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## Empowering Our Workforce

Azizan Salleh (center) is our employee with an impairment disability who has been serving Bursa Malaysia for over 25 years. He works as a telephone operator in the Facilities & Administration Department.

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GRI 205-1, 205-2, 205-3, 401-1, 401-2, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 202-1, 405-1, 405-2, 404-1, 404-2





#### **Business Ethics**

#### Why It Matters

As a frontline regulator and market operator, we are committed to upholding the highest ethical and integrity standards in all our actions. This strengthens our reputation, ensuring the trust and confidence of all stakeholders, including market participants, regulators and the broader market. By fostering an environment of transparency and honesty, we cultivate long-term relationships based on reliability and integrity, which are essential to the smooth functioning of the financial markets.

As both a market influencer and a shareholder value creator, Bursa Malaysia continues to advance the objectives of its Organisational Anti-Corruption Plan (OACP). These objectives reflect our strong commitment to maintaining the highest standards of governance and integrity.

Our OACP Objectives are three-pronged:



Trusted Exchange with the Highest Standards of **Integrity** and Governance



Transparent and Accountable to all Stakeholders



Culture of **High Integrity** 



Promote transparency, accountability and anticorruption practices within the exchange and our ecosystem, ensuring the integrity and trustworthiness of financial systems.

In line with our zero-tolerance approach to corruption, we believe that promoting ethical business practices is not just a regulatory responsibility, but a foundational element that ensures the long-term sustainability and success of the marketplace. Through these efforts, we reinforce our position as a responsible, transparent and trusted market authority in the ASEAN region.





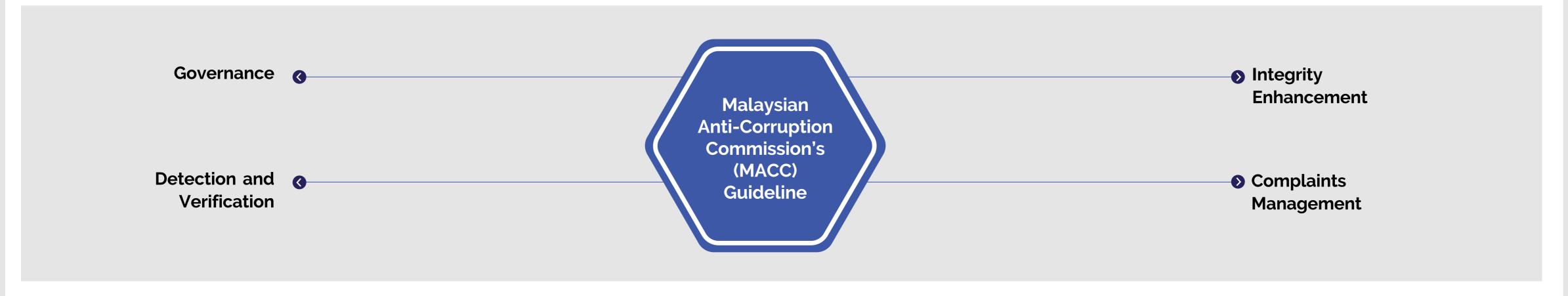
#### Our Approach

Our approach to Business Ethics is grounded in a commitment to transparency, integrity and accountability. We maintain robust governance structures to ensure that anti-corruption measures are effectively managed, while fostering an organisational culture that upholds the highest ethical standards. Through clear oversight, dedicated units and comprehensive policies, we strive to create an environment where ethical conduct is embedded in everything we do, to ensure the long-term sustainability and trust in our marketplace.

#### Governance

Our governance framework is led by the Board of Directors, which has oversight of the management of anti-fraud, bribery and corruption (AFBC) matters. The Risk Management Committee (RMC) plays a key role in providing guidance, monitoring the effectiveness of our AFBC programme and ensuring that our efforts align with the highest standards of governance.

The RMC oversees the Integrity and Governance Unit (IGU) within the Risk and Compliance function. This unit is responsible for implementing and managing the four core functions outlined in the Malaysian Anti-Corruption Commission's (MACC) Guideline for the Management of IGU, which include:



For more information on our Governance Structure, please refer to the IAR on page 149.





#### Business Ethics

Our commitment to ethical conduct is steadfast. We believe that instilling a strong ethical culture will not only protect our reputation and ensure regulatory compliance, but also help us operate with transparency. This fosters trust and promotes responsible, sustainable business practices.

In line with these principles, we published an overview of Bursa Malaysia's Integrity and Governance Management on our corporate website to promote transparency and accountability. The following key information and statements are made public:

#### Our zero-

tolerance towards fraud, bribery and corruption

#### **Establishment**

of the Integrity **Governance Unit**  **Our Organisational** <u>Anti-</u> Corruption Plan

Adoption of the 5 T.R.U.S.T principles from the Guidelines on **Adequate Procedures (GAP), pursuant** to Section 17A(5) of the MACC Act 2009 (Amendment 2018)

#### Anti-Corruption Policy,

Whistleblowing Policy and Procedures (WPP) and other relevant frameworks. policies, manuals and codes of conduct

#### Framework, Policies, Guidelines and Procedures

The Anti-Fraud, Bribery, & Corruption Policy and Guidelines (AFBC P&G) sets out Bursa Malaysia's policy stance and principles in our collective efforts in preventing and combating fraud, bribery and corruption. This policy applies to all employees and counterparties and establishes clear expectations for ethical behaviour and defines the standards that guide our operations. A simplified version of the AFBC P&G that is Anti-Corruption Policy is made available on our corporate website to ensure transparency and understanding among employees and stakeholders. In addition, Bursa Malaysia's expectations in the areas of anti-fraud, bribery and corruption are conveyed to business associates and intermediaries via a short briefing video published on the corporate website and via internal platforms.

#### AFBC P&G (Policy) specifically addresses key areas such as:

- **Conflict of Interest Asset Declaration** 
  - Gifts, Corporate Hospitality, **Entertainment and Travel**
- **Sponsorships and Donations**
- Political Contributions<sup>1</sup>
- **Procurement**

- Facilitation Payments<sup>2</sup>
- **Support Letters**<sup>3</sup>
- **Recruitment of Employees**
- **Money Laundering**
- **Dealing with Third Parties**

#### Note:

- (1) Bursa Malaysia does not make or offer monetary or in-kind political contributions to political parties, political officials, or candidates for political office.
- (2) Bursa Malaysia does not allow facilitation payments, namely payments to government officials or authorised agents to illegally secure or expedite the performance of a routine function or duty, which they are in any event obliged to perform.
- (3) As a frontline regulator, Bursa Malaysia must remain independent and objective in discharging the organisation's statutory duties of maintaining an orderly and fair market. To avoid conflicts of interest and bias, Bursa Malaysia generally will not issue a support letter solely for the benefit of a third party where such letter is used to support an application or influence a consideration involving the organisation or individual to whom the support has been given.





In addition, the Integrity, Governance and Compliance (IGC) Framework has been established for the design and implementation of the Integrity and Governance Management System. This framework ensures the prudent management of AFBC risks, while upholding Bursa Malaysia's commitment to high standards of governance, integrity, ethics, compliance and accountability. It also fosters a transparent and responsible business environment.

#### Other AFBC-related policies, guidelines and procedures

- Code of Ethics (CoE) for Bursa Malaysia Group (CoE is also established for the Board of Directors and Members of the Regulatory Committee of Bursa Malaysia Berhad). A <u>public version</u> is available on the corporate website
- <u>Vendor Code of Conduct</u> (VCC) published on the corporate website
- Securities Transaction Policy for Bursa Malaysia Group
- Declaration of Asset
- **Entertainment Policy**
- Group Procurement Manual, which includes the Purchasing Policy
- Corporate Authority Manual (CAM)
- Guidelines on Anti-Corruption Contractual Obligations
- Guidelines on Handling of Conflict of Interest (CoI)
- Group Disciplinary Policy

#### **Whistleblowing Channels**

Bursa Malaysia encourages the reporting of any unethical behaviour involving our Directors, independent individuals, or employees. In line with our Whistleblower Policy and Procedures (WPP), we provide a secure, confidential mechanism for individuals to report misconduct without fear of retaliation. The WPP ensures that concerns are addressed promptly and appropriately.

Any disclosures of improper conduct should be submitted in writing, either via email or letter, to the designated Bursa Malaysia representatives listed below:

Person Being Reported	Person to whom the report is directed (Where applicable and appropriate)  By Email  Alternatively, the form can be submitted as follows:		
Any member of the Board of Directors, including Chairman of the Board, CEO, or Independent Individual	Chairman of the Board Chairman@bursamalaysia.com OR Senior Independent Director SID@bursamalaysia.com OR Chairman of RMC RMCChairman@bursamalaysia.com	Disclosure is to be enclosed in a sealed envelope marked "Confidential" and "To be opened by" addressed to the appropriate designated person  Head, Integrity and Governance Unit OR Chairman of RMC	
Integrity and Governance Officer/ Chief Integrity and Governance Officer Employees	Chairman of the RMC RMCChairman@bursamalaysia.com  whistleblowing@bursamalaysia.com*	Risk and Compliance Bursa Malaysia Berhad Exchange Square Bukit Kewangan 50200 Kuala Lumpur	

\*Note: Only accessible by the RMC Chairman, Chief Integrity and Governance Officer (CIGO i.e. Director of Risk and Compliance) and Integrity and Governance Officer (IGO – i.e. Head of Governance and Compliance Strategic Development, Risk and Compliance).

Details of the whistleblowing programme along with the WPP are also published on the corporate website.



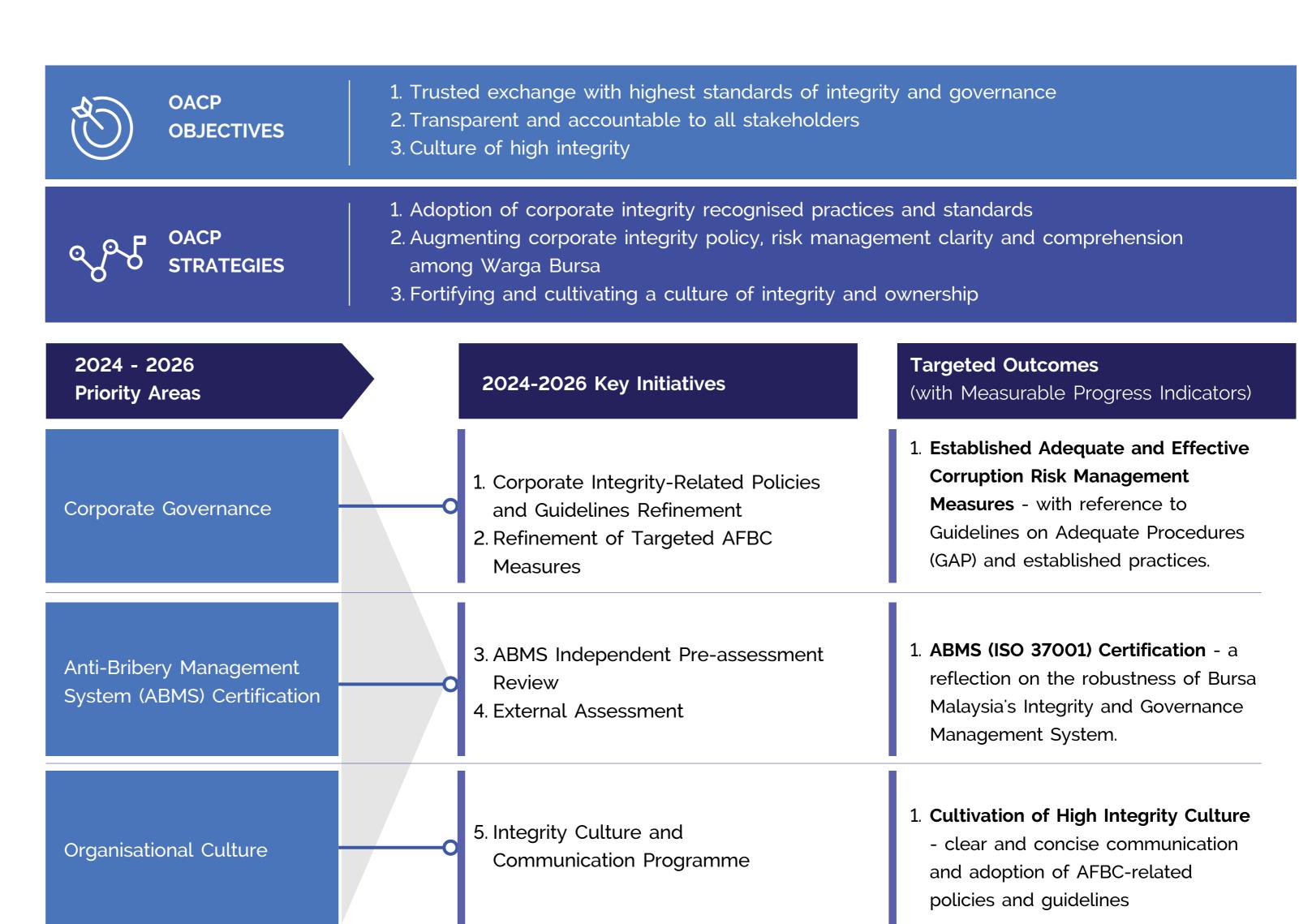


#### Organisational Anti-Corruption Plan (OACP)

The OACP 2024-2026 aligns with the National Anti-Corruption Strategy (NACS), launched by the Prime Minister on 7 May 2024, building on the success of the OACP 2020-2023. This 3-year plan strengthens Bursa Malaysia's Integrity and Governance Management System, reinforcing its commitment to a trusted, high integrity exchange. It is an extension of the Sustainability Roadmap and enhances AFBC measures to actively cultivate a culture of integrity within Bursa Malaysia.

The design and execution of the OACP strategies are grounded in both internal and external factors, derived from data analysis and situational assessments. The strategies support our aspirations to achieve the OACP objectives.

The OACP 2024-2026 outlines objectives and strategies in three priority areas. These priority areas are supported by five key initiatives, each with defined outcomes and measurable progress indicators to track success and ensure alignment with our overarching objectives. Progress on the implementation of OACP initiatives is reported to the RMC at their quarterly meetings. A <u>public version</u> of the OACP is available on the Bursa Malaysia website.







#### **Corruption Risk Management**

Corruption risk management is integrated into Bursa Malaysia's Enterprise Risk Management (ERM) framework. We regularly assess fraud, bribery and corruption risks, both internal and external, to identify, analyse, evaluate and prioritise these risks. The findings of these assessments help establish appropriate processes, systems and controls, approved by senior management, to mitigate specific corruption risks to which Bursa Malaysia is exposed.

#### **Compliance Attestation and Declaration**

All employees are required to complete an annual compliance attestation, declaring their adherence to the general code of ethical conduct and commitment to maintaining personal integrity. This process extends to our supply chain, where vendors participating in our tender process must submit a Vendor Declaration Form. This form affirms their compliance with Bursa Malaysia's policies and their commitment to avoiding any involvement in corruption. Vendors must also agree to the terms of our Vendor Code of Conduct (VCC), which explicitly outlines our zerotolerance stance on corruption and bribery. The VCC is also published on the corporate website.

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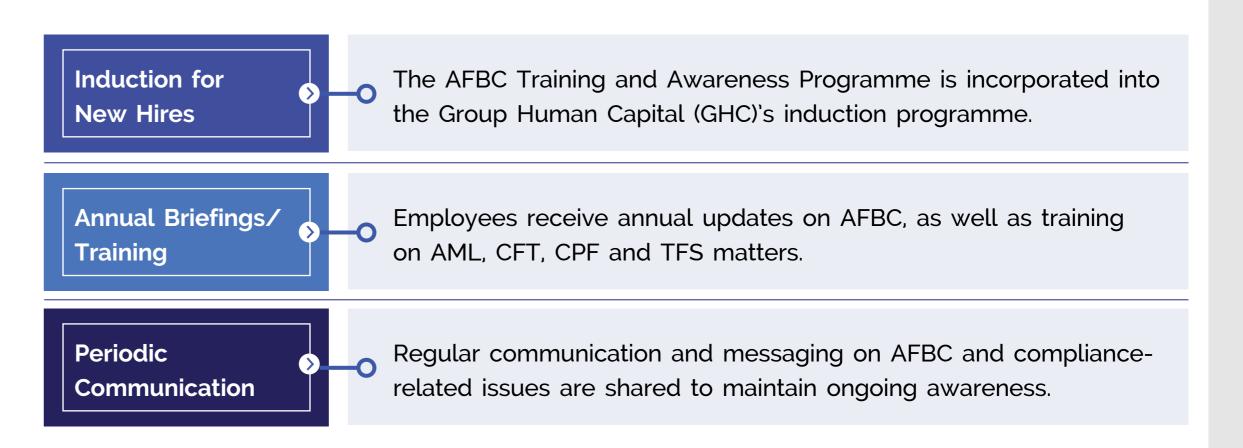
of employees have **completed the compliance** attestation and declaration in 2024.

#### Anti-Money Laundering, Countering Financial Terrorism, Countering Proliferation Financing and Targeted Financial Sanctions (AML, CFT, CPF and TFS)

In line with Bursa Malaysia's AML, CFT, CPF and TFS Policy and Procedures, the AML Compliance Unit operates as the Second Line of Defence. This unit is responsible for transaction monitoring, reporting suspicious transactions and ensuring compliance with reporting obligations under the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001. It also oversees the effectiveness of the electronic Know-Your-Customer (eKYC) platform used for Bursa Malaysia's customers and investors.

#### **AFBC Training and Awareness Programme**

The AFBC Training and Awareness Programme is designed to ensure that all employees are equipped with the knowledge and tools to uphold Bursa Malaysia's commitment to combat fraud, bribery and corruption. Key components of the AFBC training and awareness programme include:



As part of the Board Development Programme, the Board of Directors receives regular briefings and updates on AFBC, as well as AML, CFT, CPF and TFS developments to stay informed on these key issues.

As a member of the Corporate Integrity System Malaysia (CISM)'s Corporate Integrity Roundtable (RTD), Bursa Malaysia publishes quarterly AFBC-related articles on the BursaSustain webpage, within the Corporate Governance section, to further promote awareness and share insights.





**Susiness Ethics** 

#### **Our Progress**



#### **Anti-Bribery Management System (ABMS) Certification**

The ABMS is designed to help organisations establish, implement and improve an anti-bribery compliance programme. It incorporates global anti-bribery best practices, providing measures to prevent, detect, respond to and investigate bribery. Achieving ABMS Certification is a key initiative in the OACP 2024-2026. In June 2024, the Risk and Compliance (RC) team began the process of selecting an accredited external assessor by initiating the Request for Quotation (RFQ) for the pre-assessment in 2024 and the certification in 2025.

In November 2024, the appointed assessor successfully completed their pre-assessment, marking the official start and first milestone of Bursa Malaysia's ABMS certification journey. The RMC and the Board of Directors were updated on the results of the pre-assessment and the next steps involve the Stage 1 and Stage 2 reviews set for 2025.



#### **Corruption Risk Assessment**

We conduct corruption risk assessments to identify, evaluate and mitigate potential fraud, bribery and corruption risks that may impact our business. This assessment is integrated into our ERM framework through the Risk and Control Self-Assessment (RCSA) process and Risk Register Reviews, which are carried out annually. Additionally, a targeted in-depth review of corruption risks, as part of the overall divisional risk profiles, was conducted with selected functions, including the market regulatory oversight (Regulation) departments.



#### **Compliance Review**

As part of our compliance programme, quarterly reviews of employees' adherence to the Securities Transaction Policy are conducted and reported to the RMC. The Vendor Management Policy was reviewed and updated in line with the AML, CFT, CPF and TFS Policy and Procedure, formalising the vendor due diligence process for implementation.



#### **AFBC Training and Awareness**

For the AFBC training and awareness programme for 2024, an AFBC briefing video was developed as a refresher and update on the AFBC P&G and was subsequently disseminated to all employees. In October 2024, briefings on AML, CFT, CPF and TFS were conducted for relevant employees. A refresher briefing on the Corruption Risk Assessment approach was also conducted as part of the Risk and Compliance Representatives (RCRs) engagement in December.

As at end-2024

- All employees (except those on prolonged sick leave), proteges and interns have completed the viewing of the briefing video (Anti-Fraud, Bribery, & Corruption Policy) and Guidelines Updates).
- 100% of new employees have completed the mandatory AFBC training via our e-learning module during their probation period or before confirmation.
- √ 100% of applicable employees have received training on AML, CFT, CPF and TFS.

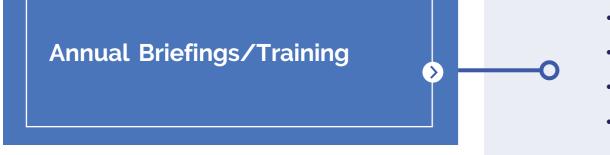




We engage with our employees and intermediaries through various channels to keep them updated on our integrity practices and remain vigilant in the combat against corruption.



- · Online gift declaration
- · Upholding Bursa Malaysia's Culture of Compliance
- Updates of AFBC Policy and Guidelines and publication
- Anti-corruption briefing video for Bursa Malaysia's business associates and intermediaries
- AFBC Poster (dual language)
- Organisational Anti-Corruption Plan 2024-2026 communicated to employees



- · Addressing The Twin Threats of Bribery and Corruption: Corruption Risk Assessments As A Basis for Action (3 May 2024)
- Beyond Compliance: Nurturing a Company Culture that Values Corporate Integrity (6 June 2024)
- · National Anti-Corruption Strategy (NACS): Navigating Anti-Graft Strategies for PLCs (22 August 2024)
- From Risk to Resilience: The Role of Anti-Corruption Certification in Strengthening Corporate (17 December 2024)

Video on Website

• An Anti-Corruption Briefing Video for Bursa Malaysia's business associates and intermediaries was published on the corporate website and communicated to all employees via email and via uploaded circulars on eRapid to all intermediaries.

#### **Moving Forward**

Bursa Malaysia is committed to continually improving corporate governance and AFBC measures within the Group. This commitment is realised through the implementation of the OACP 2024-2026, ongoing reviews of corruption risk management and close monitoring of regulatory developments related to AFBC and corporate governance.

In 2025, we aim to achieve ISO 37001 Anti-Bribery Management System (ABMS) certification, which will reflect our commitment to AFBC and conformance to internationally recognised practices. This is in line with Bursa Malaysia's role as a 'Market Influencer' that sets the standards and benchmark in the areas of corporate governance and sustainability.







Empower workforce through initiatives that promote equal opportunities, gender balance and an inclusive work environment. By fostering a culture of diversity and inclusion, we strive to ensure that all employees have the resources and support to succeed, regardless of gender.



Promote a fair, inclusive and productive work environment that encourages job creation and equal opportunities. Through initiatives focused on skill development, career advancement and workplace well-being, we aim to foster a workforce that contributes to individual success and the broader economic growth.

#### Why It Matters

A thriving workforce drives our growth and success. We are committed to cultivating a vibrant work environment that inspires employees and fosters a sense of purpose and dedication in their roles. By prioritising well-being, we ensure a safe and healthy workplace that enhances productivity, morale and performance.

We invest in this environment, guided by our core values, health and safety guidelines and well-being initiatives. Our focus is on building a resilient workforce, ensuring employees are equipped to meet the evolving demands of the capital market and broader business landscape.

Employee engagement plays a central role in our workforce empowerment strategy. We focus on boosting morale, reducing turnover and enhancing productivity through a supportive and engaging workplace. By fostering high levels of engagement, we improve efficiency, strengthen brand value and contribute to long-term sustainable growth for our stakeholders.

Continuous learning and development are essential for maintaining a future-proof workforce. We view our employees as key stakeholders and invest in their growth through upskilling and reskilling initiatives. This investment ensures they remain agile and adaptable, ready to meet the ever-changing challenges of the business world and allows our organisation to thrive in a dynamic environment.

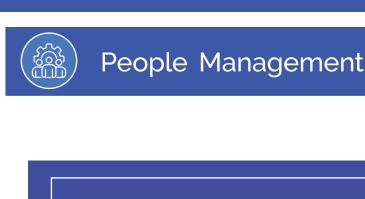
#### Our Approach

We prioritise ethical practices, inclusion, safety, engagement and continuous development as the foundation of our people management strategy. These elements work together to create a thriving workforce that drives our success.

We uphold ethical practices by strictly adhering to labour standards, legal regulations and the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment fosters a respectful, empowering work environment where employees feel valued and motivated to contribute their talents. It is through this approach that we build a sustainable workplace, promote employee engagement and retain top talent.

Inclusive and Diverse Workforce 🔊





Guided by our Diversity, Equity and Inclusion (DEI) Policy to build an inclusive workforce, of all ages, genders, cultures and nationalities. As signatories of the Women's Empowerment Principles (WEPs) since 2020, we remain dedicated to advancing gender equality within our workplace and beyond.

- Diversity, Equity and Inclusion (DEI) Policy
- Signatory of Women's Empowerment Principles (WEPs)

Safe and Healthy Workplace

Safety and well-being are core to our Occupational Safety and Health (OSH) Policy. The OSH Committee ensures regular risk assessments and safety measures, while vendors must comply with safety regulations as outlined in our Vendor Code of Conduct. The Emergency Response Team and Security Service also play vital roles in keeping our workplace safe.

Occupational Safety and Health (OSH)
 Policy

**Employee Engagement** 

Our employee engagement approach focuses on creating a supportive, inclusive and empowering environment that drives collaboration, connection and shared success. Our approach is built on four key pillars.

- · Value-driven culture
- · Empowered voice
- Inclusive community
- · Recognition and value

Learning and Development O

We are committed to building a future-ready workforce through our Adaptive Learning Organisation, leveraging the 70-20-10 principle. This holistic development model focuses on building technical skills, leadership capabilities and well-rounded professionalism. This empowers employees to evolve and stay competitive in an ever-changing business landscape.

Adaptive learning organisation





#### **Our Progress**



#### **Building an Inclusive and Diverse Workforce**

We are committed to building an inclusive and diverse workforce by embedding diversity, equity and inclusion (DEI) principles across all aspects of our operations. This includes fair recruitment, development and compensation practices to ensure equal opportunities for all employees and to strengthen organisational performance.

#### Attracting, Recruiting and Retaining a Diverse and Talented Workforce

We aim to foster an inclusive workplace that attracts diverse and skilled talent to support our aspirations for a vibrant and competitive market. Our approach emphasises attracting top talent while nurturing an environment for their development and retention.

Enhancing Recruitment Practices We have refined our job postings and descriptions to ensure inclusivity, making them more accessible to a diverse pool of candidates.

Seamless
Onboarding and
Team Integration

Our structured onboarding process includes team integration initiatives and the People Power Hour (PPH) programme, fostering a sense of belonging from day one.

Advancing
Workplace
Diversity, Equity
and Inclusion (DEI)

We actively promote awareness and equip employees with the skills to address DEI issues, ensuring a more inclusive and respectful work culture.

Enhancing Flexi
Benefits for
Greater Employee
Autonomy

We have introduced and continuously review our Flexi Benefits scheme. This allows employees to tailor their according to their needs, including outpatient medical, hospitalisation and insurance according to their needs.

Strengthening
Policies for a
Supportive Work
Environment

Our company policies and procedures have been reviewed and reinforced to cultivate an ethical, professional and growth-oriented workplace that drives organisational success.





#### **Succession Planning**

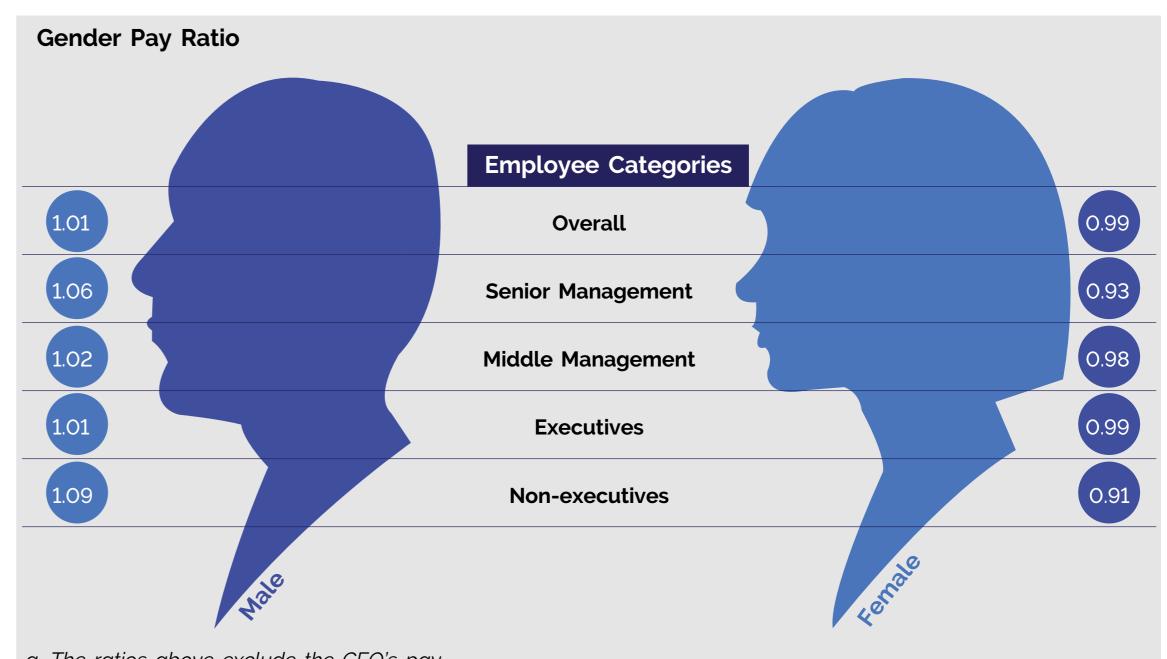
We have established a structured succession planning framework to ensure leadership continuity and business resilience. By identifying and developing high-potential employees, we build a strong leadership pipeline capable of driving long-term growth.

Our approach includes creating customised development plans, job rotations, strategic project assignments, mentorship and structured career pathways. These initiatives are designed to equip future leaders with the necessary skills and experience to take on key leadership roles. This internal focus supports the strategy of advertising vacant roles internally to create growth opportunities for existing employees and strengthen internal mobility.

To support leadership readiness, we integrate continuous performance evaluation mechanisms such as the 360° Feedback process, introduced as part of the 2024 performance appraisal. Through structured succession planning, we strengthen our leadership bench and ensure a steady pipeline of talent to meet evolving business needs.

#### **Progressing Gender Pay Ratio towards Equity**

The gender pay ratio for 2024 demonstrates our commitment to equitable compensation across all employee categories, with an overall ratio of 1.01 for male employees and 0.99 for female employees. Near-parity is reflected in middle management, executive and non-executive categories. However, at the senior management level, the ratio stands at 1.06 for males and 0.93 for females, which indicates room for improvement. These figures highlight our ongoing efforts to ensure fairness and transparency in remuneration practices while fostering inclusivity across all levels.



- a. The ratios above exclude the CEO's pay
- b. The gender pay ratio including CEO's pay is 1.12: 0.88 (Senior Management), 1.02: 0.98 (Overall), the rest remains the same.

#### **Supporting Performance Improvement**

We instituted the 360° Feedback process as part of our staff performance appraisal, contributing 10% to the overall performance assessment for 2024. This approach gathers feedback from multiple sources beyond the supervisor and offers a more holistic perspective on employee performance. The goal is to foster a culture of service excellence and collaboration to improve the overall performance evaluation process.







#### Creating a Safe and Healthy Workplace

Maintaining a safe working environment is a shared responsibility that extends beyond internal stakeholders. All external parties, including vendors, are required to comply with relevant safety laws and regulations. Vendors operating within Bursa Malaysia's facilities must also ensure the health and safety of everyone involved in their activities, taking the necessary precautions to prevent accidents and injuries.

#### **Incident Reporting Procedure**

We have established a streamlined Incident Reporting Procedure, available on Bursa Malaysia's intranet, to guide employees in reporting any incidents effectively. Incidents can be logged through our GRC Solution, which promptly escalates them to the OSH Committee for further review and assessment. A thorough investigation is then conducted to identify appropriate corrective actions.

The Risk and Compliance team maintains a comprehensive repository of all reported incidents and their associated corrective measures. This centralised system allows for continuous monitoring and analysis, ensuring that lessons are learned and steps are taken to prevent similar incidents in the future.

#### Occupational Safety and Health (OSH) Management

We advanced our OSH initiatives to ensure employees stayed informed on relevant safety guidelines. Guided by our Occupational Safety and Health (OSH) Policy, our OSH Committee meets quarterly to conduct risk assessments, review incidents and ensure a safe workplace. All incidents, including OSH-related ones, are reported through the Governance, Risk and Compliance (GRC) Solution, escalated to the OSH Committee for review and investigated to implement corrective actions. A repository of incidents and actions is maintained for ongoing analysis. The Incident Reporting Procedure is accessible to all employees via our intranet. We also require vendors to comply with safety regulations and ensure the well-being of everyone involved in their operations.





OSH-related Trainings and Briefings	Description	Participants
Emergency Response Team training with the Fire Department	Enhance emergency preparedness and response capabilities.	25
Occupational Psychological First Aider Course	Equip participants with skills to provide initial mental health support in the workplace.	1
Stress Management Workshop	Provide practical strategies for handling workplace stress and improving overall well-being.	1
Optimising Workplace Health: Ergonomic Assessment and Strategies for Office and Lab Environment	Centre on ergonomic assessments and strategies to enhance comfort, safety and productivity in the office and lab environments.	1
Sexual Harassment Training	Focus on fostering a safe, respectful workplace and ensure compliance with best practices and policies.	1
HIRADC Mentor-Mentee Programme	Strengthen knowledge sharing, enhance risk assessment skills and promote workplace safety best practices.	1
Mini Wellness and Safety Programme featuring Ergonomic Talks	Promote workplace health, injury prevention and overall well-being.	300
Engagement Session with the Social Security Organisation (SOCSO) and the Department of Occupational Safety and Health (DOSH)	Strengthen workplace safety compliance and employee well-being initiatives.	1
DOSH Briefing on Construction Design and Management Regulations	Enhance understanding of regulatory requirements and best practices for safety in construction projects and contractor management.	30
Basic First Aid and CPR with AED Training	Strengthen emergency response skills and improve workplace safety preparedness.	23
Briefing for Newly Appointed OSH Representatives	Outline roles, responsibilities and compliance requirements in ensuring workplace safety and health.	2
Briefing with the Emergency Response Team (ERT)	Reinforce emergency preparedness, response protocols and workplace safety measures.	30
Mock Drill	Test emergency response readiness, enhance coordination and ensure compliance with safety protocols.	586

#### Reinforcing Workplace Policies for Safety and Efficiency

We introduced key policy updates to enhance workplace safety, security and efficiency to ensure a well-organised and protective environment for all employees.

#### Occupational Safety and Health (OSH) Policy



The Occupational Safety and Health (OSH) Policy was revised in January 2024 to further enhance the safety and well-being of its workforce.

#### Clean Desk Policy



The Clean Desk Policy was implemented on 27 September 2024 to promote a more organised, secure and efficient work environment.





#### Addressing Noise Management and OSH Compliance

As part of our ongoing commitment to workplace safety under our OSH Policy, we conducted an assessment using the Noise Excessive Checklist. This checklist is based on the Industry Code of Practice for the Management of Occupational Noise Exposure and Hearing Conservation 2019. The survey identified a noise issue related to the AHU unit in one area, which has since been resolved by the Facility Management team. To reinforce our preventive measures and further align with our OSH objectives, an intervention plan will be implemented in 2025.

#### **Strengthening Business Continuity and Safety Preparedness**

Bursa Malaysia continues to prioritise operational continuity and safety by implementing comprehensive and regular training. The training sessions ensures preparedness for any emergency or disruption. These drills held within the training help assess the effectiveness of safety protocols and improve coordination across teams.

In 2024, the Security Services, as part of the Emergency Response Team, successfully conducted a large-scale mock drill involving 586 participants, including staff, vendors and visitors. The exercise required participants to move to a secondary assembly area located 300 meters from the Bursa Malaysia Main Building. This drill marked the first time the second assembly point was utilised.







On 23 October 2024, a comprehensive drill took place in collaboration with the Business Continuity Team from Risk Management. The drill simulated the relocation of staff from critical business functions to the Disaster Recovery Centre.

On 27 August 2024, Security Services conducted a briefing on the new Construction Design and Management regulations, highlighting potential impacts on business operations due to ongoing construction at Bursa Malaysia. In addition, a fire safety training organised by the Seputeh Fire and Rescue Department was attended by 25 members of the Emergency Response Team (ERT).

#### **Promoting Employee Well-being**

We recognise the importance of fostering a healthy and supportive work environment, where both physical and mental well-being are prioritised. On 23 July 2024, we hosted a Mini Wellness Day, designed to raise awareness about the importance of ergonomics and mental health in the workplace. The event featured workshops and activities aimed at educating employees on proper ergonomic practices to prevent physical strain and enhance comfort. Sessions were also held on mental health, which provided valuable insights into managing stress and promoting emotional well-being and encouraging a holistic approach to employee health and wellness.

In September 2024, 23 ERT members completed a two-day Basic First Aid and CPR with automated external defibrillator (AED) training provided by the Red Crescent Malaysia.



#### **Enhancing Security Infrastructure and Visitor Management**

In August 2024, Bursa Malaysia initiated a preliminary study for a new Visitor Management System (VMS) to streamline and enhance the security and tracking of visitors to our premises. In parallel, we upgraded our surveillance infrastructure with the installation of six new CCTV units at the Main Building and the replacement of 13 analogue CCTV cameras with IP cameras at the Disaster Recovery Centre (DRC). We also installed a new access card system to further improve security measures for controlled access.

Maintaining a Strong Occupational Safety Record

Achieved zero fatalities in 2024, with no recorded or reported injuries, reflecting our commitment to a safe and incident-free workplace.







#### **Fostering Employee Engagement**

Bursa Malaysia has remained committed to enhancing organisational improvement through initiatives that engage and empower our workforce. These efforts help create a dynamic, communicative environment where employees at all levels are actively involved in shaping the company's future.

These are key initiatives implemented in 2024 to foster greater engagement across the organisation:

#### Senior Leadership and Company-wide Engagement

Session with the Chairman

The Chairman of Bursa Malaysia, Tan Sri Abdul Wahid Omar, held three sessions with various groups of employees across different levels. These small-group sessions provided employees an opportunity to engage directly with senior leadership and foster open dialogue in strengthening organisational understanding and alignment.

Engagement with the Chairman of Bursa Malaysia and Chairman of RACC

Two engagement sessions were conducted with personnel from the Regulation Division, together with the both Chairmen. These sessions allowed employees to engage with key leadership figures, deepening their understanding of regulatory initiatives and the company's strategic goals.

Bursa Unplugged: Podcast with CEO-1

We launched two episodes of Bursa Unplugged featured Directors of Market Operations and Origination & Listing Divisions. This podcast provides an informal platform for Directors to share their insights on a wide range of topics, allowing employees to get to know the Directors and their respective divisions better.

#BeBOLD

The #BeBOLD platform was successfully rolled out, encouraging employees to speak up and voice their opinions. This initiative promotes transparency, inclusion and continuous improvement by providing a space for all voices to be heard.





#### **Intra-division Engagements**

Skip-a-Level

The Skip-a-Level initiative was introduced in 2024 as an informal engagement opportunity for people managers to connect directly with employees who do not report to them. This helps enhance accessibility, encourage openness and drive change where needed, improving communication and agility within the organisation.

Kopi Cekodok

Launched in 2023 and continuing into 2024, Kopi Cekodok sessions are informal engagement meetings led by Division Heads. These sessions provide employees with the chance to connect, share ideas and strengthen relationships within the divisions.

#### **Inter-division Engagements**

**Dialogue Dynamics** 

To promote collaboration and synergy across divisions, Dialogue Dynamics was introduced in 2024. Heads of the Department from different divisions meet in casual settings to share knowledge and discuss new idea. This fosters greater collaboration and creates a more cohesive and dynamic work environment.









#### **Empowering Learning and Development**

Building a resilient and future-proof workforce is essential to the sustainability of our organisation. Our employees are stakeholders and a key asset in navigating the evolving capital market and business landscape. We empower them to remain competitive, agile and adaptable by continuously investing in learning and development. Fostering an adaptable talent pipeline through upskilling and reskilling positions us for sustained growth in a dynamic landscape.

#### Advancing Skills with the 70-20-10 Learning Principle

Our commitment to sustainable growth begins with cultivating a future-ready workforce. Through our Adaptive Learning Organisation framework, we enable employees to continuously learn and evolve, applying the 70-20-10 learning principle for well-rounded development. This approach strengthens technical and functional expertise while also fostering personal growth and leadership capabilities, allowing our workforce to remain skilled and adaptable.

#### Personalised Growth Through Individual Development Plans

We implement Individual Development Plans (IDPs) designed to foster structured growth for fulltime employees in collaboration with their managers. These plans are aligned with clearly defined technical and functional competency frameworks to enable targeted skill development and address capability gaps.

To support effective IDP execution, we provide a diverse and accessible learning ecosystem, incorporating formal training sessions, expert-led webinars and industry-recognised online learning platforms. This holistic approach ensures continuous development, equipping employees with the skills needed to thrive in an evolving business landscape.



10% formal training

We invest in targated leadership and soft skills development programmes to bridge gaps and refine essential skills.

> peer-to-peer and team leader guidance

We foster collaborative learning environment where employees can share knowledge and expertise, supported by experienced team leaders.

70% on the job learning

We cultivate a culture of experiential learning by offering employees opportunities to learn through real-world experience.





#### **2024 Learning interventions**

The 2024 learning interventions focus on future-proofing talent by equipping employees with essential skills. These include AI and analytics, which will help enhance data-driven decision-making and enable adaptation to the changing demands of the industry.

#### Core Competencies: Commitment to Excellence, Adaptable and Innovative Thinking

Programmes	Description
Power BI Data Analytics and Visualisation	This programme enables participants to apply data analytics and visualisation techniques to derive meaningful insights for informed decision-making. Participants learn how to analyse data using statistical and machine learning methods, identify patterns and trends and present findings effectively to support strategic decision-making and problem-solving.
End User Experience with Microsoft 365 (All Levels)	This training equips participants with the knowledge to navigate Microsoft 365's integrated productivity tools and cloud services. It covers how to optimise workflows, enhance collaboration and effectively manage tasks across multiple devices.

#### Core Competencies: Commitment to Excellence, Teamwork and Collaboration

Programmes	Description
Client Services and Engagement	Participants of this programme will develop the skills to effectively understand and meet client needs, enhancing their ability to build strong relationships and foster long-term engagement. By focusing on client services and engagement strategies, they will be better equipped to ensure satisfaction and loyalty throughout the client journey.

#### Core Competencies: Commitment to Excellence, Teamwork and Collaboration, Stakeholder Management

Programmes	Description
	This programme equips junior and intermediate employees with essential knowledge on emerging financial industry topics in Asia, helping them stay current with market developments. Delivered by expert trainers from leading global and regional financial institutions, the sessions provide insights from banks, asset managers, law firms and market infrastructure providers. Participants will benefit from interactive, industry-accredited training that enhances their understanding of key financial market trends and best practices.











Learning and Development

Total hours of training by employee category	2022	2023	2024
Senior Management	795	886	498.01
Middle Management	10,368	10,021	6,724.21
Executive	4,024	3,463	3,348.39
Non-Executive	1,532	1,650	1,968.98

**Total Amount Invested in Employee Learning and Development (RM)** 

1,434,681.00

1,154,087.66

525,015.50

#### **Moving Forward**

As we look ahead, our focus is on driving higher performance among employees through structured support and continuous improvement. By instituting key performance and operational enhancements, we aim to foster a comprehensive approach to empowering our workforce, strengthen engagement and enhance organisational efficiency.

We are reviewing the Individual Development Plan (IDP) template to incorporate the Training Needs Analysis (TNA) for evaluating the necessary upskilling and reskilling of various employee categories. Once the IDP template is finalised, it will be linked with the Performance Management System for a structured strategy that details an employee's performance and their professional development goals.

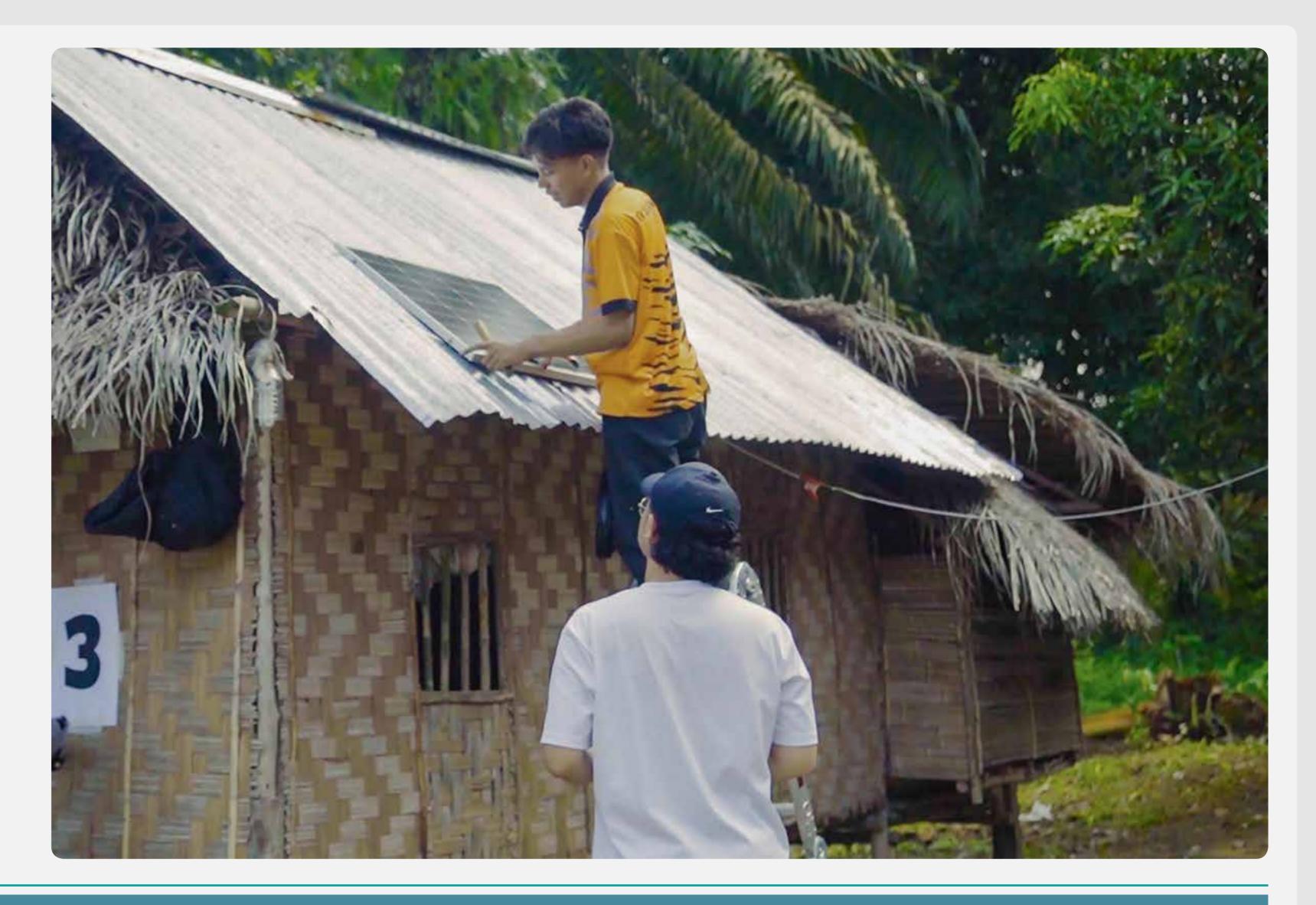
In 2025, we will continue strengthening our Human Rights Framework, with a particular focus on enhancing Diversity, Equity and Inclusion (DEI) policies. This includes integrating DEI principles into learning, organisational culture, talent development and inclusive employee benefits. The integration ensures that our workforce remains resilient, future-ready and represents the diverse communities we serve.

We will also be taking proactive steps to enhance security and workplace safety through key digital upgrades. These include improving the Visitor Management System (VMS), transitioning from analogue to IP-based CCTV for better surveillance capabilities and installing CCTV at the Knowledge Centre to create a secure learning environment.

We will continue to move forward with agility and purpose to build a workplace that is safe, inclusive and performance-driven while positioning ourselves for long-term success.



# Communities OS Advancing Our Communities



126 Community Investment140 Sustainable Supply Chain Management

**GRI** 203-1, 203-2, 204-1, 308-1, 414-1





### **Community Investment**



We support initiatives that empower underserved communities, such as single mothers and the Orang Asli, through skill-building and income-generating opportunities.



We contribute to food security by distributing essential food items and providing financial aid to underprivileged communities, ensuring they have access to sufficient food during challenging times.



Through its community programmes, Bursa Malaysia addresses healthcare and well-being by supporting vulnerable groups with financial aid, essential resources and targeted interventions to foster healthier and more resilient communities.



We promote financial literacy and capacity-building programmes that equip youth and underserved groups with essential knowledge and skills for a sustainable future.



Bursa Malaysia fosters economic empowerment through initiatives such as the Asnafpreneur programme to support asnaf individuals, enabling them to build sustainable businesses, create employment opportunities and achieve self-reliance.



Through community resilience initiatives, Bursa Malaysia supports vulnerable communities in building safer, more sustainable living environments.



We encourage adoption of sustainable practices by supporting programmes that promote environmental awareness and resource-efficient consumption within local communities.

#### Why It Matters

Creating positive social impact is central to our purpose as a catalyst for inclusive growth and sustainability. Through strategic community investments, we empower underserved groups, including Orang Asli, individuals with disabilities, youth and single mothers by addressing key socio-economic challenges. These efforts promote shared prosperity, directly support just and equitable future while strengthening the social fabric of the communities we serve.

#### Our Approach

We strive to drive impactful community investment through our foundation, Yayasan Bursa Malaysia (YBM). Our commitment is anchored in three key CSR pillars:



By collaborating with reputable partners and leveraging collective efforts within the capital market, we implement sustainable initiatives that deliver long-term benefits. Bursa VIBE, our team of dedicated employee volunteers, plays an essential role in amplifying the impact of these programmes and fostering a culture of social responsibility within the organisation. Together, we not only support communities, but also strengthen Bursa Malaysia's commitment to sustainable and inclusive development.

#### 2024 Contribution/Pledges

#### RM2.5 million

We pledge to channel 1% of our Profit After Tax (PAT) towards initiatives that uplift communities and create sustainable impact through our foundation, Yayasan Bursa Malaysia.







#### **Our Progress**

**Pinancial Literacy** 

Responsible Consumption and Production

Poverty Alleviation and Disaster Relief



Yayasan Bursa Malaysia Scholarship

Bursa Malaysia, through its foundation YBM, provides full scholarships to students from underprivileged backgrounds to pursue undergraduate courses at seven local public universities since 2006. Annually, five students studying courses related to Law, Finance, Accountancy, Business Administration, Economics and Sustainability are granted scholarships upon meeting the eligibility criteria.

Year	2020	2021	2022	2023	2024
Number of scholars	14	19	19	17	20

Scholarships worth RM290,000 awarded to 5

scholars in 2024

Since 2006, 94 students benefitted from this scholarship programme

**Sens-Ability** 

This flagship programme aims to promote financial and investment literacy. In 2024, it was integrated into Market Awareness sessions conducted during university visits to Bursa Malaysia. We also collaborated with the Bursa Young Investors Clubs (BYIC) to bring Sens-Ability sessions to their members.

70 sessions held, reaching **8,136** participants

Sens-Ability programme integrated into Market Awareness sessions





Responsible Consumption and Production

Poverty Alleviation and Disaster Relief



**Universiti Sains** Islam Malaysia (USIM) Endowment and Zakat Center

The USIM Endowment and Zakat Centre (PWZ) is dedicated to supporting B40 students, particularly from the asnaf group, by providing financial assistance through zakat funds. In 2024, Bursa Malaysia contributed RM50,000 to this initiative, enabling the distribution of aid to 65 eligible students.

Bursa Malaysia donated **RM50,000** to 65 eligible students

Funds allocated to cover students' tuition fees

Back-to-School Programme (Hidayah **Centre Foundation)** 

Bursa Malaysia supported the Hidayah Centre Foundation (HCF)'s Back to School programme for underprivileged and B40 children in Wilayah Persekutuan. The initiative aimed to ease the financial burden on families by equipping children with essential school supplies, including school bags, stationery and water bottles and RM150 voucher for the purchase of school uniforms.

Bursa Malaysia contributed RM26,077

Benefitted 106 recipients from underprivileged background







**Responsible Consumption** and Production

Poverty Alleviation and Disaster Relief



#### re.Food Initiative

Bursa Malaysia's flagship food waste management programme focuses on reducing food waste going to landfills. Edible excess food is donated to the B40 communities, while non-edible food waste is converted into compost for B40 community gardens. By engaging the capital market community, re. Food promotes sustainable behavioural changes, addressing food waste prevention and supporting the underprivileged.

Partners and Contributions Made in 2024

Corporates	Amount (kg)	Beneficiaries	State(s) covered
F&N	7,521.98	<ul> <li>PPR Seri Alam, KL</li> <li>Sinar Solar Kampung Orang Asli Lapan and Kepayang</li> <li>Orang Asli Villages in Grik</li> <li>Fisherman in Kuching</li> <li>Fisherman in Tg. Bako</li> </ul>	Wilayah Persekutuan, Perak, Sarawak
Beras Nasional	500	• PPR Seri Alam, KL	Wilayah Persekutuan
TNB	3,600	<ul><li>Treat Every Environment Special (TrEES)</li><li>Communities across Malaysia</li></ul>	Across Malaysia
Dutch Lady Milk Industries	16,389	<ul> <li>TrEES</li> <li>Communities in Hulu Besut,</li> <li>Terengganu, under the Ministry of Finance Kg. Angkat Madani programme</li> </ul>	Selangor, Terengganu

#### RekaRia Meta-makerspace (Khadijah International Waqf (L) Foundation and Universiti Pendidikan Sultan Idris)

The RekaRia Meta-Makerspace programme, supported by Bursa Malaysia through the Zakat Wakalah fund in collaboration with the Khadijah International Waqf (L) Foundation (KIWF) and Universiti Pendidikan Sultan Idris (UPSI), is a creative educational initiative focused on waste reduction, reuse and repurposing. Aimed at children aged 7 to 12, particularly from B40 and rural communities, the programme integrates multidisciplinary learning with hands-on, interactive activities. By cultivating a mindset of responsible resource use and innovation, the programme aims to instil sustainable practices and reduce environmental impact.

> Bursa Malaysia donated RM22,800 to expand the programme and sustain its impact





#### Community Investment

Financial Literacy

Responsible Consumption and Production







Upskilling **Programmes for 40** Underprivileged Individuals from B40 Communities

This initiative directly supports poverty alleviation by equipping underserved communities with industry-relevant skills, tools and resources to enhance their employability and income potential.

The participants of two programmes, Fonfix Lab: Smartphone Repair Accelerator and Helpcare Training: Clinic Assistant Training, received skill building training across the Klang Valley, providing them with essential resources to achieve economic independence and improve their livelihoods. The sponsorship covers venue rental, food, training facilitators, materials, equipment, industrial training allowances and seed capital for top performers.

#### **Partner**

SE Uniforms Solutions

Amount supported,

RM200,000



**Safe Shelter Support** for 24 Domestic **Violence Survivors** Programme

Through its support for WAO's shelter home in Wilayah Persekutuan, Bursa Malaysia contributes to breaking the cycle of poverty and vulnerability for domestic violence survivors.

In 2024, we supported WAO by funding salaries for Survivor Support Officers (SSOs), who provide critical guidance and care. Additional contributions included a cloud server for the Crisis Support System, hygiene supplies, medical aids and maintenance of shelter facilities.

Survivors also benefit from psychosocial counselling, food assistance and economic empowerment programmes designed to help them rebuild their lives and achieve financial independence.

#### **Partner**

Women's Aid Organisation Malaysia (WAO)

Amount supported,

RM200,000





Responsible Consumption and Production

**Poverty Alleviation and Disaster Relief** 





**Community Garden Project** 

In September 2024, a second edible garden was established, featuring vegetables, herbs and cassava, reinforcing Bursa Malaysia's commitment to sustainability and greening unused spaces. The gardens also support the community, with initial produce donations made to Pusat Jagaan Ros Biru, a home for intellectually challenged women. Workshops, events and composting initiatives further enhanced the project's impact, with future harvests benefiting underserved groups.



Eats, Shoots and Roots Sdn. Bhd.

Amount supported,

RM73,500



The Asnafpreneur **Initiative - TEKUN** Nasional

The Asnafpreneur initiative, launched by Bursa Malaysia in strategic partnership with TEKUN Nasional and Pusat Pungutan Zakat Majlis Agama Islam Wilayah Persekutuan (PPZ-MAIWP). It empowers asnaf individuals lacking financial resources to pursue entrepreneurial ambitions. This programme combines two funding sources: financing based on Tawarruq through the TEMAN TEKUN Financing Scheme, executed on the Bursa Suq al-Sila (BSAS) platform and grants based on Zakat Wakalah Bursa Malaysia.

Bursa Malaysia distributed

RM50,000 (RM23,904 from the 2023 zakat fund and RM26,096 from the 2024 zakat fund)

Recipients: 10 beneficiaries from PPR Seri Anggerik, Wilayah Persekutuan





Responsible Consumption and Production

**Poverty Alleviation and Disaster Relief** 





Zakat Wakalah Fund Distribution Programme: Sumbangan Bakul Madani dan Ziarah Asnaf

Bursa Malaysia, in collaboration with PPZ-MAIWP, organised the Zakat Wakalah fund distribution programme titled Sumbangan Bakul Madani dan Ziarah Asnaf, at Dewan PPR Seri Anggerik, Wilayah Persekutuan. This initiative provided essential relief to asnaf families, ensuring they had access to basic necessities and financial assistance during challenging times.

Provided essential support to 200 asnaf families residing in the area

Each family received basic necessities such as rice, sugar, salt and oil

Six family members who were bedridden or critically ill were given additional cash zakat of RM1,500 each

**Empowering Asnaf** Communities through the Royal Perlis **Transformation Project** 

As part of the Royal Perlis Transformation Project, His Royal Highness the Crown Prince of Perlis, accompanied by Bursa Malaysia's CEO, Datuk Muhamad Umar Swift and other dignitaries, distributed aid to the asnaf community.

Bursa Malaysia contributed RM1,500 to recipients to help cover daily needs





Responsible Consumption and Production

**Poverty Alleviation and Disaster Relief** 





Flood Relief **Emergency and Flood** Relief Fund

In partnership with MyFundAction, Bursa Malaysia provided vital assistance to families and individuals impacted by floods in 2024, addressing both immediate and long-term recovery needs. Efforts included distributing ready-toeat meals (RTE), rice and hygiene kits, as well as coordinating logistics for meal distribution and ensuring the welfare of volunteers.

Post-disaster recovery efforts focused on cleanup activities and providing essential items to flood victims to restore daily living conditions. Support was tailored to meet immediate needs based on-the-ground assessments, ensuring effective and impactful aid delivery.



MyFundAction

Amount supported,

RM200,000



Relief to Flood Victims through the **Sinar Kasih** Programme

In collaboration with Yayasan Pembangunan Ekonomi Islam Malaysia (YAPEIM), Bursa Malaysia supported the Bantuan Musibah Banjir initiative under YAPEIM's Sinar Kasih Programme in Kelantan and Terengganu. This programme provided immediate assistance to flood victims, helping them recover and alleviate their burdens during challenging times. This effort focused on supporting marginalised communities and offering hope to children who lost family members due to sudden disasters.

Bursa Malaysia contributed RM50,000 to 500 recipients

Aid included cash assistance, essential food supplies such as dry food, readyto-eat food and hygiene kits (valued up to RM100 per recipient). It also covered household equipment such as furniture and electrical appliances (valued up to RM1,000 per recipient).





#### Community Investment

#### Bursa VIBE: Employee Volunteer Platform

In 2024, 385 volunteers participated in nine activities in collaboration with seven external partners.

Established in 2021, Bursa VIBE enables employees to engage in community outreach programmes and support initiatives funded by Yayasan Bursa Malaysia (YBM). The platform fosters experiential learning, enhances employee engagement and morale and drive a positive societal impact.

Year	2022	2023	2024
Total No. of Volunteers	300	404	385
Volunteering Hours	1,607	2,892	1,464.5

**Volunteering with At-Risk Youth (ARY)** with Myskills **Foundation** 

Bursa VIBE volunteers engaged with at-risk youths in hands-on activities at the campus, including gardening, farmto-table food preparation, culinary and social engagement to inspire personal growth and life progression. The initiative also featured cross-partnership collaborations, where YBM partners conducted knowledge-sharing sessions to exchange best practices for enhancing the impact of their respective projects.



Bursa VIBE Volunteers: 17

**Volunteering With B40** Female Youths with YWCA KL

Female Bursa VIBE volunteers collaborated with B40 female youths at the Vocational Training Opportunity Centre (VTOC). They participated in courses such as culinary arts, hairstyling and farm-to-table food preparation. Volunteers also shared stories about education, career paths and life choices to inspire the youths toward greater achievements. These meaningful exchanges took place during hairstyling and manicuring practice sessions and while preparing lunch, fostering skill development and personal growth in a supportive environment.

Bursa VIBE Volunteers: 20





Rewang Ramadan 2024 and Ramadan Food **Distribution** with MyFundAction

Now in its third year, Rewang Ramadan celebrated community spirit by bringing people together to prepare the traditional Ramadan dish, Bubur Lambuk (rice porridge). Aligned with the government's 'Kita untuk Kita' (K2K) programme to empower public housing project (PPR) communities, this year's event was led by the PPR Seri Alam community in Wilayah Persekutuan. A total of 1,600 Bubur Lambuk portions were packaged in compostable containers sponsored by Circlepac Malaysia and distributed to the local community along with 1,600 food bags sponsored by F&N Berhad.

Bursa VIBE Volunteers: 31



**Training on the** Installation of Solar Panels for the Orang **Asli Communities with** Impact Malaysia

Bursa VIBE volunteers gained hands-on experience in solar panel installation by learning the theory and practice of solar PV and solar hybrid technology. Training covered the structure, installation and maintenance of solar systems while also highlighting the importance of clean energy and climate resilience. Equipped with this knowledge, volunteers collaborated with Kolej Vokasional student teams to install solar panels at Orang Asli villages in Perak, contributing to sustainable energy access for underserved communities.

Bursa VIBE Volunteers: 11

**Installation of Solar** Panels for the Orang **Asli Communities with** Impact Malaysia

In May 2024, Bursa VIBE volunteers installed solar panels for the Orang Asli communities in Kg. OA Kepayang and Kg. OA Lapan, Batang Padang, Perak. The volunteers helped to improve electrification access in indigenous communities through clean energy solutions. This project enabled volunteers to work alongside the technical team from Suncrox Malaysia and students from the Kolej Vokasional Slim River, Perak. A total of 117 solar panels were installed in five villages under this project, including installations in Ranau, Sabah.



Bursa VIBE Volunteers: 11



#### Community Investment

**Disabilities Equality** Training

Bursa VIBE volunteers and corporate partners received training from Enable OKU (ENOKU), a Bursa Malaysia grant recipient, to deepen their understanding of the challenges faced by Persons with Disabilities (PWDs). The sessions raised awareness of the daily experiences of PWDs and how they integrate into society, equipping participants with the knowledge to foster inclusivity and empathy in their interactions.

Bursa VIBE Volunteers: 12



**Establishment of the** Bursa Malaysia's 2<sup>nd</sup> **Community Garden** with Eats Shoots and Roots

Bursa Malaysia's second community garden, established in 2024, was created to support underserved communities by donating its produce, complementing the output of the first garden set up in 2023. Bursa VIBE Volunteers contributed by clearing vegetable beds, planting seedlings and maintaining the garden. They also assisted in harvesting the produce, ensuring it reached underserved communities.

Bursa VIBE Volunteers: 19



Bursa Bull Charge 2024

The 8th edition of Yayasan Bursa Malaysia's fundraising charity run, held for the first time as a night run, saw strong participation from Bursa VIBE volunteers in multiple roles. Volunteers contributed by packing and distributing race kits, managing the stage, serving as ushers, staffing water stations, acting as traffic guardians and even joining as runners, making the event a success while supporting a meaningful cause.

Bursa VIBE Volunteers: 244



Awareness and **Installation of TEDs on Local Fishing Vessels** with the Marine **Research Foundation** 

Bursa VIBE volunteers supported marine diversity and conservation efforts by assisting in the installation of Turtle Excluder Devices (TEDs) on fishing boats in Kuching, Sarawak. This initiative aimed to reduce turtle bycatch and expand TED adoption in Malaysia. Volunteers also supported the local fishing communities by distributing 200 food bags donated by F&N Berhad.

Bursa VIBE Volunteers: 20







#### Community Investment

#### International Volunteer Day 2024





Each year, we recognise the dedication and impact of Bursa VIBE volunteers in enhancing community wellbeing. During International Volunteer Day 2024, we honoured three outstanding volunteers with the top Bursa VIBE Volunteer Awards. In addition, seven Bursa Malaysia children received the Bursa Malaysia Excellence Award for their academic excellence. We also celebrated five recipients of the Yayasan Bursa Malaysia scholarship.

The event also provided a platform for Bursa Malaysia's beneficiaries and social enterprises to showcase their products and raise awareness for their causes. The organisations featured were the Marine Research Foundation (MRF), Enable OKU (ENOKU) and United Voice.

#### Bursa Bull Charge 2024 (BBC2024): "Run the Talk"

The Bursa Bull Charge (BBC) has been a flagship annual event since its inception in 2014, reflecting Bursa Malaysia's commitment to social and environmental impact. Over the years, this corporate charity run has raised over RM18 million, benefiting more than 170 organisations and transforming the lives of countless individuals in underserved communities.

> Raised over RM18 million since inception in 2014



Benefitted over 170 organisations over the last decade







In its 8<sup>th</sup> edition held on 26 October 2024, BBC raised more than RM1 million, embraced the theme "Run the Talk", highlighting the importance of innovative solutions for environmental sustainability and community empowerment. The event took place as a night run in the vibrant central business district of Wilayah Persekutuan, marking a significant milestone in its history. More than 700 participants from over 70 organisations joined the race, competing in two categories: the 1.6 km C-Suite Dash and the 5.0 km Team Run.

#### 8<sup>th</sup> edition Bursa Bull Charge

#### >700 participants from over 70 organisations

2024 beneficiaries were chosen for their innovative approaches to environmental and community challenges:



Aqufish PLT



Proladang PLT



Treat Every Environment Special



Eats Shoots and Roots



Silent Teddies Bakery



Zero Waste Malaysia

BBC2024 was made possible through the support of sponsors and partners, which included:



Bursa Gold Dinar



Kumpulan Wang Persaraan

(Diperbadankan) (KWAP)



Genting Malaysia Berhad







TRX City Sdn Bhd



Ta Ann Holdings Berhad



dings Berhad Steel Hawk Berhad









ClimatEra Consulting Sdn Bhd (Carbon Calculation Partner)



Fraser & Neave Holdings Berhad (Hydration Partner)



The Pacific Insurance Berhad (Insurance Partner)





## Community Investment

BBC2024 reaffirmed its commitment to its environmental responsibility by striving to be a carbonneutral event. In collaboration with ClimatEra Consulting Sdn Bhd, an assessment of the event's carbon emissions was conducted, followed by efforts to reduce and offset these emissions through the purchase of certified carbon credits. This initiative aligns with SDG 13: Climate Action, showcasing Bursa Malaysia's leadership in promoting sustainability within the corporate sector.

The BBC serves as a platform for the capital market community to drive meaningful change. By integrating environmental sustainability and community empowerment, BBC strengthens Bursa Malaysia's Corporate Social Responsibility (CSR) initiatives and advances Malaysia's commitment to the United Nations Sustainable Development Goals (SDGs). BBC2024 raised funds and drove action, showcasing the power of collaboration in tackling social challenges. With its strong legacy and innovative approach, BBC continues to be a catalyst for positive change, paving the way for greater impact in the future.

## **Securities Donation Programme: Shares2Share**

Launched in November 2022, the Shares2Share initiative enables investors to donate their listed securities to support charitable causes. Managed through Yayasan Bursa Malaysia, the programme channels the proceeds from donated securities to approved charities. This year, Shares2Share has received 111 donations, with expectations for continued growth as awareness increases.

To streamline the donation process, investors can use the Bursa Anywhere mobile application to donate securities in either board lots or odd lots without restrictions on the number of securities. Participating organisations (POs) that facilitate the transfer waive their broking commission and their share of the Central Depository System (CDS) transfer fee.

Bursa Malaysia further supports the initiative by waiving clearing fees of 0.03% and its portion of the CDS transfer fee, ensuring that more proceeds reach beneficiaries. Shares2Share provides investors with a convenient way to give back to the community while promoting meaningful social impact.

## **Moving Forward**

In 2025, we aim to elevate CSR efforts beyond traditional CSR programmes and Zakat distribution to create deeper and more meaningful social impact. We will achieve this by strengthening partnerships with non-governmental organisations (NGOs), Civil Society Organisations (CSOs), PLCs, corporates and local communities.

Expanding our circle of influence through strategic collaborations remains a key focus as we strive to uplift communities in need. We will continue to grow our flagship programmes, including re.Food, Sens-Ability and Shares2Share, alongside scholarships and community projects, with efforts to expand their reach and impact.

Our Zakat initiatives prioritise empowering asnaf communities through targeted financial assistance and knowledge-sharing sessions. By providing these resources, we aim to lift individuals out of poverty, foster self-sufficiency and ultimately transition from being zakat recipients to becoming zakat-eligible individuals, thereby contributing to the broader cycle of giving and community development. These initiatives reflect our belief that creating social impact requires collective action.







We support sustainable supply chain management that fosters fair labour practices and promotes economic growth by encouraging businesses to adopt ethical and responsible practices.



Bursa Malaysia advocates for efficient and sustainable supply chain practices to reduce environmental impact and promote responsible production across industries.



We contribute to climate resilience by encouraging businesses to integrate environmental stewardship into supply chain operations.



We encourage anti-corruption measures and transparency within supply chains to promote ethical governance and trust.



Bursa Malaysia facilitates collaboration between businesses and stakeholders to strengthen sustainable supply chains and achieve shared sustainability objectives.

## Why It Matters

A well-managed supply chain is essential for sustainable business operations. For Bursa Malaysia, strong supply chain practices meet stakeholder expectations while promoting fair labour, environmental stewardship and ethical standards such as anticorruption measures. Supporting local industries drives economic growth and shared prosperity. Ultimately, promoting sustainable supply chain management enables companies to achieve their sustainability targets while contributing to a more resilient and equitable future.

## Our Approach

Bursa Malaysia adopts a strategic procurement approach, with individual divisions managing purchasing under the oversight of the Strategic Procurement team. Our procurement practices are governed by the Vendor Management Policy, Purchasing Policy and Contract Management Policy, ensuring transparency and accountability.

Sustainability is embedded to our Purchasing Policy, preferring employees to integrate sustainability considerations into procurement decisions. A Fixed Tender Committee, comprising a Chairperson, permanent members and members by special invitation, ensures fair and objective contract awards for specific purchases. The committee convenes monthly or as needed to oversee the tender process.

To uphold ethical standards, vendors participating in our tender process must submit a Vendor Declaration and Vendor Due Diligence Form, committing to comply with Bursa Malaysia's policies and to prevent corruption. All vendors must adhere to the Vendor Code of Conduct, covering financial stability, performance history and integrity. We have enhanced our Vendor Performance Review Form to further strengthen vendor evaluation and accountability.

### Policies and Guidelines

**Vendor Management Policy Contract Management Policy Purchasing Policy** Vendor Code of Conduct





Vendor Performance Review





## **Our Progress**



## Improvement in Vendor and Supplier Engagement

Bursa Malaysia's Sustainability Roadmap 2024–2026 reinforces the critical role of supply chain management in achieving advanced sustainability practices. We empower vendors and suppliers within our supply chain to integrate sustainability into their operations. These efforts aim to help them align with local and international regulations, cater to the growing demand for sustainable products and improve their eligibility for green financing opportunities. Throughout the year, our supply chain structure remained stable with no significant changes.

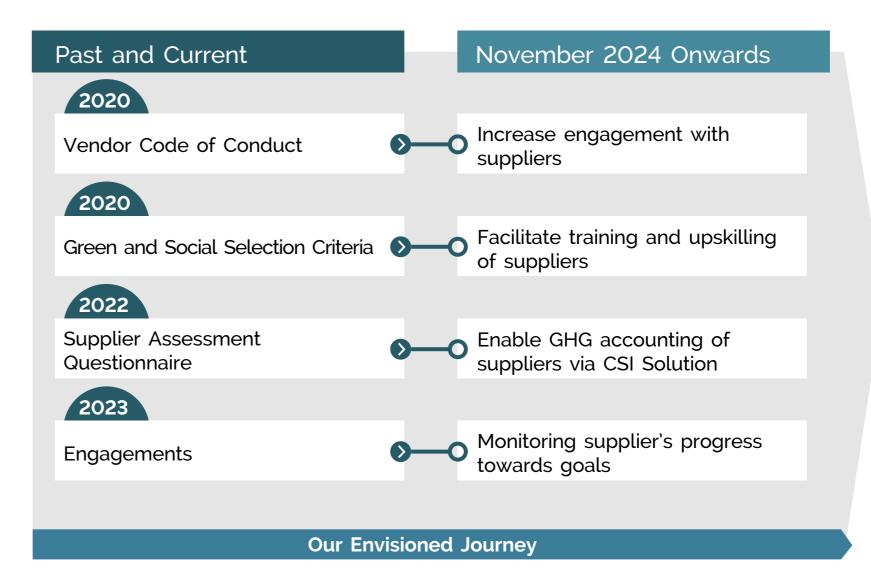
We have been strengthening our efforts to create a more sustainable supply chain by building on existing initiatives while charting a forward-looking approach. Since 2020, key measures such as the Vendor Code of Conduct, Green and Social Selection Criteria, Supplier Assessment Questionnaire and ongoing engagements have laid the groundwork for sustainable supply chain management practices.

From 2024 onwards, our focus has shifted to building deeper collaboration with suppliers, including increased engagements, training and upskilling initiatives. GHG accounting through CSI Solution has been developed in 2024 and monitor suppliers' progress toward sustainability goals. These efforts aim to empower our vendors and suppliers to comply with regulations, meet growing customer demands for sustainable products and access green financing opportunities.

## Moving forward, Bursa Malaysia looks to build on existing initiatives to create a more Sustainable Supply Chain

This not only looks at improving Bursa Malysia's own operations, but has the express intention to help decarbonise our supply chain and improved social-related practices as well.

What we have done... Where we are headed...



# To enable Bursa Malaysia's vendors and suppliers

- Be in compliance with local and global legislations
- Meet demands from customers for more sustainable products
- Gain better access to green financing







### **Vendor Engagements**

Suppliers are encouraged to join Bursa Malaysia's engagement sessions, including knowledge-sharing webinars or in-person workshops. Upcoming ESG maturity assessments (CSI-related) will also help identify and tailor capacity-building programmes for participants.



### **Training/Upskilling**

Suppliers are invited to identify relevant employees for dedicated sustainability training opportunities. Leveraging Bursa Malaysia's Corporate Sustainability Practitioner (CSP) Competency Framework 2.0 to support the assessment of needs and the development of essential skill sets.



Developing Sustainability
Strategies

Vendors and suppliers are urged to develop sustainability strategies that incorporate sustainability considerations. Collecting the necessary data to calculate GHG emissions from operations is a crucial step in this process.



**GHG Emissions Disclosures** 

Suppliers can onboard onto Bursa Malaysia's CSI Solution to disclose GHG-related data and utilise the tools provided to ensure accurate reporting and alignment with sustainability goals.







## Advancing Net Zero Aspirations through our Supply Chain Management

Our supply chain plays a critical role towards achieving Bursa Malaysia's sustainability goals, particularly in addressing Scope 3 emissions. For Bursa Malaysia, engaging vendors and suppliers to adopt sustainable practices is key to reducing emissions associated with purchased goods and services.

Currently, we have identified relevant Scope 3 emissions with particular attention to Category 1 (Purchased Goods and Services), which forms a major component of our emissions. To address this, we are engaging with vendors and suppliers to drive emissions reduction across the supply chain.



## Strengthening Supplier Due Diligence for Environmental and Social Responsibility

Since January 2024, we have implemented a structured supplier on boarding process, incorporating both environmental and social screening criteria to ensure responsible sourcing and sustainable supply chain management. Through the Supplier Assessment Questionnaire (SAQ), new suppliers are assessed on their adherence to our environmental and social requirements, allowing us to identify and mitigate potential risks early in the procurement process. By December 2024, 69 new suppliers, which constitute around 23% of our total supplier base, will have undertaken this evaluation.



## **Empowering Suppliers to Unlock Growth and Sustainability Opportunities**

We provide our supply chain partners with opportunities to unlock new business potential and drive growth in an evolving market landscape. By empowering them with the right tools and knowledge, we aim to foster a deeper appreciation for the value of sustainability and its impact on long-term success.

As part of our inaugural Climate Week 2024, we hosted a dedicated half-day Supply Chain Engagement Session at Bursa Malaysia. The session offered an invaluable platform to engage with our suppliers, with 68 suppliers in attendance to explore sustainability practices and opportunities. During the session, we introduced key initiatives, including the CSI Solution and emphasised the importance of GHG management in achieving sustainable supply chain practices. Suppliers also gained insights into tailored financing opportunities to support their transition to sustainable operations alongside best practices for embedding sustainability principles into their business strategies.



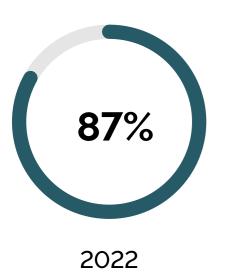




## **Supporting Local Vendors**

Prioritising Malaysian-registered vendors is key to our commitment to Malaysia's economy, ensuring engagement with local businesses whenever possible.

## Percentage of Local Vendors and Suppliers Engaged







## Percentage of Procurement Spend on Local Vendors and Suppliers







## **Moving Forward**

Bursa Malaysia remains committed to partnering closely with its vendors and suppliers to support their transition to sustainable practices. Through targeted strategic initiatives, we aim to strengthen sustainable supply chain management by:

Facilitating capacity-building programmes tailored to the specific needs of vendors and suppliers

Tracking sustainability progress through periodic assessments to **ensure** ongoing improvements



As a listed entity on the MAIN Market, Bursa Malaysia provides comprehensive Environmental, Social and Governance (ESG) disclosures in accordance with the 3<sup>rd</sup> Edition of the Enhanced Sustainability Reporting Guide.

The accompanying data table, generated from the ESG Reporting Platform, highlights key performance indicators aligned with our nine Material Matters, which serve as our strategic priorities under the Sustainabilty Roadmap 2024-2026.

To ensure a structured approach, we have matched numerical mandatory and additional indicators to the relevant Material Matters. Some of the indicators are subsumed under the same Material Matter, for example the indicators of energy, water, waste and GHG emissions are matched to the Material Matter 'Climate Action and Environmental Management'. Some qualitative aspects of our Material Matters are not reflected in numerical data but are addresed in the narrative sections of our Sustainability Report 2024. The table below presents internally and externally assured data for 2024, mapped against nine critical Material Matters.

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1		_	

**Economic Performance** 



Market Ecosystem Development



Cyber Security and Customer Privacy



Sustainability-focused Products and Services



**Business Ethics** 



Climate Action and Environmental Management



People Management



Community Investment



Sustainable Supply Chain Management

Indicator	Measurement Unit	2022	2023	2024
Cyber Security and Custor	mer Privacy			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0
Environmental Footprint				
Bursa C4(a) Total energy consumption	Megawatt	9,256.04	8,139.89	7,473.51
Bursa C9(a) Total volume of water used	Megalitres	61.463000	58.481000	43.590000
Bursa C10(a) Total waste generated	Metric tonnes	483.88	267.05 *	243.74
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	16.87	19.65 *	18.70
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	467.01	247.40 *	225.04
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	209.48	2,409.31	1,347.59
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	7,218.76	6,168.74	5,664.02
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	1,554.43	1,224.41	909.00

Internal assurance

External assurance

No assurance

(\*)Restated



Indicator	Measurement Unit	2022	2023	2024
Bursa C1(a) Percentage of employees who have received training on anti- corruption by employee category				
Top Management	Percentage	100.00	100.00	100.00
Senior Management	Percentage	100.00	19.00	100.00
Middle Management and Below	Percentage	100.00	22.00	99.50
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 (Diversity)				
Bursa C3(a) Percentage of employees by gender and age group, for each employee category				
Age Group by Employee Category				
Senior Management Below 30	Percentage	0.00	0.00	0.00
Senior Management 30 - 50	Percentage	37.50	36.84	31.71
Senior Management Above 50	Percentage	62.50	63.16	68.29
Middle Management Below 30	Percentage	3.05	0.79	0.97
Internal ass	urance	External assurance No ass	surance (*)F	Restated

Indicator	Measurement Unit	2022	2023	2024
Middle Management 30 - 50	Percentage	72.30	73.16	73.12
Middle Management Above 50	Percentage	24.65	26.05	25.91
Executive Below 30	Percentage	28.87	32.03	36.71
Executive 30 - 50	Percentage	39.44	31.37	27.85
Executive Above 50	Percentage	31.69	36.60	35.44
Non-Executive Below 30	Percentage	4.23	5.88	2.90
Non-Executive 30 - 50	Percentage	46.48	41.18	36.23
Non-Executive Above 50	Percentage	49.30	52.94	60.87
Gender Group by Employee Category				
Senior Management Male	Percentage	52.50	55.26	56.10
Senior Management Female	Percentage	47.50	44.74	43.90
Middle Management Male	Percentage	48.48	49.21	49.39
Middle Management Female	Percentage	51.52	50.79	50.61
Executive Male	Percentage	46.48	46.41	41.77
Executive Female	Percentage	53.52	53.59	58.23
Non-Executive Male	Percentage	85.92	85.29	85.51
Non-Executive Female	Percentage	14.08	14.71	14.49

Internal assurance External assurance No assurance (\*)Restated



Internal assurance

Indicator	Measurement Unit	2022	2023	2024
Bursa C3(b) Percentage of directors by gender and age group				
Male	Percentage	70.00	66.70	63.60
Female	Percentage	30.00	33.30	36.40
46 - 50	Percentage	10.00	11.10	0.00
51 - 55	Percentage	20.00	0.00	9.10
56 - 60	Percentage	50.00	55.60	54.50
61 - 65	Percentage	0.00	22.20	27.30
65 - 70	Percentage	10.00	11.10	9.10
Above 71	Percentage	10.00	0.00	0.00
Percentage of global staff with a disability.	Percentage	0.16	0.16	0.15
Percentage of women in the global workforce.	Percentage	45.33	47.26	48.31
Number of Board Directors	Number	10	9	11
Number of women on the board	Number	3	3	4
Number of female employees in IT/Engineering functions	Number	19	19	22
Workplace Environment				
Bursa C5(a) Number of work-related fatalities	Number	0	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.16	0.00

No assurance

(\*)Restated

External assurance

Indicator	Measurement Unit	2022	2023	2024
Bursa C5(c) Number of employees trained on health and safety standards	Number	477	433	586
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	8.47	7.36	7.49
Bursa C6(c) Total number of employee turnover by employee category				
Male	Number	51	41	49
Female	Number	38	38	25
Below 30	Number	12	8	8
30 - 50	Number	51	43	48
Above 50	Number	26	28	18
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0
Learning and Development	t			
Bursa C6(a) Total hours of training by employee category				
Senior Management	Hours	795	886	498
Middle Management	Hours	10,368	10,021	6,724
Executive	Hours	4,024	3,463	3,348
Non-Executive	Hours	1,532	1,650	1,969
Internal assu	urance External	assurance No ass	urance (*)F	Restated



Indicator	Measurement Unit	2022	2023	2024
Total Amount Invested in Employee Learning and Development (RM)	MYR	1,434,681.00	1,154,087.66	525,015.00
Community Investment				
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,382,000.00	1,829,683.00	2,522,550.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	24,672	7,519	12,706
Bursa (Supply chain mana	agement)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	94.00	78.00	95.00

Internal assurance	External assurance	No assurance	(*)Restated

For categories under Bursa C11(c) Scope 3 total emissions: Category 5 (Waste Generated), Category 6 (Business Travels), Category 7 (Employee Commuting), homeworking (calculated until 31 August 2024), paper consumption, water consumption and Category 4 (Upstream Transportation - additional category from BBC2024).

Total GHG emissions with utilisation of RECs is 2,256.59 tco<sub>3</sub>e.

\*The figures have been restated to reflect our actual waste composition.

# Appendices

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  Sustainability Principles Content
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#### INDEPENDENT ASSURANCE STATEMENT

#### To: The Stakeholders of BURSA MALAYSIA BERHAD

#### Introduction and objectives of work

Bursa Malaysia Berhad ("Bursa Malaysia") is dedicated to transparently communicating its environmental, social, and governance (ESG) performance to its stakeholders. To ensure the integrity of this commitment, Bursa Malaysia has engaged Bureau Veritas Certification (M) Sdn. Bhd. ("Bureau Veritas") to deliver independent assurance on specific sustainability information presented in their 2024 Sustainability Report ("Disclosure"). This assurance engagement aims to enhance the credibility and reliability of the selected disclosed information, providing stakeholders with greater confidence in Bursa Malaysia's sustainability performance.

This Assurance Statement applies to the related information included within the scope of work described below for the period from 1 January 2024 to 31 December 2024. The overall objective of this process is to provide assurance to Bursa Malaysia's stakeholders over the accuracy, reliability and objectivity of the selected disclosure presented in the 2024 Sustainability Report.

#### Responsibilities

The preparation and presentation of the selected sustainability Disclosure is the sole responsibility of the management of Bursa Malaysia. Bureau Veritas was not involved in the preparation of the Disclosure. Our responsibilities were to:

- Perform limited assurance reviews to determine whether the selected information has been prepared accurately and appropriately;
- Establish an independent conclusion based on the evidence gathered and the assurance procedures that were conducted; and
- Communicate our findings to the management of Bursa Malaysia.

Bureau Veritas Certification (M) Sdn. Bhd. Page 1 of 7



#### Scope of work

The scope of this assurance engagement covered the following selected sustainability indicators disclosed in Bursa Malaysia's 2024 Sustainability Report:

- o Total Training Hours: The total number of training hours provided to Bursa employees across different employee categories (Senior Management, Middle Management, Executives, and non-Executives) during the reporting period.
- o Water Consumption: The total volume of water consumed by Bursa Malaysia during the reporting period.
- o Gender Pay Ratio: The ratio of male-to-female employee pay across different employee categories (Overall, Senior Management, Middle Management, Executives, and Non-Executives).
- o Greenhouse Gas (GHG) Emissions: This encompasses Scope 1, Scope 2, and Scope 3 GHG emissions. Scope 1 includes emissions from stationary combustion, mobile combustion, and fugitive emissions. Scope 2 covers emissions from purchased electricity. Scope 3 includes emissions from purchased goods & services, water consumption, paper consumption, capital goods, fuel & energy-related activities, waste generated, business travel, employee commuting, and financed emissions. Bursa Malaysia's energy intensity and efficiency efforts were also verified in this engagement.

#### **Assessment Standard**

This assurance engagement was conducted in accordance with the following standards:

- o ISAE 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information. This standard was applied for the assurance of Total Training Hours, Gender Pay Ratio, and Water Consumption.
- o **ISO 14064-3:2019:** Greenhouse gases Part 3: Specification with guidance for the verification and validation of greenhouse gas statements. This standard was applied for the assurance of GHG emissions (Scope 1, 2, and 3).
- o GHG Protocol: A Corporate Accounting and Reporting Standard. This protocol provided the framework for the quantification and reporting of GHG emissions.

Bureau Veritas Certification (M) Sdn. Bhd. Page 2 of 7



#### Methodology

Bureau Veritas assurance procedures for the selected Disclosure included the following:

- Developed an assurance plan that outlined the scope, objectives, and criteria for the engagement. This included identifying key risks of material misstatement and determining the nature, timing, and boundaries of our procedures.
- Reviewed relevant documentation provided by Bursa Malaysia, including data collection methodologies, internal policies and procedures, and supporting evidence for the reported data. The data management systems used to capture and compile the reported metrics were also investigated.
- Performed procedures to verify the accuracy and completeness of the reported data. This included:
  - o Total Training Hours: Examined supporting documentation such as training records across different categories of employees. Tested the aggregation of training hours to ensure accuracy.
  - o Water Consumption: Randomly examined the water bills, as this is the only source for the Disclosure. Evaluated the data collection and aggregation
  - o Gender Pay Ratio: Reviewed the methodology used to calculate the gender pay ratio, including the definition of each employee category and the treatment of specific compensation elements. Performed sample testing of payroll data to verify the accuracy of the underlying salary information.
  - o GHG Emissions: Reviewed the GHG emissions inventory, emission factors, activity data, and methodologies for collecting, maintaining and calculating data. Emphasise on the Scope 3 emission sources and the robustness of the data collection methodologies employed for categories such as employee commute and financed emissions, which often involve estimations and assumptions. We challenged the assumptions used and sought corroborating evidence where possible. For energy intensity and efficiency efforts, we reviewed the methodologies for calculating energy intensity, including the total energy consumption and the activity-based denominator used. Verified the accuracy of reported energy consumption and evaluated energy efficiency initiatives undertaken by Bursa Malaysia.

Bureau Veritas Certification (M) Sdn. Bhd. Page 3 of 7



- Interviews were conducted with management and relevant personnel (data owner) in charge of collecting, processing, and reporting of the selected
- Performed analytical procedures to identify any unusual trends or discrepancies in the reported data. This included comparing the reported data to prior periods and industry benchmarks, where available.

#### **Limitations & Exclusions**

This assurance engagement is subject to certain limitations:

- o The accuracy and completeness of the reported data depend on the quality of the underlying data management systems and internal controls implemented by Bursa Malaysia. Our assurance does not extend to the design or effectiveness of these systems and controls, though we may offer observations where
- o Our assurance is limited to the specific KPIs requested in the scope of this engagement. We have not provided assurance on other sustainability indicators or the overall sustainability performance of Bursa Malaysia.
- o The quantification of some sustainability indicators, particularly Scope 3 GHG emissions, involves estimations and judgments.
- o Our assurance is designed to detect material misstatements. A misstatement is considered material if it could reasonably influence the decisions of a user of the Report. The determination of materiality involves professional judgment.
- o For GHG, the verification was designed to provide a limited assurance whether the GHG emissions is presented fairly, in all material aspects, and in accordance with the reporting criteria. It was not intended to provide assurance of Bursa Malaysia's ability to achieve its climate related targets, expectations or ambitions.

Bureau Veritas Certification (M) Sdn. Bhd. Page 4 of 7



#### Conclusion

Bureau Veritas Malaysia concludes that Bursa Malaysia's 2024 sustainability disclosures are **fairly stated** and **materially accurate** within the scope of this engagement.

Specifically, with respect to the indicators within the scope of our assurance, the following represents Bureau Veritas's opinion:

- **Total Training Hours:** The reported total training hours of **12,539.59** are fairly stated, in all material respects. It's distribution across various employee categories are as follows:
  - Senior Management 498.01 hours
  - Middle Management 6,724.21 hours
  - Executives 3,348.39 hours
  - Non-executives 1,968.98 hours
- Water Consumption: The reported total water consumption of 43,594.50 m³ is fairly stated, in all material respects.
- **Gender Pay Ratio:** The reported gender pay ratios, male to female, for the various employment categories are fairly presented, as follows:
  - Overall 1.02:0.98
  - Senior Management 1.12:0.88
  - Middle Management 1.02:0.98
  - Executives 1.01:0.99
  - Non-executives 1.09:0.91

Bureau Veritas Certification (M) Sdn. Bhd.



Greenhouse gas emissions (tCO₂e)					
Scope 1	Scope 2	Scope 3			
1,347.59	5,664.02	909.00			

\*\*Remark: Including emissions from BBC2024

The reported energy intensity metrics were also fairly stated and align with the defined methodology. Bursa Malaysia has demonstrated efforts in energy efficiency through initiatives, contributing to overall reductions in energy consumption relative to operational activities.

This limited assurance engagement relies on a risk-based selected sample of data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Bureau Veritas Certification (M) Sdn. Bhd.



#### Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with almost 200 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest. No member of the assurance team has a business relationship with Bursa Malaysia Berhad, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years of combined experience in this field and an excellent understanding of The Bureau Veritas Group standard methodology for the verification/assurance of sustainability report and greenhouse gas emissions data.

For and on behalf of Bureau Veritas Certification (M) Sdn. Bhd, Kuala Lumpur, Malaysia

Ng Sheng Wa Regional Certification & Sustainability Manager

Bureau Veritas Certification (M) Sdn. Bhd.

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Statement of use	Bursa Malaysia has reported in accordance with the GRI Standards for the period of 1 January 2024 to 31 December 2024, unless otherwise stated.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable

GRI Standard/Other Source		Disclosure	Page Number(s), URL or Direct Answer	Omissions & Explanation
GRI 2: General Disclosures 2021	The organ	nisation and its reporting practices		
	2-1	Organisational details	<ul><li>IAR2024 Pages 5-9</li><li>IAR2024 Page 146</li></ul>	
	2-2	Entities included in the organisation's sustainability reporting	• SR Page 3	
	2-3	Reporting period, frequency and contact point	• SR Page 3	
	2-4	Restatements of information	<ul> <li>Significant restatement of data compared to prior years are noted in the section(s) where they appear</li> </ul>	
	2-5	External assurance	• Pages 150-153	
	Activities a	and workers		
	2-6	Activities, value chain and other business relationships	<ul><li>SR Page 140</li><li>IAR Pages 5-9</li></ul>	
	2-7	Employees	• SR Pages 146-147	
	2-8	Workers who are not employees	• SR Page 147	
	Governand	ce		
	2-9	Governance structure and composition	<ul><li>SR Page 18</li><li>IAR Pages 128-138</li></ul>	
2-	2-10	Nomination and selection of the highest governance body	<ul> <li>IAR Pages 148-157</li> <li>https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</li> </ul>	
	2-11	Chair of the highest governance body	• IAR Pages 151-152	
	2-12	Role of the highest governance body in overseeing the management of impacts	<ul> <li>SR Page 18</li> <li>IAR Pages 148-157</li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</a></li> </ul>	
	2-13	Delegation of responsibility for managing impacts	• SR Page 18	
	2-14	Role of the highest governance body in sustainability reporting	<ul> <li>SR Page 18</li> <li>IAR Pages 148-157</li> <li>https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</li> </ul>	
	2-15	Conflicts of interest	IAR Pages 149-151, 164, 175-178	
	2-16	Communication of critical concerns	• SR Pages 106-107	
	2-17	Collective knowledge of the highest governance body	<ul> <li>IAR Page 153</li> <li>https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</li> </ul>	
	2-18	Evaluation of the performance of the highest governance body	<ul> <li>IAR Pages 148-157</li> <li>https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</li> </ul>	
	2-19	Remuneration policies	<ul> <li>IAR Page 155</li> <li>https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</li> </ul>	
	2-20	Process to determine remuneration	IAR Page 155	
	2-21	Annual total compensation ratio		2-21 a, b, c Reason: Confidentiality constrations Explanation: Salary and compensation package are confidential information as per company's policy



GRI Standard/Other Source		Disclosure	Page Number(s), URL or Direct Answer	Omissions & Explanation
	Strategy,	policies and practices		
	2-22	Statement on sustainable development strategy	· SR Pages 14-16	
	2-23	Policy commitments	<ul> <li>SR Page 17</li> <li>Anti-Fraud, Bribery and Corruption Policy and Guidelines (AFBC P&amp;G) - <a href="https://www.bursamalaysia.com/about_bursa/sustainability/social/anti-corruption-policy">https://www.bursamalaysia.com/about_bursa/sustainability/social/anti-corruption-policy</a> <li>Whistleblower Policy and Procedures - <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure">https://www.bursamalaysia.com/procedure</a> </li> <li>Code of Conduct and Ethics - <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/code_of_conduct_and_ethics_for_directors">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a></li> </li></ul>	
	2-24	Embedding policy commitments	• SR Pages 105-111	
	2-25	Processes to remediate negative impacts	<ul> <li>SR Page 107</li> <li>IAR Page 151</li> <li>Whistleblower Policy and Procedures - <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure</a></li> </ul>	
	2-26	Mechanisms for seeking advice and raising concerns	<ul> <li>SR Page 107</li> <li>Whistleblower Policy and Procedures - <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure</a></li> </ul>	
	2-27	Compliance with laws and regulations	<ul> <li>In 2024, Bursa Malaysia did not record any significant instances of non-compliance with laws and regulations that resulted in fines, penalties, or legal actions.</li> </ul>	
	2-28	Membership associations	• SR Pages 56-57	
	Stakeholo	der Engagement		
	2-29	Approach to stakeholder engagement	· SR Pages 21-27	
	2-30	Collective bargaining agreements	<ul><li>SR Page 112</li><li>IAR Page 173</li></ul>	
Material Topic				
GRI 3: Material Topics 2021	3-1	Process to determine material topics	• SR Pages 28-36	
GRI 3. Material Topics 2021	3-2	List of material topics	• SR Page 28	
Topic-Specific Disclosures: Material M	<b>latters</b>			
Strengthening Our Core				
<b>Economic Performance</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR Page 30	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<ul><li>SR Page 30</li><li>IAR Pages 33-39</li></ul>	
	201-3	Defined benefit plan obligations and other retirement plans	• IAR Page 217	
	201-4	Financial assistance received from government	Not applicable	
	207-1	Approach to tax	• IAR Pages 218-220	
	207-2	Tax governance, control and risk management	• IAR Pages 218-220	
GRI 207: Tax 2019	207-3	Stakeholder engagement and management of concerns related to tax	• SR Page 39	
	207-4	Country-by-country reporting	Not applicable	



GRI Standard/Other Source	Disclosure	e	Page Number(s), URL or Direct Answer	Omissions & Explanation
Market Ecosystem Development				
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR Page 31	
Cyber Security and Customer Privacy				
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR Page 32	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul> <li>In 2024, Bursa Malaysia did not record any material breaches or substantiated complaints concerning cyber security or customer privacy.</li> </ul>	
Driving our Growth				
Sustainability-focused Products and Se	ervices			
GRI 3: Material Topics 2021	3-3	Management of material topics	SR Page 32	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	• SR Pages 67-78	
Protecting Our Environment				
Climate Action and Environmental Mar	nagement			
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR Page 33	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	• SR Pages 80-102	
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	• SR Pages 95-99	
	302-2	Energy consumption outside the organisation		
	302-3	Energy Intensity		
	302-4	Reduction of energy consumption		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resources		Due to the nature of our business, Bursa Malaysia's operations do not involve significant water use or discharge. Water consumption is limited to office-related activities, with all wastewater discharged through municipal sewage systems in compliance with regulations. As such, no significant water discharge-related impacts are identified.
	303-2	Management of water discharge-related impacts		We obtained our water from two sources: municipal water and groundwater extracted from a stream located near our Head Office since 2011. The groundwater is used for toilet flushing and in cooling towers.
	303-3	Water withdrawal		Bursa Malaysia's water withdrawal is minimal and primarily limited to office facilities. Given our non-industrial operations, we do not withdraw water from surface or groundwater sources, nor from areas of high water stress.
	303-4	Water Discharge		All water used in Bursa Malaysia's operations is for office facilities and is discharged through municipal wastewater systems. No water is directly discharged into surface water bodies and all discharges comply with regulations.
	303-5	Water consumption	SR Page 102	



GRI Standard/Other Source	Page Number(s), URL or Direct Answer		
Climate Action and Environmental M	lanagement		
Biodiversity			
	101-1 Policies to halt and reverse biodiversity loss	Bursa Malaysia's operations do not have a direct impact on biodiversity due to the nature of its business activities.	
	101-2 Management of biodiversity impacts	activities.	
	101-3 Access and benefit-sharing		
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts		
GIA 101 BIOGIVEISILY 2021	101-5 Locations with biodiversity impacts		
	101-6 Direct drivers of biodiversity loss		
	101-7 Changes to the state of biodiversity		
	101-8 Ecosystem services		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	• SR Pages 95-99	
	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity		
	305-5 Reduction of GHG emissions		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR Page 100	
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
<b>Empowering Our Workforce</b>			
<b>Business Ethics</b>			
GRI 3: Material Topics 2021	3-3 Management of material topics	• SR Page 34	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	SR Page 34 IAR Page 126	
	205-2 Communication and training about anti-corruption policies and procedures	es · SR Page 34	
	205-3 Confirmed incidents of corruption and actions taken	• SR Page 34	



GRI Standard/Other Source	Disclosu	ire	Page Number(s), URL or Direct Answer	Omissions & Explanation
People Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR Page 35	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	• SR Page 147	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR Page 114	
	401-3	Parental leave	7 consecutive days	
GRI 403: Occupational Health and	403-1	Occupational health and safety management system		
Safety 2018	403-2	Hazard identification, risk assessment and incident investigation		
	403-3	Occupational health services	CD Dawas 110 110	
	403-4	Worker participation, consultation and communication on occupational health and safety	• SR Pages 116-119	
	403-5	Worker training on occupational health and safety		
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul> <li>SR Pages 116-119</li> <li>https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/ assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</li> </ul>	
	403-8	Workers covered by an occupational health and safety management system	<ul> <li>SR Pages 116-119</li> <li>https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/ assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</li> </ul>	
	403-9	Work-related injuries	• SR Pages 116-119	
	403-10	Work-related ill health	• SR Pages 116-119	
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	SR Page 112	
	202-2	Proportion of senior management hired from the local community	• 7.5%	



GRI Standard/Other Source	Disclosure	Page Number(s), URL or Direct Answer	Omissions & Explanation
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and employees	• SR Pages 146-147	
Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	• SR Page 115	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no incidents of discrimination or corrective actions taken in 2024.	
GRI 407: Freedom of Association and Collective Bargaining 2016	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul> <li>https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/ assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</li> </ul>	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	• SR Pages 35, 124	
	Programs for upgrading employee skills and transition assistance programs	• SR Pages 122-124	
	404-3 Percentage of employees receiving regular performance and career development reviews	<ul> <li>In 2024, 100% of Bursa Malaysia's employees received regular performance and career development reviews.</li> </ul>	
Advancing Our Communities			
Community Investment			
GRI 3: Material Topics 2021	3-3 Management of material topics	• SR Page 35	
GRI 203: Indirect Economic Impact	203-1 Infrastructure investments and services supported	• SR Pages 126-139	
2016	203-2 Significant indirect economic impacts		
Sustainable Supply Chain Managemen	t		
GRI 3: Material Topics 2021	3-3 Management of material topics	• SR Page 36	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	• SR Page 36	
GRI 308: Supplier Environmental Assessment	New suppliers that were screened using environmental criteria	• SR Page 143	
2016	Negative environmental impacts in the supply chain and actions taken	<ul> <li>In 2024, Bursa Malaysia did not identify any negative environmental impacts in its supply chain that required corrective action.</li> </ul>	
GRI 414:	414-1 New suppliers that were screened using social criteria	• SR Page 143	
Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	<ul> <li>In 2024, Bursa Malaysia did not identify any negative social impacts in its supply chain that required corrective action.</li> </ul>	



IFRS S1 Indicator	IFRS S1 Indicator Description	Page Number
	GOVERNANCE	
27(a)(i)	How responsibilities for sustainability-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s).	82-83
27(a)(ii)	How the body(s) or individual(s) determined whether appropriate skills and competencies will be developed to oversee strategies designed to respond to sustainability-related risks and opportunities.	14-16
27(a)(iii)	How and how often the body(s) or individual(s) is informed about sustainability-related risks and opportunities.	18
27(a)(iv)	How the body(s) or individual(s) takes into account sustainability-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.	18-20
27(a)(v)	How the body(s) or individual(s) oversees the setting of targets related to sustainability-related risks and opportunities and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.	19-20
27(b)(i)	Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee.	83
27(b)(ii)	Whether management uses controls and procedures to support the oversight of sustainability-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	19-20
	STRATEGY	
30(a)	Sustainability-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	IAR24, 66-72
30(b)	The time horizons-short, medium or long term-over which the effects of each of those sustainability-related risks and opportunities could reasonably be expected to occur	30-36, 86
30(c)	The definitions of 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision-making	30

IFRS S1 Indicator	IFRS S1 Indicator Description	Page Number
	STRATEGY	
32(a)	A description of the current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain	85-87
32(b)	A description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	30
33(a)	How the entity has responded to and plans to respond to, sustainability-related risks and opportunities in its strategy and decision-making	88-90
33(b)	The progress against plans the entity has disclosed in previous reporting periods, including quantitative and qualitative information.	30-36
33(c)	Trade-offs between sustainability-related risks and opportunities that the entity considered (for example, in making a decision on the location of new operations, an entity might have considered the environmental impacts of those operations and the employment opportunities they would create in a community).	88
34(a)	The effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).	30
34(b)	The anticipated effects of sustainability-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how sustainability-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	_
35(a)	Quantitative and qualitative information about how sustainability related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	30
35(b)	Quantitative and qualitative information about the sustainability related risks and opportunities identified in paragraph 35(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	30
35(c)(i)	Its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas and asset retirements), including plans the entity is not contractually committed to.	30

IFRS S1 Indicator	IFRS S1 Indicator Description	Page Number
	STRATEGY	
35(c)(ii)	Its planned sources of funding to implement its strategy.	30
35(d)	Quantitative and qualitative information about how the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage sustainability related risks and opportunities.	30
41	A qualitative and, if applicable, quantitative assessment of the resilience of its strategy and business model in relation to its sustainability-related risks, including information about how the assessment was carried out and its time horizon.	30, 85-91
	RISK MANAGEMENT	
44(a)(i)	The processes and related policies the entity uses to identify, assess, prioritise and monitor sustainability-related risks, including information about the inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes)	19-20 91
44(a)(ii)	Whether and how the entity uses scenario analysis to inform its identification of sustainability-related risks	85
44(a)(iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria)	19-20 91
44(a)(iv)	Whether and how the entity prioritises sustainability-related risks relative to other types of risk	91 17- 20
44(a)(v)	How the entity monitors sustainability-related risks	20
44(a)(vi)	Whether and how the entity has changed the processes it used compared with the previous reporting period	20
44(b)	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities.	19-20
44(c)	The extent to which and how the processes for identifying, assessing and prioritising and monitoring sustainability-related risks and opportunities are integrated into and inform the entity's overall risk management process	19-20

IFRS S1 Indicator	IFRS S1 Indicator Description	Page Number
	METRICS AND TARGETS	
46(a)	Metrics required by an applicable IFRS Sustainability Disclosure Standard for each sustainability-related risk and opportunity that could reasonably be expected to affect the entity's prospects.	95
46(b)	Metrics the entity uses to measure and monitor that sustainability related risk or opportunity and its performance in relation to that sustainability-related risk or opportunity, including progress towards any targets the entity has set and any targets it is required to meet by law or regulation.	95
50(a)	How the metric is defined, including whether it is derived by adjusting a metric taken from a source other then IFRS Sustainability Disclosure Standards and, if so, which source and how the metric disclosed by the entity differs from the metric specified in that source	95
50(b)	Whether the metric is an absolute measure, a measure expressed in relation to another metric or a qualitative measure (such as red, amber, green – or RAG – status	30-36
50(c)	Whether the metric is validated by a third party and, if so, which party	150-153
51(a)	The metric used to set the target and monitor progress towards reaching the target	96
51(b)	The specific quantitative or qualitative target the entity has set or is required to meet	95
51(c)	The period over which the target applies	95
51(d)	The base period from which progress is measured.	95
51(e)	Any milestones and interim targets.	30-36
51(f)	Performance against each target and an analysis of trends or changes in the entity's performance	30-36
51(g)	Any revisions to the target and an explanation for those revisions.	30-36



IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number
	GOVERNANCE	
6(a)(i)	6(a) The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the entity shall identify that body(s) or individual(s) and disclose information about: How responsibilities for climate-related risks and opportunities are reflected in the terms of reference, mandates, role descriptions and other related policies applicable to that body(s) or individual(s)	17-18
6(a)(ii)	How the body(s) or individual(s) determined whether appropriate skills and competencies will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	14-16
6(a)(iii)	How and how often the body(s) or individual(s) is informed about climate-related risks and opportunities;	18
6(a)(iv)	How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	18
6(a)(v)	How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities and monitors progress towards those targets (see paragraph 33-36), including whether and how related performance metrics are included in remuneration policies (see paragraph 29(g))	16, 82
6(b)(i)	Disclose information about management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about Whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee;	18
6(b)(ii)	Whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions	19-20

IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number		
	STRATEGY			
9(a)	The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	85-90		
9(b)	The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain.	87		
9(c)	The effects of those climate-related risks and opportunities on the entity's strategy and decision-making, including information about its climate-related transition plan.	19-20		
9(d)	The effects of those climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period and their anticipated effects on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning.	85-91		
9(e)	The climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities.	14-16		
10(a)	An entity shall disclose information that enables users of general- purpose financial reports to understand the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects. Specifically, the entity shall:  Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects;	85-91		
10(b)	Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk;	87		
10(c)	Specify, for each climate-related risk and opportunity the entity has identified, over which time horizons—short, medium, or long term—the effects of each climate-related risk and opportunity could reasonably be expected to occur;	87		
10(d)	Explain how the entity defines 'short term', 'medium term' and 'long term' and how these definitions are linked to the planning horizons used by the entity for strategic decision making.	30		



IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number
	STRATEGY	
13(a)	An entity shall disclose information that enables users of general purpose financial reports to understand the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain. Specifically, the entity shall disclose:  A description of the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.	85-91
13(b)	A description of where in the entity's business model and value chain sustainability-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	85-91
14(a)(i)	Disclose information about how the entity has responded to and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the entity plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the entity shall disclose information about: Current and anticipated changes to the entity's business model, including its resource allocation, to address climate-related risks and opportunities (for example, these changes could include plans to manage or decommission carbon-, energy- or water-intensive operations; resource allocations resulting from demand or supply-chain changes; resource allocations arising from business development through capital expenditure or additional expenditure on research and development; and acquisitions or divestments);	88-102
14(a)(ii)	Current and anticipated direct mitigation and adaptation efforts (for example, through changes in production processes or equipment, relocation of facilities, workforce adjustments and changes in product specifications);	85-91
14(a)(iii)	Current and anticipated indirect mitigation and adaptation efforts (for example, through working with customers and supply chains);	85-91
14(a)(iv)	Any climate-related transition plan the entity has, including information about key assumptions used in developing its transition plan and dependencies on which the entity's transition plan relies;	102

IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number
	STRATEGY	
14(a)(v)	How the entity plans to achieve any climate-related targets, including any greenhouse gas emissions targets, described in accordance with paragraphs 33-36.	91-93
14(b)	How the entity is resourcing and plans to resource, the activities disclosed in accordance with 14(a).	90-91
14(c)	Quantitative and qualitative information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 14(a).	92
15(a)	The effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows for the reporting period (current financial effects).	85 - 91
15(b)	The anticipated effects of climate-related risks and opportunities on the entity's financial position, financial performance and cash flows over the short, medium and long term, taking into consideration how climate-related risks and opportunities are included in the entity's financial planning (anticipated financial effects).	85 - 91
16(a)	How climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period.	85 - 91
16(b)	The climate-related risks and opportunities identified in paragraph 16(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	85 - 91
16(c)(i)	Specifically, an entity shall disclose quantitative and qualitative information about how the entity expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:  Its investment and disposal plans (for example, plans for capital expenditure, major acquisitions and divestments, joint ventures, business transformation, innovation, new business areas and asset retirements), including plans the entity is not contractually committed to; and	85 - 91

IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number
	STRATEGY	
16(c)(ii)	Its planned sources of funding to implement its strategy	85 - 91
16(d)	An entity shall disclose quantitative and qualitative information about How the entity expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities (for example, increased revenue from products and services aligned with a lower-carbon economy; costs arising from physical damage to assets from climate events; and expenses associated with climate adaptation or mitigation).	85 - 91
21(b)	Provide qualitative information about those financial effects, including identifying line items, totals and subtotals within the related financial statements that are likely to be affected, or have been affected, by that climate-related risk or opportunity; and	_
22(b)(i)(1)	How and when the climate-related scenario analysis was carried out, including information about the inputs the entity used, including:  Which climate-related scenarios the entity used for the analysis and the sources of those scenarios;	85-87
22(b)(i)(2)	Whether the analysis included a diverse range of climate-related scenarios;	85-87
22(b)(i) (3)	Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks;	87
22(b)(i)(4)	Whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change;	85
22(b)(i)(5)	Why the entity decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties;	85
22(b)(i)(6)	The time horizons the entity used in the analysis; and	85
22(b)(i)(7)	What scope of operations the entity used in the analysis (for example, the operating locations and business units used in the analysis);	3
22(b)(ii)(1)	The key assumptions the entity made in the analysis, including assumptions about:  Climate-related policies in the jurisdictions in which the entity operates;	86
22(b)(ii)(2)	Macroeconomic trends;	86

IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number				
STRATEGY						
22(b)(ii)(3)	National- or regional-level variables (for example, local weather patterns, demographics, land use, infrastructure and availability of natural resources).	86				
22(b)(ii)(4)	Energy usage and mix.	99				
22(b)(ii)(5)	Developments in technology.	85				
22(b)(iii)	The reporting period in which the climate-related scenario analysis was carried out.	85				
	RISK MANAGEMENT					
25(a)(i)	The processes and related policies the entity uses to identify, assess, prioritise and monitor climate-related risks, including information about: The inputs and parameters the entity uses (for example, information about data sources and the scope of operations covered in the processes);	19				
25(a)(ii)	Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks;	85-86				
25(a)(iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the entity considers qualitative factors, quantitative thresholds or other criteria);	20				
25(a)(iv)	Whether and how the entity prioritizes climate-related risks relative to other types of risk;	19-20				
25(a)(v)	How the entity monitors climate-related risks; and	19-20				
25(a)(vi)	Whether and how the entity has changed the processes it uses compared with the previous reporting period;	20				
25(b)	The processes the entity uses to identify, assess, priorities and monitor climate-related opportunities, including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities; and	85-86				
25(c)	The extent to which and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	20				



IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number
	METRICS AND TARGETS	
29(a)(i)(1)	An entity shall disclose information relevant to the cross-industry metric categories of: greenhouse gases—the entity shall Disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO <sub>2</sub> equivalent (see paragraphs B19-B22), classified as: Scope 1 greenhouse gas emissions;	92
29(a)(i)(2)	Scope 2 greenhouse gas emissions; and	92
29(a)(i)(3)	Scope 3 greenhouse gas emissions.	92
29(a)(ii)	Measure its greenhouse gas emissions in accordance with the greenhouse gas protocol: a corporate accounting and reporting standard (2004) unless required by a jurisdictional authority or an exchange on which the entity is listed to use a different method for measuring its greenhouse gas emissions (see paragraphs b23-b25);	95
29(a)(iii)(1)	Disclose the approach it uses to measure its greenhouse gas emissions (see paragraphs b26-b29) including: the measurement approach, inputs and assumptions the entity uses to measure its greenhouse gas emissions;	95
29(a)(iii)(2)	The reason why the entity has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions.	95
29(a)(iii)(3)	Any changes the entity made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	20
29(a)(iv)(1)	For Scope 1 and Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(1)-(2), disaggregate emissions between: The consolidated accounting group.	95-98
29(a)(iv)(2)	Other investees excluded from paragraph 29(a)(iv)(1) (for example, for an entity applying IFRS Accounting Standards, these investees would include associates, joint ventures and unconsolidated subsidiaries).	_
29(a)(v)	Location-based Scope 2 greenhouse gas emissions and the information about any contractual instruments that is necessary to inform users' understanding of the entity's Scope 2 greenhouse gas emissions.	88, 92, 96, 99

IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number				
METRICS AND TARGETS						
29(a)(vi)(1)	For scope 3 greenhouse gas emissions disclosed in accordance with paragraph 29(a)(i)(3) and with reference to paragraphs b32-b57:  The categories included within the entity's measure of scope 3 greenhouse gas emissions, in accordance with the scope 3 categories described in the greenhouse gas protocol corporate value chain (scope 3) accounting and reporting standard (2011).	95-98				
29(a)(vi)(2)	Additional information about the entity's Category 15 greenhouse gas emissions or those associated with its investments (financed emissions), if the entity's activities include asset management, commercial banking or insurance.	_				
29(b)	Climate-related transition risks—the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	85-91				
29(c)	Climate-related physical risks—the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	85-91				
29(d)	Climate-related opportunities—the amount and percentage of assets or business activities aligned with climate-related opportunities.	85-91				
29(e)	Capital deployment—the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	30				
29(f)(i)	Internal carbon prices, including the information about: An explanation of whether and how the entity is applying a carbon price in decision-making (for example, investment decisions, transfer pricing and scenario analysis).	102				
29(f)(ii)	The price for each metric tonne of greenhouse gas emissions the entity uses to assess the costs of its greenhouse gas emissions.	102				
29(g)(i)	Remuneration, including the information about:  A description of whether and how climate-related considerations are factored into executive remuneration (see also paragraph 6(a)(v)).	16, 82				
29(g)(ii)	The percentage of executive management remuneration recognised in the current period that is linked to climaterelated considerations.	82				



IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number
	METRICS AND TARGETS	
33(a)	An entity shall disclose the quantitative and qualitative climate- related targets it has set to monitor progress towards achieving its strategic goals and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the entity shall disclose: the metric used to set the target (see paragraphs B66-B67);	92
33(b)	The objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	94-95
33(c)	The part of the entity to which the target applies (for example, whether the target applies to the entity in its entirety or only a part of the entity, such as a specific business unit or specific geographical region);	92-93
33(d)	The Period Over Which The Target Applies;	95
33(e)	The base period from which progress is measured;	95
33(f)	Any milestones and interim targets;	95
33(g)	If the target is quantitative, whether it is an absolute target or an intensity target; and	95
33(h)	How the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	95
34(a)	Whether the target and the methodology for setting the target has been validated by a third party.	94
34(b)	The entity's processes for reviewing the target.	-
34(c)	The metrics used to monitor progress towards reaching the target; and	95
34(d)	Any revisions to the target and an explanation for those revisions.	36
36(a)	For each greenhouse gas emissions target disclosed in accordance with paragraphs 33-35, an entity shall disclose: which greenhouse gases are covered by the target. which greenhouse gases are covered by the target.	97

IFRS S2 Indicator	IFRS S2 Indicator Description	Page Number					
METRICS AND TARGETS							
36(b)	whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target.	95					
36(c)	Whether the target is a gross greenhouse gas emissions target or net greenhouse gas emissions target. If the entity discloses a net greenhouse gas emissions target, the entity is also required to separately disclose its associated gross greenhouse gas emissions target (see paragraphs b68-b69).	95					
36(d)	Whether the target was derived using a sectoral decarbonisation approach.	_					
36(e)(i)	The entity's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits the entity shall disclose information including and with reference to paragraphs b70-b71: the extent to which and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	99					
36(e)(ii)	Which third-party scheme(s) will verify or certify the carbon credits.	_					
36(e)(iii)	The type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals and whether the underlying offset is achieved through carbon reduction or removal.	_					
36(e)(iv)	Any other factors necessary for users of general purpose financial reports to understand the credibility and integrity of the carbon credits the entity plans to use (for example, assumptions regarding the permanence of the carbon offset).	_					



# Sustainability Accounting Standards Board (SASB) - Security and Commodity Exchanges

### Security and Commodity Exchanges Standard Table 1

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Promoting Transparent and Efficient Capital Markets	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility	Quantitative	Number, Minutes	FN-EX-410a.1	For the year 2024, we did NOT suspend any counters/stocks due to or related to volatility or erratic trading. No. of halts related to public release of information: 58  Average duration of halts related to public release of information: 1 hour
	Percentage of trades generated from automated trading systems	Quantitative	Percentage (%)	FN-EX-410a.2	Algorithmic trading from 1 Jan - 31 Dec 2024 constituted 14.22% of traded volume.
	Description of alert policy regarding timing and nature of public release of	Discussion and Analysis	n/a	FN-EX-410a.3	The Exchange may, at any time, halt the trading of any listed securities upon the listed issuer releasing a material announcement (paragraph 16.04 read together with Practice Note 20 of the MAIN Market Listing Requirements).
	information				The listed issuer may also request that trading in its listed securities be suspended if it requires time to prepare and release an announcement relating to material transaction or if the listed issuer intends to make a material announcement or hold a press conference to make the material announcement (paragraph 16.03 read together with Practice Note 2 of the MAIN Market Listing Requirements).
	Description of policy to encourage or require listed companies to publicly disclose environmental, social and governance (ESG) information	Discussion and Analysis	n/a	FN-EX-410a.4	<ul> <li>For disclosures on publishing a Sustainability Statement, listed issuers are required to comply with the following Listing Requirements:</li> <li>Bursa Malaysia Securities Berhad, paragraph 29, Part A; paragraph 14, Part C; and paragraph 15, Part E, of Appendix 9C, MAIN Market Listing Requirements</li> <li>Bursa Malaysia Securities Berhad, paragraph 6.0 of Practice Note 9, Risk Management and Internal Control, Corporate Governance and Sustainability Statement, MAIN Market Listing Requirements</li> <li>Bursa Malaysia Securities Berhad, Practice Note 9A, Saving and Transitional Provisions for Sustainability Statement, MAIN Market Listing Requirements</li> <li>Bursa Malaysia Securities Berhad, paragraph 30, Part A of Appendix 9C, ACE Market Listing Requirements</li> <li>Bursa Malaysia Securities Berhad, paragraph 6.0 of Guidance Note 11, Risk Management and Internal Control, Corporate Governance and Sustainability Statement, ACE Market Listing Requirements</li> <li>Bursa Malaysia Securities Berhad, Guidance Note 11A, Saving and Transitional Provisions for Sustainability Statement, ACE Market Listing Requirements</li> </ul>
Managing Conflicts of Interest	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	Presentation currency	FN-EX-510a.1	As of 31 December 2024, there were no monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice or other related financial laws or regulations.
	Discussion of processes for identifying and assessing conflicts of interest	Discussion and Analysis	n/a	FN-EX-510a.2	Bursa Malaysia has zero tolerance for any conduct that constitutes wrongdoing or malpractice, which may include any breach of ethics as described in the Code of Ethics (COE) or conflict of interest and/or any fraudulent act as may be described in the Anti-Fraud, Bribery and Corruption (AFBC) Policy and Guidelines. To this end, Bursa Malaysia has in place the WPP for its employees and Directors to facilitate the exposure of any violations or improper conduct or wrongdoing within the Group. The WPP is also extended to cover independent individuals sitting as members on the Board Committees.



## Sustainability Accounting Standards Board (SASB) - Security and Commodity Exchanges

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Managing Business Continuity and	(1) Number of significant market disruptions and (2) duration of downtime	Quantitative	Number, Hours	FN-EX-550a.1	No interruptions to the availability of the BSAS system in 2024.
Technology Risks	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	FN-EX-550a.2	There were no material breaches or substantiated complaints concerning cyber security or customer privacy in 2024. We continue to remain vigilant in this area
	·	Discussion and Analysis	n/a	FN-EX-550a.3	To stay vigilant and mitigate against evolving cyber security threats, Bursa Malaysia undertook the below initiatives to strengthen the security controls and processes:
					1. Firewall Automation Implementation is to improve network security by implementing a centralised firewall rule management. This tool will manage and control firewall rules, providing a strong defence against cyber threats. By automating these processes, we can ensure consistent security measures are in place, reduce the chance of human error.
					2. Continuation of Automation/Robotic Process Automation (RPA) Identity and Access Management (IAM) to improve the efficiency and accuracy of Identity and Access Management (IAM) processes, specifically focusing on automating the review of the user access matrix. By leveraging Robotic Process Automation (RPA) technology, the project aims to streamline the time-consuming and error-prone task of manually reviewing and validating user access rights across the key identified systems and applications.

Table 2

<b>Activity Metric</b>	Category	Unit of Measure	Code	Response
Average daily number of trades executed, by product or asset class	Quantitative	Number	FN-EX-000.A	Ordinary (Mother Stock, Rights, Warrants and Preference): 275,883 Real Estate Investment Trusts: 3,077 Structured Warrants: 13,047 Exchange Traded Funds: 66 Exchange Traded Bonds and Sukuk: 1 Loan Stocks: 81 Total: 292,262

Table 2 (cont'd)

Activity Metric	Category	Unit of Measure	Code	Response
Average daily value traded, by product or asset class	Quantitative	Reporting currency	FN-EX-000.B	(OMT + DBT): Ordinary (Mother Stock, Rights, Warrants and Preference): RM3,284.5 million Real Estate Investment Trusts: RM25.4 million Structured Warrants: RM122.7 million Exchange Traded Funds: RM921,965 Exchange Traded Bonds and Sukuk: RM12,484 Loan Stocks: RM1.45 million Total: RM3,436.0 million



## World Federation of Exchanges (WFE) Sustainability Principles Content

Principle	Pages or Comments
Principle 1: Exchanges will work to educate participants in the exchange ecosystem about the importance of sustainability issues	45-62, 66-78
Principle 2: Exchanges will promote the enhanced availability of investor-relevant, decision-useful ESG information	66-78
Principle 3: Exchanges will actively engage with stakeholders to advance the sustainable finance agenda	66-78
Principle 4: Exchanges will provide markets and products that support the scaling-up of sustainable finance and reorientation of financial flows	68-78
Principle 5: Exchanges will establish effective internal governance and operational processes and policies to support their sustainability efforts	17-36



## The Ten Principles of the UN Global Compact Content

Global Compact Principle	Reference
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	17, 36, 124
Principle 2: Make sure that they are not complicit in human rights abuses.	17, 36, 124
Labour	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	112
Principle 4: The elimination of all forms of forced and compulsory labour;	140
Principle 5: The effective abolition of child labour; and	Not applicable
Principle 6: The elimination of discrimination in respect of employment and occupation.	115
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	79-102
Principle 8: Undertake initiatives to promote greater environmental responsibility; and	79-102
Principle 9: Encourage the development and diffusion of environmentally friendly technologies.	42-44
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	105-106

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