

Sustainability Statement

We are honoured to present Apex Equity Holdings Bhd.'s ("Apex") Sustainability Report.

As a leading Malaysian independent niche broker group committed to excellence in financial services industry, we recognize the imperative to integrate sustainability into our core operations. Sustainability lies at the heart of our business philosophy, driving us to balance economic prosperity with environmental stewardship and social responsibility. This report serves as a reflection of our efforts to embed sustainable practices across our operations and uphold our commitment to creating long-term value for our stakeholders.

In an era defined by rapid environmental degradation, social inequality, and economic volatility, businesses play a pivotal role in shaping a more sustainable future. At Apex, we embrace this responsibility wholeheartedly. We understand that sustainable business practices not only mitigate risks but also unlock opportunities for innovation, growth, and resilience. By aligning our business strategies with environmental, social, and governance ("ESG") principles, we strive to foster sustainable development while delivering superior financial performance.

Throughout this report, we will delve into our sustainability journey, highlighting our achievements, challenges, and aspirations. From reducing our carbon footprint and promoting diversity and inclusion to enhancing governance frameworks and fostering community engagement, we remain steadfast in our commitment to driving positive change. Moreover, we recognize the importance of stakeholders' collaboration in achieving our sustainability goals and remain dedicated to open dialogue and partnership with our investors, customers, employees, regulators, and communities.

As we navigate the complexities of the modern business landscape, we remain guided by our vision of becoming a catalyst for sustainable growth and a beacon of ethical leadership in the financial sector.

Scope and Basis of Scope

The scope of the statement covers all of Apex's business divisions and all reporting boundaries in Malaysia, covering all pillars of the company's businesses and operations.

This Sustainability Report covers a 12-month reporting period from 1st January 2023 to 31st December 2023, unless stated otherwise.

Reporting Frameworks and Standards

We have prepared our report in accordance with Bursa Malaysia Securities Berhad's ("Bursa Malaysia") Main Market Listing Requirements and with guidance from its Sustainability Reporting Guidelines (3rd edition). We are constantly enhancing our sustainability strategy which will contribute to the continuous enhancement of the company's framework over the years.

Feedback

We welcome and encourage our stakeholders to provide feedback pertaining to this Sustainability Report and the issues covered to info@apexequity.com.my

OUR APPROACH TO SUSTAINABILITY

Sustainability Governance

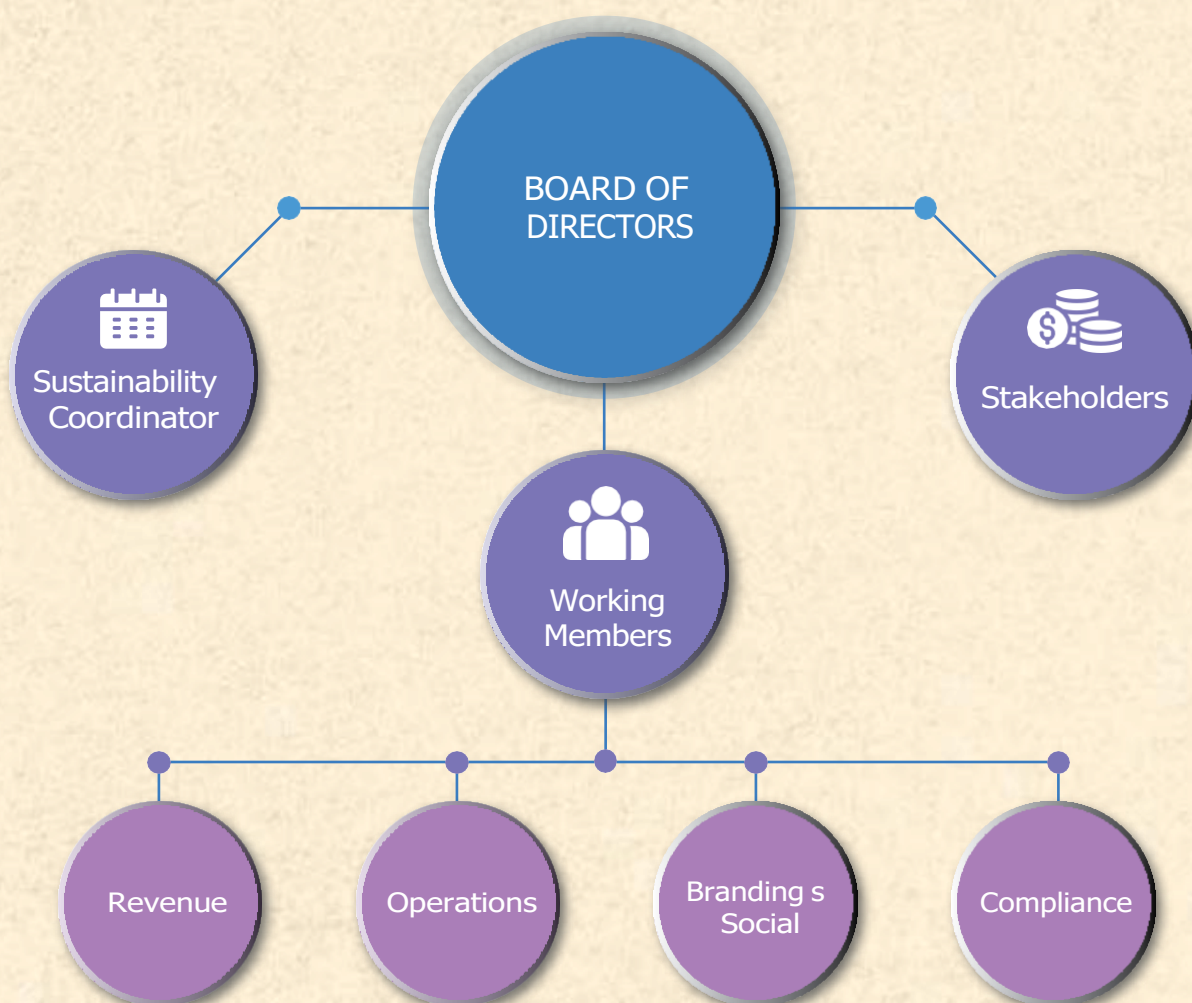
At Apex, our commitment to sustainability is ingrained in our sustainability governance structure, with the Board of Directors assuming ultimate responsibility for steering the Apex Group's sustainability endeavours and performance. Collaborating closely with the key senior management, the Board sets the strategic direction for our sustainability initiatives, ensuring they are integrated into the fabric of our business operations.

In line with our dedication to sustainability, we adopt a participatory approach, engaging all relevant stakeholders in the decision-making process. This inclusive approach ensures that our sustainability efforts are aligned with our overarching strategic goals. As part of this approach, the Corporate Sustainability Committee ("CSC") plays a pivotal role in overseeing sustainability initiatives and driving performance improvements.

Our Group Executive Director helms the leadership role of the CSC, providing strategic guidance and oversight to drive our sustainability agenda. The CSC comprises representatives from all departments and operational units within the organization, ensuring cross-functional collaboration and accountability for the implementation of sustainability initiatives.

By fostering a culture of collaboration, transparency, and accountability, we aim to embed sustainability principles into every facet of our business, driving long-term value creation for our stakeholders and ultimately contributing to a more sustainable future.

The CSC of Apex is set out as follows:



Roles s Responsibilities of CSC

To deliberate matters pertaining to ESG by involving all relevant working members.

To assist in the enhancement of sustainability reporting and to support comprehensive sustainability efforts.

To enhance the materiality factors, metrics and targets to measure issues that are material to the business and move towards benchmarking the progress against international standards of sustainability reporting.

To strengthen the approaches on sustainability in terms of strategy, governance, materiality, economic, environmental and social.

Roles s Responsibilities of the Working Members

To plan, coordinate and implement sustainability initiatives.

To plan and recommend milestone and timeline, deliverables and outcome of initiatives to the CSC.

To monitor and track departmental or business unit's initiatives in aligning to sustainability.

To assemble input from the relevant departments and functions on the overall operational management of the sustainability matters.

To be involved in the identification of material matters and material assessment process.

Material Matters s Assessment Process

Throughout the years, Apex has continuously practiced prudence and focused on fostering and delivering quality growth, while at the same time, being watchful of emerging risks. The process of identifying our materiality matters is as below:



The CSC aims to establish a robust yet enduring business model that prioritizes sustainability across all facets of our operations. Our goal is to cultivate a corporate culture deeply rooted in sustainability principles, ensuring the longevity and prosperity of our business for future generations. Apex is committed to conduct ongoing materiality assessments in collaboration with both senior and middle management. These assessments will then provide the required information for the development of comprehensive sustainability reporting frameworks, encompassing all subsidiaries, and ensuring alignment with our current sustainability scope and objectives.

Identification & Categorisation of Sustainability Issues

The process endeavors to proactively tackle sustainability concerns pertinent to Apex and its stakeholders by meticulously identifying and managing key material factors and associated risks. This involves a comprehensive analysis of the operational landscape and emerging industry trends impacting our sector. Through collaborative engagement with internal stakeholders and specialized working groups, we extract crucial sustainability insights. Our approach is based on reputable frameworks such as Bursa Malaysia's Sustainability Reporting Guide and Toolkits, alongside internationally recognized standards such as the Global Reporting Initiative Standards ("GRI").

Regular reviews of material factors and sustainability issues are conducted to ensure a thorough understanding of both present and future risks and opportunities within our markets. We prioritize in gathering stakeholder perspectives to tailor our strategies and actions to their evolving needs. As we refine our material factors, our commitment remains steadfast in addressing them through a holistic and integrated approach. This may entail the development of new policies and procedures, the implementation of targeted initiatives and action plans, and the establishment of robust mechanisms for capturing, analyzing, and reporting sustainability data and information.

The materiality process involved several steps including: Identification of potential material topics by reviewing GRI aspects, benchmarking against key corporate peers and analysing past reports, which reflects the feedback from customers, community representatives and employees. Effective inventory management of aspects and topics most important to external stakeholders, customers and their supply chain vendors, would be based upon requests, surveys and ongoing engagement during the reporting period.

Sustainability Statement (Cont'd)

Apex's Material Matters	Description
Waste Management	Efforts to reduce, reuse, recycle and be responsible for disposal of waste
Water Management	Efficient use of water and conservation of water resources
Energy Management	Reduction of environmental footprints through more efficient use of energy
Employee Management	Efforts in recruiting and retaining talent as well as enhancing overall productivity of our entire workforce
Diversity, Equity & Inclusive	Ensuring fair treatment is accorded to all employees, with dignity and without any form of discrimination based on gender, race, religion, age, nationality, disability, etc.
Health and Safety	Creating a healthy, safe and conducive working environment for employees and contractors particularly by minimising any health and safety related risks that may arise
Supply Chain Management	Promoting responsible and sustainable procurement practices including assessing suppliers and their environmental and social impacts in accordance with the established criterias
Community Investment	Supporting communities that are economically disadvantaged through engagement programmes that create positive social impact
Anti-Bribery and Corruption	Promoting ethical and business transparency by avoiding all forms of bribery and corruption
Data Protection & Cybersecurity	Protecting customers' data and sensitive information and preventing data breaches
Economic Performance	Promoting effective governance practices and ensuring transparency in financial reporting, which is critical for investors and stakeholders to assess the economic performance of a company accurately. Transparent financial reporting reduces information asymmetry and builds trust among investors.

Stakeholder Engagement

We define stakeholders as parties who are impacted by our business decisions and activities, and as a group whose actions and decisions will undoubtedly influence our business growth. Stakeholders are also defined as those with a vested interest in our corporation. We maintain regular engagement with our stakeholders, enabling us to identify and align their key priorities and concerns with our organisational business practices and strategies.

Our stakeholder engagements are carried out through various platforms and organisational touchpoints to gather feedback for analysis and strategy formulation. Maintaining strong stakeholder relationships improves our ESG impact and strengthens our business growth. In 2023, we have continued in our effort to leverage on digital tools in engagement with our stakeholders. Our key stakeholders are outlined in the table below, along with the forms of engagement and key topics of interest that we seek to address:

Stakeholder Group	Engagement Approach	Engagement Focus s Objectives
Customers	<ul style="list-style-type: none"> Customer service and contact centre Online trading platform Market Updates & Strategy campaigns Research coverage and articles online Apex e-game as trading simulation Constant engagement with customers 	<ul style="list-style-type: none"> Customers' feedback improves our delivery Availability of access to various markets and investment products allow diversification Provide investment leads and opportunities Promote e-game with incentives as a training platform for stock trading skill development Customer complaint management
Employees	<ul style="list-style-type: none"> Employees appraisal Other employee engagement (such as townhall meetings, annual festive celebrations and sports club events) Career progression opportunities Anti-Money Laundering and Anti-Bribery and Corruption training needs Human resources development and Management 	<ul style="list-style-type: none"> Assess employees' ability Provide work life balance Performance evaluation and reward Career progression, employee skill development needs Adherence to code of ethics/conduct besides compliance culture and value building
Business Partners	<ul style="list-style-type: none"> Remisiers and Futures Broker Representative ("FBR") engagement Supplier evaluations and selection Incorporating clauses on Anti-Bribery and Corruptions into contracts and agreements Procurement evaluation process and procedures for good decision-making 	<ul style="list-style-type: none"> To understand remisier/FBR's needs Continuous education and skill development for our representatives in servicing customers Integrity pledge by representatives and suppliers Supplier assessment and review Procurement to source suitable vendors and alternative products, if any
Regulators and Government Authorities	<ul style="list-style-type: none"> Participation in events, briefings and consultations initiated by regulators and relevant government authority Liaison with government/ regulatory bodies for application/ document submissions Compliance with rules and regulations of regulators, and other governmental or regulatory bodies Consistent fact finding and fact sharing communication with regulators 	<ul style="list-style-type: none"> Continuous communication to obtain updates on relevant information and issues of concern Obtain and keep abreast of latest regulatory updates, pronouncements or announcements Rules and regulatory compliances and submissions under the oversight of compliance and internal audit departments Monitoring of any non-compliance by customers, agents, representatives or suppliers by consistently engaging with regulators
Community	<ul style="list-style-type: none"> Corporate Social Responsibility ("CSR") programmes Sponsorship and donation Apex Sport Club events to promote harmonious relationship among employees 	<ul style="list-style-type: none"> Community engagement by supporting financially or otherwise via the Sports Club CSR contribution (e.g., donations to needy organizations/ orphanages) annually

Sustainability Statement (Cont'd)

Media	<ul style="list-style-type: none"> • Media interviews or enquiries as part of investor relations • Press conference or release where necessary • Analysts' reports or comments quoted by the media on their stock or market coverage 	<ul style="list-style-type: none"> • Notification of relevant General Meetings or significant events • Media enquiries on our Group's results, activities or industry developments • Research reports and coverage of certain stocks being highlighted by media requiring further elaboration
Shareholders G Investment Community	<ul style="list-style-type: none"> • Annual General Meetings • Analyst briefings and updates • Financial result announcements 	<ul style="list-style-type: none"> • Bursa announcements on Quarterly Financial Results and Annual Reports • Apex website for posting of information on the Apex Group's Vision, Mission, activities, policies and key personnel • Apex E-Trade website for stock and derivatives market information and trading

Assessment G Prioritization of Material Sustainability Matters

Apex has proactively undertaken a stakeholder prioritization and engagement initiative aimed at fostering meaningful connections with our diverse stakeholder groups. This encompasses ongoing efforts integrated into our day-to-day operations, as well as targeted engagements designed to solicit valuable feedback from stakeholders. The insights gathered from these engagements have been carefully considered within the framework of the Group's materiality assessment process.

The CSC, in collaboration with senior management, meticulously evaluates the applicability and significance of identified sustainability matters. This evaluation has been derived from thorough research, benchmarking against peer companies, and comprehensive management assessments. As part of our materiality assessment process, specific engagement processes have been conducted, including:

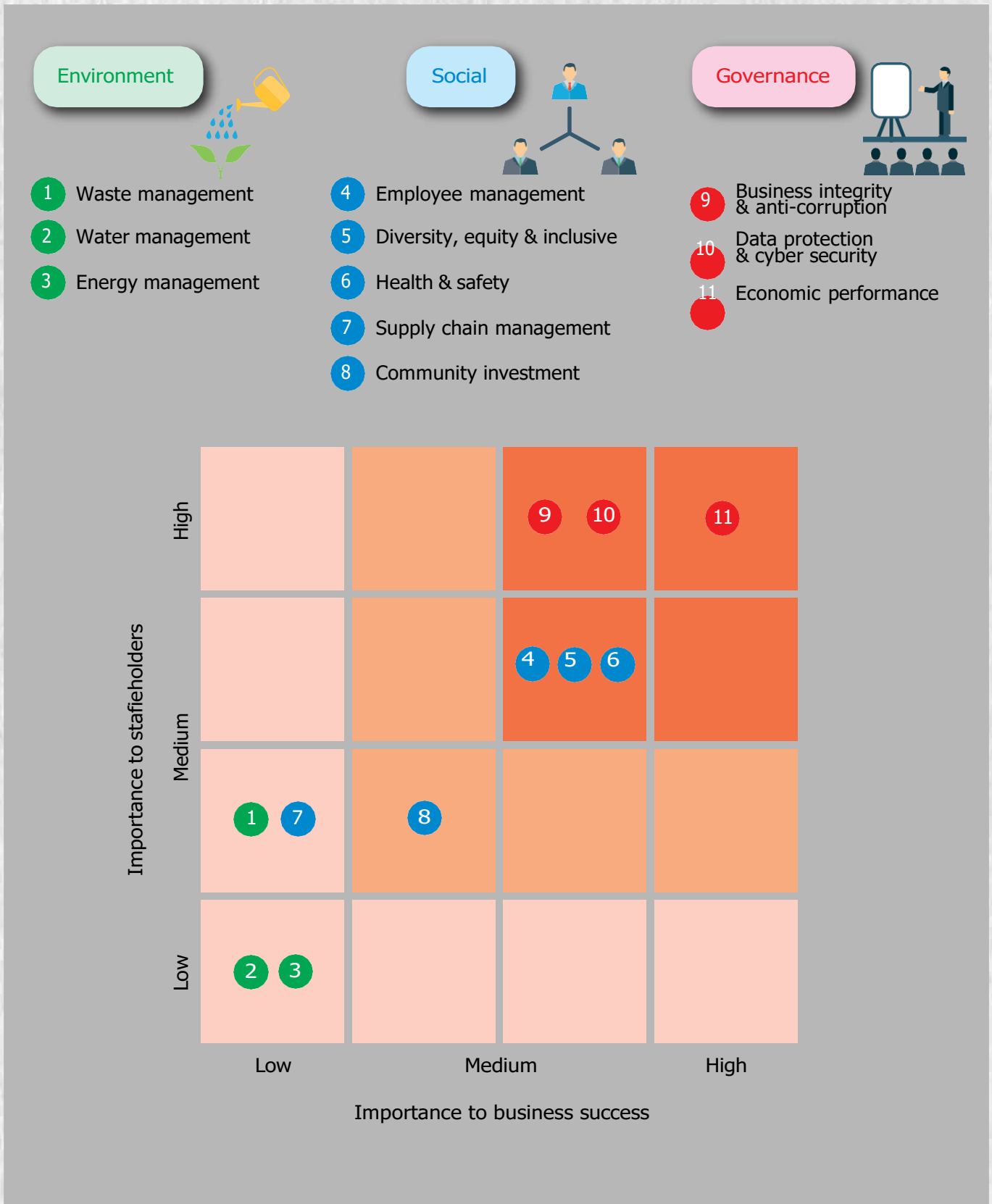
- Identification of key stakeholders based on their influence and dependence on the Group, followed by detailed assessments to prioritize engagement efforts.
- Facilitated discussions aimed at capturing stakeholders' concerns and perspectives, thereby informing the selection of sustainability matters.
- Incorporation of feedback obtained from customers and dealer representatives across various communication channels utilized in the normal course of business operations.

By systematically engaging with stakeholders and incorporating their insights into our materiality assessment processes, we ensure that our sustainability strategy remains aligned with stakeholder expectations and industry best practices.

Process Review

The management constantly reviews and improves the processes and outcome of the process including managing its material sustainability matters in its business and operations.

MATERIALITY MATRIX



Management Approach For Material Matters

Waste Management

Why is this important?

Effective waste management practices contribute to cost reduction and operational efficiency by minimizing waste generation and implementing recycling programs. As such, companies can reduce disposal costs and optimize resource utilization.

Implementing responsible waste management practices helps companies fulfil their sustainability obligations, enhance their reputation, and attract socially conscious investors and customers. Moreover, waste management contributes to regulatory compliance.

The Group’s operational endeavors do not yield hazardous waste. However, we recognize the considerable environmental impact associated with paper consumption. To mitigate waste generation, the Group’s waste management strategy prioritizes minimizing the use of plastics and paper wherever feasible and suitable. Apex has continuously engaged with customers to adopt e-contract notes and e-statements. Aside from this, Apex consistently explores methods to manage paper usage effectively, including:

Promoting paperless practices through electronic modes, thereby reducing the reliance on printing and photocopying.

Encouraging double-sided printing and optimizing paper size to maximize resource efficiency.

Implementing paper reuse initiatives, such as utilizing the reverse side of printed sheets.

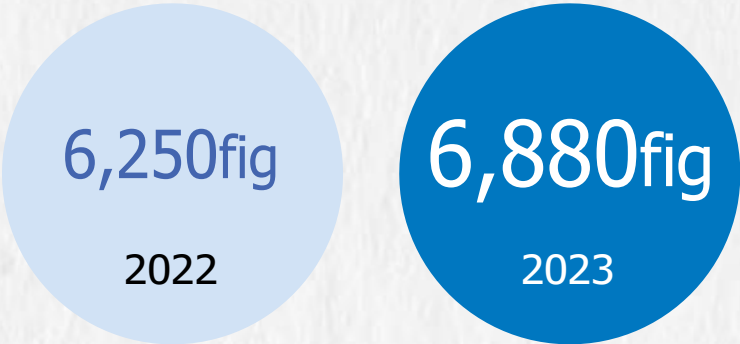
Facilitating paper recycling through designated recycling bins for used and shredded paper materials.

Our approach

We advocate for the principles of reduce, reuse, and recycle to prolong product lifespan whenever feasible, fostering a culture of environmental responsibility within the organization and cultivating environmentally conscious employees in the workplace. All employees are urged to embrace paperless practices in their daily tasks, printing physical documents only when essential and utilizing double-sided and black-and-white printing whenever possible. Furthermore, we have implemented the practice of distributing meeting materials electronically, transmitting documents and files in soft copy format.

Our performance

Total waste generated, and a breakdown of the following:
(i) total waste diverted from disposal:
(ii) total waste directed to disposal:



Estimated Total Paper Disposal

Water Management

Water is a vital resource essential for various business operations, including facility maintenance, cooling systems, sanitation, and employee amenities. Effective water management helps ensure the availability of this resource for current and future needs, reducing the risk of disruptions to business operations due to water scarcity or contamination.

Why is this important?

Water management contributes to corporate sustainability goals and environmental stewardship. While implementing water conservation measures and responsible water usage practices helps reduce environmental impacts, it also enhances the Apex's reputation as a socially responsible organization.

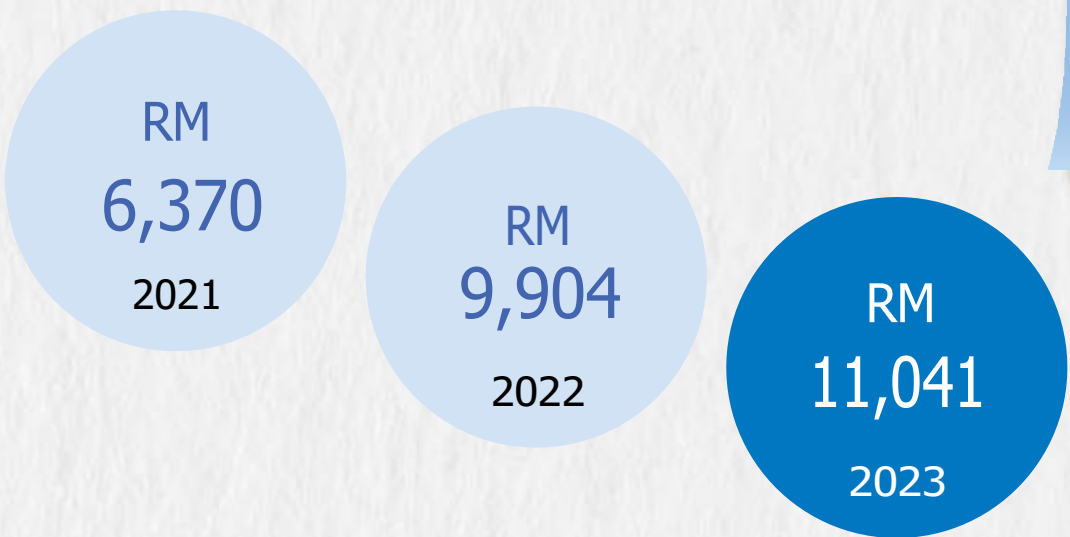
Our approach

At Apex, we recognize the importance of responsible water management even within the confines of commercial buildings. Our approach focuses on promoting water efficiency and conservation through practical measures such as installing water-saving fixtures, and raising awareness among employees about the importance of water conservation.

Additionally, we work closely with building management to advocate for sustainable water practices and explore opportunities for collective action. Through these efforts, we aim to minimize our water usage footprint, mitigate environmental impact, and contribute to a more sustainable future.

Total water consumption of water used:

Our performance



Total Water Consumption

Energy Management

Why is this important?

Energy consumption constitutes a substantial portion of operating expenses for all businesses. By implementing effective energy management practices, we can reduce energy costs, thus enhancing operational efficiency and profitability.

Adopting energy-efficient measures aligns with corporate sustainability goals and environmental responsibilities. Public listed companies such as ourselves are increasingly under pressure from investors, regulators, and customers to reduce carbon footprint and mitigate climate change risks. Implementing energy management strategies not only helps reduce greenhouse gas emissions but also enhances our reputation as a socially responsible organization.

Although Apex’s nature of operations does not have significant impact on the environment, we consider the direct and indirect impact of our business on the environment and manage our ecological footprint as we grow. As a responsible company, we endeavour to play our part in inculcating a culture of responsible management in energy use across our business operations, including adhering to all applicable laws, regulations and standards related to environmental protection.

We procure our electricity locally and are committed to reducing energy consumption in our offices through the implementation of the following measures:

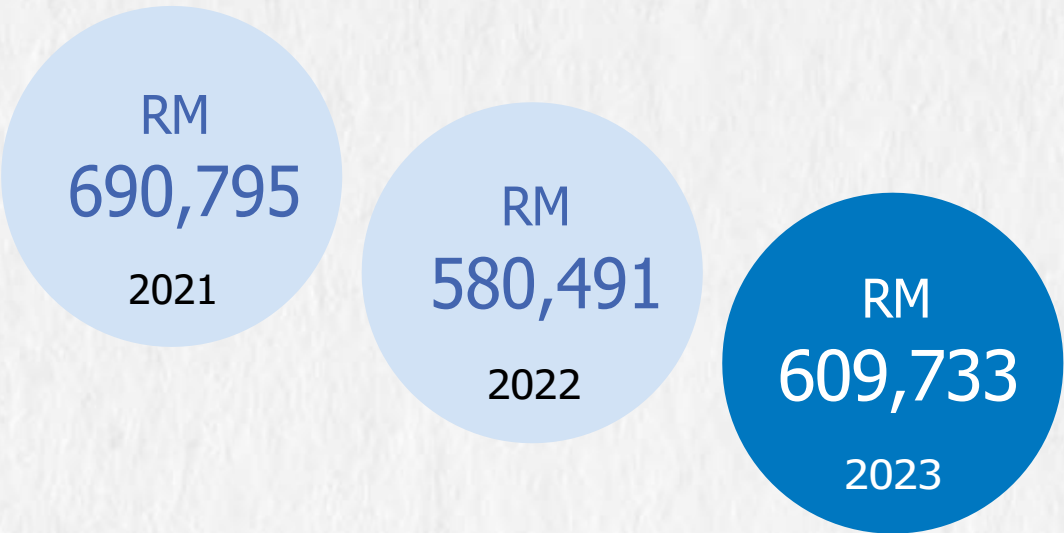
- Implementing a lighting schedule for key areas in our office to ensure lights are turned off during periods of minimal usage.
- Conducting regular maintenance and replacing electrical equipment and light fixtures to optimize energy efficiency.
- Educating employees on the importance of turning off lights, water dispensers, air conditioning, and other electrical appliances in the office and pantry when not in use.
- Installing energy-saving LED light bulbs throughout our office space.

Our approach

At Apex, we take a holistic view towards energy reduction. By promoting eco-friendly practices in the workplace, we simultaneously encourage our employees to conserve electricity.

Total energy consumption:

Our performance



Total Energy Consumption

Employee Management

Why is this important?

Our workforce stands as our greatest asset, serving as the cornerstone of our achievements and expansion. We remain steadfast in our dedication to attracting, nurturing, and retaining top-tier talent, fostering an environment that nurtures growth and empowerment. Furthermore, we allocate substantial resources to development initiatives, underscoring our commitment to ensuring our employees remain adept, forward-thinking, and prepared for the future.

At Apex, we aim to become the employer of choice. We recognize that the key to maximizing productivity lies in aligning the right individuals with the appropriate roles. To attain peak productivity levels, the Group:

Offers a clear career trajectory for all employees;

Strives to enrich their skills and expertise through comprehensive training and development initiatives; and

Ensures that every employee is provided with a comfortable and efficient working environment.

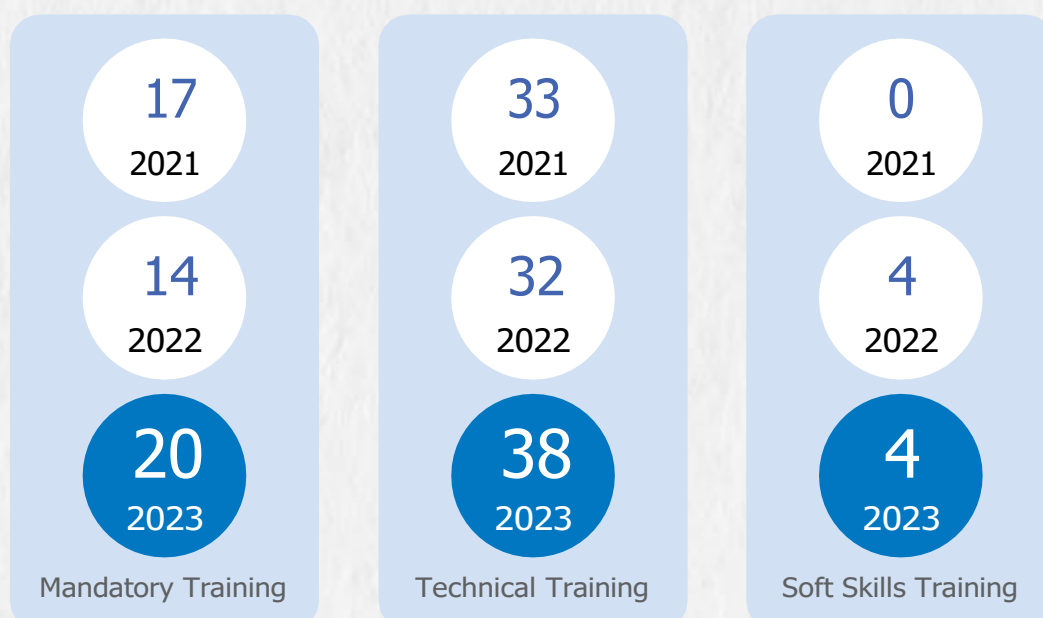
We firmly uphold the belief that our employees constitute our most invaluable assets. Establishing an inclusive work environment is instrumental in fostering a sense of belonging among our workforce, thereby aiding us in talent retention efforts. Aligned with our human capital management strategies, we are dedicated to enhancing employee satisfaction by offering opportunities for career advancement, competitive compensation packages, and comprehensive development initiatives encompassing both functional and leadership competencies.

Our approach

In line with our commitment to sustainability, we have implemented succession plans for key positions, ensuring seamless operations and nurturing a robust leadership pipeline within the company. Our employee benefits adhere fully to the stipulations of the Employment Act 1955 and extend beyond, encompassing various allowances, medical coverage, and insurance benefits. We conduct regular reviews of our employee benefits and reward schemes to attract top-tier candidates to the organization and to maintain high levels of motivation among our existing employees.

Employee training hours by type of training:

Our performance

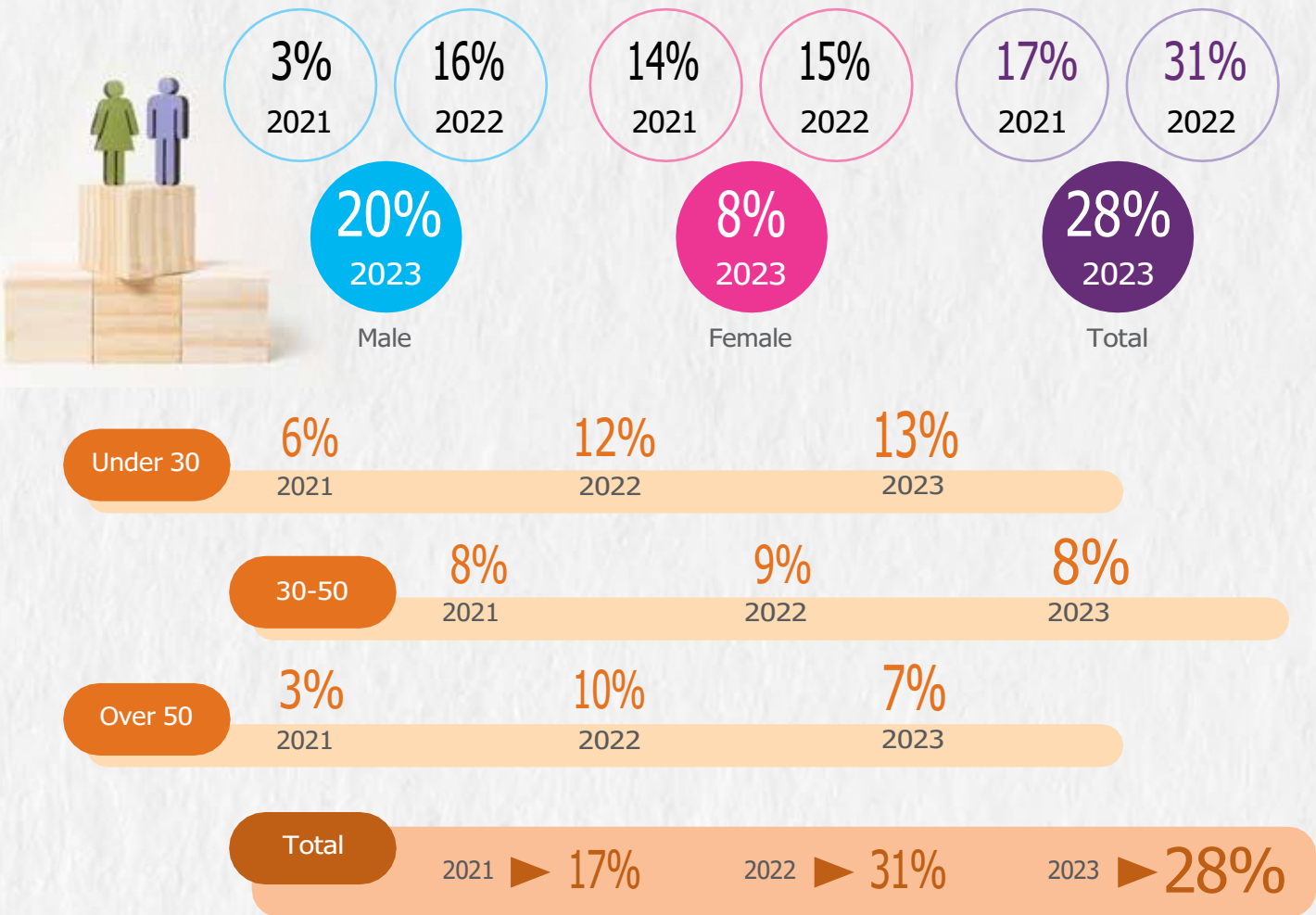


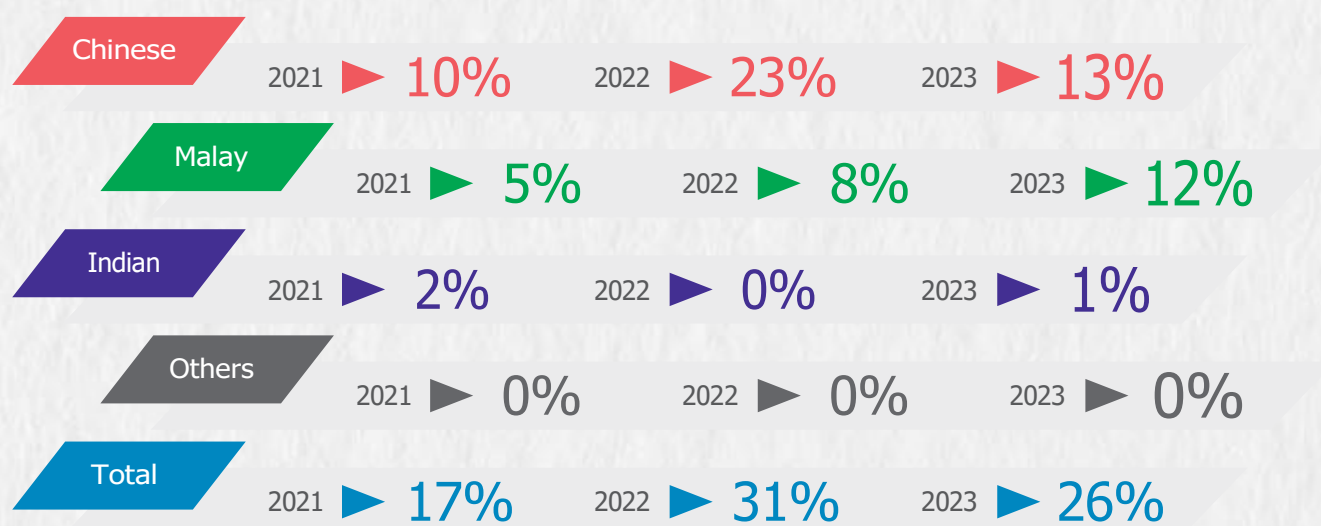
Sustainability Statement (Cont'd)

Employee training hours by employee category:



Employee retention and attrition:
Turnover rate:





Number of substantiated complaints concerning human rights violations:



Diversity, Equity & Inclusivity

Diversity fosters innovation and creativity within the organization. By bringing together individuals from diverse backgrounds, experiences, and perspectives, we can generate a wider range of ideas and solutions to address complex challenges and adapt to changing market dynamics more effectively. Diverse teams are better equipped to consider a broader range of viewpoints and make more well-rounded decisions, leading to improved risk management and strategic planning, especially in the financial services sector, where informed decision-making is paramount.

Why is this important?

Moreover, diversity promotes inclusivity and strengthens corporate culture. By embracing diversity and creating an inclusive work environment where all employees feel valued and respected, companies can attract and retain top talent from different demographic groups, leading to higher employee engagement, morale, and productivity.

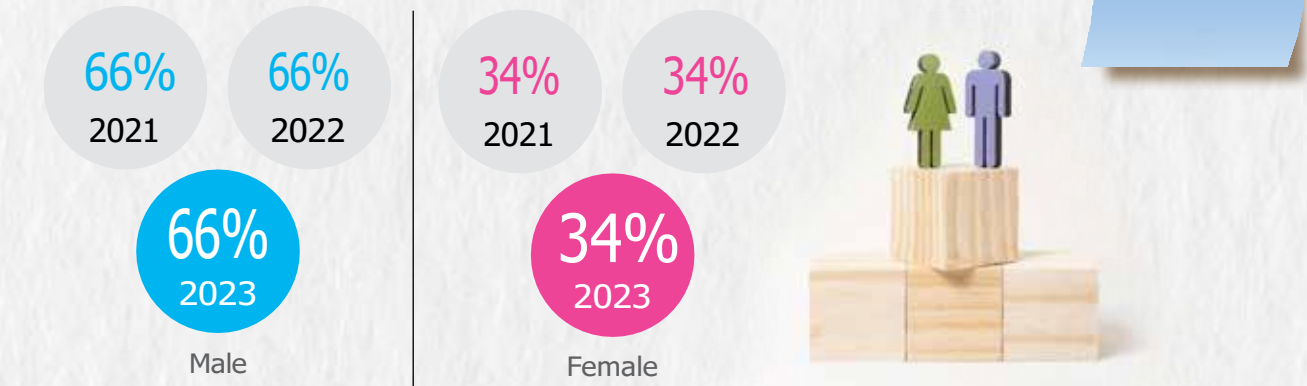
Our approach

Apex recognizes and appreciates the advantages brought forth by diversity across people, ideas, and cultures. Upholding diversity within our workplace ensures the absence of bias and fosters an environment of comfort and inclusivity. We adamantly oppose all forms of unlawful discrimination, including those based on age, gender, race, ethnic background, sexual orientation, gender identity, national origin, or religious beliefs, in our interactions with employees and all stakeholders, including customers and suppliers.

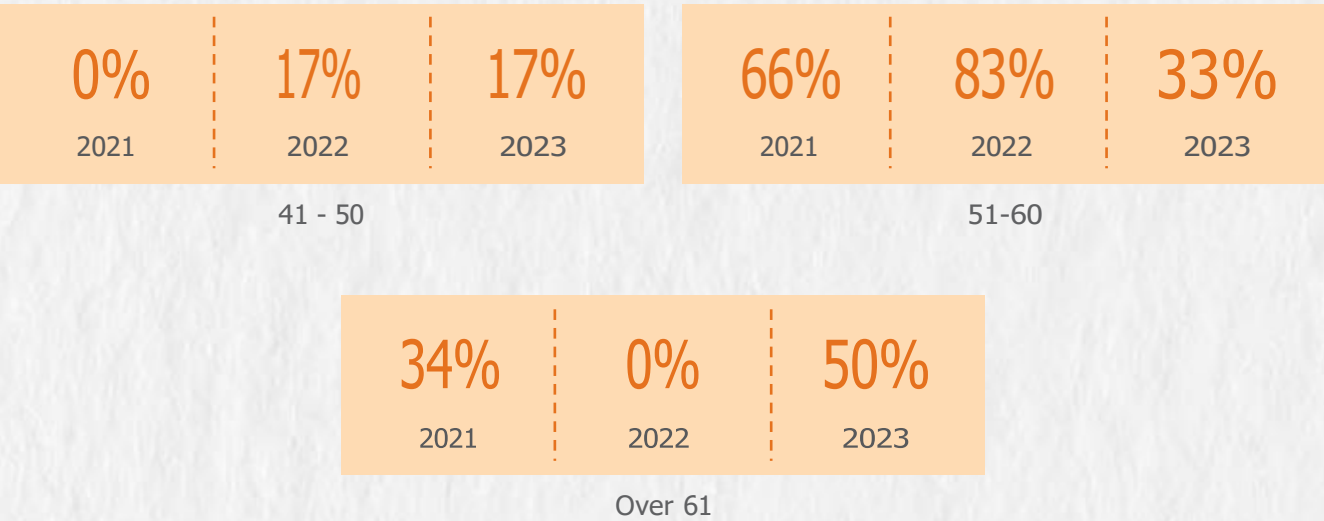
Apex is unwavering in our commitment maintaining harmonious relationships with our employees, guided by our comprehensive policies such as the Code of Conduct and Business Ethics Policy, and Human Resources Policy, all of which reinforce our dedication to workplace diversity. We are steadfast in our efforts to provide equal opportunities for employment, adhering strictly to rigorous guidelines in the recruitment, training, and promotion of employees at all organizational levels, ensuring fairness and impartiality.

Board Diversity

By Gender

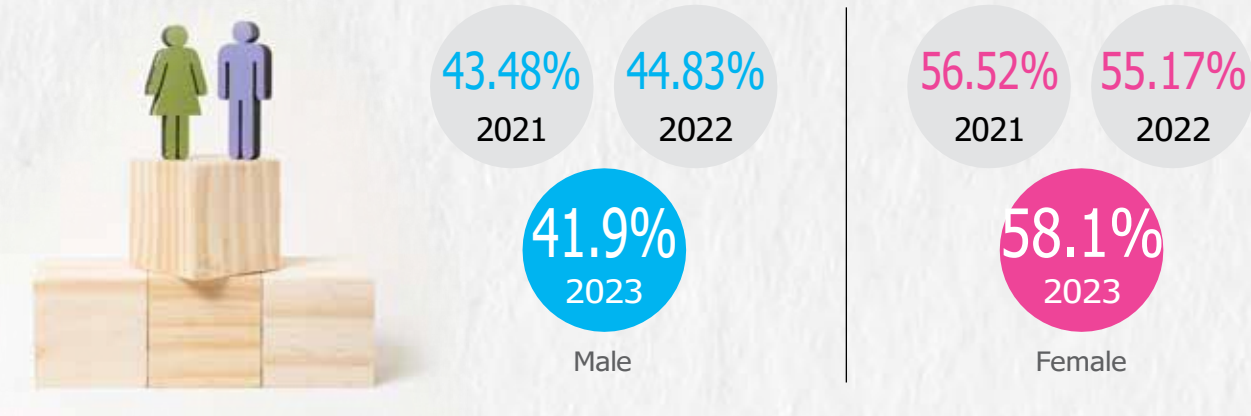


By Age Group

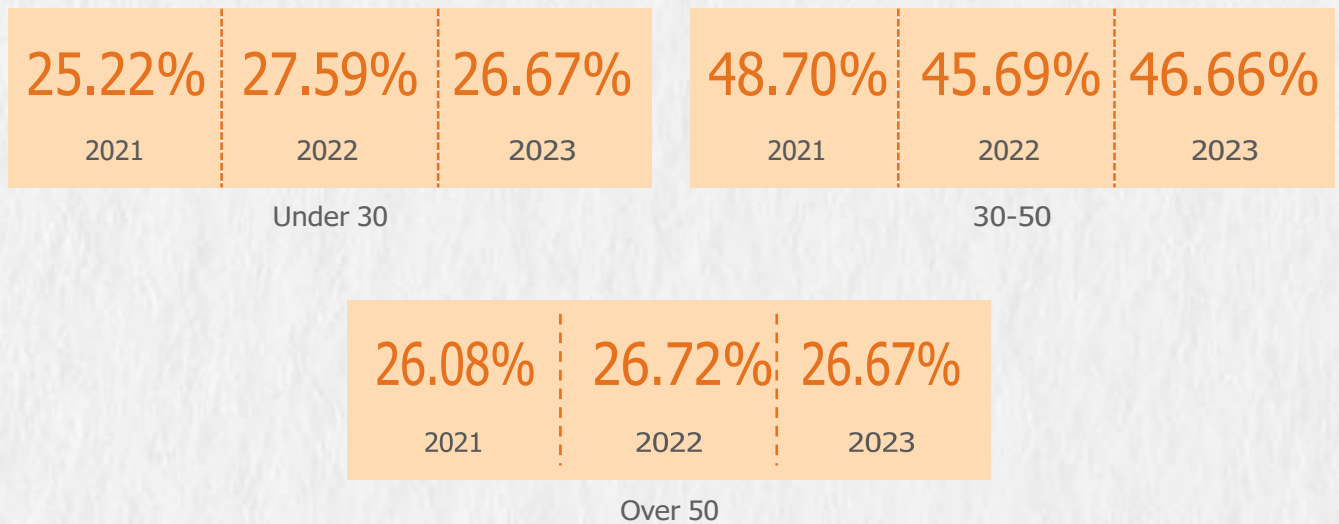


Workforce Profile

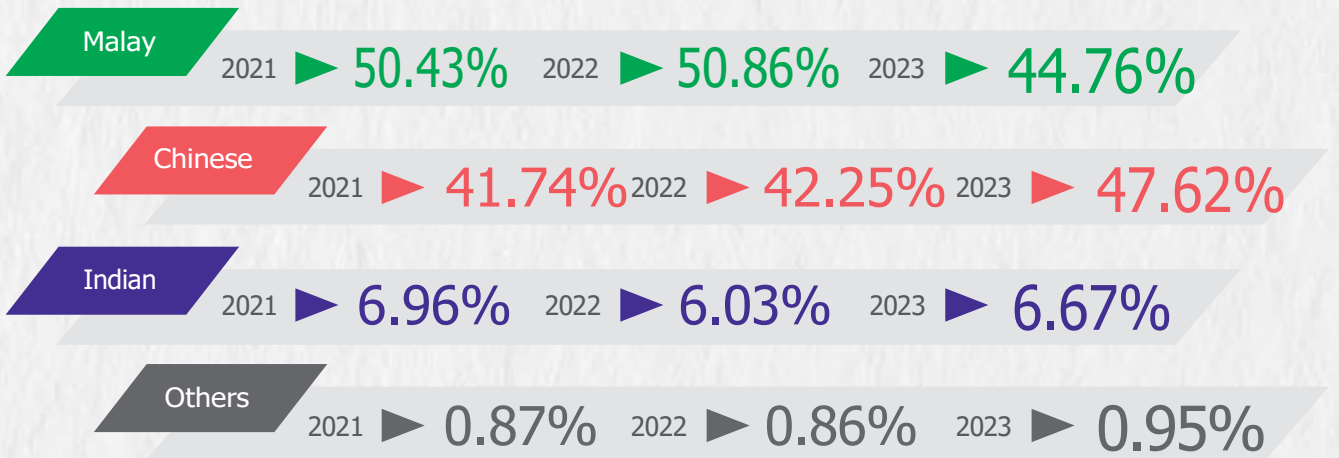
Workforce by Gender



Workforce by Age Group



Workforce by Race



Number of discrimination incidents reported and recorded:



Incident(s) of Discrimination

Health s Safety

We prioritise the health and safety of our employees in our business operations and workplaces. By ensuring a healthy, safe and conducive workplace, we aim to prevent illness among those working within our premises, which ultimately leads to increased efficiency and output.

Why is this important?

Our approach

Apex places great emphasis on safety and health aspects of its employees while maintaining a comfortable and conducive work environment to ensure a workplace that is free from theft or harm, violence or intimidation and other unsafe or disruptive influences due to internal and external conditions.

Recognising the importance of a healthy and positive lifestyle, Apex promotes sports and our CSR principles. We cultivate teamwork as well as a sense of belonging amongst employees through recreational events and sports activities.

Number of employees trained on health and safety standards:



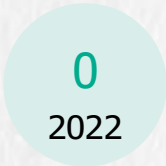
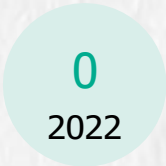
Our performance

Employees Trained in H&S

Number of work-related injuries:

- a) First-aid:
- b) Major:
- c) Fatalities:

Lost time incident rate:



First Aid

Major Incidents

Fatality

LTI Rate

Supply Chain Management

Why is this important?

Local sourcing fosters stronger relationships with suppliers, facilitating better communication, collaboration, and responsiveness to our needs. The proximity enables more frequent interactions, site visits, and face-to-face meetings, which can enhance understanding, trust, and alignment.

Aside from this, local sourcing reduces supply chain risks and vulnerabilities. By sourcing locally, we can mitigate risks associated with geopolitical instability, trade disruptions, transportation delays, and currency fluctuations, ensuring continuity of supply and minimizing potential disruptions to business operations.

Moreover, local sourcing supports the local economy and community development. By patronizing local suppliers, Apex contributes to job creation, economic growth, and sustainability in the regions where we operate. Supporting local businesses also strengthens our social license to operate and fosters goodwill among stakeholders, including customers, employees, and regulators.

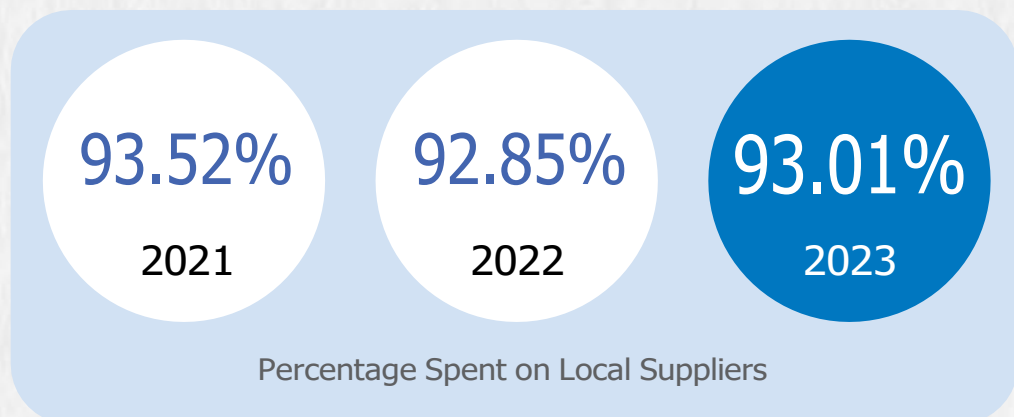
At Apex we prioritize strong relationships with suppliers, ensuring alignment of our needs with their capabilities through regular communication and mutually beneficial agreements. We actively mitigate risks by diversifying our supplier base and maintaining buffer stocks.

Our commitment to sustainability and ethical practices extends throughout our supply chain, promoting environmental responsibility. We foster a culture of continuous improvement and innovation, to achieve fair and effective vendor management. Through these efforts, we optimize our supply chain, mitigate risks, and deliver value to stakeholders, embodying our dedication to long-term success and responsible business practices.

Our approach

Our performance

In 2023, out of RM9.08 million spent on our vendors, 93.01% was spent on local suppliers.



Community Investment

CSR holds paramount importance at Apex as it serves as a moral compass guiding our operations towards sustainable and ethical practices. Embracing CSR not only fosters positive relationships with stakeholders but also enhances our brand reputation and trust among consumers and investors. By engaging in initiatives that address environmental concerns, social inequality, and community development, we hope to demonstrate our commitment long-term value creation beyond profit maximization. Ultimately, integrating CSR into our business strategies not only contributes to societal well-being but also ensures Apex’s resilience and competitiveness in an ever-evolving global market.

Why is this important?

At Apex, we constantly and consciously organise our CSR programmes based on three principles:

- (a) Responsibility, Transparency and Accountability;
- (b) Care and Unity; and
- (c) Value Creation and Enhancement for All

Our approach

Our sustainability commitment extends to the local communities. We are committed to enrich their lives and create a better shared future for the community we live and work in through social investments and corporate giving, focusing on education, healthcare and community enrichment programmes.

It has been a tradition of the Apex Sports Club to organise CSR programmes annually. We continuously encourage our people, who may not have the resources to make monetary contributions, to get involved in our voluntary programmes, to make an impact to the communities around us.

RM
16,950
2021

RM
25,223
2022

RM
41,004
2023

Total amount invested in the community

Our performance

106
2021

132
2022

223
2023

Total number of beneficiaries of the investment in communities



Lotus Charity Care Centre



National Cancer Society Malaysia



Pertubuhan Warisan Suci



Yayasan Latihan Insan Istimewa Ipoh



Zoo Negara



Open Hands Fellowship

Anti-Bribery and Corruption

Why is this important?

Apex upholds high standards of business ethics and compliance across the Group.

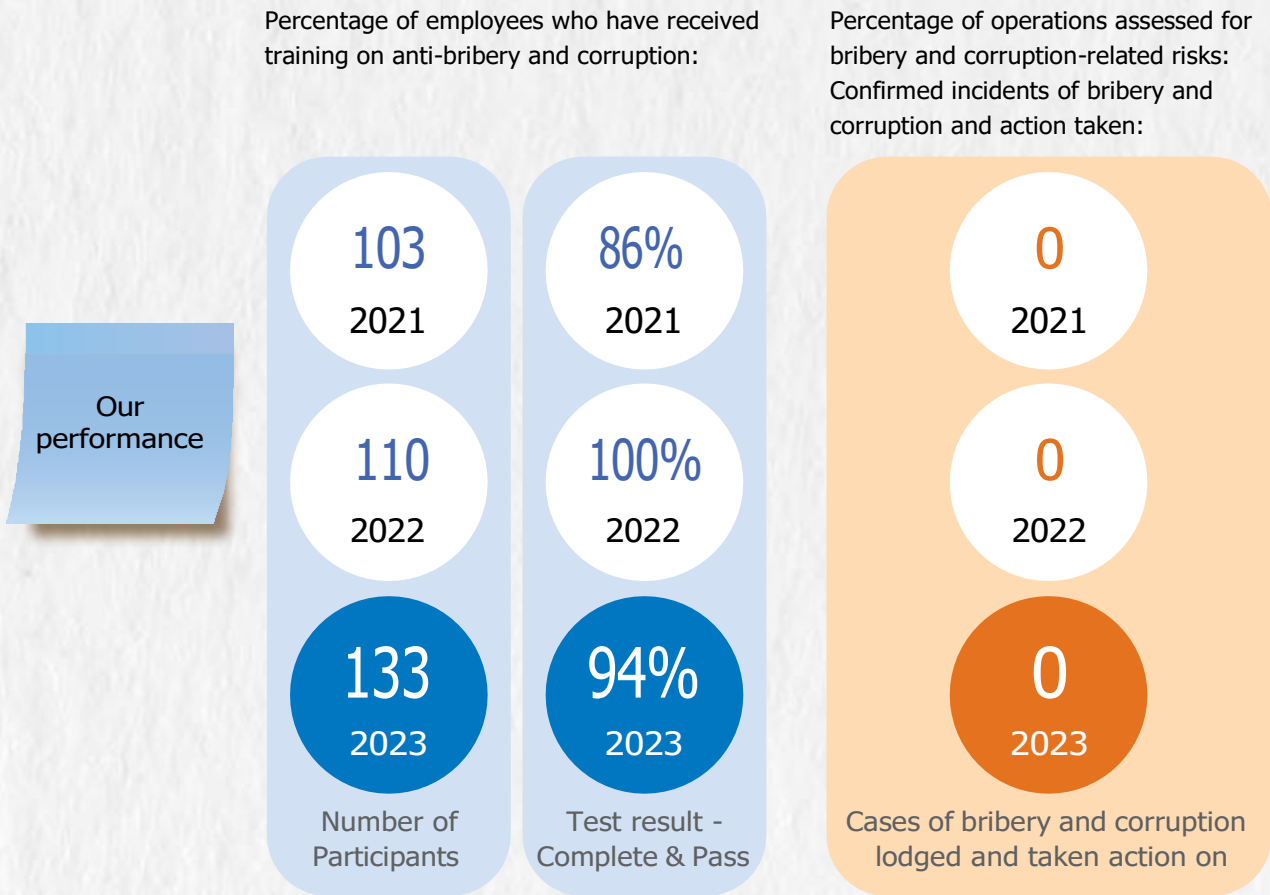
The following policies adopted by Apex Group serve to embed our commitment towards responsible corporate governance across our operations:

- i. Sustainability Policy
- ii. Human Resources & Administration Policy on Code of Conduct/Ethics
- iii. Remuneration Policy & Procedures
- iv. Related Party Transaction Policy
- v. Anti-Bribery and Corruption Policy ("ABC") & Procedures

To raise awareness, the aforementioned policies are disseminated to our employees via the Group's intranet and notice board, and to broader stakeholders including suppliers, contractors, business partners, and associates through our corporate website.

Compliance with these policies and our ethical standards, outlined in our employee handbook, is mandatory for all employees as they contribute to the Company's pursuit of excellence. Encouraging adherence to high standards of honesty and integrity in decision-making and behavior, we prompt employees to carefully consider the ethical implications and all facets of our ethics program before giving or receiving any gifts in interactions with third parties such as stakeholders, partners, vendors, and the public.

Our approach



Data Protection s Cybersecurity

The nature of financial services involves handling sensitive personal and financial information. Ensuring the confidentiality, integrity, and security of this data is essential for maintaining customer trust and confidence in the Group's services.

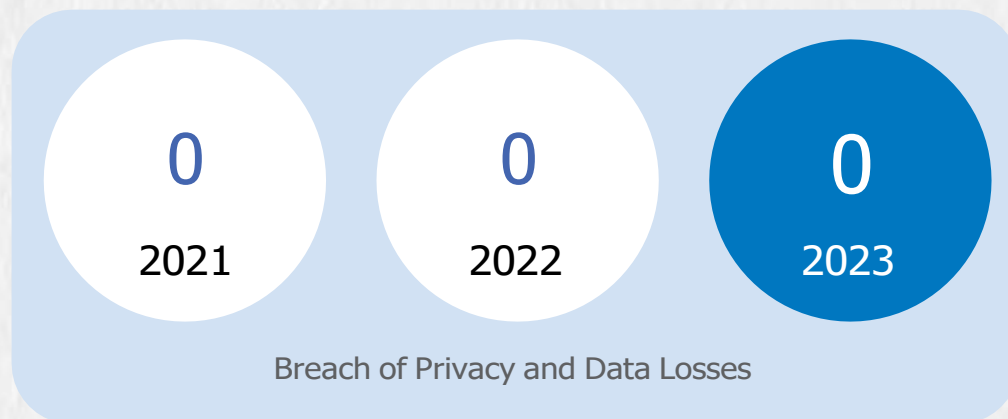
Why is this important?

As a Group, we uphold individuals' rights to privacy, fostering trust and confidence not only among customers, employees, and other stakeholders. Safeguarding personal data is crucial for maintaining compliance with regulatory requirements, which are increasingly stringent and globally enforced.

Our approach

The Group continues to strengthen our security measures through strict adherence with our Personal Data Protection Policy & Procedures. Our policy is developed in accordance with the Malaysian Personal Data Protection Act ("PDPA") 2010 and aligned with the European Union's General Data Protection Regulation ("GDPR").

Number of substantiated complaints concerning breaches of customer privacy and losses of customer data:



Our performance

Economic Performance

Economic performance remains as our core element as it directly influences the wealth and financial standing of clients. A thriving economy generally translates into higher returns on investments, positively influencing the financial well-being of clients served by the Apex Group.

Why is this important?

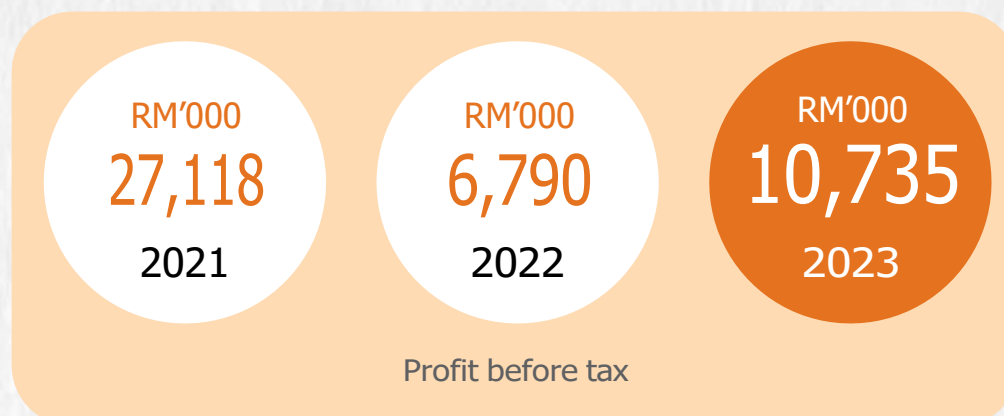
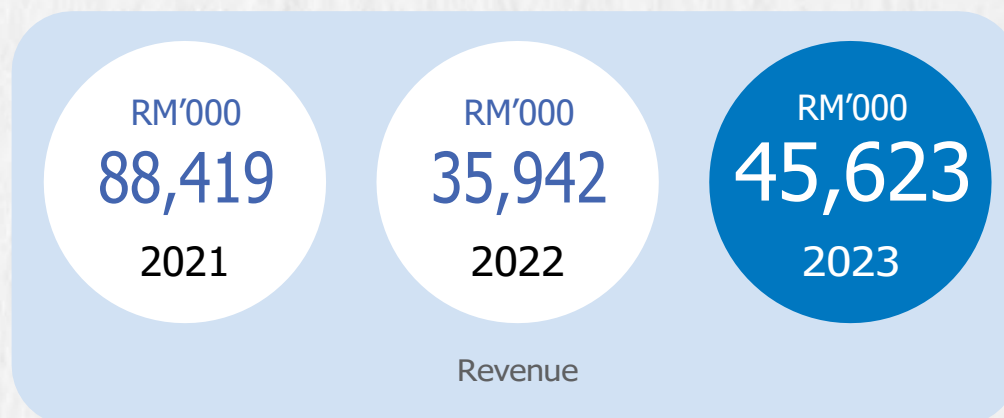
Our approach

The Apex Group has taken greater efforts in identifying critical risk areas which influence the strategy of its business. Our commitment to business is focussed on strong corporate governance and prudent management in view of challenging internal and external environment.

Despite the forthcoming uncertain and demanding circumstances, our commitment remains steadfast in pursuing targeted business growth. We are dedicated to expanding our business offerings, seizing expansion opportunities, and providing diverse products. Exploring digitalization and automation is a strategic move to enhance productivity and operational efficiency while minimizing costs to ensure competitiveness in the industry. Also, the Group will continue to keep abreast with the regulatory reforms and strictly adhering to updated rules, guidelines and corporate governance framework.

Our vigorous pursuit of high quality and comprehensive solutions have led to increasing local recognition, positioning us strongly to capitalise on significant opportunities on the coming years. By closely monitoring economic trends, the Apex Group is better equipped to serve our clients and navigate the dynamic financial landscape effectively.

Results - profit and loss



Our performance

This Sustainability Report is generated using the Bursa Malaysia ESG Reporting Platform, as required by the Main Market Listing Requirements and which adheres to the enhanced sustainability reporting criteria.

Indicator	Measurement Unit	2023
Bursa (Water)		
Bursa C9(a) Total volume of water used	Megalitres	3.530000
Bursa (Energy management)		
Bursa C4(a) Total energy consumption	Megawatt	197.60
Bursa (Labour practices and standards)		
Bursa C6(a) Total hours of training by employee category		
Management	Hours	130
Manager	Hours	150
Executive	Hours	70
Non-executive/Technical Staff	Hours	11
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	0.00
Bursa C6(c) Total number of employee turnover by employee category		
Management	Number	6
Manager	Number	4
Executive	Number	12
Non-executive/Technical Staff	Number	6
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0
Bursa (Diversity)		
Bursa C3(a) Percentage of employees by gender and age group, for each employee category		
Age Group by Employee Category		
Management Under 30	Percentage	0.00
Management Between 30-50	Percentage	44.40
Management Above 50	Percentage	55.56
Manager Under 30	Percentage	14.29
Manager Between 30-50	Percentage	61.90
Manager Above 50	Percentage	23.81
Executive Under 30	Percentage	36.96
Executive Between 30-50	Percentage	41.30
Executive Above 50	Percentage	21.74
Non-executive/Technical Staff Under 30	Percentage	33.33
Non-executive/Technical Staff Between 30-50	Percentage	38.89
Non-executive/Technical Staff Above 50	Percentage	27.78
Gender Group by Employee Category		
Management Male	Percentage	77.78
Management Female	Percentage	22.22
Manager Male	Percentage	42.86
Manager Female	Percentage	57.14
Executive Male	Percentage	28.26
Executive Female	Percentage	71.74
Non-executive/Technical Staff Male	Percentage	66.67
Non-executive/Technical Staff Female	Percentage	33.33
Bursa C3(b) Percentage of directors by gender and age group		
Male	Percentage	66.66
Female	Percentage	33.34
Under 30	Percentage	0.00
Between 30-50	Percentage	16.67
Above 50	Percentage	83.33
Bursa (Health and safety)		
Bursa C5(a) Number of work-related fatalities	Number	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	0.00
Bursa C5(c) Number of employees trained on health and safety standards	Number	0
Bursa (Supply chain management)		
Bursa C7(a) Proportion of spending on local suppliers	Percentage	93.01
Bursa (Community/Society)		
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	41,004.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	223
Bursa (Anti-corruption)		
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category		
Management	Percentage	100.00
Manager	Percentage	100.00
Executive	Percentage	100.00
Non-executive/Technical Staff	Percentage	100.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	100.00

Indicator	Measurement Unit	2023
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0
Bursa (Data privacy and security)		
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0

CONCLUSION

We, at Apex remain steadfast in our commitment to sustainability principles as integral pillars of our corporate strategy.

Throughout this reporting period, we have made some significant strides in advancing sustainability initiatives while delivering value to our stakeholders and contributing to the communities in which we operate.

Looking ahead, Apex remains dedicated to advancing our ESG agenda, continuously seeking opportunities to integrate sustainability into our business operations and decision-making processes. We recognize that sustainable business practices are not only essential for long-term value creation but also vital for building resilience in an ever-evolving global landscape.

As we navigate the complexities of the financial services industry, we remain committed to driving positive change and creating shared value for all our stakeholders. Together, we will continue to build a sustainable future, one that balances economic prosperity with social progress and environmental stewardship.

Statement Of Assurance

This Sustainability Statement has been reviewed by our internal auditor.