



# VERITAS<sup>®</sup>

design.group

THEVERITASDESIGNGROUP.COM

The image is a conceptual rendering of a sustainable, futuristic city. It features a dense cluster of tall, green-clad skyscrapers with organic, flowing architectural forms. A complex network of elevated, multi-lane roads with glowing blue light trails weaves through the urban landscape. The city is integrated with nature, with lush greenery and trees interspersed among the buildings. In the background, a body of water is visible under a sunset sky with warm orange and red hues. Several wind turbines are positioned along the coastline, and a few small boats are on the water. The overall atmosphere is one of advanced technology harmonized with the environment.

***We have a dream***

**VERITAS**

The background image is a digital rendering of a futuristic, sustainable city. It features tall, green-clad skyscrapers, a complex network of elevated roads and bridges, and numerous wind turbines. The scene is set against a sunset sky with a gradient from orange to blue. The overall aesthetic is one of advanced urban planning and environmental integration.

***We have a dream***

To improve the built environment  
for the advancement of humankind.

**VERITAS**



***We have a dream***

To improve the built environment  
for the advancement of humankind.

***That is our Core Purpose***

**VERITAS**

# Identity Statement

TOP  
**100**  
WORLDWIDE

TOP  
**10**  
ASEAN

VERITAS is one of the world's leading integrated multidisciplinary design firms, with a network of global offices delivering award-winning architectural and related professional services that realize technology-enabled sustainable design solutions for the built environment.

**VERITAS**

The background image is a detailed rendering of a futuristic, sustainable city. It features several tall, slender skyscrapers with green facades and integrated solar panels. The city is interspersed with lush greenery and winding roads. In the background, a body of water is visible with wind turbines and solar panels floating on it. The sky is a mix of orange and blue, suggesting a sunset or sunrise.

The VERITAS Design Group was founded in 1987 upon the principles of constant technological innovation and an unwavering commitment to environmental sustainability, design excellence and service quality.

**It is widely acknowledged to be one of the premier architectural and design practices in the world today.**

**VERITAS**

# Core Values



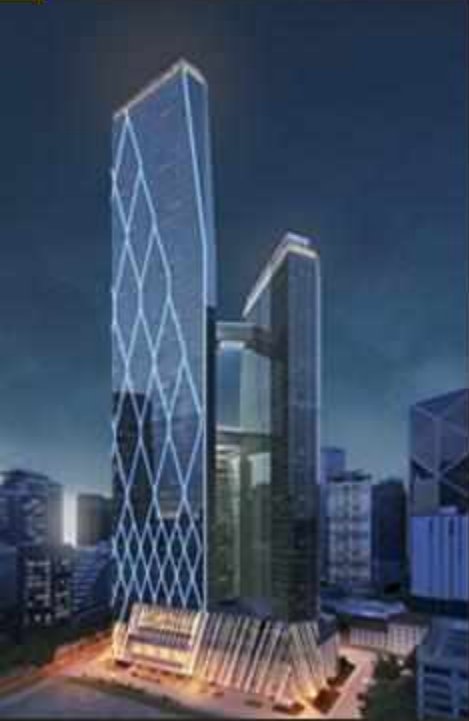
**I**ntegrity **D**esign **E**nvironment **A**udacity **S**ervice

**VERITAS**

# Integrity

*being honest and forthright at all times*

Oxley Towers



Imperial LEXIS



Saloma Link



Nusantara Indonesia



Legoland Malaysia Resort



VERITAS

# Design

*thinking creatively and intuitively*

Star Residences



Emaar Oasis, India



W Hotel & Apartments



S.E.E.D Masterplan



Muzium Negara MRT Station



VERTAS

# Environment

*demonstrating commitment to a sustainable world*

**Angsana Teluk Bahang**



**PKNS Headquarters**



**Marina City Hotel & Spa, Vietnam**



**Penang Sentral**



**University of Reading**



**VERTAS**

# Audacity

*challenging preconceptions and standard norms*

**AirAsia  
Headquarters**



**Sky Dining at Troika**



**PETRONAS  
Leadership Centre**



**Radisson Blu Dubai  
Waterfront**



**"The Light"  
Collection 1**



**VERTAS**

# Service

*fulfilling the needs of others to the best to our ability*

**eTiQa  
Headquarters**



**Larkin Arena**



**International School  
of Kuala Lumpur**



**Glomac Damansara**



**Boston Private  
Bank, USA**



**VERITAS**

David Mizan Hashim  
**President**

Lillian Tay Wai Fun  
**Vice-President**



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Malaysia



Singapore



Indonesia



India



Japan



USA



Bangladesh



Vietnam

**VERITAS** Group Principals

GROUP  
PRESIDENT

# David Mizan Hashim

*The only truth is in reason.*

AAIA, MIID

Massachusetts Institute of Technology (MIT), USA

Harvard University Graduate School of Design (GSD), USA

Over 38 years of experience

VERITAS

YTL Headquarters, Kuala Lumpur

GROUP

VICE-PRESIDENT

## Lillian Tay

*Never lose track of the fundamentals of a sustainable ethics, connection to nature and the environment.*

MIID

Princeton University, USA

Over 36 years of experience

VERITAS

Cityscape Dubai Best Sustainable  
Development Award (Built) 2012

Menara Binjai, Kuala Lumpur

PRINCIPAL

VERITAS KUALA LUMPUR

## Ng Yiek Seng

*At the edge of chaos & order lies creation.*

University of Sheffield, UK  
University of Greenwich, UK  
Over 30 years of experience

Winner of The Edge Malaysia  
PAM Green Excellence Award 2019  
for International School of Kuala Lumpur

Winner of Cityscape Awards 2019  
Sustainability Project Award  
for International School of Kuala Lumpur

Malaysian Institute of Architects (PAM) 2019  
Gold Winner Award for Education Category  
International School of Kuala Lumpur

VERITAS

International School of Kuala Lumpur (ISKL)

PRINCIPAL

VERITAS KUALA LUMPUR

## Azril Amir Jaafar

*It is not what you look at matters, it is what you see.*

GBIF

University of Manchester, UK

Over 28 years of experience

Winner of FIABCI World Prix d'Excellence  
Award 2019

Winner of the FIABCI  
Malaysia Property Award 2018  
Office category

Winner of National Energy  
Green Technology Award 2018  
Energy Efficiency Design

Winner of National Energy  
Green Technology Award 2018  
Energy Efficiency (Green Building)

Winner of the ASEAN Energy Awards 2018  
Green Building Category  
for Green Large Building

Winner of Cityscape Awards  
for Emerging Markets 2017  
Sustainability Project Award

Winner of Cityscape Awards  
for Emerging Markets 2017  
Commercial (Built) Award

Malaysian Institute of Architects (PAM) 2017  
Gold Winner Award  
for Low Rise Commercial Category

VERITAS

Perbadanan Kemajuan Negeri Selangor HQ (PKNS), Shah Alam, Selangor

PRINCIPAL

VERITAS KUALA LUMPUR

# Edward Chew Fook Kong

*Be purpose driven.*

GBIF

University of New South Wales, Australia

Over 31 years of experience

VERITAS

Bukit Bintang MRT Station

PRINCIPAL

VERITAS KUALA LUMPUR

# Syah Kamaruddin

*Today i will do what others won't so tomorrow i can do what others can't.*

LAM, GBIF  
University Technology Malaysia  
Over 26 years of experience

VERITAS

Imperial LEXIS, Kuala Lumpur

PRINCIPAL

VERITAS KUALA LUMPUR

# Alif Arif Iskandar Abd Wahab

*Thrive in life, not survive.*

LAM, GREM

Universiti Kebangsaan Malaysia

University of Sheffield, UK

Over 21 years of experience

VERITAS

Star Residences, Kuala Lumpur

PRINCIPAL

VERITAS KUALA LUMPUR



## Michael Tan

*Solo gets you there faster. Teamwork gets you further.*

LAM

Curtin University, Australia

Limkokwing University of Creative Technology, Malaysia

Over 14 years of experience

Top three for the International Design  
Competition for the New Capital City of Indonesia  
(Sayembara Gagasan Desain Ibu Kota Negara)

VERITAS

Nusantara, Ibu Kota Negara (IKN), Kalimantan

PRINCIPAL  
VERITAS PENANG

## Eric Tham

*The purpose of life is a life of purpose.*

New York Institute of Technology, USA  
Over 36 years of experience

VERITAS

The Light Collection 1, Penang

PRINCIPAL

VERITAS JOHOR

# Anthony Lau Yin Hon

*Architecture for the people.*

LAM

Universiti Teknologi Malaysia (UTM)

Over 11 years of experience

**VERITAS**

Larkin Indoor Stadium, Johor

PRINCIPAL

VERITAS LANDSCAPE

# Khalifah Jamaluddin

*Patience and passion will reward you; it is just a matter of time.*

ILAM

University Putra Malaysia (UPM)

Over 21 years of experience

VERITAS

International School of Kuala Lumpur, Jalan Ampang Hilir, Kuala Lumpur

PRINCIPAL  
VERITAS INTERIORS

# Bianca Purkis

*Design is a way of connecting to your own truth.*

University of Portsmouth, UK  
Over 16 years of experience

VERITAS

Mandarin Oriental Serviced Apartments, Kuala Lumpur

PRINCIPAL  
VERITAS PLANNING

# Fazelyna Rashid

*Life is short. Mindset is everything.*

MIP, LPBM

London South Bank University, UK

Over 20 years of experience

VERTAS

Kota Seriemas Masterplan, Negeri Sembilan

PRINCIPAL

VERITAS CONTRACTS

## Richard Raymond

*The happiest people don't have the best of everything, they just make the best of everything.*

CQS, FRISM, FRICS, ACI Arb. MAE  
University Technology Sydney, Australia  
University of Newcastle, NSW, Australia  
Over 31 years of experience

VERITAS

Zeta Park, Kuala Lumpur

PRINCIPAL

VERITAS ENVIRONMENT

# Ahmad Thibri Mashri

*Victory loves Preparation.*

P. Tech (GT), LEED AP BD+C, GMAP, GREAP,  
GBIF, MyCRESTF, CSP, CSRS

Universiti Teknologi MARA (UiTM)

Over 12 years of experience

VERITAS

Merdeka 118, Kuala Lumpur

PRINCIPAL  
VERITAS SINGAPORE

# Tan Cheng Kok

*Architecture is the symphony of space.*

MSIA

National University of Singapore

Over 36 years of experience

VERITAS

Pulai Spring Resort, Johor Bharu, Johor

PRINCIPAL

VERITAS INDONESIA

## Andrew Tirta

*Let's aim for net zero energy buildings.*

Parahyangan Catholic University, Indonesia

Architectural Association School of Architecture, UK

Over 23 years of experience

VERITAS

Avenue of the Stars, Lippo Mall Kemang, Jakarta

PRINCIPAL  
VERITAS JAPAN

# Hisaya Sugiyama

*In architectural design, every line has to have a reason.*

Massachusetts Institute of Technology (MIT), USA  
University of Paris, France  
Harvard University Graduate School of Design, USA  
Over 35 years of experience

VERITAS

Grand Hyatt Tokyo, Japan

PRINCIPAL  
VERITAS USA

# Richard Woodling

*I can resist everything except temptation.*

LEED

University of Oregon, USA

Over 42 years of experience

VERITAS

Net Zero Apartments, USA

PRINCIPAL  
VERITAS BANGLADESH

# Al Mamun Ur Rashid

*Architecture is an art of creating havens where humanity and nature converge.*

University of ASIA Pacific, Bangladesh  
Over 20 years of experience

VERITAS

The Green Lounge, Dhaka, Bangladesh

PRINCIPAL

VERITAS VIETNAM

# Hai Nguyen

*Shaping humane, sustainable communities. Honoring heritage.*

HCMC University of Architecture, Vietnam  
Over 25 years of experience

VERITAS

An Cui City, Hue, Vietnam

PRINCIPAL  
VERITAS INDIA

# Megha Meelu

*Clarity is not the absence of complexity; it is the mastery of it.*

Indraprastha University, New Delhi  
Controlmad Advanced Design Center, Spain  
Over 9 years of experience

VERITAS

CBSE Regional office , Gandhinagar, Gujarat , India

At 350 employees, VERITAS is one of the largest multi-disciplinary design firm in Malaysia and ranks among the top ten across ASEAN.

350+

STAFF WORLDWIDE

This substantial resource provides it with the capacity to undertake large projects on tight time-frames without having to undergo disruptive growth.

VERITAS

Wangsa 118, Kuala Lumpur

# VERITAS Headquarters



The background image shows two workers from behind, wearing white hard hats with the 'VERITAS design group' logo and high-visibility yellow safety vests. They are standing on a construction site with rebar and scaffolding visible. The text 'Almost 40+ Years of Professional Service' is overlaid in the center. The number '40' is large and yellow, while the rest of the text is white. At the bottom center, the word 'VERITAS' is written in red.

**Almost**  
**40** +  
**Years of**  
**Professional**  
**Service**

**VERITAS**



VERITAS Penang

VERITAS HQ, Kuala Lumpur

VERITAS Kota Kinabalu

VERITAS Johor Bahru

VERITAS Kuching

**5** Malaysian  
Offices

**VERITAS**

A stylized world map with a teal background and white landmasses. Eight office locations are marked with pins: Portland, USA (black), Tokyo, Japan (black), Dubai, UAE (black), Haryana, India (black), Dhaka, Bangladesh (black), Ho Chi Minh City, Vietnam (black), Singapore (black), and Jakarta, Indonesia (black). Kuala Lumpur, Malaysia is marked with a red pin. The text '8 International Offices' is overlaid on the left side of the map.

**8**

**International  
Offices**

**VERITAS**

Portland, USA

Tokyo, Japan

Dubai, UAE

Haryana, India

Dhaka, Bangladesh

Ho Chi Minh City, Vietnam

Kuala Lumpur, Malaysia

Singapore

Jakarta, Indonesia



**17**  
**Countries**

**2030+**  
**Globally**

**Completed Projects**

**VERITAS**

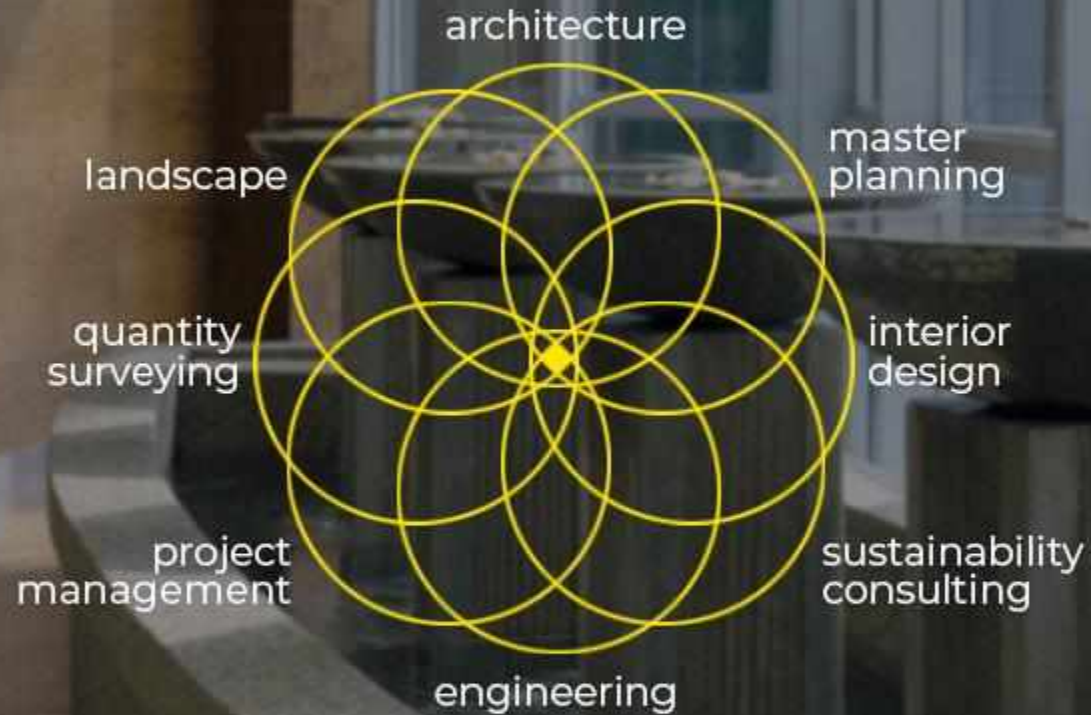
# Clients

VERITAS has been honored over the years to have served a long list of distinguished Malaysian, Multi-National and Foreign Clients, both locally and overseas.

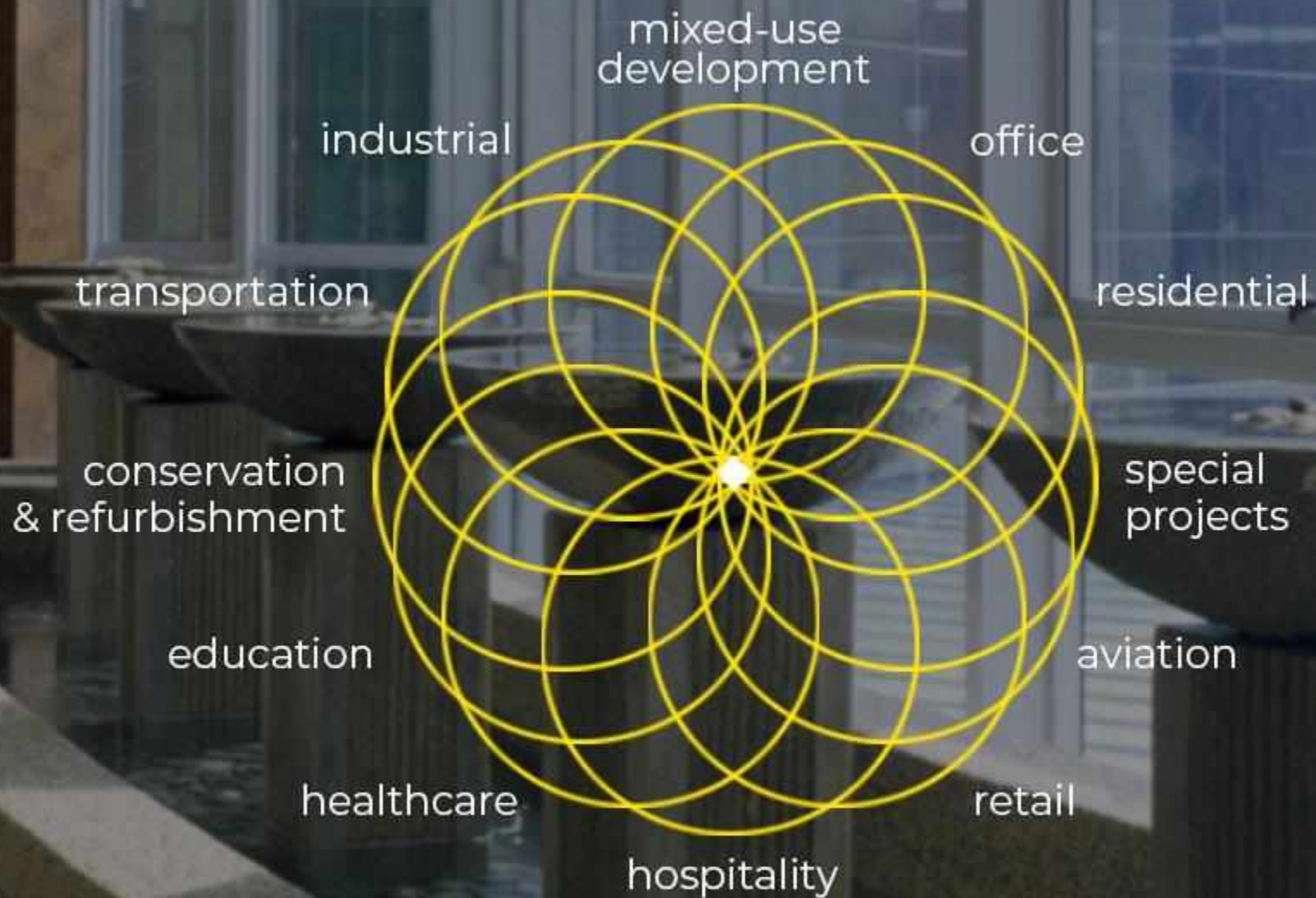
The following is a selected list of past and current VERITAS Clients:



# VERITAS Integrated Professional Services (VIPS)



VERITAS



**VERITAS**

architecture



**VERITAS** Mixed Use Developments

Star Residences, KLCC



**VERITAS** High Rise Residential

Tribeca, Kuala Lumpur





architecture



**VERITAS** Resorts

Angsana by Banyan Tree, Penang















**VERITAS** Low Rise Office Buildings

Perbadanan Kemajuan Negeri Selangor (PKNS HQ), Selangor









# master planning





# master planning





# master planning



# master planning



# master planning



**VERITAS** Waterfront

Festival Lake City, Selangor





# landscape design



# landscape design



**VERITAS** Retail

MyTown, Kuala Lumpur

# landscape design







# landscape design



















interior design



**VERITAS** Private Residences

The Governor of Penang's Residence - Seri Mutiara, Penang













quantity surveying







quantity surveying



quantity surveying



**VERITAS** Residential

Tribeca, Kuala Lumpur

quantity surveying



**VERITAS** Commercial

Air Asia Headquarters, Selangor





**VERITAS** Commercial



Menara AIA Sentral, Kuala Lumpur







# project management















**VERITAS** Mixed Development

PECB Kepong Apartment, Selangor





**300+**

**Design,  
Business &  
Corporate  
Recognition  
Awards  
Globally**

**VERITAS**

# Environmental Social and Governance



VERITAS ESG ANNUAL SCORECARD - 2024  
Revised E - 28 February 2024

| No  | Platform | Scoring Criteria / Explanation                                                                                                                                                                                                                                                                                                             | Score (1-10) | Primary Reference | Relevant SDGs (1-17)   |
|-----|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-------------------|------------------------|
| 1.0 | VSE      | 1.1 Annual no. of Events/Projects<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                  |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 1.2 Average no. of Staff Attendance at all Events<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                  |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 1.3 Degree of Awareness of Environmental Impact to ESG (averaged across all events/projects)<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100       |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 1.4 Annual Balance Sheet to VSE Funds for all events/projects<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                      |              |                   | 12, 13, 14, 15, 16, 17 |
| 2.0 | VSE      | 2.1 Annual Number of Events<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                        |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 2.2 Average no. of Staff Attendance at all Events<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                  |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 2.3 Annual Balance Sheet to VSE Funds for all events/projects<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                      |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 2.4 Degree of Awareness of Environmental Impact to ESG (averaged across all events/projects)<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100       |              |                   | 12, 13, 14, 15, 16, 17 |
| 3.0 | VSE      | 3.1 Adherence to the VSE Code of Ethics (for non-executive directors and staff)<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                    |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 3.2 President and Vice President Salary to be Equal to Principals Salary<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                           |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 3.3 Degree of Convergence with National Ethics Oversight (based on most divergent ethics category)<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100 |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 3.4 Degree of Convergence with National Gender Oversight (based on working individuality)<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100          |              |                   | 12, 13, 14, 15, 16, 17 |
| 4.0 | VSE      | 4.1 Percentage of Foreign Staff<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                    |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 4.2 Staff Income Parity Among 3 Main Ethnic Groups<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                 |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 4.3 Staff Income Parity between Gender<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                             |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 4.4 Average Annual Leave Above Legal Requirement<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                   |              |                   | 12, 13, 14, 15, 16, 17 |
| 5.0 | VSE      | 5.1 Percentage of Average Salary Increase<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                          |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 5.2 Average Number of Months of Staff Bonus<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                        |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 5.3 Average Number of Staff Retirements<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                            |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 5.4 Annual Number of Staff Returns<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                 |              |                   | 12, 13, 14, 15, 16, 17 |
| 6.0 | VSE      | 6.1 Annual Number of Study Trips<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                   |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 6.2 Average no. of Staff Attendance at all Events<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                  |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 6.3 Annual Number of Catering Events<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                               |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 6.4 Average no. of Staff Attendance at Events<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                      |              |                   | 12, 13, 14, 15, 16, 17 |
| 7.0 | VSE      | 7.1 VERITAS Planning Process, Charter and Annual Calendar issued to all Staff<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                      |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 7.2 Staff Orientation Completed and Integrity Pledge Signed within First 3 Months of Employment<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100    |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 7.3 Monthly Management Meetings<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                    |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 7.4 Annual Leadership Forums<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                                       |              |                   | 12, 13, 14, 15, 16, 17 |
| 8.0 | VSE      | 8.1 Weekly VEG Core Hubline and Principles Conference Call<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                         |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 8.2 Percentage of Conducted Staff Appraisals<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                       |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 8.3 Average Score on Staff Appraisal Form<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                          |              |                   | 12, 13, 14, 15, 16, 17 |
|     |          | 8.4 Average Score on Staff Appraisal Form<br>0 points for none, 10 points for 1-10, 20 points for 11-20, 30 points for 21-30, 40 points for 31-40, 50 points for 41-50, 60 points for 51-60, 70 points for 61-70, 80 points for 71-80, 90 points for 81-90, 100 points for 91-100                                                          |              |                   | 12, 13, 14, 15, 16, 17 |

VERITAS Customised ESG  
Tracking Framework

VERITAS

VERITAS intelligently practices the Environmental framework by applying the core values of Design, Environment and Audacity into its work and practice; implementing environmentally conscious solutions to create technically innovative and aesthetically stimulating buildings and spaces.

# Environmental

These core values are expressed in 5 primary modes:



**VERITAS GreenCheck**

**VERITAS Environment Sdn. Bhd.**

**VERITAS Fund for Excellence**

**VERITAS CARE Scheme**

**VERITAS Resilience Framework**

**VERITAS**

VERITAS Greencheck is our  
customized sustainability design  
tool in collaboration with UNGCMYB.

<https://theveritasdesigngroup.com/sustainability/>

# VERITAS Greencheck

The application of sustainability principles tools and  
strategies at an early design stage can have the greatest  
impact on cost and performance.



GREENCHECK



VERITAS

# VERITAS Environment Sdn. Bhd.

Its primary objective is to achieve pragmatic and energy-efficient environmental design solutions for a more sustainable built environment while ensuring financial advantage to project stake-holders.

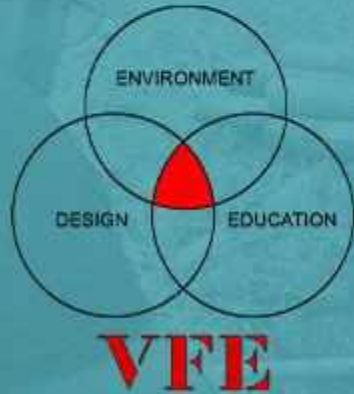


VERITAS Environment Sdn Bhd does this by conducting detailed engineering computations and simulations to identify the most optimal design solutions for each project.

**VERITAS**

The VERITAS Fund for Excellence (VFE) was founded in 2004 to further our core values of constant innovation, a commitment to design excellence and social responsibility towards the built environment.

# VERITAS Fund for Excellence



VERITAS Fund for Excellence



## VERITAS



# VERITAS CARE Scheme

The CARE Scheme, launched in 2007, is an in-house cost, energy-saving, and recycling initiative practiced by all VERITASians to reduce the company's carbon footprint, with a target of achieving net zero carbon emission by 2040.

VERITAS



**Cost Awareness by Responsibility**  
towards the **Environment.**





**50+**



**ESG**

**Green Rated Projects  
Globally Certified  
up to **Platinum****

**VERITAS**

# Social

VERITAS intelligently practices the Social framework by applying the core values of Design, Audacity and Service into its environment and practice; implementing socially - focused surroundings for a better world.

These core values are expressed in 3 primary modes:



**VERITAS Lecture Series**  
**VERITAS Fund for Excellence**  
**VERITAS Resilience Framework**

**VERITAS**

**MODERATOR**  
**AL DAVID MISCAN Hashim**  
Group President  
VERITAS Design Group

Chief Development Officer  
Malaysia Airports Holdings Berhad  
(MAHB)

Chief Executive Officer  
Prasarana Integrated Development  
Sdn. Bhd. (PIOD)

Chief Executive Officer  
Ananda Group

Minister of Education, Culture and  
Heritage of Sabah

# veritas ecture SERIES



The VERITAS Lecture Series (VLS) is an annual half-day conference sponsored since 2007 by VERITAS, the main objective of which is to present useful industry information and unique learning experiences to our Clients about subjects of relevance to the design & property development industry.

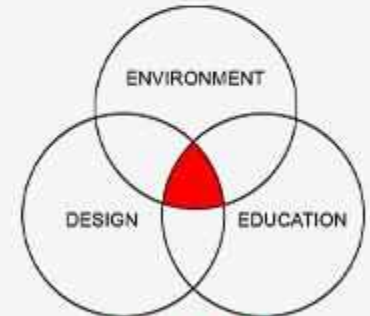
**VERITAS**

The VERITAS Fund for Excellence (VFE) was founded in 2004 to further our core values of constant innovation, a commitment to design excellence and social responsibility towards the built environment.

# VERITAS Fund for Excellence



ESG



**VFE**

VERITAS Fund for Excellence

**VERITAS**

In what ways can architecture and design be engaged to create buildings and places which are better prepared to respond to social crisis ?

resilient+  
an action plan for  
the built environment

ESG

# VERITAS Resilience Framework

Pandemic - Civil Unrest - Climate Change  
Haze - Blackout

VERITAS

REDUNDANCY [3 of 3]

|                      | DD | DD | DD | Remarks |
|----------------------|----|----|----|---------|
| 1. Active Open Space | 1  | 1  | 1  |         |
| 2. Fire Sprinkler    | 1  | 1  | 1  |         |
| 3. Building          | 1  | 1  | 1  |         |
| 4. Water             | 1  | 1  | 1  |         |
| 5. Case 3.2          | 1  | 1  | 1  |         |
| 6. Case 4.1          | 1  | 1  | 1  |         |
| 7. Fire Sprinkler    | 1  | 1  | 1  |         |

REGENERATE & RESTORE [2 of 2]

|                   | DD | DD | DD | Remarks |
|-------------------|----|----|----|---------|
| 1. Fire Sprinkler | 1  | 1  | 1  |         |
| 2. Building       | 1  | 1  | 1  |         |
| 3. Water          | 1  | 1  | 1  |         |
| 4. Case 3.2       | 1  | 1  | 1  |         |
| 5. Case 4.1       | 1  | 1  | 1  |         |
| 6. Fire Sprinkler | 1  | 1  | 1  |         |

REDUNDANCY [1 of 3]

|                                           | DD | DD | DD | Remarks                  |
|-------------------------------------------|----|----|----|--------------------------|
| 1. Redundant Main Structure               | 0  | 0  | 0  | Disruptive Safety Hazard |
| 2. Backup Transformer to Main Transformer | 0  | 0  | 0  | Fire Extinguisher Damage |
| 3. Backup Generator to Main Generator     | 0  | 0  | 0  | Fire Extinguisher Damage |
| 4. Backup Fire Alarm System               | 0  | 0  | 0  | Fire Extinguisher Damage |
| 5. Backup Fire Alarm System               | 0  | 0  | 0  | Fire Extinguisher Damage |
| 6. Backup Fire Alarm System               | 0  | 0  | 0  | Fire Extinguisher Damage |

REGENERATE & RESTORE [1 of 2]

|                   | DD | DD | DD | Remarks |
|-------------------|----|----|----|---------|
| 1. Fire Sprinkler | 1  | 1  | 1  |         |
| 2. Building       | 1  | 1  | 1  |         |
| 3. Water          | 1  | 1  | 1  |         |
| 4. Case 3.2       | 1  | 1  | 1  |         |
| 5. Case 4.1       | 1  | 1  | 1  |         |
| 6. Fire Sprinkler | 1  | 1  | 1  |         |



REDUNDANCY



ADAPTABILITY & RESILIENCE



INTERDEPENDENCY



REGENERATE & RESTORE



EQUABILITY



VALUE



CULTURAL RESPONSIVENESS

VERITAS embodies the ideals of Governance as a corporate body. It shapes us into our international branding, identity and services.

# Governance

A member of Transparency International Malaysia

No gift policy

CARE Scheme

Profit Sharing Scheme

Staff Diversity, Equity and Inclusion

SOBA Silver Award winner for Best Employer

The Star ESG Positive Impact Awards Gold Award winner in Talent Management



VERITAS

# VERITAS Green Pledge 2025



GREENCHECK



Moving toward a sustainable future, we henceforth commit to accepting on architectural project assignments which aspire to obtain formal green certification, thus ensuring environmentally sustainable and cost-effective solutions for the built environment.

VERITAS

# Awards & Recognitions

## 2026 Design Award

**Star Property Awards for The Proximity Awards Best Mixed Development** - Selangor, Excellence Award for Attivo Annexe by TA Global Berhad

**Star Property Awards for The Resort Home Award Best Vacation Property Development, Honour for** Amaya residences by TA Global Berhad

**Star Property Awards for The Business estate Award Best Commercial development (Office Tower)** – for The Arden by TA Global

**Asia Pacific Property Award (APPA) Best Commercial High-Rise Architecture** for The Arden by TA Global

**Asia Pacific Property Award (APPA) Best Office Development Malaysia** for The Arden by TA Global

## 2025 Business Awards

**MY American Malaysian Chamber of Commerce (AMCHAM) Cares Recognition Award** for Excellence in CSR 2025

**Asia ESG Positive Impact Award 2025 for SME/Mid tier Talent Management** Gold Winner

**Life At Work Awards (LAWA) 2025** - Second Runner-up for Corporate Social Responsibility

**Star ESG Positive Impact Awards 2025** - Gold Award for Talent Management (SMEs and Mid-Tier Companies)

**Star ESG Positive Impact Awards 2025** - Silver Award for Sustainable Products & Services (SMEs and Mid-Tier Companies)

**Hubexo Elite Award 2025**  
**Hubexo Asia Top 10 Architects Award 2025**

**VERITAS**

# Construction Quality Standards

VERITAS sets high standards for the quality of workmanship for the projects it supervises. The firm's staff are trained (and often certified) in the application of international construction quality protocols such as Conquas and Qlassic.

CONQUAS®

eQLASSIC  
Quality Assessment System in Construction

VERITAS

# Industrialized Building System (IBS)

**VERITAS endeavours to embrace IBS technology in all its projects.**

The firm's staff are well acquainted with the latest IBS solutions and many of them are certified IBS evaluators by the Malaysian Construction Industry Development Board (CIDB).



**VERITAS**

# Building Information Modeling (BIM)

VERITAS endeavours to be at the cutting-edge of documentation quality standards for all its projects.



The firm's staff are trained in Building Information Modelling (BIM) and have embraced REVIT production protocols on an increasingly large proportion of their projects.

**VERITAS**

A woman with long dark hair, wearing a black button-down shirt and light-colored trousers, is using a white VR headset and holding two white controllers. She is looking upwards and to the right with a slight smile. In the background, a large screen displays a 3D architectural model of a city with a river and buildings. Other people are visible in the background, some holding tablets that also show the same city model. The overall scene suggests a collaborative virtual reality environment for urban planning or architecture.

# augmented virtual REALITY

VERITAS

# Artificial Intelligence



Gemini



VERITAS Design Group has embraced the potential of general Artificial Intelligence (AI) in professional design services for the built environment.

With a strategic embrace of AI, VERITAS will unlock previously untapped possibilities, propelling the group to new heights of creativity, scalability and agility.

**VERITAS**

# VERITAS Sports & Social Club (VSSC)



The firm's sports and social club is hyper-active, with a wide range of indoor and outdoor social and sporting events to keep everyone healthy and alert. The VSSC also helps to build a stronger culture of teamwork and to identify potential future leaders among the firm's people.



VERITAS

VERITAS corporate culture is quite unique for an Asian-based company.

# VERITAS Corporate Culture



Key elements of this are minimally-hierarchic teamwork arrangements, an inclusive decision-making style, empowerment at all levels and an informal office environment devoid of titles and protocols. At VERITAS, the atmosphere is liberal, pluralistic and dynamic. This is despite the high demands and personal responsibility each VERITASian carries.

**VERITAS**

The background image is a detailed rendering of a futuristic, sustainable city. It features several tall, slender skyscrapers with green facades and integrated solar panels. A complex network of elevated roads and bridges weaves through the city, with some roads appearing to have multiple lanes or different levels. The city is surrounded by lush greenery and trees. In the background, a body of water is visible with several wind turbines and small boats. The sky is a mix of orange and blue, suggesting a sunset or sunrise. The overall aesthetic is clean, modern, and environmentally friendly.

***We have a dream***

To improve the built environment  
for the advancement of humankind.

**VERITAS**

The background image is a digital rendering of a futuristic, sustainable city. It features tall, green-clad skyscrapers, intricate multi-level roadways, and lush vegetation integrated into the urban design. In the distance, a body of water is visible with several wind turbines and small boats. The sky is a mix of orange and blue, suggesting a sunset or sunrise.

***We have a dream***

To improve the built environment  
for the advancement of humankind.

***Will you join us to realise this dream ?***

**VERITAS**



i.d.e.a.s

for the

planet

VERITAS