






GOALS AND TARGETS FOR 5 KEY MATERIAL TOPICS

As we lay the groundwork for sustainability, we have identified 5 key topics for goal and target setting for the short to medium-term. We will ensure that our initiatives stay relevant and on track to achieving our goals through regular reviews and refinements. We also intend to continuously expand its scope by setting goals and targets for more topics.

Material Topics	Goals	Short/Mid-term Targets (by FY2030)
 Waste & Effluent Management	Reduce waste generation and ensure these are disposed/discharged properly	Enhance awareness and workshop trainings to ensure proper waste management
 Occupational Safety & Health	Prevent workplace accidents or injuries, and mitigate safety and health risks	<ol style="list-style-type: none"> 1. Total Recordable Incident Rate ("TRIR"): Maintain better than industry benchmark 2. Maintain positive OSH impact from leaders through HSE Walkabout for open sharing annually
 Human Capital Management	Enhance labour standards and practices	Launch Sexual Harassment e-learning and set e-learning target
	Fair wage and employee benefits	100% employees have access to Employee Assistance Program ("EAP")
	Improve workforce diversity	Continuously introduce initiatives to attract and retain more females in management
	Enhance workforce competency continuously	More than 80% of employees attend minimum 8 hours of training annually
 Community Engagement	Promote a caring culture by positively impacting communities through meaningful CSR activities via MyKasih Foundation	More than 85% of employees participate in community volunteerism activities annually
 Business Ethics	Pursue the highest standards of corporate governance and business ethics	More than 80% of DIALOG employees to complete training courses on critical areas annually
	Minimise supply chain sustainability risk	Launch ESG related audit of critical suppliers and contractors to ensure they are compliant and uphold the same ESG values as DIALOG