

RENEUCO BERHAD
(Formerly known as KPower Berhad)

SUSTAINABILITY REPORT 2022
RENEW AND SUSTAIN

renewco





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About This Report

Renueco Berhad (formerly known as KPower Berhad) and its subsidiaries (the “Group”) is a diversified corporation that is mainly involved in sustainable energy and utilities activities, property, logistics and healthcare and technologies segments. The Group strives to be a world leader in its commitment to sustainable development with an ethical business practice.

In line with this commitment, the Group has published this standalone Sustainability Report in addition to the Sustainability Statement included in the Group’s Annual Report.

This Sustainability Report 2022 is prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option, covering a 12-month reporting period from July 2021 to June 2022, in tandem with the Annual Report of the Group.

This report is in compliance with GRI Standards 2020, and follows all Reporting Principles for defining report content.

1. Stakeholder Inclusiveness

This report identifies our key internal and external Stakeholders and provides details on our response to the key interests and concerns of our Stakeholders through our Stakeholder engagements. From our Stakeholders, we were able to obtain a holistic picture of our performance in various economic, environmental, and social areas that are important to our business, i.e., the relevant material Sustainability matters to manage and report. This report presents our policy on stakeholder inclusiveness and our stakeholder identification and engagement process.

2. Sustainability Context

Where relevant, the Group considers sustainability matters within a wider context when managing and reporting on our sustainability performance, with reference to the United Nations Sustainable Development Goals (UNSDGs). As our business interests are diversified, the Group also places emphasis on climate-related risks and opportunities when planning our business strategies, impact and risk management by prescribing to the Taskforce for Climate-related Financial Disclosures (TCFD) recommendations.

3. Materiality

The Materiality principle is implemented in detail in our Materiality Analysis and in determining our Material Matters. To define the most material sustainability matters clearly and empirically, we published our Materiality Report 2022 internally. Details are provided in the “Our Material Sustainability Matters: Renewing our Priorities” section of this report.

4. Completeness

This Sustainability Report includes sufficient and comprehensive coverage of Material Matters and their Boundaries reflecting significant economic, environmental, and social impacts to enable our Stakeholders to assess the Group’s performance during the reporting period.

This report allows our stakeholders to see the Group’s performance in the areas of Environmental, Social and Governance (ESG) and sustainability during the financial year ended 30 June 2022 (FYE2022), with relevant information on the Group’s commitments and contributions to the United Nation’s Sustainable Development Goals, the Paris Agreement, and other widely adopted frameworks and standards. The Sustainability Report also presents how negative economic, environmental, and social impacts were avoided, whereby the Group was not, in any way or form, penalised due to non-compliance with the relevant laws and regulations.

The scope of this report includes Reneuco Berhad and all reporting boundaries in Malaysia, covering four core pillars of the Group's businesses and stakeholders:

Principal Activities	Companies
Energy & Utilities	<ul style="list-style-type: none"> • Reneuco Engineering Sdn. Bhd. (formerly known as KPower Engineering Sdn. Bhd.) • Reneuco RE Sdn. Bhd. (formerly known as KPower RE Sdn. Bhd.) • PKNP Reneuco Suria Sdn. Bhd. (formerly known as PKNP KPower Suria Sdn. Bhd.) • Reneuco Digital Sdn. Bhd. (formerly known as KPower Digital Sdn. Bhd.)
Healthcare & Technologies	<ul style="list-style-type: none"> • Reneuco Healthcare & Technologies Sdn. Bhd. (formerly known as KPower Healthcare & Technologies Sdn. Bhd.) • Powernet Industries Sdn. Bhd. • Granulab (M) Sdn. Bhd.
Logistics	<ul style="list-style-type: none"> • Reneuco Logistics Sdn. Bhd. (formerly known as KPower Logistics Sdn. Bhd.) • Chemtrax Sdn. Bhd.
Property	<ul style="list-style-type: none"> • Reneuco Development Sdn. Bhd. (formerly known as KPower Development Sdn. Bhd.)

There were no significant changes to the company's supply chain during the reporting year, i.e., all four main pillars of the Group's dealings in the supply chain have resumed as normal after the peak of the COVID-19 pandemic in the year prior to this reporting year.

Framework Applied

The preparation of this report considers the following scope of reference:

- The financial information disclosed in this report is consistent with the Group's Annual Report and financial statements and, therefore, comply with the relevant Malaysian legal provisions.
- Sustainability, or ESG, information is prepared by applying a reporting standard or framework pursuant to the relevant Malaysian regulations and requirements. The Group has opted to use the GRI Standards, in the core option thereof, taking into account the scope of this standard, its recognition and universality, in addition to meeting all Main Market Listing Requirements ("MMLR") as set out by Bursa Malaysia Securities Berhad and the Malaysian Code of Corporate Governance ("MCCG") as set out by the Securities Commissions Malaysia, along with all applicable laws and regulations.

This Sustainability Report has been reviewed by the Sustainability governance structure of the Group, with the ultimate approval of the Board of Directors. The Group believes that this report reflects its economic, environmental and social performance in a reasonable and balanced manner.

External Assurance

Currently, no external assurance for the whole or any part of this Sustainability Report is required by Malaysian regulations. As this is the Group's inaugural Sustainability Report, it is not yet necessary for the Group to undertake voluntary external assurance. However, to increase its credibility and for the purpose of future Green or Sustainability-linked financing and/or capital, the Group shall, when necessary, explore external assurance for the whole or part of the Sustainability Report or any portions of disclosed data therein (such as GHG emissions data).

Feedback

We welcome any feedback, enquiries and suggestions at esg@reneuco.com.



Message from the Executive Chairman

Dear Valued Stakeholders,

Sustainability is ingrained in our business DNA and is clearly reflected in our new corporate name, image, and vision statement. "Sustainability Through Diversity" is more than just a vision statement; it is a creed we live by as we strive to fulfil our mission to grow and expand internationally through serving borderless communities in a sustainable and responsible manner.

During the financial year ended 30 June 2022 (FYE2022), we thoroughly assessed our operations and impacts, using the information to formulate our sustainability agenda and set clear goals.

Following the formalisation of our sustainability agenda, I am pleased to present to you Reneuco Berhad's ("Reneuco", "the Group", or "the Company") inaugural voluntary Sustainability Report.

The purpose of this Report is to communicate our sustainability journey in honouring our commitment to managing the environmental, social and governance ("ESG") issues that matter to our stakeholders and details our performance in these areas. The Report has been prepared according to the Global Reporting Initiatives (GRI) standards and Bursa Malaysia's Sustainability Reporting Guide.

OUR RENEWED FOCUS

We believe that sustainability and economic performance are not mutually exclusive. Both elements influence and support each other in achieving long-term business growth and sustainability, and as such, we place equal emphasis on these matters.

Since the introduction of new management in 2019, our business has been focused on renewable energy, in line with the national initiative to support further decarbonisation of the electricity sector in Malaysia. Most of our engineering, procurement, construction and commissioning contracts involve the development of renewable energy projects.

We have further enhanced this by venturing into the asset ownership model, securing three renewable energy projects with a total capacity of 120 MW. The projects under this are the development of small hydro power plants with a total capacity of 40.4 MW in Gua Musang, Kelantan, the 50 MW solar power plant under LSS4@ MEnTari, and the proposed acquisition of small hydro power plants in Kota Marudu, Sabah, with a total capacity of 29.1 MW.

It is our firm belief that our business must serve a purpose beyond financial success. We believe in the ethical obligation to ensure long-term, sustainable value creation for our shareholders while simultaneously addressing pressing societal concerns. Against the backdrop of climate change issues and increasing awareness on the benefits of sustainability, we are renewing our sustainability commitments as part of our efforts to address the growing ESG demands from our stakeholders while building long-term business resiliency.



In 2022, we renewed our commitment to sustainability as we recognise the need to deepen our competencies in ESG and sustainability management.

As part of this renewed commitment, we have established a sustainability governance structure to ensure a smooth implementation of our sustainability strategies across the board, manage our target-setting and reporting processes, and strengthen relationships with external stakeholder, and ensure overall accountability. At the same time, we are also enhancing our corporate governance practice of translating the sustainability commitments through our leadership as per outlined in the Malaysian Code on Corporate Governance (MCCG).

We have also strengthened our sustainability practices, establishing our Sustainability Policy that covers three key areas: Environment, Social, and Governance. Guided by our Sustainability Policy, we produced three sustainability-related policies: our Stakeholder Identification and Engagement Policy, Environmental Policy, and Human Rights Policy, as part of our commitment in supporting sustainable development both within and outside the Group to build a sustainable future with all our stakeholders.

Clear communication and cooperation are key to realising our sustainability goals. Together with our stakeholders, we have tabulated our Materiality Matrix and identified our Sustainability Material Matters to ensure all resources are channelled to the matters that are relevant to our business and our stakeholders.

HEEDING THE CALL FOR CLIMATE ACTION

The year 2022 was no doubt a significant time for climate action. The world needs to significantly ramp up its reduction of greenhouse gasses to preserve a liveable climate. Support for the countries most vulnerable to the effects of climate change is still far from ideal.

This upsetting reality led to the 26th United Nations Climate Change Conference to collectively pledge to reduce carbon dioxide emissions to net zero by 2050. Malaysia has also heeded the call and updated its ambition to cut carbon intensity against GDP by 45% by 2030 compared to 2005 levels.

Reneuco fully supports this new target in our own commitment to climate change. **To further enhance our ESG initiatives, we have begun to measure our GHG emissions from our operations**, in addition to other environmental impacts such as water consumption and waste generation, with the aim of better managing our environmental impacts and performance.

OUR ROLE IN THE COMMUNITY

Our social initiatives form a vital component of our sustainability efforts. Our dedication is evident in our numerous Corporate Social Responsibility initiatives. Prior to renewing our social commitments, **we pledged to respect the rights of the employees by promoting equality, diversity and inclusion in our talent force**, complying to the latest minimum wage regulations set by the authorities, and assessing and addressing human rights impacts across our business activities. We have also committed to stand against the endorsement of any form of forced labour, human trafficking, and child labour in our operations, and ensure that the social risk on Human Rights violations is critically assessed and monitored.

ACKNOWLEDGEMENTS

Although crucial matters in establishing a foundation and agenda have been addressed, there is much left to be done. We continue to build on our sustainable commitment and demonstrate our ability in our effort to become a responsible corporate citizen with the strictest adherence to our environmental, social and governance framework through our 'renew and sustain' agenda.

As the Executive Chairman, I will guide the Group towards changing the business environment by continuing to enhance our sustainability efforts and contributions to society.

This is the first step in our sustainability journey. Throughout the course of the year, our employees have been a vital force in the successful implementation of our sustainability agenda. I have full faith in the determination shown by every Reneuco employee, and together with our stakeholders, we will work towards a sustainable society where no one is left behind.

Thank you

DATUK MUSTAKIM BIN MAT NUN
Executive Chairman



Message from the Chairman of Sustainability Committee

Dear Valued Stakeholders,

Sustainability has formed the basis of Reneuco's business ever since the emergence of new management and shareholders led by Datuk Mustakim Mat Nun in June 2019. Since then, we have grown and further improved our awareness and also documentation of our sustainability journey and we wish to share that journey with our stakeholders. On behalf of the Sustainability Committee, I am proud to present Reneuco Berhad's first Sustainability Report for 2022.

ESG is fast gaining traction due to its intertwining nature that combines risk management for businesses in terms of operations, supply chain, and social imperative and the way it positively impacts the business and its sustainability over the long term. In supporting the nation's ESG agenda, businesses have a large role to play to move the needle in sustainability. The challenge for us now is to ensure that ESG is not just about required reporting but overall understanding and adoption through our 'renew and sustain agenda' as our sustainability pledge.

From renewing our commitments to sustaining our performance, we have embedded our commitments in the form of policies and procedures. **The fruits of our renewal and rejuvenation process have to be sustained in order to further our contribution towards sustainable developments wherever we operate and ultimately achieving the triple bottom-line – profit, people, and planet.** Hence, we believe that in order to be a financially sustainable business, a balance between our financial commitment and our ESG commitment is crucially needed.

We understand that climate change is inevitable, and the effects of the various industrial revolutions have created significant negative impacts that are being felt within governments, businesses, and persons on the street. We believe that in building a sustainable business, we need to participate in climate action to mitigate and adapt to climate change – such as looking at business opportunities including renewable energy technologies that could mitigate the increase of GHG emissions, while looking at business risks that include adapting to climate-related regulatory pressures such as carbon tax or tighter sector requirements. The effects of our climate action strategy might not be seen immediately, but over the long term, we would be more resilient compared to peers that lack emphasis in this area.



When it comes to building our people and our communities, we believe that we could not build a sustainable business unless we adopt the principles of human rights and contribute to positive social impacts in the course of our business. Traditionally, businesses assume Corporate Social Responsibility (“CSR”) programmes such as donations and helping the needy in times of crisis. However, as the corporate world continues to be more stakeholder-centric, we are moving towards creating more positive social impacts amongst our employees, our supply chains and also our downstream business relations through multiple initiatives such as maintaining high occupational safety and health standards, avoiding any human rights infringements, managing labour relations positively and also contributing to local community building via our local business spending.

In 2022, **I would say that one of the key achievements for us this year has been the establishment of a sustainability governance structure**, reaffirming our commitments to sustainability starting right from the top through the formation of our Sustainability Committee. The Sustainability Committee comprises the Board and members of the key management team under the oversight of the Executive Chairman. The responsibility and oversight of ESG priorities is the accountability of the Board of Directors, supported by the Sustainability Committee. During the financial year ended 30 June 2022, the Board approved all sustainability-related policies and discussed the sustainability issues at the Board level, signifying the integration of our sustainability agenda into our business operations.

Collectively, the Sustainability Committee will set ESG goals and targets based on the short-, medium-, and long-term perspectives, while also formulating a sustainability roadmap to drive desired performance in the realisation of ESG goals as an initiative, moving forward. This approach paves the way for the development of a more robust and comprehensive sustainability management framework for Reneuco Berhad with the decision-making and business operations. Going forward, Reneuco shall be setting key performance indicators and targets to advance our ESG agenda and by extension, our ESG performance.

Being a business predominantly in the renewable energy industry and in the sustainable economy, we are proud to note that the ESG awareness at our Board and employee levels has been high. This is in part thanks to our concerted efforts to flatten the learning curve for the formalisation, documentation and the pursuit of increasing awareness, especially on key and increasingly complex emerging issues, across the whole Group.

We believe that sustainability is making progressive steps towards a better tomorrow. We shall continue to place ESG as a business enabler that will support Reneuco’s growth throughout our sustainability journey.

On a personal note, I thank Datuk Mustakim who is a strong supporter of this initiative. Having started in the sustainability economy back in 2015, he has been a solid push factor to formalise the sustainability agenda of Reneuco Berhad and establishing a dedicated network of people in instilling sustainability commitments across the Group.

Thank you.

IR. TS. DR. MUHAMMAD MAHADI BIN MOHAMAD
Chairman of Sustainability Committee



About Reneuco Berhad

Reneuco Berhad (formerly known as KPower Berhad) ("Reneuco" or the "Company") is mainly involved in sustainable energy and utilities activities.

OUR BUSINESS

Reneuco was incorporated on 3 February 1997 and listed on the Second Board of Bursa Malaysia Securities Berhad on 22 March 2002. Subsequently, the Company was transferred to the Main Market of Bursa Securities in 2009. In July 2021, Reneuco was included in the FTSE Bursa Malaysia EMAS (FBM EMAS) Index.

Reneuco's sustainable energy and utilities segment involves construction related activities and specialised engineering services spread over various projects, both locally and abroad. The Company's construction related activities segment consists of engineering, procurement, construction and commissioning of sustainable energy and utilities projects.

Under construction related activities, Reneuco has embarked into asset ownership of solar and small hydro power projects, winning a bid for a 50 MW solar power plant project under LSS4@MEEnTARI in Pekan, Pahang. The Company was also a successful bidder under the feed-in tariff (FiT) e-bidding exercise conducted by SEDA for the development of small hydro power plants with a total capacity of 40.4 MW in Gua Musang, Kelantan.

While focusing on the Malaysian market, the Company also aims to expand its regional footprint into the ASEAN region, South Asia, Central Asia, the Middle East, and Europe. The Company also plans to widen its renewable energy product offerings from mainly hydro power and solar to include wind and biomass. Leveraging on these strategies, the Company is confident of achieving its aspiration of becoming a leading regional player in sustainable energy and utilities.

The Company is also involved in the property, logistics, and healthcare and technologies segments.

GROUP CORPORATE STRUCTURE

Energy & Utilities

Asset Ownership

100%

Reneuco RE Sdn. Bhd.
(Formerly known as KPower RE Sdn. Bhd.)

55% **Mikrogrid Lestari Sdn. Bhd.**

95%

PKNP Reneuco Suria Sdn. Bhd.
(Formerly known as PKNP KPower Suria Sdn. Bhd.)

EPCC (Local)

100%

Reneuco Engineering Sdn. Bhd.
(Formerly known as KPower Engineering Sdn. Bhd.)

EPCC (International)

100%

Reneuco International (L) Ltd.
(Formerly known as KPower International (L) Ltd.)

100%

KPower Energy FZCO

Utilities

100%

Reneuco Digital Sdn. Bhd.
(Formerly known as KPower Digital Sdn. Bhd.)

Logistics

100%

Reneuco Logistics Sdn. Bhd.
(Formerly known as KPower Logistics Sdn. Bhd.)

51% **Chemtrax Sdn. Bhd.**

Healthcare & Technologies

100%

Reneuco Healthcare & Technologies Sdn. Bhd.
(Formerly known as KPower Healthcare & Technologies Sdn. Bhd.)

100%

Powernet Industries Sdn. Bhd.

70%

Granulab (M) Sdn. Bhd.

Property

Development

100%

Reneuco Development Sdn. Bhd.
(Formerly known as KPower Development Sdn. Bhd.)

Investment

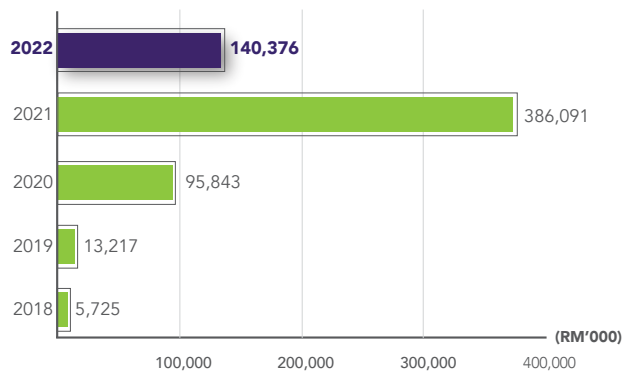
100%

Reneuco Ventures Ltd.
(Formerly known as KPower Ventures Ltd.)

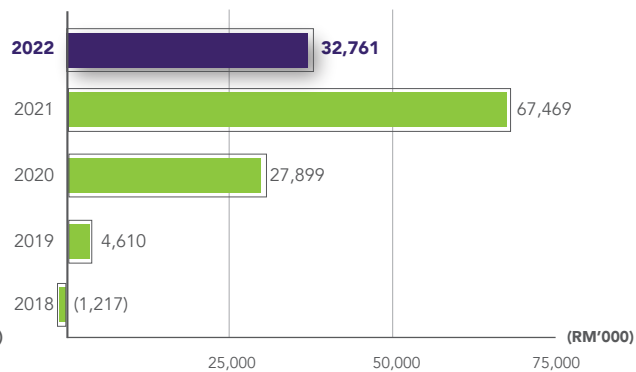


Financial Highlights

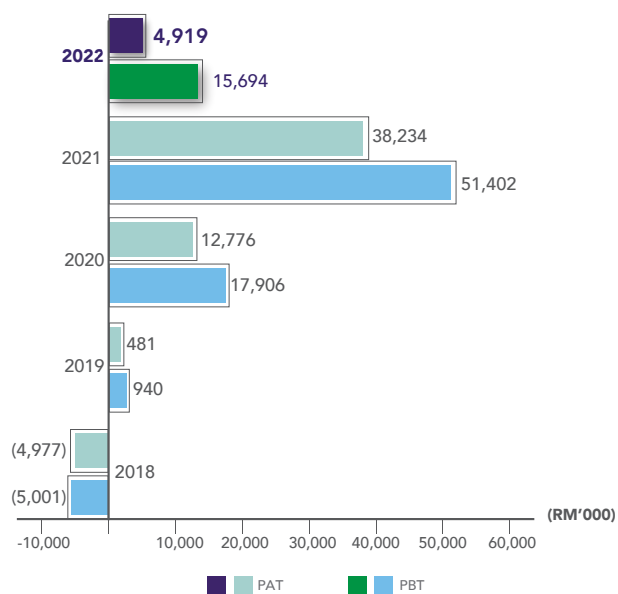
Revenue



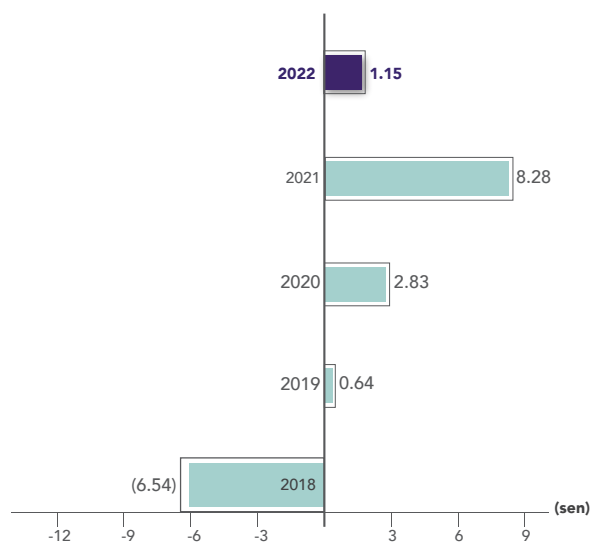
Gross Profit



Profit/(Loss) Before & After Tax ("PBT & PAT")



Earnings Per Share



5-Year Financial Summary

FINANCIAL YEAR ENDED 30 JUNE	2018 (RM'000)	2019 (RM'000)	2020 (RM'000)	2021 (RM'000)	2022 (RM'000)
Revenue	5,725	13,217	95,843	386,091	140,376
Gross Profit/(Loss)	(1,217)	4,610	27,899	67,469	32,761
Operating Profit/(Loss)	(4,808)	1,155	18,011	52,779	17,634
Profit/(Loss) Before Tax	(5,001)	940	17,906	51,402	15,694
Profit/(Loss) After Tax ("PAT")	(4,977)	481	12,776	38,234	4,919
Total comprehensive income/ (loss) for the financial year	(5,081)	484	12,644	38,982	4,491
Profit/(Loss) attributable to:					
Owners of the parent	(4,979)	486	12,786	37,463	5,953
Non-controlling interests	2	(5)	(10)	771	(1,034)
PAT	(4,977)	481	12,776	38,234	4,919
Total comprehensive income/ (Loss) attributable to:					
Owners of the parent	(5,083)	489	12,654	38,211	5,525
Non-controlling interests	2	(5)	(10)	771	(1,034)
Total comprehensive income/ (loss) for the financial year	(5,081)	484	12,644	38,982	4,491
Earnings per share attributable to owners of the parent (sen per share)					
Basic	(6.54)	0.64	2.83	8.28	1.15
Diluted	(6.54)	0.64	2.83	8.28	1.15

Substantial Shareholders

	Direct		Indirect	
	No. of Shares	%	No. of Shares	%
Datuk Mustakim bin Mat Nun	38,509,600	7.095	1,440,080*	0.265

Notes:-

* Deemed interested by virtue of his shareholdings in Grand Deal Vision Sdn. Bhd. pursuant to Section 8 of the Companies Act 2016

OUR PURPOSE AND VALUES

VISION

Sustainability through diversity.

MISSION

To grow and expand internationally through serving borderless communities in a sustainable and responsible manner.

CORE VALUES

At Reneuco, our core values are important in growing our businesses. These values are embedded in our business culture in order to achieve our vision and mission:

Innovation

Innovation helps to enhance our core competencies and develop our competitive advantage.

Research and Development

Continuous research and development to increase efficiency.

Technology

Implementing latest technology for cost efficiency and superior performance in the long run.

Evolution

We continuously grow and evolve to stay competitive.

Sustainability

Developing projects for a better tomorrow by focusing on the economic, environmental and social factors.

Renewable & Green

Seizing opportunities in the renewable & green segments to deliver value to stakeholders.

Developing Talent

We are committed to nurture our human capital to highest potential.

Preserving Value

We focus on the creation of long-term shareholders' value.

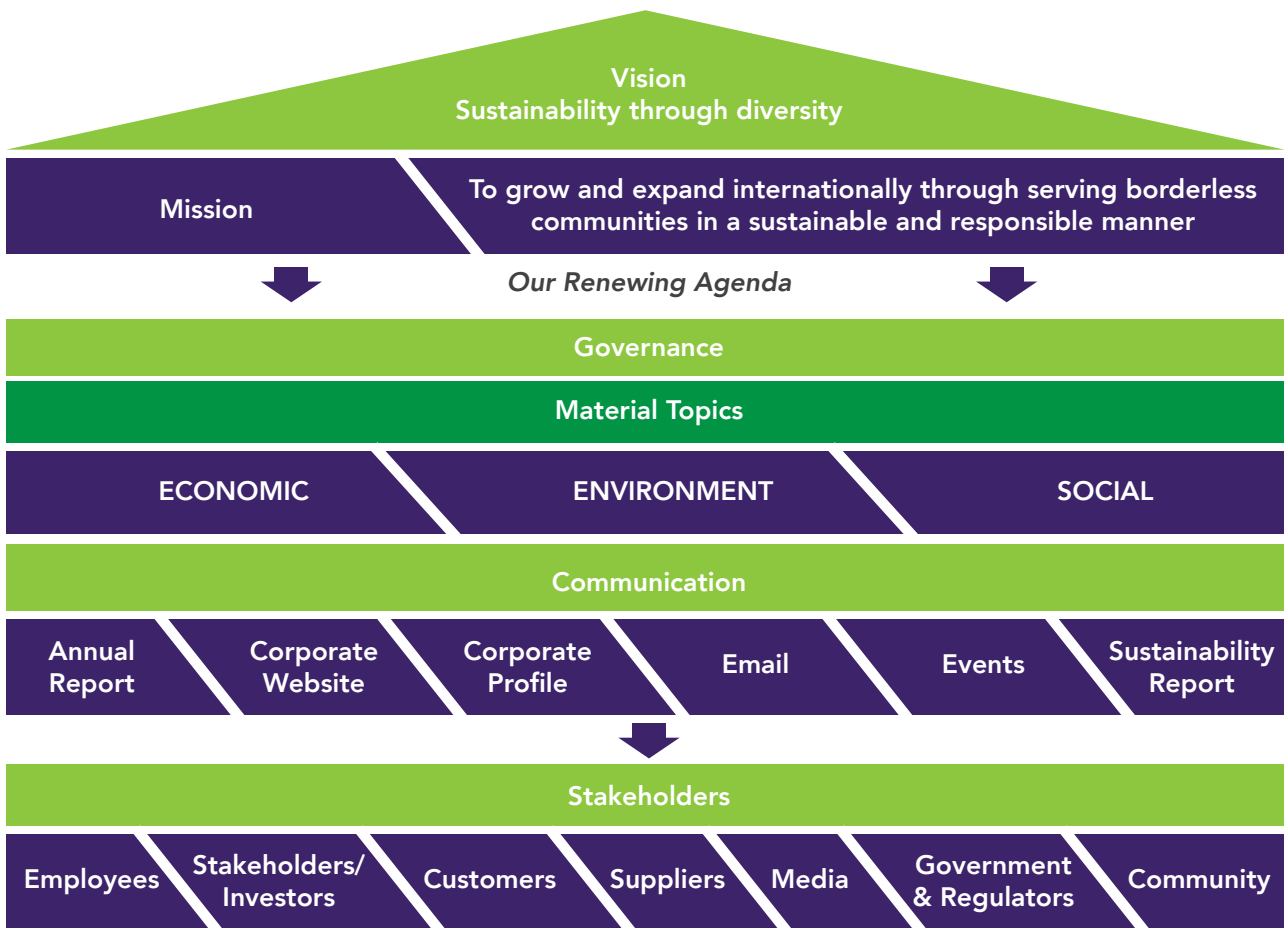
Reneuco's renewing agenda through sustainability is driven by the following framework, along with the Group's vision and mission.

Reneuco Renewing Agenda

The tenets of our sustainability efforts are delineated in our Group Sustainability Policy. The Policy outlines our commitment to promoting sustainable practices within the Group, detailing our various efforts in improving all aspects of our business practices and governance in addressing relevant Economic, Environmental and Society (EES) parameters.

The Renewing Agenda will be used to streamline our focus on sustainability - our strategy, initiatives, and measurement methods - to rationalise the targets for the next reporting period.

We listen, engage, and communicate with our Stakeholders to understand the impact of our business on and by the various EES matters. These impacts indicate Reneuco's contribution to sustainable development and areas of improvement, guided by sustainability-related policies. Information and feedback are solicited from our stakeholders to highlight areas of improvement.



Part of our renewed values is upholding integrity in our sustainability governance and management. As we conduct all our business operations responsibly and sustainably, we are very vigilant in avoiding any elements of “greenwashing” or “SDG-washing”.

Greenwashing is defined as the act of providing investors and/or the public with misleading information about the environmental impacts of the company’s products and operations. Similarly, SDG-washing is the act of misrepresenting the company’s contributions to the United Nations Sustainable Development goals.

As this is the initial phase of our renewed commitment to Sustainability, we recognise the continuing process of building our core competencies in ESG and Sustainability management. As a business that aims to minimise negative impact and strives to maximise positive impact, we are committed to being transparent and balanced with regards to our disclosures and representations. The Group is allocating the necessary resources to continually improve all methodologies, data, metrics and targets in our sustainability journey.

OUR SUSTAINABILITY STRATEGY

“Right now, we are facing a man-made disaster of a global scale. Our greatest threat in thousands of years. Climate Change.”

Sir David Attenborough

The Board and Management of the Group recognise the urgency posed by ESG and Sustainability matters. Without diverting from our financial performance, we are cognisant that our strengths and weaknesses in terms of non-financial performance may affect how we receive opportunities and handle threats, impacting our financial performance, and to a further extent, the survival of our business.

To begin our sustainability journey of “a thousand miles”, the Group has developed our own Sustainability Strategy for managing ESG or Sustainability opportunities and risks that are in the short-term, mid-term and long-term horizons.

For this, we engaged the services of an external professional advisor (GRI Certified Professional) to develop and solidify our Sustainability Strategy. We have anchored our ESG and Sustainability dimensions not only on the UNSDGs and Paris Agreement, but also on the GRI Standards and TCFD Recommendations.

A comprehensive Sustainability Strategy will enable us to progress from piecemeal contributions in Corporate Social Responsibility (CSR), to embedding Sustainability into our own policies, processes, key performance targets, impact assessments, and products and services.


As a constituent of Bursa Malaysia’s Emas Index, are rated by FTSE Russell’s ESG Ratings. This rating provides us the benchmark with which we can identify and address gaps in our processes, with the assistance of external advisors. We aspire to improve our ESG Ratings and aim to be included in the FTSE4Good Bursa Malaysia Index to showcase our Sustainability performance alongside our market peers.

Achieved

July 2020- June 2021

- Published Sustainability Statement and Materiality Assessment
- Reneuco Berhad (formerly known as KPower Berhad) was included in the FTSE Bursa Malaysia EMAS (FBM EMAS) Index in July 2021
- ★☆☆☆☆
- FTSE4Good ESG Ratings for Bursa Emas Index Constituents
- FTSE Rating Assessments of more than 300 criteria (indicators)

July 2021- June 2022

- Inaugural Sustainability Report in accordance with GRI Standard and requirements set by BURSA on Sustainability Reporting
- 
- Establishment of Group Sustainability Governance Structure
- Formulation of Sustainability Policy & Strategy
- Data collection:
 - Materiality Assessment
 - Stakeholder Identification & Engagements
 - Baseline and performance data
- Embarks on TCFD recommendations
 - Inaugural TCFD Report
 - TCFD Trainings

Target

July 2022- June 2023

- ★☆☆☆☆
- FTSE4Good ESG Ratings
- Transition to the new GRI Standard 2021
- Expansion of Stakeholder Engagements
- Embedding sustainability in management's KPI
- Setting Net Zero Targets based on year 2020-2021 as a base year
- Implement the sustainability actions
- Expand measurement for Scope 3 GHG Emissions
- Developing 5 years sustainability roadmap

2023 and onwards

- Listed in FTSE4Good Index
- Apply Science-Based Target Initiatives
- Explore other ratings and Indices such as CDP, Sustainable Fitch, Dow Jones Sustainability Index

Moving forward, the Group will launch its Sustainability Handbook as a guidebook for staff across all levels. This guidebook will serve as a basic introduction to the areas of ESG or Sustainability.

The Sustainability Handbook includes the following topics:

1. What is ESG and Sustainability
2. Why should Sustainability matter to our business
3. Sustainability standards and frameworks to know
4. Sustainability policies in the Group
5. Our Sustainability Governance

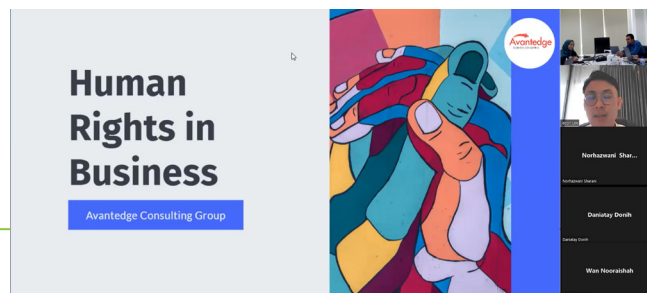
The Sustainability Handbook will ensure an equal level of understanding across all levels of the organisation for rollouts of Sustainability initiatives, targets, projects, or any other internal or external developments.

As a responsible and sustainable Group, we believe in the power of collaborative effort and collective contribution to sustainable development, regardless of position within the organisation

To begin our efforts, 17% of our people were provided basic Sustainability training during the period under review.

Sustainability Online Training 1: Human Rights in Business

This virtual training session was held on 3 June 2022, attended by 38 employees across the Group. The session covered human rights in Malaysia, the operational principles under the United Nations Guiding Principles (UNGP) on Business and Human Rights, International Labour Organisation (ILO), and a briefing on the Human Rights Policy of Reneuco Berhad.



OUR SUSTAINABILITY GOVERNANCE

In establishing the Sustainability agenda as a Group-wide commitment, the Board of Directors and the top management of the Group has further established the sustainability governance structure to extend oversight from financial to non-financial performance. It requires a significant amount of oversight and strategic effort to develop and maintain an expanding Group to continually be responsible and sustainable in its business operations, and not only on providing sustainable solutions such as renewable energy to the market.

As such, the Sustainability Committee, comprising representatives from the Board of Directors and senior management level, has been established to oversee Group-wide Sustainability-related matters, including the implementation of the Sustainability agenda. The Sustainability Committee's responsibilities are determined by its internal Terms of Reference, which are publicly available in our corporate website (www.reneuco.com).

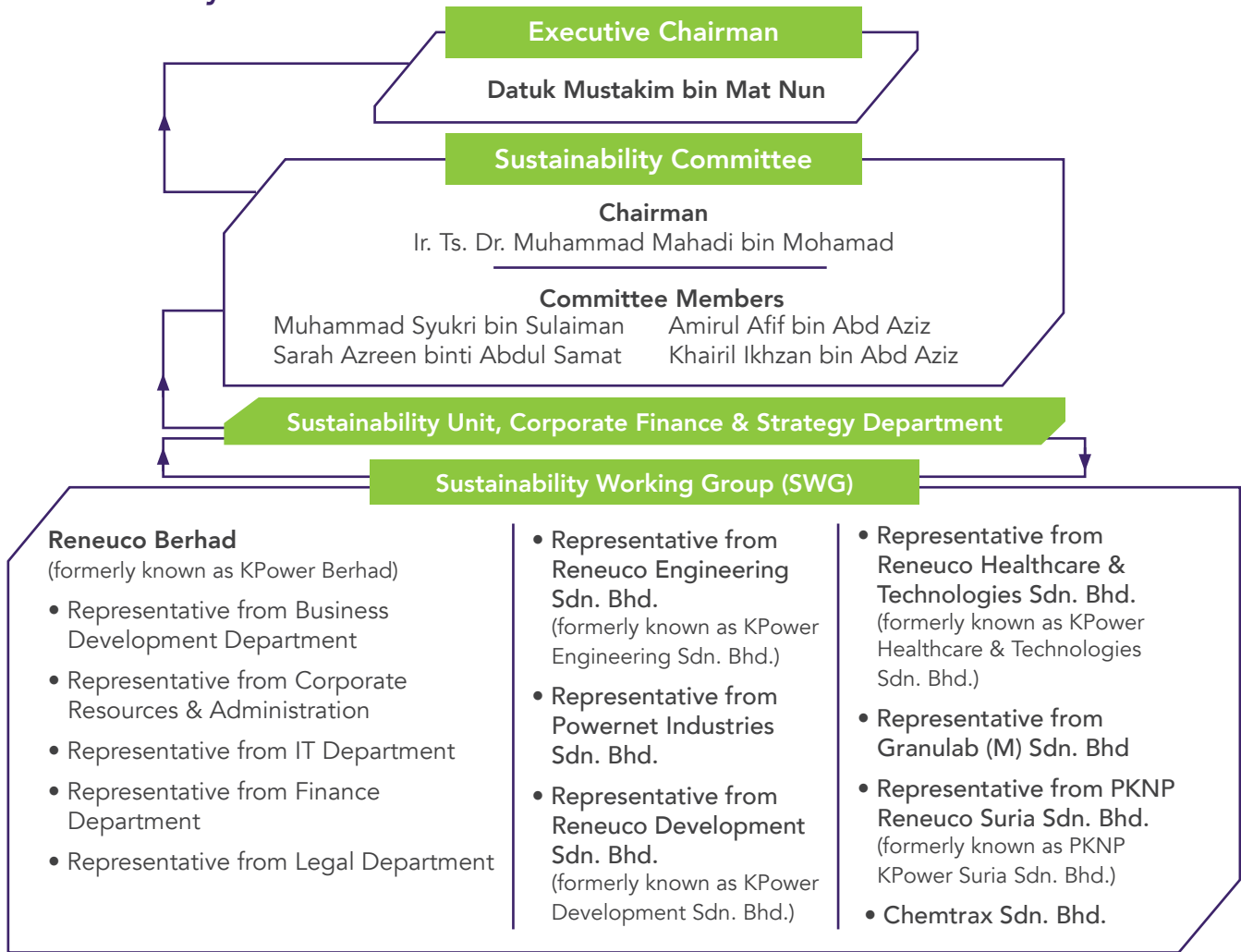
As the decision-making body, the Sustainability Committee is supported by the Sustainability Unit, which is under the Group's Corporate Finance and Strategy Department, as its implementation arm.

The Sustainability Unit has the core competency and delegated authority to coordinate, manage and report all initiatives and implementations through the Sustainability Working Group (SWG), which comprises representatives from all operational sections of the Group.

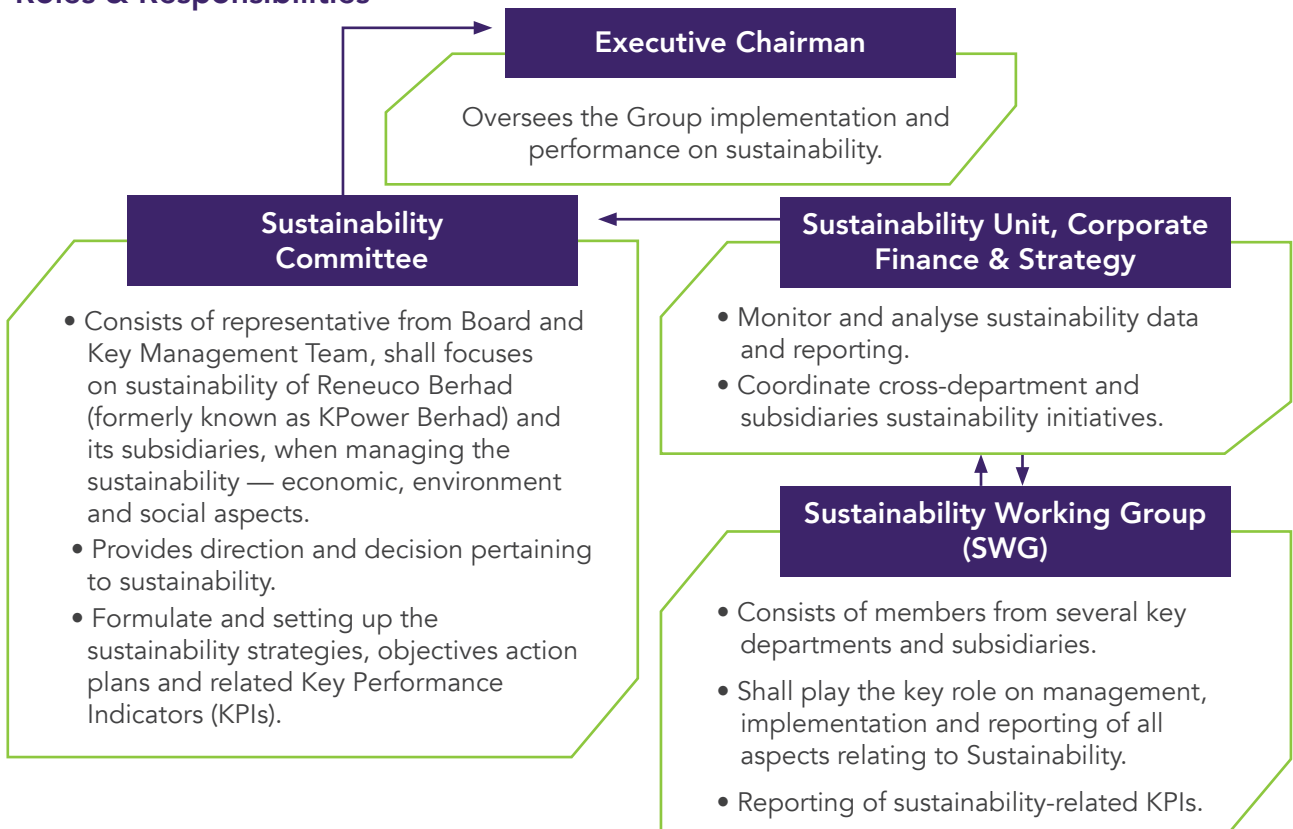
The Group recognises that governance in Sustainability must not only be a top-down initiative, but it also needs to have a bottom-up approach so that the Board would have visibility and accountability over all layers of the organisation. Members of SWG have their own roles and responsibilities in their various positions in the organisation; however, a part of their managerial mandate would be to work with the Sustainability Unit to make sure the ESG and Sustainability measures set from the top can be effectively communicated to the working level, while at the same time gathering feedback, identifying risks, and managing impacts at the ground.

In 2022, two (2) Committee meetings were conducted with the members bringing their experience to discuss on sustainability material matters, data disclosures and putting their vision in sustainability journey of the Group.

Sustainability Governance



Roles & Responsibilities



OUR STAKEHOLDERS

The Group recognises the significant role of its internal and external Stakeholders in determining the direction of its business and in the sustainability of its operations, which includes its financial performance.

Prior to 2021, the Group did not have any policy to identify and communicate with its Stakeholders. In addition, due to the Group's diverse business interests, there were no systematic or structural initiatives related to Stakeholder engagement.

To address this, the Group has engaged the services of an external GRI-certified advisor to formulate its Stakeholder Identification and Engagement Policy. This Policy details all processes related to Stakeholder engagement.

The Global Reporting Initiative (GRI) Standards defines "Stakeholders" as:

- Entities or individuals that can reasonably be expected to be significantly affected by the reporting organisation's activities, products, or services; or
- whose actions can reasonably be expected to affect the ability of the organisation to implement its strategies or achieve its objectives. This includes, but is not limited to, entities or individuals whose rights under law or international conventions provide them with legitimate claims vis-à-vis the organisation.

In the management of ESG or Sustainability, the Group follows globally established standards such as the GRI Standards to identify and engage with Stakeholders, and use the results of these engagements to manage Sustainability on a stronger footing:

1. Identification and prioritisation of various Stakeholder groups
2. Design of the Stakeholder engagement plan
3. Performance of the Stakeholder engagement
4. Collecting and analysing the data and information

The new Stakeholder Identification and Engagement Policy has undergone rigorous considerations by the Group's Sustainability Committee, and sets out the guidelines governing the identification, management and engagement of internal and external stakeholders of all organisational boundaries covered in the Group. As a responsible company, the Group will systematically manage stakeholder relationships and impacts through regular stakeholder engagements as part of its Sustainability commitments.

In accordance to this policy, Stakeholder Identification includes:

- Establishing the basis for identifying and selecting stakeholders, with whom to engage by the Group.
- A list of stakeholder groups to be engaged by the organisation shall be determined annually using methodology such as a Stakeholder Identification Worksheet and/or any type of approach which the Group deems appropriate (if any), whereby external Stakeholders of the Group will be identified using the Stakeholder Identification Worksheet based on the "P.E.S.T.L.E. analysis".

Next, Stakeholder Engagement is guided by the points below:

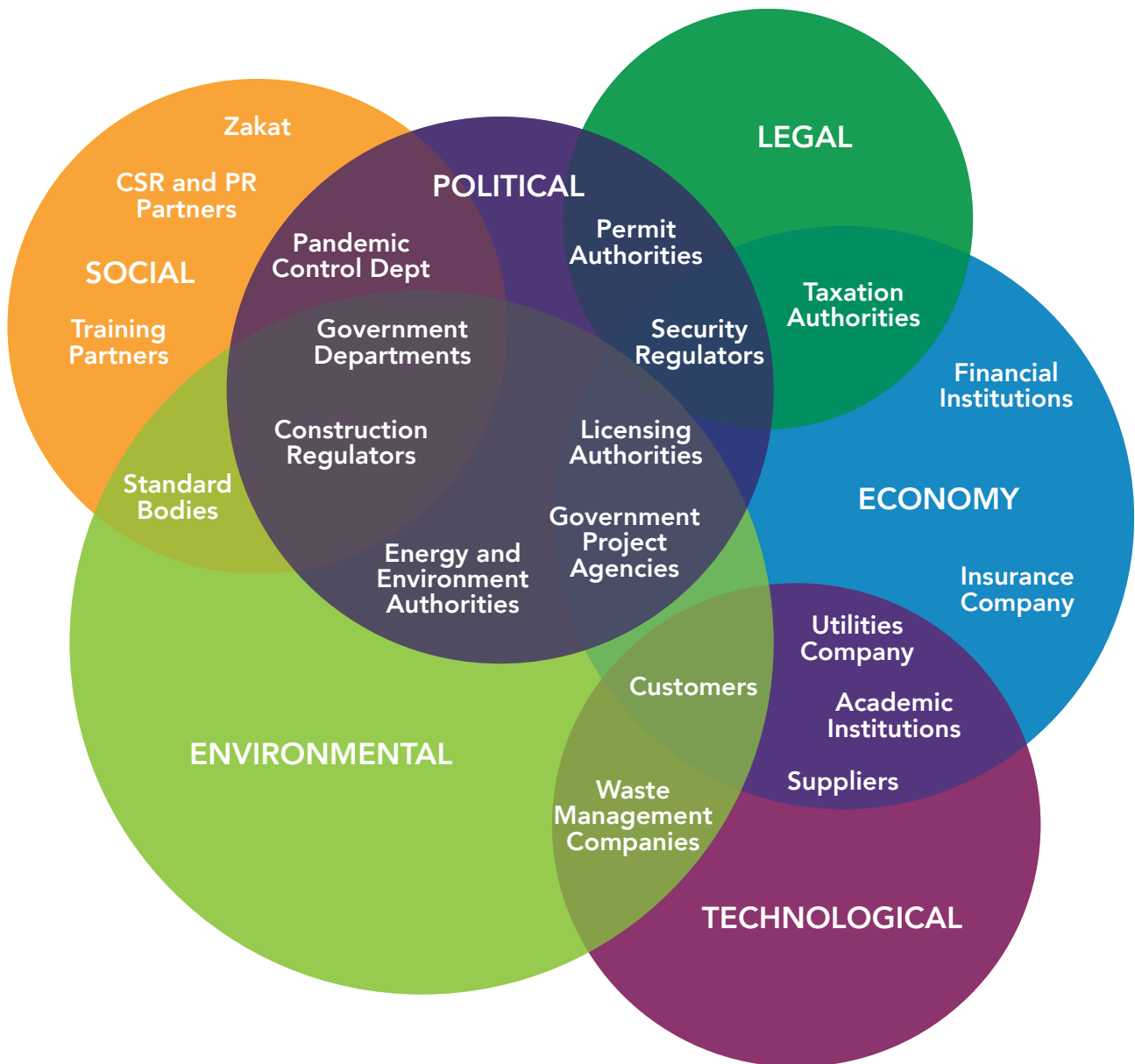
- Methods of "stakeholder engagement", include surveys (such as supplier, customer, or worker surveys), focus groups, community panels, corporate advisory panels, written communication, management or union structures, collective bargaining agreements, and other mechanisms. Engagements can also include voluntary engagement with initiatives and stakeholders to improve the broader operating environment and culture, in order to combat corruption.
- The outcome of the stakeholder engagements should include only key topics and concerns raised by stakeholders which the Group deems reasonably applicable for:
 - the improvement of the Group's business strategy, practices, operational processes, and performances; and
 - the determination and prioritisation of material topics to be managed by the Group in terms of Sustainability.
- The quantitative and qualitative outcome of the stakeholder engagements would be collected by the Sustainability Committee, from the relevant Authorised Persons of the organisational boundary or operational boundary who is tasked to perform the stakeholder engagement activity or programme, upon its completion. The Sustainability Committee shall then organise, tabulate and analyse these outcomes to be presented to the Board via Stakeholder Engagement Reports in order for the Board to plan for further response or management decisions in view of the engagement outcomes. The Stakeholder identification and engagement Policy can be found in our corporate website (www.reneuco.com).

The result of the Stakeholder Identification in 2022 exercise yielded 20 external Stakeholder groups, of which some overlap between different dimensions of the PESTLE framework. These 12 Stakeholder groups that were identified cover all Operational Boundaries in the energy and utilities, properties, logistics and healthcare and technologies segments, hence a wide range of Stakeholders is identified that is influences and impacted by the Group, and vice versa:

- | | | |
|---|----------------------------|--------------------------------|
| 1. Pandemic Control Department (COVID-19) | 7. Construction Regulators | 14. Customers |
| 2. Permit Authorities | 8. Government Departments | 15. Waste Management Companies |
| 3. Securities Regulators | 9. Taxation Authorities | 16. Standards Bodies |
| 4. Licensing Authorities | 10. Financial Institutions | 17. Training Partners |
| 5. Government Project Agencies | 11. Insurance Companies | 18. Academic Institutions |
| 6. Energy and Environment Agencies | 12. Utilities Companies | 19. Zakat Bodies |
| | 13. Suppliers | 20. CSR and PR Partners |

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Sustainability Stakeholder



As a result of this process, the Group now has a better understanding of the process to identify its range of Stakeholder groups across its Boundaries. A more objective and structured approach of Stakeholder management on Sustainability issues can now be further developed and improved continually. The Board and the management teams of the Group need to have visibility on the business landscape as to who to engage with and how to prioritise on non-financial matters that would ultimately impact the financial performance, risks, and opportunities of the Group.

In 2022, Stakeholder engagement on Sustainability involved:

- A Customer Survey on Sustainability conducted on the various customer groups of Reneuco’s organisational/operational boundaries. For standardisation, the format was based on the structure of the Group’s existing Customer Survey form that is in compliance with its ISO certification.
- The Customer Survey on Sustainability is designed to be as simple and straightforward as possible, with the purpose of gathering information on “influence” and “impact” with regards to various Sustainability matters.

How strong do the following elements influence your decision to engage with us?

	Did not consider	Not important	Neutral	Important	Very important
Occupational, Health and Safety	0%	0%	7%	21%	71%
Economic benefits arising from products/services	0%	7%	14%	21%	57%
Products/Services that help us (the customer) to achieve our Sustainability targets	0%	0%	7%	36%	57%
Business ethics and corporate governance	0%	0%	14%	36%	50%
Management of materials, water, effluents, waste, and biodiversity	0%	7%	21%	21%	50%
Energy consumption and carbon emissions	0%	7%	29%	14%	50%
Human rights, rights of employees/workers and labour issues	0%	0%	14%	36%	50%
Diversity, non-discrimination, and equal opportunity	0%	0%	21%	29%	50%
Privacy and data protection	0%	7%	21%	21%	50%

Please rate the overall direct impacts that you have experienced from doing business with us.

Impacts	Did not Consider	Negative Impact	No Impact	Positive Impact	Very Positive Impact
Economic Impacts	0%	0%	21%	50%	29%
Social/Community/People Impacts	0%	0%	29%	50%	21%
Environmental Impacts	0%	0%	43%	50%	7%

- Engagement with stakeholders other than customers is recorded in the Stakeholder Engagement Worksheet which was developed in collaboration with our external Sustainability advisor. Authorised persons from each boundary are required to complete the Stakeholder Engagement Worksheet by referencing the list of identified Stakeholder groups.

References for Stakeholder Engagements (one-off or regular/ongoing) with the other eleven external Stakeholders and two internal Stakeholders that are recorded in the said worksheet include:

- i. Dated records of emails, letters, memorandums, notices and other forms of correspondences
- ii. Dated minutes and records of all forms of physical and virtual meetings, seminars, briefings, forums, focus groups and trainings
- iii. Dated records of all forms of physical and digital publications including websites, presentations, reports, newsletters, and press releases
- iv. Dated records of surveys, studies, reviews, appraisals and/or inspections
- v. Dated records of other mechanisms deemed necessary to engage with the stakeholders

Key issues and concerns relating to ESG/Sustainability revealed from these Stakeholder Engagements include the following:

Highlights of Concerns and Interest of Stakeholders

- ECONOMIC**
- Corporate Governance
 - Procurement Practices
 - Anti-Corruption
 - Anti-Competitive Behavior
 - Taxation
 - Financial Assistance from Government
 - Financial Implication (risks and opportunities) due to Climate Change

- ENVIRONMENTAL**
- Materials
 - Energy
 - Water/Effluents
 - Biodiversity
 - Emissions (GHG)
 - Waste
 - Environmental Compliances
 - Impact caused/contributed by Suppliers

- SOCIAL**
- Employment Practices
 - Labour Relations
 - Occupational Health and Safety
 - Training and Education
 - Diversity and Equal Opportunity, Non-discrimination
 - Freedom of Association and Collective Bargaining
 - Child Labour
 - Forced/Compulsory Labour (by own Operations and Suppliers)

- Practices of Security Personnel
- Rights of Orang-Asli/Asal
- Human Rights, Local Communities
- Social Impacts in the Supply Chain
- Contributions for Political Causes (Public Policy)
- Health and Safety of Customers (Products/Services)
- Marketing and Labelling of Products/Services,
- Customer Data and Privacy
- Socioeconomic Laws and Regulations



Our Material Sustainability Matters: Renewing Our Priorities

In our journey to becoming a more responsible and sustainable Group, our resources are channeled to our most material sustainability matters. Renewing our priorities enables us to be proactive in our approach when managing and reporting on Sustainability matters.

Materiality Analysis is based on the Materiality and Completeness Reporting Principles of the GRI Standards.

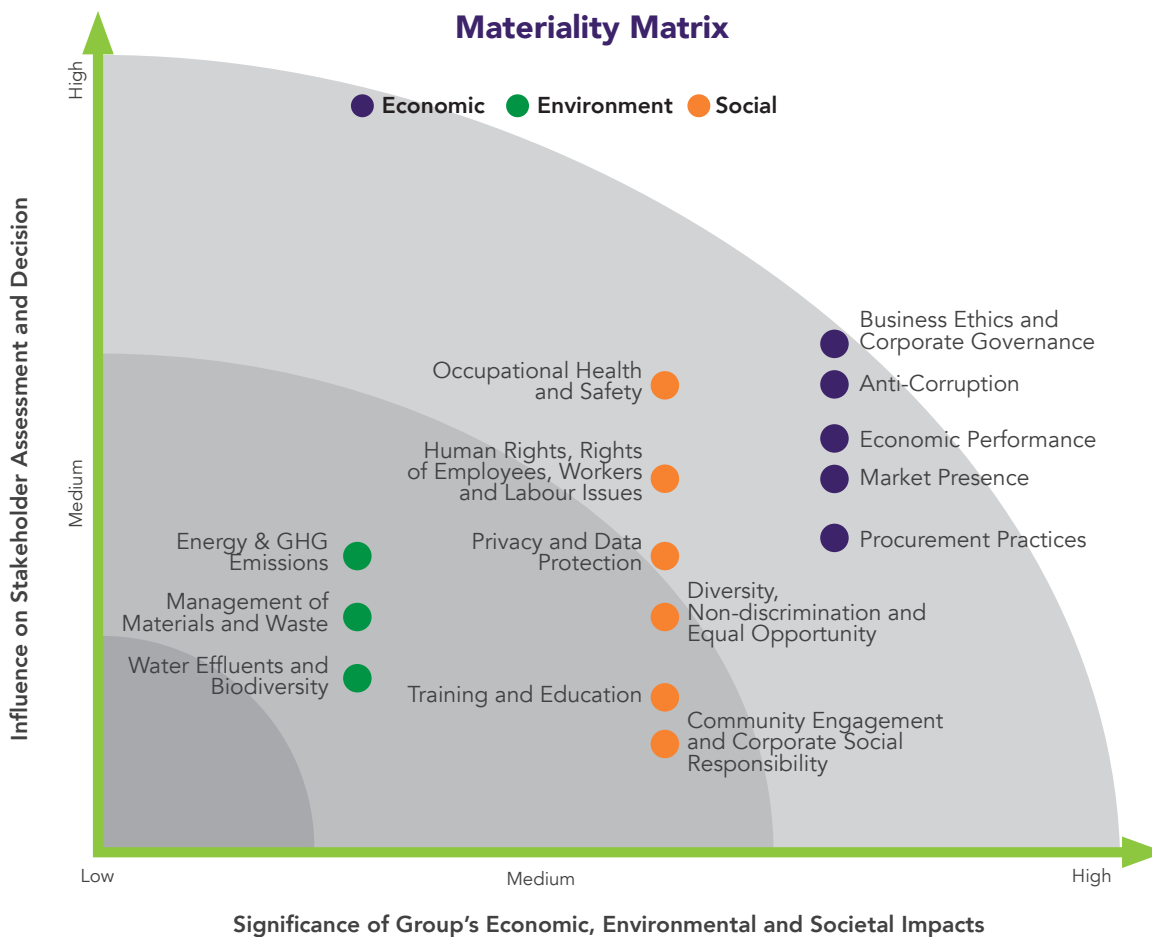
As per the Materiality Principle, the report covers topics (“Material Topics”) that reflect the reporting organisation’s significant economic, environmental, and social impacts; or substantively influence the assessments and decisions of stakeholders.

Materiality was determined from analysis of the Group’s internal documents and processes in the years prior to 2022. As part of its risk assessment, the Group periodically reviews sustainability related risks to ensure it continues to address its key sustainability concerns.

To comply with GRI Standards, the Materiality process was conducted in 2022 using the Stakeholder Inclusiveness and Materiality principles. The results from Stakeholder identification and engagements of the Group in 2022, as stated previously, were used in the Materiality Analysis. This enabled the Group to produce a more aligned and standard-based list of top Material Topics.

The Materiality Analysis for the Group is designed based on key factors below:

1. The interests and expectations of stakeholders specifically invested in the organisation, such as employees, shareholders, the board of directors.
2. Key organisational values, policies, strategies, operational management systems, goals, and targets.
3. The core competencies of the organisation and the manner in which they can contribute to sustainable development.
4. Consequences for the organisation which are related to its impacts on the economy, the environment, and/or society (for example, risks to its business model or reputation).
5. The main topics and future challenges for the sector.
6. Laws, regulations, or agreements of strategic significance to the company and its stakeholders.



Material Matters

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> ● Business Ethics and Corporate Governance ● Anti-Corruption ● Occupational, Health and Safety ● Economic Performance ● Market Presence ● Human Rights, Rights of the Employees, Labour Issues | <ul style="list-style-type: none"> ● Procurement Practices ● Privacy and Data Protection ● Energy and GHG Emissions ● Diversity, Non-discrimination and Equal Opportunity ● Management of Water and Waste ● Water Effluents and Biodiversity ● Training and Education | <ul style="list-style-type: none"> ● Community Engagement and Corporate Social Responsibility |
|---|--|--|
- The significance of EES and influence on Stakeholder Assessment and Decision is distinguished according to colour shades below:

● Low ● Medium ● High

In the highest quadrant of the chart, the top Material Topics or Material matters determined for the Group are:

- Economic: Business Ethics and Corporate Governance
- Economic: Anti-corruption
- Social: Occupational Health and Safety
- Economic: Economic Performance
- Economic: Market Presence
- Social: Human Rights, Rights of the Employees, Labour Relations
- Economic: Procurement Practices
- Social: Privacy and Data Protection

It is noted that environmental topics are not ranked as “highly Material” in the current evaluation as environmental issues (aside from basic compliance) were insufficiently prioritised in previous Stakeholder engagements. However, “Energy and GHG Emissions” and “Management of Water and Waste” will be considered as secondarily Material to the Group and will be reported on for the purposes of ESG Ratings such as that by FTSE Russel. Detailed information on the management approach and required disclosures in accordance with the GRI Standards are presented in the following sections.

“Integrity is choosing your thoughts and actions based on values rather than personal gain.”

In striving to create the greatest value for our shareholders and stakeholders, we want to maintain our foundation of governance and integrity. We believe that in the long run, having good business ethics and good governance reduces overall risks throughout the organisation, and increases our credibility and brand value.

Our internal and external Stakeholders have made it clear that business ethics and corporate governance are at the top of their list when being a part of the Group or when doing business with the Group. The Board is fully committed to upholding a high standard of corporate governance throughout the Group's operations, with the ultimate objective of safeguarding the interests of all stakeholders and enhancing shareholders' value.

At the foundational level, the Group has applied the practices encapsulated in the updated version of the Malaysian Code on Corporate Governance ("MCCG") and Main Market Listing Requirements ("MMLR") of Bursa Malaysia Securities Berhad. The principles therein are applied throughout all operational boundaries of the Group.

The oversight and management of all levels within the Group are based on several key policies and commitments with which all Board members and employees are required to comply. These include:

1. Code of Business Ethics

This Code of Conduct and Business Ethics provides guidelines on ethical issues one may face during the course of business, and the standards of behavior expected of all employees of the Group. The Code is accessible to all Board members and employees on the Group's corporate website.

Besides internal stakeholders, all associates and business relations are expected to understand and comply with this Code. They are to ensure that good ethical values are constantly observed during the course of business with the Group.

The Code's sections include:

- a. Duties of Good Faith, Diligence & Integrity (including fighting solicitation, bribery and corruption, no gift policy, and money laundering and due diligence)
- b. Confidentiality and Data Protection
- c. Culture and Environment
- d. Disciplinary Process and Sanctions

2. Anti-bribery and anti-corruption policy

The Group is committed to conducting all business in an honest, ethical and professional manner wherever it operates.

The Anti-Bribery and Anti-Corruption Policy provides guidelines on the scope and objective of handling bribery and corruption within the Group and in dealing with external parties, including its business relations. This policy is in line with the Group's Code of Business Ethics as stated above. The Policy is also easily accessible to all Board members, employees and business relations of the Group on its corporate website.

Bribery is the offering, promising, giving, accepting, or soliciting of an advantage as an inducement for action which is illegal or a breach of trust. A bribe is an inducement or reward offered, promised, or provided in order to gain any commercial, contractual, regulatory or personal advantage.

The Group adopts a zero-tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate, and to implementing and enforcing effective systems to counter bribery. We will uphold all laws relevant to countering bribery and corruption in Malaysia and other jurisdictions where we operated.

The objective of the policy includes:

- Stating the Group's position in all forms of corruption and bribery that the Group may encounter in its daily operations.
- Providing guidance for the Group's Directors, Employees and Business Partners on how to deal with improper solicitation, bribery and other corrupt activities and issues that may arise in the course of business.
- Ensuring strict adherence to the relevant laws relating to the corruption including, but not limited to, the Malaysian Anti-Corruption Commission Act 2009 including its latest amendments (such as Section 17A), Malaysian Penal Code and Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 (AMLA), which are directly relevant to the Group.
- Serving as a preventive tool to help the Group's Board of Directors, employee and business partners recognize, detect and avoid potential corrupt practices.

The Group has developed its anti-corruption and anti-bribery framework for Group-wide implementation.



Anti-corruption and anti-bribery Framework

3. Whistleblowing Policy

The Group encourages openness and transparency in its commitment to the highest standard of integrity and accountability.

In line with good corporate governance and in accordance to the Whistleblower Protection Act 2010, the Group has implemented the Whistleblowing Policy to encourage its employees and business relations to disclose alleged, suspected and/or known improper conduct in any parts of the Group's operations and dealings without fear of retribution or detrimental action.

The policy, along with the Whistleblowing Form, are published in the corporate website of the Group so that it is easily assessable to and utilised by Board members, all employees and other business relations across the Group's operations.

This policy is established to provide employees and business partners with proper internal disclosing channels and guidelines in respect of whistleblowing at the workplace and aims to address issues such as protection of whistleblower, reporting procedures and investigation of improper conduct. Whistleblowing can involve misconducts or non-compliances to any laws and regulations, and codes, policies and processes of the Group, not only in terms of integrity and corporate governance but also responsibility towards the environment and social aspects.

The policy includes:

1. Reporting Procedures
2. Investigation Pursuant to the Disclosure
3. Protection Accorded to the Whistleblower

In order to be fair and balanced in the management of the whistleblowing process, protection for the Whistleblower can be revoked under the following circumstances, including but not limited to:

- a. the Whistleblower participated in the improper conduct;
- b. the Whistleblower willfully discloses a false statement;
- c. the disclosure is made with malicious intent; or
- d. the disclosure is frivolous or vexatious.

While being responsible and accountable by ensuring that all feedback and claims will be given fair attention, the Group is vigilant in not letting risks related to the disputes and claims affect its standing and reputation. Stakeholders can rest assured that all reputational risks will be addressed effectively and promptly to avoid jeopardising the brand value of the Group.

As the Group adheres to all its policies and procedures in upholding business ethics and corporate governance, we are proud to state that our promotion of integrity and close monitoring within the Group has garnered positive results, as below:

- 1. There were no confirmed incidents of corruption in the Group during the reporting period;**
- 2. There were no confirmed incidents in which employees were dismissed or disciplined for corruption during the reporting period;**
- 3. There were no incidents when contracts with business partners were terminated or not renewed due to violations related to corruption during the reporting period; and**
- 4. There were no public legal cases regarding corruption brought against the Group or its employees during the reporting period.**
- 5. The Group views anti-corruption and bribery very seriously and has continued communications and briefings such as when new employees join the Company.**

In line with renewing our focus and commitment on Sustainability, the Group is also anchoring its economic performance on opportunities related to ESG. Our vision of “Sustainability through diversity” further accelerates our efforts in becoming the leader in sustainable energy and utilities activities.

Our focus on economic performance with regards to sustainability is divided into two parts.

The first is our economic performance through our products and services in sustainable energy and utilities businesses and subsidiaries; and the second on how sustainability management can improve the economic performance of other segments such as logistics, healthcare and technologies, and property development.

In managing this aspect, thorough consideration is given by the Board, the Sustainability Committee and the various business managers of the Group. At the same time, our key Stakeholders hold the view that the economic performance of our renewable energy and utilities business is material to the Group’s growth trajectory. The Group’s strategy on economic performance related to Sustainability also aligned with the country’s aspirations in Climate Action. Further information on Climate Action is presented in the section, “Environmental: Renewing Climate Action.”

The Group business direction includes targeting market share in national initiatives, such as Malaysia’s Large-Scale Solar (LSS) Projects, under the purview of the Energy Commission (EC). Since the LSS Projects began in 2016, a total of 2,457 MW of LSS projects have been awarded to the private sector. The LSS, now in its 4th programme (LSS4), has become one of the anchor programmes for Malaysia in boosting the share of renewable energy in the total generation capacity. Under LSS4, projects totaling 823.06 MW have been awarded, contributing to around 3% of the total electricity generation capacity in Peninsular Malaysia, Sabah and Labuan.

In line with these developments, the Group has moved quickly to capitalise on these opportunities. The Group has partnered with the Pahang state government entity Perbadanan Kemajuan Negeri Pahang (PKNP), to build a 50 MW solar plant on PKNP’s land in Pekan, Pahang, Malaysia. The Group and PKNP have formed a 95:5 special-purpose vehicle (SPV) to bid for the project, and the SPV will lease the land from PKNP. The EPCC contract for the group’s LSS4 project in Pekan will be awarded to the group’s wholly owned subsidiary Reneuco Engineering Sdn. Bhd. (formerly known as KPower Engineering Sdn. Bhd).

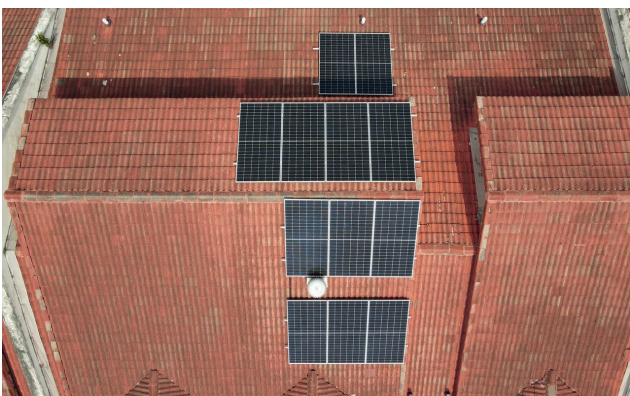
As published in the media, based on the assumption of four hours of peak radiation a day, this solar plant will be able to produce 96.4 million kWh of electricity a year. At our tariff of 17.91 sen per kWh, our SPV would potentially earn an estimated RM17.3 million in revenue a year.

In addition to solar, the Group has also ventured into hydropower via a successful bid for Sustainable Development Authority's (SEDA) feed-in-tariff (FiT) e-bidding exercise for the development of small hydro power plants. The Group's subsidiary shall develop small hydro power plants with a total capacity of 40.4 MW (13.1 MW and 27.3 MW) in Gua Musang, Kelantan, Malaysia, with a basic FiT of 22.49 sen per kWh.

Additionally, on 18 February 2022 the Group also accepted the letter of award to take over and complete the engineering design, procurement, construction and commissioning ("EPPC") of small hydro power plants totaling 29.1 MW in Kota Marudu, Sabah, Malaysia.

These awards augur well with our business strategy to expand into asset ownership for a consistent revenue stream in the future, and in addition, strengthen the Group's EPC segment and capabilities under our sustainable energy and utilities segment, specifically in solar and hydropower.

Moving forward, the Group aims to strengthen its existing renewable energy and utilities by expanding its geographical footprint into the ASEAN, South Asia, Central Asia, Middle East, and Europe regions. Concurrently, our expansion plans include widening our product offerings and technical capabilities to include waste-to-energy, biomass and biogas, which will enable us to capture more opportunities.



The Group continues to take the financial implications and other risks and opportunities arising from climate change very seriously. In terms of risks and opportunities, the Group has taken a proactive approach of carrying out an evaluation based on the Taskforce on Climate-related Financial Disclosure (TCFD) Recommendation framework.

We look at climate-related risks opportunities and financial impacts based on the following:

1. Risks

1.1. Transition Risks

- **Policy and Legal** – The Government of Malaysia, along with other ASEAN countries, are developing various new policies to meet their Paris Agreement commitments. The Ministry of Environment and Water, the Ministry of Finance and Bursa Malaysia are working on the development of a Voluntary Carbon Market (“VCM”). At the same time, various parties have called for a broader Climate Change Act. The Group needs to prepare itself to meet transition risks to its operations and products and services, such as further policy constraints on emissions, imposition of a carbon tax, and restrictions on water and land use.
- **Technology** – Technological advancements that support the transition to a lower-carbon, energy efficient economic system can have a significant impact on the Group. As new technologies for renewable energies and utilities are developing at break-neck speed we must remain vigilant to ensure that we continue to remain ahead of the curve in all our business segments.
- **Market** – As climate change is a pressing concern, the market demand will move towards products and services that address this issue. To mitigate this risk, the Group must take a forward-looking approach in pivoting into the market segments of the near future.
- **Reputation** – Climate change has been identified as a potential source of reputational risk tied to changing customer or community perceptions of the Group’s contribution to or detraction from the transition to a lower-carbon economy. The Group is enhancing its position in the market as a leader in sustainability in its various segments.

1.2. Physical Risks

- **Acute** – Acute physical risks refer to those that are event-driven, including increased severity of extreme weather events, such as floods. The Group is cognisant of acute risks when selecting its business location and project sites.
- **Chronic** – Chronic physical risks refer to longer-term shifts in climate patterns (e.g., sustained higher temperatures). This will lead to increased operational costs for cooling our workspaces and machinery and will also impact the health and wellbeing of our employees.

2. Opportunities

- **Resource Efficiency** – Reducing operating costs by improving efficiency (e.g., energy efficiency) across our production and distribution processes, buildings, equipment and transportation.
- **Energy Source** – This is our focus as we develop ourselves into a leader in the renewable energy and utilities segment. While we are currently involved in solar and hydro projects, we are positioned to capitalise on opportunities in other renewable energy segments such as wind, wave and tidal, geothermal, and biofuels.
- **Product/Services** - The Group continues to concurrently innovate and develop new low-emissions services in our energy and utilities segment, while improving our emissions performance and setting our internal net zero targets within our operations.
- **Markets** – Through diversification into climate-related markets, the Group will be better positioned for the transition by various economies into lower-carbon status.
- **Resilience** – The Group is exploring the development of adaptive capacities in response to climate change to better manage the associated risks and opportunities. This relates directly to overcoming the impacts of the acute and chronic risks on the Group’s business segments.

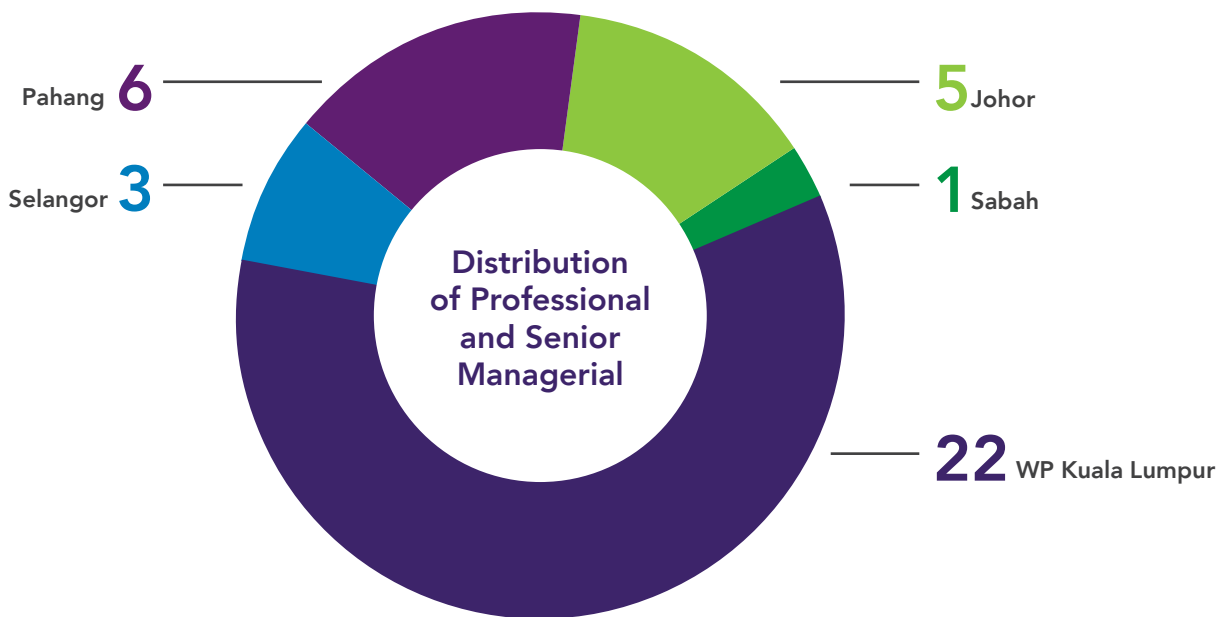
3. Financial Impacts

- Revenues - In view of the climate adaptation and climate mitigation opportunities in the market whereby governments, corporate clients, and consumers are looking at investing in renewable energy and utilities to meet various emissions-related commitments and objectives, the Group continues to build its order book and tender book with projects in this area that provide stable and long-term revenues.
- Expenditures - The Group will focus expenditure on two areas; investing in the climate action commitments of the Group, such as managing our own emissions, water, waste, and other climate related impacts, while increasing expenditure on capability building of our human resources and on conducting research and development to strengthen our position in the market. We will also be able to lower our cost structure through efficient climate mitigation measures, such as reducing our energy usage while cutting down our Scope 2 emissions.
- Assets and Liabilities - The Group continues to explore green-field and brown-field assets in the renewable energy and utilities sector, while moving away from high emissions sectors that have transition risks that can become potential liabilities or would lead to stranded assets.
- Capital and Financing - New capital and financing opportunities such as green bonds, sustainability linked bonds, green loans and sustainability linked loans are potential sources of funding for our projects and asset acquisitions.

Economic Benefits within Local Markets and Communities

When sustaining our economic performance, the Group recognises its role in creating a positive impact on the communities and markets in which it operates. The Group is committed to developing its human resources, as well as to engaging with local suppliers, where possible.

All 37 of the Group's senior management and management level employees are Malaysian, as our largest presence is in the country. This figure is more than 16% of our total workforce of 228 full-time employees.

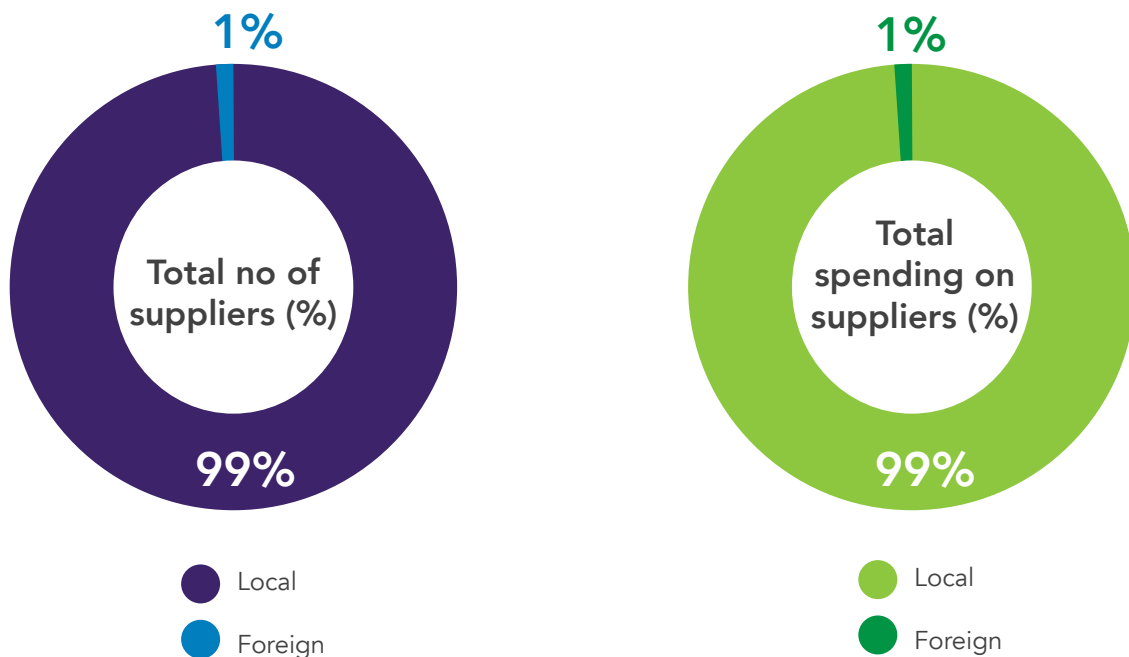


As we progress in renewing our economic performance, the Group continues to develop the core competencies of our local talent in the areas of ESG and Sustainability, while managing our various operations and locations.

In addition to growing local expertise, we prioritise working with local vendors in our supply chain.

The Group only allows international tenders when local products and services, as stipulated in the scope of works, are not available or not economically viable.

Of the Group's 1029 vendors engaged for our core segments, 99% are local to our operations in Malaysia, with the remaining 8 vendors (1%) from outside the country.



As far as possible, to optimise our supply chain efficiency in terms of cost and lead time, we will continue to find solutions that allow us to prioritise the local supply chain.

In conclusion, we continue to improve on value creation while enhancing our economic performance, balancing both financial and non-financial aspects of our business. From business ethics and corporate governance, anti-corruption and bribery, to managing our economic performance, market presence and procurement practices, we continue our journey towards realising our aspiration of becoming a highly valued and respected Group that outperforms in terms of ESG and Sustainability.

Climate Action is one of the 17 United Nations Sustainable Development Goals (UNSDGs). SDG 13's mission statement is to "Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy".

Research has proven that the years 2010 to 2019 were the warmest in our history, caused by climate change. Climate change refers to shifts in global weather patterns that may be natural, however, since the industrial revolution, human activities have been the main driver due to the burning of fossil fuels. The burning of fossil fuels emits greenhouse gases into the atmosphere, trapping the sun's heat and raising the Earth's temperatures. As temperatures rise, the extent and frequency in the occurrence of natural disasters such as floods, wildfires, droughts, and hurricanes increases.

To manage climate change, the members of the United Nations have signed the Paris Climate Accords, also known as the Paris Agreement. The international treaty covers climate mitigation, adaptation, and finance, with the goal of keeping the rise in mean global temperatures to 2 °C above pre-industrial levels, preferably limiting the increase to 1.5 °C.

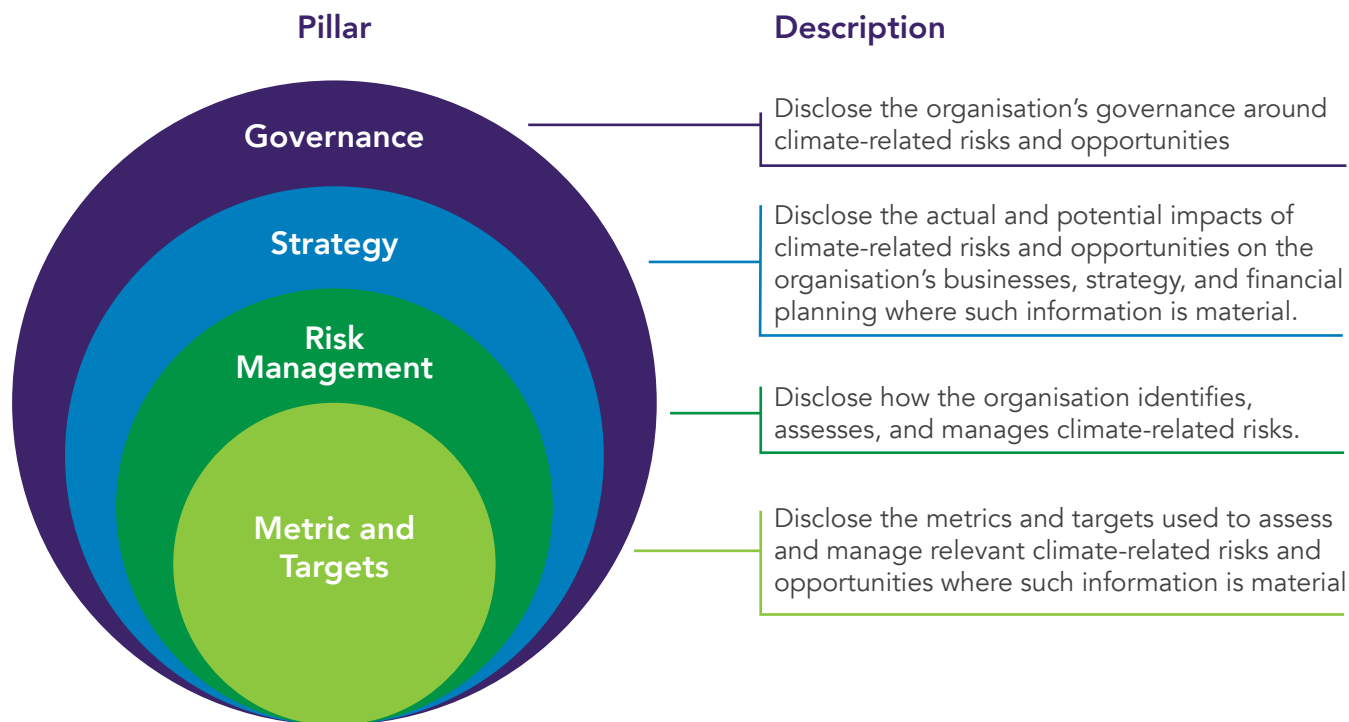
The United Nation's Intergovernmental Panel on Climate Change (IPCC) has mentioned that to meet this objective, global net human-caused emissions of carbon dioxide (CO₂) would need to fall by about 45% from 2010 levels by 2030, reaching "net zero" around 2050, through "rapid and far-reaching" transitions in land, energy, industry, buildings, transport, and cities.

Malaysia has updated its Nationally Determined Contribution (NDC) to the Paris Agreement in 2021, in conjunction with COP 26 in Glasgow, United Kingdom. Currently, the country currently contributes 0.79% of global GHG emissions, and has fast-tracked its mitigation goals with an unconditional target to cut carbon intensity against GDP by 45% by 2030 (against 2005 levels). The country now includes all seven greenhouse gases in its emissions count, from the three previously.

In view of these global and national targets, the Group has aligned its focus on its responsibilities towards the environment its impact on climate change. This has led to our renewed commitment towards climate action.

As an initiative-taking measure, the Group has already begun to anchor its climate action commitment to the Recommendations in the Taskforce on Climate-related Financial Disclosure (TCFD) framework. The framework acts as a guideline for companies in disclosing their climate-related risks, governance, and opportunities to its stakeholders. In addition, the Group's sustainability management team has been trained on TCFD by an external advisor.

The Group will align all climate action strategies, plans and disclosures in the future with the four (4) pillars of the TCFD below, and the Group will publish a separate TCFD Report.



In March 2022, Bursa Malaysia, in which the Group is listed on its main market, made key proposals to the amendments of the MMLR that include introducing climate change related disclosures in line with the TCFD Recommendations. Hence, the Group has prepared for the anticipated regulatory developments.

As part of our preparations, the Group has rolled out its first Environmental Policy to be implemented across all operations to mitigate negative impacts and increase our positive impacts.

Our Environmental Policy provides guidelines governing the identification and management of environmental issues. This Policy reflects the Group’s commitment in maintaining a comprehensive approach in contributing to climate action, climate change adaption and sustainable development in accordance with goals set out in international commitments such as the Paris Agreement and UNSDG.

Our Environmental Policy is central to the management of environmental issues, which includes:

- To have effective governance and oversight on environmental and climate change impacts;
- To embed environmental considerations into the implementation of the Group’s strategies;
- To promote environmentally-oriented processes, practices, services and products; and
- To establish environmental metrics and contribute to environmental goals and targets

The Group commits to using energy more efficiently and opting for renewable energy sources, which is essential for combating climate change and for lowering the Group’s overall environmental impacts. Additionally, we commit to conservation and efficiency initiatives, such as organisational or technological modifications that allow our operational processes to be more energy efficient. Conservation and efficiency initiatives include process redesign, the conversion and retrofitting of equipment such as energy-efficient lighting, or the elimination of unnecessary energy use. The Group is also considering setting baselines and short to long term targets for energy in line with the relevant national or international regulations, standards, and accords.

Energy Consumption

Energy is listed as one of our material topics. Group-wide energy management includes our operations and offices in Malaysia. We aim to manage and reduce energy consumption by improving operational and equipment efficiencies, in line with our business growth. The outcome is in reducing both energy costs and energy consumption related impact on the environment.

In addition to the Environmental Policy, the Group has a standard operating procedure on resource and energy consumption, applicable to all staff at our head and site offices. This includes:

- Placing signage at strategic locations such as meeting rooms, toilet, corridors, etc. to conserve electricity;
- Turning off lights when daylight is sufficient in the office;
- Turning off lights and air conditioning system during lunch breaks;
- Turning off air conditioning in the meeting rooms when not in use;
- Turning off lights in the meeting rooms and toilets when not in use;
- Installing sensors in shared areas e.g., reception, corridors and toilets, where necessary;
- Using energy saving technology to minimise electricity consumption, and ensure that computers, printers and photocopiers are programmed to be on power saving mode when not in use;
- Repairing any leaks in the air ventilation system;
- Ensuring that doors and windows are kept closed at all times when air conditioning system is in use;
- Turning off the air conditioning system at least half an hour before the last person leaves the office

Our energy consumption data is as follows:

Total non-renewable energy consumed (PETROL)



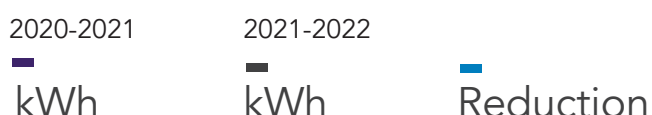
Total non-renewable energy consumed (DIESEL)



Total electricity consumed



Total electricity sold



*Total energy consumption within the organisation = Non-renewable fuel consumed + Renewable fuel consumed + Electricity, heating, cooling, and steam purchased for consumption + Self-generated electricity, heating, cooling, and steam, which are not consumed - Electricity, heating, cooling, and steam sold.

GHG Emissions

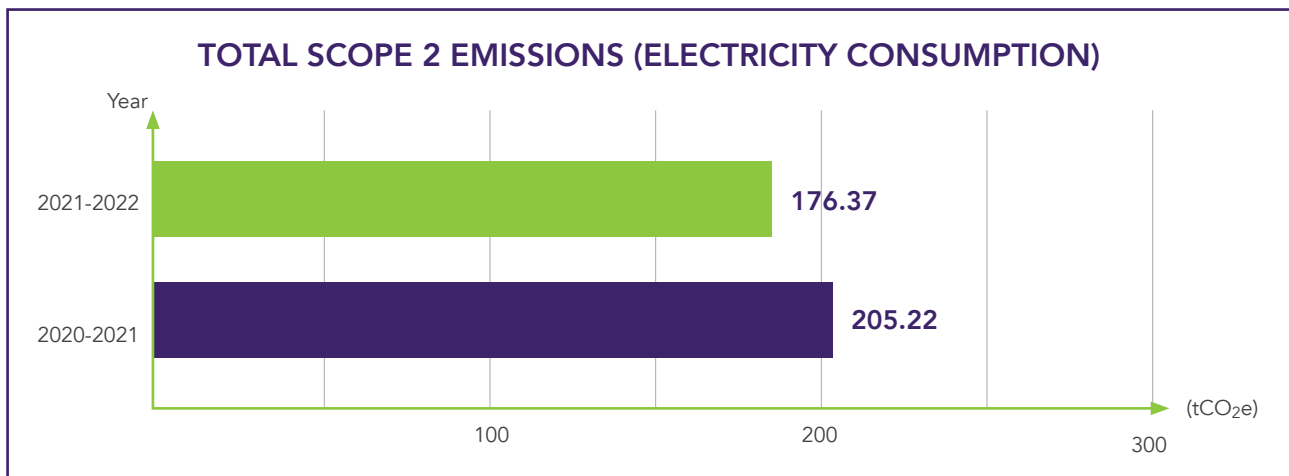
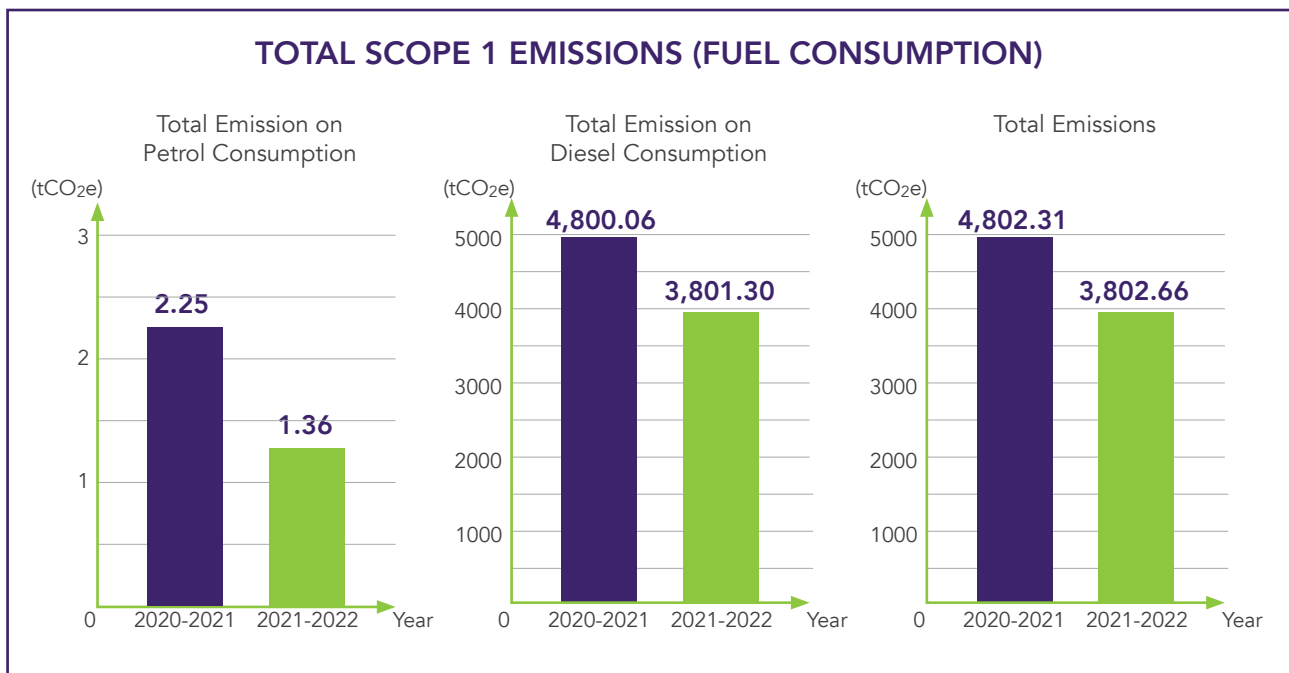
The Group also commits to reducing its Greenhouse Gas (GHG) emissions, relative to baseline emissions, through improving operational efficiency, As with managing our energy consumption, we are also considering setting a baseline and short to long term targets for GHG emissions in line with the relevant international standards and accords.

The methodology for counting GHG emissions is based on the 'GHG Protocol Corporate Accounting and Reporting Standard' ('GHG Protocol Corporate Standard'). The Group has begun tracking Scope 1 and Scope 2 GHG emissions, while other emissions (Scope 3) will be tracked in the next phase.

- Scope 1 GHG emissions refers to GHG emissions from sources that are owned or controlled by the Group
- Scope 2 GHG emissions refers to GHG emissions that result from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the Group
- Scope 3 GHG emissions refers to indirect GHG emissions not included in Scope 2 GHG emissions that occur outside of the Group, including both upstream and downstream emissions

As part of our commitments to climate action, we have undertaken the following steps.

For the purposes of our calculations, global warming potential (GWP) values, if and when necessary, shall refer to the IPCC's Fifth Assessment Report 2014 (AR5), while the emission factor for electricity consumption – 0.585 tCO₂/MWh, is in accordance with Malaysia Green Technology Corporation's CDM Electricity Baseline for Malaysia (2017) – Peninsular Grid.



The Group has started planning for its Net Zero targets in line with the Paris Agreement, Malaysia's NDC and related sector benchmarks.

According to the GHG Protocol, Companies shall choose and report a base year for which verifiable emissions data are available and specify their reasons for choosing that particular year.

The Group has set 2020 (2020-2021) as the base year for the following reasons:

1. Our reporting year in 2019 – 2020 involved the COVID-19 outbreak that began at the end of 2019. The pandemic led to a national lockdown in 2020, and the subsequent measures to curb the spread adversely impacted the Group's operations, leading to wide fluctuations in work patterns. As a result, data trends during the year were not a true reflection of our business-as-usual scenarios. In addition, the Group had only begun to look into tracking emissions and as such did not have a structured GHG counting procedure in place. Therefore, the reporting year cannot be considered as a satisfactory base year.
2. In the following reporting year of 2020 – 2021, pandemic restrictions were gradually eased in line with the "new normal". Trends in energy consumption and emissions from the course of daily business throughout the year reflected a more stable trend, as operations within the Group and its value chain were no longer disrupted. "Work from home" became part of the new normal for many organisations, and this is anticipated to continue as businesses aim to minimise contact and reduce overheads. Selecting this period as a starting point would provide a more accurate tracking of initiatives and targets.

Moving forward the Group is building its Net Zero goals and aspirations and strives to meet our targets through various initiatives and projects.

In addition to managing our energy usage and emissions, the Group also takes the management of waste and the usage of water very seriously. Even though water and waste are not among our highest material Sustainability matters, the Group is nevertheless reducing negative environmental impacts in this area.

Management of Material and Waste

As a group with a diverse range of business segments, we acknowledge the positive correlation between business growth and that the amount of waste produced as a result of increased activity. However, we aim to reduce the rate of waste production through efficient waste management.

The Group's waste management process is in accordance with the ISO 14001 standard, which specifies requirements for an effective environmental management system (EMS).

Our Scheduled Waste Management Procedure is applicable to the areas where General and Scheduled Waste is kept on the premises, where reporting, identifying, handling, and storing of waste generated needs to comply with national and state level legal requirements and regulations, such as the Environmental Quality Act and the Environment Quality (Scheduled Wastes) Regulation 2005.

Waste management in our procedures and operations are as below:

1. General Waste

General waste consists of paper, packaging, purging materials and other miscellaneous waste not classified as 'scheduled waste'.

- Employees are expected to reduce, re-use and recycle, with prioritisation given to waste reduction. An example of reduction would be to utilise both sides of the paper when printing non-confidential documents.
- Employees are expected to use recyclable or recycled packaging. Where non-recyclable packaging is used, these materials should be returned to vendors.

2. Scheduled Waste

Scheduled waste includes wastewater containing latex, paint, thinner, solvents, adhesive, lubricating oil and contaminated rags.

- Scheduled waste shall be stored in a designated area.
- A competent person, or assigned personnel, shall ensure all scheduled waste is clearly labeled as per Environment Quality (Scheduled Wastes) Regulation 2005, and shall notify the relevant authorities according to the Second Schedule.
- Only licensed contractors shall be employed to handle scheduled waste, whereby the competent person or assigned personnel shall ensure that the scheduled waste inventory is immediately updated after each transaction.
- Spills and leaks are mopped up or cleared immediately, and rags, other absorbents or sand used in the process shall be disposed of as scheduled waste.
- All related employees and workers are periodically trained on the handling and disposal of scheduled waste.

Total waste generated

All waste was disposed in accordance with proper procedure.



Water Effluents and Biodiversity

The Group’s management understands that clean potable water is a limited resource and its use and distribution across our operations carries environmental and social impacts. Although the management of water and effluents is not currently among our top material Sustainability matters, we believe that good water management is part of being a responsible corporation.

According to the GRI Standards, access to fresh water is essential for human life and wellbeing and is recognised by the United Nations as a human right. The UNSDGs include key targets related to sustainable water management under Goal 6: ‘Ensure availability and sustainable management of water and sanitation for all’. These targets aim to, for example, achieve universal access to safe and affordable drinking water, improve water quality, and address water scarcity.

In our Environmental Policy, the Group commits to manage water and effluents responsibility.

The Group commits to identifying and managing its water-related impacts, and to water stewardship, which is use of water that is socially equitable, environmentally sustainable, and economically beneficial. The commitments are met through a stakeholder-inclusive process that involves the following facility and catchment-based principles:

1. Socially equitable water use recognises and implements the human right to water and sanitation and helps ensure human wellbeing and equity.
2. Environmentally sustainable water use maintains or improves biodiversity and ecological and hydrological processes at the catchment level.
3. Economically beneficial water use contributes to long-term efficiency, and development and poverty alleviation for water users, local communities, and society at large.

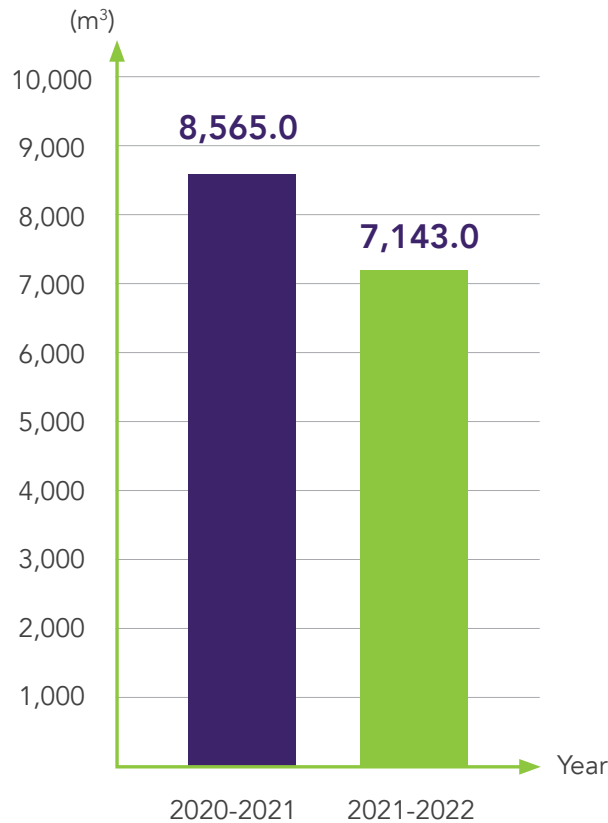
The Group reduces its water consumption and associated impacts through efficiency measures throughout our operations and specific sites, such as water conservation, recycling, reuse, or process redesign. The Group also considers collective actions that extend beyond its operations, such as collaborating with other companies operating on the same site.

Whenever applicable or necessary the Group manages its environmental impacts caused by runoff, and how they are addressed. For example, runoff can carry high nutrient and pollution loads due to the Group’s activities, leading to eutrophication and other negative impacts on local waterbodies.

Total water consumption

Total water consumption in the Group, based on recorded and collected data from various operational boundaries over a two-year period.

Total water consumption (m³)



In renewing our commitments to environmental sustainability, the Group commits to engaging with its Stakeholders periodically to identify environmental impacts caused by the Group's business activities and to address environmental matters that are of concern and interest to Stakeholders.

The Group has also established whistleblowing and grievance mechanisms for the purposes of our Environmental Policy and also our other compliances with regards to environmental and climate action regulations. With reference to the terms set out in our Whistleblowing Policy, any employee or any third party may anonymously report any violation related to the environmental compliances via the Group's confidential channels.

Moving forward, the Group will continue to step up its efforts in environmental responsibility and sustainability, with the aspirations of achieving high Sustainability and indices ratings, and winning sustainability recognition awards for our performance and progress.

The Group will continue to step up its efforts in environmental responsibility and sustainability.

The Group is committed to respecting human rights. This means that it shall avoid infringing on the human rights of others and should address adverse human rights impacts should they arise within the scope of its operations.

Human Rights

The responsibility of the Group in this aspect refers to the internationally recognised human rights expressed in the International Bill of Human Rights, and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

The Group has developed and implemented its inaugural Human Rights Policy that provides guidelines governing the identification and management of human rights issues. This Policy reflects the Group's commitment to respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights, within in the Group's business processes and business relationships.

In particular, the Policy is central to the management of human rights matters in terms of upholding the UN Guiding Principle "protect, respect and remedy" principle to avoid, mitigate and manage any human rights impacts.

The responsibility to respect human rights requires that the Group:

1. Avoid causing or contributing to adverse human rights impacts through its own activities, and address such impacts when they occur;
2. Seek to prevent or mitigate adverse human rights impacts that are directly linked to its operations, products or services by its business relationships, even if it has not contributed to those impacts.

The Group is currently preparing our business operations and business relations for the human rights due diligence process which will identify, mitigate, and account for any adverse human rights impacts.

The human rights due diligence process involves assessing actual and potential human rights impacts, integrating and acting upon the findings, tracking responses, and communicating how the impacts were addressed. The process:

- Covers adverse human rights impacts that the Group may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationships;
- Is ongoing, recognising that the human rights risks may change over time as the Group's operations and operating context evolve.

In all contexts, the Group complies with all applicable laws and respects internationally recognised human rights wherever it operates, seeks ways to honor the principles of internationally recognised human rights when faced with conflicting requirements, and treats the risk of causing or contributing to gross human rights abuses as a legal compliance issue.

Where the Group identifies that it has caused or contributed to adverse impacts, we strive to provide for or cooperate in any remediation necessary through legitimate processes.

Our overall commitments to Human Rights also link to our other Human Rights related commitments

1. Equality, Diversity, and Inclusion

The Group is committed to the principles of equal opportunity and equal pay and maintains a zero-tolerance policy on discrimination. The Group works to ensure its workplaces are free from discrimination on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.

2. Freedom of Association and Collective Bargaining

The Group respects its employees' right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. The Group also respects and supports the right to collective bargaining. It is committed to establishing a constructive dialogue in good faith with employees and/or their representatives.

3. Workplace Security

The Group is committed to maintaining a workplace that is free from violence, harassment, bullying, intimidation and other unsafe or disruptive conditions due to internal and external threats. Violence, harassment, bullying, and intimidation are not tolerated in the workplace and in any work-related circumstances outside the workplace.

4. Forced Labour and Human Trafficking

Forced or compulsory labour are work and service that is exacted from any person under the menace of any penalty and for which the said person has not offered herself or himself voluntarily. The Group prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery, and any form of human trafficking.

5. Child Labour

Child labour is work that 'deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical or mental development including by interfering with their education. Specifically, it means types of work that are not permitted for children below the relevant minimum age.' (International Labour Organization). The Group prohibits the hiring of individual under eighteen (18) years of age for any position in the Company.

6. Minimum Wage

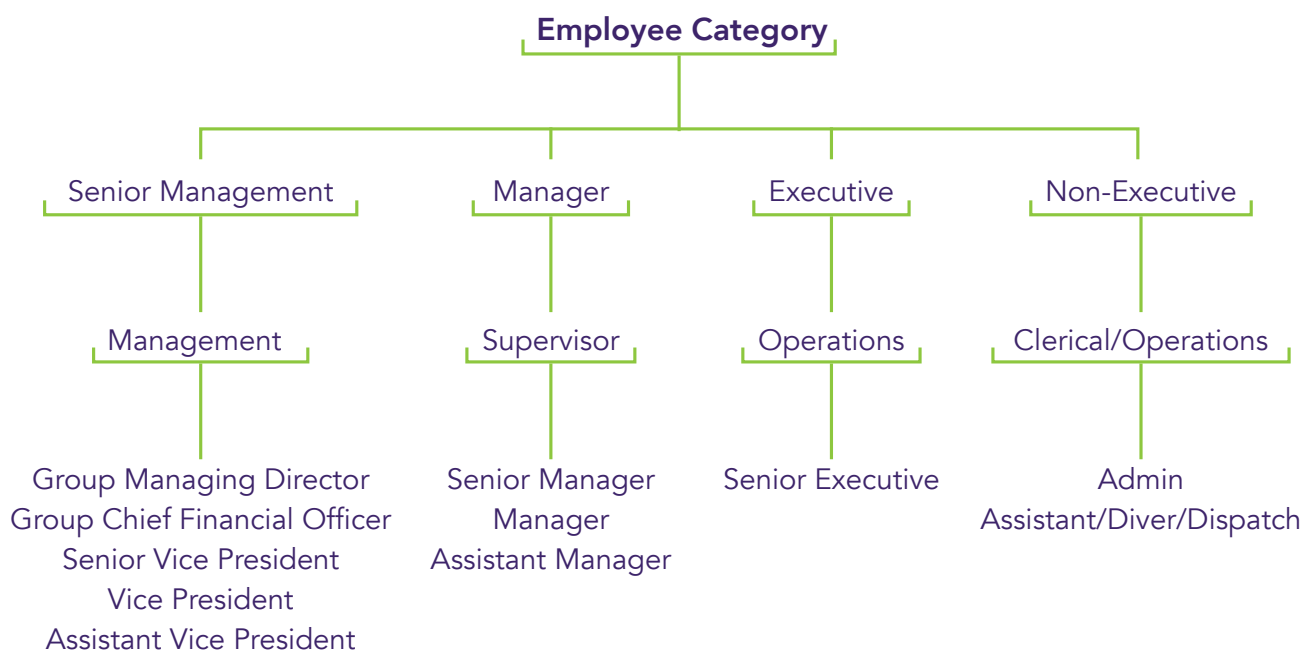
The Group is committed to complying with the latest minimum wage regulations set by the authorities to protect employees against any unduly low pay. The Group believes that the minimum wage policy can contribute towards overcoming poverty, reducing inequality, and closing the gender pay gap by promoting the right to equal remuneration for work of equal value.

The Group upholds human rights and its related commitments in every area of employment.

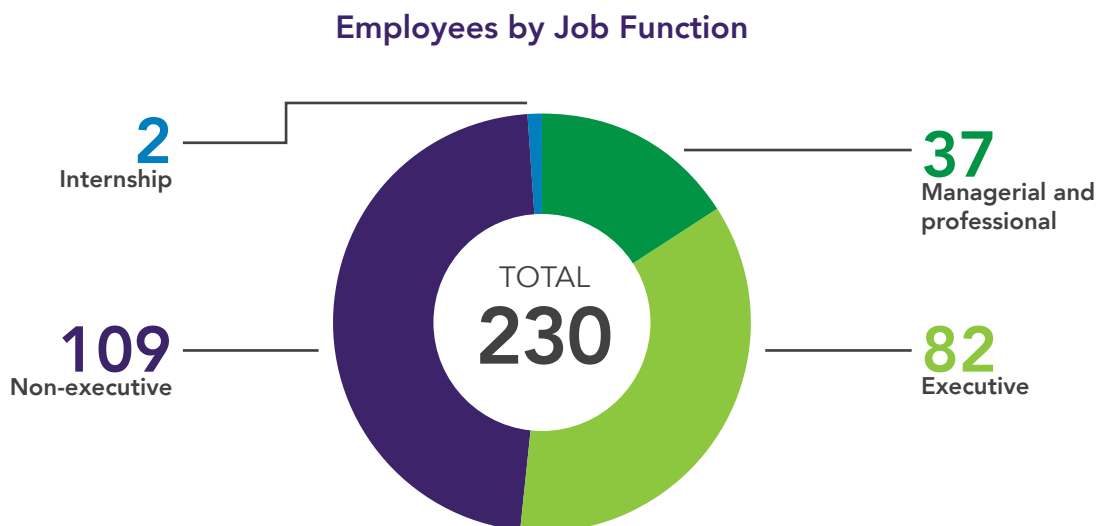
Our value creation in this area is focused on creating positive impacts to the community and to society through our employment practices and job creation. Our hiring, recruitment, retention, and related practices are aimed at attracting and retaining the best talents.

We also strive to provide the best and safest working conditions for all our employees, providing benefits such as Group Takaful Coverage, paternity leave, vision care, dental care, outpatient care, exam leave, and Pilgrimage Leave (Haji Leave).

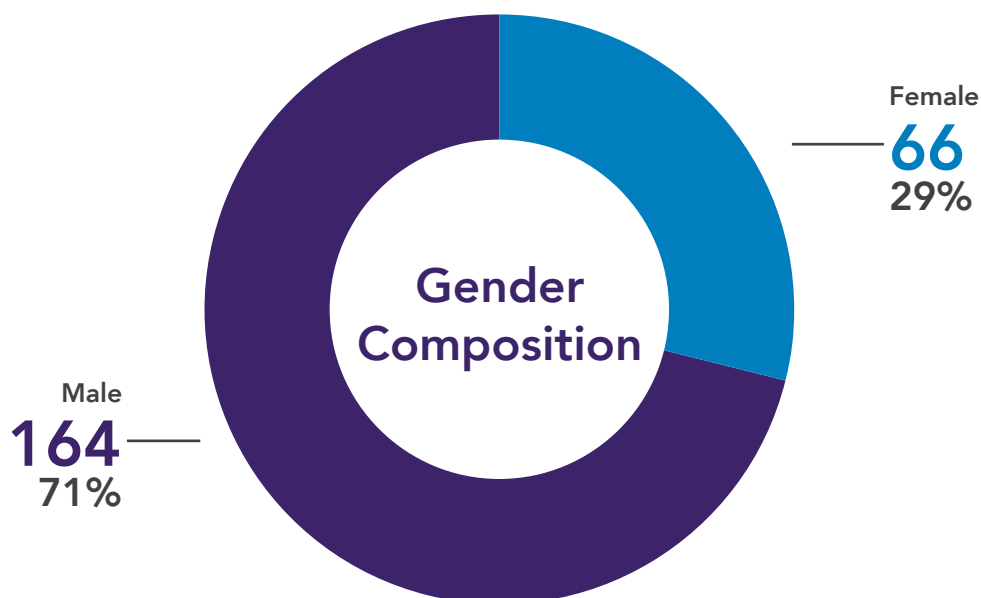
The employment practices of the Group are guided by the Employee Handbook, which is referred to by all operations across its businesses. Every segment of the Group's operations is required to follow the determined job classifications and grades, where the relevant roles and authorities are delegated accordingly, and the corresponding remuneration and benefits are accorded fairly.



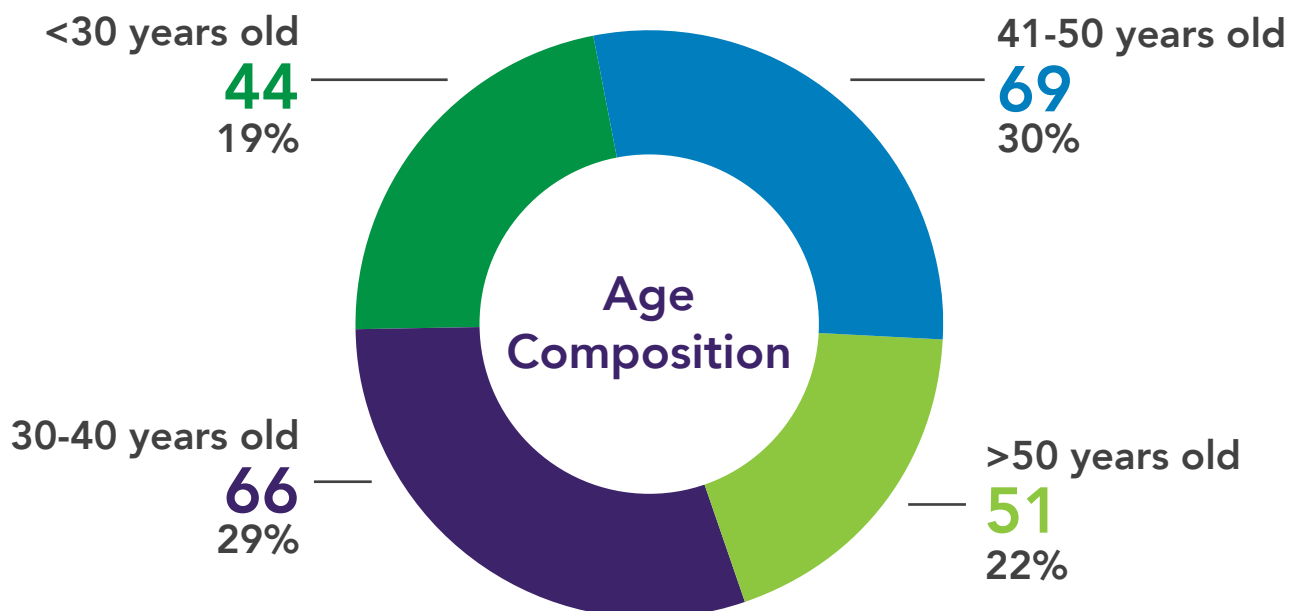
As of the reporting year, we have a total of 228 full time employees. Additionally, the Group also hired 2 interns within the months of July 2021 to June 2022.



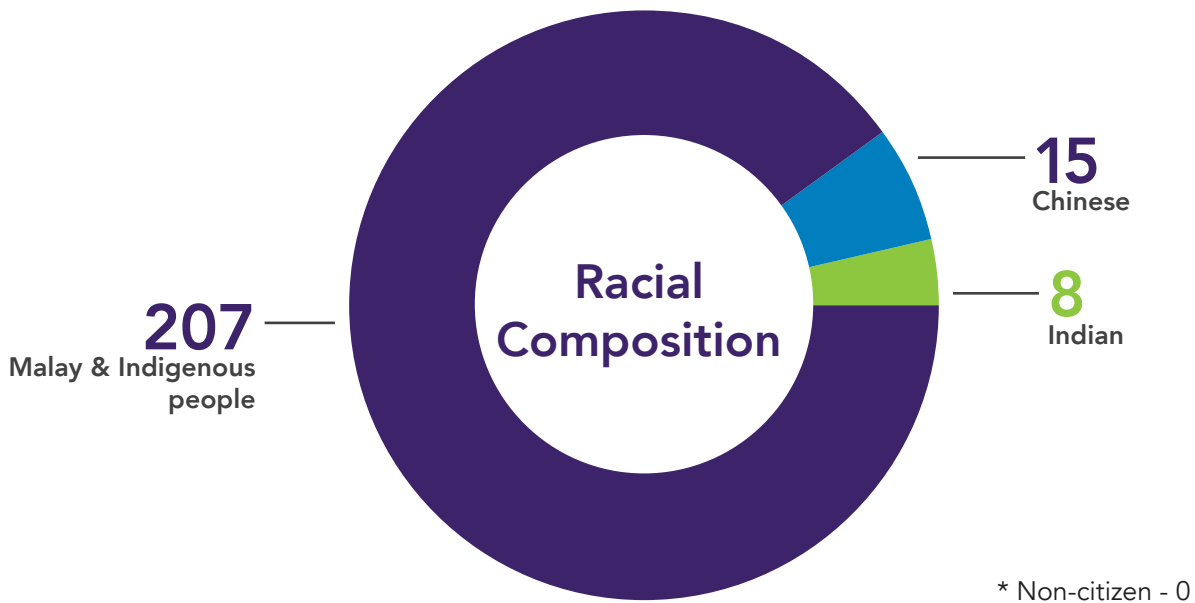
In terms of gender diversity, more than one quarter of the Group's employees are female.



Amongst of all our full-time employees, the majority of 59% are between the ages of 30-50. This indicates that the Group's core human resources are experienced and skilled individuals who are able to contribute towards value creation and creating positive impacts. Nonetheless, the second largest group is below age 30.



In terms of diversity, we continue to attract and retain talents from all racial and cultural backgrounds. Including our interns, we are proud to say that 100% are Malaysians. We focus on creating positive social and economic impacts on the communities in which we operate by hiring local talent.



From the facet of human rights, we believe that providing wages above the minimum wage can help to contribute to the economic well-being of our employees, while the distribution of wages is crucial for eliminating inequalities, such as wage gap, gap between women and men and within the market. We are pleased to report that the basic entry-level salary we offer our employees is equally distributed for both men and women. The comparative entry level salary for our employees is also equal or higher than Malaysia's minimum wage and supported by the low turnover rate (10.53% for male and 2.19% for female).

Entry-level salary (by ratio) by gender



* National minimum wage = 1

Occupational, Safety and Health

In order to be a responsible and sustainable employer, the Group commits to safeguarding the health and wellbeing of all our employees. The Group emphasises occupational health and safety, applying the ISO 45001:2018 Occupational, Health and Safety Management System. The Group has anchored our operations on the Integrated Management System (IMS) to meet the specific requirements of MS ISO 9001, ISO 14001 and ISO 45001.

The IMS Manual defines the Group's IMS Policy and outlines the procedures that have been developed and documented to meet the specific requirements of MS ISO 9001, ISO 14001 and ISO 45001. It includes a description of the interaction between the processes of the Integrated Management System and the standards' requirements.

In addition, our Project Deliverables Management through IMS Plans identifies the organisation and programme, and the specific criteria and activities that must be addressed in any individual project to ensure that the IMS objectives for that project are achieved.

The IMS Procedures define the Group's methods for the maintenance and administration of the Integrated Management System and the standard activities undertaken during the provision of the Group's operations and services; without which the IMS Objectives may not be achieved. The Procedures are grouped in accordance with their functions and published as controlled manuals.

These Manuals are:

- Integrated Management Systems Procedures Manual
- Quality, Environmental, Health & Safety Procedures Manual

The relevant procedures above define the control of outsourced services and related service vendors to ensure conformity with all parties' requirements.

The IMS Plan demonstrates the Group's commitment to the application of the Integrated Management System at project level, and contains:

- The Client's contractual and industry related legal requirements.
- The IMS objectives, e.g., bribery-free culture, client's brief, characteristics of finished works, energy consumption reduction, Zero Lost Time Incident.
- Specific allocation of responsibilities and authorities during the different phases of the project Specific procedures to be applied including operational control and emergency procedures.
- Suitable testing, inspection, reviewing and acceptance procedures at appropriate stages of the project
- Monitoring and measurement activities including Environmental aspect and Hazards identification.

Along with the IMS related policies and procedures, the Group has established its Hazard Identification, Risk Assessment and Determining Control (HIRADC) procedures for the purposes of occupational health and safety.



Hazard

Source, situation or act with potential for harm in terms of human injury or ill health or a combination of these.



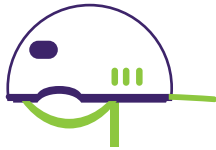
Hazard Identification

Process of recognising that a hazard exists and defining its characteristics.



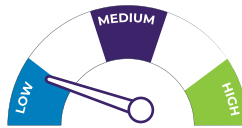
Injury and ill health

Adverse effect on the physical, mental or cognitive condition of person.



OH&S Risk

Combination of the likelihood of an occurrence of a hazardous event or exposure (s) and the severity of injury or ill health that can be caused by the event or exposure (s).



Risk Assessment

Process of evaluating the risk (s) arising from a hazard (s), taking into account the adequacy of any existing controls, and deciding whether or not the risk (s) is acceptable.



Routine Activities

Activities conducted on regular basis. Day to day operations or activities carried out in regular interval, e.g. monthly maintenance of equipment, yearly shut down, etc.



Non-routine Activities

Activities not conducted on a regular basis. These include activities during emergency situations.



Potential Emergency Situation

Unplanned or unscheduled situations that require an immediate response.

Types of the OH&S risks associated with our activities:

- Physical hazards covering: Work activity, Penetration, Machinery, Dust, Thermal, Electrical, and Fire & Explosion.
- Chemical Hazards covering: General chemicals Biological Hazards: Field work activity, Contamination hazard
- Ergonomic Hazards: Physical, Psychological
- Other Hazards: such as Occupational, Radiation, Confined space hazards
- Guideline for Hazard identification covers the causes, sources, body parts affected for the above hazards. The risks are identified as, cut, accident, injury, death, burns, upper limb disorder, calve pain, abdominal pain, electrocution, hearing impairment, loss of vision, respiratory disorder, illness, skin abrasions, allergy, inflammation, viral fever, occupational diseases such as silicosis and metal fume fever, etc. The identified occupational health and safety risks are recorded in risk assessment format.

Hazard Identification covers the following conditions:

- Routine or non-routine activities
- Activities of all personnel having access to the workplace Including contractors and visitors
- Human behaviour, factors and capabilities and other human factors
- Identified hazards originating outside the workplace capable of affecting the health and safety of personnel involved
- Hazards created at the workplace under the control of the Group
- Hazards originating outside the Group but falling under the control of Group
- Hazards related to infrastructure, material and equipment provided by the Group or others
- Hazards related to changes/ proposed changes of activities, process and materials
- Any modification of management system, including temporary changes
- Hazards related to legal and other requirements
- Design of workplace, process and installations of machinery and equipment, and operating procedures
- Potential Emergency Situations at workplaces (Office or Site)

In accordance with our HIRADC policies and procedures, the designated team is responsible for identifying and evaluating all applicable risk and impacts, and report these to the Management Representative/ Project Manager for the next course of action.

Risk evaluation and assessment was performed using the approved Qualitative Measures of likelihood and consequences or impact:

- Likelihood Consequences - Probability and frequency of harm/effect occurring as shown in Table A
- Possible outcomes of hazard/risk as shown in Table B

Table A – Likelihood

Level	Description	Detail Description
1	Rare	<ul style="list-style-type: none"> • May occur only in exceptional circumstances • Once (1) in 20 years
2	Unlikely	<ul style="list-style-type: none"> • Could occur at some time • Once (1) in 10 years
3	Possible	<ul style="list-style-type: none"> • Might occur at some time • Once (1) in a year
4	Likely	<ul style="list-style-type: none"> • Will probably occur in most circumstances • 2-6 incidents in a year • Incident just occurred in the workplace with minor/major injury or ill health detected
5	Almost certain	<ul style="list-style-type: none"> • Is expected to occur in most circumstances • More than 7 incidences in a year • Incident just occurred in the workplace with fatality detected

Table B – Consequence or Impact

Level	Description	Detail Description
1	Insignificant	<ul style="list-style-type: none"> • No injuries/illness, low financial loss. • If an insignificant rated risk occurred, it would have little or no effect on business activities.
2	Minor	<ul style="list-style-type: none"> • First aid treatment, on-site release immediately contained medium financial loss. • The risk has some impact on the business but should not frustrate the long-term process objective from being met.
3	Moderate	<ul style="list-style-type: none"> • Medical treatment required, on-site release contained with outside assistance, high financial loss. • The impact of the risk occurring would cause significant loss or financial embarrassment. Significant amount of management time would be needed to investigate and correct.
4	Major	<ul style="list-style-type: none"> • Extensive injuries/illness, loss of production capability, off-site release with no detrimental effects, major financial loss.
5	Catastrophic	<ul style="list-style-type: none"> • Death, toxic release off-site with detrimental effect, huge financial loss.

The Risk Matrix is then used to measure the acceptable level of risk.

Table C – Risk Matrix Table

		Consequences				
		Insignificant 1	Minor 2	Moderate 3	Major 4	Catastrophic 5
Likelihood	Almost certain 5	5	10	15	20	25
	Likely 4	4	8	12	16	20
	Moderate 3	3	6	9	12	15
	Unlikely 2	2	4	6	8	10
	Rare 1	1	2	3	4	5

Risk Category

Level	Description	Detail Description
25	E	Extreme risk: Work should not be commenced or continued unless the risk has been successfully reduced.
15-20	H	High risk: Additional control must be proposed and implemented before commencement of work. The risk level shall then be reduced to at least moderate.
6-14	M	Moderate risk: Effort should be made to reduce the risk, but the costs or prevention should be carefully measured & limited
1-5	L	Low risk: No additional controls are required

Additionally, to achieve a high standard of occupational safety and health, the Group has implemented its Incident Investigation procedure, which outlines the steps to be followed in the investigation of workplace accidents and incidents, injuries, dangerous occurrences and systems failures which occur on premises or involve other workers, visitors, or contractors connected to the Group’s activities.

The purpose of investigating incidents is to:

- Determine the causes and to prevent similar incidents recurring in the future
- Identify any new hazards, and choose suitable controls
- Fulfil legal and insurance requirements

Following an incident, the hazard management system currently in place will be reviewed to identify and address any gaps to prevent recurrences.

The Group’s incident management process includes supervisors and workplace representatives with direct knowledge of the work areas and work processes. Once completed, the incident investigation report should identify the root cause of the incident. This will enable corrective actions to be implemented to prevent reoccurrence. The Group’s procedure in this aspect follows the ISO 45001:2018 standard.

In the event of an incident, the identifier is required to immediately notify the COO and CEO and follow up with a written notification. This is done with assurance of protection from reprisals, so all notifications can be performed without bias.

Medical treatment shall be provided by a medical practitioner, or first aider, as appropriate. Incident areas are cordoned off for the investigation team to conduct their procedures. If the incident has met the threshold set by the authorities, the employee in charge should immediately notify the nearest DOSH Office and, if necessary, inform the police within 24 hours. The relevant parties such as clients, the insurance company, SOSCO and other related authorities shall be notified of the incident within 24 hours, where applicable.

For the health, safety and wellbeing of our employees, the Group also has occupational health services that covers several areas.

1. Outpatient and Specialist Medical and Dental Services

- a. An employee and his/her dependent (Immediate family member – Spouse, children) enjoys the privilege of clinical/specialist outpatient consultation and treatment
- b. Outpatient & Outpatient Specialist Care Treatment Medical expenses will be reimbursed for the following areas of medical treatment:
 - i. GP Consultation for diagnosis, advice and treatment
 - ii. Specialist consultation which recommended by Panel Doctor
 - iii. Injections, medications
 - iv. Tests & Laboratory tests
 - v. Diagnostic X-rays
- c. All employees that are confirmed staff are eligible for dental benefits of claiming for dental treatment sought from a Registered Dental Practitioner
- d. All employees (confirmed staff only) are eligible for vision/optical benefits

2. Executive Health Screening

- a. The Group provides health screening for confirmed employees above the age of 40, who have served for a minimum of one year.

Health screening and health services provided help identify any health risks which will then be addressed or minimised to ensure the continued health and safety of our employees. The Group ensures that partners, such as healthcare providers, adhere to confidentiality laws to protect the personal health related information of the employees. Additionally, the Group ensures that the employees' health-related personal information is not used for any favourable or unfavourable treatment, by only allowing personal information to be accessed during emergency situations that require medical attention, or legal reasons such as when requested by any authorities.

The Group ensures that our stakeholders are consulted with regards to our occupational safety and health policies, procedures, management, and outcomes. Employees are engaged to obtain their feedback.

Our employees are regularly provided with training and competency building in occupational health and safety.

<p>1. Annually</p> <ul style="list-style-type: none"> a. Hazard identification, risk assessment and determining control b. Basic First Aid Awareness Training c. Fire Fighting Awareness Training d. Rigging and Slings Awareness Training 	<p>2. Quarterly</p> <ul style="list-style-type: none"> a. HSE Procedure & SOP Training b. Environmental Training
	<p>3. Weekly</p> <ul style="list-style-type: none"> a. HSE Induction
	<p>4. Daily</p> <ul style="list-style-type: none"> a. Toolbox Meeting

In cases when any entity within the Group, or our team, do not have full control over their work environment or work site, the Group will ensure that its business relations such as suppliers, sub-contractors, vendors, and clients comply with laws in this area. In addition, our contracts specify the safety requirements that must be complied with when doing business with us.

The Group maintains its good record in terms of occupational health and safety, ensuring the full confidence of our employees, clients, vendors, and other stakeholders in our operations.

Incident Record	2021	2022
Fatality	0	0
Class II LTI/Major Injury (>4 days)	0	0
Class III NLT/ Medical Treatment/Minor Injury (< 4 days)	1	0
Class IV First Aid Case	0	0
Class V Near Miss	0	0
Class VI Dangerous Occurrence	0	0
Class VII Property Damage	0	0
Class VIII Occupational Disease/Poisoning	0	0
Class IX Environmental Incident	0	0
Class X Others	0	0

We also acknowledge the importance of employee development training to enhance the knowledge and individual skills of our existing staff and to attract and retain new talent, Training provided includes, and is not limited to, Occupational, Safety and Health issues.

Throughout the period in review of July 2021 to June 2022, we provided approximately of 449 hours of training – equivalent to an average of 2 hours per employee - utilising internal and external subject matter experts covering skills, technical and functional training programmes. Out of 449 hours, 7 hours were allocated for sustainability related trainings.

Privacy and Data Protection

We are steadfast in keeping our stakeholders’ data private at all times. Our group recognises in keeping data safe from any data breach threats and violations. We also abide by the Personal Data Protection Act (2010), which regulates the processing of personal data in commercial transactions. At the foundation, we believe that keeping the data security and privacy within the organisation is essential in order to showcase our ability as a trustworthy company and build stakeholders’ trust.

Community Engagement, and Corporate Social Responsibility

The Group places significant importance on social responsibility and ethical practices to make a difference in the world. We believe that we are a part of the larger community around us and strive to do our best by taking the extra step in caring for the society, especially the less fortunate. Throughout the year, the Group made contributions and participated in community-centric events, illustrated as follows:

18 December 2021

Donation to Association of Bumiputra Women Malaysia (USAHANITA)

Donation to USAHANITA during their Special Event for Annual General Meeting

20 December 2021

Flood Aid Programme 3.0: Bentong, Pahang

Outreach to Powernet Industries Sdn Bhd's staff in Bentong, Pahang for flood clean-up and donation of daily necessities



04 January 2022

Flood Aid Programme 5.0: Gemas, Negeri Sembilan

Flood clean-up at Taman Pinggiran Felda, Gemas and donation of daily necessities and COVID-19 test kits



17 January 2022

Flood Aid Programme 6.0: Jasin, Melaka

Donation of daily necessities and COVID-19 test kits to Madrasah Tahfiz Ainussyukriah, Kampung Seri Mendapat and JAPERUN Sungai Rambai in Jasin, Melaka



20 December 2021

Flood Aid Programme 2.0: Puchong, Selangor

Flood clean-up at Kampung Tengah in Puchong which was hit by flash floods and donation of daily necessities



20 December 2021

Flood Aid Programme 4.0: Hulu Langat, Selangor

Donation of food packs, daily necessities and COVID-19 test kits to Taman Sri Nanding



26 April 2022

Donation to Ihya Ramadhan 2022
Yayasan Seri Negara

The donation for orphans and selected asnaf individuals during the Ihya Ramadhan 2022 event



26 May 2022

Food Programme with
Yayasan Bursa Malaysia

Collaboration with Yayasan Bursa Malaysia for food donation



29 May 2022

Donation to Pertubuhan Dai Kuala Lumpur (DAIKL)

Donation for Aidilfitri celebration event held by Pertubuhan Dai Kuala Lumpur (DAIKL) for B40 community and asnaf of Zakat

19 June 2022

KK Duathlon 3.0 2022

Main sponsorship of Reneuco for KK Duathlon 3.0 2022 in Kota Kinabalu, Sabah

07-08 July 2022

Sponsorship for IMT-GT & BIMP-EAGA Green City Action Plan Kick-Off: Building Back Better

Sponsorship of Reneuco for the Green City Action Plan Kick-Off Event held by the Economic Planning Unit (EPU) of the Prime Minister's Department in partnership with the Asian Development Bank (ADB), ICLEI-Local Governments for Sustainability (ICLEI) and the IMT-GT Joint Business Council (JBC)



08 July 2022

Flood Aid Programme 7.0:
Baling, Kedah

Donation for residents of Baling, Kedah affected by mud floods in collaboration with Komuniti Peduli Insan for Flood Relief Baling, Kedah

14 July 2022

Sponsorship for Persatuan Hoki Veteran Malaysia Sultan Ahmad Shah (SAS)

Sponsorship for Persatuan Hoki Veteran Malaysia Sultan Ahmad Shah (SAS) for their participation in field hockey event Veterans Masters World Cup which will be held from 12 until 21 August 2022 at the Nottingham Hockey Centre in Nottingham, England.



Employee Engagement Programmes

At Reneuco, we strive to create a place where people are engaged and enabled to optimise performance. We engage with our people through various avenues with detailed follows:

01 April 2022

Football Friendly Match between Reneuco staff and Malaysia Entertainer Football Team

Friendly Match between Reneuco Staff and Malaysia Entertainer Football Team on 1st April 2022. The programme which was organised with a strict Standard Operating Procedure (SOP), aimed to elevate the spirit of sportsmanship among students as well as to improve their mental health after a long sport break due to the COVID-19 outbreak.



27 June 2022

Football Friendly Match among Reneuco Staffs

Friendly Match among Reneuco Staffs on 27th June 2022. The aim of this activity is to nurture between employees and management to get to know each other.



11 August 2022

Futsal Friendly Match among Reneuco Staffs

Friendly Match among Reneuco Staff on 11th August 2022. The aim of this activity is to nurture between employees and management to get know each other



20 August 2022

White Water Rafting @ Kuala Kubu Bharu

This event was held among Reneuco staffs which is extreme and adventure sports enthusiasts are not all fearless. Instead learn how to manage that fear and perform under pressure. Putting the participant in danger for fun can help put the day to day office stresses back into reasonable perspective, like resetting the brain's biology and making them calmer in a work environment.



15-16 September 2022

Reneuco Group's Team Building

This event is the first team building event held by Reneuco Berhad. While enjoying the great outdoors the participants shall develop a sense of teamwork, create synergy, improve communication and bonding among them.





GRI Content Index and Linking to United Nation's Sustainable Development Goals (UNSDGs)

Statement of use: Reneuco Berhad (formerly known as KPower Berhad) has reported the information cited in this GRI content index for the period of 1 July 2021- 30 June 2022.

GRI Standard	Disclosure	Reference: Report and/or Chapter and/or Page number(s) and/or URL(s)	Omission	Linking to UNSDG
GENERAL DISCLOSURES				
Organisational Profile				
GRI 102: GENERAL DISCLOSURES 2016	Disclosure 102-1 Name of the organization	Annual Report and page 4 on Sustainability Report		
	Disclosure 102-2 Activities, brands, products, and services	Annual Report and page 10 on Sustainability Report		
	Disclosure 102-3 Location of headquarters	Annual Report		
	Disclosure 102-4 Location of operations	Annual Report		
	Disclosure 102-5 Ownership and legal form	Annual Report and page 11 on Sustainability Report		
	Disclosure 102-6 Markets served	Page 11 and 33 on Sustainability Report		
	Disclosure 102-7 Scale of the organization	Annual Report and page 11 on Sustainability Report		
	Disclosure 102-8 Information on employees and other workers	Page 47-49 on Sustainability Report		
	Disclosure 102-9 Supply chain	Page 5 and 36 on Sustainability Report		
	Disclosure 102-10 Significant changes to the organization and its supply chain	Page 5 on Sustainability Report		
	Disclosure 102-11 Precautionary Principle or approach	Page 4 on Sustainability Report		
	Disclosure 102-12 External initiatives	Page 5 and 17 on Sustainability Report		
	Strategy			
	Disclosure 102-14 Statement from senior decision-maker	Page 6-9 on Sustainability Report		
Ethics and Integrity				
	Disclosure 102-16 Values, principles, standards, and norms of behavior	Page 14 and 29-31 on Sustainability Report		
	Disclosure 102-17 Mechanisms for advice and concerns about ethics	Page 29-31 on Sustainability Report		

GRI Standard	Disclosure	Reference: Report and/or Chapter and/or Page number(s) and/or URL(s)	Omission	Linking to UNSDG	
GENERAL DISCLOSURES					
Governance					
GRI 102: GENERAL DISCLOSURES 2016	Disclosure 102-18 Governance structure	Annual Report and page 20-21 on Sustainability Report			
	Disclosure 102-19 Delegating authority	Annual Report and on page 21 on Sustainability Report			
	Stakeholder Engagement				
	Disclosure 102-40 List of stakeholder groups	Page 22-24 on Sustainability Report			
	Disclosure 102-41 Collective bargaining agreements	Page 22 on Sustainability Report and Stakeholder Identification & Engagement Policy in www.reneuco.com			
	Disclosure 102-42 Identifying and selecting stakeholders	page 23 on Sustainability Report			
	Disclosure 102-43 Approach to stakeholder engagement	Page 25-26 on Sustainability Report			
	Disclosure 102-44 Key topics and concerns raised	Page 26 on Sustainability Report			
	Reporting Practice				
	Disclosure 102-45 Entities included in the consolidated financial statements	Page 12 and 13 on Sustainability Report			
	Disclosure 102-46 Defining report content and topic Boundaries	Page Page 4-5 on Sustainability Report			
	Disclosure 102-47 List of material topics	Page 28 on Sustainability Report			
	Disclosure 102-48 Restatements of information	Page 4-5 on Sustainability Report			
	Disclosure 102-49 Changes in reporting	Page 4-5 on Sustainability Report			
	Disclosure 102-50 Reporting period	Page 4-5 on Sustainability Report			
	Disclosure 102-51 Date of most recent report	Page 4-5 on Sustainability Report			
Disclosure 102-52 Reporting cycle	Page 4-5 on Sustainability Report				
Disclosure 102-53 Contact point for questions regarding the report	Page 5 on Sustainability Report				
Disclosure 102-54 Claims of reporting in accordance with the GRI Standards	Page 4 on Sustainability Report				
Disclosure 102-55 GRI content index	Page 60 on Sustainability Report				
Disclosure 102-56 External assurance	Page 5 on Sustainability Report				

GRI Standard	Disclosure	Reference: Report and/or Chapter and/or Page number(s) and/or URL(s)	Omission	Linking to UNSDG
DISCLOSURES ON MATERIAL MATTER				
1. BUSINESS ETHICS AND GOVERNANCE (no topic specific disclosure)				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 4 on Sustainability Report	None	GOAL 16 : Peace, Just and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 29-31 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 29-31 on Sustainability Report	None	
2. ANTI-CORRUPTION				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 30-31 on Sustainability Report	None	GOAL 16 - Peace, Just and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 30-31 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 30-31 on Sustainability Report	None	
GRI 205: Anti-corruption 2016	Disclosure 205-2 Communication and training about anti-corruption policies and procedures	Page 31 on Sustainability Report	None	
3. OCCUPATIONAL SAFETY AND HEALTH				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 50 on Sustainability Report	None	GOAL 3: Good Health and Well-being GOAL 8: Decent Work and Economic Growth
	Disclosure 103-2 The management approach and its components	Page Page 50-56 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 56 on Sustainability Report	None	
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1 Occupational health and safety management system	Page 50 on Sustainability Report	None	
	Disclosure 403-3 Occupational health services	Page 55 on Sustainability Report	None	
	Disclosure 403-5 Worker training on occupational health and safety	Page 55 on Sustainability Report	None	
	Disclosure 403-6 Promotion of worker health	Page 46 and 55 on Sustainability Report	None	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 52-54 on Sustainability Report	None	
	Disclosure 403-9 Work-related injuries	Page 56 on Sustainability Report	None	
4. ECONOMIC PERFORMANCE				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 12-13, 32, on Sustainability Report	None	GOAL 8: Decent Work and Economic Growth
	Disclosure 103-2 The management approach and its components	Page 11-12, 32 on Sustainability Report	None	Goal 13: Climate Action
	Disclosure 103-3 Evaluation of the management approach	Page 32-33 on Sustainability Report	None	Goal 7: Affordable and Clean Energy
GRI 201: Economic Performance 2016	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	Page 34-35 on Sustainability Report	None	

GRI Standard	Disclosure	Reference: Report and/or Chapter and/or Page number(s) and/or URL(s)	Omission	Linking to UNSDG
DISCLOSURES ON MATERIAL MATTER				
5. MARKET PRESENCE				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 32-33 on Sustainability Report	None	GOAL 8: Decent Work and Economic Growth GOAL 16: Peace, Justice and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 32 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 35-36 on Sustainability Report	None	
GRI 202: Market Presence 2016	Disclosure 202-2 Proportion of senior management hired from the local community	Page 35 and 49 on Sustainability Report	None	
6. HUMAN RIGHTS				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 45-46 on Sustainability Report	None	GOAL 8: Decent Work and Economic Growth GOAL 16: Peace, Justice and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 45-46 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 45-46 on Sustainability Report	None	
GRI 412: Human Rights Assessment 2016	Disclosure 412-2 Employee training on human rights policies or procedures	Page 45-46 on Sustainability Report	None	
7. EMPLOYMENT				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 46-49 on Sustainability Report	None	GOAL 3: Good Health and Well-being GOAL 5: Gender Equality GOAL 8: Decent Work and Economic Growth
	Disclosure 103-2 The management approach and its components	Page 46-49 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 46-49 on Sustainability Report	None	
GRI 401: Employment 2016	Disclosure 401-1 New employee hires and employee turnover	Page 49 on Sustainability Report	None	GOAL 10: Reduced Inequalities
8. LABOUR RELATIONS				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 45-49 on Sustainability Report	None	GOAL 8: Decent Work and Economic Growth GOAL 16: Peace, Justice and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 45-47 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 45-47 on Sustainability Report	None	
GRI 402: Labor/ Management Relations 2016	Disclosure 402-1 Minimum notice periods regarding operational changes	Page 45-49 on Sustainability Report	None	
9. PROCUREMENT PRACTICES				
GRI 103: Management Approach 2016"	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 36 on Sustainability Report	None	GOAL 8: Decent Work and Economic Growth GOAL 16: Peace, Justice and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 36 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 36 on Sustainability Report	None	
GRI 204: Procurement Practices 2016	Disclosure 204-1 Proportion of spending on local suppliers	Page 36 on Sustainability Report	None	

GRI Standard	Disclosure	Reference: Report and/or Chapter and/ or Page number(s) and/or URL(s)	Omission	Linking to UNSDG
DISCLOSURES ON MATERIAL MATTER				
10. PRIVACY AND DATA PROTECTION				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 56 on Sustainability Report	None	GOAL 8: Decent Work and Economic Growth GOAL 16: Peace, Justice and Strong Institutions
	Disclosure 103-2 The management approach and its components	Page 56 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 56 on Sustainability Report	None	
GRI 418: Customer Privacy 2016	Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 56 on Sustainability Report	None	
11. ENERGY				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 39 on Sustainability Report	None	GOAL 11: Sustainable Cities and Communities GOAL 13: Climate Action
	Disclosure 103-2 The management approach and its components	Page 39 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 39 on Sustainability Report	None	
GRI 302: Energy 2016	Disclosure 302-1 Energy consumption within the organisation	Page 39 on Sustainability Report	None	
12. EMISSIONS				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 39-40 on Sustainability Report	None	GOAL 11: Sustainable Cities and Communities GOAL 13: Climate Action
	Disclosure 103-2 The management approach and its components	Page 39-40 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 40 on Sustainability Report	None	
GRI 305: Emissions 2016	Disclosure 305-1 - (Direct Scope 1) GHG Emissions	Page 40 on Sustainability Report		
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	Page 40 on Sustainability Report		
13. MANAGEMENT OF MATERIALS AND WASTE				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 42 on Sustainability Report	None	GOAL 12: Responsible Consumption and Production
	Disclosure 103-2 The management approach and its components	Page 42 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 42 on Sustainability Report	None	
GRI 301: Material 2016	Disclosure 3-1-1 Materials used by weight or volume	Page 43 on Sustainability Report	None	
14. WATER EFFLUENTS AND BIODIVERSITY				
GRI 103: Management Approach 2016	Disclosure 103-1 Explanation of the material topic and its Boundary	Page 43 on Sustainability Report	None	GOAL 6: Clean Water and Sanitation
	Disclosure 103-2 The management approach and its components	Page 43 on Sustainability Report	None	
	Disclosure 103-3 Evaluation of the management approach	Page 43 on Sustainability Report	None	
GRI 303: Water and Effluents 2018	Disclosure 305-5 Water Consumption	Page 44 on Sustainability Report	None	



RENEUCO BERHAD

(Formerly known as KPower Berhad)

[199701003731 (419227-X)]

A Public Listed Company on Bursa Malaysia (Code: 7130)

C1-1-1, Solaris Dutamas, No. 1, Jalan Dutamas 1
50480 Kuala Lumpur, Malaysia.
T: 03 6203 2929 F: 03 6203 2939
E: enquiry@reneuco.com