestyle.

As we strive to establish ourselves as one of the leading integrated property developers in Malaysia, our commitment to sustainability is reflected in the continuous integration of eco-conscious elements. This involves practices such as rainwater harvesting and the installation of LED lighting and energy-efficient fittings as integral components of our property designs.



SUSTAINABILITY STATEMENT (Cont'd)

2. ENVIRONMENTAL TOPICS (CONT'D)

2.7 Biodiversity Conservation

As the nature of our operations involves land clearance, OCR acknowledges the potential impact on natural habitats and the risks posed to plant and animal species, as well as the ecosystem's balance. While detailed ecological assessments are not currently conducted, the Group remains committed to incorporating such assessments into our future plans. We continue to invest in conservation and restoration efforts within our land banks to uphold environmental harmony.

3. SOCIAL TOPICS

Within the operations of OCR, the Group acknowledged the significant contribution of its people. Various programmes on career and skill development have been created for the employees to achieve career progression and skillsets as well as enhance their socio-economic status.

Through various measures which have been built within the property projects, OCR strives to support social causes through the development of affordable housing that ultimately contributes to the development and empowerment of the local communities.

3.1 Labour and Human Rights

OCR upholds and advocates for human rights. OCR values transparency and open communication. To address any concerns regarding bullying or harassment, we have implemented a comprehensive grievance mechanism and confidential reporting channels. These avenues provide our staff with a secure platform to report any instances of misconduct, ensuring that their concerns are addressed promptly and with utmost discretion.

	FY2021	FY2022	FY2023
Number of substantiated complaints concerning human rights violations	-	-	-

OCR is also dedicated to upholding the rights of our employees to engage in open engagement. We firmly believe that empowering our employees to express their concerns contributes to cultivating a workplace that is more inclusive, collaborative, and conducive to mutual growth and success.

3.2 Diversity and Equal Opportunity

Creating employment opportunities for Malaysians, particularly within the communities where the Group operates is an important focus practiced within the Group. We advocate diversity, equality, and inclusivity as fundamental pillars in driving our workforce. We recognize that diversity not only enriches our organisation but also ensures that we possess a diverse array of skillsets and perspectives, vital for effectively serving the needs of our stakeholders, both internal and external.

OCR upholds the principle that all our employees are entitled to the same benefits, with coverage limits varying based on their respective job grades. These comprehensive benefits encompass medical, dental, optical, life and personal accident insurance, along with a travelling allowance.

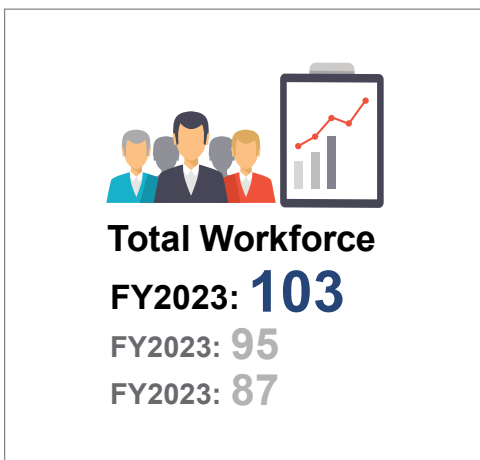
Our commitment to diversity extends beyond our workforce and is exemplified in our property developments. The Mate project stands as a clear example, promoting co-living and co-working spaces that foster a diverse and inclusive community. In our tenant selection process, OCR adheres to a strict policy of non-discrimination based on race, gender, religion, or sexuality, ensuring an inclusive and welcoming environment for all residents.

SUSTAINABILITY STATEMENT (Cont'd)

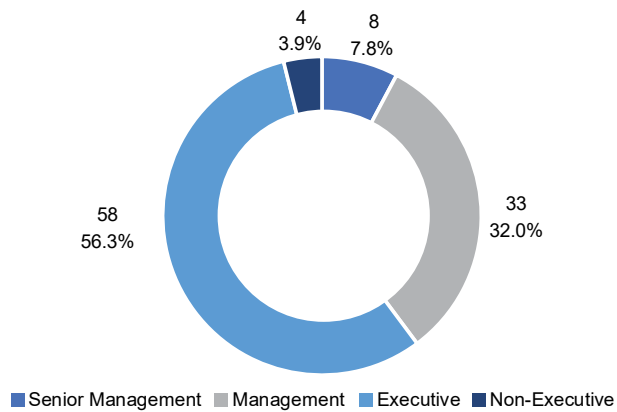
3. SOCIAL TOPICS (CONT'D)

3.2 Diversity and Equal Opportunity (Cont'd)

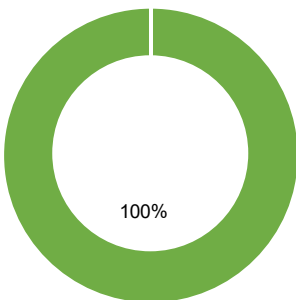
Any form of discrimination is viewed as a serious transgression by the Group, and treated as misconduct. This initiates a disciplinary process, including a domestic inquiry and subsequent disciplinary actions, up to and including termination when deemed necessary. A diverse workforce enriches the Group by bringing forth innovative ideas from various perspectives, enhancing experience and learning. OCR continues to commit to providing equal opportunities, regardless of differences in gender and background, at all employment levels.



Workforce by Employee Category

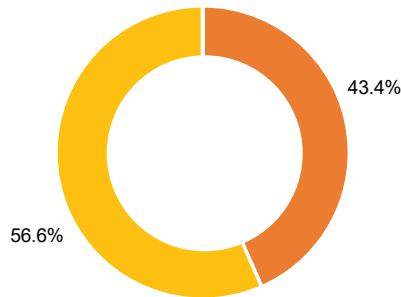


Workforce Nationality



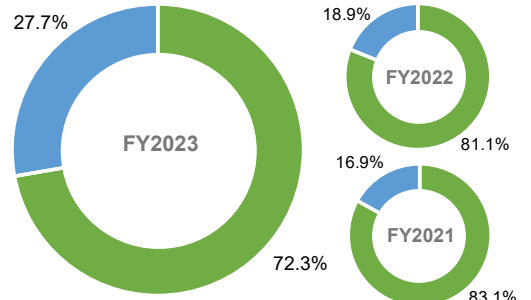
■ Malaysian ■ Foreign Nationals

Workforce Ethnicity



■ Malay ■ Chinese ■ Indian ■ Others

Proportion of Contract Employees



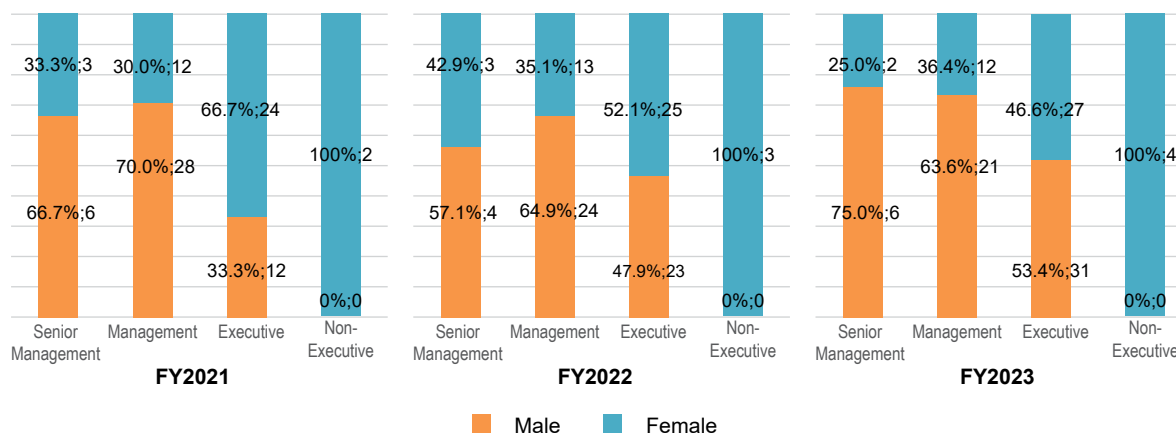
■ Permanent ■ Contract

SUSTAINABILITY STATEMENT (Cont'd)

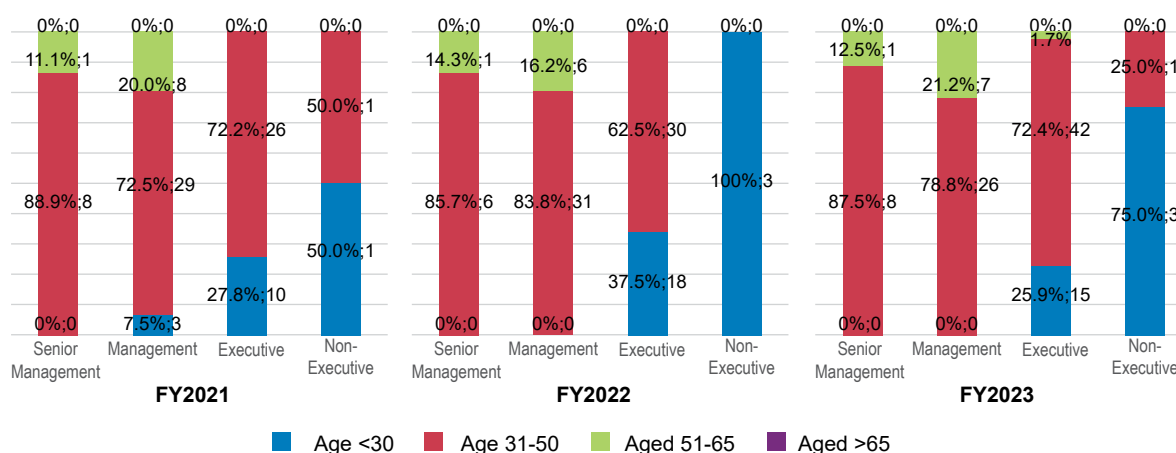
3. SOCIAL TOPICS (CONT'D)

3.2 Diversity and Equal Opportunity (Cont'd)

Gender Breakdown by Employee Category



Age Breakdown by Employee Category



3.3 Talent Management

Recognising that the Group's achievements are strongly reliant on the competence and knowledge of its employees, OCR remains committed to offering inclusive and fair access to personal and professional development, thus promoting lifelong learning opportunities for everyone.

Hiring and Attrition

For OCR, recruitment is driven by the Group's needs and decisions. The right mix of desirable skills and a good attitude is the key element in ensuring the candidate's capability to contribute positively towards the growth and culture of the company. The Group also prioritises local talents for all levels of Management and Non-Management positions. By strategically investing in these practices, OCR cultivates a positive culture that not only attracts but also retains top talent. Through strategic hiring and developing internal talent would ensure a seamless transition when key roles need to be filled. This proactive approach minimises disruptions and maintains organisational stability.

Retention of talents is always the Group's priority. We have created a retention policy based on a combination of monetary rewards, promotion possibilities, extensive and relevant training, and continually engaging the employee. The Group acknowledges that talent development through the provision of training and learning opportunities upskills the talent pool, thereby enabling employees to perform at greater productivity or to function at higher levels of performance. It also contributes to improved morale and can reduce attrition.

SUSTAINABILITY STATEMENT (Cont'd)

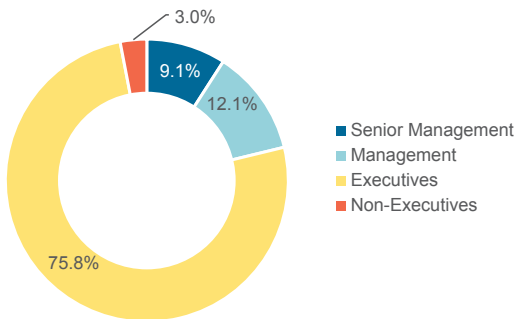
3. SOCIAL TOPICS (CONT'D)

3.3 Talent Management (Cont'd)

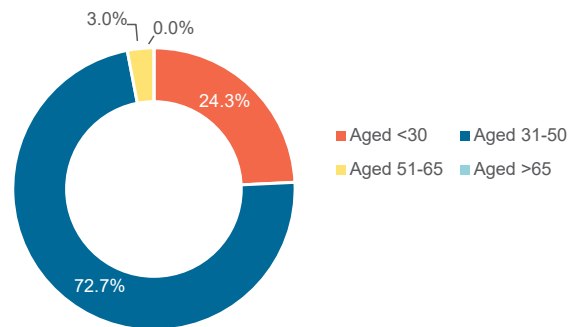
Hiring And Attrition (cont'd)

Also integral to OCR's talent management strategy is a comprehensive performance appraisal system. This approach ensures employees receive constructive feedback, celebrate accomplishments and pinpoint avenues for development. In FY2023, 100% of employees underwent regular performance appraisals.

**NEW HIRES BY EMPLOYEE CATEGORY
FY2023**



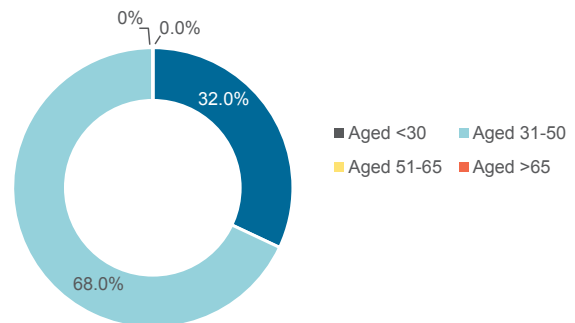
NEW HIRES BY AGE GROUP



**TURNOVER BY EMPLOYEE CATEGORY
FY2023**



TURNOVER BY AGE GROUP



Employee Engagement and Satisfaction

OCR acknowledges the significance of striking a balance between the company's needs and the satisfaction of our employees to boost workplace productivity. While no employee satisfaction survey has been conducted to date, the Group intends to implement such surveys in the future to assess various social indicators, including work-life balance, workplace relationships, working conditions and management support and leadership.

SUSTAINABILITY STATEMENT (Cont'd)

3. SOCIAL TOPICS (CONT'D)

3.3 Talent Management (Cont'd)

Employee Benefits and Well-Being

To OCR, we truly advocate the significance of maintaining a vibrant workplace through providing competitive compensation, aligned to market and industry. We highly value the dedication and commitment of our employees and, as such, prioritise providing a comprehensive array of benefits.

In addition to standard employee benefits, the Group provides competitive compensation packages to its workforce as a component of our approach to rewarding and acknowledging their contributions.

Employee Benefits Data (RM'000)	FY2021	FY2022	FY2023
Total payments made to employees in terms of salaries, bonuses and benefits	3,148	5,674	8,084
Total statutory payments made for employees' retirement benefits (EPF)	331	613	960
Total payments in medical insurance (SOCSCO) for employees	109	129	178

Parental Benefits

OCR offers parental leave to both male and female employees. Male employees are granted a 7-day paid leave, while female employees are provided with 98 days of paid leave.

Parental Benefits Data	FY2023
Employees Entitled to Paternity Leave	40 (69.0%)
Employees Entitled to Maternity Leave	36 (80.0%)
Employees Who Took Paternity Leave	2 (5.0%)
Employees Who Took Maternity Leave	1 (2.8%)
Return to Work Rate*	
Male	100%
Female	100%
Retention Rate**	
Male	50.0%
Female	100%

*Return-to-work rate: Percentage of employees returning to work after parental leave out of the total employees scheduled to return after parental leave.

**Retention rate: Percentage of employees retained 12 months after returning to work post-parental leave out of the total employees returning from parental leave in the previous reporting period.

SUSTAINABILITY STATEMENT (Cont'd)

3. SOCIAL TOPICS (CONT'D)

3.3 Talent Management (Cont'd)

Training and Skills Development

OCR prioritise continuous learning and development of our workforce. In alignment with UNSDG Goal 8, we provide learning opportunities to enhance employee skills and keep them abreast of industry advancements.

The Human Capital Department plays a pivotal role by annually tailoring a Training and Development Plan based on employees' needs recorded through the Staff Appraisal Form, ensuring a human-centric approach to skills enhancement. Our training methods comprise internal knowledge sharing and external training sessions ensuring staff stay up-to-date with the relevant skills and industry knowledge. Through well-structured training programmes and knowledge-sharing initiatives, we cultivate a skilled and adaptable workforce that grants us a competitive edge within the industries we operate in.

OCR's commitment to training talents in both technical knowledge and soft skills is evident through 37 training sessions conducted in FY2023.

Training Programmes	Internal Knowledge Sharing	External Consultant
Anti-Bribery & Anti-Corruption ("ABAC") Training	√	
100 Problems of Construction Contracts		√
20 Practical Casa Studies for Property Management JMB/MC (2023/2024 Edition)		√
Advanced Content Marketing - AI Tools & Digital Campaign Planning		√
AI-Powered Content Mastery		√
Applying MFRS15 & MPERS S34 Construction Contracts & Property Development Activities		√
Basic Lifting Supervisor Course		√
Building Conditional Inspection, Report and Appraisal		√
CEO Series 2023		√
Construction Claims & CIPAA Conference Malaysia 2023		√
Digital Marketing Strategies Conference 2023		√
Effective Business Communication and Interpersonal Skills		√
Environmental Social Governance ("ESG") International Green Build Conference 2023 Realising Low Carbon Real Estate		√
Executive/Personal Assistant		√
How To Establish a Salary Structure & Benefits Plan		√
Industrial Development Masterclass for Property Developers		√
Introduction to Integrated Reporting		√
Kemahiran Perkeranian dan Pentadbiran Pejabat		√
Land Development Procedures		√
Legal Updates on Housing Development Industry		√
Mandatory Accreditation Programme (MAP)		√

SUSTAINABILITY STATEMENT (Cont'd)

3. SOCIAL TOPICS (CONT'D)

3.3 Talent Management (Cont'd)

Training and Skills Development (Cont'd)

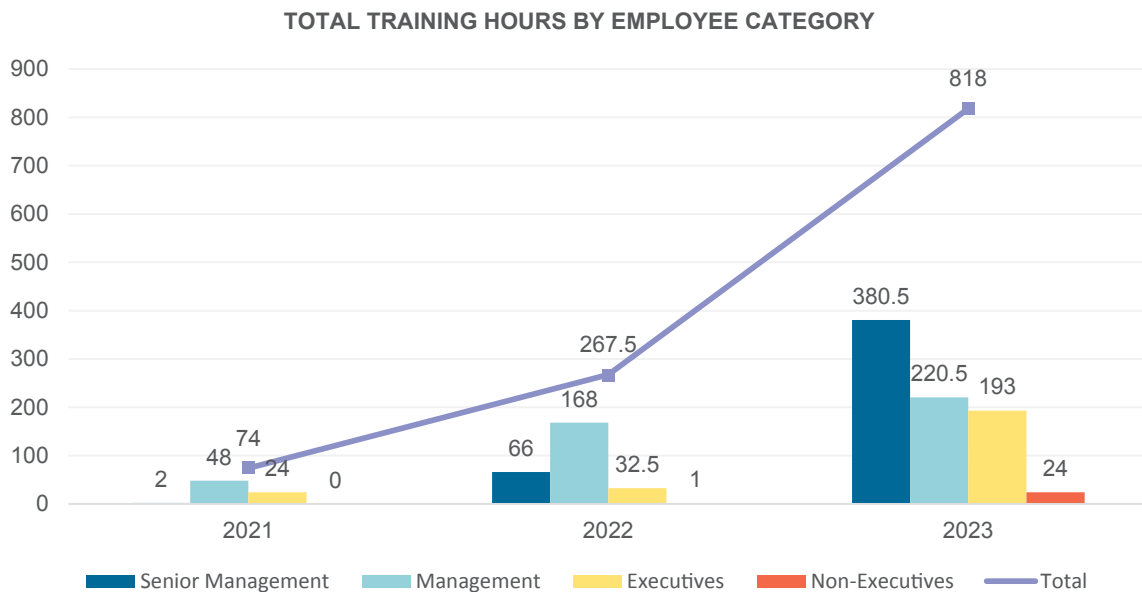
Training Programmes	Internal Knowledge Sharing	External Consultant
MIA Blended Learning Series: Group Accounting (MFRS 3,10,11): Basic to Intermediate by Using MS Excel Worksheets.		√
MIA Webinar Series: Tax Issues and Law Relating to Property Developers, JMB/MC and Investors		√
Motion Graphics & Visual Effects Using Adobe After Effects		√
PAM 2006/2018 Extension of Time ("EOT") Applications & Assessment- The architect's dilemma		√
Process Improvement for Building Facilities Management - Operation and Maintenance		√
QLASSIC Awareness Course		√
Quality Customer Service- Miles to Smiles		√
Rehda Housing Conference		√
Restructuring Corporate Cash Flow & Treasury Management in Challenging Times		√
Strategic Financial Management		√
Tapping Tax Trends: Seminar on E-Invoicing, Recent Tax Cases and Audit Trends		√
Tax & Budget Webinar		√
Taxation: Moving Forward E-Invoice Switching Preparedness		√
Teknik Pengurusan Rekod Dan Fail Pejabat Yang Efectif		√
Understand Construction Contracts-Failure & Remedies		√
Updates of MMLR - Enhanced Sustainability Disclosure		√

SUSTAINABILITY STATEMENT (Cont'd)

3. SOCIAL TOPICS (CONT'D)

3.3 Talent Management (Cont'd)

Training and Skills Development (Cont'd)



Training Data		FY2023
Total Training Spend (RM) As A Company		45,204.50
Average Training Spend (RM) per Employee		664.77

3.4 Occupational Safety and Health

In pursuing UNSDG Goal 3 for “Good Health and Well-Being”, OCR is committed to maintaining the highest safety and health standards to ensure the well-being of our employees and third-party contractors. The Group strictly adheres to all relevant laws and regulations set forth by local and international governmental authorities.

List of OSH Regulations/Standards/Laws
Occupational Safety and Health Act, 1994 (“OSHA 1994”)
Occupational Health and Safety Assessment Series (“OHSAS 18001”)

SUSTAINABILITY STATEMENT (Cont'd)

3. SOCIAL TOPICS (CONT'D)

3.4 Occupational Safety and Health (Cont'd)

To fortify the implementation of safety protocols, OCR proactively conducts weekly safety site inspections at all active construction sites. In FY2023, four of OCR's project sites obtained OHSAS 18001 certification. We are also pleased to report that there have been zero reported incidents due to safety non-compliance. The detailed breakdown of our worksite OSH data for FY2023 is provided below:

OSH Site Data	FY2021	FY2022	FY2023
Total manhours worked (Average overall total number of days worked by workers)	N/A	N/A	1,681,920
No. of work-related fatalities	-	-	-
Number of recordable work-related injuries	-	-	-
Lost Time Incident Rate ("LTIR")	-	-	-
Unsafe Act Unsafe Condition ("UAUC")	-	-	-

Guided by OCR Berhad's Safety and Health Policy, the Group views safety as a top priority by effectively handling and monitoring safety matters. OCR practices regular safety committee meetings to discuss OSH matters among main contractors and its workers. In case of any incidents or accidents reported on the construction sites, the Group refers to the safety protocol in place to ensure adequate hazard control.

To effectively manage occupational health and safety issues and ensure environmental compliance at worksites, we establish a safety and health committee at every project site. This committee, comprises project management personnel, site managers, and a team of consultants and contractors. Site managers work in collaboration with qualified safety and health officers to conduct daily inspections, ensuring the proper implementation of identified safety measures.

Construction site workers are required to attend safety training on a timely basis. Regular fogging, pest control and sanitization activities are also conducted to prevent virus outbreaks. The appointed health and safety officer prepares monthly reports detailing the status of health and safety issues, including manhours lost due to injuries. The officer is also responsible for coordinating safety programs to promote a safe and healthy working culture.

Safety And Health Training and Programmes

In addition to adhering to safety regulations, OCR enhances the Health, Safety, and Environmental ("HSE") proficiency of our employees and construction personnel by providing supplementary training. This training is conducted by HSE subject matter experts from both within the organisation and external training providers.

In FY2023, several training programmes have been conducted to create a safe and healthy workplace for all employees and workers involved. A total of 2 personnel from OCR have been trained on health and safety-related standards.

List of Safety Training
<i>Basic Lifting Supervisor Course</i>

SUSTAINABILITY STATEMENT (Cont'd)

4. GOVERNANCE TOPICS

4.1 Anti-Corruption and Corporate Governance

In compliance with the Malaysian Anti-Corruption Commission Act 2009 (“MACC Act”), OCR has established a dedicated Anti-Bribery and Corruption Policy & Procedures (“ABAC”), which was adopted by the Board on 30 September 2019. The Group maintains a zero-tolerance stance towards any form of bribery, corruption, and/or misconduct in all its business matters.

All Directors, employees and associates of OCR Group, including suppliers, contractors and subcontractors, have been given the proper briefing on the ABAC policy requirements. A no-gift and entertainment policy are enforced in all the Group’s interactions with its stakeholders. All new business partners as part of our supplier assessment practices are subject to due diligence on anti-corruption as well.

The Risk Management Committee has oversight responsibilities for matters of ethics, integrity and anti-corruption. Anti-corruption training is provided for all Board of Directors and Key Senior Management, with the most recent training conducted virtually in 18 April and 14 December 2023.

The Whistleblowing Policy has been put in place to provide an avenue for stakeholders to report suspicious activity or wrongdoing in the Group. The Whistle-Blower Committee appoints an appropriate Investigator to perform an investigation to see if the Protected Disclosure is deemed fit for so. A Whistle-Blower Committee, chaired by the Chairman of the Audit Committee, is appointed by the Audit Committee to review all disclosures made and decide the next appropriate course of action.

As a commitment to our zero-tolerance policy towards corruption, all OCR staff are required to undergo mandatory ABAC training sessions. This has fostered an anti-corruption culture among staff resulting in a zero-incident track record.

There had been zero incidences of corruption in the Group during FY2023, either detected through our bribery and corruption risk assessment or reported through the Group’s Whistleblowing channels. There were no incidents of third-party contract termination or non-renewal due to corruption-related violations, nor were any employees dismissed or disciplined for corruption-related offences. The Group has not received any fines, censures or penalties, or entered into legal settlements, in relation to corruption in FY2023.

Anti-Corruption Data	FY2021	FY2022	FY2023
Number of Confirmed Corruption Incidents	-	-	-
Percentage of operations assessed for corruption-related risks	0%	0%	0%

Percentage of employees who attended anti-corruption training	FY2023
Senior Management	87.5%
Management	72.7%
Executives	53.4%
Non-Executives	75.0%

SUSTAINABILITY STATEMENT (Cont'd)

4. GOVERNANCE TOPICS (CONT'D)

4.2 Regulatory Compliance

The Group acknowledges that its operations are subject to a variety of relevant laws, regulations, listing obligations and other guidelines established by local authorities and governmental bodies. Failure to comply with these regulatory requirements could expose the Group to potential penalties, sanctions, or the revocation of licenses and approvals needed to conduct OCR's business activities. Moreover, such non-compliance can harm the Group's reputation of its employees, customers, suppliers and other stakeholders.

OCR is dedicated to the responsible management of our regulatory compliance risk. This commitment encompasses providing comprehensive and accurate financial and corporate governance disclosures in accordance with the applicable laws, regulations, and/or listing requirements that pertain to OCR's operations.

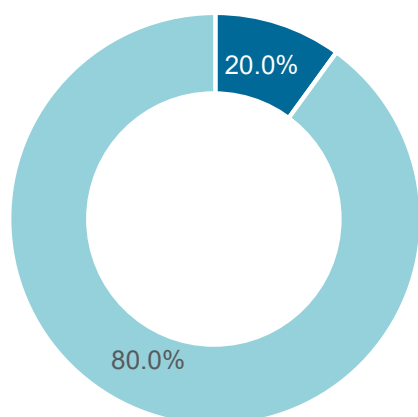
In FY2023, the Group did not incur fines or receive censures from regulatory authorities for any non-compliance or misconduct related to environmental, socioeconomic, corporate governance, or anti-corruption matters. There were no instances of disputes brought through resolution mechanisms during FY2023 for the Company.

4.3 Board Composition and Diversity

In an effort to bolster the Group's leadership and support decision-making, the Board is represented by qualified individuals with various expertise and professional experiences. This is partly reflected in its commitment to pledge gender diversity on the Board. As of FY2023, the Company's Board women members account for 20%. The Board affirms that the appointment of more woman representatives to the Board and senior management will be prioritised when vacancies arise and when suitable candidates are identified.

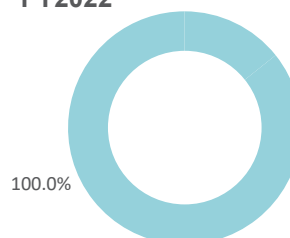
	FY2021	FY2022	FY2023
Number of Board of Directors (Excluding Alternate Director)	5	4	5
• Number of Independent Directors on the Board	4	3	3

**BOARD OF DIRECTORS BY GENDER
FY2023**

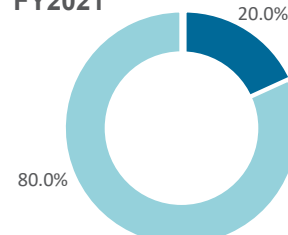


■ Female ■ Male

FY2022



FY2021

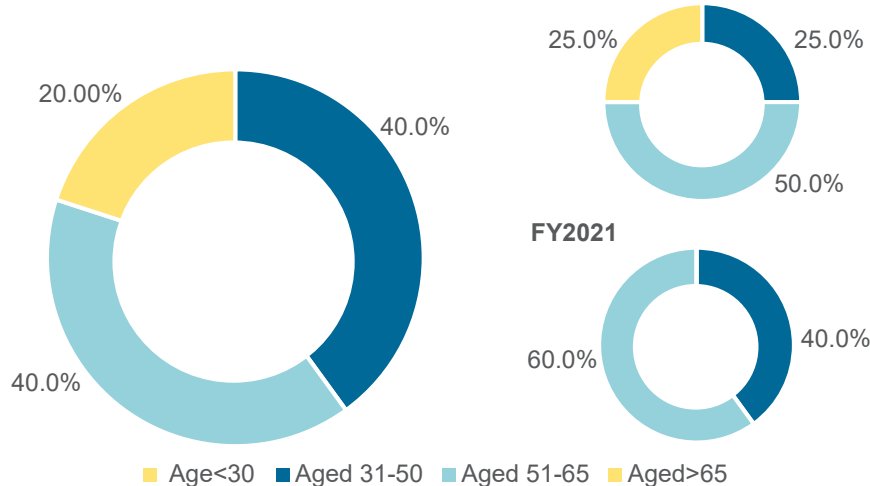


SUSTAINABILITY STATEMENT (Cont'd)

4. GOVERNANCE TOPICS (CONT'D)

4.3 Board Composition and Diversity (Cont'd)

BOARD OF DIRECTORS BY AGE GROUP
FY2023



4.4 Supply Chain Assessment

OCR is committed to supporting local economic development through procurement practices that prioritise fairness, transparency and project awards to local vendors with a demonstrated track record of ecologically and socially responsible practices.

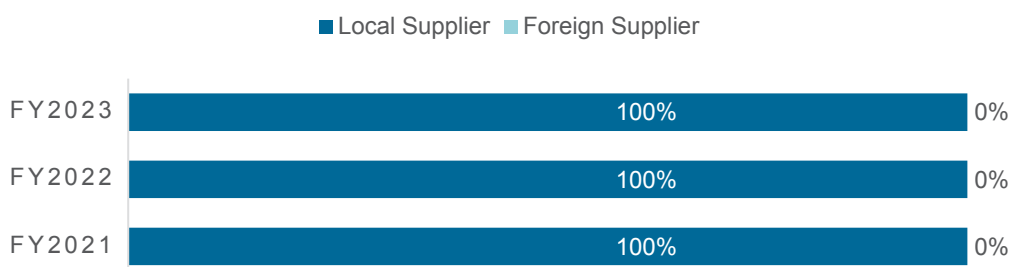
The Group has established a comprehensive supplier pre-qualification and registration process as part of its supplier management standards of operating procedure ("SOP") which reviews and assesses suppliers on criteria such as price, payment terms, product and service quality, financial stability and corruption risk to ensure that they are fully capable of meeting our needs and expectations to support the delivery of our projects.

Supplier are required to comply with the Group's policies and ensure all forms of the pre-qualification and registration process are filled out as per SOP. Through this process, we can strengthen trust with our vendors find products and services that meet our needs at the best value support local industries and faster prosperity among our community members.

The Group's top three suppliers in terms of monetary value and scope of work are as follows:

Suppliers	Materials Supplied
Mega Uptown Sdn Bhd	Scaffolding and hollow
PP Chin Hin Sdn Bhd	Hardware and cement
Chin Hin Concrete (KL) Sdn Bhd	Ready mix concrete

PROPORTION OF LOCAL SUPPLIERS



SUSTAINABILITY STATEMENT (Cont'd)

4. GOVERNANCE TOPICS (CONT'D)

4.4 Supply Chain Assessment (Cont'd)

Procurement Data	FY2023
Total Number of Suppliers	450
Total Number of Local Suppliers	450
Total Number of Foreign Suppliers	-
Percentage of new suppliers that were screened using environmental criteria (%)	0 %
Number of suppliers assessed for environmental impacts	-
Percentage of new suppliers that were screened by social criteria (%)	0 %
Number of suppliers assessed for social impacts	-
Number of suppliers endorsed anti-bribery/ anti-corruption policies (third-party declaration)	-

OCR is also planning on incorporating due diligence processes to ensure suppliers comply with human rights practices and labour law to mitigate risks from its supply chain.

Moving forward, the Group aims to expand the implementation of the Legal Workers & Social and Environmental Compliance Declaration by Suppliers. This will now include all major building works contractors and all associated works/packages related to the contract (works exceeding 1 million), requiring all awarded contractors and suppliers to fully adhere to the specified requirements.

4.5 Data Privacy and Security

OCR holds a high regard for the Personal Data Protection Act 2010 ("PDPA"), honouring customers' right to data privacy and adhering fully to the collection, use and disclosure of their data. We often come into contact with large amounts of customer data, in the course of our business activities, some of which may be sensitive in nature.

Using robust cybersecurity procedures, we commit to data privacy which ensures the safe handling of customers' personal data. Our Code of Conduct contains a non-disclosure clause that extends this commitment to employees, directors as well as suppliers and business partners who may come into contact with customer information during business dealings.

As of the current date, we are pleased to report that there have been no breaches of customer data privacy in the year under review.

	FY2021	FY2022	FY2023
Number of complaints concerning breaches of customer privacy and losses of customer data	-	-	-

SUSTAINABILITY STATEMENT (Cont'd)

4. GOVERNANCE TOPICS (CONT'D)

4.6 Community Engagement

Giving back to the community remains a priority for OCR as part of our nation-building priorities. OCR is committed to enhancing the lives of communities in regions where we operate. We frequently collaborate with communities to resolve issues and take note of feedback to improve our future projects. Advocating this stance, OCR has recently embarked on a tree-planting initiative at Priya Kuantan. With an investment of RM110,000, this project will benefit the 1,124-unit residence spanning 100 acres of land, potentially accommodating a resident population of about 5,000 people.

Procurement Data	FY2022	FY2023
Total amount invested in the community (RM)	7,500	110,000
Total number of beneficiaries	10	5,000

Tree Planting at PRIYA Kuantan



Through initiatives like this, OCR strives to foster a stronger sense of community and environmental stewardship in the areas we serve.

SUSTAINABILITY STATEMENT (Cont'd)

Performance Data Table

Indicators	Unit	FY2021	FY2022	FY2023
Bursa C1(a)				
Percentage of employees who have received training on anti-corruption by employee category				
Senior Management	%	N/A	N/A	87.5
Management	%	N/A	N/A	72.7
Executive	%	N/A	N/A	53.4
Non-Executive	%	N/A	N/A	75.0
Bursa C1(b):				
Percentage of operations assessed for corruption-related risks		-	-	-
Bursa C1(c):				
Confirmed incidents of corruption	Number	-	-	-
Bursa C2(a):				
Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	N/A	7,500	110,000
Bursa C2(b):				
Total number of beneficiaries of the investment in communities	Number	N/A	10	5,000
Bursa C3(a):				
Percentage of employees by gender and age group, for each employee category:				
Senior Management				
- Male	%	66.7	57.1	75.0
- Female	%	33.3	42.9	25.0
- Aged <30	%	-	-	-
- Aged 31-50	%	88.9	85.7	87.5
- Aged >51	%	11.1	14.3	12.5
Management				
- Male	%	70.0	64.9	63.6
- Female	%	30.0	35.1	36.4
- Aged <30	%	7.5	-	-
- Aged 31-50	%	72.5	83.8	78.8
- Aged >51	%	20.0	16.2	21.2
Executive				
- Male	%	33.3	47.9	53.4
- Female	%	66.7	52.1	46.6
- Aged <30	%	27.8	37.5	25.9
- Aged 31-50	%	72.2	62.5	72.4
- Aged >51	%	-	-	1.7

SUSTAINABILITY STATEMENT (Cont'd)

Performance Data Table (Cont'd)

Indicators	Unit	FY2021	FY2022	FY2023
Bursa C3(a): Percentage of employees by gender and age group, for each employee category:				
Non-Executive				
- Male	%	-	-	-
- Female	%	100	100	100
- Aged <30	%	50.0	100	75.0
- Aged 31-50	%	50.0	-	25.0
- Aged >51	%	-	-	-
Bursa C3(b): Percentage of directors by gender and age group:				
- Male	%	80.0	100.0	80.0
- Female	%	20.0	0.0	20.0
- Aged <30	%	0.0	0.0	0.0
- Aged 31-50	%	40.0	25.0	40.0
- Aged 51-65	%	60.0	50.0	40.0
- Aged >66	%	0.0	25.0	20.0
Bursa C4(a): Total energy consumption	GJ	N/A	N/A	2,391.75
Bursa C5(a): Number of work-related fatalities	Number	-	-	-
Bursa C5(b): Lost time incident rate	Rate	-	-	-
Bursa C5(c): Number of employees trained on health and safety standards	Number	N/A	N/A	2
Bursa C6(a): Total hours of training by employee category:	Hour	74	267.5	818
- Senior Management	Hour	2	66	380.5
- Management	Hour	48	168	220.5
- Executive	Hour	24	32.5	193
- Non-Executive	Hour	-	1	24
Bursa C6(b): Percentage of employees that are contractors or temporary staff	%	27.7	18.9	16.9

SUSTAINABILITY STATEMENT (Cont'd)

Performance Data Table (Cont'd)

Indicators	Unit	FY2021	FY2022	FY2023
Bursa C6(c): Total number of employee turnover by employee category	Number	16	17	25
- Senior Management	Number	-	2	2
- Management	Number	7	8	7
- Executive	Number	8	7	16
- Non-Executive	Number	1	-	-
Bursa C6(d): Number of substantiated complaints concerning human rights violations	Number	-	-	-
Bursa C7(a): Proportion of spending on local suppliers	%	100	100	100
Bursa C8(a): Number of substantiated complaints concerning breaches of cus	Number	-	-	-
Bursa C9(a): Total volume of water used	Litre	N/A	N/A	43,380,000
Bursa C10(a): Total waste generated, and a breakdown of the following:	Tonnes	N/A	N/A	N/A
(i) total waste diverted from disposal	%	N/A	N/A	N/A
(ii) total waste directed to disposal	%	N/A	N/A	N/A
Bursa C11(a): Scope 1 emissions	tCO ₂ e	N/A	N/A	174.03
Bursa C11(b): Scope 2 emissions	tCO ₂ e	N/A	N/A	366.07
Bursa C11(c): Scope 3 emissions:	tCO ₂ e	N/A	N/A	N/A
- Employee Commuting	tCO ₂ e	N/A	N/A	N/A
- Business Travel	tCO ₂ e	N/A	N/A	N/A