



SUSTAINABILITY REPORT 2025

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View JENTAYU Sustainables Berhad's Annual Report and Sustainability Report online and on-the-go. The reports and other information about the company can be found at

www.jentayu-sustainables.com



Reducing the environmental impact of this sustainability report

JENTAYU Sustainables Berhad has taken conscious efforts to manage of this report and minimise environmental impact by utilising Forest Stewardship Council certified paper and controlling printed copies.



01

About the report

JENTAYU Sustainables Berhad ("JENTAYU", "the Group" or "the Company") is pleased to present the fourth standalone Annual Sustainability Report 2025 ("SR" or "this Report") for the financial year ("FY") spanning from 1 July 2024 to 30 June 2025 ("FY 2025"). This Report highlights JENTAYU's continued progress in implementing its sustainability strategies within Malaysia and reflects the Group's ongoing journey in creating long-term value.

SCOPE AND BOUNDARIES

The scope of this SR covers the Group's operations in the three core businesses, namely Renewable Energy, Healthcare, and Trading. The Report provides data and information for FY 2025, unless otherwise specified.

Consistent with best reporting practices, the Group is committed to transparency in disclosing material matters. Relevant sustainability targets have been monitored and reported, with up to three years of historical key performance indicators ("KPIs") presented where available, aiming to provide stakeholders with a balanced and comprehensive view of performance.

This year, the reporting scope continues to include selected Scope 3 Greenhouse Gas ("GHG") emissions, specifically Category 5: Waste generated in operations, Category 6: Business travel, and Category 7: Employee commuting across the Group's operations.

FRAMEWORK AND GUIDELINES

This Report aligns with both local and international standards and guidelines:

- Bursa Malaysia Securities Berhad's ("Bursa Securities") Main Market Listing Requirements ("MMLR")
- Malaysian Code on Corporate Governance 2021 ("MCCG")
- Sustainability Reporting Guide and Toolkits (Third Edition) by Bursa Malaysia Securities Berhad ("Guide")
- Global Reporting Initiative ("GRI") Universal Standards (2021)

PROGRESS TOWARDS INTERNATIONAL FINANCIAL REPORTING STANDARDS ("IFRS") ALIGNMENT

JENTAYU recognises the growing importance of the International Financial Reporting Standards ("IFRS") for sustainability disclosures, particularly General Requirements for Sustainability-related Financial Information ("IFRS S1") and Climate-related Disclosures ("IFRS S2"). These standards are required under Malaysia's National Sustainability Reporting Framework ("NSRF") to enhance transparency and comparability among listed companies.

The Group is progressively aligning with these standards by strengthening its

sustainability governance, oversight, and reporting processes. This year, our focus has been on improving governance-related disclosures, while further enhancements in strategy, metrics, targets, and risk management integration will follow in the next phase.

JENTAYU remains committed to building a robust sustainability reporting framework aligned with IFRS S1 and IFRS S2 to ensure greater transparency, consistency, and accountability to stakeholders.

ASSURANCE STATEMENT

To enhance the quality and reliability of disclosures, selected aspects of this Report have been subject to an internal review by JENTAYU's Internal Audit function. The reviewed content has subsequently been endorsed by the Group's Board Audit Committee, ensuring accuracy and accountability in line with the Group's governance practices.

BOARD APPROVAL

The Board of Directors ("the Board") has reviewed this Report and is satisfied that it presents a fair and balanced account of the Group's sustainability performance for the year under review. The Board affirms its responsibility in overseeing the preparation of this Report and ensuring that it is prepared in accordance with established governance practices and internal reporting procedures.

FORWARD LOOKING STATEMENTS

This Report contains forward-looking statements relating to JENTAYU's financial position, performance, operations, and business prospects, which the Group believes to be reasonable at the time of publication. Nevertheless, such statements are subject to inherent risks and uncertainties, as they depend on future events and circumstances beyond the Group's control. Consequently, actual results or developments may differ materially from those expressed or implied in these forward-looking statements.

FEEDBACK

JENTAYU welcomes feedback from stakeholders on this Report and its sustainability disclosures. Stakeholder insights are deeply respected and valuable in helping us strengthen our practices and reporting. Please reach out to the Strategy and Sustainability Department at comms@jentayu-sustainables.com to share your views.



02 About JENTAYU

BUILDING RESILIENCE, SHAPING THE FUTURE

FY 2025 was a pivotal year of transition and recalibration for JENTAYU. The Group made significant revisions to its portfolio to strengthen resilience and sharpen its focus on renewable energy. Against a challenging backdrop of tightening financing conditions, evolving climate policies, regulatory hurdles, and market volatility of the past few years, JENTAYU took strategic decisions to exit projects with heightened execution risks allowing it to redeploy resources towards ventures with stronger fundamentals and outlooks.

The year also marked a renewed energy in leadership and governance. The redesignation of the Executive Chairman as the Group Managing Director, supported by the addition of independent directors with diverse expertise, has strengthened the Group's ability to deliver on its long-term strategy with sharper focus and disciplined execution.

The new leadership introduced a revised strategic roadmap for the Group, which includes the development and operation of sustainable energy assets with a target installed capacity of 200 megawatt ("MW") by

FY 2030. This refined target, following the termination of earlier Share Sale Agreements ("SSA") for selected hydro and solar projects, reflects a disciplined and executable pathway that ensures growth remains anchored on viable, value-accretive projects.

JENTAYU recognises climate change as both a strategic risk and a long-term growth opportunity. The Group's transition towards renewable energy directly addresses the physical and transition risks of climate change while positioning the business to capture opportunities arising from Malaysia's energy transition agenda.

Central to this business plan is the 162 MW run-of-river hydropower development in Sipitang, Sabah ("Project Oriole"). This landmark project has seen steady advancement throughout the year and remains the key focus in JENTAYU's future growth. Together with prudent financial stewardship, these strategic adjustments reinforce the Group's mission and its readiness to navigate sectoral challenges while advancing Malaysia's energy transition and delivering sustainable value to stakeholders.



Visual 01: Padas River, Sabah; Site of Project Oriole

GROUP HIGHLIGHTS IN FY 2025



27 July 2024

Mega Antenatal Class

A class to educate and prepare expectant parents for childbirth, newborn care, and parenthood.



31 August 2024

**OHANA Specialist Hospital
Baby Merdeka Night Celebration**

A celebration of babies born around Malaysia's Independence Day, fostering community connection and national pride while promoting OHANA Specialist Hospital's maternity services.



26 September 2024

**GC Elite – The Europe and Asia Parallel:
A deep dive into AI and ESG**

Mr. Tobias Hjalmar Mangelmann, Independent Non-Executive Director and Chairman of the Board Sustainability Committee, shared his insights on Environmental, Social and Governance ("ESG") as a speaker.



24 November 2024

7KM Run to Save Lives 4.0

Participated in this run organised by Lions Ambulance Service Society, which intended to create awareness on environmental protection by encouraging participants to collect rubbish while running.



30 October 2024

RegTalk: Regulatory Agility – Fostering Enablers for New Industrial Master Plan ("NIMP") 2030

Mr. Baevinraj Thiagarajah, then Chief Executive Officer ("CEO"), was a panelist sharing his views on how regulatory sandboxes can drive innovation within the NIMP ecosystem while supporting growth and compliance.



22 October 2024

**42nd Conference of the ASEAN Federation
of Engineering Organisations**

Datuk Haji Beroz was a speaker in the session themed 'Charting ASEAN Growth with Digital Transformation, Smart Engineering, and Green Solutions.'



14 December 2024

ASEAN Youth Science Forum ("AYSF")

Datuk Haji Beroz, then Executive Chairman, and Mr. Baevinraj Thiagarajah, then CEO, were panelists discussing the renewable energy transition and its impact on ASEAN's industries and communities.



18 December 2024

Jenama Pilihan Pa & Ma: Awards Ceremony

OHANA Specialist Hospital received the prestigious "Jenama Pilihan" (Preferred Brand) award from Pa&Ma, a leading Malaysian parenting magazine and portal, for its excellence in maternity services.



6 February 2025

Strengthening Integrity:

Anti-Bribery, Anti-Corruption ("ABAC") Awareness

A session conducted in collaboration with the Malaysian Anti-Corruption Commission ("MACC") to reinforce the Group's commitment to integrity and compliance.



14 April 2025

Signing of Engineering, Procurement, Construction and Commissioning ("EPCC") Contract for Project Oriole

The formalisation of the EPCC contract for the 162 MW run-of-river hydropower project in Sipitang, Sabah, marking a key milestone in moving Project Oriole towards implementation.



14 April 2025

Signing of Power Purchase Agreement ("PPA") for Project Oriole

The official signing of the PPA between Sabah Electricity Sdn. Bhd. ("SESB") and Oriole Hydro Padas Sdn. Bhd. ("OHP"), paving the way for the 162 MW run-of-river hydropower project in Sipitang, Sabah.



13 March 2025

Tenom Flood Victim Donation

A donation was organised to provide assistance to flood victims in 15 villages in Tenom affected by sudden flooding and water supply disruption.



24 April 2025

Sabah Renewable Energy Conference ("SAREC") 2025
Datuk Haji Beroz was a speaker, sharing the challenges in expanding renewable energy in Sabah.



30 April 2025

Document Exchange Ceremony for Project Oriole
Another key milestone for Project Oriole with the exchange of the PPA and EPCC contract.



18 May 2025

OHANA Specialist Hospital Blood Donation Program
A community campaign offering free health screenings to promote awareness of healthy living.



June 2025

FTSE4Good Bursa Malaysia ("F4GBM") ESG Rating
The Group's achieve a 3-star ESG Grading Band under the FTSE4Good assessment, reflecting continuous progress in ESG practices.



19 June 2025

Sabah Blue Economy Skillfest 2025
The event, organised by HRD Corp and Sekretariat Sabah Maju Jaya, in conjunction with National Training Week 2025, focused on strengthening human capital in the Blue Economy sector through knowledge sharing, skills training, and collaboration between government, industry, and academia.



22 May 2025

Safety Awareness Briefing on Occupational Safety and Health Administration
Internal engagement to educate and increase employees' awareness on safety principles and compliance to the Occupational Safety and Health (Amendment) Act ("OSHA") 2022.

BOARD OF DIRECTORS

As at October 2025

The Group continues to strengthen its leadership by appointing seasoned experts from diverse professional backgrounds to the Board and senior management team, including increased representation of female leaders. This approach ensures that JENTAYU benefits from a broad range of perspectives and expertise essential for success in the renewable energy industry. The Group remains committed to building its capabilities to drive long-term sustainability.



Abdul Halim Jantan
Independent
Non-Executive
Chairman

Director at Sterling Insurance Brokers, with nearly 30 years of industry experience.
Expertise: Power sector



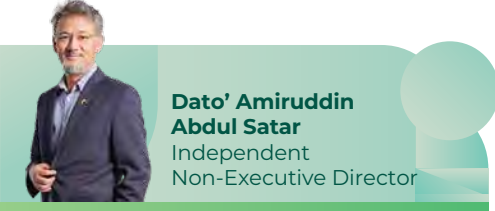
**Datuk Haji Beroz
Nikmal Mirdin**
Non-Independent
Executive Director

Chief Executive Officer of Telekomang Hydro One and Two, and former Deputy Chief Engineer at Tenaga Nasional Berhad.
Expertise: Power and energy sector



**Datin Noor Afzalinah
Mohd Afzul Khan**
Non-Independent
Executive Director

Former Deputy Group Chief Executive Officer of Qhazanah Sabah Berhad.
Expertise: Legal, governance, and corporate management



**Dato' Amiruddin
Abdul Satar**
Independent
Non-Executive Director

Former Director General of the Federal Land Development Authority ("FELDA") and former Chief Executive Officer of KPJ Healthcare Berhad.
Expertise: Healthcare



**Pamela Kung Chin
Woon**
Independent
Non-Executive Director

Partner at Shearn Delamore, with 30 years of legal experience.
Expertise: Legal, banking and debt capital markets



**Tobias Hjalmar
Mangelmann**
Independent
Non-Executive Director

Non-Executive Director of Merica Holdings Pte. Ltd. and Merica Forest Pte. Ltd., with over 20 years of experience.
Expertise: Management consulting and entrepreneurship



**Ahmad Shahizam
Mohd Shariff**
Independent
Non-Executive Director

General Partner at Mekar Capital with 29 years of leadership experience, currently serving on investment panels of Tabung Haji, Penjana Kapital, and the Malaysia Healthcare Travel Council.
Expertise: Healthcare, finance, and investment



**Dato' Sri Mohd
Kamarudin Md Din**
Independent
Non-Executive Director

Retired Commissioner of Police with over 30 years of service in the Royal Malaysia Police ("PDRM").
Expertise: Commercial crimes, fraud, money laundering, cybercrime, and corporate theft



**Dato' Azra
Kamarudin**
Independent
Non-Executive Director

Practicing Advocate and Solicitor with over 25 years of experience. Currently at Messrs. Azra & Associates.
Expertise: Corporate and commercial law, with leadership roles across healthcare, education, and digital sectors

MANAGEMENT TEAM

As at October 2025

JENTAYU's Management Team brings together diverse expertise and strong leadership, driving the Group's sustainability agenda and ensuring effective execution of its renewable energy strategy.

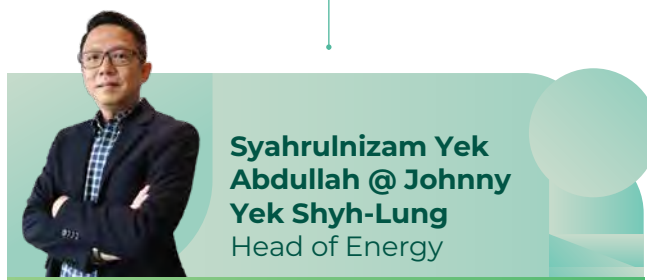
Notes:
* The profiles of Datuk Haji Beroz Nikmal Mirdin and Datin Noor Afzalinah Mohd Afzul Khan are disclosed in the Board segment on page 10.



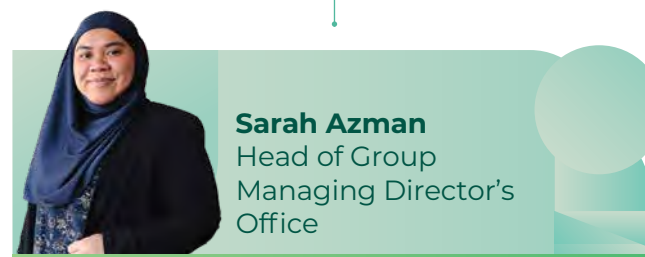
Over 20 years of experience in financial management, reporting, and compliance across the hospitality and corporate sectors, including Bursa Malaysia reporting and group account consolidation.



Experienced in leadership across oil and gas, energy, technology, and real estate, with expertise in transformation, strategic growth, and sustainable development.



Experienced in project management and energy development, with expertise in hydropower, green initiatives, and sustainable construction.



Experienced in renewable energy project development and coordination, with expertise in planning, compliance, sustainable financing, and stakeholder alignment.

THE GROUP'S THREE CORE BUSINESSES

Renewable Energy



Renewable energy is at the heart of JENTAYU's transformation strategy. The Group focuses on hydropower as its core expertise, complemented by solar energy projects and the offering of Renewable Energy Certificates ("RECs"). Key milestones include the completion of JENTAYU's first bifacial solar project and steady progress on the 162 MW run-of-river hydropower project in Sabah, which aims to supply up to 12 percent of Sabah's electricity needs by 2029. Focus on this sector reflects JENTAYU's commitment to responsible development, national energy security, and the nation's transition towards a low-carbon future.

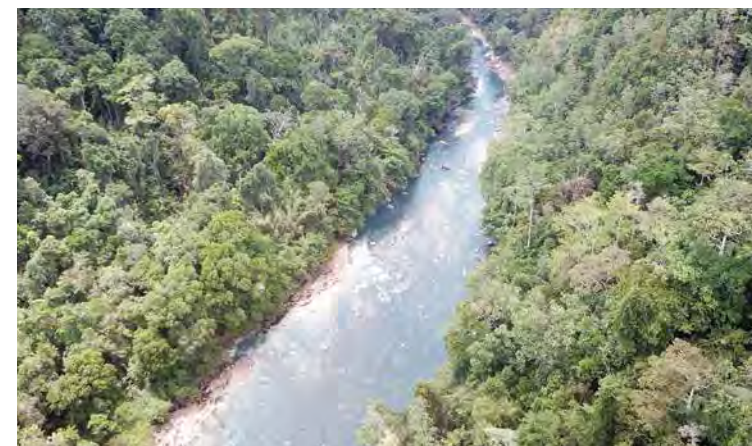
- **Project completed**
 - 116 Megawatt-peak ("MWp") solar (EPCC contractor)
 - 0.5 MWp Solar Rooftop (installation)
- **Project under development**
 - 162 MW run-of-river hydropower (Project Oriole)
- **RECs sold:**
 - 198,479 units



Visual 03: Coara Marang's solar site in Terengganu



Visual 02: Outspan Malaysia Sdn. Bhd.'s solar roof in Johor



Visual 04: Padas River, Sabah; Site of Project Oriole

Healthcare



JENTAYU's healthcare division is represented by OHANA Specialist Hospital ("OHANA") in Kuala Lumpur, a boutique facility focused on healthcare for women and children. It presents an all-female Obstetrics and Gynecology ("O&G") team supported by experienced paediatricians. OHANA is known for providing affordable and personalised care to patients. The hospital continues to expand its services, including gynecology, neonatology, and 24-hour emergency care, positioning itself as a trusted hub for families in the community.



Visual 05: OHANA Special Hospital, Sri Rampai

- All-female O&G medical team.
- Specialist clinics for women and children.
- 18-bed capacity and dedicated facilities for pre- and post-natal care.
- Nursery and neonatal care.
- 24/7 Accident and Emergency for community access.

Trading



JENTAYU's Trading division has been a key player and supplier of building materials supporting Malaysia's construction sector over the past two decades. In recent years, the trading business has streamlined its focus by exiting non-core activities and repositioning its operations to directly support the Group's renewable energy projects. Today, the division plays a strategic role in sourcing materials and enabling the development of hydropower and solar initiatives. This is fully aligned with JENTAYU's sustainability goals.



Visual 06: Trading of Building Materials

- Streamlined operations, including exit from the lubricant business.
- Malaysia's first fully Shariah-compliant building materials and solutions trading house, committed to socially responsible practices with transparent agreements and no hidden charges.
- Over two decades of proven experience and strong networks with suppliers to ensure reliable and timely delivery.

GEOGRAPHICAL LOCATIONS

In FY 2025, JENTAYU maintained offices across Malaysia to support its operations. The headquarters in Kota Kinabalu, Sabah, oversees Project Oriole and other renewable energy initiatives. The Kuala Lumpur office at Menara FELDA serves as the administration centre, supporting the trading business and corporate functions. The Ipoh office acts as a branch for trading activities in the northern region, while OHANA in Sri Rampai, Kuala Lumpur, provides specialised healthcare services for women and children. In addition, JENTAYU continues to expand its renewable energy footprint through a solar rooftop installation for a commercial and industrial customer at Tanjung Pelepas, Johor.



Diagram 01: The Group's geographical locations



HOW THE GROUP CREATES VALUE FOR ITS STAKEHOLDERS

VISION

To become a leading sustainable energy provider with a strong regional presence, helping nations achieve clean energy goals in alignment with global sustainability agendas

MISSION

To design, develop, and operate sustainable energy assets with a target installed capacity of 200 MW by FY 2030*

To participate in medium- and large-scale renewable energy projects regionally and globally

To be recognised as a reputable regional ESG-focused organisation



Notes:

* The target has been revised to 200 MW by FY 2030 to align with the updated strategic roadmap introduced under the new Group Managing Director. Further details on the roadmap are available in the Group Managing Director's Key Messages section of the Annual Report (page 17).

03

Approach to sustainability

At JENTAYU, our vision and mission guide us to create lasting value for stakeholders by advancing the renewable energy transition while upholding responsible and transparent business practices.

We focus on three priorities:



ADVANCING THE ENERGY TRANSITION

Through our clean energy initiatives, we aim to address the energy trilemma by ensuring secure supply, affordable access and a sustainable future. Our 162 MW Project Oriole, one of Malaysia's largest run-of-river hydropower plants, is scheduled for completion in September 2029. Once operational, it will supply up to 12 percent of Sabah's energy demand, helping reduce reliance on fossil fuels and support affordable electricity for rural communities.

We work closely with SESB and the Energy Commission of Sabah to ensure successful project delivery in line with national and state renewable energy goals. The project supports Malaysia's National Energy Transition Roadmap ("NETR") and the Sabah Energy Roadmap and Master Plan ("SE-RAMP") 2040, contributing to efforts to mitigate climate change and advance the clean energy transition.



STRENGTHENING GOVERNANCE AND RESPONSIBLE PRACTICES

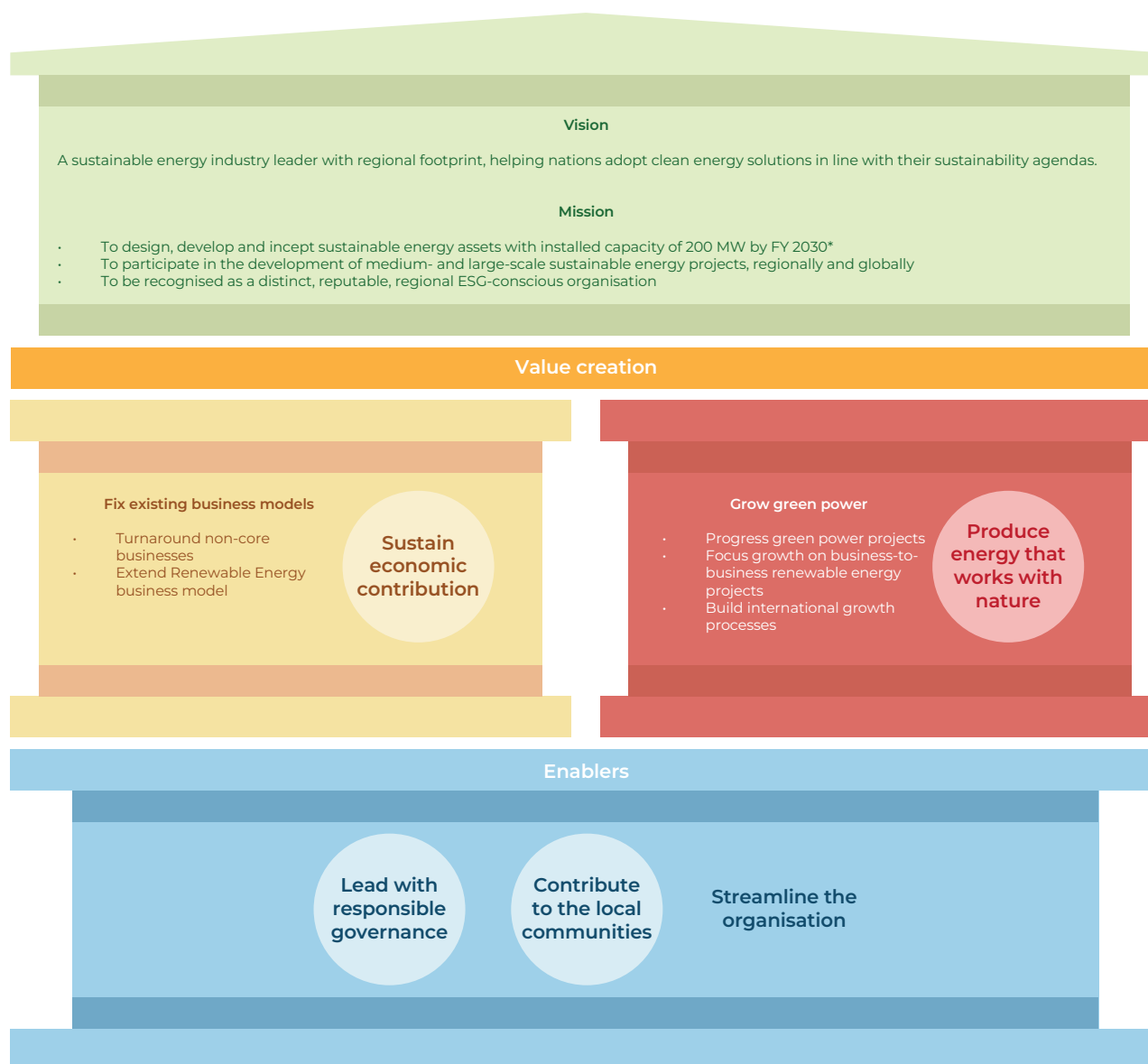
Strong governance underpins how we operate. The Board provides oversight on sustainability and climate-related risks, ensuring they are integrated into strategic and operational decisions. We also comply with regulatory requirements by completing the Environmental Impact Assessment ("EIA") for Project Oriole. In addition, our Occupational Safety and Health ("OSH") and Human Rights policies have been revised to align with evolving standards and stakeholder expectations.



ENGAGING STAKEHOLDERS PROACTIVELY

We maintain transparency through regular disclosures and reports to stakeholders, while seeking feedback to refine our approach. In FY 2025, we conducted a targeted stakeholder engagement exercise on materiality matters, ensuring that our sustainability priorities continue to reflect the views of key stakeholders.

SUSTAINABILITY FRAMEWORK



The Group's sustainability framework aligns with JENTAYU's mission and business strategy to create long-term value. The framework is built on two main pillars: fixing existing business models and growing green power, supported by three enablers: responsible governance, community contribution, and organisational efficiency.

The framework guides how we address material ESG matters. (Diagram 02 for the sustainability framework.)

- **Fixing Existing Business Models**
 - We continue to streamline and strengthen our businesses. The Trading division is being repositioned to support the construction needs of our renewable energy projects, while other operations are being refined to maximise value creation.
- **Growing Green Power**
 - Our flagship 162 MW Project Oriole in Sabah, targeted for completion in September 2029, will play a central role in advancing Malaysia's renewable energy transition. We are also exploring opportunities in solar, battery energy storage system, waste-to-energy, biogas and biomass, while pursuing partnerships in both business-to-business ("B2B") and business-to-government ("B2G") segments to further expand our renewable energy portfolio.

Notes:

- * The target has been revised to 200 MW by FY 2030 to align with the updated strategic roadmap introduced under the new Group Managing Director. Further details on the roadmap are available in the Group Managing Director's Key Messages section of the Annual Report (page 17).

Legend:



Diagram 02: Sustainability Framework

SUSTAINABILITY GOVERNANCE

STRENGTHENING ACCOUNTABILITY THROUGH SUSTAINABILITY GOVERNANCE

A strong governance structure with clear roles and responsibilities is essential to drive accountability and deliver on our sustainability commitments. The Board, as the Group's highest governing body, provides leadership, strategic direction and oversight to our approach of managing sustainability risks and opportunities.

At the Board level, this responsibility is supported by the Board Audit Committee ("BAC"), Board Risk Committee ("BRC") and Board Sustainability Committee ("BSC"). At the management level, the Sustainability Steering Committee ("SSC") oversees the execution of strategies, while at the working level, the Strategy and Sustainability Department and Sustainability Working Group ("SWG") coordinate implementation across the Group's operations.

The Terms of Reference ("TOR") for the BSC, SSC and SWG were revised on 29 May 2025 to strengthen oversight and ensure alignment with evolving sustainability and climate-related disclosure requirements, including those outlined in IFRS S1 and S2. The TORs are reviewed annually by the Board to ensure continued relevance and alignment with emerging sustainability reporting standards and stakeholder expectations.

Diagram 03 illustrates the Group's sustainability governance structure and provides an overview of the governance framework.

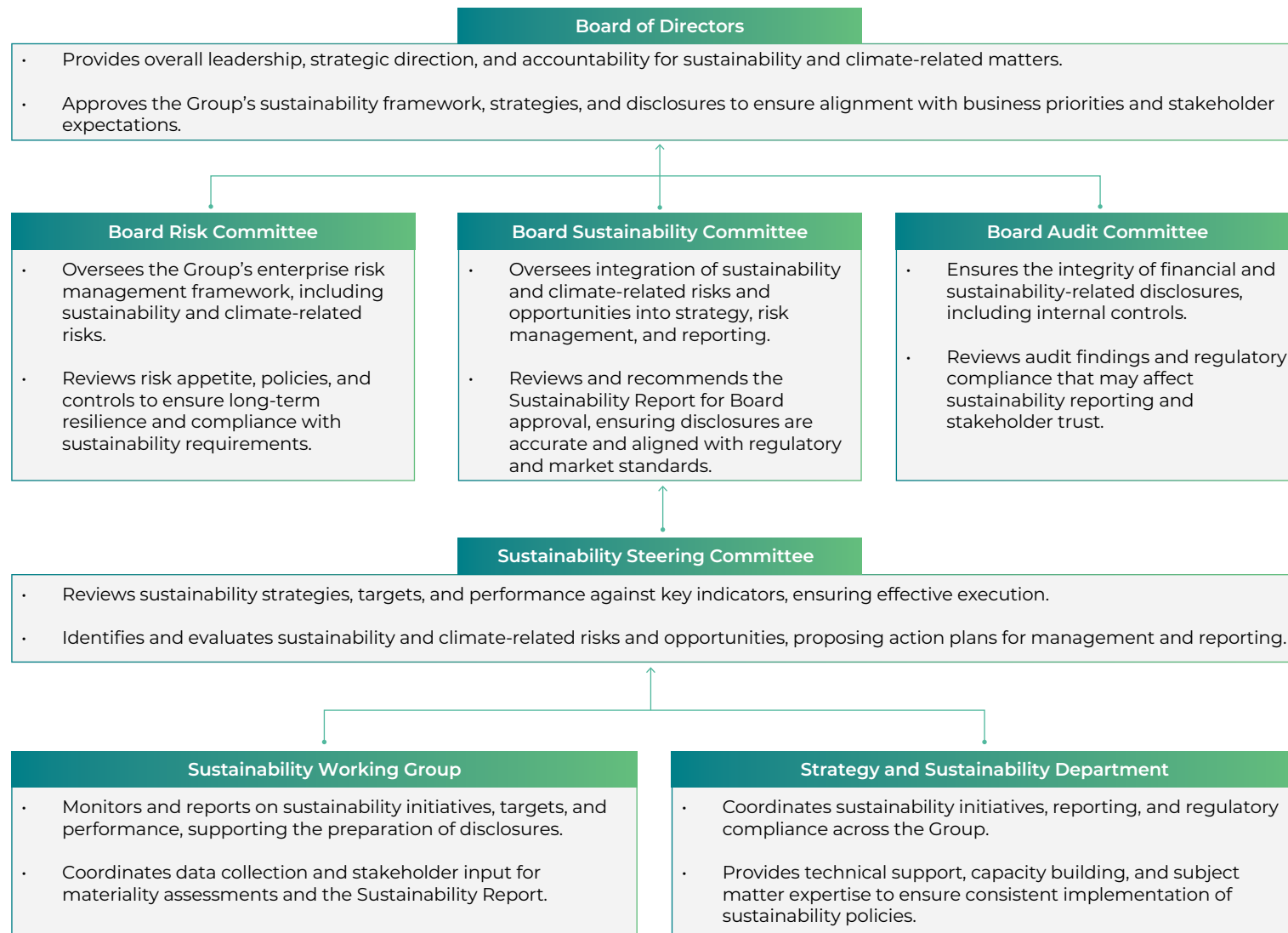


Diagram 03: Sustainability governance structure

BOARD SUSTAINABILITY COMMITTEE

The BSC plays a central role in overseeing JENTAYU's sustainability agenda on behalf of the Board. As a dedicated committee, the BSC provides strategic direction and ensures that sustainability- and climate-related risks and opportunities are integrated into the Group's strategy, risk management and reporting processes.

The BSC also reviews and recommends the Group's Sustainability Report for Board approval, ensuring disclosures are accurate, reliable and aligned with regulatory requirements and stakeholder expectations. Beyond reporting, the Committee provides guidance on sustainability-related policies, targets and performance, and monitors progress against key commitments.

To ensure effective oversight, the BSC receives quarterly updates from the SSC and Strategy and Sustainability Department on sustainability-related risks, opportunities, performance indicators and regulatory developments. Key matters are escalated to the Board for consideration in strategic decision-making and major transactions through the Group's enterprise risk management ("ERM") process.

The BSC also ensures that members of the Board and senior management possess appropriate skills and competencies to oversee sustainability and climate-related matters. Continuous training and external briefings are conducted to strengthen knowledge in areas such as energy transition strategy, climate risk management, stakeholder engagement, and sustainability reporting.

In carrying out its responsibilities, the BSC:

- Ensures that projects and initiatives align with national and state energy transition goals, such as the Malaysian NETR 2050 and SE-RAMP 2040.
- Oversees the adequacy of ESG and climate-related disclosures, including scenario analysis and transition planning, and ensures they are consistent with IFRS S1 and S2 disclosure expectations.
- Monitors the Group's performance against key sustainability indicators, including emissions management, ecosystem protection, community contribution, human rights and workforce well-being.
- Reviews the setting of sustainability and climate-related targets and monitors progress towards these targets. Performance against these indicators is tracked quarterly and forms part of senior management's performance review to reinforce accountability.

Board Sustainability Committee



Tobias Hjalmar Mangelmann
Independent Non-Executive Director
BSC Chairman



Pamela Kung Chin Woon
Independent Non-Executive Director
BSC Member



Ahmad Shahizam Mohd Shariff
Independent Non-Executive Director
BSC Member

SUSTAINABILITY STEERING COMMITTEE

The SSC operates at the management level and is responsible for implementing the Board's sustainability directions and putting them into action. Chaired by the GMD, SSC members comprise the senior management team who oversee all aspects of JENTAYU's operations. This composition ensures sustainability is embedded across the business and is closely monitored under the GMD's leadership.

The SSC reviews strategies, targets and performance; identifies and proposes sustainability- and climate-related risks and opportunities; and oversees action plans to achieve the Group's goals. It also reviews JENTAYU's annual SR for accuracy and reliability, ensuring that reported information aligns with regulatory and IFRS S1 and S2 requirements.

The SSC meets quarterly and reports key developments and recommendations to the BSC. Its deliberations include trade-off considerations between financial and sustainability priorities, ensuring balanced decision-making.

Management oversight is supported by internal controls and procedures that ensure the integrity of sustainability data and disclosures. The Strategy and Sustainability Department applies data validation, cross-functional verification and internal review processes integrated with the Group's ERM and internal audit functions to ensure consistency, accuracy and reliability across all sustainability information reported.

Sustainability Steering Committee



Datuk Haji Beroz Nikmal Mirdin
Group Managing Director
SSC Chairman



Nor Azlina Baharuddin
Chief Financial Officer (Acting)
SSC Member



Datin Noor Afzalinah Mohd Afzul Khan
Director of Operation (HQ)
SSC Member



Ahmad Azwan Ahmad Shukor
Director of Operation (KL)
SSC Member



**Syahrulnizam Yek Abdullah
@ Johnny Yek Shyh-Lung**
Head of Energy
SSC Member



Sarah Azman
Head of GMD Office
SSC Member

SUSTAINABILITY POLICIES AND PLANS

JENTAYU has developed a comprehensive suite of sustainability-related policies to guide our practices across governance, ethics, social responsibility and environmental stewardship. These policies ensure that sustainability principles are embedded in decision-making, risk management and day-to-day operations, providing clear direction and accountability for the Group.

Governance and oversight

- Board Charter
- TOR for Board Investment Committee ("BIC")
- TOR for BRC
- TOR for BAC
- TOR for Board Nomination and Remuneration Committee ("BNRC")
- TOR for BSC

Ethics and compliance

- Anti-Bribery and Anti-Corruption Policy
- Fit and Proper Policy
- Whistleblowing Policy
- External Auditors Policy
- Board and Senior Management Remuneration Policy

Social responsibility

- Human Rights Policy
- OSH Policy
- Community Health and Safety Plan ("CHSP")
- Emergency Response Plan ("ERP")

Environmental stewardship

- Biodiversity Action Plan ("BAP")
- Paperless Policy (Internal)
- Energy Conservation Policy (Internal)
- Green Purchasing Policy (Internal)

STAKEHOLDER ENGAGEMENT

ENGAGING STAKEHOLDERS TO VALIDATE PRIORITIES

Building strong and trusting relationships with stakeholders remains central to JENTAYU's value creation. In FY 2025, we conducted a stakeholder engagement survey to gain deeper insights into stakeholder perspectives and priorities on material sustainability issues. This structured exercise, which we plan to undertake every two years, enables us to strengthen alignment between our business strategy

and stakeholder expectations, ensuring that our decisions remain relevant and responsive.

As there were no significant changes in the Group's business direction during the year, the engagement was conducted on a limited scale. Our focus to renewable energy project development remains consistent, and the issues of priority for the businesses continue to be relevant. The survey therefore confirmed that the material matters to stakeholders are still aligned with our ongoing priorities.

The engagement process included the distribution of a survey form and verbal engagements, covering all stakeholder groups. To ensure accessibility, the survey was prepared in Bahasa Melayu and English, and we received feedback from 149 participants.

Details of the survey findings and materiality outcomes are presented in the Material Matters section of this report.

WHO ARE THE GROUP'S STAKEHOLDERS

With the Group's transformation and its focus towards renewable energy, six priority stakeholder groups have been identified:



Policymakers and regulatory bodies



Shareholders, investors, and joint venture partners



Local communities at project locations



Current and future employees



Opinion shapers (non-governmental organisations)



Suppliers

Policyholders and regulatory bodies

How engagement is conducted

Ongoing

- Active participation in government and regulatory initiatives.
- Regular dissemination of updates through print, digital, and social media platforms.

As needed

- Emails, scheduled and ad-hoc meetings.
- Announcements via Bursa Securities, email and corporate website (www.jentayu-sustainables.com).

Key areas of interest

- Alignment of projects with national and state energy and economic plans, including securing Initial Letter of Notification ("ILoN"), Letter of Notification ("LoN") and PPAs.
- Contribution towards the energy trilemma of security, affordability and sustainability.
- Compliance with rules and regulations to ensure operational resilience and stability.

JENTAYU's response

- Aligns projects with key policies and roadmaps such as the NETR 2050, SE-RAMP 2040, and Hala Tuju Sabah Maju Jaya 2021-2025.
- Delivers cost-effective renewable energy that provides fixed tariffs over long-term periods, typically exceeding 20 years.
- Ensures full compliance with regulatory requirements and best practices, including Bursa Securities MMLR and the MCCG.
- Enhances transparency and communication with regulators to demonstrate governance and accountability.

Shareholders, investors and joint venture partners



How engagement is conducted

Annually

- Annual General Meeting ("AGM"), Extraordinary General Meeting ("EGM"), Annual Report and Sustainability Report.

As needed

- Bursa announcements (such as quarterly financial reports), email updates and corporate website disclosures.



Key areas of interest

- Financial performance and project returns.
- Strong governance practices.
- Sustainable business model and long-term strategy.



JENTAYU's response

- Enhances transparency of financial performance and strategy execution through timely communication and expanding scope of sustainability disclosures.
- Provides regular updates via the corporate website and Bursa announcements.
- Upholds high standards of governance across operations and supply chain to build investor confidence.

Local communities at project locations



How engagement is conducted

Ongoing

- Print and digital communications, scheduled and ad-hoc meetings with community coordinators.

Quarterly

- Community programmes and corporate social responsibility ("CSR") initiatives.

As needed

- Strategic and ad-hoc meetings with community representatives.



Key areas of interest

- Positive project impacts, including environmental protection, pollution and waste management.
- Support for local community development through infrastructure and job opportunities.
- Respect for local customs, traditions and cultural values.



JENTAYU's response

- Conducted community engagement to identify villagers within the Project Oriole locality to better understand local needs.
- Established a CHSP for Project Oriole to safeguard the well-being of surrounding communities.
- Supported local events and activities through donations and participation, strengthening community relations.

Current and future employees			
 How engagement is conducted Quarterly - Townhalls and organisational culture surveys. Weekly - Monday breakfast sessions. As needed - Day-to-day interactions and engagement activities.	 Key areas of interest - Fair and competitive compensation. - Safe and conducive working conditions. - Positive workplace culture and employee well-being.	 JENTAYU's response - Promotes transparent communication by keeping employees informed about the Company's direction and performance. - Ensures equal and fair employment opportunities without discrimination. - Invests in human capital through training, engagement programmes and health-focused initiatives. - Provides accessible grievance channels through the Human Resources Department to address employee concerns.	
Opinion shapers (non-governmental organisations ("NGOs"))			
 How engagement is conducted Ongoing - Print and digital communication. Quarterly - CSR events and collaborative activities. As needed - Strategic and ad-hoc meetings at project sites.	 Key areas of interest - Sustainability and carbon reduction initiatives, including renewable energy and biodiversity conservation. - Community well-being and socio-economic development. - Support for local communities through partnerships and outreach.	 JENTAYU's response - Partnered with NGOs to support community well-being initiatives, including healthcare, education and social development programmes. - Engages NGOs at project sites for collaboration on sustainability and community-related matters. - Maintains regular dialogue with NGOs to strengthen partnerships and address issues concerning sustainability and local communities.	
Suppliers			
 How engagement is conducted Ongoing - Emails and meetings. Quarterly - Site visits. As needed - Day-to-day interactions during project delivery.	 Key areas of interest - Quality, cost and timely delivery of project components. - Financial stability of suppliers and service providers to ensure project bankability. - Governance and integrity of the procurement process. - Collaboration on sustainability initiatives, including the management and reduction of Scope 3 emissions within the supply chain.	 JENTAYU's response - Ensures transparent procurement procedures through the Procurement Policy and a formal tender committee. - Requires suppliers to comply with contractual terms and the Group's published policies. - Maintains regular oversight of supplier performance, financial health and integrity standards to safeguard project delivery.	

MATERIAL MATTERS

WHAT MATTERS TO JENTAYU

In pursuing sustainable development, JENTAYU emphasises the importance of aligning strategic decisions with stakeholder expectations while remaining adaptable to a changing business environment. In FY 2025, a stakeholder engagement was conducted, followed by a materiality assessment, consistent with the Group's practice of undertaking an assessment every two years.

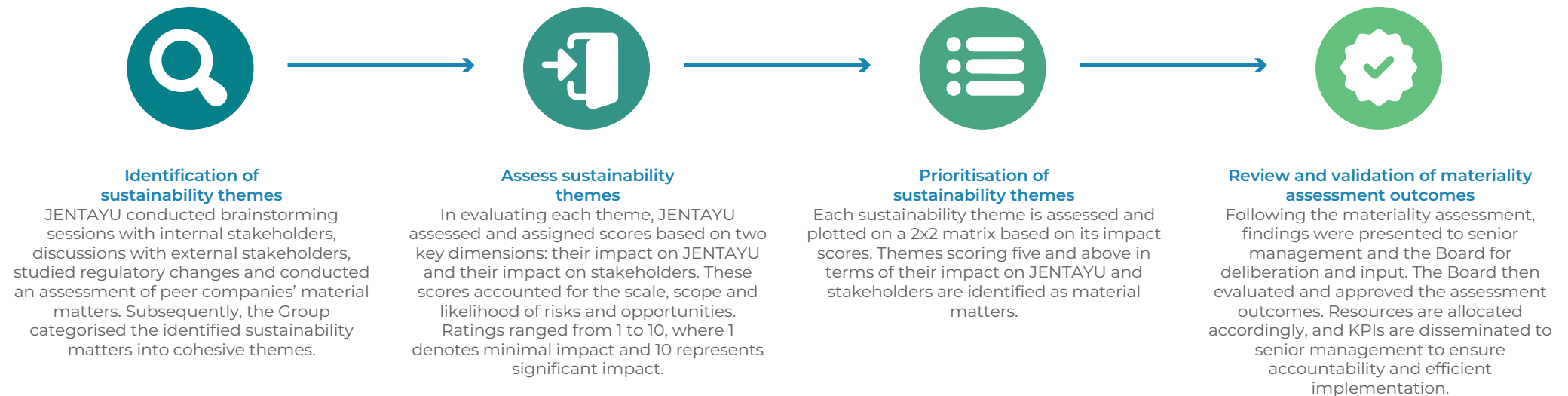
The assessment allows JENTAYU to identify and prioritise sustainability risks and opportunities that are most relevant to both the business and its stakeholders. The FY 2025 assessment was conducted on a limited scale, as the Group's overall business direction remains focused on renewable energy with no significant shift in direction from when the previous assessment was conducted. The process therefore served primarily to validate whether previously identified material matters continue to reflect stakeholder priorities and business relevance.

Through this approach, JENTAYU ensures that material sustainability matters remain embedded in its strategy and operations. The Group's sustainability governance structure provides ongoing oversight to manage these material matters, addressing both current and emerging risks and opportunities.

THE GROUP'S MATERIALITY ASSESSMENT PROCESS

JENTAYU applies a structured materiality assessment process once every two years to ensure sustainability priorities remain relevant and aligned with stakeholder expectations. This process serves as a general framework for identifying, evaluating and prioritising sustainability matters, guiding how we manage risks, capture opportunities and allocate resources. The diagram below outlines the key steps in the Group's materiality assessment process.

The Group's materiality assessment process



MATERIAL MATTERS OUTCOME

Based on the FY 2025 assessment, which was conducted on a limited scale, the materiality matrix remains unchanged from FY 2023. This reflects that JENTAYU's strategic focus on renewable energy and sustainability continues to align with stakeholder expectations, and all previously identified material matters remain relevant.

In FY 2023, the Group identified 13 key sustainability matters, of which four were prioritised as most critical due to their significant influence on business strategy and stakeholder decision-making. These material matters remain the cornerstone of our sustainability agenda. They are:

- Produce energy that works with nature: Advancing renewable energy projects, such as Project Oriole, that balance energy needs with environmental protection.
- Sustain economic contribution: Ensuring long-term value creation for stakeholders through stable financial performance and contribution to the economy.
- Contribute to local communities: Supporting social and economic development, safeguarding community health and safety, and respecting local traditions.
- Lead with responsible governance: Embedding strong governance, transparency and accountability across operations.

The remaining material matters, though assessed as less critical than the four above, continue to be monitored closely as part of the Group's holistic sustainability strategy.

The materiality matrix, illustrated in Diagram 04, shows the positioning of all 13 matters and serves as a foundation for guiding our sustainability priorities, reporting and performance measurement. Our approach for managing each material matter is further detailed in the Approach for Material Matters and Other Material Matters sections on pages 32 to 62.

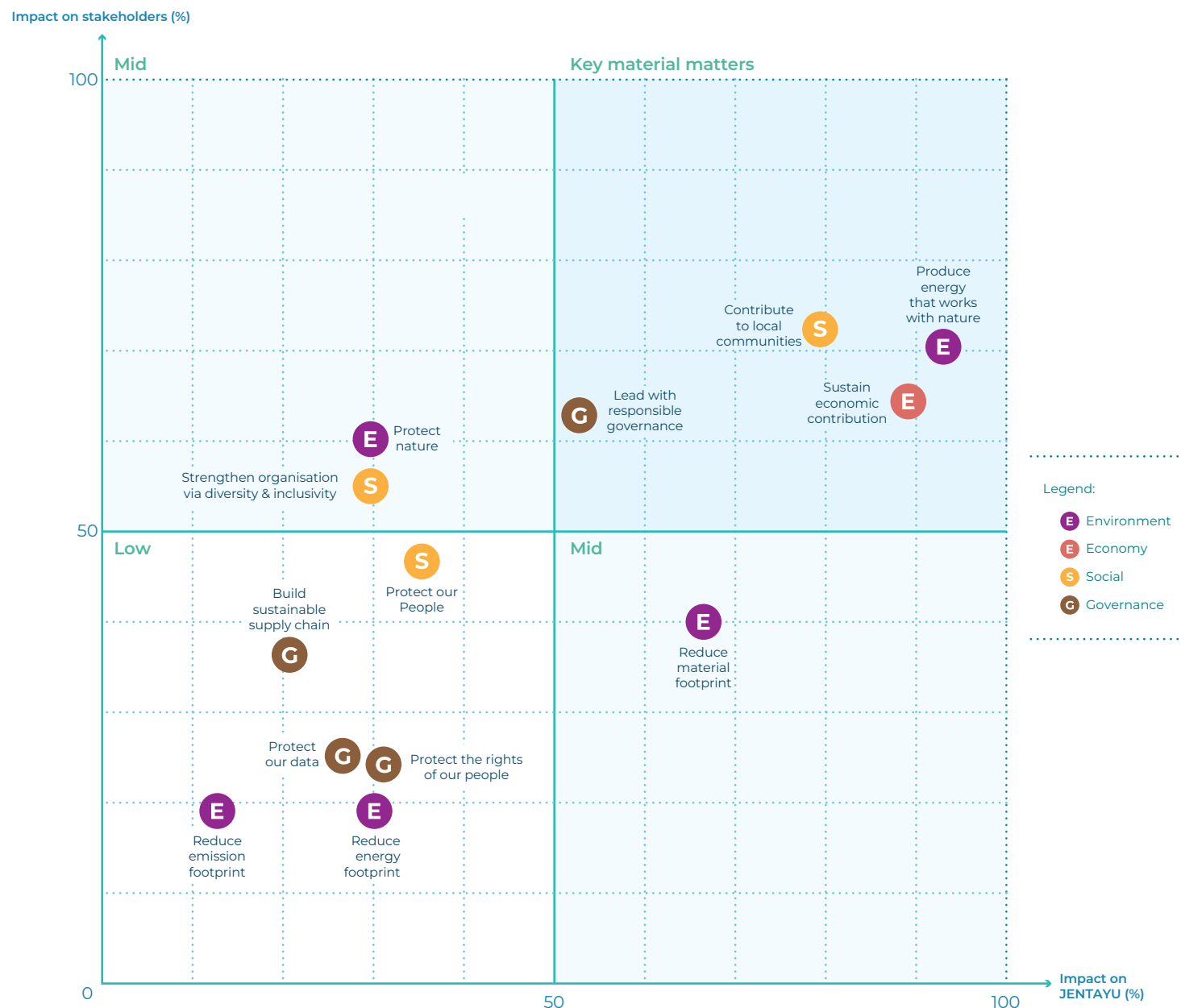


Diagram 04: Materiality matrix

PERFORMANCE SCORECARD

The performance scorecard tracks seven material matters positioned in the high and medium quadrants of the materiality matrix. It serves as a data-driven tool to assess, monitor and communicate the Group's progress in achieving its sustainability aspirations. KPIs are reviewed biannually to ensure they remain aligned and effective.

In FY 2025, three material matters, produce energy that works with nature, sustain economic contributions and contribute to local communities, had their five-year KPI targets revised to reflect the Group's current progress and the new strategic roadmap introduced under the leadership of the GMD. These revisions were

necessary to ensure the targets remain practical, realistic and aligned with strategic priorities. The revised targets were reviewed and recommended by the BSC and subsequently approved by the Board on 28 October 2025.

The following table outlines the Group's aspirations, five-year KPI targets, and progress achieved to date for each of the seven material matters.

Produce energy that works with nature

E

Aspiration

Become a leading renewable energy player by acquiring and developing solar and hydro assets, contributing to reduced carbon emissions and national renewable energy production.

Five-year KPI target

Original target

- Execution of PPAs for a total of 350 MW by FY 2026.

Revised target

- Execution of PPAs for a total of 250 MW by FY 2027.

Performance in FY 2025

- Signed a PPA with SESB for the 162 MW Project Oriole, with Commercial Operation Date ("COD") targeted in September 2029.
- Terminated SSA for solar and hydro asset acquisitions after a strategic review.
- Established a new five-year renewable energy pipeline to drive future growth.

Progress to date (FY 2023 - FY 2025)

- Currently, JENTAYU has secured an accumulated total of 162.5 MW of PPAs through Project Oriole and solar rooftop installations for commercial and industrial clients.

Sustain economic contribution

E

Aspiration

Efficiently manage finances in the capital-intensive renewable energy business to create long-term value, aligning with the Group's sustainability goals and supporting economic stability and growth.

Five-year KPI target

Original target

- Achieve profit before tax ("PBT") of Ringgit Malaysia ("RM") 50 million by FY 2026.

Revised target

- Achieve PBT of RM 25 million by FY 2027.

Performance in FY 2025

- The Group recorded a loss before tax of RM 31.3 million in FY 2025, mainly due to the termination of SSAs for solar and hydro assets that were expected to contribute to profitability and cash flow.
- At the same time, the Group continued to invest in growth, achieving a key milestone with the signing of the PPA for Project Oriole on 14 April 2025.

Progress to date (FY 2023 - FY 2025)

- Recorded a loss before tax of RM 19.52 million in FY 2024 and RM 31.3 million in FY 2025, reflecting the impact of SSA terminations. The Group continues to invest in Project Oriole as the foundation for long-term profitability.

Contribute to local communities

S

 Aspiration	 Five-year KPI target	 Performance in FY 2025	 Progress to date (FY 2023 - FY 2025)
Empower the local communities at the project area through meaningful initiatives and engagement that address their specific needs and contribute to their well-being and development.	Original targets • Coordinate 12 community programmes by FY 2027. • Positively impact at least 3,500 individuals by FY 2027 Revised targets • Coordinate nine community programmes by FY 2027. • Positively impact at least 3,500 individuals by FY 2027. (no change from original target).	• Provided food aid to flood victims in Tenom, Sabah on 15 March 2025, reaching about 200 people. • Introduced a CHSP for Project Oriole to protect the well-being of surrounding communities. • Updated the Whistleblowing Policy to give local communities a channel to voice concerns on ESG matters.	• Five community programmes conducted • 2,893 individuals positively impacted

Lead with responsible governance

G

 Aspiration	 Five-year KPI target	 Performance in FY 2025	 Progress to date (FY 2023 - FY 2025)
Set a responsible governance example by consistently adhering to all laws and regulations at the federal, state and local levels. The Group's commitment to transparency and compliance will guide the journey to responsible governance.	• All operations to undergo an annual corruption risk assessment. • Zero confirmed corruption incidents reported annually. • 100 percent employee participation in anti-corruption training annually.	• Held an Anti-Bribery and Anti-Corruption awareness session with the MACC for employees and suppliers across the Group. • Conducted corruption risk assessments across all business operations. • Raised employee awareness on responsible governance through digital platforms, including email updates and on-site digital screens.	• All operations have undergone corruption risk assessments every year for the past three years. • Zero confirmed corruption incidents recorded annually over the past three years. • 100 percent of employees have attended anti-corruption training each year for the past three years.

Protect nature

E



Aspiration

Preserve and protect the natural environment in the Group's renewable energy projects through sustainable practices and initiatives that respect and follow authorities' rules and regulations, reducing ecological footprint and nurturing biodiversity.



Five-year KPI target

- Restore 58 hectares by FY 2027.



Performance in FY 2025

- No tree planting or restoration activities were carried out in FY 2025 as the team focused on securing the PPA for Project Oriole. However, plans are in place to collaborate with potential partners to achieve future restoration and planting targets.



Progress to date (FY 2023 - FY 2025)

- 32 hectares restored.

Strengthen organisation via diversity and inclusivity

S



Aspiration

Build a stronger organisation through diversity and inclusivity, valuing each person's unique perspective and fostering a sense of belonging for all.



Five-year KPI target

- Maintain at least 25–30 percent female representation on the Board on an ongoing basis.
- Maintain at least 30 percent female representation in senior management and strive for continued improvement.



Performance in FY 2025

- 22 percent females' representation on the Board
- 100 percent female representation in senior management



Progress to date (FY 2023 - FY 2025)

- 22 percent females' representation on the Board
- 100 percent female representation in senior management

Note :

Data reflects performance as of FY 2025

Reduce material footprint

E



Aspiration

Minimise the material footprint in renewable energy projects and internal operations through eco-friendly materials, efficient planning and an eco-conscious project life cycle for long-term environmental gains.



Five-year KPI target

- Establish a baseline for materials used in renewable energy projects (e.g cement and steel) by FY 2025 .
- Reduce paper purchased by 10 percent from previous year.



Performance in FY 2025

- Awarded the EPCC contract for Project Oriole on 14 April 2025, with the baseline Bill of Quantities ("BOQ") for key materials such as steel bars and cement established.
- Recorded a total paper purchase of 582 kg in FY 2025.



Progress to date (FY 2023 - FY 2025)

- Awarded the EPCC contract for Project Oriole on 14 April 2025, with the baseline BOQ) for key materials such as steel bars and cement established.
- Paper usage reduced by around 10 percent year-on-year for the past three years, with total paper purchased recorded at 582 kg in FY 2025 (796 kg in FY 2024).

Legend: E Environment E Economy S Social G Governance

SUSTAINABLE DEVELOPMENT GOALS

The SDG goals are taken into consideration in how the Group addresses the key material matters. This is in line with our commitment to align the Group's impact with the national commitments to SDGs. The specific goals identified for the key material matters are elaborated in the next section.



-  No poverty
-  Zero hunger
-  Good health and well-being
-  Quality education
-  Gender equality
-  Clean water and sanitation
-  Affordable and clean energy
-  Decent work and economic growth
-  Industry, innovation and infrastructure
-  Reduced inequalities
-  Sustainable cities and communities
-  Responsible consumption and production
-  Climate action
-  Life below water
-  Life on land
-  Peace, justice, and strong institutions
-  Partnerships for the goals