



金利資源有限公司
Resources Berhad



SUSTAINABLE GROWTH, EMBRACING TECHNOLOGY.

• INTEGRATED ANNUAL REPORT 2024 •

Sustainability Statement

KEY PERFORMANCE INDICATORS

Environment

Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Number of Entity in Scope			14	17	17
Climate Change					
Energy Consumption (Per Thousand Gigajoules, 000 GJ)					
Diesel, Petrol, Natural Gas & Liquefied Petroleum Gas	Group	000 GJ	364.69	441.78	503.13
	MPM	000 GJ	226.43	295.06	322.14
	ILF	000 GJ	96.30	92.47	106.10
	POCE	000 GJ	38.84	37.85	40.35
	CVS	000 GJ	3.12	16.40	34.54
Purchased Electricity	Group	000 GJ	505.78	612.89	681.07
	MPM	000 GJ	216.57	228.45	246.70
	ILF	000 GJ	121.46	114.37	121.48
	POCE	000 GJ	2.37	5.72	5.55
	CVS	000 GJ	165.38	264.35	307.34
Renewable Energy (Solar, Biogas & Biomass)	Group	000 GJ	776.22	841.91	977.51
	MPM	000 GJ	742.72	806.14	939.43
	ILF	000 GJ	1.75	17.13	15.54
	POCE	000 GJ	30.93	18.03	18.49
	CVS	000 GJ	0.82	0.61	4.05
Total Energy Consumption	Group	000 GJ	1,646.69	1,896.58	2,161.71
	MPM	000 GJ	1,185.72	1,329.65	1,508.27
	ILF	000 GJ	219.51	223.97	243.12
	POCE	000 GJ	72.14	61.60	64.39
	CVS	000 GJ	169.32	281.37	345.93
Energy Consumption Intensity	Group	GJ/ RM Mil Revenue	459.00	439.76**	484.88
	MPM	GJ/ RM Mil Revenue	1,233.85	1,213.53	1,336.64
	ILF	GJ/ RM Mil Revenue	143.32	121.76	132.11
	POCE	GJ/ RM Mil Revenue	129.63	110.54	116.65
	CVS	GJ/ RM Mil Revenue	265.72	310.09	318.17

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Climate Change					
GHG Emissions (Per Thousand Tonnes, 000 tCO₂e)					
Scope 1 (Diesel, Petrol, Natural Gas & Liquefied Petroleum Gas)	Group	000 tCO ₂ e	26.52	35.51	36.10
	MPM	000 tCO ₂ e	16.38	23.92	23.36
	ILF	000 tCO ₂ e	7.06	7.59	7.77
	POCE	000 tCO ₂ e	2.87	3.07	2.96
	CVS	000 tCO ₂ e	0.21	0.93	2.01
Scope 2 (Purchased Electricity)	Group	000 tCO ₂ e	86.85	107.31	117.54
	MPM	000 tCO ₂ e	37.21	40.55	42.38
	ILF	000 tCO ₂ e	19.85	18.93	19.67
	POCE	000 tCO ₂ e	0.44	0.91	0.94
	CVS	000 tCO ₂ e	29.35	46.92	54.55
Total GHG Emissions	Group	000 tCO ₂ e	113.37	142.82	153.64
	MPM	000 tCO ₂ e	53.59	64.47	65.74
	ILF	000 tCO ₂ e	26.91	26.51	27.44
	POCE	000 tCO ₂ e	3.31	3.98	3.90
	CVS	000 tCO ₂ e	29.56	47.85	56.56
GHG Emissions Intensity	Group	tCO ₂ e/ RM Mil Revenue	31.61	31.89**	34.46
	MPM	tCO ₂ e/ RM Mil Revenue	55.77	57.04	58.26
	ILF	tCO ₂ e/ RM Mil Revenue	17.57	13.88	14.91
	POCE	tCO ₂ e/ RM Mil Revenue	5.96	6.56	7.06
	CVS	tCO ₂ e/ RM Mil Revenue	46.39	51.57	52.03
GHG Emissions Avoidance					
Renewable Energy (Solar & Biogas)	Group	000 tCO ₂ e	26.81	25.15	25.79
	MPM	000 tCO ₂ e	5.80	6.83	7.19
	ILF	000 tCO ₂ e	0.31	2.97	2.66
	POCE	000 tCO ₂ e	20.56	15.24	15.22
	CVS	000 tCO ₂ e	0.14	0.11	0.72

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Water Security					
Total Water Withdrawal by Source (Per Thousand Cubic Meter, 000 m³)					
Source from Municipal Water	Group	000 m ³	1,932.30	2,056.44	2,169.35
	MPM	000 m ³	1,490.04	1,538.52	1,579.92
	ILF	000 m ³	280.02	276.65	277.77
	POCE	000 m ³	14.94	16.32	18.22
	CVS	000 m ³	147.30	224.95	293.44
Source from Groundwater	Group	000 m ³	539.60	548.99	549.87
	ILF	000 m ³	535.42	544.81	545.91
	POCE	000 m ³	4.18	4.18	3.96
Source from River Water	Group	000 m ³	416.23	342.25	327.90
	MPM	000 m ³	74.16	91.53	97.50
	ILF	000 m ³	38.56	35.76	44.03
	POCE	000 m ³	303.51	214.96	186.37
Source from Lake Water	Group	000 m ³	36.46	33.08	38.81
	ILF	000 m ³	36.46	33.08	38.81
Total Water Withdrawal	Group	000 m ³	2,924.59	2,980.76	3,085.93
	MPM	000 m ³	1,564.21	1,630.05	1,677.42
	ILF	000 m ³	890.46	890.30	906.52
	POCE	000 m ³	322.62	235.46	208.55
	CVS	000 m ³	147.30	224.95	293.44
Water Withdrawal Intensity	Group	m ³ / RM Mil Revenue	815.21	697.05**	692.18
	MPM	m ³ / RM Mil Revenue	1,627.71	1,494.44	1,486.54
	ILF	m ³ / RM Mil Revenue	581.36	473.08	492.60
	POCE	m ³ / RM Mil Revenue	579.68	428.57	377.79
	CVS	m ³ / RM Mil Revenue	231.17	261.26	269.90

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Water Security					
Alternative Water Withdrawal Solutions					
Source from Rainwater	Group	000 m ³	4.03	6.75	5.07
	ILF	000 m ³	4.03	6.75	4.96
	CVS	000 m ³	-	-	0.11
Number of Sites Operated in Water-Stressed Areas	Group	Number	0	0	0
Pollution and Resources					
Effluent Management					
Water Discharge to Surface Water	Group	000 m ³	857.66	990.22	1,138.53
	MPM	000 m ³	604.57	699.34	791.90
	ILF	000 m ³	86.95	106.51	128.56
	POCE	000 m ³	122.85	80.19	83.37
	CVS	000 m ³	43.29	104.18	134.70
Water Discharge Intensity	Group	m ³ / RM Mil Revenue	239.06	231.56	255.38
	MPM	m ³ / RM Mil Revenue	629.11	641.15	701.79
	ILF	m ³ / RM Mil Revenue	56.77	56.60	69.86
	POCE	m ³ / RM Mil Revenue	220.74	145.95	151.02
	CVS	m ³ / RM Mil Revenue	67.93	120.99	123.90

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Waste Management					
Hazardous Waste Generation					
Chemical Waste	Group	MT	2.59	4.32	5.14
	MPM	MT	0.62	2.91	1.07
	ILF	MT	0.53	1.06	0.31
	POCE	MT	1.44	0.35	3.76
	CVS	MT	-	-	-
Medical Waste	Group	MT	7.10	1.95	2.65
	MPM	MT	0.64	0.45	0.01
	ILF	MT	5.48	1.31	2.64
	POCE	MT	-	-	-
	CVS	MT	0.98	0.19	-
Mercury/ E-Wastes	Group	MT	0.17	0.64	0.60
	MPM	MT	0.17	0.57	0.38
	ILF	MT	-	-	0.19
	POCE	MT	-	-	-
	CVS	MT	-	0.07	0.03
Used Oil	Group	MT	22.49	15.22	26.48
	MPM	MT	10.35	10.36	12.39
	ILF	MT	0.86	1.52	1.38
	POCE	MT	11.28	3.34	12.71
	CVS	MT	-	-	-
Total Hazardous Waste Generated		MT	32.35	22.13	34.87
Non-Hazardous Waste Generation**					
Recyclable Waste	Group	000 MT	1.06	1.30	1.54
	MPM	000 MT	0.68	0.67	0.66
	ILF	000 MT	0.17	0.24	0.35
	POCE	000 MT	0.10	0.20	0.32
	CVS	000 MT	0.11	0.19	0.21

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Waste Management					
Non-Hazardous Waste Generation					
Municipal Solid Waste	Group	000 MT	3.10	4.22	5.31
	MPM	000 MT	1.35	1.82	2.32
	ILF	000 MT	0.46	0.46	0.45
	POCE	000 MT	0.12	0.11	0.13
	CVS	000 MT	1.18	1.83	2.41
Organic Waste	Group	000 MT	28.58	33.00	37.21
	MPM	000 MT	21.28	25.58	25.74
	ILF	000 MT	3.53	3.75	3.14
	POCE	000 MT	3.61	3.30	7.92
	CVS	000 MT	0.16	0.37	0.41
Food/ Feed Waste	Group	000 MT	2.98	2.91	3.24
	MPM	000 MT	1.74	1.42	1.61
	ILF	000 MT	0.29	0.35	0.40
	POCE	000 MT	-	-	-
	CVS	000 MT	0.95	1.14	1.23
Chicken Manure	Group	000 MT	134.30	134.09	134.32
	ILF	000 MT	134.30	134.09	134.32
Empty Fruit Bunch	Group	000 MT	42.08	27.34	29.90
	POCE	000 MT	42.08	27.34	29.90
Others	Group	000 MT	0.70	0.82	0.86
	POCE	000 MT	0.70	0.82	0.86
	CVS	000 MT	-	-	0.00
Non-Hazardous Waste Generation Intensity	Group	MT/ RM Mil Revenue	59.32	47.63	47.63
	MPM	MT/ RM Mil Revenue	26.06	27.04	26.88
	ILF	MT/ RM Mil Revenue	90.59	73.80	75.34
	POCE	MT/ RM Mil Revenue	83.74	57.83	70.87
	CVS	MT/ RM Mil Revenue	3.77	4.09	3.93
Total Non-Hazardous Waste Generated		000 MT	212.81	203.68	212.37
Total Waste Generated		000 MT	212.81	203.68	212.37

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Waste Management					
Hazardous Waste Disposal					
Recovery	Group	MT	23.00	16.43	31.09
	MPM	MT	10.71	10.82	13.26
	ILF	MT	0.86	1.92	1.60
	POCE	MT	11.44	3.69	16.23
	CVS	MT	-	-	-
Incineration	Group	MT	3.44	2.95	0.76
	MPM	MT	0.49	2.73	0.41
	ILF	MT	0.68	0.03	0.08
	POCE	MT	1.28	0.30	0.24
	CVS	MT	0.98	0.19	0.03
Landfill	Group	MT	5.69	2.14	2.90
	MPM	MT	0.41	0.24	0.06
	ILF	MT	5.28	1.90	2.84
	POCE	MT	-	-	-
	CVS	MT	-	-	-
Physical & Chemical Treatment	Group	MT	0.12	0.17	0.07
	MPM	MT	0.07	0.06	0.07
	ILF	MT	0.05	0.04	-
	POCE	MT	-	-	-
	CVS	MT	-	0.07	-
Solidification	Group	MT	0.10	0.37	0.05
	MPM	MT	0.10	0.37	0.05
Others	Group	MT	-	0.07	-
	MPM	MT	-	0.07	-
Total Hazardous Waste Diverted from Disposal		MT	23.00	16.43	31.09
Total Hazardous Waste Directed to Disposal		MT	9.34	5.7	3.78

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Indicator	Business Pillar	Unit of Measurement	FY2022*	FY2023	FY2024
Waste Management					
Non-Hazardous Waste Disposal					
Reuse	Group	000 MT	-	-	0.01
	CVS	000 MT	-	-	0.01
Recycle	Group	000 MT	1.07	1.29	1.54
	MPM	000 MT	0.68	0.67	0.66
	ILF	000 MT	0.17	0.24	0.35
	POCE	000 MT	0.10	0.20	0.32
	CVS	000 MT	0.12	0.18	0.21
Recovery	Group	000 MT	78.06	65.52	77.48
	MPM	000 MT	21.75	25.69	26.64
	ILF	000 MT	9.47	7.55	11.70
	POCE	000 MT	46.39	31.47	38.68
	CVS	000 MT	0.45	0.81	0.46
Composting	Group	000 MT	125.63	127.41	123.43
	ILF	000 MT	125.63	127.41	123.43
Incineration	Group	000 MT	0.28	0.26	0.24
	ILF	000 MT	0.28	0.26	0.24
Landfill	Group	000 MT	7.77	9.20	9.67
	MPM	000 MT	2.62	3.13	3.03
	ILF	000 MT	3.21	3.43	2.93
	POCE	000 MT	0.12	0.11	0.12
	CVS	000 MT	1.82	2.53	3.59
Total Non-Hazardous Waste Diverted from Disposal		000 MT	204.76	194.22	202.46
Total Non-Hazardous Waste Directed to Disposal		000 MT	8.05	9.46	9.91
Total Waste Diverted from Disposal		000 MT	204.79	194.24	202.48
Total Waste Directed to Disposal		000 MT	8.05	9.47	9.92
Number of non-compliance cases with environmental laws, regulations and standards for air emissions, quality of effluent discharge and management of hazardous waste		Number	0	0	0

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Social

Indicator	Unit of Measurement	FY2022	FY2023	FY2024
Labour Standards				
Workplace Grievance and Harassment Handling				
Number of Substantiated Complaints Concerning Human Rights Violations	Case	0	0	0
Number of Substantiated Complaints Concerning Harassment	Case	2	2	2

Indicator	FY2022		FY2023		FY2024			
	Number	Percentage	Number	Percentage	Number	Percentage		
Talent Management								
Board Diversity								
By Age Group	40 to 50	2	15.4%	2	15.4%	2	18.2%	
	Over 50	11	84.6%	11	84.6%	9	81.8%	
By Gender	Male	8	61.5%	8	61.5%	7	63.6%	
	Female	5	38.5%	5	38.5%	4	36.4%	
By Ethnicity	Chinese	12	92.3%	12	92.3%	10	90.9%	
	Malay	1	7.7%	1	7.7%	1	9.1%	
Total Number of Directors on the Board		13		13		11		
Workforce Diversity								
By Gender Group and Employment Type**								
Male	Permanent	Group	3,111	41.3%	3,441	38.4%	3,356	34.5%
		MPM	815	10.8%	842	9.4%	836	8.6%
		ILF	667	8.9%	950	10.6%	875	9.0%
		POCE	274	3.6%	504	5.6%	397	4.1%
		CVS	1,355	18.0%	1,145	12.8%	1,248	12.8%
	Contract	Group	1,235	16.4%	2,015	22.5%	2,492	25.7%
		MPM	734	9.8%	1,055	11.8%	761	7.8%
		ILF	325	4.3%	237	2.7%	485	5.0%
		POCE	154	2.0%	48	0.5%	192	2.0%
		CVS	22	0.3%	675	7.5%	1,054	10.9%
Female	Permanent	Group	2,785	37.0%	2,516	25.6%	2,752	28.3%
		MPM	765	10.2%	740	8.3%	753	7.7%
		ILF	394	5.2%	469	2.8%	390	4.0%
		POCE	101	1.3%	180	2.0%	161	1.7%
		CVS	1,525	20.3%	1,127	12.6%	1,448	14.9%
	Contract	Group	399	5.3%	984	10.7%	1,121	11.5%
		MPM	237	3.2%	291	3.3%	293	3.0%
		ILF	94	1.2%	28	0.0%	103	1.1%
		POCE	33	0.4%	8	0.1%	33	0.3%
		CVS	35	0.5%	657	7.3%	692	7.1%

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Indicator	Pillar		FY2022*		FY2023		FY2024	
			Number	Percentage	Number	Percentage	Number	Percentage
Workforce Diversity								
By Gender Group and Nationality**								
Male	Local	Group	2,947	39.1%	3,448	38.5%	3,770	38.7%
		MPM	822	10.9%	840	9.4%	866	8.9%
		ILF	605	8.0%	656	7.4%	671	6.9%
		POCE	285	3.8%	434	4.9%	456	4.7%
		CVS	1,235	16.4%	1,518	16.9%	1,777	18.2%
	Foreign	Group	1,399	18.6%	2,008	22.4%	2,077	21.4%
		MPM	727	9.7%	1,057	11.8%	731	7.5%
		ILF	387	5.1%	531	5.9%	688	7.1%
		POCE	143	1.9%	118	1.3%	133	1.4%
		CVS	142	1.9%	302	3.4%	525	5.4%
Female	Local	Group	2,727	36.2%	2,965	33.1%	3,254	33.5%
		MPM	775	10.3%	750	8.4%	778	8.0%
		ILF	379	5.0%	395	4.4%	384	4.0%
		POCE	104	1.4%	163	1.8%	170	1.7%
		CVS	1,469	19.5%	1,657	18.5%	1,922	19.8%
	Foreign	Group	457	6.1%	531	6.0%	620	6.4%
		MPM	227	3.0%	281	3.1%	268	2.8%
		ILF	109	1.5%	102	1.1%	110	1.1%
		POCE	30	0.4%	25	0.3%	24	0.3%
		CVS	91	1.2%	127	1.4%	218	2.2%

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Indicator	Pillar	FY2022		FY2023		FY2024		
		Number	Percentage	Number	Percentage	Number	Percentage	
Workforce Diversity								
By Gender Group and Age**								
Male	Over 50	Group	298	4.0%	317	3.5%	327	3.4%
		MPM	112	1.5%	120	1.3%	115	1.2%
		ILF	119	1.6%	125	1.4%	128	1.3%
		POCE	62	0.8%	65	0.7%	76	0.8%
		CVS	5	0.1%	7	0.1%	8	0.1%
	30 to 50	Group	1,831	24.3%	2,823	31.5%	2,413	24.8%
		MPM	721	9.6%	1,001	11.2%	788	8.1%
		ILF	523	7.0%	306	3.4%	689	7.1%
		POCE	252	3.3%	333	3.7%	314	3.2%
		CVS	335	4.4%	1,183	13.2%	622	6.4%
	Under 30	Group	2,211	29.4%	2,316	25.9%	3,107	32.0%
		MPM	716	9.5%	776	8.7%	694	7.1%
		ILF	350	4.7%	756	8.5%	542	5.6%
		POCE	114	1.5%	154	1.7%	199	2.1%
		CVS	1,031	13.7%	630	7.0%	1,672	17.2%
Female	Over 50	Group	152	2.0%	170	1.9%	169	1.7%
		MPM	77	1.0%	92	1.0%	93	1.0%
		ILF	60	0.8%	64	0.7%	55	0.5%
		POCE	11	0.1%	9	0.1%	15	0.1%
		CVS	4	0.1%	5	0.1%	6	0.1%
	30 to 50	Group	1,253	16.7%	1,480	16.5%	1,628	16.7%
		MPM	542	7.2%	590	6.6%	599	6.1%
		ILF	253	3.4%	258	2.9%	268	2.8%
		POCE	90	1.2%	127	1.4%	126	1.3%
		CVS	368	4.9%	505	5.6%	635	6.5%
	Under 30	Group	1,777	23.6%	1,850	20.7%	2,077	21.4%
		MPM	383	5.1%	349	3.9%	354	3.6%
		ILF	175	2.3%	175	2.0%	171	1.8%
		POCE	33	0.4%	52	0.6%	53	0.6%
		CVS	1,186	15.8%	1,274	14.2%	1,499	15.4%

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Indicator	Pillar	FY2022		FY2023		FY2024		
		Number	Percentage	Number	Percentage	Number	Percentage	
Workforce Diversity								
By Gender Group and Job Category								
Male	Management	Group	162	2.2%	183	2.0%	211	2.2%
		MPM	34	0.5%	37	0.4%	41	0.4%
		ILF	43	0.6%	34	0.4%	42	0.5%
		POCE	33	0.4%	60	0.6%	61	0.6%
		CVS	52	0.7%	52	0.6%	67	0.7%
	Executive	Group	328	4.4%	461	5.2%	481	5.0%
		MPM	64	0.8%	63	0.7%	64	0.7%
		ILF	27	0.4%	33	0.4%	36	0.4%
		POCE	73	1.0%	128	1.4%	143	1.5%
		CVS	164	2.2%	237	2.7%	238	2.4%
	Non-Executive	Group	3,856	51.2%	4,812	53.7%	5,155	53.0%
		MPM	1,451	19.3%	1,797	20.1%	1,492	15.3%
		ILF	922	12.2%	1,120	12.5%	1,281	13.2%
		POCE	322	4.3%	364	4.0%	385	4.0%
		CVS	1,161	15.4%	1,531	17.1%	1,997	20.5%
Female	Management	Group	130	1.7%	166	1.9%	197	2.0%
		MPM	37	0.5%	42	0.5%	40	0.4%
		ILF	17	0.2%	19	0.2%	24	0.2%
		POCE	17	0.2%	30	0.3%	34	0.4%
		CVS	59	0.8%	75	0.9%	99	1.0%
	Executive	Group	314	4.1%	450	5.0%	465	4.8%
		MPM	79	1.0%	76	0.9%	78	0.8%
		ILF	41	0.5%	40	0.4%	50	0.5%
		POCE	28	0.4%	70	0.8%	64	0.7%
		CVS	166	2.2%	264	2.9%	273	2.8%
	Non-Executive	Group	2,740	36.4%	2,884	32.2%	3,212	33.0%
		MPM	886	11.8%	913	10.2%	928	9.5%
		ILF	430	5.7%	438	4.9%	420	4.3%
		POCE	89	1.2%	88	1.0%	96	1.0%
		CVS	1,335	17.7%	1,445	16.1%	1,768	18.2%

Sustainability Statement

Indicator	Pillar	FY2022		FY2023		FY2024		
		Number	Percentage	Number	Percentage	Number	Percentage	
Workforce Diversity								
By Age Group and Job Category								
Management	Over 50	Group	-	-	-	-	73	0.7%
		MPM	-	-	-	-	25	0.3%
		ILF	-	-	-	-	24	0.2%
		POCE	-	-	-	-	20	0.2%
		CVS	-	-	-	-	4	0.0%
	30 to 50	Group	-	-	-	-	312	3.2%
		MPM	-	-	-	-	56	0.6%
		ILF	-	-	-	-	39	0.4%
		POCE	-	-	-	-	71	0.7%
		CVS	-	-	-	-	146	1.5%
	Under 30	Group	-	-	-	-	23	0.2%
		MPM	-	-	-	-	0	0.0%
		ILF	-	-	-	-	3	0.0%
		POCE	-	-	-	-	4	0.0%
		CVS	-	-	-	-	16	0.2%
Executive	Over 50	Group	-	-	-	-	38	0.4%
		MPM	-	-	-	-	19	0.2%
		ILF	-	-	-	-	5	0.1%
		POCE	-	-	-	-	11	0.1%
		CVS	-	-	-	-	3	0.0%
	30 to 50	Group	-	-	-	-	551	5.7%
		MPM	-	-	-	-	92	0.9%
		ILF	-	-	-	-	50	0.5%
		POCE	-	-	-	-	117	1.2%
		CVS	-	-	-	-	292	3.0%
	Under 30	Group	-	-	-	-	357	3.7%
		MPM	-	-	-	-	31	0.3%
		ILF	-	-	-	-	31	0.3%
		POCE	-	-	-	-	79	0.8%
		CVS	-	-	-	-	216	2.2%

Sustainability Statement

Indicator	Pillar	FY2022		FY2023		FY2024		
		Number	Percentage	Number	Percentage	Number	Percentage	
Workforce Diversity								
By Age Group and Job Category								
Non-Executive	Over 50	Group	-	-	-	-	385	4.0%
		MPM	-	-	-	-	164	1.7%
		ILF	-	-	-	-	154	1.6%
		POCE	-	-	-	-	60	0.6%
		CVS	-	-	-	-	7	0.1%
	30 to 50	Group	-	-	-	-	3178	32.7%
		MPM	-	-	-	-	1,239	12.7%
		ILF	-	-	-	-	868	8.9%
		POCE	-	-	-	-	252	2.6%
		CVS	-	-	-	-	819	8.4%
	Under 30	Group	-	-	-	-	4,804	49.4%
		MPM	-	-	-	-	1,017	10.5%
		ILF	-	-	-	-	679	7.0%
		POCE	-	-	-	-	169	1.7%
		CVS	-	-	-	-	2,939	30.2%
Total Number of Employees		7,530		8,956		9,721		
Relative Pay by Gender								
Male		1		0.99		0.99		
Female		1		1.01		1.02		

Sustainability Statement

Indicator	Pillar	FY2022		FY2023		FY2024			
		Number	Percentage	Number	Percentage	Number	Percentage		
Talent Management									
New Hires									
By Gender	Male	Group	2,763	53.1%	4,511	58.7%	3,334	58.3%	
		MPM	555	10.7%	1,310	17.0%	458	8.0%	
		ILF	312	6.0%	518	6.7%	506	8.9%	
		POCE	84	1.6%	127	1.7%	160	2.8%	
		CVS	1,812	34.8%	2,556	33.3%	2,210	38.6%	
	Female	Group	2,437	46.9%	3,175	41.3%	2,384	41.7%	
		MPM	257	4.9%	387	5.0%	252	4.4%	
		ILF	154	3.0%	169	2.2%	115	2.0%	
		POCE	34	0.7%	34	0.5%	45	0.8%	
		CVS	1,992	38.3%	2,585	33.6%	1,972	34.5%	
	By Age Group	Over 50	Group	34	0.7%	61	0.8%	41	0.7%
			MPM	20	0.4%	26	0.3%	14	0.2%
			ILF	9	0.2%	16	0.2%	12	0.2%
			POCE	2	0.0%	6	0.1%	11	0.2%
			CVS	3	0.1%	13	0.2%	4	0.1%
30 to 50		Group	921	17.7%	1,991	25.9%	1,196	20.9%	
		MPM	235	4.5%	735	9.6%	221	3.9%	
		ILF	125	2.4%	192	2.5%	206	3.6%	
		POCE	45	0.9%	64	0.8%	77	1.3%	
		CVS	516	9.9%	1,000	13.0%	692	12.1%	
Under 30		Group	4,245	81.6%	5,634	73.3%	4,481	78.4%	
		MPM	557	10.7%	936	12.2%	475	8.3%	
		ILF	332	6.4%	479	6.2%	403	7.1%	
		POCE	71	1.3%	91	1.2%	117	2.0%	
		CVS	3,285	63.2%	4,128	53.7%	3,486	61.0%	
Total Number of New Hires			5,200		7,686		5,718		

Sustainability Statement

Indicator	Pillar	FY2022		FY2023		FY2024		
		Number	Percentage	Number	Percentage	Number	Percentage	
Talent Management								
Turn Over								
By Gender	Male	Group	2,408	53.1%	3,316	54.9%	3,093	59.9%
		MPM	379	8.3%	958	15.9%	743	14.4%
		ILF	325	7.2%	314	5.2%	319	6.2%
		POCE	86	1.9%	135	2.2%	113	2.2%
		CVS	1,618	35.7%	1,909	31.6%	1,918	37.1%
	Female	Group	2,125	46.9%	2,727	45.1%	2,069	40.1%
		MPM	310	6.8%	334	5.5%	238	4.6%
		ILF	164	3.6%	141	2.4%	108	2.1%
		POCE	35	0.8%	44	0.7%	36	0.7%
		CVS	1,616	35.7%	2,208	36.5%	1,687	32.7%
By Age Group	Over 50	Group	151	3.3%	106	1.8%	93	1.8%
		MPM	25	0.5%	48	0.8%	41	0.8%
		ILF	34	0.7%	27	0.5%	32	0.6%
		POCE	12	0.3%	20	0.3%	14	0.3%
		CVS	80	1.8%	11	0.2%	6	0.1%
	30 to 50	Group	1,081	23.9%	1,518	25.1%	1,358	26.3%
		MPM	207	4.6%	530	8.8%	452	8.8%
		ILF	146	3.2%	153	2.5%	145	2.8%
		POCE	60	1.3%	80	1.3%	79	1.5%
		CVS	668	14.8%	755	12.5%	682	13.2%
	Under 30	Group	3,301	72.8%	4,419	73.1%	3,711	71.9%
		MPM	457	10.1%	714	11.8%	488	9.5%
		ILF	301	6.6%	275	4.5%	250	4.8%
		POCE	49	1.1%	79	1.3%	56	1.1%
		CVS	2,494	55.0%	3,351	55.5%	2,917	56.5%
By Job Category	Management	Group	-	-	44	0.7%	304	5.9%
		MPM	-	-	3	0.1%	-	0.0%
		ILF	-	-	0	0.0%	6	0.1%
		POCE	-	-	10	0.2%	5	0.1%
		CVS	-	-	21	0.4%	293	5.7%
	Executive	Group	-	-	325	5.4%	270	5.2%
		MPM	-	-	14	0.3%	10	0.2%
		ILF	-	-	20	0.3%	13	0.3%
		POCE	-	-	59	1.0%	52	1.0%
		CVS	-	-	232	3.8%	195	3.8%

Sustainability Statement

Indicator	Pillar	FY2022		FY2023		FY2024		
		Number	Percentage	Number	Percentage	Number	Percentage	
Talent Management								
Turn Over								
By Job Category Non-Executive	Group	-	-	5,674	93.9%	4,588	88.9%	
	MPM	-	-	1,275	21.1%	971	18.8%	
	ILF	-	-	425	7.0%	408	7.9%	
	POCE	-	-	110	1.8%	92	1.8%	
	CVS	-	-	3,864	64.0%	3,117	60.4%	
Total Number of Employees Resigned		4,533		6,043		5,162		
Return to Work after Parental Leave by Gender								
Male		100.0%		100.0%		100.0%		
Female		99.0%		99.0%		83.1%		
Retention Rate after Parental Leave by Gender								
Male		97.0%		92.0%		85.5%		
Female		71.0%		84.0%		65.4%		
Indicator	Pillar	Unit of Measurement		FY2022	FY2023	FY2024		
Human Capital and Leadership Development								
By Gender	Male	Group	Hours	51,896	82,521	119,979		
		MPM	Hours	7,923	15,721	19,856		
		ILF	Hours	2,514	4,797	21,375		
		POCE	Hours	1,608	1,515	7,939		
		CVS	Hours	39,851	60,489	70,808		
	Female	Group	Hours	54,595	96,515	90,924		
		MPM	Hours	7,218	13,340	15,912		
		ILF	Hours	2,134	4,051	7,349		
		POCE	Hours	478	13,787	3,346		
		CVS	Hours	44,765	65,337	64,317		
	By Job Level	Management	Group	Hours	2,482	5,343	11,276	
			MPM	Hours	910	1,677	2,720	
			ILF	Hours	439	734	2,310	
			POCE	Hours	488	496	2,678	
			CVS	Hours	645	2,436	3,568	
Executive		Group	Hours	7,580	16,511	24,981		
		MPM	Hours	2,142	3,780	3,595		
		ILF	Hours	830	1,002	2,139		
		POCE	Hours	766	1,346	4,285		
		CVS	Hours	3,842	10,383	14,962		
Non-Executive		Group	Hours	96,429	157,182	174,646		
		MPM	Hours	12,089	23,604	29,453		
		ILF	Hours	3,379	7,113	24,275		
		POCE	Hours	832	13,459	4,322		
		CVS	Hours	80,129	113,007	116,596		
Total Training Hours			Hours	106,491	179,037	210,903		
Total Training Cost			RM	608,203	1,079,596	1,269,875		

Sustainability Statement

Indicator	Pillar	Unit of Measurement	FY2022	FY2023	FY2024	
Human Capital and Leadership Development						
Average Training Hours by Job Category	Executive and Above	Group	Hours	10.77	17.34	29.70
		MPM	Hours	14.26	25.03	28.32
		ILF	Hours	9.91	13.77	29.27
		POCE	Hours	8.30	6.40	23.06
		CVS	Hours	10.17	20.41	27.37
	Non-Executive	Group	Hours	14.62	20.42	21.21
		MPM	Hours	5.17	8.71	12.17
		ILF	Hours	2.50	4.57	14.27
		POCE	Hours	2.02	29.78	8.98
		CVS	Hours	32.10	37.97	30.97
Average Training Hours Per Employee			Hours	14.14	23.29	21.70
Number of Employees Trained on Human Rights			Number	-	-	1,791
Occupational Safety and Health						
Fatality	Group	Case	0	1	1	
	MPM	Case	0	0	0	
	ILF	Case	0	1	0	
	POCE	Case	0	0	1	
	CVS	Case	0	0	0	
Lost Time Injury	Group	Case	110	86	119	
	MPM	Case	47	38	61	
	ILF	Case	37	26	22	
	POCE	Case	3	2	5	
	CVS	Case	23	20	31	
Non-Lost Time Injury	Group	Case	270	115	258	
	MPM	Case	124	41	66	
	ILF	Case	45	21	17	
	POCE	Case	0	3	2	
	CVS	Case	101	50	173	

Sustainability Statement

Indicator	Pillar	Unit of Measurement	FY2022	FY2023	FY2024
Occupational Safety and Health					
Occupational Illness, Poisoning & Diseases	Group	Case	1	0	2
	MPM	Case	0	0	2
	ILF	Case	1	0	0
	POCE	Case	0	0	0
	CVS	Case	0	0	0
Near-Miss/ Significant Safety Occurrence	Group	Case	36	26	36
	MPM	Case	0	11	3
	ILF	Case	36	15	25
	POCE	Case	0	0	0
	CVS	Case	0	0	8
Non-Compliance	Group	Case	1	7	1
	MPM	Case	0	1	1
	ILF	Case	0	4	0
	POCE	Case	1	2	0
	CVS	Case	0	0	0
Total Number of Cases		Case	418	235	417
Lost Time Injury Frequency Rate	Group	Per Million Hours	4.28	3.37	4.09
	MPM	Per Million Hours	5.89	4.18	6.22
	ILF	Per Million Hours	10.01	6.48	4.8
	POCE	Per Million Hours	1.83	0.73	1.65
	CVS	Per Million Hours	3.85	2.04	2.60
Number of Employees Trained on Health & Safety Standards		Number	-	2,241	3,480
Community Contributions					
Number of Beneficiaries of the Investment in Communities		Number	13,200	11,942	11,832
Fisherman Financial Assistance Scheme		RM'000	700	647	585
Support for Communities & Community Infrastructure		RM'000	982	836	940
Total Amount Invested in the Community		RM'000	1,682	1,483	1,525

Governance

Indicator		Unit of Measurement	FY2022	FY2023	FY2024
Anti-Corruption					
Number of Violations of Anti-Bribery Policy		Number	0	0	0
Employee Trained on Anti-Corruption by Job Category	Executive and Above	Percentage	100.0%	74.0%	83.0%
	Non-Executive	Percentage	100.0%	92.0%	80.0%
Number of Suppliers Signed QL's Suppliers and Business Associates Code of Business Ethics		Number	2,988	3,433	4,849
Innovation and Technology					
Number of Substantiated Data Breach Incidents		Number	-	-	0

* Restated FY2022 data according to the same baseline criteria

** Restated with revised calculation or recategorisation