



CREATING SUSTAINABILITY VALUE

ABOUT THIS STATEMENT

Lagenda is pleased to present our Sustainability Statement ("Statement"), which showcases our sustainability and governance journeys and discloses all strategic efforts in managing our Economic, Environmental and Social ("EES") agendas.

We aim to provide a comprehensive and balanced view of our non-financial and ESG performance, in line with our commitment to upholding stakeholder trust through transparency.

Reporting Period

This statement covers activities during the reporting period commencing from 1 January 2023 to 31 December 2023 or FY2023. We have included comparative data from previous years as required to track year-on-year progress.

Reporting Scope and Boundary

The reporting scope and boundary cover major business operations and activities over which we have direct management control. We recognise that our value chain may have significant sustainability impacts; thus, we commit to cascading sustainability practices to our stakeholders, including suppliers and business partners.

Reporting Framework

This Statement has been prepared in reference to the following standards:

- Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad ("Bursa Securities");
- Bursa Sustainability Reporting Guide and Toolkits 2022 (3rd Edition);
- Global Reporting Initiative ("GRI") Standards 2021 Core Option;
- Malaysian Code on Corporate Governance 2021 ("MCCG");
- Bursa Malaysia's Illustrative Sustainability Report ("ISR");
- The United Nations' Sustainable Development Goals ("UN SDGs");
- Task Force on Climate-Related Financial Disclosures ("TCFD");
- The Greenhouse Gas Protocol (GHG Emissions);
- FTSE4Good Sustainability Index; and
- Lagenda's Sustainability Framework.

Report & Data Quality

The content of this report is guided closely by the GRI Reporting Principles, covering four key areas:

<p>Stakeholder Inclusiveness</p> <p>This Statement identifies the needs and expectations of key internal and external stakeholders on EES matters that are important to our business. This ensures that the report is relevant and responsive to the needs of stakeholders.</p>	<p>Sustainability Context</p> <p>Where relevant, this Statement places sustainability matters within a wider context when managing our sustainability performance, with reference to UN SDGs as well as climate-related risks and opportunities as emphasised by the TCFD Recommendations.</p>
<p>Materiality</p> <p>This Statement empirically identifies, prioritises and defines the most key sustainability topics of the Group through surveys, the results of which are validated by the Board. The survey results are presented in the Materiality Assessment section of this Statement.</p>	<p>Completeness</p> <p>This Statement includes the complete reporting boundary and sustainability topics that are relevant and material to the Group and our stakeholders. This enables stakeholders to assess our performance and EES impacts during the reporting period.</p>

All data in this Statement has been internally sourced, verified and validated by the respective business division based on the GRI principles of accuracy, balance, clarity, comparability, reliability, and timeliness. The Group is cognisant that data gathering is still required for certain indicators. We are implementing better data gathering and management mechanisms for improved reporting accuracy going forward.



ABOUT THIS STATEMENT (Cont'd)

Statement of Use

The Board, as the Group’s highest decision-making body, acknowledges its responsibility for the following statement of use. The information reported for FY2023 has been prepared in accordance with the GRI Standards.

The Board approved this Sustainability Statement on 15 April 2024.

Membership of Associations

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

- Corporate Member of FIABCI International Real Estate Federation Malaysia (Malaysian Chapter); and
- Member of Real Estate and Housing Developers Association Malaysia.

Assurance

Lagenda has undertaken independent auditing and assurance for financial data presented in this report, where the figures can be cross-referenced with the Financial Statements. However, Lagenda has not acquired third-party assurance for non-financial and sustainability-related data. Nevertheless, to increase the credibility of this Statement, we have in FY2023 established our sustainability database related to diversity, energy management and GHG emissions, water consumption and biodiversity. For future green or sustainability-linked financing and/or capital, the Group shall, when necessary, explore external assurance for the whole or part of this Statement. Our key operations and internal control documentation adhere to ISO 9001 standards and has been audited internally, highlighting areas where improvements are required. We remain committed to enhancing our data and documentation to strengthen our disclosures moving forward, including procuring the involvement of third parties for assurance.

Forward-Looking Statements

This Statement contains forward-looking statements that discuss Lagenda’s targets, future plans, operations and performance based on reasonable and current assumptions and factors. The Group advises readers to refrain from solely relying on such statements as our business is subject to risks and uncertainties beyond our control. Actual results may differ.

Accessibility

This Statement can be accessed via our corporate website, www.lagendaproperties.com under the Sustainability section. The website also contains updates on our ongoing ESG activities and relevant policies.

Feedback and Enquiries

As the Group seeks to continuously improve its sustainability reporting to deliver a meaningful disclosure of its ESG performance, we appreciate questions, comments, and suggestions from our stakeholders.

Please direct your inquiries to:

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PERFORMANCE HIGHLIGHTS

ECONOMIC & GOVERNANCE

Direct economic value generated of **RM835 million**

4,700 acres of remaining landbank with an estimated GDV of RM13.0 billion

100% of the procurement budget expended on local suppliers



Enhanced Sustainability Committee Governance



Reviewed & reaffirmed the **Whistleblowing Policy & Guidelines**

ZERO

- i. Cases of bribery and corruption
- ii. Cases of cybersecurity breaches

SOCIAL

More than **2,339,000** manhours, with Zero Lost Time Injuries ("LTI")

Close to **RM300,000** invested in communities, education, sports, and the environment



9% increase in Total Workforce



ZERO Fatalities



80% Customer Satisfaction Score



33% Female Directors on the Board

ENVIRONMENT

5R Campaign awareness and recycling infrastructure facilitation

4,075 units of rainwater harvesting tanks installed

Rolled out the

Road-to-Decarbonisation Programme

Began recording **Scope 3 GHG emissions**



More than **3,000kg** of Waste Recycled at KL Office, and Bandar Baru Setia Awan Perdana Townships

Community Garden initiatives



241,812 square metres of landscape area developed

27,337 Trees Planted across townships



RECOGNITIONS



Lagenda’s commitment to sustainability is deeply rooted in its alignment with the United Nations Sustainable Development Goals (UN SDGs). The company has dedicated efforts to embracing 14 of these goals, recognising them as essential pillars for driving positive change and fostering sustainable development. By integrating these SDGs into its strategy, Lagenda aims to contribute meaningfully to global efforts to advance critical dimensions of sustainability.



The FTSE4Good Bursa Malaysia Index measures the performance of public-listed companies that demonstrate strong ESG practices against international benchmarks, whereas the FTSE4Good Bursa Malaysia Shariah Index is designed to track constituents that are shariah-compliant, in accordance with the Shariah Advisory Council’s screening methodology. Lagenda is honoured to be a constituent of both indices.

AWARDS

 <p>The Edge Billion Ringgit Club Corporate Awards 2023</p> <p>Property Sector Below RM3 Billion Market Capitalisation (Highest Return on Equity Over Three Years)</p>	 <p>The Edge Billion Ringgit Club Corporate Awards 2023</p> <p>Property Sector Below RM3 Billion Market Capitalisation (Highest Growth in Profit After Tax Over Three Years)</p>
 <p>StarProperty Awards 2023 - Honours</p> <p>The Government-Assisted Homes Award Best National Homeownership Initiative Project: Lagenda Teluk Intan Phase 1</p>	 <p>StarProperty Awards 2023 – Excellence</p> <p>The Government-Assisted Homes Award Best National Homeownership Initiative – Northern Project: Bandar Baru Setia Awan Perdana Phase 1D</p>

EMBRACING SUSTAINABILITY

Our Approach to Sustainability

We focus on generating a positive impact and seek to ensure sustainability in our operations by adhering to Triple Bottom Line (“TBL”) principles - People, Planet, and Prosperity. This framework guides all our actions and aligns with the Global and National Sustainability Agendas.

OUR TAGLINE	Redefining Affordable Living			
OUR VISION	To be Malaysia’s preferred affordable housing developer			
MISSION STATEMENT	01 To provide affordable housing solutions for the underserved market	02 To create a self-sustaining township with comprehensive community and public amenities	03 To enhance stakeholders’ value by being a long-term, sustainable, reputable and affordable housing developer in Malaysia	04 To embrace quality and innovation while committing to uphold ESG principles

STREAMLINES WHAT SUSTAINABILITY MEANS TO LAGENDA	SUSTAINABILITY PRINCIPLES		
	GOVERNANCE		
	Prosperity Driving Continuous Improvement towards Sustainability	People Advocating Positive Social Impact	Planet Advancing Enviromental Stewardship

FORMULATION OF STRATEGY/ PROGRAMME/ ACTION	KEY PROGRAMME OR ACTION PLANS		
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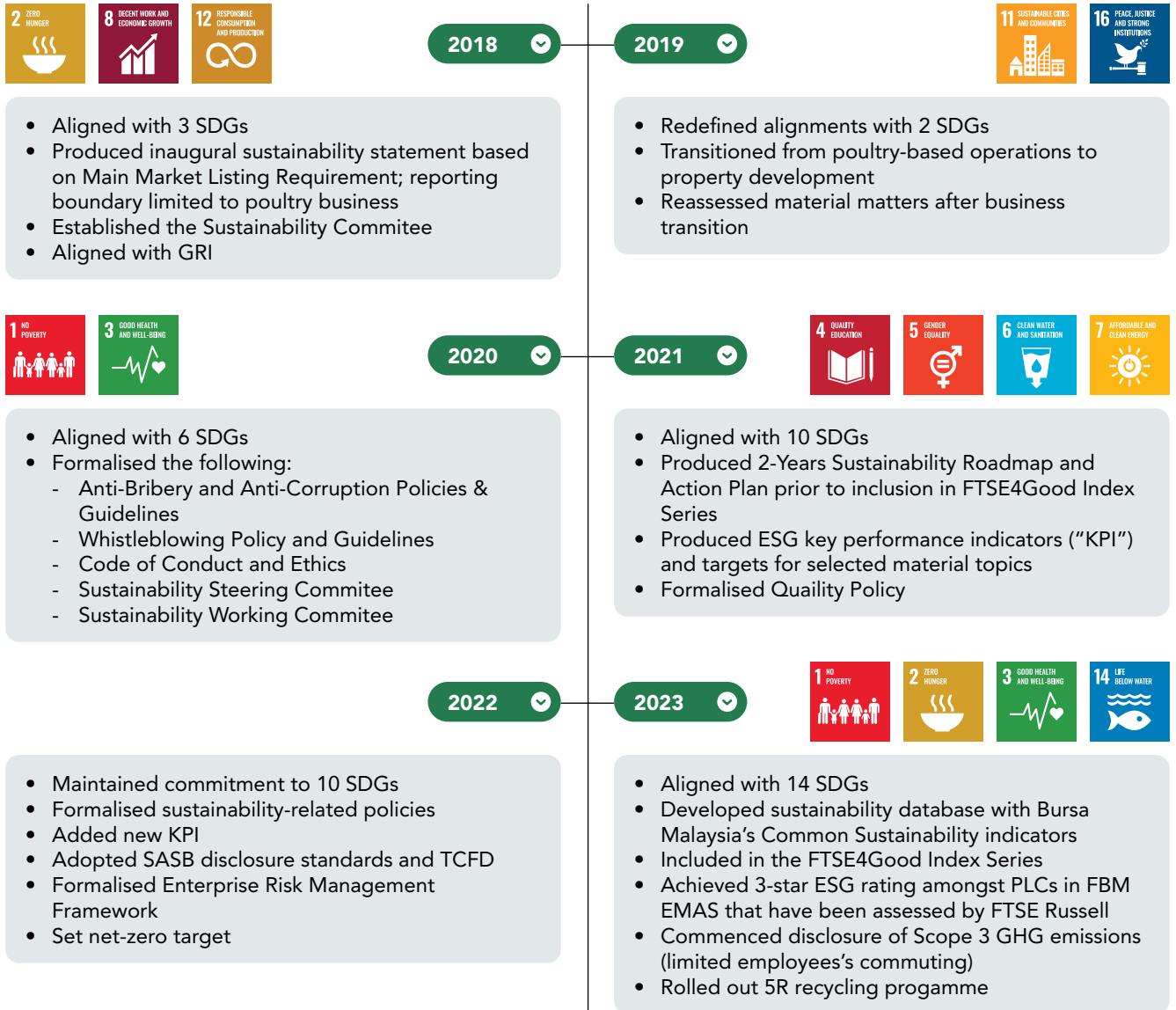
OUR ALIGNMENT & REPORTING FRAMEWORK					Supporting: 
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We will continue to integrate sustainability into our business strategies, embed it into our decision-making processes and foster a culture of responsibility across all levels of the organisation.

EMBRACING SUSTAINABILITY (Cont'd)

Sustainability Journey

Sustainability is a journey for us, and we know we can go further. We will continue to address matters that can close gaps in our sustainability practices and drive our sustainability journey forward.



Moving Forward

At Legenda, we have fully embraced the concept of sustainability throughout all facets of our operations. We intend to adopt sustainability as a strategic imperative and a key central focus in the years ahead.

Moving forward, we are dedicated to, amongst others, advancing the adoption of renewable energy sources, with a particular emphasis on harnessing the power of solar energy across our projects. By prioritizing solar power, we aim to reduce our carbon footprint and contribute positively to the transition toward cleaner energy alternatives.

Our emphasis extends to advocating for further community engagement and support, with an aim to empower residents to embrace and sustain eco-friendly lifestyles. This involves fostering meaningful connections with local communities to instil a shared sense of responsibility towards environmental stewardship. Together, we can create a more sustainable future for generations to come.



EMBRACING SUSTAINABILITY (Cont'd)

Sustainability Scorecard 2023

The scorecard summarises the key outcomes and achievements for the year, encompassing the sustainability aspects of our business and the agenda of UN SDGs. As shared in our Sustainability Statement of 2022, our KPIs have been restructured in accordance with our sustainability pillars.

The sustainability principles, strategies, performance targets and indicators remain the same for FY2023. Actual achievements during the year have exceeded our established performance targets. Lagenda recognises that sustainability management is a continuous process and strives to refine our goals and performance indicators as we go along.

Material Matters KPI Progress

Pillar 1

Driving Continuous Improvement towards Sustainability
TBL Impact Area: Prosperity



Anti-Corruption and Ethical Conduct	<ul style="list-style-type: none"> • Zero incidents of corruption cases 	<ul style="list-style-type: none"> • Conducted risk assessment exposure related to anti-corruption and bribery at the Group level • 100% local suppliers screened through ABAC along with an evaluation form and interview process • No corruption cases recorded in FY2023
Risk Management & Mitigation	<ul style="list-style-type: none"> • Maintain 100% risk management functions and processes 	<ul style="list-style-type: none"> • Maintain 100% risk management functions and processes; conducted a risk assessment for the Group
Efficient Supply Chain	<ul style="list-style-type: none"> • 100% procurement spending on local suppliers 	<ul style="list-style-type: none"> • 100% procurement spending on local suppliers
Affordable Housing	<ul style="list-style-type: none"> • Provide over 35,000 affordable homes by the end of FY2030 	<ul style="list-style-type: none"> • More than 20,000 homes provided since 2016
Product Quality and Responsibility	<ul style="list-style-type: none"> • Respond to 100% of customer complaints within 15 days with the incorporation of a communication monitoring system • Improve Customer Satisfaction Score 	<ul style="list-style-type: none"> • 100% of customer complaints responded to within 15 days • 80% Customer Satisfaction Score for FY2023
Landbank	<ul style="list-style-type: none"> • Minimum of 2,800 acres at the end of each financial year 	<ul style="list-style-type: none"> • Close to 4,700 acres in 5 states (Johor, Selangor, Kedah, Pahang and Perak) of Peninsular Malaysia



EMBRACING SUSTAINABILITY (Cont'd)

Sustainability Scorecard 2023 (Cont'd)

Material Matters	KPI	Progress
<p>Pillar 2 Pillar 2: Advocating Positive Social Impacts TBL Impact Area: People</p>		

Human and Labour Rights	<ul style="list-style-type: none"> Adhere to Human Rights and Employment Policy in line with Employment Act 1995 	<ul style="list-style-type: none"> Adopted Human Rights and Employment Policy Communicated the Human Rights Policy to all employees through the internal portal Revised Company Policy in accordance with amendments to the Employment Act
Occupational Safety and Health	<ul style="list-style-type: none"> Workplace safety Achieve an average of 20 hours of safety training for each site employee per year 	<ul style="list-style-type: none"> Zero fatality and injury Zero Lost Time Injury rate Achieved an average of 26 hours of safety training for each site employee
Talent Retention and Development	<ul style="list-style-type: none"> Deploy a total of 4,000 training hours annually Integrate succession planning throughout the organisation 	<ul style="list-style-type: none"> Deployed a total of 522 training hours for employees' skills and personal development, with an average of 14 training hours per employee
Local Community Development	<ul style="list-style-type: none"> Conduct a minimum of 15 community activities per year 	<ul style="list-style-type: none"> Organised and contributed to more than 20 community engagement activities, with a total expenditure of approximately RM300,000
Diversity and Equal Opportunity	<ul style="list-style-type: none"> Maintain 30% of female board representation, in line with the Malaysian Code on Corporate Governance 2021 ("MCCG") Ensure diversity, equality, and inclusivity ("DEI") are applied, per the Human Rights Policy and Employment Policy 	<ul style="list-style-type: none"> 33% of female board representation 141 job opportunities created in FY2023.

EMBRACING SUSTAINABILITY (Cont'd)

Sustainability Scorecard 2023 (Cont'd)

Material Matters **KPI** **Progress**

Pillar 3

Advancing Environmental Stewardship
TBL Impact Area: Planet



Pollution and Environmental Compliance	<ul style="list-style-type: none"> 80% environmental compliance as stipulated by authorities 	<ul style="list-style-type: none"> 2 environmental-related non-compliance for which rectification works were immediately undertaken
Waste Management and Recycling	<ul style="list-style-type: none"> Minimum of 20% of construction waste diverted from landfill Promote recycling centres/points located throughout our township Engage with organisations/authorities to promote the Community Garden programme 	<ul style="list-style-type: none"> Diverted more than 3,000 kg of waste from landfills Promoted our 5R initiative (Reduce, Reuse, Recycle, Recover and Repurpose) at our operational building and BBSAP township Engaged with MPM to commercialise harvested vegetables led by residents at BBSAP township
Energy Consumption	<ul style="list-style-type: none"> Record lower energy intensity by employing 100% LED lighting at operational buildings 	<ul style="list-style-type: none"> Developed energy inventory data for monitoring purposes Recorded 940,180 kWh of electricity consumption across operational buildings, a year-on-year increase due to adjustments to our data collection process, where more data points were used.
Water Consumption	<ul style="list-style-type: none"> Install more than 3,000 units of rainwater harvesting systems in our townships by 2025 	<ul style="list-style-type: none"> Installed 4,075 units of rainwater harvesting systems across the townships Recorded 11,610m³ of water consumption across operational buildings
Climate Change and Emissions	<ul style="list-style-type: none"> Install 1,000 units of residential solar PV systems in 5 years Reduce GHG emissions by 10% by 2025 and 45% by 2030 Embark on carbon neutrality and net zero emissions targets 	<ul style="list-style-type: none"> Solar installations to yield an expected 5,700kg of carbon avoidance Developed GHG inventory for monitoring purposes Recorded Scope 3 GHG emissions (employees commuting to work)
Biodiversity	<ul style="list-style-type: none"> Plant more than 30,000 plants across all developments by 2025 Achieve a 5% increase in trees that have significant conservation value 	<ul style="list-style-type: none"> Adopted Biodiversity Policy Planted a total of 27,337 trees across all developments Planted 1,454 trees of vulnerable and endangered species



EMBRACING SUSTAINABILITY (Cont'd)

Our Material Matters

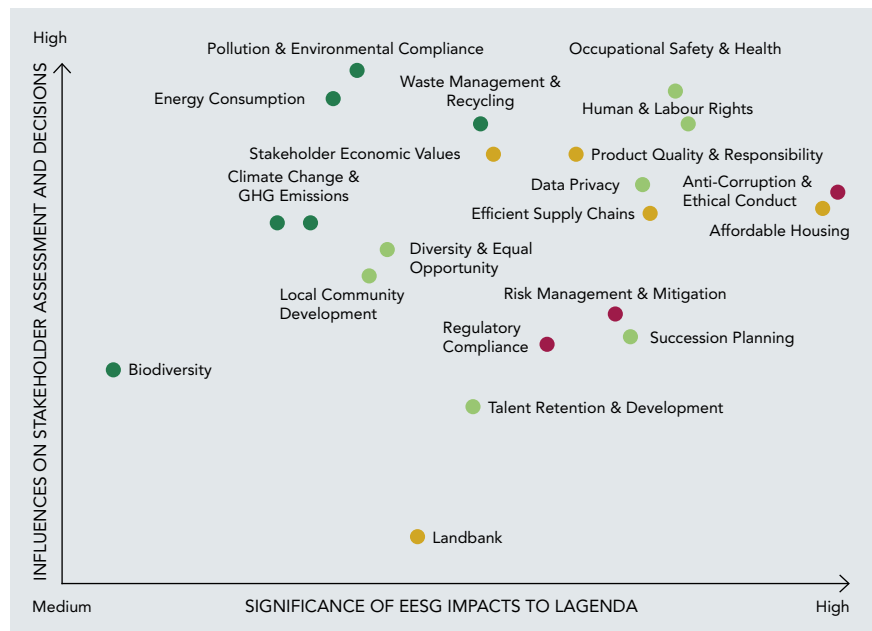
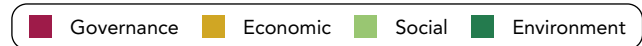
We recognise the need to channel our finite resources to address our most material sustainability matters. This helps us meet our stakeholders' expectations as our business landscape continues to evolve.

We conduct a comprehensive materiality assessment that encompasses the following process:

- **Evaluation:** We review our past reports to determine if our material matters remain relevant and if their prioritisation has changed.
- **Comparative Analysis:** We benchmark against industry peers, considering common and industry-specific topics/matters aligned with international standards to ensure their relevance.
- **Input from Stakeholders:** We gather feedback from the Management and the Board to better understand expectations and allow for the proposal of new material matters.
- **Prioritisation:** We rank material matters based on their importance to our stakeholders (if any changes exist).
- **Review and Validation:** We review and validate the outcome and determine the frequency of undertaking materiality assessments.

In FY2023, our Management reviewed the material matters that guided our sustainability efforts in the previous year and determined that all 21 sustainability matters remained relevant.

In this statement, we provide comprehensive disclosure on all 21 topics regarding how we performed in addressing them. Additionally, we have indicated our relevant plans going forward and continued to refer to our Materiality Matrix to determine our ESG risks, opportunities and value creation to our stakeholders.



The top-right quadrant of the chart shows the material topics or matters that are most important to us and our stakeholders to be:

- **Economic and Governance**
 - Anti-Corruption & Ethical Conduct
 - Affordable Housing
 - Stakeholder Economic Values
 - Product Quality & Responsibility
 - Efficient Supply Chains
 - Risk Management & Mitigation
 - Regulatory Compliance
- **Environment**
 - Waste Management & Recycling
- **Social**
 - Occupational Health and Safety
 - Human & Labour Rights
 - Data Privacy
 - Succession Planning

In the current evaluation, we acknowledge that some topics may not be ranked as 'Highly Material'. However, we remain committed to disclosing our management approach and required disclosures for all topics in accordance with both the GRI Standards and non-GRI frameworks. In response to the growing need for double materiality and a more integrated approach, we are pleased to announce that we are initiating such disclosures to meet stakeholder demands.



EMBRACING SUSTAINABILITY (Cont'd)

Stakeholder Engagement

Lagenda’s key stakeholder groups include regulatory bodies, business partners, fund providers, customers, employees, the local community, suppliers, media, and non-governmental organisations (“NGOs”). These groups were identified based on their levels of influence over and dependence on our business. We maintain constructive channels of communication through both formal and informal means regarding our needs and expectations.

Stakeholder Group	Needs and Expectations	Engagement Channels	Relevant Material Matters
<p>Regulatory Bodies</p> <p>Priority: Critical</p> <p>Management Approach: Manage Closely</p>	<ul style="list-style-type: none"> Standards and certifications Government policies Gather audit findings and reports Economic issues Compliance with laws and regulations 	<ul style="list-style-type: none"> Inspections by local authorities when required Periodic meetings for policy discussions Periodic reporting for regulatory requirements and compliance Collaborations with government agencies for community welfare, education and sustainability or CSR-related programmes Participation in corporate and CSR events 	<ul style="list-style-type: none"> Regulatory compliance OSH Stakeholder economic values Risk management and mitigation
<p>Employees</p> <p>Priority: Critical</p> <p>Management Approach: Manage Closely</p>	<ul style="list-style-type: none"> Career development Competency training Safety at the workplace Compensation and employee benefits Results-driven rewards Continuous engagement Work-life balance 	<ul style="list-style-type: none"> Training/on-the-job training programmes Annual corporate activities and teambuilding exercises Monthly emails Memos via intranet Induction programme for new hires Employee Engagement Survey 	<ul style="list-style-type: none"> OSH Human and labour rights Talent retention and development Diversity and equal opportunity Anti-corruption and ethical conduct Data privacy Waste management and recycling
<p>Customers</p> <p>Priority: Very High</p> <p>Management Approach: Keep Satisfied</p>	<ul style="list-style-type: none"> Compliance with laws and regulations Standards and certification Government policies Gather audit findings and reports Economic issues 	<ul style="list-style-type: none"> Events and roadshows Advertisements, billboards and marketing campaigns Project launches Social media presence Sales brochures Enquiry forms on website Defect Feedback Form Sales previews and launches Customer Satisfaction Survey 	<ul style="list-style-type: none"> Product quality and responsibility Local community development Regulatory compliance Stakeholder economic values
<p>Suppliers</p> <p>Priority: High</p> <p>Management Approach: Keep Informed</p>	<ul style="list-style-type: none"> Transparent procurement practices Transparent and fair pricing Timely pay-outs Payment terms Contract terms and conditions 	<ul style="list-style-type: none"> Quarterly suppliers’ registration update Periodic contact through telephone and email Supplier surveys Quarterly meetings Project updates when required 	<ul style="list-style-type: none"> Efficient supply chains Regulatory compliance Risk management and mitigation Anti-corruption and ethical conduct



EMBRACING SUSTAINABILITY (Cont'd)

Stakeholder Engagement (Cont'd)

Stakeholder Group	Needs and Expectations	Engagement Channels	Relevant Material Matters
<p>Local Communities</p> <p>Priority: Medium</p> <p>Management Approach: Monitor</p>	<ul style="list-style-type: none"> • Social issues • Environmental impacts • Safety and health • Employment opportunities • Social and charity events • Sponsorships 	<ul style="list-style-type: none"> • Events and roadshows • Community engagement activities and CSR programmes • Quarterly financial announcements • Media announcements and project launches when required • Annual Report • Company website updates throughout the year • Annual festive celebrations 	<ul style="list-style-type: none"> • Local community development • Climate change and emissions • Indirect economic value • Local procurement
<p>Fund Providers</p> <p>Priority: High</p> <p>Management Approach: Keep Informed</p>	<ul style="list-style-type: none"> • Periodic reporting • Loan covenant compliance reporting • Timely repayment • Periodic communication 	<ul style="list-style-type: none"> • Annual General Meeting and Annual Report • Corporate announcements • Media announcements and project launches when required • Monthly marketing and promotional events • Company website updates throughout the year 	<ul style="list-style-type: none"> • Affordable housing • Regulatory compliance • Product quality and responsibility • Risk management and mitigation
<p>Media</p> <p>Priority: High</p> <p>Management Approach: Keep Informed</p>	<ul style="list-style-type: none"> • Impact of operations on the surrounding environment and communities • Corporate governance • Strong relationships • Accuracy of information 	<ul style="list-style-type: none"> • Corporate announcements • Periodic media announcements • Annual Report • Company website updates throughout the year • Project launches when required 	<ul style="list-style-type: none"> • Affordable housing • Stakeholder economic values • Local community development
<p>Business Partners</p> <p>Priority: Very High</p> <p>Management Approach: Keep Satisfied</p>	<ul style="list-style-type: none"> • Group's performance • Growth/business opportunities • Governance practices • Current and future project development • Share price performance • Company's prospects 	<ul style="list-style-type: none"> • Corporate announcements • Media announcements and Annual Report • Company website updates throughout the year • Monthly marketing and promotional events • Project launches, meetings and briefings as and when required 	<ul style="list-style-type: none"> • Affordable housing • Regulatory compliance • Stakeholder economic values



SUSTAINABILITY GOVERNANCE

Sustainability governance at Lagenda is anchored upon the structure of our Sustainability Steering Committee (“SSC”), which ensures accountability for all identified sustainability matters, strategies, and performance.

The SSC is led by our Managing Director, who is supported by our Management team. In FY2023, we sought to further improve our sustainability governance by renewing the composition of our SSC through the inclusion of a public relations team.

ESG topics, including biodiversity, climate change, human rights, OSH, and other material sustainability matters, are periodically escalated to the SSC and Board for review and deliberation. This approach positions the Board to oversee the Group’s ESG plans. The SSC provides the Board with all recommendations on addressing material issues. The SSC coordinates the direction of our sustainability strategies before conveying this information to the SWG.

We are currently gathering enthusiastic Green Champions from the Sustainability Working Group to form a Subunit. These talented individuals will set the pace for advocating sustainability among their working peers.

BOARD OF DIRECTORS

- Provide oversight on the Group's ESG plans, programmes and initiatives
- Provide advices on the Group's sustainability roadmap and strategy
- Reviews the effectiveness of the Group’s sustainability strategies

SUSTAINABILITY STEERING COMMITTEE

- Oversee the SWG’s execution of programmes, initiatives and progress
- Makes recommendations to the Board on sustainability strategies and initiatives
- Review sustainability data and progress of operational units

SUSTAINABILITY WORKING COMMITTEE

- Collect and monitor data on our ESG performance
- Assist the SSC in preparing sustainability disclosures
- Assist in the execution of programmes and initiatives

Key Initiatives Arising from the 2022 Sustainability Steering Committee Meetings

The ESG discourse at the SSC level revolves around developing a framework for our ESG programmes and initiatives. In FY2023, we focused on operationalising the sustainability TBL by initiating programmes that offer good value for money and cost-saving opportunities for the long run. The SSC led the rollout of our 5R Campaign through its initiatives, solar installation and innovation research in technology and construction.

Moving forward, our SSC will continue to emphasise capacity-building, awareness, quality training, and on-ground initiatives to deliver greater benefits to our surrounding communities while addressing our environmental and social impacts.



BUSINESS ETHICS & CORPORATE GOVERNANCE

(Material Matters: Ethical Conduct and Corporate Integrity, Anti-corruption, Regulatory Compliance, Risk Management and Data Privacy)

As a responsible property developer, we operate with high standards of conduct and integrity, guided by various group-wide measures, policies and procedures. We believe that having good business ethics and governance reduces non-compliance risk whilst increasing our credibility and brand value. The following sections highlight our efforts in managing material matters related to governance.

Ethical Conduct and Corporate Integrity

Our Board, Senior Management and employees are required to comply with our Code of Conduct and Ethics ("Code"), which outlines ethical business practices for our Group. The Code sets out the expected norms, values and behaviours with which representatives of Lagenda are to conduct their professional engagements with stakeholders, especially vendors, suppliers, contractors and business partners.

The Code clarifies conflicts of interest, rules of engagement between employees and superiors on corrupt or unethical practices, and more. In essence, the Code stipulates what constitutes unacceptable behaviour or practices at the workplace.

The Board periodically reviews the Code to ensure it remains relevant and appropriate. The Code is made available for employees through the Group's website <https://lagendaproperties.com/wp-content/uploads/2023/02/Code-of-Conduct-Ethics.pdf> and Viva Engage, our internal communication platform. A copy is also shared with new joiners during their orientation. In FY2023, we communicated the Code through Viva Engage to all our employees.

Commitment to Good Corporate Governance

We maintain accountability and transparency by adopting best practices in internal mechanisms and procedures, the Bursa Main Market Listing Requirements and the MCCG.

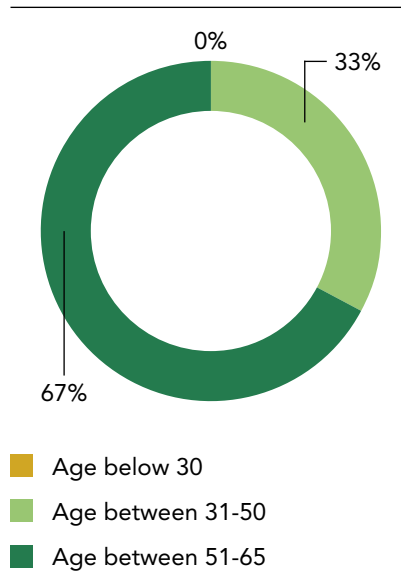
We adhere to the three main principles of the MCCG, i.e.:

1. Board Leadership and Effectiveness;
2. Effective Audit and Risk Management; and
3. Integrity in Corporate Reporting and Meaningful Relationships with Stakeholders.

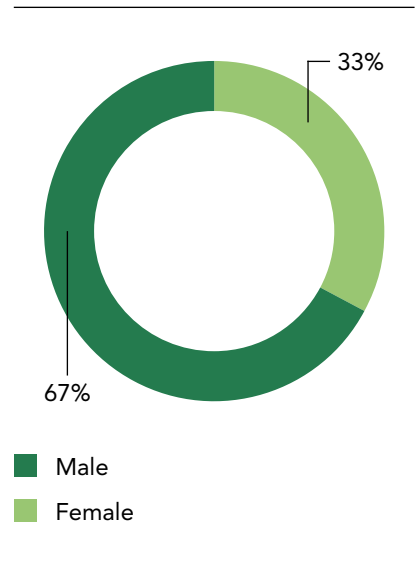
Our prudent stance on corporate governance sees us complying strictly with MCCG Practices 4.1-4.5, which outlines the Board's involvement in sustainability processes.

Lagenda's Board largely comprises independent non-executive directors. The Group maintains its multi-ethnic board composition, and 33% of its composition is female.

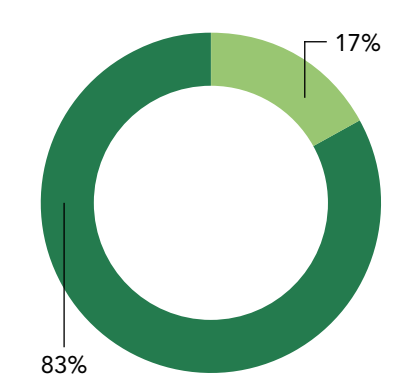
Percentage of Directors by Age Group



Percentage of Directors by Gender



Percentage of Independent and Non-Independent Director



- Independent
- Non-Independent

Further information on our MCCG adoption can be found in the Corporate Governance Overview Statement on page 76 as well as our standalone Corporate Governance Report FY2023.



BUSINESS ETHICS & CORPORATE GOVERNANCE (Cont'd)

Regulatory & Compliance Culture

Lagenda recognises that a strong compliance culture cultivates high standards of integrity and conduct, and it is based on the premise of shared responsibility, regardless of rank or title.

To ensure clear comprehension of the tenets of our policies, we provide briefings to all new hires during the onboarding process. All updates to our policies are communicated speedily to all staff via Viva Engage.

We also comply with all laws and regulations related to our business, including the National Land Code 1965, the Housing Development Act 1966, the Housing Affordable Housing Policy 2019, and the Town and Country Planning Act 1976.

Governance	Social	Environment
<ul style="list-style-type: none"> • Code of Conduct and Ethics • Anti-Bribery and Anti-Corruption Policies and Guidelines • Whistleblowing Policy and Guidelines • Board Charter • Directors' Fit and Proper Policy • Remuneration Policies and Procedures 	<ul style="list-style-type: none"> • Employment Policy • Human and Labour Rights Policy • Dividend Policy 	<ul style="list-style-type: none"> • Environmental Policy • Climate Change Policy • Biodiversity Policy

Anti-Bribery & Anti-Corruption Policies and Guidelines

Lagenda takes a strong stance of zero-tolerance against bribery or corruption. Lagenda is guided by the Anti-Bribery and Anti-Corruption ("ABAC") Policy & Guidelines that serve as procedures to prohibit bribery and corruption and prevent any loss or damage in the conduct of our business. A copy of the ABAC Policy is provided to new employees, suppliers, vendors and business partners and made publicly available on our corporate website. Its content is reviewed regularly to assess the adequacy of its implementation.

In FY2023, all new employees underwent anti-corruption training during their induction process and were informed of their responsibility in the Employee Handbook. They were required to confirm their understanding via our Induction Form. The Group is expanding the training to all employees and suppliers.

In this connection, Lagenda has established a Corruption Risk Management Framework, guided by ISO 37001:2016 and Guidelines on Adequate Procedures, as well as the requirements of the Malaysian Anti-Corruption ("MACC") Act 2009 (amended 2018), introduced via Section 4 of the MACC (Amendment) Act 2018. We also recognise the importance of due diligence procedures in evaluating the risk of corruption and bribery associated with key stakeholders. The procedures serve as a basis for making informed decisions about entering into any contractual arrangements or business dealings with them.

The following framework outlines our governance structure and policies, assessment process and integration of risk management into the Group's operations to promote continuous monitoring of all identified corruption risks.

Risk Identification	Risk Analysis	Risk Evaluation
<ul style="list-style-type: none"> • Identify business objectives or strategic goals and key processes • Identify key corruption risks 	<ul style="list-style-type: none"> • Analyse the corruption scheme and root causes (cover both possible & actual) • Determine existing key controls 	<ul style="list-style-type: none"> • Determine existing risk rating (likelihood & impact) • Risk profiling

In FY2023, a corruption risk assessment was conducted across Lagenda's operations to assess our exposure to corruption risk. The assessment results were presented to our Audit & Risk Management Committee Meeting. We are pleased to announce that in FY2023, we had no known instances of bribery or corruption with our suppliers, who were assessed against our ABAC Policy and due diligence criteria. We endeavour to report in good faith any attempted, suspected, and actual bribery and corruption activities at the earliest possible stage using our Whistleblowing Policy and Guidelines.



BUSINESS ETHICS & CORPORATE GOVERNANCE (Cont'd)

Gift-Giving and Acceptance

Lagenda recognises that corporate hospitality giving/acceptance, gift-giving, donations and sponsorship activities can help to maintain good rapport with our vendors, customers and government officials.

Our general principle on gift acceptance is to immediately refuse or return such gifts, or if accepted, to declare them to the Human Resources Department and/or the Managing Director's Office in a transparent manner. Meanwhile, purchases of gifts shall follow Clause 5.1 of Lagenda's ABAC Policy and Guidelines. Gifts that are given or received should not bear any impact on any decision or create expectations of favours to be returned.

Lagenda is an apolitical organisation. Therefore, we do not contribute to any political parties or politically related organisations.

Whistleblowing Channels

In line with good corporate governance practices, Lagenda established our Whistleblowing Policy and Guidelines to provide a structured mechanism for all staff to safely and confidentially report any wrongful activities, misconduct, corruption and instances of fraud, waste and abuse of any laws, rules and regulations that will affect our corporate image.

The reporting channel is stated clearly in the Whistleblowing Policy and Guidelines, accessible on our website <https://lagendaproperties.com/wp-content/uploads/2023/02/Whistleblowing-Policy-Guidelines.pdf>. We make every effort to protect the whistleblower's identity upon his/her making of disclosures in good faith with reasonable grounds.

In FY2023, we further strengthened our integrity and accountability by establishing a dedicated whistleblowing channel that allows all stakeholders to report or raise genuine concerns without fear of retaliation or intimidation.

In FY2023, no cases were received under our whistleblowing mechanism.

Risk Management

The Group's risks are comprised of strategic, financial, business, and operational risks.

We are aware of the risks pertaining to ESG matters, and understand how issues such as climate change, labour rights and OSH can significantly impact our business operations and disrupt our value-creation capabilities.

The linkage between our ESG issues and the Group's financial performance requires the integration of ESG risks into our enterprise risk management framework and ISO 9001:2015 Quality Management System for internal control. We are dedicated to ensuring strict and thorough compliance with ISO policies and standards by maintaining risk management functions and processes.

Additionally, the Group has established its Audit & Risk Management Committee, which oversees the Group's overall risk management and will continue to develop risk management initiatives that will help mitigate risks posed to the Group.

The Statement of Risk Management and Internal Control, which appears on pages 084 to 085 of this Annual Report, provides specific information on Lagenda's risk management and internal controls.

Data Privacy

In accordance with the Personal Data Protection Act 2010, we respect the confidentiality of personal information and treat all personal data with integrity, as outlined in our Code of Conduct and Employment Policy.

As Lagenda's business entails receiving, managing and storing large amounts of data, all employees and the Board are duty-bound to maintain the confidentiality of the information entrusted to them, except when disclosure is authorised by the Group's legal counsel or required by law. All Directors and employees have been advised to consult with the Group's legal counsel if they believe they have a legal obligation to disclose confidential information. Confidential information includes all non-public information that might be of use to competitors, or harmful to Lagenda or its customers, if disclosed. The obligation to preserve confidential information continues even after the cessation of their employment with the Group.

In FY2023, we received no complaints from customers, external organisations or regulatory bodies about any leak, theft or loss of our customer data.

Given the increasing demand for cybersecurity, in FY2023, we conducted penetration testing and vulnerability assessments on the Group's outsourced IT services provider and ensured that the overall security of Lagenda's IT systems met satisfactory standards.



PROSPERITY: DRIVING CONTINUOUS IMPROVEMENT TOWARD SUSTAINABILITY

(Material Matters: Affordable Housing, Product Quality and Responsibility, Stakeholder Economic Values, Efficient Supply Chains, Landbank)

At Lagenda, we believe in prospering with a true value creation perspective where both our financial and non-financial performance levels are measured across the Sustainability TBL, showcasing impact on the Group and our stakeholders over the short, medium, and long term.

As detailed in the ensuing section, we are committed to creating and sustaining economic or financial value through our business model.

Direct Economic Value Generated and Distributed

Lagenda creates direct and indirect economic values through its business model for the organisation and our stakeholders. The financial success of the Group is shared with our shareholders through sustainable dividend payouts, thereby helping them to grow their financial resilience and promote socioeconomic development. We also believe that our financial sustainability is essential to generate enduring economic value that will have a lasting impact on the communities in which we operate.

Direct Economic Performance

	FY2023	FY2022	FY2021
Group revenue (RM'000)	834,874	866,940	835,578
Group profit before tax (RM'000)	212,556	251,501	279,079
Group profit after tax and minority interests (RM'000)	148,112	178,226	201,466
Total assets	2,243,468	1,776,530	1,448,198
Earnings per share (sen)	0.18	0.21	0.25
Dividends (sen)	6.50	6.50	6.50
Dividends (RM million)	54.43	54.43	53.86
Dividend pay-out ratio to profits	37%	31%	27%
Gearing ratio (times)	0.28	0.38	0.23

Affordable Housing

Lagenda's vision is to be Malaysia's preferred affordable housing developer. While we are driven by our mission to provide affordable housing solutions for underserved markets, we understand that our responsibility extends beyond merely providing homes; it also encompasses creating self-sustaining townships with comprehensive community amenities, upholding the highest standards of quality and innovation to maximise the value we provide to our stakeholders.

Affordable housing is defined as housing, that is sufficient in quality and location and is not so expensive that it prevents its occupants from satisfying other basic living needs. In other words, the location, quality and build-up of a house is just as important as the financial affordability of the house. As defined by the World Bank and the United Nations, a house is deemed affordable if its price is not more than three times of the buyer's annual income. Using this yardstick, Lagenda aims to serve markets for which houses are characterised as unaffordable and severely unaffordable.

Our Group is committed to developing over 35,000 affordable homes in the next 5 to 10 years. This is in addition to the 25,000 homes that we have already built. Indeed, we aim to make a meaningful contribution to community welfare and support the aspirations of the Malaysian Government, whose 12th Malaysia Plan 2021-2025 targets to provide 500,000 units of affordable housing by 2025. We actively engage with the relevant authorities as we partner with the nation to engender equitable growth and shared prosperity through our range of affordable housing options.

As at FY2023, a cumulative
97% of our products
have been affordable
housing priced below

RM300,000.

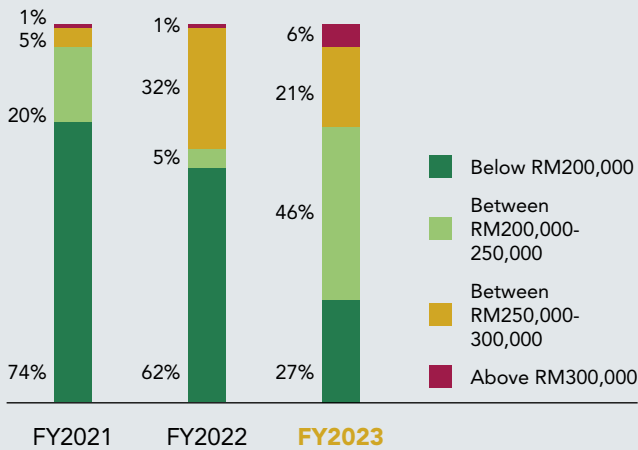


**PROSPERITY:
DRIVING CONTINUOUS IMPROVEMENT TOWARD SUSTAINABILITY (Cont'd)**

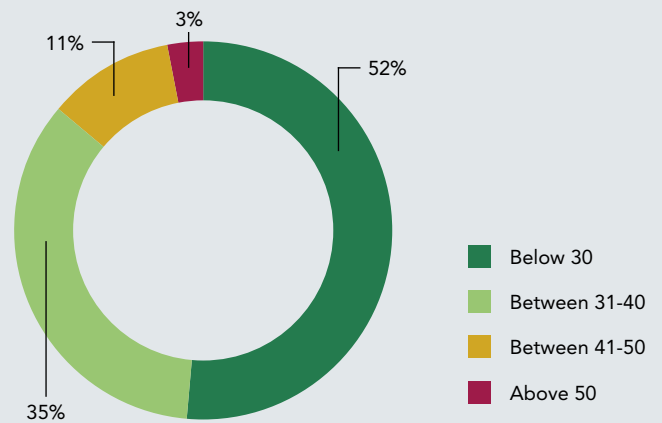
Price Range of our Products (2021-2023)

	Below RM200k	RM201k-250k	RM251k-300k	Above RM300k
Price Range (Nett)	53%	34%	11%	3%

Percentage of Confirmed Sales by Year & Price Range (%)



Age Group of Our Buyers from 2021-2023 (%)

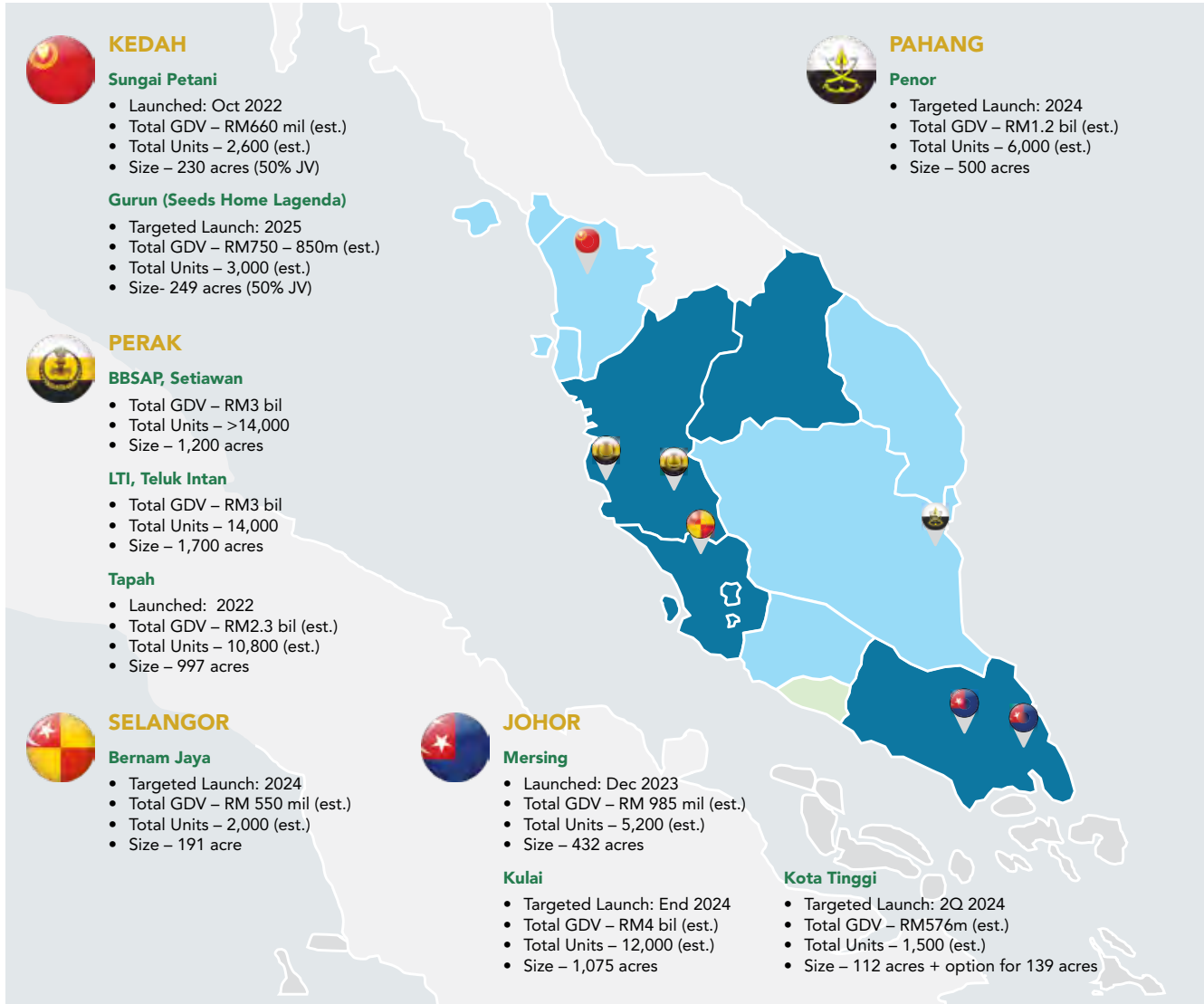


As a provider of affordable homes, Legenda plays a significant role in developing safe and comfortable abodes that are within reach of the lower- and middle-income segments of Malaysian society and are also mostly comprised of young people below the age of 30 (52%).





**PROSPERITY:
DRIVING CONTINUOUS IMPROVEMENT TOWARD SUSTAINABILITY (Cont'd)**



Affordability Rating
(House price-to-income ratio)





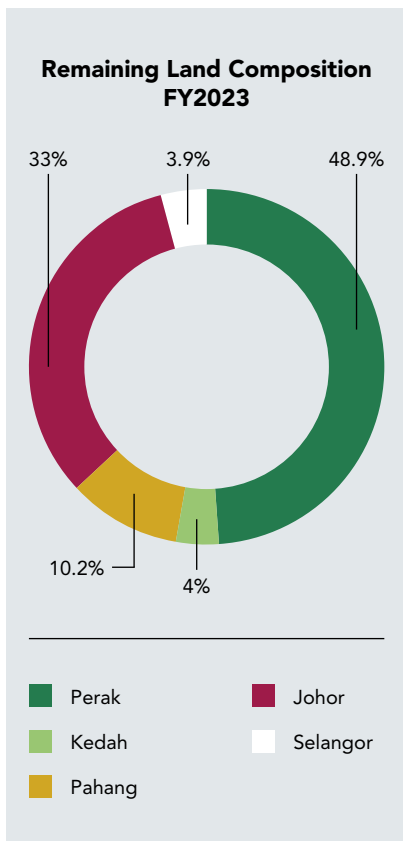
**PROSPERITY:
DRIVING CONTINUOUS IMPROVEMENT TOWARD SUSTAINABILITY (Cont'd)**

Landbank

We recognise that replenishing our landbank is an important step to ensuring our ability to construct a total of 35,000 affordable homes by end of FY2030. We are constantly expanding our landbank across the country in support of state and federal government initiatives to increase the supply of affordable homes.

Our sustained expansion is made possible by a specialized team committed to identifying cost-competitive land parcels ideally situated for affordable housing projects. This team excels in evaluating factors such as accessibility, current and prospective infrastructure, zoning regulations, environmental and social considerations, local demand, and anticipated construction costs.

For FY2023, we have increased our landbank to approximately 4,700 acres across five states in Peninsular Malaysia.



Local Community Infrastructure Investments and Services

Lagenda’s contributions extend beyond building homes alone. We strive to support local communities through community service and enhancing public infrastructure. We offer amenities such as multi-purpose halls, badminton courts, event spaces, clubhouses, gymnasiums, Olympic-sized swimming pools, and other recreational facilities to foster community cohesion.

We also assist our residents in reducing their water consumption. Rainwater harvesting tanks have been installed in our townships to promote safe water usage and water consumption. This signifies our commitment to sustainable water management practices, environmental conservation, and resilience to the challenges posed by climate change.



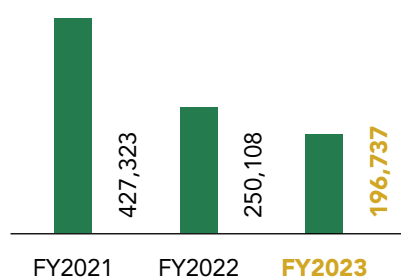
Efficient Supply Chain

We work with vendors from various industries to pursue for excellence in our products and services.

Our commitment to fostering a local supply chain not only enhances job creation and local wealth but also presents cost-efficiency and environmental benefits. By sourcing locally, we minimize energy consumption associated with transportation due to shorter routes.

In FY2023, Lagenda maintained its dedication to 100% local procurement with total expenditure of RM196.7 million.

Total Spending on Local Procurement (RM'000)



Lagenda mandates stringent criteria for suppliers seeking participation in our tender processes. These elevated standards encourage local suppliers to enhance the quality of their goods and services.

The Group uses an ISO-certified evaluation form to assess our contractors’ performance annually and ensure their compliance with our standards. The assessment considers factors such as their financial stability, performance history, quality control and delivery times. Beyond ensuring ethical business conduct across its value chain, Lagenda is looking to expand its due diligence to encompass suppliers’ social and environmental compliance through our policies on the environment and human rights, amongst others, and in accordance with ISO specifications.



**PROSPERITY:
DRIVING CONTINUOUS IMPROVEMENT TOWARD SUSTAINABILITY (Cont'd)**

Product Quality and Safety

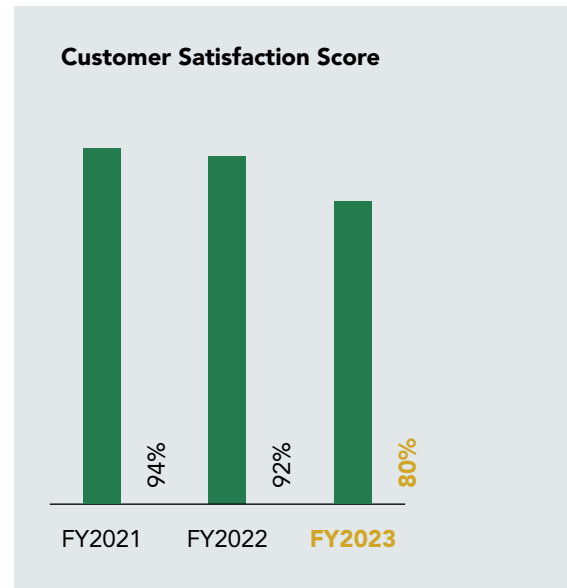
At Lagenda, we prioritize the quality of our products and services to ensure complete customer satisfaction. Through our Quality Policy and robust Quality Management System, we are dedicated to delivering exceptional value and quality across all our affordable properties. We comply strictly with prevailing customer, statutory and regulatory requirements and commit to continuous improvement.

Customer Satisfaction

Lagenda proactively ensures that our developments and products adhere to the parameters outlined in our Quality Policy. Our annual customer satisfaction surveys and other feedback mechanisms closely monitor our performance in this aspect. Such platforms are crucial in helping us to determine areas for improvement. We also strive to satisfy customers’ demands by resolving queries or issues efficiently.

In FY2023, we registered a commendable Customer Satisfaction Score of 80% , which was attributed to fewer customer responses. Our Customer Engagement team noted the issues highlighted by our customers and made the necessary rectifications with our vendors.

This proactive approach underscores our commitment to continuously enhancing the quality of our products or services and ensuring that our customers’ needs and expectations are met effectively. By promptly addressing the issues raised by customers, we strive to foster stronger relationships with them and uphold our reputation for delivering exceptional experiences.



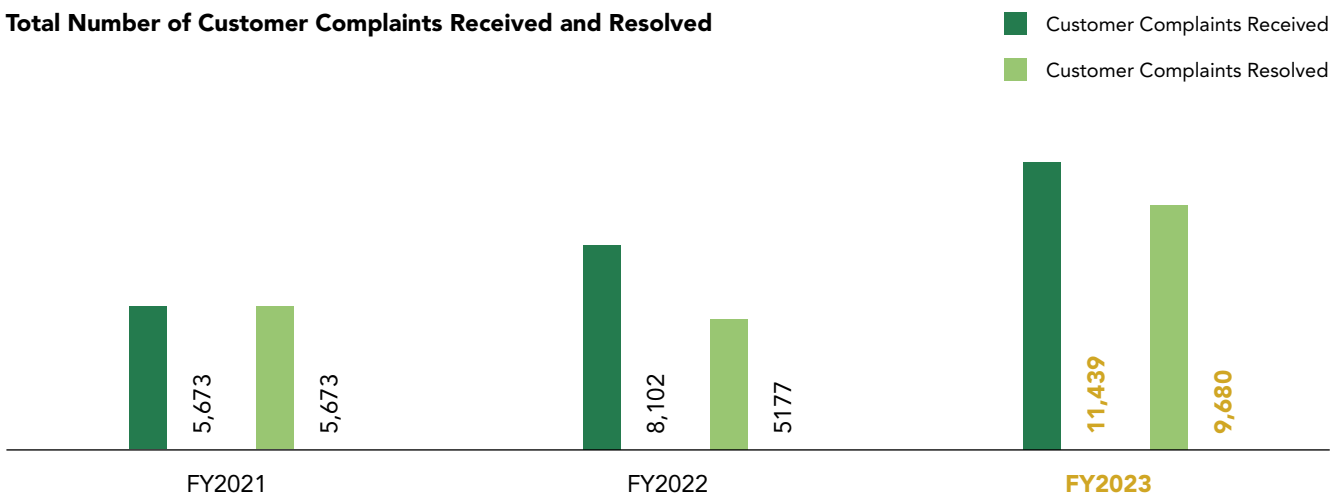
Defect Management

We devote considerable resources to ensuring effective defect management and monitoring. Lagenda provides a Defect Complaint Form for all customers where the Group will rectify all defects in our finished products at no cost to customers. The involvement of our vendors in this process helps to ensure that our management tracks and updates complaints on a quarterly basis.

In FY2023, we successfully resolved 9,680 complaints, constituting 85% of all complaints received. This marks a notable improvement over the previous fiscal year, where our resolved complaints ratio stood at only 64%. As part of our standard operating procedures, we prioritise responding to each complaint within 24 hours and resolving them within 30 days. This commitment underscores our dedication to enhancing customer service efficiency and satisfaction.

For FY2023, no recalls were made for any health and safety reasons.

Total Number of Customer Complaints Received and Resolved





**PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT**

(Material Matters: Human and Labour Rights, Occupational Safety and Health, Succession Planning, Diversity and Equal Opportunity, Local Community Development, Talent Retention and Development, Data Privacy (Regulatory Compliance))

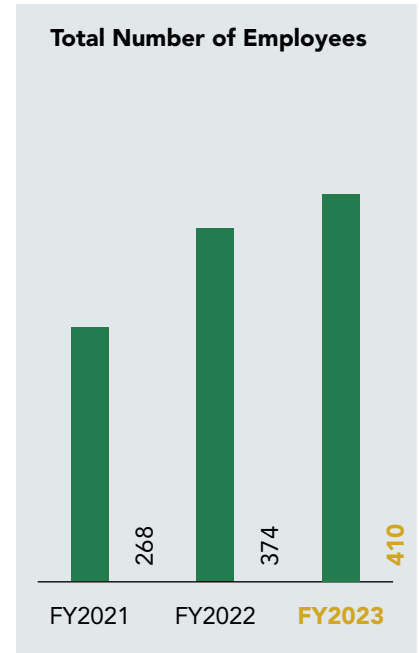
Creating a positive social impact is important to us as a responsible property developer. At the core of our operations is our most prized asset – our employees. We believe in empowering our staff by providing a safe and discrimination-free workspace and continually upgrading their competitive edge through training and professional development.



Diversity and Equal Opportunity

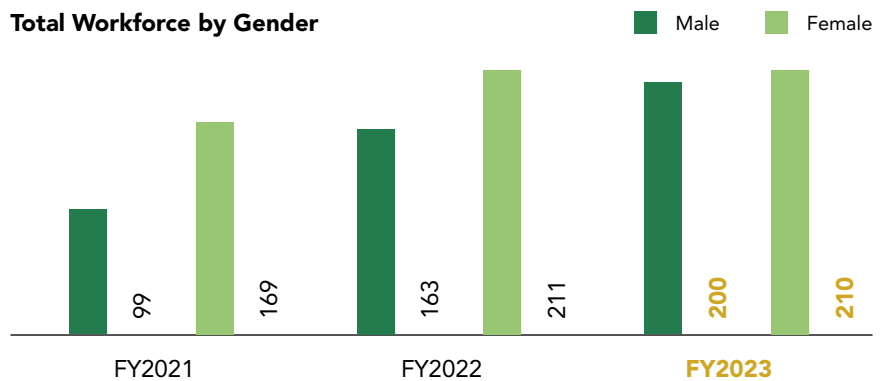
Legenda is committed to fair employment and labour practices, guided by our Human Rights Policy, Employment Policy and national labour laws and regulations. We have zero tolerance for all forms of discrimination and have systems in place to ensure that our employees have equal career opportunities regardless of their race, religion, gender, physical disabilities, and nationality.

We continually and progressively monitor our employee composition data to ensure diversity and inclusion initiatives are effectively implemented and to identify improvement areas. Our workforce totalled 410 for FY2023, a 9% increase from the previous year's headcount. We have no differently-abled employees.

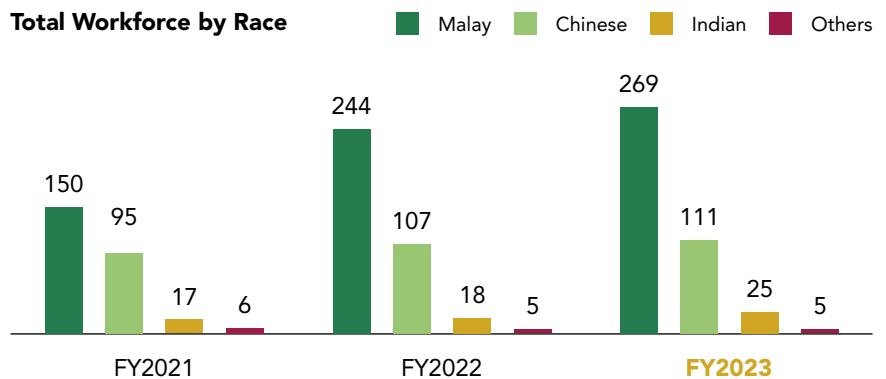


Our total workforce has been increasing from FY2021 to FY2023. In FY2023, we achieved an improved gender balance, with a composition of 51% female employees and 49% male employees.

Total Workforce by Gender



Total Workforce by Race

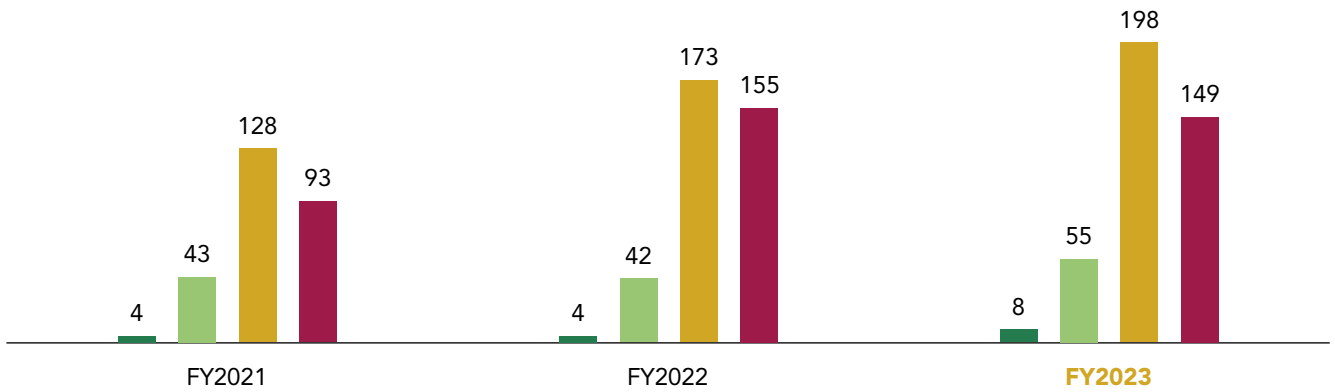




PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

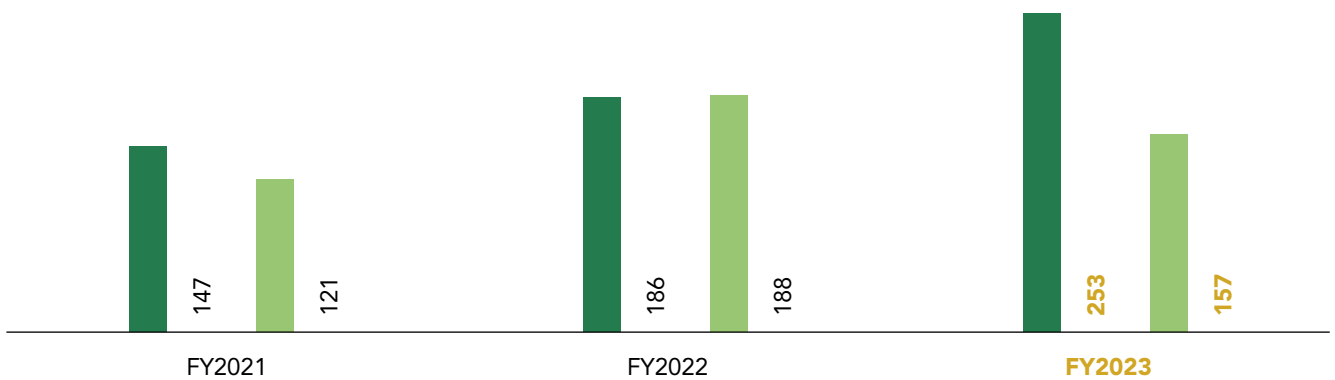
Total Workforce by Category

■ Top Management ■ Management ■ Executives ■ Non-executives



Total Permanent and Temporary/Contract Staff

■ Permanent ■ Temporary/Contract

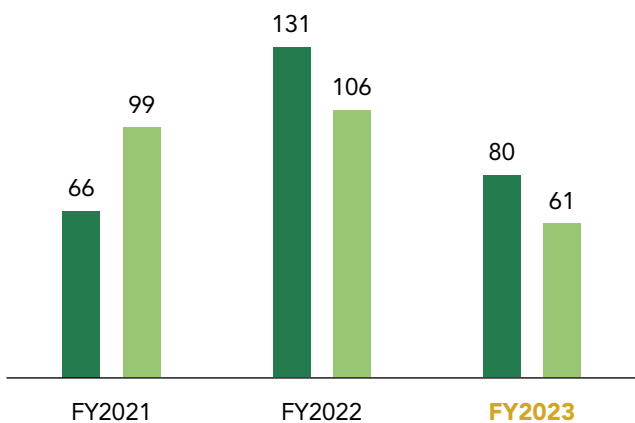


New Hiring

Equitable recruitment is one of our top priorities. Lagenda’s operational footprint has grown over the last few years with new domestic projects and a notable expansion in our regional activities. To meet our enlarged manpower needs, the Group welcomed 141 new personnel to our family in FY2023.

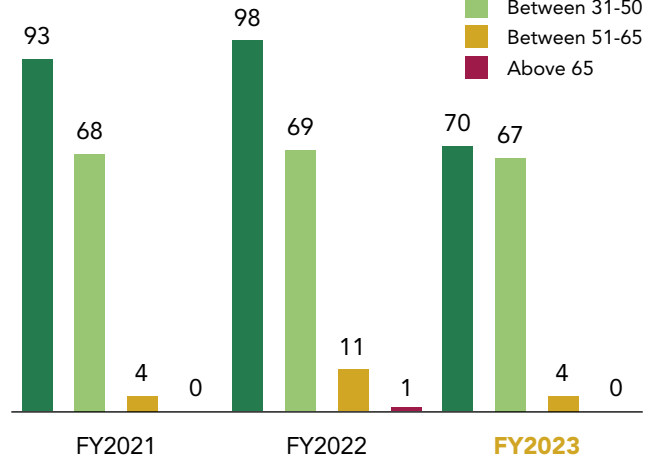
New Hires by Gender

■ Male ■ Female



New Hires by Age Group

■ Below 30
■ Between 31-50
■ Between 51-65
■ Above 65



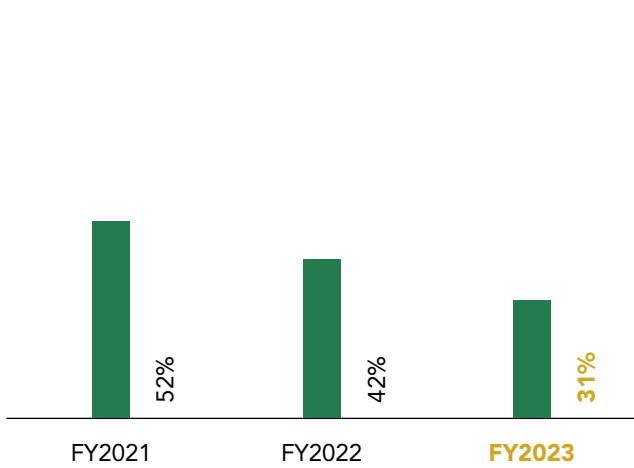


PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

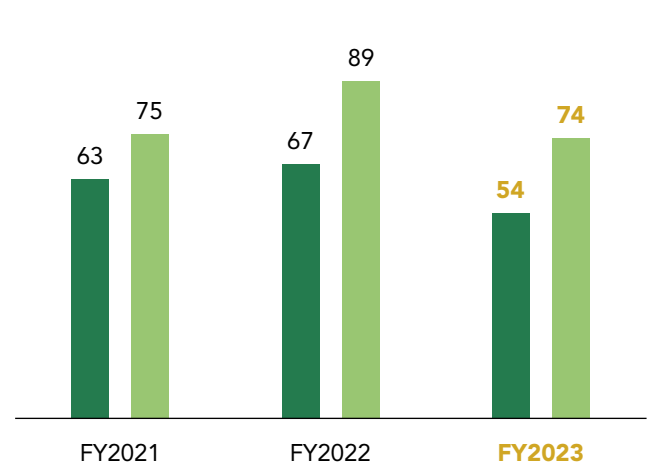
Employee Turnover

Despite the "Great Resignation", a global phenomenon in where the labour market experienced elevated turnover due to employees leaving to prioritise personal growth and well-being, our employee turnover rate in FY2023 fell by 11 percentage points compared to FY2022. The greater stability in our workforce reflects our strong commitment to retaining our talent.

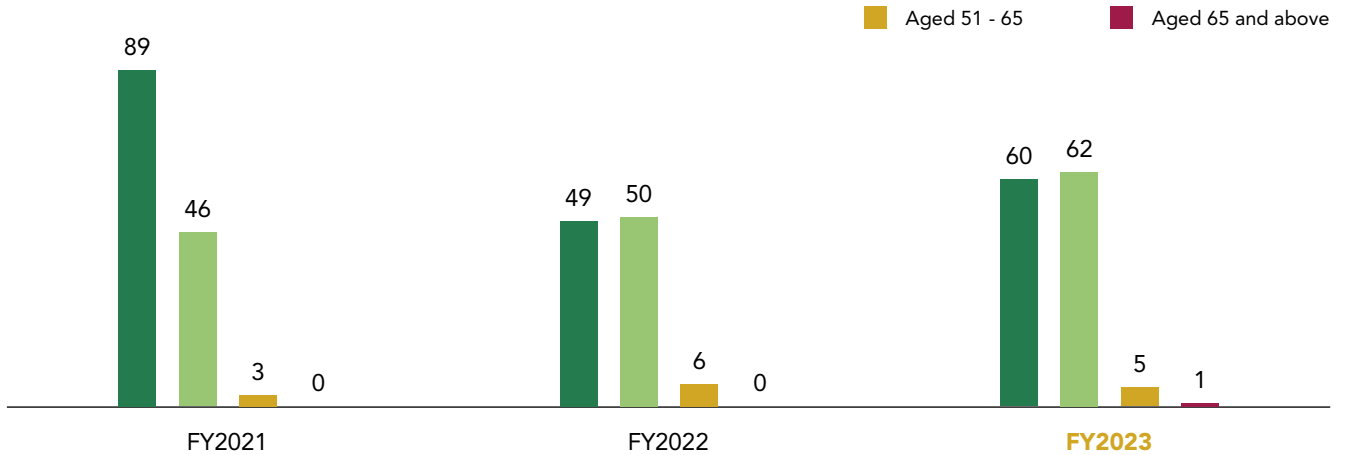
Employee Turnover Rate (%)



Turnover by Gender



Turnover by Age Group





PEOPLE: ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

Employee Benefits

Lagenda provides competitive compensation packages to all employees directly employed by the Group. These packages, benchmarked against our industry peers, include salaries, bonuses, various types of leave, monetary and non-monetary rewards, and wellness packages that are essential to attract and retain talents in a competitive labour market.

The benefits we provide are in compliance with the Employment Act and match current market standards:

	FY2023	FY2022	FY2021
Total payments made to employees in terms of salaries, benefits (RM'000)	26,910	23,500	18,149
Total statutory payments made for employees' retirement benefits (EPF) (RM'000)	7,554	6,698	5,059
Total payments in medical assurance (SOCISO) for employees (RM'000)	376	276	203

Leaves	Allowances and subsidies	
Annual, medical, prolonged illness, hospitalisation, marriage, maternity, paternity, compassionate (family, grandparents, in-laws), calamity	Childcare subsidy, business travel allowance, resettlement allowance, transport allowance, mobile phone, license reimbursement, outstation allowance, professional membership reimbursement	
Insurance	Wellness	Others
Group Takaful	Outpatient, dental, optical, health screening, executive medical checkup	Parking facilities, annual increment and performance-based bonus

Revision to Employee Benefits and Labour Practices

In FY2023, we revised our employee benefits and labour practices to meet the requirements of the Employment Act (Amendment) 2022 which came into effect on 1 January 2023. Key changes included the reduction in weekly working hours from 48 hours to 45 hours.

Also in the year under review, Lagenda began offering employees flexibility regarding their working hours. We believe that this flexibility to choose when they start and finish their workday will provide them with greater work-life balance, increase their productivity and job satisfaction, and reduce employee turnover and absenteeism.

We also extended our maternity leave allocation from 60 days to 98 days and introduced paid paternity leave of seven consecutive days, among other things.

PARENTAL LEAVE	FY2023	FY2022	FY2021
Employees entitled to maternity and paternity leave	437	395	315
Employees who took paternity leave	5	7	5
Employees who took maternity leave	6	10	7

Employee Satisfaction

EMPLOYEE SATISFICATION (%)	FY2023	FY2022	FY2021
Employee satisfaction	83%	82%	N/A*

Note:

* Employee satisfaction monitoring commenced in FY2022.



PEOPLE: ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

Human and Labour Rights

Lagenda is committed to respecting human rights and avoiding the violation of the rights of others through our Human Rights Policy. In formulating this policy, we drew guidance from various sources, including the United Nations Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact Principles on Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Industrial Relations Act 1967, and the Employment Act.

Our Policy is built on the following principles:

Protecting the Rights of Children

Preventing Forced Labour

Providing Equal Opportunities

Respecting Freedom of Association and the Right to Collective Bargaining

Eliminating Violence and Harrassment

We strive to uphold these fundamental principles in the areas where we operate. Where we do not have a controlling interest, we encourage our external stakeholders, including suppliers and contractors to uphold the same principles.

For FY2023, there were no cases or concerns about human rights violations or discrimination.

	FY2023	FY2022	FY2021
Number of confirmed discrimination incidents	0	0	0
Number of confirmed child labour incidents	0	0	0
Number of confirmed forced labour or compulsory labour incidents	0	0	0

Talent Retention and Succession Planning

Lagenda is committed to unleashing the potential of our employees through continuous training and development, succession planning and learning opportunities to advance their skillsets and professional careers. We determine their training needs throughout the year, especially during the annual performance appraisal exercise.

Lagenda makes annual contributions to the Human Resource Development Fund, which enables its employees to undertake all work-related training free of charge. Lagenda also allocates funding for other upskilling programmes, such as seminars, lectures, workshops, and professional courses.

In FY2023, a total of RM53,478 was expended on training development over 522 hours. Although there is a noticeable decrease in average training hours per employee compared to the previous year, it is important to note that the FY2022 data included internal sales training and new hire induction training. These were excluded from FY2023's calculation upon our assessment of their impact on the overall growth of Lagenda. In spite of this smaller number of training hours, we maintain our stand of not compromising on the provision of quality and effective training for our employees.

General Training Data

	FY2023	FY2022*	FY2021
Total training hours	522 hours	4,067 hours	637 hours
Total training spends	RM53,478	RM107,289	N/A
Total training hours per business unit	65 hours/division	581 hours/division	N/A
Total training spends per business unit	RM6,684.75	RM15,688.00	N/A
Average training hours per employee	14.10 hours	6.27 hours	3.91 hours
Average training days per employee	0.97	1.36	N/A
Average training spends per employee	1,445.35	707.15	N/A

Note

* Data included internal sales training and new hire induction training



PEOPLE: ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

Talent Retention and Succession Planning (Cont'd)

Our training development efforts provides our staff with a wide range of training programmes that serve to improve their technical, communication and leadership skills, amongst others.

Total Number of Employees Who Attended Training*

	FY2023	FY2022**	FY2021
Male	149	507	N/A
Female	289	2,406	N/A

Average Training Hours by Gender

	FY2023	FY2022**	FY2021
Male	4.2 hours	5.7 hours	7.6 hours
Female	8.7 hours	6.6 hours	4.9 hours

Average Training Hours Per Employee

	FY2023	FY2022**	FY2021
Management staff	11 hours	507 hours	N/A
Executives	13 hours	2,406 hours	N/A
Non-executives	9 hours	1,089 hours	N/A

Note

* This data reflects how many times an employee has participated in training sessions, rather than the total number of employees who have attended training.

** Data included internal sales training and new hire induction training

FY2023 Training Highlights

- 1 OSH Performance Indicators
- 2 MIA Budget 2023: Key Updates & Changes for Corporate Accountants
- 3 Competency-Based Interviews
- 4 Seminar: Malaysian Property Development Process
- 5 Lifting Supervisor
- 6 Adobe Illustrator
- 7 Adobe After Effects
- 8 SSM National Conference 2023
- 9 National Tax Conference 2023
- 10 Bina IBS Conference
- 11 Malaysian Employment Laws Conference 2023
- 12 Seminar on Noise Hazard at Workplace 2023 - "SAY NO TO DEAFNESS"
- 13 Safety & Health Officer Transportation Seminar (SHOTS) 2.0 2023
- 14 ACCA Technical Symposium 2023
- 15 MAICSA Annual Conference 2023
- 16 Symposium (SIA) Penilaian Impak Sosial Bagi Projek Pembangunan 2023
- 17 Budget 2024: Key Updates & Changes for Corporate Accountants
- 18 ACCA Technical Symposium 2023
- 19 Tax Max - The 49th Series - Sustaining Growth For A Better Tomorrow
- 20 Webinar Perlaksanaan Pembangunan Lestari



PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

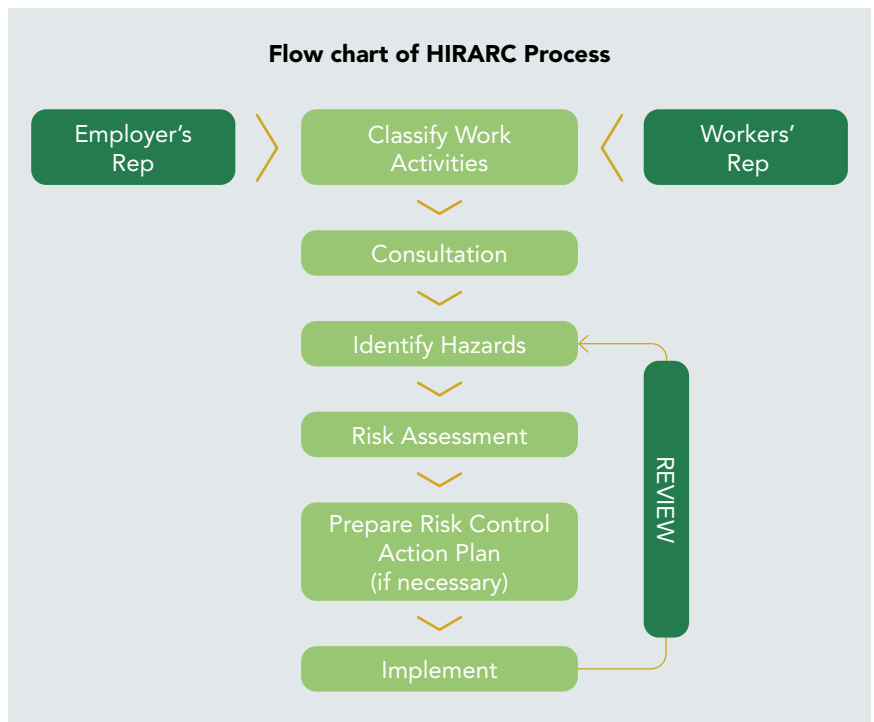
Occupational Safety and Health

At Lagenda, we prioritize diligently implementing of health, safety, and environmental practices. Any Occupational Safety and Health (OSH) incident carries the potential to disrupt the progress of work at our operational sites significantly. Damages and delays from such incidents can impede project completion and escalate costs.

Our OSH implementation encompasses compliance with all applicable legal and regulatory requirements, prevention of accidents and environmental pollution at work sites, and proper investigation of incident reports at work sites. We also expect our employees, subcontractors and related parties to be trained and guided to implement best practices in safety and health as well as environmental preservation during their course of work.

HSE Governance

Our Head of Health and Safety Department is responsible for overseeing all OSH-related matters, especially on site. The team is guided by our Safety Policy; Hazard Identification, Risk Assessment and Risk Control (“HIRARC”); and ISO 9001 Quality Management System under the Procedure of General Site HSE Management. The Procedure involves identifying and assessing various hazards that may cause injury or harm to a person when exposed to these risks.



OSH Incident Investigation

OSH incident investigations form part of our general site management procedures, as incorporated in our ISO 9001 QMS. The procedures for such investigations are as follows:

- a. Upon receiving an incident complaint from stakeholders, HSE personnel must respond and report the complaint to Management within 12 hours.
- b. HSE personnel must investigate using the Incident Investigation Form.
- c. Incident investigations must be verified by a Project Manager or a staff of higher authority.
- d. A complete Incident Investigation Report must be forwarded to the head of department for final comment. The report must be closed within 96 hours from the incident. Extension of time for investigations can be accepted with reasonable justification.
- e. The closed Incident Investigation Report must be forwarded to other relevant departments or management office (if required).
- f. All Incident Investigation Reports must be filed in a timely fashion to enable the tabulation of our yearly statistics report.
- g. The nearest Department of Occupational Safety and Health office must be notified within 7 days of any incident involving fatalities or serious body injuries, as specified in the First Schedule of the Notification of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease (“NADOPOD”).



PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

OSH Performance

The Group monitors our OSH performance through quarterly updates to the Management under the Board’s oversight. In FY2023, we recorded zero Lost Time Injuries, fatalities, work injuries, property damage and other injuries over a total of 2,339,272 man-hours. We are committed to implementing new measures as necessary to enhance the safety of our workers further.

Employee Safety Data	FY2023	FY2022	FY2021
Total Man-Hours	2,339,272	4,716,189	3,253,397
Fatality Case	0	0	0
Lost Time Injury	0	0	0
Work Injury	0	0	0
Property Damage	0	0	0
Unsafe Act Unsafe Condition (“UAUC”)*	60	334	81
Others	0	0	0

* UAUC are related to the way people handle their tasks by encompassing both the behaviours individuals exhibit while performing tasks (unsafe acts) and the environmental or situational factors that may contribute to accidents or incidents (unsafe conditions).

The reduction in man-hours was caused by the increase in completed construction works in FY2023.

Contractor Safety Data	FY2023	FY2022	FY2021
Fatality Case	0	0	0

OSH Training

With our motto of “Safety – Our Joint Responsibility”, we regularly provide our employees with training and talks related to safety, thereby helping to ensure their health and safety on the job. Through our internal communication platform, OSH Department actively promotes safety awareness under the hashtag #safety4all.

In FY2023, 15 employees underwent external training related to lifting, safety and health, OSH performance indicators, noise hazards and construction. We achieved an average of 26 hours of safety training per site employee. Among the programmes conducted were:

- Basic Occupational First Aid
- Weekly Toolbox Meeting (conducted 4 times per month)
- Basic Rigger
- Safety Training for Pipe Threading Machine
- Training Working at Height and Ladder
- Emergency Response Plan
- Firefighting Training

Compliance with Social Regulations

Lagenda takes pride in upholding the safety, health and well-being of our employees. We comply with the Employment Act, Occupational Health Act 1994, Construction Development Board Act 1994, as well as guidelines on human rights and conflicts of interest, whilst staying abreast of changes to these.

In FY2023, we had zero incidents of human and labour rights issues. There has also been no human rights violation involving indigenous communities throughout Lagenda’s operating history.



PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

Employee Engagement Activities

We believe that engaged employees lead to lower staff turnover, increased productivity and efficiency, and enhanced brand value. These are crucial for us to achieve sustainable growth for Lagenda and long-term value for our stakeholders.

01

Policy & Procedures Effectiveness

In FY2023, we conducted HR effectiveness assessments to determine the effectiveness of our information delivery. The assessments covered timely communication, meeting the needs of internal and external stakeholders, and seeking improvements in training and development in accordance with our objectives. Lagenda ensures a notice period of at least 3 days for any operational changes that may affect employees.

03

Sports & Recreational Club

At Lagenda, we believe that life is not only about work but also about enjoying, playing and living. In FY2023, our Sports and Recreational Club organised sports and recreational activities such as body combat, high-intensity interval training, bowling, badminton and pound sessions.



05

Advocating Well-being

At Lagenda, we support the well-being of our people by promoting healthy dietary practices and the adoption of a healthy lifestyle. This year, Lagenda conducted the "Lose-to-Gain Challenge" with the objective of encouraging participants to either lose fat or gain muscle weight through proper exercise and dietary practices. Participants were evaluated based on how much body fat they lost and how much muscle mass they gained. We also held talks on general health and healthy dietary practices.

02

Internal Communication Channel

We use Viva Engage to disseminate important information on our programmes and activities to engage our employees effectively and efficiently. New hires are briefed on our policies and procedures through our 'Welcome Aboard' email.

04

Teambuilding Initiatives

We firmly believe that strong employee relationships form the bedrock for effective teamwork and job satisfaction. "Stand Together, Shine Together" has been the mantra of our teambuilding session. In line with our commitment to promoting strong employee relationships and effective teamwork, we organised teambuilding sessions this year. These sessions took place on August 4-5 and August 11-12 in Ipoh, providing our employees with opportunities to bond, collaborate, and engage in various team-building activities. By bringing our team members together in a supportive and inclusive environment, we aimed to strengthen interpersonal connections, enhance communication skills, and reinforce our collective commitment to achieving organisational goals. These sessions also served as valuable opportunities for employees to recharge, gain new insights, and return to work with renewed vigour and motivation.



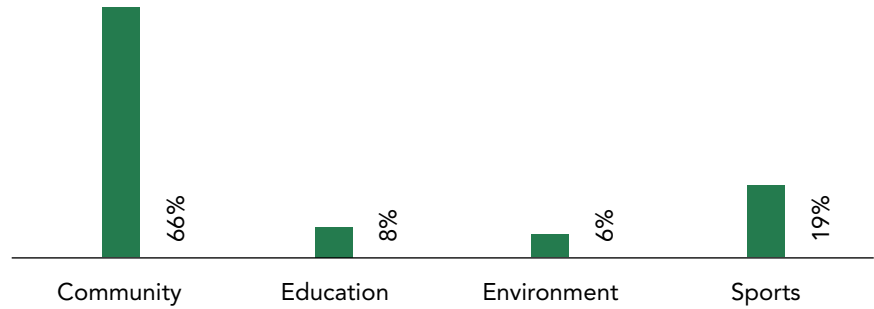
PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)

Community Engagement

We believe that growing alongside the communities we operate in is the most meaningful kind of growth. Our corporate website provides information about our ongoing contributions to the community.

In FY2023, Lagenda contributed RM277,689.00 to programmes related to education, community and environmental welfare, and sports.

CSR & ESG Contributions (%)



Below is a list of our key contributions in FY2023 to various beneficiaries such as residents, flood victims, the general community and other organisations.

CSR & ESG Contributions	Beneficiaries	Our Areas of Focus
Communities	2,400 people	<ul style="list-style-type: none"> Increased quality of life Closer community ties
Education	3 agencies/ associations	<ul style="list-style-type: none"> Community awareness
Environment	350 people	<ul style="list-style-type: none"> Fewer sicknesses Environmental sustainability
Sports	8 agencies/ associations	<ul style="list-style-type: none"> Awareness of the importance of healthy lifestyles Greater inclusivity in sports

Community

ANNUAL GENERAL MEETING OF RESIDENTS' ASSOCIATION (RESIDENT 1)

We supported the Residents' Association in conducting their Annual General Meeting. This initiative has allowed the association to implement various collaborative programmes between the association and the developers, thus enhancing the quality of life within the community. Through effective communication, cooperation, and shared objectives, the association and developers were able to work together to address common challenges, explore opportunities for improvement, and implement projects that benefit residents and contribute to the overall well-being of the community.



EID AL-ADHA 2023

It has become a cherished tradition for us to join hands with our residents in performing qurban, a beautiful act where Muslims sacrifice and distribute meat to those in need. In FY2023, we celebrated the occasion with the residents of Bandar Baru Setia Awan Perdana, Lagenda Teluk Intan, both in Perak, residents of Darulaman Lagenda, Kedah and residents of Lagenda Suria, Johor.





**PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)**

Community (Cont'd)

RAMADHAN & RAYA CELEBRATION

Lagenda collaborated with Majlis Daerah Mersing to spread warmth and kindness by distributing 600 packets of *bubur lambok*, a beloved traditional dish, to residents in the surrounding areas. We also joined Lagenda Teluk Intan's residents in celebrating Hari Raya and extended our festivities to mark Hari Raya with the Pentadbir Tanah of Kedah State.



DONATION FOR FLOOD VICTIMS IN JOHOR

In FY2023, we extended donations to the flood victims in Johor. This contribution, used to provide assistance and relief, was our tangible way of showing our solidarity with our neighbours during such challenging times.



NATIONAL SPORTS TOURNAMENT (SUKNA) 20TH EDITION

Lagenda extended our support to PLANMalaysia with a substantial contribution towards their participation in the esteemed 20th National Sports Tournament (SUKNA) Perancangan Bandar dan Desa Malaysia Championship 2023.



BEACH FUN RUN PROGRAMME 2023

Fostering fitness, fun, and community bonding, our support enabled participants to experience an enriching time at this event organised by the Manjung Municipal Council. This contribution underscores our commitment to promoting well-being and strengthening community ties through the exciting Teluk Batik extravaganza.



**PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)**

Environmental

COMMUNITY GARDEN @ BBSAP

Our community garden at Bandar Baru Setia Awan Perdana was launched last year in collaboration with our residents, Majlis Perbandaran Manjung (“MPM”), and Jabatan Pertanian Perak.

Lagenda has been providing support in terms of gardening equipment, fertiliser and soils, while the capacity-building of communities has been closely guided by MPM.

This project is considered our first flagship sustainability initiative. We are continuously expanding the quantity of harvested vegetables and making this a prime community engagement avenue. Additionally, the community has entered a Memorandum of Understanding (MoU) with MPM and other stakeholders to commercialise their vegetable production.

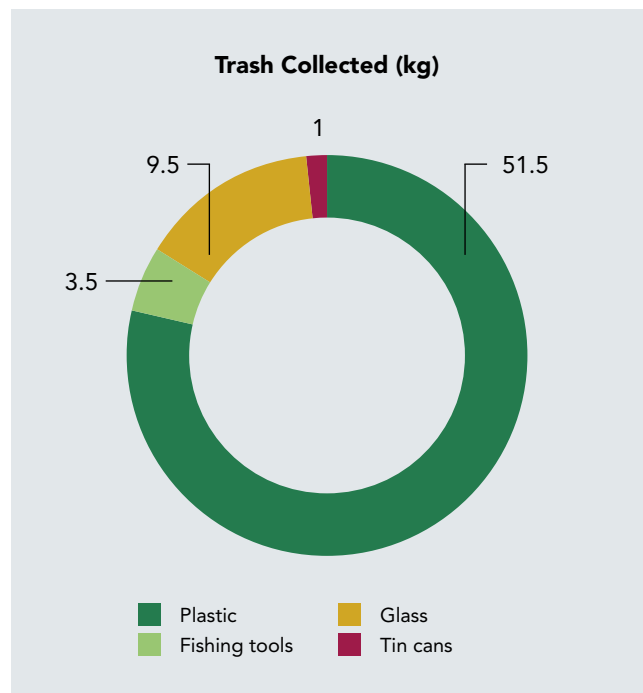


PANGKOR GREEN PROJECT: CONSERVATION DAY 2023

To promote environmental awareness and emphasise the importance of local flora and fauna, we participated in the Pulau Pangkor Conservation Day at Teluk Giam, Pulau Pangkor. We planted trees and cleaned the beach, which also involved using kayaks and diving equipment.

Impact Created:

- 13 participants from Lagenda
- 20 mangrove trees planted
- 66kg of trash collected





**PEOPLE:
ADVOCATING POSITIVE SOCIAL IMPACT (Cont'd)**

Education

NATIONAL MONTH PROGRAMME AND WELLNESS MONTH 2023

To commemorate the National Month Programme and Wellness Month, we made contributions to Teluk Intan Hospital to support their festivities held from 7 August to 22 September 2023.



NATIONAL DAY AND MALAYSIA DAY CELEBRATION

The National Day Celebration in Hilir Perak, organised by the Hilir Perak Land and District Office, was held from 13 July to 16 September 2023, encompassing the commemoration of Malaysia Day as well. The event served to honour the sacrifices of those who fought for the nation's independence and instil a sense of patriotism within the community.



HEALTH EDUCATION PROGRAMME ON DENGUE

We collaborated with Residents' Association 1 of Bandar Baru Setia Awan Perdana and the Perak State Health Department in organising a health education programme on dengue fever.

Attendees were reminded to:

- Ensure there are no containers or places in and around their homes that can become breeding grounds for aedes mosquitoes;
- Use insect repellent or wear long-sleeved shirts and long pants to protect themselves from aedes mosquito bites;
- Spray aerosolised insecticide in the house, especially behind curtains; and
- Seek immediate treatment for fevers so that dengue cases can be detected earlier.





**PLANET:
ADVANCING ENVIRONMENTAL STEWARDSHIP**

(Material Matters: Waste Management and Recycling, Pollution and Environmental Compliance, Energy Consumption, Water Consumption, Biodiversity)

The absence of proper environmental management efforts may lead to negative environmental and social impacts and disruptions to business operations. Lagenda is mindful of our responsibility to progressively advance in environmental stewardship by taking strategic steps to minimise our environmental impact while enhancing biodiversity development in our townships.

Pollution and Environmental Compliance

We adhere to the relevant environmental laws and regulations of the various jurisdictions in which we operate, per our Environmental Policy. Guided by this Policy, we endeavour to minimise our environmental impacts through the following commitments:

Comply with applicable environmental legislations and requirements	Minimise waste generation through improvements in construction efficiency and encourage recycling
Implement measures to minimise pollution arising from our operations	Implement initiatives to ensure efficient resource use, including building materials, water equipment and facilities
Collaborate with relevant stakeholders to increase awareness and environmental performance	Ensure all employees and contractors are aware of our Environmental Policy and their responsibility to act in accordance with it
Establish environmental objectives and targets to advance the Group’s sustainability vision	Monitor and track our environmental performance

We are governed by the Environmental Quality Act 1974 and its subsequent regulations, standards and guidelines set by the Department of Environment (“DOE”). We comply with environmental standards and guidelines relevant to the proposed housing scheme, such as approval conditions for the Environment Impact Assessment (“EIA”), National Land Code 1965, Factories and Machineries Act 1967, and MASMA guidelines. At all sites, to control pollution from construction work, proponents must submit an EIA report to the DOE for approval, covering metrics such as quantity and types of effluent discharge as well as atmospheric emissions.

In FY2023, we received two fines related to environmental matters and have not been issued notices for site shutdowns due to poor environmental performance. We continue to monitor and mitigate these issues on a bi-monthly basis.

Resource and Waste Management

Lagenda is committed to reducing the environmental impacts caused by our consumption of resources. Our Group-wide Environmental Policy provides guidance on waste management principles and outlines the various responsibilities and actions that must be undertaken.

We have adopted the 5R approach to manage our waste responsibly:

REFUSE

- We are adopting the Industrialised Building System to reduce construction waste

REDUCE

- We make conscious efforts to reduce our electricity and water consumption

REUSE

- We harvest rainwater for landscape irrigation

RECYCLE

- We provide recycling facilities and establish an ecosystem of recycling in our townships and at operational buildings
- We have regular recycling and donation drives to promote the importance of recycling

REPURPOSE

- We undertake upcycling initiatives to repurpose useful materials

In FY2023, we focused on two enablers, i.e. awareness and education, and recycling infrastructure. Waste that can no longer be recycled, reused or converted into energy will be responsibly disposed of in accordance with the applicable regulations.



**PLANET:
ADVANCING ENVIRONMENTAL STEWARDSHIP (Cont'd)**

Resource and Waste Management (Cont'd)

5R Campaign: Recycling Day

In line with our 5R campaign, we organised a recycling event in our Bandar Baru Setia Awan Perdana township on 28 October 2023. Additionally, we conducted an eight-day donation and recycling drive at our operational building and collaborated with organisations such as Zero Waste Earth Store, Life Clothing Line and Upcycle4Better. These efforts helped strengthen our bonds with the community and increase the credibility of our resource and waste management commitments.



Waste Diverted from Landfills in FY2023

Recyclable Materials	Total Collected
Plastic	207.37kg
Paper	430.96kg
Aluminium and metal	13.96kg
E-waste, e.g., car batteries and printers	48.6kg
E-waste, e.g., laptops and phones	167 units
Used cooking oil	92.3kg
Glass	16.6kg
Fabrics	2,762.1kg

Embracing Circularity for Fabrics

In 2018, Malaysians dumped a shocking 195,300 tonnes of fabric waste, equivalent to 19 Eiffel Towers combined, as reported by SWCorp.

To reduce this environmental impact, Lagenda actively championed the 'zero waste to landfill' and 'circular economy' approaches. We encouraged our communities to recycle not just for rewards, but also for the environment. We also promoted the upcycling approach and recycling through refashioning through our provision of fabric bins around our townships.

In October 2023, we organised Totebagsewing class that embraced sustainability by utilizing recycled materials, inviting both residents and Lagenda staff to participate. With a focus on eco-conscious creativity, the workshop not only fostered a sense of community among participants but also instilled valuable skills in repurposing items. Through the guidance of skilled instructors, we learned the art of transforming discarded fabrics into functional and stylish tote bags, demonstrating the power of collective effort in promoting environmental responsibility within our community.





**PLANET:
ADVANCING ENVIRONMENTAL STEWARDSHIP (Cont'd)**

Scheduled Waste and Effluent Discharge

We are cognisant of the environmental impact of our activities at project sites, particularly on waterways. At all project sites, we actively monitor effluents from our silt traps to mitigate our impact on the surrounding waterways.

Field observations and measurements are conducted every three months with ad hoc measurements carried out as needed throughout the year. We have designed an environmental programme to minimise our impact on the environment, with mitigation plans in place to address serious and chronic environmental issues.

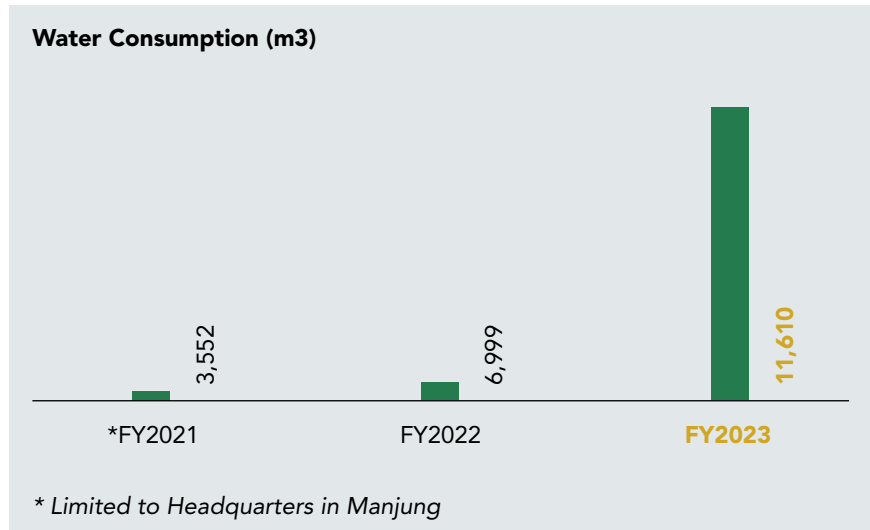
All our project sites are in compliance with the guidelines stipulated in the EIA under the Environmental Quality Act.

Water Consumption

Lagenda recognises the shared responsibility between the Group and our stakeholders to use water efficiently. We adopt sustainable practices across our operation and value chain, in line with Sustainable Development Goal 6 (Clean Water and Sanitation).

The municipal water supply primarily meets our water needs. We also draw water from other sources to reduce our reliance on municipal water and minimise potable water wastage. On this front, we have set a target of reducing our water consumption by 5% (baseline 2021) by 2025.

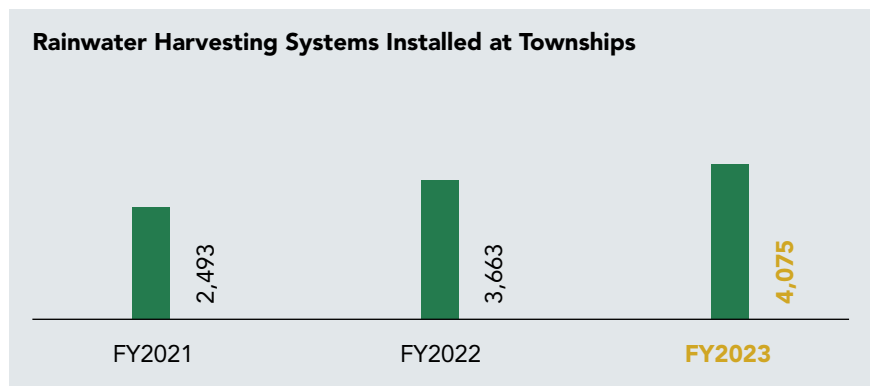
In FY2023, our water consumption increased from the previous year as we expanded the data collected to encompass more buildings and facilities in our reporting boundary. Excluding the new data, we have reduced our water consumption from 6,999 m³ to 6,592 m³.



Rainwater Harvesting

Our rainwater harvesting system provides us with a supplementary source of water for household, commercial, and landscaping irrigation use.

As FY2023, Lagenda has installed a cumulative total of 4,075 rainwater harvesting systems. This figure includes the 412 units installed in FY2023. We are committed to monitoring and evaluating the effectiveness of this initiative.





PLANET: ADVANCING ENVIRONMENTAL STEWARDSHIP (Cont'd)

Biodiversity

Lagenda recognises the impacts of our developments on our surrounding biodiversity and we are committed to taking the necessary steps to mitigate those impacts.

This commitment and principles of conduct are outlined in our Biodiversity Policy that can be accessed on our website <https://lagendaproperties.com/sustainability/sustainability-governance/policies/>. We have also set our biodiversity targets as below:

- Plant more than 30,000 plants across all developments by 2025
- Increase the number of trees from species that have significant conservation value by 5%

Trees Planted with High Conservation Value

In FY2023, a total of 3,369 trees of various species were planted at several project locations such as Bandar Baru Setia Awan Perdana, Lagenda Teluk Intan, Bemban Indah, and Taman Harmonis. These trees were planted to fulfil the requirement of having reserved green space making up at least 10% of our townships.

No. of Trees Planted	FY2023	FY2022	FY2021
Trees planted at our townships (cumulative)	27,337	23,968	18,728

Of the 3,369 trees planted, 43% were assessed to be from vulnerable and endangered species listed in the IUCN Red List of Threatened Species. These trees thus have high conservation value.

No. of Trees Planted (IUCN List)	FY2023	FY2022	FY2021
Endangered species	0	65	355
Vulnerable species	1,454	292	0
Low Risk: Conservation Dependent	0	8	331
TOTAL	1,454	365	686

Landscape Developed

Lagenda carefully selects land that requires minimal intervention in its environmental profile. This involves the assessment of long-term land productivity, where Lagenda only permits land conversion from non-primary forests and unproductive land with low threats to biodiversity.

Our townships were built on monoculture farms, unproductive land with low biodiversity quality.

In FY2023, we developed 241,812 m² of green area, focusing on Bandar Baru Setia Awan Perdana and Lagenda Teluk Intan.

Year	Landscape Developed (m ²)
FY2023	241,812
FY2022	145,687
FY2021	137,537



**PLANET:
ADVANCING ENVIRONMENTAL STEWARDSHIP (Cont'd)**

Energy Consumption

In line with our climate commitments and Environmental Policy, we continued to enhance our monitoring practices and implemented the following initiatives to reduce our energy consumption and emissions:

1. Installed light-emitting diode (LED) lighting at our townships and operational buildings; and
2. Ensured electrical appliances in unoccupied spaces were switched off during off-peak periods.

We are actively reducing our reliance on fossil fuels and promoting sustainability within Lagenda. As part of this initiative, 15% of Lagenda’s car fleet now comprises hybrid/mild hybrid cars to lower our fuel consumption.

We also recognise the need to address our growing electricity demand as our operations expand. We are expediting the first phase of our solar energy project at our operational buildings. This phase will generate approximately 70kWp of renewable energy and reduce around 10% of our overall electricity consumption.

Our fuel usage in FY2023 was twice that of FY2022. This increase was due to adjustments to our data collection process, where more data points were used.

Energy Consumption	FY2023	FY2022	FY2021
Total Fuel Consumption (litres)	113,851	77,675	-
a. Petrol (litres)	62,280	47,751	-
b. Diesel (litres)	51,571	29,924	-
Electricity Consumption (kWh)	940,180	645,374	233,594*

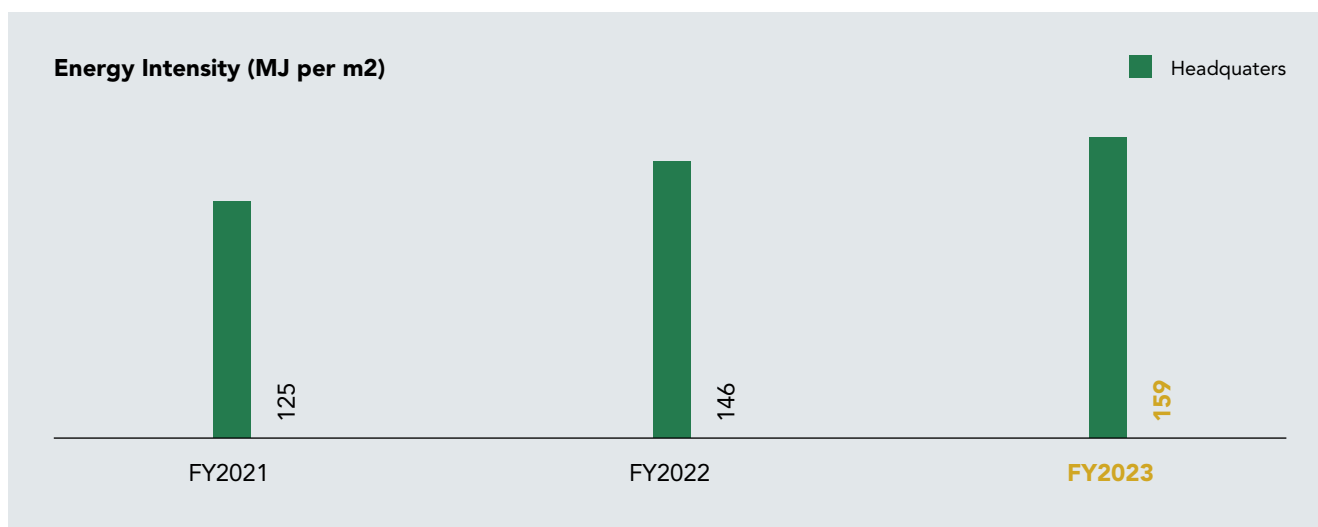
Note:

*Limited to Headquarters in Manjung

Energy Intensity

We closely monitor the energy performance of Lagenda’s headquarters by using the energy intensity formula (energy used per square metre of the building).

We have plans to extend the energy intensity quantification to our other facilities and buildings going forward.





OUR TRAJECTORY TO CARBON NEUTRALITY

(Material Matters: Energy Consumption, Climate Change and Emissions, Biodiversity)

As a property developer, Lagenda is aware of our responsibility to address the climate crisis. We carefully consider our mitigation and adaptation strategies to reduce our carbon emissions, as guided by our Climate Change Policy.

In line with the 12th Malaysia Plan, to achieve carbon neutrality by 2050, Lagenda pledges to reduce our carbon emissions intensity by 10% (baseline 2021) by 2025, and to achieve a 45% reduction by FY2023. We are currently improving our carbon-tracking process to ensure a more accurate assessment of our achievement in this area.

Lagenda has adopted recommendations from the Taskforce on Climate-Related Financial Disclosures in the four areas of Governance, Strategy, Risk Management, and Metrics and Target.

01

Governance

To disclose Lagenda’s governance surrounding climate-related risks and opportunities to the Board.

02

Strategy

To disclose Lagenda’s governance surrounding climate-related risks and opportunities to the Management and the Board.

03

Risk

To disclose Lagenda’s governance surrounding climate-related risks and opportunities, which entails oversight on climate change as well as assessment and management of climate-related risks and opportunities.

04

Metric & Target

To discuss the metrics and targets used to manage and assess the relevant climate-related risks and opportunities. This could include disclosure of Scope 1, Scope 2, and eventually Scope 3 GHG emissions.

Governance

Our SSC helps keep the Board informed about sustainability matters, which includes climate change. Our Senior Management members sit on the SSC, thereby helping to ensure the efficient development of effective strategies that focus on climate risks and opportunities. The Board maintains oversight on sustainability-related matters and is instrumental in providing critical insights for the development of our climate-related strategies.



OUR TRAJECTORY TO CARBON NEUTRALITY (Cont'd)

Strategy

In FY2023, we developed a high-level strategy to drive our climate action. Our strategy focused on supporting a low-carbon economy, reducing our carbon footprint, managing emerging climate risks by reducing our GHG emissions, and increasing the resilience of our business by capitalising on climate risks and opportunities.

These risks and opportunities, in line with the TCFD, are reported as follows:

RISKS

Transitional Risks refer to risks associated with the transition to a lower-carbon economy with the following considerations:

Policy and legal actions	<ul style="list-style-type: none"> • Reduction of GHG emissions through increased government-mandated reporting requirements, actions and commitments • Carbon pricing or carbon tax imposed on properties and the construction sector both nationally and internationally
Technology changes	<ul style="list-style-type: none"> • Cost to incorporate renewable energy into the affordable housing/ township segment • Scalability, compatibility, and accuracy of digitalisation across departmental functions due to the need for seamless workflow integration, effective communication channels, and efficient data management.
Reputational risk	<ul style="list-style-type: none"> • Growing pressure from stakeholders regarding corporate responsibility for climate actions
Physical risk	
a) Acute - these refer to risks that are event-driven, including increased severity of extreme weather events, such as floods. The Group is cognisant of acute risks when selecting its business locations and project sites.	<ul style="list-style-type: none"> • Operational disruptions • Extreme weather conditions can cause delays in project completion, lack of availability of suitable land, and damage to completed properties, resulting in financial loss
b) Chronic – these risks refer to longer-term shifts in climate patterns, such as increasing temperatures, seawater levels, and droughts.	<ul style="list-style-type: none"> • Increased energy costs to cool our workspaces • Risks to health and well-being of employees • Increased operational disruptions • Delays in project completion

OPPORTUNITIES

Resource efficiency	<ul style="list-style-type: none"> • Accelerates the adoption of more sustainable practices, e.g. use of more efficient modes of transport • Reduced operating costs by improving resource utilisation efficiency across the business • Lower waste generation
Resilience	<ul style="list-style-type: none"> • Increased employee awareness of climate change • Higher participation in renewable-energy programmes and adoption of energy-efficiency measures • Greater innovation in identifying suitable substitutes for resources required
Regulatory	<ul style="list-style-type: none"> • Greater ability to seek regulatory and governmental support for incentives to encourage the adoption of more sustainable practices



OUR TRAJECTORY TO CARBON NEUTRALITY (Cont'd)

Strategy (Cont'd)

FINANCIAL IMPACTS

- | | |
|-------------------------|---|
| Revenue and expenditure | <ul style="list-style-type: none"> Improved profitability from lower operating costs and greater productivity due to improved employee health and satisfaction Good return on investments in green and low-emissions technologies |
| Assets | <ul style="list-style-type: none"> Reduced liabilities and potential for delays associated with greenfield areas by exploring unproductive oil palm land |

Risk

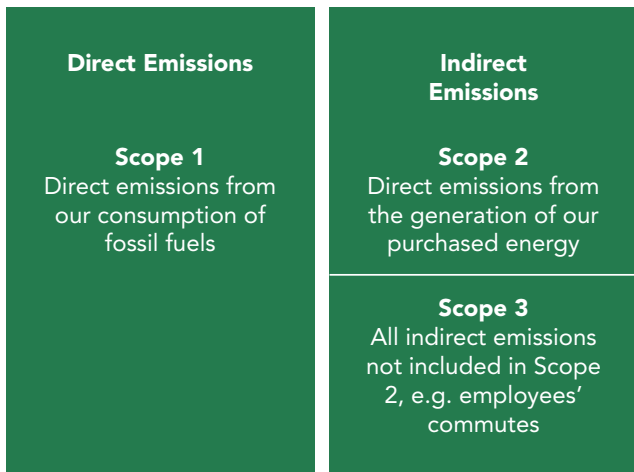
Climate-related risks are evaluated within our enterprise risk management and internal control framework provided by our Internal Audit Department. Procedures as well as the results of the framework’s implementation are presented to the Management and Board twice a year.

Metric and Targets: Climate Change & GHG Emissions

We have been monitoring our Scope 2 GHG emissions since FY2021. Since FY2021, we have expanded not just our tracking and reporting to encompass Scope 1 emissions, but also our monitoring activities to cover all our operational buildings. In FY2023, we began tracking and reporting Scope 3 emissions for employee commuting. Also documented are the past three years’ resource footprints that contributed to climate change, including our water and energy consumption.

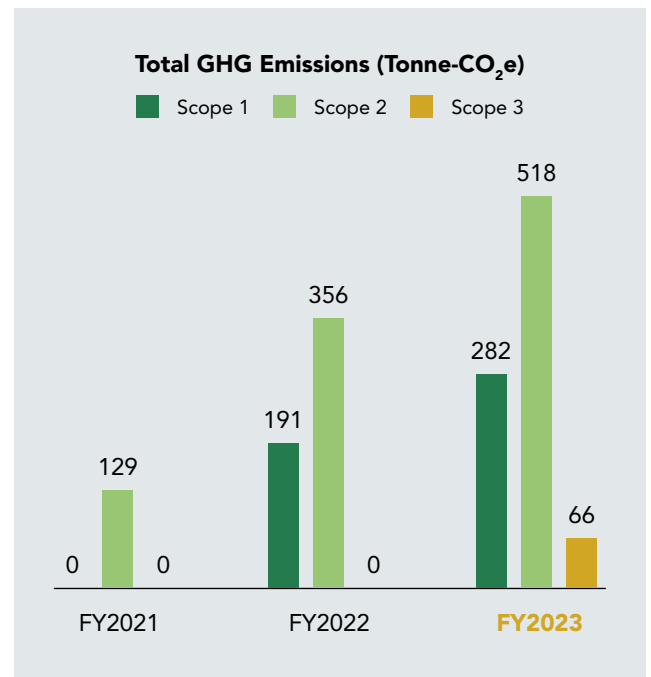
This target to reduce our emissions has been applied to our flagship township at Bandar Baru Setia Awan Perdana through our solar photovoltaic installation that will lower electricity consumption by approximately 47% and reduce about 10% of our overall Scopes 1 and 2 GHG emissions.

The chart below shows how our activities contribute to GHG emissions in each scope.



All GHG emissions comprise CO₂, CH₄, and N₂O, as mentioned in the GHG Protocol and the IPCC Fifth Assessment Report 2014 (AR5). The emissions factor for energy usage is 0.551 kgCO₂e/kWh, according to the UNFCC Harmonised Grid Emissions Factors 2022.

Legenda’s Scope 3 GHG emissions are calculated using the Greenhouse Gas Protocol’s Technical Guidance for Calculating Scope 3 Emissions in Category 7 (Employee Commuting).



In FY2023, we measured our efficiency and intensity performance using ratios of financial performance to specific environmental indicators.



OUR TRAJECTORY TO CARBON NEUTRALITY (Cont'd)

Metric and Targets: Climate Change & GHG Emissions (Cont'd)

		FY2023	FY2022	FY2021
Revenue	RM'000	834,874	866,940	835,578
GHG emissions intensity (Scopes 1, 2 and 3)	kgCO ₂ e/ RM' million	0.001	-	N/A
GHG emissions intensity (Scopes 1 and 2 only)	kgCO ₂ e/ RM' million	0.001	0.0006	N/A

In order to achieve our climate resilience goals, we have partnered with a solar energy provider to explore the potential of installing solar photovoltaic panels on our operational buildings, commencing with the clubhouse at our first township, Bandar Baru Setia Awan Perdana.

We are also exploring various actions to manage risks and opportunities, including:

- Reducing and removing GHG emissions, including sequestration obligations, and improving energy efficiency;
- Implementing climate-related procurement norms and principles to help manage GHG emissions from our supply chain; and
- Adopting and applying technologies to mitigate risks and create opportunities.



BURSA SUSTAINABILITY DISCLOSURE INDEX

COMMON INDICATOR		REFERENCE
C1) Anti-Corruption		
C1 (a)	Percentage of employees who have received training on anti-corruption by employee category	037
C1 (b)	Percentage of operations assessed for corruption-related risks	038
C1 (c)	Confirmed incidents of corruption and action taken	038
C2) Community/Society		
C2 (a)	Total amount invested in the community where the target beneficiaries are external to the listed issuer	054
C2 (b)	Total number of beneficiaries of the investment in communities	054
C3) Diversity		
C3 (a)	Percentage of employees by gender and age group, for each employee category	045-047
C3 (b)	Percentage of Directors by gender and age group	037
C4) Energy Management		
C4 (a)	Total energy consumption	062
C5) Health and Safety		
C5 (a)	Number of work-related fatalities	052
C5 (b)	Lost Time Incident rate	052
C5 (c)	Number of employees trained on health and safety standards	052
C6) Labour Practices and Standards		
C6 (a)	Total hours of training by employee category	049-050
C6 (b)	Percentage of employees who are contractors or temporary staff	046
C6 (c)	Total number of employee turnover by employee category	047
C6 (d)	Number of substantiated complaints concerning human rights violations	049
C7) Supply Chain Management		
C7 (a)	Proportion of spending on local suppliers	043
C8) Data Privacy and Security		
C8 (a)	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	039
C9) Water		
C9 (a)	Total volume of water used	060
C10) Waste Management		
C10 (a)	Total waste generated and breakdown of the following: <ul style="list-style-type: none"> Total waste diverted from disposal Total waste directed to disposal 	059
C11) Emissions Management		
C11 (a)	Scope 1 emissions in tonnes of CO ₂ e	065
C11 (b)	Scope 2 emissions in tonnes of CO ₂ e	065
C11 (d)	Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	065

GRI CONTENT INDEX

Statement of use: Lagenda Properties Berhad has produced this Statement for the period 1 January 2023 to 31 December 2023 in accordance with the GRI Standards.

GRI Used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organisational details	001-004
	2-2 Entities included in the organisation's sustainability reporting	003,024
	2-3 Reporting period, frequency and contact point	024
	2-4 Restatements of information	-
	2-5 External assurance	025
	2-6 Activities, value chain and other business relationships	024
	2-7 Employees	045-047
	2-8 Workers who are not employees	046
	2-9 Governance structure and composition	003
	2-10 Nomination and selection of the highest governance body	082
	2-11 Chair of the highest governance body	076-084
	2-12 Role of the highest governance body in overseeing the management of impacts	076-084
	2-13 Delegation of responsibility for managing impacts	076-084
	2-14 Role of the highest governance body in sustainability reporting	036
	2-15 Conflicts of interest	076-084
	2-16 Communication of critical concerns	076-084
	2-17 Collective knowledge of the highest governance body	076-084
	2-18 Evaluation of the performance of the highest governance body	076-084
	2-19 Remuneration policies	082
	2-20 Process to determine remuneration	082
	2-21 Annual total compensation ratio	-
	2-22 Statement on sustainable development strategy	-
	2-23 Policy commitments	-
	2-24 Embedding policy commitments	-
	2-25 Processes to remediate negative impacts	-
	2-26 Mechanisms for seeking advice and raising concerns	084
	2-27 Compliance with laws and regulations	076-084
	2-28 Membership associations	025
	2-29 Approach to stakeholder engagement	084
	2-30 Collective bargaining agreements	-



GRI CONTENT INDEX (Cont'd)

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	033
	3-2 List of material topics	033
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	040
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	040
	201-2 Financial implications and other risks and opportunities due to climate change	063-065
	201-3 Defined benefit plan obligations and other retirement plans	048
	201-4 Financial assistance received from the government	Information not available
Market Presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 202: Market Presence 2016	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Information not available
	202-2 Proportion of senior management hired from the local community	Information not available
Indirect Economic Impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	040
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	043
	203-2 Significant indirect economic impacts	041-043
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	043
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	043
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	038
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	038
	205-2 Communication and training about anti-corruption policies and procedures	038
	205-3 Confirmed incidents of corruption and actions taken	038



GRI CONTENT INDEX (Cont'd)

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
Anti-Competitive Behaviour		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Information not available
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	058
GRI 301: Materials 2016	301-1 Materials used by weight or volume	059
	301-2 Recycled input materials used	059
	301-3 Reclaimed products and their packaging materials	Information not available
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	062
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	062
	302-2 Energy consumption outside of the organisation	Information not available
	302-3 Energy intensity	062
	302-4 Reduction in energy consumption	Not applicable. No energy reduction reported in FY2023
	302-5 Reductions in energy requirements of products and services	Not applicable. No energy reduction reported in FY2023
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	060
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	063
	303-2 Management of water discharge-related impacts	060
	303-3 Water withdrawal	Information not available
	303-4 Water discharge	060
	303-5 Water consumption	060
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	061
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable. Most of Lagenda's landbank is former monoculture farmland with low biodiversity Quality.
	304-2 Significant impacts of activities, products and services on biodiversity	Not applicable. Most of Lagenda's landbank is former monoculture farmland with low biodiversity Quality.
	304-3 Habitats protected or restored	061
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	061



GRI CONTENT INDEX (Cont'd)

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	065
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	065
	305-2 Energy indirect (Scope 2) GHG emissions	065
	305-3 Other indirect (Scope 3) GHG emissions	065
	305-4 GHG emissions intensity	066
	305-5 Reduction of GHG emissions	Not applicable
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	058
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	059
	306-2 Management of significant waste-related impacts	058-059
	306-3 Waste generated	059
	306-4 Waste diverted from disposal	059
	306-5 Waste directed to disposal	059
Supplier Environmental Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Information not available
	308-2 Negative environmental impacts in the supply chain and actions taken	Information not available
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	045
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	046-047
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	048
	401-3 Parental leave	048
Labour/Management Relations		
GRI 3: Material Topics 2021	3-3 Management of material topics	048
GRI 402: Labour/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	048

GRI CONTENT INDEX (Cont'd)

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	051
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	051-052
	403-2 Hazard identification, risk assessment, and incident investigation	051
	403-3 Occupational health services	Information not available
	403-4 Worker participation, consultation, and communication on occupational health and safety	Information not available
	403-5 Worker training on occupational health and safety	052
	403-6 Promotion of worker health	Information not available
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	051
	403-8 Workers covered by an occupational health and safety management system	052
	403-9 Work-related injuries	052
	403-10 Work-related ill health	Information not available
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	049
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	049
	404-2 Programmes for upgrading employee skills and transition assistance programmes	050
	404-3 Percentage of employees receiving regular performance and career development reviews	Information not available
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	045
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	045-047
	405-2 Ratio of basic salary and remuneration of women to men	Information not available
Non-Discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	049
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	049



GRI CONTENT INDEX (Cont'd)

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
Freedom of Association and Collective Bargaining		
GRI 3: Material Topics 2021	3-3 Management of material topics	049
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	Information not available
Child Labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	049
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Information not available
Forced or Compulsory Labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Information not available
Security Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Information not available
Rights of Indigenous Peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Information not available
Local Communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	054
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	054-057
	413-2 Operations with significant actual and potential negative impacts on local communities	Not applicable
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Information not available
	414-2 Negative social impacts in the supply chain and actions taken	Information not available



GRI CONTENT INDEX (Cont'd)

GRI STANDARD	DISCLOSURE	REFERENCE PAGES
Public Policy		
GRI 3: Material Topics 2021	3-3 Management of material topics	039
GRI 415: Public Policy 2016	415-1 Political contributions	Not applicable. Legenda is an apolitical organisation and hence, has not made any contributions to any political parties in FY2023.
Customer Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	044
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	044
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	044
Marketing and Labelling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Information not available
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	Information not available
	417-2 Incidents of non-compliance concerning product and service information and labelling	Information not available
	417-3 Incidents of non-compliance concerning marketing communications	Information not available
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	039
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	039

SUSTAINABILITY PERFORMANCE REPORT 2023

Indicator	Measurement Unit	2021	2022	2023
Bursa (Anti-corruption)				
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category				
Management	Percentage	10.63	8.73	10.95
Executive	Percentage	68.09	44.44	51.82
Non-executive/Technical Staff	Percentage	21.28	44.44	37.23
General Workers	Percentage	0.00	2.39	0.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0	0
Bursa (Supply chain management)				
Bursa C7(a) Proportion of spending on local suppliers	Percentage	100.00	100.00	100.00
Bursa (Labour practices and standards)				
Bursa C6(a) Total hours of training by employee category				
Management	Hours	-	507	11
Executive	Hours	-	2,406	13
Non-executive/Technical Staff	Hours	-	1,089	9
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	45.00	50.00	38.00
Bursa C6(c) Total number of employee turnover by employee category				
Management	Number	13	15	7
Executive	Number	32	53	57
Non-executive/Technical Staff	Number	74	42	64
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Bursa (Health and safety)				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	-	-	15
Bursa (Community/Society)				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,480,000.00	400,000.00	277,689.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	-	-	2,400
Bursa (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Management Under 30	Percentage	0.00	2.00	2.20
Management Between 30-50	Percentage	65.00	80.00	78.70
Management Above 50	Percentage	35.00	18.00	19.10
Executive Under 30	Percentage	20.00	35.00	39.10
Executive Between 30-50	Percentage	76.00	60.00	57.90
Executive Above 50	Percentage	4.00	5.00	3.00
Non-executive/Technical Staff Under 30	Percentage	40.00	54.00	54.80
Non-executive/Technical Staff Between 30-50	Percentage	56.00	40.00	40.40
Non-executive/Technical Staff Above 50	Percentage	4.00	6.00	4.80
Gender Group by Employee Category				
Management Male	Percentage	77.00	55.00	62.30
Management Female	Percentage	33.00	45.00	37.70
Executive Male	Percentage	37.10	30.00	41.60
Executive Female	Percentage	62.90	70.00	58.40
Non-executive/Technical Staff Male	Percentage	27.10	60.00	52.70
Non-executive/Technical Staff Female	Percentage	72.90	40.00	47.30
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	83.00	83.00	67.00
Female	Percentage	17.00	17.00	33.00
Under 30	Percentage	0.00	0.00	0.00
Between 30-50	Percentage	66.70	66.70	33.00
Above 50	Percentage	33.33	33.33	67.00
Bursa (Energy management)				
Bursa C4(a) Total energy consumption	Megawatt	233.59	645.37	940.18
Bursa (Data privacy and security)				
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Bursa (Water)				
Bursa C9(a) Total volume of water used	Megalitres	3.552000	6.999000	11.610000

Internal assurance External assurance No assurance (*)Restated