

# EMPOWERING OUR WORKFORCE

PRIORITY  
AREA 4

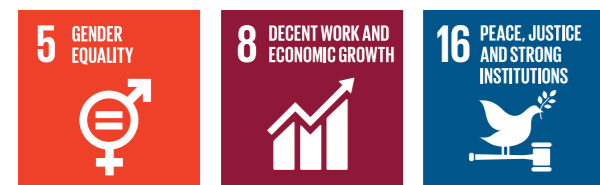


# Empowering Our Workforce

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We are committed to empowering our workforce by providing a safe, healthy and conducive work environment that is free from discrimination. This entails providing overall mental, physical and emotional support, as well as structured learning and development programmes that will future-proof our employees. Fundamental to a resilient workforce is ethics and integrity, which we emphasise in all our business activities and daily operations to ensure long-term business growth. As the frontline regulator, we will continue to uphold a strong culture of ethics and integrity in our organisation to walk the talk and shape a high-performing workforce.

Supporting UN SDGs:



# Anti-Fraud, Bribery and Corruption

## WHY IT MATTERS

Corruption is detrimental to society and to the growth of business organisations. Corruption is a major obstruction to sustainable development as it impedes economic growth and increases inequality and missed opportunities, in addition to eroding public trust. If left uncurbed, corruption causes significant legal and reputational harm to a business organisation, leading to financial losses and the withdrawal of investors. As the frontline regulator and market operator, we need to demonstrate the highest standards of ethics and integrity in all our dealings and activities to safeguard our reputation and maintain the high level of confidence that our stakeholders and the general market has placed in us.

## AT A GLANCE



### Key Progress:

- Continued to conduct Corruption Risk Assessment
- Held training and awareness sessions for employees and Board of Directors to increase and improve awareness of anti-fraud, bribery and corruption matters
- Launched the interactive e-learning module to improve awareness of anti-fraud, bribery and corruption, as well as related company policies and legal requirement



### Relevant Indicators:

- 100% of our employees completed the e-learning module
- 512 employees attended the webinar sessions on the changes to the WPP
- Two Board awareness sessions were organised on the anti-bribery management system
- No incident and legal case related to fraud, bribery and corruption was reported during the year



## OUR SUSTAINABILITY POLICY COMMITMENTS

- Act ethically and with integrity in business dealings
- Provide an environment free of discrimination

## OUR APPROACH

We are committed to upholding the highest ethical standards and adopting a zero-tolerance approach towards fraud, bribery and corruption. The Board has oversight responsibilities over the management of anti-fraud, bribery, and corruption matters. The Risk Management Committee (RMC) assists the Board in fulfilling its responsibilities and oversees the Integrity Unit residing within Risk & Compliance. The Integrity Unit is responsible for the four core functions of the Integrity & Governance Unit (IGU) as prescribed by the Malaysian Anti-Corruption Commission (MACC)'s Guidelines for the Management of IGU i.e. governance, integrity enhancement, detection and verification, and complaints management.

To support our zero-tolerance approach, we have developed various measures that include robust policies, risk assessments and training to address and manage corruption risk.

### Policies, Guidelines and Procedures

We have established the Anti-Fraud, Bribery and Corruption Policy and Guidelines (AFBC P&G) that applies to all levels of employees and counter parties, reflecting our commitment to preventing all forms of corruption. The AFBC P&G also emphasise Bursa Malaysia's expectations of its employees in adhering to the highest levels of integrity and ethics.

In addition, we have in place the Whistleblower Policy and Procedures (WPP) to encourage people to speak up and report any improper conduct by any of our employees or directors, in a safe and confidential manner.

## Whistleblowing Channels

To foster an environment where integrity and ethical behaviour are maintained, we strongly encourage anyone with information of any improper conduct by any of Bursa Malaysia's Directors, independent individuals or employees to report such conduct via our whistleblowing channels.

Disclosure of improper conduct shall be made in writing to the following persons via email or by letter, as set out below:

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

In addition to the AFBC P&G and WPP, we have put in place control measures in the form of policies, guidelines and procedures to address and manage corruption risk. These include:

- |  |  |
|--|--|
| <p><b>1</b> Asset Declaration Guidelines</p> <p><b>2</b> Code of Conduct and Ethics for Directors and Members of the Regulatory Committees</p> <p><b>3</b> Code of Ethics for Bursa Malaysia Group</p> <p><b>4</b> Corporate Authority Manual</p> <p><b>5</b> Entertainment Policy</p> | <p><b>6</b> Guidelines for Handling Conflict of Interest</p> <p><b>7</b> Integrity, Governance &amp; Compliance Management (IGCM) framework</p> <p><b>8</b> Purchasing Policy</p> <p><b>9</b> Securities Transaction Policy for Bursa Malaysia Group</p> <p><b>10</b> Vendor Code of Conduct</p> |
|--|--|

### Organisation Anti-Corruption Plan (OACP)

Established in 2020, the OACP sets out a 3-year (2020 to 2023) comprehensive programme to strengthen governance, integrity and anti-corruption controls within Bursa Malaysia. It comprises five key priority areas, namely Regulatory Functions; Organisational Culture; Internal Review; Control and Compliance, Procurement and CSR Sponsorships and Donations.

### Corruption Risk Assessment

Corruption risk assessment is integrated into our Enterprise Risk Management framework via the Risk Control Self-Assessment (RCSA) process that is conducted on a quarterly basis. In addition, compliance reviews and detailed corruption risk assessments are carried out on departments that have higher exposure to corruption risk.

### Compliance Attestation and Declaration

Our employees are required to undertake an annual mandatory compliance attestation, which requires them to declare that they have observed the general code of ethical conduct and upheld personal integrity at all times.

This same practice is also applied to our supply chain. Vendors who participate in our tender process are required to submit a Vendor Declaration Form, which includes an undertaking to comply with relevant Bursa Malaysia policies and not to engage in any form of corruption. Prior to onboarding, vendors must also agree to comply with our Vendor Code of Conduct, which includes, among others, our zero-tolerance stance towards corruption and bribery.

 Read more about our supply chain management approach on page 97 of this report.

## OUR PROGRESS

### Corruption Risk Assessment

In 2022, a review of the corruption risk assessment was conducted across Bursa Malaysia operations to assess the Group's risk exposure to corruption, bribery and fraud. The corruption risk assessment report was presented and deliberated at the RMC meeting.

### Employee Training and Awareness

We continued to carry out training and awareness sessions to increase and improve awareness of anti-fraud, bribery and corruption matters among employees and the Board of Directors.

In 2022, we launched an interactive e-learning module on awareness on anti-fraud, bribery, corruption as well as all related company policies and legal requirements. 100% of our employees completed the e-learning module. The e-learning module was also included in the induction training requirements for new employees.

Additionally, we held webinar sessions for employees on the changes to the WPP on 14 and 20 October 2022, followed by 10 mandatory questionnaires to gauge their level of understanding after the webinar. The webinar sessions were attended by 512 employees.

### Board Training and Awareness

In 2022, two Board awareness sessions were organised on the anti-bribery management system (ABMS). The first session, held on 31 October 2022, was conducted face-to-face with the members of the Board. The second session was aimed at the independent individuals sitting on our Board committees and was held virtually on 6 December 2022.

### Whistleblowing

Effective April 2022, the oversight of the whistleblowing and investigation matters was transferred from the Audit Committee to the Risk Management Committee, following the handover of the administration function of the WPP to the Integrity Unit under Risk and Compliance.

In 2022, there were four complaints against Bursa Malaysia's services and employees via various channels including whistleblowing channels and Bursa2U. As part of the preliminary review process, the integrity function took the necessary steps to address the complaints made.

There were no incidents in the year under review, in which contracts with business partners were terminated or not renewed due to violations related to fraud, bribery or corruption. In addition, there were no legal cases related to fraud, bribery or corruption brought against us, nor were there such incidents or confirmed incidents in which employees were dismissed or disciplined for fraud, bribery or corruption.

 For more information on how we approach the whistleblower cases, please refer to IAR, page 145

### MOVING FORWARD

To uphold strong ethics and integrity, we will continue conducting corruption risk assessments and compliance reviews across the Group to mitigate and minimise our risk exposure to bribery and corruption. In 2023, we will also complete our OACP initiatives and continue to disseminate periodic communications and conduct training sessions to increase anti-fraud, bribery, and corruption awareness among employees and the Board of Directors.

# Workplace Environment

## WHY IT MATTERS

We continue to support the well-being and resilience of our people by providing a positive and vibrant work environment to keep them motivated and inspired in their daily duties. Ensuring a safe and healthy workplace can boost productivity and elevate employee morale, enabling them to continue delivering excellence. We will continue to instil Bursa Malaysia’s core values to shape a resilient workforce and provide adequate health and safety guidelines, as well as occupational health and well-being services to create a safe and conducive work environment.

## AT A GLANCE



### Key Progress:

- Revised our employee benefits and labour practices pursuant to the Employment Act (Amendment) 2022
- Included in 2022 Bloomberg Gender-Equality Index for third consecutive years
- Continued to raise awareness on unconscious bias at the workplace
- Implemented various initiatives to keep our employees updated with the relevant occupational, safety and health information, guidelines and knowledge
- Conducted our first Human Rights Impact Assessment across our value chain to benchmark our performance against international laws and best practices



### Relevant Indicators:

- 47.5% of senior management comprised female employees
- Gender pay ratio between male and female employees was 1 to 1
- 8.31% turnover rate for male employees and 6.19% turnover rate for female employees
- 13.5% of male employees and 13.4% of female employees were promoted
- No fatalities, injuries or occupational diseases involving our employees at our office
- No report on incidents of discrimination



## OUR SUSTAINABILITY POLICY COMMITMENTS

- Provide an environment free of discrimination
- Respect human rights
- Provide a safe and healthy work environment
- Nurture a sustainable high-performance organisation
- Promote gender equality

## OUR APPROACH

We believe two key aspects contribute to a positive workplace environment: a diverse and inclusive work culture, as well as a safe and healthy workplace. We continue to adhere to all relevant labour practices and standards and comply with the relevant laws and regulatory rules that govern human resources. We are also guided by our commitment to adopting the United Nations Guiding Principles on Business and Human Rights (UNGPs) and upholding our respect of all the fundamental rights that should be enjoyed by human beings such as freedom of association and collective bargaining.

### A Diverse and Inclusive Workplace

We are guided by our commitment to building a diverse and inclusive workplace through the Diversity, Equity and Inclusion (DEI) Policy that we have put in place since 2021 to ensure that the organisation is steered by a diverse group of employees in terms of age, ethnicity and gender. We are also a signatory to the Women Empowerment Principles (WEPs), where we commit to advancing the gender equality agenda in workplace, marketplace and community since 2020.

### A Safe and Healthy Workplace

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 purpose to prevent similar incident 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 injury to health.

## OUR PROGRESS

### Diverse and Inclusive Workplace

#### Revision to Employee Benefits And Labour Practices

In 2022, we revised our employee benefits and labour practices in preparation for the enforcement of the Employment Act (Amendment) 2022 coming into effect on 1 January 2023. The objectives of the legislative are to increase and improve the protection and welfare of employees, as well as ensuring the labour law provisions in Malaysia are in accordance with international labour standards. They cover key changes such as reduction of weekly working hours from 48 to 45 hours, extension of maternity leave allocations from 60 days to 98 days, introduction of paid paternity leave of 7 consecutive days, among others. We have fully adopted the amendments and continued to ensure that we comply with all relevant labour requirements and standards.

We also reviewed our benefits to allow flexible benefits medical claims employees’ parents. Negotiations were also held for renewing the Bursa-National Union of Commercial Workers (NUCW) Collective Agreement.

#### 2022 Bloomberg Gender-Equality Index

For the third consecutive year, we were included into the 2022 Bloomberg Gender-Equality Index (GEI), which recognises corporate organisations that are committed to advancing women’s equality and high-level transparency in gender reporting.

#### Raising Awareness on Unconscious Bias

In 2022, we continued to work closely with LeadWomen to raise awareness about workplace bias. A series of workshops was carried out under the ‘Creating a Safe and Inclusive Workplace’ programme, which was first held in 2021. Comprising two workshops held in July and August 2022, the programme this year focused on uncovering hidden bias and eliminating barriers that deter full participation of our workforce.

Topic	Date	No. of Participants
Understanding Blind Spots to Optimise Decision Making	8 & 29 July, 2022	29
Building an Inclusive Workplace for Optimal Productivity & Growth	5 & 26 August	80



## Safe and Healthy Workplace

Various initiatives were undertaken in 2022 to keep our employees updated with the relevant OSH information, guidelines and knowledge.

### Installation of Access Card Reader

We continued to enhance the security of our office building by installing an access card reader at all our basement carparks. This allows us to deter unauthorised visitors and provide employees with safe access to the office building.

### Awareness Training

Throughout the year, we conducted various awareness sessions to promote workplace safety. We launched a compulsory webinar on fire safety and organised three sessions to ensure all employees had the opportunity to attend. We also conducted dedicated training sessions for the floor safety marshals to ensure that they were well aware of the security and safety features of the office, and were equipped with the knowledge to handle emergency situations.

Training	Target Audience	Date
Compulsory Webinar: Fire Safety	All employees	31 May 2022
		13 June 2022
		20 June 2022
Defibrillator (AED) and CPR First Aid Basic Training	Floor safety marshals	19 May 2022
First Aid and Emergency Response Workshop	Floor safety marshals	29 June 2022
Drone monitoring and training	Selected employees	19 July 2022

### Enhanced Building Security Features

To enhance the effectiveness of our perimeter security, we added the fencing intrusion detection system to prevent intruders from breaching the physical perimeter security. We also installed Central Monitoring System which allowed real-time alerts to be sent to the designated personnel in the event where building emergency is triggered.

## Safety and Health Performance

In 2022, there were no fatalities, injuries or occupational diseases involving our employees at our office. Even though we had moved towards the endemic transition phase and almost to normalcy, we continued to monitor COVID-19 cases in our office and we stood guided by the SOPs released by the government.

### Human Rights Impact Assessment (HRIA)

In 2021, we pledged to adopt the Level 3 commitments under the CEO Action Network (CAN), which included, among others, the commitment to adopt the UNGPs within our organisation and support the adoption throughout our value chain. To start the journey, we conducted a HRIA across our value chain in 2022 with the help of a consultant to benchmark our organisation’s human rights performance against established international laws and best practices. The assessment focused on three key stakeholder groups: our employees, suppliers and the beneficiaries of our community investment projects. The outcome of the assessment is currently being used as a guide for the development of our strategies and action plans to prevent and address any negative impacts we may have on the rights of those whom we employ, do business with or interact with along our value chain.

### Employee Feedback

Employees’ feedback was gathered mainly via town halls that were organised throughout the year and Group Human Capital has taken the necessary steps to address the issues raised and implement corrective actions. There were no reports on incidents of discrimination in 2022.

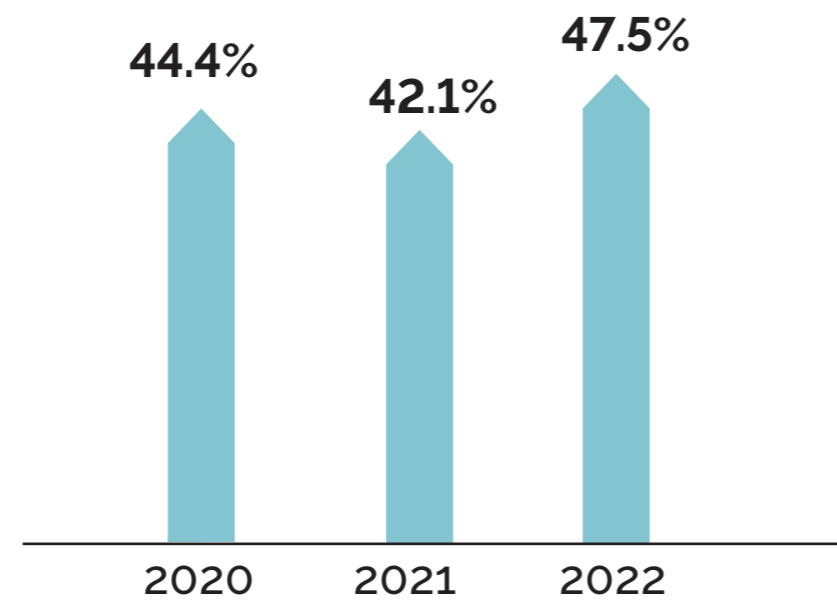
## Workforce-related data

We continued to monitor our workforce-related data to understand the composition of our workforce and to track our progress. As at 31 December 2022, we had 614 full-time employees, which comprised of 562 permanent employees and 52 temporary employees, all of whom were based in Malaysia. Our temporary employees are employees under contract for a limited period, such as fixed term contract for senior management.<sup>1</sup> We only have one part-time employee and did not employ non-guaranteed hours employee in our workforce.

Our workforce was also supported by 24 trainees and interns. Their tenure of employment was fixed to the programmes that they were attached to. For instance, majority of our trainees were part of the Protege programme, where tenure was up to two years for each trainee. The programme is a government initiative to create more competitive and ready job marketers as well as skilled job seekers to meet current industry needs. Due to the nature of the employment, they are provided different benefits than for full-time employees in the form of annual leave, allowance, medical claim and employer's EPF contribution.

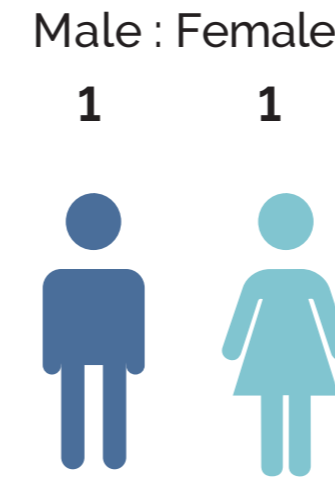
<sup>1</sup> Senior Management consists of CEO, Senior Directors, Directors Senior Executive Vice Presidents and Executive Vice Presidents.

### Women in Senior Management



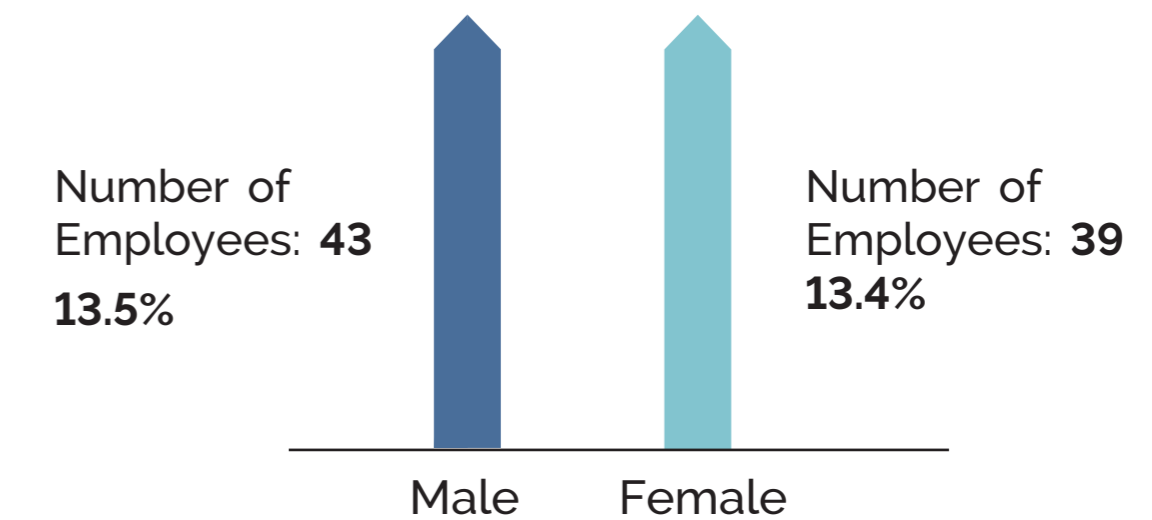
Note: Senior Management – CEO, Senior Directors, Directors, Senior Executive Vice Presidents and Executive Vice Presidents.

### Gender Pay Ratio



Note: Excluding bonus.

### Percentage of Employees Promoted by Gender



Notes:

1. 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 2022.

### Employee Turnover by Gender



**Male**  
Number of Employees: **51**  
**8.31%**



**Female**  
Number of Employees: **38**  
**6.19%**

Note:

Employee turnover rate is calculated by dividing the number of employees who left the organisation by the total number of employees as at 31 December 2022.

## MOVING FORWARD

To further entrench diversity and inclusion in our organisation, we will develop a DEI Framework to drive principles of inclusive leadership and the implementation of DEI throughout Bursa Malaysia. This will enable us to better embrace and demonstrate DEI in our organisation. As for the health, safety and wellness of our employees, we target to achieve zero accidents at the workplace and will continue to focus on employee physical and mental well-being. We will continue to assess the human rights risks of our business activities. In 2023, we aim to develop an action plan to close the gaps identified from the HRIA exercise and strive to align our practices with the UNGPs.

# Employee Engagement

## WHY IT MATTERS

A workforce that is engaged with a high morale has become more important than ever in the post COVID-19 environment. The challenges faced during the COVID-19 pandemic have triggered the need for a new workplace concept. An engaged workforce leads to lower staff turnover, increased productivity and efficiency, and enhanced brand value. These are crucial elements for us to achieve sustainable growth and create long-term value for our stakeholders.

## AT A GLANCE



### Key Progress:

- Created a company team engagement channel known as #ApaCerita, under the Microsoft Teams platform to better engage with the employees
- Commissioned an independent third party to conduct an Employee Engagement Survey
- Launched the Bursa Wall of Fame award to recognise individual employees or teams who embrace our core values
- Organised engagement activities to build better relationship among employees, including the Bursa Malaysia Annual Gathering 2022 and festive engagements
- Launched Bursa's 360 Recognition Platform
- Continued to reward our employees' children who excelled in major public exams under the Yayasan Bursa Malaysia Excellence Awards 2022



### Relevant Indicator:

- Four townhalls were organised to keep employees updated on developments relating to the organisation



## OUR SUSTAINABILITY POLICY COMMITMENTS

- Nurture a sustainable high-performance organisation
- Attract and retain talent

## OUR APPROACH

Our employee engagement approach focuses on the following four key objectives, which address the various needs of our people to ensure their well-being:

- Ensuring alignment of internal culture with BURSA values
- Encouraging open and transparent communication
- Promoting social connectedness and sense of belonging
- Building a culture of recognition

## OUR PROGRESS

### Revised Internal Communications Strategy

In 2022, we revised our internal communications strategy to improve our employee engagement. To encourage more interactive communication and widen the reach, we created a team engagement channel, #ApaCerita, under the Microsoft Teams platform to communicate company information and developments in a less formal manner. This is in addition to email and the intranet, which were the two main channels we used to keep employees informed about what is happening in the company and share important updates with them. We have also set clear guidelines on the types of messages and communication channels to be used to enhance the effectiveness of our communications internally.

## Town Halls

In 2022, we organised four town hall meetings to keep employees updated on Bursa Malaysia's latest developments and provide an opportunity for them to voice their concerns or suggestions to the management.

Town Hall	Date	Details
Bursa Town Hall	21 January 2022	<ol style="list-style-type: none"> <li>1. 2021 achievements</li> <li>2. 2022 priorities</li> <li>3. Organisational updates</li> </ol>
Second Town Hall with CEO	3 March 2022	<ol style="list-style-type: none"> <li>1. Restructuring of Securities Market</li> <li>2. Rewards and Benefits update</li> </ol>
Group Human Resources (HR) Town Hall	15 April 2022	<ol style="list-style-type: none"> <li>1. HR initiatives based on Bursa Malaysia's three-year roadmap</li> <li>2. HR's new structure</li> <li>3. Addressed HR-related gaps and issues</li> </ol>
Third Town Hall with CEO	16 November 2022	<ol style="list-style-type: none"> <li>1. Rolled out core values</li> <li>2. Launched 360 Recognition Programme</li> <li>3. Strengthened employee engagement</li> </ol>

## Employee Engagement Survey 2022

We conducted an employee engagement survey from 7 to 21 December 2022 to assess the level of engagement among the employees and solicit feedback on Bursa Malaysia's human capital management. The survey was carried out by an independent third party.

## Festive Celebrations and Gifts

We organised festive engagements to celebrate different cultures and religions of our employees, as well as to bring our people closer together.

Festive Engagement	Details
Chinese New Year	Gave employees who celebrated Chinese New Year gifts sourced from sustainable suppliers instead of holding social gatherings to remain vigilant against the spread of the COVID-19 virus.
Hari Raya	Held the first festive gathering post pandemic in various locations in the office to comply with COVID-19 SOPs.
Deepavali	Decorated the main building's lobby with a 'kolam', a form of traditional decorative motif made with colourful rice.

## Bursa's 360 Recognition Platform

On 22 November 2022, we launched Bursa's 360 Recognition Platform to further build a culture of recognition. The platform allowed employees to express their appreciation and recognition of hard work of their co-workers, which translated to point-based rewards to incentivise employees.

## Yayasan Bursa Malaysia Excellence Awards 2022

We have been rewarding our employees' children (Bursa Kids), who excel in major public exams, for 15 years. As the UPSR and PT3 exams had been abolished in 2021, we awarded only Bursa Kids who scored exceptionally well in their SPM examination. Award recipients received a certificate, a cash gift and vouchers to celebrate their achievements with their families.

## Bursa VIBE

Bursa VIBE is our official employee volunteer club, which serves as an avenue for employees to volunteer in Bursa Malaysia's CSR initiatives. In 2022, a total of 300 employees signed up as Bursa VIBE volunteers to participate in 13 activities.

 Read more about Bursa VIBE activities on pages 92 to 97 of this report.

## Bursa Annual Gathering

The Bursa Annual Gathering 2022 was the first annual gathering post COVID-19. The organising committee consisted of employees from various backgrounds, departments and employee categories. Several activities were organised in the main foyer to promote employee engagement and foster relationship building.



Some of the highlights during Bursa Annual Gathering including Dance Performance and Group Best Dress Competition

## Bursa Wall of Fame

We launched the Bursa Wall of Fame award to recognise individual employees or teams who embraced our core values. The objectives were to instill a sense of belonging, boost morale and create a culture of recognition. In 2022, two teams received the award at the Bursa Annual Gathering event.



Bursa Wall of Fame Winners (Community Investment and Security Services teams) receiving Awards from Tan Sri Abdul Wahid Omar, Chairman Bursa Malaysia Berhad

### MOVING FORWARD

We will continue to foster a culture of recognition to boost employee engagement and capitalise on the findings of our annual employee engagement survey in order to close gaps and meet employee needs.

# Learning and Development

## WHY IT MATTERS

Our employees are one of our main stakeholder groups and a key asset to our organisation. We are fully invested in their learning and development to help them remain competitive and progressive. Due to the rapid developments in technology, we need to upskill, reskill and adapt quickly, in line with our core value of 'Agility' and ensure that our capabilities and talent pipeline is robust and future proof.

## AT A GLANCE



### Key Progress:

- Adopted a new learning platform, Coursera
- Delivered training programmes as guided by the learning plan for 2022



### Relevant Indicators:

- Received the "Recognised Employer Partner" by CFA Society Malaysia and "ACCA Approved Employer" for both Trainee Development and Professional Development streams
- 16,766 total training hours (down from 20,380 in 2021)
- RM1,434,681 spent for employee learning and development (down from RM1,487,630)



## OUR SUSTAINABILITY POLICY COMMITMENTS

- Nurture a sustainable high-performance organisation
- Develop our employees
- Attract and retain talent

## OUR APPROACH

We are committed to supporting our employees' professional growth via our learning and development model as we move towards becoming an Adaptive Learning Organisation (ALO). We continue to apply the 70-20-10 learning model that we have adopted since 2020, whereby 70% of knowledge is obtained on-the-job, 20% from guidance from team leaders and peer-to-peer learning and 10% from formal training, including in leadership and soft skills. While it is important for us to build capabilities, it is equally important that we nurture our employees' growth as individuals and leaders.

All our full-time employees are required to develop their own individual development plans along with their respective team leaders and supervisors on an annual basis. We also have in place clearly defined technical and functional competencies for each job function to help drive consistent performance across the organisation. Employees have to demonstrate how they close the competency gaps via their individual development plan as part of their annual performance review.

To support that, we continue to organise various learning sessions for our employees by utilising both physical and online channels. Aside from formal training related to technical and functional competencies, we also include webinars from guest speakers who are subject matter experts and industry leaders to broaden the learning experience of our employees.

## OUR PROGRESS

### Adoption of New e-Learning Platform

In 2022, we adopted a new learning platform, Coursera. Coursera is a global online learning platform that offers access to online courses and degree programmes from more than 270 leading universities and companies. It provides flexible and job-relevant online learning to individuals and organisations around the world.

With this new adoption, we now have two e-learning platforms for our employees. While our existing e-learning platform, Go1, provides bite-sized online courses in the key areas that enable professional growth such as business skills and technology skills, Coursera offers full courses and certification courses at intermediate and advanced levels on leadership and business including strategic innovation, growth mindset, critical problem solving and stakeholder management.

## Delivery of the Learning Plan for 2022


In 2022, we focused on closing core competency gaps and building critical competencies related to IR4.0 (Industrial Revolution 4.0), as summarised below:



**Professional certification**

Facilitated talent capacity building via professional certification through partnerships with six institutions, namely CFA Institute, SIDC, ACCA, FISD, ASIFMA and PMI.

Employees also benefitted from accessing the libraries and resources offered by the partner institutions.



**Cross-function learning collaboration**

Conducted 34 sessions via eight cross-function learning collaborations to share knowledge and increase awareness on selected subject areas:

- Cyber Security
- Sustainability and Environmental Issues
- Risk and Compliance
- Occupational Safety and Health

An average of 85% positive feedback was received after the conclusion of the initiative/programme.



**Curated in-house programmes**

Designed and delivered in-house programmes to support employees' growth and leadership skills:

- Leadership Fireside Chat Series
- Creative Thinking for Problem-Solving
- Leadership Masterclass: Becoming Emotionally-Resilient Leaders
- Emotional Intelligence: The Hidden Driver of Excellence
- Personal Effectiveness at Workplace
- Innovation in Capital Market Series
- Microsoft Office 360 Applications Series

An average of 90% positive feedback was received after the conclusion of the programmes.

We also deployed more bite-sized learning programmes for our employees to make learning more efficient. The bite-sized learning modules took shorter time to complete as the content was broken down to digestible chunks to better suit the modern learning environment. As a result, our total learning hours recorded a decline in 2022 as more programmes were delivered in this manner.



## Training and Development Hours

	2020	2021	2022
<b>Total Training Hours</b>	20,517	20,380	16,766
<b>Total Training Hours – by Gender</b>			
Male	9,866	9,009	7,703
Female	10,650	11,371	9,063
<b>Average Training Hours – by Gender</b>			
Male	32.1	26.6	24.3
Female	35.2	37.3	31.1
<b>Total Training Hours by Employee Category</b>			
Senior Management	575	1,290	795
Middle Management	12,237	12,517	10,368

	2020	2021	2022
<b>Total Training Hours by Employee Category (Continued)</b>			
Executive	6,413	5,406	4,024
Non-Executive	1,292	1,167	1,532
<b>Average Training Hours by Employee Category</b>			
Senior Management	21.3	34.9	20.9
Middle Management	35.1	33.5	28.6
Executive	37.7	33.4	29.0
Non-Executive	19.3	16.4	22.5
<b>Total Amount Invested in Employee Learning and Development (RM)</b>	1,371,826	1,487,630	1,434,681

## Awards and Recognitions

Bursa Malaysia received the following recognitions for its commitment to fostering and developing critical capabilities among its employees:

1

Recognised Employer Partner by CFA Society Malaysia

2

ACCA Approved Employer for both Trainee Development and Professional Development streams

### MOVING FORWARD

In 2023, we will improve the technical competency framework to intensify the learning and development programmes for our employees. To support the framework, we are looking into collaborating with external institutions to deliver in-house programmes that are focused on technical skills. We will also consider including the 10 critical capabilities recognised by the World Economic Forum in the programme design, which includes problem-solving skills, technology usage and critical thinking and analysis.

In order to provide a more holistic approach, we will further improve the new e-learning platform (Coursera) in 2023. This includes trying out new learning approaches to cater to the different learning needs of employees to enable them to optimise their learning and development journey.

# ADVANCING OUR COMMUNITIES

PRIORITY  
AREA 5



# Advancing Our Communities

---

Community Investment	83
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We invest in our communities to help them develop and create a sustainable future for all. This means going beyond empowering the vulnerable and the marginalised to support our local suppliers and industries to boost economic growth. We also aim to cascade sustainable practices down our supply chain to generate positive impact and create a community that thrives.

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## Supporting UN SDGs:



# Community Investment

## WHY IT MATTERS

Corporate organisations have a role to play in giving back to society and in building an equitable future for all. Investing in the community will create shared value that allows businesses to align their goals and purposes to help the community thrive.

Our CSR initiatives aim to empower communities in need and to make a positive impact in the lives of our beneficiaries, such as the Orang Asli, the disabled, and single mothers. This will eventually boost the economic resilience of the community and create shared prosperity for all.

## AT A GLANCE



### Key Progress:

- Launched Shares2share, a securities donation scheme that allows investors to donate listed securities they own or proceeds from the sale of listed securities towards charities supported by Yayasan Bursa Malaysia



### Relevant Indicators:

- Contributed or pledged RM1,382,000 to fund various community investment programmes that enriched and empowered the communities in need
- Organised 13 Bursa VIBE activities that were participated by 300 employees



## OUR SUSTAINABILITY POLICY COMMITMENTS

- Promote education for communities
- Promote gender equality
- Promote the adoption of good environmental practices among our PLCs

## OUR APPROACH

Bursa Malaysia's community investment programmes and initiatives are managed and implemented via our charitable arm, Yayasan Bursa Malaysia (YBM). Our approach is anchored on our CSR Plan 2021-2023, which guides our priorities and efforts via our CSR pillars:



The development of our initiatives are aligned to the three pillars, where we focus on projects that can create long-term significant impacts by working closely with established and trustworthy partners. Collaborating with strategic partners is crucial, as we leverage each other's strengths to implement meaningful programmes. The projects we support also provide the opportunities for our own employee volunteers, Bursa VIBE, to serve the communities, further enhancing our commitment to giving back to our communities.

## OUR PROGRESS

### Community Investment Programmes and Donations

In 2022, we contributed/pledged RM1,382,000 to fund various community investment programmes that enriched and empowered the communities in need, particularly the community from the Bottom 40 (B40) income group.

#### 1 FINANCIAL LITERACY

##### Malaysia Professional Accountancy Centre (MyPAC)

**Amount Contributed: RM140,000**

In 2022, we continued our collaboration with MyPAC by supporting two scholars from underprivileged families to pursue a full-time professional ACCA Programme. MyPAC is a non-profit organisation formed in January 2015, based on a recommendation made by the Malaysian Institute of Accountants (MIA) to the Bumiputera Economic Council, to accelerate the development of Bumiputera Professional Accountants (BPA). Bursa Malaysia has been supporting the programme since 2020 and three students have benefitted from the scholarship.

##### Yayasan Bursa Malaysia Scholarship

**Amount Contributed: RM290,000**

Since 2006, Bursa Malaysia has been sponsoring underprivileged students to further their education at seven public universities in Malaysia. Students who choose to study Law, Finance, Accountancy, Business Administration, Economics and Sustainability are given priority. As at the end of 2022, 84 students have benefitted from the scholarship programme.

	2020	2021	2022
Number of students supported	14	19	<b>19</b>

##### Sens-Ability

Sens-Ability is one of our flagship programmes that aims to promote financial and investment literacy.

*Read more about our Sens-Ability programme on page 31 of this report.*

##### Social Return on Investment (SROI) Workshop

**Amount Contributed: RM5,000**

The SROI workshop was conducted to enhance our past and current beneficiaries' knowledge in project management as part of our objective to enable and support learning for our partners and the wider stakeholder community. We believe in defining our partnership better through activities such as this to strengthen the collaboration and elevate the standard of deliverables by our beneficiaries for the communities. The full day SROI Workshop led by the SROI expert, Prof. Dr. Albert Teo of Tung Wah College, Hong Kong, was held to enable beneficiaries to measure the social impacts created by their projects, by tracking relevant social, environmental and economic outcomes.

## 2 RESPONSIBLE CONSUMPTION AND PRODUCTION

### re.Food

re.Food is Bursa Malaysia's flagship food waste management programme that aims to reduce food waste disposal to landfills. The programme consists of two parts: donating edible excess food to B40 communities and turning non-edible food waste into compost to be used at B40 community gardens.

At Bursa Malaysia, we have collected 268.4kg of edible excess food and channelled to the beneficiaries of The Lost Food Project covering Wilayah Persekutuan, Selangor, and Johor. We also embarked on the pilot phase of the second part of the re.Food programme, where we turned the food waste from our cafeteria to compost. Since the installation of the composting machine in October 2022, we successfully generated 232.5kg of compost and donated it to B40 community gardens across the Klang Valley.



Abdul Razak Aziz of SEEDS Malaysia receiving the composts (to be donated to community gardens across the Klang Valley) from Tan Sri Abdul Wahid Omar, Chairman, Bursa Malaysia flanked by Chelsea Chee, Founder and CEO of MAEKO Sdn. Bhd (provider of the composting machine) and Emilia Tee Yoke Hoong, Director Group Sustainability, Bursa Malaysia

[Read more about our food waste collection and composting on page 63 of this report.](#)

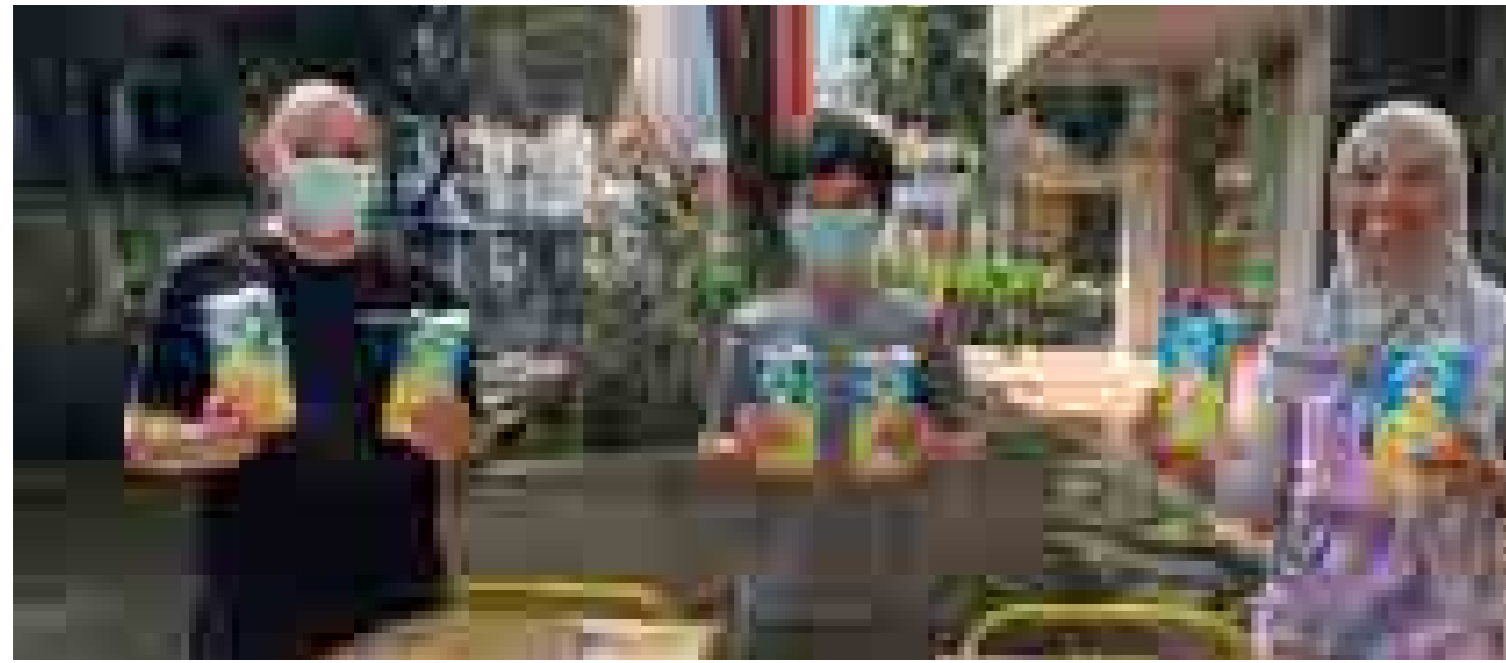
Through re.Food, we have engaged with our capital market community to create a movement to drive sustainable behavior change towards food waste prevention while helping the underprivileged. In 2022, we successfully collected and donated close to 14,000 kg of food through the participation of five Public Listed Companies (PLCs).

Public Listed Company	Amount collected (kg)	Beneficiaries	State/s covered
Dutch Lady Milk Industries Berhad	12,000	Beneficiaries of Pit Stop Community Café, The Lost Food Project and Treat Each Environment Special (TrEES)	Federal Territory and Selangor
Export-Import Bank of Malaysia Berhad (EXIM Bank)	404.33	Beneficiaries of TrEES	Selangor
Reneuco Berhad (formerly known as KPower Berhad)	126.5	Orang Asli in Muadzam Shah, Pahang	Pahang
MSM Malaysia Holdings Berhad	1,000	Beneficiaries of Food Aid Foundation	Federal Territory, Selangor and Kelantan
Selangor Dredging Berhad	272.4	Beneficiaries of TrEES	Selangor

Table: List of food donations for re.Food to benefit multiple beneficiaries

**Dutch Lady Milk Industries Berhad**

Amount Donated: 1000 cartons of milk, equivalent to 12,000 packs of 1 litre milk.



Representatives of Pit Stop Community Cafe receiving the milk donations from Tunku Putri Afifah, Head of Community Investment, Bursa Malaysia



Diane Too of The Lost Food Project receiving the milk donations from Tunku Putri Afifah, Head of Community Investment, Bursa Malaysia



Beneficiaries of TrEES, the Orang Asli at one of the Orang Asli villages in Carey Island receiving the milk donations under the re.Food programme

**Export-Import Bank of Malaysia Berhad (EXIM Bank)**

Amount Donated: 404.33 kg of food



Distribution of food donations by Mohd Ronnee Osman of Exim Bank Berhad to the Orang Asli at Pulau Carey, beneficiaries of Treat Each Environment Special (TrEES), under the re.Food programme

**Reneuco Berhad**

Amount Donated: 126.5 kg of food



Distribution of the food donation by Reneuco Berhad to the re.Food programme by Bursa Malaysia to the Orang Asli in Muadzam Shah, Pahang

**MSM Malaysia Holdings Berhad**

Amount Donated: 1000 kg of sugar



Emilia Tee Yoke Hoong, Director Group Sustainability, Bursa Malaysia, Syed Feizal Syed Mohammad, Group CEO MSM Malaysia Holdings Berhad and Dr Dalphine Ong, CEO Food Aid Foundation at the handover ceremony

**Selangor Dredging Berhad**

Amount Donated: 272.4 kg of food



TrEES representatives (left and behind) receiving the food donations from Brian Chow (right) of Selangor Dredging Berhad for the re.Food programme to benefit Orang Asli in Carey Island, Selangor

### Trash Encyclopedia by Zero Waste Malaysia (ZWM)

**Amount Contributed: RM150,000**

Bursa Malaysia continued to support ZWM in its goal of enhancing the general public's awareness about zero waste through the Trash encyclopedia and Trashpedia website. This year, we contributed to the full launch of the Trash Encyclopedia website, which saw multilingual interface upgrade and an increase in traffic recorded at 250,000 visitors as of end December 2022.



A screenshot of the Trashpedia website

## 3 POVERTY ALLEVIATION AND DISASTER RELIEF

### Reaching Out to Students in Need

**Amount Contributed: RM16,000**

We partnered with Treat Every Environment Special (TrEES) to provide support to students' families in Melaka who lost one or both parents to COVID-19. The initiative benefitted 32 families, who each received RM500 to be used for basic necessities, medicine and educational assistance.



Distribution of aid to the students and their families

### Flood Relief Emergency and Flood Relief Fund

**Amount Contributed/Pledged: RM400,000**

We partnered MyFundAction to help families and individuals impacted by the floods in 2022. Similarly, we are also committed to support the Malaysian the Relief Agency and Islamic Relief Malaysia for disaster relief efforts in 2023.



**Program Pintar**

**Amount Contributed: RM111,000**

We sponsored Yayasan Pelajaran MARA's Program Pintar, which provided free tuition for Sijil Pelajaran Malaysia (SPM) candidates from the B40 community. The programme aimed to reduce the education gap between urban and rural communities and school dropouts that were increasing due to poverty. The B40 SPM candidates were selected from public schools located within close vicinity to MARA Junior Science Colleges (MRSM) to attend tuition classes there, conducted by MRSM teachers and mentored by excellent MRSM students.

We also supported Program Pintar conducted in MRSM Bagan Datuk, Perak and MRSM Tun Abdul Razak, Pekan, Pahang.



B40 students attending the tuition programme at MRSM Terendak, Melaka, during the Bersama Bursa Malaysia Day

**Providing Sustenance and tuition classes to the Communities in Need**

**Amount Contributed: RM60,000**

We collaborated with the following organisations to provide sustenance to the communities in need:

**Niq Ehsan Malaysia Welfare Organisation**

Provided sustenance for 133 families from the B40 community, including the asnaf and the disabled.



Handover of food aid to the community in need

**TARA Foundation**

Provided sustenance and free tuition class for 43 B40 students at the New Generation Centre in Projek Perumahan Rakyat in Puchong, Selangor.



Sessions conducted at the Learning Centre at PPR Puchong, Selangor

**IDEAS Autism Centre (IAC)**

Provided 12-month sustenance to 40 B40 autistic children from low-income households studying at IAC.



Activities with the children at IAC

**Building the Resilience of Orang Asli Communities**

**Amount Pledged: RM200,000**

We have pledged to support TrEES in a project to improve the socioeconomic status and education of the Orang Asli communities in Carey Island. The project, scheduled to commence in 2023, covers three key components, namely agriculture, carpentry and education.



Dedicated plot at the Orang Asli village at Carey Island



Machinery Workshop for the skills training sessions

## Employee Volunteer Club – Bursa VIBE

Bursa VIBE is an employee volunteer platform set up in 2021 to provide an avenue for Bursa Malaysia employees to take part in community outreach programmes. Through Bursa VIBE, we aim to create opportunities for experiential learning, improve employee engagement and boost employee morale and satisfaction. In 2022, Bursa VIBE volunteers continued to support PERHILITAN's ex situ conservation of Malayan gaurs and other endangered species. They also participated in the preparation and distribution of food to the communities in need during the holy month of Ramadan. In total, 300 Bursa VIBE volunteers took part in 13 activities alongside eight external partners during the year.



Replacing worn out bird perches with wood branches in the bird enclosures



Cleaning up of the gaur paddocks



Creating awareness of endangered species, such as the pangolin, at PERHILITAN's wildlife conservation centre in Sungkai, Perak

### Rewang Ramadan and Food Distribution to B40 Communities Amount Contributed: RM10,000

We conducted our first Rewang Ramadan – ‘rewang’ meaning to do something together as a group and a community and in this instance meant cooking together to prepare the famous Ramadan dish – ‘bubur lambuk’ or rice porridge. The activity was held in collaboration with MyFundAction to provide and distribute sustenance to B40 communities at Masjid Jamek, benefiting 600 individuals, while 425 meals and 100 food packs and hygiene kits were distributed to the communities at PPR Seri Semarak, Kuala Lumpur.



Preparation of 'bubur lambuk' at Masjid Jamek, Kuala Lumpur



PPR Seri Semarak community member receiving food donation and hygiene kits from Head of the Surau Al-Husna located at the PPR Seri Semarak, assisted by a Bursa VIBE volunteer

### Agroforestry Project with the Orang Asli in Pahang

Bursa VIBE volunteers participated in two sessions of the agroforestry project to assist Orang Asli villagers in Muadzam Shah, Pahang, to create a mini food forest with syntropic farming, a natural regenerative farming method that improves soil fertility, suitable for farming. The volunteers were involved in soil preparation and the planting of seedlings. Organised in collaboration with Global Peace Foundation Malaysia, the agroforestry project will help the Orang Asli improve their food security for the communities.



Bursa VIBE volunteers assisting the Orang Asli in preparing the soil for the planting of crops

### Reducing Waste

Bursa VIBE volunteers took part in two significant programmes aimed to help to reduce waste. In conjunction with the International Day of Awareness of Food Loss and Waste, we partnered with Zero Waste Malaysia to be part of the annual Zero Waste Festival. Bursa VIBE volunteers were assigned to the festival's event planning teams, covering registration, ushering, logistics and security among others. There was a mini showcase of sustainable items that the general public could use for a zero-waste lifestyle, in addition to the Trash Encyclopedia outreach, providing education on sustainable living and solutions.

In another event, Bursa VIBE volunteers participated in a recycling programme organised by the Tzu Chi Foundation to learn the proper way to recycle items. This included knowing which items were recyclable, how to sort the items and the various ways to extract the maximum value from the recyclables. The knowledge acquired by the volunteers could be applied in recycling activities in Bursa Malaysia's office and also in their personal lives.



Bursa VIBE volunteers at the Zero Waste Festival

Bursa VIBE volunteers sorting out the different recyclable items

### Bersama Bursa Malaysia Day

In a collaboration with Yayasan Pelajaran MARA, Bursa Malaysia organised the Bersama Bursa Malaysia Day to promote financial literacy among B40 Form Five students from Program Pintar at MRSM Terendak, Melaka. The event introduced the students to Sens-Ability, Bursa Malaysia's financial literacy programme and a career Treasure Hunt. Bursa VIBE volunteers facilitated the activities by organising role-playing activities for Sens-Ability and other interactive games.



Winners of the Treasure Hunt with the Principal of MRSM Terendak



Students working together to solve the Treasure Hunt puzzle



A student answering questions related to personal finance during the Sens-Ability session.

**Bursa VIBE**  
**International Volunteer Day**

In conjunction with the International Volunteer Day (IVD) that falls on 5 December annually, we celebrated the day to honour and recognise our Bursa VIBE volunteers for their contributions and participation in several volunteering activities conducted since the inception of Bursa VIBE in 2021. Top 6 Bursa VIBE volunteers were awarded with Top Volunteers for 2021 and 2022 respectively.

Yayasan Bursa Malaysia’s scholars also volunteered and engaged with our employees and NGO partners as part of their capacity building and awareness activity. We also invited Bursa Malaysia’s beneficiaries, sustainable vendors and social enterprises to showcase their products, produce and services while creating awareness on the causes they champion which are aligned to Bursa Malaysia’s CSR pillars and Sustainability Roadmap. The NGOs and social enterprises who were represented that day were A Bit Less Bulk Store, Global Peace Malaysia, Maeko Sdn. Bhd., Refiller Mobile, Seeds Malaysia, Swaterbit Kids, TrEES, Tzu Chi Foundation, WWF Malaysia, Women of Will and Zero Waste Malaysia.



Bursa VIBE Top 2021 and 2022 Volunteers recognised for their contribution, in a group photo after the award ceremony with top management of Bursa Malaysia; Tan Sri Abdul Wahid Omar, Chairman (4<sup>th</sup> from left), Azman A.Khalid, Director Group Human Capital (3<sup>rd</sup> from left) and Emilia Tee Yoke Hoong, Director Group Sustainability (5<sup>th</sup> from left)

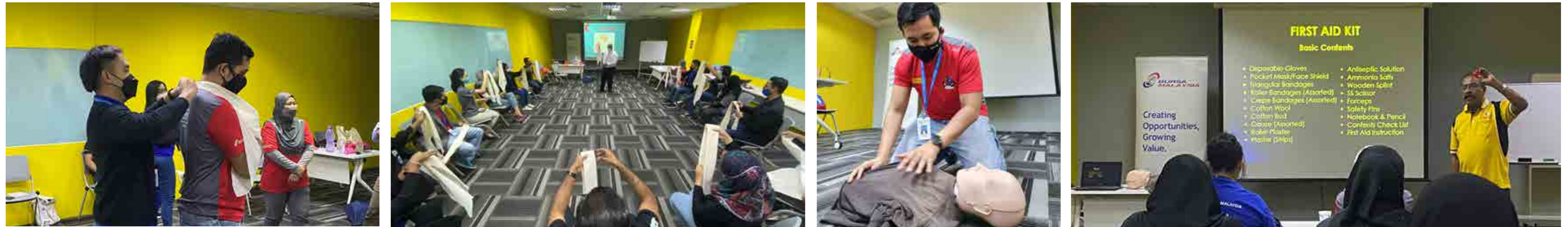


Bursa Malaysia employees being briefed about blankets made from recycled plastics at the Tzu Chi Foundation’s booth

### Basic Volunteer, Disaster Preparedness and First Aid Training

Bursa Malaysia collaborated with several organisations to equip Bursa VIBE volunteers with the proper knowledge before they took part in any volunteering activities. Besides collaborating with MyFundAction to provide basic volunteer and disaster preparedness training, Bursa Malaysia also partnered the Malaysia Civil Defence Force to offer training to the volunteers on the practical steps required during flood relief assistance.

In addition, Bursa Malaysia collaborated with the Malaysian Red Crescent Society (MRCS) to provide an introductory course on first aid, which qualified 33 participating Bursa VIBE volunteers for cardiopulmonary resuscitation (CPR) certifications. The training included eight hours of lectures, practical sessions and assessments for the certification, which is valid for three years. A two-hour talk on basic first aid training was also organised in a separate session, where 17 Bursa VIBE volunteers participated.



Bursa VIBE volunteers learning first aid and CPR from MRCS trainers



Bursa VIBE volunteers during the flood emergency training

## Shares2share

In 2022, Bursa Malaysia launched Shares2share, a securities donation scheme that allows investors to donate listed securities they own or proceeds from the sale of the listed securities to charities supported by Yayasan Bursa Malaysia (YBM). This is in line with our aim to continuously create beneficial initiatives that generate positive impacts for stakeholders, market participants and the community at large.



Datuk Hj Faisyal Bin Datuk Yusof Hamdain Diego, Chairman of the Selection Committee (fourth from left, front row), presented the letters of acknowledgement to the approved charitable organisations, witnessed by Datuk Muhamad Umar Swift, Chief Executive Officer of Bursa Malaysia (third from left, front row)



Datuk Muhamad Umar Swift, Chief Executive Officer of Bursa Malaysia, presented the letters of appreciation to the participating brokers, witnessed by Emilia Tee Yoke Hoong, Director of Group Sustainability of Bursa Malaysia (sixth from left)

[Read more about Shares2share on page 13 of this report.](#)

### MOVING FORWARD

Our CSR programmes will continue to focus on creating long-term positive impacts to uplift the livelihoods of our communities and contribute to an equitable future for all. We will keep expanding our collaborations with more partners and align our community investment strategies and initiatives with stakeholders to better meet the community's needs. In 2023, we will continue to expand our flagship CSR programmes such as re.Food and Sens-Ability, and develop the Shares2share securities donation scheme. With the return to pre-pandemic norms, we aspire to revive the Bursa Bull Charge, our charitable run, which was last held in 2019 due to disruptions from the pandemic.



# Supply Chain Management

## WHY IT MATTERS

The business community has a responsibility to play in steering sustainability within its own operations, and also in its supply chains. The supply chain of a business can significantly impact the progress of sustainable development overall. For instance, a company that advocates ESG practices such as fair labour practices, efficient environmental management and anti-corruption practices in its supply chain will encourage its suppliers and vendors to embrace the same. A company's supply chain activities can also add value to the local economy through the support of local industries. This will not only contribute to the organisation's sustainability goals and commitments, but also to a better and more sustainable future for all.

## AT A GLANCE



### Key Progress:

- Established a vendor database to improve our understanding of our supply chain and build better relationships with our suppliers
- Issued a pilot Supplier Assessment Questionnaire to 18 selected vendors to better understand how suppliers or vendors manage their ESG impacts



### Relevant Indicator:

- About 87% of our suppliers were local vendors and 94% of Bursa Malaysia's procurement budget was spent on local suppliers



## OUR SUSTAINABILITY POLICY COMMITMENTS

- Advocate sustainability and capacity building
- Promote integrity and human rights across supply chain

## OUR APPROACH

We employ a strategic procurement approach with individual divisions and departments being responsible for the purchase of products and services. Our procurement practices are overseen by the Strategic Procurement team and guided by the Group Purchasing Manual, which also consists of the Vendor Management Policy, the Purchasing Policy and the Contract Management Policy. Sustainability is one of the six principles of procurement of goods and services outlined in the Group Procurement Manual. Employees must take sustainability considerations into account when taking part in or conducting procurement activities.

We have in place a Fixed Tender Committee, which ensures the fair and objective award of contracts for purchases of goods and services of a certain value. The committee is chaired by the CFO for Tier 1 projects and by the CEO for Tier 2 projects. Tender Committee meetings are conducted once a month or as and when necessary.

Vendors who participate in our tender process are required to submit a Vendor Declaration Form, which includes an undertaking to comply with relevant Bursa Malaysia policies and not to engage in any form of corruption.

To ensure a sustainable and ethical supply chain, all our vendors must be registered with Bursa Malaysia and agree to comply with the Vendor Code of Conduct. Registered vendors are required to fulfil all our requirements, which include, among others, sound financial standing and overall performance history. These checks ensure the vendors we deal with have good standing in terms of financial health, anti-corruption policies and integrity. We are committed to working with our suppliers and vendors on a journey of continuous improvement.

## OUR PROGRESS

### Enhanced Vendor Management

In 2022, we enhanced our vendor management by establishing a vendor database. This enabled us to improve our understanding of our supply chain and build better relationships with our suppliers. The centralised vendor database replaced the manual registration process employed previously. It also enhanced the strategic procurement function by providing the departments with access to a list of approved vendors.

### Supplier Assessment Questionnaire (SAQ)

The SAQ was designed to give us a better understanding of how our suppliers or vendors manage their ESG impacts. In 2022, we conducted a pilot SAQ for 18 selected vendors and will continue to expand the list. The questions included in the SAQ reflected the sustainability requirements that we expected from our suppliers to track their progress on this journey.



### Support for Local Vendors

In 2022, about 87% of our suppliers were local vendors and 94% of Bursa Malaysia’s procurement budget was spent on local suppliers whose businesses were registered within Malaysia. There were no significant changes to our supply chain during the year.

#### MOVING FORWARD

We are committed to promoting a sustainable supply chain to advance our suppliers and vendors. As this is our first year of including Supply Chain Management as a material matter, we are still in a relatively nascent stage of development in terms of our strategies and approach. In light of that, we will be working towards developing a more holistic and integrated approach to sustainable supply chain management. Our immediate focus will be on enhancing our procurement process through automation and process streamlining. We will also be focusing on training our employees on the subject of sustainable procurement and expanding the SAQ to a larger pool of vendors and suppliers. In addition, we plan to introduce a capacity-building programme for suppliers, which will include developing an in-depth understanding of the causes for non-compliance with our sustainability requirements and driving improvements in the supply chain.

# OUR REPORTING APPROACH



## ABOUT THIS REPORT

This is Bursa Malaysia's 12<sup>th</sup> stand-alone Sustainability Report dedicated to providing an update on our sustainability performance for each of our material matters. It is published alongside our Integrated Annual Report 2022 and available in digital form only. Further details and information related to our sustainability approach are available on our corporate website.

### Reporting Period, Scope and Boundaries

This report covers "Bursa Malaysia's sustainability matters across all our entities and operations in Malaysia from 1 January 2022 to 31 December 2022, unless otherwise stated.

This report is focused on our progress against the commitments we have made in our Sustainability Policy, as well as the objectives set out in our Sustainability Roadmap 2021-2023, which are based on the 13 Material Matters that we identified in 2020. We have also taken into account an additional Material Matter that we identified in the materiality assessment conducted in 2022.

 *Read more about our materiality assessment 2022 on pages 102 to 104 of this report.*

### Forward-Looking Statements

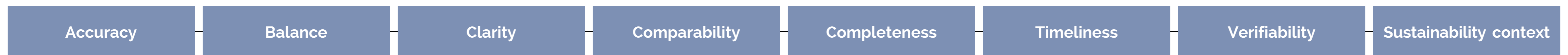
This report contains forward-looking statements that are meant to provide our stakeholders with the opportunity to understand our opinions and plans in respect of the future. These statements should not be construed as absolute guarantees or predictions of Bursa Malaysia's future outcomes. Readers are advised not to place undue reliance on them.

### Reporting Guidelines, Standards and Frameworks

This report has been produced in compliance with the Bursa Malaysia Securities Berhad Main Market Listing Requirements and several international reporting guidelines, standards and frameworks, as follows:

#### Global Reporting Initiative (GRI) Standards

This report has been prepared in accordance with the framework and guidance provided by the latest GRI Universal Standards 2021. This report also meets the GRI reporting principles for defining report content, i.e.:



 *Read more about our GRI content index on pages 122 to 137 of this report.*

## Sustainability Accounting Standards Board (SASB)

This is the second year that we have adopted the SASB reporting standards, which are industry-specific and focused on providing information that is likely to impact financial performance. Our disclosures are aligned with the SASB metrics specific to Security and Commodity Exchanges.

[Read more about our SASB content index on pages 138 to 142 of this report.](#)

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

Bursa Malaysia became an official supporter of the TCFD in 2018. We continue to align our processes and disclosures with the core elements of the TCFD recommendations, in line with the Enhanced Sustainability Reporting Framework.

[Read more about our progress in adopting the TCFD recommendations on pages 54 to 58 of this report.](#)

[Read more about the Enhanced Sustainability Reporting Framework on pages 10 to 11 of this report.](#)

## Sustainable Development Goals (SDGs)

The SDGs constitute the blueprint that was agreed upon by 193 United Nations (UN) member states to address the world's most pressing issues by 2030, and they are the key to achieving a better and more sustainable future for all. We align our overall sustainability approach with the SDGs and focus our efforts on the areas where we can make the biggest contribution to sustainable development. This is also one of the frameworks recommended in our Sustainability Reporting Guide.

[Read more about our contribution to the SDGs on pages 119 to 121 of this report.](#)

## World Federation of Exchanges (WFE) Sustainability Principles

The WFE is a global industry association for exchanges and clearing houses that was founded in 1961. In 2014, a Sustainability Working Group (SWG) was formed to address issues and exchange best practices related to environmental, social and governance (ESG) considerations among the member exchanges. In 2018, the WFE published a set of five WFE Sustainability Principles to guide member exchanges in leading and promoting the sustainable finance agenda.

As a member of the WFE SWG since 2015, we are committed to promoting the Principles.

[Read more about our WFE Sustainability Principles content index on page 143 of this report.](#)

## The Ten Principles of the UN Global Compact (UNGC)

The UNGC is the largest voluntary corporate sustainability initiative in the world and supports the adoption of sustainable and socially responsible policies in accordance with the Ten Principles, covering areas such as human rights, labour, the environment and anti-corruption. As a UNGC member since 2020, we are committed to incorporating the Ten Principles of the UNGC into our strategies and operations.

[Read more about our Ten Principles of the UNGC content index on page 144 of this report.](#)

## Sustainability-related indices

To meet the evolving needs of our stakeholders, we constantly benchmark and assess our sustainability strategies and practices against relevant indices. We have been a constituent of the FTSE4Good Bursa Malaysia (F4GBM) Index since its launch in 2014 and the Bloomberg Gender-Equality Index (GEI) since 2020.

[Read more about our quantitative disclosures related to these two indices on pages 145 to 155 of this report.](#)

## Assurance

### Internal Assurance:

To ensure the accuracy and integrity of our disclosures, this report has been reviewed by Bursa Malaysia's Internal Audit and has been approved by Bursa Malaysia's Audit Committee.

### External Assurance:

As part of our continuous efforts to enhance our sustainability reporting, we have appointed Bureau Veritas, an independent verifier, to provide limited assurance on selected indicators in this report.

[Read more about the subject matter and scope of the assurance on pages 112 to 118 of this report.](#)

## CONTACT US

We welcome feedback from our stakeholders as we continuously strive to better ourselves and contribute to a more sustainable future.

Any comments and queries may be addressed to:

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Fax: 03-2072 0350  
Email: [yhtee@bursamalaysia.com](mailto:yhtee@bursamalaysia.com)

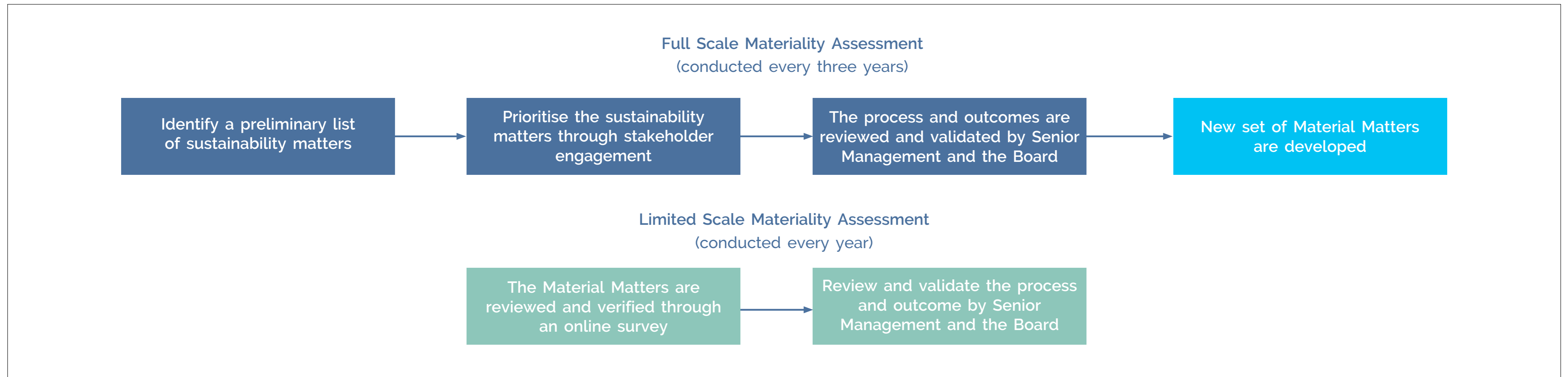
# MATERIALITY ASSESSMENT

## Our Approach to Materiality

Materiality assessment is integral to our sustainability journey as it helps us to align our sustainability impacts against our strategies. Conducting a materiality assessment enables us to identify and prioritise the economic, environmental and social (EES) issues that are significant to our stakeholders and business. It also allows us to identify the risks and opportunities of each sustainability issue (Material Matter) to better create positive impacts.

Our Material Matters have been instrumental in the development of our Sustainability Roadmaps and the scope of our sustainability reports. They are reviewed once a year through a limited scale materiality assessment and once every three years in a full-scale exercise. This ensures that our approach remains relevant and up to date with global trends and allows us to meet evolving stakeholder demands.

The process of a full-scale and limited-scale assessment is reflected in the diagram below:



Our last full scale materiality assessment was completed in 2020, resulting in 13 Material Matters that were subsequently categorised into five Priority Areas. These Material Matters formed our strategic objectives and initiatives in the Sustainability Roadmap 2021-2023. The next full scale materiality assessment will be due in 2023.

### Materiality Matrix

To determine the priority of the Material Matters, the survey results were plotted on a materiality matrix according to the degree of materiality as well as relative importance of the Material Matters. The survey results, along with materiality matrix, were validated by the Management Committee and Sustainability and Development Committee before they were approved by the Board of Directors.















Influence on Stakeholder Assessments and Decisions	Highly critical	<ul style="list-style-type: none"> <li>● Education and Capacity Building</li> <li>● Workplace Environment</li> <li>● Learning and Development</li> <li>● Employee Engagement</li> </ul>	<ul style="list-style-type: none"> <li>● Cyber Security and Customer Privacy</li> <li>● Anti-Fraud, Bribery and Corruption</li> <li>● Market Integrity and Stability</li> <li>● Economic Performance</li> <li>● Innovation and Technology Excellence</li> <li>● Sustainable Finance</li> </ul>	
	Critical	<ul style="list-style-type: none"> <li>● Climate Risks</li> <li>● Environmental Footprint</li> <li>● Community Investment</li> <li>● Supply Chain Management</li> </ul>		
	Moderate			
		Moderate	Critical	Highly Critical
Significance of Bursa Malaysia's Economic, Environmental and Social Impacts				

- Strengthening Our Core
- Driving Our Growth
- Protecting Our Environment
- Advancing Our Communities
- Empowering Our Workforce

Our findings revealed that the results remained largely the same. The top three Material Matters were Anti-Fraud, Bribery and Corruption, Cyber Security and Customer Privacy, and Market Integrity and Stability, reflecting stakeholders' expectations of our roles as the frontline regulator and market operator. Environmental-related issues, such as Climate Risks and Environmental Footprint, although increased in ranking, were still rated relatively lower compared to other Material Matters. This is because our operations have a smaller negative environmental impact compared to most industries, which generally have larger carbon footprints. However, we recognise the importance of managing our environmental issues on a consistent basis, as we strive to lead by example and influence the market to accelerate the transition to a low-carbon economy.



In view of the comprehensive assessment held in 2020, we conducted a limited scale review via an online survey in 2022 to validate the identified 13 Material Matters. To align with the common material matters identified in the Bursa Malaysia's Enhanced Sustainability Reporting Framework that was announced on 26 September 2022, we included Supply Chain Management as the 14th Material Matter.

Material Matter	Definition
 Economic Performance	This relates to Bursa Malaysia's impacts on the economic conditions of its stakeholders and the wider economy. This includes the economic value generated and distributed by Bursa Malaysia.
 Market Integrity and Stability	This relates to Bursa Malaysia's efforts to maintain a comprehensive and robust regulatory and market safeguard frameworks to govern its operations and relevant market participants in a fair, orderly and efficient manner.
 Education and Capacity Building	This relates to Bursa Malaysia's efforts to raise standards among its public listed companies and market intermediaries as well as its investor education efforts.
 Cyber Security and Customer Privacy	This relates to Bursa Malaysia's efforts to protect the confidentiality and integrity of information and transactions relating to its business, operations, customers, strategic partners and all third parties.
 Sustainable Finance	This relates to Bursa Malaysia's efforts to support sustainable development and integration of sustainable and responsible principles in its marketplace. This includes promoting effective environmental, social and governance (ESG) disclosures and developing sustainability focused investment products.
 Innovation and Technology Excellence	This relates to Bursa Malaysia's innovation and digitalisation initiatives to unlock new capabilities or opportunities and to increase the efficiency and effectiveness of its operations.
 Climate Risks	This relates to Bursa Malaysia's efforts to identify climate-related risks and opportunities over short, medium and long term that could be significant for Bursa Malaysia.
 Environmental Footprint	This relates to Bursa Malaysia's efforts to reduce its environmental footprint and manage emissions resulting from its business activities. This includes energy consumption, water usage, waste management, recycling activities and other potential initiatives.
 Anti-Fraud, Bribery and Corruption	This relates to Bursa Malaysia's efforts to uphold high standards of integrity, governance and responsible business practices. This includes policies, procedures and initiatives to build awareness and prevent corruption within Bursa Malaysia.
 Workplace Environment	This relates to Bursa Malaysia's efforts to create a positive workplace environment that reflects its values. This includes promoting diversity and inclusion, providing a safe and healthy work environment, upholding human rights, and observing good labour practices and standards.
 Employee Engagement	This relates to efforts to connect with Bursa Malaysia's employees to create an engaged organisation. Employee engagement strategies can help improve productivity, reduce employee turnover, attract talent and help improve personnel performance.
 Learning and Development	This relates to Bursa Malaysia's education and training activities that enhance employees' knowledge, skills and competencies to achieve better work performance and support employees' future growth.
 Community Investment	This relates to Bursa Malaysia's corporate social responsibility initiatives, namely donations and sponsorships of activities and programmes for communities under the focus areas of environmental protection, financial literacy and poverty alleviation, including scholarships for the underprivileged.
 Supply Chain Management	This relates to Bursa Malaysia's supply chain activities that lead to value creation for the stakeholders. It covers the entire material and information flow, leading to the delivery of a product or service. It includes activities such as sourcing, procurement, vendor management, logistics and customer service.

## STAKEHOLDER ENGAGEMENT

We strive to support the interests of our diverse stakeholders, who are critical to our value creation as they provide valuable support, insights and resources that contribute to our culture of excellence. We create an enabling environment that ensures the needs of our stakeholders are effectively heard and addressed.

This fosters trust in our markets and business, thus strengthening the network of people and organisations that influence sustainable growth. Our annual materiality survey to review our material matters is conducted with all stakeholder groups. We also regularly engage with our stakeholders through various platforms throughout the year.

### FREQUENCY OF ENGAGEMENT

**W** Weekly **M** Monthly **H** Half-Monthly **BW** Bi-Weekly **Q** Quarterly

**O** Ongoing **N** When Needed **B** Bi-Monthly **A** Annually **HY** Half-Yearly



## PUBLIC LISTED COMPANIES (PLCS), ISSUERS, POTENTIAL PLCS AND POTENTIAL ISSUERS

(including advisers and secretarial firms that act on their behalf)













### WHY THEY MATTER

The activities and practices of the PLCs and listed issuers are central to creating a purpose-driven and high-performance market.

### THEIR KEY NEEDS AND EXPECTATIONS

- Continuous education and training, especially in corporate governance (CG) and sustainability.
- Protect themselves against the implications of investigations and potential enforcement actions.
- Stay informed of market development initiatives, regulatory policies and proposed changes to listing requirements.

### ENGAGEMENT PLATFORMS

- |   |   |
|---|---|
|  Meetings  |  Advocacy programmes and workshops     |
|  Public or Industry Consultations                                |  Promotional roadshows and seminars    |
|  Focus Group Sessions or Dialogues                               |  Enquiries via Listing Advisory Portal |
|  Engagements through emails, phone calls, surveys or other means |  Bursa LINK                            |
|  Circular or directives  |  Site visits                           |
|  Communication Notes or Guides                                  |  Online platforms or websites         |

### RESPONSE

- Adopt a robust consultative approach to ensure our rules remain practical, relevant and proportionate.
- Regularly engage and provide comprehensive and targeted advocacy and educational programmes on key topics.
- Comprehensively review all investigations, with breaches fairly deliberated by an independent committee.
- Offer an avenue for parties dissatisfied with the enforcement actions to seek redress through the relevant appeal mechanism.
- Conduct advocacy programmes to enhance understanding of corporate disclosure obligations.

Material Matters:



## INTERMEDIARIES

(including brokers, clearing participants, authorised direct members and authorised depository agents)












### WHY THEY MATTER

Responsible conduct by intermediaries is crucial in ensuring investor protection and the orderliness of the market whilst building the resilience of our business.

### THEIR KEY NEEDS AND EXPECTATIONS

- Remain informed and stay ahead of global and regional developments.
- Being consulted for feedback, support and participation of initiatives or projects, developments, and other key matters.
- Protection against the implications of investigations and potential enforcement actions.
- Keep the industry associations abreast of recent developments, initiatives, project launched or implemented and other key matters.
- Ways to increase the number of market participants in the Derivatives Market through the intermediaries (TPs).

### ENGAGEMENT PLATFORMS

- |  |   |
|--|---|
|  Meetings or visits   |  Circular or directives                            |
|  Public or industry consultations   |  Communication Notes                               |
|  Focus group sessions or dialogues   |  Advocacy or education programmes and workshops   |
|  Engagements through emails, phone calls, surveys or other means  |  Promotional roadshows and seminars              |
|  Securities Market Operations Committee (SMOC) Meetings (SMOC comprises members from the stockbroking industry) |  Our website                                     |
|  |  Bursa Malaysia Computer Emergency Response Team |

### RESPONSE

- Address and resolve all matters raised by the industry representatives during SMOC meetings.
- Conduct virtual briefings on relevant market developments.
- Organise education programmes relevant to intermediaries.
- Comprehensively review all investigations, with breaches fairly deliberated by an independent committee.
- Offer an avenue for parties dissatisfied with the enforcement actions to seek redress through the relevant appeal mechanism.
- Co-host conferences and seminars with TPs to gain more traction in the Derivatives Market.

Material Matters:



## INVESTORS









### WHY THEY MATTER

The priorities and perspectives of investors strongly shape Malaysia’s capital market landscape as well as the growth of our PLCs and the Malaysian economy.

### THEIR KEY NEEDS AND EXPECTATIONS

- Stay informed of market development initiatives, regulatory policies and proposed changes to listing requirements.
- Manage and mitigate liquidity risk for existing and new products.
- Improve the availability of products available for trading.
- Enhance literacy in derivative products.

### ENGAGEMENT PLATFORMS

-  Meetings
-  Public consultations
-  Focus group sessions or dialogues
-  Engagements through emails, phone calls, surveys or other means
-  Local and overseas conferences such as Invest Malaysia
-  Advocacy programmes and workshops
-  Our various digital touchpoints such as website and mobile applications
-  Social media platforms and channels such as Twitter, Facebook, Instagram and Telegram

### RESPONSE

- Adopt a robust consultative approach to ensure our rules remain practical, relevant and proportionate.
- Broaden outreach via events and digital channels to raise awareness.
- Build new global intermediaries’ channels to provide services to their clients.
- Constantly review the suitability of existing products and services relevant to investors.
- Onboard market makers in providing constant liquidity to newly launched products.

Material Matters: 

## SHAREHOLDERS

### WHY THEY MATTER

Shareholders and Analysts provide strategic recommendations that contribute to the overall growth of Bursa Malaysia and the Malaysian capital markets.

### THEIR KEY NEEDS AND EXPECTATIONS

- Continuous flow of information to shareholders.
- Bursa Malaysia’s value creation initiatives meet investors’ expectations.

### ENGAGEMENT PLATFORMS

-  Annual Reports
-  Annual General Meetings
-  Meetings
-  Circulars
-  Our website
-  Investor Relations Portal

### RESPONSE

- Maintain an open communication channel for any investors’ query.
- Highlight Bursa Malaysia’s latest initiatives, developments and performances.
- Disclose relevant information in public domains such as our website.

Material Matters: 

## REGULATORS AND GOVERNMENT AGENCIES

### WHY THEY MATTER

By working closely with regulators and government agencies, we can better guide companies and help them on regulatory updates and issues that enable a transparent, fair and orderly market, as well as drive the development of a vibrant and competitive capital market.

### THEIR KEY NEEDS AND EXPECTATIONS

- Avoid duplication of work involving various regulatory breaches that Bursa is investigating.
- Ensure quality of PLC's corporate governance and sustainability practices or reporting.
- Ensure market development initiatives, products, services and regulatory framework governing the Malaysian capital market has the buy-in or relevant approvals from regulators and government agencies.
- Close regulatory gaps on supervision of intermediaries.

### ENGAGEMENT PLATFORMS

- |  |   |
|--|---|
|  Briefings, engagements and consultative sessions |  Reports regarding capital market developments or compliance with statutory obligations such as Annual Regulatory Report |
|  Meetings or discussions                          |  Participation in various committees or working groups such as the Joint Committee on Climate Change                    |
|  Jointly organised events or working groups       |   |

### RESPONSE

- Ensure cooperation, coordination and exchange of information in investigation and enforcement of overlapping breaches with Securities Commission Malaysia (SC).
- Work closely with regulators and the government on market management measures, potential product and market developments, and regulatory initiatives.
- Collaborate with regulators and the government to roll out CG and sustainability initiatives or events for the capital market.
- Continue to keep the relevant regulators apprised of our latest products or services before implementation or launch.
- Closely monitor disclosures made by PLCs, with SC being informed of the formal queries raised by the Exchange.

**Material Matters:**         

## INDUSTRY ASSOCIATIONS, PROFESSIONAL BODIES AND INDUSTRY EXPERTS







### WHY THEY MATTER

They play an important role in providing a collective voice for the industry, guiding Bursa Malaysia on industry trends, innovation, public policy and other key matters.

### THEIR KEY NEEDS AND EXPECTATIONS

- Keeping the industry associations abreast of recent developments, initiatives, projects launched or implemented and other key matters.
- Actively provide feedback on regulatory policies and rule amendments introduced by Bursa Malaysia.
- Enhance knowledge and understanding of Derivatives Market.
- Building in-depth knowledge and sophisticated understanding of utilising derivative instruments for risk management.

### ENGAGEMENT PLATFORMS

- |   |   |
|---|---|
|  Meetings                                  |  Joint committees or task forces with the industry such as SMOC                              |
|  Public consultations                      |  Collaborations with Islamic finance industry partners to organise Shariah Investing events |
|  Focus group sessions or dialogues        |   |
|  Engagements through emails, phone calls |   |

### RESPONSE

- Conduct briefings on relevant developments in the market.
- Engage industry associations' representatives through SMOC meetings.
- Adopt a robust consultative approach to ensure that our rules remain practical, relevant and proportionate.
- Organise regular training or educational activities to improve the literacy on Derivatives Market.

**Material Matters:**     

## ANALYSTS, RATING AGENCIES AND INDEX PROVIDERS

### WHY THEY MATTER

Analysts, rating agencies and index providers provide strategic recommendations that contribute to the overall growth of Bursa Malaysia and the Malaysian capital markets.

### THEIR KEY NEEDS AND EXPECTATIONS

- Continuous flow of information to analysts, rating agencies and index providers.
- Bursa Malaysia's strategic direction and management guidance on operational outlook.

### ENGAGEMENT PLATFORMS

-  Annual Reports
-  Half-yearly analyst and media briefings
-  Meetings
-  Circulars
-  Our website
-  Investor Relations Portal

### RESPONSE

- Maintain an open communication channel for queries from analysts, rating agencies and index providers.
- Highlight Bursa Malaysia's latest initiatives, developments and performance.
- Disclose relevant information in public domains such as the Investor Relations portal on our website.

Material Matters:



## EMPLOYEES









### WHY THEY MATTER

Employees are the backbone of our organisation and growth. They drive and shape our purpose-driven culture change to align our core values with business strategies.

### THEIR KEY NEEDS AND EXPECTATIONS

- Receive relevant and timely information in a structured manner.
- Keep up to date on key strategic plans and way forward.
- Constant engagement to ensure contribution and added value.

### ENGAGEMENT PLATFORMS

-  Meetings and town halls (held virtually) with feedback sessions
-  Training and engagement sessions on various topics such as cyber security and social engineering tests
-  MY1818
-  Bursa@Work emails
-  Other employee engagements
-  MSTEams (#Aperita)
-  Activities such as festive celebrations
-  Bursa VIBE

### RESPONSE

- Revise strategy towards centralised communications and communication spectrums with effective channels that ensure the segregation of the information reaches the targeted audience.

Material Matters:



## VENDORS AND SUPPLIERS

### WHY THEY MATTER

Our activities and operations depend on the products and services delivered by our vendors and suppliers, whose resources, materials and expertise improve our ability to meet our value-creation objectives.

### THEIR KEY NEEDS AND EXPECTATIONS

- Products and services that meet Bursa Malaysia’s specifications and requirements.
- Best value for vendors, suppliers and Bursa Malaysia.

### ENGAGEMENT PLATFORMS

- ▣ Meetings or Presentations
- ▣ Engagements through emails, phone calls
- ▣ Communication through tender notice, request for proposal and request for quotation
- ▣ Site visits
- ▣ Our website
- ▣ Tender briefings

### RESPONSE

- Organise vendor briefings to ensure they understand our requirements before submitting proposal to ensure efficiency and fair competition.
- Negotiate with vendors to ensure the best value for Bursa Malaysia.

Material Matters: 

## COMMUNITY GROUPS (including non-profit organisations (NGOs) who are beneficiaries of our community initiatives)

### WHY THEY MATTER

Community engagement is an effective way to understand the needs of society at large, and allows us to contribute to Malaysia’s developments in an inspiring and meaningful manner.

### THEIR KEY NEEDS AND EXPECTATIONS

- Adequate funding and support for social programmes benefiting the marginalised communities.
- Support for basic education and technology for bottom 40% or B40 children and families.
- Avoid duplication of support by funders for the same communities.

### ENGAGEMENT PLATFORMS

- ▣ Meetings
- ▣ Engagements via phone calls, emails or letters
- ▣ Our website
- ▣ Trainings or webinars
- ▣ Programmes, events, relief and initiatives
- ▣ Scholarships
- ▣ Donations
- ▣ Volunteering activities

### RESPONSE

- Pledge to contribute 1% of our profit after tax toward community projects that have positive impacts on society.
- Allocate budget based on the needs and urgency of the affected communities.
- Provide educational and technological tools for B40 children and families through reputable NGOs and charitable organisations.
- Continuous engagement and collaboration with other funders to support impactful community projects.

Material Matters: 

# APPENDICES





## EXTERNAL ASSURANCE STATEMENT



### INDEPENDENT ASSURANCE STATEMENT

**To: The Stakeholders of BURSA MALAYSIA BERHAD**

#### Introduction and objectives of work

Bureau Veritas Certification (M) Sdn. Bhd (Bureau Veritas) has been engaged by Bursa Malaysia Berhad to perform an independent limited assurance of selected performance indicators and statements within the Sustainability Report 2022.

This Assurance Statement applies to the related information included within the scope of work described below for the period from 1 January 2022 to 31 December 2022. The overall objective of this process is to provide assurance to Bursa Malaysia Berhad's stakeholders over the accuracy, reliability and objectivity of the Selected Disclosure presented in the Sustainability Report 2022.

#### Responsibilities

The preparation and presentation of the Selected Disclosure is the sole responsibility of the management of Bursa Malaysia Berhad. Bureau Veritas was not involved in the preparation of the Disclosure. Our responsibilities were to:

- Perform limited assurance on whether the Selected Information has been appropriately and accurately prepared;
- Establish an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the management of Bursa Malaysia Berhad.

#### Scope of work

The Selected Disclosure within the Sustainability Report 2022 which we provided limited assurance were:

- Gender Pay Ratio;
- Selected Data under Learning Development - Total Training Hours (TTH), TTH by Gender, TTH by Employee Category;
- Water Consumption; and
- Greenhouse gas emissions (GHG).



For GHG emissions, the scope of our work was limited to assurance of Bursa's Scope 1, 2 and selected Scope 3 GHG emissions data for Bursa Malaysia Berhad's operations located at the Main Building, Annex Building and the Disaster Recovery Centre. The scope was further expanded to cover the verification of the carbon neutrality program carried out in 2022 for Bursa Malaysia Berhad's 2021 GHG emissions.

The boundary of the verification included the following GHG emissions and associated data from the activities under Bursa Malaysia Berhad's operational control for the following:

- Direct emission (Scope 1) which comprised fuel consumption for standby generators, fuel consumption for vehicles owned by Bursa Malaysia Berhad and fugitive emissions from the cooling system;
- Indirect emissions (Scope 2) from the purchase of electricity, location and market based; and
- Selected other Indirect emissions (Scope 3):
  - Business travel (air and land travel)
  - Employee commuting and homeworking
  - Use of raw materials (paper and water)
  - Wastes disposal (domestic and hazardous wastes)

#### Assessment Standard

Our overall verification was conducted with reference to International Standard on Assurance Engagements (ISAE) 3000 (revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, International Framework for Assurance Engagements, Bureau Veritas' standard procedures and guidelines for external Verification/Assurance of Sustainability Reports, based on current best practice in independent assurance.

For GHG emissions, the methodology and standards below were applied:



- ISO 14064-1:2018 Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals;
- ISO 14064-3: 2019 Specification with guidance for the verification and validation of greenhouse gas statements; and
- Greenhouse Gas Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard.

### Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviewed key personnel responsible for collating information and writing various parts of the statement in order to substantiate the veracity of the claims;
2. Reviewed internal and external documentation;
3. Reviewed and verified the accuracy of data collected from various sources and that are presented in the statement; and
4. Audited performance data.

Additionally, for GHG, in accordance with the ISO 14064-3, we performed the following activities:

- Assessed the appropriateness of the information included in the GHG reporting;
- Conducted on-site visit to the sites to witness the equipment or meters used to record the GHG data;
- Reviewed the data collection procedure and consolidation processes used to compile the GHG Information, including the assumptions made, the data scope and reporting boundaries;
- Reviewed the internal and external documentation used in the calculation of the GHG emissions and reporting including the sources of the emission factors;
- Confirmed that electricity is only sourced from the grid, hence the Scope 2 emissions for both the location and market based are the same;
- Performed a selection of aggregation calculations of the information provided; and



- Reviewed Verra Registry projects to confirm the purchase of Voluntary Carbon Units (VCUs) by Bursa Malaysia Berhad were from two Verra registered projects as part of their commitment to Carbon Neutrality.

### Conclusion

On the basis of our methodology and the activities described above for the agreed scope, nothing has come to our attention to indicate that the reviewed statements of the Selected Disclosure are inaccurate and the information included therein is not fairly stated.

Based on the scope of the verification process, the following represents Bureau Veritas's opinion:

- Bursa Malaysia Berhad has established appropriate systems for the collection, aggregation and analysis of quantitative data such as key performance;
- Gender pay gap or gender wage gap is the average difference between the remuneration for male and female employees for all categories such as senior management, middle management, executive and non-executive. Gender Pay Ratio as of December 2022 is 1:1 based on the total paid salary excluding bonus, for male and female employees.
- Bursa Malaysia Berhad provided a total of 16,765.61 average training hours in 2022, which was 7,702.88 hours for male employees and 9062.72 hours for female employees. A total of 24.30 average training hours for male employees and 31.14 average training hours for female employees.
- Annual training shows that all categories of employees are involved whereby the training hours for senior management is 20.94 hours, middle management is 28.56 hours, executive is 28.95 hours and non-executive is 22.53 hours.
- The total amount allocated for training is RM 1,434,681 for learning and development in 2022 which is the same as reported.



- We found that Bursa Malaysia Berhad has established 6 partnership programs with professional certification institutions such as Chartered Financial Analyst (CFA) Institute, Securities Industry Development Corporation (SIDC), Association of Chartered Certified Accountants (ACCA), Financial Information Services Division (FISD), Asia Securities Industry & Financial Markets Association (ASIFMA) and Project Management Institute (PMI).
- In 2022, Bursa Malaysia Berhad has received the Recognised Employer Partner and ACCA Approved Employer awards for both Trainee Development and Professional Development from the CFA Society Malaysia.
- There are two sources of incoming water supply to Bursa Malaysia Berhad, namely the water supply by the utility company and the underground water which is collected and treated for consumption of cooling tower system. The water supplied from the utility company was evident through the monthly bills while for the underground water is from the flowmeter reading supplied to the cooling tower which is recorded on monthly basis. The volume reported in the Sustainability Report 2022, 61,463.41 m3 is found to be correct.

For the GHG emissions, it is our opinion that:

- The Carbon Neutrality programme that was carried out in 2022 to offset the 2021's emissions is confirmed;
- The level of accuracy of GHG emissions data included in the Bursa Malaysia Berhad's Sustainability Report 2022 is fair, acceptable and presented in an appropriate manner;
- The personnels responsible for the data were able to reliably demonstrate the origin(s) and interpretation of data contained in the report;
- Bursa Malaysia Berhad has applied the latest emission factor published by the Energy Commission of Malaysia for Peninsular Malaysia;
- The following GHG emissions were confirmed as below;



Greenhouse gas emissions (tCO <sub>2</sub> e)		
Scope 1	Scope 2	Scope 3
194.73	7,216.77	1,532.97
Other Indirect (Scope 3) Categories (tCO <sub>2</sub> e): <ul style="list-style-type: none"> <li>• Business travel (air and land travel) = 123.38</li> <li>• Employee commuting and homeworking = 1,176.36</li> <li>• Use of raw materials (paper and water) = 30.49</li> <li>• Wastes disposal (domestic and hazardous wastes) = 202.74</li> </ul>		

#### Limitations and exclusions

The verification process was subjected to the following limitations:

- Activities outside of the defined reporting period;
- Scope outside the defined Selected Disclosure;
- Contractor or third-party data;
- Positional statements (expressions of opinion or future intention by Bursa Malaysia Berhad) and statements of future commitment;
- Data identified by Bursa Malaysia Berhad for non-inclusion, geographical operations/activities excluded, subsidiaries, etc; and
- For GHG emissions, the verification was designed to provide a limited assurance whether the GHG emissions is presented fairly, in all material aspects, and in accordance with the reporting criteria. It was not intended to provide assurance of Bursa Malaysia Berhad's ability to achieve its climate related targets, expectations or ambitions.

This limited assurance engagement relies on a risk based selected sample of data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.



### Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company that specialises in Quality, Health, Safety, Social and Environmental management with more than 190 years history in providing independent assurance services, and an annual turnover in 2022 of EUR 5,650.6 million.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest. No member of the assurance team has a business relationship with Bursa Malaysia Berhad, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years of combined experience in this field and an excellent understanding of The Bureau Veritas Group standard methodology for the verification/assurance of sustainability report and greenhouse gas emissions data.

### Attestation:

**Bureau Veritas Certification (M) Sdn. Bhd**

**Kuala Lumpur, Malaysia**

28 February 2023

**Aminah Ang**  
GHG LEAD VERIFIER

**Kamaruzaman Bin Mohamed**  
LEAD VERIFIER



**Ahmad Hamdi Mat Yusof**  
CERTIFICATION MANAGER

**Nizam Richard**  
PROJECT MANAGER




For more information on our Assurance/Verification Service:




[nizam.richard@bureauveritas.com](mailto:nizam.richard@bureauveritas.com)

## SDGs IN ACTION

SDG	SDG Targets	Progress & Achievements in 2022	Page
	1.5: By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.	<ul style="list-style-type: none"> <li>• Provided assistance to communities in line with our third CSR Pillar: Poverty Alleviation and Disaster Relief, which included among others, providing support to students' families who lost one or both parents to COVID-19, help families and individuals impacted by the floods, and providing sustenance to the communities in need.</li> </ul>	87-88
	4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.	<ul style="list-style-type: none"> <li>• Supported 19 students from B40 communities to pursue undergraduate courses at local universities in 2022.</li> <li>• Supported two scholars from underprivileged families to pursue full time professional ACCA Programme under Malaysian Professional Accountancy Centre.</li> </ul>	84
	4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	<ul style="list-style-type: none"> <li>• Sponsored Yayasan Pelajaran MARA's Program Pintar, which aimed to reduce the education gap between urban and rural communities and school dropouts that were increasing due to poverty.</li> </ul>	88
		<ul style="list-style-type: none"> <li>• Provided sustenance to autistic children from low-income households studying at IDEAS Autism Centre (IAC).</li> </ul>	88
	4.6: By 2030, ensure that all youth and a substantial portion of adults, both women and men, achieve literacy and numeracy.	<ul style="list-style-type: none"> <li>• Launched the #MyFirstTrade# campaign to encourage more women to begin their investing journey in the market.</li> <li>• Organised Bursa Investment Quiz Competition 2022 to improve investment literacy of millennials.</li> <li>• Organised Bursa Inter-Varsity Stock Challenge 2022 to create investment awareness and provide students with simulated trading experience.</li> </ul>	27 28 28
		<ul style="list-style-type: none"> <li>• Organised various investor education programmes for members of the public.</li> <li>• Conducted various sessions of Sens-Ability, which were aimed at improving the financial and investment literacy levels of the general public.</li> </ul>	26-30 31, 84
<ul style="list-style-type: none"> <li>• Bursa Academy website attracted 160,779 visitors with 712,971 page views.</li> </ul>		30	
4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.	<ul style="list-style-type: none"> <li>• Conducted various advocacy programmes on corporate governance and sustainability.</li> <li>• Bursa Sustain website attracted 151,140 visitors with 364,130 page views.</li> </ul>	24, 45 30	



SDG	SDG Targets	Progress & Achievements in 2022	Page
	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	<ul style="list-style-type: none"> <li>Launched '#MyFirstTrade#' campaign and continued 'Equality4Equity' Campaign to close the gender investing gap in conjunction with International Women's Day and Ring Bell for Gender Equality initiative.</li> <li>Included in Bloomberg Gender-Equality Index 2022.</li> <li>Extended maternity leave to 98 days and revised the maximum weekly working hours as well as paternity leave for married male employees.</li> </ul>	27 71 71
	8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.	<ul style="list-style-type: none"> <li>LEAP market had five newly listed small and medium-sized enterprises.</li> </ul>	43
	10.1: By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average.	<ul style="list-style-type: none"> <li>Number of cooperatives trading on Bursa Suq Al-Sila' (BSAS) grew to 117.</li> <li>Pledged to support a project to improve the socioeconomic status and education of the Orang Asli communities in Carey Island.</li> </ul>	44 88
	10.5 Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations.	<ul style="list-style-type: none"> <li>Continued to provide necessary rules and regulations, as well as implemented market management measures to ensure the market was operating in a fair and orderly manner.</li> </ul>	21
	12.3: By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses.	<ul style="list-style-type: none"> <li>Collected and donated close to 14,000 kg of food from five participating corporates through our re.Food initiative.</li> <li>Installed a composting machine at our office and diverted 1,191 kg of food waste avoided being sent to the landfill.</li> </ul>	85-86 63
	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	<ul style="list-style-type: none"> <li>Recycled 11,725 kg of paper, 30 kg of plastic, 360 kg of metal or glass, and 3,595 kg of fabric-based items.</li> <li>Published the Bursa Malaysia Waste Disposal and Recycling Guide, as well as Personal Net Zero GHG Emissions Guide to promote responsible consumption and guide employees in living a low-carbon lifestyle.</li> <li>Supported Zero Waste Malaysia in its goal of enhancing the general public's awareness about zero waste, through the Trash Encyclopedia and Trashpedia website, as well as the Zero Waste Festival.</li> </ul>	62-63 62 87, 91
	12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.	<ul style="list-style-type: none"> <li>Published five guidebooks under the Public Listed Companies Transformation (PLCT) Programme.</li> <li>Conducted various advocacy programmes in the areas of corporate governance and sustainability.</li> <li>Issued the Enhanced Sustainability Reporting Framework with the aim of elevating the sustainability practices and disclosures of our PLCs.</li> </ul>	24-25 24, 45 10-11, 45

SDG	SDG Targets	Progress & Achievements in 2022	Page
	13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	<ul style="list-style-type: none"> <li>Organised climate change and TCFD reporting workshops for PLCs.</li> <li>Published the Personal Net Zero GHG Emissions Guide to guide employees in living a low-carbon lifestyle.</li> </ul>	24, 45 62
	16.5: Substantially reduce corruption and bribery in all their forms.	<ul style="list-style-type: none"> <li>Conducted corruption risk assessment across Bursa Malaysia's operation to assess our risk exposure to corruption, bribery and fraud.</li> <li>Continued to carry out training and awareness sessions to increase and improve awareness of anti-fraud, bribery and corruption matters among employees and the Board of Directors.</li> </ul>	69 69
	17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.	<ul style="list-style-type: none"> <li>Partnered with financial institutions for the #financing4ESG initiative.</li> <li>Partnered with the London Stock Exchange Group to expand the calculation of ESG scores to all PLCs listed on the Main and ACE Markets.</li> <li>Partnered with the Malaysian Palm Oil Certification Council to share information and knowledge, including exploring opportunities to develop and promote sustainability-related initiatives in the palm oil industry.</li> <li>Participated in various working groups and committees to advance the sustainability agenda of the capital market.</li> </ul>	42 43 43 46-47, 154-155

## GRI CONTENT INDEX

<b>Statement of use</b>	Bursa Malaysia has reported in accordance with the GRI Standards for the period of 1 January 2022 to 31 December 2022, 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	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	The organisation and its reporting practices				
	2-1	Organisational details	<ul style="list-style-type: none"> <li>Bursa Malaysia Berhad</li> <li>Headquarters: Kuala Lumpur, Malaysia</li> <li>Country of Operation: Malaysia</li> <li>IAR2022: Group Corporate Structure; pages 12-13</li> </ul>		
	2-2	Entities included in the organisation's sustainability reporting	<ul style="list-style-type: none"> <li>All our entities and operations in Malaysia, except selected data under Environmental Footprint where we excluded Labuan International Financial Exchange's operations, are included in our SR</li> <li>Both SR and IAR cover all our entities and operations in Malaysia as stated in the the Group Corporate Structure of IAR2022, at pages 12-13</li> <li>IAR2022: Notes to the Financial Statements; pages 177-193</li> </ul>		
2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> <li>Annually and cover reporting period from January to December</li> <li>Reporting period: 1 January 2022 to 31 December 2022</li> <li>Publication date: 1 March 2023</li> <li>Emilia Tee Yoke Hoong Director, Group Sustainability 10th Floor, Exchange Square, Bukit Kewangan, 50200 Kuala Lumpur, Malaysia. Tel: 03-2034 7335 Fax: 03-2072 0350 Email: yhtee@bursamalaysia.com</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-4	Restatements of information	<ul style="list-style-type: none"> <li>Water consumption for 2020 and 2021, pages 63, 152</li> <li>Employee breakdown by gender; page 143</li> <li>Employee breakdown by gender and management categories; page 144</li> <li>Employee breakdown by age and management categories; page 144</li> <li>Employee breakdown by ethnicity and management categories; page 145</li> <li>Employee breakdown by nationality; page 145</li> <li>Employees promoted by gender; pages 73, 146</li> <li>Employee turnover by gender; page 73, 147</li> </ul>			
	2-5	External assurance	<p>A 5-year assurance plan for our sustainability reports (SRs) was presented and approved by the Corporate Sustainability Committee in 2019. We started with internal assurance for SR2019 and moved towards obtaining external assurance for the first time which covered GHG emissions in SR2021. In 2022, we presented the proposal to expand the scope of the assurance to the Management Committee and subsequently the proposal was approved to cover more indicators in SR2022.</p> <p>Bureau Veritas Certification (Malaysia) Sdn Bhd, an independent third party verifier, has been appointed to perform external assurance on selected indicators of SR2022, which include:</p> <ul style="list-style-type: none"> <li>- GHG Emissions (Scope 1, 2 and 3)</li> <li>- Water Consumption</li> <li>- Gender Pay Ratio</li> <li>- Selected data under Learning and Development, such as Total Training Hours</li> </ul> <p>The statement of assurance can be found in pages 112-118 of our SR2022.</p>			
	<b>Activities and workers</b>					
2-6	Activities, value chain and other business relationships	<p>Industry Classification Benchmark (ISB) Supersector: Financial Services Sector: Investment Services</p> <p>IAR2022: Who We Are; pages 5-9 IAR2022: Our Value Creation Model; pages 34-37 SR2022: Supply Chain Management; pages 96-97 IAR2022: Who We Are - Our Strategic Alliances; page 11 IAR2022: Chairman's Statement; pages 20-25 IAR2022: Chief Executive Officer's Review; pages 26-31</p>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION			
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-7	Employees	<ul style="list-style-type: none"> <li>SR2022: Performance Data Table; page 143-147</li> <li>Numbers are reported in headcount and at the end of the reporting period</li> <li>Majority of our employees are on full time permanent basis. For job grades of Executive Vice President and above, they are offered a fixed-term contract. We also have normal contract staff made up mostly of previous full time permanent employees who have reached their retirement age and were offered to continue their service in the company. Proteges, graduate talents, interns, as well as part time contract staff made up for the temporary employees. They are attached with the company for a fixed duration or hired to assist on specific projects for the organisation.</li> <li>There are no significant fluctuations in the number of employees during the reporting period or between reporting periods</li> </ul>				
	2-8	Workers who are not employees		2-8-a (i) and (ii)	Information unavailable/incomplete	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.	
				2-8-b (i) and (ii)			
				2-8-c			
	<b>Governance</b>						
	2-9	Governance structure and composition	<ul style="list-style-type: none"> <li>SR2022: Our Sustainability Approach; page 6</li> <li>IAR2022: Our Leadership - Who Governs Us; pages 98-107</li> <li>IAR2022: Our Governance - Corporate Governance Overview; pages 116-125</li> <li>CG Report</li> <li>Website: <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>IAR2022: Our Governance - Corporate Governance Overview; pages 116-125</li> </ul>					
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> <li>The chair of the Board of Directors, Tan Sri Abdul Wahid Omar is an independent non-executive director</li> </ul>					

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> <li>SR2022: Our Sustainability Approach; page 6</li> <li>SR2022: Our Reporting Approach; pages 99-110</li> <li>CG Report</li> </ul>			
	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>SR2022: Our Sustainability Approach; page 6</li> <li>CG Report</li> </ul>			
	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>SR2022: Our Reporting Approach; pages 99-110</li> </ul>			
	2-15	Conflicts of interest	<ul style="list-style-type: none"> <li>IAR2022: Our Governance - Corporate Governance Overview; pages 116-125</li> <li>IAR2022: Our Governance - Statement on Internal Control and Risk Management; pages 132-143</li> </ul>			
	2-16	Communication of critical concerns	<ul style="list-style-type: none"> <li>SR2022: Anti-Fraud, Bribery and Corruption; page 67</li> <li>Website: <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure</a></li> </ul>			
			<ul style="list-style-type: none"> <li>SR2022: Anti-Fraud, Bribery and Corruption; page 69</li> </ul>			
	2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>CG report</li> </ul>			
	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>IAR2022: Our Governance - Corporate Governance Overview; pages 116-125</li> <li>CG Report</li> </ul>			
	2-19	Remuneration policies	<ul style="list-style-type: none"> <li>IAR2022: Our Governance - Corporate Governance Overview; pages 116-125</li> <li>IAR2022: Notes to the Financial Statements; pages 198-199</li> <li>Website: <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>IAR2022: Our Governance - Corporate Governance Overview; pages 116-125</li> <li>IAR2022: Notes to the Financial Statements; pages 198-199</li> </ul>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION			
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio		2-21-a, b, c	Confidentiality constraints	Salary and compensation package are confidential information as per company's policy	
	Strategy, policies and practices						
	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> <li>IAR2022: Chairman's Statement; pages 20-25</li> <li>IAR2022: Chief Executive Officer's Review; pages 26-31</li> <li>SR2022: A Message from our Chairman and Chief Executive Officer; pages 3-4</li> </ul>				
	2-23	Policy commitments	<ul style="list-style-type: none"> <li>SR2022: Our Sustainability Approach; pages 8-9</li> <li>Sustainability Policy: <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>Code of Ethics: <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5ed1030139fba23a9a307e56/Simplified_Code_of_Ethics_290520_clean.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5ed1030139fba23a9a307e56/Simplified_Code_of_Ethics_290520_clean.pdf</a></li> <li>Anti-Corruption Policy: <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5ed102fb5b711a61e50cd9a7/Anti-Corruption_Policy290520_clean.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5ed102fb5b711a61e50cd9a7/Anti-Corruption_Policy290520_clean.pdf</a></li> <li>Vendor Code of Conduct: <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>Vendors who participate in our tender process are required to submit a Vendor Declaration Form, which includes an undertaking to comply with relevant Bursa Malaysia policies and not to engage in any form of corruption.</li> <li>To ensure a sustainable and ethical supply chain, all our vendors must be registered with Bursa Malaysia and agree to comply with the Vendor Code of Conduct.</li> </ul>				
	2-24	Embedding policy commitments	<ul style="list-style-type: none"> <li>SR2022: Our Sustainability Approach; pages 6-9</li> </ul>				
	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>SR2022: Anti-Fraud, Bribery and Corruption; pages 67-69</li> <li>IAR2022: Our Governance - Audit Committee Report; page 145</li> <li>Website: <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure</a></li> </ul>				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>SR2022: Anti-Fraud, Bribery and Corruption; page 67</li> <li>Website: <a href="https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure">https://www.bursamalaysia.com/about_bursa/about_us/corporate_governance/whistleblower_policy_and_procedure</a></li> </ul>			
	2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>SR2022: Cyber Security and Customer Privacy; page 34</li> <li>SR2022: Environmental Footprint; page 63</li> <li>SR2022: Appendices - SASB Content Index; pages 135-139</li> </ul>	2-27-c, d	Not applicable	No incident of non-compliance
	2-28	Membership associations	<ul style="list-style-type: none"> <li>We hold memberships in various international and local organisations, including in those with a focus on sustainability. These enable us to remain up-to-date on the latest developments relevant to our industry. Our memberships include: <ul style="list-style-type: none"> <li>– Asian and Oceanian Stock Exchanges Federation (AOSEF)</li> <li>– Asia-Pacific Central Securities Depository Group (ACG)</li> <li>– Association of National Numbering Agencies (ANNA)</li> <li>– Futures Industry Association (FIA)</li> <li>– International Organisation of Securities Commissions (IOSCO)</li> <li>– The Organisation of Islamic Cooperation (OIC)</li> <li>– Exchanges Forum (OIC Exchanges Forum)</li> <li>– Sustainable Stock Exchanges (SSE) Initiative</li> <li>– World Federation of Exchanges (WFE)</li> <li>– World Islamic Economic Forum (WIFE)</li> <li>– Intermarket Surveillance Group (ISG)</li> <li>– The Islamic Financial Services Board (IFSB)</li> </ul> </li> <li>SR2022: Sustainable Finance; page 46</li> </ul>			
	<b>Stakeholder Engagement</b>					
	2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>SR2022: Our Reporting Approach – Stakeholder Engagement; pages 105–110</li> </ul>			
	2-30	Collective bargaining agreements	<ul style="list-style-type: none"> <li>SR2022: Workplace Environment; page 71</li> <li>SR2022: Performance Data Table; page 147</li> <li>The working conditions and terms of employment of these employees are not influenced or determined based on other collective bargaining agreement</li> </ul>			



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Material Topic</b>					
GRI 3: Material Topics 2021	3-1	Process to determine material topics	• SR2022: Our Reporting Approach; pages 99–110		
	3-2	List of material topics	• SR2022: Our Reporting Approach - Materiality Assessment; pages 102–104		
<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>• SR2022: Economic Performance; pages 16-18</li> <li>• IAR2022: Our Investment Proposition; pages 10-11</li> <li>• IAR2022: Chairman's Statement; pages 20-25</li> <li>• IAR2022: Chief Executive Officer's Review; pages 26-31</li> <li>• IAR2022: Our Value Creation Model; pages 34-37</li> <li>• IAR2022: Market Highlights; pages 40-42</li> <li>• IAR2022: Management Discussion and Analysis; pages 49-84</li> </ul>		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	• SR2022: Economic Performance; page 18		
<b>Market Integrity and Stability</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	<ul style="list-style-type: none"> <li>• SR2022: Market Integrity and Stability; pages 19-21</li> <li>• SR2022: Performance Data Table; page 142</li> <li>• IAR2022: Marketplace Report: Fair and Orderly Markets; pages 126-131</li> </ul>		
<b>Education and Capacity Building</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR2022: Education and Capacity Building; pages 22-31		
<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>• SR2022: Cyber Security and Customer Privacy; pages 32-34</li> <li>• IAR2022: Market Trends and Approach; page 52</li> <li>• IAR2022: Key Risks and Opportunities; page 56</li> </ul>		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
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>SR2022: Cyber Security and Customer Privacy; page 34</li> <li>SR2022: SASB Content Index; page 138</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>SR2022: Sustainable Finance; pages 37-47</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>SR2022: Innovation and Technology Excellence; pages 48-51</li> <li>IAR2022: Our Strategy; pages 59-61</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>SR2022: Climate Risks; pages 54-58</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>SR2022: Climate Risks; pages 55-58</li> </ul>			
<b>Environmental Footprint</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; pages 59-63</li> </ul>			
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; pages 60-61</li> </ul>			
	302-2 Energy consumption outside the organisation	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; pages 60-61</li> </ul>			
	302-3 Energy Intensity	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; pages 60-61</li> </ul>			
	302-4 Reduction of energy consumption	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; page 61</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 303: Water and Effluents 2018</b>	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		303-2	Not applicable	We are not operating in an industry with significant water-related impact
	303-3	Water withdrawal	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; page 63</li> <li>SR2022: Performance Data Table; page 152</li> </ul>			
	303-5	Water consumption	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; page 63</li> <li>SR2022: Performance Data Table; page 152</li> </ul>			
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; page 60</li> <li>SR2022: Performance Data Table; page 151</li> </ul>			
	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>SR2022: Carbon Footprint Methodology; page 153</li> </ul>			
	305-3	Other indirect (Scope 3) GHG emissions				
	305-4	GHG emissions intensity				
	305-5	Reduction of GHG emissions				
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; page 60</li> </ul>			
	306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; pages 61-63</li> </ul>			
	306-3	Waste generated	<ul style="list-style-type: none"> <li>SR2022: Environmental Footprint; page 62</li> </ul>			
	306-4	Waste diverted from disposal	<ul style="list-style-type: none"> <li>SR2022: Performance Data Table; page 152</li> </ul>			
	306-5	Waste directed to disposal				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>Empowering Our Workforce</b>					
<b>Anti-Fraud, Bribery and Corruption</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR2022: Anti-Fraud, Bribery and Corruption; pages 66-69		
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	• SR2022: Anti-Fraud, Bribery and Corruption; page 69 • IAR2022: Corporate Governance Overview; page 119 • IAR2022: Statement of Internal Control and Risk Management; pages 140-141		
	205-2	Communication and training about anti-corruption policies and procedures	• SR2022: Anti-Fraud, Bribery and Corruption; page 69		
	205-3	Confirmed incidents of corruption and actions taken	• There were no incidents in 2022 where contracts with business partners were terminated or not renewed due to violations related to fraud, bribery or corruption. In addition, there have been no legal cases related to fraud, bribery or corruption brought against us, nor have there been such incidents or confirmed incidents in which employees were dismissed or disciplined for fraud, bribery or corruption.		
<b>Workplace Environment</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR2022: Workplace Environment; pages 70-73		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	• SR2022: Workplace Environment; page 73 SR2022: Performance Data Table; pages 146-147		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	• SR2022: Workplace Environment; page 73		
	401-3	Parental leave	• SR2022: Performance Data Table; page 146		

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational health and safety management system	• SR2022: Workplace Environment; page 71			
	403-2	Hazard identification, risk assessment and incident investigation	• SR2022: Workplace Environment; page 71			
	403-3	Occupational health services	• SR2022: Workplace Environment; page 71			
	403-4	Worker participation, consultation and communication on occupational health and safety	• Employees are encouraged to flag OHS issues or near-missed cases via GRC solution. Furthermore, employees were consulted during the materiality assessment process.			
	403-5	Worker training on occupational health and safety	• SR2022: Workplace Environment; page 71			
	403-6	Promotion of worker health	• SR2022: Workplace Environment; page 72			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• SR2022: Workplace Environment; page 71 • Vendor Code of Conduct: <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5facf9a439fba2791689b39b/Bursa_Malaysia_Vendor_Code_of_Conduct_edit.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5facf9a439fba2791689b39b/Bursa_Malaysia_Vendor_Code_of_Conduct_edit.pdf</a>			
	403-8	Workers covered by an occupational health and safety management system	• SR2022: Workplace Environment; page 71 • Vendor Code of Conduct: <a href="https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5facf9a439fba2791689b39b/Bursa_Malaysia_Vendor_Code_of_Conduct_edit.pdf">https://www.bursamalaysia.com/sites/5d809dcf39fba22790cad230/assets/5facf9a439fba2791689b39b/Bursa_Malaysia_Vendor_Code_of_Conduct_edit.pdf</a>			
<b>GRI 405: Diversity and Equal Opportunity</b>	405-1	Diversity of governance bodies and employees	• SR2022: Workplace Environment; page 72 • SR2022: Performance Data Table; pages 148-149 • IAR2022: Corporate Governance Overview; page 121			
	405-2	Ratio of basic salary and remuneration of women to men	• SR2022: Workplace Environment; page 73			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE		LOCATION	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
<b>GRI 406: Non-Discrimination 2016</b>	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 2022</li> </ul>			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	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>As per our Sustainability Policy, we respect internationally recognised human rights as relevant to our business and operations and continuing to uphold the freedom of association and the effective recognition of the right to collective bargaining as stipulated under the International Labour Organisation conventions.</li> <li>For more information, refer to: <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>						
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR2022: Employee Engagement; pages 74-76</li> </ul>			
<b>Learning and Development</b>						
<b>GRI 3: Material Topics 2021</b>	3-3	Management of material topics	<ul style="list-style-type: none"> <li>SR2022: Learning and Development; pages 77-80</li> </ul>			
<b>GRI 404: Training and Education 2016</b>	404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>SR2022: Learning and Development; page 80</li> </ul>			
	404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>SR2022: Learning and Development; page 79</li> </ul>			
	404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>SR2022: Learning and Development; page 78</li> </ul>			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Advancing Our Communities</b>						
<b>Community Investment</b>						
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR2022: Community Investment; pages 83-95			
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	• SR2022: Community Investment; pages 83-95			
	203-2	Significant indirect economic impacts	• SR2022: Community Investment; pages 83-95 • SR2022: In the Spotlight; page 13			
<b>Supply Chain Management</b>						
GRI 3: Material Topics 2021	3-3	Management of material topics	• SR2022: Supply Chain Management; pages 99-100			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	• SR2022: Supply Chain Management; page 100			
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	• In 2022, we conducted a pilot Supplier Assessment Questionnaire (SAQ) on 18 selected vendors, which included questions covering sustainability-thematic areas such as environment and human rights	308-1-a	Information unavailable/incomplete	Limited information collected as we just started pilot SAQ in 2022
	308-2	Negative environmental impacts in the supply chain and actions taken		308-2-a, b, c, d, e		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	• In 2022, we conducted a pilot Supplier Assessment Questionnaire (SAQ) on 18 selected vendors, which included questions covering sustainability-thematic areas such as environment and human rights	414-1-a	Information unavailable/incomplete	Limited information collected as we just started pilot SAQ in 2022
	414-2	Negative environmental impacts in the supply chain and actions taken		414-2-a, b, c, d, e		

## SASB CONTENT INDEX

### Security and Commodity Exchanges Standard

Table 1: Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Category	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	FN-EX-410a.1	<p>For the year 2022, we did NOT suspend any counter/stock due to or related to volatility or erratic trading. However, 101 occasions of trading halts were imposed in 2022 arising from the announcements made by listed issuers..</p> <table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>Average Duration</th> </tr> </thead> <tbody> <tr> <td>Halts</td> <td>101</td> <td>1 hour</td> </tr> </tbody> </table>		Number	Average Duration	Halts	101	1 hour
		Number	Average Duration							
	Halts	101	1 hour							
Percentage of trades generated from automated trading systems	Quantitative	FN-EX-410a.2	Algorithmic trading constituted 7.10% of traded volume							
Description of alert policy regarding timing and nature of public release of information	Discussion and Analysis	FN-EX-410a.3	<p>The Exchange may, at any time, halt the trading of any listed securities upon the listed issuer releasing a material announcement.</p> <p>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.</p>							



Topic	Accounting Metric	Category	Code	Response
<b>Promoting Transparent and Efficient Capital Markets</b>	Description of policy to encourage or require listed companies to publicly disclose environmental, social, and governance (ESG) information	Discussion and Analysis	FN-EX-410a.4	<p>Listed issuers are required to provide a narrative statement of the listed issuer's management of material economic, environmental and social risks and opportunities (a Sustainability Statement) in the annual report [paragraph 29, Appendix 9C of the Main Market Listing Requirements].</p> <p>On 26 September 2022, Bursa Malaysia issued the enhanced Sustainability Reporting Framework (consisting of the sustainability-related listing requirements, Sustainability Reporting Guide and Toolkits). Key enhancements to the listing requirements include, amongst others, requiring the disclosure of:</p> <ul style="list-style-type: none"> <li>a) a common set of prescribed sustainability matters and indicators that are deemed material for all listed issuers (Common Sustainability Matters) as well as the management of such matters;</li> <li>b) climate-related disclosures in line with the TCFD Recommendations (TCFD-aligned Disclosures) for Main Market listed issuers and disclose a basic plan to transition towards a low carbon economy for ACE Market listed issuers , in a dedicated section within the Sustainability Statement;</li> <li>c) at least 3 financial years' data, on a rolling basis, for each reported indicator;</li> <li>d) performance target(s) in respect of each reported indicator, if such target(s) has been set;</li> <li>e) a summary of such data and corresponding performance target(s) in a prescribed format;</li> <li>f) a statement on whether the Sustainability Statement has been subjected to internal review by the internal auditor or independent assurance performed in accordance with recognised assurance standards (Statement of Assurance)</li> </ul> <p>The enhanced sustainability disclosures take effect on a staggered basis beginning with the disclosure of a prescribed set of common sustainability matters effective on 31 December 2023, and culminating with the TCFD-aligned Disclosures effective on 31 December 2025 for Main Market listed issuers and as for ACE Market listed corporations, disclosures of a set of prescribed sustainability information will take effect on 31 December 2024, and concludes with disclosures of the basic transition plan effective on 31 December 2026.</p>

Topic	Accounting Metric	Category	Code	Response
<b>Managing Conflicts of Interest</b>	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	FN-EX-510a.1	As of 31 December 2022, there were no 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.
	Discussion of processes for identifying and assessing conflicts of interest	Discussion and Analysis	FN-EX-510a.2	<p>Bursa Malaysia has zero tolerance on any conduct that constitutes a wrongdoing or malpractice which may include any breach of ethics as described in the Code of Ethics (COE) or conflict of interest and/or any fraudulent act as may be described in the Anti-Fraud, Bribery and Corruption (AFBC) Policy and other relevant documents. To this, Bursa Malaysia has in place the WPP for its employees to facilitate the exposure of any violations or improper conduct or wrongdoing within the Group.</p> <p>Bursa Malaysia has in place a set of Guidelines for Handling Conflict of Interest which is guided by these four principles:</p> <ul style="list-style-type: none"> <li>• To act in the public and national interest, having particular regard to the need for the protection of investors and ensure that where their own interest or any interest that it is required to serve under any law relating to corporations conflicts with public interest, the latter shall prevail;</li> <li>• Function/Business Units within Bursa Group shall not seek to influence supervisory or regulatory decisions. Employees who are in the commercial units who may at times (although very remote) be called upon to make business decisions which may have an impact to the regulatory decision are advised to declare that such a conflict has arisen and to seek their superior's direction in handling the Conflict of Interest;</li> <li>• All regulatory decisions in relation to the Relevant Parties (including applicants) must be fair and consistent and must not be influenced by any commercial or competitive relationship with any Relevant Party (including applicants); and</li> <li>• Regulatory or supervisory functions may be reviewed for greater effectiveness and efficiency but not relaxed or lessened merely to decrease cost or increase revenue.</li> </ul>

Topic	Accounting Metric	Category	Code	Response
<b>Managing Business Continuity and Technology Risks</b>	(1) Number of significant market disruptions and (2) duration of downtime	Quantitative	FN-EX-550a.1	There were no significant market disruptions of any of the trading platforms in 2022.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	FN-EX-550a.2	There was no data breaches in 2022.
	Description of efforts to prevent technology errors, security breaches, and market disruptions	Discussion and Analysis	FN-EX-550a.3	<p>Among efforts taken to detect and prevent technology errors and security breaches in order to minimise market disruptions are as below:</p> <ul style="list-style-type: none"> <li>• Obtaining re-certification audit for all critical services in ensuring adequate and appropriate information security measures have been implemented to meet the ISO27001:2013 requirements.</li> <li>• Consistent monitoring and tracking of cyber security health.</li> <li>• Conducting internal and external security assessment to identify gaps and necessary improvement.</li> <li>• Continuous Enhancement of Cyber Security Solution such as Zero-Trust Network VPN, Breach Attack Simulation (BAS) &amp; Data Leakage Prevention (DLP) to strengthen security controls and processes.</li> <li>• Performing technology refresh for some of the critical infrastructure and main data centre to achieve better availability, security and performance.</li> </ul> <p>For more information, refer to our discussion in the Cyber Security and Customer Privacy section in the Sustainability Report 2022, from pages 32 to 34.</p>

Table 2: Activity Metrics

Activity Metric	Category	Code	Response	
Average daily number of trades executed, by product or asset class	Quantitative	FN-EX-000.A	Product/Asset Class	Average Daily Number of Trades
			Ordinary (Mother Stock, Rights, Warrants & Preference)	240,484
			Real Estate Investment Trusts	1,895
			Structured Warrants	8,044
			Exchange Traded Funds	40
			Exchange Traded Bonds and Sukuk	0
			Loan Stocks	52
			<b>Total Market</b>	<b>250,515</b>
Average daily volume traded, by product or asset class	Quantitative	FN-EX-000.B	Product/Asset Class	Average Daily Traded Volume (unit)
			Ordinary (Mother Stock, Rights, Warrants & Preference)	2,653,388,873
			Real Estate Investment Trusts	258,422
			Structured Warrants	7,788,707
			Exchange Traded Funds	1,868,685
			Exchange Traded Bonds and Sukuk	337,912,490
			Loan Stocks	92
			<b>Total Market</b>	<b>3,001,217,269</b>

## WORLD FEDERATION OF EXCHANGES (WFE) SUSTAINABILITY PRINCIPLES CONTENT INDEX

Principle	Pages or Comments
<b>Principle 1:</b> Exchanges will work to educate participants in the exchange ecosystem about the importance of sustainability issues	24-26, 30, 45
<b>Principle 2:</b> Exchanges will promote the enhanced availability of investor-relevant, decision-useful ESG information	38-45
<b>Principle 3:</b> Exchanges will actively engage with stakeholders to advance the sustainable finance agenda	38-47
<b>Principle 4:</b> Exchanges will provide markets and products that support the scaling-up of sustainable finance and reorientation of financial flows	38-44
<b>Principle 5:</b> Exchanges will establish effective internal governance and operational processes and policies to support their sustainability efforts	6-9, 105-113

## THE TEN PRINCIPLES OF GLOBAL COMPACT CONTENT INDEX

Global Compact Principle	Bursa Malaysia corresponding written commitment	Reference in this Report
<b>Human Rights</b>		
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and	Sustainability Policy: Page 4	Best Practices and Sustainability Commitments: Pages 8-9 Workplace Environment: Pages 71-72
<b>Principle 2:</b> make sure that they are not complicit in human rights abuses.	Sustainability Policy: Page 4-5	Best Practices and Sustainability Commitments: Pages 8-9 Workplace Environment: Pages 71-72
<b>Labour</b>		
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Sustainability Policy: Page 4	Workplace Environment: Page 71
<b>Principle 4:</b> the elimination of all forms of forced and compulsory labour;	Sustainability Policy: Page 4	Workplace Environment: Page 71 Supply Chain Management: Page 97
<b>Principle 5:</b> the effective abolition of child labour; and	Sustainability Policy: Page 4	Workplace Environment: Page 71 Supply Chain Management: Page 97
<b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.	Sustainability Policy: Page 4 Diversity, Equity and Inclusion Policy Vendor Code of Conduct: Page 3	Workplace Environment: Page 71
<b>Environment</b>		
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;	Sustainability Policy: Page 4	Environmental Footprint: Page 60
<b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and	Sustainability Policy: Page 4	Environmental Footprint: Pages 60-63
<b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.	Sustainability Policy: Page 4 Vendor Code of Conduct: Page 3	In-the-Spotlight: Page 12 Sustainable Finance: Page 44
<b>Anti-Corruption</b>		
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	Sustainability Policy: Page 3-5 Vendor Code of Conduct: Page 2	Anti-Fraud, Bribery and Corruption: Pages 67-69

## PERFORMANCE DATA TABLE

(All data reported is as at 31 December of the Financial Year unless stated otherwise)

	2020	2021	2022
<b>Financial Transparency and Quality of PLCs</b>			
Submissions of financial information received on time	98.7%	99.6%	99.7%
Number of PLCs with a deviation of more than 10% between the unaudited and audited results based on fiscal year-end	9	12*	5**
Total queries on media reports (% of media queries over general announcements received)	50	31	23
	(0.2%)	(0.1%)	(0.1%)
Total queries on corporate announcements (% of queries on announcements over general announcements received)	196	188	143
	(0.8%)	(0.7%)	(0.8%)
Number of financially distressed PLCs (% of affected PLCs over total PLCs)	25	23	27
	(2.7%)	(2.4%)	(2.9%)

**Notes:**

\* The figure has been updated to 12 from 6 as reported in SR2021 after taking into account the submission of annual reports with FYE 30 Sep 2021, 31 Oct 2021, 30 Nov 2021 and 31 Dec 2021.

\*\* Based on submission of annual reports for financial year 2022 as at 31 January 2023 (i.e. the latest annual report(s) being the annual report(s) for FYE 30 September 2022)

	2020	2021	2022
<b>Workplace Diversity</b>			
<b>Employee Breakdown by Gender (Full-Time)</b>			
Male	304	314*	323
Female	288	286*	291
<b>Total</b>	<b>592</b>	<b>600*</b>	<b>614</b>
<b>Employee Breakdown by Gender (Permanent)</b>			
Male	283**	287**	294
Female	276**	269**	268
<b>Total</b>	<b>559**</b>	<b>556**</b>	<b>562</b>
<b>Employee Breakdown by Gender (Temporary)</b>			
Male	21**	27**	29
Female	12**	17**	23
<b>Total</b>	<b>33**</b>	<b>44**</b>	<b>52</b>
<b>Employee Breakdown by Gender (Others)</b>			
Male	7**	15**	10
Female	13**	16**	15
<b>Total</b>	<b>20**</b>	<b>31**</b>	<b>25</b>

\* Figure has been restated as a correction of an error

\*\* New disclosures in accordance with GRI Universal Standards 2021

**Notes:**

1. Full-time employee is defined as employee whose working hours per week, month, or year are defined according to national law or practice regarding working time.
2. Permanent employee is defined as employee with a contract for an indeterminate period (i.e., indefinite contract) for full-time or part-time work.
3. Temporary employee is defined as employee with a contract for a limited period (i.e., fixed term contract) that ends when the specific time period expires, or when the specific task or event that has an attached time estimate is completed (e.g., the end of a project or return of replaced employees).
4. Employee under the 'Others' category includes part-time employee, trainees and interns.



	2020	2021	2022
<b>Workplace Diversity (cont'd)</b>			
<b>Employee Breakdown by Gender and Management Categories</b>			
Senior Management - Male	15	22	21
Senior Management - Female	12	16	19
Middle Management - Male	156	162*	175
Middle Management - Female	177	177*	186
Executive - Male	73	68	66
Executive - Female	88	82	76
Non-Executive - Male	60	62	61
Non-Executive - Female	11	11	10
<b>Employee Breakdown by Age and Management Categories</b>			
Senior Management - <30	0	0	0
Senior Management - 30-50	11	15	15
Senior Management - >50	16	23	25
Middle Management - <30	7	10	11
Middle Management - 30-50	251	248	261
Middle Management - >50	75	81*	89
Executive - <30	45	40	41
Executive - 30-50	69	63	56
Executive - >50	47	47	45
Non-Executive - <30	1	5	3
Non-Executive - 30-50	46	37	33
Non-Executive - >50	24	31	35

\* Figure has been restated as a correction of an error

	2020	2021	2022
<b>Workplace Diversity (cont'd)</b>			
<b>Employee Breakdown by Ethnicity and Management Categories</b>			
Senior Management - Malay/Bumiputera	11	16	18
Senior Management - Chinese	10	16	16
Senior Management - Indian	5	4	4
Senior Management - Other	1	2	2
Middle Management - Malay/Bumiputera	146	148	156
Middle Management - Chinese	149	155*	168
Middle Management - Indian	32	33*	35
Middle Management - Other	6	3	2
Executive - Malay/Bumiputera	121	113	109
Executive - Chinese	19	19	17
Executive - Indian	19	16	14
Executive - Other	2	2	2
Non-Executive - Malay/Bumiputera	67	68	65
Non-Executive - Chinese	1	1	1
Non-Executive - Indian	3	4	5
Non-Executive - Other	0	0	0

**Notes:**

1. Senior Management - CEO, Senior Directors, Directors Senior Executive Vice Presidents and Executive Vice Presidents
2. Middle Management - Senior Vice Presidents, Vice Presidents, Assistant Vice Presidents, Senior Managers and Managers
3. Executive - Senior Executives, Executives and Junior Executives

**Employee Breakdown by Nationality**

Malaysian	588	596*	611
Non-Malaysian	4	4	3

\* Figure has been restated as a correction of an error

	2020	2021	2022
<b>Workplace Diversity (cont'd)</b>			
<b>Employees Promoted by Gender</b>			
<b>Total Number</b>			
Male	18	33	43
Female	22	42	39
<b>Percentage</b>			
Male	6.0%*	10.6%*	13.5%
Female	7.6%*	14.8%*	13.4%

\* Figure has been restated as a correction of an error

Notes:

1. Percentage of employees promoted by gender is calculated by dividing the number of employees as who were promoted by the total number of employees during the annual promotion cycle
2. The total number of employees as at 1 July 2022 was 604, which consisted of 316 male and 288 female employees.

<b>Gender Pay Ratio</b>			
Male	1	1	1
Female	1	1	1

<b>Employees Returning to Work in the Reporting Period After Parental Leave Ended, by Gender</b>			
<b>Total Number</b>			
Male	8	8	13
Female	10	3	4
<b>Percentage</b>			
Male	100%	100%	100%
Female	100%	100%	100%

<b>Total Number of New Employee Hires</b>			
<b>By Gender</b>			
Male	21	46	58
Female	25	18	42
<b>By Age</b>			
<30	13	18	22
30-50	27	43	73
>50	6	2	5

	2020	2021	2022
<b>Workplace Diversity (cont'd)</b>			
<b>Total Number of Employee Turnover</b>			
<b>By Gender</b>			
Male	24	37	51
Female	30	22	38
<b>By Age</b>			
<30	4	7	12
30-50	28	30	51
>50	22	22	26
<b>Differently-Abled Employee</b>			
No. of differently-abled employees	1	1	1
<b>Employees in National Union of Commercial Workers (NUCW)</b>			
No. of employees in the NUCW	43	42	37
Percentage of employees in the NUCW	7.3%	7.0%	6.0%

	2020	2021	2022
<b>Board Diversity</b>			
<b>By Gender</b>			
<b>Total Number</b>			
Male	7	7	7
Female	4	3	3
<b>Percentage</b>			
Male	64%	70%	70%
Female	36%	30%	30%

Note: 2021 data as at 1 Jan 2022

<b>By Age</b>			
<b>Total Number</b>			
46-50	1	1	1
51-55	0	1	2
56-60	7	5	5
61-65	0	0	0
66-70	3	2	1
71 and above	0	1	1
<b>Percentage</b>			
46-50	9%	10%	10%
51-55	0%	10%	20%
56-60	64%	50%	50%
61-65	0%	0%	0%
66-70	27%	20%	10%
71 and above	0%	10%	10%

Note: 2021 data as at 1 Jan 2022

	2020	2021	2022
<b>Board Diversity (cont'd)</b>			
<b>By Ethnicity</b>			
<b>Total Number</b>			
Malay/Bumiputera	4	5	6
Chinese	2	1	1
Indian	3	2	1
Others	2	2	2
<b>Percentage</b>			
Malay/Bumiputera	36%	50%	60%
Chinese	18%	10%	10%
Indian	27%	20%	10%
Others	18%	20%	20%

Note:

2021 data as at 1 Jan 2022

<b>By Nationality</b>			
<b>Total Number</b>			
Malaysian	10	9	9
Non-Malaysian	1	1	1
<b>Percentage</b>			
Malaysian	91%	90%	90%
Non-Malaysian	9%	10%	10%

Note:

2021 data as at 1 Jan 2022

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

	2020	2021	2022
<b>Emissions</b>			
<b>GHG Emissions (tCO<sub>2</sub>e)</b>			
Scope 1	5.13	113.23	194.73
Scope 2	6,308.66	5,950.56	7,216.77
Scope 3	3.45	1,523.89	1,532.97
<b>Total</b>	<b>6,317.25</b>	<b>7,587.69</b>	<b>8,944.47</b>

## Notes:

- 1) Scope 1 emissions for 2022 include emissions from owned transport, fuel combustion and fugitive emissions
- 2) Scope 3 emissions for 2022 include employee commuting, homeworking, waste disposal, business travel, paper consumption and water consumption
- 3) Our carbon emissions data for 2022 have been verified by Bureau Veritas Certification (M) Sdn Bhd

**Carbon Emissions Intensity**

Scope 2 (tCO <sub>2</sub> e/m <sup>2</sup> )	0.15*	0.14*	0.17
Scope 3 (tCO <sub>2</sub> e/FTE)	0.01	2.55	2.55

\* Figures for 2020 and 2021 have been restated as a correction of an error.

## Notes:

- 1) We have used self-occupied areas as the measurement of floor space for Scope 2 emissions.
- 2) FTE refers to Full Time Employee.

<b>Energy</b>			
<b>Energy Consumption</b>			
Total electricity consumption (MWh)	9,090.29	8,990.12	9,252.26
Energy Intensity (MWh/m <sup>2</sup> )	0.21*	0.21*t	0.21

\* Figures for 2020 and 2021 have been restated as a correction of an error.

## Notes:

- 1) Data on energy consumption include all buildings owned by Bursa Malaysia – Main Building, Annexe and Disaster Recovery Site.
- 2) Our electricity data does not include consumption by our tenants.
- 3) We have included only the self-occupied areas as the measurement of floor space.
- 4) Energy intensity was calculated by dividing total energy consumption with the self-occupied areas.



	2020	2021	2022
<b>Water</b>			
Municipal water supply (m <sup>3</sup> )	40,371	28,609	41,865
Groundwater extracted (m <sup>3</sup> )	20,530*	22,715*	19,598*
<b>Total Water Consumption (m<sup>3</sup>)</b>	<b>60,901</b>	<b>51,324</b>	<b>61,463</b>

\* Figures for 2020 and 2021 for groundwater extracted have been restated as a correction of an error

Note:

1) We installed a meter to monitor our groundwater usage in 2019. We have been utilising groundwater extracted from a stream located near our Head Office since 2011 as non-potable water used for cooling towers.

<b>Waste</b>			
Hazardous Waste (kg)	608	247	0
Non-hazardous Waste (kg)			
– General Waste (sent to landfill)	552,410	364,632	417,543
– Paper (sent for recycling)	7,170	6,590	11,725
<b>Total Waste (kg)</b>	<b>560,188</b>	<b>371,222</b>	<b>429,268</b>

Notes:

- 1) Non-hazardous waste are disposed in a landfill at Bukit Tagar through the Taman Lembah Beringin Transfer Station in Kuala Lumpur via our appointed collector. The hazardous waste is disposed in an environmentally responsible way according to relevant government legislations through a licensed operator.
- 2) Well-labelled paper recycling bins are provided throughout our office to encourage employees to recycle paper. In 2022, our office interior fit-out project had led to an increase in the amount of shredded paper and carton boxes as employees moved to the new offices floors.

<b>Others</b>			
Fabric-based items recycled (kg)	2,522	1,264	3,595
Number of Electric Vehicle (EV) Charging Stations	2	5	5

Note:

- 1) We installed EV charging stations at our office to demonstrate our commitment to environmentally friendly solutions and supporting the transition towards clean, emission free vehicles. 3 additional EV charging stations were installed in 2021 at Basement 3A of our main building parking space.

## BURSA MALAYSIA CARBON EMISSION REPORTING METHODOLOGY

We report our greenhouse gas emissions (GHG) according to the GHG Protocol Corporate Standard. Our GHG emission inventory includes all business activities under our financial and operational control. We use the financial consolidation approach.

	Type	Approach	Emission Factors and Resources Used
Scope 1	Owned Transport	This covers emissions from vehicles owned by Bursa Malaysia. Emissions are calculated using fuel consumption data.	UK Government GHG Conversion Factors for Company Reporting 2022
	Fuel Combustion	This covers emissions generated from the use of genset at our office. Emissions are calculated using fuel consumption data.	UK Government GHG Conversion Factors for Company Reporting 2022
	Fugitive Emissions	This covers refrigerants that leak from air conditioning equipment. Emissions are estimated using the quantity of refrigerant in "top up" during maintenance.	UK Government GHG Conversion Factors for Company Reporting 2022
Scope 2	Purchased Electricity	This covers emissions generated from electricity purchased from grid. Emissions are calculated using electricity consumption data. We used market-based emissions factor to calculate.	Grid Emission Factor (GEF) Malaysia from Energy Commission of Malaysia
Scope 3	Employee Commuting	This covers emissions generated by employees traveling to and fro work. We issued a survey to employees in 2022 requesting information on mode of travel and distance travelled each day to estimate the commuting emissions for the entire workforce. We have included well-to-tank (WTT) emissions.	UK Government GHG Conversion Factors for Company Reporting 2022
	Homeworking	This covers emissions generated from use of laptop, lighting and air-conditioning at home during working hours. We calibrated data with employee commuting to ensure no double counting of emissions. We used market-based emissions factor to calculate.	Homeworking Emissions Whitepaper published by LLOYDS Banking Group and NatWest Group, and Grid Emission Factor (GEF) Malaysia from Energy Commission of Malaysia
	Waste Disposal	This covers emissions generated from the disposal of hazardous waste, general waste and wastewater treatment. For hazardous and general waste types, emission factors used include collection, transportation and landfill emissions ('gate to grave').	UK Government GHG Conversion Factors for Company Reporting 2022
	Business Travel	This covers emissions generated from employee travel (i.e. land and air) for work-related purposes. We have included well-to-tank (WTT) emissions.	UK Government GHG Conversion Factors for Company Reporting 2022
	Paper Consumption	This covers emissions associated with the use of our paper consumption including the printing of CDS statements, calendars, notebooks and Integrated Annual Report 2021, printed in 2022.	UK Government GHG Conversion Factors for Company Reporting 2022
	Water Consumption	This covers emissions associated with water delivered through the supply network to our office.	UK Government GHG Conversion Factors for Company Reporting 2022

## LIST OF EVENTS

List of Events/Initiatives	Date	ESG Focus Area
KMS Action Summit 2022: "Roadmap to Resilient Recovery: Opportunities and Challenges Towards an Inclusive Sustainable Economy"	15 January 2022	Sustainable Economy
Sabah International Business & Economic Summit: "ESG and Listing of Sabah Companies in Bursa"	17-18 January 2022	ESG Awareness
ESG Corporate Summit: Driving Sustainability and Sustainable Transformation	17 February 2022	ESG Awareness
AMCHAM: ESG Awareness Session	23 March 2022	ESG Awareness
Panel Discussion Questions for CEO at UUM-Bursa Malaysia: A Session with CEO of Bursa Malaysia & Professor Iftekhar	8 April 2022	ESG Awareness
MSCI's Capital for Climate Action Conference	18 May 2022	Climate Action
An EU-Malaysian Dialogue: Fighting Climate Change with Market Mechanisms	25 May 2022	Climate Action
FMM Sustainability Month 2022 - Webinar on Transitioning Towards Sustainability Agenda	3 June 2022	ESG Awareness
UNGCMYB x Bloomberg High Level Roundtable: Leaders for SDGs - Navigating the Converging Roles of Key Private Sector Actors for Malaysia's Sustainable Development	7 June 2022	Sustainable Development
MIA International Accountants Conference 2022: Sustainability as A Growth Strategy	9 June 2022	Sustainability Adoption
ASEAN Exchanges: Championing DEI	9 June 2022	Sustainable Development
PLC Transformation Programme Launch of Guidebook 2: Sustainable, Socially Responsible and Ethical PLCs	10 June 2022	Climate Action
SIDC: Sustainable and Responsible Investment (SRI2022)	22-23 June 2022	Sustainable Financing
Risk Management Talk Series: The Impact Of ESG On The Corporation's ERM	16 July 2022	Sustainable Governance & Compliance
Bloomberg Sustainable Business Summit	27 July 2022	Sustainable Financing
Sustainability In Crisis Situation (Pelestarian Ketika Situasi Krisis)	29 July 2022	Sustainable Development
BFM CEO Forum 2022: Doing Business in An ESG World	10 August 2022	Sustainable Development
Exclusive Interview with The Edge: Voluntary Carbon Market Initiative Development	1 August 2022	Sustainable Investing
Roundtable Session on Sustainable and Responsible Investment ("SRI") Exchange Traded Funds ("ETFs")	2 August 2022	Sustainable Investing
Climate Governance Malaysia Chairman Series Closed Discussion: "Climate Governance: A Standing Item on Board Agendas"	11 August 2022	Climate Action
The Star: CEC2022 Webinar – Transitioning to Net Zero through Energy Efficiency	19 August, 2022	Climate Action
The Star's ESG Media Interview	24 August 2022	Sustainable Adoption
The 5th International Sustainable Energy Summit (ISES) 2022	29 August 2022	Climate Action
Moral Money Summit Asia 2022: Accelerating ESG Integration to Unlock Value and Drive Progress	7 September 2022	Climate Action
CMM + GFC Media: Sustainable Sukuk Roundtable	9 September 2022	Sustainable Investing
Sustainable & Islamic Capital Markets Roundtable Discussion	9 September 2022	Sustainable Investing
BCG + MPA: PetroChemicals Sustainability Conference 2022	13-14 September 2022	Sustainable Development

## LIST OF EVENTS (CONT'D).

List of Events/Initiatives	Date	ESG Focus Area
AICB: Malaysian Banking ESG Conference: "Banking on Change: Turning the ESG Momentum into Action"	13 September 2022	Sustainability Adoption
VCM Briefing with Maybank	20 September 2022	Sustainable Investing
SC + IFN: Islamic Sustainable Finance & Investment Asia Forum 2022	28 September 2022	Sustainable Investing
National OGSE Roadshow	4 October 2022	Sustainable Financing
UN Global Compact Malaysia & Brunei Climate Ambition Accelerator Programme Peer-to-Peer Session	5 October 2022	Climate Action
PETRONAS Top Leaders Dialogue	13 October 2022	Sustainable Investing
BCSD: National Sustainable Conference ESG NXT 2022	19 & 20 October 2022	Climate Action
Youth Economic Forum 2022: Driving People-Centered Energy Transition	22 October 2022	ESG Awareness
Malaysian Local Conference of Youth 2022 (#MYLCOY2022)	30 October 2022	Climate Action
VCM Briefing with HLIB	2 November 2022	Sustainable Investing
CMM + SC: VCM Briefing	9-10 November 2022	Sustainable Investing
Sabah – Seminar on Energy Transition and Carbon Markets	10 November 2022	Climate Action
CEO's Action Network (CAN) Peer Sharing Session for WS2	10 November 2022	Sustainable Investing
COP27 under Petronas Invitation: Role of Nature a Net Zero Future	11 November 2022	Climate Action
UBS Malaysia TCFD Roundtable	14 November 2022	Climate Action
Bursa@Work In-Person Conference: Explore ESG Investing with Experts	15 November 2022	Sustainability Adoption
MPRC: OGSE Sustainable Forum	15 November 2022	Sustainability Adoption
GO ESG ASEAN 2022	24 November 2022	Climate Action
MRPC: MGA's Industry Talk #6 on Voluntary Carbon Market (VCM)	28 November 2022	Climate Action
Advocacy Dialogue on Bursa Malaysia's Enhanced Sustainability Reporting Framework	28 November 2022	Sustainable Governance & Compliance
The Edge ESG Awards	28 November 2022	Sustainability Adoption
NIOSH: Environment, Social dan Governance	30 November 2022	ESG Awareness
SC-World Bank SRI-linked Sukuk Conference	2 December 2022	Sustainable Investing
Malaysian Youth Climate Conference: Exploring Economics and Climate Change"	3 December 2022	Climate Action
FMM Enterpreneuership Conference 2022: "Governance and Standards for ESG"	7 December 2022	Sustainable Governance & Compliance
Launch of Bursa Carbon Exchange	9 December 2022	Sustainable Investing and Climate Action

## ABBREVIATION

<b>AFBC P&amp;G</b>	Anti-Fraud, Bribery and Corruption Policy and Guidelines
<b>AIM</b>	Amanah Ikhtiar Malaysia
<b>BCX</b>	Bursa Carbon Exchange
<b>BMD</b>	Bursa Malaysia Derivatives
<b>BSAS</b>	Bursa Suq Al-Sila'
<b>CAN</b>	CEO Action Network
<b>CDS</b>	Central Depository System
<b>CG</b>	Corporate Governance
<b>CSR</b>	CSR Corporate Social Responsibility
<b>CROs</b>	Climate-related Risks and Opportunities
<b>DEI</b>	Diversity, Equity and Inclusion
<b>eDRP</b>	Electronic Dividend Reinvestment Plan
<b>ESG</b>	Environmental, Social and Governance
<b>ETF</b>	Exchange-Traded Fund
<b>FCPO</b>	Crude Palm Oil Futures
<b>FEPO</b>	East Malaysian Palm Oil Futures
<b>F4GBM Index</b>	FTSE4Good Bursa Malaysia Index
<b>F4GBMS Index</b>	FTSE4Good Bursa Malaysia Shariah Index
<b>FBMKLCI</b>	FTSE Bursa Malaysia KLCI
<b>FBM100LC</b>	FTSE Bursa Malaysia Top 100 ESG Low Carbon Select Index
<b>FBM100LS</b>	FTSE Bursa Malaysia Top 100 ESG Low Carbon Select Shariah Index
<b>GDP</b>	Gross Domestic Product
<b>GHG</b>	Greenhouse Gas
<b>GRI</b>	Global Reporting Initiative
<b>IAR</b>	Integrated Annual Report

<b>IOSCO</b>	International Organisation of Securities Commissions
<b>IPO</b>	Initial Public Offering
<b>JC3</b>	Joint Committee on Climate Change
<b>MC</b>	Management Committee
<b>MCCG</b>	Malaysian Code on Corporate Governance
<b>MOU</b>	Memorandum of Understanding
<b>MSPO</b>	Malaysian Sustainable Palm Oil
<b>PFMI</b>	Principles for Financial Market Infrastructure
<b>PLC</b>	Public Listed Company
<b>POC</b>	Proof-of-concept
<b>SASB</b>	Sustainability Accounting Standards Board
<b>SBTi</b>	Science Based Targets initiatives
<b>SC</b>	Securities Commission Malaysia
<b>SDC</b>	Sustainable and Development Committee
<b>SDR</b>	Sustainability Disclosure Review
<b>SMEs</b>	Small and Medium Enterprises
<b>SR</b>	Sustainability Report
<b>SRI</b>	Sustainable and Responsible Investment
<b>SSE</b>	Sustainable Stock Exchanges
<b>SW</b>	Structured Warrant
<b>TCFD</b>	Task Force on Climate-related Financial Disclosure
<b>VCM</b>	Voluntary Carbon Market
<b>WFE</b>	World Federation of Exchanges
<b>YBM</b>	Yayasan Bursa Malaysia

## 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

#### 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 gadget with no physical forms.

#### 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 financing by Islamic Financial Institutions (IFI). BSAS is a world's first platform that aims to provide industry players with a regulated framework with defined codes of conduct governing commodity trade in support of Islamic interbank placement, client deposit taking, financing, profit rate swap and cross currency swap, as well as sukuk issuances using the concept of Murabahah and Tawarruq. It undertakes contracts in various currencies to facilitate cross-border trades between IFIs and commodity players worldwide.

#### 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.

#### Clearing Participant (CP)

A participant as defined in the Capital Markets and Services Act 2007, in relation to the relevant clearing house of Bursa Malaysia.

### D

#### Derivatives

A derivative is a contract whose value derives from and is dependent on the value, delivery or payment obligations are derived from or referenced to one or more underlying assets, such as commodities, securities, indices or any of its combination. Derivative products available on Bursa Malaysia Derivatives include equity, interest rate, bond, 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 oil or even a specific investment style such as growth or value.

### F

#### FTSE4Good Bursa Malaysia (F4GBM) Index

F4GBM Index measures the Environmental, Social and Governance (ESG) performance of public listed companies (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.

### 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.

### 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 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.

**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 which includes debt securities, exchange-traded funds, 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 company that carries on the business of trading in securities on the Exchange's stock market and is admitted as a Participating Organisation under Rules of Bursa Malaysia Securities.

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

**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****Scope 1 Emission**

Direct emissions from owned or controlled sources.

**Scope 2 Emission**

Indirect emissions from the generation of purchased energy.

**Scope 3 Emission**

All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

**Shares**

An arrangement in which different classes of securities are listed and traded as one security. Stapled securities may involve different classes of securities issued by an issuer or different issuers.

**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 or a basket of stocks.

**Sustainability Reporting Framework**

The Sustainability Reporting Framework (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 and six Toolkits to aid PLCs in embedding and reporting on sustainability practices.

**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.

**T****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**

Value is not created by or within an organisation alone. It is influenced by the external environment, created through relationships with stakeholders and dependent on various resources.

**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.

**Z****Zakat**

Zakat is an obligation in Islam to make contributions towards the less fortunate. It is one of the five pillars of Islam and it is a systematic form of redistribution of income towards social justice and better income equality between the rich and the poor section of the community as well as to cleanse the wealth of those who pay zakat.

## **Bursa Malaysia Berhad**

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