

## Workforce Development

As part of our broader workforce agenda, PDB has taken deliberate action to improve workforce diversity, equal opportunities, and reduce discrimination across multiple dimensions, not limited to race, religion and nationality:

- **Race & Religion:** We adhere to the Laws of Malaysia Act 369 Holidays Act 1951, which recognises public holidays that reflect Malaysia's diverse faiths and cultures, including Hari Raya Puasa, Deepavali, Chinese New Year, Wesak Day, Christmas and others.
- **Gender:** We strengthen succession planning for the Leadership Team (LT) to ensure equal opportunity and gender balance. Currently, our LT line-up reflects gender parity.
- **Age:** We invested on structured upskilling programmes for Potential Leaders aged 35 and below such as engagement with PETRONAS Leaders, Cultural Diplomacy, Lean Six Sigma, and participation in MIPAC
- **Disabilities:** We are committed to building an inclusive ecosystem for Persons with Disabilities (PwDs). Ongoing efforts include facility assessments with PERKESO, collaboration with ENOKU to deliver Disability Equality Training (DET), PwD categorisation initiatives, and increasing PwD employment at PETRONAS retail stations.
- **Nationality:** Our workforce reflects international diversity, with current employment across the PDB Group comprising several expatriates who contribute to knowledge sharing and capability building.

We respect diversity in the workplace and do not tolerate any form of unlawful discrimination based on **race, religion, gender, age, disability, or nationality**.

In 2024, PDB recorded **zero incidents** of non-compliance to labour standards, reflecting our commitment to ethical employment, fair treatment, and international standards.