





The cover picture shows the bird migration with a stopover at Westports Malaysia on mangroves growing naturally between the container wharves and the shoreline. The picture was taken on 14 February 2025.

A STORY MAP OF BIRD MIGRATION IN MALAYSIA

<https://storymaps.arcgis.com/stories/cd459714fa544e27bbe5b9a689359304>

Bird migration is a natural process in which different species travel hundreds or even thousands of kilometres to find optimal ecological conditions and habitats for feeding, breeding and raising their young. When breeding sites become less favourable due to cold temperatures, migratory birds fly to regions with more suitable conditions. In Malaysia, more than 15,000 migratory birds of various species and colours pass through several key stopover locations across the country.

ABOUT THIS REPORT	05	RISK	23	MINIMISING THE DEPENDENCE ON A FOREIGN WORKFORCE	34	SOCIAL: OUR PEOPLE	50
ABOUT WESTPORTS	06	BUSINESS DEVELOPMENT AND VALUE CHAIN	23	<i>Sustainability Risk Management</i>	36	COMPETITIVE REMUNERATION	50
OUR CULTURE	07	ETHICS AND COMPLIANCE	23	ENVIRONMENTAL	37	<i>Work-life Balance</i>	50
A MESSAGE FROM THE EXECUTIVE CHAIRMAN	08	ENERGY AND CLIMATE CHANGE	24	ENVIRONMENTAL GOVERNANCE	37	DIVERSITY AND INCLUSIVITY	51
WESTPORTS' SUSTAINABILITY PURSUITS	10	WASTE, WATER, EFFLUENTS AND OTHER POLLUTANTS	24	POLLUTION PREVENTION AND CONTROL	38	<i>Increasing Female Representation</i>	51
<i>Sustainability Strategy</i>	10	LABOUR PRACTICES	25	MATERIALS MANAGEMENT	38	<i>Fostering Equality Across the Organisation</i>	51
<i>Sustainability Governance</i>	11	SAFETY, HEALTH AND SECURITY	26	<i>Scrap Metal and Waste Paper Handling</i>	38	<i>Supporting Disadvantaged Individuals</i>	52
<i>Sustainability and Risk Integration</i>	11	COMMUNITY	26	BIODIVERSITY AND MARINE CONSERVATION	39	<i>Accessibility and Differently-abled Employees</i>	52
STAKEHOLDER RELATIONS	12	SUSTAINABLE OPERATIONS	27	COMMITMENT TO NET-ZERO CARBON EMISSIONS BY 2050	39	<i>Neutrality Towards Reserve Service and Veterans</i>	52
<i>Stakeholder Engagement Levels and Methods</i>	12	STRATEGY	28	<i>Glide Path 2050: Westports' Decarbonisation Strategy</i>	39	<i>Track Record of Inclusion</i>	52
SHAPING OUR SUSTAINABILITY PRIORITIES	15	PIONEERING ECONOMIC SUSTAINABILITY IN PORT OPERATIONS	28	<i>Preliminary Results of Electric Truck Trials</i>	41	<i>Equal Employment Opportunity</i>	52
STAKEHOLDER INPUT	15	ECONOMIC BOOST WITH WESTPORTS 2	28	EFFLUENTS AND WASTE MANAGEMENT AT WESTPORTS	42	<i>CEO Action for Diversity and inclusion</i>	52
INTERNAL ASSESSMENT	15	NAVIGATING INDUSTRY LEADERSHIP THROUGH PARTNERSHIPS	28	<i>Scheduled Waste</i>	42	<i>Handling Issues of Harassment, Discrimination and Bullying</i>	52
CONSOLIDATING RESULTS	18	CLIMATE CHANGE FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES	29	<i>Paper Waste</i>	43	<i>Prevention of Sexual Harassment</i>	52
APPLYING THE OUTCOMES	18	<i>Embedding Climate Action into the Business Strategy Task Force for Climate-Related Financial Disclosures</i>	29	ENERGY MANAGEMENT: DRIVING SUSTAINABLE OPERATIONS	44	HUMAN RIGHTS	53
MATERIALITY MATRIX	19	<i>Governance</i>	29	<i>Key Energy Management Initiatives</i>	44	<i>Human Rights Risks and Assessment</i>	54
GOVERNANCE	21	<i>Strategy</i>	29	<i>Renewable Energy Expansion</i>	45	<i>Labour and Human Rights Compliance</i>	54
BUSINESS DEVELOPMENT AND VALUE CHAIN	21	<i>Risk Management</i>	29	<i>Biodiesel Programme</i>	45	<i>Human Rights in the Supply Chain</i>	54
ETHICS AND COMPLIANCE	21	<i>Metrics and Targets</i>	30	<i>Empowering Efficiency Towards Reduced Electricity Consumption</i>	45	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	54
ENERGY AND CLIMATE CHANGE	21	<i>Climate Scenario Life-Cycle Analysis: Climate Change Impacts on Seaports</i>	30	CLIMATE CHANGE MANAGEMENT: DRIVING RESILIENCE AND SUSTAINABILITY	46	<i>Strong Union Representation</i>	54
WASTE, WATER, EFFLUENTS AND OTHER POLLUTANTS	22	ETHICAL BUSINESS OPERATIONS	32	<i>Capital Investments in Climate Resilience</i>	47	<i>Comprehensive Collective Agreements</i>	54
LABOUR PRACTICES	22	<i>Anti-Corruption and Bribery</i>	33	<i>Risk Management Framework</i>	47	PORT POLICE	54
SAFETY, HEALTH AND SECURITY	22	<i>Political Contributions</i>	33	<i>Smart Decarbonisation: Driving Sustainable Solutions with Intelligence</i>	47	TRAINING AND DEVELOPMENT	55
COMMUNITY	22	<i>Anti-Competition</i>	33	<i>Westports Climate Change Assessment</i>	47	<i>Youth Unemployment</i>	55
SUSTAINABLE OPERATIONS	22	<i>Conflict of Interest</i>	34	<i>Emissions</i>	48	FOSTERING COMMUNICATION, ENGAGEMENT AND DIALOGUE	55
		WHISTLEBLOWING	34	<i>Equipment Fleet Renewal</i>	48	<i>Industrial Counsellors</i>	55
		DRIVING SUSTAINABLE PARTNERSHIPS: WESTPORTS' ESG INTEGRATION IN THE SUPPLY CHAIN	34	<i>Reducing Tugboat and Pilot Boat Emissions</i>	49	<i>Westports Family Day</i>	56
				WATER MANAGEMENT	49	<i>Other Engagement Activities</i>	56
				<i>Rainwater Harvesting</i>	49	EMPLOYEE SATISFACTION	56
				ENVIRONMENTAL COMPLIANCE	49		

HEALTH AND SAFETY	56	<i>Contractor Safety</i>	59	RESPONSIBLE OPERATIONS	65	OPTIMISING PORT OPERATIONS THROUGH EFFECTIVE COMMUNICATION AND STREAMLINED OPERATIONS	68
<i>Management Commitment to Health and Safety</i>	56	<i>Family Port Visit: Bridging Work and Family</i>	59	SAFE PORT	65	IT ADVANCEMENTS AT WESTPORTS	69
<i>A Commitment to Continuous Improvement</i>	56	<i>Caring for Mental Health</i>	60	<i>Crime-free Port</i>	66	STRENGTHENING IT SECURITY AND DATA PRIVACY AT WESTPORTS	69
<i>Introducing the New Safety Management System</i>	56	<i>Safety Awareness Initiatives</i>	61	<i>Strengthened Security</i>	66		
<i>Strengthening Safety Governance</i>	57	<i>Uniting Against Global Disease</i>	61	DIGITALISATION	66		
<i>Emergency Response and Crisis Management</i>	57	NOTICE PERIOD	61	<i>Driving the Future: Westports' Vision for Autonomous Technology in Port Operations</i>	66	GROUP SUSTAINABILITY PERFORMANCE DATA	70
<i>Assessing Safety Risk and Compliance</i>	57	SOCIETY	62	<i>ERP System (SAP S/4HANA)</i>	67		
<i>OSH Approach to Supply Chain Safety</i>	57	<i>Corporate Responsibility Governance</i>	64	<i>Smart Metering Initiatives</i>	67	ASSURANCE STATEMENT	80
<i>Examples of Safety and Health Initiatives</i>	58			<i>Blockchain and Digitalisation Projects</i>	67		
				<i>Other Digitalisation Projects</i>	68	BURSA MALAYSIA ESG PERFORMANCE DATA TABLE	81
				<i>Reefer Monitoring System</i>	68		

400-metre LOA vessel berthing at Westports container terminal.



Sustainability has been central to Westports Holdings Berhad (“Westports”) since its inception, shaping a journey of growth and responsibility that continues to flourish today. Annual sustainability reports testify to this commitment, offering transparency and actively engaging stakeholders on Westports’ Environmental, Social and Governance (“ESG”) initiatives.

Sustainability disclosures have become increasingly detailed each year, aligning with evolving reporting guidelines and meeting ambitious standards for comprehensive transparency. This ongoing enhancement reflects the Group’s dedication to achieving diverse sustainability goals and ensures its reporting remains robust and responsive to stakeholder expectations.

Reporting Scope and Boundary	All activities of Westports Holdings Berhad.	Reliability of Information Disclosed	The Sustainability Committee reviewed this Sustainability Report before being approved by the Executive Chairman. Subsequently, it underwent independent verification by BSI Malaysia to ensure accuracy. The reasonable assurance’s scope covers the entire report. Page 80 of this Sustainability Report contains details of the audit’s scope and findings.
Reporting Period	1 January to 31 December 2024 (“FY2024”), in line with the Group’s financial reporting cycle. Westports published its previous Sustainability Report in March 2024.	Feedback and Comments	Westports welcomes all feedback and comments to assist in refining its sustainability efforts. Please direct them to: Mr Chang Kong Meng Head of Investor Relations Email: chang@westports.com.my Encik Shamsul Afif Abdul Waris Special Officer to the Executive Chairman Email: shamsul.afif@westports.com.my Westports Holdings Berhad P.O. Box 266, Pulau Indah 42009 Port Klang Selangor Darul Ehsan Malaysia Website: www.westportsholdings.com
Information, Data and References	<p>Information disclosed in this Sustainability Report incorporates insights from major sustainability guidelines, stakeholder feedback and materiality assessments, offering a comprehensive view of Westports’ impact.</p> <p>Westports has not restated any information or data for the reporting period except as expressly indicated in the text and reflected in the Group Sustainability Performance Data. The data presented includes historical context to demonstrate progress over time.</p> <p>References to “Westports,” “the Company,” “the Group,” “we,” “us,” and “our” all indicate Westports Holdings Berhad.</p>		
Reporting Guidelines and Framework	<p>Sustainability Frameworks and Guidelines referenced in the preparation of this Sustainability Report include, but are not limited to, the following:</p> <ul style="list-style-type: none">• Global Reporting Initiative (GRI) Standards• FTSE4Good Bursa Malaysia Sustainability Framework• Sustainabilitytics• United Nations Sustainable Development Goals (“UNSDGs”)• The Task Force on Climate-related Financial Disclosures (“TCFD”)• IFRS Sustainability Disclosure Standards (S1 and S2)		

Westports primarily manages port operations dealing with container and conventional cargo. It also provides a wide range of port services, including marine, rental and other ancillary services.

Westports is the main gateway for containerised and conventional cargo for the hinterland of central Peninsular Malaysia. The container business grew exponentially from 20,000 Twenty-foot Equivalent Units ("TEUs") in 1996 to 10.98 million TEUs in 2024. The market share of the container business represented approximately 75% in Port Klang.

Westports' success is phenomenal as it is the leading mega transshipment hub for the main shipping lines in Malaysia. Success is also attributable to the port's strategic location, deep channel and wharf, linear berth, high productivity, dedicated young and vibrant employees, and connectivity to more than 350 ports worldwide.

Westports has 34 berths of 10,071 metres, of which 20 container berths connect in a 5,800-metre straight line. The average container handling capacity is 13.8 million TEUs; the average wharf capacity utilisation ratio was 80% in 2024.

The conventional terminal handled 12.19 million tonnes of bulk cargo in 2024. Bulk cargo comprises mixed steel, steel coils, project cargo, animal feed, edible products, fertilisers, building-related cargo, palm oil, petroleum, chemical and liquefied petroleum gas.

Port Strengths and Capacity

- 34 berths spanning 10.0 km in aggregate length.
- 24 container berths aligned along a 5.8 km straight line for maximum operational efficiency.
- Equipped with 52-metre high ship-to-shore cranes at CT8-CT9 wharves.
- Supports the largest container vessels with a 17.5 m water depth.
- Features a 405 ha customs-free zone for seamless commercial and industrial operations.

Key Achievements

- Positioning Port Klang as the 10th busiest port globally by container TEUs.
- Handles 23,000-TEU vessels, the world's largest container ships.
- Facilitated the largest RORO vessel (265 m length, 50,335 m² deck area) in 2021.
- Record productivity of 801 moves/hour with 12 cranes on CMA CGM Mermoz (2019).
- 10.98 million TEUs handled annually; 66% Intra-Asia trade share.
- Bulk cargo throughput of 12.19 million metric tonnes.
- Generated RM2.28 billion in operational revenue in 2024.

Awards & Accolades

Recognition & Indexes	<ul style="list-style-type: none">FTSE4Good Bursa Malaysia Index: Member since 2017GPR Pure Infrastructure Index Series: Recognised since 2016
Sustainability Rankings	<ul style="list-style-type: none">'Negligible Risk' by SustainalyticsTop-tier FTSE score of 4.5
Recent Awards & Accolades	<ul style="list-style-type: none">Gold Award, The Edge Malaysia ESG Awards 2023Gold Award, The Edge Malaysia ESG Awards 2024Asia's Outstanding Companies Poll 2023 – Transportation Sector (Asiamoney)Green Port Award (GPAS), APEC Port Services Network 2023Highest Growth in Profit After Tax & Highest Return on Equity (The Edge Billion Ringgit Club Awards 2023)Highest Return on Equity Over 3 years (The Edge Billion Ringgit Club Corporate Awards 2024)

OUR CULTURE



Vision

To be the most efficient hub in Southeast Asia and the largest gateway port to Klang Valley in the most sustainable way possible



Mission

To be the port of choice for our customers, to develop and nurture Malaysian talent, to propel the growth of our community, and to drive equitable returns for all stakeholders we engage with whilst ensuring we achieve these goals with integrity, humility, and humanity in mind

Company Objective – G.O.W.E.S.T

Generate Sustainable Revenue	We are determined to generate sustainable revenue through the consistent implementation of our values and corporate philosophy, continuous improvements and innovation, cost management and maintaining high customer satisfaction resulting in excellent returns for employees, shareholders and customers.
Operational Efficiency	We provide operations and services excellence that exceeds global standards through effective training, continuous review of operational achievement and enhancement of SOPs.
World Class Productivity	Our Vision is to be the First Port of Choice for our customers, shareholders and employees. We are determined to go the “Extra Mile” to delight our customers with services that exceed their expectations, which include world-class productivity standards exercised through continuous quality improvement.
Employer of Choice	Westports is determined in providing excellent compensation benefits and training to our employees, job enrichment and developing human capital, as they form an integral component of the company’s achievements. We are determined to be the Employer of Choice by projecting best work practices.
Service Excellence	We are committed to providing world-class services that surpass our customers’ requirements and expectations. We strive to offer the utmost focus, conduct in-depth study and unvarying improvement to meet our customers’ ever-changing needs.
Technology Driven	We are committed to establishing the aspect of improvement by considering new technologies to expedite and simplify our processes and efforts as a part of the daily work of all departments and sections and ensure the problems are eliminated at the source itself in order to create better opportunities for improvements.

Core Values – T.A.N.S.R.I.G

Teamwork	Accountability and Integrity
Westports believes in collective and cooperative teamwork which contributes to the achievement of the company’s vision and mission.	Integrity is the bedrock on which trust is built and is the hidden key to success. Employees are embedded with a deep feeling of trust and integrity which provides transparency and positive work environment.
Now Culture	Safety Awareness
Westportians believe the attitude and process of treating key business as if one’s life depended on it. It is about determination to stay focused and committed in delivering positive results. Westports cultivates a great sense of urgency and priority in every employee.	Safety is an integral part in sustaining our business growth success leading to an increase in productivity.
Responsible	Innovation
This tenet is embraced by all employees where are all responsible for our actions and conduct.	Westportians develop a passion for excellence and success through continuous innovation of new ideas and practices.
Good Family Values	
We work together as a family and practice candour, open communications and solve any issues or problems together. Things are done with good thoughts, intentions and deeds. Westports is a big family where everyone is treated with respect.	

As Westports continues its journey toward sustainable growth, our commitment to integrating ESG practices remains unwavering. In 2024, we have made significant strides in aligning our sustainability efforts with global standards, particularly through our approach to begin gradually incorporating the new IFRS Sustainability Disclosure Standards (S1 and S2) requirements into this report. These standards have provided a framework that allows us to start enhancing our ability to report climate-related risks, ensuring our sustainability disclosures are transparent, consistent and comprehensive.

Economic Sustainability: Paving the Path to Long-Term Growth

In 2024, Westports reaffirmed its position as a regional economic leader. We are proud of our operations' role in driving Malaysia's economy, contributing RM1.79 billion in economic value distributed across employees, government and capital providers. Westports 2 expansion is a landmark project that will enhance the country's logistics capacity while strengthening Malaysia's competitive edge on the global stage. We continue to innovate through automation, digitalisation and nurturing a sustainable supply chain, all of which align with our efforts to reduce emissions intensity and improve operational efficiency. Strategically investing in automated guided vehicles, energy-efficient systems and enhanced digital solutions increases port efficiency while minimising environmental impacts, reinforcing our commitment to economic sustainability and growth.

Environmental Stewardship: Aiming for Net Zero by 2050 and Protecting Natural Resources

Environmental stewardship goes far beyond addressing climate change. Our commitment to sustainable operations spans responsible resource management, pollution prevention, waste reduction and biodiversity conservation. In 2024, we made significant progress across several environmental dimensions.

We expanded our renewable energy initiatives in 2024 by significantly increasing our solar energy capacity by installing additional solar panels across key operational areas. Our plan to put in place the flexibility of purchasing Renewable Energy Certificates ("RECs") will help offset our operational carbon footprint in the future and support the nation's growth of clean energy production. These efforts are integral to reducing our carbon emissions intensity and energy costs, ensuring that we operate sustainably while positively contributing to the much-needed global transition toward a low-carbon future.

Our water management practices, such as rainwater harvesting and efficient water usage, help us conserve this vital resource, ensuring resilience against potential water supply disruptions. Westports remains steadfast in its commitment to reducing air, water and soil pollution. Through our waste management and effluent treatment systems, we minimise the environmental impact of port operations and ensure compliance with local and international regulations.

We recognise the critical role biodiversity plays in maintaining the health of marine and coastal ecosystems. In 2024, we enhanced our biodiversity efforts by adhering to Green Port practices and reducing the environmental impact of land reclamation, dredging and port activities. We also continue collaborating with environmental organisations to promote marine conservation and protect surrounding habitats. As part of our commitment, we have awarded a Letter of Award ("LOA") to plant 3,250 mangrove trees, targeted for completion by April 2025. The LOA and the initiative kick started our broader and long-term contribution towards a 97-hectare mangrove replanting programme, reinforcing our dedication to coastal ecosystem restoration.

These ongoing environmental efforts align with our long-term goal of achieving net-zero emissions by 2050. Based on our assessment and the proposed gradual shift towards electrifying our fleet of terminal operating equipment and vehicles, Westports now targets a 30% reduction in energy intensity, measured as net CO₂e per TEU, by 2035 using 2021 as the base year. We target an overall net CO₂e per TEU of 14.4 kg by 2030 and 12.8 kg by 2035. Focusing on reducing the carbon intensity of our operations and leveraging technological improvements while expanding our renewable energy footprint will help mitigate and reduce our overall operational footprint intensity and contribute realistically towards global sustainability.

Environmental parameters know no borders. Westports is working closely with the government to combat irresponsible electronic waste dumping by foreigners on Malaysia's grounds. This issue requires close collaboration between Westports' multiple departments and various local authorities, container shipping lines and local companies. The waste ultimately should be re-shipped back to the country of origin.

Social Responsibility: Empowering Communities and Enhancing Employee Well-being

Social equity remains at the heart of Westports' mission. In 2024, we further strengthened our commitment to fostering a diverse, inclusive workforce and ensuring the well-being of employees. Our diversity and inclusion initiatives, which focus on increasing female representation and supporting differently-abled employees, are integral to our core values and organisational culture.

We continue prioritising community engagement, particularly in Pulau Indah and the surrounding areas. Our CSR initiatives address local educational, infrastructure and health challenges. In 2024, Westports declared that we would increase our CSR commitment and programmes by allocating a minimum of RM1.0 million annually to develop Pulau Indah and its surrounding areas. Westports is committed to making a positive, lasting impact on our communities.

Recognising the importance of safety and health, we implemented the Qavach Safety Management System, a key component in enhancing operational safety performance. Our ongoing focus on creating a safe and supportive workplace aligns with our commitment to ensuring people's well-being.

Governance: Strengthening Risk Management and Ethical Practices

Effective governance and risk management are fundamental to the long-term success of Westports. Our robust governance framework prioritises transparency, integrity and ethical conduct, ensuring that we meet the highest standards of corporate responsibility. This year, we focused on embedding climate and environmental risks into our strategic planning and risk management systems, commencing our alignment with the IFRS S1 and S2 standards for comprehensive sustainability disclosures. The Board of Directors is also critical in overseeing these risks, ensuring their proactive management across all business units.

We uphold our zero-tolerance policy for corruption and unethical practices, supported by comprehensive training and strict adherence to international standards. Our proactive engagement with stakeholders, including government bodies and business partners, ensures alignment with national sustainability goals, contributing to advancing a responsible, sustainable logistics ecosystem.

In 2024, Westports adopted an Anti-Greenwashing Policy. The Company is committed to upholding authentic sustainability practices, reporting and engaging with internal and external stakeholders, especially in the sustainability report, assurance and auditing processes, GHG verification, ESG rating agencies and financial community members. The Anti-Greenwashing Policy complements and reflects Westports' approach, as we have had external professionals audit the Sustainability Report every year since our 2018 issuance. BSI Services Malaysia conducted the audit process for the Sustainability Report 2024.

Since the late founder's passing in July 2023, I temporarily assumed the role of Executive Chairman in addition to my position as the Group Managing Director. The practice of good corporate governance calls for the separation of

the chairmanship and the highest executive role. As such, I have relinquished the role of Group Managing Director to Mr Eddie Lee with effect from 1 February 2025.

Managing Risk: A Proactive Approach to Sustainability

Westports' commitment to effective risk management is integral to sustaining our operations and achieving long-term sustainability objectives. The evolving landscape of climate change, regulatory shifts and social expectations presents new risks and opportunities that require continuous assessment and adaptation. Embedding sustainability risks and parameters into our decision-making processes and aligning with IFRS S1 and S2 allows us to meet global standards and safeguard the resilience of our operations and local communities. Integrating ESG considerations into our risk management framework better positions us to create long-term value and achieve our sustainability goals.

In conclusion, 2024 has been a year of significant sustainability-related progress for Westports, breaking multiple new records in 2024 — the highest container volume yearly and monthly, conventional throughput, profitability, dividends to shareholders and payments to the port authority. As we navigate the challenges of a rapidly evolving global landscape, we remain committed to creating a sustainable, resilient future for our people, stakeholders and the environment.

Yours sincerely,

Datuk Ruben Emir Gnanalingam Bin Abdullah
Executive Chairman

Westports continues to build a sustainable future by embracing innovative solutions, advancing environmental responsibility and promoting social equity. Through these ongoing efforts, Westports has solidified its reputation as a leading sustainable port operator in the region.

SUSTAINABILITY STRATEGY

Pathways to Net Zero: Decarbonisation in Action

- Conducted a detailed assessment of the **Glide Path to Net Zero 2050** in 2023, estimating potential annual electricity consumption from replacing diesel-powered terminal equipment with electric-powered units based on existing facilities.
- Completed a comprehensive review of the **Glide Path to Net Zero 2050** in 2024, aligned with the TCFD framework, to forecast emissions and CO₂e intensity per TEU for Westports 1 and Westports 2 by 2050.
- Formulated an initial transition plan that includes:
 - Purchasing electric terminal trucks and electrified RTGCs within three years.
 - Gradually replacing the ageing fleet.
 - Assessing renewable electricity sourcing directly or indirectly via solar panels.

Preserving Biodiversity in Land, Air and Water Conservation

- Reused 30–40% of suitable degraded dredged materials for future free zone land reclamation to reduce carbon emissions from dredging equipment (TSHD).
- Secured EIA approval for replanting 97 hectares of lost mangroves, with 4 hectares of planting to commence in February 2025.
- Planted 10,000 mangrove trees as of end-2024, comprising six diverse species since 2015.

Charting Sustainability Along the Supply Chain

- Gradually integrating ESG objectives into procurement decisions and supply chain management.
- Strategies include:
 - Zero tolerance for human rights violations by suppliers.
 - Promoting circularity and waste reduction across supply chain processes.
 - Establishing a low-carbon supply base.
 - Implementing robust anti-bribery measures to uphold ethical conduct across all supplier relationships.
 - Ensuring statutory compliance for vendors' employee contributions (EPF, SOCSO and PCB), requiring all vendors to meet legal obligations regarding employee benefits.
- By 2030, all vendors must demonstrate sustainability commitments through:
 - Sustainability roadmaps.
 - Forward-looking sustainability plans.
 - Detailed disclosures.
- Complete alignment with ESG requirements is envisioned by 2050.

People: Catalyst for Progress and Unity

- Dedicated to exemplary people management through:
 - Career development.
 - Competitive compensation.
 - Work-life balance.
 - Employee well-being, safety and human rights.
- The Diversity and Equal Opportunity Policy fosters inclusivity and fairness:
 - Achieved 50% female board representation, surpassing the 30% target.
 - Initiated deployment of female operators in 2024.
- Westports adheres to stringent safety and health practices under OSHA 2022 and EQA 1974, significantly reducing workplace accidents and incidents.

Community: Thriving in Harmony with Society

- Committed to social development through:
 - Minimising the impact of operations on the local community.
 - Promoting local employment and training opportunities.
 - Upgrading infrastructure to enhance liveability.
 - Supporting the growth of logistics-based local businesses.
- Ongoing collaboration with local authorities includes initiatives such as:
 - Klinik Westports, ambulance services and port police.
- Dedicated to fostering a safe Pulau Indah while prioritising public health and well-being.

SUSTAINABILITY GOVERNANCE

Westports' Board of Directors leads its sustainability governance, enforcing sustainability as a fundamental principle across all key corporate functions and operations. Sustainability remains one of the core agenda items in board meetings and management discussions. Establishing a dedicated committee operationalises this commitment to address various sustainability objectives, ensuring robust target-setting, continuous monitoring and achievement of short- and long-term goals.

Westports Sustainability Committee

An Independent Non-Executive Director chairs Westports' Board Sustainability Committee Meetings

The Committee includes at least three independent, non-executive directors

The Chairperson is independent and distinct from the Board's Chairman

The Committee meets quarterly

The Committee provides direction, oversight and guidance on sustainability initiatives across Westports

Westports guides sustainability initiatives effectively by continually assessing ways to reduce emissions intensity, reduce resource usage intensity and increase operational efficiency while lessening unit input cost. The Company is also refining policies and management practices to address sustainability risks — a key aspect of the governance structure. Importantly, Westports directly ties executive compensation to sustainability targets. This direct link between performance on sustainability metrics and remuneration highlights the Group's dedication to sustainable progress across all levels.

SUSTAINABILITY AND RISK INTEGRATION

Westports integrates sustainability risks and opportunities into its strategic and risk management framework, embedding ESG considerations across many decision-making processes. Conducting detailed risk assessments for all ongoing and upcoming projects helps evaluate potential impacts on sustainability goals, operational stability and long-term business resilience. The Group tailors each risk category to capture specific threats and opportunities, covering climate change, regulatory changes, social and community impacts, and other issues.

The Board of Directors is vital in overseeing these risk management efforts, conducting quarterly reviews to ensure alignment with the Group's strategy. Westports has also extended its risk management and internal control systems to encompass sustainability-related risks, including climate change, inputs/resource scarcity and environmental impacts. The Group's sustainability risk profile is reported regularly to the Board through the Board Sustainability Committee, enabling transparent oversight and long-term value creation.

As a vital port hub, Westports engages daily with various stakeholders, from shipping lines and logistics providers to regulatory authorities, customers and local communities. Strong, responsive relationships are essential in the fast-paced and constantly evolving port and transportation industry. This dynamic environment requires Westports to stay informed and adaptable, ensuring that all stakeholders receive timely updates and that collaborative efforts are well-coordinated.



Effective stakeholder engagement is central to Westports’ operations. Fostering open communication and building trust ensures stakeholders are actively involved in shared goals, operational improvements and sustainability initiatives. This approach enables Westports to adapt swiftly to industry shifts while reinforcing its commitment to excellence in service and sustainable growth.

Stakeholder Identification and Prioritisation




According to the AA1000SES Standard, relevant stakeholders are individuals, groups of individuals or organisations that affect or could be affected by an organisation’s activities, products or services and associated performance concerning the issues to be addressed by the engagement.

STAKEHOLDER ENGAGEMENT LEVELS AND METHODS

Westports utilises multiple channels to engage regularly with stakeholders, ensuring a thorough understanding of their expectations and perspectives. The Group tailors the level of engagement according to the type of project, its potential impacts and the unique needs of each stakeholder group at any given time.

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
<div>Port Users</div> <div></div>	Customer feedback management	Daily	Port infrastructure
	Customer support centre	Daily	Port safety
	Social media tools	Regularly	Transparent and seamlessly coordinated operations
	Market research	Regularly	
	Events, dialogue sessions, roadshows and engagement sessions	Ad-hoc	
	Materiality survey	Biennially	Key sustainability issues, alignment with employee values, workplace priorities
	Sustainability reports and disclosures	Annually	Transparency, regulatory compliance and ESG performance
<div>Government & Authorities</div> <div></div>	Formal meetings	Ad-hoc	Operational regulatory compliance and effective safety management
	Performance reports	Regularly	
	Discussions on government initiatives	Ad-hoc	
	Safety campaign	Annually	
	Video conferencing	Ad-hoc	
	Materiality survey	Biennially	
	Compliance audits and inspections	Ad-hoc	

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
Shareholders & Investors 	IR events	Ad-hoc	Good governance, corporate transparency and operational updates
	Annual and sustainability reports	Annually	Ethical operations and regulatory compliance
	Annual general meetings	Annually	Earnings enhancing investments and expansions
	Extraordinary general meetings	Ad-hoc	
	Shareholder updates	Regularly	
	Quarterly reports	Quarterly	
	Corporate presentations	Ad-hoc	
	Signing ceremonies	Ad-hoc	
	Video conferencing	Ad-hoc	
	Materiality survey	Biennially	
Community 	Website	Daily	Employment of locals
	Annual and sustainability reports	Annually	Infrastructure development and community engagement
	Visits, seminars and joint activities	Ad-hoc	
	Community engagement activities	Regularly	
	Materiality survey	Biennially	
	Local partnerships and collaborations with NGOs	Ad-hoc	
	Support for local infrastructure development	Ad-hoc	
	Educational and health initiatives	Ad-hoc	
Employees 	Employee satisfaction survey	Annually	Employee well-being
	Dialogue and engagement, HR Portal, departmental meetings and newsletters	Regularly	Engaged workforce
	Employee engagement programmes	Regularly	Fostering family values, culture and appreciation for employees
	Materiality survey	Biennially	
	Training and development programmes	Regularly	Career/leadership development, skills enhancements and compliance training
	Performance reviews and feedback sessions	Annually	Performance Management

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
Suppliers 	Suppliers' survey	Ad-hoc	Supplier appraisal mechanism
	Suppliers' training programmes	Regularly	Effective communication
	Supplier relationship management	Regularly	
	Video conferencing	Ad-hoc	
	Materiality survey	Biennially	
	Vendor pre-qualification and compliance audits	Regularly	
	Supplier performance evaluations	Regularly	
	Collaboration on ESG initiatives and sustainability roadmaps	Ad-hoc	
Professional Bodies 	Dialogue and engagement	Regularly	Good governance
	Joint activities	Regularly	Ethical operations & compliance
	Consultations and negotiation	Ad-hoc	Business investments
	Certifications	Ad-hoc	Socio-environmental impact
	Annual and sustainability reports	Annually	
	Campaigns and roadshows	Regularly	
	Materiality survey	Biennially	
	Participation in industry forums and conferences	Ad-hoc	
	Collaboration on regulatory and industry standards development	Ad-hoc	
Non-Governmental Organisations (NGOs) 	Dialogue and engagement	Regularly	Community involvement
	Collaboration	Regularly	Impact on society
	Sponsorships and donations	Ad-hoc	Collaborations
	Social media and other online channels	Daily	
	Materiality survey	Biennially	

Westports has adopted the AA1000 standards to guide its materiality study, ensuring a robust framework for identifying and prioritising key sustainability topics. This comprehensive approach enables Westports to align its priorities with stakeholder expectations and the evolving sustainability landscape, ensuring a meaningful and impactful strategy.

Westports applies a double materiality perspective, assessing how:

- These sustainability issues may influence its financial and operational performance.
- Its activities impact society and the environment.

Westports conducted a structured materiality survey to identify, prioritise and integrate the most relevant issues for the Company and its stakeholders. This process served three key objectives:

Gather Insightful Feedback

- The survey captured diverse stakeholder perspectives on the importance of each sustainability issue.

Align Internal and External Views

- The survey compared Westports' assessment of each issue's financial and operational impact with external stakeholders' priorities.

Informed Strategic Decision-Making

- Westports used the survey's data-driven insights to guide resource allocation, policy development and long-term planning.

Westports aligns its materiality assessment with IFRS S1 & S2 standards to enhance transparency and comparability. These frameworks ensure that the Company integrates sustainability-related financial risks into business decision-making and discloses ESG impacts in a structured manner.

STAKEHOLDER INPUT

Westports invited its stakeholders, including port users, government authorities, shareholders, employees, local communities and NGOs, to participate in its online materiality survey. Participants rated each issue on a scale from "Not Important/Not Impactful" to "Extremely Important/Very Significant," highlighting each issue's relative importance.

Stakeholders Involved in the Materiality Research



**Government Agencies
such as Customs**



**Community such as Schools
& Residents at Pulau Indah**



Employees of Westports



**Shipping Clients such as
Liners & NVOCC**



**Other Customers such as
Warehouse Users**



**Port Users such as
Forwarding Companies**



**Suppliers & Contractors of
Goods & Services**



Shareholders & Analysts





INTERNAL ASSESSMENT






Westports distributed a comprehensive survey to its directors, asking them to evaluate each issue's potential financial, operational and reputational impact on the business. Directors also considered a double materiality perspective, assessing how:

- These issues influence Westports' success.
- The Company's activities affect people, the planet and broader societal goals.

The materiality matrix prioritises stakeholder perception (influence on business) and Westports' ESG impact, ensuring that high-priority issues balance external expectations and business-critical risks.

Sustainability Areas Assessed in the Materiality Study

Materiality Issue	Description	Related UNSDGs	Stakeholders Impact	Westports' Impact
Business Development and Value Chain	Nation-building initiatives, strategies for business growth and innovation and sustainable supply chain management		<p>Port Users: Access to reliable services and business opportunities</p> <p>Government & Authorities: Policy alignment and economic growth</p> <p>Suppliers: Opportunity for long-term partnerships</p>	<p>Impact on People and Planet: Strategies for business growth, innovation and sustainable supply chain management at Westports contribute to regional economic development, job creation and environmental sustainability across the logistics and shipping value chain.</p> <p>Financial Impact: Enhancing business development and supply chain strategies strengthens Westports' market leadership, operational resilience and profitability.</p>
Ethics and Compliance	Upholding integrity, ensuring legal and regulatory compliance, promoting transparency and strengthening corporate governance		<p>Shareholders & Investors: Trust and ethical investments</p> <p>Employees: Ethical work environment</p> <p>Government & Authorities: Regulatory adherence</p>	<p>Impact on People and Planet: Upholding integrity, compliance and transparency at Westports builds trust with stakeholders, reduces corruption and reinforces ethical practices in the port and logistics sectors.</p> <p>Financial Impact: Strong governance and ethical conduct minimise legal risks, safeguard Westports' reputation, attract investors, retain clients and enhance financial stability.</p>
Energy and Climate Change	Energy efficiency, renewable energy and reducing greenhouse gas ("GHG") emissions	 	<p>Port Users: Sustainability in port operations and community</p> <p>Community: Green jobs and workplace sustainability</p>	<p>Impact on People and Planet: Westports' focus on energy efficiency and emissions intensity, renewable energy adoption and reducing emissions supports global efforts to combat climate change and promotes cleaner air for surrounding communities.</p> <p>Financial Impact: Proactive energy and climate strategies reduce operational costs, secure regulatory approvals and incentives and mitigate Westports from climate-related financial risks.</p>

Materiality Issue	Description	Related UNSDGs	Stakeholders Impact	Westports' Impact
Waste, Water, Effluents and Other Pollutants	Sustainable waste management, water conservation, effluent treatment and pollution control	 	Community: Clean environment and health Government & Authorities: Regulatory compliance Port Users: Sustainable operations	Impact on People and Planet: Sustainable waste management, water conservation and pollution control at Westports mitigate environmental harm, reduce and avoid adverse impacts on local water quality and enhance community health. Financial Impact: Effective resource and pollution management helps Westports comply with regulations, reduce environmental costs and improve operational efficiency.
Labour Practices	Diversity, hiring, employee engagement, training and human rights	 	Employees: Fair treatment and development opportunities Community: Inclusive social responsibility Suppliers: Ethical standards	Impact on People and Planet: Promoting diversity, fair hiring practices, employee engagement, training and human rights at Westports fosters an inclusive workplace culture and equitable economic opportunities in the region. Financial Impact: Westports' strong labour practices enhance workforce productivity, retention and morale, positively influencing operational and financial performance.
Safety, Health and Security	Workplace safety, health initiatives and security measures, including port police		Employees: Safe working conditions Port Users: Secure operations, community and safety in the surrounding area	Impact on People and Planet: Ensuring workplace safety, health initiatives and robust security measures, including the efforts of Westports' port police, safeguards employees and communities while fostering a culture of care. Financial Impact: Investments in safety, health and security reduce accidents, insurance premiums and operational disruptions, enhancing Westports' financial outcomes and operations uptime.

Materiality Issue	Description	Related UNSDGs	Stakeholders Impact	Westports' Impact
Community	Social contributions, community engagement and local development initiatives		Community: Job creation and improved infrastructure Employees: Community well-being NGOs: Collaboration for local development	Impact on People and Planet: Westports' social contributions, community engagement and local development initiatives strengthen community well-being and foster long-term societal progress. Financial Impact: Strong community relations bolster Westports' social licence to operate, enhance its brand reputation and secure stakeholder support for sustainable business growth. The surrounding community also provides a pool of workers for hire for Westports' operations.
Sustainable Operations	Service quality, cybersecurity, data privacy, operational efficiency and customer satisfaction		Port Users: Service reliability and satisfaction Shareholders & Investors: Operational transparency and growth potential Employees: Work environment and productivity	Impact on People and Planet: Ensuring high service quality cybersecurity, data privacy and operational efficiency at Westports promotes customer trust, protects sensitive information and supports sustainable port operations. Financial Impact: Sustainable operational practices improve customer satisfaction, mitigate risks and drive long-term profitability for Westports.

CONSOLIDATING RESULTS

Westports compiled and analysed all survey responses to identify common themes, levels of urgency and any material divergences between internal and external views. The team then plotted the results on a materiality matrix, which revealed the issues that rank highest for stakeholders and carry the most significant impact.

Westports shared preliminary findings with senior management and select stakeholder representatives to validate and refine the final list of material issues.

Westports validated the results through executive discussions and board reviews, ensuring that prioritised issues align with strategic business objectives and regulatory expectations.

APPLYING THE OUTCOMES

The prioritised material issues help shape Westports' sustainability objectives, targets and action plans. These findings are disclosed in Westports' sustainability report to maintain transparency and demonstrate accountability.

Westports continuously monitors these issues and updates its priorities as business landscapes, regulations and stakeholder expectations evolve. Periodic reviews aligned with IFRS S1 & S2 disclosure requirements and emerging industry best practices further reinforced this process.

MATERIALITY MATRIX

Westports adopts a double materiality approach, integrating stakeholder and financial perspectives into a consolidated matrix. This approach recognises that ESG topics may be material not only due to their potential impact on the Company’s financial performance, but also because of their economic, environmental and social impacts on stakeholders and the broader operating context.

The combined matrix plots:

- ESG Impact and Relevance to Westports along the X-axis
- Financial Impact and Stakeholder Importance along the Y-axis

Two distinct points represent each ESG topic:

- Reflecting the financial materiality perspective, based on its ESG Impact and Financial Impact
- Representing the impact materiality perspective, based on its Relevance to Westports and Stakeholder Importance

A numbered legend links the two points, using the same identifier for each topic across both views:

- Green circles represent the Relevance to Westports vs. Stakeholder Importance
- Orange circles represent the ESG Impact vs. Financial Impact

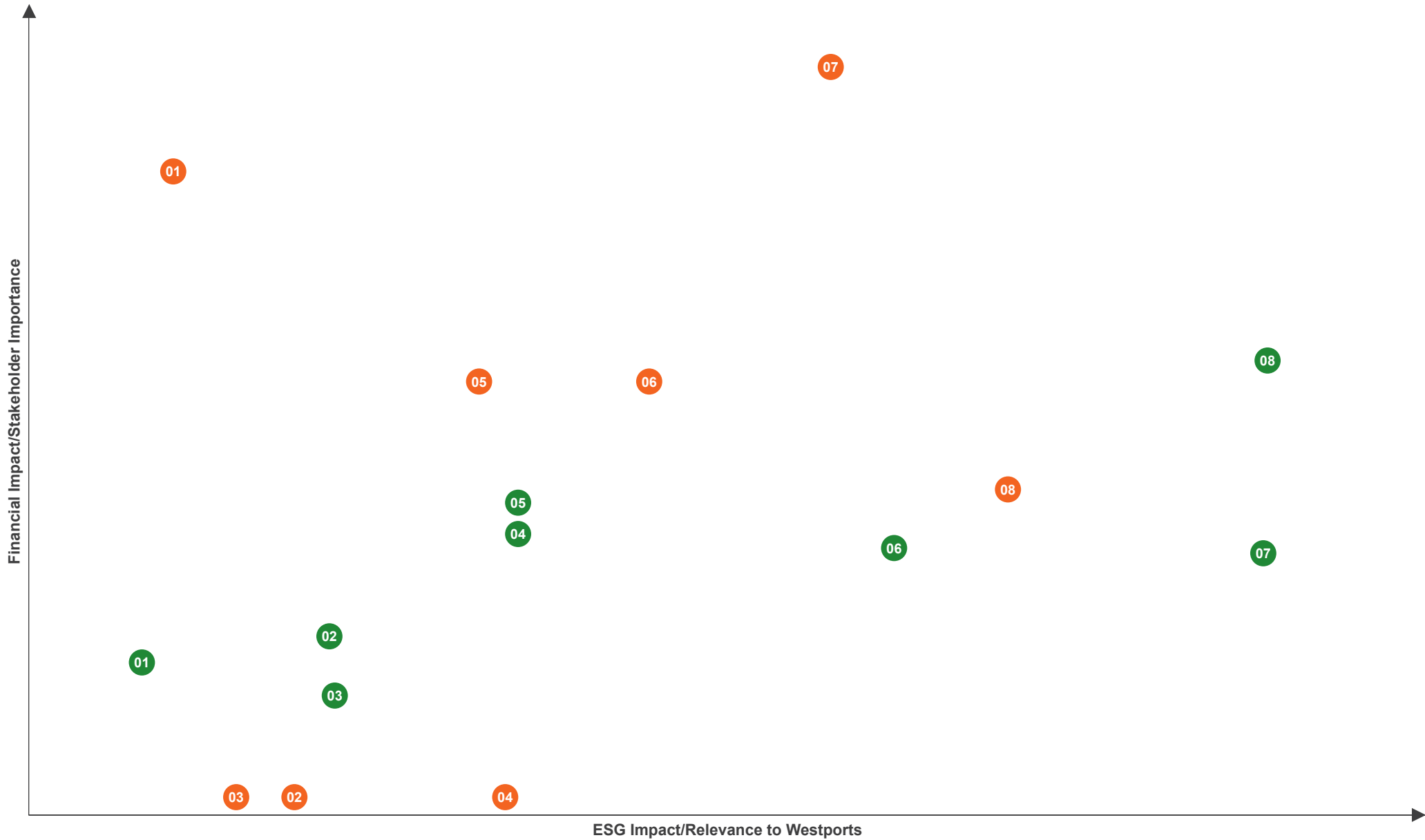
This unified visual approach enables Westports to assess how ESG issues are prioritised from both internal and external perspectives, supporting balanced decision-making and the integration of sustainability into core business strategy.

Westports Materiality Matrix

Legend:

<div>01</div> <div>01</div> <div>Business Development and Value Chain</div>	<div>02</div> <div>02</div> <div>Energy and Climate Change</div>	<div>03</div> <div>03</div> <div>Community</div>	<div>04</div> <div>04</div> <div>Waste, Water, Effluents and Other Pollutants</div>
<div>05</div> <div>05</div> <div>Sustainable Operations</div>	<div>06</div> <div>06</div> <div>Labour Practices</div>	<div>07</div> <div>07</div> <div>Ethics and Compliance</div>	<div>08</div> <div>08</div> <div>Safety, Health and Security</div>

Shaping Our Sustainability Priorities





Effective risk management is crucial for maintaining long-term sustainability and resilience. Westports' approach to risk management is embedded in its governance framework, focusing on proactive strategies to address current and emerging challenges. These risks span multiple dimensions, including business development, ethics, environmental impact, and the safety and well-being of employees and the community. The Group commits to transparent reporting on its risk management processes, adopting and gradually aligning with the IFRS S1 and S2 standards. This approach ensures stakeholders stay informed about strategies, mitigation efforts and progress towards achieving sustainability goals.

The Board of Directors oversees each risk area, providing strategic guidance and ensuring alignment with corporate and sustainability objectives. Embedding these risk considerations into decision-making ensures that Westports continues to drive growth while adhering to the highest standards of governance, ethics and environmental stewardship.




BUSINESS DEVELOPMENT AND VALUE CHAIN

Westports' governance framework prioritises integrity, transparency and accountability, with strategic oversight provided by the Board and committees. Policies such as the Code of Conduct and Ethics, Supplier ESG Compliance Policy and Whistleblower Policy drive ethical practices, ensure a sustainable supply chain and enhance stakeholder engagement. This approach underpins efforts to strengthen Westports' role in supporting Malaysia's position as a regional trade hub while aligning business growth with global sustainability goals.

-  Integrity, transparency and accountability form the backbone of Westports' value chain governance.
-  Policies like the Code of Conduct and Supplier ESG Compliance Policy drive sustainable growth.
-  Westports strengthens Malaysia's position as a regional trade hub.


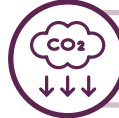

ETHICS AND COMPLIANCE

Westports enforces a strict zero-tolerance policy for corruption, supported by the Anti-Corruption and Bribery Policy, Conflict of Interest Policy and ISO 37001 certification. The ACE Committee ensures compliance through risk assessments, audits and employee training. These mechanisms help Westports uphold its commitment to ethical excellence, aligning its operations with international standards and safeguarding its reputation.

-  Zero tolerance for corruption: ISO 37001 certified.
-  Policies like Anti-Corruption and Bribery ensure ethical excellence.
-  ACE Committee and CeIO safeguard integrity.



ENERGY AND CLIMATE CHANGE

Westports is committed to tackling energy and climate change issues by minimising its impact and enhancing operational efficiency. The Board of Directors oversees Westports' climate strategy, aligning with global sustainability goals to mitigate risks. The Sustainability Committee, also dedicated to overseeing climate change-related parameters, drives initiatives such as GHG reduction, emission targets and energy efficiency programmes to ensure resilience against climate impacts. Progress is reported regularly to the Board, reinforcing accountability and transparency in addressing climate challenges.

-  The Board oversees energy efficiency and climate resilience.
-  GHG reduction strategies align with global sustainability goals.
-  Climate Change Sustainability Committee drives emissions reduction targets.

WASTE, WATER, EFFLUENTS AND OTHER POLLUTANTS

Westports integrates waste and water management into its governance framework, with oversight from the Board. Policies like the Waste Management Policy and Environmental Policy guide efforts to minimise environmental impacts. Department collaboration ensures continuous improvement, driving efficiency and measurable environmental progress.

-  Policies ensure efficiency in waste and water management.
-  Collaborative strategies aim to reduce environmental impact.
-  The Board ensures alignment with long-term sustainability goals.




LABOUR PRACTICES

The Human Resources Department champions diversity, equity and inclusion through the Equal Employment Opportunity Policy, Code of Conduct and Ethics and other policies. These frameworks foster a supportive workplace, promoting employee engagement, training and rights compliance. Westports aligns with UNSDG 5 (Gender Equality) and UNSDG 8 (Decent Work), reflecting its commitment to workforce development and fair treatment.

-  Equal Employment Opportunity and diversity policies create fairness.
-  Human Resources champions employee engagement and rights.
-  Aligning with UNSDGs for gender equality and decent work.

SAFETY, HEALTH AND SECURITY

Westports prioritises safety and security through a comprehensive framework led by the OSH Committee, chaired by the CEO. Compliance with OSHA 1994 and ISO 45001 certification ensures high safety standards. The Port Police and emergency response teams manage risks, while a robust Crisis Management Plan prepares for environmental challenges, ensuring operational resilience.

-  Safety first: ISO 45001 certified and OSHA-compliant.
-  Port Police safeguard operations and surroundings.
-  Crisis Management Plan ensures preparedness for potential disasters.




COMMUNITY

Westports places Pulau Indah at the heart of its community initiatives. Policies like the Community Engagement Policy ensure transparency and alignment with local needs. The CSR Committee collaborates with stakeholders to address education, health and infrastructure challenges, fostering a sustainable and mutually beneficial relationship with the community.

-  Pulau Indah is at the heart of Westports' community commitment.
-  Clear policies ensure impactful and transparent CSR initiatives.
-  Local collaboration drives solutions to societal challenges.

SUSTAINABLE OPERATIONS

Through the Data Privacy Policy and ISO 27001 certifications, Westports ensures operational excellence while protecting sensitive information. Regular audits and training drive continuous improvement across processes, fostering efficiency, service quality and customer satisfaction. The governance framework supports long-term sustainability while meeting industry standards.

-  ISO 9001, 28000 and 27001 certifications ensure excellence.
-  Data privacy and cybersecurity are integral to operations.
-  Sustainable processes drive efficiency and customer satisfaction.

Westports faces risks across key areas, including business development, ethics, energy management, water resources, labour practices, safety and sustainable operations. These risks require proactive management to ensure resilience, maintain operational performance and nurture stakeholders’ trust while achieving long-term sustainability objectives.

BUSINESS DEVELOPMENT AND VALUE CHAIN

Westports contributes to Malaysia’s economic growth and nation-building by facilitating the efficient movement of cargo locally and regionally, enhancing operational efficiency innovation and adopting sustainable business practices. Adapting to relevant global trends, including digitalisation, automation and climate change, ensures the Group’s value chain remains competitive and sustainable. Targeted CSR initiatives also strengthen Westports’ community favourable impact, particularly in Pulau Indah.

Key strategies aligned with the UNSDGs focus on long-term growth, responsible sourcing and meeting sustainability targets. Working with stakeholders improves its supply chain and fosters social and economic value while reducing carbon emissions.

Topic	Mitigation	Metrics
Economic Adaptability	<ul style="list-style-type: none">Monitor economic conditions and adjust strategies to maintain competitiveness, contributing to Malaysia’s logistics requirements and broader economic development.	<ul style="list-style-type: none">Annual review of financial and operational performance against regional ports’ performance, GDP growth and overall market conditions.Annual review of the estimated market share and volume growth against the major ports along the Straits of Malacca and in Malaysia.
Innovation & Technology	<ul style="list-style-type: none">Invest in digitalisation, automation and green technologies to drive efficiency and sustainable growth.	<ul style="list-style-type: none">The increase in digitalisation, automated operations, improved efficiency and reduction in carbon emissions from operations.
Community Impact	<ul style="list-style-type: none">Strengthen local development through CSR in education and infrastructure.	<ul style="list-style-type: none">Number of local CSR initiatives and beneficiaries in Pulau Indah.
Climate Risk Management	<ul style="list-style-type: none">Assess and mitigate climate change risks, ensuring long-term operational resilience.	<ul style="list-style-type: none">Frequency of climate risk assessments and monitoring observed changes against infrastructure assets.
Sustainable Supply Chain	<ul style="list-style-type: none">Ensure suppliers adhere to environmental and ethical standards.	<ul style="list-style-type: none">Percentage of suppliers meeting the sustainability criteria.
Governance & Compliance	<ul style="list-style-type: none">Maintain robust governance and compliance with regulations.	<ul style="list-style-type: none">Annual audit results and compliance rate with environmental and governance standards.

ETHICS AND COMPLIANCE

Westports is committed to upholding the highest corporate governance and integrity standards, ensuring legal and regulatory compliance, promoting transparency and strengthening governance across all levels of its operations. This approach is integral to maintaining long-term trust with stakeholders, mitigating legal and reputational risks and fostering a culture of ethical business conduct. Adherence to the ISO 37001:2016 Anti-Bribery Management System encapsulates Westports’ efforts. Continued improvements to governance frameworks and staff training mitigate risks associated with corruption, bribery and unethical practices.

Topic	Mitigation	Metrics
Upholding Integrity	<ul style="list-style-type: none">Strict adherence to the MACC Act 17A to prevent improper payments and corruption.	<ul style="list-style-type: none">Year 2 Surveillance Audit for ISO 37001:2016 certification completed 14 February 2025.
Legal & Regulatory Compliance	<ul style="list-style-type: none">Regular updates to the ABMS Risk Register and management reviews.	<ul style="list-style-type: none">Completion of full anti-bribery awareness training for procurement staff by the end of 2024.
Transparency	<ul style="list-style-type: none">Strengthening due diligence Standard Operating Procedures (“SOPs”) and maintaining clear communication on compliance initiatives.	<ul style="list-style-type: none">Ongoing updates to risk management frameworks and continuous improvements in governance processes.
Corporate Governance	<ul style="list-style-type: none">Enhancing internal controls and increasing training on anti-bribery and compliance measures.	<ul style="list-style-type: none">Regular reviews of governance policies and consistent training completion among staff.

ENERGY AND CLIMATE CHANGE

Westports is committed to enhancing energy efficiency, integrating renewable energy solutions and reducing GHG emissions intensity and absolute level of emissions to address climate change and deliver long-term operational resilience. Key efforts include electrifying terminal operations, investing in green technologies such as solar facilities generating renewable electricity and subscribing to a renewable energy agreement in the future. These initiatives help mitigate climate-related risks while aligning with a future that requires a transition towards a low-carbon emitting organisation. Westports also continuously assesses transition risks, such as regulatory changes and market dynamics, and updates its climate strategies accordingly.

Adopting renewable energy and energy efficiency measures is fundamental in managing energy consumption while contributing to a sustainable future. The following table outlines key areas of focus and related metrics for monitoring energy and climate change mitigation efforts.

Topic	Mitigation	Metrics
Energy Efficiency	<ul style="list-style-type: none"> Implement energy-efficient technologies, upgrade infrastructure and monitor energy use across port operations. 	<ul style="list-style-type: none"> Emissions on a net CO₂e per TEU basis Total energy consumption (2,020 TJ) and energy intensity (184 MJ/TEU).
Solar Energy Adoption	<ul style="list-style-type: none"> Install solar panels on available roof spaces, warehouses, parking areas or other facilities where feasible and explore opportunities to integrate solar-powered systems in port operations. 	<ul style="list-style-type: none"> Installed solar capacity: 7,864 kWp, generating 3,880,729 kWh in 2024.
RECs	<ul style="list-style-type: none"> Purchase RECs to offset non-renewable energy usage, contributing to green energy production in the region. 	<ul style="list-style-type: none"> Number of RECs purchased, total energy generated (kWh) and percentage of total energy offset by RECs.
Carbon Emissions Reduction	<ul style="list-style-type: none"> Transition to low-carbon fuels, enhance fuel efficiency of port vehicles and equipment and invest in carbon offset programmes. 	<ul style="list-style-type: none"> Carbon emissions reduction (tCO₂e) and carbon intensity (kgCO₂e/TEU).
Energy Infrastructure Resilience	<ul style="list-style-type: none"> Strengthen energy supply systems and storage capacity to withstand climate-related disruptions such as storms and flooding. 	<ul style="list-style-type: none"> Frequency and duration of power outages and resilience rating of energy infrastructure.
Adaptation to Increased Energy Demand	<ul style="list-style-type: none"> Plan for increased energy needs due to higher temperatures and extreme weather events. Ensure that energy supply is robust during peak demand periods. 	<ul style="list-style-type: none"> Monitor energy demand during peak periods and energy reserve capacity (kWh).

Focusing on solar energy and RECs allows Westports to contribute to a greener, more sustainable energy future while mitigating the impacts of climate change.

WASTE, WATER, EFFLUENTS AND OTHER POLLUTANTS

Water supply disruption affects buildings, tenants and vessels, making reliable access to water essential for maintaining operations. Westports has implemented a rain-harvesting water storage system to mitigate the impacts of such disruptions. The storage capacity includes 3,045 m³ of reserve water, sufficient to support operations for up to two days, and an additional 2,025 m³ of capacity from vessel tanks for one more day. In an emergency, Westports can call on independent water suppliers with a 24-hour notice to replenish critical tanks. In contrast, mobile water tankers, each with a capacity of 4,500 litres, are available for immediate use. During disruptions, non-essential activities, such as wharf washing and vessel water supply, will be paused to prioritise critical functions.

Westports is also committed to minimising the environmental impact of water use and other pollutants, ensuring proper waste management, and adhering to local regulations on effluents and waste treatment. The following table outlines the key mitigation strategies and corresponding metrics to manage waste, water, effluents and other pollutants:

Topic	Mitigation	Metrics
Water Supply Resilience	<ul style="list-style-type: none"> Maintain 3,045 m³ of storage capacity for two days, plus an additional 2,025 m³ from vessel tanks and secure independent suppliers for emergencies. 	<ul style="list-style-type: none"> Water storage capacity (m³) and response time for external water supply.
Water Efficiency and Conservation	<ul style="list-style-type: none"> Implement water-saving technologies, such as efficient water fixtures and rainwater harvesting systems and regularly assess water consumption across operations. 	<ul style="list-style-type: none"> Water consumption per staff (exclude water sale) total recycled water.
Waste Management	<ul style="list-style-type: none"> Segregate, recycle and dispose of waste according to environmental regulations. Implement a circular economy approach for waste management. 	<ul style="list-style-type: none"> Total waste produced (tonnes) and per TEU basis.
Effluent Treatment and Discharge	<ul style="list-style-type: none"> Treat wastewater to meet environmental standards before discharging it into local water bodies, regularly monitoring and improving treatment processes. 	<ul style="list-style-type: none"> Effluent quality (e.g., pH, BOD, COD) and volume of treated effluent (m³).
Pollution Control (Air, Noise and Other)	<ul style="list-style-type: none"> Install air quality control systems and noise barriers where necessary to mitigate pollution and use eco-friendly vehicles and equipment for operations. 	<ul style="list-style-type: none"> Units and percentage of eco-friendly fleet.
Flood and Stormwater Management	<ul style="list-style-type: none"> Develop and maintain effective stormwater drainage systems and flood protection measures, including green infrastructure solutions. 	<ul style="list-style-type: none"> Monitor and ensure adequate stormwater runoff volume (m³) to prevent flooding incidents that affect operations.

Implementing these strategies and metrics helps Westports safeguard against water disruptions, minimise waste generation and control pollutant emissions, contributing to the overall environmental sustainability of its operations.

LABOUR PRACTICES

Labour practices, including human rights, fair remuneration and career management, are essential to Westports’ approach to managing its workforce and operations. The Group is committed to upholding fair and ethical treatment of employees while mitigating risks associated with employee turnover, operational disruptions, low motivation, work stress, recruitment challenges and human rights violations. These factors adversely affect productivity, morale and overall operational efficiency.

Westports employs various strategies to address these issues to improve employee engagement, foster a respectful work environment and ensure equal opportunities.

Adherence to Human Rights Principles

- Freedom from discrimination
- Fair compensation
- Safe working environment

Focus Areas

- Structured succession planning
- Competitive remuneration
- Career development
- Mental health support

Inclusive Recruitment

- Diversity and inclusivity in hiring processes

Collaborating with technical training institutions, including TVET, empowers employees with essential skills while fostering a more diverse and ethically responsible workforce. Focusing on communication, employee feedback and performance management ensures Westports proactively addresses employee concerns regarding workplace conditions and human rights.

The following table outlines key mitigation strategies and corresponding metrics to manage both labour practices and human rights considerations at Westports:

Topic	Mitigation	Metrics
Employee Retention	<ul style="list-style-type: none">Implement succession planning, competitive remuneration and retention programmes, and offer career growth opportunities, stress management and work-life balance initiatives.	<ul style="list-style-type: none">Employee attrition rate trend.
Recruitment	<ul style="list-style-type: none">Expand recruitment efforts beyond the Klang Valley, focus on diversity and collaborate with TVET institutions for a skilled workforce.	<ul style="list-style-type: none">Recruitment success rate, percentage of hires from diverse backgrounds.Successful and diverse hiring based on location and target market demographics.
Employee Engagement	<ul style="list-style-type: none">Conduct annual satisfaction surveys, focus group discussions and open communication channels and offer performance incentives and recognition programmes.	<ul style="list-style-type: none">Employee satisfaction score and participation rate in engagement programmes.
Training and Development	<ul style="list-style-type: none">Provide continuous training on port operations, safety and career development, and implement mentorship and leadership programmes such as Penghulu for skill enhancement.	<ul style="list-style-type: none">Training hours per employee and skill development rate.
Workplace Stress and Well-being	<ul style="list-style-type: none">Implement stress management workshops, offer mental health support and promote a healthy work-life balance.	<ul style="list-style-type: none">Employee health and well-being score (passport), usage hours of gym facilities by staff and number of healthy/sports programmes/activities organised.
Performance Management	<ul style="list-style-type: none">Conduct regular performance reviews, set clear goals, provide feedback and align employee performance with organisational objectives.	<ul style="list-style-type: none">Performance review frequency, goal achievement rate and convergence rate to internal targets.

Focusing on these areas ensures that Westports complies with international human rights standards and creates a work environment where employees are respected, valued and motivated. This holistic approach strengthens long-term operational resilience and corporate reputation.

SAFETY, HEALTH AND SECURITY

Safety, health and security are paramount to operations, directly influencing the well-being of employees, tenants and visitors and ensuring operational performance and continuity. The Company minimises workplace safety, health and security risks through stringent policies, continuous improvement and active monitoring. Westports systematically addresses potential hazards such as personal injuries, fire risks, marine incidents and health-related issues. Prioritising swift emergency response and enhanced preparedness through regular drills and training fosters a safe working environment.

A robust Safety Policy, regular health checks, training programmes and active coordination with port police and emergency responders reinforce mitigation efforts. Prioritising employee safety ensures compliance with regulatory standards and fosters a culture of responsibility and accountability, reducing risks and enhancing operational resilience.

The table below outlines the mitigation strategies for key safety, health and security risks and relevant metrics for tracking performance.

Topic	Mitigation	Metrics
Workplace Safety	<ul style="list-style-type: none">Enforce the Safety Policy, conduct monthly Safety Committee reviews, ensure proper safety gear usage, provide defensive driving training and run safety campaigns.	<ul style="list-style-type: none">Number of safety incidents, injury rate and safety gear compliance issuance rate to staff.
Health and Well-being	<ul style="list-style-type: none">Provide regular health checks, mental health initiatives and stress management programmes and implement work-life balance policies to reduce stress-related health risks.	<ul style="list-style-type: none">Employee health score and health check completion rate.
Equipment Maintenance	<ul style="list-style-type: none">Ensure regular maintenance and testing of safety equipment.Focus on proactive checks of machinery and vehicles to avoid failures.	<ul style="list-style-type: none">Rate of scheduled maintenance completion rate and equipment failure rate.
Marine Incidents	<ul style="list-style-type: none">Oversight by the Crisis Committee, immediate emergency response, pilot training and enhanced SOPs for berthing and tugboat operations.Monitor wind speed and conduct hydrographic surveys.	<ul style="list-style-type: none">Number of non-marine incidents, spills and response time.

Topic	Mitigation	Metrics
Fire Risks	<ul style="list-style-type: none">Monthly maintenance and functional tests of firefighting units, coordination with Port Police, regular fire drills and evacuation procedure rehearsals.	<ul style="list-style-type: none">Number of fire drills conducted, time to evacuate and firefighting unit readiness rate.
Security Measures	<ul style="list-style-type: none">Coordinate with Port Police for security surveillance and response.Implement measures to monitor high-risk areas and ensure the safety of personnel and cargo.	<ul style="list-style-type: none">Number of security incidents and response time to security breaches.

These safety measures, ongoing employee training and emergency preparedness ensure that Westports operates safely and securely, protecting its employees, assets and operations. These efforts support the long-term sustainability of the business by mitigating operational risks and ensuring the well-being of all stakeholders involved.

COMMUNITY

Westports is committed to fostering positive relationships with its surrounding communities, supporting local development and ensuring public safety and well-being. The Company actively engages in social initiatives, provides essential services and collaborates with stakeholders to uplift the local community. Its comprehensive approach includes education, health, safety and infrastructure contributions to enhance the lives of those around its operations.

A standout aspect of Westports' commitment is its provision of first-responder services, including ambulances, fire engines and port police, to support the safety and security of the local community in times of need and emergencies. These services ensure timely intervention during such incidents, contributing to the overall resilience of the area.

The table below summarises Westports' community contributions:

Topic	Mitigation	Metrics
Social Contributions	<ul style="list-style-type: none">Financial and material support for education, healthcare and disaster relief initiatives, enhancing community well-being.IT education initiatives, including free MS Office and PHP programming workshops for schools, equip students with essential digital skills.Westports supports infrastructure development by providing schools with desktops and internet connectivity, enhancing access to technology and providing online learning opportunities.	<ul style="list-style-type: none">Amount of contributions, number of beneficiaries and assessed value of social impact.
Community Engagement	<ul style="list-style-type: none">Engage in regular dialogue with local communities to identify their needs and align Westports' efforts accordingly.	<ul style="list-style-type: none">Number of engagements and stakeholder satisfaction.
Local Development	<ul style="list-style-type: none">Support infrastructure projects, such as road improvements and community facilities.	<ul style="list-style-type: none">Number of projects completed and community impact assessments.
Emergency Services	<ul style="list-style-type: none">Provide first responder services, including ambulances and police, for community emergencies.	<ul style="list-style-type: none">Number of incidents responded to and total hours contributed by Westports in response to external emergency events.
Volunteerism	<ul style="list-style-type: none">Encourage employee participation in community programmes and environmental clean-up activities.	<ul style="list-style-type: none">Volunteer hours and number of participants in programmes.

Westports showcases its commitment to long-term resilience and sustainability through its dedicated efforts to enhance the quality of life for its neighbouring communities.

SUSTAINABLE OPERATIONS

Westports maintains sustainable operations by prioritising service quality, data security, operational efficiency and customer satisfaction. These efforts ensure business continuity, protect critical assets and enhance stakeholder confidence. Key focus areas include compliance with international standards, robust cybersecurity measures and the optimisation of processes to meet evolving customer expectations.

Stringent controls, training and technology investments help mitigate operational disruptions, data breaches and noncompliance risks. Embedding sustainability into core operations allows Westports to meet regulatory compliance while reinforcing its reputation as a reliable and secure logistics hub.

The following table summarises the initiatives for sustainable operations:

Topic	Mitigation	Metrics
Service Quality	<ul style="list-style-type: none">Compliance with the ISPS Code, regular audits, training of ISPS auditors and system upgrades.	<ul style="list-style-type: none">Audit compliance rate and number of training sessions.
Cybersecurity	<ul style="list-style-type: none">Biometric access control, MDM, Secure VPN, redundancy setups and security awareness training.	<ul style="list-style-type: none">Number of potential breaches (prevented), training participation rate and phishing drills.
Data Privacy	<ul style="list-style-type: none">Access controls via Active Directory, user access audits and prevention of unauthorised actions.	<ul style="list-style-type: none">Incidents of data breaches and adherence to ISMS requirements.
Operational Efficiency	<ul style="list-style-type: none">Redundancy setups, equipment maintenance and process optimisation.	<ul style="list-style-type: none">Operational uptime percentage and system redundancy statistics.
Customer Satisfaction	<ul style="list-style-type: none">Regular feedback mechanisms, complaint resolution and service optimisation.	<ul style="list-style-type: none">Customer's access downtime measurement and average resolution time.

These measures ensure Westports' operations are resilient, secure and aligned with global sustainability objectives, meeting stakeholder needs while minimising risks.

PIONEERING ECONOMIC SUSTAINABILITY IN PORT OPERATIONS

Westports prioritises financial and operational sustainability by integrating efficient port operations, fostering trade and embracing innovation. Strategic investments in infrastructure, technology and sustainable practices allow Westports to maintain operational and economic viability while minimising environmental impact, ensuring long-term growth and resilience in a dynamic global market.

ECONOMIC BOOST WITH WESTPORTS 2

On 27 September 2024, the Prime Minister of Malaysia officiated the groundbreaking ceremony for the Westports 2 Container Terminal Expansion, launching the development from CT10 to CT17, which will add 4.8 km of quay. This expansion aims to enhance the country's capacity to support local economic development, facilitate and attract more Foreign Direct Investment ("FDI") and strengthen the logistics sector. The project is expected to contribute RM55 billion to the economy. Developing eight new container terminals will double container handling capacity from 14 million TEUs to 28 million TEUs.

This project will strengthen Malaysia's economic standing and improve living standards, reaffirming the country's position as a leading regional economy. It is vital in securing Malaysia's future as a global maritime and logistics hub. Integrating advanced technologies, such as automated guided vehicles and artificial intelligence ("AI") systems, will further enhance operational efficiency and innovation.



Westports was recognised by the Malaysia Book of Records for having the longest linear berth, measuring 6,585 m. With this expansion, Westports could become one of the world's top 10 ports, ensuring Malaysia's continued leadership in global trade.



"We have committed to investing and maintaining Port Klang as one of the region's biggest and most competitive mega-transshipment hubs and Malaysia's premier gateway shipping port, with sustainability at the forefront. The expansion project will incorporate sustainable practices and the latest technologies, ensuring we remain competitive while minimising our environmental impact."

*Datuk Ruben Emir Gnanalingam bin Abdullah,
Executive Chairman*

NAVIGATING INDUSTRY LEADERSHIP THROUGH PARTNERSHIPS

Westports strategically engages in industry associations to stay ahead of emerging trends and shape the global port, transportation and maritime sectors. By collaborating with key regulatory bodies such as the Ministry of Transport ("MOT"), Unit Kerjasama Awam Swasta ("UKAS") and the Selangor state government, especially in the Westports 2 expansion, the Company ensures alignment with national and regional goals, driving sustainable growth and infrastructure development. Working with other port players, local authorities, forwarding agencies and business partners further develops the industry, fostering collaboration and innovation across the ecosystem.

These collaborations enable Westports to advocate for logistics efficiency, safety standards and environmental sustainability while ensuring compliance with evolving regulations. Regular dialogue with government authorities and industry stakeholders further strengthens Westports' role in shaping policies that drive industry progress, positioning the Company as a port and logistics ecosystem leader.

Industry Organisations, Associations and Partners

- Port Consultative Committee (PCC)
- National Logistic Taskforce (NLTF)
- Technical Working Group on Trading Across Borders (TWGTAB)
- Logistics Council of Malaysian International Chamber of Commerce and Industry (MICCI)
- Jawatankuasa Teknikal Fasilitasi Perdagangan (JKTFP)
- Industrial Park Management Committee (IPMC)
- Federation of Malaysian Manufacturers (FMM)
- Federation of Malaysian Freight Forwarders (FMFF), Selangor Freight Forwarders and Logistics Association (SFFLA) and Malaysia Freight Forwarders Association (MAFFA)
- Association of Malaysian Hauliers (AMH)
- Government ministries and bodies such as the Economic Planning Unit (EPU), Performance Management and Delivery Unit (PEMANDU), Ministry of Transport (MOT), Ministry of Finance (MOF), Ministry of International Trade and Industry (MITI), Malaysia Productivity Council (MPC) and Malaysia External Trade Development Corporation (MATRADE)
- Local government agencies, including the Port Klang Authority, Royal Malaysian Customs Department, Department of Safety and Health, Department of Environment, Royal Malaysia Police, Fire and Rescue Department, Port Health Authority and Klang Municipal Council

CLIMATE CHANGE FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES

As a leading global maritime and logistics operator, Westports recognises the critical importance of addressing climate-related risks and opportunities in line with the recommendations of the Task Force on Climate-related Financial Disclosures (“TCFD”). Westports conducts comprehensive analyses to manage climate risks, focusing on the long-term resilience of its infrastructure and operations. This proactive approach is essential for maintaining the port’s sustainability in the face of evolving climate challenges.

EMBEDDING CLIMATE ACTION INTO THE BUSINESS STRATEGY TASK FORCE FOR CLIMATE-RELATED FINANCIAL DISCLOSURES

Westports is committed to aligning its disclosures with the recommendations of the Financial Stability Board’s TCFD. The Group officially became a supporter in November 2022. This alignment reflects Westports’ dedication to transparency and accountability in communicating how climate-related risks and opportunities influence its strategic and financial decisions.

GOVERNANCE

The Westports Board and Executive Leadership oversee climate-related risks and opportunities through dedicated committees. These committees integrate climate considerations into overall governance and strategic planning processes.

The Board
<ul style="list-style-type: none">Ultimate responsibility for sustainability matters, including climate-related risks
Board Sustainability Committee (“SC”)
<ul style="list-style-type: none">Oversight role
Management Sustainability Committee (“MSC”)
<ul style="list-style-type: none">Management committee that supports the impetus and initiatives to achieve those goalsResponsible for driving and cascading down these principles and values so that sustainability becomes an integral and critical part of Westports’ culture

STRATEGY

Westports identified critical potential climate-related risks to operations based on the detailed study by DHI. Rising water levels pose the main, significant long-term risk.

Westports conducts climate-related scenario analysis for temperature, wind and water depth projection operations. Even for high-risk scenarios, temperature and wind are unlikely to affect operations adversely.

Climate Change Scenario	Temperature Projections	Wind Projections
High NorESM1-M/RegCM4 (RCP8.5)	Averaged temperature increase by 1.7-2.1°C	Increment of wind speed of ~0.3 m/s
Medium Averaged from 10 different futures	Averaged temperature increase by 1.6-2.0°C	No change in wind speed in general
Low MPI-ESM-MR/RegCM4 (RCP8.5)	Averaged temperature increase by 1.9-2.7°C	Decrement of averaged wind speed ~0.17 m/s

The high-risk scenario, RCP8.5, projects:

- The water levels will increase between 0.30 and 0.65 meters by 2080.
- The soffit of the berth deck slab has a freeboard of 0.80 meters above the current (Highest Astronomical Tide) HAT water level.
- There is still an air gap before the water levels inundate the soffit.
- Westports plans further monitoring and risk mitigation measures to maintain this buffer over time.

RISK MANAGEMENT

Westports recognises climate change as a relevant risk and opportunity. The Group’s detailed Climate Change Assessment has limitations, such as the restricted availability of site-specific measured data, future improved hardware software digital solutions and evolving actual global climate conditions. Westports integrates climate-related risk management procedures into its multi-disciplinary, company-wide risk management framework to address these challenges.

Westports plans to update its research at least every five years as new predictions on climate change become available from the Intergovernmental Panel on Climate Change (“IPCC”) or other recognised global authorities.

TRANSITION RISKS

Malaysia has yet to adopt a carbon pricing mechanism, such as a carbon tax, on CO₂ emissions. Westports' carbon emissions in 2024 amounted to RM66.67 per tonne of CO₂. If the Malaysian government introduces carbon tax pricing similar to Singapore's, it would be SGD45 a tonne by 2025. Based on Westports' Scope 1 and 2 existing GHG emission profile of 177,641 MT per annum, the carbon tax amount could cost Westports RM26.4 million. Any carbon tax would adversely affect some of Westports' profitability.

Additionally, evolving customer expectations drive a shift towards cleaner energy use in the shipping and port industries. Increasingly, shipping lines favour ports with less waiting to berth delays and those exhibiting progression towards lower carbon footprints. Westports is responding by prioritising decarbonisation initiatives.

PHYSICAL RISKS

Physical risks associated with the physical impact of climate change include climate change events, event-driven effects and long-term climate pattern shifts. Climate change may potentially affect Westports' premises, operations, supply chain disruption and workforce health and safety.

DHI's Westports Climate Change Assessment Report evaluated temperature, rainfall, winds, waves, currents and water levels. Variables would likely have relatively minor impacts except water levels directly impacting sea level changes. Water level concerns only arise during the Highest Astronomical Tide ("HAT") water level when the moon is closest to the Earth (at perigee). It will be only towards the end of the 60-year study period.

Transitioning to net zero emissions by 2050 creates new opportunities. Many energy and resource-conscious initiatives, such as Variable Speed RTG cranes, energy-efficient lighting systems and reduced paper usage, have reduced operational costs.

METRICS AND TARGETS

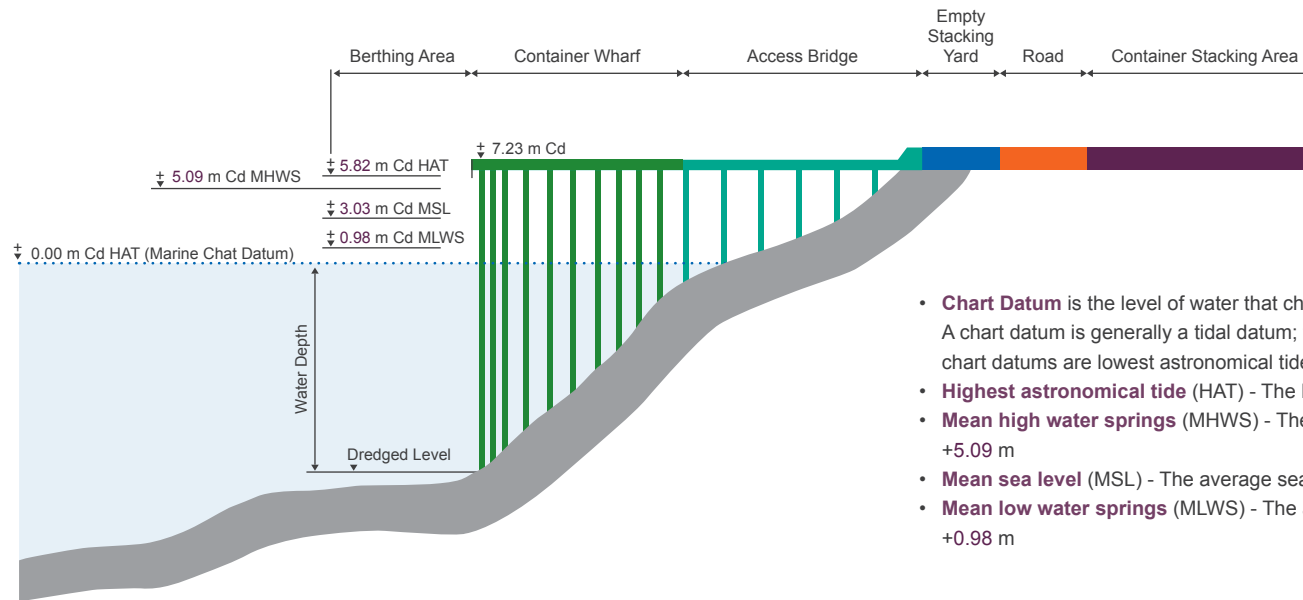
Westports remains committed to achieving net-zero carbon emissions by 2050 and has developed a comprehensive glide path and emission-intensity reduction roadmap to guide this journey. Westports integrates climate change risks and opportunities into its strategy and financial planning as part of this commitment. Key initiatives and metrics include:

- Energy-Efficient Technologies: Implementing Variable Speed RTG cranes and energy-efficient LED lighting systems to reduce electricity consumption.
- Renewable Energy Investments: Successfully implemented a 7.7 MWp solar system in 2024, generating over 10,000 MWh annually. For 2025, targeting an additional 6.3 MWp, expects to generate 8,000 MWh annually.
- Electrification of Equipment: Gradually phasing in electrified port equipment and vehicles to reduce dependency on fossil fuels.
- RECs: Westports has committed to purchasing RECs to offset the carbon footprint associated with its energy use, ensuring a transition to cleaner energy sources while supporting global renewable energy development.
- Paperless Operations: Continuing efforts to reduce paper usage and digitalise processes for increased efficiency and sustainability.

Aligning these initiatives with Westports' long-term GHG reduction targets demonstrates a commitment to integrating sustainability into operational and capital expenditure plans.

CLIMATE SCENARIO LIFE-CYCLE ANALYSIS: CLIMATE CHANGE IMPACTS ON SEAPORTS

Although many climatic hazards such as heat waves, strong winds and precipitation can affect seaports, mean sea-level rise ("SLR") and associated extreme sea levels ("ESL") pose a significant threat, which is growing. Based on the existing and future design, Westports does not expect the projected sea level increase for Peninsular Malaysia to affect Westports' operations during the concession period. The highest astronomical tide ("HAT") stands at +5.82 m, whereas Westports' top-of-deck level is +7.23 m. Nevertheless, as part of its planning, Westports is evaluating the need to conduct further studies to assess the potential impact of climate change in the near term compared to IPCC's projected sea-level change by 2100.

Assessment of Impact From Climate Change: Sea Level Rise By 2100

- **Chart Datum** is the level of water that charted depths displayed on a nautical chart are measured from. A chart datum is generally a tidal datum; that is, a datum derived from some phase of the tide. Common chart datums are lowest astronomical tide and mean lower low water.
- **Highest astronomical tide (HAT)** - The highest tide which can be predicted to occur is +5.82 m
- **Mean high water springs (MHWS)** - The average of the two high tides on the days of spring tides is +5.09 m
- **Mean sea level (MSL)** - The average sea level is +3.03 m
- **Mean low water springs (MLWS)** - The average of the two low tides on the days of the spring tides is +0.98 m

Impact of Climate Change on Wave Height

A warming planet may alter ocean waves along over 50% of the world's coastlines. Surge motion is critical for smooth and safe container loading and unloading operations due to the movement of ship-to-shore cranes along the quay. Large waves can cause vessels to move beyond tolerance levels, affecting container berthing, loading and unloading. A cell guide aligns containers during this time. Unwanted movement makes placing them correctly in the cell guide more challenging.

Westports commissioned a marine and coastal engineering specialist to study how changes in wave height would affect its future expansion plans. Wave conditions at the proposed berths are unlikely to be too dissimilar to those at the existing berths and unlikely to pose any operational constraints. A breakwater is not deemed necessary. However, Westports will continue monitoring the effect of wave height on port operations.

ETHICAL BUSINESS OPERATIONS

Westports upholds the highest standards of ethical conduct, as defined in the Group's Code of Conduct. The Company ensures that all employees fully understand and embrace these principles by thoroughly explaining them and requiring acknowledgement upon joining. The Group strictly enforces a zero-tolerance policy towards bribery and corruption, consistently reminding employees to maintain integrity in all aspects of their work. Westports centres its commitment to ethical operations on transparency, accountability and trust, reinforcing ethical behaviour as a core value across the organisation.

Westports' Code of Conduct

- Guides ethical business and optimises social and environmental factors in operations
- Sets forth basic standards of ethical and legal behaviour within the Group
- Describes Westports' high ethical standards and integrity based on applicable law and internationally recognised principles for responsible business conduct
- Emphasises the Group's commitment to ethics and compliance with the applicable laws and regulations
- Includes noble characteristics in performing duties to improve work quality and productivity
- Improves self-discipline to provide the Group with good and quality service
- Enhances skills in the implementation of duties and the ability to adapt to the working environment

Topics Covered in the Group-wide Code of Conduct



ANTI-CORRUPTION AND BRIBERY

Westports upholds a strict zero-tolerance policy against all forms of corruption and bribery, as outlined in the Group's comprehensive Anti-Corruption and Bribery Policy. The Policy addresses all forms of corruption and bribery, including embezzlement, gifts, hospitality, money laundering, conflicts of interest, political contributions, illegal financing, charitable donations and dealings with government officials. It applies to all stakeholders Westports engages with, including all intermediaries and supply chain partners.



Westports Malaysia Sdn. Bhd. has achieved ISO 37001:2016 Anti-Bribery Management System (ABMS) certification from SIRIM QAS International Sdn. Bhd., Malaysia's official ABMS certification body, in February 2023.

Westports' Anti-Corruption and Integrity Framework

ACE Committee Oversight

- Established by Westports
- Overseen by the Board of Directors

Employee Responsibility

- Actively prevent, detect, and report bribery or corruption
- Report issues via the whistleblowing channel integrity@westports.com.my

Corruption Risk Assessments

- A regular comprehensive assessment addresses all types of corruption, including bribery
- As part of the process for intermediaries, including contractors

Due Diligence

- Focuses on:
 - Personnel
 - Business associates
 - Contractors and agents
 - Projects and significant business activities
 - New business partners
- Targets areas with heightened corruption risks

In its proactive approach, Westports has identified approximately 60 "high-risk" roles and implemented specific policies to mitigate potential corruption risks associated with these positions. Due diligence remains a critical component of operations, particularly for high-risk activities. Westports submits the external audit findings to the Malaysian Anti-Corruption Commission ("MACC"), offering a self-declaration demonstrating its commitment to transparency and ethical conduct.

Westports adopts a zero-tolerance policy against all forms of corruption and bribery. Prioritising a steadfast commitment to anti-corruption measures ensures that every business clause aligns with the Group's comprehensive Anti-Corruption and Bribery Policy. Breaches to this policy may result in warnings, dismissal or prosecution, depending on the severity of the case.

Mr. Veeranaidu Ramandu has been a Certified Integrity Officer ("CeIO") since 2023, accredited by the Integrity Officer Accreditation Board, chaired by the Chief Commissioner of the MACC. The role of a CeIO is significant as it involves ensuring the highest standards of integrity and ethical conduct within an organisation. In this capacity, the CeIO plays a pivotal role in mitigating corruption risks, conducting investigations and providing guidance on ethical decision-making, further strengthening organisational integrity.

ANTI-CORRUPTION AND BRIBERY TRAINING

All new personnel receive comprehensive training on the Anti-Corruption and Bribery Policy conducted by the ACE Committee during their induction. Executives and managers are required to sign an Anti-Bribery Pledge. In line with ISO 37001 standards, Westports mandates 100% participation in corruption training before the next surveillance audit. The Company has achieved a 100% completion rate.

POLITICAL CONTRIBUTIONS

Westports does not make monetary or political contributions to political parties, officials or candidates. The Group prohibits political donations, except those that support nation-building and benefit the public, ensuring it gains no improper business advantage.

ANTI-COMPETITION

Westports complies with competition laws, prohibits anti-competitive behaviour and respects confidential agreements. The Port Klang Authority regulates rates, and shipping lines have specific contracts with Westports, subject to third-party audits to address any allegations.

CONFLICT OF INTEREST

Westports prevents conflicts of interest by excluding individuals with personal connections from the hiring panel. All parties must disclose any potential conflicts during interviews to ensure transparency and integrity in the recruitment process.

WESTPORTS' ANTI-CORRUPTION COMMITMENT ACROSS THE SUPPLY CHAIN

Westports' commitment to anti-corruption extends to its supply chain, implementing comprehensive anti-bribery and corruption measures for suppliers. Conducting quarterly risk assessments on contractors and intermediaries ensures compliance and mitigates potential risks. Westports performs due diligence when evaluating contracts. Suppliers must acknowledge their commitments to corruption on the Vendor Pre-Qualification Assessment Form.

WHISTLEBLOWING

Westports' Whistleblowing Policy, communicated to all employees in English and Bahasa Malaysia, allows employees to report suspicions of irregularities openly or anonymously, ensuring confidentiality and protection from retaliation. The policy, outlined in the Employee Handbook, is supported by a 24/7 independent hotline connected to port police. Malaysia's Witness Protection Act 2009 and Whistleblower Protection Act 2010 protect whistleblowers. The Board holds ultimate responsibility, with oversight from the Audit Committee, while management is accountable for anti-corruption efforts.

DRIVING SUSTAINABLE PARTNERSHIPS: WESTPORTS' ESG INTEGRATION IN THE SUPPLY CHAIN

Westports integrates ESG principles throughout its supply chain, ensuring all vendors adhere to its policies and Code of Conduct. Including sustainability and corporate responsibility clauses in every contractual agreement encourages suppliers to align with Westports' values and adopt sustainable practices. During the contract renewal process, Westports engages with clients to assess their sustainability plans and incentivises alignment with its own goals, with the possibility of negotiating favourable terms. Enforcing a stringent supplier code of conduct, conducting regular inspections and monitoring suppliers regularly strengthen compliance across the supply chain.

By 2030

- Expectation: All vendors demonstrate a commitment to sustainability.
- Key Actions:
 - Develop a sustainability roadmap.
 - Establish future sustainability plans.
 - Provide detailed disclosures of sustainability efforts.

By 2050

- Vision: Complete vendor alignment with ESG requirements.
- Focus Areas:
 - Ensuring economic profitability that benefits both the purchaser and the vendor.
 - Demonstrating social responsibility while concurrently generating profits.
 - Exercising responsible management of environmental resources.

MINIMISING THE DEPENDENCE ON A FOREIGN WORKFORCE

Port passes issued to foreign workers increased notably in 2023, reaching 4,095 in December 2023 from 3,131 in 2022. Primarily, this surge is due to non-Westports vendors for the infrastructure expansion at the Liquid Bulk Terminal ("LBT") and more cargo workers at the Westports Logistics Centre.

Westports' network prioritises local economic development and sources locally whenever possible to benefit local supplies and vendors. Westports actively reduces foreign workers by incorporating this into tender requirements and renewal evaluation criteria. This endeavour forms part of a broader strategy to integrate various sustainability aspects into their vendor evaluation process, which commenced in the second quarter of 2024.

Progress Against Target

TARGET

Promote local hiring across the supply chain.

- **Implementation of Local Hiring Clause:**
Since October 2020, Westports has included an **Encouragement Clause** in its Letters of Award (LOA) to promote local hiring practices among its vendors.
- **Current Achievement:**
Currently, **36% of vendors** have achieved a **100% local workforce**, demonstrating significant progress towards the target.
- **Strengthened Commitment:**
Westports reinforced its dedication to prioritising local employment during the **Vendors Conference held in June and December 2024**, further encouraging vendors to align with this initiative.

ENVIRONMENTAL SUPPLY CHAIN

Commitment to Compliance	<ul style="list-style-type: none">■ Westports strictly adheres to the Environmental Quality Act (EQA) and related regulations.■ Robust environmental assessments are conducted for all new suppliers.
Integration of ESG Criteria	<ul style="list-style-type: none">■ Progressive ESG integration addresses key areas:<ul style="list-style-type: none">• Energy use and greenhouse gas emissions.• Water conservation and biodiversity protection.• Pollution control, waste reduction and resource efficiency.
Environmental Clauses in Contracts	<ul style="list-style-type: none">■ Approximately 30% of contracts now include environmental clauses.■ All new agreements require suppliers to:<ul style="list-style-type: none">• Assess and minimise environmental impacts.• Manage resources responsibly.• Reduce carbon emissions across product life cycles.■ Suppliers with certifications like ISO 14001 and ISO 9001 are given preference.■ Prohibited materials: Hazardous substances, such as asbestos.
Supplier Awareness and Accountability	<ul style="list-style-type: none">■ Westports conducts risk assessments for all suppliers.■ Procurement teams receive training on environmental standards.■ Non-compliant suppliers may face:<ul style="list-style-type: none">• Re-training or re-auditing.• Contract termination if compliance is not achieved.
2024 Achievements	<ul style="list-style-type: none">■ Zero major incidents of environmental non-compliance were recorded.

SOCIAL SUPPLY CHAIN

Compliance with Social Standards

- Requires key supply chain partners to fully comply with:
 - Malaysian Labour Law.
 - International Labour Organisation (ILO) guidelines.
- Integrates social considerations into supply chain management through:
 - Supplier screening, training, questionnaires and risk assessments.

Social Contractual Clauses

- Suppliers are contractually required to:
 - Provide equal opportunities for all employees.
 - Adhere to industry standards on working hours, living conditions and minimum wages.
- Prohibit:
 - Harassment, coercion and verbal abuse.
 - Cruel, degrading or inhumane disciplinary practices.
- Eliminate child and forced labour.
- Maintain a zero-tolerance stance on corruption.
- Ensure health and safety standards are met.
- Respect freedom of association and the right to collective bargaining.
- Promote non-discrimination.

Communication of Expectations

- Westports communicates its social and environmental expectations to suppliers through:
 - Purchasing policies.
 - Supplier contracts.
 - Training programmes.
- Supplier obligations are clearly outlined in accessible language within these documents.

Supplier Risk Assessments

- Conducts risk assessments for all major suppliers, both new and existing, to ensure compliance with social standards.
- Evaluations include:
 - Formal and informal assessments.
 - On-site inspection audits, when required.

Ensuring Accountability

- Emphasises transparency and accountability by:
 - Monitoring supplier performance.
 - Enforcing compliance through audits and follow-ups.

SUSTAINABILITY RISK MANAGEMENT

Westports Sustainability Risk Framework assesses the social and environmental risks from business transactions. Company-wide due diligence helps identify and evaluate the potential impacts of such transactions. The sustainability risk framework is updated regularly to address new industrial developments.

The Group has a formalised process to identify sustainability supply-chain risks and includes sustainability criteria such as corruption and labour law in the supplier screening process. Typically, pollution prevention and human rights are higher-risk areas. Supply chain risks affect economic performance, strategies and the entire supply chain network. Supply chain risk results are helpful when deciding Westports' green supply chain management.

ENVIRONMENTAL

Westports promotes sustainable port operations through a strong Environmental Management System (“EMS”), which integrates advanced monitoring and reporting for effective environmental protection. The Group's strategy emphasises fleet and equipment optimisation to reduce emissions, efficient resource use and collaboration with stakeholders for sustainable operations.

Westports is dedicated to being a green port through environmentally responsible and sustainable operations, utilising equipment automation and digitalisation to mitigate environmental impacts.

Westports' Commitment to Sustainable Resource Management

Emission and Waste Reduction Strategies	<ul style="list-style-type: none"> ■ Actions: <ul style="list-style-type: none"> • Prevent pollution and reduce emissions, releases and waste. • Port Reception Facility available for waste management.
Energy Efficiency	<ul style="list-style-type: none"> ■ Goals: <ul style="list-style-type: none"> • Enhance resource and energy efficiency. • Minimise greenhouse gas emissions. • Conduct GHG audits when possible.
Environmental Awareness	<ul style="list-style-type: none"> ■ Initiatives: <ul style="list-style-type: none"> • Raise environmental awareness. • Consult stakeholders on environmental issues as needed.
Environmental Management System (EMS)	<ul style="list-style-type: none"> ■ Focus Areas: <ul style="list-style-type: none"> • Implement an EMS across operations. • Report regularly on significant environmental issues.
Fleet Optimisation	<ul style="list-style-type: none"> ■ Objectives: <ul style="list-style-type: none"> • Optimise the equipment fleet. • Explore alternative fuel sources for environmental and business benefits.

Automation and Digitalisation

- Technologies:
 - Incorporate digitalisation, GPS technologies and assessing Artificial Intelligence (AI) also to enhance productivity.
 - Conduct stakeholder training and awareness on automation and digitalisation initiatives.

Collaboration with Suppliers

- Efforts:
 - Work with suppliers and contractors to enhance environmental performance.
 - Focus on process improvements, services and project criteria.
 - Prefer vendors with responsible environmental management practices.

ENVIRONMENTAL GOVERNANCE

The Executive Chairman and the Board Sustainability Committee provide strategic oversight for Westports' environmental policy and performance. The CEO, General Managers and Heads of Departments operationally manage this responsibility, ensuring all departments meet environmental standards. Westports regularly conducts management reviews of its EMS, benchmarking environmental performance against established targets. The Group's EMS undergoes rigorous verification through internal and third-party audits, supporting transparency and accountability. This framework enables Westports to monitor capital investments, expenses, cost savings and specific environmental investments across the business.

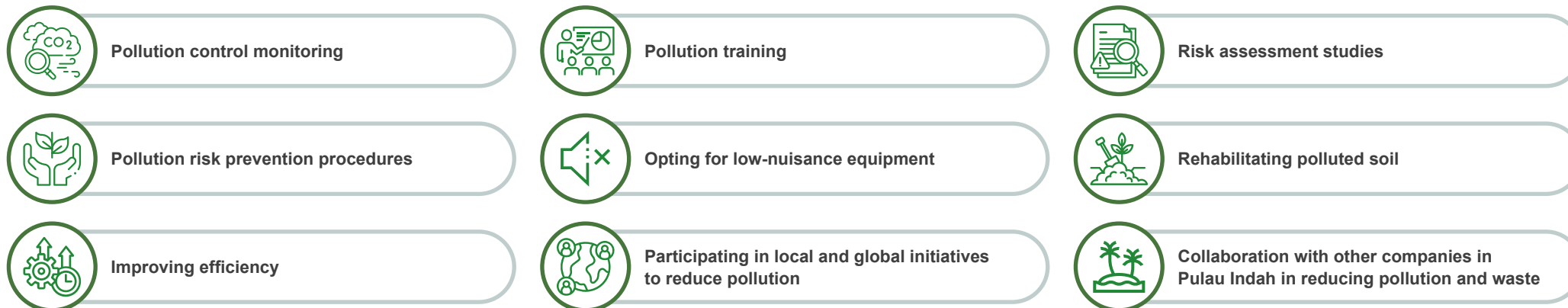
Environmental Compliance

of our sites have been certified with **14001:2015** since **2009**

POLLUTION PREVENTION AND CONTROL

Westports recognises the critical issues and challenges posed by pollution, including vessel-induced air pollutants such as sulphur oxides (SOx) and nitrogen oxides (NOx), as well as water pollutants like ballast water contamination and oil leaks. The Company is committed to actively reducing these environmental impacts through effective waste management practices and preventive measures to curb water and air pollution.

Actions, Targets and Programmes to Reduce Port Air Pollution and Improve Air Quality



MATERIALS MANAGEMENT

SCRAP METAL AND WASTE PAPER HANDLING

Importing scrap metal and waste paper into Malaysia falls under the Ministry of International Trade and Industry ("MITI") jurisdiction. It requires a Certificate of Approval under the Customs Prohibition of Imports (Amendment) (No. 2) Order 2022.

To ensure environmental compliance, imported scrap metal and waste paper must be free from trace elements or contamination by materials classified as:

- Scheduled waste, as defined in the First Schedule of the Environmental Quality (Scheduled Waste) Regulations 2005
- Hazardous waste or other waste, as specified under the Basel Convention

SIRIM manages the importation process, overseeing the issuance of COAs and conducting audits to verify compliance. Any non-compliance may result in enforcement actions under Section 34B of the Environmental Quality Act 1974. This regulatory framework ensures that handling imported materials aligns with Malaysia's environmental protection standards, safeguarding the ecosystem and supporting responsible waste management practices.

BIODIVERSITY AND MARINE CONSERVATION

Westports recognises the importance of focusing on biodiversity and conservation due to the potential adverse impacts of port operations and development on marine ecosystems. Land reclamation and dredging can disrupt marine and coastal habitats if not adequately managed. Pollution from wastewater and solid waste generated by terminal operations can negatively affect surrounding ecosystems.

Westports incorporates Green Port practices into the Group's Sustainability Policy, with biodiversity and conservation efforts overseen by the Sustainability Board Committee.

Protection of the surrounding environment



- Mangroves in port areas help reduce emissions by sequestering carbon, filtering pollutants, stabilising shorelines, supporting biodiversity and absorbing nutrient runoff. As of 2024, Westports has planted 10,000 mangroves since the Company initiated its first project in 2015.
- The diverse mangrove species planted by Westports include *Bakau Minyak*, *Bakau Kurap*, *Bakau Api-api*, *Bakau Tumu*, *Bakau Lenggadai* and *Bakau Pasir*.

Conservation in operations



- Green Port Policy and practices.
- Actively reusing degraded materials for reclamation to reduce reliance on transported sand.

COMMITMENT TO NET-ZERO CARBON EMISSIONS BY 2050

Westports is committing to sustainability with the aspiration and target to achieve net-zero carbon emissions by 2050. The Company will concentrate on reducing emissions intensity and decarbonisation. Some residual emissions may require carbon sequestration.



“We will continue to evaluate, assess and adopt the most optimal and efficient decarbonisation approach by taking into consideration capital expenditure requirements while minimising adverse business impact and operational risks while reducing the highest quantity of carbon emissions possible.”

Datuk Ruben Emir Gnanalingam bin Abdullah,
Executive Chairman

Westports' decarbonisation plans intertwine with Tenaga Nasional Bhd's ("TNB") net-zero target. TNB has publicly pledged to attain net-zero carbon emissions by 2050. As Westports' electricity consumption will rise, its net-zero aspirations assume the national electricity grid will evolve into a "clean" energy source by 2050.

In the second quarter of 2023, Westports conducted a comprehensive review of its Glide Path To Net Zero 2050 to set targets in alignment with the TCFD framework. This assessment primarily focused on three key parameters:

1. The estimated emission factor signifies the emission intensity of the electricity grid, specifically in Peninsular Malaysia.
2. Electricity consumption ("MWh"), derived from Terminal Tractors ("TT") and Rubber Tyred Gantry Cranes ("RTGC"), with a proposed transition plan from diesel-powered to electric-powered units. Tug boats, pilot boats and other miscellaneous emissions were assumed to undergo an equivalent shift from diesel to electric. Existing Quay Cranes or Ship-To-Shore Cranes were also considered.
3. The proportion of renewable electricity sourced from solar panel installations within the port and the number of RECs Westports plans to utilise under the Corporate Green Power Programme.

GLIDE PATH 2050: WESTPORTS' DECARBONISATION STRATEGY

Westports is committed to achieving net-zero carbon emissions by 2050, aligning with global and national climate goals. This decarbonisation pathway, known as Glide Path 2050, outlines the transition strategy, key milestones and the integration of renewable energy, electrification and carbon offset mechanisms to reduce emissions while supporting operational growth. To reinforce this commitment, Westports commits to aligning all future capital expenditures with its long-term GHG targets, phasing out investments in carbon-intensive assets and ensuring future capex supports its decarbonisation goals.

Evolution from Glide Path 1 to Glide Path 2: Key Updates

Expansion of Terminal Capacity

- The development of CT10 to CT17 will increase total container handling capacity to 28 million TEUs, necessitating a refined emissions reduction strategy.

Renewable Energy Integration

- Westports is increasing its reliance on solar energy and will utilise RECs to offset emissions.

Electrification Adjustments

- The timeline for Terminal Operating Equipment ("TOE") electrification has been adjusted to align with the projected increase in renewable energy in Malaysia's grid.

IFRS S2 Compliance

- Future sustainability reports will integrate quantitative and qualitative climate-related targets in line with IFRS S2 disclosure requirements.

New Net CO₂e per TEU Targets

- Reduction in CO₂e per TEU intensity from 18.33 kg (2021) to below 6.0 kg by 2050.

THE NATIONAL ENERGY TRANSITION ROADMAP

Malaysia’s National Energy Transition Roadmap (“NETR”) outlines a phased approach to reducing reliance on fossil fuels, aiming to phase out coal and transition to cleaner energy sources by 2050. Key elements include:

- Reduction of Fossil Fuel Dependency: Coal use will decline, but natural gas will remain a transitional fuel, constituting 56% of the Total Primary Energy Supply (“TPES”) by 2050.
- Grid Emission Factor Impact: The projected GEF reduction aligns with the NETR, declining from 0.78 kg CO₂e/kWh in 2023 to 0.48 kg CO₂e/kWh by 2050.
- Renewable Energy Expansion: Malaysia targets increasing solar, hydrogen and biofuel adoption to decarbonise power generation.
- Energy Storage and Grid Modernisation: Investments in battery storage and grid upgrades will enhance energy efficiency and reduce reliance on non-renewable sources.

Given these projections, Westports’ Glide Path 2050 aligns with the NETR but recognises the dependency on national energy grid developments to achieve Scope 2 reductions.

DECARBONISATION STRATEGY & KEY ASSUMPTIONS

Electrification & Renewable Energy

Terminal Trucks

- Full electrification by 2050, with gradual adoption starting in 2040.

Rubber-Tyred Gantry Cranes

- Diesel units phased out by 2043; 90% of fleet electrified by 2050.

Tug and Pilot Boats

- Diesel use aligns with container growth; full electrification by 2050.

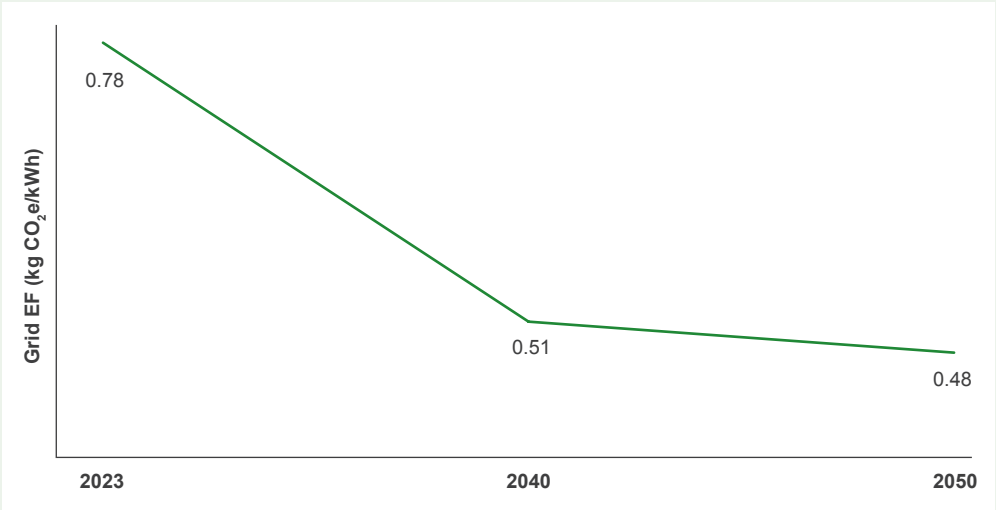
Solar Installations

- Projected to generate >29,000 MWh annually by 2035, covering a portion of electricity needs.

RECs & Carbon Offsets

- RECs adoption starts in 2031, increasing 5% annually to reach 100% by 2050.

GEF Projections



DECARBONISATION STRATEGY & KEY ASSUMPTIONS (CONTINUED)

Container Volume Growth

Annual Increase

+450,000 TEUs

Maximum Volume (2050)

22.4 million TEUs
(80% capacity utilisation)

Emission Reduction Targets (CO₂e per TEU)

Year	CO ₂ e per TEU (kg)
2021	18.33
2024	16.33
2030	14.4
2035	12.8
2050	Below 6.0

Adjusted Commitment & Target Setting

Previous Commitment	Updated Commitment
Scope 1 Net-Zero by 2050	Retained
Scope 2 emissions tied to grid EF	Scope 2 improvement beyond grid EF via RE input
No intermediate intensity targets	30% CO ₂ e per TEU reduction by 2035
No specific 2030/2035 targets	14.4 kg CO ₂ e/TEU (2030), 12.8 kg CO ₂ e/TEU (2035)

MONITORING, BENCHMARKING AND ADDITIONAL CONSIDERATIONS

Westports will benchmark its emissions performance against that of leading global ports. To ensure transparency and credibility, the Group will:

- Externally assure sustainability disclosures.
- Align reporting with IFRS S2 and Bursa Malaysia guidelines.
- Monitor emissions intensity as a key performance metric.

IMPLEMENTATION AND NEXT STEPS

Achieving net-zero emissions requires a structured approach that adapts to evolving energy policies and technological advancements. Westports is committed to implementing progressive strategies that ensure long-term sustainability while maintaining operational efficiency. The following key focus areas outline the next steps in executing Glide Path 2050. Westports will focus on:

- Enhancing operational efficiency and energy management.
- Gradual electrification aligned with grid decarbonisation.
- Maximising RE integration within operational constraints.
- Exploring viable offset strategies to close residual gaps.

Glide Path 2 presents a realistic, accountable framework for achieving sustainable operational net-zero emissions by 2050. Westports will continuously refine this roadmap as technology evolves and energy policies progress.

PRELIMINARY RESULTS OF ELECTRIC TRUCK TRIALS

Throughout 2023, Westports accumulated insightful on-the-ground knowledge of the autonomous electric terminal trucks while assessing their suitability for deployment at its terminal in Pulau Indah. The parameters evaluated, their significance and impact on the variables considered and new findings from the Proof-Of-Concept trial testing were valuable to the equipment vendor and Westports. The Company also measured the electricity usage per truck based on kWh per kilometre and hours of operation under various loads.

Westports converted the electricity used by the trucks to CO₂ equivalent using historical and future projected grid emission factors based on the NETR's disclosed Total Primary Energy Supply. Malaysia's relatively high grid emission factor due to coal will only decline significantly after 2040.

The final evaluated outcome was that, with a sufficient margin of error or buffer, the autonomous electric terminal trucks were not contributing to a reduced CO₂ equivalent unless the electricity derived from the national grid was much greener, with a much lower emission factor.

EFFLUENTS AND WASTE MANAGEMENT AT WESTPORTS

The Westports Green Port Policy addresses the proper handling of waste and effluents, focusing on the following commitment:

- Analysing resource use and reducing use and improving efficiency;
- Reducing waste and increasing recycling or the beneficial reuse of all waste materials arising from administrative activities, site operations and all activities on its premises;
- Considering the end destination of all products and materials brought onto its premises; and
- Separating disposable and recyclable waste to help prevent environmental pollution.

SCHEDULED WASTE

Westports integrates responsible waste management into its operations, guided by the Environmental Quality Act 1974, to minimise environmental impact while enhancing operational efficiency. The Company ensures that all types of scheduled waste—including used oil, oil-water emulsions, oil filters, drums, rags and sludge—are recorded correctly in the Electronic Scheduled Waste Information System (eSWIS). This transparent reporting system demonstrates Westports’ compliance with regulatory requirements and commitment to sustainability.

Effluent and Wastewater Management	<ul style="list-style-type: none">■ Westports ensures all wastewater discharges meet local regulatory standards to address spills, stormwater runoff and groundwater contamination.■ Spent mineral oil-water emulsion is carefully treated to prevent contamination of waterways or sewer systems.	Waste Reduction Strategies	<ul style="list-style-type: none">■ Used Electronics: Westports explores secondary markets to reuse or recondition electronic boards, extending their lifecycle and reducing e-waste.■ Used Sawdust: Repurposed as an absorbent material for cleaning spills, effectively preventing contamination.■ Used Oil Filters: Oil samples are analysed to optimise filter replacement schedules, minimising waste and improving resource efficiency.
Innovations in Waste Management	<ul style="list-style-type: none">■ Hydraulic Recycling Machine: Reuses hydraulic oil, reducing waste classification and disposal needs.■ Oil and Grease Traps: Installed at maintenance facilities to comply with the Industrial Effluents Regulations 2009 and prevent pollutants from reaching natural waterways.■ Water Sampling:<ul style="list-style-type: none">• Conducted annually at various sea outlets.• Monthly lab analyses are performed at five Sewage Treatment Plants (STPs) and 25 discharge points, monitoring Biochemical Oxygen Demand (BOD), Total Suspended Solids (TSS), Oil and grease levels and Nitrogen concentrations.	Future Developments	<ul style="list-style-type: none">■ Westports is set to expand its wastewater treatment capabilities by constructing two Small-Scale Sewage Treatment Plants (SSTPs) at CT10 and CT14.■ Each plant will have a 250 P.E. capacity, supporting maintenance workshops and administrative buildings.■ These additions will bolster compliance and enhance wastewater treatment processes.

PAPER WASTE

By embracing digital transformation, Westports is actively reducing its reliance on paper, a traditionally high-consumption resource in container operations. This initiative aligns with the Company's ambitious Zero Paper Target by 2030, addressing sustainability goals and operational efficiency.

Key Initiatives

- Digital Process Transformation:
 - Traditional paper-based processes, such as crane sequences, bay plans and damage reports, are being replaced with tablets and electronic systems.
 - These changes drastically reduce paper consumption while improving accuracy and efficiency.
- Electronic Container Damage Report (E-CDR):
 - A digital solution replacing manual damage reports.
 - Enables real-time communication and faster documentation, minimising delays and reducing paper use.
- Digital Lashing Processes:
 - Transition to electronic systems for lashing documentation ensures reduced paperwork while enhancing process efficiency.

Progress and Impact

- Reduced Paper Use:
 - Significant decreases in paper consumption across administrative and operational workflows.
- Enhanced Efficiency:
 - Real-time communication and electronic documentation streamline operations, reducing errors and improving productivity.

Benefits of the Zero Paper Initiative

- Environmental Sustainability:
 - Reduction of paper waste supports broader sustainability goals and decreases the environmental footprint.
- Operational Efficiency:
 - Faster workflows and real-time data processing improve operational accuracy and speed.
- Cost Savings:
 - Reduced expenditure on paper, printing and storage of physical documents.

ENERGY MANAGEMENT: DRIVING SUSTAINABLE OPERATIONS

Energy management is a cornerstone of Westports' sustainability efforts, given the significant energy consumption in port activities and its impact on GHG emissions. As a major port operator, Westports is committed to reducing its environmental footprint by improving energy efficiency, adopting cleaner technologies and transitioning away from fossil fuels.

KEY ENERGY MANAGEMENT INITIATIVES

Westports has implemented a comprehensive approach to conserve energy and enhance sustainability across its operations:

Lighting Upgrades

- 100% conversion for street lights and building lighting.
- High mast lighting currently at 35% LED conversion.
- Installed sustainable lighting solutions at the Tower Block.

Energy Monitoring

- Submeters installed to measure energy use across cranes, reefers, warehouses and buildings.
- Added IoT power meters to each floor and chiller for real-time energy tracking.
- Exploring options for:
 - An integrated dashboard to monitor energy consumption online.
 - Installing occupancy sensors in Tower Block toilets to reduce unnecessary energy use.

Cleaner Diesel Adoption

- Replaced Euro 2M diesel with Euro 5-grade diesel, significantly improving air quality.

Renewable Energy Integration

- Prioritising the adoption of renewable energy sources to transition away from fossil fuels.

PRIMARY SOURCES OF OPERATIONAL ENERGY

Westports relies on two primary energy sources to power its operations: electricity and diesel. Efforts to optimise these energy sources are ongoing:

ELECTRICITY

- Quay cranes
- Offices
- Warehouses
- Reefers

DIESEL

- TTs
- RTGs
- Tug boats
- Pilot boats
- Buses

ENERGY MONITORING AND PERFORMANCE

Westports' energy management system plays a pivotal role in achieving energy efficiency by:

- Continuous Monitoring: Tracks energy use across all operations, providing actionable insights to optimise energy consumption.
- Data-Driven Decisions: Leverages energy data to lower carbon emissions and enhance operational efficiency.

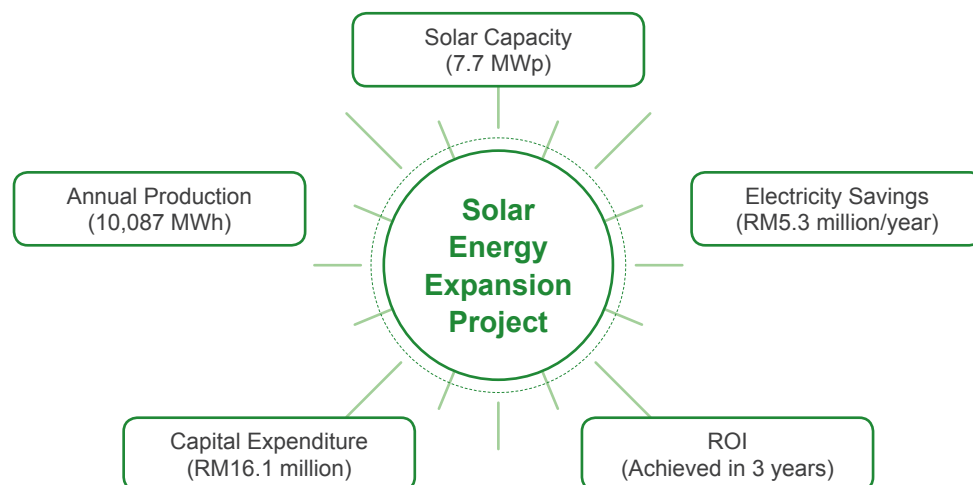
Direct Energy Consumption ((Litres (%))

Use	2024	2023	2022
TT	18,732,841 (36%)	18,748,791 (36%)	18,436,713 (36%)
RTG	19,541,782 (37%)	19,081,473 (37%)	19,469,372 (38%)
Tug	11,420,053 (22%)	11,420,543 (22%)	10,673,875 (21%)
Pilot	914,757 (2%)	918,416 (2%)	868,436 (2%)
Others*	1,548,006 (3%)	1,517,680 (3%)	1,811,837 (4%)
Total	52,157,439	51,686,903	51,260,233

* Pick-up trucks, forklifts, stackers, generator sets and buses

RENEWABLE ENERGY EXPANSION

Westports has made remarkable progress in its renewable energy efforts by completing a solar panel expansion project on 5 September 2024. The project includes a new solar system at the Westports Logistics Centre and a large-scale installation across one of its four warehouses.



“Westports is committed to achieving Operational Net Zero emissions by 2050. The transition to cleaner energy stands as a significant pillar in our journey. As the National Energy Grid is unlikely to reach zero emissions in the near future, we decided to pursue our plans to produce energy, with solar power being the first step in this direction.”

• Datuk Ruben Emir Gnanalingam bin Abdullah,
Executive Chairman

BIODIESEL PROGRAMME

All terminal tractors, the latest RTG models and all container yard equipment operate on B7 biodiesel, a blend of 7% methyl ester and 93% petroleum diesel. Using B7 reduces carbon emissions, curtails GHGs, lowers particulate matter and enhances engine performance.

EMPOWERING EFFICIENCY TOWARDS REDUCED ELECTRICITY CONSUMPTION

In 2023, Westports replaced seven outdated Impsa Quay Cranes with six advanced Mitsui Quay Cranes to improve energy efficiency. The older cranes consumed more electricity, creating inefficiencies as operational volumes increased. The new Mitsui Quay Cranes optimise electricity usage by maximising moves per kWh, significantly reducing electricity consumption. This upgrade reflects Westports' proactive approach to enhancing operational performance while advancing its sustainability goals.

Key Achievements

Enhanced Productivity

- Maximised moves per kWh through the superior performance of the Mitsui Quay Cranes.
- Renewable energy accounted for 0.42% of total electricity in 2023 and has now increased to 6.46%, reflecting significant progress in sustainable energy adoption.
- Energy intensity has remained stable, ensuring efficiency alongside sustainability improvements.

CLIMATE CHANGE MANAGEMENT: DRIVING RESILIENCE AND SUSTAINABILITY

Climate change presents a significant risk to Westports and the broader shipping, port and maritime industries. Recognising this challenge, Westports has made mitigating the effects of climate change a strategic priority, with a proactive and holistic approach involving employees, contractors and industry stakeholders.

Addressing Climate Change and GHG Emissions	<ul style="list-style-type: none">■ Innovation and Adaptation:<ul style="list-style-type: none">• Researching and implementing solutions to reduce the impact of climate change.■ Renewable Energy:<ul style="list-style-type: none">• Exploring renewable energy technologies to transition away from fossil fuels.■ Risk Assessments:<ul style="list-style-type: none">• Conducting complete climate change risk evaluations to understand and mitigate vulnerabilities.■ Technology Integration:<ul style="list-style-type: none">• Adopting advanced technologies to achieve efficiency gains while reducing costs and emissions.■ Cleaner Fuels:<ul style="list-style-type: none">• Transitioning to low-carbon and cleaner fuel alternatives.■ Fuel Efficiency:<ul style="list-style-type: none">• Implementing technical and operational measures that improve fuel efficiency across operations.	Leadership and Oversight	<ul style="list-style-type: none">■ Governance:<ul style="list-style-type: none">• Progress reports on energy management, climate change and pollution reduction, supported by financial metrics and ROI analyses, are regularly presented at management and Board meetings.• Group Executive Chairman, Datuk Ruben Emir Gnanalingam, oversees the Group’s GHG emissions strategy.■ Incentivising Sustainability:<ul style="list-style-type: none">• Senior executive compensation, including that of the CEO, is tied to sustainability performance, with a strong emphasis on climate change initiatives.■ Climate Change Sub-Committee:<ul style="list-style-type: none">• A dedicated sub-committee of executive members monitors progress toward achieving GHG reduction targets and meeting deadlines.
		Collaboration and Advocacy	<ul style="list-style-type: none">■ Westports collaborates with the Port Klang Authority and the International Maritime Organisation (IMO) to address environmental challenges, regulatory compliance, climate-related risk and operational efficiency in the maritime sector.■ Senior management leverages their expertise to shape public policy and industry regulations.■ Through memberships in trade associations, Westports ensures alignment between its climate change policies and the industry positions it supports. Westports identifies and addresses conflicting viewpoints, ensuring alignment with emerging best practices.
		Commitment to Carbon Intensity Reduction	<ul style="list-style-type: none">■ Westports is dedicated to reducing long-term carbon emission intensity by:<ul style="list-style-type: none">• Adopting energy-efficient terminal operating equipment when financially and environmentally feasible.• Driving improvements in climate change, water and waste management across its supply chains.

CAPITAL INVESTMENTS IN CLIMATE RESILIENCE

Climate change drives up capital expenditure (“CAPEX”) in the port industry by requiring investments in resilient infrastructure to withstand extreme weather, rising sea levels and regulatory demands. Westports continues to allocate capital to:

- Upgrade facilities to improve environmental performance.
- Ensure adequate water discharge to protect infrastructure.
- Adopt energy-efficient technologies to mitigate environmental impacts and enhance long-term operational stability.

In 2024, Westports invested RM16,099,237 in solar panels for Petikemas as part of its ongoing efforts to build resilience.

RISK MANAGEMENT FRAMEWORK

Westports incorporates climate change risk assessments into its company-wide risk management framework, ensuring climate-related risks are:

- Independently managed from other business risks and opportunities.
- Addressed through a dedicated process to ensure focused attention on climate resilience.

SMART DECARBONISATION: DRIVING SUSTAINABLE SOLUTIONS WITH INTELLIGENCE

Westports is one of the early adopters of the CSI Platform, an innovative tool developed by Bursa Malaysia in collaboration with the London Stock Exchange Group. As the second-largest port in Southeast Asia, Westports plays a pivotal role in global supply chains, making its commitment to sustainability critical in shaping a greener future.

The CSI Platform empowers Westports to:

- Calculate and track its carbon emissions impact with precision.
- Assess Scope 3 emissions across its extensive supply chain.
- Support green financing initiatives by providing transparent and reliable emissions data.
- Accelerate decarbonisation efforts through actionable insights.

More than a tool, the CSI Platform catalyses transformative change—propelling Westports and the broader industry toward a sustainable, lower-carbon economy. Adopting this cutting-edge platform reinforces Westports’ leadership in environmental stewardship, aligning its operations with global sustainability goals while driving the transition to a greener supply chain ecosystem.

WESTPORTS CLIMATE CHANGE ASSESSMENT

Westports commissioned a study to evaluate the potential implications of climate change on the risk profile of Westports’ existing facilities, including short, medium and long-term risks and opportunities. The consideration applies not just to risks related to climate change impacts but equally to the risks associated with responses to climate change, including adaptation (such as Westports’ operations adaptation strategy under the 2-degree scenario) and mitigation technologies, investments, practices, behaviours and policies. The study aimed to assist in developing a medium and long-term plan for climate change. Westports commits to aligning all future capital expenditures with its long-term GHG targets and the Paris Agreement’s objective of limiting global warming to 1.5 degrees Celsius.

Consolidation method in calculating the carbon footprint	Operational
Organisational boundary for calculating the carbon footprint	Accounts for 100% of GHG emissions where Westports has the authority to implement operational policies
Independent review of environmental data	BSI Services Malaysia Sdn Bhd reviewed environmental performance: environmental reporting, pollution prevention and resource reduction, hazardous substances, solid waste, air emissions, water management, energy consumption and GHG emissions

Please refer to the data performance table at the end of this report for Westports’ comprehensive carbon disclosure.

SCOPE 3: EMPLOYEES’ DAILY COMMUTE TO WORK

Significant CO₂ emissions result from employees travelling to and from the port. In 2018, Westports embarked on a project to estimate the total annual emissions produced by Westports’ entire workforce’s daily commute. Westports tracks these emissions annually.

METHODOLOGY

Westports launched a survey during the last quarter of 2024 to estimate the:

- Travel methods, such as bicycle, LRT and own vehicle.
- Approximate total daily distance travelled each day to work and back.
- The type, age, engine size and type of fuel used if employees used their vehicles.

As part of Westports’ improved methodology, respondents could select up to three modes of transport. The survey was conducted online by an external consultant in English and Bahasa Malaysia. All employees were encouraged to respond.

Westports calculated each respondent’s emissions using the UK Greenhouse Gas Reporting: Conversion Factors 2024 by DEFRA. Employees work an average of 288 days annually. Westports used this information to estimate its annual emissions.

RESULTS

In 2024, 1,855 employees responded to the survey, representing 33% of the total workforce. The total yearly CO₂ emissions for employees commuting in 2024 was 5,914 tonnes.

EMISSIONS

Westports monitors RTG emissions to ensure they are within the Clean Air Regulation 2014 limits. Variable Speed RTGs and Hybrid RTGs have greater fuel efficiency, reducing emissions.

Variable Speed RTGs

- Deliver optimal power levels by reducing engine speed based on load demand.
- The drive system provides precise control, enhancing fuel efficiency throughout operations.
- Save the bulk of power when engines are idling.
- Offer limited environmental benefits when operating at near 100% capacity.

Hybrid RTGs

- Deliver significant fuel savings (up to 30%) without impacting productivity.
- Use stored power from reserves, reducing reliance on the diesel engine.
- Highly efficient, consuming only 8 litres of fuel per hour.
- Batteries have a six-year lifespan and are costly to replace, equivalent to an engine.
- Battery performance decreases in high temperatures, causing inefficiencies.

The Maintenance and Repair (“M&R”) Department is pivotal in maintaining RTG emissions within the 20% to 40% range through precise plan preventive maintenance. Westports’ in-house RTG engine injector servicing facilities have significantly reduced heavy black and white smoke emissions from injector failures by 10%, enhancing operational efficiency and environmental performance.

In line with its commitment to sustainability, Westports ensures all new terminal tractors (“TTs”) comply with Euro 5 emissions standards, setting a benchmark for cleaner, greener port operations.

Westports carefully deploys Hybrid RTGs in scenarios where engine idling is more frequent to minimise carbon emissions. The M&R Department collaborates closely with the Planning Department to maximise the environmental benefits of this strategy, ensuring operational efficiency aligns with sustainability goals.

Current Fleet Composition

- **53%** of the RTG fleet consists of RTGCs.
- The remaining fleet is made up of:
 - Hybrid RTGs.
 - Variable Speed (VS) RTGs.

Future Transition

- **2026:** Replacing 15 ageing conventional RTGs with variable speed.
- **2028:** Westports begins transitioning the entire RTG fleet to **electric RTGs**, marking a significant step in its sustainability journey.

This transition underscores Westports’ unwavering commitment to reducing its carbon footprint and advancing sustainable port operations.

EQUIPMENT FLEET RENEWAL

Westports’ plan to gradually electrify its entire fleet of 607 Terminal Tractors (“TTs”) and 218 RTGCs at the end of their operational lifespan is a critical step in its electrification journey. The electric, autonomous Q-Truck units already in operation—equipped with LIDAR sensors—set a solid foundation for this shift toward cleaner technologies.

TRIALING AUTONOMOUS ELECTRIC TTS

Westports purchased two autonomous Q-Truck electric TTs in December 2022. The Q-Truck has dual functions with autonomous and electric trucks. From 2022 to the end of February 2025, Westports tested five types of non-autonomous electric TTs from four manufacturers at the terminal, including electrified units from Terberg, which currently has the highest number of diesel-powered trucks in the port. A broader rollout and adoption of electric TTs will depend on the success and outcomes of these trials. As part of the transition, the Group is evaluating various models and manufacturers before proceeding with additional electric TT purchases.

ELECTRIC RTG AND TERMINAL TRUCK PROJECT

The RTG electrification will commence by replacing batches of RTGs in 2028. The incremental replacement cost for 217 RTG is approximately RM1 billion. Westports is reviewing this rollout, which will require the civil structure to be revamped and fitted with an electrical connection. Westports is exploring options and returns on investment on the electric RTG project. Westports is looking into electrifying its terminal trucks from 2025 onwards.

REDUCING TUGBOAT AND PILOT BOAT EMISSIONS

Westports is evaluating methods to reduce emissions from tugboat fuel usage as an interim measure while electric tugboat and pilot boat technology advances. The Company aims to operate electric tugboats by 2050.

WATER MANAGEMENT.



Water Target

60,000 m³ per month for Westports' own use

Westports actively manages and uses water resources sustainably, monitors water consumption by installing water meters across its operations and enhances water efficiency by implementing automated water flow systems in toilets at five locations within the Port.

RAINWATER HARVESTING

Westports is committed to enhancing its rainwater harvesting system. Previously, four tanks contained a combined volume of 24 m³. Westports added 2 m³ at Petikemas and Infinity warehouses, with an additional 2 m³ targeted in future expansions at Alfred Talke and Seahawk warehouses, solidifying the Company's dedication to sustainable water management practices.

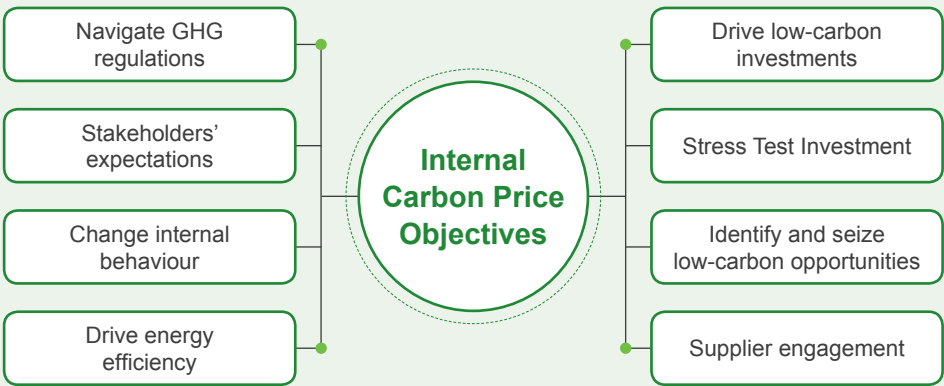
ENVIRONMENTAL COMPLIANCE

Westports complies with all relevant environmental regulations. The Group ensures strict adherence to legal requirements through its environmental policies, management systems, review processes and programmes while building a foundation to exceed regulatory standards. Westports reported no significant non-compliance or fines for environmental damage throughout this reporting period.

INTERNAL CARBON PRICE

Westports has applied an initial internal price for CO₂ emissions to consider climate challenges in its long-term economic decisions. The Group will regularly evaluate and increase this amount when necessary.

Internal Carbon Price = RM66.67 per tonne



SOCIAL: OUR PEOPLE

Westports is committed to aligning its operations with the International Labour Organisation (“ILO”) standards, upholding fundamental principles such as eliminating child labour, promoting freedom of association and collective bargaining and preventing forced or compulsory labour across its operations and supply chain. The Company has established clear policies to address these crucial areas, ensuring compliance and ethical practices throughout its operations.

Westports upholds a policy in accordance with the Modern Slavery Act (or its equivalent), reflecting its firm commitment to eradicating modern slavery and human trafficking in all forms. The Company’s Labour Standards Policy, included in its Code of Conduct, is communicated globally to employees in English, with plans to translate it into other relevant languages to ensure accessibility for its diverse workforce.

As a United Nations Global Compact signatory, Westports actively supports labour rights and ethical standards across its operations. Westports has a strong track record of maintaining a harmonious work environment free from industrial disputes, violence or harassment.

COMPETITIVE REMUNERATION

Westports adheres to national minimum wage regulations while surpassing minimum living wage standards. The Group is committed to fair compensation practices, ensuring employees are rewarded equitably for their contributions. Emphasising the principle of “equal pay for equal work,” Westports ensures that all individuals receive fair compensation for similar roles, irrespective of gender, race or other potentially discriminatory factors.

Beyond basic salary, Westports offers exceptional employee benefits, exceeding industry standards. For example, the healthcare insurance premium deducted from employees’ monthly salaries is less than 10% of the total value.

WORK-LIFE BALANCE

Westports strongly promotes work-life balance and employee well-being, underpinned by a comprehensive policy that aims to meet the diverse needs of its workforce. The Group is committed to fostering a supportive environment that respects employees’ personal and professional lives. Recognising the importance of individual fulfilment and productivity, Westports will consider accommodating flexible work arrangements if necessary and suitable.

DAY CARE SERVICE

Westports advocates children’s rights in line with the Children’s Rights and Business Principles by ensuring access to quality early childhood care and education. In 2019, the Company established a daycare centre for employees’ children, providing a safe, enriching learning environment operated by a proficient external childcare service provider. The centre offers balanced and nourishing meals daily and supports parents by caring for toddlers, allowing them to work worry-free. Its programmes focus on cognitive learning, motor skills development and educational activities, reinforcing Westports’ commitment to employee well-being and child development.

FLEXIBLE WORK SOLUTIONS FOR COMMUTE CHALLENGES

Traffic flow to and from Pulau Indah can often be unpredictable, with disruptions caused by adverse weather, accidents or container congestion. To address these challenges, Westports has introduced a flexible scheduling policy that allows employees to adjust their work hours during emergencies, ensuring they can complete their required tasks and hours without added stress.

Benefits of Flexibility

Supports Employees	■ Enables staff to better manage commute-related difficulties, promoting work-life balance and job satisfaction.	Environmentally Friendly	■ Reduces emissions from commuting by minimising unnecessary trips or prolonged idling during traffic jams.
--------------------	--	--------------------------	---

This proactive approach reflects Westports’ commitment to employee well-being and environmental sustainability, fostering a supportive and responsible workplace culture.

SUPPORTING PARENTHOOD WITH PAID PARENTAL LEAVE

Westports provides comprehensive parental leave, creating a supportive environment for employees as they transition into parenthood. This policy ensures job security and continued benefits, allowing employees to focus on their families during this critical time.

Key Benefits of Paid Parental Leave

Work-Life Balance:

- Empowers employees to prioritise family without worrying about employment or benefits.

Job Security:

- Guarantees employees can return to their roles after leave, fostering stability and peace of mind.

Employee Well-Being:

- Reflects Westports' commitment to nurturing a family-friendly workplace culture.

Prioritising parental leave demonstrates Westports dedication to work-life balance, employee well-being and fostering a supportive, family-focused workplace.

DIVERSITY AND INCLUSIVITY

Westport's Diversity and Equal Opportunity Policy fosters inclusivity and fairness. Westports does not tolerate discrimination against race, religion, gender, age, sexual orientation, HIV status, disabilities, nationality, social background and political opinion.

Female Board Representation



30% targetted



45% achieved

Westports also set a similar 6% target for its overall workforce, showcasing an ongoing commitment to improving equal opportunity and diversity across all levels of the organisation.

Westports' senior leadership team actively promotes greater female participation in the transport sector by:

- Engaging in events that connect and highlight women within the industry.
- Advocating for the importance of diversity throughout the sector.

The Executive Chairman oversee diversity initiatives, embedding these goals in the Company's culture. Human Resources supports these efforts by providing diversity training during onboarding and incorporating detailed guidelines in the Employee Handbook.

Championing Workforce Diversity, Equal Opportunities and Reducing Discrimination

Research on creating a workplace conducive to all genders, ages backgrounds

Sexual harassment training

Training on promoting diversity through emails and WhatsApp

Diversity awareness raising in English and Bahasa Malaysia

Westports firmly upholds its commitment to fostering an inclusive and equitable workplace. Through its diversity training programmes, Westports ensures that recruitment practices provide equal opportunities for all genders, emphasising the importance of inclusivity. Specialised training also addresses and eliminates gender barriers in career progression, allowing all employees to achieve their professional goals regardless of gender.

INCREASING FEMALE REPRESENTATION

Since November 2022, Westports has proactively addressed the historical underrepresentation of women in its container operations. One hundred seventy-two female employees have joined the workforce, which is a 157% increase compared to 2022. This milestone underscores the Company's dedication to building a more diverse and inclusive workforce.

Westports also prioritises the safety and well-being of its female employees. Enhanced security measures have been implemented, particularly during the female graveyard shift, ensuring a secure work environment. Additionally, the Company has provided dedicated toilets and plans to establish a female-exclusive rest area to support its female workforce further.

FOSTERING EQUALITY ACROSS THE ORGANISATION

Westports actively works to eliminate discrimination and promote equality throughout its operations. Since 1 October 2023, all gender, race and religion specifications have been removed from recruitment processes, reinforcing its inclusive hiring practices. Equal pay is a cornerstone of the Company's commitment. Men and women performing similar roles are compensated fairly, with any differences justified and transparent. This principle applies across all contractual terms, including base salaries, bonuses, overtime, allowances, pensions, work hours and fringe benefits.

SUPPORTING DISADVANTAGED INDIVIDUALS

Westports goes beyond standard hiring practices to provide opportunities for individuals from disadvantaged backgrounds, especially those from Pulau Indah, who may face socio-economic challenges or have limited formal education. Hiring practices remain free of discrimination based on age, sexual orientation or nationality, promoting a culture of inclusivity.

ACCESSIBILITY AND DIFFERENTLY-ABLED EMPLOYEES

Making port facilities accessible to differently-abled individuals further demonstrates Westports' commitment to inclusivity. Ramps and other amenities cater to employees with mobility limitations. Currently, Westports employs three differently-abled individuals, reflecting its inclusive hiring approach.

NEUTRALITY TOWARDS RESERVE SERVICE AND VETERANS

Westports adopts a neutral stance regarding individuals with reserve service or veteran status. While the Company does not actively recruit from these backgrounds, it does not discriminate and has set a goal to increase their representation in the workplace.

TRACK RECORD OF INCLUSION

Westports has maintained a strong track record in fostering a harmonious and discrimination-free workplace. The Company has not been involved in any lawsuits or regulatory investigations concerning discrimination, reinforcing its dedication to creating an inclusive and respectful work environment.

EQUAL EMPLOYMENT OPPORTUNITY

Westports' Equal Employment Opportunity ("EEO") Policy applies to all employment processes, including hiring, remuneration, training and development, promotions and other terms of employment.

All partners, vendors, contractors, suppliers, associates and affiliates are encouraged to adopt a similar EEO Policy in their organisations. The Group conducts training on discrimination and harassment in the workplace for all employees.

CEO ACTION FOR DIVERSITY AND INCLUSION

Westports demonstrates its commitment to diversity and inclusion through its strong support for the CEO Action Network ("CAN"). This platform brings together private sector leaders to champion sustainable and inclusive growth.

As an active member, Executive Chairman Datuk Ruben Emir Gnanalingam is pivotal in advancing these efforts and driving meaningful change.

CAN is a collective of forward-thinking leaders shaping policies and initiatives that promote sustainable development and responsible business practices. By engaging in policy advocacy, collaborative efforts and knowledge-sharing, CAN embeds diversity, inclusion and sustainability into the core strategies of organisations, both in Malaysia and globally.

Through Datuk Ruben's active involvement, Westports aligns with CAN's vision of creating a business ecosystem that prioritises equitable opportunities, ethical leadership and environmental stewardship. This partnership underscores Westports' dedication to promoting diversity and inclusion within its operations while contributing to a broader impact that drives long-term sustainability and social progress across industries.

By participating in CAN, Westports amplifies its influence in shaping national and international dialogues on sustainability, ensuring its voice is part of the solution in fostering inclusive and resilient economies.

HANDLING ISSUES OF HARASSMENT, DISCRIMINATION AND BULLYING

Westports' EEO Policy and Code of Conduct support its commitment to a zero-tolerance policy on discrimination, bullying and harassment while fostering a culture of belonging for all employees. Westports operates a confidential whistleblowing channel for reporting incidents of bullying, discrimination and harassment. All employees and managers undergo training on effectively addressing and managing reports of such behaviour. Westports provides multiple channels for employees to raise concerns while safeguarding their identity. The CeIO exclusively manages the whistle-blower policy, ensuring confidentiality. Employees can also escalate matters through the Penghulu Me platform, bringing issues directly to the committee or management.

PREVENTION OF SEXUAL HARASSMENT

Westports upholds a zero-tolerance policy against sexual harassment to ensure a safe, respectful workplace for all employees, regardless of gender. This commitment reflects the Group's dedication to fostering an inclusive environment built on dignity and respect.

Aligned with the United Nations Sustainable Development Goal 5 (Gender Equality and Women's Empowerment), Westports ensures that its policies and systems protect employees and prevent harassment. Regularly auditing internal control systems ensures alignment with Westports' zero-tolerance approach and reinforces its commitment to workplace equality and fairness.

Westports' stance on preventing sexual harassment underscores its broader commitment to creating a secure and supportive environment for all employees, empowering them to focus on their professional growth without fear or discrimination.

HUMAN RIGHTS

International principles guide Westports' commitment to human rights, including the Universal Declaration of Human Rights, the International Bill of Human Rights, the Voluntary Principles on Security and Human Rights, the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

Westports actively participates in workshops and industry-specific collaboration projects to enhance Malaysia's labour standards and employment rights, reinforcing its public commitment to recognised international frameworks.

Westports' Human Rights Practices

- Recognise human rights as a critical management issue when conducting business.
- Respect the human rights of all stakeholders, including employees and supply chain partners.
- Raise awareness of human rights.
- Promote the use of a grievance mechanism such as a formal whistleblowing channel to address employee concerns, including incidences of bullying and harassment.

Westports carried out various initiatives to advocate human rights in society, the workplace and the entire supply chain, including:

- Employee awareness-raising and training programmes
- Grievance mechanism for members of the public to raise their concerns
- Human rights impact assessments, especially with the port expansion project
- Regular consultation with local society and residents' representatives

Actions Taken in Addressing Labour and Human Rights Issues

Provides a safe and healthy workplace for associates.

Implementing processes to avoid slavery and human trafficking.

Do not use child, forced or involuntary labour.

Regular salary benchmarking exercises to sustain a decent living wage for its employees.

Prohibits discrimination in hiring and employment practices, including gender, race, religion, age, sexual orientation, disability and nationality.

Enforcing principles of equal pay for equal work.

Prohibits physical abuse and the harassment of associates and threats of either.

Supports freedom of association and collective bargaining.

Provides mechanisms that allow employee representatives to engage with company management.

Ensures work-life balance by prohibiting excessive working hours and exceeding the local minimum wage.

Formalised policies such as Child Labour Policy and Forced Labour Policy.

Work hours are planned with a 10% buffer to accommodate surges in demand. Overtime is determined by the minimum required.

Local and International Laws and Legislation Guiding Westports

Children and Young Persons (Employment) Act 1966

Employment Act 1955

Occupational Safety and Health (Amendment) Act 2022

Minimum Wages Order 2020

Minimum Retirement Age Act 2012

Workman's Compensation Act 1952

UN Guiding Principles on Business and Human Rights

OECD Guidelines for Multinational Enterprises

HUMAN RIGHTS RISKS AND ASSESSMENT

Westports analyses potential human rights issues across business activities, regularly reviewing the labour standards of existing and potential operations and business and supply chain partners as part of its risk assessment procedure.

Westports conducts a due diligence risk identification process to address labour issues across its operations, value chain partners, activities and new business relationships. This process covers critical topics such as discrimination, equal remuneration, and child and forced labour. Vulnerable groups at risk of human rights violations include employees, women, children and local communities.

LABOUR AND HUMAN RIGHTS COMPLIANCE

There have been no non-compliance or violations of Westports' labour standards during this financial year. There were also no incidents or risks of child, forced or compulsory labour or human rights violations involving the rights of indigenous people at any time in Westports' history. Accordingly, Westports took no human rights mitigation and remediation actions.

HUMAN RIGHTS IN THE SUPPLY CHAIN

Westports actively monitors human rights across its operations and supply chain, incorporating human rights criteria into selecting suppliers and sourcing partners. The Group regularly inspects its supply chain partners, focusing on adherence to human rights standards. Westports enforces strict measures, including contract termination for partners found in violation. Collaborating with specialised organisations to promote positive human rights initiatives further these efforts.

Throughout the year, Westports provides comprehensive human rights training, extending this education to supply chain employees. Offering executive-level industrial relations training ensures executives are well-equipped to address related matters effectively and responsibly.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Westports actively fosters a positive and inclusive environment for employee relations, fully supporting the rights to freedom of association and collective bargaining. Reinforced through a formal policy, these rights exceed local legal requirements, reflecting the Company's commitment to respecting the right to freedom of association, collective bargaining, fair and ethical labour practices.

Westports enshrined its commitment to these principles in its Code of Conduct and Business Ethics, which provides group-wide guidance on fostering freedom of association and collective bargaining. Encouraging direct and open communication between employees and management ensures that every voice is heard and valued.

STRONG UNION REPRESENTATION

Westports proudly supports its workforce's participation in the registered Trade Union, Kesatuan Sekerja Pekerja Westports Malaysia Sdn Bhd, which is key in advancing employee rights and welfare. Currently, 3,925 non-executive employees (77%) are active union members, reflecting Westports' commitment to empowering employees and fostering strong labour relations.

Non-executive employees handling confidential matters are not union members but are covered under the same collective bargaining terms, ensuring equal access to workplace protections and benefits.

COMPREHENSIVE COLLECTIVE AGREEMENTS

The collective bargaining agreements negotiated with the union address a broad range of critical issues, including:

- Health and safety
- Corporate Social Responsibility
- Remuneration
- Working hours and flexibility
- Training, career development and lifelong learning
- Stress management and employability
- Equal opportunities
- Benefits

These agreements highlight Westports' dedication to supporting employees' professional growth, well-being and workplace satisfaction.

Empowering employees through union representation and collective bargaining ensures a harmonious and productive work environment that values individual contributions and collective progress. This approach underscores the Company's commitment to fair treatment, inclusivity and sustainable labour practices.

PORT POLICE

The Westports Port Police is the dedicated security and law enforcement unit tasked with maintaining the safety and security of the port, its operations and the surrounding Pulau Indah area. Their responsibilities encompass a wide range of critical functions, including:

- Maintaining order, enforcing laws and preventing crime
- Protecting port infrastructure, personnel and surrounding areas
- Monitoring and controlling access to the port
- Conducting regular patrols, managing traffic and responding to emergencies
- Overseeing security protocols and collaborating with external law enforcement agencies to ensure the smooth and secure operation of Westports

2024 Highlights

Patrolling Hours	<ul style="list-style-type: none"> ■ Logged 1,432 hours, including coverage on working days, weekends and public holidays.
Traffic Management	<ul style="list-style-type: none"> ■ Dedicated 2,308 manhours on traffic control and highway assistance.
Crime Reduction	<ul style="list-style-type: none"> ■ Crime in Pulau Indah decreased by 39% compared to the previous year.

Actions to Minimise Crime and Accident Rates

Crime Prevention

Westports Port Police strengthens crime prevention and detection through:

- **Intelligence Sharing:** Collaborates with Klang Selatan Police, Pandamaran Police and PDRM to enhance security coordination.
- **Joint Patrolling:** Partners with local law enforcement to increase visibility and deter criminal activities.

Accident Prevention

The Port Police takes a proactive approach to reducing accident rates by:

- **Road Hazard Reporting:** The Port Police Roadcare team identifies potholes, road debris and other hazards and reports them to JKR Klang for prompt resolution.
- **Route Inspections:** Regular inspections during the first and third shifts assess and mitigate potential risks.
- **Incident Reporting:** Reports all accidents and vehicle breakdowns involving hauliers and transporters to the Selangor Freight Forwarders & Logistics Association (SFFLA) and the Association of Malaysian Hauliers (AMH) for further action.
- **Speed Monitoring:** Works with PDRM to conduct regular speed trap operations within the port area to enforce compliance and improve road safety.
- **Awareness Campaigns:** Develops billboard messaging and other communication channels to educate drivers on accident prevention and safe driving practices.

TRAINING AND DEVELOPMENT

Westports conducted extensive training sessions for the operations team throughout the year, covering New Terminal Operator Training, Defensive Driving, Operator Cabin Maintenance & Systems, Engine Diesel Cooling Systems, Electrical Technology, Container Damage and Inspection and Oil Spill Training. In addition to technical training, the Company prioritised soft skills and personal development, introducing targeted programmes to strengthen communication, leadership and personal effectiveness.

To cultivate future leaders, Westports leveraged its dedicated assessment centre to identify and develop talent, focusing on building a strong leadership pipeline from the Assistant Manager level and above. The Company implemented comprehensive leadership programmes to enhance strategic thinking, decision-making and management capabilities, ensuring a well-prepared succession pool for critical roles. As part of this initiative, Westports sent employees to Harvard Business School programmes in Malaysia and a KAIZEN programme, reinforcing a culture of operational excellence while equipping leaders with advanced business acumen and leadership perspectives.

In support of its digitalisation efforts, Westports prioritised digital literacy training, with a strong focus on Power BI, enabling employees to develop essential data analytics skills for improved decision-making and operational efficiency.

The Company also advanced its strategic succession planning, particularly emphasising TT, RTG and quay crane operators. To sustain high standards in employee development, Westports invested in upskilling its trainers, ensuring the effective delivery of training programmes and the continuous enhancement of workforce capabilities.

YOUTH UNEMPLOYMENT

Westports' paid internship programme addresses youth unemployment; it is also part of the Company's commitment to employing underprivileged groups, including those from deprived backgrounds, low social status and with no formal education or qualifications. In 2023, Westports provided internships to a total of 31 candidates. The Group gave five of these permanent positions. 2024, Westports redesigned the Management Trainee programme framework to develop talents in the pipeline of developing young leaders.

FOSTERING COMMUNICATION, ENGAGEMENT AND DIALOGUE

Established in 2011, the Westports Joint Consultative Council ("WJCC") serves as a vital platform for dialogue between employees and company representatives. The WJCC facilitates monthly sessions, fostering meaningful two-way communication that benefits employees and management. During these sessions:

- Management updates employees on business performance, keeping them informed and aligned with the Company's direction.
- Employees are encouraged to share their feedback, ideas and insights on daily work-related matters, ensuring their voices are heard.

This initiative promotes open communication, strengthens employee engagement and ensures collaboration between management and employees to achieve common goals. WJCC Bridges the gap between leadership and the workforce, playing a critical role in building a cohesive and inclusive workplace culture.

INDUSTRIAL COUNSELLORS

Westports' Penghulu Programme has been the brainchild of Westports since 2011. Comprising executives and managers, the Penghulu solicits feedback and regularly updates the non-executive population. Senior management appoints mentors as guides and soundboards to help Penghulus manage complex people dynamics. All non-executive employees are assigned designated Penghulu members. Employees may raise concerns about their work and personal lives, including health and safety, CSR issues, remuneration, working hours, training, career development, flexibility, employability, stress and equal opportunities.

WESTPORTS FAMILY DAY

Westports hosted its Family Day at Sunway Lagoon over four days: 7 and 22 December 2024 and 21 and 26 January 2025. This annual event allowed employees and their families, including children, to come together for a day filled with fun, bonding and shared experiences. Key highlights of the event included:

- Telematch Activities and Games: Families participated in engaging activities, fostering teamwork and camaraderie in a lively atmosphere.
- Meals Together: Providing breakfast and lunch allowed participants to relax, connect and enjoy quality time together.

The Family Day created cherished memories in a vibrant and enjoyable setting, reinforcing Westports' commitment to nurturing a supportive and inclusive workplace culture that values employees and their loved ones.

OTHER ENGAGEMENT ACTIVITIES

- Communications Day.
- Workshops and townhalls.
- Monthly meetings with the registered trade union, Kesatuan Sekerja Westports Malaysia Sdn Bhd, to discuss welfare matters, including safety.

EMPLOYEE SATISFACTION

In December 2024, HR conducted a comprehensive employee experience survey with a participation rate of 75% and a recorded satisfaction rate of 81%. The survey measured employees' satisfaction with their job roles, work environment, training and development, benefits, awareness and management quality.

HEALTH AND SAFETY

Westports identifies safety as critical, making it a cornerstone of its operations. Since achieving ISO 45001:2018 certification in August 2021, the Company has maintained its adherence to international standards by successfully recertifying the accreditation this year through a comprehensive audit and renewal process. Westports' strong health and safety policy extends beyond its workforce to include suppliers and their employees, ensuring a safe and sustainable working environment across its entire ecosystem.

The Group fully complies with all relevant safety, health and environmental legislation, including the Occupational Safety and Health (Amendment) Act 2022 ("OSHA") and the Environmental Quality Act (EQA) 1974. Adherence to additional orders, rules, codes of practice and regulations reinforces this compliance, demonstrating Westports' rigorous approach to workplace safety and environmental stewardship.

Westports continuously strives to improve its health and safety standards through the following innovative programmes and initiatives:

- The Accident Tracking System ("ATS") ensures proactive measures by meticulously tracking and monitoring all incidents to reduce risks.
- The "You See You Act" ("UCUX") programme empowers employees to report incidents, near misses, safety breaches and potential threats via mobile devices. This real-time reporting system enhances Westports' ability to address safety issues promptly.
- 100% of operational employees receive annual health and safety training, consistently implementing best practices across all operations to foster a culture of safety awareness.

MANAGEMENT COMMITMENT TO HEALTH AND SAFETY

Westports' management takes an active role in driving health and safety excellence across the organisation through the following key principles:

- Compliance: Strict adherence to all relevant acts, legislation and codes of practice, including OSHA 2022 and EQA 1974.
- Prevention: Proactively prevent harm to port users and environmental pollution by continuously improving safety, health and environment ("SHE") performance.
- Resources and Facilities: Providing workers with the necessary resources, facilities and materials to operate in a SHE-friendly manner and integrate safety into daily operations.
- Training and Supervision: Ensuring all workers are informed, trained and supervised to mitigate risks to themselves, others and the environment.

A COMMITMENT TO CONTINUOUS IMPROVEMENT

Westports firmly believes that health and safety are dynamic priorities that require continuous improvement and adaptation. Embedding comprehensive systems and fostering a culture of awareness ensures a safe working environment while contributing to long-term sustainability. The Group monitors lost-time incidents, defined as work-related injuries resulting in time off per a set number of work hours. These measures reflect Westports' dedication to protecting its workforce, partners and the wider community.

INTRODUCING THE NEW SAFETY MANAGEMENT SYSTEM

Westports' Safety Department has successfully implemented the Qavach Safety Management System. The transition from the previous in-house system to Qavach has significantly improved data analysis and the development of mitigation plans. The new system enables faster and more accurate task management and follow-ups, enhancing overall safety performance.

STRENGTHENING SAFETY GOVERNANCE

Safety is more than a policy—it is a core value that defines its operations and corporate culture. The Safety, Health and Environment (“SHE”) Committee, chaired by Group Managing Director Mr. Eddie Lee, exemplifies this commitment by fostering collaboration between management and employee representatives. The Committee is pivotal in addressing safety concerns raised by employees and stakeholders, evaluating performance, implementing proactive safety strategies and minimising risks to ensure a safe and secure working environment. In 2024, the SHE Committee held four meetings in line with OSHA requirements and promptly resolved all concerns raised. This approach reflects Westports’ dedication to maintaining an open, responsive and practical approach to safety governance.

Environmental Health and Safety (“EHS”) officers are at the heart of Westports’ safety operations. Their responsibilities include:

- Coordinating and overseeing the implementation of EHS programmes.
- Ensuring compliance with OSHA 2022 and internal safety standards.
- Extending the Company’s safety commitment to contractors and port users, fostering a culture of safety among all stakeholders.

Westports embeds safety into its leadership values by directly linking the remuneration and bonuses of its Group Executive Chairman, Datuk Ruben Emir Gnanalingam Bin Abdullah and GMD Eddie Lee to the Company’s fatality record. This innovative approach ensures that safety excellence is prioritised at every level of the organisation, fostering accountability and a zero-tolerance culture for safety lapses.

In compliance with the OSHA (Amendment 2022), Westports has further strengthened safety governance by:

- Appointing Safety Officers and OSH Coordinators to reinforce safety practices across its operations.
- Partnering with landed clients to streamline the appointment of Safety Officers.
- Collaborating with vendors to provide training and support for OSH Coordinators, equipping them with the skills to maintain and elevate safety standards.

EMERGENCY RESPONSE AND CRISIS MANAGEMENT

Westports’ comprehensive emergency response plans are tailored to each operation and function to cover different risks. Dato K. Manoharan, Head of Safety & Port Police, heads Westports’ Emergency Response Team and oversees the Company’s emergency preparedness plan and its effectiveness, response and investigation.

Westports’ Crisis Management Plan addresses disasters and incidents triggered by haze and other environmental conditions. The Crisis Management Committee (“CMC”), Port Police, Fire and Rescue team, Paramedics and Westports Clinic are responsible for the plan.

ASSESSING SAFETY RISK AND COMPLIANCE

The health and safety of employees and contractors are protected by identifying risks, developing solutions and encouraging participation.

Preventing health hazards, accidents and injuries is critical to Westports’ sustainable strategy and is integral to business risk management. Westports develops central safety programmes and processes as part of the internal monitoring systems and internal controls. A SHE monitoring and measurement matrix helps each function implement a corrective and preventative procedure for actual and potential nonconformities. Working closely with *Jabatan Kerja Raya* helps improve the quality of nearby roads.

The EHS Department conducts a health and safety risk assessment for existing and potential new operations or projects as part of its due diligence. Westports benchmarks its performance, monitoring results and trends against company targets and industry standards.

Safety, including fire, explosion, hazardous, spillage and emissions, is part of Westports’ Risk Mapping. Biannual internal and external audits check SHE Management Systems to ensure operations conform to ISO 14001 standards. The audit team evaluates practice and records, interviews relevant staff, drafts corrective action and presents their findings to the Board.

Westports’ EHS Team conducts safety performance benchmarking, which evaluates and compares safety metrics and practices across different ports to identify best practices, areas for improvement and industry standards.

OSH APPROACH TO SUPPLY CHAIN SAFETY

Vendors must abide by strict guidelines and requirements during the pre-qualification stage. The vendor pre-qualification includes technical evaluation and confirmation to adhere to Westports’ safety/environmental requirements.

Vendors’ Pre-Qualification OSH Screening



Health, Safety and Environment (HSE) and health policy?



Safe operation Work Instruction?



Can workers identify safety or environmental hazards?



Can workers conduct risk assessments?




Do you provide Personal Protective Equipment to the staff?



Does all machinery have a DOSH permit or license?


EXAMPLES OF SAFETY AND HEALTH INITIATIVES

SMOKE-FREE, DRUG-FREE AND ALCOHOL-FREE PORT



No Smoking or Vaping

Westports broadened its No Smoking Policy to allow smoking only in certain areas within the port premises. For safety, smoking and vaping are strictly prohibited at the Liquid Bulk Terminal, which contains liquid and gas cargo. Westports enforces the ban, preventing operators from smoking and vaping in the cabins of cranes and trucks.



Drug, Substance and Alcohol Abuse Policy

Westports has established a policy regarding drug, substance and alcohol abuse. The Company is committed to maintaining a drug-free workplace and will not tolerate drug, substance and alcohol abuse.

CHAMPIONING HEALTHCARE FOR EMPLOYEES AND COMMUNITIES

Westports has demonstrated its unwavering commitment to healthcare by establishing two Klinik Westports facilities dedicated to prioritising the well-being of employees and the wider community.

The journey began in 2009 with the launch of the first in-house clinic in Pulau Indah, a pioneering initiative designed to provide free consultations and treatments for employees and their families. Fully funded by Westports and managed by an experienced resident doctor, this clinic addresses various health concerns, from general ailments to industry-specific conditions, setting a new benchmark in employee healthcare.

Building on this success, Westports expanded its healthcare services by opening a second Klinik Westports on 17 April 2023. This new 24-hour facility extends the same benefits to employees and their dependents while offering affordable healthcare services to the public at minimal rates. Strategically located near the Kesas Highway, the clinic provides quick and convenient access, ensuring healthcare is accessible for all.

Westports has also secured corporate agreements with private and government hospitals in Klang, granting employees and the community access to specialised medical care and services at preferential rates. This holistic approach underscores Westports' role as a responsible employer and community partner.

AMBULANCE SERVICES: SWIFT EMERGENCY RESPONSE

Westports further supports the community through its dedicated ambulance services, which are a vital lifeline in medical emergencies. Operating two ambulances, the service provides swift and effective responses, ensuring timely medical assistance for employees and the surrounding community. This commitment to emergency healthcare exemplifies Westports' dedication to protecting and saving lives when it matters most.

Ambulance Services (Employees)		
Total cases	Total hours	Total man hours (two personnel)
165	274	549

FIRE ENGINE SERVICES

Westports' fire engine services benefit the port and the surrounding community in emergency rescue operations. Over the past year, the team responded to three cases, contributing eight man-hours to ensure swift and effective emergency response.

PEDESTRIAN SAFETY

Pedestrian safety remains a top priority at Westports, with the EHS Department taking proactive steps to mitigate risks related to road traffic injuries. Key measures include:

- Conducting regular awareness campaigns to educate pedestrians about road safety practices.
- Installing additional clear signage across the port to guide pedestrians and promote safe behaviours.

These efforts reflect Westports' commitment to maintaining a safe environment for all employees and visitors.

Haze Monitoring

Haze monitoring is a critical component of Westports' commitment to the health and safety of personnel and smooth operations. The port has installed air monitoring equipment capable of measuring:

- PM2.5
- PM10
- Carbon monoxide

The system monitors air quality within a 10-km radius, providing early warnings of high pollution levels. The Human Resources team can promptly activate the Crisis Management Plan, ensuring the well-being of all personnel during haze conditions.

PEST CONTROL AND FOGGING

Westports conducts regular pest control and fogging across its operational areas to ensure the port remains safe and hygienic. A professional and trained team ensures effective pest management, maintaining a safe environment for employees, visitors and the wider community.

CONTRACTOR SAFETY

Westports' EHS Department ensures contractor safety through a rigorous prescreening process that assesses contractors' safety performance and associated risks. This process sets a high standard for safety across the port's operations and supply chain.

Requiring	<ul style="list-style-type: none">■ All contractors to participate in safety training sessions provided by the Port Police.
Ensuring	<ul style="list-style-type: none">■ Contractors hold valid certifications for operating machinery relevant to their tasks, such as forklifts and stackers.
Enforcing	<ul style="list-style-type: none">■ Strict compliance with safety guidelines, with violations resulting in penalties, including charges, suspension of port passes and restricted terminal access.

PROTECTING SUPPLY CHAIN WORKERS

Westports is particularly committed to the health and safety of supply chain workers, including the lashing gang. Comprehensive measures are in place to safeguard their well-being, such as:

- Strict adherence to safety protocols to minimise risks.
- Conducting regular training to reinforce proper techniques and safe practices.
- Providing appropriate equipment to carry out tasks safely and efficiently.
- Performing ongoing risk assessments to identify hazards, prevent accidents and maintain a safe working environment.

Westports' robust contractor and supply chain safety practices demonstrate its unwavering commitment to fostering a culture of safety and accountability across all operations. Implementing stringent controls, training initiatives and continuous risk management ensures the well-being of contractors and supply chain personnel while maintaining high operational standards.

FAMILY PORT VISIT: BRIDGING WORK AND FAMILY

In 2024, Westports hosted three Family Port Visit sessions to strengthen relationships between management and employees' families through an engaging and insightful experience at the port. Each session welcomed 40 employees, with each participant allowed to bring up to five family members, including themselves.

The visits gave family members, including spouses and children, a deeper understanding of their loved ones' work and showcased potential job opportunities within the port industry. Key activities included:

- **Briefing Session:** A comprehensive overview of the port's operations, its significance in the industry and the valuable contributions of employees.
- **Guided Port Tour:** A closer look at daily port activities and staff challenges creates a newfound appreciation for employees' roles.

Fostering awareness and appreciation reinforced a sense of community and connection between Westports and employees' families.

CARING FOR MENTAL HEALTH

Westports actively promotes workplace mental health by raising awareness and encouraging employees to seek support when needed. A memorandum distributed to all employees highlights common mental health issues, such as depression, anxiety, loss of concentration, behavioural changes and physical symptoms, ensuring these topics are recognised and addressed.

Employees are encouraged to voice their concerns through dedicated channels, including:

- The clinic
- Their department
- Penghulu
- Westports Joint Consultative Council ("WJCC")
- The Human Resources Department

To further support employee well-being, Westports has implemented a range of initiatives, including:

- Flexible work-from-home arrangements to help employees balance personal and professional responsibilities
- Childcare facilities at the Westports office tower, available to all employees' children
- Generous maternity and paternity leave, exceeding legal requirements
- Mental health training programmes to address issues and raise awareness about available support resources

These initiatives demonstrate Westports' commitment to fostering a supportive and inclusive workplace that prioritises the well-being of its employees and their families.

WORKING HOURS POLICY

Westports has aligned its Working Hours Policy with the Malaysian Employment Act 1955, as outlined in the Employee Handbook and employment contracts. As the port operates 24/7 and cannot afford any downtime, the nature of the work, particularly in the yard, can be demanding and physically exhausting.

Westports accommodates this flexibly by announcing the roster and shift patterns at least one year in advance and monitoring atypical working hours. Employees receive overtime compensation but cannot work more than a double shift to prioritise health and safety. This limit is in place to prevent excessive working hours. Westports also upholds employees' right to rest days and off days.

Contract of Service Commitment *

More than five consecutive hours without a period of leisure of not less than thirty minutes duration



In excess of a spread over a period of ten hours in one day



More than eight hours in one day



More than 48 hours in one week



* Excludes certain times such as emergencies or if work is essential to the life of the community

SAFETY AWARENESS INITIATIVES

OSHA Amendments Presentation	The team delivered tailored presentations on OSHA amendments to stakeholders, including internal departments, the Association of Malaysian Hauliers, contractors and vendors. They incorporated real-life case studies, Q&A sessions and group-specific examples to ensure stakeholders understood and complied with the amendments.
Safety Campaigns	Quarterly safety campaigns by the Maintenance & Repair, Container Planning, Engineering and Conventional departments promoted workplace safety, reduced accidents and raised hazard awareness through interactive activities and workshops.
Celebrating World Occupational Safety and Health Day	The World Occupational Safety and Health Day was celebrated on 16 May 2024 at the Auditorium, with the event officiated by Selangor Deputy Director of DOSH, En Shaharudin Mohd Ali. The celebration highlighted the importance of workplace safety and health, bringing together key stakeholders to reinforce safety practices across the organisation.
Noise Risk Assessment	<p>Westports conducted a comprehensive Noise Risk Assessment from 5 to 8 November 2024 to identify and mitigate workplace noise hazards. This proactive initiative reinforced the Company's commitment to employee safety by ensuring the use of job-specific Personal Protective Equipment ("PPE") in designated high-risk areas.</p> <p>To further safeguard employees' hearing health, Westports conducted annual audiometric tests, enabling the monitoring of hearing conditions while ensuring full compliance with industry safety standards. These measures demonstrate Westports' dedication to creating a safer and healthier work environment for its workforce.</p>

UNITING AGAINST GLOBAL DISEASE

As a part of the Group's commitment to combatting global diseases, Westports conducts comprehensive lab tests screening for markers of TB, malaria and HIV. Employees identified with concerns must undergo these tests every three or six months. Westports also conducts monthly educational talks as a proactive measure. In the case of disease detection, particularly HIV/AIDS, Westports offers complimentary specialised care and directs individuals to specialised centres for a comprehensive evaluation and further treatment.

NOTICE PERIOD

Westports provides minimum notice periods for significant operational changes to employees as specified in Malaysia's labour agreements and laws. In the event of such proposed changes, Westports will initiate timely discussions with employees and give as much advance notice as possible. Westports also consults with the WJCC and union representatives on the impact of reorganisation on people.

SOCIETY

Westports Malaysia has played a pivotal role in transforming Pulau Indah into a vibrant hub of economic activity, driving sustainable growth, creating job opportunities and fostering community development. This success is rooted in the visionary leadership of its founder, Tan Sri Datuk G. Gnanalingam, whose compassion, generosity and dedication have left a lasting impact on the Company and the wider community. His unwavering commitment to progress has shaped Westports into a cornerstone of positive change.

Building on this legacy, Westports channels its corporate responsibility initiatives through the Westports Foundation, established in 2019. The Foundation has expanded its reach to address eight key CSR focus areas, reflecting the Group's dedication to meaningful and sustainable progress. These initiatives aim to uplift lives and create opportunities, ensuring the surrounding communities thrive alongside Westports' continued growth.

Westports is committed to promoting local social and economic development by:

- Optimising the impact operations have on the local community.
- Promoting the employment, local sourcing and training of locals.
- Upgrading of infrastructure and liveability of the island.
- Developing logistics-based local businesses.

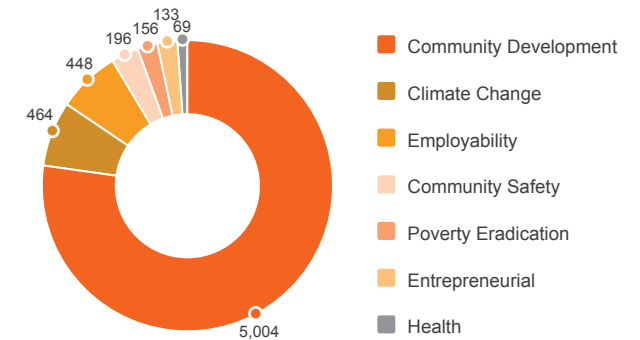


The Group recorded **10,765** volunteer hours, engaging **3,000** community participants and benefiting **20,000** individuals.

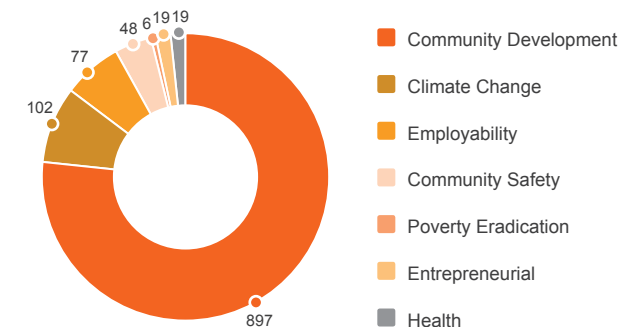
At Westports, CSR is more than just an initiative—it's a shared journey where every employee plays a role in making a difference. Across all departments, from the Chairman's Office and CEO's Office to M&R, Legal, Audit, Corporate Communications, Container, Engineering, EHS, Finance, Clinic, IT, IR, Marketing, Convention, Commercial, Planning, Port Police, Public Relations, Human Resources and Port Projects, everyone contributes. Together, we are part of the community, staying true to the mission of success with integrity, humility and humanity.



Volunteering Hours



Total Volunteers



Westports's community investment aligns with its business strategy to foster long-term growth and social impact.

CSR Focus Pillars	Programmes	RM Invested
Community Development	<ul style="list-style-type: none"> • <i>Gotong-royong</i> at Balai Raya Kg. Sg. Pinang and Kg. Teluk Nipah • CSR Mega at Kg. Asli and Kg. Sg. Kembong • Building repairs, including Surau Asy-Syakirin, Masjid Ar Raudhah at Kg. Sg. Kembong • Maintenance work for futsal court at Kg. Teluk Nipah • Classroom Transformation • Civic Awareness and Practice of Moral Values in School • Karaoke Competition 	RM48,099
Employability	<ul style="list-style-type: none"> • PC Hardware and Software Maintenance Workshop • MS PowerPoint and Excel Workshop • Programming with Mini Projects by Gifthumb Web Application • SMK Pulau Indah Cadet Police Attachment at Westports • Drone Workshop Challenges • Awareness session on employment entry requirements • Talk on Climate Change • Port Tour for SMK Pulau Indah • Zoo Negara Keeperku Programme • CFA Institute Research Challenge 2024/2025 	RM39,314
Health	<ul style="list-style-type: none"> • Breast screening workshop • Health talk at Sekolah Kebangsaan Pulau Indah 1 and 2 • Health screening 	RM8,786
Poverty Eradication	<ul style="list-style-type: none"> • Visiting and extending assistance for warga emas and needy families 	RM57,215
Crime Reduction	<ul style="list-style-type: none"> • CSR Patrolling 	RM46,679
Climate Change	<ul style="list-style-type: none"> • Mangrove planting at Mangrove Point and Sg. Chandong • Seaweed Planting 	RM32,001
Community Safety	<ul style="list-style-type: none"> • <i>Gotong-royong</i> at Pangsapuri Samudera • Dengue prevention programme • Townhall talk with Royal Malaysia Police and Fire and Rescue Department of Malaysia • Awareness talk on crime and housebreaking • Daily traffic control and highway assistance in Pulau Indah 	RM152,744
Entrepreneurial Development	<ul style="list-style-type: none"> • Marketing online business platform • Entrepreneur carnival 	RM4,650

The Social Return on Investment (“SROI”) analysis reveals that for every **RM1** spent on Corporate Social Responsibility initiatives, a social impact of **2.9 times** the initial expenditure is generated.

CORPORATE RESPONSIBILITY GOVERNANCE

Westports exemplifies its commitment to corporate responsibility by embedding robust governance structures to manage its community engagement and social initiatives. Appointing senior managers to oversee these programmes ensures seamless alignment with its objectives and core values. Every department and employee is empowered to actively contribute to CSR initiatives, fostering a shared sense of purpose and collective responsibility across the organisation. Key elements of Westports' approach include:

- Community Engagement Policy:
 - o Maintaining open and continuous communication with local communities to assess the positive and negative impacts of operations.
 - o Shaping community programmes through active dialogues to ensure they address real needs and priorities.
- Formal Mechanisms for Community Grievances:
 - o Systems to manage incidents, complaints and grievances.
 - o Supported by routine meetings to engage with stakeholders and ensure timely resolutions.

Promoting transparency, accountability and swift resolution builds trust and strengthens Westports' role as a responsible and valued partner in the community.

STRUCTURES TO FACILITATE EMPLOYEE ENGAGEMENT

Westports deeply values employee volunteerism and recognises the significant contributions of its workforce to the development of Pulau Indah. The Company recognises active participation by supporting volunteering during work hours and acknowledging CSR initiatives as integral to professional responsibilities while ensuring employees' rest days remain uninterrupted. Key efforts to enhance engagement include:

- Dedicated Framework for Employee Involvement:
 - o Establishing systems such as the Penghulu and CSR Committees to facilitate employee engagement in CSR initiatives.
 - o Strengthening collaborations with philanthropic partners to drive impactful programmes.
 - o Inspiring active participation by embedding CSR into workplace culture.
- Department Ownership of CSR Activities:
 - o Each department takes responsibility for specific CSR activities, fostering a culture of shared responsibility and collective impact.

RESPONSIBLE OPERATIONS

Westports upholds high safety, security, digital innovation and operational excellence standards to ensure responsible and efficient port operations. This commitment extends across safety governance, digitalisation and cutting-edge technology adoption, demonstrating the Group’s leadership in driving sustainable and future-focused initiatives.

The following sections outline Westports’ strategic efforts to create a safe, secure and innovative operational environment while prioritising stakeholder engagement, compliance and continuous improvement.

SAFE PORT

Westports is committed to ensuring a safe and secure environment for everyone involved in port operations, including employees, visitors, contractors and other stakeholders. The Company has implemented a comprehensive set of safety guidelines that address all aspects of port activities to support this commitment, including:

- Strict protocols for equipment handling.
- Emergency response procedures to ensure preparedness.
- Hazard identification measures to mitigate risks.
- Management of high-risk areas within the port.

Westports also prioritises continuous safety training and awareness programmes, ensuring that all individuals are well-informed and equipped to act responsibly in maintaining a safe and secure workplace. This proactive approach underscores Westports’ dedication to protecting its workforce and all port users.

Measures for A Secure Port Environment

Risk Category	Identified Issues	Mitigation Efforts
Unauthorised vehicles	Unauthorised vehicle operations within the port	Westports’ stringent system only permits authorised vehicle operations, including the signing of “Aku Janji”.
Oil spill studies	Potential for oil spills and ocean leakage	Comprehensive oil spill study to identify critical areas and sources, resulting in significant spillage reductions.
Reduced speed limit	High vehicle speeds within the port	Reducing the speed limit from 40 km/h to 35 km/h helped safeguard the safety of port users.
Defensive driving course	Risk of accidents involving port vehicles	Mandatory defensive driving course for all TTO, ambulance and firefighting equipment drivers.
Buzz off	Spread of dengue and other mosquito-borne diseases	Westports collaborated with <i>Majlis Bandaraya Diraja Klang</i> and Port Klang Health Department to launch a Dengue Awareness Programme focused on increasing awareness about dengue prevention, particularly in Pulau Indah. The event featured a panel discussion with industry experts on dengue prevention. Two hundred and eighty participants attended the event, including landed clients, community members, vendors, contractors and employees.
Safety campaign	Lack of awareness regarding safety protocols	Westports conducts regular safety campaigns, including talks by government agencies (DOSH, Ministry of Health, and Fire Department) to raise safety awareness.
Pre-operational check	Potential safety hazards due to equipment failure or human error	Mandatory pre-shift safety checks for all contractors and employees.
Alcohol-free port	Alcohol consumption affects safety and operations	Port police conduct random alcohol breath tests at the terminals.
Urine screening	Influence of drugs or alcohol in accidents	Port police conduct mandatory urine testing for individuals involved in accidents to detect influencing factors.
Telemetry	Lack of real-time safety monitoring	Westports’ telemetry system monitors critical safety parameters and equipment in real time.

CRIME-FREE PORT

Westports identifies port-related crimes under four key categories: container or cargo theft, other property theft, intrusion and security breaches. The Company has implemented robust security measures, continuously reviewing and refining them with relevant authorities to ensure a secure and crime-free environment.

These measures include developing comprehensive action plans that strengthen security protocols and safeguard the safety and integrity of Westports’ facilities. Prioritising these efforts protects operations and stakeholders, reinforcing Westports’ commitment to maintaining a secure and resilient port environment.

STRENGTHENED SECURITY

Westports attained ISO 28000:2022 certification for its Security Management System in February 2024, encompassing the provision and management of port operations for containerised and conventional cargo. This certification also extends to all critical supporting activities essential for maintaining seamless port operations. The certification process, conducted by QSA International, a UK-based organisation, requires regular audits to ensure ongoing compliance and performance. The following external audit is set for January 2025, following two internal audits, reflecting Westports’ commitment to maintaining stringent security standards.

To further enhance its security infrastructure, Westports is upgrading its surveillance room and deploying additional personnel to monitor high-risk areas, focusing on gate surveillance. The Company is also integrating authorised drone patrols, approved by the Civil Aviation Authority of Malaysia (“CAAM”), to strengthen its surveillance capabilities. These initiatives highlight Westports’ proactive approach to ensuring secure and efficient cargo handling, continuous improvement and adherence to global best practices.

DIGITALISATION

Westports embraces cutting-edge technologies to drive operational efficiency, enhance security and set new benchmarks for safety and sustainability. Westports integrates advanced digital platforms, intelligent scheduling and equipment automation to optimise processes and strengthen communication, minimising manual interventions and streamlining workflows.

One standout project is the Remote Physical Check System (“RPS”), developed in-house. This system uses video analytics cameras mounted on quay cranes to verify container movements during vessel loading and unloading, eliminating the need for stowage clerks to conduct physical inspections. RPS boosts both efficiency and safety.

Westports is expanding optical character recognition (“OCR”) technology across gate operations and wharf activities. Automating processes and reducing turnaround times, OCR ensures precision in cargo handling.

With a strong focus on digital innovation, Westports continues to lead the transformation of port operations, reinforcing its position as a global industry leader and demonstrating a commitment to operational excellence and safety.

DRIVING THE FUTURE: WESTPORTS’ VISION FOR AUTONOMOUS TECHNOLOGY IN PORT OPERATIONS

Westports is redefining the future of logistics by embracing autonomous technology to address one of the industry’s most critical challenges: the shortage of truck drivers. Through its commitment to innovation and operational efficiency, Westports is leading the charge in deploying autonomous trucks to ensure seamless port operations while reducing reliance on traditional staffing models.

Key Highlights of Westports’ Autonomous Technology Initiative

Electric Autonomous Trucks in Operation	<ul style="list-style-type: none">Currently, Westports operates two electric autonomous trucks equipped with state-of-the-art capabilities.Although still in the learning phase, these vehicles represent a bold step toward revolutionising port operations.
Strategic Benefits of Autonomous Trucks	<ul style="list-style-type: none">Enhancing Operational Efficiency: Automating workflows to optimise productivity.Addressing Workforce Shortages: Providing a scalable solution to staffing challenges.Improving Safety and Reliability: Reducing risks associated with traditional port operations.Driving Sustainability: Transitioning to electric autonomous vehicles to minimise environmental impact.
Long-Term Vision	<ul style="list-style-type: none">Autonomous trucks will play a central role in Westports’ long-term strategy, ensuring sustainable and cost-effective operations.By investing in cutting-edge technology, Westports is reinforcing its position as a leader in technological innovation within the global port sector.

Integrating autonomous technology transforms logistics and port operations’ safety, productivity and cost-efficiency. By embracing these advancements, Westports sets new industry standards, charting a future where technology and sustainability drive excellence.

ERP SYSTEM (SAP S/4HANA)

Westports has successfully implemented the SAP S/4HANA ERP system across its Finance, Engineering, M&R and HR departments, with full deployment completed in July 2024. This system digitalises core business functions, enhancing data integration and operational efficiency.

In January 2025, Westports will integrate OpenText OCR, which automates the matching of supplier invoices with Purchase Requisitions ("PRs") and Purchase Orders ("POs"), eliminating manual printouts and reducing paper consumption. The system will improve invoice accuracy and reduce clerical errors by up to 90%, contributing to environmental sustainability by saving paper.

Integrating HR systems with loan and claims processing will streamline internal procedures, eliminating paper-based workflows. This digitalised process will validate guarantors, confirm payslips and automate loan approvals, significantly reducing administrative overhead and increasing efficiency.

SMART METERING INITIATIVES

Westports is deploying smart meters to enhance its monitoring of fuel, water and electricity usage across its operations, improving resource management and sustainability.

Fuel Meters

Westports is installing 10 smart fuel meters, with five completed across two truck areas and one for marine boats. These meters enable real-time data transfer of fuel dispensed, replacing the manual logging process previously handled by M&R and the Finance team.

The system helps reduce pilferage, prevent wastage and improve the accuracy of fuel usage tracking. It captures data automatically, allowing real-time monitoring, reducing errors and supporting cost efficiency. After successful data transfer and testing, the final meters should be operational by Q1 2025.

Water Meters

Westports completed a successful Proof of Concept ("PoC") for one water meter; the next phase involves installing nine additional meters by Q2 2025.

The system can detect discrepancies between incoming and used water, enabling Westports to identify potential water loss and improve conservation efforts.

Electrical Meters

Westports completed PoCs for two electrical meters, with plans to install over 100 meters to monitor electricity consumption more effectively.

The meters will provide detailed data on electricity usage across various facilities, supporting energy efficiency initiatives and reducing reliance on manual monthly reporting.

BLOCKCHAIN AND DIGITALISATION PROJECTS

Westports continues to drive innovation through blockchain technology and digital solutions, improving operational efficiency, security and sustainability across its port and logistics operations.

Westports' partnership with Cosco and OOCL on the Global Shipping Business Network ("GSBN") enables the seamless digitalisation of cargo release and gate-out process. Leveraging blockchain simplifies transaction approvals directly from customer headquarters, ensuring faster and more secure operations.

GSBN (Blockchain – Cosco and OOCL)

Go Live: March 2024 for Cargo Release (EDO) and October 2024 for Gate Out (CODECO)

The blockchain solution reduces delays and enhances security by streamlining cargo release and gate-out transactions, significantly improving supply chain efficiency.

SWIM (Seamless Westports Internal Movement System)

Give Live: December 2024

In line with its focus on digitalising internal operations, Westports launched SWIM in December 2024. This system allows for real-time tracking of trucks and containers, bypassing manual checkpoints and paperbased processes, resulting in increased efficiency.

SWIM automates internal trucking movements and delivery scheduling, enhancing operational flow and reducing the need for manual intervention, resulting in a paperless, more efficient process.

DCSA (Digital Container Shipping Association) Phase 1

Give Live: June 2024

DCSA Phase 1 modernises the shipping industry through standardised digital processes. Westports' involvement in this initiative helps enhance data accuracy, reduce errors and streamline vessel arrival updates.

By providing real-time updates on vessel berthing schedules, DCSA reduces reliance on traditional communication methods like phone calls and emails, helping to optimise port operations and minimise vessel waiting times.

E-invoicing in ETP

▶ Give Live: August 2024

Westports implemented E-invoicing in August 2024 to replace paper invoices with electronic alternatives. This transformation simplifies the invoicing process, reduces operational costs and speeds up payments, contributing to better financial control and sustainability.

Streamlining financial operations, E-invoicing minimises errors, enhances compliance and accelerates payments, making financial processes more efficient and reliable.

Impact and Future Outlook

These blockchain and digitalisation projects have significantly improved operational efficiency, security and sustainability. Implementing automated, real-time solutions like GSBN, SWIM, DCSA and E-invoicing has advanced Westports digital infrastructure and contributed to a greener, more efficient logistics ecosystem.

Key Benefits

Operational Efficiency	■ Real-time data exchange and automation of processes reduce delays and improve transaction speed.
Environmental Sustainability	■ The transition to digital documentation and streamlined processes reduces paper consumption and energy use.
Security and Transparency	■ Blockchain technology enhances the security of transactions and improves data accuracy.

Westports will continue to expand these initiatives, ensuring its role as a leader in the digital transformation of port and logistics operations.

OTHER DIGITALISATION PROJECTS

Westports is also advancing its digital transformation with several key projects improving operational efficiency and security.

ETP Mobile App

▶ Go Live: December 2024 (Android)

The ETP system, previously only available on desktop computers, has been expanded to mobile devices.

The mobile app provides real-time updates on cargo status, enabling instant notifications about cargo releases or blockages and improving the overall customer experience.

MMSW (Malaysia Maritime Single Window)

▶ Go Live: April 2024 for Phase 1

Westports is actively involved in the MMSW initiative to enhance the exchange of information between vessels, ports and logistics.

The system unifies the exchange of information, improving port and logistics operations across Malaysia.

Incident Tracking System

▶ Go Live: January 2025 for Gate 1

Westports introduced ITS in September 2024, centralising the tracking of incidents involving multiple departments, including safety, finance and legal.

The system enhances coordination by allowing all involved parties to view case progress, reducing delays in reporting and improving accountability.

Automated Remote Gate System ("ARGS"): ARGS will automate container gate transactions to increase efficiency and reduce human intervention.

Automating data capture for container numbers, ISO codes, damages and seal integrity speeds up the gate entry process and enhances operational accuracy.

REEFER MONITORING SYSTEM

Westports officially launched the Remote Reefer Monitoring System ("RMS") on 14 February 2023, establishing a non-stop, round-the-clock remote management of refrigerated containers. RMS features real-time visibility, accuracy and alerts from reefer containers related to temperature changes, container monitoring and well-controlled operating environments such as humidity and CO₂ levels. The initiative improves Westports' operational efficiency, cargo integrity and occupational safety by providing innovative solutions to clients and capturing potential business opportunities related to the cold chain logistics market.

OPTIMISING PORT OPERATIONS THROUGH EFFECTIVE COMMUNICATION AND STREAMLINED OPERATIONS

Westports ensures a smooth workflow and prevents delays and backlogs through continuous two-way communication with customers while maintaining transparency in its operations. The Group depends on advanced knowledge of key operational details, such as arrival times, number of moves, containers for discharge and loading, crane splits and expected ship duration. This information is crucial for effective berth planning, enabling the Group to meet the four-hour target, optimise port operations and keep customers well-informed, ensuring efficient service and minimising potential delays.

Westports employs the Smart Pickup System to monitor and minimise unnecessary container movements, effectively reducing waiting times while maintaining efficient container shifting durations. The Group collaborates with the Digital Container Shipping Association ("DCSA") to streamline ship arrivals. This initiative ensures immediate berthing upon arrival without delays, with all communication conducted electronically. This forward-thinking approach revolutionises port operations by leveraging advanced data for seamless vessel management and minimal waiting times.

IT ADVANCEMENTS AT WESTPORTS

Significant IT Advancements

Data Centre Renovation	<ul style="list-style-type: none">A comprehensive overhaul of Westports' data centre involved replacing outdated air conditioning units with more energy-efficient models.
Certification and Standards	<ul style="list-style-type: none">The Port has adopted ISO 27001:2022 standards, focusing on bolstering cybersecurity with threat intelligence, data leakage prevention and robust data masking techniques.
Data Encryption	<ul style="list-style-type: none">All data within the systems undergoes encryption, fortifying defences against unauthorised access and ensuring comprehensive data security.
OCR Implementation for PRS	<ul style="list-style-type: none">Streamlines operations and enhances efficiency.
Planning Automation	<ul style="list-style-type: none">Tugboat automation and fuel efficiency optimise fuel consumption, significantly reducing costs and improving operational efficiency.
Detection and Prevention Systems	<ul style="list-style-type: none">Deploying advanced systems for detecting and preventing identity-related risks.

STRENGTHENING IT SECURITY AND DATA PRIVACY AT WESTPORTS

Westports prioritises IT security, data privacy and cybersecurity through a robust framework aligned with global standards. Certified under ISO 27001:2022 and fully compliant with the Personal Data Protection Act ("PDPA"), the Group safeguards customer and public privacy while preventing data sharing with third parties.

All employees undergo quarterly cybersecurity training as part of Hutchison's Global Information Security Group. Regular bi-annual security assessments ensure the latest measures are adopted to protect hardware, software, system access, backups, operational technology and cloud computing.

Information security and cybersecurity are integral to Westports' Enterprise Risk Management, classified as critical risks, reviewed continuously by senior management and reported to the Board of Directors. The Chief Executive Officer oversees the ISMS policy, ensuring its enforcement across departments, with employees having unrestricted access via the HR portal. The ISMS awareness programme is part of new employee inductions.

The Information Security Committee, formed in 2020, meets quarterly to document and share action plans with senior management. Westports' Security Manager leads security measures and collaborates with IT outsourcing vendors to enhance cybersecurity.

Westports maintains a clean record with no customer-related lawsuits or regulatory violations, consistently upholding the highest IT security and data privacy standards.

Indicator	Unit	FY2024	FY2023	FY2022
FINANCIAL*				
Financials				
Revenue	RM'000	2,344,145	2,151,918	2,069,012
Profit before tax	RM'000	1,138,651	1,006,214	943,940
Profit after tax	RM'000	897,982	779,432	699,578
Shareholders' equity	RM'000	3,817,602	3,520,121	3,274,354
Total assets	RM'000	7,777,999	5,339,238	5,281,689
Per Share and Ratios				
Earnings per share	sen	26.3	22.9	20.5
Dividend per share	sen	17.6	15.7	16.2
Dividend payout ratio	%	75.0%	74.0%	70.0%
Return on equity	%	23.5%	22.1%	21.4%
Return on total assets	%	11.5%	14.6%	13.2%
Operations				
Container throughput	million TEUs	11.0	10.9	10.1
Container handling capacity	million TEUs	13.8	13.7	13.7
Westports market share of Port Klang	%	75.0%	77.0%	76.0%
Conventional throughput	million MT	12.2	11.6	12.1
Vessels accommodated	No.	8,363	9,356	8,262

* Financial data audited by Ernst & Young Malaysia

Indicator	Unit	FY2024	FY2023	FY2022
ECONOMIC				
Economic Value Generated and Distributed				
To employees	RM'000	340,693	337,546	317,034
To government (income tax)	RM'000	240,669	226,782	244,361
To capital providers	RM'000	656,299	575,399	604,384
Retained for future reinvestment and growth	RM'000	552,098	504,635	412,008
Total economic value generated and distributed	RM'000	1,789,759	1,644,362	1,577,787
Supply Chain				
Proportion of spending on local suppliers	%	83.51%	91.86%	81.95%
Corruption				
Reported breaches of Code of Conduct	No.	0	0	0
Anti-corruption related fines and settlements	RM	0	0	0
Anti-corruption related fines and settlements	% of revenue	0.0%	0.0%	0.0%
Total substantiated corruption and bribery cases	No.	0	0	0
Total staff disciplined or dismissed due to non-compliance with anti-corruption policy	No.	0	0	0
Total Employees Receiving Training on Anti-Corruption: Grade: Top management	No. (%)	31 (100.00%)	27 (96.43%)	12
Total Employees Receiving Training on Anti-Corruption: Grade: Middle management	No. (%)	148 (100.00%)	142 (157.78%)	27
Total Employees Receiving Training on Anti-Corruption: Grade: Executive	No. (%)	336 (100.00%)	321 (84.47%)	410

Indicator	Unit	FY2024	FY2023	FY2022
ECONOMIC (CONT'D.)				
Corruption (cont'd.)				
Total Employees Receiving Training on Anti-Corruption: Grade: Operations	No. (%)	5,072 (100.00%)	5,056 (97.47%)	500
Total Employees Receiving Training on Anti-Corruption	No. (%)	5,587 (100.00%)	5,546 (97.55%)	949
Operations assessed for corruption-related risks	%	100%	100%	100%
Money laundering related lawsuits or offences investigated by a judicial/regulatory process	No.	0	0	NA
Political Contributions				
Lobbying, interest representation or something similar	RM	0	0	0
Local, regional or national political party contribution	RM	0	0	0
Political campaigns or candidates	RM	0	0	0
Trade associations or tax-exempt groups (e.g. think-tanks)	RM	0	0	0
Others (spending related to ballot measures, referendums, etc.)	RM	0	0	0
Total politically-related contributions and other spendings	RM	0	0	0
Direct or indirect political contributions	RM	0	0	0
Anti-competition				
Fines and settlements	No. of cases	0	0	0
Fines and settlements total amount	RM	0	0	0
Total fines and settlements	% of total annual revenue	0	0	0

Indicator	Unit	FY2024	FY2023	FY2022
ECONOMIC (CONT'D.)				
Anti-competition (cont'd.)				
Anti-competitive behaviour-related lawsuits or offences investigated by a judicial/regulatory process	No.	0	0	0
Environmental Management				
Sites covered by recognised by ISO 14001	%	100%	100%	100%
Total costs of all energy consumption	RM	216,212,967	255,445,729	253,230,465
Environmental Violations				
Number of violations of legal obligations or regulations	No.	0	NA	NA
Total cost of environmental fines and penalties	RM	0	0	0
Environmental liability accrued at the year-end	RM	0	NA	NA
Taxation				
Tax related lawsuits or offenses investigated by a judicial/regulatory process	No.	0	0	0
EC-to-Employee Compensation Ratio				
Average Salary	(RM'000 per/ annum)	61	59	55
Executive Chairman Remuneration	(RM'000 per/ annum)	5,546	5,012	4,306
EC Salary To Average Staff Salary/Cost	(multiples)	91	84	78

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT				
Energy (100% of Operations)				
Direct Energy: Diesel	Litres	52,157,439	51,686,903	51,260,233
Direct Energy: Petrol	Litres	174,345	179,586	191,581
Direct Energy: Fuel	MWh	501,125	496,666	492,689
Direct Energy: Fuel *	TJ	1,804	1,788	1,774
Indirect Energy: Electricity **	MWh	56,150	55,823	62,485
Indirect Energy: Electricity **	TJ	202	201	225
Total renewable energy generated	MWh	3,881	233	119
Total renewable energy generated	TJ	13.97	0.84	0.43
Renewable electricity percentage	%	6.46%	0.42%	0.19%
Renewable energy percentage	%	0.69%	0.04%	0.02%
Total electricity consumption (renewable and non-renewable)	MWh	60,031	56,056	62,604
Total electricity consumption (renewable and non-renewable)	TJ	216	202	225
Total Operational Energy	TJ	2,020	1,990	1,999
Energy (not consumed by Westports) †				
Indirect Energy: Electricity (MWh) **	MWh	50,927,608	50,946,403	58,129,246
Indirect Energy: Electricity (TJ) **	TJ	183	183	209

* Conversion coefficients for diesel and petrol to joules are derived using the stationary combustion emission factors from the 2006 IPCC Guidelines for National Greenhouse Gas Inventories (FY2022 and FY2023 restated due to amended emission factor and country-level data).

** Restated due to improve internal data monitoring.

† This data comprises electricity used to power clients' reefers and clients that have leased land on Westports' site. Previously, Westports reported aggregate data. From 2022, Westports separates this data as it has no operational control of this energy consumption.

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT (CONT'D.)				
Water and Effluent				
Total water withdrawal from municipal supplies consumed by Westports	m ³	724,604	738,244	787,716
Total water withdrawal from fresh groundwater	m ³	0	0	0
Fresh groundwater used	m ³	0	0	0
Total rainwater	m ³	0	0	0
Total water consumption by Westports	m ³	724,604	738,244	787,716
Total water withdrawn	m ³	1,596,690	1,515,556	1,499,952
Freshwater withdrawal (Westports)/ million USD sales *	m ³ /mil USD sales	1,382	1,577	1,679
Total water withdrawal from municipal supplies: others/sale	m ³	872,086	777,312	712,236
Total water withdrawal from municipal supplies (for internal and external use)	m ³	1,596,690	1,515,556	1,499,952

* FY2022 and FY2023 restated as Westports internal processes now separate internal and external water use.

Effluent Analysis

BOD* 5 days @20c	mg/l	ND (<5)-40	ND (<1)-49	ND (<5)-32
Total Suspended solids	mg/l	8-78	8-30	8-98
COD	mg/l	9-121	3-173	6-111
Oil and Grease	mg/l	ND (<1)-1	ND (<1)	ND (<1)
Ammonical Nitrogen	mg/l	0.12-15	2.41-19.2	0.1-21-1
Nitrate	mg/l	0.9-28.4	0.3-15.2	0.1-6.8
Phosphorus	mg/l	0.41-50	NA	NA

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT (CONT'D.)				
Efficiency				
TT	ℓ/Move	2.39	2.34	2.49
TT	ℓ/TEU	1.54	1.53	1.98
TT	ℓ/hr	5.55	5.60	6.31
RTGC	ℓ /Move	1.31	1.32	1.38
RTGC	ℓ/TEU	0.84	0.87	0.91
RTGC	ℓ/hr	14.35	14.29	14.48
Tugboat	ℓ /Move	297.15	274.79	286.32
Tugboat	ℓ /TEU	1.04	1.05	1.06
Tugboat	ℓ/Vessel Call	1,366.00	1,220.67	1,291.92
Pilot boats	ℓ /TEU	0.08	0.08	0.09
Pilot boats	ℓ /Move	117.16	127.58	132.48
Total Operational Energy Efficiency *	MJ/TEU Volume	184.01	182.95	198.87
* FY2022 and FY2023 restated.				
GHG Emissions				
Scope 1 † ‡				
CO ₂	tCO ₂ e	133,382	132,194	131,133
CH ₄	tCO ₂ e	503	499	495
N ₂ O	tCO ₂ e	295.50	292.87	290.53
Total Scope 1 (fuel)	tCO ₂ e	134,181	132,986	131,919
Total Scope 1	tCO ₂ e	134,181	132,986	131,919
Scope 2 †				
Total carbon sequestered	tCO ₂ e	32	32	32
Total operational emissions ‡	tCO ₂ e	177,609	176,161	180,250
Scope 3 † † †				
Purchased goods and services	tCO ₂ e	10,209	10,553	9,382
Capital goods	tCO ₂ e	6,279	8,602	14,233
Fuel- and energy-related activities ‡	tCO ₂ e	33,967	33,620	33,532

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT (CONT'D.)				
GHG Emissions (cont'd.)				
Waste generated in operations	tCO ₂ e	1,268	NA	NA
Business travel (air)				
CO ₂	tCO ₂ e	501.15	NA	NA
CH ₄	tCO ₂ e	0.04	NA	NA
N ₂ O	tCO ₂ e	4.21	NA	NA
CO ₂ e	tCO ₂ e	505.40	603	240
Employees Commuting				
CO ₂	tCO ₂ e	5,828	NA	NA
CH ₄	tCO ₂ e	64.14	NA	NA
N ₂ O	tCO ₂ e	21.96	NA	NA
CO ₂ e	tCO ₂ e	5,914	8,567	8,240
Processing of sold products ***	tCO ₂ e	0	0	0
Use of sold products ***	tCO ₂ e	0	0	0
End-of-life treatment of sold products ***	tCO ₂ e	0	0	0
Downstream leased assets * ‡	tCO ₂ e	36,620	37,148	42,972
Franchises	tCO ₂ e	0	0	0
Investments ‡	tCO ₂ e	704	371	474
Internal Carbon Price for Scopes 1,2 & 3	RM	67	50	15
† Westports derived its Scope 1 emissions using IPCC 2006 Guidelines for National Greenhouse Gas Inventories.				
†† Westports derived its Scope 2 emissions from the Energy Commission Grid Emission Factor for Peninsular 2022.				
††† Westports derives its Scope 3 emissions from fuel- and energy-related activities from the UK Government Greenhouse gas reporting conversion factors; Business travel from the online tools derived from the WRI Greenhouse Gas Protocol; Employees Commuting from a Mobile Combustion GHG Emissions Calculation Tool from the GHG Protocol Initiative; Downstream leased assets and Investments from the Energy Commission Grid Emission Factor for Peninsular 2022 (FY2022 and FY2023 restated due to updated emission factor).				
* Scope 3 from Downstream Assets comprises emissions resulting from Westports Reefer Operations.				
** Scope 3 from Downstream Assets comprises emissions resulting from 50% ownership of Port Klang Cruise Terminal Sdn Bhd.				
** Westports does not sell products and has no franchises so is not responsible for any emissions in these categories.				
The boundary of Scopes 1, 2 and 3 is now 100% of operations.				
‡ FY2022 and FY2023 amended due to new emission factors and/or improved internal monitoring systems.				

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT (CONT'D.)				
Emissions Intensity ‡				
TT	kgCO ₂ e/Move	6.13	6.00	6.40
TT	kgCO ₂ e/TEU	3.95	3.94	5.08
TT	kgCO ₂ e/hr	14.24	14.37	16.19
RTG	kgCO ₂ e/Move	3.36	3.39	3.53
RTG	kgCO ₂ e/TEU	2.15	2.22	2.32
RTG	kgCO ₂ e/hr	36.81	36.67	37.15
Tugboat	kgCO ₂ e/Move	762.18	704.83	734.41
Tugboat	kgCO ₂ e/TEU	2.67	2.69	2.72
Tugboat	kgCO ₂ e /Vessel Call	3,503.75	3,130.97	3,313.75
Pilot boats	kgCO ₂ e/TEU	0.21	0.22	0.22
Pilot boats	kgCO ₂ e/Move	300.51	327.23	339.82
Ozone-depleting substances	kg	0	0	0
Total GHG Intensity	CO ₂ ekg/TEU Volume	16.18	16.20	17.93
‡ FY2022 and FY2023 amended due to new emmision factors and/or improved internal monitoring systems.				
Non-GHG Pollution *				
PM	tonnes	264.32	261.89	259.90
PM10	tonnes	264.32	261.89	259.90
PM2.5	tonnes	264.32	261.89	259.90
SOx	tonnes	247.11	244.84	242.99
NOx	tonnes	3,763.57	3,729.05	3,700.65
VOC	tonnes	354.72	352.06	348.09
CO	tonnes	821.22	813.82	807.34
Lead	tonnes	0.00	0.00	0.00
Ozone-depleting substances	tonnes	0.00	0.00	0.00

* Calculated using the Internal Combustion Engines Air Emissions Calculator by the Minnesota Pollution Control Agency.

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT (CONT'D.)				
Extreme Weather				
Hours of extreme weather where QC operations are affected by weather conditions	%	0.84%	0.70%	1.23%
* From September 2024, data collection for extreme weather hours affecting QC operations shifted. Extrapolated data covers the last four months of 2024. Starting from SR25, only hours when container operations stop due to extreme weather will be reported, resulting in a significant reduction in hours. Data for 2024 and 2025 will follow this new methodology.				
Waste				
Scheduled waste				
Used Battery (SW102)	tonnes	26.27	44.52	10.30
Electronic Waste (SW110)	tonnes	7.94	2.60	12.12
Used oil (SW305)	tonnes	341.48	215.63	192.24
Spent mineral oil-water emulsion (SW307)	tonnes	122.56	175.00	157.50
Spent oil-water mixture (SW309)	tonnes	5.94	1.40	0.00
Sludge (SW312)	tonnes	45.52	65.56	0.00
Clinical waste (SW404)	tonnes	1.07	0.15	0.27
Used sawdust (SW408)	tonnes	14.92	54.81	2.09
Empty drums (SW409)	tonnes	54.50	44.76	37.22
Waste rag, gloves and oil filters (SW410)	tonnes	91.10	85.28	79.32
Total Scheduled Waste (Unrecycled)	tonnes	711.30	689.71	491.06
Total scheduled waste recycled (Hydraulic Oil)	tonnes	3.42	3.40	17.40
Total Scheduled Waste	tonnes	714.72	693.11	508.46

Indicator	Unit	FY2024	FY2023	FY2022
ENVIRONMENT (CONT'D.)				
Waste (cont'd.)				
Solid waste				
Total internal solid waste	tonnes	2,428.26	NA	NA
Total solid waste processed for external parties	tonnes	7,376.82	NA	NA
Total non-recycled solid waste	tonnes	2,428 (100.00%)	0 (NA)	0 (NA)
Total recycled solid waste	tonnes/% of total	0 (0.00%)	0 (NA)	0 (NA)
Total waste directed to disposal	tonnes	3,140 (99.89%)	NA	NA
Total waste diverted from disposal	tonnes	3 (0.11%)	NA	NA
Total waste generated	tonnes	3,143	NA	NA
Materials				
Wire ropes	tonnes	436.39	520.60	524.30
Engine oil	tonnes	99.00	94.50	99.00
Lubricants	tonnes	157.56	156.82	152.13
Degreasers	tonnes	88.35	84.35	79.98
Cotton rags	tonnes	50.50	44.78	43.62
Gloves	tonnes	8.53	7.56	8.20
Tyres	tonnes	0.08	0.35	0.48
Total	tonnes	840.41	908.96	907.71
Total used raw materials that are recycled or reused	tonnes	0.00	0.00	0.00

Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL				
Cybersecurity				
Total information security breaches or other cybersecurity incidents *	No.	0	0	0
Total data breaches	No.	0	0	0
Total customers and employees affected by the company's data breach	No.	0	0	0
Total fines/penalties paid concerning information security breaches or other cybersecurity incidents	RM	0	0	0
Customer Privacy: Complaints	No.	0	0	0
Substantiated complaints received from outside parties	No.	0	0	0
Complaints from regulatory bodies	No.	0	0	0
Board members' membership in the committee overseeing cybersecurity strategy	No.	3	3	3
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0
IP-related lawsuits or offenses investigated by a judicial/regulatory process	No.	0	0	0
CSR				
CSR donations (Charitable contributions and sponsorships)	RM	3,088,577	1,594,099	3,060,875
Total community investments made to registered not-for-profit organisations	RM	1,890,903	1,594,099	3,060,875
Total beneficiaries of investment in communities	No.	21,868	12,394	NA
Staff visits to Westports' clinics	No.	23,145	22,374	16,620
Staff dependents and community Visits to Westports' Clinics	No.	18,917	5,485	6,887

Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL (CONT'D.)				
CSR (cont'd.)				
Pulau Indah Non-Staff Non-Community	No.	NA	1,565	NA
Physiotherapist Visits	No.	2,318	2,257	NA
Total visits to clinics	No.	44,380	31,681	23,507
Klinik Westports Cost	RM	868,839	1,024,638	805,937
Klinik Masyarakat Cost	RM	473,718	555,291	373,002
Total cost of clinics	RM	1,624,551	1,579,929	1,178,939
Diversity, Equity & Inclusion				
Total employees	No.	5,587	5,685	5,773
Gender				
Male	No. (%)	5,274 (94.40%)	5,402 (95.02%)	5,605 (97.09%)
Female	No. (%)	313 (5.60%)	283 (4.98%)	168 (2.91%)
Age				
<30	No. (%)	2,614 (46.79%)	2,859 (50.29%)	3,070 (53.18%)
30-50	No. (%)	2,638 (47.22%)	2,537 (44.63%)	2,427 (42.04%)
>50	No. (%)	335 (6.00%)	289 (5.08%)	276 (4.78%)
Employee category				
Top management	No. (%)	31 (0.55%)	28 (0.49%)	NA
Middle management	No. (%)	148 (2.65%)	90 (1.58%)	NA
Executive	No. (%)	336 (6.01%)	380 (6.68%)	NA
Operations	No. (%)	5,072 (90.78%)	5,187 (91.24%)	NA
Employee category and gender				
Men: Top management	No. (%)	25 (80.65%)	24 (85.71%)	NA
Women: Top management	No. (%)	6 (19.35%)	4 (14.29%)	NA
Men: Middle management	No. (%)	126 (85.14%)	78 (86.67%)	NA
Women: Middle management	No. (%)	22 (14.86%)	12 (13.33%)	NA
Men: Executive	No. (%)	278 (82.74%)	318 (83.68%)	NA

Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL (CONT'D.)				
Diversity, Equity & Inclusion (cont'd.)				
Women: Executive	No. (%)	58 (17.26%)	62 (16.32%)	NA
Men: Operations	No. (%)	4,845 (95.52%)	4,982 (96.05%)	NA
Women: Operations	No. (%)	227 (4.48%)	205 (3.95%)	NA
Employee category and age				
Age <30: Top management	No. (%)	0 (0.00%)	0 (0.00%)	NA
Age 31 - 50: Top management	No. (%)	18 (58.06%)	16 (57.14%)	NA
Age >51: Top management	No. (%)	13 (41.94%)	12 (42.86%)	NA
Age <30: Middle management	No. (%)	6 (4.05%)	4 (4.44%)	NA
Age 31 - 50: Middle management	No. (%)	119 (80.41%)	76 (84.44%)	NA
Age >51: Middle management	No. (%)	23 (15.54%)	10 (11.11%)	NA
Age <30: Executive	No. (%)	146 (43.45%)	168 (44.21%)	NA
Age 31 - 50: Executive	No. (%)	185 (55.06%)	198 (52.11%)	NA
Age >51: Executive	No. (%)	5 (1.49%)	14 (3.68%)	NA
Age <30: Operations	No. (%)	2,462 (48.54%)	2,687 (51.80%)	NA
Age 31 - 50: Operations	No. (%)	2,316 (45.66%)	2,247 (43.32%)	NA
Age >51: Operations	No. (%)	294 (5.80%)	253 (4.88%)	NA
Ethnicity				
Malay	No. (%)	4,781 (85.57%)	4,851 (85.33%)	4,934 (85.47%)
Chinese	No. (%)	34 (0.61%)	36 (0.63%)	38 (0.66%)
Indian	No. (%)	521 (9.33%)	520 (9.15%)	524 (9.08%)
Other Malaysians	No. (%)	250 (4.47%)	276 (4.85%)	275 (4.76%)
Foreigners	No. (%)	1 (0.02%)	2 (0.04%)	2 (0.03%)
Employment type				
Permanent	No. (%)	5,587 (100.00%)	5,681 (99.93%)	5,760 (99.77%)
Temporary	No. (%)	0 (0.00%)	4 (0.07%)	13 (0.23%)

Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL (CONT'D.)				
Women in Management				
Women in all management positions (middle and top management)	No. (%)	28 (15.64%)	24 (20.34%)	16
Women in top management positions	No. (%)	6 (19.35%)	4 (14.29%)	4
Other				
People with disabilities ‡	No. (%)	2 (0.04%)	2 (0.04%)	2 (0.03%)
‡ FY2022 and FY2023 restated.				
Recruitment/hiring				
Total	No.	536	548	1,123
Gender: Male	No. (%)	463 (8.78%)	393 (7.28%)	1,056 (18.84%)
Gender: Female	No. (%)	73 (23.32%)	155 (54.77%)	67 (39.88%)
Age: <30	No. (%)	455 (17.41%)	454 (15.88%)	970 (31.60%)
Age: 31 - 50	No. (%)	78 (2.96%)	90 (3.55%)	147 (6.06%)
Age: >51	No. (%)	3 (0.90%)	4 (1.38%)	6 (2.17%)
Top management	No. (%)	6 (19.35%)	3 (10.71%)	3 (0.00%)
Middle management	No. (%)	13 (8.78%)	6 (6.67%)	15 (0.00%)
Executive	No. (%)	61 (18.15%)	66 (17.37%)	46 (0.00%)
Operations	No. (%)	456 (8.99%)	473 (9.12%)	1,056 (0.00%)
Malay	No. (%)	464 (9.71%)	451 (9.30%)	936 (18.97%)
Chinese	No. (%)	6 (17.65%)	5 (13.89%)	12 (31.58%)
Indian	No. (%)	45 (8.64%)	58 (11.15%)	51 (9.73%)
Others	No. (%)	21 (8.40%)	34 (12.32%)	121 (44.00%)
Foreigner	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Average hiring cost - Operations	RM	33	1,772	1,512
Average hiring cost - Executives	RM	903	4,213	5,131

Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL (CONT'D.)				
Training				
Employees Receiving Training	No. (%)	2,348 (42.03%)	2,523 (44.38%)	NA
Gender: Male	No. (%)	2,180 (41.33%)	2,305 (42.67%)	NA
Gender: Female	No. (%)	168 (53.67%)	218 (77.03%)	NA
Age: <30	No. (%)	1,111 (42.50%)	1,202 (42.04%)	NA
Age: 31 - 50	No. (%)	1,110 (42.08%)	1,174 (46.28%)	NA
Age: >51	No. (%)	127 (37.91%)	147 (50.87%)	NA
Grade: Top management	No. (%)	21 (67.74%)	20 (71.43%)	NA
Grade: Middle management	No. (%)	96 (64.86%)	117 (130.00%)	NA
Grade: Executive	No. (%)	200 (59.52%)	210 (55.26%)	NA
Grade: Operations	No. (%)	2,031 (40.04%)	2,176 (41.95%)	NA
Ethnicity: Malay	No. (%)	2,000 (41.83%)	2,174 (44.82%)	NA
Ethnicity: Chinese	No. (%)	17 (50.00%)	26 (72.22%)	NA
Ethnicity: Indian	No. (%)	231 (44.34%)	282 (54.23%)	NA
Ethnicity: Others	No. (%)	100 (40.00%)	41 (14.86%)	NA
Ethnicity: Foreigner	No. (%)	0 (0.00%)	0 (0.00%)	NA
Training Hours				
Top management	Hours	753	620	NA
Middle management	Hours	3,618	5,321	NA
Executives	Hours	8,651	23,746	NA
Operations	Hours	127,724	109,150	NA
Total time spent on employee development training	Hours	140,746	138,837	413,112
Average hours of training per employee	Hours	25	24	72
Average days of training per employee	Days	3	3	8

Indicator	Unit	FY2024	FY2023	FY2022	Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL (CONT'D.)					SOCIAL (CONT'D.)				
Turnover					Health and Safety Performance (cont'd.)				
Total employee turnover	No. (%)	664 (11.88%)	608 (10.69%)	1,132 (19.61%)	Average number of cases per 100,000 TEU's (container operation)	No.	6.93	7.27	6.68
Gender: Male	No. (%)	616 (11.68%)	568 (10.51%)	1,094 (19.52%)	Average number of cases per 100,000 tonnage (conventional operation)	No.	0	0	0
Gender: Female	No. (%)	48 (15.34%)	40 (14.13%)	38 (22.62%)	Fatalities (employees)	No.	1	0	0
Age: <30	No. (%)	471 (18.02%)	438 (15.32%)	893 (29.09%)	Fatalities (third-party contractors)	No.	0	0	1
Age: 31 - 50	No. (%)	165 (6.25%)	137 (5.40%)	203 (8.36%)	Lost-Time Injury Frequency Rate (LTIFR) (per million hours worked) (employees)	Rate	0.01	2.21	0.16
Age: >51	No. (%)	28 (8.36%)	33 (11.42%)	36 (13.04%)	Lost-Time Incident rate (per million hours worked) (employees) *	Rate	0.01	6.46	0.64
Grade: Top management	No. (%)	3 (9.68%)	4 (14.29%)	3 (0.00%)	Lost Workday Rate or Days Away (employees)	Days away per 200,000 hours worked	0.33	NA	10.00
Grade: Middle management	No. (%)	12 (8.11%)	10 (11.11%)	16 (0.00%)	Total employee workplace fatalities (exclusions)	No.	1	0	1
Grade: Executive	No. (%)	53 (15.77%)	54 (14.21%)	50 (0.00%)	* This increase is due to improved reporting accuracy.				
Grade: Operations	No. (%)	596 (11.75%)	540 (10.41%)	1,063 (0.00%)	Number of staff trained on health and safety standards	No.	138 (SHE Committee & Crisis Committee trained on ISO 45001)	138 (SHE Committee & Crisis Committee trained on ISO 45001)	0.00
Ethnicity: Malay	No. (%)	556 (11.63%)	510 (10.51%)	978 (19.82%)	Staff trained on safety only	No.	Chemical Handling Training	Training on - ISO 45001 (Introduction) - Evacuation drill at Business Centre	NA
Ethnicity: Chinese	No. (%)	8 (23.53%)	7 (19.44%)	10 (26.32%)					
Ethnicity: Indian	No. (%)	55 (10.56%)	62 (11.92%)	89 (16.98%)					
Ethnicity: Others	No. (%)	45 (18.00%)	29 (10.51%)	55 (20.00%)					
Ethnicity: Foreigner	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)					
Voluntary employee turnover	No. (%)	586 (88.25%)	NA	NA					
Involuntary employee turnover	No. (%)	78 (11.75%)	NA	NA					
Health and Safety Performance									
Sites with ISO 45001 certification	%	100	100	100					
Incidents and accidents (total)	No.	697	791	669					
Accident frequency rate (employees)	Accidents per million hours worked	0.01	2.21	0.28					
Accident severity rate (employees)	Severe accidents per million hours worked	1.65	122.78	835.39					

Indicator	Unit	FY2024	FY2023	FY2022
SOCIAL (CONT'D.)				
Employee Engagement				
% of actively engaged employees (PENGHULU, COMMS DAY)	%	3,032	NA	NA
Proportion of total employees actively engaged	%	57.80%	NA	NA
Employees belonging to a union	No. (%)	3,925 (70.00%)	3,483 (61.27%)	NA
Number of working days disrupted due to strike action or disputes	Days	0	0	0
Human Rights				
Number of substantiated complaints concerning human rights violations	No.	0	0	0

Indicator	Unit	FY2024	FY2023	FY2022
GOVERNANCE				
Number of Directors	No.	11	10	11
Number of independent Directors	No.	6	6	6
Men	No. (%)	6 (54.55%)	5 (50.00%)	6 (54.55%)
Women	No. (%)	5 (45.45%)	5 (50.00%)	5 (45.45%)
Age: <30	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Age: 31 - 50	No. (%)	2 (18.18%)	2 (20.00%)	2 (18.18%)
Age: >51	No. (%)	9 (81.82%)	8 (80.00%)	9 (81.82%)



INDEPENDENT ASSURANCE OPINION STATEMENT

To the Directors of Westports Holdings Berhad

Holds Statement No.: SRA 820452

The British Standards Institution (**BSI**) has conducted a reasonable assurance engagement on the sustainability information (described in the "Scope") in the Westports Sustainability Report 2024 of Westports Holdings Berhad.

Scope

The assurance covers the entire report and focuses on systems and activities during the 2024 calendar year at Westports Holdings Berhad. The information is reported in reference to the Global Reporting Initiative (GRI) Standards.

Opinion Statement

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above. In our opinion, the accompanying sustainability information is fairly presented, in all material respects, in reference to the reporting standards mentioned above.

Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) and ISO 14064-3:2019. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant Westports Holdings Berhad policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on Westports Holdings Berhad approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available.
- review of supporting evidence for claims made in the reports.
- visit of the headquarters office to confirm the data collection processes, record management and practices.

Responsibility

Westports Holdings Berhad is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Independence, Quality Control and Competence

BSI is independent to Westports Holdings Berhad and has no financial interest in the operation of Westports Holdings Berhad other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Westports Holdings Berhad only for the purposes of verifying its statements relating to the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by Westports Holdings Berhad. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Westports Holdings Berhad is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and management systems and processes.

Issue Date: 20 March 2025

For and on behalf of BSI:

Shaiful Rahman, Lead Assuror

Evelyn Chye, Managing Director BSI Malaysia

BSI Malaysia Suite 29.01, Level 29, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia.

Bursa Malaysia ESG Performance Data Table

Indicator	Measurement Unit	2023	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Top Management	Percentage	96.43	100.00
Middle Management	Percentage	100.00	100.00
Executives	Percentage	84.47	100.00
Operations	Percentage	97.47	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,594,099.00	3,088,577.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	12,394	21,868
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Top Management Under 30	Percentage	0.00	0.00
Top Management Between 30-50	Percentage	57.14	58.06
Top Management Above 50	Percentage	42.86	41.94
Middle Management Under 30	Percentage	4.44	4.05
Middle Management Between 30-50	Percentage	84.44	80.41
Middle Management Above 50	Percentage	11.11	15.54
Executives Under 30	Percentage	44.21	43.45
Executives Between 30-50	Percentage	52.11	55.06
Executives Above 50	Percentage	3.68	1.49
Operations Under 30	Percentage	51.80	48.54
Operations Between 30-50	Percentage	43.32	45.66
Operations Above 50	Percentage	4.88	5.80
Gender Group by Employee Category			
Top Management Male	Percentage	85.71	80.65
Top Management Female	Percentage	14.29	19.35
Middle Management Male	Percentage	86.67	85.14
Middle Management Female	Percentage	13.33	14.86
Executives Male	Percentage	83.68	82.74
Executives Female	Percentage	16.32	17.26
Operations Male	Percentage	96.05	95.52
Operations Female	Percentage	3.95	4.48
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	50.00	54.54
Female	Percentage	50.00	45.46
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	20.00	18.18
Above 50	Percentage	80.00	81.82
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	552,722.76 *	561,155.85
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	1
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.29	0.01
Bursa C5(c) Number of employees trained on health and safety standards	Number	132	138
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			

Internal assurance External assurance No assurance (*)Restated

Indicator	Measurement Unit	2023	2024
Top Management	Hours	620	753
Middle Management	Hours	5,321	3,618
Executives	Hours	23,748	8,651
Operations	Hours	109,150	127,724
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.07	0.00
Bursa C6(c) Total number of employee turnover by employee category			
Top Management	Number	4	3
Middle Management	Number	10	12
Executives	Number	54	53
Operations	Number	540	596
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
Bursa (Supply chain management)			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	91.88	83.51
Bursa (Data privacy and security)			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
Bursa (Water)			
Bursa C9(a) Total volume of water used	Megalitres	1,515,556,000	1,596,690,000
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	-	3,142.98
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	3.42
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	3,139.56
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO ₂ e	Metric tonnes	-	134,180.72
Bursa C11(b) Scope 2 emissions in tonnes of CO ₂ e	Metric tonnes	-	43,460.06
Bursa C11(c) Scope 3 emissions in tonnes of CO ₂ e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	95,466.69

Internal assurance External assurance No assurance (*)Restated



www.westportsholdings.com

Westports Holdings Berhad 199301008024 (262761-A)
P.O. Box 266, Pulau Indah, 42009 Port Klang, Selangor Darul Ehsan, Malaysia.
Tel : +603-3169 4000 | Fax : +603-3169 4119