





# CONTENTS

<b>ABOUT THIS REPORT</b>	3	<i>Risk Management</i>	24	<b>LABOUR STANDARDS</b>	39	<i>Gotong Royong</i>	50
<b>ABOUT WESTPORTS</b>	4	<i>Metrics and Targets</i>	24	DIVERSITY AND INCLUSION	39	<i>Mangrove Planting</i>	50
OUR CULTURE	4	<i>Climate Change Impacts On Seaports</i>	24	EQUAL EMPLOYMENT OPPORTUNITY	40	<i>Gotong-Royong at SAR Sekolah Agama Rakyat Kg. Perigi Nenas</i>	51
<b>GROUP SUSTAINABILITY PERFORMANCE DATA</b>	6	<i>Biodiesel Programme</i>	26	<i>CEO Action for Diversity and Inclusion</i>	40	<i>Air-Conditioning Servicing at Masjid Ar Rahman</i>	51
<b>A MESSAGE FROM THE EXECUTIVE CHAIRMAN AND GROUP MANAGING DIRECTOR</b>	11	SUSTAINABLE SUPPLY CHAIN	26	<i>A New Look at Harassment, Discrimination and Bullying</i>	40	<i>Electrical Maintenance Works at Surau Haji Omar, Pulau Indah</i>	51
AWARDS AND ACCOLADES	11	<i>Environmental Supply Chain</i>	27	<i>Prevention of Sexual Harassment</i>	40	<i>Cleaning Dewan Orang Ramai</i>	51
<i>The Edge Billion Ringgit Club 2022</i>	11	<i>Social Supply Chain</i>	27	EMPLOYEE TRAINING AND DEVELOPMENT	40	ENHANCED EDUCATIONAL ACHIEVEMENTS	51
<i>Edge Malaysia ESG Awards 2022</i>	11	<i>Sustainability in Risk Management</i>	27	PERFORMANCE MANAGEMENT	42	<i>Exam Answering Technique Seminars</i>	51
<i>FTSE4Good Index Series</i>	11	DOING THE RIGHT THING TODAY AND TOMORROW	28	PERFORMANCE APPRAISAL	42	<i>Career Talk and Mock Interview Programme</i>	51
<i>FTSE4Good Bursa Malaysia Shariah-Compliant Index</i>	11	<i>Codes of Conduct</i>	28	EMPLOYEE RELATIONS	42	<i>Safety and Health Awareness in the Workplace Talk</i>	51
<b>SUSTAINABILITY GOVERNANCE</b>	12	<i>Anti-Corruption</i>	28	<i>Industrial Counsellors</i>	43	<i>Workshop and Quizzes</i>	51
Sustainability Committee Charter	12	<i>Political Contributions</i>	29	<i>Wellbeing</i>	43	<i>CPR Demonstration</i>	51
Our Sustainability Focus Areas	12	Anti-Competition And Fair Dealing	30	EMPLOYEE BENEFITS	43	<i>Enhancing IT Literacy</i>	51
Westports Risk Management Framework	12	WHISTLEBLOWING	30	OCCUPATIONAL SAFETY AND HEALTH	43	IMPROVED COMMUNITY FACILITIES	51
<b>STAKEHOLDER ENGAGEMENT POLICY AND PROCEDURES</b>	13	<i>Reward for Information</i>	30	<i>Safety and Health Policy</i>	43	ENSURING SAFETY AND SECURITY IN PULAU INDAH	52
Stakeholder Engagement Levels and Methods	13	<b>ENVIRONMENTAL PROTECTION</b>	31	<i>Safety Governance</i>	43	<i>Crime Talk and Exhibition</i>	52
Stakeholder Engagement Risks and Communicating Engagement Results	14	ENVIRONMENTAL POLICY, OBJECTIVES AND TARGETS	31	<i>Emergency Response and Crisis Management</i>	44	<i>Fire Extinguisher Audit</i>	52
<b>MATERIALITY ASSESSMENT 2022</b>	15	POLLUTION PREVENTION AND CONTROL	31	<i>Assessing Safety Risk and Compliance</i>	44	<i>Karnival Jom Sihat Bersama MYCHAMPION</i>	52
TOWARDS A SUSTAINABLE FUTURE	18	<i>Air Emission Monitoring</i>	32	<i>ESH Certification</i>	44	PROGRESSIVE SOCIO-ECONOMIC DEVELOPMENT	52
<b>ECONOMIC VALUE CREATION</b>	21	MATERIALS MANAGEMENT	32	<i>OSH Approach to Supply Chain Safety</i>	44	<b>WESTPORTS AS THE KEY TO A SUSTAINABLE TRANSPORT CHAIN</b>	53
EXPANSION AND ANTICIPATION FOR A BRIGHT FUTURE	21	<i>Scrap Metal and Waste Paper Handling</i>	32	<i>Safety and Health Initiatives</i>	45	REVOLUTIONISING THE PORT INDUSTRY	53
PARTICIPATION IN INDUSTRY ASSOCIATIONS	21	BIODIVERSITY AND MARINE CONSERVATION	32	<i>Contractor Safety</i>	46	<i>AAA Sukuk Rating</i>	53
FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES IN THE TIME OF CLIMATE CHANGE	23	<i>Westports Approach</i>	32	<i>Mental Health Priority</i>	46	EXPANSION, AUTOMATION AND EMERGING TECHNOLOGIES	53
<i>Extreme Weather</i>	23	<i>Mangrove Planting</i>	32	NOTICE PERIOD	46	<i>Digitalisation</i>	54
<i>Embedding Climate Action into the Business's Strategy Task Force for Climate-Related Financial Disclosure (TCFD)</i>	23	<i>Reforestation</i>	33	<b>HUMAN RIGHTS</b>	47	CYBERSECURITY AND DATA SECURITY	54
<i>Governance</i>	23	EFFLUENTS AND WASTE	33	<i>Commitment and Coverage</i>	47	DATA ETHICS	55
<i>Strategy</i>	23	<i>Effluents</i>	33	<i>Human Rights Risks and Assessment</i>	48	POSITIONING WESTPORTS AS A GLOBAL HUB	55
		<i>Waste</i>	34	<i>Human Rights Compliance</i>	48		
		WATER MANAGEMENT	34	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	48		
		ENERGY MANAGEMENT	34	<b>PROMOTING SOCIAL AND ECONOMIC DEVELOPMENT OF THE COMMUNITIES</b>	49		
		<i>Renewable Energy</i>	35	<i>Westports Foundation</i>	49		
		<i>Our Energy Performance</i>	35	POVERTY ERADICATION	50		
		CLIMATE CHANGE MANAGEMENT	35	<i>Entrepreneurship Programme</i>	50		
		<i>Emissions</i>	37	ENVIRONMENT	50		
		<i>Optimising RTG Usage</i>	38	<i>Captain Planet</i>	50		
		<i>Electrification of Terminal Trucks</i>	38	REFURBISHING COMMUNITY FACILITIES	50		
		<i>Electric RTG Crane Project</i>	38	<i>House Refurbishment</i>	50		
		<i>Reducing Tugboat and Pilot Boat Emissions</i>	38	<i>Air Conditioning Servicing</i>	50		
		<i>Memberships</i>	38	<i>Public Road Repairs</i>	50		
		ENVIRONMENTAL COMPLIANCE	38				

Westports continues to publish its annual sustainability report for stakeholders, unveil its strategies to improve its performance and reach its targets to create a more sustainable future for all.

Westports' annual and sustainability reports are separate publications covering all business operations during the financial year. These two reports highlight material issues to Westports, its stakeholders, the economy and the local community. Specifically, this Sustainability Report:

- Summarises sustainability programmes, strategies, progress and performance in 2022;
- Presents ongoing sustainability efforts to stakeholders;
- Introduces new initiatives undertaken in developing diverse port operations and attaining increasingly efficient and sustainable productivity;
- Previews initiatives currently being considered for the future;
- Showcases achievements and accomplishments made in the reporting year; and
- Identifies challenges faced in the journey to becoming a sustainable, financially-resilient port that continues to lead in the areas of nation-building, safety, process excellence and environmental stewardship.

This Sustainability Report outlines the continuous delivery of sustainable development under the three core sustainability pillars:



**OUR ECONOMY AND GOVERNANCE RESPONSIBILITY**



**OUR ENVIRONMENTAL RESPONSIBILITY**



**OUR SOCIAL RESPONSIBILITY: OUR PEOPLE AND COMMUNITIES**

<p><b>Scope and Boundary</b></p>	<p>This Sustainability Report covers Westports' entire operations. As much as possible, Westports aims to improve disclosure by increasing its supply chain coverage each year, as indicated in the text.</p> <p>"Westports", "the Company", "the Group", "we", "us" and "our" refer to Westports Holdings Berhad. We strive to extend our scope and boundary to include all parties involved in our supply chain network.</p>
<p><b>Reporting Period</b></p>	<p>Financial Year 2022 from January 2022 to 31 December 2022</p>
<p><b>Reporting Cycle</b></p>	<p>Annually</p>

<p><b>Reporting References</b></p>	<p>Westports has adopted the AA1000 standards for identifying its material sustainability topics. This Sustainability Report emphasises the United Nations Sustainable Development Goals (UNSDGs), which provide a shared blueprint for peace and prosperity for people and the planet.</p> <p><u>Principal Reporting Guidelines</u></p> <ul style="list-style-type: none"> <li>• Global Reporting Initiative (GRI) Universal Standards</li> <li>• Bursa Malaysia's Sustainability Reporting Framework</li> </ul> <p><u>Additional Reporting Guidelines</u></p> <ul style="list-style-type: none"> <li>• Dow Jones Sustainability Indices</li> <li>• MSCI ESG Rating Methodology</li> <li>• Sustainalytics ESG Risk Ratings</li> <li>• FTSE4Good Bursa Malaysia Index</li> </ul>
<p><b>Assurance and Verification</b></p>	<p>Westports engaged Bureau Veritas (M) Sdn Bhd to verify its Sustainability Report 2022. The independent audit confirmed all reported sustainability-related activities and data are according to the International Standard on Assurance Engagements (ISAE) 3000.</p>
<p><b>Feedback</b></p>	<p>Westports welcomes stakeholder feedback on this Sustainability Report. Please submit your feedback or enquiries to:</p> <p>Mr Chang Kong Meng Head of Investor Relations Telephone: +603 3169 4000 ext: 423 Email: chang@westports.com.my</p> <p>Encik Shamsul Afif Abdul Waris Special Officer to the Group Managing Director Telephone: +603 3169 4000 ext: 503 Email: shamsul.afif@westports.com.my</p> <p>Website: www.westportsholdings.com Westports Holdings Berhad P.O.Box 266, Pulau Indah 42009 Port Klang Selangor Darul Ehsan Malaysia</p>

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

Westports is the main central Peninsular Malaysia hinterland gateway for containerised and conventional cargo. The container business grew exponentially from 20,000 Twenty-foot Equivalent Units ("TEUs") in 1996 to 10.05 million TEUs in 2022. The container business market represented approximately 76% in Port Klang, 36% in Malaysia and 16% in the Straits of Malacca as of 2022.

Business success is attributable to a 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 32 berths of 8,841 metres, of which 20 container berths are connected in a straight line measuring 5,800 metres. The average container handling capacity is 13.7 million TEUs in 2022, and the average capacity utilisation ratio was 74% for the year.

The conventional terminal also handled 12.12 million tonnes of bulk cargo in 2022. 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**

- 32 berths with an aggregate length of 8.8 km
- 24 berths contiguously connected in a straight line with a total length of 5.8 km for a large maximum usable quay length and flexible vessel berthing
- The latest ship-to-shore cranes are at a height of 52 metres at the wharves at CT8-CT9
- 17.5-m water depth accommodates the largest container vessels
- Contains an integrated 405-ha customs-free commercial and industrial zone



**ACHIEVEMENTS**

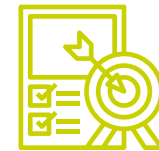
- Second busiest port in South East Asia by container volume handled over five-year period
- Accommodates the world's largest container vessels of 23,000 TEUs
- Accommodated the world's largest RORO vessel at a total length of 265 metres and a total deck area of 50,335 square metres in 2021
- Boasts the productivity record of 801 moves per hour with 12 quay cranes deployed on CMA CGM Mermoz in 2019
- Container throughput of 10.05 million TEUs and 63% of containers handled are for countries within Intra-Asia
- Conventional segment handled 12.12 million metric tonnes of bulk cargo in 2022
- Achieved RM2.0 billion in operational revenue

**OUR CULTURE**



**VISION**




To conduct our business with operational excellence and integrity to create value for all our stakeholders









**MISSION**

To be one of the leading gateway and transshipment ports of call in the world while continuing to be pride of Malaysia on employee relations, customer satisfaction and corporate citizenship

Company Objective - G.O.W.E.S.T

 <p><b>Generate Sustainable Revenue</b></p>	<p>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.</p>
 <p><b>Operational Efficiency</b></p>	<p>We provide operations and services excellence that exceeds global standards through effective training, continuous review of operational achievement and enhancement of SOPs.</p>
 <p><b>World Class Productivity</b></p>	<p>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.</p>
 <p><b>Employer of Choice</b></p>	<p>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.</p>
 <p><b>Service Excellence</b></p>	<p>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.</p>
 <p><b>Technology Driven</b></p>	<p>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.</p>

Core Values – T.A.N.S.R.I.G

 <p><b>Teamwork</b></p>	<p>Westports believes in collective and cooperative teamwork which contributes to the achievement of the company's vision and mission.</p>
 <p><b>Accountability and Integrity</b></p>	<p>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 a positive work environment.</p>
 <p><b>Now Culture</b></p>	<p>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.</p>
 <p><b>Safety Awareness</b></p>	<p>Safety is an integral part in sustaining our business growth success leading to an increase in productivity.</p>
 <p><b>Responsible</b></p>	<p>This tenet is embraced by all employees where all are responsible for our actions and conduct.</p>
 <p><b>Innovation</b></p>	<p>Westportians develop a passion for excellence and success through continuous innovation of new ideas and practices.</p>
 <p><b>Good Family Values</b></p>	<p>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.</p>

<b>Financials</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Revenue (RM'000)	1,974,968	2,022,024	<b>2,069,012</b>
Profit before tax (RM'000)	865,067	1,039,549	<b>943,940</b>
Profit after tax (RM'000)	654,486	808,222	<b>699,578</b>
Shareholders' equity (RM'000)	2,829,110	3,126,854	<b>3,274,354</b>
Total assets (RM'000)	5,261,648	5,415,300	<b>5,281,689</b>
<b>Per Share and Ratios</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Earnings per share (sen)	19.2	23.7	<b>20.5</b>
Dividend per share (sen)	11.5	15.0	<b>16.2</b>
Dividend payout ratio (%)	60.0%	75.0%	<b>70.0%</b>
Return on equity (%)	23.1%	25.8%	<b>21.4%</b>
Return on total assets (%)	12.4%	14.9%	<b>13.2%</b>
<b>Operations</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Container throughput (million TEUs)	10.5	10.4	<b>10.1</b>
Container handling capacity (million TEUs)	13.6	13.6	<b>13.7</b>
Westports market share of Port Klang	79%	76%	<b>76%</b>
Conventional throughput (million MT)	10.9	11.3	<b>12.12</b>
Number of vessels accommodated	8,515	7,298	<b>8,262</b>

<b>ECONOMIC</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Supply Chain</b>			
Total Local Procurement (RM'000)	316,634	397,517	<b>354,082</b>
Total cost of environmental fines and penalties	0	0	<b>0</b>
<b>Anti-Corruption</b>			
Reported breaches of Code of Conduct (number)	0	0	<b>0</b>
Fines and Settlements (RM)	0	0	<b>0</b>
Total amount (RM)	0	0	<b>0</b>
% of revenues	0	0	<b>0</b>
Total number of substantiated corruption & bribery cases	0	0	<b>0</b>
Total staff disciplined or dismissed due to non-compliance with the anti-corruption policy	NA	NA	<b>0</b>
Total Employees Receiving Training on Anti-Corruption (Number)	NA	NA	<b>949</b>
Employees Receiving Training on Anti-Corruption: Grade: Operations (number)	NA	NA	<b>516</b>
Employees Receiving Training on Anti-Corruption: Grade: Executive (number)	NA	NA	<b>326</b>
Employees Receiving Training on Anti-Corruption: Grade: Junior management (number)	NA	NA	<b>84</b>
Employees Receiving Training on Anti-Corruption: Grade: Middle management (number)	NA	NA	<b>27</b>
Total No of Employees Receiving Training on Anti-Corruption:Grade: Top management (number)	NA	NA	<b>12</b>
Total Non-Executive Employees Receiving Training on Anti-Corruption (Number)	NA	NA	<b>500</b>
Operations assessed for corruption-related risks (%)	NA	NA	<b>100</b>
Fuel Costs Ratio (Share of fuel costs compared to total operating costs)	11.7%	15.9%	<b>23.2</b>
<b>EC-to-Employee Compensation Ratio</b>			
Average Salary (RM'000 per/annum)	52.5	51.7	<b>54.9</b>
Executive Chairman Remuneration (RM'000 per/annum)	4,262	4,246	<b>4,306</b>
EC Salary To Average Staff Salary/Cost	81.2	82.2	<b>78.4</b>

\* All financial, economic, environmental and social data covers all (100%) of operations

ENVIRONMENT	2020	2021	2022
<b>Energy</b>			
Direct Energy: Diesel (litres)	50,083,076	52,436,291	<b>51,260,233</b>
Direct Energy: Diesel (MWh) *	537,002	562,234	<b>549,624</b>
Direct Energy: Diesel (TJ) **	1,933	2,024	<b>1,979</b>
Indirect Energy: Electricity (MWh)	119,844	128,387	<b>122,160</b>
Indirect Energy: Electricity (TJ)	431	462	<b>440</b>
Total Operational Energy (TJ)	2,365	2,486	<b>2,418</b>
* Conversion coefficients for CDP Technical Note: Conversion of fuel data to MWh			
** Conversion coefficients for electricity and diesel to Joules are derived from the Malaysia Energy Commission 2016 Report			
<b>Water and effluent (m<sup>3</sup>)</b>			
Total water withdrawal from municipal supplies	1,120,883	1,534,578	<b>1,499,952</b>
Total water withdrawal from fresh groundwater	0	0	<b>0</b>
Fresh groundwater	0	0	<b>0</b>
Effluent discharges*	0	0	<b>0</b>
*Westports does not discharge any effluents into the waterways; all effluents are processed as scheduled waste			
<b>Efficiency</b>			
TT (t/Move)	2.40	2.64	<b>2.49</b>
TT (t/TEU)	1.60	1.74	<b>1.98</b>
TT (t/hr)	6.04	5.69	<b>6.31</b>
RTG (t/Move)	1.21	1.25	<b>1.38</b>
RTG (t/TEU)	0.81	0.83	<b>0.91</b>
RTG (t/hr)	15.09	14.85	<b>14.48</b>
Tugboat (t/Move)	289.53	332.70	<b>286.32</b>
Tugboat (t/TEU)	0.97	0.97	<b>1.06</b>
Tugboat (t/Vessel Call)	1,195.64	1,378.01	<b>1,291.92</b>
Pilot Boats (t/TEU)	0.09	0.08	<b>0.09</b>
Pilot Boats (t/Move)	131.09	134.61	<b>132.48</b>
kWh/TEU	11.41	12.34	<b>12.15</b>
Total Operational Efficiency (MJ/TEU Volume)	225	239	<b>241</b>

ENVIRONMENT	2020	2021	2022
<b>Emissions (tonnes)</b>			
Scope 1			
CO <sub>2</sub>	129,192	135,262	<b>132,229</b>
CH <sub>4</sub>	17	18	<b>18</b>
N <sub>2</sub> O	1.06	1.11	<b>1.08</b>
Total Scope 1 (CO <sub>2</sub> e) *	133,638	139,917	<b>136,779</b>
Scope 2 (CO <sub>2</sub> e )	70,109	75,106	<b>71,463</b>
Scope 3 (Air Travel) (CO <sub>2</sub> e)	128	68	<b>240</b>
Scope 3 (Employees Commuting) (CO <sub>2</sub> e)	8,811	9,110	<b>8,240</b>
Internal Carbon Price for Scopes 1,2 & 3 (RM)	15	15	<b>15</b>
*Restated to take account of the diesel containing 7% biodiesel and including CH <sub>4</sub> and N <sub>2</sub> O			
<b>Emissions Intensity (kg) *</b>			
TT (CO <sub>2</sub> e/Move)	6.22	6.85	<b>6.47</b>
TT (CO <sub>2</sub> e/TEU)	4.16	4.52	<b>5.14</b>
TT (CO <sub>2</sub> e/hr)	15.67	14.77	<b>16.38</b>
RTG (CO <sub>2</sub> e/Move)	3.14	3.25	<b>3.57</b>
RTG (CO <sub>2</sub> e/TEU)	2.09	2.15	<b>2.35</b>
RTG (CO <sub>2</sub> e/hr)	39.15	38.53	<b>37.58</b>
Tugboat (CO <sub>2</sub> e/Move)	751.19	863.20	<b>742.88</b>
Tugboat (CO <sub>2</sub> e/TEU)	2.51	2.51	<b>2.75</b>
Tugboat (CO <sub>2</sub> e/Vessel Call)	3,102.16	3,575.33	<b>3,351.98</b>
Pilot Boats (CO <sub>2</sub> e/TEU)	0.24	0.21	<b>0.22</b>
Pilot Boats (CO <sub>2</sub> e/Move)	340.12	349.27	<b>343.74</b>
Total GHG Intensity (CO <sub>2</sub> ekg/TEU Volume)	19.40	20.68	<b>20.72</b>
Ozone-Depleting Substances	0.00	0.00	<b>0.00</b>
*Restated to take account of the diesel containing 7% biodiesel and including CH <sub>4</sub> and N <sub>2</sub> O			
<b>Non-GHG Pollution (tonnes) *</b>			
PM	253.17	265.71	<b>259.62</b>
PM10	253.17	265.71	<b>259.62</b>
PM2.5	253.17	265.71	<b>259.62</b>
SOx	236.70	248.45	<b>242.74</b>
NOx	3,604.62	3,782.60	<b>3,695.97</b>
VOC	336.87	345.69	<b>339.39</b>
CO	785.90	822.99	<b>804.49</b>
Lead	0.00	0.00	<b>0.00</b>

\*Non-GHG emissions were estimated using the Internal combustion engines created by the Minnesota Pollution Control Agency's (MPCA) Small Business Environmental Assistance Programme (SBEAP) air emissions calculator

ENVIRONMENT	2020	2021	2022	SOCIAL	2020	2021	2022
<b>Extreme Weather</b>				<b>Cybersecurity</b>			
Hours of extreme weather (%) where QC operations are affected by weather conditions	0.90%	1.24%	<b>1.23%</b>	Total information security breaches or other cybersecurity incidents (number) *	0	1	<b>0</b>
<b>Waste (tonnes)</b>				Total data breaches (number)	0	0	<b>0</b>
Used batteries (SW102)	0.00	0.00	<b>10.30</b>	Total customers and employees affected by the company's data breach (number)	0	0	<b>0</b>
Electronic Waste (SW110)	0.00	0.00	<b>12.12</b>	Total fines/penalties paid concerning information security breaches or other cybersecurity incidents (RM)	0	0	<b>0</b>
Used oil (SW305)	116.00	280.95	<b>192.24</b>	<i>*Incidents were minor, detected, quarantined and deleted before negatively affecting operations</i>			
Spent mineral oil-water emulsion (SW307)	16.00	66.00	<b>157.50</b>	Customer Privacy: Complaints	0	0	<b>0</b>
Sludge (SW312)	26.20	0.00	<b>0.00</b>	Substantiated complaints received from outside parties (number)	0	0	<b>0</b>
Clinical waste (SW404)	0.11	0.24	<b>0.27</b>	Complaints from regulatory bodies (number)	0	0	<b>0</b>
Used saw dust (SW408)	0.52	0.00	<b>2.09</b>	Board members' membership in the committee overseeing cybersecurity strategy	NA	NA	<b>3</b>
Empty drums (SW409)	21.60	41.88	<b>37.22</b>	<b>CSR</b>			
Waste rags, gloves and oil filters (SW410)	74.43	74.91	<b>79.32</b>	CSR donations (Charitable contributions and sponsorships) (RM'000)	2,746	5,649	<b>3,061</b>
Total Scheduled Waste (Unrecycled)	254.86	464.98	<b>491.06</b>	Staff visits to Westports' clinics (number)	17,935	12,123	<b>16,620</b>
Hydraulic Oil Recycled (tonnes)	13.40	14.28	<b>17.40</b>	Staff dependents and community Visits to Westports' Clinics (number)	2,860	3,654	<b>6,887</b>
Total recycled waste	13.40	14.28	<b>17.40</b>	Total visits to clinics (number)	20,795	15,777	<b>23,507</b>
<b>Materials (tonnes)</b>				Klinik Westports Cost (RM)	733,224	571,176	<b>805,937</b>
Wire ropes	584.10	473.20	<b>524.30</b>	Klinik Masyarakat Cost (RM)	158,286	264,310	<b>373,002</b>
Engine oil	93.96	100.62	<b>99.00</b>	Total cost of clinics (RM)	891,510	835,486	<b>1,178,939</b>
Lubricants	125.93	152.80	<b>152.13</b>	Direct or indirect political contributions (RM)	0	0	<b>0</b>
Degreasers	76.43	80.48	<b>79.98</b>				
Cotton rags	41.02	44.74	<b>43.62</b>				
Gloves	8.03	8.37	<b>8.20</b>				
Tyres	0.39	0.50	<b>0.48</b>				
Total	929.86	860.71	<b>907.71</b>				



SOCIAL	2020	2021	2022
<b>Diversity</b>			
<b>Gender (number/%)</b>			
Men	5,328 (97.67%)	5,658 (97.60%)	<b>5,605 (97.09%)</b>
Women	127 (2.33%)	139 (2.40%)	<b>168 (2.91%)</b>
<b>Age (number/%)</b>			
<30	2,992 (54.85%)	3,222 (55.58%)	<b>3,070 (53.18%)</b>
31 - 50	2,222 (40.73%)	2,311 (39.87%)	<b>2,427 (42.04%)</b>
>51	241 (4.42%)	264 (4.55%)	<b>276 (4.78%)</b>
<b>Ethnicity (number/%)</b>			
Malay	4,669 (85.59%)	4,986 (86.01%)	<b>4,934 (85.47%)</b>
Chinese	34 (0.62%)	37 (0.64%)	<b>38 (0.66%)</b>
Indian	558 (10.23%)	566 (9.76%)	<b>524 (9.08%)</b>
Others	191 (3.50%)	206 (3.55%)	<b>275 (4.76%)</b>
Foreigner	3 (0.05%)	2 (0.03%)	<b>2 (0.03%)</b>
Total Number of Employees	5,455	5,797	<b>5,773</b>
<b>Type (number/%)</b>			
Permanent	NA	5,780 (99.71%)	<b>5,760 (99.77%)</b>
Temporary	NA	17 (0.29%)	<b>13 (0.23%)</b>
Other minorities	0	0	<b>0</b>
People with disabilities	0	0	<b>0</b>
<b>Women in Management (number/%)</b>			
Women in all management positions (junior, middle and top management)	38 (7.97%)	54 (11.04%)	<b>65 (0.13)</b>
Women in junior management positions	NA	NA	<b>43 (13.03%)</b>
Women in top management positions	NA	NA	<b>22 (13.84%)</b>
<b>Recruitment/hiring (number/%)</b>			
Total	941	914	<b>1,123</b>
Gender: Male	928 (98.62%)	893 (97.7%)	<b>1,056 (94.0%)</b>
Gender: Female	13 (1.38%)	21 (2.30%)	<b>67 (6.0%)</b>
Age: <30	857 (91.07%)	840 (91.90%)	<b>970 (86.4%)</b>
Age: 31 - 50	79 (8.40%)	68 (7.44%)	<b>147 (13.1%)</b>
Age: >51	5 (0.53%)	6 (0.66%)	<b>6 (0.5%)</b>

SOCIAL	2020	2021	2022
<b>Diversity</b>			
<b>Training</b>			
Average hours of training per employee	47	95	<b>78</b>
Average days of training per employee	6	11	<b>9</b>
Training Hours (Management)	2,844	18,600	<b>16,040</b>
Training Hours (Workforce)	253,257	534,245	<b>397,072</b>
Training Hours (Total)	256,101	552,845	<b>413,112</b>
Average Training Hours (Management)	6	38	<b>33</b>
Average Training Hours (Workforce)	51	101	<b>75</b>
<b>Turnover (number/%)</b>			
Total employee turnover	524	1,009	<b>1,132</b>
Gender: Male	504 (96.18%)	999 (99.01%)	<b>1,094 (96.6%)</b>
Gender: Female	20 (3.82%)	10 (0.99)	<b>38 (3.4%)</b>
Age: <30	413 (78.82%)	772 (76.61)	<b>893 (78.9%)</b>
Age: 31 - 50	93 (17.75%)	198 (19.62)	<b>203 (17.9%)</b>
Age: >51	18 (3.44%)	39 (3.87%)	<b>36 (3.2%)</b>
Grade: Operations	NA	953 (94.4%)	<b>1,063 (93.9%)</b>
Grade: Executive	NA	38 (3.8%)	<b>39 (3.4%)</b>
Grade: Junior management	NA	0 (0.0%)	<b>11 (1.0%)</b>
Grade: Middle management	NA	15 (1.5%)	<b>16 (1.4%)</b>
Grade: Top management	NA	3 (0.3%)	<b>3 (0.3%)</b>
Ethnicity: Malay	NA	883 (87.5%)	<b>978 (86.4%)</b>
Ethnicity: Chinese	NA	5 (0.5%)	<b>10 (0.9%)</b>
Ethnicity: Indian	NA	71 (7.0%)	<b>89 (7.9%)</b>
Ethnicity: Others	NA	49 (4.9%)	<b>55 (4.9%)</b>
Ethnicity: Foreigner	NA	1 (0.1%)	<b>0 (0.0%)</b>

SOCIAL	2020	2021	2022
<b>Health and Safety</b>			
<b>Health and Safety Performance</b>			
Sites with OHSAS 18001/ISO 45001 certification (%)	100%	100%	100%
Incidents and Accidents (total)	716	836	669
Average number of cases per 100,000 TEUs (container operation)	6.78	8.12	6.68
Average number of cases per 100,000 tonnage (conventional operation)	0.00	0.00	0.00
Fatalities (employees)	0	0	0
Fatalities (third-party contractors)	1	0	1
Lost-Time Injury Frequency Rate (LTIFR) (per million hours worked) (employees)	0.35 (for 5,000 employees)	0.37 (for 5,810 employees)	0.16 (for 6,244 employees)
Lost-Time incident Rate (per million hours worked) (employees)	0.80	0.86	0.64
Lost Workday Rate or Days Away (per 200,000 hours worked)	20	0	10
Occupational disease rates	0	0	0
Number of staff trained on health and safety standards	138 <i>(SHE Committee &amp; Crisis Committee trained on ISO45001)</i>	138 <i>(SHE Committee &amp; Crisis Committee trained on ISO45001)</i>	NA
Staff trained in safety	ISO 45001 (Introduction) Evacuation drill at Business Centre	ISO 45001 (Internal Audit & HIRARC) Oil Spill Contingency Plan (Emergency Response)	<b>Fire drill at M&amp;R Administrative Centre</b> <b>Fire drill at M&amp;R CT4 Workshop</b> <b>Noise Risk Assessment training for Stacker Operators</b>
Staff trained (general training which includes safety)	<ul style="list-style-type: none"> <li>• New Recruitment Programme</li> <li>• Port Attachment for new execs and managers</li> </ul>		



**Dear Shareholders and Stakeholders,**

**On behalf of the Board of Directors, we are pleased to present Westports Sustainability Report 2022. Our transformation over the past years has been a remarkable yet challenging journey. As a purpose-led business, we continue to be Malaysia's leading mega transshipment hub and gateway port. Our team is always seeking innovative ways to make our port 'smarter', safer, more efficient and sustainable.**

As we embrace the challenge of becoming a net-zero port by 2050, we continue to positively affect society through our employment creation, operations and services that aim to lower emissions intensity, enhance automation, improve safety and contribute to a more sustainable planet.

Our sustainability impetus mirrors our business approach of balancing growth with the community and the environment. We consider the impacts our decisions and actions may have on our stakeholders, the environment and society. Managing ESG considerations also ensures that we remain economically relevant.

Environmental performance and cost-efficiency are interlinked at Westports. In 2022, we continued investing in technology and systems to optimise efficiency while reducing fuel consumption and emissions intensity.

The success of our customers, employees, communities and the environment invariably contributes to Westports' success. We remain focused on being stakeholders-centric while improving the communities in Pulau Indah. We continue securing and training skilled technical personnel and remain committed to building relationships and nurturing future talents for the industry.

Sustainability is central to our purpose and growth agenda. Integrating sustainability into the business strategy makes us a more resilient company. This Sustainability Report offers a bird's-eye view of our progress and development of these goals.

On behalf of the Board and management, we invite you to review our sustainability journey. We will continue strengthening our sustainability governance, developing new targets and reporting on our performance.

We wish to take this opportunity to acknowledge the valuable contributions of our board members. We also express our sincere gratitude to our many growth partners — the Port Klang Authority, business associates, customers and employees – whose unfaltering support and contributions have shaped Westports' successes.

Sincerely,

**TAN SRI DATUK G. GNANALINGAM**  
Executive Chairman

**DATUK RUBEN EMIR GNANALINGAM**  
Group Managing Director

## AWARDS AND ACCOLADES

### THE EDGE BILLION RINGGIT CLUB 2022

Westports won two Transportation and Logistics Sector awards from The Edge Billion Club 2022 (Highest Growth in Profit After Tax Over 3 years and Highest Return on Equity Over 3 years). Established in 2010, The Edge Billion Ringgit Club (BRC) recognises and celebrates Malaysia's best-performing organisations. The award ceremony was held in full force again this year without COVID-19 restrictions at a hotel in Kuala Lumpur.

### EDGE MALAYSIA ESG AWARDS 2022

Westports Holdings Bhd won two awards at The Edge Malaysia ESG Awards 2022: the Most Consistent Performer Over 5 Years Gold Award and the Gold Award in Transportation and Logistics in The Edge ESG Award Ceremony. These awards honour Malaysia's best ESG performers.

### FTSE4GOOD INDEX SERIES

Westports remains a constituent of the FTSE4Good Index Series. The global index provider FTSE Russell developed the FTSE4Good Index Series to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices.

### FTSE4GOOD BURSA MALAYSIA SHARIAH-COMPLIANT INDEX

Westports remains a FTSE4Good Bursa Malaysia Shariah ("F4GBMS") index constituent. This index tracks constituents in the FTSE4Good Bursa Malaysia Index ("F4GBM") that are Shariah-compliant, according to the Securities Commission Malaysia Shariah Advisory Council (SAC) screening methodology.



Westports has demonstrated sustainability leadership at the most senior leadership for many years. The Board of Directors formally oversees sustainable business strategies and performance, integrating material and salient sustainability risks and opportunities into board discussions and decisions on strategy and risk. Several committees and business units help plan short-term target management and long-term strategic approach. Westports has set several internal sustainability targets, which it monitors and reports annually.

The Company's risk management and internal control systems cover operational and CSR risks, such as climate change. Westports reports the sustainability risk profile to the Board through its Board Sustainability Committee. No executives sit on the Board Sustainability Committee to ensure independence.

**SUSTAINABILITY COMMITTEE CHARTER**

Westports established a Sustainability Committee ("SC") to help the Board review Environmental, Social and Governance ("ESG") policies and sustainable practices under applicable law.

Independent Non-Executive Director, Datuk Siti Zauyah binti Md Desa, heads the Committee, providing direction, oversight and guidance in implementing sustainability-related projects. Appointed by the Board from its members, the SC comprises a minimum of three directors, all independent and non-executive. The Chairman of the SC is also an independent non-executive director who is not the Chairman of the Board. The SC receives appropriate, timely updates to help all members discharge their duties. The SC meets quarterly.

**SC Authority and Responsibilities**

**Committee Authority**


- Investigating any activities within its Charter
- Seeking any required information from employees and having complete and unrestricted access to such information
- Obtaining independent professional advice or inviting outsiders with relevant experience to attend Committee meetings and advise the Committee, if appropriate, to perform its functions under this Charter
- Accessing Westports' resources, at the Group's expense, to perform the Committee's duties

**Committee Responsibilities**


- Reviewing the implementation of procedures for identifying, assessing, monitoring and managing ESG and sustainability risks related to Westports business
- Reviewing the integration of ESG and sustainability policies, practices and goals into the business strategy and decision-making
- Reviewing the implementation of process automation and technology used to achieve ESG goals
- Accelerating the implementation of digitalisation to achieve ESG goals
- Reviewing the Sustainability Report and making recommendations to the Board for approval
- Reviewing and making recommendations to the Board regarding compliance with the Malaysian Code on Corporate Governance 2021 and other best corporate governance practices
- Recommending the Statement on Corporate Governance form and content that the Company must make in its annual report to the Board in compliance with the Listing Requirements

**OUR SUSTAINABILITY FOCUS AREAS**


**Communities and Partnerships**




Connecting and collaborating with our customers, stakeholders and communities on working towards common goals that improve social, environmental and economic sustainability.




**Environment**




Furthering responsibility to and stewardship of the natural environment and improving working environments to help ensure a sustainable future.




**Operations**




Optimising operations and improving processes to increase the sustainability of the business and achieve sustainable outcomes.



**Our People**



Growing together with the Westports family and ensuring people continue to thrive in safe, healthy and supportive work environments.



**WESTPORTS RISK MANAGEMENT FRAMEWORK**

The Risk Management Framework outlines Westports' approach to managing sustainability risk. Several key Group-wide and divisional policies and procedures support this integral part of Westports' Risk Management Strategy.

Westports' Risk Management Framework considers business, labour, operational, internal and external risks. Westports conducts risk assessments for all existing and upcoming projects. Each risk category comprises specific risks updated periodically to ensure their relevance. The Board reviews the risk management process quarterly.

Westports received no significant fines or non-monetary sanctions for non-compliance with laws and regulations in social and economic areas during the reporting period.

Westports' vision of being a leading global gateway and transshipment port of call is not limited to business excellence. It extends to all business operations and the impact and interactions with all stakeholders.

A stakeholder-driven approach helps identify the salient sustainability impacts and opportunities for smooth operations. Engaging directly and indirectly with stakeholders helps identify and prioritise these areas.

## 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.

Identifying key stakeholders, their interests, expertise and levels of influence is crucial for successful stakeholder engagement and allocating company resources as efficiently as possible.

Westports has ongoing engagements with all stakeholders to understand or address their concerns.

## STAKEHOLDER ENGAGEMENT LEVELS AND METHODS

Westports consults with employees in all departments, key clients, investors, community members, governmental representatives and business partners to learn their expectations. Communicating with various stakeholders is a valuable corporate management tool that drives long-term success. Westports employs multiple channels to communicate regularly with stakeholders to understand their expectations and perceptions. Stakeholders' comments and ideas help identify and action improvement areas.

There are various levels of engagement depending on the project type, potential impacts, stakeholder types and needs at a particular time. For example, Westports mitigates climate change while ensuring that the port contributes significantly to national prosperity. Inviting stakeholders in and around business operations to collaborate helped overcome challenges in developing the port to create economic and social value and realise sustainable growth.



Typically, engagement levels fall into one of the following spectrums.









Westports combats increasing sustainability challenges through stakeholder dialogue and engaging external experts. Westports has a formal grievance mechanism, including a hotline and a dedicated email address for local stakeholders to report any concerns directly. Maintaining active and continuous stakeholder dialogue ensures the relevancy of Westports' priorities and methods.

In 2022, Westports' Chief Executive Officer held several engagement sessions with various stakeholder representatives, including container shipping clients, conventional landed clients, regulators and authorities, industry associations, financial institutions, logistic solution providers and cargo shipping end-clients.

The following table presents Westports' stakeholder engagement model, including the engagement methods, frequency of engagement and critical concerns of each key stakeholder group.

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
 <b>Port Users</b>	Customer feedback management	Daily	Port infrastructure
	Customer support centre	Daily	Port safety
	Social media tools	Regularly	Transparent operations
	Market research	Regularly	
	Events, dialogue sessions, roadshows & engagement sessions	Ad-hoc	
	Materiality survey	Biennially	
 <b>Government &amp; Authorities</b>	Formal meetings	Ad-hoc	Operational compliance & effective safety management
	Performance reports	Regularly	
	Discussions on government initiatives	Ad-hoc	
	Safety campaign	Annually	
	Video conferencing	Ad-hoc	
	Materiality survey	Biennially	

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
 <b>Shareholders &amp; Investors</b>	IR events	Ad-hoc	Good governance
	Annual & sustainability reports	Annually	Ethical operations & compliance
	Annual general meetings	Annually	Business investments
	Extraordinary general meetings	Ad-hoc	
	Shareholder updates	Regular	
	Quarterly reports	Quarterly	
	Corporate presentations	Ad-hoc	
	Signing ceremonies	Ad-hoc	
	Video conferencing	Ad-hoc	
Materiality survey	Biennially		
 <b>Community</b>	Website	Daily	Employment of locals
	Annual & sustainability reports	Annually	Infrastructure development
	Visits, seminars & joint activities	Ad-hoc	Community engagement
	Community engagement activities	Regularly	
	Materiality survey	Biennially	
 <b>Employees</b>	Employee survey	Annually	Employee well-being
	Dialogue & engagement	Regularly	Training & development
	HR Portal, departmental meetings & newsletters	Regularly	Occupational health & safety
	Employee engagement programmes	Regularly	Financial results, business strategies & development plans
	Video conferencing	Regularly	
	Materiality survey	Biennially	
 <b>Suppliers</b>	Suppliers' survey	Ad-hoc	Supplier appraisal mechanism
	Suppliers' training programmes	Regularly	Effective communication
	Supplier relationship management	Regularly	
	Video conferencing	Ad-hoc	
	Materiality survey	Biennially	

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
 <b>Professional Bodies</b>	Dialogue & engagement	Regularly	Good governance
	Joint activities	Regularly	Ethical operations & compliance
	Consultations & negotiation	Ad-hoc	Business investments
	Certifications	Ad-hoc	Socio-environmental impact
	Annual & sustainability reports	Annually	
	Campaigns & roadshows	Regularly	
	Materiality survey	Biennially	
 <b>Non-Governmental Organisations (NGOs)</b>	Dialogue & engagement	Regularly	Community involvement
	Collaboration	Regularly	Impact on society
	Sponsorships & donations	Ad-hoc	Collaborations
	Social media & other online channels	Daily	
	Materiality survey	Biennially	

**STAKEHOLDER ENGAGEMENT RISKS AND COMMUNICATING ENGAGEMENT RESULTS**

Westports consider potential stakeholder engagement risks before selecting the engagement level.

Engagement Risks Considered	Engagement Results Disclosed
<ul style="list-style-type: none"> <li>• Participation fatigue</li> <li>• Conflicts of interest</li> <li>• Disruptive stakeholders</li> <li>• Unwillingness to engage</li> </ul>	<ul style="list-style-type: none"> <li>• Summary of discussions, stakeholder concerns, expectations and perceptions</li> <li>• Recommendations, agreed decisions and other outputs</li> <li>• A list of participants</li> <li>• Future action plans</li> </ul>

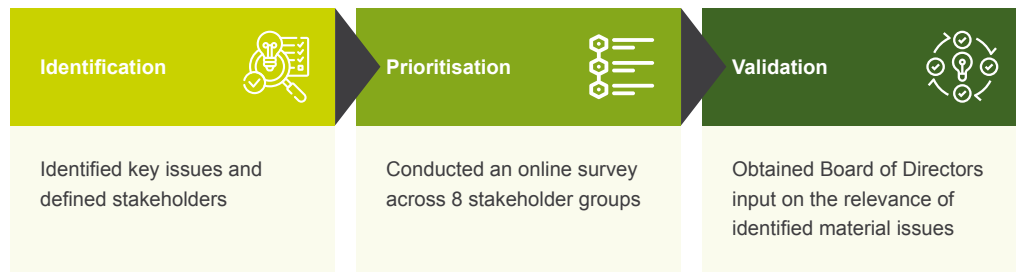
Key stakeholder groups may not possess the financial resources, time, language skills, cultural understanding or awareness to engage with the Group. Westports considers other engagement processes without introducing a conflict of interest if more traditional methods are not possible.

Sometimes, Westports reviews stakeholder feedback to measure engagement effectiveness.



Westports conducts a materiality assessment to identify the aspects of its business that impact the environment and the societies in which it operates. The review ranks the importance of different topics to Westports and its stakeholders.

THE MATERIALITY ASSESSMENT PROCESS








































Westports conducted its third materiality assessment in the fourth quarter of 2022. An external consultant performed the study to ensure impartiality and secure the anonymity of the respondents. The survey asked 4,289 respondents to rate the importance of 15 economic, environmental and social issues.

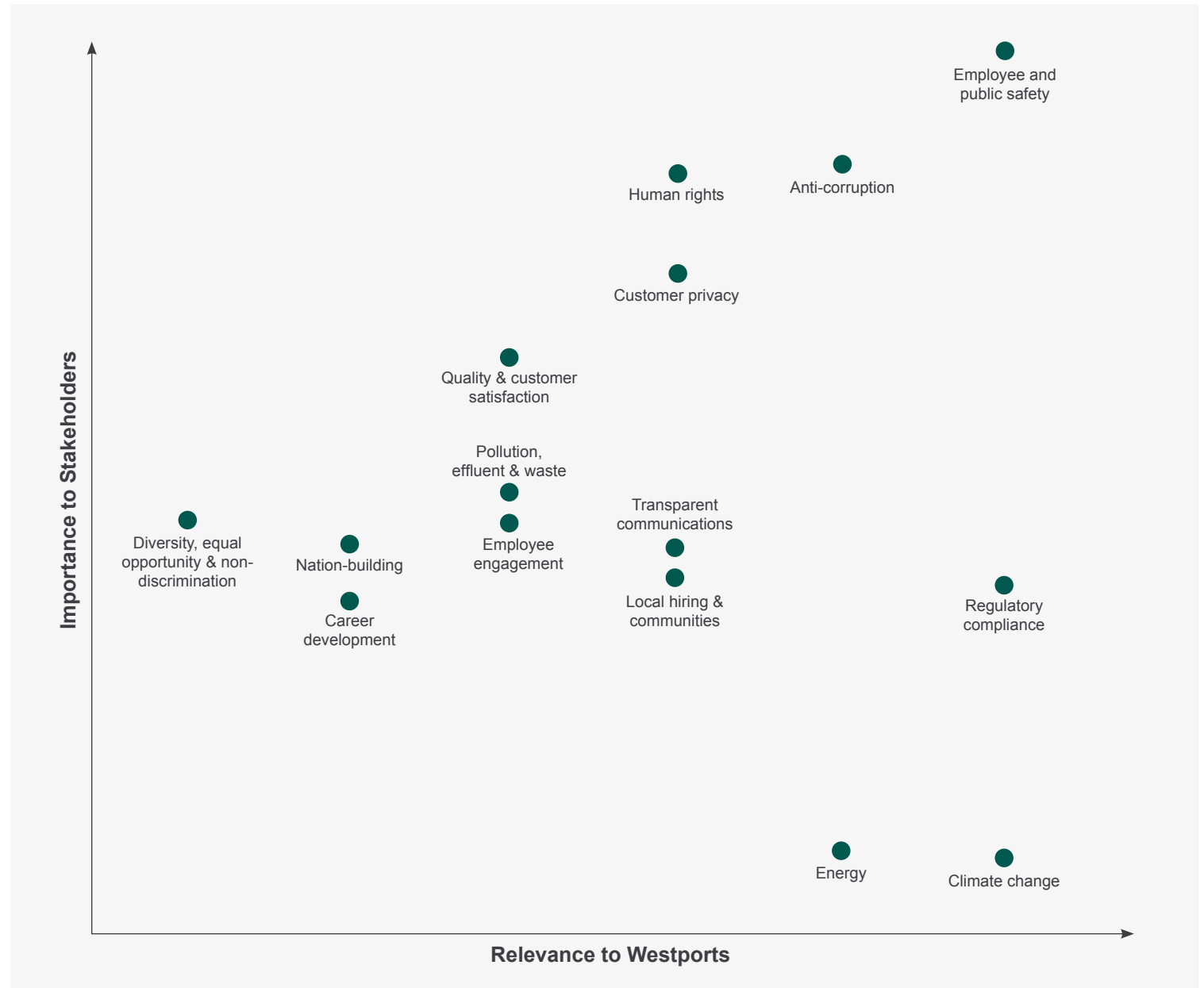


SUSTAINABILITY AREAS AND RELATED GRI TOPICS ASSESSED IN THE MATERIALITY STUDY

Materiality Issue	Description	Related GRI Topic	Related UNSDGs
<b>Economic</b>			
Regulatory compliance	Preventing anti-competitive behaviour and complying with all economic, environmental and social legislation	<ul style="list-style-type: none"> <li>• Anti-competitive behaviour</li> <li>• Environmental compliance</li> <li>• Socio-economic compliance</li> </ul>	
Nation-building	Developing the port and local infrastructure, which transforms local, regional and international trade	<ul style="list-style-type: none"> <li>• Indirect economic impacts</li> </ul>	
Anti-corruption	Reporting and managing Westports' anti-corruption processes through risk assessments, training and monitoring non-compliance	<ul style="list-style-type: none"> <li>• Anti-corruption</li> </ul>	

Materiality Issue	Description	Related GRI Topic	Related UNSDGs
<b>Environment</b>			
<b>Energy</b>	Managing energy effectively to reduce it whenever possible	• Energy	   
<b>Climate change</b>	Actively reducing greenhouse gases with a target of achieving carbon neutrality by 2050	• Emissions	     
<b>Pollution, effluent &amp; waste</b>	Minimising all pollution and harmful emissions. Disclosing effluent discharges and all wastes, spills and water bodies affected by operations	• Emissions • Effluents and waste	     
<b>Social</b>			
<b>Diversity, equal opportunity &amp; non-discrimination</b>	Promoting diversity and equal opportunities and eliminating discrimination in the workplace	• Diversity and equal opportunity • Non-discrimination	   
<b>Local hiring &amp; communities</b>	Supporting all local communities as port operations have contributed to economic, social and environmental changes	• Local communities • Local hiring • Market presence	 
<b>Human rights</b>	Protecting all aspects of human rights, including protecting the indigenous population, staff welfare and security, and ensuring no child or forced labour	• Human rights assessment • Rights of indigenous peoples • Security practices • Child labour • Forced labour	  
<b>Employee engagement</b>	Respecting employees' rights to joint representation and consultative practices through the Penghulu system	• Labour/management relations • Freedom of association and collective bargaining	
<b>Career development</b>	Hiring, recruitment, retention and training and career development reviews	• Employment • Training and education	    
<b>Employee and public safety</b>	Keeping all workers safe, preventing noncommunicable and infectious diseases and protecting the well-being of all port users	• Occupational health and safety • Customer health and safety	  
<b>Transparent communications</b>	Providing accurate and transparent information in all aspects of corporate disclosure	• Marketing and labelling	 
<b>Quality &amp; customer satisfaction</b>	Promoting quality throughout all aspects of port operations to ensure high levels of customer satisfaction	• Non-GRI topic	
<b>Customer privacy</b>	Protecting the privacy of customers and members of the public	• Customer privacy	

Westports will continue intensifying its efforts on these material topics. The sustainability team will build on the work done and drive continuous improvement in some areas; in others, improve and innovate to deliver a more significant impact to the beneficiaries. The Group also seeks preventive solutions that tackle the root cause of the identified issues.






















TOWARDS A SUSTAINABLE FUTURE

The UNSDGs represent a shared and universal commitment to deliver on 17 ambitious global goals for people and the planet by 2030. A wide range of programmes, partnerships and initiatives will advance the UNSDGs and contribute to a sustainable future that is genuinely for everyone.

Westports contributes directly and indirectly to virtually all UNSDGs through its operations. The global goals tackle a broad range of social and economic development challenges, promoting a socially fair, economically secure, prosperous and inclusive planet, which Westports' sustainability strategy supports.

UNSDG	Rationale	What we do	Impact and measures
	<p>The global poverty rate has halved since 2000, but 800 million people remain below the international poverty line of \$1.90 a day. Building the incomes and economic resilience of people living in extreme poverty underpins the success of all UNSDGs. Financial inclusion is a critical enabler of the entire UNSDG agenda.</p>	<p>Poverty eradication is one of Westports' five CSR focus points. Westports adopted Pulau Indah during its inception. The 'Zero Poverty Programme at Pulau Indah' elevates the villagers' quality of life and upgrades the island's development.</p> <p>Westports is committed to paying above the national minimum wage, exceeding it for all employees last year. Eligible employees receive a compensation package, including wages, overtime and other benefits.</p>	<ul style="list-style-type: none"> <li>• Poverty has practically been eliminated on the island, down from 62% in 1995</li> <li>• Approximately 40.63% of Westports' employees are Pulau Indah residents</li> <li>• 86% of the workforce are Bumiputera</li> </ul>
	<p>Approximately 800 million people are undernourished globally, and hunger is a humanitarian and economic crisis. Malnutrition has lasting effects on the development of individuals and societies.</p>	<p>When operations commenced, Pulau Indah's inhabitants were mainly fishermen and farmers, with many indigenous people living hand-to-mouth. Westports provides the means to raise their living standards through training and employment.</p>	<ul style="list-style-type: none"> <li>• 99.97% of the 5,773 people employed are Malaysian, with approximately 40.63% residing on the island</li> </ul>
	<p>Despite significant advances in recent decades, millions die each year from preventable causes. These deaths often occur disproportionately in the world's developing regions. Mental or physical ill health can prevent individuals from reaching their full potential, with their communities and economies feeling the knock-on effect.</p>	<p>Westports actively promotes employees' physical and mental health and social well-being to build a positive work environment and resilient organisation.</p>	<ul style="list-style-type: none"> <li>• Childcare is available for all Westports employees</li> <li>• Klinik Westports is the first in-house clinic in Pulau Indah designed for employees</li> <li>• The Health Passport Programme monitors employees' health by measuring their Body Mass Index (BMI), cholesterol, glucose, waist-hip ratio and blood pressure</li> </ul>
	<p>Equal access to education concerns eliminating gender disparities in education, among other barriers, and providing people with skills and training that contribute to sustainable development. Education is critical for future growth.</p>	<p>Education is crucial in uplifting society's socioeconomic status and livelihoods. Westports has invested significant time, energy and money to educate Pulau Indah children.</p>	<ul style="list-style-type: none"> <li>• Invested RM5.6 million in the Trust School Programme, which involved two schools: SK Pulau Indah and SMK Pulau Indah</li> <li>• Assisted special needs students, including giving them a springboard, trampoline and plastic loops to improve their learning and motor skills</li> <li>• Westports delivered 413,112 hours of training and education to employees in 2022</li> </ul>
	<p>Addressing gender equality is a moral and economic imperative. Promoting gender equality delivers tangible business benefits by widening the pool of experience and expertise across the supply chain and workforce.</p>	<p>Ports and shipping remain the most male-dominated industries. However, Westports provides a work environment free from discrimination based on race, ethnicity, gender, creed, religion, age, family responsibilities, disability, medical condition, union membership and activities or sexual orientation.</p>	<ul style="list-style-type: none"> <li>• Received zero discrimination cases</li> <li>• Increased number of female planners</li> <li>• The proportion of women in the workforce increased by 21% from 2021 to 2022</li> </ul>

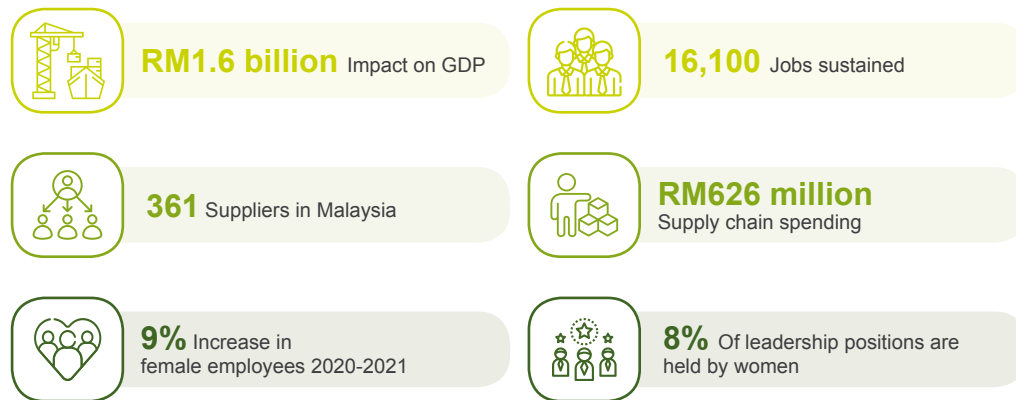
UNSDG	Rationale	What we do	Impact and measures
	<p>Nearly 2.5 billion people lack adequate sanitation. Addressing water, sanitation and hygiene is a significant opportunity.</p>	<p>Ports are highly concentrated industrial areas containing various activities such as container terminals, shipyards and cargo facilities. Westports assesses port operations' impact on the quality of receiving waters in and around the port to complement existing monitoring programmes for some marine organisms.</p>	<ul style="list-style-type: none"> <li>• Installed oil and grease traps at all maintenance and repair workshops and performed weekly cleaning</li> <li>• Conducted annual water sampling analysis at various outlets near the sea</li> </ul>
	<p>Unaddressed, climate change will adversely affect economic growth and the UNSDGs. Climate action and sustainable development are closely related. Westports plays a leading role in achieving a low-carbon economy.</p>	<p>Energy consumption is a material aspect of port operations. Westports supports clean energy use whenever possible and explores new technical innovations to reduce reliance on fossil fuels and lower its overall carbon footprint.</p>	<ul style="list-style-type: none"> <li>• Monitored the energy intensity of the STS cranes, reefer containers and port operational facilities in 2022</li> <li>• Reducing terminal tractor futile trips, which contributes to emissions</li> </ul>
	<p>As a fundamental principle, growth must come with responsible behaviour and respect for everyone in the supply chain. It is not just about legal obligations; it is part of Westports' DNA.</p>	<p>Westports provides the best service for all Shipping Lines by improving productivity and demonstrating its capacity and advantages as a major transshipment hub. Hopefully, Westports' sustainable growth plan will continue to attract the largest shipping lines to call and hub at the Port.</p>	<ul style="list-style-type: none"> <li>• Westports captures 76% of the container volume moving through Port Klang</li> <li>• Westports was the largest container terminal in Malaysia for over five years and the second largest in Southeast Asia</li> </ul>
	<p>Innovation fuels Westports. Low-carbon technologies, circular approaches and breakthrough business models can support enterprises and transform industries. Success depends on nurturing innovative technologies and new ways of doing business.</p>	<p>Connected technologies move Westports into the digital age — helping boost productivity and cut costs. Vessel size and cargo volumes rise as global trade increases, placing additional pressure on ship berths and yards. Westports must embrace smart solutions to boost efficiency and reduce costs. Westports has made significant progress in promoting a smart and efficient port by introducing various smart infrastructure and processes.</p>	<ul style="list-style-type: none"> <li>• Streamlined operations and increased efficiency as a result of the Tablet Terminal Truck (TT-TAB) tracking system</li> <li>• OPUS Terminal Operating System (TOS) resulting in:                             <ul style="list-style-type: none"> <li>- 30-40% reduction in futile trips compared to the previous system</li> <li>- The efficiency rate of terminal truck pooling and deployment increased from 5% to 42%</li> <li>- 10% reduced turnaround for exports</li> <li>- 40% reduced turnaround for imports</li> <li>- Reduced vessel planning time by up to 3 hours per vessel</li> <li>- 1,100 man-hours saved per month</li> <li>- 50% improvement in tight connections</li> <li>- Reduced planned amendments from 6.5% to 1.1%</li> <li>- Increased dual transactions by 7% per month</li> </ul> </li> </ul>
	<p>The gap between the haves and the have-nots is already significant; in many places, it is growing. Tackling inequalities requires challenging the attitudes and stereotypes that sustain them. Westports combats harmful discrimination throughout its value chain.</p>	<p>Westports prohibits discrimination in hiring and employment practices, including gender, race, religion, age, disability and nationality.</p>	<ul style="list-style-type: none"> <li>• Flat hierarchy with all employees valued equally</li> <li>• Disciplinary action, including possible termination of employment for any acts of discrimination or harassment</li> </ul>
	<p>There is a strong link between the quality of life in cities and how they draw on and manage the natural resources available to them. Due to their high concentration of people, infrastructures, housing and economic activities, cities are particularly vulnerable to climate change and natural disasters. Building urban resilience is crucial to avoid human, social and financial losses. Improving the sustainability of urbanisation processes is needed to protect the environment and mitigate disaster risk and climate change.</p>	<p>Westports ensures that port operations and the environment are safe and sustainable. Operational responsibility extends from the shipping companies to those working and living in or around the port.</p> <p>Westports established its Police, Fire &amp; Rescue, and EHS Departments to keep the port and Pulau Indah safe and crime-free.</p>	<ul style="list-style-type: none"> <li>• In 2022, 1,952 hours were dedicated to traffic assistance and 2,920 hours patrolling on the roads</li> <li>• Westports monitors the total public accident cases</li> </ul>

UNSDG	Rationale	What we do	Impact and measures
	<p>Sustainable consumption and production concerns:</p> <ul style="list-style-type: none"> <li>• Doing more and better with less</li> <li>• Decoupling economic growth from environmental degradation</li> <li>• Increasing resource efficiency and promoting a sustainable lifestyle</li> </ul>	<p>Port veterans understand the potential risks associated with the nature of work. Westports takes full compliance with health and safety policies very seriously. Its teams relentlessly identify hazards, develop ways to mitigate them and track compliance.</p>	<ul style="list-style-type: none"> <li>• Westports has a vision of becoming the leading EHS practising port in Malaysia</li> <li>• 100% of operations are ISO 45001:2018 certified</li> <li>• Invested more than RM250,000 in a hydraulic recycling machine</li> </ul>
	<p>Climate change is affecting every country, disrupting national economies and affecting lives. Weather patterns are changing, sea levels are rising, and weather events are becoming more extreme. Investing to eliminate carbon emissions from operations is the sensible choice.</p>	<p>Westports monitors risks and opportunities posed by climate change that can potentially change operations, revenue or expenditure. Westports appointed a marine and coastal engineering specialist to study how weather changes would affect its expansion plans. The Group also initiated an emissions monitoring programme and controls land vehicles' movement in and out of the terminal to reduce air pollution from lorries and ships. A smoother traffic flow reduces the carbon monoxide released into the atmosphere.</p>	<ul style="list-style-type: none"> <li>• Emission readings were within limits set by authorities</li> <li>• Considering rising sea levels during the terminal design</li> <li>• Developed carbon monitoring to reduce carbon emissions</li> <li>• Switching to low sulphur fuel according to the International Maritime Organisation (IMO) requirements</li> <li>• Euro 5 emission standards incorporated into the design of the new tractor fleet</li> </ul>
	<p>Approximately 100 million marine animals die each year from discarded plastic, and it is estimated that by 2050, there will be more plastic than fish in the oceans. The root cause of ocean plastic is complex, but it requires urgent action on multiple fronts.</p>	<p>As part of its expansion risk mitigation plan, Westports monitors the impact on water quality during construction and proposes monitoring and controls to prevent pollution and minimise deterioration in water quality from vessel discharges.</p>	<ul style="list-style-type: none"> <li>• Zero pollution cases that may disturb marine ecology, fishing and aquaculture</li> <li>• To replant mangroves affected by the Westports' expansion in the future</li> </ul>
	<p>Globally, biodiversity is in decline. According to the WWF Living Planet Report, wildlife populations have declined by over half in less than 50 years. Deforestation is a particular threat as forests support 80% of terrestrial biodiversity.</p>	<p>Westports initiated a mangrove replanting programme to rebuild the ecosystem and beautify Pulau Indah.</p>	<ul style="list-style-type: none"> <li>• In 2022, planted 550 mangrove saplings to provide a stable and cost-effective supply of trees in the future</li> <li>• Over the years, planted 9,238 mangrove trees in Sungai Chandong, Pulau Indah</li> </ul>
	<p>Peaceful and just societies benefit those who live in them. Businesses flourish when those around them succeed.</p>	<p>Westports' commitment to integrity and transparency is clearly stated in the Employee Handbook and Code of Conduct. Westports' anti-corruption policy is communicated to suppliers, contractors, subcontractors, agents, joint venture companies and third parties.</p>	<ul style="list-style-type: none"> <li>• The Board of Directors oversees compliance with anti-corruption policies</li> <li>• Zero major disciplinary cases were reported for corrupt practices, which resulted in the dismissal of employees</li> <li>• Zero fines and penalties from authorities on ethical issues</li> <li>• Illegal cargo and fraudulent misrepresentations on cargo documents are prohibited</li> </ul>
	<p>A successful development agenda requires inclusive partnerships — at global, regional, national and local levels — built upon principles and values and a shared vision and goals that place people and the planet at the centre.</p>	<p>Westports partners with key industry organisations and actively participates in port-related public policy discussions and regular communications with the port authority.</p> <p>Westports also engages with other port players, local authorities, forwarding agencies and business partners in developing the industry.</p>	<ul style="list-style-type: none"> <li>• Engaging with various government ministries and bodies such as the Economic Planning Unit, Performance Management and Delivery Unit, Ministry of Transport, Ministry of Finance, Ministry of International Trade and Industry, Malaysia Productivity Council and Malaysia External Trade Development Corporation</li> <li>• Holding regular dialogue sessions with 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</li> </ul>

2022 witnessed tumultuous global macroeconomic conditions, including the surge in global energy prices, widespread escalating inflationary pressures, interest rate increases, slipping economic momentum and a military conflict. Widespread supply chain constraints and pandemic-induced various port closures in the Far East compounded these challenges. The local economy was relatively less affected. Westports continued to play its role as the leading gateway port for Malaysia and support its economic activities.

Since commencing operations in 1994, Westports has primarily been a port operations manager and continues to provide port services such as marine, rental and other related services. The Company serves as a key port for container and conventional cargo. The Company's direct and indirect impact include value created by economic output, employment and supply chains.

The following chart, from Sustainalytics Corporate Impact Report, details the total economic impact of Westports' operations.



**EXPANSION AND ANTICIPATION FOR A BRIGHT FUTURE**

Westports recently completed the Liquid Bulk Terminal 5 ("LBT5") jetty, which can accommodate very large gas carriers. LBT5 facilitated the discharge and flow of liquefied petroleum gas throughput into the recently built facilities, which cater to regional customers' requirements. Westports began planning the construction of Liquid Bulk Terminal 4A in the last quarter of the year and targets completion by the end of 2023. This terminal will capture the future growth of non-bunker-fuel and liquid storage requirements, resulting in more than 500K MT of additional volume by 2024.

**PARTICIPATION IN INDUSTRY ASSOCIATIONS**

Business and industry associations can influence corporate sustainability significantly. Westports' vast memberships offer an in-depth understanding of industry-specific trends. They serve as a think-tank and breeding ground for collaborative efforts to advance the global port, transportation and maritime industry.

Westports' industry associations perform many functions that lead to better policy, practice and standards. Combining members' technical expertise in safety, health and the environment helps develop a sustainable development leadership position in the sector. Working with like-minded members also positively influences the industry as a whole. Westports actively advances the port industry by:

- Discussing port-related public policy and communicating regularly with the port authority;
- Engaging with various 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);
- Advocating logistics matters and supporting the national transportation agenda;
- Liaising with regulators and other local government agencies to comply with their policies, rules and guidelines; and
- Holding regular dialogue sessions and collaborating with 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.

Westports also engages with other port players, local authorities, forwarding agencies and business partners in developing the industry.

Key Industry Roles

**1 Port Consultative Committee (PCC)**

Group Managing Director, Datuk Ruben Emir Gnanalingam, represents Westports on this Committee. The PCC convenes when implementing port-related policies, especially if there:

- Is a substantial change in tariffs
- Are plans to expand or develop the port
- Are matters affecting the industry and Malaysia

**2 National Logistic Taskforce (NLTF)**

The NLTF consults Westports on port infrastructure and logistics resource development under Cluster II – Trade Facilitation Mechanism, headed by MITI and the Royal Malaysian Customs Department.

**3 Technical Working Group on Trading Across Borders (TWGTAB)**

Westports engages with all key players each quarter to improve logistics in Port Klang. TWGTAB’s stakeholders include the Selangor Freight Forwarders and Logistics Association (SFFLA), Royal Malaysian Customs Department, MOT and MATRADE.

**4 Logistics Council of Malaysian International Chamber of Commerce and Industry (MICCI)**

Founded in 1837, MICCI is the oldest chamber in Malaysia, representing almost 1,000 corporate members in more than 30 countries. MICCI helps its members improve their businesses. Westports helps ensure members can do business more efficiently.

**5 Jawatankuasa Teknikal Fasilitasi Perdagangan (JKTFP)**

Westports participates in biannual JKTFP Committee Meetings to discuss policy and technical issues related to the Ministry of Agriculture and Food Security (MAFS).

**6 Industrial Park Management Committee (IPMC)**

Westports has actively participated in IPMC since 2020. During quarterly committee meetings, all manufacturers in Klang may attend to voice their concerns on issues in their day-to-day operations, such as road conditions, safety and economic development.

**7 Federal of Malaysian Manufacturers (FMM)**

FMM represents 3,000 manufacturing and industrial service companies of varying sizes, representing the industry’s voice and contact point for shippers. Westports maintains close engagement with FMM, providing updates on the Port’s operations and upcoming plans. Throughout the years, Westports welcomed many visits from its members to build a clear understanding and mutual relationship.

**8 Federation of Malaysian Freight Forwarders (FMFF), Selangor Freight Forwarders and Logistics Association (SFFLA) and Malaysia Freight Forwarders Association (MAFFA)**

Westports continues to build on the trust and mutual relationships with various industry representatives, including the FMFF, SFFLA and MAFFA, in pursuit of a conducive business environment. The Ministry of Transport recognises these organisations as freight forwarders in the logistics industry. Through various engagements throughout the year, Westports can gain industry feedback and address any issues. In 2022, the Company also participated in SFFLA Global Networking Function in Korea.

**9 Association of Malaysian Hauliers (AMH)**

Westports works with AMH to protect the haulage business for a better future in the shipping industry.



**FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES IN THE TIME OF CLIMATE CHANGE**

The current extensive use of natural capital and environmentally dependent input to support the current economic trajectory and global consumption is unsustainable. Intensified environmental policies, cleantech breakthroughs or the economic costs of crossing ecological boundaries will also have financial implications. Overusing the environment as a sink for greenhouse-gas emissions and pollution and over-exploitation of water and raw materials have led to climate change, natural resource depletion and biodiversity loss.

In the Paris Agreement on climate change, concluded at the end of 2015, countries reconfirmed the target of limiting the rise in global average temperatures relative to those in the pre-industrial world to two degrees Celcius and pursue efforts to limit the temperature increase to 1.5°C (UNFCCC, 2015). These targets ensure that the stock of carbon dioxide and other greenhouse gases in the atmosphere does not exceed a specific limit.

Westports monitors risks and opportunities posed by climate change that can potentially affect its operations, revenue or expenditure. The availability of fuel and changes in weather patterns affect business operations, although this is not deemed significant at this time. The Group does not consider rising sea levels to be a short-term risk. Nevertheless, Westports planned to conduct a thorough analysis every five years to assess and evaluate the potential adverse impacts, especially during the tenure of the concession period, and whether mitigating measures are required.

**EXTREME WEATHER**

Malaysia's weather patterns can affect port operations, particularly the Quay Cranes (QC). Westports monitors the shutdown of crane operations due to weather conditions, including haze, wind and rain.

The utilisation rate and total working hours are estimated as all QCs do not operate all day every day. Westports monitors the percentage of total hours with extreme weather over the total hours utilised by the QCs.

*For Westports' extreme weather data, please refer to the Group Sustainability Performance Data table on page 8.*

**EMBEDDING CLIMATE ACTION INTO THE BUSINESS'S STRATEGY TASK FORCE FOR CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)**

Westports is committed to aligning its disclosures with the recommendations of the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD). The Group officially became a supporter in November 2022.

Westports is incorporating TCFD reporting and disclosure recommendations structured around four thematic areas representing core elements of how companies operate: governance, strategy, risk management, and metrics and targets.

**Governance**



**Strategy**

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

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

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

**Risk Management**

Westports recognises climate change as a relevant risk and opportunity and will enhance its Risk Management Framework to improve its climate-related risk processes.

**TRANSITION RISKS**



The SSC identified some transition risks and broadly defined them as business-related risks that follow societal and economic shifts toward a low-carbon and more climate-friendly future. These risks include policy and regulatory, technological, market and reputational risks.

Malaysia has yet to adopt carbon pricing on CO<sub>2</sub> emissions. Westports' carbon emissions in 2022 amounted to 217K tonnes of CO<sub>2</sub>e. Suppose the Malaysian government adopts a similar carbon tax pricing to Singapore; it would be SGD25 a tonne by 2024. Based on our existing GHG emission profile of 217k MT per annum, the carbon tax amount could cost Westports RM17.9 million. Any carbon tax would adversely affect Westports profitability.

There are growing liner customers' requirements for using clean energy input in the container shipping industry. Some shipping lines have started to order new dual-fuel or non-bunker-powered vessels. Once shipping lines use cleaner or zero carbon emission energy, they could eventually demand a clean or lower CO<sub>2</sub> operating environment from port operators. The liners may eventually favour vessel calls to ports that are carbon neutral or have lower CO<sub>2</sub> emissions to support their own lower or clean environmental footprint.

**PHYSICAL RISKS**



These risks are associated with climate change's physical impact, including events related to climate change, event-driven effects and long-term shifts in climate patterns. Potential consequences include damage to Westports premises, operations and supply chain disruption, and workforce health and safety issues.

DHI-Ekomar (UKM)'s Westports Climate Change Assessment Report evaluated temperature, rainfall, wind, waves, currents and water levels. Except for water levels directly impacting sea level changes, DHI-Ekomar (UKM) opined that other variables would likely have relatively minor impacts. The 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.

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

**Metrics and Targets**

Westports is committed to achieving net zero carbon emissions by 2050. The Company has developed a broad decarbonisation roadmap. It is currently developing detailed assessments that consider operational performance, conversion of existing infrastructure, availability of sufficient energy inputs, the gradual phasing in of electrified equipment and integration into existing terminal operations.

Westports has also begun informing its key vendors of Westports Corporate Responsibility and Sustainability requirements. The Company will introduce external solution providers to assist vendors in commencing their sustainability undertaking. Gradually, over time, vendor and supply chain emissions will reduce, mitigating Westports' overall carbon footprint.

**CLIMATE CHANGE IMPACTS ON SEAPORTS**

Ports are particularly exposed to various natural hazards due to their locations along open coasts. Their setting makes them susceptible to impacts of climate hazards such as rising sea levels, storm surges, waves and winds, riverine and pluvial flooding, as well as tectonic events.

Given the critical role of ports in the global trading system and their potential exposure to climate-related damage, disruptions and delays, enhancing their climate resilience is a matter of strategic socio-economic importance for the global economy and society.

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 (ESLs) pose a significant threat, which is growing.

Westports has incorporated DHI-Ekomar (UKM)'s detailed study and assessments into its Enterprise Risk Management and Risk Register to:

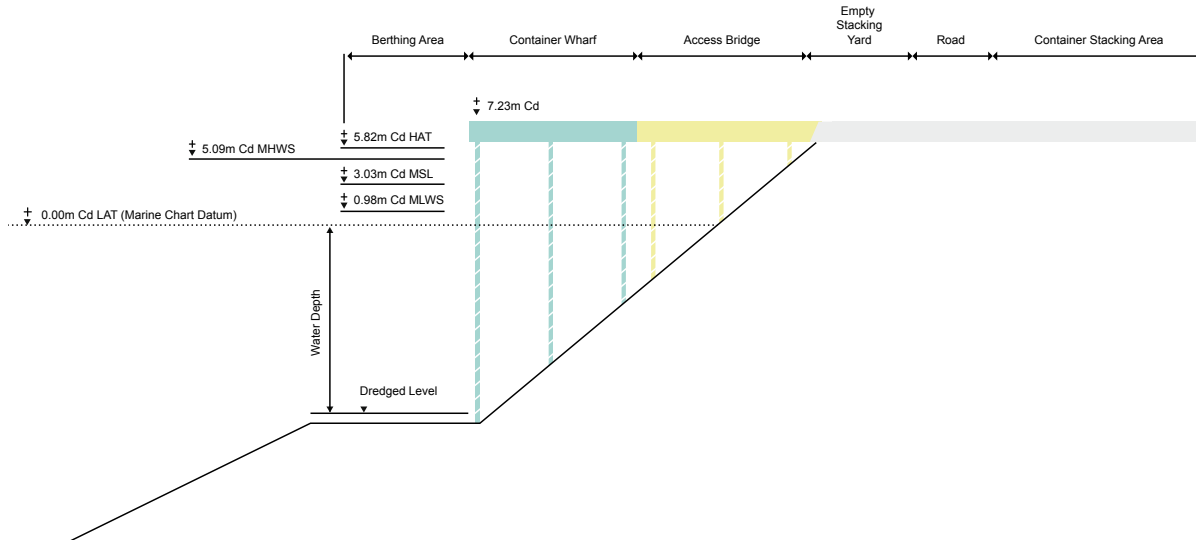
- Facilitate the Company's formulation of an appropriate response to the risks identified, the time frame of these risks occurring, and an assessment of the potential financial impact
- Allow the management to identify the most appropriate departments to mitigate the possible adverse effects

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

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 +5.82m, whereas our top-of-deck level is +7.23m. Nevertheless, Westports is evaluating the need to conduct further studies to assess the potential impact of climate change in the nearer term compared to IPCC's projected sea-level change by 2100.

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

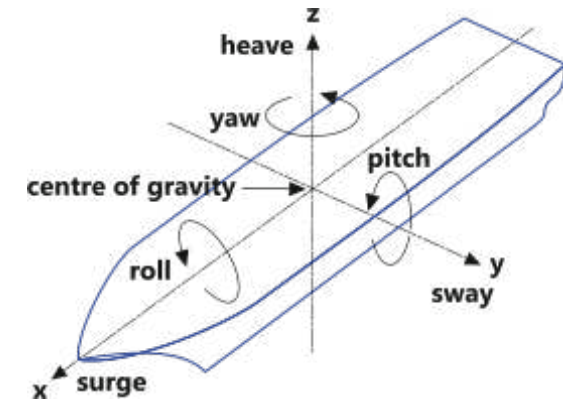


- **Chart Datum** is the level of water that charted depths displayed on a nautical chart are measured from. A chart datum is generally a tidal datum; that is, a datum derived from some phase of the tide. Common chart datums are the lowest astronomical tide and mean lower water.
- **Highest astronomical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

IMPACT OF CLIMATE CHANGE ON WAVE HEIGHT

Research suggests a warming planet may alter ocean waves along more than 50% of the world's coastlines. The six degrees of motion of a ship at sea are displayed in the diagram below.

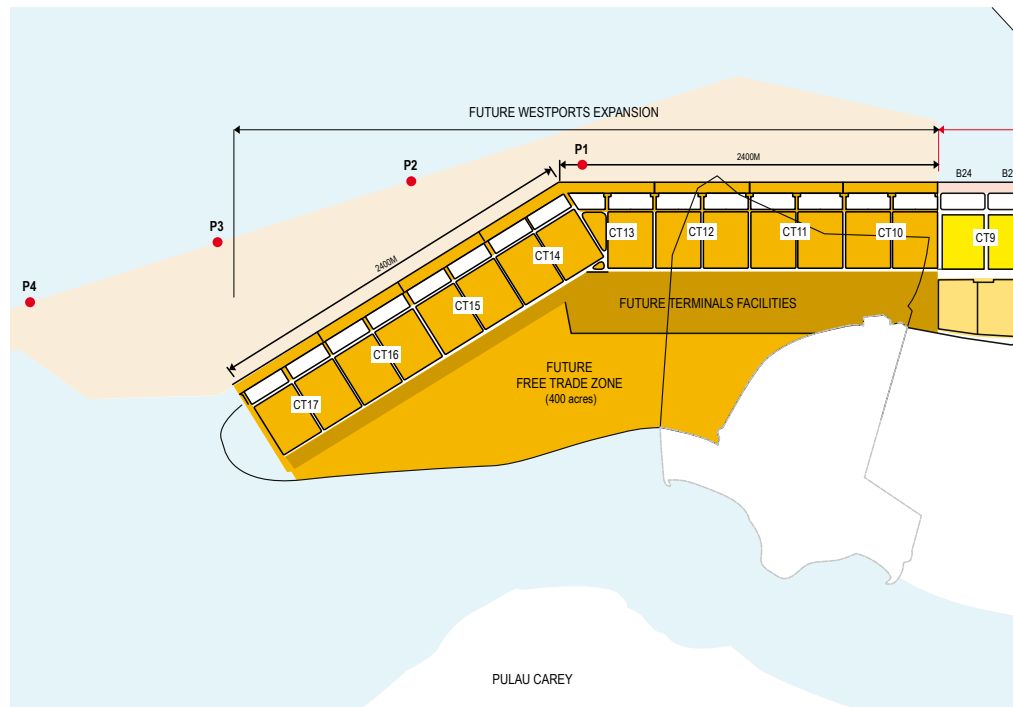
Six Degrees of Motion



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 the vessel to move beyond tolerance levels, affecting the berthing, loading and unloading of containers. A cell guide ensures containers are aligned when loaded or unloaded from a vessel. 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. Reference points P1, P2 and P3 are located at various distances along the proposed berths, while P4 is outside.

Exceedance of wave height (m)	P1 (%)	P2 (%)	P3 (%)	P4 (%)
1	0.0	0.1	0.3	0.3
0.75	0.3	0.7	0.9	1.1
0.5	2.0	4.8	6.7	8.9



The MarCom WG 115: Criteria for the (Un)loading of Container Vessels (2012) by PIANC recommends limiting surge motion to less than 0.4m to ensure 95% efficiency of crane loading and unloading operations.

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 wave height's effect on port operations.

The financial markets need clear, comprehensive, high-quality information on the impacts of climate change, including the risks and opportunities presented by rising temperatures, climate-related policy and emerging technologies.

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. Westports' Sustainability Committee and management formulate initiatives to mitigate the Company's carbon footprint and assess and mitigate climate change's potential impact.

**BIODIESEL PROGRAMME**

The Government implemented the B7 biodiesel programme for the industrial sector in 2019 to drive the demand for palm oil and increase the sustainability of energy resources. Created by chemically reacting fatty acids and alcohol, B7 biodiesel comprises 7% methyl ester and 93% petroleum diesel.

The biodiesel programme helps reduce greenhouse gas (GHG) emissions, saving an estimated 83,776 tonnes of carbon dioxide equivalent annually. All TTs and the newer RTG models can adapt to B7 without engine modifications. However, the engines of approximately 100 older RTGs required a double water filter to remove the residual water. All container yard equipment uses B7 biodiesel.

**SUSTAINABLE SUPPLY CHAIN**

Westports holds its suppliers to the highest standards of business conduct and integrity. Encouraging business partners and suppliers to improve their sustainability standards and practices will have a positive impact.

Westports' network prioritises local economic development and sources locally whenever possible to benefit the local supplies and vendors.

Westports' procurement and supply chain procedures address process-related and product-related requirements, including procuring all materials, machinery, office products and service engagement.

**Critical suppliers:**

- ▶ Have a significant impact on operations
- ▶ Their loss would not easily be replaced
- ▶ Cause Westports to face significant risks if they fail to meet expectations

Critical suppliers are high-volume, non-substitutable vendors that supply essential products and services.

Westports is gradually integrating ESG objectives into procurement decisions and supply-chain management strategies such as zero-tolerance for suppliers' human rights violations, circularity and waste reduction in the supply chain, and a minimal carbon supply base.

Suppliers must uphold the Group's high standards. Westports includes a Sustainability and Corporate Responsibility clause in all contractual agreements to encourage vendors to adopt sustainable practices in their dealings with Westports. These clauses expect suppliers and contractors to comply with Westports' principles, values and commitments.

Suppliers should read all relevant policies such as the Anti-Corruption & Bribery Policy, Code of Conduct, Environmental Policy, Equal Employment Opportunity Policy, Sexual Harassment at the Workplace Policy, Vaccination Policy and Whistle Blower Policy. All contractors should make reasonable efforts to:

- Manage activities in compliance with all principles, values and commitments as expressed in these public policies;
- Ensure equal opportunities for its employees;
- Assess and reduce the environmental impact and reduce carbon emissions arising from or in connection with its products and services throughout their entire life cycles;
- Use material resources responsibly to achieve sustainable growth that preserves the environment and the rights of future generations;
- Establish and maintain appropriate procedures to evaluate and appoint suppliers, contractors, vendors and subcontractors based on their commitments to social and environmental accountability;
- Ensure their subcontractors, vendors and suppliers comply with this same conduct and regularly oversee the observance of these obligations;
- Comply with applicable labour laws and industry standards on working hours and the minimum wage;
- Oppose harassment, mental or physical coercion or verbal abuse;
- Refrain from using or supporting the use of child labour and forced labour; and
- Reject corruption in any way, shape or form in any jurisdiction.

Westports has the right to verify, directly or through third parties, contractors' compliance with these obligations and terminate contracts if they have materially breached any provisions of this clause.

**ENVIRONMENTAL SUPPLY CHAIN**

Westports is committed to sourcing assessment processes for new suppliers, including incorporating ESG elements gradually, such as energy use, climate change impact measurement, greenhouse gas emissions, water use, biodiversity impacts, local pollution, waste reduction, resource use and other environmental issues.

Suppliers with environmental-related certifications such as the ISO 14001, ISO 9001 and quality certification standards receive additional merit in their applications. Certain materials, such as asbestos, are banned as they are hazardous for humans. Westports follows the Environmental Quality Act (EQA) and regulations.

Westports engages with suppliers to improve their environmental performance. For example, several suppliers, such as port reception facilities, are encouraged to install solar panels on their roofs. Suppliers should take appropriate climate protection in their operations, setting and achieving climate protection goals.

Westports has included environmental elements in contractual clauses (approximately 30%) and supplier training. In 2022, Westports included environmental clauses in all new contractual agreements, which expect suppliers and contractors to assess and reduce the environmental impact and reduce carbon emissions arising from or in connection with its products and services throughout their entire life cycles and use material resources responsibly.

Westports also raises awareness of its expectations in this field to suppliers. Every supplier is subject to a supply chain and environmental risk assessment. The procurement team also attends training and awareness sessions to ensure their understanding of the Company's expectations of its supply chain partners.

Suppliers found non-compliant with Westports' policies are recommended for re-training and re-auditing and may have their contracts revoked. No significant environmental non-compliance cases resulted in corrective actions taken in 2022.

**SOCIAL SUPPLY CHAIN**

Westports ensures that its major supply chain partners adhere to all social standards stipulated by Malaysian Labour Law and the International Labour Organisation (ILO). Supply chain management includes social factors such as supplier screening, training questionnaires and risk assessments. Social compliance is also part of contractual clauses. These clauses expect suppliers to comply with all applicable labour laws and industry standards. They must also:

- Ensure equal opportunities for its employees;
- Comply with industry standards on working hours and the minimum wage;
- Oppose harassment, mental or physical coercion or verbal abuse;
- Avoid the use of child and forced labour; and
- Not tolerate corruption in any way.

Westports is formalising its supplier's processes which address major social areas, including:

- Health and safety
- Decent and minimum living wages
- Standard of living conditions
- Maximum working hours
- Freedom of association and the right to collective bargaining
- Child and forced labour
- Non-discrimination
- Prevention of cruel, degrading and inhuman corporal punishment and disciplinary practices



Westports will continue to conduct training and awareness sessions for employees in charge of purchasing and the supply chain to ensure their understanding of the Company's expectations of its suppliers on social performance. No significant cases of social non-compliance resulted in corrective action in 2022.

**SUSTAINABILITY IN RISK MANAGEMENT**

Westports Risk Management Framework incorporates sustainability elements and 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.



**DOING THE RIGHT THING TODAY AND TOMORROW**






Westports maintains a strict zero-tolerance policy towards corruption, bribery and fraud in any shape or form. The Group's commitment to the highest standards of integrity is articulated and enshrined within the Company's Code of Conduct and communicated to all employees joining. Emails are also sent to all employees whenever there are updates to its contents. Learning sources tailored to various business functions ensure everyone is fully conversant in the Code and Westports' policies and mechanisms to ensure ethical business conduct. The number of employees that have received training on anti-corruption and bribery are tabulated on page 6.

**CODES OF CONDUCT**










Westports' Code of Conduct guides ethical business and optimises operations' social and environmental. The Code of Conduct describes Westports' high ethical standards and integrity based on applicable law and internationally recognised principles for responsible business conduct.

Employees must carry out the mandate and responsibility to the best of their ability and judgement and maintain the highest standard of integrity and conduct when performing their duties.

**Code of Conduct Functions**

-  **Emphasises the Group's commitment to ethics and compliance with the applicable laws and regulations**
-  **Sets forth basic standards of ethical and legal behaviour within the Group**
-  **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**

-  Fair Dealing & Integrity
-  Anti-Bribery & Anti-Corruption
-  Discrimination & Harassment
-  Anti-Money Laundering
-  Health and Safety
-  Confidential Information
-  Environment
-  Personal Data Protection
-  Equal Employment Opportunity
-  Abuses of Power
-  Sexual Harassment
-  Conflicts of Interest
-  Whistle Blowing
-  Anti-Competition

**ANTI-CORRUPTION**

Westports adopts a zero-tolerance policy against all forms of corruption and bribery and is committed to:

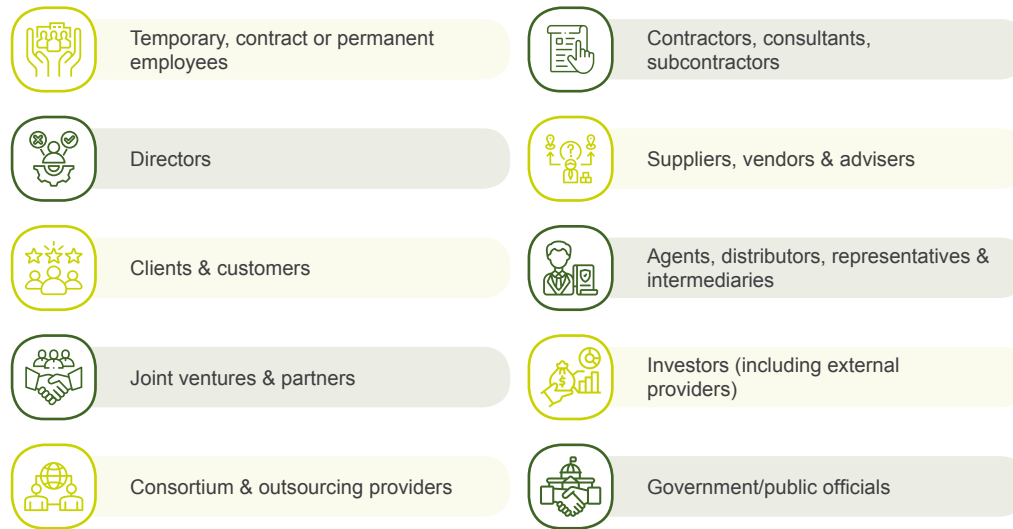
- Acting professionally, fairly and with integrity in all relationships and business dealings; and
- Implementing and enforcing an effective system to counter corruption and bribery.

Westports developed a comprehensive Anti-Corruption and Bribery Policy, which provides detailed processes and procedures in line with Malaysia's applicable laws and regulations.

The Anti-Corruption and Bribery Policy covers corruption and bribery, embezzlement, facilitation payments and kickbacks, gifts, hospitality and entertainment, charitable contributions and sponsorships, money laundering and conflicts of interest. It also covers all aspects of dealing with government or public officials, including direct and indirect political contributions and the illegal financing of political parties. Breaches to this policy may result in warnings, dismissal or prosecution, depending on the severity of the case. No disciplinary action or dismissals resulted from anti-corruption non-compliance in 2022 (zero cases and RM0 penalties).

Compliance is not directly yet linked to employee remuneration nor included in the appraisal system. However, Westports places great responsibility on each employee to prevent, detect and report bribery and other forms of corruption. Stakeholders can report potential or actual corruption cases through a dedicated email at [integrity@westports.com.my](mailto:integrity@westports.com.my).

**Coverage of Anti-Corruption and Bribery Policy**



A comprehensive corruption risk assessment covers all types of corruption, including bribery. Westports conducts due diligence on all personnel, business associates, contractors, agents, projects, significant business activities and new business partners, especially where there is substantial exposure to corruption and bribery risks. Due diligence is essential for high-risk operations.

All new personnel receive Anti-Corruption and Bribery Policy training during the induction process. All executives and managers have signed a Pledge for Anti-Bribery. All employees receive regular, relevant reminders on adhering to this policy and formally accept in writing that they will comply with its terms periodically. Nine hundred and forty-nine managers and executives attended anti-corruption and ethical behaviour training in 2022.

Westports keeps detailed and accurate financial records:


- Appropriate internal controls to provide evidence for all payments; and
- A system to ensure compensation paid to agents, including contractors and other third parties, is appropriate and justifiable for legitimate services rendered and delivered through bona fide channels.

Westports had previously conducted an internal audit to verify compliance with the code of conduct, Anti-Corruption and Bribery Policy and other relevant policies and procedures. The audit team checked compliance and coverage of the adequate procedures according to the TRUST principles.

Westports is also externally audited by an independent, external specialised organisation and submits a biannual report to the Malaysian Anti-Corruption Commission ("MACC"). MACC scrutinises the findings and has full authority to make additional checks, audits or investigations. Westports has also established a system that allows allegations to be investigated externally and refers any potential corruption cases to the Royal Malaysian Police or MACC.

Westports performs due diligence when evaluating contracts. Suppliers must acknowledge their commitments to corruption on the Vendor Pre-Qualification Assessment Form. Westports has a blacklist system for non-compliance and all criminal offences, including bribery and corruption.

There have been no cases of corruption reported over the past three years.



Westports has achieved the ISO 37001 Anti-Bribery Management System.

**POLITICAL CONTRIBUTIONS**

Westports does not make or offer monetary or political contributions to political parties, political party officials or candidates for political office. The Group refrains from any actions perceived as an attempt to gain an improper business advantage.

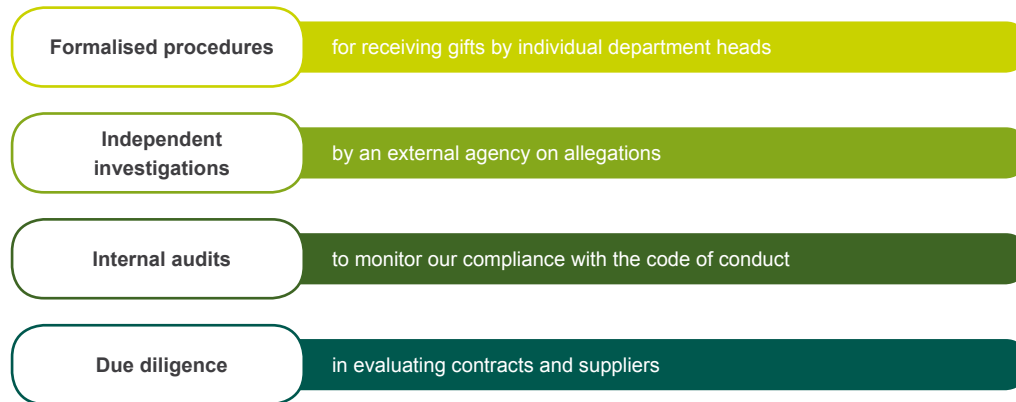
Westports' policy on political contributions prohibits any form of political giving or donations other than those which contribute to nation-building and benefit the people. Westports made no payments to political parties during the year (RM0).

**ANTI-COMPETITION AND FAIR DEALING**

Westports complies with competition law and strictly observes the prohibition of anti-competitive agreements or substantial market power in all business transactions. Westports does not abuse its dominant position, engage in concerted practices or any anti-competitive behaviour that prevents, restricts or distorts competition. Westports respects confidential agreements at all times and does not tolerate competition law breaches. Westports delivers regular awareness training for managers on the importance of anti-corruption practices.

The Port Klang Authority regulates rates; each shipping line has a specific terminal contract with Westports. Several major shipping lines perform third-party external audits, including investigating any allegations.

**Westports Structured Reporting System to Prevent Anti-Competitive Practices**



Westports has not been the subject of any investigation for anti-competitive practices since its inception.

**WHISTLEBLOWING**

Westports strives for a transparent business environment and a high level of business ethics where every employee plays a vital part in identifying any irregularity that needs to be corrected.

Westports' whistleblowing function provides an opportunity to communicate suspicions of irregularities. Whistleblowers can submit reports openly or anonymously. Any party making a report can raise concerns without fear of reprisals, as their confidentiality is protected.

Westports has a Whistleblowing Policy which promotes high transparency, accountability and sound corporate governance practice in the workplace. The Whistleblowing Policy is available in English and the local Malay language and is proactively communicated to all employees. The Policy covers the following:

- improprieties or irregularities (including financial and operational);
- suspected fraud or criminal offences;
- breach of confidentiality;
- miscarriage of justice;
- corruption or bribery;
- endangerment of an individual's health and safety;
- failure to comply with legal or regulatory requirements;
- negligence in carrying out work obligations;
- acceptance of gifts/favour beyond the threshold allowed by the Company;
- misuse or misappropriation of the Company's funds or assets; and
- breach of the Code of Ethics of the Company, including sexual, physical or other human rights abuses.

The Employee Handbook also covers Whistleblowing. An independent 24/7 reporting hotline directs callers to the port police. Whistleblowers in Malaysia are also covered in court by the Witness Protection Act 2009 and Whistleblower Protection Act 2010.

The ultimate responsibility rests with the board as a whole. However, the audit committee oversees the misappropriation and whistleblowing systems while the management ensured that anti-corruption policies, procedures and implementation are carried out.

**REWARD FOR INFORMATION**

All employees must report any corrupt, criminal or illegal activity under their employment terms. In 2019, Westports began offering a cash reward based on the category for helpful information.

Westports is located in the naturally beautiful setting of Pulau Indah. Environmental protection, a key component of Westports' environmental management, is accomplished by

-  Complying with environmental legislation and regulation
-  Conducting project environmental reviews
-  Maintaining green environmental certification status

Westports' environmental programmes and initiatives address port-related impacts and help protect air, land and water within and around its jurisdiction. The Company's vision for a sustainable port focuses on maintaining healthy ecosystems, taking action to mitigate and adapt to climate change and advancing responsible practices in the infrastructure and through the supply chain.

**ENVIRONMENTAL POLICY, OBJECTIVES AND TARGETS**

The Group manages resources, operations, management, maintenance and port development. Westports is committed to the following:

- Protecting the environment, preventing and controlling local pollution and reducing emissions, releases and management of waste from production, operations, services and business facilities;
- Practising green distribution which refers to logistics practices that minimise environmental harm by making green choices across the supply chain whenever possible and practical;
- Consuming natural resources and energy more efficiently, reducing GHG emissions, reporting the Group's performance and performing internal GHG audits wherever possible;
- Raising environmental awareness and consulting with stakeholders on environmental issues such as pollution when necessary;
- Implementing an Environmental Management System throughout our operations, monitoring the Group's environmental performance and regularly reporting on notable environmental issues;
- Optimising the fleet of terminal tractors and cranes and regularly evaluating the sourcing of alternative fuel or energy sources if beneficial to the business or environment;
- Gradually engaging with suppliers, service providers, contractors and other key business partners to improve environmental performance through process and service-related requirements and assess more favourably vendors or suppliers that can demonstrate better responsible management of their environmental footprint.

The Group Managing Director and the Board Sustainability Committee are responsible for the Group's environmental policy and performance. This responsibility is delegated operationally through the line management structure, which includes the Chief Executive Officer and General Managers responsible for coordinating environmental performance across the Company.

The Board of Directors approved the Environmental Policy.

Westports conducts management reviews of its Environmental Management System (EMS) that measures environmental performance against targets. EMS data is verified internally and externally by a third-party auditor. The EMS helps Westports track capital investments, expenses, cost savings and avoidance from environmental investments for all or specific parts of the business.











100%

of our sites have been certified with ISO 14001 since 2009

**POLLUTION PREVENTION AND CONTROL**

Westports is committed to addressing all forms of pollution. Pollution caused by vessels is composed of air pollution and water pollution. Typically, water pollution is in ballast water from ships and oil leaks by maritime accidents. Air pollution comprises sulphur oxides, nitrogen oxides and volatile organic compounds released as exhaust gas from ships. Westports identifies relevant non-GHG emissions and is committed to reducing them. Management targets include air pollution, ozone layer-depleting substances, nitrogen oxides and sulphur oxides. Preventing oil discharge from vessels and waste management averts water pollution.

**Programmes That Reduce Port Air Pollution and Improve Air Quality**


-  Pollution control monitoring
-  Opting for low-nuisance equipment
-  Pollution training
-  Rehabilitating polluted soil
-  Risk assessment studies
-  Improving efficiency
-  Pollution risk prevention procedures
-  Participating in local and global initiatives to reduce pollution

Westports is committed to protecting people and the environment from the harmful effects of pollution. The public can raise their environmental pollution concerns using a formal system.

**AIR EMISSION MONITORING**

Air Emission Monitoring compares pollution levels against ambient air quality standards. Robust monitoring helps guard against extreme events by alerting people and initiating action.

In 2022, Westports engaged Envichem Consults Sdn. Bhd to determine and monitor air pollutants levels for TT 1089, TT 1076, TT 671, TT 1015, TT 970, TT 7004, TT 621, TT 891, TT 707 and TT 7000 for compliance with Environmental Quality (Clean Air) Regulations 2014. Total particulate matter (PM), oxygen (O<sub>2</sub>), carbon monoxide (CO), carbon dioxide (CO<sub>2</sub>), sulphur dioxide (SO<sub>2</sub>), nitrogen dioxide (NO<sub>2</sub>) and nitrogen oxide (NO) were measured. All Air Emission Monitoring results were below the Environmental Quality (Clean Air) Regulations 2014 during the sampling period. Generally, for Air Emission Monitoring results, the air pollutant level emitted at TT 1089, TT 1076, TT 671, TT 1015, TT 970, TT 7004, TT 621, TT891, TT 707, TT 7000 were below the Environmental Quality (Clean Air) Regulations 2014 during the sampling period.

 For Westports' non-GHG emissions data, please refer to the Group Sustainability Performance Data table on page 7.

**MATERIALS MANAGEMENT**

**SCRAP METAL AND WASTE PAPER HANDLING**

Importing scrap metal and waste into Malaysia is under the purview of the Ministry of International Trade and Industry (MITI). It requires a Certificate of Approval (COA) as per the Customs (Prohibition of Imports (Amendment) (No.2) Order 2021.

The imported metal scrap and waste papers must not contain trace elements or be contaminated by materials that are classified or defined as:

- Scheduled waste under First Schedule of the Environmental Quality Act (Scheduled Waste) Regulations 2005; or
- Hazardous waste or other waste specified in the Basel Convention.

SIRIM oversees the importation process, including issuing a COA and auditing scrap metal. Any non-compliance may be subject to enforcement under Section 34B of the Environmental Quality Act 1974.

**BIODIVERSITY AND MARINE CONSERVATION**






Biodiversity is declining rapidly worldwide, whether on land or in the oceans. Habitat degradation causes rapid species extinction, whose effect on biodiversity has worsened by ongoing human-induced climate change. Being one of the world's connected ports, Westports is familiar with the potential adverse impacts of port operations and development on marine ecosystems and biodiversity if not managed well. Land reclamation or dredging activities can disrupt marine and coastal habitats, while marine pollution from wastewater and solid waste from terminal activities can negatively impact ecosystems.

**WESTPORTS APPROACH**

Westports is committed to ensuring compliance with environmental regulations and standards to minimise any potential negative impacts of operations on local marine ecosystems. The Group requires all business units to assess and manage their environmental impacts, ensure compliance with local environmental laws and regulations, and promote continual improvement. These expectations apply to properly managing waste effluents from terminal operations, maintenance, development and construction projects.

**BIODIVERSITY HIGHLIGHTS AT WESTPORTS**



-  The Sustainability Board Committee is responsible for all biodiversity issues
-  Westports has established a Green Port Policy to minimise the long-term effect of biodiversity loss
-  Westports delivers regular awareness programmes for all employees and other stakeholders
-  Westports mitigates local threats to biodiversity beyond its business activities throughout Pulau Indah
-  The Group planned to reuse degraded materials for reclamation to minimise the environmental impact of relying entirely on transported sand

**MANGROVE PLANTING**

Mangroves' unique traits help many people, especially those near the coast. They grow where no other tree can, significantly benefiting coastal ecology. Their coverage of shorelines and wetlands provides many diverse birds, mammals and fish species with a unique, irreplaceable habitat.

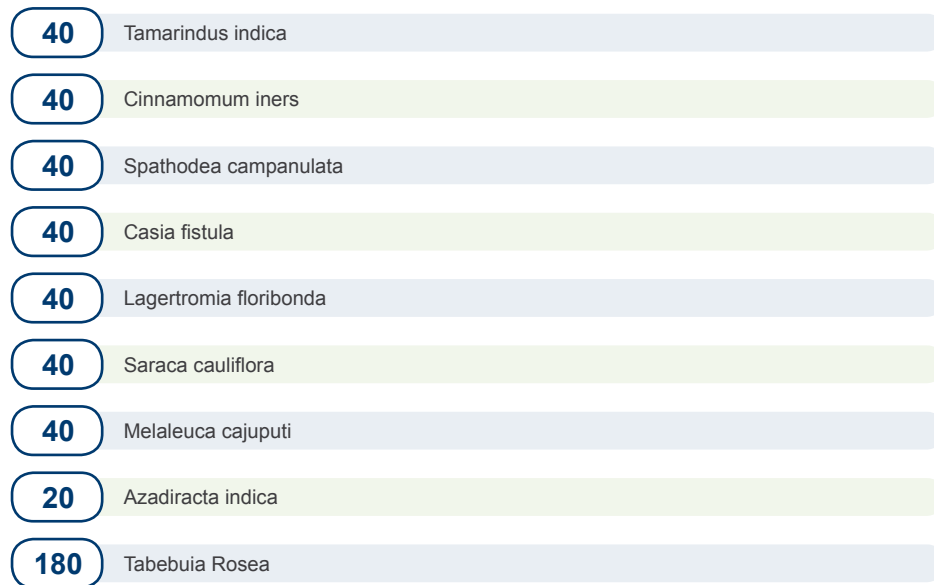
Westports mangrove planting has been an annual programme since 2015. The Group has invested RM63,821 in planting 9,238 trees along Sg. Chandong, Pulau Indah to date.



**REFORESTATION**

Westports is a garden port since its Executive Chairman mooted the idea during its initial years. In 2022, the Group continued its reforestation plan, completing the project in December 2022 for RM500,000. Westports planted 480 trees in 2022.

**Species Planted in 2022**



**A total of 480 trees  
of nine species planted in 2022**

Westports planted the 3-4-year-old trees close to CT8 Gate and the shoreline from Bridge 18 to 21 and selected them based on:

- Their carbon sequestration levels
- The root structure of the trees due to the narrow planting areas

**EFFLUENTS AND WASTE**

Westports formalised its waste management and reduction practices in its Green Port Policy by:

- Resource use analysis by 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.

**EFFLUENTS**

All business units must adopt the requisite measures to manage wastewater, including ensuring that the waste content of wastewater falls below local regulatory limits upon discharge.

Ports house container terminals, warehouses and cargo facilities that may directly or indirectly affect water quality. In full compliance with the Industrial and Effluents Regulations 2009, Westports:

- Installed oil and grease traps at all maintenance and repair workshops; and
- Conducted annual water sampling analysis at port valuation points at various outlets near the sea.

Under Westports' container terminal expansion plans, the Company has plans to build two new small-scale sewage treatment plants (SSTP) at CT10 and CT14. With a capacity of 250 P.E., these Extended Aeration System SSTPs will support the maintenance and repair workshops and the administration building.

Westports' effluents are in the form of spent mineral oil-water emulsion. This effluent is processed as scheduled waste and not released into the sewerage system or waterways. Westports' effluents during the year were within the limit set by the DOE. There have been no instances of non-compliance, which resulted in an investigation and corrective action.

Terminal operations, infrastructure development and construction can affect water quality through spills, stormwater runoff and groundwater contamination. Vessels can also affect water quality from accidental spills and planned discharges into water.

WASTE

PAPER WASTE



All departments use a significant amount of paper. Westports monitors the volume of paper consumed and the number of printed forms.


Westports began recording and tracking its paper consumption in 2022. Westports has set a 20% reduction target in 2023 and introduced a zero policy by 2024. Initiatives contributing to the usage reduction include digitalising manual forms, issuing temporary passes and further automating gate passes.

SCHEDULED WASTE



Westports is committed to managing scheduled waste safely and legally while minimising its environmental impact in its Green Port Policy. All scheduled waste must be stored and disposed of by an appointed licensed contractor as mandated by the Environmental Quality Act 1974. Westports reports the volume and types of scheduled waste in the Department of Environment's Electronic Scheduled Waste Information System (eSWIS).

Used oil and oil-water emulsion from lubricating the port's machinery constitute the bulk of Westports' scheduled waste. Other related waste consists of oil filters, drums, rags and sludge.


 For Westports' waste data, please refer to the Group Sustainability Performance Data table on page 8.

Westports purchased a hydraulic recycling machine to reuse used hydraulic oil that it would otherwise discard as scheduled waste.

WATER MANAGEMENT

Westports is committed to the sustainable use and discharge of water, and its water meters monitor water consumption. Previously the Company installed an automated water flow system in the toilets in five locations at the Port.

In 2017, Westports installed two rainwater harvesting systems in Container Terminal 7 and one in the TSG Multipurpose Hall. The total capacity of the three tanks is 22.8 m<sup>3</sup>. In 2021, the Company installed meters for all three tanks. Westports is considering initiatives to improve rainwater utilisation by expanding collection to the Petikemas warehouse and other tenants near CT9.

 For Westports' water performance, please refer to the Group Sustainability Performance Data table on page 7.

ENERGY MANAGEMENT

Energy consumption is a substantial part of port operations and business activities. The primary energy source is diesel, which powers the vessels, plants and equipment. Westports is acutely aware of the impact of fossil fuels on the environment and is actively mitigating the effects and reducing usage wherever possible.

Westports underpins its Energy and GHG Management practices by improving efficiency, embracing innovation and integrating renewable energy across the value chain.


Westports supports the global responsibility for mitigating climate change. Energy for operations is the most significant contributor to GHG emissions. A robust energy management system monitors energy consumption to reduce its intensity and dependence on fossil fuels.






Westports dedicates resources to maintaining efficient operations and preventing environmental degradation, such as conducting energy conservation programmes, shifting to renewable alternatives and adopting cleaner technologies and operational practices.

Westports' meaningful and influential actions to achieve set energy goals include:

- Converting 100% of conventional light bulbs to LED alternatives:
  - Phase I comprising the tower block, CT1, CT4 and Warehouse D, has been completed
  - Phase II is ongoing
- Installing submeters from June 2021 is now complete allowing Westports to monitor energy consumed by the cranes, reefers, warehouses and buildings;
- Replacing Euro 2M with Euro 5-grade diesel for improved air quality, with a lower sulphur content of 10 parts per million (ppm), compared to Euro 2M's sulphur content of 500 ppm; and
- Adopting sustainable lighting at the Tower Block and adding power meters to each floor and chiller.

Sustainable Lighting Options for Tower Block

 **Converting to LED lights at the Tower Block saved an estimated 147 kWh.**

-  Replacing all conventional fluorescent lights with LED fittings
-  Employing IoT power meters to monitor consumption on each floor
-  Installing IoT power meter to monitor the chiller's power consumption
-  Exploring options to install occupancy sensors for all tower block toilets
-  Exploring options to create an integrated dashboard to monitor each floor's energy consumption online

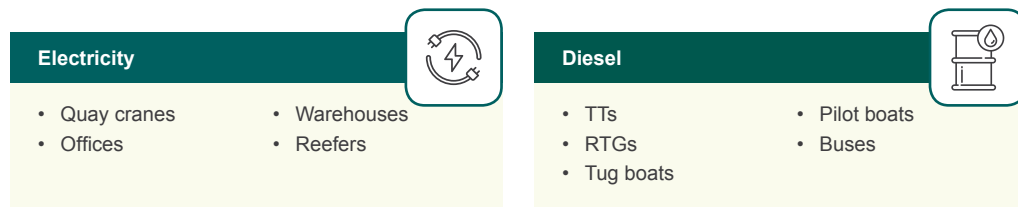
**RENEWABLE ENERGY**

Westports completed the installation of a 178 kWp array of solar panels on the roof of the TSG Hall. The solar panels generated 119 MWh over six months in 2022.

Westports also planned to eventually build a 7.6 MWp system on the Petikemas Warehouse and a Seahawk 1.9 MWp system on the Seahawk Warehouse. The former's installation will commence in the latter part of 2023.

**OUR ENERGY PERFORMANCE**

Primary Sources of Operational Energy



Direct Energy Consumption (Diesel Litres)

Use	2020	2021	2022
TT	18,364,430	20,077,683	<b>18,436,713</b>
RTG	18,729,575	20,229,624	<b>19,469,372</b>
Tug	10,180,863	10,056,703	<b>10,673,875</b>
Pilot	982,112	850,632	<b>868,436</b>
Others	1,826,096	1,221,649	<b>1,811,837</b>
Total	50,083,076	52,436,291	<b>51,260,233</b>

In 2022, rubber-tired gantry cranes (38%) and terminal tractors (36%) consumed the most diesel, with tugboats (21%) and pilot boats (2%) also powered by diesel. Pick-up trucks, forklifts, stackers, generator sets and buses consumed the remaining 3% of fuel.

*For Westports' comprehensive energy data, please refer to the Group Sustainability Performance Data table on page 7.*

**ENERGY INTENSITY**

Westports expresses energy intensity as the total litres of fuel required per move, TEU or hour for its TTs and RTG cranes. The litres per move, TEU and vessel call are measured for tugboats and pilot boats. Tracking this information is an essential part of Westports' fleet optimisation. In 2020, Westports increased the granularity of its reporting by including pilot boats for all three reporting periods.

*For our detailed energy intensity performance, please refer to the Group Sustainability Performance Data table on page 7.*

**CLIMATE CHANGE MANAGEMENT**

According to the Intergovernmental Panel on Climate Change (IPCC), climate system warming is unequivocal. Each of the last three decades has been successively warmer than any preceding decade since 1850.

Climate change could significantly influence the business and the general shipping, port and maritime industry. Mitigating climate change impact is now a strategic priority as it could potentially impact Westports, especially once the renewed concession period ends. The Group's climate change strategy includes engaging with employees and contractors. Westports is committed to addressing the issue of climate change and also reducing its impact and greenhouse gas emissions through:

- Innovation and adaptation
- Research into deploying renewable energy
- A complete climate change risk assessment
- Realising efficiency gains and cost and emissions reductions by adopting new technology
- Switching to cleaner fuels
- Implementing technical and operational measures that improve fuel efficiency

Progress reports and proposals on energy management, climate change and pollution reduction, supported by financial indicators and Return on Investment calculations, are tabled at internal management and Board meetings. The Group Managing Director, Datuk Ruben Emir Gnanalingam, also on the Board, is responsible for Westports' GHG and emissions management. Senior executive remuneration includes sustainability and indirectly covers climate change performance. A climate change sub-committee, including executive members of Westports, has been formed to monitor the Company's performance in achieving GHG reduction targets and deadlines.

As a member of the port industry in Klang, Westports works with the Port Klang Authority and indirectly with the International Maritime Organisation (IMO) to address increasingly diverse environmental performance challenges, compliance and efficiency within the port and maritime industries. Senior management personnel use their expertise during discussions to shape public policy and regulations. Westports is committed to reducing its long-term carbon emissions intensity and utilising energy-efficient terminal operating equipment as this technology becomes operationally suitable and financially viable. Westports' role and involvement in this membership include identifying pressing environmental issues in climate change, water, and waste and collaborating on solutions that drive improvement within Westports and throughout the supply chains. Westports continues to ensure consistency between its climate change policy and the position it advocates at trade associations of which it is a member. When opinions contradict, Westports identifies gaps and identifies new areas of good business practice.

Climate change may impact the Group's capital expenditures (CAPEX) as it will likely affect the nature, quality, and resilience of the structures needed to build and increase insurance costs. In 2022, Westports evaluated the need to invest by eventually electrifying 242 of its RTGs. Westports will assess substation, civil and electrical cabling costs, among others, to support RTG electrification.

Westports continues to raise awareness and devise plans for climate change activities. The Group's climate change risk procedure is integrated into multi-disciplinary company-wide risk management and includes a climate-related risk management process. They are separate from other business risks and opportunities.

**WESTPORTS CLIMATE CHANGE ASSESSMENT**

Westports commissioned a study to evaluate the potential implications of climate change on the risk profile of Westports' existing facilities. 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 an 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.

<b>Consolidation method for calculating the carbon footprint</b>	Operational
<b>Organisational boundary for calculating the carbon footprint</b>	Accounts for 100% of GHG emissions where Westports has the authority to implement operational policies
<b>Independent review of environmental data</b>	Bureau Veritas conducted a comprehensive audit on environmental performances: environmental reporting, pollution prevention and resource reduction, hazardous substances, solid waste, air emissions, water management, energy consumption and greenhouse gas emissions.

**Scope 1** Coverage: Entire Group (100%)

Westports uses petrol and diesel to power company-owned equipment and vehicles. Generators also require small amounts of diesel. The Group derives the CO<sub>2</sub> emissions from fuel consumption from the emission factor published by the IPCC Guidelines for National Greenhouse Gas Inventories.

**Scope 2** Coverage: Entire Group (100%)

Westports uses the emission factor published by the Malaysian Green Technology Corporation for the Peninsular Grid to calculate CO<sub>2</sub> emissions from electricity use in Malaysia.

**Scope 3** Coverage: Entire Group (100%)

Westports calculates GHG emissions from point-to-point air travel, considering the number of onboard employees and distance travelled. Performing separate calculations for business and economy class flights. Westports uses online tools derived from the WRI Greenhouse Gas Protocol to calculate the CO<sub>2</sub> emissions from air travel.

**SCOPE 3: EMPLOYEES' DAILY COMMUTE TO WORK**

Significant CO<sub>2</sub> 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 the entire workforce's daily commute. Westports tracks these emissions annually.

**METHODOLOGY**

Westports launched a survey during the last quarter of 2022 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

The survey was conducted online by an external consultant in English and Bahasa Malaysia. All employees were encouraged to respond.

A Mobile Combustion GHG Emissions Calculation Tool from the GHG Protocol Initiative helped calculate the emissions of each respondent. Employees work an average of 288 days annually, and Westports used this information to estimate its annual emissions.

**RESULTS**

In 2022, 3,972 employees responded to the survey, representing 68.61% of the total workforce.

Method of Transport	Number of Employees in Sample	Estimated Total Number of Employees in Westports	% of Employees
Bicycle	14	20	0.35%
Bus	34	50	0.86%
KTM Komuter	2	3	0.05%
LRT	4	6	0.10%
Overground Train	1	1	0.03%
Own Vehicle	3,913	5,687	98.51%
Walking	4	6	0.10%
Total	3,972	5,773	100.00%

In 2022, Westports employees travelled an estimated 48,424,145 km to and from work. The total yearly CO<sub>2</sub> emissions for employees commuting in 2022 was 8,240 tonnes.

Method of Transport	Total Yearly Distance of Sample (km)	Estimated Total Year Distance (km) Of Westports	Total Yearly Emissions (MT CO <sub>2</sub> e) of Sample	Estimated Total Yearly Emissions (MT CO <sub>2</sub> e) of Westports
Bicycle	38,053	55,307	0	0
Bus	163,454	237,568	11	16
KTM Komuter	12,108	17,598	1	2
LRT	155,671	226,256	16	23
Overground Train	5,766	8,380	1	1
Own Vehicle	32,924,652	47,853,478	5,641	8,198
Walking	17,585	25,559	0	0
Total	33,317,288	48,424,146	5,670	8,240

**EMISSIONS**

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

Variable-speed engines deliver optimum power levels as required while reducing the engine speed wherever possible. The drive system ensures precise control over the entire process resulting in further fuel savings.

Hybrid engines offer substantial savings without any loss in productivity. Using stored power from the reserve whenever possible, the reduced dependability on the diesel engine typically delivers fuel savings of up to 30%, depending on operations.

The M&R Department maintains emissions at 20% to 40% through corrective RTG maintenance. Westports' in-house RTG engine injector servicing facilities help reduce heavy black and white smoke emitted during injector failures by 10%. All new terminal tractors (TTs) follow the Euro 5 emissions standards.

Emissions intensity, or carbon intensity, is a better measure of the emissions efficiency of the port. Westports expresses emissions intensity as the total emissions over the total volume (TEUs).



For our detail emissions intensity performance, please refer to the Group Sustainability Performance Data table on page 7.



**OPTIMISING RTG USAGE**

Approximately 53% of Westports RTGs are the older conventional type (RTGC), the remaining being Hybrid RTGs and variable speed (VS) RTGs. Westports replaces RTGCs with VS models once they approach their end of life.

Hybrid RTGs are the most efficient, consuming approximately 8l of fuel per hour. However, the battery lasts only six years; replacement costs are as much as an engine. The performance reduces as temperatures rise, which leads to additional inefficiencies. The high price, the environmental impact of producing the batteries and social issues are also considerations.

The bulk of power saved by VS motors is while engines are idling. VS RTGs working at almost 100% capacity produce little environmental benefit.

When anticipating more engine idling, carefully deploying VS RTGs can reduce carbon emissions significantly. The M&R Department works closely with the Planning Department to maximise these environmental benefits.

53% of the fleet are RTGCs. Westports plans to change all these engines to electric RTGs gradually from 2026 onwards.

**ELECTRIFICATION OF TERMINAL TRUCKS**

Westports is researching electrifying its terminal trucks from 2024 onwards. The Company is considering two electric TT options, purchasing two autonomous Q-Truck electric TTs in December 2022. The Q-Truck has dual functions with autonomous and electric trucks. The full rollout depends on the success of the proof of concept. The team is also reviewing the Terberg electric truck, which has the highest number of trucks in the port. Terberg trucks have only an electric truck function.

**ELECTRIC RTG CRANE PROJECT**

The RTG Cranes electrification will commence with replacing the next batch of RTG Cranes in 2026. The incremental replacement cost for 218 RTG Cranes would be significant. 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 for the electric RTG crane project.

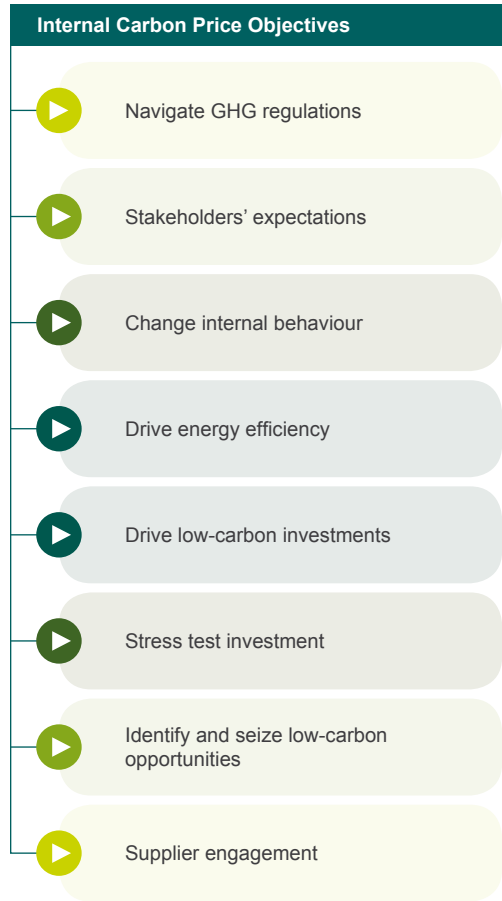
**REDUCING TUGBOAT AND PILOT BOAT EMISSIONS**

Westports is investing in methods to reduce the emissions from tugboat fuel usage. This project is an interim measure while electric tugboat and pilot boat technology improves. Westports engaged a consultant for its tugboat optimisation project to optimise its travelling time, reducing fuel consumption and cost. Westports aims to use only renewable energy tugboats by 2050 based on existing technologies.

**INTERNAL CARBON PRICE**

Westports has applied an initial internal price for CO<sub>2</sub> emissions to consider climate challenges in its long-term economic decisions. The amount would be regularly evaluated and increased when necessary.

*Internal Carbon Price = RM15 per tonne*



**MEMBERSHIPS**

Westports also mitigates climate change through business association memberships. In 2022, Westports joined the Malaysian chapter of the World Economic Forum's Climate Governance Initiative. This network aims to acquire the practical skills needed as long-term stewards of the business to help steer our companies through an effective climate transition strategy, considering the need for financial stability, increased resilience and sustainability.

**ENVIRONMENTAL COMPLIANCE**

Westports is committed to complying with all relevant environmental legislations concerning port operations.

All environmental policies, management systems, review processes and programmes promote compliance with environmental requirements and provide a platform for surpassing legal and regulatory baselines.





No significant noncompliance or fines for environmental damage is reported during this reporting period.





Every employee has a crucial role at Westports. Together, efforts help power Malaysia's economy and facilitate international maritime trade. Investing in people is a priority, which means focusing as a leader in safety management and a 'zero harm' workplace for employees, contractors and stakeholders. It also means a workplace culture that champions diversity, equity and inclusion, committed to ensuring the growth and the development of all people as the Group seeks to achieve operational excellence and success.

Employees are essential ingredients for the company’s success. Westports provides a positive, productive, supportive working environment where all employees are valued and motivated. Westports also improves labour standards through its participation, membership and support of recognised international frameworks such as the United Nations Global Compact, International Labour Organisation, Universal Declaration of Human Rights, Social Accountability International’s SA8000, Malaysian Employers Federation and the Human Resources Development Fund.

Westports fully complies with all labour standards, laws and regulations and has not received any complaints or incidents regarding these.

The labour standard policies are communicated to all employees and are available in English and Bahasa Malaysia. As part of due diligence, Westports also conducts risk assessments on labour issues, especially for potential new operations or projects and existing processes. A human capital risk assessment highlighted several labour issues, as summarised below.

Labour Standard	Westports’ Approach
 <p><b>Child labour</b></p>	Westports abides by Malaysia’s minimum legal working age in the Children and Young Persons (Employment) (Amendment) Act 2010. The Group also ensures that all employees and its vendors are 18 years and above.
 <p><b>Forced and compulsory labour</b></p>	99.97% of the workforce is local. Trafficking is not applicable as it is a migratory context. Westports does not tolerate bonded or involuntary labour and prohibits using both in its supply chain.
 <p><b>Working hours</b></p>	Westports sets a cap of 48 work hours a week. Even though its current overtime rate is low (4%), Westports strives to meet its zero-overtime target.
 <p><b>Living wage, benefits and remuneration</b></p>	Westports’ pay and benefits exceed the minimum rate set by national laws and regulations.  In 2020, Westports produced a White Paper that compared its minimum wage against the Employment Act 1955 and Industrial Court cases. The Group evaluated basic salaries, overtime and other benefits, such as an overtime meal allowance, shift allowance, laundry allowance, incentives, bonuses and annual bonuses. The review concluded that the lowest workers’ basic salaries are at least 25% above the Minimum Wage; additional benefits increased these workers’ salaries by 116% on average.

Labour Standard	Westports’ Approach
 <p><b>Freedom of association and collective bargaining</b></p>	All workers can join or form trade unions and bargain collectively. Westports encouraged the formation of an independent union in December 2021 and is committed to healthy industrial relations.
 <p><b>Discrimination</b></p>	Westports neither engages in nor supports discriminatory hiring practices, remuneration, training access, promotion, termination or retirement. Discrimination is forbidden based on race, national or social origin, caste, religion, gender, sexual orientation, political affiliations, age or other conditions that could give rise to discrimination unless required by law.
 <p><b>Health and safety</b></p>	Westports takes every step to prevent potential accidents and injury to employees’ health by minimising the causes of hazards inherent in the workplace. All employees receive safety and job-specific instructions during their employment.
 <p><b>Disciplinary and grievance practices</b></p>	Westports treats all employees with dignity and respect. The Company neither engages in nor tolerates corporal punishment, mental or physical coercion or verbal abuse of employees. Westports has an established process where all workers can give feedback through worker surveys, a confidential compliance hotline, and regular direct management and human resources channels.

**DIVERSITY AND INCLUSION**

Diversity, equity and inclusion are central to Westports. Supporting and celebrating diversity, whether in the workplace or broader community, helps to unite and benefit everyone with broadened perspectives.

Westports’ senior leadership team encourages increased female participation in the sector by:

- Participating in events that connect and highlight women within the transport industry; and
- Championing the importance of diversity across the industry.

Currently, the Human Resources department employs a targeted female recruitment strategy for vessel planning and terminal truck operators.

The CEO and GMD are responsible for diversity initiatives within Westports. Human Resources provides diversity training and guidance during onboarding and covers it in detail in the Employee Handbook. Westports surpasses legal compliance concerning diversity by:

- Conducting studies on a gender-friendly working environment
- Providing training on sexual harassment
- Delivering various training on promoting diversity through different communication channels, including emails and WhatsApp
- Raising diversity awareness in English and Bahasa Malaysia

Westports upholds the stand of equal pay for equal work and publishes a statement in its Equal Opportunity Policy and Handbook. Women in the same employment performing similar work must receive equal pay unless the difference is justified. Equal pay applies to all contractual terms, including basic salary, bonuses, overtime rates, allowances, performance-related benefits, access to pension schemes, work hours, fringe benefits and other benefits.

Westports trains every employee and manager to handle reports of bullying and harassment. They are familiarised with channels to raise any incidents and discriminatory behaviour.

The Group has also taken several measures to prevent discrimination and promote diversity through awareness and establishing a confidential reporting system.

**PREVENTION OF SEXUAL HARASSMENT**

Westports has a zero-tolerance approach to sexual harassment and aims to protect both its male and female employees, in line with the UN Sustainable Development Goal 5 on achieving gender equality and women empowerment. Regular auditing of internal control systems and processes to prevent sexual harassment ensures effective practice.

**EMPLOYEE TRAINING AND DEVELOPMENT**

Westports is committed to human capital development and enriching its employees' growth through the pursuit of formal and informal training.

Maintaining employees' long-term employability is a critical social challenge and factor in ensuring the success of the company project. The Company invested in employee development through personalised support and a customised training policy to manage that risk and to allow for a just transition. Westports designed the programme with two objectives:


- Making it easier for employees to acquire new skills to stay abreast of changing careers and technology; and
- Helping maintain each employee's long-term employability.

Human Resources anticipates long-term employment needs and skill requirements six months before transfers and job rotation. Westports' concerted, transparent and customised career management framework considers roles, responsibilities and minimum requirements. Reengineering prepares employees for future assignments and positions. Employees can progress from operating TTs to RTGs and RTGs to quay cranes.

Westports provides training programmes and opportunities to those who wish to advance their knowledge and skills in their respective fields or disciplines.



**The proportion of women in the workforce increased by 21% from 2021 to 2022.**

 For the detailed diversity performance, please refer to the Group Sustainability Performance Data table on page 9.

**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 organisation. The Group conducts training for all employees on discrimination and harassment in the workplace.

**CEO ACTION FOR DIVERSITY AND INCLUSION**

Westports supports CEO Action Network (CAN), a closed-door peer-to-peer network. Group Managing Director Datuk Ruben Emir Gnanalingam is also a member of this network. Governed and driven by private sector leaders, CAN influences policy decisions and takes action to accelerate sustainable development and sustainable business within and outside Malaysia.

**A NEW LOOK AT HARASSMENT, DISCRIMINATION AND BULLYING**

Westports' Equal Employment Opportunity Policy and Code of Conduct aim to fulfil the Group's commitment to zero tolerance of discrimination, bullying and harassment while creating a culture where employees feel they belong. Westports does not tolerate discrimination against race, religion, gender, age, sexual orientation, HIV status, disabilities, nationality, social background and political opinion.

Westports held multi-skill training for its operations team in October 2022. In addition, 41% of executive employees had completed the digital and PHP literacy training as of December 2022.

The Human Resources Department exhausts internal recruitment before seeking external talent. The HR strategy supports and enhances Westports' business objectives and profitability by improving the employee experience through HR plans and initiatives. Westports evaluates all confirmed employees (100%) on their performance, including senior and line managers.

**NO RETRENCHMENT POLICY**

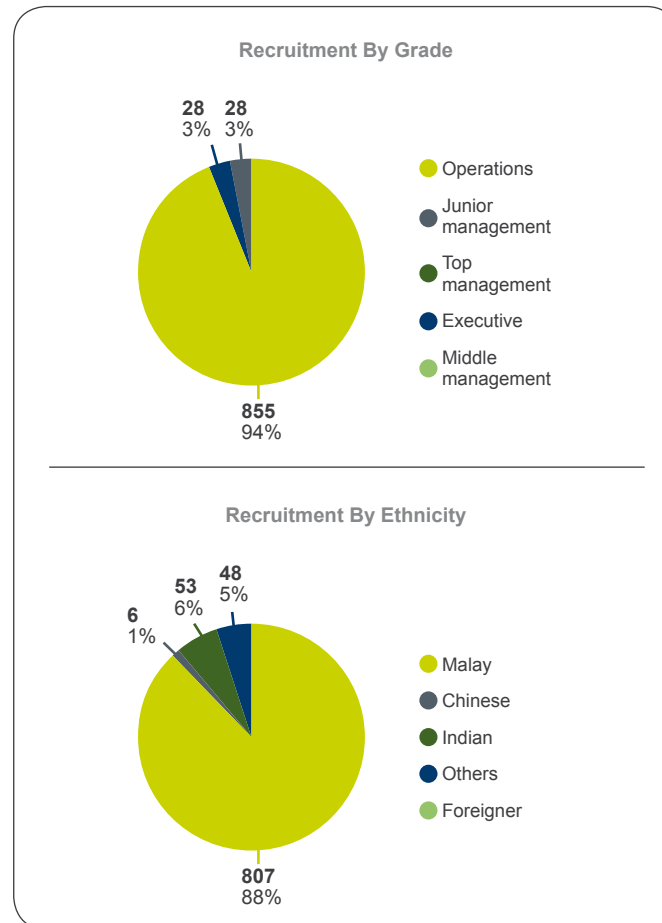


Westports' No Retrenchment Policy states that the Group will not terminate any employees due to business-based purposes dictated by the economy.

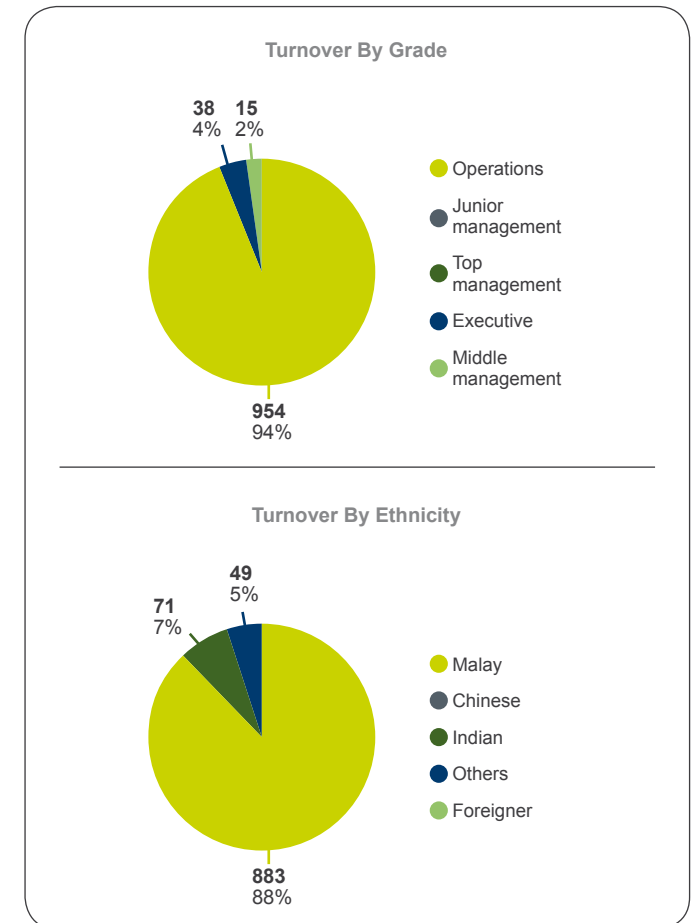
**No retrenchment Policy Deployment Timeline for 251 Employees**



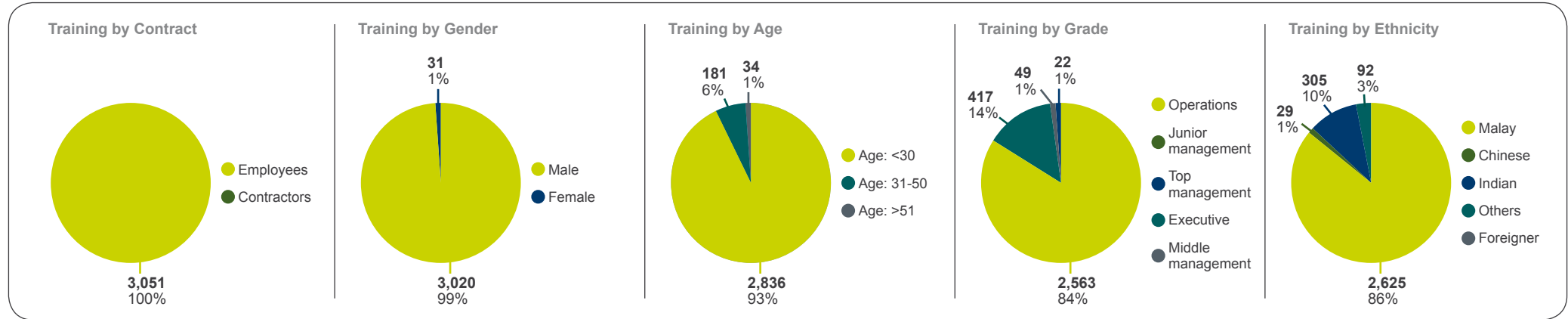
**Diversity in Recruitment**



**Turnover Statistics**



Training Session Diversity



PERFORMANCE MANAGEMENT

Westports uses People Analytics (PA) to measure employee performance and decide incentives. The PA also helps in strategic workforce planning through the Manpower Deployment System (MDS) and identifies current workforce skills gaps. Based on these, Westports plans its recruiting and hiring strategy, such as evaluating recruiting channels, screening candidates, coding succession plans and assessing talent supply and demand. Westports also uses PA to plan and manage the workforce as this approach identifies workplace risks.

PERFORMANCE APPRAISAL

100% of confirmed employees undergo Westports' annual performance appraisal process. Before the appraisal, the line superior and employee discuss and agree on the KPIs, progress, gaps and improvement areas.

EMPLOYEE RELATIONS

The Group's treatment of employees and their representatives is fundamental to its success. Westports is committed to respecting labour rights and ensuring constructive employee relations in all its workplaces. These commitments are based on core ILO conventions and internationally accepted frameworks from the UN and OECD and comply with local regulations.



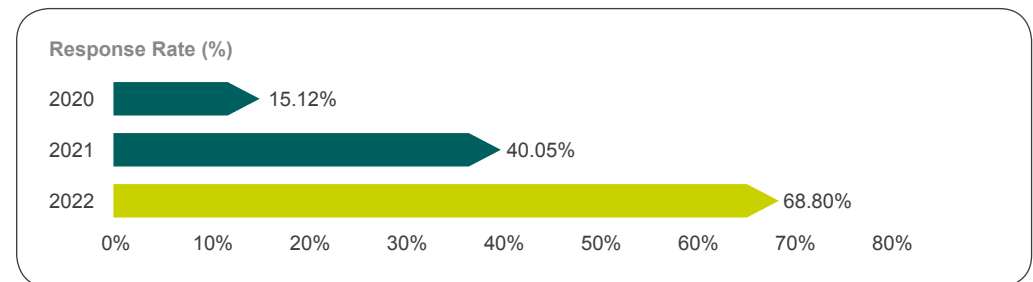
WESTPORTS' GOAL

To offer decent, fair and equal working conditions and to make Westports an excellent workplace for all employees.

Westports involves employees to ensure the Company considers its responsibilities to its people as the business grows. The Company is proud of its familial work culture with solid and dynamic relationships. Westports has developed an online intranet platform to communicate updates and changes. The management recognises the importance of two-way dialogue with employees. Top managers receive training on capacity building and engagement methods specified in the stakeholder engagement policy and procedure.

The Westports Joint Consultative Council (WJCC) is a platform for discussion and consultations between employees and company representatives. Monthly dialogue sessions promote two-way communication between the management and employees and update the business performance. Employees share their thoughts on their daily work during these sessions.

Employee Engagement Survey Response Rate



Westports also gauges employee engagement levels for non-executive employees and annual management briefing during the communications day.



**INDUSTRIAL COUNSELLORS**

Westports' Penghulu Programme has been the brainchild of Westports' Executive Chairman since 2011. Comprising executives and managers, the Penghulu solicits feedback and provides regular updates to non-executives. Senior management appoints mentors as guides and soundboards to help Penghulus manage complex people dynamics. 100% of employees are 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.

**WELLBEING**

The Westports Family Day 2022 took place in Sunway Lagoon Theme Park between 3 December and 28 December 2022. Westports purchased 14,020 tickets for all employees and their families and organised various fun activities and games for the children and adults. This event is part of the Company's commitment to improving the work-life balance while enhancing interpersonal relationships among the Westports family.

**EMPLOYEE BENEFITS**

Westports designed its remuneration scheme to retain high-performers and to attract new talent. The Head of Human Resources ensures that the compensation and benefits package remains competitive by conducting salary benchmarking within the industry. The Group improves its remuneration and benefits packages as it develops to attract talent and enhance employee retention rates. Westports offers beyond government-mandated statutory compensation and benefits requirements. Certain elements relevant to an employee's job scope are included in remuneration to drive employee performance and motivation.

Westports guarantees all (100%) employees decent income and the SOCSO social security scheme and extends its benefits packages to immediate family members.

**OCCUPATIONAL SAFETY AND HEALTH**

Consistent with the Company's goal of long-term sustainable growth for its business, Westports ensures that its terminals and port facilities are safe environments for internal employees and external users. Each business unit sets its own qualitative and quantitative health and safety targets appropriate to the hazards and risks of its operational activities, particularly regarding workplace injuries.

**SAFETY AND HEALTH POLICY**

Westports prime objective is to establish a safe, healthy and environmentally ("SHE") friendly working environment for all its workers and port users. The management is committed to fulfilling the following to ensure a successful and effective policy:

- Comply with OSHA 1994, FMA 1967, EQA 1974 and other applicable acts, legislations, orders, rules, codes of practices and other requirements to which Westports subscribes.
- Prevent harm to port users and environmental pollution through continual SHE management and performance improvement.
- Provide facilities, materials and resources so that all workers can work in a SHE-friendly manner.
- Ensure that all workers acknowledge and are informed, trained and supervised on SHE requirements, mitigating all risk to themselves, any other person and the environment.

Port environments can be loud and busy places. An efficient, sustainable and profitable business relies on maintaining an engaging and safe working environment on land and at sea.

The Group complies with all relevant Safety, Health and Environmental legislation such as the OSHA 1994, EQA 1974, FSA 1988 and other orders, rules, codes of practices and requirements.

Stringent health and safety standards, including an Accident Tracking System (ATS), helps prevent hazards and incidents for all employees and port users. Westports' You See You Act (UCUX) programme allows employees to lodge reports on incidents, near-incidents, safety breaches and threats through a mobile phone. All employees (100%) receive annual training on the health and safety standards practised in the Company.

**WESTPORT'S SAFETY AND HEALTH OBJECTIVES AND PERFORMANCE**


In the previous report, Westports reported several objectives. The following table presents Group's performance against each objective.

Objectives	Comments / Performance
Increased awareness of health and safety among employees	Fire drill held at M&R Administrative Centre and M&R CT4 Workshop  Conducted Noise Risk Assessment (NRA) training for Stacker Operators
Reduced the number of work accidents and their severity	Achieved
Zero occupational disease	Achieved
Reduced stress through job redesign and analysis of internal H&S data, opinion surveys and training on stress for employees and managers	Employees were invited to participate in various internal engagement and CSR activities which promote positive behaviour and emotional connection
Enhanced well-being and mental health	Westports held an awareness session on Mental Health in the workplace and reminded employees of common anxiety symptoms and channels available within Westports to seek help. The Company has dedicated personnel and a hotline for employees to discuss personal issues
Improving workplace ergonomics, especially for TT operators who sit for extended periods	Westports conducted an ergonomic evaluation which included a rapid body assessment for employees who are at high risk according to their nature of work

An unfortunate fatal incident occurred on 21 July 2022 involving a contractor's employee on a motorcycle with a Westports terminal truck. Based on witnesses and video footage, the potential cause of the accident was attributed to the observation that the motorcyclist used a shortcut while heading to his workplace (warehouse in the terminal) by entering the middle route of the road at the wharf.

Following the incident, Westports' safety team presented mitigation plans to the Department of Safety and Health, which included:

- Exploring the need to provide a shuttle service for staff of all landed clients
- Enforcing light vehicles in the yard to use a safer and pre-designated route
- Checking the vehicle stickers of all port users

 For Westports detailed Occupational Safety and Health performance, please refer to the Group Sustainability Performance Data table on page 10.

Westports' Safety and Health Committee is responsible for improving working conditions by reviewing safety and health procedures at the workplace. Comprising a chairman, management, and employee representatives, the SHE Committee reviews safety concerns and performance. Led by Mr Eddie Lee, Chief Executive Officer of Westports, the committee convenes at least once a month and updates the Board on the Company's safety performance, including statistics, ongoing investigations and awareness programmes. Westports' Environmental Health and Safety (EHS) officers coordinate and ensure EHS programmes are implemented effectively and ensure compliance with the Occupational Safety and Health Act 1994, Act 514 (OSHA 1994) and Westports' safety guidelines.

All employees are responsible for safety, with the remuneration and bonus of Group Managing Director Datuk Ruben Emir Gnanalingam Bin Abdullah, CEO Mr Eddie Lee and the Head of Port Police Dato Manoharan now are directly linked to fatalities. Westports' stand on health and safety also applies to contractors and other port users.

**EMERGENCY RESPONSE AND CRISIS MANAGEMENT**

Emergency response and crisis management are critical processes in Westports's incident mitigation plan.

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

Westports' Crisis Management Plan addresses disasters and incidents such as haze and other environmental factors. 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 a critical element of Westports' sustainable strategy and an integral part of business risk management processes. 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. We work closely with Jabatan Kerja Raya to enhance and maintain the quality of roads in the port vicinity.

The ESH 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 assessment. Biannual internal and external audits check SHE Management Systems are effective and that its 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.

**ESH CERTIFICATION**

Westports achieved ISO 45001:2018 certification in October 2021. ISO 45001 builds on the success of earlier international standards such as OHSAS 18001, the International Labour Organization's (ILO) OSH Guidelines, various national standards and the ILO's international labour standards and conventions.

**OSH APPROACH TO SUPPLY CHAIN SAFETY**

Vendors must abide by strict guidelines and requirements during the pre-qualification stage. The vendor pre-qualification questionnaire requires vendors' staff to identify safety/environmental hazards and conduct risk assessments.

**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?

**SAFETY AND HEALTH INITIATIVES**

Some examples of Westports’ Safety and Health initiatives are presented below:

**KLINIK WESTPORTS**

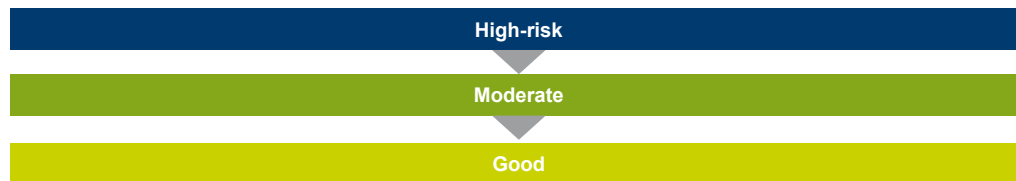
Established in 2009, Klinik Westports is the first in-house clinic in Pulau Indah designed for employees. The clinic extends employee health and wellness incentives to their spouses and children, entitling all family members to free consultation and treatment. Westports funds the entire running and maintenance of this clinic. The experienced resident doctor treats all illnesses and injuries common to the industry.

Klinik Westports remained open throughout the pandemic to ensure employees and the surrounding community got their needed help.

**HEALTH PASSPORT**

In 2011, Westports introduced a Health Passport Programme to monitor employees’ Body Mass Index (BMI), cholesterol, glucose, waist-hip ratio and blood pressure.

**Employees’ Medical Profiles Which Indicate Overall Health in 2022**



In 2022, Westports suspended this programme due to COVID-19 but will revive it again in 2023.

**HEALTH TALKS**

Westports invited specialist doctors and medical consultants to deliver a series of health talks during the year. These talks covered uterine tract infections, uterine fibroids, gastritis and abdominal pain, common respiratory illness in children and high cholesterol effects on the heart.

**NO SMOKING AND NO 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, as it 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.

**PEDESTRIAN SAFETY**

Pedestrian safety remains a significant concern. The ESH Department examined various risk factors for pedestrian road traffic injuries and conducted regular awareness to pedestrians by delivering safety tips and an educational campaign to all port users.

**FIRE SAFETY**

Terminal fires may happen in the yard. Containerised cargo may ignite from excessive heat; some dangerous goods may be declared incorrectly.

Unfortunately, a container caught fire in the yard as its contents spontaneously combusted on 4 April 2022. Following a thorough investigation, Westports introduced several mitigation plans to reduce the risk of reoccurring, including:

- Yard planning and operations preparing a contingency plan on moving or relocating containers
- Continuous enforcement of all safety rules and regulations in the Liquid Bulk Terminal (LBT) by Port Police and Conventional Operations with support from all clients
- Regular review of LBT SOPs
- A timely joint audit inspection of equipment and facilities with the EHS team and clients

During the year, Westports initiated inspections and audits of all fire extinguisher units across its entire facilities and operations. The Group confirms that all fire extinguishers are in excellent and safe working conditions.

**HAZE MONITORING**

Westports installed air monitoring equipment to measure PM2.5, PM10 and carbon monoxide, covering a 10-km radius. The system alerts for high pollution, allowing Human Resources can activate the Crisis Management Plan.

**PEST CONTROL AND FOGGING**

Westports conducts regular pest control and fogging throughout its port areas. Appointing a professional and trained team ensures that the Port remains a safe place for everyone.

**CONTRACTOR SAFETY**

Westports' ESH Department prescreens all contractors for their safety performance and risks. The Operations Team reviews safety and productivity performance quarterly.

Contractors and supply chain partners are welcome to attend safety training by the Port Police. Westports checks all contractors have valid certifications to operate machinery relevant to their jobs, such as forklifts and stackers.

Any breach of safety guidelines results in charges, penalties and the possible suspension of port passes and terminal access.

**MENTAL HEALTH PRIORITY**

Westports prioritises mental health in the workplace through awareness raising. The Group sent a memorandum to all employees covering depression, anxiety, loss of concentration, behavioural changes and physical symptoms. Westports encourages employees to raise issues through dedicated channels at the clinic, departmental level, Penghulu, WJCC or Human Resources Department.

Mental health legislation has been available since the 1950s. Westports complies with the following legislation and policies:

- Mental Health Act 2001
- Mental Health Regulation 2010
- Psychiatric and Mental Health Services Operational policy
- National mental health policy 2012 (Latest edition)

In fostering healthy mental health and well-being among our people, Westports introduced the following:

- Working from home arrangements and support, if needed
- Childcare facilities at Westports office tower for all employees' children
- Maternity and paternity leave that exceeds the legal minimum
- Training on addressing mental health and awareness of where to get help

**WORKING HOURS POLICY**

As stated in the Employee Handbook and employment contracts, Westports aligned its Working Hours Policy with the Malaysian Employment Act 1955. The Port operates around the clock and cannot afford any downtime. However, the job nature of the Port industry, especially in the yard, can be demanding and physically draining. Westports is flexible and announces the roster and shift work pattern at least one year in advance. The Company constantly monitors atypical working hours. Employees are compensated for overtime but cannot work more than a double shift for health and safety reasons. Westports' imposed this limit to reduce excessive working hours and respects employees' rest days and off days.

**Contract of Service Commitment \***

 <p><b>More than five consecutive hours without a period of leisure of not less than thirty minutes</b></p>	 <p><b>More than eight hours in one day</b></p>
 <p><b>In excess of a spread over a period of ten hours in one day</b></p>	 <p><b>More than 48 hours in one week</b></p>

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

**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.

Westports' stand on Human Rights is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, including those contained in the International Bill of Human Rights and the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work. The Group also respects the international human rights principles under the United Nations Guiding Principles on Business and Human Rights.

## COMMITMENT AND COVERAGE

Westports' commitment and policy in respecting and promoting human rights in society include:

- Preventing cruel, inhumane or degrading treatment
- Preventing complicity in human rights violations
- Respecting the right to personal security

Periodically, Westports participates in workshops or industry/topic-specific collaboration projects that improve industry solutions for Malaysia's labour standards and employment rights. Westports' human rights practices also:

- 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 throughout Westports

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

## Westports Group's Commitment to Human Rights

- 

**Provides a safe and healthy workplace for associates**
- 

**Prevents slavery and human trafficking**
- 

**Does not use child labour**
- 

**Does not use forced, prison, indentured, bonded or involuntary labour**
- 

**Prohibits discrimination in hiring and employment practices including gender, race, religion, age, disability and nationality**
- 

**Equal remuneration**
- 

**Prohibits physical abuse and the harassment of associates and threats of either**
- 

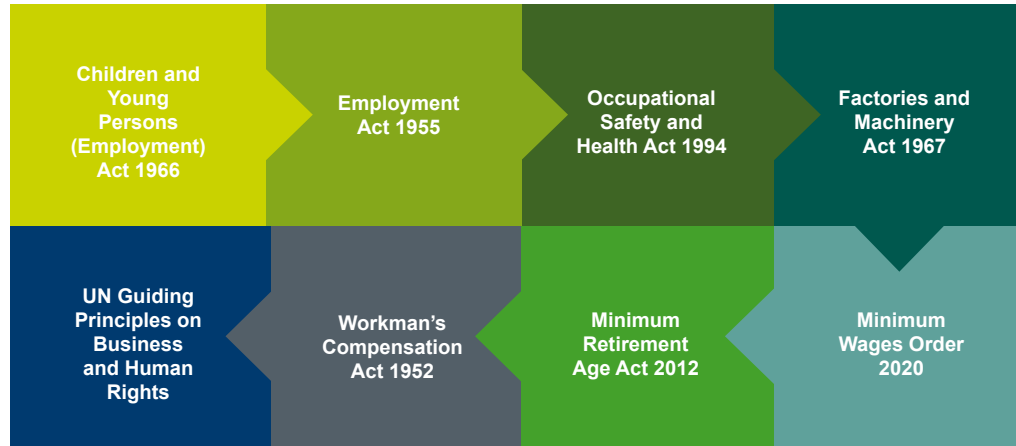
**Supports freedom of association and collective bargaining**
- 

**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**



In delivering this commitment, the following laws and legislation guide Westports:



**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Westports' priority is to ensure constructive employee relations with full support for the rights to freedom of association and collective bargaining.

Westports has a formal policy to support and respect freedom of association and the right to collective bargaining. Its approach and commitment to freedom of association and collective bargaining surpass compliance with local laws. Westports' Code of Conduct and Business Ethics contains group-level guidance for freedom of association and collective bargaining. The Group also promotes direct and open communication between employees and management.

Employees are free to join organisations of their choice under local laws. 73% of non-executive employees are members of the registered Trade Union, Kesatuan Sekerja Pekerja Westports Malaysia Sdn Bhd. The remaining non-executives handling confidential matters are not allowed to be union members but are covered by the same terms. The collective bargaining agreements cover health and safety, CSR issues, remuneration, working hours, training, career development, flexibility, employability and lifelong learning, stress management and equal opportunities. In exercising employees' rights, Westports takes various measures, including:

- Occupational risk mapping;
- Regular internal audits;
- Monitoring of labour rights risks, especially within the port industry; and
- Cooperation and close working relationships with unions, such as joint audits and awareness-raising of human rights for local communities.

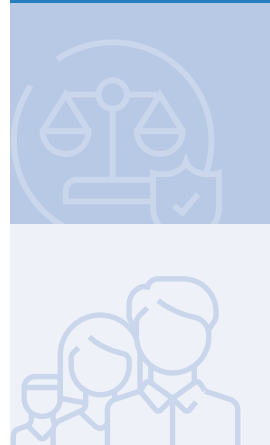
**HUMAN RIGHTS RISKS AND ASSESSMENT**

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

Westports conducts this due diligence risk identification process on its operations, value chain partners, activities and new business relations, covering issues such as discrimination, equal remuneration, and child and forced labour. Vulnerable groups at risk of human rights include employees, women, children and local communities.

**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.



Westports strives to establish strong relationships with the communities where it operates, basing them on mutual respect, trust, participatory dialogue and creating shared value.

In line with the Company's commitment to Sustainable Development objectives, Westports contributes to social development by maximising its operations' positive impacts, including creating quality employment and social and solidarity actions.

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

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

Westports' community involvement addresses poverty, environment, education, community development, safety and security.

**WESTPORTS FOUNDATION**

Westports Foundation was incorporated in 2019 with the following objectives:

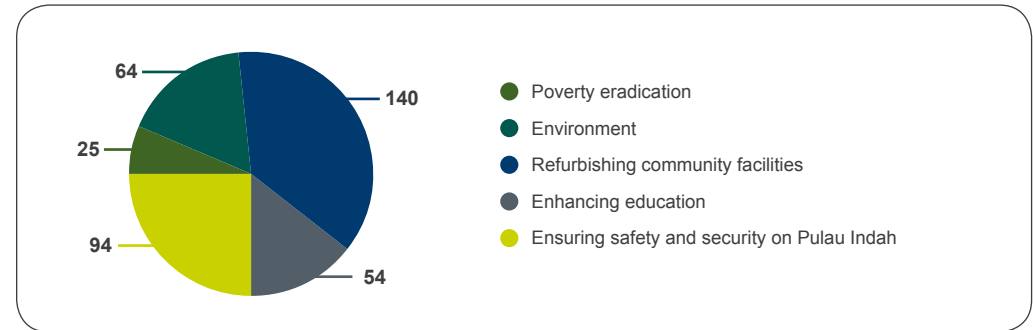
- To provide educational scholarships to students and grant aid, including but not limited to the supply of books, stipends, medals, prizes, grants, scholarships, awards, medicines, educational career supports, bursaries and other incentives for the advancement of knowledge, education and literacy.
- To give, provide or render food, medicine and other help or assistance in any shape or form to underprivileged persons or communities.
- To promote for the benefit of the community in environment, health, education, social and sports, including sports development programmes, religious and cultural programmes, etc.

In 2022, Westports Foundation contributed RM1.4 million to non-profit organisations for various social and philanthropic causes while Westports Malaysia contributed RM1.7 million.

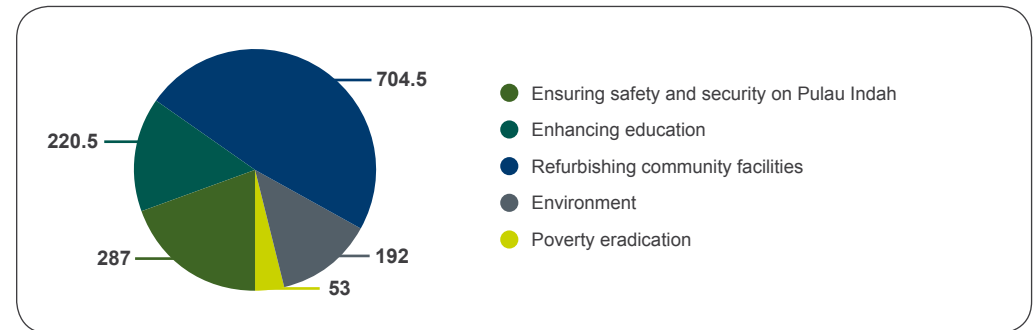
**STRUCTURES TO FACILITATE EMPLOYEE ENGAGEMENT**

All departments are involved in CSR activities. Westports recognises employee volunteerism and appreciates their efforts in developing Pulau Indah. In complementing employees' charitable contributions, employees are encouraged to volunteer during work hours. Westports introduced a specific structure to facilitate employee engagement and promote volunteering and involvement with philanthropic partners. Every department within the Company champions a particular CSR activity.

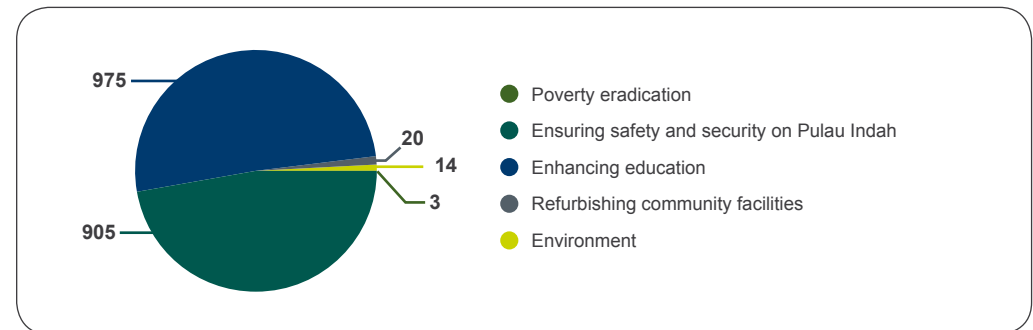
**Number of Westports Volunteers by Community Investment Area**



**Total Number of Volunteer Hours by Community Investment Area**



**Breakdown of Participants Benefiting by Community Investment Area**



**POVERTY ERADICATION**

Westports has adopted long-term corporate social responsibility policies since its inception in 1994. Its initiatives aim to eradicate poverty by providing financial assistance and job opportunities, elevating the quality of life, upgrading living standards and enhancing the education and health standards of the local community. Aptly called the “Zero Poverty Programme at Pulau Indah”, the initiative aims to elevate the villagers’ quality of life and improve the island’s development.



**As a result of Westports’ efforts, the poverty level on the island dropped to zero from 62% in 1995. In addition, 41% of Westports employees are Pulau Indah residents.**

Prioritising local hiring does not discriminate against the employment of underprivileged groups, including those from deprived backgrounds with poor social status. Westports’ hiring strategy addresses youth unemployment by offering apprenticeships and graduate placement programmes. M&R provides training for Kolej Vokasional Klang (Klang Vocational College) students and helps them be more effective in responding to interview questions.

**ENTREPRENEURSHIP PROGRAMME**

Westports Finance Department conducted two Entrepreneurship Programmes in May 2022 at Kampung Perigi Nenas and Dataran Teluk Nipah, Pulau Indah. Eight employees took part in this volunteerism programme.

Beneficiary	Support	Date
Puan Jumaaton sells breakfast items such as <i>nasi lemak</i> , noodles and traditional <i>kuih-muih</i>	The team improved her business by providing cooking utensils and painting her food stall to attract customers.	12 & 13 May 2022
Puan Shahida sells snack food such as <i>goreng pisang</i> , <i>keropok lekor</i> , <i>keledek goreng</i> , fried sausages and fried chicken	The team provided cooking equipment to expand her business.	26 May 2022

**ENVIRONMENT**

**CAPTAIN PLANET**

Twenty-eight employees from the Marketing Department took part in Captain Planet on 20 August 2022. Westports staff and community members collected 207 kg of recyclable waste and used face masks in four villages. Westports also raised environmental awareness among the community members.

**REFURBISHING COMMUNITY FACILITIES**

**HOUSE REFURBISHMENT**

The Engineering Department refurbished a house for a family of three in Kg. Sungai Pinang, Pulau Indah. The volunteers upgraded the toilet, making it disabled-friendly for Pn Sarimah and a more conducive environment for this family.

The Engineering and Port Project teams refurbished a house at Kampung Sungai Kembong. The home improvements provided a safe and clean environment for a senior citizen and his family. The team repaired and upgraded the roof, concrete flooring, doors and windows and gave electrical appliances.

**AIR CONDITIONING SERVICING**

The Maintenance and Repair (M&R) Department serviced the air conditioning at Masjid Sultan Abdul Aziz in Pulau Indah to provide a comfortable environment for worshippers. The M&R team serviced 14 split air conditioning units in the praying area and management office. The team also checked the reason that the air conditioning was frequently leaking.

Six team members also improved the electrics at the mosque on the 7 and 8 April 2022. The volunteers supplied and installed four ceiling fans, five LED lights with wiring and switches, two switch socket outlets for an industrial fan and water pumps. The team replaced an additional three LED lights.

**PUBLIC ROAD REPAIRS**

Seven volunteers from the Engineering Department helped repair several potholes in seven roads in Kampung Pulau Indah from 17 to 19 August 2022. This project reduced the hazard for road users in Pulau Indah, especially among the community members.

**GOTONG ROYONG**

Seventeen volunteers from the Container Department took part in a *Gotong Royong* at Perigi Nenas, Pulau Indah. Westports staff and community members worked together to clean the community hall and painted the main gate, signage board and flagpole.

**MANGROVE PLANTING**

Thirty-six employees from the Marketing Department collaborated with five PKA representatives in this mangrove planting exercise in Pulau Indah. The Westports team and PKA combined efforts to plant 550 mangrove saplings in 2022.

**GOTONG-ROYONG AT SAR SEKOLAH AGAMA RAKYAT KG. PERIGI NENAS**

Fourteen Container Department employees volunteered to repaint SAR Sekolah Agama Rakyat Kg. Perigi Nenas on 8 November 2022. This *gotong-royong* is an example of Westports' initiatives in strengthening its relationship with community members.

**AIR-CONDITIONING SERVICING AT MASJID AR RAHMAN**

Eight Westports volunteers from Engineering Department helped service 17 air-conditioning units at Masjid Ar Rahman, Pulau Indah. The volunteers completed the work over two days, benefitting approximately 1,500 community members who pray at the venue.

**ELECTRICAL MAINTENANCE WORKS AT SURAU HAJI OMAR, PULAU INDAH**

From 6 to 8 December 2022, four Westports staff from the M&R Department carried out some electrical maintenance at Surau Haji Omar, Sg Pinang, Pulau Indah. The work comprised new wiring and installing a new distribution board, LED lights, fans and sockets.

**CLEANING DEWAN ORANG RAMAI**

21 Container Department employees helped clean Dewan Orang Ramai, Kg Teluk Nipah on 8 December 2022. The team also cleaned the surrounding area and cut the grass.

**ENHANCED EDUCATIONAL ACHIEVEMENTS**

**EXAM ANSWERING TECHNIQUE SEMINARS**

The Human Resources Department held four days of Exam Answering Technique Seminars in January and February 2022. The seminars helped students prepare for their SPM examinations in Malay, English History and Mathematics.

**CAREER TALK AND MOCK INTERVIEW PROGRAMME**

The M&R Department held Career Talk & Mock Interview Programme using Google Meet in February 2022. The programme introduced the port industry and inspired students to become skilful technical personnel. This programme reached out to nine vocational colleges in Malaysia.

The Human Resources Department also gave two career talks at SMK Pulau Indah. IT, Operation, Port Police and M&R representatives spoke about their roles and responsibilities. HR concluded the programme by sharing the company benefits and events to promote a fun workplace at Westports.

**SAFETY AND HEALTH AWARENESS IN THE WORKPLACE TALK**

The M&R Department delivered a workshop to raise safety awareness at the workplace via Google Meet. The team highlighted precautions on potential hazards with slide presentations and videos. The team also shared best practices in Westports.

**WORKSHOP AND QUIZZES**

Ten Westports M&R Department employees delivered a workshop and quizzes for 22 Vocational Klang College students. The Team performed a live demo on troubleshooting an RTG blinker light. The students also learned teamwork, communication and listening skills during the quiz session.

**CPR DEMONSTRATION**

Five volunteers from the Port Police Team gave a CPR demonstration to 785 Form 3 - 5 students at SMK Pulau Indah on 10 August 2022. The demonstration covered correct breathing techniques during emergencies and overcoming shortness of breath.

Later in the month, the Port Police Team delivered a similar demonstration to 649 Year 1 - 6 students at SK Pulau Indah 2.

**ENHANCING IT LITERACY**

Westports' IT professionals conducted Microsoft Word and Microsoft PowerPoint workshops to improve the IT literacy of SK Pulau Indah and SK Pulau Indah 2 students. Sixty-five students attended the workshop, which spanned four sessions in September 2022.

On a separate occasion, the team held PHP Programming training for 20 students of SMK Pulau Indah. Through this training, students gained exposure of basic programming skills to prepare them for University and the future working environment.

**IMPROVED COMMUNITY FACILITIES**

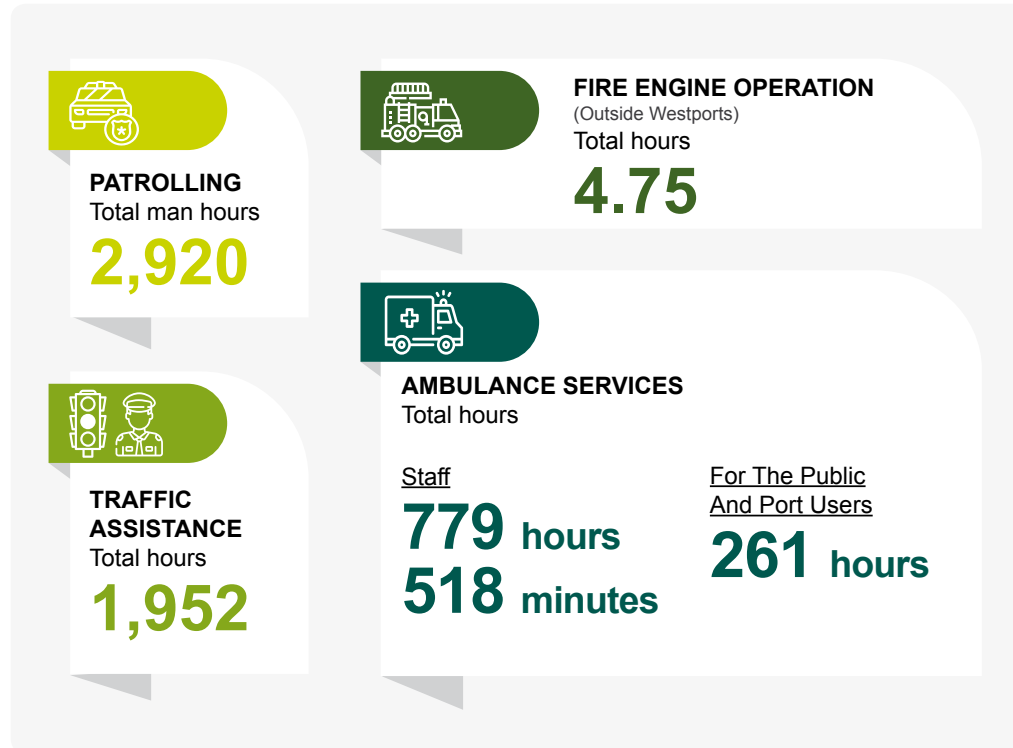
Westports has invested in community-building activities in Pulau Indah. Employees also volunteered in various infrastructure and facilities development to make the island and its neighbourhoods more liveable, providing residents with opportunities to improve their quality of life.

Westports has developed social infrastructure by establishing two clinics in the terminal: Klinik Westports for employees and Klinik Masyarakat for the general community. Westports established Klinik Masyarakat in 2003, the first private clinic specifically for the local community in Pulau Indah. In September 2022, Westports officially opened a 24-hour Klinik Masyarakat in Bayuemas, Klang.

**ENSURING SAFETY AND SECURITY IN PULAU INDAH**

Westports provides policing and fire and rescue services to improve safety in Pulau Indah. The Auxiliary Port Police safeguards the terminal's security and handles general policing duties across the island.

**Total Hours Dedicated for each Port Police Service Area**



**CRIME TALK AND EXHIBITION**

Eight volunteers from the Port Police Department organised a Crime Talk and Exhibition at the Community Hall Teluk Nipah in Pulau Indah. The programme educated community members on crime prevention and drug abuse. A representative from IPD Klang Selatan delivered the talk; the Klang District National Anti-Drug Agency (AADK) held the exhibition.

**FIRE EXTINGUISHER AUDIT**

The Port Police Department conducted a fire extinguisher audit at Sekolah Menengah Kebangsaan Pulau Indah in March 2022. The volunteers audited 59 fire extinguishers based on cylinder pressure and sticker expiry to ensure all fire extinguishers were in good working condition.

**KARNIVAL JOM SIHAT BERSAMA MYCHAMPION**

Westports Environment, Health and Safety (EHS) Department organised Carnival Jom Sihat with PKD Klang, COMBI Samudera, the Residence Committee and BOMBA Port Klang. This programme's activities included a *gotong-royong* in the residential area, searching and destroying potential mosquito breeding sites with COMBI Samudera, larviciding on stagnant water sites, a dengue exhibition, children quizzes and a lucky draw.

**PROGRESSIVE SOCIO-ECONOMIC DEVELOPMENT**

Westports is committed to community development and progressive socio-economic policies and programmes in the local communities and economies by addressing local needs and encouraging community self-reliance through education and service support such as healthcare and infrastructure provision.

The Group's commitment to promoting social and economic development focus on the following areas:

- Optimising the impact of operations on the local community through its clinics, fire rescue, ambulances, port police and crime prevention team;
- Promoting the creation and development of local businesses through the entrepreneurship programme;
- Promoting the employment and training of local personnel, as 40.63% of the workforce is from Pulau Indah;
- Providing youth training in Pulau Indah;
- Reducing the social impacts related to site closures, openings and restructuring. Westports is proud of the systematic involvement of local stakeholders in its community development planning and monitoring. The Company engages with local stakeholders and involves them in the impact assessment of Westports II; and
- Implementing a responsible tax strategy. Westports does not use any off-shore addresses.



The value chain describes the flow of goods and issues central to ensuring that the chain functions appropriately. Westports' operations continue to create opportunities for businesses and generate value for all parties who are part of its value chain. The Company's long-term investments, business model and targets aim to create value for the transport chain, with stability and security over time. Developing high-quality and efficient container port infrastructure is crucial to successful export-led growth strategies. Efficient ports also ensure business continuity and improve the resilience of the maritime gateways as essential nodes in the global logistical system.

## REVOLUTIONISING THE PORT INDUSTRY

Driven by innovation to stay ahead, Westports has quickly become a mega port and significant regional hub. More than simply adopting state-of-the-art equipment and practices, it architects its technological advances to remain on the cutting edge and be a centre of excellence.

## AAA SUKUK RATING

Westports has achieved an AAA rating for RM2.0 billion Sukuk Musharakah Programme (2011/2031) by RAM Ratings. Westports is Malaysia's largest container handling terminal and multi-cargo port, operating along the Straits of Malacca, one of the world's busiest shipping routes. The Company's concession period under its Privatisation Agreement (PA) with the Port Klang Authority and the Government of Malaysia runs up to 2054.

Apart from the Port's strategic location, the Sukuk's rating is anchored on the Company's strong market position and competitive edge in handling ultra-large container vessels, given its natural deep-water port and established relationships with international mega shipping liners.

### WESTPORTS WELCOMES ZHONGGU SHIPPING

In November 2022, Zhonggu logistics launched a new China Malaysia Indonesia Service (CMI) service with 402 moves connecting China-Malaysia-Indonesia. The CMI will call at Qingdao, Shanghai, Ningbo, Port Klang, Jakarta and Surabaya.

### WESTPORTS WELCOMES CULINES' ASIA-EUROPE EXPRESS SERVICE (AEX)

The AEX Service connects Westports directly to Southampton, Rotterdam, Hamburg and Antwerp ports in Europe. AEX further strengthens Westports' network of shipping connectivity.

### WESTPORTS SUPPORTS THE JAVA MALAYSIA EXPRESS (JMX) SERVICE

Meratus Line has successfully launched the Java Malaysia Express (JMX) Service. The maiden voyage on the MV MERATUS PROJECT 3 berthed at Westports on 10 March 2022. This new shuttle service creates additional weekly connectivity between Westports and Jakarta. Port Rotation Jakarta -> Port Klang (Westport) -> Jakarta.

The ratings also measured Westports's financial and credit metrics, as measured by its leverage, profitability and cashflow coverage-to-debt indicators, which are superior to peers'. This performance is a testament to the Company's cost and operating efficiency, productivity-focused management and sound governance.

Despite the severe economic and social impact wrought by the COVID-19 pandemic, which disrupted global supply chain management and trade flows for two years, Westports operational and financial performance has remained broadly resilient.

## EXPANSION, AUTOMATION AND EMERGING TECHNOLOGIES

Westports expects capacity to double from 14 million TEU to 28 million TEUs once CT17 is fully operational. The Company has already received a fleet of new equipment, including 12 Mitsui Rubber-Tyred Gantry (RTG) Cranes. Westports will continue moving towards automated cranes and potentially automated trucks to operate in its shipping yards. The Company is also exploring automated maintenance and tugs when the technology is available.

### WESTPORTS CELEBRATES THE ARRIVAL OF THREE LATEST SUPER POST-PANAMAX QUAY CRANE

Westports received three of six ordered Super Post Panamax Quay Cranes, capable of accommodating large vessels, from Mitsui E&S Machinery Co, Ltd, Japan, in September and December 2022. This investment and expansion will improve the efficiency of the terminal and optimise the port's ability to service its customers.

The cranes have a lifting capacity of 55 tonnes twin-lift, 38-meter lifting above the seaside, weigh 1,100 tonnes and handle containers over 21 rows (59.1 meters outreach). The remaining three cranes will arrive next year.

**DIGITALISATION**

**Reefer Monitoring System**

- Real-time monitoring of reefer
- Commenced operations in December 2022

**Import Smart Collection System**

- Develop intelligent collection system for import containers
- Launched in January 2022

**New eTP System**

- Enhanced customer experience
- Launched in October 2022

**Vessel Clearance**

- Digitalised platform for Port Health on vessel clearance via ETP and Mobile App
- Target launch: End of 2023

**Tyre Maintenance System**

- Revamp tyre maintenance system
- Launched in December 2022

**iTAP System 2.0**

- Real-time digitalisation for conventional operations
- Target launch: December 2023

**CYBERSECURITY AND DATA SECURITY**

Cyberattacks have been growing in severity and sophistication. As Westports digitalises its operations in search of new efficiencies, it also protects the Company against the mounting wave of cyberattacks by fortifying the security of its assets and infrastructure.

As a part of Hutchison's Global Information Security Group, Westports adheres to global information security standards. All employees with user IDs must undergo regularly Hutchison's cybersecurity awareness training. The standard security policy, bi-annual assessment and action plan review apply to Westports for implementing the latest security policy and measures to secure all hardware, software, system access, backup, operations technology and cloud computing.

Westports classified information security and cybersecurity as potential risks and have covered them in Enterprise Risk Management since January 2020. These topics are revised continuously and presented to the top management before a final presentation to the Board of Directors.

The Chief Executive Officer oversees the Information Security Management System (ISMS) Policy and cascades its enforcement and implementation to various department heads. This policy comprises an acceptable use policy, data classification and protection policy, system access, security standard policy and ISMS scope. The Acceptable Use Policy guides employees in escalating any dubious, suspicious or malicious act by reporting directly to their superior. Alternatively, they may contact [infosec@westports.com.my](mailto:infosec@westports.com.my).

Established in 2020, the Information Security Committee meets quarterly with minuted action plans sent to senior management. Westports' Security Manager within the Infrastructure section proactively coordinates and implements security processes and manages IT outsourcing vendors to improve cybersecurity further.

Westports' IT processes are certified under ISMS, ISO 27001; external auditors, Deloitte, also audited the IT infrastructure in 2022. Two external parties perform a biannual penetration test, and this vulnerability analysis includes simulated hacker attacks. Westports also raises awareness of phishing, sharing passwords and scanning external media with employees. Following these sessions, the IT Department sent a dummy email to ensure no employees respond to phishing attempts.

All employees have unrestricted access to Westports' ISMS Policy through the HR portal. An ISMS awareness programme is a component of the induction programme for recruits and covers Westports information security policies. Currently, the IT Department updates security information on users' screen savers each quarter to raise cybersecurity awareness. All employees receive quarterly awareness training that the IT Department coordinates with departmental leaders. The IT Department also delivers bi-annual HPH IT Security and Awareness.

## DATA ETHICS

As data and technology increasingly power the business model, Westports aims for high ethical standards. The Company's approach to data ethics considers the privacy and careful use of confidential data. Accompanying measures have been established, anchored with executive leaders accountable for implementing the policy, monitoring outcomes and progress, and providing leadership to the organisation.



**The goal is to integrate data ethics into decision-making systems, including processes and technologies across the company.**

Employees who process personal data comply with relevant established rules, regulations, legislation and controls to protect personal information and adhere to the seven enforceable data protection principles of good practice outlined in the Personal Data Protection Act 2010. Westports encourages stakeholders to lodge a formal report with Port Police for external breaches; employees may report internal violations to the HR Department.



*For our cybersecurity and privacy performance, please refer to the Group Sustainability Performance Data table on page 8.*

## POSITIONING WESTPORTS AS A GLOBAL HUB

Westports continues to position itself as Malaysia's leading mega transshipment hub by actively engaging and interacting with its key audience. Various conferences and roadshows held in 2022 allowed Westports to engage with its customers and target audience personally. The Company also visited its customers overseas. These initiatives strengthened the Company's base while retaining its ranking as a leading regional port.



**INDEPENDENT ASSURANCE STATEMENT**

To: The Stakeholders of Westports Holdings Berhad  
Kuala Lumpur, Malaysia

**Introduction and Objectives of Work**

Bureau Veritas Certification (M) Sdn. Bhd. ("Bureau Veritas") has been engaged by Westports Holdings Berhad ("Westports") to provide independent, reasonable assurance of its Sustainability Report 2022. This Assurance Statement applies to the related information in the work scope described below.

**Scope of Work**

Westports requested Bureau Veritas to provide reasonable assurance of the accuracy and reliability of the following:

- Appropriateness and robustness of the underlying reporting systems and processes used to collect, analyse and review the information reported;
- Evaluation of the report against the principles of Accuracy, Accessibility, Balance, Clarity, Comparability, Reliability, Timeliness and Stakeholder Inclusiveness; and
- Data and information included in Sustainability Report 2022 for the reporting period 1 January 2022 to 31 December 2022.

Bureau Veritas reviewed all information during the verification process, including the areas covering 100% of operations.

	<ul style="list-style-type: none"> <li>• Number of reported breaches of the Code of Conduct</li> <li>• Anti-corruption-related fines and settlements in RM and percentage of revenue</li> </ul>
<b>Anti-competition and fair dealing</b>	<ul style="list-style-type: none"> <li>• Total number of employees who received training on anti-corruption by grades</li> <li>• Number of reported cases of anti-competition</li> </ul>
<b>Pollution</b>	<ul style="list-style-type: none"> <li>• GHG and non-GHG Emissions</li> <li>• Effluents and waste</li> </ul>
<b>Waste</b>	<ul style="list-style-type: none"> <li>• Total waste generated in tonnes</li> </ul>
<b>Water consumption</b>	<ul style="list-style-type: none"> <li>• Total municipal water withdrawal (m<sup>3</sup>)</li> </ul>
<b>Energy consumption</b>	<ul style="list-style-type: none"> <li>• Non-renewable fuels purchased and consumed (litres/ MWh/ TJ)</li> <li>• Total renewable energy purchased or generated (MWh)</li> </ul>
<b>GHG Emissions (100% of Operations)</b>	<ul style="list-style-type: none"> <li>• Total direct GHG emissions (Scope 1 tCO<sub>2</sub>e)</li> <li>• Total Indirect GHG from energy purchased and consumed (Scope 2 tCO<sub>2</sub>e)</li> </ul>



**Diversity**

- Number of women in management positions
- Number of employees by ethnicity
- Breakdown of the workforce by employment type
- Details of recruitment and hiring by age and gender

**Training**

- Total number of employees receiving training by employment type, gender, age, grade and ethnicity
- Average training hours and days of training per employee

**Recruitment Rate**

- Recruitment and hiring by gender and age

**Turnover Rate**

- Total employee turnover by gender, age, grade, ethnicity
- Percentage of sites with OHSAS 18001 certification

**Health And Safety Performance**

- Total incidents, accidents and frequency rate
- Data on fatalities for Westports staff and contractors
- Lost-time injury frequency rate (LTIFR) per million hours worked for employees and contractors

**Human rights**

- Westports' commitment to Human Rights
- Applicable human rights laws and legislation referred to
- Human rights risks and assessment
- Incidence of non-compliance and number of labour standards violations

**Freedom of association and collective bargaining**

- Number of members registered with Trade Union and related labour organisations

**Cybersecurity and Data Privacy**

- Total number of information security and data breaches
- Total fines/penalties paid concerning information security breaches or other cybersecurity incidents

**Responsibilities**

The preparation and presentation of the Sustainability Report 2022 is the sole responsibility of the management of Westports.

Bureau Veritas was not involved in the preparation of the Disclosure. Our responsibilities were to:

- Provide independent, reasonable assurance about whether the Selected information has been appropriately and accurately prepared; and
- Form an independent conclusion based on the assurance procedures performed and evidence obtained.



#### Methodology

Our overall verification was conducted with reference to the International Standard on Assurance Engagements (ISAE) 3000 (revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, International Framework for Assurance Engagements, Bureau Veritas' standard procedures and guidelines for external Verification/Assurance of Sustainability Reports and the Global Reporting Initiative (GRI) Sustainability Reporting Standards of independent assurance.

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Performed a site verification and review at Westports' headquarters in Pulau Indah, Port Klang
2. Interviewed key personnel responsible for collating information and writing various parts of the statement to substantiate the veracity of the claims
3. Reviewed internal and external documentation
4. Reviewed Westports for qualitative and quantitative data aggregation and analysis
5. Reviewed and verified the accuracy of data collected from various sources presented in the report
6. Audited the performance data
7. Reviewed documented evidence produced by Westports, including but not limited to operational environmental data and environmental performance, including energy, water, waste, pollution and GHG emissions

The work was planned and carried out to provide a reasonable, rather than absolute assurance, and we believe it provides a reasonable basis for our conclusions.

#### Conclusion

Based on our methodology and the activities described above for the agreed work scope, it is Bureau Veritas's opinion that the statements in the Sustainability Report 2022 are reasonably stated.

Based on the scope of the verification process, the following represents Bureau Veritas's opinion:

- It is our opinion that Westports has established appropriate systems for the collection, aggregation and analysis of qualitative and quantitative data such as key performance.
- Westports has established the Anti-Corruption & Bribery Policy and other related procedures to achieve its goals and objectives. All executives and managers have signed the Anti-Corruption Pledge. A total of nine hundred and forty-nine managers and executives attended anti-corruption and ethical behaviour training in 2022; no corruption cases were reported in 2022.
- Westports implemented its human rights policy in the Code of Conduct for its organisation and suppliers. It also recommended that the latter adhere to these high standards.



- It was also found that Westports is committed to aligning its human rights practice with local and international International Labour Organisation's (ILO) 1998 Declaration on Fundamental Principles and Rights at Work.
- The level of accuracy of GHG emissions data included in Westports Holdings Berhad's Sustainability Report 2022 is fair, acceptable and presented in an appropriate manner. The

personnel responsible for the data were able to reliably demonstrate the origin(s) and interpretation of data contained in the report. Westports has satisfactorily addressed, in the final version of the report, all issues that had been raised during the audit verification meetings.

**Scope 1:** Direct GHG Emissions (produced by company-owned vehicles and machineries such as TTs, RTGs, tugboats, pilot boats and buses)

**Scope 2:** Indirect GHG Emissions (purchased electricity used to power quay cranes, reefer containers and the port's operational facilities at the company's headquarters)

**Scope 3:** Other Indirect GHG Emissions (air travel and employees travelling to and from work)

The verification is based on the requirements of ISO 14064-3:2019, and the following information was verified (tCO<sub>2</sub>e emissions).

Greenhouse gas emissions (tCO <sub>2</sub> e)		
Scope 1	Scope 2	Scope 3
136,779	71,463	8,480

- Westports addressed its waste management and reduction practices in its Green Ports Policy, in line with the Environmental Quality Act 1974, by disclosing effluent discharges and all wastes, including scheduled wastes, spills and water bodies affected by its operations, including wastes from production, services and business facilities.

Waste (tonnes) in 2022	
Total Scheduled Waste (Unrecycled)	491.06
Hydraulic Oil Recycled (tonnes)	17.4

- Westports recorded strong growth in its Hydraulic Oil Recycling. Hydraulic Oil Recycling increased from 14.28 tonnes in 2021 to 17.40 tonnes in 2022, which resulted in a 21.85% increase.





- There is one source of incoming water to Westports, which is supplied by the utility company. The water supply from the utility company was evident through the monthly bills. The volume of 1,499,952 m<sup>3</sup> reported in the Sustainability Report 2022 was found to be correct. There was a 2.26% decrease in water consumption compared to 2021.

#### Limitations and Exclusions

The verification process was subjected to the following limitations:

- Activities outside of the defined reporting period;
- Scope outside the defined Selected Disclosure;
- Contractor or third-party data;
- Positional statements (expressions of opinion or future intention by Westports) and statements of future commitment;
- Data identified by Westports Holdings Berhad for non-inclusion, geographical operations/activities excluded, subsidiaries/joint Ventures, etc; and
- For GHG emissions, the verification was designed to provide a reasonable assurance of whether the GHG emission is presented fairly, in all material aspects, and in accordance with the reporting criteria. It was not intended to provide assurance of Westports' ability to achieve its climate-related targets, expectations or ambitions.

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

#### Statement of Independence, Integrity and Competence


Bureau Veritas is an independent professional services company specialising in Quality, Health, Safety, Social and Environmental management with over 190 years of history in providing independent assurance services with an annual turnover in 2022 of EUR 5,650.6 million.

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

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



Bureau Veritas  
Kuala Lumpur, MALAYSIA  
21 March 2023

  
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