



LEADER ENERGY

RESPECTING THE ENVIRONMENT

GHG EMISSIONS		Unit	FY2024	FY2023	FY2022	FY2021
Total GHG Emissions	tonnes CO₂e		4,112	8,274	863	777
Scope 1	tonnes CO ₂ e		132	169	151	72
Scope 2	tonnes CO ₂ e		978	1,192	712	705
Scope 3 ¹	tonnes CO ₂ e		3,002	6,913	-	-
Scope 1 GHG Emissions	tonnes CO₂e		132	169	151	72
Operations	tonnes CO ₂ e		119	157	151	72
Offices	tonnes CO ₂ e		13	12	0	0
Scope 2 GHG Emissions	tonnes CO₂e		978	1,192	712	705
Operations	tonnes CO ₂ e		952	1,170	695	695
Offices	tonnes CO ₂ e		26	22	17	10
Scope 3 GHG Emissions¹	tonnes CO₂e		3,002	6,913	-	-
Operations	tonnes CO ₂ e		2,848	6,788	-	-
Offices	tonnes CO ₂ e		154	125	-	-

Greenhouse Gas Intensity	tonnes CO₂e/ MWh Generation	0.003	0.004	0.003	0.003
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Avoided Emissions	tonnes CO₂e	308,164	197,731	211,329	131,996
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Note:

¹Our Scope 3 FY2023 data has been revised to include all material categories to Leader Energy. Scope 3 FY2024 data pending input from C&I Singapore operation and JV business.

ENERGY		Unit	FY2024	FY2023	FY2022	FY2021
Total Energy Consumption	GJ		6,716	7,540	4,435	4,450
Diesel	litres		19,051	613	341,723	12,507
Petrol	litres		19,608	17,882	11,706	424
Purchased electricity	MWh		1,357	1,646	960	3,611
Renewable energy	MWh		144	116	41	45
Energy Intensity	GJ/MWh Generation		0.02	0.02	0.01	0.02

WASTE		Unit	FY2024	FY2023	FY2022	FY2021
Total Waste Generation	tonnes		73	12	10	11
General waste	tonnes		50	6	5	6
Recycled waste	tonnes		19	0	0	0
Hazardous waste	tonnes		4	6	5	5

SPILLS		Unit	FY2024	2023	2022	2021
Number of spills	Number		0	0	0	0
Average volume of spills and releases to the environment	Litre		0	0	0	0
Quantity of spills recovered	Litre		0	0	0	0

WATER AND EFFLUENTS		Unit	FY2024	FY2023	FY2022	FY2021
Water Withdrawal						
Total Volume of Water Withdrawal	m³		177,565,759	363,218,649	513,943,124	420,691,995
From surface water ²	m ³		177,559,937	363,214,584	513,940,055	420,690,019
From groundwater	m ³		0	969	1,007	1,362
From municipal water (purchased water)	m ³		5,822	3,096	2,062	614
Water Discharge²						
Total Volume of Water Discharge (To rivers/lakes)	m³		177,559,937	363,214,584	513,940,000	420,690,000
Water Consumption						
Total Water Consumption	m³		5,822	4,065	3,124	1,995

Note:

² The water withdrawal from surface water and the discharge volumes are associated with hydropower plant operations.



WATER AND EFFLUENTS	Unit	FY2024	FY2023	FY2022	FY2021
Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	0	0	0	0

FINES/PENALTIES AND AUDITS	Unit	FY2024	FY2023	FY2022	FY2021
Fines/penalties for environmental non-compliance	Number	0	0	0	0
Environmental-related audits conducted	Number	6	7	6	6

CARE FOR OUR PEOPLE

WORKPLACE HEALTH & SAFETY		FY2024	FY2023	FY2022	FY2021
Total Safe Manhours Worked	<i>Hours</i>	1,018,600	861,490	531,986	537,383

Total Fatalities	<i>Number</i>	0	0	0	0
Employees	<i>Number</i>	0	0	0	0
Contractors	<i>Number</i>	0	0	0	0

Fatality Rate					
Employees	<i>Rate</i>	0	0	0	0
Contractor	<i>Rate</i>	0	0	0	0

Total Lost-Time Injury (LTI)	<i>Number</i>	0	0	0	0
Employees	<i>Number</i>	0	0	0	0
Contractor	<i>Number</i>	0	0	0	0

Lost-Time Injury Frequency (LTIF)					
Employees	<i>Per 1 million man-hours</i>	0	0	0	0
Contractor	<i>Per 1 million man-hours</i>	0	0	0	0

Total Recordable cases	<i>Number</i>	0	0	0	0
Employees	<i>Number</i>	0	0	0	0
Contractor	<i>Number</i>	0	0	0	0

Total Recordable Injury Rate (TRIR)					
Employees	<i>Per 1 million man-hours</i>	0	0	0	0
Contractor	<i>Per 1 million man-hours</i>	0	0	0	0

Near Miss Frequency Rate (NMFR)					
Employees	<i>Per 1 million man-hours</i>	0	21	0	0
Contractor	<i>Per 1 million man-hours</i>	0	0	0	0

Rate of Occupational Disease	<i>Rate</i>	0	0	0	0
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FINES/PENALTIES AND AUDIT					
Incidents of non-compliance with fines and penalties for product and service health and safety.	<i>Number</i>	0	0	0	0
Health and safety audits conducted	<i>Number</i>	15	2	0	0

Note:
(-) indicates that no data is available.



CARE FOR OUR PEOPLE

NURTURING TALENT	Unit	FY2024		FY2023		FY2022		FY2021	
		No.	%	No.	%	No.	%	No.	%
Total Employees	Number	354		336		263		250	
Male	Number (%)	246	69%	236	70%	190	72%	182	73%
Female	Number (%)	108	31%	100	30%	73	28%	68	27%
Female to male ratio	Ratio	1:2.3		1:2.4		1:2.6		1:2.7	
Key Senior Management	Number	10		9		7		4	
Male	Number (%)	5	50%	5	56%	6	86%	4	100%
Female	Number (%)	5	50%	4	44%	1	14%	0	0%
Employee Breakdown by Age Group									
30 and below	Number (%)	79	22%	86	26%	60	23%	60	24%
31-50 years old	Number (%)	256	72%	233	69%	189	72%	180	72%
Over 50 years old	Number (%)	19	5%	17	5%	14	5%	10	4%
Employee Breakdown by Nationality									
Cambodia	Number (%)	83	23%	73	22%	50	19%	49	20%
Malaysia	Number (%)	98	28%	93	28%	62	24%	45	18%
Vietnam	Number (%)	122	34%	123	37%	106	40%	105	42%
Singapore	Number (%)	18	5%	17	5%	15	6%	15	6%
Thailand	Number (%)	4	1%	4	1%	2	1%	1	0%
Indonesia	Number (%)	14	4%	13	4%	13	5%	13	5%
Taiwan	Number (%)	4	1%	4	1%	4	2%	3	1%
Other Nationalities (India, Philippines, Myanmar, China, France, Spain & Australia)	Number (%)	11	3%	9	3%	11	4%	19	8%
Employee Breakdown by Employment Type									
Permanent	Number (%)	317	90%	308	92%	241	92%	227	91%
Contract	Number (%)	37	10%	28	8%	22	8%	23	9%
TURNOVER									
Total Turnover	Number	40		50		48		17	
Male	Number (%)	29	73%	31	62%	36	75%	10	59%
Female	Number (%)	11	28%	19	38%	12	25%	7	41%
Percentage of Voluntary Turnover	%	40	100%	41	82%	48	100%	17	100%
TRAINING HOURS									
Total Training Hours	Hours	10,416		5,475		1,897		2,907	
Average Training Hours per Employee	Hours	29		16		7		12	
CARE FOR COMMUNITY									
Number of CSR activities conducted	Number	55		39		16		10	
Number of employees volunteering hours	hour	3,373		2,818		-		-	
Number of direct beneficiaries	Number	6,752		14,206		1,188		618	
Total CSR investment	USD	173,013		109,436		60,903		22,613	
UPHOLDING HUMAN RIGHTS									
Employees trained on human rights	%	98%		99.5%		-		-	
Human Rights Due Diligence on own operations	Number	5		4		-		-	
Human Rights Due Diligence on supplier	Number	2		1		-		-	
Number of grievances recorded	Number	1		0		-		-	

Note:

(-) indicates that no data is available.



STRONG BUSINESS GOVERNANCE

COMPLIANCE & BUSINESS ETHICS	Unit	FY2024	FY2023	FY2022	FY2021
TRAINING ON ANTI-BRIBERY AND ANTI-CORRUPTION					
Board members trained	%	100%	100%	-	-
Employees trained	%	100%	100%	-	-
Suppliers trained	%	93%	95%	-	-
INCIDENT OF ANTI-BRIBERY AND ANTI-CORRUPTION					
Total confirmed incidents	Number	0	0	0	0
Monetary losses from legal proceedings	Number	0	0	0	0
WHISTLEBLOWING CASES					
Received	Number	1	0	1	2
On-going Investigations	Number	1	0	0	0
Closed without Further Action	Number	1	0	1	1
Confirmed Breaches	Number	0	0	0	1
CYBERSECURITY					
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Major cybersecurity breaches	Number	0	0	0	0
Incidents of non-compliance with physical or cybersecurity standards or regulations	Number	0	0	0	0
Employees trained on cybersecurity	%	98%	99.5%	-	-
PERSONAL DATA AND INFORMATION					
Breaches of customer privacy	Number	0	0	0	0

Note:

(-) indicates that no data is available.