cenviro



SUSTAINABILITY REPORT 2025

The Environmental, Social, and Governance Value We Contribute Across Malaysia



ABOUT THIS REPORT

REPORTING APPROACH

GRI 1, 2-1, 2-3

This report has been prepared with reference to the GRI Sustainability Reporting Standards along with the Bursa Malaysia Securities Berhad Main Market Listing Requirements. Additionally, this report has been prepared while taking into account the United Nations Sustainable Development Goals (UN SDGs) and guidance on disclosing corporate governance practices is provided by the Malaysian Code on Corporate Governance (MCCG).

SCOPE AND BOUNDARY

GRI 2-2, 2-3

The period covered in this report is from 1 January 2025 to 31 December 2025, unless otherwise stated. It encompasses the Malaysian operations of Cenviro Sdn. Bhd. ("Cenviro" or "the Company"), Shan Poornam Sdn. Bhd. (SPSB), and E-Idaman Sdn. Bhd. (EISB), which together constitute "Cenviro Group" or "the Group".

The information presented in this report covers our activities across Recycling and Recovery (R&R), Scheduled Waste Management, Municipal Solid Waste (MSW) Management, Customer and Logistics Services, and Education and Innovation.

For a detailed overview of the Group's corporate structure, please refer to page 13.

STATEMENT OF ASSURANCE

2-5

The contents of this report have been reviewed and assured by Bureau Veritas, which provided independent limited assurance over selected sustainability disclosures for the period from 1 January to 31 December 2025. The assurance engagement, conducted in accordance with ISAE 3000 (Revised) and ISAE 3410, encompassed an assessment of Cenviro's reporting processes and selected environmental, social and governance (ESG) performance indicators.

Please refer to the independent assurance report on page 132 for details on the subject matter information, scope of assurance and the assurance conclusion thereon.

FEEDBACK

GRI 2-3

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LEADERSHIP MESSAGES

In 2025, Cenviro continued to strengthen its role as a leading provider of environmental solutions and an enabler of the circular economy. Amid a complex operating environment, we remained focused on delivering dependable services, enhancing collaboration across the Group and upholding high standards of safety, compliance and operational performance. Throughout this progress, we remained firmly committed to our core responsibility of managing scheduled waste safely, responsibly and in accordance with regulatory requirements, supporting both industry and environmental protection.

Treatment and disposal remain the foundation of our business, playing a vital role in safeguarding public health, protecting the environment and supporting industrial development. At the same time, the strategic integration of SPSB and EISB marked an important step in advancing Cenviro's broader resource management ambitions. By bringing together treatment and disposal, recycling and recovery, and downstream resource management capabilities, we are better positioned to deliver more integrated environmental solutions, recover value from suitable waste streams and advance circularity across the Group.

The recognition received by Cenviro, SPSB and EISB during the year affirmed this direction. Cenviro's achievement at the ASEAN Energy Awards for its renewable energy initiatives, SPSB's ESG Leadership Award for sustainable environmental practices, and EISB's Green and Geopark Excellence Award for its recycling and resource recovery initiatives each reflect strengths across different parts of our business. Together, these honours demonstrate the value of our integrated approach and our shared commitment to creating lasting value for industry, communities and Malaysia.

Our sustainability journey also continued to gain momentum through a culture of Continuous Improvement (CI), innovation and collaboration. Across the Group, CI initiatives remain focused on strengthening operational performance, optimising resource utilisation and improving process efficiency. Since formalising our Continuous Improvement Projects (CIPs) in 2019, we have fostered a culture of employee-driven innovation that empowers our people to identify practical opportunities for improvement and respond proactively to evolving stakeholder needs. In 2025, the expansion of CI initiatives across SPSB and EISB generated nearly RM6.7 million in savings, more than double the previous year's achievement, demonstrating the successful adoption of CI principles throughout the Group.

Innovation and collaboration were equally central to Cenviro's growth during the year. By strengthening cooperation between our R&D team and the technical capabilities of Kualiti Alam Sdn. Bhd. (KASB), Cenviro Recycling and Recovery Sdn. Bhd. (CRR), EISB and SPSB, we were able to translate operational insights into practical solutions that support both business growth and environmental stewardship. Our efforts remained focused on waste valorisation and circularity through initiatives such as CENPave, our sustainable pavement solution that converts waste into interlocking pavement blocks; iRECYCLE-Malaysia, a UK-Malaysia collaboration to enhance critical metal recovery from e-waste; and Project ATH, which explores the conversion of aluminium dross into Aluminium Trihydrate for industrial applications.

Collaboration beyond the Group has also been important in advancing our innovation agenda. In 2025, we worked closely with regulators, universities, industry partners and technology providers to strengthen our research capabilities and accelerate the development of sustainable solutions. Through initiatives such as Project CRADLE–CENPave, collaborations with UK Research and Innovation, Queen's University Belfast, University of Malaya and Universiti Teknologi PETRONAS, as well as our participation in iRECYCLE Malaysia and national technical platforms, we continue to contribute to knowledge sharing, capability building and the advancement of circular economy solutions in Malaysia.

Our responsibility also extends beyond the services we provide. At Cenviro, we believe that sustainable progress is built through strong relationships, shared responsibility and a genuine understanding of the communities in which we operate. In 2025, we invested approximately RM600,000



Tan Sri Dr. Azmil Khalili
Chairman

in community initiatives, reflecting our continued commitment to creating a meaningful and lasting impact.

Throughout the year, our community initiatives focused on environmental stewardship, education and social well-being. These included festive contributions to local communities, our participation in the Hari Alam Sekitar Negara Environment Run with the Department of Environment, and a large-scale clean-up initiative in Bukit Pelanduk. Through SPSB and EISB, we also expanded outreach on safety awareness, recycling and responsible waste management, engaging schools, higher education institutions, mosques, community organisations and public agencies across the regions where we operate.

We also recognise the importance of sharing our expertise with industry. A major milestone this year was our Environmental Preservation and Innovation Centre (EPIC) being appointed by the Environment Institute of Malaysia (EiMAS) as an authorised training provider for the Certified Operator in Scheduled Waste Management (COSWaM) programme for automotive workshops. Through practical training, EPIC supported workshop operators in strengthening their understanding of safe waste handling, storage, documentation and regulatory compliance. Such initiatives reflect our commitment to helping build stronger environmental capabilities across the wider ecosystem.

Cenviro is strategically positioned to help shape the future of sustainable waste management. Our integrated business model, extensive operational experience and growing capabilities in recycling, recovery and resource management provide a strong platform for future growth. As sustainability becomes increasingly central to governments, industries and communities, the sector will be defined by its ability to transform waste challenges into opportunities for resource recovery, circularity and long-term value creation.

Guided by a balanced approach, we will remain firmly committed to the safe and compliant treatment and disposal of waste while expanding solutions that recover value from suitable waste streams. Looking ahead, we see significant opportunities to scale circular economy solutions, deepen strategic partnerships and apply technology more widely across our operations. Through continued innovation, operational excellence and responsible growth, Cenviro will continue to support Malaysia's sustainability agenda and contribute to more sustainable waste and resource management practices across the region.



LEADERSHIP MESSAGES

How did Cenviro remain resilient and deliver sustainable outcomes amid the challenges of 2025?

2025 was a year that tested Cenviro's resilience, while demonstrating the strength of our integrated business model. The Group operated within a complex global landscape shaped by geopolitical uncertainty due to the Middle East crisis, market volatility, evolving customer expectations, and increasing regulatory, ESG and compliance requirements. Against this backdrop, Cenviro remained focused on ensuring that growth decisions were measured, resilient and aligned with long-term value creation, while continuing to uphold its responsibility to manage waste with integrity, care and the highest standards of safety.

Modest organic demand in the treatment and disposal segment, coupled with customers' increasing preference for sustainable and cost-effective solutions, reinforced the importance of our integrated and flexible operational model. Our acquisition of SPSB and EISB in 2024 and 2025 respectively further strengthened our recycling, recovery and circularity capabilities, enabling Cenviro to respond more effectively to evolving market needs while remaining steadfast in our core scheduled waste management services.

Cenviro's circular economy approach has become increasingly relevant in the context of today's energy security challenges, particularly as industries seek more resilient and sustainable alternatives. We continued to produce alternative fuel and regenerated oil products by converting oil-based waste streams into usable resources. This included pyrolysis oil, a type of fuel oil produced from waste oil sludge that can be used as a replacement for, or blended with, diesel in heating and burning applications, as well as regenerated base oil produced from waste lubricants.

The operating landscape also came with increasing regulatory expectations and higher ESG requirements, highlighting the need for stronger operational visibility, data integrity and risk oversight. Guided by Cenviro Group's Enterprise Risk Management framework, we continued to strengthen how risks are identified, assessed, monitored and managed across the Group. In 2025, this included refining the Group's Top Key Risks to reflect the current operating environment and strategic priorities, while embedding Key Risk Indicators to provide clearer early warning signals and support more timely management intervention. These enhancements strengthened the link between risk management, business planning and operational decision-making, supported by clear risk ownership and collaboration across business units, Management and the Board's Risk Management Committee.

Our CIPs remain an important driver of value creation, demonstrating how operational discipline can deliver both financial and sustainability outcomes. The programme exceeded the Group's 2025 savings target of RM6.0 million, achieving almost RM6.7 million in savings across 20 implemented projects. These initiatives focused on enhancing operational efficiency, optimising energy usage, improving logistics, enabling material substitution and advancing safer waste treatment methods, ensuring that cost efficiencies were realised without compromising environmental and safety standards or governance practices. As we continue to extend this culture across the Group, including within SPSB and EISB, the integration of CI with our ESG priorities provides a strong foundation to unlock further synergies, strengthen long-term cost competitiveness and support sustainable value creation.

Overall, 2025 reinforced that resilience is built through discipline, adaptability and clarity of purpose. While the current geopolitical environment continues to bring uncertainty and volatility, Cenviro remains steadfast in its mission to advance the circular economy and reimagine waste as a resource. Moving forward, our growth strategy will remain pragmatic and measured, with a strong focus on optimising our existing infrastructure, strengthening operational efficiency and protecting the fundamentals of the business. By building on our CI culture, deepening customer relationships and strengthening proactive risk management, we will continue to align ESG priorities with operational and financial performance while positioning the Group for sustainable long-term growth.



Dr. Johari Jalil
Group Managing Director
and Chief Executive Officer

How is Cenviro using innovation to enhance efficiency, strengthen recovery capabilities and support long-term growth?

Innovation is central to how Cenviro advances its purpose of Reimagining Waste to Resource. Across the Group, our innovation efforts are increasingly focused on practical and scalable solutions that improve efficiency, strengthen recovery capabilities, reduce environmental impact and create new commercial opportunities. Our innovation efforts continued to advance practical solutions that support operational excellence and commercial growth, with waste valorisation remaining a key focus. Cenviro invested RM100,000 in R&D initiatives, including material testing, product verification and validation, with focus areas such as aluminium dross valorisation and the development of alternative raw materials including Aluminium Trihydrate, Alumina and Aluminium Sulphate. We also progressed CENPave, our flagship low-carbon sustainable construction materials project, supported by a RM780,000 matching grant from the Ministry of Finance through the BIG-CRADLE Fund. Together with collaboration involving the Ministry of Science, Technology and Innovation and other partners, these efforts demonstrate Cenviro's commitment to scalable circular economy solutions that improve resource efficiency, reduce waste sent to landfill and unlock future commercial opportunities.

Our Scheduled Waste-to-Energy facility remains an important part of Cenviro's recovery approach, enabling scheduled waste that cannot be recycled to be safely treated while recovering energy from the process. This year, the facility treated 26,997 tonnes of waste and generated 12,500 MW of energy, reflecting year-on-year improvements in both waste treatment volume and energy generation compared with 2024. Building on our operational capability, we continue to enhance process efficiency, operational visibility and decision-making through digitalisation and AI-enabled tools. These solutions support more effective monitoring of plant operations, improve the consistency of energy recovery performance and enable teams to identify operating risks or inefficiencies earlier. Cenviro has continued to embed innovation into day-to-day operations across the Group, including KASB, CRR, EISB and SPSB, by facilitating Cenviro's culture of CI. These efforts include identifying alternative treatment pathways, enhancing recovery processes, strengthening data-driven decision-making and improving the extraction of value from recyclable materials. Within SPSB, for example, innovation is closely linked to strengthening recovery capabilities and maximising value from recyclable streams. Across the wider Group, digital tools are also enabling employees to move beyond routine reporting towards higher-value analysis, operational improvement and more proactive decision-making.

As we strengthen integration across the Group, Cenviro continues to assess how the complementary expertise, facilities, laboratories and operational capabilities of our subsidiaries can be better connected to support innovation and growth. This includes exploring how SPSB's recycling and resource recovery capabilities can complement the wider Cenviro ecosystem, including integrating SPSB into the EcoPark to focus on specialised recovery opportunities in spent catalyst, subject to careful assessment of operational suitability, infrastructure readiness and long-term strategic fit. By encouraging greater collaboration between KASB, CRR, EISB, SPSB and the wider Cenviro ecosystem, we aim to scale innovations that support efficiency, compliance, resource recovery and commercial growth, while continuing to reimagine waste as a resource and contribute to Malaysia's circular economy ambitions.

How is Cenviro strengthening its workforce and organisational culture to support long-term sustainability?

Our people remain fundamental to Cenviro's long-term sustainability and continued transformation. As the Group enters its next phase of growth, we are focused on developing the skills, capabilities and mindset required to strengthen performance across our operations. For us, building a resilient organisation goes beyond systems and processes; it requires an empowered and accountable workforce that understands its role in advancing Cenviro's purpose and delivering sustainable value.

In 2025, we continued to strengthen our proactive safety culture by embedding prevention and intervention into everyday practices. This was supported by structured training, active risk reporting, leadership engagement, toolbox talks, safety stand-down sessions and enhanced Health, Safety, Security and Environment (HSSE) campaigns across the Group. A key milestone during the year was the establishment of Cenviro's first Group Quality, Health, Safety, Security and Environment (QHSSE) Policy, which reinforces a unified and systematic approach to quality, health, safety, security and environmental management across our operations.

We also witnessed encouraging progress in safety performance. The decrease in employees' Lost Time Injury Rate (LTIR) from 0.84 in 2024 to 0.44 in 2025 reflected the impact of targeted mitigation measures, stronger risk controls and greater safety ownership across the organisation. At the same time, the increase in reported incidents reflected improved awareness, transparency and proactive reporting practices, which are important indicators of a maturing safety culture. Efforts were aligned across SPSB and EISB, supported by additional training, inspections, emergency preparedness, Hazard Identification, Risk Assessment, and Determining Control (HIRADC) reviews and the development of trained personnel such as Emergency Response Team (ERT) members, First Aiders and occupational safety and health (OSH) representatives.

As digitalisation and automation become more widely adopted, our focus remains on upskilling and redeploying talent rather than replacing people. Automation can reduce repetitive manual work, creating opportunities for employees to move into more analytical and higher-value roles. By equipping our people with the right training, tools and mindset, we are building a workforce that can adapt to change, support innovation and remain active contributors to Cenviro's transformation.

How does Cenviro build stakeholder trust while supporting broader environmental and societal outcomes?

As an environmental solutions provider, we recognise that trust is earned through the standards we uphold and the way we engage with regulators, customers, communities, employees and industry partners. In 2025, we strengthened proactive engagement with regulatory authorities and government agencies through meetings, audits and site visits to support operational integrity, compliance and risk management.

Beyond regulatory engagement, we continued to strengthen relationships with customers and business partners by maintaining open communication, aligning expectations and promoting shared accountability across the value chain. This year, Cenviro conducted 10 business partner audits, 94 customer-led audits and site visits, and 4 tender-related activities. These efforts help reinforce transparency and strengthen HSSE performance, while enabling closer collaboration on responsible waste management, recycling, recovery and circular economy solutions.

Our commitment to trust extends to the communities in which we operate. In 2025, we invested RM617,372 towards initiatives focused on environmental stewardship, education, safety awareness and social well-being, including environmental collaborations, festive contributions, clean-up activities and community awareness programmes. Given our expertise in scheduled waste management, we collaborate with regulatory authorities beyond our core activities to manage wastes that pose environmental and societal hazards, investing RM610,000 into clearing illegal waste dumps and emergency spill responses. Across the Group, SPSB and EISB supported community engagement through safety, education, recycling and Reduce, Reuse and Recycle (3R) awareness initiatives, reflecting our belief that sustainability must contribute to stronger communities as well as responsible environmental management.

How will Cenviro continue to create value across the evolving waste management landscape?

Treatment and disposal remain essential to Cenviro's role as an integrated environmental solutions provider, particularly for waste streams that cannot be recycled or recovered and must be managed safely, responsibly and in compliance with regulatory requirements. As Cenviro enters its next phase of growth, we will continue to uphold this responsibility while progressing with a clear and balanced strategy. We recognise that waste management needs are evolving, with increasing emphasis on waste minimisation, recycling and recovery. This reinforces the importance of scaling circular economy solutions, strengthening resource recovery, advancing regenerated oil capabilities and enhancing operational performance, while maintaining disciplined capital allocation and prioritising opportunities that are aligned with market demand, our technical capabilities and long-term sustainability objectives.

We also see meaningful opportunities in resource recovery, alternative materials and operational efficiency, particularly as industries place greater emphasis on resource efficiency and the use of secondary or recovered materials. SPSB will continue to support the Group's circular economy platform, while KASB remains important in ensuring that scheduled waste, particularly waste that cannot be recycled or recovered, is treated and disposed of responsibly. This balanced portfolio enables Cenviro to serve the full waste value chain, from recycling and recovery to treatment and disposal.

Looking ahead, the future of waste management will require an integrated and pragmatic approach. While waste minimisation and recycling may reduce the volume of waste requiring disposal, certain waste streams will continue to require safe, compliant and responsible treatment. Cenviro will continue to assess opportunities across recycling, recovery, treatment and disposal carefully, while maintaining the operational discipline and technical capability needed to support evolving customer, regulatory and sustainability expectations.



ABOUT US

GRI 2-6

As Malaysia's leading waste resource management company, Cenviro Group is dedicated to delivering integrated, high-quality solutions across the full waste management value chain. This is supported by our key entities—Cenviro, SPSB, and EISB—each contributing specialised capabilities across scheduled waste management, recycling and recovery, and MSW services. Our strong emphasis on operational excellence is complemented by a commitment to exceeding customer expectations through sustainable, compliant, and technology-driven solutions.

We actively pursue strategic partnerships with reputable local and international waste management organisations, enabling us to remain at the forefront of innovation while supporting the transformation of Malaysia's environmental sector. These collaborations strengthen our ability to manage complex waste streams and advance circular economy practices.

With over three decades of industry experience, Cenviro Group continues to play a key role in shaping Malaysia's environmental landscape. Our core capabilities include scheduled waste treatment, MSW management, renewable energy, and resource recovery. Key initiatives such as Recycle for Life (RFL) and EPIC demonstrate our commitment to long-term sustainability by promoting waste diversion, community engagement, and environmental awareness.

As we move forward, we remain focused on driving the transition towards a low-carbon and resource-efficient economy. Through innovation and responsible practices, we aim to deliver meaningful impact that extends beyond waste management, supporting national sustainability priorities and creating value for future generations.



SUSTAINABILITY HIGHLIGHTS AND ACHIEVEMENTS

CENVIRO

259 Days
without Lost Time Incident (LTI)

12,500 MW
generated from waste-to-energy plants

20
CIPs implemented

115,139 m³
total water withdrawal
34.5% reduction from 2024

45,391 GJ
of renewable energy was sold

Zero
cases of corruption recorded

RM 6,697,623
was saved from CIP exceeding the target of RM 6,000,000

RM 632,400
channelled towards community outreach

RM 288,884
was allocated towards employee training

RM 16.8 million
of funds were raised under the Sukuk Wakalah Programme

SPSB

28,547
tonnes of waste treated

~90%
of waste was successfully recovered

RM 70,945
invested towards employee training and development

148 Days
without LTI

217,049 GJ
energy consumed

115 GJ
of renewable energy was sold to the National Grid

EISB

RM 65,635
invested towards community outreach programmes

RM 3,816,746
was distributed in rewards

87%
of employees are covered by collective bargaining agreements

531,765
tonnes of waste collected

RM 162,785
invested towards employee training and development

SUSTAINABILITY AWARDS

Awards and recognitions reflect our continued progress and commitment to excellence. They serve as important benchmarks of our performance while reinforcing our responsibility to uphold high standards in sustainability, innovation, and environmental stewardship.

In 2025, Cenviro Group received a series of prestigious awards and recognitions across key areas including environmental stewardship, energy innovation, workplace safety, and ESG leadership. These accolades reflect our continued efforts to advance sustainable practices, strengthen operational excellence, and contribute meaningfully to Malaysia's circular economy and energy transition.

Federation of Malaysian Manufacturers (FMM) Awards 2025

Recognises manufacturing companies for excellence in Safety, Health, and Environment (S.H.E) practices, promoting high standards in workplace safety and environmental management

- Silver Award for Environmental Sustainability Code
- Silver Award for Fire Safety and Emergency Response Code
- Bronze Award for Employee Health and Safety Code

National Energy Awards 2025

Organised by the Ministry of Energy Transition and Water Transformation (PETRA) & Malaysia Green Technology and Climate Change Corporation (MGTC), the awards recognise organisations adopting sustainable energy practices across industries in Malaysia

- Winner for Renewable Energy (Waste-to-Energy)

Malaysian Society for Occupational Safety and Health (MSOSH) at the 43rd MSOSH 2025 Awards

The MSOSH Awards recognise organisations with outstanding achievements in workplace safety and health. At the 43rd MSOSH 2025 Awards, companies were honoured for their proactive efforts in creating safe, healthy, and compliant working environments, setting high standards for OSH excellence in Malaysia.

- Gold Class 1

ASEAN Energy Awards 2025

Recognises excellence in energy efficiency, sustainable practices, and renewable energy management across Southeast Asia

- Winner for Renewable Energy Category

iNPENANG National Achievers Award 2025

Organised by iNPENANG, this award recognises organisations that demonstrate excellence in driving sustainable development, innovation, and circular economy practices within Penang and beyond. It highlights industry leaders who are actively contributing to environmental stewardship and responsible resource management.

- Top Environmental Stewardship, Innovation & Circular Economy

ESG Leadership Award 2025

The ESG Leadership Award recognises organisations that demonstrate outstanding commitment and leadership in ESG practices. The award honours companies that integrate sustainability into their core strategies and deliver measurable environmental impact.

- Environmental Leadership Award

Prime Minister Hibiscus Award 2024/2025 (State Recognition)

The Prime Minister Hibiscus Award is Malaysia's premier environmental award, recognising organisations that exhibit excellence in environmental management and sustainable practices. The State Recognition category honours organisations that have made significant contributions to sustainability at the state level.

- Leading Penang's Sustainability
- Notable Achievement in Environmental Performance

Green and Geopark Excellence Award 2025

This award recognises outstanding initiatives that promote environmental sustainability, green innovation, and responsible resource management. It highlights organisations that demonstrate impactful solutions in advancing green practices and community engagement.

- Green Sustainable Product Award – for promoting the Drive Thru Recycle Centre (DTRC)
- Green Innovative e-App Award – for promoting idamanXchange

Waste Management Outstanding Achievement Award 2025

This award recognises organisations that have demonstrated excellence in waste management practices, operational performance, and environmental stewardship. It highlights industry leaders who contribute significantly to sustainable waste solutions and resource recovery.

OUR VALUE CHAIN

GRI 2-6

Established in 1991, Cenviro Group is a leading waste resource management company delivering integrated, end-to-end solutions across the waste management value chain. We expanded our capabilities with the inclusion of SPSB and EISB in 2025, strengthening our position across recycling, recovery, and MSW management. This included the acquisition of the remaining 60% stake in SPSB, making it a wholly owned subsidiary.

From collection and treatment to recycling, recovery, and disposal, we support a wide range of stakeholders through safe, compliant, and sustainable practices. Leveraging decades of industry experience, we continue to drive operational excellence while advancing circular economy principles and environmental stewardship across our operations.

Waste Generator (Industrial)

Waste Analysis

KUALITI ALAM

Cenviro Waste Management Centre (CWMC)

Comprises Scheduled Waste-to-Energy Plant, Incineration Plant, Physical and Chemical Treatment Plant, Solidification Treatment Plant and Vertical Secured Landfill. Waste is categorised before collection and analysed at CWMC by our experts to ensure suitable treatment and disposal.

Cenviro Recycling & Recovery Facilities (CRR)

Recycling and recovery services for scheduled waste.

ENERGY RECOVERY FACILITIES

Scheduled Waste-to-Energy Plant (SWtE)

Scheduled waste is incinerated using a combustion chamber. The energy generated from this incineration is used to produce electricity using a boiler and steam turbine.

TREATMENT

Incineration Plant (INC)

Incinerates waste using controlled burning at high temperatures.

Physical and Chemical Treatment Plant (PCT)

Capable of handling all types of inorganic liquid waste using various chemical treatment processes.

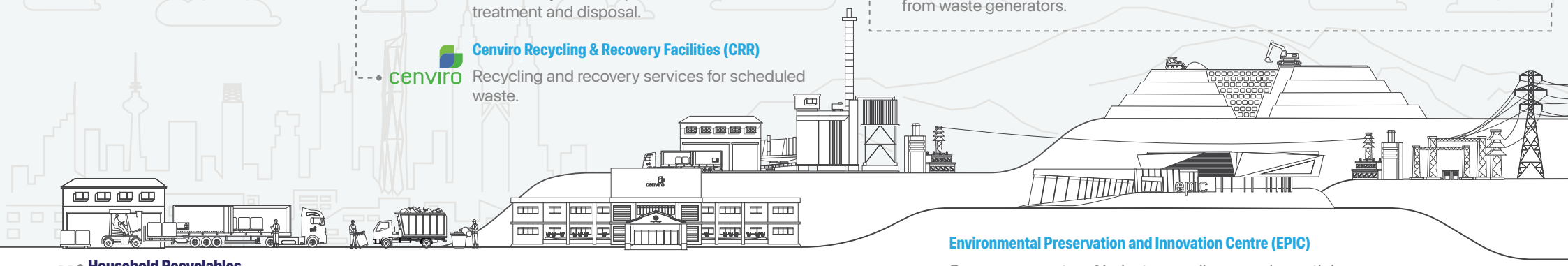
Solidification Treatment Plant (STP)

Solidifies treated waste from the Physical and Chemical Treatment Plant and other processes, prior to the material's safe disposal at the Vertical Secured Landfill.

DISPOSAL

Vertical Secured Landfill (VSL)

Disposal site for treated scheduled waste and direct disposal for certain types of waste from waste generators.



Household Recyclables

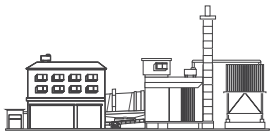


Recycle for Life (RFL)

Community and corporate recycling programme that rewards participants with cash.



Offsite Facilities (Sabah)

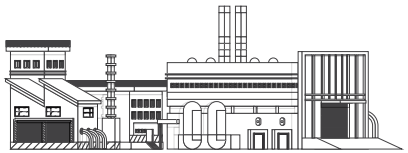


Cenviro Johor Sdn. Bhd. (CJSB)

1st Scheduled Waste-to-Energy Plant in the Southern Region.

Environmental Preservation and Innovation Centre (EPIC)

Serves as a centre of industry excellence and growth by facilitating partnerships and collaboration while promoting access to information, innovation and learning.



In-flight Projects

- OPAL - Base oil refining plant
- MAVROS - Oil sludge recycling plant

PURPOSE, VISION AND MISSION

Our Purpose

Thinking Green for the Industry

The country's leading integrated environmental solutions today, the region's leading resource management company by tomorrow.

Improving Quality of Life

By minimising waste to landfills and reducing the intensity of GHG emissions, Cenviro aims to safeguard the environment and alleviate the effects of climate change on the communities that we work with.

Our Vision

The Modern Resource Company

At Cenviro, we aim to expand our services in waste resource management by embracing innovative and relevant technologies to advance our R&R capabilities.

Our primary goal is to minimise landfill waste and expedite the transition to a circular economy. We are committed to consistently transforming waste into valuable materials, while simultaneously reducing GHG emissions and uplifting our employees and the communities in which we operate.

Our Mission

We deliver safe and innovative waste recovery and recycling solutions in the drive towards a full circular economy.

Our Tagline

Reimagining Resources

DRIVEN BY OUR SHIELD CORE VALUES

S — Safety
Our #1 priority which we will never compromise. We protect our employees, contractors, and the community where we operate.

H — Holistic
We strive to offer holistic solutions to our customers and stakeholders along with service excellence.

I — Integrity
We associate our reputation with the highest quality of service, strict regulatory compliance, and uncompromising governance.

E — Environment
We are the conservators of the environment. Protecting the environment underpins our strategy and actions.

L — Lean
We cultivate a lean culture of CI an agile organisation ready to embrace change.

D — Diversity and Inclusiveness
We value diversity, actively pursue equity, and thrive on transparency to foster an inclusive environment.

STRATEGIC BUSINESS UNITS

INTEGRATED SCHEDULED WASTE MANAGEMENT

Operating since 1998, Cenviro's subsidiary Kualiti Alam Sdn. Bhd. (KASB) provides comprehensive scheduled waste management services, covering analysis, treatment, recycling, recovery, logistics, and final disposal for 76 of the 77 waste categories defined under the Environmental Quality (Scheduled Wastes) Regulations 2005. Supported by ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications, KASB operates advanced facilities—including incineration, solidification, chemical treatment, landfill, and clinical waste plants—and manages over 100,000 tonnes of hazardous waste annually.

To strengthen service delivery in Southern Malaysia, Cenviro established Cenviro Johor Sdn. Bhd. (CJSB) in Teluk Ramunia. Home to Johor's first scheduled waste-to-energy facility, CJSB is positioned to support safe waste treatment while contributing to renewable energy generation, reinforcing the Group's sustainability goals. The facility successfully completed its 300-hour Test on Completion under full-load conditions, demonstrating strong operational capability and system reliability. While this marks an important milestone in CJSB's readiness for continuous operation, full-scale operations have been paced in response to external market conditions affecting key customers, particularly in the oil and gas sector. Moving forward, operational planning continues to be refined to support the next phase of deployment in alignment with customer demand, strategic priorities and cost optimisation considerations.

RECYCLING & RECOVERY

Cenviro's Recycling & Recovery (CRR) division focuses on converting scheduled waste into reusable resources, supporting the transition towards a circular economy. In line with Cenviro's "Reimagining Resources" approach, the division has progressively expanded its recycling and recovery capabilities over the past two decades, supported by research, development and technology-driven solutions. Licensed to handle 13 categories of scheduled waste, CRR focuses on the recycling and recovery of hydrocarbons and solvents, including spent oil, waste oil and contaminated containers, as well as the partial recovery of e-waste and specific waste streams such as paper insulated lead cables and transformer units. Through these processes, materials such as copper, mild steel, silicone steel and aluminium are recovered and reintroduced into the value chain, helping to conserve natural resources, save energy and reduce emissions.

Complementing CRR's capabilities, SPSB, which became part of the Group in 2024, strengthens Cenviro's position in high-value resource recovery. Through its operating entities, including Shan Poornam Metals (SPM), SPSB recovers and refines valuable materials, with key outputs including precious metal ingots and granules, aluminium ingots, copper cathode, metal oxides, recycled chemicals and refurbished laptops. SPM, a Malaysian homegrown waste recovery and refining company, has evolved from a waste collection centre into a regional player in industrial waste management, supported by Environmentally Sound Management facilities and closed-loop recycling practices. Together, CRR and SPSB provide complementary capabilities across the recycling and recovery value chain, enhancing the Group's ability to maximise resource efficiency and support circular economy development.

MUNICIPAL SOLID WASTE MANAGEMENT

EISB delivers integrated MSW and public cleansing services in Perlis and Kedah under a federal concession, supported by a comprehensive value chain covering waste generation, separation at source, collection, transportation, resource recovery and final disposal. Through Environment Idaman Sdn. Bhd. (ENVI), EISB manages essential concession services including the collection and handling of domestic, green, bulky and organic waste, as well as public cleansing activities such as street sweeping, drain cleaning, grass cutting and maintenance of public facilities.

Complementing these services, Green Resource Recovery Sdn. Bhd. (GRRSB) strengthens EISB's non-concession capabilities through recycling, composting, landfill management and specialised waste solutions for private-sector customers. EISB also promotes circular economy practices through initiatives such as its Material Recovery Facility, Drive-Thru Recycling Centres and the idamanXchange mobile application, which encourages public participation in recycling through digital rewards.

CORPORATE STRUCTURE

GRI 2-1, 2-2, 2-6, 3-3

We are proud to be a leading waste management company, providing a comprehensive suite of services through our strategic business units across five core segments: Recycling & Recovery, Scheduled Waste Management, MSW Management, Customer & Logistics Services, and Education & Innovation.

Our MSW operations are led by EISB, while Kualiti Alam Sdn. Bhd. (KASB) drives scheduled waste management through its integrated treatment facilities. Recycling and recovery activities are supported by SPSB, CRR, and initiatives such as Recycle for Life (RFL). Meanwhile, EPIC, our Education & Innovation arm, plays a key role in advancing knowledge, raising awareness, and supporting the development of a circular economy ecosystem.



FUTURE-READY GROWTH

Cenviro's future-ready growth is anchored in a balanced approach to the full waste value chain. While recycling, recovery and waste minimisation continue to shape market expectations, treatment and disposal remain essential for waste streams that cannot be recycled or recovered. As an integrated environmental solutions provider, Cenviro will continue to manage these needs responsibly while strengthening solutions that recover value from waste and support Malaysia's circular economy transition.

In 2025, following the integration of SPSB and EISB, Cenviro has further strengthened its recycling, recovery and resource circularity capabilities. Moving forward, the Group will remain focused on optimising existing infrastructure, improving operational efficiency and pursuing opportunities that are commercially viable, strategically aligned and supportive of long-term sustainable growth.

For more information on our targets, please go to Chapter 2: Sustainability Approach and Value Creation.



MEMBERSHIP AND ASSOCIATIONS

Cenviro Group actively participates in key industry associations and professional bodies to remain aligned with regulatory developments, industry best practices, and sustainability initiatives.

CENVIRO

- Federation of Malaysian Manufacturers
- Chemical Industries Council of Malaysia
- Malaysian International Chamber of Commerce and Industry
- The Waste Management Association of Malaysia (WMAM)
- Environmental Management & Research Association of Malaysia
- The Association of Scheduled Waste Recyclers, Malaysia
- Business Council for Sustainable Development Malaysia
- UN Global Compact Network Malaysia & Brunei (UNGCMYB)
- Malaysian Employers Federation (MEF)

SPSB

- UL Standards & Engagement (UL 2710 –Sustainability of Electronic and Electrical Products)

EISB

- The Waste Management Association of Malaysia (WMAM)





SUSTAINABILITY APPROACH AND VALUE CREATION

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OUR SUSTAINABILITY STRATEGY

Cenviro's sustainability approach is anchored in our role as Malaysia's integrated waste management and resource recovery partner. In 2025, we advanced our transformation beyond treatment and disposal towards circular solutions that recover value, reduce environmental impact and support national sustainability priorities. Through investments in sustainable finance, CI, research and innovation and strategic partnerships, we are strengthening a waste-to-resource ecosystem that delivers measurable value for customers, communities, regulators and shareholders.

Vision

The Modern Resource Company

Mission

We deliver safe and innovative waste recovery and recycling solutions in the drive towards a full circular economy

Environmental

Sustainability Focus Areas

Maximising environmental performance of our waste management

ESG Material Matters

- Energy Consumption and Management
- Transition to a Circular Economy
- Operational Efficiency

Social

Sustainability Focus Areas

Caring for our people and communities

ESG Material Matters

- Prioritising Workplace Health and Safety

Governance

Sustainability Focus Areas

Strengthen our governance and performance

ESG Material Matters

- Business Ethics, Governance and Compliance
- Economic Performance
- Integrated and Innovative Solutions
- Achieving Customer Satisfaction

CENVIRO'S TARGETS AND COMMITMENTS

Setting clear targets and commitments is essential to guide our sustainability efforts and track measurable progress. Our focus is on group-wide targets with a common but differentiated approach across divisions. The targets are applicable to KA and the CRR division while efforts are ongoing to review and align targets with our recent acquisitions such as SPSB and EISB.

ENERGY CONSUMPTION AND MANAGEMENT

20% electricity from renewable sources by 2029

Refer to Chapter 4: Our Waste-to-Resource Journey

BUSINESS ETHICS, GOVERNANCE AND COMPLIANCE

Have Zero Incidence of Anti-Bribery and Corruption

Refer to Chapter 3: Robust Governance

TRANSITION TO CIRCULAR ECONOMY

Grow our revenue from the recycling and recovery business to over 35 times by 2029 using 2023 as the baseline

Refer to Chapter 4: Waste Management and Environmental Stewardship

INTEGRATED AND INNOVATIVE SOLUTIONS

- Establish two innovation projects through collaboration with stakeholders annually
- Obtain two patents by 2029

Refer to Chapter 2: Our Sustainability Approach

PRIORITISING WORKPLACE HEALTH AND SAFETY

- 85% of contractors participating in the HSSE Contractor Audit to receive at least a B-grade by 2029
- Zero Fatalities

Refer to Chapter 5: Employees and Communities

ACHIEVING CUSTOMER SATISFACTION

- Achieve a Customer Satisfaction Score of 85% by 2029
- Engage 35% of active customers for customer satisfaction assessment by 2029

As the 2025 customer satisfaction assessment is still ongoing, Cenviro will continue to strengthen its customer engagement and feedback mechanisms to better understand customer expectations and improve service delivery.

OUR SUSTAINABILITY ENABLERS

GRI 203-2

We are committed to advancing ESG performance through innovation, employee engagement, and CI. Additionally, we leverage sustainable financing and strategic partnerships to fund recycling, recovery, and scheduled waste projects. Together, these efforts expand our impact and drive lasting environmental value in Malaysia's waste sector.

MOBILISING CAPITAL FOR SUSTAINABILITY

The integration of sustainable financing plays an important role in aligning business growth with environmental responsibility. By leveraging sustainability-linked financial instruments, Cenviro Group is able to mobilise capital to support projects that contribute to resource efficiency, circular economy practices, and low-carbon infrastructure.

Further strengthening our sustainable financing framework, our unrated Islamic Medium-Term Notes Programme (Sukuk Wakalah Programme) remains at RM1 billion under the Shariah principle of Wakalah Bi Al-Istithmar. In 2025, the Group raised RM16.8 million through one tranche across two issuances. The proceeds were allocated specifically towards the development of the Integrated Oil Plant at Cenviro Ecopark, supporting the Group's efforts to enhance recovery capabilities and optimise resource utilisation.

Sustainable financing initiatives are governed at the Group level, with oversight provided by the Cenviro Board. These investments continue to support the Group's broader ambition of developing an integrated, circular, and climate-resilient waste management ecosystem. The disciplined allocation of funds towards targeted projects reflects Cenviro Group's commitment to responsible financing and operational efficiency, while reinforcing its role in advancing sustainable waste management solutions.

CONTINUOUS IMPROVEMENT CULTURE

Cenviro's CI culture plays a vital role in our transformation journey, serving as a catalyst for innovation, efficiency, and sustainable growth across the organisation. This culture is sponsored by senior management, who provide strategic direction and support, and championed by employees across all levels who actively execute improvement initiatives. In 2025, SPSB and EISB further aligned with Cenviro's CI approach, extending the Group's improvement culture across a broader operational footprint. Collectively, Cenviro's CI initiatives delivered total savings of nearly RM6.7 million, more than double the savings achieved in 2024. Several initiatives generated structural savings with recurring benefits, strengthening long-term operational resilience, cost competitiveness and sustainable value creation across the Group.

Performance Highlights

CI SAVINGS TARGET

RM 6,000,000

CI SAVINGS ACHIEVED

RM 6,697,623

NUMBER OF CI PROJECTS IMPLEMENTED

20 Projects Implemented

The year's CI projects spanned multiple focus areas, including digital optimisation, energy efficiency, waste treatment improvement, material substitution, logistics enhancement and in-house capability building. Within Cenviro, key initiatives included optimising SAP connectivity and Office 365 licensing, improving laboratory efficiency, increasing PCT treatment capacity, and implementing targeted operational improvement projects such as Project Air Compressor System Centralisation, Project Low Grade Lime, and Project Forklift Optimisation.

Across EISB and SPSB, CI initiatives focused on enhancing operational productivity, service efficiency and technical self-reliance. EISB implemented workforce optimisation measures, including real-time attendance monitoring, mechanised sweeping solutions and improved manpower planning, while SPSB strengthened in-house technical capabilities through internal repair and maintenance activities that reduced reliance on external vendors. Collectively, these initiatives improved operational efficiency, asset reliability and resource utilisation, while delivering meaningful cost savings across the Group.



How CI Projects Support Our ESG Goals

Since the formal establishment of the CI Programmes in 2019, Cenviro has cultivated a strong culture of employee-driven innovation. This strong CI foundation not only enables measurable cost savings but also empowers every employee to become an active contributor to our long-term success, aligning innovation with strategic ESG goals and future-focused growth.

Environment

GHG Emissions Reduction, delivered through selected CI projects, including:

- Electricity consumption reduction
- Fuel reduction
- Avoidance of high-emission processes such as incineration
- Reduction in embodied carbon through substitution

Resource Optimisation by improving use of energy, fuel, and raw materials, which enhanced overall process efficiency and reduced waste generation.

Environmental Risk Reduction through safer waste handling and treatment methods, reducing risks of spills, uncontrolled reactions, and secondary environmental impacts.

Social

Improved Workplace Safety through reduced vehicle movements, lower equipment congestion, and safer waste treatment methods.

Employee Engagement and Capability Building driven by cross-functional teams across operations, engineering, and support functions.

Operational Reliability from more stable and efficient processes, reducing unplanned downtime and operational stress on frontline teams.

Governance

Structured CI Governance by following defined approval, validation, and savings verification processes, ensuring transparency and accountability.

Data-Driven Decision Making, utilising measured data (energy, fuel, material usage), strengthening auditability and reporting integrity and improving savings and performance.

Operational Excellence and Compliance through the design of our CI projects, implemented in compliance with regulatory, safety, and environmental requirements, reinforcing strong operational governance.

Our CIP Highlights

Air Compressor System Centralisation

Air Compressor System Centralisation was undertaken to enhance energy efficiency across the PCT, INC1, and SWtE plants by transitioning from decentralised air compressor systems to a centralised configuration. The project was driven by the need to reduce electricity consumption, lower operating costs, and support Cenviro's broader sustainability and decarbonisation goals.

Previously, each plant operated independently, resulting in redundant compressor usage, poor demand-supply synchronisation, and high energy consumption, with annual electricity costs exceeding RM6.6 million. In addition, multiple standalone systems increased maintenance requirements and operational complexity.

To address these challenges, a centralised air compressor system was implemented to optimise load sharing and align compressed air supply with actual demand. This included consolidating air supply, reducing compressor runtime, and decommissioning or minimising standalone units, thereby improving system efficiency and reliability. The initiative delivered significant results:

30% reduction in overall electricity consumption across the three plants.	**SWtE**	**INC1**	**PCT**
	38% reduction in daily usage	19% reduction	75% reduction in monthly consumption

These improvements translated into substantial cost savings and enhanced operational efficiency through reduced maintenance needs and better equipment utilisation. From an environmental perspective, the reduced electricity demand contributed to an estimated annual avoidance of approximately 2,241 tCO_2e (Scope 2) emissions, reinforcing Cenviro's commitment to lowering its carbon footprint while strengthening operational performance.

Low Grade Lime

Low Grade Lime was implemented to optimise raw material usage in the solidification process by substituting conventional hydrated lime with a lower-grade alternative that meets operational and quality requirements. The initiative aimed to address rising material costs while reducing the environmental impact associated with lime production.

Previously, the process relied on hydrated lime, which had experienced a cost increase of over 200% in recent years, placing significant pressure on operating budgets. At the same time, hydrated lime production is highly carbon-intensive, contributing to elevated supply chain emissions due to limestone calcination and high-temperature processing.

To address these challenges, a suitable low-grade lime alternative was identified and qualified for use without compromising waste stabilisation performance. The implementation involved substituting hydrated lime, making minor adjustments to usage rates, and maintaining full compliance with existing disposal and regulatory requirements, resulting in substantial outcomes.

Impact Area	Outcome
Material Costs	~61% reduction in monthly lime material costs, improving cost efficiency
Emissions	Estimated annual GHG reduction of approximately 115 tCO_2e, representing a ~53% decrease in lime-related emissions

While usage volumes increased slightly, the overall environmental intensity was reduced, resulting in annual GHG reductions, demonstrating effective cost and carbon management in line with Cenviro's ESG commitments to reduce supply chain emissions, enhance resource efficiency and maintain operational integrity.

Forklift Optimisation

Forklift Optimisation was implemented to enhance material handling efficiency at CRR by rationalising the diesel forklift fleet. The initiative aimed to reduce operating costs and minimise GHG emissions through improved asset utilisation.

Prior to implementation, eight rented diesel forklifts were in operation, despite some units experiencing low utilisation. This led to inefficient asset deployment, higher rental and operating costs, and unnecessary diesel consumption contributing to Scope 1 emissions.

To address these inefficiencies, a detailed utilisation and fuel consumption assessment was conducted. Based on the findings, the fleet was reduced from eight to six units, with remaining forklifts redeployed and scheduled more effectively to maintain operational requirements without compromising safety, resulting in the following:

Impact Area	Outcome
Fleet Optimisation	25% reduction in fleet size, improving overall equipment utilisation
Fuel Consumption	~25% reduction in diesel usage
Cost Efficiency	Lower rental and operating costs
Environmental Impact	~7.4 tCO_2e annual reduction in Scope 1 emissions

These projects reflect Cenviro's commitment to integrating CI into the core of its operations. By fostering a culture where every employee is encouraged to identify and implement innovative solutions, Cenviro not only reinforces its operational agility but also strengthens its reputation as a responsible and forward-thinking industry leader.

Looking ahead, Cenviro will continue to scale its CIPs framework, aligning it with strategic goals related to digital transformation, circular economy practices, and climate resilience. This approach ensures that CI remains an enabler of both business performance and sustainable value creation. As part of Cenviro's strategic growth and commitment to its core values, the CI programme has been extended to EISB and SPSB to strengthen operational performance, improve efficiency and foster a Group-wide culture of CI.

STRATEGIC PARTNERSHIPS AND R&D INITIATIVES

Cenviro Group continued to strengthen its commitment to innovation and environmental stewardship through enhanced internal collaboration and focused research initiatives. In 2025, the Group's R&D efforts were closely aligned with the needs of its subsidiaries, including KASB, CRR, EISB and SPSB, to strengthen research capabilities and support business growth across the organisation. Collectively, Cenviro invested RM100,000 in R&D initiatives, with funding directed towards research activities, material testing, product verification and validation.

Circular economy and waste valorisation remained central to Cenviro's R&D strategy in 2025, with key progress made in aluminium dross valorisation. Through valorisation, waste materials are transformed into valuable resources, reducing reliance on landfills and supporting a more circular use of materials. This year, considerable progress was made on a laboratory-scale process to convert aluminium dross into Aluminium Trihydrate (ATH). The project has since progressed to Kualiti Alam's R&D team for further refinement and upscaling. Together with the Aluminium Sulphate (ALUM) initiative, this work supports the valorisation of aluminium-based waste into useful chemical products for potential internal application and future commercialisation, while contributing to reduced landfill dependency.

Additionally, Cenviro advanced its innovation pipeline through a structured development process, beginning with bench-scale testing, followed by prototype development and progression towards pre-commercial production. Through this pipeline, the Group secured a matching grant of RM780,000 from the Ministry of Finance (MOF) for our flagship project – Project CENPave via the BIG-CRADLE matching grant. Project CENPave is a sustainable, "cradle-to-cradle" initiative, which focuses on producing low-carbon sustainable construction materials.

Moving forward, Cenviro shall continue to strengthen and synergise its research and innovation capabilities across the Group by leveraging its in-house experts, facilities, and laboratories to advance its circular economy ambitions and unlock new revenue opportunities. The Group recognises the importance of external collaboration and will explore partnerships with academia and industry experts to drive innovation and identify new sustainable technologies.

Project Title	Objective	Status
SILVERSTONE 2.0 Aluminium dross to construction material	Converting aluminium dross and fly ash into construction material.	Completed; product submitted for patent application.
CLINIC Clinical waste to fuel	Convert clinical waste into alternative fuel.	Completed; discontinued as waste is currently processed at SWtE facility.
BORON Boron removal from wastewater	Develop treatment method to remove boron from wastewater.	Completed; discontinued as existing treatment process is in place.
New Projects		
CENPave/CRADLE Sustainable pavement solution	Produce interlocking pavement blocks from waste materials, supporting circular economy and revenue generation.	Ongoing; flagship project with MOF BIG-CRADLE matching grant.
iRECYCLE-Malaysia A UK-Malaysia Partnership for Sustainable Critical Metal Recovery	Promote recycling initiatives and enhance resource recovery efforts in extraction of valuable metals from e-waste.	Ongoing, with the project funded by international funding from the United Kingdom.
Project ATH Transforming Scheduled Waste into Aluminium Trihydrate (ATH)	Convert aluminium dross into Aluminium Trihydrate (ATH) for internal use and commercialisation for industrial use and application.	Ongoing; lab-scale completed, progressing to further research and upscaling is under Kualiti Alam R&D team.
Project Catalyst Valuable Materials in Spent Catalyst	Optimise recovery of valuable materials from waste using new technologies.	Ongoing; The hydrometallurgy research is continued by the SPSB research team.
Project Geopolymer Conversion of Scheduled Waste into Geopolymer Materials	Convert waste materials into geopolymer for construction and surface applications for noise reduction and insulation.	Ongoing; currently the research is going through material testing and analysis.
Neodymium (Nd) Recovery from Nickel Sludge	Recover rare-earth metal (Nd) from nickel sludge prior to conventional nickel recovery, enabling detection and extraction of previously unutilised materials.	Completed; successfully developed and implemented.
Vanadium (V) & Molybdenum (Mo) Recovery from Spent Catalysts	Extract valuable metals (V and Mo) from spent catalysts, reducing reliance on overseas recovery and retaining value within Malaysia.	Ongoing; pilot setup in progress.
Tin Recovery from PCB Boards	Introduce an additional recovery stage to extract tin from PCB solders prior to downstream processing, improving product quality and recovery yield.	Completed; new process implemented.

Our R&D Efforts in Valorising Industrial Waste



Each year, significant volumes of aluminium dross and fly ash—two major industrial waste streams—are disposed of in landfills, taking up valuable space and posing long-term environmental risks such as leachate formation. Aluminium dross typically occupies about 1 m^3 of landfill space per tonne, while fly ash can require up to 3 m^3 per tonne.

In response to these challenges, our R&D initiatives have successfully implemented projects to valorise these materials by transforming them into value-added products. These efforts have reduced the risk of water contamination, minimised reliance on landfill space, and strengthened resource efficiency. In addition, our continued exploration of advanced recycling and resource recovery technologies reflects our commitment to reducing environmental impact while maximising material value.

Collaboration and Knowledge Sharing

As part of Cenviro's commitment to advancing research and innovation in the waste management sector, it actively collaborates with industry partners, regulators, academia, and technology providers to strengthen its capabilities and drive sustainable solutions.



In 2025, this commitment was demonstrated through Cenviro's partnership with the Ministry of Finance Malaysia and the Ministry of Science, Technology and Innovation (MOSTI) under Project CENPave, an initiative focused on advancing sustainable construction materials. The project is carried out in collaboration with JDM Ecoventures Sdn. Bhd., which contributes expertise in construction solutions, artificial intelligence and digital integration to support the development and application of more sustainable infrastructure materials.

The Group further broadened its research network through collaborations with UK Research and Innovation (UKRI), Queen's University Belfast, University of Malaya, and Universiti Teknologi PETRONAS. These efforts are further complemented by Cenviro's involvement in the iRECYCLE Malaysia platform, including participation in its inaugural symposium in December 2025, which brings together academia, industry, and policymakers to advance circular economy solutions and waste-to-resource innovations.



Beyond research collaborations, Cenviro contributes to industry development and capacity building through national platforms and knowledge-sharing initiatives. This includes its participation in the national technical committee on Circular Economy and Waste under the Department of Standards Malaysia, where the Group provides industry insights to support the development of Malaysian Standards. Cenviro R&D also supports capability-building efforts through programmes such as the COSWaM training led by EiMAS under the Department of Environment Malaysia (DoE), as well as the Environmental Management Symposium: AKAS Empowerment (Amendment) 2024, where the Group showcased its resource recovery and waste treatment capabilities while facilitating knowledge sharing.

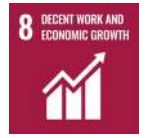
SUSTAINABLE VALUE CREATION

OUR VALUE CREATION MODEL

At Cenviro, sustainable value creation is not only a core principle but a strategic priority that guides all aspects of our operations. We recognise the important role businesses play in delivering long-term positive impacts for both society and the environment, alongside strong financial performance.

Our approach goes beyond short-term gains by embedding sustainability into our decision-making processes, ensuring that today's actions contribute to the well-being of future generations. This responsibility extends beyond our immediate stakeholders to the wider community, reflecting our role in supporting national environmental progress.

This approach is informed by the International Integrated Reporting Council (IIRC) Value Creation Framework, which provides a structured way to assess and communicate how value is created across six capitals—financial, manufactured, human, social, intellectual, and natural. This integrated perspective enables the Group to make informed decisions, build stakeholder confidence, and deliver long-term value in an evolving sustainability landscape.

Our six capital inputs...		Which create long-term value for stakeholders...						And are aligned with the SDGs
Capital		Indicators	Unit	2025	Indicators	Unit	2025	
Financial	Our commitment lies in generating value for our stakeholders through the acquisition and utilisation of funds, enabling us to flourish as a leading waste resource management company in Malaysia.	Total assets	RM million	1,651,121	Total revenue	RM million	1,164,240	
		Shareholders' Equity	RM million	750,925	EBITDA	RM million	212,088	
		Sustainability-Linked Sukuk	RM million	16.8	Return on Equity	%	9.80%	
Manufactured	We continually pursue fresh avenues for growth, aiming to enhance our recycling and recovery capacities.	Waste management facilities	-	6	Waste Recycled Recycling and Recovery Facilities	tonnes	8,805	
					Waste Recovered to Energy Scheduled Waste-to-Energy Plant	tonnes	26,997	
Natural	We consistently enhance the execution of our environmental practices, actively monitoring, managing, and reducing air pollution and GHG emissions throughout our operations.	Total energy consumption	GJ	439,380	Total absolute GHG emissions	tCO_2e	149,072	
		Purchased electricity consumption	kWh	14,937,983				
		Total water withdrawal	m^3	263,302	Renewable Energy Generation	kWh	317,525	
		Total material consumption	tonnes	2785.7				
Human	Our primary emphasis is on the health and safety of our workforce, while simultaneously offering employees meaningful and captivating work experiences, along with opportunities for learning and development.	Total workforce (Cenviro, EISB and SPSB)	headcount	3,006	Health and Safety Number of consecutive days without LTI	-	Cenviro: 259 SPSB: 148 EISB: 95	
		Salaries and employee-related costs (Cenviro only)	RM million	225				
		Total training expenditure (Cenviro, EISB and SPSB)	RM	522,614	Human Capital Average training hours	hours	Cenviro: 15.8 SPSB: 2.84 EISB: 27.1	
Social and Relationship	We guarantee the delivery of concrete value to our customers, while also enhancing the health and well-being of our community through educational programmes on recycling.	Total corporate social responsibility (CSR) contributions (Cenviro only)	RM	615,372	Number of beneficiaries (Cenviro only)	-	180,045	
Intellectual	We cultivate industry partnerships and collaborations to drive the progress of innovative solutions in recycling and energy recovery.	Total R&D expenditure	RM	100,000	Number of R&D projects	-	11	
					Total savings from CI programme	RM	6,697,623	

OUR VALUE CREATION: SPOTLIGHTS

Acquisition of EISB by Cenviro

In 2025, Cenviro strengthened its position as an integrated waste management and resource recovery company with the successful completion of the shareholder changeover of EISB on 28 February 2025, making Cenviro the majority shareholder with a 51% stake.

This strategic acquisition expands Cenviro's capabilities across scheduled waste, municipal waste, and recycling and recovery, creating a more comprehensive platform to serve Malaysia's waste management needs. It also marks an important step in Cenviro's transformation into a significant resource company, supported by an enlarged Group portfolio and annual turnover exceeding RM1 billion.



Recognition of SWtE as an Energy Recovery Facility

In 2025, Cenviro's SWtE facilities in Sendayan, Negeri Sembilan and Pengerang, Johor were officially recognised by the DoE Malaysia as Energy Recovery Facilities (ERFs) under the R&R sector. This milestone affirms the role of the facilities in safely treating a diverse range of scheduled waste, including industrial and medical waste, while recovering energy in the form of electricity.

As Malaysia's first SWtE operator, established in 2018, Cenviro continues to demonstrate how responsible scheduled waste treatment can support resource recovery and reduce reliance on conventional disposal. The facilities were also recognised at the National Energy Awards 2025 and ASEAN Energy Awards 2025 under the Renewable Energy category, reflecting their contribution to innovation, operational excellence, and emissions reductions.

With both SWtE facilities classified as ERFs, the R&R segment contributed 81.2% to Cenviro Group's revenue portfolio in 2025. This achievement reinforces Cenviro's transition towards a resource company and supports Malaysia's circular and low-carbon economy aspirations.







MANAGING OUR MATERIAL MATTERS

MATERIALITY ASSESSMENT

GRI 3-1, 3-2, 3-3

Materiality Assessment Process

Following our materiality assessment conducted in 2024, we undertook a review of our organisational boundaries, operations, and corporate structure to identify any significant changes that would necessitate a reassessment. Considering our new organisational boundaries with the acquisition of SPSB and EISB, we recognise the need to reassess our material topics, which will be done in future reporting cycles. We continue to be guided by our current material topics for 2025.

For further details on our approach to identifying material topics, please refer to our 2023 Sustainability Report.

1 Topic Identification
Material ESG topics are identified based on relevance to Cenviro

2 Stakeholder Engagement
Stakeholders are engaged to score the material ESG topics based on level of importance

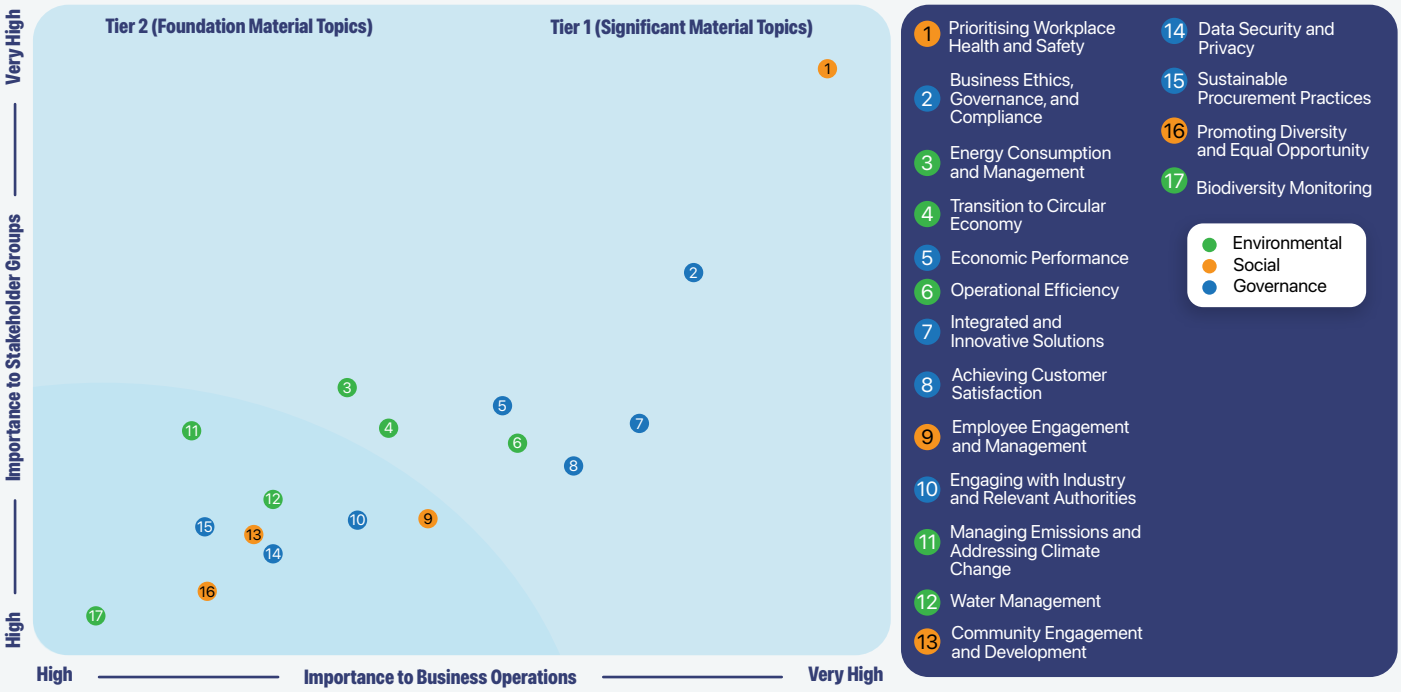
3 Analysis of Responses
Stakeholder responses are collated and analysed

4 Matrix Generation
A materiality matrix is generated based on the responses, for effective visualisation of the relative importance of each material ESG topic

5 Validation
The materiality matrix is presented to Cenviro's Board and senior management for validation

Materiality Assessment Outcomes

Our materiality assessment identified eight key issues that are most significant to our stakeholders, with Workplace Health and Safety emerging as the highest priority. We remain committed to proactive risk management and fostering an inclusive safety culture, supported by continuous training and employee empowerment, with the ultimate goal of achieving zero fatalities across our operations.



Our Tier 1 Material Topics

Capital	Definition	Our Response
Prioritising Workplace Health and Safety	Instilling a 'safety-first culture' throughout our organisation by taking proactive measures to ensure that employee health and safety are prioritised.	• Established Cenviro's first Group QHSSE Policy. • Reinforced safe behaviours through intensified Toolbox Talks, Mega Safety Stand Down sessions, increased leadership engagement and targeted HSSE campaigns and training on high-risk activities. ***For more information, see Chapter 5: Employees and Communities***
Business, Ethics, Governance and Compliance	Upholding the highest standards of governance, professionalism, and ethics in business conduct and regulatory compliance, ensuring full compliance with all regulations applicable to the waste management industry, as well as maintaining zero tolerance for discrimination and human rights violations.	• Introduced Board-approved Sustainability and Inventory Management Policies, strengthening environmental stewardship, resource efficiency, transparency and long-term responsible business practices. ***For more information, see Chapter 3: Robust Governance***
Energy Consumption and Management	Managing energy consumption through consumption monitoring, implementing waste-to-energy and renewable energy, and enhancing energy efficiency and conservation	• Continued leveraging the Distributed Control System to optimise energy consumption across PCT, INC1 and SWtE, supporting real-time monitoring, improved operational efficiency and reduced electricity usage. ***For more information, see Chapter 4: Waste Management and Environmental Stewardship***
Transition to a Circular Economy	Implementing best-in-class waste management processes and technologies to minimise negative impacts on people and the environment, while also contributing to sustainable resource use and the principles of a circular economy.	• Progressed aluminium dross valorisation into Aluminium Trihydrate (ATH) for potential use and commercialisation. • Advanced Aluminium Sulphate (ALUM) initiatives to convert waste into useful products. • Secured RM780,000 MOF grant for Project CENPave to develop low-carbon construction materials. • Acquired 51% stake in EISB, strengthening integrated waste and resource recovery capabilities. ***For more information, see Chapter 4: Waste Management and Environmental Stewardship***
Economic Performance	Ensuring the integration of sustainability within the business will contribute to the long-term sustainable value creation for Cenviro's stakeholders.	• Maintained a RM1 billion Sukuk Wakalah Programme, raising RM16.8 million in 2025 to support the development of the Integrated Oil Plant at Cenviro Ecopark and enhance resource recovery capabilities. ***For more information, see Chapter 2: Sustainability Approach and Value Creation***
Operational Efficiency	Continuously improving the efficiency of waste management processes throughout the value chain, reducing the resources needed per unit of waste treated, and enhancing both environmental and financial performance.	• Advanced operational excellence through the CI Programme, saving over RM 6.7 million. ***For more information, see Chapter 2: Sustainability Approach and Value Creation***
Integrated and Innovative Solutions	Identifying key innovative and relevant technologies and solutions for the advancement of our recycling, recovery and disposal capabilities to support the realisation of a circular economy and a more sustainable waste management industry.	• Sustained long-term disposal capacity with the utilisation of VSL Phase 2, reaching 10.3% or 222,333.26 m^3 in 2025 following the full capacity of VSL Phase 1. ***For more information, see Chapter 4: Waste Management and Environmental Stewardship***
Achieving Customer Satisfaction	Assessing our customers satisfaction with our integrated waste management services and striving to continuously enhance our waste management quality and performance, improving customer experience with our services.	• Continued strengthening customer engagement and feedback mechanisms as the 2025 customer satisfaction assessment remains ongoing, supporting improved understanding of customer expectations and service delivery. ***For more information, see Chapter 5: Employees and Communities***

STAKEHOLDER ENGAGEMENT

EMPOWERING THROUGH STAKEHOLDER ENGAGEMENT

Cenviro, as an integrated environmental solutions provider, places strong emphasis on inclusive stakeholder engagement and transparent collaboration. We actively engage with a wide range of stakeholders—including government agencies, corporate partners, academic institutions, local communities, and civil society—to ensure our operations are aligned with shared sustainability objectives.

These ongoing engagements foster trust, mutual understanding, and collaborative value creation, enabling Cenviro to build a resilient and inclusive approach to responsible waste management and resource recovery. Through these efforts, we are better equipped to respond to evolving environmental challenges, support national circular economy aspirations, and deliver long-term positive outcomes for both society and the environment.

EMPLOYEES

REASON FOR ENGAGEMENT

- To gain meaningful insight into our employees' needs and expectations.
- We are dedicated to delivering exceptional value and service experiences that consistently exceed customer expectations.

ENGAGEMENT METHOD

- HR Service Counter
- HR Plant Tour
- Employee Townhall

CONCERNS AND AREAS OF INTEREST

- Enhancing workplace environments to foster productivity, collaboration, and employee satisfaction
- Prioritising the well-being and welfare of our workforce through comprehensive health, safety, and support initiatives
- Offering merit-based training and clear career development pathways to empower employees and support their professional growth

ENGAGEMENT FREQUENCY

- Monthly
- Bi-monthly
- Twice a year

OUR RESPONSE

- Implementing a comprehensive Learning and Development strategy to build future-ready skills across the organisation
- Strengthening employee recognition and retention through structured career growth and reward programmes
- Providing regular, role-specific training to employees at all levels to support continuous professional development
- Organising health and well-being initiatives to promote a balanced, supportive, and resilient workplace environment

GOVERNMENT & REGULATORS

REASON FOR ENGAGEMENT

- Governments and regulatory bodies define the legal frameworks and operational boundaries within which we conduct our activities across various markets.
- They grant operating licences and enforce regulatory measures that directly influence our business operations and compliance obligations.
- We aim to stay well-informed on policy developments and sectoral changes to anticipate impacts on our industry.
- We are fully committed to maintaining strict compliance with all applicable laws, regulations, and environmental standards.

ENGAGEMENT METHOD

- Engagement with stakeholders especially government agencies.

CONCERNS AND AREAS OF INTEREST

- Ensuring full compliance with all applicable laws, regulations, and industry standards across all our operational locations to uphold integrity, accountability, and responsible business practices

ENGAGEMENT FREQUENCY

- Four times a year

OUR RESPONSE

- Upholding strict adherence to all relevant national and international regulations governing our operations, reinforcing our commitment to legal compliance, ethical conduct, and operational excellence

CUSTOMERS

REASON FOR ENGAGEMENT

- To gain a clear understanding of our customers' evolving needs, preferences, and expectations.
- We are committed to delivering outstanding service quality and tailored solutions that consistently enhance the customer experience and build long-term trust.

ENGAGEMENT METHOD

- Online surveys

CONCERNS AND AREAS OF INTEREST

- Delivering exceptional and memorable experiences that exceed customer expectations and foster long-term trust and satisfaction
- Maintaining rigorous adherence to health and safety standard operating procedures (SOPs) to ensure a secure and reliable service environment

ENGAGEMENT FREQUENCY

- Annually

OUR RESPONSE

- Ensuring high levels of customer satisfaction by implementing stringent quality control measures across all service touchpoints
- Equipping our employees with the skills and knowledge needed to deliver exceptional customer experiences through continuous training and development

SUPPLIERS & CONTRACTORS

REASON FOR ENGAGEMENT

- Our suppliers and business partners play a vital role in supporting our growth by delivering essential products and services that align with our strategic objectives.
- We are committed to ensuring that all suppliers and contractors operate with integrity and adhere to the highest standards of ethical conduct and business practices.

ENGAGEMENT METHOD

- Annual Contractors Dialogue
- Survey

CONCERNS AND AREAS OF INTEREST

- Promoting responsible and sustainable practices across our entire supply chain by engaging ethical suppliers, enforcing environmental and social standards, and encouraging transparency and accountability at every stage

ENGAGEMENT FREQUENCY

- Annual/As needed

OUR RESPONSE

- Maintaining continuous engagement with suppliers and contractors to understand their expectations, align on shared values, and foster long-term, mutually beneficial business relationships built on trust, transparency, and collaboration

MEDIA

REASON FOR ENGAGEMENT

- The media serves as a vital channel for engaging with our key stakeholders and the wider community, enabling open and transparent communication.
- Through various media platforms, we promote new initiatives, share corporate developments, and position Cenviro as a thought leader in sustainable waste management and environmental innovation.

ENGAGEMENT METHOD

- Media Interviews
- Media inquiries
- Social Media

CONCERNS AND AREAS OF INTEREST

- Ensuring the timely and accurate dissemination of information about Cenviro's operations, performance, and initiatives to maintain transparency and strengthen stakeholder trust

ENGAGEMENT FREQUENCY

- As needed

OUR RESPONSE

- Ensuring that news and information related to Cenviro is accurate, transparent, and promptly disseminated across all communication platforms, including both online and offline media, to keep stakeholders well-informed and engaged

SHAREHOLDERS

REASON FOR ENGAGEMENT

- Shareholders, financial institutions, and investors play a crucial role in supporting our long-term growth by providing the financial capital necessary to drive strategic initiatives.
- We are committed to maintaining transparent, timely, and effective communication to enable informed investment decisions and foster confidence in our business.
- We actively seek feedback from our capital providers to better understand their expectations and align our value creation strategies accordingly.

ENGAGEMENT METHOD

- Board Meetings

CONCERNS AND AREAS OF INTEREST

- Delivering timely and consistent updates on financial performance, strategic initiatives, and other relevant information to ensure transparency and support informed decision-making for investors and financial stakeholders

ENGAGEMENT FREQUENCY

- Quarterly

OUR RESPONSE

- Maintaining consistent engagement with investors through Board and Board Committee meetings, conference calls, site visits, one-on-one meetings, and participation in investor conferences
- Providing comprehensive and timely financial reports to ensure transparency and accountability
- Collaborating with ESG rating agencies by responding to research and assessments to enhance our sustainability disclosures and performance ratings

LOCAL COMMUNITY

REASON FOR ENGAGEMENT

- To generate meaningful and lasting impact within our local communities by contributing to economic development through our business operations, while delivering targeted social initiatives that support the well-being and growth of the communities in which we operate.

ENGAGEMENT METHOD

- Engagement with community leaders and schools surrounding our facilities

CONCERNS AND AREAS OF INTEREST

- Supporting local communities through impactful social, environmental, and capacity-building initiatives that enhance quality of life and promote sustainable development
- Fostering collaborative partnerships with community stakeholders, NGOs, and local authorities to drive inclusive growth and long-term positive impact

ENGAGEMENT FREQUENCY

- Half yearly

OUR RESPONSE

- Engaging proactively with organisations and local communities to gain meaningful insights into their needs, priorities, and challenges
- Designing and implementing holistic, high-impact community programmes that address these needs while promoting social well-being, environmental stewardship, and long-term community resilience





ROBUST GOVERNANCE

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STRATEGIC LEADERSHIP

Guided by our Code of Conduct, we uphold ethical practices, transparency, and accountability across all areas of our operations, ensuring that integrity remains fundamental to our business. Through strong leadership, robust governance structures, and clearly defined policies, we continue to drive sustainable growth and deliver innovative solutions.

CENVIRO'S GOVERNANCE FRAMEWORK

GRI-2-9

Our corporate governance framework is built on the core principles of integrity, accountability, transparency, and sustainability. These values underpin our commitment to delivering ethical and responsible waste resource management solutions in line with the highest industry standards.

The Board of Directors is supported by four key committees—the Group Audit Committee, Group Risk Management Committee, Group Nomination and Remuneration Committee, and Group Investment Committee—each providing oversight and specialised guidance to uphold strong governance practices.

Complementing this structure, our Corporate Governance and Assurance (CGA) team oversees governance excellence, regulatory compliance, risk management, and integrity across the Group. The team also ensures the implementation of the Governance framework and Integrated Management System (IMS) standards, while adopting a structured approach to managing operational risks and providing assurance to the Board and shareholders. This proactive approach strengthens our governance framework, supports compliance, and enhances our ability to respond effectively to evolving legal, environmental, and operational requirements.

BOARD OF DIRECTORS

Plays a pivotal role in establishing and maintaining a robust governance framework that upholds ethical standards and promotes responsible business conduct throughout Cenviro's operations, ensuring alignment with regulatory requirements and the organisation's core values.

GROUP COMPANY SECRETARY

Responsible for overseeing the effective management of company matters and Board affairs, ensuring full compliance with the corporate governance framework, relevant regulatory requirements, and best practices in corporate stewardship.

GROUP MANAGING DIRECTOR

Manages Cenviro's business operations and activities.

CORPORATE GOVERNANCE AND ASSURANCE

Oversees Group-wide regulatory compliance, risk management, and integrity management. It ensures the implementation of Integrated Management System (IMS) standard requirements, including but not limited to ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. CGA also develops a systematic, Group-wide approach to identifying and managing end-to-end key operational risks, while providing assurance to the Board of Directors and shareholders.

- Risk Management Unit
- Integrity Unit
- Integrated Management System/Compliance Unit

GROUP NOMINATION AND REMUNERATION COMMITTEE

Responsible for overseeing and assessing the nomination and appointment of Directors to the Board, ensuring that the selection process aligns with corporate governance principles, regulatory requirements, and the strategic needs of the organisation.

GROUP AUDIT COMMITTEE

Assists the Board in providing oversight of Cenviro's audit functions, ensuring the integrity of financial reporting and effectiveness of internal controls.

GROUP RISK MANAGEMENT COMMITTEE

Assists the Board in providing oversight of Cenviro's risk management functions, ensuring alignment with the organisation's risk governance framework.

GROUP INVESTMENT COMMITTEE

Provides strategic oversight, guidance, and direction on Cenviro's investment policy, while reviewing and evaluating investment proposals to ensure alignment with the company's financial objectives, risk appetite, and long-term growth strategy.

Board of Directors

GRI 2-9, 2-10, 2-11, 405-1

Cenviro Group's Board of Directors provides strong strategic and financial stewardship, leveraging a diverse range of expertise to guide the Group's long-term growth. Its structure—comprising an Independent Non-Executive Chairman and a Managing Director—ensures a clear separation of roles, promoting balanced governance, independent oversight, and effective management execution.

The Chairman leads Board proceedings and plays a key role in upholding high standards of corporate governance, encouraging constructive dialogue, and enhancing overall Board effectiveness. The appointment of Directors is overseen by the Group Nomination and Remuneration Committee, which undertakes a thorough evaluation based on integrity, qualifications, experience, diversity, and alignment with the Group's strategic priorities and shareholder interests.

In 2025, Cenviro maintained a stable Board composition, reflecting continuity in its governance structure. This stability supports consistent oversight and sustained strategic direction, while continuing to uphold the Group's focus on innovation, sustainability, and effective risk management.



Tan Sri Dr Azmil Khalili Dato' Khalid

Independent Non-Executive Chairman

65

Date of appointment: 1.10.2018

Meeting attendance: 9/9 (100%)

Qualifications:

- Bachelor of Science in Civil Engineering, University of Hertfordshire and Northrop University
- Master of Business Administration, California State University
- Doctorate of Science (Honorary), University of Hertfordshire



Dr. Johari Jalil

Group Managing Director & CEO

58

Date of appointment: 3.6.2019

Meeting attendance: 9/9 (100%)

Qualifications:

- Bachelor of Business Administration (BBA), International Finance, Wichita State University
- Master of Business Administration in Applied Finance and Investment, Universiti Kebangsaan Malaysia
- Doctorate in Business Administration, Universiti Utara Malaysia



Yeo Kar Peng

Independent Non-Executive Director

64

Date of appointment: 20.6.2017

Meeting attendance: 8/9 (89%)

Qualifications:

- Bachelor of Economics (Accounting and Finance), Monash University
- Member of CPA Australia



Effizal Faiz Zulkifly

Non-Independent Non-Executive Director

46

Date of appointment: 30.4.2022

Meeting attendance: 7/8 (88%)

Qualifications:

- Bachelor of Commerce (Accounting), University of Queensland
- Master of Business Administration, MIT Sloan Fellows Program, Massachusetts Institute of Technology
- Master of Commerce, Finance and Business Information System, University of Sydney.

Resigned on 31.10.2025



Park Deok Seop

Non-Independent Non-Executive Director

51

Date of appointment: 16.12.2022

Meeting attendance: 9/9 (100%)

Qualifications:

- Bachelor Degree of Engineering (Architectural Engineering), College of Engineering, Korea University



Heo Kwan Young

Non-Independent Non-Executive Director

43

Date of appointment: 31.01.2024

Meeting attendance: 9/9 (100%)

Qualifications:

- Bachelor Degree of Engineering in Mechanical Engineering from the Department of Mechanical and Automotive Engineering, College of Engineering, Inje University



Iwan Rashman Gulamoydeen

Non-Independent Non-Executive Director

46

Date of appointment: 01.07.2024

Meeting attendance: 7/9 (78%)

Qualifications:

- Bachelor of Laws (LLB) degree from the University of Tasmania
- Admitted to the Malaysian Bar in 2001



Nurul Iman Mohd Zaman

Non-Independent Non-Executive Director

40

Date of appointment: 31.10.2025

Meeting attendance: 9/9 (100%)

Qualifications:

- Bachelor of Arts in Economics and English, Cornell University
- Master in Business Administration from the University of Cambridge's Judge Business School



Hanseung Ok

Non-Independent Non-Executive Director

45

Date of appointment: 15.01.2025

Meeting attendance: 7/7 (100%)

Qualifications:

- Bachelor of Business Administration, Myongji University

Resigned on 1.10.2025



Sangmin Lim

Non-Independent Non-Executive Director

43

Date of appointment: 16.10.2025

Meeting attendance: 1/1 (100%)

Qualifications:

- Bachelor Degree of Engineering (Architectural Engineering), Kyung Hee University



Surapong Somrudeethaveekij

Alternate Director to Nurul Iman Mohd Zaman

34

Date of appointment: 31.10.2025

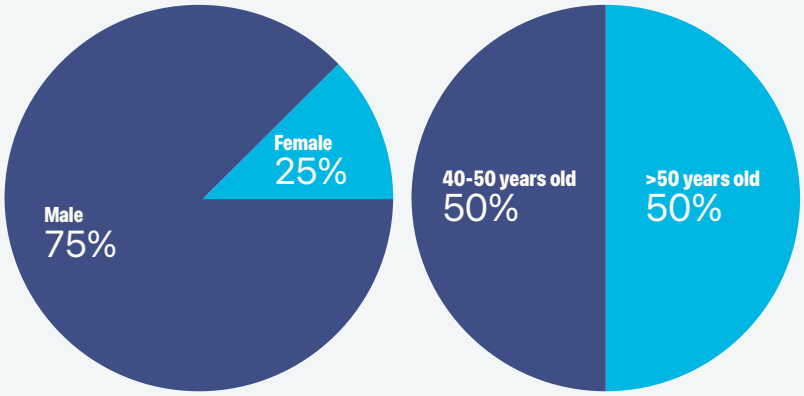
Meeting attendance: 1/1 (100%)

Qualifications:

- Bachelor of Science, Economics, The London School of Economics and Political Science (LSE)

Board Diversity

Acknowledging that the waste management industry has traditionally been male-dominated, Cenviro Group is committed to increasing female representation across all levels of the organisation. Guided by our SHIELD values and Code of Conduct, we are taking purposeful steps to foster a more inclusive, equitable, and diverse workplace—one that values varied perspectives and enables all employees to succeed. This commitment reflects our view that diversity strengthens innovation, resilience, and long-term organisational performance, and extends to enhancing gender diversity within leadership and at the Board level.



SUSTAINABILITY GOVERNANCE

GRI 2-12, 2-13

The Group's sustainability governance framework is designed to integrate ESG considerations across all levels of the organisation, ensuring effective strategic oversight, operational implementation, and accountability. At the highest level, the Board of Directors plays a key role in driving long-term sustainable value creation by reviewing and approving sustainability strategies, policies, and roadmaps. The Board is supported by Senior Management, which evaluates sustainability-related business directions based on recommendations from the Sustainability Working Committee (SWC).

The SWC is responsible for advancing sustainability integration across the Group, executing approved strategies, and coordinating initiatives across business units, while regularly reporting progress to Senior Management. Supporting this structure, the Sustainability Department manages the day-to-day implementation of sustainability programmes, monitors key performance indicators, and provides regular updates to Senior Management and the Board. This multi-layered approach reinforces Cenviro Group's commitment to sustainability excellence through strong oversight, cross-functional collaboration, and CI across ESG priorities.

In 2025, Cenviro Group maintained our sustainability governance structure introduced in 2024, ensuring continued alignment with our strategic direction and operational priorities. The established framework continues to provide clear roles, support efficient decision-making, and enable the effective integration of sustainability across the organisation.

BOARD OF DIRECTORS

- Promotes Cenviro's long-term, sustainable success by advising and guiding the advancement of the Group's Sustainability Agenda.
- Provides strategic direction and oversight on sustainability matters, including the approval of sustainability-related strategies, policies, and roadmaps.
- Monitors the Group's performance against established sustainability-related Corporate KPIs to ensure alignment with Cenviro's broader ESG objectives.

RISK MANAGEMENT COMMITTEE

- Assists the Board of Directors of the Company in overseeing the risk management framework and policies including matters relating to sustainability, governance and integrity in order to manage the overall risk exposure of the Company and its subsidiary companies (the Group).
- Serves as the focal point for communication between Non-Committee Directors, the internal auditors, and the management and provides a forum for discussion that is independent of the management.

SENIOR MANAGEMENT

- Reviews sustainability strategies, policies, roadmaps, and periodic progress reports submitted by the SWC to ensure alignment with Cenviro's strategic objectives.
- Establishes and approves sustainability-related Corporate KPIs to drive accountability, performance, and CI across the Group's sustainability initiatives.

SUSTAINABILITY WORKING COMMITTEE

- Drives the implementation of Cenviro's Sustainability Agenda by coordinating efforts across business units and functions.
- Proposes sustainability-related policies, strategies, and initiatives for review and approval by the relevant governance bodies.
- Organises and executes programmes to advance ESG performance, while promoting awareness and engagement across the organisation.
- Works collaboratively to achieve the Group's sustainability-related Corporate KPIs, supporting continuous progress toward long-term ESG goals.

SUSTAINABILITY DEPARTMENT

- Leads the integration of sustainability principles across all levels of the Group by embedding them into core business functions, operations, and decision-making processes.
- Oversees the execution of the Group's sustainability strategy and goals, ensuring alignment with broader corporate objectives.
- Ensures that sustainability initiatives are effectively positioned within existing policies, procedures, and governance frameworks to promote consistency and accountability.
- Identifies gaps in ESG performance and ensures timely action plans are developed and executed to address them.
- Delivers monthly progress reports on sustainability performance to Senior Management and provides quarterly updates to the Risk Management Committee to support informed oversight and strategic direction.

RISK MANAGEMENT

ENTERPRISE RISK MANAGEMENT STRATEGY

Guided by Cenviro Group's Enterprise Risk Management (ERM) strategy, we continue to strengthen our approach to systematically identifying, assessing, and managing risks that may impact operations and long-term objectives. Corporate and Departmental Risk Registers remain in place to record and prioritise risks based on their likelihood and potential impact, supporting a structured and proactive approach to mitigation.

In 2025, the ERM framework was further enhanced through the refinement of the Group's Top Key Risks to ensure alignment with the current operating environment and strategic priorities, particularly those linked to the Annual Operating Plan (AOP). The assessment covered material risks relating to financial resilience, commercial performance, project delivery, operational continuity, regulatory compliance, environmental protection and stakeholder confidence.

Key Risk Indicators (KRIs) were also introduced and embedded into the ERM process to support more structured monitoring of risk movements and early warning signals. These indicators include financial and operational measures such as budget and cash flow variances, liquidity position, feedstock and waste volumes, project milestone performance, plant operating days, critical spare-parts availability, environmental notices and safety incidents. The use of KRIs enables timely management intervention and strengthens the connection between risk management, operational performance and business planning.

Led by the Corporate Governance and Assurance (CGA) function, the Group adopts an integrated, enterprise-wide approach anchored by clear risk ownership and supported by close collaboration between business units, Management, and the Board's Risk Management Committee. Risks are identified through regular assessments and operational reviews, with continuous monitoring and reporting ensuring transparency, accountability, and informed decision-making.

Key Risk Areas and Mitigating Controls

Financial and Market Risk

Exposure to inaccurate financial projections, liquidity constraints, customer defaults, and fluctuations in foreign exchange and commodity prices.

Impact

- Earnings and margin volatility
- Cash flow and funding constraints
- Higher financing costs
- Increased credit losses
- Reduced capacity to fund operations and strategic investments

Mitigating Controls

We apply scenario and sensitivity analysis during the AOP process, supported by regular budget reviews and performance variance monitoring. Liquidity is managed through rolling cash flow forecasts, working-capital monitoring and diversified funding arrangements. Credit assessments, receivables monitoring and structured collection procedures are maintained to manage customer default risk, while foreign exchange and commodity exposures are monitored in accordance with the Group's hedging governance.

Commercial and Feedstock Risk

Insufficient waste and feedstock volumes, changing customer expectations, competitive pressures and limited demand for recovered products.

Impact

- Lower facility utilisation
- Revenue and market share decline
- Margin erosion
- Delays in customer deliveries
- Constraints on the commercialisation of resource recovery solutions

Mitigating Controls

We monitor customer demand, waste volumes and market trends to support timely commercial decisions. Supplier, customer and industry diversification initiatives are undertaken to reduce concentration risk, while structured pricing controls help protect margins. The Group also develops supply and offtake arrangements, strengthens customer engagement and coordinates commercial, project and operational planning to support feedstock security and market access.



Operational Risk

Unplanned downtime or disruption involving plant machinery, equipment, processes and supporting infrastructure.

Impact

- Plant downtime
- Loss of revenue
- Higher operating and maintenance costs
- Delayed work schedules and customer services
- Waste backlog
- Reputational impact

Mitigating Controls

Preventive and condition-based maintenance programmes are implemented to improve equipment reliability and minimise unexpected failures. Planned maintenance shutdowns, critical spare-parts reviews, root-cause analysis and contractor performance controls support operational continuity. Continuous improvement initiatives are also embedded across operations to enhance process efficiency, system reliability and service delivery.

Project and Investment Risk

Potential cost overruns, delays, funding constraints or underperformance arising from projects, investments and acquisitions.

Impact

- Project delays and postponed commissioning
- Cost overruns and additional funding requirements
- Reduced investment returns
- Operational disruption
- Asset impairment or value erosion
- Reputational impact

Mitigating Controls

Projects and investments are subject to financial, technical, legal and operational assessment, supported by scenario analysis and appropriate governance approvals. Project costs, milestones and contractor performance are monitored regularly, while formal change-control processes are applied to manage variations. Lessons learned are incorporated into project management procedures to strengthen planning, tendering, execution and regulatory readiness.

Regulatory Risk

Non-compliance with applicable laws, licences, approvals and regulatory requirements.

Impact

- Impact on operating licences and approvals
- Fines and compounds
- Operational suspension or restrictions
- Loss of stakeholder confidence
- Reputational impact

Mitigating Controls

The Environmental Performance Monitoring Committee and Environmental Regulatory Compliance Monitoring Committee oversee environmental compliance across the Group. Regular internal audits, compliance assessments and management reviews are conducted to evaluate adherence to applicable laws, standards and operating requirements. Engagement with regulatory authorities and clear risk ownership further support timely corrective action and accountability.

Environmental Risk

Potential air emissions, effluent discharge, leachate, fire or other operational incidents that may affect the environment or result in regulatory non-compliance.

Impact

- Air, water or land pollution
- Regulatory penalties and operating restrictions
- Health and safety risks
- Operational disruption
- Complaints from stakeholders
- Reputational impact

Mitigating Controls

Environmental risks are managed through continuous emissions monitoring, pollution-control systems, preventive maintenance and structured environmental monitoring programmes. Effluent, stormwater and leachate management systems are maintained to control discharges, while operating data and compliance performance are reviewed through environmental committees. Corrective actions and infrastructure improvements are implemented where required to strengthen environmental performance.



Health and Safety Risk

Accidents, injuries, fires or unsafe working conditions affecting employees, contractors and surrounding stakeholders.

Impact

- Injury or loss of critical manpower
- Operational downtime
- Damage to assets and facilities
- Regulatory action, fines or compensation claims
- Reduced employee morale
- Reputational impact

Mitigating Controls

Our HSSE teams work closely with operational functions and safety committees to implement and monitor health and safety policies, procedures and improvement programmes. Key controls include hazard and risk assessments, training, personal protective equipment requirements, waste compatibility and segregation controls, emergency preparedness and fire-protection systems. Safety performance is reviewed regularly to identify gaps and support continuous improvement.

Digital and Cybersecurity Risk

Cyberattacks, fraud, data breaches, system failures and disruption to critical information technology infrastructure.

Impact

- Data loss or unauthorised access
- Operational and reporting disruption
- Financial loss
- Ransomware or fraud exposure
- Regulatory and legal consequences
- Loss of stakeholder trust

Mitigating Controls

The Group maintains cybersecurity and data-protection controls covering access management, system monitoring, employee awareness, backups and incident response. Infrastructure and critical systems are progressively strengthened through cloud migration, security upgrades and enhanced business continuity arrangements. Regular monitoring and risk assessments support the early identification and management of emerging cyber threats.

EISB

In 2025, EISB has continued to align its risk management practices with the Group's ERM framework, with ongoing efforts to strengthen risk ownership, monitoring and reporting across its operations. Initial areas of focus include operational efficiency, regulatory compliance, financial pressures, integrity-related matters and emerging climate-related consid erations. These are currently being reviewed through updates to the risk register, internal controls, standard operating procedures and periodic reporting to the Group Risk Management Committee.

As EISB's integration into the Group's risk management framework progresses, its risk profile, including climate-related risks, will be subject to further assessment and refinement in future reporting cycles. This will support more consistent risk identification, improved data quality and greater maturity in risk assessment and disclosure over time.

SPSB

Under SPSB, risks are identified and monitored in accordance with Cenviro's ERM framework, with particular emphasis on exposures that may affect financial resilience, resource availability, operational stability and regulatory compliance. SPSB identified 20 top risks, with five strategic risks selected for focused KRI monitoring: foreign exchange movements, commodity price volatility, working-capital funding, market competition and raw-material availability.

As a resource recovery business, SPSB's performance is closely influenced by global metal prices, foreign exchange movements, feedstock availability, market competition and demand for recovered materials. These factors may affect procurement costs, product pricing, margins, facility utilisation and growth opportunities.

To manage these exposures, SPSB monitors market and economic trends, evaluates hedging arrangements, strengthens liquidity and funding planning, and diversifies its supplier, customer and refining networks. It also continues to improve operational systems, environmental controls, safety practices, business continuity arrangements and succession planning. KRIs such as foreign exchange and commodity price variance, working-capital performance, supplier retention and feedstock shortfalls provide greater visibility over changes in SPSB's risk profile and support timely management action.



ETHICAL BUSINESS PRACTICES

BUSINESS ETHICS, INTEGRITY, AND COMPLIANCE HIGHLIGHTS

Senior Management plays a key role in upholding and monitoring compliance with core governance and ethical standards, including anti-bribery and corruption measures, whistleblowing mechanisms, and adherence to high standards of professional conduct. These principles are embedded within our organisational culture, ensuring that integrity and accountability remain central to our operations.

At the core of this framework is the Cenviro Code of Conduct, which guides employees to act with professionalism, honesty, and ethical consistency across all business activities. Together with supporting policies, it forms the foundation of our integrity-driven culture, ensuring that both internal and external stakeholders adhere to the same high ethical standards.

To further strengthen our governance and sustainability practices, the Group has introduced a Sustainability Policy and an Inventory Management Policy, both approved by the Board. These policies reinforce our commitment to environmental stewardship and effective resource management, while enhancing transparency and supporting long-term, responsible business operations.

Codes of Conduct

CENVIRO	
Cenviro Code of Conduct	This document provides a detailed framework of policies and guidelines that outline the expected standards of conduct and professional ethics for all employees. *For more information, please refer to our **Code of Conduct***
Cenviro Employee Handbook	The Cenviro Code of Conduct acts as a key reference, supporting all employees in upholding the highest standards of professionalism and ethical behaviour in their work. While not exhaustive, this Code provides essential guidance for navigating various situations with integrity and professionalism.
Cenviro Vendor Code of Conduct (CVCOC)	This document outlines the responsibilities that businesses must uphold to operate legally and ethically, setting clear expectations for all vendors to maintain the highest standards of professional conduct when engaging with or representing Cenviro. *For more information, please refer to our **Website***
EISB	
EISB Code of Conduct	The EISB Employee Code of Conduct sets out the standards of ethical and professional behaviour expected of all employees. It promotes a safe, respectful, and inclusive workplace, free from harassment and discrimination, while guiding employees and management in addressing conduct-related matters in line with the Group's values and applicable regulations.

Policies

CENVIRO	
Sustainability Policy	Anchored in the SHIELD values (Safety, Holistic, Integrity, Environment, Lean, Diversity), the policy guides efforts to minimise environmental impacts, uphold human rights, promote inclusive growth, and ensure ethical business conduct. It addresses key focus areas such as waste and water management, energy efficiency, GHG emissions reduction, biodiversity protection, labour rights, anti-corruption, and stakeholder engagement. The policy also sets expectations for employees, suppliers, and business partners, supported by robust governance, compliance, and reporting mechanisms. *For more information, please refer to our **Policy***

Anti-Bribery and Corruption Policy	We are firmly committed to supporting government and law enforcement efforts in the fight against bribery and corruption. Adopting a zero-tolerance stance, we conduct all business dealings and relationships with professionalism, fairness, and integrity. *For more information, please refer to our **Website***
CSR, Donations, and Sponsorships Policy	Cenviro is committed to maintaining high standards of ethical conduct and transparency across all business activities. This policy was developed to outline the guiding principles, governance framework, strategic approach, and programmes that govern CSR contributions, donations, and sponsorships within the organisation.
KASB Pricing Policy	This policy is designed to support effective price management, a key element in improving the company's overall profitability.
Quality, Health, Safety, Security, Environment (QHSSE) Policy	The policy outlines Cenviro's dedication to regulatory compliance, continual improvement, pollution prevention, and behaviour-based safety practices. It also emphasises stakeholder engagement, including consultation with employees and contractors, the use of strict security protocols, and proactive risk management to ensure safe, efficient, and environmentally sound operations across all business activities. *For more information, please refer to our **Policy***
Inventory Management Policy	This policy ensures that Cenviro's stocks and resources are optimally planned, maintained, and accounted for to support business operations.
SPSB	
Code of Business Conduct & Ethics	Underpins SPSB's culture of fairness, dignity and lawful conduct.
Shan Poornam Anti-Bribery and Corruption Policy	Ensures zero-tolerance towards abuse of power, conflicts of interest and unethical practices.
Shan Poornam Sexual Harassment & Bullying SOP	Provides clear procedures for resolution and disciplinary action for sexual harassment and bullying.
Whistleblowing Policy	Outlines how complaints are raised, handled and investigated.
EISB	
Personal Data Protection Act (PDPA) Policy	Protects employees' personal data by ensuring lawful collection, processing, storage and confidentiality
Flexible Working Arrangement (FWA) Policy	Provides flexible work arrangements that promote work-life balance while ensuring productivity and operational effectiveness.
ABC Policy	Establishes a zero-tolerance approach to bribery and corruption by promoting integrity, ethical conduct and compliance across all business activities
Whistleblowing Policy	Provides a confidential and secure mechanism for reporting suspected misconduct while protecting whistleblowers and ensuring fair investigation

ANTI-BRIBERY AND CORRUPTION

GRI 205-1, 205-3

Our Anti-Bribery & Corruption (ABC) Policy fully complies with the Malaysian Anti-Corruption Commission (MACC) Act 2009. Introduced in 2021, our Organisational Anti-Corruption Plan (OACP) has further strengthened governance and integrity practices across Cenviro. In 2025, the Group continued its reassessment process to develop OACP Version 2 and further enhance its integrity framework.

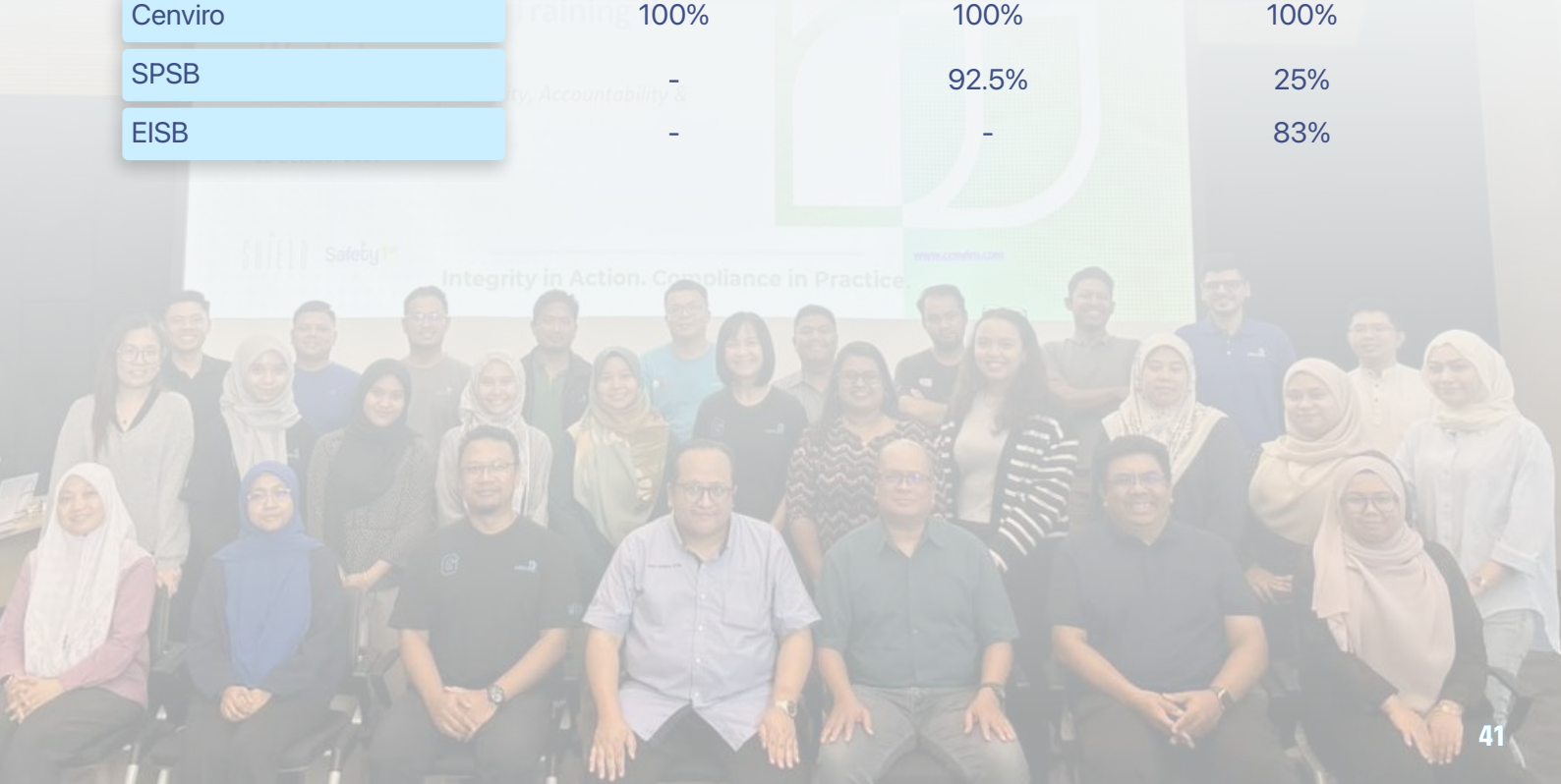
A range of focused training and awareness initiatives were carried out covering topics such as gift and hospitality, conflict of interest, personal data protection, risk management, corporate governance, and electronic document management. Additionally, new ABC initiatives were rolled out, including induction programmes and awareness efforts through e-posters and e-newsletters to further promote ethical conduct across the Group.

The year also saw active staff and vendor engagement, with over 230 integrity-related declarations and pledges submitted. Cenviro Group further reinforced awareness through newsletters covering cybersecurity, data protection, risk management, and global governance trends.

All employees receive ABC training as part of their induction into the Group. The annual ABC training serves as a refresher course, and the table below reflects employees who attended the refresher during the reporting year.

	Cenviro	SPSB	EISB
Percentage of operations assessed for corruption-related risks	100%	100%	100%
Confirmed incidents of corruption	0	0	0
Percentage of employees who have received training on anti-corruption by employee category			
Senior Management	100%	25%	100%
Middle Management	100%	64%	100%
Executive	100%	73%	46%
Non-Executive	100%	9%	43.3%

Percentage of employees who have received training on anti-corruption	**2023**	**2024**	**2025**
Cenviro	100%	100%	100%
SPSB	-	92.5%	25%
EISB	-	-	83%



WHISTLEBLOWING

GRI 2-16, 2-25, 2-26

During the reporting period, no substantiated cases of abuse of power or conflicts of interest were identified. We continue to foster a strong culture of transparency, integrity, and accountability through our Whistleblowing Policy, which offers a secure and confidential channel for employees and stakeholders to report suspected misconduct.

The policy applies to all associated parties and encourages disclosures without fear of retaliation. All reports are treated with strict confidentiality, with significant matters escalated to the Board Audit and Risk Committee. Multiple reporting channels are available to ensure accessibility and anonymity, including a hotline managed by an independent third party.

SPSB and EISB maintain their own whistleblowing channels and procedures, which provide accessible platforms for stakeholders to report concerns confidentially. SPSB receives complaints, including data privacy-related complaints from customers, through its whistleblowing mechanism. This mechanism is communicated through SPSB's Whistleblowing Policy, which is publicly available on its website and accessible via a QR code provided on business cards.

Similarly, EISB's Whistleblowing Channels allow employees and members of the public to confidentially report suspected misconduct, wrongful activities or other forms of wrongdoing within the organisation. The channels are publicly available on EISB's website and also cover data privacy-related concerns, including customer complaints or suspected data breaches. Reported cases are assessed based on their nature and severity, with investigations conducted where necessary.

Whistleblowing Channels

CENVIRO
Hotline: 1800-817-365
Email: report@cenvirowhistleblowing.com
Website: https://cenvirowhistleblowing.com

SPSB
Email: abc_compliance@ensspm.com

EISB
Email: wb@e-idaman.com

CYBERSECURITY & DATA PRIVACY

GRI 3-3, 418-1

At Cenviro Group, we place high importance on safeguarding the privacy and confidentiality of information entrusted by our customers, suppliers, business partners, and employees. This commitment is reflected in our Personal Data Protection Policy, which establishes clear principles to ensure strong data security practices and compliance with applicable legal and regulatory requirements. Data security and IT protection remain key priorities, supported by the IT Security Policy, which adopts a proactive approach to identifying risks and implementing robust controls. Secure remote working arrangements are also enabled through Virtual Private Network (VPN) access, supported by the Management of Information and Technology Services (MITS) team to ensure safe and efficient operations.

Our relevant policies to safeguard cybersecurity include:

- Cenviro IT Security Policy
- Cenviro Code of Conduct
- Cenviro Personal Data Protection Policy

At SPSB, cybersecurity practices are aligned with Group requirements while incorporating key local controls, including role-based access, system monitoring, and data protection measures. In 2025, SPSB further strengthened its cybersecurity posture by migrating SAP B1 and payroll systems to a private cloud environment, enhancing endpoint protection with upgraded detection tools, and conducting annual awareness initiatives to improve employee knowledge of secure practices. SPSB has also continued to strengthen its IT policies, progressively aligning with Cenviro's Group-wide cybersecurity framework. We have continued the implementation of several initiatives to bolster cybersecurity and enhance data privacy across our operations.



CENVIRO	
MS Defender Deployment and Threat Response	Cenviro implemented Microsoft Defender for Endpoint (first deployed in 2023), a cloud-based solution that enables real-time threat detection and response. The system continuously monitors network activity, alerts administrators to potential risks, and supports rapid action to contain and mitigate threats, strengthening data security across the Group, including SPSB operations.
Awareness Campaigns	To enhance cybersecurity awareness, MITS regularly disseminated reminder emails based on actual security incidents across the Group. These communications educate employees on best practices and reinforce their role in safeguarding digital assets.
Cybersecurity Training for System Administrators	System administrators across the Group underwent foundational cybersecurity training to strengthen their ability to identify, respond to, and mitigate cyber threats, enhancing the organisation's frontline defence.
Webinar on Scam Awareness 101	As part of HSSE Week, Cenviro conducted a scam awareness webinar to educate employees on common digital threats, emerging scam tactics, and preventive measures, promoting a culture of vigilance and cybersecurity awareness across all business units.
SPSB	
Endpoint & System Security	SPSB strengthens endpoint protection using Kaspersky and secures core systems (SAP B1 and payroll) within a private cloud environment, supported by continuous system monitoring, regular upgrades, and data encryption.
Access Control & Monitoring	Role-based access controls with periodic reviews are enforced to ensure appropriate system access, alongside continuous monitoring to detect and manage potential security risks.
Cybersecurity Awareness & Training	SPSB conducts annual awareness campaigns, supported by training videos, workshops, and practical guidance to strengthen employees' understanding of secure digital practices.
Incident Reporting & Escalation	Employees report cyber incidents promptly to IT, with critical cases escalated to top management within 24 hours under a defined response plan.

HUMAN AND LABOUR RIGHTS

GRI 2-30

At Cenviro Group, we maintain a zero-tolerance stance on discrimination and human rights violations, ensuring labour rights are upheld across our supply chain, supporting employees' rights to collective bargaining, and protecting customer privacy. Our commitment to diversity and inclusion is reinforced through core values such as respect, trust, open communication, and valuing diverse perspectives, all of which are embedded in the Cenviro and EISB Code of Conduct.

Employee Rights

65% of Cenviro employees and **87%** of EISB employees are covered by collective bargaining agreements.

45% of Cenviro employees and **56%** of EISB employees are union members.

Cases Recorded

Zero substantiated complaints concerning human rights violations.

In 2025, there were no substantiated human or labour rights concerns reported within the Cenviro Group. Nevertheless, the Group maintains transparent internal grievance mechanisms that enable employees to raise concerns related to labour rights, unfair treatment, or non-compliance with company policies. All reported matters are addressed through appropriate investigation and disciplinary processes in accordance with established procedures, ensuring accountability and safeguarding employee rights.

As part of our commitment to best practices, we are dedicated to maintaining a workplace free from harassment, bullying, intimidation, or abuse. Across the Cenviro Group, we prioritise treating all employees, clients, and contractors with dignity and respect, while ensuring strict compliance with minimum wage requirements.

ENSURING A SUSTAINABLE SUPPLY CHAIN

GRI 2-6, GRI 3-3, GRI 204-1

A sustainable supply chain is essential for ensuring operational resilience and long-term success, while also reducing environmental impact, promoting social responsibility, and improving economic efficiency. At Cenviro Group, we take a proactive approach to sourcing goods and services that align with our sustainability goals. This enables us to cultivate a business ecosystem that is both environmentally and socially responsible.

VENDOR AND CONTRACTOR ENGAGEMENTS

At Cenviro Group, vendor and contractor management is supported through structured procurement, contract management and HSSE governance frameworks to ensure clear expectations on safety, quality, compliance and operational performance. In 2025, the Group introduced its inaugural Vendor Facility Audit programme to strengthen engagement with vendors and enhance visibility over their operational, safety and sustainability performance, reflecting Cenviro's commitment to building a resilient and responsible supply chain that aligns with its business requirements and sustainability objectives.

The Vendor Facility Audits assessed a broad range of performance areas, including quality management systems, safety practices, environmental compliance, operational capability and business continuity preparedness. From a sustainability perspective, the audits provided valuable insights into how vendors manage HSSE requirements, resource efficiency, regulatory obligations and CI initiatives, enabling Cenviro to better understand vendor readiness in supporting evolving business needs, sustainability commitments and stakeholder expectations. Findings from the audits will inform future vendor engagement strategies and targeted improvement initiatives, helping to strengthen alignment across the value chain and create long-term shared value.

Contractor and vendor engagement across the Group is managed through structured procurement and contract management processes that define selection criteria, compliance requirements, contractual expectations and operational responsibilities. While approaches are tailored to the nature of each business, both EISB and SPSB apply formal mechanisms to support transparent onboarding, clear communication of requirements and continued alignment with safety, service quality, regulatory and sustainability expectations throughout the contractor and vendor lifecycle.

Contractor engagement at EISB is implemented through a structured procurement lifecycle covering vendor registration, tendering, and contract management processes. Solid Waste Collection and Public Cleansing Management contractors undergo formal onboarding, including submission of compliance documentation and acknowledgement of company policies prior to engagement. Continuous engagement is maintained through meetings, briefings, and operational coordination sessions to reinforce service expectations, safety practices, and regulatory compliance requirements.

Following contract award, contractors are managed operationally by the Operations & Planning Department, while the Procurement Department supports contract administration, documentation, and alignment with contractual terms. Monitoring and audit practices are conducted primarily at the operational level, with findings informing future procurement planning and contractor selection. In 2025, EISB strengthened contractor governance through enhanced pre-award due diligence and improved coordination between procurement and operational functions, while continuing to address challenges related to contractor compliance awareness and performance visibility.

Within SPSB, contractor and vendor engagement is guided by a structured selection process, with criteria including quality of product or service, pricing, delivery or response time, payment terms, environmental sustainability, and value-added services. Engagement is formalised through Purchase Orders, ensuring clear contractual expectations and alignment with operational and procurement requirements.

Our collaborations

In line with our commitment to sustainable and compliant operations, we recognise the importance of proactive engagement with regulatory authorities in maintaining operational integrity, managing risks, and supporting long-term value creation. In 2025, we further strengthened these engagements to remain aligned with key regulatory frameworks, including the Environmental Quality Act 1974, Occupational Safety and Health Act 1994, and Fire Services Act 1988.



Throughout the year, Cenviro engaged with several key government agencies, including the Royal Malaysia Police (PDRM), Chief Government Security Office (CGSO), Fire and Rescue Department of Malaysia (JBPM/BOMBA), Department of Occupational Safety and Health (DOSH), Department of Atomic Energy Malaysia (AELB), and Department of Environment (DoE). These interactions—ranging from meetings to audits and site visits—were aimed at reinforcing compliance, enhancing collaboration, and building mutual trust.

We also sustained close collaboration with business partners and customers to ensure alignment with operational and strategic priorities. This included carrying out 10 business partner audits, participating in 94 customer-led audits and site visits, and engaging in four tender-related activities. Together, these initiatives promote transparency, strengthen compliance across the value chain, and support CI in HSSE performance.

Cenviro Group Engagements 2025

Category	Entity	Frequency
Regulator	KEMENTERIAN SUMBER MANUSIA JABATAN KESELAMATAN DAN KESIHATAN PEKERJAAN	1
		2
	ATOM MALAYSIA JABATAN TENAGA ATOM	3
Authorities		2
		3
	CGSO	2
Others	Business Partners	10
	Customers	94

SUSTAINABLE PROCUREMENT

At Cenviro Group, our procurement and subcontracting activities cover the sourcing of materials, equipment, and services essential to maintenance and construction. Guided by a strong commitment to ethical business practices, we uphold the CVCOC as a cornerstone of supplier engagement. The CVCOC sets out clear expectations on integrity, regulatory compliance, anti-corruption, transparency, conflict of interest disclosure, and confidentiality. All new vendors are required to review and adhere to the CVCOC, which is embedded within purchase orders to ensure continuous alignment throughout the engagement lifecycle.

To reinforce accountability, we maintain open and ongoing engagement with our suppliers, fostering partnerships built on trust, transparency, and shared responsibility. Formal mechanisms are in place to address misconduct or concerns, with appropriate actions taken through our Vendor Complaint Form. In 2025, we further strengthened procurement governance through initiatives such as the implementation of a Procurement Customer Relationship Management (CRM) risk register to monitor risks including bid fraud and irregular invoicing, as well as enhancements to procurement policies, including the introduction of Procurement Core Principles under Clause 5.

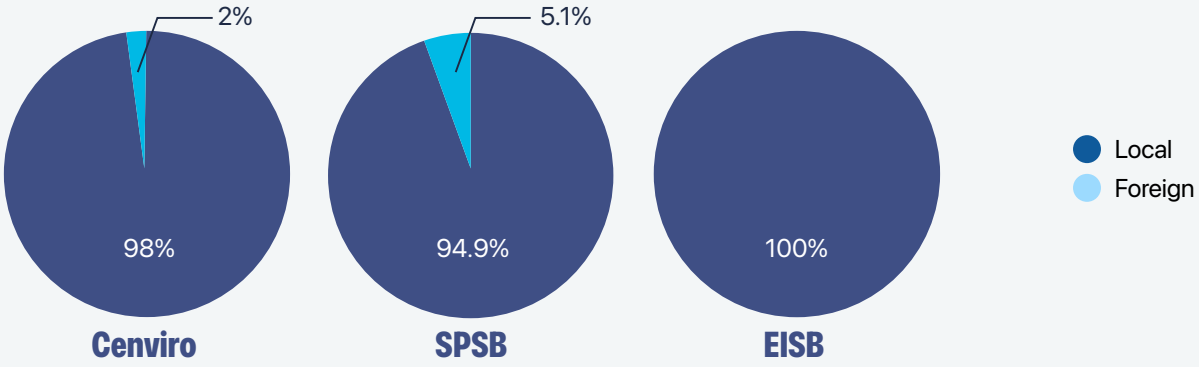
At EISB, sustainable procurement practices are implemented in alignment with Group policies, supported by structured processes such as vendor registration, tendering, and contractual management. Supplier engagement covers both commercial vendors and Construction Industry Development Board (CIDB)-certified contractors, with all parties required to comply with Cenviro Group's ethical sourcing standards, statutory requirements, and relevant regulatory obligations.

Compliance is embedded throughout the procurement lifecycle, beginning with pre-award due diligence where suppliers must submit valid business registrations, licences, and certifications. Contractual agreements further reinforce compliance through clearly defined obligations, while post-award monitoring is primarily managed by operational teams, with Procurement supporting governance through documentation control and contract administration. EISB also prioritises local procurement by encouraging participation from qualified Malaysian vendors through fair and transparent processes. In 2025, EISB enhanced procurement practices through improved standardisation of vendor registration and tendering processes, strengthening documentation quality and governance, while continuing to improve coordination between procurement and operational functions.

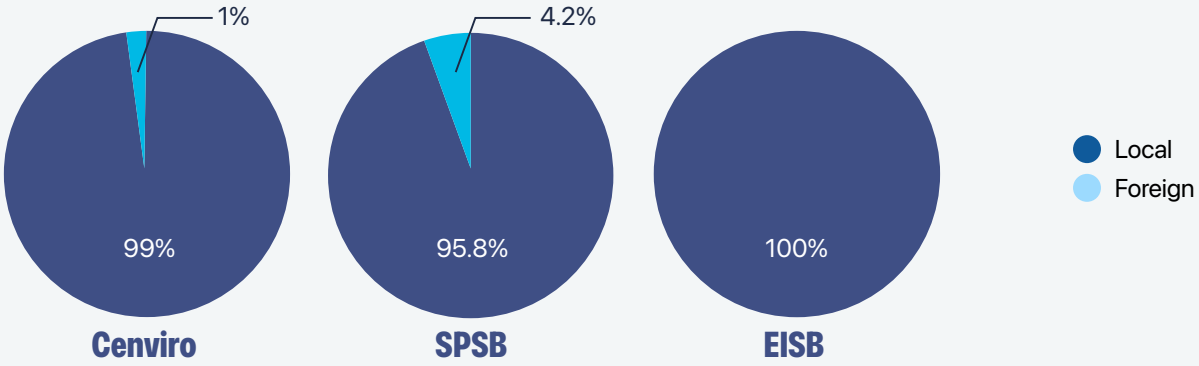
SPSB's procurement practices are currently being aligned with Cenviro Group's Procurement Policy. While a formal sustainable procurement framework is being established, compliance monitoring is carried out by the Environment, Health, and Safety (EHS) Department and respective area owners to ensure adherence to relevant safety, environmental, and operational requirements.

In 2025, 98% of Cenviro's, 95% of SPSB's, and 100% of EISB's total procurement expenditure was directed to local suppliers, reflecting our continued commitment to supporting the domestic economy and strengthening the resilience of the communities in which we operate.

Percentage of spending on suppliers



Percentage of suppliers



EMPOWERING SUPPLIER MANAGEMENT ACROSS OUR VALUE CHAIN

GRI 308-1, 414-1

Cenviro Group remains committed to strengthening responsible and sustainable practices across our supply chain through robust supplier screening, onboarding, and performance management frameworks. These systems ensure that all suppliers meet the Group's standards on ethical conduct, regulatory compliance, safety, and sustainability.

At the Group level, all prospective suppliers undergo a structured screening process prior to onboarding. This includes submission of a vendor business profile supported by key documents such as financial reports, company registration (SSM), and bank statements. Independent background checks are conducted through third-party sources, including Experian, to verify business legitimacy and financial standing. Suppliers are also required to sign an Integrity Pledge, declare any conflicts of interest, and adhere to the CVCOC and Business Conduct and Integrity guidelines. Approved vendors are then registered through a controlled workflow involving Procurement, Finance, and Corporate Governance and Assurance (CGA).

	Cenviro	EISB
Number of suppliers screened	91	163
Number of approved suppliers	86	163

To ensure continuous performance and accountability, Cenviro conducts annual vendor evaluations through a structured Vendor Rating System. Assessments are carried out by the requesting department, Procurement, and HSSE (where applicable), based on criteria such as pricing, delivery and responsiveness, quality, and compliance. Performance outcomes guide follow-up actions, including engagement through contractor dialogue sessions, implementation of improvement measures, or other corrective actions. Vendors that consistently fail to meet required standards may be excluded from future engagements, reinforcing a high-performing and responsible supply chain.

EISB

Supplier screening and onboarding follow structured procurement processes aligned with Group requirements. All suppliers and CIDB-certified contractors are required to undergo vendor registration, including submission and verification of statutory documents, licences, and certifications. Suppliers are assessed on their capability to deliver goods and services in accordance with operational requirements, with only qualified vendors approved for participation in procurement exercises.

Supplier performance is monitored through both operational and strategic mechanisms. On a transactional level, procurement teams track supplier performance against purchase orders to ensure timely and compliant delivery. This is complemented by annual supplier performance reviews, which assess reliability, service quality, and compliance with procurement requirements.

ESG considerations are progressively integrated into procurement practices through compliance requirements, contractual obligations, and engagement during tender processes. Suppliers are expected to align with environmental, safety, and ethical standards, supporting the gradual integration of sustainability principles into supplier management.

SPSB

Supplier onboarding is conducted through a structured registration process. Selected suppliers are required to complete registration and appointment forms, acknowledge key policies — including purchasing, EHS, security, labour, and anti-bribery requirements—and submit supporting documentation such as SSM registration and bank confirmation. Approved suppliers are then registered in the Systems, Applications, and Products (SAP) system.

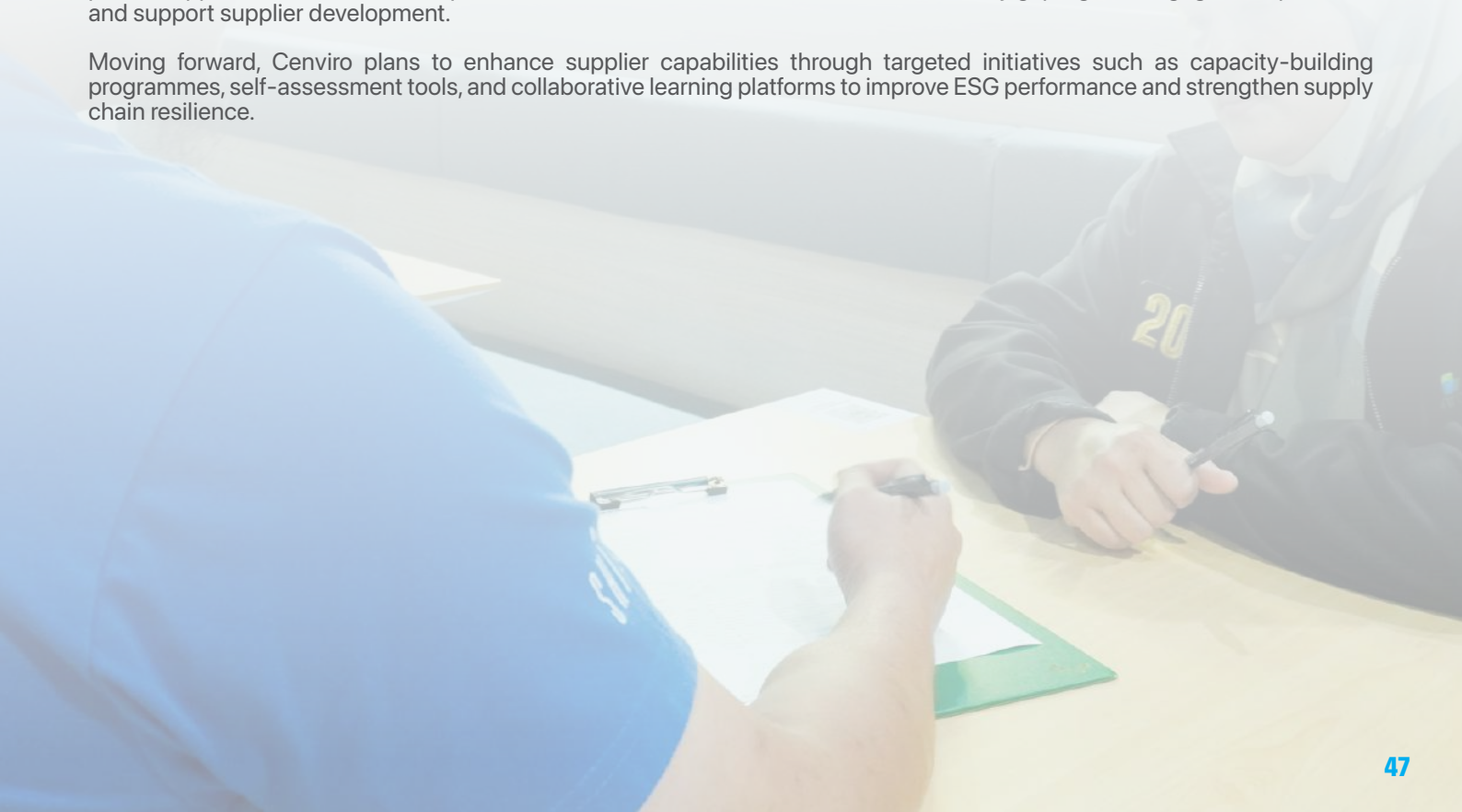
Supplier performance is evaluated annually based on defined criteria, including quality, delivery, service, pricing, labour and ethics compliance, EHS and security requirements, and environmental sustainability commitments. This ensures continuous monitoring of supplier performance and alignment with operational and sustainability expectations.

ESG Supplier Assessment

To strengthen sustainability across the value chain, Cenviro conducts a Strategic Partner ESG Assessment for key business partners with significant material value, ensuring their readiness to meet ESG standards.

In 2025, assessments were conducted via an online survey covering ESG criteria. A total of 64 suppliers were invited, with 55 responses received (86% response rate), reflecting strong supplier engagement. Suppliers were evaluated and categorised into four maturity levels: Initiating, Developing, Progressive, and Strategic. Overall, most suppliers demonstrated a Progressive level of ESG readiness, with stronger performance observed in social and governance areas, while environmental practices present opportunities for further improvement. Assessment outcomes are used to identify gaps, guide engagement priorities, and support supplier development.

Moving forward, Cenviro plans to enhance supplier capabilities through targeted initiatives such as capacity-building programmes, self-assessment tools, and collaborative learning platforms to improve ESG performance and strengthen supply chain resilience.





WASTE MANAGEMENT AND ENVIRONMENTAL STEWARDSHIP

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Reimagining Waste to Resource 50
Collection, Analysis, and Storage of Waste 52
Recycling & Recovery of Waste 53
Treatment and Disposal of Waste 56
Municipal Solid Waste Disposal 58
Environmental Stewardship 60
Biodiversity 67

OUR WASTE TO RESOURCE JOURNEY

GRI 3-3

2018

- SWtE plant operations begin at the Bukit Nanas, Negeri Sembilan plant

2019

- Established CI Projects
- Launched the Cenviro Safety Passport (CSP) to ensure health and safety standards are upheld throughout our value chain

2020

- Played a critical role in the safe disposal of the country's COVID-19 waste
- Established a comprehensive baseline of our GHG emissions

2021

- Joint venture through CRR

2022

- First Sustainability-Linked Sukuk (SLS)

2023

- Collaborated with SK ecoplant Co., Ltd's (SK ecoplant) expertise to enhance operational efficiency through Industry 4.0, AI and Big Data analytics

2024

- CRR acquired a 100% stake in SPSB from an initial 40%.
- SPSB recalculated the emissions baseline year, prompted by the acquisition of a new facility under Shan Poornam Green Tech Sdn. Bhd. (SPGT)

2025

- Cenviro acquired a 51% stake in EISB from an initial 50%
- Generation of alternative fuel from oil-based waste streams, reinforcing waste-to-resource capabilities and contribution to energy resilience



REIMAGINING WASTE TO RESOURCE

As part of our continued transition towards a circular economy, Cenviro Group remains committed to reshaping the waste management landscape through integrated and sustainable solutions. Guided by the waste hierarchy, we prioritise collection, recycling, and resource recovery, while minimising reliance on disposal and landfill.

This approach strengthens Malaysia's waste management ecosystem and supports national priorities in climate action and sustainable development. Through the delivery of impactful, value-driven solutions, we contribute to environmental protection while enabling economic growth. At the same time, we seek to transform perceptions of waste by recognising it as a valuable resource, reinforcing our role in building a more sustainable and resilient future.

OUR WASTE MANAGEMENT APPROACH

Cenviro Group has built a structured and strategic framework for managing waste in a more sustainable and resource-efficient way. The waste hierarchy approach prioritises actions with the highest environmental value—starting with waste prevention, followed by recycling, recovery, and treatment, with disposal considered only as a last resort.

Services	Recycle	Recover	Treat	Dispose
	Generating valuable waste-derived materials such as: Hydrocarbons Metals Solvents Providing recycling-based community services	Generating energy via waste treatment processes	Treating non-recyclable scheduled waste	Disposing residual waste from treatment facilities to landfills
Cenviro Facilities	Recycle for Life by cenviro Shan Poornam cenviro Recycling and Recovery	KUALITI ALAM cenviro Johor Shan Poornam Scheduled Waste -to-Energy Plant	KUALITI ALAM Incineration Plant Physical and Chemical Treatment Plant Solidification Treatment Plant	KUALITI ALAM Vertical Secured Landfill
EISB	E-IDAMAN	Services: MSW management and recycling		

Cenviro's In-Flight Projects

CJSB
50 tonnes/day
SWtE facility in Pengerang to cater to scheduled waste generated in Johor and reduce dependency on CWMC.

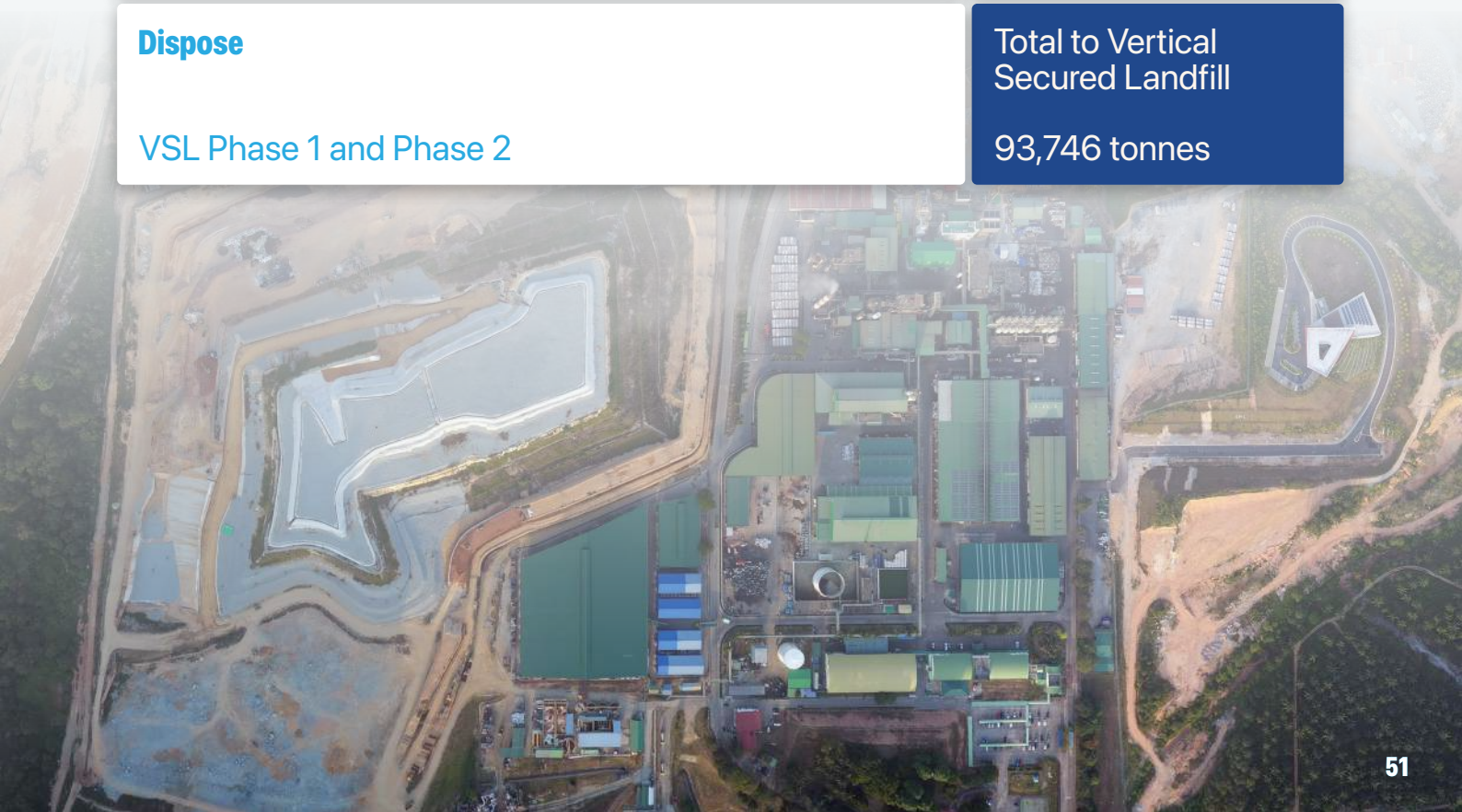
OPAL
20 tonnes/day
To recycle waste lubricants into regenerated base oil.

MAVROS
20 tonnes/day
To recycle waste oil sludges from refineries and marine sources into light fuel.

RESOURCE RECOVERY

As sustainability expectations continue to evolve, the waste management sector is placing greater emphasis on recycling, recovery and the circular use of resources. This shift is driven by increasing regulatory expectations, customer demand for more sustainable and cost-effective solutions, and the need to reduce reliance on finite natural resources. For Cenviro, resource recovery is a key part of Reimagining Waste to Resource, enabling us to recover value while continuing to manage residual waste safely, responsibly and in compliance with regulatory requirements.

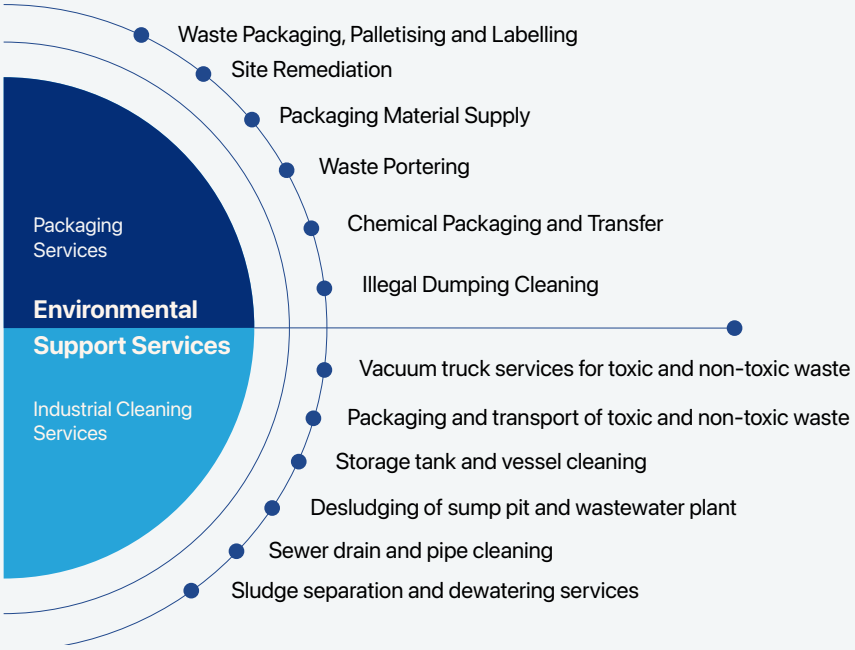
Waste Treated (Tonnes)	Output
Recycle CRR	Total resources recovered 5,180 tonnes
Recover Metals SPSB	Total resources recovered 3,625 tonnes
Recover (To energy) SWtE	Total energy transported to National Grid 12,500 MW
Treat INC PCT SOLI	Residual Waste 36,533 tonnes
Dispose VSL Phase 1 and Phase 2	Total to Vertical Secured Landfill 93,746 tonnes



COLLECTION, ANALYSIS, & STORAGE OF WASTE

ENVIRONMENTAL SUPPORT SERVICES

Cenviro Group delivers comprehensive scheduled waste management services to industrial and commercial clients, covering collection, transportation, and storage. Beyond our core services, we collaborate with regulatory authorities on spill response and the remediation of illegal dumping, investing approximately RM 610,000 in waste clearance efforts. We also support our internal operations through initiatives such as clearing waste backlogs and repackaging materials to ensure safe and efficient handling.



WASTE ANALYSIS

As part of our operations, Cenviro Group implements comprehensive waste evaluation and specialised testing processes, including Waste Acceptance Criteria (WAC) analysis, effluent testing, and external laboratory assessments. Scheduled waste received at our CWMC facilities undergoes rigorous testing using advanced on-site laboratory capabilities, allowing for accurate classification based on its characteristics and enabling informed decisions on recycling, energy recovery, treatment, or disposal. Our laboratories are accredited to ISO/IEC 17025:2017 standards for waste analysis and are recognised by the International Laboratory Accreditation Cooperation (ILAC), reflecting our commitment to quality, reliability, and technical excellence. In 2025, we conducted 221,168 tests, representing an increase of nearly 10,000 from 212,433 tests in 2024. This rise was primarily driven by a higher volume of WAC samples received following the implementation of the ESWIS Version 2 (ESWIS V2) system in April 2025 by the DoE, which enhanced reporting and submission requirements.

Number of samples

18,281

Number of tests and analyses conducted

221,168

To protect human health and the environment, all waste designated for landfill undergoes a stringent assessment process to ensure compliance with regulatory requirements set by the DoE. Each waste stream is evaluated against established waste acceptance criteria, including the Toxicity Characteristic Leaching Procedure (TCLP) and Total Threshold Limit Concentration (TTLC) limits. This assessment covers parameters such as heavy metal concentrations, total organic content, pH levels, moisture content, and total solids. Only waste that meets these strict criteria is approved for disposal, reinforcing our commitment to safe, compliant, and responsible landfill management.



RECYCLING & RECOVERY OF WASTE

At Cenviro Group, we are committed to delivering safe and innovative waste recovery and recycling solutions that help redefine resources for a greener future. Our wide-ranging services include converting used oil and spent solvents into industrial-grade products. We also focus on reducing waste and environmental impact through initiatives such as industrial plastic container recycling, dismantling and reselling scrap metal. At CRR, partial recovery of e-waste is carried out, with materials subsequently sent to SPSB for full recovery and refining, ensuring maximum resource utilisation and minimal environmental footprint.

2,712,540 KG
of oil generated

2,167,516 KG
of scrap metal recovered

79,720 KG
solvents converted

162,151 KG
in e-Waste recovered

58,299 KG
of industrial plastic waste recycled

Total waste recycled

5,180,226 KG

RECYCLE FOR LIFE

At Cenviro, active community participation is recognised as essential to accelerating the transition towards a circular economy. Through its Recycle for Life (RFL) programme, the Group promotes recycling as a simple, accessible and rewarding practice across schools, corporate organisations, hypermarkets, retail premises, hotels, highway operators, NGOs and community recycling networks. Currently available in Kuala Lumpur, Selangor and Negeri Sembilan, RFL has engaged 346 participating schools and educational institutions, as well as 406 participating agencies and corporations since 2017.

How RFL Diverts Waste from Landfill

Launched in 2017, RFL encourages responsible waste disposal by rewarding participants with cash-based incentives for recyclable materials collected. The programme supports separation at source by encouraging participants to segregate recyclable items such as paper, plastics, steel, aluminium and selected e-waste before these materials enter the general waste stream. By capturing recyclables at the source, RFL helps reduce the volume of waste sent to landfill and improves the quality of materials recovered for further processing.

The RFL process begins with the collection of segregated recyclables from participating schools, communities and strategic collection points. Collected materials are transported to Material Recovery Facilities, where they are weighed, sorted and prepared for onward recycling. Participants receive rewards based on the recyclable materials collected, while the recovered materials are channelled to manufacturers to be converted into new products made from recycled content. This closed-loop model keeps valuable resources in circulation and supports more sustainable production and consumption patterns.

Since its introduction, RFL has collected more than 3.45 million kg of recyclable materials, contributing to measurable environmental benefits. In 2025, Cenviro diverted over 100,000 kg of waste from landfill in line with the RFL programme.

Paper
74,934 KG

Aluminium
242 KG

Others
18,760 KG

Plastic
1,550 KG

E-Waste
2,073 KG

Total Waste Recycled
100,003 KG

Used Cooking Oil
2,376 KG

Steel
68 KG



Be Green

In partnership with Petronas Chemical Group, Cenviro organised the annual Be Green programme to raise environmental awareness and promote recycling among students. This initiative is implemented in selected schools with the aim of inspiring a passion for environmental stewardship and encouraging sustainable habits from a young age.

In 2025, the programme reached 67 schools across Kuala Lumpur, Selangor, Putrajaya, and Negeri Sembilan. Through their combined efforts, the participating schools collected over 70,000 kg of recyclable waste, highlighting the significance of sustainability and responsible waste management among the younger generation.



SCHEDULED WASTE-TO-ENERGY

Energy Recovery Facilities

The SWtE plant plays a vital role in Cenviro Group's efforts to safely manage hazardous waste while contributing to clean energy generation. Designed to treat a wide range of scheduled waste—including toxic, clinical, pathological, and other hazardous materials in solid, liquid, and sludge forms—the facility utilises high-temperature incineration to achieve efficient and controlled waste destruction.

A key feature of the SWtE plant is its ability to recover energy from waste. Heat generated during incineration is converted into superheated steam, which drives a turbine to produce up to 3.4 megawatts of electricity per hour—sufficient to power approximately 9,500 homes. This process not only ensures safe and compliant waste treatment but also supports Malaysia's renewable energy ambitions. As the first facility of its kind in Malaysia, Cenviro's SWtE plant demonstrates the practical application of circular economy principles in hazardous waste management.

"In 2025, the SWtE plant was officially recognised by the DoE Malaysia as an Energy Recovery Facility, reinforcing its role in waste recovery, landfill reduction and environmental excellence."

For further information, refer to Cenviro SR2025, page 23.

SWtE Plant Key Specifications

Incinerator Capacity

100 tonnes/day

Operating Duration

24 hours/day, 8,000 hours/year

Waste Types Treated

Scheduled waste including medical, energetic, and sludges.

Electricity Generation Efficiency

Over 20%

Waste Volume Reduction

Over 85%

Plant Lifespan

30 years

Environmental Impact

Minimal; compliant with all relevant local environmental regulations

Regulatory Compliance

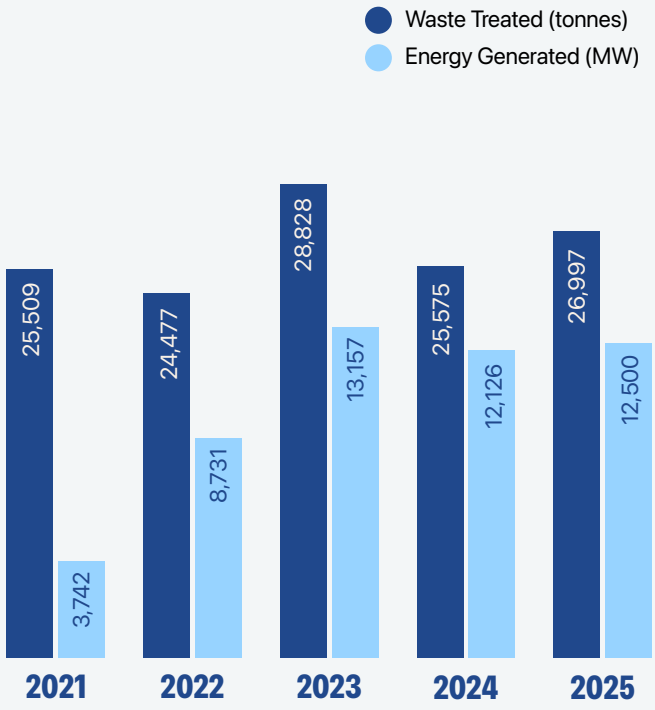
- Emissions from the SWtE plant comply with Malaysia's Environmental Quality (Clean Air) Regulations 2014.
- Our SWtE plant meets both Malaysian and EU regulatory standards.

Supplied by a leading South Korean waste-recycling technology provider, the facility is operated by a skilled team of 20 trained personnel. It runs on the Rankine Cycle, a reliable thermoelectric process for converting heat to power. A hybrid combustion system, combining a rotary kiln and stoker, ensures optimal combustion efficiency and reduced operational costs.

To further enhance operational efficiency, the plant incorporates motor inverters to reduce internal electricity consumption. Fly ash generated from the combustion process is currently treated at the solidification plant before being sent to landfill for final disposal. Separately, Cenviro's R&D team is studying potential applications of treated fly ash in construction-related materials. At this stage, its use remains limited to non-structural applications, such as materials for walkways and car parks, and has not been adopted for structural building purposes.

As part of its CI efforts, Cenviro has also introduced an AI-enabled Waste-to-Energy (WTE) digital solution comprising two key components: an Operations Monitoring and Analytics module, and an AI-driven guidance system for plant operations. These technologies enhance energy recovery efficiency while helping to minimise air emissions, in line with Cenviro's commitment to smarter and cleaner waste management.

Through these innovations, the SWtE plant delivers a scalable and effective solution to complex waste challenges—ensuring safe hazardous waste treatment and maximising energy recovery in alignment with national renewable energy goals.



E-WASTE RECYCLING

Shan Poornam
A Cenviro Company

Through SPSB, we continue to advance responsible e-waste recovery and management by leveraging established expertise and infrastructure to process and recover valuable materials from electronic waste. This strengthens Cenviro's materials recovery capabilities, helps reduce the environmental risks associated with improper e-waste disposal and supports the efficient reuse of finite resources in line with circular economy principles.

e-Waste Processed by SPSB

3,660 tonnes of e-waste were processed by SPSB

Recovery Efficiency Rate

Achieved **~90%** of recovery efficiency rate

What We Do

- Recycle household, industrial, and scheduled waste, including e-waste through environmentally friendly technologies that prioritise sustainability and resource efficiency.
- Extract and recover high-value precious metals, enabling their reintegration into various industrial supply chains and supporting circular economy practices.
- Offer comprehensive recovery and refining solutions for both scheduled and non-scheduled waste, including specialised services in asset management and e-waste recycling.
- Produce eco-conscious materials such as secondary aluminium alloy ingots, high-purity precious metal ingots, and copper cathodes through a closed-loop recycling approach, transforming waste into high-quality industrial resources while minimising environmental impact.

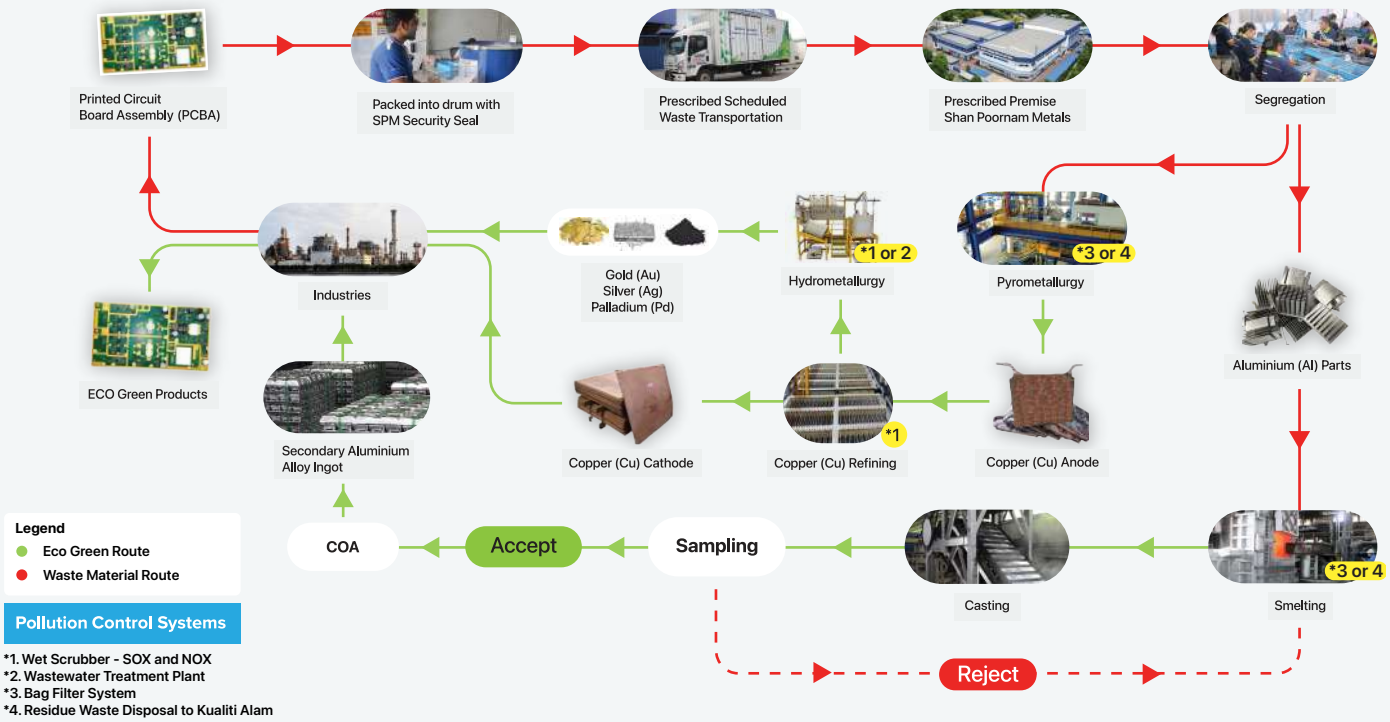
How We Create Value

Return valuable electronic materials to the manufacturing loop.

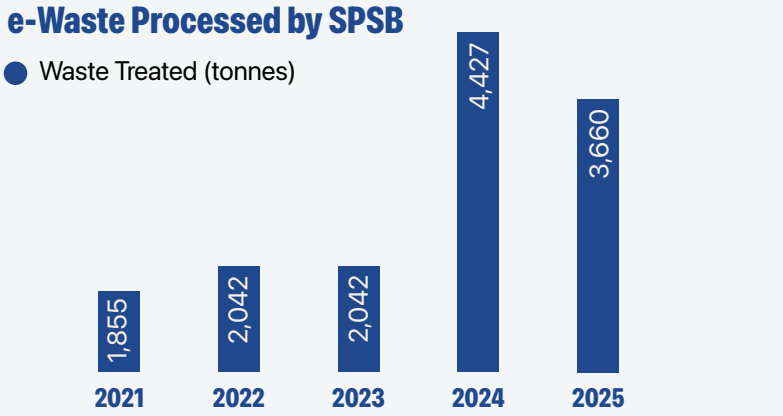
Certifications

ISO 9001:2015 (Quality Management System),
ISO 14001:2015 (Environmental Management System)
ISO 45001:2018 (Occupational Health and Safety)

SPSB plays a key role in supporting Malaysia's circular economy through two dedicated recovery streams for scheduled waste—one for solid waste and another for liquid waste. These processes utilise advanced, resource-efficient technologies to recover valuable metals and materials from complex waste streams. The outputs, including precious metals, copper cathodes, and secondary aluminium alloy ingots, are returned to clients' supply chains as sustainable raw materials, contributing to lower-carbon manufacturing in industries such as electronics and industrial fabrication.



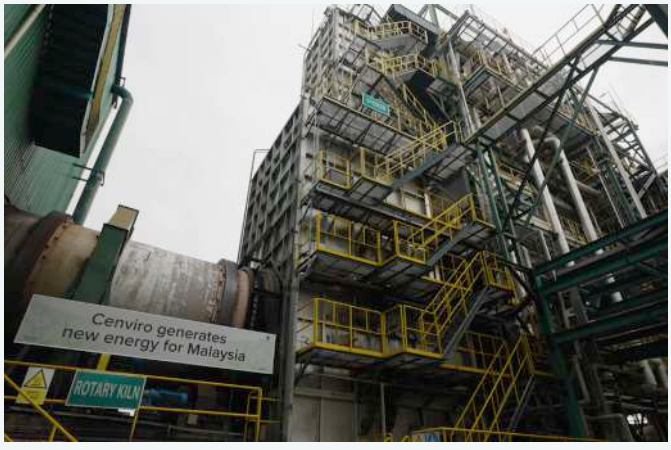
These closed-loop systems also produce high-purity outputs suitable for specialised downstream applications, including sputtering targets and precious metal bonding wire. The recovery process is supported by sophisticated infrastructure, including the Swarna Furnace (Top Submerged Lance Furnace), which features a Clean Gas System, Supervisory Control and Data Acquisition (SCADA) interface, and Proportional-Integral-Derivative (PID) controllers for energy efficiency and optimal material recovery, achieving about 90% recovery efficiency. SPSB also produces Secondary Aluminium Alloy ingots that meet client specifications for reuse in manufacturing processes.



TREATMENT & DISPOSAL OF WASTE

As part of our commitment to responsible waste management, Cenviro Group utilises advanced treatment technologies and engineered disposal solutions to manage waste that cannot be recovered or recycled. These approaches are essential for the safe handling of hazardous and complex waste streams, helping to minimise environmental impact while ensuring regulatory compliance.

Our treatment and disposal operations are designed to reduce residual risks, optimise resource use, and maintain high environmental standards. From incineration and chemical treatment to secure landfill systems, each process is supported by certified procedures, skilled personnel, and ongoing performance monitoring. This section highlights how our treatment infrastructure contributes to a safer, cleaner, and more sustainable waste management ecosystem.



INCINERATION PLANT

Output

Waste incinerated:
21,944 tonnes

How We Create Value

Avoid unnecessary landfill use by applying targeted treatment methods tailored to the specific properties and composition of each waste type, ensuring optimal recovery and minimisation of environmental impact.

Regulatory Compliance

The Continuous Emissions Monitoring System (CEMS) monitors incineration, ensuring emissions meet environmental standards: Environmental Quality (Clean Air) Regulations 2014 (CAR 2014) and EU standards

What We Do

- Conduct incineration in a responsible and environmentally sound manner, ensuring that all harmful emissions are effectively captured, contained, and treated in accordance with regulatory standards.
- Minimise the volume and hazardous nature of scheduled waste through carefully controlled high-temperature incineration processes.
- Safely and efficiently treat a wide range of organic scheduled waste types, using advanced thermal treatment technologies designed to ensure environmental compliance and operational safety.

PHYSICAL & CHEMICAL TREATMENT PLANT

Output

Waste treated:
6,811 tonnes

How We Create Value

Prevent landfill disposal by treating waste according to its characteristics and properties.

Regulatory Compliance

Certified to meet the standards of MS ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and MS 1722:2011

What We Do

- Treat hazardous inorganic liquid waste via chemical processes for safe disposal.

SOLIDIFICATION TREATMENT PLANT

Output

Waste treated:
7,778 tonnes

How We Create Value

Minimise chemical leaching into the environment by applying specialised treatment methods tailored to the specific physical and chemical characteristics of each waste type, enabling safer handling, resource recovery, or environmentally sound disposal.

Regulatory Compliance

Certified to meet the standards of MS ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and MS 1722:2011

What We Do

- Neutralise and solidify hazardous waste components through stabilisation processes to ensure they are inert and innocuous prior to final disposal.
- Safely contain the treated waste in VSL cells, effectively preventing the risk of leaching and safeguarding surrounding soil and groundwater from contamination.



VERTICAL SECURED LANDFILL

Output

Waste disposed at Phase 1 site:	Remaining capacity of VSL Phase 1:	VSL Phase 1 cell utilisation:	VSL Phase 2 cell utilisation:	Lifespan for VSL Phase 2:
93,746 tonnes	0%	100%	10.3% (222,33.26 m^3)	12 years

VSL Phase 1 has reached full capacity as of 2024. VSL Phase 2 was launched in May 2023 and in 2025, 10.3% (222,33.26 m^3) of VSL Phase 2 was utilised as VSL Phase 1 reached its full capacity.

How We Create Value

- Extend the operational lifespan of landfill sites by over 30 years through innovative engineering solutions, conserving approximately 45 acres of land that would otherwise be required for new disposal areas.
- Conduct targeted capacity-building programmes aimed at equipping stakeholders with the technical expertise and best practices needed to upgrade conventional landfills into engineered secured landfills, ensuring safer and more sustainable waste containment.

Regulatory Compliance

Track key compliance metrics (groundwater, surface water, ambient air quality, noise quality) to ensure responsible environmental management.

What We Do

- Enhance landfill capacity and longevity by utilising geogrid wall systems, enabling vertical expansion while maintaining structural integrity and minimising land use.
- Ensure environmentally compliant landfill operations by treating leachate at the Leachate Treatment Plant (LTP) to meet Standard B effluent discharge levels, in accordance with the DoE regulations.

MUNICIPAL SOLID WASTE DISPOSAL

MSW Collected

Collected a total of **531,765** tonnes of waste

482,102 tonnes from Kedah
49,663 tonnes from Perlis

Used Cooking Oil Collected

691,004 KG of used cooking oil collected

Premises Serviced

426,155 premises in total

Through EISB, we deliver comprehensive MSW management alongside high-quality public cleansing services for residential communities in Northern Malaysia. By integrating advanced waste management practices with effective cleaning services, we aim to address waste-related challenges while promoting environmental awareness within the communities we serve.



idamanXchange

As part of EISB's efforts to strengthen public participation in municipal waste collection and recycling, idamanXchange serves as a community-focused platform that makes recycling more accessible and rewarding. The programme encourages households and individuals to segregate recyclable materials, use designated drop-off points and support the government's Separation-at-Source (SAS) initiative.

Introduced in 2022 and further enhanced in 2023, idamanXchange enables users to locate nearby drop-off points and earn cash rewards for recyclable materials through its mobile app. In 2025, the platform was further updated to improve user accessibility and service reliability, attracting an additional 16,485 registered users.

Paper 3,573,563 KG	**Aluminium** 23,303 KG	**Steel** 287,634 KG	**Total** 5,486,248 KG
Plastic 733,955 KG	**E-Waste** 19,717 KG		
Glass 12,735 KG	**Used Cooking Oil** 835,341 KG		

Drive Thru Recycle Centre (DTRC)

Established in 2021, the DTRC was developed to enhance resource management in the solid waste sector, with a focus on northern Malaysia. Initiated by EISB in collaboration with the government, local authorities, and the Solid Waste and Public Cleansing Management Corporation (SWCorp) Malaysia, the initiative has expanded to include 8 DTRCs across Kedah and Perlis as of 2024.



We plan to expand the DTRC network by establishing new centres at institutional locations, particularly educational institutions such as Universiti Sains Malaysia (USM), to enhance accessibility and recycling awareness. In 2025, EISB introduced key improvements, including a one-month pilot in August (in conjunction with Independence Month) that extended operating hours at DTRC centres in Alor Setar, Sungai Petani, and Kangar, providing greater convenience for users. Service flow was also streamlined to improve efficiency, contributing to a better user experience and increased participation in recycling activities.

To further promote recycling through the DTRC, we continued our awareness efforts with the introduction of the DTRC Monthly Contest in 2025, aimed at increasing daily collection volumes across all DTRC locations. This initiative complemented ongoing programmes such as the DTRC & IdamanXchange Campaign at Taman Vista Ria and Trash to Cash at Kompleks Kota Tani FAMA Langkawi, among others. As a result of these collective efforts, the DTRCs successfully collected a total of 2,419,952 kilograms of recyclables in 2025.

ENVIRONMENTAL STEWARDSHIP

MITIGATING EMISSIONS

Emissions (tCO_2e)	2023	2024	2025
CENVIRO			
Scope 1	33,896	42,528	30,707
Scope 2 (location-based)	11,528	11,937	10,170
SPSB			
Scope 1	7,226	6,075	4,434
Scope 2 (location-based)	6,869	9,768	8,671

Scope 3 Emission	tCO_2e	
	CENVIRO	SPSB[2]
Category 6: Business Travel[1]	666	20
Category 7: Employee Commuting	105	-

[1] Business travel is based on staff claims for business-related trips, while employee commuting covers CWMC-based employees' home-to-work travel. Staff claims are therefore classified under business travel, not employee commuting.

[2] SPSB employee data is unavailable for 2025 as the Group is currently standardising the GHG emissions calculation methodology across all subsidiaries to enhance future emissions reporting accuracy and consistency.

GHG EMISSIONS AT CENVIRO GROUP

Cenviro Group calculates its emissions using the operational control approach, covering our operations for KASB. The emissions from SPSB are in the process of being integrated into the Group's inventory, and are therefore reported separately in 2025, as the methodology used prior to the acquisition differed from that used by Cenviro. Cenviro accounts for Scope 1, Scope 2 and two categories of Scope 3 emissions, namely Category 6: Business Travel, and Category 7: Employee Commuting. Category 6: Business Travel consists only of air travel due to data limitations, while data availability for Category 7: Employee Commuting is limited to employees at the CWMC.

Our calculations follow the methodology outlined in the GHG Protocol Corporate Standard, with emission factors and global warming potentials (GWP) obtained from the values established by the Intergovernmental Panel on Climate Change (IPCC) AR6 and the Department for Environment, Food & Rural Affairs (DEFRA). Cenviro Group's GHG emissions are calculated using activity data obtained from internal records, operational systems, utility bills, fuel consumption records, procurement data, employee claims and other relevant source documents.

As Cenviro processes scheduled waste rather than MSW, the treated scheduled waste disposed to the VSL is mainly inorganic, inert and innocuous. Thus, methane (CH_4) emissions from our landfill are negligible (<1 ppm), as verified through landfill gas monitoring. Therefore, our Scope 1 emissions account for carbon dioxide (CO2) and nitrous oxide (N2O) only.

To estimate emissions from fuel and waste combustion at our incineration facilities, Cenviro adopts a combination of Tier 3 and Tier 4 methodologies in line with IPCC guidance, which recommends accounting for CO_2, CH_4, and N_2O. Our Tier 4 CEMS provides direct measurement of CO_2. Our incineration process operates at temperatures above 1000°C, ensuring the decomposition of CH_4, which occurs at approximately 850°C.

About 73.7% of our emissions at Cenviro originates from Scope 1 emissions, resulting from stationary and mobile combustion at our CWMC. Scope 2 emissions account for 24.4% of our total carbon footprint, primarily resulting from electricity consumption at Cenviro-owned and operated facilities. We partially offset this through solar energy. To further reduce these emissions, our CI projects also incorporate the adoption of energy-efficient lighting and air conditioning systems. Scope 3 emissions represent approximately 1.9% of our overall carbon footprint, primarily stemming from business travel and employee commuting.

Up to 2025, Cenviro has established GHG emissions intensity measurement and achieved a reduction of more than 20% against the 2020 baseline, significantly surpassing its 5% reduction target through various sustainability initiatives and energy efficiency measures. Moving forward, Management intends to enhance the Group's GHG reporting by establishing appropriate reporting boundaries following the acquisition of SPSB and EISB, and reporting absolute GHG emissions specific to each individual plant and location.

We are also reviewing our emissions calculation methodology to improve the accuracy and transparency of our reporting and to better capture the full range of combustion-related emissions. From 2026, our focus will be on expanding data collection, strengthening facility-level monitoring systems and aligning our reporting practices with recognised international protocols. These enhancements will support the development of more robust emissions reduction priorities and future climate-related targets.

PRODUCT CARBON FOOTPRINT

SPSB is established as Malaysia's leader in recovering, refining and producing high-quality secondary aluminium, copper anode and cathode, copper powder, gold and silver ingots from electronic waste. The company treats waste from a variety of industries, including automotive, construction, packaging and electronics.

Aluminium Scrap



yields aluminium ingots ADC12 and others

Printed Circuit Board Assemblies and Other e-Wastes



yields Gold Ingot, Silver Ingot, Platinum Powder, Palladium Powder, Copper Anode and Copper Cathode.

Through hydrometallurgical, pyrometallurgical and electrochemical refining techniques, SPSB is able to efficiently extract high-purity metals while minimising emissions and waste generation. To further strengthen its environmental performance, SPSB has initiated the development of a Product Carbon Footprint (PCF) to quantify cradle-to-gate GHG emissions in line with ISO 14067:2018 and the Together for Sustainability (TfS) guidelines for the chemical industry.

PCF planning and data collection commenced in mid-2025 and will continue into 2026, covering the relevant production processes and emissions data required for verification. The PCF verification process is planned to be undertaken in stages, comprising Stage 1 and Stage 2 verification, to ensure the robustness and credibility of the emissions data.

The PCF results will enable SPSB to identify emissions hotspots within its production processes, supporting targeted process optimisation, energy efficiency and carbon reduction initiatives. Establishing a PCF baseline will also allow SPSB to monitor the effectiveness of its reduction initiatives over time. While emissions tracking is currently still largely conducted manually, SPSB continues to strengthen its data collection and monitoring processes to support more robust carbon management across its operations and value chain.

For clients, the PCF provides greater visibility of Scope 3 emissions associated with the purchase of SPSB's secondary silver, strengthening the company's competitive position as demand grows for lower-carbon alternatives. SPSB is also developing systems to extend the lifespan of electronic products and exploring the implementation of an Extended Producer Responsibility (EPR) framework, which aims to close the product lifecycle loop by integrating end-of-life management into its operations.

MATERIALS MANAGEMENT

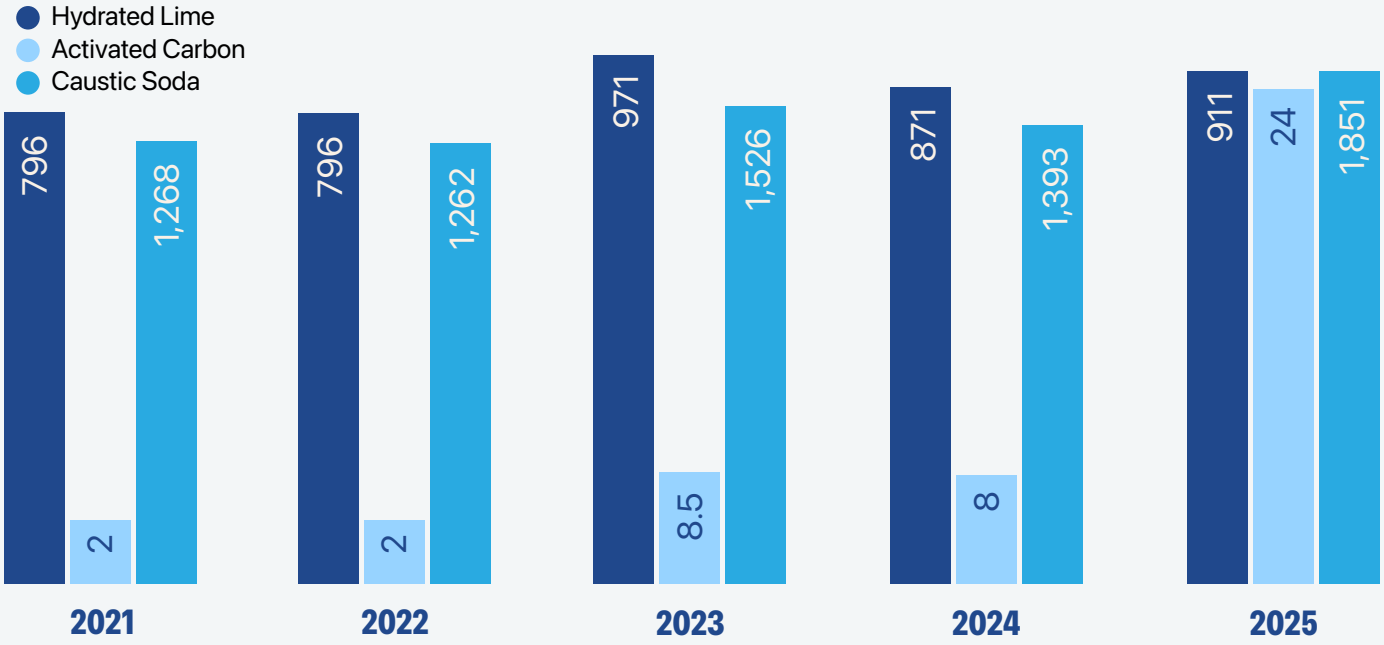
As Malaysia's leading waste resource management company, Cenviro remains committed to minimising its environmental footprint through responsible materials management and continuous operational improvement. At the CWMC, we strictly comply with DoE licensing requirements, conduct regular compliance reviews, and maintain ISO 14001:2015 certification across key facilities, including KASB, CS, CRR, EISB, and SPSB—demonstrating our strong commitment to environmental management.

As of 2025, CWMC facilities held a total of 119 licences and Certificates of Fitness (CF), while our satellite facility in Sabah held 2 licences. In addition, the CRR facility maintained 15 licences and CFs. These certifications reflect our adherence to regulatory standards and our commitment to maintaining safe, compliant, and environmentally responsible operations across all sites.

In line with our commitment to resource efficiency, we are focused on reducing dependence on chemicals such as hydrated lime, activated carbon, and caustic soda. Through data-driven strategies, we continue to optimise chemical usage while maintaining treatment effectiveness. One such initiative is Project Low Grade Lime, which explores the substitution of conventional hydrated lime with a lower-grade alternative for the solidification process, subject to operational and quality requirements. The initiative aims to reduce material costs and the environmental footprint associated with lime production. Notably, utilisation of activated carbon increased to treat the increased ETP and LTP.

For more details on Project Low Grade Lime, please refer to Chapter 2: Our Value Creation.
For more details on ETP and LTP, please refer to Water and Effluent Management on page 64.

Type of Non-renewable Materials (tonnes)



ENERGY OPTIMISATION

Our approach to energy optimisation focuses on optimising both electricity and fuel usage. By continuously monitoring, analysing, and enhancing our practices, we ensure their effectiveness. Recognising the energy-intensive nature of our operations, we are dedicated to reducing energy consumption through process improvements. One key initiative is the centralisation of our air compressor systems, which enables full control and greater energy efficiency through the use of a Distributed Control System (DCS).

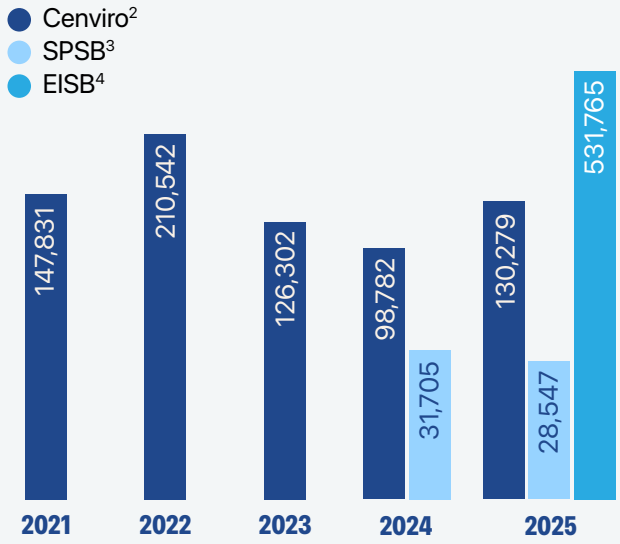
Distributed Control System

The DCS functions as a centralised control solution for Cenviro's air compressor system, continuously monitoring all electricity consumption across the PCT, INC1 and SWtE plant. Previously, the three facilities operated separate systems, resulting in higher electricity consumption, duplicated maintenance requirements and inefficiencies in operations. After the introduction of the DCS in 2024, the three plants recorded total energy consumption of 11,998,786 kWh, with electricity costs of approximately RM6.68 million.

By enhancing coordination and enabling real-time operational control, the DCS is expected to reduce unnecessary energy use by up to 2,372,743 kWh annually. The initiative is also projected to generate operational savings of approximately RM1.44 million over two years, while reducing equipment strain, maintenance requirements and associated downtime.

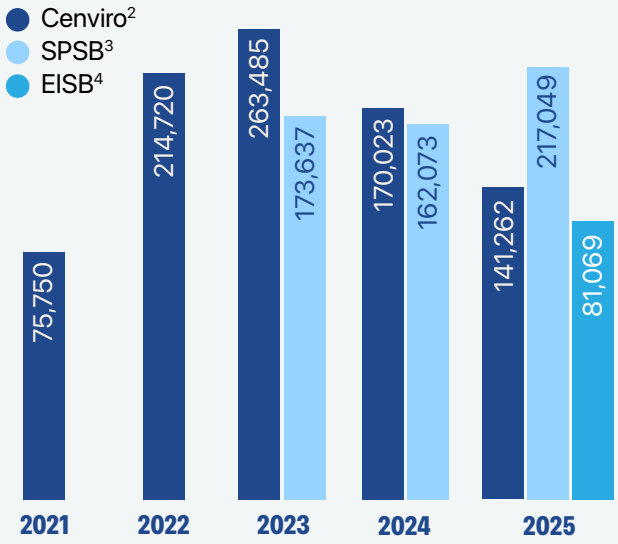
The DCS enables real-time monitoring and control of electricity consumption across the facilities. By identifying consumption patterns and potential anomalies, the system supports timely operational adjustments, greater energy efficiency and reduced avoidable power usage. With a total project cost of RM25,000, the initiative demonstrates Cenviro's commitment to practical energy conservation measures that lower its carbon footprint and support long-term operational resilience. In 2025, the system continued to operate effectively, contributing to improved energy efficiency and supporting ongoing reductions in electricity consumption across the facilities.

Waste Treated (tonnes)



Net Energy Consumption (GJ)

(Total Energy Consumption – Total Energy Sold)[1]



[1]Net energy consumption = energy consumption from non-renewable sources + energy consumption from renewable sources - energy sold (including solar energy sold)
[2]Energy consumption for Cenviro covers only operations at Cenviro HQ and CWMC in Sendayan, Negeri Sembilan.
[3]Energy consumption solely consists of data from facilities in Prai, Penang, covering SPM, Shan Poornam Global Sdn. Bhd. (SPG), and SGPT.
[4]EISB began reporting energy consumption in 2025. The data covers operations at HQ, Green Resource Recovery Sdn. Bhd. (GRRSB), and all service units.

FUEL CONSUMPTION

Fuel consumption is a key measure of operational efficiency for the incinerators at the CWMC. We adopt a dual-fuel approach, using both diesel and reconstituted oil (RO), with RO prioritised due to its lower GHG emissions and overall environmental benefits compared to diesel. In 2025, our incineration facilities consumed 3,034 tonnes of RO and 286 tonnes of diesel, achieving a RO-to-diesel ratio of 10.6:1.

While diesel is required to initiate combustion in the SWtE process, our operational approach focuses on maximising the use of RO. Diesel is used sparingly, primarily during start-up, while RO is utilised to sustain the high temperatures needed for efficient steam generation. This dual-fuel strategy enables optimal incinerator performance while reducing reliance on diesel.

In 2025, Cenviro further advanced its waste-to-resource efforts through the Integrated Oil Plant (IOP), which converts oil-based waste streams into alternative fuel products. These initiatives support resource circularity by recovering value from waste while reducing reliance on virgin materials and conventional fuel sources.

Pyrolysis Oil: Converting Oil Sludge into Alternative Fuel

Generation of pyrolysis oil at its IOP by converting oil sludge into usable fuel oil. Pyrolysis oil can be used as a diesel replacement or blended with diesel for heating and burning applications, supporting Cenviro's waste-to-resource approach and contributing to energy resilience.



Regenerated Base Oil: Giving Spent Lubricants a Second Life

Production of regenerated base oil from spent lubricants by removing hazardous components and additives from the spent lubricants. The recovered base oil can be used as a raw material to produce new lubricating oil, supporting circular economy principles by keeping oil-based resources in productive use.



Avoided Fossil Fuel

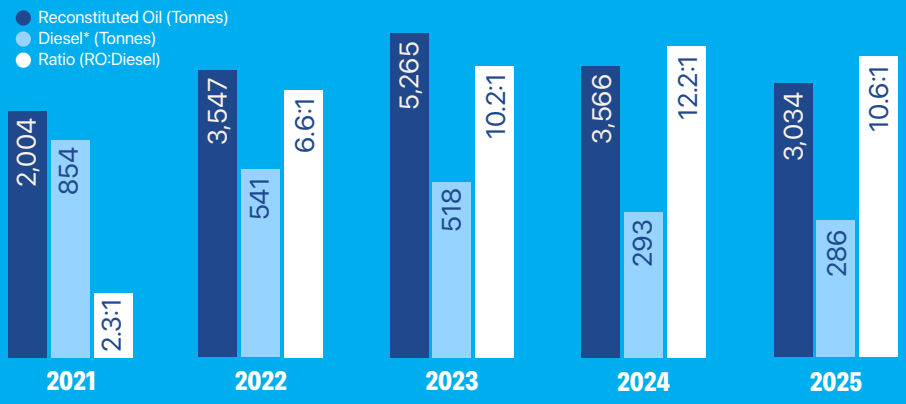
Reconstituted Oil (RO)

The SWtE plant has been designed to maintain incinerator temperatures, utilising RO as combustion support to maintain the high temperatures required for incineration. The fuel is injected into the incinerator through specialised pipes known as lances, which deliver the RO directly into the combustion chamber.

By using RO instead of conventional fossil fuels, this method improves combustion efficiency while significantly lowering the plant's carbon footprint.

The evaluation of alternative fuel options remains part of Cenviro's efforts to improve fuel efficiency and support more sustainable waste-to-energy operations. While the Empty Fruit Bunch (EFB) pellet project is currently on hold, the Group is preparing for future trials at the CJSB plant to assess its suitability as a support fuel. In parallel, pure oxygen lancing continues to be explored as a process optimisation measure to enhance combustion efficiency and reduce overall fuel consumption.

Fuel Consumption



**Since 2023, Cenviro has adopted Biodiesel B7 (7% palm methyl ester blended with diesel) for its diesel-powered fleet and machinery where applicable.*

WATER AND EFFLUENT MANAGEMENT

Recognising water as a finite and non-renewable resource, responsible water management remains a key priority within our sustainability agenda. In 2025, total water withdrawal reached 115,139 m³, representing a decrease of approximately 34.52% compared to 2024. The reduction in water withdrawal was mainly attributed to the replacement of the previous 6 km pipeline, which had experienced multiple minor leakages. Previously, these water losses were not effectively detected because the pipelines are underground.

At the same time, targeted improvements to water infrastructure—such as the introduction of a new supply from LRA Ngoi Ngoi in Seremban and upgrades to internal pipelines—helped reduce water losses previously caused by leakages in ageing systems. To further strengthen resilience against potential supply disruptions, a new 1,000 m³ suction tank was installed, increasing storage capacity and enabling up to four days of uninterrupted water supply. In addition, separate incoming lines for domestic use and firefighting were implemented, allowing for improved monitoring, more accurate consumption tracking, and better cost management through dedicated accounts and billing.

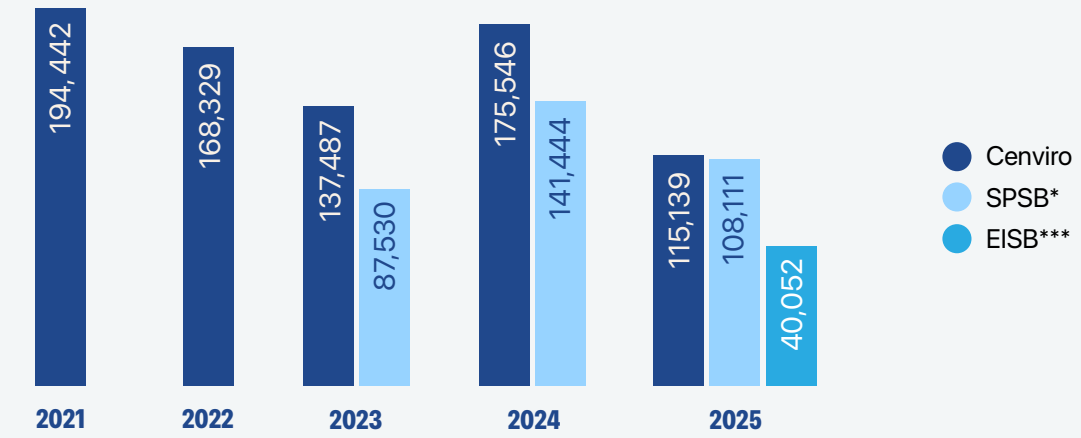
Effluent generation increased in 2025, with ETP volume rising from 33,936 m³ in 2024 to 63,073 m³ in 2025, representing an 85.9% increase. LTP volume also increased from 119,328 m³ in 2024 to 123,658 m³ in 2025, representing a 3.6% increase. Effluent generated by the ETP is influenced by process conditions, while leachate managed by the LTP is affected by weather conditions. As landfill areas expand, leachate generation may increase due to the larger exposed surface area, requiring continued monitoring and effective treatment management.

At SPSB, water management practices are aligned with operational needs and regulatory requirements, with consumption primarily sourced from municipal supply and monitored through monthly billing systems. In 2025, water withdrawal decreased by 23.57% driven mainly by capacity expansion, particularly at SPGT, as well as evolving operational demands. To support more sustainable usage, selected facilities such as SPGT have incorporated rainwater harvesting systems for non-potable applications, contributing to resource efficiency. Efforts to promote water conservation are also supported by increasing employee awareness and improved usage practices across sites.

Wastewater generated from SPSB's operations is managed through an Industrial Effluent Treatment System (IETS) prior to discharge. The system is closely monitored in accordance with DoE Malaysia requirements, with performance tracked daily and supplemented by weekly sampling. Results are reported through the Online Environmental Reporting (OER) system, ensuring compliance with regulatory standards and supporting effective environmental management across SPSB's operations.

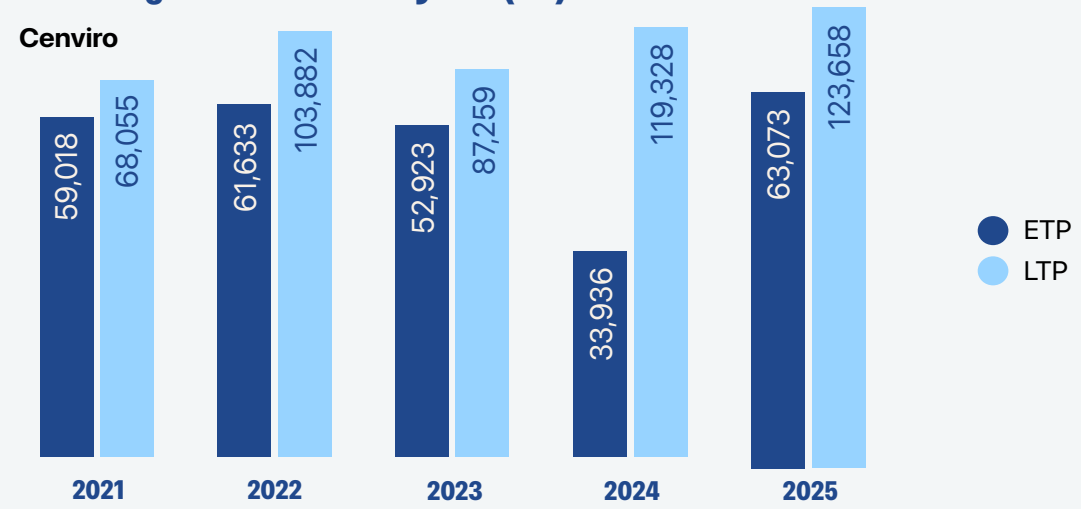


Water Withdrawal (m³)**



**Water withdrawal solely consists of data from SPM Penang's Facility, SPGT and SPG.*
***This data was previously presented as "Water Consumption" and has been updated to "Water Withdrawal" to better reflect the underlying data and enhance alignment with reporting definitions.*
**** EISB withdraws water mainly to wash tanks, and releases it as surface water.*

Effluent generated and recycled (m³)



INTERNAL WASTE MANAGEMENT

Cenviro Group adopts a structured internal waste management approach that addresses both scheduled (hazardous) and domestic waste, with a strong focus on waste minimisation, proper segregation, and responsible disposal practices.

Scheduled Waste (Hazardous Waste – Fly Ash)

Under the Group's R&D initiatives, efforts are ongoing to improve the management and valorisation of fly ash generated from INC1 and SWtE facilities. This includes exploring alternative treatment and reuse pathways to reduce reliance on landfill and support long-term circular economy goals. Notably, this includes the development of CENPave—an initiative focused on converting fly ash into construction materials such as interlocking pavement blocks.

For more information, please refer to our R&D section, available on page 19 of this report.

Domestic Waste

To improve domestic waste management, Cenviro identified and separated landscape and grass-cutting waste from domestic waste collection bins. Recognised as garden waste, these materials are managed separately through appropriate handling and disposal channels, supporting more efficient and responsible waste management across the facility.

EISB's principal operations relate to MSW collection and public cleansing services. Accordingly, the waste managed by EISB on behalf of municipalities and communities is distinguished from waste generated within EISB's own operations. For the purposes of internal waste management reporting, EISB's own waste profile is primarily associated with office-based activities, which is comparatively limited in scale and complexity when compared with the Group's waste treatment, recovery and disposal operations. Nevertheless, we are committed to reporting internal waste data to the best of our ability. We remain committed to comprehensive and transparent reporting, and continue to strengthen our internal systems, processes and data governance to enhance our sustainability disclosures to support the Group's broader efforts to strengthen data consistency across subsidiaries.

In 2024, Cenviro began the diversion of part of its domestic waste to KA's SWtE, which also contributes to energy generation fed into the national grid. This not only ensures responsible disposal but also supports the company's circular economy objectives. Through these measures, Cenviro continues to strengthen its internal waste management framework by integrating innovation, compliance, and sustainability at every stage of the waste lifecycle.

Cenviro	2020	2021	2022	2023	2024	2025
Total internal waste generated (KG)	23,147	55,660	85,208	146,074	106,060	22,907
Total waste diverted from disposal (KG)	22	313	0	0	0	2,154
Total internal scheduled waste treated internally and landfilled (KG)	505	479	468	1,170	460	0[2]
Total internal general waste collected and sent to approved facilities (KG)	22,620	54,867	84,740	146,074	105,600	20,753

SPSB	2020	2021	2022	2023	2024	2025
Total internal waste generated (KG)	-	-	-	472,000	4,195,000	3,244,000
Total waste diverted from disposal (KG)	-	-	-	68,400	92,300	383,000
Total internal scheduled waste treated internally and landfilled (KG)	-	-	-	-	-	192,860
Total internal general waste collected and sent to approved facilities (KG)	-	-	-	435,000	3,899,000	2,861,000

EISB	2020	2021	2022	2023	2024	2025
Total internal waste generated (KG)[1]	-	-	-	-	-	133,557
Total waste diverted from disposal (KG)	-	-	-	-	-	133,557

[1] EISB's internal waste data refers only to hazardous waste. As internal waste data management processes continue to be standardised, minor variances may arise from differences in data capture and classification across reporting locations.
[2] In 2025, 913 kg of contaminated uniforms was sent for incineration and recorded together with domestic waste under total waste sent to approved facilities.



BIODIVERSITY

Cenviro Group recognises the importance of managing its operations in a way that minimises impact on surrounding ecosystems. Our key sites, including the CWMC and Cenviro Eco Park (CEP), are located within designated industrial areas and are not situated within or adjacent to gazetted protected areas or environmentally sensitive habitats.

While no protected areas are present, Cenviro conducts flora and fauna monitoring within and around its operational boundaries. Monitoring areas include nearby oil palm plantations, former plantation land, farming areas, and tributaries of Sungai Unyai and Sungai Kulai. These efforts support ongoing environmental oversight and early identification of ecological changes.

Cenviro's operations are confined within established site boundaries, with 140 acres at CWMC and 100 acres at CEP maintained under controlled conditions. While no external habitat rehabilitation was required during the reporting year, efforts are focused on maintaining site environmental quality through good housekeeping, landscaping, and tree planting initiatives.

BIODIVERSITY IMPACT AND MITIGATION MEASURES

In 2025, no significant adverse impacts on biodiversity or surrounding ecosystems were recorded. All activities were carried out within approved boundaries and in compliance with regulatory requirements.
Preventive and control measures implemented include:

- Continuous monitoring of air emissions and wastewater discharge in line with DoE limits
- Implementation of spill prevention and control procedures
- Regular internal audits and high-risk compliance inspections
- HSSE awareness programmes to strengthen environmental responsibility among employees

These measures ensure that operations do not negatively affect land, water bodies, air quality, or nearby habitats.

No rare or protected species were identified within CEP. At CWMC, biodiversity monitoring recorded a total of 18 species, comprising 2 endangered species and 16 species classified as least concern under recognised conservation listings. No critically endangered or extinct species were identified within operational areas.





EMPLOYEES AND COMMUNITIES

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PROVIDING A SAFE & HEALTHY WORKPLACE

GRI 3-3, 403-2, 403-4

At Cenviro Group, the health, safety, and security of our employees, contractors, and surrounding communities remain a fundamental priority that guides our daily operations. We acknowledge the inherent risks associated with our activities and are committed to managing them responsibly, with the goal of ensuring that everyone returns home safely each day.

In 2025, we continued to strengthen our proactive safety culture by embedding prevention and intervention into everyday practices through structured training, active risk reporting, and strong leadership engagement, alongside the establishment of the Group's first QHSSE Policy.

For more information on Cenviro Group's QHSSE Policy, please refer to page 73 of this report.

Health and Safety Highlights

Consecutive Days Without LTI

Cenviro	259 days
SPSB	148 days
EISB	95 days

Zero Fatality

Recorded **ZERO** fatalities across Cenviro Group

Number of employees trained on health and safety standards

Cenviro	282
SPSB	392
EISB	512

Prevent Fire, Leakage, Injury and Pollution (FLIP)

Recorded **ZERO** major incidents across Cenviro Group

3,500 Hazard Identification Programme (HIP) case submissions

Cenviro 2,344 submissions with 40% closure

Health and Safety Performance Data

	2022	2023	2024	2025
TOTAL RECORDED MAN-HOURS				
EMPLOYEES				
Cenviro	670,480	805,800	711,424	917,568
SPSB	1,490,000	2,808,400	1,510,860	1,787,040
EISB	-	-	-	4,768,924
CONTRACTORS				
Cenviro	479,557	510,150	484,247	359,640

	2022	2023	2024	2025
NO. OF LOST TIME INCIDENTS (LTI)				
EMPLOYEES				
Cenviro	4	3	3	2
SPSB	1	2	1	4
EISB	-	-	-	11
CONTRACTORS				
Cenviro	0	0	1	2
LOST TIME INCIDENT RATE (LTIR) (LOST TIME INJURIES / TOTAL HOURS WORKED) X 200,000 = LTIR PER 100 EMPLOYEES.				
EMPLOYEES				
Cenviro	1.2	0.74	0.84	0.44
SPSB	-	-	0.13	0.45
EISB	-	-	-	0.46
CONTRACTORS				
Cenviro	0	0	0.41	1.11

**Currently, SPSB and EISB contractor data collation is in development. As part of the group's commitment, we will provide more comprehensive metrics in future reports.*

Mitigation Measures

Cenviro Group remains committed to maintaining a strong safety culture by continuously enhancing its HSSE practices. The Group constantly implements targeted mitigation measures to address identified gaps, reinforce safe behaviours, and strengthen risk controls. These measures continue to support proactive safety engagement and drive improvements across all levels of the organisation.

In 2025, Cenviro recorded a decrease in LTIR, reflecting a stronger safety culture across its operations. While reported incidents increased from 73 to 108, this was driven by improved awareness, transparency, and proactive reporting practices rather than a decline in safety performance. The following mitigation measures supported these improvements and reinforced safe behaviours across the Group:

Toolbox Talks

Intensified and made more frequent to reinforce daily hazard awareness.

Mega Safety Stand Down Sessions

Conducted to address recurring unsafe practices and re-align worker focus on critical safety behaviours.

Increased HSSE Engagement

More proactive site walkabouts, leadership interactions, and peer-to-peer observations were carried out.

Enhanced HSSE Campaigns and Training Activities

Focused on high-risk tasks, near-miss reporting, and personal accountability for safety.



SPSB

SPSB upholds strong safety standards through proactive measures aligned with Group requirements. In 2025, it further enhanced its practices and introduced additional controls to strengthen risk management. In the event of an incident, SPSB implements the following measures to ensure proper closure and prevent recurrence:

Stand-Down Session

Conducted with department supervisors to communicate incident details and root causes, reinforcing accountability and awareness.

Daily Toolbox Briefings

Carried out by the Operations Department, with support from the EHS team, to share lessons learned and highlight preventive actions.

HIRADC Review and Control Implementation

The HIRADC is reviewed and updated post-incident to strengthen risk controls, with improvements extended to other relevant processes.

Safety Training

Additional safety and health training is provided through third-party consultants to reinforce safe work practices and ensure compliance with EHS standards.

EISB

Despite the nature of operations at EISB being significantly less hazardous than at the rest of the Group, safety performance is always reinforced through continuous capability building and proactive risk management. In 2025, efforts focused on training, awareness programmes, and regular inspections, alongside increasing the number of trained personnel such as ERT members, First Aiders, and OSH representatives to strengthen preparedness and compliance. Moving forward, EISB will streamline its health and safety practices with those of Cenviro Group.

PROMOTING A SAFETY-FIRST CULTURE

At Cenviro Group, we are dedicated to cultivating a proactive and resilient safety culture by equipping our employees with the necessary tools, knowledge, and training to prioritise safety in all aspects of their work. Through CI and strict adherence to established safety standards, we strive to create an environment where safe practices are instinctive. We aim for every individual, regardless of role, to take ownership and actively contribute to embedding health and safety into our daily operations.

Our Health and Safety Management System

GRI 403-1

We believe that a robust health and safety management system fosters stronger individual accountability across our workforce. The Safety and Health Steering Committee serves as the highest OSH platform for discussing safety and health matters concerning the Group's business entities, providing oversight and direction for safety-related priorities. Supporting this structure, nine separate safety and health committees have been established, each meeting on a quarterly basis with clearly defined roles and responsibilities aligned with their respective mandates. These committees serve as formal platforms for consultation between designated employer and employee representatives on OSH matters, supporting proactive risk management, legal compliance and CI. A safety-first culture is further reinforced across the organisation through regular inspections, comprehensive training programmes and the implementation of Hazard Identification, Risk Assessment and Risk Control (HIRARC) practices.

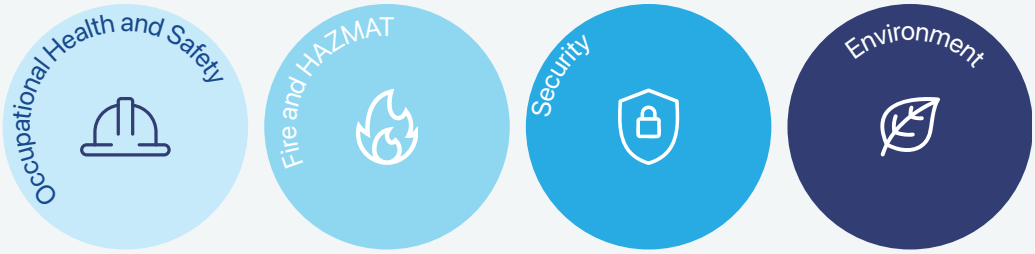
Committee Name	OSH Purview
Kualiti Alam Safety and Health Committee	KASB
CRR Safety and Health Committee	CRR
Sales, Marketing and EPIC Safety and Health Committee	Cenviro Sales
Supply Chain Safety and Health Committee	Supply Chain and Hauliers
Contractor Safety and Health Committee	CWMC and Business Partners
Mercu Safety and Health Committee	UEM Mercu-based occupants
Cenviro Johor Safety and Health Committee	CJSB
SPSB Safety and Health Committee	SPSB
EISB Safety and Health Committee	EISB

FUNCTIONS OF THE HSSE DEPARTMENT

GRI 403-1, 403-3, 403-7

Our HSSE function plays a pivotal role in ensuring the safety and security of our operations. The HSSE Framework was established to provide clear direction by defining roles and responsibilities, enabling business units to actively uphold strong health and safety practices.

HSSE FUNCTIONS



Emergency Preparedness

Cenviro Group strives to maintain a high level of preparedness to effectively respond to emergencies across its operations. Through a structured approach that integrates trained personnel, robust procedures, and close collaboration with external authorities, the Group ensures that risks are managed promptly and safely, minimising impacts to people, the environment, and assets.

Cenviro

Our ERT works closely with our technical teams to provide comprehensive logistical and operational support during emergencies, ensuring effective risk mitigation and incident management. ERT members undergo rigorous and continuous training in firefighting, hazardous materials (HAZMAT) handling, first aid, and evacuation control, equipping them with the skills required to respond swiftly and safely.

In 2025, the Group further strengthened its emergency response capabilities through enhancements in equipment, expanded ERT training programmes, and improved coordination protocols with external authorities. More frequent, scenario-based emergency drills were conducted to enhance readiness, while the ERT structure was reviewed to ensure clearer roles and faster decision-making during incidents. Collaboration with local emergency services was also strengthened through joint exercises and improved communication alignment, enabling a more coordinated and effective response.

ERT Roles	Responsibilities
Firefighter	To assist the nozzle man during fire incidents and the logistics team on fire readiness. They also act as the first rescue and extinguishment point within the organisation.
HAZMAT	To assist the entry team during rescue and decontamination, focusing on victims and fire HAZMAT. Their responsibilities include the first rescue attempt, whenever possible.
First Aider	To provide first aid response and medical assistance when required.
Evacuation Controller	To lead the evacuation process at CWMC, reporting to the evacuation leader at the assembly point and overseeing crowd management throughout the evacuation.

Tier 1 Emergencies

These are minor incidents, such as small fires, spills, or leaks, which are manageable by employees or the on-site ERT, typically occurring within a localised area of a plant or office. The Incident Commander (IC), usually the area owner or the next highest-ranking person on-site, supervises and directs the response efforts.



Tier 2 Emergencies

These are major-scale emergencies with the potential to endanger worker lives and disrupt operations that necessitate a coordinated response, despite occurring within a localised area. The IC, typically the highest-ranking member of the ERT or Fire and HAZMAT Team, oversees and directs the emergency response. The IC works alongside the area ERT to assess resource needs and promptly reports the incident to Senior Management.



Tier 3 Emergencies

These are extensive-scale emergencies impacting multiple areas that exceed the control capabilities of the Fire and HAZMAT Team, necessitating external assistance from entities like JBPM and the National Security Council. In such cases, the Head of Operations assumes the role of IC to oversee the emergency response and management. The IC bears responsibility for promptly notifying the Crisis Management Team about the incident.



SPSB

At SPSB, emergency preparedness is supported through regular training, structured coordination, and continuous engagement of response personnel. In 2025, key initiatives included the conduct of fire drill training, quarterly ERT meetings, and chemical spillage training to enhance readiness and response capabilities, ensuring that employees are equipped with the necessary knowledge and practical skills to respond effectively to emergency situations.

EISB

EISB has established a structured ERT to support coordinated response during emergency situations. The ERT is led by an Incident Commander, supported by an Incident Officer and dedicated response teams covering floor warden duties, firefighting and rescue, traffic control and first aid. This structure provides clear roles and responsibilities during emergencies, supporting effective coordination, incident response and workplace safety. Training, first aid box readiness and emergency response SOPs further support the implementation of EISB's emergency preparedness approach, subject to the relevant internal procedures and records.

HSSE KEY POLICIES & CERTIFICATIONS

Our approach to HSSE is guided by comprehensive policies and recognised certifications that ensure alignment with the highest industry standards.

Group QHSSE Policy



Introduced in October 2025, the Group QHSSE Policy serves as a unified framework guiding health, safety, security, and environmental practices across Cenviro, SPSB, and EISB. It consolidates previously separate company policies and reinforces adherence to regulatory requirements, with the aim of protecting the well-being and satisfaction of all stakeholders, including customers, contractors, and employees.

Zero Compromise (ZECO) Rules



Our ZECO Rules form part of the safety systems in place, translating policy into actionable measures.

HSSE Intervention Policy

GRI 403-3



Since 2020, the HSSE Intervention Policy has empowered all individuals employed or engaged by the organisation to take proactive control of their safety. They are encouraged to intervene in any unsafe act or situation that could lead to an incident. If an intervention occurs, the HIP allows for reporting and appropriate follow-up actions.

Drugs, Alcohol and Substance Abuse Policy



This policy strictly prohibits the use, possession, purchase, sale, distribution or manufacture of drugs or illegal substances, as well as being under the influence of drugs or alcohol while on Cenviro premises.

For more information, refer to Cenviro's QHSSE Policy here.

ISO 9001:2015 (Quality Management System)

ISO 45001:2018 (Occupational Health and Safety Management System)

ISO 14001:2015 (Environmental Management System)

Cenviro

Cenviro continues to uphold high standards in quality, environmental, and occupational health and safety management. KASB, CRR, and CS maintain their certifications for ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, with no changes to the certification scope in 2025.

In 2025, an external audit was conducted by an independent third party to assess governance, risk management, and control processes. The review identified areas for improvement, including segregation of duties and SAP access controls, risk register management, service level agreements (SLAs) with providers, strengthening policies and procedures, and enhancements to the performance management framework.

SPSB

At SPSB, ISO certifications were maintained across key operational facilities in Perai, Pulau Penang in 2025, reflecting continued adherence to established quality, environmental, and occupational health and safety standards.

Facility	ISO 9001:2015	ISO 14001:2015	ISO 45001:2018
SPM (Plot 34)	✓	✓	✓
SPM (Plot 204)	-	✓	✓
SPG	-	✓	✓
SPGT (Plot 204)	✓	✓	✓

In 2025, SPSB conducted internal audits across its operations in line with management system requirements and regulatory standards, covering environmental management, OSH, and operational compliance. In addition, SPSB engaged an independent third-party certification body to carry out ISO recertification audits, reinforcing the robustness and continued effectiveness of its management systems.

EISB

At EISB, ISO certifications are maintained across its key operating entities, including EISB, Environment Idaman Sdn. Bhd., and Environment Idaman (Kedah and Perlis) Sdn. Bhd., covering ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), ISO 45001:2018 (Occupational Health and Safety Management System), and ISO 37001:2016 (Anti-Bribery Management System).

In 2025, EISB engaged an independent third-party certification body to conduct ISO recertification and assurance audits. These external audits provide independent validation of the effectiveness of EISB's management systems and reinforce compliance with applicable standards, supporting CI across its operations.

UPHOLDING SAFETY EXCELLENCE

Hazard Identification Programme (HIP)

GRI 403-2, 403-4

HIP aims to foster a culture of safety across our organisation, encompassing staff, contractors, and visitors. It serves as a vital avenue for reporting any risks or near-miss accidents, empowering all users to promptly detect and address potential health and safety concerns.

2025 Progress

We continued to strengthen our commitment to CI by building on the success of the HIP Closure Notification initiative introduced in 2022. In 2025, Cenviro established a Key Performance Indicator (KPI) of 3,500 HIP submissions, reinforcing the Group's focus on proactive hazard identification and workplace safety. The HIP programme was also extended to SPSB and EISB during the year, although formal KPIs for these entities have yet to be established.

Safety Moments

GRI 403-4

In line with the HSSE department's goal of fostering a hazard-free workplace, Safety Moments initiatives are implemented to reinforce safety awareness in daily operations and interactions. These initiatives include the regular circulation of Safety Moments materials covering key safety topics, lessons learned from recent incidents, and relevant SOPs. In 2025, the Safety Moments initiative was further expanded to EISB and SPSB, supporting consistent safety awareness across the Group.

QRISE 2025 Safety Programme

In 2025, EISB implemented a health and safety initiative known as QRISE 2025, aimed at strengthening safety culture across its operations. The programme incorporated safety toolbox sessions and roll call briefings to reinforce awareness of workplace hazards, safe work practices, and the importance of daily safety communication. A key highlight of the programme was the symbolic handover of Heat Retention Hats to Pekerja Rendah Am (PRA), reflecting the organisation's commitment to protecting frontline workers and recognising their contributions. The event was held at Pendang Lake Resort.

FACILITATING HEALTH & SAFETY TRAINING

GRI 3-3, 403, 403-6

At Cenviro Group, the HSSE Department places strong emphasis on hazard elimination through the implementation of comprehensive occupational health and safety training across the organisation. These initiatives equip employees with the knowledge and skills to identify potential hazards, manage risks effectively, and adhere to best practices, ensuring a safe and healthy work environment.

HSSE Training for Employees and Contractors

In 2025, we continued our commitment to empowering our employees with the essential knowledge and skills to ensure their safety while performing their tasks. We offered a diverse array of comprehensive training programmes aimed at equipping our workforce with the latest health and safety practices.

Number of Employees Trained on Health and Safety Standards

Cenviro	348	**SPSB**	392	**EISB**	512

Cenviro Training Programmes and Initiatives

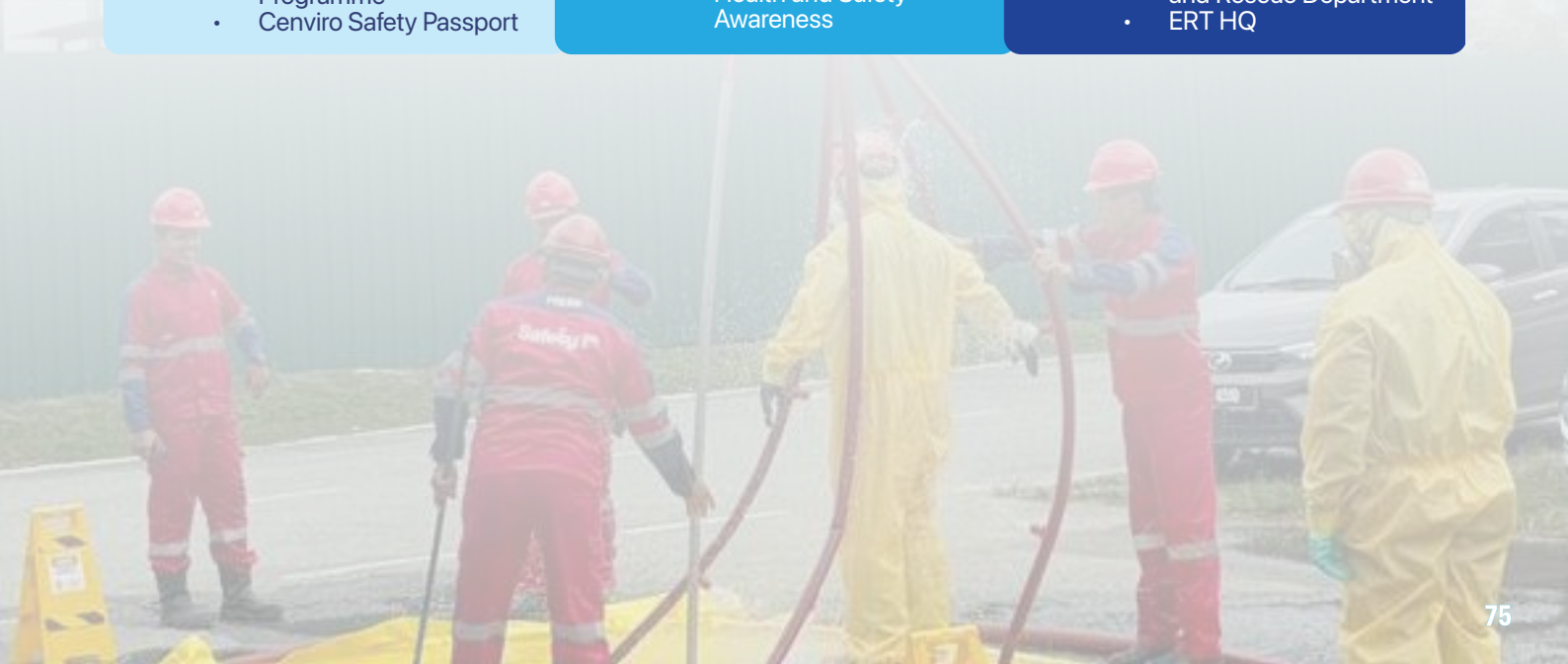
- Cenviro Emergency Management Level 3 Exercise (CEML3X)
- HSSE Webinars and Newsletter
- Risk Assessment
- Senior Management Toolbox
- First Aid
- Bi-weekly Toolbox Programme
- Cenviro Safety Passport

SPSB Training Programmes and Initiatives

- HIRARC
- CLASS Regulation
- Compliance, Safety and Accountability
- Emergency Response Preparedness
- ESWIS V2 Users Training
- Fit Test
- Forklift Safety Handling
- Health and Safety Awareness

EISB Training Programmes and Initiatives

- E-Idaman Safety Passport (EISP)
- Safe Motor Riding for Workers (SMRW)
- Basic Occupational First Aid, CPR and AED
- Developing HIRADC Documentation at Workplace
- ERT Training with Fire and Rescue Department
- ERT HQ



OUR PEOPLE

TRAINING AND DEVELOPING OUR PEOPLE

GRI 3-3, 404-1

Employee Training

"In 2025, we invested RM 522,614 in employee training, which contributed to the development of 470 Cenviro employees, 836 SPSB employees, and 1,698 EISB employees."

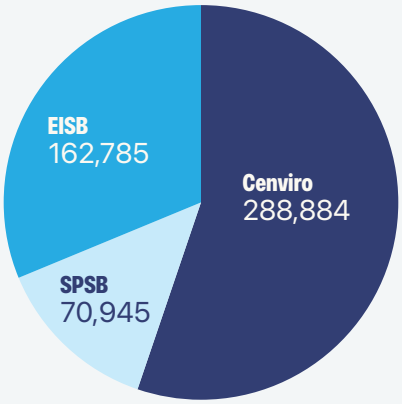
A highly engaged workforce is essential to sustaining performance, innovation, and long-term success. At Cenviro Group, we remain focused on fostering an empowered and motivated workforce by placing employee engagement and continuous development at the core of our people strategy.

We continue to invest in initiatives that support our employees' professional growth while strengthening a sense of purpose and belonging across the organisation. As we develop future leaders to support Malaysia's evolving waste management landscape, we equip our workforce with the necessary knowledge, tools, and capabilities to perform effectively.

Given the technical nature of our industry, building and maintaining a skilled workforce remains a priority. We provide structured in-house training, leadership development programmes, and access to recognised certifications to ensure our employees remain aligned with industry requirements and organisational goals.

In 2025, training efforts focused on reinforcing existing capabilities, including programmes such as defensive driving, leadership development, and interpersonal communication skills. These initiatives support safe operations, strengthen decision-making, and enhance workplace collaboration, ensuring our workforce remains competent, adaptable, and aligned with our sustainability agenda.

Learning & Development Investment (RM)



Type of Training	Company	Programmes	Impact
Mandatory and Compliance Training	Cenviro	Mandatory and compliance training programmes covering chemical handling, noise exposure, incident investigation, emergency response, and first aid.	21 sessions were conducted with 294 participants to ensure compliance and operational readiness across functions.
	SPSB	Workplace and Hearing Conservation, OSH Coordination Course	Strengthened regulatory awareness and workplace safety compliance.
Competency Training	Cenviro	In alignment with regulatory requirements, employees were trained and certified as competent persons. Competency certifications under: **Suruhanjaya Tenaga (ST):** • B4 Chargeman **National Institute of Occupational Safety and Health (NIOSH):** • Authorised Gas Tester & Entry Supervisor (AGTES) • Boilerman Grade 1 and Grade 2 • Safety and Health Officer **Environmental Competencies provided through EiMAS:** • Certified Environmental Services Programme for Waste Management (CeSPWaM)	7 employees earned competency certificates, reinforcing technical excellence, professional credibility and compliance.

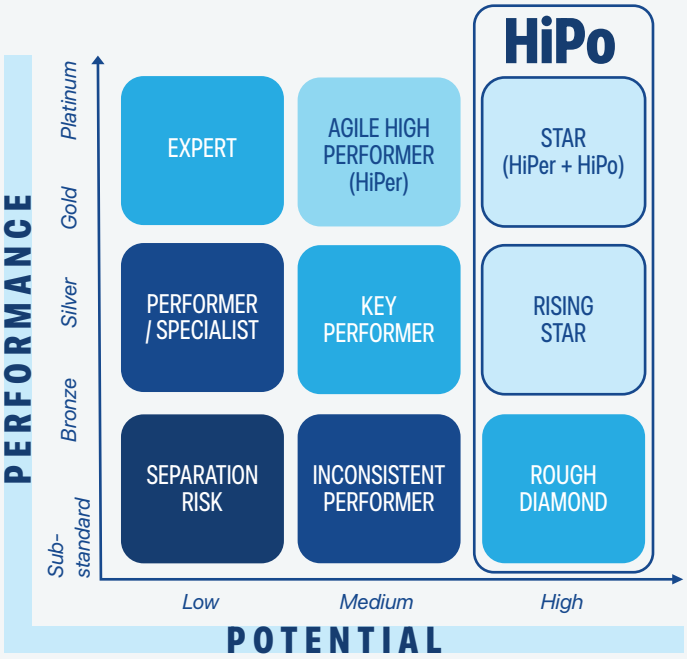
		• Certified Environmental Professional in Bag Filter Operation (CePBFO) • Certified Environmental Professional in Scheduled Waste Operation (CePSO) • Certified Environmental Professional in Industrial Effluent Treatment Systems (CePIETSO) - Physical Chemical Processes • Certified Environmental Professional in Industrial Effluent Treatment Systems (CePIETSO) - Biological Process	
	SPSB	Forklift Operations & Safety Training, NIOSH Safety Passport, Fire Safety (ILB Kebombaan), ESWIS V2 training.	Enhanced operational competency and safety readiness.
	EISB	• Data Protection Officer (DPO) Certificate Programme • GRI Certified Sustainability Professional Certification • OSH Coordinator Course • Certified Professional Manager Certification • Civil Aviation Authority of Malaysia (CAAM) Remote Pilot Certificate of Competency – Basic (RCoC-B) • Project Management Professional (PMP) Certification • CePSWaM • 3G Welding Certification in Gas Metal Arc Welding	Professional programmes to strengthen technical, regulatory and management competencies.
Leadership Training & Development	Cenviro	A focused session was provided to a total of 24 participants.	Equipped participants with essential skills to support effective leadership and organisational performance.
	EISB	Structured development under Business, Leadership, Functional, and Personal pillars.	Strengthened holistic leadership and workforce development.
In-house Training	Cenviro	A total of 26 in-house training sessions were conducted, encompassing a broad range of topics relevant to ensuring business resilience, including: • HR for Non-HR Managers, • Public Awareness Courses, • Personal Data Protection Training, • Risk Management Workshop, and • Decoding Interpersonal Communication Skills	Strengthened workforce capabilities to support sustainable business growth.
	SPSB	Train-the-Trainer programmes and internal operational training (HR, safety, operations).	Improved knowledge transfer and internal competency building.
External Training	Cenviro	A total of 66 external training programmes were completed by employees, including: • IFRS 9/MFRS 9, • Financial Reporting, • Accounting, Erosion & Sedimentation Control, • Scheduled Waste Value Stream Identification, • Electronic Scheduled Waste Information System (eSWIS), • Chartered Secretaries Malaysia (MAICSA) Conference.	66 external trainings were provided to employees in 2025.
	SPSB	MATRADE Export Essentials, ISO/IEC 17025 awareness training.	Enhanced professional competencies and technical expertise across key business functions.

SUCCESSION PLANNING

In 2025, Cenviro continued to strengthen its succession planning efforts through the ongoing implementation of the High Potential (HiPo) Programme, which has been a key initiative since its launch in 2020. The programme remains instrumental in identifying and developing employees with strong potential to take on critical and leadership roles within the organisation.

In 2025, the focus shifted towards strengthening and further developing the existing HiPo cohort to deepen leadership capabilities, enhance readiness, and ensure continuity in succession planning. Participants, originally identified through the 9-Box Grid model, continued to progress through a structured development journey comprising targeted training, regular coaching sessions, and ongoing performance assessments to support their growth and track development needs.

A key pillar of the programme is personalised mentorship by senior leaders, supported by cross-functional exposure and peer networking to build both technical and leadership capabilities. This focused approach continues to prepare future leaders, strengthen organisational resilience, and support long-term business continuity.



At SPSB, efforts in 2025 focused on building a strong foundation for future succession planning. This included reviewing the organisational structure to enhance clarity in roles and reporting lines, assessing positions to identify gaps and overlaps, and initiating discussions on workforce planning and leadership pipeline development. These initiatives support the development of a more structured and sustainable succession framework going forward.

Similarly, at EISB, the focus was on strengthening organisational alignment and workforce planning as a precursor to succession planning. Activities such as organisational reviews and early-stage discussions on leadership pipeline development were undertaken to establish a clear and effective framework for future implementation.

EMPLOYEE BENEFITS & REWARDS

Cenviro Group provides a range of rewards and benefits to support employee well-being and overall welfare, reflecting our commitment to building a supportive and engaged workforce. In 2025, key benefits included comprehensive medical insurance coverage extended to employees' spouses and children, as well as an Annual Health Screening Programme aimed at promoting preventive healthcare and early detection of potential health issues.

These initiatives help reduce financial burden on employees, provide greater peace of mind, and ensure that their families have access to essential healthcare. By offering family-inclusive benefits, the Group enhances overall employee security, enabling individuals to remain focused and productive at work.

ENGAGING OUR PEOPLE

GRI 3-3

Recognising the importance of employee well-being and engagement, Cenviro Group continues to prioritise initiatives that strengthen connection and communication across the workforce. In 2025, a range of engagement activities were organised to foster interaction, enhance transparency, and build a more inclusive work environment.

In 2025, key activities included Town Hall sessions across divisions, monthly HR Service Counters (12 sessions), and Micare online briefings to enhance awareness of employee benefits. Additional programmes such as the Penyampaian Bingkisan Aidilfitri and a Corporate Service Plant Tour further promoted appreciation, inclusivity, and cross-functional engagement. These efforts support a more connected and transparent workplace across the organisation.

Engaging Our People Through Environmental Stewardship

In 2025, Cenviro continued to support community well-being through festive contributions and engagement activities during Ramadan and Deepavali. The Group also partnered with the Department of Environment for Hari Alam Sekitar Negara through the Environment Run, which brought together approximately 250 participants. In addition, Cenviro supported the clean-up of an illegal dumping site at Bukit Pelanduk, benefiting an estimated 611,000 people by contributing to a cleaner and safer local environment.



Enriching Our Cultures Through Social Engagement

Beyond environmental stewardship, we actively foster an inclusive and vibrant workplace culture by celebrating Malaysia's rich tapestry of festivals. These initiatives promote camaraderie, strengthen relationships, and create meaningful shared experiences across our sites and subsidiaries.

Across the Group, key highlights included Cenviro's Majlis Rumah Terbuka Aidilfitri, festive staff videos for Chinese New Year, Hari Raya, Deepavali, and Christmas, as well as Hari Raya Haji meat distribution for employees.

At EISB, engagement programmes such as Projek Jom Hulur during Ramadan and the Qurban Programme further reinforced community spirit and employee participation. Meanwhile, SPSB celebrated major cultural and religious occasions including Chinese New Year, Ponggal, Hari Raya Aidilfitri, Deepavali, and Christmas, fostering inclusivity and cultural appreciation within the workplace. These activities were also shared through our social media platforms, strengthening connections with our wider community while reinforcing a cohesive and inclusive organisational culture.



EMPLOYEE PERFORMANCE MANAGEMENT

GRI 3-3, 404-3

Cenviro Group applies a structured biannual performance management process to support employee development, enhance job satisfaction and encourage continuous personal and professional growth. The process balances performance outcomes with employees' individual aspirations and the Group's organisational priorities.

Employees undergoing confirmation are assessed for their readiness and alignment with Group expectations. Upon confirmation, they are provided with clear performance targets, tailored development plans and defined timelines for achieving key milestones. This framework promotes accountability, CI and a high-performance culture across the organisation. At EISB, performance appraisals are conducted for all employees except newly hired staff and those under probation. In 2025, 81% of Cenviro, 100% of EISB, and 100% of SPSB employees received performance appraisals.

To further support employee development, the Group implements a Performance Improvement Plan (PIP) for employees requiring additional guidance in achieving their performance expectations. The PIP serves as a structured coaching and development framework, providing targeted support, regular progress reviews, and practical action plans to strengthen individual capabilities, improve performance outcomes, and enable employees to reach their full potential.

Promoting a Diverse and Inclusive Culture

GRI 3-3, 405-1

At Cenviro Group, we are committed to fostering an inclusive and equitable workplace that embraces diversity across gender, ethnicity, and experience, recognising that a diverse workforce drives innovation, strengthens collaboration, and enhances organisational resilience.

As part of this commitment, the Group set a target to achieve 40% female representation by 2025. As we strive for continued progress, the Group maintained a fair and structured recruitment process that upholds equal opportunity for all candidates, while ensuring alignment with job requirements, competencies and operational needs. This year, recruitment efforts focused on widening access to a broader talent pool through professional networks, job platforms, return-to-work programmes and targeted outreach channels. Structured interviews and standardised scoring were also applied to promote objective assessments based on skills, experience and suitability for the role.

At the entity level, SPSB continues to demonstrate strong support for gender diversity, with significant representation of women across executive and managerial roles. Initiatives include inclusive hiring practices, merit-based recruitment, and support for single mother employment programmes, providing opportunities for women to enter or return to the workforce. At EISB, efforts focused on increasing female representation in corporate and support functions, supported by inclusive and non-discriminatory recruitment practices and workplace policies that promote equal opportunities for women employees.

The Group recognises that increasing female participation in operational and technical roles remains challenging due to the physically demanding nature of certain roles and a limited pool of qualified female candidates in these fields. At SPSB, similar constraints exist in production and operational roles, while EISB faces industry-wide challenges in waste collection and site-based operations. To address this, Cenviro continues to enhance inclusive recruitment practices, improve workplace conditions, and create a more supportive environment for women across suitable roles. Through these ongoing efforts, the Group aims to progressively strengthen gender diversity and build a more inclusive workforce over time.

Inclusivity in Action

Cenviro Group's commitment to inclusivity is reflected in the growing presence of women in technical and operational roles. In 2025, Emillia Aida, Senior Engineer in the Internal Logistics, Infrastructure & Facilities Department, exemplifies this progress.

With a background in civil and structural engineering and over a decade of experience in design consultancy, Emillia plays a key role in infrastructure and facilities coordination. Her responsibilities include supporting civil maintenance and infrastructure improvement projects, preparing technical documentation such as Bills of Quantities (BQ), coordinating with vendors, and monitoring on-site project progress. Through her work, she contributes to ensuring that facilities and plant operations remain safe, efficient, and fit for purpose.

Emillia's contributions highlight the value of diverse talent in traditionally male-dominated functions. Her ability to bridge technical expertise with strong coordination and communication skills demonstrates how inclusive practices can strengthen operational performance while fostering a more balanced and progressive workforce.

EPIC: Driving Excellence Through Learning

EPIC Highlights

Number of Participants	Number of Training Sessions	Number of Training Programmes
660	35	12

- *In addition to our public training programmes, we delivered three custom-designed programmes tailored to specific client needs—all held at our EPIC facility. These included a custom on-site session for Oman Environmental Services Holding Company (be'ah), a tailored programme for FGV Holdings Berhad, and a programme for Universiti Malaysia Sabah (UMS) and Pusat Instrumentasi dan Perkhidmatan Sains (PIPS).*
- *All modules developed entirely in-house by EPIC.*

"In 2025, EPIC achieved a significant milestone when it was appointed by the EiMAS as the first authorised training provider to deliver the new COSWaM Competency Certification Course for Automotive Workshop."

With a wide-ranging portfolio of training and certification programmes focused on waste management and environmental sustainability, EPIC has established itself as Cenviro's centre of excellence for knowledge development and capacity building.

Since 2020, EPIC has collaborated with research institutions, universities and industry experts to design and deliver specialised courses that address evolving environmental challenges, including hazardous waste treatment, circular economy practices, regulatory compliance and innovative waste recovery solutions.

As a dedicated provider of external training services, EPIC supports industry capability development and stakeholder engagement by equipping participants with the technical knowledge and competencies required to strengthen environmental management practices. Through its programmes, EPIC contributes to advancing industry standards, enhancing compliance readiness and supporting Malaysia's transition towards a more sustainable and knowledge-driven waste management ecosystem.

COSWaM supports the regulatory requirement for competent persons in scheduled waste management by equipping automotive workshop personnel with the knowledge and practical understanding required to manage scheduled waste safely, responsibly and in compliance with environmental regulations. The programme covers scheduled waste handling, storage, documentation and regulatory obligations, while promoting better environmental practices across automotive workshop operations.

Through this programme, EPIC supports the automotive workshop industry in addressing competency gaps, strengthening scheduled waste management capabilities and enhancing compliance readiness. In 2025, EPIC successfully conducted 11 COSWaM sessions, training 374 participants. Overall, EPIC delivered 35 training sessions across ten key public programmes during the year.

EPIC's programmes are developed in-house to address practical, real-world challenges in hazardous and scheduled waste management, sustainability reporting, and operational safety. Participants benefit from hands-on learning, improved understanding of regulatory requirements, and the capability to implement more effective and responsible environmental practices within their organisations.

- Certified Operator in Scheduled Waste Management for Automotive Workshop (COSWaM)
- Effective Scheduled Waste Management, Minimisation and Optimisation Strategies
- On-Site Testing & Laboratory Analysis for Industrial Effluent Treatment System
- Practical Guideline to Waste Card Preparation Workshop
- Scheduled Waste Analysis & Characterization (SWAC)
- Scheduled Waste Management Plan for Sustainability Reporting
- Scheduled Waste Risk Assessment (SWRA)
- Scheduled Waste Value Stream Identification (SWVS)
- Sustainability Strategy for Scheduled Waste Management
- The Practical Guide to Hazardous Waste Management
- Clinical Waste User Training (CWUT)

EMPOWERING COMMUNITIES

GIVING BACK TO THE COMMUNITIES

GRI 3-3, 203-1, 203-2, 413-1

At Cenviro Group, our commitment to community engagement is rooted in a sincere dedication to creating lasting, meaningful impact. We go beyond traditional philanthropic efforts by focusing on sustainable, community-driven initiatives that empower individuals, support local development, and improve overall quality of life.

Through targeted programmes in environmental stewardship, education, and social well-being, we aim to build stronger and more resilient communities—ensuring our presence contributes positively to the areas in which we operate. This reflects our belief that true sustainability is achieved when communities grow alongside our business. The table below summarises our total investment in 2025 by entity and highlights the breadth of our impact:

Business	Investment (RM)	Charitable donations (RM)	Number of beneficiaries
Cenviro	610,372	5,000	180, 045
SPSB	7,500	1,000	112
EISB	65,635	34,500	11,653

Building on our 2024 contributions, Cenviro Group continued to drive impactful community initiatives across our entities in 2025. At the Group level, key programmes included community contributions during festive periods such as Ramadan and Deepavali, as well as environmental collaborations such as the Hari Alam Sekitar Negara Environment Run in partnership with the Department of Environment, which engaged approximately 250 participants. In addition, a large-scale clean-up initiative addressing illegal dumping in Bukit Pelanduk was carried out, benefiting an estimated 180,045 individuals by improving environmental conditions and public health.



At SPSB, community efforts in 2025 focused on safety, education, and social cohesion through financial contributions and sponsorships totalling RM8,500. Key initiatives included support for Yayasan Pencegahan Jenayah Malaysia, contributions to occupational safety development through Pertubuhan Praktisyen Keselamatan Pulau Pinang, donations to a Tahfiz school, and sponsorship of a Majlis Buka Puasa event. These initiatives contributed to strengthening community well-being, promoting safety awareness, and fostering social engagement.



Meanwhile, EISB continued to implement community programmes guided by three core pillars: environment, community and education. Across Kedah and Perlis, EISB carried out a wide range of environmental awareness programmes involving schools, higher education institutions, mosques, community groups and agencies. Through exhibitions and interactive activities supported by the Kedah State Education Department and institutions such as UiTM, students were introduced to the 3R principles of Reduce, Reuse and Recycle. At the community level, recycling talks and campaigns were conducted in mosques during religious events, while collaborations with NGOs, local councils, MyInspark and SWCorp further strengthened public participation and understanding of responsible waste management practices.



ENGAGING WITH OUR LOCAL COMMUNITIES AND STAKEHOLDERS

At Cenviro Group, we recognise the importance of building strong and collaborative relationships with regulators, government agencies, local communities, and other key stakeholders to support our long-term sustainability objectives. These partnerships enable knowledge sharing, meaningful dialogue, and the promotion of responsible waste management and circular economy practices, contributing to more informed decision-making and collective environmental progress.

Engagement remained active throughout 2025, with Cenviro participating in 13 meetings, seminars, symposiums, and exhibitions involving regulators and authorities, reinforcing transparency and collaboration in addressing environmental and community-related matters.

In parallel, EISB's outreach efforts included awareness programmes conducted across schools, mosques, agencies, and local communities, in collaboration with NGOs, government bodies, and private sector partners. Activities such as awareness talks and recyclable collection initiatives helped drive environmental responsibility, encourage community participation, and promote positive behavioural change in waste management practices.

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FINANCIAL PERFORMANCE

GRI 3-3, 201-1

Guideline	Disclosure	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
GRI 2-6, GRI 2-7, GRI 3-3, GRI 201-1	**Financial Performance (RM '000)**											
	Revenue	193,341	189,560	176,581	253,057	219,856	253,498	272,800	284,594	263,859	609,047	1,164,240
	Earnings before interest, tax, depreciation and amortisation (EBITDA)	71,079	66,530	52,910	-1,502	65,511	73,782	85,225	104,688	63,702	88,685	212,088
	Profit Before Taxation	95,097	86,355	57,629	-3,544	51,979	44,779	68,145	83,606	46,378	41,508	108,894
	Net Profit Attributable to a Shareholder	78,964	75,096	46,183	-1,118	37,046	34,827	57,268	62,783	35,526	39,464	73,602
	Total Assets	414,567	535,489	643,090	648,733	689,346	657,299	703,649	748,566	794,177	1,414,225	1,651,121
	Shareholder's Equity	325,195	450,410	496,262	467,651	483,653	472,745	504,153	477,321	521,755	561,080	750,925
	Key Financial Ratios											
	Return on Equity	30.42%	19.36%	9.75%	-0.68%	7.79%	7.37%	11.36%	13.15%	6.81%	7.03%	9.80%
	Debt/Equity Ratio	0.03	0.07	0	0	0	0.16	0.11	0.25	0.25	1.13	0.81
	Value Distributed to Stakeholders											
	Total value distributed (RM '000)	152,736	157,135	130,775	76,976	141,016	139,700	173,385	173,385	170,270	189,150	397,258
	Providers of Capital Finance costs and retained for future reinvestment and growth (depreciation, amortisation, retained profits and non-controlling interest)	62.03%	66.08%	56.51%	43.50%	57.19%	56.65%	60.62%	60.62%	49.61%	58.00%	49.20%
	Employees Salaries and employee-related costs	26.62%	26.02%	34.62%	56.70%	32.14%	35.83%	33.08%	33.08%	43.48%	40.85%	45.57%
	Government Taxation (including deferred tax)	10.57%	7.17%	8.76%	-0.34%	10.59%	7.12%	6.27%	6.27%	6.89%	1.11%	5.20%
	Communities and Others Corporate donations and sponsorships	0.78%	0.73%	0.11%	0.14%	0.08%	0.40%	0.03%	0.03%	0.02%	0.03%	0.03%

Guideline	Disclosure	2019	2020	2021	2022	2023	2024	2025
Year-on-year reporting	Cenviro Recycling & Recovery	29,502,272	42,838,915	31,053,070	22,014,972	23,437,501	21,720,463	8,332,129
Year-on-year reporting	Scheduled Waste-to-Energy (SWtE)	21,074,175	46,253,490	54,389,944	54,086,757	64,831,588	59,582,986	57,656,430
Year-on-year reporting	Recycle for Life	41,405	7,218	23,010	63,077	0	0	0
Year-on-year reporting	Shan Poornam Sdn. Bhd.	258,795,000	253,275,000	383,090,000	520,478,000	532,105,243	622,109,379	674,296,285

OPERATIONAL PERFORMANCE

GRI 2-6, GRI 2-7, GRI 3-3, GRI 201-1

TOTAL TONNES OF WASTE TREATED	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Recycling and Recovery Facilities[7] (R&R) For recycling and to recover valuable resources from scheduled waste	10,528	7,968	9,970	9,954	8,167	11,110	8,182	7,990	10,139	9,046	5,180
Scheduled-Waste-to-Energy Plant (SWtE) For generation of energy via the incineration of scheduled waste	Not yet in operation			19,275	11,795	25,217	25,509	24,477	28,828	25,575	26,997
Incineration Plant (INC) For incineration of harmful organic waste using thermal treatment	49,488	40,962	31,872	25,293	26,675	18,272	22,818	29,072	29,261	23,495	21,944
Physical and Chemical Treatment Plant (PCT) For treatment of all types of hazardous inorganic liquid waste	4,934[1]	2,605	4,884	8,794[2]	3,481	2,809	4,672	4,707	4,688	4,634	6,811
Solidification Treatment Plant (SOLI) For stabilisation and solidification of toxic components of hazardous wastes to prevent leaching once waste has been disposed of	9,806	11,054	13,176	11,218	18,555	10,753	12,685	13,293	11,940	7,294	7,778
Clinical Waste Treatment Centre (CWTC) [permanently shut down] For treatment of clinical waste using an eco-friendly incinerator and microwave technology	6,341[3]	7,708[4]	8,845[5]	8,921[6]	8,567	6,407	5,234	6,427	4,017	0	
Vertical Secured Landfill (VSL) For disposal of waste once it has been treated											
Direct to landfill:	70,845	77,807[8]	91,598[9]	85,542[10]	85,191	111,972	102,422	124,576	76,396	63,359	93,746
Residuals from WMC:	47,950	44,080	44,934	34,718	41,376	26,290	30,450	28,199	32,318	28,187	21,585
Total:	118,795	121,887	136,532	120,260	126,567	138,262	132,872	152,775	108,714	91,546	93,746
Total Tonnes of Waste Treated Includes waste sent to INC, SWtE, PCT, R&R, SOLI, CWTC & VSL Direct	140,667	140,396	151,500	151,282	162,431	186,540	181,522	210,542	165,269	133,403	162,456

Note 1 - Restatement due to recalculation of treatment tonnage for Physical and Chemical Treatment Plant in 2015
Note 2 - Restatement due to recalculation of treatment tonnage for Physical and Chemical Treatment Plant in 2018
Notes 3 to 6 - Restatement due to recalculation of treatment tonnage for Clinical Waste Treatment Centre between 2015-2018
Note 7 - Restatement of data from 2015-2019 due to recalculation of treatment tonnage and expansion of scope. Treatment tonnage now includes all waste recycled and recovered by Cenviro, including activities undertaken prior to the incorporation of Cenviro Recycling And Recovery Sdn. Bhd.
Notes 8 to 10 - Restatement due to recalculation of waste directly disposed at Vertical Secured Landfill

RESOURCES GENERATED BY CENVIRO RECYCLING & RECOVERY (CRR)

Waste Category	Unit	2018	2019	2020	2021	2022	2023	2024	2025
Oil	kg	2,832,000	2,024,000	1,649,516	3,171,105	4,629,280	5,269,990	4,431,320	2,712,540
Solvent	kg	362,190	277,000	317,632	19,239	58,400	176,220	549,734	79,720
e-Waste	kg	414,507	43,000	32,468	113,523	142,646	160,895	166,465	162,151
Scrap metal	kg	1,525,732	3,670,000	9,129,215	2,377,609	952,895	1,302,186	2,779,471	2,167,516
Plastic	kg	103,517	3,207,250	127,482	2,500,795	2,206,718	3,229,490	1,118,839	58,299
TOTAL	kg	5,237,946	9,221,250	11,128,831	8,182,271	7,989,939	10,138,780.78	9,045,829	5,180,226

ENERGY GENERATED BY SWTE

	2019	2020	2021	2022	2023	2024	2025
Energy generated (MW)	3,097	12,209	3,742	8,731	13,157	12,126	12,500

AVERAGE CUSTOMER SATISFACTION RATING

	Waste type	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
KASB	Clinical waste	-	-	92.70%	92.40%	88.20%	86.20%	91.10%	88.00%	83.00%	
	Scheduled waste	86.40%	85.40%	NA*	NA*	79.00%	80.00%	72.90%	80.00%	78.00%	

**Data unavailable due to customer survey system revamping exercises.*

WASTE ANALYSIS

	2019	2020	2021	2022	2023	2024	2025
Number of tests run	236,658	244,809	163,404	203,319	227,598	212,433	221,168
Number of samples tested	18,595	18,614	19,483	17,950	18,739	17,654	18,281

E-WASTE RECYCLED BY SPSB

Guideline		2019	2020	2021	2022	2023	2024	2025
Year-on-year reporting	Waste Processed (tonnes)	27,247	2,048	1,855	2,042	2,042	4,427	3,660
Year-on-year reporting	Waste Recycled (tonnes)	25,290	2,045	1,849	2,036	1,990	4,246	3,625
Year-on-year reporting	Recovery Efficiency	92.80%	99.80%	99.70%	99.70%	97.45%	95.91%	99.04%

**2019 data includes both scheduled and non-scheduled waste*

EISB PERFORMANCE

Guideline			2019	2020	2021	2022	2023	2024	2025
Year-on-year reporting	MSW collected (tonnes)	Kedah	520,098	473,404	504,312	497,078	482,410	484,866	482,102
		Perlis	43,333	45,308	49,114	53,827	50,725	49,663	49,663
		TOTAL	563,431	518,712	553,425*	550,905	533,135	534,529	531,765
Year-on-year reporting	Used cooking oil collected (kg)		23,041	23,057	27,221	75,693	339,717	654,574	691,004
Year-on-year reporting	Fabric collected (kg)		13,484	14,686	51,693	14,095	1,070	16,418	0
Year-on-year reporting	Number of premises		370,655	377,915	395,443	403,462	404,380	407,308	426,155
Year-on-year reporting	Number of collection vehicles		392	387	393	393	397	400	392

AVERAGE CUSTOMER SATISFACTION RATING

Guideline	Facility	Waste type	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Year-on-year reporting	EISB	Domestic / Recycle (General)	-	85.40%	94.30%	98.70%	99.20%	74.50%	84.66%	92.40%	82.80%	88.30%

ENVIRONMENTAL PERFORMANCE

GRI 301-1, 302-1, 303-5, 305-1, 305-2, 305-3, 305-4, 306-2

CENVIRO

GHG EMISSION MANAGEMENT

Absolute Emissions: Scope 1, 2 and 3

Guideline	Disclosure	Unit	2022	2023	2024	2025
Net Absolute GHG Emissions : Scope 1, 2 and 3		tCO_2e	82,139	63,560	72,806	41,648
Bursa CSM C11 (a) GRI 305-1 IFRS 29(a)	**Total Scope 1** Direct GHG emissions	tCO_2e	46,549	33,896	42,528	30,707
Bursa CSM C11 (b) GRI 305-2 IFRS 29(a)	**Total Scope 2** Indirect GHG emissions	tCO_2e	10,953	11,528	11,937	10,170
GRI 305-3	**Total Scope 3** Other indirect GHG emissions	tCO_2e	24,637	18,136	18,341	771
GRI 305-3 Bursa CSM C11 (c) IFRS 29(a)(i)	Business travel	tCO_2e				666
	Employee commuting	tCO_2e				105
GRI 305-1, 305-2, 305-3	Absolute GHG Emissions	tCO_2e	82,139	63,560	72,806	57,153

OVERALL ENERGY CONSUMPTION

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 302-1(a)	Total fuel consumption within the organization from non-renewable sources (with breakdown by fuel sources)	GJ	66,493**	63,069.65	36,113.10	186,424.00	250,599.00	155,995.00	132,876.80
	i. Diesel	Tonnes	539	1,352	854	541	518	293	286
	ii. Reconstituted oil	Tonnes	1,383	1,367	2,004	3,547	5,265	3,566	3,034
GRI 302-1(b)	Total fuel consumption within the organization from renewable sources	GJ	566.98	5,534.99	5,437.98	4,804.41	4,710.74	1,737.13	1,143.08
	Total fuel consumption within the organization from renewable sources	kWh	157,495	1,537,509	1,510,561	1,334,570	1,308,550	482,540	317,525
	By fuel sources								
	i. Solar Energy - ops	kWh	157,495	1,537,509	1,510,561	1,334,570	1,308,550	492,701	317,040

GRI 302-1(c)	Total energy consumption within the organisation	kWh	14,553,364	13,816,942	14,908,081	16,711,958	16,815,013	16,505,130	14,937,983
	Total energy consumption within the organisation	GJ	52,392.07	49,740.95	53,669.05	60,163.00	60,534.00	59,418	53,776.70
	i. Electricity Consumption	kWh	14,553,736	13,817,313	14,908,069	15,497,948	15,585,614	16,505,117	14,728,771
GRI 302-1(d)	Total energy sold from the organisation	kWh					13,235,639	12,608,411	12,608,742
	Total energy sold from the organisation	GJ	11,148.89	21,973.79	14,031.94	31,866.91	47,648.30	45,390	45,391.47
GRI 302-1(e)	Net energy consumption within the organisation	GJ	130,038.96	90,836.81	75,750.21	214720	263,486	170,023	141,262

** Restatement of the calculations, aligned to the calculation methodology set forth by GRI Standards. Whereby Total energy consumption= Diesel consumption(SWtE incinerators) + Diesel (Scope 1 vehicle) + RO (Operations) + Electricity (purchased from national grid) + Electricity generated (solar for self-consumption - electricity sold (solar + SWtE).*

WATER MANAGEMENT

Water Withdrawal

Guideline	Disclosure	Unit	2022	2023	2024	2025
Bursa CSM C9a GRI 303-5 (a)	**Total volume of water used/ consumed**	m^3	168,820	137,487	175,848	115,139
GRI 303-4 (a)	**Total water discharge**	m^3				186,731

WATER CONSUMPTION & EFFLUENT DISCHARGE

Guideline	Disclosure		Unit	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
GRI 303-5	Water consumption at WMC*		m^3	213,200	260,599	254,368	216,533	203,426	194,442	168,329	137,487	175,546	115,139
	Effluent generated	ETP	m^3	83,742	91,290	47,366	40,601	54,113	59,018	61,633	52,923	33,936	63,073
		LTP		37,983	30,542	26,907	42,198	39,848	68,055	103,882	87,259	119,328	123,658

** WMC purchases fresh water from Syarikat Air Negeri Sembilan Sdn. Bhd. We do not withdraw water from any other source.*

WASTE MANAGEMENT

Waste generated and diverted from disposal

Guideline	Disclosure	Unit	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Bursa CSM C10 (a) and GRI 306-3	**Total waste generated**	kg	61,783.00	55,221.00	35,751.00	30,576.00	24,383.00	23,147.00	55,660.00	85,208.00	146,074.00	106,060.00	21,994.20
Bursa CSM C10 (a) (i) and GRI 306-4	**Total waste diverted from disposal**	kg	178.00	204.20	155.00	268.00	241.00	22.00	313.00	0.00	0.00	0.00	2154.20

Waste directed to disposal

Guideline	Disclosure	Unit	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Bursa CSM C10 (a) (ii) and GRI 306-5	Total waste directed to disposal	kg	61,120	54,680	35,150	29,750	23,560	22,620	54,867	84,740	146,074	105,600	19,840
GRI 306-5 (d)	Total weight of hazardous waste directed to disposal onsite	kg	483	337	446	558	582	505	479	468	1,170	460	
	i. Incineration (with energy recovery)	kg											913
	iii. Landfilling	kg	483	337	446	558	582	505	479	468	1,170	460	
	Total weight of non-hazardous waste directed to disposal onsite		61,120	54,680	35,150	29,750	23,560	22,620	54,867	84,740	146,074	105,600	19,840

MATERIALS

Volume of materials used in operations

Guideline	Disclosure	Unit	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
GRI 301-1	Total weight or volume of materials used in operations	tonnes	1,348	1,673	1,816	2,360	2,201	1,858	2,060	2,060.0	2,506	2,272	2786
	i. Hydrated Lime	tonnes	1,290.00	1,548.00	1,628.00	1,239.00	1,118.00	779.00	796.00	796.00	971.00	871.00	910.80
	ii. Activated Carbon	tonnes	8.00	10.00	7.00	12.70	10.60	6.50	2.00	2.00	8.50	8.00	24.3
	iii. Caustic Soda	tonnes	50.00	115.00	181.00	1,108.00	1,072.00	1,072.00	1,262.00	1,262.00	1,526.00	1,393.00	1850.60

SITES WITH ISO 45001:2018 CERTIFICATION

Guideline	Disclosure	2020	2021	2022	2023	2024	2025
Year-on-year reporting	Number of certified subsidiaries	3	3	3	3	3	3
	Number of subsidiaries	10	10	10	10		

URBAN BIODIVERSITY

Guideline	Disclosure	Unit	2024	2025
GRI 304-4	Percentage of existing operations or projects assessed for biodiversity risks.	%		None
Year-on-year reporting	Total number of trees planted	Number	180	1,755

GRI 304-1 (a) Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Project/Activity	Ownership/ Control	Size (km^2, or other appropriate unit)	Proximity to Protected Area or High Biodiversity Value Area	Name of Protected Area (if any)	Type of Ecosystem / Biodiversity Feature
Cenviro Waste Management Centre (CWMC)	Owned	140 acres	None	None	No area is gazetted as protected or restored around WMC. However, we do have flora & fauna monitoring area as below: - In oil palm plantation near the quarry area - Old oil palm plantation near Kg. Jimah - Farming area near to rubber estate - Tributary of Sg. Unyai - Tributary of Sg. Kulai
Cenviro Eco Park (CEP)	Leased	100 acres	None	None	No area is gazetted as protected or restored around WMC. However, we do have flora & fauna monitoring area as below: - In oil palm plantation near the quarry area - Old oil palm plantation near Kg. Jimah - Farming area near to rubber estate - Tributary of Sg. Unyai - Tributary of Sg. Kulai

GRI 304-3 Habitats protected or restored

Location	Size (km^2, or other appropriate unit)	Protected or restored?	Were the measures approved by independent external professionals?	Status
Cenviro Waste Management Centre (CWMC) + Cenviro Eco Park (CEP)	240 acres	Protected	NA	Ongoing

GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

Location	Critically endangered	Endangered	Vulnerable	Near threatened	Least concern	Total
Cenviro Waste Management Centre (CWMC)	0	2	0	0	16	18
Cenviro Eco Park (CEP)	0	0	0	0	0	0

SPSB

GHG EMISSION MANAGEMENT

Absolute Emissions: Scope 1, 2 and 3

Guideline	Disclosure	Unit	2023	2024	2025
Net Absolute GHG Emissions : Scope 1, 2 and 3		tCO_2e	14,671	17,793	13,125
Bursa CSM C11 (a) GRI 305-1 IFRS 29(a)	**Total Scope 1** Direct GHG emissions	tCO_2e	7,226	6,075	4,434
Bursa CSM C11 (b) GRI 305-2 IFRS 29(a)	**Total Scope 2** Indirect GHG emissions	tCO_2e	6,869	9,768	8,671
GRI 305-3	**Total Scope 3** Other indirect GHG emissions	tCO_2e	576	1,950	20
GRI 305-3 Bursa CSM C11 (c) IFRS 29(a)(i)	Business travel	tCO_2e	23	40	20
	Employee commuting	tCO_2e	310	226	
GRI 305-3 IFRS 29(a)	Purchased goods and services	tCO_2e	49	79	
	Waste generated in operations	tCO_2e	193	1,583	

OVERALL ENERGY CONSUMPTION

Guideline	Disclosure	Unit	2023	2024	2025
GRI 302-1(a)	Total fuel consumption within the organization from non-renewable sources	GJ	140,042	114,195	172,563
	i. Diesel	Tonnes	39	346	0
	ii. Petrol	Tonnes	245	25	0
	iii. Coal	Tonnes			
	iv. Natural Gas	Tonnes	2,347	1,890	3278
GRI 302-1(b)	Total fuel consumption within the organization from renewable sources	GJ	805.66	2,218.08	2,418.59
	i. Solar Energy	kWh	223,813	616,183	671,884
GRI 302-1(c)	Energy consumption by source:	GJ			42,182
	i. Electricity Consumption	GJ	33,524	47,775	42,182
GRI 302-1(d)	Total energy sold from the organisation	GJ			115
	i. Electricity Sold	GJ	72	103	115
Bursa CSM C4 (a) 302-1(e)	Total energy consumption within the organisation	GJ	173,637	162,073	217,049

WATER MANAGEMENT

Water Withdrawal

Guideline	Disclosure	Unit	2022	2023	2024	2025
Bursa CSM C9a GRI 303-5 (a)	**Total volume of water used/ consumed**	m^3		87,530	141,444	108,111

WASTE MANAGEMENT

Waste generated and diverted from disposal

Guideline	Disclosure	Unit	2022	2023	2024	2025
Bursa CSM C10 (a) and GRI 306-3	**Total waste generated**	Tonnes		472	4,195	3,244
Bursa CSM C10 (a) (i) and GRI 306-4	**Total waste diverted from disposal**	Tonnes	3,548	2,267	2,133	383

Waste directed to disposal

Guideline	Disclosure	Unit	2022	2023	2024	2025
Bursa CSM C10 (a) (ii) and GRI 306-5	Total waste directed to disposal	Tonnes		435	3,899	2,861
GRI 306-5 (b)	Total weight of hazardous waste directed to disposal			343	3,960	2,565
GRI 306-5 (c)	Total weight of non-hazardous waste directed to disposal			129	235	296
GRI 306-5 (d)	Total weight of hazardous waste directed to disposal onsite		84.74	146.07	105.60	0.00

SITES WITH ISO 45001:2018 CERTIFICATION

Guideline	Disclosure	Unit	2022	2023	2024	2025
Year-on-year reporting	Number of certified subsidiaries	Number		4	4	4
	Number of subsidiaries	Number		4	4	0

EISB

OVERALL ENERGY CONSUMPTION

Guideline	Disclosure	Unit	2025
GRI 302-1(a)	Total fuel consumption within the organization from non-renewable sources (with breakdown by fuel sources)	GJ	80,359
	i. Diesel	Tonnes	1,736
	vi. Other, Petrol	Tonnes	191
GRI 302-1(c)	Total energy consumption within the organisation	kWh	197,222
	Total energy consumption within the organisation	GJ	710
	i. Electricity Consumption	kWh	686,033
GRI 302-1(e)	Net energy consumption within the organisation	GJ	81,069

WATER MANAGEMENT

Water Withdrawal

Guideline	Disclosure	Unit	2025
Bursa CSM C9a GRI 303-5 (a)	**Total volume of water used/consumed**	m^3	40,052

WASTE MANAGEMENT

Waste generated and diverted from disposal

Guideline	Disclosure	Unit	2025
Bursa CSM C10 (a) and GRI 306-3	**Total waste generated**	kg	133,557
	ii. Recycling	kg	133,557

HEALTH & SAFETY PERFORMANCE

CENVIRO

Guideline	Disclosure	Unit	2018	2019	2020	2021	2022	2023	2024	2025
GRI 403-9	Total HSSE incidents recorded	Number	31	36	45	37	39	48	73	108
	No. of LTI incidents (Employees)	Number	3	6	1	1	4	3	3	2
	No. of LTI incidents (Contractors)	Number	N.A	6	1	1	0	0	1	2
	Consecutive days without LTI	Days	N.A	73	226	400	390	166	245	259
Bursa C5b	**Overall LTIR** (Lost time injuries / total hours worked) x 200,000 = LTIR per 100 employees.	Rate							0.67	0.63
	LTIR (Employees)	Rate							0.84	0.44
	LTIR (Contractors)	Rate							0.41	1.11
Bursa C5c	Number of employees trained on health and safety standards	Number								282

Guideline	Disclosure	Unit	2019		2020		2021		2022		2023		2024		2025	
			Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor
GRI 403-8	Workers covered by an occupational health & safety management system	Number													472	185
GRI 403-9	Total recorded man-hours	Hours	521,322	177,589	545,376	210,824	549,072	384,000	670,480	479,557	805,800	510,150	711,424	484,247	917,568	359,640
GRI 403-9 and Bursa C5a	Work-related fatalities	Number	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRI 403-9	Accident with lost workdays	Number	12	1	1	1	2	0	4	0	3	0	3	1	2	2
	Accident without lost workdays	Number	0	23	20	23	17	18	14	21	21	24	18	12	4	10
	Total number of accidents	Number	12	24	21	24	19	18	18	21	24	24	21	13	6	12
	Total workdays lost	Number	6	3	14	3	2	0	70	0	68	0	34	65	59	26

	Fatality Rate No. of fatalities X 1000 / Annual average of No. employees	Rate	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Incident Rate No. of accidents X 1000 / Annual average of No. employees	Rate	25.97	12.70	76.09	14.36	68.1	72.00			60.76	26.91	66.04	40.88	12.71	64.86
	Frequency Rate No. of accidents X 1,000,000/ Total man-hours worked (Y)	Rate	58.96	135.14	38.51	113.83	34.60	46.875			29.78	47.04	29.52	43.37	6.54	33.37
	Severity Rate Total workdays lost X 1,000,000 / Total man-hours worked	Rate	29.48	16.89	25.67	14.23	3.64	0.00			84.39	0.00	47.79	134.23	64.30	72.29
	Lost-day rate	Rate	NA	NA	5.13	2.84	0.73	0.00	0.00		0.74	0.00	0.84	0.41	0.43	1.11
	Absentee rate	Rate	NA	NA	NA	NA	NA	NA	NA		NA	NA	NA	NA	NA	NA
GRI 403-10	Occupational disease rate	Rate	NA	NA	0.00	0.00	14.34	16.00			5.06	0.00	15.46	0.00	0.00	0.00

SPSB

Guideline	Disclosure	Unit	2022	2023	2024	2025
GRI 403-9	Total HSSE incidents recorded	Number	15	46	29	26
	No. of LTI incidents (Employees)	Number	1	2	1	4
	No. of LTI incidents (Contractors)	Number	0	0	0	0
	Consecutive days without LTI	Days	284	253	270	148
Bursa C5b	**Overall LTIR** Lost time injuries / total hours worked) x 200,000 = LTIR per 100 employees.	Rate			0.132	0.448
	LTIR (Employees)	Rate				0.448
Bursa C5c	Number of employees trained on health and safety standards	Number				392

Guideline	Disclosure	Unit	2022		2023		2024		2025	
			Employee	Contractor	Employee	Contractor	Employee	Contractor	Employee	Contractor
GRI 403-9	Total recorded man-hours	Hours	1,490,000	0	2,808,400	0	1,510,860	0	1,787,040	0
GRI 403-9 and Bursa C5a	Work-related fatalities	Number	0	0	0	0	0	0	0	0
GRI 403-9	Accident with lost workdays	Number	1	0	2	0	1	0	4	0
	Accident without lost workdays	Number	284	0	253	0	270	0	148	0
	Total number of accidents	Number	1	0	2	0	1	0	4	0
	Total workdays lost	Number	15	0	46	0	29	0	198	0
	Fatality Rate No. of fatalities X 1000 / Annual average of No.employees	Rate	0	0	0	0	0	0	0	0
	Incident Rate No. of accidents X 1000 / Annual average of No. employees	Rate	1.60	0	1.68	0	1.48	0	4.84	0
	Frequency Rate No. of accidents X 1,000,000/ Total man-hours worked (Y)	Rate	6.71	0	0.71	0	0.66	0	2.24	0
	Severity Rate Total workdays lost X 1,000,000 / Total man-hours worked	Rate	100.67	0	16.38	0	19.19	0	110.80	0
	Lost-day rate	Rate	0	0	0	0	0	0	0	0
	Absentee rate	Rate	0	0	0	0	0	0	0	0
GRI 403-10	Occupational disease rate	Rate	0	0	0	0	0	0	0	0

EISB

Guideline	Disclosure	Unit	2025
GRI 403-9	Total HSSE incidents recorded	Number	13
	No. of LTI incidents (Employees)	Number	11
	No. of LTI incidents (Contractors)	Number	

	Consecutive days without LTI	Days	95
Bursa C5b	**Overall LTIR** Lost time injuries / total hours worked) x 200,000 = LTIR per 100 employees.	Rate	0.46
	LTIR (Employees)	Rate	0.46
	LTIR (Contractors)	Rate	
Bursa C5c	Number of employees trained on health and safety standards	Number	512

Guideline	Disclosure	Unit	2025
			Contractor
GRI 403-8	Workers covered by an occupational health & safety management system	Number	1,718
GRI 403-9	Total recorded man-hours	Hours	4,768,924
GRI 403-9 and Bursa C5a	Work-related fatalities	Number	0
GRI 403-9	Accident with lost workdays	Number	11
	Accident without lost workdays	Number	2
	Total number of accidents	Number	13
	Total workdays lost	Number	42
	Fatality Rate No. of fatalities X 1000 / Annual average of No.employees	Rate	0
	Incident Rate No. of accidents X 1000 / Annual average of No. employees	Rate	7.57
	Frequency Rate No. of accidents X 1,000,000/ Total man-hours worked (Y)	Rate	2.73
	Severity Rate Total workdays lost X 1,000,000 / Total man-hours worked	Rate	0.81

COMMUNITY DATA

CENVIRO

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 413-1 and GRI 13.12	Number of operations which implemented local community engagement, impact assessments, and/or development programs.	Number							None
	Percentage of operations which implemented local community engagement, impact assessments, and/or development programs.	Percentage							None
Bursa C2a	Total amount invested in the community, where the target beneficiaries are external to the listed issuer	RM	>RM 73,000	> RM 66,300*	RM36,410	RM115,110	RM160,469	RM864,535	RM615,372
	Breakdown by:								
	1. Charitable donations	RM				RM62,300	RM42,879	RM40,480	RM5,000
	2. Community investments	RM				RM52,810	RM117,590	RM804,657	RM610,372
Bursa C2b	Total number of beneficiaries of the investment in communities	Number					62	5	180,045

** FY2020 and first quarter of FY2021 included*

SPSB

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
GRI 413-1 and GRI 13.12	Number of operations which implemented local community engagement, impact assessments, and/or development programs.	Number					13
	Percentage of operations which implemented local community engagement, impact assessments, and/or development programs.	Percentage					100%
Bursa C2a	Total amount invested in the community, where the target beneficiaries are external to the listed issuer	RM	44,940	84,631	8,000	83,558	8500
	Breakdown by:						
	1. Charitable donations	RM	N/A	N/A	N/A	N/A	1000
	2. Community investments	RM	N/A	N/A	N/A	N/A	7500
Bursa C2b	Total number of beneficiaries of the investment in communities	Number	8	11	6	11	112

EISB

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 413-1 and GRI 13.12	Number of operations which implemented local community engagement, impact assessments, and/or development programs.	Number							303
	Percentage of operations which implemented local community engagement, impact assessments, and/or development programs.	Percentage							TARGET : 240 ACTUAL : 303 126%
Bursa C2a	Total amount invested in the community, where the target beneficiaries are external to the listed issuer	RM							RM100,135
	Breakdown by:								
	1. Charitable donations	RM				RM62,300	RM42,879.00	RM0.00	RM34,500.00
	2. Community investments	RM				RM52,810	RM117,589.97	RM90,096.00	RM65,635.00
Bursa C2b	Total number of beneficiaries of the investment in communities	Number						400 students, 120 CSR Environment, 500 Community	11,653

Materials Recycled

Guideline	Disclosure	2020	2021	2022	2023	2024	2025
GRI 306-4	Volume (KG)						
	Paper	547,180	374,781	427,864	2,879,675	3,141,417	3,573,563
	Plastic	223,470	157,542	85,282	426,075	423,588	733,955
	Steel	37,858	20,410	29,565	163,171	242,260	287,634
	Aluminium	53,786	33,575	14,600	20,470	21,878	23,303
	Used Cooking Oil	0	18,769	47,033	339,717	718,844	835,341
	E-Waste	0	0	2,404	30,133	20,822	19,717
	Fabric	0	22,446	523	1,071	1,229	0
	Glass	0	67	3,347	37,845	38,685	12,735
	TOTAL	862,294	627,591	610,619	3,898,157	4,608,723	5,486,248
GRI 306-4	Reward Value Distributed(RM)						
	Paper	87,361	68,700	134,664	722,656	700,273	794,250

	Plastic	85,525	46,983	28,133	164,858	159,014	435,679
	Steel	13,935	10,591	16,702	89,784	126,133	144,668
	Aluminium	22,423	16,737	15,645	60,175	65,830	70,016
	Used Cooking Oil	0	24,274	122,222	1,145,934	2,151,157	2,367,335
	E-Waste	0	0	639	6,477	4,486	4,170
	Fabric	0	1,560	-	-	-	-
	Glass	0	0	167	349	1,942	628
	TOTAL	209,244	168,845	318,171	2,190,232	3,208,834	3,816,746

WORKPLACE & TRAINING DATA

CENVIRO

TOTAL NUMBER OF EMPLOYEES HEADCOUNT

Guideline	Disclosure	Unit	2023	2024	2025
	TOTAL NUMBER OF EMPLOYEES	Number	566	539	472
	Headcount By Gender				
	Male	Number	425	408	357
	Female	Number	141	131	115
	Percentage By Gender				
	Male	Percentage	75%	76%	76%
	Female	Percentage	25%	24%	24%
	Headcount By Ethnicity				
	Bumiputera	Number	473	456	408
	Chinese	Number	34	29	24
	Indian	Number	38	34	27
	Others	Number	21	20	13
	Percentage By Ethnicity				
	Bumiputera	Percentage	84%	85%	86%
	Chinese	Percentage	6%	5%	5%
	Indian	Percentage	7%	6%	6%
	Others	Percentage	4%	4%	3%
GRI 2-7 and Bursa C6b	By Contract Type				
	Headcount Permanent employees				
	Male	Number	404	390	339
	Female	Number	136	127	110
	Percentage of Permanent employees (%)				
	Male	Percentage	71%	72%	72%
	Female	Percentage	24%	24%	23%
	Headcount Temporary employees				
	Male	Number	21	18	18
	Female	Number	5	4	5

	Percentage of Temporary employees (%)				
	Male	Percentage	4%	3%	4%
	Female	Percentage	1%	1%	1%
GRI 405-1	**Headcount By Employee Category**				
	Top Management				
	Total	Number	7	7	7
	Male	Number	6	6	6
	Female	Number	1	1	1
	<30 yrs old	Number	0	0	0
	30-50 yrs old	Number	5	5	5
	>50 years old	Number	2	2	2
	Bumiputera	Number			4
	Chinese	Number			1
	Indian	Number			1
	Others	Number			1
	Management				
	Total	Number	71	69	64
	Male	Number	53	51	47
	Female	Number	18	18	17
	<30 yrs old	Number	0	0	0
	30-50 yrs old	Number	51	49	45
	>50 years old	Number	20	20	19
	Bumiputera	Number			42
	Chinese	Number			14
	Indian	Number			8
	Others	Number			0
	Executive				
	Total	Number	200	192	178
	Male	Number	100	100	92
	Female	Number	100	92	86
	<30 yrs old	Number	47	35	38

	30-50 yrs old	Number	142	141	122
	>50 years old	Number	11	16	18
	Bumiputera	Number			157
	Chinese	Number			7
	Indian	Number			9
	Others	Number			5
	Non-Executive				
	Total	Number	287	271	223
	Male	Number	266	251	212
	Female	Number	21	20	11
	<30 years old	Number	48	39	46
	30-50 yrs old	Number	196	184	134
	>50 yrs old	Number	43	48	43
	Bumiputera	Number			205
	Chinese	Number			2
	Indian	Number			9
	Others	Number			7
Bursa C3a	Percentage By Employee Category				
	Top Management				
	Male	Percentage	86%	86%	86%
	Female	Percentage	14%	14%	14%
	<30 yrs old	Percentage	0%	0%	0%
	30-50 yrs old	Percentage	71%	71%	71%
	>50 years old	Percentage	29%	29%	29%
	Bumiputera	Percentage			57%
	Chinese	Percentage			14%
	Indian	Percentage			14%
	Others	Percentage			14%
	Management				
	Male	Percentage	75%	74%	73%
	Female	Percentage	25%	26%	27%

	<30 yrs old	Percentage	0%	0%	0%
	30-50 yrs old	Percentage	72%	71%	70%
	>50 years old	Percentage	28%	29%	30%
	Bumiputera	Percentage			66%
	Chinese	Percentage			22%
	Indian	Percentage			13%
	Others	Percentage			0%
	Executive				
	Male	Percentage	50%	52%	52%
	Female	Percentage	50%	48%	48%
	<30 yrs old	Percentage	24%	18%	21%
	30-50 yrs old	Percentage	71%	73%	69%
	>50 years old	Percentage	6%	8%	10%
	Bumiputera	Percentage			88%
	Chinese	Percentage			4%
	Indian	Percentage			5%
	Others	Percentage			3%
	Non-Executive				
	Male	Percentage	93%	93%	95%
	Female	Percentage	7%	7%	5%
	<30 years old	Percentage	17%	14%	21%
	30-50 yrs old	Percentage	68%	68%	60%
	>50 yrs old	Percentage	15%	18%	19%
	Bumiputera	Percentage			92%
	Chinese	Percentage			1%
	Indian	Percentage			4%
	Others	Percentage			3%

EMPLOYEE TURNOVER

Guideline	Disclosure	Unit	2023	2024	2025
GRI 401-1	New Employee Hires				
	Total new employees	Number	113	51	118
	Male	Number	81	32	97
	Female	Number	32	19	21
	Percentage of new employees	Percentage	20%	9%	25%
	Male	Percentage	14%	6%	21%
	Female	Percentage	6%	4%	4%
	Breakdown of new employees by age				
	<30 yrs old	Number	36	14	56
	30-50 yrs old	Number	76	33	59
	>50 years old	Number	1	4	4
	Employee Turnover				
	Total employee turnover	Number	53	76	182
	Male	Number	30	48	145
	Female	Number	23	28	37
	Total employee turnover rate	Rate	9%	14%	39%
	Male	Rate	5%	9%	31%
	Female	Rate	4%	5%	8%
	Breakdown of employee turnover by age				
	<30 yrs old	Number	15	3	29
	30-50 yrs old	Number	33	9	119
	>50 years old	Number	5	1	33
Bursa C6 (c)	Breakdown of employee turnover by Employee Category				
	Senior Management	Number			0
	Management	Number			14
	Executive	Number			62
	Non-Executive	Number			105

EMPLOYEE SALARY RATIO BY GENDER [MALE:FEMALE]

Guideline	Disclosure	Unit	2023	2024	2025
GRI 405-2	Top Management	Number	1:0.68	1:0.88	1:0.93
	Management	Number	1:0.98	1:0.99	1:1.01
	Executive	Number	1:0.91	1:0.90	1:0.89
	Non-Executive	Number	1:0.93	1:0.96	1:1.10
	Male	Percentage	14%	6%	21%
	Female	Percentage	6%	4%	4%

EMPLOYEE TRAINING & DEVELOPMENT

Guideline	Disclosure	Unit	2023	2024	2025
	AVERAGE TRAINING HOURS				
	Number of Employees	Number	566	539	470
	Training Cost(RM)	RM	887,528	314,856	288,884
	Average Training Cost per Employee (RM)	RM	1642	584	615
	Total Training Hours	Hours	17,971	9,262	7,427
	Average Training Hours per Employee	Hours	32	17	16
GRI 404-1 and Bursa C6a	EMPLOYEE TRAINING				
	Training Hours By Employee Category				
	Management	Number	3,054	1,255	1,031
	Executive	Number	7,984	3,768	3,339
	Non-Executive	Number	6,933	4,239	3,057
GRI 404-1	Number of Employees By Gender				
	Male	Number	425	408	357
	Female	Number	141	131	115
	LEADERSHIP TRAINING				
	No. of leadership training sessions	Number	4	2	1
	No. of employees that attended training sessions	Number	64	47	24

COMPETENCY TRAINING FOR CENVIRO EMPLOYEES

Guideline	Disclosure	Unit	2023	2024	2025
GRI 404-1	Number of total competency areas	Number	9	9	9
	Cenviro's internal target for certified competent employees per competency area	Number	25	27	
	EiMAS training figures				
	Total training attendance	Number	23	11	3
	No. of attendees that received one-year competency certificates	Number	37	7	1
	Other employees that secured a one-year competency certificate	Number	22	7	1
	No. of employees with full competency certificates	Number	25	27	31

**Restatement of data due to recalculation of 2019 figures*

EMPLOYEE PARENTAL LEAVE DATA

Guideline	Disclosure	Unit	2023	2024	2025
GRI 401-3	Total no. of employees entitled to parental leave				
	Male	Number	359	347	296
	Female	Number	140	88	78
	Total no. of employees who took parental leave				
	Male	Number	5	25	15
	Female	Number	46	5	4
	Total no. of employees who returned to work after parental leave				
	Male	Number	5	25	15
	Female	Number	46	5	4
	Total employees that were still employed 12 months after returning				
	Male	Number	5	25	15
	Female	Number	46	5	4
	Return to work rate (%)				
	Male	Percentage	100%	100%	100%
	Female	Percentage	100%	100%	100%
	Retention rate (%)				
	Male	Percentage	100%	100%	100%
	Female	Percentage	100%	100%	100%

EMPLOYEE PERFORMANCE APPRAISALS

Guideline	Disclosure	Unit	2023	2024	2025
GRI 404-3	Total Eligible Employees				
	Percentage	Percentage	92%	97%	81%
	Number	Number	520	504	380
	Category				
	Senior Manager	Number	36	35	31
	Manager	Number	34	34	32
	Executive	Number	167	173	147
	Non-executive	Number	283	262	170
	Gender				
	Male	Number	396	382	281
	Female	Number	124	122	99

EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Guideline	Disclosure	Unit	2023	2024	2025
GRI 2-30	Number of Employees	Number	137	126	76
	% of Employees	Percentage	24%	23%	16%

WORKERS WHO ARE NOT EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Guideline	Disclosure	Unit	2023	2024	2025
GRI 2-30	Number of workers	Number			78
	% of Employees	Percentage			17%

LABOUR PRACTICES AND STANDARDS

Guideline	Disclosure	Unit	2023	2024	2025
Bursa C6d	Number of substantiated complaints concerning human rights violations	Number	0	1	0

SPSB

TOTAL NUMBER OF EMPLOYEES HEADCOUNT

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
	TOTAL NUMBER OF EMPLOYEES	Number	564	663	816	840	836
	Headcount By Gender						
	Male	Number	476	534	696	715	707
	Female	Number	88	129	120	125	129
	Percentage By Gender						
	Male	Percentage	84.40%	80.54%	85.29%	85.12%	84.57%
	Female	Percentage	15.60%	19.46%	14.71%	14.88%	15.43%
	Headcount By Ethnicity						
	Bumiputera	Number					97
	Chinese	Number					23
	Indian	Number					215
	Others	Number					501
	Percentage By Ethnicity						
	Bumiputera	Percentage					11.60%
	Chinese	Percentage					2.75%
	Indian	Percentage					25.72%
	Others	Percentage					59.93%
GRI 2-7 and Bursa C6b	By Contract Type						
	Headcount Permanent employees						
	Male	Number	473	528	689	707	695
	Female	Number	86	125	116	122	120
	Percentage of Permanent employees (%)						
	Male	Percentage	85%	81%	86%	85%	83%
	Female	Percentage	15%	19%	14%	15%	14%
	Headcount Temporary employees						
	Male	Number	3	6	7	7	12
	Female	Number	2	4	4	4	9

	Percentage of Temporary employees (%)						
	Male	Percentage	1.0%	1.0%	1.0%	1.0%	1.4%
	Female	Percentage	2.3%	3.1%	3.3%	3.2%	1.1%
GRI 2-7	**Headcount By Employee Category**						
	Full-time employees						
	Male	Number	476	534	696	715	707
	Female	Number	88	129	120	125	129
	Part-time employees						
	Male	Number	0	0	0	0	0
	Female	Number	0	0	0	0	0
GRI 405-1	**Headcount By Employee Category**						
	Male	Number				12	14
	Female	Number				2	2
	<30 yrs old	Number				0	0
	30-50 yrs old	Number				6	9
	>50 years old	Number				8	7
	Bumiputera	Number					3
	Chinese	Number					5
	Indian	Number					6
	Others	Number					2
	Management						
	Male	Number	36	36	39	37	43
	Female	Number	13	16	18	16	18
	<30 yrs old	Number	4	2	4	1	1
	30-50 yrs old	Number	37	43	45	40	45
	>50 years old	Number	8	7	10	12	15
	Bumiputera	Number					10
	Chinese	Number					12
	Indian	Number					28
	Others	Number					11

GRI 405-1	**Executive**						
	Male	Number	40	43	50	58	66
	Female	Number	48	63	54	64	76
	<30 yrs old	Number	41	49	50	41	42
	30-50 yrs old	Number	42	50	46	75	93
	>50 years old	Number	5	7	8	6	7
	Bumiputera	Number					36
	Chinese	Number					4
	Indian	Number					87
	Others	Number					15
	Non-Executive						
	Male	Number	400	455	607	607	584
	Female	Number	27	50	48	44	33
	<30 years old	Number	32	40	58	237	207
	30-50 yrs old	Number	47	51	74	388	381
	>50 yrs old	Number	7	11	13	26	29
	Bumiputera	Number					48
	Chinese	Number					2
	Indian	Number					95
	Others	Number					472
Bursa C3a	Percentage By Employee Category						
	Top Management						
	Male	Percentage				86%	88%
	Female	Percentage				14%	13%
	<30 yrs old	Percentage				0%	0%
	30-50 yrs old	Percentage				43%	56%
	>50 years old	Percentage				57%	44%
	Bumiputera	Percentage					19%
	Chinese	Percentage					31%
	Indian	Percentage					38%
	Others	Percentage					13%

	Management						
	Male	Percentage	73%	69%	68%	70%	70%
	Female	Percentage	27%	31%	32%	30%	30%
	<30 yrs old	Percentage	8%	4%	7%	2%	2%
	30-50 yrs old	Percentage	76%	83%	79%	75%	74%
	>50 years old	Percentage	16%	13%	18%	23%	25%
	Bumiputera	Percentage					16%
	Chinese	Percentage					20%
	Indian	Percentage					46%
	Others	Percentage					18%
	Executive						
	Male	Percentage	45%	41%	48%	48%	46%
	Female	Percentage	55%	59%	52%	52%	54%
	<30 yrs old	Percentage	47%	46%	48%	34%	30%
	30-50 yrs old	Percentage	48%	47%	44%	61%	65%
	>50 years old	Percentage	6%	7%	8%	5%	5%
	Bumiputera	Percentage					25%
	Chinese	Percentage					3%
	Indian	Percentage					61%
	Others	Percentage					11%
	Non-Executive						
	Male	Percentage	94%	90%	93%	93%	95%
	Female	Percentage	6%	10%	7%	7%	5%
	<30 years old	Percentage	7%	8%	9%	36%	34%
	30-50 yrs old	Percentage	11%	10%	11%	60%	62%
	>50 yrs old	Percentage	2%	2%	2%	4%	5%
	Bumiputera	Percentage					8%
	Chinese	Percentage					0%
	Indian	Percentage					15%
	Others	Percentage					76%

EMPLOYEE TURNOVER

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
GRI 401-1	New Employee Hires						
	Total new employees	Number	65	182	56	37	90
	Male	Number	44	142	28	19	68
	Female	Number	21	40	28	18	22
	Percentage of new employees	Percentage					11%
	Male	Percentage	68%	78%	50%	51%	8%
	Female	Percentage	32%	22%	50%	49%	3%
	Breakdown of new employees by age						
	<30 yrs old	Number			28	27	44
	30-50 yrs old	Number			27	9	45
	>50 years old	Number			1	1	1
	Employee Turnover						
	Total employee turnover	Number	72	106	90	63	83
	Male	Number	50	81	66	45	64
	Female	Number	22	25	24	18	19
	Total employee turnover rate*						
	Male	Rate	9%	12%	8%	5%	8%
	Female	Rate	4%	4%	3%	2%	2%
	Breakdown of employee turnover by age						
	<30 yrs old	Number					34
	30-50 yrs old	Number					49
	>50 years old	Number					0
Bursa C6 (c)	Breakdown of employee turnover by Employee Category						
	Senior Management	Number	0	0	0	0	0
	Management	Number	9	5	8	6	4
	Executive	Number	22	25	23	16	20
	Non-Executive	Number	41	76	59	41	59

** The turnover rate has been restated following a review of the calculation methodology. The underlying employee data remains unchanged.*

EMPLOYEE SALARY RATIO BY GENDER [MALE:FEMALE]

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
GRI 405-2	Top Management	Number					1:1.56
	Management	Number					1:0.94
	Executive	Number					1:1.00
	Non-Executive	Number					1:1.16

EMPLOYEE TRAINING & DEVELOPMENT

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
	AVERAGE TRAINING HOURS						
	Number of Employees	Number					836
	Training Cost(RM)	RM				143,313	70,945
	Average Training Cost per Employee (RM)	RM					85
	Total Training Hours	Hours	1,712	1,452	1,770	1,824	2,374
	Average Training Hours per Employee	Hours	21	19	18	15	3
GRI 404-1 and Bursa C6a	EMPLOYEE TRAINING						
	Training Hours By Employee Category		144	136	120	120	36
	Management	Number	691	488	310	560	412
	Executive	Number	746	440	780	568	828
	Non-Executive	Number	131	388	560	576	1,098
GRI 404-1	Number of Employees By Gender						
	Male	Number	1015	1,032	1,286	1,240	307
	Female	Number	697	420	484	584	134
	LEADERSHIP TRAINING						
	No. of leadership training sessions	Number					0
	No. of employees that attended training sessions	Number					0

EMPLOYEE PARENTAL LEAVE DATA

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
GRI 401-3	Total no. of employees entitled to parental leave						
	Male	Number					707
	Female	Number					129
	Total no. of employees who took parental leave						
	Male	Number					4
	Female	Number	1	1	4	4	13
	Total no. of employees who returned to work after parental leave						
	Male	Number					4
	Female	Number		1	4	3	13
	Total employees that were still employed 12 months after returning						
	Male	Number					4
	Female	Number		1	4	3	13

EMPLOYEE PERFORMANCE APPRAISALS

Guideline	Disclosure	Unit	2024	2025
GRI 404-3	Total Eligible Employees			
	Percentage	Percentage	100%	100%
	Number	Number	840	836
	Category			
	Senior Manager	Number	14	16
	Manager	Number	53	61
	Executive	Number	122	142
	Non-executive	Number	651	617
	Gender			
	Male	Number	714	707
	Female	Number	126	129

LABOUR PRACTICES AND STANDARDS

Guideline	Disclosure	Unit	2023	2024
Bursa C6d	Number of substantiated complaints concerning human rights violations	Number	0	0
GRI 406-1	Total number of incidents of discrimination during the reporting period.	Number		0
	Status of the incidents and actions taken with reference to the following			
	Incident reviewed by the organization	Number		0
	Incidents with remediation plans being implemented	Number		0
	Incidents with remediation plans that have been implemented, with results reviewed through routine internal management review processes	Number		0
	Incident no longer subject to action.	Number		0

Guideline	Disclosure	Unit	2024	2025
YoY reporting	Number of staff volunteers for community work	Number		0
	Number of staff volunteer hours for community work	Hours		0
	Employee engagement score	Number		0
	Employee satisfaction score	Number		0

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TOTAL NUMBER OF EMPLOYEES HEADCOUNT

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
	TOTAL NUMBER OF EMPLOYEES	Number	1546	1556	1,661	1,752	1,745	1,712	1,698
	Headcount By Gender								
	Male	Number	1383	1,391	1,498	1,583	1,573	1,545	1,534
	Female	Number	163	164	163	169	172	167	164
	Percentage By Gender								
	Male	Percentage	89.46%	89.40%	90.19%	90.35%	90.14%	90.25%	90.34%
	Female	Percentage	10.54%	10.54%	9.81%	9.65%	9.86%	9.75%	9.66%
	Headcount By Ethnicity								
	Bumiputera	Number	1,476	1,487	1,596	1,691	1,688	1,661	1,652
	Chinese	Number	2	2	2	2	2	2	2
	Indian	Number	68	66	63	59	54	47	42
	Others	Number	0	0	0	0	1	2	2
	Percentage By Ethnicity								
	Bumiputera	Percentage	95.47%	95.57%	96.09%	96.52%	96.73%	97.02%	97.29%
	Chinese	Percentage	0.13%	0.13%	0.12%	0.11%	0.11%	0.12%	0.12%
	Indian	Percentage	4.40%	4.24%	3.79%	3.37%	3.09%	2.75%	2.47%
	Others	Percentage	0.00%	0.00%	0.00%	0.00%	0.06%	0.12%	0.12%
GRI 2-7 and Bursa C6b	By Contract Type								
	Headcount Permanent employees	Number	1,355	1,387	1,661	1,556	1,526	1,712	1,698
	Male	Number	1,225	1,244	1,498	1,409	1,379	1,545	1,534
	Female	Number	130	143	163	147	147	167	164
	Percentage of Permanent employees (%)								
	Male	Percentage	90%	90%	90%	91%	90%	90%	90%
	Female	Percentage	10%	10%	10%	9%	10%	10%	10%
	Headcount Temporary employees								
	Total	Number	191	168	0	196	219	0	0
	Male	Number	158	147	0	174	194	0	0

	Female	Number	33	21	0	22	25	0	0
	Percentage of Temporary employees (%)								
	Male	Percentage	10%	9%	0%	89%	89%	0%	0%
	Female	Percentage	2%	1%	0%	11%	11%	0%	0%
GRI 2-7	**Headcount By Employee Category**								
	Full-time employees								
	Male	Number	1,225	1,244	1,498	1,409	1,379	1,545	1,534
	Female	Number	130	143	163	147	147	167	164
	Part-time employees								
	Male	Number	0	0	0	0	0	0	0
	Female	Number	0	0	0	0	0	0	0
GRI 405-1	**Headcount By Employee Category**								
	Male	Number	2	2	3	3	4	4	4
	Female	Number	1	1	1	0	0	0	0
	<30 yrs old	Number	0	0	0	0	0	0	0
	30-50 yrs old	Number	2	2	1	1	0	1	1
	>50 years old	Number	1	1	3	2	4	3	3
	Bumiputera	Number							4
	Chinese	Number							0
	Indian	Number							0
	Others	Number							0
	Management								
	Male	Number	15	20	18	18	20	19	24
	Female	Number	3	5	7	8	10	9	9
	<30 yrs old	Number	0	0	0	0	0	0	0
	30-50 yrs old	Number	9	16	18	19	22	19	23
	>50 years old	Number	9	9	7	7	8	9	10
	Bumiputera	Number							32
	Chinese	Number							1
	Indian	Number							0
	Others	Number							0

GRI 405-1	**Executive**								
	Male	Number	49	55	53	53	52	52	63
	Female	Number	37	38	40	46	44	44	53
	<30 yrs old	Number	16	21	15	14	9	9	7
	30-50 yrs old	Number	64	66	73	81	84	84	101
	>50 years old	Number	6	6	5	4	3	3	8
	Bumiputera	Number							115
	Chinese	Number							0
	Indian	Number							1
	Others	Number							0
	Non-Executive								
	Male	Number	1,315	1,314	1,424	1,509	1,497	1,497	1,443
	Female	Number	118	120	115	115	118	118	102
	<30 years old	Number	243	224	292	356	345	345	315
	30-50 yrs old	Number	753	783	834	872	904	904	846
	>50 yrs old	Number	437	427	413	396	366	366	384
	Bumiputera	Number							1,501
	Chinese	Number							1
	Indian	Number							41
	Others	Number							2
Bursa C3a	Percentage By Employee Category								
	Top Management								
	Male	Percentage	67%	67%	75%	100%	100%	100%	100%
	Female	Percentage	33%	33%	25%	0%	0%	0%	0%
	<30 yrs old	Percentage	0%	0%	0%	0%	0%	0%	0%
	30-50 yrs old	Percentage	67%	67%	25%	33%	0%	0%	25%
	>50 years old	Percentage	33%	33%	75%	67%	100%	100%	75%
	Bumiputera	Percentage							100%
	Chinese	Percentage							0%
	Indian	Percentage							0%
	Others	Percentage							0%

	Management								
	Male	Percentage	83%	80%	72%	69%	67%	67%	73%
	Female	Percentage	17%	20%	28%	31%	33%	33%	27%
	<30 yrs old	Percentage	0%	0%	0%	0%	0%	0%	0%
	30-50 yrs old	Percentage	50%	64%	72%	73%	73%	73%	70%
	>50 years old	Percentage	50%	36%	28%	27%	27%	27%	30%
	Bumiputera	Percentage							97%
	Chinese	Percentage							3%
	Indian	Percentage							0%
	Others	Percentage							0%
	Executive								
	Male	Percentage	60%	59%	57%	54%	54%	54%	54%
	Female	Percentage	43%	41%	43%	46%	46%	46%	46%
	<30 yrs old	Percentage	19%	23%	16%	14%	9%	9%	6%
	30-50 yrs old	Percentage	74%	71%	78%	82%	88%	88%	87%
	>50 years old	Percentage	7%	6%	5%	4%	3%	3%	7%
	Bumiputera	Percentage							99%
	Chinese	Percentage							0%
	Indian	Percentage							1%
	Others	Percentage							0%
	Non-Executive								
	Male	Percentage	92%	92%	93%	93%	93%	93%	93%
	Female	Percentage	8%	8%	7%	7%	7%	7%	7%
	<30 years old	Percentage	17%	16%	19%	22%	21%	21%	20%
	30-50 yrs old	Percentage	53%	55%	54%	54%	56%	56%	55%
	>50 yrs old	Percentage	31%	30%	27%	24%	23%	23%	25%
	Bumiputera	Percentage							97%
	Chinese	Percentage							0%
	Indian	Percentage							3%
	Others	Percentage							0%

EMPLOYEE TURNOVER

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 401-1	New Employee Hires								
	Total new employees	Number	92	93	270	235	107	107	93
	Male	Number	71	80	261	214	91	91	87
	Female	Number	21	13	9	20	16	16	6
	Percentage of new employees	Percentage	6%	6%	16%	3%	6%	6%	5.48%
	Male	Percentage	5%	5%	16%	12%	5%	5%	5.12%
	Female	Percentage	1%	1%	1%	1%	1%	1%	0.35%
	Breakdown of new employees by age								
	<30 yrs old	Number	70	65	162	138	63	63	61
	30-50 yrs old	Number	22	24	103	96	43	43	32
	>50 years old	Number	1	4	5	1	1	1	0
	Employee Turnover								
	Total employee turnover	Number	83	88	84	144	114	117	117
	Male	Number	72	77	73	129	101	105	106
	Female	Number	11	11	11	14	13	12	11
	Total employee turnover rate	Rate	5%	6%	5%	8%	7%	7%	7%
	Male	Rate	5%	5%	87%	7%	6%	6%	7%
	Female	Rate	1%	1%	13%	1%	1%	1%	7%
	Breakdown of employee turnover by age								
	<30 yrs old	Number	39	25	52	27	25	18	29
	30-50 yrs old	Number	38	31	29	49	33	26	30
	>50 years old	Number	6	32	3	68	56	73	58
Bursa C6 (c)	Breakdown of employee turnover by Employee Category								
	Senior Management	Number							0
	Management	Number							2
	Executive	Number							5
	Non-Executive	Number							110

EMPLOYEE SALARY RATIO BY GENDER [MALE:FEMALE]

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 405-2	Top Management	Number	1:1.2	1:0.98	1:0.64	N/A	N/A	1:0	1:0
	Management	Number	1:0.82	1:0.76	1:0.73	1:0.73	01:0.08	1:0.78	1:0.32
	Executive	Number	1:0.86	1:0.91	1:0.91	1:0.93	01:0.09	1:0.94	1:0.84
	Non-Executive	Number	1:0.98	1:1.00	1:1.05	1:1.08	01:0.10	1:1.06	1:1.08

EMPLOYEE TRAINING & DEVELOPMENT

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
	AVERAGE TRAINING HOURS								
	Number of Employees	Number	1,548	1,556	1,662	1,752	1,745	1,712	1,698
	Training Cost(RM)	RM	319,257	179,790	115,780	254,700	259,000	230,000	162,785
	Average Training Cost per Employee (RM)	RM	20	115.6	70	145	148	134	96
	Total Training Hours	Hours	24,768	24,896	26,592	28,032	27,920	29,385	45,127
	Average Training Hours per Employee	Hours	16	16	16	16	16	16	27
GRI 404-1 and Bursa C6a	EMPLOYEE TRAINING								
	Training Hours By Employee Category	Number							
	Management	Number	17	16	16	16	16	1,799	3,344
	Executive	Number	21	16	16	16	16	4,098	10,349
	Non-Executive	Number	10	8	8	8	8	23,488	31,434
GRI 404-1	Number of Employees By Gender								
	Male	Number	1,386	1,392	1,499	1,583	1,573	1,545	1,534
	Female	Number	162	164	163	169	172	167	164
	LEADERSHIP TRAINING								
	No. of leadership training sessions	Number	6	6	6	6	6	6	6
	No. of employees that attended training sessions	Number	150	146	113	118	130	140	153

COMPETENCY TRAINING FOR EISB EMPLOYEES

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 404-1	Number of total competency areas	Number							4
	EISB's internal target for certified competent employees per competency area	Number							4
GRI 410-1	Security personnel trained in human rights policies or procedures	Number							0

EMPLOYEE PARENTAL LEAVE DATA

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 401-3	Total no. of employees entitled to parental leave								
	Male	Number	1,383	1,391	1,498	1,583	1,573	1,545	1,534
	Female	Number	163	164	163	169	172	167	164
	Total no. of employees who took parental leave								
	Male	Number	49	55	68	60	86	82	77
	Female	Number	14	18	10	12	10	5	13
	Total no. of employees who returned to work after parental leave								
	Male	Number	49	55	68	60	86	82	77
	Female	Number	14	18	10	12	10	5	13
	Total employees that were still employed 12 months after returning								
	Male	Number	46	50	65	59	86	82	77
	Female	Number	11	16	9	11	10	5	13
	Return to work rate (%)								
	Male	Percentage	94%	100%	96%	100%	100%	100%	100%
	Female	Percentage	79%	100%	90%	100%	100%	100%	100%
	Retention rate (%)								
	Male	Percentage	99.80%	91%	100%	98%	100%	100%	100%
	Female	Percentage	98.20%	81%	98%	92%	100%	100%	100%

EMPLOYEE PERFORMANCE APPRAISALS

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 404-3	Total Eligible Employees								
	Percentage	Percentage	89%	87%	89%	90%	87%	100%	100%
	Number	Number	1,370	1,346	1,476	1,576	1,520	1,712	1,698
	Category								
	Senior Manager	Number				0	3	4	4
	Manager	Number	21	24	26	26	27	28	33
	Executive	Number	85	88	99	98	91	108	116
	Non-executive	Number	1,264	1,234	1,351	1,452	1,399	1,572	1,545
	Gender								
	Male	Number	1,220	1,188	1,320	1,416	1,368	1,545	1,534
	Female	Number	150	158	156	160	152	167	164

EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 2-30	Number of Employees	Number	1,299	772	783	793	865	1,006	1,480
	% of Employees	Percentage	84%	50%	47%	45%	50%	59%	87%

WORKERS WHO ARE NOT EMPLOYEES COVERED BY COLLECTIVE BARGAINING

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
GRI 2-30	Number of workers	Number							218
	% of Employees	Percentage							13%

LABOUR PRACTICES AND STANDARDS

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
Bursa C6d	Number of substantiated complaints concerning human rights violations	Number	0	0	0	0	0	0	0
GRI 406-1	Total number of incidents of discrimination during the reporting period.	Number							0
	Status of the incidents and actions taken with reference to the following								
	Incident reviewed by the organization	Number							0
	Incidents with remediation plans being implemented	Number							0

	Incidents with remediation plans that have been implemented, with results reviewed through routine internal management review processes	Number							0
	Incident no longer subject to action.	Number							0

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
YoY reporting	Number of staff volunteers for community work	Number							0
	Number of staff volunteer hours for community work	Hours				79		0	0
	Employee engagement score	Number							0
	Employee satisfaction score	Number							94%

GOVERNANCE DATA

GRI 2-4, 204-1

CENVIRO

SUPPLIER BREAKDOWN

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
Bursa C7a	Total Number of suppliers								
	Local	Number	776*	672	610	552	936	1034	484
	Foreign	Number	17	18	13	11	11	6	6
	Total	Number	793	690	623	563	947	1040	490
	Percentage of suppliers by type								
	Local (%)	Percentage	98%	97%	98%	98%	99%	99%	99%
	Foreign (%)	Percentage	2%	3%	2%	2%	1%	0.6%	1%
	Percentage of spending on suppliers by type								
	Local (%)	Percentage	98.0%	99.0%	99.0%	99.9%	86.6%	99.6%	98%
	Foreign (%)	Percentage	2%	1%	1%	0.1%	13%	0.4%	2%
GRI 414-2, GRI 308-1, GRI 308-2	Supplier Screening								
	Total number of suppliers screened	Number	181	146	120	114	112	95	91
	Total number of suppliers accepted	Number	111	73	85	79	112	73	86

**Total supplier spend has been omitted as it is industry-sensitive information.*

ANTI-CORRUPTION

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
Bursa C1a	**Percentage of employees who have received training on anti-corruption by employee category	Percentage							100%
	Senior Management	Percentage							100%
	Middle Management	Percentage							100%
	Executive	Percentage							100%
	Non-Executive	Percentage							100%
Bursa C1b	Percentage of operations assessed for corruption-related risks	Percentage							100%

Bursa C1c	*Confirmed incidents of corruption	Number							0
GRI 205-3	*Total number and nature of confirmed incidents of corruption.	Number							0
	*Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number							0
	**Percentage of incidents of corruption reports resolved	Percentage							0%

DATA PRIVACY AND SECURITY

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
Bursa C8a GRI 418-1	*Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number		0	0	1	0	0	0

BOARD OF DIRECTORS

Guideline	Disclosure	Unit	2019	2020	2021	2022	2023	2024	2025
Bursa C3b	Board of Directors		6	6	6	6	6	8	8
	Male	Number	2	2	3	5	5	7	6
	Female	Number	4	4	3	1	1	1	2
	<30 years old	Number	0	0	0	0	0	0	0
	30-40 yrs old	Number	0	0	0	0	0	0	0
	40-50 yrs old	Number	3	3	3	4	3	4	4
	>50 years old	Number	3	3	3	2	3	4	4
	Breakdown by Percentage								
	Male	Percentage	33%	33%	50%	83%	83%	88%	75%
	Female	Percentage	67%	67%	50%	17%	17%	13%	25%
	<30 years old	Percentage	0%	0%	0%	0%	0%	0%	0
	30-40 yrs old	Percentage	0%	0%	0%	0%	0%	0%	0
	40-50 yrs old	Percentage	50%	50%	50%	67%	50%	50%	50%
	>50 years old	Percentage	50%	50%	50%	33%	50%	50%	50%

BOARD OF DIRECTORS FY2025

Board Member	Designation	Date of appointment	Age*	Birth Year	Meeting Attendance (Board)	Meeting Attendance (%)
Tan Sri Dr Azmil Khalili Bin Dato' Khalid	Independent Non-Executive Chairman	1.10.2018	65	1960	9/9	100%
Dr. Johari Bin Jalil	Managing Director	03.6.2019	58	1967	9/9	100%
Yeo Kar Peng	Independent Non-Executive Director	20.6.2017	64	1961	8/9	89%
Effizal Faiz Zulkifly	Non-Independent Non-Executive Director (Resigned on 31.10.2025)	30.4.2022	46	1979	7/8	88%
Park Deok Seop	Non-Independent Non-Executive Director	16.12.2022	51	1974	9/9	100%
Heo Kwan Young	Non-Independent Non-Executive Director	31.01.2024	43	1982	9/9	100%
Iwan Rashman Gulamoydeen	Non-Independent Non-Executive Director	01.07.2024	46	1979	7/9	78%
Nurul Iman Mohd Zaman	Alternate Director to Effizal Faiz Zulkifly (Resigned on 31.10.2025) Non-Executive Director (Appointed on 31.10.2025)	30.4.2022	40	1985	9/9	100%
Shin Chang Yoon	Non-Independent Non-Executive Director (Resigned on 16.12.2024)	13.06.2024	57	1968		
Bruce Ok Hanseung	Non-Independent Non-Executive Director (Resigned on 01.10.2025)	15.01.2025	45	1980	7/7	100%
Sangmin Lim	Non-Independent Non-Executive Director	16.10.2025	43	1982	1/1	100%
Surapong Somrudeethaveekij	Alternate Director to Nurul Iman Mohd Zaman	31.10.2025	34	1991	1/1	100%

*** Age of Board of Directors is as of 2025*
Note: Restatement of Board members' ages has been made to reflect their ages as at the end of the current reporting period. Moving forward, Board members' ages will continue to be reported on this basis, in line with GRI reporting principles.

SPSB

SUPPLIER BREAKDOWN

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
Bursa C7a	Total Number of suppliers						
	Local	Number				655	428
	Foreign	Number				22	19
	Total	Number				677	447
	Percentage of suppliers by type						
	Local (%)	Percentage				97%	96%
	Foreign (%)	Percentage				3%	4%
	Percentage of spending on suppliers by type						
	Local (%)	Percentage	88.7%	90.8%	89.4%	89.4%	94.9%
	Foreign (%)	Percentage	11.3%	9.2%	10.6%	10.6%	5.1%

ANTI-CORRUPTION

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
Bursa C1a	**Percentage of employees who have received training on anti-corruption by employee category	Percentage					25%
	Senior Management Percentage	Percentage					25%
	Middle Management Percentage	Percentage					64%
	Executive Percentage	Percentage					73%
	Non-Executive	Percentage					9%
Bursa C1b	Percentage of operations assessed for corruption-related risks	Percentage					100
Bursa C1c	*Confirmed incidents of corruption	Number					0
GRI 205-3	*Total number and nature of confirmed incidents of corruption.	Number					0
	*Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number					0
	**Percentage of incidents of corruption reports resolved	Percentage					N/A

DATA PRIVACY AND SECURITY

Guideline	Disclosure	Unit	2021	2022	2023	2024	2025
Bursa C8a GRI 418-1	*Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0	0	0	0

EISB

SUPPLIER BREAKDOWN

Guideline	Disclosure	Unit	2025
Bursa C7a	Total Number of suppliers		
	Local	Number	402
	Foreign	Number	0
	Total	Number	402
	Percentage of suppliers by type		
	Local (%)	Percentage	100%
	Foreign (%)	Percentage	0
	Percentage of spending on suppliers by type		
	Local (%)	Percentage	100%
	Foreign (%)	Percentage	0
GRI 414-2, GRI 308-1, GRI 308-2	Supplier Screening		
	Total number of suppliers screened	Number	163
	Total number of suppliers accepted	Number	163
GRI 308-1	Percentage of new suppliers screened using environmental criteria	Percentage	48%
GRI 414-1	Percentage of new suppliers screened using social criteria	Percentage	100%

ANTI-CORRUPTION

Guideline	Disclosure	Unit	2025
Bursa C1a	**Percentage of employees who have received training on anti-corruption by employee category	Percentage	
	Senior Management Percentage	Percentage	100%
	Middle Management Percentage	Percentage	100%
	Executive Percentage	Percentage	46%
	Non-Executive	Percentage	43%
Bursa C1b	Percentage of operations assessed for corruption-related risks	Percentage	100%
Bursa C1c	*Confirmed incidents of corruption	Number	0
GRI 205-3	*Total number and nature of confirmed incidents of corruption.	Number	0
	*Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	Number	0
	**Percentage of incidents of corruption reports resolved	Percentage	0

DATA PRIVACY AND SECURITY

Guideline	Disclosure	Unit	2025
Bursa C8a GRI 418-1	*Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0

ASSURANCE STATEMENT

INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of CENVIRO SDN. BHD.

Introduction and Objectives of Work

Cenviro Sdn. Bhd. ("Cenviro") is committed to transparently communicating its environmental, social and governance ("ESG") performance to its stakeholders. Cenviro has engaged **Bureau Veritas Certification (M) Sdn. Bhd.** ("Bureau Veritas") to provide **independent limited assurance** on selected sustainability information disclosed in **Cenviro Sdn. Bhd. Sustainability Report 2025 ("SR 2025")** (the "Disclosure").

This assurance engagement encompasses Cenviro Sdn. Bhd. and its subsidiaries — E-Idaman Sdn. Bhd. ("EISB") and Shan Poornam Sdn. Bhd. ("SPSB") — collectively representing the Group's integrated value chain and operational footprint. The scope of assurance is designed to evaluate the adherence of disclosed information to internationally recognized frameworks.

This Independent Assurance Statement applies to the selected Disclosure included within the scope of work described below for the period from **1 January 2025 to 31 December 2025** ("FY2025"). The objective of this limited assurance engagement is to enhance the credibility and reliability of the selected Disclosure for Cenviro's stakeholders by providing an independent conclusion on whether the selected Disclosure is fairly stated, in all material respects, in accordance with the applicable criteria.

Responsibilities

The preparation and presentation of the selected sustainability Disclosure is the responsibility of Cenviro's management. Bureau Veritas was not involved in the preparation of the Disclosure.

Bureau Veritas responsibility to perform limited assurance and to express a limited assurance opinion based on the work performed and evidence obtained. We comply with ethical requirements and plan and perform procedures to obtain limited assurance about whether the selected Disclosure is free from material misstatement.

The assurance engagement was conducted in accordance to:

- ISAE 3410: Assurance Engagements on Greenhouse Gas Statements
- ISAE 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.

Scope of Work

The scope of this limited assurance engagement covers **Cenviro Sdn. Bhd.** and the following selected indicators for **FY2025**:

1. **Scope 1 emissions in tCO_2e**
2. **Scope 2 emissions in tCO_2e**
3. **Scope 3 emissions in tCO_2e**
4. **Total energy consumption**
5. **Number of work-related fatalities**
6. **Lost time incident rate (LTIR)**
7. **Number of employees trained on health and safety standards**
8. **Total hours of training by employee category**
9. **Percentage of employees that are contractors or temporary staff**
10. **Total number of employee turnover by employee category**
11. **Number of substantiated complaints concerning human rights violations**
12. **Total waste generated**
13. **Total waste diverted from disposal**
14. **Total waste directed to disposal**
15. **Total volume of water withdrawn**
16. **Percentage of employees who have received training on anti-corruption by employee category**
17. **Percentage of operations assessed for corruption-related risks**
18. **Confirmed incidents of corruption and action taken**
19. **Percentage of employees by gender and age group, for each employee category**
20. **Percentage of directors by gender and age group**
21. **Number of substantiated complaints concerning breaches of customer privacy and losses of customer data**
22. **Total amount invested in the community where the target beneficiaries are external to the listed issuer**
23. **Total number of beneficiaries of the investment of communities**
24. **Proportion of spending on local suppliers**

The reporting criteria used for this engagement comprise practitioner stated definitions, boundaries, calculation methodologies and presentation basis for the above indicators, as described in SR 2025 and supporting methodology documentation, with reference to Cenviro stated reporting frameworks (**ISAE 3000, ISAE 3410**).

This engagement **does not** extend to any other information included in SR 2025 (including narrative statements, forward-looking statements, targets, commitments, or other performance metrics) that is not expressly listed above.

Assessment Standard

This assurance engagement was conducted in accordance with:

- **ISAE 3410: Assurance Engagements on Greenhouse Gas Statements**
- **ISAE 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information.**

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement. Accordingly, the evidence-gathering procedures are more limited and the level of assurance obtained is lower than for a reasonable assurance engagement.

The applicable criteria used in this engagement have been specifically designed by Cenviro for the purpose of reporting to stakeholders on sustainability performance. As a result, the selected Disclosure may not be suitable for other purposes or for comparison with other entities' disclosures that may use different criteria.

Methodology

Bureau Veritas planned and performed the engagement to obtain limited assurance about whether the selected Disclosure is free from material misstatement. Our approach included a risk-based assessment and selected testing, and comprised, as applicable, the following procedures:

- Understanding relevant reporting processes, governance, and internal data compilation practices for the Subject Matter;
- Reviewing the definitions, boundaries, assumptions, and methodologies applied by practitioner for the selected indicators;
- Conducting interviews with relevant personnel responsible for data collection and reporting;
- Performing analytical review procedures and selected recalculations;
- Testing, on a **sample basis**, supporting documentation (e.g., source system extracts, summaries, records, and other evidence) to assess traceability of the selected Disclosure to underlying records; and
- Evaluating the presentation of the selected Disclosure, including unit consistency and rounding conventions.

Limitations and Exclusions

This limited assurance engagement is based on a **selected sample** of evidence and the associated limitations that this entails. The procedures performed were designed to obtain limited assurance and **are not intended to detect all errors, omissions, or misstatements** that may exist.

Our conclusion relates only to the selected indicators within the scope of work described above, for FY2025, and does not extend to:

- Any other sustainability information disclosed in SR 2025 that is not specifically included in the scope;
- Any interpretation of Cenviro's performance, targets, or strategies; or
- Any restatements of prior-year GHG inventories and/or the use of carbon credits for offsetting historic claims, unless explicitly included within the selected subject matter.

Inherent Limitation

Bureau Veritas has diligently applied its expertise and rigorous processes to ensure the accuracy and reliability of the information presented. While the inherent nature of any assessment means the possibility of undetected errors or irregularities remains, our comprehensive scope and design are intended to identify and address potential weaknesses in internal controls related to data preparation and presentation. Testing procedures were carefully executed according to the engagement plan, focusing on key areas of risk.

Conclusion

The conclusion of this assurance is on the basis of, and is subjected to, the material outlined in this report. Bureau Veritas believes that the evidence is sufficient and appropriate to provide the conclusion.

Based on the procedures performed and the evidence obtained, **nothing has come to our attention that causes us to believe** that Cenviro selected FY2025 sustainability Disclosure, within the scope of this engagement, is not fairly stated and materially accurate in all material respects, in accordance with the stated criteria.

Specifically, with respect to the indicators within the scope of our limited assurance, the following represents Bureau Veritas's conclusion on the reported figures:

No.	Key Performance Indicators	Units	Values
1.	**Scope 1 emissions**		
	Cenviro Sdn. Bhd.	tCO_2e	30,707
	Shan Poornam Sdn. Bhd.	tCO_2e	4,434
2.	**Scope 2 emissions**		
	Cenviro Sdn. Bhd. (location-based)	tCO_2e	10,170
	Shan Poornam Sdn. Bhd. (location-based)	tCO_2e	8,671
3.	**Scope 3 emissions**		
	Cenviro Sdn. Bhd.	tCO_2e	771
	Shan Poornam Sdn. Bhd.	tCO_2e	20
4.	**Net energy consumption**		
	Cenviro Sdn. Bhd.	GJ	141,262
	Shan Poornam Sdn. Bhd.	GJ	217,049
	E-Idaman Sdn. Bhd.	GJ	81,069
5.	**Number of work-related fatalities**		
	Cenviro Sdn. Bhd.	Number	0
	Shan Poornam Sdn. Bhd.	Number	0
	E-Idaman Sdn. Bhd.	Number	0
6.	**Lost time incident rate**		
	Cenviro Sdn. Bhd.	Rate	0.63
	Shan Poornam Sdn. Bhd.	Rate	0.45

	E-Idaman Sdn. Bhd.	Rate	0.46
7.	**Number of employees trained on health and safety standards**		
	Cenviro Sdn. Bhd.	Number	348
	Shan Poornam Sdn. Bhd.	Number	392
	E-Idaman Sdn. Bhd.	Number	512
8.	**Total hours of training by employee category**		
	Cenviro Sdn. Bhd.		
	Management	Hours	1,031
	Executive	Hours	3,339
	Non-executive	Hours	3,057
	Shan Poornam Sdn. Bhd.		
	Top Management	Hours	36
	Management	Hours	412
	Executive	Hours	828
	Non-executive	Hours	1,098
	E-Idaman Sdn. Bhd.		
	Management	Hours	3,344
	Executive	Hours	10,349
	Non-executive	Hours	31,434
9.	**Percentage of employees that are contractors or temporary staff**		
	Cenviro Sdn. Bhd.		
	Permanent	%	95
	Contract	%	5
	Shan Poornam Sdn. Bhd.		
	Permanent	%	97
	Contract	%	3
	E-Idaman Sdn. Bhd.		
	Permanent	%	100
	Contract	%	0
10.	**Total number of employee turnover by employee category**		
	Cenviro Sdn. Bhd.		
	Senior Management	Number	0
	Management	Number	14
	Executive	Number	62
	Non-executive	Number	105

	Shan Poornam Sdn. Bhd.		
	Top Management	Number	0
	Management	Number	4
	Executive	Number	20
	Non-executive	Number	59
	E-Idaman Sdn. Bhd.		
	Senior Management	Number	0
	Management	Number	2
	Executive	Number	5
	Non-executive	Number	110
11.	**Number of substantiated complaints concerning human rights violations**		
	Cenviro Sdn. Bhd.	Number	0
	Shan Poornam Sdn. Bhd.	Number	0
	E-Idaman Sdn. Bhd.	Number	0
12.	**Total waste generated**		
	Cenviro Sdn. Bhd.	kg	22,907
	Shan Poornam Sdn. Bhd.	kg	3,244,000
	E-Idaman Sdn. Bhd.	kg	133,557
13.	**Total waste diverted from disposal**		
	Cenviro Sdn. Bhd.	kg	2,154
	Shan Poornam Sdn. Bhd.	kg	383,000
	E-Idaman Sdn. Bhd.	kg	133,557
14.	**Total waste directed to disposal**		
	Cenviro Sdn. Bhd.	kg	20,753
	Shan Poornam Sdn. Bhd.	kg	2,861,000
15.	**Total volume of water withdrawn**		
	Cenviro Sdn. Bhd.	m^3	115,139
	Shan Poornam Sdn. Bhd.	m^3	108,111
	E-Idaman Sdn. Bhd.	m^3	40,052
16.	**Percentage of employees who have received training on anti-corruption by employee category**		
	Cenviro Sdn. Bhd.		
	Senior Management	%	100
	Middle Management	%	100
	Executive	%	100
	Non-executive	%	100
	Shan Poornam Sdn. Bhd.		

	Senior Management	%	25
	Middle Management	%	64
	Executive	%	73
	Non-executive	%	9
	E-Idaman Sdn. Bhd.		
	Senior Management	%	100
	Middle Management	%	100
	Executive	%	46
	Non-executive	%	43
17.	**Percentage of operations assessed for corruption-related risks**		
	Cenviro Sdn. Bhd.	%	100
	Shan Poornam Sdn. Bhd.	%	100
	E-Idaman Sdn. Bhd.	%	100
18.	**Confirmed incidents of corruption and action taken**		
	Cenviro Sdn. Bhd.	Number	0
	Shan Poornam Sdn. Bhd.	Number	0
	E-Idaman Sdn. Bhd.	Number	0
19.	**Percentage of employees by gender and age group, for each employee category**		
	Cenviro Sdn. Bhd.		
	Top Management		
	Male	%	86
	Female	%	14
	< 30 years old	%	0
	30 – 50 years old	%	71
	> 50 years old	%	29
	Management		
	Male	%	73
	Female	%	27
	< 30 years old	%	0
	30 – 50 years old	%	70
	> 50 years old	%	30
	Executive		
	Male	%	52
	Female	%	48
	< 30 years old	%	21

	30 – 50 years old	%	69
	> 50 years old	%	10
	Non-executive		
	Male	%	95
	Female	%	5
	< 30 years old	%	21
	30 – 50 years old	%	60
	> 50 years old	%	19
	Shan Poornam Sdn. Bhd.		
	Top Management		
	Male	%	88
	Female	%	13
	< 30 years old	%	0
	30 – 50 years old	%	56
	> 50 years old	%	44
	Management		
	Male	%	70
	Female	%	30
	< 30 years old	%	2
	30 – 50 years old	%	74
	> 50 years old	%	25
	Executive		
	Male	%	46
	Female	%	54
	< 30 years old	%	30
	30 – 50 years old	%	65
	> 50 years old	%	5
	Non-executive		
	Male	%	95
	Female	%	5
	< 30 years old	%	34
	30 – 50 years old	%	62
	> 50 years old	%	4
	E-Idaman Sdn. Bhd.		
	Top Management		
	Male	%	100
	Female	%	0
	< 30 years old	%	0

	30 – 50 years old	%	25
	> 50 years old	%	75
	Management		
	Male	%	73
	Female	%	27
	< 30 years old	%	0
	30 – 50 years old	%	70
	> 50 years old	%	30
	Executive		
	Male	%	54
	Female	%	46
	< 30 years old	%	6
	30 – 50 years old	%	87
	> 50 years old	%	7
	Non-executive		
	Male	%	93
	Female	%	7
	< 30 years old	%	20
	30 – 50 years old	%	55
	> 50 years old	%	25
20.	**Percentage of directors by gender and age group**		
	Male	%	75
	Female	%	25
	< 30 years old	%	0
	30 – 40 years old	%	0
	40 – 50 years old	%	50
	> 50 years old	%	50
21.	**Number of substantiated complaints concerning breaches of customer privacy and losses of customer data**		
	Cenviro Sdn. Bhd.	Number	0
	Shan Poornam Sdn. Bhd.	Number	0
	E-Idaman Sdn. Bhd.	Number	0
22.	**Total amount invested in the community where the target beneficiaries are external to the listed issuer**		
	Cenviro Sdn. Bhd.	RM	610,371.80
	Shan Poornam Sdn. Bhd.	RM	7,500

	E-Idaman Sdn. Bhd.	RM	65,635
23.	**Total number of beneficiaries of the investment in communities**		
	Cenviro Sdn. Bhd.	Number	180,045
	Shan Poornam Sdn. Bhd.	Number	112
	E-Idaman Sdn. Bhd.	Number	11,653
24.	**Proportion of spending on local suppliers**		
	Cenviro Sdn. Bhd.		
	Local	%	98
	Foreign	%	2
	Shan Poornam Sdn. Bhd.		
	Local	%	95
	Foreign	%	5
	E-Idaman Sdn. Bhd.		
	Local	%	100
	Foreign	%	0

This independent limited assurance statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

Note: Table AI in Appendix lists the specific organisational boundaries for each reported indicator.

Statement of Independence, Integrity and Competence

Bureau Veritas is an independent professional services company specialising in quality, health, safety, social and environmental management. Bureau Veritas has implemented a Code of Ethics to maintain high ethical standards and to prevent conflicts of interest.

No member of the assurance team has a business relationship with Cenviro Sdn. Bhd., its Directors or Managers beyond that required for this engagement. The engagement team has the appropriate competence and experience to perform this limited assurance engagement.

The independent assurance opinion statement has been prepared for the stakeholder of Cenviro Sdn. Bhd. only for the purpose of verifying its statement relating to the Scope detailed above.

Bureau Veritas complied to ISO 17021-1:2015 Conformity assessment — Requirements for bodies providing audit and certification of management systems where it has founded the principle of independence of accessor, competency, impartiality, confidentiality and accessor professional behaviour.

Restriction of Liability

Our report, including our conclusion, has been prepared solely for the reason specified in paragraph one and the Board of Directors of the company and for no other purpose. Any reliance on this report by any third party is entirely at its own risk. We do not assume or accept responsibility or liability to anyone other than Cenviro Sdn. Bhd., for our work, for this report, or for conclusion we have reached.

For and on behalf of Bureau Veritas Certification (M) Sdn. Bhd., Kuala Lumpur, Malaysia

Issue Date: 29 July 2026



Terence Ang Wai Sheng
Sustainability Manager

Appendix

AI. Table of indicators and corresponding organisational boundaries.

No.	Key Performance Indicators	Boundaries
1.	**Scope 1 emissions**	
	Cenviro Sdn. Bhd.	Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
2.	**Scope 2 emissions**	
	Cenviro Sdn. Bhd.	Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
3.	**Scope 3 emissions**	
	Cenviro Sdn. Bhd.	Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
4.	**Net energy consumption**	
	Cenviro Sdn. Bhd.	Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
	E-Idaman Sdn. Bhd.	E-Idaman Sdn. Bhd. Environment Idaman Sdn. Bhd. Green Resource Recovery Sdn. Bhd.
5.	**Number of work-related fatalities**	
	Cenviro Sdn. Bhd.	Cenviro Sdn. Bhd. Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
	E-Idaman Sdn. Bhd.	E-Idaman Sdn. Bhd. Environment Idaman Sdn. Bhd. Green Resource Recovery Sdn. Bhd.
6.	**Lost time incident rate**	
	Cenviro Sdn. Bhd.	Cenviro Sdn. Bhd. Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd.

		Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
	E-Idaman Sdn. Bhd.	E-Idaman Sdn. Bhd. Environment Idaman Sdn. Bhd. Green Resource Recovery Sdn. Bhd.
7.	**Number of employees trained on health and safety standards**	
	Cenviro Sdn. Bhd.	Cenviro Sdn. Bhd. Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd.
	E-Idaman Sdn. Bhd.	E-Idaman Sdn. Bhd. Environment Idaman Sdn. Bhd. Green Resource Recovery Sdn. Bhd.
8.	**Total hours of training by employee category**	
	Cenviro Sdn. Bhd.	Cenviro Sdn. Bhd. Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd. Shan Poornam Metals (Selangor) Sdn. Bhd. Shan Poornam Metals (Johor) Sdn. Bhd. Shan Poornam Metals (Sarawak) Sdn. Bhd.
	E-Idaman Sdn. Bhd.	E-Idaman Sdn. Bhd. Environment Idaman Sdn. Bhd. Green Resource Recovery Sdn. Bhd.
9.	**Percentage of employees that are contractors or temporary staff**	
	Cenviro Sdn. Bhd.	Cenviro Sdn. Bhd. Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd. Shan Poornam Global Sdn. Bhd. Shan Poornam Green Tech Sdn. Bhd. Shan Poornam Metals (Selangor) Sdn. Bhd. Shan Poornam Metals (Johor) Sdn. Bhd. Shan Poornam Metals (Sarawak) Sdn. Bhd.
	E-Idaman Sdn. Bhd.	E-Idaman Sdn. Bhd. Environment Idaman Sdn. Bhd. Green Resource Recovery Sdn. Bhd.
10.	**Total number of employee turnover by employee category**	
	Cenviro Sdn. Bhd.	Cenviro Sdn. Bhd. Kualiti Alam Sdn. Bhd.
	Shan Poornam Sdn. Bhd.	Shan Poornam Metals Sdn. Bhd.

GRI CONTENT INDEX

GRI Services Statement	For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.
Statement of use	Cenviro Sdn. Bhd. has reported with reference to the GRI Standards for the period 1 January 2025 to 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	• Scope and Boundary • Feedback • Corporate Structure	• b • b • 13	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	• Scope and Boundary • Corporate Structure	• b • 13			
	2-3 Reporting period, frequency and contact point	• Scope and Boundary • Feedback	• b • b			
	2-4 Restatements of information	• Operational Performance • Environmental Performance • Competency Training for Cenviro Employees • SPSB - Employee Turnover • Cenviro - Supplier Breakdown • Board of Directors FY2025	• 84 • 87 • 107 • 113 • 126 • 128			
	2-5 External assurance	• Statement of Assurance • Independent Assurance Statement	• b • 132			
	2-6 Activities, value chain and other business relationships	• About Us • Our Value Chain • Strategic Business Units • Corporate Structure • Ensuring a Sustainable Supply Chain	• 7 • 10 • 12 • 13 • 44			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	2-7 Employees	• Our People • Cenviro - Total Number of Employees Headcount • SPSB - Total Number of Employees Headcount • EISB - Total Number of Employees Headcount	• 76 • 101 • 109 • 117			
	2-8 Workers who are not employees	• Providing a Safe & Healthy Workplace	• 69			
	2-9 Governance structure and composition	• Cenviro's Governance Framework • Board of Directors • Board Diversity	• 30 • 31 • 35			
	2-10 Nomination and selection of the highest governance body	• Cenviro's Governance Framework • Board of Directors	• 30 • 31			
	2-11 Chair of the highest governance body	• Board of Directors	• 31			
	2-12 Role of the highest governance body in overseeing the management of impacts	• Sustainability Governance	• 35			
	2-13 Delegation of responsibility for managing impacts	• Sustainability Governance	• 35			
	2-14 Role of the highest governance body in sustainability reporting	• Sustainability Governance	• 35			
	2-15 Conflicts of interest	• Anti-Bribery and Corruption • Whistleblowing • Policies	• 41 • 42 • 39			
	2-16 Communication of critical concerns	• Whistleblowing	• 42			
	2-17 Collective knowledge of the highest governance body	• Board of Directors	• 31			
	2-18 Evaluation of the performance of the highest governance body	• Cenviro's Governance Framework	• 30			
	2-19 Remuneration policies	• Cenviro's Governance Framework • Policies	• 30 • 39			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	• Cenviro's Governance Framework	• 30			
	2-21 Annual total compensation ratio				Confidentiality constraints	After careful consideration, the Board has opted not to disclose the annual total compensation ratio at this time. We remain committed to transparency in our disclosures and will continue to evaluate all elements of our reporting practices to align with stakeholder expectations and industry standards as our policies evolve.
	2-22 Statement on sustainable development strategy	• Leadership Messages	• 2			
	2-23 Policy commitments	• Business Ethics, Integrity, and Compliance Highlights • Policies	• 39 • 39			
	2-24 Embedding policy commitments	• Policies • Human and Labour Rights • Ensuring a Sustainable Supply Chain	• 39 • 43 • 44			
	2-25 Processes to remediate negative impacts	• Whistleblowing • Human and Labour Rights	• 42 • 43			
	2-26 Mechanisms for seeking advice and raising concerns	• Whistleblowing	• 42			
	2-27 Compliance with laws and regulations	• Cenviro's Governance Framework • Business Ethics, Integrity, and Compliance Highlights • Anti-Bribery and Corruption • Human and Labour Rights	• 30 • 39 • 41 • 43			
	2-28 Membership associations	• Membership and Associations	• 14			
	2-29 Approach to stakeholder engagement	• Stakeholder Engagement	• 26			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures						
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	• Human and Labour Rights • Cenviro - Employees Covered by Collective Bargaining • EISB - Employees Covered by Collective Bargaining	• 43 • 108 • 124			
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	• Materiality Assessment Process	• 24	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	• Materiality Assessment Outcomes List of all material topics: • Managing Emissions and Addressing Climate Change • Water Management • Transition to Circular Economy • Biodiversity Monitoring • Operational Efficiency • Energy Consumption and Management • Prioritising Workplace Health and Safety • Employee Engagement and Management • Promoting Diversity and Equal Opportunity • Community Engagement and Development • Achieving Customer Satisfaction • Integrated and Innovative Solutions • Engaging with Industry and Relevant Authorities • Data Security and Privacy • Business Ethics, Governance, and Compliance • Sustainable Procurement Practices • Economic Performance	• 24			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Transition to Circular Economy						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Our Sustainability Strategy • Our Waste to Resource Journey • Reimagining Waste to Resource	• 16 • 49 • 50			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	• Financial Performance	• 83			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	• Mobilising Capital for Sustainability • Our Value Creation: Spotlights	• 17 • 23			
	203-2 Significant indirect economic impacts	• Mobilising Capital for Sustainability • Our Value Creation: Spotlights • Reimagining Waste to Resource	• 17 • 23 • 50			
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	• Our Waste Management Approach • Internal Waste Management	• 50 • 65			
	306-3 Waste generated	• Internal Waste Management • Cenviro - Waste Management • SPSB - Waste Management • EISB - Waste Management	• 65 • 88 • 92 • 93			
	306-5 Waste directed to disposal	• Treatment & Disposal of Waste • Municipal Solid Waste Disposal • Internal Waste Management • Cenviro - Waste Directed to Disposal • SPSB - Waste Directed to Disposal	• 56 • 58 • 65 • 89 • 92			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Managing Emissions and Addressing Climate Change						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Mitigating Emissions • GHG Emissions at Cenviro Group	• 60 • 61			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	• GHG Emissions at Cenviro Group • Cenviro - GHG Emission Management • SPSB - GHG Emission Management	• 61 • 87 • 91			
	305-2 Energy indirect (Scope 2) GHG emissions	• GHG Emissions at Cenviro Group • Cenviro - GHG Emission Management • SPSB - GHG Emission Management	• 61 • 87 • 91			
	305-3 Other indirect (Scope 3) GHG emissions	• GHG Emissions at Cenviro Group • Cenviro - GHG Emission Management • SPSB - GHG Emission Management	• 61 • 87 • 91			
	305-4 GHG emissions intensity	• GHG Emissions at Cenviro Group • Cenviro - GHG Emission Management	• 61 • 87			
Water Management						
GRI 303: Water and Effluents 2018	3-3 Management of material topics	• Water and Effluent Management	• 64			
	303-1 Interactions with water as a shared resource	• Water and Effluent Management	• 64			
	303-5 Water consumption	• Water and Effluent Management • Cenviro - Water Consumption & Effluent Discharge • SPSB - Water Management • EISB - Water Management	• 64 • 88 • 92 • 93			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Biodiversity Monitoring						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Biodiversity • Biodiversity Impact and Mitigation Measures	• 67 • 67			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	• Biodiversity • Biodiversity Impact and Mitigation Measures • Urban Biodiversity	• 67 • 67 • 90			
	304-3 Habitats protected or restored	• Biodiversity • Biodiversity Impact and Mitigation Measures • Urban Biodiversity	• 67 • 67 • 90			
Operational Efficiency						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Continuous Improvement Culture	• 17			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	• Continuous Improvement Culture	• 17			
	203-2 Significant indirect economic impacts	• Continuous Improvement Culture	• 17			
Energy Consumption and Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Energy Optimisation • Fuel Consumption	• 62 • 63			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	• Continuous Improvement Culture • Energy Optimisation	• 17 • 62			
	203-2 Significant indirect economic impacts	• Continuous Improvement Culture • Energy Optimisation	• 17 • 62			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	• Materials Management • Materials	• 62 • 89			
Prioritising Workplace Health and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Providing a Safe & Healthy Workplace	• 69			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	• Our Health and Safety Management System • Functions of the HSSE Department	• 71 • 72			
	403-2 Hazard identification, risk assessment, and incident investigation	• Providing a Safe & Healthy Workplace • Promoting a Safety-First Culture • Upholding Safety Excellence	• 69 • 71 • 74			
	403-3 Occupational health services	• Functions of the HSSE Department • HSSE Key Policies & Certifications	• 72 • 73			
	403-4 Worker participation, consultation, and communication on occupational health and safety	• Providing a Safe & Healthy Workplace • Upholding Safety Excellence	• 69 • 74			
	403-5 Worker training on occupational health and safety	• Facilitating Health & Safety Training	• 75			
	403-6 Promotion of worker health	• Facilitating Health & Safety Training	• 75			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• Our Health and Safety Management System • Functions of the HSSE Department	• 71 • 72			
	403-8 Workers covered by an occupational health and safety management system	• Providing a Safe & Healthy Workplace • Health & Safety Performance	• 69 • 94			
	403-9 Work-related injuries	• Providing a Safe & Healthy Workplace • Health & Safety Performance	• 69 • 94			
Employee Engagement and Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Our People	• 76			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	• Our People • Cenviro - Employee Turnover • SPSB - Employee Turnover • EISB - Employee Turnover	• 76 • 105 • 113 • 121			
	401-3 Parental leave	• Employee Benefits & Rewards • Cenviro - Employee Parental Leave Data • SPSB - Employee Parental Leave Data • EISB - Employee Parental Leave Data	• 78 • 107 • 115 • 123			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	• Training and Developing Our People • Cenviro - Employee Training & Development • SPSB - Employee Training & Development • EISB - Employee Training & Development	• 76 • 106 • 114 • 122			
	404-2 Programs for upgrading employee skills and transition assistance programs	• Training and Developing Our People • Succession Planning	• 76 • 78			
	404-3 Percentage of employees receiving regular performance and career development reviews	• Employee Performance Management • Cenviro - Employee Performance Appraisals • SPSB - Employee Performance Appraisals • EISB - Employee Performance Appraisals	• 79 • 108 • 115 • 124			
Promoting Diversity, Inclusivity and Equal Opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Board Diversity • Promoting a Diverse and Inclusive Culture	• 35 • 79			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	• Board Diversity • Promoting a Diverse and Inclusive Culture • Cenviro - Total Number of Employees Headcount • SPSB - Total Number of Employees Headcount • EISB - Total Number of Employees Headcount • Board of Directors FY2025	• 35 • 79 • 101 • 109 • 117 • 128			
	405-2 Ratio of basic salary and remuneration of women to men	• Employee Benefits & Rewards • Cenviro - Employee Salary Ratio by Gender [Male:Female] • SPSB - Employee Salary Ratio by Gender [Male:Female] • EISB - Employee Salary Ratio by Gender [Male:Female]	• 78 • 106 • 114 • 122			
Community Engagement and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Engaging with Our Local Communities and Stakeholders • Giving Back to the Communities	• 81 • 81			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	• Mobilising Capital for Sustainability • Empowering Communities	• 17 • 81			
	203-2 Significant indirect economic impacts	• Empowering Communities	• 81			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	• Engaging with Our Local Communities and Stakeholders • Giving Back to the Communities • Community Data	• 81 • 81 • 98			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Achieving Customer Satisfaction						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Achieving Customer Satisfaction • Customers	• 16 • 27			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	• Achieving Customer Satisfaction • Customers	• 16 • 27			
Integrated and Innovative Solutions						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Strategic Partnerships and R&D Initiatives • Collaboration and Knowledge Sharing	• 19 • 21			
GRI 201: Economic Performance 2016	203-1 Infrastructure investments and services supported	• Strategic Partnerships and R&D Initiatives • Our Value Creation: Spotlights	• 19 • 23			
	203-2 Significant indirect economic impacts	• Strategic Partnerships and R&D Initiatives • Collaboration and Knowledge Sharing	• 19 • 21			
Engaging with Industry and Relevant Authorities						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Collaboration and Knowledge Sharing • Government & Regulators • Engaging with Our Local Communities and Stakeholders	• 21 • 26 • 81			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	• Collaboration and Knowledge Sharing • Government & Regulators • Engaging with Our Local Communities and Stakeholders	• 21 • 26 • 81			
Data Security and Privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Cybersecurity & Data Privacy	• 42			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	• Cybersecurity & Data Privacy • Cenviro - Data Privacy and Security • SPSB - Data Privacy and Security • EISB - Data Privacy and Security	• 42 • 127 • 129 • 131			
Business Ethics, Governance and Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Strategic Leadership • Sustainability Governance • Ethical Business Practices	• 30 • 35 • 39			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	• Anti-Bribery and Corruption • Cenviro - Anti-Corruption • SPSB - Anti-Corruption • EISB - Anti-Corruption	• 41 • 126 • 129 • 130			
Sustainable Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Ensuring a Sustainable Supply Chain	• 44			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	• Ensuring a Sustainable Supply Chain • Sustainable Procurement • Cenviro - Supplier Breakdown • SPSB - Supplier Breakdown • EISB - Supplier Breakdown	• 44 • 45 • 126 • 129 • 130			
Economic Performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	• Future-Ready Growth • Our Value Creation Model	• 13 • 21			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	• Financial Performance	• 83			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	SECTION HEADINGS IN SR2025	LOCATION OF DISCLOSURES IN SR2025 (PAGE NUMBER)	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	• Enterprise Risk Management Strategy	• 36			
	201-4 Financial assistance received from government	• Strategic Partnerships and R&D Initiatives	• 19			

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1 CORPORATE OFFICE

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50470 Kuala Lumpur, Malaysia
Tel: +603 2727 6100 Fax: +603 2727 2100
Email: csd@cenviro.com

2 SELANGOR, KUALA LUMPUR, NEGERI SEMBILAN AND MELAKA
(Scheduled Waste)

Kualiti Alam Sdn. Bhd. Waste Management Centre
Ladang Tanah Merah A3 Division, 71960 Bukit Pelandok
P.O. Box 126, 71000 Port Dickson, Negeri Sembilan
Tel: +606 666 2000 Fax: +606 666 2130
Email: central@kualitialam.com / nsembilan@kualitialam.com / melaka@kualitialam.com

3 PAHANG, TERENGGANU AND KELANTAN
(Scheduled Waste)

A-5, Ground Floor, Lorong Tun Ismail 10, Jalan Tun Ismail
25000 Kuantan, Pahang
Tel: +609 514 9232/9330 Fax: +609 514 9223
Email: eastcoast@kualitialam.com

4 PERLIS, KEDAH, PENANG AND PERAK
(Scheduled Waste)

No 7, Ground Floor, Jalan Todak 1, Pusat Bandar Seberang Jaya
13700 Perai, Pulau Pinang
Tel: +604 398 9782/9787 Fax: +604 398 9810
Email: northern@kualitialam.com

5 JOHOR
(Scheduled Waste)

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6 SABAH AND SARAWAK
(Scheduled Waste)

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7 SHAN POORNAM SDN. BHD.
(E-Waste)

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8 WISMA IDAMAN
(Municipal Solid Waste)

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DEFINITIONS

Circular Economy

The United Nations Development Programme defines circular economy as:

A systems solution framework that calls for a sustainable paradigm shift from a 'take make waste' linear system to a circular system. Circular economy can be achieved through long-lasting design, maintenance, repair, reuse, remanufacturing, refurbishing, and recycling.

Clinical Waste

The Ministry of Health Malaysia defines clinical waste as:

- Any waste which consists wholly or partly of human or animal tissue, blood or other bodily fluids, excretions, drugs or other pharmaceutical products, swabs or dressings, syringes, needles or other sharp instruments, being waste which unless rendered safe may prove hazardous to any person coming into contact with it.
- Any other waste arising from medical, nursing, dental, veterinary, pharmaceutical or similar practices, investigation, treatment, care, teaching or research, or the collection of blood for transfusion, being waste, which may cause infection to any person coming into contact with it.
- Also, a type of scheduled waste listed in the First Schedule of Environmental Quality (Scheduled Wastes) Regulations 2005 (e.g. code: SW404 – Pathogenic wastes, clinical wastes or quarantined materials).

Effluents

Liquid waste discharged into a natural body of water. Liquid factory waste and raw sewage can also be called effluents.

Electronic Waste (e-Waste)

A type of scheduled waste listed in the First Schedule of Environmental Quality (Scheduled Wastes) Regulations 2005. (e.g. code: SW102 – Waste of lead-acid batteries in whole or crushed form and SW103 – Waste of batteries containing cadmium and nickel or mercury or lithium).

High Density Polyethylene (HDPE)

HDPE is a thermoplastic polymer made from petroleum. As one of the most versatile plastic materials around, HDPE plastic is used in a wide variety of applications, including plastic bottles, milk jugs, shampoo bottles, bleach bottles, cutting boards, and piping.

Inert Waste

Waste that is neither chemically nor biologically reactive and will not decompose, such as sand and concrete.

Leachate

Water that has passed through waste and contains dissolved and suspended material is termed leachate. It may contaminate other sources.

Municipal Solid Waste

More commonly known as trash or garbage – consists of everyday items we use and throw away, such as product packaging, furniture, clothing, bottles, food scraps and newspapers.

Polyethylene Terephthalate (PET)

Sometimes written as Poly(Ethylene Terephthalate), commonly abbreviated as PET, PETE, or the obsolete PETP or PET-P, it is the most common thermoplastic polymer resin of the polyester family and is used in fibres for clothing, containers for liquids and foods, and thermoforming for manufacturing, and in combination with glass fibre for engineering resins.

Scheduled Waste

Scheduled waste is any waste falling within the categories of waste listed in the First Schedule of Environmental Quality (Scheduled Wastes) Regulations 2005. Scheduled waste is by nature very toxic and dangerous. Improper management of such waste will lead to serious pollution of the environment and the ecosystem as well as immediate and long-term impact on human health.

Task Force on Climate-related Financial Disclosure (TCFD)

Recommendations in the form of a framework for companies to develop more effective climate-related financial disclosures through their existing reporting processes.

GLOSSARY

AVL	Active Vendor List
ABC	Anti-Bribery and Corruption
AC	Audit Committee
AGTES	Authorised Gas Tester and Entry Supervisor
BP	Biological Process
CSM	Bursa Common Sustainability Matters
CO2	Carbon Dioxide
Cenergi	Cenergi Sea Berhad
CJSB	Cenviro (Johor) Sdn. Bhd.
CRR	Cenviro Recycling and Recovery Sdn. Bhd.
CS	Cenviro Services Sdn. Bhd.
CVCOC	Cenviro Vendor Code Of Conduct
CWMC	Cenviro Waste Management Centre
CePBFO	Certified Environmental Professional In Bag Filter Operation
CePIETSO	Certified Environmental Professional in the Operation of Industrial Effluent Treatment Systems
CePSO	Certified Environmental Professional In Scheduled Waste Operation
CEPEOEIA	Certified Environmental Professional In The Evaluation Of Environmental Impact Assessment Reports
CESPWaM	Certified Environmental Professional in Scheduled Waste Management
COSWaM	Certified Operator in Scheduled Waste Management for Automotive Workshop
CGSO	Chief Government Security Office
CFC	Chlorofluorocarbon
CEMS	Continuous Emissions Monitoring System
CI	Continuous Improvement
CGA	Corporate Governance and Assurance
DEFRA	Department For Environment, Food and Rural Affairs
AELB	Department Of Atomic Energy Malaysia
DOE	Department Of Environment
DOENS	Department Of Environment Negeri Sembilan
DOSH	Department Of Occupational Safety And Health
DCS	Distributed Control System
DTRC	Drive Thru Recycle Centre
EISB	E-Idaman Sdn. Bhd.
ESMOS	Effective Scheduled Waste Management, Minimization And Optimization Strategies
e-Waste	Electronic Waste
ERP	Emergency Response And Preparedness
ERT	Emergency Response Team
EFB	Empty Fruit Bunch
ERM	Enterprise Risk Management
ENVI	Environment Idaman Sdn. Bhd.
EiMAS	Environment Institute Of Malaysia
EHS	Environment, Health And Safety
ESG	Environment, Social And Governance
EPMC	Environmental Performance Monitoring Committee
EPIC	Environmental Preservation And Innovation Centre
ERCMC	Environmental Regulatory Compliance Monitoring Committee
EPR	Extended Producer Responsibility
JBPM	Fire And Rescue Department Of Malaysia
JBPMNS	Fire And Rescue Department of Negeri Sembilan
FLIP	Fire, Leakage, Injury and Pollution
GWP	Global Warming Potentials
GRRSB	Green Resource Recovery Sdn. Bhd.
GHG	Greenhouse Gas Emissions
HIP	Hazard Identification Programme
HIRADC	Hazard Identification, Risk Assessment, And Determining Control
HIRARC	Hazard Identification, Risk Assessment, And Risk Control
HAZMAT	Hazardous Materials
HSSE	Health, Safety, Security, And Environment
HiPer	High Performer
HiPo	High Potential
HTJ	Hospital Tuanku Ja'afar
HSSE FR	HSSE Focus Recognition
IC	Incident Commander
INC	Incineration Plant
IETS	Industrial Effluent Treatment System
ISW	Industrial Solid Waste
IMS	Integrated Management System
IPCC	Intergovernmental Panel On Climate Change
IIRC	International Integrated Reporting Council
ILAC	International Laboratory Accreditation Cooperation
IC	Investment Committee
KPI	Key Performance Indicator
KASB	Kualiti Alam Sdn. Bhd.
LTP	Leachate Treatment Plant
LTIR	Lost Time Incident Rate
LTIs	Lost Time Incidents
APM	Malaysia Civil Defence Force
MACC	Malaysian Anti-Corruption Commission

MCCG	Malaysian Code On Corporate Governance
MSOSH	Malaysian Society For Occupational Safety And Health
MITS	Management Of Information And Technology Services
MOU	Memorandum Of Understanding
CH_4	Methane
MSW	Municipal Solid Waste
NIOSH	National Institute Of Occupational Safety And Health
MKN	National Security Council
NEM	Net Energy Metering
N_2O	Nitrous Oxide
OHS	Occupational Health and Safety
OSH	Occupational Safety and Health
OACP	Organisational Anti-Corruption Plan
PIP	Performance Improvement Plan
PCT	Physical And Chemical Treatment Plant
PCP	Physical Chemical Process
PPAs	Power Purchase Agreements
PCBA	Printed Circuit Board Assemblies
PCF	Product Carbon Footprint
PID	Proportional-Integral-Derivative
QHSSE	Quality, Health, Safety, Security, And Environment
RO	Reconstituted Oil
RFL	Recycle For Life Sdn. Bhd.
R&R	Recycling and Recovery
RECs	Renewable Energy Credits
RMC	Risk Management Committee
PDRM	Royal Malaysia Police
SBU	Strategic Business Unit
SWAC	Scheduled Waste Analysis And Characterization
SWMP	Scheduled Waste Plan For Sustainability Reporting
SWVS	Scheduled Waste Value Stream Identification
SWtE	Scheduled Waste-to-Energy
SAS	Separation-At-Source
SPGT	Shan Poornam Green Tech Sdn. Bhd.
SPM	Shan Poornam Metals
SPSB	Shan Poornam Sdn. Bhd.
SWCorp	Solid Waste And Public Cleansing Management Corporation
STP	Solidification Treatment Plant
SOLI	Stabilisation Pond
SCADA	Supervisory Control And Data Acquisition
ST	Suruhanjaya Tenaga
SWC	Sustainability Working Committee
TfS	Together For Sustainability
TCLP	Toxicity Characteristic Leaching Procedure
T&D	Treatment and Disposal
UNSDGs	United Nations Sustainable Development Goals
USM	Universiti Sains Malaysia
VSL	Vertical Secured Landfill
WAC	Waste Acceptance Criteria
WMAM	Waste Management Association Of Malaysia
WMC	Waste Management Centre
WTE	Waste-To-Energy
ZECO	Zero Compromise

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