EXSIM SUSTAINABILITY REPORT 2022



EXSIM

NEW AGE INGENUITY

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SUSTAINABILITY STATEMENT

ABOUT THIS STATEMENT

As a company that is constantly looking ahead, sustainability has since day one been a core component of who EXSIM Development Sdn Bhd ("**EXSIM**" or "**the Company**") is and what we do. Here, EXSIM hereby proudly presents its first Sustainability Statement ("**Statement**") for the financial year ended 31 December 2022.

This Statement reflects our continued commitment towards sustainability and the impact on economics, environment, social and governance. It presents information and developments related to our practices and performances concerning sustainability matters during the financial year under review.

In this report, we will highlight and discuss Environmental, Social and Governance ("**ESG**") related matters and our approach and efforts in issues concerning sustainability, particularly, improving and integrating sustainability into our day-to-day operations and business planning.

We hope that this Statement will provide a clear and concise account of what sustainability means to us, and how EXSIM strives to deliver long-term value to our shareholders, customers, suppliers, contractors, employees, communities and more.



SUSTAINABILITY APPROACH

Here at EXSIM, our vision for progress drives us to continually focus on sustainability. It is a culture deeply embedded into our business and approach towards all stakeholders, such as our employees, customers, suppliers, contractors and community.

Our sustainability approach is based on the pillars of Economic, Environmental and Social ("**EES**"), supported by key governance factors. The emphasis is equal to incorporate economic, environmental, social and governance factors into our day-to-day operations and decision-making in our business planning.

We strictly adhere to the best practice sustainability framework, standards and guidelines, such as the Sustainability Reporting Guidelines issued by Bursa Malaysia Securities Berhad and the United Nation's Sustainable Development Goals ("**UNSDG**"). Compliance to all relevant regulations and legislation, and being sustainable is a core part of our business decision making process especially in our risk management planning.

With the turmoil caused by COVID-19 over the past 2 years, EXSIM and its subsidiaries ("**Group**") have reiterated the importance of being sustainable to ensure survival in times of crisis. This in turn enhances our risk management outlook and the importance of our stakeholders especially in taking care of our employees and communities around us, providing a platform to plan ahead sustainably.

As a company that values clear communication across all levels, we ensure that all our internal stakeholders are aware of their commitment to sustainability, in terms of the approaches and initiatives. We regularly organise seminars, workshops and talks related to sustainability and ESG matters for directors and employees, especially heads of divisions and departments, to cascade this vision in every area of business planning, risk management and business operations.

SUSTAINABILITY JOURNEY

Environmental awareness coupled with exemplary lifestyle living, are important philosophies that EXSIM holds dear to its heart. Since its inception in 2008, EXSIM has redefined standards in the local industrial and residential sector towards an approach of creating spaces that embrace modern architecture infused with nature-centric design.

Reflected in the company motto 'New Age Ingenuity', EXSIM embraces both nature and technology in championing a reinvention of living spaces for the 21st century urbanite, focusing on crafting lifestyle facilities in every project.



In every project we develop, the aim is to craft lifestyles equipped with top-notch living standards and eco-friendly facilities, setting the stage for a green living, working or social environment. We strongly believe that good sustainability practices implemented into our daily business operations will indeed create long-term value to our stakeholders.

As a measure of accountability and co-operation, we have set up a Sustainability Committee (SC) to spearhead these efforts in the long run. The below diagram shows the current year initiatives for our SC and plans for subsequent years.

INITIATIVE IN FY 2022	PROGRESS UPDATES
Formation of sustainability structures 1) Governance Structure for Sustainability Committee 2) Governance Structure for Sustainability Working Group	Setting up of a Sustainability Committee and Sustainability Working Group
Developing Sustainability Policy and Procedures	Version 1 completed. Version 2 in progress.

REPORTING SCOPE

This Statement covers the sustainability performance of EXSIM and all its active ongoing and completed projects within Malaysia during the financial year ended 31 December 2022. The functional currency for EXSIM is in Ringgit Malaysia with “RM” sign.

SUSTAINABILITY GOVERNANCE STRUCTURE

Our governance structure draws from the EXSIM culture of walking the talk and leading by example. The emphasis is on ensuring transparency and accountability in executing our approach and strategies in sustainability, with clearly defined roles and responsibilities for effective decision-making and implementation.

We plan to expand the governance structure related to sustainability practices and reporting. Our Board of Directors ("**Board**") established a Sustainability Committee ("**SC**") and a Sustainability Working Group ("**SWG**"). The SWG comprises representatives of divisions and departments and will be tasked to execute policies and practices in respect of sustainability and ESG related matters.



Board of Directors ("BOD")

- Main role – Governance & Oversight.
- The BOD has the overall responsibility to oversee the sustainability objectives and strategies set and monitor the implementation of sustainability-related policies by the Sustainability Committee.
- Review and approve for the Sustainability reports.

Sustainability Committee ("SC")

- Main role – Strategic Development of Goals
- Responsible to guide and create sustainability awareness within the Group, develop measures and action plans in achieving EXSIM's sustainability goals and achievements, oversee the process of integrating sustainability practices into EXSIM's daily operations including setting strategic sustainability direction, and recommending the approach to manage material matters for approval by the Board.

Sustainability Working Group ("SWG")

- Main role – lead and execute all sustainability-related projects/plans
- Comprises all division in the Group
- To execute the established sustainability policies, action plans and provide progress updates to SC.

STAKEHOLDER ENGAGEMENT

The spirit of collaboration lies at the heart how EXSIM interacts with its people. We regularly engage with various groups of stakeholders to provide updates on our latest sustainability initiatives, address areas of concern, and keep a check and balance on progress made. It all adds up to a team effort that continually raises the bar of excellence, building an environment of trust, openness and win-win for all.

The Covid-19 pandemic has created new norms in the way we operate our business especially in risk management. This has compelled us to be innovative in the way we conduct our business operations, particularly in ensuring the safety of our employees and patients. From top to bottom, every stakeholder group plays a crucial role through their respective engagement channels, in the process furthering our growth as a sustainability-driven company.

STAKEHOLDER GROUP	ENGAGEMENT CHANNELS	AREA OF CONCERN
Employees Management Directors	- Workshop discussions - Induction training - Learning and development programmes - Corporate volunteering programmes - Employee performance appraisal - Corporate memos & letters - Employee meetings - Employee engagement surveys - Computer screensaver - Monthly operation meeting - Weekly coordinating meeting - Ongoing meetings and interactions - Board and Board Committee meetings - Ongoing meetings and interactions - Site visits	- Safe and conducive working environment - Employee satisfaction - Rewards and recognition for performance - Career development
Customers	- Customer satisfaction form - Ongoing meetings and interactions - Quarterly business review (QBR) and monthly operation review (MOR)	- Affordability of the products (Price) - Quality, workmanship, design and features of the properties - Products safety - Defects rectification

STAKEHOLDER GROUP	ENGAGEMENT CHANNELS	AREA OF CONCERN
Vendors / Suppliers / Contractors	- Interviews - Feedback survey - Ongoing meetings and interactions	- Payment creditability - Pricing of services
Investors and Shareholders	- Ongoing meetings and interactions - Audited Financial Statements	- Current and projected growth opportunities and threats - Funding needs - Risk management - Corporate governance - ESG-compliant and initiatives - Board representation and diversity - Succession plan
Community	- Corporate volunteering programmes - Contributions and donations - Public community events	- Corporate social responsibility - Impact on community
Authorities	- Audit and verification - Inspections by local authorities and regulators - Training programmes for employees - Meetings with employees - Meetings with management team responsible for compliance - Approvals and permits - Occupational safety and health - Environmental management and compliance	- Regulatory compliance - Approvals and permits - Occupational safety and health - Environmental management and compliance - Tax transparency - Anti-Bribery & Anti-Corruption
Media	- Press releases - Press conferences - Media center official website	- Company's reputation - Business continuity - Transparency of the business

SUSTAINABILITY THEMES

Our efforts of building towards a sustainable future are implemented in several ways. We constantly monitor and deliberate on the industry trends, challenges faced in our business operations and stakeholder expectations, with the end goal of delivering sustainable long-term value to shareholders, stakeholders and the society.

In alignment with this, we work closely with industry experts and subject matter experts to devise sustainable business plans and strategies. These are carefully planned according to the material aspects, taking into consideration business growth and needs of our stakeholders based on ESG sensibilities.

MATERIALITY ASSESSMENT

EXSIM plans to conduct a materiality assessment for the financial year ending 31 December 2023, to ensure that material matters are relevant and will remain relevant until the next materiality assessment.

Additionally, we pride ourselves as advocates of the UNSDG's 2030 Global Goals for creating a better world spearheaded by communities, corporations and governments. By taking one step at a time, we look ahead to impacting great change for the future through what we do.



Our top 14 material matters are as follows: -

OUR BUSINESS PERFORMANCE	OUR ENVIRONMENTAL MANAGEMENT	OUR PEOPLE	OUR OUTREACH
Product & Service Quality	Energy Management	Ethics & Compliance	Local Communities & Social Impact
Technology, Innovation & Development	Climate Change & Environmental Issues	Labour Practices & Rights	
Economic Performance		Diversity & Inclusion	
Customer Satisfaction & Relationship		Employee Learning & Development	
Supply Chain Management		Employee Well-Being Health & Safety	
		Attracting, Developing, Rewarding & Retaining Employees	



ECONOMIC SUSTAINABILITY

Financial Performance

	2022 RM'000	2021 RM'000	2020 RM'000
Revenue	1,653,473	1,477,907	867,955
Profit Before Tax	268,280	261,610	100,658
Profit After Tax	201,550	194,117	66,653
Shareholders' Fund	1,018,033	806,635	446,518
Total assets	4,280,632	3,680,307	3,102,656



ECONOMIC PERFORMANCE

Today as the world at large moves towards going green, the future trends of the property industry will be sustainable and eco-friendly buildings, as well as building affordable homes. In line with its reputation as a builder of ingenuity, EXSIM's projects prominently feature eco-friendly facilities and affordable costing by minimising entry cost, furnishing cost and renovation cost for buyers.

To this extent, EXSIM participates in some of the Government's affordable housing initiatives via the D'Nuri Residences, D'Quince Residences, D'Vervain Residences and D'Vine Residences projects. Located in the neighbourhood of Desa Petaling, D'Nuri Residences (completed in July 2020) was EXSIM's first corporate social responsibility project under Dewan Bandaraya Kuala Lumpur's RumahWIP scheme. D'Quince Residences and D'Vervain Residences, both launched in second quarter of 2020 and D'Vine Residences launched in 2022 that located at Central Park Damansara* are another corporate social responsibility project, of which certain unit type in D'Quince Residences and D'Vervain Residences are under Lembaga Perumahan Dan Hartanah Selangor's affordable serviced apartment scheme.

**Central Park Damansara - to be named at a later date*



TECHNOLOGY, INNOVATION & DEVELOPMENT

Our Office

Sustainability is a core component not only in the projects EXSIM offers, but also our very own workspaces – once again, testament to our 'walk the talk' philosophy. Our property construction management has benefited from our investment in an Industrial Building System ("IBS") – a construction technique system whereby components are manufactured in a controlled environment. Through this, we are able to significantly minimise construction waste in our developments, hence contributing to a reduction of our carbon footprint.

The use of IBS promises to decrease usage of timber formwork on construction projects. Through a repetition façade, contractors can implement aluminum formwork to expedite the work, thus lessening project timeframes. Since the factory production takes place in a controlled environment, an IBS component also has higher quality and better finishes due to careful selection of materials, use of advanced technology, better and strict quality assurance control. In the long run, utilisation of IBS components leads to less construction processes, especially for on-site wet work, resulting in neater site conditions and increased safety.

Our Property Developments

EXSIM is constantly pioneering more eco-efficient ways for modern dwellers to make sustainability part and parcel of their homes. Our projects adopt power effective systems such as LED lighting, regenerative drive lifts, as well of maximisation of natural daylight and ventilation. High performance lighting (T5 & LED) is also used to reduce carbon footprint, delivering energy savings and higher productivity.

Our elevated car parks adopt a post-tensioning concrete floor system that creates efficient structural integrity with minimal material usage. Individual condominium units also employ an RC Shear Wall system that serves as excellent acoustic and fire insulators between rooms.

Aluminium formwork system is applied in constructing shear walls, helping to reduce material usage in the construction phase. In line with modern hybrid lifestyles, our residences are well-equipped with high-speed broadband to facilitate work-from-home lifestyles that reduce traffic pollution.

CUSTOMER SATISFACTION AND RELATIONSHIP

'Think Customer First' is a central foundation of EXSIM's values, expressed as a 'can-do' attitude of going the extra mile to exceed customers' expectations. Our basis for constant improvement in this aspect is by listening to them.

One way this was made possible was by enhancing customer service during the Vacant Possession (VP). A comfortable venue was been set up with instrumental music, a unique EXSIM fragrance, a refreshment station, and industrial and minimalist interior design, with focused customer service training given to all staff and agents involved in the VP process.

We also initiated building closer two-way relationships with our customers, by asking for feedback on our service and the overall VP experience. Through these simple measures, we deliver a powerful message that our customers are valued and we are constantly striving to improve.





ENVIRONMENT SUSTAINABILITY

Being a key player of the property development industry, EXSIM is aware that its day-to-day activities bear a significant carbon footprint through various aspects such as construction materials, water, energy and generated waste. However, it continues to play its part as an environmentally responsible company, through various sustainability efforts that minimise impact to the planet and adhere to ESG compliance standards.

GREEN INITIATIVES

We implement a reduce, reuse and recycle (**"3Rs"**) waste minimization concept into our nature property development to tackle and reduce carbon footprint. We inform our stakeholders on EXSIM green initiatives via direct messaging measures such as emailing and labelling.

Internal

To reduce paper consumption, our employees are encouraged to print double-sided and reuse recycled paper and envelopes when dealing with internal documents. In addition, we also reuse empty cardboard boxes for filing and storing of documents.

GREEN DESIGN, ENERGY AND GREEN SPACES

With regards to property developments, EXSIM undertakes to incorporate elements of sustainability in all of its projects.

Sustainable Design for Energy Efficiency

The thermal performance of a building is enhanced by using energy efficient low-emittance glass with non-toxic thin coating resulting in a reduction of solar heat gain into the building. Essentially the design Overall Thermal Transmission Value (OTTV) would be better than MS 1525 requirement, which is less than 50W/m2. This can also be seen in the enhanced roof thermal performance by using insulation to reduce solar heat gain into the building. The design roof thermal transmittance U-Value is <0.6W/m2K. Energy consumption is further reduced with using air conditioning system with the rating 3 to 5 Star Rating including designing common areas with natural ventilation to also promote energy saving.



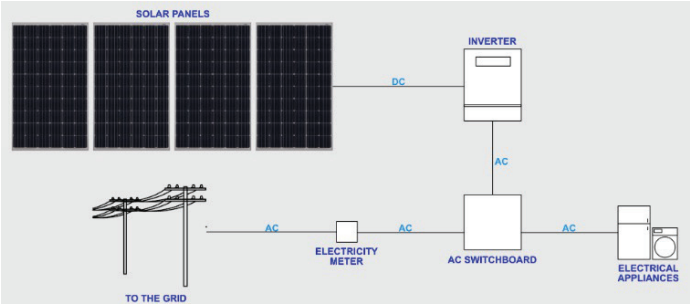
To ensure energy efficiency, design of the common areas are with adequate daylight illuminance levels of more than 50% of habitable spaces and LED lights/energy efficient lightings are used to reduce 40% of energy consumption at common area.

Further reduction of energy consumption can be seen in the usage of the AC-VVVF and regenerative lift system by reducing 25% to 30% of the power supply required.



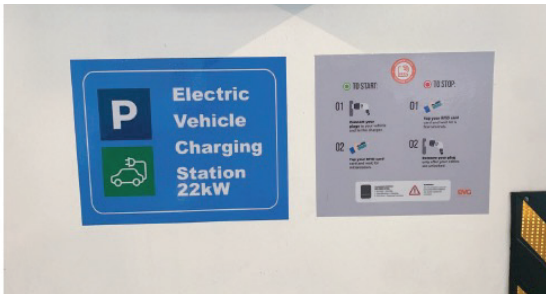
Renewable Energy

Energy conservation can be seen in the provision of Solar PV Panel on the roof which reduces 5% to 10% of the energy consumption in common areas.



Electric vehicle charging stations are also made available to provide for accessibility to renewable energy.





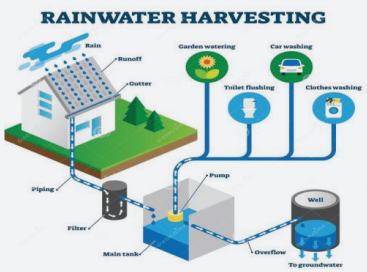
Water Management

To ensure water consumption is being managed effectively, the steps taken for water saving measures are:

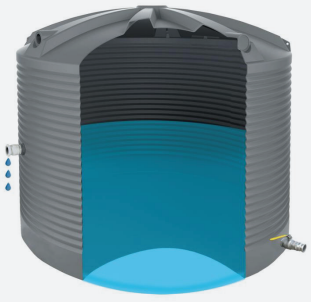
Using designs with efficient sanitary fittings covered under Water Efficiency Product Labelling Scheme (WEPLS).



Using rainwater harvesting system for landscape irrigation which saves more than 20% of irrigation consumption.



Using On Site Detention Tank with the size of more than 30% capacity of what is required by the authorities.



Supply Chain Environmental

Sustainable and environmentally friendly construction materials such as green cement, green sealant, green skim coat, green water proofing, green plaster ceiling, green timber, green tiles, system formworks, recycle content steel and low Volatile Organic Compounds (VOC) paints.

SIRIM
ECO-LABEL

GreenLabel
SINGAPORE

Green Coverage

The landscapes within the projects have high greenery provisions with Green Plot Ratio GnPR>1. The developments also come with provisions of minimum 20m2 herb garden to encourage growing valuable and quality foliage.

Waste Management

To encourage proper handling of waste management, recycle bins are provided in support of recycling activities.



GREEN BUILDING CERTIFICATIONS

The business strategy of EXSIM moves in tandem its philosophy of 'keeping an eye on tomorrow's possibilities', constantly aligning with critical environmental and climate change objectives.

Our high-rise property development projects are mostly certified by Green Building Index ("**GBI**") or GreenRE by the GBI Accreditation Council and Estate and Housing Development Association ("**REHDA**") respectively. During the financial year covered, we have obtained another GreenRE certificate with Gold Awards for Scarletz Suites @ KL City Centre project.

This is evidenced by our successfully completed property development projects which have achieved the following awards: -

GreenRE Certification

PROJECT	CERTIFICATION STATUS	DATE ACHIEVED	CATEGORY
Ceylonz Suites @ Bukit Ceylon	Silver (Provisional)	25 Sept 2018	Non Residential
The Arcuz @ Kelana Jaya	Bronze (Provisional)	18 Oct 2019	Residential
Millerz Square @ Old Klang Road (Astor and Barrow)	Bronze (Provisional)	10 Dec 2020	Residential
The Rosewoodz @ Bukit Jalil	Bronze (Provisional)	12 Jan 2021	Residential
Millerz Square @ Old Klang Road (Charlton)	Bronze (Provisional)	3 June 2021	Residential
D'Quince Residence	Gold (Provisional)	23 June 2021	Residential
D'vervain Residences	Gold(Provisional)	25 Oct 2021	Residential
Millerz Square @ Old Klang Road (Elmwood)	Bronze (Provisional)	6 Dec 2021	Residential
Millerz Square @ Old Klang Road (Devon)	Bronze (Provisional)	24 Dec 2021	Non Residential
Scarletz Suites @ KL City Centre	Gold (Provisional)	30 Mar 2022	Non Residential
The Fiddleoodz @ KL Metropolis	Silver (Provisional)	10 May 2022	Residential
D'Erica Residences	Gold (Provisional)	2 Aug 2022	Residential
Mossaz	Gold (Provisional)	1 Sep 2022	Non Residential
D'Ivo Residences @ Old Klang Road	Silver (Provisional)	2 Sep 2022	Residential
D'Cosmos Residences	Gold (Provisional)	26 Sep 2022	Residential
22 Macalisterz @ George Town	Silver (Provisional)	17 Oct 2022	Non Residential
The Stallionz @ Ipoh White Times Square	Gold (Provisional)	21 Nov 2022	Residential
D'Clover Residences	Gold (Provisional)	19 Dec 2022	Residential
Nidoz Residences @ Desa Petaling	Bronze	25 Dec 2022	Residential

Green Building Index

PROJECT	CERTIFICATION STATUS	DATE ACHIEVED	CATEGORY
The Treez @ Bukit Jalil	Silver	17 Oct 2014	-
The Rainz @ Bukit Jalil	Certified	12 Nov 2015	Design Assessment
The Leafz @ Sungai Besi	Certified	3 Aug 2016	-
Twin Arkz @ Bukit Jalil	Silver	3 Nov 2017	Completion & Certification Assessment
Petalz Residences @ Old Klang Road	Certified	30 Aug 2018	Completion & Certification Assessment
Expressionz Professional Suites @ Tun Razak	Certified	26 Feb 2020	Completion & Certification Assessment

SOCIAL SUSTAINABILITY

In developing our business strategy, we emphasise human rights and will never tolerate any forms of discrimination and practices. We operate our business ethically, responsibly and take initiatives to prevent incidents of sexual harassment, child labour and forced labour.

We strongly believe that our employees are the cornerstone of our Group, as reflected in continuous investment in their personal growth and development to build a winning and sustainability-driven team. This begins by constantly engaging with our employees to cascade our mission, culture, best practices and most importantly, our commitment to ESG matters.

As our employees grow to be part of our EXSIM family, we try to ensure that they derive value and fulfilment from work, while providing a structured career development path with opportunities to become more. Our appreciation towards our people is reflected in a tangible sense, through highly competitive benefit packages to attract and retain the best talents:

STATUTORY CONTRIBUTIONS

All our confirmed employees get 18% rate in EPF for employer portion.

FLEXI CLAIMS

RM 1,500 per year for normal employees and RM 1,800 per year for managerial level and above which covers:

i) Medical expenses (including outpatient, specialist visit, check-up and vaccination) of employees' self, spouse, parents and children

ii) Dental expenses of employee

iii) Optical expenses of employee

INSURANCE

i) Cashless outpatient and specialist visit - RM 1,500 per annum for all employee

ii) Surgical and Hospitalization coverage - RM 40k per annum for normal employees; RM 80K per annum managerial level and above

iii) Group Personal Accident coverage – RM 100,000.00 limits on sum insured for normal employees; RM 200,000.00 limits on sum insured for managerial level and high-risk employees such as site workers/dispatch/drivers

iv) Group Term Life coverage – Benefit entitlement will be basic salary x 24 months (max limit RM 4,000,000.00)

SHORT TERM DISABILITY/PROLONGED ILLNESS BENEFIT SCHEME

Employees with at least one year service will have salary continued for stipulated period of time if unable to work due to dengue, surgeries, childbirth, accident injuries, cancer treatment, kidney dialysis etc.

Treatment Duration (absent)	Salary Granted
1-4 Months	100% Salary
5-8 Months	75% Salary
9-12 Months	50% Salary
At>12 Months	Company reserves the right to terminate the employment

STAFF DISCOUNT

On top of the current discount/rebate scheme extended to the public, confirmed employee shall be entitled to additional 2% of the purchase price on any purchase of property developed by the Company.

SPECIAL ALLOWANCES (TO SUPPORT CERTAIN OCCASIONS IN EMPLOYEES' LIFE)

i) Staff Marriage – RM 2,000 to RM 10,000 depending years of services

ii) Condolences (death of staff's immediate family members) – RM 1,000 to RM 5,000 depending years of services and relationship

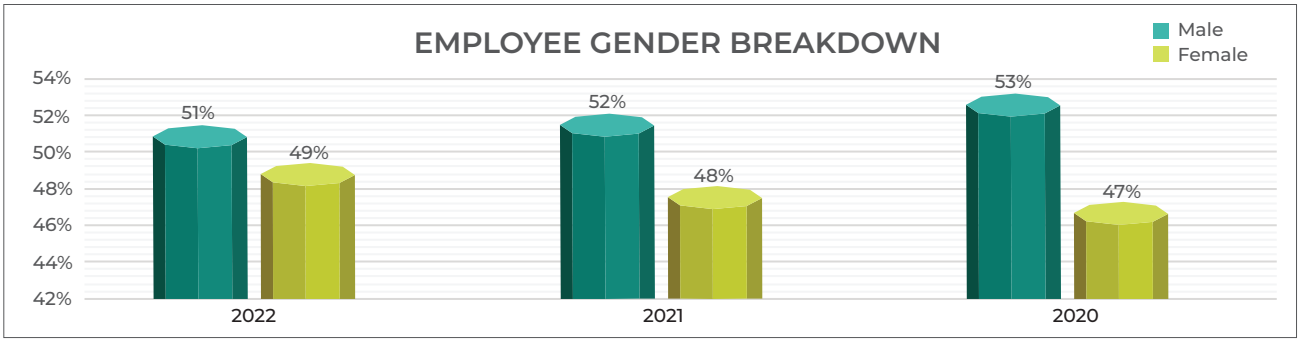
NURSING ROOM

Private room in the office for breastfeeding female employees to pump breastmilk during working hours.

Diversity and Inclusion in Work Place

One of EXSIM's central mission statements is respecting and treating everyone the way we want to be treated. This translates into a work environment that accepts and includes all, with no discrimination or prejudice and solely based on merit.

Presently, there are no set gender employment quotas. However, in the long run we strive to achieve a balance of genders for all employees at a departmental and Group level. As of financial year 2022, we have a total of 221 employees and the breakdown of our employees by age and gender are as follows:



Employee Training & Development

Upskilling and upscaling are continuous processes that EXSIM takes seriously to elevate standards organization-wide. Our staff training programmes are identified based on business strategies and operational needs, meeting regulatory requirements and ensuring the development of our people's technical, interpersonal, business and management skills. The training programmes conducted for our staff during the FYE 2022 are as follows: -

TRAINING TITLE	DEPARTMENT	YEAR
Payroll 101 Webinar	Combined	2022
Virtual Scaffold Inspection Course (MKRS)	P	2022
Qlassic Assessor Course	P	2022
Contract Solution I - T terminated or be terminated	P	2022
Rehda - Regional Housing Conference	P	2022
Datum KL	P	2022
Charlton Martin - Mastering Loss & Expense Claims	P	2022
Tread Talk Between Rehda WP & TNBKL	P	2022
REDHA Institude - Real Estate Digital Summit 2022	P	2022
Datum Green	P	2022
Tinjauan Terhadap Udang-Undang Kecil Bangunan Seragam (Pindaan) 2021	P	2022
REDHA - Green Build Conference 2022: Accelerating Sustainability in Malaysia's Real Estate Sector	P	2022
IEMTA - 100 Common Problems in Construction Contract	P	2022
Group Accounting (MFRS 3, 10, 11) Basic to Intermediate by Using MS Excel Worksheets	GA	2022
Statement of Cash Flows - Preparation and Presentation Using MS Excel Spreadsheets	GA	2022
Strategic Tax Considerations for Business Restructuring	GA	2022
Practical Tax Insights On Real Estate Investments	GA	2022
Applying MFRS 15 and MPERS $34 - Constructions Contracts and Property Dev activities	GA	2022
Valuation On Mergers And Acquisitions	GA	2022

TRAINING TITLE	DEPARTMENT	YEAR
Tax Audit and Investigation Webinar	GA	2022
Company Tax Saving Webinar	GA	2022
CPD Seminar - Digitalizing Property Management	PM	2022
Current Guidelines On Foreign Acquisitions of Malaysia Real Estate in KL and Selangor	PM	2022
E - Signing -What You Need To Know	PM	2022
Communications Skills for the Workplace	MS	2022

P – Projects and Contract Department
GA – Group Account & Audit/Group Treasury
PM – Property Management
MS – Marketing and Sales

In this financial year, we have spent a total of RM31,829 for all the training conducted, and a total of 45 staff attended the training which covered 184 hours of training hours. We are looking forward for more training to be conducted for our staff members.

Promoting Employment of Local Youth

We believe in contributing to the development of the next generation of graduates and business leaders through our sought-after internship programme. We traditionally had a good intake of interns, but there was a significant drop in FY2021 and FY2022 as some schools temporarily froze their internship requirements due to the pandemic.

Year	No. of Intern
2020	12
2021	1
2022	1

Year	No. of Intern Converted to Permanent Staff
2020	3
2021	0
2022	0

Response to Covid-19 Pandemic

The initiatives taken by EXSIM and the Standard Operating Procedures ("**SOPs**") that have been established to respond to the Covid-19 pandemic have evolved to ensure that they are effective in protecting our employees in our business. In FY2022, our focus has been in ensuring the health and safety of our employees while maintaining business continuity. Some of the efforts undertaken encompass the following areas: -

Vaccination – EXSIM has strived to ensure that virtually all permanent employees are fully vaccinated.

Testing Protocols – We established a testing protocol to ensure those most at risk are tested the most frequently, to rapidly curb any potential spread. We purchased and supplied Covid-19 self-test kits for employees to do regular testing in the work premises.

Close Contact Protocols – We established close contact protocols that are refined frequently as more Covid-19-related information is made available, geared towards keeping all staff members safe from infection risks.

On-site testing – On site Covid-19 PCT tests are regularly carried out for all staff members and site workers.

We also provide some extra Covid-19 benefits for our staff members as follows: -

i) Lunch subsidy for staff members working in office during the MCO periods;
ii) Staff members who had close contact or were infected with Covid-19 are entitled to special leave without needing to utilise individual annual leave or medical leave; and
iii) Staff members are entitled to claim for Covid-19 test (PCR and RTK) expenses.

The measures undertaken above are part of a comprehensive plan developed over a period of time to address what is an evolving situation. Although many countries are transitioning to endemicity, we continue to remain alert in responding to any adverse developments, always ensuring that our employees and business are protected.



COMMUNITY

EXSIM FOOD AID CSR CAMPAIGN 2021

In support of the #BenderaPutih movement, we contributed 800 sets of essential food baskets to needy families from selected PPR ("**Program Perumahan Rakyat**") in Klang Valley. A total of 50 EXSIM employees participated in this voluntary project to help out with food packing and delivering food baskets to PPR communities over the campaign period of 4 days.



ART COMMUNITY PROJECT

EXSIM gives back to the society not just via physical contributions, but also in the arts and humanities. KongsiKL is EXSIM's first art-related community project presented and managed by KakiKongsi, which the Group supports by sponsoring rental fees.

KakiKongsi is an art collective comprising diverse talents from education and design fields. It was set up with the vision to restore the Malaysian spirit of community and sharing, running at a 10,000 sq.ft. local arts arena established in 2017.

Multidisciplinary show Seni Tiga by Kongsi Petak, an entity from the KongsiKL performing arts community, took home a total of five awards at the 17th Boh Cameronian Arts Awards (BCAA) in (Dance Category) which is the biggest win by any individual or group at the prestigious arts awards fall back to July 2020.

AFFORDABLE HOMES PROJECT

In support of the national agenda of making home ownership affordable for all levels of society, EXSIM focuses on environmentally friendly and sustainable material selection, aimed at optimising energy efficiency and providing community-oriented activity spaces.

In 2020, the Group successfully delivered 557 units of affordable homes in D'Nuri Residences @ Desa Petaling, developed under the Project Rumah Mampu Milik Wilayah Persekutuan (RUMAWIP, Federal Territories Affordable Housing Project), priced at RM300,000.

We have launched 1,174 units of affordable units under the Affordable Serviced Residential Apartment (LPHS) programme, with units priced RM270,000 in 2020.

In 2022, we launched another development, D'Vine Residences under LPHS with a total of 1,450 units priced at RM270,000 each.

SCHOLARSHIP, STUDY GRANT AND DONATION TO SCHOOLS

Scholarship and Study Grant

The Dasein-EXSIM Scholarship and Study Grant was established in 2019, reflecting EXSIM's commitments to sustainable education. It provides deserving and well-qualified Malaysian students with an opportunity to pursue their studies in creative arts and mass communication. Since 2019, the Dasein-EXSIM Full Scholarship & Study Grant awarded for students enrolled in 2020 intakes across January, May and September.

Total funds contributed:

Year	Sponsorship Amount
2020	RM1,500,000
2021	RM1,500,000
2022	RM1,500,000

Donation

SJK (C) Lai Ming	Sponsor for Jogathon "Go Fun Run" amounting RM5k
SJK (C) La Salle	Donate RM2.2m for construction cost
SJK (C) Yoke Nam	Donate RM36k for Basketball court
SJK (C) Tai Thung, KL	Construct a new building worth RM2.8m
SJK (C) Jinjang	Donation of RM240k

SUPPORTING CHARITY AND NON-PROFITS ORGANIZATION

During the financial year 2021 and 2022, we have provided monetary support to various types of charities and non-profit organizations as a gesture of gratitude to our community. The list of contributions is as follows: -

1. Contribution of a total of RM 1.05 million to United Chinese School Committees' Association of Malaysia;
2. Platinum Sponsor for 100KM Charity Run in aid of Kuala Lumpur Lions Renal Centre;
3. Contribution to Colour Away Covid "Dear Malaysia" campaign 2021;
4. Cash contributions to The United Chinese School Committees' Association of Selangor and Wilayah Persekutuan Kuala Lumpur Charity Campaign;
5. Provides free education to Deaf and Hard of hearing children, by The Community Service Centre;
6. Contribution of RM300,000 to Klang River Festival which organised by KongsiKL. The programs under four pillars: Heritage, Environment, Community and Creative, which will take place from 25 November to 4 December 2022 at various venues along the Klang River;
7. Support to forge a sustainable future with UOB and plant hope in society, "UOB Together We Plant 2022";
8. Support to explore the boundless possibilities of technology spanning the #Metaverse, #AI and #DigitalAssets;
9. Donation for Selangor Flood Relief by Pejabat Dato' Menteri Besar Selangor; and
10. Monthly contribution to Pertubuhan Kebajikan Insan Istimewa Kuala Lumpur.



INFRASTRUCTURE PLANNING AND INVESTMENT FOR SUSTAINABLE COMMUNITIES

In ensuring that the surrounding communities of EXSIM's property developments benefitted and have an increased value created, public infrastructures enhancements, road improvements including upgrading sewerage systems were undertaken to provide for a better sustainable living. These can be made references to The Leafz @ Sungai Besi whereby several enhancements were made:

- Two shop lots were purchased at the total amount of RM1,393,601.60 which were then demolished in order to create a non-congested traffic flow as indicated in the picture below:



- Due to congested area, the morning market was also relocated to a new vacant land by collaborating with DBKL which EXSIM spent at an estimated amount of RM1.5 million and the re-opening of the pasar pagi was officiated by MP Teresa Kok together with the traders.



Further, EXSIM spent RM1,429,840.00 for the Sports Arena, a multi-purpose outdoor court with the facilities of both futsal court and basketball court located at the land just beside The Leafz @ Sungai Besi (Tower C) which the residents are currently enjoying for free:



In line with supporting a better community living, some beautification works were also performed at EXSIM's own initiatives spending a total amount of RM1 million to beautify few rows of shophouses/shop apartments in front of The Leafz @ Sungai Besi.



Also in another project where EXSIM has performed beautification works is the sewerage plant in front of Nidoz Residences @ Desa Petaling.

EXSIM

NEW AGE INGENUITY

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