





Bandar Seri Impian

SUSTAINABILITY

CARING FOR OUR WORLD

Matrix believes that operating sustainably and behaving responsibly are fundamental to creating long term value not just for our investors but for our other key stakeholders and the society in which we operate.

Matrix recreates a better world by caring for our society and environment.

SUSTAINABILITY STATEMENT

MATRIX CONCEPTS HOLDINGS BERHAD



ECONOMIC

ENVIRONMENT

SOCIAL

SOCIETY, LABOUR PRACTICES &
DECENT WORKPLACE,
PRODUCT RESPONSIBILITY

ECONOMIC

SUSTAINABILITY HAS LONG BEEN AN INTEGRAL PART OF MATRIX'S CORPORATE STRATEGY TO DRIVE GROWTH, MANAGE RISKS AND CREATE VALUE. WE PUT OUR VISION OF '*NURTURING ENVIRONMENTS, ENRICHING LIVES*' INTO PRACTICE AND WORK HARD TO GENERATE RETURNS FOR SHAREHOLDERS AND OTHER STAKEHOLDERS SUCH AS OUR EMPLOYEES, CUSTOMERS, SUPPLIERS, CONTRACTORS AND THE COMMUNITY. OUR BUSINESS OBJECTIVES GO BEYOND FINANCIAL RETURN AND ARE STRATEGISED TO DELIVER LONG-TERM SUSTAINABLE VALUE.

MATRIX CONCEPTS HOLDINGS BERHAD

Developing the Nation through Sustainable Development

Building communities building is the soul of Matrix's strategy. As a master community developer, Matrix continues to build sustainable communities in which future generations can thrive. The delivery of quality properties for local communities is prioritised as Matrix continuously improves the townships and developments in Malaysia, particularly Negeri Sembilan.

Answering to the Government's call to develop the nation's youths with niche skills that yield high-income jobs, Matrix continues to provide valuable training opportunities for unemployed fresh graduates. We create jobs for locals, prioritising them as part of our commitment to upgrading the standards of living of people of the nation.

Our development projects also generate and spur economic activities in the township. By inviting industrialists to set up their businesses in our industrial zone, we have positioned Negeri Sembilan as an upcoming industrial hub. Bandar Sri Sendayan, also known as the "Damansara of Seremban", will be attractive for investors due to its strategic location. The entire development of Bandar Sri Sendayan is scheduled for completion by 2022. 1,000 acres have been earmarked for developing an industrial zone to attract high-impact industries to this vibrant township.

Sendayan TechValley is another innovative sustainable development project focusing on renewable resources, new technology as well as advanced communication services and facilities. It is designated as Malaysia's model techno-entrepreneur park to develop both existing and new global businesses. Strategically located as a prime investment hub, Sendayan TechValley is poised to become a major innovation economic zone. Our mission is to make Sendayan TechValley the network hub for future industries driven by a highly-skilled and semi-skilled workforce working on various industries ranging from manufacturing to knowledge-based businesses.



Upgraded dual carriage access towards Bandar Sri Sendayan

Infrastructure Improvement and Enhanced Connectivity

Matrix closely monitors the standards of living in all areas it develops and also improved public infrastructure by installing street lights and streetscape coupled with good road connections. Matrix develops and enhances road connectivity to our township, which generates growth to the surrounding areas. In particular, we take pride in the installation of street lights along Persiaran Bandar Sri Sendayan. This upgrading work, performed with the State Government, upgraded the tunnel along Persiaran Bandar Sri Sendayan – Mambau for seamless connectivity and the safety of customers and general public.

In addition, we also continue to beautify the landscape on all connecting roads to provide a pleasant and relax driving experience towards our township. For example, we provided the interconnecting road to the proposed connecting highway to KLIA via Sendayan TechValley for an efficient arterial road system in Bandar Sri Sendayan. We also upgraded and widen the road to a 4-lane passageway from Kluang Town to Bandar Seri Impian.

Matrix also provides amenities and luxuries of sustainable living with no detriment to the environment. Our township is equipped with recreation facilities, religious centres, national schools and an international school. Our d'Tempat Country Club is the latest facility designed to enhance the lifestyles of the local community. The club hosts 380,000 sq. ft. of facilities and amenities on 6.33 acres of land. Matrix Global Schools consist of Matrix Private School, Matrix International School and Matrix International Pre-school. Our Matrix Global Schools span 20 acres and both Matrix Private School and Matrix International School have their own independent learning facilities.



Upgrading of new tunnel access to Bandar Sri Sendayan

SUSTAINABILITY STATEMENT

MATRIX CONCEPTS HOLDINGS BERHAD



Matrix Believes in Building Future Generations through Innovative Education

We believe that an educated population is essential to a nation's growth and prosperity. Education is a core commitment of our society. Every child deserves a quality education; it offers children a sense of dignity.

The newly opened Matrix Global Schools is poised to be at the forefront of private education in this region by creating new frontiers in Private National and International Schools. Our school is unrivalled in design, range of facilities and state-of-the-art ICT technology. Learning is truly a global experience on our 20-acre campus, and *"Second to None"*.

On a separate occasion, Matrix fully funded the building of a new school, SJKC Kg Baru Parit Tinggi, next to Nusari Biz, Bandar Sri Sendayan in Negeri Sembilan. The total cost invested in the building of this school is approximately RM10 million fully borne by Matrix.

The school is built on six acres of land with a total built-up area of 58,229 sq ft.

It comprises three blocks:

1. An academic block which consists of a computer room, administrative office, 32 classrooms, and a fully air-conditioned library;
2. An auditorium and canteen; and
3. A multipurpose hall with three badminton and one basketball courts.

The school has 17 classes adopting the smart classroom system that employs modern teaching and learning technology. The smart classrooms are equipped with projectors and computers to create an interactive environment for the pupils to learn more effectively. The project was completed in November 2015, in time for its first academic year that officially commenced in January 2016. The school has a maximum capacity of 800 students.

Matrix has contributed land and assisted in the building of three national schools in its township to date: an integrated school, a Chinese school and a Tamil school. The Tamil school, which is currently in progress, will cost RM8 million. SJKC Bandar Sri Sendayan was completed within 11 months while the construction of the Tamil school began in early 2016. Six hectares of land had been earmarked for the construction of a national primary and secondary school in the township.



MATRIX CONCEPTS HOLDINGS BERHAD



ENVIRONMENT

OUR GREEN DEVELOPMENT

D'TEMPAT COUNTRY CLUB WAS PLANNED AND BUILT WITH A GREEN BUILDING VISION. IT FOCUSES ON THE OPTIMUM USE OF RESOURCES SUCH AS ENERGY, WATER AND MATERIALS. THE IMPACT ON HUMAN HEALTH AND THE ENVIRONMENT DURING THE BUILDING'S LIFECYCLE IS REDUCED THROUGH BETTER SITING, DESIGN, CONSTRUCTION, OPERATION, MAINTENANCE AND REMOVAL.

THE GREEN BUILDING INDEX ACCREDITATION PANEL (GBIAP) HAS AWARDED D'TEMPAT COUNTRY CLUB WITH A PROVISIONAL GBI GOLD RATING, FOLLOWING THE ASSIGNED GBI CERTIFIER'S RECOMMENDATION ON 6 NOVEMBER 2013.

Category	Green Features
Energy Efficiency	<ul style="list-style-type: none"> • High-performance glazing such as Low-E glass is installed. • Flexible lighting controls optimise energy saving in the club. • Building-integrated photovoltaics (BIPV) promote the use of renewable energy. • LED Lights and energy-saving bulbs are installed for indoor, façade and compound lighting • A centralised Building Management System (BMS) monitors the performance of electrical fittings, air conditioning and water distribution.
Indoor Environment Quality	<ul style="list-style-type: none"> • The use of healthy materials and finishes, which contain low volatile organic compounds (VOC) and formaldehyde, are encouraged. • A daylighting system provides adequate glare control that does not negate the benefits of daylighting. The roller blinds block only 50% of daylight when in use.
Sustainable Planning	<ul style="list-style-type: none"> • Quality Assessment System in Construction (QLASSIC) is adopted by all consultants, contractors and subcontractors to achieve a QLASSIC score of 76. • Priority is given to green vehicles to minimise pollution and the impact of land development from automobile use.
Materials and Resources	<ul style="list-style-type: none"> • At least 20% of building materials were harvested, recovered and manufactured within 500 km from the club to minimise pollution from transportation.
Water Efficiency	<ul style="list-style-type: none"> • Rainwater harvesting is used to reduce potable water consumption. The filtered rainwater is stored in a tank on the rooftop for use in landscape watering, general cleaning and flushing toilets. • Water-efficient fittings are installed that reduce potable water consumption by an estimated 33.38%.
Innovation	<ul style="list-style-type: none"> • Light tubes installed in the prefunction area reduce the power required for illumination. • Hot water, used in the changing rooms, is produced by a solar system water heater. • A herb garden is situated on the lower ground floor. • The clubhouse facade uses LED lighting to save energy.

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MATRIX CONCEPTS HOLDINGS BERHAD



Matrix's environmental initiative "Our Earth, Our Home Charity Walk" at Sendayan GreenPark.

Our Commitment Environmental Protection

Responsible environmental management is a key element of sustainable development. Matrix is guided by the Company's environmental principles that ensure environmental considerations are an integral part of its decision-making, management and culture.

Matrix aims to comply with all environmental regulations and requirements related to its operations and development activities. The environmental impact of activities is assessed and Matrix seeks to integrate environmental considerations into the planning, design, construction, operation, maintenance and demolition of all its facilities and services.

An effective Environmental Management Plan (EMP) is implemented on all sites. The environmental performance of buildings under Matrix's management is optimised. The environmental management systems are ISO 14001 certified and adhere to strict Environmental Impact Assessment (EIA) criteria.

Matrix is committed to building sustainable communities where people enjoy living. These developments have well-designed green lungs and the neighbourhoods display real character and sense of place. The landscape structure of our masterplan reflects the importance of the natural environment which includes parks and other greenery.

Energy Efficiency

Energy is used efficiently during all property development projects, beginning at the design and planning stage. Environmentally-beneficial features are incorporated wherever possible to improve the overall comfort and environmental performance. Design requirements for all development projects have been standardised to ensure they adhere to specific criteria and regulations such as the Building Energy

Index. Installations, such as electricity and air conditioning, must comply with design standards and renewable or recyclable materials are used throughout.

Dust and Emissions Management

Matrix monitors dust on its construction sites to protect the health and well-being of employees and the surrounding community. Unfortunately, dust is inevitable during construction.

Matrix uses water trucks at its sites to minimise the impact of dust by dampening down airborne dust particles. Liquid polymer surfactants are infused in the water trucks so that they penetrate the soil more deeply. This prevents dust problems before they occur.

Open burning is defined as the combustion of any materials in the open air rather than in an enclosure with a chimney to direct the smoke. Open burning is prohibited on our construction sites as it generates excessive emissions of pollutants such as dense and odorous smoke, dust and toxic fumes. These emissions are bothersome and adversely affect the health of people in the surrounding areas.

Waste Management

Matrix focuses on using materials efficiently to reduce the impact its operations have on the environment. An environmentally-friendly construction approach, design and materials are favoured. Green alternatives are explored in all projects and wherever possible, resources are conserved by:

- Using renewable or recyclable materials,
- Minimising the non-recyclable use of paper,
- Minimising the generation of waste.

Matrix minimises wastage in its daily operations through a range of measures including reusing, recycling and a systematic disposal process. Waste is collected and separated by type. Recyclable waste is labelled and stored for collection by recycling contractors on a regular basis. Recyclable waste consists of timber panels that have been used on site. Plywood, temporary construction hoarding, scaffolding, timber pallets and all types of surplus construction materials are reused on future projects. Matrix has also introduced a Reduce, Recycle and Reuse (3R) policy at its offices to reduce waste.

Non-reusable or non-recyclable waste is disposed of by cleaning contractors who handle this waste properly. Matrix adheres to green purchasing work instructions under ISO 14001, which specifies the requirements for purchasing sustainable and environmentally-friendly products and services.

Water Management

Water conservation and ensuring the proper discharge of wastewater are key priorities in Matrix's daily operations. On occasion, notices and newsletters are distributed to encourage residents to replace outdated and wasteful water equipment. The regular cleansing of communal fresh water and flushing of water tanks is carried out in accordance with the Department of Environment (DOE) requirements.

Matrix uses water from a retention pond in its daily construction as part of its water conservation initiative.

A rainwater harvesting system also collects rainwater for use in non-potable applications such as gardening and flushing toilets.

A Comprehensive Range of Energy-saving Measures Adopted at Matrix's Properties



Solar Water Heaters

- Provide hot water at:
- Hijayu 2 Resort Homes
 - Matrix Global Schools
 - d' Tempat Country Club
 - Residensi SIGC



T5 or LED bulbs

- For lighting at all construction sites



Efficient air conditioning

- Installed at all sites



Control lighting systems

- Use timers and sensors



Lift and escalator systems

- Are operated according to preset schedules



Power analysers

- Are installed to detect further energy savings where practical

SOCIAL : Society

MATRIX IS COMMITTED TO DELIVERING SUSTAINABLE COMMUNITIES. MORE THAN JUST A BUILDER, IT IS A DEVELOPER OF LIVES AND COMMUNITIES.

MATRIX SPONSORED THE INSTALLATION OF A BARRIER GATE, SECURITY PATROLLING VEHICLES, CCTV CAMERAS AND OTHER SECURITY SYSTEMS FOR EVERY PRECINCT. DURING THE FINANCIAL PERIOD, MATRIX HAS HELPED TO REBUILD A HOUSE OF A LOCAL COMMUNITY MEMBER WHOSE ROOF HAD BEEN STRUCK BY LIGHTNING AT THE COSTS FULLY BORNE BY THE COMPANY.



Matrix sponsored auto barrier gate & CCTV to the Resident Association

MATRIX IS COMMITTED TO INTEGRATING SUSTAINABILITY INTO ITS DEVELOPMENT AND INCULCATING THIS PHILOSOPHY INTO THE DAILY LIVES OF COMMUNITIES. HARMONIOUS LIVING IS ENCOURAGED AND THERE IS REGULAR ENGAGEMENT WITH THE COMMUNITY MEMBERS THROUGH *GOTONG-ROYONG*, SAFETY AWARENESS CAMPAIGN, RIVER CLEAN-UPS AND OTHER SOCIAL EVENTS.

SUSTAINABILITY STATEMENT

MATRIX CONCEPTS HOLDINGS BERHAD

Giving Blood, Saving Lives

On 12 December 2015, Matrix held a blood donation campaign with the theme of “*MATRIX, We Help Save a Life, Give the Gift of Blood*”. Matrix collaborated with the Blood Bank of Hospital Tuanku Ja’afar Seremban on this initiative to promote volunteerism in our employees and the society at large. The campaign was held at d’Tempat Country Club, Bandar Sri Sendayan.



We also organised awareness programmes on various issues of health and hygiene to create a healthier society. Visitors were offered free health checks by medical practitioners from Negeri Sembilan Chinese Maternity Hospital (NSCMH). The free health checks included blood pressure, glucose levels, BMI and a dietary consultation.

Two specialist doctors from this hospital delivered health talks on the most common conditions affecting Malaysians including breast cancer, heart attacks and strokes. Other exciting activities included a Zumba dance and colouring contest for the children.

Sharing Festive Cheer with the Less Fortunate

Matrix allocates significant resources to helping communities near its operations. Over the years, the Company has conducted numerous activities that benefit those less fortunate within the local community. Matrix reached out to various communities in Seremban throughout the year.



In 2015, we celebrated the holy month of Ramadhan and Aidilfitri by sharing the love with those less fortunate. We distributed *duit raya* and donated in-kind contributions to these individuals. The initiative was a joint effort with Jabatan Kebajikan dan Masyarakat, Negeri Sembilan (JKMNS) based on the theme “Karisma Sentuhan Ramadhan 4.0 tahun 2015”.



Volunteers celebrated Chinese New Year (CNY) by visiting Persatuan Kebajikan Orang-Orang Kurang Upaya Negeri Johor in Kluang (PKOOKUNJ) and Majlis Pusat Kebajikan Se-Malaysia Daerah Kluang. Matrix donated cash to these homes and three reclining chairs to PKOOKUNJ.



The volunteers also visited Pertubuhan Kebajikan Amal Charis, Mantin, Negeri Sembilan to share the CNY joy by sharing meals with them. Distribution of goodies, *angpows* and cash donations were also given during the event.

MATRIX CONCEPTS HOLDINGS BERHAD



Rumah Orang Tua Chok Lum, Rantau, Negeri Sembilan was also visited during the CNY festive season. Matrix helped to repair the home which was found to be in a run-down condition. Residents were treated to scrumptious meals prepared by d'Tempat Country Club chefs and each received *angpows* as part of festive cheers.



The Hindu festival of Deepavali is also celebrated by many Malaysians. In 2015, we reached out to a shelter Home for (Abused) Women and Children Seremban and Pertubuhan Kebajikan Kanak-Kanak Yatim dan Miskin Port Dickson. Activities organised for the children included swimming in the Olympic-size swimming pool and fascinating story telling by Matrix Global Schools. Single mothers were pampered with a relaxing foot massage at Sompoton Spa while the children's caretakers enjoyed a well-deserved break, playing bowling at The Sphere. These activities were arranged at this premier club for families to spread the joy of Deepavali while providing these single mothers and orphans with fun, learning and sports.



Matrix Continues to Inspire

Matrix treated 18 children from Charis Love U Children Centre, Mantin, Negeri Sembilan to a trip to KidZania Kuala Lumpur on 18 March 2015. The children aged between 4 and 12 were generally from single parent families or orphans. They had never had such a wonderful opportunity to experience interactive learning and entertainment in a kid-sized city within an indoor family edutainment centre. The children could transcend their own boundaries into the adult world by playing a part within a community through role-playing and learning several tricks-of-the-trade of their dream careers.

Appreciating Public Service as a Responsible Corporate Citizen

Matrix and Seremban District Police Headquarters organised a sports day at d'Tempat Country Club in Bandar Sri Sendayan. The event was held in conjunction with the Royal Malaysian Police's 209th Anniversary.

The sports day's theme was "*Hari Sukan Dua Penjuru IPD Seremban & Matrix 2016*". This initiative was held in appreciation of the Seremban Police District for their dedication in keeping the area safe. It was also part of our commitment to strengthening the relationship between local authorities and community members.



Approximately 100 police officers from IPD Seremban and their family members competed with Matrix employees in various games such as bowling and ping pong. A buffet lunch was hosted by the d'Tempat Country Club for all participants to foster togetherness.

SUSTAINABILITY STATEMENT

MATRIX CONCEPTS HOLDINGS BERHAD



Nurturing Young Athletes

Matrix values sports and believes in local talent. However, there is a lack of vehicles to transport players between venues. On 25 April 2015, the Company donated two vans at a cost of RM250,000 and RM500,000 in cash to Negeri Sembilan Basketball Association (NSBA) at d'Tempat Country Club, Bandar Sri Sendayan.

NSBA produced outstanding results in the recent National junior basketball competitions. The two 17-seater vans are used whenever there is a competition or on practice days. Primarily, the money is used to pay for accommodation during competitions, training development and for players' benefit. Matrix has faith and fully supports the local talent, which targets to reach the semi-finals of the Agong Cup National Basketball Championship within three years and the finals within five years.



On 21 October 2015, Matrix signed a Memorandum of Understanding with Malaysia Basketball Association (MABA). Matrix will sponsor the Agong Cup National Basketball Championship for RM1.2 million payable in instalments over five years from 2015 until 2019.

In addition, Matrix has also on 2 February 2016, signed a Sponsorship Agreement to sponsor RM1.5 million to Negeri Sembilan Basketball Association, payable in three instalments up to July 2016.

On a separate note on 18 January 2016, Matrix further signed a Sponsorship Agreement with Persatuan Bolasepak Negeri Sembilan to sponsor up to RM7 million payable in eight instalments from December 2015 until July 2016.

All these sponsorships are part of our CSR commitment to promoting youth sports and building the talent of our local athletes.



The Edge Kuala Lumpur Rat Race 2016

On 29 March 2016, Matrix volunteers participated in The Edge KL Rat Race 2016 for the second time. This charity run was held at MaTiC Lanai on Jalan Ampang in Kuala Lumpur. This charity event was held to raise funds for developing education in Malaysia.

Matrix was one of the main corporate sponsors, contributing RM98,000 for the Gold Sponsorship. Matrix volunteers participated in all races such as Senior, Open, Mixed and CEO categories.

Creating a Fun Experience for Children with Learning Difficulties

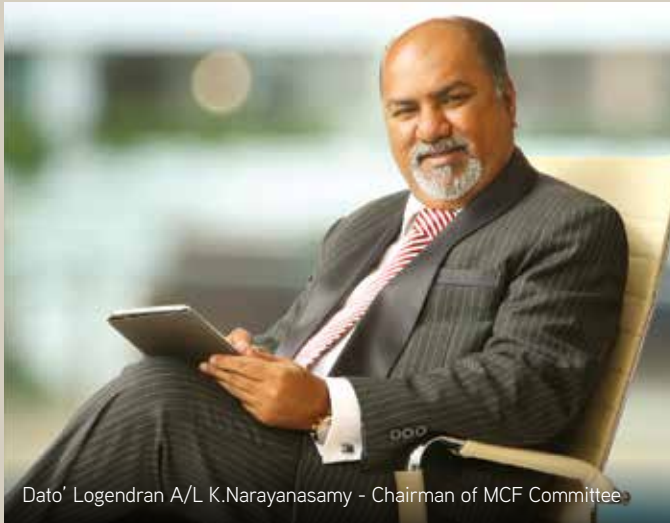
Matrix sponsored a family fun day and special mini Olympics for children with learning difficulties from Pusat Jagaan Horizon. Pusat Jagaan Horizon is a development centre for young adults and children with learning difficulties such as Down syndrome, autism, slow learners and Attention Deficit Hyperactivity Disorder (ADHD).



The home organised the event in collaboration with the Lions Club Seremban, which was held at d'Tempat Country Club, Bandar Sri Sendayan. Forty children with learning disabilities performed in a concert and took part in various sporting and recreational activities.

The children played bowling, passed the ball with cones, pulled balls with a hula-hoop, threw bean bags into a basket and squeezed water from a sponge into a bottle. They developed motor skills, balance and coordination in a fun environment. A buffet breakfast and lunch was hosted for all participants with compliments from d'Tempat Country Club.

MATRIX CONCEPTS HOLDINGS BERHAD



Dato' Logendran A/L K.Narayanasamy - Chairman of MCF Committee

Matrix Concepts Foundation

Matrix Concepts Foundation ("MCF") was incorporated on 3 December 2013 as an independent non-profit corporation or a charitable trust under the auspices of Matrix to serve as a platform for the Group to fulfil its Corporate Social Responsibility initiatives. The main objectives of the Foundation are to promote earth conservation, the advancement of education for needy students and relieve poverty within underprivileged communities irrespective of race, creed and religion.

The trust fund is led by Dato' Logendran A/L K.Narayanasamy, the Chairman of MCF Committee.

Significant Matrix Concepts Foundation Contributions in 2015



Physiotherapy treatment for Kirthana A/P Visvanathan, a 20-year old girl diagnosed with right hemiplegic cerebral palsy



Donated two hearing aids to two selected students from SK Pendidikan Khas Seremban



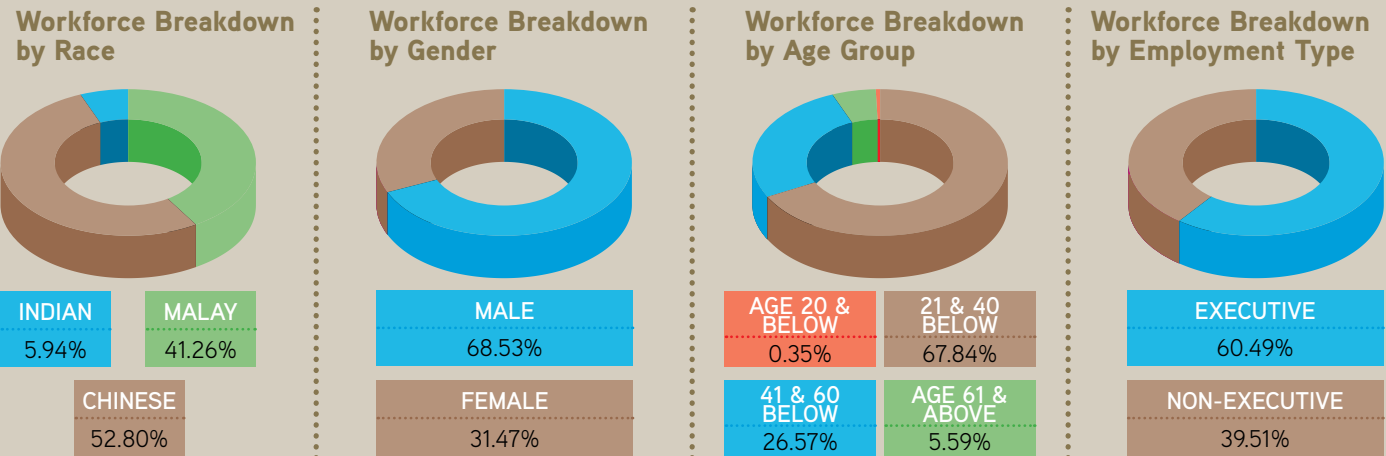
Yearly grant of RM30,000 to Pertubuhan Hospice Negeri Sembilan to help meet their electricity, water, rental and medical expenses

SUSTAINABILITY STATEMENT

MATRIX CONCEPTS HOLDINGS BERHAD

SOCIAL : Labour Practices and Decent Work Place

EMBRACING DIVERSITY
 MATRIX IS COMMITTED TO EQUAL OPPORTUNITY EMPLOYMENT AND CULTIVATING DIVERSITY WITHIN A RESPECTFUL, INCLUSIVE WORKPLACE. IT IS IMPORTANT THAT WE CREATE AN ENVIRONMENT WHERE ALL EMPLOYEES, WHEREVER WE DO BUSINESS, ARE TREATED WITH RESPECT AND FEEL VALUED. DIVERSITY IS AN IMPORTANT PART OF OUR CULTURE, WHICH IS REFLECTED IN THE WORKFORCE AND THE COMMUNITIES IN WHICH WE LIVE AND OPERATE.



Employee Benefits and Remuneration

Each employee received a monthly basic salary and allowances subject to the prevailing statutory requirements including the Income Tax Act 1967, the Employees Provident Fund Act 1991 and the Employees’ Social Security Act 1969.

Matrix’s salary scheme is in the highest category in Malaysia, based on a scale in which 75 percentile is above the market rate. Annual increments were previously awarded on the 1st January of each year. This has changed to 1st April in line with the new financial year end of the Group. The annual increments are practised unless this increment has been deferred or stopped. The amount awarded is based on each employee’s individual performance or whether the upper limit of the salary range has been reached.

Matrix subsidises the fees of employees’ children attending Matrix Global Schools. Matrix also provides complimentary memberships at d’Tempat Country Club in Bandar Sri Sendayan to the employees and their immediate family members. This encourages employees to interact socially and during leisure time to attain a balanced life.

Nurturing Talent

Matrix’s businesses are people-oriented and continue to face intense competition in the employment market. Becoming an employer of choice requires huge investments in human capital. Matrix offers both professional and personal development opportunities to motivate and upskill existing talents to align with our dynamic business needs. Talent development has become an increasingly important priority to create a conducive and happy working environment.

Employee Appreciation

Appreciating employees’ dedication and hard work is a fundamental part of our business. It is important to let our employees know that their work is valued. Showing our appreciation helps boosts productivity and motivation.

Our annual overseas trips were introduced to inspire employees to perform and excel in their work. Employees feel motivated by being rewarded with a fantastic incentive travel vacation. The following 10/11-day all-expense paid trips were offered to deserving employees in 2015:

Senior Management	South Africa
Executives and General Employees	Vietnam and Cambodia

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MATRIX CONCEPTS HOLDINGS BERHAD



Vietnam and Cambodia tour

Health and Safety at Work

Occupational Safety and Health is fundamental to sustaining our human capital. Matrix is committed to providing a safe and healthy environment for all employees, customers and tenants. This commitment extends to workers at our construction sites who are employed by our builders. We believe that this approach will help our business operate in a sustainable manner.

The main components of health and safety initiatives consist of employee and expert consulting, training, record-keeping, communication and monitoring of relevant legislation and industry best practices.

Matrix understands the inherent risks from its operations, especially construction. Safety is of utmost importance and the Company provides workers with adequate accident prevention training and prepares them for a wide-range of emergencies. In-house induction training is mandatory for all new construction workers. Regular Toolbox Talks are held to discuss the safety and health concerns. These talks are effective two-way consultations at which employees can raise issues of safety with management. Other health and safety initiatives include an HSE weekly inspection, machinery inspection, firefighting equipment check, safety meeting and site safety committee meeting.



South Africa tour

Personal Protective Equipment (PPE) Must be Worn by Our Workers



Safety Helmets



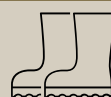
Gloves



Eye Protection



High-Visibility Clothing



Safety Footwear



Safety Harnesses



Respiratory Protective Equipment

Safety and Health Performance Statistics

Description	Number of cases
Fatalities Case	0
Lost Workday Case (LWC)	0
Restricted Workday Case (RWC)	0
First Aid Case (FAC)	0
Near Miss Case	0
Dangerous Occurrence Case	0
Fire Case	0
Property Damage Case	1
Vehicle Accident Case	0
No of Days Lost	0
Total Safe Man-hours Worked	1,953,878 (hours)

Notes: Statistics comprise the following project sites: Hijayu 3A, Hijayu 3B, Orang Asli Kampung Palebar, STP Upgrading, Suriaman 3, Sendayan Metropark 2A, Matrix Business Hotel, Residensi SIGC, Sendayan Merchant Square, Hijayu 2 – Resort Homes and Ara Sendayan.

Safety Committee Roles and Responsibilities

- 1 Discuss safety policies and recommend the adoption of these by the management
- 2 Identify unsafe conditions and practices and determine their remedies
- 3 Initiate safety promotion schemes and set targets for safety improvement campaigns
- 4 Make safety activities an integral part of operating policies and methods, and a function of operation

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SOCIAL : Product Responsibility

Sustainable Supply Chain

Matrix promotes supply chain sustainability by choosing local suppliers wherever possible. This approach minimises carbon emissions and supports the local economy. In line with the requirements of ISO 14001 Environmental Management System, our procurement policies give priority to eco-friendly contractors and suppliers. Our supplier contracts include commitments to observing our environmental standards, which cover waste management, pollution prevention, materials sourcing and materials use.

Similarly, we expect our suppliers to operate with integrity, treat their people fairly and adhere to a code of conduct. They must adhere to our Environmental, Occupational Health and Safety policies, as well as strict standards on corporate governance.

Matrix builds long-term relationships with its suppliers to create the sense of belonging. This approach ensures we give the future business development of the organisations our full support. All subcontractors and suppliers are selected fairly and without bias or favour.

Matrix aims to procure the required materials at the optimum price and in a timely manner. All materials purchased must be of the highest quality to meet the Company's objectives. The Procurement Department conducts its own research to ascertain the best products and suppliers in terms of value, delivery and quality.

Ensuring the Highest Quality

Quality control is important as it ensures projects meet the required specification. One way of controlling quality is through inspecting or verifying the finished projects. The projects are checked by our Quality Assurance & Quality Control ("QAQC") team before delivery to the client, so that those failing our rigorous quality assurance can be repaired. Our quality assurance involves checking the final quality of products to avoid defects based on quality manuals and tools.

In addition to the checks performed by QAQC, we also conduct "Naked Eye" inspections prior to handover to our customers. The Naked Eye inspection involves staff who are not technically inclined to visually assess the workmanship and defects from a layman's perspective. These employees provide the QAQC department with a check list containing all defects sighted for follow up on rectifications prior to handover.

Matrix's inspection report is a full assessment of the quality and workmanship of the property's construction against acceptable industry standards. Our construction quality assurance inspection identifies observed building defects and area or items of poor workmanship. We are constantly working with contractors to reinforce the need to maintain the quality of workmanship and materials used in our repair and rebuild initiatives.

We have formal procedures that capture any non-compliance with regulations or codes relating to the health and safety of our development projects. We have a formal complaints procedure and all of our customers have at least one sales contact within the business. It is our intention to enhance this procedure to further embed it within our business. This will help us capture any issues or areas of potential risk.

Protecting Customer Information

Matrix respects the privacy rights of its online visitors and recognises the importance of protecting all collected information. The Company will not sell or share any customer information obtained by its website, telephone, email or other correspondence.

Customer information is mainly used to inform existing or prospective customers of any new project launches, promotions, contests and events of interest.

Matrix declares that personal information may be used for its own internal marketing and demographic studies. This ensures that visitors' and customers' needs are met. Matrix does all that it is able to safeguard the privacy of users.