Kinergy

Kinergy Advancement Berhad
Kinergy Group
Kinergy/ the Group

Sustainability Policy

SUSTAINABILITY POLICY

Policy Statement

As a leading One-Stop Energy and Engineering solutions provider, **Kinergy Advancement Berhad and its Group of Companies ("Kinergy"** or **"the Group")** is committed to advancing long-term value creation through driving sustainable development on the environmental, social and governance ("ESG") fronts into all aspects of our operations, decision-making and stakeholder relationships.

Our Sustainability Vision and Mission

Vision

- To position Kinergy as a holistic one-stop solutions provider for sustainable energy solutions while fostering a sustainable future.

Mission

- To continuously enhance our engineering competencies to new heights while reducing the global carbon footprint by delivering cleaner and sustainable alternatives that promote energy efficiency and performance.

1. Objectives

This Sustainability Policy ("Policy") aims to:

- Embed sustainability principles into strategic and operational decision-making across all business divisions
- Minimise environmental impact while promoting efficient, low-carbon and circular resource use
- Foster an inclusive, safe and equitable workplace that supports employee wellbeing and growth
- Uphold strong governance, transparency and ethical conduct in all business activities
- Engage stakeholders to align business outcomes with societal and environmental expectations
- Ensure compliance with applicable laws, regulations and sustainability frameworks and/or standards

2. Scope of Application

This Policy applies to all of the Group's operations, subsidiaries, projects, and joint ventures where the Group has operational control or significant influence. The Group also promotes awareness among employees, contractors, and partners involved in project delivery, operations and maintenance, to uphold the Group's sustainability principles and commitments.

3. Sustainability Governance

Kinergy's sustainability governance structure ensures effective oversight, accountability, and integration of ESG principles throughout the organisation. It is designed to align sustainability with strategic objectives, operational execution and stakeholder expectations.

The following refers to the Group's sustainability governance structure:

Board of Directors

Highest governance body that approves the Group's sustainability strategic direction while overseeing their implementation and performances

Board Sustainability Committee

- Chaired by the Independent Non-Executive Director and includes other members of the Board of Directors
- Oversees the development on implementation of the Group's key sustainability focus areas, ensuring integration of sustainability with business strategies across the Group

Sustainability Team ("SusTeam")

- Comprises of representatives from the Group's operating subsidiaries with key responsibilities for sustainability-related matters
- Supports the Board Sustainability Committee in the implementation of sustainability strategies across the Group

4. Sustainability Focus Areas

a. Environmental Stewardship

Kinergy is committed to minimising its environmental footprint and protecting natural ecosystems through:

- Reducing greenhouse gas ("GHG") emissions and energy consumption via renewable and efficient technologies
- Implementing water conservation, waste management and pollution prevention measures
- Supporting biodiversity protection and sustainable land-use practices
- Integrating climate mitigation and adaption into project design, planning and operations, where possible in line with client requirements
- Ensuring compliance with all environmental regulations and continuous performance monitoring

b. Social Responsibility

Kinergy values its people and communities, where we strive to create shared social value through:

- Providing a safe, healthy and respectful working environment
- Promoting diversity, equality and fair employment practices
- Supporting employee learning, development and leadership growth
- Upholding human rights across all operations and supply chains
- Contributing to community development initiatives that deliver positive social and environmental impact

c. Governance and Ethics

Strong governance ensures accountability and trust. The Group is committed to:

- Upholding integrity, transparency and zero tolerance for corruption and unethical conduct
- Ensuring compliance with its Code of Conduct and Ethics and Anti-Bribery and Corruption Policy
- Implementing robust risk management and internal controls
- Maintaining accurate, transparent and timely disclosures on our sustainability performance and efforts to promote sustainability in all aspects of the Group's operations and services

d. Economic and Operational Responsibility

- Enhancing operational resilience and long-term profitability
- Deliver cost-efficient, energy-efficient and low-carbon solutions
- Drive innovation and digitalisation to enhance operational efficiency, optimise resource use
- Forming partnerships that drive shared economic, environmental and social progress

5. Continuous Improvement and Transparency

Kinergy upholds a culture of continuous improvement and transparent disclosure through the reporting of the Group's sustainability performance transparently through mandatory or voluntary public reports and disclosures in accordance with the relevant regulations, standards and frameworks.

6. Feedback and Stakeholder Engagement

Kinergy recognises that transparency is essential for sustainable progress. The Group encourages internal and external stakeholders to provide feedback, raise concerns related to the Group's sustainability performance and practices via the Group's sustainability e-mail at kabsustainable@kinergyadvancement.com.

All feedback is reviewed by the Management of the Group, and raised to the Board Sustainability Committee, which ensures timely assessment, response and integration of valid recommendations into the Group's sustainability-related improvement plans.

7. Review

This Policy is subject to periodic review and refinement to ensure ongoing relevance, effectiveness and alignment with emerging regulatory requirements, industry best practices and stakeholder expectations. This Policy was approved by the Management of Kinergy on 24th November 2025.