

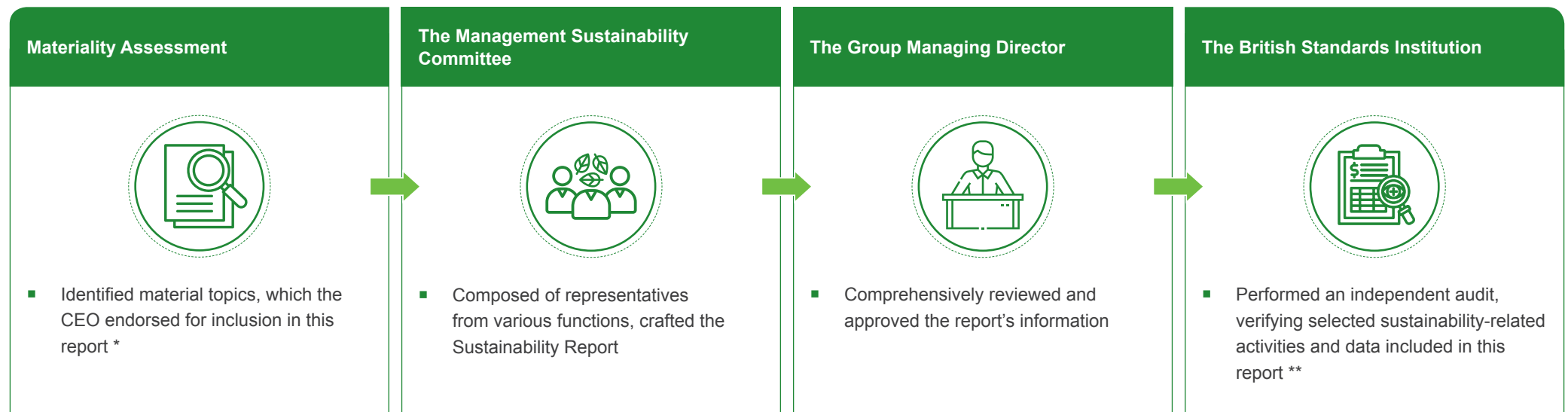


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Westports' Sustainability Report 2023 covers January 1 to December 31 2023 ("FY2023"), in line with the Group's financial reporting cycle. Westports published its previous report in March 2023.

References to "Westports", "the Company", "the Group", "we", "us", and "our" all indicate Westports Holdings Berhad. The Group is committed to expanding its reach and inclusivity to involve all participants within its supply chain network.



* Adopted the AA1000 standards in determining its material sustainability topics

** Followed the AA1000 Assurance Standard

This sustainability report highlights the Company's advancements toward global goals, encompassing the United Nations Sustainable Development Goals (UNSDGs), the journey to attain net-zero emissions, decarbonisation, inclusivity promotion and other relevant sustainability-related matters.

Westports has not restated any information or data in the reporting period other than indicated in the text and noted in the Group Sustainability Performance Data.

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

Westports is the main gateway for containerised and conventional cargo for the hinterland of central Peninsular Malaysia. The container business grew exponentially from 20,000 Twenty-foot Equivalent Units (“TEUs”) in 1996 to 10.9 million TEUs in 2023. The market share of the container business represented approximately 77% in Port Klang, 17% in the Malacca Straits and 39% in Malaysia.

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 5,800-metre straight line. The average container handling capacity is 13.7 million TEUs; the average capacity utilisation ratio was 79% in 2023.

The conventional terminal handled 11.60 million tonnes of bulk cargo in 2023. 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
- 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 10.9 million TEUs and 65% of containers handled are for countries within Intra-Asia
- Conventional segment handled 11.6 million metric tonnes of bulk cargo in 2023
- Achieved RM2.09 billion in operational revenue



ESG Milestones: A Journey of Achievements

- FTSE4Good Bursa Malaysia Index: Westports remains a constituent of this index, which comprises publicly listed companies showcasing exemplary ESG practices. In 2017, Westports earned a place in the FTSE Bursa Malaysia Mid 70 Index, underscoring its significance within the mid-cap segment of the Malaysian stock market
- GPR Pure Infrastructure Index Series: In 2016, Westports became part of the GPR Pure Infrastructure Index Series, a recognition from the Amsterdam-based Global Property Research
- Westports has also attained impressive scores from various rating agencies, including Sustainalytics and FTSE. Westports achieved a 'Negligible Risk' ranking by Sustainalytics and an FTSE score of 4.5, which is in the top-tier rank
- Gold winner at The Edge Malaysia ESG Awards 2023 in the transport and logistics sector category
- Asiamoney, Asia's Outstanding Companies Poll 2023 – Malaysia, Transportation Sector
- APSN (APEC Port Services Network) Green Port Award (GPAS) 2023
- The Edge Billion Ringgit Club Corporate Awards 2023 – Category of Transportation & Logistics (Highest Growth in Profit After Tax Over 3 years)
- The Edge Billion Ringgit Club Corporate Awards 2023 – Category of Transportation & Logistics (Highest Return on Equity Over 3 years)

OUR CULTURE



Vision

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



Mission

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

Company Objective – G.O.W.E.S.T

Generate Sustainable Revenue

We are determined to generate sustainable revenue through the consistent implementation of our values and corporate philosophy, continuous improvements and innovation, cost management and maintaining high customer satisfaction resulting in excellent returns for employees, shareholders and customers.

Operational Efficiency

We provide operations and services excellence that exceeds global standards through effective training, continuous review of operational achievement and enhancement of SOPs.

World Class Productivity

Our Vision is to be the First Port of Choice for our customers, shareholders and employees. We are determined to go the “Extra Mile” to delight our customers with services that exceed their expectations, which include world-class productivity standards exercised through continuous quality improvement.

Employer of Choice

Westports is determined in providing excellent compensation benefits and training to our employees, job enrichment and developing human capital, as they form an integral component of the company’s achievements. We are determined to be the Employer of Choice by projecting best work practices.

Service Excellence

We are committed to providing world-class services that surpass our customers’ requirements and expectations. We strive to offer the utmost focus, conduct in-depth study and unvarying improvement to meet our customers’ ever-changing needs.

Technology Driven

We are committed to establishing the aspect of improvement by considering new technologies to expedite and simplify our processes and efforts as a part of the daily work of all departments and sections and ensure the problems are eliminated at the source itself in order to create better opportunities for improvements.

Core Values – T.A.N.S.R.I.G

Teamwork

Westports believes in collective and cooperative teamwork which contributes to the achievement of the company’s vision and mission.



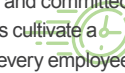
Accountability and Integrity

Integrity is the bedrock on which trust is built and is the hidden key to success. Employees are embedded with a deep feeling of trust and integrity which provides transparency and positive work environment.



Now Culture

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 cultivate a great sense of urgency and priority in every employee.



Safety Awareness

Safety is an integral part in sustaining our business growth success leading to an increase in productivity.



Responsible

This tenet is embraced by all employees where are all responsible for our actions and conduct.



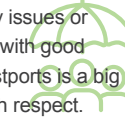
Innovation

Westportians develop a passion for excellence and success through continuous innovation of new ideas and practices.



Good Family Values

We work together as a family and practice candour, open communications and solve any issues or problems together. Things are done with good thoughts, intentions and deeds. Westports is a big family where everyone is treated with respect.



A MESSAGE FROM THE EXECUTIVE CHAIRMAN AND GROUP MANAGING DIRECTOR

Welcome to Westports Sustainability Report 2023.

Sustainability held immense significance for my father, Tan Sri Datuk G. Gnanalingam, the founder of Westports, and I am committed to perpetuating his legacy. He served as a source of inspiration, impacting numerous lives and communities through his compassion, generosity and kindness. His visionary leadership and stewardship have been instrumental in building and transforming Westports and Port Klang into Malaysia's premier gateway port and a key transshipment hub in Southeast Asia.

This year, we witnessed a year of notable achievements and substantial growth made possible through the guidance of solid governance. Westports took significant strides to strengthen its framework by formalising several commitments. The introduction of 10 new policies exemplifies our dedication to robust governance. Among these, the Sustainability Policy, ESG Compliance Policy and Community Engagement Policy stand out, reaffirming our commitment to sustainable business practices and adherence to all ESG matters. These policies are the cornerstone of our ethical conduct and responsible corporate citizenship.

At the heart of ethical leadership lies an unwavering commitment to integrity and the relentless pursuit of a business environment free from corruption. Our Head of Corporate Secretarial Affairs, Mr Veeranaidu A/L Ramandu's recognition as a Certified Integrity Officer solidifies our commitment to preventing and detecting corruption within the Group. Our proactive approach includes a 99.9% corruption training rate for employees.

Anti-competition stifles innovation, limits consumer choice and undermines fair market dynamics by suppressing healthy competition. In 2023, we introduced Westports Structured Reporting System to prevent anti-competitive practices, ensuring transparency and fair market dynamics.

A mix of challenges and opportunities characterise our economic landscape. We experienced significant developments, notably with Westports securing a 58-year extension to its port concession until 2082. This extension reflects a positive outlook and underscores the strategic importance of Malaysia, particularly Port Klang, as a key player in global shipping.

However, like many industries worldwide, the shipping sector faces ongoing uncertainties, including the impact of global supply chain disruptions, fluctuating fuel prices and evolving environmental regulations. Navigating these challenges while capitalising on opportunities for technological advancements and sustainable practices remains our priority.

As a player in the port industry, we are steadfast in our commitment to environmental sustainability and aspire to achieve net-zero carbon emissions by 2050. Our concentrated efforts on emissions intensity reduction, decarbonisation and potential carbon sequestration underscore our dedication to environmental stewardship. We substantially improved carbon emissions reporting, energy and water monitoring processes and made significant inroads into calculating our Scope 3 emissions. Initiatives such as the Land and Biodiversity Policy, mangrove planting, and the introduction of autonomous Q-Truck electric Terminal Tractors (TTs) demonstrate our commitment to environmental sustainability.

Introducing Westports' Waste Management and Water Management Policies is crucial in enhancing environmental responsibility and sustainable operations. These policies formalise our commitment to minimising waste, optimising water usage, implementing eco-friendly practices, and contributing to a healthier and more sustainable future for our community and the broader ecosystem.

Our team is the driving force behind our achievements, propelling us forward with their energy and dedication. Traditionally associated with males, Westports has undergone a positive shift this year as we've made concerted efforts to welcome and foster more balanced and meaningful representation. Surpassing our targeted 30%, we are proud to have achieved 50% female representation on the Board, showcasing our steadfast commitment to inclusivity and gender diversity. Recognising historical imbalances in our container operations, we have proactively addressed this disparity by deploying 86 female operators. Beyond mere numerical representation, our dedication extends to ensuring the safety and well-being of our diverse workforce. By fostering an inclusive environment, we harness a wealth of perspectives and talents, driving innovation and providing a workplace that reflects the richness of our global community. The local community is central to Westports' commitment to corporate social responsibility. This year, we intensified our support by spending RM1,594,099 on Corporate Social Responsibility (CSR) initiatives, allowing us to amplify our contributions to various community and worthwhile causes. We also established a new 24-hour clinic for staff and the public. This clinic offers employees and their dependents the same benefits as Klinik Westports. It also ensures quick and easy accessibility, emphasising our dedication to the health and well-being of our local community.

Westports is committed to embracing digitisation within the dynamic shipping industry as we venture into digitalisation, technology and innovation. We are transforming essential processes such as fuel management, ERP systems and inventory management. This commitment optimises workflows, fostering agility and responsiveness in our shipping infrastructure. Nevertheless, the rise of digital technologies introduces privacy risks. Our robust Data Privacy Policy highlights our steadfast dedication to secure and responsible data management. This commitment places trust and confidentiality at the forefront of our innovative approach to enhancing operational capabilities.

Without further ado, I invite you to explore our report. However, before you begin, I would like to express my deepest gratitude to our stakeholders, employees and esteemed Board of Directors for their unwavering support and dedication to our sustainability initiatives. Your collective commitment has been instrumental in shaping our progress and fostering a culture of responsibility and innovation. Together, we have advanced towards a more sustainable future, and your contributions have been the cornerstone of our success. As we continue this journey, I am confident our collaborative efforts will further elevate our impact and inspire positive change in environmental stewardship and social responsibility. Thank you for your invaluable contributions, dedication and shared vision for a sustainable tomorrow.

Datuk Ruben Emir Gnanalingam Bin Abdullah
Executive Chairman and Group Managing Director

In 2023, Westports released its Sustainability Policy, which underpins the delivery of strategic goals. The Group's sustainability strategy is a crucial business priority integrated into the corporate strategy.



Westports' Sustainability Policy:

<https://www.westportsholdings.com/policies/>

<https://www.westportsholdings.com/wp-content/uploads/files/Policies/Sustainability%20Policy.pdf>

SUSTAINABILITY STRATEGY

Westports actively embraces local and international sustainability frameworks such as the UNSDGs and OECD Guidelines for Multinational Enterprises. Westports' primary sustainability objective is collaborating with stakeholders in constructing a sustainable port that contributes positively to the national economy, regional development and the welfare of its served stakeholders.

Pathways to Net Zero: Decarbonisation in Action

- Westports conducted a comprehensive review of its Glide Path To Net Zero 2050 to set targets aligned with the Task Force on Climate-Related Financial Disclosures ("TCFD") framework.
- Westports undertook an updated and detailed assessment of the Glide Path To Net Zero 2050 from the second quarter of 2023. This study estimated the potential annual electricity consumption when gradually replacing the existing diesel-powered terminal operating equipment with electric-powered units.
- Westports also formulated an initial plan to begin the transition process by purchasing electric terminal trucks and electrified Rubber Tyred Gantry Cranes within the next three years to gradually replace the fleet of ageing equipment. Westports is also assessing how much renewable electricity can be sourced directly or indirectly via solar panels.



Preserving Biodiversity in Land, Air and Water Conservation

- The Group reuses degraded materials for reclamation to minimise the environmental impact of relying entirely on transported sand.
- The Group initiated a trial mangrove planting study. Westports also secured an extension of Environmental Impact Assessment (EIA) approval for Westports 2, which allows for the flexible planting of mangroves on 97 hectares of land within the 60-year concession period as outlined in Westports 2's Environmental Management Plan. Up to 2023, 9,636 mangroves were planted, bringing the total to a diverse range of six different mangrove species since the Company's initial project in 2015.



Charting Sustainability Along the Supply Chain

- 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.
- By 2030, Westports expects all vendors to demonstrate a commitment to sustainability. This commitment could manifest in various ways, such as having a sustainability roadmap, future sustainability plans and the detailed disclosure of sustainability efforts. By 2050, Westports envisions complete vendor alignment with its ESG requirements.



People: Catalyst for Progress and Unity

- Westports is dedicated to exemplary people management, encompassing aspects such as career development, competitive compensation, work-life balance, well-being, safety and human rights.
- Westports' Diversity and Equal Opportunity Policy is crafted to foster inclusivity and fairness. It is with pride that it is announced that the company has exceeded its goal of attaining 30% female representation on the board, achieving an impressive 50%. This commitment extends to the operational level, as evidenced by the initiation of deploying female operators this year.
- Westports adheres to stringent safety and health practices in compliance with OSHA 1994, FMA 1967, EQA 1974, and other relevant acts. The number of accidents and incidents involving workers, contractors, and the public has significantly reduced.



Community: Thriving in Harmony with the Society

- The Group's commitment to social development includes optimising the impact of operations on the local community, promoting the employment and training of locals, upgrading infrastructure, enhancing the liveability of the island and fostering the development of logistics-based local businesses.
- Westports maintains an ongoing partnership with local authorities and serves as a community partner in Pulau Indah through initiatives such as Klinik Westports, ambulance services and port police. These efforts are dedicated to fostering a safe Pulau Indah with a focus on the health and well-being of the society.



SUSTAINABILITY GOVERNANCE

The Board of Directors leads sustainability governance. The Group fully integrated sustainability into all corporate operations, influencing discussions in board meetings and across various business functions. Several committees and business units help plan short-term target management and long-term strategic approaches. Westports has set several internal sustainability targets, which it monitors and reports on annually. Policies and management systems help achieve these targets. Starting in 2023, Executive Compensation is directly linked to sustainability targets, underscoring an unwavering commitment to sustainability.

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.

An Independent Non-Executive Director leads the Committee, providing direction, oversight and guidance throughout Westports in sustainability-related projects. Appointed by the Board from among its members, the SC comprises at least three independent and non-executive directors. The SC Chairperson is an independent non-executive director who is not the Board's Chairman. The SC receives appropriate and timely updates during its quarterly meeting to help all members discharge their duties.

RISK AND COMPLIANCE MANAGEMENT SYSTEM

Westports' Risk Management Framework considers business, labour, operational, and internal and external risks. The Group performs risk assessments on 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.

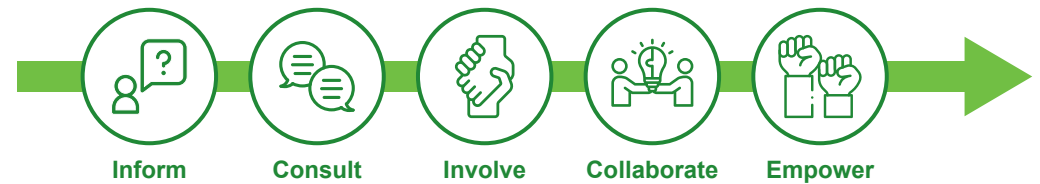
Westports integrated sustainability risks and opportunities into the strategic and risk-related decision-making processes. The Company's risk management and internal control systems cover operational and Sustainability risks, such as climate change. Westports reports its sustainability risk profile to the Board through its Board Sustainability Committee.

Stakeholder relations are essential for Westports due to the nature and location of operations. Westports builds strong relationships with internal and external stakeholders, including employees, neighbours, the local community, customers, contractors, supply chain partners, other industry players and regulators.

Westports identifies stakeholders through a thorough stakeholder mapping process, which considers all business areas and individuals or groups engaged or impacted.



Various commitments and policies support stakeholder engagement, including the Community Engagement Policy, Whistleblowing Policy and communications procedure.




Engagement levels depend 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. Westports invites stakeholders to collaborate to overcome the challenges of developing the port, creating economic and social value and realising sustainable growth. Typically, engagement levels fall into one of the following spectrums.




Dialogue with stakeholders and engaging external experts help combat increasing sustainability challenges. A formal grievance mechanism, including a hotline and a dedicated email address, allows local stakeholders to report any concerns directly. Maintaining active and continuous stakeholder dialogue ensures that Westports' priorities and methods remain relevant.

Westports' stakeholder engagement model, which includes the engagement methods, frequency of engagement and critical concerns of every key stakeholder group, is presented below.

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
Port Users 	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	
Government & Authorities 	Formal meetings	Ad-hoc	Operational compliance & effective
	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
Shareholders & Investors 	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	
Community 	Website	Daily	Employment of locals
	Annual & sustainability reports	Annually	Infrastructure development
	Visits, seminars & joint activities	Ad-hoc	
	Community engagement activities	Regularly	
	Materiality survey	Biennially	
Employees 	Employee satisfaction 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	
	Employee survey	Annually	
	Materiality survey	Biennially	

Stakeholder Group	Engagement Method	Frequency of Engagement	Key Concerns
Suppliers 	Suppliers' survey	Ad-hoc	Supplier appraisal mechanism
	Suppliers' training programmes	Regularly	Effective communication
	Supplier relationship management	Regularly	
	Video conferencing	Ad-hoc	
	Materiality survey	Biennially	
Professional Bodies 	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	
Non-Governmental Organisations (NGOs) 	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

It is essential to consider potential stakeholder engagement risks before selecting the level of engagement. Possible risks include participation fatigue, conflicts of interest, disruptive stakeholders and unwillingness to engage.

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








Communicating Engagement Results

- A summary of discussions, stakeholder concerns, expectations and perceptions
- A list of outputs, including recommendations and agreed decisions
- A list of participants
- Future action plans

In 2022, Westports undertook a comprehensive assessment to identify the economic, social, and environmental topics its stakeholders consider most relevant to its business.

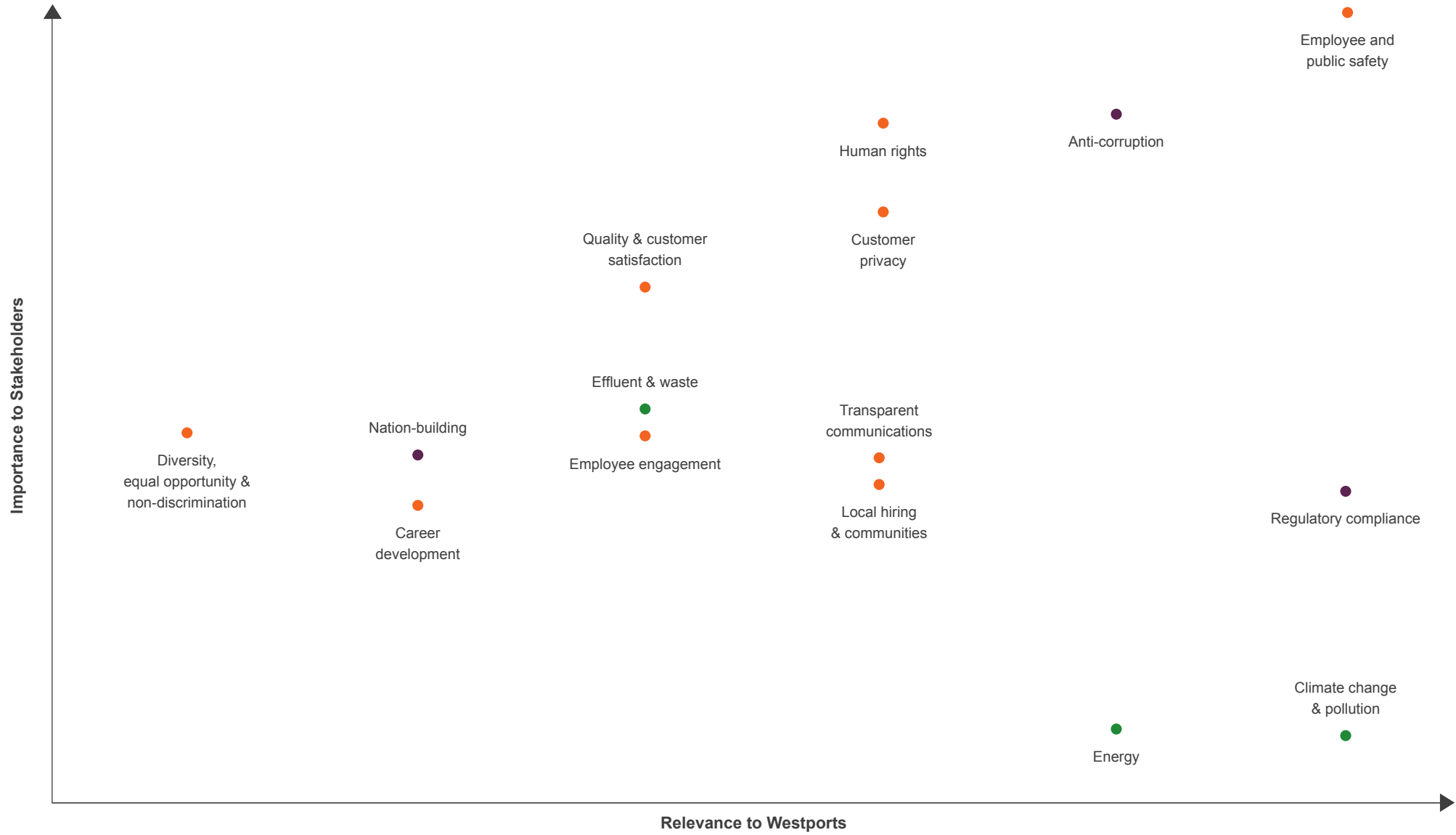
Materiality Assessment Considerations

-  Data from independent stakeholder materiality research
-  Opinions of **4,289** stakeholders and **seven** Board members
-  Global sustainability trends and peer reviews
-  Relevant sustainability standards
-  ESG topics prioritised by financiers

The assessment identified and prioritised 15 topics according to their business impact and importance to stakeholders. The Board and Management recently reviewed the materiality matrix thoroughly and concluded that it remains significant and relevant. The Group is committed to addressing these priorities, integrating them into the sustainability agenda and using them to shape the Group's future priorities.

Stakeholders Involved in the Materiality Research

-  Government Agencies such as Customs
-  Community such as Schools & Residents at Pulau Indah
-  Employees of Westports
-  Shipping Clients such as Liners & NVOCC
-  Other Customers such as Warehouse Users
-  Port Users such as Forwarding Companies
-  Suppliers & Contractors of Goods & Services
-  Shareholders & Analysts



The following table aligns the identified material issues with the UNSDGs, listing the location and addressing matters in the report.

Sustainability Areas Assessed in the Materiality Study

Materiality Issue	Description	Related UNSDGs	Relevant Sections
Economic			
Regulatory compliance	Preventing anti-competitive behaviour and complying with all other economic, environmental and social legislation	 	<ul style="list-style-type: none"> • Doing the Right Thing Today and Tomorrow • Environmental Compliance • Human Rights • Health and Safety • Data Privacy
Nation-building	Developing the port and local infrastructure, which transforms local, regional and international trade	     	<ul style="list-style-type: none"> • Society • Digitalisation • Efficiency-driven Optimisation: Maximising Service Impact
Anti-corruption	Reporting and managing Westports' anti-corruption processes through risk assessments, training and monitoring non-compliance		<ul style="list-style-type: none"> • Doing the Right Thing Today and Tomorrow
Environment			
Energy	Managing energy effectively to reduce it whenever possible	   	<ul style="list-style-type: none"> • Energy Management
Climate change & pollution	Managing greenhouse gases, ozone-depleting substances and other harmful emissions	    	<ul style="list-style-type: none"> • Westports' Green Port Commitment • Commitment to Net-Zero Carbon Emissions by 2050 • Energy Management • Climate Change Management
Effluent & waste	Disclosing effluent discharges and all wastes, including scheduled waste, spills and water bodies affected by operations	    	<ul style="list-style-type: none"> • Effluents and Waste

Materiality Issue	Description	Related UNSDGs	Relevant Sections
Social			
Diversity, equal opportunity & non-discrimination	Promoting diversity and equal opportunities and eliminating all forms of discrimination in the workplace	   	<ul style="list-style-type: none"> Diversity and Inclusivity Human Rights
Local hiring & communities	Supporting all local communities as port operations contribute to economic, social and environmental changes	 	<ul style="list-style-type: none"> Equal Employment Opportunity Society Human Rights
Human rights	Protecting all human rights aspects, including protecting the indigenous population, staff welfare and security and ensuring there is no child or forced labour in port operations	  	<ul style="list-style-type: none"> Human Rights
Employee engagement	Respecting employees' rights to joint representation and consultative practices through the Penghulu system		<ul style="list-style-type: none"> Employee Engagement
Career development	Improving hiring, recruitment and retention and conducting training and career development reviews	    	<ul style="list-style-type: none"> Training and Development
Employee and public safety	Keeping all workers safe, preventing noncommunicable and infectious diseases and protecting the well-being of the public and all port users	  	<ul style="list-style-type: none"> Health and Safety Public Safety
Transparent communications	Providing accurate and transparent information in all aspects of corporate disclosure	 	<ul style="list-style-type: none"> Responsible Marketing
Quality & customer satisfaction	Promoting quality throughout all aspects of port operations to ensure high customer satisfaction		<ul style="list-style-type: none"> Responsible Marketing Efficiency-driven Optimisation: Maximising Service Impact
Customer privacy	Protecting the privacy of customers and members of the public		<ul style="list-style-type: none"> Data Privacy

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

PARTICIPATION IN INDUSTRY ASSOCIATIONS

Westports leverages its extensive industry memberships to understand specific trends and collaboratively advance the global port, transportation and maritime sectors. These associations drive policy enhancements, promote best practices and set high standards in safety, health and environmental stewardship. By engaging with government bodies, advocating logistics, liaising with regulators, and fostering dialogue with local agencies, Westports actively influences and supports the port industry's sustainable development while ensuring compliance and fostering a thriving industry ecosystem. The Group discusses port-related public policy and communicates regularly with the port authority.

Westports collaborates closely with organisations and associations through involvement, membership and participation, including the following:

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

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




CLIMATE CHANGE FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES

Westports actively tracks climate change risks and opportunities that might affect operational dynamics, revenues or expenditures. Fuel availability and weather variations currently affect business operations. Rising sea levels are not an immediate concern. However, Westports performs comprehensive analyses to understand potential adverse impacts, particularly within the concession period.

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

Westports is committed to aligning its disclosures with the Financial Stability Board's TCFD recommendations. The Group officially became a supporter in November 2022.

GOVERNANCE

<p>The Board</p> <ul style="list-style-type: none"> ▪ Ultimately responsibility for sustainability matters, including climate-related risks 
<p>Sustainability Committee (SC)</p> <ul style="list-style-type: none"> ▪ Board oversight role 
<p>Management Sustainability Committee (MSC)</p> <ul style="list-style-type: none"> ▪ Management committee that supports the impetus and initiatives to achieve those goals ▪ Responsible for driving and cascading down these principles and values so that sustainability becomes an integral and critical to Westports' culture 

STRATEGY

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

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

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

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

- The water levels will increase between 0.30 and 0.65 meters by 2080
- The soffit of the berth deck slab has a freeboard of 0.80 meters above the current (Highest Astronomical Tide) HAT water level
- There is still an air gap before the water levels inundate the soffit.

RISK MANAGEMENT

Westports recognises climate change as a relevant risk and opportunity. The Group's detailed Climate Change Assessment has limitations, such as the restricted availability of site-specific measured data, future improved hardware software digital solutions and evolving actual global climate conditions.

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

TRANSITION RISKS



Malaysia has yet to adopt carbon pricing on CO₂e emissions. Westports' Scope 1 and 2 carbon emissions in 2023 amounted to 180K tonnes of CO₂e. If the Malaysian government introduces carbon tax pricing similar to Singapore's, it would be SGD45 a tonne by 2024. Based on the existing GHG emission profile, the carbon tax could cost Westports RM28 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 demand a clean or lower CO₂ operating environment for port operators. The liners could favour vessel calls to ports using clean or lower CO₂ emissions to support their lower or clean environmental footprint.

PHYSICAL RISKS



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

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

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

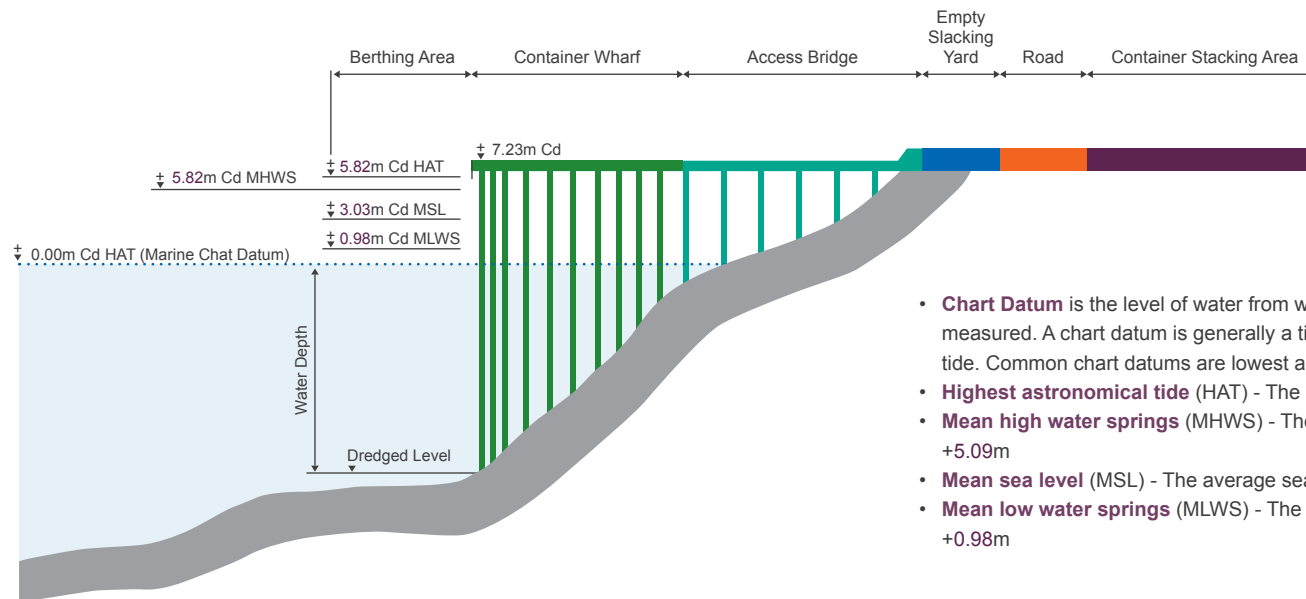
METRICS AND TARGETS

Westports is committed to achieving net zero carbon emissions by 2050 and developed a broad decarbonisation roadmap. The Company commits to align future capital expenditures with its long-term GHG targets. 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.

CLIMATE SCENARIO ANALYSIS: CLIMATE CHANGE IMPACTS ON SEAPORTS

Although many climatic hazards such as heat waves, strong winds and precipitation can affect seaports, mean sea-level rise (SLR) and associated extreme sea levels (ESLs) pose a significant threat, which is growing. Based on the existing and future design, Westports does not expect the projected sea level increase for Peninsular Malaysia to affect Westports' operations during the concession period. The highest astronomical tide (HAT) stands at +5.82m, whereas Westports' 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 near term compared to IPCC's projected sea-level change by 2100.

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



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

Impact of Climate Change on Wave Height

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

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

DOING THE RIGHT THING TODAY AND TOMORROW

Westports maintains a strict zero-tolerance policy towards any corruption, bribery and fraud. Commitment to the highest integrity standards is articulated and enshrined within the Company's Code of Conduct and communicated to all employees joining. Westports also updated employees through email if there were any changes. 99.9% of employees received anti-corruption and bribery training.

CODE OF 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.

Westports' Code of Conduct

- Guides ethical business and optimises social and environment factors in operations
- Sets forth basic standards of ethical and legal behaviour within the Group
- Describes Westports' high ethical standards and integrity based on applicable law and internationally recognised principles for responsible business conduct
- Emphasises the Group's commitment to ethics and compliance with the applicable laws and regulations
- Includes noble characteristics in performing duties to improve work quality and productivity
- Improves self-discipline to provide the Group with good 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	 Discrimination & Harassment
 Health and Safety	 Environment
 Equal Employment Opportunity	 Sexual Harassment
 Whistle Blowing	 Anti-Bribery & Anti-Corruption
 Anti-Money Laundering	 Confidential Information
 Personal Data Protection	 Abuses of Power
 Conflicts of Interest	 Anti-Competition

ANTI-CORRUPTION

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

Topics Coverage	Stakeholder Coverage
<ul style="list-style-type: none"> ▪ Corruption & bribery ▪ Embezzlement ▪ Facilitation payments & kickbacks ▪ Gifts ▪ Hospitality & entertainment ▪ Charitable contributions & sponsorships ▪ Money laundering ▪ Conflicts of interest ▪ Dealing with government or public officials ▪ Direct and indirect political contributions ▪ Illegal financing of political parties 	<ul style="list-style-type: none"> ▪ Temporary, contract or permanent employees ▪ Directors ▪ Clients & customers ▪ Joint ventures & partners ▪ Consortium & outsourcing providers ▪ Contractors, consultants & subcontractors ▪ Suppliers, vendors & advisers ▪ Agents, distributors, representatives & intermediaries ▪ Investors (including external providers) ▪ Government/public officials

Westports expects each employee to prevent, detect and report bribery and other forms of corruption. The Group established an ACE Committee, overseen by the Board, to address corruption and ethics-related matters. Stakeholders can report potential or actual corruption cases through a dedicated email at integrity@westports.com.my.

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 operations with substantial exposure to corruption and bribery risks. Recognising the importance of proactive measures, Westports has identified approximately 60 positions deemed as “high risk” or important roles, and has implemented specific policies to manage potential corruption risks associated with these roles. Due diligence is essential for high-risk operations.

Westports is also externally audited by an independent, external specialised organisation and submits a biannual report to the Malaysian Anti-Corruption Commission (“MACC”).

Westports is committed to upholding the highest integrity standards and preventing and detecting corruption within the organisation. Mr Veeranaidu became a Certified Integrity Officer (“CeIO”) in 2023, recognised by the Integrity Officer Accreditation Board, chaired by the Chief Commissioner of MACC.

Role of CeIO



Westports Malaysia Sdn. Bhd. obtained ISO 37001:2016 Anti-Bribery Management System (ABMS) certification from SIRIM QAS International Sdn. Bhd., which is Malaysia’s ABMS certification body.

ANTI-CORRUPTION AND BRIBERY TRAINING



All new personnel receive comprehensive Anti-Corruption and Bribery Policy training during induction. All executives and managers have signed a Pledge for Anti-Bribery.

ISO 37001 mandates all Westports employees to receive corruption training, with a 100% training rate before the next surveillance audit. Westports has accomplished 99.9%, with the remaining attributable to employees on hospitalisation leave. The ACE Committee delivers training on corruption-related topics, bribery and money laundering.

CORRUPTION-FREE SUPPLY CHAIN



Westports is broadening its anti-corruption efforts by extending expectations to the supply chain. Comprehensive supplier anti-bribery and corruption measures are in place to ensure that vendors adhere to ethical standards, including detailed briefing sessions.

Westports conducts quarterly risk assessments on its contractors, including intermediaries. The process identifies areas susceptible to risk, followed by a summary of findings presented to the GMD and CEO. A comprehensive annual report, including all quarterly assessments, is submitted to the board.

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 noncompliance and all criminal offences, including bribery and corruption.

POLITICAL CONTRIBUTIONS

Westports neither makes nor offers 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 that contribute to nation-building and benefit the people.

ANTI-COMPETITION AND FAIR DEALING

Westports complies with competition law and strictly prohibits anti-competitive agreements or substantial market power in all business transactions. Westports does not abuse its dominant position, engage in concerted practices, or engage in 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-competitive 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

<p>Formalised Procedures</p> <ul style="list-style-type: none"> for receiving gifts by individual department heads 	<p>Independent investigations</p> <ul style="list-style-type: none"> by an external agency on allegations
<p>Internal audits</p> <ul style="list-style-type: none"> to monitor compliance with the code of conduct 	<p>Due diligence</p> <ul style="list-style-type: none"> in evaluating contracts and suppliers

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

CONFLICTS OF INTEREST

Westports addresses conflicts of interest by excluding those with personal connections from the interviewing panel during hiring. During interviews, all parties must declare any existing conflicting relationships, ensuring transparency and integrity in hiring.

WHISTLEBLOWING

Westports' Whistleblowing Policy promotes high transparency, accountability and sound corporate governance practices in the workplace. The Group proactively communicates the Whistleblowing Policy to all employees in English and Bahasa Malaysia. Westports' whistleblowing function provides an opportunity to share 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.

Coverage of Whistleblowing Policy

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.



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. The management is directly responsible for anti-corruption.

ENHANCED AND EFFECTIVE SUPPLY CHAIN

Westports optimises its procurement operations, making them more efficient, transparent and collaborative.

Key Supply Chain Action Plans

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.



ESG IN THE SUPPLY CHAIN

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 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 and Immunisation Policy and Whistle Blower Policy.

All contractors and supply chain partners should make reasonable efforts to:

- Ensure equal opportunities for its employees.
- Assess and reduce the environmental impact and carbon emissions arising from or in connection with its products and services throughout their 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 social and environmental accountability commitments.
- 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.
- Reject corruption in any way, shape or form in any jurisdiction.

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.

Throughout client engagement, Westports actively encourages the adoption of ESG principles. During the contract renewal process for landed clients, Westports:

- Asks clients about their expansion plans and whether they incorporate sustainability considerations.
- Incentivises alignment of their sustainability practices with those of Westports, and there is potential for negotiation on rental terms if goals align.

Westports integrates sustainability requirements into its supply chain, emphasising a commitment to environmentally responsible and socially conscious practices.



By 2030

- Westports expects all vendors to demonstrate a commitment to sustainability. This commitment could manifest in various ways, such as having a sustainability roadmap, future sustainability plans and the detailed disclosure of sustainability efforts.



By 2050

- The Group envisions complete vendor alignment with its ESG (Environmental, Social, and Governance) requirements, which comprise:
 - Ensuring economic profitability that benefits both the purchaser and the vendor
 - Demonstrating social responsibility while concurrently generating profits
 - Exercising responsible management of environmental resources

Westports has implemented a stringent supplier code of conduct, providing training to ensure supplier familiarity. Regular inspections and ongoing monitoring, explicitly focusing on labour rights and social and environmental compliance, underscore the Group's commitment to ethical sourcing and responsible supply chain management. Westports has not identified any significant noncompliance issues during supplier inspections or audits, indicating suppliers largely adhere to the established code of conduct.

The Group has not been involved in any supply chain-related lawsuits or offences investigated by a judicial or regulatory process.

TRANSPARENT PROCUREMENT

Westports maintains transparency and traceability in its e-procurement procedures and informs participants that they have been unsuccessful in a tender. Westports' Procurement policy mandates a transparent approach to all its operations.

MINIMISING THE DEPENDENCE ON A FOREIGN WORKFORCE

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

Westports' network prioritises local economic development and sources locally whenever possible to benefit local supplies and vendors. Westports actively reduces foreign workers by incorporating this into tender requirements and renewal evaluation criteria. This endeavour forms part of a broader strategy to integrate various sustainability aspects into their vendor evaluation process, which commenced in the second quarter of 2023.

PROGRESS AGAINST TARGET



Target: Promoting local hiring across the supply chain

Starting in October 2020, Westports included an Encouragement Clause in the Letter of Agreement (LOA) to promote local hiring.

Currently, 36% of vendors have achieved a 100% local workforce.

Westports emphasised its commitment to prioritising local workers at a Vendors Conference in June and July 2023.

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

Westports 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 noncompliance cases resulted in corrective actions taken in 2023.

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
- Prohibit the use of child and forced labour
- 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

New and existing major suppliers

- Encouraged to inform workers of their social obligations in a language they can understand
- Subjected to a social risk assessment to ensure compliance with Westports' standards
- Assessed both informally and formally, and if necessary, through physical inspection audits
- Expected social conduct is communicated through Westports' purchasing policy, supplier contract and training

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 noncompliance resulted in corrective action in 2023.

SUSTAINABILITY RISK MANAGEMENT

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

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







CONCESSION EXTENSION

Westports secured a 58-year extension to its port concession until 2082. The extension covers existing port facilities and new developments, involving a substantial investment of RM39.6 billion. The expansion includes the construction of eight additional container terminals (CT10 to CT17) for RM12.6 billion, which the Group expects to increase the port's capacity from 14 million to 27 million twenty-foot equivalent units (TEUs) until 2082.

Port Klang is the largest national cargo centre and one of the world's major transshipment hubs, ranking 12th globally among top seaports in 2022. The expansion will maintain the competitiveness and excellence of Malaysian ports, with terminals CT10 and CT11 expected to be operational by the second quarter of 2027 and the second quarter of 2029, respectively.

Westports plans to fund the development capital expenditure through internally generated funds, borrowings, dividend reinvestment and potentially private placements. Additionally, Westports Malaysia is establishing a new RM5 billion sukuk programme to support the financing of this significant development.

Westports emphasises environmental sustainability within the port environment. Rigorous policies and dedicated practices help minimise ecological impact, fostering a responsible ecosystem within port operations.

 <p>Environmental Protection</p>	<ul style="list-style-type: none"> Preventing local pollution, reducing emissions and waste, and controlling environmental impacts across production, operations, and services.
 <p>Green Distribution</p>	<ul style="list-style-type: none"> Embracing eco-friendly logistics practices throughout the supply chain whenever feasible.
 <p>Resource Efficiency</p>	<ul style="list-style-type: none"> Using natural resources and energy more efficiently, aiming to cut greenhouse gas emissions, reporting performance and conducting internal audits.
 <p>Environmental Awareness</p>	<ul style="list-style-type: none"> Engaging stakeholders and raising awareness regarding environmental issues, especially concerning pollution.
 <p>Environmental Management System</p>	<ul style="list-style-type: none"> Implementing this system across operations, monitoring performance, and regularly reporting significant environmental matters.
 <p>Fleet Optimisation</p>	<ul style="list-style-type: none"> Continuously assessing terminal tractors and cranes for efficiency and exploring alternative fuel or energy sources beneficial to the business or the environment.
 <p>Supplier Engagement</p>	<ul style="list-style-type: none"> Collaborating with suppliers, service providers, contractors and key partners to enhance environmental performance through stringent requirements and favouring vendors demonstrating responsible environmental management.

The Group Managing Director and the Board Sustainability Committee oversee the environmental policy and performance of the Group. Operationally, this responsibility is delegated through the line management structure, involving the Chief Executive Officer and General Managers, who coordinate environmental performance throughout the Company.

Periodically, Westports conducts management reviews of its Environmental Management System (EMS) to evaluate environmental performance against set targets. Internal and external third-party auditors verify the EMS data. This system aids Westports in monitoring capital investments, expenses, cost savings, and environmental investments across the entire business or specific segments.

Environmental Compliance



of Westports sites have been certified with **ISO 14001** since **2009**

POLLUTION PREVENTION AND CONTROL

Westports is committed to addressing vessel-induced pollution, including air pollutants such as sulphur oxides and nitrogen oxides and water pollutants such as ballast water contamination and oil leaks. The Group aims to reduce the impact and prevent oil discharge, emphasising effective waste management to curb water and air pollution.

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



Pollution control monitoring



Risk assessment studies



Opting for low-nuisance equipment



Improving efficiency



Pollution training



Pollution risk prevention procedures



Rehabilitating polluted soil



Participating in local and global initiatives to reduce pollution

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 noncompliance may be subject to enforcement under Section 34B of the Environmental Quality Act 1974.

BIODIVERSITY AND MARINE CONSERVATION

Westports acknowledges 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.

BIODIVERSITY

The Sustainability Board Committee oversees biodiversity conservation. Establishing a sustainability policy covering Green Port practices underscores Westports' commitment to curbing long-term biodiversity loss and extends efforts to mitigate local threats to biodiversity in Pulau Indah.

Actively reusing degraded materials for reclamation reduces dependency on transported sand, lessening the environmental impact.

MANGROVE

Mangroves in port areas reduce emissions by sequestering carbon, filtering pollutants, stabilising shorelines, supporting biodiversity and absorbing nutrient runoff. These ecosystems mitigate climate change, improve water quality, reduce waste from erosion and protect fisheries. Mangroves are a vital component of sustainable port management.

Constructing Westports 2 highlights the importance of preserving mangrove ecosystems, as extensive scale development will, directly and indirectly, affect the surrounding coastal environment.

Westports initiated a trial study in mangrove planting. Westports also received an extension of Environmental Impact Assessment (EIA) approval for Westports 2, allowing for the flexible planting of mangroves on 97 hectares of land within the concession period outlined in the Environmental Management Plan. Up to 2023, Westports planted 9,636 mangroves, bringing the total to a diverse range of six different mangrove species since the Company's initial project in 2015.

The Diversity of Mangrove Species by Westports

Bakau Minyak	Bakau Kurap	Bakau Api-api
Bakau Tumu	Bakau Lenggadai	Bakau Pasir

Westports extends its environmental preservation commitment throughout its supply chain and ensures partners uphold its sustainable practices. Westports ensures that its suppliers refrain from operations within or near protected areas or high biodiversity value zones.

WESTPORTS' GREEN PORT COMMITMENT

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

Westports' commitment to managing resources, operations, maintenance and developing future projects includes:

-  Protecting the environment, preventing pollution and reducing emissions, releases and waste, which includes providing a Port Reception Facility
-  Enhancing resource and energy efficiency, minimising greenhouse gas emissions and conducting GHG audits when possible
-  Raising environmental awareness and consulting with stakeholders on environmental issues when necessary
-  Implementing an EMS across operations and reporting on significant environmental issues regularly
-  Optimising equipment fleet and exploring alternative fuel sources for environmental and business benefits
-  Embracing automation and digitalisation, including Artificial Intelligence (AI) and Global Positioning System (GPS) technologies, to enhance productivity
-  Conducting stakeholder engagement for training and awareness on automation and digitalisation initiatives
-  Collaborating with suppliers and contractors to enhance environmental performance, including process improvements, services and project-related criteria, and preferring vendors with responsible environmental management

In November 2023, Westports received its largest ship, a 24,000 Twenty-Foot Equivalent Unit capacity green technology vessel. This vessel utilises Liquefied Natural Gas (LNG), exemplifying the maritime industry's shift towards cleaner and sustainable practices. These larger, newer ships depart from traditional fuel sources like methanol, opting for dual-fuel systems, which are cleaner and more environmentally conscious.

COMMITMENT TO NET-ZERO CARBON EMISSIONS BY 2050

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



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

*Datuk Ruben Emir Gnanalingam bin Abdullah,
Westports Executive Chairman and Group Managing Director*

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

In the second quarter of 2023, Westports conducted a comprehensive review of its Glide Path To Net Zero 2050 to set targets in alignment with the Task Force on Climate-Related Financial Disclosures ("TCFD") framework. This assessment primarily focused on three key parameters:

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

REASSESSING THE GLIDE PATH AND COMMITMENT TO NET ZERO BY 2050

BACKGROUND TO THE INITIAL NET ZERO COMMITMENT



In April 2022, Westports committed to achieving net-zero carbon emissions by 2050 by reducing emissions intensity and decarbonisation. The decarbonisation plan relied on the national grid also achieving net-zero emissions by 2050. Electrifying terminal equipment will increase. However, with the net-zero emissions status, the target would be to achieve zero Scope 2 emissions.

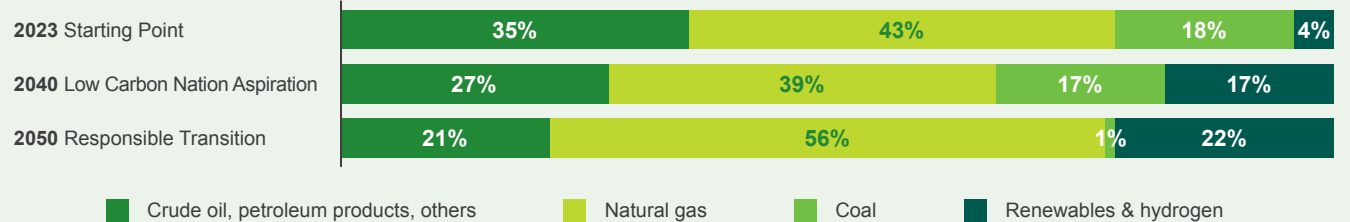
In 2022, Westports purchased autonomous electric terminal trucks for Proof-Of-Concept trial testing and to assess their suitability in replacing the existing fleet of trucks. Westports also began testing another brand of non-autonomous electric terminal trucks in the fourth quarter of 2023 to determine operational and deployment suitability. This alternative truck required human drivers.

THE NATIONAL ENERGY TRANSITION ROADMAP (NETR)



The Malaysian Government launched the National Energy Transition Roadmap (NETR) Parts 1 and 2 in July and August 2023 to accelerate Malaysia's energy transition. The Responsible Transition Pathway 2050 phases out coal, reducing fossil-fuel reliance from 96% in 2023 to 77% in 2050. Malaysia will diminish coal-powered generation by 2050. Natural gas will be the transitional fuel and a primary contributor to the nation's total primary energy source at 56% by 2050. The NETR forecasts a 32% reduction in GHG emissions for the energy sector by 2050 compared to 2019.

Total Primary Energy Supply (Mtoe) By Energy Source



PLANNING FOR GLIDE PATH TO NET ZERO 2050



Westports undertook an updated and detailed assessment of the Glide Path To Net Zero 2050 from the second quarter of 2023. This study estimated the potential annual electricity consumption when gradually replacing the existing diesel-powered terminal operating equipment with electric-powered units. Westports also formulated an initial plan to begin the transition process by purchasing electric terminal trucks and electrified Rubber Tyred Gantry Cranes within the next three years to gradually replace the fleet of ageing equipment. Westports is also assessing how much renewable electricity can be sourced directly or indirectly via solar panels.

PRELIMINARY RESULTS OF ELECTRIC TRUCK TRIALS



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

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

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

FINE-TUNING OUR COMMITMENTS



The most critical implication of the NETR is that the potential future projected electricity generation mix by 2050 still relies on natural gas and petroleum products. The national electricity grid would not be non-net-zero on its own. The current proposal by Westports is to shift towards electric-powered trucks, cranes, and even boats. Westports will eliminate Scope 1 operational net-zero carbon emissions by 2050 based on this decarbonisation programme. However, Scope 2 emission will depend on the final number of electrified equipment, operational electricity usage intensity and the national grid's emission factor. Westports Scope 2's operational intensity will reflect the national grid's emission factor.

MOVING FORWARD



As the Proof-Of-Concept of the autonomous electric terminal trucks will yield a higher Scope 2 CO₂ equivalent given the current grid's emission factor, Westports deferred the initial electrification plans for diesel-powered trucks. The Company is testing a different make of non-autonomous electric terminal truck to assess its suitability from the end of 2023.

Nevertheless, Westports is committed to decarbonisation and is evaluating changing a small fleet of its trucks to electric while continuously assessing their advantages and disadvantages. This approach helps accumulate operational experience for full fleet electrification and renewal later.

Given the significant residual Scope 2 under the current NETR paradigm, the Company would gradually evaluate the suitability of future carbon credits or offset programmes to facilitate some convergence to operational net zero emissions by 2050. Furthermore, Westports will be open to continuously assessing other forms of energy input, given the current limitations of electrification. Technological advances like mobile phones and Artificial Intelligence suggest the potential for rapid enhancement in the technical performance and operational suitability of electric and energy-driven equipment. The Company will assess and adopt the optimal solutions from a life-cycle perspective, considering financial and social requirements.

EFFLUENTS AND WASTE

Westports is committed to addressing waste and has formalised its waste management and reduction practices in its Green Port Practice by:

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

Spent mineral oil-water emulsion is processed as scheduled waste and not released into the sewerage system or waterways. 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 may directly or indirectly affect water quality. 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.

In full compliance with the Industrial and Effluents Regulations 2009, Westports:

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

Westports upholds a solid commitment to water quality management. Regular monitoring is conducted through monthly lab analyses, adhering to Ministry of Health standards encompassing biochemical oxygen demand, chemical oxygen demand, total suspended solids, oil and grease, ammonical nitrogen and nitrate. The comprehensive testing spans five Sewage Treatment Plants (STPs) and 25 points at the final discharge stage, ensuring a thorough and robust approach to water quality assurance. Westports reports the minimum and maximum readings in the Group Sustainability Performance Data Table.

Westports 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 during the year were within the limit set by the DOE. There have been no instances of noncompliance, which resulted in an investigation and corrective action.

SCHEDULED WASTE



Westports manages scheduled waste safely and legally while minimising its environmental impact. All scheduled waste is stored and disposed of by an appointed licensed contractor as mandated by the Environmental Quality Act 1974. Westports reports the mass 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.

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

PAPER WASTE



**Target:
ZERO Paper
Use by 2030**

- In its container operations, where paper usage was significant, Westports began transitioning from extensive printed documents for the lashing gang, staff, crane sequences and bay plans to utilising tablets. Westports' electronic handover reports now offer comprehensive information, including crane splits, bay plans, summaries, and details on special containers, contributing to a more sustainable and efficient operational approach.
- Westports introduced the Electronic Container Damage Report (E-CDR) system to reduce paper usage. Previously, for every container damage incident, a paper report was generated and submitted to the vessel. This traditional process involved the vessel command reviewing and responding to Westports. The new process sends emails directly through the system to the vessel and port operators, attaching a soft copy of the report. This digital approach eliminates printing, which previously amounted to approximately 1,000 reports per month. This process also prevents conflicts by enabling the Company to promptly disclaim liability through email while the vessel is still at berth. This facilitates immediate logging by RPS, confirming that the container was damaged before being handled by Westports.
- The lashing gang, which traditionally used significant paper to determine box-loading locations, now benefits from digitalisation. The chit officer's acknowledgement is swiftly obtained through smartphone signatures, allowing immediate transmission to the finance department for billing.

ENERGY MANAGEMENT

Energy consumption is a substantial part of port operations and business activities. As fossil fuels adversely affect the environment, Westports actively mitigates the effects and reduces usage wherever possible. The Group maintains efficient operations and prevents environmental degradation by conducting energy conservation programmes, shifting to renewable alternatives and adopting cleaner technologies and operational practices.

Energy for operations is the most significant contributor to GHG emissions. The primary energy source is diesel, which powers the vessels, plants and equipment. Westports supports the global responsibility for mitigating climate change. It underpins its Energy and GHG Management practices by improving efficiency, embracing innovation and integrating renewable energy across the value chain. A robust energy management system monitors energy consumption to reduce its intensity and dependence on fossil fuels.



Energy Efficiency Initiatives

Converted 100% of conventional light bulbs to LED alternatives	Installed submeters to separate energy consumed by the cranes, reefers, warehouses and buildings	Replaced Euro 2M with Euro 5-grade diesel for improved air quality	Adopted sustainable lighting at the Tower Block
Adding IoT power meters to each floor and chiller	Exploring options to create integrated dashboard to monitor each floor's energy consumption online	Exploring options to install occupancy sensors for all tower block toilets	

Westports strongly encourages its landed clients and tenants to devise responsible resource utilisation plans, focusing on reducing water and electricity consumption wherever feasible and practical. Promoting sustainable practices, the Group urges individuals to adopt strategies aligned with environmental conservation. Motivating clients and tenants to create and implement such plans cultivates a shared commitment to responsible resource management and contributes to broader environmental sustainability goals.

OUR ENERGY PERFORMANCE

Primary Sources of Operational Energy

ELECTRICITY 	DIESEL 
<ul style="list-style-type: none"> ■ Quay cranes ■ Offices ■ Warehouses ■ Reefers 	<ul style="list-style-type: none"> ■ TTs ■ RTGs ■ Tugboats ■ Pilot boats ■ Buses

Direct Energy Consumption ((Litres (%))

Use	2021	2022	2023
TT	20,077,683 (38%)	18,436,713 (36%)	18,748,791 (36%)
RTG	20,229,624 (39%)	19,469,372 (38%)	19,081,473 (37%)
Tug	10,056,703 (19%)	10,673,875 (21%)	11,420,543 (22%)
Pilot	850,632 (2%)	868,436 (2%)	918,416 (2%)
Others *	1,221,649 (2%)	1,811,837 (4%)	1,517,680 (3%)
Total	52,436,291	51,260,233	51,686,903

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

RENEWABLE ENERGY

In the last quarter of 2022, Westports completed the Solar Panel Project at TSG Hall, yielding 232,989 kWh in 2023. This same year, Westports engaged clean energy expert Solarvest Holdings Berhad to install rooftop solar photovoltaic ("PV") systems on a warehouse at Westports Logistics Centre.

This appointment positioned Solarvest to oversee the engineering, procurement, construction and commissioning ("EPC") of a substantial 7.7 megawatt-peak ("MWp") installation. This venture contributes to Solarvest's expanding solar PV portfolio in logistics. The completion of this installation is anticipated by mid-2024.

BIODIESEL PROGRAMME

All TTs, the newer RTG models and all container yard equipment use B7 biodiesel, comprising 7% methyl ester and 93% petroleum diesel. B7 lowers the carbon footprint, curbs greenhouse gases, decreases particulate matter and improves engine performance.

EMPOWERING EFFICIENCY TOWARDS REDUCED ELECTRICITY CONSUMPTION

Westports undertook a strategic initiative by retiring seven outdated Impsa Quay Cranes and replacing them with six new Mitsui Quay Cranes. The outdated cranes were less efficient, leading to an overall increase in electricity usage.

The introduction of the new, more energy-efficient quay cranes has significantly reduced electricity consumption despite rising operational volume. In 2023, decreasing the electricity consumption per TEU by 6% was noteworthy, particularly with an 8% increase in the overall operational volume.

Westports attributes this reduction in electricity consumption to the superior efficiency of the new quay cranes, which maximise moves per kilowatt-hour (kWh) of electricity.

CLIMATE CHANGE MANAGEMENT

Climate change could significantly influence the business and the general shipping, port and maritime industry. Mitigating climate change is 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.

Addressing Climate Change and Reducing its Impact and GHG Emissions

Innovation and adaptation	Renewable energy research	A complete climate change risk assessment
Adopting new technology to realise efficiency gains and cost and emissions reductions	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 Executive Chairman and Group Managing Director, Datuk Ruben Emir Gnanalingam, controls Westports' GHG and emissions. Senior executive remuneration, including the Company's CEO, includes sustainability and indirectly covers climate change performance. A climate change sub-committee, including Westports' executive members, monitors 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. During discussions, senior management personnel use their expertise to shape public policy and regulations. Westports is committed to reducing the intensity of its long-term carbon emissions and utilising energy-efficient terminal operating equipment as this technology becomes financially and environmentally viable. Westports' role and involvement in these memberships include identifying pressing environmental issues in climate change, water and waste and collaborating on solutions that drive improvement within Westports and throughout its 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, the Group identifies gaps and initiates a process that alerts the Company to new areas of good business practice.

Climate change may impact capital expenditures (CAPEX) as it will likely affect the nature, quality and resilience of the required structures to build and increase insurance costs. In 2023, Westports invested in various climate-related expenditures. One example is electric trucks for RM5,265,201. This investment also reduces the impact of pollution and waste.

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

COLLABORATIVE EFFORTS IN COMBATTING CLIMATE CHANGE

Westports addresses climate change by actively engaging in business associations. It joined the Malaysian chapter of the World Economic Forum's Climate Governance Initiative, aiming to develop skills necessary for steering companies through an effective climate transition strategy.

LEADING THE DECARBONISATION REVOLUTION WITH INTELLIGENCE



Westports collaborated with Bursa Malaysia Berhad and OCBC Bank (Malaysia) Berhad as an early adopter of the Centralised Sustainability Intelligence (CSI) Platform in the last quarter of FY2023. Developed by Bursa Malaysia and the London Stock Exchange Group, the CSI Platform helps companies calculate and track their carbon emissions impact while facilitating green financing and decarbonisation.

With an extensive global presence and being connected to major ports globally, the Group hopes to contribute to providing insights on ESG measures in port operations and logistics.

Westports can analyse its Scope 3 supply chain emissions as an early adopter, helping meet its customer decarbonisation commitments and enhance its ESG data management.

WESTPORTS CLIMATE CHANGE ASSESSMENT

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

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

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

Scope 3: Employees' Daily Commute To Work

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

Methodology

Westports launched a survey during the last quarter of 2023 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 2023, 3,781 employees responded to the survey, representing 67% of the total workforce.

Method of Transport	Number of Employees in Sample	Estimated Total Number of Employees in Westports	% of Employees
Bicycle	7	10.52	0.19%
Bus	9	13.52	0.24%
KTM Komuter	4	6.01	0.11%
LRT	6	9.02	0.16%
Overground Train	3	4.51	0.08%
Own Vehicle	3,749	5,632.92	99.15%
Walking	3	4.51	0.08%
Total	3,781	5,681	100.00%

In 2023, Westports employees travelled an estimated 49,713,890 km to and from work. The total yearly CO₂ emissions for employees commuting in 2023 was 8,567 tonnes.

Method of Transport	Total Yearly Distance of Sample (km)	Estimated Total Year Distance (km) of Westports	Total Yearly Emissions (MT CO ₂ e) of Sample	Estimated Total Yearly Emissions (MT CO ₂ e) of Westports
Bicycle	65,151	97,959	0	0
Bus	84,178	126,567	6	8
KTM Komuter	44,683	67,184	5	8
LRT	103,204	155,174	10	16
Overground Train	119,636	179,881	14	21
Own Vehicle	32,613,310	49,036,411	5,622	8,453
Walking	33,729	50,713	41	62
Total	33,063,891	49,713,890	5,698	8,567

EMISSIONS

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

Variable Speed RTGs	Hybrid RTGs
<ul style="list-style-type: none"> 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 The bulk of power saved by VS motors is while engines are idling VS RTGs working at almost 100% capacity produce little environmental benefit 	<ul style="list-style-type: none"> 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% The most efficient, consuming approximately 8 litres of fuel per hour The battery lasts only six years, and replacements are as much as an engine The performance reduces as temperatures rise, which leads to additional inefficiencies

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.


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 conventional RTGs, the remaining being Hybrid RTGs and variable speed (VS) RTGs. Westports plans to change all these engines to electric RTGs starting in 2026.

EQUIPMENT FLEET RENEWAL

Westports has started its electrification journey, which is part of its decarbonisation efforts. The current proposed plan involves the gradual electrification of all 607 Terminal Tractors (TT) and 218 Rubber Tyred Gantry Cranes (RTGC) when they have reached the end of their operational lifespan. The two Q-Truck units deployed now are electric, autonomous and equipped with LIDAR sensors.


The Group's decarbonisation efforts align with its fleet management and renewal plans, optimising the transition to cleaner and more suitable sustainable operations. The Group commits to phase out investments in carbon-intensive assets and innovations.

TRIALING AUTONOMOUS ELECTRIC TTs



Westports purchased two autonomous Q-Truck electric TTs in December 2022. The Q-Truck has dual functions with autonomous and electric trucks. 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. Hence, the Group has two options to consider for electric TTs.

ELECTRIC RTG AND TERMINAL TRUCK PROJECT



The RTG crane electrification should commence with the gradual replacement of the first batch of cranes after 2026. The incremental replacement cost for 218 RTG is approximately RM1 billion. Westports is reviewing this rollout, which will require the civil structure to be revamped and fitted with an electrical connection. Westports plans to add some electric terminal trucks within the next three years.

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 targets using only renewable energy tugboats by 2050 based on existing technologies.

WATER MANAGEMENT



Water Target

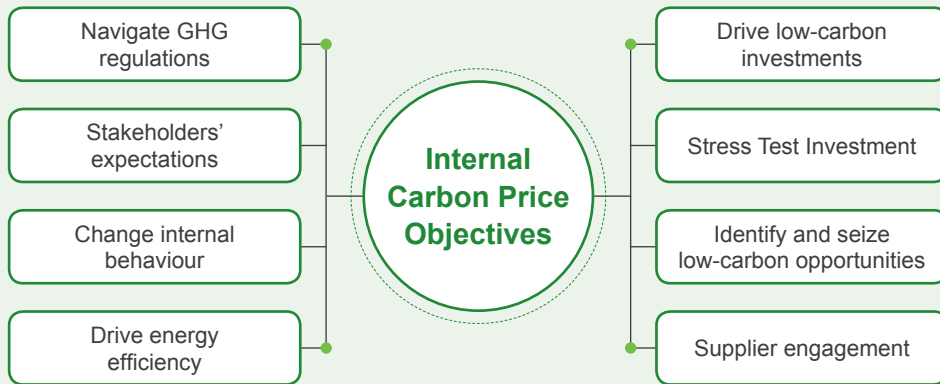
60,000 m³ per month for Westports' own use



INTERNAL CARBON PRICE

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

Internal Carbon Price = RM50 per tonne



Westports is committed to the sustainable usage and discharge of water, and its water meters monitor water consumption. The Company installed automated water flow systems in the toilets in five locations at the Port.

RAINWATER HARVESTING

Committed to enhancing its rainwater harvesting system, Westports achieved its 2023 target of increasing its rainwater capacity by 29%. Previously, four tanks contained a combined volume of 24 m³. Westports added 2 m³ at Petikemas and Infinity warehouses, with an additional 2 m³ targeted in future expansions at Alfred Talke and Seahawk warehouses, solidifying the company's dedication to sustainable water management practices.

ENVIRONMENTAL COMPLIANCE

Westports 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.

Westports aligns its practices with the International Labour Organisation (ILO) standards, adhering to fundamental principles such as avoiding child labour, promoting freedom of association and collective bargaining, and preventing forced or compulsory labour within its operations and supply chain. The company has formally established policies addressing each of these crucial aspects.

Westports also upholds a policy compliant with the Modern Slavery Act or its equivalent, demonstrating a firm commitment to combating modern slavery and human trafficking in all its forms.

Westports included a Policy on Labour Standards in its Code of Conduct, which is communicated globally to employees. The document is available in English, and Westports will translate it into relevant languages as required. Westports supports the United Nations Global Compact, which addresses labour rights issues.

The Group has had no involvement in any lawsuits or offences related to violence or harassment investigated through judicial or regulatory processes. Westports has no history of industrial disputes or strike actions, maintaining a stable and collaborative work environment.

BENEFITS AND COMPENSATION


Westports complies with the national minimum wage regulations and commits to exceeding minimum living wage standards. The Group ensures fair compensation practices, valuing equitable pay for employees' contributions. The group strictly upholds the principle of "equal pay for equal work," ensuring that all individuals receive fair and equal compensation for similar roles or responsibilities, regardless of gender, race, or other discriminatory factors. Their commitment extends to providing just wages, acknowledging skill sets and fostering a supportive work environment.

Westports surpasses market standards by providing exceptional employee benefits and packages. The healthcare insurance premium deducted from monthly salaries is less than 10% of its total value.


Westports also offers rehabilitation services. Individuals facing prolonged hospitalisation or recovering from accidents can undergo physiotherapy while at work to hasten their return to fitness and health. This free benefit is available to all employees and their dependents.

WORK-LIFE BALANCE


Westports' comprehensive policy prioritises work-life balance and promotes employee well-being. The Group respects and accommodates employees' needs while fostering a supportive environment that values productivity and individual fulfilment. Westports permits flexible schedules and remote work options on a case-by-case basis.

DAY CARE SERVICE 

Westports established a daycare centre for employees' children in 2019. The centre offers quality childcare services and an enriching learning atmosphere. Operated by a proficient external childcare service provider, it provides balanced and nourishing meals daily.

FLEXIBLE WORK HOURS ARRANGEMENTS 

The traffic flow to and from Pulau Indah is often unpredictable, particularly during adverse weather conditions, accidents or delays caused by container congestion. Employees can adjust their schedules in case of emergency priorities as long as they complete the set hours and tasks assigned. This flexibility accommodates commute-related challenges, ensuring job fulfilment and reducing emissions from employee commuting.

PAID PARENTAL LEAVE 

Westports' parental leave provides a supportive environment for parenthood while maintaining job security and benefits.

DIVERSITY AND INCLUSIVITY

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

Female Representation on the Board



Westports also set a similar target for its overall workforce of 7%, showcasing an ongoing commitment to improving equal opportunity and diversity across all levels of the organisation.

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

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

The GMD and CEO are responsible for diversity initiatives. Human Resources delivers diversity training and guidance during onboarding and covers it in detail in the Employee Handbook.

Championing Workforce Diversity, Equal Opportunities and Reducing Discrimination

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

Sexual harassment training

Training on promoting diversity through emails and WhatsApp

Diversity awareness raising in English and Bahasa Malaysia

Westports regularly reinforces its commitment to inclusive recruitment practices, emphasising that opportunities are open to all genders in its diversity training. Additionally, Westports actively addresses and eliminates gender barriers in career advancement through specialised diversity training, ensuring equal opportunities for professional growth and progression irrespective of gender. Westports has proactively tackled the historical absence of female representation in its container operation by welcoming females since November 2022. The company has employed 86 female operators and executives to date. In prioritising their safety and well-being, Westports has implemented enhanced security measures, especially during the female graveyard shift. This commitment extends to providing dedicated toilets and plans to establish a dedicated rest area for female employees.

The company upholds a staunch policy against discrimination, fostering an environment of equality for all employees. Westports has taken action to improve workforce diversity and reduce discrimination through its hiring practices, prioritising equal opportunities for all. Effective 1 October 2023, the company has no specifications of gender, race or religion in recruitment practices to underscore its dedication to inclusivity. This approach extends to rewards, where bonuses at Westports are not tied to gender, emphasising the principle of equal pay for equal work. 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 actively promotes the employment of underprivileged individuals, including those from disadvantaged backgrounds with limited formal education and socio-economic challenges, particularly from Pulau Indah. Its hiring practices do not discriminate against age, sexual orientation and nationality.

Port facilities are accessible for disabled individuals; ramps and amenities cater to those with mobility limitations. Presently, Westports employs three differently-abled individuals.

Westports' approach to reserve service and veterans is one of neutrality. While the Group does not actively seek out individuals from these backgrounds, it also does not engage in any form of discrimination. The Group is

neutral towards individuals with reserve service or veteran status. It aims to increase their representation in the workplace by setting a specific objective to boost their recruitment numbers.

The Group has not been involved in any discrimination lawsuits or offences investigation by a judicial or regulatory process.

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 on discrimination and harassment in the workplace for all employees.

CEO ACTION FOR DIVERSITY AND INCLUSION

Westports supports the CEO Action Network (CAN); Executive Chairman and Group Managing Director Datuk Ruben Emir Gnanalingam is a member. Governed and driven by private sector leaders, CAN influences policy decisions and takes action to accelerate sustainable development and sustainable business in Malaysia and overseas.

HANDLING ISSUES OF HARASSMENT, DISCRIMINATION AND BULLYING

Westports' EEO Policy and Code of Conduct support its commitment to zero tolerance to discrimination, bullying, and harassment while creating a culture where employees feel they belong.

The Group has also taken several measures to prevent discrimination and promote diversity through awareness.

Westports operates a confidential whistleblowing channel specifically for reporting incidents of bullying, discriminatory behaviour and harassment. Every employee and manager attends training on addressing reports of bullying and harassment.

PREVENTION OF SEXUAL HARASSMENT

Westports maintains a zero-tolerance stance against sexual harassment, protecting all employees, irrespective of gender. Aligned with the UN Sustainable Development Goal 5 for gender equality and women's empowerment, the company regularly audits internal control systems.

HUMAN RIGHTS

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
- Voluntary Principles on Security and Human Rights
- International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work

The Group respects the international human rights principles under the United Nations Guiding Principles on Business and Human Rights.

COMMITMENT AND COVERAGE

The Group issued a formal universal policy to uphold human rights. Its commitment and coverage include:

- Preventing cruel, inhumane or degrading treatment
- Avoiding 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 carried out various initiatives to advocate human rights in society, the workplace and the entire supply chain, including:

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

Actions Taken in Addressing Labour and Human Rights Issues

Provides a safe and healthy workplace for associates	Implementing processes to avoid slavery and human trafficking	Do not use child, forced or involuntary labour	Regular salary benchmarking exercises to sustain a decent living wage for its employees
Prohibits discrimination in hiring and employment practices, including gender, race, religion, age, disability and nationality	Enforcing principles of equal pay for equal work	Prohibits physical abuse and the harassment of associates and threats of either	Supports freedom of association and collective bargaining
Provides mechanisms that allow employee representatives to engage with company management	Ensures work-life balance by prohibiting excessive working hours and exceeding the local minimum wage	Formalised policies such as the Child Labour Policy and Forced Labour Policy	Work hours are planned with a 10% buffer to accommodate surges in demand. Overtime is determined by the minimum required

In delivering the above commitment, the following local and international laws and legislation guide Westports.

Children and Young Persons (Employment) Act 1966	Employment Act 1955	Occupational Safety and Health Act 1994	Factories and Machinery Act 1967	Minimum Wages Order 2020
Minimum Retirement Age Act 2012	Workman's Compensation Act 1952	UN Guiding Principles on Business and Human Rights	OECD Guidelines for Multinational Enterprises	



Westports' Human Rights Practices

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

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 operations, business and supply chain partners as part of its risk assessment procedure.

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

LABOUR AND HUMAN RIGHTS COMPLIANCE

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

HUMAN RIGHTS IN THE SUPPLY CHAIN

Westports actively oversees human rights within its operations and supply chain, integrating human rights criteria into selecting suppliers and sourcing partners. The Group regularly inspects its supply chain partners, specifically those focusing on human rights standards. The company is strict, terminating contracts when identifying partner violations. Westports collaborates with specialised partner organisations to drive positive human rights initiatives.

Throughout the year, Westports provides comprehensive human rights training, extending this education to employees within the supply chain. The Group conducts executive-level industrial relations training, ensuring awareness and competence among executives in handling related matters effectively.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Westports provides 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. Three thousand four hundred eighty-three non-executive employees (61.27%) 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
- Cooperation and close working relationships with unions, such as joint audits and awareness-raising of human rights for local communities

PORT POLICE

Westports has achieved ISO 28000:2022 certification for its Security Management System, covering the provision and management of port operations involving container and conventional cargo. This certification extends to all supporting activities crucial for sustaining port operations. QSA International, based in the United Kingdom, conducted the certification process, which mandates regular audits. The next external audit is scheduled for January 2025, preceded by two internal audits. These measures underscore Westports' unwavering commitment to upholding high-security standards and ensuring efficient and secure cargo handling within its port facilities, demonstrating a proactive approach to continuous improvement and compliance.

With female TT drivers' recent employment, the company began hiring female port police officers. Most officers, including senior positions, are from

the local community. A female port police officer is now assigned to each shift to handle cases involving women, ensuring their comfort and privacy.

In 2023, the Port Police underwent a comprehensive training programme comprising two in-house sessions and two collaborative series with the local police. These training sessions focused on traffic cases, investigative procedures and security measures. The latest training initiative involved a security drill coordinated with the National Security Council. This drill engaged many government agencies, including the Selangor Police, LPK (Lembaga Pelabuhan Klang or Port Klang Authority), and Bomba (Fire and Rescue Department). It simulated a scenario of terrorist hostage-taking exercises. This extensive exercise tested and improved the collective response and coordination among these agencies in high-stakes security situations.

Westports' audit team performed an in-house audit; the Port Klang Authority plans an audit as part of the Group's annual security assessment. This comprehensive audit encompasses firefighting procedures and security protocols.

The Company will increase its surveillance capabilities by upgrading its surveillance room and assigning extra personnel to monitor high-risk areas, emphasising gate surveillance. Authorised drone patrols approved by the Civil Aviation Authority of Malaysia ("CAAM") will further bolster its surveillance efforts.

TRAINING AND DEVELOPMENT

Technical, soft skills and compliance are three main types of training delivered by external experts or in-house personnel. In 2023, Westports sponsored employees' professional certificates, including DOSH's safety green book certificate, to enhance their skills and qualifications relevant to their work.

Major training sessions for the operations team during the year cover Fuel & Air Intake Systems, Operator Cabin Maintenance & Systems, Lubrication Systems, Engine Diesel Cooling Systems, Electrical Technology, and Terminal Planning & Sequencing.

Westports is actively engaged in a digitalisation initiative, recognising the transformative power of technology in modern port operations. The company prioritises comprehensive digitalisation training for relevant employees. With digital literacy, Westports is enhancing its capacity to leverage cutting-edge technologies and innovation for greater operational efficiency.



Westports has set an ambitious goal to provide digital skills training to **100%** of its executives by 2024. As of December 2023, the company has trained **75%** of its executives and is confident of achieving its full target soon.

The company engages in succession planning, considering future needs, and prioritises TT operators, RTG and quay crane operators. The Company has a dedicated assessment centre to look into succession planning and target Assistant Manager level and above. Westports also delivers personal development training to improve employee skills and abilities, such as communication and language skills.

YOUTH UNEMPLOYMENT

Westports' paid internship programme addresses youth unemployment. In 2023, Westports provided internships to a total of 31 candidates. The Group gave five of them permanent positions.

PERFORMANCE REVIEW

Westports conducts regular performance reviews to assess employee progress, providing valuable feedback and opportunities for growth and development within the organisation. 100% of its confirmed employees go through this process annually.

Westports uses People Analytics (PA) to measure employee performance and decide incentives. PA also helps with 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.

EMPLOYEE ENGAGEMENT

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.

INDUSTRIAL COUNSELLORS

Westports' Penghulu Programme has been the brainchild of Westports' Founder 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.

OTHER ENGAGEMENT ACTIVITIES

- Founders Day, held on 10 September 2023, is dedicated to remembering Westports' Founder which includes various activities to commemorate this special occasion
- Communications Day
- Workshops and townhalls
- Monthly meetings with the registered trade union, Kesatuan Sekerja Westports Malaysia Sdn Bhd, to discuss welfare matters, including safety

EMPLOYEE SATISFACTION

In January 2023, HR conducted a comprehensive employee experience survey with a participation rate of 71% and a recorded satisfaction rate of 78.5%. The survey measured employees' satisfaction relating to their job role, work environment and management quality. While these results are commendable, the Group has not met the set target of 80%. HR consolidated feedback, and all activities are currently under assessment to measure their outcomes and impact.

Westports plans to introduce a holistic Employee Experience (EX) survey to understand employees' experiences and satisfaction levels more clearly.

HEALTH AND SAFETY

Safety and health are pivotal and significant within the port industry, holding utmost relevance and importance for the well-being and operational efficiency of the sector. Westports prioritises safety and health, and achieved ISO 45001:2018 certification in October 2021. The company upholds a robust health and safety policy, extending safety training to suppliers and their employees.

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.

Westports is committed to continuous improvement and has enforced stringent health and safety standards, including the Accident Tracking System (ATS). The You See You Act (UCUX) programme allows employees to lodge reports on incidents, near-incidents, safety breaches and threats through a mobile phone. All operational employees (100%) receive annual training on the health and safety standards practised in the Company.

SAFETY AND HEALTH POLICY

Westports' Safety and Health Policy aims to improve health and safety standards, providing a safer environment for all stakeholders.



Management commitment to achieving a successful and effective policy:

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

WESTPORTS' SAFETY AND HEALTH OBJECTIVES AND PERFORMANCE



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

Objectives	Performance
To increase awareness of health and safety among employees	<p>Achieved: Westports now executes its safety campaign quarterly, with individual departmental responsibility. Previously, the safety department exclusively managed all safety initiatives, but now each department independently supervises its own. This transition ensures a more precise and tailored approach, directing efforts towards each department's participants.</p> <p>During the year, Westports introduced nine safety programmes under its Safety Campaign to raise awareness and employees' sense of responsibility:</p> <ul style="list-style-type: none"> • Government Agency Talk and Forum • Hazard Hunt Competition • Toolbox Talk and Exercise • Defensive Driving • TEO Safety Ownership • Traffic Enforcement • Alcohol Blower Test Enforcement & Identification of Illegal Substances • Medical Surveillance • Best Safety Role Model
To reduce the number of work accidents and their severity	Partially achieved: Although the total number of accidents increased, the severity rate decreased.
To achieve zero occupational disease	Achieved.
To reduce stress through job redesign and analysis of internal H&S data, opinion surveys and training on stress for employees and managers	Achieved: Employees participated in various internal engagement and CSR activities to promote positive behaviour and emotional connection.
To enhance well-being and mental health	Achieved: The Group sent a memorandum to all employees covering depression, anxiety, loss of concentration, behavioural changes and physical symptoms. Westports also formalised its Working Hours Policy.
To improve workplace ergonomics, especially for TT operators who sit for extended periods	Achieved: Westports' ergonomic evaluation included a rapid body assessment for employees at high risk according to the nature of their work.
To reduce accidents and incidents at operations by 20% in 2023	Not achieved. We are actively pursuing strategies to minimise workplace accidents and incidents, and the management has further increased the Group's reduction target to 30% by 2024.

SAFETY GOVERNANCE

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. It 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 Executive Chairman Datuk Ruben Emir Gnanalingam Bin Abdullah and CEO Eddie Lee now directly linked to fatalities. Westports' stand on health and safety also applies to contractors and other port users.

EMERGENCY RESPONSE AND CRISIS MANAGEMENT

Westports' comprehensive emergency response plans are tailored to each operation and function to cover different risks. Dato K. Manoharan, Head of Safety and Port Police, 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 critical to Westports' sustainable strategy and integral to business risk management. Westports develops central safety programmes and processes as part of the internal monitoring systems and internal controls. A SHE monitoring and measurement matrix helps each function implement a corrective and preventative procedure for actual and potential nonconformities. Working closely with *Jabatan Kerja Raya* helps improve the quality of nearby roads.

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







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

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

OSH APPROACH TO SUPPLY CHAIN SAFETY

Vendors must abide by strict guidelines and requirements during the pre-qualification stage. The vendor pre-qualification 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?


EXAMPLES OF SAFETY AND HEALTH INITIATIVES

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



 **No Smoking or Vaping**

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

 **Drug, Substance and Alcohol Abuse Policy**

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

EXPERIENCED IN-HOUSE MEDICAL TEAM



Westports' dedicated medical team actively hosts health awareness talks. These sessions benefit employees and the local community, offering insights into various aspects of well-being. They address prevalent health concerns, including breast cancer, anaemia, stroke, hypertension and high cholesterol. Promoting health education empowers individuals to make informed healthcare decisions.

Health Talks Organised by Westports' Medical Team

Date	Topic	Speaker
17 February 2023	Common Respiratory Illnesses in Children	Dr Diana (Consultant Paediatrician, Sri Kota Medical Centre)
29 March and 5 April 2023	CSR – Healthy Lifestyle (during Fasting Month)	Dr Mas Aniza & Dr Subashini from Westports Clinic
14 June 2023	Breast Cancer Awareness	Dr Patricia Alison (Pantai Hospital, Bangsar)
11 August 2023	What is Anaemia?	Dr Habiba Kamarul (Consultant Haematologist, Bukit Tinggi Medical Centre)
13 September 2023	Stroke	Dr Wong Sing Keat (Consultant Neurologist, Sri Kota Medical Centre)
17 October 2023	Managing the 3 Highs: Hypertension, High Blood Pressure, and High Cholesterol	Dr Loo Cher Yen (Consultant Nephrologist & Internal Medicine, Sri Kota Medical Centre)

KLINIK WESTPORTS



Established in 2009, Klinik Westports is the pioneering in-house clinic in Pulau Indah dedicated to employee healthcare. It extends its services to employees' families, offering free consultations and treatments. Funded entirely by Westports, the clinic, managed by an experienced resident doctor, caters to industry-related health issues.

On 17 April 2023, Westports opened a new 24-hour clinic for staff and the public. The clinic extends the same benefits to employees and their dependents as Klinik Westports. The new clinic is conveniently located adjacent to the KESAS Highway and offers strategic accessibility for quick and easy reach.

The clinic provides services at a minimum rate for the public, ensuring affordable healthcare options. Westports has agreements with all private and government hospitals in Klang, securing corporate rates. This collaboration provides employees and the community access to specialised care and services at advantageous rates.

AMBULANCE SERVICES



Westports' ambulance services continue to serve its immediate and surrounding communities. This outreach demonstrates a socially responsible approach, utilising the facility's resources to benefit its immediate environment and the surrounding areas during medical emergencies.

Ambulance Services (Employees)			Ambulance Services (Public and Port Users)		
Total cases	Total hours	Total man hours (two personnel)	Total cases	Total hours	Total man hours (two personnel)
536	668 hours 42 minutes	1,185 hours 2 minutes	182	307 hours 9 minutes	614 hours 18 minutes

FIRE ENGINE



Westports' fire engine responded to 21 cases during the year, accumulating 104 hours and 10 minutes of man-hours. The fire engine utilisation highlights the Group's emphasis on maintaining a high level of preparedness and swift response in an emergency.

PEDESTRIAN SAFETY



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

HAZE MONITORING



Westports installed air monitoring equipment to measure PM2.5, PM10 and carbon monoxide, covering a 10-km radius. The system warns of high pollution, allowing Human Resources to 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 safe.

CONTRACTOR SAFETY

Westports' EHS 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 to ensure they 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.

Health and safety within the supply chain, specifically for the lashing gang, encompasses measures to ensure workers' well-being. These measures include stringent adherence to safety protocols, regular training to reinforce proper techniques, utilisation of suitable equipment, and continual risk assessment to prevent accidents and maintain a safe working environment for lashing gang personnel.

In 2023, Westports received an RM52,000 fine for the incident that occurred in 2020. The Group settled this in January 2024.

MENTAL HEALTH PRIORITY

Westports raises awareness of workplace mental health by sending 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, department, Penghulu WJCC or Human Resources Department. Mental health legislation has been available since the 1950s.

Legislation and policy compliance

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

Healthy mental health and well-being initiatives

- Working from home arrangements and support
- 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

Westports aligned its Working Hours Policy with the Malaysian Employment Act 1955 in the Employee Handbook and employment contracts. The port operates around the clock and cannot afford any downtime. However, the nature of the job in 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, constantly monitoring 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. Westports also respects employees' rest days and off days.

Contract of Service Commitment *

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



More than eight hours in one day



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



More than 48 hours in one week



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

UNITING AGAINST GLOBAL DISEASE

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

NOTICE PERIOD

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

Westports' establishment on Pulau Indah significantly changed the island's landscape. The Group contributes to economic growth, job opportunities, and community development in Pulau Indah. Founded in 2019, the Westports Foundation addresses the Group's focus areas linked to its business strategy: poverty alleviation, environmental sustainability, education, community development and safety measures. Westports intensified its support this year by spending RM1,594,099 on corporate social responsibility (CSR) initiatives and disbursing RM727,401 through the Westports Foundation.

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.

Community outreach programmes focus on crucial areas, such as enhancing access to education, providing community food support, and offering agri-engineering services like the chilli planting initiative. The Group also enhances surrounding community water, sanitation and hygiene services through various upgrading initiatives. Additionally, Westports extends efforts to facilitate access to housing and healthcare through refurbishment and repair works.

Executing various education programmes is in line with Westports' dedication to children's rights and the Children's Rights and Business Principles. Actively engaging with schools fosters various collaborations focused on education and enrichment initiatives.



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

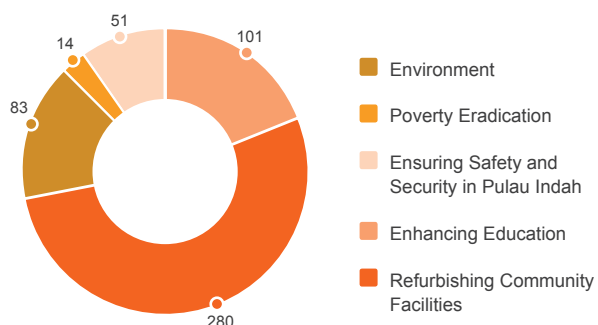
- Optimising the impact operations have on the local community
- Promoting the employment, local sourcing and training of locals
- Upgrading of infrastructure and liveability of the island
- Developing logistics-based local businesses

Programme	Description	Impact
Enhancing Education		
Motivational Talk on Mental Health Awareness	This talk enhanced students' overall performance and promoted their mental and emotional well-being. It also raised awareness of additional avenues for help, such as Befrienders, Talian Kasih and Buddybear.	Two employees dedicated 10 hours to benefit 150 students and four teachers.
Food Handler Training	All food handlers attended this mandatory training to increase the number of credible food providers in Pulau Indah according to the Malaysian Food Act 1983.	Eight staff members dedicated 28 hours to helping 42 participants.
Talk on Healthy Lifestyle	This talk introduced healthy eating habits, avoiding smoking, personal hygiene and the benefits of stretching in the classroom. Westports Gymnasium Training and an in-house physiotherapist helped with the exercise.	Nine staff members dedicated 22.5 hours to helping 184 students.
Seminar Tapow A	This seminar guided students in setting positive and clear life goals, as a positive attitude helps students with their studies.	Two staff members dedicated 18 hours to helping 203 students.
Port Visit	The Human Resources Department received students for a Port Visit, providing working exposure at the container terminal and highlighting careers as terminal tractor operators, port police, technicians, pilots and vessel planners.	Ten staff spent 55 hours, which benefited 40 students and four teachers.
Microsoft Word and Microsoft PowerPoint Workshop	Westports IT Team reached out to students of SK Pulau Indah 2 to teach basic Microsoft applications.	14 staff spent 140 hours helping 115 students.
Paramedic Training	The First Responders from Westports' Port Police Team showcased the correct rescue methods during an emergency, allowing each student to learn proper CPR.	20 staff spent 80 hours and benefited 90 students and 15 teachers.
Cooking Class	Westports' Finance Department conducted a baking class for Kg Perigi Nenas & Sg Pinang communities. During the session, participants crafted six dessert types and five bread varieties. The event also included a financial planning briefing.	Nine staff spent 40.5 hours and benefited 40 individuals.
Transition to Adolescence	Westports' Human Resources Department conducted an awareness session for students at SMK Pulau Indah, focusing on facilitating their transition to adolescence to foster identity, self-awareness and strong social skills.	Nine staff spent 49.5 hours and benefited 335 individuals.
Smart Study Giga Memory Programme	This study programme promoted mental strength for well-rounded students.	12 staff spent 66 hours and benefited 308 students.
Educational Visit for Special Needs Students	This educational visit to Zoo Negara provided special needs students from SK Pulau Indah 2 with a memorable experience, strengthening their communication skills, building confidence and deepen their understanding.	6 staff spent 48 hours with 54 participants.

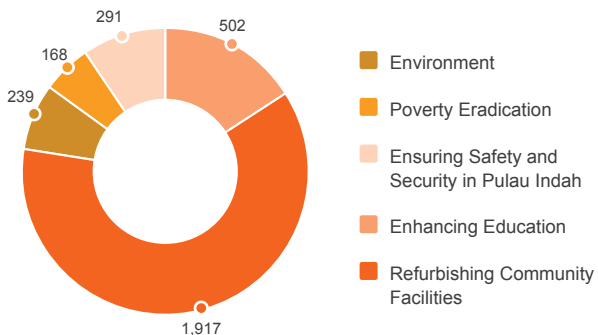
Programme	Description	Impact
Refurbishing Community Facilities		
Gotong royong	Cleaned and refurbished the area, painted the walls, fences and playground, and cut the grass at Tabika Kg Sg Kembong, Pulau Indah.	31 staff dedicated 124 hours with seven teachers.
	Cleaned school common areas, cut the grass and cleaned the drain to prevent mosquitos from breeding at Sekolah Rendah Agama, Pulau Indah.	25 staff dedicated 100 hours with four teachers.
	Cleared the surrounding area and mowed the grass around the Balai Raya Kg Sg Pinang Community Hall, which is a venue for social and sports activities.	23 staff spent 92 hours.
	Carried out electrical, civil and housekeeping works for Asli Village residents in Pulau Indah.	25 staff spent 100 hours and benefited 200 residents.
	Mowed the lawn and cleaned the area surrounding a home for senior citizens at Kg Sg Kembong, Pulau Indah.	25 staff spent 100 hours helping four individuals.
	Cleaned the drains and cut the grass along the path near SK Pulau Indah.	15 staff dedicated 60 hours with two village committee members.
	Gained public support and community participation to reduce the breeding of Aedes mosquitoes and epidemic Dengue cases in Pangsapuri Samudera Pulau Indah.	54 staff dedicated 216 hours with 57 residents.
	Cut the long grass and cleared the rubbish near Klinik Kesihatan.	12 staff dedicated 48 hours to helping 10 beneficiaries.
	Helped to clean and paint the prayer hall in conjunction with Eid of Adha at Pangsapuri Samudera.	20 staff dedicated 90 hours helping 140 community members.
Repair Work at Masjid Al Qayyum	The Maintenance & Repair and Engineering Departments' repair works encompassed civil, electrical, and mechanical aspects, including servicing 12 air conditioning units and installing new wiring and a 500-gallon poly tank.	13 staff and four community members spent 169 hours.
Repair works at Tadika Baitul Zhafri	The team carried out some electrical, civil and housing works to provide a safe and conducive environment for the students.	10 staff spent 250 hours helping 200 beneficiaries.
Repair works at Balai Raya Kg Sungai Kembong	Westports Port Police teamed up with IPD Klang Selatan to raise road safety awareness for students to reduce accidents in Pulau Indah.	Seven staff spent 175 hours helping 20 beneficiaries.
Road Potholes Patch-Up Project	Volunteers identified seven roads and used around 60 bags of cold premix for this project to reduce road hazards for Pulau Indah community members.	Seven staff spent 110 hours helping 200 beneficiaries.
Awareness Programme on Flood, Fire and Safety at Home	Port Police and the Port Klang Fire Brigade raised flood and fire awareness awareness and demonstrated how to extinguish indoor fires.	29 staff dedicated 159.5 hours to helping 197 participants.
Road Audit and Patch Gap	A comprehensive road audit in Kampung Pulau Indah addressed markings, road conditions and potholes. The team used 60 bags of cold premix to patch the potholes. The road marking work included re-marking the road humps in front of SK Pulau Indah 2.	13 staff spent 283 hours.
Environment		
Mangrove Clean-Up Programme	This annual event preserves the cleanliness of the mangrove area.	20 staff spent 50 hours collecting 40 kg of garbage.
Cleaning of Mangrove Area	Westports Marketing Team cleaned the mangrove area at Sg Chandong to preserve the ecosystem and mangroves that Westports has planted over the years.	28 staff spent 84 hours collecting 50 kg of waste.
Mangrove Planting	This effort is part of the company's initiatives to bolster the mangrove population on Pulau Indah to safeguard nearby populated areas from erosion and mitigate the impact of storm surges during extreme weather conditions.	35 volunteers spent 105 hours.

Programme	Description	Impact
Poverty Eradication		
Entrepreneurship Training	Entrepreneurship training empowered participants with the skills and mindset for identifying and initiating business ventures. The session emphasised adopting innovative strategies, including adapting marketing methods and fostering a cost-conscious culture through effective pricing strategies.	12 staff spent 96 hours helping 60 individuals.
Monthly Contribution to Old People and Needy Families	Westports' financial and in-kind monthly support provides essential resources to those facing economic hardship, improving the well-being and quality of life for community members in Pulau Indah villages.	Two staff spent 72 hours helping 30 individuals.
Ensuring Safety and Security in Pulau Indah		
Dengue Mobile Roadshow	Westports collaborated with government agencies to conduct a one-hour convoy in Kg Teluk Nipah, using special trucks equipped with speakers to raise awareness about dengue. Volunteers distributed handouts and performed larviciding activities to address mosquito breeding in the area.	15 staff spent 96 hours.
Road Safety Awareness Talk	Port Police and IPD Klang Selatan raised awareness of road safety for students to reduce the accident rate in Pulau Indah.	Six staff dedicated 35 hours helping 1,056 participants.

Number of Westports Volunteers by Community Investment Area



Total Number of Volunteer Hours by Community Investment Area



COMMUNITY RELATIONS

Westports appointed senior managers to oversee its community programmes, which advance the local community in Pulau Indah, such as developing the infrastructure in schools, public facilities and communal areas. Guided by the Group's Community Engagement Policy, Westports regularly engages with local community members to discuss the positive and negative effects of its activities. The company has established formal mechanisms to manage community incidents, complaints and grievances alongside routine meetings. These ongoing community programmes reflect Westports' dedication to fostering strong and constructive relationships with the communities affected by its operations.

COMMUNITY PROGRAMMES

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

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.

RIGHTS OF INDIGENOUS COMMUNITY

Westports demonstrates respect for indigenous rights by actively engaging and including these communities in its CSR endeavours. Through inclusive initiatives, such as participation in planning and benefit sharing, Westports upholds cultural respect and empowers indigenous groups toward sustainable development.

PUBLIC SAFETY

Westports has instituted a policy dedicated to ensuring safety within its port operations.

Unauthorised vehicles	Westports' stringent system only permits authorised vehicle operations, including the signing of "Aku Janji".
Oil spill studies	Westports conducted a comprehensive oil spill study to identify critical areas. After identifying sources responsible for ocean leaking, Westports observed significant spillage reductions.
Reduced speed limit	Reducing the speed limit from 40 to 35 km/h ensures port users' safety.
Defensive driving course	A defensive driving course is mandatory for all TTO, ambulance and firefighting equipment drivers.
Buzz off	'Buzz off' mitigates the spread of mosquito-borne diseases such as dengue through prevention methods and targeted fogging.
Safety campaign	Regular safety campaigns involving talks by government agencies, including the Department of Safety and Health ("DOSH"), Ministry of Health Malaysia and the Fire Department to raise awareness and education.
Pre-operational check	Pre-shift safety checks are mandatory for all contractors and employees.
Alcohol-free Port	Port police conduct random alcohol breath tests at the terminals.
Urine Screening	Port police conduct mandatory urine testing for individuals involved in accidents to determine any factors.
Telemetry	Westports' telemetry system allows real-time monitoring of critical safety parameters or equipment.

CRIME-FREE PORT

Westports categorises port crime into four distinct areas: container or cargo theft, other property theft, intrusion and security breaches. Westports implemented various security measures to keep the port crime-free, which are reviewed and enhanced in collaboration with relevant authorities and stakeholders. Devising comprehensive action plans strengthens security and maintains the safety and integrity of the port facilities.

Type of Crime	Status in 2023	Action Plans Reaffirmed
Container or cargo theft and other property theft	<ul style="list-style-type: none"> ✓ ZERO container or cargo theft ✓ One case on theft of twist locks – arrested and charged ✓ One theft of ashing bins – arrested and charged 	<ul style="list-style-type: none"> ✓ Routine patrolling with plans to increase patrolling hours ✓ Strict inspection of vehicles at entry and exit gates ✓ Verification of Gate Pass on Port Users ✓ Arrest, detain, charge and blacklist suspects ✓ CCTV at High Mast to record incident footage at the wharf and yard
Intrusion and security breach (physical), including acts of sabotage	<ul style="list-style-type: none"> ✓ ZERO cases of intrusion and security breach (physical) 	<ul style="list-style-type: none"> ✓ Regular patrolling along sea and land perimeters ✓ Inspection on landed client premises ✓ Verification of port users' port passes, including cargo and container lorries driver and attendant ✓ Strict enforcement activities ✓ Monitoring of the WSS dashboard to detect port users who have overstayed and suspension of violators

Westports is making significant strides toward achieving ISO 28001 – Supply Chain Security Management System certification by September 2023. Key milestones in this journey encompass regular consultations with consultants to drive ongoing enhancements. An awareness programme in September 2023 trained the team in ISO certification processes and requisites. Introducing Westports' Security Policy aligned with ISO 28001 requirements further solidifies the Group's commitment to supply chain security management.

DIGITALISATION

Leading in technological advancement within the ports industry, the Group adopts diverse state-of-the-art technologies, such as digitalisation platforms, intelligent operational scheduling and equipment automation. These advances stem from continuous investment and development.

The following section outlines significant projects within Westports' digitalisation initiatives.

Initiative	Status / Comments
Telemetry	Implemented. Telemetry has been installed for all terminal trucks and is fully functional. It allows operational visibility in terms of the location of the equipment, engine fault alerts, mileage and engine running hours.
Reefer Monitoring System	Implemented. Westports' Reefer Monitoring System is a non-stop, round-the-clock remote management of refrigerated containers that allows real-time visibility, accuracy and alerts from reefer containers related to temperature changes, container monitoring and well-controlled operating conditions such as humidity and CO ₂ levels.
Vessel Clearance	Implemented. Port Health is done via ETP 3.0 using a mobile app, quickening operations commencement upon vessel berthing and providing real-time updates on vessel clearance.
Tyre Maintenance System	Telemetry has been installed for all terminal trucks and is working fully. It allows operational visibility in terms of the location of the equipment, engine fault alerts, mileage and engine running hours.
New eTP System	Implemented. Continue to enhance customer experience through GUI improvements and incorporate digitalisation from manual request submission by port users.
Import Smart Collection System	Implemented and incorporated into ETP 3.0 and mobile application.
Seamless Westports Internal Movement (SWIM) application	Implemented: Continue to enhance customer experience through GUI improvements, which landed clients use.
Port Reception System	Implemented in 2023 through mobile application: Digitalisation of end-to-end waste disposal process from vessel involving multiple port systems and incorporating DOE processes and system.
Fuel Management System	Implemented in 2023 for Terminal Truck fuel bay dispensing and fuel inventory digitalisation: This will be fully implemented by April 2024 upon installing and commissioning digital fuel meters for fuel received.
iTAP system	Target for implementation: June 2024.
ERP system (FIN/EAM/CoreHR)	Target for completion: January 2025.
Inventory Management System	Target for completion: January 2025 (dependent on ERP system).

REEFER MONITORING SYSTEM

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

DRIVING INTO THE FUTURE WITH WESTPORTS' AUTONOMOUS VEHICLE

Westports' Autonomous Vehicle ("AV") is battery-powered with a 150 km range. It comes with rapid one-hour dual-port charging and an upgradeable battery swapping option in six minutes. Equipped with sensors and software, including lidar, radar, cameras, ultrasonic sensors and an FMS system for route planning, the AV offers improved safety, efficiency and environmental benefits compared to traditional trucks, reducing traffic issues, accidents and emissions.

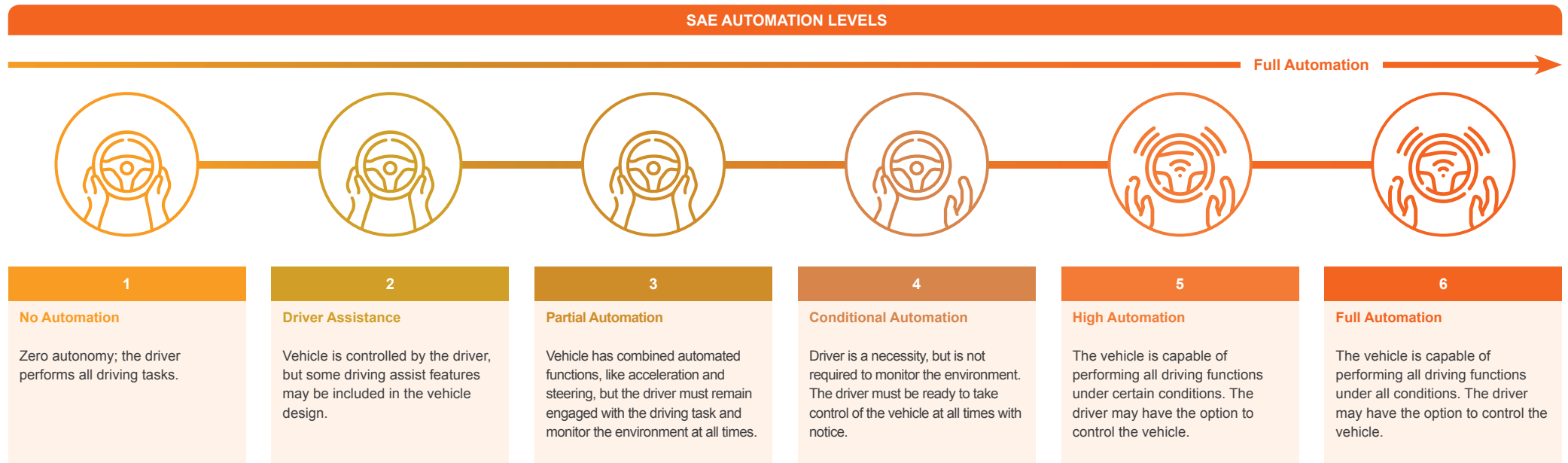
Autonomous vehicle (AV) safety features include:

- An real-time kinematic (RTK) antenna offers exact positioning. RTK technology improves the accuracy of Global Navigation Satellite System (GNSS) positioning by delivering real-time corrections to the standard GNSS signals.
- An Inertial Measurement Unit ("IMU") is a sensor module comprising accelerometers and gyroscopes. These components measure linear acceleration and angular velocity. IMU localisation is employed in robotics and navigation to gauge the location and orientation of a mobile vehicle.
- Light Detection and Ranging (LiDAR) sensors are a critical technology for autonomous vehicles. Their primary function is facilitating navigation by generating comprehensive 3D maps of the vehicle's environment and real-time detection of objects and obstacles.
- Camera-augmented cameras incorporate computer vision algorithms, enabling them to interpret visual data. They can recognise objects, track motion, and analyse real-time scenes.
- The Dashboard Display creates a multi-display system for conveying the autonomous vehicle's direction and equipment status, including error codes, manual and autonomous modes.
- Spring-loaded bumpers are an added safety feature for collision detection by mitigating the impact of collisions.
- Speed Limit Segmentation according to operational areas: 25 km/h at the wharf area, 20 km/h along the main road that serves the yard and 10km/h when the AVs are operating within the RTG service lane and when traversing bridges.



The AV's Automated Driving System (ADS) is complex, combining hardware and software to enable autonomous navigation.

The trucks have Level 4 autonomous driving capabilities as defined by the Society of Automotive Engineers (SAE). The vehicle can operate autonomously in specific conditions and environments without human intervention. Level 4 AVs can manage all aspects of driving, including navigation, environmental monitoring, response to traffic conditions and complex scenarios. However, situations beyond their capabilities, such as roadwork or obstacles, may need human intervention, or the vehicle will come to a safe stop.



RESPONSIBLE MARKETING

Transparency is critical to Westports' responsible and transparent marketing approach. However, specific prerequisites must be met. Advanced knowledge of the arrival time is essential for achieving operational efficiency within a four-hour target. Information such as the number of moves, containers for discharge and loading, crane splits and expected ship duration facilitates effective berth planning.

EFFICIENCY-DRIVEN OPTIMISATION: MAXIMISING SERVICE IMPACT

Westports continually innovates, leveraging technology to boost efficiency, optimise operations and drive forward-thinking strategies for sustainable growth.

OPTIMISING SERVICE IMPACT

Westports employs the Smart Pickup System to monitor and minimise unnecessary container movements. This system reduces waiting times without affecting container shifting durations.

The Group also collaborates with the Digital Container Shipping Association ("DCSA") in a trial phase. This initiative streamlines ship arrivals, ensuring immediate berthing upon arrival without delays. All communication occurs electronically. This forward-looking approach revolutionises port operations by leveraging advanced data for seamless vessel management and minimal waiting times.

IT ADVANCEMENTS AT WESTPORTS

Significant IT Advancements

Data Centre Renovation:

- A comprehensive overhaul of Westports' data centre involved replacing outdated air conditioning units with more energy-efficient models.

Certification and Standards:

- The Port has adopted ISO 27001:2022 standards, focusing on bolstering cybersecurity with threat intelligence, data leakage prevention and robust data masking techniques.

Data Encryption:

- All data within the systems undergoes encryption, fortifying defences against unauthorised access and ensuring comprehensive data security.

OCR Implementation for PRS:

- Streamlines operations and enhances efficiency.

Planning Automation:

- Tugboat automation and fuel efficiency optimise fuel consumption, significantly reducing costs and improving operational efficiency.

Detection and Prevention Systems:

- Deploying advanced systems for detecting and preventing identity-related risks.

DATA PRIVACY

Westports' IT processes are certified under ISMS, ISO 27001. The Group strictly adheres to the Personal Data Protection Act (PDPA), ensuring the privacy of customers and the public. The Group complies with international data security standards and implements robust measures to safeguard sensitive information while refraining from providing data to third parties.

As part of Hutchison's Global Information Security Group, all employees holding user IDs must attend quarterly Hutchison cybersecurity awareness training. Westports follows the standard security policy, conducting bi-annual assessments and action plan reviews, ensuring the adoption of the latest security policies and measures to secure hardware, software, system access, backups, operational technology and cloud computing.

Westports classified information security and cybersecurity as potential risks and integrated them into Enterprise Risk Management. These risks undergo continuous review and scrutiny by top management before a final briefing to the Board of Directors.

The Chief Executive Officer supervises the Information Security Management System (ISMS) Policy and ensures its enforcement and implementation across different department heads. 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.

Established in 2020, the Information Security Committee meets quarterly to document action plans shared with senior management. Within the Infrastructure section, Westports' Security Manager actively coordinates and implements security procedures, overseeing IT outsourcing vendors to enhance cybersecurity.

Westports has not been involved in any customer-related lawsuits or offences investigated by a judicial or regulatory process.

CUSTOMER SATISFACTION

Westports prioritises customer satisfaction through various measures, such as conducting regular surveys to gather feedback, analyse responses and resolve problems efficiently. The Group's commitment to continuous improvement involves adapting services based on customer input and fostering a positive and customer-centric experience at every touchpoint.

Indicator	Unit	FY2021	FY2022	FY2023
FINANCIAL				
Financials				
Revenue	RM'000	2,022,024	2,069,012	2,151,918
Profit before tax	RM'000	1,039,549	943,940	1,006,214
Profit after tax	RM'000	808,222	699,578	779,432
Shareholders' equity	RM'000	3,126,854	3,274,354	3,520,121
Total assets	RM'000	5,415,300	5,281,689	5,339,238
Per Share and Ratios				
Earnings per share	sen	23.7	20.5	22.9
Dividend per share	sen	15.0	16.2	15.7
Dividend payout ratio	%	75.0%	70.0%	74.0%
Return on equity	%	25.8%	21.4%	22.1%
Return on total assets	%	14.9%	13.2%	14.6%
Operations				
Container throughput	million TEUs	10.4	10.1	10.9
Container handling capacity	million TEUs	13.6	13.7	13.7
Westports market share of Port Klang	%	76.0%	76.0%	77.0%
Conventional throughput	million MT	11.3	12.1	11.6
Vessels accommodated	No.	7,298	8,262	9,356

Indicator	Unit	FY2021	FY2022	FY2023
ECONOMIC				
Economic Value Generated and Distributed				
To employees	RM'000	299,421	317,034	337,546
To government (income tax)	RM'000	231,324	244,361	226,782
To capital providers	RM'000	572,197	604,384	575,399
Retained for future reinvestment and growth	RM'000	556,522	412,008	504,635
Total economic value generated and distributed	RM'000	1,659,464	1,577,787	1,644,362
Supply Chain				
Proportion of spending on local suppliers	%	96.61%	81.95%	91.86%
Corruption				
Reported breaches of Code of Conduct	No.	0	0	0
Anti-corruption related fines and settlements	RM	0	0	0
Anti-corruption related fines and settlements	% of revenue	0	0	0
Total substantiated corruption and bribery cases	No.	0	0	0
Total staff disciplined or dismissed due to non-compliance with anti-corruption policy	No.	0	0	0
Total employees receiving training on Anti-Corruption	No. (%)	NA	949 (16.44%)	5,546 (97.55%)
Total employees receiving training on Anti-Corruption: Grade: Operations	No. (%)	NA	500	5,056 (97.47%)
Total employees receiving training on Anti-Corruption: Grade: Executive	No. (%)	NA	410	321 (84.47%)
Total employees receiving training on Anti-Corruption: Grade: Middle management	No. (%)	NA	27	142 (157.78%)

Indicator	Unit	FY2021	FY2022	FY2023
ECONOMIC (CONT'D.)				
Corruption (cont'd.)				
Total employees receiving training on Anti-Corruption: Grade: Top management	No. (%)	NA	12	27 (96.43%)
Operations assessed for corruption-related risks	%	NA	100	100
Money laundering related lawsuits or offences investigated by a judicial/regulatory process	No.	NA	NA	0
Political Contributions				
Lobbying, interest representation or something similar	RM	0	0	0
Local, regional or national political party contribution	RM	0	0	0
Political campaigns or candidates	RM	0	0	0
Trade associations or tax-exempt groups (e.g. think-tanks)	RM	0	0	0
Others (spending related to ballot measures, referendums, etc.)	RM	0	0	0
Total politically-related contributions and other spendings	RM	0	0	0
Direct or indirect political contributions	RM	0	0	0
Anti-competition				
Fines and settlements	No. of cases	0	0	0
Fines and settlements (total amount)	RM	0	0	0
Total fines and settlements	% of total annual revenue	0	0	0
Anti-competitive behaviour-related lawsuits or offences investigated by a judicial/regulatory process	No.	NA	NA	0

Indicator	Unit	FY2021	FY2022	FY2023
ECONOMIC (CONT'D.)				
Environmental Management				
Sites covered by ISO 14001	%	100	100	100
Total costs of all energy consumption	RM	165,653,146	253,230,465	255,445,729
Environmental Violations				
Total cost of environmental fines and penalties	RM	0	0	0
Taxation				
Tax related lawsuits or offences investigated by a judicial/regulatory process	No.	0	0	0
EC-to-Employee Compensation Ratio				
Average salary	(RM'000 per/annum)	52	55	59
Executive Chairman remuneration	(RM'000 per/annum)	4,246	4,306	5,012
EC salary to average staff salary/cost	(multiples)	82	78	84

Indicator	Unit	FY2021	FY2022	FY2023
ENVIRONMENT				
Energy (100% of Operations)				
Direct energy: Diesel	Litres	49,348,263	51,260,233	51,686,903
Direct energy: Petrol	Litres	NA	191,581	179,586
Direct energy: Fuel *	MWh	562,234	551,444	555,905
Direct energy: Fuel **	TJ	2,024	1,985	2,001
Indirect energy: Electricity	MWh	119,844	65,520	60,423
Indirect energy: Electricity	TJ	462	228	203
Total renewable energy generated	MWh	NA	119	233
Total renewable energy generated	TJ	NA	0.43	0.84
Total operational energy	TJ	2,486	2,214	2,205
Energy (not consumed by Westports) †				
Indirect energy: Electricity (MWh)	MWh	NA	60,639	54,696
Indirect energy: Electricity (TJ)	TJ	NA	212	184
* 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				
† This data comprises electricity used to power clients' reefers and clients that have leased land on Westports' site. Previously, Westports reported aggregate data. From 2022, Westports separates this data as it has no operational control over this energy consumption.				
Water				
Total water withdrawal from municipal supplies	m ³	1,534,578	1,499,952	1,515,556
Total water withdrawal from fresh groundwater	m ³	0	0	0
Fresh groundwater used	m ³	0	0	0
Total rainwater	m ³	0	0	0
Total water withdrawn	m ³	1,534,578	1,499,952	1,515,556

Indicator	Unit	FY2021	FY2022	FY2023
ENVIRONMENT (CONT'D.)				
Water (cont'd.)				
Total water consumption	m ³	1,534,578	1,499,952	1,515,556
Freshwater withdrawal/million USD sales	m ³ /mil USD sales	3,167	3,194	3,234
Effluent Analysis				
BOD* 5 days @20c	mg/l	ND(<5)-109	ND(<5)-32	ND(<1)-49
Total suspended solids	mg/l	8-277	8-98	8-30
COD	mg/l	9-383	6-111	3-173
Oil and grease	mg/l	ND(<1)	ND(<1)	ND(<1)
Ammonical nitrogen	mg/l	1.6-21.3	0.1-21-1	2.41-19.2
Nirate	mg/l	0.6-13.3	0.1-6.8	0.3-15.2
Efficiency				
TT	€/Move	2.64	2.49	2.34
TT	€/TEU	1.74	1.98	1.53
TT	€/hr	5.69	6.31	5.60
RTGC	€/Move	1.25	1.38	1.32
RTGC	€/TEU	0.83	0.91	0.87
RTGC	€/hr	14.85	14.48	14.29
Tugboats	€/Move	332.70	286.32	274.79
Tugboats	€/TEU	0.97	1.06	1.05
Tugboats	€/Vessel Call	1,378.01	1,291.92	1,220.67
Pilot boats	€/TEU	0.08	0.09	0.08
Pilot boats	€/Move	134.61	132.48	127.58
Total operational efficiency	MJ/TEU Volume	239.06	220.24	202.70

Indicator	Unit	FY2021	FY2022	FY2023
ENVIRONMENT (CONT'D.)				
GHG Emissions				
Scope 1 †				
CO ₂	tonnes	135,262	132,664	133,737
CH ₄	tonnes	18	18	18
N ₂ O	tonnes	1.11	1.09	1.09
Total Scope 1	tCO ₂ e	135,773	133,165	134,243
Scope 2 †				
Total carbon sequestered	tCO ₂ e	32	32	32
Total operational emissions	tCO ₂ e	233,090	182,830	180,043
Scope 3 ††				
Purchased goods and services	tCO ₂ e	10,395	9,382	10,553
Capital goods	tCO ₂ e	6,252	14,233	8,602
Fuel- and energy-related activities	tCO ₂ e	34,391	33,620	33,761
Business travel (air)	tCO ₂ e	68	240	603
Employees commuting	tCO ₂ e	9,110	8,240	8,567
Processing of sold products ***	tCO ₂ e	0	0	0
Use of sold products ***	tCO ₂ e	0	0	0
End-of-life treatment of sold products ***	tCO ₂ e	0	0	0
Downstream leased assets *	tCO ₂ e	0	42,541	36,516
Franchises	tCO ₂ e	0	0	0
Investments **	tCO ₂ e	NA	464	363
Internal carbon price for Scopes 1, 2 & 3	RM	15	15	50

† Restated for 2021 and 2022 as coverage increased and new emission factor applied for Scope 2. Westports derived its Scope 1 emissions using IPCC 2006 Guidelines for National Greenhouse Gas Inventories and its Scope 2 emissions from the Energy Commission Grid Emission Factor for Peninsular 2021

†† Westports derives its Scope 3 emissions from fuel- and energy-related activities from the UK Government Greenhouse gas reporting conversion factors; Business travel from the online tools derived from the WRI Greenhouse Gas Protocol; Employees Commuting from a Mobile Combustion GHG Emissions Calculation Tool from the GHG Protocol Initiative; Downstream leased assets and Investments from the Energy Commission Grid Emission Factor for Peninsular 2021

* Scope 3 from downstream assets comprises emissions resulting from Westports reefer operations
 ** Scope 3 from investments comprises emissions resulting from 50% ownership of Port Klang Cruise Terminal Sdn Bhd
 *** Westports does not sell products and has no franchises so is not responsible for any emissions in these categories
 The boundary of Scopes 1, 2 and 3 is now 100% of operations

Indicator	Unit	FY2021	FY2022	FY2023
ENVIRONMENT (CONT'D.)				
Emissions Intensity				
TT	kgCO ₂ e/Move	6.85	6.47	6.07
TT	kgCO ₂ e/TEU	4.52	5.14	3.98
TT	kgCO ₂ e/hr	14.77	16.38	14.53
RTG	kgCO ₂ e/Move	3.25	3.57	3.42
RTG	kgCO ₂ e/TEU	2.15	2.35	2.25
RTG	kgCO ₂ e/hr	38.53	37.58	37.09
Tugboats	kgCO ₂ e/Move	863.20	742.88	712.96
Tugboats	kgCO ₂ e/TEU	2.51	2.75	2.72
Tugboats	kgCO ₂ e/ Vessel Call	3,575.33	3,351.98	3,167.09
Pilot boats	kgCO ₂ e/TEU	0.21	0.22	0.22
Pilot boats	kgCO ₂ e/Move	349.27	343.74	331.00
Ozone-depleting substances	kg	0.00	0.00	0.00
Electricity/TEU	kWh/TEU	12.34	6.03	5.03
Total GHG intensity	CO ₂ ekg/TEU Volume	22.41	18.19	16.55

Indicator	Unit	FY2021	FY2022	FY2023
ENVIRONMENT (CONT'D.)				
Non-GHG Pollution *				
PM	tonnes	292.90	259.90	261.89
PM10	tonnes	292.90	259.90	261.89
PM2.5	tonnes	292.90	259.90	261.89
SOx	tonnes	273.87	242.99	244.84
NOx	tonnes	4,169.60	3,700.65	3,729.05
VOC	tonnes	381.06	348.09	352.06
CO	tonnes	907.19	807.34	813.82
Lead	tonnes	0.00	0.00	0.00
Ozone-depleting substances	tonnes	0.00	0.00	0.00

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

Extreme Weather

Hours of extreme weather where QC operations are affected by weather conditions	%	1.24%	1.23%	0.70%
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Waste

Scheduled Waste

Used batteries (SW102)	tonnes	0.00	10.30	44.52
Electronic waste (SW110)	tonnes	0.00	12.12	2.60
Used oil (SW305)	tonnes	280.95	192.24	215.63
Spent mineral oil-water emulsion (SW307)	tonnes	66.00	157.50	175.00

Indicator	Unit	FY2021	FY2022	FY2023
ENVIRONMENT (CONT'D.)				
Waste (cont'd.)				
Scheduled Waste (cont'd.)				
Spent oil-water mixture (SW309)	tonnes	0.00	0.00	1.40
Sludge (SW312)	tonnes	0.00	0.00	65.56
Clinical waste (SW404)	tonnes	0.24	0.27	0.15
Used sawdust (SW408)	tonnes	0.00	2.09	54.81
Empty drums (SW409)	tonnes	41.88	37.22	44.76
Waste rag, gloves and oil filters (SW410)	tonnes	74.91	79.32	85.28
Total scheduled waste (Unrecycled)	tonnes	463.98	491.06	689.71
Total scheduled waste recycled (hydraulic oil)	tonnes	14.28	17.40	3.40
Total scheduled waste	tonnes	478.26	508.46	693.11

Materials

Wire ropes	tonnes	473.20	524.30	520.60
Engine oil	tonnes	100.62	99.00	94.50
Lubricants	tonnes	152.80	152.13	156.82
Degreasers	tonnes	80.48	79.98	84.35
Cotton rags	tonnes	44.74	43.62	44.78
Gloves	tonnes	8.37	8.20	7.56
Tyres	tonnes	0.50	0.48	0.35
Total	tonnes	860.71	907.71	908.96

Indicator	Unit	FY2021	FY2022	FY2023
SOCIAL				
Cybersecurity				
Total information security breaches or other cybersecurity incidents *	No.	1	0	0
Total data breaches	No.	0	0	0
Total customers and employees affected by the company's data breach	No.	0	0	0
Total fines/penalties paid concerning information security breaches or other cybersecurity incidents	RM	0	0	0
Customer privacy: Complaints	No.	0	0	0
Substantiated complaints received from outside parties	No.	0	0	0
Complaints from regulatory bodies	No.	0	0	0
Board members' membership in the committee overseeing cybersecurity strategy	No.	NA	3	NA
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	No.	0	0	0
IP-related lawsuits or offences investigated by a judicial/regulatory process	No.	0	0	0
* Incident was minor, detected, quarantined and deleted before negatively affecting operations				
CSR				
CSR donations (charitable contributions and sponsorships)	RM	5,649,000	3,060,875	1,594,099
Total community investments made to registered not-for-profit organisations	RM	5,649,000	3,060,875	1,594,099
Total beneficiaries of investment in communities	No.	NA	NA	12,394
Staff visits to Westports' clinics	No.	12,123	16,620	22,374
Staff dependents and community visits to Westports' Clinics	No.	3,654	6,887	5,485

Indicator	Unit	FY2021	FY2022	FY2023
SOCIAL (CONT'D.)				
CSR (cont'd.)				
Pulau Indah non-staff non-community	No.	NA	NA	1,565
Physiotherapist visits	No.	NA	NA	2,257
Total visits to clinics	No.	15,777	23,507	31,681
Klinik Westports cost	RM	571,176	805,937	1,024,638
Klinik Masyarakat cost	RM	264,310	373,002	555,291
Total cost of clinics	RM	835,486	1,178,939	1,579,929
Diversity, Equity & Inclusion				
Total employees	No.	5,797	5,773	5,685
Gender				
Male	No. (%)	5,658 (97.60%)	5,605 (97.09%)	5,402 (95.02%)
Female	No. (%)	139 (2.40%)	168 (2.91%)	283 (4.98%)
Age				
<30	No. (%)	3,222 (55.58%)	3,070 (53.18%)	2,859 (50.29%)
30 - 50	No. (%)	2,311 (39.87%)	2,427 (42.04%)	2,537 (44.63%)
>50	No. (%)	264 (4.55%)	276 (4.78%)	289 (5.08%)
Employee Category				
Top management	No. (%)	NA	NA	28 (0.49%)
Middle management	No. (%)	NA	NA	90 (1.58%)
Executive	No. (%)	NA	NA	380 (6.68%)
Operations	No. (%)	NA	NA	5,187 (91.24%)
Employee Category and Gender				
Men: Top management	No. (%)	NA	NA	24 (85.71%)
Women: Top management	No. (%)	NA	NA	4 (14.29%)
Men: Middle management	No. (%)	NA	NA	78 (86.67%)
Women: Middle management	No. (%)	NA	NA	12 (13.33%)

Indicator	Unit	FY2021	FY2022	FY2023
SOCIAL (CONT'D.)				
Diversity, Equity & Inclusion (cont'd.)				
Men: Executive	No. (%)	NA	NA	318 (83.68%)
Women: Executive	No. (%)	NA	NA	62 (16.32%)
Men: Operations	No. (%)	NA	NA	4,982 (96.05%)
Women: Operations	No. (%)	NA	NA	205 (3.95%)
Employee Category and Age				
Age <30: Top management	No. (%)	NA	NA	0 (0.00%)
Age 31 - 50: Top management	No. (%)	NA	NA	16 (57.14%)
Age >51: Top management	No. (%)	NA	NA	12 (42.86%)
Age <30: Middle management	No. (%)	NA	NA	4 (4.44%)
Age 31 - 50: Middle management	No. (%)	NA	NA	76 (84.44%)
Age >51: Middle management	No. (%)	NA	NA	10 (11.11%)
Age <30: Executive	No. (%)	NA	NA	168 (44.21%)
Age 31 - 50: Executive	No. (%)	NA	NA	198 (52.11%)
Age >51: Executive	No. (%)	NA	NA	14 (3.68%)
Age <30: Operations	No. (%)	NA	NA	2,687 (51.80%)
Age 31 - 50: Operations	No. (%)	NA	NA	2,247 (43.32%)
Age >51: Operations	No. (%)	NA	NA	253 (4.88%)
Ethnicity				
Malay	No. (%)	4,986 (86.01%)	4,934 (85.47%)	4,851 (85.33%)
Chinese	No. (%)	37 (0.64%)	38 (0.66%)	36 (0.63%)
Indian	No. (%)	566 (9.76%)	524 (9.08%)	520 (9.15%)
Other Malaysians	No. (%)	206 (3.55%)	275 (4.76%)	276 (4.85%)
Foreigners	No. (%)	2 (0.03%)	2 (0.03%)	2 (0.04%)
Employment Type				
Permanent	No. (%)	5,780 (99.71%)	5,760 (99.77%)	5,681 (99.93%)
Temporary	No. (%)	17 (0.29%)	13 (0.23%)	4 (0.07%)

Indicator	Unit	FY2021	FY2022	FY2023
SOCIAL (CONT'D.)				
Diversity, Equity & Inclusion (cont'd.)				
Other				
Other minorities	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
People with disabilities	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Women in Management				
Women in all management positions (middle and top management)	No. (%)	7	16	24 (20.34%)
Women in top management positions	No. (%)	3	4	4 (14.29%)
Recruitment/hiring				
Total	No.	914	1,123	548
Gender: Male	No. (%)	893 (15.78%)	1,056 (18.84%)	393 (7.28%)
Gender: Female	No. (%)	21 (15.11%)	67 (39.88%)	155 (54.77%)
Age: <30	No. (%)	840 (26.07%)	970 (31.60%)	454 (15.88%)
Age: 31 - 50	No. (%)	68 (2.94%)	147 (6.06%)	90 (3.55%)
Age: >51	No. (%)	6 (2.27%)	6 (2.17%)	4 (1.38%)
Operations	No. (%)	855	1,056	473 (9.12%)
Executive	No. (%)	56	46	66 (17.37%)
Middle management	No. (%)	3	15	6 (6.67%)
Top management	No. (%)	0	3	3 (10.71%)
Malay	No. (%)	807 (16.19%)	936 (18.97%)	451 (9.30%)
Chinese	No. (%)	6 (16.22%)	12 (31.58%)	5 (13.89%)
Indian	No. (%)	53 (9.36%)	51 (9.73%)	58 (11.15%)
Others	No. (%)	48 (23.30%)	121 (44.00%)	34 (12.32%)
Foreigner	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Average hiring cost - Operations	RM	2,812	1,512	1,772
Average hiring cost - Executives	RM	4,809	5,131	4,213

Indicator	Unit	FY2021	FY2022	FY2023
SOCIAL (CONT'D.)				
Training				
Employees receiving training	No. (%)	3,051 (52.63%)	NA	2,523 (44.38%)
Gender: Male	No. (%)	3,020 (53.38%)	NA	2,305 (42.67%)
Gender: Female	No. (%)	31 (22.30%)	NA	218 (77.03%)
Age: <30	No. (%)	2,836 (88.02%)	NA	1,202 (42.04%)
Age: 31 - 50	No. (%)	181 (7.83%)	NA	1,174 (46.28%)
Age: >51	No. (%)	34 (12.88%)	NA	147 (50.87%)
Grade: Operations	No. (%)	2,563	NA	2,176 (41.95%)
Grade: Executive	No. (%)	417	NA	210 (55.26%)
Grade: Middle management	No. (%)	49	NA	117 (100.00%)
Grade: Top management	No. (%)	22	NA	20 (71.43%)
Ethnicity: Malay	No. (%)	2,625 (52.65%)	NA	2,174 (44.82%)
Ethnicity: Chinese	No. (%)	29 (78.38%)	NA	26 (72.22%)
Ethnicity: Indian	No. (%)	305 (53.89%)	NA	282 (54.23%)
Ethnicity: Others	No. (%)	92 (44.66%)	NA	41 (14.86%)
Ethnicity: Foreigner	No. (%)	0 (0.00%)	NA	0 (0.00%)
Training hours				
Operations	Hours	NA	NA	109,150
Executives	Hours	NA	NA	23,746
Middle management	Hours	NA	NA	5,321
Top management	Hours	NA	NA	620
Total time spent on employee development training	Hours	552,845	413,112	138,837
Average hours of training per employee	Hours	95	72	24
Average days of training per employee	Days	11	8	3

Indicator	Unit	FY2021	FY2022	FY2023
SOCIAL (CONT'D.)				
Turnover				
Total employee turnover	No. (%)	1,009 (17.41%)	1,132 (19.61%)	608 (10.69%)
Gender: Male	No. (%)	999 (17.66%)	1,094 (19.52%)	568 (10.51%)
Gender: Female	No. (%)	10 (7.19%)	38 (22.62%)	40 (14.13%)
Age: <30	No. (%)	772 (23.96%)	893 (29.09%)	438 (15.32%)
Age: 31 - 50	No. (%)	198 (8.57%)	203 (8.36%)	137 (5.40%)
Age: >51	No. (%)	39 (14.77%)	36 (13.04%)	33 (11.42%)
Grade: Operations	No. (%)	953	1,063	540 (10.41%)
Grade: Executive	No. (%)	38	50	54 (14.21%)
Grade: Middle management	No. (%)	15	16	10 (11.11%)
Grade: Top management	No. (%)	3	3	4 (14.29%)
Ethnicity: Malay	No. (%)	883 (17.71%)	978 (19.82%)	510 (10.51%)
Ethnicity: Chinese	No. (%)	5 (13.51%)	10 (26.32%)	7 (19.44%)
Ethnicity: Indian	No. (%)	71 (12.54%)	89 (16.98%)	62 (11.92%)
Ethnicity: Others	No. (%)	49 (23.79%)	55 (20.00%)	29 (10.51%)
Ethnicity: Foreigner	No. (%)	1 (50.00%)	0 (0.00%)	0 (0.00%)
Health and Safety Performance				
Sites with OHSAS 18001 (ISO 45001) certification	%	100	100	100
Incidents and accidents (total)	No.	836	669	791
Accident frequency rate (employees)	Rate	NA	0.28	2.21
Accident severity rate (employees)	Rate	NA	835.39	122.78
Average number of cases per 100,000 TEU's (container operation)	No.	8.12	6.68	7.27
Average number of cases per 100,000 tonnage (conventional operations)	No.	NA	0.00	0.02
Fatalities (employees)	No.	NA	0	0
Fatalities (third-party contractors)	No.	NA	1	0

SOCIAL (CONT'D.)

Health and Safety Performance (cont'd.)

Indicator	Unit	FY2021	FY2022	FY2023
Lost-Time Injury Frequency Rate (LTIFR) (per million hours worked) (employees)	Rate	NA	NA	2.21
Lost-Time Incident rate (per million hours worked) (employees) *	Rate	0.86	0.64	6.46
Lost Workday Rate or Days Away (per 200,000 hours worked) (Employees)	Ratio	0.00	10.00	NA

* This increase is due to improved reporting accuracy

Occupational HSE Training

Indicator	Unit	FY2021	FY2022	FY2023
Number of staff trained on health and safety standards	No.	138 (SHE Committee & Crisis Committee trained on ISO 45001)	NA	132: 46 on ISO 45001, 46 on ISO 14001 and 40 on HIRARC

Employee Engagement

Indicator	Unit	FY2021	FY2022	FY2023
Employees belonging to a union	No. (%)	NA	NA	3,483 (61.27%)
Number of working days disrupted due to strike action or disputes	Days	0	0	0

Human Rights

Indicator	Unit	FY2021	FY2022	FY2023
Number of substantiated complaints concerning human rights violations	No.	0	0	0

GOVERNANCE

Indicator	Unit	FY2021	FY2022	FY2023
Number of Directors	No.	13	11	10
Number of independent Directors	No.	6	6	6
Men	No. (%)	9 (69.23%)	6 (54.55%)	5 (50.00%)
Women	No. (%)	4 (30.77%)	5 (45.45%)	5 (50.00%)
Age: <30	No. (%)	0 (0.00%)	0 (0.00%)	0 (0.00%)
Age: 31 - 50	No. (%)	2 (15.38%)	2 (18.18%)	2 (20.00%)
Age: >51	No. (%)	11 (84.62%)	9 (81.82%)	8 (80.00%)



INDEPENDENT ASSURANCE OPINION STATEMENT

Statement No.: **SRA-MY 801412**

Westports Holdings Berhad Sustainability Report 2023

The British Standards Institution is independent of Westports Holdings Berhad (hereafter referred to as "Westports" in this statement) and has no financial interest in the operation of Westports other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Westports only for the purposes of verifying its statements relating to its environmental, social and governance (ESG), more particularly described in the scope, below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by Westports. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to Westports only.

Scope

The scope of engagement agreed upon with Westports includes the following:

The assurance covers part of the report and focuses on systems and activities during the period from 1st January 2023 to 31st December 2023 (the "**Reporting Year**"), for the following sustainability subject matter.

1. Governance (Corruption and Compliance)
2. Diversity and Inclusivity
3. Training and Development
4. Recruitment Rate and Turnover Rate
5. GHG Emission (100% of Operations)
6. Pollution
7. Waste
8. Water Consumption
9. Energy Consumption
10. Health and Safety Performance

The evaluation of the nature and extent of the Westports's adherence to all four AA1000 AccountAbility principles and the reliability of specified sustainability performance information in this

report as conducted in accordance with Type 1 Moderate Level (Limited Assurance) of AA1000AS v3 sustainability assurance engagement.

Opinion Statement

Based on our work described in the verification report, nothing has come to our attention that causes us to believe that data and information stated in the Westports's Sustainability Report is not correctly presented or with omission, in any material respects or that Inclusivity, Materiality Responsiveness and Impact based on AA1000 criteria are not correctly addressed.

We conclude that the sustainability subject matter of the Report provides a fair view of Westports's sustainability programmes and performance in the Reporting Year. We believe that the economic, social and environment performance indicators are accurate and are supported by robust internal verification processes.

Our work was carried out by a team of sustainability report assurers in accordance the AA1000 Assurance Standard v3. We planned and performed this part of our work to obtain the necessary information and explanations. We considered to provide sufficient evidence that Westports's description of their approach to AA1000 Assurance Standard were fairly stated.

Methodology

Our work was designed to gather evidence on which our conclusion is based. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant to Westports's policies to check on the appropriateness of statements made in the report.
- discussion with managers and staff on Westports's approach to stakeholder engagement. We had no direct contact with external stakeholders.
- interview with staff involved in sustainability management, report preparation and provision of report information.
- review of key organizational developments.
- review of supporting evidence for claims made in the reports.
- an assessment of the Westports's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000 AccountAbility Principles Standard.

Conclusions

A detailed review against the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness, and Impact is set out below:

Inclusivity

The Report has reflected the fact that Westports is seeking the engagement of its stakeholders. The participation of stakeholders has been initiated in developing and achieving an accountable and strategic response to sustainability. The reporting systems are being developed to deliver the required information. There are fair reporting and disclosure for economic, social and environment information in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers Westports's principle of Inclusivity.

Materiality

Westports publishes sustainability information that enables its stakeholders to make informed judgments about Westports's management and performance. In our professional opinion, the report adheres to the principle of Materiality and identifies Westports's material aspects by using appropriate methods of materiality analysis and demonstrating material issues in a matrix form. Areas for enhancement of the report were adopted by Westports before the issuance of this statement.

Responsiveness

Westports has implemented practices that respond to the expectations and perceptions of its stakeholders. These include sustainability reporting for both internal and external stakeholders. In our professional opinion, Westports adheres to the principle of Responsiveness. Areas for enhancement of the Report were adopted by Westports before the issuance of this statement.

Impact

Westports has demonstrated a process on identify impacts that encompass a range of environmental, social and governance topics, and fairly represented the impacts in the report. These processes enable Westports to assess its impact and disclose them in the sustainability subject matter of the report. In our professional opinion, Westports adheres to the principle of Impact. Areas for enhancement of the report were adopted by Westports before the issuance of this statement.

Assurance Level

The moderate (limited) level of assurance provided is in accordance with AA1000 Assurance Standard v3 in our review, as defined by the scope and methodology described in this opinion statement.

Responsibility & Limitations

This Sustainability Report is the responsibility of the Westports's management as declared in the responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of Lead Auditors and Carbon Footprint Verifiers experienced in industrial sector, and trained in a range of sustainability, environmental and social standards including AA1000 AS, ISO14001, ISO14064, ISO 45001 and ISO 9001. BSI is a leading global standards and assessment body founded in 1901.

For and on behalf of BSI:



Ms Evelyn Chye
Managing Director

19 March 2024

Verifier of the Report:



Mr. Shaiful Rahman
Lead Assuror

Indicator	Measurement Unit	2023
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Top Management	Percentage	96.43
Middle Management	Percentage	100.00
Executives	Percentage	84.47
Operations	Percentage	97.47
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	91.88
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	616,327.78
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	1,515,556,000
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Top Management Under 30	Percentage	0.00
Top Management Between 30-50	Percentage	57.14
Top Management Above 50	Percentage	42.86
Middle Management Under 30	Percentage	4.44
Middle Management Between 30-50	Percentage	84.44
Middle Management Above 50	Percentage	11.11
Executives Under 30	Percentage	44.21
Executives Between 30-50	Percentage	52.11
Executives Above 50	Percentage	3.68
Operations Under 30	Percentage	51.80
Operations Between 30-50	Percentage	43.32
Operations Above 50	Percentage	4.88
Gender Group by Employee Category		
Top Management Male	Percentage	85.71
Top Management Female	Percentage	14.29
Middle Management Male	Percentage	86.67
Middle Management Female	Percentage	13.33
Executives Male	Percentage	83.68
Executives Female	Percentage	16.32
Operations Male	Percentage	96.05
Operations Female	Percentage	3.95
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	50.00
Female	Percentage	50.00
Under 30	Percentage	0.00
Between 30-50	Percentage	20.00
Above 50	Percentage	80.00
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Top Management	Hours	620
Middle Management	Hours	5,321
Executives	Hours	23,746
Operations	Hours	109,150
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.07
Bursa C6(c) Total number of employee turnover by employee category		
Top Management	Number	4
Middle Management	Number	10
Executives	Number	54
Operations	Number	540
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.29
Bursa C5(c) Number of employees trained on health and safety standards	Number	132
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,594,099.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	12,394
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0



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