

SUSTAINABILITY REPORT





BOARD STATEMENT

The Board of Directors (the “**Board**”) is pleased to present our fourth Sustainability Report for Astaka Holdings Limited (the “**Company**” or “**Astaka**”, and together with its subsidiaries and joint venture, the “**Group**”). As the Board, we recognise that we have a responsibility to ensure that Astaka is viable as a business in a long-term, and that we must ensure that the well-being of our stakeholders and communities in the markets where we operate is not adversely affected by our operations. In doing so, we must pay attention to our economic, environmental, social, and governance (“**ESG**”) impacts.

As we enter the second year of the COVID-19 pandemic, Astaka remains committed to delivering long-term sustainable value by managing the ESG impacts on our business while prioritising the health and safety of our employees, contracted partners, workers and customers. We do this by considering and incorporating ESG matters in addition to financial matters, as part of our strategy formulation and decision-making processes. This year, upon reviewing our material ESG matters, we have updated the report with one additional matter, water management. We also included our 3-year sustainability roadmap which identifies our ESG targets for the near future, and the steps we are taking towards a more sustainable future.

Astaka continues to progress in our ESG journey, and this report details our efforts for the financial period ended 31 December 2021. Reflecting our change in financial year-end from 30 June to 31 December, the data included in this report covers the period from 1 July 2020 to 31 December 2021 so as to continue to provide a basis for comparison over the next few years. The Board will continue to oversee the management and monitoring of material ESG matters, and we look forward to sharing our progress with you in the years to come.

ABOUT THE REPORT

Reporting Scope and Boundary

Astaka's Sustainability Report ("SR") covers our sustainability performance data and progress for the period from 1 July 2020 to 31 December 2021 ("FY2021"), with prior year's data where available. This report covers an 18-month reporting period due to the change in Astaka's financial year end from 30 June to 31 December. From FY2022 onwards, each SR reporting period will begin on 1 January and end on 31 December.

In this report, FY2021 data may be broken down into three periods of six-month blocks. The following short-forms may be used for convenience:

- "FY2021 Q1 – Q2" in reference to the period from 1 July 2020 – 31 December 2020

- "FY2021 Q3 – Q4" in reference to the period from 1 January 2021 – 30 June 2021
- "FY2021 Q5 – Q6" in reference to the period from 1 July 2021 – 31 December 2021

The intention is to allow for comparison of data against FY2020 for the period of 1 July 2019 - 30 June 2020, and comparison against the data in the next report for FY2022 for the period of 1 January 2022 - 31 December 2022.

This report will cover entities and properties listed in Figure 1, unless otherwise specified. In defining the SR's content, Astaka has considered sector-specific sustainability trends, incorporated key stakeholders' feedback and examined the materiality of relevant ESG issues. Please refer to Sustainability Approach and Sustainability Commitment sections for more detail.

Figure 1: Reporting scope for FY2021

Entities	Principal activities	Properties developed / under development
Astaka Holdings Limited	Investment holding	N.A.
Astaka Padu Sdn Bhd	Property development	<ul style="list-style-type: none"> • The Astaka @ One Bukit Senyum • Menara MJB
Bukit Pelali Properties Sdn Bhd	Property development	<ul style="list-style-type: none"> • Bukit Pelali @ Pengerang (ongoing development)

Reporting Standards

This report has been prepared in accordance with the Global Reporting Initiative ("GRI") Sustainability Reporting Standards ("GRI Standards"): Core option, except for the additional topics Occupational Health and Safety as well as Water Management. These topics reference the GRI Standards Disclosures 403-1, 403-6, 403-7 and 303-3 respectively.

Astaka selected the GRI Standards as the reporting framework for its systemic and comprehensive sustainability reporting approach. Astaka observed that the GRI Standards are commonly adopted among sustainability leaders across different industries, including property development. By using identical reporting standards with its peers, Astaka can benchmark its sustainability performance, learn from best practices and implement sustainability initiatives most efficiently.

In addition, this report complies with the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited ("SGX-ST") Listing Manual Section B: Rules of Catalyst (the "Catalist Rules"). Astaka also publishes a SR on an annual basis, save for

the year 2021 where the SR was not issued based on the 12-month financial period from 1 July 2020 to 30 June 2021 due to the Company's change of its financial year end from 30 June to 31 December.

Reporting Quality

While we have not sought external assurance, we have been working jointly with external consultants to bridge reporting gaps identified in improving the quality of our report to stakeholders annually.

Feedback

We believe that safeguarding our stakeholders' well-being is paramount in building a sustainable future for Astaka. We welcome any feedback, comments, and enquiries on our sustainability report and sustainability strategy to Mr. Hon Yao Chuan, Deputy Director of Corporate Planning & Communications, at hon.yc@astaka.com.my.

SUSTAINABILITY APPROACH

Our Vision and Core Values

Figure 2: Astaka's vision and core values



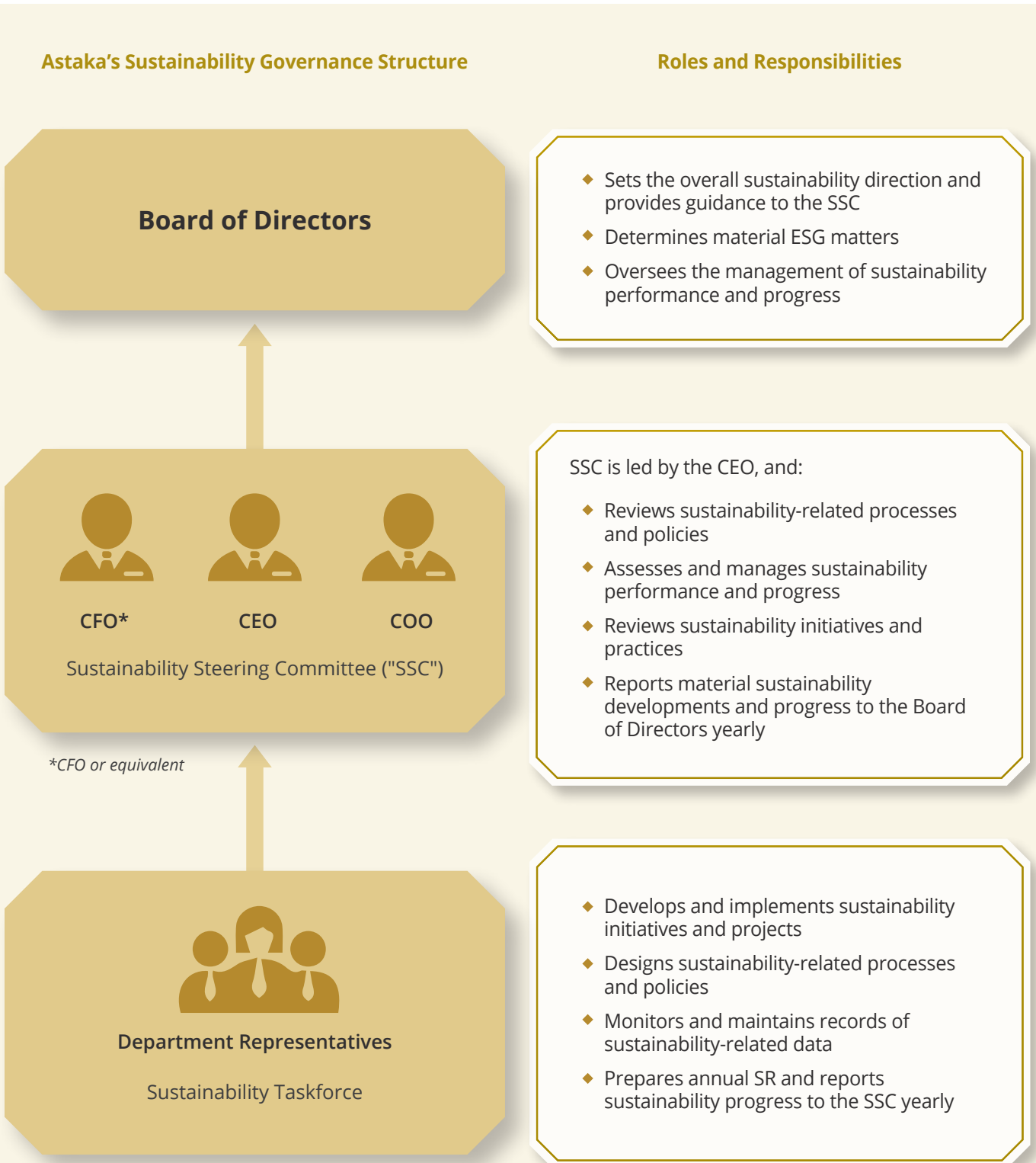
Figure 3: Application of Astaka's core values to stakeholders



Astaka's Sustainability Governance

A sustainability governance structure enhances transparency, accountability, and effectiveness in Astaka's sustainability journey. Astaka has developed a whole-of-organisation approach and actively involves internal stakeholders in its sustainability agenda.

Figure 4: Astaka's sustainability governance structure



Supply Chain Management

As a socially and environmentally responsible property developer, Astaka endeavours to engage locally-based contractors and suppliers that have a sound track record of compliance with local legislations and regulations.

To incorporate best practices into our supply chain management, we encourage our building contractors to conform to international quality, health and safety and

environmental management systems' standards such as ISO9001, OHSAS 18001 and ISO14001 respectively. Where necessary, the Group's project team will engage with contractors to promptly resolve matters with the relevant parties should a breach with applicable local regulations be identified. The Group also emphasises for contractors to exercise precaution to anticipate, avoid and mitigate environmental pollution and social disruption to the local communities.

Figure 5: Astaka's environmental and social requirements for contractors



Stakeholder Engagement

Astaka views stakeholders as those who are affected by, or can affect Astaka’s business operations, ESG performance and long-term business plans. Astaka firmly believes that engaging our key stakeholder groups, as identified through our daily business operations, and addressing their needs are critical to sustaining the Company’s success in the long term.

We base the frequency of engagement with our stakeholder groups on two timeframes – immediate or occasional, depending on the nature and urgency of their needs and concerns. Inputs received from stakeholders over time have been considered in the development of our sustainability strategy, policies and initiatives.

The table below summarises our approach to stakeholder engagement.

Figure 6: Key stakeholder groups and engagement



Investors

Investors are key capital contributors to Astaka. All investors have the right to share feedback and receive timely updates.

Key concerns

- Business operations and performance
- Business strategy and outlook

Engagement frequency

Occasional

Engagement means

- Release of ESG results, announcements, press releases and other relevant disclosures through SGXNet and Astaka’s website
- Annual General Meeting

Our responses

The Group keeps investors informed on significant developments regarding the business. On top of that, the Group have received numerous accolades including the People’s Choice Awards for Best Luxury High Rise Development by iProperty in 2015. Additionally, the Group invites substantial and relevant questions from shareholders, to be addressed by the Directors and Management, before the Annual General Meeting and any Extraordinary General Meetings.



Suppliers

Astaka’s ESG commitments and contractual obligations can only be fulfilled with the support from our suppliers.

Key concerns

- Health and safety
- Business performance

Engagement frequency

Occasional

Engagement means

- Regular meeting with suppliers (e.g. contractors and consultants)

Our responses

The Group integrates our environmental, social, and governance aspects in our terms of contract which suppliers are required to comply with. Please refer to Supply Chain Management on page 36 for more details.



Employees

As Astaka’s main engine for success, employees deserve absolute respect and occupational care.

Key concerns

- Fair remuneration and opportunities
- Career development
- Employee good health and well-being
- Competency and technical training

Engagement frequency

Immediate

Engagement means

- Training programmes
- Induction for new employees
- Team building and staff activities
- Half-yearly performance appraisals

Our responses

The Group stands firm against any forms of discrimination in our organisation. Our Human Resource (“HR”) team is also in the process of developing a yearly training calendar to address targeted needs of our employees. Refer to Talent Management and Development on page 49 for more details.



Local Communities

Astaka strives to create long-term value and minimise negative impacts on the local communities.

Key concerns

- Community investments

Engagement frequency

Immediate

Engagement means

- Contributions to support various philanthropic, community and charitable causes

Our responses

The Group actively strives to give back to the local community. In FY2021, the Group carried out two Corporate Social Responsibility (“CSR”) events and provided RM0.86 million in donations and sponsorships. Refer to Local Communities on page 50 for more details.



Regulators

Regulators sets rules and regulations for Astaka and other companies to maintain a fair and just business operating system.

Key concerns

- Compliance with mandatory reporting requirements

Engagement frequency

Occasional

Engagement means

- Ongoing communication and consultation
- Training and updates of latest changes in laws, regulations and accounting reporting standards

Our responses

Astaka strives to be in compliance with all applicable local laws and regulations in its operations. There were no substantiated cases of significant incidents in FY2021. Refer to Compliance on page 56 for more details.

Materiality Assessment

We appointed an external consultant to facilitate a materiality reassessment, consisting a review of our existing material ESG matters in FY2020.¹ This was done through a focus group workshop with senior management and Heads of Departments to take into consideration the perceptions of both internal and

external stakeholders. The material ESG matters were then validated by the Board.

As part of our yearly review of material ESG matters, in FY2021 we have included one new additional matter, water management. We will continue to review our material topics yearly to ensure relevance to our business.

Figure 7: Material matters for reporting

Astaka ESG matters	
Material ESG matters	Key stakeholders impacted <i>(refer to figure 5 for the full list of our key stakeholders)</i>
Economic Performance	All Key Stakeholders
Talent Management and Development	Employees
Local Communities	Local communities where we operate
Energy Management	Investors, regulators and tenants of our developments
Compliance	Investors, regulators
Additional ESG matter	Key stakeholders impacted <i>(refer to figure 5 for the full list of our key stakeholders)</i>
Occupational Health and Safety	Employees, customers, suppliers and contracted workers
Water Management	Investors, regulator and tenants of our developments

¹ For further details on the materiality assessment process (including the process of identification, prioritisation, validation and review), please refer to page 33 of Sustainability Report 2020, available at <https://astaka.com.my/wp-content/uploads/2020/10/AHL-Sustainability-Report-2020.pdf>

Our Response to COVID-19

As the ongoing COVID-19 pandemic moves into its second year, its impacts continue to be felt worldwide and at Astaka. In response, we developed Astaka’s Business Continuity Plan, and have included in our business continuity plan pandemic risks.

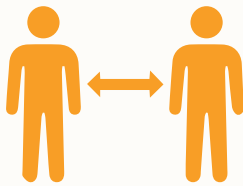
The health and safety of our employees and workers² is our top priority, and we have set in place the following preventive measures in line with government regulations while continuing our businesses and operations:

Hygiene



- Employees should always carry hand sanitiser and use as needed.
- Employees must wear a face mask at all times.
- Astaka provides surgical masks and hand sanitiser to all employees.
- Employees should bring utensils from home and avoid sharing utensils.
- Frequent self-disinfecting of workstation/laptop/mobile device are carried out.
- No entry to the office is allowed if an individual’s body temperature is above 37.5 degrees celsius.

Social Distancing



- Assembling in large groups for praying is not allowed.
- Handshakes and hugs are not allowed.
- Employees should strictly abide by the one-meter safe-distancing rule at all times.
- Employees are split into teams, with no interactions between groups allowed and each team scheduled to return to the workplace two or three days a week, in order to reduce social interaction.
- Government guidelines on physical meeting arrangements are strictly adhered to, with no exceptions.

Our Sustainability Policy









The Group aspires towards building sustainable developments. We have dedicated resources in our aim to achieve:

Sustainable performance and operations

- To explore opportunities to implement design and technological solutions in all new developments and corporate operations, that are beneficial to the environment and communities while allowing us to deliver enhanced performance
- To also cultivate a sustainability-centric culture within our company by spreading awareness and educating our employees through various communication channels
- To comply with all applicable environmental and socio-economic regulations applicable to the Group

² For the purpose of this SR, ‘employee’ refers only to persons who have employment contracts with Astaka, while ‘worker’ includes persons who do not have an employment contract with Astaka, but who nevertheless perform work for Astaka, e.g. interns and employees of our suppliers.

The table below summarises our progress against key commitments and targets set for this reporting period:

Key Milestones to Achieve in FY2021	Relevance to Material Topics	Deadline	Progress	Measures Taken and Action Plan
Governance and Economic Activity				
Establish the Group's Anti-Bribery and Corruption policy	Compliance	30 June 2021	 Achieved	Established Anti-Bribery and Corruption Policy & procedures, covering all directors, officers and employees of the Group, as well as third-parties.
Zero confirmed cases of significant socio-economic and environmental non-compliance	Compliance	31 December 2022	 In Progress	Achieved in 2021. Managed with a 4-dimensional risk management approach with the key principles of awareness, adherence, integration, and verification. More details on page 57.
To maintain zero confirmed cases of fraud or corruption	Compliance	31 December 2022	 Achieved	Maintained in 2021. Astaka strives to ensure that this result is maintained in future years. More details on page 57.
Environment				
All future developments to be Green Building Index ("GBI") certified ³ , and/or, to achieve a minimum of 3 green initiatives per development	Energy Management	Perpetual	 In Progress	As of 31 December 2021, Astaka has no future developments currently planned. In 2021, however, Menara MBBB and The Astaka was rated GBI Certified and provisionally rated GBI Certified for Design Assessment respectively.
Social				
12 training hours on average per employee	Talent Management and Development	31 December 2021	 Achieved	As of 31 December 2021, we achieved an average of 15.7 training hours per employee since July 2020.
16 training hours on average per employee	Talent Management and Development	31 December 2022	 In Progress	As of February 2022, we are on track for each employee to achieve an average of 16 training hours per employee.
Zero cases of workplace injuries and fatalities	Occupational Health and Safety	Perpetual	 Achieved	In FY2021, there were no occupational accident cases reported at corporate HQ. There were no development projects in FY2021 and no construction took place.
Completion of 2 CSR programmes per year	Local Communities	Perpetual	 Achieved	In FY2021, we participated in three food aid programmes for flood victims and villagers and one programme where we provided personal protective equipment for school children returning to school amidst the new normal.

³ The GBI is Malaysia's industry-recognised and profession-driven green rating tool for buildings. It is designed for tropical climates and Malaysia's current social, infrastructure and economic development.

Alignment with SDGs

In 2015, all United Nations Member States (“**UN Members**”) adopted the 2030 Agenda for Sustainable Development. The agenda set forth by the UN Members is to address global economic, environmental, social and governance challenges and achieve the 17 Sustainable Development

Goals (“SDGs”) by 2030. As a responsible property developer in the business sector, Astaka has a long-term sustainability vision. We support the SDGs and as summarised below, these are some of our sustainability initiatives that contribute to the 6 SDGs that we have identified as the most relevant to our business.



As a property developer, Astaka has a strong culture for ensuring the good health and well-being of our employees and contracted workers. We also consider the health and well-being of the local communities.

Key actions in FY2021:

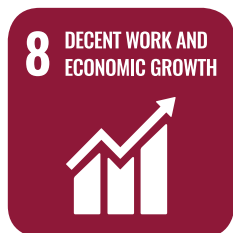
- Precautionary measures in view of COVID-19
- Weekly online Quran-reading and exercise sessions to encourage employee bonding and wellness.



Astaka actively promotes gender equality and diversity in the workplace. We believe that gender equality improves the productivity of our employees and signals an attractive work environment for talent.

Key statistics in FY2021:

- Astaka’s workforce consists of 45% women on average, across all employment levels
- Staff are provided with equal training opportunities



Since the inception of Astaka, we have provided competitive and merit-based employment opportunities to our talent and aim to promote sustained economic growth in our operating regions.

Highlights:

- All employees receive an annual performance review taking into account quantitative and qualitative key performance indicators in the areas of contribution to the Group’s growth, individual performance, key qualities developed and adopted by the Group in FY2021.
- In FY2021, we began carrying out formal employee training sessions, and will continue to develop our employee training programmes.

Astaka promotes and endeavours to develop quality, reliable, sustainable and resilient residential, commercial and office buildings.

Highlights:

- Phase 2 of the development project at One Bukit Senyum (i.e., the Menara MJB) received a GBI Certified rating, and Phase 1 of the development project at One Bukit Senyum (i.e., The Astaka) received a provisional GBI Certified rating for Design Assessment. Astaka plans to apply for GBI certifications for the remaining developments as well.
- Innovative and quality projects gained wide recognition in the nation and the region, winning awards such as the best integrated commercial development and best universal design development.





With a vision to transform Johor Bahru in Malaysia, Astaka’s projects provide smart and integrated urban solutions, bringing amenities such as hotel, residences, apartments, shopping malls, private hospital and school all within a single district.

Highlights:

- One Bukit Senyum will host a five-star hotel, branded residences, serviced apartments, a shopping mall, an office tower, and the headquarters of Johor Bahru’s City Council upon completion.
- The Bukit Pelali @ Pengerang is a 363-acre township development programme which will include the construction of residences, a hospital, a primary school, commercial buildings, and recreation lakes.



Throughout its value chain, Astaka ensures responsible consumption and production by only engaging contractors who meet our socio-environmental criteria and minimise negative socio-environmental impacts.

Highlights:

- The project development of Menara MBBJ used sustainable timber. During the construction phase, construction waste management and water recycling measures were implemented.
- Examples of sustainable features that we have incorporated in our past projects include water-efficient fittings, use of recycled building materials and pneumatic waste collection system which refers to an automated, enclosed system that conveys waste by air suction from individual buildings through an underground pipe network to a central location for pick-up, thereby improving manpower efficiency, as well as reducing odour and pest problems.



ECONOMIC
Economic Performance

Economic performance is an important aspect for Astaka. We work closely with our consultants to gather knowledge, plan and implement design solutions and invest in technologies that are effective in driving key performance indicator improvements, while striving to achieve positive environmental impacts through more sustainable-centric developments and operations.

We recognise that the way we operate our business has both direct and indirect impacts on various stakeholders. At Astaka, for instance, we empower livelihood through employment, provide opportunities for suppliers and contribute to the communities where we operate. Refer to Figure 7 for more information on the breakdown from July 2020 to December 2021.

Figure 9: Overview of economic creation and distribution in alignment with GRI

Economic value generated in FY2021	Economic value distributed to others in FY2021	
<p>RM52.58M</p> <p>This includes revenue from sale of development properties, incorporating Finance and other income(s)</p>	<p>Operating Costs</p> <p>RM52.71M</p>	<p>This includes purchases from suppliers in relation to the marketing and advertisement of properties, as well as, administrative and other operating expenses.</p>
	<p>Employee Wages & Benefits</p> <p>RM7.49M</p>	<p>This includes salaries and benefits to employees.</p>
	<p>Payments to Capital Providers</p> <p>RM12.39M</p>	<p>This includes interests paid to providers of loan and capital.</p>
	<p>Payments to Government</p> <p>RM1.93M</p>	<p>This includes income tax paid.</p>
	<p>Community Investments</p> <p>RM0.86M</p>	<p>This includes philanthropic donations and sponsorships.</p>

Amidst a challenging year for the Malaysian residential property sector due to the disruption caused by the COVID-19 pandemic, Astaka reported a loss-making economic position for FY2021.

Taking into account the effect of COVID-19 safety measures on physical viewing of projects, we have sought to expand our reach to our regional and local customers through the use of virtual and digital marketing. At Bukit Pelali, we provide customers with a 360° virtual tour experience on our website. At The Astaka, we introduce the development to our customers through video meetings.

Figure 10: Bukit Pelali 360° virtual tour experience

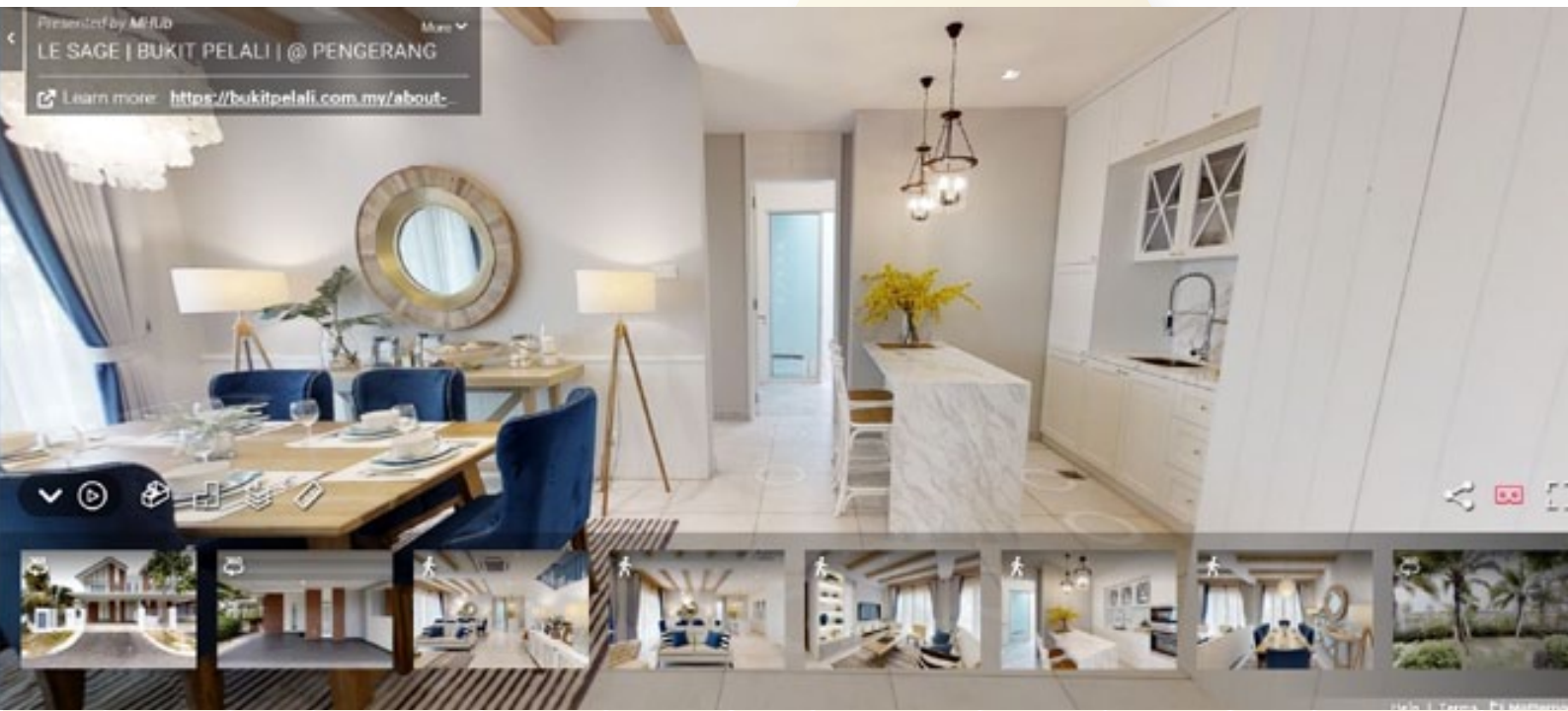
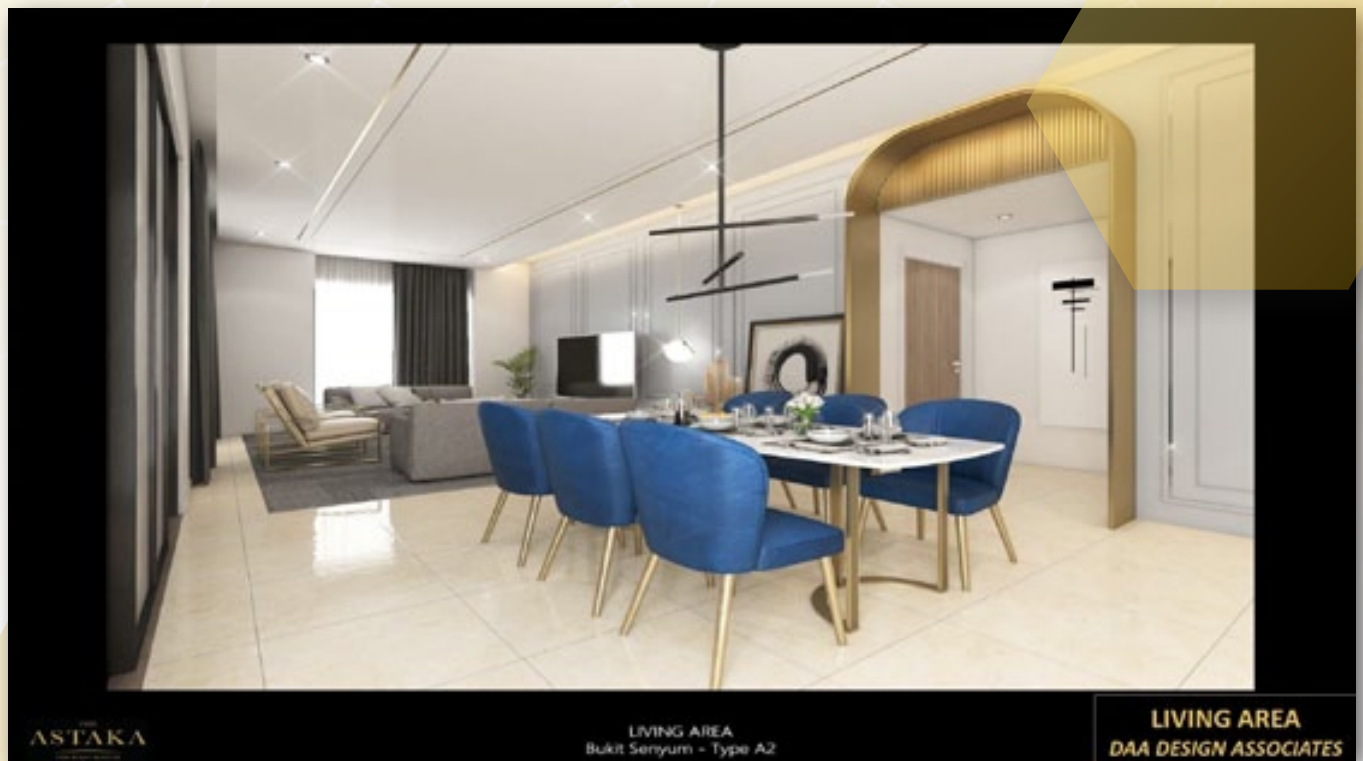


Figure 11: Presentation used virtual meetings for The Astaka



Following the full reopening of all economic sectors in Malaysia in October 2021 and the full opening of the border on 1 April 2022, we anticipate a better outlook in the financial year ahead. With our expectations for improvements in the property sector and the shift towards the endemic living approach to dealing with COVID-19, we have also made encouraging progress in both enhancing our operations and, potentially, in expanding into newer segment of properties such as industrial properties.

We are closely monitoring the market and identifying projects with strong potential to help build our reputation as an integrated property developer. In accordance with this purpose, we recently signed a memorandum of understanding ("**MOU**") with DMR Holdings Sdn. Bhd. to jointly develop 42 acres of land in Johor, Malaysia with an estimated gross development value ("**GDV**") of RM1 billion. The recent MOU will mark our first foray into a light industrial park development, after establishing our reputation in residential and commercial developments. Building on that momentum, we have also entered an MOU with Straits Perkasa Services Sdn. Bhd. for a potential collaboration for a commercial mix-used development in Johor, Malaysia with an estimated GDV of RM160 million. Additionally, we will enhance our revenue stream by capitalising on our proven track record to provide project marketing consultancy services, wherein the Group has secured a contract from Active Estates Sdn. Bhd. ("**Active Group**") to provide project marketing consultancy services to Active Group's latest commercial development project in the centre of Johor Bahru, namely Business Boulevard @ Central Park ("**BBCP**").

Additionally, we remain focused on exploring strategic alliances to develop Phase 3 of One Bukit Senyum, which spans approximately 7.65 acres.

For more details on our Group's business review, historical and current financial performance, please refer to the Annual Report, pages 19 to 22.

We are committed to working closely with our consultants to improve key performance indicators while incorporating sustainable design solutions and technology in all new developments.



SOCIAL

Our People

Our employees are our greatest asset and one that we strongly value as a Group. Our workforce as at 31 December 2021 comprised a total of 69 full-time employees in Singapore and Malaysia. Due to the pandemic, a retrenchment exercise was held on 1 March 2021. We provided support to employees affected by the retrenchment exercise in applications for subsidies based on monthly salary from the Employee Insurance Scheme by the Social Security Organisation.

As at 31 December 2021, all our employees are permanent employees. At Astaka, we are committed to upholding fair employment practices and we strive

to maintain a consistent percentage of permanent employees hired by the Group yearly.

We also have in place a half-yearly appraisal form to ensure that there is a formal channel for feedback from and for our employees. Additionally, in July 2021 we implemented formal half-yearly employee performance reviews and department performance assessments with 360-degree feedback. Each employee's individual performance is evaluated based on 5 key factors: company performance, department performance, personal-based key performance indicators (KPIs), demonstration of the Group's values, and feedback from co-workers.

Figure 12: Astaka's workforce profiles

■ Singapore ■ Malaysia



■ Singapore ■ Malaysia



■ Singapore ■ Malaysia



Breakdown of full-time employees by employment contract (permanent / temporary), gender and region

Gender	Malaysia		Singapore	
	Permanent Employees	Temporary Employees	Permanent Employees	Temporary Employees
Male	38 (58%)	0	3 (75%)	0
Female	28 (42%)	0	1 (25%)	0

Gender	Malaysia		Singapore	
	Permanent Employees	Temporary Employees	Permanent Employees	Temporary Employees
Male	29 (57%)	0	2 (50%)	0
Female	22 (43%)	0	2 (50%)	0

Gender	Malaysia		Singapore	
	Permanent Employees	Temporary Employees	Permanent Employees	Temporary Employees
Male	28 (53%)	0	1 (33%)	0
Female	25 (47%)	0	2 (66%)	0

Talent Management and Development

Recognising that our employees are key attributes to the continuous growth and success of our business, their competencies and professional development are important to the Group. We have taken the necessary steps to build a foundation for our employees' development and inculcate a growth mindset in order to perform their role and stretch their existing abilities.



In FY2020, we established a training programme comprising a 3-tiered approach designed to cater towards all levels of employees in the Group. Our goal was to create a yearly training calendar with a minimum of 12 hours of training programmes or workshops organised annually and distributed between department, inter-department and group-wide training segments.





With that, the Group aims to address both specialised as well as general knowledge and skillsets relevant to each department and those required of inter-departments to work harmoniously together to create quality developments. We aim to build a strong foundation for future programmes with our inaugural roll-out of our training programme beginning this year.

In FY2021, we were able to provide 68 training programmes and workshops, with 7 departments, 17 inter-department, 20 group-wide, and 24 external training segments. Our training programmes focused on internal compliance and Standard Operating Procedures and were carried out by internal heads of department, with specific training offered by external consultants for departments where required. We achieved a grand total of 1,080 training hours for our employees at the end of FY2021.

Figure 13: Breakdown of average training hours in FY2021 by gender and by employment category⁴

Average Hours of Training Undertaken in FY2021 by gender and by employment category

		Average no. of Training Hours	
		Q1-Q4	Q3-Q6
Gender		5.1	9.2
		8.2	13.2

		Average no. of Training Hours	
		Q1-Q4	Q3-Q6
Employee Category	 Top Management	2.7	7.4
	 Management	6.7	14.6
	 Executives	11.1	14.2
	 Non-executives	1.0	4.5

⁴ Training hours data includes staffs who have resigned.

Local Communities

Astaka is committed to supporting and empowering the local communities in our operating regions. We maintain an open communication channel with our customers and the local communities through our property management team, which has an email address and a hotline available on our website for our stakeholders to contact when needed. In the event of unforeseen circumstances, such as when the slope slippage occurred at Bukit Pelali in Pengerang in January 2021 due to heavy rains, our property management team worked closely with the relevant authorities to ensure the safety and well-being of residents through site inspections, and established a taskforce to address the concerns of residents and interested parties.

Apart from that, we also support local communities by addressing their specific needs and participating

in local charity programmes. Our donations and sponsorships largely focus on education, sports events and the well-being of the underprivileged. We have committed to contributing RM400,000 each year to the Iskandar Regional Development Authority's ("IRDA") Social Projects Fund ("SPF") between 2020 and 2024. The IRDA SPF funds social programmes and projects that focus on development in the region, such as the Kawan Iskandar Malaysia, Iskandar Malaysia Urban Farming, and Village Enhancement Programme.

In addition, we carried out 3 CSR programmes in FY2021. Disaster relief, food aid and the need for children to have personal protective equipment as they return to school during the pandemic were pressing community needs that we identified as key areas requiring support.

Flood Relief Donation at Pengerang Area

The state of Johor experienced bad weather with continuous heavy rains in late December 2020 and early January 2021, forcing more than 3,500 people to evacuate and move to temporary relief centers. Among the districts affected heavily by the floods was Pengerang, where our Bukit Pelali project is located. Recognising the immediate problem of food shortage, we took the initiative to donate food for 190 victims from 2 selected evacuation centres in a joint collaboration between one of our subsidiaries, Bukit Pelali Properties Sdn. Bhd. and the district community committee.

The distribution of donations was held at Kampung Lepau Flood Centre and SJKC Pok Poon Flood Centre on 2 January 2021.

Bubur Lambuk and Kurma Ramadhan 2021

During the month of Ramadhan, Bukit Pelali Properties partnered with villagers from Kampung Bukit Raja in Pengerang to serve rice porridge, otherwise known as "Bubur Lambuk" to the village community. In a collaborative effort with the village community committee, preparation of the cooking was managed by the village community committee and supported by Astaka employees. The combined efforts have enabled the distribution of 500 packets across five different locations on 29 April 2021.



Subsequently on 2 May 2021, Astaka Padu Sdn. Bhd. also carried out a similar initiative covering multiple locations in Johor Bahru with Grand Chicken Rice, our restaurant partner, managing the cooking preparation. 500 packets were also distributed to residents living in the community and to workers at nearby offices.

Support New Normal in School Programme 2021

In order to support students as they adjust to the new normal, Astaka's employees distributed disinfectants as well as personal protective equipments such as face masks. A total of 250 students from Little Caliphs, SJKC Yok Poon, SK Teluk Ramunia, SK Tanjung Kapal, SK Pungai, and Madrasah Tahfiz benefited from the donations.

Occupational Health and Safety

Safeguarding the health and safety of our employees and other workers at our sites is one of the top concerns and priorities of Astaka. We are fully aware of the hazards of the jobsite in our sector, and we recognise that workplace health and safety does not happen by chance and is not to be taken for granted. The Group has thus introduced multi-layered measures to protect our people's well-being.

Firstly, we work towards establishing a safe working environment culture by learning from best practices in existing national and international Occupational Health and Safety ("OHS") management systems.

Secondly, we require all of our contractors to follow the guidelines from the Department of Occupational Safety & Health and comply with the requirements listed in OHS management systems such as OHSAS 18001. During the construction phase, Astaka's contractors need to publish monthly safety and health reports which cover diverse health and safety aspects such as policies, performance, compliance, and training. Astaka and its consultants frequently review these reports to ensure that the contractors duly inspect the workplace health and safety weekly, take corrective actions against non-compliance immediately, and prepare the workers physically and mentally for work.

Although no construction activities took place for developments, remedial works were being carried out due to the slope slippage event at Bukit Pelali. To ensure the safety of the workers, safety meetings were conducted on a fortnightly basis, and minutes of safety meetings were incorporated into the monthly project reports. Additionally, scaffolding was



inspected by an accredited inspector and certified fit for use, while daily tool box meetings placed an emphasis on occupational safety. In FY2021, there were no occupational accident cases reported at the construction sites or in the workplace.

Thirdly, all of Astaka's employees are covered by a group medical and health insurance plan that provides coverage for hospitalisation and surgical treatment⁵ with 24-hours and worldwide access. Cashless access is also available for panel hospitals.

Finally, we also promote employees' well-being by organising workplace bonding events such as badminton sessions. We continued to hold employee wellness programmes during this period as well. Due to COVID-19 safety measures, we organised alternative e-wellness programmes that were made available to all staff during the WFH period. Further to that, we hold weekly Quran reading (Program Bacaan Yaasin & Tazkirah) and e-Exercise sessions to encourage employees to stay active during this pandemic.

⁵ Subject to terms of the group insurance policy

ENVIRONMENT

Energy Management

Astaka firmly believes that climate change is an urgent global challenge and we seek to do our part by investing in effective energy conservation initiatives and technologies. For example, we now use energy-saving LED lighting in our corporate offices and sales galleries. Our developments are also managed with the target of ensuring energy

efficiency where possible, with the full support of our property managers in practicing energy conservation measures. In recognition of our energy conservation initiatives, among others, The Astaka and Menara MBBJ received a provisional GBI certification in Design Assessment and GBI Certified rating on Completion and Verification Assessment in 2021 respectively.

Green Initiatives at Astaka's Developments

Menara MBBJ



- Installed digital power and water meter to monitor energy and water consumption for efficiency to improve the building management system
- Used low volatile organic compounds (“VOC”) paints, adhesives, sealants in the building, resulting in less pollution
- Avoided use of added urea formaldehyde timber boards and carpets, which contribute to increased emissions
- Used low-E Glass designed to maximise the view and daylight to laminate the façade. 50% of building Net Lettable Area (“NLA”) has a Daylight factor of 1.0% to 3.5%, achieving a fair – good rating
- Installed LED lighting with motion lighting in all areas covering 25% of NLA
- Rendered more than 75% of the roof with cement, and the roof has a Solar Reflective Index (“SRI”) of >78. This means that the roof’s ability to reject solar heat is higher, thus reducing heat absorption
- Used recycled content for more than 10% of the building material
- Implemented usage of lifts with regenerative drives, with half of the building’s lifts equipped with regenerative drives
- Used R134a refrigerant for the building chiller system, which is a zero-ozone depleting product
- Installed glass wall building covered with façade and blinds that helps to shade the building
- Ensured sustainable maintenance of the building together with the Facilities Management Team

The Astaka

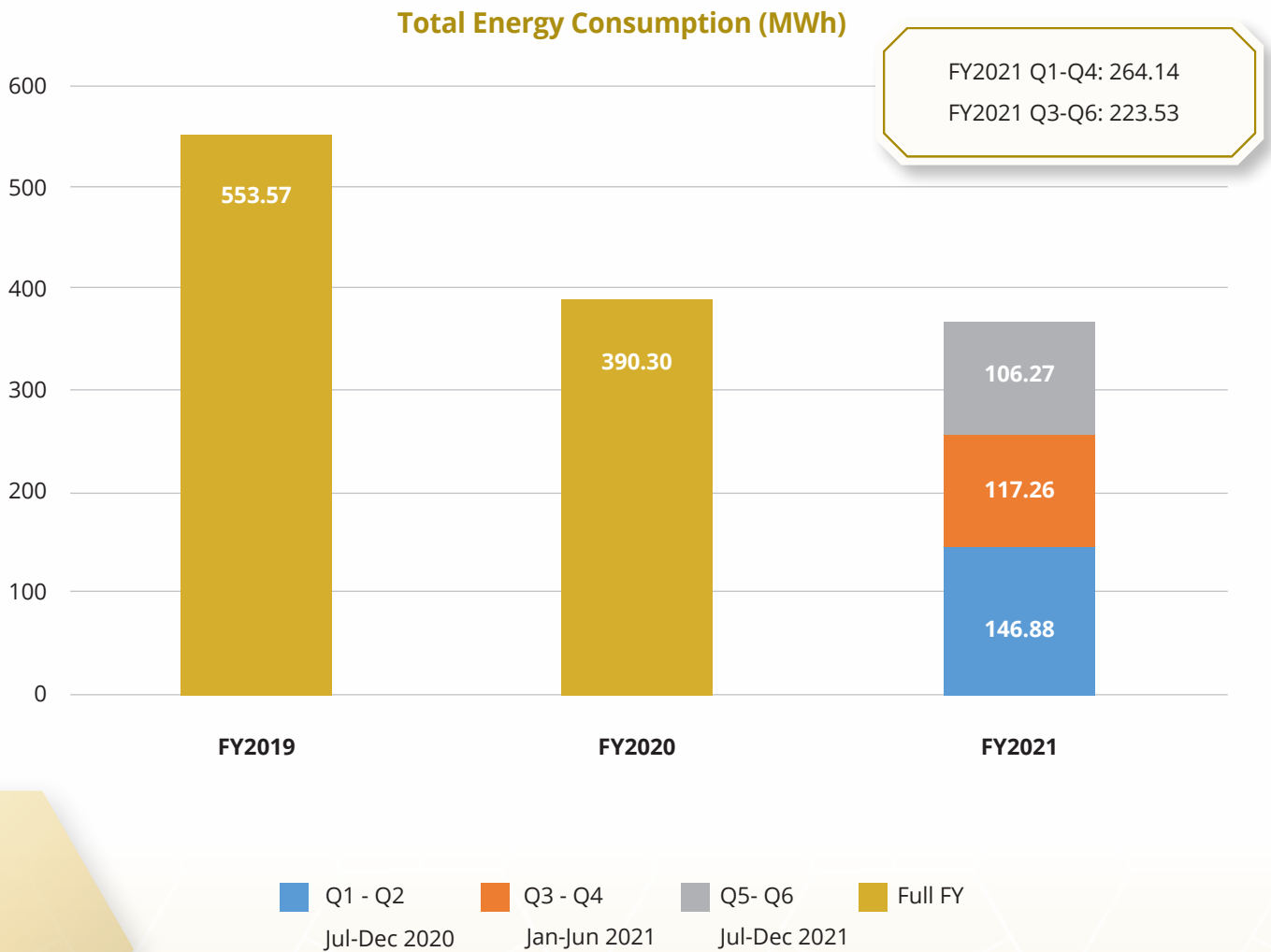


- Limited operating hours of the air conditioners at the main lobbies of The Astaka to a maximum of ten to twelve hours each day to conserve energy during non-peak hours, and air conditioners at select areas are also switched off when not in use.
- Provided water-efficient fittings for building occupants
- Used low VOC compounds in the building, resulting in less pollution
- Installed LED lighting in all common areas
- 75% of building NLA has a Daylight factor 1.0% to 3.5%, achieving a fair – good rating
- Greenscaped more than 25% of the land area with native and adaptive plants and/or water body. Additionally, more than 10% of the onsite landscape is planted with herbs.
- Implemented usage of lifts with regenerative drives, with half of the building’s lifts equipped with regenerative drives

Astaka aims to ensure that our buildings are designed to use energy efficiently. We measure our energy consumption for our corporate office, sales galleries at The Astaka, and the common areas of one of our developments, Bukit Pelali. As Bukit Pelali is a joint venture with Saling Syabas, we have accounted for 51% of the emissions. Currently, we derive 100% of our energy from electricity purchased from the national grid. Following a significant improvement in environmental housekeeping practices and investments in energy efficient technology, in

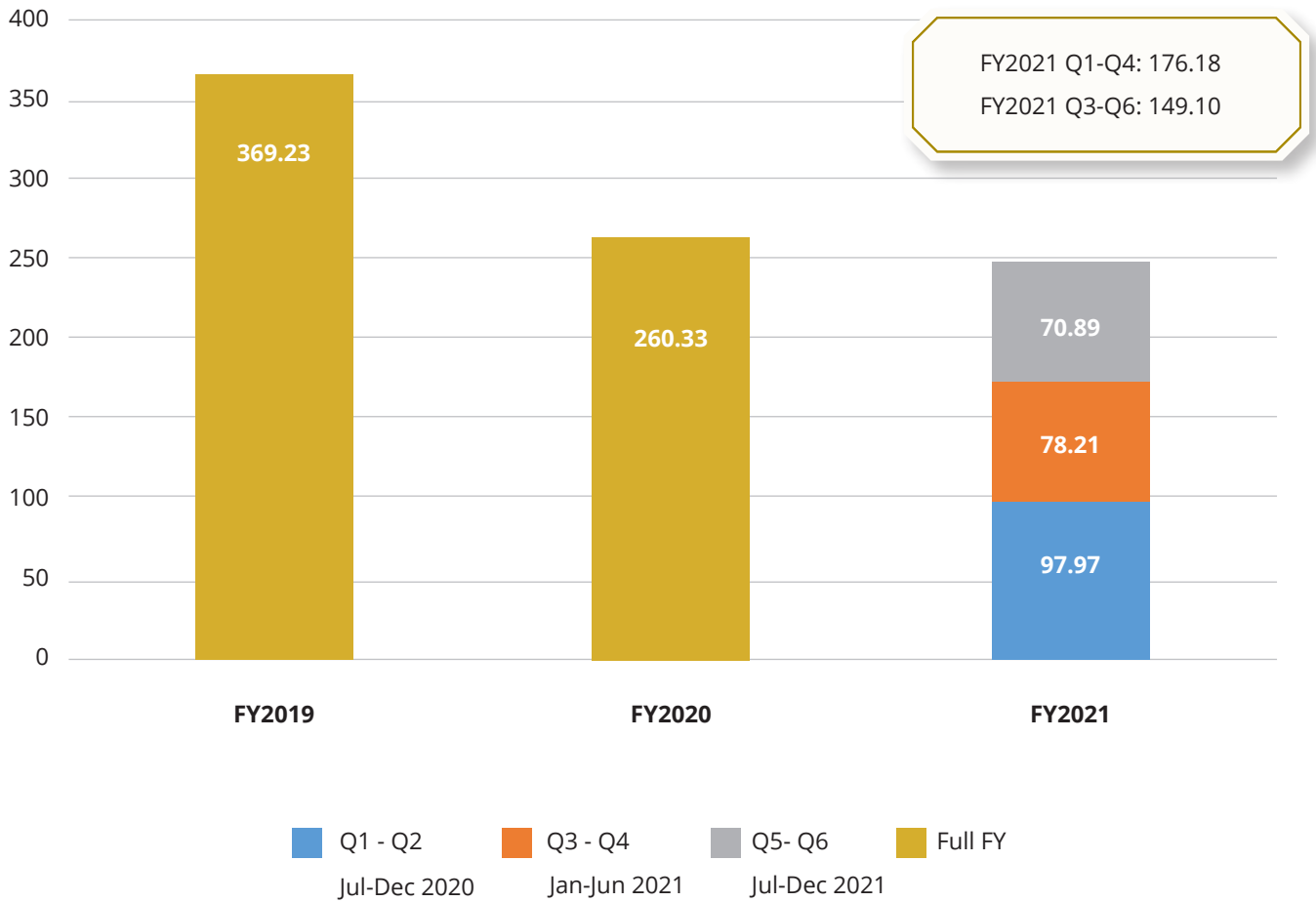
addition to the lack of footfall during COVID-19, in FY2021 our total energy consumption decreased from 390.3 Megawatt hour ("MWh") in FY2020 to 264.1 MWh in FY2021 Q1-Q4. Correspondingly, our carbon emissions decreased from 260.3 tonnes CO2 ("tCO2") in FY2020 to 176.2 tCO2 in FY2021 Q1-Q4, attaining a reduction of about 32%. Going forward, we aim to incorporate more sustainable design and technologies in our future developments to improve our carbon footprint.

Figure 14 and 15: Energy consumption and Indirect (Scope 2) GHG emissions at Astaka⁶



⁶ The data in this section has been restated to account for the change in reporting scope. Astaka will no longer report energy data from the common areas of The Astaka as it is no longer under our operational control.

Total Indirect (Scope 2 GHG Emissions (tCO2))



Water Management

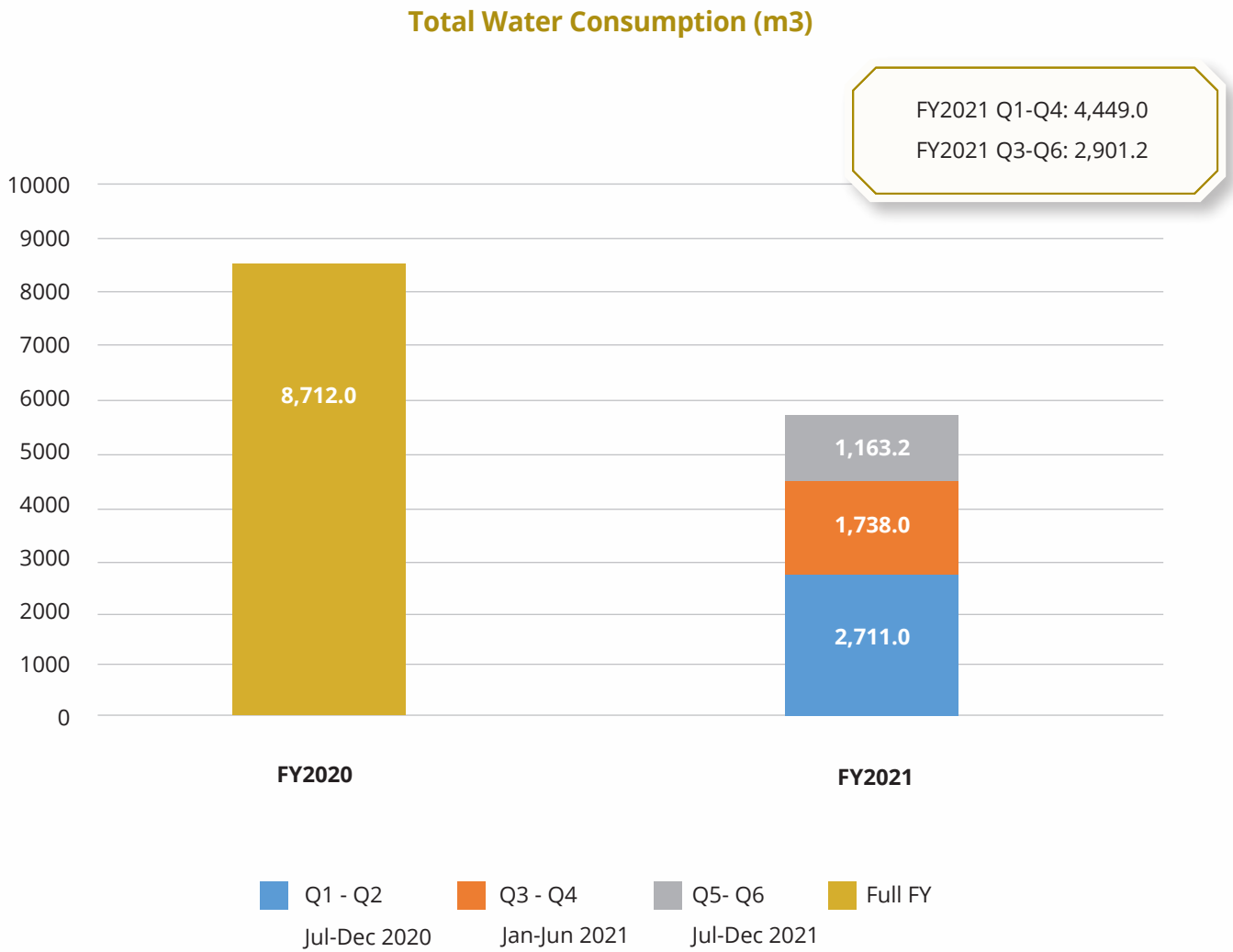
With climate change resulting in longer dry spells, we at Astaka understand the importance of playing our part by reducing our water consumption, starting with initiatives such as rainwater harvesting at Menara MBBJ and The Astaka. Harvested rainwater is typically used for watering of plants or cleaning at Menara MBBJ and The Astaka. We have begun tracking our water consumption with the goal of setting realistic targets by 2023. Additionally, we have started to build a culture that values water conservation, starting with signages to remind our employees of good water saving habits.

Our water consumption at Astaka Padu HQ Office, Astaka Sales Gallery at One Bukit Senyum, and Bukit

Pelali @ Pengerang consists of freshwater from the Johor Bahru municipal water supply. According to the World Resources Institute’s Water Risk Atlas, Johor Bahru is an area at low risk of water stress.

In FY2021, our total intake of freshwater was 7,359.2 cubic meters, compared with 8,712.00 cubic meters in FY2020. The significant decrease in our water consumption for FY2021 as compared to FY2020 can be attributed to the lockdown measures during the height of the pandemic. Going forward, our aim will be to continue to monitor and reduce our water consumption, with the purpose of setting targets for water consumption in FY2023. Our freshwater intake is mainly used for operational purposes.

Figure 16: Total Water Consumption (m3) at Astaka



GOVERNANCE

Compliance

Astaka firmly believes that compliance with laws and regulations related to its operations is the foundation of the Company's long-term success. By

adhering to socio-economic and environmental laws and regulations, we also ensure that our business contributes to Malaysia's goal of building a clean and prosperous society.

Figure 17: Major laws and regulations that Astaka needs to comply with

Major Laws and Regulations	Compliance Objectives
Housing Development (Control and Licensing) Act 1996	To ensure Astaka has the license to operate in Malaysia for housing development projects
Environmental Quality Act 1974	To minimise the environmental impacts from our projects
Local Government Act 1976	To comply with local regulations
Fire Services Act 1988	To manage fire risks and hazards effectively
Solid Waste and Public Cleansing Management Act 2007	To maintain proper sanitation and public cleansing
Strata Titles Act 1985	To be eligible to sell our stratified properties to interested parties
Town Planning Act 172	To comply with masterplan guidelines and regulations
Strata Management Act 2013	To manage the property before handing over to JMB / MC
Uniform Building By-Laws (UBBL)	To comply with building design guidelines and regulations
Catalist Rules	To comply with the Catalist Rules and safeguard the shareholders' interests

To effectively fulfil our legal responsibilities, Astaka introduces and adopts a four-dimensional management approach:

Awareness	HR and finance departments are trained, and employees are frequently updated regarding Astaka's legal responsibilities.
Adherence	Risk management and compliance department ensures that Astaka is compliant with all relevant laws and regulations from different government bodies.
Integration	Astaka's employees need to abide by internal regulations including the Board Charter, the Code of Governance 2018, and Whistle Blowing Policy which integrates the expectations from the company's regulators.
Verification	An independent audit firm verifies Astaka's internal corporate governance system yearly and makes improvement recommendations and plans.

Astaka also has zero tolerance towards corruption, fraud and any unethical conduct. This year, we successfully implemented a Group-wide Anti-Bribery & Corruption policy to ensure the highest ethical standards and integrity of our employees by providing information and guidance on employee conduct and internal procedures. The Anti-Bribery & Corruption policy is administrated by the Risk Management & Compliance Department, which also monitors the use and effectiveness of the policy and deals with any questions on interpretation of the policy.

In FY2020 and FY2021, there were zero confirmed cases of fraud or corruption at Astaka. A public reprimand was however issued in FY2021 for breaches of Catalist Rules that took place in 2019. In response to this, the Board Charter was established and formalised by the Management, and approved by the Board. The Board Charter sets out the roles and

responsibilities of the Board, the Reserved Matters and the Limits of Authorisation.

In FY2020 and FY2021, Astaka also recorded zero cases of significant socio-economic and environmental non-compliance.

Fines received in FY2021 did not exceed RM25,000 in total, and of the incidents, the majority were related to minor traffic offences such as vehicle parking. One incident was related to late submission of financial documents and five incidents were related to late payment of taxes. To ensure that we comply with regulations in the future, we have reviewed our process for setting and reviewing timelines in order to comply with deadlines for the submission of financial documents, and to monitor the expiry of season parking.

APPENDIX A: METHODOLOGY

This section details definitions, methodologies and data boundaries otherwise not already specified, applied to the sustainability performance data disclosed in our SR. They are made with reference to GRI Standards Glossary 2018, internationally recognised standards and the reporting guidance set out in the respective GRI topic-specific disclosures. The GRI topic-specific disclosures covered are listed out in Appendix B: GRI Content Index of this report.

General

Employee

Employee is defined as an individual who is in an employment relationship with the Group, according to its national law.

Worker

Worker refers to an individual contracted by the Group to perform work at premises owned by, or controlled by, the Group.

Worker do not have a contractual relationship with the Group.

Talent management and development

Training hours

Average training hours per employee = Total training hours for the financial year / the total number of employees recorded as at end of the reporting period.

Occupational Health and Safety

Occupational accident

According to the International Labour Organization, an occupational accident is an unexpected and unplanned occurrence, including acts of violence, arising out of or in connection with work which results in one or more workers incurring a personal injury, disease or death.

The coverage for occupational accident cases include employees and workers at our corporate offices, sale galleries and development projects.

Energy management

Energy consumption and Indirect Scope 2 GHG emissions

Energy consumption and GHG emissions data at Bukit Pelali covers common areas owned by the Group and exclude data from tenants for the financial year. Noting that Bukit Pelali Properties is a joint-venture development with Saling Syabas, the Group has applied the financial control approach, which is aligned with Greenhouse Gas Protocol's guidance, in determining

the amount of energy consumed by Astaka. We currently own 51% of Bukit Pelali. The same approach is applied for the calculation of GHG emissions.

The electricity Grid Emission Factor ("**GEF**") used has been sourced from 2017 CDM Electricity Baseline for Malaysia, prepared by Malaysian Green Technology Corporation. The last available GEF was from 2017.

Water management

Water consumption data covers the Astaka Padu HQ office, Astaka Sales Gallery at One Bukit Senyum, and Bukit Pelali @ Pengerang. Our water consumption consists of freshwater from the Johor Bahru municipal water supply. Information on water stress levels are referenced from the World Resources Institute's Water Risk Atlas.

Compliance

Non-compliance incidents

Such incidents refer to non-compliance with social, economic and environmental laws and/or regulations applicable to the Group, brought through dispute resolution mechanisms and/or resulting in:

- Significant fines
- Non-monetary sanctions

APPENDIX B: GRI CONTENT INDEX

GRI Standards Disclosures		Report Section and/or Direct Answers	Page Reference
<i>General Disclosures</i>			
Organisational Profile			
102-1	Name of the organisation	Board Statement	32
102-2	Activities, brands, products, and services	Corporate Profile	1
102-3	Location of headquarters	Group Structure	28
102-4	Location of operations	Johor Bahru, Malaysia	-
102-5	Ownership and legal form	Group Structure	28
102-6	Markets served	The Group's core market is Malaysia	-
102-7	Scale of the organization	Financial Highlights; Our People	19 48
102-8	Information on employees and other workers	Our People	48 - 49
102-9	Supply chain	Supply Chain Management	36
102-10	Significant changes to the organization and its supply chain	Chairman's and CEO's Statement	13 - 17
102-11	Precautionary principle or approach	Supply Chain Management	36
102-12	External initiatives	Astaka's Sustainability Roadmap: Three Years Ahead	41 - 42
102-13	Membership of associations	The Group is a member of Real Estate Developers' Association of Singapore (REDAS)	N.A.
Strategy			
102-14	Statement from senior decision-maker	Board Statement	32
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Sustainability Approach	34
Governance			
102-18	Governance structure	Astaka's Sustainability Governance	35
Stakeholder Engagement			
102-40	List of stakeholder groups	Stakeholder Engagement	37 - 39
102-41	Collective bargaining agreements	The Group has not entered into any collective bargaining agreements as at end of FY2021.	N.A.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	37 - 39

GRI Standards Disclosures		Report Section and/or Direct Answers	Page Reference
<i>General Disclosures</i>			
102-43	Approach to stakeholder engagement	Stakeholder Engagement	37 - 39
102-44	Key topics and concerns raised	Stakeholder Engagement	37 - 39
Reporting Practice			
102-45	Entities included in the consolidated financial statements	About the Report	33
102-46	Defining report content and topic Boundaries	About the Report	33
102-47	List of material topics	Materiality Assessment	39
102-48	Restatement of information	Energy Management	53
102-49	Changes in reporting	About the Report; Materiality Assessment	33 39
102-50	Reporting period	About the Report	33
102-51	Date of most recent report	Published on 9 October 2020	N.A.
102-52	Reporting cycle	Annual	N.A.
102-53	Contact point for questions regarding the report	About the Report	33
102-54	Claims of reporting in accordance with the GRI Standards	About the Report	33
102-55	GRI content index	Appendix B: GRI Content Index	59 - 62
102-56	External assurance	This Sustainability Report is not externally assured. Astaka will consider engaging an independent third-party assurer as we mature in our reporting.	N.A.
<i>Material Topic: Economic Performance</i>			
Economic Performance 2016			
201-1	Direct economic value generated and distributed	Economic Performance	45 - 47
Management Approach			
103-1	Explanation of the material topic and its boundary	Economic Performance	45 - 47
103-2	The management approach and its components	Our Sustainability Policy; Astaka's Sustainability Roadmap: Three Years Ahead; Economic Performance	40 - 41 41 - 42 45 - 47
103-3	Evaluation of the management approach	Economic Performance	45 - 47

GRI Standards Disclosures		Report Section and/or Direct Answers	Page Reference
<i>Material Topic: Talent Management and Development</i>			
Management Approach			
103-1	Explanation of the material topic and its boundary	Training and Education	49
103-2	The management approach and its components	Our Sustainability Policy; Astaka's Sustainability Roadmap: Three Years Ahead; Training and Education	40 - 41 41 - 42 49
103-3	Evaluation of the management approach	Training and Education	49
Training and Education 2016			
404-1	Average hours of training per year per employee	Training and Education	49
<i>Material Topic: Local Communities</i>			
Management Approach			
103-1	Explanation of the material topic and its boundary	Local Communities	50 - 51
103-2	The management approach and its components	Our Sustainability Policy; Astaka's Sustainability Roadmap: Three Years Ahead; Local Communities	40 - 41 41 - 42 50 - 51
103-3	Evaluation of the management approach	Local Communities	50 - 51
Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	Local Communities	50 - 51
<i>Additional Topic: Occupational Health and Safety 2018</i>			
Management Approach			
403-1	Occupational health and safety management system	Occupational Health and Safety	51
403-6	Promotion of worker health	Occupational Health and Safety	51
<i>Additional Topic: Occupational Health and Safety 2018</i>			
Management Approach			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	51
<i>Material Topic: Energy Management</i>			
Management Approach			
103-1	Explanation of the material topic and its boundary	Energy Management	52 - 54

GRI Standards Disclosures		Report Section and/or Direct Answers	Page Reference
103-2	The management approach and its components	Our Sustainability Policy; Astaka's Sustainability Roadmap: Three Years Ahead; Energy Management	40 - 41 41 - 42 52 - 54
103-3	Evaluation of the management approach	Energy Management	52 - 54
Energy 2016			
302-1	Energy consumption within the organization	Energy Management	52 - 54
Emission 2016			
305-2	Energy indirect (Scope 2) GHG emissions	Energy Management	52 - 54
<i>Additional Topic: Water Management 2018</i>			
Management Approach			
103-1	Explanation of the material topic and its boundary	Water Management	54 - 55
103-2	The management approach and its components	Our Sustainability Policy; Astaka's Sustainability Roadmap: Three Years Ahead; Water Management	40 - 41 41 - 42 54 - 55
103-3	Evaluation of the management approach	Water Management	54 - 55
Water and Effluents 2018			
303-3	Water Withdrawal	Water Management	54 - 55
<i>Material Topic: Regulatory Compliance</i>			
Management Approach			
103-1	Explanation of the material topic and its boundary	Compliance	56 - 57
103-2	The management approach and its components	Our Sustainability Policy; Astaka's Sustainability Roadmap: Three Years Ahead; Compliance	40 - 41 41 - 42 56 - 57
103-3	Evaluation of the management approach	Compliance	56 - 57
Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Compliance	56 - 57
Socio-economic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance	56 - 57
Environmental Compliance 2016			
307-1	Non-compliance with laws and regulations environmental laws and regulations	Compliance	56 - 57