

 **GAMUDA**

ESG

PULSE

**LEADING CHANGE
THROUGH RESPONSIBLE
INNOVATION.**



WELCOME TO THE ESG PULSE: IMPACT REPORT SPECIAL EDITION

where we delve deeper into our commitment to sustainability and social responsibility. This edition serves as an extension of our annual ESG Impact Report, highlighting key initiatives and metrics that underscore our progress in Environmental, Social, and Governance (ESG) practices.

In this special edition, we explore critical areas such as Diversity, Equity, and Inclusion (DEI), showcasing our ongoing efforts to foster an inclusive workplace that values all voices. We'll also spotlight our training programs designed to empower our workforce and enhance skill development across the organisation.

Our commitment to supporting indigenous communities, particularly the Orang Asli, is also a focal point, as we share stories and initiatives aimed at uplifting these vital cultural groups. Additionally, we provide a comprehensive mapping of our contributions to the United Nations Sustainable Development Goals (UNSDGs), reflecting our alignment with global priorities.

To ensure transparency and accountability, we included the SASB Index and TNFD Index, guiding frameworks that enhance our ESG reporting and risk management strategies.

As you navigate through this document, we invite you to engage with the content, reflect on our impact.

Thank you for your continued support and interest in our mission.

Gamuda Group ESG and Sustainability



Our ESG Impact report can be found here!

OUR DIVERSITY, EQUITY AND INCLUSION INITIATIVES



Supporting persons with disabilities

To ensure the comfort and safety of our employees and any individuals with mobility challenges, we have equipped our facilities with wheelchair ramps, dedicated parking spaces, tactile paving, elevator button with braille feature and positioned at waist level.



Employee mental health and well-being

At Gamuda, we recognise mental health as a key aspect of our DEI and well-being initiatives, guided by frameworks like Malaysia's National Mental Health Strategic Plan 2025 and Australia's National Mental Health Policy 2008 and Vision 2030. Acknowledging the unique challenges construction workers face—including safety risks, extended time away from home, and isolation for migrant workers—we offer support through Wellbeing Champions, an Employee Assistance Programme (EAP) and our partnership with MATES in Construction. Our Centralised Living Quarters (CLQs) further foster a sense of community enabling workers to connect, prepare familiar foods and create a home-like environment.



Gamuda Lifestyle and Overall Wellness (GLOW)

Gamuda partnered with digital healthcare provider Naluri as part of our Gamuda Lifestyle and Overall Wellness (GLOW) programme, which offers wellness support services to all employees. Through a digital platform accessible by mobile phone, employees can access resources including professional health coaching, 24/7 mental health care lines as well as other resources and tools to enhance the wellbeing of our people.



Communication and training on DEI

At Gamuda, we are committed to fostering a diverse, equitable, and inclusive workplace. We believe in treating everyone fairly and providing them with equal opportunities, regardless of their background. We do not tolerate any form of discrimination based on sexual orientation, gender, religion, race, disability, age, political affiliation, marital status, or national origin. We aim to create a workforce that is diverse in age, experience, neurotype and ethnicity, in addition to prioritising gender equality.

To ensure a culture of inclusivity, we regularly emphasise the importance of diversity to our employees. Any bullying or harassment can be reported through our grievance channel or directly to a line manager or a member of the human resources department. Our HR department will handle these cases.



Walkabout Barber

Health, safety and the well-being of our staff is a key priority for Gamuda. We are pleased to be fostering a positive work environment that places a strong focus on supporting our teams on our projects. Walkabout Barber visited the Gamuda and Laing O'Rourke Consortium on WTP in late 2023. Walkabout Barber is an Indigenous Australian owned and operated business that aims to change the stigma around speaking about mental health and using their mobile beauty and barber service to facilitate these conversations.



Fostering Inclusivity and Awareness

At Gamuda, our commitment to creating a diverse and inclusive workplace is evident through our active participation in initiatives that promote equity and mental well-being. In July 2024, we took part in the Inclusivity Summit hosted by the Architects of Diversity. A representative from Yayasan Gamuda's Enabling Academy joined a panel of industry leaders to discuss key topics such as Women in Leadership, Disability and Access, Racial Equity, and DEI legal reforms in Malaysia. The discussion highlighted the importance of increasing female representation, enhancing workplace accessibility, and addressing systemic biases. Human Resources Minister Steven Sim was also present, contributing to the conversation on driving meaningful change in workplace equity.

In Australia, 'R U OK? Day' is a national day of action where people are encouraged to ask the people around them "R U OK?", as a way of starting a meaningful conversation with someone who we think may need help.

Our team in Australia spent the day learning how to watch for signs that someone is struggling with their mental health, and how to check on those around them. We hosted events where our colleagues were encouraged to check in on each other. The initiatives also raised awareness of our Wellbeing Champions, the Employee Assistance Program (EAP) - a free service that is available 24 hours a day, 7 days a week for employees, and our partnership with MATES in Construction, a charity that was set up to combat the high rates of suicide among construction workers.



Gamuda Women Empowerment Network (GWEN)

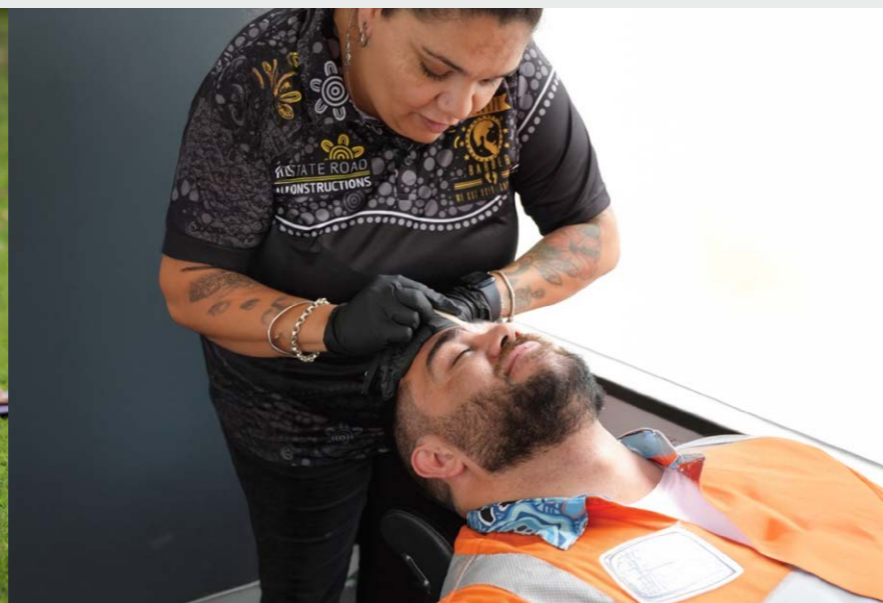
In 2018, we established the Gamuda Women Empowerment Network (GWEN), a support network that focuses on the career advancement of our female employees. To advance diversity and inclusion, the network is committed to ensuring that women are well-represented at all levels within the organisation – from entry-level positions to executive roles. It fosters a culture of female empowerment and encourages women to develop themselves and pursue more senior positions within the organisation.

As part of this effort, we identify potential and emerging women leaders for leadership development programmes in collaboration with LEAD Women each year. These programmes provide access to new perspectives and paradigms, guidance on overcoming workplace challenges, coaching, and opportunities to expand their network with other leaders in the market. Additionally, we support our female employees with flexible work arrangements to improve their work-life balance. In line with the Malaysia Employment (Amendment of First Schedule) Order 2022 to the Employment Act 1955, we have extended maternity leave entitlement to 98 days.



Assessing Gender Pay Gaps

In FY2024, we conducted an internal assessment to identify any pay disparities between male and female employees and to evaluate potential improvements in our remuneration system. The assessment confirmed our commitment to equal pay for equal work, with no significant differences found between genders. Nevertheless, we are dedicated to closing any remaining gaps and continually enhancing our practices.



TRAINING INITIATIVES HIGHLIGHT



Gamuda Learning Centre

The Gamuda Learning Centre (GLC) is the group's main learning hub which oversees the training and development of all employees. Areas of focus include skills-based learning, technical training and professional competence. This includes opportunities to pursue professional accreditations and tertiary education certification.

The training programme provided are delivered through in-house sessions, external training, and online courses. Our partnership with LinkedIn Learning provides employees with access to a wide range of courses, allowing them to expand their skills and knowledge at their own pace, from any location, at any time.



Empowering Industry Growth Through Human Capital Development

Gamuda is committed to industry growth and enhancing human capital by collaborating with key partners to upskill talent and improve workforce competencies. We establish technical training academies and launch specialised programme to address critical skills shortages in the construction sector. Through partnerships with educational institutions, social enterprises, and government bodies, we provide industry-specific training in advanced technologies and vocational skills. Our initiatives strengthen employee capabilities and promote sustainable development, creating pathways for diverse groups to thrive in the workforce.

For more information on Empowering Industry Growth, refer to Stakeholder and Community Relations on page 179 of the ESG Impact Report.



Data Hero Programme

Our Data Hero Programme offers digitalisation training to our employees. The online programme promotes digital expertise and nurtures leadership through various learning resources, structured pathways as well as developmental opportunities.

For more information on our Data Hero Programme, refer Digital Transformation and Innovation on page 138 of the ESG Impact Report.



Collaboration with Engineering Education Australia (EEA)

Gamuda teamed up with Engineering Education Australia (EEA) for the educational component of the Gamuda 2024 Graduate program. This program aims to provide fresh graduates opportunities to develop their interpersonal and project management skills. The program's participants also have the opportunity to join Engineers Australia, the country's national engineering body, providing access to industry-specific training, career support and vast professional networking opportunities.



Corporate Induction Programme (CIP)

Our Corporate Induction Programme (CIP) helps new hires settle in, fostering a sense of belonging and community. It includes site visits to showcase our diversity and commitment to upholding the DEI policy. The programme also educates employees on key policies, such as the Human Rights Policy, Anti-Bribery and Corruption Policy, and the Group ESG Policy Statement, reinforcing our commitment to stakeholder rights and best practices in human rights.



SUPPORTING ORANG ASLI COMMUNITIES IN MALAYSIA



Community Engagement and Supporting Livelihoods

- Developed and initiated a transformative programme in the Orang Asli community by empowering members of the community as rangers, chefs and cultural facilitators to generate sustainable income.
- Rolled out extracurricular initiatives across schools to foster environmental appreciation. This includes exploring a partnership with Sekolah Orang Asli Bukit Cheeding to train students as ambassador rangers at the Wetlands Arboretum Centre, empowering them to be effective in their communities and society in general.
- Teamed up with the Global Environment Centre and Sahabat Hutan Gambut to uplift the Orang Asli community. Our initiative included facilitating handicraft sales at the Wetlands Arboretum Centre, providing a monthly production fund, hosting cultural activities and employing community members. The initiative aimed to preserve the community's unique cultural identity and skills.
- Hiring members of Indigenous communities and drawing upon their extensive traditional knowledge



Stories from the Orang Asli Communities

Gamuda launched its first publication of "Stories from the Orang Asli Communities" collection of storybooks from 5 Orang Asli (OA) sub-ethnic groups (i.e. Che Wong, Jahut, Jakun, Semai and Temuan) on 23 August 2023. The 7 storybooks, comprising 11 stories, were retold by 20 storytellers and illustrated by 3 artists, from 11 villages. The launch event celebrated the talents and achievement of the OA communities, and their joint-partnership with Yayasan Gamuda to safeguard the OA's rich oral traditions and to honour indigenous wisdom passed down through generations. The storybooks are part of Yayasan Gamuda's SBE Programme aiming to provide culturally sustaining learning materials.



Education

Through our partnership with leading community development agencies, Yayasan Gamuda supports holistic learning in Community Learning Centres (CLCs) for learners aged 6-12 years old in OA villages taught by OA teachers. Our pilot Strengths-Based Education (SBE) project in two CLCs in Pahang and Perak focuses on strengthening indigenous knowledge, developing leadership rooted in cultural



Yayasan Gamuda Merchandise

60 individuals benefited from our collaboration with our community partners, Komuniti Tukang Jahit (KTJ) and Asli Co. for the production of Yayasan Gamuda merchandise. By using upcycled materials and eco-friendly practices, we produced the laptop sleeves and tote bags adorned with stunning artwork from local artisans, including Semai Master weaver and nose flutist Bah Raman Tuin, and Bah Luj Venture Company founder Vicky Eluq. A total of RM 22,410 and over 720 hours were dedicated to this project, providing a sustainable source of income to women from underprivileged communities.

values, and building life skills and livelihood capabilities. The SBE aims to enable Orang Asli learners - those in schools and out-of-schools - to be resilient and resourceful, and to have more sustainable future opportunities. Additionally, we offer scholarships to deserving Indigenous students keen to pursue their environmental stewardship goals.

FOSTERING RECONCILIATION AND EMPOWERING ABORIGINAL COMMUNITIES

About Reconciliation Action Plans

Since 2006, Reconciliation Action Plans (RAPs) have enabled organisations to take meaningful, sustainable, and strategic action toward advancing reconciliation.

Built around the core pillars of relationships, respect, and opportunities, RAPs provide tangible and substantive benefits for Aboriginal and Torres Strait Islander peoples, fostering economic equity and supporting First Nations self-determination.

Gamuda Australia is committed to reconciliation with Aboriginal and Torres Strait Islander peoples and has developed a Reconciliation Action Plan (RAP) to guide its efforts. The RAP focuses on building relationships, supporting Aboriginal and Torres Strait Islander businesses and employment, and respecting their culture and heritage.

Since the development of its first RAP and the launch of its second Reflect RAP, Gamuda has made significant investments in Aboriginal businesses and communities.

To launch our second Reconciliation Action Plan, we partnered with Tribal Warrior Tourism to facilitate a cultural immersion experience, enriching Gamuda staff's understanding of Aboriginal history and the modern impacts of colonisation.

Our progress so far

1. Launched our first Gamuda Reflect Reconciliation Action Plan in 2022
2. Engaging over 50 Aboriginal Businesses with a spend of over \$65 million
3. Supporting and partnering with key industry bodies and community organisations to ensure that our actions have meaning
4. Rolling out various employee engagement initiatives, including cultural awareness training, immersive cultural activities, and education sessions
5. Launched our first Social Impact Project
6. We continue to ensure that our projects support local Aboriginal communities through employment and training opportunities



Supporting facilitation of Aboriginal Employment outcomes

We sponsored the NRL School to Work programme, providing 17 scholarships to participants, including 15 scholarships for students starting trade apprenticeships and traineeships, and 2 scholarships for students pursuing university degrees related to the construction industry. The sponsorship also included internship placements with Gamuda projects to help students gain valuable work experience.

Furthermore, we have participated in various industry events to promote employment opportunities with Gamuda, including the **Babana Aboriginal Men's Group Career Industry Days**, which aim to improve employment prospects for disadvantaged or unemployed Aboriginal individuals. We also took part in the **'Try a Trade' day at Cobham Juvenile Justice Centre in Sydney**, which exposed Aboriginal youth to a variety of trades and career paths, helping to prevent their return to the juvenile justice system.

NAIDOC Week

National NAIDOC Week celebrations are held across Australia in the first week of July each year (Sunday to Sunday) to celebrate and recognise the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week provides an opportunity for everyone to learn about First Nations cultures and histories and participate in the celebration of the oldest continuous living cultures on Earth.

During NAIDOC Week, Gamuda hosted Aboriginal artist Luke Penrith for a collaborative art workshop. Inspired by the theme "Keep the Fire Burning! Blak, Loud and Proud," the team created artworks that will be displayed in our office as a tribute to the cultures of our First Nations people.

In Coffs Harbour, the Coffs Harbour Bypass team held a smoking ceremony at the site compound and a lunch to celebrate NAIDOC Week, with Construction Director Jason Moran unveiling the Indigenous artwork the project purchased as part of its Aboriginal procurement strategy during the July town hall meeting. The artwork was created by proud Gumbaynggirr artist, Tori Donnelly, and is called Guga Biliguygarr Gumagali Junaaygam (Three tunnel goanna story). In Parramatta the team also celebrated NAIDOC Week with a morning tea and an indigenous art display, while in Newcastle on the M1 extension project, the CEO of the NSW Indigenous Chamber of Commerce visited the site and spoke to the team about the NSW Government's Aboriginal Procurement Policy.

National Reconciliation Week

National Reconciliation Week (NRW) is a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia. Gamuda hosted an interactive yarn with local Aboriginal community groups which facilitated the opportunity for Gamuda employees to discuss meaningful topics about reconciliation and ask questions in a cultural safe environment.



HIGHLIGHTS OF INITIATIVES FOR SPECIAL GROUPS

Parramatta Women Shelter

The Gamuda Australia and Laing O'Rourke Consortium (GLC) partnered with Parramatta Women's Shelter, a not-for-profit organization that has supported over 250 women and children escaping domestic violence since 2019. Through fundraising events such as BBQs on International Women's Day, GLC raised funds to support the Shelter's crisis accommodation and outreach services. This initiative aligns with Parramatta's Domestic Violence Action Plan and strengthened community ties by enhancing the Shelter's capacity to serve vulnerable families. The collaboration also helped raise awareness among GLC employees about local issues affecting women.

Parramatta Mission

The Gamuda Australia and Laing O'Rourke Consortium (GLC) partnered with Parramatta Mission to support vulnerable communities through the "Donate-a-Plate" Christmas initiative. GLC staff contributions were matched by the consortium, resulting in significant funds raised to provide Christmas meals to disadvantaged individuals. Parramatta Mission, a not-for-profit organization assisting homeless and marginalized people in Parramatta, used the support to serve meals to approximately 10,000 individuals in 2023. Despite challenges in securing enough donations, GLC's commitment ensured the initiative's success, aligning with social outcomes like improving community health and wellbeing, especially in areas near the Parramatta Metro construction site.

Rasau Water Treatment Plant

The Rasau team recently conducted a consultation with the Orang Asli community in Kampung Bukit Cheeding to directly address concerns about housing damage and other essential needs. Through these discussions, the team actively engaged with community members to understand their immediate requirements and gather input on how best to support them. This engagement is part of our ongoing commitment to uphold human rights and improve the wellbeing of the Orang Asli residing near our operational areas. We are collaboratively working with the community to ensure that critical needs, such as housing and basic necessities, are met, thereby fostering a sustainable and positive relationship.










BRIDGING THE WATER GAP: ENSURING EQUITY







Yen So Water Treatment Park, Vietnam Gamuda's urban regeneration addressed water contamination, a public health threat, through a daily operating wastewater treatment plant. Yen So Park and Lakes, have transformed into vibrant green spaces. Improved water quality has significantly elevated the overall quality of community life.



CONTRIBUTING TO THE UN SDGs

We embrace the UN SDGs and have been contributing to the global goals since 2018. As we strive to create long-term positive impacts for the planet and people, our endeavour is to tackle greater challenges. This is supported by our robust ESG Framework, **Build Right. For Life**, which prioritises SDG 9: Industry, Innovation and Infrastructure, SDG 11: Sustainable Cities and Communities and SDG 13: Climate Action. In addition, our strategy is aligned with 10 other SDGs, enabling us to accelerate our contributions towards building a sustainable future.

SDG	SDG Targets	Gamuda's Contributions	References
OUR GOVERNANCE AND VALUE TO ECONOMY			
	8.3	Amplifying positive socio-economic impacts through the Group's growth by creating jobs, offering entrepreneurial opportunities for both local and Indigenous communities, repaying financiers, increasing government tax revenues and supporting local industries	<IR>: Economic Value Generated and Distributed, page 132
	12.6	Implementing the Gamuda Group ESG Policy, which guides the Group in embedding ESG principles and sustainable practices across our operations	<IR>: Gamuda ESG Framework, page 117
OUR VALUE TO PEOPLE			
	3.8	Prioritising employees' health and well-being by providing comprehensive health-related benefits, including flexi-wellness and health insurance benefits	<IR>: Equal Compensation and Benefits, page 159
	4.4	Partnering with key partners in the construction industry to upskill talent and fill critical competency gaps through specialised programmes and technical training academies, including Gamuda AI Academy, providing specialised training in advanced technologies and vocational skills	<IR>: Building an Inclusive Workforce, page 155 <IR>: Gamuda AI Academy, page 141
	4.5	Providing education and training to indigenous people to support their livelihoods through Orang Asli Community Learning Centres and career days for Aboriginal people who are disadvantaged or unemployed, while supporting programmes that encourage more women to enter the construction industry	<IR>: Advancing Industry Knowledge and Skills, page 171 - 172 ESG Pulse: Supporting Orang Asli Communities in Malaysia, page 7 ESG Pulse: Supporting Facilitation of Aboriginal Employment Outcomes, page 8
	5.5	Undertaking holistic efforts to enable and empower women to fully participate at work, such as leadership programmes as well as flexible working arrangements. A third of our management-level employees are female while four out of seven of our board members are women	ESG Pulse: Gamuda Women Empowerment Network (GWEN), page 5 <IR>: Building an Inclusive Workforce, page 155
	8.5	Offering employees equal pay for equal work, regardless of gender, while Yayasan Gamuda's Enabling Academy equips neurodivergent adults with the skills and opportunities needed to thrive in the workplace	<IR>: Building an Inclusive Workforce, page 155 <IR>: Enabling Academy, page 175
	8.7	Recruiting foreign workers directly from their home countries without going through agents and provide centralised housing with facilities that meet all their needs. Setting up an Anti-Modern Slavery Task Force that regularly conducts audits and activities to raise awareness on forced labour throughout our operations	<IR>: Respecting the Rights of Migrant Workers, page 160
	8.8	Implementing a holistic OSH Management System (OSHMS) that covers all our employees, workers of contractors and subcontractors. We also rigorously audit our safety practices and performance, regularly engage with employees, while offering regular training to ensure their competency	<IR>: Safety and Health, page 161
		8.7	Upholding human rights and ethical recruitment practices, ensuring no child labour in all business operations
16.6 16.7		Having a Whistleblowing Policy that allows employees to report any misconduct within the group safely and anonymously. Employees can also directly raise concerns with Human Resources, while on-site workers can lodge complaints to their countryman lead or supervisor	<IR>: Access to Grievance Mechanism and Addressing Complaints, page 159

SDG	SDG Targets	Gamuda's Contributions	References
OUR VALUE TO THE ENVIRONMENT			
	7.2	Enhancing the Group's renewable energy strategy, particularly through solar power via government-driven green electricity programmes and the installation of Solar PV panels, aiming to achieve full energy generation from renewable sources by 2025.	<IR>: Accelerating Our Agenda, page 186
	7.2	Gamuda's operations are guided by the Gamuda Green Plan 2025, enabling us to expand our efforts towards global renewable energy mix through solar, hydropower and wind projects	
	9.4	Implementing sustainable practices within our tunnelling technology, resulting in a significant reduction in environmental footprint through the adoption of energy-efficient measures, water conservation initiatives, and innovative construction materials	<IR>: Value to the Environment, page 178 - 211 <IR>: Tunnelling Technology, page 145
		Maintaining the utilisation of advanced technologies, such as Building Information Modeling (BIM) technology and Next-Gen Digital IBS, to reduce material wastage in the design phase, refine construction techniques, and cut greenhouse gas emissions. This strategy incorporates innovative concrete solutions, establishes on-site batching plants, and enforces high sustainability standards with transparent progress tracking.	
	11.1 11.3	Ensuring sustainable planning and design for construction and urban planning emissions reduction through the ongoing adoption of the Low Carbon City Framework (LCCF). Other initiatives include integrating electric vehicle (EV) features in our developments and assets, along with implementing sustainability practices in projects such as the Rasau Water Treatment Plant.	<IR>: Value to the Environment, page 178 - 211
	12.2 12.3 12.4 12.5	Optimising natural resources through water conservation initiatives, streamlining waste management practices, reducing emissions and energy consumption, and ensuring compliance with environmental regulations. This effort involves leveraging sustainable materials, adopting innovative construction technologies, and maintaining stringent quality control, along with transparent reporting.	<IR>: Value to the Environment, page 178 - 211
	13.1	Responding to the intensifying effects of climate change by employing sustainable and adaptive solutions. Key projects involve the SMART Tunnel for mitigating floods, the Rasau Water Supply Scheme for safeguarding water supply, and the Taipei Port Seawall for coastal defense.	<IR>: Value to the Environment, page 178 - 211 <IR>: Strengthening Climate Resilience and Urban Flood Management, page 180 <IR>: Taiwan: Bridging Climate Resilience and Adaptation with Engineering Solutions, Seawall - Taipei Port, page 190 - 191 <IR>: For A Safe and Clean Water Supply, page 194
	13.2	Progressing towards a net zero future driven by the ongoing implementation of the Gamuda Green Plan 2025. This includes key initiatives from past and present years, such as integrating carbon traceability, enhancing renewable energy usage, and fostering supply chain readiness, alongside the active disclosure of emissions data in line with global sustainability standards.	<IR>: Advancing Towards Net Zero, page 180 - 181
	14.7	Empowering local fishermen and boosting local economies in Silicon Island, Penang through initiatives such as the construction of temporary jetty facilities, upskilling programmes, and the establishment of a one-stop fishermen service centre.	<IR>: Silicon Island, Penang, page 210 - 211
	15.1	Adopting the Taskforce on Nature-related Financial Disclosures (TNFD) as the only engineering and construction company in Malaysia, aligning with the country's National Policy on Biological Diversity (NPBD) (2016-2025) and exceeding local regulatory requirements while adhering to national biodiversity acts and regulations in all countries where we operate. Embedding sustainable practices such as the Biodiversity Management Plan (BMP) and rehabilitation of flora and fauna in all project phases namely in Coffs Harbour, the M1 Pacific Motorway Extension to Raymond Terrace Project: Black Hill to Tomago and Sydney Metro West – Western Tunnelling Package	<IR>: Biodiversity, page 198 ESG Pulse: TNFD, page 17
		Sustaining existing initiatives to proactively addressing biodiversity loss like trees planting programmes and biodiversity audits as well as research collaboration with institutions.	

SASB INDEX

ENGINEERING AND CONSTRUCTION

Code	Description	FY2024 Performance
ENVIRONMENTAL IMPACTS OF PROJECT DEVELOPMENT		
IF-EN-160a.1	Number of incidents of non-compliance with environmental permits, standards, and regulations	Gamuda ensures that all of its projects comply with environmental and social impact assessments. The Group has not been censured or fined in the past three years for non-compliance with regulatory standards.
IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	<p>Pillar 1 of Gamuda’s Green Plan 2025 – Sustainable Planning and Design for Construction – discloses the Group’s environmental risks and impacts.</p> <p>Gamuda’s construction projects and developments exemplify this approach.</p> <p>All projects demonstrate a commitment to reducing our environmental impact by prioritising energy and water efficiency, recycling waste, and preserving or enhancing natural habitats.</p>
STRUCTURAL INTEGRITY AND SAFETY		
IF-EN-250a.1	Amount of defect and safety-related rework costs	Not available. To be monitored.
IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Not available. To be monitored.
WORKFORCE HEALTH AND SAFETY		
IF-EN-320a.1	(1) Total recordable incident rate (TRIR) – Rate of Injury*	
	Gamuda Group (Employees)	0.07
	Gamuda Group (Contractors)	0.06
	(2) Total fatality rate for direct employees	
	Gamuda Group	0

*For details on the calculation and breakdown of TRIR (Rate of injury) by country and business unit, please refer to pages 166–167 and 224–226 of the ESG Impact Report.

Code	Description	FY2024 Performance
LIFE CYCLE IMPACTS OF BUILDINGS AND INFRASTRUCTURE		
IF-EN-410a.1	(1) Number of commissioned projects certified to a third-party multiattribute sustainability standard	<p>Green Building Index (GBI)</p> <ol style="list-style-type: none"> The Robertson (RNC Gold) HighPark Suites (RNC Gold) Gamuda Cove - The Herons (RNC Certified) Gamuda Cove - Waterlily (RNC Certified) twentyfive.7 - Levane (RNC Certified) Gamuda Gardens - Monarch (RNC Certified) Gamuda Gardens - Illaria (RNC Certified)
	(2) Number of projects seeking such certification	<p>Green Building Index (GBI)</p> <ol style="list-style-type: none"> Horizon Hills - Horizon Mall (NRNC Certified) twentyfive.7 - Luxura (RNC Certified) Gamuda Cove - Central Business District (Township Gold) Gamuda Cove - Mio Spring (RNC Certified) Gamuda Cove - Mori Pines (RNC Certified)
IF-EN-410a.2	Discussion of the process to incorporate operational-phase energy and water efficiency considerations into project planning and design	<p>As mentioned previously, under IF-EN-160a.2, Gamuda continues to strive for resource consumption efficiency through Sustainable Planning and Design for Construction, which is Pillar 1 of the Gamuda Green Plan 2025.</p> <p>Gamuda harnesses BIM and Next-Gen Digital IBS technologies to integrate sustainable design features into our home and building developments.</p> <p>Significant efforts are made to achieve optimal water and energy efficiency from the blueprint and design stage to minimise the environmental impact over the project or structure’s lifespan.</p> <p>Some of our operation sites and assets in Malaysia and Australia adhere to government-driven green electricity programmes, such as the Green Electricity Tariff (GET) and GreenPower. We also use solar photovoltaics (PVs) for renewable energy</p>
BUSINESS ETHICS		
IF-EN-510a.2	Total amount of monetary losses because of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	0
IF-EN-510a.3	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behaviour in the project bidding processes	<p>Gamuda has established a robust governance structure to ensure ethical business practices across the Group, supported by the Anti-Bribery and Corruption Policy (AB&C).</p> <p>The AB&C Policy outlines the expected behaviour of Gamuda’s employees and its value chain. All relevant stakeholders must comply with the policy and maintain corporate integrity when conducting business with Gamuda.</p>
ENERGY MANAGEMENT		
IF-RE-130a.2	Total energy consumed by portfolio area with data coverage	310,004 GJ (86,123,274 kWh)
	Percentage grid electricity	57 percent
	Percentage renewable, by property subsector	Total percentage of renewable is 43 percent
IF-RE-130a.4WW	Percentage of eligible portfolio that (1) has an energy rating; and	Please refer to disclosure provided under IF-EN-410a.1
	is certified to ENERGY STAR, by property subsector	Not applicable to the countries we operate in

PROPERTY DEVELOPMENT

Code	Description	FY2024 Performance
WATER MANAGEMENT		
RE-140a.2	Total water withdrawn by the entity based on the water source (m ³)	1,713,669
	Third-Party Water Source	1,490,269
	Surface Water Source	382,206
	Ground Water Source	–
	Produced Water	–
	Percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	Not available.
IF-RE-140a.3	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	Not available. To be monitored.
IF-RE-140a.4	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>The Group recognises that climate change and environmental degradation can reduce freshwater sources, affecting land banking and development strategies.</p> <p>However, this scenario also provides opportunities, stimulating greater demand for non-potable treated or recycled water in commercial applications. Consequently, there will be a greater demand for water treatment and wastewater treatment facilities, which Gamuda specialises in designing, constructing, and operating. The Group is committed to recycling half of the water used at our construction sites by 2025 and decreasing the need for freshwater in developments and townships by 65 percent.</p> <p>Further details of Gamuda’s approach to managing water consumption are provided in ESG Impact Report 2024 on pages 192 to 194.</p>
CLIMATE CHANGE ADAPTATION		
IF-RE-450a.1	Area of properties located in 100-year flood zones, by property subsector	Similar modelling was done based on sea level rise using a 2-degree and 4-degree scenario. This was done for one of the projects in Malaysia.
IF-RE-450a.2	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	Gamuda is aware of the risks of climate change and remains fully committed to addressing the operational effects of our business. The climate-related risks and opportunities are provided on page 123.
SASB ACTIVITY METRICS		
IF-RE-000.A	Number of assets, by active engineering and construction projects	Please refer to page 14 of this Integrated Report for more information
	Number of assets, by active property subsector projects	Please refer to page 15 of this Integrated Report for more information
IF-RE-000.B	Number of commissioned (engineering) projects	Please refer to page 14 of this Integrated Report for more information

TNFD INDEX

The focus of sustainability is shifting from climate change to biodiversity, underscoring the increasing urgency of this issue. While biodiversity has been acknowledged in various discussions, it has not yet received the same level of attention as climate change.

Gamuda is proud to be among the first in the construction and engineering sector to register as an adopter of the Taskforce on Nature-related Financial Disclosures (TNFD). This move reaffirms our commitment to biodiversity and conservation. In alignment with the Taskforce on Climate-related Financial Disclosures (TCFD), Gamuda is aligning to the four key pillars: Governance, Strategy, Risk Management, and Metrics and Targets, as detailed below.

Gamuda’s management approach to biodiversity and conservation focuses on the following:

- Biodiversity assessments: conducts comprehensive evaluations to assess the potential impacts of projects on local flora and fauna. This process adheres to relevant local regulations and project-specific requirements, ensuring that the developments are environmentally responsible
- Collaboration with stakeholders: emphasises partnerships with various organisations and local learning institutions. This collaboration aims to conduct research and enhance biodiversity initiatives while sharing best practices in biodiversity management
- Sustainable resource management: promotes the use of sustainable materials to minimise resource consumption and waste. This commitment to sustainable construction and development is part of the broader Gamuda Green Plan 2025, which aims to reduce greenhouse gas emissions and enhance biodiversity stewardship across developments and projects
- Habitat rehabilitation: Transforms low-biodiversity areas into thriving ecosystems through the planting of native species and improving green spaces. Waterscape initiatives involve the use of the Miyawaki technique to create dense forests, alongside sustainable water management practices such as lake water recycling and rainwater harvesting

 For more information, refer to Climate Change on page 178, Biodiversity on page 198 and TCFD on page 215 of our ESG Impact Report.



GOVERNANCE

Disclose the organisation’s governance of nature-related dependencies, impacts, risks and opportunities.

Recommendations

Describe the board’s oversight of nature-related dependencies, impacts, risks and opportunities.



Organisation’s Adoption of Recommendation

The Board maintains effective oversight of nature-related dependencies, impacts, risks, and opportunities by maintaining a comprehensive understanding of sustainability issues that affect the company and its operations. It is responsible for integrating climate change, biodiversity, human rights and supply chain management into the Group’s strategic direction. This ensures these considerations are applied across all business divisions and regions. The Board is actively involved in reviewing the Group’s materiality assessments while evaluating the management of sustainability risks and opportunities. This includes potential ESG-related events such as environmental threats, employee health and safety, and governance challenges like cybersecurity.

This approach ensures that key decision-making processes are aligned with ESG principles and comply with directives from Bursa Malaysia and the Securities Commission Malaysia’s Corporate Governance Strategic Priorities.

Describe management’s role in assessing and managing nature-related dependencies, impacts, risks and opportunities.



The Board, together with the Group Chief ESG Officer (GCSO) and the Sustainability Steering Committee (SSC), leads the Gamuda Green Plan 2025 and 2030, focusing on nature-related risks like biodiversity loss and ecosystem degradation. They oversee risk assessments and integrate these factors into strategic plans.

Additionally, the management actively explore nature-positive opportunities to reduce impact on biodiversity by including sustainable innovation, engage in nature-based solutions and aligning with regulatory requirements.

GOVERNANCE

Disclose the organisation's governance of nature-related dependencies, impacts, risks and opportunities.

Recommendations	Organisation's Adoption of Recommendation
Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	<p>▶ The Group's commitment to biodiversity and conservation is reflected in its key policies, including the Gamuda Parks policy, the Gamuda Group Environmental, Social, and Governance (ESG) Policy Statement, the Human Rights policy, and the Free, Prior and Informed Consent (FPIC) policy (status pending). These policies demonstrate our dedication to recognising and respecting the rights of Indigenous Peoples and local communities, ensuring their FPIC rights are upheld throughout all phases of development—before, during, and after project completion. Additionally, we prioritise local project requirements to ensure that community needs are met.</p> <p>Oversight by our Board and management guarantees fair and inclusive engagement with all affected stakeholders, particularly those directly impacted by our operations. We are committed to transparent assessments of nature-related dependencies, impacts, risks, and opportunities, which guide our efforts to safeguard ecosystems and communities. This includes integrating biodiversity conservation into our operational strategies and fostering shared responsibility for sustainable development.</p>

STRATEGY

Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organisation's business model, strategy and financial planning where such information is material.

Recommendations	Organisation's Adoption of Recommendation
Describe the nature-related dependencies, impacts, risks and opportunities the organisations has identified over the short, medium and long term.	<p>▶ At Gamuda, we recognise that our construction and engineering activities are deeply intertwined with natural ecosystems. Understanding these nature-related dependencies is essential for our strategic planning and operational success.</p> <p>Dependencies: Our projects depend heavily on natural resources, such as water for concrete mixing, soil for foundations, and local biodiversity for ecosystem services. The availability and quality of these resources directly influence project efficiency and sustainability.</p> <p>Impacts: Construction activities can lead to habitat disruption, soil erosion, and water pollution. We acknowledge that our operations can impact local ecosystems and communities, making it essential to implement measures that minimise negative effects and promote ecological balance.</p> <p>Risks: In the short term, we face risks related to regulatory compliance concerning environmental laws and construction permits. Medium-term risks include public backlash if our projects are perceived as environmentally damaging, potentially affecting our reputation and stakeholder trust. Long-term risks stem from climate change, including increased flooding or extreme weather events that can delay or damage our infrastructure projects.</p>

STRATEGY (CONT'D)

Recommendations	Organisation's Adoption of Recommendation
Describe the nature-related dependencies, impacts, risks and opportunities the organisations has identified over the short, medium and long term. (cont'd)	<p>▶ Opportunities: At Gamuda, we see significant opportunities in aligning our construction and engineering projects with nature-related principles. By conducting Environmental Impact Assessments (EIAs) for major projects, we identify ways to mitigate ecological risks and enhance biodiversity. We aim to integrate natural solutions, such as habitat restoration and green corridors, into our initiatives, fostering resilience against climate challenges. Long-term, we are committed to nature-positive strategies that prioritize sustainability in our supply chains and explore ecosystem services, ultimately creating a positive legacy for the environment and the communities we serve.</p>
Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy, and financial planning, as well as any transition plans or analysis in place.	<p>▶ Gamuda has integrated nature-related dependencies, impacts, risks, and opportunities into our business model and value chain. This integration informs our strategic planning and financial forecasting, ensuring sustainability is at the forefront of our operations. We recognise that biodiversity and environmental resilience are critical to our long-term success, prompting us to adopt transition plans that align with national and international sustainability goals. Our commitment to is not only enhancing long-term viability but also contributing positively to the environment and society at large.</p>
Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios.	<p>▶ Gamuda's resilience to nature-related risks and opportunities is rooted in a comprehensive approach to biodiversity conservation and sustainable development. To address nature-related risks, Gamuda conducts biodiversity audits and implements reforestation efforts, alongside climate-responsive design and circular construction principles. These actions, along with exploring the use of real-time monitoring and technology integration (such as using AI for predictive analysis), help Gamuda anticipate environmental changes and mitigate impacts.</p> <p>Furthermore, as an adopter of the Taskforce on Nature-related Financial Disclosures (TNFD), Gamuda aims to enhance socio-ecological resilience by monitoring and reporting on nature-related dependencies and risks. This proactive stance, combined with existing sustainability strategies, strengthens the the ability to adapt to different environmental scenarios while promoting long-term biodiversity conservation.</p>
Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	<p>▶ Gamuda's direct operations and key assets are primarily located in Malaysia, Australia, Vietnam, Taiwan and Singapore. These locations, along with our upstream and downstream value chains, are prioritised based on their environmental sensitivity, regulatory frameworks, and potential biodiversity impact. Gamuda focuses on assessing nature-related risks and opportunities in these regions to ensure sustainable practices across all project phases.</p>

RISK & IMPACT MANAGEMENT

Describe the processes used by the organisation to identify, assess, prioritise and monitor nature-related dependencies, impacts, risk and opportunities.

Recommendations	Organisation's Adoption of Recommendation
Describe the organisation's processes for identifying, assessing, and prioritising nature-related dependencies, impacts, risks, and opportunities in its direct operations.	▶ The Risk Management Committee focuses on identifying and evaluating significant risks to the Group's viability and sustainability, including those related to nature and biodiversity. These risks are assessed based on their likelihood and potential impact, with appropriate mitigation actions identified where necessary.
Describe the organisation's processes for identifying, assessing, and prioritising nature-related dependencies, impacts, risks, and opportunities in its upstream and downstream value chain(s).	▶ Gamuda is committed to enhancing our biodiversity and conservation efforts through continuous communication and collaboration with all relevant stakeholders, both internal and external. To strengthen these efforts, we are actively exploring the integration of AI technology for biodiversity monitoring. This includes utilising AI for real-time data collection, species identification, and ecosystem health assessments. By leveraging AI, we aim to improve the accuracy and efficiency of our conservation strategies, aligning with our long-term sustainability goals and ensuring transparency.
Describe the organisation's processes for managing nature-related dependencies, impacts, risks, and opportunities.	▶ Externally, Gamuda collaborates with universities, such as Universiti Malaya, Forest Research Institute Malaysia, Universiti Malaysia Sabah, and Universiti Sains Malaysia Penang, to facilitate research partnerships. These collaborations are aimed at leveraging resources and expertise to achieve long-term objectives in biodiversity conservation, along with sustainable landscape management, in line with TNFD reporting requirements.
Describe how processes for identifying, assessing, prioritising, and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes.	▶ Gamuda integrates nature-related risks into overall risk management processes through the Gamuda Green Plan 2025, which addresses ESG risks and opportunities. This plan includes structured processes for identifying, assessing, prioritising, and monitoring environmental risks, particularly those related to biodiversity and climate change. By leveraging scenario-based assessments and biodiversity audits, Gamuda ensures that the risk management strategies are proactive and adaptive. This approach allows us to mitigate operational impacts while delivering positive economic, environmental and social outcomes.

METRICS & TARGETS

Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.

Recommendations	Organisation's Adoption of Recommendation
Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	▶ Since 2020, we have aligned our sustainability reporting with the Global Reporting Initiative (GRI) standards, specifically GRI 304: Biodiversity 2016, to systematically track and manage material nature-related risks and opportunities. Building on this foundation, we have also begun integrating the Taskforce on Nature-related Financial Disclosures (TNFD) framework. Full adoption of TNFD metrics, which include biodiversity impact assessments and habitat conservation efforts is set for FY2025. These metrics are part of Gamuda's broader risk management strategy, ensuring alignment with both current sustainability goals and future reporting requirements.
Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature.	▶ We are committed to managing our environmental impacts by aligning with globally recognised reporting frameworks. Since 2020, we have been disclosing climate-related data to the CDP (Climate Change and Water Security), enhancing our transparency on environmental performance. Additionally, we follow the Sustainability Accounting Standards Board (SASB) standards specific to the real estate sector, ensuring that our sustainability practices meet industry-specific expectations. Our adoption of the Taskforce on Nature-related Financial Disclosures (TNFD) framework further strengthens our ability to assess and manage nature-related dependencies and impacts.
Describe the targets and goals used by the organisation to manage nature-related risks and opportunities, its dependencies, impacts on nature, and performance against these.	▶ Gamuda aims to manage nature-related risks and opportunities through clear targets and goals aligned with our commitment to sustainability. As an official TNFD (Taskforce on Nature-related Financial Disclosures) adopter, we are dedicated to identifying and disclosing our nature-related dependencies, impacts, and risks. We have actively participated in the working group to develop a "Strategic Roadmap" and "Business Biodiversity Action Plan" as part of the National Policy on Biological Diversity (NPBD), aiming to implement business-related targets of the Malaysian Green Bond Framework (KMGBF) at the national level. We are also working closely with government agencies and financial institutions to better craft these goals, hoping to establish more industry targets that can be translated down to the company level. Additionally, we are preparing to disclose our TNFD-related findings by next year, further strengthening our transparency and accountability in managing nature-related performance. Through these initiatives, Gamuda seeks to create a positive impact on nature while fostering sustainable growth within the communities we serve.

