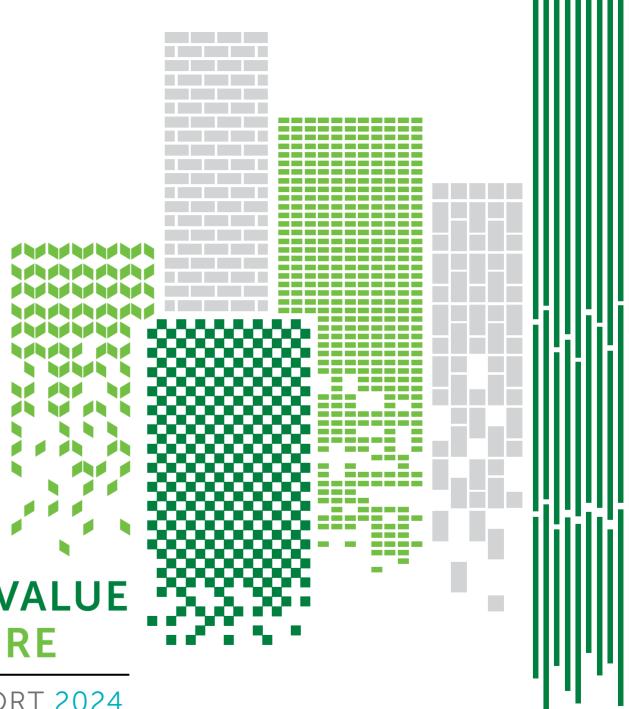
PARAMOUNT



CREATING
SUSTAINABLE VALUE
FOR THE FUTURE

SUSTAINABILITY REPORT 2024

CREATING SUSTAINABLE VALUE FOR THE FUTURE

At Paramount Corporation Berhad (**Paramount** or **the Company**), we believe in building a sustainable future by creating lasting value for our businesses, stakeholders, community and the environment.

Throughout our journey of over 50 years, our vision of "Changing Lives and Enriching Communities for a Better World" has remained our guiding light as we strive to create long term value in everything we do. Our core values are embodied in the acronym T.R.I.B.E. (Trust, Respect, Integrity, Bravery and Energy), which calls for all employees to do what is right while respecting and caring for others, and to be bold while operating in the spirit of innovation and entrepreneurship.

Our sustainability aspirations of "Creating Sustainable Value for the Future" involve taking actions today that will have a positive impact on future generations. This means Paramount will continue to embrace change, transform our businesses, and explore innovative solutions to future-proof our business, and create value with tomorrow in mind. All this, while maintaining a strong focus on corporate governance, business ethics and integrity.

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Scan the QR code to visit the Sustainability section of our website





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ABOUT THIS REPORT

Paramount Corporation Berhad and its subsidiaries (**Paramount** or **the Company**) are pleased to present our fourth standalone sustainability report (**SR**). This report provides an update on the progress and outcome of sustainability initiatives undertaken by our subsidiaries (**the Group**).

It is published alongside our Annual Report 2024 and is available in digital format only.

SCOPE AND BOUNDARY

This report covers the business operations and activities which are 100%-owned and operated by the Group. It does not cover associate or joint venture companies, nor does it cover the Group's value chain comprising third party contractors, suppliers, and vendors.

The focus of this report will be on the most pertinent projects, initiatives, and activities of the Group. It should be read in conjunction with the Annual Report 2024 and other sustainability-related disclosures on our website.



REPORTING PERIOD

This report covers our sustainability activities from 1 January 2024 to 31 December 2024, unless stated otherwise.

Where relevant and available, this statement includes comparative historical information to provide the context for our decision-making, sustainability progress and impact as well as potential opportunities for growth.



REPORTING FRAMEWORKS AND STANDARDS

This report has been prepared in accordance with the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, with reference to the Bursa Malaysia Reporting Guide (3rd Edition) and Malaysia Code of Corporate Governance (Revised April 2021).

Other referenced frameworks and guidelines include:

United Nations Sustainable Development Goals (**UN SDGs**)

Global Reporting Initiative (**GRI**) Standards (GRI content index is provided at the end of the SR 2024)

FTSE Russell ESG Ratings



LIMITATIONS

The Group recognises that some data gaps may still exist due to existing business practices as well as challenges in data collection for some indicators. Nevertheless, the Group is committed to continuously improve the relevant processes and establishing a better reporting structure for ESG reporting moving forward.



ASSURANCE

To ensure the accuracy and integrity of our disclosures, this report has been reviewed by the Paramount Group's Internal Audit and the Sustainability Steering Committee.



FEEDBACK

We value the feedback and consider it an opportunity to identify areas for improvement. If you have feedback on this statement, please direct it to sustainability@pcb.my.

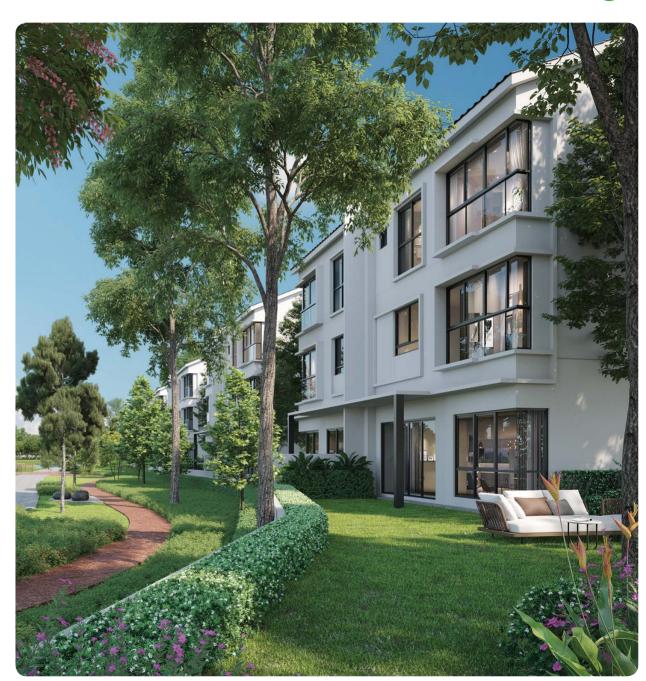
ABOUT US

Paramount is an investment holding company listed on the Main Market of Bursa Malaysia Securities Berhad.

Our core business is property development, which is operated under Paramount Property, an award-winning brand with an excellent track record of building homes, commercial and industrial properties, as well as private schools and university campuses. We have presence in the Klang Valley (Kuala Lumpur and Selangor), Kedah, Penang, and Bangkok, where we have a 49% stake in a condominium project.

Paramount is also accelerating the growth of our coworking business. Starting with just 3,700 sq ft of space in 2017, Co-labs Coworking has expanded its network to manage approximately 169,000 sq ft of space across seven prime locations in the Klang Valley by the end of December 2024.

Paramount also owns Dewakan, which has garnered the honour of being the first and only Malaysian restaurant to be awarded with two MICHELIN Stars for two years in a row. In 2024, Dewakan also picked up the MICHELIN Green Star which is awarded to establishments for sustainable practices and dining experiences. It was the first time a Green Star been awarded in Malaysia.



ABOUT **US**

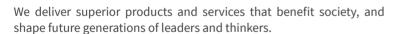
VISION, MISSION AND VALUES

Throughout our journey of over 50 years, Paramount's vision of "Changing Lives and Enriching Communities for a Better World" has remained our guiding light as we strive to create long term value in everything we do. Our core values are embodied in the acronym T.R.I.B.E. which calls for all employees to do what is right while respecting and caring for others, and to be bold while operating in the spirit of innovation and entrepreneurship.

OUR VISION



OUR MISSION





We care for the safety and health of our people, and we believe in developing their talents through empowerment and enabling them to maximise their potential.

We grow our businesses to deliver sustainable and responsible shareholder returns while ensuring that we continue to protect our environment.

We must be bold in technological innovations to be market leaders in our core businesses.

We will leverage on the synergies within our business ecosystem to create unique product offerings.

OUR CORE VALUES

TRUST

We will strive to strengthen the faith that our shareholders, customers and the community have placed upon us to deliver sustainable returns.

RESPECT

We respect people as individuals, care for their well-being, and welcome diversity in capability and background. We encourage positive teamwork and expect everyone to be open, candid and constructive in their comments and suggestions and always seek to help our colleagues inside and outside Paramount.

NTEGRITY

We expect to do what is right, not only what is allowed. We believe in absolute honesty and strong principles of uncompromising ethical and moral behaviour from everyone – our employees as well as those who do business with us. Integrity must not only be heard but must also be seen in action at all times.

BRAVERY

We must have the courage to stand up for what we believe and be bold enough to venture into new areas and businesses.

ENERGY

We embrace the future with vitality and vigour, exhibiting innovativeness and entrepreneurship in the true spirit upon which the company was founded.



SUSTAINABILITY **ASPIRATIONS**

We believe in building a sustainable future by creating lasting value for our business, stakeholders, community and the environment.

Our sustainability aspirations of "Creating Sustainable Value for the Future" involve taking actions today that will have a positive impact on future generations. This means Paramount will continue to embrace change, transform our business and explore innovative solutions to future-proof our business and create value with tomorrow in mind. All this, while maintaining a strong focus on corporate governance, business ethics and integrity.

Embracing Sustainability Development Goals (SDGs)

Paramount has adopted the United Nations' SDGs, aligning our operations, products, and corporate social responsibility efforts to support global priorities. By targeting eight specific SDGs, Paramount can ensure our contributions are strategic and aligned with our business model.



Ensure healthy lives & promote well-being

Safety and health priorities underpin all our business activities. Our properties are designed to cater for the well-being of its inhabitants. We also care for the safety and health of our employees while contributing to the well-being of the communities around us.



Ensure sustainable consumption and production patterns

We aim to contribute to more sustainable consumption and production through better resource efficiency and management. In promoting the principles of 'reducing, reusing and recycling' we aim to achieve positive changes in our operations and cut down waste.



Promote inclusive and sustainable economic growth, productive employment and decent work

We actively work to promote a safe and secure work environment and good working conditions for our employees and those who work with us. We are committed to empowering the local supply chain by prioritising local procurement and creating more local job opportunities for healthy economic growth.



Take urgent action to combat climate change and its impact

We are working to reduce greenhouse gas emissions to do our part in combating climate change. In doing so, we are setting emissions reduction targets and taking climate resilience into consideration in our design and build.



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

We are committed to building sustainable infrastructure and adopting sustainable production practices while fostering innovation through collaborative efforts to reduce environmental impact and promote sustainability.



Protect, restore and promote sustainable use of terrestrial ecosystems

We strive to minimise the destruction of natural habitats by conserving green spaces where possible and protecting biodiversity in the areas we operate. We also aim to incorporate nature into our design principles.



Make cities and human settlements inclusive, safe, resilient and sustainable

We work with various stakeholders to create sustainable cities and societies together. By ensuring that we have a good mix of facilities in our buildings and designing public spaces and green areas, we are committed to creating inclusive and safe urban living which promotes security and well-being for all.



Promote peaceful and inclusive societies for sustainable development

We have policies and procedures in place to encourage effective, accountable, and transparent business transactions. We also ensure responsive, inclusive, participatory, and representative decision-making at all levels. This is our way of contributing to a peaceful and inclusive society.

LEADERSHIP AND CONTINUOUS COMMITMENT

Paramount is committed to maintaining high standards of corporate governance, integrity, and accountability, underpinned by robust management of risks and internal controls, to ensure the long-term sustainability of our businesses and to safeguard the interests of all stakeholders. The Board is collectively responsible for the overall corporate governance of the Company and the strategic direction of the Group.

MESSAGE FROM THE **DESIGNATED SUSTAINABILITY OFFICER**

Dear Stakeholders,

At Paramount, we believe sustainability is more than a responsibility—it is an opportunity to drive innovation, create lasting value, and shape a better future for all. Reflecting on the past year, I am proud of the progress we have made in reducing our environmental impact, fostering an inclusive workplace, and upholding ethical business practices.

This marks Paramount's fourth standalone Sustainability Report, and with each edition, we strive to sharpen our approach and set higher standards in our ESG journey. Our commitment to **Creating Sustainable Value for the Future** remains at the core of our efforts, guiding us as we embed sustainability into our operations.

Sustainability is deeply rooted in our **T.R.I.B.E.** values—**Trust, Respect, Integrity, Bravery, and Energy**—influencing how we engage with stakeholders and drive positive change. Whether through reducing carbon emissions, securing green certifications for our developments, or supporting communities through impactful initiatives, we remain dedicated to making a meaningful difference.

This report outlines our key achievements and highlights from 2024, structured around the four pillars of Economic, Environmental, Social, and Governance (**EESG**). This year, we have refined our sustainability framework, reinforcing our commitment to a greener future and the creation of social value, in alignment with the United Nations Sustainable Development Goals (**UN SDGs**).



MESSAGE FROM THE **DESIGNATED SUSTAINABILITY OFFICER**

2024 HIGHLIGHTS

This year, we celebrated several milestones in our sustainability journey:

· Sustainability-Linked Financing

We launched our first Sustainability-Linked Sukuk Wakalah programme with AmBank Islamic Berhad, linking financial performance with environmental and social targets. Achieving a Gold Impact Assessment for our framework reaffirmed our dedication to sustainability excellence.

· Recognition & Awards

Paramount was honoured with 15 industry awards across our property, coworking, and food & beverage divisions. Notably, Dewakan made history as the first restaurant in Malaysia to receive the MICHELIN Green Star for its commitment to sustainability while also retaining its two MICHELIN Stars for culinary excellence.

Net Zero Commitment

We are committed to achieving Net Zero by 2050. As an interim benchmark, we are targeting a 30% reduction in emissions intensity for Scopes 1 and 2, ensuring a structured and measurable path forward.

Green Certification

Our property division remains focused on value creation and innovation, with seven projects receiving green certification in 2024—six provisional and one final certificate.

· Workplace Safety & Well-being

Employee health, safety, and well-being remain a top priority. We take a holistic approach to wellness and operate on a philosophy of preventive health. In 2024, five of our six construction sites achieved 5-star SHASSIC ratings, underscoring our commitment to best practices in workplace safety.

Community Investments

We continue to support education and empowerment, wellness, and environmental initiatives, prioritising projects within our immediate business communities. A highlight was our title sponsorship of the Penang Fellowship Ride: Bridge to Bridge 2024, in partnership with the Penang State Government. This year's event spanned 68 km across Penang's two iconic bridges and attracted over 2,000 participants.

As always, we will do all these things while remaining committed to maintaining our high corporate governance

standards, adopting best practices, and providing good disclosures for greater transparency to our stakeholders.

LOOKING AHEAD

While we celebrate these successes, we recognise that there is always more to be done. Collaboration, innovation, and accountability will remain at the heart of our efforts as we work towards our sustainability goals.

We extend our gratitude to our employees, partners, and customers for your unwavering support. Together, we can build a more sustainable and resilient world.

Benjamin Teo Jong Hian Deputy Group CEO





SUSTAINABILITY HIGHLIGHTS AND **ACHIEVEMENTS 2024**

BUILDING ECONOMIC RESILIENCE





Green Financing

1st Sustainability-Linked Sukuk Wakalah issued with Gold Impact Assessment by **MARC Ratings Berhad**





Awards

15 awards across property, coworking and F&B divisions



Dewakan

receives Malaysia's first and only MICHELIN Green Star award





Green Certification

Provisional certification for





Final certification for

1 project





ESG Ratings

Constituent of FTSE4Good Index Series with 3-Star rating





Product Quality

9 new projects with QLASSIC* scoring of average 79% (2023:80%)





Customer Satisfaction

Average Customer Satisfaction Index (CSI) score of

84% across 14 projects under Property Division (2023: 83%)



PRIORITISING ETHICS AND GOOD GOVERNANCE





Anti-Bribery and Corruption

Zero

reported cases (2023: Zero)





Data Privacy & Security

Zero

cybersecurity breaches





Supply Chain Management

100%

direct dealings with local suppliers (2023: 99%)





SUSTAINABILITY HIGHLIGHTS AND **ACHIEVEMENTS 2024**

RESPONSIBLE ENVIRONMENTAL MANAGEMENT









Average of Building Energy Intensity (BEI) of 127 kWh/m²/year across Paramount's reported entities excluding construction sites







Average Water Intensity (WI) of 0.604 m³/m²/year across Paramount's reported entities excluding construction sites පුලිප (2023: 1.056 m³/m²/year)





5,713.58 tCO₂e carbon emissions across Paramount's reported entities from Scope 1 and 2 emissions (2023: 5.640.99 tCO2e)



Compliance

Zero environmental compounds/fines (2023: Zero)





Waste Management

Generated 6,278 mT of construction waste





(2023: 10,135 mT)

Biodiversity

1,866 trees planted (2023: 2,445 trees planted)

IUCN** Red List of **Threatened Species planted** (2023: 239 IUCN)

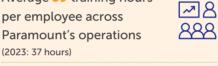


EMPOWERING PEOPLE AND COMMUNITIES





Average 39 training hours per employee across Paramount's operations



40 Health and Safety training attended by 77 employees at construction sites



Diversity

Workforce by gender

Male: **52%**

Female: **48%**



Community Investment

benefitting 51 organisations

and communities

(2023: RM626,000 benefitting 45 organisations)



Labour and Human Rights

Zero

human rights violations or complaints (2023: Zero)



Health and Safety

Zero

injuries and fatalities across construction sites



Five projects received **SHASSIC* 5-star ratings**

(out of a total of six projects assessed) (2023: three projects received 5-star



^{*}SHASSIC - Safety and Health Assessment System in Construction

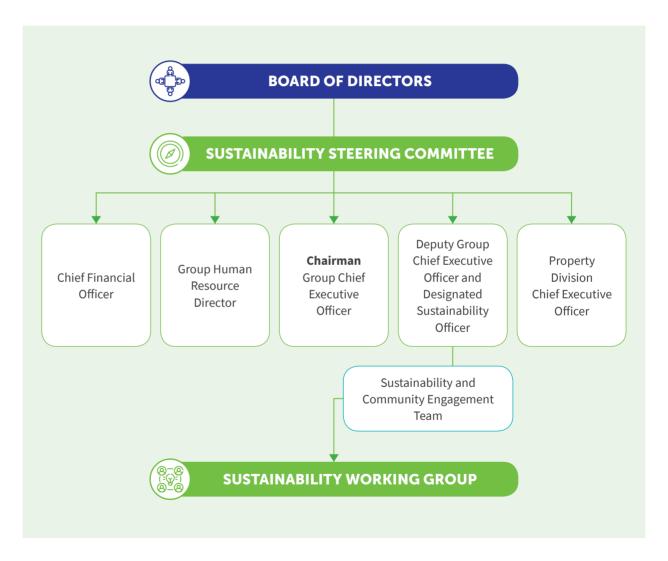
^{**}IUCN - International Union for Conservation of Nature

SUSTAINABILITY GOVERNANCE

The Board undertakes an oversight role of the Group's sustainability efforts, setting the tone from the top to lead the sustainability growth and long-term value creation at Paramount. The Board's leadership is essential towards building a corporate culture that adopts and integrates a sustainable approach in our operations. The responsibility of the Board includes approving the sustainability strategies and priorities to set a clear direction in the Group's sustainability journey.

A two-tiered sustainability governance structure governs sustainability within the Group. The first tier consists of the Sustainability Steering Committee (**SSC**) chaired by the Group CEO, followed by the Sustainability Working Group (**SWG**). The SWG reports to the SSC, which is accountable to the Board. Paramount's sustainability governance structure is integrated into the overall corporate governance of the Company.

A dedicated Sustainability and Community Engagement team reporting to the Deputy Group CEO who is the Designated Sustainability Officer (**DSO**) facilitates and monitors the progress of all sustainability-related tasks and initiatives on a day-to-day basis.



OVERVIEW



SUSTAINABILITY GOVERNANCE

ROLES AND RESPONSIBILITIES

Board of Directors

The Board of Paramount is committed to providing effective leadership by ensuring the integration of sustainability considerations into the Group's business strategies, plans, and decision-making processes. To this end, the Board sets key performance indicator (**KPI**) targets for the Company's Executive Directors (**EDs**) in meeting the Group's sustainability goals and conducts yearly assessments of the EDs' performance in meeting those KPIs.

To further reinforce Paramount's commitment to sustainability, performance targets are also linked to remuneration for the Group CEO and Deputy GCEO.

Sustainability Steering Committee (SSC)

The SSC comprising the key senior management of Paramount is the driving force to ensure that appropriate sustainability considerations are embedded in the long-term strategic plans and mid to immediate term business plans of the Group.

The key functions of the SSC, led by the Group CEO, are as follows:

- i. Evaluate the Group's sustainability risks and opportunities.
- ii. Formulate sustainability strategies, identify sustainability priorities and commitments, and set sustainability goals and/or targets for the Group.
- iii. Allocate resources for the execution of sustainability strategies and implementation of sustainability initiatives/projects.
- Monitor the progress of those initiatives/projects and report their effectiveness to the Board.

Sustainability Working Group (SWG)

The Deputy Group CEO is the DSO to provide dedicated leadership to the SWG, which includes senior management personnel in the Group's strategic business units. He is supported by the Sustainability and Community Engagement team to monitor the execution of sustainability strategies and plans, and to ensure that sustainability considerations are embedded in the day-to-day business activities of the Group.

The key functions of the SWG, led by the DSO, are as follows:

- i. Identify material sustainability areas, and recommend priorities to the SSC for the formulation of sustainability strategies.
- ii. Conduct feasibility assessment of sustainability initiatives/projects and make recommendations to the SSC for consideration.
- iii. Implement the duly approved sustainability initiatives/projects.
- Maintain regular communication with external and internal stakeholders to update the Group's sustainability strategies, priorities and targets, where necessary.
- Compile all relevant data for reporting to the authorities and governing bodies, where necessary.

STRATEGIC APPROACH

Paramount takes a strategic approach to sustainability, which involves integrating environmental, social, and economic considerations into decision-making processes to create long-term value. This is aimed at enhancing brand reputation, driving innovation, and fostering long-term resilience.

SUSTAINABILITY **STRATEGY**

Our sustainability approach is anchored on four key priorities: Building Economic Resilience, Responsible Environmental Management, and Empowering People and Communities, all while ensuring that Prioritising Ethics and Good Governance remain at the core of our practices.

These priorities guide our sustainability strategies, ensuring that our actions create lasting value for our stakeholders, society, and the environment.

PURSUING A GREENER FUTURE

This pillar emphasises Paramount's commitment to environmental sustainability and combating climate change. Strategies that will be deployed include energy optimisation, efficient resource use, sustainable design and materials, and exploring more nature-based solutions.

CREATING SOCIAL VALUE

This pillar focuses on positively impacting communities and addressing social issues through initiatives that align with sustainable development goals (**SDGs**). These include ensuring the health and well-being of those under our employment including training and development as well as partnering with local communities in the areas of education, wellness and environment.

Adopting this two-pillar approach will enable us to focus on our priorities which will contribute to Paramount's resilience over the longer term by addressing risks related to climate change, regulatory changes, and shifting societal expectations.

This framework may be updated periodically taking into consideration shifts in business priorities as well as the latest industry and market developments.





SUSTAINABILITY **STRATEGY**



··········· IN ALIGNMENT WITH





















MATERIALITY **ASSESSMENT**

Paramount's materiality assessment provides organisations with insights into key sustainability issues that matter to stakeholders. In 2023, Paramount reviewed its materiality matters to identify and define an initial list of material issues. These were then prioritised to align more effectively with the latest sustainability developments and regulatory requirements. The refined materiality matters were reviewed and approved by the SSC, reported to the Board, and subsequently published in Paramount's Sustainability Report 2023.

In 2024, these materiality matters remained relevant, and no changes were necessary. However, we remain committed to continuous review and improvement as we move forward.

MATERIALITY MATRIX



Environment Social

Fconomic



MATERIALITY MATTERS

Our ranking of 15 materiality matters (from high priority to moderate priority, as indicated in the table below) was considered through the evaluation of present trends, emerging risks and opportunities as well as actionable items for Paramount.

HIGH PRIORITY ISSUES	PRIORITY ISSUES	MODERATE PRIORITY ISSUES
Corporate Governance, and Anti-Bribery and Corruption	Service Quality and Customer Satisfaction	Labour Practices and Human Rights
Safety, Health and Well-being	Supply Chain Management	Talent Development and Training
Climate Change (Energy and Emissions)	Data Privacy and Security	Diversity and Equal Opportunity
Product Quality and Innovation	ভিত্টি ১ ি চ © অ থ	Biodiversity
Economic Performance and Growth	Water Management	Community Investment



STAKEHOLDER ENGAGEMENT

Paramount engages with a broad range of stakeholder groups both internal and external to identify material issues while providing the organisation with diverse perspectives which may impact our business. This positions us well for long-term success. By understanding the impact our business has on our stakeholders, we can better anticipate and meet their needs.

STAKEHOLDERS	ISSUES OF INTEREST	ENGAGEMENT PLATFORMS
Employees	 Company direction and performance Remuneration and benefits Professional development Safety, health and well-being Work-life balance 	 Annual performance appraisal Training and development programmes Employee health & wellness programmes Townhall sessions by senior management Employee sport clubs T.R.I.B.E. Community Portal (intranet) and Instagram
Customers	 Product quality Design and features Customer service Timely delivery Defects rectification system 	 Websites and social media channels Defects tracking mobile application Customer Satisfaction Index (CSI) Survey Product launches and roadshows
Government, regulators and certification bodies	 Full compliance with all applicable local laws and regulations Full compliance with specifications and requirements 	 Briefings, consultations and dialogues Site visits and meetings



STAKEHOLDER **ENGAGEMENT**

STAKEHOLDERS	ISSUES OF INTEREST	ENGAGEMENT PLATFORMS
Investors and Analysts Banks Media	 Financial performance Corporate governance Financial and non-financial disclosures Dividend payments 	 Investor briefings by Senior Management AGMs and EGMs Corporate website Annual reports Media releases and interviews Announcements to Bursa Securities
Vendors and suppliers	 Fair terms and conditions of contracts On-site safety and health Supply chain management 	 Meetings and site visits Performance evaluations
Community	 Economic investment for local welfare Infrastructure enhancement Community engagement programmes and activities for social development Management of properties 	 Partnerships and collaborations for community impact Consultation/dialogue with academics, NGOs and other businesses or organisations Website and social media

BOARD ON **ESG RISK**

The Board maintains a sound risk management and internal control framework to safeguard shareholders' investment in the Company and the Group's assets. The Board regularly reviews the adequacy and integrity of this framework which is embedded in all aspects of the Group's activities.

To this end, the Board has established an ongoing process for identifying, evaluating, monitoring, and managing the significant risks the Group faces. Sustainability has been identified as a key risk category with strategic, operational, financial-related, compliance, reputational, cybersecurity, bribery, and corruption risks.

Full disclosures can be found in the Statement on Risk Management and Internal Control in Paramount's Annual Report 2024.







CLIMATE-RELATED RISKS AND OPPORTUNITIES

The new National Sustainability Reporting Framework (**NSRF**), introduced by the Ministry of Finance in September 2024, represents a significant step toward aligning national corporate practices with global sustainability standards. By requiring all listed companies to comply with the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (**ISSB**), the framework aims to enhance transparency, accountability, and consistency in sustainability reporting.

Paramount's proactive measures to align with this new regulatory landscape include facilitating workshops on climate-scenario planning, starting with the property division. This is to equip our teams for the evolving regulatory environment. The purpose of these workshops are multi-pronged and address:

EDUCATION AND AWARENESS

Educating property division heads and key managers on the importance of sustainability reporting and the implications of climate-related risks on business operations.

SCENARIO PLANNING

Using scenario analysis to understand potential climate-related risks, such as extreme weather events or regulatory shifts, and identifying strategies to mitigate or adapt to these challenges.

ENGAGEMENT AND INSIGHT

Actively engaging teams to collect insights ensures that sustainability strategies are grounded in operational realities and account for diverse perspective.

Moving forward, we will expand our efforts to cover stakeholder engagement with management and other divisions. Through these engagements, we will integrate the insights using the feedback gathered during workshops to refine corporate strategies and operational practices.

By doing this, Paramount will be prepared to progressively comply with the latest requirements mandated by Bursa Malaysia.





PILLAR 1: ECONOMIC

BUILDING **ECONOMIC RESILIENCE**







ECONOMIC PERFORMANCE AND GROWTH

Paramount's ability to generate and preserve value for our stakeholders provides the parameters we use to define our business performance. We serve our stakeholders through various approaches.

STAKEHOLDERS	VALUE CREATED
Shareholders သို့ ထို (\$)	We create value for our shareholders through dividends, which are governed by the Group's Dividend Policy. The policy commits the Group to paying out no less than 20% of the Company's profit attributable to ordinary equity holders, and we have paid out more than the minimum threshold over the past five years.
Customers	By developing quality properties at good locations, we enable homeowners to own assets which will appreciate in value over time. This builds equity and boosts net worth which will in turn stimulate the economy.
Employees	In addition to creating value through remuneration, we also create value by investing in the professional development of our employees. Simultaneously, we create a conducive and engaging workplace to help employees realise their purpose and career goals.
Suppliers	We rely on third party products and services to ensure smooth daily operations and create value for our suppliers through the procurement of their products and services. We are aware of the importance of value co-creation and establishing strong relationships with local suppliers.
Community	Approximately 1% of our profit after tax has been pledged in cash or in kind towards the funding of corporate social responsibility activities. These activities aim to create a long-lasting, positive impact that will enrich our local communities.

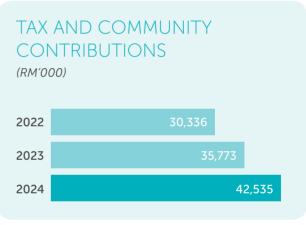


OUR PERFORMANCE - ECONOMIC VALUE

Paramount is focused on ensuring that our products and services generate long-term value creation for our stakeholders. Hence, we strive to create ecosystems that enable job creation while promoting social growth. Doing so contributes to the local economy and elevates living standards over the long run.













CREATING SUSTAINABLE BUSINESS AND FINANCIAL VALUE

Creating sustainable businesses while generating financial value requires balancing environmental, social, and governance considerations with profitability and long-term business success. At Paramount, we strive to adopt sustainable practices that not only fulfill regulatory requirements but also unlock new opportunities, mitigate risks, and strengthen stakeholder trust. One way we do this is by channeling our investments to green and sustainable development across our businesses.





HIGHLIGHTS

PARAMOUNT ISSUES FIRST SUSTAINABILITY-LINKED SUKUK

In 2024, Paramount took a bold step to directly link our financial activities with environmental and social objectives through the development of a Sustainability-Linked Sukuk (**SLS**) Wakalah programme with Ambank Islamic Berhad as the sole subscriber.

The issuance of Paramount's first SLS is a significant milestone in Paramount's journey towards fulfilling our sustainable development agenda as well as a commitment to a future where business intertwines seamlessly with environmental stewardship and social responsibility.

Under Paramount's Sustainability-Linked Financing Framework that received a Gold Impact Assessment from MARC Ratings Berhad, Paramount has set targets for green building certification, CIDB Malaysia's Safety and Health Assessment System in Construction (**SHASSIC**) certification, and the reduction of greenhouse gas emissions intensity.

More information on the Second Party Opinion by MARC Ratings can be found here Paramount Corporation Berhad - 2024 - MARC.



DELIVERING EXCELLENT PRODUCTS AND SERVICES

We are led by a mission to cater to our customers' evolving needs. As such, a strong adherence to excellence and a commitment to delivering value and customer satisfaction are at the forefront of everything we do.

In line with this philosophy, we are committed to delivering quality and innovation while ensuring compliance with safety requirements in all our projects. We also surround ourselves with professional and ethical partners who uphold high standards. This enables us to continue building ecosystems that help our communities generate economic and social growth.

Ultimately, we are in the business of changing lives and enriching communities. We understand that when we deliver on our promises, we gain trust, which will help us achieve long-term success and continuity.





HIGHLIGHTS

DEWAKAN SNAGS MALAYSIA'S FIRST MICHELIN GREEN STAR

The MICHELIN Green Star annually recognises restaurants that consistently combine culinary excellence with outstanding eco-friendly commitments and is a source of inspiration both for keen foodies and the hospitality industry as a whole.

In 2024, Dewakan was the first and only restaurant in Malaysia to be awarded the MICHELIN Green Star. This is testament to the vision of Dewakan to create meaningful connections with the people and culture using local ingredients.

Indeed, every ingredient is sustainably sourced down to the dinnerware which is handmade by local artists. Dewakan's menu features many items that are fermented or dry-aged in-house, alongside seasonal fruits and herbs.

To add cherry to the icing, Chef Darren Teoh was also recognised in the World Selection 2024 at The Best Chef Awards in Dubai under the Two Knives (World-Class) category this year. Teoh was the first Malaysian chef to accomplish such a feat.





ACHIEVEMENTS AND AWARDS

Paramount Corporation Berhad







At the Malaysia Developer Awards 2024, Paramount led in the category of companies with Market Capitalisation Below RM1 billion. We also secured the first place for both Best Qualitative Performance and Best Quantitative Performance in this category.

ACHIEVEMENTS AND AWARDS



Paramount Property was recognised as one of the Top 10 Developers 2024 by BCI Asia Awards 2024. This achievement is a reflection of its steady performance and presence in the industry.



Paramount Property was honoured to receive acknowledgement of high standards for both QLASSIC and SHASSIC in the QUEST Awards 2024.

CO-LABS COWORKING WALKS AWAY WITH TWO AWARDS

Co-labs Coworking had the honour of receiving two awards at the ASEAN PROPERTY DEVELOPER Awards 2023/2024:

- 1) Best Work Space Development
- 2) Innovative Developer Award





HIGHLIGHTS

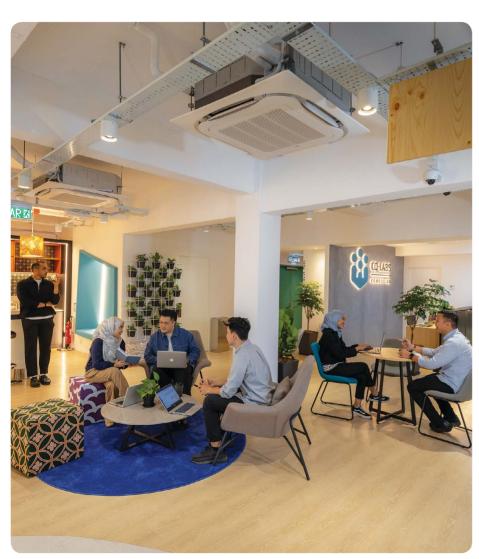
SCALABLE MALAYSIA HONOURED AT ATAP DESIGN AWARDS 2024

Scalable Malaysia, the one-stop workspace solutions provider of Paramount Corporation Berhad, was honoured with two awards at the Atap Design Awards 2024 at M Resort Hotel on 22 November 2024. The Atap Design Awards (**ADA**) was created to acknowledge designs excellence internationally and reward talent among seasoned and upcoming designers. Scalable Malaysia received awards in two categories:

- Silver Award in Best Public Space Design for Paramount Property Gallery @ The
 Ashwood whereby building that was once a car showroom was transformed into
 a property gallery with the use of natural colours, textures and light
- Finalist in Best Retail Design for ZCOVA retail store

These awards showcase the creativity and talent of the team at Scalable Malaysia and the Product Development & Innovation team of Paramount Property. It is a testament to team's commitment to creating more ground-breaking designs that inspire and and enrich the lives of customers.





CO-LABS COWORKING CONTINUES EXPANSION DRIVE

As one of the top three coworking space operators in Malaysia, Co-labs Coworking continued expanding its footprint in the Klang Valley by unveiling the seventh coworking space, situated at The Five, Damansara Heights in Kuala Lumpur.

Maintaining the brand's signature warmth of wood, the interior design team blended old and new elements, incorporating the features of the 30-year-old building of The Five, such as metal window frames, to create an 'industrial feel'. Additionally, as a proud Malaysian brand, batik was also integrated into the design on light fittings, ceilings, walls, and ottoman.

This coworking space is also located directly next to the Semantan MRT station to encourage easy commuting and enhanced accessibility.



● ● ● ● ● ECONOMIC

BUILDING **ECONOMIC RESILIENCE**



PRODUCT QUALITY AND INNOVATION

Paramount Property strives to be *The People's Developer*, creating spaces that will truly make life better for all. Product quality and innovation form the backbone of everything we strive to achieve, driven by market demand and increasingly stiff competition. The common denominators among all Paramount products include locations of high convenience and value appreciation potential, quality workmanship, and designs that resonate with our target market's demands and needs.

VERSATILE AND FUNCTIONAL SPACES



Nestled across a 18-acre freehold land, Greenwoods Senna offers a collection of 368 units Semi-Detached townhouses with layouts ranging from 34' x 65' to 44' x 75'. A secure gated and guarded community with an open-concept layout designed for comprehensive family living.

Each unit includes a side terrace with certain units boasting a back terrace, providing a space for family gatherings and outdoor dining. Greenwoods Senna is the perfect home for a modern and expansive living experience where you can have a peace of mind knowing that your family and home are safe and comfortable.



EXCELLENT CONNECTIVITY

For The Atera, location is paramount. As a new icon that will rejuvenate the matured neighbourhood of Section 14, Petaling Jaya with its transit-oriented development status, it brings a fuss-free commute to residents via the Asia Jaya LRT.



The Atera has been built with the aim to uplift residents. It is designed with an array of wholesome facilities for individuals and families and will be handed over complete with semi-furnished interiors for better living.

In addition, the development has been awarded a GreenRE Silver (provisional) certificate and offers a range of sustainability features including rainwater harvesting system, solar panels for common areas, EV chargers, water filtration system and Automated Waste Collection System for every floor.



Elevated driveway



Covered pedestrian walkway to LRT station





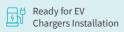
PROMOTING SUSTAINABLE LIVING

The Ridge Garden is a low-density luxury precinct located within Bukit Banyan in Sungai Petani with only 30 units of double-storey semi-detached homes and 19 units of double-storey bungalows. The premium project is on the highest level of the residential terrain and right next to the award-winning Bukit Banyan Hill Park.

To support the country's transition into renewable energy, Paramount offered subsidies of RM20,000 for solar panel installations for every home owner at The Ridge.

BEYOND LUXURY: GREEN FEATURES FOR SUSTAINABLE LIVING









BENCHMARKING AGAINST INTERNATIONAL STANDARDS

At Paramount Property, we are committed to delivering quality products, and this remains our top priority as it fulfils our promise to our stakeholders who entrust us with their investments. By constantly evaluating ourselves against international and industry benchmarks, Paramount can maintain the quality for which we have long been recognised. This includes upholding high standards of quality management systems by adhering to ISO 9001:2015 which enables us to deliver products that meet stringent requirements in quality and workmanship.



Paramount's commitment to quality control is reflected in our comprehensive quality assurance process, which begins with the design stage and continues through tender documentation and project post-handover.

QUALITY ASSESSMENT SYSTEM IN CONSTRUCTION (QLASSIC)

The QLASSIC is an assessment conducted by the Construction Industry Development Board (CIDB) to measure and evaluate the workmanship of a building based on Construction Industry Standards (CIS 7).

In upholding our standards of high quality, Paramount has set QLASSIC score targets of 78% and above that we have consistently maintained over the years.

In 2024, we achieved an average score of 79% for nine projects assessed which is within our internal target of 78%.



Year	2022	2023	2024
QLASSIC score (Average)	80%	80%	79%

PROJECTS ASSESSED FOR QLASSIC

QLASSIC Scores	
Berkeley Uptown Resi 1	79%
The Atrium	80%
ATWATER Commercial	74%
Greenwood Seraya	78%
Sejati Lakeside Phase 1	73%
Utropolis Batu Kawan - Sinaran	85%
Bukit Banyan Sierra - Prime	82%
Bukit Banyan - Senni 3A	77%
Bukit Banyan - Sierra Elegant & Elite	81%





A SYSTEMATIC AND PROCESS-DRIVEN APPROACH

Identify and Understand Market Needs

Market feasibility studies are conducted before the design stage to identify market needs. Our property teams refer to customer feedback during the design process to ensure continuous improvement from a customer perspective.

Stringent Selection and Quality Control Processes

The QLASSIC score is specified during the tender process when the contractor selection is based on their quality profile, including good workmanship and track record. During the construction stage, the close monitoring of work progress and quality is of the utmost importance, with Structural and Architectural Quality Assessments conducted monthly on work progress at project sites.

A software is used to generate a non-conformance reports (**NCR**) to track non-conformance and corrective measures using a centralised, cloud-based platform. This reduces the risk of duplicate data entries, human errors and reduces turnaround time for rectification work, if needed.

Materials are sourced and checked by internal teams to ensure quality and cost control. Higher internal targets are set for performance measures for construction checks and internal assessments.

Workmanship and Durability

Our team of architects, engineers and quality assurance specialists facilitate the introduction of new innovative features and improvements into our design and build. This ensures continuous improvement in our quality to meet customer demands and expectations.

Commitment to Defect Rectification

The property team is empowered to ensure that the speedy and full rectification of defects are completed to our customers' satisfaction. Even after the completion and issuance of QLASSIC certificate, we continue to rectify all detected defects before handing the units over to our Customer Care Department. A post-handover data analysis of defects rectification is further conducted for continuous improvement purposes.





GREEN-CERTIFIED BUILDINGS

Green building standards are holistic frameworks that emphasise resource efficiency, reduced environmental impact, and enhanced occupant well-being. These standards affirm the quality of our properties. It also serves as an external validation that we have considered key environmental aspects in our project design, development and operations.

Paramount uses both the Green Building Index (**GBI**) and GreenRE rating systems to assess the environmental performance of our buildings.

We received our first provisional green certification in 2014 for KDU University College building at Utropolis Glenmarie which was then converted into final certification in 2016. From there, we went on to secure two more green certifications for Wisma Paramount, Sungai Petani in 2018 and Sri KDU International Klang in 2021, the latter of which has since been divested.

TARGETS AND METRICS

Paramount embraces green building certification as holistic frameworks that prioritise resource efficiency, minimise environmental impact, and enhance the wellbeing of occupants. It also serves as external validation that we consider key environmental aspects in our project design, development and operations.

In line with our commitment to reduce emissions, Paramount is aiming to play a pivotal role in mitigating climate change and minimising our overall carbon footprint through green certification. While there is currently no mandatory requirement for buildings to attain green certification, Paramount is committed to ensuring that we achieve green certification for all high rise residential and commercial development projects at the minimum.



OUR PERFORMANCE — GREEN CERTIFICATION

Green certification of a building requires careful planning and execution. There is a considerable time lag from the point of launch to completion, where unforeseen circumstances may delay a project's launch or completion. Nevertheless, Paramount is taking a phased approach to progressively expand our portfolio of green certified buildings, beginning with residential and commercial high-rises.

In 2024, Paramount received six provisional certificates and one final completion certificate for Suasana at Utropolis Batu Kawan, Penang.



PROVISIONAL

➤ The Atera (Phase 1)



PROVISIONAL

➤ Sinaran, Utropolis Batu Kawan



PROVISIONAL

- ➤ Berkeley Uptown Resi 2
- > The Ashwood
- > ATWATER Tower A
- ➤ ATWATER Tower B
- ➤ Savana, Utropolis Batu Kawan
- ➤ The Atera (Phase 2)

FINAL CERTIFICATION

➤ Suasana, Utropolis Batu Kawan



SERVICE QUALITY AND CUSTOMER SATISFACTION

As a customer-centric organisation, our focus is on creating positive customer experiences by upholding excellent service quality.

Since 2016, Paramount Property has abided by a Customer Service Charter with five core values to guide us in our journey.

We believe that these core values fulfil customer expectations while serving to reinforce the promise of Paramount as a customer-oriented company which places people first.

PARAMOUNT PROPERTY CUSTOMER SERVICE CHARTER Service Delight Customer First Finding a Yes Creating Informed Customers

CUSTOMER SATISFACTION

At Paramount, the customer journey is something we pay a lot of attention to. For one, we have set up various customer care offices at our property developments to offer convenience to our customers who need to see us. At the same time, we have also been known to go the extra mile, even well after the handover and defect liability period.

In our property division, one of the ways we listen to our customers and gauge satisfaction levels towards our products, services and amenities/facilities is through surveys. From here, we derive results which form our Customer Satisfaction Index (CSI).

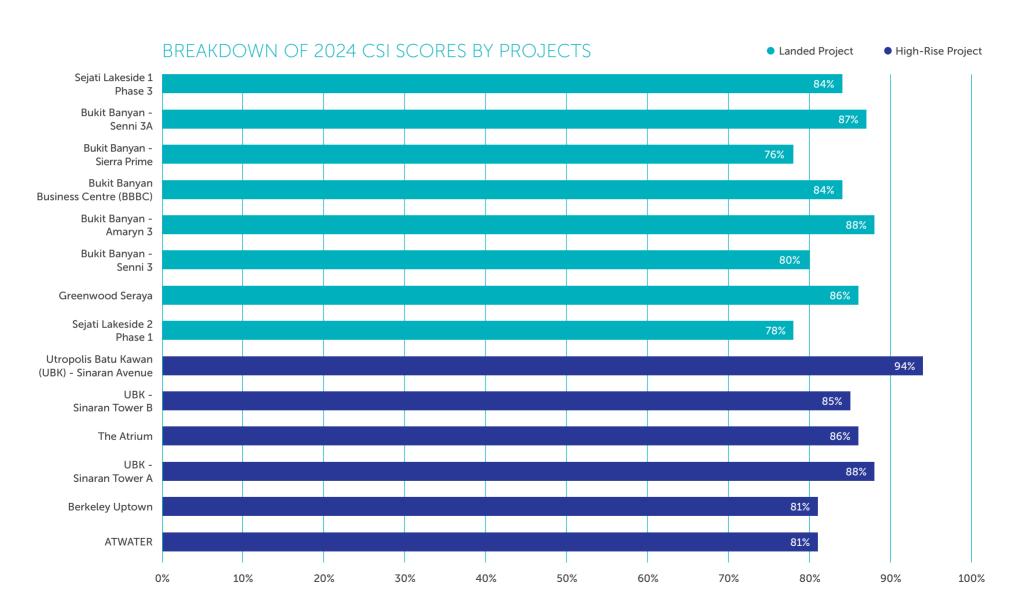
In 2024, we achieved an average CSI score of 84% across our property division, exceeding our internal target of 80%.





Year	2022	2023	2024
Property (Average)	88%	83%	84%







Over the past three years, Co-labs Coworking has been tracking member satisfaction levels using online surveys. In 2022, an overall rating of 87% was achieved, exceeding the internal target of 80%.

In 2023, Co-labs Coworking began using Google Reviews that is updated monthly, instead of conducting a Customer Satisfaction Survey annually as previously practised. In 2024, this practice of using Google Reviews was maintained.

The method ensures more timely feedback from members and enables the team to address any gaps more quickly. Feedback is sought for space, amenities, customer service and improvements with a target of 4.8 star ratings and above.

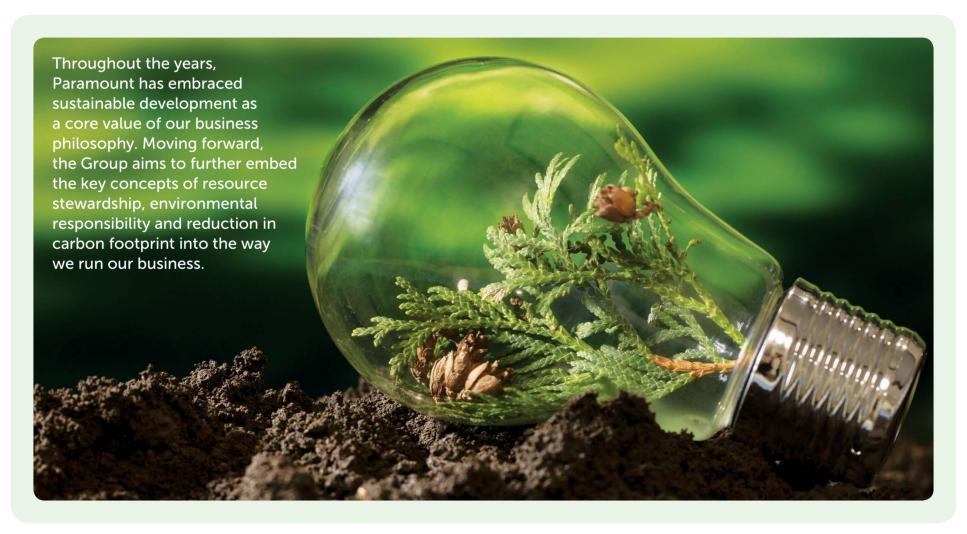


2024 GOOGLE REVIEWS				
Location	Star Ratings			
Starling, Petaling Jaya (PJ)	4.7			
Starling Plus, PJ	4.8			
Sekitar 26, Shah Alam	4.7			
Naza Tower, Kuala Lumpur (KL)	4.8			
IOI Mall Damansara (formerly known as Tropicana Gardens Mall), Kota Damansara, PJ	4.8			
Menara Ken TTDI, KL	4.9			
The Five, Damansara Heights, KL	4.9			



PILLAR 2: ENVIRONMENT

RESPONSIBLE ENVIRONMENTAL MANAGEMENT





CARING FOR THE ENVIRONMENT

As Paramount's activities have direct and indirect impact to the environment, safeguarding it is key in our business processes. We recognise the potential impact of our businesses to the environment and understand that our choices can minimise the environmental impact through the incorporation of eco-friendly materials, energy-efficient systems, and sustainable practices.

To this end, Paramount is committed to minimising these impacts by managing our natural resources better, reducing pollution, and conserving green spaces, where possible, to ensure everyone gets to enjoy our planet for many years to come.

Over the past three years including 2024, Paramount had no reported incidents of non-regulatory compliance on environmental matters. The Group did not incur any environment-related monetary fines or had to shut down any operational site, nor did we receive any non-monetary censures or warnings.

ZERO incident of NON-REGULATORY COMPLIANCE ON ENVIRONMENTAL MATTERS IN 2024.





CARING FOR THE ENVIRONMENT

Paramount supports the UN SDGs and the global transition to a net zero economy. All our property sites continue to be accredited with ISO14001:2015 in strict compliance with related laws and regulations.

As a responsible property developer, we commit to the following principles to ensure responsible and sustainable environmental management.



Compliance with applicable environmental legislations and requirements.



Implementation of sustainable practices to ensure responsible management of our natural resources including reduction of GHG emissions, energy, water and waste.



Integration of environmental considerations in the planning, design, construction, operation and maintenance of properties under our property portfolio.



Prevention of pollution including ensuring that we implement controls to prevent fire hazards, open burning, dust pollution, noise pollution, improper disposal of construction waste at our construction sites.



Raising awareness among our employees about the importance of environmental protection.



Collaboration with relevant stakeholders to increase awareness and improve environmental performance.





EMISSIONS MANAGEMENT

Paramount's carbon emissions reduction efforts were initiated in 2023 beginning with the establishment of an emissions inventory. In establishing the inventory, our calculation approach is guided by the Greenhouse Gas (Carbon) Protocol — A Corporate Accounting Reporting Standard and Corporate Value Chain (Scope 3) Accounting and Reporting Standards, and Technical Guidance for Calculating Scope 3 Emissions.

We have selected an operational control approach to consolidate carbon emissions and to define our organisational boundaries for accounting and reporting purposes.

Operational Boundary

The assessment covered Scopes 1 and 2, and selected categories of Scope 3 emissions related to waste generated in operations, business travel and employee commuting within our business operations in the Central Region, encompassing the Klang Valley, and the Northern Region, which comprises Penang and Kedah.

Base Year Selected

The base year selected is 2023.

Data Sources

The data utilised in this assessment is sourced from Paramount's internal database and historical records. In cases where data was unavailable, assumptions or proxies are incorporated into the methodology.

METHODOLOGY

The below categories of emissions are tracked:

Scope 1

Based on fuel combustion from national energy statistics and default emissions factors.

Scope 2

Based on average energy generation emission factors for defined geographic locations (grid emissions factors) which includes local, subnational, or national boundaries.

Scope 3

Based on waste generated from operations; using a distance-based method for employee commuting patterns and business travel.

Waste Type Specific method Waste Generated from Operations	Distance-based method Business Travel	Distance-based method <i>Employee Commuting</i>
Estimating emissions from quantity and type of waste categories.	Determining the emissions by estimating the distance travelled and type of transportation mode/ vehicle type.	Estimating emissions from employee commuting based on average (e.g., national) data on commuting patterns and type of transportation mode/vehicle type.

Source:

- Carbon Protocol Scope 1 & 2 Carbon Inventory Guidance, 2006 IPCC Guidelines for National Greenhouse Gas Inventories
- 2. Carbon Protocol Technical Guidance for Calculating Scope 3 Emissions



ABSOLUTE EMISSIONS VS EMISSIONS INTENSITY

While more construction activities and higher number of sites lead to substantial emissions in absolute terms, mandating reductions in absolute emissions may have implications for construction activities and overall profitability. On the other hand, intensity-based targets offer a more flexible alternative that considers growth and operational realities without compromising expansion. However, operating assets in smaller spaces reflect higher emissions intensity.

As such, in setting the targets and metrics to provide for more meaningful emissions reduction targets, Paramount has decided to monitor both absolute emissions and intensity emissions simultaneously.

CHALLENGES

Due to the complex nature of our business, there were some challenges in normalising certain data sets. This is because our energy and water consumption depends on the number and scale of construction sites and sales galleries which are operational in any given year. Furthermore, the nature of the different businesses across the Group (property, coworking, retail and F&B) means different types of measurements need to be considered.

TARGETS AND METRICS

In setting targets for carbon emissions reduction, Paramount has chosen to focus on Scopes 1 and 2 emissions, as these are directly managed by management. Considering electricity consumption is the leading contributor of Paramount's emissions, our strategic focus will pivot towards optimising electricity usage and transitioning towards renewable energy sources.

In 2024, Paramount identified a 30% carbon emissions intensity reduction target for Scope 1 and Scope 2 by 2030. We will progressively monitor and disclose our progress from 2025 onwards.

OUR PERFORMANCE - CARBON EMISSIONS

Summary of Carbon Emission	2023 (tCO2e/yr)	2024 (tCO2e/yr)
Scope 1	389.85	245.89
Scope 2	5,251.14	5,467.84
Total Scope 1 & 2	5,640.99	5,713.73
Scope 3	565.07	562.77
Waste from project sites (excluding domestic waste)	12.51	8.29
2. Business Travel	68.48	70.40
3. Employee Commute	484.08	484.08
Total Carbon Emissions (Scopes 1, 2 and 3)	6,206.06	6,276.50

Notes:

- Under Scope 3 emissions, business travel and employee commuting are included in the report for the first time
- Currently, business travel data covers land transportation only







ENERGY MANAGEMENT

Paramount is committed to ensuring our processes are as energy and resource efficient as possible. We do this by making progressive improvements each year. In line with this, we also aim to increase the awareness of our employees on the importance of better energy management.

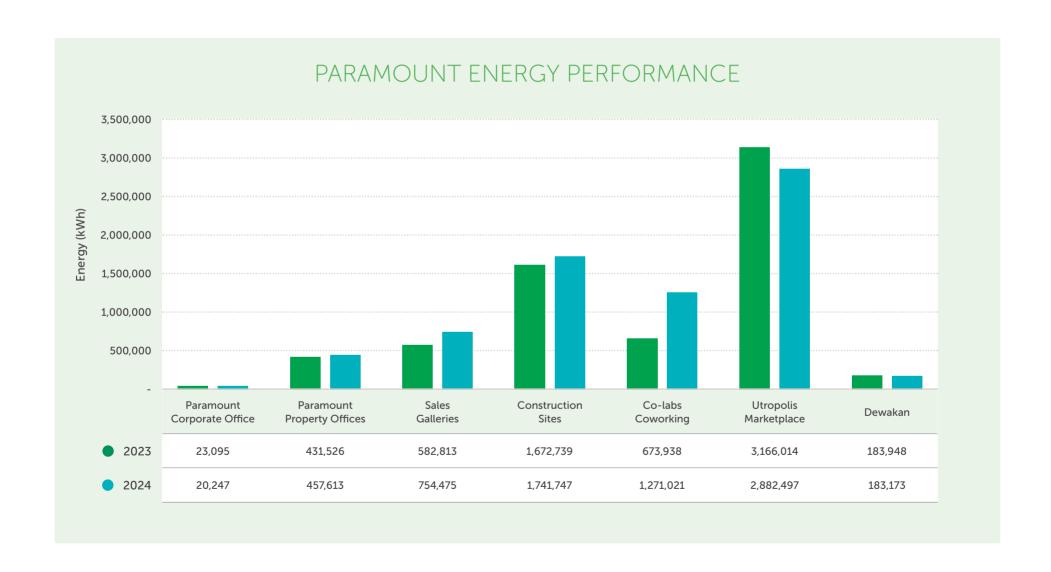
In 2023, we significantly expanded our scope of coverage and improved on our data collection processes across the Group. As a result, we have included data from construction sites, sales galleries and retail developments under the property division. In 2024, we further refined the data collection process to better align with industry standards. Overall, energy usage across property and co-working divisions increased in tandem with growth in business activities.

Categories	Total Consumption (kWh)		Building Energy Index (kWh/m²/year)		
	2022	2023	2024	2023	2024
Paramount Corporate Office	23,209	23,095	20,247	20.08	21.13
Property OfficesSekitar26Wisma ParamountUtropolis Batu Kawan (UBK)	460,075	431,526	457,613	86.79	91.69
Sales Galleries • 5 galleries (2023) • 8 galleries (2024)	Not Available	582,813	754,475	152.92	135.37
Construction sites7 projects (2023)9 projects (2024)	1,057,373	1,672,739	1,741,747	Not Applicable	Not Applicable
Co-labs Coworking 5 spaces (2023) 7 spaces (2024)	605,235	673,938	1,271,021	80.92	89.48
Utropolis Marketplace	Not Available	3,166,014	2,882,497	178.54	162.55
Dewakan	Not Available	183,948	183,173	404.28	402.58
TOTAL	2,145,892	6,734,073	7,310,773	136 (Average)	127 (Average)

Notes:

- 2023 Building Energy Intensity (BEI) figures have been revised due to the change in calculation methodology to total energy consumption over total GFA vs number of premises
- Construction sites are excluded from BEI calculation as this measurement is not applicable for this category
- The total energy for Property Office (Wisma Paramount) is including solar generation which contributed 46% of energy used.
- Energy usage for UBK show unit which was previously under 'UBK Office' has been recategorised under 'Sales Galleries' in 2024 to align with the nature of operations.
- The Gross Floor Area (GFA) of Utropolis Marketplace had been further refined from 71,903m² to 17,733 m² to exclude carpark area.







RENEWABLE ENERGY (RE)

In support of the government's RE push, Paramount is ready to leverage on the opportunities offered by the falling costs of solar installations, improved financing options, government policy, and a heightened awareness of the environmental benefits of RE.

Moving forward, Paramount's new landed properties will be solar installation-ready, offering homeowners the flexibility to install a solar power system according to their individual requirements. Meanwhile, at high-rise developments, solar panels will be installed for use in common areas.

We believe this will bode well with potential customers seeing the growing awareness and acceptance of solar energy solutions among Malaysian households. Beyond financial savings, a greater penetration of rooftop solar photovoltaic panels from the currently low rate in Malaysia can reduce the overall reliance on carbon-emitting thermal power generation to deliver significant environmental impact in the long run.

ELECTRIC VEHICLE (EV) CHARGING STATIONS

With Malaysia setting a goal of having 100,000 EVs on the roads by 2030, Paramount's new landed homes will also be equipped to be EV-ready. This will provide greater convenience for those who have made the switch from petrol to electric. Additionally, our new high-rise developments will also have EV charging stations installed.

ENERGY AUDITS AT SALES GALLERIES





In 2024, the property division conducted energy audits at two sales galleries to identify areas for improvement in terms of energy consumption.

OUR PERFORMANCE — FUEL CONSUMPTION

Type of fuel	2023 (litre)	2024 (litre)
Diesel	117,858	68,501
Petrol	27,391	24,209
Liquid Petroleum Gas (LPG)	86	112
Total (Liter)	145,335	92,822

Notas

- Fuel consumption is used in company vehicles, heavy machinery and F&B
- Significant drop in diesel use is due to The Atera's full usage of electricity from TNB; completion of 4 projects





WASTE MANAGEMENT

Improper waste management can have detrimental effects on air and water quality, and cause soil pollution which may spill over to surrounding communities. Being cognisant of this, Paramount places high importance on managing our waste, particularly from the construction sites.

Effective waste management remains one of the largest environmental challenges we face. To address this, Paramount manages our waste according to regulations, complying with the Department of Environment (**DOE**) requirements. We ensure that only qualified contractors are appointed to handle the scheduled waste for treatment.

Moreover, we currently practise the Reduce, Reuse and Recycle (3R) principles in the implementation of our waste management plan in our daily operations.

PARAMOUNT'S WASTE MANAGEMENT PROCESS









CONSTRUCTION WASTE

Our construction waste is managed in accordance with Paramount Property's stringent process and procedures that comply with DOE regulatory requirements as well as industry best practices.

Hazardous waste is properly stored and labelled at our project sites and disposed when only when it reaches a certain quantity or duration. Only appointed contractors who are registered with DOE are eligible to collect and transport our scheduled waste for treatment prior to disposal.

We also practise the 3R approach of reducing, reusing, and recycling and have begun to segregate our non-hazardous waste into recyclable and reusable waste. To facilitate waste segregation, we have set up several bin types for different waste including scrap metal, timber, concrete as well as recyclable waste such as paper, glass and plastics. Scrap metal and recyclable waste such as plastic bags are sent to recycling centres to reduce the amount of waste sent to the landfills. Concrete or blasted hard waste are reused as landscaping features and as substitute materials for covering potholes to improve road access to the sites.

In cases where generated non-hazardous solid waste is not suitable for reuse or recycling, it is properly disposed of at approved landfills by licensed waste disposal vendors, through our main contractors.

OUR PERFORMANCE — WASTE MANAGEMENT

Type of Waste	2023 (mT)	2024 (mT)
Construction Waste (Total)	10,135	6,278
• Disposed	6,712	2,365
• Recycled	3,423	3,913
Scheduled Waste (Total)	1.017	1.236

Notes:

- Source of waste is primarily generated from construction sites only
- Scheduled waste such as spent lubricating/hydraulic oil, contaminated soil/container/rag/plastic/filter and other debris or matters





HIGHLIGHTS

TURNING WASTE INTO OPPORTUNITY

In the construction and property development industry, vegetative waste—such as fallen trees, branches, undergrowth, and other natural debris—is often discarded or burned, contributing to environmental harm. Paramount Property is beginning to rethink how such waste can be handled. Instead of allowing it to go to waste, we have begun working with Planters International to repurpose the debris into biomass, a material that can play an essential role in carbon sequestration.

Through this partnership, **36 tonnes of vegetative waste** have been sent to Planters' processing centre to be transformed into biomass for carbon capture. This approach aligns with Paramount's sustainability goals while providing an opportunity to test and refine more sustainable practices within the industry.

Paramount Property's initiative serves as an example of how developers can begin exploring sustainable approaches to development. While these efforts are still in the early stages, they demonstrate the value of collaboration with organisations like Planters, which provide expertise in repurposing vegetative waste into biomass. Together, such collaborations can help the industry move closer to more sustainable practices.

Planters International Berhad is proud to partner with Paramount Property in this effort and hopes that this initiative will serve as a stepping stone for further integration of environmentally friendly practices within the industry.







HIGHLIGHTS

TOWARDS SUSTAINABLE CONSTRUCTION WASTE MANAGEMENT

In response to the burgeoning challenge of construction waste management, Paramount collaborated with University of Wollongong (**UOW**) Malaysia to research the development and assessment of a novel construction waste sorting and segregation system. The objective of this project is to design and implement an automated sorting system for construction waste that can accurately distinguish among various materials such as wood, plastic, metals, and concrete.

The project participants comprised students from UOW Malaysia's School of Engineering as part of their Capstone Project Final evaluation in April 2024. Focusing on the theme 'Innovative Segregation and Sorting System for Construction Waste', this project was part of a year-long industrial grant research project with Paramount.

The winning entry from this Capstone Project was later submitted to the Virtual Innovation Competition 2024, an international event organised by DIGIT360 and partners from across Malaysia, Indonesia, the Philippines, India, and beyond. The team secured a Gold medal with their innovative system focusing on efficient construction waste management, turning waste into valuable resources and showcasing UOW Malaysia's commitment to sustainability and technological advancement.











SUSTAINABLE MATERIALS

In our journey towards being green and sustainable, we use environment friendly materials and systems, where feasible, to reduce our embodied carbon emissions while improving operational efficiency.

We have undertaken initiatives to reduce our consumption of virgin material by, as much as possible, using items that can be repurposed. For instance, we use system formwork and prefabricated components where possible, namely, lightweight aerated concrete blocks, steel trusses and pre-packed pre-mixed mortar across our developments. We also use low volatile organic compounds (**VOC**) paint.

We aim to progressively increase our usage of more sustainable materials as we move forward in our journey of embracing the circular economy.

In 2024, we began utilising polymer skirting which is made from recycled plastic at several projects. The result is a durable and environmentally responsible material which improves the aesthetic look and finishing while keeping its shape even in wet areas such as bathrooms, kitchens, and utility rooms. Additionally, it is insect and termite-proof, which enhances its longevity and is low maintenance.









INDUSTRIALISED BUILDING SYSTEM (IBS)

The adoption of the Industrialised Building System (**IBS**) is aimed at transforming our construction practices to be more efficient and sustainable by minimising material wastage, increasing quality and safety as well as reducing dependency on foreign labour while providing more opportunities for local skilled labour.

In 2024, the following projects utilised IBS with the below scores:

Projects	IBS score by CIDB % of usage
Sejati Lakeside 2	65.89
Seraya at Greenwoods Salak Perdana	53.46
Arinna Kemuning Utama	50.42









HIGHLIGHTS

PIONEERING BUILDING MATERIALS WITH NEGATIVE CARBON FOOTPRINT

The Atrium along Jalan Ampang is a landmark project for utilising building materials with a negative carbon footprint, reducing its environmental impact.

This was achieved by utilising **carbonscreed**, a cementitious mortar infused with upcycled waste materials otherwise known as biochar, as an underlay for the facilities deck floor area: the common walkways, and around the pool below the pebble wash finishes.

By using **carbonscreed**, a reduction of approximately 30-40% compared to typical cementitious mortar screeds is achieved. In the application for The Atrium, the amount of carbon sequestered through using **carbonscreed** is equivalent to planting approximately 14 mature trees surviving between 50-100 years. One kilogram of carbonscreed can replace 2 kilograms of standard products.

This is a pioneering project for Paramount Property which potentially paves the way for similar applications in the future.













WATER MANAGEMENT

At Paramount we believe that prudent water management can lower operational costs, minimise environmental impact, and create more sustainable and resilient buildings which can increase property value. We are also committed to ensuring that we do not contribute to the pollution of water bodies such as drains and rivers by ensuring that all effluents are within the permissible levels set by the DOE.

The primary usage of water is at our construction sites, where water supply is obtained from the national water utility company. Hence, we are constantly exploring alternative water sources. For instance, we draw water from the retention ponds at Bukit Banyan for landscape irrigation so we can reduce dependency on clean water supply. For this reason, we also store rainwater at construction sites for cleaning purposes.

Understanding the importance of proper maintenance, we also continue to monitor our water consumption across all Paramount offices by diligently examining for leakages while regularly inspecting and servicing water pumps, valves and piping systems. In our newer developments, we install rainwater harvesting systems for usage in common areas while across our developments the homes we build are fitted with water-efficient fittings such as water savings tap aerators, and dual flush water systems.

We are committed to implementing water conservation initiatives and raising employee awareness on proper water management across our premises.



Install rainwater harvesting systems for common area usage including cleaning and watering landscape



Draw water from retention ponds at landed developments for watering landscape to reduce clean water usage



Reduce water wastage through regular maintenance for leakages while regularly inspecting and servicing water pumps, valves and piping systems



Install water-efficient fittings such as water savings tap aerators, and dual flush water systems



Raise internal awareness on the importance of water savings

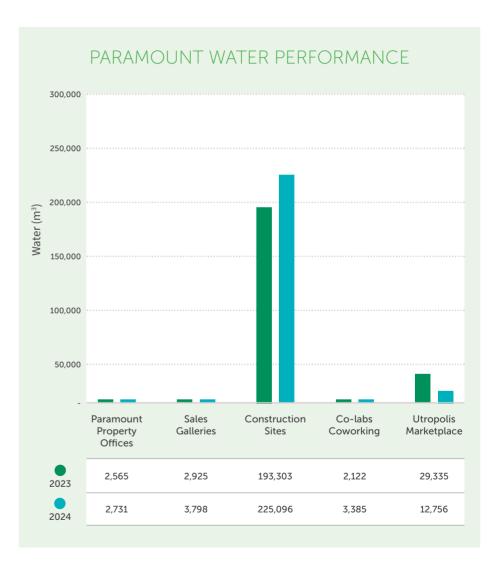


OUR PERFORMANCE — WATER

Categories	Total Consumption (m³)				•
	2022	2023	2024	2023	2024
Construction sites7 projects (2023)9 projects (2024)	Not Available	193,303	225,096	Not Applicable	Not Applicable
Sales Galleries5 galleries (2023)7 galleries (2024)	Not Available	2,925	3,798	1.308	0.796
Property Offices x3	1,938	2,565	2,731	0.514	0.547
Co-labs Coworking5 spaces (2023)5 spaces (2024)	Not Available	2,122	3,385	0.212	0.338
Utropolis Marketplace	Not Available	29,335	12,756	1.654	0.719
TOTAL	1,938	230,250	247,766	1.056 (Average)	0.604 (Average)

Notes:

- Water consumption at Dewakan, Paramount corporate office and some Co-labs spaces are included in the tenancy agreement and therefore excluded in this calculation
- Water Intensity (WI) is calculated based on annual consumption over total GFA
- Construction sites are excluded from intensity calculations as this measurement is not applicable for this category
- For 2022, the only data available are of the three Paramount Property offices
- Water consumption at Utropolis Marketplace has been restated to exclude water consumption from tenants
- Water usage across property and co-working divisions increased in tandem with growth in business activities







BIODIVERSITY

Uncontrolled land use and development can adversely impact habitats and ecosystems. Trees and plants, which are essential for reducing ambient temperatures, improving air quality, and managing stormwater, play a critical role for people and the planet.

Although many Paramount project sites are in urban areas with little or no biodiversity, we typically surpass the minimum regulatory requirement of 10% allocation for green spaces. In addition, in 2019, we began cultivating local plant species, including endangered and threatened species of trees listed on the International Union for the Conservation of Nature (IUCN) Red List, for landscaping purposes at our Central region projects.

We are also committed to conserving the biodiversity of our developments and adjacent areas by creating community parks where possible. This is demonstrated by our award-winning Bukit Banyan Hill Park, which has become one of Sungai Petani's most popular recreational parks. This park is also home to over various species of birds and other wildlife. In the central region, we are also at the final stages of completing a hiking trail at our Greenwoods Salak Perdana development in Sepang.

Our landscape philosophy is to keep the design sustainable and easy to maintain. The use of native species in landscaping is also important in retaining the local landscape character and identity of a region and avoiding disruption to local ecosystems. Hence, our selection of plants includes native species or those that are naturalised to our local climate with functional and aesthetic qualities as well as lower maintenance potential.

OUR PERFORMANCE — BIODIVERSITY

Types of greenery planted across Paramount's project sites

Types of plants	f plants No. of plants			
	2022	2023	2024	
Trees	1,598	2,445	1,866	
Shrubs	20,454	74,992	71,046	
Turf	36,033 m ²	41,752 m ²	14,320 m ²	
Creepers	800	-	1,289	
IUCN Critically Endangered (CR) species				
Dalbergia Oliveri	-	-	3	
IUCN Endangered (EN) species				
Podocarpus costalis	119	239	68	
Maba Buxifolia	2	-	-	
Dracaena Draco			8	
IUCN Vulnerable (VU) species				
Eucalyptus Deglupta	-	-	6	
Hopea Oborata	-	-	29	
Shorea Roxburghii	-	-	11	

GREENING ACTIVITIES AT NEW PROJECTS







CONSERVING GREEN SPACES AT GREENWOODS SALAK PERDANA

The Laman Rimba jungle trail located within the Greenwoods Salak Perdana neighborhood offers a way for hiking enthusiasts to explore a tropical forest without having to travel far away from the city.

The trail is located on a hillside with an 80-metre peak, in a secondary forest spanning approximately 15 acres. The approach used by Paramount is to conserve as much vegetation as possible. The minimal infrastructure enhancements, which comprise amenities such as steps and handrails, were incorporated to provide visitors with a safer trekking experience.

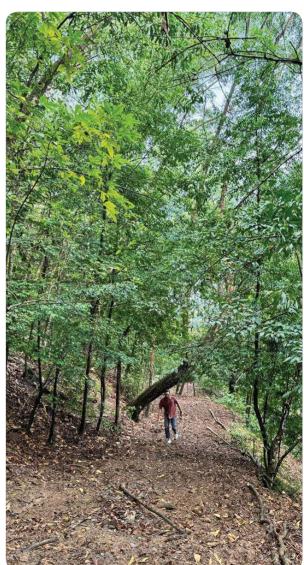
All design elements have been placed into the Laman Rimba trail through subtle intervention methods while the selection of spaces were made based on on-site assessments.

This is aligned with Paramount's commitment to allocate green spaces within our developments where possible, to meet the local community's recreational needs and healthy lifestyle while ensuring that biodiversity continues to thrive in that area.









ENVIRONMENTAL AWARENESS

In today's rapidly changing world, it has become increasingly important to foster an understanding and appreciation of the environment. Environmental learning plays a critical role in equipping individuals with the knowledge and skills to become responsible stewards of our planet. At Paramount, we support environmental initiatives and campaigns to create awareness and cultivate respect towards the environment.

PARAMOUNT CELEBRATES WORLD ENVIRONMENT DAY 2024

On 12 June 2024, over 200 Paramount employees joined in the celebration of World Environment Day at Co-labs Coworking Shah Alam and via Teams. It was an event to remember with a talk, panel discussion and eco booths to raise awareness of climate change and the collective actions needed from everyone.

The highlight of this event was the keynote talk by Dr Khoh Soo Beng on 'Climate Change and Its Impact' followed by a panel discussion with three other guest speakers from SWCorp Malaysia, Planters International and Green Quarter Sdn Bhd.

The discussion revolved around the topic of 'Why Sustainability?' and provided a platform for employees to glean insights from questions such as how businesses can balance short-term profit objectives with long-term sustainability goals, how technology can support the optimisation of resource use while minimising environmental impact as well as what tax and/or financial incentives are currently available to Malaysian companies.

After the sharing sessions, the event also showcased innovative products and services from our eco-booth partners such as Bio Terra Solutions, Refiller Mobile, ERTH, RWDI, .bungkus and Natureloop. The event was catered by Kembara Kitchen, a social enterprise focused on providing great food for victims and first responders during disaster relief operations throughout Malaysia.









'SAY NO TO PLASTIC' CAMPAIGN CONTINUES AT CONSTRUCTION SITES

This year, the Environment, Safety and Health (**ESH**) department continued paving the way towards more sustainable construction sites by restarting its 'No Plastic' campaign at the Arinna Kota Kemuning in Shah Alam and Sejati Lakeside 2 in Cyberjaya.

The idea is to create awareness amongst our employees, workers and subcontractors on the importance of reducing single use plastic. To further encourage this 'no plastic' movement employees and workers were given a reusable water bottle each.

This campaign, which was first initiated in 2017, is a continuation of Paramount's efforts to reduce single use plastic at all our construction sites. The campaign was halted temporarily over the last two years due to the pandemic and was reinstated in October 2023 and continued to run in 2024.





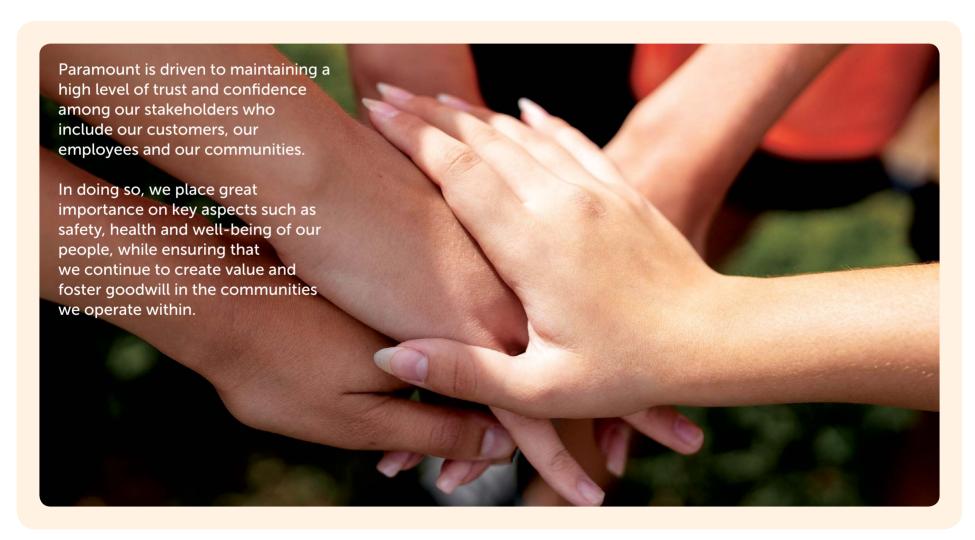






PILLAR 3: SOCIAL

EMPOWERING PEOPLE AND COMMUNITIES



CREATIVE POSITIVE COMMUNITY IMPACT

Social impact affects many parts of our lives. From the way we evaluate how businesses conduct their operations to the things we choose to purchase, social impact is becoming more and more important to many people. At Paramount, we strive to uplift our communities by supporting initiatives that will make the world a better place. We do this by ensuring the well-being of our employees as well as our suppliers and external contractors while taking care of the environment where we operate. Beyond this, we are constantly finding ways to create value and exploring ways to foster resilient socio-economic communities.

OUR APPROACH

An organisation's ability to persevere and adapt hinges heavily on shared values and at Paramount our core values are encapsulated in the acronym, 'T.R.I.B.E.' — Trust, Respect, Integrity, Bravery and Energy — which permeate our culture.

We are driven to maintaining a high level of trust and confidence from our stakeholders who include our customers, our employees and our communities. In doing so, we place great importance on the key aspects such as safety, health and well-being of our people, while ensuring that we continue to create value and foster goodwill in the communities we operate within.



SAFETY, HEALTH AND WELL-BEING

We care for the safety, health and well-being of our people and are determined to create a fair and inclusive work environment. By promoting a strong safety culture, we enable our employees to effectively do their jobs. Fair wages and a positive work environment can also help improve job satisfaction, increase productivity and encourage employees to perform to their highest ability.

OCCUPATIONAL SAFETY AND HEALTH (OSH)

At Paramount, we place high priority on the safety, health and well-being of our employees and workers.

Our Quality, Environment, Safety and Health (**QESH**) Policy outlines the way our business operations are conducted in a safe manner. In line with this, we have established an Occupational Safety and Health (**OSH**) framework which conforms to the best practices as stipulated in the Occupational Safety and Health Act 1994 and ISO 45001.

In 2024, all our project sites have retained the ISO 45001:2018 certification whereby our safety and health systems and data were independently audited and verified by SIRIM QAS auditors. We are pleased to report that we are in full compliance with laws, regulations and procedures during this reporting period with zero fatality achieved.

OSH Policy commitments

- Minimising and managing OSH risks using the control hierarchy.
- Protecting the safety and health of stakeholders and other interested parties by providing safe and healthy working conditions which prevent work-related injury and ill health.
- Seeking consultation and participation of workers (such as forming Safety and Health Committees).
- Satisfying and fulfilling applicable compliance obligations (legal and other requirements) while complying with the requirements of our Safety and Health Management System.

The OSH policy is communicated to suppliers, vendors, contractors, consultants and business partners who are expected to abide by these commitments.

Board oversight on safety and health

The Board Risk Management Committee (**BRMC**) is the main governing body authorised by the Board to ensure that adequate measures are put in place to address and manage the key safety and health risk exposure of the Group.

The Executive Risk Management Committee (**ERMC**) was formed to support the BRMC in its oversight on the implementation of the Company's safety and health risk management strategies and policies. It also provides recommendations to the BRMC, if any improvement is required.

The ERMC escalates the safety and health risks faced by the Group and reports the implementation progress of the precautionary measures if safety and health risks fall under the top key risks.



CELEBRATING WORLD OSH DAY

In conjunction with World OSH Day, Paramount ran campaigns at the The Atera, Sejati Lakeside 2, Arinna Kemuning Utama and Seraya Greenwoods Salak Perdana sites. The purpose was to raise awareness on the importance of safe working environments and promote the prevention of work-related accidents and diseases.





OSH Committees

The Group places significant emphasis on our people's health and safety. Hence, we have established OSH Committees at our offices and project sites to maintain a safe work environment by minimising the risk of accidents, injury and exposure to safety and health hazards.

The OSH Committees comprising employer and employee representatives meet every quarter, and the meeting serves as a platform for employees to participate in the continuous improvement of OSH performance at the workplaces. The OSH committee at the project sites comprises our employees as well as representatives of our main contractors and subcontractors. It is chaired by the appointed project manager and meets on a regular basis to discuss the safety and health issues at project sites. The meeting minutes are shared among the OSH Committees to keep every employee informed and updated on health and safety issues.

Risk assessment and control monitoring

Risk assessments including Hazard Identification, Risk Assessment and Hazard Identification, Risk Assessment and Risk Control (HIRARC) are regularly performed to identify potential hazards and risks of existing and potential projects as part of a due diligence process. These hazards and risks are then analysed, mitigated, and managed through the implementation of appropriate control measures. Safety and health teams conduct regular safety inspections at all ongoing project sites to

ensure that all safety risks affecting ongoing project sites can be eliminated.

OSH awareness and training

Paramount recognises the importance of developing OSH knowledge and competencies among our people. Hence, we routinely carry out OSH awareness and training programmes to inculcate the culture of safety in the workplace.

For the benefit of non-executive employees, training sessions are conducted in both English and Malay. OSH risks, hazards and other matters are part of the weekly meeting agenda to remind workers about job safety topics.

In 2024, a total of 77 employees from the property division attended 40 programmes.

	2022	2023	2024
Number employees	619	1,656	77
Number of training	31	28	40
programmes			

Note:

 In 2024, Paramount restructured the methodology to separate the number of employees trained from contract and site workers. Hence, the significant reduction compared to previous years

Incident reporting process and workflow



Notify Head of Department (**HOD**)/ OSH Committee if any incident occurs.



Investigation team to investigate and recommend improvement actions to be taken.



OSH Committee to review improvement actions before implementation.



Review the incident report in the Management Review Meeting.

• • • • • SOCIAL



EMPOWERING **PEOPLE AND COMMUNITIES**

OSH Workshops in 2024

NO.	LIST OF TRAINING CONDUCTED IN 2024
1	ENVIRONMENTAL ASPECT & IMPACT AWARENESS TRAINING
2	ACCIDENT INVESTIGATION AND REPORTING TRAINING
3	1 DAY CHEMICAL MANAGEMENT AND SAFE HANDLING TRAINING
4	WORKING AT HEIGHT TRAINING NO.1
5	EMERGENCY RESPONSE TEAM ROLES AND RESPONSIBILITY TRAINING
6	PERSONAL PROTECTIVE EQUIPMENT (PPE) TRAINING
7	WORKING AT HEIGHT TRAINING NO.2
8	ERP TRAINING
9	POWER TOOLS TRAINING
10	WORKING AT HEIGHT TRAINING NO.3
11	CHEMICAL HANDLING TRAINING
_12	ERGONOMIC TRAINING
_13	LIFTING TRAINING
_14	ELECTRICAL SAFETY TRAINING
_15	JOB SAFETY ANALYSIS TRAINING
16	OSHA (AMENDMENT) 2022 AND FMA (REPEAL) 2022
17	DENGUE & PREVENTION IN CONSTRUCTION
_18	HAZARD IDENTIFICATION, RISK ASSESSMENT, AND RISK CONTROL (HIRARC)
19	FIRE SAFETY - SAFE USE OF PORTABLE FIRE EXTINGUISHER DURING EMERGENCY
20	WORKING AT HEIGHT TRAINING NO.4
21	ACCIDENT/INCIDENT INVESTIGATION TRAINING

0.	LIST OF TRAINING CONDUCTED IN 2024
22	ELECTRICAL AWARENESS TRAINING
23	CHEMICAL MANAGEMENT AND SAFE HANDLING
24	SAFETY POWER TOOLS AWARENESS TRAINING
25	PERMIT TO WORK AWARENESS TRAINING
26	ESH PLAN AWARENESS TRAINING
27	PPE TRAINING AWARENESS
28	CHEMICAL SPILLAGE AWARENESS: SPILLAGE MOCK-UP
29	SCAFFOLDING INSTALLATION TRAINING
30	SCHEDULED WASTE MANAGEMENT FOR CONSTRUCTION SITE PRACTICE
31	HIRARC WORKSHOP
32	SPILLAGE MOCK-UP AND REFUELING PROCEDURE
33	SAFE WORK PROCEDURE (SWP) TRAINING AWARENESS
34	ESH BRIEFING: OCCUPATIONAL SAFETY AND HEALTH REGULATIONS
	(CONSTRUCTION WORK) (DESIGN AND MANAGEMENT) 2024
35	DEVELOPING EFFECTIVE SAFETY & HEALTH COMMITTEE
36	POST-MORTEM: RIDGE GARDEN SHASSIC 2024
37	ELECTRICAL SAFETY
38	MOBILE CRANE SAFETY AWARENESS
39	PPE SAFETY AWARENESS
40	FIRE EXTINGUISHER MOCK-UP



HIGHLIGHTS

RAYA SPRING CLEAN SPREADS CHEER AT CONSTRUCTION SITES

In the Raya spirit, Team Paramount across the Group dug deep into our closets and pulled out preloved clothes, bags, accessories and shoes so that we could spread some cheer at the Arinna, Atera and Sejati Lakeside 2 project sites. This initiative saw approximately 180kg of items comprising primarily clothing, some shoes, bags and accessories which had been collected and dropped off by employees over seven days.

Paramount's crew of volunteers painstakingly sorted out the clothes into neat piles so that the workers could pick out the articles which were mostly still in good condition. The remaining 15kg of clothes which did find any new owners were dropped into recycling bins where they got another shot at being repurposed.

Overall, the campaign was deemed a success, demonstrating that when effectively done, recycling can be both an act of goodwill and an ethical way to get more out of our old clothes and regretted purchases.





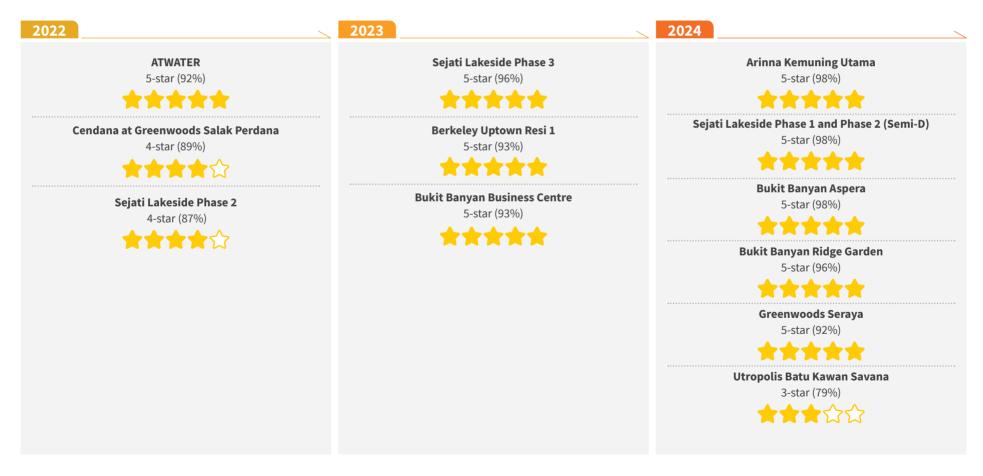






OUR PERFORMANCE — SAFETY AND HEALTH

Paramount continuously benchmarks our safety management and practices against SHASSIC (CIS 10:2018) and has been progressively making positive strides in ratings. To be able to achieve high ratings, a significant amount of training, resources and investment is needed to meet the stringent criteria. In 2024, five construction projects received 5-star ratings in the SHASSIC assessments against our target of 4-star and above.



OSH PERFORMANCE

Paramount sets a target of zero fatality and zero major non-compliance for our operations, and we are pleased to report that this goal has been achieved over the last three consecutive years.

Number of incidents	2022	2023	2024
Fatalities	0	0	0
Work-related injuries	6	6	0
Lost Time Incident Rate (LTIR)*	-	0	0

In 2024, there were no fatalities or work-related injuries** reported at our construction sites. Moving forward, Paramount will continue to equip workers with necessary safety knowledge to avoid such injuries in the future.

We remain committed to continuously improving our processes and procedures to enhance our OSH practices.

Notes:

- * LTIR=No. of Reportable Incidents / Total Manhours x 200,000 (Based on the total no. of employees (100pax) working (40 hours/week) for a duration of (50 weeks)
- **Reportable work-related injuries is defined as injury or ill health that results in 4 days or more away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness; or significant injury or ill health as diagnosed by a physician or other licensed healthcare professional

EMPLOYEE ENGAGEMENT

Employee engagement activities like town halls, inter-divisional sports, and festive celebrations are essential for fostering a positive work culture, boosting morale, and enhancing teamwork.

At Paramount, leadership engagement is crucial for fostering a motivated and aligned workforce. When employees feel connected to leadership, they are more likely to be engaged, productive, and committed to the organisation's vision. To facilitate this, townhalls are held twice annually where leaders share company updates, recognise achievements, and take real-time questions from employees.



Townhall for employees at Wisma Paramount

CELEBRATING DIVERSITY AND TEAMWORK

Festive Celebrations

With Malaysia being a melting pot of cultures, Paramount celebrates each festive occasion with themed office decorations, dress codes, and 'makan' sessions. This builds cultural inclusivity, creates a fun workplace, and enhance employee bonding.







Inter-Divisional Games

Actively participating in inter-divisional tournaments or wellness challenges fosters a sense of unity and builds team spirit. As such, these events are organised every year within the property division.



Additionally, the property division operates a recreational club, Kelabku, which organises activities such as sporting tournaments, company trips, and annual dinners. Committee members, selected from various departments, are rotated annually to ensure broad participation and foster a diverse and engaging ecosystem of activities within the company.

EMPLOYEE HEALTH AND WELLNESS

At Paramount, we take a holistic approach to wellness and operate on the philosophy of preventive care. In 2024, we continued on this trajectory focusing on three key pillars: Healthy Eats, Mind Matters and Fit for Life.

In 2024, Paramount organised a variety of programmes and talks by experts on topics such as weight management, eye health, breast cancer, organ donation and digestive health.









Employees also participated in step challenges, virtual runs and jungle-trekking in efforts to promote the importance of exercise. In addition, employees were also encouraged to adopt healthy eating habits through programmes such as fun cooking and baking as well as a company-wide distribution of yogurt and nuts as a healthy snacking alternative.

Moving forward, Paramount will continue to focus on being a great place to work, one that emphasises on the overall well-being of those under our care.







LABOUR PRACTICES AND HUMAN RIGHTS

Paramount respects and support human rights and we confer this to all our employees, whether they are permanent, temporary, or contract personnel. We are committed to good workplace practices in alignment with the United Nations International Labour Organisation (ILO). In this spirit, we actively work to promote a safe and secure work environment and good working conditions for our employees and those who work with us. This is reflected in our policies, business procedures, systems, and processes.

In line with this, Paramount is committed to the key principles as outlined below:

COMPLIANCE

We comply with all applicable local labour laws and regulations, including minimum wage, working hours and overtime. In fact, we exceed the minimum wage stipulated in Minimum Wages Order 2022 and wages commensurate with employees' skills, experience and performance.

NON-DISCRIMINATION

We practise non-discrimination in any form, and our employees are provided with equal career opportunities regardless of race, religion, gender, age, sexual orientation, disabilities, or nationality.

FAIR EMPLOYMENT CONDITIONS

The Group operates in full compliance with applicable wage, work hours, overtime and benefits laws, and strives to keep overtime work on a strictly critical or necessary basis. We remunerate our employees equitably based on qualifications, skills, and experience relevant to the work performance expectations, and we provide recognition based on performance and contribution to the Company's success.

NO CHILD OR FORCED LABOUR OR HUMAN TRAFFICKING

In compliance with applicable laws, we do not employ children. We prohibit the use of all forms of forced and bonded labour, slavery, and human trafficking.

COMMUNITY RIGHTS

We recognise and respect the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalised groups, including refugees and differently abled people.

WORKING CONDITIONS

We comply with all terms as stipulated in the Employees' Minimum Standards of Housing, Accommodations and Amenities Act 1990 (Act 446).

FREEDOM OF ASSOCIATION

Paramount recognises and upholds the right of our employees to freedom of speech and expression as well as the right to peacefully assemble and to raise concerns or issues with the management collectively, as provided by law and enjoyed under Article 20(1) of the Universal Declaration of Human Rights (**UDHR**).

In 2024, there were no reported incidents or issues pertaining to violation of human rights.





TALENT DEVELOPMENT AND TRAINING

People are our greatest assets, and having the right people with the right skills and knowledge is vital for the success of the Group. Hence, it is crucial for our employees to undergo professional development to enable them to reach their full potential. Paramount's talent management framework focuses on the following areas:

TALENT ACQUISITION AND ONBOARDING

- The Group adopts a policy of recruitment by merit.
- New hires are selected based on abilities, achievements, experiences and qualifications.
- We prioritise local hires who make up 100% of Paramount employees.
- We also believe in investing in a sustainable pipeline of new talent for Paramount and therefore we offer internship opportunities for students.

PERFORMANCE MANAGEMENT

- Employee performance appraisals is a two-way process which constitutes evaluation and feedback on job performance.
- This includes highlighting improvement areas, encouraging personal and career development as well as recognising and reinforcing strong employee performance.
- Employees are assessed by their supervisors in addition to self-evaluation.
- Rewards based on Key Performance Indicators (KPI) are agreed upon by both supervisor and employee.

UPSKILLING AND RESKILLING

In line with our aim to future-proof our workforce, we remain committed to investing in learning and development including the following key talent programmes:

1. Sustainable Talent Acceleration and Retention Strategy (STARS)

 Designed for senior management employees with a focus on strategies and leadership as part of grooming and succession planning.

2. Leading with Energy and Passion Programme (LEAP)

 Designed for key and high potential talents to further develop their capabilities and skills to allow them to assume key roles in the organisation in the future.

3. Emerging Leaders in Transition Programme (ELiTe)

 Crafted for young talents in the organisation, between the ages of 25 to 32 to prepare them for career progression.

4. Graduate Executive Trainee Programme (GREaT)

 Launched in March 2023 to recruit young fresh graduates in Civil Engineering, Architecture, Building Sciences or similar fields to join the property division as a long-term talent pipeline for the organisation.

Other programmes include:

- 1. Upskilling on technical courses related to job functions, and
- 2. Industry talks from subject matter experts and industry leaders.

SUCCESSION PLANNING

- Succession planning is an ongoing process designed to ensure that the Group identifies and develops a talent pool of employees through mentoring and training for high-level management positions.
- Paramount has a Succession Planning Policy which is intended to address the Group's continuity in leadership for key positions.
- The Board takes the pivotal role of ensuring the fulfillment of the succession planning process.
- This policy can be found on our corporate website at www.pcb.my.



EMPLOYEE TRAINING HOURS

In 2024, our employees clocked in a total of 18,842 hours of internal and external training programmes with an average of 39 hours per employee.

Training sessions were provided to employees, either virtually or in-person, comprising on-the-job training, workshops and seminars, with topics ranging from leadership to management, technical, soft skills and computer skills.





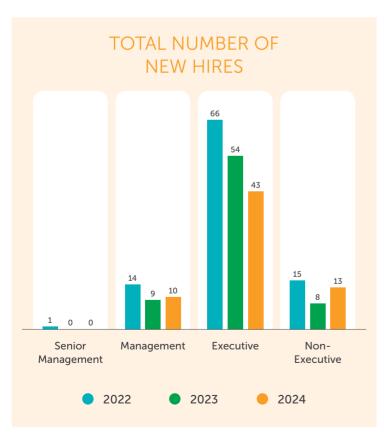


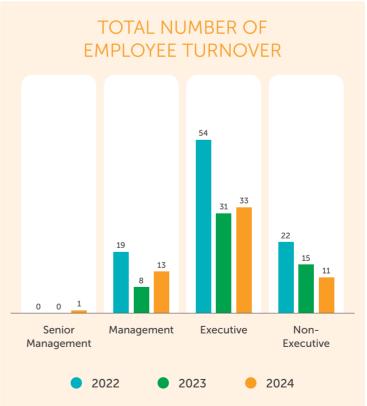
EMPLOYEE RETENTION AND ATTRITION

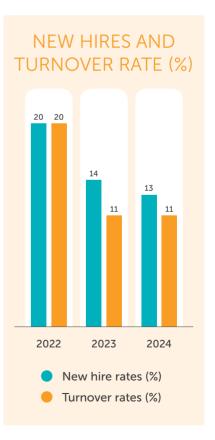
Paramount consistently achieves higher employee retention rates than our industry peers due to career advancement and growth opportunities as well as competitive compensation packages.

In 2024, Paramount's voluntary turnover rate was 11%.

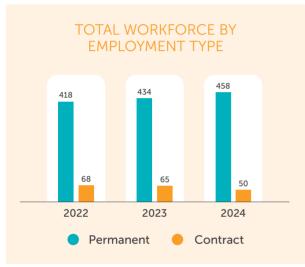
In addition to permanent employees and contract workers, Paramount also had 35 interns assigned across the Group.

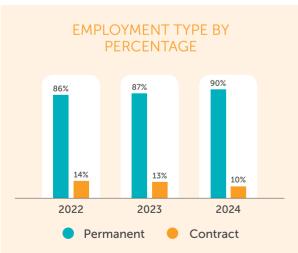












Supporting young local talent

Paramount believes that investing in human capital is key to enabling a sustainable pipeline of talent for the Group. By supporting local education at the university level, we are also able to contribute to the industry and the country.

This year, we welcomed students from City University pursuing a career in Environment, Safety and Health (**ESH**). These site visits provide students with the opportunity to gain subject matter exposure while facilitating networking for internships and potential job placements in the future.







Students from Universiti Malaya's Institute of Civil Engineering (**ICE**) visited The Atera project site as part of an exposure trip for the young and aspiring chartered engineers.









BENEFITS AND WELFARE

Paramount employees enjoy a comprehensive range of benefits over and above what is legally prescribed. Compensation and benefits packages are designed to cater to employees of different age groups.

The packages consist of healthcare benefits for the family, childcare subsidies, elderly parents' subsidy, various types of paid leave and many other benefits which include parental leave in line with the Employment Act of 1955. This allows 98 consecutive days of maternity leave for female employees and seven consecutive days of paternity leave for male employees.

Employees are also eligible for 10 working days of adoption leave if they newly adopt a child.



DIVERSITY AND EQUAL OPPORTUNITY

DIVERSITY AND INCLUSIVITY

In order for a culture of diversity to be authentic, it must be woven into the vision and mission of an organisation as a whole. And that starts at the top.

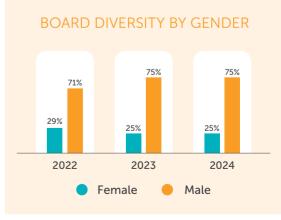
Paramount's current Board composition reflects diversity in expertise, experience and background, and this provides objectivity to the Board's decision-making process insights.

The current Board composition reflects diversity in our collective expertise and experience which cover property development, finance, banking, information technology and management. This allows for effective oversight of the Group's businesses based on diverse perspectives and insights.

Paramount's Boardroom Diversity Policy was developed with the strategic intent to attract, retain and develop a diverse team of skilled people who are increasingly engaged towards the delivery of the Company's strategies. This further affirms our commitment to boardroom diversity and works to ensure that there is no discrimination on ethnicity, race, age, gender, nationality, political affiliation, religious affiliation, sexual orientation, marital status, education, physical ability or geographic region.

For a more comprehensive look at Paramount's governance practices, please refer to the Corporate Governance Overview Statement in our Annual Report 2024 and the Corporate Governance section on www.pcb.my.





The Group also adheres to a practice of non-discrimination and ensures that the selection of a candidate for directorship or employment is based on merit, in the context of skills and experience. In assessing and selecting new candidates, attributes such as character, integrity, competence and a commitment to serve the Group with diligence are highly regarded.

As at 31 December 2024, the Group had 508 full time employees at various locations in Malaysia. Having employees with diverse experience, skills and knowledge across operations enhances our competitiveness with a bigger pool of skill sets to draw upon for creative solutions.

OUR PERFORMANCE

Paramount complies with all local laws governing equal pay for equal work. We endeavour to provide equal opportunity to ensure that employment decisions are based on merit and performance, without regard to race, religion, gender, age, sexual orientation, nationality, or disability, nor is any form of discrimination or prejudice in the workplace tolerated.

EMPLOYEE DIVERSITY





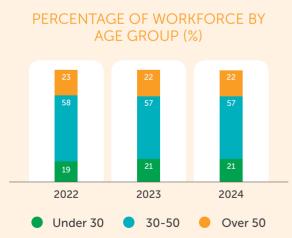






AGE BY EMPLOYEE CATEGORY

















COMMUNITY INVESTMENT

We believe in the importance of ensuring the wellness of the communities we operate within while ensuring responsible care for the environment we live in. Paramount's corporate social responsibility (**CSR**) programme pillars are anchored on Wellness, Environment, and Education and Empowerment. This forms the framework upon which all the Group's community outreach activities and initiatives will be guided by.







In 2024, Paramount contributed approximately RM571,635 to 51 organisations across the locations we operate.

	2022	2023	2024
Community contributions	RM338,000	RM626,000	RM 571,635
Beneficiaries	Not reported	45	51

Penang Fellowship Bridge2Bridge 2024

Over 2,500 participants cycled 68km across two bridges during the Penang Fellowship Ride — Paramount Property Bridge2Bridge 2024, on 28 July. Paramount Property was the title sponsor once again. A staunch supporter of cycling events, Paramount Property was proud be part of an event which brought people of all races, ages, and beliefs together for healthy fun and fellowship.











Bukit Banyan Hero Run 2024

The Bukit Banyan Hero Run is part of Paramount's commitment to champion healthy activities that bring communities together. The $7^{\rm th}$ Bukit Banyan Hero Run on 22 June saw 1,800 participants of all ages come from all over Kedah and Penang in the name of fitness and fellowship.

UMMC Pink Run 2024

On 5 October, Paramount took part in the Universiti Malaya Medical Centre (**UMMC**) Pink Run 2024 at Universiti Malaya, joining over 300 other participants to raise awareness about breast cancer. Paramount contributed RM50,000 as a Silver Sponsor, helping provide critical diagnostic tests for the B40 community, ensuring they have better access to early detection and treatment.

Flagged off by the Prime Minister's wife Datuk Seri Dr Wan Azizah Wan Ismail, who is herself a doctor by training, the run not only symbolised unity in the fight against breast cancer but also reinforced the importance of accessible healthcare for everyone.

Paramount is proud to have played a part in this impactful initiative, standing alongside other sponsors in support of breast cancer awareness and early detection efforts.





KL Car Free Morning (KLCFM)

As part of Paramount's commitment to environmental awareness, Paramount Property committed to sponsoring four runs organised as part of the KLCFM initiative to encourage a healthy lifestyle while promoting efforts to reduce carbon emissions. The first two dates were on 17 November and 16 December 2024 while the next two would be in 2025.



Mangrove Planting

In conjunction with the Malaysia Greening Programme - 100 million Tree-Planting Campaign and Hari Bakau Sedunia 2024, our Paramount Property northern team took part in tree planting.







Empowering Lives through Education

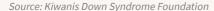
Paramount Corporation Berhad continues to support the 'Super Sarapan Programme' by Generasi Gemilang which ensures that 50 underprivileged students at SMK Kota Kemuning in Shah Alam are provided one nutritious meal a day throughout the school year.





Source: Yayasan Generasi Gemilang







Paramount Property celebrates 19 years as a sponsor of the Kiwanis Down Syndrome Foundation. The treasure hunt is an annual event organised to raise funds for the Kiwanis Down Syndrome Foundation. Founded in 1989, the organisation provides early intervention programmes and in-house professional therapy for young children with Down Syndrome up to 6 years of age.

Improving Lives through Computer Literacy

For the second year running, Paramount teamed up with Pertubuhan Perubatan Dan Kesihatan Awam (Medical Camp Awareness Outreach or MACO) to continue our contribution towards their Computer Literacy Programme.

By repurposing preloved desktops, laptops and other devices, we can extend the lifespan of the hardware which in turn improves the lives of the students who receive them as well.

As we firmly believe that education is a crucial foundation for a bright future, we hope to contribute what we can for the generations to come.







Building Hope in the Community

Paramount's 'Building Hope' campaign has been running for three years consecutively, with a new partner, Play Unlimited, in 2024.

During the Christmas season, Toy and Book Donation Corners were set up across all Paramount Property sales galleries, Co-labs Coworking spaces and Utropolis Marketplace. This was done to facilitate donations from the public.

At the end of this campaign, 454.5kg of books and toys were collected, including 493 books. These were distributed to the Tengku Budriah Children's Home and Idaman Low Cost Apartment Play Library.



Changing Lives with Yayasan Sultanah Bahiyah

Over the past 10 years, Paramount has been a regular contributor of funds to the Yayasan Sultanah Bahiyah (YSB), a non-profit organisation actively involved in community programmes in Kedah. YSB acts as a change agent in society through educational, community building, health-related and youth-related initiatives.





Collaborative Efforts for a Greener School

Paramount worked hand in hand with parents, teachers and students from SRJK Yuk Chai in Petaling Jaya to beautify the school compound during a 'gotong-royong' event organised by the Persatuan Ibubapa dan Guru (**PIBG**) in April 2024.

By sponsoring the trees and shrubs which were being cleared from a completed project site, Paramount was able to contribute to the greening efforts of the school.

Furthermore, this collaborative tree planting initiative involving parents, students, and teachers was also able to foster environmental awareness, community engagement, and provide practical learning experiences for everyone involved.



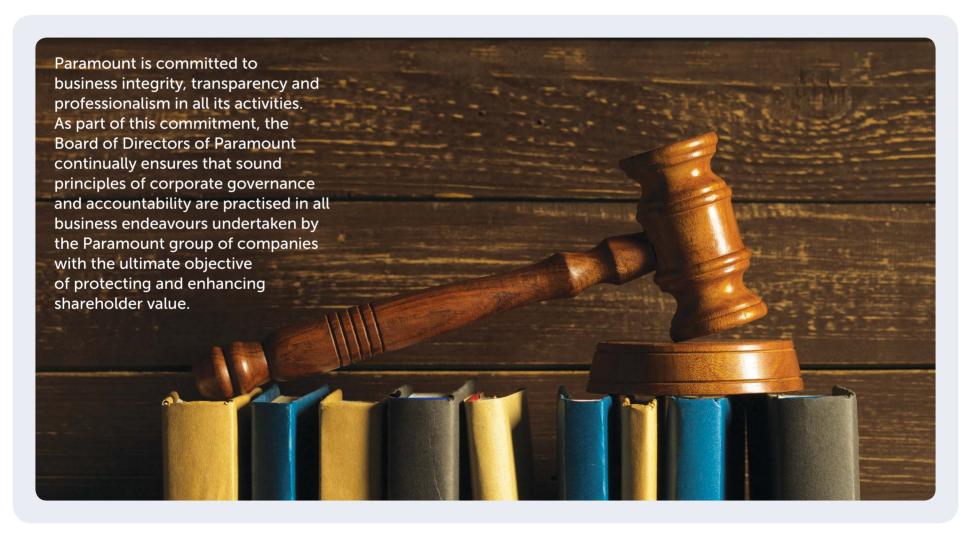






PILLAR 4: GOVERNANCE

PRIORITISING ETHICS AND GOOD GOVERNANCE





PRIORITISING ETHICS AND GOOD GOVERNANCE



ANTI-BRIBERY AND CORRUPTION

Since 2020, Paramount has embarked on the implementation of our Anti-Bribery & Corruption (ABC) Policy and Guidelines across the Group to uphold all applicable laws in relation to anti-bribery and corruption. The ABC policy covers the Group's anti-bribery and corruption principles and practices, with a zero-tolerance approach in preventing, detecting, and managing bribery and corruption risks and issues. Paramount also prohibits monetary or in-kind contributions to political parties, party officials or candidates for political office.

In line with this, bribery and corruption risk assessments have been done to identify the risks and assess the adequacy of controls. To date, no material risk has been identified. Furthermore, all new employees undergo an induction programme where they are required to familiarise themselves on the Group's ABC Policy and Guidelines.

Additionally, the ABC Policy together with the Malaysian Anti-Corruption Commission (MACC) Act 2009 continues to be cascaded to Paramount's supply chain who are required to acknowledge and affirm their commitment to the aforementioned documents. This best practice is being observed across the Group's business divisions. On this note, we are pleased to report that there were no such incidents in 2024 nor in the previous year.

More details are available in the Corporate Governance Overview Statement in pages 56-64 of the Annual Report. Paramount ensures all employees read, understand and acknowledge the contents of the Company's ABC Policy and Guidelines by distributing it on a yearly basis through the Employee Awareness Tool (**EAT**). The acknowledgement rates by employee category are as follows:







● ● ● ● ● GOVERNANCE



PRIORITISING ETHICS AND GOOD GOVERNANCE



DATA PRIVACY AND SECURITY

DATA PRIVACY

Paramount has a Privacy Policy which informs stakeholders on how we collect and manage personal data in compliance with the Personal Data Protection Act 2010. This policy is available to the public on our corporate website.

CYBERSECURITY

With cyber-attacks becoming more prevalent, Paramount is constantly looking out for gaps and identify areas in our cybersecurity system that need to be enhanced to prevent cyber threats. To this end, in 2024, we undertook several initiatives to strengthen our security controls and processes, such as:



Group-wide implementation of two-factor authentication for accessing emails and files



Continued focus on network and website penetration testing



Company-wide training and communication on emerging cybersecurity risks, including those related to generative AI

MATERIAL BREACHES OR COMPLAINT

There were no breaches or substantiated complaints concerning cyber security, customer privacy or data losses in 2024 nor in the previous year.

ZERO

MAJOR CYBERSECURITY BREACH OR SUBSTANTIATED COMPLAINTS IN 2024.







PRIORITISING ETHICS AND GOOD GOVERNANCE



SUPPLY CHAIN MANAGEMENT

Paramount relies on a wide array of companies to supply us with goods and services that reflect their core competencies and complement our strengths. Our diverse supply chain comprise consultants, subcontractors, vendors and subject matter experts, many of whom have been working with us for a long time. These relationships translate to better understanding of customer needs and enhance our ability to deliver better value proposition to our customers.

We are committed to practising responsible procurement practices and believe in prioritising local businesses and providing business opportunities to small and medium enterprises. We believe that in doing so, we can improve livelihoods and maintain healthy economic growth within the country.

Over the past three years including 2024, 100% of Paramount's procurement budget has remained with local suppliers in the markets where we operate. This is because we are able to generate socio-economic benefits for local supply chains including employment opportunities, which in turn create more resilient local communities.

IN 2024, PARAMOUNT HAD

100% direct dealings with local suppliers.



RESPONSIBLE PROCUREMENT

We ensure that our procurement practices are fair and transparent and award tenders to the most suitable suppliers. In line with this, we have adopted an e-Procure system to streamline processes while increasing transparency and accountability. All suppliers engaged by the Group must comply with our policies and standards such as quality control and compliance with the relevant laws and regulations.

The four stages of Paramount's tender process is as follows:

PRE-TENDER EVALUATION AWARD OF TENDER

Our tender process also sets authority limits at different stages of the tender process, and key selection criteria.

Moving forward, we will progressively incorporate environmental and social sustainability criteria into our procurement and tender evaluation processes. This is in line with Paramount's commitment and contribution to the sustainable development of our economy while ensuring we make responsible purchasing decisions.



Indicator	Measurement Unit	2023	2024
Bursa (Anti-corruption)			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Senior Management	Percentage	100.00	71.00
Management	Percentage	99.00	99.00
Executive	Percentage	97.00	94.00
Non-executive	Percentage	89.00	88.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
Bursa (Community/Society)			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	626,000.00	571,635.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	45	51

Notes:

- 1. Under Bursa C2(b), the total number of beneficiaries pertain to organisations, not individuals
- 2. Under Bursa C5(c), Paramount has restructured the calculation methodology to separate the number of employees trained on health and safety standards from contract and site workers. Hence, the significant reduction compared to the previous year

Internal assurance

External assurance

No assurance



Indicator	Measurement Unit	2023	2024
Bursa (Diversity)			
Bursa C3(a) Percentage of employees by gender and age group employee category	o, for each		
Age Group by Employee Category			
Senior Management Under 30	Percentage	0.00	0.00
Senior Management Between 30-50	Percentage	13.00	14.00
Senior Management Above 50	Percentage	87.00	86.00
Management Under 30	Percentage	1.00	1.00
Management Between 30-50	Percentage	72.00	72.00
Management Above 50	Percentage	27.00	27.00
Executive Under 30	Percentage	33.00	32.00
Executive Between 30-50	Percentage	58.00	58.00
Executive Above 50	Percentage	10.00	10.00
Non-executive Under 30	Percentage	16.00	24.00
Non-executive Between 30-50	Percentage	32.00	31.00
Non-executive Above 50	Percentage	51.00	45.00

Notes:

- 1. Under Bursa C2(b), the total number of beneficiaries pertain to organisations, not individuals
- 2. Under Bursa C5(c), Paramount has restructured the calculation methodology to separate the number of employees trained on health and safety standards from contract and site workers. Hence, the significant reduction compared to the previous year

Internal assurance

External assurance

No assurance



Indicator	Measurement Unit	2023	2024
Bursa (Diversity)			
Gender Group by Employee Category			
Senior Management Male	Percentage	87.00	86.00
Senior Management Female	Percentage	13.00	14.00
Management Male	Percentage	47.00	47.00
Management Female	Percentage	53.00	53.00
Executive Male	Percentage	47.00	46.00
Executive Female	Percentage	53.00	54.00
Non-executive Male	Percentage	80.00	76.00
Non-executive Female	Percentage	20.00	24.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	75.00	75.00
Female	Percentage	25.00	25.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	13.00	12.00
Above 50	Percentage	87.00	88.00

Notes:

- 1. Under Bursa C2(b), the total number of beneficiaries pertain to organisations, not individuals
- 2. Under Bursa C5(c), Paramount has restructured the calculation methodology to separate the number of employees trained on health and safety standards from contract and site workers. Hence, the significant reduction compared to the previous year

Internal assurance

External assurance

No assurance



Indicator	Measurement Unit	2023	2024
Bursa (Energy management)			
Bursa C4(a) Total energy consumption	Megawatt	6,734.00	7,310.00
Bursa (Health and safety)			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	1,656	77
Bursa (Labour practices and standards)			
Bursa C6(a) Total hours of training by employee category			
Senior Management	Hours	259	264
Management	Hours	9,477	8,818
Executive	Hours	7,690	9,185
Non-executive	Hours	244	575
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	13.00	10.00

Notes:

- 1. Under Bursa C2(b), the total number of beneficiaries pertain to organisations, not individuals
- 2. Under Bursa C5(c), Paramount has restructured the calculation methodology to separate the number of employees trained on health and safety standards from contract and site workers. Hence, the significant reduction compared to the previous year

Internal assurance

External assurance

No assurance



Indicator	Measurement Unit	2023	2024		
Bursa (Labour practices and standards)	Bursa (Labour practices and standards)				
Bursa C6(c) Total number of employee turnover by employee category					
Senior Management	Number	0	1		
Management	Number	8	13		
Executive	Number	31	33		
Non-Executive	Number	15	11		
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0		
Bursa (Supply chain management)					
Bursa C7(a) Proportion of spending on local suppliers	Percentage	99.00	100.00		
Bursa (Data privacy and security)					
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0		
Bursa (Water)					
Bursa C9(a) Total volume of water used	Megalitres	230.250000	247.766000		

Notes:

- 1. Under Bursa C2(b), the total number of beneficiaries pertain to organisations, not individuals
- 2. Under Bursa C5(c), Paramount has restructured the calculation methodology to separate the number of employees trained on health and safety standards from contract and site workers. Hence, the significant reduction compared to the previous year

Internal assurance

External assurance

No assurance



Indicator	Measurement Unit	2023	2024
Bursa (Waste management)			
Bursa C10(a) Total waste generated	Metric tonnes	-	6,278.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	-	3,913.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	-	2,365.00
Bursa (Emissions management)			
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	-	245.89
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	-	5,467.84
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)	Metric tonnes	-	562.77

Notes:

- 1. Under Bursa C2(b), the total number of beneficiaries pertain to organisations, not individuals
- 2. Under Bursa C5(c), Paramount has restructured the calculation methodology to separate the number of employees trained on health and safety standards from contract and site workers. Hence, the significant reduction compared to the previous year

INTERNAL REVIEW STATEMENT

In compliance with Practice Note 9 of the Main Market Listing Requirements of Bursa Malaysia Securities Berhad, the Internal Audit Department conducted a review of the Group's sustainability reporting process. This review focused on assessing material sustainability matters and verifying the sustainability data collected that is related to common material sustainability matters across subsidiaries in Malaysia. All relevant recommendations identified during this review have been carefully considered and incorporated in the preparation of this report. Nothing has come to our attention that cause us to believe there is any material misstatement of the reviewed data.



Sta	tement of use	Paramount Corporation Berhad has referenced GRI standards in reporting the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024.
GR	l 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION *	PAGE NUMBER(S)
GRI 2: General	2-1 Organisational details	About us Corporate Profile, Annual Report 2024 (AR2024)	2 5-17
Disclosures 2021	2-2 Entities included in the organisation's sustainability reporting Sc 2-3 Reporting period, frequency and contact point Re	Scope and Boundary	1
		Reporting period Reporting frameworks and standards Feedback	1
	2-6 Activities, value chain and other business relationships	Corporate Profile, AR2024	5-17
	2-7 Employees	Safety, Health and Well-being Labour Practices and Human Rights Diversity and Equal Opportunity	65-73 74 79-81
	2-9 Governance structure and composition	How We Are Governed, AR2024	46-76
	2-10 Nomination and selection of the highest governance body	Corporate Governance Overview Statement, AR2024	56-64
	2-11 Chair of the highest governance body		
	2-12 Role of the highest governance body in overseeing the management of impacts		
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance	10-11
	2-15 Conflicts of interest	Corporate Governance Overview Statement, AR2024	56-64
	2-16 Communication of critical concerns		
	2-17 Collective knowledge of the highest governance body		
	2-18 Evaluation of the performance of the highest governance body		



GRI STANDARD	DISCLOSURE	LOCATION *	PAGE NUMBER(S)
GRI 2:	2-19 Remuneration policies	Sustainability Governance	10-11
General Disclosures	2-20 Process to determine remuneration	Corporate Governance Overview Statement, AR2024	56-64
2021 (continted)			
	2-22 Statement on sustainable development strategy	Sustainability Approach	12-14
	2-23 Policy commitments 2-24 Embedding policy commitments	Internal Policies, Frameworks & Guidelines, AR2024	65-66
	2-25 Processes to remediate negative impacts		
	2-26 Mechanisms for seeking advice and raising concerns	Group Anti-Bribery & Corruption Policy; Whistleblowing Policy	93
	2-27 Compliance with laws and regulations	Corporate Governance and Anti-Bribery & Corruption; Regulatory Compliance (Environment); Occupational Safety and Health	93 43-44 65
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	17-18
GRI 3:	3-1 Process to determine material topics	Material Matters	15-16
Material Topics 2021	3-2 List of material topics		
	3-3 Management of material topics		
GRI 201:	201-1 Direct economic value generated and distributed	Building Economic Resilience	21-41
Economic Performance 2016	203-2 Significant indirect economic impacts		



GRI STANDARD	DISCLOSURE	LOCATION *	PAGE NUMBER(S)
GRI 205:	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Corruption	93
Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures		
	205-3 Confirmed incidents of corruption and actions taken		
GRI 302:	302-1 Energy consumption within the organisation	Energy Management	47-49
Energy 2016	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services		
GRI 303:	303-2 Management of water discharge-related impacts	Water Management	57-58
Water and Effluents	303-3 Water withdrawal		
2018	303-4 Water discharge		
	303-5 Water consumption		
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	59-63
2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		
GRI 305:	305-1 Direct (Scope 1) GHG emissions	Emissions Management	45-46
Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions		
	305-3 Other indirect (Scope 3) GHG emissions		
	305-4 GHG emissions intensity	····	



GRI STANDARD	DISCLOSURE	LOCATION *	PAGE NUMBER(S)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	50-56
	306-2 Management of significant waste-related impacts		
	306-3 Waste generated		
	306-4 Waste diverted from disposal		
	306-5 Waste directed to disposal		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Development and Training	77
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Performance - Workforce	78-79
	401-3 Parental leave	Benefits and Welfare	79
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safety, Health and Well-being	65-73
	403-2 Hazard identification, risk assessment, and incident investigation		
	403-3 Occupational health services		
	403-4 Worker participation, consultation, and communication on occupational health and safety		
	403-5 Worker training on occupational health and safety		
	403-6 Promotion of worker health		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
	403-8 Workers covered by an occupational health and safety management system		
	403-9 Work-related injuries		
	403-10 Work-related ill health		



GRI STANDARD	DISCLOSURE	LOCATION *	PAGE NUMBER(S)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Development and Training	75-79
	404-3 Percentage of employees receiving regular performance and career development reviews		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Equal Opportunity	79-81
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Labour Practices and Human Rights	74
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Investment	82-91
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security	94

^{*}All disclosures are located within Paramount's Sustainability Report 2024, unless otherwise specified.

Changing Lives and Enriching Communities for a Better World

www.pcb.my

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