



# **SUSTAINABILITY THE EARTH DESERVES**

**SUSTAINABILITY REPORT 2022**

**2022**



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## ABOUT THIS REPORT

This is Jentayu Sustainables Berhad (“Jentayu Sustainables” or “the Group”) first standalone Sustainability Report, providing the meaning of what sustainability means to the Group, the efforts and practices we put in place to ensure our operations are sustainable.

In producing this report, we are guided by best practices and references in general sustainability reporting. Among the guidelines that we have referred to are Bursa Malaysia’s Sustainability Framework, FTSE4Good Bursa Malaysia Index’s Environmental, Social and Governance (“ESG”) indicators, the Global Reporting Initiative (“GRI”), 10 Principles of UN Global Compact (“UNGC”) and United Nations Sustainability Goals (“UNSDGs”).

## Reporting Standards

This report has been prepared in accordance with the framework and guidance provided by the GRI Standards. This report covers:

➤ **Stakeholder Inclusiveness:**

Being responsive to stakeholder expectations and interests

➤ **Sustainability Context:**

Reprioritising our material matters with the insights from the sustainability expectations of our key stakeholders

➤ **Materiality:**

Focusing on issues in which we can create the most impact, and which are of critical importance to our business and stakeholders

➤ **Completeness:**

Including coverage of material topics and boundaries that have significant ESG impact to enable stakeholders to assess our performance

Our GRI Content Index on pages 64 to 72 provides a full list of our GRI disclosures.

## Framework and Guidelines

Our sustainability disclosures are based on Bursa Malaysia's Main Market Listing Requirements and with reference to the following Malaysian disclosure frameworks and benchmarks:

- Malaysian Code on Corporate Governance 2021 ("MCCG 2021")
- Bursa Malaysia Securities Berhad's ("Bursa Malaysia") Main Market Listing Requirements ("MMLR")
- Bursa Malaysia's Corporate Governance Guide 4th Edition
- Companies Act 2016
- and other regulatory requirements as applicable

## Reporting Scope and Boundaries

This report covers the period from 1 July 2021 to 30 June 2022 ("FY2022") unless stated otherwise.

Material Topics and the corresponding topic boundaries within the reporting period have been covered in this report.

The data in this report only covers the information collected from Jentayu Sustainables Berhad.

No data from our healthcare or trading division are published.

# OVERVIEW.

Section 1



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## 1.1 ABOUT US

# ABOUT JENTAYU SUSTAINABLES

Driven by stakeholder value creation, Jentayu Sustainable, (previously known as IPMUDA Berhad) has evolved from solely being the premier supplier of customised building materials and solutions to a sustainable high-performing diversified organisation, involved in key growth sectors namely sustainable energy and healthcare.

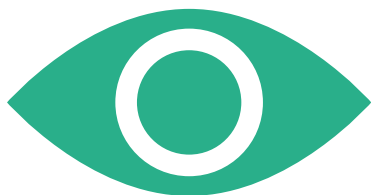
Since its inception in 1975, and ensuing listing on the Kuala Lumpur Stock Exchange (Bursa Malaysia) in 1993, Jentayu Sustainable has undergone a comprehensive transformation to inject vigour to our journey of continuous and sustainable growth.

The Group is expanding its stable of assets and operations to include renewable energy and healthcare through its solar and hydro plants as well as private healthcare facility. The Group will continue to meet the growing clean energy and healthcare needs of the communities and future generations.

Jentayu Sustainable remains steadfast in achieving its aspiration to become a leading regional player, with a focus on governance and sustainability in all that we do.

## 1.2 NEW VISION, MISSION AND CORE VALUES

# OUR VISION



A sustainable energy industry leader with regional footprint, helping nations adopt clean energy solution inline with their sustainability agendas

# OUR MISSION



To design, develop and incept sustainable energy assets in Malaysia with installed capacity of 350 MW by 2027



To participate in the development of medium and large scale sustainable energy projects, regionally and globally



To be recognized as a distinct, reputable regional ESG organisation

# CORE VALUES



## Disruptive Mindset

Challenge status quo, entrepreneurship, innovative, always on day 1 and value creation



## Merits, Merits & Merits

Performance base, best in class practices, quality deliverables



## Sustainability Culture

Adhere to ESG mandate



## Reliable

Trustworthiness, highest level of integrity, respect, teamwork





1.3

# EXECUTIVE CHAIRMAN'S STATEMENT



**As an organisation that puts responsibility at its core, Jentayu Sustainables Berhad is committed towards sustainable development agenda. We see sustainability as a way forward for us to remain profitable, to be competitive and to futureproof the business, while safeguarding our valued stakeholders and the environment.**



1.4

# CHIEF EXECUTIVE OFFICER'S STATEMENT



**In inculcating the culture of excellence in our organisation, we embed policies, procedures and governance that hinge upon our sustainability pillars. We believe this will fortify our operations and our team, thus enabling a strong foundation for value creation towards sustainable growth.**





1.5

# CHIEF STRATEGY & SUSTAINABILITY OFFICER'S STATEMENT

## EMBARKING ON OUR SUSTAINABILITY JOURNEY

We are seeing a rapid scale-up in ESG framework and standards that address sustainability challenges. At Jentayu Sustainables, we recognise sustainability as a blueprint in how we develop our business, firming up governance and capability around sustainability management.

The establishment of my role as Chief Strategy and Sustainability Officer ("CSSO") sets out to plan and orchestrate Jentayu Sustainables strategic and sustainability roadmap in line with the nation's net-zero aspirations.

We have recently established our new Sustainability Framework which acts as the guiding compass for all our activities and initiatives moving forward. We adopted the GRI Standards as our guideline in providing transparencies and further communicate our contributions and impacts on sustainable development. We also introduced the Sustainability Governance Structure that will govern us in managing ESG risks.

## PURSuing THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We are playing an active role as a responsible corporation towards environmental sustainability. We strive to provide business solutions that actively contribute in advancing a better future.

Through our materiality assessment, we have identified key topics under environmental, social, governance and economic pillars that possesses significant impacts to our business operations as well as our stakeholders.

Our core sustainability commitments consist of six (6) the UNSDGs. They are:



## PUSHING INTENTIONS TO ACTION

In the years ahead, the need for sustainable practices will only grow. For us, we are determined to seize new opportunities for sustainable and profitable growth as we uphold the Group's vision and mission.

We are stepping up our efforts to be even more proactive and impactful in pursuing our purpose to become the leading sustainable energy player in the region.



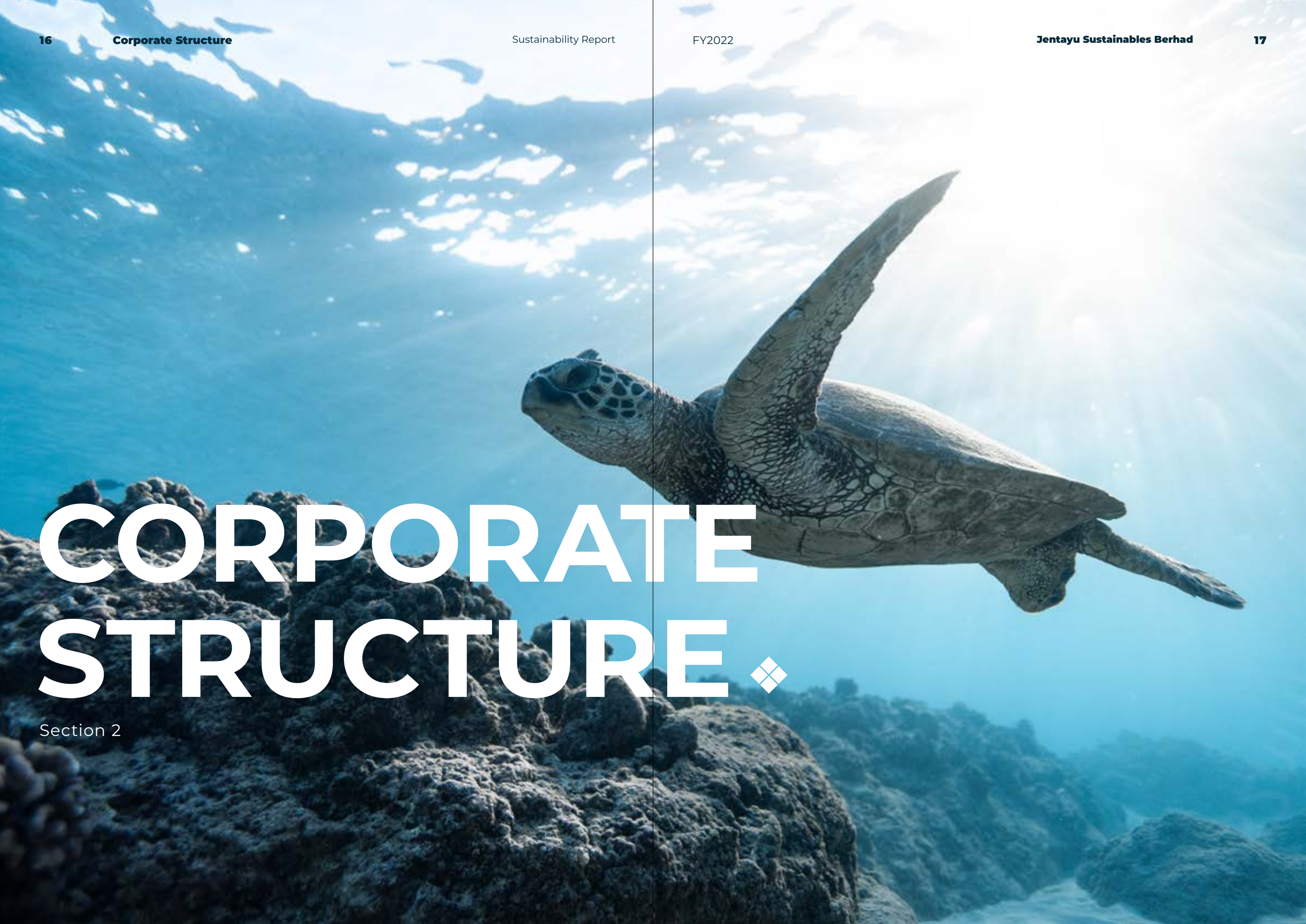
“

**It is now about realising  
our promises and  
intentions with actions.**

**Now is our time to soar!**

”





# CORPORATE STRUCTURE ♦

Section 2

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## 2.0 **CORPORATE STRUCTURE**

# 2.1 **CORPORATE PORTFOLIO**

Sustainability is deeply rooted in our core business practices. The leadership backed by strong mandate from the Board, aspires to become an ESG compliant organisation.



## 2.0 CORPORATE STRUCTURE

# 2.2 SUSTAINABILITY MANAGEMENT

Sustainability Governance Structure (to be operational Q2 FY2023)

Board of Directors



Board Risk Committee



Sustainability Steering Committee



Strategy & Sustainability Department

In pursuing our aspiration, we strive to achieve the highest standards of integrity. We aim to establish the Sustainability Governance Structure by December 2022.

Spearheaded by the Board and Executive Leadership Team, we adopt a top-down approach to sustainability with clear roles and responsibilities. The newly-established Sustainability Steering Committee will have representatives from various departments.

In addition, there is a newly setup team led by Chief Strategy and Sustainability Officer to drive the sustainability development agendas of the Group. This special team drives the implementation of sustainability initiatives to ensure all sustainability aspects are considered in every decision.



# OUR SUSTAINABILITY JOURNEY ❖

Section 3





3.0

# OUR SUSTAINABILITY JOURNEY

Over our 47 years of service, we have witnessed several transformations and milestones unfold within the Group and around us. We have made significant strides since we have rebranded ourselves to be a sustainable energy industry leader. Our sustainability practices have evolved towards driving impactful, long-term value for our business and stakeholders.



**PUBLISHED THE FIRST SUSTAINABILITY STATEMENT IN OUR ANNUAL REPORT**

2021

**ESTABLISHED THE FIRST SUSTAINABILITY FRAMEWORK AND ALIGN OUR SUSTAINABILITY AGENDA WITH THE FRAMEWORK**

2022

This year, we have finalised the “Sustainability the Earth Deserves” as our guiding tagline in planning and executing all initiatives.











## 3.1

# SUSTAINABILITY PILLARS

## OUR COMMITMENT TO THE UNSDGs

We are committed to drive our sustainability agenda and achieve our mission to be recognised as a distinct reputable regional ESG organisation.

### PUTTING OUR SUSTAINABILITY STRATEGIES INTO ACTION

OUR SUSTAINABILITY PILLARS	KEY ENABLERS	CONTRIBUTIONS
 Governing Responsibly   Nation Empowerment   Environmental Sustenance   Uplifting Communities	<ul style="list-style-type: none"> <li>Development of Sustainable Governance Structure.</li> <li>Implementation of sustainability framework in our current policies and procedures across business operations.</li> <li>Implementation of sustainable work culture via The Green Way Forward campaign.</li> <li>Evaluation of Scope 1 Green House Gas ("GHG") emissions for all our projects.</li> <li>Undertaking Environmental Impact Assessment ("EIA") exercises in our project developments.</li> <li>Execution of Corporate Social Responsibility ("CSR") activities at our project areas.</li> <li>Carbon market expertise development.</li> <li>FTSE4Good participation.</li> </ul>	     

### GUIDED BY OUR STRATEGIC BLUEPRINT PILLARS

Pillar 1	Pillar 2	Pillar 3	Pillar 4	Pillar 5
Institutionalisation of the Group	Develop 350MW Green Energy Assets in Malaysia	Sustainable Energy Play	Implement Sustainability Pillars and ESG Rating	Regional Play







## 3.2

# STAKEHOLDER MANAGEMENT

Through establishment engagement platforms, we keep our stakeholders updated on our operations, performance and direction while obtaining feedback on their needs, interests and expectations.

A summary of our stakeholder groups, explaining our engagement methods, frequency of engagement as well as topics and their key concerns.

Stakeholder	Engagement Methods	Frequency of Engagement	Topic and Concerns Raised
Employees	<ul style="list-style-type: none"> <li>Internal communications</li> <li>Events</li> <li>Face to face meetings</li> <li>Townhalls</li> <li>Surveys</li> </ul>	Daily or when required	<ul style="list-style-type: none"> <li>Health &amp; Safety concerns</li> <li>Internal activity recommendations</li> <li>ESG framework</li> </ul>
Clients/Business Partners	<ul style="list-style-type: none"> <li>Emails</li> <li>Meetings</li> <li>Conferences</li> </ul>	Regularly or when required	<ul style="list-style-type: none"> <li>Regulator concerns</li> <li>Business exploration</li> <li>Investment matters</li> </ul>
Members of the Board	<ul style="list-style-type: none"> <li>Briefing papers, emails</li> <li>Board meetings</li> <li>Committee meetings</li> </ul>	Quarterly or when required	<ul style="list-style-type: none"> <li>Project-related concerns</li> <li>Financial of the company</li> <li>Employee welfare and benefits</li> <li>Risk and Integrity related</li> </ul>
Financial Institutions	<ul style="list-style-type: none"> <li>Emails</li> <li>Meetings</li> <li>Events &amp; Conferences</li> </ul>	Regularly or when required	<ul style="list-style-type: none"> <li>Investment matters</li> <li>Loan repayments</li> <li>Industry concerns</li> </ul>

3.2

# STAKEHOLDER MANAGEMENT (CONT'D)

Stakeholder	Engagement Methods	Frequency of Engagement	Topic and Concerns Raised
Government bodies	<ul style="list-style-type: none"> <li>➤ Emails</li> <li>➤ Meetings</li> <li>➤ Industry syndication events</li> </ul>	Regularly or when required	<ul style="list-style-type: none"> <li>➤ ESG concerns</li> <li>➤ Sustainable energy matters</li> <li>➤ Industry target and concerns</li> </ul>
Regulators	<ul style="list-style-type: none"> <li>➤ Emails</li> <li>➤ Meetings</li> <li>➤ Industry syndication events</li> </ul>	Regularly or when required	<ul style="list-style-type: none"> <li>➤ Project-related concerns</li> <li>➤ Industry target and concerns</li> </ul>
Community / NGO	<ul style="list-style-type: none"> <li>➤ CSR events</li> </ul>	Quarterly or when required	<ul style="list-style-type: none"> <li>➤ Operational effect</li> <li>➤ Job opportunities</li> <li>➤ Electricity concerns</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>➤ Emails</li> <li>➤ Meetings</li> <li>➤ Conferences</li> </ul>	Regularly or when required	<ul style="list-style-type: none"> <li>➤ Industry competitiveness</li> <li>➤ Good product and services</li> <li>➤ Project related concerns</li> </ul>

### 3.3 MATERIALITY ASSESSMENT

#### 3.3.1 MATERIAL TOPICS GUIDELINE

This Guideline follows an approach that aligns with the UN Guiding Principles on Business and Human Rights, the UNGC 10 Principles, the Organisation for Economic Cooperation and Development ("OECD") Guidelines for Multinational Enterprises, and the related OECD Due Diligence Guidance for Responsible Business Conduct.

This year, we conducted a comprehensive sustainability materiality assessment to identify material matters that are relevant to our business and stakeholders. In conducting this assessment, we followed a step-by-step approach to identify a list of material matters to the Group.

##### STEP 1 : IDENTIFICATION

A list of material matters was identified with reference to GRI standards and Bursa Malaysia's Sustainability Reporting Guide that are relevant to the company and stakeholders. The following factors were also taken into consideration:

- Regulatory changes
- Changing of global and local trends
- Our strategies and internal policies

##### STEP 2: PRIORITISATION

Material matters were prioritised by taking into account of internal and external stakeholders opinions and their importance to us.

##### STEP 3: VALIDATION

The list of prioritised material matters was verified through discussions with top management and relevant subject matter expertise.

The three-step process is designed to help us to achieve the following objectives:

- Align our strategy, efforts, and allocation of resources with the UNSDG targets that reflect the significant impacts, risks to people and the environment.
- Identify new actions necessary to contribute to the UNSDGs. It is important to disclose existing efforts that are demonstrably driving positive change.
- Avoid 'SDG-washing'. We identify and act on UNSDG targets that intersect with our operations.

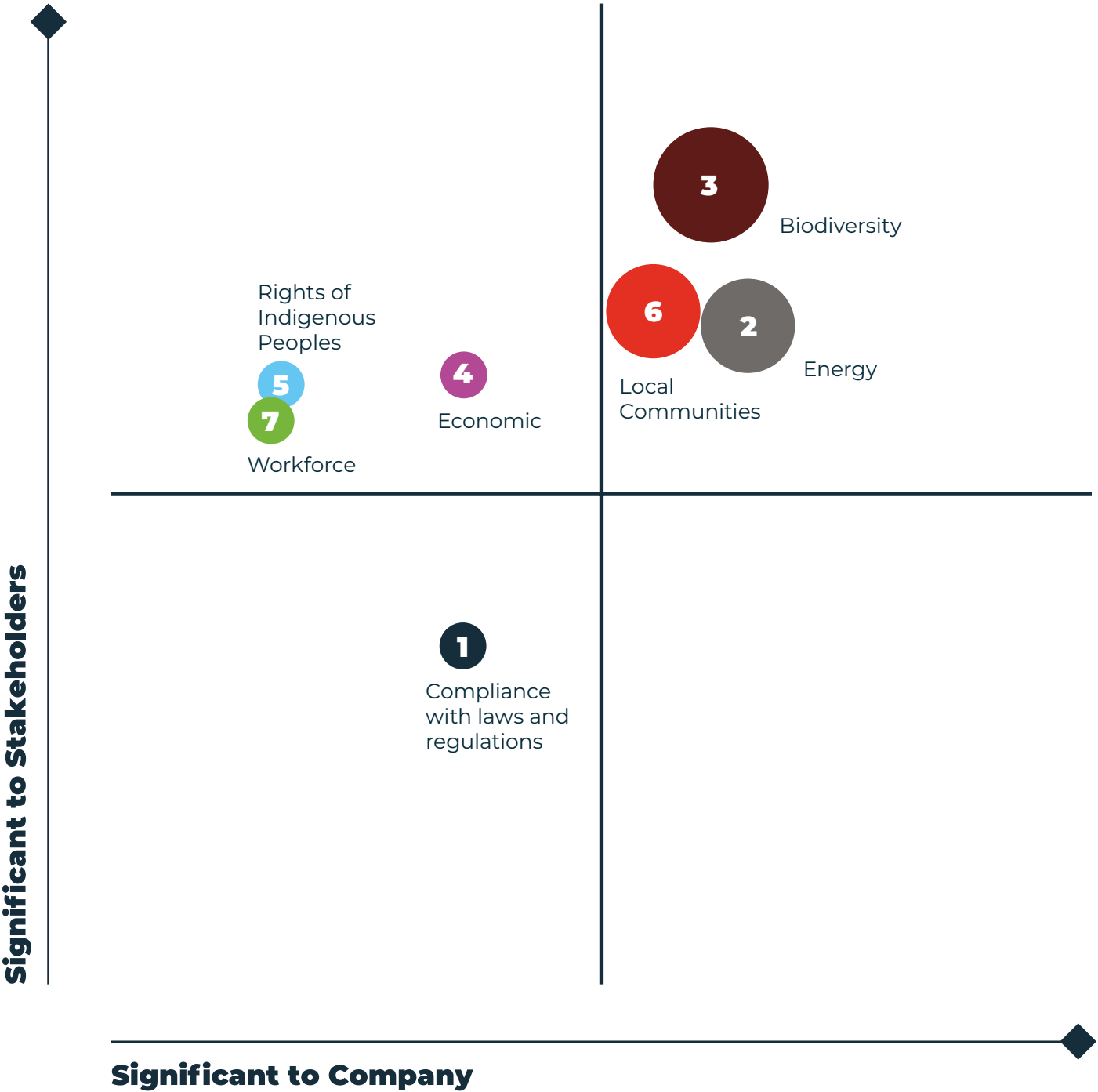





3.3

MATERIALITY ASSESSMENT

3.3.2

MATERIALITY MATRIX






Module	Module No.	Material Topic	Indicator
<p>Compliance with laws and regulations</p> 	1	Anti-corruption	<ul style="list-style-type: none"> <li>Communication and training about anti-corruption policies and procedures</li> <li>Public Policy</li> </ul>
<p>Energy</p> 	2	<p>Reduction in energy consumption</p> <p>To calculate GHG emissions</p> <p>Renewable energy production</p>	<ul style="list-style-type: none"> <li>Energy consumption within the organisation</li> <li>Reduction of energy consumption</li> <li>Direct (Scope 1) GHG emissions</li> <li>Energy indirect (Scope 2) GHG emissions</li> <li>Energy production</li> </ul>
<p>Biodiversity</p> 	3	<p>Biodiversity</p> <p>Forest management</p>	<ul style="list-style-type: none"> <li>Biodiversity and ecosystem</li> <li>Impact on biodiversity and habitat</li> <li>Habitat protection or restoration</li> <li>Forest management</li> </ul>

### 3.3 MATERIALITY ASSESSMENT

## 3.3.2 MATERIALITY MATRIX

(CONT'D)

Module	Module No.	Material Topic	Indicator
Economic 	4	Infrastructure investment	Social and environmental impact of infrastructure investments
Rights of Indigenous Peoples 	5	Rights of Indigenous Peoples  Land and resource rights	Incidents of violations involving rights of indigenous peoples  Inclusive business initiatives
Local Communities	6	Local Communities	Local community impacts and engagement
Workforce 	7	Employment and workforce  Parental leave  Market Presence  Training and Education  Diversity and Equal Opportunity  Non-discrimination	New employee hires and employee turnover  Parental leave benefits  Minimum wage and remuneration  Average hours of training Programs for upgrading employee skills and transition assistance programs Performance and career development reviews  Employee diversity data Gender diversity data  Discrimination incidents









Section 4

# OUR SUSTAINABILITY ENERGY PORTFOLIO ♦



4.0

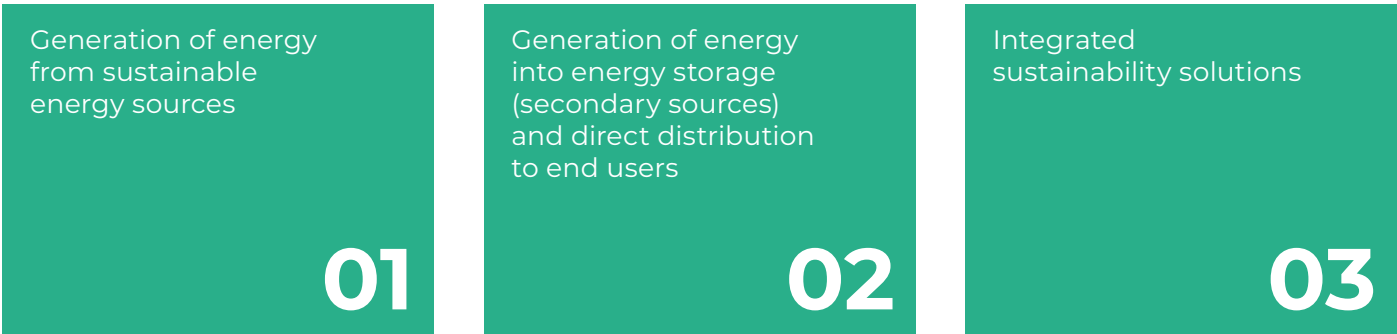
OUR SUSTAINABLE ENERGY PORTFOLIO

4.1

ECOSYSTEM

We aim to establish our footprint along the green energy ecosystem.

REVENUE STREAMS



We will enrich our green energy portfolio through exploring alternatives such as cogeneration and trigeneration.

We aim to deliver Integrated Sustainability Solutions as services such as carbon credit, Renewable Energy Certificate (“REC”), carbon advisor and carbon management.

Items	Definition
Carbon Credits	Also known as carbon offsets, are permits that allow the owner to emit a certain amount of carbon dioxide or other greenhouse gases. 1 Carbon Credit = 1 metric tonne of CO2e
Renewable Energy Certificate (REC)	A tradable commodity that is issued for each megawatt hour of electricity produced through the use of renewable energy sources. 1 REC = 1MWh
Carbon Advisory	Depend on an expert that measure, model and report company’s carbon output using a range of national and global standard.
Carbon Management	Same with Carbon Advisory but this depends on a software that uses advance functions like analytics.

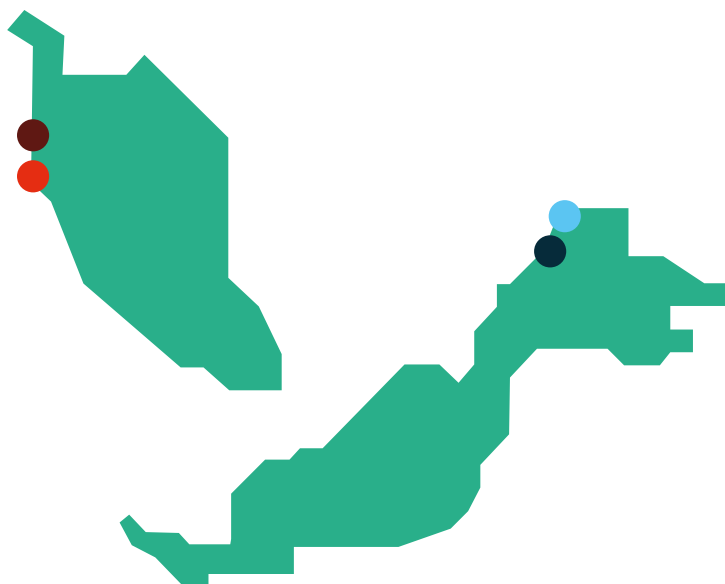
## 4.0 OUR SUSTAINABLE ENERGY PORTFOLIO

# 4.2 PROJECT PIPELINE

We have identified various Renewable Energy projects in Malaysia amounting to 350MW of installed plant capacity by 2027, that is able to generate 2,351 GWh of clean electricity.

Indication	Projects	Capacity	Location
●	Hydropower	210 MW	Sabah
●	Large Scale Solar	9 MW	Kedah
●	Solar Rooftop for Commercial and Industrial	9 MW	Multiple Sites
●	Liquefied Natural Gas	25 MW	Penang
●	Solar & Battery Storage	98 MW	Sabah

We strive to disclose direct (Scope 1) GHG emissions for all our energy projects. In line with our energy pipeline target, we are committed to minimise any potential carbon emissions caused by our operations. We will also focus on identifying and implementing methods of enhancing our carbon avoidance efforts by meticulously monitoring the progress of all our sustainable energy projects.





Section 5

# ENVIRONMENTAL STEWARDSHIP





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## 5.0 ENVIRONMENTAL STEWARDSHIP

# 5.1 PROJECT BACKGROUND

As part of our journey to become a leading player in the renewable energy industry, we are acquiring the newly built run-of-river (“ROR”) hydropower plant in Sabah, Telekosang Hydro. We have assessed and deduced that acquiring Telekosang Hydro would support our business pillars and goals.

Telekosang Hydro is an integrated 40MW Small Hydropower (“SHP”) scheme located on the Telekosang River in Tenom, Sabah. The project is designed as a cascading hydroelectric scheme. Telekosang Hydro comprises of two major plants (Telekosang Hydro 1 and Telekosang Hydro 2), both situated along the same river basin.

Throughout the acquisition process, we have prepared necessary guidelines to ensure a harmonious co – existence between Telekosang Hydro, stakeholders and us.

### Facts on Telekosang Hydro

- Integrated 40MW SHP scheme located on the Telekosang River in Tenom, Sabah
- Telekosang Hydro 1: Sized 828.46 km<sup>2</sup>
- Telekosang Hydro 2: Sized 619.87 km<sup>2</sup>

### Impact Reporting for Telekosang Hydro



#### **2 Cascading Hydroelectric Schemes**

both plants are situated along  
the same river



#### **Expected Power Output of 245,280 MWh**

per annum (declared annual availability)



#### **172,909 Tonnes of CO2 Avoided Annually**

based on IRENA @ factor of 0.705



#### **Up to 1,000 Jobs**

supported during construction

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## 5.0 ENVIRONMENTAL STEWARDSHIP

# 5.2 SUSTAINABILITY IMPACTS

In our research of Telekosang Hydro, we have identified relevant prospective materiality topics as listed below:

### Biodiversity



#### Target 14.2 - Biodiversity and Ecosystem

Criteria:

- To restore exposed land areas
- To minimise the environment impacts by utilising the ROR hydro
- To minimise pollution by stringent waste management

### Forest Management



#### Target 15.1 – Habitat protection or restoration

Criteria:

- To execute construction with safety measures
- To minimise impact towards environment and communities
- To promote ecological and preservation of nature

## Rights of Indigenous Peoples



### Target 11.3 – Rights of Indigenous Peoples

Criteria:

- No indigenous communities were negatively affected
- To report any incidents of indigenous people's rights violation
- Prioritising public safety and environmental impact
- To build safe and sturdy structures

## Land and Resource Rights



### Target 11.3: Inclusive business

Criteria:

- To rehabilitate exposed land areas during construction period.
- To engage and communicate with local communities of the plant's overview, its values and benefits.

---

## 5.0 ENVIRONMENTAL STEWARDSHIP

# 5.2 SUSTAINABILITY IMPACTS (CONT'D)

### Local Communities



Target 11.3: Local community impacts and engagement

Criteria:

- To carry out environmental impact assessment ("EIA")
- To disclose relevant information of the plant on public domain, ie. website.
- To continuously engage local communities with corporate social responsibility ("CSR") programmes
- To provide job opportunities and improved infrastructure as an economic catalyst for the development of local communities
- To further ensure safety of the projects by setting up working occupational health and safety committees

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## 5.0 ENVIRONMENTAL STEWARDSHIP

# 5.3 FUTURE FORWARD

In the foreseeable future, we will continue to advocate sustainability as the pulse of our business and all our undertakings – including preservation efforts on biodiversity, forest as well as upholding the rights of indigenous peoples and local communities.

In the development of our upcoming 170 MW ROR hydropower plant, dubbed Project Oriole, we envisage the application of our four (4) sustainability pillars, alongside with the six (6) UNSDGs and 10 UNGC Universal Principles. Project Oriole, located at Sungai Maligan and Hulu Sungai Padas in Sipitang, Sabah, is projected to achieve carbon avoidance of 825,300 tonnes annually upon its expected completion by year 2027.



# THE GREEN WAY FORWARD. ♦

Section 6



6.0

# THE GREEN WAY FORWARD

We have initiated a campaign dubbed as the Green Way Forward - to promote sustainability culture and to reduce our carbon footprint.

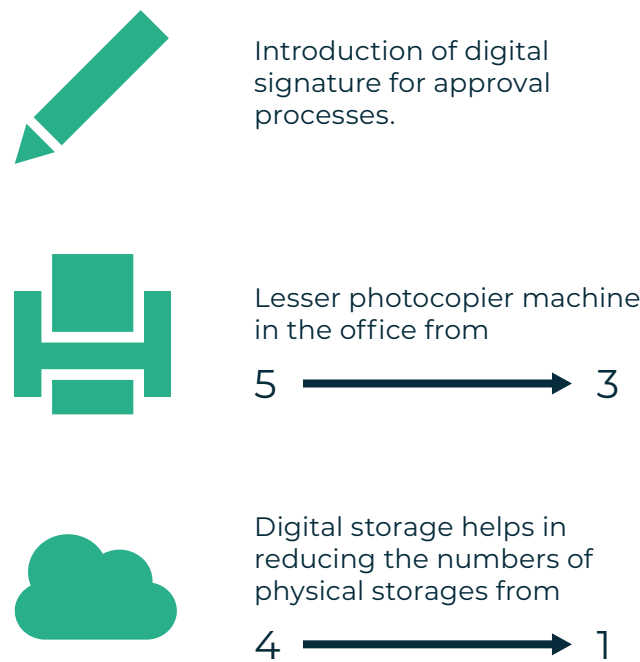
6.1

## PAPERLESS OFFICE

### BACKGROUND

As part of our sustainability agenda, we are also shifting towards a paperless office through the rapid digitalisation of our operation. We aim to have minimal paper-based processes moving forward and rely on digital documents, systems and processes. Our digital transformation journey begun effective on 1st April 2022.

### FY2022 INITIATIVES



### KEY IMPACT

We are seeing reduction of printed papers since the introduction of paperless office.

Quarter	Total Printed Paper
Q1 FY2022	78,148
Q2 FY2022	146,092
Q3 FY2022	84,566
Q4 FY2022	43,872
Q1 FY2023	39,604

To date, we manage to reduce paper usage by half amounting to approximately 245 reams of paper. This reduction is equivalent to the saving of 13 trees. This data is derived based on calculation methodology by Forest Stewardship Council International ("FSC").

### OUR FOCUS FOR FY2022 AND BEYOND

As a forward looking organisation, we aspire to fully embrace digital in all our operations. We will continue to introduce other digital initiatives and commit to implement it throughout the organisation.



## 6.0 THE GREEN WAY FORWARD

# 6.2 REMOTE WORKING

### BACKGROUND

In our mission to reduce carbon emission and power consumption, we have introduced a remote working policy on 10th May 2022. Excerpts of this policy includes:

- a** Every employee is allowed to work remotely subject to the approval by respective heads of department
- b** Employees are given necessary peripherals, software and cloud services

To ensure the wellbeing and mental health of our employees, we periodically engage and provide working tips.



Maintain your morning routine



Dress appropriately



Designate a dedicated workspace



Make time for self-care

## 6.0 THE GREEN WAY FORWARD

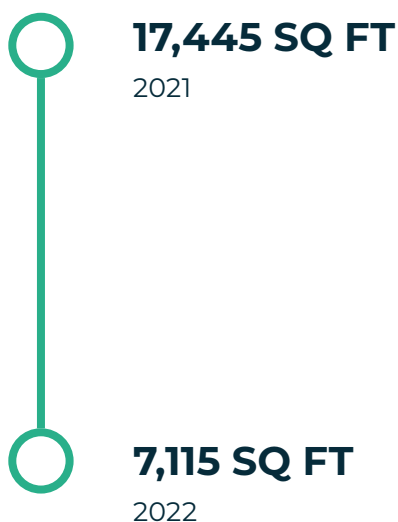
## 6.2 REMOTE WORKING (CONT'D)

FOCUS FOR FY2022  
AND BEYOND

## 1. REDUCTION IN ENERGY CONSUMPTION

By implementing remote working initiative, we ultimately managed to reduce electricity consumption by having smaller working space, open concept layout, usage of LED lights and energy conservations practices.

Reduction in office space:



## KEY HIGHLIGHT

To date, we have successfully achieved a total of

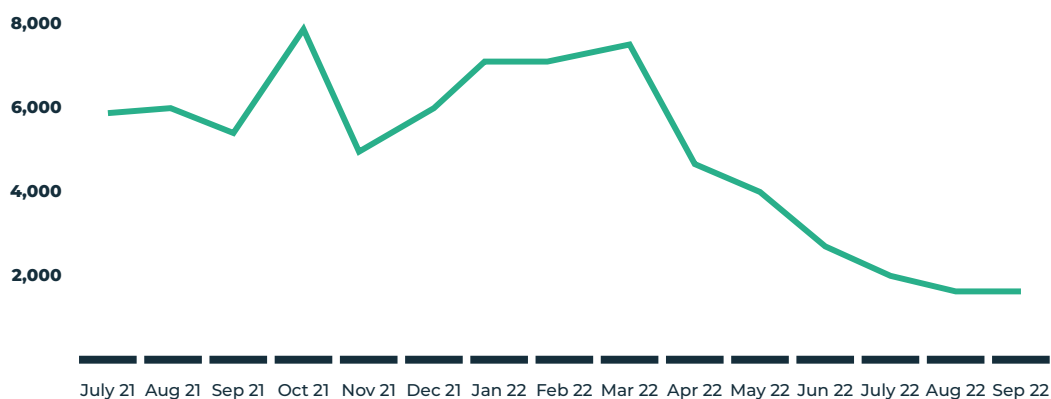
**0.073 tCO<sub>2</sub>e**

carbon avoidance. This data is derived based on GHG protocol accounting platform.

Electricity consumption in kWh and Joules from July 2021 until September 2022.

Month	Electricity (kWh)	Consumption (Joules)
Jul'21	5,909	21,272,400,000
Aug'21	6,026	21,693,600,000
Sept'21	5,621	20,235,600,000
Oct'21	7,838	28,216,800,000
Nov'21	5,007	18,025,200,000
Dec'21	5,985	21,546,000,000
Jan'22	6,648	23,932,800,000
Feb'22	6,615	23,814,000,000
Mar'22	6,997	25,189,200,000
Apr'22	4,709	16,952,400,000
May'22	3,937	14,173,200,000
Jun'22	2,766	9,957,600,000
Jul'22	2,013	7,246,800,000
Aug'22	1,716	6,177,600,000
Sept'22	1,658	5,968,800,000
<b>Total</b>	<b>73,445</b>	<b>264,402,000,000</b>

## Electricity Consumption



Total carbon emission from July 2021 until September 2022.

Month	Carbon Emission (tCO <sub>2</sub> e)	Monthly Reduction of Carbon Emission
Jul'21	0.100	-
Aug'21	0.102	0.002
Sept'21	0.096	- 0.007
Oct'21	0.133	0.038
Nov'21	0.085	- 0.048
Dec'21	0.102	0.017
Jan'22	0.113	0.011
Feb'22	0.112	- 0.001
Mar'22	0.119	0.006
Apr'22	0.080	- 0.039
May'22	0.067	- 0.013
Jun'22	0.047	- 0.020
Jul'22	0.034	- 0.013
Aug'22	0.029	- 0.005
Sept'22	0.028	- 0.001
<b>Total</b>	<b>1.247</b>	<b>- 0.073</b>



6.0

THE GREEN WAY FORWARD



6.2

REMOTE WORKING (CONT'D)



2. CARBON AVOIDANCE VIA  
REMOTE WORKING

Since the implementation of remote working policy, we have avoided 15.01 metric tonnes carbon (tCO<sub>2</sub>e) emission to date. This data is derived based on GHG protocol accounting platform. We have differentiate two modes of transportation that are commonly used by our employees.

CARBON EMISSION FOR ALL EMPLOYEES

Mode of Transportation		Carbon Emission (tCO <sub>2</sub> e)
	Car	8.33
	Train	1.93
Total		10.26

CARBON EMISSION FOR EMPLOYEES WHO  
OPT FOR REMOTE WORKING

Mode of Transportation		Carbon Emission (tCO <sub>2</sub> e)
	Car	3.03
	Train	0.70
Total		3.73

The difference between carbon emission for all employees including those who are working remotely will be defined as carbon emission after remote working is implemented.

Carbon emission by employees that work remotely will be defined as carbon avoidance since they did not commute to the office.

Based on our calculations, Jentayu Sustainables has avoided:

15.01 tCO<sub>2</sub>e

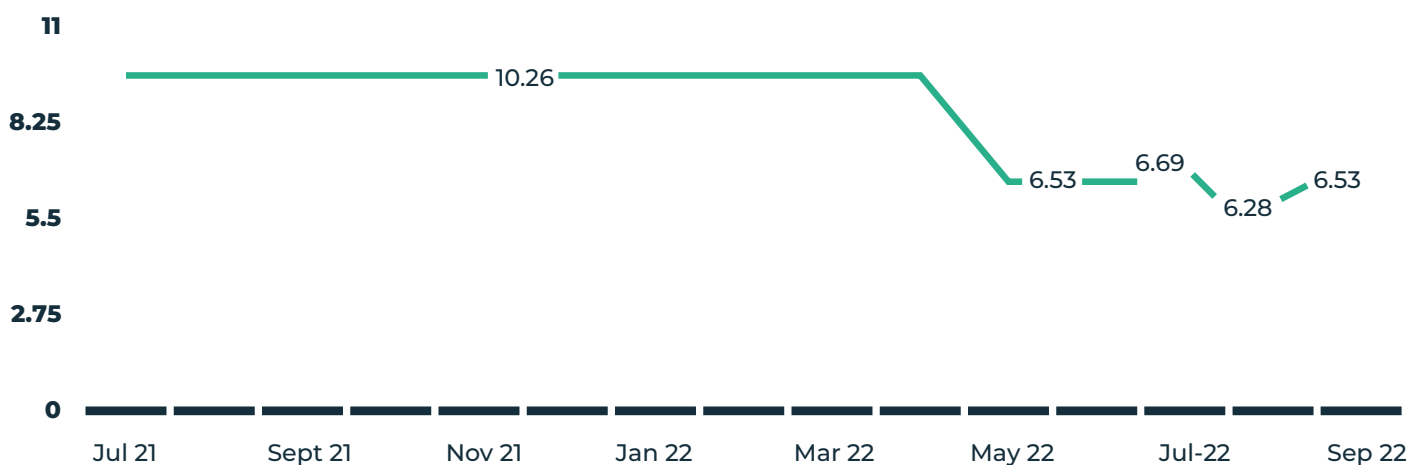
**TOTAL CARBON EMISSION (tCO<sub>2</sub>e)**

Month	Carbon Emission (tCO <sub>2</sub> e)
Jul'21	10.26
Aug'21	10.26
Sept'21	10.26
Oct'21	10.26
Nov'21	10.26
Dec'21	10.26
Jan'22	10.26
Feb'22	10.26
Mar'22	10.26
Apr'22	10.26
May'22	6.53
Jun'22	6.53
Jul'22	6.69
Aug'22	6.28
Sep'22	6.53

**FOCUS FOR FY2022 AND BEYOND**

As a sustainable organisation, we aspire to reduce carbon footprint for Scope 2 and Scope 3 of GHG emission through future innovative approaches.

## Carbon Emission



---

## 6.0 THE GREEN WAY FORWARD

# 6.3 GREEN PURCHASING

### BACKGROUND

We aspire to implement a series of green purchasing initiatives including the purchase of:

- Paper that contains at least 30% post-consumer recycled content.
- Office supplies and furniture that contains the highest percentage of recycled and non-toxic content whenever possible.
- Products that contains biobased content whenever possible.
- Energy Star office equipment.
- Computers and monitors with at least a Bronze rating of Electronic Product Environmental Assessment Tool ("EPEAT").

This initiative is implemented since May 2022 where the Group is producing our corporate gift using sustainable materials. Besides, the production of our business card is also using a sustainable material via FSC Recycle Card with the Forest Stewardship Council ("FSC") logo.

### FOCUS FOR FY2022 AND BEYOND

We will continue to formulate initiatives and policies that support our green purchasing aspiration.



## 6.0 THE GREEN WAY FORWARD

# 6.4 ENERGY CONSERVATION

### BACKGROUND

We aspire to implement energy conservation initiatives to contribute towards energy reduction.

### FOCUS FOR FY2022 AND BEYOND

Amongst the initiatives that we would like to implement are:



Switch off lights when not in use.



Use energy efficient equipment where possible.



Switch off all office equipment by end of business.



Use the stairs when possible.



Utilise videoconferencing and conference calls instead of travelling for a meeting



# PEOPLE AND US ♦

Section 7



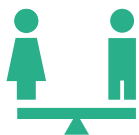


## 7.0 PEOPLE AND US

### EMPOWERING OUR PEOPLE

Our employees are our greatest asset. Thus, we strive to nurture an inclusive working environment that grooms strong leaders, promotes high performance and develops skilled talents.

To value our employees in a truly conducive and productive workplace, we adhere to the following aspects:



Gender Equality



Work-life Balance



Team Spirit



Healthy Turnover



Career Development



Key Performance Indicator ("KPI") - oriented Rewards



## 7.0 PEOPLE AND US

## 7.1 EMPLOYEE ENGAGEMENT

## 1. LIST OF ENGAGEMENT FOR FY2022

No	Number Of Activities	Grand Total
1	CEO Townhall	2
2	Festivities	5
3	Vaccination Kit Distribution	1
<b>Total</b>		<b>8</b>

## 2. OUR INTERNAL ENGAGEMENT INITIATIVES FOR FY2023

**i CEO Townhall**

- a** Quarterly
- b** To share company financial performance and direction
- c** To keep employees informed and engaged

**ii Breakfast Session**

- a** Monthly
- b** To strengthen the bond between employee and the management

**iii Educational Series**

- a** Quarterly
- b** An avenue to enhance employee skills and knowledge
- c** Activity/Topic pipeline
  - Arabic class by CEO
  - Motivational talk by Guest Speaker
  - ESG awareness
  - Sustainable Energy

**iv Annual Dinner****v Team Building**

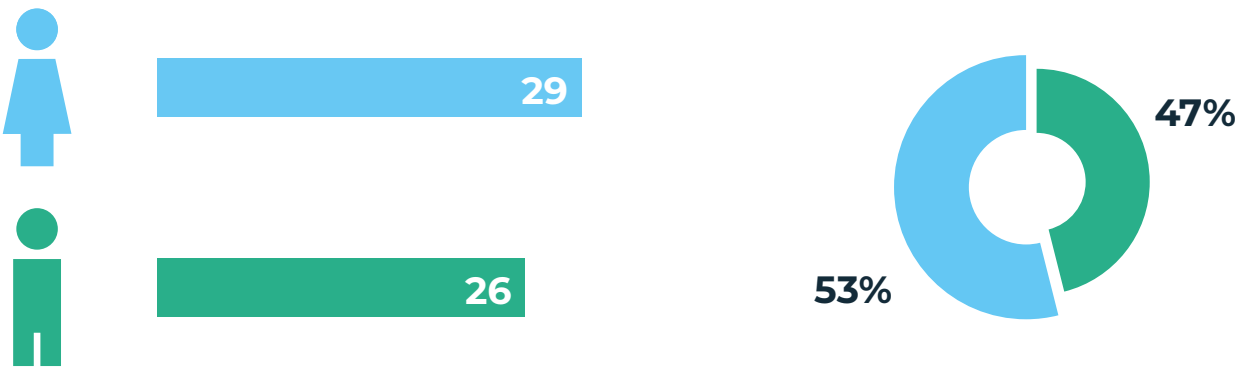
7.0

PEOPLE AND US

7.2

EMPLOYEE DIVERSITY DATA

1. PERCENTAGE OF EMPLOYEES BY GENDER



GRAND TOTAL: 55

2. NUMBER OF EMPLOYEE WITH MINIMUM WAGE OF RM1,500



Note: All of our employees are paid above minimum wage.

3. PERCENTAGE OF SENIOR MANAGEMENT TEAM



#### 4. PERCENTAGE OF EMPLOYEES BY DEPARTMENT

No	Department	Grand Total	Employee Age Range		
			Below 30	31 - 50	Over 50
1	Accounts & Finance	13	4	5	4
2	Administration & Information Technology	10	1	7	2
3	Audit	3	0	2	1
4	EC/CEO Offices	8	2	4	2
5	Energy	7	2	3	2
6	Healthcare Department	1	0	1	0
7	Human Resources Department	3	1	2	0
8	Legal & Secretarial	3	0	3	0
9	Property	2	1	1	0
10	Risk Management & Compliance	2	0	1	1
11	Strategy & Sustainability	3	0	3	0
<b>Grand Total</b>		<b>55</b>	<b>11</b>	<b>32</b>	<b>12</b>
<b>Percentage (%)</b>		<b>100</b>	<b>20</b>	<b>58</b>	<b>22</b>

#### 5. NUMBER OF DISCRIMINATION INCIDENTS

NUMBER OF INCIDENTS

0

Note: There are no discrimination incidents reported in FY2022



7.0

**PEOPLE AND US**

7.3

**UPLIFTMENT OF COMMUNITIES**

We are committed to uplift the nation and brighten the livelihood of our people and communities, through our various community engagements, as we seek to leave a positive and lasting impact moving forward.

**FEATURE STORY**

In January 2022, through the collaboration with Yayasan Kebajikan Sabah, we have raised a total donation of RM550,000 for the Sabah flood victims. We have sponsored the entire cost of the Flood Victims Fundraising Ceremony held at the Sabah International Convention Centre in Kota Kinabalu, with 100% of the donations received at the event were channelled directly to the Sabah Welfare Foundation Fund for flood relief purposes benefitting more than 2,000 victims.

**FOCUS FOR FY2022 AND BEYOND**

Involvement of CSR activities:

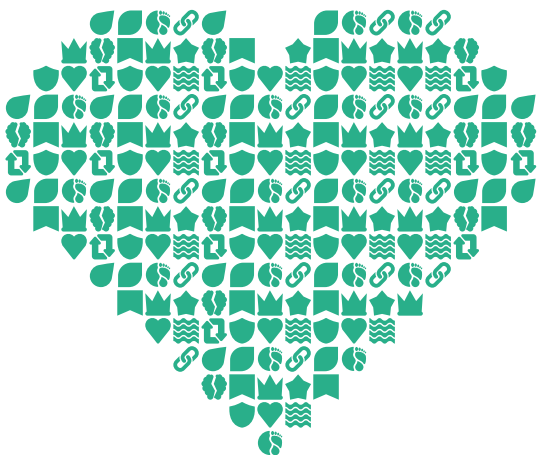
We will continue our efforts of organising various CSR activities towards the betterment of the local communities' livelihood, where possible.

Rural Development:

Electricity enables the development, social welfare and socio-economic growth of rural areas. With that in mind, we intend to assist villagers at Sipitang Sabah on their clean energy requirement.

- Kg Maligan
- Kg Iburu
- Kg Long Mio
- Kg Ulu Bole
- Kg Long Pasia

Our rural development initiative is aligned with our sustainability goals to provide affordable clean energy to the community.









Section 8

# GRI INDEX





8.0

**GRI INDEX**

8.1

# CONTENT INDEX REFERENCE FOR GENERAL DISCLOSURES

**AR** = Annual Report 2022   **SR** = Sustainability Report 2022   **SORMIC** = Statement of risk management and internal control  
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DISCLOSURE CODE	DISCLOSURE TITLE	LOCATION
Disclosures about the organisation		
<b>ORGANISATION AND ITS REPORTING PRACTICES</b>		
REP-1	Name of the organisation	1.0 Who We Are: Pg 4
	Location of headquarters	AR 9.10 Corporate Directory: Pg 238
	Location of operations	AR 9.10 Corporate Directory: Pg 238
	Ownership and legal form	1.1 About This Report : Pg 4
REP-2	Organisation's entities included in its sustainability reporting	1.1 About This Report : Pg 4
REP-3	Reporting period and frequency	1.1 About This Report : Pg 5
REP-4	Restatements of information	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.
REP-5	External assurance	AR 1.0 About our report: Pg 5
N/A	Requirement A-7: Provide a statement of use	AR 3.1 Executive Chairman Statement: Pg 21
N/A	Requirement B-1: Publish a GRI Content Index	8.0 GRI Index: Pg 64

DISCLOSURE CODE	DISCLOSURE TITLE	LOCATION
<b>ORGANISATIONAL ACTIVITIES AND WORKERS</b>		
ACT-1	Markets served	1.2 About us: Pg 8
	Scale of the organisation	1.2 About us: Pg 8
	Supply chain	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.
	Significant changes to the organisation and its supply chain	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.
ACT-2	Information on employees and other workers	7.2 Employee Diversity Data: Pg 58
<b>GOVERNANCE</b>		
GOV-1	Governance structure and composition	2.2 Sustainability Management: Pg 19
	<ul style="list-style-type: none"> <li>➤ Governance structure</li> <li>➤ Composition of the highest governance body and its committees</li> </ul>	3.2 Stakeholder Management: Pg 25
GOV-2	Nomination and selection of the highest governance body	AR
		3.1 Executive Chairman's Statement: Pg 21
GOV-3	Responsibilities for sustainable development topics and delegation	5.1 Board Composition: Pg 46
		AR
GOV-2	Nomination and selection of the highest governance body	6.1.1 Principle A: Board Leadership and Effectiveness: Pg 82
		6.2 Nomination and Remuneration Committee: Pg 94
GOV-3	Responsibilities for sustainable development topics and delegation	2.2 Sustainability Management: Pg 19
		3.2 Stakeholder Management: Pg 25
GOV-2	Nomination and selection of the highest governance body	AR
		4.1 Strategic Roadmap : Pg 31
GOV-3	Responsibilities for sustainable development topics and delegation	6.1.1 Principle A: Board Leadership and Effectiveness: Pg 66

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**GRI INDEX**

8.1

# CONTENT INDEX REFERENCE FOR GENERAL DISCLOSURES (CONT'D)

**AR** = Annual Report 2022   **SR** = Sustainability Report 2022   **SORMIC** = Statement of risk management and internal control  
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DISCLOSURE CODE	DISCLOSURE TITLE	LOCATION
<b>GOVERNANCE</b> (Cont'd)		
GOV-4	Stakeholder consultation on sustainable development topics	3.2 Stakeholder Management: Pg 25  AR 6.1.3 Principal C: Integrity in Corporate Reporting and Meaningful Relationship with Stakeholders: Pg 92
GOV-5	Chair of the highest governance body	AR 5.2 Board of Directors' Profile: Pg 47
GOV-6	Conflicts of interest	AR 5.2 Board of Directors' Profile: Pg 47 6.1 Overview Statement: Pg 61 9.0 Additional Information: Pg 226
GOV-7	Role of the highest governance body in setting purpose, values, and strategy	2.2 Sustainability Management: Pg 19
GOV-8	Collective knowledge of the highest governance body	2.2 Sustainability Management: Pg 19  AR 4.1 Pillar 1 Institutionalisation of the Group: Pg 33
GOV-9	Evaluation of the performance of the highest governance body	2.2 Sustainability Management: Pg 19  6.1.1 Principle A: Board Leadership and Effectiveness: Pg 66



DISCLOSURE CODE	DISCLOSURE TITLE	LOCATION
<b>GOVERNANCE</b> (Cont'd)		
GOV-10	Identification and management of impacts ➤ Identifying and managing economic, environmental, and social impacts ➤ Effectiveness of risk management processes ➤ Review of economic, environmental, and social topics	3.3 Materiality Assessments: Pg 27  AR 6.4 SORMIC: Pg 101
GOV-11	Role of the highest governance body in sustainability reporting	2.2 Sustainability Management: Pg 19  6.1.1 Principle A: Board Leadership and Effectiveness: Pg 66
GOV-12	Communication of critical concerns ➤ Nature and total number of critical concerns	3.2 Stakeholder Management: Pg 25
GOV-13	Remuneration policies	AR 6.1.1 Nomination and Remuneration Committee: Pg 82 AR 6.2 Nomination and Remuneration Committee: Pg 92
GOV-14	Process for determining remuneration  Stakeholders' involvement in remuneration	AR 6.2 Nomination and Remuneration Committee: Pg 92  AR 6.2 Nomination and Remuneration Committee: Pg 92
GOV-15	Annual total compensation ratio	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.

## RESPONSIBLE BUSINESS CONDUCT

RBC-1	Statement on sustainable development strategy	AR 3.1 Executive Chairman's Statement: Pg 22
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## 8.0 GRI INDEX

8.1 CONTENT INDEX  
REFERENCE  
FOR GENERAL  
DISCLOSURES (CONT'D)

**AR** = Annual Report 2022   **SR** = Sustainability Report 2022   **SORMIC** = Statement of risk management and internal control  
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DISCLOSURE CODE	DISCLOSURE TITLE	LOCATION
<b>RESPONSIBLE BUSINESS CONDUCT</b> (Cont'd)		
RBC-2	Policy commitments ➡ Precautionary Principle or approach	3.3 Materiality Assessments: Pg 27 6.1 Paperless Office: Pg 46 6.2 Remote Working: Pg 47 6.3 Green Purchasing: Pg 52  AR 6.1.1 Code of Conduct: Pg 76 6.4 SORMIC: Pg 101
RBC-3	Embedding the policy commitments throughout the organisation	6.1 Paperless Office: Pg 46 6.2 Remote Working: Pg 47 6.3 Green Purchasing: Pg 52  AR 6.2 Nomination and Remuneration Committee: Pg 92 6.4 SORMIC: Pg 104
RBC-4	Grievance mechanisms and other remediation processes	3.2 Stakeholder Management. Pg 27 5.2 Sustainability Impacts: Pg 40  AR 6.1.3 Principal C: Integrity in corporate reporting and meaningful relationship with stakeholders: Pg 92 6.4 SORMIC: Pg 101

DISCLOSURE CODE	DISCLOSURE TITLE	LOCATION
<b>STAKEHOLDER ENGAGEMENT</b> (Cont'd)		
RBC-5	Mechanisms for seeking advice and raising concerns	3.2 Stakeholder Management: Pg 25  AR 6.1.3 Principal C: Integrity in corporate reporting and meaningful relationship with stakeholders: Pg 92 6.4 SORMIC: Pg 101
RBC-6	Compliance with laws and regulations <ul style="list-style-type: none"> <li>Environmental laws and regulations</li> <li>Laws and regulations in the social and economic area</li> </ul>	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.
RBC-7	Membership associations	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.

## STAKEHOLDER ENGAGEMENT

SE-1	Approach to stakeholder engagement <ul style="list-style-type: none"> <li>List of stakeholder groups</li> <li>Identifying and selecting stakeholders</li> </ul>	3.2 Stakeholder Management: Pg 25  AR 6.1.3 Principal C: Integrity in corporate reporting and meaningful relationship with stakeholders: Pg 92
SE-2	Collective bargaining agreements	The information on this matter is currently unavailable due to incomplete data in hand. We will provide the information in our next publication, moving forward.



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**GRI INDEX**

8.2

# CONTENT INDEX

## REFERENCE FOR MATERIAL TOPICS

**AR** = Annual Report 2022   **SR** = Sustainability Report 2022   **SORMIC** = Statement of risk management and internal control  
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DISCLOSURE CODE	MATERIAL TOPIC	INDICATOR	REFERENCE / REMARK
<b>ENERGY</b>			
302-1	Reduction in energy consumption	Energy consumption within the organisation	6.2 Remote Working: Pg 47
302-4	Reduction in energy consumption	Reduction of energy consumption	6.2 Remote Working: Pg 47
305-1	To calculate GHG emissions	Direct (Scope 1) GHG emissions	4.2 Project Pipeline: Pg 35
305-2	To calculate GHG emissions	Energy indirect (Scope 2) GHG emissions	6.2 Remote Working: Pg 47
201-2	Renewable energy production	Energy Production	4.2 Project Pipeline: Pg 35
<b>BIODIVERSITY</b>			
304-1	Biodiversity	Biodiversity and ecosystem	5.1 Project Background: Pg 38
304-2	Biodiversity	Impact on biodiversity and habitat	5.2 Sustainability Impacts: Pg 40
304-3	Forest management	Habitat protection or restoration	5.2 Sustainability Impacts: Pg 40
304-4	Forest management	Forest management	5.2 Sustainability Impacts: Pg 40

DISCLOSURE CODE	MATERIAL TOPIC	INDICATOR	REFERENCE / REMARK
<b>ECONOMIC</b>			
203-1	Infrastructure investment	Infrastructure investment	5.1 Project Background. Pg 38
203-1	Infrastructure investment	Environmental expenditure	5.1 Project Background. Pg 38
<b>RIGHTS OF INDIGENOUS PEOPLES</b>			
411-1	Rights of Indigenous Peoples	Rights of Indigenous Peoples	5.2 Sustainability Impacts: Pg 40
411-1	Land and resource rights	Inclusive business	5.2 Sustainability Impacts: Pg 40
<b>LOCAL COMMUNITIES</b>			
413-1	Local Communities	Local community engagement, impact assessments, and development programs	3.2 Stakeholder Management: Pg 27 5.2 Sustainability Impacts: Pg 40
<b>COMPLIANCE WITH LAWS AND REGULATIONS</b>			
205-2	Anti-corruption	Communication and training about anti-corruption policies and procedures	AR 6.1.1 Principle A: Board leadership and effectiveness. ABAC Policy: Pg 78 6.4 SORMIC: Pg 104
415-1	Anti-corruption	Public Policy	AR 6.1.1 Principle A: Board leadership and effectiveness. ABAC Policy: Pg 78
<b>WORKFORCE</b>			
202-1	Market Presence	Minimum Wage	7.2 Employee Diversity Data: Pg 58
202-1	Parental leave	Senior Management Team	7.2 Employee Diversity Data: Pg 58
404-2	Training and Education	Programs for upgrading employee skills and transition assistance programs	7.1 Employee Engagement: Pg 57

8.0 **GRI INDEX**

## 8.2

# CONTENT INDEX REFERENCE FOR MATERIAL TOPICS (CONT'D)

**AR** = Annual Report 2022 **SR** = Sustainability Report 2022 **SORMIC** = Statement of risk management and internal control  
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DISCLOSURE CODE	MATERIAL TOPIC	INDICATOR	REFERENCE / REMARK
<b>WORKFORCE</b> (Cont'd)			
404-3	Training and Education	Percentage of employees receiving regular performance and career development reviews	7.1 Employee Engagement: Pg 57
405-1	Diversity and Equal Opportunity	Diversity of governance bodies and employees	AR 5.1 Board Composition: Pg 46
406-1	Non-discrimination	Non-discrimination	7.2 Employee Diversity Data: Pg 59



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