



A Member of  MMC Group

SUSTAINABILITY REPORT 2025



Together Towards a
Sustainable Future

INSIDE THIS REPORT



This interactive PDF allows you to access information easily, search for a specific item or navigate between pages, sections and links

Content List Search
< Previous Page > Next Page

ABOUT THIS REPORT

Sustainability Highlights & Milestones	04
Awards & Accolades	04

FROM OUR LEADERS

Chairman's Statement	05
A Chat with the CEO	07

INTRODUCTION

Introduction to PTP	09
Our Mission and Vision	09
Our Core Values	09
Our Business	10
Memberships in Associations	10
Our Operations	11
Policies and Practices	12
Board of Directors	13
Senior Management Team	14
Heads of Department	15
Our People	16

OUR SUSTAINABILITY VOYAGE

Introduction to Sustainability @ PTP	18
Sustainability Governance Structure	19
Stakeholders Engagement	20
Materiality Process & Topics	21
Enterprise Risk Management	22
Alignment with the United Nations' Sustainable Development Goals (SDGs)	23



DRIVING SUSTAINABLE VALUE

PROSPERITY

• Introduction	24
- Economic Performance	25
- Quality & Customer Satisfaction	25
- Community Engagement	25
- Supply Chain Management	25
- Diversity & Inclusion	25
• Governance	25
• Approach & Strategy	26-32
• Risks & Opportunities	33
• Performance Metrics & Targets	34

STEWARDSHIP

• Introduction	36
- Human Capital Development	37
- Occupational Health & Safety	37
- Resource Management	37
- Biodiversity Management	37
• Stewardship	37
• Approach & Strategy	38-42
• Risks & Opportunities	43-44
• Performance Metrics & Targets	45

DECARBONISATION

• Introduction	48
- Scope 1, 2 & 3	49
• Governance	50
• Approach & Strategy	50
- Decarbonisation Strategy & Pathways	51
- Climate Risk Scenarios	51
• Risks & Opportunities	52
- Physical Risks & Impact Management	52-53
- Transition Risks & Impact Management	53-55
• Performance Metrics & Targets	56

INTEGRITY

• Introduction	57
- Business ethics & Human Rights	58
- Data Privacy & Cyber security	58
• Governance	58
• Approach & Strategy	59-60
• Risks & Opportunities	61
• Performance Metrics & Targets	62

OTHER INFORMATION

GRI Content Index	63-64
UNGC Communication of Progress Index	63-64
Bursa Malaysia Sustainability Performance Index	63-64
IFRS Content Index	65
Glossary	66

ABOUT THIS REPORT

Port of Tanjung Pelepas (PTP) continues its sustainability journey with the publication of the 2025 Sustainability Report (SR2025). This voluntary report presents the Company's sustainability initiatives, performance and achievements for the period from 1 January to 31 December 2025 (FY2025). To provide stakeholders with a clearer perspective on progress, relevant data from the past three financial years (FY2023 to FY2024) is also included.

SR2025 reflects the view that sustainability forms an integral part of how PTP conducts business. Economic performance, socioeconomic contributions and environmental responsibility are considered alongside operational priorities. Through this approach, the Company seeks to operate responsibly, ethically and with integrity while delivering value for stakeholders.

Preparation of this report follows established frameworks and industry references to support transparency, credibility and relevance. These include:

Information and data presented in SR2025



National Sustainability Reporting Framework (NSRF)



Global Reporting Initiative (GRI) Standards



Bursa Malaysia Sustainability Reporting Guide Third Edition



International Financial Reporting Standards S1 and S2 (IFRS S1 and S2)



United Nations Sustainable Development Goals (UNSDGs)

cover activities across PTP, including its wholly owned subsidiary, Manpower Excellence Sendirian Berhad (MESB). References to "PTP" or "the Company" throughout this report refer to the organisation as a whole.

Where appropriate, disclosures also reflect relevant information from business partners, contractors, vendors and service providers. This broader perspective offers a more complete view of sustainability performance across PTP's operational ecosystem.

DATA ASSURANCE AND VALIDITY

All data and disclosures presented in SR2025 have undergone internal review and validation processes to support accuracy, completeness and reliability.

Selected disclosures were further subjected to independent verification by an external third party, while internal assurance was conducted for relevant sections of the report. These processes strengthen the integrity and transparency of the information presented.

The report has been prepared in alignment with recognised reporting standards, including GRI and IFRS S1 and S2, with a continued focus on presenting material sustainability information relevant to stakeholders.



ABOUT THIS REPORT

LIMITATIONS AND EXCLUSIONS

PTP aims to present sustainability information that is relevant, current and supported by reliable data. Despite these efforts, certain indicators may still contain gaps where information is not yet fully available.

Continuous refinement of data collection processes takes place to improve the quality and coverage of sustainability information derived from internal sources. Similar practices guide the collection of disclosures from subsidiaries, including MESB and Pelepas Terminal Inland Services (PTIS) as well as business partners, contractors, vendors and service providers to enhance the overall integrity of reported data.



RESTATEMENT OF INFORMATION

REVISION OF EMISSION FACTORS

During the reporting year, PTP reviewed and updated the emission factors applied across Scope 1, Scope 2, and Scope 3 to ensure alignment with recognised standards and actual operational data. For Scope 1 diesel consumption, emission factors were updated from previously referenced sources, taking into consideration that PETRONAS Dagangan Berhad (PDB) has updated the emission factor following their internal review of B7 biodiesel characteristics. Scope 2 emissions were recalculated using the latest Grid Emission Factor (GEF) published by the Energy Commission (EC).

Emission factors from the UK Government GHG Conversion Factors for Company Reporting (2021–2025), published by DEFRA, BEIS and DESNZ, were applied to Scope 1 petrol consumption and Scope 3 Category 5 (Waste Generated in Operations). As a result of these methodological updates, historical emissions have been recalculated and restated to enhance the reliability, comparability, and transparency of PTP's overall emissions reporting.

SAFETY INCIDENT ONBOARD A VESSEL

A safety incident occurred onboard M/V Kyparissia on 7 November 2025 while berthed at the Port of Tanjung Pelepas. In accordance with established safety protocols and industry practice, the Port assisted the vessel with the emergency response needed and took all precautionary steps before operations resumed following clearance from the relevant authorities.

This incident is still under review by the relevant authorities.



DISCLAIMER ON FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements that reflect PTP's current expectations, plans and assumptions regarding future performance and sustainability initiatives. These statements are based on information available at the time of reporting and are subject to uncertainties that may cause actual results to differ from those expressed or implied.

Such uncertainties may arise from changes in economic conditions, regulatory requirements, operational factors or other circumstances beyond the Company's control. PTP does not undertake any obligation to update these statements, except where required by applicable reporting or regulatory requirements.

The inclusion of forward-looking statements is intended to provide transparency on the Company's direction and priorities and should not be interpreted as a guarantee of future performance.

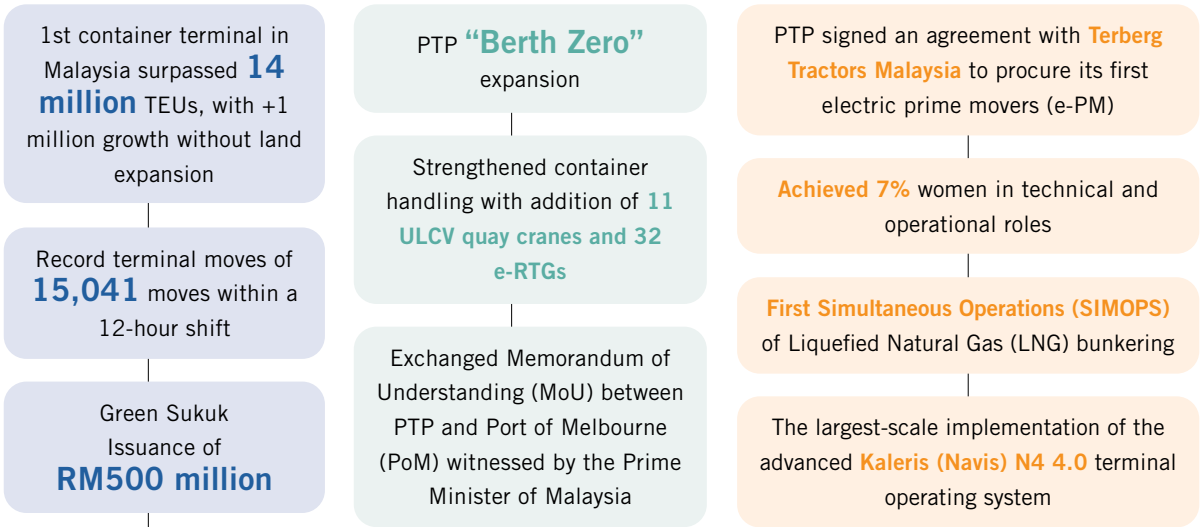
REPORT AVAILABILITY & FEEDBACK

A copy of the Sustainability Report 2025 (SR2025) is available on PTP's corporate website: <https://www.ptp.com.my/sustainability/report-resources>

PTP is committed to continuously strengthening its sustainability practices and welcomes constructive feedback. Any inquiries, comments, or suggestions relating to this report may be directed to the Sustainability team at: sustainability@ptp.com.my



SUSTAINABILITY HIGHLIGHTS & MILESTONES



AWARDS & ACCOLADES

- 1

Best Collaborative Teamwork Project, CIPS Excellence in Procurement Awards Asia 2025
- 2

Highly Commended Supplier Relationship Management Initiative category, CIPS Excellence in Procurement Awards Asia 2025
- 3

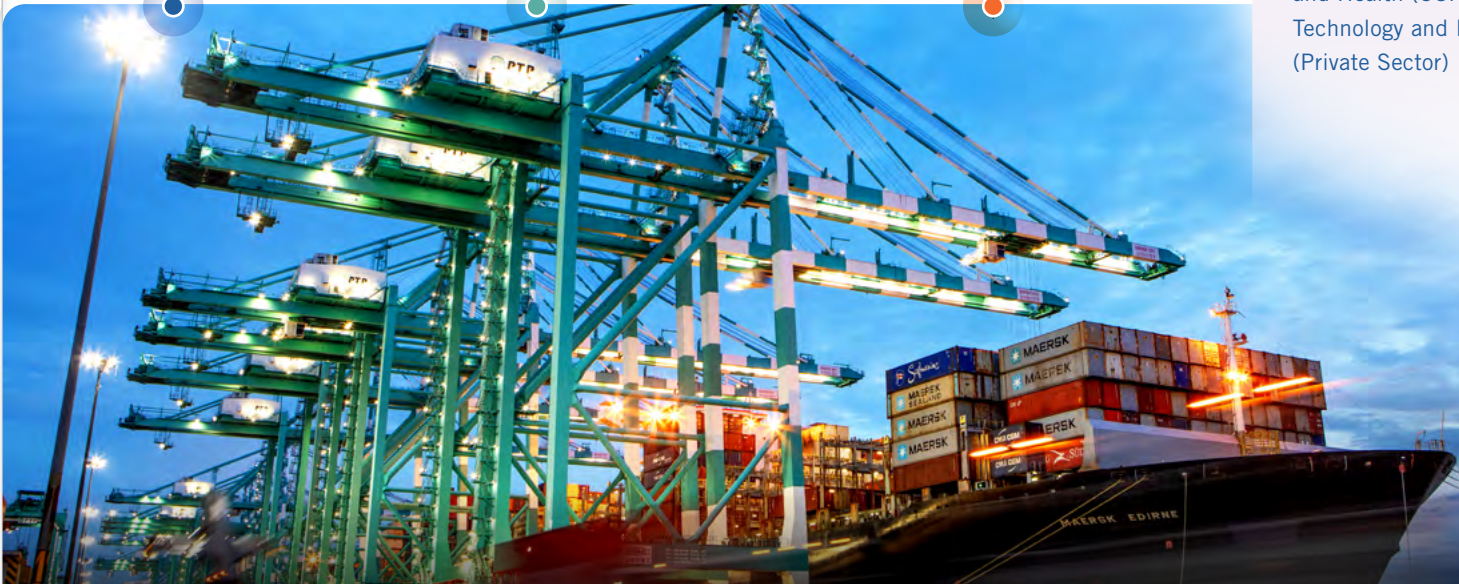
Best Private Limited Company Award and First Runner-up for the Women at Work and Leadership Award, LIFE AT WORK Awards (LAWA) 2025 by TalentCorp.
- 4

Top Supply Chain Projects Awards 2025 for Terminal Truck Optimization (TT-O), in collaboration with Kaleris
- 5

National Occupational Safety and Health (OSH) Award 2024 - Technology and Innovation Category (Private Sector)
- 6

5-Star Security Inspection Rating, Chief Government Security Office (CGSO), Malaysia
- 7

Champion, Emergency Response Team (ERT) Category, National Fire Safety Awards (MAKKNa) 2025



- Electric Prime Mover (e-PM): An electric-powered terminal truck used to transport containers with reduced emissions.
- Kaleris (Navis) N4 4.0: A terminal operating system used to manage container port operations, such as vessel planning, yard activities, gate movements, and equipment coordination, to improve efficiency and visibility.
- ULCV Quay Cranes: Large ship-to-shore cranes designed to load and unload containers from Ultra Large Container Vessels efficiently at port terminals.

CHAIRMAN'S STATEMENT

“ DEAR VALUED STAKEHOLDERS,

On behalf of the Board of Directors, I am pleased to present the Port of Tanjung Pelepas 2025 Sustainability Report (SR2025). This report reflects the organisation's continued commitment to integrating sustainability into its operations, decision-making and long-term strategy. It also highlights the progress achieved during the year in strengthening resilience, creating stakeholder value and supporting responsible growth.

”



As I assume the role of Chairman, I do so with a deep appreciation for the strong foundations established by the Board, Management and employees who have contributed to PTP's development over the years. I am encouraged by the progress documented in this report and by the commitment demonstrated across the organisation in advancing its sustainability agenda.

Since 2022, PTP has voluntarily published a standalone sustainability report, reflecting its recognition of sustainability as both a strategic priority and a fundamental principle of responsible business. The continued publication of this report demonstrates PTP's commitment to transparency, accountability and continuous improvement.



CHAIRMAN'S STATEMENT

During 2025, PTP further strengthened its sustainability framework through initiatives including climate risk assessment and closer alignment of sustainability disclosures with IFRS S1 and S2, alongside other relevant reporting standards. These efforts enhance the organisation's ability to identify, assess and manage climate-related risks and opportunities while providing stakeholders with greater transparency and confidence in its long-term direction.

Sustainability considerations are increasingly embedded within PTP's business strategy, informing investment decisions, risk management practices, stakeholder engagement and organisational resilience. The governance structures established by the organisation provide clear oversight while enabling operational teams to respond effectively to emerging challenges and opportunities in a rapidly evolving operating environment.

As a leading port operator, PTP plays a critical role in facilitating trade, supporting economic development and connecting global supply chains. From my experience within the maritime and port industry, I recognise that sustainability is becoming increasingly important to the long-term success and competitiveness of ports worldwide. The transition towards more sustainable operations presents both challenges and opportunities, and I believe PTP is well positioned to continue strengthening its role as a responsible and resilient gateway for regional and international trade.

The organisation's financial strength provides a platform to pursue sustainable innovation, enhance operational efficiency and support long-term value creation.

People remain at the heart of PTP's success. The organisation continues to prioritise local employment, support community development and maintain rigorous occupational safety and health standards. Guided by the principle of Together Towards a Sustainable Future, PTP continues to build partnerships and capabilities that contribute to sustainable growth while creating value for stakeholders.



PTP also recognises that sustainability extends beyond its direct operations. Suppliers and business partners play an important role in supporting operational resilience and driving broader transformation across the value chain. Through its Vendor Code of Conduct and supplier engagement processes, the organisation promotes responsible business practices, ethical conduct and fair labour standards. At the same time, PTP continues to engage with surrounding communities through initiatives that support local socioeconomic development and strengthen long-term relationships.

Looking ahead, the maritime and logistics sectors will continue to navigate evolving environmental, technological and market expectations. In this context, sustainability will remain an important consideration in shaping strategic decisions, enhancing resilience and creating long-term value. PTP will continue to build upon the progress achieved to date while exploring opportunities to strengthen environmental stewardship, operational excellence, stakeholder partnerships and sustainable growth.

I would like to express my appreciation to the Board of Directors, Senior Management Team, employees, customers, business partners and all stakeholders for their ongoing support and commitment. Their collective efforts have contributed to the achievements presented in this report and will remain essential as PTP continues its sustainability journey.

Sustainability is not a destination but an ongoing commitment. By maintaining a clear focus on responsible leadership, transparency and continuous improvement, PTP is well positioned to meet future challenges and opportunities while contributing to a resilient, inclusive and sustainable future.

His Excellency Sultan Ahmad Bin Sulayem
Presiding Chairman

A CHAT WITH THE CEO: 25 YEARS OF PROGRESS, PURPOSE AND PERFORMANCE

“ DEAR VALUED STAKEHOLDERS,

Over the past 25 years, PTP has evolved from handling its first container into Malaysia’s premier transshipment hub. Sustained investment in infrastructure, technology and operational excellence now enables the terminal to serve Ultra Large Container Vessels with high reliability and efficiency. The integration of the Pelepas Free Zone expands this capability further, allowing PTP to deliver seamless solutions across Container Handling, Marine Services and Free Zone activities. This development reflects a clear focus on long-term value creation for customers, employees and the nation.

SUSTAINABILITY AS A STRATEGIC CHOICE

Sustainability forms a fundamental element of PTP’s business model. Operational efficiency, environmental performance and long-term resilience guide investment decisions and operational practices. Initiatives such as electrification, including the deployment of e-PMs form part of a structured transition supported by the Company’s shareholders.

In 2025, PTP’s direction is guided by four pillars: Prosperity, Stewardship, Decarbonisation and Integrity. These pillars shape how the organisation grows responsibly, maintains safe operations and sustains stakeholder trust while delivering long-term value.

Safety remains fundamental to PTP’s operational discipline. As operational volumes grow, maintaining safe and controlled operations becomes increasingly critical. The organisation continues to strengthen safety leadership, risk management practices and operational controls to ensure that productivity and growth are supported by consistent and reliable safety performance across all activities.

As a young and expanding port, PTP combines agility with ambition. The organisation continues to focus on strengthening operational reliability, advancing decarbonisation and reinforcing sound governance to support sustained performance.

1. 2025 marks PTP’s 25th anniversary, a milestone in the port’s journey of growth and innovation. Looking back, what achievements are you most proud of this year, and how do they shape the vision for the next 25 years?

2025 marks PTP’s 25th anniversary, a significant milestone in our journey of growth and innovation. One of our most notable achievements this year is surpassing 14 million TEUs, reinforcing PTP’s position as a key regional transshipment hub. Notably, this included an additional one million TEU growth achieved within our existing footprint, reflecting our focus on driving efficiency and sustainable growth.

This milestone is the result of long-term investments, disciplined planning and consistent execution, ensuring PTP remains operationally ready to support increasing demand.

At the same time, PTP continues to strengthen its role within the Gemini Cooperation, a strategic long-term collaboration between major global shipping lines Maersk and Hapag-Lloyd, aimed at enhancing network reliability, service efficiency and connectivity across key global trade lanes. This is supported by the commissioning of new ULCV quay cranes, strengthening our capacity and readiness for the next phase of growth.

Looking ahead, these achievements provide a strong foundation for the next 25 years, as PTP continues to scale capacity, enhance resilience and strengthen its position as a leading global transshipment hub.



A CHAT WITH THE CEO: 25 YEARS OF PROGRESS, PURPOSE AND PERFORMANCE

2. PTP has been strengthening its commitment to sustainability across operations. How have these initiatives contributed to stakeholder value, operational efficiency and long-term business performance?

Sustainability is an important consideration in how PTP operates and grows. Environmental performance, operational reliability and long-term value are taken into account in planning, capital allocation and performance management.

Building on this, PTP began its transition to e-RTGs (Electric Rubber Tyred Gantries), electrically powered container-handling cranes used for stacking containers with improved energy efficiency, in 2012, progressively enhancing yard efficiency while reducing fuel consumption and maintenance requirements. Preparation now continues for the introduction of e-PMs, extending decarbonisation efforts across terminal operations.

These investments form part of a structured modernisation programme informed by technical assessments and lifecycle cost analysis. Over time, improvements in asset reliability, energy efficiency and emissions performance have supported operational stability and competitiveness while creating lasting value.

3. Are there any challenges faced in 2025 that you would like to share and draw lessons from?

The past year provided a clear reminder that the strength of PTP lies in its people. As the organisation grows in scale and complexity, employees play an essential role in maintaining safe, reliable and disciplined operations. During challenging moments, many stepped forward with professionalism and accountability, demonstrating that resilience depends not only on systems and infrastructure but also on people prepared to act when needed.

The year also highlighted the importance of improving gender representation within operational and technical roles. These roles contribute directly to performance and operational excellence. Continued progress requires deliberate efforts to attract, develop and retain diverse talent across the organisation.

These experiences reinforce an important lesson. Sustainable performance depends on valuing people, supporting them through robust systems and creating an environment where responsibility and inclusion shape daily operations.

4. How is PTP leveraging technology and innovation to strengthen operational resilience, sustainability and long-term performance?

Technology and innovation are central to how PTP strengthens operational resilience, sustainability and long-term performance. Our focus is on deploying practical, scalable solutions that improve efficiency today while preparing the terminal for future demands.

During the year, PTP deepened its strategic collaboration with Kaleris to advance smart port technologies across terminal operations. This included exploring next-generation optimisation solutions for yard planning, vessel loading and unloading, as well as practical applications of artificial intelligence to enhance decision-making, improve operational efficiency and support associates in delivering higher-value work. By combining operational expertise with digital innovation, PTP is building a more agile, resilient and future-ready terminal.

Building on this momentum, PTP continued the implementation of the Terminal Truck Optimisation (TT-O) solution, an initiative to improve the use and movement of terminal trucks for smoother and more efficient port operations. The AI-driven system is designed to improve truck dispatch and yard coordination. Since its introduction, the solution has delivered measurable improvements, including a reduction in truck cycle times of approximately 13 percent and enhanced overall yard efficiency, demonstrating how digital innovation can translate into tangible operational gains at scale.

PTP also advanced equipment optimisation through digital solutions such as RTG Optimisation, enabling smarter deployment of yard assets, improving productivity and reducing operational inefficiencies. Together, these initiatives reflect PTP's practical approach to innovation, leveraging technology, automation and data-driven solutions to strengthen competitiveness while delivering sustainable operational value over the long term.

5. Ports increasingly advance sustainability, innovation and operational excellence through collaboration. How will PTP leverage partnerships to create long-term value and resilience in the years ahead?

Partnerships play an important role in advancing sustainability, operational performance and long-term resilience. As the maritime sector navigates decarbonisation and increasing complexity, collaboration with partners provides access to complementary expertise and shared ambition.

Through IMO GreenVoyage2050, PTP contributes to translating policy into practical implementation as Malaysia's lead pilot port. Activities include hosting the Global Programme Task Force meeting and advancing pilot initiatives aligned with the National Action Plan.

Collaboration with PETRONAS supports the exploration of low-carbon fuel solutions, including biofuels for landside equipment and the development of green fuel bunkering, the supply of fuel to vessels, solutions that contribute to the reduction of Scope 3 emissions. PTP has also established a MoU with the PoM to explore areas of cooperation in sustainability, innovation and operational excellence.

Coordination with the Johor Port Authority and the Malaysian Marine Department also enabled PTP to become the first port in Malaysia to execute simultaneous bunkering operations in 2025. This milestone enhances operational resilience while maintaining strict safety standards.

Through these collaborations, PTP contributes to a more resilient and sustainable maritime ecosystem.

6. As you reflect on PTP's journey and outlook, what final message would you like to leave with stakeholders?

The first 25 years of PTP's development reflect ambition supported by disciplined execution. Growth did not occur by waiting for certainty, but by making informed decisions grounded in long-term thinking and backed by strong shareholder support.

This report reflects that philosophy. It presents an organisation that goes beyond compliance, makes thoughtful strategic choices and focuses on building lasting value for stakeholders and the broader ecosystem.

The same approach will guide the years ahead as PTP continues its journey towards sustainable growth and responsible leadership.

Mark Hardiman
Chief Executive Officer
Port of Tanjung Pelepas (PTP)

INTRODUCTION TO PTP

INTRODUCTION

The Port of Tanjung Pelepas (PTP) is one of Malaysia's key gateways to global trade. It is a joint venture between MMC Corporation Berhad (70% stake), through its subsidiary MMC Port Holdings Berhad and APM Terminals (30% stake), a global port operator with a presence in 74 countries. PTP operates as a leading Malaysian port and has grown into the country's premier transshipment hub.

Situated along the Straits of Malacca, one of the world's busiest maritime routes, PTP provides strong connectivity between Malaysia and major global markets through extensive international shipping networks. Its role extends beyond the movement of cargo. PTP facilitates trade, supports national competitiveness and contributes to sustained economic activity across Malaysia and the wider region.

Operations are supported through fully integrated port facilities equipped with advanced equipment and digital systems that connect shipping lines, operators and port users on a unified platform. This level of integration enables PTP to deliver reliable, efficient and high-performance services to some of the world's largest shipping lines and container operators. Close coordination between the port terminal and the Pelepas Free Zone, also managed and operated by PTP, further enhances value creation for customers, enabling seamless cargo flows and efficient supply chain operations.

The scale and capability of PTP's operations have gained international recognition. In 2025, the port ranked 15th among the world's Top Container Ports in the Lloyd's List One Hundred Container Ports ranking based on 2024 container throughput, reinforcing its position within the global port ecosystem.

OUR MISSION AND VISION

Our people lead the GLOBAL benchmark for integrated port services from the Straits of Malacca.

OUR CORE VALUES

Our values are guided by PIERS: Passion, Innovation, Empowerment, Respect and Service.

PASSION

We take pride and are committed to go the extra mile

INNOVATIVE

We innovate to improve

EMPOWERMENT

We give trust and take accountability to perform

RESPECT

We respect people and everyone's views matter

SERVICE

We deliver and exceed expectations



OUR BUSINESS

CONTAINER HANDLING SERVICES

- Terminal handling services
- State-of-the-art equipment capable of handling Ultra Large Container Vessels

MARINE SERVICES

- Towage services
- Pilotage services
- Ship-to-ship services

FREE ZONE & REAL ESTATE

- Lease of land, storage facilities and office space
- Multinational clients across manufacturing, warehousing and freight forwarding sectors

LARGE SCALE IMPLEMENTATION OF KALERIS N4 4.0

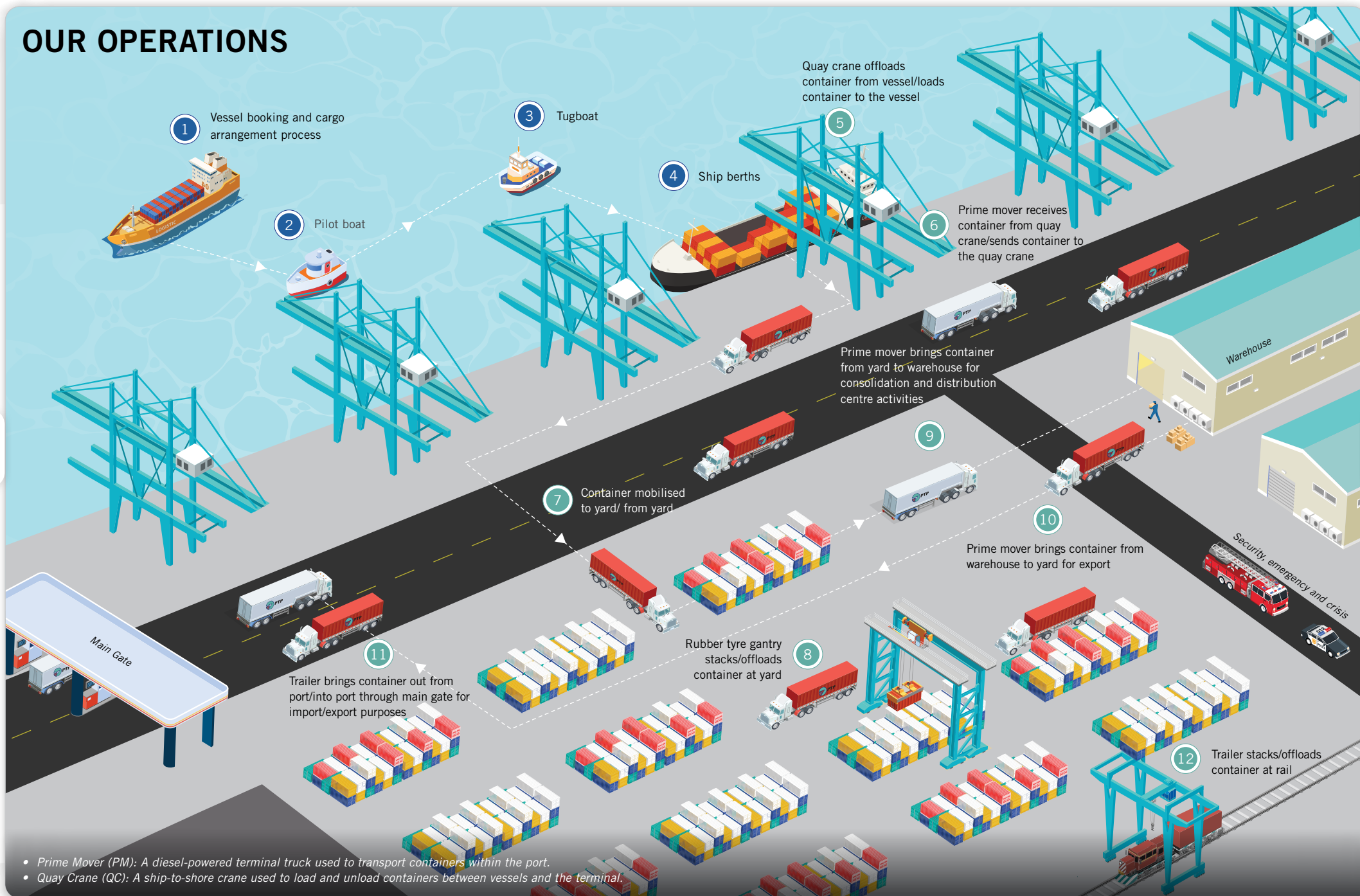
PTP successfully implemented the Navis N4 Terminal Operating System version 4.0 by Kaleris, a digital platform used to manage key container terminal operations such as vessel planning, yard activities, gate movements and equipment coordination, in December 2024, marking a significant milestone in its digital transformation to enhance terminal efficiency, productivity and operational resilience. The upgrade, the largest global deployment of the N4 4.0 system to date, was completed seamlessly without disruption to daily operations and demonstrated strong performance during real-time operational testing, including the deployment of up to 48 quay cranes during the go-live period. The enhanced system improves operational speed, stability and coordination across terminal activities through advanced software capabilities and optimisation modules, strengthening PTP's capacity to manage future cargo growth while supporting safer, more reliable and sustainable port operations through improved technology integration and process efficiency.



MEMBERSHIPS IN ASSOCIATIONS

- ▶ American-Malaysian Chamber of Commerce (AMCHAM)
- ▶ ASEAN Port Association
- ▶ Association of Malaysian Hauliers (AMH)
- ▶ British-Malaysian Chamber of Commerce Berhad (BMCC)
- ▶ Institute of Internal Auditors
- ▶ Johor Freight Forwarders Association (JOFFA)
- ▶ Johor Port Shipping Freight Forwarding Association (JPSFA)
- ▶ Johor Ports Shipping and Forwarding Association, Shipping Association of Malaysia
- ▶ Malaysia Australia Business Council (MABC)
- ▶ Malaysia Dutch Business Council (MDBC)
- ▶ Malaysian French Chamber of Commerce & Industry (CCI France Malaysia)
- ▶ Malaysian-German Chamber of Commerce and Industry (MGCCI)
- ▶ Malaysian International Chamber of Commerce & Industry (MICCI)
- ▶ Malaysia Auxiliary Police Association
- ▶ Shipping Line Association of Malaysia
- ▶ Singaporean-German Chamber of Industry and Commerce (SGC)
- ▶ The Chartered Institute of Logistics & Transport Malaysia (CILT)
- ▶ United Nations Global Compact Malaysian Brunei (UNGCMYB)

OUR OPERATIONS



- Prime Mover (PM): A diesel-powered terminal truck used to transport containers within the port.
- Quay Crane (QC): A ship-to-shore crane used to load and unload containers between vessels and the terminal.

POLICIES AND PRACTICES

PTP's governance framework operates through policies and control mechanisms that guide ethical conduct, risk management and responsible business practices. These policies set clear expectations for employees, contractors and business partners, promoting consistency, accountability and compliance across the organisation.

Through these policies, PTP maintains clear standards that support transparent decision-making, operational discipline and responsible conduct across all areas of activity. The framework also provides guidance for employees and partners when addressing ethical considerations, operational risks and sustainability related responsibilities.

The key policies and practices applied across PTP are summarised below.

Policy / Framework	Role and Application in PTP	Policy / Framework	Role and Application in PTP
 Anti-Bribery and Anti-Corruption (ABAC) Policy and Framework	Provides a framework to prevent, detect, and manage corruption risks across PTP operations. Emphasises PTP's zero-tolerance stance against bribery and all forms of corruption. Aligns with MACC Act 2009, Section 17A (corporate liability) and International Organization for standardization (ISO) standards. Supported by regular training, and updates to the BOD.	 Whistleblowing Policy	Enables employees and external parties to report suspected improper conduct, including fraud, bribery, and corruption, via Group channels or directly to the Audit Committee. Reports are assessed, investigated, and outcomes are communicated to governance committees.
 Human Rights Policy	Upholds and protects the rights of employees, vendors, clients, and the community. Covers freedom of association, forced and child labour, diversity and inclusion, fair procedures, foreign worker rights, harassment prevention, and health and safety. Aligned with the ILO, UN Global Compact, UN SDGs, and Malaysian labour laws, with management accountability and ongoing training.	 Code of Ethics	Defines standards of behaviour for all employees and representatives, covering professional conduct, conflicts of interest, gifts and hospitality, confidentiality, discrimination, and harassment.
 Health, Safety & Environment (HSE) Policy	Ensures zero harm to people and the environment, prevents injuries and illnesses, and promotes sustainable practices. Establishes HSE objectives, risk mitigation, training, incident reporting, and leadership accountability. Applied across employees, contractors, customers, and visitors to maintain a safe and environmentally responsible workplace.	 Vendor Code of Conduct	Applies labour and employment standards under Malaysian law, covering employee rights and fair practices. The policy is publicly available on PTP's website to promote transparency and supplier accountability.
 Competition Law Compliance Policy	Guides employees to comply with competition laws. Reinforced through ongoing training and awareness sessions to support ethical and compliant decision-making.	 Anti-Bullying Policy	Affirms PTP's zero-tolerance approach to bullying and harassment, ensuring a safe and respectful workplace. Prohibits any conduct that intimidates, offends, or humiliates, including behaviour occurring online or outside working hours. Employees are expected to uphold RESPECT by treating others with dignity. Aligns with applicable Malaysian laws, including the Penal Code amendments effective 11 July 2025.
 Enterprise Risk Management (ERM) Policy & Framework	Outlines a systematic process for identifying, assessing and managing risks that may impact the company's assets, reputation and long-term sustainability. The framework aligns with ISO 31000 and establishes clear roles and responsibilities with oversight by Management and the BOD. Key risks are regularly assessed and reported to Top Management and the BOD to support effective governance and risk mitigation.	 Sexual Harassment Policy	Ensures a workplace free from sexual harassment and prohibits all forms of unwelcome sexual conduct, whether verbal, physical or visual. Establishes clear reporting and investigation procedures applicable to all employees. Reinforces a culture of RESPECT, accountability and fair treatment across PTP's operations.

BOARD OF DIRECTORS

As at 31 December 2025

YBHG. TAN SRI CHE KHALIB MOHAMAD NOH

Managing Director of MMC
Corporation Berhad
PTP Director - Chairman



JOAO CARLOS VENDEIRINHO ALMEIDA

APM Terminals
Chief Financial Officer – Hubs
PTP Director



MOHD AZMAN ISMAIL

Government,
Deputy Undersecretary
(International Division),
Ministry of Finance
PTP Director



DATO' AZMAN SHAH MOHD YUSOF

MMC Port Holdings Berhad
Chief Executive Officer
PTP Director



Link to the Board of Director Profiles:
Pelabuhan Tanjung Pelepas Sdn Bhd. - Board of Directors

DATO' MOHD TAUFIK BIN ABDULLAH

MMC Group
PTP Director



TIMOTHY JOHN SMITH

APM Terminals
Senior Advisor and
Non-Executive Director
PTP Director



ASYRAF SUHAIMI SULAIMAN

MMC Group
Group Chief Financial Officer
PTP Director



DR. SIVA SANGAR KRISHNAN

Government,
Divisional Secretary,
Maritime Division,
Ministry of Transport
PTP Director



SENIOR MANAGEMENT TEAM

As at 31 December 2025



HEADS OF DEPARTMENTS

As at 31 December 2025



Abbas Nejamdeen
Head of Legal, Governance & Risk

Alex Chong Woon Fui
Head of Financial Operations

Capt. Noor Azman Salleh
Head of Marine Services

Chandran Raman Kutty
Head of Operations Labour Management

Danial Delane Abdullah
Head of Development and Studies

Eric Yap Chee Meng
Deputy Head of Commercial

Ishaq Amarullah Ithnin
Head of Human Capital Management Services

Ir. Jamaluddin Abu Bakar
Head of Facilities Management

Ir. Ts. Uda Sarimin
Head of Engineering M&R Management

Jamal Nasir Abdul Rahman
Head of Internal Audit

Jemish Rajendrakumar Jariwala
Head of Engineering and Facilities Project Management

Jeyaganesh Ratnasingham
Head of Project Integration

Juliah Shamsul Shaari
Head of Performance Delivery

Lee Chin Earn
Head of Transformation

Lokman Hakim Sulaiman
Head of Emergency & Crisis Management

Majidah Hashim
Head of Sustainability

Mohamad Shehrus Yunos
Head of Technology Ecosystem Maintenance & Support

Mohamad Zamani Mohd Sejab
Head of Port Optimization

Mohd Hisham Abdul Majid
Head of Learning & Development

Mohd Khairullah Ahmad
Head of Smart Technology

Mohd Syukri Ramli
Head of Port Police

Nasution Saad Putra Saad
Head of Government Liaison & Free Zone Authority

Norita Nasir
Head of Financial Planning and Analysis

Nor Zahanim Jamaluddin
Head of Compensation & Benefits

Nur Nizam Ishak
Head of Material Planning

Robert Lazovic
Head of Technical Architect

Shahrizal Muhammad
Head of Project Management

Shahida Ismail
Head of Employee & Industrial Relations

Shaiful Azril Mohd Zain
Head of Procurement & Tender

Sharishen Redzuan Perpinder
Head of Health, Safety and Environment

Shrmaraj A/L Nadarajah
Head of Landside Operations

Sharmizan Abdul Ghani
Head of Technical Support and Administration

Tahir Kadir
Head of Port Planning

Umar Faruq Jamaluddin
Head of Special Project

Zahrulhisham Damin
Head of Corporate Assurance

OUR PEOPLE



PTP’s performance is driven through its workforce, whose responsibilities span complex operations, real-time risk management and continuous customer service within a 24-hour, safety-critical environment. In 2025, human capital management (HCM) continued as a strategic priority, supported through structured workforce planning, succession management, performance oversight and leadership development integrated into core business processes. HCM priorities are overseen by Senior Management, with defined targets and regular reporting that support accountability and measurable progress.

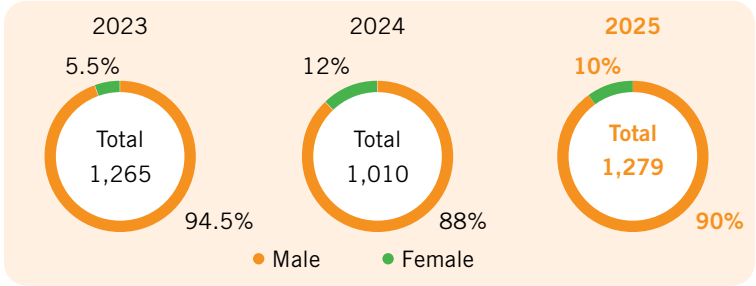
During the year, efforts focused on enhancing workforce capability and diversity, particularly across operational and leadership roles. Clear targets were established and monitored at management level, reflecting the view that broader representation supports stronger decision-making and organisational resilience. Investment also continued across safety systems, technical training and employee well-being programmes. These initiatives support the development of a sustainable workforce while preparing employees with the skills required for a more automated, digital and lower-carbon port environment.

Total Workforce

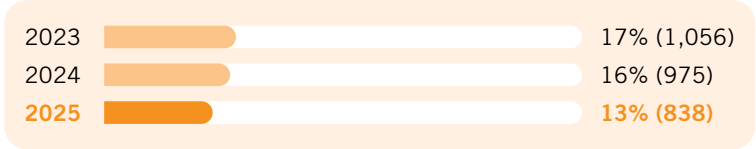
All workforce data presented reflects headcount as at 31 December of the respective reporting year, unless otherwise stated.



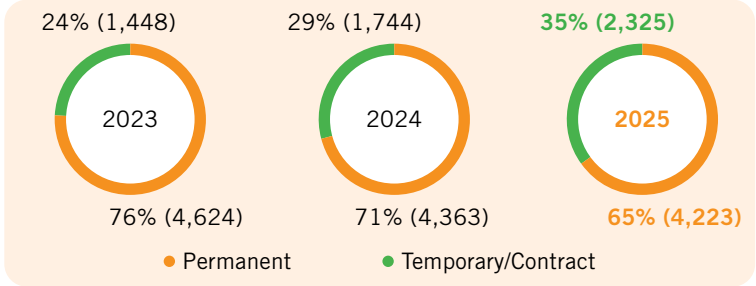
New Hires



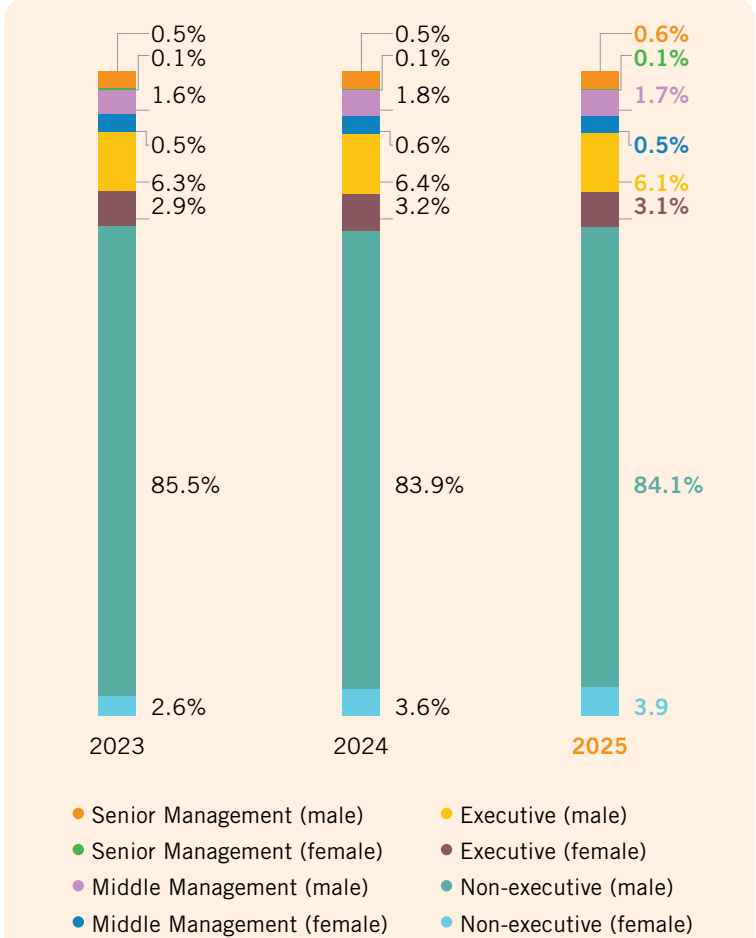
Total Turnover



Employment Category



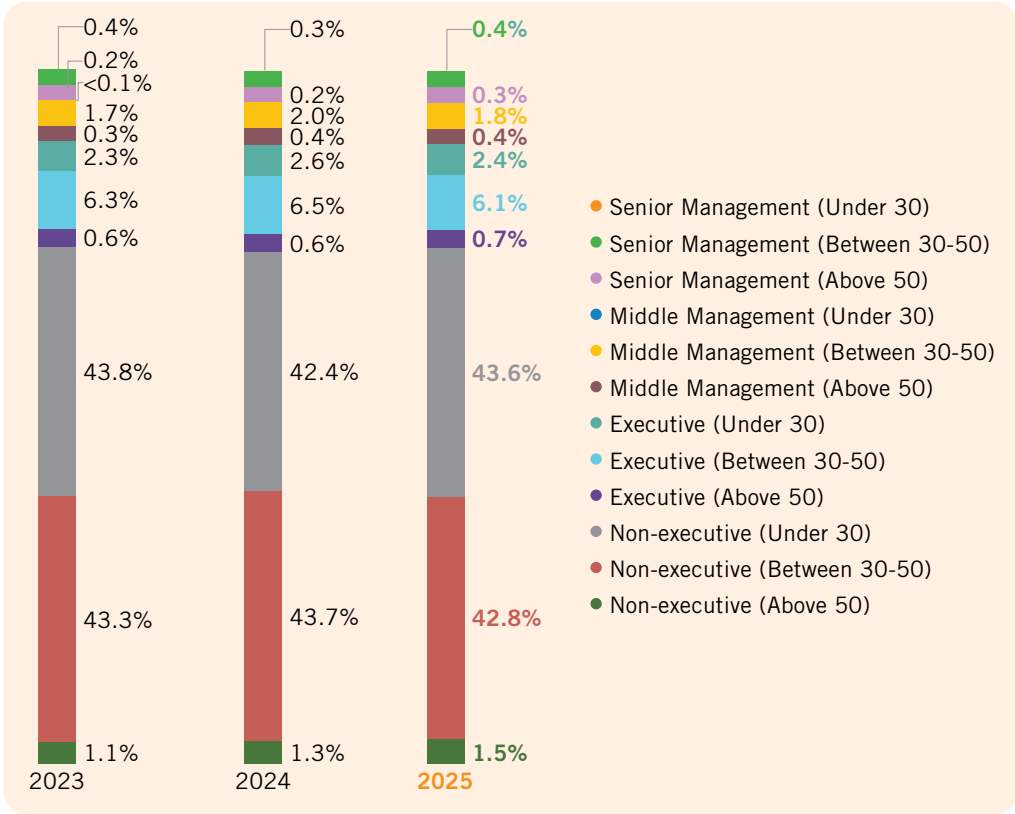
Percentage of employees by gender for each employee category, women in managerial positions and gender composition in leadership positions (senior management)



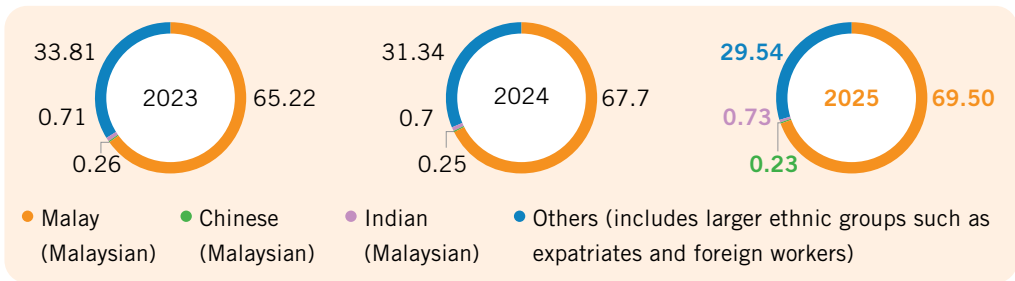
Percentages may not total 100% due to rounding

OUR PEOPLE

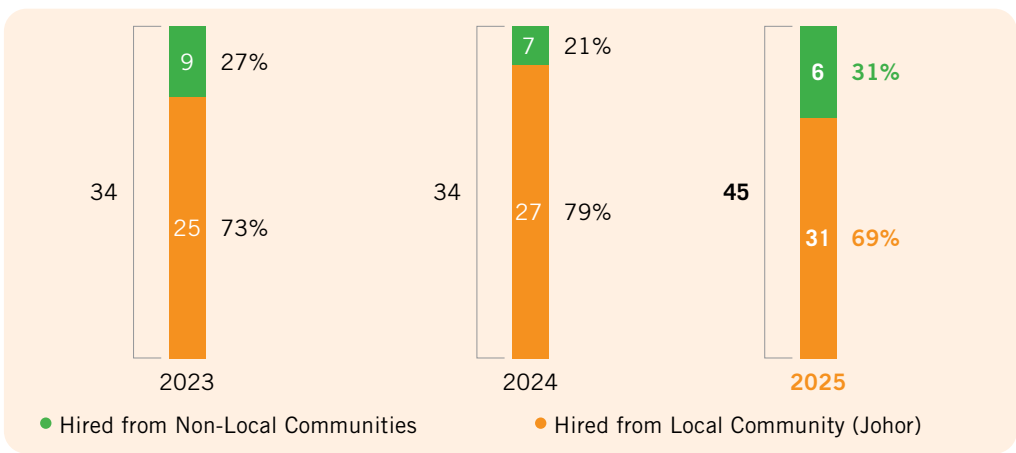
Percentage of employees by age group, for each employee category



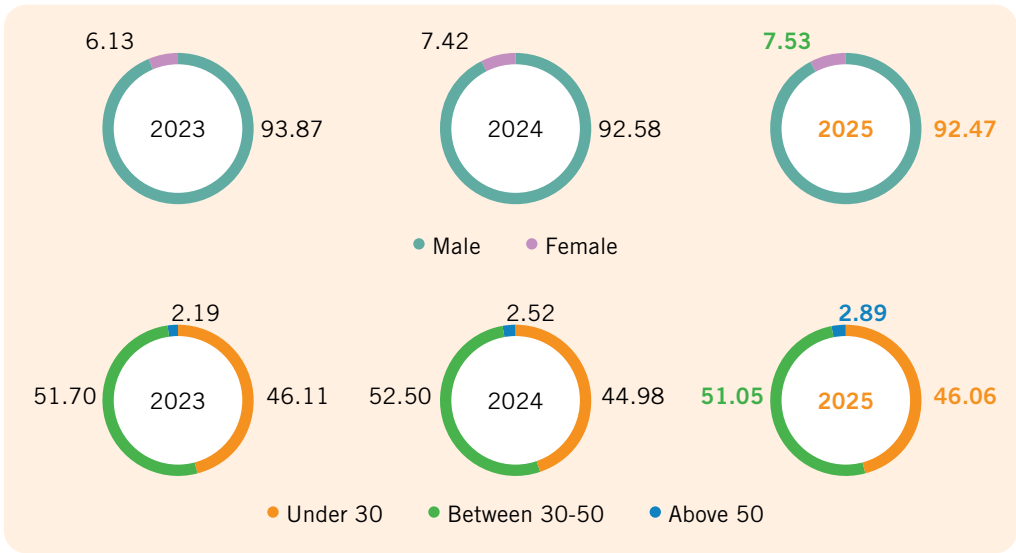
Diversity of employees by ethnicity (%)



Proportion of senior management hired from the local community



Percentage of employees by gender and age group, for each employee category

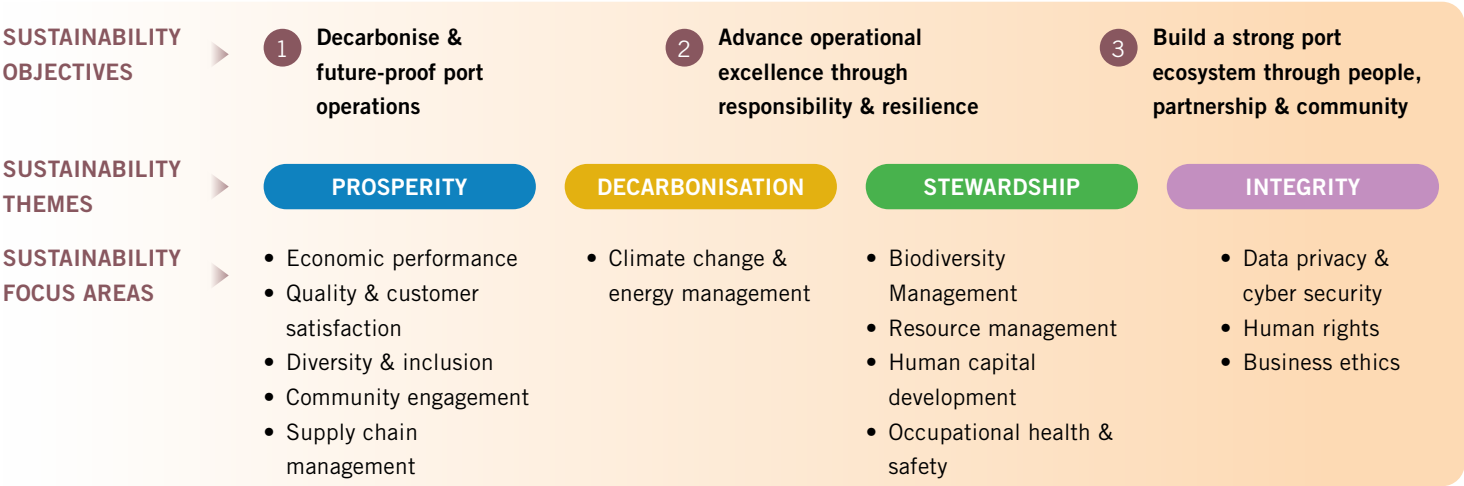


OUR SUSTAINABILITY VOYAGE

PTP’s sustainability journey has progressed alongside rising regulatory expectations, greater stakeholder scrutiny and the increasing complexity of port operations. In earlier years, sustainability advanced through selected ESG initiatives that helped establish baseline practices and raise internal awareness. As disclosure standards evolved and sustainability-related risks gained stronger financial relevance, the need for a more structured, risk-based and decision-useful framework became increasingly clear. Such a framework supports stronger consistency, comparability and integration with core business management.

In 2025, PTP formally transitioned to an integrated sustainability framework aligned with IFRS S1 (a standard for sustainability-related financial disclosures) and IFRS S2 (a standard for climate-related disclosures), while maintaining alignment with the GRI Standards (international sustainability reporting standards). This development signals a shift from initiative-driven reporting to a governance-led, materiality-focused and performance-oriented model that links sustainability directly with strategy, risk management and capital allocation.

Sustainability oversight now operates under defined accountability structures supported by measurable targets and transparent disclosures. This structure allows priorities to be assessed using evidence-based analysis while strengthening the connection between sustainability performance, operational decisions and long-term value creation.



SUSTAINABILITY GOVERNANCE STRUCTURE

At PTP, sustainability forms part of how decisions are made, operations are managed and partnerships with suppliers are conducted. Business processes incorporate considerations that reduce negative impacts on society and the environment while supporting responsible growth across the value chain.

BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

The Board of Directors (BOD) provides overall strategic oversight of sustainability at PTP. The BOD ensures alignment with corporate strategy, regulatory requirements, international principles and investor expectations. Together with the Executive Committee (EXCO), it reviews sustainability priorities, monitors progress on material issues and maintains appropriate governance, controls and accountability that support long-term value creation.

CHIEF EXECUTIVE OFFICER AND SENIOR MANAGEMENT TEAM

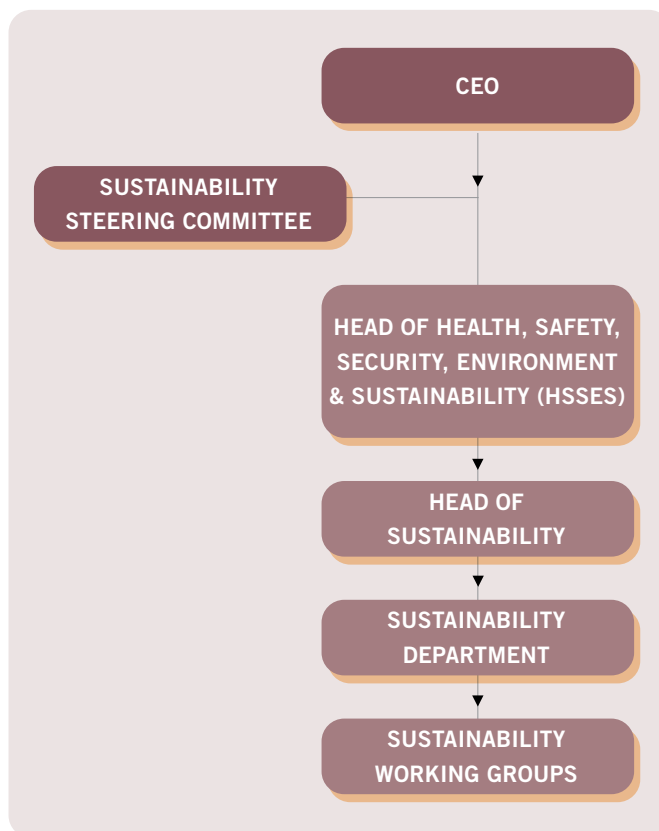
The Chief Executive Officer chairs the Sustainability Steering Committee (SSC), reinforcing that sustainability forms part of core business responsibilities. The SMT carries responsibility for translating strategic direction into operational delivery. This includes integrating sustainability considerations into business activities, establishing targets, monitoring performance and guiding implementation across environmental, social and economic priorities.

SUSTAINABILITY STEERING COMMITTEE

The Sustainability Steering Committee convenes on a quarterly basis to guide sustainability direction, review performance and approve initiatives that advance environmental, social and economic outcomes. Responsibilities include setting sustainability targets, incorporating sustainability indicators into company KPIs and reviewing progress across decarbonisation efforts, social programmes and operational improvements.

SUSTAINABILITY WORKING GROUPS

The Sustainability Working Group supports the Sustainability Department in implementing sustainability initiatives across business units. The group gathers and analyses relevant data, and maintains alignment with internal objectives and external sustainability expectations.



UNDERSTANDING OUR STAKEHOLDERS

Engagement represents a strategic choice rather than a simple obligation. PTP places strong emphasis on understanding stakeholder perspectives and anticipating evolving expectations. Regular dialogue supports informed decision-making and strengthens relationships with those who influence or are affected by the port's activities.

Stakeholder interactions take place in a structured and meaningful manner, allowing feedback to inform operational priorities, strategic planning and sustainability initiatives. This process supports trust and transparency while encouraging constructive collaboration.

Through active engagement, PTP aligns its strategic direction with stakeholder expectations while promoting outcomes that create positive and lasting value for the wider ecosystem.



STAKEHOLDER ENGAGEMENT

	HOW WE IMPACT EACH OTHER	HOW WE ENGAGE WITH THEM	FREQUENCY OF ENGAGEMENT	OUTCOMES
 Government Authorities/Regulators	- Our customers depend on us to provide services that are uninterrupted, reliable and cost-effective. - We formulate our strategies with the aim of meeting customers' expectations, as they provide the impetus for driving our business performance.	- Engage with customers and communities - Foster customer interaction through website and social media channels	Ongoing	- Quality of products and services - Customer experience - Safety and security
 Investors	- Sukuk holders contribute to the necessary debt capital financing for PTP - We are accountable for ensuring that we meet our financial obligations and covenants at all times	- Transparent disclosures are made through the rating agency and trustee - Investor briefing/townhall sessions prior sukuk issuance to update on operational, financial and sustainability matters - Annual reporting of sukuk proceeds allocation and impact on emissions on the PTP website	Ongoing	- Economic performance - Company growth and value chain - Business strategy and direction - Financial results - Compliance and governance
 Shareholders	- Shareholders supply the essential equity capital for PTP - We are dedicated to implementing our strategies and providing long-term sustainable returns to our shareholders by generating economic value	- Facilitate regular briefings and engagements through meetings, site visits and conferences - Ensure transparent and timely corporate reporting and disclosures across multiple platforms - Communicate sustainability strategies effectively	- Annual - Quarterly - Ongoing	- Economic performance - Company growth and value chain - Business strategy and direction - Financial results - Compliance and governance
 Employees	- Employees rely on us to offer a sustainable and dependable source of income, as well as a safe work environment with equitable opportunities for career growth - We also acknowledge that our employees play a pivotal role in delivering value and implementing strategies	- Share information through internal newsletters, conduct quarterly town halls and utilise the intranet portal for communication - Offer competitive benefits and remuneration packages - Foster team-building through sports and recreational activities - Support talent development and provide training opportunities	- Annual - Quarterly - Ongoing	- Corporate priorities, vision, core values and ethical conduct - Business strategy and direction - Reward and recognition - Leadership and talent development - Well-being and benefits - Human rights, diversity and inclusion - Workplace health and safety
 Customers	- Customers rely on us for uninterrupted, reliable and affordable services - Our strategies are designed to meet customers' expectations, as they drive our business performance and give us purpose	- Engage with customers and the community - Foster customer interaction through the website and social media channels	Ongoing	- Quality of products and services - Customer satisfaction - Safety and security measures
 Vendors/Suppliers	- Vendors and suppliers depend on us to offer business opportunities and financial security - Conversely, we rely on their business and services to support ours	- Fully disclose our procurement policies on the corporate website - Organise supplier briefings and capacity-building programmes - Engage continuously in meetings and communicate our efforts in addressing their concerns	Ongoing	- Adherence to industry best practices, legislation, rules and regulations - Health and safety protocols - Equitable treatment of suppliers and business partners - Ethical and responsible behaviour - Opportunities for business partnerships
 Community	- The public, including the media and the local community, anticipates that we operate as a reliable, responsible and sustainable company that contributes to the socioeconomic development of the country - We communicate information to our stakeholders through the media and gather valuable insights about our business ecosystem from the public	- Establish and execute Corporate Social Responsibility (CSR) initiatives focusing on education enhancement, community engagement and environmental conservation - Implement various placemaking and civic engagement initiatives	Ongoing	- Economic performance - Company growth and value chain - Business strategy and direction - New projects and future prospects - Mitigating environmental and social impacts - Community investments, including donations, fundraising and volunteering programmes - Project-specific initiatives

MATERIALITY

MATERIALITY PROCESS AND TOPICS

PTP's sustainability strategy is guided by the issues that carry the greatest relevance for the business and its stakeholders. These material topics shape long-term value creation, inform strategic decisions and support the port's ability to operate responsibly while preparing for future developments.

In FY2024/2025, PTP conducted its second materiality assessment in line with Bursa Malaysia's recommendation that such assessments take place every three years. This review built on the sustainability topics identified during the inaugural assessment and allowed the organisation to reassess priorities, refine initiatives and respond more effectively to stakeholder expectations. Insights from the assessment continue to guide decision-making and resource allocation across sustainability priorities.

Looking ahead, PTP will undertake a comprehensive materiality assessment exercise every three years, with the next review scheduled for FY2027. This exercise will support alignment between sustainability priorities, evolving business objectives and stakeholder expectations, while reflecting best practices recommended by Bursa Malaysia. The outcome will also inform future updates to PTP's Sustainability Framework.

MATERIALITY PROCESS

Identifying Material Topics: A baseline of sustainability topics was developed using international standards relevant to the transportation and logistics sector. This baseline was then reviewed against company strategies, risk reports and industry developments to determine the sustainability issues most relevant to PTP's operations.

Gathering Stakeholder Input: Key internal and external stakeholders were identified to provide perspectives on sustainability priorities. Feedback was collected using online surveys and structured interviews, providing insights into how stakeholders view the importance of each sustainability topic.

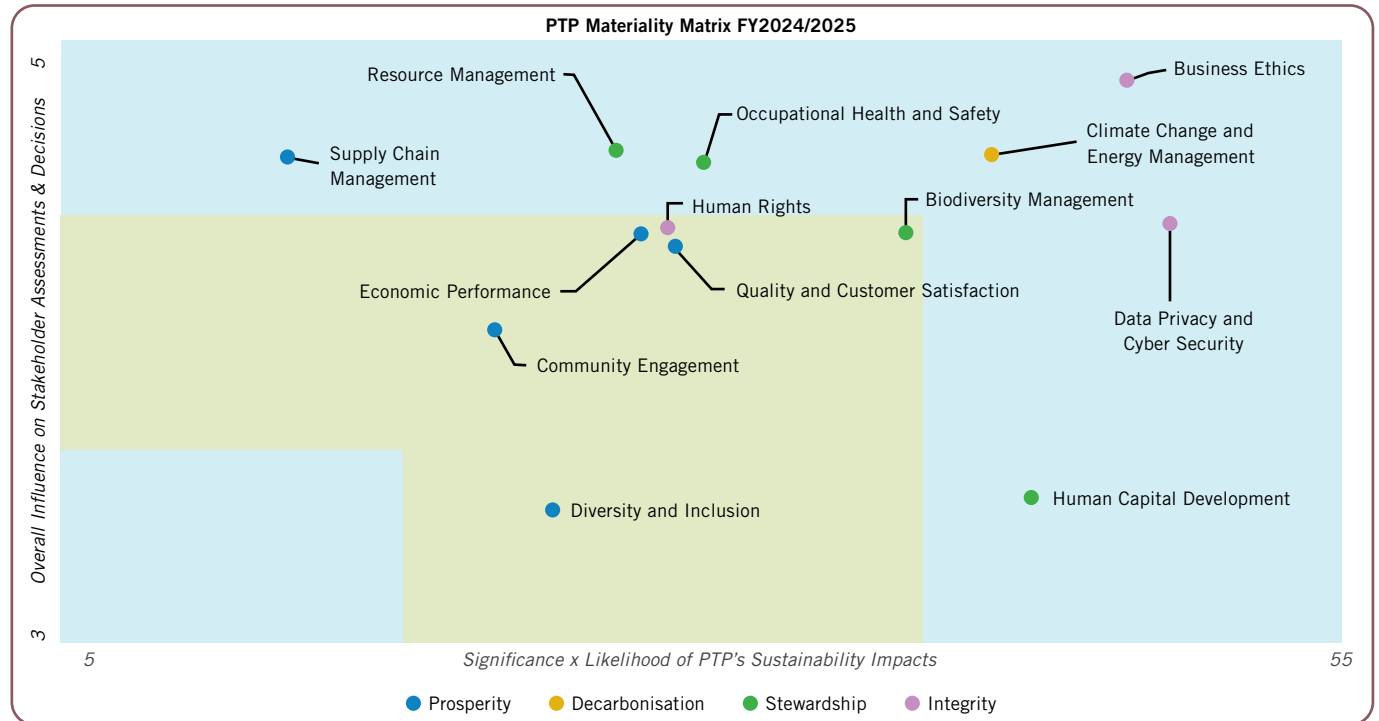
Prioritising Material Topics: Results from surveys and interviews were analysed and mapped into a Materiality Matrix. Topics were ranked based on their relevance to business performance and their impact on sustainability outcomes.

Discussion and Deliberation: Findings from the analysis were reviewed by the SMT. This discussion ensured that the prioritised topics align with organisational strategy and operational considerations.

Validation and Approval: The final Materiality Matrix and proposed focus areas were presented to the BOD for review and approval, confirming alignment with governance expectations and sustainability priorities.

MATERIALITY MATRIX

The materiality process enhances PTP's ability to focus on sustainability topics that carry the greatest significance for the organisation and its stakeholders. It supports effective management of risks and opportunities while directing attention to actions that deliver meaningful impact. The key topics identified are presented in the Materiality Matrix below.



Material Sustainability Matters

High Importance (for business & stakeholders)

- 1 Data Privacy and Cyber Security
- 2 Business Ethics
- 3 Human Capital Development
- 4 Climate Change and Energy Management
- 5 Occupational Health and Safety
- 5 Resource Management
- 5 Supply Chain Management

Medium Importance (for business & stakeholders)

- 1 Biodiversity Management
- 2 Human Rights
- 3 Quality and Customer Satisfaction
- 4 Economic Performance
- 5 Diversity and Inclusion
- 6 Community Engagement

ENTERPRISE RISK MANAGEMENT

At PTP, Enterprise Risk Management (ERM) is a key part of how we manage the uncertainties that affect our sustainable growth and long-term value. Our ERM framework is aligned with the principles of ISO 31000, and is applied across the organisation to support informed decision-making, operational resilience and sustainable port operations in an evolving business environment.

Sustainability-related risks are integrated into the overall ERM process and considered alongside other significant risk categories, such as strategic, operational and compliance risks. We regularly assess environmental factors, safety and health exposures, stakeholder expectations and other ESG-linked matters to ensure they are appropriately managed. This integrated risk focus helps safeguard our people, assets and stakeholders while reinforcing PTP's commitment to responsible and sustainable port management.

Ongoing monitoring and reporting on key risks and mitigation actions are undertaken throughout the year, with risk insights communicated to senior management and the BOD to support governance and oversight. The ERM framework is periodically reviewed to remain relevant amid evolving regulatory requirements and sustainability challenges, and is complemented by Business Continuity Management practices to enhance the Company's preparedness and response to potential operational disruptions.



ALIGNMENT WITH THE UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS (SDGs)

PTP's sustainability strategy is structured around four core pillars: Prosperity, Decarbonisation, Stewardship and Integrity. Each pillar aligns PTP's business priorities with the United Nations Sustainable Development Goals (SDGs) most relevant to its operations, stakeholders and long-term value creation.

These pillars provide a clear framework that guides sustainability priorities across the organisation. They support balanced progress across economic performance, environmental responsibility, social well-being and ethical governance, reflecting the broad scope of PTP's role within the national and regional trade ecosystem.

 Prosperity



Decent Work & Economic Growth



Industry, Innovation & Infrastructure



Reduced Inequalities



Partnership for the Goals

PTP contributes to sustainable economic growth by operating a high-performance, reliable and efficient port that supports national and regional trade. Investments in infrastructure, digitalisation and service quality strengthen customer satisfaction, supply chain resilience and Malaysia's competitiveness as a logistics hub.

At the same time, PTP promotes diversity, inclusion and fair employment, ensuring that growth creates opportunities for a broad range of people. Through community engagement, skills development and local procurement, PTP supports inclusive development in the areas surrounding the port, helping communities grow together with the business.

 Decarbonisation



Sustainable cities and communities



Climate Action

PTP plays a key role in reducing emissions within port and logistics operations. This pillar focuses on climate action, energy efficiency and cleaner supply chains, driven by initiatives such as equipment electrification, renewable energy deployment and improved energy management.

By working with customers, contractors and suppliers, PTP extends decarbonisation efforts beyond its own operations, supporting lower-carbon trade and more sustainable logistics. These actions support Malaysia's climate goals while strengthening the long-term resilience of the port.

 Stewardship



Good Health & Well-Being



Quality Education



Responsible Consumption & Production

Stewardship reflects PTP's responsibility to protect people, resources and ecosystems. Strong occupational health and safety systems, continuous human capital development, and responsible resource management ensure that operations remain safe, efficient and sustainable.

PTP also actively supports the protection of biodiversity and marine and terrestrial ecosystems in and around the port. These efforts help safeguard the natural environment that underpins port operations and the well-being of surrounding communities.

 Integrity



Peace, Justice & Strong Institutions

Integrity is the foundation of how PTP does business. Strong business ethics, human rights protections, data privacy and cyber security controls ensure that operations are transparent, fair and compliant with the law.

Through clear policies, effective governance and robust reporting mechanisms, PTP builds trust with employees, customers, regulators and investors. This trust supports long-term stability, protects the Company's reputation and strengthens confidence in PTP as a responsible business partner.



INTRODUCTION

Shared Prosperity at PTP reflects growth that benefits not only the organisation but also its customers, employees, partners, surrounding communities and the nation. From its early development as a greenfield transshipment hub focused on building core infrastructure and operational credibility, PTP has developed into a leading regional port with strong global connectivity, advanced terminal operations and an expanding Free Zone ecosystem.

PTP aspires to evolve into a future-ready, world-class port that leads in sustainability, innovation and integrated logistics. This vision supports growth that generates wider economic value, strengthens local industries, develops talent and enhances Malaysia's position within global trade networks.

The ambition is not simply expansion in scale, but progress that delivers greater quality, inclusivity and long-term value for the broader ecosystem.

▶ **6,548** People employed by PTP

▶ **340** Suppliers with direct contracts with PTP

▶ **72** Companies in PTP's Free Zones

▶ **~13,800** People employed in PTP's Free Zones

AREAS COVERED IN THIS SECTION



Economic Performance



Quality & Customer Satisfaction



Diversity & Inclusion



Community Engagement



Supply Chain Management

PROSPERITY



Economic Performance

PTP drives sustainable economic growth by creating value through operational efficiency, responsible investment and procurement practices, while supporting employment opportunities for employees, contractors and local businesses.



Quality & Customer Satisfaction

PTP is committed to delivering reliable, safe and efficient port services, continuously improving operational performance, digitalisation and stakeholder engagement to enhance customer experience and satisfaction.



Diversity & Inclusion

PTP fosters an inclusive and respectful workplace by promoting equal opportunities, fair employment practices and workforce development, ensuring all employees can contribute and grow regardless of background.



Community engagement

PTP actively supports the well-being of surrounding communities through outreach programmes, partnerships and socio-economic initiatives that contribute to local development and shared prosperity.

GREEN SUKUK

PTP successfully issued its inaugural RM500 million green sukuk, evenly split between three- and five-year tenors, to support its sustainable growth agenda and capacity expansion plans. The proceeds were utilised to reimburse investments aimed at increasing the terminal's handling capacity to 15.9 million TEUs annually over the next few years, strengthening Malaysia's maritime ambitions while meeting growing export, import and transshipment demand. The issuance was significantly oversubscribed, reflecting strong investor confidence in PTP's operational excellence and sustainability strategy. In tandem with this milestone, PTP was recognised by Alphaliner as the world's fastest-growing port in the first half of 2025, achieving a 15.4% growth rate and setting new operational benchmarks, underscoring its capability to deliver high performance alongside responsible development.

To read more about our Sustainable Finance Framework, please scan here:



PORT OF MELBOURNE (PoM) AND PTP: ADVANCING SUSTAINABILITY THROUGH PARTNERSHIP

The MoU between PoM and PTP reflects a strategic decision to strengthen port performance through sustainability-led collaboration. The partnership focuses on decarbonising port and maritime operations, advancing alternative fuels and strengthening social inclusiveness, supported by structured cooperation, data-driven learning and shared commitment to future-ready solutions. It reinforces the view that sustainability is integral to competitiveness, resilience and long-term value creation in the global port ecosystem. The collaboration underscores how sustainability is embedded within PTP's growth and investment strategy. As a leading global transshipment hub, PTP recognises that partnerships accelerate innovation,

enable measurable progress and strengthen operational excellence. Working alongside PoM enhances PTP's ability to translate ambition into tangible outcomes, supported by performance data, capability development and long-term strategic alignment. The MoU reflects confidence in PTP's direction and a clear focus on building ports that are efficient, responsible and built for the future.



GOVERNANCE

At PTP, every department contributes to sustainable economic prosperity by creating long-term value for stakeholders, including customers, employees, suppliers, regulators, partners and surrounding communities. Activities across the organisation align with the goal of reinforcing stakeholder confidence, sustaining operational excellence and supporting responsible growth that benefits the wider ecosystem. Clear governance structures and coordinated functions allow these priorities to translate into consistent business practices.

HCM forms an important part of this structure by safeguarding stakeholder value through the attraction, development and retention of capable talent. The function oversees employee training, competency development and awareness programmes on ethics, integrity and safety so that employees understand and uphold

PROSPERITY

PTP's policies and Code of Conduct. These standards are further reinforced through governance mechanisms extended to external parties, including the implementation of a Vendor Code of Conduct, Integrity Pact and Conflict of Interest declarations to promote transparency and accountability in vendor engagements. Together, these measures help sustain trust among stakeholders. Structured performance management processes, regular communication and clearly defined goals set by line managers support accountability and professionalism, while HCM provides governance frameworks and oversight.

Internal workforce management is complemented by strong engagement with customers. The Commercial team works closely with clients to ensure compliance with contractual obligations, common area maintenance requirements and PTP operational procedures. Transparent communication and consistent service standards support long-term partnerships and customer satisfaction, reinforcing PTP's standing as a dependable port operator.

Responsible procurement and supplier governance extend these standards across PTP's value chain. The Supply Chain team manages supplier registration, performance monitoring and consequence management alongside sustainability related initiatives that guide the supply base in line with PTP's values. Oversight of the Vendor Code of Conduct, ESG maturity assessments and supplier compliance monitoring promote ethical practices, operational resilience and sustainable value creation among business partners.

Effective engagement with government authorities also supports operational stability. The Government Liaison team, which also serves as the Free Zone Authority, acts as a bridge between PTP and both Federal and Johor State authorities. Policy engagement, regulatory compliance and approvals related to expansion, incentives and land matters support operational certainty while aligning activities with national economic priorities. In administering the Free Zone ecosystem, the team enforces regulations, processes trade documentation, conducts inspections and facilitates efficient



operations for Free Zone users, logistics players and SMEs, supporting ease of doing business while safeguarding national revenue and stakeholder interests.

Community relationships form another important dimension of stakeholder value. The Corporate Affairs team leads community outreach and CSR initiatives while monitoring community feedback and grievance channels. This engagement helps address stakeholder concerns, sustain constructive relationships and reinforce PTP's role as a responsible corporate citizen.

Together, these coordinated roles across departments demonstrate how governance structures guide PTP's efforts to create sustainable value. Trust, collaboration and continued support from stakeholders play an important role in sustaining the organisation's growth and long-term success.



APPROACH AND STRATEGY

The focus on sustainable value creation also extends to how PTP supports and develops its workforce. The organisation views its people as a vital asset and works to cultivate a workplace environment where employees feel valued, respected and supported.

Employee engagement initiatives play an important role in building this culture. Activities such as Family Day celebrations and intercompany sports programmes encourage teamwork, camaraderie and a stronger sense of community among employees.

Workplace awareness and education initiatives complement these engagement efforts. Training sessions and discussions addressing issues such as sexual harassment help promote a safe and respectful work environment. Anti bullying awareness programmes further reinforce a culture based on dignity, inclusion and mutual respect.

These initiatives contribute to a positive workplace environment that supports employee well-being and strengthens morale across the organisation. A supportive and inclusive culture also enhances PTP's ability to attract, develop and retain capable talent who contribute to sustained organisational performance and long-term growth.



PROSPERITY

PTP's 25th ANNIVERSARY CELEBRATION

In 2025, PTP marked its 25th anniversary, commemorating a journey that began in 2000 when the port commenced operations as Malaysia's major transshipment hub. Over the past two and a half decades, PTP has grown from a greenfield development into one of the region's leading container terminals, supporting global trade connectivity.

To commemorate this milestone, PTP produced a 25th Anniversary commemorative video and published a coffee table book titled "25 Years of Excellence: The Rise of a Maritime Giant", documenting the port's development and key milestones. The celebration culminated in a Gala Dinner attended by government leaders, industry partners, customers and stakeholders, recognising the collective contributions that have shaped PTP's growth over the past 25 years.

Scan here to watch our 25th Anniversary video :



Scan here to access the PTP 25th Anniversary coffee table book :



PTP FAMILY DAY

An employee engagement programme organised every two years, this programme aims to strengthen employee well-being, morale and organisational belonging by bringing together employees and their families in a multi-day celebration featuring recreational, cultural and team-building activities. The initiative also integrates social value creation by involving local B40 community entrepreneurs, SMEs and participants from the RATU Women Empowerment Programme under the PTP Kasih Lestari CSR platform, providing income opportunities and fostering closer company-community relationships.



PROSPERITY

PTP WINS MMC GAMES

Port of Tanjung Pelepas (PTP) proudly hosted the MMC Games 2025 at Universiti Teknologi Malaysia (UTM), Skudai, bringing together 10 contingents from 16 MMC Group companies in a spirit of sportsmanship and unity. A total of 172 PTP representatives comprising athletes, coaches and officials participated in the games, promoting employee well-being, teamwork and engagement in conjunction with PTP's 25th Anniversary celebration.

PTP emerged as the Overall Champion of the MMC Games 2025, winning a total of 13 medals — 8 gold, 4 silver and 1 bronze. Gold medals were achieved in MMC Run, MMC Idols, Archery, Volleyball, Badminton, Table Tennis, Dart and Futsal. The achievement reflects the organisation's culture of collaboration, resilience and healthy living, reinforcing PTP's commitment to employee development and fostering a cohesive workforce.



REMEDIES FOR SEXUAL HARASSMENT AT THE WORKPLACE

This training was organised to provide employees with a comprehensive understanding of sexual harassment within the Malaysian legal context. The programme outlines four key approaches to addressing sexual harassment under Malaysian law and emphasises the core responsibilities involved in managing such matters in the workplace. It aims to clearly define what constitutes sexual harassment, highlight best practices when encountering such situations, and explain the proper procedures for handling cases in accordance with the Employment Act 1955 (EA 1955). In addition, the course examines relevant and significant case laws to deepen understanding of sexual harassment conduct, while also exposing participants to the various types of offences and the corresponding disciplinary actions and penalties.



ANTI-BULLYING AND HARASSMENT CAMPAIGN

The campaign aims at fostering a safe workplace environment free from bullying, harassment, and intimidation, while reinforcing a strong culture of respect across the organisation. The initiative focuses on raising awareness, educating employees on how to recognise and address inappropriate behaviours, and promoting proactive measures to prevent incidents before they arise. Aligned with PTP's RESPECT value under PIERS, the campaign emphasises the importance of treating every employee with dignity and fairness, regardless of rank or background. Key activities have included interactive roadshows, distribution of awareness materials, and open forums designed to encourage dialogue, empathy, and shared accountability. Although the campaign has not yet reached all departments, implementation remains ongoing, with roadshows set to continue in 2026 to ensure broader organisational coverage. To date, the initiative has enhanced awareness and understanding of acceptable workplace conduct, strengthened employee confidence in internal processes, and reinforced leadership's commitment to maintaining a respectful, inclusive, and psychologically safe work environment, supporting PTP's long-term commitment to social sustainability and employee well-being.



PROSPERITY

Gender diversity holds significant importance for PTP as it contributes to stronger organisational performance, improved decision-making and a workplace culture grounded in fairness and inclusivity. Within an industry that has traditionally been male-dominated, efforts to increase gender representation help broaden perspectives, encourage new ideas and support the development of a balanced leadership pipeline.

Teams composed of individuals with diverse experiences and viewpoints are better positioned to address operational challenges, assess risks and engage effectively with stakeholders. This diversity of perspectives contributes to stronger problem-solving capabilities and more informed business decisions.

Greater gender inclusivity also supports talent attraction and retention. A workplace environment that offers equitable opportunities for development encourages employees to contribute fully to the organisation's success. These efforts reinforce organisational values, support a positive corporate reputation and strengthen PTP's ability to grow sustainably in an evolving port and logistics landscape.

UNGC IMPACT CASE STUDY: ADVANCING WOMEN IN TECHNICAL AND OPERATIONAL ROLES

PTP's initiatives to advance women in technical and operational roles were featured as an Impact Case Study by the UN Global Compact Network Malaysia and Brunei. The initiative aligns with the UNGC Ten Principles, particularly Principle 6 on eliminating discrimination, and supports SDG 5 and SDG 8. It focuses on removing workplace barriers, strengthening training and career pathways, and integrating gender inclusion into leadership oversight and operational practices.

To read the full case study, please scan here:



FEMALE REFERRAL PROGRAMME

PTP introduced the Female Employee Referral Programme to encourage greater participation of women in operational and technical roles. Awareness posters were placed across the organisation, and employees may obtain the Employee Referral Form internally. An online briefing session was conducted to explain the referral process, eligibility criteria and key timelines, with presentation materials shared to support follow-up actions and programme participation.



Customer relationships play a vital role in PTP's business and long-term success. Continued trust and collaboration with customers support sustainable value creation across the wider stakeholder ecosystem. Consistent, efficient and reliable services are essential in maintaining high levels of customer satisfaction within a competitive and dynamic operating environment.

To support these expectations, PTP has introduced strategic system upgrades designed to improve service delivery and strengthen the overall customer experience. These improvements enhance operational efficiency, streamline processes and enable customers to interact with the port in a more seamless and responsive manner. Through ongoing enhancements to systems and service capabilities, PTP aims to sustain strong partnerships with customers while supporting efficient trade flows and long-term operational performance.

INSTALLATION OF LICENSE PLATE RECOGNITION (LPR) GATE TO IMPROVE PARKING MANAGEMENT AND AVAILABILITY AT WISMA B

Implemented in January 2025 under the Kilat Programme, the LPR-enabled automated barrier system at Wisma B marked a strategic shift from manual enforcement to a preventive, technology-driven access control solution. The system was introduced to address congestion and unauthorised parking while improving overall traffic flow and staff parking availability within the 277-bay facility. Fully integrated with existing access control and CCTV systems, the solution enhances monitoring capabilities, strengthens security oversight, and promotes a more seamless and efficient entry process for authorised users.

Since its implementation, the system has delivered measurable operational improvements. Parking utilisation and compliance have significantly improved, with average daily vehicles reduced to approximately 53 (from peak levels of 204), reflecting a 20–30% drop in volume during the first week and the effective elimination of unauthorised occupancy. Enforcement efficiency has also increased substantially, with vehicle clamping cases declining from 60–180 per month to about one case per month—representing a reduction of more than 95%. Additionally, automated plate recognition, pre-registered visitor access, and digital audit trails have minimised queuing and idling while reducing the administrative burden associated with manual enforcement.

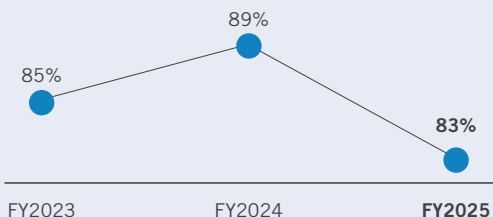


PROSPERITY

PTP conducts periodic customer satisfaction surveys and service performance reviews to evaluate the quality, reliability and responsiveness of port services across its business sectors. Feedback gathered from customers is analysed alongside findings from internal audits to identify service gaps, address concerns and guide continuous improvement efforts. These reviews also inform system optimisation and digitalisation initiatives that enhance service delivery, with customer satisfaction consistently maintained above 80 percent.

Insights from this evaluation process also provide a clear view of customer experience trends over time. Customer satisfaction increased from 85 percent in 2023 to 89 percent in 2024, reflecting the impact of service quality improvements and ongoing engagement with customers. In 2025, the score moderated to 83 percent, influenced mainly by operational challenges and evolving customer expectations during the reporting period. These findings continue to guide targeted improvements aimed at strengthening service reliability, improving responsiveness and delivering a consistent and high-quality customer experience.

Customer Satisfaction Scores (%)



Engagement with supply chain partners supports the development of a resilient and responsible business ecosystem. Suppliers contribute directly to the delivery of value for customers and the wider community, and their performance influences operational reliability, corporate reputation and long-term sustainability outcomes. Strong and collaborative relationships with suppliers therefore help sustain consistent service standards and dependable operations.

PTP promotes awareness of ESG principles among its suppliers, including ethical conduct, environmental stewardship, labour standards and transparent governance. These expectations encourage business partners to adopt responsible practices aligned with PTP's values and operational standards.

Clear supplier requirements, capacity-building initiatives and open communication channels support greater transparency and accountability across the supply chain. Such engagement enhances compliance and risk management while building mutual trust with business partners. This foundation encourages continuous improvement and contributes to sustainable value creation across the broader stakeholder ecosystem.



PTP VENDOR DAY

Vendor Day serves as a strategic platform that brings together both potential new suppliers and existing vendors, enabling them to introduce their products, services and latest innovations to PTP. The event successfully attracts strong interest from prospective vendors seeking to register and collaborate with us, while also providing existing partners with the opportunity to showcase new capabilities and value-added solutions.

It also creates valuable opportunities for PTP staff, industry peers and vendors to gain insights, exchange best practices and strengthen professional networks. In addition, the platform encourages the sharing of innovative technologies and forward-looking solutions aligned with PTP's future roadmap, fostering deeper collaboration, driving continuous improvement and supporting sustainable growth across our supply chain ecosystem.



PROSPERITY

SUPPLIER WORKSHOP WITH UNGCMYB

We conducted a capacity-building workshop for our suppliers in collaboration with UNGCMYB and Alliance Bank, aimed at strengthening their understanding and implementation of ESG principles. The session focused on climate action, carbon reduction strategies, and access to green financing mechanisms, equipping suppliers with practical knowledge to enhance their ESG compliance readiness. Participants gained improved awareness of greenhouse gas (GHG) emissions across Scope 1, 2, and 3, as well as a clearer understanding of how climate-related risks may impact their operations. The workshop also encouraged suppliers to initiate climate action projects supported by available green financing solutions, reinforcing our shared commitment to building a more sustainable and resilient supply chain ecosystem.



Government relations support PTP's operational stability and long-term strategic direction. Engagement with government entities and regulatory bodies enables alignment with national policies, fulfilment of regulatory requirements and timely response to legislative developments. Open and transparent communication also allows PTP to contribute insights to policy discussions that affect the maritime and logistics sector.

PTP also serves as the Free Zone Authority for the port's free zone area. In this capacity, the organisation oversees regulatory compliance and operational administration within the zone. This responsibility supports economic diversification, encourages foreign direct investment and contributes to a competitive business environment that benefits both industry participants and the national economy.

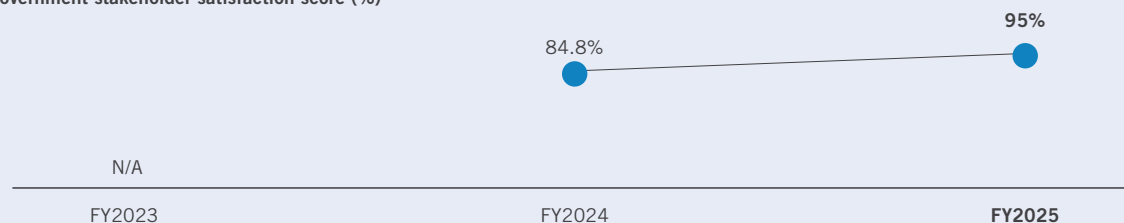
STRATEGIC GOVERNMENT ENGAGEMENT & FACILITATION OF EXPANSION, LAND AND DEVELOPMENT APPROVALS

In 2025, we accelerated capital investments and the expansion of the Free Zone by reducing regulatory bottlenecks, securing critical approvals including the Kebenaran Merancang for Berth 0 and land-related approvals, and strengthening collaboration with Federal and Johor State authorities, resulting in the achievement of a 95% Government Stakeholder Satisfaction Index.

In supporting the Government's ambitions for infrastructure development and capacity expansion, PTP also secured tax exemption approvals from the Ministry of Finance for new port equipment purchases. We further supported engagement with relevant ministries and agencies on the upsizing of the Islamic Medium-Term Notes Programme (Sukuk Murabahah), strengthening our financial capacity and operational readiness.

Collectively, these efforts enhanced investor confidence and long-term investment certainty, reinforced PTP's social licence to operate, and supported increased business activity, indirect employment, and the continued growth of Johor's broader industrial and logistics ecosystem.

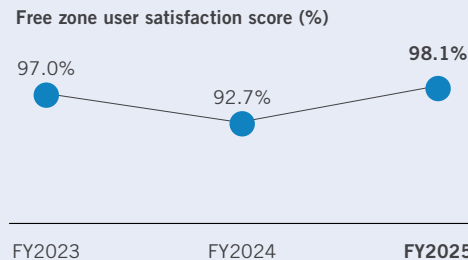
Government stakeholder satisfaction score (%)



PROSPERITY

FREE ZONE TRADE FACILITATION & OPERATIONS

In 2025, we continued to advance our Kaizen and digital initiatives, including the e-Gatepass system for the online declaration and approval of incoming goods, as well as enhancements to the FZIPS platform as a centralised system to monitor and control Free Zone activities, delivering tangible benefits to Free Zone tenants, logistics operators, and shipping agents. These initiatives improved processing efficiency and turnaround time through greater digitalisation of Free Zone operations, increasing the Free Zone User Satisfaction Index from 92.7% in 2024 to 98.1% in 2025 and enhancing the overall ease of doing business within PTP's Free Zone ecosystem. In parallel, we executed our annual inspection plan, completing 38 inspections in 2025 covering Free Zone tenants (out of 70 total tenants), including the monitoring of dutiable goods and the timely rectification of findings. As a result, we protected national revenue and ensured a fair and transparent operating environment, achieving zero major findings in 2025, with all minor issues rectified promptly, thereby strengthening Malaysia's credibility as a trusted trade hub and sustaining a secure Free Zone ecosystem that supports long-term investment and business growth.



Community outreach and engagement programmes form part of PTP's efforts to support social responsibility and inclusive growth. Activities that reach out to women in the community, support school initiatives and assist underprivileged individuals, particularly during festive seasons, aim to address social needs, promote education and provide support for vulnerable groups.

Direct engagement with local communities allows PTP to build lasting relationships, understand local priorities and contribute in ways that support social development. These interactions also provide valuable insights that guide the planning of community initiatives and outreach efforts.

Such programmes support the well-being of community members while reinforcing PTP's role as a responsible corporate citizen. Through continued engagement and support for community development, PTP contributes to positive and sustainable social outcomes for the communities connected to its operations.

HARAPAN LESTARI – RATU – WOMEN EMPOWERMENT PROGRAMME

This community initiative empowers single mothers to achieve economic stability through a structured capacity-building programme, offering a comprehensive pathway that includes three targeted hard-skills workshops and five essential soft-skills workshops. Participants also gain hands-on experience through continuous on-the-job training during key operational events such as Ramadan, Hari Raya, Family Day, and Vendor Day, equipping them with practical skills, confidence, and sustainable opportunities for personal and professional growth.



KASIH LESTARI - COMMUNITY OUTREACH PROGRAMMES

This community engagement initiative delivers meaningful social support and charitable assistance to local beneficiaries, enhancing community well-being and fostering inclusivity. Through programmes such as education aid, festive support, and seasonal outreach activities—including Back-to-School initiatives, the distribution of festive hampers, and providing bubur lambuk during Ramadan—the initiative strengthens social cohesion while addressing the immediate needs of the community in a compassionate and sustainable manner.

PROSPERITY



RISKS AND OPPORTUNITIES

PTP manages economic risks and opportunities through strategic planning supported by technology and close engagement with stakeholders. Collaboration with employees, customers, suppliers and local communities allows the organisation to consider diverse perspectives when making decisions while aligning actions with stakeholder expectations.

Technology also supports operational improvement and business resilience. Digital systems and advanced operational tools help optimise processes, improve efficiency and enhance service reliability. These capabilities allow the organisation to respond effectively to changing operational demands while identifying new opportunities for growth.

The combination of strategic planning, digital capabilities and active stakeholder engagement supports stronger operational resilience and informed decision making. This enables PTP to manage emerging risks while capturing opportunities that contribute to sustainable long-term value creation.

PROSPERITY RISKS

Leadership Pipeline Disruption

Talent Retention and Engagement Decline

Traffic congestion at Freezone areas

Supply chain disruptions

Price volatility (unexpected cost increases for goods/services)

Dependency on limited suppliers (lack of diversification)

Changes in government policies, regulations and approval processes

Non-compliance with Free Zone and Customs requirements and inefficient trade processing

Negative brand image & publicity

ACTIONS AND MITIGATION MEASURES

Talent Management & Succession Planning programmes in which identified successors and high-potential talent underwent development programmes organised by MMC Group HR. Among these programs are Leader As Coach, Group Coaching Program on Effective Presentation Skills, Managing Teams for High Performance and the MMC Group Leadership Development Programme.

Structured mentoring, coaching and specific training reduce the risk of talent retention and engagement decline because they give employees clear development pathways, meaningful roles and opportunities to grow.

For example, through Train-the-Trainer (TTT) certification, employees are given the opportunity to become internal trainers who transfer critical operational knowledge consistently across PTP, helping to build a stronger learning culture where knowledge-sharing is embedded in daily operations and enabling career progression from operator to trainer.

Introduction of the new parking management system using new technology.

Application of a new access road from the government.

Cost optimisation (bulk purchasing or long-term contracts for better pricing)

Enhanced Supplier Engagement & Collaboration: Strengthened partnerships through proactive communication and joint value-creation initiatives.

Secured Long-Term Pricing Agreements: Established a cost stability framework to ensure predictability and strengthen supplier confidence.

Expanded Vendor Pool by 30%: Successfully increased the qualified vendor pool to enhance competitiveness, resilience, and sourcing flexibility.

Implemented continuous policy monitoring and regulatory analysis, early engagement and proactive alignment for project approvals, structured stakeholder management (visits, engagement logs and contact database), SLA-driven follow-ups with complete documentation, and responsive handling of urgent matters while tracking Government Stakeholder Satisfaction and supporting CSR/nation-building initiatives to maintain strong regulatory relationships.

Conducted annual inspections and rectification tracking with close Customs collaboration, monitored compliance via dashboards, implemented SLA-based processing and digital monitoring (FZIPS), and supported tenants through the Business Centre, Kaizen improvements and user satisfaction surveys to ensure timely issue resolution and continuous service improvement.

Continuous engagements with various stakeholders (government agencies, local community, schools) through intensive CSR activities

PROSPERITY

PERFORMANCE METRICS AND TARGETS

PTP monitors its Prosperity performance using a set of integrated indicators covering economic contribution, workforce development, customer experience and community engagement. These indicators include direct economic value generated and distributed, fair employment practices, workforce diversity and responsible procurement practices that guide supplier engagement.

The organisation also tracks local supplier participation, the ESG readiness of vendors and service performance related to customer operations. Monitoring these indicators helps maintain service reliability while promoting responsible practices across the supply chain.

Community investments are assessed using measures such as the amount of contributions made and the number of beneficiaries reached. Together, these metrics support transparent monitoring of progress, strengthen risk management and demonstrate how PTP creates long-term shared value for its stakeholders.

→

Direct economic value generated and distributed

Direct Economic Value Generated and Distributed (RM million)	2023	2024	2025
Direct Economic Value Generated (A)	1,727.4	1,939.3	2,447.8
Revenue	1,603.7	1,873.0	2,389.3
Other Income	123.7	66.3	58.5
Economic Value Distributed (B)	1,236.0	1,371.8	1,746.0
Operating Costs (including materials, products and facilities purchased)	457.1	540.4	808.7
Employee Wages and Benefits	432.4	483.7	546.0
Repayments to Financiers	87.7	88.1	131.9
Dividend Returns to Shareholders	250.0	250.0	250.0
Taxes paid to government	8.5	9.1	9.0
Community Investments	0.3	0.5	0.4
Economic Value Retained (A) – (B)	491.4	567.5	685.8

→

Investments in Community

Indicator	2023	2024	2025
Total amount invested in the community (RM)	102,000	154,000	233,000
Total number of beneficiaries of the investment in communities	2,435	2,174	4,977

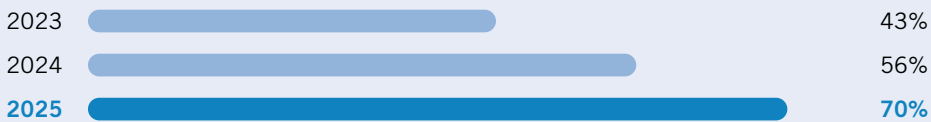
→

Ratios of standard entry level wage by gender

Indicator	2023	2024	2025
Executive (Male: Female)	1:1	1:1	1:1
Non-Executive (Male: Female)	1:1	1:1	1:1

→

Percentage spent on local suppliers



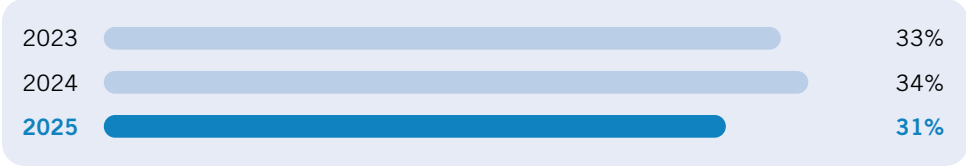
→

RM spent on local suppliers

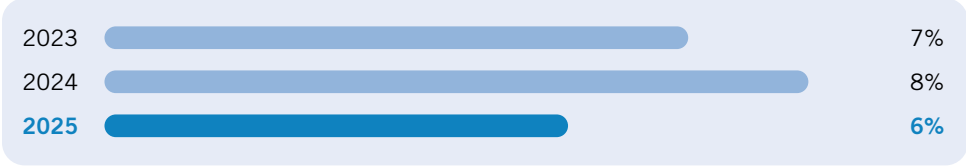


PROSPERITY

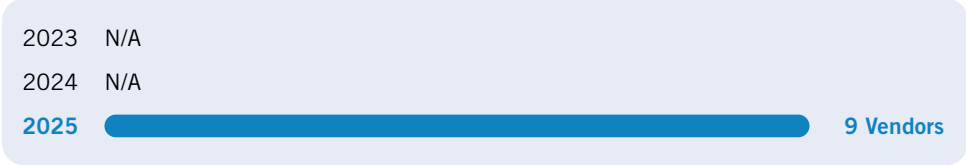
Percentage of suppliers / vendors who are Bumiputra-owned companies



Percentage of suppliers / vendors who are women-owned companies



Number of suppliers with environmental sustainability initiatives and targets (based on ESG survey)



Number of suppliers trained in ESG



Incidents of discrimination and corrective actions taken

a. Total incidents reported (number)

2023	2024	2025
0	0	0

b. Incidents with Corrective Action (Number)

2023	2024	2025
0	0	0





INTRODUCTION

Stewardship reflects PTP's responsibility to manage assets, people and environmental resources with care while strengthening resilience against operational, environmental and external disruptions. The port environment involves complex activities that require disciplined oversight, strong safety practices and responsible management of resources.

Efforts focus on safeguarding lives, protecting assets and maintaining environmental integrity across terminal operations. Proactive risk management, continuous readiness and responsible emergency response help maintain safe and stable operations while protecting surrounding communities.

Through these measures, PTP supports a port environment that is safe, resilient and sustainable, allowing the organisation to operate responsibly while maintaining operational continuity and stakeholder confidence.

Responsible Stewardship:

Managing assets, people and environmental resources with care while strengthening resilience against operational and external risks.

Safety & Risk Management:

Prioritising safety, proactive risk management and emergency readiness to safeguard lives, protect assets and ensure stable operations.

AREAS COVERED IN THIS SECTION



Human Capital Management



Occupational Health and Safety



Security and Emergency Services



Resource Management



Biodiversity Management

STEWARDSHIP



Human Capital Management

Through strategic talent development and succession planning, we strengthen PTP's resilience by building internal capacity that can adapt to disruptions, drive innovation, and maintain service continuity.



Occupational Health and Safety

Identification, management and control of workplace safety and health risks arising from port operations, including high-risk activities, contractor works and occupational health exposures, in line with applicable legal and regulatory requirements.



Security and Emergency Services

Covers the entire PTP, including all terminals, yards, berths, warehouses, utilities, workshops, offices, gates, and internal roads. Includes designing, implementing, and operating 24/7 security, emergency response and fire protection systems that are specifically aligned with the port's risk profile.



Resource Management

Ensures regulatory compliance, environmental protection, and operational continuity. Managing waste generated from site-wide activities such as equipment maintenance, office operations, and food service areas.



Biodiversity Management

Ensuring responsible land development through compliance with social and environmental requirements from planning stages, to development, to operations.



GOVERNANCE

Stewardship at PTP reflects the responsibility to safeguard the port's people, assets and environment through disciplined oversight, ethical conduct and structured management practices across operational functions. These principles guide activities across the organisation, placing regulatory compliance, risk awareness and informed decision-making at the centre of daily operations and long-term planning. Such governance supports operational resilience, protects lives and sustains the integrity and performance of the port while supporting long-term value creation for stakeholders.

HCM and HSES functions contribute directly to the implementation of these stewardship principles. The HCM team manages talent development, succession planning and workforce capability building through competency frameworks and structured skills development plans aligned with organisational requirements. The HSES function oversees the Occupational Safety and Health Management System in line with ISO 45001 standards. Activities include hazard identification, risk assessments and monitoring of workforce and occupational safety performance, with findings reported to the SMT and the BOD. These measures support the proactive management of both human and operational risks.

Security, emergency preparedness and crisis management are managed through specialised departments. The Port Police Department (PPD) plans and monitors port security operations in accordance with the International Ship and Port Facility Security Code and other regulatory requirements. Integrated CCTV systems, access control and patrol activities support the detection and management of security incidents. Complementing this function, the Emergency and Crisis Management department maintains emergency preparedness protocols, coordinates response activities with internal teams and external agencies and provides updates to

Senior Management on operational readiness and incidents that may affect business continuity.

Facilities Management and Project Integration teams oversee infrastructure integrity and environmental management within the port. Facilities Management manages the supply and distribution of potable water received from Syarikat Air Johor, monitors infrastructure conditions and operates the on-site Sewage Treatment Plant while maintaining compliance with statutory, safety and environmental requirements. Project Integration ensures that infrastructure developments align with regulatory and environmental expectations. Engagement with authorities supports guidance on biodiversity, environmental and social considerations, while consultants are coordinated to prepare assessments and reports required for project planning and approvals.

Efforts across these departments, including HCM, HSSE, PPD, Emergency and Crisis Management, Facilities Management and Project Integration, support a governance framework that protects stakeholder interests while maintaining compliance, operational reliability and responsible management across the port's activities.



STEWARDSHIP



APPROACH AND STRATEGY

Training, capacity building and leadership development support PTP's ability to deliver value for stakeholders over the long-term. Employees are equipped with the skills, knowledge and competencies required to perform their roles effectively, contributing to operational efficiency and adherence to regulatory and safety standards.

Leadership development initiatives prepare both current and emerging leaders to make informed decisions, guide strategic priorities and support high-performing teams. This focus on leadership capability helps the organisation respond effectively to changing operational and industry conditions.

Investment in workforce capability and leadership development also supports employee engagement and professional growth. These efforts enhance the organisation's ability to attract and retain skilled talent while reinforcing PTP's position as a responsible and forward-looking port operator.

Executive Excellence Programme (EEP)



About this program

Accelerates high-performing executive levels through an intensive eight-month leadership journey where they sharpen strategic thinking and decision-making capabilities. Participants lead a high-impact mini-project that improves a key area within PTP, turning leadership learning into measurable action.



Impacts

- **35 Employees**, from executive level to Assistant Manager.
- Total training hours: **2,331**

Supervisory Development Programme (SDP)



About this program

To equip supervisors with the skills to build high-performing teams and confidently manage conflicts within the blue-collar workforce.



Impacts

- **95 Employees**, from Supervisors, Team Leaders, Experienced Technicians and Administrators.
- Total training hours: **1,659**

Outbound School Leadership for Young Talent



About this programme

This 5-day immersive expedition at Outward Bound Malaysia is designed to transform young talents by taking them out of their comfort zones and into a high-impact learning environment. By sending our Young Talents to Outward Bound, we are not just providing team building; we are immersing them in a high-stakes environment that reflects the operational intensity of PTP. The 'Expedition' model directly correlates to our project management and terminal operations, requiring participants to demonstrate the same resilience and 'safety-first' mindset we expect on the port.



Impacts

- **23 Trainees** joined the programme including 15 trainees from Petech, 5 trainees from talenTech, 2 trainees from Safety Apprentice Industry Learning (SAIL), and 1 trainee from IT Graduates.



ESG Awareness for Employees



About this program

To enhance awareness on Sustainability and ESG, where employees gain insights on how to incorporate sustainability practices at PTP. The fundamental benefits to an organization of this course are to help build individual proficiency to navigate the steps of implementing sustainability and ESG. By fostering basic knowledge on sustainability and ESG as well as its best practices, this initiative aims to cultivate a culture of sustainable practices within PTP.



Impacts

- A total of **88 employees** participated in the training, ranging from blue-collar staff to white-collar personnel, including executives up to senior managers.

STEWARDSHIP

Protecting the safety and health of employees is a key priority for PTP, as it influences workforce well-being, operational reliability and stakeholder confidence. Maintaining a safe working environment requires continuous attention across operational activities, management oversight and daily work practices.

Proactive risk management, strict adherence to regulatory requirements and the introduction of improved practices and technologies support high safety standards across the terminal. Ongoing monitoring of operational risks allows potential hazards to be identified early and managed effectively, helping sustain safe and stable operations.

Employee well-being also receives strong emphasis across the organisation. Health awareness programmes, educational sessions and workplace initiatives promote healthy lifestyles while supporting mental resilience among employees. These efforts encourage a culture where well-being and mutual care are part of everyday work practices.

Integrating safety, health and well-being into daily operations protects employees while enabling them to carry out their responsibilities safely and effectively. Such practices reinforce PTP's dedication to responsible operations and a sustainable workplace environment.



ENHANCE PEDESTRIAN SAFETY DURING RTGO SHIFT CHANGE KAIZEN

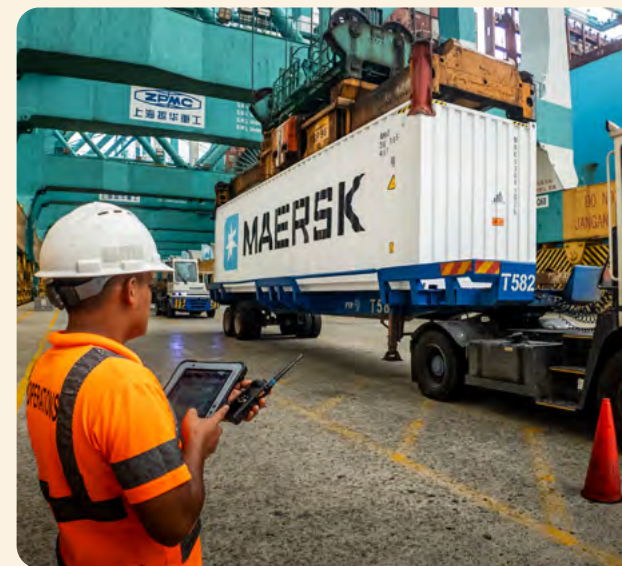
A Kaizen initiative was implemented to address pedestrian risks during RTGO shift changes, following recurring unsafe practices observed during management Gemba walks. The focus was on reducing pedestrian exposure to moving equipment within the container yard and improving control of shift change movements.

A key outcome was the elimination of the need for RTGO operators to walk across the yard during shift changes. This was achieved through the introduction of a door-to-door shuttle service, significantly reducing pedestrian-vehicle interaction risks. Operational efficiency was further improved through optimised shuttle deployment, including revised pickup points, dedicated van assignments for each RTGO, enhanced communication of the new process and targeted training. Collectively, these measures resulted in a safer, more efficient, and better-controlled shift change process, demonstrating the effectiveness of targeted interventions in reducing risk exposure for employees.



SAFE DRIVING MANAGEMENT SYSTEM (SDMS)

PTP continues to strengthen road safety within terminal operations through the implementation of the Safe Driving Management System (SDMS). The system enhances visibility of driver behaviour and fleet activity, enabling early identification of risk patterns and supporting timely, targeted interventions. Through continuous monitoring and data-driven insights, SDMS supports improved driving discipline and reinforces safer operating practices across the fleet. Between FY2024 and FY2025, SDMS contributed to measurable improvements, including a 5% reduction in prime mover-related incidents and an 8% reduction in incidents resulting in prime mover downtime. These improvements reflect stronger operational control, reduced disruption, and continued progress towards safer and more reliable port operations.



STEWARDSHIP

FIT-PORT REHABILITATION AND RETURN-TO-WORK PROGRAMME

The Fit-Port Rehabilitation and Return-to-Work Programme at PTP supports early intervention, recovery, job retention, and disability management for employees who experience work-related injuries. In FY2025, a total of 60 employees participated in the programme, with 42 successfully returning to work, achieving a return-to-work rate of 70%. This initiative underscores PTP's commitment to employee well-being, enabling injured staff to recover safely, reintegrate into the workforce, and continue contributing to the organisation while promoting a supportive and inclusive workplace culture.



COMPREHENSIVE HEALTH SCREENING

A comprehensive health screening initiative was conducted in partnership with Jauhar Medical Clinic to promote preventive healthcare and support employee well-being through early detection. The programme was delivered across three sessions, with a total of 458 employees participating. Prioritising employee health is important to PTP because a healthy workforce is more engaged, productive, and resilient, directly contributing to operational excellence, workplace safety, and long-term organisational performance, while demonstrating PTP's commitment to the welfare of our people.



MENTAL HEALTH FRAMEWORK

PTP has developed a comprehensive Mental Health Framework to support employees' psychological, emotional, and social well-being while enhancing psychological safety and resilience across the organisation. Built on four core pillars—Leadership, Policy, Culture, and Reporting & Feedback—the framework provides a structured and responsive approach to addressing employee needs. To ensure accessibility and awareness, the Mental Health Framework has been integrated into the PTP Employee Handbook, giving all employees clear guidance on available support and resources, and reinforcing the company's commitment to fostering a healthy, supportive, and resilient workforce.



Maintaining a secure and resilient operating environment requires dedicated oversight across security, safety and emergency response functions. At PTP, this responsibility is carried out through close coordination by the PPD, the Health, Safety and Environment (HSE) Department and the Emergency and Crisis Management (ECM) department. Their combined efforts support the safety, security and continuity of port operations.

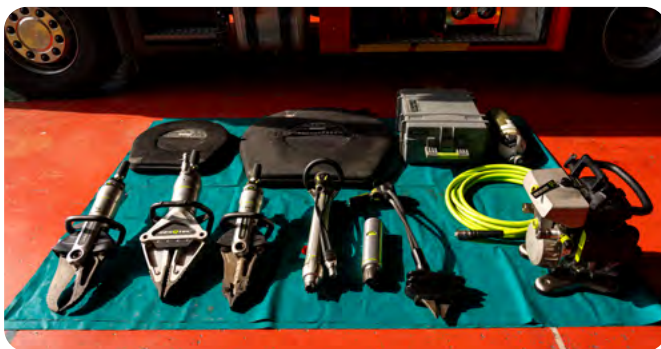
PPD administers the Port Statement of Compliance and implements the Marine Facility Security Plan, ensuring that port security measures meet regulatory requirements necessary for maintaining the port's operating licence. Continuous monitoring, incident management and enforcement of security procedures support a secure environment across the terminal.

HSE oversees occupational safety and environmental risk management across port operations, including the implementation of safety management systems, operational risk controls and compliance with relevant regulatory requirements. These measures support safe working conditions while protecting the surrounding environment.

ECM focuses on protecting lives, assets and the environment through structured risk management, emergency preparedness and rapid response capability. Preparedness planning and coordinated response mechanisms allow potential disruptions to be addressed efficiently while supporting business continuity.

STEWARDSHIP

The coordinated efforts of PPD, HSE and ECM help safeguard employees, stakeholders and operational activities across the port while reinforcing PTP's standing as a secure, reliable and compliant port operator.



Emergency Preparedness Framework

PTP's emergency preparedness framework is coordinated jointly across PPD, ECMD, Marine, HSE, Operations and government agencies, ensuring a unified and effective response structure. This integrated approach covers emergency drills, simulations, incident management, physical readiness and security awareness for all port personnel and port users.



- FY2025 – 12 emergency minor and major drills conducted across high-risk areas in PTP.
- 4 security drills conducted and participation in 1 national exercise (Ex ISPS National/Cape-X 13)
- 100% PPD personnel participated in annual training sessions and fitness assessments
- Successfully organised 10 security awareness training to port users (staff and tenants) which covers port security aspects
- Delivered 25 competency framework modules for ECMD members
- Conducted formal training for 580 Emergency Response Team (ERT) members across all divisions and departments
- Undertook vendor and contractor engagement sessions, including familiarisation activities for high-risk buildings within the port

Dangerous Goods Surveillance

ECM conducts daily safety inspections to ensure port operations remain secure and well-controlled, supported by continuous 24/7 wharf patrols that enhance surveillance and early risk detection. The team also deploys HAZMAT vehicles and specialised equipment to manage hazardous materials effectively, strengthen emergency response readiness and prevent potential safety incidents.

In FY2025, “no abnormality” indicates that no dangerous goods were detected during surveillance activities.



Fire Awareness Training

To enhance employee safety and confidence in handling fire emergencies as first responders, hands-on training activity and the use of Virtual Reality simulations are conducted, enabling participants learn how to operate a fire extinguisher and perform basic CPR in a realistic, hands-on environment.

83 participants



STEWARDSHIP

Prudent resource management supports PTP's commitment to sustainable and responsible operations. Careful management of water, energy and other critical resources helps improve operational efficiency while reducing environmental impact across the terminal.

Responsible waste management practices complement these efforts by promoting proper handling, treatment and disposal of waste generated from port activities. These practices support regulatory compliance while helping protect surrounding ecosystems and maintain environmental integrity within the port environment.

Environmental considerations also extend to planning and infrastructure development. Biodiversity considerations are incorporated into project planning to help protect local habitats and maintain ecological balance within the surrounding environment.

Thoughtful management of natural resources together with the protection of ecological systems supports operational resilience and contributes to long-term value creation for stakeholders.

RAINWATER HARVESTING

In FY2025, PTP successfully collected and utilised 1,742,330 litres of rainwater through our existing rainwater harvesting infrastructure, supporting non-potable needs such as landscape irrigation and general cleaning activities. Collection systems remained fully operational across key locations, including the Toilet Wharf Office at Terminal Block 8A, Central Planning and Performance Office, Main Engineering Building near Terminal Block 13, Operation Rest Area at Terminal Block 8A, HSSSES Building, and the Fuel Station. During the year, the focus was on maintaining these systems to ensure optimal functionality and efficiency, while laying the groundwork for future enhancements, demonstrating PTP's continued commitment to sustainable water management and environmental stewardship.

WASTE MANAGEMENT SYSTEM

In 2025, PTP increased waste management efficiency by 76.7% through a strengthened and structured waste management system designed to minimise landfill use and maximise recycling. The company manages two main waste categories—scheduled waste and general waste—both of which undergo segregation, recycling, recovery, and proper disposal. PTP prioritises the identification of recyclable materials and collaborates with licensed vendors to treat, recover, and repurpose waste wherever possible. While general waste accounts for a larger overall volume, both categories are managed with consistent efficiency, enhancing resource use, reducing disposal costs, and demonstrating PTP's ongoing commitment to responsible and sustainable port operations.



PTP MANGROVE PLANTING PROGRAMME

As part of PTP's commitment to environmental stewardship, the Mangrove Planting Programme brought together 82 participants, including staff from PTP, PTP Wataniah, and DOE Johor, to plant 2,500 mangrove saplings along the coastline. This initiative supports coastal protection, enhances biodiversity, and reinforces the critical role mangrove ecosystems play in maintaining ecological balance. In addition, participants removed 0.1 tonnes of plastic and other waste from the mangrove area, further protecting the habitat. An environmental awareness session delivered by Johor National Parks highlighted the ecological importance of mangroves and the need to prevent plastic pollution, underscoring PTP's dedication to preserving natural resources and fostering sustainable environmental practices.



STEWARDSHIP

RISKS AND OPPORTUNITIES

Across PTP's operations, several factors may influence business continuity, regulatory compliance and stakeholder confidence. These include workforce capability, occupational safety, security management, emergency preparedness, water and waste management as well as biodiversity considerations. Effective management of these areas supports stable operations and responsible environmental performance.

To address these risks, PTP applies coordinated management practices supported by capability development, clear governance structures, operational discipline and data-informed decision-making. Initiatives focus on preparing a future-ready workforce, reinforcing safety standards, strengthening security coordination and maintaining robust emergency preparedness.

Operational improvements also include the modernisation of water and waste management systems together with the integration of environmental and biodiversity considerations into infrastructure planning and operational activities. These measures help reduce the likelihood of operational disruptions and compliance challenges while supporting efficient operations.

By managing these risks and opportunities carefully, PTP supports sustainable growth, operational resilience and long-term value creation for employees, customers, regulators and the surrounding community.

STEWARDSHIP RISKS	HOW WE ARE ADDRESSING THIS RISK
Skills Gap	Building a future-ready workforce through Graduate Development Programmes such as Port Operation Planning Apprentice (POPA), Port Equipment Technician (PETech), TalentTech, Safety Apprentice Industrial Learning (SAIL) and Commercial (C-Youth) programmes.
High-severity safety incidents	Effective management of high-risk activities and critical safety exposures.
Regulatory compliance risks related to OSH	Enhanced regulatory assurance and stakeholder confidence, through consistent compliance and sound safety governance.
Transportation safety risks arising from internal traffic interactions	Building shared safety ownership across the workforce, strengthening safety behaviours, accountability and trust.
Non-compliance with International Maritime Security Framework (ISPS) or national regulations	Creating a safe and supportive working environment, enabling employees and contractors to perform their roles confidently and consistently.
	Continuous monitoring of updates to the ISPS Code and national regulatory requirements to ensure ongoing compliance and alignment with evolving security threats.
	Periodic review and updating of the Marine Facility Security Plan (MFSP), supported by internal audits and compliance inspections.
	Regular engagement and coordination with relevant regulators and authorities to ensure governance transparency, regulatory readiness, and maintenance of the port operating licence.
Security breaches or unauthorised access	Implementation of enhanced access control measures, including identity verification, vehicle inspections and traffic management at all critical entry and exit points.
	Deployment of routine patrols and surveillance activities to strengthen early detection and rapid response capabilities.
	Strengthened collaboration and intelligence sharing with enforcement agencies and regulatory bodies to proactively mitigate security risks and protect people, assets, and the environment
Technology dependency and system vulnerabilities	Conducting regular drills, simulations and refresher training to strengthen human capability and reduce over-reliance on automated systems.
	Maintaining manual contingency procedures and backup protocols to ensure business continuity during system disruptions or cyber-related incidents.

STEWARDSHIP

STEWARDSHIP RISKS

HOW WE ARE ADDRESSING THIS RISK

Fire, Explosion, and Hazardous Material Incidents

Improve preparedness for high-impact incidents through digitalisation for real-time situational awareness which strengthens coordination and communication.

Centralising emergency plans and response data.

Supports regulatory compliance, operational resilience and safety excellence.

Fire fighting equipment failure

Continuous reporting on equipment condition such as fire extinguisher and assets.

Fresh water Supply Reliability and Environmental Water Pollution

Rehabilitation of the hydrant pipelines through pipe lining has improved the integrity of the fire-fighting water system, strengthened overall safety preparedness, minimised water losses, and prevented the environmental and operational disruptions typically caused by pipeline failures.

Refurbishment of the internal water distribution system, guided by failure data has improved overall system reliability, reduced unplanned outages and maintenance interventions, optimised capital allocation, and strengthened the resilience of port utility operations.

Regulatory and Compliance Risk on Effluent Discharge

Enhanced monitoring of Sewage Treatment Plant (STP) performance has improved process stability, strengthened compliance with DOE discharge standards, reduced environmental risks, and increased regulatory confidence by shifting toward proactive rather than reactive management.

Inefficient Water Use and Increasing Operational Costs

Water Usage Data Analysis and Tenant Engagement have resulted in Increased awareness of water usage among tenants early identification of leaks or process inefficiencies, improved demand management, and fostered shared responsibility for water stewardship across the port ecosystem.

STEWARDSHIP RISKS

HOW WE ARE ADDRESSING THIS RISK

Environmental Damage and Pollution

Continuous training and awareness programmes for staff through periodic refreshers, toolbox talks and engagement activities.

Extension of recycling initiatives, with general waste vendor on waste segregation and sustainable practices to increase recycling rate.

Engagement with the local community and stakeholders through programmes, campaigns and initiatives such as the Community Recycling Hub, Mangrove Replanting and others.

Maintain the ISO 14001 Environmental Management System, including routine workplace inspections and audits of waste vendors.

Regulatory Non-Compliance and Financial Penalties

Spill prevention assessments to identify facility gaps and strengthen controls.

Implement spill response plan with appropriate equipment (containment booms, absorbents, etc.) and trained response teams to manage accidental spills.

Regulatory non-compliance

Regulatory non-compliance in biodiversity management is addressed through early and accurate identification of required assessments, direct engagement with environmental authorities to secure clear compliance guidance, and coordinated management of consultants and agencies to ensure all biodiversity study requirements are fully completed and integrated into project approval processes.

STEWARDSHIP

PERFORMANCE METRICS AND TARGETS

Stewardship performance metrics reflect PTP’s efforts to protect the well-being of employees while strengthening a culture of safety excellence across operations. Monitoring key indicators allows the organisation to evaluate safety performance and identify areas that require improvement.

Indicators such as the Lost Time Incident Rate, work-related fatalities, workplace injuries and participation in safety training programmes provide insights into the effectiveness of safety controls and risk management measures. Regular monitoring of these metrics helps guide improvements in safety practices and operational procedures.

The results recorded during the reporting period demonstrate improved workforce capability together with stronger safety ownership across operational teams. These outcomes support proactive risk management while reinforcing PTP’s ambition to achieve world-class safety performance across its port operations.

Average hours of training per year per employee



Total hours of training by employee category

	2023	2024	2025
Senior Management Staff	385.75	803.8	3,097
Middle Management Staff	1,927.00	3,141	3,285
Executives	10,821.31	15,276.5	23,905
Non-Executives	16,227.51	16,833.5	202,576

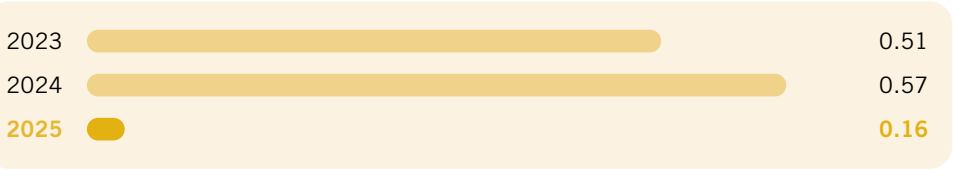
Total number of training hours by gender

	2023	2024	2025
Men	27,347.02	27,050.5	210,792
Women	5,346.55	9,004.3	22,099

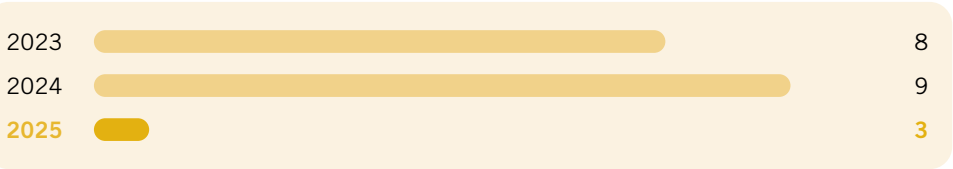
Percentage of employees receiving regular performance and career development reviews by work level:

By work level	2023	2024	2025
Senior Management	97%	100%	96%
Middle Management	98%	98%	97%
Executives	92%	94%	95%
Non-Executives	85%	99%	99%
Overall	86%	98%	98%

Lost time incident rate (LTIR)



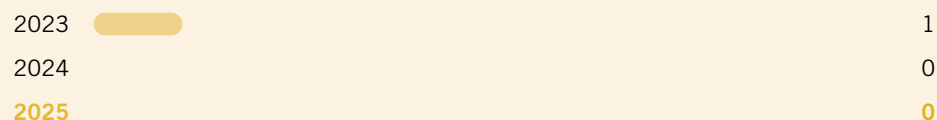
Number of work-related injuries (LTI)



* Injury that results in an employee being absent from work starting from the next working day.

STEWARDSHIP

→ **Number of work-related fatalities**



→ Number of training hours in supplementary health and safety standards



➔ Number of all employees and workers who are not employees whose work and/or workplace is controlled by PTP, covered by OHSM

	2023	2024	2025
Number of employees covered by OHSM	6,055	5,788	5,543
Number of all workers who are not employees but whose work and/or workplace is contributed by PTP, covered by OHSM	1,303	766	875
Total Number	7,358	6,554	6,417

→ Number of incidents responded to by PPD

Type of incidents	2023	2024	2025
Crime	32 cases	37 cases	51 cases
Traffic	225 cases	292 cases	284 cases

→ Number of incidents responded to by the ECMD



→ Total water withdrawal data is disclosed by source- (Megalitres)



→ Total volume of water discharge (in cubic meters)



→ Quality of water discharged, by standard

2023	2024	2025
Standard B	Standard B	Standard B

→ Total volume water used in megalitres



2023	2024	2025
RM69,000	RM79,500	RM79,500



DECARBONISATION

INTRODUCTION

Decarbonisation represents a strategic priority for PTP in response to the growing urgency of climate change and the need to reduce environmental impacts associated with port operations. Efforts to lower GHG emissions and improve energy efficiency contribute to global climate objectives while supporting long-term operational resilience.

Reducing emissions also supports business competitiveness. Operational improvements, energy optimisation and the adoption of cleaner technologies encourage innovation while preparing the organisation for evolving regulatory requirements and stakeholder expectations.

Climate-related risks, including regulatory, financial and reputational exposures, are also addressed through these initiatives. By advancing decarbonisation efforts, PTP supports sustainable growth, protects stakeholder value and demonstrates responsible environmental stewardship while preparing the organisation for a lower-carbon future.

Low-Carbon, Resilient Operations

Reducing emissions and improving efficiency to support long-term resilience.

Competitiveness & Risk Management

Adopting cleaner solutions to stay competitive and manage climate risks.

AREAS COVERED IN THIS SECTION



Scope 1



Scope 2



Scope 3

DECARBONISATION

GHG Protocol	Emission Factors Applied	Equipment Covered
Scope 1	Petrol – UK Government GHG Conversion Factors for Company Reporting 2021 - 2025, published by the Department for Environment Food and Rural Affairs (DEFRA), the Department for Business, Energy & Industrial Strategy (BEIS), and the Department for Energy Security and Net Zero (DESNZ). Biodiesel B7 - PETRONAS Dagangan Berhad (PDB) Emission Factor for Biodiesel B7 Fuel	Fuel Consumption for Cargo Handling Equipment including PMs, RTGs, Empty stackers/ Empty handlers, Reach stackers, Pick-ups, Marine pickups, Petrol-fueled vehicles (fleet services), Generator sets
Scope 2	Grid Emission Factor (GEF) for Peninsular Malaysia, calculated by the Energy Commission (EC)	Electric consumption for Quay Cranes, e-RTG, e-Forklift (e-FL), Reefer Blocks, High Mast Lights, Infrastructure (PUB & PPB, HSSS Building, Wisma, EFD Building, Others), Utilities – Chiller, Freezone PTP warehouse
Scope 3*	**Category 5 - UK Government GHG Conversion Factors for Company Reporting 2021 - 2025, published by DEFRA, BEIS, and DESNZ. **Category 5 was newly calculated and disclosed beginning in 2025 following improvements in data availability and reporting processes. Category 6 - Environmentally Extended Input-Output (EEIO) databases	Category 5: Waste generated in operations (Scheduled waste (incineration), Scheduled Waste (recycled), General waste (landfill), Recyclables (recycled), Scrap metal (recycled), Scrap tyre (recycled) Category 6: Business travel (Air Travel, Land Travel)

PTP ADVANCES LNG BUNKERING CAPABILITIES WITH FIRST SIMOPS OPERATION

PTP has successfully completed its first Simultaneous Operations (SIMOPS) for Liquefied Natural Gas (LNG) bunkering, marking a key step in strengthening its role as a future-ready transshipment hub. The operation involved the LNG dual-fuel container vessel Hapag-Lloyd AG Bangkok Express and the LNG bunker vessel MT Paolina Cosulich, demonstrating PTP's readiness to support cleaner fuel solutions alongside live port operations.

This milestone reflects PTP's strategic focus on enhancing competitiveness by enabling efficient, lower-emission maritime activities supported by strong operational controls and trusted partnerships, including PETCO Trading Labuan Co., Ltd., Bangkok Express, a Hamburg Express-class vessel with a capacity of 23,660 TEUs, illustrates the industry's shift towards LNG-powered shipping and the growing demand for ports that can safely and reliably support this transition. The successful SIMOPS operation reinforces PTP's position as a port investing in practical solutions that align performance, sustainability and long-term growth.

PTP EXPANDS ELECTRIC EQUIPMENT ADOPTION WITH E-FORKLIFT DEPLOYMENT

PTP marked the handover of 16 small forklifts on 4 August, strengthening on-ground handling capacity and workplace efficiency. Five of these units are electric small forklifts (e-SFs), representing a targeted investment in lower-emission equipment to support PTP's decarbonisation roadmap. The deployment enables performance and reliability testing of electric forklifts in real outdoor operating conditions, supporting informed decisions on future fleet transitions while maintaining operational standards.

The initiative reflects PTP's approach to sustainability as a strategic enabler of performance rather than a compliance exercise. The handover, involving PTP's Engineering and Facilities and Supply Chain teams together with GF Equipment Rental (Mach 1 Group), demonstrates how innovation is being integrated into daily operations through practical, data-driven steps. By progressively reducing reliance on diesel-powered equipment, PTP continues to invest in solutions that enhance efficiency, reduce emissions and strengthen long-term operational resilience.

* While Categories 1 and 8 were measured, due to discrepancies in their calculations, they have been excluded from this year's report. PTP aims to report on more categories in the future report.

DECARBONISATION

e-PM SIGNING WITH TERBERG TRACTORS MALAYSIA

In December 2025, PTP announced the electrification of its PM fleet through the procurement of 52 electric terminal tractors for container handling operations. The initiative forms part of PTP's decarbonisation roadmap, which targets a 45% reduction in carbon emissions by 2030 against a 2021 baseline while supporting the port's operational growth and equipment readiness.

Proof-of-concept testing demonstrated that each e-PM emits approximately 4 tCO₂e per month compared to 7.6 tCO₂e for conventional units, representing about a 48% emissions reduction and lower operating costs. The deployment also complements PTP's broader sustainability efforts, including the adoption of e-FL and participation in international collaborations on sustainable port operations.



GOVERNANCE

Climate governance and environmental responsibility guide PTP's efforts to manage emissions, comply with regulatory requirements and support long-term value creation. Structured oversight across Scope 1, Scope 2 and Scope 3 emissions strengthens accountability and transparency while supporting the management of climate-related risks and opportunities. This framework allows emissions reduction initiatives to be measured and monitored while aligning environmental performance with operational priorities and wider climate objectives.

Management of Scope 1 emissions focuses on direct operational controls. Fuel consumption from diesel and petrol used across equipment and vehicles is monitored regularly. Maintenance programmes help sustain optimal fuel efficiency, while strategic deployment of operational assets reduces unnecessary fuel usage. These measures improve operational efficiency and contribute to lower GHG emissions while promoting disciplined asset management.

Scope 2 emissions are managed through structured energy management practices that track electricity consumption across terminal facilities and operational equipment. Energy efficiency initiatives include lighting upgrades, reefer optimisation and infrastructure improvements. Electrified equipment and energy-saving systems also support reduced electricity consumption. Energy management practices align with recognised standards such as ISO 50001 while performance monitoring systems support regular reporting and oversight. Careful asset deployment and utilisation monitoring also contribute to responsible energy use and cost efficiency.

Scope 3 emissions management extends climate responsibility across the broader value chain. Waste management practices support the reduction of indirect emissions associated with operational activities. Collaboration with contract owners encourages efficient equipment deployment and service delivery, while the utilisation of leased buses and vans is monitored and optimised to reduce indirect emissions linked to transport activities.

These governance measures support climate accountability while maintaining operational performance and environmental responsibility across port operations.



APPROACH AND STRATEGY

PTP adopts the findings of the Climate Risk Assessment (CRA) study conducted by MMC. The study applied a structured methodology aligned with recommendations from the Task Force on Climate related Financial Disclosures (TCFD) and IFRS S2. The assessment combined cross-functional workshops involving management and operational representatives with a risk scoring process that evaluated both the likelihood and potential severity of climate-related risks across different time horizons.

Recognised climate scenarios were incorporated into the analysis, including the Intergovernmental Panel on Climate Change (IPCC) SSP2-4.5 scenario together with a Net Zero 2050 pathway. These scenarios were used to assess potential impacts on operations and financial performance while supporting resilience planning across the organisation.



DECARBONISATION

The assessment began with a cross-functional workshop conducted in February 2025 as Phase 1 of the exercise. The session was facilitated by Joshua Rayan Communications and involved key management and operational representatives from MMC and its subsidiaries. This engagement enabled a comprehensive discussion of climate-related risks and opportunities while incorporating perspectives from different operational areas across the Group.

Following the identification stage, MMC carried out Phase 2 of the process, which focused on risk assessment. A dual rating method was applied to evaluate each identified risk according to its likelihood, ranging from unlikely to immediate, and its severity, which ranged from insignificant to catastrophic. This evaluation supported a structured understanding of potential climate-related impacts and informed subsequent resilience planning across the organisation.

Each identified risk was rated on two dimensions:

Likelihood				
1	2	3	4	5
Unlikely	Long-term	Medium-term	Short-term	Immediate
Severity				
1	2	3	4	5
(1) Insignificant	(2) Minor	(3) Moderate	(4) Major	(5) Catastrophic

These ratings are combined to generate an overall risk score, enabling comparison of risks and helping MMC prioritise those requiring urgent attention and targeted mitigation actions.

Likelihood						
Severity	Score	1	2	3	4	5
	5	Moderate	High	High	Very High	Very High
	4	Moderate	Moderate	High	High	Very High
	3	Low	Moderate	Moderate	High	High
	2	Very Low	Low	Moderate	Moderate	High
	1	Very Low	Very Low	Low	Moderate	Moderate

INTEGRATION OF CLIMATE SCENARIOS

The CRA incorporated recognised climate scenarios to evaluate potential risks and opportunities across different future pathways. These scenarios provide a structured basis for understanding how climate developments and policy responses may influence operations, investments and long-term resilience.

MMC utilised scenarios that reflect current environmental, social and governance (ESG) trends while capturing a range of possible outcomes. One scenario applied in the assessment is the Shared Socioeconomic Pathway (SSP) 2–4.5 developed by the IPCC. This pathway represents a mid to long-term projection that assumes moderate progress in climate-related initiatives, including gradual advancement in decarbonisation technologies while fossil fuels continue to form part of the global energy mix.

A second scenario considered in the analysis is the Net Zero 2050 pathway developed by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS), an international organisation comprising national banks and financial institutions. This scenario reflects a more ambitious transition in which many countries achieve carbon neutrality by 2050 through coordinated policies and technological advancement. In Malaysia, this trajectory aligns with national initiatives such as the National Energy Transition Roadmap (NETR).

Based on these considerations, two primary climate scenarios were applied in the assessment:

SSP 2–4.5

- SSP2-4.5 has been rated as one of the most probable scenarios in peer reviews and serves as a foundational basis for estimating future conditions.
- Under SSP2-4.5, moderate yet persistent GHG emissions will lead to incremental warming, resulting in gradually intensified climate impacts projected for the years 2035 and 2050.

NGFS Net Zero 2050

- It aims to guide financial institutions in aligning their portfolios to achieve net-zero GHG emissions by the year 2050.
- This initiative is part of a broader global effort to limit global warming to 1.5°C above pre-industrial levels, as outlined in the Paris Agreement, via stringent climate policies and innovation.

DECARBONISATION

For this assessment, the timeframes were defined below to capture the evolving nature of climate risks:

Immediate	<1 year	2025–2026
Short-Term	2–5 years	2027–2032
Medium-Term	5–10 years	2032–2037
Long-Term	>10 years	2037–2050
Unlikely	No estimation	N/A

Application of the SSP2–4.5 scenario enabled projections of medium-term climate conditions in 2037 and longer term outcomes towards 2050. These projections supported the evaluation of evolving physical risks associated with climate change, including flooding and other climate-related impacts arising from changes in temperature and precipitation patterns.

The NGFS Net Zero 2050 scenario provided additional insight into potential operational and financial implications associated with policy developments and regulatory shifts linked to the transition towards a low-carbon economy. This scenario allowed the assessment to consider how national climate policies and market developments could influence business conditions over time.

Incorporating these scenarios supported a more comprehensive evaluation of climate-related risks. The assessment framework considered both gradual and significant changes in climate variables across different time horizons. This strengthened MMC’s ability to evaluate potential exposures while supporting resilience planning and preparedness across the Group.

B20 STUDY WITH MPOB AND PDB

PTP, in collaboration with the Malaysian Palm Oil Board (MPOB) and PETRONAS Dagangan Berhad (PDB), conducted a pilot study to evaluate the use of B20 biodiesel for selected operational equipment, including PMs and a pilot boat. The study assessed technical performance, operational reliability and emissions reduction potential, with findings documented in a final report for internal validation. The initiative supports national biofuel policies and contributes to ongoing efforts to explore lower-carbon fuel alternatives within port operations. PTP will continue to explore the potential for future biodiesel adoption, subject to further evaluation and alignment with internal requirements.



RISKS AND OPPORTUNITIES

PHYSICAL RISKS

The physical risk assessment identified coastal flooding as the most significant hazard for PTP across all time horizons.

Physical Risks	Likelihood	Severity
Extreme Rainfall Related Risk		
Supply chain disruption	Immediate to long-term	5
Operational downtime and financial impact	Short to long-term	3
Infrastructure damage & maintenance costs	Short to long-term	4
Health and safety impacts on workers	Immediate to short-term	4
Storms and high tides	Short-term	5
Impacts of Rising Temperature		
Extreme heat impact on equipment	Short-term	3
Increased energy consumption (cooling demand)	Immediate	3
Increased energy consumption (cooling demand)	Short-term	4

DECARBONISATION

A coastal flooding event with a statistical probability of once in 500 years could lead to inundation depths exceeding three metres. Such conditions may pose risks to electrical systems, port equipment and the continuity of terminal operations. Rising sea levels together with stronger storm surge intensity are expected to increase exposure to these risks towards 2050.

MMC's CRA identifies that climate change introduces both physical and transition risks for the Ports and Logistics division. These risks may intensify across the immediate, short, medium and long-term, while also presenting opportunities to strengthen resilience and competitiveness. MMC evaluates risks using defined time horizons that include Immediate (less than one year), Short-term (two to five years), Medium-term (five to ten years) and long-term (beyond ten years). Scenario analysis using the SSP2–4.5 pathway for physical risk and the NGFS Net Zero 2050 pathway for transition risk supports this evaluation.

Within the short-term horizon, including the immediate period, extreme rainfall, flooding, storms and high tides may disrupt port and logistics operations. Such events can interrupt supply chains, delay cargo movement and increase operational and safety risks. Flooding may obstruct transport and access routes used for cargo and personnel, increase occupational safety incidents and create congestion that lengthens vessel berth times, the period a vessel is moored at a designated location for cargo operations, which may result in demurrage and detention costs. Exposure to weather conditions makes these risks particularly relevant for wharf and yard operations within the Ports and Logistics division.

Over the medium to long-term, physical risks such as flooding are expected to persist and intensify. Increased precipitation and more frequent extreme rainfall events may contribute to direct damage to port infrastructure and assets, higher maintenance requirements and disruptions to logistics continuity. The CRA notes that such conditions could lead to facility shutdowns, asset damage and interruptions across supply chains, potentially affecting reliability for logistics partners and generating sustained financial impacts.

CLIMATE-RELATED RISKS

Physical Risk

Acute



This refers to the immediate, direct impacts of sudden climate change-induced weather events that pose risks to PTP's operations and assets. These include:

- Supply chain disruptions
- Health and safety impacts on workers
- Storms and high tides
- Extreme heat impacts on equipment
- Increased energy consumption (cooling demand)
- Occupational health and safety ("OSH") impacts on workers

Chronic



This refers to long-term gradual changes in climate patterns that affect the physical environment where PTP operates. These include:

- Operational downtime and financial impact
- Infrastructure damage and maintenance costs

TRANSITION RISKS

Transition risks identified are expected to increase significantly toward 2050 under a Paris-aligned pathway.

Transitional Risks	Timeframe	Severity
Environmental and Energy Policy Shifts		
Non-compliance with evolving environmental regulations	Medium to long-term	5
Increased ESG reporting requirements	Short-term	4
Inefficient energy use in operations	Short-term	4
Increased energy demand to adapt to climate change risks	Medium-term	4

DECARBONISATION

Transitional Risks	Timeframe	Severity
Compliance and Legal Risks		
Reduction in export volume due to carbon taxes on key industries	Medium to long-term	4
Failure to meet Malaysian or international environmental regulations	Short to long-term	5
Environmental pollution and waste management failures	Short to long-term	5
Regulatory risk from emission limits	short-term	4
Market and Reputation		
Stricter emissions regulations and increasing demand for green port operations	Medium to long-term	4
Negative perception due to a lack of sustainability efforts	Short to long-term	4
Climate-related constraints are limiting the ability to secure contracts	Short to long-term	2
Increasing client demand for sustainable and low-carbon design	short-term	2
Overproduction and poor demand forecasting	Immediate	3
Failure to innovate due to R&D cost increases and technology disruptions	Immediate	4
Delivery of poor-quality products or specifications leading to customer dissatisfaction	Immediate	4
Transition to Low-Carbon Business Model		
Decarbonisation of machinery, road and shipping fleets	Medium to long-term	4
Decarbonisation of machinery and systems	Short to long-term	4
Rising fuel costs due to carbon pricing/taxes	short-term	4
Durability and life span of products affected by standard material usage	medium-term	3
Energy inefficiency in operations	Short to medium-term	4

Addressing climate-related transition risks also creates strategic opportunities for PTP to strengthen resilience, competitiveness and long-term value creation. Improvements in energy efficiency allow the Company to lower operating costs, enhance asset performance and reduce emissions intensity across terminal operations. These improvements contribute to operational optimisation while supporting the broader transition towards lower-carbon activities.

Proactive climate initiatives also support access to sustainable finance and green capital. Eligibility for these financing instruments enables investment in low-carbon technologies and infrastructure upgrades that support the port’s long-term development. The integration of renewable electricity within operations can further reduce exposure to carbon-related regulatory and market risks while supporting energy security and responsible environmental management.

As port operations continue to expand in line with growing trade volumes and business demand, the increase in operational activities, equipment utilisation, vessel calls, and cargo handling has consequently contributed to a rise in PTP’s overall GHG emissions. Recognising this direct correlation between growth and emissions, PTP remains committed to managing its growth responsibly through a progressive transition towards low-carbon operations. This includes accelerating fleet electrification, enhancing energy efficiency, optimising operational processes, and exploring cleaner energy and fuel alternatives to support long-term decarbonisation while maintaining operational excellence and sustainable growth.

These initiatives contribute to the positioning of PTP as a regional low-carbon logistics hub, strengthening its attractiveness to global customers, investors and partners that prioritise sustainability within their supply chains. This positioning supports the port’s role as a responsible and forward-looking operator within the maritime sector.

Nevertheless, the CRA indicates that transition risks may outweigh potential opportunities by 2050 if adaptation and decarbonisation measures do not progress at a sufficient pace. Continued efforts to strengthen resilience and accelerate emissions reduction will therefore remain necessary to support long-term operational stability and competitiveness.

DECARBONISATION

TRANSITIONAL RISK		TRANSITIONAL RISK	
Environmental and Energy Policy Shifts  - Non-compliance with evolving environmental regulations - Increased ESG reporting requirements - Inefficient energy use in operations - Increased energy demand to adapt to climate change risks	This refers to the uncertainty and potential risks that arise from changes in government policies, regulations, and legal frameworks that govern PTP's business activities. These include:	Technology/ Transition to Low-Carbon Business Model  - Decarbonisation of machinery, road and shipping fleets - Decarbonisation of machinery and systems - Rising fuel costs due to carbon pricing/taxes - Durability and lifespan of products affected by standard material usage - Energy inefficiency in operations	This refers to the need for PTP to keep up with technological changes to stay aligned with climate trends:
Compliance and Legal Risks  - Reduction in export volume due to carbon taxes on key industries - Failure to meet Malaysian or international environmental regulations - Environmental pollution and waste management failures - Regulatory risk from emission limits	This refers to the risk of fines, legal action, or operational restrictions arising from non-compliance with environmental laws, regulatory requirements, and climate-related reporting or emissions obligations. These include:	Market and Reputation  - Stricter emission regulations and increasing demand for green port operations - Negative perception due to a lack of sustainability efforts - Climate-related constraints limiting the ability to secure contracts - Increasing client demand for sustainable and low-carbon design - Overproduction and poor demand forecasting - Failure to innovate due to R&D cost increases and technology disruptions - Delivery of poor-quality products or specifications leading to customer dissatisfaction	This refers to the potential financial and operational impacts arising from fluctuations in market dynamics, as well as reputational risks associated with changes in climate patterns and stakeholder expectations related to climate change. These include:

DECARBONISATION

PERFORMANCE METRICS AND TARGETS

Monitoring performance data supports a credible and measurable decarbonisation journey. Accurate data collection allows PTP to establish emissions baselines, define realistic reduction targets and assess the effectiveness of initiatives implemented across its operations.

Key indicators such as fuel consumption, electricity usage and asset efficiency are analysed to understand operational performance and identify opportunities for improvement. These insights support better resource allocation and enable more informed strategic decisions that contribute to emissions reduction.

Reliable data also supports transparency and compliance with regulatory and reporting requirements while strengthening stakeholder confidence in PTP's climate commitments. Consistent monitoring of performance indicators reinforces accountability and supports continuous improvement as the organisation advances its decarbonisation objectives.

PTP's Carbon Footprint by tCO₂e

- 45% reduction in carbon emissions against the 2021 baseline by 2030
- Net Zero emissions by 2050

Carbon Emissions	2023	2024	2025
Absolute emissions (tCO ₂ e)			
Scope 1 GHG Emissions	47,237.29	51,665.51	54,455.94
Scope 2 GHG Emissions	99,248.51	108,750.77	117,513.11
Total GHG Emissions (Scope 1 + 2)	146,485.80	160,416.28	171,969.05
Scope 3 GHG Emissions			
Category 5: Waste generated in operations	1,004.86	492.39	510.05
Category 6: Business travel	N/A	N/A	167.37
Emissions intensity (tCO ₂ e / TEU)			
Total TEUs (Number)	10,480,537	12,253,309	14,028,375
GHG Intensity per TEU	0.01398	0.01309	0.01226

Total Energy Consumption by MWh

Metric	2023	2024	2025
Total Energy Consumption (MWh)	130,638	148,061	160.05
Container Throughput (TEUs)	10,480,537	12,253,309	14,028,375
Energy Intensity per TEU (MWh/TEU)	0.012464	0.012083	0.011409





Cyber Security

INTEGRITY



Business Ethics

Involving but not limited to port operations, corporate functions, stakeholder engagement, and regulatory compliance.



Human Rights

Legal guidance to ensure all actions comply with relevant laws and regulations, addressing potential risks and consequences of policy breaches affecting employees.

PTP also strengthens human rights practices through a culture grounded in its PIERS value of RESPECT, promoting ethical conduct and dignity for all. A holistic, sustainability-aligned approach further supports the ongoing development and enhancement of PTP's Human Rights policy.



Data Privacy

As outlined under the PDPA covers personal data processing in commercial transactions, applying to businesses handling data electronically or physically in Malaysia, including data controllers and processors.



Cyber Security

Protecting critical systems, operational technology (OT), digital infrastructure and sensitive business information from cyber threats. As the port's digital landscape expands, cyber security remains a critical enabler of operational resilience and business continuity.



GOVERNANCE

Integrity forms the foundation of PTP's governance framework and guides how business activities are conducted, risks are managed and accountability is upheld across the organisation. Strong governance practices support stakeholder trust, regulatory compliance and the protection of the Company's reputation and long-term value. Ethical conduct is institutionalised under the Integrity, Governance and Compliance Section within the Legal, Governance and Risk Department. This section oversees bribery and corruption-related matters including policies, guidelines and governance frameworks that guide responsible conduct across the organisation.

The Section promotes awareness of ethical standards among employees and stakeholders. Its work centres on three pillars: Integrity Strengthening, Governance, and Detection and Verification. Educational programmes and awareness initiatives reinforce transparency, discourage misconduct, and support proactive risk management.

The Section also supports the Management in data protection through the Data Protection Officer functions. The DPOs will work

closely with the respective business owners in providing advisory and consultancy support.

Our HCM division complements this oversight by implementing internal procedures that embed human rights principles across the employee lifecycle, supported by awareness programmes and communication initiatives. PTP's Human Rights Policy Statement reflects internationally recognised references such as the International Labour Organization's Fundamental Principles and Rights at Work and Social Security Standards, the United Nations Global Compact Principles, the Universal Declaration of Human Rights and the United Nations Sustainable Development Goals, alongside relevant Malaysian legislation.

Cyber security governance is led by the Technology Ecosystem Maintenance and Support Department. The cyber security team manages system protection, monitors emerging threats and coordinates incident response activities. Cyber-related risks are incorporated into the Enterprise Risk Management framework and reviewed regularly by the Risk Management Committee. This oversight supports operational resilience and safeguards critical systems within an increasingly complex digital environment.



INTEGRITY



APPROACH AND STRATEGY

Business ethics guides how PTP conducts its activities and engages with stakeholders. Ethical behaviour supports compliance with laws and regulations, discourages corruption, and encourages responsible decision-making across operations

Adherence to ethical standards also strengthens stakeholder trust and protects the organisation's reputation. A culture grounded in integrity contributes to sustainable growth and supports PTP's position as a responsible and competitive world-class port operator.

COMMON CORRUPTION RELATED PRACTICES DIGITAL TRAINING

In FY2025, PTP's Legal, Governance and Risk Department conducted five online training sessions and twenty-five digital training sessions, achieving a 100% completion rate among the targeted groups, where a total of 1,003 participants completed the sessions. For the BOD and the SMT, a dedicated ABAC training was provided to further strengthen governance at the leadership level. The training improved employees' understanding of corruption risks, strengthened their ability to identify red flags and enhanced overall awareness of compliance expectations across the organisation.



COMPETITION LAW TRAINING

In FY2025, five online training sessions on competition law were delivered, achieving a 100% completion rate among the targeted groups, with a total of 97 participants from the executive level to Senior Management completing the sessions. The sessions focused on PTP's responsibilities under competition law and the specific behaviours employees must avoid in their day-to-day work.



Data protection and cyber security support the preservation of stakeholder trust and business continuity in an increasingly digital and interconnected environment. As PTP manages sensitive information related to employees, customers, partners and critical operations, safeguarding such data and systems forms a key responsibility. Protection measures aim to prevent unauthorised access, misuse, disruption or cyber threats that could affect operations or stakeholder confidence.

Robust data protection practices help maintain compliance with applicable laws and regulatory requirements. At the same time, cyber security measures defend digital infrastructure against evolving risks such as data breaches, ransomware and system intrusions. Strong safeguards help reduce financial, operational

and reputational risks while strengthening organisational resilience and supporting secure digital transformation.

Strict access controls, continuous monitoring, periodic audits and proactive threat management contribute to responsible data stewardship. Such measures protect mission critical systems and support secure, reliable operations that underpin sustainable and trustworthy business activities.

IDENTITY MANAGEMENT & MULTI-FACTOR AUTHENTICATION (MFA)

The purpose of Identity Management solutions is to strengthen digital security by providing an additional layer of protection for user access to organizational data and resources. At PTP, the primary solution is Multi-Factor Authentication (MFA), which is currently applied to all PTP user accounts and is planned to extend to all PTP web applications. MFA requires users to provide multiple forms of verification, such as OTP codes via email or SMS, or biometric authentication through Authenticator apps, ensuring that only legitimate users can access company systems and data.





INTEGRITY

RISKS AND OPPORTUNITIES

Integrity risks can affect organisational reputation, stakeholder trust and long-term sustainability if not managed effectively. Risks such as fraud, bribery, corruption, conflicts of interest and misconduct may weaken governance structures, create legal and regulatory exposure and reduce public confidence in the organisation.

PTP manages such risks through structured governance practices, clear policies and internal control mechanisms that guide ethical conduct across operations. Risk identification, assessment and monitoring support early detection of potential issues while reinforcing accountability at all organisational levels. A strong culture of integrity also encourages responsible decision-making and ethical behaviour among employees and business partners.

Effective management of integrity risks protects the organisation from financial and operational harm while supporting compliance with regulatory requirements. It also strengthens the overall governance framework and reinforces the principles that guide PTP as a responsible and principled corporate entity.

INTEGRITY RISKS	HOW WE ARE ADDRESSING THIS RISK
Procurement Fraud	Implementation of Integrity Pact as part of Vendor Registration requirement.
Conflicts of Interest	Declaration of Conflict of Interest by all employees.
Facilitation Payments	Continuous training and awareness to all employees and stakeholders
Increase in skill base and knowledge of cyber attackers.	Implementation of Satrix SOC for additional monitoring of PTP internal networks
Use of AI technologies such as Deepfake to steal user credentials	Upgrade to AI driven Antivirus for servers and AI driven Email Security firewall
Social engineering attempts on users to steal credentials	MFA rollout reduced unauthorised access attempts.
Users not adhering to best practices in terms of account security	Social engineering campaigns as well as events like Cyber Drill and Cyber Day to enhance user awareness on cyber security and cyber security issues
Vulnerabilities in IT and OT due to system complexity.	Continuous monitoring and strengthened incident reporting enhanced response time.
Skills shortage in cyber security expertise.	Cross-MMC training increased technical depth and readiness.



INTEGRITY



PERFORMANCE METRICS AND TARGETS

→ Percentage of operations assessed for corruption

2023	N/A		
2024			100%
2025			100%

→ Number of employees participated in anti-corruption briefing/policies and procedures

2023		296
2024		569
2025		1,035

→ Percentage of employees by category received training in anti-corruption briefing/policies and procedures

Employee Category	2023	2024	2025
Senior Management Staff	100%	100%	51%
Middle Management Staff	66%	45%	15%
Executives	59%	57%	21%
Non-Executives	0.3%	2%	16%

- Substantiated complaints concerning breaches of customer privacy and losses of customer data

2023	2024	2025
N/A	N/A	N/A

- Minimum notice periods regarding operational changes

2023	2024	2025
4 weeks	4 weeks	4 weeks

→ Operations and suppliers at significant risk for incidents of child labour

2023	2024	2025
None	None	None

→ Number of employees that are unionised (Headcount)

Members	2023	2024	2025
KPPPTP Non-Management Level	3,497	3,527	3,469
PTPEU Executive Level	676	686	695
Total	4,173	4,213	4,164

PTPEU - Pelabuhan Tanjung Pelepas Executive Union

KPPPTP - Kesatuan Pekerja-Pekerja Pelabuhan Tanjung Pelepas

GRI/UNGC/BURSA MALAYSIA CONTENT INDEX

GRI CODE	DESCRIPTION	PAGE
ABOUT THIS REPORT		
GRI 2-2	Entities included in the organization's sustainability reporting	3
GRI 2-3	Reporting period, frequency and contact point	3
GRI 2-4	Restatements of information	4
UNGC G12	Sustainability Reporting	3-4
FROM OUR LEADERS		
GRI 2-22	Statement on sustainable development strategy	6-7
INTRODUCTION		
GRI 2-6	Activities, value chain and other business relationships	10-12
GRI 2-7	Employees	17-18
GRI 2-28	Memberships in Associations	11
GRI 2-23	Policy commitments	13
UNGC G2	Code of conduct	13
GRI 2-24	Embedding policy commitments	13
UNGC G9	Board/ highest governance body composition	14
UNGC G11	Gender composition in leadership positions (senior management)	17
GRI 202-2	Proportion of senior management hired from the local community	18
GRI 401-1	New employee hires and employee turnover	17
BURSA C6(c)	Total number of employee turnover by employee category	17
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	17
GRI 405-1	Diversity of governance bodies and employees	17-18
BURSA C3(a)	Percentage of employees by gender and age group, for each employee category	17-18
BURSA C3(b)	Percentage of directors by gender and age group	14
OUR SUSTAINABILITY VOYAGE		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	20
GRI 2-14	Role of the highest governance body in sustainability reporting	20
UNGC G1	Board/ senior management engagement	20
UNGC G3	Individual or group responsible	20
GRI 2-13	Delegation of responsibility for managing impacts	20
GRI 2-29	Approach to stakeholder engagement	21
GRI 3-1	Process to determine material topics	22
GRI 3-2	List of material topics	22

GRI CODE	DESCRIPTION	PAGE
DRIVING SUSTAINABILITY VALUE		
PROSPERITY		
GRI 201-1	Direct economic value generated and distributed	34
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	34
GRI 203-1	Infrastructure investments and services supported	31-32
GRI 203-2	Significant indirect economic impacts	31-32
GRI 204-1	Proportion of spending on local suppliers	34
BURSA C7(a)	Proportion of spending on local suppliers	34
GRI 313-2	Operations with significant actual and potential negative impacts on local communities	31-32
GRI 406-1	Incidents of discrimination and corrective actions taken	35
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	25, 32
Bursa C2(a)	Total amount invested in the community where the target beneficiaries are external to the listed issuer	34
STEWARDSHIP		
GRI 303-1	Interactions with water as a shared resource	42
GRI 303-3	Water withdrawal	46
UNGC E11	Water withdrawal and consumption	46
GRI 303-4	Water discharge	46
BURSA C8(a)	Total volume of water discharge over the reporting period	46
GRI 303-5	Water consumption	46
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to protected areas	42
GRI 304-2	Significant impacts on biodiversity	42
GRI 304-3	Habitats protected and restored	42
GRI 306-1 (2020)	Waste generation and significant waste-related impacts	42
GRI 306-2 (2020)	Management of significant waste-related impacts	42
GRI 306-3 (2020)	Waste generated	42, 47
BURSA C10(a)	Total waste generated (in tonnes)	47
GRI 306-4 (2020)	Waste diverted from disposal	47
GRI 306-5 (2020)	Waste directed to disposal	47
UNGC E15	Waste	42-47
GRI 306-3 (2016)	Significant Spills	47
GRI 403-1	Occupational health and safety management system	37

GRI/UNGC/BURSA MALAYSIA CONTENT INDEX

GRI CODE	DESCRIPTION	PAGE
DRIVING SUSTAINABILITY VALUE (cont'd.)		
STEWARDSHIP (cont'd.)		
GRI 403-2	Hazard identification, risk assessment and incident investigation	39
GRI 403-3	Occupational Health Services	40
GRI 403-4	Worker participation, consultation and communication	37
GRI 403-5	Worker training on occupational health and safety.	41, 45
BURSA C5 (c)		45
GRI 403-6	Promotion of worker health	40
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37
GRI 403-8	Workers covered by an occupational health and safety management system	46
BURSA C5 (b)	Lost time incident rate (LTIR)	45
UNGC L7	Rate of recordable work-related accidents	45
GRI 403-9	Work related injuries	45
BURSA C5 (a)	Number of work-related fatalities	46
GRI 403-10	Work related ill-health	40
GRI 404-1	Total hours of training by employee category	45
BURSA C6 (a)	Average hours of training per year per employee	45
GRI 404-1	Total number of training hours by gender	45
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	38
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	45
BURSA S1 (b)	Size and location of all habitat areas protected or restored	42
UNGC E13	Sites in or adjacent to key biodiversity areas	42
DECARBONISATION		
GRI 102-4	GHG emissions reduction targets and progress	48-49
GRI 102-5	Scope 1 GHG emissions	48-49
GRI 305-1		49
UNGC COP E5.1		49
BURSA C11(a)		49

GRI CODE	DESCRIPTION	PAGE
DRIVING SUSTAINABILITY VALUE (cont'd.)		
DECARBONISATION (cont'd.)		
GRI 102-6	Scope 2 GHG emissions	48
GRI 305-2		49
UNGC COP E5.1		49
BURSA C11 (b)		49
GRI 102-7	Scope 3 GHG emissions	48
GRI 305-3		49-50
UNGC COP E6		49-50
BURSA C11(c)		49-50
GRI 102-8	GHG emissions intensity	48
GRI 305-4		49
GRI 201-2	Financial implications and other risks and opportunities due to climate change	48
GRI 302-3	Energy Intensity	49
BURSA C4(a)	Total energy consumption	49
INTEGRITY		
GRI 205-1	Operations assessed for risk related to corruption	20
GRI 205-2	Communication and training about anti-corruption policies and procedures	20
BURSA C1(a)	Percentage of employees who have received training on anticorruption by employee category (Management, Executive, Non-executive)	20
GRI 402-1	Minimum notice periods regarding operational changes	13
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	13
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	13
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	30
UNGC COP HR/L2	Human Rights: Policy Commitments	13
UNGC COP HR/L2.1	Human Rights: Policy Detail	13
UNGC COP HR/L8	Human Rights: Practical actions	20
UNGC COP HR/L2.2	Freedom of association and collective bargaining	13

IFRS CONTENT INDEX

IFRS CODE	DESCRIPTION	PAGE
IFRS S1: GENERAL REQUIREMENTS FOR DISCLOSURE OF SUSTAINABILITY-RELATED FINANCIAL INFORMATION		
27 (a)	Information about the governance body(s)	20
27 (b)	Management's role in the governance processes, controls and procedures	20
	Sustainability related risks and opportunities that could reasonably be expected to affect the entity's prospects	
30, 32, 33, 41	Current and anticipated effects of sustainability-related risks and opportunities on the entity's business model and value chain	25–30, 36–42
	Effects of sustainability-related risks and opportunities on its strategy and decision-making	
	Capacity to adjust to the uncertainties arising from sustainability-related risks.	
	Inputs and parameters the entity uses.	
44 (a) (i), 44 (a) (ii), 44 (a) (iii), 44 (a) (iv), 44 (a) (v), 44 (a) (vi), 44 (c)	Whether and how the entity uses scenario analysis.	
	How the entity assesses the nature, likelihood and magnitude of the effects of those risks.	
	Information about whether and how the entity prioritises sustainability-related risks relative to other types of risk.	33, 43–44, 20
	How the entity monitors sustainability-related risks.	
	The processes the entity uses to identify, assess, prioritise and monitor sustainability-related opportunities.	
46 (b) (ii)	Metrics the entity uses to measure and monitor its performance in relation to that sustainability-related risk or opportunity.	34–35, 45–47
IFRS S2: CLIMATE-RELATED DISCLOSURES		
6 (a)	Information about the governance body(s) responsible for oversight of climate	20
9 (e)	Describe climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	48
10 (a)	Explain, for each climate-related risk the entity has identified, whether the entity considers the risk to be a climate-related physical risk or climate-related transition risk.	48
10 (b)	A description of the current and anticipated effects of climate-related risks and opportunities.	48
14 (a) (i)	Which climate-related scenarios the entity used for the analysis and the sources of those scenarios.	48
22 (b) (i) (1)	Whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks	48
22 (b) (i) (3)	Whether the entity used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change	48
22 (b) (i) (4)	Energy usage and mix	48
22 (b) (iii)	The reporting period in which the climate-related scenario analysis was carried out	49
25 (a) (i)	The inputs and parameters the entity uses	48
25 (a) (ii)	Whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks	48
25 (a) (iii)	How the entity assesses the nature, likelihood and magnitude of the effects of those risks.	48
25 (a) (iv)	Whether and how the entity prioritises climate-related risks relative to other types of risk	48
25 (a) (v)	How the entity monitors climate-related risks	48
25 (c)	Integration into the entity's overall risk management process.	48
29 (a) (i)	Absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tonnes of CO2 equivalent, classified as: • Scope 1 greenhouse gas emissions. • Scope 2 greenhouse gas emissions. • Scope 3 greenhouse gas emissions.	49-50
29 (a) (ii)	Measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004).	49
29 (a) (iii)	The approach used to measure greenhouse gas emissions	49
33	Climate-related targets	48-49

GLOSSARY

ABAC	Anti-Bribery and Anti-Corruption	GRI	Global Reporting Initiative	NSRF	National Sustainable Reporting Framework
AMCHAM	American-Malaysian Chamber of Commerce	GHG	Greenhouse Gas	OSH	Occupational Safety & Health
AMH	Association of Malaysian Hauliers	HCM	Human Capital Management	PDB	PETRONAS Dagangan Berhad
BEIS	Department for Business, Energy & Industrial Strategy	IFRS	International Financial Reporting Standards	PETCO	PETRONAS Trading Corporation Sdn Bhd
BMCC	British-Malaysian Chamber of Commerce Berhad	IPCC	Intergovernmental Panel on Climate Change	PFZ	Pelepas Free Zone
BOD	Board of Directors	HSE	Health, Safety and Environment	PIERS	Passion, Innovation, Empowerment, Respect, Service
CCTV	Closed-circuit television	HSSSES	Health, Safety, Security, Environment & Sustainability	PoM	Port of Melbourne
CoP	Communication on Progress	ISO	International Organization for Standardization	PTPEU	Pelabuhan Tanjung Pelepas Executive Union
Co.	Company	ISPS	International Ship & Port Facility Security Code	PTP	Port of Tanjung Pelepas
CO2e	Carbon Dioxide Equivalent	JOFFA	Johor Freight Forwarders Associations	PPD	Port Police Department
CRA	Climate Risk Assessment	JPSFA	Johor Port Shipping & Forwarding Association	PM	Prime Mover
CSR	Corporate Social Responsibility	KPIs	Key Performance Indicators	QC	Quay Crane
DEFRA	Department for Environment Food and Rural Affairs	LPR	License Plate Recognition	RTG	Rubber Tyred Gantry
DESNZ	Department for Energy Security & Net Zero	LNG	Liquefied Natural Gas	R&D	Research and Development
EA 1955	EMPLOYMENT ACT 1955	Ltd.	Limited	SLA	Service Level Agreement
EC	Energy Commission	LTI	Lost Time Incident	SME	Small and Medium Enterprise
EEIO	Environmentally-Extended Input-Output	LTIR	Lost Time Incident Rate	SMT	Senior Management Team
EC-Council	International Council of E-Commerce Consultants	MABC	Malaysia Australia Business Council	SSC	Sustainability Steering Committee
ECM/ECMD	Emergency Crisis Management Department	MDBC	Malaysia Dutch Business Council	SSP	Shared Socioeconomic Pathways
e-Gatepass	Electronic Gatepass	MGCCI	Malaysian-German Chamber of Commerce & Industry	STP	Sewage Treatment Plant
e-PM	Electric Prime Mover	MICCI	Malaysian International Chamber of Commerce & Industry	SIMOPS	Simultaneous Operations
e-RTG	Electrified Rubber Tyred Gantry	MPOB	Malaysian Palm Oil Board	SDGs	Sustainable Development Goals
ERM	Enterprise Risk Management	MoU	Memorandum of Understanding	TCFD	Task Force on Climate-related Financial Disclosures
e-SF	Electric Small Forklift	MMC	MMC Corporation Berhad	TEU	Twenty-Foot Equivalent Unit
ESG	Environmental, Social, and Governance	MWh	Megawatt-hour	tCO₂e	Tonnes of Carbon Dioxide Equivalent
et al.	<i>et alia</i>	RM	Ringgit Malaysia	TTT	Train-the-Trainer
e.g.	<i>exempli gratia</i>	N/A	Not Applicable	UK	United Kingdom
FZIPS	Free Zone Information Processing System	NETR	National Energy Transition Roadmap	UNGC	United Nations Global Compact
GEF	Grid Emission Factor c	NGFS	Network for Greening the Financial System	UNGCMYB	UN Global Compact Malaysia & Brunei
				ULCV	Ultra Large Container Vessel
				UTM	Universiti Teknologi Malaysia



A Member of  **MMC** Group

 <https://www.ptp.com.my/>