



# 3

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# Protecting Our Environment

GRI 3-3, 201-2





## Climate Risks

### Why It Matters

Climate change impacts have progressively affected industries, businesses and supply chains, including our PLCs. As the Exchange, we recognise that the climate-related risks and challenges affecting our PLCs can indirectly impact our business and investors. Therefore, it is important for us to identify our climate risks and opportunities, supporting PLCs in enhancing their climate resilience, in alignment with our regulatory responsibilities. Effectively managing our own climate-related risks and seizing opportunities is also essential to demonstrate our commitment to advancing climate action.

### Our Approach

We have been an official supporter of the Task Force on Climate-related Financial Disclosures (TCFD) since 2018 and we will continue to adopt the recommendations of the TCFD, comprising four pillars – Governance, Strategy, Risk Management and Metrics and Targets. We remain committed to achieving net zero greenhouse gas (GHG) emissions by 2050.

### Our Progress

Recommended disclosures	Our Approach	Our Progress
<b>Governance</b>		
<b>Board's oversight of climate-related risks and opportunities</b>	<p>Bursa's Board of Directors (the Board) oversees the management of the overall strategic direction. In fulfilling this responsibility, the Board oversees our enterprise-level approach to major risks facing the company and identifies strategic opportunities.</p> <p>The Board has ultimate responsibility in key decision-making on all sustainability-related matters, including climate risks and opportunities (CROs). The Board endeavours, where appropriate for climate-related considerations to be integrated into business plans and performance scorecards of relevant departments and embedded into day-to-day operations.</p> <p>To stay current with the latest information and developments, the Board receives monthly updates from our CEO about progress and key milestones in relation to our climate aspirations and plans.</p> <p>Our dedicated Board-level committees, which meet quarterly, support the Board in climate and sustainability-related issues.</p>	<p>The Risk Management Committee RMC consistently receives the latest information on CROs to stay well informed. The risk management report includes measuring and tracking our GHG emissions (i.e. Scope 1, 2 and 3 emissions) as part of our key risk indicators. The updates are provided on a quarterly basis, which is crucial for effective risk management related to climate change and for Bursa to achieve its GHG emissions reduction target.</p> <p>The RMC is also updated bi-annually on the thematic review of local and global climate risk developments, including the CROs' impact on Bursa's business model.</p> <p>This is directly related to our efforts to transition towards net zero GHG emissions.</p>

Climate Risks

Recommended disclosures	Our Approach	Our Progress						
<b>Governance</b>								
<b>Board's oversight of climate-related risks and opportunities (cont'd)</b>	<table border="1"> <thead> <tr> <th colspan="2" data-bbox="419 559 2312 620">Relevant Focus Area</th> </tr> </thead> <tbody> <tr> <td data-bbox="419 620 719 784"><b>Risk Management Committee (RMC)</b></td> <td data-bbox="719 620 2312 784">Review, monitor and assess the effectiveness of the Group's implementation of risk treatment or mitigation action plan(s) for the management and control of the key risks, including cyber risk and resilience as well as sustainability and climate-related risks. The committee also reviews and is kept updated on any new or emerging trends of sustainability and climate-related risks and other threats.</td> </tr> <tr> <td data-bbox="419 784 719 911"><b>Sustainability and Development Committee (SDC)</b></td> <td data-bbox="719 784 2312 911">Review and guide sustainability-related strategies, programmes and plans, including climate-related efforts.</td> </tr> </tbody> </table> <p data-bbox="419 930 2312 1059">The RMC continues to receive bi-annual updates from Risk and Compliance on progress related to climate-related risks and opportunities and quarterly risk report on carbon emissions footprint. Relevant business units seek feedback and guidance, where required, from SDC on sustainability development and implementation efforts.</p>	Relevant Focus Area		<b>Risk Management Committee (RMC)</b>	Review, monitor and assess the effectiveness of the Group's implementation of risk treatment or mitigation action plan(s) for the management and control of the key risks, including cyber risk and resilience as well as sustainability and climate-related risks. The committee also reviews and is kept updated on any new or emerging trends of sustainability and climate-related risks and other threats.	<b>Sustainability and Development Committee (SDC)</b>	Review and guide sustainability-related strategies, programmes and plans, including climate-related efforts.	
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<b>Sustainability and Development Committee (SDC)</b>	Review and guide sustainability-related strategies, programmes and plans, including climate-related efforts.							
<b>Management's role in assessing and managing CROs</b>	<p data-bbox="419 1078 2312 1208">Our Management Committee (MC), chaired by the CEO, oversees the implementation efforts of sustainability and climate-related strategies and plans. On a quarterly basis, Group Sustainability provides updates to the MC on the progress made with respect to strategies identified under the Sustainability Roadmap, which includes climate-related plans and programmes.</p> <p data-bbox="419 1258 2312 1339">Our Project Governance and Implementation Committee (PGIC), also chaired by the CEO, monitors the progress and achievements of all strategic projects, including climate-related initiatives every month.</p>	<p data-bbox="2352 1078 3212 1253">Risk and Compliance actively evaluates identified CROs, assessing their impact on our business and developing strategies to manage risks and continuously exploring ways to capitalise on opportunities.</p> <p data-bbox="2352 1303 3212 1658">We assess the potential impact of different CROs on our business. This includes transition risks like policy, legal, as well as market risks, and physical risks, such as acute/chronic physical risks. Our risk management team works closely with our business units to integrate climate risks into our overall risk management framework and as part of our new Sustainability Roadmap 2024-2026 and Risk and Compliance Roadmap 2024-2026.</p>						

Climate Risks

Recommended disclosures	Our Approach	Our Progress
<b>Strategy</b>		
<p><b>CROs identified over the short, medium and long term</b></p>	<p>In our aspiration to fully adopt the TCFD recommendations, we are committed to integrating the identified CROs into our risk management strategy, as stated in our Sustainability Policy.</p> <p>We are aware that the securities market is where Bursa is the most exposed to the identified CROs due to the diverse PLCs across various sectors. This means that the CROs of our collective PLCs will have an indirect impact on our business. As such, we evaluate the CROs that have a cross-cutting impact across our PLCs, focusing on the impact of policy, legal and market risks on business competitiveness and attractiveness of PLCs to investors.</p> <p>The CROs may impact the valuation of PLCs, which could indirectly influence Bursa's trading revenue. This is due to the ripple effects of climate change throughout the Malaysian economy, affecting both the valuation of PLCs and the value of associated trading activities on the Exchange.</p> <p>Despite not being a primary contributor to Greenhouse Gas (GHG) emissions due to the nature of our business, we play a significant role in influencing the climate actions of our PLCs. These effects are closely intertwined with our role, highlighting the interconnectedness of our operations with broader climate actions. Our influence on PLCs extends to encouraging sustainable practices and effective management of climate risks.</p>	<p>We have conducted a comprehensive assessment of the CROs recommended by our appointed consultant. This rigorous evaluation process ensures that we are well-positioned to respond to climate risks and opportunities.</p> <p>Some of these CROs have already been put under surveillance, marking the beginning of our active management of climate risks. However, the monitoring and disclosure of certain CROs are contingent on PLCs disclosing their Environmental, Social and Governance (ESG) data.</p> <p>The timeline for this disclosure can vary, potentially starting anywhere from one to two years from now. This is dependent on the Enhanced Sustainability Reporting requirements that our PLCs are obligated to comply with. Once the ESG data is disclosed by our PLCs, we will be able to monitor and disclose the corresponding CROs, thereby enhancing our climate risk management strategy. This approach underscores our commitment to transparency and accountability in managing climate risks and opportunities.</p>



Climate Risks

Recommended disclosures	Our Approach	Our Progress
<b>Strategy</b>		
<p><b>Impact of CROs on the business strategy and financial planning</b></p>	<p>The CROs we have identified are now integral to our strategic planning and decision-making process. Recognising the growing market demand for investment products that are sensitive to ESG and climate factors, we, at Bursa Malaysia, are committed to facilitating these offerings.</p> <p>Moreover, we are steadfast in our dedication to reducing GHG emissions from our operational activities. We aim to transition Bursa Malaysia to a net-zero GHG emissions exchange by the year 2050.</p> <p>Bursa Malaysia aspires to transcend its climate-related commitments and become ASEAN's leading, sustainable, and globally connected marketplace. Our ambition is to accelerate the diversification of ESG products, inspiring PLCs in Malaysia to adopt ESG best practices. Ultimately, we aim to be the leader and role model in ESG practices for PLCs in Malaysia.</p>	<p>We are dedicated to expanding our ESG offerings to foster wider market adoption. Our goal is to fill existing gaps by promoting ESG best practices among PLCs and continuously innovating new ESG products and services. In line with this, we are also considering strategies to attract more IPO listings from companies with strong ESG profiles, which can indirectly inspire ESG best practices among PLCs.</p> <p>We will be focusing on extending our commitment to providing greater sustainability support. We also aim to foster sustainability thought leadership both locally and abroad, enhance sustainability education and capacity building, and facilitate comprehensive disclosures by the PLCs.</p> <p>Launched in 2022, Bursa's Bursa Carbon Exchange (BCX) has made significant strides in supporting the marketplace to manage its CROs. This includes a successful inaugural auction on 16 March 2023 that attracted strong participation from various industries, the commencement of trading and facilitation of off-market transactions of carbon credits on 26 September 2023 and plans to offer new green products in the near future.</p> <p>In 2023, we have incorporated the necessary considerations into our strategic planning to support our climate-related efforts. This includes planning for the following potential key initiatives:</p> <ul style="list-style-type: none"> <li>• Enhancing the mandatory ESG reporting platform for PLCs' reporting (CSI Platform).</li> <li>• Engaging consultant to provide guidance on managing climate-related risk for the Exchange.</li> <li>• Refining the enhanced Sustainability Reporting Framework (SRF) to include Taskforce for Nature-related Financial Disclosures (TNFD) Assessment and Adoption of ISSB.</li> <li>• Establishing a framework for Classification of "Green" PLCs.</li> <li>• Enhancing sustainability education and capacity building.</li> </ul>

Climate Risks

Recommended disclosures	Our Approach	Our Progress
<b>Strategy</b>		
<p><b>Resilience of the strategy, taking into consideration different CROs</b></p>	<p>We analyse potential CROs based on a range of different climate scenarios, namely the business-as-usual scenario, the low-carbon transition scenario, and the high emission scenario. These scenarios were used to reflect climate change and to determine the likelihood of the CROs materialising.</p> <p>In certain cases, where climate scenarios were not currently available to support the quantification assessment, a scenario narrative was developed for each CRO to determine the likelihood and velocity in which the current business-as-usual expectations are typically considered alongside the trajectory that would be required to achieve the goals of the Paris Agreement.</p> <p>We continuously monitor and review our strategy in light of new climate science findings and changes in the regulatory and business environment. This ensures that our strategy remains resilient and effective.</p>	<p>The scenario analysis covers both physical and transition risks and opportunities for Bursa.</p> <p>The scenario analysis indicates that Bursa has a resilient strategy that integrates various actions to tackle its CROs. Among the actions are advocating for sustainability in the marketplace, expanding its green or ESG sensitive products and services, and launching a mandatory ESG reporting platform for PLCs reporting.</p> <p>The identified CROs span across various time horizons, from the short term to the long term. Bursa will continuously monitor emerging trends and developments in climate change that may necessitate a re-evaluation of its strategy and actions. If new CROs emerge or existing ones require prioritisation, Bursa will update its strategy and actions accordingly.</p>

Climate Risks


Recommended disclosures	Our Approach	Our Progress
<b>Risk Management</b>		
<p><b>Processes for identifying and assessing CROs</b></p>	<p>Our CROs were identified through a workshop and interviews with Bursa Malaysia's key stakeholder groups. We also conducted desktop research to better understand Bursa Malaysia's operating structure, the relevance of climate change to stock exchanges, and the sectoral composition of PLCs and commodities being traded on the Exchange.</p> <p>The CROs across Bursa Malaysia's value chain were also reviewed, especially in areas which are significant for the financial health and business continuity of the Exchange:</p> <ul style="list-style-type: none"> <li>• <b>Upstream</b> – Exposure of outsourcing partners and suppliers to CROs.</li> <li>• <b>Operations</b> – Potential impacts of CROs on the valuation of assets owned by Bursa Malaysia and accessibility of the office to our employees.</li> <li>• <b>Downstream</b> – Potential impact of CROs on main revenue-generating activities for Bursa Malaysia, namely the trading fees from the securities and derivatives markets. Given the climate-related nature of the analysis, we focused on sectors and activities that were most carbon-intensive and exposed to climate-related risks. For derivatives, we focused on palm oil, as it is the most traded commodity on the exchange.</li> </ul>	<p>We will continue to monitor the relevance of the identified CROs while observing the climate landscape. This includes focusing on emerging trends and developments that could potentially give rise to new CROs or necessitate the prioritisation of existing ones as part of our systematic process for identifying and assessing climate-related risks.</p>

## Climate Risks

Recommended disclosures	Our Approach	Our Progress
<b>Risk Management</b>		
<p><b>Processes for managing climate-related risks</b></p>	<p>Bursa has implemented a strategic risk guideline and operational procedures that outline the approach to managing sustainability-related risks. This includes the steps and procedures for collecting climate risks data such as GHG emissions, processing the data, setting the threshold for key risk indicators and monitoring and reporting of climate-related risks to the relevant committees.</p> <p>The risk management process is structured and is in place to allow for efficient monitoring of climate risk.</p>	<p>We will continue to enhance the management of climate-related risks over time by incorporating more material CROs after further analysing their impact, velocity and sufficiency of data.</p>
<p><b>Integration of climate risk management into overall risk management approach</b></p>	<p>In accordance with our strategic risk guideline and operational procedures, Bursa proactively manages and monitors climate risk, providing quarterly updates to the Risk Management Committee.</p>	<p>We are committed to enhancing our management and monitoring of climate-related risks. This includes refining our existing KRIs to fully encompass identified CROs, thereby improving our risk monitoring and management effectiveness. Furthermore, we plan to implement an automated tool for data collection, which will not only synchronise the collected data for enhanced efficiency and accuracy, but also aid in managing climate-related risks through the collection and analysis of more specific and relevant data.</p>
<b>Metrics and Targets</b>		
<p><b>Metrics used to assess climate-related risks and opportunities</b></p>	<p>We have identified CROs that may potentially impact Bursa. These CROs are primarily cross-cutting, affecting multiple sectors, and include sector-specific CROs in PLCs such as Energy and Utilities, Real Estate, Plantation, and Chemicals. This is due to the significant contribution of the securities market to our trading revenue.</p> <p>Cross-cutting CROs are primarily impacted by the inclusion of Scope 2 emissions in the European Union Carbon Border Adjustment Mechanism, affecting energy-intensive PLCs, and ambitious climate targets of multinational corporations, impacting the export revenue of PLCs. Additionally, sector-specific risks and opportunities include anticipated market risk in the Energy and Utilities sectors due to decreased electricity demand and the global phase-out of coal; climate changes influencing CROs in the Plantation sector, such as fluctuating palm oil yields and limited land availability due to rising sea levels; the Chemical sector being impacted by carbon pricing and reduced demand for virgin plastics driven by the circular economy; and the Real Estate sector being affected by energy efficiency standards for buildings. These factors underscore the complexity of climate-related risks and opportunities in these sectors.</p> <p>We have begun the process of collecting data on selected CROs. This involves gathering, validating and analysing data from a variety of sources to ensure its accuracy and relevance. This data will serve as the foundation for our further assessments and inform our next steps. However, this is a time-intensive process, and it will take some time to accumulate sufficient data for meaningful analysis.</p>	



Climate Risks

Recommended disclosures	Our Approach	Our Progress
<b>Metrics and Targets</b>		
<b>Reporting GHG emissions according to Scopes 1, 2 and 3</b>	 <i>For more information on the reporting of our GHG emissions, please refer to page 65 of this report</i>	
<b>Targets used to manage climate-related risks and opportunities</b>	As part of our commitment to Science Based Targets initiative (SBTi), we are setting science-based targets towards Net Zero by 2050. We are also in the process of establishing a baseline for our Scope 3 GHG emissions. Additionally, we have started assessing target setting for our CROs, which involves understanding each CRO and setting realistic targets.	

**Moving Forward**

To further address climate-related risks in our TCFD disclosures, we have put in place an action plan that includes conducting a thorough review of Bursa Malaysia's top 10 CROs identified in 2022 to understand the current landscape and identify areas for improvement. We aim to develop clear metrics and targets based on the review to provide a roadmap for our efforts and measure our progress. This will include enhancing the Climate Risk Management Guideline, identifying new Key Risk Indicators (KRIs) for climate risk, and automating the data collection process. We remain committed to implementing the TCFD recommendations, now under the International Sustainability Standards Board (ISSB), and staying abreast of the latest developments in climate-related financial disclosures to adopt best practices and high standards as we move forward with our 2024-2026 Sustainability Roadmap.

# Environmental Footprint

## Why It Matters

Managing the environmental footprint of a business operations is no longer an option but a necessity, given the urgency of climate change exacerbated by global warming from human activities. As our global temperature continue rising, 2023 was marked the hottest year on record by the Copernicus Climate Change Service. Therefore, it is imperative for businesses and industries to manage their environmental footprint effectively to reduce their GHG emissions. Failing to implement environmental management practices could result in adverse environmental and social effects, disrupting business operations and impeding economic growth.

## Our Approach

Bursa Malaysia is cognisant of the direct and indirect environmental impacts of its business operations and office facilities. We have implemented strategic measures to mitigate and reduce our negative impacts, in our commitment to achieve Net Zero GHG emissions by 2050. Our approach is focused on two key areas:



### Reducing Energy Consumption

Includes building energy-saving initiatives and exploring renewable energy sources.



### Promoting Responsible Consumption

Encourages responsible consumption that minimises the impact on the environment among our employees.

Our Group Sustainability, Administration and Facilities Management teams oversee the implementation of environmental management strategies, initiatives and programmes. We reactivated our climate action taskforce with representatives from across several divisions to ensure that appropriate measures are taken to reduce Bursa Malaysia's environmental footprint.

In addition, we apply the Ten Principles of United Nations Global Compact (UNGC) and the precautionary principles defined in the GRI Standards to determine potential negative environmental impacts, preventive actions and proactive measures within our business to mitigate and reduce our negative impacts on the environment, health, and related communities.

## Our Progress




<sup>1</sup> PAS 2060 is being withdrawn with the introduction of ISO 14068-1:2023  
<sup>2</sup> GHG Emissions for Scope 1, Scope 2 and selected categories of Scope 3  
<sup>3</sup> GHG Emissions for Scope 1, selected categories of Scope 3



## Environmental Footprint

In 2023, we purchased and retired 8,983 tCO<sub>2</sub>e of carbon credits to support projects that are certified sequestered outside of our value chain for the purpose of offsetting our operational GHG emissions for the period 1 January 2022 to 31 December 2022. In addition, we obtained the PAS 2060 certificate to substantiate our claim.

 Refer to page 103 for the PAS 2060 certificate

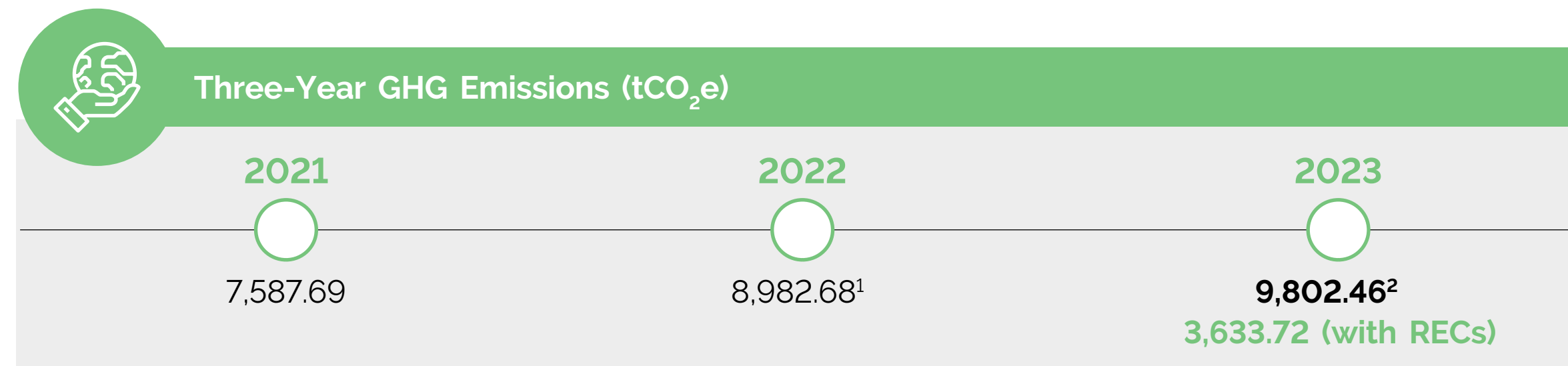
With the introduction of ISO 14068-1:2023, the PAS 2060 certificate will be withdrawn.

For 2023, we purchased and retired 3,668 tCO<sub>2</sub>e of carbon credits for our to support projects that are certified sequestered outside of our value chain to offset our Scope 1 and Scope 3 GHG emissions for the period 1 January 2023 to 31 December 2023 and for Bursa Bull Charge 2023.

### Bursa Malaysia's GHG emissions

We continue to measure, track and report on our GHG emissions. In 2023, we expanded our reporting boundary to include the GHG emissions from our Labuan International Financial Exchange (LFX) office and the categories of our fugitive emissions. Our GHG emissions for Scope 1 has increased do to the expansion of scope of the fugitive emissions and increase in refrigerants usage in 2023.











In 2023 we began to transition towards utilising green energy via Renewable Energy Certificates (RECs) to advance our climate goals. Coupled with our building energy efficiency initiatives, we have reduced our Scope 2 GHG emissions by 63% percent. We also completed the installation of our rooftop solar photovoltaic system, and we look forward to increasing our energy mix. We are currently conducting our Scope 3 baselining and enhancing our data collection process and GHG inventory.



<sup>1</sup> This figure has been reinstated due to expansion of reporting boundary

<sup>2</sup> GHG emissions for operations from 1 January to 31 December 2023, excluding Bursa Bull Charge 2023

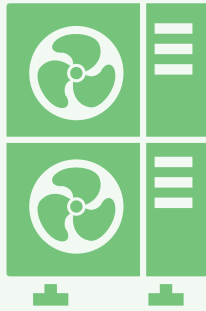

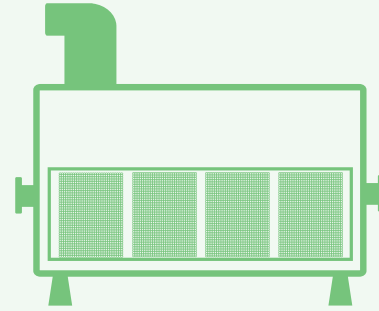
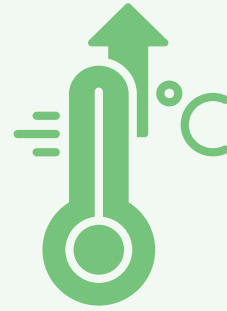
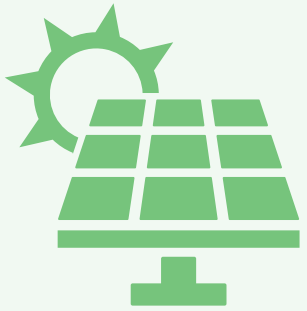
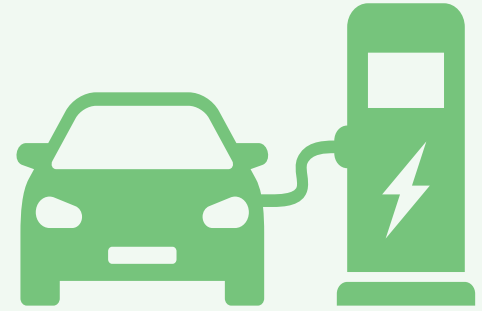
### Breakdown of GHG Emissions for 2023

		tCO <sub>2</sub> e
<b>Scope 1</b>	 Owned transport	12.57
	 Fuel combustion	3.53
	 Fugitive emissions	2,393.22
<b>Scope 2</b>	 Purchased electricity (market-based)	6,168.74
<b>Scope 3</b>	 Employee commuting	280.25
	 Working from home	420.48
	 Waste disposal	136.00
	 Business travel	362.46
	 Paper consumption	14.86
	 Water consumption	10.35

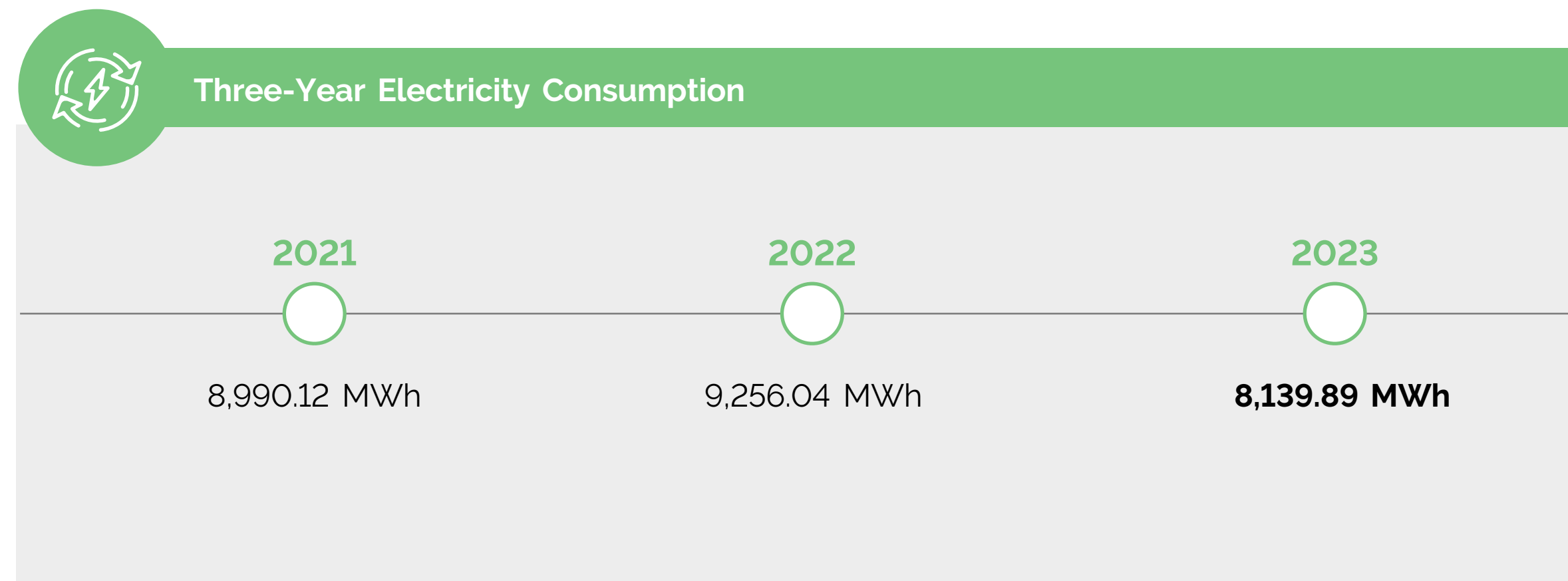
## Environmental Footprint

### Reducing energy consumption

In 2023, a headline key performance indicator (KPI) was set to reduce Scope 1 and 2 emissions by five percent. A greater emphasis was placed on energy efficiency and as such, we have reduced our energy consumption by 12%<sup>1</sup> from 2022 from the implementation of various energy efficiency initiatives:

					
Reduced chiller operation hours	Reduced corridor lighting by 50% in the evenings and weekends	Reduced Air Handling Unit (AHU) operation hours	Increased chiller temperature by 2°C degree	Utilisation of solar powered lighting for external areas	Replacement and upgrade of Electric Vehicle (EV) Charging Stations

<sup>1</sup> reduction from energy efficiency initiatives alone, excluding the utilisation of RECs



### Breakdown of Our Electricity Consumption\*:

	MWh
Main Building and Annex, Exchange Square	7,530.73
Labuan International Financial Exchange Office	3.91
Disaster Recovery Centre (DRC)	605.26

\* We subscribed 8,500 RECs for our energy consumption in 2023



## Environmental Footprint

### Promoting Responsible Consumption

We believe in encouraging behavioural change to promote responsible consumption. In 2022, we published the Bursa Malaysia Waste Disposal and Recycling Guide and the Personal Net Zero GHG Emissions Guide to provide practical tips and inspire our employees to take individual action in GHG emissions reduction.






Furthermore, we have in place a Carbon Conscious Workplace Programme, which was introduced in 2021. Following the success of the pilot phase, the second phase was rolled in 2022 with the aim of creating a zero-waste office culture. This included organising a series of webinars and workshops, as well as various activities to promote behavioural change. The second phase also involved collaborations with non-government organisations including Tzu Chi Foundation Malaysia, Zero Waste Malaysia and KLEAN to further improve employees' awareness about waste disposal. In addition, we implemented a Bring Your Own Container campaign to encourage employees to use reusable containers for their takeaway food.



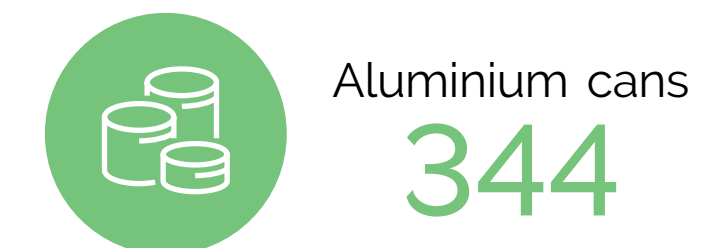
Bring your own container campaign.



To enhance our awareness and sharing session, we invited various subject-matter experts to talk about sustainability and ESG-related topics as part of our Knowledge Centre's talks. The sessions were held as part of our capacity building initiative which is also open to the public. Some of the topics covered in 2023 include:

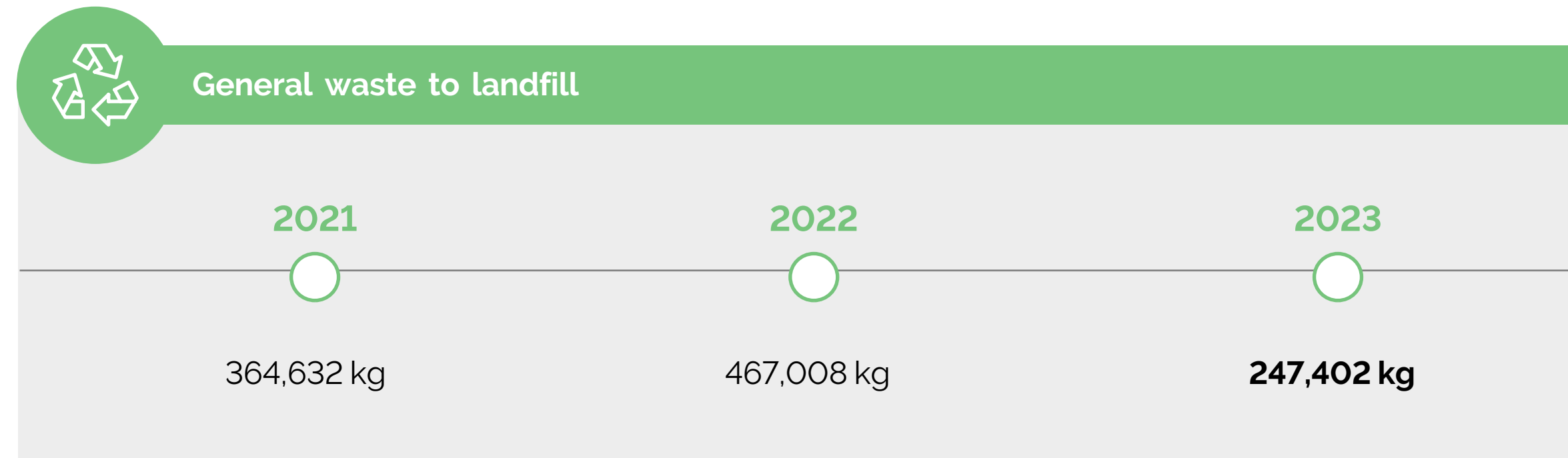
-  Saving River Terrapins: Partnering Local Communities & Empowering Women
-  The Art of Upcycling by William Koong
-  Be Kind to Bee: It is our Best Friend Forever
-  The Battle Against Biodiversity Loss: Restoration of Wildlife and Trees, Why it Matters
-  Documentary Screening: Wang Kelian: The Forgotten Valley-Lembah yang Kian Hilang

In October 2023, we adopted the KLEAN machine to recycle PET bottles and aluminum cans and have recycled 1,794 PET bottles and 344 aluminium cans.





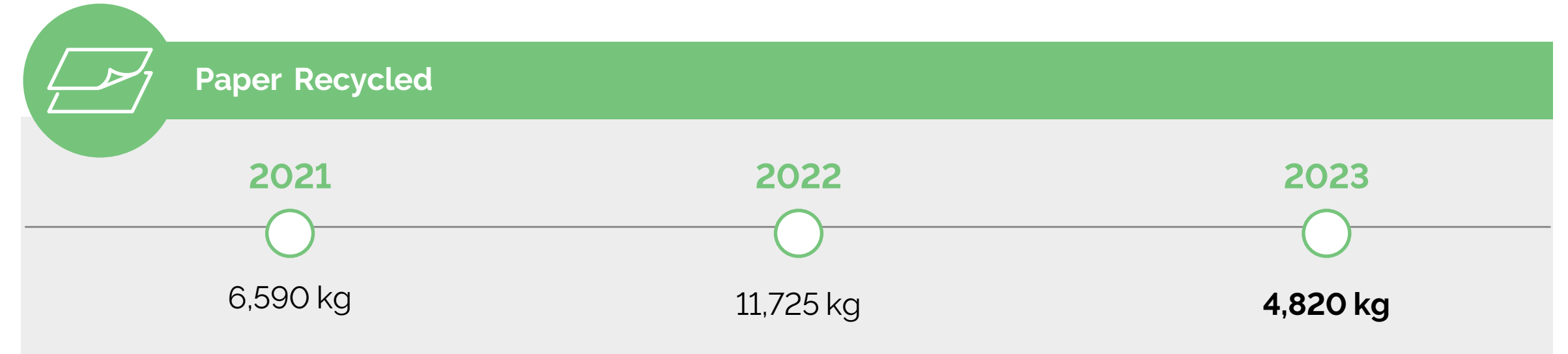
## Environmental Footprint



Recycling items	2021	2022	2023
Fabric	1,264 kg	3,595 kg	<b>2,840 kg</b>
Plastic	–	30 kg	<b>50 kg</b>
Metal or Glass	–	360 kg	<b>240 kg</b>

### Paper Recycling

We continued implementing paper reduction initiatives to reduce paper consumption and educate employees on the importance of saving paper. Paper recycling bins are placed on every floor and employees are encouraged to be mindful about paper consumption and to recycle where possible. In 2023, 4,820 kg of paper was collected, which was 59% less compared to 2022. This is due to the completion of renovation works at the Main building (Exchange Square).

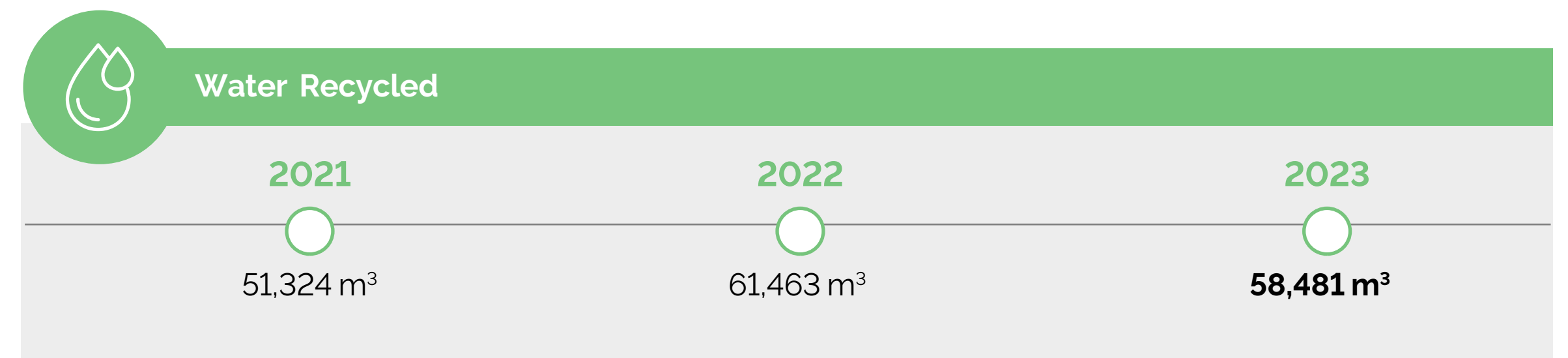


### Channelling the proceeds from our recycling materials to Tzu Chi Foundation Malaysia

Every year, we donate the proceeds from our recycling materials to the Tzu Chi Foundation Malaysia to support their efforts in humanitarian and environmental protection. In 2023, we channelled a total of RM2,661.40 from the proceeds of our recycling material.

### Water Consumption

In 2023, our water consumption reduced by 4.9% against 2022. This is likely due to the sensors that were installed for water taps in the toilets and the lower number of employees in the office due to work from home arrangements.



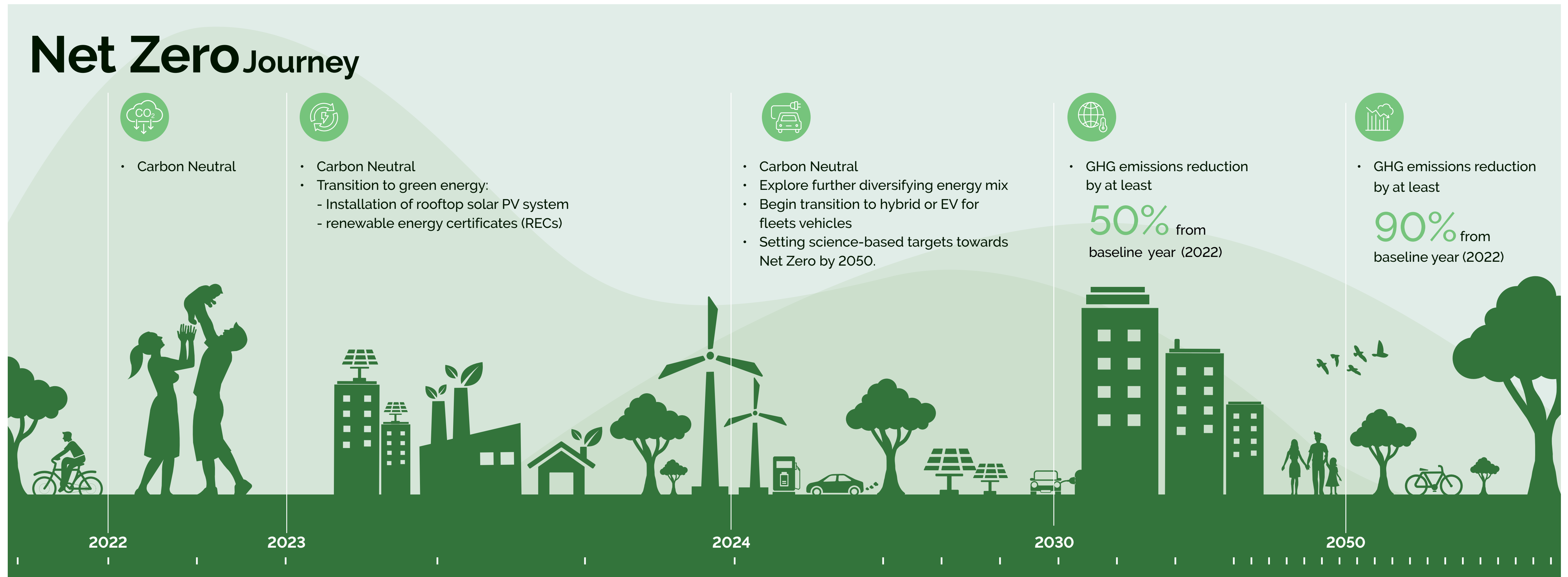


## Environmental Footprint

### Food Waste Collection and Composting

Following the success of a pilot project under our flagship CSR programme, re.Food, the composting machine stationed at Bursa Malaysia since October 2022 has composted more than 6,000 kg of food waste from our cafeteria. The composts produced from the food waste was donated to community gardens mainly across the Klang Valley and occasionally in several states across the country.

	2022	2023
Total weight of food waste avoided to landfill	1,191 kg	<b>6,108 kg</b>
Total weight of compost generated and donated	232.5 kg	<b>1,506 kg</b>



## Environmental Footprint

### Compliance with Environmental Laws and Regulations

We are committed to complying with all relevant environmental laws and regulations in Malaysia. In 2023, there were no confirmed incidents, non-monetary sanctions or cases that were brought to our attention for non-compliance with environmental laws and regulations.

### Ex-Situ Malayan Gaur Conservation

Preservation of wildlife enhances the overall resilience and adaptability of ecosystems, resulting in reduced vulnerability to the impacts of climate change such as species extinction. Bursa Malaysia supports the conservation of the Malaysian Gaur by sponsoring the project's animal husbandry, salaried personnel, paddock upgrading, relocation of Malaysian Gaur to the Sungkai Wildlife Conservation Centre and their release into the wild.

In May 2023, two Malayan Gaur were released into the wild at the Royal Belum state park in Gerik, Perak in collaboration with the Wildlife Department or PERHILITAN. The release is hoped to encourage their co-habiting with the local herd and eventually resulting in the increase of the Malayan Gaur population.

The Malayan Gaur is listed as vulnerable under the International Union for Conservation of Nature (IUCN) Red List of Threatened Species.



*The Malayan Gaur were transported in compartments before their release.*

### Moving Forward

We are committed to enhancing our approach to GHG emissions reduction and improving our mitigation measures. This includes better efforts in educating our employees through increased awareness initiatives. We will continue to source for green energy to increase our energy mix and monitor our sites and equipment. We will also be reviewing and enhancing our guidelines as part of our 2024-2026 Sustainability Roadmap. Additionally, we will be transitioning our fleet vehicle to hybrid and electric vehicles from 2024.



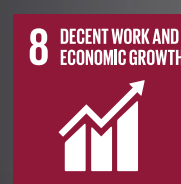


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# Empowering Our Workforce

**GRI** 3-3, 302-1, 302-2, 302-3, 302-4, 303-1, 303-2, 303-3, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 306-1, 306-2, 306-3, 306-4, 306-5





# Anti-Fraud, Bribery and Corruption

## Why It Matters

As a frontline regulator and market operator, we recognise our responsibility to uphold the highest ethical and integrity standards in all our actions. This strengthens our reputation, ensuring trust and confidence of stakeholders and the broader market. To strengthen the overall health and integrity of our ecosystem, we actively combat corruption and promote clean, transparent practices in our activities and transactions.

## Our Approach

Bursa Malaysia has a zero-tolerance policy towards fraud, bribery and corruption. We are committed to upholding the highest ethical standards, ensuring transparency and accountability throughout our operations.

Our governance is led by the Board, which has oversight of the management of anti-fraud, bribery and corruption matters. The Risk Management Committee (RMC) supports the Board in fulfilling its duties, provides guidance and monitors the effectiveness of our anti-corruption programme. The RMC oversees the Integrity Unit within Risk & Compliance, which is tasked with implementing and managing the four core functions mandated by the Malaysian Anti-Corruption Commission (MACC), encompassing governance, integrity enhancement, detection and verification, and complaints management.

Our commitment to ethical conduct is unwavering. Our initiatives to instil an ethical culture will not only protect our reputation and ensure regulatory compliance but also enable us to operate with transparency, encouraging trust and promoting a responsible and sustainable business.

## Policies, Guidelines and Procedures

As a demonstration of our steadfast commitment to combatting corruption, we have in place the Anti-Fraud, Bribery and Corruption Policy and Guidelines (AFBC P&G), which applies to all employee levels and counterparties. The AFBC P&G underscores Bursa Malaysia's requirement for employees to adhere to the utmost levels of integrity and ethics.

## Whistleblowing Channels

To cultivate an environment characterised by integrity and ethical conduct, we encourage individuals with information on any inappropriate behaviour by Bursa Malaysia's Directors, independent individuals or employees to come forward and report such incidents through our designated whistleblowing channels. To this end, our Whistleblower Policy and Procedures (WPP) foster a culture where employees or Directors can voice concerns and report any misconduct. This mechanism ensures a safe and confidential avenue for the lodging of such disclosures.

Any disclosures of improper conduct should be submitted in writing, either through email or by letter, to the Bursa Malaysia representatives listed below:


Person being reported	Person to whom the report is directed: (Where applicable and appropriate)	
	by email	Alternatively, the form can be submitted as follows:
Any member of the Board of Directors including the Chairman of the Board, CEO or Independent Individual	Chairman of the Board: Chairman@bursamalaysia.com or Senior Independent Director: SID@bursamalaysia.com or Chairman of RMC: RMCChairman@bursamalaysia.com	Disclosure to be enclosed in a sealed envelope marked "Confidential" and "To be opened by", addressed to the appropriate designated person: Head, Integrity and Governance Unit or Chairman of RMC Risk and Compliance, Bursa Malaysia Berhad, Exchange Square, Bukit Kewangan, 50200 Kuala Lumpur
Integrity & Governance Officer/ Chief (CIGO) Integrity & Governance Officer (IGO)	Chairman of RMC RMCChairman@bursamalaysia.com	
Employees	whistleblowing@bursamalaysia.com*	

\* Only accessible to the RMC Chairman, CIGO and IGO



## Anti-Fraud, Bribery and Corruption

Apart from the AFBC P&G and WPP, we have also implemented control measures through the following policies, procedures and guidelines to address corruption risks:



Among the key policies, framework and guidelines that relate to integrity and governance management (anti-fraud, bribery and corruption) include:

- Integrity, Governance and Compliance Management Framework (IGCMF)
- Code of Ethics (CoE) for Bursa Malaysia Group *(CoE is also established for the Board of Directors and Members of the Regulatory Committee of Bursa Malaysia Berhad)*
- Vendor Code of Conduct (VCC)
- Securities Transaction Policy for Bursa Malaysia Group
- Procedures on Asset Declaration
- Entertainment Policy
- Group Procurement Manual
- Corporate Authority Manual (CAM)
- Guidelines on Anti-Corruption Contractual Obligations
- Guidelines on Handling Conflict of Interest
- Group Disciplinary Policy

### Organisation Anti-Corruption Plan (OACP)

Introduced in July 2020, Bursa Malaysia's OACP was developed in alignment with Strategy Objective 6.2 outlined in the National Anti-Corruption Plan (NACP) 2019-2023. The OACP aims to reinforce governance, integrity and anti-corruption controls within the organisation, aligning with the OACP objectives of becoming a trusted exchange that goes beyond the highest standards of integrity and governance, in our commitment to be accountable to all our stakeholders.

A total of 18 enhancement initiatives under the five Priority Areas of the OACP 2020-2023 below have been completed in the last three years.



### Corruption Risk Assessment

We conduct corruption risk assessments to identify, evaluate and mitigate potential risks that may impact our business. Our corruption risk assessment is integrated into our Enterprise Risk Management (ERM) framework through the Risk Control Self-Assessment (RCSA) process and Risk Register Reviews that are carried out on an annual basis.

### Compliance Attestation and Declaration

Employees must complete an annual compliance attestation which requires them to declare their compliance with the general code of ethical conduct and the continual upholding of personal integrity.

This extends beyond our employees where a similar protocol is applied to our supply chain. Vendors participating in our tender process are obligated to furnish a Vendor Declaration Form, committing to comply with pertinent Bursa Malaysia policies and refrain from any involvement in corruption. Before onboarding, vendors are required to agree with the terms outlined in our Vendor Code of Conduct, which explicitly details our zero-tolerance approach towards corruption and bribery, among other principles.

## Anti-Fraud, Bribery and Corruption

### Our Progress

#### Anti-Bribery Management System (ABMS) Programme

In 2023, we undertook an internal readiness assessment to gauge Bursa Malaysia's adherence to ABMS standards. Following the internal evaluation, it was established that Bursa Malaysia generally conforms with the ABMS standards requirements applicable to Bursa Malaysia's operations.

#### Corruption Risk Assessment

During the reporting period, a review of the corruption risk assessment was undertaken for Bursa Malaysia's operations to evaluate the Group's exposure to corruption, bribery and fraud risks.

#### Enhanced Securities Transaction Policy

In 2023, we enhanced the Securities Transaction Policy for comprehensive coverage and to fortify compliance of our employees. The enhanced policy allows us to address evolving regulations and company policies, provides in-depth guidance and aligns with the latest regulatory and internal policy requirements. This is crucial for our employees as they may come across material non-public information in the course of their daily duties. The expansion of the policy was accompanied by an animated video which was published on 31 October 2023, for the benefit of our employees.

#### Employee Training and Awareness

We continued holding training and awareness sessions to enhance understanding and awareness of anti-fraud, bribery and corruption matters among employees and the Board of Directors. Among the initiatives implemented were interactive e-learning modules on awareness of anti-fraud, bribery and corruption, which were introduced in 2022.

Our annual Anti-Corruption Training and Awareness programme enables employees to fully understand and adhere to Bursa Malaysia's anti-corruption policies, positioning and measures. Briefings on Anti-Money Laundering, Countering Financing of Terrorism and Targeted Financial Sanctions (AML/CFT & TFS) were carried out for the relevant employees in 2023.

To heighten awareness, quarterly email communications were disseminated to employees on topics such as:



#### Training Related to Anti-Corruption (by Employee Category)

	Headcount	Percentage
Top Management	12*	100% (of 12)
Senior Management	5	19% (of 26)
Middle Management and Below	130	22% (of 601)
Total number of employees who attended anti-corruption training	147	23% (of total 639 employees as at 31 December 2023)

\* including CEO



100% of new employees have completed the mandatory AFBC training via our e-learning module during their probation period/before confirmation.



100% of all applicable employees have received training on 'Anti-Money Laundering, Countering Financing of Terrorism and Targeted Financial Sanctions'.

In addition, to help our employees understand and internalise essential information about Bursa Malaysia's Code of Ethics, we released a video on the Code of Ethics on 29 May 2023. Showcasing the expectations and behavioural standards of employees in their daily duties, the video emphasises the core principles of integrity, honesty, discipline, transparency and commitment.

#### Board Training and Awareness

As part of the Board Development programme, a briefing session on "Elevating Board Oversight in Anti-Fraud, Bribery and Corruption" was carried out on 31 October 2023 by an external presenter. The session was attended by the Board of Directors and members of Management.

### Moving Forward

Bursa Malaysia is committed to the continuous enhancement of the corporate governance and AFBC measures within the Group. This is done through the development and implementation of the next cycle of the OACP as we anticipate the introduction of the National Anti-Corruption Strategy (NACS) in 2024, which is a continuation of the NACP. The initiation of the ABMS certification process is also targeted for 2024.





## Workplace Environment

### Why It Matters

Bursa Malaysia recognises the integral link between employee well-being and corporate success. It necessitates the cultivation of a positive and vibrant work environment that inspires and motivates employees, fostering a sense of purpose and dedication in their roles. This includes ensuring a safe and healthy work environment, which can boost productivity and employee morale, ultimately enabling excellence in performance. We actively shape a resilient workforce by instilling Bursa Malaysia's core values alongside comprehensive health and safety guidelines and services and well-being initiatives to create a safe and conducive work environment for our employees to thrive.

### Our Approach

At the heart of our success lies a commitment to cultivate a thriving and sustainable workplace. We firmly believe that two pillars underpin this dedication: embracing diversity and inclusion, and ensuring a safe and healthy environment for all employees. Our unwavering commitment to ethical practices is reflected in our strict adherence to relevant labour practices, standards and legal regulations. Furthermore, we draw guidance from the United Nations Guiding Principles on Business and Human Rights (UNGPs), upholding fundamental human rights such as freedom of association and collective bargaining. This fosters a work environment where employees feel valued, respected and empowered to contribute their unique talents, ultimately creating a sustainable workplace that fosters engagement and retains talent.

#### A Diverse and Inclusive Workplace

We remain guided by our Diversity, Equity and Inclusion (DEI) Policy in our commitment to providing a diverse and inclusive work environment. This enables us to shape a workforce with employees from both gender groups, various age groups and even cultures and ethnicities. We continue to be a signatory to the Women's Empowerment Principles (WEPs), which underscores our commitment to advancing the gender equality agenda in our workplace, marketplace and community since 2020.

#### A Safe and Healthy Workplace

We comply with Bursa Malaysia's Occupational Safety and Health (OSH) Policy, where matters related to OSH are overseen by an OSH Committee. The OSH Committee meets quarterly to hold OSH risk assessments and to review and investigate incidents. The OSH Committee is in charge of assessing our workplace environment from time to time to ensure the continuous safety and well-being of our employees by mitigating and minimising external and physical risks.

Keeping our workplace environment safe is not just the responsibility of the OSH Committee and internal stakeholders. Our Vendor Code of Conduct requires all vendors to adhere to OSH laws and regulations. Vendors are also responsible for the health and safety of all stakeholders of their activities when stationed at Bursa Malaysia's premises and they are expected to take appropriate measures to avoid accidents and injuries.

### Incident Reporting Procedure

We have in place an Incident Reporting Procedure, which is accessible via the Bursa Malaysia's intranet, to guide employees in incident reporting. An incident can be recorded via our GRC Solution, which will subsequently be escalated to the OSH Committee for review and assessment. Additional investigation will be undertaken to identify corrective measures and actions.

The Risk and Compliance team manages a repository containing records of all logged incidents and the corresponding corrective actions. This repository enables the team to analyse and monitor incidents to prevent the recurrence of similar incidents.

## Workplace Environment

### Our Progress

#### Diverse and Inclusive Workplace

##### Revision to Employee Benefits and Labour Practices

As the frontline regulator, we continuously strive to walk the talk by ensuring compliance with all applicable laws and regulations. Since 2022, we have adopted all the amendments made by the Employment (Amendment) Act 2022 by revising our employee benefits and adopting current labour practices. This includes reviewing our benefits to allow flexible benefits and leveraging digital tools and platforms to adapt to changing market dynamics. We have also enhanced the e-claim process to empower employees to manage benefits that are within their entitlement. These include items such as the Online Employment Verification letter, online overtime application and online mobile benefits, among others.

The newly enforced law, which came into effect on 1 January 2023, aims to enhance the protection and welfare of all employees, ensuring that Malaysian labour law provisions are in accordance with international labour standards. Among the amendments included were:

- 1 Reduced weekly working hours from 48 to 45 hours
- 2 Extended maternity leave from 60 days to 98 days
- 3 Introduction of seven consecutive days of paid maternity leave

#### 2023 Bloomberg Gender-Equality Index

Bursa Malaysia was included in the 2023 Bloomberg Gender-Equality Index (GEI), making it the fourth consecutive year for us to be recognised as a corporate organisation committed to advancing women's equality and high-level transparency in gender reporting.



#### Employee Feedback

We gather feedback from employees through town halls and surveys throughout the year. The Group Human Capital department addresses any issues raised and implements corrective measures, if any. We are pleased to report that there were no reports on incidents of discrimination in 2023.

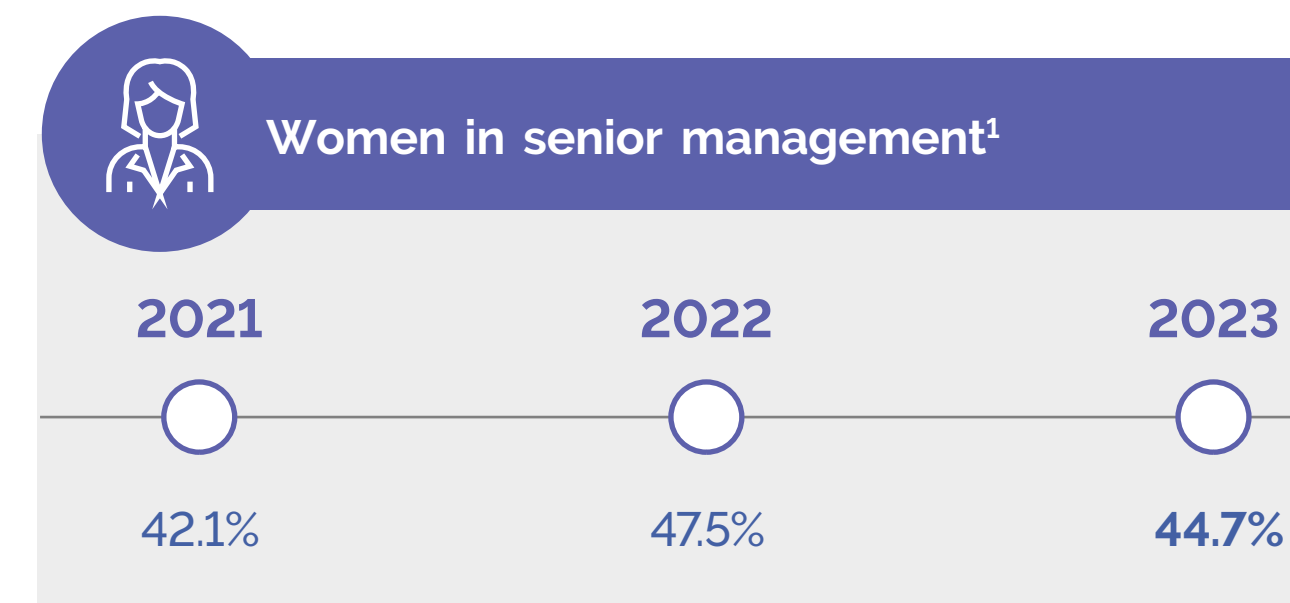
#### Human Rights Impact Assessment (HRIA)

We completed the HRIA across our value chain in 2022 and we are currently developing a Human Rights Framework to be implemented in the near future. The framework aims to guide Bursa Malaysia's stance and approach in relation to human rights, particularly in our supply chain, and aligning the organisation's practices with the UNGPs.

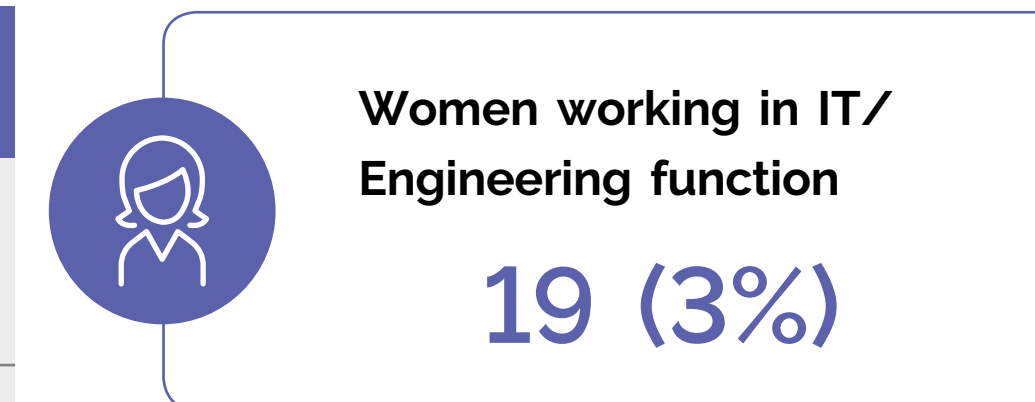
#### Employee Performance Data

Tracking and monitoring our workforce-related data will allow us a better understanding of our workforce composition. As at 31 December 2023, we had 639 employees based in Malaysia, comprising 592 permanent employees and 47 short-term and fixed-term employees.

As part of our diverse work culture, we offer opportunities to youths and young graduates through training programmes and internships. Most of our trainees are participants of the Protégé programme, a government initiative that aims to prepare youths to meet current industry needs through collaboration with industry experts.



<sup>1</sup> Senior management consists of the CEO, Senior Directors, Directors, Senior Executive Vice Presidents and Executive Vice Presidents



Note: The number is of total number of female employees under Group Technology (GT) and the percentage is the total number of GT female employees/total Bursa employees



## Workplace Environment

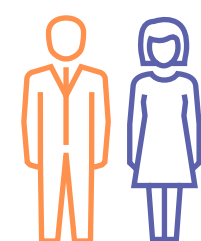
### Gender Pay Ratio:



Note:  
 1. Excluding bonus  
 2. The gender pay ratio shows a slight variation from 2022 figures due to improved assessments and segmentation according to employee categories, as required by GRI reporting disclosures

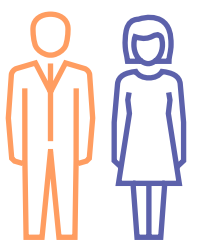
### Employee Turnover by Gender<sup>1</sup>

- Male: 41 (6.4%)
- Female: 38 (5.9%)



### Percentage of Employees Promoted by Gender<sup>2</sup>

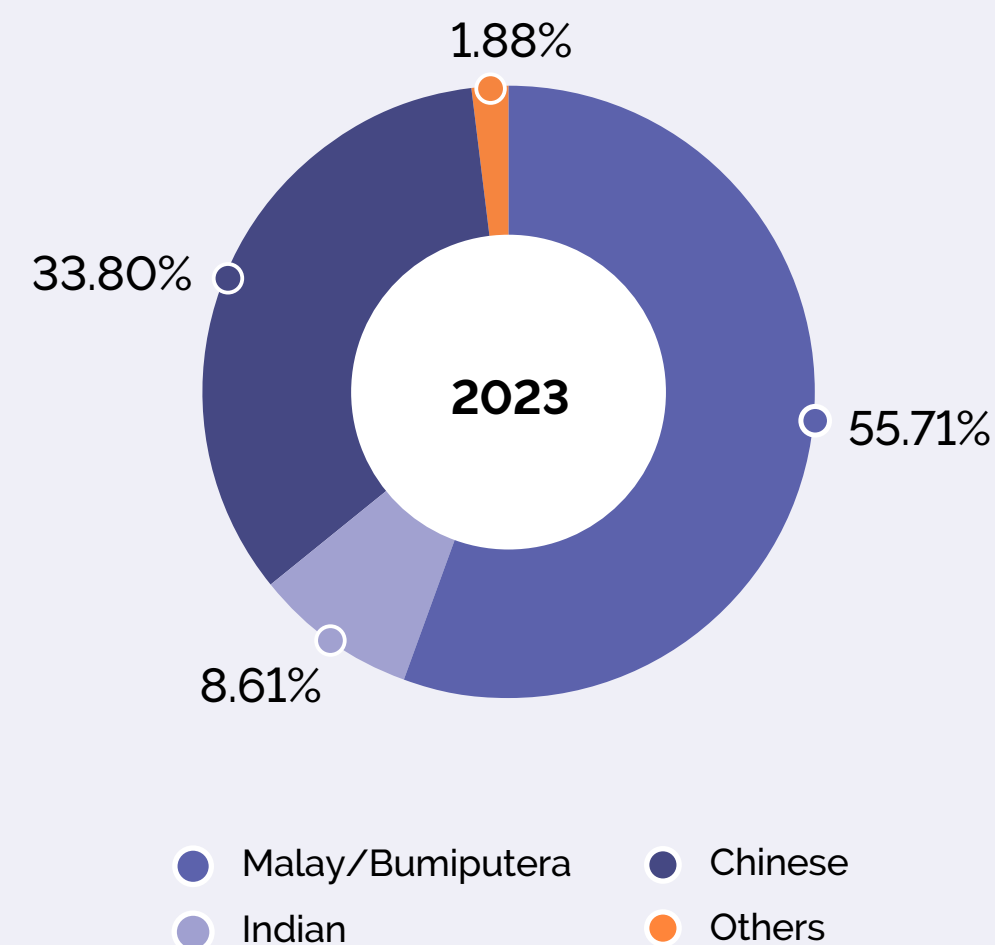
- Male: 32 (5.0%)
- Female: 27 (4.2%)



<sup>1</sup> Employee turnover rate is calculated by dividing the number of employees who left the organisation by the total of employees as at 31 December 2023

<sup>2</sup> Percentage of employees promoted by gender is calculated by dividing the number of employees who were promoted by the total number of employees as at 31 December 2023

### Total Workforce Composition by Ethnicity



### Safe and Healthy Workplace

In 2023, we continued implementing various OSH initiatives to keep our employees updated with the relevant OSH-related knowledge and guidelines. We are guided by our Occupational Safety and Health (OSH) Policy. OSH at Bursa Malaysia is governed by an OSH Committee, which meets four times a year to conduct OSH risk assessments and to review and investigate incidents. The OSH Committee is responsible for reviewing the workplace environment to continuously safeguard the well-being of employees and protect them from external and physical risks. We have established an Incident Reporting Procedure, including those related to OSH. An incident can be logged via GRC Solution and gets escalated to the OSH committees for review and assessment. Further investigation will be conducted to derive corrective measures and actions. Risk and Compliance maintains a repository of all the incidents logged and corrective actions taken for analysis and monitoring purposes to prevent similar incidents from recurring. The Incident Reporting Procedure is made available to all our employees via our intranet. We also require our vendors to comply with all occupational safety and health laws and regulations via the Vendor Code of Conduct. While stationed at Bursa Malaysia's premises, vendors should be responsible for the health and safety of all persons affected by their activities and take reasonable steps to prevent accidents and injuries.

### Sexual Harassment Awareness Training

At Bursa Malaysia, we have taken active steps to curb any possibility of sexual harassment at the workplace. As a start, we launched the Sexual Harassment infographic in 2023 in conjunction with the Anti-Sexual Harassment Advocacy Programme initiated by the Ministry of Women, Family and Community Development to raise awareness and educate our employees about the issue, in accordance with Section 81(H) of the Employment (Amendment) Act 2022. We will continue to ensure that we provide a safe and conducive working environment to minimise any instances of sexual harassment at the organisation.

### Safety and Health Training

We organise training sessions on safety and health to keep our employees informed of the necessary knowledge required to stay safe and in managing emergency situations. In 2023, 433 employees received training related to OSH.

## Workplace Environment

	Training	Date
<b>Safety and Health Officer Training</b>	Occupational Health for Safety and Health Officer	7 June 2023
	Safety and Health Officer Engagement 2023: Towards Zero Rejection (online session)	23 November 2023
<b>Emergency Response Training (ERT)</b>	ERT Engagement with ERT	19 October 2023
	Refresher ERT Training with the Fire and Rescue Department	6 November 2023
	ERT Briefing for Evacuation Drill Preparation	17 November 2023
<b>Fire and Emergency Training</b>	Bomb, Metal and Narcotics Detector Training	20 February 2023
	OSH Workshop: Capacity Building Emergencies Skills Enhancement	10-11 May 2023
	Training on Firefighter Suit Usage	1 July 2023
	Fire Safety Seminar	17 July 2023
	Evacuation Drill with the Fire and Rescue Department	21 November 2023
<b>Safety and Health Awareness</b>	Ergonomic Awareness Webinar	13 July 2023
	Mental Health Awareness Webinar	20 July 2023
	Introduction to the Occupational Safety and Health (Amendment) Act 2022	27 July 2023
	Seminar on Practising Integrity, Health and Safety at the Workplace to Accelerate the Organisation's Sustainability	11 October 2023
<b>Hazard Identification</b>	Hazard Identification Risk Assessment and Risk Control	28-29 August 2023

### Enhanced Building Security Features

We continued enhancing the security features of the office building to improve the effectiveness of our perimeter security. In 2023, we installed:

- 37 new units of closed-circuit television cameras
- License Plate Recognition (LPR) system at the entry and exit of the carpark of the main building
- Under Vehicle Security System (UVSS) at the main entrance of the building
- A security access system at the fire emergency exit doors by all staircases in the building

### Safety and Health Performance

In 2023, there were no fatalities and one lost time incident involving our employees at our office. We remained vigilant against the spread of COVID-19 and continued monitoring the number of cases at the workplace. We stand guided by the SOPs released by the government in managing the situation.

### Moving Forward

We are committed to continue championing DEI within Bursa Malaysia through various initiatives, including promoting and hiring based on merit. To continue keeping our employees safe, healthy and well, we will maintain our target of zero accidents at the workplace and implement various initiatives to build capacity and raise awareness of workplace health and safety. We will also continue to uphold best practices in maintaining stringent security systems at our offices and this includes holding mock emergency drills, conducting a preliminary study on the Visitor Management System, reviewing the Hazard Identification Risk Assessment and Risk Control (HIRARC) framework annually and organising the Occupational Safety and Health Month. In addition, relevant officers will attend compulsory training as required under the Occupational Safety and Health Regulations 1997.



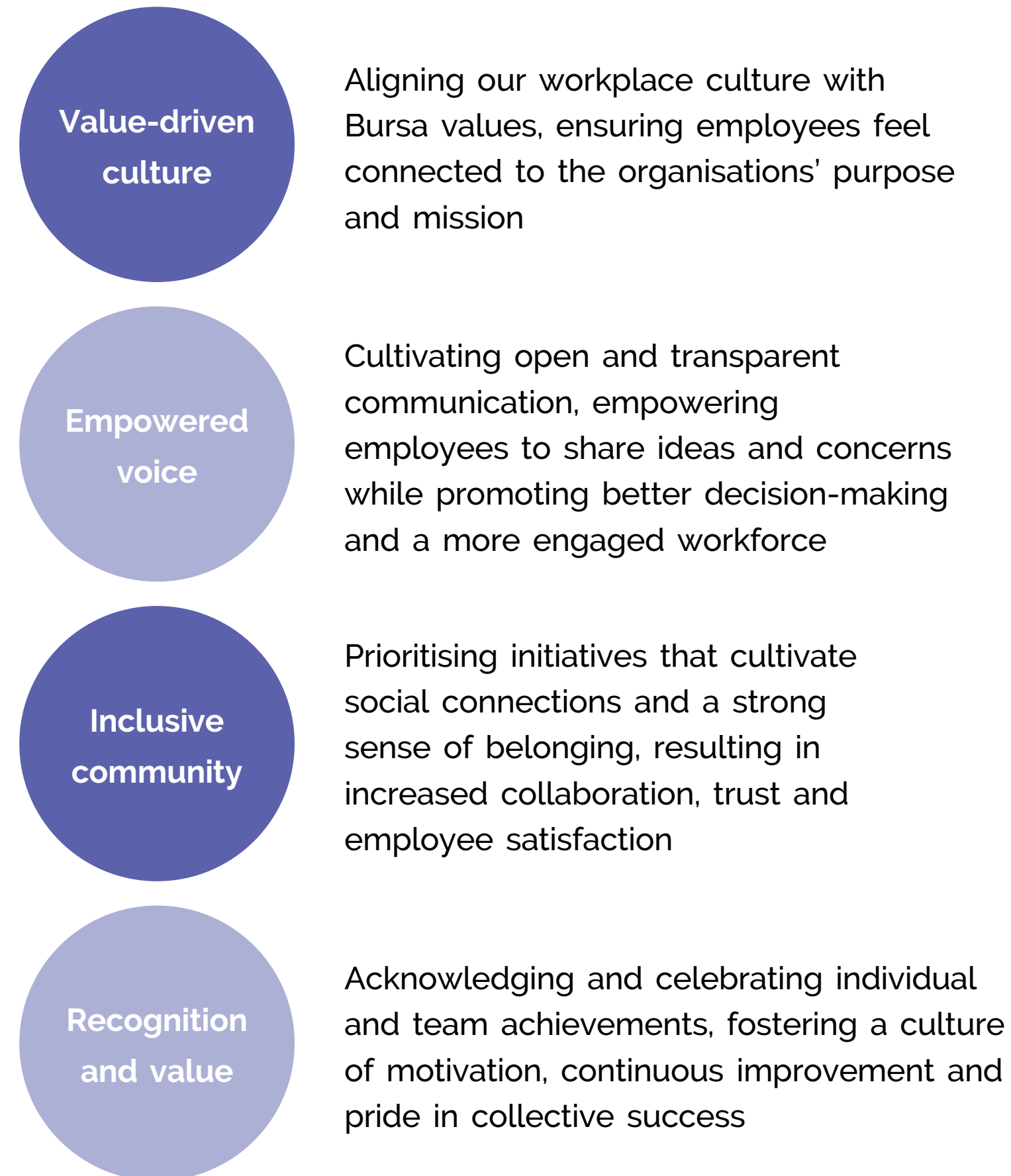
# Employee Engagement

## Why It Matters

In the post-pandemic era, employee engagement has become a key focus in the sustainability strategy for most, if not all, companies globally. The challenges of COVID-19 underscored the importance of a supportive workplace that boosts morale, reduces turnover and increases productivity. By cultivating a highly engaged workforce, we can improve efficiency, enhance brand value and promote sustainable growth, therefore contributing towards the generation of long-term value for our stakeholders and ensuring success in a dynamic and evolving world.

## Our Approach

Our strategy for employee engagement centres around four primary objectives, catering to the diverse needs of our people to enhance their well-being:



## Our Progress

We strive to create a work environment where employees feel valued, engaged, motivated and connected to their work and the organisation. Our efforts in employee engagement are aimed at enhancing organisational culture, improving morale, enhancing talent retention and boosting productivity.

In 2023, we enhanced our Employee Handbook to align with the latest amendments of the Employment Act 1955 and the current human capital practices at the Exchange. We also increased engagement with our Warga Bursa through these initiatives:

### Our Initiatives in 2023

#### Strengthening Employee Engagement

**Townhalls** – Two townhalls were organised to keep employees updated on developments relating to the organisation, providing them the opportunity to offer feedback and suggestions to Bursa Malaysia's Senior Management.

**Pulse Survey** – Held to gather feedback from randomly selected employees on various aspects of Bursa Malaysia including job satisfaction, performance feedback, management effectiveness and workplace culture to help improve policies and employee well-being.

**Employee Engagement Survey 2023** – An annual survey by an independent third party held from 6 to 19 December 2023 to evaluate employee engagement and gain feedback on various aspects. The results of which will be used as input towards improving the employee experience.

## Employee Engagement

### Enhancing Employee Experience

**Onboarding Process** – The enhanced onboarding experience improves pre-, first-day, and post-onboarding engagement. The new automated recruiting module makes recruitment effective and systematic, benefiting the entire recruitment chain. To provide a seamless onboarding experience, new recruits are scheduled for People Power Hour sessions, clarifying on all GHC spectrums. The “Hello Buddy” programme pairs new hires with “buddies” to help them adjust to the company culture and workplace. To complete the onboarding journey, Appreciation Day allows employees to speak directly with the Senior Management about Bursa Malaysia's strategic direction and long-term vision.

**Coffee & Donuts** – These sessions serve as a platform for engagement between employees and the CEO, allowing employees to share ideas and raise potential concerns. In 2023, two sessions were conducted with the participation of 75 employees.

**Kopi & Cekodok Sessions** – Rolled out in 2023, these informal sessions are a monthly engagement platform for employees and their respective Heads of Divisions to hold open discussions and address any concerns and challenges faced by the team. The sessions are also an opportunity to recognise and appreciate employee contributions.

**VIVA Engage** – Launched in August 2023, VIVA Engage serves as Bursa's 360 recognition platform, allowing employees to recognise their colleagues via Bursa Malaysia's intranet, the #BeBURSA platform.

**#BeBOLD** – Introduced in July 2023 as a platform for employees to share their thoughts and ideas to optimise our business practices and work environment via our #BeBURSA platform.

**Health Risk Assessment** – Conducted to gauge employees' mental and physical health to identify and support their needs.

### Encouraging Employee Volunteerism

**Bursa VIBE** – Bursa Malaysia's official employee volunteer platform that serves as an avenue for employees to give back to the community through various volunteering activities. In 2023, 404 Bursa VIBE volunteers participated in nine activities.

For more information on BursaVIBE, refer to Community Investment on page 86.

### Celebrating Diverse Cultures

**Festive Celebrations and Gifts** – Festive celebrations were organised and gifts were distributed to our employees to celebrate the diverse cultures and religions of our employees. Among the celebrations held in 2023 included Chinese New Year, Hari Raya Aidilfitri, Deepavali, National Day, Malaysia Day and Year End Special Gifts.

### Rewarding Employees' Children

**Yayasan Bursa Malaysia Excellence Awards 2023** – Bursa Malaysia has been recognising the children of employees who excel academically. These children are rewarded with a certificate, cash and gift vouchers for achieving outstanding results in their SPM examinations. In 2023, there were four award recipients.

### Moving Forward

To cultivate an inclusive work environment, we will continue to engage with our employees. We will leverage the annual employee engagement survey to improve on existing initiatives and identify new programmes to meet the needs of our employees.



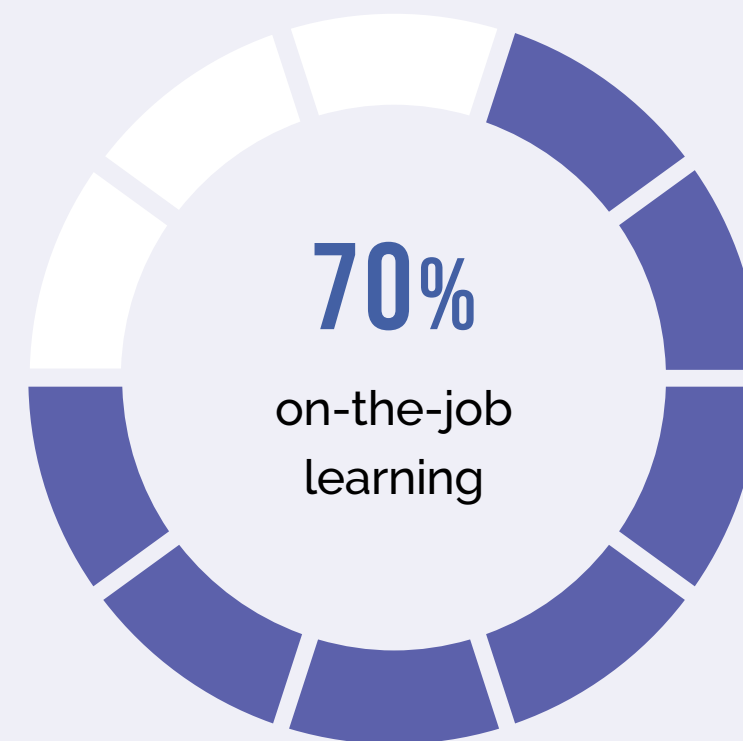
## Learning and Development

### Why It Matters

Building a resilient and future-proof workforce remains central to the sustainability of our organisation. Recognising our employees as both stakeholders and a key asset, we are committed to investing in their continuous learning and development. This enables them to adapt to the rapidly evolving demands of the capital market and changing business environment, maintaining their competitiveness and aligning with our core value of being agile. By upskilling, reskilling and fostering an adaptable talent pipeline, we ensure that our organisation continues to thrive in a dynamic and evolving landscape.

### Our Approach

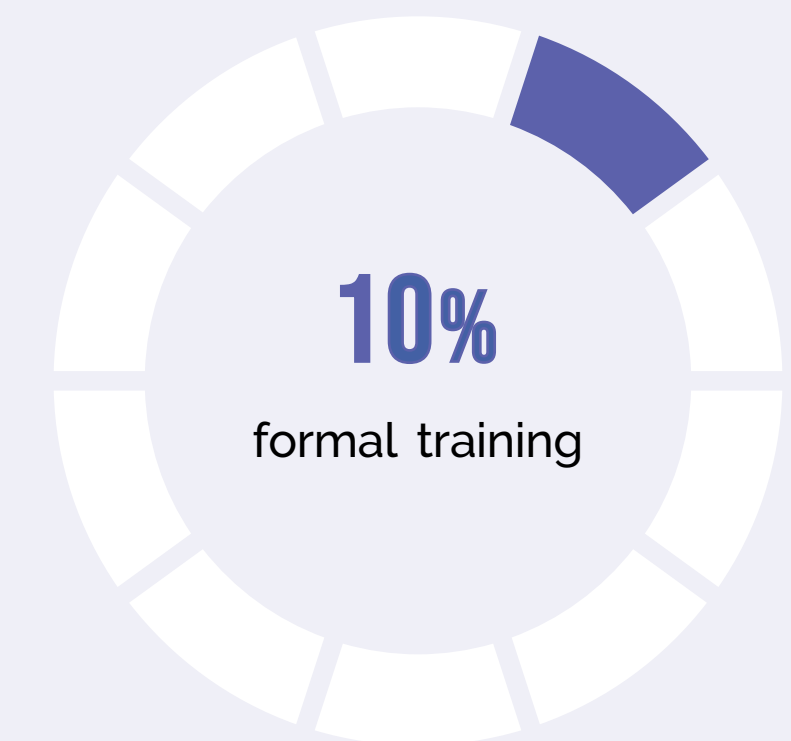
Our commitment to sustainable growth starts with building a future-ready workforce. We empower our employees to learn and evolve continually through our Adaptive Learning Organisation, leveraging the 70-20-10 principle. This ensures a holistic development that not only focuses on building technical and functional competencies but also nurtures individuals as leaders and well-rounded professionals.



We cultivate a culture of experiential learning by providing opportunities for employees to learn by doing and receive real-world experience.



We foster collaborative learning environments where employees can share knowledge and expertise, supported by experienced team leaders.



We invest in targeted leadership and soft skills development programmes to bridge gaps and refine essential skills.

Further, we have individual development plans (IDP) that include the participation of full-time employees and their managers. The IDPs align with clearly defined technical and functional competency frameworks for each job, ensuring focused development and closing skill gaps. To support the IDP execution, we offer a diverse and accessible learning ecosystem, which includes formal training sessions, webinars by subject-matter experts and industry leaders and online learning platforms.

## Learning and Development

### Our Progress

#### Launch of Learning@Bursa

To enhance our employees' learning experience, we launched the Learning@Bursa platform on 27 March 2023. Serving as a vital touchpoint, the platform allows employees to access the latest updates, insights and announcements related to Bursa Malaysia's various learning and development programmes for employees. Our employees can utilise the platform to customise a professional development plan that is specific to their respective capacity building needs.

#### Shaping an Agile Workforce

##### ASIFMA Training Series: Asia Financial Markets Explained

Between January and September 2023, employees were given the opportunity to learn from regional and global experts about the broader Asian financial market. Held in collaboration with the Asia Securities Industry & Financial Markets Association, the training was part of our in-house Innovation in Capital Market Series programme for employees.

There were nine training sessions held and attended by 196 employees.

The topics covered were:



#### Climate Gameshow

Bursa Malaysia held an innovative and award-winning ESG capacity building session for its employees, in collaboration with the Chartered Financial Analyst (CFA) Institute. Held on 25 September 2023, the event enabled participants to gain a broad understanding about the harmful impacts of carbon emissions on the environment and the communities surrounding us.



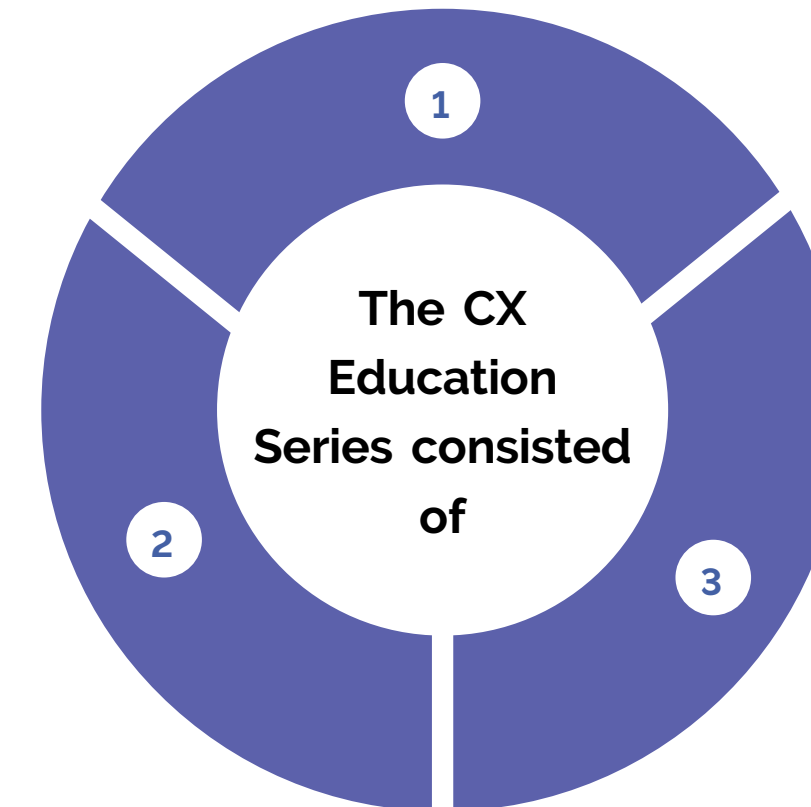
The training was attended by **24** employees.

#### Customer Experience (CX) Education Series

We organised a series of educational programmes to increase employees' awareness about the importance of CX, a key area for the Exchange. Participants learned about the insights from CX and how to apply and integrate CX into our business processes.



The educational programme was attended by a total of **282** employees.



- 1 Customer Experience Webinar:**
  - a. Value Creation in Customer Experience
  - b. From Touchpoints to Journey
- 2 Customer Service Training:** Creating the B.U.R.S.A. Customer Experience
- 3 Creating Delightful User Experience (UX):** Customer Journey Mapping



## Learning and Development

### Protégé Trainee Module Training Programme

As part of the Protégé Structured Development Programme, Bursa Malaysia rolled out a training programme based on a blended learning approach. The modules, which comply with specific requirements by the government, aim to equip our protégés with the necessary skills and knowledge to thrive in a corporate environment.

The modules of the training programme included: Value Driven Professionals; Organisational Adaptability; Entrepreneurship 101; Communication & Networking; Creative & Analytical Thinking; Environmental Sustainability & Social Impact; and Grooming & Etiquette.

### Cyber Security Thematic Programme

As an Exchange, cyber security is a critical area for Bursa Malaysia employees. In 2023, we implemented a series of online courses on cyber security to enhance the awareness of employees about the topic. Rolled out in June 2023, the programme helped to safeguard the integrity of Bursa Malaysia's systems, information and information assets. The first online learning module was launched in August 2023 while the second module was rolled out in November 2023.



100% of Bursa Malaysia employees completed the Cyber Security Thematic Programme.

### Training and Development Hours

Learning and Development	2020	2021	2022	2023
<b>Total Training Hours</b>	20,517	20,380	16,766	<b>16,020</b>
<b>Total Training Hours – by Gender</b>				
Male	9,866	9,009	7,703	<b>8,553</b>
Female	10,650	11,371	9,063	<b>7,467</b>
<b>Average Training Hours – by Gender</b>				
Male	32.1	26.6	24.3	<b>27.5</b>
Female	35.2	37.3	31.1	<b>26.1</b>
<b>Total Training Hours by Employee Category</b>				
Senior Management	575	1,290	795	<b>886</b>
Middle Management	12,237	12,517	10,368	<b>10,021</b>
Executive	6,413	5,406	4,024	<b>3,463</b>
Non-Executive	1,292	1,167	1,532	<b>1,650</b>
<b>Average Training Hours by Employee Category</b>				
Senior Management	21.3	34.9	20.9	<b>22.7</b>
Middle Management	35.1	33.5	28.6	<b>28.0</b>
Executive	37.7	33.4	29.0	<b>25.3</b>
Non-Executive	19.3	16.4	22.5	<b>25.4</b>
<b>Total Amount Invested in Employee Learning and Development (RM)</b>	1,371,826	1,487,630	1,434,681	<b>1,154,088</b>

### Moving Forward

In 2024, we will continue to enhance our learning and development programmes by improving the technical competency framework. This will include partnering with external institutions to develop in-house programmes that will strengthen the technical skills of our employees.





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86 Community Investment  
94 Supply Chain Management

# Advancing Our Communities

GRI 3-3, 203-1, 203-2, 204-1, 308-1, 308-2, 414-1, 414-2





# Community Investment

## Why It Matters

Corporate organisations play an important role in contributing to society and promoting a just future. Investing in the community creates shared value by aligning business goals with community well-being. Our CSR initiatives empower communities such as the Orang Asli, disabled people, and single mothers, and aim to positively impact their lives. This contributes to economic resilience and the creation of shared prosperity.

## Our Approach

Bursa Malaysia's community investment programmes and initiatives are overseen and executed through our foundation, Yayasan Bursa Malaysia (YBM). Our strategy is rooted in our belief that capital market players could join forces to create greater impact for our communities. Our priorities and actions are aligned to our CSR pillars:

- 1** Responsible consumption and production (SDG 12)
- 2** Financial literacy (SDG 4)
- 3** Poverty alleviation (SDG 1) and Disaster relief (SDG 11)

The development of our initiatives aligns with these three pillars and focuses on initiatives with the potential for lasting and significant impact. We collaborate closely with reputable partners to achieve this, emphasising the importance of strategic alliances. By leveraging each other's strengths, we implement meaningful programmes. Furthermore, the projects we support also create opportunities for our dedicated employee volunteers, known as Bursa VIBE, to actively contribute to communities, reinforcing our commitment to giving back to society.

## Our Progress

### Community Investment Programmes and Donations

In 2023, we pledged\* and disbursed RM1,829,683 to support various community investment programmes, uplifting and empowering communities in need, particularly B40 communities.

### 1 Responsible Consumption and Production

#### re.Food

re.Food is Bursa Malaysia's flagship food waste management initiative, focusing on reducing food waste disposal at landfills. The programme involves donating edible excess food to B40 communities and converting non-edible food waste into compost for B40 community gardens. Through re.Food, we continue to engage with our capital market community to drive sustainable behavioural change, addressing both food waste prevention and assisting the underprivileged.

#### Milestones achieved:

- ### 7,410kg

Total edible food donated to communities
- ### 1,506kg

Total composts donated to community gardens from 6,108 kg amount of food waste generated

\* applies to programmes that have been pledged but not fully disbursed in 2023

Community Investment

PLC	Amount (kg)	Beneficiaries	State(s) covered
Dutch Lady Milk Industries Berhad	1,200	<ul style="list-style-type: none"> <li>• Pulau Carey Orang Asli Villages</li> <li>• Charitable homes under the Food Aid Foundation.</li> <li>• Orang Asli at Kg Cunex, Gerik, Perak.</li> <li>• Young Womens' Christian Association of Kuala Lumpur (YWCA-KL).</li> </ul>	Johor, Perak, Selangor, Kuala Lumpur
MSM Malaysia Holdings Berhad	1,000	<ul style="list-style-type: none"> <li>• Pulau Carey Orang Asli Villages.</li> </ul>	Selangor
F&N Berhad	191	<ul style="list-style-type: none"> <li>• Orang Asli at Kg Cunex, Gerik.</li> </ul>	Perak
Food collection donation by Bursa Malaysia employees distributed by Treat Every Environment Special (TrEES)	3,328	<ul style="list-style-type: none"> <li>• Pulau Carey Orang Asli Villages.</li> </ul>	Selangor



Amount contributed  
**3,328kg**



Equivalent to  
**174 bags** of food items

2 Financial Literacy

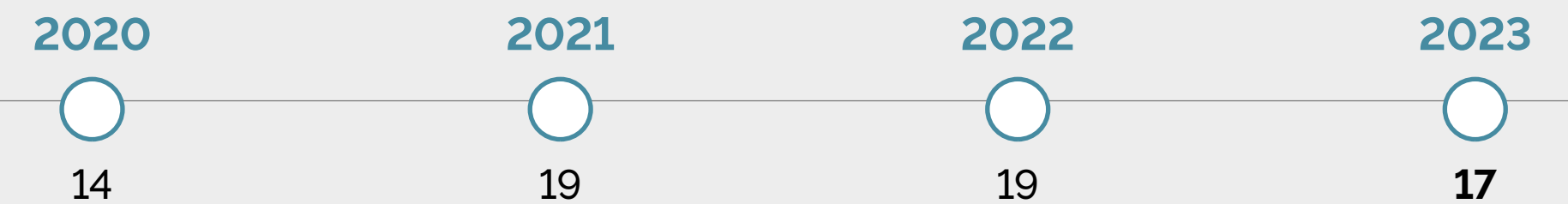
- Yayasan Bursa Malaysia Scholarship
- Amount: RM290,000

Bursa Malaysia through its foundation, has been providing full scholarships via Yayasan Bursa Malaysia (YBM) Scholarship, for students from underprivileged backgrounds to pursue undergraduate courses at seven local public universities since 2006. Annually, five students studying courses related to Law, Finance, Accountancy, Business Administration, Economics and Sustainability are granted scholarships after fulfilling the scholarship award criteria.

Since 2016, our scholarship programme has benefitted **89 students**.



Number of scholars



- Malaysia Professional Accountancy Centre (MyPAC)
- Amount: RM140,000

In 2023, we continued our collaboration with MyPAC by supporting three scholars to pursue a full-time postgraduate professional ACCA Programme. MyPAC is a non-profit organisation formed in January 2015, aimed at driving the development of Bumiputra Professional Accountants (BPA). Since 2020, Bursa Malaysia has been supporting this programme, benefiting six students from B40 background.



Community Investment

**2** Financial Literacy (cont'd)

- Bursa Malaysia - UUM Chair for Finance, Financial Assistance to B40 Students
- Amount: RM90,000



Financial assistance was provided to 10 underprivileged students from Universiti Utara Malaysia's (UUM) School of Economics, Finance and Banking (SEFB) to cover the costs of their undergraduate studies for two semesters beginning 2024. Additionally, best student awards will also be awarded to high performing undergraduate students in the fields of Finance, Economics and Decision Science.

**Sens-Ability**

Sens-Ability is a flagship CSR programme dedicated to promoting financial and investment literacy to the public.

 Read more about our Sens-Ability programme on page 27 of this report

**3** Poverty Alleviation and Disaster Relief: Upskilling and Employability

- Partner: ENOKU
- Amount provided: RM182,400
- Enhanced employability of 60 skilled Persons with Disabilities



Enable OKU (ENOKU), a social enterprise that emerged from the SEEd.Lab incubation programme, to support and empower 60 persons with disabilities (PWD). The initiative initially targeted people in the Klang Valley but was expanded to Kelantan due to requests from PWD there.

This initiative equips PWD with the tools they need to thrive. From interpersonal skills and digital literacy to practical experience in the workplace, the programme helps prepare them for employability across multiple job roles and skills-based income streams. It also boosts confidence and gives them hands-on experience.

- Partner: MySkills Foundation (MSF)
- Amount provided: RM200,000 sponsorship of 20 at-risk youths



This project by MySkills Foundation (MSF) upskills and trains 20 vulnerable, at-risk youths in baking and pastry and culinary arts, which they undertake as part of the Sijil Kemahiran Malaysia (SKM) course. A fully residential, 12-month programme at the MSF campus in Hulu Selangor has been adopted to deliver optimum value via a holistic training design. The programme focuses 70% of its content on character building and 30% on skills training.

This transformational offering is hoped to provide them with the necessary knowledge and interpersonal skills to successfully reintegrate into society in the future.



Community Investment

**3 Poverty Alleviation and Disaster Relief: (cont'd)**

**Upskilling and Employability**

- Partner: **Young Women's Christian Association Kuala Lumpur (YWCA-KL)**
- Amount provided: **RM200,000**
- Prepare and propel 16 female youths for employment



This partnership supports the upskilling and training of 16 female youths from underprivileged communities in Culinary, Bakery, as well as Sewing programmes, at the YWCA-KL Vocational Training Opportunity Centre in Kuala Lumpur. This 12-month residential programme focuses on a holistic approach covering vocational, entrepreneurial and self-development skills to prepare the young women for the job market.

- Partner: **Al-Azhar Care**
- Amount provided: **RM100,000**
- Postnatal knowledge care and skills for 10 female youths



This pilot project by Al-Azhar Care upskilled and trained 10 underprivileged female youths from Terengganu on postnatal knowledge and care skills. The goal is to shift the economic profile of these targeted youths and increase their employability and entrepreneurship potential in order to contribute to their household income.

- Partner: **Pit Stop Community Café (PSCC)**
- Amount provided: **RM192,000**
- Provides a total of 16,000 food packs to the homeless and urban poor



This project supported the homeless and urban poor with a total of 16,000 food packs distribution with an average of 200 food packs distributed during the lunch service, four days a week at PSCC.



## Community Investment

### CSR Flagship programmes:

**1 Sens-Ability**

Read more about our Sens-Ability programme on page 27 of this report.

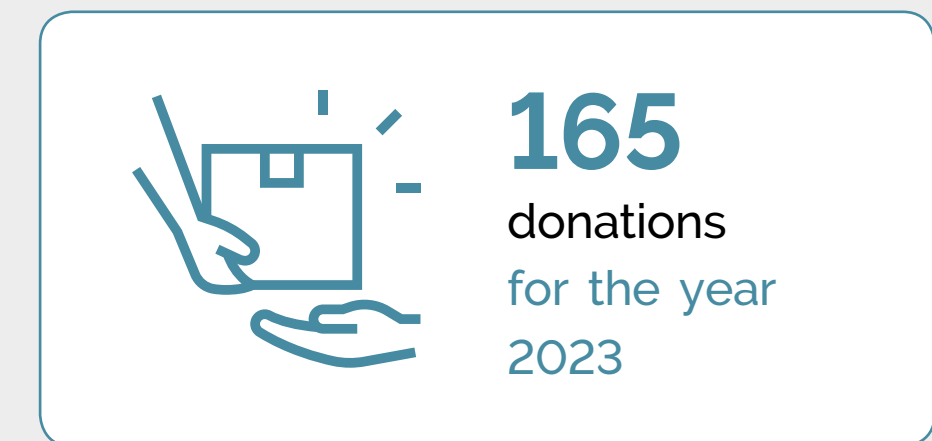
**2 Bursa Bull Charge**

Read more about our Bursa Bull Charge on page 10 of this report.

**3 Shares2share**

Shares2share is a securities donation scheme introduced to enable investors to donate their listed securities almost seamlessly, with proceeds from the sale to be channelled to the approved listed charities via Yayasan Bursa Malaysia. Since the launch in November 2022, 165 donations have been received, which we hope will increase in the coming years.

To ease the donation process, donors can donate their securities via the Bursa Anywhere mobile application, in board lots or odd lots, with no limitation on the number of securities that can be donated. In addition, the participating organisations which facilitate the transfer of the listed securities will waive their broking commission and their portion of the central depository system (CDS) transfer fee. To lend our support further, Bursa Malaysia will also waive the clearing fees of 0.03% and its portion of the CDS transfer fee.



Nine approved beneficiaries:



Note:

Amount shown here refers to CSR amount committed for community investment activities in 2021 and 2022 but were only disbursed in 2023 due to different project timelines and execution period



Community Investment

Bursa VIBE

Bursa VIBE is our employee volunteer platform set up in 2021 for Bursa Malaysia employees to participate in community outreach programmes and support projects awarded through Yayasan Bursa Malaysia grants. Through Bursa VIBE, our goal is to enhance experiential learning, improve employee engagement, contribute to employee morale and satisfaction, while also making a positive impact on society.

**Joint Volunteering with Axiata Foundation for “Building Resilience of Orang Asli Project” at Carey Island, Selangor**

Bursa VIBE's first joint volunteering activity with another corporation, Axiata Foundation, supported the “Building Resilience of Orang Asli” project through mangrove and coconut sapling plantings at Kampung Melayu and Kampung Orang Asli Sungai Bumbun in Carey Island. The initiative was led by our partner NGO, TrEES.



Planting of mangrove trees to protect the seabed from further erosion.

**210** mangrove saplings planted

**310** coconut saplings planted

**22** volunteers participated

**Bursa Malaysia's Community Garden at Exchange Square, KL**

The inception and ongoing upkeep of the community garden were spearheaded by dedicated VIBE volunteers. Armed with insights into sustainable agriculture and eco-friendly practices gained from training and hands-on sessions facilitated by our partner, SEEDS Malaysia, the initiative aims to supply locally grown produce to neighbouring communities. Apart from providing fresh produce, the project nurtures intangible benefits for employees by facilitating the exchange of experiences, improving their interpersonal engagements and mental health.

Eco-Sustainability Training

Establishment of Community Garden

<b>30.3ft x 41.8ft</b> plot	<b>20</b> plant species planted	<b>43</b> volunteers participated
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Farm to table vegetables and herbs from SEEDS Malaysia's garden.



Volunteers making enzymes from fruit wastes, to be used as natural fertilisers and vitamins for plants.



Community Investment

Rewang Ramadhan 2023

In 2022, we organised our first Rewang Ramadan – cooking together to prepare 'bubur lambuk' or rice porridge. In April 2023, we organised the same with Food Aid Foundation to provide and distribute sustenance to surrounding underprivileged communities and Warga Bursa, benefitting 1,300 individuals. This year, the bubur lambuk took a 'low carbon' approach by replacing meat with a vegetarian soy alternative as the base. In addition, compostable food containers were sourced to distribute the rice porridge.




**1,200** packages distributed




Distributed to **five** locations

- Perumahan Awam Sri Sarawak
- Asrama Darul Falah
- Rumah Anak-Anak Yatim dan Asnaf Qaseh Ibu
- Buku Jalanan Chow Kit
- Pusat Transit Gelandangan



Collaboration partner: **Food Aid Foundation**



**~100** Bowls served to orphans during Bursa Malaysia's Iftar Perdana held on the same day



**23** Bursa VIBE volunteers



Bursa VIBE volunteers



A community representative receiving bubur lambuk from Chairman of Bursa Malaysia



Volunteers from Bursa Malaysia, Food Aid Foundation and Silver Spoon International College students



Community Investment

International Volunteer Day 2023

We continue to honour our Bursa VIBE volunteers' commitment and contribution at the annual International Volunteer Day that falls on 5 December every year. This year, four recipients received top Bursa VIBE volunteer awards. At the same event, we also awarded four Bursa Malaysia children with the Bursa Malaysia's Excellence Award for excelling in their studies. Five Yayasan Bursa Malaysia scholars were also recognised at the same event.

We also invited Bursa Malaysia's beneficiaries and social enterprises to showcase their products, while creating awareness of the causes. The NGOs and social enterprises who were present that day were MSF, TrEES, YWCA-KL and United Voice.



Five Yayasan Bursa Malaysia scholars receiving their laptops from Bursa Malaysia Chairman Tan Sri Abdul Wahid Omar

Moving Forward

We believe that CSR can have a profound impact on communities and foster a sense of collective well-being by strengthening the sense of moral obligation to act for the common good.

We will continue to drive the capital market to fundamentally change the role of business in society and make 'doing good' a corporate norm, not just a tick box exercise.

Expanding and improving our flagship programmes and fundraising efforts, namely re.Food, Sens-Ability, Bursa Bull Charge and Shares2share, where donors can conveniently donate their listed securities, will continue to be our primary focus going forward. We will achieve these and other goals through strategic collaborations with multiple partners, pooling resources and leveraging on the expertise of capital market players, for the greater good of our communities.



# Supply Chain Management

## Why It Matters

Supply chain management is crucial as it impacts various aspects of a business organisation, including sustainability and the ability to meet customer expectations. As such, the business community has a key role in promoting sustainability to drive sustainable development. Companies embracing ESG practices in their supply chains, such as fair labour, efficient environmental management and anti-corruption measures, would motivate their suppliers to adopt similar principles. Additionally, a company's supply chain can enhance the local economy by supporting local industries. This will enable the organisation to achieve its sustainability goals and ultimately, cultivate a better, sustainable future for everyone.

## Our Approach

Bursa Malaysia adopts a strategic procurement approach with individual divisions and departments responsible for procurement, overseen by the Strategic Procurement team. Our procurement practices are guided by the Group Procurement Manual, the Vendor Management Policy and Purchasing Policy.

Sustainability is one of the six key principles outlined in the Group Procurement Manual, requiring employees to consider integrating sustainability in procurement activities. The Fixed Tender Committees are chaired by either the CEO or the Director of Business Acceleration, depending on the threshold of the projects.

Apart from that, vendors participating in our tender process must submit a Vendor Declaration Form, to adhere to relevant Bursa Malaysia policies and prevent all forms of corruption. To ensure a sustainable and ethical supply chain, all vendors must register with Bursa Malaysia and adhere to the Vendor Code of Conduct, meeting requirements such as sound financial standing and financial performance history. These due diligence checks ensure that our vendors are financially stable, comply with anti-corruption policies and demonstrate integrity.

## Our Progress

In 2023, we continued enhancing our supply chain through various initiatives to support our vendors and suppliers in embedding sustainability practices into their businesses. The aim was to enable them to comply with local and global legislations, meet the rising demand for sustainable products and gain better access to green financing. There were no significant changes to our supply chain during the year.

### Initiatives implemented in 2023



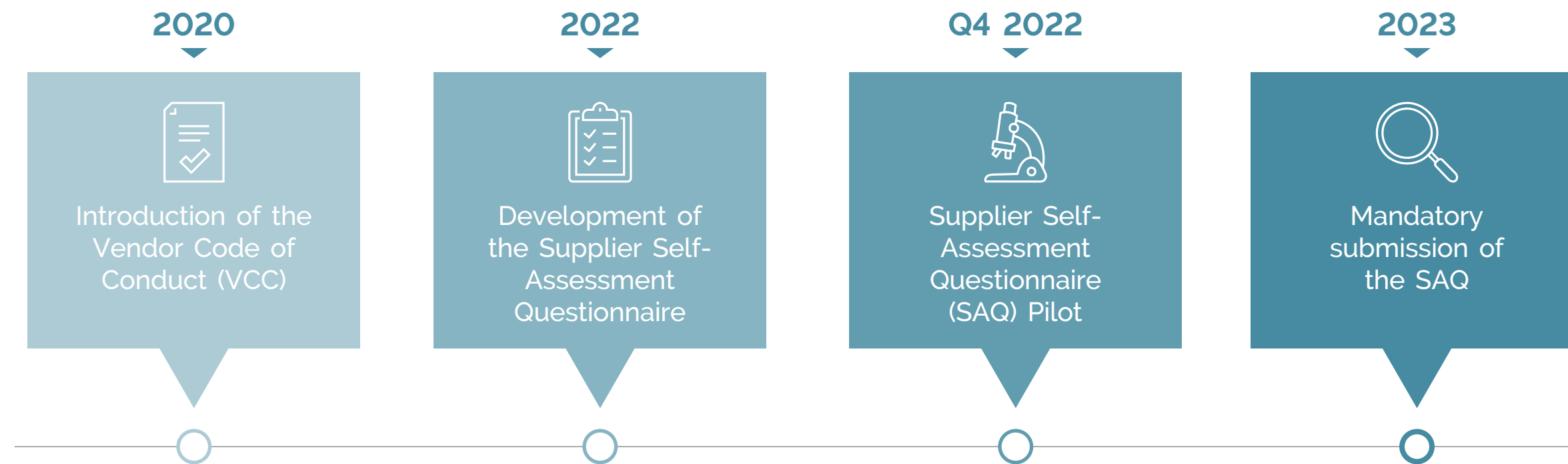
## Supply Chain Management

### Supplier Assessment Questionnaire (SAQ)

The SAQ was implemented in three phases. It began with the launch of Phase 1 in December 2022 and subsequently culminated with the mandatory SAQ submission requirement in 2023. In total, 105 suppliers and vendors responded to Bursa Malaysia's SAQ since its pilot phase in December 2022.

### Bursa Malaysia Initiatives Towards a Sustainable Supply Chain

Since 2020, Bursa Malaysia has taken steps to ensure that our supply chain has in place certain policies via the Vendor Code of Conduct (VCC) and Supplier Self-Assessment Questionnaire.



All vendors participating in Bursa Malaysia's Request For Proposal (RFP) are required to submit a declaration form stating that they are not to engage in any form of corruption, in compliance with the VCC.

- Objectives:
- Gain insight into how our vendors manage their Environment, Social, and Governance (ESG) impacts
  - Articulate our sustainability standards and expectations
  - A means for us to measure the progress of our vendors.

The SAQ was initially rolled out to 18 selected vendors as a pilot in 2020.

The SAQ has been integrated as a mandatory step in our new Vendor Registration process.



### Supplier Engagement Day

Bursa Malaysia's inaugural Supplier Engagement Day was held on 29 November 2023 to highlight the importance of sustainable supply chain management. During the session, we shared the findings of the SAQ with our vendors and suppliers. The session also featured speakers from the United Nations Global Compact Malaysia and Brunei and SME Corp who shared the development of sustainability amongst SMEs.





## Supply Chain Management

### Support for Local Vendors

We continued contributing to local economic development by prioritising local suppliers and vendors where possible. This involves businesses that are registered within Malaysia. Our spending on local vendors decreased by 16% against 2022, due to the different products and services that were required in 2023.

Percentage of Local Vendors and Suppliers Engaged



Percentage of Procurement Spend on Local Vendors and Suppliers



### Moving Forward

Bursa Malaysia will keep working closely with its vendors and suppliers to identify their needs in embracing sustainable practices. This will enable us to enhance our supply chain management through the implementation of strategic initiatives such as:



Continuous monitoring of SAQ results from new and existing vendors and suppliers



Holding targeted engagements with vendors and suppliers based on SAQ findings



Facilitating capacity building of vendors and suppliers based on needs analysis



Tracking sustainability-related progress of vendors and suppliers based on periodical assessments



# Performance Data Table

from ESG Reporting Platform

Bursa Malaysia as a Listed Issuer is required to provide mandatory ESG disclosures as part of the Main Market Listing Requirements, in line with the enhanced Sustainability Reporting Guide, 3<sup>rd</sup> Edition. The following performance data table, downloaded from the ESG Reporting Platform summarises indicators that are pertinent against our Material Matters. For 2023 and throughout our 2021-2023 Sustainability Roadmap, our 14 Material Matters are:

- Economic Performance
- Market Integrity and Stability
- Education and Capacity Building
- Cyber Security and Customer Privacy
- Sustainable Finance
- Innovation and Technology Excellence
- Climate Risks
- Environmental Footprint
- Anti-Fraud, Bribery and Corruption
- Workplace Environment
- Employee Engagement
- Learning and Development
- Community Investment
- Supply Chain Management

We have matched all numerical mandatory and additional indicators to the relevant Material Matters. Some of the indicators are subsumed under the same Material Matter, for example the indicators of energy, water, waste and GHG emissions are matched to the Material Matter 'Environmental Footprint'. In addition, some of our Material Matters do not have quantitative data and have been covered in the narrative in previous sections of our Sustainability Report 2023. The figures below have been internally and externally assured, as labelled accordingly for each of the indicators.

Indicator	Measurement Unit	2022	2023
<b>Cyber Security and Customer Privacy</b>			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0
<b>Environmental Footprint</b>			
Bursa C4(a) Total energy consumption	Megawatt	9,256.04	8,139.89
Bursa C9(a) Total volume of water used	Megalitres	61.463000	58.481000
Bursa C10(a) Total waste generated	Metric tonnes	467.01	247.40
Bursa C11(a) Scope 1 emissions in tonnes of CO2e	Metric tonnes	209.48	2,409.31
Bursa C11(b) Scope 2 emissions in tonnes of CO2e	Metric tonnes	7,218.76	6,168.74
Bursa C11(c) Scope 3 emissions in tonnes of CO2e (at least for the categories of business travel and employee commuting)*	Metric tonnes	1,554.43	1,224.41

\* including homeworking, waste disposed, paper consumption and water consumption

Internal assurance   External assurance   No assurance   (\*)Restated





Performance Data Table

Indicator	Measurement Unit	2022	2023
<b>Anti-Fraud, Bribery and Corruption</b>			
<b>Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category</b>			
Top Management	Percentage	100.00	100.00
Senior Management	Percentage	100.00	19.00
Middle Management and Below	Percentage	100.00	22.00
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
<b>Bursa (Diversity)</b>			
<b>Bursa C3(a) Percentage of employees by gender and age group, for each employee category</b>			
<b>Age Group by Employee Category</b>			
Senior Management Below 30	Percentage	0.00	0.00
Senior Management 30 - 50	Percentage	37.50	36.84
Senior Management Above 50	Percentage	62.50	63.16
Middle Management Below 30	Percentage	3.05	0.79
Middle Management 30 - 50	Percentage	72.30	73.16
Middle Management Above 50	Percentage	24.65	26.05
Executive Below 30	Percentage	28.87	32.03
Executive 30 - 50	Percentage	39.44	31.37
Executive Above 50	Percentage	31.69	36.60
Non-Executive Below 30	Percentage	4.23	5.88
Non-Executive 30 - 50	Percentage	46.48	41.18
Non-Executive Above 50	Percentage	49.30	52.94

Internal assurance

External assurance

No assurance

(\*)Restated





Performance Data Table

Indicator	Measurement Unit	2022	2023
<b>Gender Group by Employee Category</b>			
Senior Management Male	Percentage	52.50	55.26
Senior Management Female	Percentage	47.50	44.74
Middle Management Male	Percentage	48.48	49.21
Middle Management Female	Percentage	51.52	50.79
Executive Male	Percentage	46.48	46.41
Executive Female	Percentage	53.52	53.59
Non-Executive Male	Percentage	85.92	85.29
Non-Executive Female	Percentage	14.08	14.71
<b>Bursa C3(b) Percentage of directors by gender and age group</b>			
Male	Percentage	70.00	66.70
Female	Percentage	30.00	33.30
46 - 50	Percentage	10.00	11.10
51 - 55	Percentage	20.00	0.00
56 - 60	Percentage	50.00	55.60
61 - 65	Percentage	0.00	22.20
65 - 70	Percentage	10.00	11.10
Above 71	Percentage	10.00	0.00
Percentage of global staff with a disability	Percentage	0.16	0.16
Percentage of women in the global workforce	Percentage	45.33	47.26
Number of Board Directors	Number	10	9
Number of women on the board	Number	3	3
Number of female employees in IT/Engineering functions	Number	19	19

Internal assurance

External assurance

No assurance

(\*)Restated





Performance Data Table

Indicator	Measurement Unit	2022	2023
<b>Workplace Environment</b>			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00	0.16
Bursa C5(c) Number of employees trained on health and safety standards	Number	477	433
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	8.47	7.36
<b>Bursa C6(c) Total number of employee turnover by employee category</b>			
Male	Number	51	41
Female	Number	38	38
Below 30	Number	12	8
30 - 50	Number	51	43
Above 50	Number	26	28
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
<b>Learning and Development</b>			
<b>Bursa C6(a) Total hours of training by employee category</b>			
Senior Management	Hours	795	886
Middle Management	Hours	10,368	10,021
Executive	Hours	4,024	3,463
Non-Executive	Hours	1,532	1,650
Total Amount Invested in Employee Learning and Development (RM)	MYR	1,434,681.00	1,154,087.66
<b>Community Investment</b>			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	1,382,000.00	1,829,683.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	24,672	7,519
<b>Bursa (Supply chain management)</b>			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	94.00	78.00

Internal assurance

External assurance

No assurance

(\*)Restated





# Appendices



# External Assurance Statement



## INDEPENDENT ASSURANCE OPINION STATEMENT

To the Directors of Bursa Malaysia Berhad

Holds Statement No.: SRA803727

The British Standards Institution (**BSI**) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the Bursa Sustainability Report – 2023 of Bursa Malaysia Berhad.

### Scope

The scope of engagement agreed upon with Bursa Malaysia Berhad includes the following:

The assurance covers the information of the following subject matters in the Bursa Sustainability Report for 2023.

1. Total GHG Emissions
  - Scope 1 (tCO<sub>2</sub>e)
  - Scope 2 (tCO<sub>2</sub>e)
  - Scope 3 (tCO<sub>2</sub>e)
    - a) Employee commuting
    - b) Homeworking
    - c) Waste disposal
    - d) Paper consumption
    - e) Water consumption
    - f) Business travels
2. Total Water Consumption
3. Gender Pay Ratio
4. Selected Data under Learning Development
  - Total Training Hours (TTH)
  - TTH by Gender
  - TTH by Employee Category

The selected information is reported in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019.

### Opinion Statement

We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above. Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Information is not prepared, in all material respects, in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019

### Methodology

Our assurance engagements were carried out in accordance with ISAE3000 (Revised) and ISO 14064-3:2019. Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top-level review of issues raised by external parties that could be relevant Bursa Malaysia Berhad policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers and staffs on Bursa Malaysia Berhad approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- document review of relevant systems, policies, and procedures where available.
- review of supporting evidence for claims made in the reports.
- visit of the headquarter office to confirm the data collection processes, record management and practices.

### Responsibility

Bursa Malaysia Berhad is responsible for the preparation and fair presentation of the sustainability information and report in accordance with the agreed criteria. BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

### Independence, Quality Control and Competence

BSI is independent to Bursa Malaysia Berhad and has no financial interest in the operation of Bursa Malaysia Berhad other than for the assurance of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of Bursa Malaysia Berhad only for the purposes of verifying its statements relating to the Scope above.

This independent assurance opinion statement is prepared on the basis of review by BSI of information presented to it by Bursa Malaysia Berhad. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by Bursa Malaysia Berhad is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (ESG), and management systems and processes.

Issue Date: 6 February 2024

For and on behalf of BSI:

Shaiful Rahman, Lead Assurer

Evelyn Chye, Managing Director BSI Malaysia

BSI Malaysia Suite 29.01, Level 29, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia.



# PAS 2060 Statements



## Verification Report

### Verification Opinion

#### Verified as Satisfactory

Based on the process and procedures conducted, there is no evidence that the Carbon Neutrality Declaration produced by Bursa Malaysia:

- is not materially correct and is not a fair representation of GHG and carbon neutrality data and information.
- has not been prepared in accordance with PAS 2060:2014 and its principles.

The following improvements were raised in relation to future Carbon Neutrality Declarations

Plan and implement carbon offsetting strategies to compensate for unavoidable emissions by investing in projects that remove or reduce an equivalent amount of greenhouse gases from the atmosphere, such as reforestation, afforestation, or renewable energy projects.

Lead Verifier: **Shaiful Rahman**  
 Independent Reviewer: **Idasara Losuwan**  
 Signed on behalf of BSI: Evelyn Chye - Managing Director, Malaysia

Issue Date: 14 February 2024  
 BSI Malaysia Suite 29.01, Level 29, The Gardens North Tower, Mid Valley City, Lingkaran Syed Putra, 59200 Kuala Lumpur, Malaysia.

NOTE: BSI Malaysia is independent to and has no financial interest in Bursa Malaysia This third-party Verification Opinion has been prepared for Bursa Malaysia. only for the purposes of verifying its statement relating to its GHG emissions more particularly described in the scope above. It was not prepared for any other purpose. In making this Statement, BSI Malaysia has assumed that all information provided to it Bursa Malaysia is true, accurate and complete. BSI Malaysia accepts no liability to any third party who places reliance on this statement.

### Verification Engagement

Organization	Bursa Malaysia Berhad
Responsible party	Bursa Malaysia Berhad
Verification Objectives	To express an opinion on whether the Carbon Neutrality Declaration which is historical in nature: <ul style="list-style-type: none"> <li>Is accurate, materially correct and is a fair representation of GHG and carbon neutrality data and information.</li> <li>Has been prepared in accordance with PAS 2060:2014, the criteria used by BSI to verify the GHG Organizational Statement</li> </ul>

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Materiality Level	10%
Level of Assurance	Limited
Verification evidence gathering procedures	<ul style="list-style-type: none"> <li>Evaluation of the monitoring and controls systems through interviewing employees, observation &amp; inquiry</li> <li>Verification of the data through sampling recalculation, retracing, cross checking, and reconciliation</li> </ul>
The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification	
Verification Standards	The verification was carried out in accordance with ISO 14064-3: 2019 and ISO 14065: 2013
Note: Bursa Malaysia Bhd is responsible for the preparation and fair presentation of the GHG statement and report in accordance with the agreed criteria. BSI is responsible for expressing an opinion on the GHG statement based on the verification.	

### CNCV 797607 14022024

#### Carbon Neutrality Declaration – Subject

Organizational Carbon Footprint for	Bursa Malaysia Bhd Exchange Square, Bukit Kewangan, 50200 Kuala Lumpur Malaysia
Organizations Carbon Neutrality Declaration	Bursa Malaysia QES PAS 2060 FY2022
Organizations Qualifying Explanatory Statement	Bursa Malaysia QES PAS 2060 FY2022
Organizational Boundary	Operational Control
Locations included in the Organizational Boundary	See Appendix A
Scope of activities:	Operations from all Bursa's buildings and assets based on the operational control. This includes: <ol style="list-style-type: none"> <li>Exchange Square (Main Building)</li> <li>Annex Building</li> <li>Disaster Recovery Centre</li> <li>Labuan International Financial Exchange Office (LFX)</li> </ol>

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Reporting Boundary:	Direct GHG Emissions (Scope 1)	Emissions associated with fuel usage from owned transport, genset operations and fugitive emissions used by buildings and assets under Bursa Malaysia's and its operational control.
	Indirect GHG Emissions from imported energy (Scope 2)	Emissions associated with purchased electricity according to the location-based method used by buildings and assets under Bursa Malaysia's and its operational control.
	Indirect GHG emissions (Scope 3)	Emissions associated with business travel, employee commuting, homeworking, waste disposal, Paper consumption and water consumption.
Exclusions from Reporting Boundary:		The de-minimis emissions from fossil fuels that are less than 1% of the total CO2 emissions have been excluded.
Criteria for Developing the Carbon Neutrality Declaration		PAS 2060:2014
Reporting Period		1 <sup>st</sup> January 2022 – 31 <sup>st</sup> December 2022

Emission Category	tCO <sub>2</sub> (e)
Direct Emissions (scope 1)	209.49
Indirect Emissions from Imported Energy (scope 2) - Location Based	7,218.76
Indirect GHG emissions (scope 3)	1,554.43
<b>Total Carbon Footprint</b>	<b>8,982.68</b>
<b>Carbon credits used for offsetting Carbon Footprint</b>	<b>8,983.00</b>

### Appendix A

List locations from the boundary of the GHG statement

Country	Categories	Sites	Address
Malaysia	Office	Main Building Exchange Square	Exchange Square, Bukit Kewangan, 50200 Kuala Lumpur, Malaysia
	Office	Annex Building	Exchange Square, Bukit Kewangan, 50200 Kuala Lumpur, Malaysia
	Office	Disaster Recovery Centre	Disaster Recovery Centre, Wisma Chase Perdana, 50490 Kuala Lumpur, Malaysia
	Office	Labuan International Financial Exchange Office	Labuan International Financial Exchange, Jalan Merdeka, 87000, W.P Labuan, Malaysia

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# Global Reporting Initiative (GRI) Content Index

<b>Statement of use</b>	Bursa Malaysia has reported in accordance with the GRI Standards for the period of 1 January 2023 to 31 December 2023, unless otherwise stated.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	Not applicable

GRI Standard/ Other Source	Disclosure	Page Number(s), URL or Direct Answer	Omissions & Explanation	
GRI 2: General Disclosures 2021	<b>The organisation and its reporting practices</b>			
	2-1	Organisational details	<ul style="list-style-type: none"> <li>SR 2023 Page 2</li> <li>IAR 2023 Page 128</li> </ul>	
	2-2	Entities included in the organisation's sustainability reporting	<ul style="list-style-type: none"> <li>SR 2023 Page 2</li> </ul>	
	2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>SR 2023 Page 2</li> </ul>	
	2-4	Restatements of information	<ul style="list-style-type: none"> <li>Significant restatement of data compared to prior years are noted in the section(s) where they appear</li> </ul>	
	2-5	External assurance	<ul style="list-style-type: none"> <li>SR 2023 Page 102</li> </ul>	
	<b>Activities and workers</b>			
	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> <li>SR 2023 Page 94</li> <li>IAR 2023 Page 5,6,10,11</li> </ul>	
	2-7	Employees	<ul style="list-style-type: none"> <li>SR 2023 Page 99</li> <li>IAR 2023 Page 38</li> </ul>	
	2-8	Workers who are not employees		2-8-a (i) and (ii), 2-8-b (i) and (ii), 2-8-c Reason: Information unavailable/incomplete Explanation: Work required is on a 3rd party agreement basis and very much outcome based. Difficulty to obtain as data not based on full time employee or headcount based.
	<b>Governance</b>			
	2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>SR 2023 Page 11-12</li> <li>IAR 2023 Page 112-120</li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</a></li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/governance_model">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/governance_model</a></li> </ul>	
	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> <li>IAR 2023 Page 130-139</li> </ul>	
	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li>IAR 2023 Page 132</li> </ul>	
	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>IAR 2023 Page 130-137</li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</a></li> </ul>	
	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>IAR 2023 Page 130-137</li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</a></li> </ul>	
	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>SR 2023 Page 11</li> </ul>	
2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>IAR 2023 Page 140, 146</li> </ul>		
2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>SR 2023 Page 73</li> </ul>		
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</a></li> </ul>		



Global Reporting Initiative (GRI) Content Index

GRI Standard/ Other Source	Disclosure		Page Number(s), URL or Direct Answer	Omissions & Explanation	
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>IAR 2023 Page 130-139</li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/cg_report</a></li> </ul>		
	2-19	Remuneration policies	<ul style="list-style-type: none"> <li>IAR 2023 Page 137</li> <li><a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/board_remuneration_policy">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/board_remuneration_policy</a></li> </ul>		
	2-20	Process to determine remuneration	<ul style="list-style-type: none"> <li>IAR 2023 Page 137</li> </ul>		
	2-21	Annual total compensation ratio		2-21-a, b, c Reason: Confidentiality constraints Explanation: Salary and compensation package are confidential information as per company's policy	
	<b>Strategy, policies and practices</b>				
	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>SR 2023 Page 3-5</li> <li>IAR 2023 Page 21-25, 27-32</li> </ul>		
	2-23	Policy commitments	<ul style="list-style-type: none"> <li>SR 2023 Page 12</li> <li><a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean__-Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean__-Amended_08042020.pdf</a></li> <li><a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a></li> <li><a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/659e0388e6414ac989396557/Bursa_-_Anti-Corruption_Policy_-_20_Dec_2023.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/659e0388e6414ac989396557/Bursa_-_Anti-Corruption_Policy_-_20_Dec_2023.pdf</a></li> <li><a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/6214653439fba2756e43999d/Simplified_Code_of_Ethics_290520_final.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/6214653439fba2756e43999d/Simplified_Code_of_Ethics_290520_final.pdf</a></li> </ul>		
	2-24	Embedding policy commitments	<ul style="list-style-type: none"> <li>SR 2023 Page 11-21</li> </ul>		
	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>SR 2023 Page 73-75</li> <li>IAR 2023 Page 156-161</li> </ul>		
	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li><a href="https://bursa.listedcompany.com/whistle_blowing_policy.html">https://bursa.listedcompany.com/whistle_blowing_policy.html</a></li> </ul>		
	2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>SR 2023 Page 38, 65, 111-112</li> </ul>	2-27-c, d Reason: Not applicable Explanation: No incident of non-compliance	
	2-28	Membership associations	<ul style="list-style-type: none"> <li>SR 2023 Page 50</li> </ul>		
	<b>Stakeholder Engagement</b>				
	2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>SR 2023 Page 13-18</li> </ul>		
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> <li>SR 2023 Page 76</li> </ul>			
<b>Material Topic</b>					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 13-19</li> </ul>		
	3-2	List of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 20-21</li> </ul>		
<b>Topic-Specific Disclosures: Material Matters</b>					
<b>Strengthening Our Core</b>					
<b>Economic Performance</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 23-24</li> </ul>		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>SR 2023 Page 23-24</li> <li>IAR 2023 Page 36-39, 10-11</li> </ul>		

## Global Reporting Initiative (GRI) Content Index

GRI Standard/ Other Source	Disclosure	Page Number(s), URL or Direct Answer	Omissions & Explanation
<b>Market Integrity and Stability</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 25-26</li> <li>IAR 2023 Page 140</li> </ul>
<b>Education and Capacity Building</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 27-37</li> </ul>
<b>Cyber Security and Customer Privacy</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 38-39</li> <li>IAR 2023 Page 54, 58</li> </ul>
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> <li>SR 2023 Page 39</li> </ul>
<b>Driving our Growth</b>			
<b>Sustainable Finance</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 41-50</li> </ul>
<b>Innovation and Technology Excellence</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 51-55</li> <li>IAR 2023 Page 63</li> </ul>
<b>Protecting Our Environment</b>			
<b>Climate Risks</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 57-64</li> </ul>
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>SR 2023 Page 57-64</li> </ul>
<b>Environmental Footprint</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 65-69</li> </ul>
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	
	302-2	Energy consumption outside the organisation	
	302-3	Energy Intensity	
	302-4	Reduction of energy consumption	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resources	<ul style="list-style-type: none"> <li>We obtained our water from two sources: municipal water and groundwater extracted from a stream located near our Head Office since 2011. The groundwater is used for toilet flushing and in cooling towers.</li> </ul>
	303-2	Management of water discharge-related impacts	<p>303-2 Reason: Not applicable Explanation: We are not operating in an industry with significant water-related impact</p>
	303-3	Water withdrawal	<ul style="list-style-type: none"> <li>SR 2023 Page 69, 98</li> </ul>
	303-5	Water consumption	<ul style="list-style-type: none"> <li>SR 2023 Page 69, 98</li> </ul>



## Global Reporting Initiative (GRI) Content Index

GRI Standard/ Other Source	Disclosure		Page Number(s), URL or Direct Answer	Omissions & Explanation
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	• SR 2023 Page 65-67	
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity		
	305-5	Reduction of GHG emissions		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	• SR 2023 Page 68-69	
	306-2	Management of significant waste-related impacts	• SR 2023 Page 69	
	306-3	Waste generated	• SR 2023 Page 69, 98	
	306-4	Waste diverted from disposal		
	306-5	Waste directed to disposal		
<b>Empowering Our Workforce</b>				
<b>Anti-Fraud, Bribery and Corruption</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR 2023 Page 73-75	
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	• SR 2023 Page 74 • IAR 2023 Page 130, 145	
	205-2	Communication and training about anti-corruption policies and procedures	• SR 2023 Page 75	
	205-3	Confirmed incidents of corruption and actions taken	• SR 2023 Page 111	
<b>Workplace Environment</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR 2023 Page 76-79	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	• SR 2023 Page 78	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• SR 2023 Page 77	
	401-3	Parental leave	• SR 2023 Page 77	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	• SR 2023 Page 78	
	403-2	Hazard identification, risk assessment and incident investigation		
	403-3	Occupational health services	• SR 2023 Page 78-79	
	403-4	Worker participation, consultation and communication on occupational health and safety	• SR 2023 Page 78	
	403-5	Worker training on occupational health and safety	• SR 2023 Page 78-79	
	403-6	Promotion of worker health		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• SR 2023 Page 78 • <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a>	
	403-8	Workers covered by an occupational health and safety management system	• SR 2023 Page 78 • <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a>	

## Global Reporting Initiative (GRI) Content Index

GRI Standard/ Other Source	Disclosure		Page Number(s), URL or Direct Answer	Omissions & Explanation
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>SR 2023 Page 99-100</li> <li>IAR 2023 Page 127</li> </ul>	
	405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> <li>SR 2023 Page 78</li> </ul>	
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> <li>There were no incidents of discrimination and corrective actions taken in 2023</li> </ul>	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li><a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy_clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy_clean_-_Amended_08042020.pdf</a></li> </ul>	
<b>Employee Engagement</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 80-81</li> </ul>	
<b>Learning and Development</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 82-84</li> </ul>	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>SR 2023 Page 84</li> </ul>	
	404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>SR 2023 Page 77, 83-84</li> </ul>	
	404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>SR 2023 Page 82</li> </ul>	
<b>Advancing Our Communities</b>				
<b>Community Investment</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 86-93</li> </ul>	
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported		
	203-2	Significant indirect economic impacts		
<b>Supply Chain Management</b>				
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR 2023 Page 94-96</li> </ul>	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>SR 2023 Page 96</li> </ul>	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>SR 2023 Page 95</li> </ul>	
	308-2	Negative environmental impacts in the supply chain and actions taken		308-2-a, b, c, d, e Reason: Information unavailable/incomplete Explanation: Limited information collected
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> <li>SR 2023 Page 95</li> </ul>	
	414-2	Negative environmental impacts in the supply chain and actions taken		414-2-a, b, c, d, e Reason: Information unavailable/incomplete Explanation: Limited information collected





# Sustainability Accounting Standards Board (SASB) – Security & Commodity Exchanges

## Security and Commodity Exchanges Standard

Table 1

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Promoting Transparent and Efficient Capital Markets	(1) Number and (2) average duration of (a) halts related to public release of information and (b) pauses related to volatility	Quantitative	Number, Minutes	FN-EX-410a.1	For the year 2023, we did NOT suspend any counters/stocks due to or related to volatility or erratic trading.  No. of halts related to public release of information: 62  Average duration of halts related to public release of information: 1 hour
	Percentage of trades generated from automated trading systems	Quantitative	Percentage (%)	FN-EX-410a.2	Algorithmic trading constituted 5.5% of traded volume.
	Description of alert policy regarding timing and nature of public release of information	Discussion and Analysis	n/a	FN-EX-410a.3	The Exchange may, at any time, halt the trading of any listed securities upon the listed issuer releasing a material announcement (paragraph 16.04 read together with Practice Note 20 of the Main Market Listing Requirements).  The listed issuer may also request that trading in its listed securities be suspended if it requires time to prepare and release an announcement relating to material transaction or if the listed issuer intends to make a material announcement or hold a press conference to make the material announcement (paragraph 16.03 read together with Practice Note 2 of the Main Market Listing Requirements).
	Description of policy to encourage or require listed companies to publicly disclose environmental, social, and governance (ESG) information	Discussion and Analysis	n/a	FN-EX-410a.4	For disclosures on publishing a Sustainability Statement, listed issuers are required to comply with the following Listing Requirements:  <ul style="list-style-type: none"> <li>- Bursa Malaysia Securities Berhad, Paragraph 29, Part A of Appendix 9C, Main Market Listing Requirements</li> <li>- Bursa Malaysia Securities Berhad, Practice Note 9, Risk Management and Internal Control, Corporate Governance and Sustainability Statement</li> <li>- Bursa Malaysia Securities Berhad, Paragraph 30, Part A of Appendix 9C, ACE Market Listing Requirements</li> <li>- Bursa Malaysia Securities Berhad, Guidance Note 11, Risk Management and Internal Control, Corporate Governance and Sustainability Statement</li> </ul>
Managing Conflicts of Interest	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Quantitative	Presentation currency	FN-EX-510a.1	As of 31 December 2023, there were no monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behaviour, market manipulation, malpractice or other related financial laws or regulations.
	Discussion of processes for identifying and assessing conflicts of interest	Discussion and Analysis	n/a	FN-EX-510a.2	Bursa Malaysia has zero tolerance for any conduct that constitutes wrongdoing or malpractice, which may include any breach of ethics as described in the Code of Ethics (COE) or conflict of interest

Sustainability Accounting Standards Board (SASB) – Security & Commodity Exchanges

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Managing Business Continuity and Technology Risks	(1) Number of significant market disruptions and (2) duration of downtime	Quantitative	Number, Hours	FN-EX-550a.1	BSAS was inaccessible from 1310hrs to 1630hrs (3hrs and 20 mins) on Saturday, 1 Apr 2023. This was due to a power interruption at the Main Site Data Center during a planned and mandated TNB power recalibration maintenance exercise on the said date.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	FN-EX-550a.2	There were no material breaches or substantiated complaints concerning cyber security or customer privacy in 2023. We continue to remain vigilant in this area
	Description of efforts to prevent technology errors, security breaches, and market disruptions	Discussion and Analysis	n/a	FN-EX-550a.3	To stay vigilant and mitigate against evolving cyber security threats, Bursa Malaysia undertook the below initiatives to strengthen the security controls and processes: <ul style="list-style-type: none"> <li>a. Bug Bounty programme initiative to proactively identify weaknesses and discover vulnerabilities in Bursa's public-facing websites.</li> <li>b. Continuation of the Automation/Robotic Process Automation (RPA) Identity and Access Management (IAM) Phase 2 initiative to improve the provisioning of User- Accounts and privilege access.</li> <li>c. Self-Service Source Code scanning solution initiated to assist developers in the identification and remediation of source code related vulnerabilities at the early stage of the development lifecycle.</li> <li>d. Application Programming Interface (API) Security Solution for web applications to mitigate API-related attacks used by various applications to enable access and connectivity via the web and mobile applications.</li> <li>e. Conducted vulnerability assessment and penetration testing on all critical and public-facing applications and systems as part of its annual cyber resiliency program.</li> <li>f. Data leakage prevention ("DLP") to enhance Bursa's capability in detecting and protecting confidential information from data leakage.</li> </ul>

Table 2

Activity Metric	Category	Unit of Measure	Code	Response
Average daily number of trades executed, by product or asset class	Quantitative	Number	FN-EX-000.A	Ordinary (Mother Stock, Rights, Warrants & Preference): 227,738 Real Estate Investment Trusts: 2,161 Structured Warrants: 7,587 Exchange Traded Funds: 24 Exchange Traded Bonds and Sukuk: 0 Loan Stocks: 132 Total: 237,642

Table 2 (cont'd)

Activity Metric	Category	Unit of Measure	Code	Response
Average daily value traded, by product or asset class	Quantitative	Reporting currency	FN-EX-000.B	(OMT + DBT): Ordinary (Mother Stock, Rights, Warrants & Preference): RM2,221.6mil Real Estate Investment Trusts: RM13.1 mil Structured Warrants: RM56.0mil Exchange Traded Funds: RM663,184 Exchange Traded Bonds and Sukuk: RM3,272 Loan Stocks: RM1.4mil Total: RM2,292.6mil



# World Federation of Exchanges (WFE) Sustainability Principles Content

Principle	Pages or Comments
<p><b>Principle 1:</b> Exchanges will work to educate participants in the exchange ecosystem about the importance of sustainability issues</p>	27-30, 48-49
<p><b>Principle 2:</b> Exchanges will promote the enhanced availability of investor-relevant, decision-useful ESG information</p>	41-49
<p><b>Principle 3:</b> Exchanges will actively engage with stakeholders to advance the sustainable finance agenda</p>	41-50
<p><b>Principle 4:</b> Exchanges will provide markets and products that support the scaling-up of sustainable finance and reorientation of financial flows</p>	41-46
<p><b>Principle 5:</b> Exchanges will establish effective internal governance and operational processes and policies to support their sustainability efforts</p>	11-21

# The Ten Principles of the UN Global Compact Content

Global Compact Principle	Reference
<b>Human Rights</b>	
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• SR 2023 Pages 12, 76, 77</li> </ul>
<p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• SR 2023 Pages 12, 76, 77</li> </ul>
<b>Labour</b>	
<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> </ul>
<p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> </ul>
<p><b>Principle 5:</b> the effective abolition of child labour; and</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> </ul>
<p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a></li> <li>• SR 2023 Pages 78, 96, 99</li> </ul>
<b>Environment</b>	
<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• SR 2023 Pages 65-71</li> </ul>
<p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• SR 2023 Pages 65-71</li> </ul>
<p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a></li> <li>• SR 2023 Pages 38-39</li> </ul>
<b>Anti-Corruption</b>	
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<ul style="list-style-type: none"> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/606ed59939fba21d39f9a57a/Sustainability_Policy__clean_-_Amended_08042020.pdf</a></li> <li>• <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5fd31a885b711a16a85efee6/Vendor_Code_of_Conduct_GCFS.pdf</a></li> <li>• SR 2023 Pages 73-75</li> </ul>



# Abbreviations

<b>ABMS</b>	Anti-Bribery Management System
<b>ACE LR</b>	ACE Market Listing Requirements
<b>ACSR</b>	Advisory Committee on Sustainability Reporting
<b>AFBC</b>	Anti-Fraud, Bribery and Corruption
<b>AI</b>	Artificial Intelligence
<b>AML/CFT &amp; TFS</b>	Anti-Money Laundering, Countering Financing of Terrorism and Targeted Financial Sanctions
<b>API</b>	Application Programming Interface
<b>BA</b>	Bursa Anywhere
<b>BBC</b>	Bursa Bull Charge
<b>BCX</b>	Bursa Carbon Exchange
<b>BDR</b>	Bursa Digital Research
<b>BGD</b>	Bursa Gold Dinar
<b>BI</b>	Bursa Intelligence
<b>BMD</b>	Bursa Malaysia Derivatives Berhad
<b>BNM</b>	Bank Negara Malaysia
<b>BSAS</b>	Bursa Suq Al-Sila'
<b>Bursa IDEA</b>	Bursa In-Depth Equity Analysis Research Competition
<b>Bursa RISE</b>	Bursa Research Incentive Scheme
<b>BYIC</b>	Bursa Young Investor Club
<b>CAB</b>	Corporate Announcement Browser
<b>CAM</b>	Corporate Authority Manual
<b>CAN</b>	CEO Action Network
<b>CAG</b>	Corporate Announcement Gateway
<b>CDS</b>	Central Depository System
<b>CISM</b>	Corporate Integrity System Malaysia
<b>CG</b>	Corporate Governance
<b>CORSIA</b>	Carbon Offsetting and Reduction Scheme for International Aviation
<b>CoE</b>	Code of Ethics
<b>COI</b>	Conflict of Interest
<b>CP</b>	Clearing Participant
<b>CRO</b>	Climate Risks And Opportunities
<b>CSI</b>	Centralised Sustainability Intelligence
<b>CSR</b>	Corporate Social Responsibility
<b>CX</b>	Customer Experience
<b>DR</b>	Dealer Representatives
<b>DVTC</b>	Derivatives Virtual Trading Challenge

<b>EDP</b>	Enterprise Data Platform
<b>emPOC</b>	East Malaysia Palm and Lauric Oils Price Outlook Conference and Exhibition
<b>EMMS</b>	Enterprise Management and Monitoring System
<b>ENOKU</b>	Enable OKU
<b>ESG</b>	Environmental, Social and Governance
<b>ESM</b>	Enterprise Service Management
<b>ETF</b>	Exchange-Traded Fund
<b>ERM</b>	Enterprise Risk Management
<b>ERT</b>	Emergency Response Training
<b>EV</b>	Electric Vehicles
<b>FTAP</b>	Futures Trading Apprenticeship Programme
<b>F4GBM Index</b>	FTSE4Good Bursa Malaysia Index
<b>F4GBMS Index</b>	FTSE4Good Bursa Malaysia Shariah Index
<b>FCPO</b>	Crude Palm Oil Futures
<b>FEPO</b>	East Malaysia Crude Palm Oil Futures
<b>FY2022</b>	Financial Year 2022
<b>FY2023</b>	Financial Year 2023
<b>GEI</b>	Bloomberg Gender-Equality Index
<b>GHG</b>	Greenhouse Gas
<b>GRI</b>	Global Reporting Initiative
<b>GTC</b>	Global Technology-Based Carbon Contract
<b>GNC+</b>	Global Nature-Based Plus Carbon Contract
<b>HRIA</b>	Human Rights Impact Assessment
<b>IAM</b>	Identity Access Management
<b>IAR</b>	Integrated Annual Report
<b>ICDM</b>	Institute of Corporate Directors Malaysia
<b>IDP</b>	Individual Development Plans
<b>IETA</b>	International Emissions Trading Association
<b>IGCMF</b>	Integrity, Governance and Compliance Management Framework
<b>IM</b>	Invest Malaysia
<b>IPEF</b>	Indo-Pacific Economic Framework for Prosperity
<b>IPO</b>	Initial Public Offering
<b>IR</b>	Investor Relations
<b>IT</b>	Information Technology
<b>ISMS</b>	Information Security Management System
<b>ISR</b>	Illustrative Sustainability Report

<b>JC3</b>	Joint Committee on Climate Change
<b>KRI</b>	Key Risk Indicators
<b>LEAP</b>	Leading Entrepreneur Accelerator Platform
<b>LFX</b>	Labuan International Financial Exchange
<b>LR</b>	Listing Requirements
<b>MAP</b>	Mandatory Accreditation Programme
<b>MC</b>	Management Committee
<b>MCCG</b>	Malaysian Code on Corporate Governance
<b>MGTC</b>	Malaysian Green Technology and Climate Change Corporation
<b>MLT</b>	Mirror, Learn and Trade
<b>MMLR</b>	Main Market Listing Requirements
<b>MNRES</b>	Ministry of Natural Resources and Environmental Sustainability
<b>MOC</b>	Memorandum of Collaboration
<b>MOU</b>	Memorandum of Understanding
<b>MSF</b>	MySkills Foundation
<b>MWh</b>	Megawatt Hour
<b>MyPAC</b>	Malaysia Professional Accountancy Centre
<b>NACP</b>	National Anti-Corruption Plan
<b>NTCP</b>	Non-Trading Clearing Participants
<b>NTP</b>	Network Time Protocol
<b>NRECC</b>	Ministry of Natural Resources, Environment and Climate Change
<b>OACP</b>	Organisation Anti-Corruption Plan
<b>OGSE</b>	National Oil and Gas Services and Equipment
<b>OSH</b>	Occupational Safety and Health
<b>PAT</b>	Profit After Tax
<b>P&amp;G</b>	Policy and Guidelines
<b>PATAMI</b>	Profit after Tax, Zakat and Minority Interest
<b>PET</b>	Polyethylene Terephthalate
<b>PLC</b>	Public Listed Company
<b>PLCT</b>	Public Listed Companies Transformation
<b>PO</b>	Participating Organisation
<b>PoC</b>	Proof-of-concept
<b>POC2023</b>	Palm and Lauric Oils Price Outlook Conference and Exhibition
<b>PSCC</b>	Pit Stop Community Café
<b>PWD</b>	Persons with Disabilities

<b>RACC</b>	Regulatory and Conflicts Committee
<b>REC</b>	Renewable Energy Certificates
<b>REDD+</b>	Reducing Emissions from Deforestation and Forest Degradation
<b>REIT</b>	Real Estate Investment Trust
<b>RFFAC</b>	REDD+ Finance Framework Advisory Committee
<b>RMC</b>	Risk Management Committee
<b>SAQ</b>	Supplier Assessment Questionnaire
<b>SASB</b>	Sustainability Accounting Standards Board
<b>SC</b>	Securities Commission Malaysia
<b>SDC</b>	Sustainability and Development Committee
<b>SDG</b>	Sustainable Development Goals
<b>SICDA</b>	Securities Industry (Central Depositories) Act 1991
<b>SME</b>	Small and Medium Enterprise
<b>SMCP</b>	Securities Market Consultative Panel
<b>SOP</b>	Standard Operating Procedure
<b>SR</b>	Sustainability Report
<b>SRI</b>	Sustainable and Responsible Investment
<b>SSE</b>	United Nations Sustainable Stock Exchanges
<b>SSM</b>	Suruhanjaya Syarikat Malaysia
<b>SW</b>	Structured Warrant
<b>TCFD</b>	Task Force on Climate-related Financial Disclosure
<b>tCO<sub>2</sub>e</b>	tonnes of carbon dioxide equivalent
<b>TP</b>	Trading Participant
<b>TrEES</b>	Treat Every Environment Special
<b>UNIDROIT</b>	International Institute for the Unification of Private Law
<b>UNGC</b>	United Nations Global Compact
<b>UNGCMYB</b>	United Nations Global Compact Malaysia and Brunei
<b>UNGP</b>	United Nations Guiding Principles on Business and Human Rights
<b>UVSS</b>	Under Vehicle Security System
<b>VCC</b>	Vendor Code of Conduct
<b>VCM</b>	Voluntary Carbon Market
<b>WFE</b>	World Federation of Exchanges
<b>WPP</b>	Whistleblower Policy and Procedure
<b>WQ-FF Framework</b>	Waqf-Featured Fund Framework
<b>YBM</b>	Yayasan Bursa Malaysia
<b>YWCA-KL</b>	Young Women's Christian Association Kuala Lumpur

# Glossary

## A

### ACE Market

The ACE Market is a sponsor-driven market designed for companies with business prospects. It replaced the formerly known MESDAQ (Malaysian Exchange of Securities Dealing and Automated Quotation) Market in 2009.

## B

### BR Capital Debt Fundraising Platform

Launched on 22 December 2023, the platform serves as an alternative fundraising avenue for listed and unlisted companies, primarily SMEs, with funding goals of at least RM5.0 million. Participating companies can raise funds by issuing credit-rated investment notes with a minimum tenure of one year.

### Bursa Anywhere

A mobile application for retail investors to access a wide range of Central Depository System (CDS) account services and conduct permitted CDS transactions electronically through their personal devices with no physical forms.

### Bursa Carbon Exchange (BCX)

Launched on 9 December 2022, BCX is Malaysia's voluntary carbon market (VCM) exchange and the world's first Shariah-compliant carbon exchange. BCX is a multi-environmental product exchange that facilitates the continuous and off-market trading of high-quality carbon credits via standardised carbon contracts. The BCX is intended to support corporates with options to achieve their environmental, social and governance (ESG) aspirations.

### Bursa Gold Dinar (BGD)

A Shariah-compliant gold investment platform, providing investors with digital convenience to invest in physical gold through a mobile app.

### Bursa Malaysia-i

A fully integrated Islamic securities exchange platform with a comprehensive range of Shariah-compliant exchange-related facilities including listing, trading, clearing, settlement and depository services.

### Bursa Marketplace

An online portal that provides investors and traders with the information they need to conduct analysis, investing and trading.

### Bursa Suq Al-Sila' (BSAS)

A Shariah-compliant commodity Murabahah trading platform dedicated to facilitate Islamic liquidity management and Islamic financial transactions globally.

### Bursa Digital Research

A multifaceted in-house research portal that serves to provide investors with an added source of research and data analysis with the objective of improving financial literacy and facilitating informed investment decision making.

### Bursa Sustain

A one-stop repository of information on corporate governance, sustainability and responsible investment.

## C

### Capital

The capitals are stocks of value that are increased, decreased or transformed through the activities and outputs of the organisation.

### Central Depository System (CDS)

The CDS is a system that is fully owned and operated by Bursa Malaysia Depository Sdn Bhd, a wholly owned subsidiary of Bursa Malaysia.

The CDS is the core system for depository services. It serves as record keeping for shareholding and account information of depositors. The system also keeps records of shareholders for issuers. It manages transactions of trade settlement and share movement.

### Centralised Sustainability Intelligence (CSI) Platform

Developed in collaboration with the London Stock Exchange Group to serve as a repository for ESG disclosures for Public-Listed Companies (PLCs) along with their local and international suppliers in their supply chains. The CSI Platform enables companies to calculate and track their carbon emissions impact, while facilitating green financing and encourage decarbonisation efforts.

### Coronavirus Disease (COVID-19)

Coronavirus disease (COVID-19) is a mild to severe respiratory disease. It is transmitted chiefly by contact with infectious material such as respiratory droplets or with objects or surfaces contaminated by the causative virus, and is characterised by fever, cough, and shortness of breath, among others, and may progress to pneumonia and respiratory failure.

## D

### Derivatives

A derivative is a contract whose value derives from and is dependent on the value, delivery or payment obligations of one or more underlying assets, such as commodities, securities, indices or any of its combination. Derivatives products available on Bursa Malaysia Derivatives include equity, interest rate, bond, currency, agricultural (crude palm oil and palm kernel oil) and metal (gold and tin).

## E

### Equities

An instrument that signifies an ownership position, or equity, in a corporation, and represents a claim on its proportionate share in the corporation's assets and profits. A person holding such an ownership in the company does not enjoy the highest claim on the company's earnings. Instead, an equity holder's claim is subordinated to a creditor's claims, and the equity holder will only enjoy distributions from earnings after these higher priority claims are satisfied.

### Exchange Traded Fund (ETF)

An open-ended investment fund listed and traded on a stock exchange. ETF combines the features of an index fund and a stock. The liquidity of an ETF reflects the liquidity of the underlying basket of shares. Generally, there are three types of ETFs: equity ETFs, fixed income ETFs and commodity ETFs. These ETFs consist of baskets of stocks, bonds or commodities based on an index which instantly offers broad diversification and avert the risk involved in owning stocks of a single company. With units in an ETF, investors can gain exposure to a geographical region, market, industry or sector, commodity such as gold or even a specific investment style such as growth or value.

## F

### FTSE4Good Bursa Malaysia (F4GBM) Index

F4GBM Index measures the ESG performance of PLCs and was launched in December 2014. The constituents are drawn from companies on the FTSE Bursa Malaysia Emas Index and are reviewed every June and December against international benchmarks developed in collaboration with FTSE Russell.

### FTSE4Good Bursa Malaysia Shariah (F4GBMS) Index

F4GBMS Index is the ESG themed index designed to track constituents in the F4GBM Index that are Shariah-compliant, according to the Securities Commission Malaysia Shariah Advisory Council screening methodology.

## G

### Global Reporting Initiative (GRI) Standards

The GRI standards are the first global standards for sustainability. They feature a modular, interrelated structure, and represent the global best practice for reporting on a range of economic, environmental and social impacts.

## I

### Initial Public Offering (IPO)

An IPO refers to the process of offering the shares and/or securities of a listing applicant to the public on a recognised stock exchange for the first time. The shares and/or securities then become publicly listed and traded.

### IR4U Programme

The Bursa IR4U Programme is an initiative by the Exchange to promote and deepen the culture of investor relations amongst public listed companies in Malaysia.

## L

### Leading Entrepreneur Accelerator Platform (LEAP) Market

The LEAP Market is a qualified market which serves as an alternative avenue for SMEs and smaller companies to raise funds from sophisticated investors. It brings together potential SMEs and companies, intermediaries and sophisticated investors onto a single platform to create a conducive marketplace for fundraising.

### Listing Requirements (LR)

The respective listing requirements which govern the admission and post listing obligations of an issuer listed on the Main Market, ACE Market or LEAP Market of the Exchange.

## M

### Material Matters

Material Matters refer to matters that are of most importance to Bursa Malaysia, based on our significant economic, environmental, and social impacts and which substantively influence the assessments and decisions of our key stakeholders. They are also determined based on how they impact or are impacted by our value creation activities.



## Glossary

### Main Market

The Main Market is a prime market for listing of established companies that have achieved certain minimum profit track record or size. It is also a platform to list other capital market products such as debt securities, ETFs, REITs and structured warrants.

### Murabahah

An Islamic financing structure. Murabahah refers to a sale contract with a disclosure of the asset cost price and profit margin to the buyer.

### P

#### Participating Organisation (PO)

A PO, as defined in the Capital Markets and Services Act 2007, is a person that carries on the business of dealing in securities and is recognised as a PO under the BMS Rules.

Islamic PO is a PO which conducts its stockbroking business in accordance with Shariah principles whether on a full-fledged basis or 'window' basis.

### Primary Market

A part of the capital market that deals with issuance of new securities for the first time.

### Public Listed Company (PLC)/Listed Issuer

A public company or corporation listed on the Exchange.

### Public Listed Companies Transformation (PLCT) Programme

The PLCT Programme (2022 – 2025) aims to steer Corporate Malaysia to higher levels of performance. The PLCT Programme is spearheaded by Bursa Malaysia to increase the attractiveness (investability) of Malaysian listed companies by strengthening the growth narratives of public listed companies (PLCs) of all sizes. PLCs are provided with best practices and guidance to improve engagements with investors and achieve desired outcomes. The overall approach of the PLCT Programme entails the principles of Information Sharing (5 Guidebooks), Engagement, and Transparency. The PLCT Programme is anticipated to continue until 2025, over a period of four years.

### R

#### Real Estate Investment Trust (REIT)

A REIT is a collective investment scheme that invests or proposes to invest primarily in income-generating real estate.

### S

#### Secondary Market

The public market on which securities, once issued, are traded.

### Shares

A share is a security which represents a portion of the owner's capital in a business. Shareholders are the owners of the business and share the success or failure of the business. Shares are also commonly referred to as stock.

### Shares2share

A Securities donation scheme that provides a platform for investor donors to donate their listed securities or proceeds from the sale of the listed securities towards charity through Yayasan Bursa Malaysia.

### Structured Warrants

Structured warrants are proprietary instruments issued by a third-party issuer, namely an eligible broker or financial institution that give holders the right, but not the obligation, to buy or sell the underlying instrument in the future for a fixed price. Essentially, one makes a 'reservation' to buy or sell a pre-determined number of the underlying instrument at a certain price in the future when investing in a structured warrant. Structured warrants can be issued over an underlying asset such as equity, ETF, index, commodity futures or a basket of stocks.

### Sustainable Development Goals (SDGs)

The United Nations (UN) SDGs are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity as well as peace and justice.

### Sustainability Reporting Framework (SRF)

The Framework prescribed under the Main LR and ACE LR respectively pertaining to sustainability disclosure where PLCs are required to provide a narrative statement on the management of material economic, environmental and social risks and opportunities in their Annual Reports. The Framework also includes a comprehensive Sustainability Reporting Guide, the Illustrative Sustainability Reporting Guide, and six Toolkits to aid PLCs in embedding and reporting on sustainability practices. On 20 September 2023, Bursa Malaysia issued an Enhanced Sustainability Reporting Framework.

### Sustainable and Responsible Investment (SRI)

SRI is an approach to investing that aims to incorporate ESG factors into investment decisions, to better manage risk and generate sustainable, long-term returns.

### Sustainable Stock Exchanges (SSE) Initiative

The SSE Initiative is a peer-to-peer learning platform for exchanges, in collaboration with investors, regulators, and companies, to explore how corporate transparency and performance on ESG issues can be enhanced and to further encourage the uptake of sustainable investment. The SSE is a project of the UN, co-organised by the UN Conference on Trade and Development, the UN Global Compact, the UN Environment Programme Finance Initiative and the UN-supported Principles for Responsible Investment.

### T

#### Task Force on Climate-related Financial Disclosures (TCFD)

The TCFD seeks to develop recommendations for voluntary climate-related financial disclosures that are consistent, comparable, reliable, clear, and efficient, and provide decision-useful information to lenders, insurers, and investors.

### Trading Participant

A company that carries on the business of dealing in derivatives on the Exchange and is admitted as a Trading Participant under Rules of Bursa Malaysia Derivatives Berhad.

### V

#### Value

An integrated report explains how an organisation creates, preserves or erodes value over time. Value is created through relationships with stakeholders, influenced by external environment and dependent on various resources.

### Voluntary Carbon Market

Voluntary carbon markets are trading schemes that operate on a voluntary basis, which creates financial incentives for activities that reduce or remove greenhouse gas emissions.

### W

#### Warrants

Warrants are issued by a company and give the holder the right, but not an obligation, to subscribe for new ordinary shares at a specified price during a specified period of time. Warrants have a maturity date (up to 10 years) after which they expire and are worthless unless the holder exercises the right to subscribe for the new shares before the maturity date.

### Waqf

*Waqf* is a form of charitable endowment in which property or assets are donated for the use and benefits of the public. The endowment is intended to be perpetual, with the assets held in trust and the income generated from the assets are used for charitable purposes.

### Waqf-Featured Securities

An Islamic REIT or an Islamic ETF with *Waqf* feature is a listed fund that enables investors to retain their ownership rights over the units purchased while donating all or a portion of the income distribution from their investment in the REIT or ETF for *Waqf* purposes i.e. channeled to *Waqf* initiatives.

### The World Federation of Exchanges (WFE)

Established in 1961, the WFE is the global industry association for exchanges and clearing houses. Headquartered in London, it represents over 250 market infrastructure providers, including standalone central counterparties (CCPs) that are not part of exchange groups.

WFE exchanges are home to over 50,000 listed companies, and the market capitalisation of these entities is over \$100 trillion; around \$140 trillion (EOB) in trading annually passes through WFE members (as at end 2022).

### Z

#### Zakat

Zakat is one of the fundamental obligations in Islam. Its principal objectives are to develop balanced socio-economic growth and to purify one's soul and wealth. The positive impact of zakat on the economy via an effective mechanism to raise the standard living of the poor, as well as an important source of public revenue in enhancing the expenditure of developing nations. Zakat has been described, as a major source of public finance and treated as a critical component of socioeconomic justice.

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