SUSTAINABILITY STATEMENT

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ABOUT THIS REPORT

Scope & Boundary

This annual Sustainability Statement ("Statement") outlines a consolidation of OMH's Economic, Environmental, Social and Governance ("EESG") information for the financial year 2022 ("FY2022") from 1 January to 31 December 2022. It is a progression for the Company in its corporate reporting and strengthening of its reporting transparency.

Unless stated otherwise, the Statement covers the major subsidiaries of OMH, including OM (Manganese) Ltd. ("OMM") – Australia, OM Materials (S) Pte. Ltd. ("OMS") – Singapore and OM Materials (Sarawak) Sdn. Bhd. ("OM Sarawak") - Malaysia. Please refer to the Corporate Structure section in this Annual Report for more detailed information on OMH's subsidiaries and the Group's primary business streams.

OM Materials (S) Pte. Ltd. ("OMS") - Singapore
OMS primarily manages the logistics, marketing, product flow and distribution of OMH's products. There is a focus on Supply Chain Management and Product Quality and Safety.

OM Materials (Sarawak) Sdn. Bhd. ("OM Sarawak") – Malaysia
OM Sarawak is OMH's flagship ferrosilicon and manganese alloy smelter in Malaysia. Performance data for environmental and social matters will primarily come from this entity.

OM (Manganese) Ltd. ("OMM") - Australia
OMM owns the Bootu Creek manganese mine. There is a particular focus on this entity when managing and addressing Land Remediation, Contamination or Degradation, as well as Community Development with a focus on the Rights of Indigenous Peoples. The entity ceased mining operations in December 2021.

Reporting Framework

OMH aligned this Statement with the Bursa Malaysia Sustainability Reporting Guide (3rd Edition) and the Global Reporting Initiative ("GRI") Universal Standard (Core Option). The Company has also considered other sustainability guidelines and principles, such as the United Nations Sustainable Development Goals ("UNSDGs") and Task Force on Climate-Related Financial Disclosures ("TCFD"), while preparing this Statement.

This Statement complies with Bursa Malaysia Securities Berhad Listing Requirements. Meanwhile, unless stated otherwise, the Corporate Governance Statement outlines governance practices for FY2022 in compliance with the ASX Corporate Governance Council recommendations.

References to 'OMH', 'the Group', 'the Company' and 'the Organisation' refer to OMH or its operating companies.

The Group Sustainability Committee reviewed the accuracy of this Sustainability Statement content before presenting it to the Board for approval.

External Assurance

BSI Services Malaysia was engaged to provide an independent verification of the Greenhouse Gas ("GHG") emissions calculations in FY2022 for OM Sarawak in accordance with ISO 14064-1:2018 and the principles of ISO 14065. The scope of verifications included:

- Category 1 – Direct emissions: fuel consumption and industrial process
- Category 2 – Imported electricity
- Category 3 – Employees commuting

Feedback

OMH welcomes stakeholder support and feedback for improvements as it progresses on its sustainability journey. Please direct queries and comments to investor.relations@ommaterials.com

Stakeholder Engagement

OMH's stakeholders are individuals and groups impacted by its business practices and those influencing its business decisions. We understand that stakeholders are essential to the Group's long-term success. We have continuously engaged relevant stakeholder groups, keeping them apprised and obtaining feedback on their priorities. By understanding their concerns and expectations, we can prioritise more effectively as we develop strategies to create value for our stakeholders.

We conducted a stakeholder identification and prioritisation exercise as part of our inaugural materiality assessment process. We engaged internal and external stakeholders to identify OMH's material Economic, Environmental and Social ("EES") topics. The following table summarises OMH's engagement with these key stakeholders.

Legend for engagement frequency

Annually	🟢	Ongoing	🟠
Semi-annually	🟡	As needed	🔴
Quarterly	🟤		

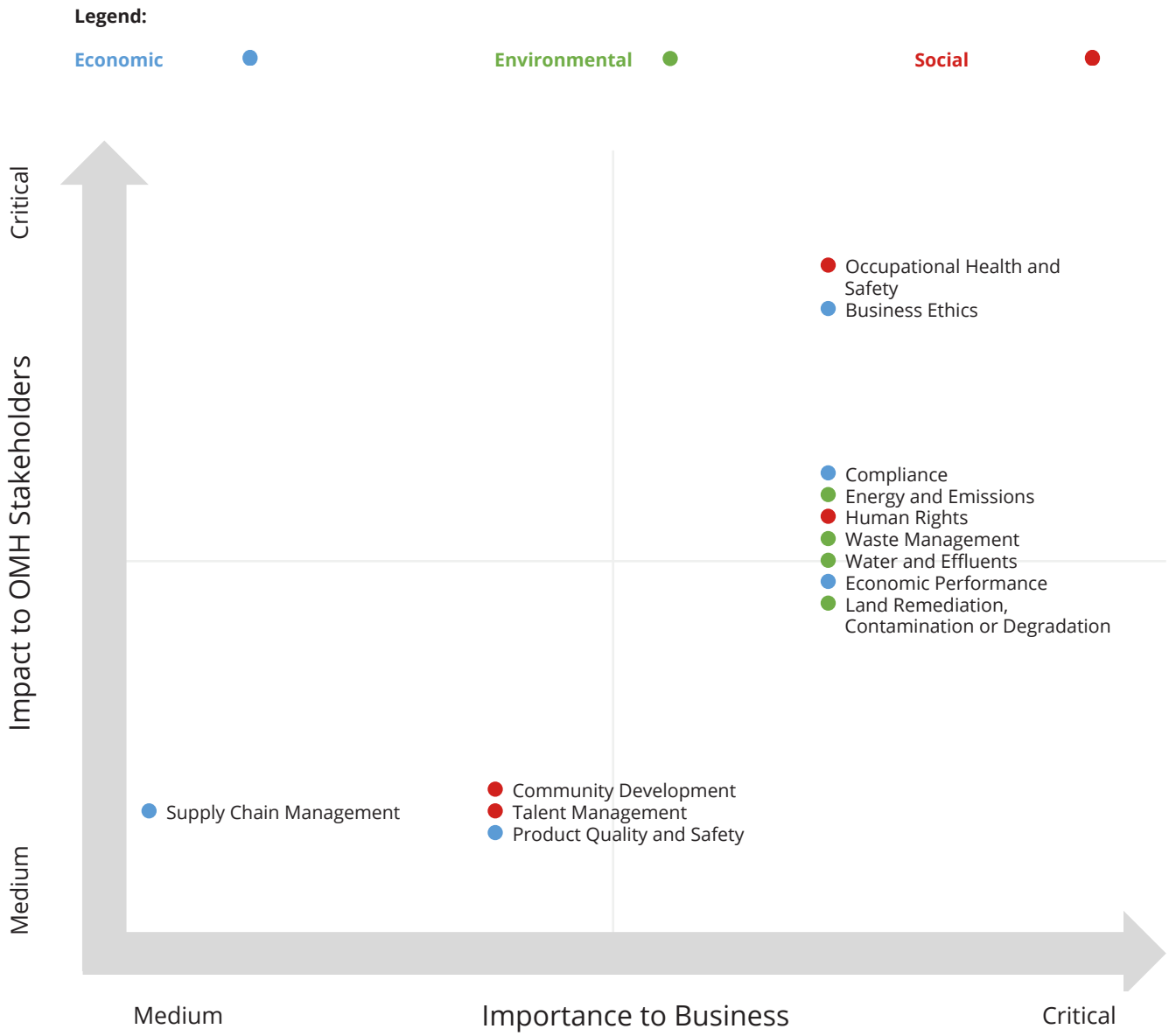
Key Stakeholders	Methods of Engagement & Frequency of Engagement	Areas of Interest	Link to Material Matter
Board of Directors and Employees	🟤 Board meetings 🔴 Meetings and briefings 🟢 Employee performance appraisals 🟠 Training and development 🟢 Team building and activities 🟢 Townhall sessions	• Group's performance, direction, and strategy • Corporate governance • Occupational health and safety • Training and career advancement • Workplace and accommodation environment	• Economic performance • Occupational health and safety • Talent management • Human rights
Government and Regulators	🔴 Regular compliance report 🔴 Ad-hoc surveys and reports	• Compliance with laws and regulations • Economic impact	• Compliance • Economic performance • Business ethics
Customers	🟠 Regular communication via telephone and emails 🔴 Ad-hoc visits	• Maintaining customer relationships • Potential collaborations • Quality of products supplied	• Product quality and safety
Suppliers	🔴 Supplier surveys 🟠 Regular communications via telephone and emails 🔴 Ad-hoc visits	• Maintaining supplier relationships • Potential collaborations • Quality of products procured	• Supply chain management
Financial Communities	🟡 Financial statements 🟠 ASX and Bursa Malaysia announcements 🔴 Compliance reporting 🟢 Annual reports 🟤 Company presentations	• Business and financial performance • Future prospects and plans • Environmental, Social and Governance ("ESG") and sustainability matters	• Economic performance • Energy and emissions • Waste management • Water and effluents • Land remediation, contamination or degradation
Investors / Investment Community	🟢 Annual General Meeting 🟢 Annual reports 🟤 Company presentations 🟠 ASX and Bursa Malaysia announcements 🔴 Analyst and retail briefings	• Business and financial performance • Future prospects and plans • ESG and sustainability matters	• Economic performance • Energy and emissions • Waste management • Water and effluents • Land remediation, contamination or degradation • Occupational health and safety
Local Communities	🟠 Regular community projects 🟠 Annual back to school programmes 🔴 Sponsorships and donations	• Community development • Employment opportunities • Environmental preservation	• Community development • Human rights • Waste management
JV Partners	🟠 Regular communications via telephone and emails 🟠 ASX and Bursa Malaysia announcements 🟤 Internal Board meetings 🟠 Joint venture reporting and meetings	• Maintaining partnerships	• Economic performance

Materiality Matrix

In 2021, OMH conducted a comprehensive materiality assessment. The Group identified 13 material matters for generating its first materiality matrix. This matrix focused on the most critical sustainability topics for stakeholders and operations. It focused on topics that potentially affect or affected OMH's business. An external advisor conducted an extensive data study of the emerging industry trends, comparing them against the material issues of OMH's main peers, customers and suppliers.

OMH's senior management team and the OMH Board validated and approved the matrix. This year, we reviewed the matrix and found it still relevant. It serves as a guide for shaping the Company's future sustainability priorities, initiatives and strategies.

Primarily, OMH's work related to sustainability focuses on the following four goals:




OMH
ADRIAN LOW
OM Sarawak
Site Visit
3M

The Value Creation Model provides a holistic overview on how OMH deploys its capital resources, connecting the purpose and strategies of the Company, and the value creation process across relevant capitals, outcomes and impacts.

RESOURCE INPUTS

FINANCIAL CAPITAL:

Appropriate cash, equity and debt levels for organic growth

- Share Capital: US$32.0m
- Equity: US$399.7m
- Debt: US$254.7m

INTELLECTUAL CAPITAL

- More than two decades of know-how in the manganese ore and ferroalloy industry
- Continuous innovation and improvements through internal processes, maintenance, systems and controls

MANUFACTURING & SUPPLY CHAIN CAPITAL

- Owns and operates a ferroalloy and silicon metal smelter complex in Sarawak, Malaysia, the core asset of the Group.
- Supplies manganese ore to China, and ferroalloys to over 10 countries

HUMAN CAPITAL

- Over 553 talents hired across the Group
- By Geography

Malaysia 98.0%	Singapore 1.1%
China 0.7%	Australia 0.2%

SOCIAL & RELATIONSHIP CAPITAL

- Over 600 suppliers engaged
- Diversified customer base
- Community engagement
- Collaboration with local universities
- Industry and government participation

NATURAL CAPITAL

- Electricity: 7.8 million GJ
- Water: 1.32 million m^3

VISION, STRATEGY, VALUES, SUSTAINABILITY TARGETS

PURPOSE & STRATEGY

Our purpose is to create sustainable value for our shareholders and stakeholders through developing and acquiring cost competitive resource assets, managing them in a safe and optimised manner, and realizing their full potential by marketing effectively

STRATEGIC OBJECTIVES

Strive to deliver stable margins

Grow as a sustainable ferroalloy producer to the world's steelmakers

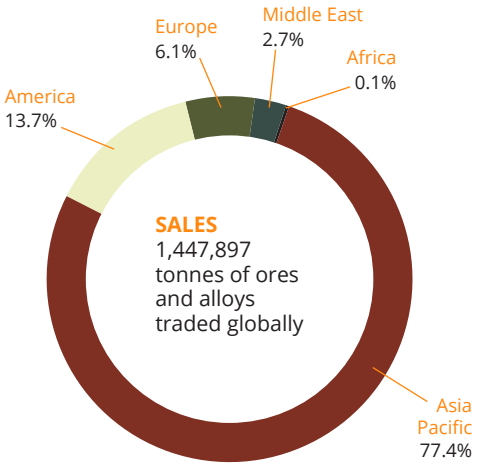
Continue to optimize the capital structure by balancing total debt and sustainable dividends

Strive to achieve highest purity grade for silicon metal to diversify into the polysilicon industry

OUTPUTS

PRODUCTION

- Ferrosilicon: 140,355 tonnes
- Manganese alloy: 216,813 tonnes



EMISSIONS AND WASTE

- Emissions into the air: 1,187.2 kilotonnes of CO_2-eq
- Solid Waste: 0.35 kilo tonnes
- Hazardous Waste: 151 kilo tonnes
- Scheduled Waste: 18.1 kilo tonnes
- Recycled Waste: 157.8 kilo tonnes

HIGH SOCIO-ECONOMIC RETURN

- RM73 million per month contributed to Sarawak economy in FY2022 through purchases of raw materials, goods and services

OUTCOME

DIRECT ECONOMIC VALUE CREATED & DISTRIBUTED TO STAKEHOLDERS

Direct Economic Value Generated:

Revenue: US$856.6m

Economic Value Distributed:

- Operating Costs (excluding employee wages and benefits) : US$697.0m
- Employee wages and benefits: US$47.7m
- Payments to providers of capital: US$28.6m
- Taxes paid: US$6.6m
- Donations to and sponsor of local activities: US$17k

Economic Value Retained:

US$ 76.7m

SUSTAINABLE OFFERING

- Ferroalloys produced have lower GHG emissions as a result of lower Scope 2 emissions

SUSTAINABLE OPERATIONS

- Smelter complex powered predominantly by hydropower
- Continuous optimization of smelter processes resulting in less than 1% of unscheduled downtime in FY2022 over total operational hours

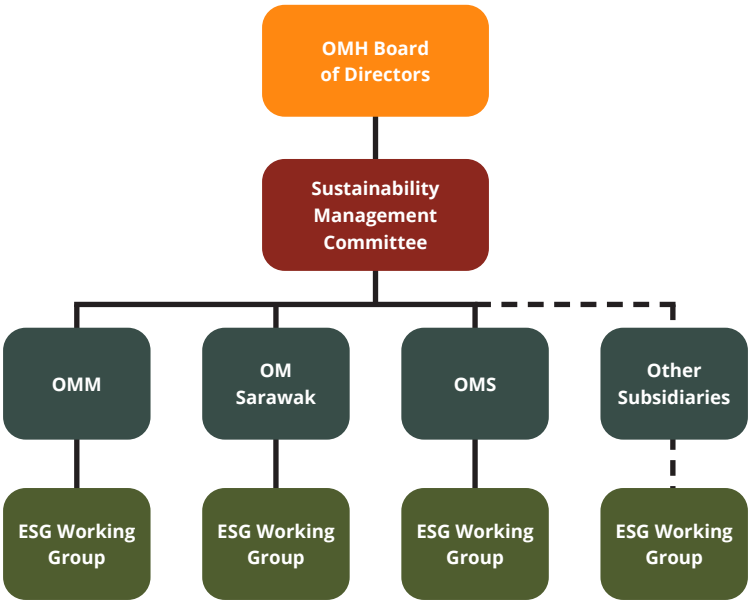
RESPONSIBLE PARTNER

- A safe, healthy and diverse work environment for OMH's employees and contractors
- Opportunities for competence and career development for employees
- Long-term contracts and relationships with suppliers
- Creation of local employment through own operations and local sourcing
- Local sponsorships and internships

SUSTAINABILITY GOVERNANCE

OMH's highest governance level, the Board of Directors ("Board"), oversees the development and adoption of sustainability strategies and related policies. The Sustainability Management Committee sets out the execution plans and oversees the implementation of strategies approved by the Board.

Establishing working groups at each material subsidiary helps manage the business's environmental, social and governance aspects, explicitly focusing on delivering and implementing the respective strategies and initiatives. These working groups comprise relevant representatives from the material subsidiaries and relevant departments. A dedicated Environmental Regulatory Compliance Monitoring Committee and Environmental Performance Monitoring Committee monitor the implementation and effectiveness of environmental policies and formulate additional implementation if necessary.



OMH Board of Directors
Sets the strategic roadmap, reviews and approves the Group's Sustainability Statement.

Sustainability Management Committee
1. *Sets out the execution plans, oversees and reviews the implementation of sustainability strategies approved by the Board.*
2. *Responsible to review and update the materiality matrix when required.*
3. *Reports to the Board.*

Subsidiaries
1. *Implements and delivers sustainability strategies.*
2. *Responsible for monitoring and providing quantitative reporting as well as identifying key improvement areas.*
3. *Reports to the Sustainability Management Committee.*

SUSTAINABLE GOALS LEAD THE WAY

UN Sustainable Development Goals reflect three dimensions:

- Climate and environment
- Economy
- Social conditions

The Sustainable Development Goals adopted by all United Nations member states provide a shared blueprint for people and the planet to eliminate poverty, fight inequality and stop climate change before 2030.

OMH's work relating to sustainability focuses on the following four goals:

OMH practices advocate an excellent ethical framework, emphasising health and safety for employees, supply chain partners and all other workers and contractors. Our employment practices protects human rights, the environment and other determined requirements. Together, we deliver inclusive and sustainable economic growth.

OMH contributes to this goal by supplying manganese ores and ferroalloys, essential components required in the manufacturing of high quality steel required for infrastructure and new industrial operations. OMH also contributes to economic growth based on sustainable industrialisation through research and development to continuously create cleaner and environmentally-friendly production technologies. Steadily upgrading infrastructure meets future sustainability challenges. Innovation and prioritising science and technology are requirements for sustainable industrialisation and economic growth.

OMH continues to invest in research and development, continuous improvement and reducing resource consumption and emissions. Responsible consumption and production involve doing more with less: reducing resource use, avoiding climatic emissions and limiting adverse environmental effects while creating economic growth.

OMH increases energy utilisation by optimising its process performances and operational activities by exploring energy recovery and utilisation solutions.

OMH Short-term Sustainability Targets

Economic	Environmental	Social
Supply Chain Management	**Energy & Emissions**	**Occupational Health & Safety**
• Extend current Supplier Performance Evaluations by 90% of suppliers • Establish 1 Local Vendor Programme	• Achieve ISO 14001 (Environmental Management System) in FY2023 • Enhance Air Pollution Control System performance	• Commit to Zero Workplace Fatality Cases • Achieve ISO 45001 (Occupational Health & Safety Management System) in FY2023
	Waste Management	**Talent Management**
	• Repurpose at least 80% of scheduled waste generated by FY2030	• To provide internship opportunities for at least 5 students from local universities or collages • To complete a minimum of 700 manhours of training under the Management Development Programme • To ensure that a minimum of 80% of employees receive at least one performance review a year

Material Topics	Major Targets set in 2022	Progress
Supply Chain Management	Prepare and send Suppliers a Code of Conduct	OM Sarawak distributed its Supplier Code of Conduct, which 34% out of 294 eligible suppliers acknowledged
	Audit 5 suppliers for quality control, child or forced labour, workplace health & safety, conditions at work and dormitory	Due to travel restrictions, OM Sarawak has opted for an assessment conducted through a questionnaire sent via email to suppliers. Six key suppliers responding to the Supplier Code of Conduct Questionnaire.
Occupational Health & Safety	Commit to Zero Workplace Fatality Cases	Zero workplace fatality reported in FY2022 for the Group
	Achieve ISO 45001 (Occupational Health & Safety Management System) in FY2023	Ongoing work in progress
Talent Management	60 local employees trained to replace foreign staff at OM Sarawak	A total of 72 local employees were trained to replace foreign staff
Energy & Emissions	Comply with Malaysian Ambient Air Quality Guideline ("MAAAQG")	OM Sarawak complies with MAAAQG
	Achieve ISO 14001 (Environmental Management System) in FY2023	Ongoing work in progress
	Complete tapping de-duster pilot plant trials by 1H 2023	Ongoing work in progress
Waste Management	Repurpose at least 80% of scheduled waste generated each year	In 2022, 93% scheduled waste was recycled
Water & Effluents	Ensure effluent water monitoring parameters are within the permissible limits	Complied. Weekly inspection of sedimentation pond with sample collected and analysed on a monthly basis to establish trend line for better modelling

SUSTAINABLE ECONOMIC GROWTH

OMH faces the future with ambitions of further growth and increased value creation, which will benefit customers, owners and employees and respond to the demands for a greener future.

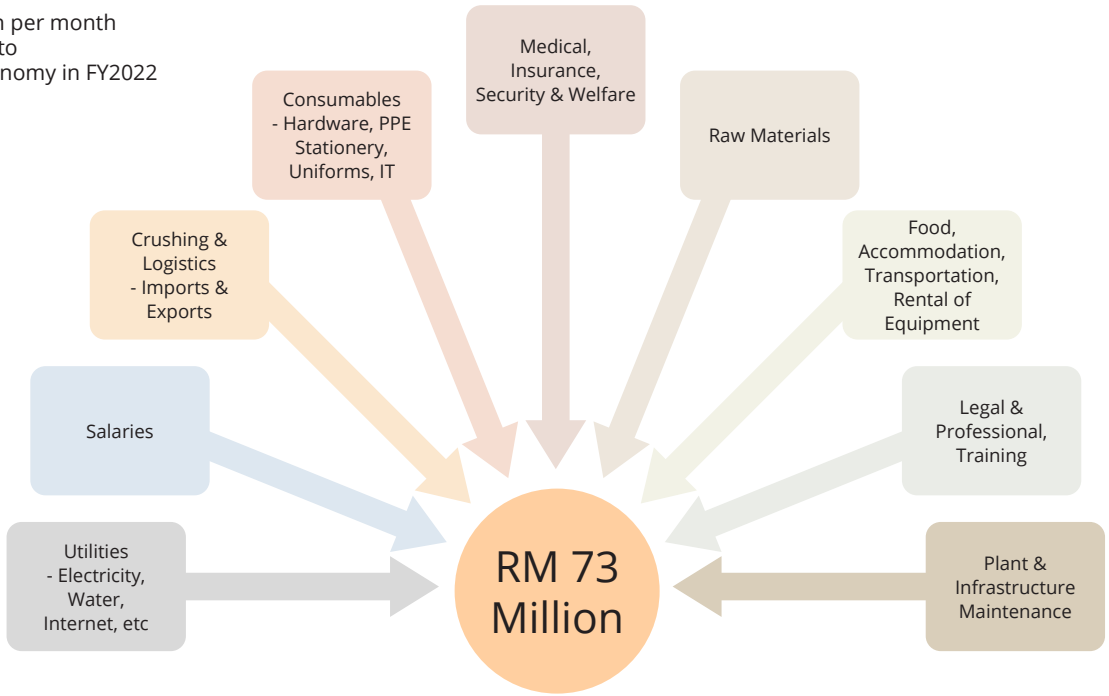
OMH is proud to be one of the most efficient manganese and silicon companies in the region in terms of economic competitiveness and climate and environmental standing, a position acquired through years of systematic knowledge building, targeted investments and continuous organisational development. This work is ongoing as all operations set, and work towards, new ambitious improvement goals in technology and working methods.

OUR SOLUTIONS SHAPE THE FUTURE

Our flagship smelter in Sarawak produces ferrosilicon and manganese alloys, additives essential to steelmaking and other industrial applications. There are no substitutes for these ferroalloys and they are required to produce the most basic steel products – a vital element for transitioning to a low-carbon economy and support sustainable solutions globally. Our operations contribute significantly to Sarawak's economy through considerable expenditures and investments.

HIGH SOCIO-ECONOMIC RETURN

RM73 million per month contributed to Sarawak economy in FY2022



Mining & Exploration

- Manganese is one of the world's most commonly used industrial metals, with no available substitutes. The Group previously mined manganese ore from its wholly-owned Bootu Creek mine in Australia, which ceased production in December 2021. OMH has a 13% interest in the Tshipi Borwa mine in South Africa through a strategic partnership with a local partner. The Group undertakes various exploration projects to secure a long-term material pipeline for its customers and smelters.

Smelting & Sintering

- Smelting converts raw ores mined from the ground into semi-finished alloys used in various industrial applications. Sintering is the process of heating and fusing powdered ore into higher-grade, semi-processed ores. The Group owns and operates two smelting plants in Samalaju (Sarawak, Malaysia) and Qinzhou (Guangxi, China). The flagship smelter complex in Samalaju produces ferrosilicon, silicomanganese and high-carbon ferromanganese, while the smelter in Qinzhou produces high-carbon ferromanganese and sintered ore. Production at the Qinzhou plant ceased in December 2021 due to high power tariffs in China.

Marketing & Trading

- With origins in marketing and distributing ores and ferroalloys, the Group has retained its extensive distribution network and edge in connecting raw materials with buyers and users. Based in Singapore, the division is active in ore and ferroalloy markets and leverages economies of scale of the Group's operations to streamline raw material procurement and product sales. The division also operates in China, distributing manganese ore domestically since 1994.

Investments

- We constantly evaluate opportunities on the horizon to expand our resource base and build a pipeline of quality materials, from investments in greenfield projects to farm-in partnerships with proven resource companies. Our long history and experience influences our investment strategy in marketing ores and ferroalloys. We only invest in assets that produce products we can price and market effectively.

In addition, exports help develop the nation. Exports facilitate international trade and stimulate domestic economic activity by creating employment, production and revenues. OM Sarawak exports approximately 90% of its products to Japan, South Korea, Taiwan and South East Asia.

Today, the Group supplies manganese ore, manganese alloys and ferrosilicon and seeks to be the leading ferroalloy supply partner to distributors and major steel mills globally. We supply products from our Asia-Pacific base to customers worldwide through our global trading network.

OMH attributes its success to decades of continuous focus on talent development, improvement, change, harvesting the benefits of economies of scale and increased process efficiencies, from purchasing raw materials through to production to selling of finished products.

We minimise the adverse impacts of our activities by building partnerships to support sustainable development and growth. OMH is a member of the International Manganese Institute ("IMnI"), which facilitates transformative change in the manganese industry through collaborative efforts with industry peers.

What is steel made from? Many people know that steel is made of iron, but fewer realise it contains manganese and silicon. Although the amount of manganese and silicon used to create a tonne of steel is minimal (approximately 3 to 4 kilograms per tonne of regular carbon steel), it is just as essential as iron to produce this fundamental building block of modern industrial societies. Simply put, you can't make steel without manganese and silicon.

ENTERING A GOLDEN AGE OF COMMODITIES

Eco-friendly OMH is one of the world's lowest-quartile ferroalloy smelting operators. Economic recovery and a structural supply disruption caused by global decarbonisation have created significant demand. These conditions place OMH as a prime beneficiary of the commodities supercycle.

Aluminium, silicone, semiconductor and solar applications consume silicon as silicon metal. Primarily consumed by the aluminium and silicones sectors, the consumption growth of silicon metal is anticipated to grow with a surge in demand from the solar industry. We aim to produce the highest grade possible for silicon metal, as higher purity levels result in higher profit margins.

Energy costs account for a substantial share of smelting costs. Silicon metal production requires twice as much energy as ferrosilicon production. OM Sarawak's access to clean and renewable energy contracted at fixed prices over a 20-year Power Purchase Agreement (valid until 2033) strengthens the average long-term margins compared to other producers. Access to clean, renewable and competitive energy also lowers the smelter's total carbon footprint compared to our peers.

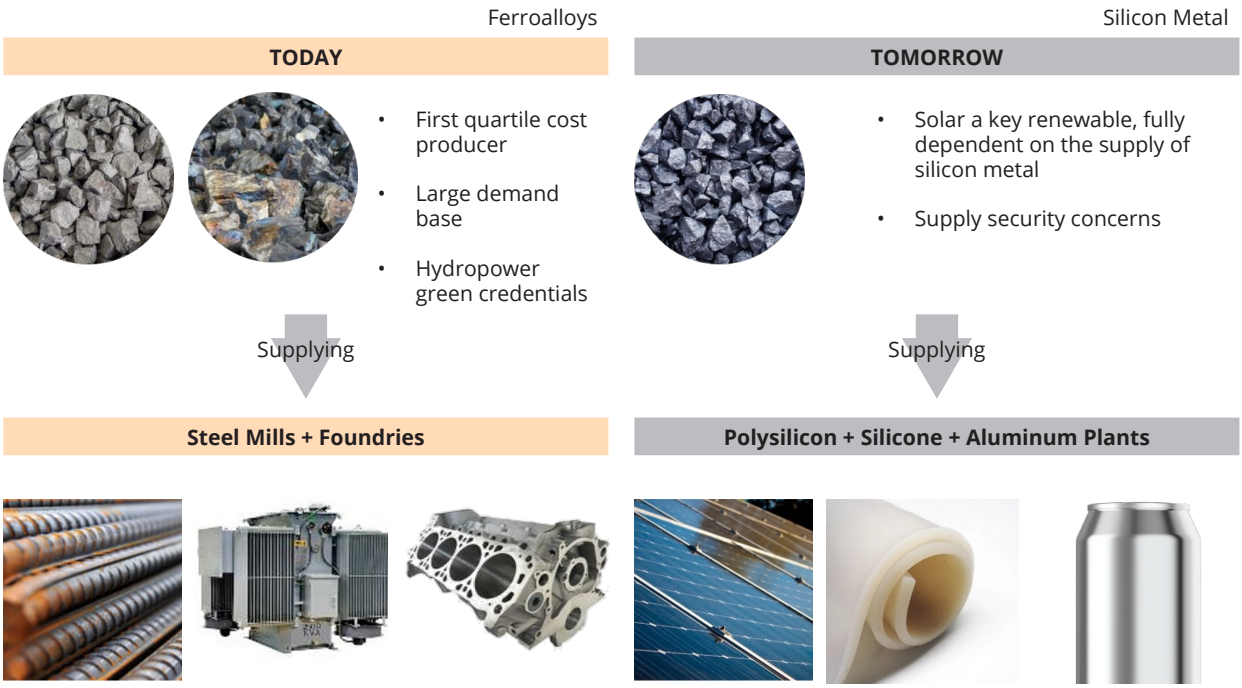
WHAT'S IN THE PIPELINE

OMH plans to expand its future manganese alloy production capacity. This year, the Group is progressing with plans to extend its existing product range to produce silicon metal to diversify into applications for electronic, chemical and solar industries. The OMH Development Plan 2022 & Beyond involves:

- ✓ Converting two of four idling FeSi furnaces to produce manganese alloy
- Converting the remaining two FeSi furnaces to produce silicon metal 30ktpa
- Building two new 33MVA manganese alloy furnaces

Maintaining existing core products for the steel industry with diversification into electronic, chemical and solar industries

Metals for today and tomorrow



RESPONSIBLE SUPPLY CHAIN

OM Sarawak has standard operating procedures for annual performance evaluations for spare parts, auxiliary and service providers. The review covers five criteria: Price, Delivery, Quality, Technical and Responsiveness. We perform performance evaluations for raw material suppliers at OMS, our Singapore subsidiary, which handles the Group's overall product and trade flow.

Considerations of Our Risk-Based Responsible Sourcing Strategy

We support our sustainable operations by incorporating social, ethical and environmental considerations in relationships with our suppliers and customers. We are committed to understanding and addressing the risk of human rights violations, environmental impacts and other concerns in our supply chain.

Risk-based due diligence, part of our responsible sourcing approach, identifies and assesses risks relating to Conflict-Affected and High-Risk Areas ("CAHRAs"). We take a collaborative approach to managing and mitigating risk to the identified human rights risks within our supply chain.

Since 2018, all raw material suppliers must provide a Declaration Letter of Compliance concerning the employment of sustainable practices and the non-employment of child and forced labour.

Due to travel restrictions imposed by some governments due to COVID-19, OM Sarawak has opted for an assessment conducted through a questionnaire sent via email to suppliers.

Topics in Supplier Code of Conduct Self-Assessment Questionnaire

Currently, OM Sarawak is incorporating ISO 14001 and ISO 45001 requirements in the Supplier Code of Conduct. The Group has appointed consultants and aims to be certified with these standards by December 2023.

In FY2022, 34% out of 294 eligible suppliers signed the Supplier Code of Conduct declaration, with six key suppliers responding to the Supplier Code of Conduct Questionnaire. OMH has not disqualified any suppliers due to ethical and human rights violations.

OMH prioritises procuring goods and services from local suppliers whenever possible to support the local economy. Auxiliary materials suppliers and service providers are primarily domestic. In FY2022, we engaged 526 suppliers, of which approximately 94% were local.

However, given the highly specialised nature of ferroalloy production, specific feedstock, such as ore or metallurgical coke, are only available in particular geographies. As such, bulk raw materials are often purchased from foreign suppliers as they are unavailable locally.

As at 31 December 2022, the Group has 526 suppliers for its production entities, providing raw materials, energy, goods, services and logistics. OMH monitors supplier and purchasing information for all production entities.

Company	No. of Suppliers	Supplier Location (%)		Purchase Location (%)	
		Local	Foreign	Local	Foreign
OMM (Australia)	130	100%	-	100%	-
OM Sarawak (Malaysia)	353	91%	9%	8%	92%
OMQ (China)	43	98%	2%	73%	27%

Building Tomorrow's Supply Chain

The COVID-19 pandemic was not the first disruption to the supply chain, and the recent crisis between Russia and Ukraine makes it clear that it won't be the last either. Tensions between Russia and Ukraine, the trade conflict between China and the US, and the ongoing pressure on supply chains will cause an imbalance between supply and demand, as well as rising inflation and stagnation of the economy.

OMH introduced a contingency plan in FY2022, increasing its safety stock to sustain supply chains during unforeseen events as part of its risk management strategy. During the year, OMH enhanced its relationships with second-tier suppliers, as relying on one supplier for a critical resource can be disastrous.

FOCUS ON ETHICS AND COMPLIANCE

OMH relies on employees and business partners to know and follow the ethical, legal and policy requirements specific to their jobs and report any suspected violations of the law or the Group's Code of Conduct. The Company creates a working environment where everyone is empowered to speak up and perform to the highest standards. This empowerment is instrumental in consistently delivering excellence to stakeholders while complying with relevant laws and regulations.

OMH's Code of Conduct details its standards and legal responsibilities and guides expected behaviours. It covers various topics such as business ethics, conflicts of interest, fair competition, sustainability, human rights and community care. Business partners sign an acknowledgement to the Code of Conduct before entering an agreement.

OM Sarawak issued an Anti-Bribery and Anti-Corruption Policy in FY2022 to seek to keep the Company:

- Corruption and bribery-free
- In compliance with all applicable laws and regulations in Malaysia, including the Malaysian Anti-Corruption Commission Act 2009, the Companies Act 2006 and the Penal Code

Corruption

OMH is committed to conducting its operations and business affairs ethically, complying with all applicable laws and regulations, and has zero tolerance towards bribery and corruption.

OMH Anti-Bribery and Corruption Standard sets personnel's responsibilities, including dealing with and through third parties.

Protecting personnel seeking to comply with this standard	Deals with false reports	Investigations	Consequences for breaches
Examples of improper conduct (including red flags)	Contact with government officials	Donations, noncash gifts and corporate hospitality	Political and charitable contributions and sponsorships
Facilitation payments	Secret commissions	Money laundering	

OMH - ANTI-BRIBERY AND CORRUPTION STANDARD

OM Sarawak introduced a new anti-corruption policy in FY2022 which is consistent with the Malaysian Anti-Corruption Commission (MACC) guidelines. This policy reinforces OM Sarawak's position on bribery and corruption, gifts, entertainment, corporate hospitality, facilitation payments and dealing with suppliers, business partners and public officials.

The policy applies to all employees at all levels. Employees must read, understand and comply with the policy at all times during work, outside work and in their personal lives. This policy also applies to business associates and all parties who have dealings with the company.

Responsibilities of Employees and Business Associates

Employees	Business Associates
• Read and comply with the policy, seeking guidance for any unclear matters • Attend mandated anti-bribery and corruption training • Report any suspected violations of laws through the whistleblowing hotline • The Managing Director, Board and Department Heads must familiarise themselves with the policy and ensure it is available and adhered to by all employees	• Must act in a way that is consistent with the policy at all times • Acknowledge and agree to read and comply with the policy as part of their contractual agreements • Sign a declaration form to abide by the terms of the policy • Report any suspected violations of laws through the whistleblowing hotline

The policy also lists some red flags: unusual payments, bypassing the usual process, unusual behaviour, illogical decision-making, no checks and balances and non-beneficial contracts.

OM Sarawak delivered anti-bribery and corruption training to its employees in FY2022. Over 80% of middle and senior management completed this training, which covered what constitutes bribery and provided information about improper practices and likely risk areas.

ANTI-BRIBERY AND CORRUPTION COMMITTEE

OM Sarawak is planning to establish an Anti-Bribery and Corruption Committee ("ABCC") to monitor, review, communicate, implement and enforce the Anti-Bribery and Corruption policy. The ABCC will comprise personnel with the appropriate qualifications, skills, authority, independence, competencies and experience.

The ABCC will aim to conduct operations risk assessments periodically in the form of a due diligence audit. This audit will cover all areas of operations, identifying risk areas in internal processes, dubious financial transactions and adherence to processes and procedures regulating OM Sarawak's dealings with business associates and third parties. The ABCC will deliver regular training and communication to employees.

The ABCC will provide information, guidance and advice on all anti-bribery and corruption issues. It will also be responsible for consistently monitoring, measuring, analysing and evaluating the anti-bribery and compliance programme, providing regular reports to the Board on effectiveness, performance and enforcement.

Political Contributions

Often considered bribes in disguise, OM Sarawak does not donate to political parties locally or overseas. OM Sarawak always avoid political affiliations and controversies. For as long as OM Sarawak employs them, employees should also not make political donations in a personal capacity.

GRIEVANCE MECHANISMS

All operations have legitimate, accessible, predictable and transparent grievance processes that follow the effectiveness criteria of the United Nations Guiding Principles ("UNGP"). These processes encourage employees and stakeholders to raise concerns without fear of recrimination. We are committed to investigating all matters in a manner that respects the complainant's rights.

OMH briefs all new employees on the Group's Grievance Policy, including during induction. Displaying posters in multiple languages (English, Mandarin and Malay) in offices and plant buildings raises employees' and contractors' awareness of the grievance mechanism. OMH resolved all of the 32 cases received in FY2022.

Whistleblowing

OMH is committed to delivering outstanding performance for shareholders and employees and aspires to be the leader in its field while operating openly, with honesty, integrity and responsibility and maintaining a strong sense of corporate social responsibility. In defending its corporate social responsibility, OMH conducts business ethically and according to its values, encourages community initiatives, considers the environment and provides a safe, equal and supportive workplace.

We rely on and encourage our employees, officers and contractors to speak up about any unlawful, improper or unethical conduct within our organisation. OMH adopted a comprehensive Whistleblowing Standard to provide a safe and confidential environment where whistleblowers can raise concerns without fear of reprisal or detrimental treatment.

This policy covers who is eligible for making a disclosure and matters protected. It also contains a detailed process for reporting breaches and types of protection accorded to the whistleblowers against victimisation.

OMH – WHISTLEBLOWER PROTECTION STANDARD

MANAGING SUSTAINABILITY RISK

The Company has formalised its approach to risk in its Policy for Risk Management. This policy aims to mitigate ESG risks, including sustainability risks from the environment, human capital, sustainability, occupational health and safety, and ethical conduct.

OMH considers the reasonable expectations of stakeholders, particularly to preserve the business's reputation and success.

The Company's risk management system is evolving. It is an ongoing process and will will grow to commensurate with the development and growth of the Company's activities.

OMH – POLICY FOR RISK MANAGEMENT

Climate Scenario Analysis

OMH performs climate scenario analysis using the World Bank's Climate Change Knowledge Portal, with reference, particularly to the Third Biennial Update Report (2020) and Malaysia Climate Risk Country Profile. Malaysia has diverse climate conditions across its regions, with Peninsular Malaysia differing from East Malaysia due to the influence of maritime weather. This analysis focuses solely on Sarawak, where the Company's primary smelting asset is located. The reliability and sustainability of an electricity supply are critical to ensure production continuity for our smelting operations.

Sarawak is located along the northwest coast of Borneo, covering an area of 124,449.51 square kilometres. According to the analysis, Sarawak's average annual temperature and rainfall will increase from 2021 to 2030. A preliminary assessment also indicated Sarawak may be experiencing a rise in sea level by 2030 and 2050.

Projected Average Annual Temperature and Average Annual Rainfall for Regions in Sarawak

Parameter	Observed (1970 - 2000)	Projected for 2030	Projected for 2050
Average Annual Temperature	24.8 – 26.2°C	25.6 – 26.8°C (0.6 to 0.8°C increase)	26.4 – 27.5°C (1.3 to 1.6 °C increase)
Average Annual Rainfall	3551 – 3907 mm	3597 – 4144 mm (1 to 6 % increase)	3574 – 4124 mm (1 to 5 % increase)

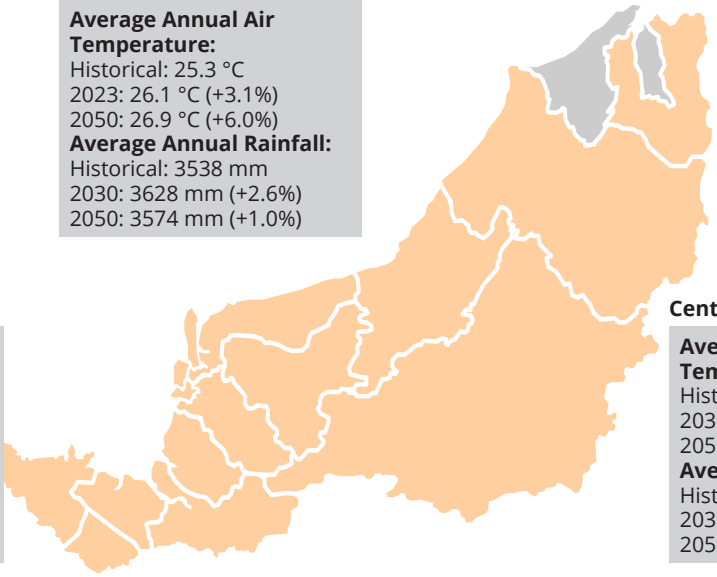
Observed and Projected Climate Change and Sea Level Rise

Parameter	Observed Rate (1993 - 2010)	Projected for 2030	Projected for 2050
Sea Level Rise	3.82 – 5.11 mm/year	0.04 – 0.12m	0.15 – 0.22 m

Projected Average Annual Temperature and Average Annual Rainfall for the Regions in Malaysia

Northern Sarawak

Average Annual Air Temperature:
Historical: 25.3 °C
2023: 26.1 °C (+3.1%)
2050: 26.9 °C (+6.0%)
Average Annual Rainfall:
Historical: 3538 mm
2030: 3628 mm (+2.6%)
2050: 3574 mm (+1.0%)



Southern Sarawak

Average Annual Air Temperature:
Historical: 26.2 °C
2030: 26.8 °C (+2.6%)
2050: 27.5 °C (+5.3%)
Average Annual Rainfall:
Historical: 3907 mm
2030: 4144 mm (+6.1%)
2050: 4124 mm (+5.5%)

Central Sarawak

Average Annual Air Temperature:
Historical: 24.8 °C
2030: 25.6 °C (+3.4%)
2050: 26.4 °C (+6.3%)
Average Annual Rainfall:
Historical: 3551 mm
2030: 3597 mm (+1.3%)
2050: 3578 mm (+0.8%)

Risks & Opportunities

Based on the climate scenario analysis, the following table summarises the transitional physical risks and opportunities and climate-related risks, mainly related to our core smelting asset in Sarawak.

Climate-Related Risks	
Physical Risks	**Acute** - Climate-related risk can increase the frequency and intensity of extreme weather events such as hurricanes, floods and wildfires. Unfavourable weather, climatic conditions and natural disasters may damage the company's infrastructure, disrupt operations, reduce productivity and increase operational costs. Climate-related risk can also affect the availability of raw materials and energy sources, disrupting OMH's supply chain and increasing costs. **Physical** - Longer-term shifts in climate patterns, such as chronic heat waves, can disrupt labour productivity, especially among workers at our manufacturing plant with constant outdoor exposure. Periods of low rainfall may affect the water level at the dam and the capacity to generate electricity.
Transitional Risks	
Regulatory Risks	Governments may introduce policies and regulations to reduce greenhouse gas emissions, such as carbon pricing or trading schemes. These policies can increase the Company's compliance costs and affect competitiveness. The entire supply chain costs can increase significantly as companies from various stages throughout the supply chain work towards increased disclosure and transparency on GHG emissions and climate-related risk management and compliance.
Reputation Risks	Companies perceived as contributing to climate change or taking insufficient action to address such issues may face reputational damage, harming OMH's brand and customer loyalty.
Market Risks	As steel mills try to reduce indirect emissions, they may demand and prioritise sourcing from low-carbon ferroalloys producers. Such a move would cascade down the entire supply chain.
Transitional Opportunities	
Innovation and technology	Climate-related opportunities for the smelting industry to develop and implement new technologies and processes that reduce greenhouse gas emissions and potentially increase resource and energy efficiency, such as installing an energy recovery system that recycles waste heat to preheat feedstock before smelting.
Low climate footprint ferroalloys	The ability to produce ferroalloys with high resource and energy efficiency will have a competitive advantage as it is greener, more attractive and improves profitability.
Access to Capital	Increasingly, investors and the financial institutions and lenders seek companies that address climate change and may be more willing to invest in companies with lower climate footprints.
Improved stakeholder relations	Companies that take climate change seriously and take action to address it may enjoy improved stakeholder relations with customers, employees and communities.

ENVIRONMENT

The carbothermic reduction of metal oxides in manganese alloy and ferrosilicon production generates carbon dioxide (CO_2) emissions. These emissions cannot be reduced beyond their physical limit and represent incompressible CO_2 emission levels resulting from the chemical reactions. The current CO_2 emission levels are very close to the theoretical chemical and physical limits.

OMH remains committed to protecting the environment by systematically improving its operational performance, implementing sustainable practices and reducing its carbon footprint. We recognise the importance of responsible stewardship of our natural resources and continually strive to improve our environmental performance through innovation and best practices.

OM Sarawak was recognised for its environmental sustainability initiatives at the 10th Premier of Sarawak Environmental Award ("PSEA") 2021/2022.

ENVIRONMENTAL POLICY

OMH is committed to ensuring effective environmental management across all its operations. The Group established an Environmental Policy for OMH to achieve high environmental performance across all functions by:

- Complying with applicable environmental laws, regulations, codes, corporate and industry standards and other legal and contractual requirements;
- Identifying, assessing and managing all environmental risks and impacts related to Group operations;
- Implementing industry practices and environmental management systems at all levels, including exploration, development, operations, decommissioning, closure and rehabilitation;
- Preventing and mitigating pollution from Group operations;
- Regularly reviewing environmental performance;
- Reporting environmental performance transparently;
- Establishing grievance mechanisms for all stakeholders where environmental complaints can be received and addressed; and
- Ensuring all personnel are aware of this policy and their environmental-related responsibilities, raising awareness and minimising the potential environmental impacts of the Group's operations.

The Executive Chairman/Chief Executive Officer is accountable to the Board for effectively implementing this policy. The Group delivers training and awareness sessions on this policy as required.

OMH – ENVIRONMENTAL POLICY

ENVIRONMENTAL MANAGEMENT SYSTEM

Responsible environmental management within the resources sector is essential for delivering sustainability in all operating regions. OMH's operating subsidiaries demonstrate solid performance in managing and minimising the environmental impact of all mining and smelting projects. The Group complies with legislative requirements while working closely with stakeholders to meet community expectations.

OMH's operating subsidiaries have implemented Environmental Management Systems to deliver consistent and optimal environmental management across their mining and smelting projects. Every project undertaken involves careful planning from inception throughout all operational stages to identify environmental obligations and set management procedures. Engaging environmental professionals to monitor compliance with these obligations encourages positive behaviours and delivers high-quality outcomes. Aligning all OMH operating subsidiaries with international ISO 14001 Environmental Management Systems and industry best practices ensures operations adopt the highest environmental standards. External agencies monitor compliance with applicable legislation, standards and site-specific authorisations regularly. These best practices demonstrate management's commitment to improving the Company's environmental performance and business efficiency.

OM Sarawak engaged a consultant to help implement an Environmental Management System following ISO 14001:2015 standards.

USING LIFECYCLE ANALYSIS TO ADDRESS ENVIRONMENTAL CONCERNS

In FY2022, the Company conducted a 'cradle-to-gate' Life Cycle Analysis ("LCA") on manganese ore and manganese alloys in collaboration with the International Manganese Institute (IMnI). This LCA helped us understand our environmental footprint more clearly and benchmark ourselves against other producers in the industry. The LCA covered all processes inside the plant gate, such as the extraction of resources and processing (smelting).

We submitted data to the appointed consultant to run LCA modelling using GaBi software. We will also conduct LCA on ferrosilicon alloys in the future. These assessments help customers and major steel mills in the region, make environmentally beneficial decisions as they enhance sustainability in their supply chains.

CLIMATE CHANGE MANAGEMENT

The world is facing a green industrial revolution. The Intergovernmental Panel on Climate Change has declared that a 2° Celsius increase in the Earth's average temperature is the maximum nature can withstand to control climate change. Greenhouse gas emissions must reduce by 95 per cent by 2050 for the world to achieve this goal. Greenhouse gas emissions should reduce in our industry within the next 35 years, so "business as usual" is no longer an option.

The Importance of Steel in a Zero-Emission Society

The world requires a drastic reduction of air and water emissions to prevent major climate changes and significant biodiversity loss. Despite being resource-intensive, steel, manganese alloy and ferrosilicon production are crucial for society's zero-emission vision.

Steel is 100% recyclable and can be recycled indefinitely without losing its properties. In 2021, the global steel industry recycled around 680 million tonnes of scrap, saving nearly 1 billion tonnes of CO_2 emissions that would have been emitted from the production of virgin steel*.

One tonne of steel consumes approximately 3 to 4 kg of ferrosilicon and 10 kg of manganese alloy. Highly valued due to its durability and resistance to torsion, majority of the world's ferrosilicon and manganese alloy production are used in steel production.

Steel consumption has increased sevenfold since 1950; by 2050, it will grow an estimated 50 per cent compared to today's levels*. Steel is a crucial component to achieve the goals of the green paradigm shift and satisfy the zero emissions vision.

**Worldsteel Association: Sustainable Steel*

Emissions Management

OM Sarawak's emissions management involves optimising production processes to minimise emissions, waste, and energy consumption and using pollution control technologies such as bag filter systems to reduce emissions.

OM Sarawak complies with the Environmental Quality Act 1974, the Environmental Quality (Clean Air) Regulations 2014, and the Malaysia Ambient Air Quality Standard 2020.

OM Sarawak conducted Ambient Air Quality Monitoring for ambient air quality, which consists of Particulates Matter 10 m (PM10), Particulates Matter 2.5 m (PM2.5), Carbon Monoxide (CO), Sulphur Dioxide (SO_2), and Nitrogen Dioxide (NO_2). Our readings during the FY2022 monitoring period were well below the Malaysian Ambient Air Quality Standard Concentration Limit.

A Continuous Emissions Monitoring System ("CEMS") is installed in the plant to monitor the total particulate matter ("TPM") emissions through the stacks. TPM and gas analysers installed at emission stacks continuously track stack emissions. Readings are recorded and stored in the CEMS and automatically sent to the Department of Environment Malaysia.

A quarterly Relative Response Audit ("RRA") is performed on the CEMS to ensure:

- Its generated data is complete, accurate, precise, traceable and reliable
- The total PM analysers are operating within their accuracy criteria and are representative of the pollutant concentrations in the dust stream

Quarterly Stack Emission Monitoring ("SEM") ensures compliance with the Malaysian Ambient Air Quality Standard Concentration Limit. OM Sarawak uses this data to:

- Assess the environmental impact of the production processes
- Identify potential pollution sources
- Implement measures to minimise emissions and improve air quality

The ferrosilicon and manganese alloy production furnaces are integrated with an air pollution control system ("APCS") consisting of thrombone air coolers, twin cyclones, baghouse systems, extraction fans, and chimneys to preserve the air quality of the environment. OM Sarawak installs fibreglass filter bags with expanded polytetrafluoroethylene ("ePTFE") membrane in the baghouse.

Benefits of ePTFE Membrane

Better dust filtration efficiency	Extended filter bag life	Minimimal bag changeouts
Chemical resistance	Thermal stability up to 260°C	Reduced stack emissions well within limits

The Utilities and Dedusting System Department ("UDSD"), supervised by competent personnel, operate and maintain OM Sarawak's APCS. All operators are Certified Environmental Professionals in Bag Filter Operations ("CePBFO") endorsed by Department of Environment ("DOE"). The UDSD personnel also perform daily inspections, preventive maintenance, and filter bag changeouts when necessary to manage air pollution sources.

OM Sarawak is committed to reducing fugitive fume emissions and began upgrading one ferrosilicon tapping dedusting system with a more efficient alternative. OM Sarawak awarded this project to an equipment contractor in December 2022 and expects the project to be completed by November 2023.

RAW MATERIALS (CIRCULARITY MEASURES)

Most of our by-products are recycled and reused as raw materials for production to reduce waste.

Products	Generated By-products	Recycling and Repurposing
Ferrosilicon (FeSi)	FeSi Slag	Recycled as Si unit for the SiMn smelting process, with a total of 6,085.9 tonnes recycled as at December 2022
	Silica Fume or Micro silica	Reused for ingot tray preparation before casting
Silicomanganese (SiMn)	SiMn dust	Collected from the SiMn production process's de-duster and fed into sintering lines to agglomerate into sintered ore lumps and recycled in manganese alloys production
High Carbon Ferromanganese (HCFeMn)	Mn-rich Slag	Recycled as Mn unit feed for the SiMn smelting process
Sinter Ore	Manganese ore fines	Collected from manganese alloy production for reuse as raw materials for manganese alloys

The Company repurposes wood from broken wooden pallets and other wood waste materials to preheat the start-up furnace following major maintenance.

SILICA FUME – A SUCCESS STORY

Silica fume, a by-product of silicon and ferrosilicon production, is a success story resulting from decades of investment, research, innovation and applications of the ferroalloy and silicon industry. These combined initiatives have contributed to the growth of construction industries and provided many jobs to the local communities.

A dust collection system (baghouse filters) captures silica fume and reduces atmospheric emissions, significantly improving workplace conditions while keeping valuable materials from landfill.

Several hundred thousand tonnes of silica fume, or microsilica, are used worldwide. Several different industrial applications use this internationally-tradable product. It improves buildings' sustainability by reducing their carbon footprint and achieving a circular economy. This success story helps to meet the objectives of industrial emissions, carbon footprint, resource efficiency, circular economy, workplace legislation, industrial specifications, waste, air and innovation policies.

ENERGY MANAGEMENT AND CONSUMPTION

OM Sarawak occupies 202.35 hectares of land within the Samalaju Industrial Park ("SIP"), which was developed specifically for energy-intensive industries. We have secured a 20-year power purchase agreement ("PPA") with the State's power company during the plant's inception. This PPA will run until 2033 for the continuous supply of competitively priced electricity at an initial capacity of 350 MW. Electricity supplied is predominantly generated from renewable sources. While the primary smelting operations consume electricity, diesel fuel is also used for logistics operations and for on-land transportation of raw materials and finished goods.

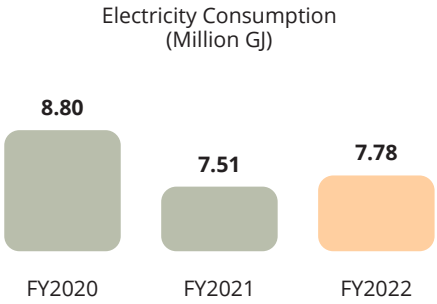
Examples of OM Sarawak's Energy-Efficiency Initiatives

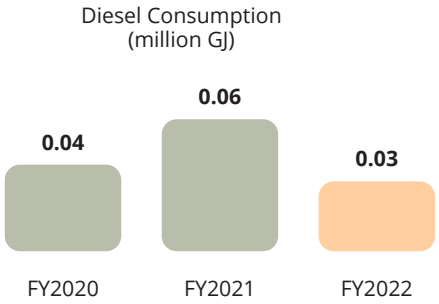
Implementing a Supervisory Control and Data Acquisition ("SCADA") system to monitor and optimise energy use	Replacing outdated equipment with new, energy-efficient models	Installing an energy efficient lighting system

Scheduled maintenance also ensures equipment efficiency, which helps reduce energy loss from unplanned downtime.

Our operations require a constant electricity supply for the high-temperature smelting processes to convert raw materials into ferroalloys. The electric arc furnace operates at temperatures over 1200°C, depending on the required metal oxide reduction for various ferroalloys. The electricity for production operations is predominantly from hydropower which significantly reduces our carbon footprint. We monitor our energy consumption monthly and review our performance targets annually.

The total consumption of diesel fuel in FY2022 was 31,536 GJ. Diesel fuel is mainly used to power the sinter plant, for logistics operations and for on-land transportation of raw materials and finished goods.





	2020	2021	2022
Energy consumption (million GJ)	8.84	7.57	7.81
Energy intensity (GJ/Tonne of Ferrosilicon)	31.22	31.97	31.78
Energy intensity (GJ/Tonne of Manganese Alloy)	13.69	13.89	13.86
GHG emissions (Kilotonnes of CO_2-eq)			
- Scope 1	894.00	724.00	759.51
- Scope 2	498.00	*413.08	*427.64
Total GHG Emissions (Scope 1 + 2)	**1392.00**	**1137.08**	**1187.15**
GHG emission intensity by product (CO_2-eq of per tonne product produced)			
- Ferrosilicon	5.27	4.92	5.28
- Manganese Alloy	2.66	2.50	2.20

**Note: Emissions factors for FY2020 to FY2022 are based on figures provided by Sarawak Energy Berhad. FY2021 Scope 2 calculation was reassessed and revised based on Sarawak Energy Berhad's 2021 emission factor. Emission factor in 2021 was also used as a basis for FY2022 figure and this will be reassessed in the coming year once data is available.*

BIODIVERSITY

Biodiversity conservation through rewilding is critical for restoring degraded habitats and combating climate change while preserving the original flora and fauna of the land. It reflects our commitment to the United Nations Sustainable Development Goal 15 to halt and reverse land degradation and biodiversity loss through forest management.

OMH signed a Memorandum of Understanding ("MoU") with Sarawak Forestry Corporation ("SFC") to undertake a rewilding project at the Similajau National Park. The project will restore 10 hectares of degraded ecosystems in Totally Protected Areas ("TPAs") by planting 10,000 native tree species, including indigenous food trees, that can help wildlife survive and restore the ecosystem of the degraded areas.

OMH will contribute RM482,600 over three years, from 2022 to 2025; SFC will contribute RM396,000 over 19 years to collect and monitor plant growth and biomass data to assess its effectiveness in restoring degraded areas. Botanists and other SFC experts will guide the process in line with the SFC Restoration Framework.

OMH collaborates with Sarawak Forestry Corporation for Re-wilding Initiative, contributed RM482,600 towards tree planting operations at Similajau National Park

SARAWAK FORESTRY CORPORATION PARKS & WILD LIFE

OM HOLDINGS LIMITED

WASTE MANAGEMENT

Waste management forms an integral part of OMH's environmental responsibility. The Group embedded the Reduce, Reuse and Recycle ("3R") concept within waste management procedures. OM Sarawak also established an open scrap yard to manage and recycle scrap and minimise paper usage by:

- Favouring electronic forms
- Reusing scrap paper
- Developing Google Forms for easy data entry

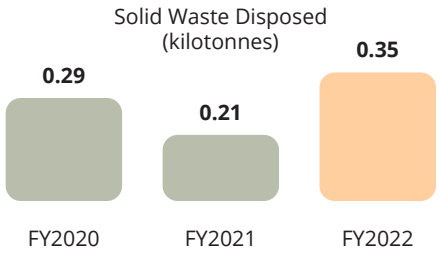
In December 2022, OM Sarawak introduced a 3R Centre Project to manage waste segregation.

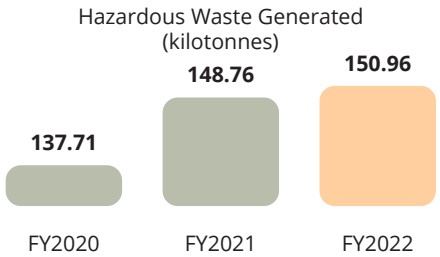
OM Waste Management Highlights

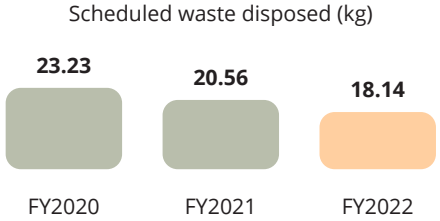
- ✓ A DOE-certified third-party auditor conducts an annual Silica fume Compliance Audit
- ✓ Developed Guidelines for Silica Fume (SW104) Special Management for on-site recovery
- ✓ Perform weekly self-regulated inspections and audits

Scheduled waste management is regulated. Guided by its Environmental Management System, OM Sarawak manages its waste following the Environmental Quality (Scheduled Wastes) Regulations 2005. Waste generated is recorded in the Electronic Scheduled Waste Information System ("eSWIS") and submitted monthly to the DOE. Scheduled waste storage facilities are also available on-site, designed to contain and prevent waste from contaminating the environment. In FY2022, we generated 18.14 kilotonnes of scheduled waste, an 11.8% reduction from FY2021.

SIRIM Behad ("SIRIM"), a national industrial research and technology organisation in Malaysia, has conducted tests for silicomanganese slag and silica fume according to DOE Guidelines for Application of Special Management of Scheduled Waste under Regulation 7 (1). SIRIM certified both silicomanganese slag and silica fume as non-reactive and unlikely to endanger human health except through oral and nasal consumption. Both by-products are within the threshold limits for organics and inorganics based on the Toxicity Characteristic Leaching Procedure ("TCLP") analysis.







Aggregate data from OM Sarawak

At the Bootu Creek Mine in Australia, waste rock and processing tails are stored on-site and are not acid generating. We manage these wastes following Waste Management Plans for waste rock and tailings storage approved by the Northern Territory Department of Industry, Tourism and Trade.

WATER MANAGEMENT & EFFLUENTS MANAGEMENT

Water forms an essential component of our business. OMH works to manage water resources adequately across operations. OM Sarawak is committed to optimising water usage and treating effluent to meet the regulatory water quality standards before being released into the environment.

OM Sarawak's municipal water supply is not extracted from sensitive or protected water bodies. The Company's water reservoir stores up to 48 hours of continuous water flow for plant operations in case of water supply disruption from the Municipal Water Supply Board.

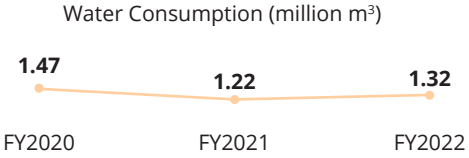
Primarily, plant production operations consume water for furnace system cooling and silica quartz washing. The cooling water for the furnace system is a closed-loop system, with most cooling water loss being due to vaporisation from the cooling tower. A dedicated sediment pond treats water from silica quartz washing. Heavier particles and sediments settle, making clean water available for washing the silica quartz.

Domestic wastewater generated mainly from the sanitary system and canteen operations is piped directly to SIP's centralised sewage treatment plant for treatment that meets the limits under Standard B of the Environmental Quality (Sewage) Regulations 2009.

Typically, effluent is generated from surface runoff. A sedimentation pond removes suspended solids and reduces the overall environmental impact. During FY2022, the discharged effluent was within permissible limits as stated by the Environmental Quality (Industrial Effluent) Regulations, 2009.

Other Water Management Initiatives

Recording daily water consumption	Limiting pressure for hydrant pump piping	Inspecting piping daily to detect leakage
Limiting water consumption to less than 3800m³/ month from the water pump station	Implementing a water recirculation (closed-loop water cooling) system	Installing flowmeters to monitor daily water withdrawal
	Utilising dual-flush in some buildings	



LAND REMEDIATION, CONTAMINATION AND DEGRADATION

Land and soil management is an integral component of mining in the semi-arid temperate climate of the Northern Territory, Australia. Mining can adversely affect the environment; identifying and managing these impacts is vital when managing business operations. Implementing appropriate objectives, strategies and targets to achieve good soil and land management ensures that OMM can maintain high levels of environmental performance, ensure compliance with its regulators and governing acts, and benefit stakeholders, including landowners and shareholders.

This section focuses on the land remediation and rehabilitation processes for our mining entity, OMM, the owner of the Bootu Creek Mine located in the Northern Territory, Australia. Mining activities ceased in December 2021, and the final ore processing occurred in January 2022.

Rehabilitation of disturbed areas is a key closure criterion upon completion of mining activities and returning the lease area to landowners. OMM rehabilitated infrastructure areas pre-closure and will remediate tracks, roads and exploration areas when operations no longer use them.

OMM progressively rehabilitated and revegetated various waste rock dumps across the site to minimise erosion, weed introduction and waterway pollution.

OMM's timeline for land remediation at the Bootu Creek Mine.

2019
Bioremediation of hydrocarbon-contaminated areas

2020
Trial to small test areas

2021
A wider bioremediation campaign commenced in FY2021 to treat contained contaminated areas which resulted in successful remediation, confirmed by laboratory analysis of Total Recoverable Hydrocarbons ("TRH")

2022
All Hydrocarbon contaminated areas successfully remediated

OMM conducted overarching environmental aspects and an impact assessment before commencing operations at the Bootu Creek Mine. OMM's Environmental Management Plan presented the outcomes and management strategies for rehabilitation of the mine site, and this was reviewed by the Northern Territory Department of Industry, Tourism and Trade ("DITT").

SOCIETY

OMH envisages a better-shared future for the local communities where we live and work. Community involvement is vital as it brings positive, measurable change to local communities and businesses.

We aim to drive local community development by improving the living standards of underprivileged communities. Our efforts at every region are unique as they vary based on local needs.

COMMUNITY RELATIONS

Exploration, mining, smelting, marketing and trading activities are central to sustainable community development by acting as a catalyst for positive economic and social change.

When operating in various international jurisdictions, we understand that we work in a "visitor" capacity and must respectfully engage in all interactions with the local community. OMH balances the economic, environmental and social needs in all phases of its projects.

OMH introduced a Community Relations Policy, providing a framework for working with the communities where it operates. OMH achieves its community relations objectives by:

- Following the laws and regulations of host countries;
- Considering how our decisions impact the community;
- Respecting and responding to local customs, traditions and cultures unless they conflict with OMH policies and standards;
- Contributing to the economic development of the local communities;
- Being open and transparent in all communications and dealings with local communities and responding in a timely fashion to any community-based grievances;
- Establishing grievance mechanisms for all stakeholders where community-related complaints can be received and addressed;
- Investing in projects that are mutually beneficial to OMH and the local community;
- Ensuring that any unavoidable resettlement complies with local laws and such that resettled parties are constructively engaged and fairly treated with the principles of free prior informed consent and consultation;
- Embracing sound principles of local procurement and employment practices that contribute to local economic development;
- Encouraging, where practical, suppliers and contractors to adopt the same or similar policies, standards and practices; and
- Undertaking activities that help ensure the local operating company remains a responsible community member.

OMH – COMMUNITY RELATIONS POLICY

TACKLING FOOD SYSTEM WASTE

Food loss and waste is a global crisis, with one-third of all food produced lost or discarded. OM Sarawak launched the Food Waste Recycling Project with a third-party local food waste processing entity. The recycling project converts food waste into organic fertiliser. In FY2022, we produced 310 kg of organic fertiliser from 6,200 kg of food waste. This initiative helped minimise food waste disposal at our plant.

SUPPORTING LOCAL ENTREPRENEURS

OM Sarawak supports local entrepreneurs by providing trading space to local vendors at the Ramadan Bazaar at its factory canteen. Four local vendors participated in this Bazaar from 23 March to 21 April 2022.

SPONSORSHIP FOR BINTULU SINGLE MOTHER ASSOCIATION

OM Sarawak sponsored the purchase of school necessities, such as uniforms, school bags and stationery, for children of Sarawak Single Mother's Association or Persatuan Ibu Tunggal Sarawak ("PITSA") under the Back-to-School programme. Seventy-seven children benefited from this community giving. The Company hopes this sponsorship program will ease the single mothers' burden and excite these children before the new school term.

FIRE EXTINGUISHERS SPONSORSHIP

OM Sarawak donated 21 fire extinguishers to Rumah Jacub and Rumah Banggu to develop a fire safety culture in the Samalaju villagers. The fire department (BOMBA) demonstrated using the fire extinguishers to residents.

COMMUNITY GIVING

OMH has a clear focus on sustainability and corporate social responsibility. We continue to support causes that benefit the community and those closely linked to our beliefs, such as education, philanthropy, sports, culture and heritage, and community building.

In FY2022, we donated approximately US$17,000 to non-profit organisations and good causes benefiting mainly the local communities where our Sarawak plant operates.

Examples of Sponsorships and Donations

Sports sponsorships

Donation to homes

Blood donations

Sponsorship to support non-profit organisations and government bodies

Underprivileged community
-Single mothers
-Less fortunate children.

OUR PEOPLE

Our employees are fundamental to our success. We foster a supportive environment where we value the diverse backgrounds, cultures and beliefs of our employees and stakeholders. We strongly discourage and do not tolerate any form of racial and sexual discrimination, and workplace harassment of our employees. Treating people with fairness, dignity, and respect ensures we protect and uphold fundamental human rights within the Company.

We value employing people of any gender, age, cultural background, ethnicities, nationalities and religion. The Company recognizes and upholds our employee's right to a work environment that is safe, free from association, where they can be collectively represented and fairly compensated, and be provided with job security and personal development opportunities.

A DIVERSE AND EQUITABLE ORGANISATION

Global operations require us to understand and adapt to different cultures and customs while maintaining our corporate culture and standards. Diversity encompasses gender, race, ethnicity, disability, age, sexual orientation, gender identity, marital or family status, and religious or cultural background. The Group's commitment to diversity at all levels forms part of its merit-based organisational culture dedicated to recruiting and retaining the best available talent at all levels, including the Board. Embracing workplace diversity helps achieve our corporate objectives and enhances the Company's reputation. It enables the Group to recruit and retain the right people from a diverse pool of talented candidates.

Formalising its commitment, and OMH's Diversity and Inclusion Policy aims to:

- Foster an inclusive workplace that embrace and values diversity
- Upholds the principle of meritocracy
- Supports and facilitates an inclusive work environment that embraces differences and recognises the benefits that such differences provide to the business and its people.

OMH's Commitment to Diversity

Providing access to equal opportunities at all levels of work based on merit

Fostering a corporate culture that embraces diversity

Welcoming people from diverse backgrounds

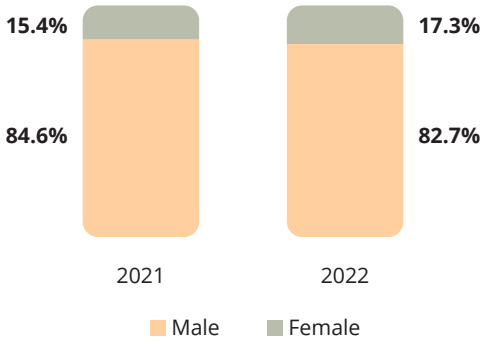
Not tolerating workplace discrimination, harassment, vilification and victimisation

Operating as an equal-opportunity employer

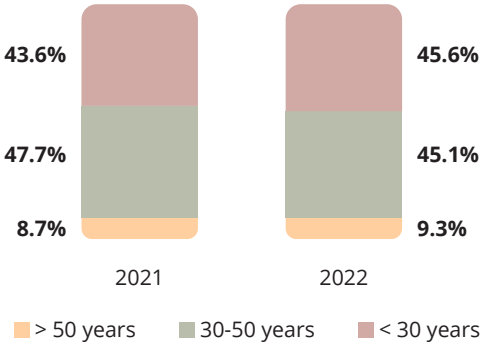
Respect the diversity of its customers, clients and stakeholders.

OMH – DIVERSITY AND INCLUSION POLICY

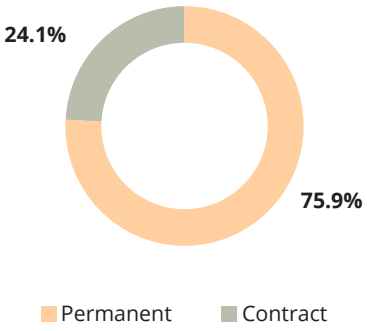
Workforce Breakdown by Gender



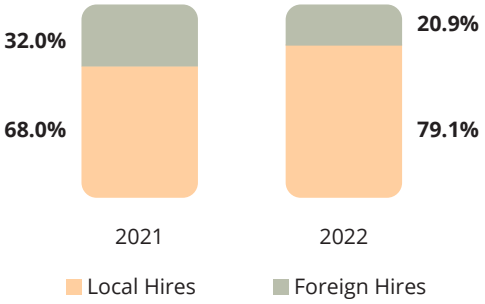
Workforce Breakdown by Age Group



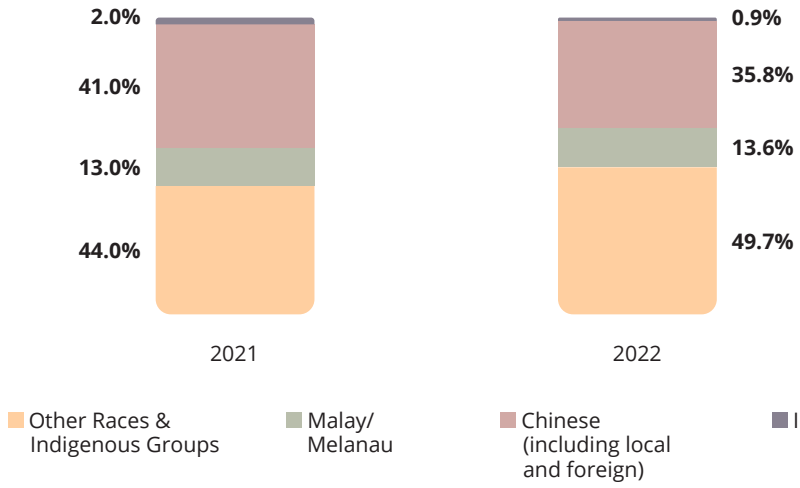
Workforce Breakdown by Employment Type in 2022



Workforce Breakdown by Employment Arrangement



Workfoce Breakdown by Ethnicity



**Please refer to the Group Performance Data Table on page 68-69 of this Report for the Group's detailed workforce statistics*

Gender Diversity

OMH is committed to equitable and fair representation of people of different genders. The Group's Diversity and Inclusion Policy contains provisions for gender diversity.

OMH is committed to establishing appropriate and measurable objectives for achieving gender diversity and requires relevant senior management to report on their achievement. OMH also implements policies and programmes that address impediments to gender workplace diversity, such as parental leave and flexible working arrangements that assist all employees in fulfilling their domestic responsibilities. The Group is also committed to reviewing, assessing and reporting against the measurable objectives for achieving gender diversity and its progress on an annual basis.

INVESTING IN TALENT

We review our Company's training and development programs to ensure they deliver business value and opportunities for our people. Maintaining a solid pool of talent remains our focus.

Training	Unit	FY2020	FY2021	FY2022
Total time	hours	19,701	74,510	93,680
Average hours of training per year per employee	hours	11.55	46.63	60.87

All employees should be able to learn new skills, grow and build their careers as they develop along their professional journey. OM collaborates with local universities to improve training content for local operators.

Examples of Internal and External Training Programmes in FY2022

Rigging and slinging	Fire safety	Radiation safety awareness	ISO 17025: Internal Audit
Risk management and continuous improvement	Basic knowledge of chemical reactions in producing ferrosilicon and manganese alloy	Overhead crane training programme	Machinery safety
ISO14001:2015 and ISO45001:2018 training	Thermal hazard assessment	Understanding wastewater quality analysis in industrial effluent	

During the year, the Company introduced the Managerial Development Programme, which includes Leadership Development, Managing Disruptive Behaviours and Workplace Coaching Skills and Managing Performance.

Helping Our Employees Level Up

Every employee should pursue their passion and goals. Upskilling programmes help employees gain in-demand skill sets that propel them into the next phase of their career. Upskilling creates pathways to careers in fields that will continue growing. This commitment allows us to offer different skills training and education programmes, including helping trainees progress in their careers.

Internship and Career Exposure Opportunities

OM Sarawak collaborates with Universiti Malaya Sarawak ("UNIMAS") in a Certificate in Manufacturing Technology (Smelting) programme. Graduates from this programme have a well-rounded, holistic knowledge and experience including theoretical modules and industrial training. 12 trainees completed this programme in FY2022.

Graduation Ceremony for the Certificate in Manufacturing Technology (Smelting) program by UNIMAS and OM Sarawak

ENGAGING EMPLOYEES

OMH organised various activities and engagement sessions to create a vibrant working environment, including festive celebrations such as Gawai in Sarawak, sports tournaments, sports carnivals, annual dinners and other get-togethers.

OMS Neon Pop themed Annual Dinner and OM Sarawak's Winter Wonderland Annual Dinner 2022

FAIR REMUNERATION AND BENEFITS

OMH established a fair and transparent process for remuneration, ensuring that the Group evaluates employees' performance on merit. Providing workers with a good living wage supports economies and fosters growth. Our Human Resources Team regularly assesses the fixed compensation paid to all our full-time direct employees to ensure it exceeds the minimum legal requirements. In 2022, OM Sarawak revised the salaries of 257 employees to comply with the Malaysian Minimum Wages Order FY2022.

Leave:
Annual, maternity and paternity

Retirement benefits

Flexible working arrangements

Transportation and accommodation

Allowances, subsidies and reimbursements

Medical benefits
- General hospitalisation scheme
- General personal accident
- On-site healthcare facility and treatment
- Yearly health check programme (for employees who have served at least one year)
- Panel clinic and in-house ambulance

HEALTH AND SAFETY

Our industrial and mining activities employ complex technical processes and operations, which require constant anticipation and strict vigilance to prevent incidents and deliver good health and safe working conditions for all employees, contractors and third parties.

Safety of our employees and stakeholders is out top priority. Reflected in our Occupational Health and Safety Policy, this philosophy extends to all operations under management control. We have implemented this policy by rigorously managing our activities and following the highest standards in occupational risk prevention. We also undertake regular risk assessments and verify our regulatory compliance.

OM Sarawak adequately evaluated all work activities in the prescribed Hazard Identification, Risk Assessment, and Risk Control ("HIRARC") procedures. OM Sarawak is working towards implementing a Safety Management System following ISO 45001:2018 standards by December 2023.

Occupational Health and Safety Management Systems

Occupational Health and Safety Management Systems at all our operating subsidiaries comply with national work health and safety legislation, code of practice and applicable International Standards. Our operations are subject to continuous audits by external auditors and compliance officers. The OMH operating subsidiaries manage risk through:

- A planned and careful approach focusing on hazard identification, assessment, monitoring and control procedures; and
- Continuously reviewing and improving safety procedures and performance.

Through our health and safety management systems, we aim to create a risk-free environment for all employees and stakeholders involved in our business and operations. We also strive to minimise the number of workplace incidents/accidents based on shared responsibility, in which each person plays a crucial role in creating a safe working environment.

Implementing specific prevention plans before starting relevant service contracts with third party contractors and service providers and requesting to inspect service personnel and contractor's staff's work permits protects our contractors. We also provide customised briefings, especially for new workers and contractors, including specific safety training for different safety risks. We also provide our employees with effective PPE of the required standard to ensure their safety and well-being while they carry out their responsibilities. Personal Protective Equipment ("PPE") and have made myriad ergonomic improvements.

OMH continues to apply the COVID-19 preventive and safety recommendations and measures of the respective health authorities. The Company's safety team assesses the effectiveness of the implemented COVID-19 measures, such as wearing face masks, physical distancing, regular self-tests and and flexible work-from-home arrangements to curb and minimise the spread of COVID-19 within the work environment and local community.

Health and Safety Compliance

Australia

- Despite being in care and maintenance, OMM, our mining entity that owns the Bootu Creek Mine in Northern Territory, Australia, must comply with the Occupational Health and Safety ("OHS") requirements in the Work Health and Safety (National Uniform Legislation) Act 2011 that sets out the legislative health and safety requirements of a mine site and the activities associated with mining.

Malaysia

- Our smelting operations in Sarawak, Malaysia, must comply with the Occupational Safety and Health Act 1994 and its regulations, Guidelines and Code of Practices as enforced by the Department of Occupational Safety and Health ("DOSH") under the Ministry of Human Resources Malaysia.
- We are also governed by the Factories and Machinery Act 1967, under which DOSH officers periodically inspect our lifting and hoisting equipment, unfired pressure vessels and general installations in our Sarawak plant.
- Three safety audits were conducted as part of the Safety Improvement and Management Hazards Campaign (SIMHAC) in FY2022. Upon receiving the report on significant findings, corrective actions relating to electrical hazards and water intrusions were taken.

China

- Although production ceased in 2021, our China operations are subject to the Law on Production Safety, which requires us to implement standards to ensure work safety and satisfy conditions set by applicable laws, administrative regulations and national industrial standards.

Health and Safety Governance

OM Sarawak established a Health and Safety Committee that meets quarterly to discuss OHS matters. The committee provides a platform for consultation and cooperation between employers, management and employees in developing and implementing safety and health measures and monitoring programmes. OM Sarawak's Managing Director and Deputy Chief Engineer chair the committee assisted by the Health and Safety Manager as secretary and a balanced quorum of employees from management and non-managerial levels.

Health and Safety Committee Primary Functions

Various Committee Functions

Medical Team	• Comprises professional medical personnel • Organises health awareness talks and programmes for employees • Provides 24-hour on-site treatment
Fire Protection and Rescue Team	• Maintains the plant fire protection equipment • Conducts emergency and fire drills with 11 emergency drills undertaken in FY2022 and the gaps, findings and recommendations being rectified immediately
Emergency Response Team	• Maintains a current and accurate accounting of emergency response activities • Responds to accidents and incidents in accordance with the Emergency Response Plan ("ERP")
Recovery Team	• Monitors affected areas, such as asset damage by fire, hazardous chemical spillage, natural disasters and structural failure

SAFETY TRAINING

OM Sarawak delivers extensive coaching and training to its employees and contractors and provides safety refresher training for all workers.

FY2022 Safety Training Highlights

Types of Training	No. of Training Sessions	No. of Training Hours
Safety induction	491	3,954
Internal OSH training:		
Topics include confined space entry training, machine crushing safety awareness, smelting front liner refresher training, forklift training, rigging and slinging training, noise exposure awareness, fire safety, health talk and excavator training.	95	101
Health talks	3	4.5
External OSH training:		
Topics include rigging and slinging training, Construction Industry Development Board ("CIDB") training, first aid, radiation safety, authorised gas tester and entry supervisor, HIRARC training and ISO 45001:2018 awareness.	40	642

Safety and Performance

Description	FY2020	FY2021	FY2022
Fatality Cases	0	1	0
Lost Time Injury Cases	5	4	5
Lost Time Injury Frequency Rate	1.06	1.37	1.37
Total Manhours Worked	4,728,852	3,660,593	3,661,227

COLLABORATION, ENGAGEMENT AND OTHER SAFETY INITIATIVES

A safe and healthy culture is a critical component of good science. Various initiatives promoting a collaborative safety and health culture include:

- Collaborating with external agencies (General Hospital Bintulu (BGH) and Fire Department's HAZMAT team) on a joint emergency drill. We were the first company in SIP to organise a joint emergency drill.
- Collaborating with Bintulu General Hospital on a blood donation drive at OM Sarawak Plant on 16 June 2022
- Collaborating with the National Institute of Occupational Safety and Health Malaysia, a Ministry of Human Resources government body, on developing a National Institute of Occupational Safety and Health ("NIOSH") OM Safety Passport ("NOMSP")
- Completed installation, testing and commissioning of the fire sprinkler system for the B07-B08 warehouse on 24 May 2022

OM Sarawak conducted an emergency drill in collaboration with Bintulu General Hospital and the Bintulu and Samalaju Fire departments.

The drill involved a scenario of spillage of hazardous chemical substances in the laboratory, causing toxic fume contamination in the building and gas intoxication of employees working in the building.

HUMAN RIGHTS

Human rights are moral principles or norms for certain standards of human behaviour and are regularly protected in municipal and international law. These rights are inherent to all human beings and they guide our conduct in all aspects of our operations. OMH strives to be a fair and responsible employer and recognises its responsibility to respect, fulfil and support human rights in all our business activities.

OMH formalised its approach to human rights by implementing a Human Rights Policy. This policy demonstrates the Group's commitment to respecting human rights throughout the business and upholding the laws and regulations of the countries in which we operate.

Human rights are fundamental principles of personal dignity and universal equality. Respect for human rights foster social progress, better standards of living and greater freedom for all individuals.

The policy is a framework that helps protect stakeholders' human rights and prevents human rights violations from occurring. The Company commits to:

- Respecting the rights and dignity of employees, contractors, partners, local communities and those affected by the Group's businesses;
- Providing equal opportunity and an environment free from discrimination, including support for the principles of freedom of association and collective bargaining;
- Neither condoning nor using forced, compulsory, or child labour;
- Protecting personnel and assets in a secure environment for business operations.

The Company supports and respects, where applicable, international guidance documentation on human rights and seeks to conduct business following the relevant spirit and intent. OMH holds training or awareness sessions on this policy when required. All employees and stakeholders must comply with the terms of the Human Rights Policy and communicate any human rights incidents or violations to management.

OMH is responsible for protecting the human rights of our employees and stakeholders, including our suppliers, communities, indigenous people and other members of society. Our human rights responsibilities include equality and non-discrimination, decent wages, humane working hours, fair employee representation, security, primary health care, supply chain labour rights and informed consultation. We specifically concentrate on the impact of our activities on the human rights of vulnerable groups, such as indigenous people, women and children.

At OM Sarawak, we ensure strict compliance with our Labour Policy which prohibits the employment of children and young persons, where 'child' is defined as a person under 15 years of age and 'young persons' as those above 15 years but below 18 years of age, based on the Sarawak Labour Ordinance. We ensure that our suppliers, business partners, and all parties we engage with do not use child or forced labour in their operations. Where applicable, all new and existing suppliers and business partners must undergo human rights risk assessment as part of the Company's due diligence in managing and assessing human rights risks.

OPERATING RESPONSIBLY

Change and continuous improvement are essential for improving our competitiveness and long-term sustainability. In FY2022, we enhanced our sustainability efforts by collaborating with the International Manganese Institute ("IMnI") on a 'cradle-to-gate' Life Cycle Analysis ("LCA") of manganese ore. This collaboration helped us understand our environmental footprint more clearly and benchmark ourselves against other producers in the industry. The scope of the LCA covered processes from extracting resources to processing (smelting) within our operations. This assessment helps customers, who are major steel mills within the region, make environmentally sound decisions as they enhance sustainability in their supply chains.

PRODUCT SAFETY

Our products (ferrosilicon, silicomanganese and high carbon ferromanganese) are tested according to the "United Nations Recommendations on the Transport of Dangerous Goods, Manual of Tests and Criteria Part III – 33.4.1.4". Our products are not classified as Class 4.3 Dangerous Goods, but we have various safety measures in place to ensure employee safety, including first-aid, firefighting, handling and storage.

PRODUCT QUALITY

OM Sarawak's Quality Inspection Center ("QIC") oversees product quality management at the smelting plant. The QIC is responsible for developing the quality control management system, including monitoring the weighing, sampling and issuing analysis reports for all incoming feedstock and finished products. The QIC delivers natural blocks to the respective crushing areas based on their grade.

Quality and Inspection Procedures For Raw Materials and Finished Products

Raw materials

- The QIC samples and analyses each raw material upon arrival and sends the analysis report to the Raw Materials Warehouse ("RMW") and relevant department
- A third-party surveyor performs additional sampling and analysis at the loading and discharging port to ensure the accuracy of product volumes and tracking of any variances recorded.

Finished product

- The QIC takes ladle sampling, analyses and grades the natural block from each tapping. Different grades are processed separately based on product grading. The QIC inspects the crushing process to ensure quality.
- Third-party surveyors conduct sampling and analysis before shipping.

In FY2022, OM Sarawak's laboratory participated in a round-robin test with other laboratories to:

- Compare analysis results and assess the accuracy
- Maintain close communication with other laboratories to learn and improve

Product testing conducted by the QIC is done using advance equipment, which includes but is not limited to an X-ray fluorescence Spectrometer ("XRF") and Inductively Coupled Plasma Spectrometer ("ICP").

CYBERSECURITY AND DATA PROTECTION AND PRIVACY

The privacy and security of the information of our customers, employees and stakeholders provided to the Company is of paramount importance to us.

Our Group-wide Data Protection and Privacy practices deliver a robust approach to securing information assets across the Group. Employees receive regular training and communication on cybersecurity best practices, updates on new cyber threats and regular updates and refresher sessions on the Company's policies.

IMPLEMENTATION, UPGRADING AND MAINTENANCE WORKS DONE IN FY2022 INCLUDE:

- ✓ Upgraded the firewall
- ✓ Implemented Two-Factor Authentication for email accounts and mandatory password resets for email accounts every six months
- ✓ Installed Microsoft Defender on all employee email accounts
- ✓ Performed Monthly IT maintenance
- ✓ Auto-synced and backed-up files from company servers to cloud servers
- ✓ Introduced software to control the accessibility of removable devices to prevent data loss
- ✓ Purchased Endpoint Security Software

GROUP SUSTAINABILITY PERFORMANCE DATA

	2021	2022
Economic		
Sustainable Procurement		
Local suppliers engaged (%)	94.3%	93.7%
Foreign suppliers engaged (%)	5.7%	6.3%
Local supplier purchases (%)	6.5%	12.0%
Foreign supplier purchases (%)	93.5%	88.0%
Anti-Corruption & Anti-Bribery		
Percentage of employees who have received training on anti-corruption in FY2022, for each employee category		
Non-executive		0.2%
Executive		5.4%
Management		`81.3%
C-Suite (including Managing Director)		80.0%
Note: Aggregate data from OM Sarawak		

	2020	2021	2022
Environment			
Energy			
Electricity consumption (Million GJ)	8.80	7.51	7.78
Diesel consumption (Million GJ)	0.04	0.06	0.03
Total energy consumption (Million GJ)	8.84	7.57	7.81
Energy intensity (GJ/Tonne of Ferrosillicon)	31.22	31.97	31.78
Energy intensity (GJ/Tonne of Manganese Alloy)	13.69	13.89	13.86
Water			
Water consumption (million m^3)	1.47	1.22	1.32
Emissions (CO_2-eq of per tonne product produced)			
- Ferrosilicon	5.27	4.92	5.28
- Manganese Alloy	2.66	2.50	2.20
Waste (kilotonnes)			
Total solid waste disposed	0.29	0.21	0.35
Total hazardous waste generated	137.71	148.76	150.96
Non-recyclable waste	0.00	0.00	0.00
Waste recycled	0.00	0.00	0.00
Total scheduled waste disposed	23.23	20.56	18.14
Water (effluent) discharge	0.00	0.00	0.00
Recycled Waste	137.80	143.74	157.75
Note: Aggregate data from OM Sarawak			

	2021	2022
Social		
Workforce Strength		
Total number of employees	2,086	1,990
Number of New Hires	297	553
Percentage of Contractors/Temporary Staff (%)	NA	24.1%
Workforce Breakdown by Nationality		
Malaysian	1,418 (68.0%)	1,574 (79.0%)
Non-Malaysian	668 (32.0%)	416 (21.0%)
Workforce Breakdown by Gender		
Male	1,773 (85.0%)	1,646 (82.7%)
Female	313 (15.0%)	344 (17.3%)
Workforce Breakdown by Age Group		
>50 years old	188 (9.0%)	185 (9.3%)
39- 50 years old	1,001 (48.0%)	898 (45.1%)
<30 years old	897 (43.0%)	907 (45.6%)
Workforce Breakdown by Employment Type		
Permanent	NA	1,511 (75.9%)
Contract	NA	479 (24.1%)
Workforce Breakdown by Ethnicity		
Other races & indigeneous groups	918 (44.0%)	989 (49.7%)
Malay / Melanau	271 (13.0%)	270 (13.6%)
Chinese (including local and foreign)	855 (41.0%)	712 (35.8%)
Indian	42 (2.0%)	19 (0.9%)
New Hires		
Male	241 (81.1%)	464 (83.9%)
Female	56 (18.9%)	89 (16.1%)
>50 years old	12 (4.0%)	20 (3.6%)
30 – 50 years old	71 (23.9%)	180 (32.6%)
<30 years old	214 (72.0%)	353 (63.8%)
Employee Turnover		
Total employee turnover	493	733
Employee turnover rate	23.6%	36.8%
Male	434	637
Female	59	96
>50 years old	57	71
30 – 50 years old	255	372
<30 years old	181	290

	2021	2022
Social		
Health and Safety		
Number of work-related fatalities	1	0
Lost-time incident rate	1.37	1.37
Training		
Total hours of training	74,510	93,680
Human Rights		
Number of substantiated complaints concerning human rights violations	0	0
Data Privacy and Cybersecurity		
Number of substantiated complaints concerning breaches of customer privacy and loss of customer data	0	0

Note: The Group's Sustainability Statement was first published in FY2021, with aggregate data collected from its major operating subsidiaries (OMS, OMSA, OMM). Social data from FY2022 reflects Group data which included all subsidiaries.

GRI CONTENT INDEX

Statement of use: **OM Holdings Limited**
GRI 1 used: **GRI 1: Foundation 2021**

CODE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021		
2-1	Organizational details	8-9
2-2	Entities included in the organization's sustainability reporting	6,36
2-3	Reporting period, frequency and contact point	36
2-4	Restatements of information	No restatement of information in this report
2-5	External assurance	The Sustainability Statement has not undergone any verification by an external assurer. However, it was reviewed by the management and approved by the Board. Only external assurance on GHG emission was undertaken, disclosed on page 36
2-6	Activities, value chain and other business relationships	8-9
2-7	Employees	59
2-8	Workers who are not employees	68
2-9	Governance structure and composition	74-75
2-10	Nomination and selection of the highest governance body	79-81
2-11	Chair of the highest governance body	2-4, 74-75
2-12	Role of the highest governance body in overseeing the management of impacts	78
2-13	Delegation of responsibility for managing impacts	76-78
2-14	Role of the highest governance body in sustainability reporting	42
2-15	Conflicts of interest	78, 81-82
2-16	Communication of critical concerns	37-38, 84
2-17	Collective knowledge of the highest governance body	2-4, 74-76
2-18	Evaluation of the performance of the highest governance body	80
2-19	Remuneration policies	80
2-20	Process to determine remuneration	80
2-21	Annual total compensation ratio	80, 88
2-22	Statement on sustainable development strategy	43
2-23	Policy commitments	40-41, 44-45
2-24	Embedding policy commitments	40-41, 44-45
2-25	Processes to remediate negative impacts	44-44
2-26	Mechanisms for seeking advice and raising concerns	37
2-27	Compliance with laws and regulations	44, 47-48
2-29	Approach to stakeholder engagement	37
2-30	Collective bargaining agreements	OMH does not have an internal union. Employees are free to join unions of their choice.

GRI CONTENT INDEX

CODE	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	38
3-2	List of material topics	38
3-3	Management of material topics	38
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	40-41, 99
201-2	Financial implications and other risks and opportunities due to climate change	50-51
201-3	Defined benefit plan obligations and other retirement plans	61
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	57-58
203-2	Significant indirect economic impacts	45, 57-58
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	47-48, 67
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	48-50, 84
205-3	Confirmed incidents of corruption and actions taken	48-49
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	54
301-2	Recycled input materials used	54
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	55
302-2	Energy consumption outside of the organization	55
302-3	Energy intensity	55
302-4	Reduction of energy consumption	55
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	56
303-2	Management of water discharge-related impacts	56
303-5	Water consumption	56
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	55, 57
304-2	Significant impacts of activities, products and services on biodiversity	55, 57
304-3	Habitats protected or restored	55, 57
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	55
305-2	Energy indirect (Scope 2) GHG emissions	55
305-4	GHG emissions intensity	55
305-5	Reduction of GHG emissions	55