



SOCIAL KEY HIGHLIGHTS

Corporate Social Responsibility

BUDGET 2020 **RM2,000,000**



**Education
Development**

RM128,818.40



KPS CerDik

RM100,000



28 Students



**KPS Junior
(Industrial Placement)**

RM28,818.40

5 interns in Industrial
Placement Programme

1 graduate in Graduate
Attainment Programme
("GAP")



**Entrepreneurship
Development**

RM494,600



**Livestock
Management**
RM135,000

30
participants



Postnatal
RM144,000

30
participants



Caregiver
RM197,600

40
participants



**Caregiver-KPS
Community Outreach**
RM18,000

15
trainees
95
community
members



**Environment,
Safety and Health**

RM293,880



**KPS Clever Cyclist
(Road Safety Awareness Programme)**

RM98,000

91 participants



**Swimming & Water Safety
Campaign
(Junior Lifesaving Programme)**












RM154,200

130 participants

SOCIAL KEY HIGHLIGHTS

Corporate Social Responsibility

<p>Community Development </p> <p>RM343,200</p> <p>KPS SPORTS FOR ALL:</p> <p> Badminton Therapy Clinics for Autistic Children: RM145,400 60 children</p> <p> KPS Badminton for the Hearing Impaired Development Programme RM66,000 SPONSORED 2 hearing impaired players below 25 years old</p>	<p>Sports Development</p> <p> Swimming RM43,800</p> <p>Talent Identification for Swimmers with Special Needs 5 participants</p> <p> KPS Lifeguarding & Swimming Instructor Certification Course 4 juveniles certified 3 successfully employed</p>
	<p> KPS Junior Cyclist Development Programme RM68,000 SPONSORED 15 cyclists below 15 years old</p>

 Philanthropy		
<p>RM20,000 to 21 Associations, NGOs and Schools</p>	<p>RM44,550</p> <p> PPE donated to Klinik Kesihatan Kelana Jaya</p>	<p> 500 hand sanitisers worth RM15,000 distributed to Pejabat Pendidikan Daerah ("PPD") Petaling Perdana</p>
<p>RM10,000 to  Waqf Dialysis Center</p>	<p>RM100,000</p> <p> Contribution to State of Selangor's COVID-19 Special Assistance Fund</p> <p>Donations to 56 non-Muslim families affected by COVID-19</p> <p>RM3,640</p> <p>RM65 each to 56 community members</p>	<p> RM10,000 for free internet access and desktop computers contributed to SJK (C) Chen Moh, Petaling Jaya</p>
<p>RM200,000</p> <p> Distribution of <i>Korban</i> meats to community members in Selangor State</p>	<p> RM10,000 Surau Al-Firdaus at Taman Banting Baru, Banting, Selangor</p>	<p> RM29,316 worth of PPE to 6 medical clinics in the Klang District</p> <p> Employee Emergency Assistance Fund: RM10,000</p>
		<p> RM9,800</p> <p>230 bottles of hand sanitisers to 73 schools in Johor</p>



KPS CerDik under the purview of the Education Development Programmes enable Orang Asal children to access quality education and to reduce the disparity in the community.



Scaling Up Social Impact: Corporate Social Responsibility [GRI 413-1][F4GBM]

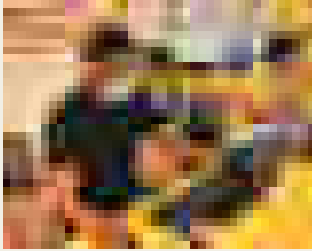


OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGs

- 1.A Ensure significant mobilisation of resources from a variety of sources and to implement programmes and policies to end poverty.
- 3.8 Achieve universal health coverage, including financial risk protection, access to quality healthcare services and access to safe, effective, and affordable medicines and vaccines for all.
- 4.4 To increase the number of youth and adults to have relevant skills for employment, decent jobs and entrepreneurship opportunities.
- 4.B Substantially expand the number of scholarships available to developing countries, or enrolment in higher education, in developed countries and other developing countries.
- 5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and property, financial services, inheritance and natural resources.
- 5.B Enhance the use of enabling technology, to promote the empowerment of women.
- 6.A By 2030, expand international cooperation and capacity-building support to developing countries in water-and sanitation-related activities and programmes.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of enterprises.
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, eliminating discriminatory laws, policies and practices and promoting
- 11.A Support positive economic, social and environmental links between urban, and rural areas by strengthening national and regional development planning. appropriate legislation, policies and action.

We ensure a conducive, healthy, and safe workplace environment to support and nurture a high-performance culture within KPS. It is vitally important for our employees to leverage our Core Values to actively engage in our community development and CSR programmes as part of their personal and career growth trajectories in strengthening social skills.

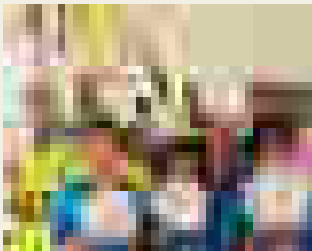
Scaling Up Social Impact: Corporate Social Responsibility [GRI 413-1] [F4GBM]



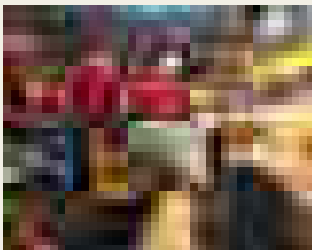
OUR EMPLOYEES: Addressing the new norm at the workplace: Our 4,213 employees spread over five countries are the pillars that have ensured KPS' sustainable growth. We have pulled through a crucial period in 2020, and the synergistic strength amongst all employees was the determiner for our better-than-expected performance.

We have put together new protocols to address health and mental well-being concerns of our employees and workers, especially with the new work-life situation.

In encouraging exceptional performance among employees, we have specially curated training programmes and opportunities for career advancement to support their professional growth and personal goals in propagating a dynamic talent pool.



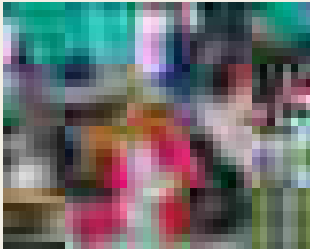
KPS EDUCATION DEVELOPMENT PROGRAMMES: KPS has stepped in to analyse, intervene and provide solutions to address the challenges faced by Malaysia's Orang Asal and the less fortunate in our community. We have achieved great strides with our education programmes that offer them access to education in tandem with the national education policies and programmes designed for these children. Our success lies in their achievements as they grow and develop into productive adults.



KPS ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES:

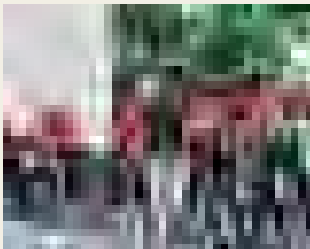
KPS has trained and developed social entrepreneurs amongst our community members. Our beneficiaries have gained from specially tailored programmes that are designed to enable them to explore a multitude of business opportunities. We also focussed on empowering women, especially those from challenged backgrounds, including single mothers.

In 2020, 110 participants completed training programmes in livestock breeding and management, caregiving services, and postnatal services. Since 2017, the majority of participants from these programmes have gone on to become successful entrepreneurs. We are proud to be associated with them and salute their willpower to improve their lives and those of their families.

Scaling Up Social Impact: Corporate Social Responsibility [GRI 413-1] [F4GBM]

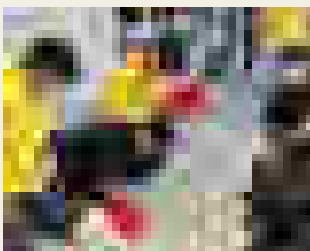
KPS COMMUNITY DEVELOPMENT PROGRAMMES: Our beneficiaries have benefitted from the various community development programmes and initiatives we have organised and carried out since 2014. KPS is recognised for its philanthropic efforts in alleviating the burden of the impoverished in communities where it operates. We have extended humanitarian aid to assist members in our communities who may have been victims of natural disasters or unfortunate incidents, impoverished families, and the chronically infirmed.

We have been actively involved in local religious and cultural programmes and have extended humanitarian assistance in times of crises. We work closely with Government agencies and NGOs to lend our support through cash or in-kind donations.



KPS SPORTS DEVELOPMENT AND SPORTS FOR ALL PROGRAMMES: We have invested RM8 million from 2014 to 2020 to enable 46,775 participants, the majority of whom are from the lower-income groups. Our programmes include various sports activities, including football, badminton, swimming, and cycling.

In promoting social equality, our programmes are planned to encourage and increase participation from both the abled and differently-abled. The objective is to unearth and nurture the talents of budding and potential professional athletes.



ENVIRONMENT, SAFETY AND HEALTH: KPS has undertaken several environment, safety and health initiatives such as 'gotong-royong' cleaning up efforts of beaches and villages, tree-planting, and creating awareness programmes on the importance of environmental preservation, including health and safety aspects. These programmes are extended to the younger generation in our communities, with the underlying effort of nurturing their awareness on improving their future prospects and safeguarding the environment.

Scaling Up Social Impact: Corporate Social Responsibility [GRI 413-1] [F4GBM]

The Group's sustainability agenda has not veered from the main aim of progressively developing our communities and societies. This is a long-term commitment, which is deeply ingrained in its culture to make meaningful contributions for the greater good of society as a whole.

The implementation and execution of our CSR initiatives are grounded in value-creation potential, which are backed by our commitment to tackle societal challenges and effect positive changes in the lives of our beneficiaries.

At a time when many companies were facing eroding business demand and were either forced to downsize or cease operations, our business units were aggressively pushing through existing limitations in pursuit of new opportunities to stabilise, if not grow, our market presence, albeit being in a challenging and competitive business climate brought on by the ripple effects of the COVID-19 pandemic. This reflects our high-performance culture amongst our employees, who stimulate change and inspire progress, who continuously improve and enhance their capabilities, to move KPS up the value chain.

In the spheres of community engagement and promoting social cohesion, KPS aspires to be the epicentre of dynamic growth and diverse social activities. Our CSR chronicles speak volumes of the various community development initiatives, that have helped thousands of people in our communities over three years (2018 to 2020). The programmes and activities, which mainly target the underserved in the community, were organised under the four core CSR Pillars, namely **Education Development; Entrepreneurship Development; Community Development;** and **Environment, Safety & Health.**

By helping the disadvantaged, discouraged, and impoverished in our society, our overarching desire is for them to improve their chances of being gainfully employed, or for them to start their businesses in order to strengthen their economic standing as well as their physical and mental well-being. Our initiatives have veered towards contributing effectively to nation-building as valuable members of society.

KPS has grown exponentially, reporting revenue in the last four years, which was largely contributed by new business acquisitions. In a strategic move under the BTP established in 2016, its solid numbers and investment portfolio has elevated the Group's profile. Together with a regional business reach, and alongside its financial success, our CSR model has provided low income earners, the poor and differently-abled opportunities in education, job prospects, entrepreneurship and at the same time, enabling talent in competitive sports.

Our business performance and CSR are inextricably linked to the EESG dimensions as we believe that healthier corporations make a healthier society. It further urges us to continuously improve by not only setting ambitious goals but repeatedly stretch to do even better by exceeding existing goals and setting new goals. In this manner, we are consciously maximising good practices and habits, while minimising the severity of impacts from our operations and activities.

Scaling Up Social Impact: Corporate Social Responsibility [GRI 413-1] [F4GBM]

What this translates into for our sustainability and CSR practices is about how we have been **Scaling Up Social Impact** by carrying out meaningful initiatives rather than superficial for publicity's sake. The Group's sustainability and CSR objectives have clearly matured as over the years, as we have intensified our role by balancing the **5Ps of People, Planet, Prosperity, Peace, and Partnerships**.



Effort to uplift the underprivileged in our society has never been easy but through effective collaborative partnerships our collective efforts encourage our employees, stakeholders and especially those from deprived backgrounds in our community to get together and make a difference. Concerned about the ramifications of the abrupt shifts in markets, we effectively responded to key threats where emphasis was on the need for everyone to work together to manage risks and enhance resilience. The vulnerable in our communities potentially have higher health and financial risks and as an organisation with operations in five countries, we fully recognise that creating positive social value is one of our main tasks.

As part of the Group's mid-term and long-term business continuity strategies in the workplace, we have focussed on allocating more resources toward raising awareness in addressing risks and issues pertaining to labour practices, health and safety of workers, employee diversity and inclusivity, as well as talent development and empowerment.

Our community-oriented efforts are primarily carried out to address the poverty issue in our own backyard. Even during economic decline, we found ways to strengthen our commitment to CSR, rather than moderate it. While we had to roll back or cancel certain programmes, we pressed on with our community engagements to offer participants opportunities in advancing their knowledge, skill sets, and livelihoods. More importantly, it was an impetus for them to climb above the poverty threshold, contribute effectively towards economic growth and set a precedence for others to follow.

COMMITTING TO PEOPLE-FIRST FOR PLANET AND PROSPERITY

As part of the UN Crisis Preparedness and Response Plan, and to help Malaysia recover from the pandemic, build resilience and a sustainable future; UNDP Malaysia created response packages for both short and long-term interventions in the following areas:



Scaling Up Social Impact: Corporate Social Responsibility [GRI 413-1] [F4GBM]

We encourage our employees to actively participate in our community programmes and in 2020, much of our indirect economic impact was provided through humanitarian relief and volunteering activities. Their invaluable contribution was a much welcomed relief to assist those in need, at a time when Government agencies and the national healthcare system were under tremendous strain. It was also an opportunity for our employees to have purposeful engagement and to deflect the isolated nature of working from home during the pandemic.

EVOLVING AND PROGRESSIVELY IMPROVING

Since the start of our sustainability journey in 2017, our efforts have expanded from merely focussing on philanthropy and compliance to a level where we are seeing more substantial commitment from all our employees in ensuring that our CSR strategy positively influences perceptions in the workplace, marketplace, environment, and community with favourable outcomes.

Social sustainability has always revolved around how we identify and subsequently manage our business impacts on the communities we operate in. We essentially take a multi-stakeholder perspective when drawing up our social sustainability plans and programmes, as stakeholders demands are on the rise for more measurable EESG sustainability practices. In creating value for the community, we have stepped up efforts in continuously collecting feedback to assess and address the needs of our employees and communities.

Underpinned by the targets and vision of our Sustainability Policy, and in supporting the objectives of the UNSDGs, our CSR initiatives encompass solutions, designed to build resilient local communities and enhance the quality of their lives.



Participants of the KPS Caregiver Programme were trained on the proper techniques and skills in caregiving services for the aged in our communities.

Enabling and Empowering Our Human Resource

EMPLOYMENT [GRI 401]

“ **Our 4,213 employees based in five countries are our most important asset and we continue to prioritise their well-being and the importance of keeping employee morale high by maintaining open engagement at all times.** ”

Strategic investments in human capital development, which include technical and soft skill programmes, are part of our approach in driving a high-performance culture within the Group and in ensuring the retention of a quality workforce.

Empowering our employees not only opens up career opportunities, as it motivates and inspires them to achieve and attain their own personal career goals, which inevitably contributes to higher productivity levels, and improvements to the Company's bottomline. Empowered employees understand their role in supporting customer needs, in managing expectations, and improving the quality of products and services.

It is important for KPS to focus on building a connected sustainable workforce and to ensure that productivity is always at optimal levels, we put a high emphasis on protecting the health and safety, as well as the well-being of our employees.

While retention is a cornerstone of a successful and healthy work culture, it is equally important to realise that the cultivation of sustainable employees protects the longevity of a business, and is a catalyst to driving it toward future success.



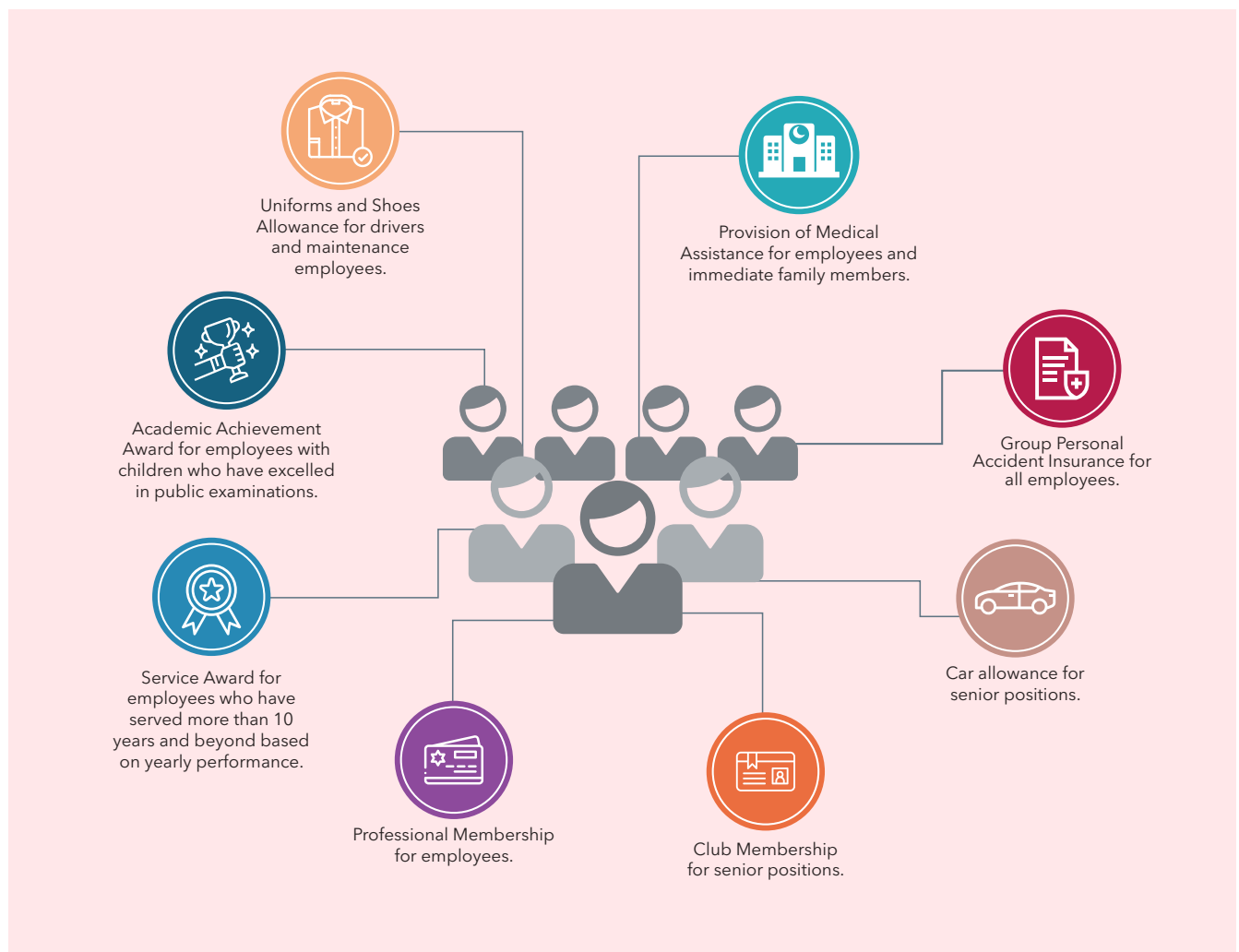
Employees of the Group attend one of the Corporate Sustainability Workshops at KPS Headquarters in Shah Alam. Interactive training methods enabled participants to actively engage in discussions and gain insights into better managing the Group's sustainability initiatives.

**Enabling and Empowering Our Human Resource
Employment [GRI 401]**

EMPLOYEE COMPENSATION AND BENEFITS

In addition to their fixed base salary at the Group level, employees are also eligible for other forms of compensation, which includes an additional 4% of employer contribution to the EPF, over and above the prevailing rate of 12% to 13% for employees who have served more than five consecutive years with KPS. We also paid out 13 months salary to eligible employees in 2020.

In addition, we offer the following benefits to our employees:



Enabling and Empowering Our Human Resource Employment [GRI 401]

PROVIDING GOOD EMPLOYMENT [F4GBM]

We are committed to protect the rights and interests of our employees. This involves ensuring workplace safety and security, social protection, providing prospects for career development, fair income and social integration.

The gross wage per month we offer employees at entry level complies with Malaysia’s Minimum Wages Order 2020. We offer fair remuneration and do not discriminate against individuals on the basis of race, gender, age, national origin, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, veteran status, or any other legally protected factor.



OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGS

- 8.1 Sustain per capita economic growth in accordance with national circumstances.
- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of enterprises.
- 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 Substantially reduce the proportion of youth not in employment, education or training.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers.

The fundamental responsibility we have towards our employees is to comply with Malaysian laws and regulations relating to employment, work environment, human rights, and other relevant legislative requirements, as listed below:

ACT 265	Employment Act 1955	ACT 2018	Employment Insurance System Act 2017
ACT 177	Industrial Relations Act 1967	ACT 709	Personal Data Protection Act 2010
ACT 514	Occupational Safety and Health Act 1994	ACT 753	Minimum Retirement Age Act 2012
ACT 452	Employees Provident Fund Act 1991	ACT 732	National Wages Consultative Council Act 2011
ACT 4	Employees’ Social Security Act 1969	ACT 350	Children and Young Persons (Employment) (Amendment) Act 2019
ACT 53	Income Tax Act 1967		

The workplace culture embedded at Group level and across all subsidiaries is designed to foster creativity and teamwork, and help boost employee morale and job satisfaction.

Enabling and Empowering Our Human Resource Employment [GRI 401]

LEADING THE WAY IN PROFESSIONAL EXCELLENCE

We demand excellence in our people by firstly providing a compelling vision with clear set goals. Our multi-disciplinary team comprises a diverse group of professionals that have complementary skills, qualifications, and experience, each bringing a different perspective in generating ideas and solutions to enhance the value of our business operations.

CERTIFIED PROFESSIONALS IN KPS

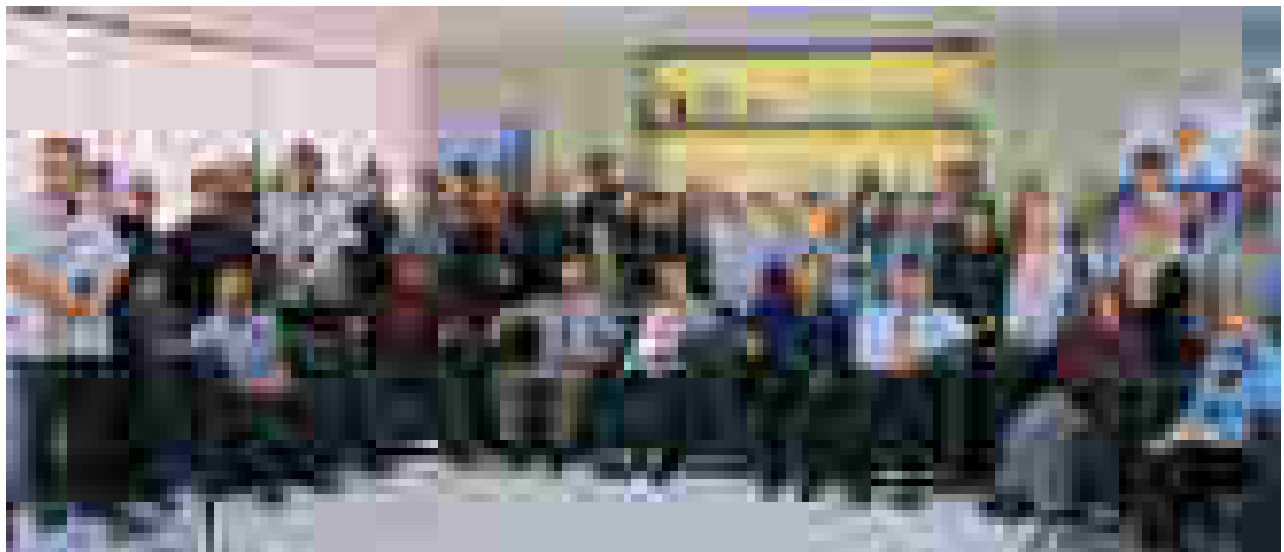
<p>Malaysian Institute of Accountants ("MIA")</p> 	<p>The Malaysian Institute of Certified Public Accountants ("MICPA")</p> 	<p>The Association of Chartered Certified Accountants ("ACCA")</p> 	<p>Malaysian Institute of Human Resource Management ("MIHRM")</p> 
<p>Malaysian Institute of Management ("MIM")</p> 	<p>The Institute of Internal Auditors Malaysia ("IIAM")</p> 	<p>Certified IR Practitioner, UK IR Society ("CIR,UK")</p> 	<p>Institute of Enterprise Risk Practitioners ("IERP")</p> 
<p>Malaysian Association of Risk and Insurance Management ("MARIM")</p> 	<p>The Malaysian Institute of Chartered Secretaries and Administrators ("MAICSA")</p> 	<p>The Chartered Institute of Management Accountants ("CIMA")</p> 	<p>Certified Environmental Professional In Scheduled Waste Management ("CePSWaM")</p> 

Employee Engagement

LABOUR/MANAGEMENT RELATIONS [GRI 402]

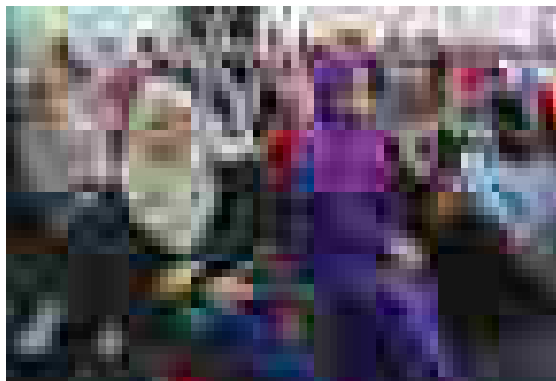
Our Management Team and employees believe in constant and consistent engagement to achieve better understanding and high empathy of challenges faced by the respective parties. As such, we have put in place a comprehensive structure to promote and facilitate a two-way exchange of views and ideas.

1ST TOWN HALL - 20 JANUARY 2020



The Human Resource Development Department (“HRD”) organised the first Town Hall in 2020 where Encik Ahmad Fariz bin Hassan, MD/GCEO, presented the results of Corporate Key Initiatives (“CKIs”) and KPIs with 65 employees in attendance.

2ND TOWN HALL - 6 MARCH 2020



During the second Town Hall, our MD/GCEO presented the approved 2019 Performance Bonus and 2020 Performance Increment. In his address, he conveyed his gratitude for their contributions and commitment throughout 2019.

Employee Engagement

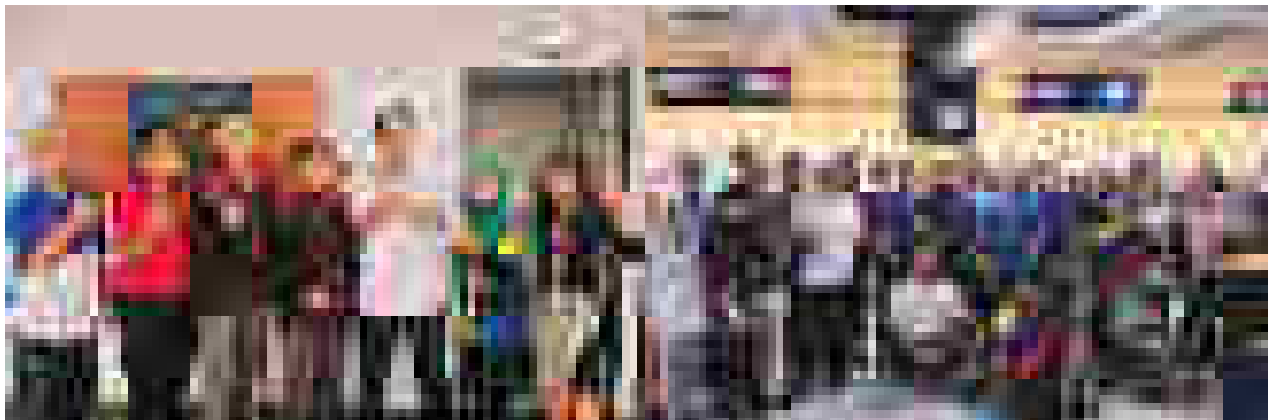
Labour/Management Relations [GRI 402]

MINI INDOOR OLYMPIC GAMES 2020



Perangsang Selangor Sports and Recreation Club (“KELAB”) organised the first Mini Indoor Olympic Games from January to May 2020 and the second between mid-November and end-November 2020. While some of the games were rescheduled due to the MCO, some were scheduled virtually. Employees participated and competed in bowling, ping-pong, caroms, darts, volleyball, and FIFA 2020 e-sports on the PlayStation 4.

MINI INDOOR OLYMPIC GAMES 2020



Building camaraderie amongst employees in friendly competitive sports.

Employee Engagement

Labour/Management Relations [GRI 402]

KPIs SETTING - 10 FEBRUARY 2020

The HRD organised refresher sessions for 2020 KPIs Setting. During the programme, the external appointed HR facilitator, Puan Aminah binti Abdullah guided and coached participants on how to identify and prepare effective KPIs, that are in line with the Company's objectives and business goals. These were based on the following steps:

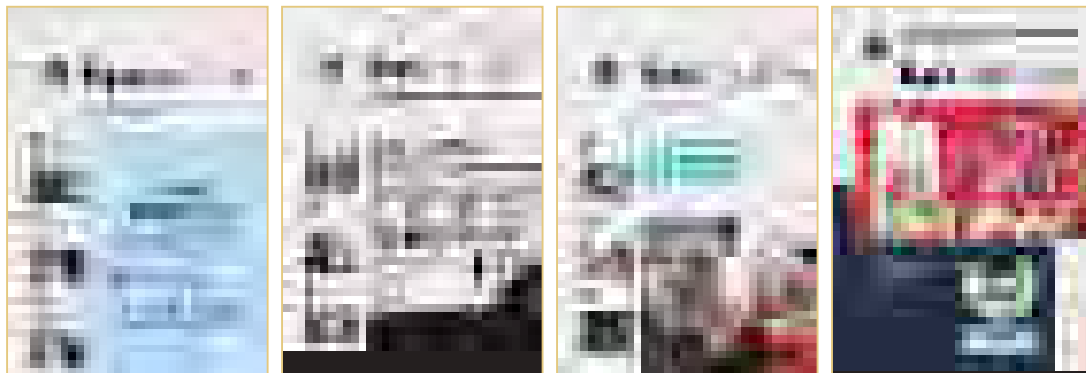
Clarification To clarify the current position of each business aspect and performance expectations.

Benchmarking To provide a point of reference for making future or past comparisons.

Focus Outline the important aspects of each business within the Group for immediate attention.



INTERNAL QUARTERLY BULLETINS 2020



KPS quarterly Bulletins captured the Group's highlights and employee activities. Published by the IRSC department, the Bulletins also featured informative articles such as HR aspects, health and safety, and general knowledge. Since 2018, the Bulletins have been digitised and circulated to our employees via the intranet as part of our sustainability initiatives to obliterate the usage of paper for printing.

Employee Engagement

Labour/Management Relations [GRI 402]

IR4.0 TRAINING AWARENESS - 4 MARCH 2020

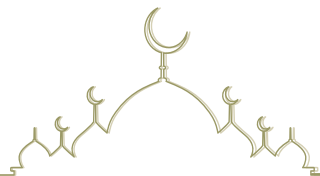
The HRD organised the Industrial Revolution 4.0 ("IR4.0") Training Awareness Programme which was facilitated by Encik Azhar bin Md Nayan, Master Consultant and Trainer from Smart Digital Network Sdn Bhd. He explained the context of the National Policy on IR4.0 in detail, which entails infusing higher value-added processes for manufacturing through the application of advanced manufacturing technologies and efficient resource utilisation.

IR4.0 is expected to address many issues concerning manufacturing with regards to hazardous environments, health and safety of human labour, efficiency in managing supply chains, waste reduction, obtaining savings through efficient time management of delivery systems.



Employee Engagement
Labour/Management Relations [GRI 402]

CARING FOR OUR EMPLOYEES

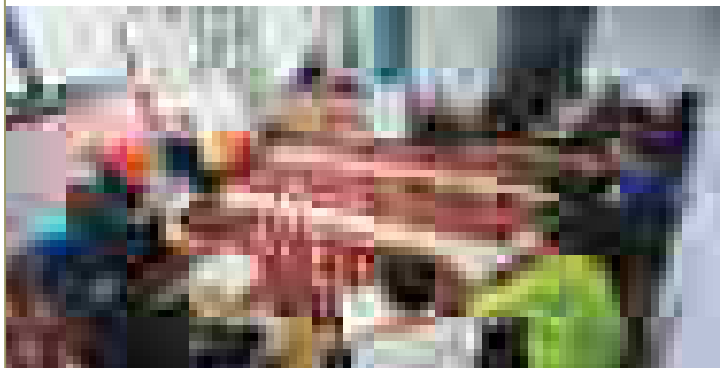


ISLAMIC RELIGIOUS PROGRAMMES: TAZKIRAH

In seeking to achieve a balanced life, KPS encourages religious and spiritual development among its employees with properly curated religious activities and programmes. During the MCO and Conditional Movement Control Order ("CMCO") periods, Tazkirah sessions were conducted as usual by leveraging digital tools which proved to be an effective channel. Throughout 2020, 22 sessions were conducted, eight of which were executed physically while the remaining 14 were done virtually.

Digitalisation has allowed employees to continue engaging with each other and helped ease the challenges of adapting in a changed environment.

By taking proactive action in managing changes effectively, the continuation of these religious programmes throughout the year contributed towards strengthening bonds between our employees despite working remotely. In total, RM11,260 was spent in organising the sessions, where 622 participants attended all 22 sessions.



RM11,260

was spent on conducting 22 Takzira sessions, which were attended by 622 employees.

KPS BACK TO SCHOOL PROGRAMME

As a concerned employer, we are aware of financial difficulties our employees face with the rising cost of living and children's education. To lighten their burden in adapting to the new norm as well as preparing for their children's education needs, KPS sponsored a total sum of RM8,720 for the Back To School Programme in 2020.

Financial aid was distributed to 41 recipients with school-going children between the ages of five to 17 years old. RM250 was allocated to each child aged between seven and 17 years old, while pre-school children aged between five and six years old received RM80 each.



KPS Sponsored

RM8,720

for the Back to School Programme.

RM250

for each child aged between seven and 17 years old.

RM80

for each pre-school children aged between five and six years old.

Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

Pursuant to the issuance of the MCO by the Government of Malaysia under the Prevention and Control of Infectious Diseases Act 1988 and Police Act 1969 on 18 March 2020, all government and private entities were ordered to be closed except those providing essential services.

Rigorous OSH controls were taken to protect our employees in the workplace. The well-being and safety of all our employees, which includes permanent employees and contract workers took precedence as OSH is embedded in our business principles and strategies. Throughout 2020, we were vigilant in strictly adhering to and complying with HSE regulations, code of practice and standards. The HSE Management System in place, streamlines processes and enhances policies as well as systems.



OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGs

- 3.6 Reduce half the number of global deaths and injuries from road traffic accidents.
- 3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality and affordable medicines and vaccines for all.
- 3.9 To reduce death and illness from hazardous chemicals, environmental pollution, and contamination.

KPS SUBSIDIARY COMPANIES' OPERATIONAL FLOW DURING MCO

<p>18 March to 8 April 2020 Total shut down for 3 weeks during MCO</p> <p>15 April 2020: Senai and Muar plants in Johor operated at 50% manpower.</p> <p>28 April 2020: Resumed operating at full capacity of 377 manpower.</p>	<p>18 to 26 March 2020 Total shutdown for 9 days during MCO.</p> <p>27 March 2020: Commenced operations with 240 manpower.</p> <p>17 April 2020: Operated with 50% manpower.</p> <p>29 April 2020: Resumed at full manpower.</p>	<p>18 March to 28 April 2020 9 subsidiary companies operated at 50% manpower during the MCO Phases 1, 2 and 3.</p> <p>29 April 2020: 100% manpower on production floors.</p> <p>4 May 2020: All companies resumed operations.</p>	<p>23 March to 17 May 2020 Shut down all operations.</p> <p>18 May 2020: Resumed operations.</p>	<p>Deemed as essential services, Aqua-Flo continued to operate during the MCO period.</p>	<p>Package 12 operations were halted for 2 months beginning 18 March 2020.</p> <p>End May 2020: Resumed works at all sites.</p>

Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

EMBRACING THE NEW NORM AT KPS

At the onset of the COVID-19 pandemic, all employees excluding those on the production floor of our manufacturing bases, observed the company’s WFH directive. A WFH Policy was defined and disseminated to all affected employees which set clear expectations and guidelines in order to ensure business continuity.

The quick adoption of digital technologies became a critical enabler to keep employees connected and informed, especially during the lockdown period.

Stringent adherence to COVID-19 SOPs at the workplace were enforced where roles and responsibilities were clearly defined for both employer and employees.

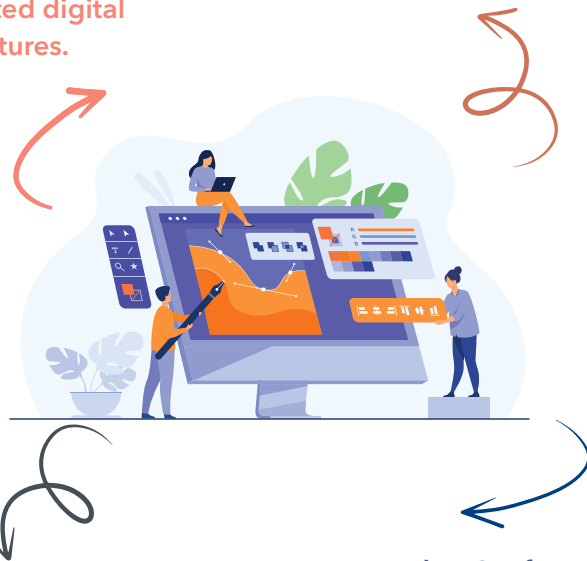
This included procedures before entering the workplace, where screening and body temperature measurements were mandatory. The Management ensured that all necessary equipment and consumables were made available in compliance with legal requirements and safe work procedures. COVID-19 screening tests were also conducted on all employees and workers at KPS Corporate Office and all work sites.

Those who were tested positive were duly handled according to the Ministry of Health’s guidelines and SOPs, and reported to the relevant authorities for further medical attention.

WORKPLACE TECHNOLOGY TO THE FORE

Implementation of digitalisation for official documents and records, which included secure encrypted digital e-signatures.

Pivoting from physical meetings to virtual meetings and events.

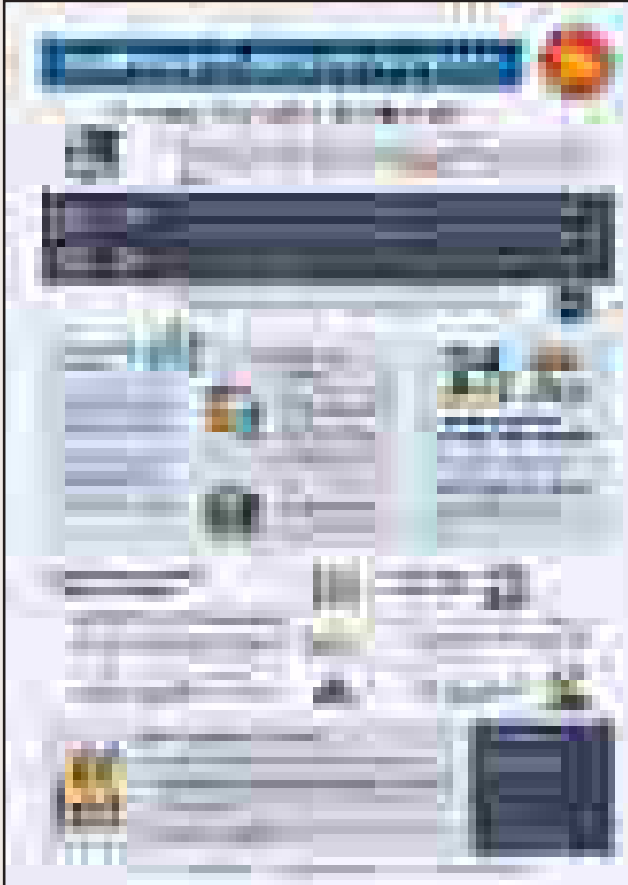


e-Learning and webinars were organised and conducted to replace physical training programmes.

Video Conference for conducting interviews with potential employees were employed.

Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

GUIDELINES AND PROCEDURES TO ADDRESS COVID-19



Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

EXISTING COVID-19 HEALTH AND SAFETY PROTOCOLS



Stringent adherence of COVID-19 SOPs at workplace.



All offices and factories are registered with MySejahtera.



Implementation of verified and secured digital signatures for official documents.

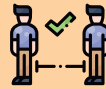


Migration from physical meetings to video conferencing/online meeting platforms.

Self-monitoring/assessment of health conditions by all employees, whether at site or at home.



Employees are to self-isolate if symptoms are detected, and to notify medical professionals immediately.



Mandatory medical screening prior to entry at work sites (including full COVID-19 screening organised by the Company). Enforced social distancing at all offices and factories aimed at limiting group gatherings.



Mandatory wearing of masks in all areas where social distancing is either not possible or there is limited space.



Enforcing proper hygiene-related practices, including frequently washing hands and the use of hand sanitisers.



Mandatory temperature scans before entering any office or factory.



Increased frequency of cleaning and sanitising work areas and equipment at all locations, including accommodation of workers and cafeterias at all factories.



Improved food safety protocols were observed with self-serve options removed and all food required to be individually wrapped and packed at factory cafeterias. Sharing of food is discouraged and physical distancing is to be observed at all dining areas and office pantries.



Establishing proper medical procedures for the assessment, testing, isolation, care, and transportation of anyone who has developed symptoms that may indicate infection.

WFH remain in effect for all employees who are able to continue being productive.



Travel restrictions imposed on all employees to avoid unnecessary travel and mandatory self-quarantine must be observed by anyone returning from international trips, and must be consistent with the Government's COVID-19 SOPs.



Job protection remains in place for employees in quarantine or self-isolation due to COVID-19 or those needing to miss work to care for children as a result of school or nursery closures.



Conducting e-learning/webinars to replace physical training programmes.

Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

IMPROVING EMPLOYEE SAFETY, PHYSICAL HEALTH AND MENTAL WELL-BEING

In addressing the health and mental well-being concerns of our employees and workers, we have put in place support mechanisms for employees to adjust and cope in a new work-life situation. Our HR personnel provided employee assistance programmes through talks, counselling and one-on-one sessions where required to assist employees overcome any challenges.

OUR PEOPLE TO THE FORE

We were already on alert when the COVID-19 outbreak was spreading rapidly in early 2020. We put our employees' health and safety as the top priority, and enforced appropriate SOPs and immediately put safety measures in place to deter the spread of the virus at all our work sites.

Adequate health and safety procedures, and guidelines have always been in place, governed by policies and regulations, local standards, and stringent SOPs.

All employees were duly informed and required to adhere to the rules and regulations imposed by the authorities. These included using PPE, enhanced cleansing, sanitising at all our premises, and rearrangement of office layouts to enable social distancing. Mass screening was also conducted on all employees at our manufacturing facilities and at the Corporate Office. The majority of employees at all other subsidiaries also underwent screening, and everyone was advised and encouraged to strictly follow the guidelines issued by the Management on the MCO, WFH, and health and safety protocols.

We distributed PPE, medical equipment, disinfection liquids, and hand sanitisers to all employees as safety and preventive measures to safeguard them as much as possible.

Face Masks



13,300
to all employees
at all sites

Hand Sanitisers



253 litres

Disinfectant Liquid



45 litres

Non-Contact Thermometers



4 units

Thermal Scanners





2 units


Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]


EFFORTS AND STANDARD OPERATING PROCEDURES UNDERTAKEN TO FLATTEN THE COVID-19 CURVE


- 1. 14 February 2020:** Representatives from Jabatan Kesihatan Negeri Selangor conducted a talk to create awareness and encourage employers and employees to take the necessary precautions to safeguard workers health and safety during the pandemic.



- 2. March 2020:** Face masks and hand sanitisers were distributed to all employees at all work sites to step up precautionary safety measures.



- 3. 18 March 2020:** The Management implemented and enforced the **WFH** policy for all employees as mandatory social distancing was imposed during the MCO.



- 4. The Building Management Services ("BMS")** team conducted frequent sanitisation sweeps at Plaza Perangsang, Shah Alam, Selangor at Level 16 and Level 17 in efforts to curb the spread of the virus. The lobby area was also sanitised daily. In 2021, the sanitisation operations will be undertaken three times weekly.


- 5. 23 March 2020:** RM500 was allocated from employees' "outpatient benefits" to the employees for the purchase of face masks and hand sanitisers.


- 6.** The HRD conducts monthly tracking of employee health status.


- 7. 23 June 2020:** A Mental Health e-learning/webinar entitled Workplace Mental Health conducted by PM Care Sdn Bhd. It featured valuable insights on how to combat the fear, uncertainty and anxiety caused by the pandemic and how to settle into the new normal.
- 8. 13 November 2020:** COVID-19 on-site testing was conducted for employees under the Social Security Organisation's ("SOCSCO") Program Saringan Prihatin at KPS' headquarters.
- 9. 30 November 2020:** TEAMHUNT, a Virtual Treasure Hunt was organised as a Team Building event. Despite strict SOPs and social distancing norms, we were determined to continue with employee engagement by employing innovative contactless activities.
- 10. December 2020:** Sport activities were conducted virtually under the Virtual Healthy Sports initiative for employees.


- 11 1 December 2020:** Recognition of BMS team, KPS' frontliners by the Management, which took place in Plaza Perangsang. These employees were given homecare items, hand sanitisers, and facemasks.



Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

COVID-19 SANITISATION OF PLAZA PERANGSANG

In response to COVID-19, KPS implemented a range of precautionary measures at Plaza Perangsang, which houses our corporate headquarters and other tenants. As the owner and management of the building, we installed temperature readers, carried out record-keeping and placed social distancing markers at all common areas.

Routine premise disinfection is still ongoing and undertaken by the BMS team that follow strict guidelines and procedures set by the Ministry of Health.



Sanitisation process administered by the BMS department at Plaza Perangsang in Shah Alam, Selangor.

SANITISATION SERVICES COST: PLAZA PERANGSANG, SHAH ALAM, SELANGOR.

RM1,058

5,290 sq feet

Lift lobby, Levels 2 to 8

RM18,942

94,710 sq feet

LHDN, Levels 2, 9 - 14 including lift lobby and common areas

No Cost Incurred

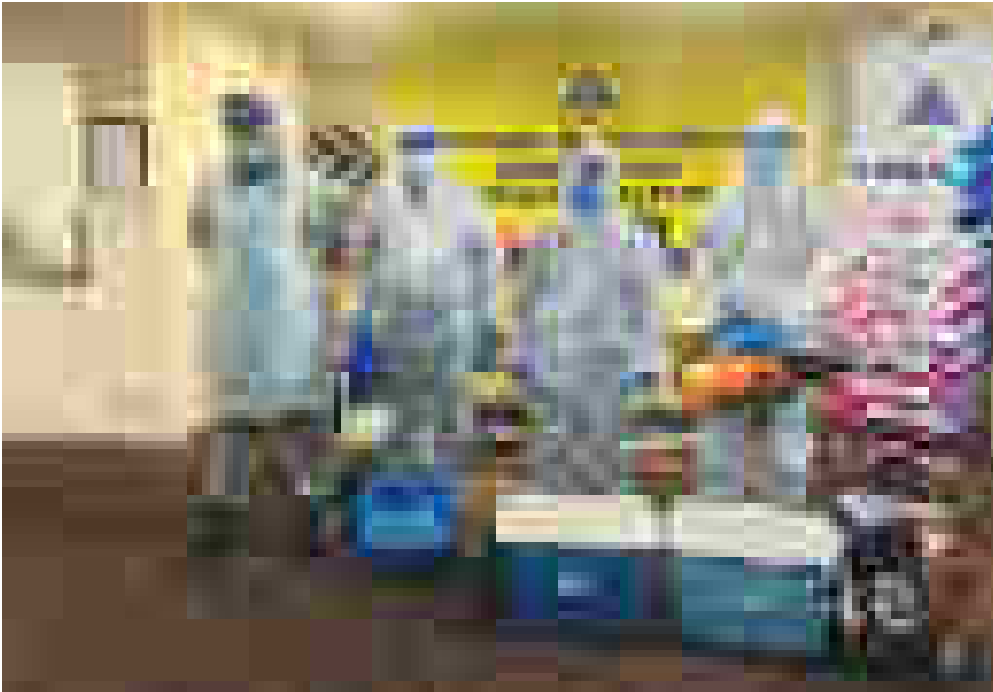
30,000 sq feet

Ground floor lobby including Level 1A (Slekea and BMS offices)

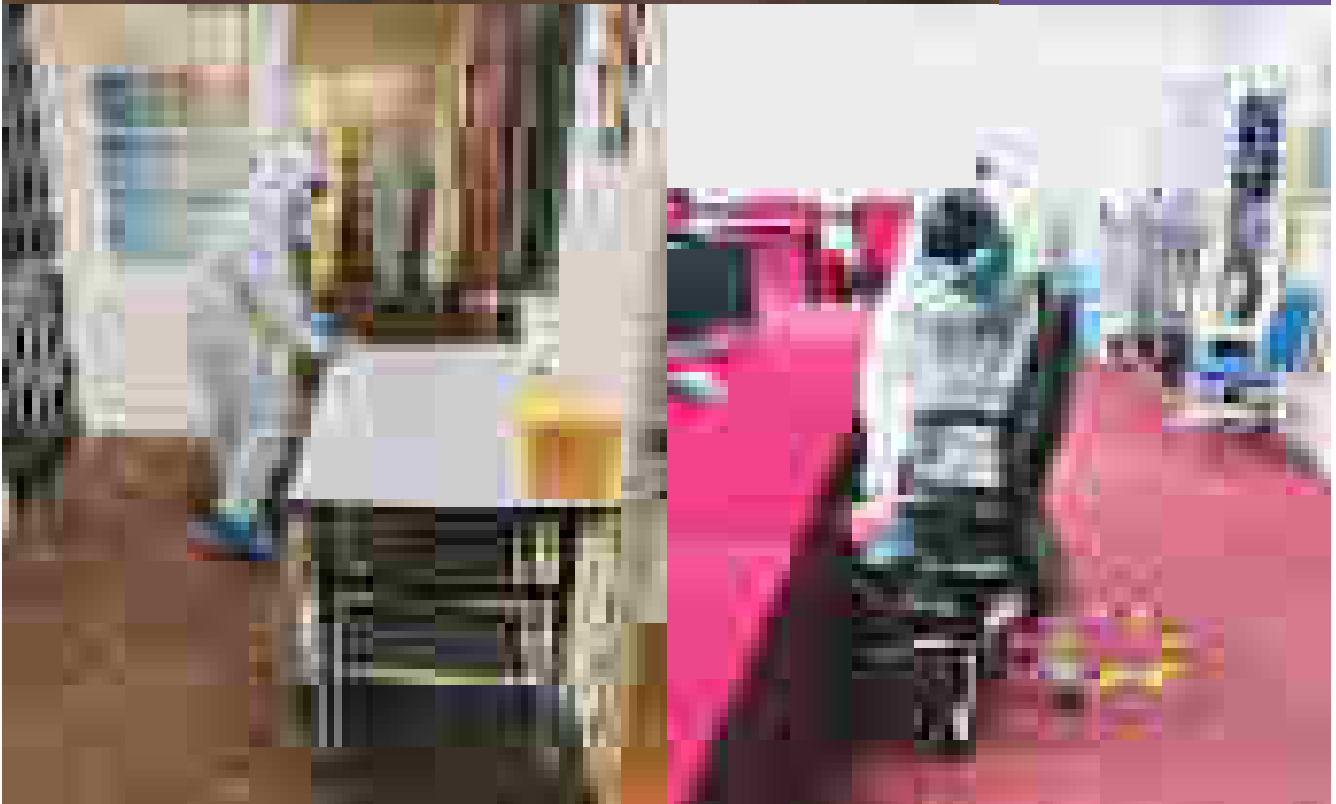
Total RM20,000

130,000 sq feet

Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]



The BMS Team follow the appropriate guidelines for the proper sanitisation and disinfection to safeguard employees and visitors at the workplace.



Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION TRAINING PROGRAMMES

Health and safety risks exist in the workplace. Hence, it is important for employees at our Corporate Office and all other offices as well as those from our manufacturing plants, to be aware and informed on how to tackle such risks. In collaboration with certified training providers and authorities, we have conducted several OSH training programmes to ensure our people are equipped with the necessary skills and knowledge to tackle any crisis.

In 2020, we organised the following programmes:

- 23 and 24 September 2020: Certified First Aid Training conducted by BMS.
- 23 December 2020: Emergency Response Plan for the Fire Safety Organisation Team conducted by My Freelys Academy and Jabatan Bomba dan Penyelamat Seksyen 15, Shah Alam, Selangor.



Regular OSH training programmes are critical for employees in mitigating and properly addressing any OSH risk, that may occur in the workplace.

Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

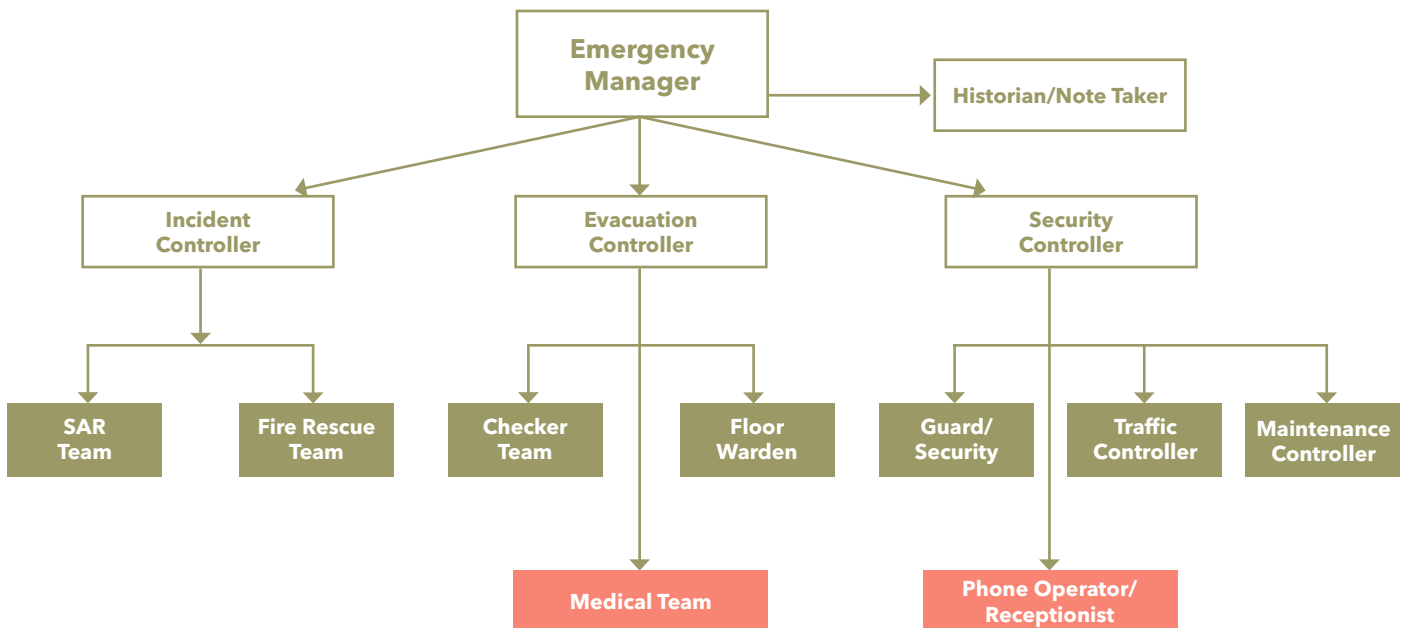
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION TRAINING PROGRAMMES

We have established an Emergency Response Team ("ERT") at KPS' headquarters in Plaza Perangsang, Shah Alam. The team is assigned specific responsibilities which is led by the Emergency Manager, followed by the Incident Controller who instructs the SAR Team and the Fire Rescue Team. The Evacuation Controller oversees the Checker Team, Floor Warden, and contacts the Medical Team whenever the need arises. The Security Controller controls the Guard/Security, Traffic Controller, Maintenance Controller and will liaise with the Phone Operator/Receptionist, when needed.

ERT members are equipped with the necessary skills to handle potential emergencies and are physically capable of carrying out their duties. They are skilled in handling toxic hazards in the workplace and are able to provide incident communication plans to extend the necessary support in events of emergency.



**ERT ORGANISATION CHART
PLAZA PERANGSANG**



Managing Occupational Safety and Health [GRI 403-1, 403-2, 403-4, 403-5, 403-9, 403-10] [F4GBM]

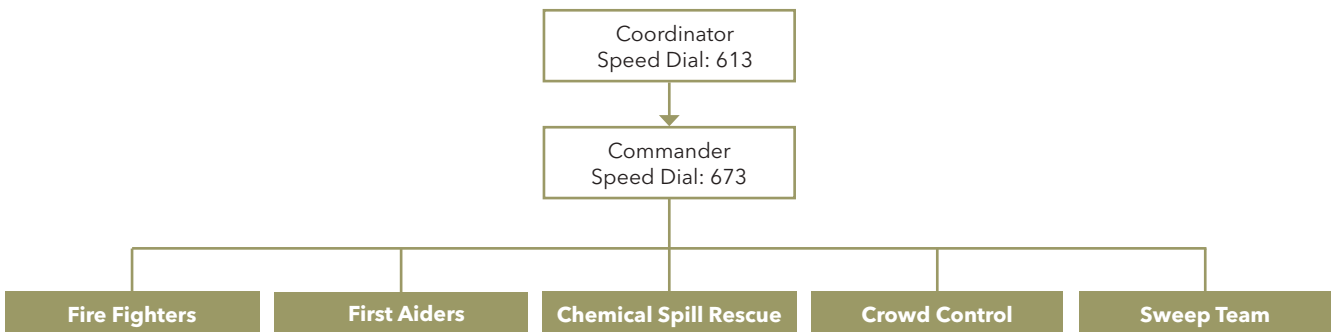
OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION TRAINING PROGRAMMES

There are many possible hazards associated with manufacturing operations. Heavy machinery, various corrosive and combustible chemicals, and possible safety hazards in confined spaces are just a few of the potential safety issues associated with production or manufacturing facilities. When an incident or emergency occurs, improvising and implementing unplanned response are often inadequate, and potentially life-threatening.

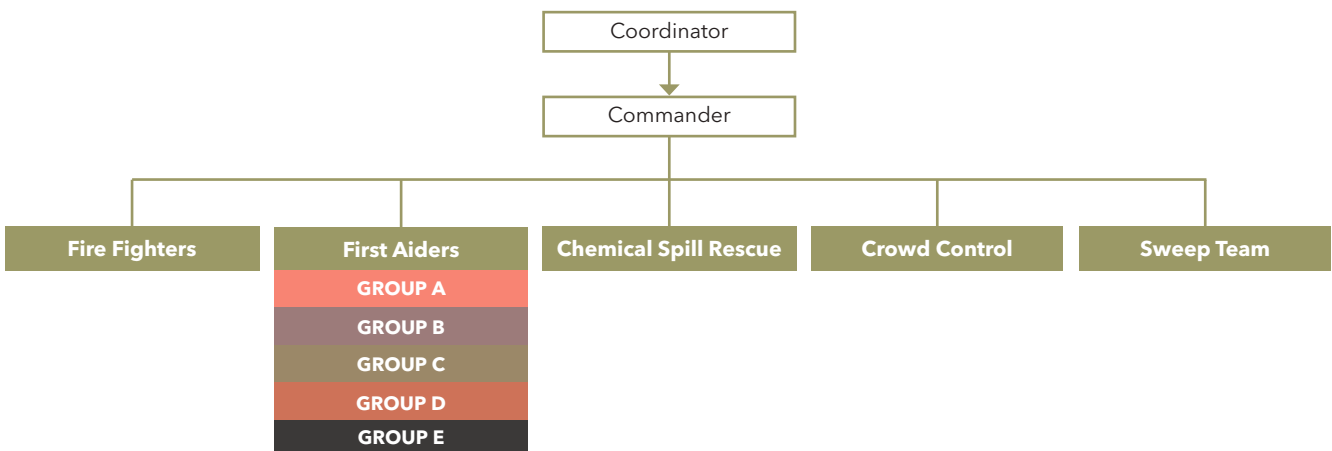
Therefore, emergency response planning is crucial. CPIP and CPIE have formed ERTs with personnel who have been assigned specific responsibilities. The ERT is led by the Coordinator, followed by a Commander who oversees the team of Firefighters, First Aiders, Chemical Spill Rescue, Crowd Control, and the Sweep Team. Emergency response planning by analysing potential hazards, reducing risks, and investing in mitigation and preparedness is crucial. This enables our manufacturing operations to effectively manage long-term risk management, and to meet the targets of the Group's sustainability initiatives and social responsibility obligations.



ERT ORGANISATIONAL STRUCTURE: CPIP



ERT ORGANISATIONAL STRUCTURE: CPIE





OSH KEY PERFORMANCE INDICATORS HIGHLIGHTS



To conduct 2 safety programmes.

Certified First Aid Training
(23-24 September 2020)

Emergency Response Plan for the Fire Safety Organisation Team
(23 December 2020)

➤ **ACHIEVED**



To improve communication channels for employees and workers as per the Ministry of Health's procedures.

➤ **TARGET MET**

Updated multi-language notices and posters in both printed and digital formats were published as recommended by the Ministry of Health.

To provide sick bay for employee use.

➤ **TARGET MET BY CPI IN AUGUST 2020**

Setting up of sick bay was undertaken in 2015.

To achieve 100% Compliance of COVID-19 measures.

- On site temperature checks.
- Full PPE for all workers.
- Rearrangement of workstations for social distancing.
- Conversion to online meetings.

➤ **ACHIEVED 100%**

To establish an ERP Team.

➤ **TARGET MET**



To achieve 100% compliance with COVID-19 measures:

- On site temperature checks.
- Full PPE for all workers.
- Rearrangement of workstations for social distancing.
- Conversion to online meetings.
- Swab test for all employees.

➤ **ACHIEVED 100%**

To comply 100% with Workers' Minimum Standards of Housing & Amenities Act 2019.

➤ **ACHIEVED 100%**

To adhere to operating guidelines with zero accidents and incidents:

➤ **TARGET NOT MET**
Accidents - 3



To achieve zero severe accidents and fatalities.

➤ **ACHIEVED ZERO ACCIDENTS AND FATALITIES.**

To conduct 8 safety and health training programmes.

➤ **TARGET NOT MET**
Due to COVID-19 restrictions, only 5 Training Programmes were conducted



To conduct 8 safety & health programmes and/or meetings.

- **2** review sessions on Evaluation of Legal Compliance.
- **2** review sessions on Hazard Identification Risk Assessments Risk Control.
- **6** Safety & Health Committee meetings.
- **10** sessions on Safety & Health.
- **1** session on COVID-19 related risks and precautions.

➤ **ACHIEVED**
Conducted 21 sessions

To achieve zero accidents and incidents.

➤ **ACHIEVED ZERO ACCIDENTS AND INCIDENTS**



To ensure all employees attend a minimum of 3 hours of health and safety training sessions per year.

➤ **TARGET MET**

20 out of 20 employees attended the health and safety training programmes.

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]

EMPLOYEE TRAINING AND DEVELOPMENT, RECRUITING AND RETAINING EMPLOYEES [F4GBM]

Creating a unique culture is today an integral part of doing good business. Good employees have to be nurtured; and high-performing employees are often creative, innovative and eager individuals but often need to be in the right environment to thrive. In today's ever changing business world, allowing employees the freedom to manage themselves is just as important as their need to work for an organisation that embraces technology, rewards good work and is flexible; the hallmarks of a positive work environment which creates the foundations of good business practice.

Upskilling is the processes of teaching employees new skills as technology affords new opportunities, and new jobs, which require specialised skillsets. Upskilling facilitates the concept of continuous learning by providing training programmes and development opportunities that expand an employee's abilities and minimises skill gaps. At the same time the Group is committed to reskilling current employees and potential talent to provide a lateral learning experience to hone new skills to perform different jobs or expand work scopes. In an effort to strengthen our talent pool, we have also extended education, internship and industry placement opportunities amongst the under-served communities. We use this pretence to fill vacancies in the current workforce while creating development opportunities to expand our operations.

Despite the challenges we faced in 2020, the Group thrived by implementing effective solutions to deflect any negative impact. Quality management oversees all activities and tasks needed to maintain a desired level of excellence. Our Quality Management System ensures that every time a process is performed, the same information, methods, skills and controls are used and applied in a consistent manner. If there are process issues or opportunities, it is appropriately addressed to ensure continuous improvement.

Quality management includes a policy, creating and implementing quality planning and assurance, including aspects of quality control and quality improvement. These processes propagate incremental innovations, which help employees keep abreast with the latest development, and increase business performance and growth.

We have employed architectural innovations, in making radical changes in certain aspects of the core components in our businesses, mainly due to disruptions in the supply chain. In the manufacturing division, reviews and assessments of products were conducted with our clients and where relevant, changes were made in either the materials used or specifications. In addressing labour issues, considerations to implementing mechanisation and automation, as well as applying new technology is being considered so as to ensure smooth operations as we look ahead in this changing business environment.



OUR CONTRIBUTION TO SDGs

- 4.4 To increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship.
- 4.5 To eliminate gender disparities in education and to ensure equal access to all levels of education and vocational training.
- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.
- 4.B Substantially expand the number of scholarships available to developing countries, or enrolment in higher education, in developed countries and other developing countries.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and to encourage the formalisation and growth of enterprises.
- 8.5 By 2030, achieve full and productive employment for all women, and men, including young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 We aim to substantially reduce the proportion of youth not in employment, education and training.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers.

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

COMPETENCE DEVELOPMENT IN THE WORKPLACE

Employee development is a constant within the Group, with objectives to shape a more efficient, productive and engaged workforce. The business landscape has become increasingly competitive, therefore it is imperative to ensure consistently high team performances.

Employee training forms an essential part of our growth as evidenced in the positive impact we have recorded in employee satisfaction surveys, performance perimeters and retention rates.

For the reporting year, the total working hours recorded for our male employees was 84,179 hours versus 54,827 hours amongst our female employees.

Training programmes are purposefully curated to enable employees learn precise skills and gain knowledge to improve performance in various disciplines. These range from technical upskilling to specific training programmes for soft skill development. The programmes are designed to cultivate adaptable, critical thinkers, and to refine communication as well as enhance engagement within the workplace.

Since 2018, we have organised training programmes on sustainability as a core component. By getting everyone on board and personally engaged in embedding sustainability initiatives in their day-to-day work tasks, we have seen a profound shift in employee awareness and engagement in activities that directly address sustainability issues.

In the sustainability realm, aside from tangible consequences and cost savings from practices in energy conservation, we have also chartered improvements in employee retention, productivity and overall engagement.

Equipping our employees with the right resources and skills, as well as investing in systems and processes to optimise performance levels, has led to elevated competency and confidence levels.

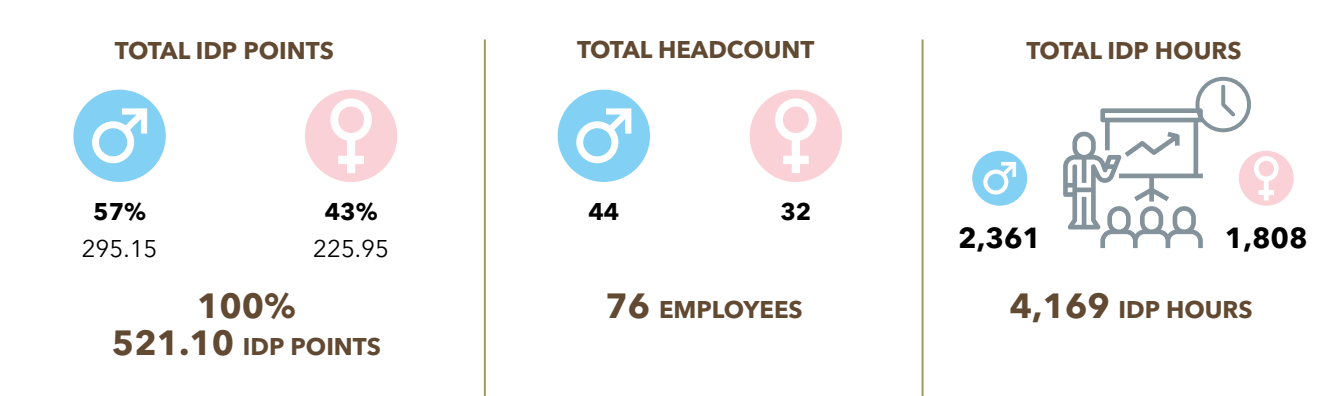


The second Town Hall meeting at KPS Corporate Office, Shah Alam, Selangor was held on 6 March 2020 before the MCO 1.0 was enforced. Town Hall sessions have successfully enabled a two-way dialogue between employees and the MD/GCEO.

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

INDIVIDUAL DEVELOPMENT PLAN PROGRAMME

At KPS headquarters, male employees spent 2,361 hours while female employees spent 1,808 hours on Individual Development Plan ("IDP") training programmes in 2020. The IDP training programmes involved Senior Management, Middle Management, Executive and Non-Executive personnel.



2020 IDP PROGRAMMES

TRAINING AND PROGRAMMES	TRAINING PROVIDER	NO OF PARTICIPANTS
1 1 st Corporate Sustainability Committee Meeting Cum Workshop 2020	Monteiro Lewis Communications Sdn Bhd	26
2 Corporate Sustainability Workshop 2020 - Century Bond Berhad	Monteiro Lewis Communications Sdn Bhd	16
3 Corporate Sustainability Workshop 2020 - Toyoplas Manufacturing (Malaysia) Sdn Bhd	Monteiro Lewis Communications Sdn Bhd	23
4 Corporate Sustainability Workshop 2020 - CPI (Penang) Sdn Bhd	Monteiro Lewis Communications Sdn Bhd	22
5 Waste Management Training - Toyoplas Manufacturing (Malaysia) Sdn Bhd	Dr Theng Lee Chong, SoluWaste Management Consultants	23
6 Waste Management Training - Century Bond Berhad	Dr Theng Lee Chong, SoluWaste Management Consultants	16
7 Waste Management Training - CPI (Penang) Sdn Bhd	Dr Theng Lee Chong, SoluWaste Management Consultants	22
8 1 st Town Hall 2020 (IDP: 0.5)	Human Resource Development	58
9 2 nd Town Hall 2020 (IDP: 0.5)	Human Resource Development	65
10 A Balancing Act: Supporting Your People and Your Business (IDP: 0.5)	International Centre for Leadership in Finance 3	6
11 A New Form of Virtuals in a New Low Touch World Confirmation (IDP: 0.5)	Comfori	1
12 Asia Rewards Briefing on Covid Response and Recovery Planning (IDP: 0.5)	Human Resource Development	1
13 Briefing Session on KPI Setting (IDP: 0.5)	Human Resource Development	52
14 Combating COVID-19 With Resilience (IDP: 0.5)	Deloitte	1
15 Core Values - Briefing At Aqua-Flo (IDP: 3.0)	Human Resource Development & Administration	1
16 Core Values - Briefing At CBB (IDP: 3.0)	Human Resource Development & Administration	1
17 Core Values Refresher Session Year 2020 (IDP: 0.5)	Human Resource Development & Administration	7
18 Corporate Employee Privilege Scheme (IDP: 0.5)	Maybank Islamic Team	24
19 COVID-19: The Day After Tomorrow By ICLIF (IDP: 0.5)	The ICLIF Leadership And Governance Centre	6
20 Cyber Risk Fundamentals (IDP: 0.5)	The Institute of Internal Auditors	2
21 Enabling Managers To Develop Your Employees (IDP: 0.5)	Willis Towers Watson	1
22 How Companies Engage & Recruit In Today's Changing Landscape (IDP: 0.5)	LinkedIn Malaysia	2
23 How Specific Should You Define Your Assessment Needs? (IDP: 0.5)	Hann Consulting (Asia) Sdn Bhd	1

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

	TRAINING AND PROGRAMMES	TRAINING PROVIDER	NO OF PARTICIPANTS
24	How To Prepare For Work After COVID-19 (IDP: 0.5)	Swingvy	3
25	In-House Training Microsoft Power Point for FMA Department	Information Technology Department	1
26	Industrial Revolution 4.0 (IR4.0) Awareness Program (IDP: 0.5)	Human Resources Department	28
27	Information Security Management System (ISMS) - IDP: 0.5	Smartsel	22
28	In-House Microsoft Excel for FMA Department (1.5 IDP Point) - 2-3 and 9 September 2020	Information Technology Department	11
29	In-House Training Microsoft Excel For FMA Department	Information Technology Department	1
30	In-House Training Microsoft Power Point - 3-4 November 2020 (1.0 IDP Point)	Information Technology Department	12
31	Integrated Reporting And Impact Of COVID-19 On Value Creation (IDP: 0.5)	Malaysian Institute of Accountants	1
32	KPS Internal Control Framework (ICF) - (IDP: 0.5)	Human Resources Department	20
33	Latihan Pelan Tindakan Kecemasan Bagi Pasukan Organisasi Keselamatan Kebakaran (OKK) - (IDP: 1.0)	Fire and Rescue Department of Malaysia	4
34	Leading Women 2020 (IDP: 1.0)	Thomvell International	1
35	Malaysia's Sustainable Development: The Decade For Action - Webinar (IDP 0.5)	Investor Relations & Strategic Communication Department	3
36	Managing COVID-19 At Workplace (IDP: 0.5)	Hospital Pantai Kuala Lumpur	17
37	Marim Risk Management Seminar (IDP: 0.5)	Malaysian Association of Risk and Insurance Management	2
38	Marketing For A New Normal (IDP: 0.5)	International Centre for Leadership in Finance	1
39	Mengenal Ciri-Ciri Microsoft Powerpoint Ke Arah Meningkatkan Kemahiran IT (IDP: 0.5)	Human Resource Development	18
40	Microsoft Words Online Training (IDP: 2.0)	Facilities Management & Administration	11
41	Microsoft Words Online Training-Speaker (IDP: 3.0)	Facilities Management & Administration	1
42	Networking Session: 'Ask Right Discover Right' (IDP: 0.5)	The Institute of Internal Auditors	1
43	Payroll & Benefit During Lockdown: How To Do It? (IDP: 0.5)	Healthmetrics.co	1
45	Perancangan Harta Pusaka Melalui Wasiat (IDP: 0.5)	Human Resource Development	25
46	Perancangan Persaraan/Kewangan, Caruman Sendiri & I-Invest (IDP: 0.5)	Employees Provident Fund	27
47	PERKESO (Secara Umum) Dan Faedah-Faedah Yang Ditawarkan Kepada Pencarum (IDP: 0.5)	Social Security Organisation	25
48	PMCare+ System (Mobile) & Tabung Pendidikan Anak-Anak Syarikat Dan Badan-Badan Berkanun (IDP: 0.5)	Human Resource Development	19
49	Sambutan Hari Raya Aidilfitri 2020 (IDP: 0.5)	Human Resource Development	62
50	Sharing Documents In A COVID-19 World Webinar	Fadelis Sdn Bhd	1
51	Strengthening Business Continuity For Challenging Time (IDP: 0.5)	KG Information System Sdn Bhd	1
52	Taklimat & Latihan Pemasukan Data Secara Online Kepada Pemaju Perumahan Melalui Sistem (IDP: 0.50)	Jabatan Penilaian Dan Perkhidmatan Harta Selangor	1
53	Taklimat Kesihatan / Penyakit Berjangkit Bersama Jabatan Kesihatan Negeri Selangor	Kementerian Kesihatan	35
54	Taklimat: Faedah Perubatan Pesakit Luar (Medical Outpatient) (IDP: 0.5)	Human Resource Development	43
55	Tax Impact Of COVID-19. (IDP: 0.5)	Tricor Services Malaysia Sdn Bhd	1
56	Tazkirah Mingguan (IDP: 0.05)	Investor Relations & Strategic Communication	338
57	Technical Briefing For Company Secretaries Of Listed Issuers 2020 (IDP: 0.5)	Company Secretarial Department	1
58	The Sustainability Accelerator - Part A Activities Completion (1.0 Point)	Investor Relations & Strategic Communication	4
59	Investment Analysis & Research – A Thorough Approach To Fundamentals (IDP: 1)	Investor Relations & Strategic Communication	1
60	Investment Analysis & Research – A Thorough Approach To Fundamentals (IDP: 2)	Investor Relations & Strategic Communication	1
61	Certified Integrity Officers ("CeIO") Programme	Malaysian Anti-Corruption Commission	1
62	Defending Your Company & Keeping Up To Date With Key Cybersecurity Risks In 2020 (Cyber Risk Fundamental)	The Institute of Internal Auditors	1
63	Engaging Shift Workers And Part Timers With Microsoft 365	Fedelis Asia	1
64	Finance Training Into SMART HR	Information For Competitive Advantage	3

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]**Employee Training and Development, Recruiting and Retaining Employees** [F4GBM]

	TRAINING AND PROGRAMMES	TRAINING PROVIDER	NO OF PARTICIPANTS
65	Governance, Risk And Controls (GRC)-The Importance Of GRC System In Business Sustainability and How They Are Intertwined To Provide Reasonable Assurance To The Audit Committee & Board	Lee Min On	2
66	KPMG Tax And Business Summit 2020	KPMG	3
67	Certified First Aider	Malaysian Red Crescent Society	5
68	MACS Seminar	Malaysian Association of Company Secretaries	1
69	MACS Workshop	Malaysian Association of Company Secretaries	1
70	MAICSA Conference	The Malaysian Institute of Chartered Secretaries and Administrators	2
71	MIRA Sustainability Training-The Sustainability Accelerator-Sustainability Journey of Digi's Yellow Heart	Malaysia Investor Relations Association	2
72	MIRA Sustainability Training-The Sustainability Accelerator-Sustainability Journey of Sunway Group	Malaysia Investor Relations Association	2
73	MIRA Webinar: A Thorough Approach To Investment Fundamentals Part 1	Malaysia Investor Relations Association	1
74	MIRA Webinar: A Thorough Approach To Investment Fundamentals Part 2	Malaysia Investor Relations Association	1
75	Optimising Risk And Resilience Planning To Manage Disruptions	Tricor Axcelasia	2
76	Powerpivot : Powerful Data Analysis And Data Modelling In Microsoft Excel	Penta Wise	1
77	Section 117 Capital Reduction	The Malaysian Institute of Chartered Secretaries and Administrators	1
78	Seminar Percukaian Kebangsaan (SPK) 2022	Inland Revenue Board of Malaysia	5
79	MIRA Sustainability Training-The Sustainability Accelerator - Workshop B	Malaysia Investor Relations Association	4
80	The Company Secretary - Becoming A Changemaker		1
81	Track Malaysian Business Reporting System for Preparers	KPMG Management & Risk Consulting Sdn Bhd	1
82	Tricor Agile Work - The Economics of Remote Work	Tricor Services Malaysia Sdn Bhd	3
83	Violations of The Companies Act 2016: Oversights By Directors And Secretaries	The Companies Commission of Malaysia	1

We also conducted reviews on employees' performance, to identify and assess skills' gaps for improvement. All expenses for training programmes and employee engagement programmes conducted throughout 2020 were duly budgeted for and approved by the Management. For further information on the financial aspect, please refer to the financial statements in the Annual Report.

PROMOTING INCLUSIVITY [GRI 102-7, 102-8, 401-1, 405-1] [F4GBM]

We recognise the value of equal opportunities in our workforce, which extends to existing and prospective employees. We encourage a harmonious, conducive workplace and environment, which is free from harassment in any form, including race, ethnicity, religion, gender, national origin, ancestry, non-disqualifying physical or mental disability, marital status, or gender identity.

There were no differently-abled employees under our employment within the reporting period.



During the CSC workshop, employees are trained on a range of topics by subject matter experts as part of the Group's human capital development efforts.

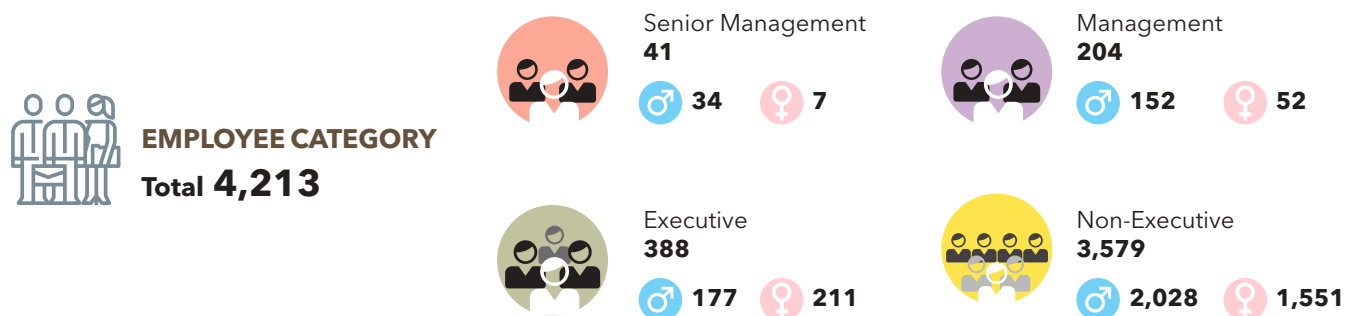
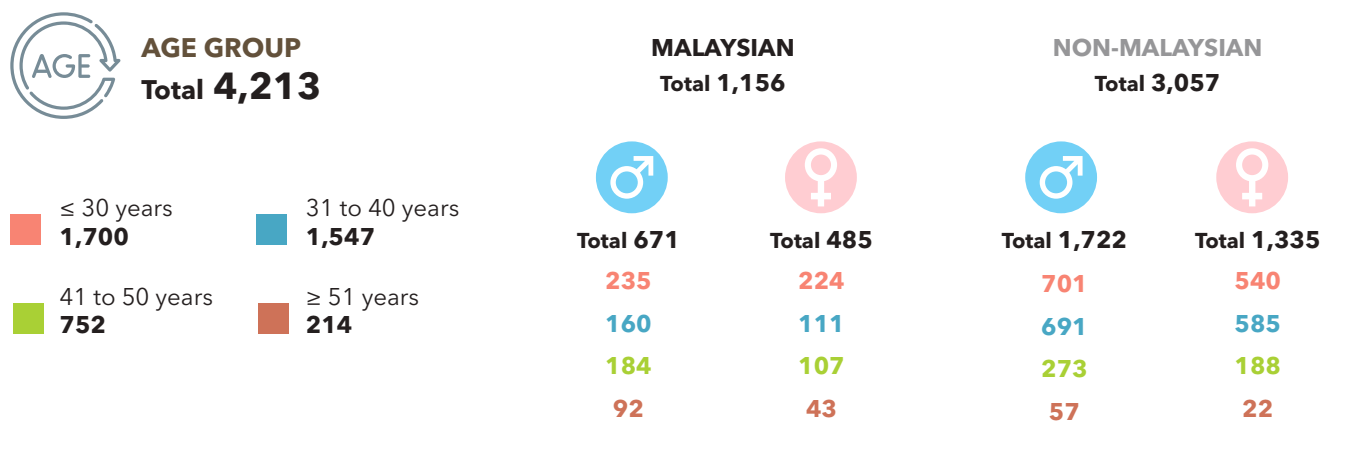
Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

EMPLOYEE DEMOGRAPHICS

At all times, we seek to strike a demographic balance in our workforce with an emphasis on inclusivity and social diversity. There is far more to creating a diverse workplace than just hiring people who fit into different age brackets, or achieving the desired male-to-female ratio or gender equity. Individuals from diverse backgrounds can offer a myriad of different talents, skills, and experiences which add diversity, and may be beneficial to both individual and team performances. Skill crossovers amongst employees enable our people to learn from each other, empowering new 'out-of-the-box' ideas while improving feedback and suggestions on a global scale.

So far as talent development and succession planning are concerned, our comprehensive employee development programmes allow us to tap in-house, which in turn encourages employee development and creates a pool of talented candidates for the future. It should be noted that we have a higher compliment of male employees as a result of their dominance in our manufacturing facilities.

As of 31 December 2020, there were 4,213 employees at KPS and its subsidiary companies. From the total workforce, 1,700 are below 30 years old, 1,547 are between the ages of 31 and 40, while 752 are between 41 to 50 years old, and the remaining 214 are above 51 years old.



Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

EMPLOYEE DEMOGRAPHICS

Our manufacturing operations span across five countries worldwide with no less than 12 nationalities in our workforce. By having a strong presence in these countries, KPS has successfully gone beyond Malaysian shores to expand its geographical reach, and now has global interactions with a broader client base. The ability to bridge language barriers and cultural differences has transformed KPS into a progressive organisation that attracts top talents.



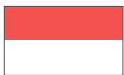











NATIONALITY
Total 4,213

MALAYSIAN
Total 1,156

NON-MALAYSIAN
Total 3,057



	Malaysia 1,156		China 683
	Indonesia 1,488		India 1
	Singapore 12		Nepal 252
	Bangladesh 215		Myanmar 206
	Vietnam 85		Taiwan 21
	United States of America 91		Hong Kong 3



Active engagement amongst employees from various departments and subsidiaries during one of the Corporate Sustainability Workshops.

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

NON-DISCRIMINATION

[GRI 406-1] [F4GBM]

The Group maintains a non-discriminatory workplace, whether on the issue of race, religion, gender, age group, disability or any other factor that distinguishes individual employees from others. Our employment terms and conditions specifically prohibit any form of discrimination while employees are cautioned against discriminatory language or behaviour towards each other. There were no incidents of discrimination of any kind recorded during the year in review.

We strive to create a diverse workforce and aim to find candidates best suited for employment in alignment with the Group's global employment standards and guidelines. The Company is a non-discriminatory employer, hiring and promoting employees based on the qualifications and skills required for the work.

CHILD LABOUR [GRI 408-1] [F4GBM]

We do not employ under-aged labour in accordance with the relevant employment laws and regulations in Malaysia. This restriction extends to existing and potential businesses in our supply chain. There were no incidents of child labour recorded during the year in review.

FORCED OR COMPULSORY LABOUR

[GRI 409-1] [F4GBM]

KPS is against forced or compulsory labour which extends to our vendors and suppliers as well.

SECURITY PRACTICES [GRI 410-1]

The security guards which are stationed at headquarters and our subsidiary companies as well as factories, are provided by a contracted security company where third party training is mainly focused on premise protection and visitor access protocols. While they are not trained in our human rights policies, nonetheless, their conduct is monitored by our Facilities Management & Administration Department.

At the same time, KPS conducted training sessions for the proper use of PPE, including COVID-19 control and prevention measures.

HUMAN RIGHTS ASSESSMENT

[GRI 412-1] [F4GBM]

KPS is a strong supporter of human rights. However, the Group does not have any specific policies or guidelines on human rights, having never before been subject to any human rights review or impact assessment.

To date, we have never held any training on human rights policies or procedures (GRI 412-2), or dealt with any investment agreements and contracts which specifically include human rights clauses that include human rights clauses, or that underwent human rights screening (GRI 412-3).

However, we are committed to protect the rights of our employees in accordance with all relevant legal requirements and regulations as well as with the Universal Declaration of Human Rights.

CUSTOMER HEALTH AND SAFETY

[GRI 416-1, 416-2] [F4GBM]

The Group prioritises health and safety by ensuring all our products conform to respective local and international standards.

As such, we are committed to quality and industry best practices set by the requirements of various certifications. As of 31 December 2020, we have certifications from various auditing and standards bodies, including SIRIM Berhad (formerly known as Standard and Industrial Research Institute of Malaysia). *Please refer to Stringent Quality Control Procedure on page 139 to 149 of this Report for further details.*

During the year in review, there was no record of any incidents of non-compliance to health and safety regulations that resulted in fines and penalties nor were there any incidents of non-compliance warnings.

Dynamic Workforce [GRI 404-1, 404-2, 404-3, 405-1]
Employee Training and Development, Recruiting and Retaining Employees [F4GBM]

MARKETING AND LABELLING
 [GRI 417-1, 417-2, 417-3] [F4GBM]

Product labelling is an important part of consumer assurance as it provides authentication on various concerns such as origin, quality standards, components, materials and other important declarations. During the year in review, we did not record any incidents of non-compliance with regulations nor any in our marketing communication.

CUSTOMER PRIVACY
 [GRI 418-1] [F4GBM]

At all times, we respect customer privacy and did not register any complaints on this issue during the year in review. Our employees undergo regular training programmes on the Personal Data Protection Act 2010 ("PDPA") to instil awareness and to ensure compliance with all applicable laws and regulations stipulated under the PDPA.

SOCIO-ECONOMIC COMPLIANCE
 [GRI 419-1] [F4GBM]

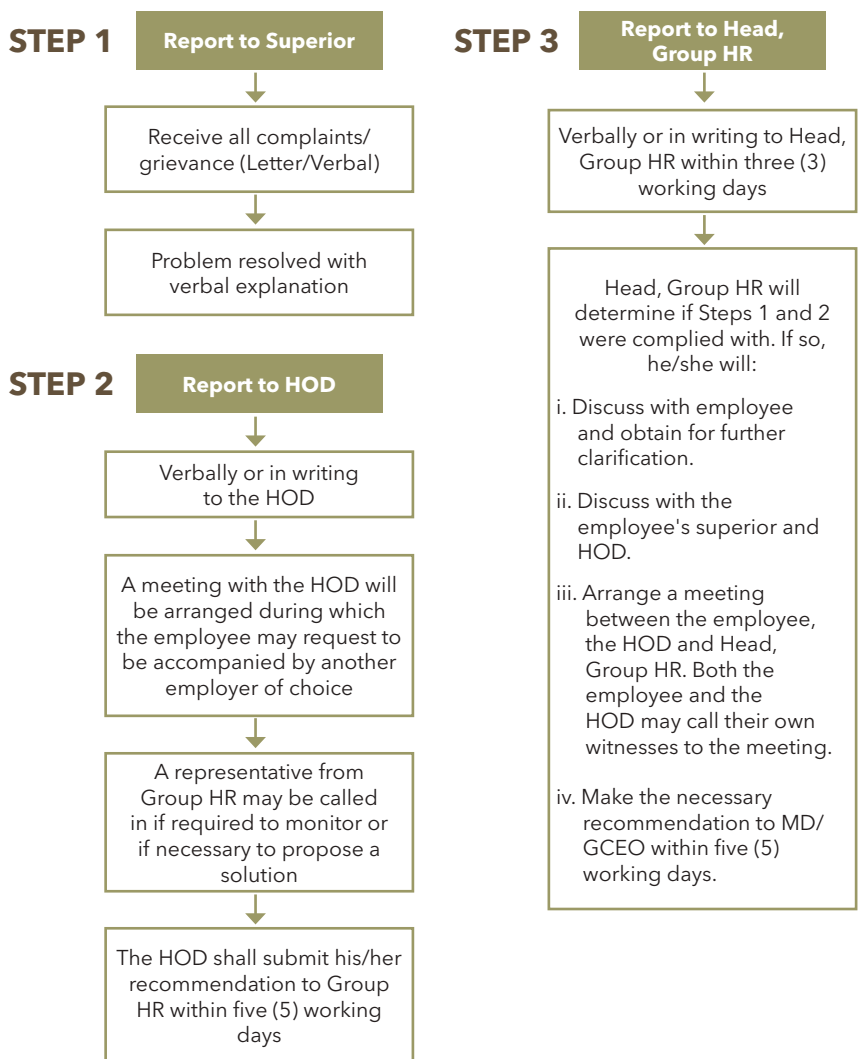
KPS did not incur any fines or sanctions for non-compliance of laws and regulations in the socio-economic area.

COMPLAINTS AND GRIEVANCE MANAGEMENT [F4GBM]


Guidelines and grievance procedures to handle social-related concerns including sexual harassment are outlined in the Whistleblowing Policy and is also available on the Group's website at <https://kps.com.my/index.php/whistleblowing>

We manage all grievances, complaints, and conflicts in an open, transparent and consultative manner with proper procedures for handling, investigating, and resolving issues, on social or environmental concerns through emails and Town Hall meetings where employees are encouraged to highlight their concerns.

COMPLAINTS AND GRIEVANCE MANAGEMENT PROCEDURES



Changing for the Better: Four CSR Core Pillars [GRI 413-1] [F4GBM]



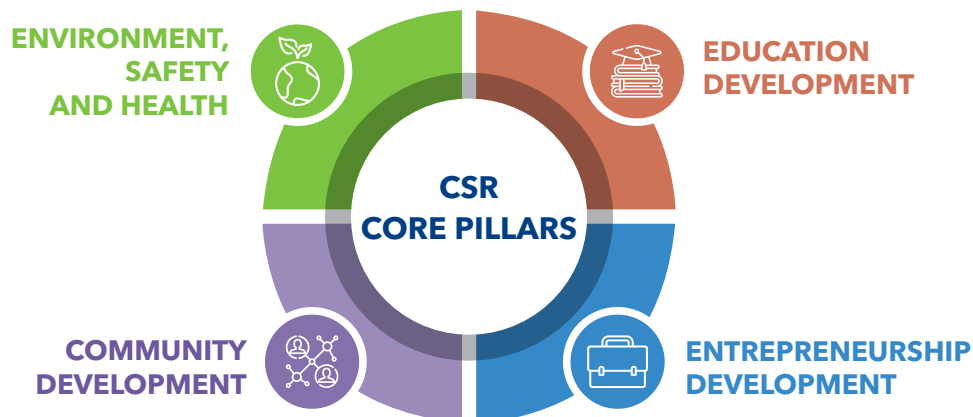
OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGS

- 1.1 Eradicate extreme poverty.
- 4.1 To ensure every child completes free, equitable and quality primary and secondary education.
- 4.2 To ensure that every child has access to quality early childhood development, care and pre-primary education in preparation for primary education.
- 4.3 To ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education.
- 4.4 To increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship.
- 4.5 To eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for everyone.
- 5.A Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and property, financial services, inheritance and natural resources.
- 5.B Enhance the use of enabling technology, to promote the empowerment of women.
- 8.4 Improve progressively, through 2030, global resource efficiency in consumption and production.
- 8.6 Substantially reduce the proportion of youth not in employment, education or training.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers.
- 10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action.
- 11.A Support positive economic, social and environmental links between urban and rural areas by strengthening national and regional development planning.
- 15.A Mobilise and significantly increase financial resources from all sources to conserve and sustainable use biodiversity and ecosystems.
- 15.5 Take urgent and significant action to reduce the degradation of natural habitats, and loss of biodiversity.

EMPOWERING OUR LOCAL COMMUNITIES [GRI 203-2, 413-1] [F4GBM]

VOLUNTEERISM AND CHARITIES [F4GBM]

Since 2014, KPS has won six awards in various categories both in Malaysia and internationally. For two years in a row, KPS has been named Company of the Year under the Trading and Manufacturing Sector at the Sustainability and CSR Awards, conferred jointly by CSR Malaysia Publication and the Corporate Sustainability and Responsibility Malaysia Welfare Society. KPS stands side-by-side with industry giants for its outstanding sustainability and CSR efforts, which further validates our relentless pursuit in continuously creating awareness and expanding our commitment in the communities in which we operate.



Changing for the Better:
Four CSR Core Pillars [GRI 413-1] [F4GBM]



EDUCATION DEVELOPMENT Education is fundamental in building a knowledge-based society to achieve sustainable human development progress. The Group's central focus is to support the education of Orang Asal children in order to uplift the future generation of marginalised communities. We hope that by providing them with the resources to seek knowledge, it will improve their quality of life and broaden their social outlook.



ENTREPRENEURSHIP DEVELOPMENT Numerous programmes in healthcare, livestock management, and social enterprise were organised to plant the seed of entrepreneurship amongst the lower income group within the community. These carefully selected programmes provide platforms to encourage less privileged individuals to support themselves, improve their living conditions, expand their business acumen in the hope that it will result in gainful employment in the community.

The objectives of these programmes are also intended to shape the future and accelerate the progress of women in our society, with a focus on elevating the social and financial status of women like single mothers. We also stress the importance of developing and managing successful mentoring programmes that are designed to have a multiplier effect for enabling positive changes in the community.



COMMUNITY DEVELOPMENT Our programmes are focussed on healthy lifestyles, and sporting activities to bridge the divide between the underprivileged, the differently-abled and other members of the community. In 2020, KPS achieved another first with a programme specifically tailored for juvenile delinquents, which prescribes to rehabilitate them back into society and offer them opportunities to tap into their career prospects.



ENVIRONMENT, SAFETY AND HEALTH Under this tenet, we focus on the improvement and care of the Environment, Safety and Health by reducing on environmental footprint, promoting conducive and safe environments, and nurturing healthy lifestyles.

Changing for the Better:
Four CSR Core Pillars [GRI 413-1] [F4GBM]

For most of 2020, many of our planned community enrichment programmes were either cancelled or deferred due to pandemic-related restrictions. We also changed direction for some CSR programmes to spread motivational messages and activities as well as heighten awareness in addressing COVID-related issues by joining forces with Governmental agencies and NGOs.

In 2020, excluding the redistribution of zakat, we allocated RM2 million for the implementation of various sustainability and CSR initiatives.



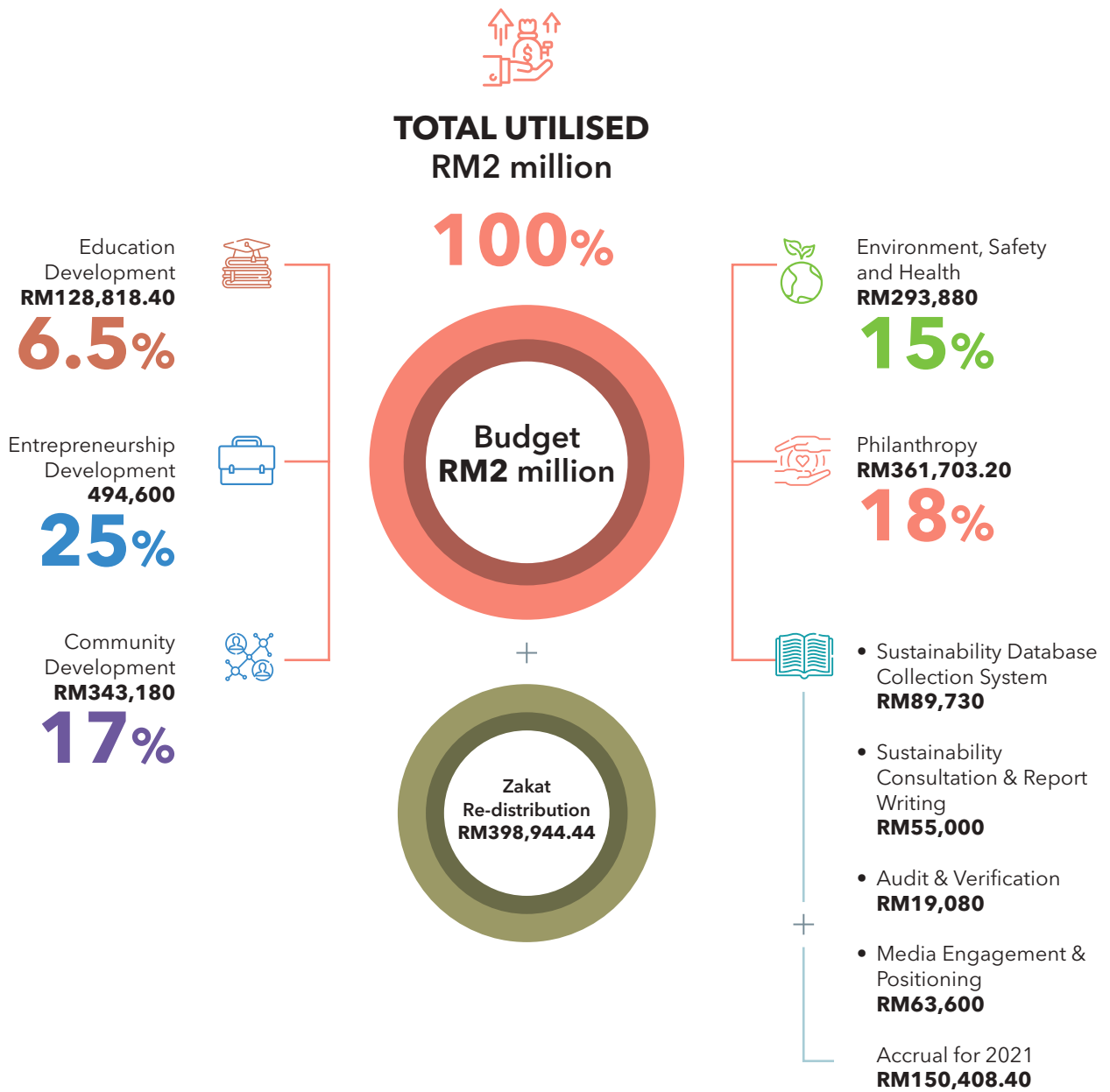
The Group's CSR Programmes have, in many cases, bettered the lives of our communities.



KPS collaborated with MJ Fatonah under its Livestock Entrepreneurship Development Programme.

Changing for the Better:
Four CSR Core Pillars [GRI 413-1] [F4GBM]

UTILISATION OF BUDGET ALLOCATION

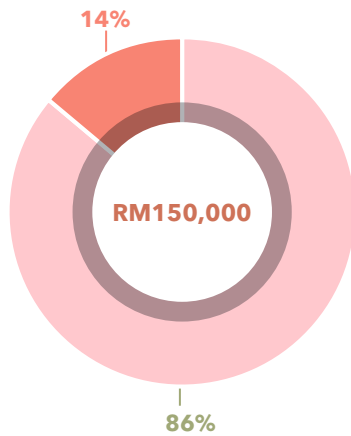


Changing for the Better:
Four CSR Core Pillars [GRI 413-1] [F4GBM]

ALLOCATION OF BUDGET BY CSR PILLARS



Education Development



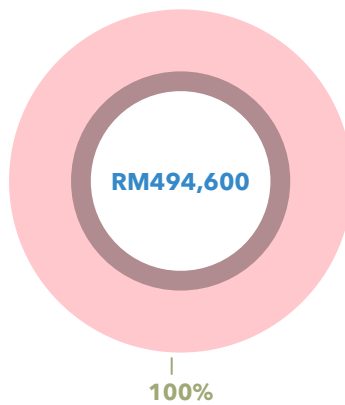
UTILISED
RM128,818.40

KPS CerDik:
RM100,000

KPS Junior
(Industrial Placement):
RM28,818.40



Entrepreneurship Development



UTILISED
RM494,600

Livestock:
RM135,000

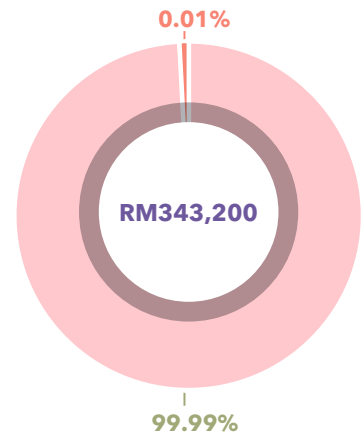
Postnatal:
RM144,000

Caregiver:
RM197,600

KPS Community
Outreach-Caregiver:
RM18,000



Community Development



UTILISED
RM343,180

KPS Sports For All:

Swimming (5 Differently-abled Swimmers below 21 years old):
RM43,800

Badminton Therapy Clinics for Autistic Children:
RM145,400

Badminton (2 Hearing Impaired players below 25 years old):
RM66,000

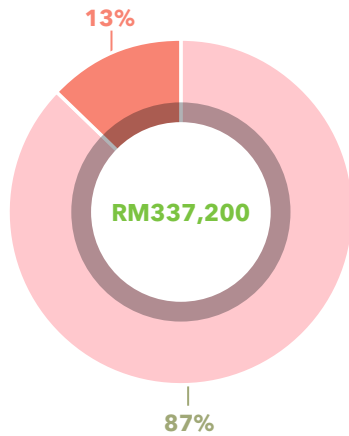
Cycling Talent Development (15 cyclists, below 15 years old):
RM68,000

Islamic Religious Department Programmes:
RM19,980

Changing for the Better:
Four CSR Core Pillars [GRI 413-1] [F4GBM]



Environment, Safety and Health



UTILISED
RM293,880

Waste Management Training Programmes for CBB, CPI and Toyoplas:
RM14,600

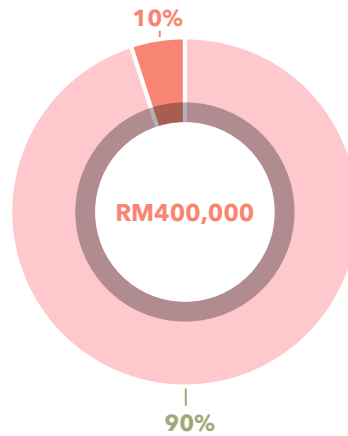
Waste Management Initiative - CPI Wastewater Filtration:
RM27,080

Cycling (Road Safety Awareness Programmes):
RM98,000

Swimming & Water Safety Campaign:
RM154,200



Philanthropy



UTILISED
RM361,703.20

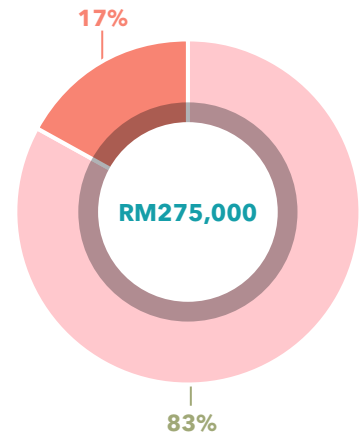
Associations, NGOs, CSR Strategic Partnerships:
RM151,703.20

Selangor State *Korban* Programme:
RM200,000

Employee Emergency Assistance Fund:
RM10,000



Sustainability Report Writing, Audit & Verification and Media Engagement



UTILISED
RM227,410

Sustainability Database Collection System:
RM89,730

Sustainability Consultation & Report Writing:
RM55,000

Audit & Verification:
RM19,080

Media Engagement:
RM63,600

Inspiring Hope for a Vibrant Future [GRI 413-1][F4GBM]



KPS Educational Development Programmes

As an agent of change, we believe in giving Orang Asal children the resources and tools to equip them with the opportunity to climb out of poverty. Our education initiatives show how we have stepped in to analyse, intervene and provide novel solutions in addressing the challenges faced by Orang Asal in when addressing to education. Our efforts augur well with the UNSDG Goal 4 of Quality Education, in upholding every child's right to quality education.

For three years, we have been heavily involved with education programmes for Orang Asal to help reduce their illiteracy rate, improve absenteeism and dropout rates, prevent riskier health behaviours and eventually creating a pathway to a more vibrant future with opportunities for higher education and job security.

We were able to proceed with our planned programmes under the Education CSR Core Pillar until it was halted in mid-March 2020. Coaching sessions resumed once the MCO and ensuing CMCO restrictions were lifted in June 2020. In light of the COVID-19 crisis, the CSR Committee is assessing methodologies with the view of harnessing and adopting technology to effectively continue these programmes.



OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGs

- 4.1 To ensure every child completes free, equitable and quality primary and secondary education.
- 4.2 To ensure that every child has access to quality early childhood development, care and pre-primary education in preparation for primary education.
- 4.4 To increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship.
- 4.6 To ensure that all youth and a higher number of adults achieve literacy and numeracy.
- 4.A Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.
- 4.B Substantially expand the number of scholarships available to developing countries, or enrolment in higher education, in developed countries and other developing countries.
- 8.1 Sustain per capita economic growth in accordance with national circumstances.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of enterprises.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 Substantially reduce the proportion of youth not in employment, education or training.
- 8.8 Protect labour rights and promote safe and secure working environments for all workers.
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action.

The CerDik 2018 Programme was our first effort in attempting to uplift Orang Asal children through formal education and experiential learning methods.

In three short years, our Educational Development programmes have substantially resolved dilemmas faced by this marginalised group to record improvements in combating school dropouts, absenteeism rates, and efforts to create high achievers.

Malaysia's fragile education system was hard hit in 2020, and has created a "lost generation" in terms of schooling continuity. The level of education by children in government schools has been unequal during the first wave of the pandemic, because classroom teaching was halted and schools shutdown.

The majority of the student population lacked the technology to participate in digital and broadcast learning exacerbated by patchy internet access and the lack of online material suitable for the national curriculum. COVID-19 has widened the existing disparities within communities and between nations, and disproportionately harmed vulnerable groups in our society.

Source: UNDP.

Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM]
KPS Educational Development Programmes

KPS CERDIK PROGRAMME

The CerDik Programme was introduced in 2018 for a select group of 50 Orang Asal children from SK Bukit Lanjan (SKBL) as a catalyst to advance skills and knowledge through a process of interactive learning methods, which included debates and study tours. In 2019, CerDik was extended to another 50 Orang Asal students in SK(A) Bukit Cheding (SKABC).

In 2020, the programme provided children with experiential learning to complement the existing education system. 18 Year-5 and Year-6 Orang Asal students from our adopted school in SK(A) Bukit Cheding (SKABC) and another 10 students from a newly identified school, SK (A) Bukit Kemandol (SKABK), attended this programme. In efforts to continuously enhance CerDik, the children will be coached on the importance of time management skills as well as study techniques to effectively prepare themselves for examinations.

The CerDik 2018 Programme was KPS' initial efforts to assist Orang Asal children to overcome barriers in education with a budget of RM73,085.

Objectives:

- To encourage Orang Asal students to pursue their primary and lower secondary education.
- To increase their confidence level in communication skills.
- To equip them with social skills relevant to different cultural settings.
- To reduce absenteeism amongst primary school students throughout the academic year.
- To inspire them to look forward to attending school.
- To reduce the dropout rates at primary and secondary levels.

2020



SK (A) Bukit Cheding



18
students

SK (A) Bukit Kemandol



10
students



Budget **RM100,000**

2019



SK (A) Bukit Cheding



50
students



Budget
RM71,749

2018



SK Bukit Lanjan



50
students



Budget
RM73,085



The KPS CerDik Programme was initiated to assist Orang Asal children with their early, secondary and tertiary education.

Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM] KPS Educational Development Programmes



There have been significant improvements in educational development amongst Orang Asal children who have participated in the KPS CerDik Programme.

KPS CERDIK PROGRAMME

In a period of nearly three years, we have managed to resolve some of the dilemmas faced by Orang Asal children in pursuing their studies, by coordinating with teachers and coaches to execute modules and programmes, which today also include experiential learning techniques. KPS has partnered with inspiraComm Sdn Bhd to develop and conduct a series of modules using a holistic approach. Apart from academic achievements, extracurricular activities serve to teach new skills and develop passions, which are vital in a child's development. These modules are also curated to broaden their social skills by encouraging engagement with other children, by making new friends, and increasing confidence levels in public settings.

This is not a conventional community engagement programme as it was developed with the objective of creating deeper self-awareness and self-worth as well as to elevate self-esteem. It is an essential tool for positive mental health and well-being. Modules were developed after consultation with relevant stakeholders and involved establishing targets and goals. These were then measured and documented systematically.



Orang Asal students from SK (A) Bukit Cheding eagerly participate in the activities conducted under the CerDik Programme.

Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM]
KPS Educational Development Programmes

KPS CERDIK PROGRAMME

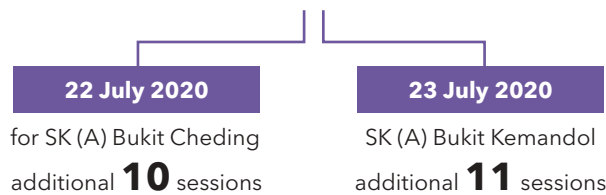
The CerDik programme focusses on monitoring and evaluating the progress of students. To address the issues of absenteeism and dropouts amongst Orang Asal students, teachers conducted home visits to determine the causes and challenges of the families involved.

The primary goal of this approach is early intervention with non-confrontational relationship building, which is an extension of our culture of care and concern. Regular checks on these students allow for effective monitoring of student-activity levels and improving engagement between teachers and families by understanding problems and providing assistance where required.

Our commitment and dedication are multi-faceted and continued right through to ensure that they are not left behind due to the lack of technological infrastructure in their villages. Therefore, these children needed to be taught in a physical classroom.

Four sessions were conducted before the first term school holidays that started on 14 March 2020. Due to the enforced MCO on 18 March 2020, the programme delivery was disrupted with school closure until 14 July 2020.

The programme resumed after the Selangor State Education Department granted permission for us to continue with our programme.



The students managed to sit for the first term examinations before schools were forced to close due to the MCO. There were no subsequent examinations as schools were closed again on 14 October 2020, which lasted until the end of the calendar year.

We looked at changing the criterion of some of our programmes for students who decided not to continue with their tertiary education for reasons which may include not being academically inclined or were pressured to leave because they were forced to contribute towards the family’s economic well-being. This prompted us to support them by offering specific skill development or vocational education via specially tailored programmes. This initiative is slated to be launched in the forthcoming year.

Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM] KPS Educational Development Programmes

TALENT POOL

The Group's optimisation of human resource for both business and social value is two-pronged:

Human Resource optimisation means understanding the skills required for a job, understanding an employee's or an entire organisation's strengths and weaknesses, and using the information to leverage the strengths and minimise the weaknesses to get any one job done effectively, and collectively having an organisation run seamlessly.

While recognising academic qualification is paramount in all new job placements, including fresh graduates from vulnerable groups for industrial placement programmes, we believe in a hands-on training approach after a new employee is first hired. This goes a long way toward integrating efficiency and effectiveness throughout an organisation because without proper training employees, and in turn an organisation, cannot succeed in today's rapidly changing HR landscape that must also cater to a rapidly changing business environment.

According to the Department of Statistics Malaysia, Malaysia's unemployment rose to 4.5% in 2020, the highest rate recorded since 1993. It is evident that both youth struggle to integrate and align their skills in a grim job market. As economies start to recover from the pandemic, the digital forward and automation economy is also expected to further contribute to employment turmoil.

KPS emerged from the crisis on the back of resilience and sustained value creation that has strengthened our long-term sustainability. KPS' CSR is ingrained with societal values, and a clarity of purpose which has supported a broad-based and sustainable economic recovery that has led to growth, which in turn has strengthened our brand's societal trust.

As a nation-building partner, KPS is mindful of its responsibility to give our youth hope to rise above abject poverty. We offer internship and Industrial Placement programmes to qualified fresh graduates and skilled vocational students to bridge the integration of conceptual knowledge and training. These programmes are part of a long-term strategy to improve professional growth in strengthening our talent pool.

Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM] KPS Educational Development Programmes

INDUSTRIAL PLACEMENT PROGRAMME

The uncertainties brought upon by the pandemic forced many companies to cut cost and reduce on employee training programmes. On the other hand, we were determined not to follow suit and proceeded with the HR programmes we had planned for by going virtual. We quickly adopted new remote management techniques and dealt with issues like recruitment with one-on-one interactive sessions.

In this programme, fresh graduates are recruited from local universities for placements in various disciplines either at headquarters or in subsidiary companies. Networking and partnering with local academic institutions and universities are vital strategies to grow the Group's community footprint. By offering job placements to these graduates increases the Group's brand awareness and recognition amongst jobseekers, where we have constantly positioned KPS as an employer of choice.

KPS is focussed on creating an inclusive organisation where all employees feel engaged and understand that their work is an important contribution in the organisation's overall push for excellence. From the onset, mentors are assigned to interns to bridge the aspirations of the individual to that of the organisation, and between extrinsic and intrinsic rewards in aiding the personal and professional development of a mentee.

Mentors themselves are able to gain from the experience as trainers. Our preference in offering interns full-time employment in the Group as opposed to hiring more experienced individuals is based on and intern's adaptability to inculcate the Company culture and values.

In 2020, five interns were assigned to four different departments in KPS.

Objective:

To improve the competency of interns.

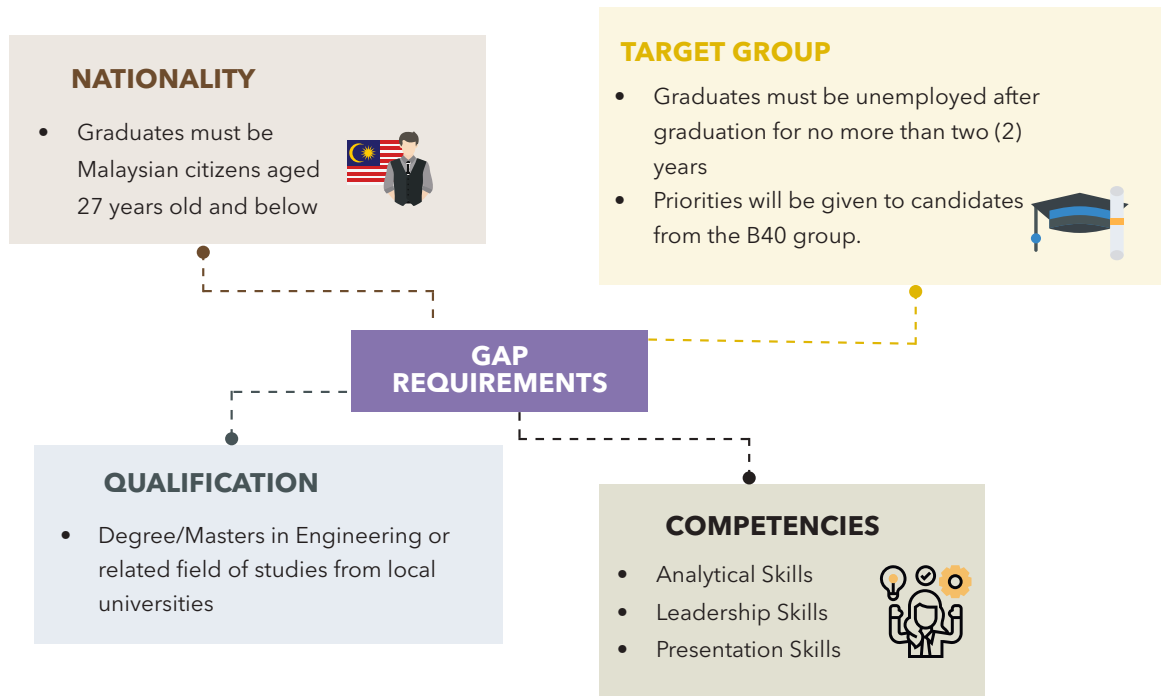
Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM]
KPS Educational Development Programmes

GRADUATE ATTAINMENT PROGRAMME: THE RISE OF A NEW WORKFORCE

The Graduate Attainment Programme ("GAP"), introduced in March 2020, is a one-year structured development programme to build a talent pool of mainly engineers. The aim of GAP is to develop high potential fresh graduates and professionals in a real life working environment. Participants will be exposed to on-the-job training, based on a 6+6 months job rotation, where they will gain exposure in various departments and business sections.

As fresh graduates, they are also able to give a fresh perspective on work processes and about the organisation, as a whole. This new breed possess varying abilities and a natural aptitude for technology, and will form the future talent pool of emerging leaders.

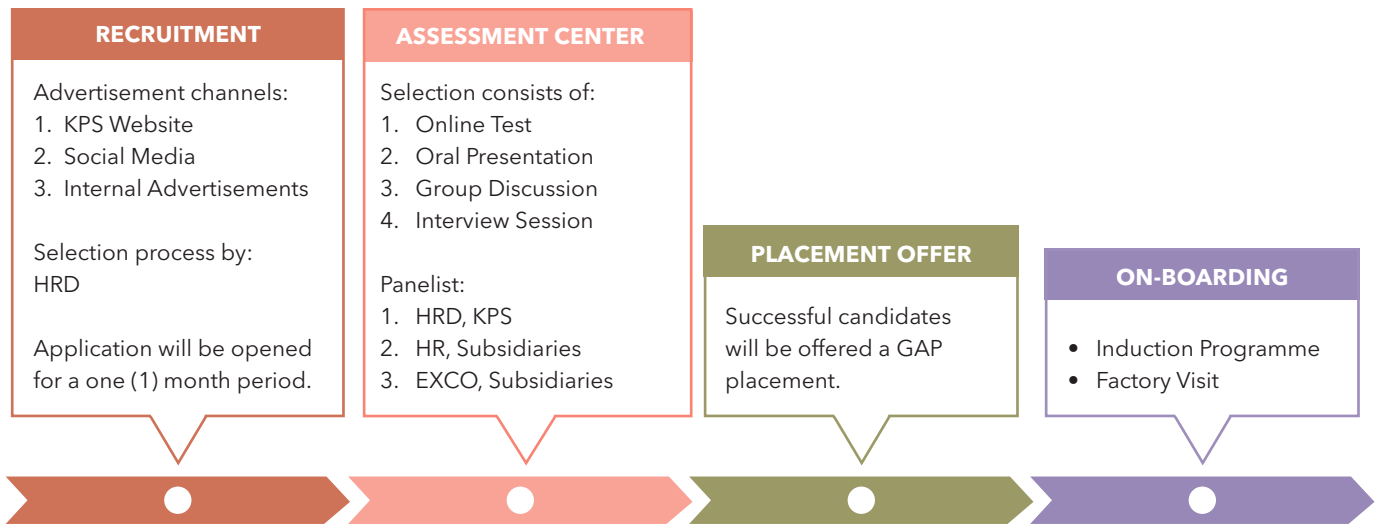
Two graduates underwent the programme in 2020.



Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM]
KPS Educational Development Programmes

GRADUATE ATTAINMENT PROGRAMME: THE RISE OF A NEW WORKFORCE

GAP SELECTION PROCESS






Upon the successful completion of the programme, GAP trainees will secure an identified position within one of its subsidiary companies, and is subject to individual performances. They will also be placed in a talent pool for managerial/specialist posts where selected individuals will be trained under a structured development programme with formal, relational, and experiential modules built in.









Inspiring Hope for a Vibrant Future [GRI 413-1] [F4GBM]
KPS Educational Development Programmes

GAP CANDIDATE'S COMPETENCIES

 <p>ANALYTICAL SKILLS</p> <ul style="list-style-type: none"> • Critical Thinking • Research & Information Analysis • Problem Solving 	 <p>LEADERSHIP SKILLS</p> <ul style="list-style-type: none"> • Integrity • Teamwork • Dependability 	 <p>PRESENTATION SKILLS</p> <ul style="list-style-type: none"> • Verbal Communication • Deliverables • Persuasion
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GAP BENEFITS



	MONTHLY ALLOWANCE RM2,000 per month
	MEDICAL OUTPATIENT RM500 per annum
	PERSONAL ACCIDENT RM10,000 per annum
	HOSTEL Provided
	LEAVE ENTITLEMENT Annual Leave : 8 Days per annum Medical Leave : 14 Days per annum

For more information, please contact our HRD for opportunities.





Through intership and GAP, fresh graduates have the oppourtunity to carve their career in KPS.

Unlocking Potential [GRI 413-1]



KPS Entrepreneurship Development Programmes



OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGS

- 1.1 Eradicate extreme poverty.
- 1.4 To ensure that the poor and the vulnerable have equal rights to economic resources, access to basic services, ownership and control over land, property, inheritance, natural resources, appropriate technology and financial services.
- 1.A Ensure significant mobilisation of resources from a variety of sources and to implement programmes and policies to end poverty.
- 4.3 To ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education.
- 4.4 To increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship.
- 4.5 To eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for everyone.
- 4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.
- 5.B Enhance the use of enabling technology, to promote the empowerment of women.
- 5.C Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and empowerment.
- 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of enterprises.
- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- 8.6 Substantially reduce the proportion of youth not in employment, education or training.
- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- 10.3 Ensure equal opportunities and reduce inequalities of outcome, eliminate discriminatory laws, policies and practices and promote appropriate legislation, policies and action.

KPS pioneered the Entrepreneurship Development Programme to address socio-economic dilemmas that the underprivileged face. The programmes advocate long lasting solutions to equip them with crucial life skills in navigating their uncertain future.

Through subsidised programmes such as these, KPS aspires to develop social-sector entrepreneurship amongst the lower income groups through tangible transformation. By providing the tools for self-sufficiency, instead of quick fixes that are centred on cash and in-kind donations, we intend for the beneficiaries to realise the correlation between the effort they put into work and the income they get of it. All in all, success allows them to acquire a sense of dignity and pride.

Since the inception of these programmes, KPS has an impressive collection of case studies that have fast-tracked numerous participants by either improving their current businesses or establishing start-ups.


We have inspired, nurtured, and mentored hundreds of emerging entrepreneurs who have carved successful paths in various fields of business. Our development initiatives for underprivileged women has effectively supported and gone on to empower them, to inspire and motivate others to follow in their footsteps.

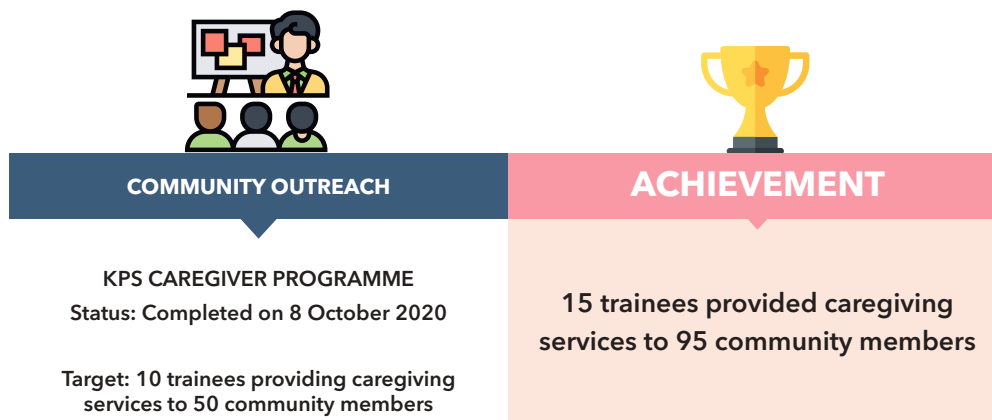
This multiplier effect in creating more opportunities for pursuing meaningful employment and start-ups in social entrepreneurship are exactly the reasons why we created such programmes. Ultimately, we aim to radically reduce extreme poverty in our communities by creating awareness in society that

Change is Possible.

Unlocking Potential [GRI 413-1]
KPS Entrepreneurship Development Programmes



 ACHIEVEMENTS KPS ENTREPRENEURSHIP DEVELOPMENT PROGRAMMES		
To elevate socio-economic status <ul style="list-style-type: none"> Elevate income 70% for participants to >RM1,000 	Overall Results: 545 from 792 (69%) i. Livestock: 417 from 625 (67%) ii. Caregiver: 45 from 70 (64%) iii. BLUMS: 83 from 97 (86%)	2020 Results: 87 from 100 (87%) i. Livestock: 20 from 30 (73%) ii. Caregiver: 37 from 40 (92.5%) iii. BLUMS: 30 from 30 (100%)
<ul style="list-style-type: none"> Elevate income 20% for participants to >RM2,000 	Overall Results: 103 from 792 (13%) i. Livestock: 62 from 625 (9.9%) ii. Caregiver: 1 from 70 (1.4%) iii. BLUMS: 40 from 97 (41.2%)	2020 Results: 37 from 100 (37%) i. Livestock: 19 from 30 (63%) ii. Caregiver: 7 from 40 (17.5%) iii. BLUMS: 11 from 30 (37%)



Challenges and issues will always crop up in any business venture. Hence, our involvement does not just stop at offering programmes but entails a framework with mechanisms to properly monitor, engage, and assist these entrepreneurs through the process of their development.

Unlocking Potential [GRI 413-1] KPS Entrepreneurship Development Programmes

BREAKING BARRIERS FOR RURAL ENTREPRENEURS

Several key takeaways emanate from the Entrepreneurship Development Programmes, one of which is the multiplier effects for our programmes. We empower and encourage participants to share the knowledge and skills gained with others in the community to promote self-employment, create new job opportunities, and utilise local resources and skills, which lead to alleviating poverty levels.

Another area is creating and developing sustainable community wealth for both business owners and people they employ, particularly in community-based businesses, which what our programmes are founded upon.

The pandemic-linked economic downturn has disproportionately affected these underprivileged groups, partly due to their already precarious position and located in poorer communities.

Businesses owned by lower income groups tend to earn lower revenues, resulting in an overall lower level of prosperity for these families as compared with businesses operating in urban areas.



KPS BLUMS Postnatal Programme empowers women from challenged backgrounds to tap into job opportunities and start businesses in the field of postnatal care.



Caregiving services for the aged and infirmed in our communities have been on the rise. The Caregiver Training Programme has established a platform for the underprivileged in our community to explore career opportunities in this industry.

Unlocking Potential [GRI 413-1]
KPS Entrepreneurship Development Programmes

In 2020, three programmes were successfully completed with a total expenditure of:

RM494,600

(2019: RM471,278)

100 participants

(2019: 143 participants)

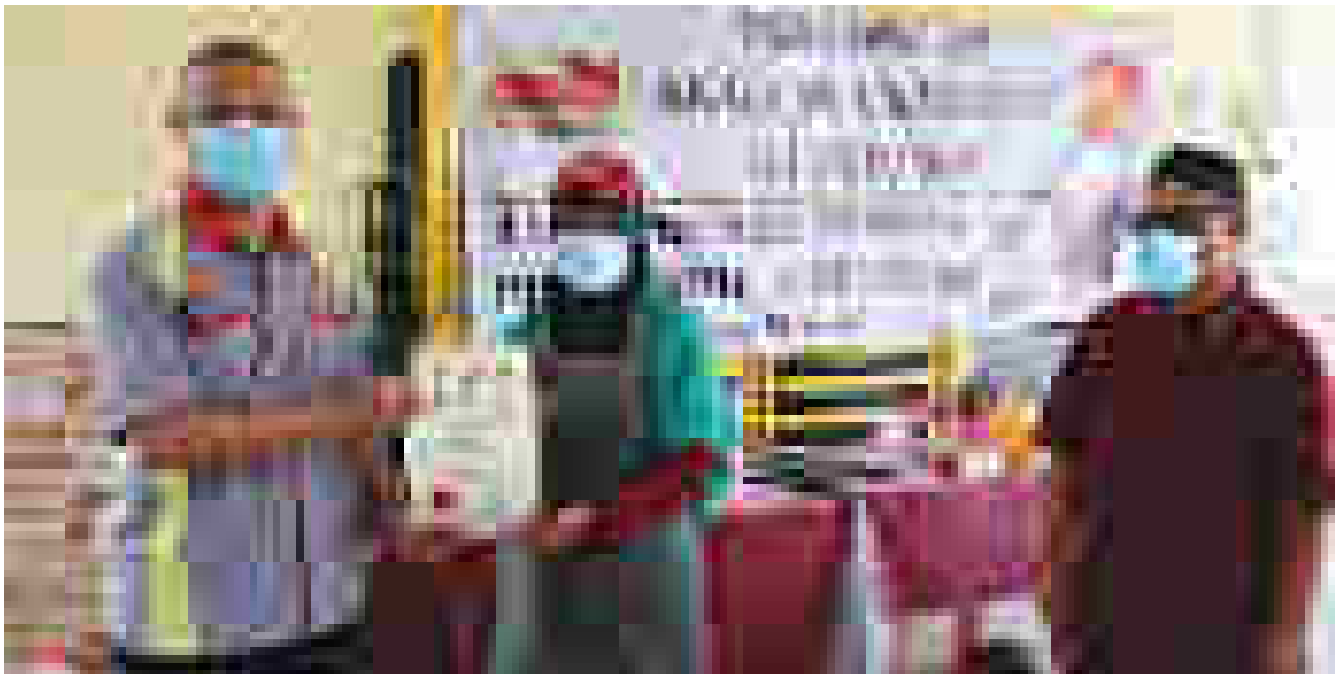
The Entrepreneurship Development Programmes conducted in 2020:

- Livestock Management;
- Caregiving/Homecare Services for the Aged; and
- Postnatal Services.

We successfully completed all three programmes in spite of restrictions due to the MCO and CMCO periods. While physical training sessions resumed with strict SOPs, virtual training was also conducted.

ELEVATING SOCIO-ECONOMIC STATUS

KPS Entrepreneurship Development Programmes were implemented to address unemployment issues to encourage participants in raising their confidence levels for either starting small-scale businesses or improving their competitive edge. These training programmes attracted those without any source of income, from low-income households or those who live below the poverty line. In order to keep track of the quality and effectiveness of the entrepreneurship programmes, KPS developed a focussed monitoring and evaluation process, involving the trainers and the participants of the programme.



One of the participants of the Livestock programme received her certificate after successfully completing the training with MJ Fatonah.

Unlocking Potential [GRI 413-1]
KPS Entrepreneurship Development Programmes



Since 2012, the Entrepreneurship Development Programme has benefitted 625 community members.

Unlocking Potential [GRI 413-1] KPS Entrepreneurship Development Programme - Livestock Management

Since its inception in 2012, the Livestock Training Programme has successfully trained 625 participants in 24 sessions. This programme has proven to be an ideal platform for participants to sharpen their technical skills, business acumen, and gain access to working capital required for livestock management and marketing.

In the last eight years, KPS and MJ Fatonah Sdn Bhd ("MJ Fatonah"), a company associated with the Department of Veterinary Services, have been training entrepreneurs to manage livestock with extensive theoretical and practical programmes. In 2020, 30 people from the community were selected based on preset criteria.



SPECIAL FOCUS**WASTE-TO-PROFIT:
CIRCULAR ECONOMY IN THE LIVESTOCK INDUSTRY****DON'T LET IT GO TO WASTE**

Together with the training provider, MJ Fatonah, we are exploring the potential to implement a circular economic business to produce bio-fertiliser.

The benefits are immense:

Organic Fertiliser

- Producing high-quality organic fertiliser from cow dung and other animal waste could provide a lucrative side income for livestock farmers-turned-entrepreneurs.
- Pivoting to organic farming methods to reduce chemicals and pesticides which are harmful for consumption. Organic fertiliser produced from cow dung is suitable for the cultivation of any crops.
- The circular model of recycling waste promotes biodiversity protection as it is no longer sustainable to continue taking resources from external sources.

Cows dung is one of the most important sources of bio-fertiliser and an effective alternative to chemical fertilisers. Bio-fertiliser enhances productivity in the long-term with by maintaining soil health and protecting the microbial population.

Cow dung manure and vermicompost (product of the decomposition process using various species of worms) increases soil organic matter content, and this leads to improved water infiltration and water holding capacity.

(Source: International Journal of Scientific Research)

Unlocking Potential [GRI 413-1]

KPS Entrepreneurship Development Programme - Livestock Management

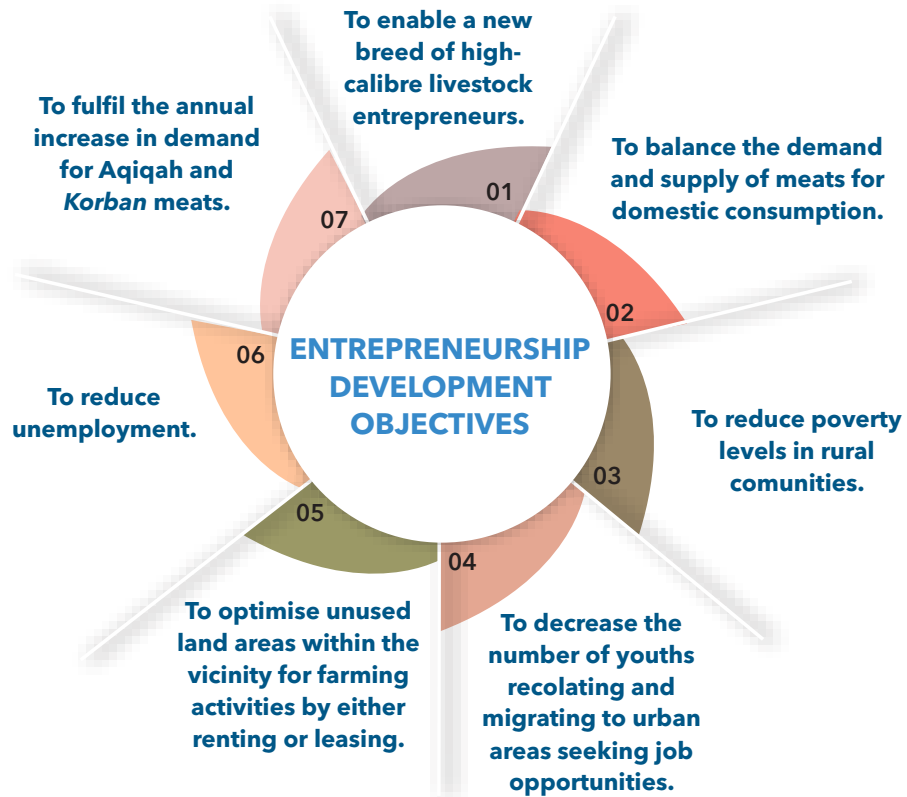
This programme was also launched to help balance the demand and supply for the domestic market. Rapid economic and population growth has led to increased demand for livestock products over the years. In Malaysia, local livestock breeders contribute 23% of the beef supply and 8% of goat meat, and other dairy products for domestic consumption.

In closing the gap to balance the supply and demand rate, we are pleased to report that the Entrepreneurship Development Programme for Livestock Management is helping meet the Ministry of Agriculture Malaysia's target of achieving 30% local supply for the domestic market in 2020.

The development of this industry is envisaged to ensure food security in the country and reduce dependency on meat imports. Malaysia relies heavily on beef and mutton imports, due to its cheaper price compared to local produce and also in meeting the high demand of Malaysian consumers as compared to other meats. This initiative is in line with the strategies outlined in the National Agro-food Policy ("NAP") (2011-2020), which is the initiative towards improving the efficiency of the livestock industry, and reducing the balance of trade by increasing domestic supply and decreasing imports.

Unlocking Potential [GRI 413-1]

KPS Entrepreneurship Development Programme - Livestock Management



PARTICIPANTS OF LIVESTOCK PROGRAMME BY STATE IN 2020:



Unlocking Potential [GRI 413-1]

KPS Entrepreneurship Development Programme - Livestock Management

Our overarching agenda for this programme is to provide the right resources and skills needed to elevate socio-economic status of our participants. We managed to achieve the following:

LIVESTOCK TRAINING PROGRAMME OBJECTIVES AND IMPACTS

OBJECTIVES	IMPACT	
	Before Programme (2020)	After Programme (2020)
To enable a new breed of high-calibre livestock entrepreneurs.	75% 20 participants have launched livestock farming businesses on a traditional scale.	100% 30 participants have started livestock business operations and have diversified animal-based products.
To balance the demand and supply of meats for domestic consumption.	23% Low domestic supply of beef.	30% This programme has helped to meet the Ministry of Agriculture Malaysia's target of 30% supply for the domestic market in 2020.
To reduce poverty levels in rural communities.	0% Livestock farmers were either generating very low income or totally had no source of income from their efforts.	100% Breeders either started to generate income and profit while others found gainful employment in agriculture-related industries.
	0% Monthly income generation of between RM500 and RM2,000.	80% 24 participants achieved monthly incomes of between RM500 and RM2,000.
	0% Monthly income generation of >RM2,000	10% 3 participants achieved monthly incomes of >RM2,000.
To decrease the number of youths migrating to urban area to seek job opportunities.	33% 10 participants had migrated to urban areas.	100% Urban migrants returned to their villages to take-up livestock farming activities.
To optimise unused land areas.	0% The unused and undeveloped land was not converted for farming projects, and which could increase the value of the land.	83% 25 participants rented 300 acres of undeveloped land to pursue livestock farming.
To reduce unemployment rates.	0% 18 participants were accepted into the programme as they were either retrenched or self-employed.	100% This programme created job opportunities for the unemployed or those who were terminated from employment.
To fulfil the annual increase in demand for Aqiqah and Korban meats.	0% Stock shortage of Aqiqah and Korban meats due to rising annual demand. In the State of Selangor alone, the annual demand reaches 50,000 cows and over 200,000 goats.	100% The programme has contributed towards meeting the high demand for sacrificial meats. Participants of the programme have contributed 15,000 goats and 600 cows in the reporting period.

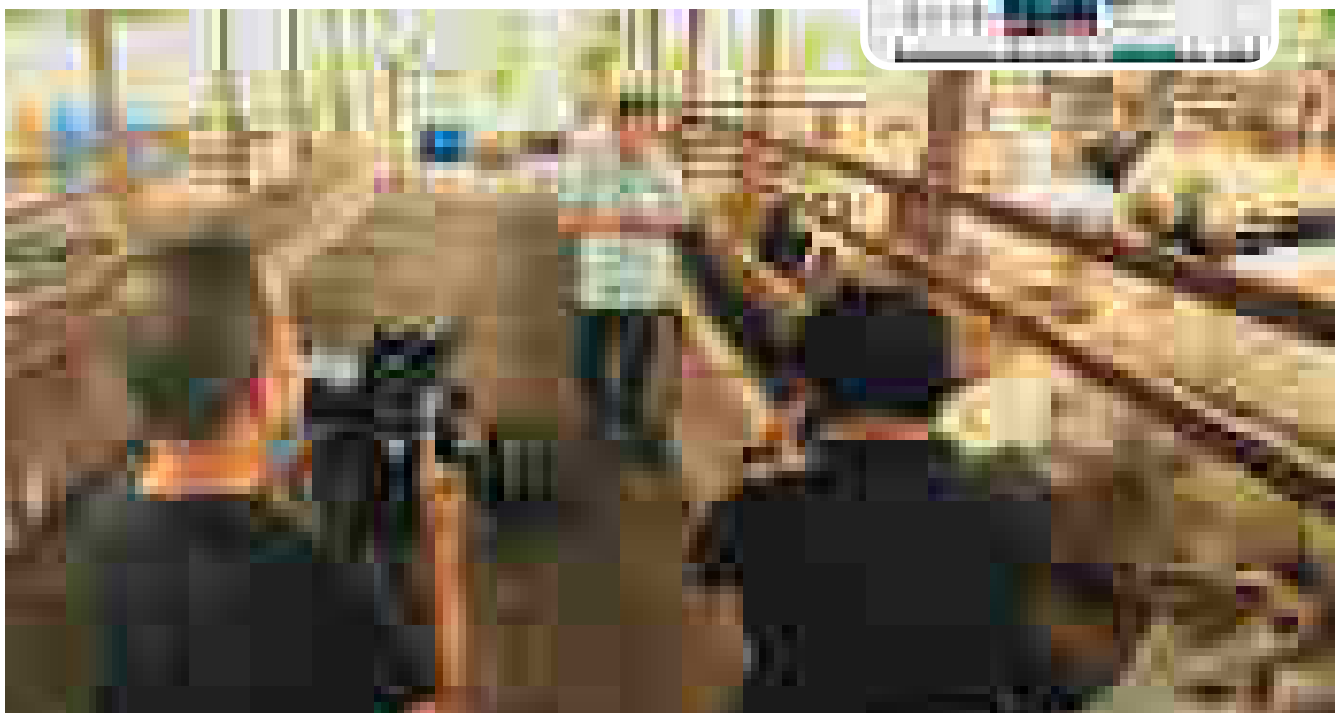
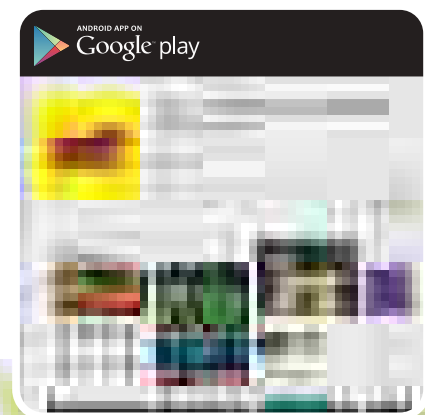
Unlocking Potential [GRI 413-1]

KPS Entrepreneurship Development Programme - Livestock Management

The total cost of the programme was RM135,000, which involved 30 participants.

On 11 and 19 October 2020, in partnership with MStar, we completed filming a documentaries on its Livestock Entrepreneurship Development Programme in Kuala Selangor and Tanjung Karang. The documentary was published on MStar’s website and social media platforms, with a viewership of more than 600,000 views to date.

MODULES



Encik Mohd Fauzi bin Mohd Ghazali, Associate Director, IRSC with the crew of MStar during the video shoot of the Livestock Management documentary.

SPECIAL FEATURE

A woman wearing a grey hijab and a black long-sleeved shirt stands in a lush green field. In the background, several brown and white cows are grazing. The scene is bright and sunny, with a clear blue sky and green trees in the distance.

Close Up with Salbiah Aris



I'm deeply grateful to KPS for this opportunity and am truly humbled to set an example for other women in the business to follow. This programme has certainly empowered me, as I have become more positive about my future prospects.



Salbiah Aris and her husband are owners of 40 cows in Sekinchan, Selangor. They have been accustomed to hardship having run their business on a small scale with limited knowledge and experience on feeding requirements, breeding habits, and common illnesses that can affect managing a livestock farm.

The KPS Livestock Programme gave her the chance to make her rural cow farm more profitable by adopting technology and know-how. The programme was an eye opener for her as she delved into managing the business at a professional level. As a newcomer, the course has proven to be a rewarding experience as she is now better equipped with new skills and knowledge to advance her business.

She willingly shares her humble beginnings with others on learning how to manage livestock as well as adhering to SOPs of slaughtering and cooking, as well as aspects on sales and marketing.

Get access to the video and contact information.

Video Link of Close up with Salbiah Aris



Download the "QR Code Reader" on App Store or Google Play



Run the QR Code Reader app and point your camera to the QR Code



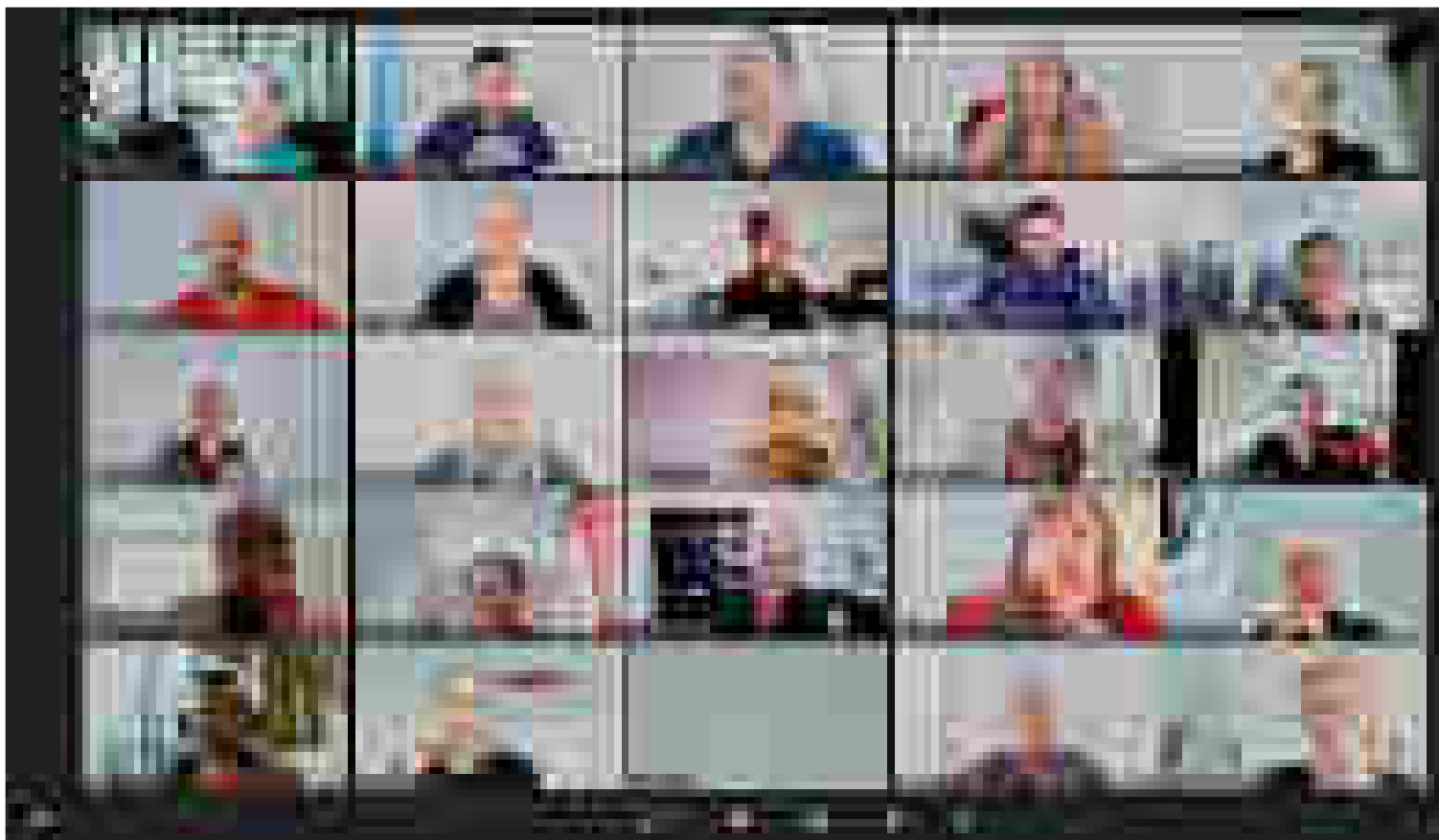
Unlocking Potential [GRI 413-1] KPS Entrepreneurship Development Programme - Caregiver

During the reporting year, 40 candidates successfully completed the KPS Caregiver Entrepreneurship Programme, which was conducted by Cality Care Malaysia, a subsidiary of ARC Group Australia.

Cality Care Malaysia specialises in providing home care services in Malaysia for the elderly. Participants of this programme were trained according to modules from the Australian Industry Standard Certificate III in Individual Support.

The COVID-19 pandemic has increased the demand for elderly home care services in the country. Deemed as essential services, caregivers were able to travel from restricted areas under the CMCO and Extended Movement Control Order periods and this programme has proven to be an ideal occupation for the unemployed and for those who had lost their jobs.

Scaling Up Social Impact



The Caregiver graduation ceremony was conducted virtually.



Our Caregiver Entrepreneurship Programme provides a platform for participants to learn new skills .

The objectives of the KPS Caregiver Entrepreneurship Programme are:

Objectives:

- To provide an opportunity for the unemployed to undergo Cality Care's Australian care standard theoretical and practical training.
- To shape career path for participants to work in the aged care sector.
- To implement a sustainable recruitment programme befitting KPS' corporate social responsibility ethos.
- To provide opportunities for participants who have successfully completed the programmes to conduct training sessions in Community Outreach programmes, in a train-the-trainer model.
- To raise the socio-economic status of unemployed youth in Selangor by offering them alternative work experiences in the industry.

In addition, the Community Outreach Programme encourages participants of the Caregiver Programme to share their knowledge and skills by training others in the community who are keen to hone their skills in the healthcare sector.

The objectives of the Community Outreach Programme aside from empowering underprivileged groups are:

Objectives:

- To offer caregiving services for the elderly who are infirmed in aged care homes.
- To inculcate patience, compassion and improve communication skills amongst care providers.

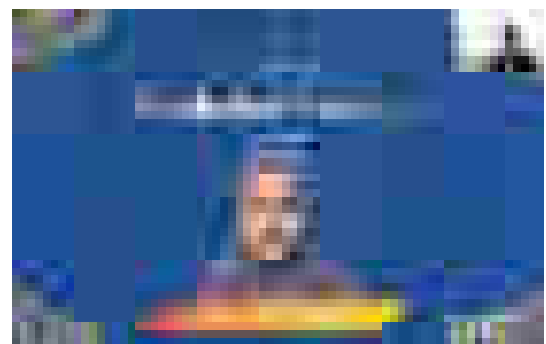
Unlocking Potential [GRI 413-1]

KPS Entrepreneurship Development Programme - Caregiver

During the MCO and CMCO, classes were conducted online via Zoom video conferencing platform from 9 June 2020.

Following the completion of the programme, 95% of participants were employed in various home care companies while the remaining planned to venture into their own business. The number of participants increased from 30 in 2019 to 40 in 2020. This reflected a 26% increase in cost of the programme RM75,000 in 2019 to RM145,950 in 2020. On 26 November 2020 KPS presented certificates to 40 graduates of the Caregiver Entrepreneurship Programme via a virtual graduation ceremony. The ceremony was graced by James Kim, Chief Executive Officer and Hizlan Ahmad, Director of Care from Cality Care Malaysia Sdn. Bhd. KPS was represented by Encik Mohd. Fauzi Mohd. Ghazali, Associate Director of IRSC.

95% of participants were employed in various home care services companies while the remaining planned to venture into starting their own business.



In view of the pandemic, the graduation ceremony took place virtually.

SPECIAL FEATURE

Graphic Design Graduate Turned Caregiver



Instead of facing unemployment, I am glad that I am able to secure a job that I have learnt to love and has enormous potential. Thank you for this opportunity, KPS!



Unlocking Potential [GRI 413-1]**KPS Entrepreneurship Development Programme - Caregiver****Zuhayrah Masturina Zakaria**, one of the participants of KPS

Caregiver Programme was a fresh graphic design graduate. Since graduating, she was unsuccessful in gaining employment.

Instead of staying idle, she decided to learn new skills and took up the offer to participate in our Caregiver Training Programme. The change in her career direction to an entirely different field was not particularly difficult, as she had previously assisted in the caring for her aged grandmother. Her experience in assisting her grandmother was what spurred her to pursue this vocation.

She acknowledged that she has still much to learn but remains optimistic about the potential this industry holds for her. She looks forward to achieving new personal and career goals, and set more milestones in the future.



Off to a new start! KPS BLUMS Postnatal participants proudly showing off their certificates and eager to embark on sharing their newfound knowledge and skills to women who require confinement care.



KPS BLUMS Postnatal Programme has empowered women from deprived backgrounds to elevate their socio-economic status by having the skills to be gainfully employed and the ability to become entrepreneurs.

Unlocking Potential [GRI 413-1] KPS Entrepreneurship Development Programme - BLUMS (Postnatal Services)

In our efforts to alleviate the socio-economic status amongst low-income groups, KPS has been collaborating with Tisas Academy Sdn Bhd since 2019 to train women in providing postnatal services.

Women, among the lowest income group in Malaysia. The rural population and the urban poor face various health issues due to lack of information on personal well-being and in accessing essential treatment.

(Source: BMC Public Health <https://rdcu.be/ccccc>)

KPS BLUMS has a specially developed mobile spa programme for postnatal services, and is marketed on social media platforms like Facebook, Instagram and WhatsApp.

In 2020, 30 participants from the B40 group were selected to undergo training under this programme. Aside from reducing the unemployment rate among the B40 group, this programme serves as a platform for small-scale businesses to improve their competitive edge. It further targets to empower women to be self-reliant and to compete in the industry.

The training sessions were conducted at the Tisas Academy, located in Seksyen 7 Shah Alam, Selangor throughout July and August 2020, which consisted of both theory and practical lessons. For the reporting period, a total of RM144,000 (2019: RM75,000) was spent on this programme. The 47.9% increase in cost was mainly due to the cost incurred for two participants that were qualified to obtain the *Sijil Kemahiran Malaysia* ("SKM") Certification.



One for the album! All smiles on graduation day, ready to render meaningful postnatal care services to the community.

SPECIAL FEATURE

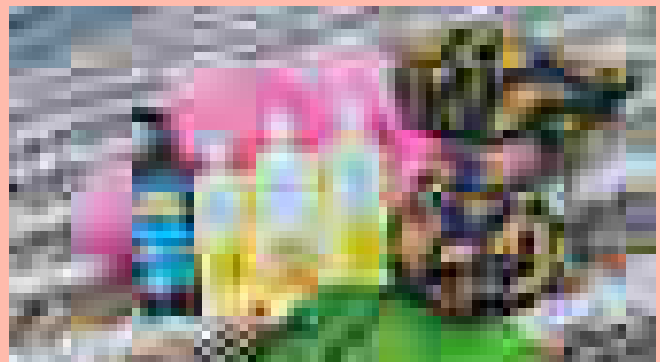
When There's a Will, There's a Way

Norfadhila Sharul,

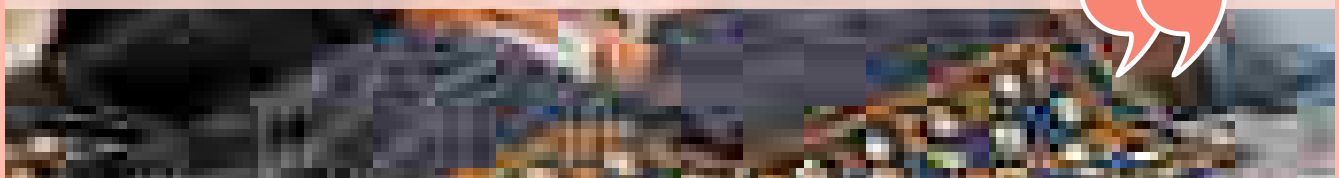
one of the participants of the programme, was facing difficulties in making ends meet. Although she was not selected at her first interview, she was not deterred and kept trying until she succeeded, in getting into the programme.

She diligently attended the courses on offer and was finally trained in a field of her choice. Through this programme, she was further exposed to new marketing strategies and financial methods to properly manage a business. Since joining this programme, she has managed to double her income, and has a bright future ahead.

Her story inspires others to never give up even when the going gets tough, staying steadfast in the face of adversity. She believes that her experience will empower other women to be financially independent.



Giving up is not an option for me.



Unlocking Potential: [GRI 413-1]
KPS Entrepreneurship Development Programms - BLUMS (Postnatal Services)

MODULES

<p>MODULE 1 (Theory)</p> <ul style="list-style-type: none"> • Marketing Management. • Operations Management. • Financial Management. • Retail Management: Razowa. 	<p>MODULE 3 (Practical)</p> <ul style="list-style-type: none"> • Nutrition Needs of New Mothers During Confinement. • Introduction on Postnatal Treatments. • Compulsory Wiladah and Nifas Baths. • Integrity of Messieurs. • Introduction on Traditional Malay Massage. • Importance of Massages for Mothers in Confinement. • Utilisation of Herbs in Massage Therapy. • Administrating Postnatal Massages after Normal Births and Caesarean Section. 	<p>MODULE 4 (Practical)</p> <ul style="list-style-type: none"> • Massage for Prevention of Post-partum Disease after Childbirth. • Massages during Pregnancy. • Massages after Childbirth. • Massages for Repositioning Prolapsed Womb (<i>sengkak</i>). • Hot Stone Therapy (<i>bertungku</i>). • Binding Therapy (<i>berbengkung</i>). 	<p>MODULE 5 (Practical)</p> <ul style="list-style-type: none"> • End of Postnatal Confinement Practices (<i>penutup pantang</i>). • Body Scrub (<i>lulur</i>). • Vaginal Douching (<i>meruang</i>). • Wet and Dry Vaginal Treatment after Childbirth. • Herbal Bath. • Exercises.
<p>MODULE 2 (Theory)</p> <ul style="list-style-type: none"> • Nutrition Needs of New Mothers During Confinement. • Organising and Managing Confinement Menu. • Massage & Bathing of Newborns. • Breast Feeding. 			

Our sustainability efforts are interconnected with social entrepreneurship in the sense that it reflects our active commitment to the beneficiaries of our programmes, especially the people in local communities.

This link with local communities is an enabler to further advance and develop others through the sharing of knowledge, skill sets as well as employment opportunities for participants. This affirms our social obligations, of **Extending Impact** in the communities and is the foundation of the theme of our Sustainability Report 2020.

Get access to the video and contact information.

Video Link of BLUMS (Postnatal):



Download the "QR Code Reader" on App Store or Google Play



Run the QR Code Reader app and point your camera to the QR Code



Equality and Inclusivity in Sports Development [GRI 413-1]



KPS Community Development Programmes

In 2020, we sponsored RM575,400 (RM252,200 for Sports For All and RM323,200 for Sports Development) involving 329 participants. To date, we have spent more than RM8 million on various sports programmes, enriching 46,775 participants since we first started in 2014.

The value creation from these activities and programmes under the purview of KPS' Sports Development and Sports for All initiatives are manifold. Many of these programmes promote the participation of underprivileged groups and individuals with a spectrum of disabilities. These programmes are predominantly for the underserved; with the objective of eliminating barriers in sports which would otherwise deter them from the physical, mental, and social benefits sport brings.

Working with local partners and NGOs, these programmes also encourage volunteerism amongst our employees and their families. This initiative creates positive bonds among families and communities through their shared experiences and social interactions at sporting events.

At the competitive level, KPS has successfully discovered several sportsmen and sportswomen who developed their potential and gone on to compete at national and international events.

Scaling Up Social Impact



Our unique Community Development Programmes have opened up a whole new world of opportunity to many abled and differently-abled sports men and women.

Equality and Inclusivity in Sports Development [GRI 413-1]
KPS Community Development Programmes



KPS BADMINTON FOR THE HEARING IMPAIRED DEVELOPMENT PROGRAMME

In 2020, we introduced the KPS Badminton for the Deaf where we sponsored RM66,000 to train two hearing-impaired badminton players below the age of 25. 140 training sessions were conducted between February till the end of December 2020. The formation of such activities for the physically or mentally challenged in our community was to uncover talent and develop their potential, giving them the opportunity to even reach competitive levels.



Get access to the video and contact information.

Video Link of KPS Badminton for the Hearing Impaired Development Programme:



Download the "QR Code Reader" on App Store or Google Play



Run the QR Code Reader app and point your camera to the QR Code



For more news online go to CSR News page 263.

Equality and Inclusivity in Sports Development [GRI 413-1]
KPS Community Development Programmes

Against All Odds

KPS is proud to have sponsored two extremely talented national deaf shuttlers, Muhammad Shafiq Hassan and 2019 World Deaf Badminton Championships bronze medallist, Boon Wei Ying, who are both 24 years old. Melaka-born Wei Ying won the silver medal in the mixed doubles of the 2017 Deaflympic in Samsun, Turkey.

Competing at the international level is a dream come true for Muhammad Shafiq, who started playing badminton at the tender age of 10. He cites badminton giants, Datuk Lee Chong Wei and China's Lin Dan as his idols whom have motivated and inspired him to excel despite his challenges.

Currently, the duo is training full time for the Asia Pacific Deaf Games (https://en.wikipedia.org/wiki/Asia_Pacific_Deaf_Games) and the 1st ASEAN Deaf Games. Muhammad Shafiq's unwavering commitment and determination, while his fighting spirit, has made him one of the favourites, who many consider to be an athlete destined for bigger achievements.



Muhammad Shafiq and Boon Wei Ying are up and coming star-players of tomorrow.

Equality and Inclusivity in Sports Development [GRI 413-1]
KPS Community Development Programmes



Our partner, SuperSharkz Swim School has been training differently-abled swimmers for national and international competitions.

Objective:

- To encourage participation in swimming and to identify talent among differently-abled children
- To create public awareness on autism and psychosocial disabilities
- To inculcate independence and social skills for differently-abled children.
- To close the gap and strengthen bonds by integrating differently-abled and abled-bodied athletes through sports programmes.

TALENT IDENTIFICATION FOR SWIMMERS WITH SPECIAL NEEDS

KPS is taking bold steps to empower the disadvantaged in our community. In collaboration with SuperSharkz Swim School, we conducted a talent search programme for swimmers with special needs and autism. The one-year programme, initiated in April 2020, is expected to be extended until March 2021. This initiative's primary objective is to train talented differently-abled athletes in preparation for SUKMA 2022. KPS sponsored this programme with a RM43,800 for this programme.

From the five identified swimmers, four of them are undergoing intensive training, and being groomed to represent Selangor and Malaysia in SUKMA 2022 and a host of international competitions, including the Tokyo 2020 Paralympics Games which has been postponed to August 2021, and Sea Games in Myanmar.

The four swimmers, How Su Yiun, Cavin Ong, Muhd Irsad Tamimi and Kelvin On Kai have set their sights on representing Malaysia in these prestigious events and are under the watchful eye of their respective trainers at Supersharkz. The four are eagerly training hard to achieve their aspirations in qualifying for the games.

The determination and persistency of these swimmers in overcoming their disabilities is indeed commendable. The programme has given them the opportunity to shine and be counted into the annals of the country's prestigious sports history.

Get access to the video and contact information.

Video Link of KPS Talent Identification for Swimmers with Special Needs:



Download the "QR Code Reader" on App Store or Google Play

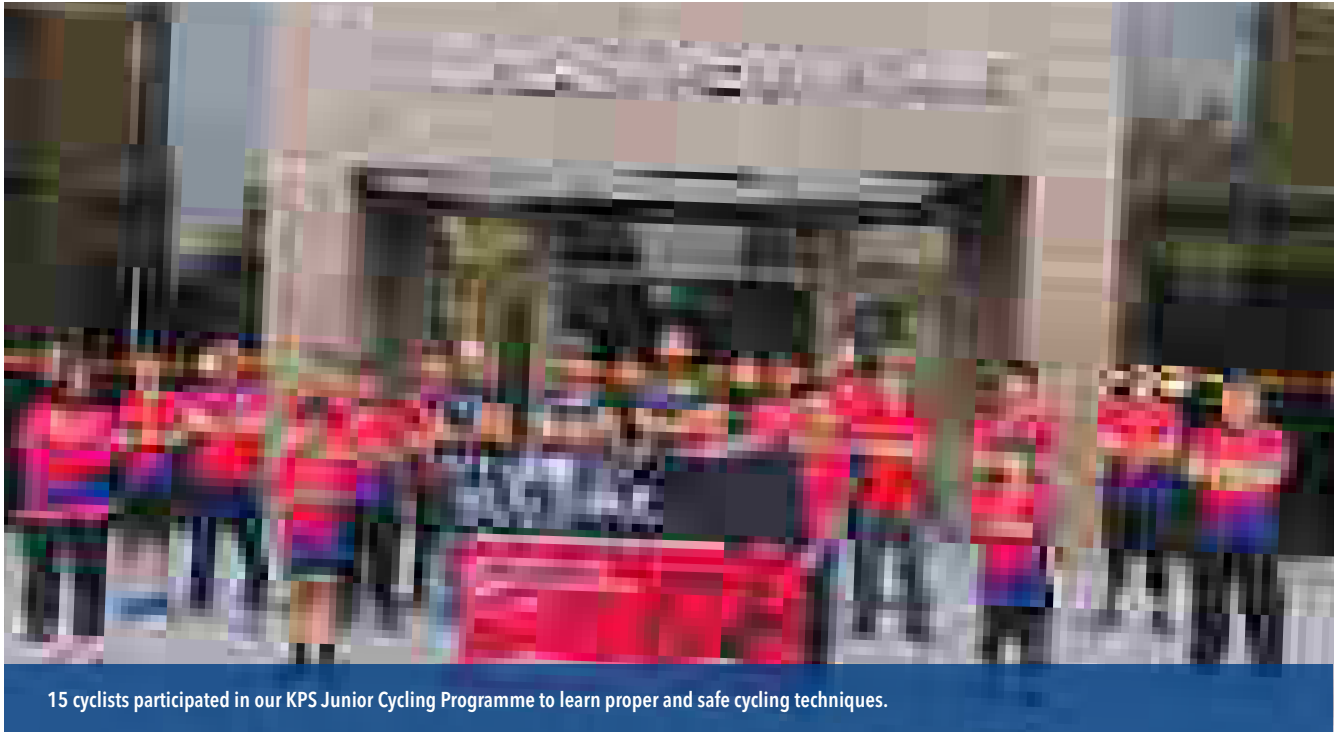


Run the QR Code Reader app and point your camera to the QR Code



For more news online go to CSR News page 263.

Equality and Inclusivity in Sports Development [GRI 413-1]
KPS Community Development Programmes



KPS JUNIOR CYCLIST DEVELOPMENT PROGRAMME

To ensure that our CSR programmes have a long-range effect, the KPS Junior Cyclist Development Programme was mooted to target underprivileged children in our community.

The cycling clinics were conducted over six training sessions on 22 August 2020, 5 (conducted two sessions), 19, and 26 September 2020, with another conducted on 19 December 2020. The overarching aim of the programme is to enable 15 cyclists, all under 15 years old, to be able to cycle safely while promoting the virtues of cycling; which are to improve skillsets, knowledge, attitude, behaviour, and an awareness of on-road hazards. These specialised training sessions were also designed to be a catalyst for the youngsters to sharpen their talent, and to explore the possibility of becoming professional cyclists in the future.

RM68,000 was spent on training sessions for the five selected cyclists under the Cycling Talent Development programme.

Get access to the video and contact information.

Video Link of KPS Junior Cyclist Development Programme:



Download the "QR Code Reader" on App Store or Google Play



Run the QR Code Reader app and point your camera to the QR Code



For more news online go to CSR News page 263.

Equality and Inclusivity in Sports Development [GRI 413-1]
KPS Community Development Programmes



SPORTS DEVELOPMENT

KPS Junior Cyclist Development Programme

OBJECTIVES:

① Knowledge and Understanding



- Building interest, promoting and encouraging cycling.
- Sharing the science of cycling.
- Understanding the benefits of using protective gear such as helmets, light reflectors, and high-visibility appropriate clothing.
- Understanding the needs and vulnerability of pedestrians and other road users, especially on shared use facilities.
- Understanding the difference between riding and playing on roads.
- Understanding road and traffic signage and how to anticipate issues when riding on open roads.
- Understanding the behaviour of other road users and pedestrians.



② Prevention



- Reducing accidents and casualties.
- Encouraging teenagers to stay away from negative activities.
- Recognising and anticipating potential hazards and to take appropriate action to avoid them.

③ Opportunities

- Creating opportunities through exposure and gaining experience from participating in sporting activities.
- Inspiring participants to take the opportunities available in professional cycling and to consider cycling-related jobs.



④ Proper Training



- Imparting proper knowledge and training to polish and improve the skills of young cyclists.
- Establishing safe practices and to set a good example.
- Developing a proper perception of speed and distance.
- Sharpening observance skills when cycling
- Promoting risk assessment and decision making when cycling.

Sports for All Building Healthier Lifestyles and Minds [GRI 413-1]



KPS Community Development Programmes

Since 2014, KPS has organised sporting events to bring the general public, differently-abled, mentally-challenged, members of the media, other professional companies and NGOs together through the attraction, excitement and passion these events bring. The reach and impact of sport is undisputed. We today fully support young talent, especially in the state of Selangor, and to pursue talented candidates to consider a career in competitive sports.

As the brand owner of Sports for All from 2014 to 2020, KPS has in total, to date, sponsored over RM8 million to support 46,775 participants in a multitude of sporting activities. Our Sports for All programmes are designed to cultivate healthy competition, and by learning new skills we hope the virtues of sport will strengthen their social and mental skills.

Sports for All has also played an important role by demonstrating its efficacy in building social skills, imparting knowledge, and sharing resources while at the same time establishing a social cohesion that has built societal structures and mechanisms for community dialogue, leadership and participation.

While we managed to proceed with some of the planned activities, many had to be rescheduled or cancelled due to COVID-19 pandemic restrictions that were imposed between Q1 and Q2 2020. However, we were allowed to restart some of the programmes in Q3 2020 by strictly following the SOPs issued by the National Security Council. The Government allowed for contact sports to resume from July 15, 2020, but no spectators were allowed.



KPS, through the Sports For All initiative has changed the lives of those who aspire to reach greater heights in their selected field. Our programmes inspire and unite youth.



ENVIRONMENT, KEY HIGHLIGHTS

We provide financial assistance and strive to increase awareness in Environment, Safety and Health to the underserved in our communities through various activities under KPS Community Development Programmes.



ENVIRONMENTALLY FRIENDLY SHUTTLECOCKS 13 December 2020



Eco-friendly shuttlecocks are approximately **40 to 50%** cheaper than feathered ones, and they last longer.



Beginning 2021, **sponsored badminton** players started using **synthetic feather shuttlecocks** for training.



In January 2020, the **Badminton World Federation ("BWF")** approved the use of **synthetic feather shuttlecocks** in tournaments from early 2021 after it was tested at three international competitions in 2018.



24 shuttlecocks made from **goose and duck feathers** are used during a single match, which BWF claimed can be reduced by **25%** using the synthetic version.



JUNIOR LIFESAVING PROGRAMME

November 2020



As a replacement for the annual KPS Water Safety Campaign & Orphans Learn to Swim Programmes that could not be conducted due to COVID-19.



Junior Lifesaving Programme

130 orphans and underprivileged children

Objectives:



- Increase the awareness on the importance of water safety,
- Water survival skills
- Basic rescue skills.



KPS CLEVER CYCLIST

15 February 2020



91 participants.



Did not include the differently-abled as a precautionary; as they are considered high risk individuals.

Objectives:



- To promote and encourage a healthy lifestyle
- To teach proper cycling techniques and skills to prevent injuries
- Safety measures to be taken in the event of emergencies and injuries.

SAFETY AND HEALTH

LEAVE THE GEESE ALONE, TIME FOR ENVIRONMENTALLY-FRIENDLY SHUTTLECOCKS

KPS has initiated yet another novel sustainable and eco-friendly initiative, which is to promote the use of synthetic feather shuttlecocks in badminton. KPS has urged tournament organisers and players to use eco-friendly shuttlecocks, which are more durable and approximately 40 to 50% cheaper, in an effort to deter animal cruelty. This campaign was launched on 13 December 2020 in Sungai Buloh, Selangor where 86 badminton enthusiasts attended the launch event, physically, and virtually.

This is an opportunity for all involved in badminton to do their part for a sustainable environment and the fight against animal cruelty. To produce one dozen shuttlecocks, feathers from 48 geese are plucked from one side of the animal while they are still alive.

Two national deaf shuttlers, Boon Wei Ying and Muhammad Shafiq Hassan, who are sponsored by KPS; and top national women's doubles player Chow Mei Kuan, who streamed from Academy Badminton Malaysia, attended to lend support to the programme.

KPS has instructed all its sponsored badminton players to start using synthetic feather shuttlecocks for training beginning 2021. Meanwhile, Muhammad Shafiq, who tried the artificial shuttlecocks, said "it weighs more, is highly durable and good for environmental causes compared to regular shuttlecocks".



Get access to the video

Leave the Geese Alone, Time for Environmentally-Friendly Shuttlecocks



Download the "QR Code Reader" on App Store or Google Play



Run the QR Code Reader app and point your camera to the QR Code



For more news online go to CSR News page 263.

Sports for All: Building Healthier Lifestyles and Minds [GRI 413-1]
KPS Community Development Programmes

**KPS BADMINTON THERAPY CLINIC WITH
 AUTISTIC CHILDREN SERIES**

This is a continued collaboration from 2019 between KPS and JWorld Sports to encourage children diagnosed with autism spectrum disorders (“ASD”) to improve and facilitate motor and cognitive skills, as well as social interaction through sports activities. 18 classes were held physically and virtually between March and September 2020 and were conducted by four highly-qualified trainers. 10 sessions were carried out in Dewan Badminton Dr. Ko (Klang) and Dewan Rakyat Jalan Gombak while the remaining eight were held through virtual training sessions during the MCO and CMCO periods.

The focus of this programme was to coach the children on improving and enhancing their movements through better-coordinated walking, standing posture, how to prevent injuries, avoid accidents, including enhancing the combination of right and left-brain coordination and developing them to be more independent.

- To improve coordination and build self- confidence among autistic children

Completed 18 sessions

PHYSICAL SESSIONS

3, 4, 10, 11 & 17

MARCH 2020

26 & 27

AUGUST 2020

3, 4 & 10

SEPTEMBER 2020

VIRTUAL SESSIONS

4, 11, 18 & 25

JUNE 2020

2, 9, 16 & 23

JULY 2020

Sports for All: Building Healthier Lifestyles and Minds [GRI 413-1]
KPS Community Development Programmes

**KPS LIFEGUARD & SWIMMING
 INSTRUCTOR CERTIFICATION COURSE**

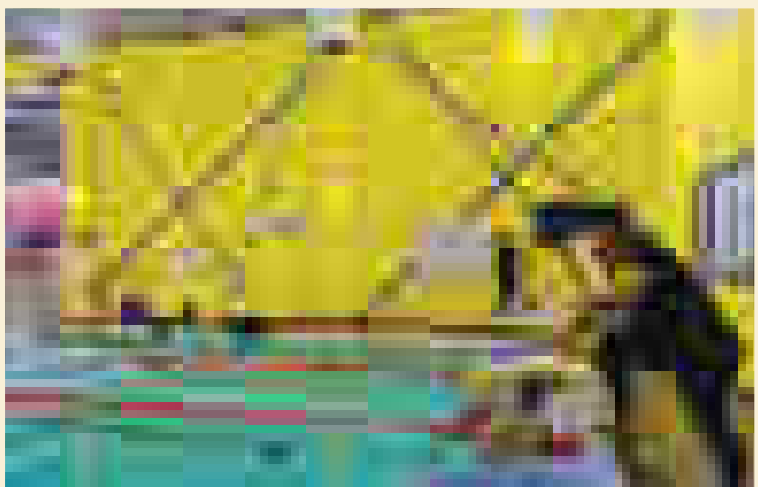
KPS is committed to creating programmes that will have a meaningful impact on society. Our concerns in resolving social issues have opened doors to another segment of society; juveniles.

A specific programme was formulated to help resolve and rehabilitate youth to help them come away from unlawful behaviour. The KPS Lifeguard & Swimming Instructor Certification Course which was organised from 13 to 30 July 2020 was designed to educate, empower and equip juvenile delinquents with these specialised skills. This programme offers them a path towards a better life with opportunities for careers as lifeguards or in coaching.

Besides theory and practical lessons, participants also undergo soft skills training; where we adopt a holistic approach to building confidence, as well as applying self- reflection and promoting good communication skills.

Three participants were assigned for non-administrative tasks which included maintaining pool facilities, educating students in basic swimming techniques and teaching participants on water safety, effective CPR and first aid. The fourth participant was assigned with general administrative duties to provide essential support to executives and other departments within sports facilities.

Four participants from the Sungai Buloh Correctional Centre successfully completed the programme, of which three have been gainfully employed.



KPS aims to rehabilitate juveniles by giving them employment opportunities to in order to learn new life skills.

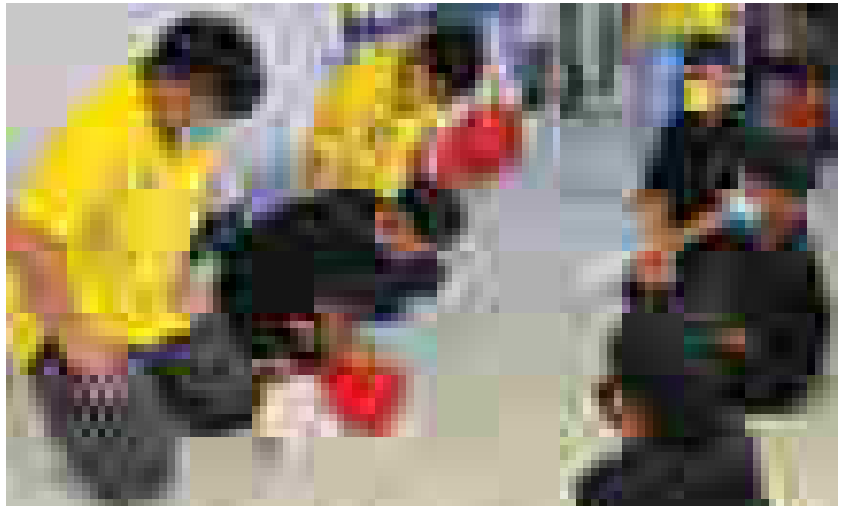
Sports for All: Building Healthier Lifestyles and Minds [GRI 413-1] KPS Community Development Programmes

JUNIOR LIFESAVING PROGRAMME

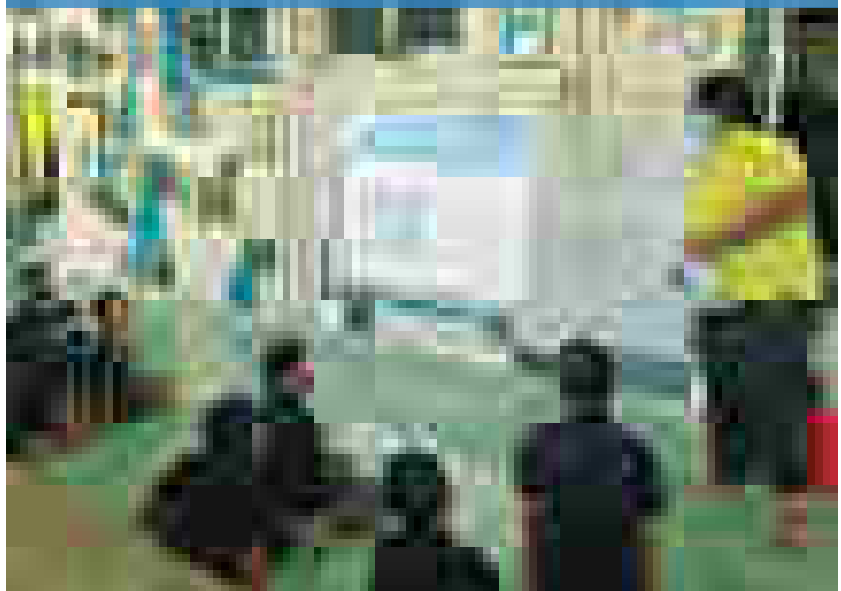
In previous years, the annual KPS Water Safety Campaign & Orphans Learn to Swim Programmes were successfully organised to coach orphans on core aquatic skills and spreading awareness on water safety. However, in 2020 we were unable to proceed with any of the programmes due to the COVID-19 pandemic.

In November 2020, we managed to organise a Junior Lifesaving Programme for 130 orphans and underprivileged children from four different orphanages in the Klang Valley. These were Cahaya Bestari Asrama Lelaki, Cahaya Bestari Asrama Perempuan, Persatuan Rumah Kebajikan Anak-Anak Yatim & Ibu Tunggal Hajah Kamariah, and Rumah Kebajikan Anak-Anak Yatim Sai Pandian.

The objective of the programme was to increase the awareness on the importance of water safety, being safe in and around water, water survival skills and basic rescue skills.



Orphans are taught lifesaving techniques to ensure their health and safety while swimming.



Objective:

- To promote swimming as a life skill that could save lives.
- To create awareness on the importance of water safety.
- To educate children on basic water survival and rescue skills.

Sports for All: Building Healthier Lifestyles and Minds [GRI 413-1] KPS Community Development Programmes



KPS CLEVER CYCLIST SERIES

Malaysia has pledged to cut the national carbon emission intensity by 45% by 2030, based on emission levels recorded in 2005. On 4 November 2016, at the historic Paris Agreement, UN member nations agreed to join forces with the aim of capping the global temperature rise at 2C above pre-industrial levels (*Source: NST*).

As such, in the past few years, there has been a rise of interest in cycling for recreation or as a sport in the country, and to date, over 10 km of cycling lanes have been constructed in the capital city of Kuala Lumpur. 42 LRT stations along the Ampang/Sri Petaling and Kelana Jaya lines have "Bike N Ride" services. The public has also become more aware of the zero pollution and zero-carbon impact through cycling activities.

Sports for All: Building Healthier Lifestyles and Minds [GRI 413-1] KPS Community Development Programmes

In our efforts to continue sustainability-related initiatives, we organised the KPS Clever Cyclist Series on 15 February 2020 at SK Seri Anggerik, Cheras with 91 participants. However, we did not include the differently-abled in the community to participate because they are categorised as high risk individuals. As a result, it was decided that these events were to be conducted for abled persons instead, and to promote and encourage a healthy lifestyle, especially after being confined at home during the MCO and CMCO periods.



One of KPS Junior Cycling programme participants learning about bicycle maintenance.

Reaching Out to Our Communities [GRI 413-1]

Philanthropy



KPS assists the communities in contributing much needed food supplies and humanitarian assistance, and responding to emergencies and crisis when the need arises.



OUR COMMITMENT TO AND ALIGNMENT WITH THE SDGS

- 1.1 Eradicate extreme poverty.
- 1.A Ensure significant mobilisation of resources from a variety of sources and to implement programmes and policies to end poverty.

In identifying and supporting causes of the needy, KPS adopts a systematic and strategic approach in its philanthropic activities. All programmes and financial aid or grants that are given out to the community are guided by unbiased research, evaluation and analysis; which is in accordance with the Group’s Mission and Vision statements and core corporate values.

Over the years, KPS has contributed in the form of financial aid or in-kind contributions and donations, which included food supplies, medical supplies, humanitarian assistance and response to emergencies. In operational terms, we usually either engage directly with a community, or collaborate with NGOs or relevant organisations to help underprivileged groups.



Encik Norazlan bin Jantan, IRSC's Senior Executive at KPS with representatives from PPD during the distribution of hand sanitisers for the community in Kelana Jaya.

Reaching Out to Our Communities [GRI 413-1]
Philanthropy

KPS' PHILANTHROPIC EFFORTS IN 2020

1. CONTRIBUTIONS TO 21 ASSOCIATIONS, NGOS AND SCHOOLS

March & September 2020: KPS contributed RM20,000 to the following associations, NGOs and schools.

01	Bendahari UUM for: Bakti Siswa (Semarak Ukhwah) Project.
02	Persatuan Muafakat Darul Ehsan (PAKAT) for the Women Power Run by PEWANIS 2020.
03	Kelab Renang Anakair Shah Alam, Selangor sponsorship for the 5 th Selangor Novice Swim Meet at Pusat Akuatik Darul Ehsan, Shah Alam.
04	Yayasan Waqaf Pendidikan Anak Yatim atau Miskin Malaysia for Waqaf Education of Orphans or Poor Orphans.
05	Yayasan Pembangunan Buku Negara for book sponsorship: "The Comeback" - 7 th Prime Minister of Malaysia.
06	PIBG SMK Seksyen 7, Shah Alam for "Kembara Ilmu SMART 7 to Universiti Teknologi Petronas, Perak.
07	Persatuan Veteran Bomba dan Penyelamat Malaysia for Charitable Donations to Veteran Members of Fire And Rescue Association Malaysia.
08	Pertubuhan Pembangunan Orang Buta Malaysia for "OKU Blind" Economies Throughout The Year Programme.
09	Bantuan Kerusi Roda Rakyat Malaysia (BKRRM) for the Malaysian Wheelchair Assistance Programme.
10	PIBG SMK Seksyen 18, Shah Alam for its Football Team to participate in the Majlis Sukan Sekolah Daerah (MSSD) Petaling Perdana.
11	Persatuan Suara Penghuni Rumah Kediaman Polis Diraja Malaysia, Hulu Kelang, Kuala Lumpur for the purchase of wheelchairs.
12	Pertubuhan Membantu Pesakit Parah Miskin Malaysia for the purchase of PPEs.
13	Damai Disabled Person Association Malaysia or Persatuan DAMAI Orang Kurang Upaya Malaysia to assist with their operating cost.
14	Bulan Sabit Merah Malaysia to support their humanitarian programmes, activities, training, health and community programmes.
15	Pertubuhan Orang Cacat Penglihatan Malaysia for vocational development programmes, information access, education, accessibility and sports.
16	Sekolah Rendah Agama Kota Damansara Seksyen 7, Selangor for the purchase of two Bluetooth Infrared Thermometers.
17	Yayasan Orang Buta Malaysia to provide braille reading materials for 20 visually impaired children.
18	Pertubuhan Kebajikan Mental Selangor (PKMS) for their monthly expenses.
19	Ustazah Azfariza Binti Bakar for the purchase of learning aids and equipment (chairs, tables, whiteboard, etc.).
20	Tabung Kebajikan Perubatan Malaysia for the purchase of medical equipment.
21	Kesatuan Pekerja Bomba dan Penyelamat Semenanjung Malaysia.

Reaching Out to Our Communities [GRI 413-1] Philanthropy

2. WAQF DIALYSIS CENTRE

March 2020: KPS sponsored RM10,000 to the Waqf Dialysis Centre in Perlis, a social extension of Majlis Agama Islam dan Adat Istiadat Melayu Perlis. This centre provides complimentary services to members of the community who require dialysis treatments.

3. CONTRIBUTION TO SELANGOR STATE FOR KORBAN PROGRAMME 2020

July 2020: KPS contributed RM200,000 to Menteri Besar Selangor (Incorporated) ("MBI") for Qurban in conjunction with Eid-Adha. We have been contributing annually since 2011 to support the State's efforts in distributing Qurban meat to our Muslim brethren, and to several religious schools, organisations and low-income families.



The newly built Waqf Dialysis Centre in Perlis is ever ready to serve under-privileged patients in the community.

**Reaching Out to Our Communities [GRI 413-1]
Philanthropy**

DOING OUR PART TO CONTROL COVID-19

By and large most of our planned community programmes in 2020 had to be put on hold due to the unforeseen consequences of the COVID-19 pandemic. Notwithstanding that, to continue extending our impact to the betterment of the community, we have devised some plans to combat the pandemic’s harsh new realities.

We also contributed the much needed aid by providing PPE and sanitisers to healthcare frontliners as well as industrial fans to accommodate additional ventilation at high-traffic COVID-19 testing areas.

KPS distributed three batches of hand sanitisers and protective rubber gloves to KKKJ; one of the public health clinics that serves the Petaling district that administers screenings for COVID-19 cases. The medical staff were also involved in screening returning travellers and those quarantined at Quarantine Centres in the Petaling district.

KPS would like to thank and express its utmost appreciation to all frontliners, healthcare workers as well as enforcement personnel for their dedication and sacrifice in the battle against COVID-19.



Encik Mohd Fauzi bin Mohd Ghazali, Associate Director of IRSC at KPS distributed PPEs and hand sanitisers to KKKJ in Selangor.

Reaching Out to Our Communities [GRI 413-1]
Philanthropy

1. PPE CONTRIBUTION TO KLINIK

KESIHATAN KELANA JAYA

24 & 26 March 2020: KPS contributed hand sanitisers, latex examination gloves and face shields to KKKJ. In the Klang Valley, Petaling Jaya recorded the highest number of positive COVID-19 cases at the start of the MCO period in March 2020. It was crucial for the frontliners at this clinic to receive adequate protective gear in view of the high traffic for COVID-19 screenings.

2. 2ND CONTRIBUTION TO KLINIK

KESIHATAN KELANA JAYA

8 April 2020: KPS provided its second contribution of hand sanitisers and protective rubber gloves KKKJ.

3. 3RD CONTRIBUTION TO KLINIK

KESIHATAN KELANA JAYA

5 November 2020: In our continuous effort to support frontliners in combating COVID-19, KPS contributed medical supplies in the form of PPE to KKKJ; inline with the Ministry of Health’s effort to combat the spread of COVID-19. The handover of essential supplies took place in Kelana Jaya, Selangor, in the presence Dr M Kalaivani. KPS was represented by its Associate Director of Investor Relations and Strategic Communication, Mohd Fauzi bin Mohd Ghazali.

TOTAL CONTRIBUTION OF RM44,550 WORTH OF PERSONAL PROTECTION EQUIPMENT (“PPE”) TO KKKJ

-  **188** sets of PPE suits
-  **20,000** pairs of disposable latex gloves
-  **200** face shields
5,000 surgical masks
-  **245** litres of hand sanitisers
-  **3** thermal scanners to improve the clinic’s facility
-  **20** stainless steel Q-up stands for crowd control
-  **20** plastic chairs



Reaching Out to Our Communities [GRI 413-1]
Philanthropy

4. DISTRIBUTION OF HAND SANITISERS TO SCHOOLS IN JOHOR

9 March 2020: KPS in collaboration with CBB contributed 230 bottles of hand sanitisers to 73 schools in Johor as part of the Group’s Sustainability initiative to combat COVID-19 amongst the student population. KPS sponsored RM9,800 worth of hand sanitisers from Brandpak Industries Sdn Bhd, a subsidiary of CBB.

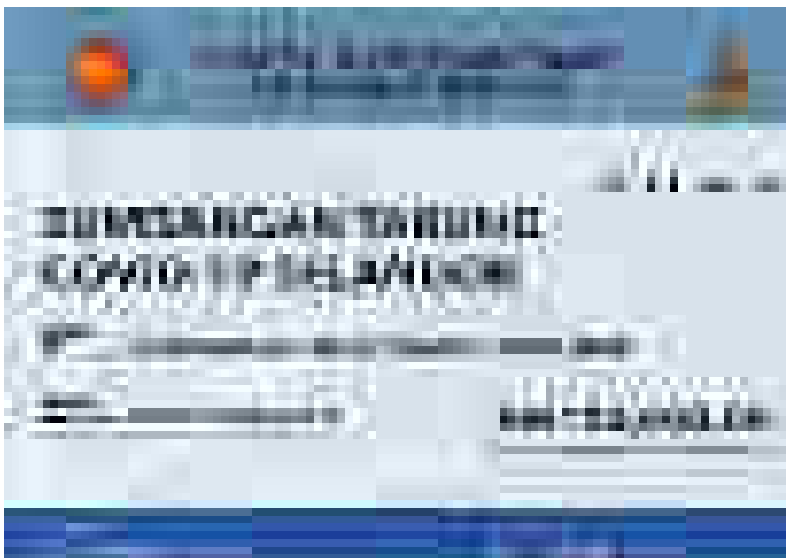


Hornbill hand sanitisers manufactured by Macro Chemicals Sdn Bhd, a subsidiary company of CBB.

Reaching Out to Our Communities [GRI 413-1]
Philanthropy



KPS MD/GCEO Ahmad Fariz bin Hassan, presented the contribution to Menteri Besar Selangor, YAB Dato' Seri Amirudin bin Shari.



5. STATE OF SELANGOR COVID-19
SPECIAL ASSISTANCE FUND

1 April 2020: The State of Selangor via MBI set up the Selangor COVID-19 Special Assistance Fund ("Assistance Fund") to help the State administration fight the pandemic. The fund was initiated through the deduction of a month's salaries of the Chief Minister and State Executive Councillors as well that of State Assemblymen, civil servants of Jusa C and above, and State Government-linked companies.

Approximately RM8 million was raised to ease the financial burden of the people of Selangor affected by the crisis. KPS donated RM100,000 to the COVID-19 Assistance Fund, with MBI, as the State implementation agency, distributed funds to help eligible recipients, which included the needy as well B40 families whose sources of income were affected by the MCOs.

Contributions were also channelled to Government hospitals, district health centres, and at higher learning institutions.

Reaching Out to Our Communities [GRI 413-1] Philanthropy

6. DONATIONS FOR 56 NON-MUSLIM FAMILIES AFFECTED BY COVID-19

April 2020: KPS contributed basic necessities valued at RM65 per parcel to 56 community members who were experiencing financial problems caused by the COVID-19 pandemic during the first MOC. Delivery of these items were distributed through the appointed NGO, Rusyaini Food Industries.

7. CONTRIBUTION TO SURAU AL-FIRDAUS

29 July 2020: KPS donated RM10,000 to Surau Al-Firdaus which was partly damaged by a fire on 19 July 2020. The *surau* which is located at Taman Banting Baru in Banting, Selangor can accommodate up to 400 parishioners and has been serving the local community for 12 years. KPS was represented by Mohd Fauzi bin Mohd Ghazali, IRSC Associate Director at KPS who presented the contribution to the surau representative, Hasmi Azli bin Hassan.



8. CONTRIBUTION OF HAND SANITISERS TO PEJABAT PENDIDIKAN DAERAH (“PPD”) PETALING PERDANA

15 July to 2 September 2020: 155 bottles of hand sanitisers was distributed to SMK Seksyen 7 Shah Alam, SMK Seksyen 18 Shah Alam, SK Seksyen 7 Shah Alam, Maahad Tahfiz Al-Quran Sabil Ar-Rasyad, Maahad Turath Islami, TTDI Jaya Shah Alam, and Sekolah Agama Menengah Tinggi Tengku Ampuan Jemaah Section 11, Shah Alam.

28 August 2020: The handover of 345 bottles of hand sanitisers to PPD Petaling Perdana was held at the Petaling Perdana District Office, represented by Norazlan Jantan, from the Group’s IRSC department. PPD Petaling Perdana Chief District Education Officer, Encik Abu Mansor Sathri and the Deputy District Education Officer, Puan Wan Fauziah Wan Abdullah accepted the hand sanitisers, which were eventually distributed to 50 secondary and primary schools in the district.

In total, Under this initiative we contributed 500 one litre bottles of hand sanitisers worth a total of RM15,000.

Reaching Out to Our Communities [GRI 413-1] Philanthropy

9. CONTRIBUTION TO SJK (C) CHEN MOH, PETALING JAYA

30 December 2020: KPS sponsored RM10,000 for free internet access and desktop computers to Sekolah Jenis Kebangsaan (C) Chen Moh, Petaling Jaya. The school had to continue classes and engaged with students and parents via online teaching and distant learning modules. This contribution was channelled was offered to 30 students whose parents lost their jobs or were retrenched due to the pandemic.

10. CONTRIBUTION OF PPE TO 6 MEDICAL CLINICS IN KLANG DISTRICT

30 December 2020: KPS contributed PPE worth RM29,316 to Klinik Kesihatan Bukit Naga, Klinik Kesihatan Botanic, Klinik Kesihatan Pandamaran, Klinik Kesihatan Pelabuhan Klang, Klinik Kesihatan Anika Klang and Klinik Kesihatan Meru consisting of:



800 face shields
3,500 surgical masks



6,000 pieces
of latex gloves



1,248 pairs of PPE suits

11. CONTRIBUTION TO TOYOPLAS EMPLOYEES

December 2020: A Procurement Officer at Toyoplas, lost her husband due to complications caused by the COVID-19 infection. To help alleviate her family's burden, contributions were channelled to the employee and her three school-bound children, aged between 7 and 17 years old. Under the Employee Emergency Assistance Programme ("EEAP"), KPS may provide monetary assistance and support of up to RM10,000, in the event of any mishap faced by employees.

Reaching Out to Our Communities [GRI 413-1] Philanthropy

ZAKAT DISTRIBUTIONS

On 13 May 2020, Zakat amounting to RM1,520,000 was presented by YB Dato' Nor Azmie Diron, the Chairman of KPS, to His Royal Highness Sultan of Selangor, Sultan Sharafuddin Idris Shah Alhaj Ibni Almarhum Sultan Salahuddin Abdul Aziz Shah Alhaj at a ceremony held at the Bukit Kayangan Palace, Shah Alam, Selangor.

Since 2007, KPS fulfilled its Zakat obligation by contributing to Lembaga Zakat Selangor ("LZS"). From 2007 to 2020, total payments amounted to RM10,839,371.10.

Since 2014, KPS has been redistributing 3/8 of its Zakat payment to beneficiaries of Zakat ("Asnaf"), where individuals were identified to receive contributions. In 2020, we redistributed RM398,944.4 of Zakat to eligible recipients.

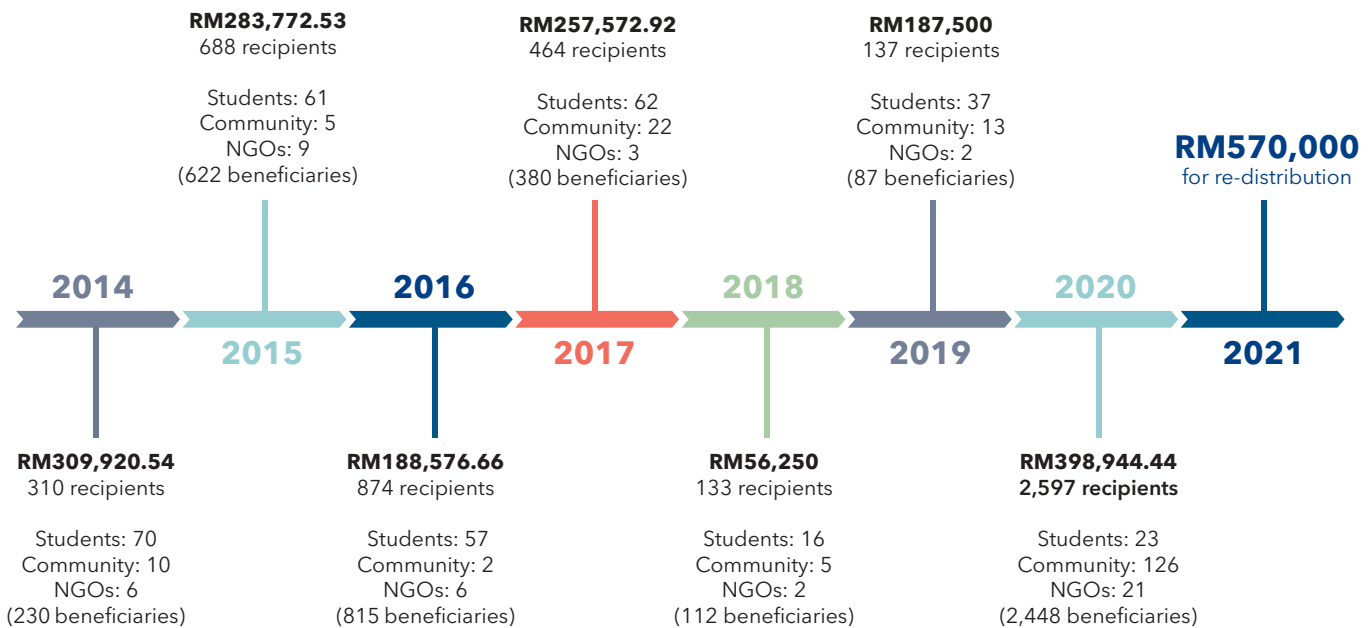
The beneficiaries of our Zakat redistribution are mainly less fortunate members of our community from the middle and lower income groups. Contributions were made to 2,597 Asnaf members, which included 23 students, where payments were made to those severely affected by the pandemic due to either layoffs, pay cuts or loss of income.



Reaching Out to Our Communities [GRI 413-1]
Philanthropy

ZAKAT RE-DISTRIBUTION MILESTONES

Total Beneficiaries of Zakat Re-Distribution from 2014 to 2020 (as of 31 May 2020)



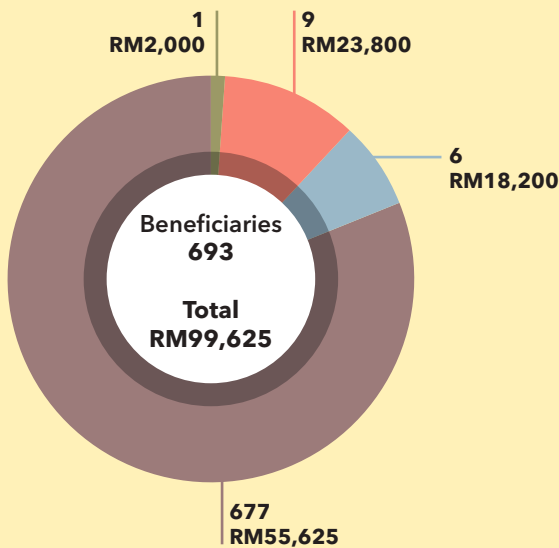
Total
RM1,682,537.09
5,203 recipients

Reaching Out to Our Communities [GRI 413-1]
Philanthropy

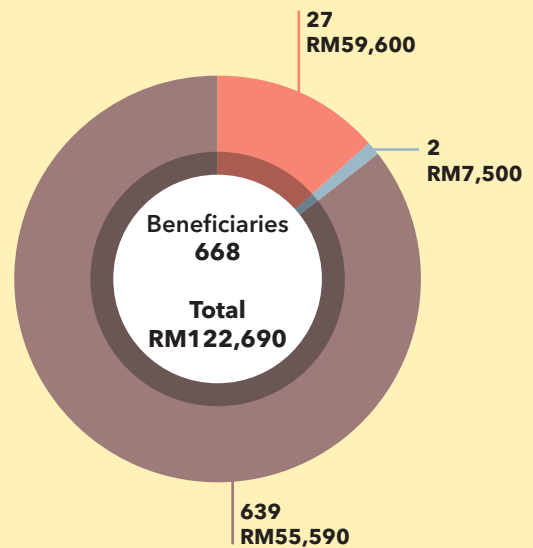
2020 ZAKAT RE-DISTRIBUTION SUMMARY

RM398,944.44 (3/8 from Zakat Payable in FY2018) were contributed to 2,597 Asnaf.

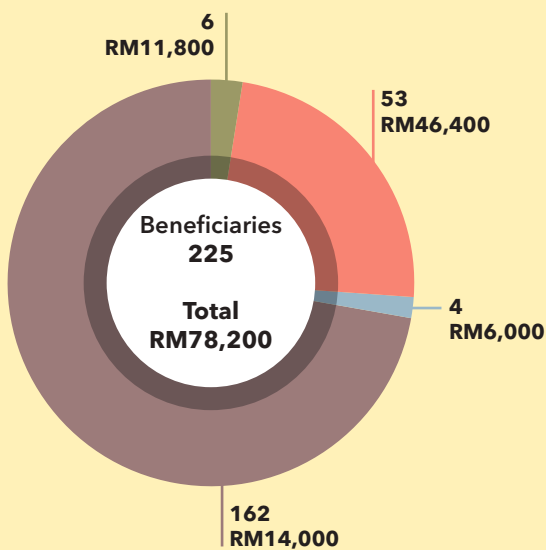
Series 1 (16 April 2020)



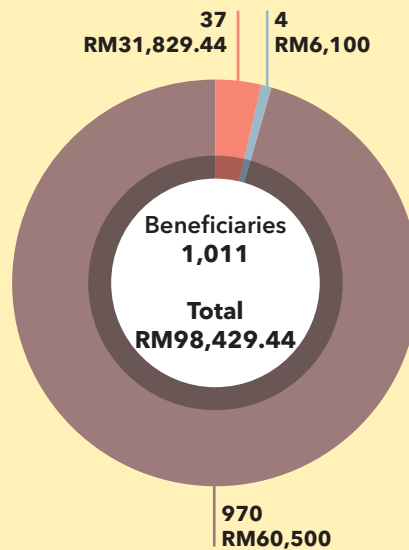
Series 2 (23 April 2020)



Series 3 (30 April 2020)



Series 4 (12 May 2020)



BENEFICIARIES:

- Fakir Miskin (Students)
- Fakir Miskin (Community)
- Fisabilillah (Students)
- Fisabilillah (NGOs/Associations)

KPS in the News: Media Implementation

EDUCATION DEVELOPMENT



CerDik Programme

Status: Published in August 2020



News Angle

Educational development for Orang Asal students. Quality education for all.

ENTREPRENEURSHIP DEVELOPMENT



Livestock



Postnatal



Caregiver

Status: Livestock:
Published in November 2020

Caregiver & Postnatal:
Published in December 2020



News Angle

Address unemployment through entrepreneurial skill development and opportunity to start own business.

Media Agency:

COMMUNITY DEVELOPMENT



Badminton



KPS Environmentally Friendly Sports Programme (Badminton)



KPS Badminton for the Hearing Impaired Development Programme

Status:

Published in December 2020



Swimming



KPS Sports Development Programme (Cycling)



KPS Swimming Development Programme with the Special Needs



News Angle

Development of sports among the underprivileged community (autistic and differently-abled).



Cycling



KPS Sports Development Programme (Cycling)



KPS Swimming Development Programme with the Special Needs

Media Agency:

CSR News

ONLINE MEDIA



Download the "QR Code Reader" on App Store or Google Play



Run the QR Code Reader app and point your camera to the QR Code

EDUCATION DEVELOPMENT

The STAR
Keeping Orang Asal Kids In School

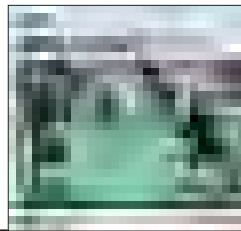


Bernamea
Leave the geese alone, time for environmentally friendly shuttlecocks



COMMUNITY DEVELOPMENT

Bernamea
Perangsang Selangor allocates RM100,000 for developing deaf badminton players



Bernamea
Tiba masanya untuk gunakan bulu tangkis sintetik - KPS



Bernamea
KPS Junior Cycling Programme cungkil bakat muda



Bernamea
Perangsang Selangor peruntuk RM100,000 untuk program bakat badminton orang pekak



Astro Arena
Kolaborasi KPS dan Supersharkz Hasilkan Perenang Para Cavin Ong



Bernamea
Deaf shuttler Muhammad Shafiq aims to prove himself in two tourneys next year



Astro Arena
KPS Sasar Atlet Raih Pencapaian Podium



Astro Arena
KPS Penghubung Atlet OKU Berlatih Lebih Baik



Astro Arena
KPS Badminton Development Programme with the Deaf



Astro Arena
KPS Junior Cycling Development Programme



Astro Arena
KPS Beri Perhatian Pembangunan Sukan Para



CSR News

COMMUNITY DEVELOPMENT



Astro Arena
KPS Promosi Pembangunan Mesra Alam Dalam Sukan



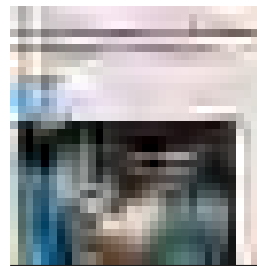
Sinar Harian
Sultan Selangor berkenan terima zakat perniagaan RM44.6 juta



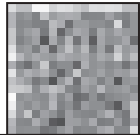
ENTREPRENEURSHIP DEVELOPMENT



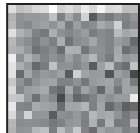
MStar
Berhujan berpanas demi lembu... tak sangka wanita ini mampu tersenyum lebar!



Bername
KPS contributes PPE to frontliners at Kelana Jaya Health Clinic



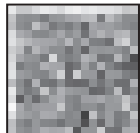
Bername
KPS sumbang PPE kepada petugas barisan hadapan di Klinik Kesihatan Kelana Jaya



MStar
Tabahnya dua wanita ini pikul tanggungjawab mengasuh orang tua, jaga ibu berpantang demi rezeki



SelangorKini
Perangsang Selangor sumbang PPE kepada petugas kesihatan



PHILANTHROPY

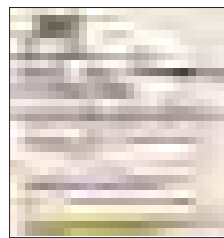
SelangorKini
COVID-19: Anak syarikat, agensi swasta Selangor sumbang RM8.150 juta



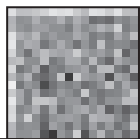
Selangor Journal
Selangor Sultan received RM44.6 million in business tithes



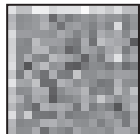
CORPORATE



The Edge Market
41 corporations win Sustainability and CSR Malaysia Awards this year



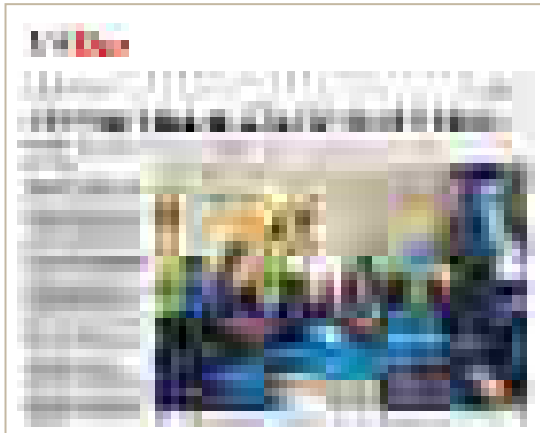
Bername
41 syarikat menang Anugerah Kemampanan dan CSR Malaysia 2020



CSR News

PRINT MEDIA

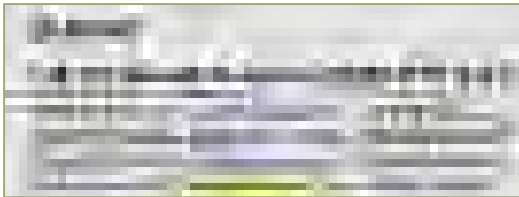
EDUCATION DEVELOPMENT



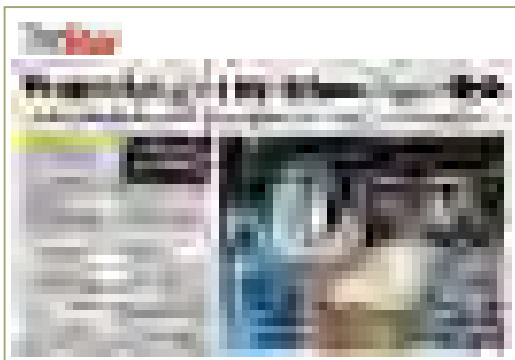
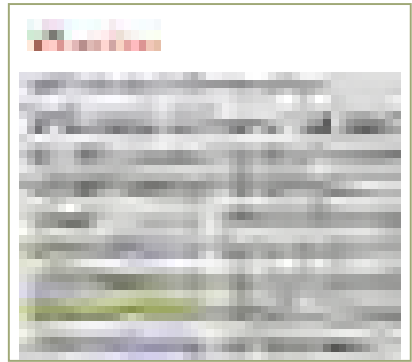
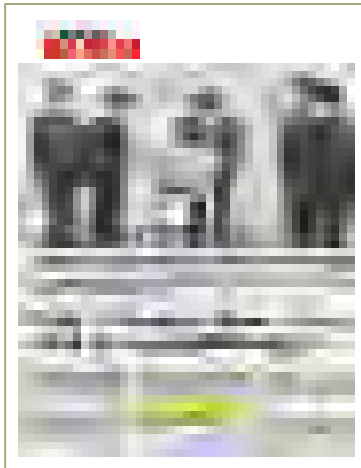
COMMUNITY DEVELOPMENT



PHILANTHROPY



OTHERS



Independent Assurance Statement [GRI 102-56] [F4GBM]

EXTERNAL ASSURANCE

We have sought third party external assurance from SIRIM QAS International Sdn. Bhd. ("SIRIM QAS") to assess and verify the data and information published in this Report. Since 2018, we have been working closely with external sustainability consultants to perform annual gap analysis and benchmarking to continually improve the quality of our reporting.

This Report should be read in tandem with KPS' Annual Report 2020 for a more comprehensive overview of KPS' sustainability performance.



SIRIM QAS INTERNATIONAL SDN. BHD. (410334-X)

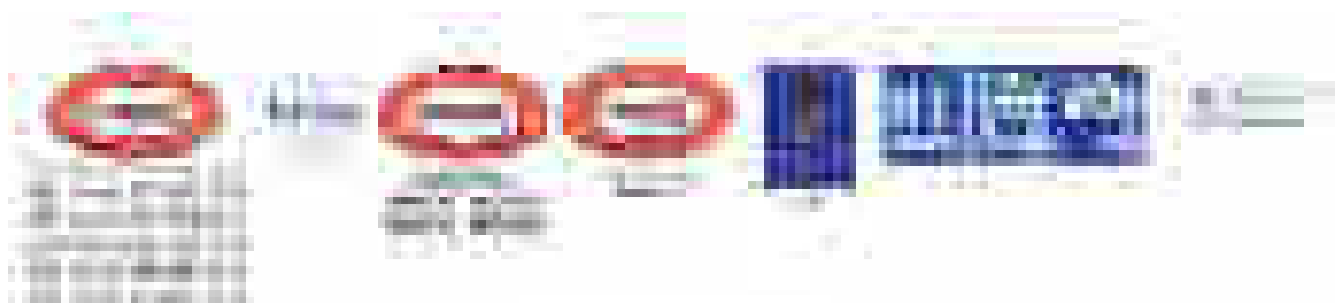
SIRIM Complex
1, Persiaran Dato' Menteri, Section 2,
40700 Shah Alam, Selangor Darul Ehsan, Malaysia.
Tel: 603-5544 6400 Fax: 603-5544 6810
www.sirim-qas.com.my

INDEPENDENT ASSURANCE STATEMENT

Scope and Objective

SIRIM QAS International Sdn. Bhd., a Conformity Assessment Body in Malaysia, with extensive expertise and experience in the provision of sustainability-related assurance services, was engaged by Kumpulan Perangsang Selangor Berhad (hereafter referred to as KPS Group) to perform an independent verification and provide assurance of the KPS Group Sustainability Report 2020. The main objective of the verification process is to provide assurance to KPS Group and its stakeholders of the accuracy and reliability of the information presented in this report. This was confirmed through checking and verifying claims made in the report. The verification audit by SIRIM QAS International covered all sustainability-related activities which had been included in the KPS Group Sustainability Report 2020.

The management of KPS Group was responsible for the preparation of the Sustainability Report. The objectivity and impartiality of this verification statement is assured as no member of the verification team and no other employee of SIRIM QAS International was involved in the preparation of any part of the KPS Group Sustainability Report 2020.



Independent Assurance Statement [GRI 102-56] [F4GBM]

Verification Team

The verification team from SIRIM QAS International consisted of:

- 1) Ms. Aernida Abdul Kadir : Team Leader
- 2) Ms. Kamini Sooriamorthy : Team Member

Methodology

The verification process was carried out by SIRIM QAS International from February to March 2021. It involved the following activities:

- Reviewing and verifying the accuracy of data collected from various sources and that are presented in the report;
- Reviewing of internal and external documentation and displays such as awards, press releases, media publications, internal newsletters, internal systems, etc.;
- Interviewing of key personnel responsible for collating information and writing various parts of the report in order to substantiate the veracity of the claims;
- Evaluating the adequacy of the Sustainability Report of KPS Group and its overall presentation against the GRI Standards.

During the verification process, issues were raised, and clarifications were sought from the management of KPS Group relating to the consistency of some of the data and statements contained in the report. The report was subsequently reviewed and revised by KPS Group in response to the findings of the verification team. It can be confirmed that the changes that have been incorporated into the final version of the report satisfactorily address the issues that had been raised.

Limitation

The verification process was subjected to the following limitations:

- The scope of work did not involve verification of information reported in the KPS Group Annual Report 2020;
- The verification was designed to provide limited assurance irrespective of the organization's ability to achieve its objectives, targets or expectations on sustainability-related issues;
- Only the corporate office in Plaza Perangsang, Shah Alam was visited as part of this assurance engagement. The verification process did not include physical inspections of any of KPS Group's operating assets;
- The verification team did not verify any contractor or third-party data.

Materiality

KPS has maintained the top ten Most Material Matters to their organization which were derived from the materiality assessment conducted in 2018. It has been concluded that the listing remains relevant to the organization and the journey of KPS's sustainability prioritizes and focus in areas relevant to their material matters as follows:

- 1) Economic and business performance;
- 2) Protecting the safety and health of workers;
- 3) Eliminating bribery and corruption;
- 4) Sustainable procurement and supplier assessment;
- 5) Waste reduction and environmental initiatives;
- 6) Training and career development;
- 7) Energy efficiency;
- 8) Stringent quality control procedures;
- 9) Providing diverse and inclusive workplace; and
- 10) Engaging local communities.

Independent Assurance Statement [GRI 102-56] [F4GBM]

Conclusion

Based on the scope of the verification process, the following represents SIRIM QAS International's opinion:

- The level of accuracy of data included in the Kumpulan Perangsang Selangor Berhad Sustainability Report 2020 is fair and acceptable;
- The Sustainability Report was prepared in accordance with the GRI Standards: Core Option;
- The overall statement content and quality were well established. The level of sustainability performance information in the statement was found to be acceptable;
- The information has been presented in an appropriate manner;
- The personnel responsible were able to reliably demonstrate the origin(s) and interpretation of data contained in the statement;
- Kumpulan Perangsang Selangor Berhad has satisfactorily addressed, in the final version of the statement, all issues that had been raised during the verification audit;
- The Sustainability Report provides a reasonable and balanced presentation of the sustainability performance of Kumpulan Perangsang Selangor Berhad.

Prepared by:



AERNIDA ABDUL KADIR
Verification Team Leader
Management System Certification Department
SIRIM QAS International Sdn. Bhd.

Date : 26 March 2021

Approved by:



MOHD HAMIM BIN IMAM MUSTANI
Senior General Certification
Management System Certification Department
SIRIM QAS International Sdn. Bhd.

Date : 26 March 2021

Note:

This Independent Assurance Statement has been issued based on the content verified prior to the approval date. SIRIM QAS International Sdn Bhd will not be responsible for any changes or additions made after the referred date.

Extending Impact for a Sustainable Future

As countries began to recover from the severe repercussions of the pandemic, it must be noted that long lasting impacts on economic, environmental, and societal challenges, and opportunities, have become more visible.



On the upside, there were profound reductions in air, water, and noise pollution during enforced lockdowns in many countries worldwide. With emission regulations becoming more stringent and regulated, there is increased pressure on society to safeguard and preserve the ecosystem, its biodiversity and concerns on human health.

Extending Impact for a Sustainable Future

With the impact of the pandemic still lingering, and given concerns on the effectiveness of the inoculation that is currently being rolled out, we will nevertheless continue to collectively power through and acclimatise to pandemic-related setbacks to sustain our momentum for business continuity as we move forward.

Although we have reviewed our priorities and strengthen our operations to help bridge recovery in our business, we understand that driving sustainability is but a collaborative effort between everyone in the Group and our external stakeholders. Therefore, we shall continue to raise the benchmark for our sustainability efforts with the firm believe that these efforts will continue to contribute significantly towards meeting stakeholder expectations.

There is now a profound understanding within the Group of the synergy between **People, Planet, Prosperity, Peace, and Partnerships ("5Ps")** that exists in the world we share. The 5Ps help us achieve the equilibrium between balancing profitability and preserving the planet. Sustainability has become our central ethos as we continuously espouse the importance of EESG disclosure in all our business performance reporting. We are aware of how environmental and social performances are related to sustainable economic performance, and clearly demonstrates that economic value, and the value creation to society are interdependent.

Similarly, achieving the objectives of the UNSDG is a collective effort too. Going forward, we intend to fortify efforts in addressing one of the most challenging environmental issues facing businesses and society today: **Climate Change**. We are taking a keen interest in exploring the risks and opportunities in measuring and monitoring Scope 1 and Scope 2 GHG emissions throughout our operations, with a clear intention to manage our carbon footprint. In this area, we shall engage with subject matter experts to increase the awareness and drive carbon reporting ahead.

To make this a reality, we are employing two phases: establishing a carbon inventory baseline followed by identifying strategic initiatives for related operations within the Group.

We are also exploring circular economy initiatives on top of our effective waste management practices which was initiated in 2020. We already have interested parties enquiring on the increased use of recycled materials in our injection moulding applications. Trends are shifting to the approach of designing for recycling, where the subsequent recycling process is considered as early the design and development stages of production.

Driving a culture of sustainability within the Group involves strengthening ties with our multi-faceted stakeholders, our employees and our customers, and from our supply-chain vendors to the communities we work in. Guided by our Sustainability Philosophy & Mission and by upholding best practices, we can achieve specific, clearly defined sustainable goals. We shall continue to gear ourselves towards continuously improving our capabilities in fulfilling our corporate sustainability commitments.

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		About Us	24
		Excelling in Our Strategic Investments	33
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102-4	Location of operations	Scope and Boundary	19
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102-6	Markets served	Scope and Boundary	19
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102-38	Annual total compensation ratio	Remuneration section of Annual Report	139
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102-44	Key topics and concerns raised	A Road Map to Meaningful Stakeholder Engagement Stringent Quality Control Procedures	54 140
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FTSE4Good Bursa Malaysia Index

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ECC31	Energy use - Policy or commitment statement to address and / or reduce	<ul style="list-style-type: none"> • Energy Management 	114 - 117
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ECC42	Independent verification of operational energy consumption data	<ul style="list-style-type: none"> • Independent Assurance Statement 	266
EPR01	Pollution - policy or commitment statement to address and/or reduce	<ul style="list-style-type: none"> • Chemical Management • Water Management • Emissions & Initiatives to Tackle Climate Change • Waste Management Circular Economy 	118 119 122 124
EPR02	Waste - policy or commitment statement to address and/or reduce	<ul style="list-style-type: none"> • Waste Management Circular Economy 	124
EPR03	Resource use - policy or commitment statement to address and/or reduce	<ul style="list-style-type: none"> • Waste Management Circular Economy 	124
EPR07	Progress against previously set targets to reduce or avoid pollution (quantified targets)	<ul style="list-style-type: none"> • Sustainability Key Performance Indicators 	69
EPR08	Progress against previously set targets to reduce or avoid waste (process targets and quantified targets)	<ul style="list-style-type: none"> • Sustainability Key Performance Indicators 	68 - 69
EPR09	Progress against previously set targets to reduce or avoid resource use (process targets and quantified targets)	<ul style="list-style-type: none"> • Sustainability Key Performance Indicators 	68 - 69
EPR12	Independent verification of operational environmental data	<ul style="list-style-type: none"> • Independent Assurance Statement 	266
EPR28	Percentage of sites covered by recognised environmental management systems such as ISO14001 or EMAS	<ul style="list-style-type: none"> • Stringent Quality Control (Social Section) 	142 - 144
ESC03	Supplier/sourcing policy or commitment statement that addresses water use	<ul style="list-style-type: none"> • Supplier Environmental Assessment 	138

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INDICATOR	DESCRIPTION	SECTION	PAGE
ENVIRONMENT			
ESC05	Supplier/sourcing policy or commitment statement that addresses waste reduction	• Supplier Environmental Assessment	138
ESC08	Environmental policy/policies integrated with suppliers through communication	• Supplier Environmental Assessment	138
ESC11	Monitoring of suppliers including disclosure of physical inspection audits, or reporting on number or proportion of suppliers monitored or audited	• Supplier Environmental Assessment	138
EWT07	Independent verification of water use data:	• Independent Assurance Statement	266
EWT09	Progress against quantified targets to reduce water use applied at specific sites	• Sustainability Key Performance Indicators	69
EWT13	Policy or commitment on water use reduction which addresses and/or reduces	• Water Management	119

INDICATOR	DESCRIPTION	SECTION	PAGE
GOVERNANCE			
GAC01	Bribery - Policy or commitment statement that addresses countering bribery and specifies countering at least 2 different forms of bribery related activities	• Eliminating Bribery and Corruption	89 - 91
GAC02	Anti-corruption - Policy or commitment statement that addresses anti-corruption and specifies countering relevant forms of corruption	• Eliminating Bribery and Corruption	89 - 91
GAC03	Board has oversight of anti-corruption policy that covers elements/types of corruption including bribery	• Eliminating Bribery and Corruption	89
GAC04	Due diligence of new business partners addresses corruption by covering anti-corruption comprehensively	• Eliminating Bribery and Corruption	91
GAC05	Confidential or anonymous whistle-blowing mechanism for staff covers anti-corruption comprehensively	• Business Ethics and Transparency • Complaints and Grievance Management	81 190

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INDICATOR	DESCRIPTION	SECTION	PAGE
GOVERNANCE			
GAC07	Communication of anti-corruption policy to all employees covers anti-corruption comprehensively	• Eliminating Bribery and Corruption	90
GAC08	Training for staff on the anti-corruption policy covers anti-corruption comprehensively	• Eliminating Bribery and Corruption	90
GAC09	Corruption risk assessment for company operations covers anti-corruption comprehensively	• Eliminating Bribery and Corruption	89
GAC10	Procedures are in place to address corruption in operations that are assessed to be "high risk" covering elements/types of corruption including bribery	• Eliminating Bribery and Corruption	89
GAC13	Disclosure of number of staff disciplined or dismissed due to non-compliance with anti-corruption policy/policies for current year	• Eliminating Bribery and Corruption	90
GCG01	Separate Non-Executive Chair and CEO, where Chair is not independent OR their independence is not declared	• Stewardship at KPS	24, 31
GCG02	Disclosure of details about Directors according to expertise and their other Directorships	• Stewardship at KPS	24 - 30
GCG03	Number of Board Directors	• Stewardship at KPS	24 - 30
GCG04	Number of independent Directors on the board	• Stewardship at KPS	24 - 30
GCG05	Number of women on the board	• Stewardship at KPS	24 - 30
GCG07	Board addresses conflicts of interest and related party transactions	• ANNUAL REPORT 2020	112
GCG08	Periodic evaluation of board effectiveness with a clear timeframe	• ANNUAL REPORT 2020	132
GCG09	Disclosure of Board Committee(s)	• Stewardship at KPS	24 - 30
GCG10	Disclosure of number of times the board/each committee have/has met per annum	• Stewardship at KPS	24 - 30

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INDICATOR	DESCRIPTION	SECTION	PAGE
GOVERNANCE			
GCG11	Disclosure of the attendance rate of all individual directors at both board and committee level	• Stewardship at KPS	24 - 30
GCG14	Disclosure of fixed and variable remuneration for non-executive board members	• ANNUAL REPORT 2020	140
GCG19	Annual General Meeting: Number of days between the date of notice and date of meeting	• ANNUAL REPORT 2020	147
GCG42	Does the company provide for one share one vote for all company meeting resolutions?	• ANNUAL REPORT 2020	304
GCG46	There is a fully non-executive Audit Committee or Audit Board with all independent members	• ANNUAL REPORT 2020	142
GCG47	There is a fully non-executive Remuneration Committee with at least half independent members	• ANNUAL REPORT 2020	130
GCG48	In relation to executive remuneration, the company discloses high level principles	• ANNUAL REPORT 2020	139
GCG49	Disclosure and nature of fees paid to the auditor where the audit and non-audit fees are separately disclosed and in which the amount of audit fees exceed the amount of non-audit fees in the last fiscal year	• ANNUAL REPORT 2020	307
GRM01	The Board has oversight of risk management and reviews the effectiveness of the risk management process	• ANNUAL REPORT 2020	149
GRM02	Senior executive responsible for risk reports to the CEO, or there is a board risk committee/ The same senior executive is separate from Head of Audit or equivalent, or the board risk committee is separate from audit	• ANNUAL REPORT 2020	150

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INDICATOR	DESCRIPTION	SECTION	PAGE
GOVERNANCE			
GRM04	Reporting and Standards - Reference is made to external standards to inform the company's risk management system and reporting transparency - Company uses risk management standards or frameworks such as ISO31000, COSO, IRM, FERMA, BASEL - Company uses GRI	• Risk Management	84
		• Reporting Format	22
GRM07	The company's codes/charters/policy documents or equivalent describe the company's risk management framework	• Risk Management	84
GRM08	The company has a corporate-wide approach to non-compliance including Reporting the number of claims or incidents of non-compliance	• Environmental Compliance	137
		• Socio-economic Compliance	190
GRM20	There is a confidential or anonymous whistleblowing or equivalent mechanism to notify breaches of company codes or policies for staff which can include contractors, joint ventures, or other parties working with the company and other external stakeholders and members of the public	• Complaints and Grievance Management	190

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INDICATOR	DESCRIPTION	SECTION	PAGE
SOCIAL			
SHR03	Statement of principles or process by which community investments are made covering defined focus areas	<ul style="list-style-type: none"> Scaling Up Social Impact: CSR Changing for the Better: Four CSR Core Pillars 	153 191
SHR04	Policy addresses children's rights, other than child labour through evidence of support for children's rights in company operations or through programmes	<ul style="list-style-type: none"> Inspiring Hope for a Vibrant Future: KPS Educational Development Programme 	198 - 203
SHR05	Commitment to local employment and/or sourcing:	<ul style="list-style-type: none"> Hiring from the Local Community 	102
SHR15	Output/outcome of specific results, achievements or benefits of community investments including details of output/outcome including non-quantified and quantification of output/outcome	<ul style="list-style-type: none"> Sustainability Key Performance Indicators Changing for the Better: Four CSR Core Pillars 	75 - 78 191 - 248
SHR17	Total amount of corporate or group donations/ community investments made to registered not-for-profit organisations in the current year	<ul style="list-style-type: none"> Social Key Highlights Utilisation of Budget Allocation 	150 - 151 195 - 197
SHR27	Public commitment to respect and support the protection of internationally proclaimed human rights including reference to international human rights instruments, including those contained within the International Bill of Human Rights	<ul style="list-style-type: none"> Human Rights Assessment 	189
SHS01	Health and safety policy or commitment statement which identifies the issue as relevant and important and which applies to contractors or other external stakeholders	<ul style="list-style-type: none"> Managing Employees' Occupational Safety and Health Customer Health and Safety 	168 189
SHS02	Company statement on programmes to address global health issues (COVID-19)	<ul style="list-style-type: none"> Managing Employees' Occupational Safety and Health 	169 - 175
SHS08	Performance monitoring and management of health and safety, demonstrated by performance and progress against previously set targets	<ul style="list-style-type: none"> Sustainability Key Performance Indicators 	72 - 73
SHS11	Programme regarding prevention and control of at least one global health issue which applies to employees	<ul style="list-style-type: none"> Managing Employees' Occupational Safety and Health 	169
SHS39	Policy or commitment statement on reducing health and safety impact through commitment to continuous improvement and time-specific, quantitative targets to reduce incidents	<ul style="list-style-type: none"> Sustainability Key Performance Indicators 	72 - 73

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INDICATOR	DESCRIPTION	SECTION	PAGE
SOCIAL			
SLS01	In relation to the prevention of child labour, company addresses the issue/states it complies with local laws in general disclosures	<ul style="list-style-type: none"> • Child Labour 	189
SLS02	In relation to the prevention of forced labour, company addresses the issue/states it complies with local laws in general disclosures	<ul style="list-style-type: none"> • Forced or Compulsory Labour 	189
SLS03	In relation to non-discrimination, company addresses non-discrimination/equal opportunity in general disclosures including race, religion, gender, age group and disability	<ul style="list-style-type: none"> • Non-Discrimination 	189
SLS11	Policy supporting the community addressing youth unemployment initiatives, apprenticeships or graduate placements	<ul style="list-style-type: none"> • Inspiring Hope for a Vibrant Future 	198 - 208
SLS26	Amount of time spent on employee development training to enhance knowledge or individual skills, covering total time, average hours and type of training	<ul style="list-style-type: none"> • Employee Training and Development, Recruiting and Retaining Employees 	180
SLS08	Policy or statement supporting the right to a minimum or living wage, which focuses on compliance with minimum wage and commits to exceed minimum wage/meet living wage	<ul style="list-style-type: none"> • Enhancing Employment • Providing Good Employment 	101 161
SLS29	Employee personal development training to enhance abilities or individual skills, including policy or commitment statement to provide employee personal development training and detailed description of the personal development training that is provided	<ul style="list-style-type: none"> • Employee Training and Development, Recruiting and Retaining Employees 	180
SLS30	The company addresses bullying and/or harassment providing a confidential reporting channel or whistleblowing system	<ul style="list-style-type: none"> • Non-Discrimination • Complaints and Grievance Management 	189 190
SLS33	Percentage of women in the global workforce	<ul style="list-style-type: none"> • Employee Demographics 	186
SLS16	Company has taken action to improve workforce diversity, equal opportunities, or reduce discrimination, including those based on race, religion, gender, age group and disability	<ul style="list-style-type: none"> • Promoting Inclusivity • Non-Discrimination 	184 189
SLS34	In relation to equal pay for equal work, the company addresses the issue/states it complies with local laws in general disclosures and publishes a Policy/Principles/Code	<ul style="list-style-type: none"> • Enhancing Employment • Providing Good Employment 	101 161
SSC01	Supplier policy addresses prevention of child labour which includes general statement addressing the issue/requirement of supplier legal compliance	<ul style="list-style-type: none"> • Sustainable Procurement and Supplier Assessment 	104

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INDICATOR	DESCRIPTION	SECTION	PAGE
SOCIAL			
SSC03	Supplier policy addresses non-discrimination or equal opportunities: which includes general statement addressing the issue/requirement of supplier legal compliance	<ul style="list-style-type: none"> Sustainable Procurement and Supplier Assessment 	104
SSC04	Supplier policy or statement supports the right to freedom of association which covers the respect or support of the right to freedom of association	<ul style="list-style-type: none"> Sustainable Procurement and Supplier Assessment 	104
SSC06	Supplier policy addresses the elimination of excessive working hours which includes a clear policy on reducing excessive working hours	<ul style="list-style-type: none"> Sustainable Procurement and Supplier Assessment 	104
SSC12	Monitoring of suppliers for social issues which includes physical inspection audits, assessments are carried out	<ul style="list-style-type: none"> Sustainable Procurement and Supplier Assessment 	104
SSC07	Supplier policy supports the right to a minimum or living wage focusing on compliance with local laws on minimum wage	<ul style="list-style-type: none"> Sustainable Procurement and Supplier Assessment 	104
SSC08	Supplier policy addresses health and safety standards which includes a general statement addressing the issue/requirement of supplier compliance with local laws	<ul style="list-style-type: none"> Sustainable Procurement and Supplier Assessment 	104




KUMPULAN PERANGSANG SELANGOR BERHAD

197501002218 (23737-K)

17th Floor, Plaza Perangsang, Persiaran Perbandaran
40000 Shah Alam, Selangor Darul Ehsan, Malaysia

 +603 - 5524 8400

 +603 - 5524 8444

www.kps.com.my

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