

## Performance Data

## Performance Data

Financial Pillar	Unit	2024	2023	2022
<b>FINANCIAL PERFORMANCE</b>				
Revenue	RM million	13,237.5	14,271.7	13,867.0
Operating profit	RM million	2,593.7	2,881.4	3,102.0
Profit/(loss) before taxation	RM million	1,283.5	2,093.7	1,874.3
Profit/(loss) after taxation	RM million	1,233.2	1,958.9	1,835.0
<b>Tax for the Year</b>				
• Malaysia income tax	RM '000	49,400	60,042	37,314
• Foreign tax	RM '000	53,670	30,950	25,130
<b>Under/(Over) Provision in Prior Year</b>				
• Malaysia income tax	RM '000	(5,789)	368	(21,590)
• Foreign tax	RM '000	(47,471)	48,685	-
<b>CLIMATE-RELATED INDICATORS</b>				
Expenditure on climate-related initiatives	RM	167,375,350	157,789,782	2,105,212
Expenditure on environmental protection initiatives (including climate change and environmental management systems)	RM	12,227,708	10,817,446	55,134,046
<b>REVENUE</b>				
<b>Dual-Fuel Vessels</b>				
• Aframax	RM	84,543,706	90,320,715	149,584,640
• DPST	RM	218,875,090	396,678,943	401,975,867
• VLCC	RM	321,195,374	98,400,554	42,825,598
<b>Environmentally-Friendly Vessels</b>				
• VLEC	RM	365,291,386	376,761,667	371,687,865
• LNGC	RM	594,303,358	567,237,996	391,871,984
<b>TOTAL</b>	RM	1,584,208,914	1,529,399,875	1,357,945,955
<b>EEDI<sup>1</sup></b>	Please refer to the Environment Pillar data performance			
<b>Scope 1, 2 and 3</b>	Please refer to the Environment Pillar data performance			

Note:

<sup>1</sup> Fuel cost purchased by MISC Group only.
 For more details on our Financial performance, please refer to MISC's Financial Report 2024.

Environmental Pillar	Unit	2024	2023	2022
<b>TOTAL GHG (SCOPE 1 AND 2)</b>				
	tonnes CO <sub>2</sub> e	3,845,107	4,160,578*	4,240,720*
Scope 1 <sup>1</sup>	tonnes CO <sub>2</sub> e	3,800,082	4,120,702*	4,200,139*
Scope 2	tonnes CO <sub>2</sub> e	45,024	39,875*	40,581*
CO <sub>2</sub> Biogenic <sup>A</sup>	tonnes CO <sub>2</sub> e	2,993	1,100*	1,011*
<b>TOTAL SCOPE 1</b>	tonnes CO <sub>2</sub> e	3,800,082	4,120,702*	4,200,139*
<b>Breakdown by Operations</b>				
<b>Shipping</b>				
- Gas	tonnes CO <sub>2</sub> e	3,769,047	4,088,748*	4,168,624*
- Petroleum	tonnes CO <sub>2</sub> e	2,058,813	2,445,402*	2,566,085*
- Product	tonnes CO <sub>2</sub> e	94	21,848*	42,704*
- Workboat	tonnes CO <sub>2</sub> e	6,034	5,125*	4,655*
<b>Non-Shipping</b>				
	tonnes CO <sub>2</sub> e	31,035	31,954*	31,515*
<b>TOTAL SCOPE 2</b>	tonnes CO <sub>2</sub> e	45,024	39,875*	40,581*
<b>Breakdown by Operations</b>				
<b>Shipping</b>				
- Workboat	tonnes CO <sub>2</sub> e	25	-	-
<b>Non-Shipping</b>				
	tonnes CO <sub>2</sub> e	25	-	-
<b>Non-Shipping</b>				
	tonnes CO <sub>2</sub> e	44,999	39,875*	40,581*
<b>TOTAL SCOPE 3 (MATERIAL CATEGORIES)</b>	tonnes CO <sub>2</sub> e	2,198,289	2,345,620*	2,447,044*
<b>Breakdown by Category</b>				
Category 1 – Purchased goods and services from MISC's Marine and Heavy Engineering Business	tonnes CO <sub>2</sub> e	91,315	131,267*	88,285*
Category 3 – Fuel & Energy Related Activities	tonnes CO <sub>2</sub> e	1,073,381	1,133,237*	1,155,712*
Category 8 – Upstream Leased Assets	tonnes CO <sub>2</sub> e	12,951	44,310*	78,919*
Category 13 – Downstream Leased Assets	tonnes CO <sub>2</sub> e	984,057	999,402	1,094,822
Category 15 – Investments	tonnes CO <sub>2</sub> e	36,585	37,404*	29,306*
<b>TOTAL SCOPE 3 (NON-MATERIAL CATEGORIES)</b>	tonnes CO <sub>2</sub> e	18,590	19,396	17,138
<b>Breakdown by Category</b>				
Category 6 – Business Travel	tonnes CO <sub>2</sub> e	12,144	12,280	8,554
Category 7 – Employee Commuting	tonnes CO <sub>2</sub> e	6,446	7,116	8,584
<b>AIR EMISSIONS</b>				
NO <sub>x</sub> emissions <sup>6</sup>	tonnes	39,723	43,829*	43,295*
SO <sub>x</sub> emissions <sup>7A</sup>	tonnes	3,746	3,933*	3,671*
PM <sub>10</sub> emissions <sup>8B</sup> (Reported data are for non-shipping only)	tonnes	3.40	3.76*	3.54*
<b>REFRIGERANT</b>				
Ozone Depleting Substances (ODS)	tonnes	0.13	0.17	0.24

## Performance Data

Environmental Pillar	Unit	2024	2023	2022
<b>CARBON INTENSITY AND ANNUAL EFFICIENCY RATIO</b>				
<b>ANNUAL EFFICIENCY RATIO (AER)</b>				
MISC Shipping Fleet (GAS and Petroleum) <sup>c</sup>	gCO <sub>2</sub> /ton-nm	5.07	5.71 <sup>*</sup>	6.23 <sup>*</sup>
<b>ANNUAL EFFICIENCY RATIO (AER<sup>CO<sub>2</sub>e</sup>)</b>				
MISC Shipping Fleet (GAS and Petroleum)	gCO <sub>2</sub> e/ton-nm	5.20	5.95 <sup>*</sup>	6.43 <sup>*</sup>
<b>CII RATING</b>				
Vessels rated A	%	17.65	18.95	12.50
Vessels rated B	%	28.24	23.16	21.88
Vessels rated C	%	30.59	40.00	34.38
Vessels rated D	%	16.40	12.63	17.71
Vessels rated E	%	7.06	5.26	13.54
<b>OPERATIONAL DATA</b>				
Total distance traveled by vessels GAS, Petroleum <sup>11</sup>	nautical miles (nm)	5,398,956	5,453,030 <sup>*</sup>	5,369,174 <sup>*</sup>
<b>AVERAGE ENERGY EFFICIENCY DESIGN INDEX (EEDI<sup>12</sup>) FOR NEW VESSELS</b>				
LNGC	gCO <sub>2</sub> e/ton-nm	-	4.691	-
VLEC	gCO <sub>2</sub> e/ton-nm	-	-	-
LNG Dual-Fuel DPST	gCO <sub>2</sub> e/ton-nm	-	-	-
Conventional DPST	gCO <sub>2</sub> e/ton-nm	-	-	2.738
LNG Dual-Fuel VLCC	gCO <sub>2</sub> e/ton-nm	-	1.665	1.937
Shuttle Tanker	gCO <sub>2</sub> e/ton-nm	2.7491	-	-
<b>ENERGY</b>				
<b>TOTAL GROUP ENERGY CONSUMPTION <sup>2</sup></b>				
	GJ	56,084,855	59,997,493 <sup>*</sup>	61,670,834 <sup>*</sup>
Heavy Fuel Oil <sup>3</sup>	tonnes	72,137	72,728 <sup>*</sup>	64,769 <sup>*</sup>
Very-Low Sulphur Heavy Fuel Oil	tonnes	305,555	416,653 <sup>*</sup>	379,280 <sup>*</sup>
Ultra-Low Sulphur Heavy Fuel Oil	tonnes	1,111	3,928 <sup>*</sup>	6,018 <sup>*</sup>
Very-Low Sulphur Light Fuel Oil	tonnes	82,891	-	-
Ultra-Low Sulphur Light Fuel Oil	tonnes	2,076	-	-
Marine Gas Oil	tonnes	47	109	225 <sup>*</sup>
Very-Low Sulphur Marine Gas Oil	tonnes	6,670	3,922 <sup>*</sup>	2,138 <sup>*</sup>
Ultra-Low Sulphur Marine Gas Oil	tonnes	146,740	163,927 <sup>*</sup>	222,449 <sup>*</sup>
Liquefied Natural Gas	tonnes	608,139	672,031 <sup>*</sup>	678,836 <sup>*</sup>
Propane	litre	100	-	-
Diesel	litre	2,553,337	419,889	347,189
Biodiesel (from shipping)	tonnes	12,905	5,329	-
Biodiesel (from non-shipping)	litre	3,791,840	6,625,386 <sup>*</sup>	6,084,838 <sup>*</sup>
Petrol	litre	68,492	49,189	39,274
Compressed natural gas	m <sup>3</sup>	470,254	405,000	419,712
Liquefied petroleum gas	tonnes	7	6	8
Electricity	kWh	67,621,966	59,881,813 <sup>*</sup>	60,910,170 <sup>*</sup>

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Environmental Pillar	Unit	2024	2023	2022
Ethane	tonnes	13,790	1,221	20,001 <sup>*</sup>
Renewable energy <sup>4D</sup>	MWh	8,826	8,827	8,957
<b>ENERGY INTENSITY RATIO</b>				
<b>Breakdown by Subsidiaries</b>				
Shipping operations - GAS and Petroleum & Products	(GJ per million transport work)	76	86 <sup>*</sup>	94 <sup>*</sup>
Heavy & Marine Engineering <sup>E</sup>	(GJ per thousand man hours)	11	12	14
Maritime Education & Training	(GJ per million sales in RM)	185	160 <sup>*</sup>	164
Marine Services (Maritime Services)	(GJ per hour)	4	4	4
<b>WASTE</b>				
<b>NON-SHIPING OPERATIONS</b>				
<b>TOTAL GENERATION GENERAL WASTE/ NON-HAZARDOUS</b>				
Total recycled/reuse/recovered	tonnes	2,630	5,220 <sup>*</sup>	5,307 <sup>*</sup>
Total final disposal	tonnes	2,380	5,069	5,171 <sup>*</sup>
<b>NON-SHIPING OPERATIONS</b>				
<b>TOTAL GENERATION HAZARDOUS WASTE</b>				
Total waste recycled/reuse/recovered	tonnes	16,198	19,087	20,942
Total waste sent for disposal (incineration/landfill)	tonnes	42	17	182
<b>SHIPPING OPERATIONS</b>				
Ship oil sludge	m <sup>3</sup>	6,799	6,537	6,186
Ship operational effluent discharge - comprises bilge water and cargo residues	m <sup>3</sup>	58,696	63,761	47,791
Operational effluent discharge per vessel per month - bilge water	m <sup>3</sup>	29.76	30.41	28.82
Ship garbage	m <sup>3</sup>	6,826	6,974	6,689
Ship garbage disposed to reception facility	m <sup>3</sup>	5,829	5,995	5,683
Ship garbage discharged to sea - Category B	m <sup>3</sup>	460	470	484
Ship garbage incinerated onboard	m <sup>3</sup>	537	509	522
<b>WATER</b>				
<b>TOTAL FRESHWATER WITHDRAWAL <sup>F</sup></b>				
Total freshwater withdrawal from surface water	m <sup>3</sup>	0	0	0
Total freshwater withdrawal from third party	m <sup>3</sup>	931,216	883,033	799,532
<b>WATER CONSUMPTION</b>				
Water consumption (from vessels' freshwater generator)	m <sup>3</sup>	294,461	308,930	313,388
<b>BALLAST WATER</b>				
<b>Percentage of Fleet Implementing Ballast Water Exchange and Treatment</b>				
- exchange <sup>12</sup>	%	NIL	1	6
- treatment <sup>13</sup>	%	100	99	94

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Environmental Pillar	Unit	2024	2023	2022
<b>SPILLS</b>				
Total spills <sup>9</sup>	number	2	2	4
Average volume of spills and releases to the environment <sup>10</sup>	litre	6	16 <sup>*</sup>	18,177-18,187
<b>FINES/PENALTIES AND AUDITS</b>				
Fines/penalties on environmental related non-compliance	number	2	0	2
Fines/penalties on environmental related non-compliances	RM	4,000	0	73,500
Audits conducted on environmental <sup>#</sup> related matters	number	170	153	122
<b>ISO CERTIFICATION</b>				
<b>ISO 50001 Energy Management System</b>	%	35	32	14
<b>Breakdown by Business Unit</b>				
Gas Assets & Solutions		No	No	No
Petroleum & Products		No	No	No
Offshore		No	No	No
Marine & Heavy Engineering		No	No	No
Marine Services (Ship Management)		Yes	Yes	Yes
Marine Services (Maritime Services)		No	No	No
Maritime Education & Training		No	No	No
<b>ISO 14001 Environmental Management System</b>	%	85	86	43
<b>Breakdown by Business Unit</b>				
Gas Assets & Solutions		No	No	No
Petroleum & Products		No	No	No
Offshore		Yes	Yes	Yes
Marine & Heavy Engineering		Yes	Yes	Yes
Marine Services (Ship Management)		Yes	Yes	Yes
Marine Services (Maritime Services)		No	No	No
Maritime Education & Training		No	No	No

Note:

<sup>1-13</sup> Referring to SASB indicator.<sup>\*</sup> Restated the numbers post-third party GHG verification and updates in performance data as part of our ongoing improvement in environmental data inventory and reporting.<sup>#</sup> Environmental audits including compliance audit that covers the following aspect; management system, waste, pollution, water, energy use and biodiversity.<sup>A</sup> Data excludes six vessels fitted with scrubbers as the system configuration for quantifying SO<sub>x</sub> emissions from scrubber is ongoing.<sup>B</sup> Data for non-shipping only.<sup>C</sup> AER data calculated for total CO<sub>2</sub> emissions without any corrections or adjustment applied.<sup>D</sup> Renewable energy from renewable energy certificate bought.<sup>E</sup> Change in measurement metric to align with metric used for the GHG intensity.<sup>F</sup> Data for 2024 is based on estimated values.

## Performance Data

## Training and Awareness Conducted in 2024

No	Training Type	Total Number of Programmes	Total Number of Participants
1	Environment	6	891

## Scope of ISO certification

Certification	Entity	Scope
ISO50001:2018 Energy Management System	Eaglestar Shipmanagement (L) Pte Ltd	• Provision of Fleet Management Services
ISO50001:2011 Energy Management System	Eaglestar Shipmanagement (S) Pte Ltd	• Shore Management of tanker operations
ISO 14001:2015 Environment Management System	Eaglestar Shipmanagement (L) Pte Ltd	• Provision of Fleet Management Services
	Eaglestar Shipmanagement (S) Pte Ltd	• Shore Management of tanker operations
	MISC Berhad (Offshore)	• Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation & Maintenance and Decommissioning of Offshore Floating/Mobile Facilities
	Malaysia Marine and Heavy Engineering Holdings Sdn. Bhd.	• Repair and refurbishment, and conversion of ship and marine vessel
		• Engineering, procurement, construction, hook up, and testing and commissioning of production system and its facilities
		• Maintenance of onshore production systems and its facilities including fabrication, and testing and commissioning
		• Project management for transportation and installation of offshore production system and its facilities
		• Construction, hook up, testing and commissioning of production system and its facilities

## IUCN RED LIST OF THREATENED SPECIES AT ALAM'S MANGROVE AREA

No	Species	IUCN Status
1	Cave Nectar Bat (Lesser Dawn Bat) - <i>Eonycteris spelaea</i>	Least Concern
2	Dusky Leaf Monkey (Dusky Langur) - <i>Trachypithecus obscurus</i>	Endangered
3	Long-Tailed Macaque - <i>Macaca fascicularis</i>	Endangered
4	Plantain Squirrel - <i>Callosciurus notatus</i>	Least Concern
5	Civet Species - <i>Paradoxurus sp.</i>	Least Concern
6	Wild Cat Species - <i>Prionailurus sp.</i>	Least Concern
7	Wild Boar - <i>Sus scrofa</i>	Least Concern

Performance Data

Social Pillar – Health, Safety and Security	Unit	2024	2023	2022
Working hours	hours	61,261,000	65,460,000	65,293,000
<b>FATALITIES</b>	number	1	3	0
Employees	number	1	1	0
Contractor	number	0	2	0
<b>NUMBER OF LOST TIME INJURY (LTI) <sup>1</sup></b>	number	3	6	5
Employees	number	2	2	3
Contractor	number	1	4	2
<b>LOST TIME INJURY FREQUENCY (LTIF)</b>	per 1 million man-hours	0.05	0.09	0.08
Employees	per 1 million man-hours	0.05	0.05	0.09
Contractor	per 1 million man-hours	0.05	0.15	0.07
<b>TOTAL RECORDABLE CASE (TRC)</b>	number	14	20	9
Employees	number	8	8	4
Contractor	number	6	12	5
<b>TOTAL RECORDABLE CASE FREQUENCY (TRCF)</b>	per 1 million man-hours	0.23	0.31	0.14
Employees	per 1 million man-hours	0.19	0.20	0.11
Contractor	per 1 million man-hours	0.32	0.46	0.17
<b>TOTAL RECORDABLE OCCUPATIONAL ILLNESS FREQUENCY (TROF)</b>	per 1 million man-hours	0.03	0.00	0.00
<b>FINES/PENALTIES/AUDITS</b>				
Incidents of non-compliance (fines and penalties) concerning the health and safety impacts of products and services	number	0	0	2
Health and Safety Audits (as part of the HSEMS assurance)	number	0	25	14
<b>ISO CERTIFICATION</b>				
<b>ISO 45001 Occupational Health and Safety Management System/ISO 18001 Occupational Health and Safety Management System Certification</b>	%	87	86	43
<b>Breakdown by Business Unit</b>				
Gas Assets & Solutions		No	No	No
Petroleum & Products		No	No	No
Offshore		Yes	Yes	Yes
Marine & Heavy Engineering		Yes	Yes	Yes
Marine Services (Ship Management)		Yes	Yes	Yes
Marine Services (Maritime Services)		No	No	No
Maritime Education & Training		No	No	No
<b>ISO 9001 Quality Management System</b>	%	98	98	86
<b>Breakdown by Business Unit</b>				
Gas Assets & Solutions		No	No	No
Petroleum & Products		Yes	Yes	Yes
Offshore		Yes	Yes	Yes
Marine & Heavy Engineering		Yes	Yes	Yes
Marine Services (Ship Management)		Yes	Yes	Yes
Marine Services (Maritime Services)		Yes	Yes	Yes
Maritime Education & Training		Yes	Yes	Yes

Performance Data

Training and Awareness Conducted in 2024

No		Total Number of Programmes	Total Number of Participants
1	Safety & Loss Prevention	3	40
2	Occupational Health & Industrial Hygiene	9	1,550
3	Polices & Strategies	7	1,998
4	Audit & Assurance	6	286
5	Security	10	1,791
6	Sustainability	7	1,810

Scope of ISO certification

Certification	Entity	Scope
ISO 45001:2018 Occupational Health and Safety Management System	MISC Berhad (Offshore)	<ul style="list-style-type: none"> <li>Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation and Maintenance and Decommissioning of Offshore Floating/Mobile Facilities</li> </ul>
	Eaglestar Shipmanagement (L) Pte Ltd	<ul style="list-style-type: none"> <li>Provision of Fleet Management Services (Shipboard Operations)</li> </ul>
	Eaglestar Shipmanagement (S) Pte Ltd	<ul style="list-style-type: none"> <li>Management of tanker operations</li> </ul>
	Malaysia Marine and Heavy Engineering Holdings Sdn. Bhd.	<ul style="list-style-type: none"> <li>Repair and refurbishment, and conversion of ship and marine vessel</li> <li>Engineering, procurement, construction, hook up, and testing and commissioning of production system and its facilities</li> <li>Maintenance of onshore production systems and its facilities including fabrication, and testing and commissioning</li> <li>Project management for transportation and installation of offshore production system and its facilities</li> <li>Construction, hook up, testing and commissioning of production system and its facilities</li> </ul>
ISO 9001:2015 Quality Management System	MISC Berhad (Offshore)	<ul style="list-style-type: none"> <li>Provision of Engineering, Procurement and Construction Management of Subcontractors, Installation, Commissioning, Operation and Maintenance and Decommissioning of Offshore Floating/Mobile Facilities</li> </ul>
	AET Tankers Pte Ltd	<ul style="list-style-type: none"> <li>Asset Acquisition, Commercial Management and Management of Operations of owned and in chartered vessels, commercial activity of lightering and associated support services</li> </ul>
	Eaglestar Shipmanagement (L) Pte Ltd	<ul style="list-style-type: none"> <li>Provision of Fleet Management Services</li> </ul>
	Eaglestar Shipmanagement (S) Pte Ltd	<ul style="list-style-type: none"> <li>Management of tanker operations</li> </ul>
	Malaysia Maritime Services Sdn. Bhd.	<ul style="list-style-type: none"> <li>Provision of Maritime Services</li> <li>Provision of Corporate Support Services</li> <li>Provision of Port &amp; Terminal Management Services</li> </ul>
	Maritime Education & Training (Akademi Laut Malaysia – ALAM)	<ul style="list-style-type: none"> <li>Provision of Standard for Training, Certification and Watchkeeping for Seafarers (STCW) Training Courses for Maritime Personnel</li> </ul>
ISO 55001:2014 Asset Management System	MISC Berhad (Offshore)	<ul style="list-style-type: none"> <li>Repair and refurbishment, and conversion of ship and marine vessel</li> <li>Engineering, procurement, construction, hook up, and testing and commissioning of production system and its facilities</li> <li>Maintenance of onshore production systems and its facilities including fabrication, and testing and commissioning</li> <li>Project management for transportation and installation of offshore production system and its facilities</li> <li>Construction, hook up, testing and commissioning of production system and its facilities</li> </ul>
		<ul style="list-style-type: none"> <li>Provision of Asset management services for Floating and Mobile Facilities</li> </ul>

Note:  
<sup>1</sup> referring to SASB indicator.

## Performance Data

Social Pillar – Talent Excellence	Unit	2024		2023		2022	
<b>EMPLOYEES</b>							
<b>TOTAL EMPLOYEES</b>	number	9,536		10,435		9,355	
<b>EMPLOYEES BY LOCATION AND GENDER</b>							
Sea	number, %	3,936	41.28%	3,982	38.16%	4,270	45.6%
Shore	number, %	5,600	58.72%	6,453	61.84%	5,085	54.4%
<b>Female Employees</b>	number, %	1,476	15.48%	1,588	15.22%	1,308	14.0%
Sea	number, %	86	5.83%	72	4.53%	62	4.7%
Shore	number, %	1,390	94.17%	1,516	95.47%	1,246	95.3%
<b>Male Employees</b>	number, %	8,060	84.52%	8,847	84.78%	8,047	86.0%
Sea	number, %	3,850	47.77%	3,910	44.2%	4,208	52.3%
Shore	number, %	4,210	52.23%	4,937	55.8%	3,839	47.7%
<b>EMPLOYEES BY AGE GROUP</b>							
30 and below	number, %	2,329	24.42%	3,016	28.9%	2,470	26.4%
31 - 50 years old	number, %	6,005	62.97%	6,252	59.91%	5,811	62.1%
Over 50 years old	number, %	1,202	12.60%	1,167	11.18%	1,074	11.5%
<b>EMPLOYEES BY EMPLOYMENT POSITION</b>							
<b>Senior Leadership</b>	number, %	127	1.33%	121	1.16%	123	1.3%
Female	number, %	24	18.90%	22	18.18%	21	17.1%
Male	number, %	103	81.10%	99	81.82%	102	82.9%
<b>Middle Management</b>	number, %	230	2.41%	210	2.01%	217	2.32%
Female	number, %	66	28.70%	58	27.62%	52	23.96%
Male	number, %	164	71.30%	152	72.38%	165	76.04%
<b>Junior Management</b>	number, %	754	7.91%	749	7.18%	689	7.37%
Female	number, %	178	23.61%	187	24.97%	174	25.25%
Male	number, %	576	76.39%	562	75.03%	515	74.75%
<b>Executives/Officers</b>	number, %	4,340	45.51%	4,480	42.93%	4,244	45.37%
Female	number, %	807	18.59%	798	17.81%	659	15.5%
Male	number, %	3,533	81.41%	3,682	82.19%	3,585	84.5%
<b>Non-Executives/Ratings</b>	number, %	4,085	42.84%	4,875	46.72%	4,082	43.63%
Female	number, %	402	9.84%	523	10.73%	402	9.8%
Male	number, %	3,683	90.16%	4,352	89.27%	3,680	90.2%
<b>Management Position in Revenue Generating Function</b>	number	653		630		476	
Female	number, %	93	14.24%	100	15.87%	101	21.2%
Male	number, %	560	85.76%	530	84.13%	375	78.8%
<b>STEM-related Function</b>	number	4,387		5,179		3,245	
Female	number, %	793	18.08%	881	16.95%	590	18.2%
Male	number, %	3,594	81.92%	4,316	83.05%	2,655	81.8%

## Performance Data

Social Pillar – Talent Excellence	Unit	2024		2023		2022	
Employee basic salary by gender (Male:Female)	ratio	1.01:1		1.1:1		1.4:1	
<b>Employee With Disability</b>	number	5		5		2	
Female	number, %	1	20.00%	1	20.00%	1	50.00%
Male	number, %	4	80.00%	4	80.00%	1	50.00%
<b>EMPLOYEE BY COUNTRIES OF OPERATIONS (SHORE EMPLOYEES ONLY)</b>							
Malaysia	number, %	5,261	93.95%	6,108	94.65%	4,742	93.3%
Asia	number, %	213	3.80%	224	3.47%	222	4.4%
Europe	number, %	23	0.41%	26	0.4%	27	0.5%
Middle East	number, %	10	0.18%	1	0.02%	1	0.0%
North and South America	number, %	93	1.66%	94	1.46%	93	1.8%
<b>NATIONALITY</b>							
Malaysian	number, %	6,498	68.14%	7,192	68.92%	6,476	69.2%
Non-Malaysian	number, %	3,038	31.86%	3,243	31.08%	2,879	30.8%
<b>RACE &amp; ETHNICITY (SHORE EMPLOYEES ONLY)</b>							
Malay	number, %	4,137	73.88%	4,826	74.79%	-	-
Chinese	number, %	156	2.79%	150	2.32%	-	-
Indian	number, %	195	3.48%	217	3.36%	-	-
Others	number, %	1,112	19.86%	1,260	19.53%	-	-
<b>EMPLOYMENT TYPE</b>							
Permanent	number, %	2,831	29.69%	2,756	26.41%	2,720	29.1%
Contract and third party	number, %	6,705	70.31%	7,679	73.59%	6,635	70.9%
<b>NEW HIRES</b>							
Total shore new hires	number	544		2,235		1,504	
<b>BY AGE GROUP</b>							
30 and below	number, %	236	43.38%	1,257	56.24%	830	55.19%
31 – 50 years old	number, %	285	52.39%	912	40.81%	615	40.89%
Over 50 years old	number, %	23	4.23%	66	2.95%	59	3.92%
<b>BY GENDER</b>							
Female	number, %	182	33.46%	470	21.03%	1,208	80.32%
Male	number, %	362	66.54%	1,765	78.97%	296	19.68%
<b>BY MANAGEMENT LEVEL</b>							
Junior Management	number, %	68	12.50%	97	4.34%	-	-
Middle Management	number, %	22	4.04%	17	0.76%	-	-
Senior/Top Management	number, %	9	1.65%	16	0.72%	-	-
<b>BY COUNTRIES OF OPERATIONS</b>							
Malaysia	number, %	496	91.18%	2,179	97.49%	1,447	96.21%
Asia	number, %	29	5.33%	29	1.3%	33	2.19%
Europe	number, %	4	0.74%	4	0.18%	5	0.33%
North and South America	number, %	15	2.76%	23	1.03%	19	1.26%

## Performance Data

Social Pillar – Talent Excellence	Unit	2024		2023		2022	
Average hiring cost	USD	2,601		885		1,606	
<b>Internal Mobility</b>	number	1,197		832		1,148	
Female	number, %	195	16.29%	233	28.0%	259	22.6%
Male	number, %	1,002	83.71%	599	72.0%	889	77.4%
<b>Total seafarers' new hires</b>	number	122		165		303	
<b>TURNOVER</b>							
Total shore turnover	number	1,400		898		795	
Attrition rate	%	23.2%		15.6%		16.9%	
Voluntary rate	%	9.9%		8.5%		9.3%	
<b>BY AGE GROUP</b>							
30 and below	number, %	578	41.29%	357	39.76%	268	33.71%
31 - 50 years old	number, %	666	47.57%	456	50.78%	423	53.21%
Over 50 years old	number, %	156	11.14%	85	9.47%	104	13.08%
<b>BY GENDER</b>							
Female	number, %	330	23.57%	202	22.49%	196	24.65%
Male	number, %	1,070	76.43%	696	77.51%	599	75.35%
<b>BY COUNTRIES OF OPERATIONS</b>							
Malaysia	number, %	1,355	96.79%	858	95.55%	719	90.44%
Africa	number			-	-	-	-
Asia	number, %	24	1.71%	22	2.45%	45	5.66%
Europe	number, %	7	0.50%	3	0.33%	7	0.88%
North and South America	number, %	14	1.00%	15	1.67%	24	3.02%
<b>BY MANAGEMENT LEVEL</b>							
Junior Management	number, %	92	73.60%	97	63.40%	-	-
Middle Management	number, %	17	13.60%	33	21.57%	-	-
Senior/Top Management	number, %	16	12.80%	23	15.03%	-	-
Total seafarers' turnover	number	392		584		566	
Total voluntary turnover	number	931		916		319	
<b>Seafarers' that Joined Corporate Position</b>	number	9		8		2	
Female	number	2		0		2	
Male	number	7		8		-	

## Performance Data

Social Pillar – Talent Excellence	Unit	2024		2023		2022	
<b>KEY TALENT DEVELOPMENT</b>							
<b>TOTAL TRAINING HOURS</b>	number	225,261		287,262		-	
<b>Average training hours - employee category</b>	hours	37		30		24	
<b>Executive/Officers</b>	hours	37		43		28	
Female	hours	45		34		35	
Male	hours	35		20		26	
<b>Non-Executive/Ratings</b>	hours	36		15		19	
Female	hours	39		21		23	
Male	hours	35		21		19	
<b>Number of Training Days</b>	days	28,158		35,953		31,708	
Female	days	7,480		6,306		5,669	
Male	days	20,677		29,646		26,039	
<b>Percentage of Employees Trained</b>	%	54		79		81	
Female	%	52		90		85	
Male	%	75		78		81	
<b>Total Hours of Training by Employee Category</b>							
Senior/Top Management	hours	3,894		4,643		-	
Middle Management	hours	9,410		9,400		-	
Junior Management	hours	31,514		74,462		-	
Executives/Officers	hours	98,785		135,636		-	
Non-Executives/Ratings	hours	81,658		67,498		-	
Total amount training invested	USD million	10.6		11.9		17.9	
Average amount invested per employee	USD	1,720		1,143		1,919	
<b>PERFORMANCE MANAGEMENT</b>							
<b>PERFORMANCE APPRAISAL</b>	%	100		100		100	
Female	%	28.83		17.23		12.9	
Male	%	71.17		82.77		87.1	

Performance Data

Performance Data

Social Pillar – Talent Excellence	Unit	2024		2023		2022	
<b>PARENTAL LEAVE</b>							
<b>Employees Taking Parental Leave</b>	number	236		160		157	
Female	number, %	67	28.39%	67	41.88%	49	31.2%
Male	number, %	169	71.61%	93	58.13%	108	68.8%
<b>Employees Returned After Parental Leave Ended</b>	number	234		154		155	
Female	number, %	65	27.54%	61	39.61%	47	30.3%
Male	number, %	169	71.61%	93	60.39%	108	68.80%
<b>Employees Who Returned After Parental Leave Ended, and Still Employed 12 Months After Return to Work</b>	number	230		151		150	
Female	number, %	61	25.85%	61	40.40%	44	29.3%
Male	number, %	169	71.61%	90	59.6%	106	70.7%
<b>EMPLOYEE ENGAGEMENT</b>							
<b>Employee engaged</b>	%	97		95		95	
Female	%	N/A		N/A		N/A	
Male	%	N/A		N/A		N/A	
<b>UNIONISED EMPLOYEES</b>	number, %	1,160	12.16%	1,248	11.96%	1,302	13.9%
<b>Breakdown by Countries of Operations</b>							
Malaysia	number, %	291	25.09%	289	23.20%	364	28.0%
Singapore	number, %	0	0.00%	-	0.0%	-	0.0%
United Kingdom	number, %	0	0.00%	-	0.0%	-	0.0%
United States of America	number, %	0	0.00%	-	0.0%	-	0.0%
Japan	number, %	0	0.00%	-	0.0%	-	0.0%
Brazil	number, %	11	0.95%	10	0.8%	9	0.70%
Others	number, %	858	73.97%	949	76.0%	929	71.40%

Training and Awareness Conducted in 2024

No.	Training Type	Programme Title (Name of the training)	Content Description	Number of Participant
1	Leadership Pathway – Leader+ Series	<ul style="list-style-type: none"> <li>Emerging Leaders Programme (ELP) for Managers</li> <li>Strategic Leaders Programme (SLP) for Senior Managers and General Managers</li> </ul>	<ul style="list-style-type: none"> <li>Leaders+ Series is a six-month accelerated development programme to equip MISC Group's Successors and High Potentials with new skills, experience and perspective. The programme helps them be impactful at work, close their gaps and increase their readiness to assume greater roles</li> <li>The programme is delivered through a blended approach that combines experiential and cognitive elements comprising of engaging lectures coupled with group work, exercises, case studies, simulations, role-play and action learning projects to provide a fully immersive learning experience</li> <li>The programmes sharpen participants' skillsets and increase their ability to solve challenges, and they are given access to faculty who shares thorough research and novel approaches to problem-solving</li> <li>The skills and knowledge gained from the programme will enhance learners' leadership competencies and promote the right behaviour, which will have a lasting impact on the teams they lead, communities they serve and the entire organisation</li> </ul>	ELP: 16 SLP: 15

Training and Awareness Conducted in 2024

No.	Training Type	Programme Title (Name of the training)	Content Description	Number of Participant
2	Leadership Pathway – Signature Series	<ul style="list-style-type: none"> <li>Senior Leaders Series (SLS) for Senior Managers and above</li> <li>Leaders Development Series (LDS) for Managers</li> <li>Executive Development Series (EDS) for Executives and Support Group</li> </ul>	<ul style="list-style-type: none"> <li>Signature series are one- to two-years programme delivered through a blended approach that combines experiential and cognitive elements comprising of engaging lectures coupled with group work, exercises, case studies, simulations, role plays and action learning projects to provide a fully immersive learning experience</li> </ul>	SLS: 14 LDS: 51 EDS: 32
3	Other Leadership Programmes	<ul style="list-style-type: none"> <li>Online Leadership Programmes</li> <li>Self-learning and e-learning content such as Harvard ManageMentor (HMM) and Skillsoft</li> <li>Programmes such as Critical Thinking &amp; Problem Solving, Coaching, Crisis Management, Diversity, Learning Agility for the Future of Work, Becoming Agile</li> </ul>	<ul style="list-style-type: none"> <li>Collaborated with external learning partners to convert the content of our leadership programmes into virtual platforms</li> <li>Addressed mindset change, creative problem-solving and communication gaps</li> <li>Developed the next generation of leaders for the organisation through a structured employee succession planning programme that supports workers by identifying gaps in their skillsets and conducting planned interventions to enhance their capabilities</li> </ul>	854
4	Core Training	<ul style="list-style-type: none"> <li>Generative HSSE Culture</li> <li>Human Rights Management</li> <li>MISC Anti-Bribery and Corruption Policy and Guidelines</li> <li>MISC Code of Conduct and Business Ethics (CoBE)</li> <li>MISC Competition Law</li> <li>Personal Data Protection and Privacy</li> </ul>	<ul style="list-style-type: none"> <li>Compulsory corporate training that is rolled out to all employees</li> </ul>	5,136
5	Functional And Technical Skills Development	<ul style="list-style-type: none"> <li>Automating Routine Tasks: Optimising PR &amp; Marketing Teams</li> <li>Global Sustainability Forum A Roadmap to NetZero</li> <li>Advanced Training for Chemical Tanker Cargo Operation</li> <li>Commercial and Contract Management Certification</li> <li>Forklift Operation</li> <li>International Marketing Conference: The Art of Attention</li> </ul>	<ul style="list-style-type: none"> <li>Addressed the specific needs of groups of employees, such as training engineering employees to support the Group's business expansion into the global market</li> </ul>	7,510
6	Culture	<ul style="list-style-type: none"> <li>Conscious Inclusion</li> <li>Enterprise Culture: Co-Creation Session</li> </ul>	<ul style="list-style-type: none"> <li>The aim is to strengthen and reinforce Diversity and Inclusion (D&amp;I) culture, ensuring that these values are deeply embedded in the employees to enhance employee engagement, promote equal opportunities, and create a workplace where diverse perspectives are valued and embraced.</li> </ul>	167

## Performance Data

Governance Pillar	Unit	2024	2023	2022
<b>ANTI-BRIBERY AND CORRUPTION</b>				
Anti-bribery Management System (ABMS) number of assurances	number	12	18	22
Percentage of operations assessed for corruption-related risks	%	100	100	-
Confirmed incidents of corruption and action taken	number	0	0	-
Monetary losses as a result of legal proceedings associated with bribery or corruption	number	0	0	0
<b>WHISTLEBLOWING</b>				
Number of cases received	number	65	35	7
Number of cases on-going	number	36	11	0
Number of cases investigated	number	29	35	3
Number of cases closed	number	29	24	6
<b>COMPETITION PROTOCOLS AND OTHER CRITICAL LAW</b>				
Legal actions for anti-competitive behaviour, anti-trust, monopoly practices and other critical law	number	0	0	0
<b>PERSONAL DATA AND INFORMATION</b>				
Complaints concerning breaches of Customer Privacy and losses of customer data	number	0	0	0
Substantiate complaints from regulatory	number	0	0	0
Substantiate complaints from external	number	0	0	0
<b>Public Policy Positions/Political Contributions</b>				
Contribution to Political related Agenda	number	0	0	0
Expenditure on lobbying activities	number	0	0	0
<b>Third-Party Compliance Due Diligence</b>				
Compliance due diligence and risk assessment completed	number	528	473	251
<b>CODE OF CONDUCT AND BUSINESS ETHICS</b>				
<b>Coverage</b>				
Employees	%	100	100	100
Contractors/suppliers/service providers	%	100	100	100
Subsidiaries	%	100	100	100
Joint Ventures (incl. stakes above 10%)	%	71	58	64
<b>Written/Digital Acknowledgement</b>				
Employees	%	100	100	100
Contractors/suppliers/service providers	%	100	83	56
Subsidiaries	%	97	93	99
Joint Ventures (incl. stakes above 10%)	%	20	33	15
<b>Training Provided</b>				
Employees	%	100	100	100
Contractors/suppliers/service providers	%	5	7	8
Subsidiaries	%	89	58	96
Joint Ventures (incl. stakes above 10%)	%	84	78	24

## Performance Data

Governance Pillar	Unit	2024	2023	2022
<b>Audits</b>				
Audit on five critical legal areas	number	6	0	6
<b>Human Rights</b>				
Number of training sessions conducted	number	9	2	4
Number of harassment and discrimination	number	9	0	0
<b>Supply Chain</b>				
<b>SUPPLIER SCREENING</b>				
<b>TIER 1 SUPPLIER</b>				
Total Tier-1 suppliers	number	2,660	2,466	-
<b>Critical* suppliers in Tier-1</b>				
Total critical suppliers in Tier-1	number	100	183	-
Percentage of total spend on critical suppliers in Tier-1	%	13	28	-
<b>Total number of critical suppliers in non-Tier-1</b>	number	N/A	N/A	-
<b>Total number of critical suppliers (Tier-1 and non-tier-1)</b>	number	2,660	2,466	-
<b>Supplier Assessment</b>				
Total number of suppliers assessed via desk assessments/on-site assessments	number	355	137	-
Percentage of critical suppliers assessed	%	37	61	-
Number of suppliers assessed with substantial actual/potential negative impacts	number	41	6	-
Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	12	67	-
Number of suppliers with substantial actual/potential negative impacts that were terminated	number	N/A	N/A	-
<b>Suppliers with Corrective Action Plans Implemented</b>				
Total number of suppliers supported in corrective action plan implementation	number	41	6	-
Percentage of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	12	67	-
<b>Suppliers Capacity Building Programmes</b>				
Total number of suppliers in capacity building programs	number	N/A	N/A	-
Percentage of critical suppliers in capacity building programs	%	N/A	N/A	-
Proportion of spending on local suppliers	%	45	60	-

\* Critical suppliers are also known as significant suppliers.

## Performance Data

### Training and Awareness Conducted in 2024

No	Training Type	Number of trainings	Number of participants
1	Compliance and Business Ethics	7	2,272
2	Cybersecurity	5	658

### Scope of ISO certification

Certification	Entity	Scope
ISO 37001:2016 Anti-Bribery Management System	MISC Berhad	<ul style="list-style-type: none"> <li>Anti-Bribery Management System covering integrity and compliance processes, procurement, vendor management and business development for GAS and Offshore segments.</li> </ul>
	Malaysia Marine and Heavy Engineering Holdings Sdn. Bhd.	<ul style="list-style-type: none"> <li>Anti-Bribery Management System for yard operation and its corporate services of Marine Operations and Heavy Engineering Operations.</li> </ul>
	AET Tankers Pte. Ltd. (AET)	<ul style="list-style-type: none"> <li>Asset acquisition, commercial management and management of operations of owned and in chartered vessels including provision of ship lightering and support services.</li> </ul>
	MISC Maritime Services Sdn. Bhd. known as MISC Marine (Maritime Services)	<ul style="list-style-type: none"> <li>Anti Bribery Management System for Provision of Port &amp; terminal management, Maritime Services and Support Services.</li> </ul>
	Eaglestar known as MISC Marine (Ship Management)	<ul style="list-style-type: none"> <li>Provision of fleet management services (ABMS applies to all the technical and professional related services to support all activities handled for fleet management).</li> </ul>
Malaysian Maritime Academy Sdn. Bhd. (MMASB)	<ul style="list-style-type: none"> <li>Anti-bribery management systems covering training services, business development, procurement, vendor management and support services.</li> </ul>	
ISO 27001:2022 Information Security Management Systems	Malaysia Marine and Heavy Engineering Holdings Sdn. Bhd.	<ul style="list-style-type: none"> <li>Information Security Management Systems for ICT services in securing business information related to major system applications.</li> </ul>