

SUSTAINABILITY

| | |
|--|-----------|
| About this Report | 21 |
| Reporting Framework | |
| Scope of Reporting | |
| Feedback | |
| Memberships and Associations | |
| Eupe's Commitment to Sustainability | 23 |
| Global Efforts - UNSDGs | |
| Governance | |
| Stakeholder Engagement | |
| Material Matters and Matrix | |
| Our Response to the COVID-19 Pandemic | 30 |
| Our Offices | |
| Our Customers | |
| Our Community | |
| Designing COVID-Safe Features | |
| Upholding Strong Corporate Governance | 32 |
| Ethics and Integrity | |
| Regulatory Compliance | |
| Economic Sustainability | 33 |
| Financial Performance | |
| Supply Chain Management | |
| Affordability | |
| Design and Innovation | |
| Project Highlight: Parc3 | 36 |
| Project Highlight: Est8 | 37 |
| Industry Innovation | |
| Green Features and Facilities | |
| Design Considerations for the Pandemic | |
| Protecting Our Environment | 39 |
| Resource Efficiency and Consumption | |
| Caring for Our People and the Community | 43 |
| Product Quality | |
| Health, Safety & Well-being | |
| Customer Engagement | |
| Employee Engagement and Staff Diversity | |
| Employee Training and Development | |
| Community Enrichment | |
| Conclusion | 48 |
| GRI Content Index | 49 |

REPORT

ABOUT THIS REPORT (102-1)

Eupe Corporation Berhad (“Eupe” or “the Group”) is pleased to present our annual sustainability statement for financial year 2021. This statement details our sustainability efforts and achievements for the year, as well as our goals for the future of sustainability at Eupe. Our disclosures include information on the governance, economic, environmental, and social aspects of sustainability within our business operations.

Despite the restrictions on and challenges to our operations arising from the COVID-19 pandemic, we achieved important milestones in progressing our sustainability goals and have strengthened our practical efforts to embed sustainable practices throughout our project development, product offering and supply chains.

Key Highlights 2021



CONDUCTED A REASSESSMENT OF THE MATERIAL MATTERS



INTRODUCED AN ANTI-BRIBERY AND ANTI-CORRUPTION POLICY



ZERO WORK TIME INJURIES AND ILLNESSES



COVID-SAFE DESIGN FEATURES AT ALL PROPERTIES



SCORED A PLACE IN THE EDGE MALAYSIA TOP 30 PROPERTY DEVELOPERS



ADOPTED SDG 3



NOVUM HANDOVER

Received 98% customer satisfaction rating for the purchasing experience
Received 99% customer satisfaction rating for the architecture and design of the building

Reporting Framework

This statement has been prepared in accordance to the Main Market Listing Requirements of Bursa Malaysia Securities Berhad (“Bursa Securities”) with reference to the Sustainability Reporting Guidelines (2nd edition, 2018). Our performance disclosures are based on the Global Reporting

Initiative (“GRI”) Standards and all the GRI Standards’ disclosures included in this report are listed in the GRI Content Index on page 49. This is the second consecutive year our report has used GRI Standards, allowing for greater comparability between the years.

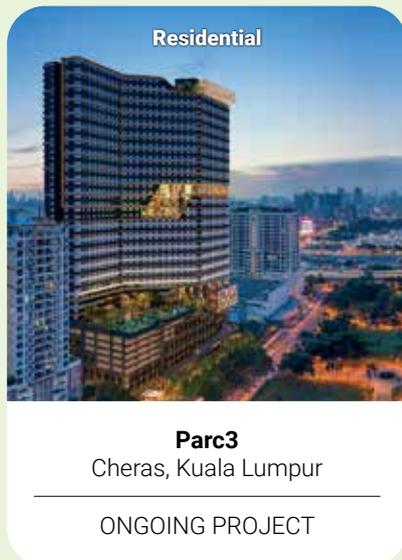
Scope of Reporting (102-3, 102-4, 102-46, 102-50, 102-52)

This statement covers the activities carried out by the Group during the financial year 2021 (“FY2021”), commencing 1st March 2020 to 28th February 2021. Our scope of reporting includes the following;

- 1) Offices: Headquarters in Sungai Petani and the Klang Valley office.
- 2) Property Sector: Novum, Parc3 and Est8 in Kuala Lumpur.
- 3) Hospitality Sector: Cinta Sayang Resort and associated facilities in Sungai Petani, Kedah.

The Northern Property Sector, which includes our development projects located in Kedah, is not included within the scope of this Sustainability Statement. This is due to the lack of consistent and comparable data

currently available from these projects. Moving forward, we aim to expand our data collection methods so that Northern property developments may be included in the scope in the future.



Feedback (102-53)

We value stakeholder feedback and encourage comments and suggestions on how we can improve our sustainability initiatives or reporting. Please direct any comments, questions, or suggestions to:

Dr. Mark Triffitt, Strategic Communications Director | corpcomm@eupe.com.my | +603-7610 0636

Memberships and Associations (102-13)

Eupe is a member of the following associations:

- **REHDA Malaysia** (Real Estate & Housing Developers Association)
- **FIABCI Malaysia** (International Real Estate Federation)
- **CIDB** (Construction Industry Development Board)

OUR COMMITMENT TO SUSTAINABILITY

Global Efforts – UNSDGs

The United Nations Sustainable Development Goals (“UNSDGs” or “Goals”) were adopted by 193 member states in 2015, including Malaysia. The Goals are ambitious and wide-reaching, representing the UN’s sustainable development targets, for both the private and public sector to work together and achieve by 2030.

These Goals were central to our sustainability practices last year and Eupe remains fully committed to contributing positively towards meeting these Goals. This year, we have

increased the number of Goals that drive our sustainability response from four to five, to include Goal 3: Good Health and Well-being. We have adopted this Goal this year in light of the considerable risk that the COVID-19 pandemic poses for the health and safety of our stakeholders, and to reflect the range of responses that Company has put into place over the past 12 months to help reduce these risks.

Our efforts to contribute towards the UNSDGs are outlined below:

Sustainability Achievements

0 LOST-TIME INJURIES

1,421 TRAINING HOURS

ZERO TOLERANCE FOR DISCRIMINATION

RM15,600 WORTH OF BURSARY AWARDS FOR MALAYSIAN STUDENTS STUDYING AT NUS

48% FEMALE EMPLOYEES

BEST SUSTAINABLE HIGH-RISE DEVELOPMENT AWARD FOR PARC3

97.5% NOVUM CUSTOMERS SATISFIED WITH BUILDING DESIGN & LAYOUT

GREENRE GOLD CERTIFIED FOR PARC3 (PROVISIONAL)

100% LOCAL CONTRACTOR

PANDEMIC DESIGN CONSIDERATION FOR EST8

3

GOOD HEALTH
AND
WELL-BEING

- Zero lost-time injuries were reported this year, a testament to our strong OHS systems and policies.
- All our properties are designed with shared green spaces for meditation, exercise, and social gatherings, which supports the mental and physical health of our residents.
- As an adaptation to the COVID-19 pandemic, we organised virtual recordings and virtual tours of our units for our customers, enabling them to explore our offerings from the comfort and safety of their homes.
- Our developments include a range of COVID-safe design features to help protect our residents from the current pandemic and any future disruptions.

8

DECENT WORK
& ECONOMIC
GROWTH

- We engaged 100% local contractors and suppliers to encourage business opportunities within the local economy.
- Regularly host appreciation events and external training sessions for our staff to foster engagement.
- We provide opportunities and financial support for desiring staff to pursue higher education.
- We strictly enforce zero tolerance for any kind of discrimination at the workplace.

9

INDUSTRY,
INNOVATION &
INFRASTRUCTURE

- Our award-winning designs leave an impact on the skyline with striking, iconic architecture – creating a landmark for the local community.
- Our properties embrace innovative technologies, such as Est8's state-of-the-art Active Drainage System which prevents air pockets in the plumbing system from being released into the apartments.
- Our buildings feature energy-efficient technology such as 5-star energy-efficient air conditioning and elevators with regenerative drive systems.

11

SUSTAINABLE
CITIES &
COMMUNITIES

- Our building designs promote active air flow and minimise direct sun exposure, reducing reliance on air conditioning systems to keep the building cool.
- Proximity to public transport, services, and essential shops is considered when selecting each of our development's locations – enabling our buyers to connect with the local community and reducing the need for long commutes.

12

RESPONSIBLE
CONSUMPTION
& PRODUCTION

- We have adopted the Industrialised Building System (IBS) precast method for one Northern project – which saves both time and raw materials required.
- Recycling facilities provided for our residents are user-friendly, making it simple and efficient for residents to recycle their waste.

Governance (102-18, 102-32)

A strong governance framework is the foundation for the successful management and delivery of sustainability initiatives. Embedding effective sustainability strategies and practices throughout a company requires businesses to set the tone “from the top”, which includes the Board of Directors (“the Board”) and executive management.

The Group Managing Director, Chief Financial Officer, and other

members of Senior Management comprise the Sustainability Steering Committee (“SSC”). The Board and the SSC approve and oversee the implementation of sustainability initiatives, including matters related to sustainability reporting. The sustainability initiatives and activities are driven by the Sustainability Working Committee (“SWC”) which comprises representatives from each department.



Roles and Responsibilities of the Board, SSC and SWC



Stakeholder Engagement (102-40, 102-43, 102-44)

Regular and transparent communication between a company and its stakeholders is mutually beneficial. Communication builds stakeholder's trust and confidence in the Group which in turn enhances its reputation. Additionally, it provides an avenue for receiving feedback,

allowing us to take our stakeholder's interests into account when making business decisions and developing our product offerings. The table below outlines our key stakeholder groups, as well as the frequency of engagement and engagement methods.



| Stakeholder Group | Methods of Engagement | Frequency | Key Areas of Interest |
|---------------------------|--|-------------------------------|---|
| Customers / Buyers | Customer Service and Quality (CSQ) Channels | Ad hoc (as and when required) | <ul style="list-style-type: none"> • Company responsiveness • Customer satisfaction • Product quality |
| | Social media engagement | Bi-weekly / monthly | |
| | Marketing events and customer promotions | Ad hoc | |
| | Corporate magazine | 2-3 times a year | |
| | Electronic direct mail | Ad hoc | |
| Employees | Town Hall meetings | Ad hoc | <ul style="list-style-type: none"> • Employee engagement • Staff development and career progression • Positive and productive workplace |
| | Employee surveys | Ad hoc | |
| | Employee committees | Monthly | |
| | Eupe <i>Sustainability Plus</i> planning days | Ad hoc | |
| | Training and development | Ad hoc | |
| Regulators | Dialogue and discussion with government and other planning authorities | Ad hoc | <ul style="list-style-type: none"> • Compliance with regulatory, planning and financial disclosure frameworks |
| | Corporate and financial disclosure framework activities | Ad hoc | |
| Investors and Analysts | Annual Report | Annually | <ul style="list-style-type: none"> • Timely disclosure of relevant corporate proposals and financial activities • Communication and promotion of the Group strategy |
| | Annual General Meetings | Annually | |
| | Financial Statements | Quarterly | |
| | Company website | Ad hoc | |
| | Letter to shareholders | Annually | |
| Contractors and Suppliers | Project management meetings | Bi-weekly | <ul style="list-style-type: none"> • Occupational Safety and Health • Quality delivery • Efficient construction processes • Sustainable products |
| | Tender evaluation | As per tender schedule | |
| | Transparent selection processes | As per tender schedule | |
| | Supplier Code of Conduct | Ad hoc | |
| Local Community | Relations and engagement with community cultural groups | Ad hoc | <ul style="list-style-type: none"> • Community support through <i>Building Hope</i> programme • Cultural development and support through <i>Planet Eupe</i> cultural events programme • Affordable housing |
| | Community and cultural events | Ad hoc | |
| | Social media engagement | Ad hoc | |

Material Matters and Matrix (102-47)

A materiality assessment assists the Group to identify the opportunities and risks along its value chain, that potentially inform the business and stakeholders’ decision-making about the most effective way to prioritise sustainability objective and practises. Last year, the materiality assessment conducted by Eupe identified 13 such material matters.

We conducted a reassessment of the material matters in FY2021, particularly in response to stakeholder concerns and priorities resulting from the COVID-19 pandemic.

The materiality reassessment involved a three-step process as outlined below.



Based on the results of the assessment, the matters were mapped to generate the materiality matrix, presented below.

Eupe’s Materiality Matrix for FY2021



GOVERNANCE

- 1 Ethics and Integrity
- 2 Regulatory Compliance

ECONOMIC

- 4 Financial Performance
- 9 Supply Chain Management
- 12 Affordability

ENVIRONMENTAL

- 7 Design and Innovation
- 10 Resource Efficiency and Consumption

SOCIAL

- 3 Product Quality
- 5 Health, Safety and Well-being
- 6 Customer Engagement
- 8 Employee Engagement
- 11 Employee Training and Development
- 13 Community Enrichment

‘Ethics and Integrity’ was ranked the highest materiality issue. The Group’s key milestone this year in this regard was the introduction of a group-wide Anti-Bribery and Anti-Corruption policy to comply with the Malaysian Anti-Corruption Commission (“MACC”) Act Corporate Liability provision¹.

‘Health, Safety and Well-being’ was a newly updated category this year, replacing the previous material matter ‘Occupational Health and Safety’. This change was made to reflect the health and safety impacts on both our product design, as well as contact and engagement with our stakeholders, resulting from the COVID-19 pandemic

and heightened concerns in the community arising from the pandemic about public health and safety. As such, this updated category goes beyond occupational health - which relates more narrowly to preventing work-related injury among our employees - to encompassing the overall physical and mental health of our employees and customers, and the general well-being of the entire community.

We map our material matters against relevant stakeholder groups, corresponding GRI indicators, and our adopted UN SDGs. This demonstrates the interconnectedness of our sustainability objectives and the specific, practical value they provide for both stakeholders and the business.

| Material Matters | Stakeholders | GRI Indicators | UN SDGs |
|--|--|---|---------|
| Governance | | | |
| Ethics and Integrity | <ul style="list-style-type: none"> • Employees • Regulators • Investors and analysts • Contractors and suppliers | 102: General Disclosure 103: Management Approach 205: Anti-corruption | |
| Regulatory Compliance | <ul style="list-style-type: none"> • Regulators • Investors and analysts | 102: General Disclosure 103: Management Approach 307: Environmental Compliance 419: Socioeconomic Compliance | |
| Economic | | | |
| Financial Performance | <ul style="list-style-type: none"> • Investors and analysts • Contractors and suppliers | 102: General Disclosure 103: Management Approach | |
| Supply Chain Management | <ul style="list-style-type: none"> • Contractors and suppliers | 204: Procurement practices | |
| Affordability | <ul style="list-style-type: none"> • Customer/Buyers • Local community | Non-GRI | |
| Environmental | | | |
| Design and Innovation | <ul style="list-style-type: none"> • Investors and analysts • Customers/Buyers • Contractors and suppliers | Non-GRI | |
| Resource Efficiency and Consumption | <ul style="list-style-type: none"> • Regulators • Local community | 301: Materials 302: Energy 303: Water and Effluents 306: Waste | |
| Social | | | |
| Product Quality | <ul style="list-style-type: none"> • Customers/Buyers • Investors and analysts | 416: Customer Health and Safety | |
| Health, Safety & Well-being | <ul style="list-style-type: none"> • Customers/Buyers • Employees • Contractors and suppliers • Local community | 403: Occupational Health and Safety | |
| Customer Engagement | <ul style="list-style-type: none"> • Customers/Buyers | Non-GRI | |
| Employee Engagement | <ul style="list-style-type: none"> • Employees | 401: Employment 405: Diversity and Equal Opportunity 406: Non-Discrimination | |
| Employee Training and Development | <ul style="list-style-type: none"> • Employees | 404: Training and Education | |
| Community Enrichment | <ul style="list-style-type: none"> • Local community | 413: Local Communities | |

¹ The Corporate Liability provision (section 17A of the MACC Act 2009) states that an organisation is responsible and accountable if any one (or more) persons within the organisation commits a corrupt act for business gain.

OUR RESPONSE TO THE COVID-19 PANDEMIC

Protecting public health is a fundamental aspect of maintaining sustainable communities. This is even more important for property developers like Eupe who design and build housing products which are a major determinant in supporting personal, family and community health.

Eupe's properties have always been designed with the health and wellness of its stakeholders in mind. The COVID-19 pandemic has raised unprecedented challenges and risks for both individual and community health. It has further elevated health and well-being as a priority for Eupe in designing residential product offerings, as well as how it manages its business operations in a safe and sustainable way.

Eupe's has developed a comprehensive response to COVID-19 over the past 12 months in order to play its part in maintaining and enhancing community health. Our response was directed into three areas: 1) maintaining a COVID-safe work environment; 2) protecting customer health; and 3) re-designing our residential offerings to maximise pandemic protection for our buyers.

The following section outlines both the regulatory

requirements we adhered to, as well as our own measures and initiatives to help safeguard our buyers and customers against future risks and threats to community health.

Following the first Movement Control Order ("MCO") announced by the government in March 2020, our construction sites ceased work, until all workers were tested and cleared to return to the sites. (These disruptions resulted in delays impacting our scheduled handover date for Novum @ South Bangsar).

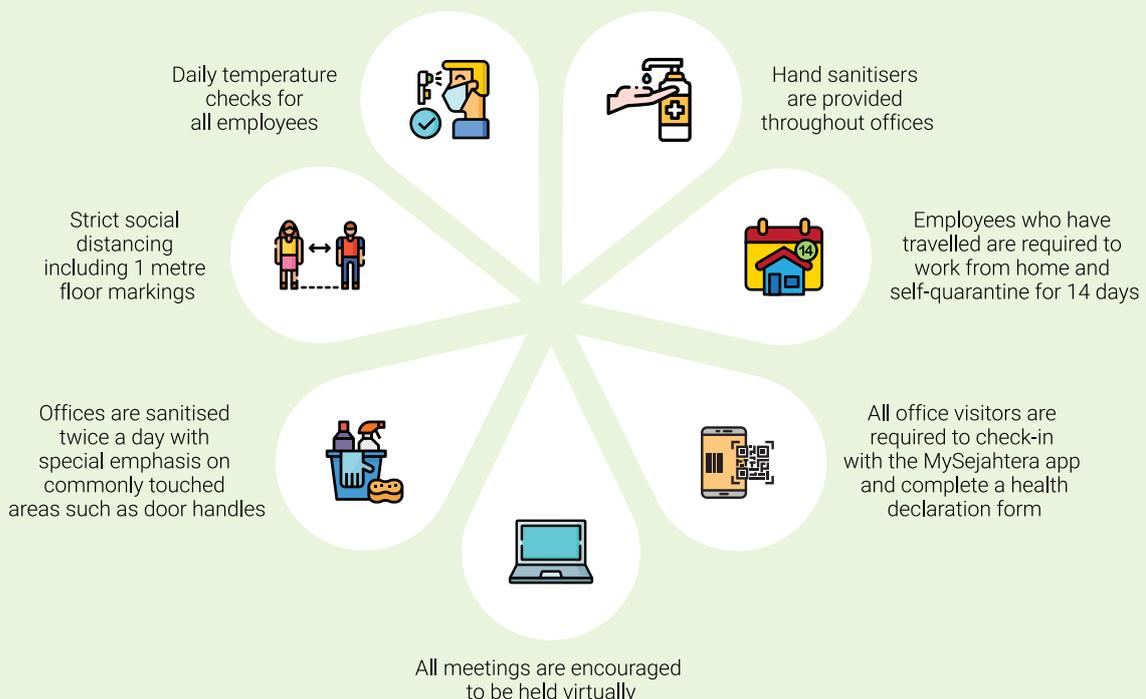
Following a number of confirmed COVID-19 cases among workers contracted at our Cheras construction site in November 2020, we immediately shut down the site. All workers at the site, including Eupe's own project staff as well as all construction workers, were immediately sent for COVID-19 testing. We worked closely with the Ministry of Health ("MOH") and ensured that steps were taken to mitigate any further spread of COVID-19, including a thorough sanitisation and disinfection process of the site. Work at site was resumed with MOH's approval once all quarantine process and other COVID-safe protocols and procedures were completed.

Our Offices

During the MCO from 18th March to 3rd May 2020, both our offices in Sungai Petani and Klang Valley were closed, with all employees working from home. After 4th May, all employees returned to the office but followed a number of COVID-safe protocols and maintained appropriate social distancing. Most meetings and interviews were conducted

virtually, while all meetings with project site teams were conducted virtually.

All our employees were encouraged to attend work with face masks. Hand sanitisers and soaps were provided in all common areas to maintain good hygiene practices.



Our Customers

Cinta Sayang Resort

In addition to the government standard operating procedures (SOPs) and the Malaysia Golf Association SOPs put in place to minimise the spread of COVID-19, the Resort implemented a range of its measures to ensure the safety of its guests and staff. This included greeting guests with our hands folded to reduce physical contact and limits on guests allowed in the resort's swimming pool at a time, as well as one person was allowed per golf buggy.

Our Community

Vulnerable citizens and communities have been greatly impacted by the pandemic. Recognising these challenges to those disadvantaged in the community, we donated face masks and wheelchairs to Pertubuhan Membantu Pesakit Parah Miskin Malaysia ("PMPPMM"), an organisation which provides aid to underprivileged, terminally ill Malaysian

Designing COVID-Safe Features

At Eupe we are committed to setting new directions in property design. Our current and future projects all include COVID-safe design features to safeguard the health and wellness of our residents.

One of Eupe's pioneering design concepts to protect and maximise the health and well-being of our property buyers is our "Buildings that Breathe" design framework. Our projects are carefully designed and positioned within the landscape to maximise the free-flow of natural, healthy air across the building's surface and within the structure itself. This not only aids in reducing the building's temperature, it provides enhanced air circulation with fresh air delivered to our residents with every breeze.

Additionally, all our property projects include an ample range of lush green spaces. These green spaces provide an area of relaxation, meditation, and fresh air, which proved invaluable

Property Sales

During the MCO, as a result of Eupe sales galleries being closed, sales staff recorded detailed videos of the Company's show units to communicate with customers and provide call-in virtual tours of units, allowing potential buyers to view units from the safety of their homes. Since May 4, 2020, with the implementation of the Conditional Movement Control Order ("CMCO")² our sales galleries have been open with number of walk-in customers limited to 3 persons at any one time.

patients. To support frontliners, and the poor and elderly at various care facilities whose movement has been restricted by COVID restrictions, we also sponsored food drops. For more on our efforts to support the community, please refer to the Community Enrichment section on page 48.

during the various periods of COVID-19 lockdowns. These parks and gardens also provide opportunities for residents to meet and interact with their neighbours, while the ample spacing to ensure social distancing is maintained. Social interactions such as these are vital for maintaining mental well-being, especially during the pandemic when many people became isolated from their friends and families.

Moreover, we have incorporated adjustments which enable easy social distancing practices and reduce resident's potential contact with transmissible viruses. These include:

- All common furniture and gym equipment spaced at least 1m apart
- Ample wash basins provided in shared facility spaces
- Delivery lockers available to remove the need for direct contact with delivery personnel

² The CMCO brought about a significant relaxing of the restrictions under the MCO, including the re-opening of most economic sectors and activities, while maintaining strict SOPs.

UPHOLDING STRONG CORPORATE GOVERNANCE



The “Governance” pillar demonstrates our commitment to uphold high standards of corporate governance and to place accountability and transparency at the forefront of our efforts to continually enhance and protect our business practices, reputation, and deliver on our stakeholder commitments.

Ethics and Integrity (102-16, 102-17, 102-29, 205-2, 205-3)

New employees undergo an induction programme to learn the Group’s policies, procedures and expected behaviours for conducting business, all of which are accessible on the corporate website. The Group’s employee handbook sets

out clearly actions to be taken in the event of a conflict of interest, gifting, discrimination at the workplace, and occupational health and safety violations. Every employee at Euph has a copy of the employee handbook.

Anti-Corruption

Euph introduced its Anti-Bribery and Anti-Corruption Policy in May 2020. The policy demonstrates our strong stance to counter corruption and defines those actions that qualify as corruption, and along with our Whistleblowing Policy, sets down procedures for internal and external stakeholders to report suspected or actual instances of corruption.

We also conducted risk assessments to identify which areas of our business are most susceptible to corruption. Using the assessment results, we have developed preventative measures to decrease the likelihood of the risk occurring, as well as setting out corrective steps in the event that it does

occur. These risk assessments enable us to manage any problem proactively so that we can safeguard the integrity of the Group.

The Board’s Risk Management and Audit Committee (“RMAC”) is responsible for dealing with reported cases of misconduct. Its members decide on the necessary action if an investigation is deemed to be required. The Chairman of the RMAC may appoint the internal auditor of the Group or an independent party to carry out the investigation and determine disciplinary action. Euph had no whistleblowing cases this reporting period.

Regulatory Compliance (307-1, 419-1)

We undertake stringent compliance and assessment measures to ensure that we are up-to-date and compliant with the latest regulatory requirements. The Group has developed a comprehensive Risk Register that assesses and records risk, together with appropriate mitigation

measures and strategies. This Risk Register is reviewed and updated on a regular basis, and internal audits are conducted to identify any potential non-compliance. We did not receive any significant fines or sanctions for regulatory non-compliances this reporting period.

ECONOMIC SUSTAINABILITY



The “Economic” pillar of sustainability reflects a business’ long-term financial security and profitable growth, indicating the capacity of the business to operate effectively and adapt to the changing economic environment. In this section – in addition to the financial statements detailed in this Annual Report - we outline the financial and economic successes we achieved and challenges overcome in FY2021.

Financial Performance

The COVID-19 pandemic has presented significant challenges to organisations globally, disrupting a range of business activities. Concerns around housing affordability have risen as job security remains uncertain and the financial institutions continue to adopt stringent lending policies. This has led potential buyers to adopt a wait-and-see approach which has created additional uncertainty in the Malaysian property sector.

COVID-19 movement restrictions also delayed project approval processes, and impeded progress at construction sites over the past year. The Group anticipates, however,

that these current challenges are short-term and that the property market is poised for gradual recovery this year in 2021. Eupe’s property offerings have been well received by purchasers as evidenced by its high take-up rate. In addition to this, the Federal Government has reintroduced the Home Ownership Campaign 2020 to spur the property market. Eupe has aligned with these government initiatives to address affordability concerns.

To read more on Eupe’s financial performance over FY2021, please refer to 76-145 of this Annual Report.

Supply Chain Management (204-1)

The quality of our property developments is linked closely to the suppliers and vendors we choose to provide the products and material we require to construct our projects. We take stringent measures to select qualified suppliers and monitor their performance to ensure they meet our expectations, and deliver on the expectations of our customers.

At Eupe, we mostly engage local suppliers and contractors, which not only lowers our carbon footprint but also contributes to the growth of local Malaysian companies. In FY2021, 100% of our contracts were awarded to local suppliers.

Eupe’s Supplier Code of Conduct sets out clear expectations and standards that ensures our third-party suppliers and contractors observe safe working conditions, treat their employees fairly and monitor their production processes to minimise their impact on the environment. We believe that applying these standards, particularly those that relate to workplace safety, not only benefit our contractors and suppliers, but also help safeguard the health and well-being of our employees who engage with, or are regularly on-site with our suppliers and contractors.

Affordability

Home ownership for lower income groups has been a growing concern in Malaysia. We believe that affordable housing is a necessity for a more inclusive society. As such, Euph is committed to improving affordability and access to the property market for lower income Malaysians. The Group has built over 16,000 houses priced below RM100,000, and more than 90% of its properties sold are priced below RM300,000, and remains committed to its distinctive *Shared Value* philosophy, in which the Company - rather than chasing short-term profits - is committed to giving our buyers more design and lifestyle features and facilities at less price.

Development projects in Kedah are carefully planned to maximise affordability. Under the Dasar Perumahan (Housing Department) Kedah, there are certain requirements for low-cost (LC), low-medium-cost (LMC) and medium-

cost (MC) units to be provided in each development. Town planning sensitivity analysis is conducted to enhance the efficiency of land use, therefore allowing for more sustainable pricing. By doing this, we are able to balance the returns for more upmarket homes with higher margins that enable the subsidising of LC and LMC home units.

In KL, we design housing aimed at exceeding the quality and design of competing residential projects at similar price points. Our project locations are strategically chosen so they are in close proximity to a wide range of amenities and designed with an array of premium lifestyle facilities. This way, we continue to provide long-term value to home-buyers such that they are able to live sustainably within a community, rather than provide a house that meets minimum requirements.

Design and Innovation

The core of our sustainability philosophy is the concept of *Shared Value* which is about giving more to our buyers and to our community. Building a reputation for quality and innovation creates long-term benefits for us as an organisation. In order to provide this value, we believe it's our responsibility to go above and beyond when it comes to integrating sustainability practices within the business. This is why we call our approach *Sustainability Plus*.

Our commitment to sustainability is evident in the properties

we develop. We incorporate elements and designs that aim to mitigate environmental impacts as well as foster an inclusive community with facilities and amenities that are easily accessible. The two principles of this approach are: Sustainable Eco-Design and Building Strong Communities.

Sustainable Eco-Design utilises a holistic approach based on a comprehensive understanding of the local environmental conditions and the community. The four (4) frameworks that Sustainable Eco-Design encompasses are outlined below.



HEALTHY AIR

Designing buildings that promote natural healthy air flows

Taking into account the tropical climates our properties are being developed in, we ensure to architecturally design to facilitate the natural intake of fresh air into the building which is then circulated throughout all floors through interlocking vents and channels in a process of 'true cross-ventilation'.



ICONIC DESIGN

Using iconic and inspiring architecture to visually redefine skylines

We believe buildings should be infused with creativity and art to give residents and the wider community richness, joy and delight. Through bold building design we create a common focus of identity and pride for the community as a whole.



GREEN COMMUNITY

Integrating nature for the community through more gardens and green spaces

Infusing more green spaces and recreation areas with art and other creative designs is integral to physical and mental well-being, which we ensure for all our residents.



SMART CONNECTIVITY

Creating better ways to connect individuals with their families and the wider community

Using a multi-faceted approach, we design our developments to make community interaction and linkages easier, safer and reliable. This is done through:

- Premium locations
- Innovative digital spaces
- More physical spaces

The second principle of our *Sustainability Plus* approach is Building Strong Communities. This principle focuses on two key frameworks that aim to strengthening the bonds of

those in an inclusive community including supporting those who are less-fortunate. These two (2) frameworks include:



BUILDING HOPE PROGRAMME

Sponsoring and investing in worthy programmes to provide support to those that are disadvantaged

We strive to invest in the communities we operate in and make positive and long-lasting impacts. There is a need for us to support and help one another, and therefore we look to alleviate the challenges faced by the most vulnerable in our communities.



PLANET EUPE CULTURAL EVENTS

Investing in cultural events that promote and encourage shared community experiences

We invest in cultural events like music, film and dance as they are forms of expressions that celebrate and bring together different people to share one common experience.

With these sustainability principles and frameworks in place, Eupe aims to set the standard for sustainability initiatives in the property development sector. We believe that by embracing sustainable design and ‘green’ living, we provide lasting and practical benefits to our customers and our community.

For more information on *Sustainability Plus* please refer to the publication on our website:

<https://www.eupe.com.my/sustainability>

Green Accreditation for our Property Projects:

Novum



Provisional Green Building Index Certified

Criteria for Certification:

- Energy efficient
- Indoor environmental quality
- Sustainable site planning and management
- Material and resources
- Water efficiency
- Innovation: rainwater harvesting, herb gardens, recycling facilities, etc.)

Parc3



Provisional GreenRE Gold Certified

Criteria for Certification:

- Energy efficient
- Indoor environmental quality
- Sustainable site planning and management
- Material and resources
- Water efficiency
- Innovation: rainwater harvesting, herb gardens, recycling facilities, etc.)

Est8

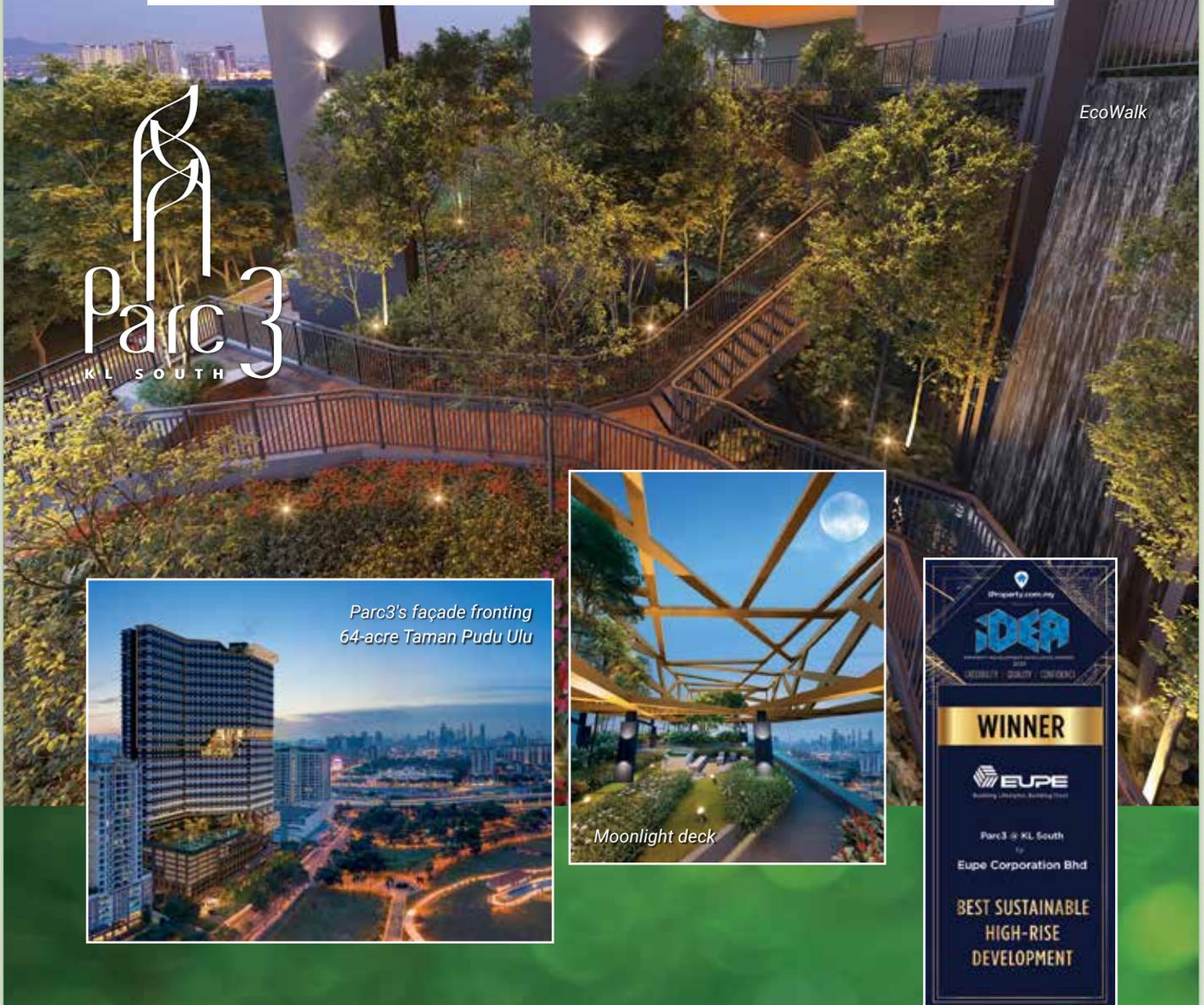


Aim to be GreenRE certified

To enhance our customers' green experience, Novum buyers were provided with a "Green User Manual" – a comprehensive information manual detailing the green features of the building. This information enables them to make choices which compliment Novum's green design, including suggestions

on energy efficient appliances and an outline of the concepts behind Novum's natural air flow. Similar manuals are being prepared for future residents of Parc3 and Est8, Eupe's other two KL projects.

SUSTAINABILITY HIGHLIGHT 1 - Parc3 @ KL South



A significant milestone in Eupe's goal to become one of Malaysia's most sustainable property developers was achieved when the Group's second KL property project – Parc3 @ KL South – won the Best Sustainable High-Rise Development at the iProperty Development Excellence Awards 2021 in May this year.

The prestigious award recognises excellence in sustainable, 'green' design and is highly sought-after within the Malaysian property sector.

Parc3 – in the emerging KL precinct of Cheras – received the award based on its ground-breaking architectural design in which the project has been designed around three internal parks as well as expansive landscaping.

The parks' design is aimed at creating natural, green spaces that encourage social connectivity while promoting individual physical and mental well-being.

The award also recognised the project's innovative Home Garden concept, in which landscaping and parks is merged with areas in which residents can grow their own food and condiments naturally, creating shared spaces for building community bonds.

Other key, innovative sustainability features of the project that were acknowledged by the award include its passive design to facilitate and cool the flow of natural air into the building and units, as well as the building's main public art sculpture that 'flows' down the Parc3's façade to symbolise the flow and energy of natural life.

SUSTAINABILITY HIGHLIGHT 2 - Est8 @ Seputeh

At Eupe, we are committed to sustainable building throughout the design and planning process of all our projects. This section underlines how Est8, our newest development in Kuala Lumpur, has been painstakingly designed at the outset, to maximise sustainable living.

A sanctuary of innovative urban living using a combination of eco-design and community inclusiveness, Est8 is a strategically located development within short walking distance of Mid Valley City via a covered walkway. The project has incorporated vibrant landscaping and serene walking trails that connect residents to gardens and other facilities.

Est8

SEPUTEH

A State of Difference



Walk in the Woods



Celebrity Kitchen
(Through the Looking Glass)



Covered walkway to Mid Valley & LRT / KTM Station

KLECO CITY

MID VALLEY CITY

Est8
SEPUTEH
A State of Difference



BBQ area
(Mad Hatter's Tea Party)

Industry Innovation

Est8 was designed using Building Information Modeling (BIM) 300 software which provides an exceptionally high level of detail and refinement for the 3D modelled images. This was completed even before the tendering stage, to resolve any potential mechanical and electrical, construction and structural, or architecture and infrastructure design issues that might arise during construction. This allows us to plan the building efficiently and effectively. Furthermore, we are exploring the use of precast systems for certain parts of the building construction. The precast system helps mitigate waste generation and allows for more precise and controlled construction.

Building materials for Est8 have also been selected to use green label products where possible, and other methods

of sustainable development have been implemented. This includes:

- The use of eco-friendly paints that are low in odour and volatile organic compounds (“VOCs”) and free from lead, mercury, formaldehyde and heavy metals;
- Composite timber for decks;
- Using water harvested from rainwater tanks to clean common facilities and water plants;
- Composting dry leaves to be used as fertiliser for gardening; and
- Solar panels installed on roof to generate electricity for use in common areas.

Green Features and Facilities

Est8’s design incorporates numerous shared spaces and facilities that promote green community living in an urban setting. The development features flexible and spacious layouts designed for its residents.

To integrate nature within the design, Est8 includes a number of green-oriented features and amenities for residents to enjoy, which include:

- Jungle canopy walks and common areas with lush landscape, as well as gardens with tropical jungle concept which involves three (3) layers of landscape, to help

promote a healthy and relaxing lifestyle for residents to reconnect with nature.

- A community herb garden is also made available to encourage residents to do their own gardening, fostering a sense of community and self-sufficiency. Some units are additionally equipped with private gardening spaces.
- Other amenities offered are a waterplay wading pool, outdoor library, sculpture garden, and barbeque area, for recreational purposes.

Design Considerations for the Pandemic

Est8 has been designed particularly with our customers’ health and wellness in mind, with special features that are a direct response to the health and well-being concerns raised by COVID-19 pandemic.

The Est8 building is being constructed with a Supplemental Fresh Air System via concealed ducting, which introduces fresh, healthy air into the common facilities, including the lobbies, gym, and shared kitchen space. This feature can be activated as and when required for enhanced ventilation which also serves to remove and refresh the existing air from the room, purging any potential contaminants.

The building will also have an Active Drainage System, an innovative design concept which prevents air trapped in the wastewater pipes from being released into the dwellings through empty U-bends. This system is more effective in curbing the spread of air-borne germs and viruses than the passively vented plumbing systems, which do not prevent potentially contaminated air from being released into the rooms.

Other pandemic-safe design features we have implemented for common areas include:



Furniture placed a minimum 1m apart for social distancing



Delivery lockers are utilised to avoid direct contact



Wash basins are provided at all common areas



Gym equipment placed 1m apart to ensure social distancing

PROTECTING OUR ENVIRONMENT



The “Environmental” pillar of sustainability reflects how a business assesses and mitigates impacts on the environment when conducting its operations. In this section, we highlight our efforts to reduce resource consumption across all departments and minimise the effects of our construction sites on the natural and surrounding environment.

Resource Efficiency and Consumption

As a property developer, we acknowledge it is essential to play our part toward reducing the significant environmental footprint created by property construction, particularly in terms of the efficient use of resources and effective waste management at our construction site. We implement a range of measures during construction at all of our project sites to reduce the potential environmental impact of our project construction activities. These measures include:

- To prevent water pollution, siltation and sedimentation, silt traps are installed to prevent any silt, soil, sediment, metals or pesticides from entering the drainage/sewerage system. Vehicle washing stations are also used to remove sediments from the construction vehicles body and tyres before the vehicles exit the construction site.

- To avoid land contamination, drip pans are used where necessary to prevent any spillage of oil from diesel generators onto the ground and soil.
- All contaminated materials and waste are carefully removed from the site and taken to authorised disposal grounds.
- Noise barriers are constructed to reduce the level of noise pollution to the neighbouring residents.
- Most of our construction workers reside at the project site. This reduces any greenhouse gas emissions that would have otherwise been caused from the commute to and from work every day.

Materials (301-2)

We have begun to implement an Industrialised Building System (“IBS”) by using precast and prefabricated panels during property construction of our projects. This initiative has saved us an estimated 1,000m² (or more) of plywood and timber at our Padang Serai project – where we are trailing the system - compared to conventional construction

systems. This system also allows for better control of the work environment, minimises construction waste, reduces rework and energy usage.

At Novum, more than 10% of the total building was constructed from recycled materials containing post-consumer or post-industrial recycled content.

Waste

All waste and recyclables produced at the construction sites, offices, and the resort are properly handled and disposed of by a licensed contractor at appropriate landfill sites.

At Novum, recycling facilities are provided on all floors to encourage residents to sort their waste and recycle items such as plastic, glass, aluminium and paper. Similar facilities will be provided for the residents of Parc3 and Est8.

To reduce waste generated in our corporate offices at Sungai Petani and Klang Valley, we have implemented the following initiatives.

- Water is served to visitors in glasses instead of plastic pre-bottled water.

- Employees are encouraged to bring food from home or order takeaway with their own personal food containers to discourage plastic takeaway packaging.
- Plastic food containers received during office events are washed and reused.
- Empty cardboard boxes are reused for filing and storage.
- Employees are encouraged to print double-sided and reuse recycled paper and envelopes when dealing with internal documents to reduce paper consumption.

Electricity (302-1, 302-3, 302-4)

At Novum, we have provided every household with 5-star rated energy efficient air conditioners. The elevators at Novum and Parc3 have also been designed to be highly energy efficient by using regenerative drive technology which is 70% more efficient than conventional elevators. Regenerative drive works by capturing energy generated during downwards travel with heavy loads, which is stored in a power grid and can be then utilised again by the elevator system when travelling upwards.

To reduce energy consumption at Cinta Sayang Resort, we have introduced initiatives including timers and sensors for external lights, solar water heaters for seven (7) units, and energy saving room key cards for all units. In the resort offices, air conditioners and lights are only used when the room is in use. Energy consumption at the resort has reduced 58% from FY2020 to FY2021 (this reduction is partly attributable to reduced occupancy resulting from the COVID-19 pandemic). Electricity and fuel consumption

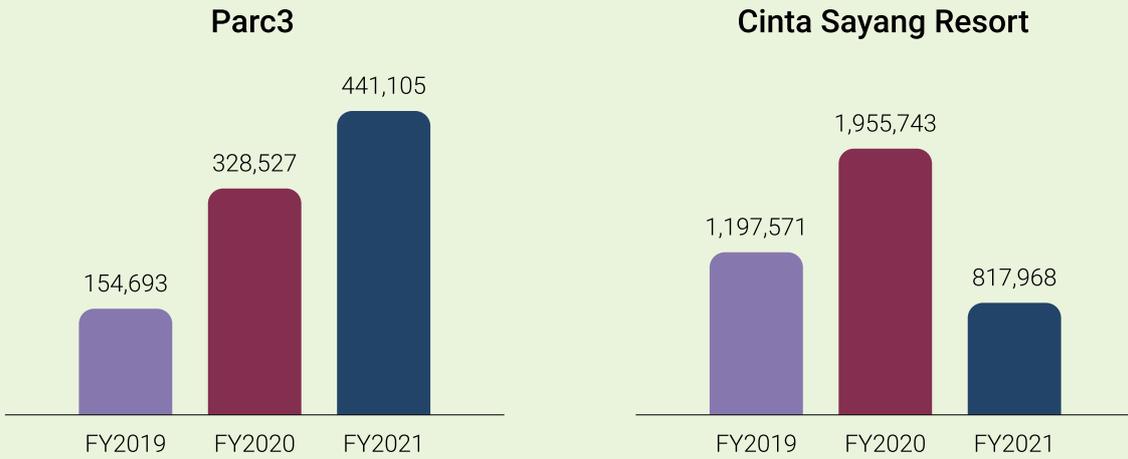
are monitored through careful record keeping of bills and invoices, so that any energy overconsumption can be quickly identified and rectified.

In Group's corporate offices, we replaced high consumption fluorescent bulbs with energy efficient LED bulbs. Lights and air conditioners are only used when necessary, and turned off when the room is not in use. This year, these initiatives reduced our electricity consumption by 9% and 8% at the Klang Valley and Sungai Petani offices respectively.

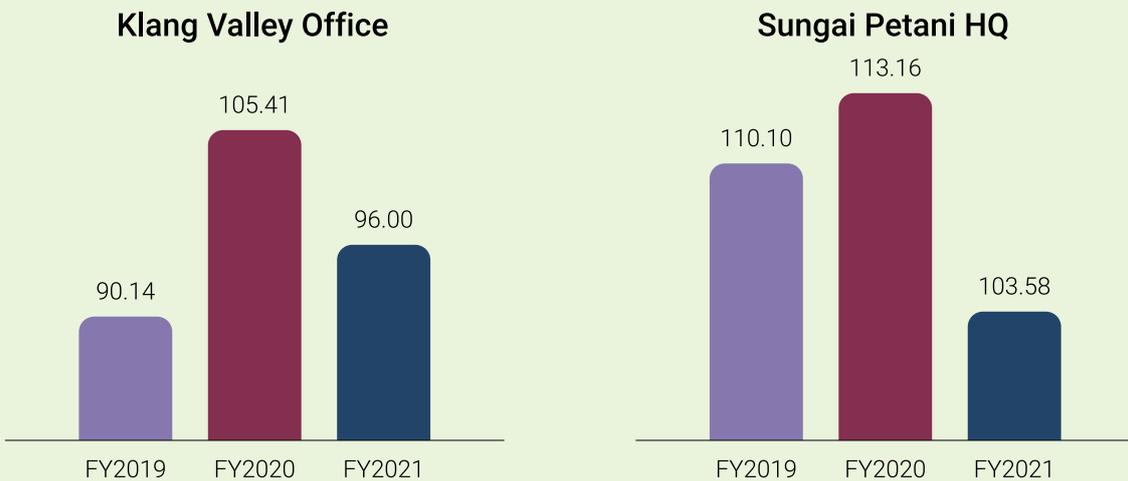
The figures below summarise the electricity consumption (kWh) of Parc3 and Cinta Sayang Resort, and the electricity consumption intensity (kWh/m²) of the two office locations. Overall, our electricity consumption in FY2021 decreased. While this is partially attributable to the impacts of the COVID-19 pandemic (particularly due to temporary closures of the offices and the resort during the MCO period), we are committed to developing further initiatives to reducing electricity consumption.



Electricity Consumption (kWh) at Parc3 and Cinta Sayang Resort



Electricity Consumption Intensity at Eupe’s office locations (kWh/m²)

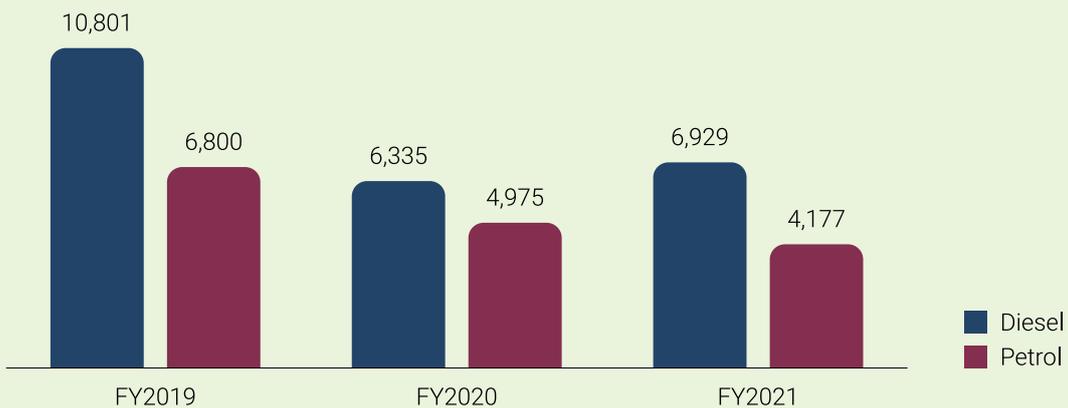


Fuel

At Cinta Sayang Resort, diesel and petrol are used for running the generators, landscaping equipment, golf course maintenance machinery, and room service buggies. We

have seen a generally steady decrease in our consumption of both diesel and petrol over the last three years, which has in turn helped to lower the Group’s overall carbon footprint.

Cinta Sayang Fuel Consumption (L)



Water (303-4, 303-5)

At Novum, all units have been fitted with water saving faucets, shower heads, and toilets. These water conservation features save an estimated 30% more water than conventional fittings. Rainwater is also collected from the property's roof for use in irrigation and to water Novum's extensive landscaping. We also collect rainwater at our project construction sites, which is used for general washing activities. Water discharged from any of our project sites is carried out in accordance to Indah Water Konsortium guidelines.

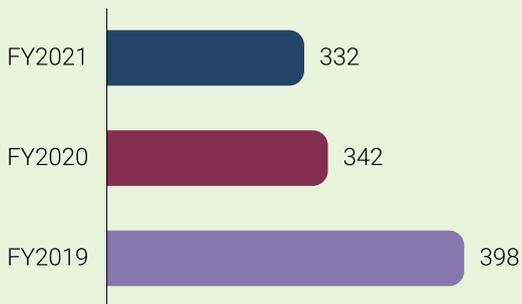
At Cinta Sayang Resort, we conduct daily water meter readings so that any water leakages can be identified and

rectified quickly, preventing water wastage and also higher water bills.

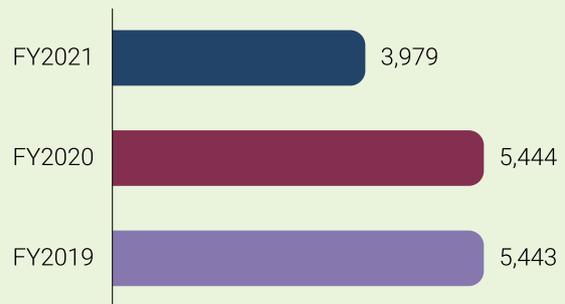
The charts below summarise the water consumption of both offices, Parc3, and Cinta Sayang Resort. Water consumption has decreased this year at all locations. While this can partly be attributed to the restrictions due to the COVID-19 pandemic, particularly the temporary closure of Cinta Sayang's The Carnivall Waterpark, there has been a general trend within the Group of decreasing water usage since FY2019, particularly at our two office locations.

Water Consumption (m³)

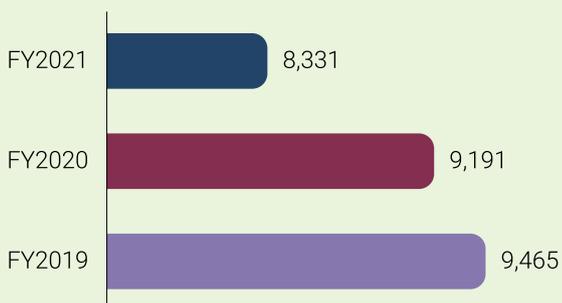
Klang Valley Office (m³)



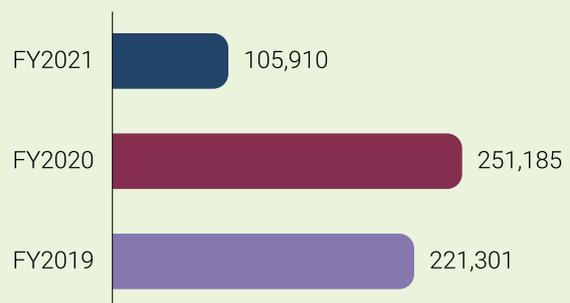
Sungai Petani HQ (m³)



Parc3 (m³)



Cinta Sayang Resort (m³)



CARING FOR OUR PEOPLE AND THE COMMUNITY



The “Social” pillar of sustainability reflects a business’ social and community impacts, from its own employees and customers to the wider community in which it operates. In this section, we showcase our commitment to product quality and customer satisfaction; our employee engagement and development; our impressive health and safety record; and our community outreach activities for the year.

Product Quality (102-43)

Quality Assessment System in Construction (QLASSIC) is a scoring system used to measure and evaluate the workmanship quality of a building, enabling the workmanship between construction projects to be objectively compared. The current national threshold score for projects undertaken QLASSIC assessment is 65%.

Our QLASSIC Scores:



| |
|---|
| 79% (Novum) |
| 73% (Cinta Sayang Resort) |
| Parc3 will be assessed after the completion of project. |

Our commitment is to provide premium features and design our properties to closely align with the needs of the residents. Some of the enhanced product quality features we have provided to our buyers over the year include:

- A covered walkway to the MRT for Parc3 residents;
- Artwork and sculptures for Novum to enhance the design and ambiance of the common areas;
- Upgraded the mirrors in all common bathrooms at Parc3 as standard; and
- Installed 5-star energy efficient air conditioners at Novum as standard.

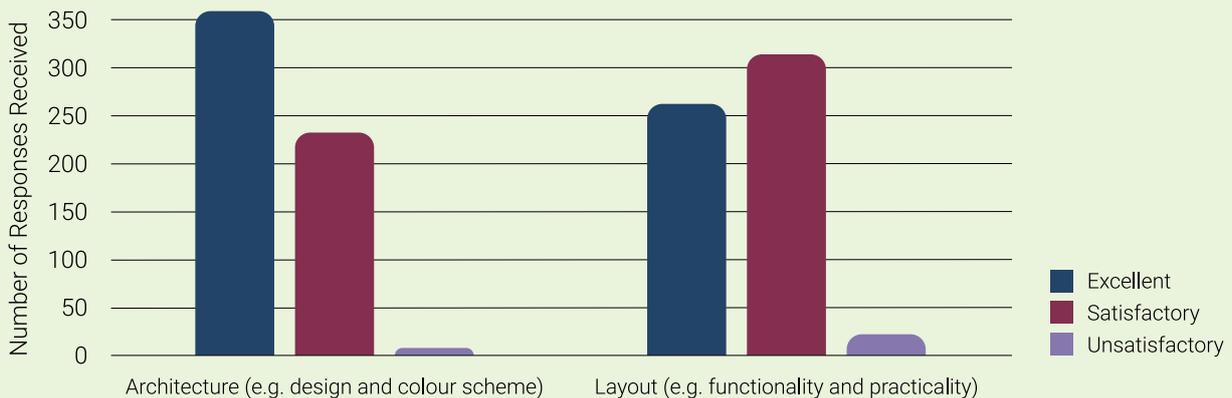
Customer Satisfaction at Novum

Upon vacant possession (“VP”), our buyers are provided with a form to list defects at their properties and defects are rectified within 30 days of our defect team receiving the form.

To gauge the satisfaction level of our Novum buyers, we

carried out a survey which found buyers were very pleased with Novum’s building design, with 99% rating the architecture as excellent (60%) or satisfactory (39%). Similarly, 96% of buyers rated the building and unit layouts as excellent (44%) and satisfactory (52%).

Customer Satisfaction Survey - Novum



In addition to the positive feedback on our design, 96% of buyers rated the environment and common areas at Novum as either excellent (55%) or satisfactory (41%), and 98% rated the overall purchasing experience as either excellent (62%) or satisfactory (36%).

Feedback from customers at Cinta Sayang Resort was also

positive, with overwhelmingly positive responses for food flavour and presentation at the restaurant, friendliness and efficiency of service throughout the resort, as well as the set-up and arrangement of the function hall. We also received positive ratings and reviews about the resort on external sites such as TripAdvisor and Booking.com. Any customer issues or complaints at the resort are responded to within 24 hours.

Health, Safety & Well-being (403-1, 403-2, 403-4, 403-5, 403-9, 403-10)

The health and well-being of our staff and customers is always our primary concern. With features such as active air flow systems that promote fresh air circulation and cooling of the buildings and; ample green spaces for relaxation and socialising, we have designed our offices to promote employee health and wellness.

Our Safety and Health Committee provides a forum for employees and management to work together to solve health and safety problems. They develop health and safety strategies for the workplace to prevent injury and illness on the job as well as increase the awareness of health and safety issues among workers, supervisors, and managers. The Safety and Health Committee is responsible for:

- Hazard identification, evaluation, and control

- Safety information and education
- Accident and incident investigations
- Health and safety planning

Regular safety training and briefings are held at all project construction sites, including:

- Weekly toolbox meetings
- Monthly safety meetings
- Fortnightly client-consultant meetings
- Safety induction for all staff and workers
- New SOP training in response to COVID-19.

As we view workplace safety a key priority, we issue stop-work orders if any party is not complying with our site safety policies. We are pleased to report zero recordable lost-time injuries or illnesses for the reporting period.



Staff attend safety and health toolbox meetings at Parc3.

Customer Engagement (102-43)

In addition to conventional mail and phone calls, we stay in regular contact with our customers using Euph's online platforms including social media (Facebook and Instagram), Google advertisements, emails, WhatsApp and SMS. Euph's Property Trust magazine which is sent to all our buyers and many of our stakeholders contains details of important milestones of our projects, highlights relevant media articles and social media engagement, as well as other relevant topics such as COVID-19, and tips for working from home.

We stay in touch with Novum customers through the Novum customer lifestyle app "New Digital Life", which allows residents to pay bills, make bookings at local restaurants, reserve private use of Novum facilities, order groceries, report any maintenance issues, and even monitor nearby traffic for the fastest routes to their destination. Any maintenance issues or complaints are addressed within two (2) working days, or immediately for urgent cases.

To engage with our customers at Cinta Sayang Resort, we launched an official Facebook and Instagram page (#cintasayangresort). Our email footers are updated monthly to include the latest promotions and season's greetings.

Unfortunately, our scheduled customer appreciation events at Novum and Cinta Sayang Resort this year were cancelled due to the COVID-19 pandemic and restrictions on large scale gatherings. We look forward to resuming these events when it is safe to do so.

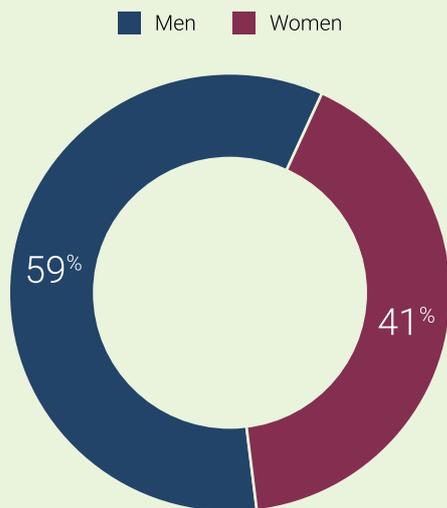
Employee Engagement and Staff Diversity (102-8, 401-1, 401-2, 401-3, 405-1)

Our employees are at the heart of everything we do. We believe that by supporting employee diversity, engagement, and well-being, we can build not only a motivated and successful team but a stronger, sustainable company. At Eupe, we do not tolerate any form of discrimination.

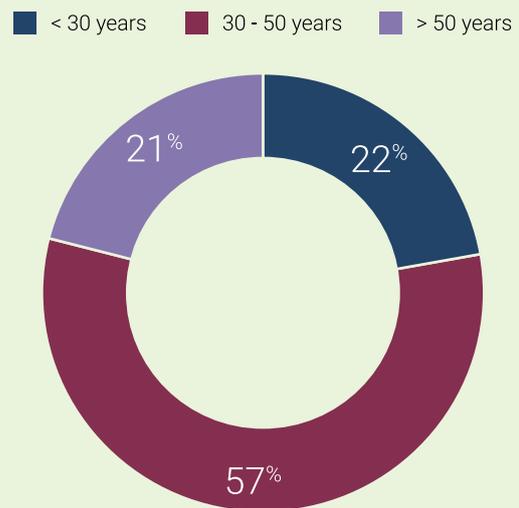
Eupe is committed to gender diversity and we are pleased

to report an increase in the hiring of female staff members this year, which has improved our gender ratio to 1.4 : 1.0 (men : women). In FY2021, 57% of our workforce was in the 30-50 years age group. This age group represents experienced individuals with the knowledge and skillsets that are invaluable to our organisation, who we can continue to develop professionally into future leaders of the industry.

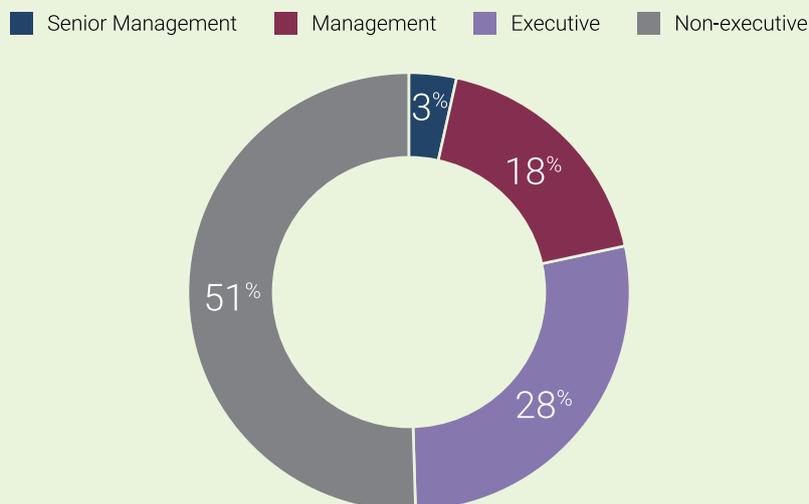
Employee Distribution by Gender



Employee Distribution by Age



Employee Distribution by Employee Category

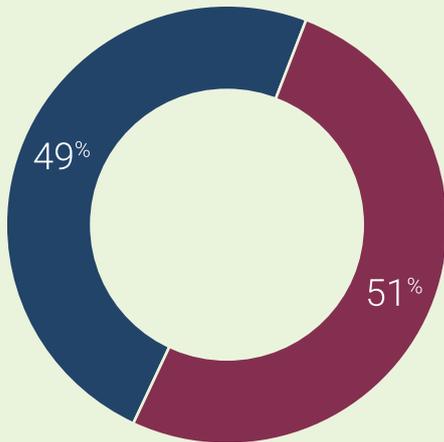


At Eupe, we constantly strive to hire and retain candidates that have high-potential with diverse skillsets. At 15.6%, our hiring rate this year was lower than previous years. This can largely be attributed to the COVID-19 pandemic. Our turnover

rate this year was 28.7%, a decrease from last year's rate which was 39.9%. The charts below distribute our new hires and turnovers from FY2021, by gender and age group.

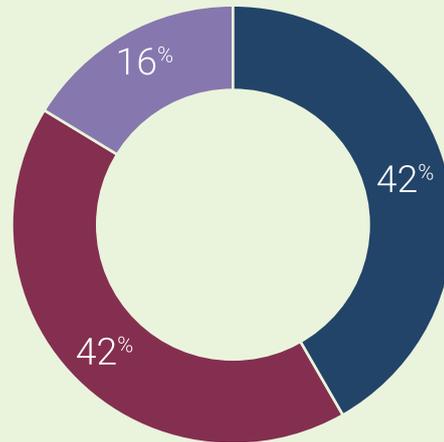
New Hires by Gender

■ Men ■ Women

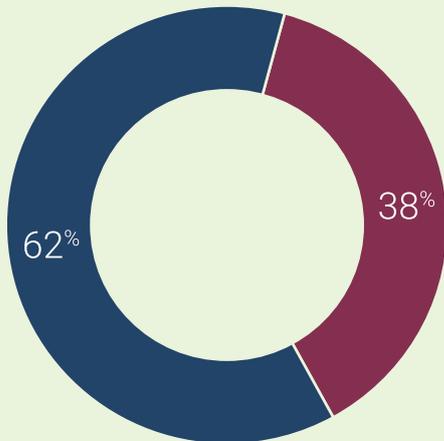


New Hires by Age

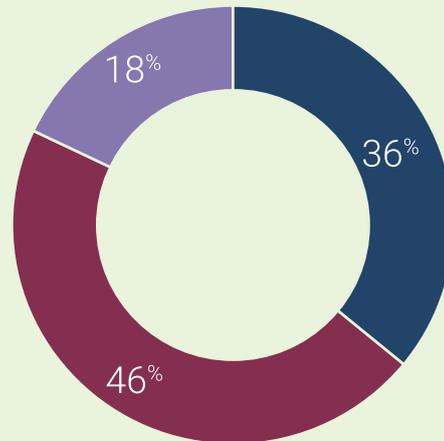
■ < 30 years ■ 30 - 50 years ■ > 50 years



Turnover by Gender



Turnover by Age



Our staff are provided with a competitive remuneration package which includes generous leave allowances and medical insurance. This year we introduced the Employee Education Loan Bond which provides employees with financial support so that they can pursue their own personal development and professional education. We review our benefits packages regularly to ensure they remain competitive within the industry. Staff at our resort enjoy additional benefits, such as discounts on rooms, golfing

facilities, food and beverages. Six (6) female and three (3) male employees took parental leave this reporting period.

We host regular events and celebrations to show our appreciation for our staff. Events include birthday celebrations, Chinese New Year dinner, mooncake celebrations, Christmas celebrations, and special gifts for International Women's Day, Mother's Day, Father's Day and Valentine's Day.

Employee Training and Development (404-1, 404-2, 404-3)

Employee training and development is not only beneficial for upskilling and improving performance for individual employees as well as the wider Group, but also to improve workplace satisfaction among employees. Despite the disruption to physical gatherings caused by the COVID-19 pandemic, we provided 1,461 hours of training this year, an average of 10.9 hours per employee. This is a sizable increase from last year's average of 8 hours per employee.

The following external training sessions were undertaken by relevant staff members:

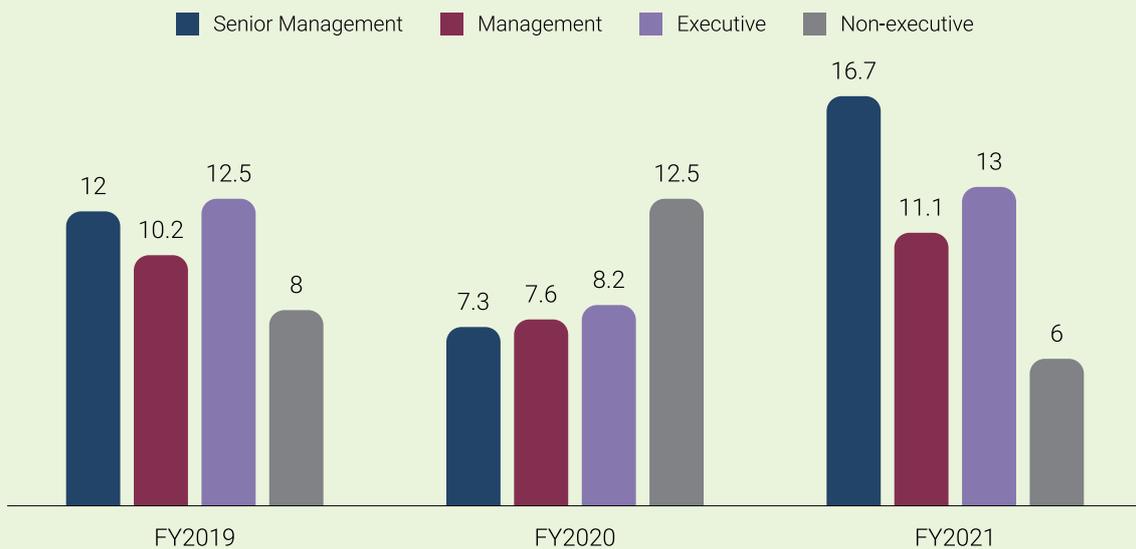
- **IBS Score Calculation** – training on how to provide a well-structured assessment system for calculating project IBS scores³.
- **Quality Management System in Construction** – training to ensure construction projects are successfully completed within time and cost constraints at the best possible quality.

- **Project Planning and Control for Construction using Microsoft Project** – a training session on using Microsoft software to enable greater project oversight – on time, within budget and in a safe work environment.
- **GLODON Software for Quantity Surveyor (QS)** – how to effectively use the GLODON software to build databases for Bills of Quantities.

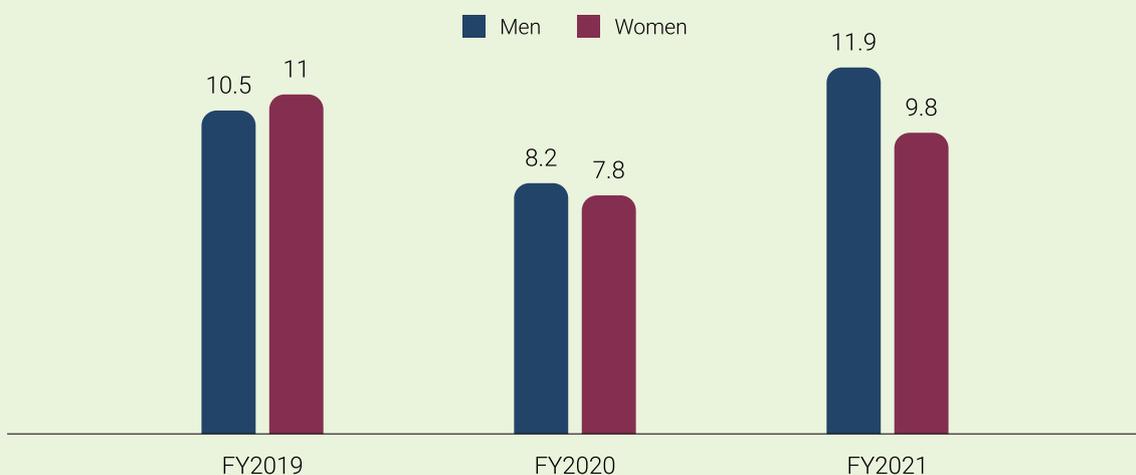
In addition to training programs, we conduct performance reviews bi-annually for all employees. These reviews allow managers and employees to help our staff reach their professional goals and ensure the teams are functioning effectively.

The graphs below display the average training hours per employee for FY2019, FY2020 and FY2021, by employee category and gender.

Average Training Hours by Employee Category



Average Training Hours by Gender



³ A high IBS score is an indication of more efficient construction: reduction of site labour, lower wastage, less site materials, a cleaner environment, a neat and safe construction site, faster project completion, as well as lower total construction costs.

Community Enrichment (413-1)

The COVID-19 pandemic has been especially challenging for the most vulnerable sections of society and in response, we donated 10 boxes of face masks and two (2) wheelchairs to Pertubuhan Membantu Pesakit Parah Miskin Malaysia for terminally ill patients. We also sponsored 10 cartons of drinking water to support Amanjaya COVID frontliners, 20 cartons of 100plus to the local Hospital (Sungai Petani), and packed food for the poor and elderly in Kuala Muda.

Eupe also extended a helping hand to Persatuan Kebajikan OKU Hati Berganda, an OKU centre in Selangor that houses and cares for 20 people who are physically and mentally challenged. With just one day left before the MCO came into effect, we delivered over RM 2,000 worth of food and household items to the home. The contribution was collectively made by the Group and its employees.



The OKU centre receiving Eupe's donation

During MCO 2.0, Eupe partnered with Autism Café Project Malaysia - a social enterprise that empowers autistic youths, to provide lunch packs for low-income B40 families in Gombak and Shah Alam. The lunch packs were prepared,

cooked, packed and delivered by the committed staff from Autism Café Project Malaysia.

In addition to our efforts to respond to the COVID-19 pandemic, Eupe continued to carry out our other community engagement initiatives:

- RM2,000 was donated to Persatuan Bencana Alam Negeri Kedah for the repair of houses damaged by natural disaster in Kedah.
- We established bursary awards worth RM15,600 to support Malaysian students studying at the National University of Singapore.
- We contributed RM10,000 to Pasukan Bomba Sukarela Sungai Petani Kedah for the purchase of fire truck ladder.

At Cinta Sayang Resort, Bubur Lambuk distribution during Ramadan month is a regular event undertaken by staff. This year, the Bubur Lambuk deliveries prioritised frontliners at three local hospitals, the fire department and the police station. We also organised a luncheon with special guests Mickey and Minnie Mouse at a local old folks' home in Sungai Petani.



Cinta Sayang Resort staff members attend the charity event at an Old Folks' Home in Sungai Petani

CONCLUSION

This year, the COVID-19 pandemic resulted in unprecedented challenges which has resulted in Eupe re-prioritising its sustainability focus. We have re-focused our sustainability efforts on designing innovative features in our property projects to safeguard the health and safety against the current pandemic as well as future public health risks. At the same time, we continue to strive to set new benchmarks for eco-design, as evidenced by our second KL high-rise development – Parc3 @ KL South – being awarded one

of Malaysia's most sought-after awards for sustainable property development.

At Eupe, we are proud of our team's resilience and its ability to adapt to the "new normal" created by the challenges of the COVID-19 pandemic. Despite the disruptions, restrictions and challenges it has caused, we continue to make significant progress on our sustainability journey while prioritising the safety and well-being of our staff and customers.

GRI CONTENT INDEX (102-55)

| GRI Indicator | Content of Disclosure | Location within Report |
|----------------------------|--|------------------------|
| General Disclosures | | |
| 102-1 | Name of the organisation | 21 |
| 102-3 | Location of headquarters | 22 |
| 102-4 | Location of operations | 22 |
| 102-8 | Information on employees and other workers | 45 |
| 102-13 | Membership of associations | 22 |
| 102-16 | Values, principles, standards and norms of behaviour | 32 |
| 102-17 | Mechanisms for advice and concerns about ethics | 32 |
| 102-18 | Governance structure | 25 |
| 102-29 | Effectiveness of risk management process | 32 |
| 102-32 | Highest governance body's role in sustainability reporting | 25 |
| 102-40 | List of stakeholder groups | 26 |
| 102-43 | Approach to stakeholder engagement | 26, 43, 44 |
| 102-44 | Key topics and concerns raised | 26 |
| 102-46 | Defining report content and topic boundaries | 22 |
| 102-47 | List of material topics | 28 |
| 102-50 | Reporting period | 22 |
| 102-52 | Reporting cycle | 22 |
| 102-53 | Contact point for questions regarding the report | 22 |
| 102-55 | GRI Content Index | 49 |
| 103-2 | <i>Management approach</i> | <i>Throughout</i> |
| Economic | | |
| 204-1 | Proportion of spending on local suppliers | 33 |
| 205-2 | Communication and training about anti-corruption policies and procedures | 32 |
| 205-3 | Confirmed incidents of corruption and actions taken | 32 |
| Environmental | | |
| 301-2 | Recycle input materials used | 39 |
| 302-1 | Energy consumption within the organisation | 40 |
| 302-3 | Energy intensity | 40 |
| 302-4 | Reduction of energy consumption | 40 |
| 303-4 | Water discharge | 42 |
| 303-5 | Water consumption | 42 |
| 307-1 | Non compliances to environmental law and regulation | 32 |
| Social | | |
| 401-1 | New employee hire and employee turnover | 45 |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 45 |
| 401-3 | Parental leave | 45 |
| 403-1 | Occupational Health and Safety management system | 44 |
| 403-2 | Hazard identification, risk assessment, and incident investigation | 44 |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | 44 |
| 403-5 | Worker training on occupational health and safety | 44 |
| 403-9 | Work related injuries | 44 |
| 403-10 | Work related ill health | 44 |
| 404-1 | Average hours of training per year per employee | 47 |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | 47 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | 47 |
| 405-1 | Diversity of governance bodies and employees | 45 |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | 48 |
| 419-1 | Non-compliance with laws and regulations in the social and economic area | 32 |