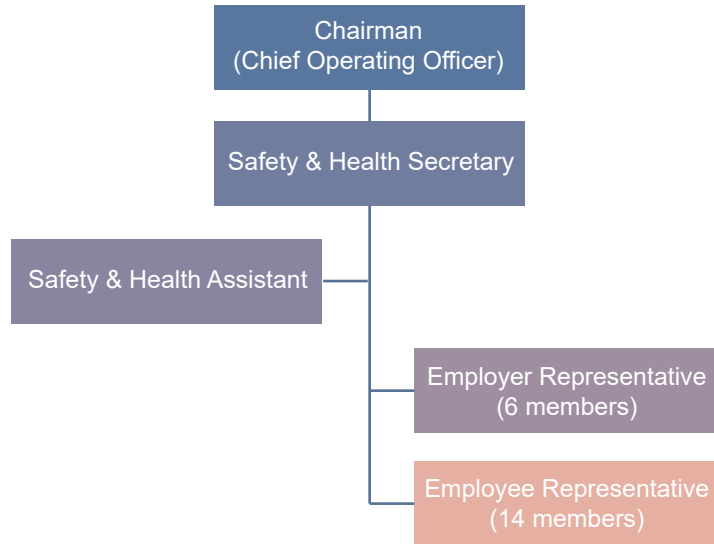


Material Topic: Occupational Health and Safety

Established Environmental, Safety and Health (“ESH”) Committee



Increase OHS Awareness and Training Intensity

The followings are a part of the ESH-related trainings we had conducted in FY2023:

- Safety awareness training for the maintenance team and giant roller department
- Safety briefing for employees, contractors and security guards
- Schedule waste handling and chemical handling
- Electrical safety in the workplace
- Safety awareness and Covid-19 precaution
- Forklift training
- First aid training
- Hazard Identification, Risk Assessment and Risk Control (“HIRARC”) briefing



Safety briefing to facemask workers



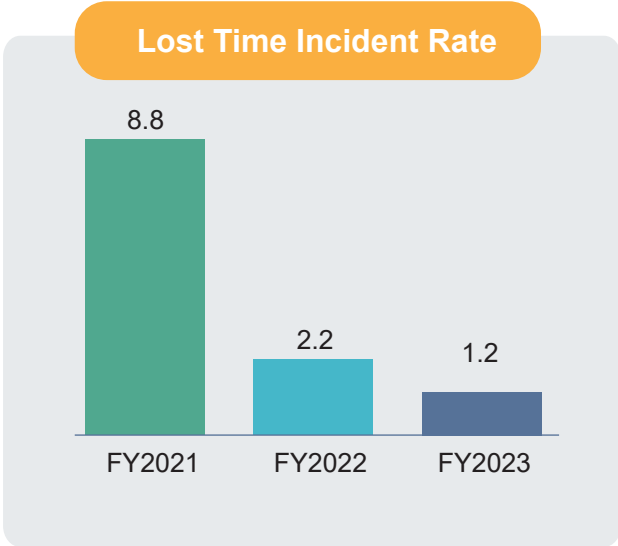
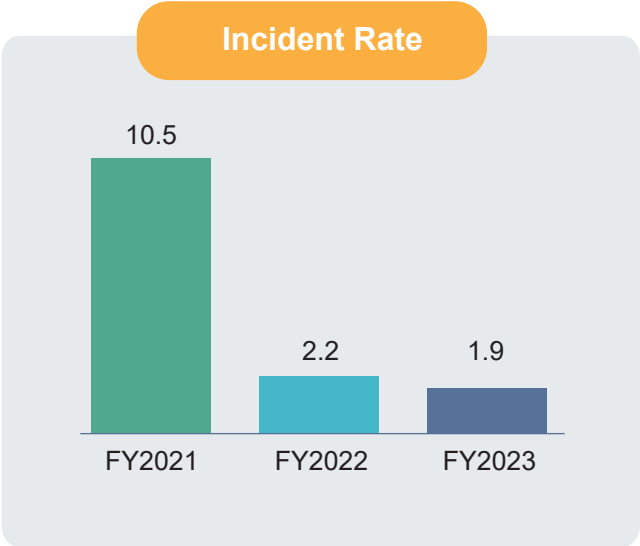
Warehouse safety awareness training



Safety Awareness briefing and training

Material Topic: Occupational Health and Safety (Cont'd)

Minimise Workplace Accident



OHS Hazard Identification and Risk Assessment



Material Topic: Training and Education

Provide Effective Training and Education to All Employees

In FY2023, we have organised a total of 34 trainings programmes, covering topics such as work-related skills set, safe handling of machineries, proper waste management procedure and personal development programmes among others. The top 10 training courses and workshops by training hours offered in the year is presented below:

Material Topic: Training and Education (Cont'd)

Provide Effective Training and Education to All Employees (Cont'd)

- Training Title**
- Managerial & Executive 2023 Team Building
- SLT Member Team Building
- Risk Management Mentoring Session
- BID Tender Management
- ISO 16949:2016 Internal Audit
- ISO 16949:2016 Awareness Training
- LPS Just in-Time project
- Emergency Response Team- Fire Fighting (ERT) Training
- Forklift Safety Training
- Performance Management & KPIs

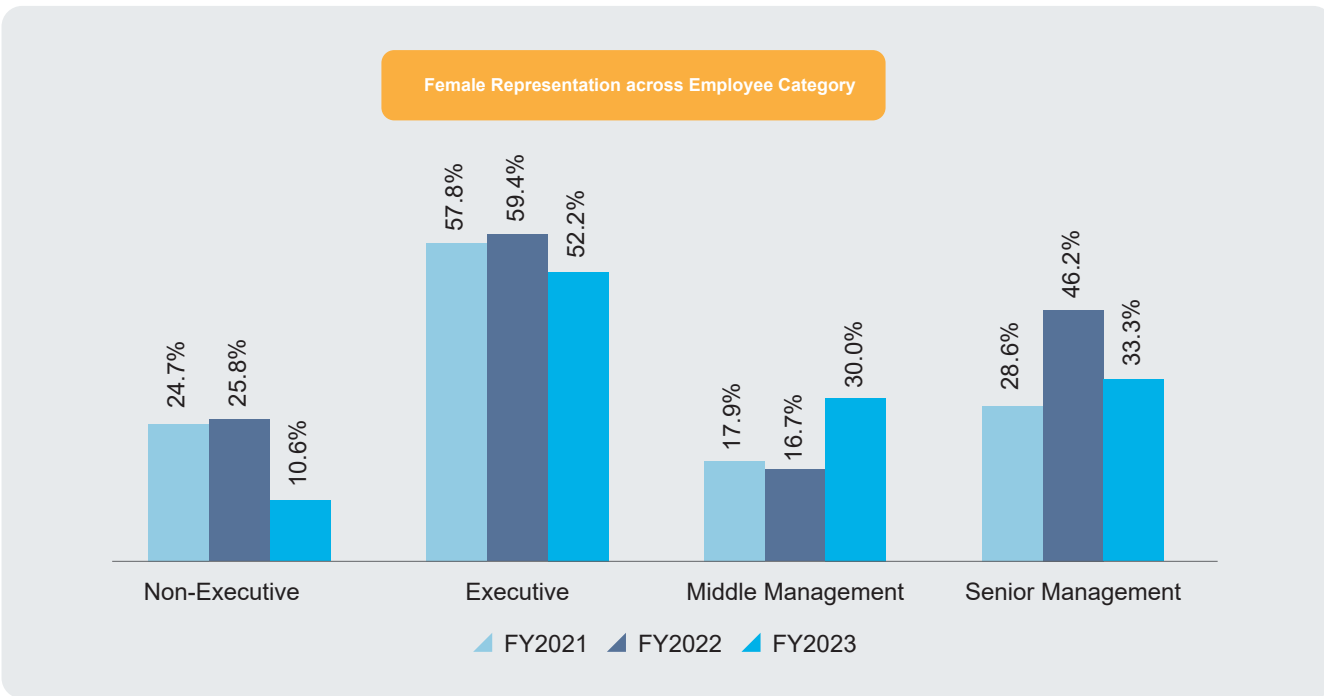
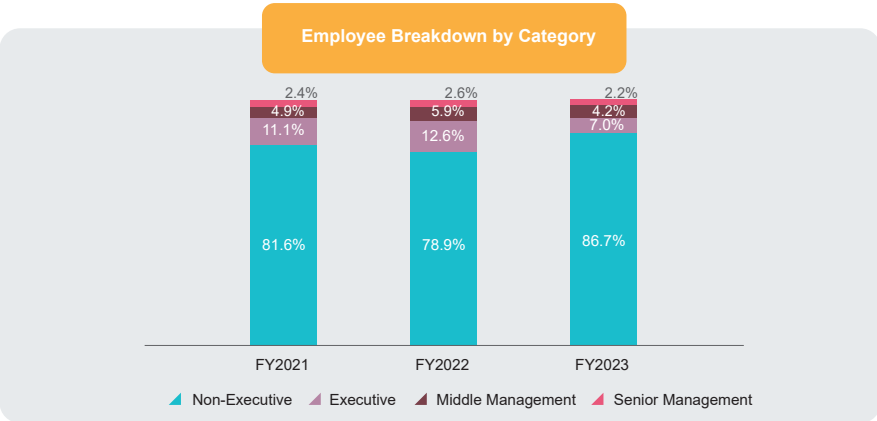
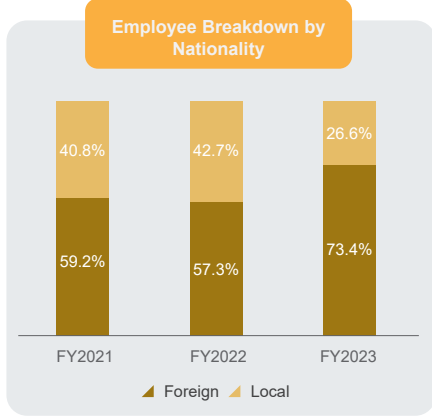
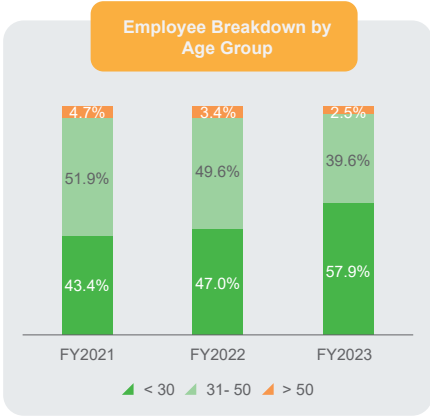
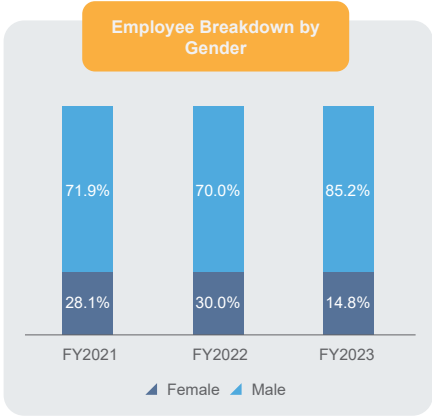


FY2021 FY2022 FY2023

Total annual training hours	888	1,217	5,516
Average training hours per employee	1.54	2.41	5.74

Material Topic: Employee Welfare

Workplace Diversity



Material Topic: Employee Welfare (Cont'd)

New Hires

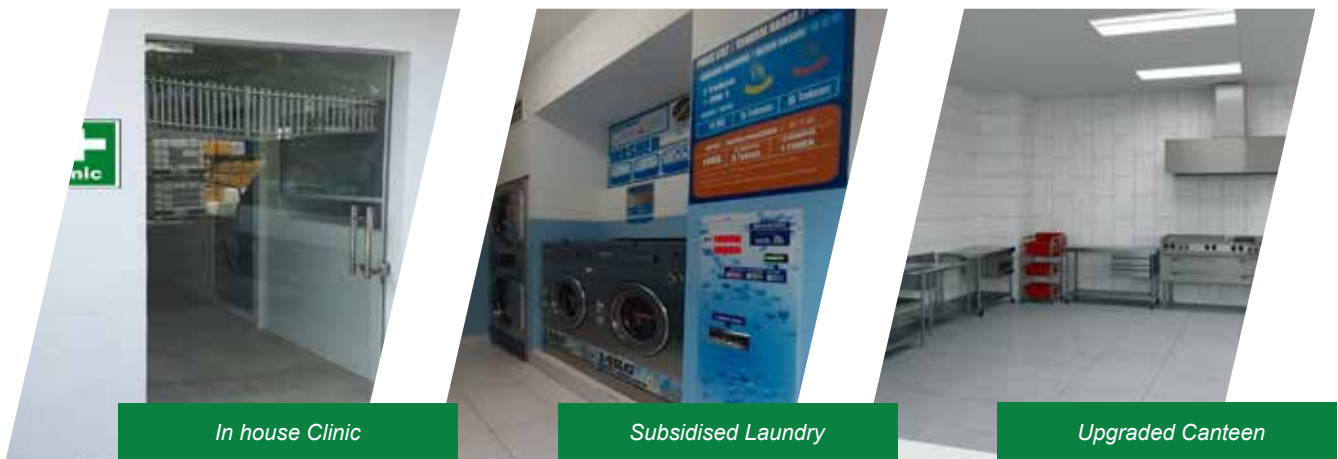
	FY2021	FY2022	FY2023
Total New Hires	187	166	547
New Hires Rate	33.5%	30.7%	74.6%

Employee Turnover

	FY2021	FY2022	FY2023
Total Employee Turnover	136	236	147
Employee Turnover Rate	24.3%	43.6%	20.0%

Fair Compensation and Benefits to All Workers

Pecca offers competitive compensation and benefits to recognise the valuable contributions of all employees within the organisation. We diligently adhere to applicable regulations governing wages and benefits within the countries we operate in. All our employees are compensated based on the minimum wage law, with a minimum entry level wage to minimum wage ratio of 1.07 : 1 in Malaysia and 1 : 1 in Indonesia.



Material Topic: Employee Welfare (Cont'd)

Staff Benefits

- Annual Leave
- Maternity Leave
- Medical Leave
- Hostel
- Exam Leave
- Paternity Leave
- Dental Care
- Time-Off
- Hospitalisation Leave
- Compassionate Leave
- Emergency Disaster Leave
- Medical Coverage (Inpatient & Outpatient)
- Outstation Allowances
- Carpool Vehicles for Business Purpose
- Group Term Life and Personal Accident Insurances
- Mileage Claim
- Travelling Allowances
- Staff Purchase Program
- Educational Assistance
- Funeral Expenses
- Skills Allowance
- Attendance Allowance
- Cleanliness Competition Awards
- Night Shift Allowance
- In-house Clinic
- Competency Allowance
- Staggered Working Hours
- Replacement Leave
- Marriage Leave
- Subsidised Beverages (Vending Machine)
- Foreign Workers Gathering Dinner
- Annual Dinner
- Professional Fee Subsidy
- Company Trip
- Best Attendance Award
- Line Leader Allowance
- Company Car
- Car Allowance
- Subsidised Laundry
- Subsidised Meal
- Team Building
- Best Line of the Month (Production)
- Foreign Workers' Hostel with Cooling System
- Company Phone and Line
- Free Hot Boiling Water & Filtered Drinking Water



Foreign Workers Gathering Dinner



Annual Dinner



Team Building

Material Topic: Employee Welfare (Cont'd)

Zero Tolerance Policy on Human Rights Violation

In FY2023, we recorded zero incident of human rights and labour standards.

Human Rights	FY2021	FY2022	FY2023
Number of discrimination incidents	0	0	0
Number of child labour incidents	0	0	0
Number of forced labour or compulsory labour incidents	0	0	0

Strengthen Team Building Initiatives

In FY2023, Pecca has organised the following team building events:

- Three-day Team Engagement Programme for our senior leader team took place from 20 to 23 March 2023, which featured brainstorming sessions and team building exercises
- Three-day Team Building for our managers and executives took place from 2 to 4 June 2023, reinforcing cohesion and leadership skills



Increase Community Engagement

- Face mask donation for the “Superkids Ride and Fly” event held on 14 January 2023 to contribute to the public health and safety
- Blood donation held on 17 February 2023 to support our country’s healthcare needs
- Iftar Program 2023 held on 7 April 2023, sharing an iftar Dinner with Pertubuhan Kebajikan Anak-Anak Yatim & Asnaf at our Pecca building



*Face mask donation for Superkids
Ride & Fly event*



Blood Donation Drive



IFTAR Program 2023