

ADVANCING PEOPLE

Material Topics:



Stakeholders Impacted:



People are integral to the sustainability of any organisation. Employees, suppliers and the surrounding community have to work in tandem to create long lasting value for all stakeholders.

As such, DIALOG strives to make a positive impact on our employees, suppliers and the communities in which we operate.

DIALOG's Engineer at project site

OSH OCCUPATIONAL SAFETY & HEALTH ("OSH")

OSH directly impacts our operations, productivity and the long-term viability of our business. Aside from protecting the Group against financial, operational and legal ramifications, a good OSH track record helps DIALOG attract and retain talent, instil and maintain trust with our customers and stakeholders, and secures our license to operate.

This ensures that we are able to efficiently and reliably create value and meet our customers' needs. As such, DIALOG is committed to protecting the safety and health of our valued employees and the people we work with.

OUR APPROACH

Ensuring workplace safety is key in DIALOG. It is our policy to place the health and safety of our employees, contractors and visitors as our top priority. As one of the leading integrated service providers to the energy sector, we adopt best Health, Safety & Environment ("HSE") practices ensuring compliance with local and international standards and practices, as well as requirements set by our clients.

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HSE Policy & Guidelines

DIALOG’s HSE Policy drives our commitment to our stakeholders with respect to HSE.

The Group’s HSE Management System (“HSEMS”) includes HSE policies, guidelines and procedures, outlining the roles and responsibilities of top management, the various departments and business units across the Group. The HSEMS is embedded in our work processes applicable to all phases of DIALOG’s businesses. We continuously practice proactive site supervision and HSE management walkabout, and apply an integrated management approach in accordance with the Plan-Do-Check-Act methodology for continuous improvement.



ZERO NON-COMPLIANCE
HARM TO PEOPLE

Championing HSE in Business Units

To ensure that HSE specific risks are properly identified and actively managed on an on-going basis, it is the Group’s practice to undertake HSE risk assessments at various stages of the project lifecycle, for the following purposes:

Project Planning Stage for Potential/New Projects

- To identify and elaborate HSE risks which need to be addressed and incorporated into the project plan and design.
- To ensure that all HSE risk and mitigation measures are adequately identified and understood by all involved.

Project Implementation Stage

- To ensure that all HSE risk and mitigation measures are incorporated in the project execution plan and are implemented accordingly.
- To identify new HSE risks arising during the project implementation stage and the corresponding mitigating actions required through updating the project risk register with the project management team.

Operations Stage (New and Existing Facilities)

- To ensure safe project close-outs and hand-overs.
- To ensure the safe operations of the facility through pro-active and on-going identification and monitoring of HSE risks, continuous enhancement of our HSE policies and procedures, regular risk register reviews, HSE audits and implementation of HSE programmes.

In the pursuit of HSE excellence, all business units under the management and operational control of DIALOG must comply with the requirements set out in the HSEMS. DIALOG has an entrusted Group HSE central function to facilitate the implementation of the HSEMS, HSE programmes, performance monitoring, and compliance through periodic inspection and HSE audits. Group HSE also coordinates our global HSE efforts across all our business units and establishes HSE reporting structures thereby enhancing and deploying good HSE practices.

We continuously strive to improve our HSE performance by implementing various HSE programmes. We ensure:

- Our people who conduct tasks involving HSE risks and hazards are adequately trained and upskilled.
- Clear accountability for all employees involved in the HSE programmes.
- Rigorous HSE inspections and audits are carried out at workshops and project sites to ensure HSEMS requirements are implemented.
- Senior Management’s HSE commitment is felt throughout the operations via the regular HSE walkabouts being conducted at sites.

As part of enhancing our HSE communications in DIALOG, the following HSE committees meet regularly:

- Group HSE Steering Committee comprising Head of Divisions (“HOD”) and Senior Management;
- Site HSE Committee comprising site management team, employees and contractors; and
- Client HSE Committee.

Each of the above committees are represented by the employee representatives and employer representatives (where applicable).

OUR AIM

Our aim is to set and maintain standards of health and safety management, to ensure the well-being of our employees and others who may be affected by our activities. This minimises the losses to our business from ill health and injuries.

HOW WE CREATE VALUE?

OUR PROGRESS FOR FY2022

HSE Certifications

In FY2022, the following local and international operational sites were certified the ISO 45001:2018 standard for Occupational Health & Safety Management:

ISO 45001:2018 standard for Occupational Health & Safety Management	
DIALOG Group Berhad (HQ)	2019
DIALOG E & C Sdn. Bhd. (HQ)	2019
DIALOG Systems Sdn. Bhd. (HQ)	2019
Pacific Advance Composites Sdn. Bhd. (HQ)	2019
Pacific Advance Composites Sdn. Bhd. (Nilai)	2019
DIALOG Plant Services Sdn. Bhd. (HQ) (including DIALOG Catalyst Services Sdn. Bhd.)	2019
DIALOG Plant Services Sdn. Bhd. (Nilai) (including DIALOG Catalyst Services Sdn. Bhd.)	2019
DIALOG Plant Services Sdn. Bhd. (Labohan) (including DIALOG Catalyst Services Sdn. Bhd.)	2019
DIALOG Fabricators Sdn. Bhd. (HQ)	2019
DIALOG Fabricators Sdn. Bhd. (Pengerang)	2019
DIALOG Plant Services Sdn. Bhd. (Bukit Rambai)	2019
DIALOG Plant Services Sdn. Bhd. (Gebeng)	2019
DIALOG Terminals Langsat (1) Sdn. Bhd. (Tanjung Langsat)	2019
DIALOG Terminals Langsat (2) Sdn. Bhd. (Tanjung Langsat)	2019
DIALOG Terminals Langsat (3) Sdn. Bhd. (Tanjung Langsat)	2019
DIALOG Jubail Supply Base Co. Ltd (Saudi Arabia)	2021
DIALOG Plant Services Pte Ltd (Singapore)	2020
Overseas Technical Engineering and Construction Pte. Ltd (Singapore)	2020
DIALOG Services Saudi Arabia Co. Ltd (Saudi Arabia)	2020
DIALOG Fitzroy Ltd (New Zealand)	2021

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HSE Programmes

In FY2022, we focused on the following HSE programmes and initiatives to bring about behavioural changes and further increase the awareness of safety in the workplace:

- The launch of HSE Week from 30 May - 4 June 2022 saw strong participation from Senior and Site Management across the Group which involved sharing of good HSE practices, Health Talks and Environment conservation activities.
- Felt Leadership Programme to enhance engagement between Senior Management and the site teams, through leadership site walkabouts, listening to their HSE feedback and discussions on continuous HSE improvement, thereby emphasising the Group's commitment to HSE.
- Hearts & Mind Programme that focuses on personal responsibilities and proactive interventions when dealing and managing hazards and risks at the workplace.
- Enhancement of our OSH reporting system through the implementation of a digital solution, Integrated DIALOG Enterprise Application ("iDEA").

HSE Performance

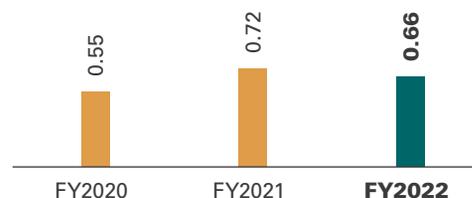
Our Key Performance Indicator Target for Health & Safety is as disclosed in the Management Discussion & Analysis Section of this year's Annual Report. For FY2022, the Health and Safety targets were set as follows:

	FY2022 Target	FY2022 Result
Total Recordable Incident Rate ("TRIR")	0.52	0.66
Lost Time Injury Rate ("LTIR") ¹	0.14	0.00

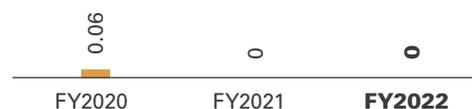
While our TRIR decreased to 0.66, we continue our drive for more open and honest reporting of incidents and near misses which helps us better understand the nature of the "restricted work cases and medical cases". We are committed in driving the HSE programmes to further improve our HSE culture and ultimately realise HSE excellence.

LTIR, TRIR, and the number of work-related employee and contractor fatalities over the last three (3) years are as follows:

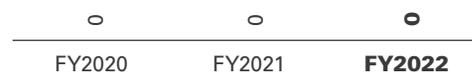
Total Recordable Incident Rate (TRIR)



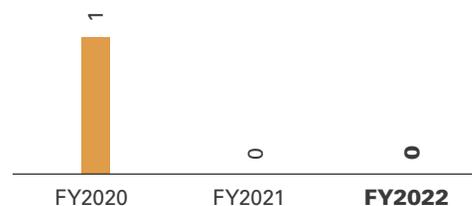
Lost Time Injury Rate (LTIR)



Work Related Employee Fatalities



Work Related Contractor Fatalities



The data above covers 100% of our sites.

¹ Loss Time Injury Rate ("LTIR") is defined as the number of Lost Time Injuries per million man hours worked. Lost Time Injuries is further defined as a work related injury or illness which renders the injured person unable to perform his/her normal duties on any day immediately following the day of the incident. It includes fatality, permanent total disability, permanent partial disability and loss of workday case. The Lost Time Injury Rate is based on aggregated Employee and Contractor man-hours.

HSE Compliance

In FY2022, we have conducted twenty-nine (29) compliance audits, of which twelve (12) were audits performed by external certification bodies. While the Group continues to prioritise good HSE practices in our operations, DIALOG was served with nine (9) summons (FY2021: 0) for which all issues have been rectified and closed.

HSE Accomplishments

We are honoured to have been accorded the following HSE awards and milestone recognition in FY2022:

Recipient	Achievements	Awarding Company/Parties
DIALOG Services Sdn. Bhd.	HSE Contractor Performance (Silver Award)	PETRONAS
DIALOG Plant Services Sdn. Bhd.	Gold Class 1 for Good OSH Performance	Malaysian Society for Occupation Safety and Health ("MSOSH")
DIALOG E & C Sdn. Bhd.	500,000 safe man-hours without LTI	PETRONAS

Employee Health & Well-being

A healthy workforce is essential to ensuring the sustainability and productivity of our human capital assets. In this regard, DIALOG engages regularly with all employees on the matter of health and well-being through a variety of talks and initiatives on an ongoing basis.

During the year, the following events and talks were undertaken to increase awareness and educate our employees on matters related to personal health and well-being:

Date	Topic
7 July 2021	COVID-19 Vaccine Awareness
27 September 2021	Talk – Strengthening Mental Wellbeing in a Pandemic
29 September 2021	Light Vehicle Defensive Driving Training
11 November 2021	Health Talk – Sleep Deprivation/Disorder
2 June 2022	HSE Week Webinar : Sharing on Weight Loss Journey
29 June 2022 30 June 2022	Computer-based Training: Hearing Conservation Module

Mental Health

Recognising that mental health is also an integral part of our employees' well-being, DIALOG has put in place the Employee Assistance Programme since July 2021. This programme provides a valuable resource for our employees to reach out to qualified clinical psychologists and counsellors, if needed.

HUMAN CAPITAL MANAGEMENT

Our employees are our most valuable asset. They are critical to the sustainability of the Group's business as their performance directly affects the outcome of our deliverables to our valued clients and stakeholders.

As such, it is inherently important for us to manage our people holistically and effectively, especially as the competition for talent in the marketplace continues to intensify. This means building a workplace culture that:

- Attracts, develops and retains high-performing talent – this ensures a stable talent resource pool to enable the Group to achieve set deliverables;
- Continuously develops and future-proofs our workforce – this ensures employees are nurtured and empowered to grow, evolve and thrive to meet the needs of a rapidly changing industry;
- Promotes diversity, equality and inclusion – this harnesses the strength of a diverse talent pool and promotes teamwork; and
- Treats everyone fairly with dignity, fairness, respect and equality – fostering a deeper sense of unity and supporting a foundation built on trust.

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Talent Attraction & Retention

Understanding that employees are critical to the sustainability of the Group's business as their performance directly affects the outcome of our deliverables to our valued clients and stakeholders, DIALOG is committed towards attracting, rewarding and retaining good talent.

Diversity, Equality & Inclusion

Embracing diversity in the workplace is essential to us, as DIALOG operates across 10 countries globally and our employees come from various backgrounds and experiences. Promoting inclusiveness, equality and diversity within our workplace fosters an open-minded company culture which increases creativity and innovation which is essential to our success.

As such, we remain committed to fostering an inclusive culture where all people should have the right to work and advance on the basis of merit and ability irrespective of nationality, gender, age, religion, ethnicity, sexual orientation, or physical ability.

Human Rights

DIALOG believes in the fundamental rights and freedoms entitled to every individual. In this regard, DIALOG has zero tolerance for discrimination, bullying or harassment. Furthermore, DIALOG has a firm stance against child or any form of forced labour and adopts ethical labour standards and practices, ensuring that we comply with all applicable laws and regulations pertaining to child protection and labour laws in the countries we operate in.

OUR APPROACH

With a rich diversity of people, cultures and business operations across 10 countries, DIALOG thrives by creating an environment that draws from a wealth of knowledge, experience and multiple perspectives.

To harness this strength, we ensure that our employees work together as ONE DIALOG, by sharing a common understanding of our corporate culture, leadership values and behaviors, and professional competencies required to achieve both individual and business goals.

Our corporate core values are key to achieving this balance. They send a clear message on our guiding principles of Integrity and teamwork. They also reinforce our commitment to HSE, Quality, Competency and Excellence. At DIALOG, we value diversity and actively

promote the exchange of knowledge and experience to continually develop our global workforce.

Active and consistent expression of these values and policies are communicated to our employees throughout their employment with us, via our employee induction programme, staff engagement activities, and other channels such as our intranet and newsletters.

OUR AIM

We aim to be an employer of choice, by maintaining a holistic approach that combines a conducive workplace culture with a competitive compensation structure and equal opportunities to all qualified individuals in order to attract, reward and retain good talent.

HOW WE CREATE VALUE?

OUR PROGRESS FOR FY2022

Employees' Share Option Scheme ("ESOS")

In FY2019, the Group implemented the third round of Employees' Share Option Scheme ("ESOS"). The ESOS will be in force for a duration of 10 years. The ESOS's intended purpose is to:

- Attract prospective skilled talent and experienced employees to join and contribute to the Group by making the total compensation package more attractive and competitive;
- Provide an incentive to motivate the eligible employees towards better performance, and work towards achieving the Group's goals and objectives;
- Reward the eligible employees in recognition of their accumulated contribution to the operations and continued growth of the Group; and
- Retain the eligible employees by giving them a sense of ownership, loyalty and belonging to the Group as they participate directly in the equity of the Company.

The basis of allocation of the ESOS Options is determined by the ESOS Committee, which will take into consideration, amongst others, the Group's performance, and the eligible employees individual performance (both financial, and non-financial) over the vesting period. In line with the Group's long term business model, present vesting periods are between 5 to 6 years.

 For more information on our ESOS, please refer to the ESOS By-Laws as published on our website at www.dialogasia.com

Conducive Workplace

At DIALOG, we also recognise the importance of maintaining a caring environment, as a conducive workplace will promote safety, health, and a sense of belonging for all employees. All of this helps in the retention of employees. Amongst some of the benefits we provide include:

- Employee wellness facilities and activities such as a gym and sports activities including running, badminton, futsal and weekly yoga, dancing and Qigong classes organised by the Sports Club. Health talks are also held periodically.
- Competitive medical coverage and benefits.
- A staff welfare programme, since 2001, where we provide schooling assistance to lower income Malaysian employees.
- Academic Achievement Reward Programme aimed at rewarding the children of Malaysia based employees for their academic achievements. Its objective is to encourage learning and promote a culture of excellence in the 'DIALOG Families'.

Internal Recruitment Programme

DIALOG encourages internal mobility as a means to retain and develop talents, and launched this programme in December 2021. The programme connects our employees to job opportunities within the company, providing them with new opportunities to learn, grow, and drive value. This is in line with DIALOG's principles of valuing diversity, encouraging active promotion of knowledge exchange, and continually developing our global workforce to achieve our business goals, mission, and vision.

Since the launch of the Internal Recruitment Programme ("IRP"), we have been able to successfully place 5 employees into new positions within the Group.

GradStart & Internship Programme

In addition to the above, we continued to offer job opportunities to unemployed young graduates through our GradStart Programme in FY2022. We also place interns to provide workplace exposure to university students. This helps to identify and nurture potential talent.

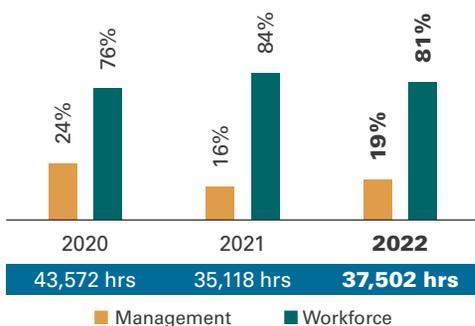
Despite the challenging business environment during post-pandemic recovery, a total of 50 graduates (FY2021: 22) were hired and placed in various divisions within the Group via our GradStart Programme (of which, 50% of the graduates hired were female), and 11 interns (FY2021: 2) were accepted into our Internship Programme.

Training

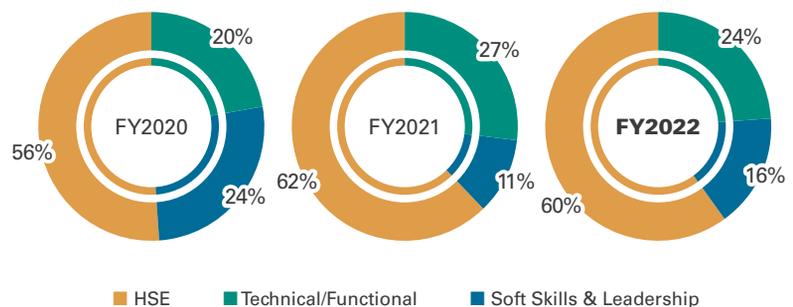
In this regard, DIALOG invests heavily in various training programmes all year round for the continuous learning of our employees and future leaders. These include training seminars, knowledge sharing sessions, briefings and e-learning programmes/webinars and conferences. These activities and programmes address a wide array of organisational needs which include:

- Compliance training – these relate to fundamental and mandatory trainings in the areas of HSE, governance and sustainability;
- Technical training – to build and enhance subject matter expertise in a variety of areas across the business; and
- Soft-skills/behavioural and leadership training – to develop and upskill our future leaders.

Training Hours for Management and Workforce



Training Hours by Type of Training



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During the year under review, the Group's employees (including management and daily waged staff) clocked in a total of 37,502 training hours, equivalent to an average of 14.0 training hours (FY2021: 14.1 hours) per employee. HSE training contributed the majority of training hours, where out of 2,680 employees, 62% (1,659) attended HSE training. Alongside HSE training, 24% (FY2021: 27%) of total training hours were attributed to technical/functional training, aiming to continuously enhance the workforce technical/functional competencies for day-to-day operations excellence. It is notable that the percentage of soft-skills and leadership trainings has increased from 11% in FY2021 to 16% in FY2022.

Career Development Opportunities

In addition to the training programmes and the IRP mentioned earlier, DIALOG also regularly sends our employees on various local and overseas assignments, or seconds them to our Joint Venture Partners when opportunities arise. Engineers under our Young Engineer Programme ("YEP") were also given opportunities to be rotated to various departments for invaluable hands-on experience in engineering design and field operations.

In line with our long-term strategies, Talent Management and Succession Management programmes are also in place to ensure our talent pool and leadership pipeline are sustainable.

Local Hiring

In recognising that the Group plays a significant role in creating employment, we endeavour to hire locally in the countries we operate. Local hiring and skills development can generate significant economic benefits for the communities near our operations and is a priority in DIALOG. This approach has been mutually beneficial: It builds our local talent pipeline and strengthens community and employee relations.

Performance Review

Communication is an essential aspect of a productive workplace and therefore, employee engagement is important. Performance reviews are conducted yearly, and this provides the opportunity for our employees to receive recognition for a job well done or to highlight areas that may need more attention.

Sexual Harassment Policy

As part of our continuous effort to provide a respectful, safe, and healthy working environment in every place of employment, the DIALOG's Sexual Harassment Policy was rolled out in April 2022. The guidelines therein will provide our employees with a practical guide on the protection of the dignity of men and women at work. This is to ensure individual employees, irrespective of status or position, are treated with dignity and free from any form of harassment, humiliation, and intimation of a sexual nature.

Whistleblowing

In addition to all of the above, we also acknowledge the importance of providing a safe and trusted channel for our employees to escalate issues and any wrongdoing such as bullying and harassment. As such, we have implemented a Whistleblowing Policy which accepts anonymous reports.

www.dialogasia.com/whistleblowing-policy

Human Capital Development

Some of the other key programmes implemented during the year as part of our human capital development initiatives are as follows:

Engineering Foundation Programme

This series of technical training modules was developed by our internal subject matter experts in collaboration with Group Human Capital Development Department. This programme was offered to all our engineers to equip them with a broad understanding of the fundamentals of engineering disciplines that covered topics on the engineering process and detailed engineering.

Talent Development Programme

This comprises various ongoing in-house supervisory and leadership programmes for our frontline and operational leaders, and high performing talents. It includes the Breakthrough Programme for Supervisors ("BPS"), Leadership Excellence and Development ("LEAD") programme, Aspire to Lead ("ATL") programme and Financial Essentials for Non-Finance Professionals.

Young Engineer Programme

We have enhanced the existing Young Engineer Programme to enable a more structured job rotation experience for the young engineers to gain invaluable hands-on experience in engineering design and field operations in various departments.

Human Capital Management Indicators

The data below covers 100% of our sites.

Employees by Country

Country	FY2020	FY2021	FY2022
Malaysia	1,836	1,617	1,781
Singapore	129	129	141
Australia & New Zealand	543	465	486
Middle East	278	255	246
Other Countries	64	28	26
Total	2,850	2,494	2,680

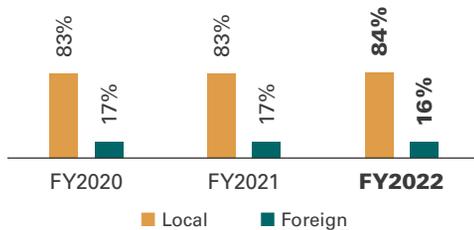
Employees by Qualification Level

Qualification Level	FY2020	FY2021	FY2022
Technical Degree	695	650	697
Technical Diploma	323	291	336
Technical Certificate	547	422	418
Non-Technical Degree	326	307	312
Non-Technical Diploma	176	152	167
Non-Technical Certificate	46	40	44
Secondary Certificate	686	558	636
Lower Secondary/ Primary Certificate	51	74	70
Total	2,850	2,494	2,680

Employee Diversity Indicators

Local Hiring

(%)



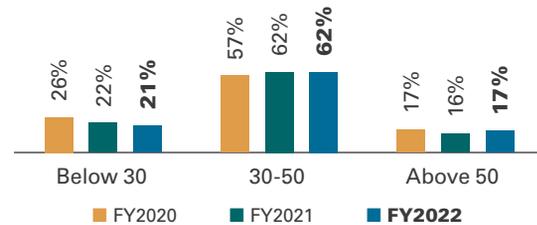
Employees by Category

(%)



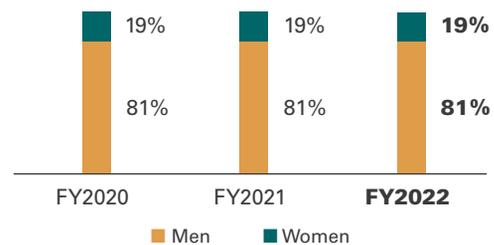
Employees by Age Group

(%)



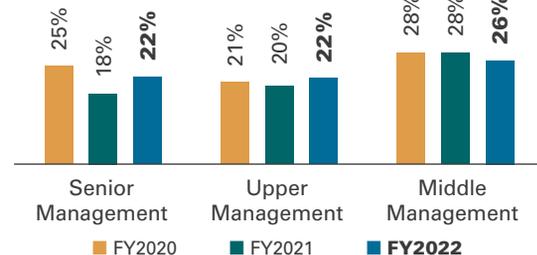
Employees by Gender

(%)



Women in Management

(%)



Our commitment to gender diversity is also reflected in the composition of our Board of Directors, where 38% (3 out of 8 Directors) are women.

[Board of Director Profile](#), page 25 to 28

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CE COMMUNITY ENGAGEMENT

Community Engagement is important to us because the majority of our workforce is local, and positively impacting these communities will ultimately contribute to the sustainability of the Group's business. Furthermore, it helps reinforce our commitment to social development and corporate responsibility.

OUR APPROACH

DIALOG supports the MyKasih Foundation, a private non-profit organisation with a vision to create loving and caring neighbourhoods all over Malaysia. DIALOG's community engagement objectives are aligned with MyKasih's mission to alleviate poverty by helping underprivileged families meet their basic needs for food aid and educational support, and at the same time, implementing meaningful sustainable programmes to help beneficiaries achieve financial stability and food security in the long run.

In addition to the MyKasih Foundation, DIALOG also provides funding support to other charitable initiatives that reach out to the communities in which we operate.

During the year under review, the Group allocated a total of RM5.5million for its Corporate Social Responsibility ("CSR") programmes.

Year	DIALOG's contribution towards MyKasih Foundation (RM Million)
FY2022	5.5
FY2021	5.2
FY2020	5.4

OUR AIM

We aim to help marginalised communities by meeting their immediate needs for nutrition and education, and provide them with opportunities to become self-sufficient and financially stable.

HOW WE CREATE VALUE?

OUR PROGRESS FOR FY2022

MyKasih Foundation

Cashless Payment System

DIALOG's key contribution in ensuring the well-being of communities struggling with poverty is in the unique technology developed by our subsidiary DIV Services Sdn. Bhd. ("DIV").

DIALOG has dedicated this proprietary technology and manpower to drive MyKasih Foundation's distribution of welfare aid to targeted beneficiaries in a secure, efficient and transparent manner. In doing so, other corporates, non-corporate funding bodies, social purpose organisations and individuals are able to help the poor without incurring any cost or licensing fees, and thereby fully maximising charity benefits to those who need it most.

The proprietary technology is a cashless payment system that uses the chip technology of the Malaysian identity card ("MyKad"), and the proprietary MyKasih smartcard to pay for purchases of essential goods at partner retailers. For added security, all transactions are Chip and PIN-verified. A Mykad-based system provides donors the assurance that 100 percent of their charity funds are delivered directly to the rightful recipients and used for its intended purposes. This transparent method of welfare distribution eliminates leakages and allows donors to track how their donations are being used.

DIALOG has continued to improve on the technology and the quality of its services to ensure that the cashless payment system remains robust and relevant. To-date, RM380 million worth of aid has been disbursed by MyKasih Foundation to more than 750,000 financially-challenged families and students nationwide.

In addition to the use of the cashless payment system by MyKasih, DIV also executed two major projects during the year under review. In June 2021, Yayasan Hasanah, on behalf of the Government of Malaysia, appointed MyKasih Foundation to implement the Government's 'PRIHATIN KASIH cashless food aid programme. In December 2021, the Johor State Government also kicked off the PRE Ihsan Johor 3.0 'Kasih Johor' food aid scheme to support Johor's pandemic poor using DIV's cashless system.

RM75.7 million worth of aid was successfully channelled to 426,456 poor households nationwide for the above-mentioned Malaysian federal and state government initiatives.

Other than pioneering the cashless system that manages MyKasih's welfare distribution, DIALOG contributes funding towards MyKasih's flagship 'Love My Neighbourhood' food aid and 'Love My School' student bursary programmes.

MyKasih 'Love My Neighbourhood' ("LMN") Food Aid Programme

During the year under review, the Group allocated RM537,600 to support 560 families across 10 locations nationwide with monthly food aid.

Food aid recipients are Malaysians from low-income households (referred to as the 'B40' of the population). Recipients use their MyKad to draw upon a monthly allowance of RM80 to pay for essential food items at participating retail stores within their neighbourhood.

They can select from a range of approved items within 10 product categories such as rice, cooking oil, beverages, biscuits, noodles, eggs, flour, seasoning, canned foods, and bread. This helps those who are struggling to cope with the rising cost of living by ensuring that their basic need for sustenance is met.

Outside of Malaysia, the Group replicated the MyKasih food aid programme in Bangkok, Thailand. Through DIALOG Systems (Thailand) Limited, 80 families in the Laksi District are each provided a monthly allowance of Thai Baht 500 per month via the MyKasih smartcard to shop for approved provisions at their community marts.

This cashless food aid programme was particularly useful during the COVID-19 Movement Control Order when corporate citizens and NGOs were hard-pressed to procure, pack and deliver food aid to poor families.



MyKasih food aid recipient

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MyKasih 'Love My School' ("LMS") Bursary Programme

The LMS bursary programme alleviates the burden that underprivileged families have in educating their children. The use of bursaries is restricted to purchases of books and stationeries from the school bookstore, as well as meals from the school canteen.

DIALOG currently supports a total of 3,242 students in 27 schools, out of which, 14 are Asli and Pribumi (indigenous) primary schools with a combined population of 2,200 students.

Accounts are opened in the system against the student beneficiaries' Mykad-linked smartcard into which the daily spending allowance is deposited. The students use their smartcard to pay for purchases made at the school canteen and bookstore. This encourages attendance and their active participation in the classroom and during extra-curricular programmes.

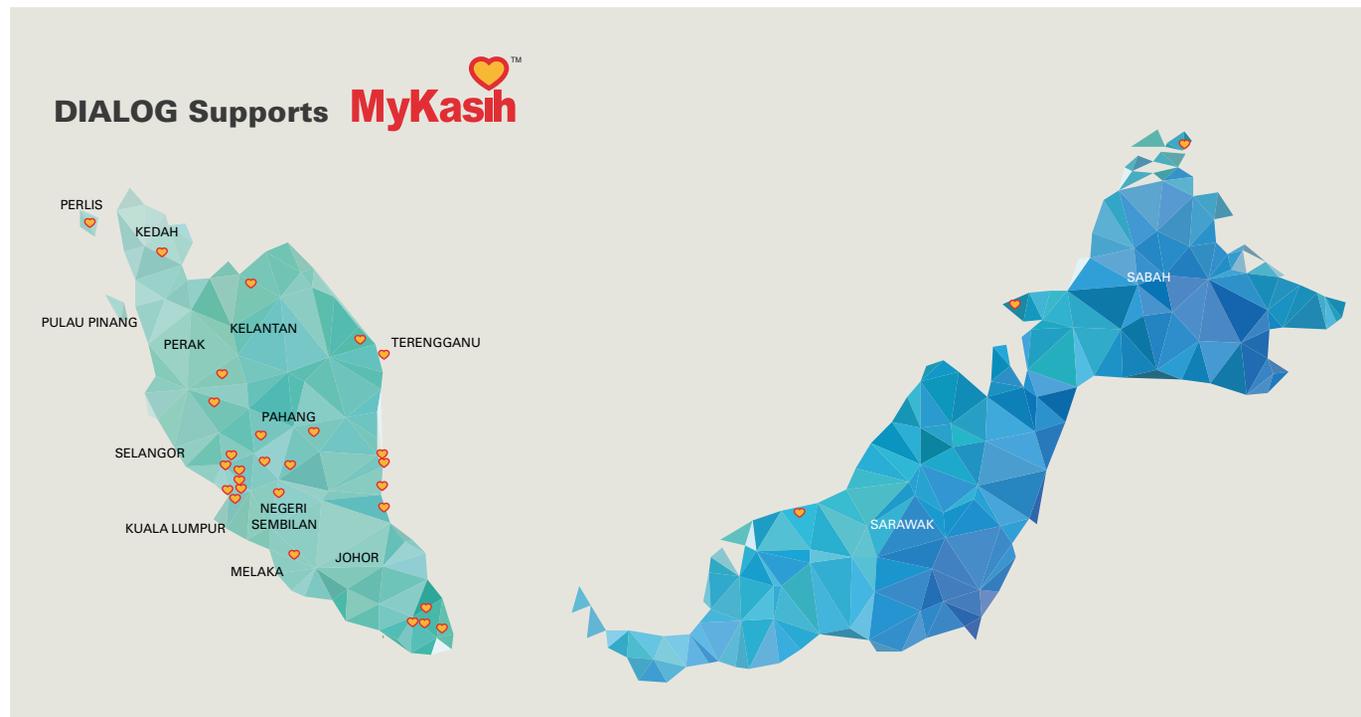
In addition to bursaries, the students also have access to 21st-century learning and Science, Technology, Engineering and Mathematics ("STEM") Education by



MyKasih LMS recipients

way of DIALOG's sponsorships of computer labs and robotics kits. This has enabled Orang Asli students and indigenous schools to participate in the Virtual National Robotics Competition since 2020. Their wellbeing is further enhanced through the support of music and sports programmes at school.

The LMS initiative accounts for more than 53% percent out of the Group's total FY2022 CSR allocation.





Fish Farming, Kampung Cunex, Gerik, Perak

Aquaponic edible gardens in schools

To date, DIALOG has sponsored the set up of a total of 41 aquaponic systems in MyKasih schools. The sponsorship also goes towards consumables such as fish food and vegetable seeds, as well as servicing and maintenance works.

The aquaponic edible garden is a single integrated and self-contained system that combines aquaculture (raising fish) and hydroponics (the soil-less growing of plants). School teachers use the aquaponics as an outdoor classroom to teach Bahasa Malaysia, English, Science and Mathematics. They are also able to impart fundamentals of environmental consciousness and social responsibility while teaching the students about food production.

Community Food Security & Sustainable Livelihood Initiatives

Beyond mobilising cashless aid, the foundation provides opportunities for beneficiaries to achieve food security and financial independence. These interventions include basic health screening, food cultivation (fruits and vegetables), farming (fish, chickens, and bees), skills and financial literacy training for entrepreneurial income-generation projects to help urban households and rural communities improve their quality of life.

DIALOG currently supports 14 project sites on community food security and sustainable livelihood initiatives covering four states:

- 1 site in Pasir Gudang, Johor
- 4 sites in Gerik, Perak (Villages: Leyef, Ong Jangking, Ong Jelmol, Kembok)
- 8 sites in Lipis & Raub, Pahang (Villages: Bertang, Ruai, Pantos, Betau, Leryar, Tiat, Pasu, Sungai Yol)
- 1 site in Jeli, Kelantan (Village: Manok)



Chicken Farming, Kampung Bertang, Lipis, Pahang



Aquaponic Edible Garden, SK Batu 14, Tapah, Perak



Stingless Bee Farm, Manok, Jeli, Kelantan

ADVANCING PEOPLE

Employee Volunteerism

During the year under review, more than 200 DIALOG staff have participated in numerous community work programmes organised by the DIALOG CSR Team. The work ranges from school refurbishment and beautification works, beach and river clean-ups, seagrass monitoring surveys, administrative tasks during charity fund-raisers, as well as sale of farm produce on behalf of the community farmers under DIALOG's support.

Seagrass Conservation and Monitoring Programme

DIALOG Terminals Langsat ("DTL") works with Reef Check Malaysia and scientists from University Malaya to conduct science-based conservation programmes in Johor. Seagrass meadows are an important marine ecosystem as it not only protect coastlines from storms and strong waves, but helps mitigate climate change and ocean acidification by absorbing and storing carbon from the ocean and the atmosphere.

An annual programme to monitor seagrass meadows near DTL facility in the south of Johor began in March 2022. The long-term goal of the project is to conserve seagrass ecosystem services that contribute to the sustainable livelihoods and food security of local communities that rely on them.

The scientists also hope to raise awareness among local communities of the ecological and economic importance of seagrass meadows and other "blue carbon assets".



Seagrass Conservation and Monitoring Programme

With more data, the project will also look at potential seagrass restoration or rehabilitation measures. Plans are also underway to document the Seletar indigenous community's remaining traditional ecological knowledge about their blue carbon assets and related resources.

Other charitable initiatives

The Group also contributed approximately RM375,000 to support other charitable initiatives such as the MyKasih Charity Golf, PAN Productions charity musical on 'Kita Jaga Kita', Star Sailors League Gold Cup for Team Malaysia, Pengerang Home Healthcare Assistants Training Programme, Institute for Democracy and Economic Affairs, Yayasan Makmur Pengerang, Orchid Run organised by Petronita, and a treasure hunt fundraising charity event by Hospis Malaysia.



MyKasih Charity Golf 2022