

OCR Group Berhad

Sustainability Statement FY2024



Prepared for



OCR Group Berhad

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Prepared by



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Our Statement at a Glance

OCR Group Berhad (“OCR” or “the Group”) presents our sustainability statement, providing an account of our environmental, social and governance (“ESG”) initiatives and performance for the year ending 2024. As we integrate sustainability practices across our business, we recognise the intrinsic value in making a positive impact on both people and the planet.

Throughout the reporting year, the Group has undertaken several pivotal ESG initiatives to advance our sustainability agenda. These efforts have been instrumental in promoting transparency and enhancing our reporting mechanisms to better capture key metrics essential to achieving our sustainability goals.

Our Advances in Sustainability

In FY2024, we formulated an ESG Strategy comprising four core pillars to define our main priorities and focus areas. To complement this strategy, we have developed a Sustainability Policy that sets key objectives and targets, guiding decision-making and ensuring compliance.

OCR established a sustainability governance structure to guide us towards achieving our sustainability goals. This structure involved forming a Sustainability Steering Committee and a Sustainability Working Group to ensure effective oversight and execution. Together, they form a comprehensive framework that drives our sustainability progress and accountability.

The Group has undertaken a reassessment of our material sustainability matters, ensuring alignment with emerging challenges and opportunities within our business landscape. To provide a more comprehensive assessment of our environmental footprint, we expanded our greenhouse gas (“GHG”) emissions reporting to include Scope 3 emissions, covering employee commuting and business travel.

Additionally, we strengthened our commitment to climate transparency by commencing reporting on climate-related disclosures, addressing both risks and opportunities to better position ourselves in mitigating the effects of climate-change.

Scope and Boundary

Our statement details the Group’s sustainability performance from 1 January 2024 to 31 December 2024 (“FY2024”). Disclosures include data from our headquarters and ongoing residential development projects.

Headquarter (“HQ”) Office	Ongoing Projects
OCR Group Berhad	<ul style="list-style-type: none">Residensi Akasia, SelangorStellar Damansara, SelangorThe Mate, SelangorIsola KLCC, Kuala LumpurPRIYA, Kuantan (<i>Construction completed</i>)YOLO Signature Suites, Selangor (<i>Construction completed</i>)

Our data encompasses the project sites and sales galleries of The Mate, Isola KLCC, PRIYA Kuantan and YOLO Signature Suites. While data from the sales galleries of Residensi

Akasia and Stellar Damansara are included, data from their project sites are excluded as they are managed by the main contractors.

Where applicable, we have included three years of historical data to illustrate annual trends and provide a comprehensive view of our progress.

Reporting Frameworks and Guidelines

This statement was prepared in compliance with the Bursa Malaysia Securities Berhad's Main Market Listing Requirements ("MMLR") and referenced the Sustainability Reporting Guide (3rd edition). Our disclosures are guided by the International Financial Reporting Standards ("IFRS") S2, Global Reporting Initiative ("GRI") Standards and United Nation's Sustainable Development Goals ("UN SDGs").



Data Accuracy

To ensure the accuracy of our published sustainability metrics, all data presented in this Sustainability Statement has been sourced internally and reviewed by the respective data owners. We continuously review our data collection and analysis processes to uphold the quality and reliability of our disclosures.

Your Inquiries and Feedback

We welcome inquiries and feedback from our stakeholders as we continue to enhance our sustainability practices and reporting. For inquiries or suggestions to improve our reporting process, please reach out to us using the contact details below.



Sustainability Department

Email: corporate@ocrbhd.com

Contact Number: 03-7710 1000

Accolades and Accreditations

Awards and Recognitions

OCR's dedication to excellence in property development has been recognised through several industry awards. These accolades underscore our commitment to delivering the highest standards of quality and service in our industry.



CHINA ASEAN OUTSTANDING BUSINESS AWARD 2024

OCR Group Berhad

- ASEAN Master Class Award 2024: Leading in Innovative Urban Property Development Excellence



ASIA PACIFIC PROPERTY AWARDS 2024-2025

Stellar Damansara

- Apartment / Condominium Development Malaysia
- Best Single Apartment / Condominium in Malaysia

Associations and Memberships

The Group stays actively engaged and up-to-date on industry trends and key matters impacting our business by holding the following membership.



Real Estate and Housing Developer's Association of Malaysia ("REHDA")

Membership No.: HDA2483WP(KL)0152/10

Branch: Federal Territory of Kuala Lumpur

Sustainability Highlights

Our FY2024 ESG performance demonstrates our progress in integrating sustainability across our operations. We are proud to highlight key achievements within our ESG pillars, reflecting OCR's focus on achieving our sustainability goals.

Driving Sustainable Growth



100%
procurement budget spent on local suppliers

Upholding Ethical Governance



Zero substantiated cases of non-compliance with laws and regulations



Zero substantiated cases of corruption, bribery or whistleblowing



71% of employees received anti-corruption training



Zero substantiated complaints concerning breaches in customer privacy or data loss

Safeguarding the Environment



35% reduction in total energy consumption



Commenced tracking and reporting of limited Scope 3 GHG emissions



30% reduction in water consumption



4% of waste diverted from disposal

Cultivating Positive Social Impact



Zero lost-time incident rate



Zero substantiated complaints concerning human rights violations



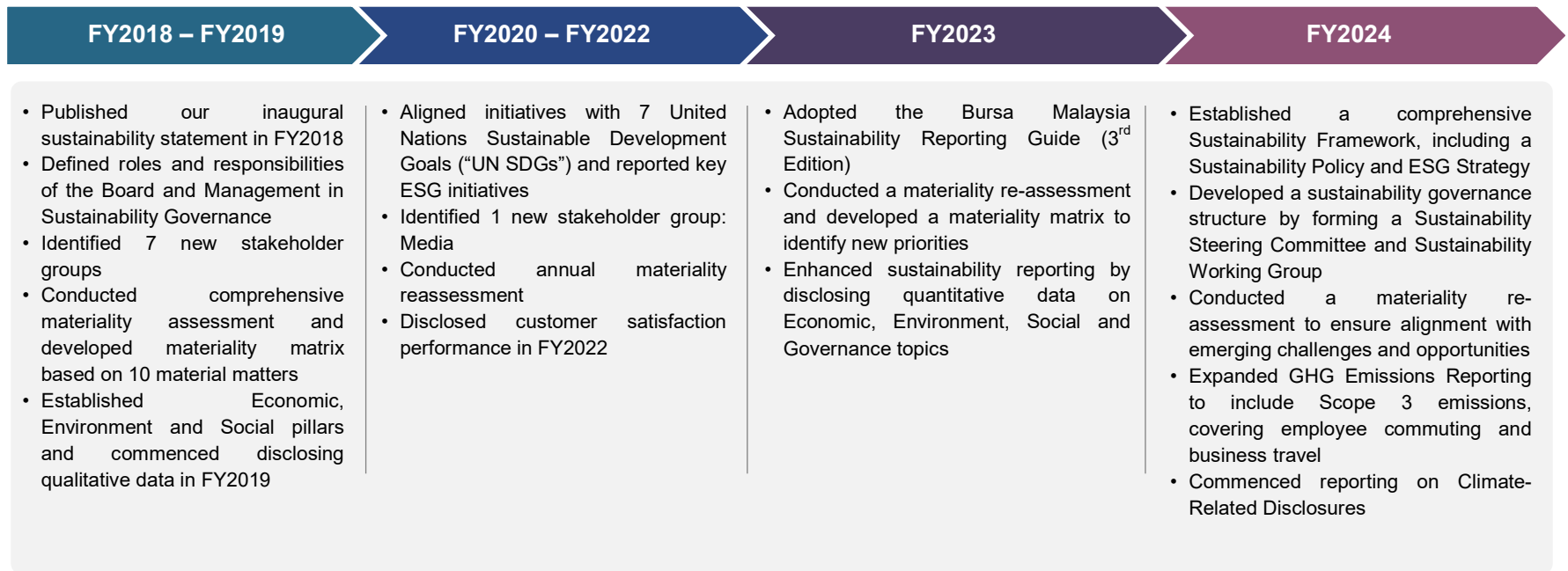
RM 36,073 invested in 19 employee training programmes



100% of employees received performance appraisals

Sustainability Journey

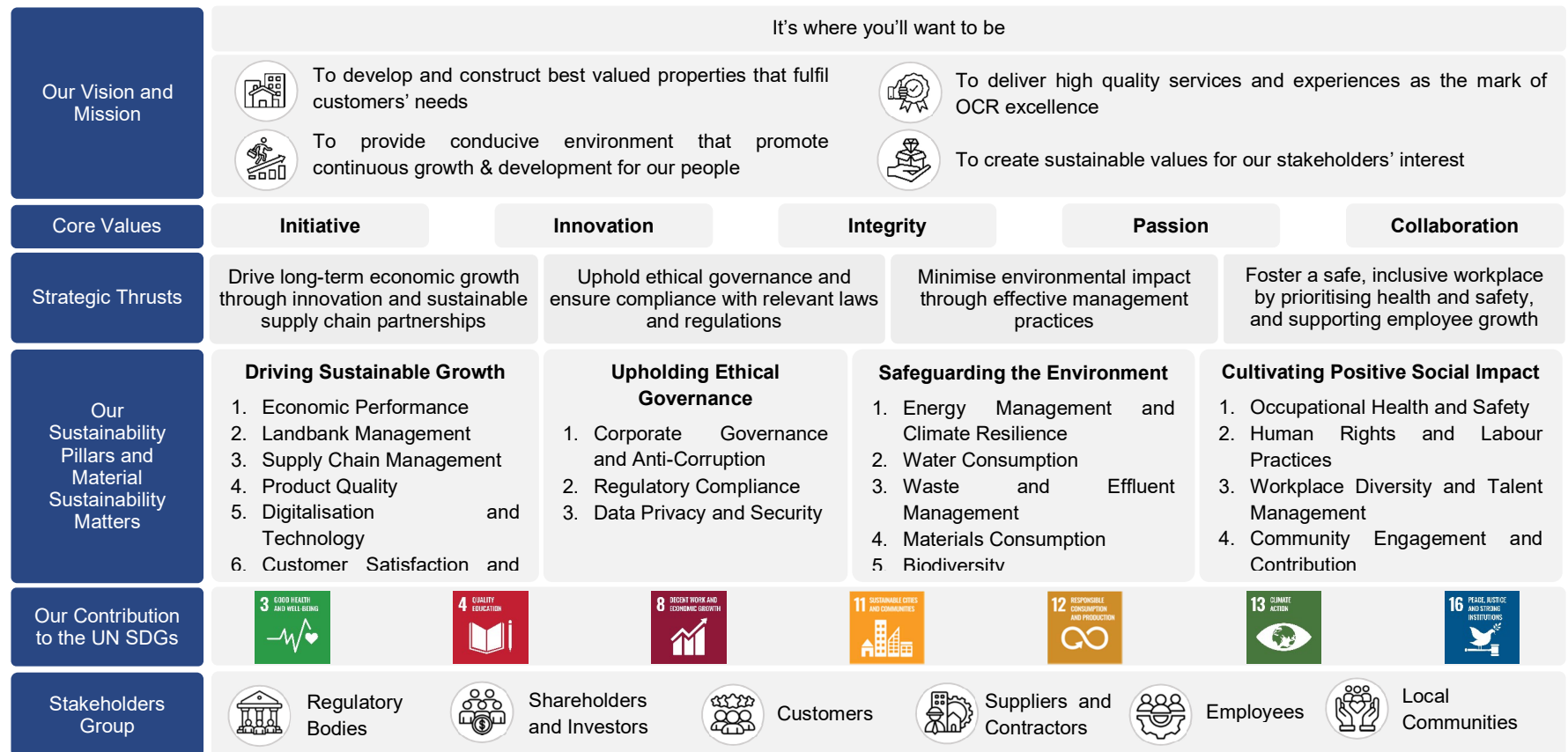
As we mark our seventh year of sustainability reporting, we reflect on the significant progress achieved throughout our journey. Sustainability remains a core pillar of our strategy and daily operations, underpinning our efforts to continuously strengthen frameworks and policies that drive meaningful transformation across the organisation. By advancing our reporting and disclosures, we reaffirm our commitment to achieving ESG aspirations and meeting our sustainability targets.



Our Approach to ESG

Presenting Our Sustainability Strategy

OCR's inaugural ESG strategy embodies our vision and mission, structured around four pillars and supported by our Sustainability Policy. The strategy aligns our core values to key material matters, strategic thrusts, stakeholders and relevant UN SDGs. It is overseen by our newly enhanced sustainability governance structure, ensuring rigorous oversight and accountability.



Sustainability Policy

Our Sustainability Policy serves as a guiding framework for our ESG approach, streamlining our sustainability efforts across our operations. The policy directs our decision-making processes and ensures compliance to environmental regulations.

Driving Sustainable Growth	<ul style="list-style-type: none">• Ensure long term financial stability through sound financial management, focusing on maintaining profitability while balancing sustainability objectives;• Promote sustainable practices throughout our supply chain by partnering with responsible suppliers and contractors who share our commitment to environmental and social responsibility;• Deliver properties and services that meet the highest quality standards by implementing rigorous quality assurance processes and focusing on customer-centric approaches.
Upholding Ethical Governance	<ul style="list-style-type: none">• Operate with the highest level of integrity and prevent all forms of corruption, bribery, and unethical business conduct;• Implement a robust risk management framework that effectively identifies, assesses, and mitigates potential ESG risks related to our projects and operations;• Ensure transparent and proactive communication with stakeholders, keeping them informed about our sustainability efforts and business performance;• Ensure compliance with all relevant laws, regulations, and industry standards through regular regulatory reviews and policy updates.
Safeguarding the Environment	<ul style="list-style-type: none">• Continuously enhance energy efficiency to reduce our carbon footprint and integrate renewable energy sources where feasible;• Implement robust waste management practices to ensure the proper handling of scheduled and non- scheduled waste, preventing pollution at our project sites;• Explore water-saving technologies and energy-efficient solutions during the construction and operation of our properties;• Integrate sustainable principles across all stages of development and prioritise the use of sustainable building materials.
Cultivating Positive Social Impact	<ul style="list-style-type: none">• Adhere to fair labour standards, ensuring that all employees and contractors are treated with dignity and respect, and their rights are protected;• Ensure a safe and healthy work environment for employees, contractors and visitors, striving to achieve zero work-related fatalities across our project sites;• Foster inclusive employment practices while providing career development, learning opportunities, and support to build a diverse, skilled, and motivated workforce;• Engage with the local communities in which we operate, and ensure our developments benefit social well-being through creating affordable housing and supporting local social initiatives.

Contributing to Global Initiatives

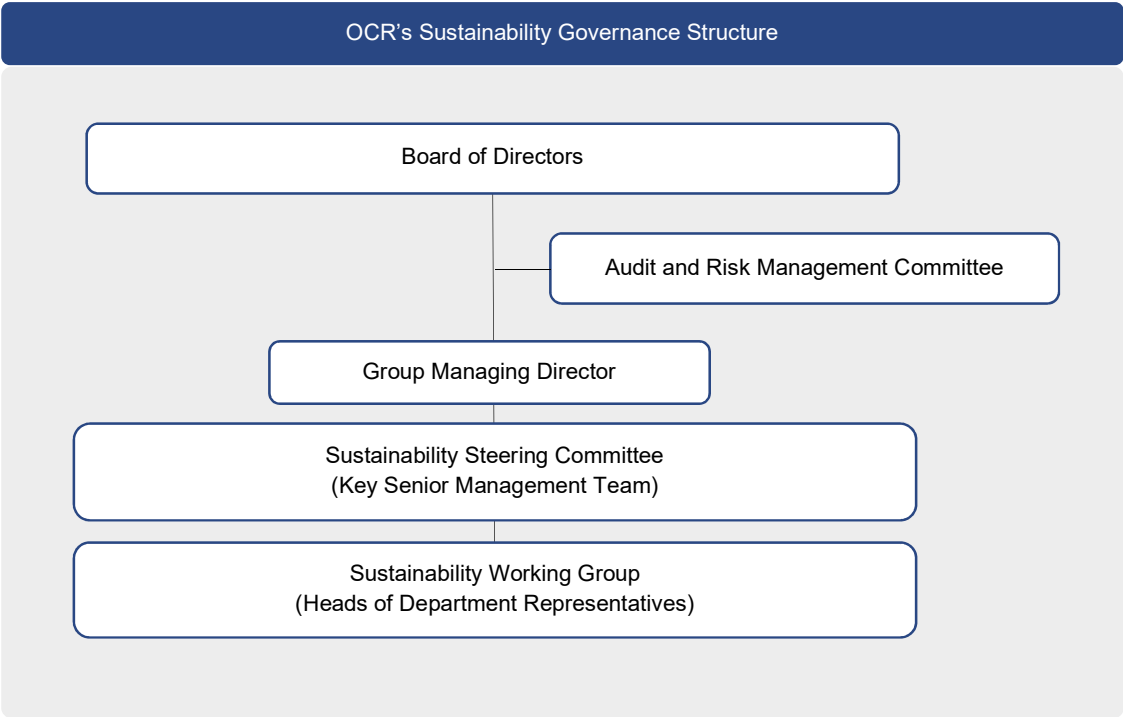
The UN SDGs outline the global agenda for sustainable development by 2030 to foster peace, prosperity and an equitable future for all. We have retained seven UN SDGs that continue to align with our core values and where our efforts can have the most impact, thereby advancing global goals.

	UN SDG 3: Good Health and Well-being	
	Target 3.8: Achieve universal health coverage	<ul style="list-style-type: none"> • Provided a comprehensive benefits package, including medical and hospitalisation coverage (with health screenings, dental, and optical benefits), as well as life and personal accident insurance for all employees
	UN SDG 4: Quality Education	
	Target 4.4: Increase the number of people with relevant skills for financial success	<ul style="list-style-type: none"> • Provided job-related skills and motivational training to selected employees • Invested RM 36,073 in employee training and development programmes in FY2024
	UN SDG 8: Decent Work and Economic Growth	
	Target 8.8: Protect labour rights and promote safe working environments	<ul style="list-style-type: none"> • Recorded zero substantiated instances of labour standards non-compliance incidents and human rights violations in FY2024 • Conducted regular safety inspections across construction sites to ensure adherence to health and safety standards • Achieved zero lost time incident rate for three consecutive years
	UN SDG 11: Sustainable Cities and Communities	
	Target 11.1: Safe and affordable Housing	<ul style="list-style-type: none"> • Supported the Selangor state government's affordable housing initiative, Rumah Selangorku, through our project, Residensi Akasia, delivering 2,892 affordable housing units
	UN SDG 12: Responsible Consumption and Production	
	Target 12.2: Sustainable management and use of natural resources	<ul style="list-style-type: none"> • Installation of rainwater harvesting systems at The Mate, Stellar, Isola KLCC and Residensi Akasia for non-potable purposes such as cleaning and landscaping, aimed at reducing reliance on municipal water supply • Monthly maintenance and inspection of fixtures and pipes to optimise efficiency and prevent water wastage
	UN SDG 13: Climate Action	
	Target 13.1: Strengthen resilience and adaptive capacity to climate related disaster	<ul style="list-style-type: none"> • Commenced reporting on climate-related disclosures to provide transparent information on our approach to managing climate-related risks and opportunities
	UN SDG 16: Peace, Justice and Strong Institutions	
	Target 16.5: Substantially reduce corruption and bribery	<ul style="list-style-type: none"> • Organised Internal Anti-Corruption Training Workshop led by our Legal Department • Issued internal legal bulletins to keep employees informed about relevant laws and regulations • Established a Whistle-blower Policy and an Anti-Bribery and Corruption Policy to strengthen anti-corruption measures • Recorded zero confirmed incidents of corruption for three consecutive years

Sustainability Governance

Our newly established Sustainability Governance Structure is led by the Board with support from the Audit and Risk Management Committee (“ARMC”). The Board oversees the integration of sustainability matters, including climate risks and opportunities, into the Group’s business strategy. The ARMC evaluates the adequacy and effectiveness of risk management and sustainability processes.

The Group Managing Director leads the Sustainability Steering Committee (“SSC”) in supporting the ARMC with strategic sustainability management. The Sustainability Working Group (“SWG”), composed of department heads, handles the daily implementation, data collection, and monitoring of sustainability initiatives.



Building Strong Stakeholder Relationships

We actively engage with key stakeholders through various platforms to understand their needs and expectations, fostering enhanced collaboration and insight. Managing these relationships effectively enables us to generate shared value and nurture mutually beneficial partnerships.

Shareholders and Investors



Building trust and confidence among our shareholders and investors is crucial for securing continued support, attracting new investments, and strengthening our financial resilience.

Key Concerns	OCR's Responses	Method of Engagement
<ul style="list-style-type: none"> Financial performance Business strategy Sustainable and stable income distribution Commitment to ESG and Sustainability 	<ul style="list-style-type: none"> Provide quarterly financial reporting and annual reports Announce and publicly release updates on project status and performance-related information Monitor and report our sustainability initiatives 	Annually <ul style="list-style-type: none"> General meeting Quarterly <ul style="list-style-type: none"> Financial results announcements As needed <ul style="list-style-type: none"> Bursa announcements Website updates Media release

Regulatory Bodies



Working closely with regulators ensures compliance with industry standards for upholding quality, governance and safety, while strengthening our credibility and operational integrity.

Key Concerns	OCR's Responses	Method of Engagement
<ul style="list-style-type: none"> Compliance with regulations and industry standards Labour practices and fair employment policies Environmental management and regulatory compliance Occupational health and safety 	<ul style="list-style-type: none"> Maintain ongoing engagement with regulators throughout various project stages to stay ahead of evolving requirements Establish policies to ensure compliance with applicable legislations and regulatory requirements Conduct regular reviews and updates of health and safety protocols at project sites 	As needed <ul style="list-style-type: none"> Meetings Site inspections Audits

Customers



Understanding our customers' needs and expectations enables us to deliver high-quality, sustainable homes that enhance their living experience.

Key Concerns	OCR's Responses	Method of Engagement
<ul style="list-style-type: none"> Efficient complaint resolution Customer-company relations Product quality and safety Customer data privacy 	<ul style="list-style-type: none"> Conduct regular feedback sessions to address customer concerns promptly Host annual community and networking events to strengthen relationships Implement robust quality control system to oversee design and construction processes, Ensure compliance with Personal Data Protection Act ("PDPA") 2010 	Annually <ul style="list-style-type: none"> Community and networking events Quarterly <ul style="list-style-type: none"> Sites progress updates via social media, email and customer portals Ongoing <ul style="list-style-type: none"> Multiple feedback channels (online, phone, in-person) Product launches, roadshows and newsletters As needed <ul style="list-style-type: none"> Customer satisfaction surveys

Suppliers and Contractors



Strong, mutually beneficial partnerships with suppliers and contractors ensure the consistent delivery of quality materials and services, driving operational efficiency.

Key Concerns	OCR's Responses	Method of Engagement
<ul style="list-style-type: none"> Compliance with applicable laws and regulations Supplier screening and evaluation Occupational health and safety Quality delivery Fair contract terms and conditions 	<ul style="list-style-type: none"> Our Code of Conduct for Business Partners requires our suppliers and contractors to uphold strong standards of business ethics Implement a structured supplier pre-qualification, registration, and performance evaluation process Ensure compliance with Occupational Health and Safety (Amendment) 2022 Implement a fair and transparent tender process 	<p>Annually</p> <ul style="list-style-type: none"> Supplier assessment and performance reviews <p>As needed</p> <ul style="list-style-type: none"> New vendor evaluation and registrations

Employees



Our employees are central to our success. Supporting their well-being and professional development through active engagement fosters a motivated and high-performing workforce.

Key Concerns	OCR's Responses	Method of Engagement
<ul style="list-style-type: none"> Performance management, career growth, skill development Transparent communication and employee engagement Health, safety and well-being Ethics, integrity, and workplace culture 	<ul style="list-style-type: none"> Conduct training and team-building activities to enhance skills, capabilities, and collaboration OCR's Intranet Portal facilitates effective communication across the organisation Implement health and wellness programmes to support and promote employee well-being Establish a confidential grievance mechanism for reporting misconduct 	<p>Annually</p> <ul style="list-style-type: none"> Performance appraisals Annual dinner Team building <p>Monthly</p> <ul style="list-style-type: none"> Management meetings <p>Ongoing</p> <ul style="list-style-type: none"> Capacity-building initiatives Diversity and inclusiveness programmes Regular communications via newsletter and the intranet portal

Local Communities



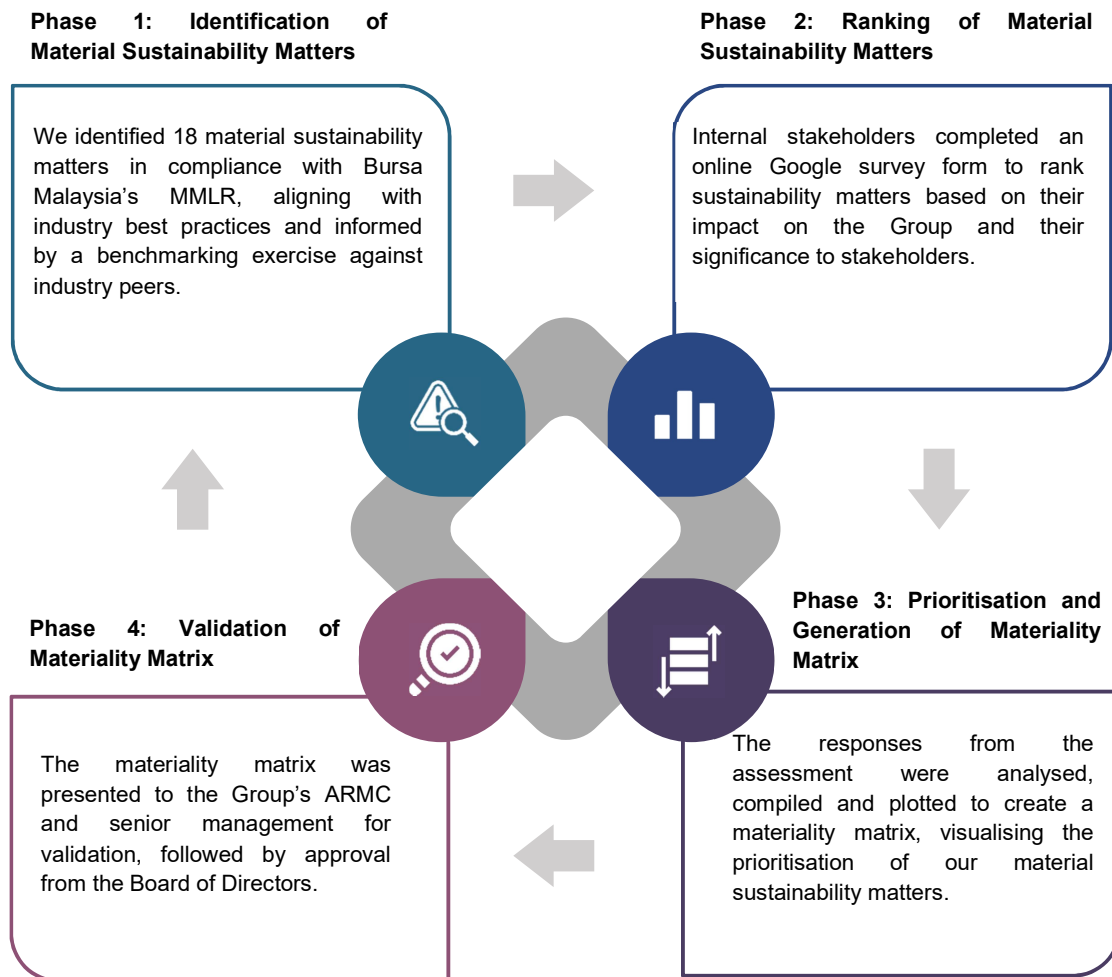
Engaging with local communities allows us to address their concerns and ensure our developments contribute to lasting positive impacts.

Key Concerns	OCR's Responses	Method of Engagement
<ul style="list-style-type: none"> Transparency and accountability in development projects Impact of operations on surrounding communities Environmental impact and sustainability efforts Placemaking activities to enhance community well-being 	<ul style="list-style-type: none"> Address communities' concerns and manage expectations through regular consultations and project updates Implement measures to minimise environmental impact during construction Foster local economic growth by promoting property ownership, investment opportunities, and asset value appreciation Improve infrastructure to enhance the quality of life for the community 	<p>As needed</p> <ul style="list-style-type: none"> Corporate social responsibility ("CSR") events and community initiatives

Materiality Assessment

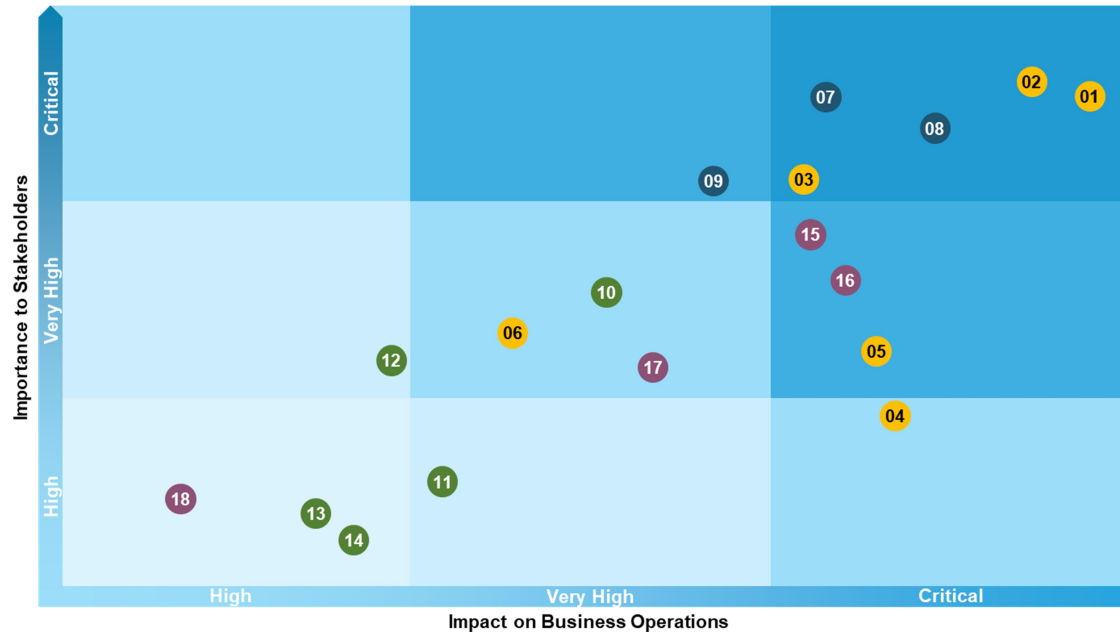
Identifying Material Matters

Materiality assessments are vital for identifying the key issues impacting our business and stakeholders. This process helps us allocate resources, mitigate risks and capitalise on opportunities. In FY2024, we conducted a materiality reassessment to ensure our priorities align with recent sustainability trends and the evolving industry environment.



Generating the Materiality Matrix

Following our analysis, we ranked the 18 material matters within the matrix, showing their relative importance to stakeholders and their impact on business. The top five material matters were Economic Performance, Product Quality, Customer Satisfaction and Branding, Landbank Management and Supply Chain Management.

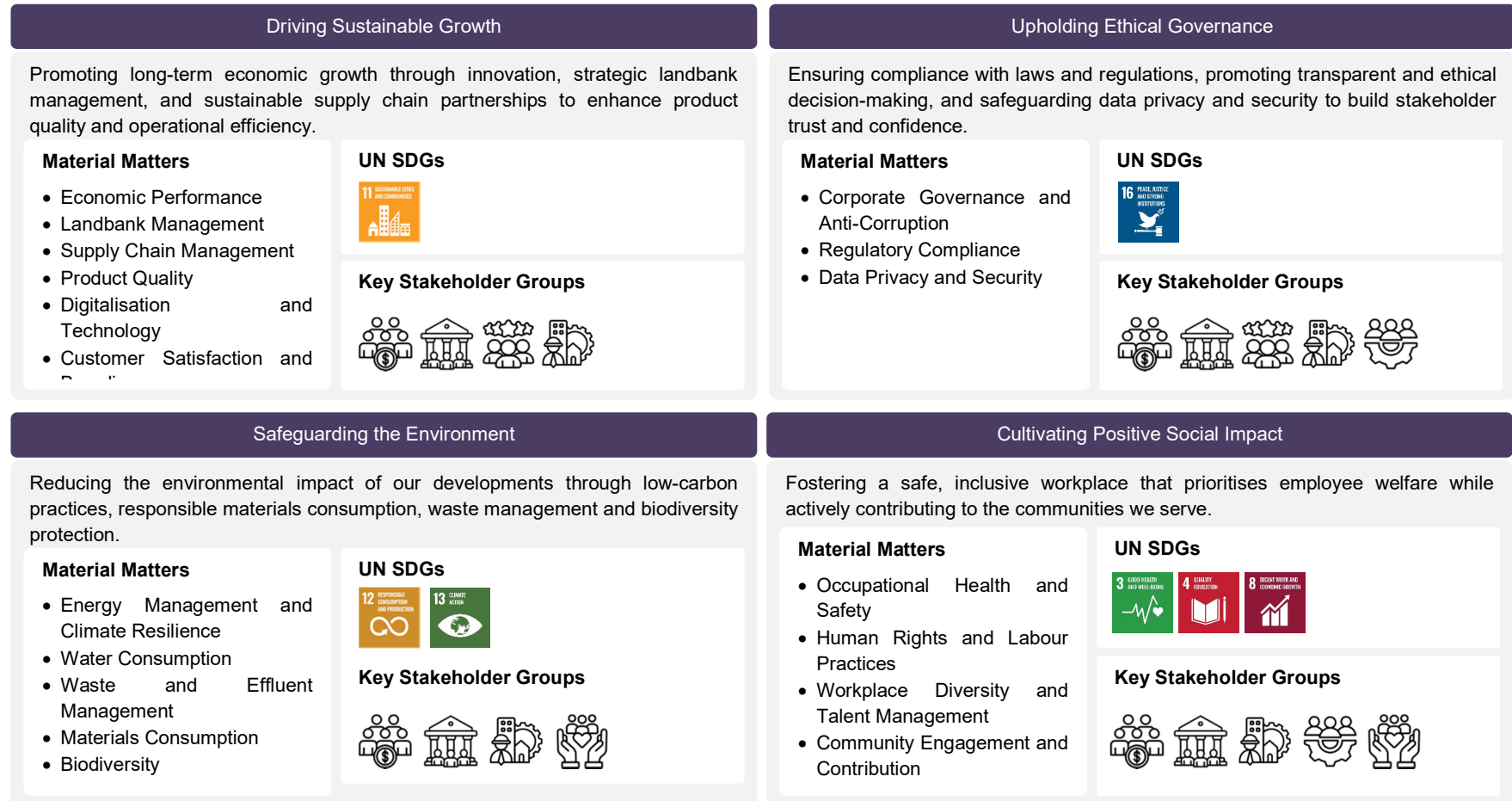


Driving Sustainable Growth		Upholding Ethical Governance	
01	Economic Performance	07	Regulatory Compliance
02	Product Quality	08	Corporate Governance and Anti-Corruption
03	Customer Satisfaction and Branding	09	Data Privacy and Security
04	Landbank Management		
05	Supply Chain Management		
06	Digitalisation and Technology		

Safeguarding the Environment		Cultivating Positive Social Impact	
10	Energy Management and Climate Resilience	15	Occupational Health and Safety
11	Material Consumption	16	Human Rights and Labour Practices
12	Waste and Effluent Management	17	Workplace Diversity and Talent Management
13	Water Consumption	18	Community Engagement and Contribution
14	Biodiversity		

Aligning our Matters to Global Objectives

Our material matters are aligned under four pillars, integrating them with relevant UN SDGs and key stakeholder groups. This deepens our understanding of their interdependencies and allows us to assign targeted actions that drive positive outcomes. By doing so, we can better advance global sustainability goals and make a more meaningful impact.



Our Climate-Related Disclosures

OCR is committed to assessing and mitigating the environmental impact of our activities, integrating sustainability into our projects. In the reporting year, we commenced our climate-related disclosure journey and will continue to enhance reporting to meet evolving standards. Our disclosure focuses on four pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

Governance

The Board provides strategic oversight of climate-related risks and opportunities, supported by the SSC in the assessment and management of these matters. In FY2024, all Board members participated in the Mandatory Accreditation Programme (“MAP”) Part II: Leading for Impact, an initiative by the Securities Commission and Bursa Malaysia. This programme is designed to equip boards with the knowledge to address sustainability risks and opportunities effectively.

Oversight and Management of Climate-Related Risks and Opportunities	
Board's Oversight	Management's Role
<ul style="list-style-type: none"> Oversees sustainability-related risks, including those linked to climate change Receives updates on sustainability and climate-related matters from the ARMC based on the Group's risk assessments 	<ul style="list-style-type: none"> The SSC advises the Board on sustainability strategies, initiatives and targets, including climate-related risks and opportunities The SCC oversees the implementation of sustainability initiatives and reports progress to the Board

Strategy

We have identified potential climate-related risks and opportunities and assessed their impacts on OCR. This assessment guides us in implementing measures to mitigate and adapt to climate change, aligning our strategy with these risks and opportunities.

Our climate risks are categorised as transition risks and physical risks. Transition risks arise from the shift toward a lower-carbon economy, while physical risks result from direct climate change impacts, such as extreme weather events and rising temperatures.

Transition Risks	
Potential Impacts	Opportunities
Policy and Legal: Effects of current and emerging regulations	
<ul style="list-style-type: none"> Increased operating costs for carbon-intensive operations due to the potential implementation of carbon pricing mechanisms Risk of financial penalties and fines resulting from non-compliance with increasingly stringent environmental regulations 	<ul style="list-style-type: none"> Investing in energy-efficient machinery and sustainable building materials can enhance long-term cost and operational efficiencies Proactively addressing regulatory changes can support business continuity and maintain investor confidence

Transition Risks	
Potential Impacts	Opportunities
Technology: Transitioning to lower-emission alternatives	
<ul style="list-style-type: none"> High upfront costs for adopting low-carbon construction technologies and integrating renewable energy solutions 	<ul style="list-style-type: none"> Increased operational efficiency and cost savings over time through prefabrication and energy-efficient technologies
Market: Adapting to clients' behaviour and aligning with investor expectations	
<ul style="list-style-type: none"> Shifting buyer preferences towards green-certified buildings may reduce demand for conventional developments 	<ul style="list-style-type: none"> Enhancing projects with sustainable features (e.g., energy-efficient systems, green spaces) can improve asset value and appeal to evolving buyer preferences
Reputational: Increased stakeholder concerns or negative stakeholder feedback	
<ul style="list-style-type: none"> Negative public perception and reputational damage if projects are associated with high carbon emissions or unsustainable practices 	<ul style="list-style-type: none"> Strengthening ESG commitments and achieving green building certifications can enhance brand reputation and attract environmentally conscious buyers and investors

Physical Risks	
Potential Impacts	Opportunities
Acute: Exposure to increasingly frequent and severe extreme weather events such as floods, and storms	
<ul style="list-style-type: none"> Delays in construction schedules due to damage to project sites from extreme weather events, resulting in project overruns 	<ul style="list-style-type: none"> Implementation of contingency plans for climate-related disasters to minimise delays and protect assets
<ul style="list-style-type: none"> Disruption in supply chains and material shortages, affecting production or transportation networks 	<ul style="list-style-type: none"> Diversifying suppliers and sourcing materials locally can reduce reliance on vulnerable supply chains, ensuring smoother project delivery
Chronic: Exposure to prolonged shifts in climate, including rising average temperatures and shifts in precipitation patterns	
<ul style="list-style-type: none"> Prolonged heatwaves, water shortages, or changing precipitation patterns can raise operational costs for buildings 	<ul style="list-style-type: none"> Implementing water-saving technologies, green roofs, and renewable energy solutions can help mitigate long-term operational costs and position properties as sustainable investments

Risk Management

The Group employs a risk management approach to identify and evaluate risks that may impact our operations. The ARMC evaluates the adequacy and effectiveness of the risk management process, ensuring key organisational risks are identified and managed through appropriate systems and processes.

Potential climate risks will be assessed based on their likelihood and impact, ensuring that all identified risks are integrated into strategic decision-making and operational planning.

Metrics and Targets

The Group monitors and reports our annual Scope 1, 2, and limited Scope 3 GHG emissions. Our GHG emissions data is calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. To assess our performance, we track and disclose the following metrics.

Metric	Unit	Description
GHG Emissions	tCO ₂ e	Quantifies Scope 1, 2 and 3 (limited to business travels and employee commute) GHG emissions
Waste	MT	Measures total amount of waste generated
Energy Usage	GJ	Tracks total fuel and electricity consumption
Water Usage	m ³	Measures total water consumption



Driving Sustainable Growth

OCR's sustainability initiatives are driven by our economic performance. By prioritising strategic resource management and optimising supply chains, we achieve financial stability and secure long-term returns, enhancing the Group's value and resilience.

Material Sustainability Matters

- Economic Performance
- Landbank Management
- Supply Chain Management
- Product Quality
- Digitalisation and Technology
- Customer Satisfaction and Branding

Key Stakeholder Groups



FY2024 Highlights



100%

Procurement budget spent
on local suppliers

Contribution to UN SDGs

11 SUSTAINABLE CITIES
AND COMMUNITIES



Economic Performance

Robust economic performance sustains our operations and provides lasting value to our stakeholders. By maintaining financial resilience, OCR is well-positioned to drive sustainable growth, deliver high-quality developments and adapt to evolving market dynamics and industry challenges.

OCR remains committed to strengthening our financial performance through targeted initiatives such as cost optimisation, the launch of new projects, and market expansion. In FY2024, the Group focused on refining resource allocation and improving operational efficiency, setting a strong foundation to support long-term economic growth. We actively pursue strategic partnerships to drive revenue growth and explore asset monetisation opportunities to enhance liquidity and financial stability.



The Group contributed to the community by improving the Guard House and landscaping at D'Templer. This improvement reflects our commitment to promoting natural surroundings and enhancing the well-being of our residents.

Landbank Management

Landbank management is a key aspect of OCR's growth strategy. By effectively managing our land assets, we adapt to market conditions and deliver value-driven projects that benefit both the Group and the communities we serve.

Our land acquisition strategy builds a sustainable pipeline for future developments, balancing long-term growth with financial liquidity to fund current and upcoming projects. OCR conducts thorough environmental and social impact assessments to evaluate land suitability, considering factors such as topography, traffic patterns, market conditions and community impact. All acquisitions comply with local regulations, with necessary approvals secured before development to align with regulatory and community interests.

We are actively developing multiple residential and mixed-use projects across 8.2 acres in Klang Valley, with a combined GDV/Contract Value of RM 878 million. In addition, the Group holds several undeveloped land parcels totalling 22.1 acres across Klang Valley and Melaka, positioning ourselves for future growth.

Ongoing Projects	Project Type	Site Area (Acres)	Estimated GDV/Contract Value (RM'mill)
Residensi Akasia	Residential	5.3	277.3
Stellar Damansara	Residential	1.5	178.2
The Mate	Mixed Development	1	146.5
Isola KLCC	Residential	0.4	276.0

Future Project Developable Area	Locations	Area (acres)	Status for FY2024
Vacant development land zoned for residential use	Hulu Langat, Selangor	3.7	Undeveloped
Development land zoned for commercial use	Federal Territory of Kuala Lumpur	0.5	Undeveloped
Vacant development land currently used as a car park area	Melaka Tengah, Melaka	1.4	Undeveloped
Agricultural land	Alor Gajah, Melaka	16.5	Undeveloped

Supply Chain Management

An ethical and efficient supply chain ensures the timely delivery of quality materials and services essential to our operations. By fostering strong supplier relationships, we build a resilient supply chain that enhances operational efficiency, mitigates risks, and supports the successful execution of our development projects.

OCR has implemented a supplier pre-qualification, registration, and performance evaluation process as part of our Supplier Management Standard Operating Procedure ("SOP").

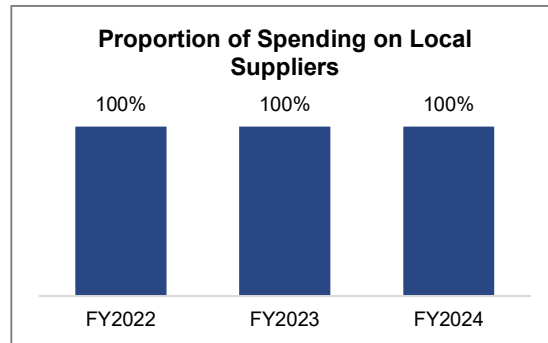
Suppliers Registration	<ul style="list-style-type: none"> Suppliers are required to adhere to the Group's policies and complete all necessary documentation, including the Vendor Registration Form, Anti-Bribery and Anti-Corruption ("ABAC") Due Diligence Assessment Form, and Vendor ABAC Declaration Form Evaluation criteria include price, payment terms, product quality, financial stability, and corruption risk Accepted suppliers are then added to our Approved Vendor Master List
Suppliers Performance Evaluation	<ul style="list-style-type: none"> We conduct annual evaluations to assess suppliers based on operational efficiency, professionalism, communication, pricing, compliance and responsiveness. Suppliers scoring below 50% on these criteria are removed from the approved list, ensuring we maintain high standards in our supply chain

The Group's top three suppliers in FY2024, based on monetary value and scope of work, are as follows.

Top Three Materials Sourced from Suppliers		
Company Name	Materials Supplied	Name of Project
Buildcon Concrete Sdn Bhd	Concrete	The Mate, Stellar
Sunway Marketing Sdn Bhd	Trading	The Mate, Stellar, Isola
TKH Industrial Supply Sdn Bhd	Hardware	The Mate, Stellar, Isola

Local Sourcing

In line with our operational goals, we prioritise sourcing products and services from local suppliers whenever possible. For the past three consecutive years, the Group has allocated 100% of our procurement budget to local suppliers.



Supplier Screening and Assessment

The Group plans to integrate environmental and social criteria into our due diligence processes to mitigate supply chain risks. Moving forward, a Legal Workers & Social and Environmental Compliance Declaration will apply to all contractors and suppliers for contracts exceeding RM 1 million.

Suppliers Screening	FY2023	FY2024
Percentage of suppliers screened using environmental criteria	0%	0%
Percentage of suppliers screened using social criteria	0%	0%
Total numbers of new suppliers	NA	40

Suppliers Assessment	FY2023	FY2024
Number of suppliers assessed for environmental impacts	0	0
Number of suppliers assessed for social impacts	0	0
Total numbers of suppliers	450	292

Note:

1. "NA" indicates that the data is not available.

Product Quality, Digitalisation and Technology, Customer Satisfaction and Branding

The integration of technology and the maintenance of high-quality standards are fundamental to OCR's business success. By leveraging innovative solutions in our daily operations and developments, we enhance customer satisfaction, strengthen our competitive advantage and solidify our reputation within the property industry.

Quality Management

The Group adheres to internationally recognised standards, including the ISO 9001 Quality Management System. Our Quality Management System is ISO 9001:2015 certified, demonstrating adherence to stringent quality management standards. We have implemented a robust quality control system to oversee design and construction processes, ensuring strict adherence to industry standards, including those set by the Construction Industry Development Board ("CIDB").

To further enhance project quality, OCR introduced several key initiatives.

Building Information Modelling ("BIM")	
Implemented in The Mate, BIM enables early issue detection through a centralised 3D model integrating architectural, structural, and engineering data. It supports real-time progress tracking, quality control, and efficient facility management, enhancing project outcomes.	
Joint Inspections	Pre-Delivery Inspections ("PDI")
Conducted between Property and Project departments to address plumbing issues	Introduced to ensure all projects meet high standards before vacant possession

Technology Integration and Digitalisation

OCR continues to adopt advanced technology to enhance operational efficiency and better serve stakeholders.

ProFix Apps	Streamlines property handovers and defect management during vacant possession
Contract Management System ("CMS")	Improves the management and tracking of contracts and costs
HR System Upgrade	Ensures smooth transition from the Timesoft HR system to the cloud-based JustLogin HR system, enhancing HR operations

Customer Satisfaction and Experience

This year, we have implemented several targeted initiatives to elevate customer satisfaction and improve the overall customer experience.

Enhanced Customer Support Extended support hours and the use of new communication channels, such as live chat and meet-up sessions, to facilitate faster issue resolution	Loyalty Programmes New rewards programmes designed to recognise and retain loyal customers	Employee Training Conducted customer service training to ensure consistently high-quality interactions with clients
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Market Presence, Branding and Reputation

To strengthen our brand positioning, OCR has implemented several innovative marketing strategies in FY2024, including:

- 1 Brand Awareness Campaigns:** Executed targeted campaigns across digital platforms, outdoor advertising and local influencer partnerships to highlight OCR’s core values
- 2 Enhanced Customer Experiences:** Provided personalised services tailored to different customer segments, such as first-time buyers and retirees, along with post-sales engagement programmes
- 3 Virtual Reality (“VR”) Tours:** Offered immersive property tours using VR and 3D models to engage tech-savvy customers

Upholding Ethical Governance

Strong governance drives the stability and credibility of OCR's business activities. As a responsible property developer, we operate with a commitment to integrity and accountability, adhering to legal and regulatory requirements to minimise risks and build trust among our stakeholders.

Material Sustainability Matters

- Corporate Governance and Anti-Corruption
- Regulatory Compliance
- Data Privacy and Security

Key Stakeholder Groups



FY2024 Highlights



Zero

Substantiated cases of non-compliance with laws and regulations



Zero

Substantiated cases of corruption, bribery and whistleblowing



71%

Employees who received anti-corruption training



Zero

Substantiated complaints concerning breaches in customer privacy or data loss

Contribution to UN SDGs

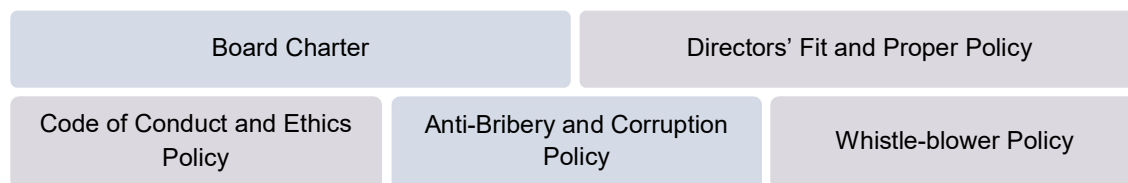


Corporate Governance and Anti-Corruption

Strong corporate governance and ethical business conduct are the cornerstones of OCR's business continuity and sustained economic success. We uphold transparency, accountability, and integrity across our operations, ensuring regulatory compliance while fostering a culture of ethical decision-making.

Corporate Governance Principles and Policies

The Group is guided by codes and policies that reinforce our compliance with laws, regulations, and industry best practices. These policies are publicly available on our corporate website, accessible to employees via the intranet, and communicated annually to ensure awareness and compliance.



Anti-Corruption and Bribery

We maintain a zero-tolerance stance on bribery, corruption, and misconduct in all business dealings. Our Code of Conduct and Ethics is reinforced by the ABAC Policy and Guidelines, ensuring compliance with the Malaysian Anti-Corruption Commission ("MACC") Act 2009.

All Directors, employees and associates of OCR Group, including suppliers, contractors and subcontractors, were briefed on ABAC policy requirements. We enforce a no-gift and entertainment policy across all stakeholder engagements and integrate anti-corruption due diligence into ourco supplier assessments.

The Board is responsible for overseeing ethics, integrity and anti-corruption matters. In FY2024, our Legal Department conducted an Internal Anti-Corruption Training Workshop, with participation from 71% of our employees. These efforts have empowered the Group to maintain a three-year track record with no substantiated incidents of bribery or corruption.

Percentage of Employees Who Received Anti-Corruption Training (%)		
Employee Category	FY2023	FY2024
Senior Management	88%	94%
Management	73%	69%
Executive	53%	63%
Non-Executive	75%	100%

	FY2022	FY2023	FY2024
Percentage of operations that underwent corruption risk assessments (%)	0%	0%	0%
Number of substantiated bribery and corruption incidents	0	0	0

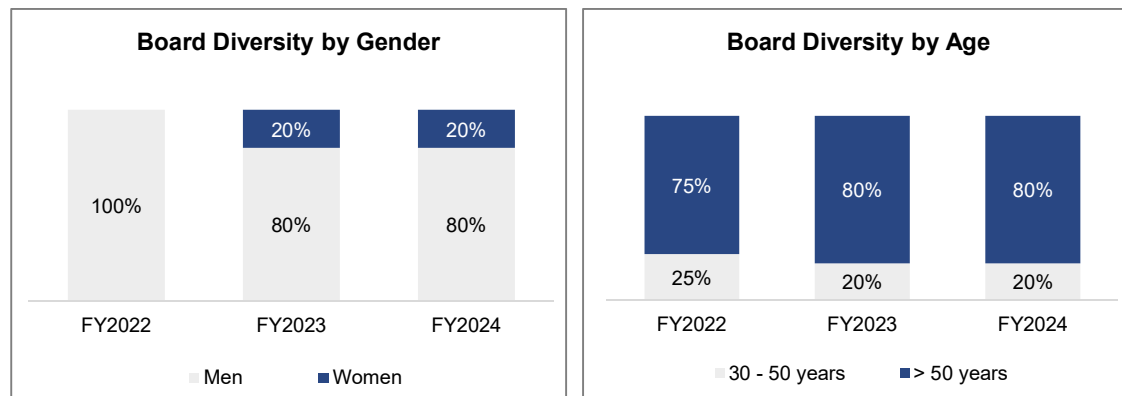
Whistleblowing Policy and Procedures

Our Whistle-blower Policy and Guidelines offer stakeholders a secure and confidential channel to report suspicious activity or misconduct. The Whistle-Blower Committee, chaired by the Chairman of the Audit Committee, reviews disclosures and assigns investigators to access the validity of the report and determine appropriate action. All reports and investigations are handled with sensitivity and confidentiality, ensuring protection from reprisals and facilitating effective resolution.

In FY2024, the Group recorded zero whistleblowing incidents.

Board Composition

Effective corporate governance is strengthened by our diverse and experienced Board, ensuring strong ethical oversight and sound decision-making. Our Board composition includes 83% men and 17% women, with 67% of our members aged 50 and above.



Regulatory Compliance

OCR embeds regulatory compliance into our daily operations, ensuring adherence to relevant laws, regulations, listing obligations and guidelines established by local authorities and governmental bodies. We maintain business continuity, safeguard our reputation, and maintain stakeholder trust with effective controls and vigilant monitoring.

We have implemented internal controls to ensure compliance with Bursa Malaysia's MMLR, while upholding the principles of good governance as outlined in the Malaysian Code on Corporate Governance ("MCCG"). Additionally, we comply with national laws applicable to our business, including but not limited to:

- Housing Development (Control and Licensing) (Amendment) Act 2012
- Personal Data Protection Act 2010
- Anti-Corruption Commission Act 2009
- Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001
- Companies (Amendment) Act 2019
- Streets, Drainage and Building Act 1974
- Town and Country Planning Act 1976
- Occupational Safety and Health (Amendment) Act 2022

To further strengthen regulatory compliance, OCR introduced an Internal Legal Bulletin to raise awareness of key updates in relevant laws and regulations. The ARMC oversees compliance to these laws and monitors internal audit controls to uphold standards. In the event of non-compliance, procedures are in place to ensure prompt investigation and resolution.

No substantiated incidents of non-compliance with any laws or regulations were recorded

Achieved zero Stop-Work Orders from the Department of Environment ("DOE") or the Department of Occupational Safety and Health ("DOSH")

Data Privacy and Security

OCR actively protects customer data to sustain customer trust, meet regulatory obligations, and preserve the integrity of our business. We handle substantial volumes of customer data, with a commitment to confidentiality and security, adhering to the Personal Data Protection Act 2010 ("PDPA").

We implement robust cybersecurity measures to prevent unauthorised access and data breaches. Our Code of Conduct incorporates a non-disclosure clause that applies to employees, directors, suppliers, and business partners. This ensures that all parties handling customer data adhere to strict confidentiality standards, mitigating risks associated with information misuse.

Customer Privacy Breaches and Data Loss

OCR has recorded zero substantiated complaints regarding customer privacy breaches or data loss over the past three consecutive reporting years.

Environmental Stewardship

As a responsible developer, OCR holds a pivotal role in preserving natural resources and ecosystems through thoughtful environmental stewardship. We are dedicated to managing resources effectively, mitigating risks and contributing to a greener environment in line with our commitment to sustainable business practices.

Material Sustainability Matters

- Energy Management and Climate Resilience
- Water Consumption
- Waste and Effluent Management
- Materials Consumption
- Biodiversity

Key Stakeholder Groups



FY2024 Highlights



35%

Reduction in total energy consumption



Commenced tracking and reporting on Scope 3 GHG emissions



30%

Reduction in water consumption



4%

Waste diverted from disposal

Contribution to UN SDGs



Energy Management and Climate Resilience

Effective energy management and climate resilience are crucial for OCR to drive sustainability within the property development industry. To minimise our environment impact, we have adopted proactive and sustainable practices that support both business stability and environmental stewardship.

By monitoring energy consumption and implementing energy-efficient equipment across our offices, sales galleries and construction projects, we reduce our carbon footprint and contribute to a cleaner planet.

Light Emitting Diode (“LED”) Lighting

OCR has transitioned to using LED bulbs across all our projects and at our Group’s headquarters. These bulbs are longer-lasting, utilise less energy and contribute to cost savings through lower electricity bills.

Energy-Saving Practices

Employees are encouraged to adopt energy-saving habits, such as switching off electrical appliances during non-operational hours or when not in use. Air conditioning temperature is maintained at an optimal level to minimise energy consumption.

Utilising Energy-Efficient Fittings and Components

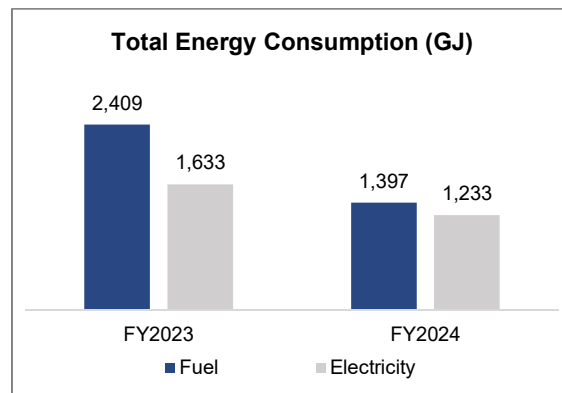
Energy-efficient fittings and components have been installed and integrated into property designs, including features such as motion-sensor lighting, low-flow water fixtures, and energy-efficient Heating, Ventilation, and Air Conditioning (“HVAC”) systems for on-going projects.

Energy Consumption

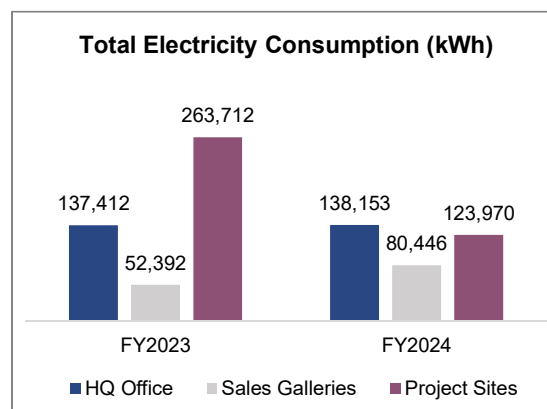
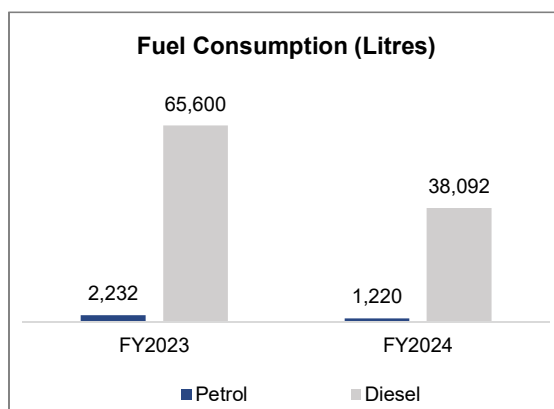
In FY2024, the Group’s total energy consumption was 2,630 GJ, marking a 35% reduction from the previous year.

Note:

1. Total energy consumption data for FY2023 have been restated.

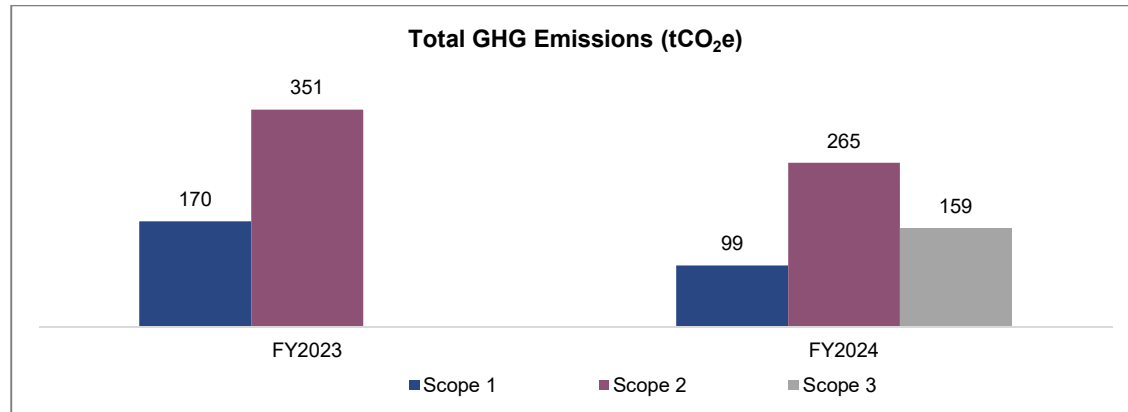


Our fuel consumption for the reporting year consisted of 1,220 litres of petrol and 38,092 litres of diesel, reflecting a 42% reduction following the completion of the YOLO and PRIYA project sites. Total electricity consumption decreased by 24% to 342,569 kWh.



GHG Emissions

OCR's total GHG emissions amounted to 523 tCO₂e, an increase from the previous year due to the expanded reporting scope, which now includes data from our project sites and limited Scope 3 GHG emissions from business travel and employee commuting.

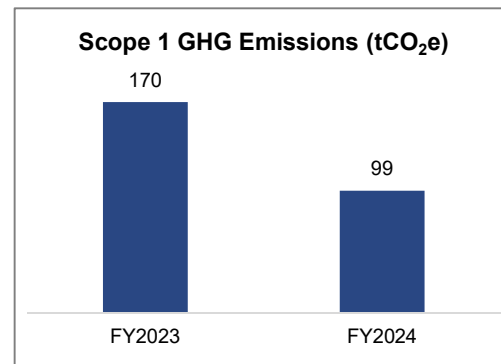


Note:

1. Scope 1 GHG emissions are calculated following the GHG Protocol Scope 1 Guidance, with emission factors derived from the UK Government's GHG Conversion Factors for FY2023 and FY2024.
2. Scope 2 GHG emissions are calculated using the location-based approach, in accordance with the GHG Protocol Scope 2 Guidance. The emission factors are derived from the 2022 Grid Emission Factors provided by Grid Malaysia, specifically for Peninsular Malaysia.
3. Scope 3 GHG emissions for employee commute and business travel are calculated using the average-data method and spend-based method as outlined by the GHG Protocol Scope 3 Guidance, with emission factors derived from the UK Government's GHG Conversion Factors for 2024.
4. GHG emissions data for FY2023 have been restated to reflect more accurate emission calculation.

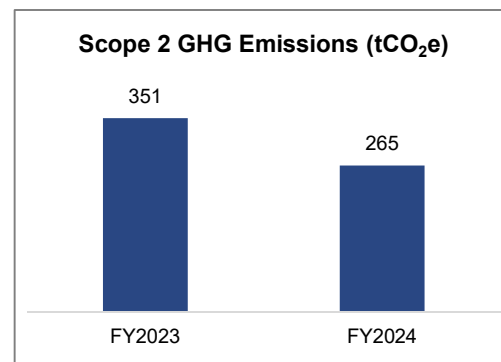
Scope 1 GHG Emissions

Scope 1 GHG emissions includes petrol used by company-owned vehicles at our headquarters and diesel consumption for machinery and equipment such as cranes, forklifts, generators, fogging machines, and bobcat construction machines at our project sites. In FY2024, our Scope 1 GHG emissions decreased by 42% compared to the previous year, due to completion of the YOLO and PRIYA project sites in FY2023.



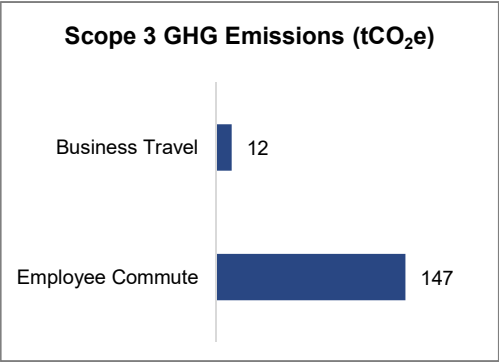
Scope 2 GHG Emissions

Scope 2 GHG emissions are derived from indirect emissions of purchased electricity utilised in our operations. The Group's total Scope 2 GHG emissions for FY2024 amounted to 265 tCO₂e, a reduction of 24% due to lower electricity consumption during the year.




Scope 3 GHG Emissions


In FY2024, we commenced monitoring our Scope 3 GHG emissions, which totalled 159 tCO₂e from employee commuting and business travel, encompassing both air and land transport.





Water Consumption

Effective water management strategies are critical for conserving this vital resource and ensuring smooth daily operations across the Group. To minimise water wastage, we continuously track and monitor our usage and implement water-efficient strategies in our projects.

- 

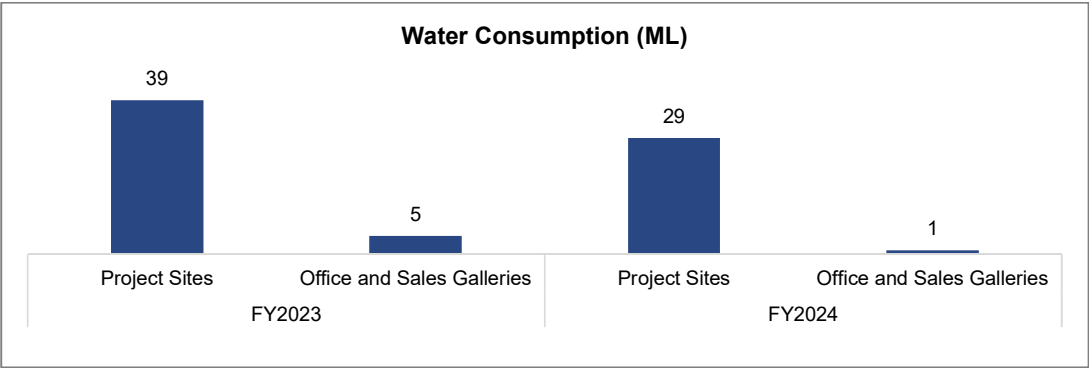
Performed monthly maintenance and inspections of fixtures and pipes at our headquarters, project sites, and sales galleries to prevent leaks and ensure operational efficiency
- 

Installed rainwater harvesting systems with a storage capacity of approximately 100,000 litres at The Mate, Stellar, Isola KLCC, and Residensi Akasia to support non-potable water usage
- 

Utilised underground water for construction activities to minimise dependence on municipal water supplies
- 

Conducted water-saving awareness campaigns at our headquarters, encouraging sustainable water usage among employees

In FY2024, we utilised a total of 30 megalitres of water across our project sites, offices and sales galleries, reflecting a 30% reduction compared to the previous year.



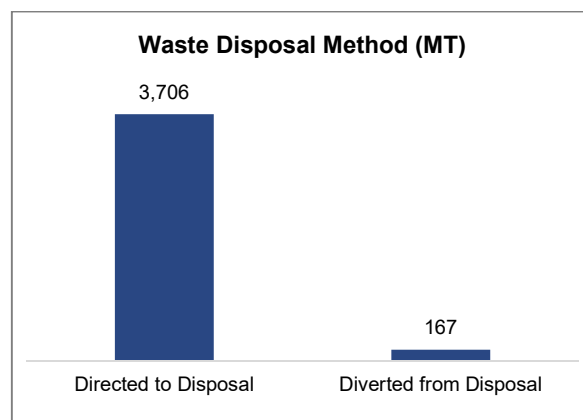
Waste and Effluent Management

OCR recognises that the proper handling of waste and effluent is a key imperative for sustainable construction and property development. Waste at our construction sites is handled by licensed service providers and disposed of at authorised locations in compliance with regulatory standards, safeguarding communities and ecosystems.

We implement the 3R principles: Reduce, Reuse, and Recycle across our operations. At project sites and sales galleries, we prioritise responsible waste disposal by tracking and monitoring recycling data to measure performance and identify areas for improvement. At our headquarters, we encourage employees to reuse paper for non-official documents and encourage the use of digital documents to minimise paper waste.

In FY2024, our project sites and sales galleries at The Mate and Isola KLCC generated 3,873 metric tonnes of waste. Notably, 4% of total construction waste, primarily aluminium and iron from The Mate, was recycled, diverting it from disposal

Types of Waste Generated		FY2024
Non-Scheduled (MT)	Construction waste	2,801
	Domestic waste	1,072



Types of Waste		FY2024
Recycled waste (MT)	Aluminium	80.21
	Iron Metal	86.87

Effluent Management

Our construction sites are equipped with silt detention ponds to capture sediments before discharging water into adjacent rivers, particularly at the Stellar project, which is located next to a river. Treated water from these ponds is reused for vehicle cleaning, promoting water conservation. Additionally, we conduct water quality sampling of discharges at our project sites every three months to ensure compliance with DOE limits.

Materials Consumption

Property development and construction rely heavily on materials such as steel, wood, sand, and cement. To minimise dependency on raw materials, OCR prioritises resource optimisation by implementing efficient material usage, reducing waste and exploring sustainable alternatives throughout the construction process.




During the construction phase, we minimise material use through the adoption of Aluminium Formwork, which reduces waste compared to conventional formwork due to its durability and reusability.



We incorporate recycled materials such as metal rods, wood, cement and iron rods into our construction processes, further reducing environmental impacts and supporting sustainable building practices.

Total Weight of Key Materials Used in Operations

In FY2024, the top two materials utilised in our construction operations were steel bars and concrete.

	Materials	Units	FY2024
	Steel Bar	tonnes	2,401
	Concrete	m ³	17,918

Biodiversity

As a responsible developer, we recognise that our operations can impact natural ecosystems and biodiversity. Conserving biodiversity supports healthy environments and protects valuable species, essential for sustainable development in the property sector.

Before commencing any development project, we ensure that our landbanks comply with relevant standards and regulations. To safeguard urban biodiversity, we integrate sustainable practices and environmentally friendly designs into our projects, providing ample green spaces that promote a healthier and more sustainable lifestyle.

Excellence in Eco-Friendly Development



Our commitment to sustainability was recognised when Stellar Damansara was awarded Best Eco-Friendly High-Rise Development by the ASEAN Property Development Awards 2023.

Tree-Planting Initiative for Biodiversity Conservation



In FY2024, we enhanced our biodiversity efforts through a tree-planting programme at the PRIYA project site in Penor, Kuantan. As part of this initiative, 14 employees participated in the planting of Eugenia and Ficus Gold saplings, supporting local biodiversity conservation. A total of 5,000 saplings were successfully planted under the programme.

Social Responsibility

Our people are the heart of our Group, driving our robust growth and success. We cultivate a work environment that nurtures potential, engagement and loyalty, supporting their development and well-being. We foster collaboration and a sense of community through shared initiatives and meaningful outreach, contributing to both employee growth and community well-being.

Material Sustainability Matters

- Occupational Health and Safety
- Human Rights and Labour Practices
- Workplace Diversity and Talent Management
- Community Engagement and Contribution

Key Stakeholder Groups



FY2024 Highlights



Zero

Lost-time incident rate



Zero

Substantiated complaints concerning human rights violations



RM 36,073

Invested in **19** employee training programmes



100%

Employees received performance appraisals

Contribution to UN SDGs



Occupational Health and Safety

OCR recognises the importance of providing a safe working environment due to the inherently high-risk nature of our construction activities. Effective Occupational Health and Safety (“OHS”) practices within the Group are essential to protect the safety and well-being of our workers and employees.

To ensure compliance with the Occupational Safety and Health (Amendment) Act 2022 and alignment with ISO 45001 OHS management system, we integrate risk management, regular inspections and continuous improvements to uphold high safety standards across all operations.

Safety and Health Committee

A Safety and Health Committee is established at each project site, consisting of project management personnel, site managers, consultants, and contractors. The committee oversees the implementation of safety protocols, with site managers and health and safety officers conducting daily inspections. The appointed health and safety officer prepares monthly reports on health and safety issues and coordinates safety programmes to ensure a safe and healthy working environment.

Weekly Safety Site Inspections	Conducted at all active construction sites to ensure adherence to safety protocols
Regular Safety Committee Meetings	Improves the management and tracking of contracts and costs
Incident Response and Hazard Control	Established safety protocols are followed to mitigate risks and implement corrective actions in case of an accident
Health and Hygiene Measures	Regular fogging, pest control, and sanitisation are carried out to prevent virus outbreaks

OSH Performance Metrics

In FY2024, we recorded zero substantiated non-compliance incidents with health and safety regulations and zero Lost-Time Incident Rate. This achievement spans 3,041,671 hours worked over consecutive years.

	FY2022	FY2023	FY2024
Total number of hours worked	NA	1,681,920	3,041,671
Number of lost-time injuries	0	0	0
Number of fatalities as a result of work-related injuries or ill health	0	0	0
Lost-time Incident Rate (“LTIR”)	0	0	0

Note:

1. LTIR was calculated based on Bursa Malaysia Sustainability Reporting Guide of per 200,000 hours worked.

Safety and Health Trainings

At OCR, we prioritise the safety and well-being of our construction site workers by mandating regular attendance at safety training sessions. Our programmes are conducted by HSE subject matter experts from within the Group, as well as accredited external providers, ensuring the highest standards of safety education. In FY2024, a total of 237 employees and workers participated in these Safety and Health training sessions.

	FY2022	FY2023	FY2024
Number of employees who received OHS training	85	194	237



Safe Operation of Gondolas



Safety and Health Induction for New Workers



Working-at-Height Safety Training



Personal Protective Equipment ("PPE") Training

Human Rights and Labour Practices

Protecting and respecting human rights at OCR while maintaining high labour standards is essential for ensuring a fair, safe and ethical workforce. This commitment safeguards the well-being of all employees, particularly foreign workers.

Safe and Compliant Worker Accommodation

We provide safe, hygienic, and clean accommodation for our workers through regular fogging and maintaining high cleanliness standards at our workers' quarters. Our facilities,

amenities, and accommodation for foreign workers comply with the Workers' Minimum Standards of Housing and Amenities Act 1990.

Additionally, we uphold equal employment opportunities and fair treatment for all employees by strictly adhering to the Employment Act (Amendment) 2022 and ensuring compliance with the Minimum Wage Act 2022. We strictly prohibit child and forced labour throughout our hiring processes.

Grievance Mechanism



To address concerns of bullying or harassment, we have implemented a grievance mechanism and confidential reporting channels, providing a secure platform for employees to report misconduct. Our Grievance Policy ensures that all concerns are addressed promptly, discreetly and fairly.

In FY2024, the Group did not receive any grievance reports through our grievance mechanism.

With these initiatives in place, we are pleased to report zero substantiated complaints regarding human rights violations and zero confirmed incidents of non-compliance with labour standards over the past three reporting years.

	FY2022	FY2023	FY2024
Number of substantiated complaints concerning human rights violations	0	0	0
Number of confirmed incidents of non-compliance with labour standards	0	0	0

Employee Benefits

We prioritise employee well-being by offering competitive compensation and benefits aligned with market standards to support professional growth.

Compensation and Allowances <ul style="list-style-type: none"> • Shift Allowance • Travelling and Outstation Allowance • Entertainment and Accommodation 	Staff Recognition and Awards <ul style="list-style-type: none"> • Best Employee Award • Long Service Award
Healthcare Benefits <ul style="list-style-type: none"> • Medical and Hospitalisation Benefits (Including health screenings, dental, and optical coverage) • Life and Personal Accident 	Statutory Contributions and Benefits <ul style="list-style-type: none"> • Social Security Organisation (SOCSO) • Employee Provident Fund
Leave Entitlements <ul style="list-style-type: none"> • Annual Leave • Medical Leave • Paternity Leave 	Flexible Working Hours <ul style="list-style-type: none"> • Flexi Clock-in Hours

In FY2024, we allocated a total of RM10.969 million in salaries, bonuses and benefits.

Amount (RM'000)	FY2022	FY2023	FY2024
Total employee compensation (salaries, bonuses, benefits)	5,674	8,084	9,675
Total statutory retirement benefits (EPF)	613	960	1,218
Total social security protection payment (SOCSO) for employees	37	63	76

Parental Leave

During the reporting period, we achieved a 100% return to work rate for three men and four women who utilised parental leave.

Return to Work Rate

Men: 100%
Women: 100%

Retention Rate

Men: 86%
Women: 100%

	Gender	FY2023	FY2024
Employees Entitled to Paternity Leave	Men	40	58
	Women	36	51
Number of employees who took Parental Leave	Men	2	3
	Women	1	4
Number of employees who returned after Parental Leave	Men	2	3
	Women	1	4
Number of employees who returned to work after parental leave ended that were still employed 12 months after their return	Men	1	3
	Women	2	3

Employee Engagement

We actively engage with our employees, particularly during festive celebrations, to foster a close-knit community atmosphere. We also recognise and reward their services to show our appreciation and reinforce their value within the Group.

OCR Annual Dinner 2024



The OCR Annual Dinner was held to recognise employees' contributions and celebrate the year's achievements. Long service awards were presented to honour dedicated staff, fostering a culture of appreciation and commitment.

OCR Christmas Gift Exchange 2024



Our OCR Christmas Gift Exchange event brought festive cheer as employees came together to enjoy good food, exchange gifts, and strengthen bonds in a warm and joyful atmosphere.

Team Building Activities



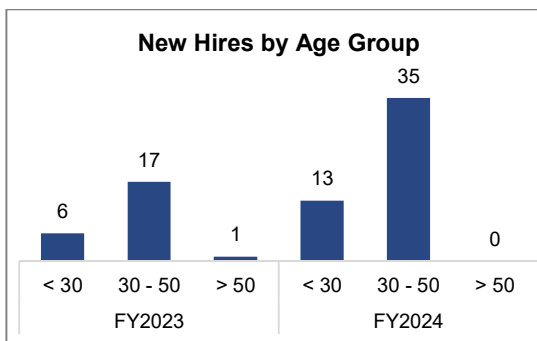
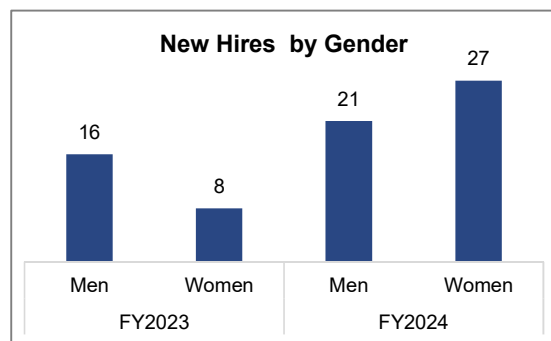
OCR's team-building events foster collaboration by bringing together employees from different departments and locations. Through interactive games, these events encourage idea-sharing, strengthen bonds, and promote unity, creating a more connected and engaged workforce.

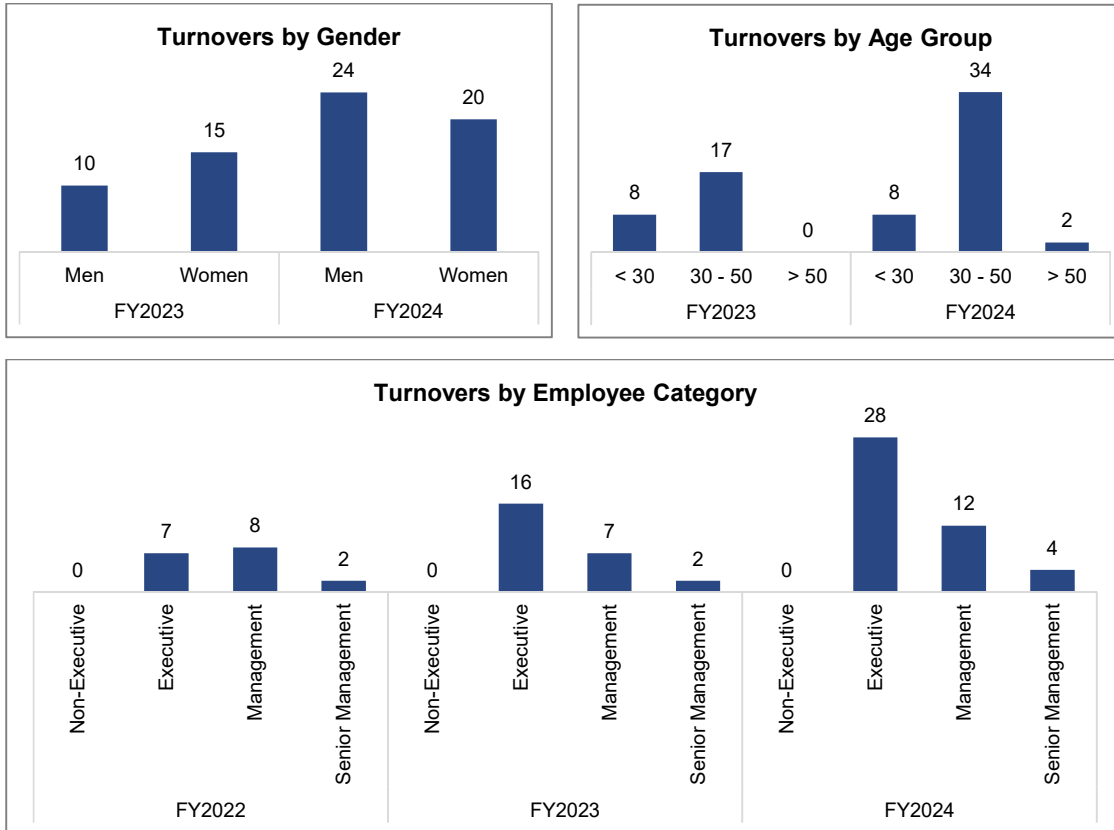
Internship Programmes

OCR believes in shaping the next generation of industry leaders through our internship placements. These programmes provide final-year students with hands-on experience and the opportunity to develop critical industry-related skills, equipping them for success in their future careers. In FY2024, we welcomed 17 interns to our team, of whom 3 secured permanent positions and 5 were offered contract roles upon completing their internships.

Employee Recruitment

During the reporting period, we welcomed a total of 48 new hires and recorded 44 turnovers.





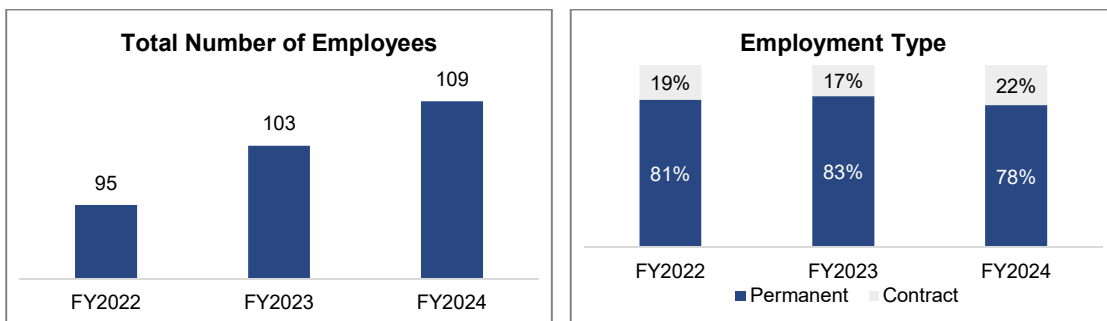
Workplace Diversity and Talent Management

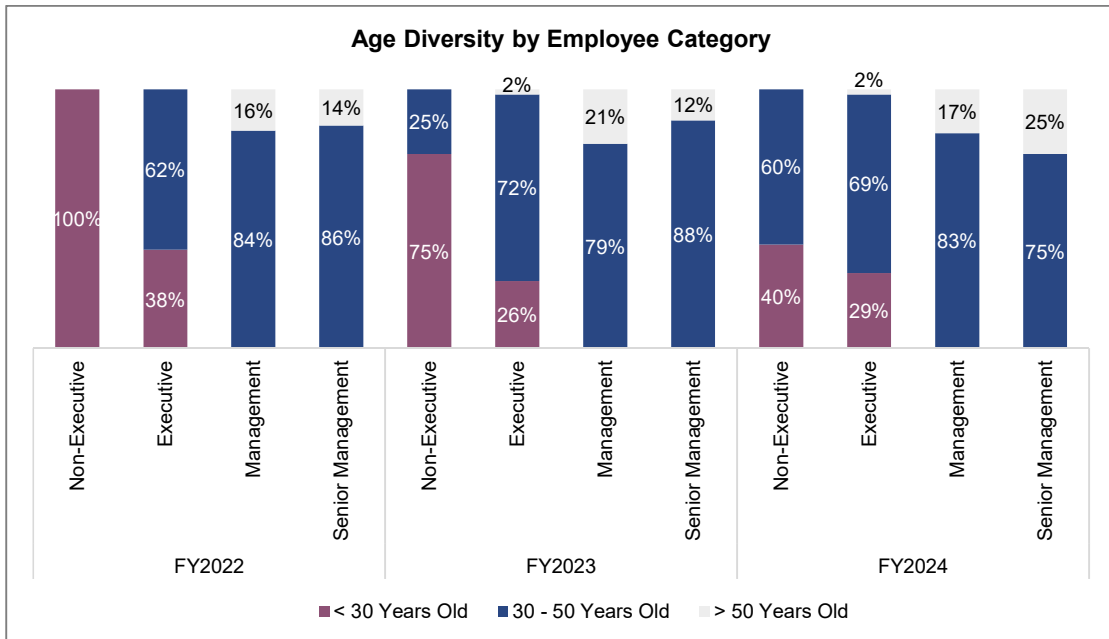
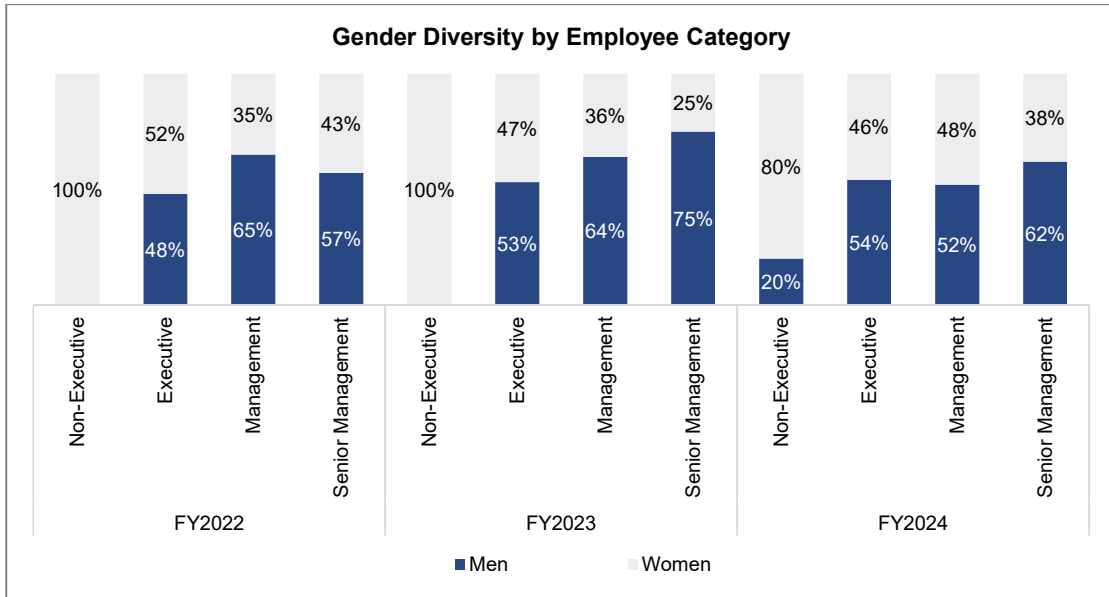
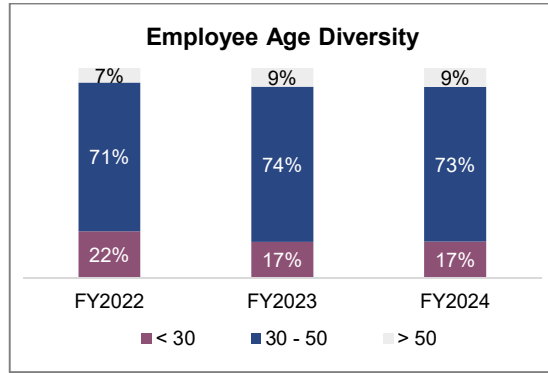
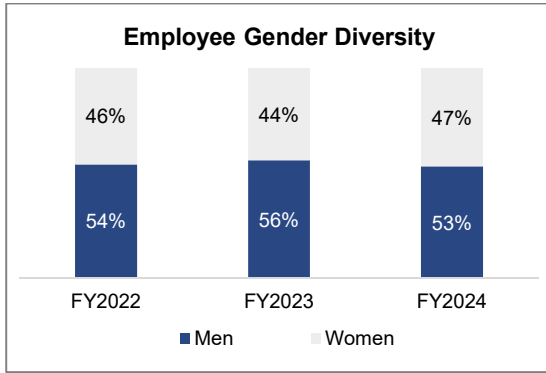
We are committed to fostering a workplace free from discrimination, upholding principles of diversity, equity, and inclusion. Our hiring process is structured and transparent, aligning with our Recruitment Procedure to ensure equal opportunities for all applicants. Each applicant is thoroughly screened based on merit and specific job requirements, ensuring a fair and unbiased assessment.

In FY2024, the Group reported zero confirmed incidents of discrimination across our operations, reflecting our commitment to an inclusive and equitable workplace.

Employee Demographics

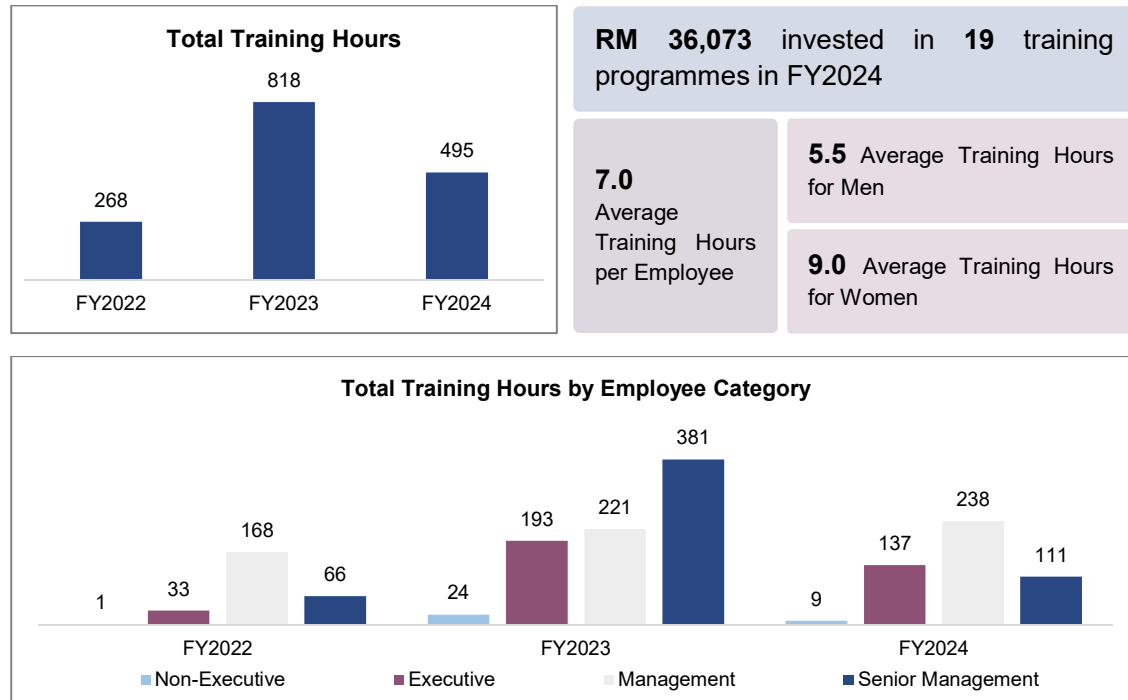
OCR's total workforce comprise 109 employees, including 58 men and 51 women. Of these employees, 78% hold permanent positions, all are local hires, and 73% fall within the age range of 30 and 50 years old.





Talent Management

The Group offers targeted training and equal opportunities to all employees, irrespective of gender, age or nationality, to cultivate a diverse range of skills, perspectives, and experiences that enhance our business performance. A variety of training and development programmes, including seminars, conferences and workshops, were conducted to further strengthen our employees' capabilities.



Types of Training Programmes	Titles of Training Programmes
Legal and Compliance	<ul style="list-style-type: none"> • Legal Talk Series #1-2024 – Updates on Legal Cases in Property Development • Tax Law Decisions Impacting Property Developers & E-Invoicing Solutions • OSH (Amendment) 2022 & Factories and Machinery (Repeal) Act 2022 • Review of Amendments & New Legislations in Malaysia's Employment Laws • ABAC Training
Technical	<ul style="list-style-type: none"> • Turning the Tables: The Power of Timely Response in Construction • Leasing Module • Mastering Microsoft Project from Basics to Advanced Project Management • How to Develop Award-Winning Industrial Parks and Real Estate in Malaysia • International Conference & Exhibition Malaysia 2024 • REHDA Institute Regional Housing Conference 2024 • Neuro-Linguistic Programming ("NLP") Sales Training
Sustainability	<ul style="list-style-type: none"> • Navigating Resilience via ESG Strategy
Taxation and Finance	<ul style="list-style-type: none"> • E-Invoicing Seminar • E-Invoicing Public Workshop • E-Invoicing Briefing
Soft Skills	<ul style="list-style-type: none"> • Leading for Impact ("LIP") • Talent Management • Effective Communication Skills



NLP Sales Trainings



International Conference & Exhibition Malaysia 2024

Performance Review

Our senior management cascades group objectives during performance reviews to ensure seamless execution. Supervisors and subordinates set formal Key Performance Indicators (“KPIs”), which are documented in the Performance Appraisal Form, while continuous assessments are conducted throughout the year to monitor progress.

In FY2024, all employees completed a self-assessment, followed by a formal feedback session with their supervisor. This session reviewed the employees’ performance, achievements and development needs, ensuring an effective and constructive evaluation process.

	FY2022	FY2023	FY2024
No. of employees received appraisal	95	103	109

Community Engagement and Contribution

Community engagement is vital to OCR as it builds meaningful connections, trust and goodwill with local communities. By investing in valuable community programmes, we integrate these efforts into our business goals, enhancing both our social responsibility and corporate objectives.

UOB Heartbeat Run Fundraiser 2024



In FY2024, we contributed RM 2,000 to the UOB Heartbeat Run Fundraiser 2024, supporting initiatives that enhance the well-being of underprivileged children and expand access to education.

Tree Planting Initiative at PRIYA Kuantan



OCR invested RM110,000 in the tree-planting initiative at PRIYA Kuantan. The project will benefit the 1,124-unit residential development spanning 100 acres and is expected to serve approximately 5,000 residents.

	FY2022	FY2023	FY2024
Total Investment in Community Programmes (RM)	7,500	N/A	112,000
Total Number of Beneficiaries	10	N/A	5,001

Note:

1. N/A means not available.
2. Data for FY2023 has been restated as the contribution was made in FY2024.
3. Total number of beneficiaries in FY2024 refers to one organisation and approximately 5,000 residents.

Uplifting ESG for a Better Tomorrow

OCR's aspiration to develop high-valued properties that meet our customers' needs is matched by our dedication to embedding sustainability principles into our strategies, operations and workforce. As ESG practices increasingly resonate with our clientele, we remain focused on conducting our business with the utmost responsibility towards the environment, society and our stakeholders.

The Group's initiatives in addressing climate change, strengthening sustainability governance and enhancing ESG performance align with global standards. These efforts not only reinforce our long-term value creation strategy but build our resilience as a forward-looking company. As we continue our sustainability journey, we remain resolute in our pursuit of a cleaner future, positive economic growth and resilience against market forces.

Performance Data Table

Governance

Indicator	Unit	FY2022	FY2023	FY2024
Anti-Corruption				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
• Senior Management	%	-	88	94
• Management	%	-	73	69
• Executive	%	-	53	63
• Non-Executive	%	-	75	100
Bursa C1(b) Percentage of operations assessed for corruption related risks	%	0	0	0
Bursa C1(c) Confirmed incidents of corruption and actions taken	Number	0	0	0
Technology, Data Privacy and Security				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy or losses of customer data	Number	0	0	0
Supply Chain Management				
Bursa C7(a) Proportion of spending on local suppliers	%	100	100	100
Supply Chain (Environmental)/ Supplier Environmental Assessment				
Bursa S6(a) Percentage of new suppliers that were screened using environmental criteria	%	-	0%	0%
Bursa S6(b) Number of suppliers assessed for environmental impacts	Number	-	0	0
Supply Chain (Social)/ Supplier Social Assessment				
Bursa S7(a) Percentage of new suppliers that were	%	-	0%	0%

screened using social criteria				
Bursa S6(b) Number of suppliers assessed for environmental impacts	Number	-	0	0

Environment

Indicator	Unit	FY2022	FY2023	FY2024
Energy, Emissions and Climate Resilience				
Bursa C4(a) Total energy consumption	GJ	-	4,042	2,630
Bursa C4(a) Total energy consumption	MWh	-	1,123	731
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	tCO ₂ e	-	170	99
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	tCO ₂ e	-	351	265
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (business travel and employee commuting)	tCO ₂ e	-	-	159
Material Consumption				
Bursa S5(a) Total weight or volume of materials that are used to produce products (Steel Bars)	Tonnes	-	-	2,401
Bursa S5(a) Total weight or volume of materials that are used to produce products (Concrete)	m ³	-	-	17,918
Waste and Effluent Management				
Bursa C10(a) Total waste generated	Metric tonnes	-	-	3,873
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	-	167
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	-	3,706
Water Consumption				
Bursa C9(a) Total volume of water used	m ³	-	43,380	30,332
Bursa C9(a) Total volume of water used	ML	-	44	30

Social

Indicator	Unit	FY2022	FY2023	FY2024
Occupational Health and Safety				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0	0	0
Bursa C5(c) Number of employees trained on health and safety standards	Number	85	194	237
Human Rights, Labour Practices and Standards				
Bursa C6(d) Number of	Number	0	0	0

substantiated complaints concerning human rights violation				
Talent Attraction and Development				
Bursa C6(a) Total hours of training by employee category				
• Senior Management	Hours	66	381	111
• Management	Hours	168	221	238
• Executive	Hours	33	193	137
• Non-Executive	Hours	1	24	9
Bursa C6(c) Total number of employee turnover by employee category				
• Senior Management	Number	2	2	4
• Management	Number	8	7	12
• Executive	Number	7	16	28
• Non-Executive	Number	0	0	0
Diversity and Inclusion				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Gender group by employee category				
• Senior Management (Male)	%	57	75	62
• Senior Management (Female)	%	43	25	38
• Management (Male)	%	65	64	52
• Management (Female)	%	35	36	48
• Executive (Male)	%	48	53	54
• Executive (Female)	%	52	47	46
• Non-Executive (Male)	%	0	0	20
• Non-Executive (Female)	%	100	100	80
Age group by employee category				
• Senior Management (<30)	%	0	0	0
• Senior Management (30-50)	%	86	88	75
• Senior Management (>50)	%	14	12	25
• Management (<30)	%	0	0	0
• Management (30-50)	%	84	79	83
• Management (>50)	%	16	21	17
• Executive (<30)	%	38	26	29
• Executive (30-50)	%	62	72	69
• Executive (>50)	%	0	2	2
• Non-Executive (<30)	%	100	75	40
• Non-Executive (30-50)	%	0	25	60
• Non-Executive (>50)	%	0	0	0
Bursa C3(b) Percentage of directors by gender and age				
Male	%	100	80	80
Female	%	0	20	20
<30	%	0	0	0
30-50	%	25	20	20

>50	%	75	80	80
Bursa C6(b) Percentage of employees that are contractors or temporary staff	%	19	17	22
Community Engagement				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	RM	7,500	0	112,000
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	10	0	5,001

GRI Content Index

Statement of use	OCR Group Bhd has reported the information cited in this GRI content index for the period 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION (PAGE)
GRI 2: General Disclosures 2021	2-1 Organisational details	1
	2-2 Entities included in the organisation's sustainability reporting	1-2
	2-3 Reporting period, frequency and contact point	1
	2-5 External assurance	-
	2-6 Activities, value chain and other business relationships	1-2, 20
	2-7 Employees	41-42
	2-8 Workers who are not employees	-
	2-9 Governance structure and composition	9
	2-10 Nomination and selection of the highest governance body	-
	2-11 Chair of the highest governance body	-
	2-12 Role of the highest governance body in overseeing the management of impacts	9, 15
	2-13 Delegation of responsibility for managing impacts	9, 15
	2-14 Role of the highest governance body in sustainability reporting	9
	2-16 Communication of critical concerns	-
	2-17 Collective knowledge of the highest governance body	15
	2-18 Evaluation of the performance of the highest governance body	-
	2-19 Remuneration policies	-
	2-20 Process to determine remuneration	-
	2-22 Statement on sustainable development strategy	6
	2-23 Policy commitments	7
	2-24 Embedding policy commitments	7
	2-25 Processes to remediate negative impacts	-
	2-26 Mechanisms for seeking advice and raising concerns	26, 38
	2-27 Compliance with laws and regulations	26
	2-28 Membership associations	3
	2-29 Approach to stakeholder engagement	10-11

	2-30 Collective bargaining agreements	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	12
	3-2 List of material topics	13
	3-3 Management of material topics	18-44
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	21
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	25
	205-2 Communication and training about anti-corruption policies and procedures	25
	205-3 Confirmed incidents of corruption and actions taken	25
GRI 301: Materials 2016	301-1 Materials used by weight or volume	33
	301-2 Recycled input materials used	33
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	29
	302-2 Energy consumption outside of the organisation	-
	302-3 Energy intensity	-
	302-4 Reduction of energy consumption	29
	302-5 Reductions in energy requirements of products and services	-
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	-
	303-2 Management of water discharge-related impacts	32
	303-3 Water withdrawal	-
	303-4 Water discharge	-
	303-5 Water consumption	31
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	30
	305-2 Energy indirect (Scope 2) GHG emissions	30
	305-3 Other indirect (Scope 3) GHG emissions	31
	305-4 GHG emissions intensity	-
	305-5 Reduction of GHG emissions	-
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-
	306-2 Management of significant waste-related impacts	-
	306-3 Waste generated	32
	306-4 Waste diverted from disposal	32
	306-5 Waste directed to disposal	32
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	40-41
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
	401-3 Parental leave	39
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	37
	403-2 Hazard identification, risk assessment, and incident investigation	-
	403-3 Occupational health services	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	36
	403-5 Worker training on occupational health and safety	37
	403-6 Promotion of worker health	36
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8 Workers covered by an occupational health and safety management system	-
	403-9 Work-related injuries	36

	403-10 Work-related ill health	36
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	43
	404-2 Programmes for upgrading employee skills and transition assistance programs	43
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	41
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	-
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	44
	413-2 Operations with significant actual and potential negative impacts on local communities	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27